

ORDINANCE No. 32-2007

Establishing Procedures to Adopt the Employee Handbook of Personnel Policies and Procedures With All Officials, Appointees, Employees, Prospective Employees, Volunteers, and Independent Contractors of the Municipality

BE IT ORDAINED by the Township Council of the Township of Livingston, in the County of Essex that:

Section 1. The Township Council shall by Ordinance establish titles for public employment by the municipality and salary ranges for municipality employees.


Section 2. The Township Council shall by Resolution adopt and amend from time to time the personnel practices including rules and regulations required to comply with applicable Federal and State employment related law. The personnel practices adopted pursuant to said resolution(s) shall be included in the Township's Employee Handbook of Personnel Policies and Procedures and applicable to all officials, appointees, employees, prospective employees, volunteers and independent contractors of the municipality.

Section 3. The Township Manager shall be responsible to implement and enforce the personnel policies and procedures adopted by ordinance or resolution authorized pursuant to this section. If there is a conflict between said personnel practices and any duly adopted and lawful 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 practices adopted pursuant to this ordinance shall prevail.

Section 4. The following section of the Township's General Ordinances is hereby repealed: CHAPTER 40, COMPENSATION & SALARIES, ARTICLE II, EMPLOYEES CALLED FOR RESERVE OR NATIONAL GUARD ACTIVE DUTY.

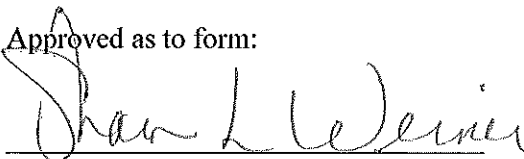
Section 5. The following section of the Township's General Ordinances shall be amended to apply only to employees in the collective bargaining agreement between the Township of Livingston and the PBA Local 263 for employees holding the rank of Patrolman, Corporal or Sergeant: CHAPTER 31: PERSONNEL, ARTICLE I, FAMILY AND MEDICAL LEAVE POLICY.

Section 6. This ordinance shall take effect immediately upon passage and publication as required by law.

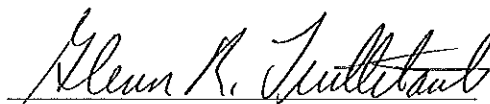


Stephen A. Santola Mayor

Approved as to form:



Sharon L. Weiner, Township Attorney



Glenn R. Turteltaub, Township Clerk

Introduction: 9/17/07

Adopted: 10/1/07