

**RESOLUTION #248-2020**

**AUTHORIZING AMENDING EMPLOYEE HANDBOOK/POLICIES & PROCEDURES  
TO ADOPT NEW COVID POLICY AND PROCEDURES**

**WHEREAS,** The City of Margate, County of Atlantic, State of New Jersey has Policies and Procedures and a Seasonal Employee Handbook that are issued on Power DMS (Document Management System); and

**WHEREAS,** The Board of Commissioners has determined that there is a need to adopt a new policy in accordance with the Atlantic County Municipal Joint Insurance Fund (ACMJIF) and the Municipal Excess Liability Joint Insurance Fund (MEL) 2020-2021 Plan of Risk Management; and

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

<u>Policy No.</u>	<u>Title</u>
123	COVID Policy and Procedures

**WHEREAS,** this personnel policy and procedures have been reviewed by Labor Attorney Vanessa James, Esquire, and Business Administrator Richard Deaney;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Commissioners of the City of Margate that the listed policy and procedures attached hereto are hereby adopted and will be issued to employees via Power DMS; and

**BE IT FURTHER RESOLVED** that this personnel policy 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, the policy and procedure shall prevail.

**BE IT FURTHER RESOLVED** that this personnel policy and procedures are intended to provide guidelines covering public service by City employees and do not represent a contract. This policy 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."

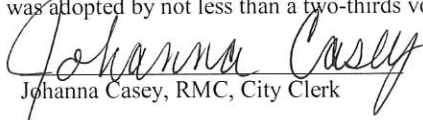
**ROLL CALL:**

NAME	MOTION	SECOND	YES	NO	ABSTAIN	ABSENT
Becker		x	x			
Amodeo	x		x			
Blumberg			x			

DATE: December 3, 2020

**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 December 3, 2020 and said resolution was adopted by not less than a two-thirds vote of the members of the Commission.

  
Johanna Casey, RMC, City Clerk