

2012 budget year, the final appropriations of the Borough of Pine Valley shall, in accordance with this ordinance and N.J.S.A. 40A:4-45.14, be increased by 3.5% amounting to \$16,060.13, and that the CY 2013 municipal budget for the Borough of Pine Valley be approved and adopted in accordance with this ordinance; and

BE IT FURTHER ORDAINED, that any amount authorized hereinabove that is not appropriated as part of the final budget shall be retained as an exception to final appropriations in either of the next two succeeding years; and

BE IT FURTHER ORDAINED, that a certified copy of this ordinance as introduced be filed with the Director of the Division of Local Government Services within 5 days of introduction; and

BE IT FURTHER ORDAINED that a certified copy of this ordinance upon adoption, with the recorded vote included thereon, be filed with said Director within 5 days after such adoption.

Motion by D. Kennedy, seconded by M. Kennedy to adopt ORD13-02.

R.C.:

In Favor: M. Kennedy, D. Kennedy

**ORD13-03 AN ORDINANCE ESTABLISHING PROCEDURES TO ADOPT PERSONNEL POLICIES PRACTICES**

**BE IT ORDAINED** by Mayor and Council that:

**Section 1.** Mayor and Commissioners shall by ordinance establish titles for public employment by the Borough and salary ranges for Borough employees.

**Section 2.** Mayor and Commissioners shall by ordinance 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

**Section 3.** The Mayor shall be responsible to implement and enforce the personnel practices adopted by ordinance pursuant to this section. If there is a conflict between said personnel practices and any duly adopted and lawful Collective Bargaining Agreement, Personnel Services Contract or Federal or State Law or Ordinance, or any State or Federal Regulation or Administrative Act, the terms and conditions of that contract, law or ordinance, regulation or act shall prevail.

In the case of the Police Department, the Officer-in-Charge shall be responsible for enforcing the provisions of the *Pine Valley Police Department Policy Manual*. Nothing contained herein shall prevail as the Standard Operating Procedure of the Police Department or any other Policy, Practice, Rule, Regulation, Directive, Memorandum, Special Order & Personnel Order that are duly promulgated and issued by, or under the authority of the Officer-in-Charge.

**Section 4.** This ordinance shall take effect immediately upon passage and publication as

Motion by M. Kennedy, seconded by D. Kennedy to adopt ORD13-03.  
R.C.:

In Favor: D. Kennedy, M. Kennedy  
Those Against: None

**ORD13-04 AN ORDINANCE ADOPTING THE PERSONNEL POLICIES AND PROCEDURES MANUAL FOR THE BOROUGH OF PINE VALLEY**

WHEREAS, The Mayor and Commissioners of the Borough of Pine Valley has determined that there is a need for personnel policies and procedures to ensure that employees and prospective employees are treated in a manner consistent with the laws and regulations.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Commissioners that the Personnel Policies and Procedures Manual attached hereto is hereby adopted.

BE IT FURTHER ORDAINED, that these personnel policies and procedures shall apply to all Borough officials, appointees, employees, volunteers and independent contractors. In the event there is a conflict between these rules and any collective bargaining agreement, personnel service contract or Federal or State Law, the terms and conditions of the contract or law shall prevail. In all other cases, these policies and procedures shall prevail.

All ordinances or parts of ordinances which are inconsistent with the provisions hereof, are, to the extent of such inconsistencies, hereby repealed.

This ordinance shall take effect after final passage, adoption and publication in the manner prescribed by law.

Motion by D. Kennedy, seconded by M. Kennedy to adopt ORD13-04.  
R.C.:

In Favor: D. Kennedy, M. Kennedy  
Those Against: None

**ORD13-05: AN ORDINANCE ADOPTING THE PINE VALLEY POLICE DEPARTMENT RULES AND REGULATIONS MANUAL** 52

BE IT ORDAINED, by the Mayor and Commissioners of the Borough of Pine Valley, County of Camden, State of New Jersey that the Pine Valley Police Department Rules and Regulations adopted by Resolution in 2012 be and is hereby adopted as the permanent Rules and Regulations for the Pine Valley Police Department.

All ordinances or parts of ordinances which are inconsistent with the provisions hereof, are, to the extent of such inconsistencies, hereby repealed.

This ordinance shall take effect after final passage, adoption and publication in the manner prescribed by law.

Motion by D. Kennedy, seconded by M. Kennedy to adopt ORD13-05.  
R.C.