

PERSONNEL AND HIRING COMMITTEE REPORT relative to ensuring that all full-time City employees, who are activated due to the deployment of military personnel in response to the Operational Mission to the Pacific Region, receive the difference between their regular City salaries and their military salaries and continuation of current City benefits retroactive to the date of their deployment.

Recommendations for Council action, pursuant to Motion (Lee – Blumenfield):

1. REQUEST the City Attorney, with the assistance of the Personnel Department and the City Administrative Officer (CAO) to prepare and present an Ordinance to ensure that all full-time City employees who are activated due to the deployment of military personnel in response to the Operational Mission to the Pacific Region, receive the difference between their regular City salaries and their military salaries and enjoy continuation of current City benefits, including medical, dental and life insurance for the duration of their military assignment, with an urgency clause and made retroactive to the date of the deployment.
2. REQUEST the City Attorney to report on the feasibility and required actions to pre-approve all future long-term military operations orders for enhanced military employee benefits with said enhanced military employee benefits to not apply to military orders received for Annual Training, long-term military orders for training, weekend drill periods, and other military duty not in support of operations.

Fiscal Impact Statement: Neither the CAO nor the Chief Legislative Analyst have completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On May 9, 2025, your Committee considered a Motion (Lee – Blumenfield) relative to ensuring that all full-time City employees, who are activated due to the deployment of military personnel in response to the Operational Mission to the Pacific Region, receive the difference between their regular City salaries and their military salaries and continuation of current City benefits retroactive to the date of their deployment. According to the Motion, following the September 11, 2001 attacks, Council adopted an Ordinance (Ordinance No. 174264) which ensured that City employees called to active military duty would receive the difference between their regular City salaries and their military salaries and would enjoy continuation of current City benefits, including medical, dental, and life insurance, for the duration of their military assignment. Similar ordinances were approved for the Iraqi Conflict (Ordinance No. 175140), Operation Iraqi Freedom (Ordinance No. 175403), and the COVID-19 Pandemic (Ordinance No. 186663).

It is crucial that all full-time City employees activated as members of the National Guard, Naval Militia, or any reserve component of the armed services of the United States as a

result of deployment requests be supported financially. Immediate action is needed to request that the City Attorney take all necessary actions to guarantee standard pay and benefits to all City employees who are on duty during the Operational Mission to the Pacific Region. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
RODRIGUEZ:	YES
HUTT:	YES

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5/9/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-