

RESOLUTION NO. 6556(23)

**A Resolution of the City Council of the City of Lompoc,
County of Santa Barbara, State of California,
Reestablishing Salary Supplements and Benefits
for City Employees Called to Active Military Duty**

WHEREAS, on November 6, 2001, the City Council of the City of Lompoc (City) adopted Resolution No. 4968(01) authorizing additional temporary partially paid military leave of absence and continuance of benefits for City employees called to active duty in the Armed Forces; and

WHEREAS, the City Council authorized, under Resolution No. 5024(02), an extension to December 31, 2002, of the provisions of Resolution No. 4968(01) which provided for military leave salary supplement and benefits to those called into active military duty in response to the War on Terrorism; and

WHEREAS, the City Council authorized under Resolution No. 5065(03) the reestablishment of salary supplements and benefits for City employees called to active military duty to December 31, 2004; and

WHEREAS, the City Council authorized under Resolution No. 5514(08), reestablishment and extension to December 31, 2010, the provisions of Resolution Nos. 4968(01) and 5065(03), respectively, which provided for military leave salary supplement and benefits to those called into active military duty in response to the War on Terrorism; and

WHEREAS, the City Council authorized under Resolution No. 5684(10) reestablishment and extension to December 31, 2012, the provisions of Resolution Nos. 4968(01) and 5065(03), which provided for military leave salary supplement and benefits to those called into active military duty in response to the War on Terrorism; and

WHEREAS, the City Council authorized under Resolution No. 5823(13) extension to December 31, 2014, the provisions of Resolution Nos. 4968(01) and 5065(03), which provided for military leave salary supplement and benefits to those called into active military duty in response to the War on Terrorism; and

WHEREAS, the provisions of Resolution No. 5823(13) expired on December 31, 2014; and

WHEREAS, there is an ongoing Operation Enduring Freedom (Spartan Shield); and

WHEREAS, currently one City employee has been called into active duty and other City employees may be called into active military duty for Operation Enduring Freedom (Spartan Shield); and

WHEREAS, the City Council wishes to extend the salary supplement and benefits for eligible employees.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOMPOC, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The recitals set forth above are true and correct and are incorporated herein.

SECTION 2. The City shall pay to eligible employees military leave salary supplement and benefits consistent with the terms and conditions set forth in Resolution Nos. 4968(01) and 5065(03), which have now expired. Such military leave salary supplement and benefits consist of the following:

- (a) In addition to the fully paid military leave required to be provided by the City of Lompoc pursuant to California Military and Veterans Code §§395.01-395.03, each full-time officer or employee of the City who is eligible to receive such paid leave and who has been, or is in the future, called to involuntary active military service with the United States of America Armed Forces to serve in support of Operation Enduring Freedom (Spartan Shield), shall be entitled to leave with partial pay pursuant to the terms of this Resolution for the period of absence on active duty in excess of the period covered by current paid military leave provisions.
- (b) The amount of pay each employee shall be entitled to receive from the City for said additional period of military leave shall be, after exhaustion of all compensatory time (other than vacation or holiday accruals; use of vacation or holiday accruals is optional for the employee and is subject to department head approval), the difference between his/her base salary, special duty pay, and educational incentive pay (subject to all withholdings and deductions) and the base military salary actually received by the officer or employee from the United States for such service. If an employee's base military salary is higher than his/her base City salary, additional compensation will not be provided.
- (c) The City shall continue to pay the employer contributions to health, dental, long-term disability and life insurance premiums. If sufficient military pay supplement is available, the employee shall pay the full premium contributions for self or dependent coverage. Such employees may discontinue their dependent coverage during military leave and reinstate coverage upon return to work or pay their required premiums directly to the City during their military leave if no military pay supplement is available.
- (d) The supplementation as described in subsection (b) above, and the continuance of employer contributions to insurance premiums as mentioned in subsection (c) above, shall terminate on the date the employee is officially released from active duty, or one year after he/she is called into service, whichever first occurs.

- (e) The benefits in this Section shall be effective retroactive to January 1, 2023, and shall continue through December 31, 2024.

SECTION 3. This Resolution shall be effective on the day of its adoption.

The foregoing Resolution was proposed by Council Member _____, seconded by Council Member _____, and was duly passed and adopted by the Council of the City of Lompoc at its regular meeting on February 7, 2023, by the following vote:

AYES: Council Member(s):

NOES: Council Member(s):

ABSENT: Council Member(s):

Jenelle Osborne, Mayor
City of Lompoc

ATTEST:

Stacey Haddon, City Clerk
City of Lompoc