

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to updating the City's policies regarding military leave and compensation to extend the existing provisions to City employees for inactive duty training.

Recommendation for Council action, pursuant to Motion (Buscaino – O'Farrell – Lee):

INSTRUCT the Personnel Department, with assistance from the City Attorney and the City Administrative Officer (CAO), to report on regard to 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.

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

Community Impact Statement: None submitted.

Summary:

On December 1, 2021, your Committee considered a Motion (Buscaino – O'Farrell – Lee) relative to updating the City's policies regarding military leave and compensation to extend the existing provisions to City employees for inactive duty training. According to the Motion, 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. 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. 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, Audits, and Animal Welfare Committee

COUNCILMEMBER VOTE

KORETZ: YES

HARRIS-DAWSON: YES

BONIN: YES

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12/1/21

-NOT OFFICIAL UNTIL COUNCIL ACTS-