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# COMMONWEALTH OF VIRGINIA



## OFFICE OF THE GOVERNOR

### Executive Order 44

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#### **SUPPORTING STATE EMPLOYEES WHO ARE CALLED TO ACTIVE DUTY**

By virtue of the authority vested in me as Governor, Commander-in-Chief of the armed forces of the Commonwealth, and as Chief Personnel Officer, under Article V of the Constitution of Virginia and under the laws of the Commonwealth, including but not limited to, Chapter 1 of Title 2.2 and Section 2.2-2100, Section 2.2-103, and Section 44-93.1 of the *Code of Virginia*, and subject to my continuing and ultimate authority and responsibility to act in such matters, I hereby set forth a policy for supporting classified state employees who are called to active duty in the armed forces of the United States.

#### **Importance of Supporting Classified State Employees Called to Active Duty**

The National Guard and reserve components of the armed forces of the United States are critical to our national defense. It is only right, indeed it is imperative, that our Commonwealth support our state employees who have been called to active duty, fighting in the cause of freedom. These fighting men and women leave behind families they must support and financial obligations that they must meet.

#### **Establishing a Pay Supplement for State Employees Called to Active Duty**

I hereby direct the following:

1. That the Department of Human Resource Management, in cooperation with the Department of Planning and Budget, shall promulgate an appropriate policy establishing supplemental pay for classified state employees called to active

duty military service in the armed forces of the United States, in cases where military pay is less than the employee's normal state pay. This policy shall provide, to the extent possible, for supplemental pay based on the difference between the state employee's normal salary and the active duty pay and allowances paid to the employee for serving in the armed forces of the United States.

2. I hereby charge my Secretaries of Administration and Finance with implementing this policy effective March 26, 2003.
3. This policy shall apply to all classified state employees.
4. I call upon the governing authority of all legislative, independent, and judicial agencies and institutions of higher education to strongly consider adopting similar policies. I also authorize heads of executive branch agencies to adopt similar policies for non-classified, full-time employees.

**Effective Date of the Executive Order**

This Executive Order shall be effective immediately upon its signing and shall remain in full force and effect unless amended or rescinded by further Executive Order.

Given under my hand and the Seal of the Commonwealth of Virginia, this 26th day of March 2003.

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Mark R. Warner, Governor

Attest:

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Secretary of the Commonwealth