

RESOLUTION ADOPTING AMENDMENTS TO PERSONNEL POLICIES AND PROCEDURES MANUAL AND EMPLOYEE HANDBOOK FOR THE TOWNSHIP OF SOUTH HARRISON

WHEREAS, the Township has heretofore adopted Personnel Policies and Procedures memorialized within the Employee Handbook Manual adopted by the Township Committee that was codified as Ordinance 0-12-05; and

WHEREAS, Township Committee hereby determines that certain revisions to the Personnel Policies and Procedures Manual/Employee Handbook are required that shall be incorporated into the Personnel Policies and Procedures Manual, attached hereto; and

WHEREAS, it is the intent of this Resolution to approve and adopt the updated Manual and Employee Handbook aforesaid.

NOW, THEREFORE, BE IT RESOLVED, by the Township Committee of the Township of South Harrison, that the annexed Personnel Policies and Procedures Manual/Employee Handbook, annexed 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, and in the event of a conflict between these rules and any Collective Bargaining Agreement, Personnel Services Contract or 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 the aforesaid Manual and Employee Handbook are intended to provide guidelines governing 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 all managerial/supervisory personnel are responsible for these employment practices. The Township Solicitor shall assist such personnel in the implementation of the Policies and Procedures in this Manual and Employee Handbook.

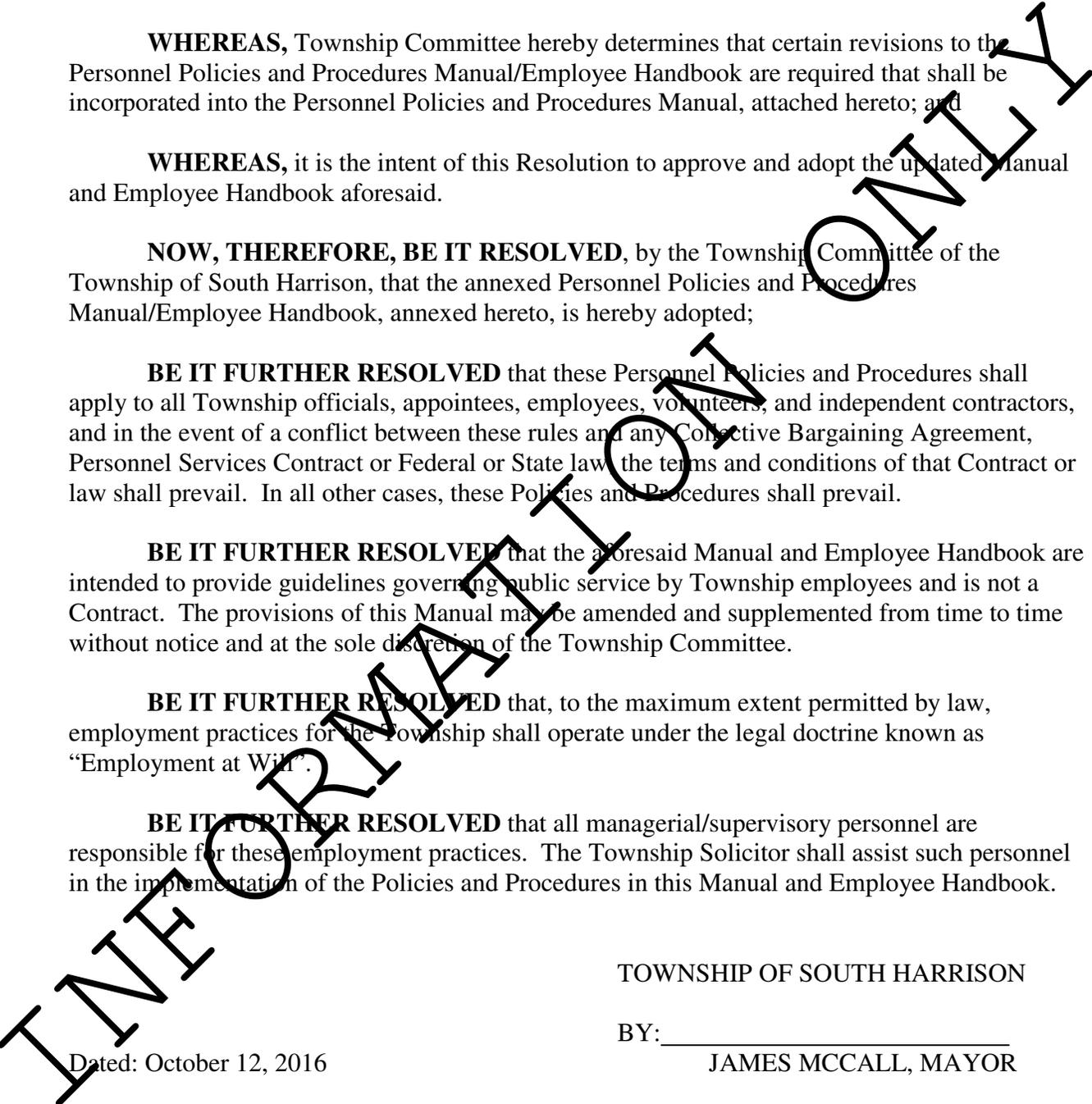
TOWNSHIP OF SOUTH HARRISON

BY: _____
JAMES MCCALL, MAYOR

Dated: October 12, 2016

ATTEST:

NANCY E. KEARNS, RMC,
TOWNSHIP CLERK



CERTIFICATION

I hereby certify that the foregoing Resolution was duly adopted at a regular meeting of the Township Committee of the Township of South Harrison held on the 12th day of October 2016.

**NANCY E. KEARNS, RMC
TOWNSHIP CLERK**

INFORMATION ONLY