

CITY OF YUBA CITY
STAFF REPORT

Date: October 7, 2008
To: Honorable Mayor and Members of the City Council
From: Human Resources Department
Presentation By: Steven R. Jepsen, City Manager

Summary

Subject: Enhanced Military Leave Benefits

Recommendation: Adopt a resolution that extends the current mandated 30 day continuation of partial salary for up to two years for City employees called to active duty in either Iraq or Afghanistan.

Fiscal Impact: \$50,399 savings to account number 2110-61210, Police Department's salary and benefits budget, for duration of FY 08/09 which includes the savings from vacation and sick leave pay.

Background:

In accordance with the provisions of State law and the City's current Personnel Rules and Regulations employees who are called to active duty are eligible to receive thirty (30) days of his/her regular salary less military salary and housing allowance. In recognition of the special service and sacrifice of City employees who are also members of our armed forces, staff is recommending that beginning with the 31st calendar day of military leave, the difference in salary shall continue during the term of his/her deployment to active military service when involuntarily called to active duty in either Iraq or Afghanistan. The extended benefit will not exceed two (2) years and will be at the discretion of the City Manager. In order to qualify for the extended benefit, the employee must be off of their initial probationary period and be performing at a satisfactory level in their position. Employees will be required to submit a copy of their official orders as soon as practical. If military salary, housing allowance and any additional military compensation exceeds the City's compensation, the employee will not be required to reimburse the City the excess nor will the City pay the employee any additional compensation.

Employees who are eligible for the extended military leave benefits will be required to submit monthly substantiation of military pay and housing benefits and assignment. Employees will not be eligible for merit increases while on paid military leave. Employees will not continue to accrue vacation and sick leave while on military leave.

Fiscal Impact:

\$50,399 savings to the Police Department's salary and benefits budget for duration of FY 08/09

which includes the savings from vacation and sick leave pay. This savings are generated because the military pay is subtracted from the City's salary and benefits.


Alternatives:

Do not provide an enhancement of the current military leave provision.

Recommendation:

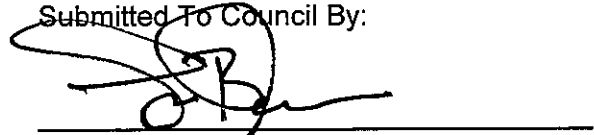
Adopt a resolution that extends the current mandated 30 day continuation of partial salary for up to two years for City employees called to active duty in either Iraq or Afghanistan.

Prepared By:



Susan Pearson
Human Resources Director

Submitted To Council By:



Steven R. Jepsen
City Manager

Reviewed By:

Finance

City Attorney

RESOLUTION NO. 08-

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY PROVIDING
ENHANCED MILITARY LEAVE BENEFITS FOR CITY EMPLOYEES CALLED TO
ACTIVE DUTY IN EITHER IRAQ OR AFGHANISTAN FOR UP TO TWO (2) YEARS**

WHEREAS, the City Council wishes to express their gratitude and support to City employees who are called to active duty to serve in Iraq or Afghanistan;

WHEREAS, we recognize the special service and sacrifice of City employees who are also members of the armed forces;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

A partial salary will be extended from the current mandated 30 days for up to two (2) years and at the City Manager's discretion for City employees called to active duty in either Iraq or Afghanistan.

The forgoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 7th day of October 2008.

AYES:

NOES:

ABSENT:

ATTEST:

Rory Ramirez, Mayor

Terrel Locke, City Clerk