

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:

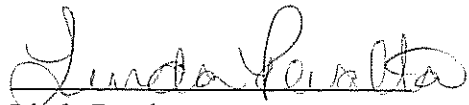
1. The Township of Green Employee Handbook Policies and Procedures” (“Handbook”), last revised April 2014, is hereby adopted.
2. These personnel policies and procedures shall apply to all Township officials, appointees, employees, volunteers and independent contractors. In the event there is a conflict 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.

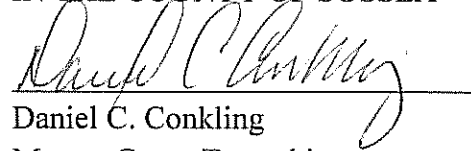
Effective Date. This ordinance shall take effect after publication and passage according to law.

ATTEST:



Linda Peralta
Township Clerk

TOWNSHIP OF GREEN
IN THE COUNTY OF SUSSEX



Daniel C. Conkling
Mayor, Green Township

Record of Adoption:

	FOR APPROVAL	AGAINST APPROVAL	ABSTAIN	ABSENT
Mr. Chirip				✓
Mr. Kurzeja	✓			
Mrs. Phillips	1st ✓			
Mr. Reinbold	2nd ✓			
Mr. Conkling	✓			

INTRODUCED: 04/14/14
PUBLIC HEARING: 04/28/14
ADVERTISED ADOPTION:

ADVERTISED INTRODUCTION: 04/18/14
ADOPTED: 04/28/14