

Agenda Report

March 24, 2003

TO: City Council

FROM: City Manager

RE: CONSIDERATION OF A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PASADENA AUTHORIZING PAYMENT OF SALARY DIFFERENTIALS AND BENEFITS TO CITY EMPLOYEES WHO ARE INVOLUNTARILY CALLED TO ACTIVE MILITARY DUTY, AND REPEALING COUNCIL RESOLUTION NO. 8063

RECOMMENDATION

It is recommended that the City Council adopt the attached Resolution, providing for salary supplements and the continuation of benefits, including health insurance contributions, to City employees who are members of the Armed Forces Reserves or the California National Guard Reserves, and who are involuntarily ordered to active duty in the War on Terrorism, for a period not to exceed twenty-three months.

BACKGROUND

By Executive Order on September 14, 2001, the President of the United States ordered a Partial Mobilization under Title 10, Section 12302 of the United States Code, ordering reservists to active duty for a period not to exceed 24 months. Existing State law provides for one month of full pay and benefits for reservists who are involuntarily ordered to active duty. On November 5, 2001, the City Council adopted Resolution No. 8063, providing for an additional five months of benefits and supplemental pay for City employees serving in the Reserves who ordered to active military duty. The supplemental pay is calculated as the difference between an employee's base salary from the City and his or her military pay with allowances.

The attached Resolution repeals Resolution No. 8063, and provides for extended supplemental pay and benefits, including health insurance contributions, for the 24-month duration of an employee's tour of duty under the current Executive Order.


FISCAL IMPACT

The fiscal impact is unknown at this time. One employee has been ordered to active duty, and nine others may be ordered to active duty at any time. While supplemental pay for each individual is dependent on his or her military pay level, it is estimated that supplemental pay for all ten individuals could be approximately \$100,000 per year. If all ten were ordered to active duty, additional salary costs would be incurred by filling behind the absent employees, either through acting assignments or on overtime, on an as-needed basis. Actual costs will depend on the number of employees ordered to active duty and the staffing needs of the impacted departments.

Respectfully Submitted,


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City Manager

Prepared By:


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