

ORDINANCE O:20-2023

**AN ORDINANCE OF THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF MONROE
TO AMEND CHAPTER 65 OF THE CODE OF THE TOWNSHIP OF MONROE,
ENTITLED "PERSONNEL POLICIES"**

WHEREAS, the Administration has recommended certain changes to Chapter 65 of the Township Code entitled "Personnel Policies" and the Township Council has determined that it is in the best interest of the Township to amend this specific section.

NOW, THEREFORE, BE IT ORDAINED by the Township Council of the Township of Monroe that the Code of the Township of Monroe is hereby amended to include the following:

*Note: additions to the current ordinance are noted by **bold underline**; deletions by ~~strikethrough~~.*

SECTION I. Chapter 65, entitled "Personnel Policies" is hereby amended as follows:

§ 65-17 Disability.

- A. "Disability" is hereby defined as an illness or non-work-related injury because of which an employee, under a physician's care, is deemed through medical diagnosis as unable to perform the essential functions of his or her job duties.
- B. In order to be eligible to receive paid disability leave, an employee must submit to the Human Resources Department a disability certification form prior to such leave or as soon as practicable that presents reasonable medical documentation regarding the nature and extent of his or her disability and the projected duration of the period of disability.
- C. A full-time employee who is disabled through illness or non-work-related injury shall be ~~granted disability benefits pursuant to the following schedule. Any leave taken pursuant to this section shall be deemed to run consecutive to and subject to the terms or provisions of the Family and Medical Leave Act and the New Jersey Family Leave Act and the Township's Family Leave Policy.~~ **eligible to receive disability benefits in accordance with N.J.S.A. 43:21-38 (P.L. 2019, c.37, §11) or pursuant to the following schedule, whichever is greater as to amounts of benefits and number of weeks supplemented, unless otherwise stated in the employees collective bargaining agreement:**

At Least Year(s) of Service	Less Than Year(s) of Service	75% Salary (weeks)	50% Salary (weeks)
1	2	4	2
2	3	4	7
3	4	4	12
4	5	4	17
5	6	8	18
6	7	8	23
7	8	8	28

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At Least Year(s) of Service	Less Than Year(s) of Service	75% Salary (weeks)	50% Salary (weeks)
8	9	8	33
9	10	12	34
10	15	12	40
15	20	14	38
20	25	16	36
25	30	18	34
30 and over		20	32

<u>At Least Year(s) of Service</u>	<u>Less Than Year(s) of Service</u>	<u>Benefit Weeks @ 85%</u>	<u>Benefit Weeks @ 50%</u>	<u>Total Weeks Supplemented</u>
<u>1</u>	<u>2</u>	<u>26</u>	<u>0</u>	<u>26</u>
<u>2</u>	<u>3</u>	<u>26</u>	<u>0</u>	<u>26</u>
<u>3</u>	<u>4</u>	<u>26</u>	<u>0</u>	<u>26</u>
<u>4</u>	<u>5</u>	<u>26</u>	<u>0</u>	<u>26</u>
<u>5</u>	<u>6</u>	<u>26</u>	<u>0</u>	<u>26</u>
<u>6</u>	<u>7</u>	<u>26</u>	<u>8</u>	<u>34</u>
<u>7</u>	<u>8</u>	<u>26</u>	<u>10</u>	<u>36</u>
<u>8</u>	<u>9</u>	<u>26</u>	<u>15</u>	<u>41</u>
<u>9</u>	<u>10</u>	<u>26</u>	<u>20</u>	<u>46</u>
<u>10</u>	<u>15</u>	<u>26</u>	<u>26</u>	<u>52</u>
<u>15</u>	<u>20</u>	<u>26</u>	<u>26</u>	<u>52</u>
<u>20</u>	<u>25</u>	<u>26</u>	<u>26</u>	<u>52</u>
<u>25</u>	<u>30</u>	<u>26</u>	<u>26</u>	<u>52</u>
<u>30 AND OVER</u>		<u>26</u>	<u>26</u>	<u>52</u>

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- D. A disability entitling an employee to the above benefits shall be defined as eight calendar days of continuous absence from employment. An employee must utilize accrued sick leave in the eight calendar days leading up to the disability period.
- E. An employee who is on disability and uses all of the 85% salary weeks must utilize all accrued sick leave days before being placed on 50% salary under the disability schedule.
- F. An employee must return to work for a minimum of six months before another disability leave may be granted. The Township Council at its discretion may waive and/or alter this requirement by resolution.
- G. In the event that an employee has utilized all of his or her disability time and all accrued sick leave, the Township Council may, on a monthly basis by resolution, grant up to an additional six months of disability leave at 1/2 pay.
- H. The employee shall be subject to a payroll deduction of \$5 per pay period up to a maximum of \$120 annually for disability leave provided under this section.

SECTION III. All prior Ordinances or parts of Ordinances inconsistent with the provisions of the provisions of this Ordinance are hereby repealed to the extent of such inconsistency.

SECTION IV. If any word, phrase, clause, section or provision in this Ordinance shall be found by any Court of competent jurisdiction to be unenforceable, illegal, or unconstitutional, such word phrase, clause, section or provision shall be severable from the balance of the Ordinance and the remainder of the Ordinance shall remain in full force and effect.

SECTION V. This Ordinance shall take place upon twenty (20) days after final passage and publication as required by law.

TOWNSHIP OF MONROE

CNCL. PRES., CAROLANN FOX

ATTEST:

**Twp. Clerk, Aileen Chiselko, RMC
or Deputy Clerk, Jennifer Harbison, RMC**

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CERTIFICATION OF CLERK

The foregoing Ordinance was introduced at a meeting of the Township Council of the Township of Monroe held on the 11th day of April, 2023, and will be considered for final passage and adoption at a meeting of the Township Council of the Township of Monroe to be held on 24th day of April, 2023 at the Municipal Building, 125 Virginia Avenue, Williamstown, New Jersey 08094, at which time any person interested therein will be given an opportunity to be heard.

**Twp. Clerk, Aileen Chiselko, RMC
or Deputy Clerk, Jennifer Harbison, RMC**

ROLL CALL VOTE

1st Reading

	AYES	NAYS	ABSTAIN	ABSENT
Cncl. Adams				
Cncl. Garbowski				
Cncl. Heverly				
Cncl. McKinney				
Cncl. O'Reilly				
Cncl. Valcourt				
Cncl. Pres. Fox				
Tally:				

2nd Reading

	AYES	NAYS	ABSTAIN	ABSENT
Cncl. Adams				
Cncl. Garbowski				
Cncl. Heverly				
Cncl. McKinney				
Cncl. O'Reilly				
Cncl. Valcourt				
Cncl. Pres. Fox				
Tally:				

The foregoing ordinance was hereby approved by the Mayor of the Township of Monroe on this _____ day of _____, 2023.

MAYOR GREGORY A. WOLFE