

**BOROUGH OF LEONIA
ORDINANCE # 2023-15**

**AN ORDINANCE TO AMEND CHAPTER 46 OF THE
GENERAL 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.

Chapter 46, of the Code of the Borough of Leonia, "Personnel Policies", be and is hereby amended in its entirety as follows:

46.1 ESTABLISHMENT OF TITLES AND POLICIES

The Mayor and Council of the Borough shall, by ordinance, establish titles for public employment by the Borough of Leonia and salary ranges for Borough employees.

46.2 ADOPTION OF PERSONNEL POLICIES AND PROCEDURES

The Mayor and Council of the Borough shall, by resolution, adopt and amend from time to time personnel policies and procedures including rules concerning the hiring and termination of employees, terms and conditions of employment, and regulations required to comply with applicable Federal and State employment related law. The personnel policies and procedures adopted pursuant to said resolution(s) shall be applicable to all officials, appointees, employees, prospective employees, volunteers and independent contractors of the Borough of Leonia.

46.3 IMPLEMENTATION AND ENFORCEMENT OF POLICIES AND PROCEDURES

The Borough Administrator shall be responsible to implement and enforce the personnel policies adopted by ordinance or resolution authorized pursuant to this Chapter. If there is a conflict between said personnel policies and any duly adopted and lawful 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, the practices adopted pursuant to this ordinance shall prevail.

Section 2.

All other provisions of Chapter 46, "Personnel Policies" of the Code of the Borough of Leonia are hereby repealed.

Section 3. Severability

If any article, section, sub-section, sentence, clause or phrase of this Ordinance is, for any reason, deemed to be unconstitutional or invalid by any court of competent jurisdiction, such decision shall not affect the remaining portions of this Ordinance.

Section 4. Effect

This Ordinance will take effect upon publication as required by law.

RECORD OF VOTE												
Council	First Reading						Second Reading					
	August 21, 2023						September 6, 2023					
	M	S	Y	N	A	AB	M	S	Y	N	A	AB
Grandelis			✓						✓			
Davis		✓	✓				✓		✓			
Fusco			✓					✓	✓			
Hesterbrink			✓						✓			
Terrell	✓		✓									✓
Ziegler			✓						✓			
Mayor Zeigler												
M - Motion S - Seconded Y- Yes N - No A - Abstain AB - Absent												



 Judah Zeigler, Mayor

ATTEST:



 Trina Lindsey
 Borough Clerk