

APPROVED
BY THE CITY COUNCIL

APR 27 1999

OFFICE OF THE
CITY CLERK



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OFFICE OF
LABOR RELATIONS

CITY OF SACRAMENTO
CALIFORNIA

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April 9, 1999

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 authorizing a one year extension of the provisions of City Council Resolution 98-357, dated July 21, 1998, which established the Continuation of Partial Salary and Health and Welfare Coverage Program for career employees who are called to military service during the United Nations Bosnian military action. The one year extension is in recognition of the recent NATO military action in the Yugoslav Region. The provisions of City Council Resolution 98-357 expire on April 30, 1999. If this proposed resolution is approved, the benefits would be available for a one year period effective May 1, 1999 through April 30, 2000.

CONTACT PERSON:

Dee Contreras Director of Labor Relations 264-5424

FOR COUNCIL MEETING OF:

April 27, 1999 (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. City Council Resolution 98-357 provided similar benefits to those employees being called up for military service with the United Nations military troops in Bosnia. However, Resolution 98-357 will expire on April 30, 1999. This proposal will, if approved, extend those benefits for an additional one year period, from May 1, 1999 through April 30, 2000, and is motivated by the recent NATO military action in the Yugoslav Region.

COMMITTEE/COMMISSION ACTION:

None

BACKGROUND INFORMATION:

In recognition of those career City employees called into active duty during the United Nations military action in Bosnia, and NATO military action in the Yugoslav Region, it is recommended that the City Council approve a one year continuation of partial salary and health and welfare benefits.

The following proposed extension of the Continuation of Partial Salary and Health and Welfare Coverage Program, to be effective May 1, 1999, 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 during the U.N. military action in Bosnia, or the NATO military action in the Yugoslav Region, and make written request for the benefit. It is assumed that a military reservist called to active duty during this period is directly related to these military actions.
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 May 1, 1999 and April 30, 2000, a partial salary continuation for a maximum period of one year, commencing immediately after the period of any salary entitlement pursuant to CSBR 17. In no event shall an employee receive more than one year 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 in 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 one year of unpaid military leave, but in no event shall an employee receive a continuation of more than one year 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 employee.
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 one year 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 or NATO Yugoslav Region military actions 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 three career employees are scheduled for a leave of absence. The estimated additional cost for the program is \$120,000 for the maximum one year of continuation of partial salary and health and welfare coverage.

(Handwritten signature)

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.

ESBD CONSIDERATIONS:

Not applicable.

Respectfully submitted,



Dee Contreras
Director of Labor Relations

RECOMMENDATION APPROVED:



Robert P. Thomas
City Manager

Attachments

APPROVED
BY THE CITY COUNCIL

APR 27 1999

OFFICE OF THE
CITY CLERK

RESOLUTION NO. 99-194

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 OR SUPPORTING UNITED NATIONS AND NATO MILITARY ACTIONS**

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 support the United Nations military action in Bosnia and NATO military action in the Yugoslav Region 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 one year; 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: _____