

RESOLUTION

WHEREAS, the Office of the State Comptroller (the “OSC”) for the State of New Jersey initiated a review of 60 municipalities within the State of New Jersey to determine whether they have implemented the sick and vacation time payouts cost-saving measures required by the 2007 and 2010 laws enacted by the State Legislature; and

WHEREAS, during the OSC review, the OSC determined that the day-to-day practices of the Township of West Orange (the “Township”) have been fully compliant with the 2007 and 2010 laws enacted by the State Legislature; and

WHEREAS, the OSC review also revealed that there were no actual violations by the Township of the 2007 and 2010 laws enacted by the State Legislature, but the OSC did find that many collective bargaining agreements and the Township’s Policy and Procedure Manual have not been updated accordingly to reflect the 2007 and 2010 laws enacted by the State Legislature; and

WHEREAS, the OSC review also requires municipalities to provide a Corrective Action Plan (“Corrective Action Plan”) to resolve any discrepancies between municipality operations and the 2007 and 2010 laws enacted by the State Legislature.

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Mayor of the Township be authorized and instructed to engage legal counsel to review, along with the Township Business Administrator, and **Union Leaders**, all employment contracts, personnel policies, and ordinances to make recommendations to adopt and/or negotiate changes to bring such contracts, policies, and ordinances into compliance with the Township’s current practices and the 2007 and 2010 laws enacted by the State Legislature; and it is further

RESOLVED that legal counsel and the Business Administrator submit for adoption by the Township Council into the Township Police and Procedure Manual existing and proposed internal controls promoting compliance with the sick and vacation time payout cost-saving measures required by the 2007 and 2010 laws enacted by the State Legislature.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: September 20, 2022

I hereby certify funds are available from: _____
Account No.

John O. Gross, Chief Financial Officer