

- **Board of Directors**
Legal, Claims and Personnel Committee

January 11, 2005 Board Meeting

8-2

Subject

Approve extension of salary and benefits for activated military reservists

Description

According to Metropolitan Water District Administrative Code Section 6246, employees who serve in the National Guard or Naval Militia, or are members of the reserve corps, or in the U.S. military forces, are entitled to military leave pay for a period not exceeding 30 calendar days per fiscal year. Eligible employees must have at least one year of service with Metropolitan.

In March 1991, as a result of the Persian Gulf conflict, the Board authorized Metropolitan to continue to pay the employer portion of an employee's medical, dental, vision, life insurance and long-term disability benefits if the employee was an active military reservist. The Board also authorized the Chief Executive Officer to compensate active military reservists the difference between their full-time Metropolitan salary and their military pay for the duration of their non-voluntary active duty service, not to exceed 365 days.

In November 2001, following the events of September 11, the Board approved extending benefits, including the payment of employer premiums for medical, dental, vision, life insurance and long-term disability benefits for any employee in non-voluntary active service for longer than 30 days due to that crisis.

The current conflict in Iraq has resulted in an increased need for military reservists. Similar to the prior board authorization during the Persian Gulf conflict and current state guidelines regarding military leave, staff is recommending that Metropolitan also compensate employees who are active military reservists for the difference between their full-time Metropolitan salary and their military pay and to continue to pay the employer portion of their medical, dental, vision, life insurance and long-term disability benefits for the duration of their non-voluntary active duty service, not to exceed 365 days. In the past two years, two employees have been called to active military status from reserve status. This is an indication of the possible number of employees who may become active reservists for a period of time in excess of 30 days. If approved, this authorization will be effective for all eligible Metropolitan employees called to active duty following September 11, 2001. It is further recommended that this authorization remain in effect through the current conflict.

Policy

Metropolitan Water District Administrative Code Section 6246: Military Leave

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA because it involves continuing administrative activities, such as personnel-related actions, general policy and procedure making (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not subject to CEQA because it involves other government fiscal activities, which do not involve any commitment to any specific project, which may result in a potentially significant physical impact on the environment (Section 15378(b)(4) of the State CEQA Guidelines).

CEQA determination for Option #2:

None required

The CEQA determination is: Determine that the proposed action is not subject to CEQA pursuant to Section 15378(b)(2) and 15378(b)(4) of the CEQA Guidelines.

Board Options/Fiscal Impacts

Option #1

Adopt the CEQA determination and approve payment of compensation for active military reservists of the difference between their full-time Metropolitan salary and their military pay, not to exceed 365 days; and the employer portion of their medical, dental, vision, life insurance and long-term disability benefits for the duration of their active duty service, not to exceed 365 days, during the current conflict.

Fiscal Impact: Unknown at this time

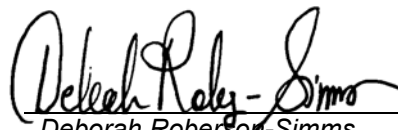
Option #2

Do not approve compensation for active military reservists and administer military leave according to Metropolitan's Administrative Code Section 6246.

Fiscal Impact: None

Staff Recommendation

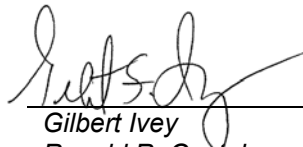
Option #1



Deborah Roberson-Simms
Manager, Human Resources

12/22/2004

Date



Gilbert Ivey
for *Ronald R. Gastelum*
Chief Executive Officer

12/23/2004

Date