

RESOLUTION No. 148-2018
AMENDING PERSONNEL POLICIES AND PROCEDURES
BOROUGH OF SEA BRIGHT

Councilmember Leckstein introduced and offered for adoption the following Resolution; seconded by Councilmember Rooney:

WHEREAS, it is the policy of the Borough of Sea Bright to treat employees and prospective employees in a manner consistent with all applicable Federal and State employment laws and regulations; and

WHEREAS, on May 7, 1996 the Borough Council adopted Ordinance No. 39-1996 establishing the personnel Policies and Procedures Manual/Handbook for Borough employees; and

WHEREAS, the Borough of Sea Bright is a member of the Monmouth County Municipal Excess Liabilities (MEL) Fund; and

WHEREAS, the MEL requires its members to adopt certain personnel practices and policies and further requires that its members regularly update their personnel practices at least every two years or when otherwise needed to address a significant change in policy or procedure; and

WHEREAS, the Borough's Labor Counsel has amended our Personnel Policies and Procedures Manual that conforms with the current policies of the MEL.

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Sea Bright, County of Monmouth, State of New Jersey that the amended Personnel Policies and Procedures Manual is hereby adopted in its entirety; and

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; and

BE IT FURTHER RESOLVED that this manual is intended to provide guidelines covering 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 Mayor and Council; and

BE IT FURTHER RESOLVED that the Borough Administrator is responsible for these employment practices and the Municipal Clerk and Finance Manager shall assist the Borough Administrator in the implementation of the policies and procedures in this manual.

Roll Call:	Birdsall,	Keeler,	Kelly,	Leckstein,	Rooney,	Schwartz
	Absent	Yes	Yes	Yes	Yes	Yes

September 18, 2018

CERTIFICATION

I, Christine Pfeiffer, Borough Clerk do hereby certify that the foregoing is a resolution adopted by the Borough Council of the Borough of Sea Bright, County of Monmouth, State of New Jersey, at a Council Meeting held on September 18, 2018.



Christine Pfeiffer, Borough Clerk RMC