

Subject: Military Leave Pay Differential

Meeting Date: March 13, 2023	
Submitted/Presented by/Department: Nate Burkett, City Manager	
Action Type	
<input checked="" type="checkbox"/> Consent Item	<input type="checkbox"/> Discussion/Direction
<input type="checkbox"/> Public Hearing	<input type="checkbox"/> Informational Only
<input checked="" type="checkbox"/> Action/Motion	<input type="checkbox"/> Report
<input type="checkbox"/> Resolution	<input type="checkbox"/> Other:
Action	
<p>Authorize the City Manager to engage in a memorandum of understanding with bargaining units to extend military leave pay differential benefits to National Guard and Reserve soldiers called to active duty.</p>	
Background	
<p>MN Statute 471.975 authorizes the City to provide pay differential to employees who are serving as Guard or Reservists and called to active duty. The intention is to engage in an MOU with our bargaining units to offer the benefit based on the difference in pay that an employee would make as a WSP employee and what they will earn when called to active duty.</p> <p>The calculation will be based on the pay that the employee would earn if they were a regular full time employee compared to the amount of military base pay plus basic allowance for housing.</p> <p>It is hard to estimate the full financial impact. In many circumstances, there will likely be a very minimal financial impact to the City. However, in certain circumstances, it may be a net impact of approximately \$15,000-25,000. This is highly dependent upon each employees individual circumstances.</p> <p>The city currently has one employee who is serving as a reservist. We anticipate that this benefit will be helpful in recruitment - particularly in recruitment of police officers. Typically, an employee who is in the guard or reserves will only be called to active duty once every 4-5 years. Any expense incurred due to this policy will be variable but will be relatively predictable.</p>	
Attachments	
Previous Relevant Actions	
Alternatives	

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Financial	
Budgeted: <input type="checkbox"/> Yes	<input type="checkbox"/> No Financial Impact
Fund:	Financial impact is variable, up to \$25,000 per year.
Department:	
Account:	
Amount:	