

Lompoc City Council Agenda Item

City Council Meeting Date: **December 16, 2008**



TO: Gary P. Keefe, City Administrator

FROM: Jeanette M. Bartels, Senior HR Analyst
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SUBJECT: Reestablishment of Military Leave Supplemental Salary and Benefits

RECOMMENDATION:

That City Council adopts Resolution No. 5514(08), effective January 1, 2009, which authorizes the reestablishment of the provisions of Resolution Nos. 4968(01) and 5065(03). Resolution No. 5514(08) would reestablish salary supplements and payment of the employer's share of health, dental, life and long-term disability insurance premiums for regular City employees called to involuntary active military service with the United States Armed Forces and permit a paid leave of absence with specific time limitations as outlined in Resolution Nos. 4968(01), 5065(03), and described below.

Currently, there are no City employees scheduled for active military duty. Therefore, there is not a request for Council to approve any appropriations of associated costs. However, if any City employee is called to active military duty during the time period authorized by proposed Resolution No. 5514(08), Council will review the appropriations of associated costs on a case-by-case basis.

DISCUSSION:

- In 1991 the City Council authorized certain salary supplements and benefits to assist those City employees who were reservists and were called to active duty during the Gulf War.
- On November 6, 2001 the City Council adopted Resolution No. 4968(01), which authorized salary supplements and payment of the employer's share of health, dental, life, and long-term disability insurance premiums for regular City employees called to involuntary active military service with the United States Armed Forces due to the War on Terrorism.
- Resolution No. 5024(02) was adopted by the City Council to extend the provisions of Resolution No. 4968(01) to December 31, 2002 because an employee was still on active military duty.

- Resolution No. 5065(03) was adopted by the City Council to extend the provisions of Resolution No. 4968(01) to December 31, 2004 because other employees were called into active military duty. Also, Resolution No. 5065(30) set forth specific time limitations, *i.e.*, the salary supplement and benefits' premium payments are to terminate on the date the employee (or "employees" if others are called to serve) is to be officially released from active military duty or no later than one year after called to serve.
- Resolution No. 5332(06) was adopted by the City Council to extend the provisions of Resolution Nos. 4968(01) and 5065(03) to December 31, 2008 because another employee was called to active military duty for one year.

As a result of the ongoing War on Terrorism and conflict in Iraq, there remains potential for other City employees to be called to active duty for extended periods of time. The purpose of proposed Resolution No. 5514(08) is to reestablish and extend the provisions of Resolution Nos. 4968(01) and 5065(03) to December 31, 2010. If more employees are subsequently called into active military duty, the December 31, 2010 date will hopefully encompass their duty time.

BUDGET IMPACT:

If any employee is called to active military duty from now to December 31, 2010, Council will review the appropriations of associated costs. However, the impacted department fund should be able to absorb the associated costs of the temporary salary supplement and benefit payments for a budgeted City employee called to active duty.

Jeanette M. Bartels, Senior Human Resources Analyst

APPROVED FOR SUBMITTAL TO CITY ADMINISTRATOR:

William j. Yanonis, Human Resources Director

ATTACHMENTS: (1)

Resolution No. 5514(08)

APPROVED FOR SUBMITTAL TO CITY COUNCIL:

Gary Keefe, City Administrator