

RESOLUTION
KENILWORTH, NJ

WHEREAS, the Borough of Kenilworth continuously strives to improve the working conditions for its employees; and

WHEREAS, the Borough continuously strives to improve the level and quality of service provided to the public; and

WHEREAS, in order to accomplish these goals the Borough from time to time adopts and revises its employment policies as contained in its Employment Handbook; and

WHEREAS, it has been determined by the Mayor and Council that revisions and updates are needed with respect to a number of the policies contained in the Borough's Employee Handbook; and

WHEREAS, it has been determined by the Mayor and Council that additional policies are needed to address developments in the law and to address both operational efficiency and the support and protection of Borough employees; and

WHEREAS, the revised Employee Handbook has been reviewed by the Mayor and Council.

IT IS HEREBY RESOLVED this 7th day of May 2025 that the Borough Council of the Borough of Kenilworth hereby adopts the attached revised Employment Handbook.

BE IT FURTHER RESOLVED that the personnel policies and procedures contained in the Handbook shall apply to all Borough officials, appointees, employees, volunteers and independent contractors. In the event there is a conflict between these rules and any 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, these policies and procedures shall prevail.

BE IT FURTHER RESOLVED that this Handbook is intended to provide guidelines covering public service by Borough employees and is not a contract. The provisions of this handbook may be amended and supplemented from time to time without notice and at the sole discretion of the Borough of Kenilworth Council.

BE IT FURTHER RESOLVED that to the maximum extent permitted by law, employment practices for the Borough shall operate under the legal doctrine known as "employment at will."

BE IT FURTHER RESOLVED that the Borough Administrative Officer and all managerial/ supervisory personnel are responsible for these employment practices. The Borough and/or Labor Attorney shall assist the Borough Administrative Officer in the implementation of the policies and procedures in this handbook.

	MOVED	SECONDED	AYES	NOES	ABSTAIN	ABSENT
Councilman Patrick Boyle			X			
Councilman Joseph Finistrella			X			
Councilwoman Toni Giordano Picerno					X	
Councilman William Mauro			X			
Councilman Douglas Piper			X	X		
Councilman Savino Scorese	X		X			
Mayor Linda Karlovitch						
ON CONSENT AGENDA	Yes	X	No			

I hereby certify that the above Resolution was adopted by the Borough Council of the Borough of Kenilworth at a Meeting held on May 7, 2025.


Laura Reinertsen, Borough Clerk

