

## RESOLUTION 23-097

### RESOLUTION TO ACCEPT AND IMPLEMENT THE OCTOBER 2023 REVISION OF THE ROCKAWAY VALLEY REGIONAL SEWERAGE AUTHORITY PERSONNEL MANUAL/POLICIES AND PROCEDURES

**WHEREAS**, the Rockaway Valley Regional Sewerage Authority (RVRSA) maintains a Personnel Manual/Policies and Procedures governing the terms and conditions of employment for RVRSA employees (except as otherwise provided by statute, regulation, or collective negotiations agreement, where applicable), and setting forth the personnel policies to which RVRSA employees are to adhere and which RVRSA management is to apply; and

**WHEREAS**, it is RVRSA policy to review and update its Personnel Manual/Policies and Procedures on an ongoing basis to address emerging human resources issues, to comply with changes in employment law, and to adjust terms and conditions of employment as necessary to assure a sound and welcoming work environment and the efficient operation of RVRSA facilities and services; and

**WHEREAS**, in addition to RVRSA's ongoing review of its Personnel Manual/Policies and Procedures, the New Jersey MEL requires that RVRSA review its Personnel Manual/Policies and Procedures on a regular basis and update same as necessary; and

**WHEREAS**, RVRSA, with the assistance of labor counsel, has prepared an October 2023 revision of the Personnel Manual/Policies and Procedures, a copy of which is attached to this Resolution; and

**WHEREAS**, the Executive Committee of the RVRSA Board of Commissioners recommends that the aforesaid October 2023 revision of the Personnel Manual/Policies and Procedures be accepted and adopted.

**NOW THEREFORE BE IT RESOLVED** by the Rockaway Valley Regional Sewerage Authority that:

1. The October 2023 revision of the Personnel Manual/Policies and Procedures, attached to this Resolution, is hereby accepted, and implemented as the official Personnel Manual/Policies and Procedures of RVRSA.
2. The Executive Director is hereby authorized and directed to cause the October 2023 revision of the Personnel Manual/Policies and Procedures to be copied and distributed generally to all employees of RVRSA.

## CERTIFICATION

I, Donald Farrell, Secretary to the Rockaway Valley Sewerage Authority Board of Commissioners, County of Morris, and State of New Jersey, do hereby certify that the foregoing is a true copy of a Resolution adopted by the said Authority on the 12th day of October 2023.

On motion of: Commissioner Laverty

Second by: Commissioner Cegelka

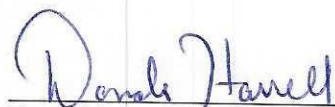
and a Roll Call Vote as Follows:

Yeas (9) Andes, Cegelka, Corbett, Farrell, Howarth, Isselin, Laverty, Potter, and Schorno.

Nays: (0) None

Abstain: (0) None

Absent: (1) Zuppa



Donald Farrell  
Board Secretary