

**165. AN ORDINANCE APPROVING COMPENSATION TO FULL TIME MUNICIPAL EMPLOYEES WHO ARE RESERVISTS OR IN THE NATIONAL GUARD AND ARE CALLED TO ACTIVE DUTY (INITIALLY APPROVED DECEMBER 4, 2006; FINALLY APPROVED JANUARY 2, 2007)**

**WHEREAS**, the people of the City of Groton, the Mayor and the City Council recognize the sacrifices made by full time employees of the City of Groton who are in the reserves or National Guard; and

**WHEREAS**, it is the intent of the City of Groton to provide compensation in the form of “Gap Pay”; and

**WHEREAS**, (a), (1) "City of Groton employee" or “employee” is defined as any full-time employee of the City of Groton, and (2) "Gap Pay" is defined as the difference between the employee's base rate of pay and the military basic pay. It is the responsibility of the employee to provide the City of Groton Finance Director with a copy of their Leave and Earnings Statement (LES) when there is a change in their military basic pay for verification; and

**WHEREAS**, (b), any full time employee who is called to active duty will receive “Gap Pay” for the duration of their active service for a period of up to one year. Payment of “Gap Pay” will commence as of the date of call-up to active duty. It is the responsibility of the employee to provide their official military orders to the City of Groton Finance Director as verification of their date of call-up. No employee will be required to exhaust their accrued vacation or sick time in order to be eligible for “Gap Pay”; and

**WHEREAS**, (c), the City Council reserves the right to extend “Gap Pay” beyond the one year period as defined in section (b) of this Ordinance, upon review and on a case-by-case basis, should the period of such call-up to active duty extend beyond one year. Written notification will be made to the City Council by the City of Groton Finance Director and the Department Head of the employee on active duty not less than 30 days in advance of the end of the initial one year period; and

**WHEREAS**, this Ordinance supersedes Ordinances 76 and 139; and

**WHEREAS**, this Ordinance was published in The Day, a newspaper having general circulation in the City of Groton on December 7, 2006 and December 8, 2006;

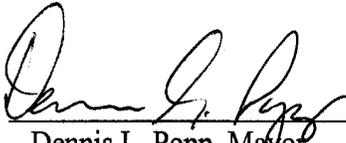
**THEREFORE, BE IT RESOLVED** that the Mayor and Council **finally** approve “An Ordinance Approving Compensation to Full Time Municipal Employees who are Reservists or in the National Guard and are Called to Active Duty”.

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Initially approved: December 4, 2006

Finally approved: January 2, 2007



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Dennis L. Popp, Mayor



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Debra Patrick, City Clerk