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APPROVED
BY THE CITY COUNCIL
JUL 21 1998
OFFICE OF THE
CITY CLERK

OFFICE OF
LABOR RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

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SACRAMENTO, CA
95814-2711

July 21, 1998

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City Council
Sacramento, CA

Honorable Members In Session:

SUBJECT: Continuation of Partial Salary and
Health and Welfare Coverage for Military Leave

LOCATION/COUNCIL DISTRICT:

City-wide

RECOMMENDATION:

It is recommended that the City Council approve the attached resolution establishing the Continuation of Partial Salary and Health and Welfare Coverage program career employees who are called to military service in the United Nations military action in Bosnia. The benefits would be available for a nine (9) month period effective August 1, 1998 through April 30, 1999.

CONTACT PERSON:

Dee Contreras, Director of Labor Relations, 264-5424

FOR COUNCIL MEETING OF:

July 21, 1998 (Afternoon)

SUMMARY

In 1991 the City established a partial continuation of salary and health and welfare benefits for employees who were called to active duty during the Gulf War. This program provides similar benefits to those employees being called up for military service with the United Nations military troops in Bosnia.

COMMITTEE/COMMISSION ACTION:

None

BACKGROUND INFORMATION:

In recognition of those career City employees called into active duty to support the United States military involved in the United Nations military action in Bosnia, it is recommended that the City Council approve a nine-month continuation of partial salary and health and welfare benefits.

The following proposed Continuation of Partial Salary and Health and Welfare Coverage program, to be effective August 1, 1998, is recommended for adoption:

1. To be eligible to participate in the program an employee must be entitled to military leave under Civil Service Board Rule (CSBR) 17, have been called into active duty to support the U.N. military action in Bosnia, and make written request for the benefit.
2. In addition to the benefits set forth in CSBR 17, pursuant to paragraph #1 above employees shall be eligible to receive from the City while on active duty between August 1, 1998 and April 30, 1999, a partial salary continuation for a maximum period of nine (9) consecutive months, commencing immediately after the period of any salary entitlement pursuant to CSBR 17. In no event shall an employee receive more than nine (9) months of paid military leave, including the thirty (30) calendar days provided under CSBR 17.
3. The amount of such salary continuation shall be the difference between the actual amount of his/her military pay, including any and all allowances, and the amount of City salary the employee would have received at his/her basic classification rate of pay, including incentive pay and in-grade step increases the employee would have otherwise been eligible to receive had he/she continued working, but not including, and not limited to, such special pay differentials as out-of-classification, night-shift differential, standby, call-back, overtime, or productivity pay.

4. In addition to the benefits set forth above and CSBR 17, and pursuant to #1 above, at the request of the employee the City will continue to make monthly health and welfare contributions in the amount provided in this section. The City contributions may only be applied toward the premiums of those medical, dental and life insurance plans in which the employee and qualified dependents were enrolled through payroll deduction prior to the leave. Eligible employees may receive such City contribution toward insurance premiums for up to nine (9) consecutive months of unpaid military leave, but in no event shall an employee receive a continuation of more than nine (9) months of health and welfare contributions, including the thirty (30) calendar days provided under CSBR 17. Further, this section specifically does not provide any contribution toward the employee's retirement contribution or any cash-back amount previously received by such employees.
5. For those employees who elect to have the City continue the monthly health and welfare contribution, the City will also continue basic life insurance coverage during such nine (9) month period consistent with #4 above.
6. An employee must submit a copy of the military documents ordering him/her to active service and copies of his/her military pay stubs for each eligible pay period in order to receive the continuation of partial salary and/or health and welfare benefits.
7. An employee voluntarily enlisting during the eligibility period or called to active duty after the close of the U.N. Bosnian military action is not eligible for this benefit.
8. Any individual receiving continuation of partial salary and/or health and welfare who does not return to City service within sixty (60) days of release from active military service, shall have the salary and health and welfare continuation amount deemed a loan, repayable to the City within one year of such release. At the discretion of the City Manager, repayment of all or any part of the amount may be waived.

FINANCIAL CONSIDERATIONS:

At this time two (2) career employees are scheduled for a leave of absence. The estimated additional cost for the program is \$60,000 for the maximum nine months of continuation of partial salary and health and welfare coverage.

ENVIRONMENTAL CONSIDERATIONS:

Not applicable

POLICY CONSIDERATIONS:

Approval of this report will affirm City support for those employees called to active military service and recognize the burden being placed on those individuals and their families.

MBE/WBE EFFORTS:

Not applicable.


Respectfully submitted,



Dee Contreras
Director of Labor Relations

RECOMMENDATION APPROVED:



 William H. Edgar
City Manager

Attachments

APPROVED
BY THE CITY COUNCIL

JUL 21 1998

OFFICE OF THE
CITY CLERK

RESOLUTION NO. 98-357

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF _____

A RESOLUTION ADOPTING CONTINUATION OF PARTIAL SALARY AND HEALTH AND WELFARE COVERAGE FOR EMPLOYEES ON MILITARY LEAVE SERVING IN BOSNIA

WHEREAS, Rule 17 of the Rules and Regulations of the City's Civil Service Board acknowledges and recognizes the fact that City employees currently serving as reservists may be called to involuntary military service; and

WHEREAS, Civil Service Board Rules and Regulations ensure the continued full compensation for career employees obligated to serve involuntary periods of active military service during the employees' absence from City employment for a maximum of thirty (30) calendar days in any fiscal year; and

WHEREAS, the City of Sacramento supports those employees called to active military service to the United Nations military action in Bosnia and recognizes the burden being placed on these individuals and their families; and

WHEREAS, the City desires to lessen the burden being placed on these employees called to involuntary active military service; and

WHEREAS, the City desires to supplement such employees' military pay up to an amount equal to the difference between his/her total military and City base pay, and continue such employees' medical, dental, and life insurance coverage for a period not to exceed nine (9) months; and

WHEREAS, all City recognized employee organizations support a continuation of partial salary and continuation of health and welfare coverage program outlined in the staff report, which report is attached hereto and made a part hereof;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in the said staff report.

MAYOR

ATTEST:

CITY CLERK

FOR CITY CLERK USE ONLY

RESOLUTION NO.: _____

DATE ADOPTED: _____

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