

RESOLUTION – R-08-29

**SOUTH HARRISON TOWNSHIP RESOLUTION
ADOPTING REVISED PERSONNEL POLICIES AND PROCEDURES**

WHEREAS, it is the policy of the Township of South Harrison to treat employees and prospective employees in a manner consistent with all applicable employment laws and regulations including, but not limited to Title VII of the Civil Rights Act of 1964, as amended by the Equal Opportunity Act of 1972, the Age Discrimination in Employment Act, the Equal Pay for Equal Work Act, the Fair Labor Standards Act, the New Jersey Law Against Discrimination, the Americans with Disabilities Act, the Family and Medical Leave Act, the Conscientious Employee Protection Act, the Public Employee Occupational Safety and Health Act, (the New Jersey Civil Service Act,) (the New Jersey Attorney General’s guidelines with respect to Police Department personnel matters,) the New Jersey Workers Compensation Act, the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Open Public Meeting Act, and

WHEREAS, the Township Committee has determined that there is a need for personnel policies and procedures to ensure that employees and prospective employees are treated in a manner consistent with these laws and regulations.

NOW, THEREFORE BE IT RESOLVED by the Township Committee that the Revised Personnel Policies and Procedures Manual attached hereto is hereby adopted.

BE IT FURTHER RESOLVED that these personnel policies and procedures shall apply to all Township officials, appointees, employees, volunteers and independent contractors. In the event there is a conflict between these rules and any collective bargaining agreement, personnel services contract of Federal or State Law, the terms and conditions of that contract or law shall prevail. In all other cases, these policies and procedures shall prevail.

BE IT FURTHER RESOLVED that this manual is intended to provide guidelines covering public service by Township employees and is not a contract. The provisions of this manual may be amended and supplemented from time to time without notice and at the sole discretion of the Township Committee.

BE IT FURTHER RESOLVED that to the maximum extent permitted by law, employment practices for the Township shall operate under the legal doctrine known as “employment at will”.

BE IT FURTHER RESOLVED that Stephen E. Trimboli and John Eastlack are hereby appointed as Employment Attorney Advisors to advise the Township in personnel matters.

BE IT FINALLY RESOLVED that the Township Committee Personnel Committee and all managerial/supervisory personnel are responsible for these employment practices. The Municipal Administrator and Stephen E. Trimboli and John Eastlack shall assist the Township Personnel Committee in the implementation of the policies and procedures in this manual.

Dated: March 12, 2008

Charles T. Tyson, Mayor

ATTEST:

Nancy E. Kearns, RMC
Municipal Clerk

CERTIFICATION

I hereby certify the above to be a true copy of a resolution adopted by the Township Committee of the Township of South Harrison at a meeting held on the 12th day of March 2008.

Nancy E. Kearns, RMC
Municipal Clerk