



REPORT TO COUNCIL 14

City of Sacramento

915 I Street, Sacramento, CA 95814-2604
www. CityofSacramento.org

Consent Report
November 9, 2006

Honorable Mayor and
Members of the City Council

**Title: Extension of Continuation of Partial Salary and Health and Welfare
Coverage for Employees on Military Leave**

Location/Council District: Citywide

Recommendation: Adopt a **Resolution:** 1) extending the payment of partial salary during military leave from July 1, 2006, through June 30, 2007; and 2) extending the continuation of health and other insurance coverage through June 30, 2007; and 3), authorizing continuation of salary and health and welfare benefits annually thereafter at the direction of the City Manager.

Contact: Dee Contreras, Director of Labor Relations, 808-5424

Presenters: N/A

Department: Office of Labor Relations

Division: 160

Organization No: 1610

Description/Analysis

Issue: Since 1991 the City has provided partial continuation of salary and health and welfare benefits for employees who are called to active military duty during periods of national emergency. The most recent extension of benefits was adopted on September 6, 2005 and expired on June 30, 2006. This is to extend the supplement of salary and insurances for the families of City employees who are called to active duty to serve in or support of Operation Iraqi Freedom.

Policy Considerations: This action affirms the City support for employees called to military service and recognizes the burden placed on these individuals and their families and is consistent with the City Strategic Plan goal of valuing employees.

Environmental Considerations: N/A

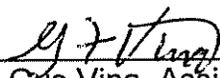
Commission/Committee Action: N/A

Rationale for Recommendation: The City of Sacramento supports the activities of employees who benefit the national interest through their service in the military reserve and national guard. When called to active duty in the current Iraq war effort they and their families suffer financial and personal losses if pay and benefits are reduced during the time of service. Consistent with the City policy to value and support employees, this policy assures the employees receive a minimum level of financial support during the active duty period.

Financial Considerations: There are approximately 40 employees who are members of the reserves or National Guard who are eligible to participate in this program. The fiscal year 2005-06 cost of the salary and insurance continuation was \$20,000. It is anticipated that the annual cost for the current year will not exceed \$25,000. The cost of the salary continuations shall be absorbed within the current labor cost of each operating department impacted.

Emerging Small Business Development (ESBD): N/A

Respectfully Submitted by: 
Dee Contreras, Director of Labor Relations

Approved by: 
Gus Vina, Assistant City Manager

Recommendation Approved:

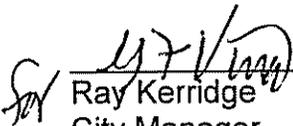
 Ray Kerridge
City Manager

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RESOLUTION NO.

Adopted by the Sacramento City Council

**EXTENSION OF CONTINUATION OF PARTIAL SALARY AND HEALTH AND
WELFARE COVERAGE FOR EMPLOYEES ON MILITARY LEAVE**

BACKGROUND

- A. Civil Service Board Rule 17 defines the benefits for City employees serving as reservists who may be called to active military service and limits pay to a maximum of thirty (30) calendar days in any fiscal year.
- B. The City of Sacramento supports those employees called to active military service and recognizes the burden being placed on these individuals and their families.
- C. The City desires to supplement military pay up to an amount equal to the difference between total military and City pay, and continue employee medical, dental, and life insurance for up to one year, and longer, as approved by the City Manager.
- D. All City recognized employee organizations support the continuation of these benefits.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL
RESOLVES AS FOLLOWS:**

- Section 1. The partial continuation of salary and insurance benefits for employees who are activated to military service for Operation Iraqi Freedom shall continue from July 1, 2006 through June 30, 2007.
- Section 2. The continuation of health and other insurance coverage through June 30, 2007.
- Section 3. The City Manager shall have the authority annually to continue the military leave supplemental pay and benefits as defined herein.