


TO: Mayor via City Secretary REQUEST FOR COUNCIL ACTION

SUBJECT: Motion to extend pay differential for 730 calendar days for employees called to active duty status during a time of war or state of emergency		Page 1 of 1	Agenda Item #
FROM (Department or other point of origin): Human Resources Department		Origination Date October 1, 2015	Agenda Date
DIRECTOR'S SIGNATURE: Omar Reid, Director 		Council District affected: ALL	
For additional information contact: Phone: Omar Reid (832) 393-6056 Alisa Franklin-Brooks (832) 393-6174		Date and identification of prior authorizing Council action: <i>Motion 2013-0709 dated 10/23/2013</i>	
RECOMMENDATION: (Summary) The Human Resources Department recommends that City Council adopt a motion to approve a 730 calendar day period for Military Leave pay differential as authorized in Chapter 14, Article IV, Section 254 (a) of the Code of Ordinances.			
Amount and Source of Funding: Amount: None Source of Funding: N/A			
SPECIFIC EXPLANATION: Chapter 14, Article IV, Section 254 (a) of the City of Houston Code of Ordinances authorizes pay differential for employees called to active duty status as full time members of military forces during time of war or state of emergency. Section 256 limits the initial authorization to a period of 90 calendar days from the date the employee is called to active duty. The events of September 11, 2001 began the 90-day period. Council has approved subsequent extensions. Several employees were activated shortly thereafter, and many have since been activated. Currently 10 City of Houston employees have received military orders and are on active duty. The current 730-day period expires October 25, 2015. It is not expected that the national state of emergency will be resolved within forthcoming 730-day period. To avoid undue disruption to the economic circumstances of these City employees who continue on military leave, the Human Resources Department recommends that City Council authorize a 730 calendar day (two year) period during which City employees on authorized military leave may be compensated at the same rate and on the same terms as specified in Chapter 14, Article IV, Section 254 et seq. In the event that the state of the emergency or war ends prior to the expiration of these extensions, then this order will be rescinded.			

REQUIRED AUTHORIZATION

Finance Director:	Other Authorization	Other Authorization
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