

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to providing the difference between military and City salaries for City employees who are activated as members of any National Guard, Naval Militia, or any reserve component of the United States Armed Forces in response to Operation Inherent Resolve and Operation Freedom Sentinel.

Recommendation for Council action, as initiated by Motion (Englander - Harris-Dawson):

REQUEST the City Attorney, with the assistance of the Personnel Department and the City Administrative Officer (CAO), to prepare and present an Ordinance to provide that all full-time City employees who are activated as members of the National Guard, Naval Militia, or any reserve component of the United States Armed Forces in response to Operation Inherent Resolve and Operation Freedom Sentinel, receive the difference between their current City salary and their military salary, and ensure that they continue to receive their current City medical, dental and life insurance program benefits for the duration of their military assignment.

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 February 17, 2016, your Committee considered a Motion (Englander - Harris-Dawson) relative to providing the difference between military and City salaries for City employees who are activated as members of any National Guard, Naval Militia, or any reserve component of the United States Armed Forces in response to Operation Inherent Resolve. According to the Motion, in the wake of the terrorist attacks of September 11, 2001, Council adopted an Ordinance (Ordinance No. 174284) which provided City employees who were called up to active military service in response to the attack with the difference between their City salary and their military salary, and ensured that they continued to receive their current City medical, dental, and life insurance benefits for the duration of their active military service.

Subsequent to this action, the Council passed Ordinances ensuring that City employees called up for service in Operation Iraqi Freedom (Ordinance No. 175403), Operation Enduring Freedom (Ordinance No. 181096), and Operation New Dawn (Ordinance No. 181629) received this consideration as well. On October 15, 2015, the Department of Defense officially designated military operations targeting the Islamic State of Iraq and the Levant (ISIL) in Iraq and Syria as Operation Inherent Resolve. This Operation name was retroactively applied to all U.S. military operations against ISIL in the region, which began in September 2015. Since Operation Inherent Resolve began, a number of City employees have been called to active military service. These employees should not have to bear financial penalties for their military service, and the City should provide them the same benefits that it has to employees called upon to participate in previous military operations.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. Additionally, the Committee moved to recommend amending the Motion to also include coverage for Operation Freedom Sentinel. This matter is

now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	YES
HARRIS-DAWSON:	YES
ARL	

2/17/16

-NOT OFFICIAL UNTIL COUNCIL ACTS-