



OFFICE OF THE PRESIDENT

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**CHANCELLORS  
LABORATORY DIRECTORS  
MEDICAL CENTER DIRECTORS**

**Revised Policy on the Supplement to Military Pay**

Dear Colleagues:

The University of California will continue to provide reasonable assistance to 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 on any other active military duty meant to support the President's call for a war on terrorism.

The Policy on the Supplement to Military Pay provides eligible employees with supplemental payments equal to the difference between the employees' University base pay and their military pay and allowances, and continues the University contribution to health plan premiums (collectively, "benefits"). Some employees are not eligible for the supplemental pay benefit because their military pay exceeds their University wages. For these individuals who do not receive supplemental pay, the University will provide the employer-paid portion of the health plan premium when the employee continues to make the employee contribution.

The Policy on the Supplement to Military Pay, which expired June 30, 2005, has been extended through August 31, 2005. Thereafter, the policy will be extended from September 1, 2005 through June 30, 2006. For all employees receiving either or both the supplemental pay benefit and the employer health plan contribution, there is now a two-year lifetime limit on benefits retroactive to December 14, 2001 (the policy's original implementation date). This limitation is consistent with programs for employees of the State of California and the California State University system.

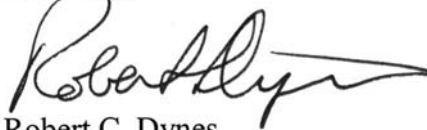
For employees who have received benefits under the policy for longer than two years (during the period December 14, 2001 through September 1, 2005), benefits will cease as of August 31, 2005. The Chancellor may recommend an individual exception be granted for any employee who would be adversely affected by the retroactive application of the limitation. The request for an exception should be made to the Associate Vice President, Human Resources and Benefits.

Employees who are called to active military duty after August 31, 2005, will receive benefits under the policy until the end of the employee's active military commitment or until June 30, 2006, whichever comes first. If an employee is not eligible for the supplemental payments because the military pay exceeds their University wages, the University will pay the UC contribution for those employees who continue to make the employee contribution to health plan coverage. Should the need arise, the University may consider again extending the supplemental pay and health premium contributions, depending upon prevailing budget circumstances. The two-year benefit limit will apply.

The implementation guidelines have been revised to reflect the extension of the policy and are available at:

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

Sincerely,

A handwritten signature in black ink, appearing to read "Robert C. Dynes", with a long horizontal flourish extending to the right.

Robert C. Dynes

cc: Members, President's Cabinet  
Associate Vice President Boyette  
Assistant Vice President Switkes  
Coordinator Capell  
Principal Officers of The Regents