

**AGREEMENT BETWEEN THE COUNTY OF RIVERSIDE
AND EMPLOYEE UNIONS TO PROVIDE SALARY CONTINUATION
FOR SPECIFIED RESERVISTS CALLED TO ACTIVE DUTY**

Employees who are called to active duty after the September 11, 2001, terrorist attack on the United States, who serve at a time when any armed forces of the United States are in combat or are preparing for combat that appears imminent, and who are eligible at the time of call-up to receive the thirty (30) calendar days pay in accordance with the Military and Veterans Code (full regular County pay for 30 days), shall be eligible for supplemental salary continuance. This includes reservists who serve outside the United States in the war on terrorism, those who secure the U.S. homeland, and National Guard members who are called to active duty by the Governor of California in a time of emergency.

Salary Continuation: Eligible employees shall receive the difference between their County base salary and their military base pay starting on the 31st day of military leave each fiscal year, and continuing up to March 17, 2004, unless extended to a later date by the Board of Supervisors (***This agreement was extended indefinitely by the Board on March 9, 2004.***) Military salary is based on base pay as evidenced by the military paycheck stubs or other documents from the military acceptable to the County Auditor-Controller.

Benefits While on Salary Continuation: Employees who are currently eligible for County health, dental, and vision insurance coverage shall be eligible for continued coverage throughout the military leave described above, with the County continuing to pay the applicable flex plan contributions as described in the Flexible Benefits Plan for coverage the employee had in effect at the time the leave commenced. The County shall also continue to pay the Riverside Sheriff's Association Medical Trust for the applicable flex plan contributions for its members while the employee is on salary continuance. After that time, employees shall be eligible for continued coverage at their own expense for the remainder of their leave. Employees called to duty are encouraged to provide their spouse or legal guardian with power of attorney to make medical insurance selections during open enrollment periods.

Life Insurance Continuation: The County will continue to pay the County portion of employee life insurance while the employee is on salary continuance. Dependent coverage and additional employee paid voluntary amounts of life insurance benefits may be continued subject to the employee's payment of the premiums. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains an exclusion for acts of war.

Leave Accruals: In conformance with California law, employees shall accrue applicable vacation, sick leave, holiday leave or annual leave for the salary continuation period covered under the provisions of this agreement.

Supersession: This agreement supersedes the agreement that was adopted by the County's Board of Supervisors in October 2001 and extended in October 2002.