

Vice Chancellors  
Deans  
Managers  
Supervisors

July 23, 2004

Re: Policy on Supplement to Military Pay

Dear Colleagues:

The University of California would like to continue to assist to the extent possible those University academic and staff personnel who are serving on active military duty during Operation Enduring Freedom or Operation Noble Eagle (the anti-terrorism and homeland defense campaigns), or any other active military duty meant to support the President's call for a war on terrorism as a result of the September 11, 2001 attacks.

Effective immediately, the University will provide to eligible employees supplemental payments equal to the difference between the employees' University base pay and their military pay and allowances and will continue the UC contribution to health plan premiums until the end of the employees' active military commitment or until the end of the 2004-05 fiscal year, whichever comes first.

Some employees are not eligible for the supplemental pay because their military pay exceeds their University wages. However, the University will pay the UC contribution for those employees who wish to continue their health plan coverage.

The University's implementing guidelines are being revised to reflect the continuance of the policy and are available at:

<http://atyourservice.ucop.edu/employees/policies/policies/supplement.html>

Should the War on Terrorism continue beyond the 2004-05 fiscal year, the University may consider again extending the supplemental pay and health plan contributions, depending on the budgetary situation at that time.

Please make this information available to all academic and staff employees in your area.

Sincerely,

Willeen McQuitta, Director  
Staff Human Resources  
<http://atyourservice.ucop.edu/employees/policies/policies/supplement.html>

Barbara Brogan, Assistant Vice Chancellor  
Academic Human Resources

Cc: Interim Campus Provost and EVC Delaney  
BAS Vice Chancellor Vani  
Assistant Campus Provost Moreno  
Associate Vice Chancellor Valentino