

TOWNSHIP OF HAMPTON

ORDINANCE NO. 823

AN ORDINANCE OF THE TOWNSHIP OF HAMPTON, COUNTY OF ALLEGHENY, COMMONWEALTH OF PENNSYLVANIA, ADOPTING A PERSONNEL POLICY MANUAL COVERING ALL PERSONS EMPLOYED BY THE TOWNSHIP OF HAMPTON, AND PROVIDING AN EFFECTIVE DATE HEREOF.

WHEREAS, the Township of Hampton's current Personnel Policy Manual was adopted on September 26, 2012, and

WHEREAS, the Council of the Township of Hampton recognizes the need for updating this Personnel Policy.

NOW, THEREFORE BE IT ORDAINED, that this Ordinance be known as the Township of Hampton Personnel Policy Manual covering all persons employed by the Township.

Section 1. This ordinance is the enabling legislation whereby the Township of Hampton is adopting a five (5) Section Code known as the Township of Hampton Personnel Policy Manual incorporated herewith. The ordinance is ordained and enacted with the intent of centralizing and formalizing the Township's personnel practices. The provisions of this Personnel Policy Manual are not to be construed to usurp or alter the meaning and force of any provisions of any standing contracts between the Township and respective bargaining units.

Section 2. Further, benefits depicted in the Personnel Policy Manual which are not presently, at the date hereof, enjoyed by a bargaining unit, shall be held inapplicable to said bargaining unit unless and until negotiated or agreed to by both the Township and said bargaining unit.

Section 3. Nothing contained in this Ordinance or set out in the Personnel Policy Manual adopted pursuant to this Ordinance shall be construed so as to create any contractual interest in the employment of personnel by the Township, nor shall any vested interest be created in any employee or in any employment. With the exception of tenured or vested interest employees, such as police, all employment and employees of the Township shall continue to be employees at will and they shall serve at the pleasure of the Council of the Township of Hampton pursuant to the provisions of Article IV, Section 402(5) of the Home Rule Charter of the Township of Hampton and at the pleasure of the Municipal Manager as provided in Article VI, Section 602(1) of the Home Rule Charter.

Section 4. All ordinances or parts of ordinances inconsistent with this Ordinance are hereby repealed except Ordinance No. 750 of the Township of Hampton, as amended, regulating the hiring and promotion of the Township of Hampton Police Force, and Ordinance No. 669 prohibiting nepotism in the hiring and employment process of the Township of Hampton.

Section 5. This ordinance shall take effect and be enforced from and after its passage into law. Authorization is hereby granted that future amendments to the Personnel Policy Manual may be legislatively completed through the use of a resolution approved by the majority of Township Council.

ORDAINED AND ENACTED INTO LAW this 22nd day of May, 2019.

ATTEST:



Municipal Manager

TOWNSHIP OF HAMPTON



President of Council