

RESOLUTION 2016-376

**RESOLUTION OF THE TOWNSHIP OF BARNEGAT,
COUNTY OF OCEAN, STATE OF NEW JERSEY,
AMENDING THE TOWNSHIP OF BARNEGAT POLICIES AND PROCEDURES
EMPLOYEE HANDBOOK**

WHEREAS, the Township's last revision to its Policies and Procedures Employee Handbook was performed in February 2012;

WHEREAS, "no" answers to the current Best Practices worksheet questions required by the State of NJ, DCA, Division of Local Government Services can result in loss of a percentage of state aid;

WHEREAS, in order to comply with the State's Best Practices, it is recommended that the Township approve an amendment to two sections of the Policies and Procedures Employee Handbook; that being Section 3: Sick Leave Policy and Section Four: Longevity Policy;

WHEREAS, the following amendment be approved for Section 3, Part 6 (c): Sick Leave Policy;

Effective January 1, 2017, for all new non-union employees hired after 12/31/16, the Township will no longer allow the accumulation or buyback of any sick time not utilized in the year earned.

Effective January 1, 2017, for all employees covered by a collective bargaining agreement, the Township will no longer allow the accumulation or buyback of any sick time not utilized in the year earned upon completion of the current collective bargaining contract term. (For example, the current AFSCME contract ends 12/31/19; this will be effective for any new hires after 12/31/19)

WHEREAS, the following amendment be approved for Section 4,: Longevity Policy;

Effective January 1, 2017, unless already stated in an existing collective bargaining agreement contract, the Township has eliminated all longevity awards for all new employees hired after 12/31/16.

THEREFORE, BE IT RESOLVED by the Township of Barnegat Committee that the aforementioned amendments to the Township of Barnegat Policies and Procedures Employee Handbook is hereby approved;

CERTIFICATION

I, Michele Rivers, Municipal Clerk, of the Township of Barnegat, County of Ocean, State of New Jersey, do hereby certify that the foregoing resolution was duly adopted by the Township Committee of said Township at their regular meeting held in the Municipal Complex, 900 West Bay Avenue, Barnegat, New Jersey on the 4th day of October, 2016

Michele Rivers, RMC
Municipal Clerk