



DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
OFFICE OF THE COMMISSIONER

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Martha K. Hirst
Commissioner

MEMORANDUM

TO: Reservists and Members of the National Guard who have returned from Ordered Military Duty and who participated in the Extended Military Benefits Program

FROM: Martha K. Hirst *Martha*

DATE: July 24, 2008

SUBJECT: Revisions to the Extended Military Benefits Program

Our records indicate that, when you were called up to ordered military duty, you enrolled in the Extended Military Benefits Program ("EMBP"). This program was created to ease, as much as reasonably possible, any financial disruption for City employees and their families which may be caused by long-term military duty connected with the events of September 11, 2001.

Modifications to the Program

As you may be aware, on July 7, 2008, Governor David Paterson signed legislation that amended Section 242 of the New York State Military Law by adding a new subdivision 5-a. The legislation goes into effect 120 days after signing. The EMBP will be modified accordingly during this time period. The key changes are summarized below:

- **Extended Military Benefits Program – Full Pay/Repayment Plan ("EMBP – FP/RP"):** Changes the repayment terms under the plan where employees received their full City salary and were required to repay the lesser of their military pay or City salary. Payroll deductions have been modified from a fluctuating 10% of an employee's salary throughout the life of the repayment term, not to exceed five years, to 7.5% of an employee's salary, which will be fixed throughout the life of the repayment term, not to exceed ten years. Additionally, all repayment obligations arising from the EMBP- FR/RP have been reduced by an administrative adjustment of 15%.
- **Extended Military Benefits Program – Differential Pay ("EMBP – DP"):** Going forward (so, for new enrollees in the program), changes the City's program to a differential pay program where employees receive the difference between their City salary and military pay with no repayment required. Additionally, the "statutory entitlement" - that is, the period of time during which an employee continues to collect his or her full City salary with no obligation to repay - was increased **from** the current 30 calendar days or 22 work days **to** 30 work days.

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If, as part of repayment under the **Full Pay/Repayment Plan**, you were enrolled in payroll deductions at 10% of your salary, your deductions have been automatically changed to a flat dollar amount equal to 7.5% your base salary. If you do not see this change on your *August 8, 2008* paycheck, please contact your agency for further details.

In the coming months, you will receive more information about the **Differential Pay** program. In the interim, the Department of Citywide Administrative Services (“DCAS”) will be working with the appropriate City agencies on implementing the remaining changes to the repayment terms for employees enrolled in the Full Pay/Repayment Plan. During this time, you may experience a brief interruption in your repayment while we make the necessary adjustments. No action is required on your part.

If you have any questions, please contact your Agency Personnel Officer/Military Liaison.

We thank you for your service to our country and our city, and look forward to working with you to successfully manage the improved EMBP program.