

LEGISLATIVE DIGEST

[Administrative Code - Employee Regional Disaster Support Program]

Ordinance amending the Administrative Code to establish a program by which the City would provide up to 80 hours of paid release time from work to employees directly and significantly harmed by a regional disaster, where the Mayor declares a regional disaster affecting City employees, subject to eligibility criteria established by the Human Resources Director and program terms and conditions.

Existing Law

The City provides high-quality benefits to its employees, including generous paid time off, health coverage, and an Employee Assistance Program. Currently, the City has no program or benefit to provide additional support for employees directly and significantly harmed by a regional disaster. Such employees would use their existing paid time off balances or take unpaid time from work to recover from such a regional disaster.

Amendments to Current Law

The proposed ordinance establishes an Employee Regional Disaster Support Program ("Program"). In the event of a regional disaster affecting City employees, the Mayor could declare a regional disaster, thereby triggering the Program so eligible employees could receive up to 80 hours of paid release time from work. Upon the Mayor's declaration, the Human Resources Director or designee would establish criteria for the Program for the declared disaster, and provide notice to City employees and information about how to apply for the Program. Employees would apply directly to their Appointing Officer or designee, who would grant or deny the application based on the criteria established by the Human Resources Director and the operational needs of the employee's department.

Background Information

Providing a Program to support City employees directly and significantly harmed by a regional disaster, through paid time off from work not to exceed 80 hours, is in the public interest. Such a program provides vital time and support to City employees directly and significantly harmed by a disaster, allowing them needed resources to focus on their recovery efforts, so they can return to work as soon as possible and function at full capacity in the service of the City and its residents. In addition, such a program is an important benefit for employees, and results in a more loyal, committed, and stable workforce.