



DEPARTMENT OF  
EMPLOYEE RELATIONS

CITY OF SACRAMENTO  
CALIFORNIA

926 J STREET  
ROOM 201  
SACRAMENTO, CA  
95814-2716

916-449-5424

March 5, 1991

**APPROVED**  
BY THE CITY COUNCIL

MAR 5 1991

OFFICE OF THE  
CITY CLERK

City Council  
Sacramento, CA

Honorable Members in Session

SUBJECT: Extended Insurance Benefits for Military Leave

SUMMARY

In recognition of those career City employees called into active duty to support the United States military action in the Persian Gulf, it is recommended that the City Council approve a six-month extension of medical, dental, and life insurance benefits.

The following proposed extended insurance benefits program, to be effective March 9, 1991, has been agreed to by the recognized employee organizations and it is recommended for adoption:

1. To be eligible to participate in the program, an employee must be entitled to military leave under Civil Service Board Rule 17, have been called into active duty to support U.S. military action in the Persian Gulf, and make a written request for the benefit after notice of his/her rights under this program.
2. In addition to the benefits set forth in Rule 17, at the request of the employee, the City will continue to make monthly health and welfare contributions up to the amount paid by the City for the employee's classification. The City contributions may only be applied toward the premiums of those medical, dental and life insurance plans in which the employee and qualified dependents were enrolled through payroll deduction prior to the leave. Eligible employees may receive such City contribution toward insurance premiums for up to six consecutive months of unpaid military leave.
3. For those employees who elect to have the City continue the monthly health and welfare contribution, the City will also continue basic life insurance coverage during such six (6) month period.

FINANCIAL DATA

The estimated additional cost for the ten career employees currently on a leave of absence is \$20,000 for the six months continuation.

POLICY MATTERS

Approval of this report will affirm City support for those employees called to active military service and recognize the burden being placed on those individuals and their families.

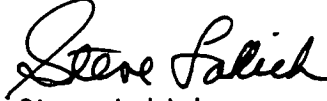
MBE/WBE

Not applicable.

RECOMMENDATION

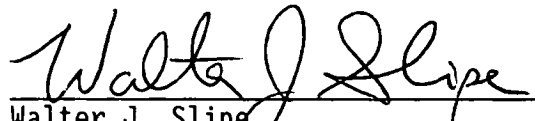
It is recommended that the City Council approve the attached resolution establishing the Extended Insurance Benefits Program.

Respectfully submitted,



Steve Lakich  
Director of Employee Relations

RECOMMENDATION APPROVED:

  
Walter J. Slipe  
City Manager

All Districts  
March 5, 1991

Attachment

Contact person to  
answer questions:

STEVE LAKICH, DIRECTOR OF EMPLOYEE RELATIONS  
449-5424

177 82

**RESOLUTION NO.**

91- ~~113~~

**APPROVED**  
BY THE CITY COUNCIL

ADOPTED BY THE SACRAMENTO CITY COUNCIL

MAR 5 1991

ON DATE OF \_\_\_\_\_

OFFICE OF THE  
CITY CLERK

**A RESOLUTION ADOPTING AN EXTENDED INSURANCE  
BENEFITS PROGRAM FOR EMPLOYEES ON MILITARY LEAVE**

WHEREAS, Rule 17 of the Rules and Regulations of the City's Civil Service Board acknowledges and recognizes the fact that City employees currently serving as reservists may be called to involuntary active military service; and

WHEREAS, Civil Service Board Rules and Regulations ensure the continued full compensation for career employees obligated to serve involuntary periods of active military service during the employees' absence from City employment for a maximum of thirty (30) calendar days in any fiscal year; and

WHEREAS, the City of Sacramento supports those employees called to active military service and recognizes the burden being placed on these individuals; and

WHEREAS, the City desires to lessen the burden being placed on these employees called to involuntary active military service; and

WHEREAS, the City desires to continue the employee's medical, dental, and life insurance coverage for a period not to exceed six (6) months;

WHEREAS, all City recognized employee organizations support an insurance coverage continuation program outlined in the staff report, which report is attached hereto and made a part hereof;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO, that it adopt in full the terms and conditions contained in the said staff report.

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

**FOR CITY CLERK USE ONLY**

RESOLUTION NO.: \_\_\_\_\_

DATE ADOPTED: \_\_\_\_\_