

**WEYMOUTH TOWNSHIP
ATLANTIC COUNTY
NEW JERSEY
RESOLUTION NO. 60-2016**

**A RESOLUTION AUTHORIZING AND ADOPTING AMENDMENTS TO THE
PERSONNEL POLICIES AND PROCEDURES MANUAL AND THE EMPLOYEE
HANDBOOK**

WHEREAS, It is the policy of the Township of Weymouth 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 Workers Compensation Act, the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Open Public Meeting Act; and

WHEREAS, The Township of Weymouth 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.

WHEREAS, The Township of Weymouth has previously approved and adopted a Personnel Policies and Procedures Manual and an Employee Handbook.

WHEREAS, The Municipal Excess Liability Joint Insurance Fund has made certain recommendations to the Township and the Township wishes to incorporate such provisions in its Personnel Policies and Procedures Manual and in its Employee Handbook.

NOW, THEREFORE, BE IT RESOLVED, By the Committee of the Township of Weymouth that the amended Personnel Policies and Procedures Manual attached hereto and expressly incorporated herein as **Exhibit "A"** is hereby adopted.

BE IT FURTHER RESOLVED, that the same revisions are to be made and incorporated in the Weymouth Township Employee Handbook.

BE IT FURTHER RESOLVED, that the Personnel Policies and Procedures Manual attached hereto and expressly incorporated herein as **Exhibit "A"** shall apply to all the Township officials, appointees, employees, volunteers and independent contractors. In the event there is a conflict between these rules and any 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 this Personnel Policies and Procedures Manual attached hereto and expressly incorporated herein as **Exhibit "A"** 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 Nicole Curio, Esquire of the firm of Gruccio Pepper DeSanto & Ruth is hereby appointed as the Employment Attorney to advise the Township Committee in personnel matters.

BE IT FURTHER RESOLVED, that the Township Clerk and all managerial/supervisory personnel are responsible for these employment practices. The Township Clerk and the Employment Attorney shall assist the Township Committee in the implementation of the policies and procedures in this manual.

WEYMOUTH TOWNSHIP

BY _____
Kenneth R. Haeser, Mayor

This is to Certify that the foregoing Resolution is an exact copy of a Resolution which was duly adopted by the Weymouth Township Committee at a Regular Meeting of that body which was held on September 21, 2016.

Attest: _____
Dorothy-Jo Ayres, Acting Clerk
Weymouth Township

Date: September 21, 2016