

Unit Managers: Please post a paper copy of this message in your area for people who do not have regular computer access.

May 7, 2008

To: UCSC Staff and Faculty
Fr: Willeen McQuitta, Director of Staff Human Resources;
Pamela Peterson, Assistant Vice Chancellor, Academic Personnel

Formal Review: Proposal to Renew Policy on Supplement to Military Pay

The University invites your comments on the proposed two-year renewal of the Policy on Supplement to Military Pay, which is scheduled to end on June 30, 2008.

Under this policy, the University compensates eligible employees for the difference between their University base pay and military pay and allowances until the end of the employee's active military duty or until June 30, 2008, whichever comes first.

The University also continues to pay the UC contribution to employee's health premiums while they receive their supplement to military pay, subject to a two-year lifetime limit that went into effect on September 1, 2005.

Employees not eligible for supplemental pay because their military pay and allowances exceed their University wages may elect to continue their health plan coverage while on military leave and the University will continue to pay the UC contribution to those plans.

Eligible employees under this policy are those who serve on active military duty during Operation Enduring Freedom or Operation Noble Eagle, Operation Iraqi Freedom or any other campaign in connection with the national state of emergency declared in the aftermath of the September 11, 2001 attacks.

It is the University's desire to assist, to the extent possible, employees who are called to active duty during these campaigns. Therefore, the University has proposed that the Policy be renewed for a two-year period, effective July 1, 2008 through June 30, 2010. Benefits provided under this renewal continue to be subject to a two-year lifetime limit.

Revised Implementation Guidelines and Extended Military Leave Q&A's reflecting the proposed two-year extension are posted at the following URL:

http://atyourservice.ucop.edu/employees/policies/policies/proposed_policies/index.html

Academic employees should direct their comments to Susan Fellows at sfellows@ucsc.edu and staff employees should direct their comments to Cathy Schoenfeld at pafc@ucsc.edu by May 23, 2008.

May 7, 2008

1