

RESOLUTION 73 – 2012
RESOLUTION ADOPTING AMENDMENTS
TO PERSONNEL POLICIES AND PROCEDURES
AND EMPLOYEE HANDBOOK FOR THE
BOROUGH OF WOODBURY HEIGHTS

WHEREAS, the Borough has heretofore adopted Personnel Policies and Procedures by Resolution 63 – 2012, adopted on April 18, 2012; and

WHEREAS, the Borough Council hereby determines that certain revisions to the Personnel Policies and Procedures are required and are now 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 Borough Council of the Borough of Woodbury Heights that the annexed Personnel Policies and Procedures Manual attached hereto is hereby adopted;

BE IT FURTHER RESOLVED that the Employee Handbook attached hereto is hereby adopted;

BE IT FURTHER RESOLVED that these Personnel Policies and Procedures shall apply to all Borough 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 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.

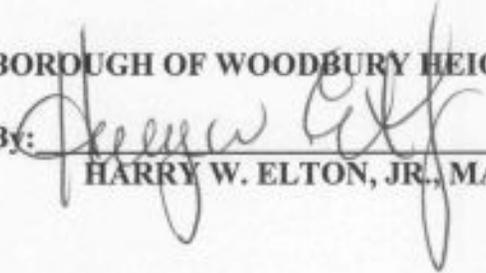
BE IT FURTHER RESOLVED that the aforesaid manual and employee handbook is intended to provide guidelines governing public service by Borough employees and is not a contract. The provisions of this manual may be amended and supplemented from time to time without notice and at the sole discretion of the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

BE IT FURTHER RESOLVED that to the maximum extent permitted by law, employment practices for the Borough shall operate under the legal doctrine known as "Employment at Will."

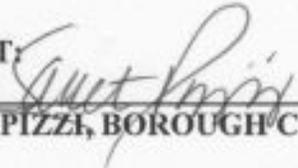
BE IT FURTHER RESOLVED that the Administrator and all managerial/supervisory personnel are responsible for these employment practices. The Borough Solicitor shall assist the Administrator in the implementation of the policies and procedures in this manual.

BOROUGH OF WOODBURY HEIGHTS

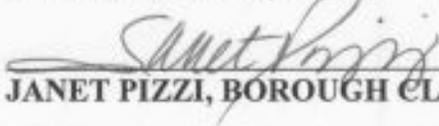
By:


HARRY W. ELTON, JR., MAYOR

ATTEST:


JANET PIZZI, BOROUGH CLERK

The foregoing Resolution was duly adopted by the Borough Council of the Borough of Woodbury Heights at the Regular Meeting held on the 16th of May, 2012.


JANET PIZZI, BOROUGH CLERK