

Agenda Report

TO: City Council

DATE: November 5, 2001

FROM: City Manager

SUBJECT: Adoption of a Resolution Authorizing the Payment of Salary Differentials and Employee Benefits to City Employees Who Have Been Ordered to Active Military Duty for Operation Enduring Freedom

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolution providing for the continuation of employee benefits and for the payment of the difference, if any, between a City employee's regular City salary and his or her military salary including allowances, for a period of up to five months, for those permanent City employees ordered to active military duty as a result of Operation Enduring Freedom.

BACKGROUND:

The President of the United States has announced that the Armed Forces will call several thousand military reservists into active military duty over the next weeks in support of the war on terrorism. In many cases, the military pay and allowances an activated reservist will receive is far less than his or her regular salary, which could lead to significant financial hardship for some City employees. Council approval of the attached Resolution will ensure that a City employee called to active military duty will continue to receive pay at the level of his or her City salary for up to a total of six months.

Many public agencies in the Southern California area have granted a similar benefit, or will be considering such a benefit in the very near future. This recommendation is consistent with the military benefits granted to City of Pasadena employees in the early 1990's during Operation Desert Storm.

It is recommended that the City provide a salary subsidy to supplement the employee's military pay, the total of which shall not exceed the amount of gross salary earned at the time the employee is activated. The subsidy will commence upon exhaustion of the 30 days of state-mandated full salary, provided for under the Military and Veterans Code, and will continue until the employee is released from active military duty, but not to exceed a period of five months. By providing this salary subsidy, vacation, sick leave and retirement service credit will automatically accrue concurrent with the salary subsidy.

MEETING OF 11/5/01

AGENDA ITEM NO. 7.B.(2)

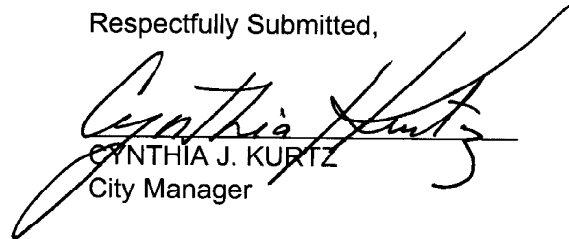
It is further recommended that the City provide continued health and dental contributions for employee and dependent coverage, provided that the employees and/or dependents are enrolled for those benefits at the time the employee is involuntarily called to active duty. This continued benefit would begin upon exhaustion of the 30 days of state-mandated benefits, provided for under the Military and Veterans Code, and will continue until the employee is released from active duty, but not to exceed a period of five months. The continued health and dental premium contribution shall be equal to the amount authorized for the employee's classification, but not to exceed the applicable premium rate for health and dental premiums.

Should Operation Enduring Freedom continue longer than five months such that employees exhaust the salary and benefits subsidies provided herein, Council may wish to consider further action at that time.

FISCAL IMPACT:

The fiscal impact is unknown at this time. Six City employees are noted as serving in the military reserves; only one employee has been ordered to active duty. Salary and benefits for all six employees are included in the adopted FY 2002 budget, and additional costs as a result of the adoption of this Resolution would be incurred in filling behind an employee on military leave. Depending on the classification of the affected employee, this may be accomplished through overtime assignments or the hiring of a temporary employee, and may not be necessary on a full-time basis. This decision will be made based on the needs of the department and the workload.

Respectfully Submitted,


CYNTHIA J. KURTZ
City Manager

Approved:


KARYN S. EZELL
Director of Human Resources

Concurrence:


JAY M. GOLDSTONE
Director of Finance

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PASADENA
AUTHORIZING PAYMENT OF SALARY DIFFERENTIALS AND EMPLOYEE BENEFITS TO
CITY EMPLOYEES WHO HAVE BEEN ORDERED TO ACTIVE MILITARY DUTY FOR
OPERATION ENDURING FREEDOM

WHEREAS, certain employees of the City of Pasadena who serve in the Armed Forces Reserves may be called into active military duty as a result of Operation Enduring Freedom; and

WHEREAS, the California Military and Veterans Code provides that employees with at least one year of public service are entitled to their full salary and benefits for the first thirty calendar days of military leave for active duty; and

WHEREAS, these employees and their families may suffer a reduction of income as a result of being called into extended active military duty; and

WHEREAS, the City of Pasadena is supportive of the employees of the City who have been called into active military duty and believes that it is in the public interest to provide these employees with continuing employee benefits and that portion of their City base salary which may be lost due to a leave of absence from City service for active military duty.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Pasadena, that for those City of Pasadena employees occupying permanent, regular positions who have been called into active military duty as a result of Operation Enduring Freedom, the City will pay a salary subsidy in the amount of the difference between an employee's regular base City salary and his or her military pay, including allowances, provided their base City salary exceeds their military pay. Such salary subsidy shall commence at the conclusion of the thirty calendar days of full salary provided by the State of California Military and Veteran's Code, and shall continue for a period not to exceed five months. Further, the City's contribution for health insurance benefits shall continue for a period not to exceed five months from the date the thirty calendar days of state-mandated benefits are exhausted.

This Resolution shall be effective as of November 5, 2001.

Adopted by the following vote at the meeting of the City Council on November 5, 2001:

AYES:

NOES:

ABSTAIN:

ABSENT:

Jane Rodriguez, City Clerk

Approved as to Form:


Michele Beal Bagneris, City Attorney