TOWNSHIP OF GREEN
ORDINANCE 2014-04
AN ORDINANCE FOR ADOPTION OF THE TOWNSHIP
OF GREEN EMPLOYEE HANDBOOK, AND AS MAY BE
FURTHER REVISED BY RESOLUTION

WHEREAS, it is the policy of the Township of Green 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 Civil Service 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 Committee has determined that the “Township of Green
Employee Handbook Policies and Procedures” ensures that employees and prospective
employees are treated in a manner consistent with these laws and regulations.

NOW THEREFORE, BE IT ORDAINED by the Township Committee of the Township
of Green as follows:
last revised April 2014, is hereby adopted.
2. These personnel policies and procedures shall apply to all Township 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.
3. This Handbook is intended to provide guidelines covering public service by Township
employees and is not a contract. To the maximum extent permitted by law, employment
practices for Green Township shall operate under the legal doctrine known as
“employment at will.”
4. The provisions of this Handbook may be amended and supplemented from time to time
without notice and at the sole discretion of the Committee, which amendments and
supplements shall be effective via Resolution of the Township Committee.
Severability. If any provision of this ordinance or the application of this ordinance to any
person or circumstances is held invalid, the remainder of this ordinance shall not be affected and
shall remain in full force and effect.
Repealer. All ordinances or parts of ordinances or resolutions inconsistent or in opposition
to the provisions of this ordinance are hereby repealed in their entirety.
Effective Date. This ordinance shall take effect after publication and passage according to
law.
ATTEST:

Linda Peralta
Township Clerk

TOWNSHIP OF GREEN
IN THE COUNTY OF SUSSEX

Daniel C. Conkling
Mayor, Green Township

Record of Adoption:

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<tr>
<td>Mr. Chirip</td>
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<td>Mr. Kurzeja</td>
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<td>Mrs. Phillips</td>
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<td>Mr. Reinbold</td>
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<td>Mr. Conkling</td>
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INTRODUCED: 04/14/14
PUBLIC HEARING: 04/28/14
ADVERTISED ADOPTION: 04/18/14
ADOPTED: 04/28/14