



CITY OF CONCORD

REPORT TO MAYOR AND THE CITY COUNCIL

FROM: Jennifer Johnston

DATE: March 17, 2022

SUBJECT: Chapter 34, Personnel Rules and Regulations, Article 34-11-6, Military Leave

Recommendation

Accept this report to change the tracking of Military Leave from a federal fiscal year to the City's fiscal year, and clarifying that the City does provide pay differential for up to 15 days per fiscal year. The City adheres to Uniformed Services Employment and Reemployment Rights Act which in part requires leave to participating military members.

Background

Currently Article 34-11-6, Military Leave requires the tracking of military leave using the federal fiscal year from (October 1 through September 30). Using the federal fiscal year instead of utilizing the City's fiscal year creates confusion when tracking and administering this benefit.

Discussion

This change will place this military entitlement in line with other benefits which will alleviate the confusion and allow for more accurate tracking.