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**CITY OF SEATTLE**  
**ORDINANCE \_\_\_\_\_**  
**COUNCIL BILL 117674**

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AN ORDINANCE relating to City employment, to continue to provide a wage supplement and insurance benefits for employees who are mobilized by the United States Armed Forces for active military service; and ratifying and confirming prior acts.

WHEREAS, the City has supported its employees called to active military duty in the wake of military action resulting from the terrorist attacks on September 11, 2001 by providing for the extension of employee benefits and by providing for a wage supplement to ensure employees do not experience a loss of pay while they are on active military duty, as authorized by Ordinances 120682, 121058, 121369, 121692, 121885, 122418, and 123506; and

WHEREAS, Ordinance 123506, which authorizes the extension of employee benefits and the wage supplement expires December 31, 2012; and

WHEREAS, City of Seattle employees who are members of the United States Military Reserves and the National Guard will continue to be activated for duty in Afghanistan and elsewhere beyond December 31, 2012; and

WHEREAS, the Mayor and the City Council resolve to support City employees who are ordered to active military duty by the United States government; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Effective January 1, 2013, any employee of the City of Seattle who is ordered to active military duty by the United States government and who has exhausted his or her annual paid military leave benefit and is on unpaid military leave of absence shall be eligible to receive the difference between his or her base military wage and the regular base rate of pay he or she would have received for his or her City position, if higher.



1           Section 2. Effective January 1, 2013, any employee of the City of Seattle who is ordered  
2 to active military duty by the United States government and who has exhausted his or her annual  
3 paid military leave benefit and is on unpaid military leave of absence shall be eligible to retain  
4 the medical, dental and vision services coverage and optional insurance coverage, including but  
5 not necessarily limited to Group Term Life (Basic and Supplemental), Long Term Disability, and  
6 Accidental Death and Dismemberment, provided as a benefit of their employment with the City  
7 of Seattle, at the same level and under the same conditions as though they were in the City's  
8 employ, pursuant to program guidelines and procedures developed by the Personnel Director.  
9 Eligibility for coverage shall be effective for the duration of the employee's active deployment  
10 but not to exceed the expiration of authority provided in Section 3 of this ordinance. The  
11 employee becomes eligible for coverage as an activated military reservist the month after he or  
12 she last has regular coverage as a result of being on City pay status.

13           Section 3. The authority granted under this ordinance shall expire on December 31, 2014,  
14 or when the United States Armed Forces officially withdraws from military operations in  
15 Afghanistan, whichever occurs first.

16           Section 4. Any acts made consistent with the authority and prior to the effective date of  
17 this ordinance are hereby ratified and confirmed.  
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1 Section 5. This ordinance shall take effect and be in force 30 days after its approval by  
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it  
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the \_\_\_\_ day of \_\_\_\_\_, 2012, and  
5 signed by me in open session in authentication of its passage this  
6 \_\_\_\_ day of \_\_\_\_\_, 2012.

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8 \_\_\_\_\_  
9 President \_\_\_\_\_ of the City Council

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11 Approved by me this \_\_\_\_ day of \_\_\_\_\_, 2012.

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13 \_\_\_\_\_  
14 Michael McGinn, Mayor

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16 Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2012.

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18 \_\_\_\_\_  
19 Monica Martinez Simmons, City Clerk

20 (Seal)



**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Personnel	David Bracilano/47874 Sarah Butler/47929	Greg Shiring/64085

**Legislation Title:**

AN ORDINANCE relating to City employment, to continue to provide a wage supplement and insurance benefits for employees who are mobilized by the United States Armed Forces for active military service; and ratifying and confirming prior acts.

**Summary of the Legislation:**

This legislation provides authority for the City to continue to provide certain benefits for employees who are called to active military duty and who have exhausted their annual paid military leave. These employees shall receive a wage supplement from the City so that their military income (if lower than their City salary) along with the supplement is equal to their base City salary. Such employees shall also continue to receive insurance coverage at the same level and under the same conditions as though they were in the City's employ. The authority for this legislation shall begin on January 1, 2013 and expire on December 31, 2014, or when the United States Armed Forces officially withdraws from military operations in Afghanistan, whichever occurs first.

**Background:**

The City has long supported its employees called to active military duty in the wake of military action resulting from the terrorist attacks on September 11, 2001 by providing for the extension of employee benefits and by providing for a wage supplement to ensure employees do not experience a loss of pay while they are on active military duty (as authorized by Ordinances 120682, 121058, 121369, 121692, 121885, 122418, and 123506). The most recent legislation, Ordinance 123506, provided for the extension of the wage supplement and insurance benefits through December 31, 2012, or when the United States Armed Forces withdraw from Iraq and Afghanistan, whichever occurs first.

The United State has withdrawn from Iraq, but employees have been and will continue to be called to active duty to support military action in Afghanistan. This legislation seeks to extend the authority to provide the wage supplement and insurance benefits through December 31, 2014, unless the United States Armed Forces withdraws from Afghanistan first.

Please check one of the following:

This legislation does not have any financial implications.

This legislation has financial implications.



This legislation has financial implications, but does not request additional appropriation authority. While an employee is deployed under the conditions described in this ordinance, departments continue to pay the health care/insurance premiums through the annual health care bill regardless of whether the employee is working on site, or deployed. There may, however, be additional costs to the employing unit if an employee's position is backfilled using overtime or temporary workers. This cost is billed separately from the annual health care bill, and would result in an additional charge to departments for health care coverage for temporary workers.

**Other Implications:**

- a) **Does the legislation have indirect financial implications, or long-term implications?**  
This legislation only has direct or indirect financial implications as described above.
- b) **What is the financial cost of not implementing the legislation?**  
None.
- c) **Does this legislation affect any departments besides the originating department?**  
This legislation affects all departments who have employees mobilized for active duty. Personnel will communicate the affects of this legislation to those departments.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**  
None.
- e) **Is a public hearing required for this legislation?**  
No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No.
- g) **Does this legislation affect a piece of property?**  
No.
- h) **Other Issues:** None.

List attachments to the fiscal note below: None

