

MEMORANDUM

Campus Human Resources
Healthcare Human Resources



PLEASE POST

December 8, 2003

DEANS, DIRECTORS, DEPARTMENT CHAIRS AND ADMINISTRATIVE OFFICERS

Re: Policy on Supplement to Military Pay

The University of California has expanded its Policy on Supplement to Military Pay in order to continue assisting, to the extent possible, University academic and staff personnel who are serving on active military duty.

Under current policy, employees receive a supplement to their military pay for a period of up to 365 days if they have been called to (or volunteer for) active military duty during Operation Enduring Freedom or Operation Noble Eagle (the anti-terrorism and homeland defense campaigns), or any active military duty meant to support the President's call for a war on terrorism as a result of the September 11, 2001 attacks. This supplement is designed to compensate employees for the difference between their University base salary and their military pay and allowances.

The University has expanded this policy and will continue the military supplement and the University's contribution to health plan benefits until the end of an employee's active military commitment or until the end of the 2003-04 fiscal year, whichever comes first. For employees who have already received 365 days of supplemental pay, the additional pay extension will be retroactive to the first day of military leave following the first 365 days of supplemental pay.

Some employees are ineligible for the supplemental pay because their military pay exceeds their University wages. The University will be continuing the UC contribution to health plan premiums for those who wish to continue their health plan coverage.

The University's Implementing Guidelines have been revised to reflect this expansion. They are available, along with the Supplement to Military Pay Worksheet employees need to complete, at <http://atyourservice.ucop.edu/employees/policies/policies/supplement.html>

If you or your staff have questions, please contact Personnel Services in Campus Human Resources at (310) 794-0877, Healthcare Human Resources at (310) 794-0500, or the Academic Personnel Office at (310) 206-8004.

A handwritten signature in cursive script, reading 'Lubbe Levin'.

Lubbe Levin
Assistant Vice Chancellor
Campus Human Resources

A handwritten signature in cursive script, reading 'Mark A. Speare'.

Mark A. Speare
Senior Associate Director
Medical Center Patient Relations
and Human Resources