

# TABLED

## RESOLUTION #189-2023

### AUTHORIZING AMENDING EMPLOYEE HANDBOOK/POLICIES & PROCEDURES

**WHEREAS**, The City of Margate City, Atlantic County, State of New Jersey has Policies and Procedures that are issued on the Margate City common drive; and

**WHEREAS**, The Board of Commissioners has determined that there is a need to amend a policy in accordance with the Atlantic County Municipal Joint Insurance Fund (ACMJIF) and the Municipal Excess Liability Joint Insurance Fund (MEL), 2022-2023 Plan of Risk Management; and

**WHEREAS**, the new policy is as follows:

<u>Policy</u>	<u>Number</u>	<u>Comments</u>
Sick Leave Policy	304	Updating Sick Leave policy

;and

**WHEREAS**, these personnel policies and procedures have been reviewed by Labor Attorney Vanessa James, Esquire, and Municipal Administrator Ken Mosca.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Commissioners of the City of Margate City that the listed policies attached hereto are hereby adopted and will be issued to employees by printed handbook.

**BE IT FURTHER RESOLVED**, that these personnel policies and procedures shall apply to all City officials, appointees, employees, volunteers and independent contractors. In the event that 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.

**BE IT FURTHER RESOLVED**, that these policies and procedures are intended to provide guidelines covering public service by employees and do not represent a contract. These policies and procedures may be amended and supplemented from time to time without notice and at the sole discretion of the Board of Commissioners.

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

ROLL CALL:

NAME	MOTION	SECOND	YES	NO	ABSTAIN	ABSENT
Collins						
Blumberg						
Horn						

DATE: August 17, 2023

CERTIFICATION

I, Johanna Casey, 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 August 17, 2023, and said resolution was adopted by not less than a two-thirds vote of the members of the Commission.

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Johanna Casey, RMC, City Clerk