



# *CITY COUNCIL AGENDA REPORT*

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**MEETING DATE:** April 5, 2004

**ITEM NUMBER:** Item Number

**SUBJECT:** REQUEST FOR LEAVE OF ABSENCE WITHOUT PAY FOR POLICE CORPORAL DAVID MAKIYAMA

**DATE:** MARCH 17, 2004

**FROM:** POLICE DEPARTMENT / FIELD OPERATIONS DIVISION

**PRESENTATION BY:** JIM WATSON, POLICE CAPTAIN

**FOR FURTHER INFORMATION CONTACT:** JIM WATSON, POLICE CAPTAIN 714-745-4879

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## **RECOMMENDATION:**

The City Council is requested to approve a Leave of Absence Without Pay for ninety (90) days pursuant to Personnel Rules and Regulations, Rule 12, Section 4 (B), for Police Corporal David Makiyama.

## **BACKGROUND:**

Police Corporal David Makiyama is assigned to the uniform Field Operations Division. He has been on authorized sick leave since May 18, 2003, receiving treatment for and recovering from a non-occupational catastrophic illness. As of February 8, 2004, he has expended all authorized leave time available to him. Currently, he is on leave as a result of donated time from City employees. Based on his physician's recommendation, he should be able to return to work in May 2004.

Corporal Makiyama is requesting a Leave of Absence Without Pay for ninety (90) days, pursuant to Personnel Rules and Regulations, Rule 12, Section 4 (B). This additional time will allow him to sufficiently recover from the illness and return to work.

After reviewing this issue with management staff, Chief Hensley has determined to support this requested leave and is seeking Council approval.

## **ANALYSIS:**

As stated in Background.

## **ALTERNATIVES CONSIDERED:**

Should the requested leave of absence be rejected, it would result in the termination of the employee. This alternative is less desirable as the time required to hire and train a replacement will exceed the requested leave by six (6) to twelve (12) months.

## **FISCAL REVIEW:**

There is no fiscal impact.

**LEGAL REVIEW:**

There is not legal review required for this item.

**CONCLUSION:**

Chief Hensley and his management staff support the request for a leave of absence. Corporal Makiyama is a valuable member of the police department staff.

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JIM WATSON  
Police Captain

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JOHN D. HENSLEY  
Chief of Police

**DISTRIBUTION:**

- ATTACHMENTS:**
1. Leave of Absence Memorandum
  2. Alex J. Makalinao, MD Memorandum

Leave of Absence

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