



CITY OF HOUSTON - CITY COUNCIL

Meeting Date: October 25, 2025

Item Creation Date: October 10, 2025

HR-Military Differential Pay

Agenda Item#: {{item.number}}

Summary:

Caption-Military Differential Pay

Background:

The Human Resources Department recommends that City Council adopt a motion to authorize an extension of the period during which City employees called to active duty during a time of war or state of emergency may be compensated when their military salary is less than their city salary as specified in Chapter 14, Article IV.

Chapter 14, Article IV, of the City of Houston Code of Ordinances authorizes compensation for full-time employees who are called to active duty during a time of war or state of emergency for services relating to the war or emergency and who are granted military leave when their military salary is less than their city salary. This Article limits the initial authorization to a period of 90 calendar days from the date the employee is called to active duty during a time of war or state of emergency, unless City Council extends the period.

Council has previously approved extensions. Currently, several City of Houston employees have received military orders calling them to active duty during a time of war or state of emergency which may qualify them for compensation under this article.

The current approved period expires on December 31, 2025. It is not expected that the time of war or state of emergency will be resolved by December 31, 2025. To avoid undue disruption to the economic circumstances of these City employees who continue to be called to active duty during a time of war or state of emergency, the Human Resources Department recommends that City Council authorize extension of the period during which City employees called to active duty during a time of war or state of emergency may be compensated when their military salary is less than their city salary as specified in Chapter 14, Article IV to December 31, 2027.

In the event that the time of war or state of the emergency ends prior to the expiration of this extension, then this order will be rescinded.

Fiscal Notes:

Amount and Source of Funding:

Prior Council Action

Motion 2025-0978 adopted 11/29/2023

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Departmental Approval Authority:

Other Authorization

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