



AGENDA ITEM SUMMARY FORM

MEETING DATE: 09/14/26

PREPARED BY: Human Resources

AGENDA ITEM CONTENT: Military Leave Resolution

AGENDA ITEM SECTION: Consent Agenda

BUDGETED AMOUNT:

FUNDS REQUESTED: \$

FUND: Various

EXECUTIVE SUMMARY:

The City historically supports employees who serve in the military. For long-term active military leave, each individual leave has been brought to City Council for approval by resolution, including authorization for the City to provide a pay differential between the employee's City compensation and verified military compensation. Michigan Public Acts 57 and 58 of 2026 changed the framework for military leave; confirming that a local unit of government may provide, by ordinance, resolution, or personnel policy, either a differential pay program or a specific number of paid military leave days. PA 58 establishes a 26-day paid military leave requirement for qualifying full-time law enforcement officers and firefighters who are members of the reserve components. Staff recommends extending a comparable benefit to other eligible full-time employees and confirming our pay-differential for long-term military leave.

RECOMMENDATION:

Staff recommends that City Council adopt the attached resolution establishing a consistent 26-day paid military leave benefit for eligible full-time City employees for short-term military leave (less than 90-days) and formalizing the City's existing practice for long-term (more than 90-days) active military leave.