

Borough Council Public Meeting

Tuesday October 26, 2021

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1. 7:30 - Call to Order- Mayor Didio
2. Statement of Compliance with the Open Public Meetings Act

Mayor Didio: "Notice of this meeting was published in the official newspapers and prominently posted in Borough Hall and filed with the Municipal Clerk in accordance with the requirements of the Open Public Meetings Act.
3. Pledge of Allegiance
4. Roll Call
5. Proclamation: Family Court Awareness Month
6. Adoption of Minutes: August 24, 2021
7. Correspondence:
 1. Notice from Bergen County Open Space -- proposed 2021 funding
 2. Letter from 497 Hensler re: appreciation Police and Fire Department
 3. Notice from Bergen County Community Development re: award of grant Senior Center Air Filtration Improvements \$1,400
 4. Letter re: tree issue 58 Delford Avenue
 5. Letter re: manhole cover 240 Sussex Street

Public Comment: (Guidelines)

The meeting is now open to the public for agenda items only. Each speaker shall have one turn and not exceed 5 minutes. There will be another Public Comment at the conclusion of the meeting. Please identify yourself at the microphone & remain courteous

Public Comment: As per resolution 21-81 (published March 30, 2021 in the Bergen Record) and DCA Local Finance Notice 2020-21 the Municipal clerk shall enforce all public comment protocols outlined in both documents. Copies can be found at www.oradell.org

Agenda items listed will be enacted by one motion. There will be no separate discussions of those terms unless a member of the Council member requests, in which event the item will be removed from the general order of business and considered in its sequence on the agenda.

PLEASE NOTE ALL RESOLUTIONS ON THE CONSENT AGENDA AND ORDINANCES ARE POSTED ON THE BULLETIN BOARD

Resolutions:

- | | |
|-------------------|--|
| Resolution 21-184 | Approve payment of all bills and vouchers in the amount of \$3,774,317.40 |
| Resolution 21-185 | Approve emergency rental of vehicles for DPW in the amount of \$3,786.76 |
| Resolution 21-186 | Approve emergency service to Dutra Excavating and Sewer in the amount of \$5,200.00 |
| Resolution 21-187 | Approve 2021 Flu Vaccine Agreement with Bergen County |
| Resolution 21-188 | Approve contract with Bergen County Open Space for Hoffman Field Playground improvements. |
| Resolution 21-189 | Approve one year contract for Disposal of Leaves and Vegetative Waste to Environmental Renewal LLC |
| Resolution 21-190 | Approve rejection of Emergency Sewer repair contract and reauthorize bid |
| Resolution 21-191 | Approve Chapter 159 Insert Special Item of Revenue in 2021 Municipal Budget from ARF funding in the amount of \$30,000 for Hardware/Software Police Department |
| Resolution 21-192 | Award purchase of hardware/software to State Contract Vendor #40047 in the amount not to exceed \$30,000 |
| Resolution 21-193 | Approve rejection of RFQ for IT Consultant and authorize Borough Administrator to re issue document |
| Resolution 21-194 | Accept Letter of Retirement and issue separation payment to Lt. Richard Zdanowicz effective October 29, 2021 |
| Resolution 21-195 | Accepting the resignations of various crossing guards and appointments of new crossing guards. |
| Resolution 21-196 | Acceptance of Municipal Alliance Grant for fiscal year 2023 |
| Resolution 21-197 | Tax overpayment to Block 113 Lot 5 in the amount of \$1,637.94 |
| Resolution 21-198 | Approve of Borough Employee handbook policies and procedures |
| Resolution 21-199 | Accept letter of resignation from Owen Scott <i>Babington as DPW Laborer</i> |

Committee Reports:

Administration

Council President Tracy Schoenberg

DPW

Councilman Roger Tashjian

Public Safety & Emergency Management

Councilman Stephen Carnevale

Ordinance

Councilman Robert Jannicelli

Adoption: 21-9

BOND ORDINANCE APPROPRIATING \$1,000,000, AND AUTHORIZING THE ISSUANCE OF \$950,000 BONDS OR NOTES OF THE BOROUGH, FOR VARIOUS IMPROVEMENTS OR PURPOSES AUTHORIZED TO BE UNDERTAKEN BY THE BOROUGH OF ORADELL, IN THE COUNTY OF BERGEN, NEW JERSEY

Finance

Councilwoman Yu

Technology and Communication

Councilman Jonathan Kern

Mayor's Report:

Borough Administrator's Report 2021 Best Practice Worksheet

Borough Attorney's Report:

Old Business:

New Business:

Public Comment:

Public Comment: As per resolution 21-81 (published March 30, 2021 in the Bergen Record) and DCA Local Finance Notice 2020-21 the Municipal clerk shall enforce all public comment protocols outlined in both documents. Copies can be found at www.oradell.org

Each speaker shall have one turn and not exceed 5 minutes. Please identify yourself at the microphone & remain courteous.

Motion to adjourn

RESOLUTION NUMBER 21-184
BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY

WHEREAS, the claims and accounts listed below having been checked by the Chief Financial Officer and found correct, therefore

BE IT RESOLVED, that the Mayor and Council hereby authorize the payment of these claims, and that warrants be drawn therefore when funds are available in the aggregate amount of
\$3,774,317.40

CURRENT FUND

Salaries & Wages	\$605,790.31
Other Expenses	\$2,861,113.70
Health Benefits	\$124,819.39
2019 Bond Interest	\$53,315.00

CAPITAL FUND

General Capital	\$46,311.80
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TRUST FUND

Miscellaneous Trust	\$82,790.20
Unemployment Trust Fund	\$177.00

<i>GRAND TOTAL ALL FUNDS</i>	\$3,774,317.40
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AUTHORIZED:

APPROVED:

Miriam Yu, Finance Chair

Dianne Camelo Didio, Mayor

The foregoing resolution was, on motion duly made and seconded, adopted by roll call vote at Regular Meeting of the Mayor and Council held on October 26,2021.

Laura J. Lyons, RMC
Administrator/Borough Clerk

**RESOLUTION 21-185
BOROUGH OF ORADELL
BERGEN COUNTY**

Offered by: _____

Seconded by: _____

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHJAN				
CARNEVALE				
JANNICELLI				
YU				
KERN				

WHEREAS, there exists a shortage of vehicles in the Borough Fleet causing a need to rental trucks for the winter season; and

WHEREAS, the rentals create a need for an emergency contract; and

WHEREAS, an emergency purchase pursuant to NJSA 40A:11-6 may be awarded without advertisement for bids or bidding in that an emergency affecting the health and public safety requires the immediate performance of the service.

NOW THEREFORE BE IT RESOLVED that the below vendor is authorized as an emergent expenditure:

United Rental- Ridgefield Park in the amount of \$3786.76.

Dianne Camelo Didio, Mayor

Passed on a roll call vote at a Regular Public Meeting of the Mayor and Council of the Borough of Oradell held on October 26, 2021.

SEAL)
ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Administrator/Municipal Clerk

**RESOLUTION 21-186
BOROUGH OF ORADELL
BERGEN COUNTY**

Offered by: _____

Seconded by: _____

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHIAN				
CARNEVALE				
JANNICELLI				
YU				
KERN				

WHEREAS, A hazardous situation located on John St. at Martin Ave. in the Borough of Oradell right of way created a need for an emergency contract; and

WHEREAS, an emergency purchase pursuant to NJSA 40A:11-6 may be awarded without advertisement for bids or bidding in that an emergency affecting the health and public safety requires the immediate performance of the service.

NOW THEREFORE BE IT RESOLVED that the below vendor is authorized as an emergent expenditure:

Dutra Excavating & Sewer Inc \$5,200.00 for the purpose of rebuilding a collapsing storm water inlet

Dianne Camelo Didio, Mayor

Passed on a roll call vote at a
Public Meeting of the
Mayor and Council of the
Borough of Oradell held
on October 26, 2021.

SEAL)
ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Administrator/Municipal Clerk

BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY

RESOLUTION 21-187

Offered by

Seconded by

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHJIAN				
CARNEVALE				
JANNICELLI				
YU				
KERN				

WHEREAS, there is a need to provide 2021-2022 flu vaccinations to the residents of the Borough of Oradell; and

WHEREAS, the Borough of Oradell and the County of Bergen entered into an Interlocal Agreement to provide these services according to the annual contract; and

WHEREAS, an annual renewal of this Interlocal is required to continue these services; and

WHEREAS, the program expenditures are displayed on appendix "A" attached; and

WHEREAS, the Mayor and Council has been satisfied with the terms and performance of this Interlocal Agreement during the previous year and desires to continue this Interlocal agreement with the County of Bergen.

NOW THEREFORE BE IT RESOLVED, by the Mayor and Council of the Borough of Oradell, that they hereby authorize the Mayor and Borough Clerk to sign an Interlocal Agreement with the County of Bergen for flu program

BE IT FURTHER RESOLVED, that 2 certified copies of this resolution be sent to the County of Bergen with the executed contract.

DIANNE CAMELO DIDIO, MAYOR

Passed on a roll call vote at the
the Public Meeting of the Mayor
and Council of the Borough of Oradell
held on Tuesday, October 26, 2021.

(SEAL)

ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator/Municipal Clerk

I hereby certify to the availability of funds in the amount of \$ _____ in the
following account numbers: _____.

I hereby certify that the above is a true copy of a resolution passed by the Council of the
Borough of Oradell at the meeting held on _____.

Katie Chen, CMFO

Resolution 21-188

ATTACHMENT C

GRANTEE AUTHORIZING RESOLUTION

BE IT RESOLVED, that the Mayor and Council of The Borough of Oradell wish to enter into a Bergen County Trust Fund Project Contract ("Contract") with the County of Bergen for the purpose of using a \$50,000 matching grant award from the 2021 Funding Round of the Bergen County Open Space, Recreation, Floodplain Protection, Farmland & Historic Preservation Trust Fund ("Trust Fund") for municipal park project entitled Hoffman Field Playground Replacement, located on the tax maps of the Borough of Oradell;

BE IT FURTHER RESOLVED, that the Mayor and Council hereby authorizes Laura J. Lyons to be a signatory to the aforesaid Contract; and,

BE IT FURTHER RESOLVED, that the Mayor and Council hereby acknowledge that, in general, the use of this Trust Fund grant towards this approved park project must be completed by or about February 16, 2023; and,

BE IT FURTHER RESOLVED, that the Mayor and Council acknowledges that the grant will be disbursed to the municipality as a reimbursement upon submittal of certified Trust Fund payment and project completion documents and municipal vouchers, invoices, proof of payment, and other such documents as may be required by the County in accordance with the Trust Fund's requirements; and,

BE IT RESOLVED, that the Mayor and Council acknowledges that the grant disbursement to the municipality will be equivalent to fifty (50) percent of the eligible construction costs incurred (not to exceed total grant award) applied towards only the approved park improvements identified in the aforesaid Contract in accordance with the Trust Fund's requirements. Professional Services Costs may be reimbursed from grant award's unexpended balance, should there be a balance.

This resolution was adopted by the Mayor & Council of the Borough of Oradell at a meeting on Tuesday, October 26, 2021.

DIANNE CAMELO DIDIO, MAYOR

Passed on a roll call vote at a
Regular Meeting of the Mayor and
Council of the Borough of Oradell
held on October 26, 2021.

ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator/Municipal Clerk

BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY

RESOLUTION 21-189

Offered by

Seconded by

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHJIAN				
CARNEVALE				
JANNICELLI				
YU				
KERN				

WHEREAS, the Mayor and Council of the Borough of Oradell bid the contract for Loading, Transporting and Disposal/Recycling or Leaves/Vegetative Waste.

WHEREAS, the Borough of Oradell received one bid on September 14, 2021; and

WHEREAS, the Borough Attorney reviewed the bid packets submitted by the interested bidder.

NOW THEREFORE BE IT RESOLVED that the Borough of Oradell hereby awards a one year contract for loading, transporting and disposal/recycling of leaves/vegetative waste to Environmental Renewal LLC in the following categories/prices:

Leaves: \$9.49 cy Mixed vegetative waste (grass/brush): \$19.97 Wood Chips: \$7.75

Mixed Tree Parts (logs, branches, and limbs): \$7.75

NOW THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Oradell that it hereby awards a one-year contract for the term of October 1, 2021 through September 30 2022 with three one year renewal options.

BE IT FURTHER RESOLVED that the Borough of Oradell retains the option to award three one year renewals at the price schedules set forth in the Contractor's Proposals incorporated herein by reference; and

BE IT FURTHER RESOLVED that this award is contingent upon the execution of an Agreement by both parties in a form acceptable to the Borough Attorney; and

BE IT FURTHER RESOLVED that the Mayor, Administrator and Clerk are hereby authorized to execute any necessary agreements and take any necessary action to further the intent of this Resolution.

DIANNE C. DIDIO, Mayor

Passed on roll call vote at the Special Meeting of the Mayor and Council of the Borough of Oradell held on Tuesday, October 26, 2021

(Seal)

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator/Municipal Clerk

**RESOLUTION 21-190
BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY**

Offered by

Seconded by

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHILAN				
CARNEVALE				
IANNICELLI				
YU				
KERN				

WHEREAS bids were received on October 4, 2021 for the Emergency Sewer repair service contract; and

WHEREAS, the sole bidder exceeds the budget allowance for the project; and

WHEREAS, the rejection and re-bid is supported and recommended by the Borough Administrator and the Superintendent of Public Works.

NOW, THEREFORE BE IT RESOLVED, that the sole bid submitted by J. Fletcher Creamer is hereby rejected.

BE IT FURTHER RESOLVED, that the Borough Administration is authorized to solicit bids for the Emergency Sewer repair service contract.

DIANNE CAMELO DIDIO, MAYOR

Passed on a roll call vote at a
Regular Meeting of the Mayor and
Council of the Borough of Oradell
held on October 26, 2021.

ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator/Municipal Clerk

Resolution 21-191
BOROUGH OF ORADELL
COUNTY OF BERGEN

WHEREAS N.J.S.A. 40A:4-87 provides that the Director of the Division of Local Government Services may approve the insertion of any special item of revenue in the budget of any municipality when such item shall have been made available by law and the amount thereof was not determined at the time of the adoption of the budget and,

WHEREAS, the Director may also approve the insertion of any item of appropriation for an equal amount,

WHEREAS, the Borough of Oradell wishes to amend its 2021 Budget to include an amount as revenue,

NOW THEREFORE, BE IT RESOLVED that the Governing Body of the Borough of Oradell hereby requests the Director of the Division of Local Government Services to approve the insertion of an item in the budget of the year 2021 in the sum of \$30,000 which is now available as a revenue from:

Special Items of General Revenue Anticipated with Prior Written Consent of the Director of Local Government Services:

Public and Private Revenues Off-Set with Appropriations:

American Rescue Funding

BE IT FURTHER RESOLVED that a like sum of \$30,000 be and the same is hereby appropriated under the caption of:

General Appropriations

(A) Operations - Excluded from CAPS

Public and Private Programs Offset by Revenue

American Rescue Funding

Adopted this 26 day of October, 2021, and certified as a true copy of an original

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator
Municipal Clerk

BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY

RESOLUTION 21-192

Offered by

Seconded by

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHJIAN				
CARNEVALE				
JANNICELLI				
KELLY				
YU				

TITLE: Resolution Authorizing usage of ARF funds

WHEREAS, the Mayor and Council of the Borough of Oradell have determined there is a need for replacement and enhanced computer equipment and software for the Police Department for cybersecurity in order to ensure the safety, health and welfare of the residents of the Borough of Oradell; and

WHEREAS, the Borough of Oradell is desirous of purchasing various computer hardware and software with a not to exceed amount of \$30,000 under NJ State Contract #40047; and

WHEREAS, state statute provides that any purchase from State contract that exceed the local bid threshold shall be approved by resolution.

BE IT RESOLVED by the Mayor and Council of the Borough of Oradell that it authorizes the purchase of the computer software and hardware from State contract vendor \$40047 Palisade Sales Corporation at a not to exceed amount of \$30,000.; and

BE IT FURTHER RESOLVED that the Mayor is authorized to sign any agreements necessary to further the intent of this Resolution in a form acceptable to the Borough Attorney; and

Dianne Camelo Didio, Mayor

Passed on roll call vote at a Regular
Meeting of the Mayor and Council of
the Borough of Oradell held on Tuesday, October 26, 2021

(Seal)
ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Administrator/Borough Clerk

**RESOLUTION 21-193
BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY**

Offered by

Seconded by

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHJIAN				
CARNEVALE				
JANNICELLI				
YU				
KERN				

WHEREAS, Request for Qualifications were received on October 6, 2021 for the IT Consultant service contract; and

WHEREAS, the respondents do not meet the criteria set forth for the project; and

WHEREAS, the rejection and re-bid is supported and recommended by the Borough Administrator.

NOW, THEREFORE BE IT RESOLVED, that the Responses for RFQ for IT Consultant are hereby rejected.

BE IT FURTHER RESOLVED, that the Borough Administration is authorized to solicit a RFQ for the IT Consultant service contract.

DIANNE CAMELO DIDIO, MAYOR

Passed on a roll call vote at a
Regular Meeting of the Mayor and
Council of the Borough of Oradell
held on October 26, 2021.

ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator/Municipal Clerk

**RESOLUTION 21-194
BOROUGH OF ORADELL
BERGEN COUNTY**

WHEREAS, the Borough accepts the retirement notice submitted by Lieutenant Zdanowicz effective October 29, 2021; and

WHEREAS, according to the Employment Handbook, Lt. R. Zdanowicz is entitled to separation payment for unused vacation days, comp time, and bank time; and

WHEREAS, the funds to pay for the settlement are to be budgeted in the 2021 Municipal Budget.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Oradell as follows:

1. Richard Zdanowicz has accrued the following time:

Bank Time	248.78 hours
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BE IT FURTHER RESOLVED by the Mayor and Council of the Borough of Oradell that the separation payment of \$23,309.24 be paid to Lt. Richard Zdanowicz

Dianne Camelo Didio, Mayor

Passed on roll call vote at a Regular Meeting of the Mayor and Council of the Borough of Oradell held on Tuesday, October 26, 2021.

(Seal)
ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Administrator/Borough Clerk

**RESOLUTION 21-195
BOROUGH OF ORADELL
BERGEN COUNTY**

WHEREAS, the Borough hereby accepts the resignations of Bruce Madsen (effective immediately) and Christyn O'Connell (effective 10/29/21); and

WHEREAS, there exists a need to hire Full-time Crossing Guards; and

WHEREAS, the Oradell Police Department has conducted interviews and subsequent pre-employment actions; and

WHEREAS, the Oradell Police Department recommends Robert A. Ryan and Glenn Stuart Stroever as full-time crossing guards.

NOW THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Oradell that:

Robert A. Ryan & Glenn Stuart Stroever as Full-time Crossing Guards

DIANNE CAMELO DIDIO, MAYOR

Passed on roll call vote at the Regular Meeting of the Mayor and Council of the Borough of Oradell held on Tuesday, October 26, 2021.

(SEAL)

ATTEST:

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator/Municipal Clerk

Governor's Council on Alcoholism and Drug Abuse
Fiscal Grant Cycle July 2020-June 2025

Resolution 21-196

FORM 1B

WHEREAS, the Governor's Council on Alcoholism and Drug Abuse established the Municipal Alliances for the Prevention of Alcoholism and Drug Abuse in 1989 to educate and engage residents, local government and law enforcement officials, schools, nonprofit organizations, the faith community, parents, youth and other allies in efforts to prevent alcoholism and drug abuse in communities throughout New Jersey.

WHEREAS, The Borough Council of the Borough of Oradell, County of Bergen, State of New Jersey recognizes that the abuse of alcohol and drugs is a serious problem in our society amongst persons of all ages; and therefore, has an established Municipal Alliance Committee; and,

WHEREAS, the Borough Council further recognizes that it is incumbent upon not only public officials but upon the entire community to take action to prevent such abuses in our community; and,

WHEREAS, the Borough Council has applied for funding to the Governor's Council on Alcoholism and Drug Abuse through the County of Bergen;

NOW, THEREFORE, BE IT RESOLVED by the Borough of Oradell, County of Bergen, State of New Jersey hereby recognizes the following:

1. The Borough Council does hereby authorize submission of a strategic plan for the Oradell Municipal Alliance grant for fiscal year 2023 in the amount of:

DEDR	\$ 3836.33
Cash Match	\$ 959.08
In-Kind	\$ 2877.25

2. The Borough Council acknowledges the terms and conditions for administering the Municipal Alliance grant, including the administrative compliance and audit requirements.

APPROVED: _____
Mayor Dianne Camelo Didio

CERTIFICATION

I, Laura J. Lyons, Municipal Clerk of the Borough of Oradell, County of Bergen, State of New Jersey, do hereby certify the foregoing to be a true and exact copy of a resolution duly authorized by the Borough Council on this 26th day of October, 2021.

Laura J. Lyons, CPM, RMC, RPPO
Borough Administrator/ Municipal Clerk

RESOLUTION NUMBER 21-197
BOROUGH OF ORADELL
BERGEN COUNTY, NJ

WHEREAS, the property located at 66 Kinderkamack Road, block 113 Lot 5, owned by Pistilli Realty/Oradell LLC has an "overbill" for 2021;

WHEREAS, taxes are current on the subject property;

WHEREAS, there is an overpayment in the amount of \$1,637.94 for 2021 property taxes;

THEREFORE, a refund shall be issued to the property owner, Pistilli Realty/Oradell LLC, 40 Bonnie Way, Allendale, NJ 07401;

NOW THEREFORE BE IT RESOLVED by the Mayor and Council of the Borough of Oradell, that a check be drawn on the Borough of Oradell Claims Account as described above;

BE IT FURTHER RESOLVED that the proper Borough Officials are authorized to sign said checks and that a copy of this Resolution be furnished to the proper Borough Officials for their records.

DIANNE CAMELO DIDIO, MAYOR

Passed on roll call vote at a Regular meeting
of the Mayor and Council of the Borough of Oradell
held on October 26, 2021.

(SEAL)

ATTEST:

LAURA J. LYONS, RMC
ADMINISTRATOR/MUNICIPAL CLERK

BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY

RESOLUTION 21-198

Offered by

Seconded by

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
SCHOENBERG				
TASHJIAN				
CARNEVALE				
JANNICELLI				
YU				
KERN				

**A RESOLUTION TO ADOPT
THE BOROUGH OF ORADELL'S EMPLOYEE HANDBOOK AND
POLICIES AND PROCEDURES MANUAL**

WHEREAS, it is the policy of the Borough of Oradell to treat employees and prospective employees in a manner consistent with all applicable employment laws and regulations including, but not limited to, Title VII of the Civil Rights Act of 1964, as amended by the Equal Opportunity Act of 1972, the Age Discrimination in Employment Act, the Equal Pay for Equal Work Act, the Fair Labor Standards Act, the New Jersey Law against Discrimination, the Americans with Disabilities Act and the Conscientious Employee Protection Act, the Family and Medical Leave Act, the New Jersey Family Leave Act, the New Jersey Worker's Compensation Act; and

WHEREAS, the Employee Handbook and Policies and Procedures Manual of the Borough of Oradell serves a governing document of all employees, volunteers and independent contractors for the Borough; and

WHEREAS, the Borough Attorney has revised and updated the Borough of Oradell's Employee Handbook and Policies and Procedures Manual to ensure compliance with the current JIF requirement as well as best practices in regards to the administration of the Borough; and

WHEREAS, revisions to the Employee Handbook and Policies and Procedures Manual are further necessary in order to comply with the Municipal Excess Liability Joint Insurance Fund plan of risk management and regulations and to better represent the practices of the Borough of Oradell's workplace; and

WHEREAS, all revisions have been reviewed and approved by the Mayor and Governing Body of the Borough of Oradell.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the Borough of Oradell that the Borough of Oradell hereby adopts the revised and updated Employee Handbook and

Policies and Procedures Manual and directs that Borough Clerk/Borough Administrator to distribute the updated revised and updated Employee Handbook and Policies and Procedures Manual to all Borough Employees.

DIANNE CAMELO DIDIO, MAYOR

Passed on a roll call vote at a meeting of the Mayor and Council of the Borough of Oradell held on October 26, 2021
(SEAL)

ATTEST:

LAURA J. LYONS, CPM, RMC, RPPO
BOROUGH ADMINISTRATOR/
BOROUGH CLERK