

RESOLUTION 25-104

RESOLUTION TO ACCEPT AND IMPLEMENT THE OCTOBER 2025 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 2025 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 2025 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 2025 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 2025 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 **13th day of November 2025.**

On motion of: Commissioner Schorno Second by: Commissioner Howarth

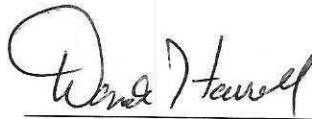
and a Roll Call Vote as Follows:

Yeas (10) Andes, Cegelka, Chegwiddden, Farrell, Howarth, Isselin, Lavery, Schorno, Sheehy, and Zuppa.

Nays: (0) None

Abstain: (0) None

Absent: (0) None

A handwritten signature in black ink, appearing to read "Donald Farrell", written over a horizontal line.

Donald Farrell
Board Secretary