

THE CITY OF WARWICK  
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 64  
SALARIES

No..... Date.....

Approved.....Mayor

Be it ordained by the City of Warwick:

Section I. Chapter 46 of the Code of Ordinances of the City of Warwick is hereby amended to add the following:

**Sec. 64-6. – Military time for city employees.**

*Preamble:* The City of Warwick recognizes and salutes the continued sacrifices of its active duty and drilling reserve military. The stated purpose of Title 38 §4301 in the US Code entitled Employment and Reemployment Rights of the Uniformed Services Act is: “to encourage noncareer service in the uniformed services by eliminating or minimizing the disadvantages to civilian careers and employment which can result from such service”. The reserve components of the United States Armed Forces, also known as the Guard and Reserve fulfill a critical mission for our country’s Homeland Security by performing a minimum of 38 days of military duty per year which includes weekend drill status and two weeks training status. They are also responsible for augmenting the active duty (or full-time) military when necessary. City employees who continue to serve their country as members of the Guard and Reserve reduce their much needed down time by using annual vacation/leave or comp time during their monthly drills amounting to approximately 24 days per year for which the city should compensate these employees.

a) The City of Warwick will provide 12 days of “Military Time” annually to each full-time permanent or full-time temporary city employee who is a member of the Guard or Reserves.

b) The city employee must provide a copy of his/her Leave and Earning Statement (LES) following the date(s) requested for “Military Time” to have vacation or comp time restored.

c) City employees who utilize “Military Time” will not receive their regular city pay however, benefits and time in service for pensions or seniority will not be interrupted.

d) City of Warwick “Military Time” may not be accrued beyond each fiscal year (July 1 to June 30), may not be traded/shared with another member of the Guard/Reserve and may not be sold back to the city for any personal monetary gain.

Section II. This Ordinance shall take effect July 1, 2016 upon passage and publication as prescribed by law.

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SPONSORED BY: COUNCILWOMAN VELLA-WILKINSON

COMMITTEE: ORDINANCE