

*******ADOPTED DECEMBER 15, 2008*******

Township of Delanco

**Ordinance No. 2008-14
Personnel Practices Ordinance**

An Ordinance Establishing Procedures to Adopt Personnel Practices and authorizing the Township Administrator to implement those Practices with all Officials, Appointees, Employees, Prospective Employees, Volunteers, and Independent Contractors of the Township of Delanco.

BE IT ORDAINED by the Township Committee of the Township of Delanco that:

Section 1. The Township Committee shall by ordinance establish titles for public employment by the Township and salary ranges for Township employees. (Said titles shall conform to the New Jersey Civil Service Act and regulations promulgated by the New Jersey State Department of Personnel).

Section 2. The Township Committee shall by Resolution adopt and amend from time to time personnel policies and procedures including rules concerning the hiring and termination of employees, terms and conditions of employment, and regulations required to comply with applicable Federal and State employment related law. The personnel policies and procedures adopted pursuant to this Ordinance shall be applicable to all officials, appointees, employees, prospective employees, volunteers and independent contractors of the Township.

Section 3. The Township Administrator, or such other official designated by the Township Committee, shall be responsible to implement and enforce the personnel practices adopted by this ordinance or by resolution authorized pursuant to this ordinance. If there is a conflict between the approved 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. This ordinance shall take effect immediately upon passage and publication as required by law.