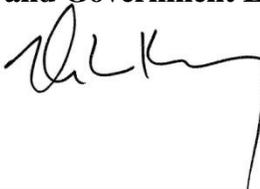




City of San Diego  
**MARK KERSEY**  
CITY COUNCILMAN, FIFTH DISTRICT

**MEMORANDUM**

**DATE:** April 7, 2015  
**TO:** Chair Todd Gloria, Budget and Government Efficiency Committee  
**FROM:** Councilman Mark Kersey   
**RE:** Military Leave Policy

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As one of the largest concentrations of military installations in the U.S., thousands of military families call San Diego home. From Marine Corps Camp Pendleton, to MCAS Miramar, to Naval Base Coronado, enlisted from nearly every branch of the military are trained and stationed in the County.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) and California Military and Veterans Code address how employers, including government agencies, can strengthen our national defense system by accommodating federal demands on enlisted military. The City of San Diego has adopted these basic regulations; however many public employees are penalized for serving their country due to a deficiency in our Municipal Code.

Currently, the City of San Diego only covers Active Duty orders under our Military Leave provisions. This means federally-ordered Inactive Duty Training, more commonly known as “reserve duty” or “weekend drills,” isn’t covered under the Municipal Code. This is particularly troublesome for employees who regularly work weekends, including our police, firefighters, and lifeguards.

City Comptroller payroll records show 98 employees have been granted Military Leave since July 1, 2013. However when these same employees need to take time off for Inactive Duty Training, they can be docked earned vacation time and/or pay for serving in the military. The City should be a leader on this issue and include Inactive Duty Training under our Military Leave Code. Based on available information, my office estimates that the fiscal impact to provide this benefit to all City employees could be as low as \$100,000.

The regional cultural and economic impact of the military is immense. San Diego is proud to be the home to so many men and women who risk their lives to defend our freedom. San Diego is also the beneficiary of over \$25 billion in direct spending each year due to the military

installations, according to the 2014 Military Economic Impact Study of the San Diego Military Advisory Council. As such, the City should show our commitment to this strong military presence by revising our Municipal code to support Inactive Duty Training. I respectfully request a revision to §23.1107 of the Municipal Code be docketed for discussion at the upcoming meeting of the Budget and Government Efficiency Committee.

cc: Mayor Kevin Faulconer  
Council President Sherri Lightner  
City Councilmembers