

BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY

RESOLUTION 23-193

Offered by

Seconded by

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

**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 regard 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 10, 2023

(SEAL)

ATTEST:

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

**RESOLUTION 23-194
BOROUGH OF ORADELL
COUNTY OF BERGEN**

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Seconded by

Member	Aye	No	Abstain	Absent
MAYOR DIDIO				
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JANNICELLI				
KERN				
STAFF				

WHEREAS, the Borough is in receipt of a letter of resignation from the below individual that is effective as of August 15, 2023:

Joseph VanOrden – DPW

WHEREAS, according to the Employment Handbook, Mr. Van Orden is not entitled to separation payment as he was still in his probation period; and

BE IT FURTHER RESOLVED by the Mayor and Council of the Borough of Oradell that the employment of Mr. Joseph VanOrden is hereby terminated.

Dianne Camelo Didio, Mayor

Passed on roll call vote at the Regular Public Meeting
of the Mayor and Council of the Borough of Oradell
held on Tuesday, October 10, 2023.

ATTEST:

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

BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY

RESOLUTION 23-195

Offered by

Seconded by

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

WHEREAS, there is a need to hire 1 Full time and 1 Part time laborers for the DPW; and

WHEREAS, interviews were performed by the DPW Superintendent and a recommendation to the Borough Administrator were issued; and

WHEREAS, the DPW Superintendent recommends the following individuals to be hired:

Wes Kay

Full time employment prorated for 2023 at \$42,000 effective October 11, 2023

Zachary Clark

Part time employment at a rate of \$ 17.50 hr. effective October 16, 2023

BE IT RESOLVED, that the Mayor and Council of the Borough of Oradell hereby approve the employment of the above-named employees.

DIANNE CAMELO DIDIO, MAYOR

Passed on a roll call vote at the Special Public meeting of the Mayor and Council of the Borough of Oradell held on Tuesday, October 10, 2023
ATTEST:

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