

Item No. 10

“To Be Delivered” Material

For

City of Sacramento

City Council

Housing Authority

Redevelopment Agency

Economic Development Commission

Sacramento City Financing Authority

Agenda Packet

Submitted: September 1, 2005

For the Meeting of: September 6, 2005

The attached materials were not available at the time the Agenda Packet was prepared.

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

Contact Information: Dee Contreras, Director of Labor Relations, (916) 808-5424

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For additional information, contact the City Clerk Department at Historic City Hall, 915 I Street, First Floor, Sacramento, CA 95814-2604– (916) 808-7200.



REPORT TO COUNCIL

City of Sacramento

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

CONSENT REPORT
September 6, 2005

Honorable Mayor and
Members of the City Council

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

Location/Council District: Citywide

Recommendation:

It is recommended that the City Council adopt the attached resolution 1) extending the payment of partial salary during military leave from July 1, 2005 through June 30, 2006, and 2) extending the continuation of health and other insurance coverage through June 30, 2006.

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

Presenters: Dee Contreras, Director of Labor Relations

Department: Office of Labor Relations

Division: None

Organization No: 1610

Summary:

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 June 7, 2004 and expired on June 30, 2005. 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 Operation Iraqi Freedom.

Committee/Commission Action: None

Background Information:

The partial continuation of benefits is available to career employees entitled to military leave pursuant to the Civil Service Rule 17, who are called up and serve for a period of

Extension of Continuation of Partial Salary
and Health and Welfare Coverage For Military Leave

September 6, 2005

up to one year. Any period beyond one year must be approved by the City Manager. The employee must request the continuation of salary and the City then provides the difference between the military pay, including allowances, and the City salary including incentives and step advances.

In addition, the employee may request continuation of medical, dental and life insurance in which the employee was enrolled prior to activation by the military, and the City will continue the City contribution for such insurance.

The continuation benefit is only available to employees who are called up for service and not those who enlist or are called up after the cessation of the declared national emergency. This continuation will be administered consistent with the prior program.

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 2004-05 cost of the salary and insurance continuation was \$36,000. It is anticipated that the annual cost for the current year will not exceed \$40,000.

Environmental Considerations: None

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.

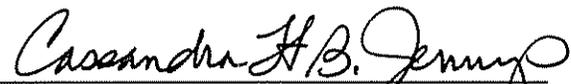
Emerging Small Business Development (ESBD): None

Respectfully Submitted



Dee Contreras
Director of Labor Relations

Approved by



Ken Nishimoto
Assistant City Manager

Recommendation Approved:



ROBERT P. THOMAS
City Manager

Extension of Continuation of Partial Salary
and Health and Welfare Coverage For Military Leave

September 6, 2005

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RESOLUTION NO. 2005-

Adopted by the Sacramento City Council

September 6, 2005

**APPROVING CONTINUATION OF PARTIAL SALARY
AND HEALTH AND WELFARE COVERAGE FOR EMPLOYEES ON MILITARY LEAVE
SERVING OR SUPPORTING OPERATION IRAQI FREEDOM**

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 coverage 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, 2005 through June 30, 2006.
- Section 2. The cost of the salary continuations shall be absorbed within the current labor cost of the operating department.

Adopted by the City Council on September 6, 2005 by the following vote.