

MOTION

The Los Angeles City Council has adopted a number of ordinances that provide 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 medical, dental, and life insurance program benefits for the duration of their military assignment. Most recently, such ordinances have been adopted for the COVID-19 pandemic, the 2017 and 2018 California Summer Wildfires, and Operation Atlantic Resolve.

The City currently provides the aforementioned benefits to City employees for up to 30 days of continuous service per year. Some City employees choose to take vacation time for inactive duty training days, also known as drills, in order to avoid exceeding the current limit. The City Council has repeatedly reaffirmed the position that City employees should not have to bear financial burdens for their service as members of the United States Armed Forces by adopting ordinances to provide salary difference compensation and benefit extension beyond the regularly provided 30-day period. The City should update its military leave policy to ensure that employees are not made to feel obligated to use vacation time to fulfill their military duties, including inactive duty training, by removing the existing 30-day limit on compensation.

I THEREFORE MOVE that the Personnel Department, with assistance from the City Attorney and the City Administrative Officer, be instructed to report on the feasibility of updating the City's policies regarding military leave and compensation to extend the existing provisions to City employees for inactive duty training, the feasibility of removing the 30-day cap, and the potential fiscal impacts of these changes.

PRESENTED BY:   
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