

## **Military Pay and Salary Supplement—February 2003**

Last month, Carol Greene sent an inquiry to WAPELRA members, asking if any jurisdictions are paying employees called to active duty a supplement to make up the difference between their military pay and their regular salary. While 30 of the respondents indicated that they were not supplementing salary, a few jurisdictions are. Here is a summary of comments received:

**Vancouver** – supplements pay for a six-month period for any employee who is involuntarily activated to military duty (makes up the difference between military pay and regular pay.) Also continues payment for health insurance benefits for the entire period of military duty.

**Spokane** – has supplemental agreements with all bargaining units to supplement military pay if it is less than the salary they would have received at the city. (These were in place before September 11.)

**King County** – benefit-eligible employees who were in reserves or on active duty prior to September 11 and who are ordered to involuntary active duty receive paid leave at their regular rate less their military pay. County continues to provide medical, dental, and life insurance benefits to employees who are called to or volunteer for active duty.

**Kirkland** – offers a shared leave program. Employees contribute donated hours to cover the pay difference from military pay and city salary. City also maintains the employee's health insurance premiums during months that an employee receives a full supplement check.

**Moses Lake** – pays an additional 120 hours per year, then they must use vacation time.

**Pierce Transit** – pays full salary for three weeks but not beyond.

**Federal Way** – allows for shared leave for military duty. Employees can donate vacation leave, and the employee on military duty can receive up to 50% of their regular base pay, so that the combined military and city pay is not more than 100% of regular city pay. This is for a maximum of three months – intended as a period during which the employee can transition to their military pay for the longer term. Medical benefits continue during any paid leave, including shared leave.

**Issaquah** – provides shared leave bank into which employees may donate vacation, comp time and annual leave to be used by those called up.

**Pierce County** – continues medical benefits.

**Tacoma** – pays medical/dental benefits for 9 months.

**Benton and Franklin Counties** – continued medical coverage for one year for those involuntarily called to active duty after September 11. Currently working on a resolution to renew the benefit for 2 years.

**Snohomish County** – continues to pay insurance benefits for employees called to active duty for a period of up to two years.

**Bellingham** – continues full family medical benefits for first three months.

**Everett**—created a program to allow employees to donate vacation to employees on military leave.

**Redmond**--is supplementing pay for up to one year, plus providing full family benefits.

**Lacey**—Considering allowing employees to donate vacation as shared leave.