

**CITY OF LONG BEACH**

DEPARTMENT OF HUMAN RESOURCES

333 WEST OCEAN BOULEVARD • LONG BEACH, CALIFORNIA 90802 • (562) 570-6621

December 7, 2004

HONORABLE MAYOR AND CITY COUNCIL

City of Long Beach

California

SUBJECT: Resolution Regarding City Employees Involuntarily Called to Active Military Duty in Support of the War on Terrorism

DISCUSSION

On September 25, 2001, the City Council adopted a Resolution that provided an additional supplemental wage benefit for full-time City employees involuntarily called to active military duty in support of the war on terrorism. This benefit supplemented the difference between an employee's gross pay and allowances from the military and an employee's gross wages from the City. The City contribution for health insurance benefits also continued during their absence for military service up to and including December 31, 2002. On November 19, 2002 and again on December 2, 2003, the City Council adopted Resolutions extending those same military leave benefits through the end of each subsequent calendar year in 2003 and 2004. Adoption of this Resolution will extend those same military leave benefits beyond the end of calendar year 2004 until the war on terrorism has concluded.

These are the same additional military leave benefits that the City Council provided to City employees called to active military duty in support of Operation Desert Storm in 1991, Operation Joint Endeavor in 1996 and the NATO actions in Kosovo in 1999.

This item was reviewed by Deputy City Attorney, Christina L. Checel, on November 17, 2004 and Budget Management Officer, David Wodynski, on November 24, 2004.

TIMING CONSIDERATIONS

City Council action is requested on December 7, 2004, to ensure that City employees called to active military duty in support of the war on terrorism will continue to be provided these additional military leave benefits beyond December 31, 2004, until the war on terrorism has concluded.

FISCAL IMPACT

This is an unbudgeted expense that is absorbed by each impacted department's adopted budget. While the cost of the program going forward is difficult to project, the annual fiscal year costs paid-out to date for the supplemental wage and health insurance benefits were \$44,796 in 2002 for five employees, \$114,264 in 2003 for sixteen employees, and \$40,400 in 2004 for twelve employees. Currently, four employees are receiving additional benefits under this program.

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IT IS RECOMMENDED THAT THE CITY COUNCIL:

Adopt the attached Resolution, which provides City employees called to active military duty in support of the war on terrorism additional military leave benefits until the war on terrorism has concluded.

Respectfully submitted,



KEVIN BOYLAN
DIRECTOR OF HUMAN RESOURCES

APPROVED:



GERALD R. MILLER
CITY MANAGER

Attachment
KB:PH
WAR ON TERRORISM – Council Letter