

**COUNCIL OF THE BOROUGH OF ENGLEWOOD CLIFFS
BERGEN COUNTY, NEW JERSEY**

**RESOLUTION
RESOLUTION NO. 2026-14**

TITLE: RESOLUTION REAFFIRMING THE BOROUGH OF ENGLEWOOD CLIFFS EMPLOYEE PERSONNEL POLICIES AND PROCEDURES MANUAL FOR 2026

WHEREAS, the Governing Body of the Borough of Englewood Cliffs previously adopted the updated Employee Personnel Policies and Procedures Manual dated December 2025 (“the Manual”); and

WHEREAS, the Manual reflects required and recommended policies of the Municipal Excess Liability Joint Insurance Fund (MEL); and

WHEREAS, the Manual summarizes the Borough’s current personnel policies, procedures, benefits, and workplace standards applicable to all employees; and

WHEREAS, the Manual supersedes and replaces all prior personnel policy and benefit statements, whether oral or written; and

WHEREAS, the Governing Body desires to annually reaffirm and redistribute the Manual at the start of each calendar year to ensure continued awareness, consistency, and compliance among all employees as well as no changes have been made to the Manual as part of this reaffirmation; and

NOW, THEREFORE, BE IT RESOLVED, that the Governing Body of the Borough of Englewood Cliffs hereby reaffirms and readopts the Employee Personnel Policies and Procedures Manual dated December 2025, effective January 1, 2026; and


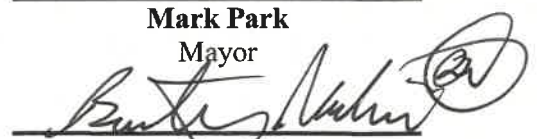
BE IT FURTHER RESOLVED, that the reaffirmed Manual shall continue in full force and effect until amended or superseded by action of the Governing Body; and

BE IT FURTHER RESOLVED, that a copy of the Manual shall be redistributed to all employees, and employees shall be required to acknowledge receipt in accordance with Borough policy.

CERTIFICATION

I hereby certify that this resolution, consisting of 1 page was adopted at a Regular Meeting of the Borough Council of the Borough of Englewood Cliffs, held on this 4th day of January 2026.

	Moved	Second	Ayes	Nays	Abstain	Absent
Biegacz			✓			
Liang	✓		✓			
Patel		✓	✓			
Kapsaskis			✓			
Lee			✓			
Koutroubas			✓			
Mayor Park						


Mark Park
 Mayor

Beauty Nadim, RMC/CMR
 Municipal Clerk