



OFFICE OF THE PRESIDENT

*Robert C. Dynes*  
President

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June 28, 2006

**CHANCELLORS  
LABORATORY DIRECTORS  
MEDICAL CENTER DIRECTORS**

**Two-Year Renewal -- Policy on 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 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 September 11, 2001 attacks. Employees who serve in such campaigns are eligible for benefits under the Policy on Supplement to Military Pay. 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.

The Policy on 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 those 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 Supplement to Military Pay, which was set to expire June 30, 2006, has been extended through June 30, 2008.

Employees who are called to active military duty after July 1, 2006 will receive benefits under the policy until the end of the employee's active military commitment or until June 30, 2008, 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.

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 'RD' or 'R. Dynes', written in a cursive style.

Robert C. Dynes

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

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