



**Jersey Shore Regional Health Commission
RESOLUTION 2024-28**

**A RESOLUTION AMENDING JSRHC PERSONNEL POLICIES AND
PROCEDURE MANUAL**

WHEREAS, it is the policy of the Jersey Shore Regional Health Commission (JSRHC) 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, the Family and Medical Leave Act, the Conscientious Employee Protection Act, the Public Employee Occupational Safety and Health Act, the New Jersey Civil Service Act, the New Jersey Attorney General's guidelines with respect to Police Department personnel matters, the New Jersey Workers Compensation Act, the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) and the Open Public Meeting Act; and

WHEREAS, the Health Commissioners have determined that there is a need for clear personnel policies and procedures to ensure that employees and prospective employees are treated in a manner consistent with these laws and regulations.

NOW, THEREFORE, BE IT RESOLVED by the Health Commissioners of the JSRHC that the JSRHC Personnel Policy and Procedure Manual dated January 2024 is hereby adopted.

BE IT FURTHER RESOLVED that these personnel policies and procedures shall apply to all JSRHC 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 manual is intended to provide guidelines covering public service by JSRHC employees and is not a contract. The provisions of this manual may be amended and supplemented from time to time without notice and at the sole discretion of the Health Commissioners

BE IT FURTHER RESOLVED that a copy of this resolution shall be on file in the Jersey Shore Regional Health Commission and available for inspection as required by law.

MOVED: Theresa Casagrande (Fair Haven)

SECONED: Bryan Dempsey (Spring Lake)

IN FAVOR: 7

OPPOSED: 0

ABSTAINED: 0

I hereby certify that this is a true copy of a Resolution passed at the meeting held on April 23, 2024.

Marita Kresge

Marita Kresge, Commission Secretary
Jersey Shore Regional Health Commission