

CITY COUNCIL AGENDA ITEM COVER SHEET

Meeting Date: November 4, 2025

To: Honorable Mayor and City Council Members
From: Travis Grimm - Chief of Police
Subject: Military Activation Pay and Benefits Policy

Background:

We want to take care of our military employees. The City has had military activations in the past and anticipates additional activations in the near future. Employees in the National Guard and Reserves may be activated for extended periods of military service, and while state law provides the first 30 days of full pay, employees have experienced substantial financial loss during longer activations when military base pay was significantly lower than their municipal salary. Neighboring jurisdictions such as Maitland and Ocoee have already adopted differential pay policies that cover the gap beyond the 30-day period, and Belle Isle's past and likely future activation scenarios highlight the need for a clear and consistent policy. Establishing a Military Activation Pay and Benefits Policy would support our employees, align us with proven regional practices, and enhance recruitment and retention of high-quality personnel who serve both their community and their country.

Proposed Action

Adopt a Military Activation Pay and Benefits Policy that:

1. Continues full City pay for the first 30 days of qualifying activation (per Florida Statutes §115.14).
2. Provides differential pay after day 30 so employees do not experience a loss of income when military base pay is lower than their regular City salary.
3. Continues benefits, including retirement and health insurance, consistent with USERRA and state law.
4. Provides up to 240 hours of paid training leave annually for Guard/Reserve duties (per F.S. §115.07).
5. Incorporates the policy into the next update of the City's personnel manual.

Staff Recommendation and Council Discussion Points:

Staff recommends approval of the proposed Military Activation Pay and Benefits Policy and formal adoption and implementation.

Suggested Motion:

“Approval of the proposed Military Activation Pay and Benefits Policy for formal adoption and implementation.”

Alternatives:

Do not change the current policy.

Fiscal Impact:

Costs are limited and occur only when a deployed employee’s military pay is lower than their City compensation. Recent and anticipated activations show potential gaps ranging from approximately \$12,000 to \$17,000, while some activations would cost the City nothing when military pay exceeds City pay.

Attachments:

N/A