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President Joe Cavo
Common Council
155 Deer Hill Avenue
Danbury, CT 06810

RE: Proposed Ordinance – Administration of Military Service Leave

Dear President Cavo & Council Members:

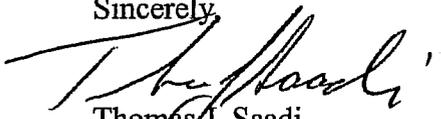
I am writing on behalf of the members of the Democratic Caucus to request that the City of Danbury adopt an ordinance providing all regular full time employees of the City, who are members of the National Guard or Reserves of the United States Military specific protections and benefits when required to perform military duty.

The on going War on Terrorism and other military operations have placed significant hardships on members of the National Guard, Reservists and their families. While there are federal protections in place pursuant to the Uniformed Services Employment and Reemployment Rights Act (USERRA), our proposal would provide additional protections and benefits.

In order to move quickly on this important issue we have attached hereto proposed language to assist in the drafting of the ordinance.

Please contact me should you have any questions.

Sincerely,


Thomas J. Saadi
Democratic Caucus Leader

MILITARY SERVICE LEAVE

Purpose

The purpose of this policy is to provide direction in the administration of Military Service Leaves of Absence that comply with City philosophies and federal and state law.

If any federal or state laws are more beneficial to employees than the City policies included in this document, then the federal or state laws will over ride City policies.

Due to the nature of the continuing War on Terrorism and the hardship placed on Reservists and their families and the desire to support out troops, the following is Danbury City Policy.

Eligibility

All regular full time employees of the City of Danbury, who are members of the Reserves or National Guard of the United States Military.

Definition of Military Leave of Absence

Military leave will be granted when an employee:

1. Is required to participate in military training duty of any branch of the U.S. Military. Military training duty typically includes annual two week encampments or cruises, weekly and weekend drills or training sessions, attendance at service schools and other active duty exercises. Training duty normally lasts two weeks or less, although occasionally the Armed Forces may require the presence of an employee for an additional period of time beyond the two weeks.
2. Is called up for active duty in the U.S. Military (applies to reservists).
3. Is drafted into active U.S. Military duty.
4. Needs time off from work to take a physical examination required by the U.S. Military. In this situation, the employee will be given reasonable time off from work necessary to complete the physical examination, or any other testing required.

Duration of Leave

A Military Leave of Absence begins on the day immediately following the last day worked and can not exceed six years, whether at one time or cumulative of several periods of uniformed service. Under limited exceptions, the leave can be extended (e.g., active war situations or other circumstances in which the military is called upon to defend national security).

Salary During Leave

Employees taking military leave will continue to receive a portion of their regular base salary and other city benefits based on years of completed service with the city.

Compensation will be as follows: 5% (five percent) of base salary and other monetary compensation/benefits for every year of completed service with the city.

After employees have completed 20 (twenty) years of service with the city, compensation will include medical benefits at the regular employee contribution rate, for self and family.

Employees will not be required to return the value of any military pay to the city.

Benefits

Health and Welfare

Employees will remain eligible for benefits at the regular employee contribution rate for the duration of military leave, if the employee desires. Benefit contributions will continue to be deducted from the employee's prorated pay during military leave.

Military leave will not constitute a break in city service. Military leave will be treated as time worked, for benefits, salary, and promotion opportunities.