



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

January 21, 2022

CHANCELLORS
ACADEMIC COUNCIL CHAIR ROBERT HORWITZ
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON

Re: Systemwide Review of Draft Presidential Policy – Supplement to Military Pay

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to the Presidential Policy on Supplement to Military Pay (“policy”). The current policy was last extended on July 1, 2018 and expires on June 30, 2022.

Background

The Supplement to Military Pay policy was implemented on March 15, 1991 (retroactive to August 2, 1990) by former President Gardner. The policy was revised on December 14, 2001 by former President Atkinson, and extensions have been granted every two to four years from 2002-2022. This is the only systemwide policy that currently has a four-year renewal provision.

Key provisions of the Supplement to Military Pay policy are highlighted below:

- Supplement to Military Pay policy covers the compensation difference between an employee’s University pay and military pay for academic and staff personnel serving on active military duty in support of an ongoing overseas military mobilization campaign.
- Under the current policy, supplemental pay will be provided until the end of the employee’s active military commitment, until the conclusion of the employee’s University appointment or until June 30, 2022 (the expiration of the current policy), whichever comes first, subject to a two-year lifetime limit.
- Under the current policy, University contributions for medical, dental and vision coverage will be provided until the end of the employee’s active military commitment, until the conclusion of the employee’s University appointment or until June 30, 2022 (the expiration of the current policy), whichever comes first.

Since the policy is military-friendly, straightforward to administer, and applies to all University academic and staff employees, Systemwide Human Resources Policy Unit and Academic Personnel and Programs recommend that we eliminate the four-year renewal provision and continue the Supplement to Military Pay policy indefinitely.

Thus, for this latest systemwide review, we propose the following changes:

- Removal of all references to the four-year review provision.
- Additions/update of existing policy language including scope, definitions, benefits terminology, compliance/responsibility and procedures.
- Updated links and addition of gender neutral language throughout the policy.

Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Academic Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy. Attached is a Model Communication which may be used to inform non-exclusively represented employees about the draft policy. With respect to its represented employees, the University will adhere to any applicable bargaining obligations that may exist in connection with the adoption of this policy. Accordingly, the University will follow appropriate procedures with respect to represented employees and the Office of the President's Systemwide Labor Relations office will assist with that process.

The systemwide review period for the Supplement to Military Pay draft policy is **January 21, 2022 through April 21, 2022**. The draft policy is posted on [UCNet](#).

Comments from the Academic Senate and campus academic administrators should be submitted to ADV-VPCARLSON-SA@ucop.edu. Comments from HR leadership and staff employees should be compiled by HR Policy Coordinators and submitted to SHR Policy through Box. SHR Policy will communicate further with HR Policy Coordinators about this process.

Questions relating to academic personnel may be directed to Project Policy Analyst Gina Durrin at Gina.Durrin@ucop.edu. Questions from staff should be directed to location HR Policy Coordinators. Location questions related to staff employees may be directed to Systemwide HR Policy Specialist Olga Zundel at Olga.Zundel@ucop.edu.

Sincerely,



Susan Carlson
Vice Provost
Academic Personnel and Programs



Cheryl A. Lloyd
Vice President
Systemwide Human Resources

Enclosures:

Proposed Draft Presidential Policy – Supplement to Military Pay (clean copy)
Proposed Draft Presidential Policy – Supplement to Military Pay (tracked copy)
Model Communication

cc: President Drake
Provost and Executive Vice President Brown
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Senior Vice President and Chief Compliance Officer Bustamante
Vice President Maldonado
Vice President and Vice Provost Gullatt
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel
Chief Human Resources Officers
Academic Council Vice Chair Cochran
Associate Vice Provost Lee
Deputy General Counsel Woodall
Executive Director Baxter
Executive Director Silas
Chief of Staff and Executive Director Henderson
Chief of Staff Kao
Chief of Staff Levintov
Chief of Staff Peterson
Chief Policy Advisor McAuliffe
Principal Counsel Kim
Director Grant
Director Roller
Director Sykes
Associate Director DiCaprio
Associate Director Fishel
Associate Director Nguyen
Associate Director Woolston
Assistant Director LaBriola
Manager Carr
Manager Donnelly
HR Manager Crosson
Policy Specialist Zundel
Analyst Durrin
Policy Advisory Committee