

**Mayor Nolan offered the following ordinance pass final reading and moved on its adoption and authorized its publication according to law:**

**O-13-28  
BOROUGH OF HIGHLANDS  
COUNTY OF MONMOUTH**

**ORDINANCE AMENDING SECTION 2-7.4 OF THE CODE OF THE BOROUGH  
OF HIGHLANDS TO ELIMINATE LONGEVITY PAY FOR NEW NON-UNION  
BOROUGH EMPLOYEES**

**WHEREAS**, the Borough of Highlands regulates Borough employees and personnel policies by and through Section 2-7 of the Code of the Borough of Highlands; and

**WHEREAS**, the Borough wishes to eliminate longevity pay for all non-union Borough employees who commence employment on or after December 1, 2013; and

**WHEREAS**, the Department of Community Affairs has determined it to be a best practice to eliminate such employee incentives for non-union employees; and

**WHEREAS**, the Borough believes it is in the best interest of the taxpayers of the Borough of Highlands to eliminate longevity pay for Borough employees who commence employment on or after December 1, 2013.

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and Council of the Borough of Highlands, County of Monmouth, State of New Jersey, as follows:

**SECTION ONE.** Borough Code Section 2-7.4 "Borough of Highlands Personnel Policy Manual" shall be amended to read as follows:

**2-7.4 Borough of Highlands Personnel Policy**

a. The Borough of Highlands hereby incorporates the current Borough of Highlands Personnel Policy Manual, which the governing body, may in its discretion change and amend from time to time pursuant to appropriate resolution of the governing body.

b. The Borough Administrator is hereby charged with promulgation and enforcement of the Personnel Policy Manual, along with appropriate Department Heads, and with recommending timely changes to the Manual to the mayor and council.

c. Subject to the provisions of any applicable collective negotiations agreement, no Borough employee who commences employment on or after December 1, 2013 shall be entitled to any longevity pay of any kind.

**SECTION TWO. Severability.** If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held to be unconstitutional or invalid, such decision shall not affect the remaining portions of this Ordinance, which shall otherwise remain in full force and effect.

**SECTION THREE. Repealer.** All ordinances or parts of ordinances inconsistent herewith are hereby repealed to the extent of such inconsistency.

**SECTION FOUR. Effective.** This Ordinance shall take effect after final passage as provided by law.

Seconded by Mr. Redmond and adopted on the following roll call vote:

**ROLL CALL:**

AYES: Ms. Ryan, Mr. Redmond, Mr. Francy, Ms. Kane, Mayor Nolan

NAYES: None

ABSTAIN: None

ABSENT: None

DATE: December 4, 2013

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Carolyn Cummins, Borough Clerk

Introduction: October 24, 2013

Publication: November 1, 2013, Two River Times

P.H./Adoption: December 4, 2013

Publication: December 13, 2013, Two River Times

I hereby certify this to be a true copy of Ordinance O-13-30 adopted by the Governing Body of the Borough of Highlands on December 24, 2013.

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Borough Clerk/Deputy Clerk