

RESOLUTION NO. 2004-457

ADOPTED BY THE SACRAMENTO CITY COUNCIL

ON DATE OF JUN 15 2004

A RESOLUTION ADOPTING CONTINUATION OF PARTIAL SALARY AND HEALTH AND WELFARE COVERAGE FOR EMPLOYEES ON MILITARY LEAVE SERVING OR SUPPORTING OPERATION ENDURING FREEDOM AND OPERATION IRAQI FREEDOM

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 for Operation Enduring Freedom and Operation Iraqi Freedom in response to the current national emergency that resulted from the attack upon the United States on September 11, 2001 and the war in Iraq, 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 one year period; 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.: 2004-457

DATE ADOPTED: JUN 15 2004



3.14

OFFICE OF
LABOR RELATIONS

DEE CONTRERAS
DIRECTOR

CITY OF SACRAMENTO
CALIFORNIA

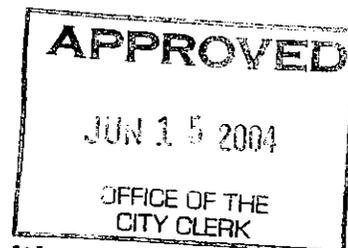
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June 7, 2004

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City Council
Sacramento, CA

Honorable Members In Session:



**SUBJECT: Continued Extension 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 to extend the authorization of the Continuation of Partial Salary and Health and Welfare Coverage Program for career employees who are called to military service for Operation Enduring Freedom and Operation Iraqi Freedom in response to the national emergency that resulted from the attack upon the United States on September 11, 2001 and the war in Iraq. This resolution would extend these benefits through June 30, 2005, and expand them at the discretion of the City Manager to include employees with less than one year of City service.

CONTACT PERSON:

Dee Contreras, Director of Labor Relations, 808-5424

FOR COUNCIL MEETING OF:

June 15, 2004 (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. The City Council again provided similar benefits to those employees being called up for military service with the United Nations military troops in Bosnia and in October 2001 through June 30, 2003 for Operation Enduring Freedom and Operation Iraqi Freedom. This resolution will extend the partial continuation of salary and health and welfare benefits for employees who are called to active duty through June 30, 2005. Individual departments are responsible for determining what, if any, backfill is needed for these employees. In the event funds are required to cover the backfill, the departments will bring those forward as budget issues.

COMMITTEE/COMMISSION ACTION:

None

BACKGROUND INFORMATION:

In recognition of those career City employees called into active duty during the current national emergency, it is recommended that the City Council extend the continuation of partial salary and health and welfare benefits through June 30, 2005.

The following Continuation of Partial Salary and Health and Welfare Coverage Program which was effective October 1, 2001 is recommended for continuation:

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 for Operation Enduring Freedom or Operation Iraqi Freedom, and make written request for the benefit. It shall be assumed that a military reservist or member of the State National Guard called to active duty during this period is directly related to the current national emergency.
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 July 1, 2004 and June 30, 2005, a partial salary continuation for a maximum period of one year, commencing immediately after the period of any salary entitlement pursuant to CSBR 17. Any period beyond one year must be approved by the City Manager.
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 the period of unpaid military leave for Operation Enduring Freedom or Operation Iraqi Freedom. 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 consistent with #4 above.
6. Employees deployed for longer than 180 days shall be credited for vacation and sick leave accruals which would have accrued during the period of absence on military leave.
7. An employee who is not entitled to military leave based on non-career status or insufficient time in employment may request partial salary and benefit continuation. The City Manager may grant such benefit, if it is determined to be in the best interest of the City.
8. 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.
9. An employee voluntarily enlisting during the eligibility period, or called to active duty after the cessation of the current national emergency is not eligible for this benefit.
10. Any individual receiving continuation of partial salary and/or health and welfare contributions 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, 40 career employees are members of the military reserve or State National Guard and 15 have been called up to active duty. The ongoing employee cost is included in the current budget and only those positions that are backfilled will create additional costs. The actual cost for fiscal year 2002-03 was \$49,000 and for three quarters of 2003-04 is \$33,400 and the projected annual cost for FY 2004-05 if the call-up rate remains the same is approximately \$60,000.

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 and is consistent with the City Strategic Plan goal of valuing our employees.

ESBD CONSIDERATIONS:

Not applicable.

Respectfully submitted,



Dee Contreras

Director of Labor Relations

RECOMMENDATION APPROVED:



Robert P. Thomas
City Manager

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