

**MAYOR AND COUNCIL  
WORK SESSION/REGULAR MEETING  
BOROUGH HALL ANNEX  
June 7, 2010  
7:30PM**

1. **FLAG SALUTE**

2. **ROLL CALL** Mayor Heveran ( ), Councilpersons, Norgaard ( ), Brennan ( ), Choi ( ), Hawkins ( ), Knott ( ), Raucci ( ), Borough Attorney Giblin ( ), Borough Administrator Terhune ( ), Borough Clerk Fran Lehmann ( )

3. **OPEN MEETING STATEMENT**

Conditions of the Open Meeting Act have been met by notice placed on the bulletin board at Borough Hall and notice sent to the official newspaper.

4. **COMMENTS FROM THE PUBLIC**

Limited to two (2) minutes per speaker (20 – minute duration)

5. **APPOINTMENTS**

6. **PRESENTATIONS**

7. **APPROVAL OF MINUTES**

Council Minutes	May 17, 2010
Closed Session Minutes	May 17, 2010

8. **RESOLUTIONS**

10-169 Authorizing Ratifying Resolution to Pay 2009 Claims against Appropriation Reserves and 2010 Budget

10-170 Authorizing the Treasurer to Pay Claims against the 2009 Budget Reserves and the 2100 Municipal Budget

10-171 Appointing Park Rangers

10-172 Authorizing the Tax Collector to Prepare and Mail Estimated Tax Bills

10-173 Authorizing Budget Amendment for the 2010 Municipal Budget

A motion was made by Councilperson \_\_\_\_\_, seconded by Councilperson \_\_\_\_\_ to approve the resolutions.

**ROLL CALL** Councilpersons Norgaard ( ), Brennan ( ), Choi ( ), Hawkins ( ), Knott ( ), Raucci ( )

9. **INTRODUCTION OF ORDINANCES**

Introduction of Ordinance 08-10 entitled:

**ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 46 OF THE CODE OF THE BOROUGH OF LEONIA, ENTITLED “PERSONNEL POLICIES”**

**A motion** was made by Councilperson \_\_\_\_\_, seconded by Councilperson \_\_\_\_\_ to adopt on first reading Ordinance 08-10

**Roll call** Councilpersons Norgaard ( ), Brennan ( ), Choi ( ), Hawkins ( ), Knott ( ), Raucci ( )

10. **ADOPTION OF ORDINANCES**

11. **UNFINISHED BUSINESS**

- a) Urbana Survey and Council and Transportation Advisory Committees Comments on Survey (Mayor Heveran and Councilwoman Brennan)

12. **NEW BUSINESS**

- a) Rent Control for Seniors (Council President Norgaard)
- b) Rules of Order (Mayor Heveran)

13. **CORRESPONDENCE**

14. **COMMENTS FROM THE PUBLIC**

Limited to five (5) minutes per speaker at the discretion of the chair (duration of thirty (30) minutes)

15. **CLOSED SESSION**

16. **ADJOURNMENT** (10 P.M. unless motion to extend)

***FORMAL ACTION ON ANY BOROUGH BUSINESS MAY BE TAKEN***

# BOROUGH OF LEONIA RESOLUTION

<i>Council</i>	<i>Motion</i>	<i>Second</i>	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
<b>Brennan</b>						
<b>Choi</b>						
<b>Hawkins</b>						
<b>Knott</b>						
<b>Norgaard</b>						
<b>Raucci</b>						
<b>Heveran</b>						

# 10-169

DATE: \_\_\_\_\_, 2010

Carried [    ]

Defeated [    ]

Tabled [    ]

Approved on Consent Agenda [    ]

**RESOLVED**, that the Mayor and Council hereby ratify the authorization of the Treasurer to pay the following claims and charge the 2010 Temporary Budget and/or Reserve Budget.

Borough of Leonia	Payroll (5/7/10)	219,753.52
Borough of Leonia	Social Security (5/7/10)	11,500.36
Borough of Leonia	Payroll (5/21/10)	220,137.46
Borough of Leonia	Social Security (5/21/10)	11,409.88
Borough of Leonia Swim Pool	Payroll (5/7/10)	2,597.98
Borough of Leonia Swim Pool	Social Security (5/7/10)	198.75
Borough of Leonia Swim Pool	Payroll (5/21/10)	2,556.92
Borough of Leonia Swim Pool	Social Security (5/21/10)	195.60
Recreation Activcities Trust	Payroll (5/7/10)	2,680.42
Recreation Activcities Trust	Payroll (5/21/10)	5,289.67
Woodforest Natl Bank	Credit Cards-April Municipal Court	174.13
Woodforest Natl Bank	Credit Cards-April Swim Pool	514.45
Woodforest Natl Bank	Credit Cards-April Recreation Trust	189.73
TD Equipment Finance	Current Fund- June	791.98
Ford Motor Credit	Current Fund- June	658.02
CIT Technologies	Current Fund- June	201.34
Canon Financial Services	Current Fund- June	287.89
Leonia Board of Education	Current Fund- June School Taxes	1,319,711.50
Guardian Life Ins-Short term	Current Fund-May	-93.44
Guardian Life Ins-Short term	Current Fund-June	104.57
UNUM Insurance-Long Term	Current Fund-May Balance due	131.89
UNUM Insurance-Long Term	Current Fund- June	671.67
UNUM Insurance-Long Term	Current Fund-Premium Adj Jan-Apr	527.36
NJSHBP-Active Employees	Current Fund-June	76,140.93
NJSHBP-Retired Employees	Current Fund-June	28,646.38
Delta Dental	Current Fund-June	7,971.47

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_, 2010**

..... BOROUGH CLERK

VFIS Benefits Division	Current Fund-June	1,202.58
De Lage Landen Financial	Current Fund-March	710.16
De Lage Landen Financial	Current Fund May	710.16
De Lage Landen Financial	Current Fund- June	710.16
Ratifying Resolution 6/7/10	<b>Total</b>	<b>1,916,283.49</b>

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THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_, 2010

..... BOROUGH CLERK

# BOROUGH OF LEONIA RESOLUTION

<i>Council</i>	Motion	Second	Yes	No	Abstain	Absent
Brennan						
Choi						
Hawkins						
Knott						
Norgaard						
Raucci						
Heveran						

# 10-170

DATE: \_\_\_\_\_, 2010

Carried [  ]

Defeated [  ]

Tabled [  ]

Approved on Consent Agenda [  ]

**RESOLVED:** that the Mayor and Council hereby authorize the Treasurer to pay the following claims and charge the 2010 Temporary and/or Reserve Budget

Current Fund	0-01	500.00
Swim Fund	0-05	22,671.62
Capital	C-04	131,639.50
Grant Fund Appropriated	G-01	300.00
Trust Dedicated	T-03	149.67
Developers Escrow	T-13	1,100.00
Public Assistance Fund I	T-15	327.00
Recreation Activities Trust	T-20	16,672.75
Drug Alliance Trust	t-23	250.00
Recycling Trust	T-24	1,125.00

<b>Total</b>	<b>\$ 174,735.54</b>
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Claims Resolution 6/7/10

THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_, 2010

..... BOROUGH CLERK

# BOROUGH OF LEONIA RESOLUTION

<i>Council</i>	Motion	Second	Yes	No	Abstain	Absent
Norgaard						
Brennan						
Choi						
Hawkins						
Knott						
Raucci						
Heveran						

# 10-171

DATE: \_\_\_\_\_, 2010

Carried | |

Defeated | |

Tabled | |

Approved on Consent Agenda | |

**WHEREAS**, Police Chief Jay Ziegler hereby recommends the appointments of Special Class One Officers, John Longo, Chris Colon, and Steve DiMora, as Park Rangers for 2010; and

**WHEREAS**, the position of Park Ranger is included in the current salary Ordinance at a rate of fifteen (\$15.00) dollars per hour; and

**WHEREAS**, Special Class One Officers, John Longo, Chris Colon, and Steve DiMora, shall serve as part-time employees and work no more than thirty-five (35) hours collectively in any given week, nor will they be entitled to any vacation pay, sick time, or holiday pay, nor any other fringe benefits; and

**WHEREAS**, Special Class One Officers, John Longo, Chris Colon, and Steve DiMora, shall report to Chief Jay Ziegler of the Leonia Police Department who shall set their hours and work schedules; and

**NOW THEREFORE, BE IT RESOLVED**, that the Mayor and Council of Leonia do hereby authorize and approve of the hiring of Special Class One Officers, John Longo, Chris Colon, and Steve DiMora as Park Rangers for 2010.

THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_, 2010

..... BOROUGH CLERK

# BOROUGH OF LEONIA

## RESOLUTION

<i>Council</i>	Motion	Second	Yes	No	Abstain	Absent
<b>Brennan</b>						
<b>Choi</b>						
<b>Hawkins</b>						
<b>Knott</b>						
<b>Norgaard</b>						
<b>Raucci</b>						
<b>Heveran</b>						

# 10 172

DATE: \_\_\_\_\_, 2010

Carried | ]

Defeated | ]

Tabled | ]

Approved on Consent Agenda | ]

WHEREAS, the Borough of Leonia introduced its budget on March 13, 2010, but the Bergen County Board of Taxation may be unable to certify Leonia's tax rate by its anticipated adoption date of May 21<sup>st</sup>; and the Borough's Tax Collector may be unable to mail the Borough's 2010 tax bills by June 14th; and

WHEREAS, the Borough of Leonia Tax Collector has computed an estimated tax levy in accordance with N.J.S.A. 54:4-66.3, and he has signed a certification showing the tax levies for the previous year, the tax rates and the range of permitted estimated tax levies.

NOW, THEREFORE, BE IT RESOLVED, by the Governing Body of the Borough of Leonia, in the County of Bergen, State of New Jersey on this the 7<sup>th</sup> day of June, 2010 as follows:

1. The Leonia Tax Collector is hereby authorized and directed to prepare and issue estimated tax bills for the Borough of Leonia for the Third Installment of 2010. The Tax Collector shall take such actions as are permitted and required by P.L. 1994, c.72 (N.J.S.A. 54:4-66.2 and 54:4-66.3).
2. The entire estimated tax levy for the third quarter of 2010 is hereby set at \$30,932,101.70.
3. In accordance with the law the Third Installment of 2010 taxes shall not be subject to interest until the later of August 10<sup>th</sup> or the twenty-fifth day after the date the estimated tax bills are mailed. The estimated tax bills shall contain a notice specifying the date on which interest may begin to accrue.

June 7, 2010 Council Meeting

THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_, 2010

.....  
BOROUGH CLERK

**Estimated Tax Rate Certification for the Borough of Leonia**

<b>2009 Tax Levy &amp; Tax Rate</b>	<b>Levy</b>	<b>Tax Rate</b>	<b>2009 Estimated Range for Levy</b>	
			<b>95%</b>	<b>105%</b>
Local	9,558,872.10	0.0023	Local 9,080,928.50	10,036,815.71
School	16,791,663.65	0.01237	School 15,952,080.47	17,631,246.83
County & Open Space	3,108,608.73	0.00703	County & Open Space 2,953,178.29	3,264,039.17
<b>Totals:</b>	<b>29,459,144.48</b>	<b>2.170%</b>	<b>27,986,187.26</b>	<b>30,932,101.70</b>
<b>2010 Estimated Tax Rate</b>				
<b>2010 Total Ratable:</b>		<b>1,353,097,425</b>		
<b>Amount to be Raised by Taxation:</b>				
Local	10,036,815.71		0.7418% (Proposed budget 105%)	
School	17,631,246.83		1.3030% (Proposed budget 105%)	
County & Open Space	3,264,039.17		0.2412% (Proposed budget 105%)	
<b>Totals:</b>	<b>30,932,101.70</b>		<b>2.2860%</b>	
<b>Prepared &amp; Certified By:</b>				
	<i>Municipal Finance Officer</i>	<i>Date</i>	<i>Municipal Tax Collector</i>	<i>Date</i>



**RESOLUTION NUMBER 10-173**  
**BUDGET AMENDMENT TO INTRODUCED BUDGET**

**Whereas**, the local municipal budget for the year 2010 was introduced on the 15th of March, 2010, and

**Whereas**, it is desired to amend said approved budget.

**Now, Therefore, Be It Resolved** by the Governing Body of the Borough of Leonia, County of Bergen, that the following amendments to the introduced budget of 2010 be made:

Recorded Vote	(	(	(	(
		AYES		
NAYS	(	ABSTAINED	(	ABSENT
	(		(	(
	(		(	(

<b>GENERAL REVENUES:</b>	<u>FROM</u>	<u>TO</u>
<b>3. Miscellaneous Revenues</b>		
Section B: Stte Aid Without Offsetting Appropriations	1,294,015.00	1,029,389.00
Section F. Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local Government Services- Public and Private Revenues Offset with Appropriations	41,925.47	49,536.45
Section G. Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local Government Services- Other Special Items	431,117.45	470,949.02
<b>Summary of Revenues</b>		
<b>3. Miscellaneous Revenues</b>		
Total Section B: State Aid Without Offsetting Appropriations	1,294,015.00	1,029,389.00
Total Section F: Public and Private Revenues	41,925.47	49,536.45
Total Section G. Other Special Items	431,117.45	470,949.02
<b>5. Subtotal General Revenues</b>	<b>2,872,690.49</b>	<b>2,655,507.04</b>
<b>6. Amount to Be Raised by Taxes for Support of Municipal Budget:</b>		
a) Local Tax for Municipal Purposes Including Reserve for Uncollected Taxes	10,326,600.47	10,303,228.48
<b>7. Total General Revenues</b>	<b>13,199,290.96</b>	<b>12,958,735.52</b>

**8. GENERAL APPROPRIATIONS**

**(A) Operations-Within "CAPS"**

<b>PUBLIC SAFETY:</b>		
Police:Salaries and Wages	2,828,273.00	2,774,725.00
<b>PUBLIC WORKS FUNCTIONS:</b>		
Garbage and Trash Removal-Tipping Fees-BCUA	379,000.00	304,000.00
<b>HEALTH AND WELFARE:</b>		
Salaries & Wages	65,100.00	58,400.00
Board of Recreation Commissioners (R.S.40:12)		
Salaries & Wages	131,800.00	90,852.00
<b>UNCLASSIFIED:</b>		
LOSAP	35,000.00	38,000.00
Total Operations (Item 8(A)) within "CAPS"	8,829,764.57	8,656,568.57
<b>Total Operations Including Contingent within "CAPS"</b>	<b>8,829,764.57</b>	<b>8,656,568.57</b>
Detail:		
Salaries & Wages	5,329,060.57	5,227,864.57
Other Expenses	3,500,704.00	3,428,704.00

RESOLUTION NUMBER \_\_\_\_\_  
BUDGET AMENDMENT TO INTRODUCED BUDGET

(E) Deferred Charges and Statutory Expenditures-		
<b>(2) STATUTORY EXPENDITURES</b>		
Social Security System (O.A.S.I.)	260,000.00	255,000.00
<b>Total Deferred Charges and Statutory Expenditure-</b>		
<b>Municipal Within "CAPS"</b>	<b>836,122.44</b>	<b>831,122.44</b>
(H-1) <b>Total General Appropriations for Municipal</b>		
<b>Purposes within "CAPS"</b>	<b>9,665,887.01</b>	<b>9,487,691.01</b>
(A) <b>Operations Excluded from "CAPS"</b>		
Insurance (N.J.S.A. 40A:4-45:3(00)):	187,976.00	166,643.00
Maintenance-Free Public Library (Ch.273P.L.1985)	821,748.00	764,748.00
<b>Total Other Operations-Excluded from "CAPS"</b>	<b>1,951,768.33</b>	<b>1,873,435.33</b>
<b>Public and Private Programs Offset by Revenues</b>		
Alcohol Education and Rehabilitation-Municipal Court	0.00	653.55
Reserve-Clean Communities Act	0.00	12,598.00
<b>Total Public and Private Programs Offset by Revenues</b>	<b>38,873.90</b>	<b>52,125.45</b>
<b>Total Operations-Excluded from "CAPS"</b>	<b>2,022,642.23</b>	<b>1,957,560.78</b>
(H-2) <b>Total General Appropriations for Municipal Purposes Excluded</b>	<b>3,224,430.89</b>	<b>3,159,349.44</b>
<b>from "CAPS"</b>		
(M) Reserve for Uncollected Taxes	308,973.06	311,695.07
<b>Total General Appropriations</b>	<b>13,199,290.96</b>	<b>12,958,735.52</b>
<b>Summary of Appropriations</b>		
(H-1) Total General Appropriations for Municipal Purposes within CAPS	9,665,887.01	9,487,691.01
(a) Total General Appropriations-Excluded for "CAPS"	2,022,642.23	1,957,560.78
(C) Capital Improvements	73,000.00	73,000.00
(D) Municipal Debt Service	1,089,868.66	1,089,868.66
(E) Total Deferred Charges-Excluded from "CAPS"	38,920.00	38,920.00
(M) Reserve for Uncollected Taxes	308,973.06	311,695.07
<b>Total General Appropriations</b>	<b>13,199,290.96</b>	<b>12,958,735.52</b>
<b>10. DEDICATED SWIM POOL UTILITY BUDGET</b>		
<b>Operating:</b>		
Other Expenses	70,390.00	84,390.00
<b>Debt Service:</b>		
Payment of Bond Anticipation Notes and Capital Notes	12,896.00	0.00
Interest on Notes	1,104.00	0.00
<b>Total Amendments</b>	<b>84,390.00</b>	<b>84,390.00</b>
<b>Total Swim Pool Utility Appropriations</b>	<b>287,362.17</b>	<b>287,362.17</b>

Certified by Me: \_\_\_\_\_  
BOROUGH CLERK

**Be It Further Resolved**, that three certified copies of this resolution be filed forthwith in the Office of the Director of Local Government Services for the certification of the local municipal budget so amended on the 7th of June, 2010.

It is hereby certified that this is a true copy of a resolution amending the budget, introduced by the governing body on the 15th of March, 2010 and amended on June 7, 2010.

**BOROUGH OF LEONIA  
ORDINANCE NO. 08-10**

**ORDINANCE AMENDING AND SUPPLEMENTING  
CHAPTER 46 OF THE CODE OF THE BOROUGH OF  
LEONIA, ENTITLED "PERSONNEL POLICIES"**

**BE IT ORDAINED**, by the Mayor and Council of the Borough of Leonia,  
County of Bergen, State of New Jersey as Follows:

**Section 1.** The Code of the Borough of Leonia is amended such that §46-3 Policy on Discrimination and General Anti-Harassment, shall read as follows:

- C. It is the Borough's policy to prohibit harassment of an employee by a another employee, management representative, supplier, volunteer or business invitee on the basis of actual or perceived, sex, race, color, creed, religion, national origin, ancestry, age, martial, or political status, affectional or sexual orientation, domestic partnership status, civil union status, atypical heredity, cellular or blood train, genetic information, disability (including AID or HIV infection) gender, identity or expression, liability for service in the US Armed Forces, and/or any other characteristic protected by law. Harassment of non-employees by our employee is also prohibited. While it is not easy to define precisely what harassment is, it includes slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing, caricatures or representations of persons using electronically or physically altered photos, drawings, or images and other similar verbal written, printed or physical conduct.

The Code of the Borough of Leonia is amended such that §46-9 Anti-Harassment and Sexual Harassment Policy, the following shall be inserted as follows:

- A. Harassment of non-employees by our employees is also prohibited
- B. Caricatures or representations of persons using electronically or physically altered photos, drawings or images, suggestive comments, jokes of a sexual nature, suggestive pictures, unwanted physical contact. Regarding unwelcome sexual advances toward non employees, request sexual favors and other verbal, physical or visual conduct of a sexual nature constitutes harassment when:
  - 1. Submission to such conduct is made either explicitly or implicitly in exchange for a benefit;
  - 2. Submission to or rejection of such conduct by an individual is used as the basis for decision affecting the individual; or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual's activities or creating an intimidating, hostile or offensive environment.

The Code of the Borough of Leonia is amended such that §46-19 Attendance and Leave Regulations, shall read as follows:

F. Family and Medical Leave Act:

Commencing July 1, 2009, Family Temporary Disability ("FTD") payments for up to six (6) weeks in a twelve (12) month period will become available for eligible employees who are caring for a seriously ill immediate family member who is incapable of self-care or care of a newborn or adopted child. To be eligible, the employee must have worked at least 20 weeks at minimum wage within the last 52 weeks or earned 1000 times the minimum wage. The weekly benefit is 2/3 of weekly compensation up to a maximum of \$524 per week (this amount is subject to change). FTD will run concurrently with FMLA and/or FLA leaves and there is a one week waiting period. Employees may also be required to use accrued sick, vacation or personal leave for up to two weeks.

Employees taking paid family leave in connection with a family member's serious health condition may take leave intermittently or consecutively. Intermittent leave is not available for the care of a newborn or adopted child. Intermittent leave may be taken in one day increments. An employee seeking intermittent paid family leave is required to provide the Borough of Leonia with fifteen 15 days notice unless an emergency or other unforeseen circumstance precludes prior notice. The employee seeking intermittent leave shall make a reasonable attempt to schedule leave in a non-disruptive manner. Employees requesting such leave shall provide the Borough of Leonia with a regular schedule of days for intermittent leave.

Employees may also be eligible for an unpaid leave for up to twenty-six (26) weeks in a year to care for a family member on active duty in the military or up to twelve (12) weeks in a year for a qualifying exigency. A qualifying exigency occurs when a member of the National Guard or Reserves is called to active duty and a close member of his/her family must attend official ceremonies or family support or assistance meetings, there is a short-notice deployment, to attend to childcare matters, attend to financial and/or legal matters, or counseling.

**Section 2.** The Code of the Borough of Leonia is further amended by adding a new section which is entitled §46-40 E-mail, Voice Mail, Computer and Internet Usage Policy, and shall read as follows:

The Borough of Leonia's E-mail, voice mail, and the internet are for official business and use for non-business purposes is prohibited. All e-mail, voice mail, and internet messages are public records subject to possible disclosure to the public pursuant to the provisions of the Open Public Records Act.

The Borough of Leonia reserves the right to monitor, obtain, review and disclose all e-mail messages, computer files, voice mail, and internet messages on the computer and communications systems of the Borough of Leonia as deemed necessary and appropriate. By using the Borough of Leonia e-mail, computer systems, voice mail and the internet, each user agrees that the Borough of Leonia has unrestricted access and the right to disclose all information communicated or stored on the e-mail, computer systems, voicemail, and internet for any security, health, employment, or other legitimate business reasons. Legitimate reasons also include systems maintenance, message routing, retrieval of business information, trouble-shooting hardware and software problems, preventing system misuse, protecting confidential proprietary information, insuring compliance with software license policies and complying with legal and regulatory requests for information. E-mail shall not be used to harass, torment, or disparage another party. Offensive and harassing communications are unacceptable and prohibited.

Except in emergency situations or as part of their officially assigned or regular or permitted duties, employees are prohibited from taking any photographs, pictures, digital images, or audio recordings of any crime scenes, traffic crashes, arrestees, detainees, people, or job related incident or occurrence with any personal analog or digital device, camera, imaging device, audio recorder or cellular telephone. This section also applies in off-duty scenarios regarding any law enforcement related activities. Any photographs, images, or recordings taken with any personal device pursuant to or in violation of this section are considered evidence and are subject to applicable laws, code guideline or directive concerning storage release, and disposal. Employees who have recorded any photographs, images or recordings with any personal device shall notify their supervisor as soon as practical. For the purposes of the section, an "emergency situation" involves a sudden and unforeseen combination of circumstances or the resulting state that calls for immediate action, assistance, or relief, and include accidents, crimes and flight from accidents or crimes.

Employees are prohibited from releasing or disclosing photographs, pictures, digital images of any crime scenes, traffic crashes, arrestees, detainees, people, or job related incident or occurrence taken with a personal or agency analog or digital device, camera, or cellular phone to any person, entity, business or media or internet outlet whether on or off duty without the express written permission of the Borough Administrator.

Employees that maintain personal web pages and web sites, including but not limited to Facebook, YouTube, MySpace, Twitter, etc., shall not post information on such sites that would constitute a violation of the personnel policies of (local unit type) if expressed or published using any other medium or in any other manner. The posting of words, phrases, photographs, images or any kind of information on a personal web site may be grounds for the imposition of disciplinary action against the employee if the words, phrases, photographs, images or information adversely reflects on the employee's fitness for duty or constitutes a violation of the personnel policies of Borough of Leonia.

**Section 3. Severability and Effectiveness Clause:**

If any sentence, paragraph or section of this ordinance, or the application thereof to any persons or circumstances shall be adjudged by a court of

competent jurisdiction to be invalid, or if by legislative action any sentence, paragraph or section of this ordinance shall lose its force and effect, such judgment or action shall not affect, impair or void the remainder of this ordinance.

**Section 4. Prior Inconsistent ordinances Superseded:**

All ordinances or parts of ordinances to or inconsistent with this ordinance are hereby suspended.

**Section 5. Effective Date:**

This ordinance shall become effective upon adoption according to law.

ATTEST:

\_\_\_\_\_  
Frances Lehmann, Borough Clerk

\_\_\_\_\_  
Mary Heveran, Mayor

Introduced: \_\_\_\_\_

Adopted: \_\_\_\_\_