

RESOLUTION #141 of 2014

WHEREAS, it is the policy of the City of Margate City 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 NJ Civil Service Act), (the NJ Ag guidelines with respect to Police Department personnel matters), the NJ Workers Compensation Act, the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Open Public Meeting Act; and

WHEREAS, the Board of Commissioners of the City of Margate City has determined that there is a need for personnel policies and procedures to ensure that all employees and prospective employees including seasonal employees are treated in a manner consistent with these laws and regulations; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the City of Margate City that the Personnel Policies and Procedures Manual for Seasonal Employees attached hereto is hereby adopted.

BE IT FURTHER RESOLVED that this manual is intended to provide guidelines covering public service by Margate City 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 Board of Commissioners of the City of Margate City.

BE IT FURTHER RESOLVED that to the maximum extent permitted by law, employment practices for the City of Margate City shall operate under the legal doctrine known as “employment at will”.

BE IT FURTHER RESOLVED that Vanessa James, Esq. of the firm Barker, Scott, Gelfand & James is hereby appointed as attorney to advise the City of Margate City in personnel matters.

Date: 6-19-14

I, Thomas D. Hiltner, Clerk of Margate City, Atlantic County, do hereby certify the foregoing to be a true and correct copy of a resolution adopted by the Commissioners of the City of Margate City at a meeting of said Commission held on June 19, 2014 and said resolution was adopted by not less than a two-thirds vote of the members of the Commission.

Thomas D. Hiltner, RMC, City Clerk