



1111 Franklin Street  
Oakland, California 94607-5200  
Phone: (510) 987-9074  
Fax: (510) 987-9086  
<http://www.ucop.edu>

June 28, 2010

CHANCELLORS  
LABORATORY DIRECTOR ALIVISATOS  
MEDICAL CENTER DIRECTORS

Two-Year Renewal – Policy on the Supplement to Military Pay

Dear Colleagues:

The Policy on the Supplement to Military Pay, which was set to expire on June 30, 2010, has been extended through June 30, 2012. The University of California will continue to provide reasonable assistance to those University academic and staff personnel who are serving on active military duty in the Operation Enduring Freedom, Operation Noble Eagle, and Operation Iraqi Freedom campaigns, and any other campaigns in connection with the national state of emergency declared in the aftermath of the attacks on September 11, 2001. Employees who serve in such campaigns are eligible for benefits under the Policy on the Supplement to Military Pay.

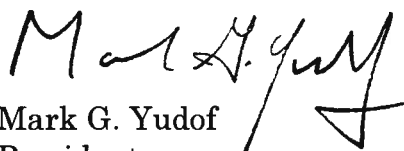
The Policy on the Supplement to Military Pay provides eligible employees with supplemental payments equal to the difference between the employees' University base pay and their military pay and allowances, and continues the University contribution to health plan premiums (collectively, "benefits"). Some 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.

Employees who are called to active military duty after July 1, 2010 will receive benefits under the policy until the end of the employee's active military commitment or until June 30, 2012, 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. All employees receiving either or both the supplemental pay benefit and the employer health plan contribution are subject to a two-year lifetime limit on benefits, retroactive to December 14, 2001, the policy's original implementation date.

Chancellors  
Laboratory Director Alivisatos  
Medical Center Directors  
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Implementation Guidelines and Extended Military Leave Q&As are undergoing final revision and will be available at:  
[http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/military\\_pay\\_policies/index.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/military_pay_policies/index.html)

Sincerely yours,



Mark G. Yudof  
President

cc: Members, President's Cabinet  
Director Price  
Chief Human Resource Officers  
Labor Relations Managers  
Senior Management Group Coordinators  
Universitywide Policy Office  
Campus Controllers