



MEMORANDUM

Date: October 30, 2013

To: Presiding Judge, Superior Court
Elected Officials
Appointing Authorities

From: C.H. Huckelberry
County Administrator

A handwritten signature in black ink, appearing to be "CHH", is written over the printed name "C.H. Huckelberry".

Re: **Board of Supervisors Resolution No. 2013-085**

On September 17, 2013, the Board of Supervisors passed an emergency resolution regarding the use of military leave for those employees in uniformed services. This resolution provides extended benefits to these employees and their families and grants employees 240 hours of military leave to include the current and following federal fiscal years instead of the current and previous years established by policy. These emergency policy changes are effective at the expiration of the previous resolution 2011-149, which is September 30, 2013, for calculating the 240 hours of military leave. Therefore, County employees who are eligible and who will serve during the time of Operation Enduring Freedom will be granted 240 hours military leave from October 1, 2013, through September 30, 2015.

In the spirit of the Board resolution to provide maximum benefit to those County employees serving in the military, I am directing that departments extend leave for those employees beyond the one year of leave designated under Best Interest of County, Personnel Policy 8-108.E. This extension shall be for a maximum of one additional year and will thereafter be reviewed for further extension as necessary.

The extension of this leave of absence without pay should be initiated by completion of a Personnel Action Form submitted to the Human Resources Department for my signature.

If you have any questions, please contact Cory Dent, Human Resources Division Manager, at 520.724.3365.

CHH/mjk

Attachment

RESOLUTION NO. 2013 – 85

PIMA COUNTY

RESOLUTION TO EXTEND MILITARY LEAVE TO AND CREATE BENEFITS OPTIONS FOR
EMPLOYEES WHO ARE RESERVISTS AND/OR ARE CALLED TO ACTIVE DUTY IN
SUPPORT OF OPERATION ENDURING FREEDOM

WHEREAS, in light of continued efforts of the United States of America in Operation Enduring Freedom, the County continues to provide full support to our Armed Forces and our employees who are mobilized by the President of the United States into the Armed Forces of the United States; and

WHEREAS, Federal law extends special protections to those who are inducted, ordered or enlisted in the Armed Forces of the United States and to the National Guard and Reserve troops as well; and

WHEREAS, in accordance with Arizona Revised Statutes § 38-610, officers and employees shall be granted leaves of absence from their duties without loss of time, pay or efficiency rating on all days during which they are employed on training duty under orders with any branch of the Armed Forces of the United States of America for a period not to exceed thirty days in two consecutive years; and

WHEREAS, it is the desire of Pima County to continue to provide maximum benefits to those County employees who are eligible and who will serve during the time of this crisis, above and beyond, but not in violation of those required by law; and

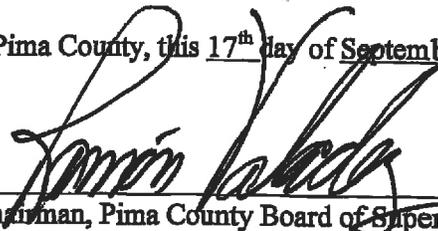
WHEREAS, it is the desire of Pima County to ensure that the family members of those who are called to defend our country during these critical times are receiving continued medical insurance coverage and proper medical care.

NOW, THEREFORE, BE IT RESOLVED by emergency order of the Pima County Board of Supervisors that an exception continues to be made to Personnel Policy 8-103, thereby granting employees called to active duty by order of the President of the United States and in support of Operation Enduring Freedom 240 hours of military leave for the current and following years instead of the current and previous years established by policy. Specifically, these employees are granted 240 hours of military leave from October 1, 2013, through September 30, 2015.

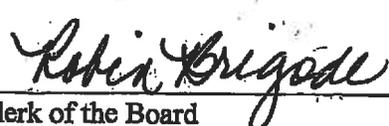
NOW, THEREFORE, BE IT FURTHER RESOLVED by emergency order of the Pima County Board of Supervisors that regular employees who are mobilized at this time may change their employment status from full-time to part-time. For this purpose only, annual and compensatory leave hours may be less than 20 hours a week and may be in an amount which allows for sufficient deductions needed to cover the employee's share of the medical benefits. Upon a) the employee's exhaustion of his or her annual or compensatory leave banks below the necessary hours to continue coverage or b) a change in status of leave of absence without pay (LWOP), the County will continue to pay the County's share while the employee is on LWOP and mobilized by the President of the United States as long as the employee or his or her power of attorney or spouse elects to continue coverage and agrees to pay the employee's share of medical benefits.

RESOLUTION NO. 2013 - 85

Passed by the Board of Supervisors of Pima County, this 17th day of September, 2013.


SEP 17 2013
Chairman, Pima County Board of Supervisors

ATTEST:


Clerk of the Board

APPROVED AS TO FORM:


Deputy County Attorney

TOM WEAVER