



OFFICE OF THE VICE PROVOST –
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

February 8, 2018

CHANCELLORS
COUNCIL OF VICE CHANCELLORS
LABORATORY DIRECTOR WITHERELL
ACADEMIC COUNCIL CHAIR WHITE
ANR VICE PRESIDENT HUMISTON

Re: Systemwide/Formal Review of Draft Revised Presidential Policy on Supplement to Military Pay - Four-Year Renewal

Dear Colleagues:

Enclosed for systemwide/formal review are proposed revisions to renew the Presidential Policy on Supplement to Military Pay, covering all academic and staff employees. The Policy is scheduled to end on June 30, 2018. Under the current Policy, the University provides eligible employees with supplemental payments equal to the difference between the employees' University base pay and their military pay and allowances until the end of an employee's active military duty, or until June 30, 2018, while on active military duty in support of an ongoing overseas military campaign. Benefits provided under the Policy are subject to a two-year lifetime limit.

In addition, under current Policy, while employees receive the Supplement to Military Pay, the University continues to pay the UC contribution to their health plan premiums and certain UC sponsored health and welfare benefits, provided that the employee elects to continue those coverages. For employees who are not eligible for the Supplement to Military Pay because their military pay exceeds their University wages, and who elect to continue their University plan coverage, the University pays the UC contribution to health plan premiums and certain UC sponsored health and welfare benefits. Benefits under the Policy are subject to a two-year lifetime limit.

It is the University's desire to continue to provide reasonable assistance to academic and staff personnel who are called to active military duty. Therefore, the University has proposed that the Policy be renewed for a four-year period, effective July 1, 2018 through June 30, 2022. Revisions to the Policy will include the following:

- Additions/update of existing language including definitions, compensation, duration and procedures.
- Clarification of existing benefits language.

For employees called to active military duty as of July 1, 2018, benefits would be provided until the end of the employee's active military commitment or until the June 30, 2022 end date of the Policy, whichever comes first, subject to the two-year lifetime limit.

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Systemwide/Formal Review

Systemwide/formal review is a public review distributed to the University leaders requesting that they inform the general University community, affected employees, and unions' membership about policy proposals. Systemwide review also includes a mandatory full Senate review for at least 90 days.

Academic and staff personnel should be afforded the opportunity to review and comment on the draft Policy reflecting the proposed four-year renewal, available online at: <http://www.ucop.edu/academic-personnel/academic-personnel-policy/policies-under-review/index.html>. Enclosed is a model communication which may be used to inform non-exclusively represented employees affected by these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

Please submit comments on the proposed Policy no later than **May 10, 2018**. Comments from the Academic Senate and academic appointees should be submitted through Academic Council Chair White and campus academic administrators, respectively, directly to ADV-VPCARLSON-SA@ucop.edu. Comments from staff employees at your location should be submitted to Policy Specialist Melanie Carr at Melanie.Carr@ucop.edu.

Questions relating to faculty, academic appointees, and academic administrators may be directed to Kimberly Grant at Kimberly.Grant@ucop.edu or (510) 987-9499. Questions relating to staff may be directed to Melanie Carr at Melanie.Carr@ucop.edu or (510) 987-0360.

Sincerely,



Susan Carlson
Vice Provost
Academic Personnel and Programs



Dwaine B. Duckett
Vice President
Systemwide Human Resources

Enclosures: 1. Draft Revised Presidential Policy on Supplement to Military Pay (clean copy)
 2. Draft Revised Presidential Policy on Supplement to Military Pay (red line copy)
 3. Model Communication

cc: President Napolitano
 Provost and Executive Vice President Brown
 Medical Center – Chief Executive Officers
 Executive Vice President, Chief Operating Officer and Chief of Staff Nava
 Executive Vice President and Chief Financial Officer Brostrom
 Senior Vice President Bustamante
 Vice President Budil
 Vice Provosts – Academic Personnel
 Vice Chancellors – Administration
 Academic Personnel Directors
 Chief Human Resource Officers
 Chief of Staff and Director Henderson
 Chief of Staff Levintov
 Deputy General Counsel Woodall
 Senior Counsel Leider
 Executive Director Baxter
 Executive Director Chester

Executive Director Peterson
Executive Director Pluzdrak
Director Grant
Director Lee
Human Resources Manager Crosson
Manager Smith
Human Resources Policy Specialist Carr
Senior Analyst Alvarez
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