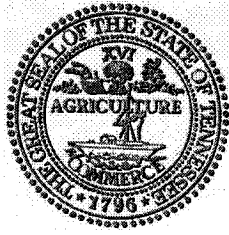


Operation Enduring Freedom/Noble Eagle
Current Executive Orders

To speak with a representative regarding your benefits as a state employee, contact Regina Forsythe at 615-532-8837.



STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

No. 4

AN ORDER ESTABLISHING THE POLICY OF THE STATE OF TENNESSEE WITH RESPECT TO STATE EMPLOYEES THAT ARE MEMBERS OF THE RESERVE OR NATIONAL GUARD AND HAVE BEEN CALLED TO FULL TIME MILITARY DUTY BY THE PRESIDENT OF THE UNITED STATES IN RESPONSE TO THE EVENTS OF SEPTEMBER 11, 2001 AND CONTINUING TO THIS DATE

WHEREAS, members of the Reserve Components of Armed Forces of the United States of America have been ordered to active duty by the President of the United States or under the authority of a Governor in support of an operation ("the operation") undertaken in response to the terrorist attacks that occurred on September 11, 2001 and continuing thereafter for all orders issued for operations Enduring Freedom, Joint Endeavor, and Noble Eagle, and any subsequent operations ordered by the President prior to the expiration of this executive order. The phrase "or under the authority of a governor" shall apply to any employee of the State of Tennessee who is a member of a Reserve Component and is ordered to active duty under my authority in support of the operation. This phrase shall also apply to any employee of the State of Tennessee who is member of a Reserve Component in another state and is ordered to active duty under the authority of the governor of the other state in support of the operation.

WHEREAS, as a part of the operation, certain Reserve units and National Guard units have been, or will be, called to active military duty by the President of the United States; and

WHEREAS, it is appropriate for the State of Tennessee to support the United States of America and its efforts in this operation; and

WHEREAS, a number of employees of the State of Tennessee who serve in the United States Armed Forces as a part of the Reserve and National Guard have been called to active military duty as a part of the operation or are subject to being called into active duty as a part of the operation; and

WHEREAS, the State of Tennessee supports its employees who are called to active military duty by the President of the United States or under the authority of a Governor and desires to take steps to help ease the financial burden of those employees who have been called to risk their lives in service of their country; and

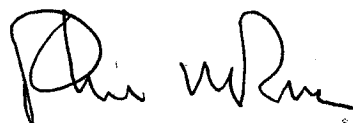
WHEREAS, I have determined that special leave with partial pay is necessary for the welfare of those employees of each department of the Executive branch of state government who have been called to active military duty as a part of the operation;

WHEREAS, these benefits which were established by the previous Governor in his Executive Orders #28, 29, 32, and 37 are scheduled to expire March 11, 2003;

NOW THEREFORE, I, Phil Bredesen, Governor of the State of Tennessee, by virtue of the power and authority vested in me by the Tennessee Constitution and law, do hereby order and direct the following:


1. Those employees of each department in the Executive branch of state government who are called to active duty by the President of the United States or under the authority of a Governor as members of the Reserve or National Guard in recognition of the operation shall, while on such active military duty, be entitled to special leave with partial pay for an additional period not to exceed six (6) months beginning March 12, 2003 and ending September 11, 2003. It is the policy of this Administration that to the extent possible, partial pay shall be the difference in the employee's regular state salary and the employee's full time military salary, with a minimum monthly amount sufficient to keep in full force and effect all benefits that the employee had on the date of call to active military duty and a maximum monthly amount of \$1,000 per employee. The provisions of this Executive Order shall apply to all said employees that have been called or are later called to such active military duty in recognition of the operation.
2. The Military Department is hereby directed to provide to the Department of Personnel a list of all members of the National Guard so affected and their respective salaries, and other reserve component units are encouraged to voluntarily provide the same information.
3. It is the policy of this Administration that said employees shall remain state employees while on such active military duty for the purpose of (a) accruing sick leave, (b) accruing annual leave, (c) accruing longevity pay, which shall continue to be paid to the employee annually, and (d) accruing retirement time. Provided, however, earnable compensation and retirement benefits shall not be increased or decreased by any partial payment made pursuant to this Executive Order but shall be computed as if no call to active military duty had occurred.
4. The Commissioner of Personnel and the Commissioner of Finance and Administration shall establish such rules, regulations, and procedures as are necessary for the implementation and administration of the intent of this Executive Order as set out above. All departments of the Executive branch of state government shall fully cooperate with the Commissioner of Finance and Administration and the Commissioner of Personnel to accomplish the goals of this Executive Order and to that end shall furnish such information, assistance and reports to, and shall otherwise fully cooperate with said Commissioners.
5. All entities of state government not under the direct jurisdiction of the Executive branch are hereby encouraged to support state employees called to active military duty by the President of the United States as member of the Reserve or National Guard in recognition of the operation.

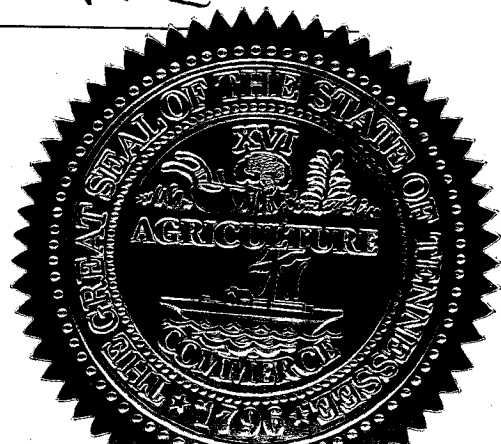
IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 22nd day of February, 2003.



GOVERNOR

ATTEST:


SECRETARY OF STATE





STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

No. 9

**AN ORDER AMENDING EXECUTIVE ORDER NO. 4 RELATIVE TO
STATE EMPLOYEES THAT ARE MEMBERS OF THE RESERVE OR
NATIONAL GUARD AND HAVE BEEN CALLED TO FULL TIME
MILITARY DUTY**

WHEREAS, members of the Reserve Components of Armed Forces of the United States of America have been and likely will continue to be ordered to active duty by the President of the United States or under the authority of a Governor in support of an operation undertaken in response to the terrorist attacks that occurred on September 11, 2001, and in support of subsequent operations that have been undertaken or that will be undertaken prior to the expiration of this executive order, including but not limited to Enduring Freedom, Joint Endeavor, Noble Eagle and Iraqi Freedom (collectively "the operation"). The phrase "or under the authority of a governor" shall apply to any employee of the State of Tennessee who is a member of a Reserve Component and is ordered to active duty under my authority in support of the operation. This phrase shall also apply to any employee of the State of Tennessee who is a member of a Reserve Component in another state and is ordered to active duty under the authority of the governor of the other state in support of the operation.

WHEREAS, as a part of the operation, certain Reserve units and National Guard units have been, or will be, called to active military duty by the President of the United States or the Governor of a state, and this operation continues to this date; and

WHEREAS, I have determined that special leave with partial pay is necessary for the welfare of those employees of each department of the Executive branch of state government who have been called to active duty as part of the operation; and

WHEREAS, I have further determined that the amount of partial pay received by an employee should not be limited by the imposition of a monthly maximum cap;

NOW THEREFORE, I, Phil Bredesen, Governor of the State of Tennessee, by virtue of the power and authority vested in me by the Tennessee Constitution and law, do hereby order and direct the following:

Paragraph No. 1 of Executive Order No. 4, dated February 22, 2003, is hereby amended by deleting the language contained in the paragraph in its entirety and substituting in its place the following:

1. Those employees of each department in the Executive branch of state government who are called to active duty by the President of the United States or under the authority of a

Governor as members of the Reserve or National Guard in recognition of the operation shall, while on such active military duty, be entitled to special leave with partial pay for an additional period not to exceed six (6) months beginning March 12, 2003, and ending September 11, 2003. It is the policy of this Administration that to the extent possible, partial pay shall be the difference in the employee's regular state salary and the employee's full time military salary, with a minimum monthly amount sufficient to keep in full force and effect all benefits that the employee had on the date of call to active military duty. The provisions of this Executive Order shall apply to all said employees that have been called or are later called to such active military duty in recognition of the operation.

It is the express intent of this Executive Order that the provisions of this amendment apply retroactively to March 12, 2003.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 21st day of April, 2003.



GOVERNOR

ATTEST:



SECRETARY OF STATE



STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

No. 12

**AN ORDER AMENDING EXECUTIVE ORDER NO. 4, AS AMENDED,
RELATIVE TO STATE EMPLOYEES THAT ARE MEMBERS OF THE
RESERVE OR NATIONAL GUARD AND HAVE BEEN CALLED TO FULL
TIME MILITARY DUTY**

WHEREAS, members of the Reserve Components of Armed Forces of the United States of America have been ordered to active duty by the President of the United States or under the authority of a Governor in support of an operation undertaken in response to the terrorist attacks that occurred on September 11, 2001, and in support of subsequent operations that have been undertaken or that will be undertaken prior to the expiration of this executive order, including but not limited to Enduring Freedom, Joint Endeavor, Noble Eagle and Iraqi Freedom (collectively "the operations").

WHEREAS, as a part of these operations, certain Reserve units and National Guard units have been, or will be, called to active military duty by the President of the United States or under the authority of a Governor; and

WHEREAS, it is appropriate for the State of Tennessee to continue to support the United States of America and its efforts in these operations; and

WHEREAS, a number of employees of the State of Tennessee who serve in the United States Armed Forces as a part of the Reserve and National Guard have been called to active military duty as a part of these operations or are subject to being called into active duty as a part of these operations; and

WHEREAS, the benefits which were established for such state employees by Executive Order No. 4, as amended by Executive Order No. 9, are scheduled to expire September 11, 2003;

NOW THEREFORE, I, Phil Bredesen, Governor of the State of Tennessee, by virtue of the power and authority vested in me by the Tennessee Constitution and law, do hereby order and direct the following:

1. The provisions of Executive Order No. 4, dated February 22, 2003, as amended by Executive Order No. 9, dated March 12, 2003, are hereby amended to the extent necessary to provide for an additional six months of special leave with partial pay to be granted to those members of each department in the Executive Branch of state government who are called to active duty by the President of the United States or under the authority of a governor to support these operations.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 11th day of September, 2003.

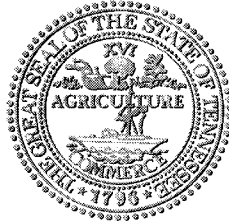


GOVERNOR

ATTEST:



SECRETARY OF STATE



STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

No. 17

**AN ORDER AMENDING EXECUTIVE ORDER NO. 4, AS AMENDED,
RELATIVE TO STATE EMPLOYEES THAT ARE MEMBERS OF THE
RESERVE OR NATIONAL GUARD AND HAVE BEEN CALLED TO FULL
TIME MILITARY DUTY**

WHEREAS, members of the Reserve Components of Armed Forces of the United States of America have been ordered to active duty by the President of the United States or under the authority of a Governor in support of an operation undertaken in response to the terrorist attacks that occurred on September 11, 2001, and in support of subsequent operations that have been undertaken or that will be undertaken prior to the expiration of this executive order, including but not limited to Enduring Freedom, Joint Endeavor, Noble Eagle and Iraqi Freedom (collectively "the operations").

WHEREAS, as a part of these operations, certain Reserve units and National Guard units have been, or will be, called to active military duty by the President of the United States or under the authority of a Governor; and

WHEREAS, it is appropriate for the State of Tennessee to continue to support the United States of America and its efforts in these operations; and

WHEREAS, a number of employees of the State of Tennessee who serve in the United States Armed Forces as a part of the Reserve and National Guard have been called to active military duty as a part of these operations or are subject to being called into active duty as a part of these operations; and

WHEREAS, the benefits which were established for such state employees by Executive Order No. 4, as amended by Executive Order No. 9 and Executive Order No. 12, are scheduled to expire March 11, 2004;

NOW THEREFORE, I, Phil Bredesen, Governor of the State of Tennessee, by virtue of the power and authority vested in me by the Tennessee Constitution and law, do hereby order and direct the following:

1. The provisions of Executive Orders No. 4, No. 9 and No. 12, dated February 22, 2003, March 12, 2003, and September 11, 2003, respectively, are hereby amended to the extent necessary to provide for an additional six months of special leave with partial pay to be granted to those members of each department in the Executive Branch of state government who are called to active duty by the President of the United States or under the authority of a governor to support these operations.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 28th day of February, 2004.

GOVERNOR

ATTEST:

SECRETARY OF STATE