

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
SUBJECT: APPROVAL OF LEAVE OF ABSENCE FOR VICE MAYOR
CARLSTROM
STAFF PRESENTER: CAROLINE FOWLER, CITY ATTORNEY
AGENDA ACTION: RESOLUTION

ISSUE(S)

Shall the Council, by Resolution, grant permission to Vice Mayor Carlstrom for a sixty (60) day leave of absence as authorized by the City Charter?



BACKGROUND

1. Section 31 of the City Charter provides that if a council member is absent for more than thirty (30) days without permission of the City Council that the councilmember's seat shall be declared vacant.
2. The City Council Manual of Procedures and Protocols, Adopted on May 25, 1999, and last revised on July 30, 2013 by Resolution No. 28317, Section I(F) Attendance further states as follows:

"Councilmembers are expected to attend all meetings of the City Council. If a Councilmember is absent without Council permission from all regular City Council meetings for thirty (30) days consecutively from the last regular meeting he/she attends, his/her office becomes vacant and shall be filled as any other vacancy."
3. Vice Mayor Carlstrom is expecting a baby in October and may be absent for more than thirty (30) days due to her pregnancy. The Vice Mayor requests the Council grant her a leave of absence not to exceed sixty (60) days after such thirty (30) day period expires for maternity leave. Any request for additional leave beyond said period will require further action of the Council.

ANALYSIS:

1. Federal and State law requires the City to grant a leave of absence for pregnancy and maternity leave.
2. The City Charter requires a councilmember to seek permission of the Council for any absence of more than thirty (30) days. It is anticipated that the Vice Mayor

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may be absent for more than thirty (30) days due to her pregnancy and therefore requests that the Council grant her an approved leave of absence of up to sixty (60) days beyond the initial thirty (30) day period of absence from Council duties. Any request for additional leave would be brought back to the City Council.

RECOMMENDATION

It is recommended by the City Attorney that Council, by resolution, grant permission to Vice Mayor Carlstrom for a sixty (60) day leave of absence after expiration of a thirty (30) day absence and direct that any extension of the leave of absence shall require further Council authorization.

Author: Caroline Fowler, City Attorney