

AD HOC REPORT
Proposed Ordinance-Administration of Military Leave Service

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Honorable Mark D. Boughton, Mayor
Common Council Members

July 17, 2007

Chairwoman N. Jane Diggs called the meeting to order at 7:00 P.M. In attendance were committee members Councilman John Esposito and Councilwoman Pauline Basso; Dianne Rosemark, Assistant Corporation Counsel; Virginia Alosco-Werner, Director of Personnel, Mayor Mark Boughton; Thomas Saadi ex officio member and petitioner and members of the public.

Mrs. Diggs read the charge of the Committee, which was to review the proposed ordinance.

Mr. Saadi began by giving an overview of his request for the proposed ordinance. He indicated that current employees who have been deployed would be the beneficiaries of his proposed changes.

Atty. Rosemark distributed copies of a spreadsheet she compiled comparing the current City policy, Mr. Saadi's proposal and USERRA mandated benefits. She gave an overview of salary, health insurance, other benefits and reinstatement demonstrating that the City provides greater benefits than USERRA requires and Mr. Saadi's proposal.

Mayor Boughton stated that the current City policy offers a richer benefit to deployed employees. An additional benefit provides holiday pay to employees deployed beyond 180 days. He cautioned that crafting an ordinance could open the door to negotiations and collective bargaining. The Mayor suggested extending the 180-day differential to one year, as a thank you for their service, and the drafting a resolution to bring to the Common Council.

Mr. Saadi concurred with Mayor Boughton, that the City offers a good policy and a resolution seems like a good way to go forward with a small extension of differential. Mrs. Basso and Mr. Esposito also concurred with the Mayor's suggestion.

Ms. Alosco-Werner advised that the Personnel Department would react and adjust as needed.

Ms. Basso moved to change the existing City resolution to bring the City policy up to date with USERRA with regards to Salary/Benefits, change the 180 days to one year, change the 30 days to 60 days and take no action as far as an ordinance goes, and have this changed to a Resolution. Second by Mr. Esposito. Discussion followed. Motion passed unanimously.

Mrs. Basso moved to adjourn at 7:17 P.M. Motion seconded by Mr. Esposito. Motion passed unanimously.

Respectfully submitted,

N. Jane Diggs, Chairwoman

John Esposito

Pauline Basso



RESOLUTION

CITY OF DANBURY, STATE OF CONNECTICUT

_____ A. D., 200__

RESOLVED by the Common Council of the City of Danbury:

MILITARY LEAVE

WHEREAS, the City of Danbury is committed to providing financial benefits to City employees who are on military leave for training or performing active duty in the United States armed services pursuant to the federal Uniformed Services Employment and Reemployment Rights Act (USERRA); and

WHEREAS, the City's current Military Leave Policy provides for a salary differential between the employee's military pay and his or her base pay while on military leave for training and for active duty; and

WHEREAS, provisions of USERRA have been revised, thereby necessitating updates to the City's Military Leave Policy.

NOW, THEREFORE, BE IT RESOLVED THAT the Mayor of the City of Danbury, Mark D. Boughton, is hereby authorized to extend such period of pay differential for City employees who are engaged in field training in the reserve corps of any branch of the U.S. armed forces, from a period of thirty (30) calendar days to a period of sixty (60) calendar days while on military leave pursuant to USERRA; and

BE IT FURTHER RESOLVED THAT Mayor Mark D. Boughton is hereby authorized to extend such period of pay differential for City employees who are performing active duty in any branch of the U.S armed services from a period of one hundred eighty (180) days to a period of one (1) year while on military leave pursuant to USERRA; and

BE IT FURTHER RESOLVED THAT Mayor Mark D. Boughton is hereby authorized to update the City's Military Leave Policy to reflect revisions to USERRA, and to take any and all actions necessary to effectuate the purposes hereof.