

RESOLUTION OF THE TOWNSHIP OF WASHINGTON

Morris County, New Jersey

No. R-116-14

Date of Adoption: July 21, 2014

Title or Subject: A RESOLUTION ADOPTING THE WASHINGTON TOWNSHIP EMPLOYEE HANDBOOK OF PERSONNEL POLICES AND PROCEDURES

WHEREAS, it is the policy of Washington Township to treat employees and prospective employees in a manner consistent with all applicable employment laws and regulations; and

WHEREAS, the Township Committee of the Township of Washington 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 of the Township of Washington that the Employee Handbook of Personnel Policies and Procedures is hereby adopted and copies will be distributed to all employees; and

BE IT FURTHER RESOLVED that these personnel policies and procedures shall apply to all 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 serve by Township employees and is not a contract. The provisions of this handbook may be amended and supplemented from time to time without notice and at the sole discretion of the Township Committee; and

BE IT FURTHER RESOLVED that to the maximum extent permitted by law, employment practices for the Township of Washington shall operate under the legal doctrine known as "employment at will;" and

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

TOWNSHIP COMMITTEE OF THE
TOWNSHIP OF WASHINGTON

ATTEST:

Nina DiGregorio, Township Clerk

Kenneth W. Short, Mayor

I, Nina DiGregorio, Township Clerk, do hereby certify that the foregoing resolution was adopted at a meeting of the Township Committee held on July 21, 2014.

Nina DiGregorio, Township Clerk

Date