

Resolution # 17-2026

A RESOLUTION ADOPTING CHANGES TO THE MILLVILLE HOUSING AUTHORITY’S PERSONNEL POLICY AND PROCEDURES MANUAL AND EMPLOYEE HANDBOOK AS RECOMMENDED BY THE MUNICIPAL EXCESS LIABILITY JOINT INSURANCE FUND

WHEREAS, the Housing Authority of the City of Millville (MHA) will be adopting changes to the MHA Municipal Personnel Policies and Procedures Manual and Employee Handbook; and,

WHEREAS, On January 17, 2026, outgoing Governor Murphy signed legislation that makes significant amendments to the New Jersey Family Leave Act (“NJFLA”). These changes go into effect on July 17, 2026, and necessitate minor revisions to the model personnel manual and employee handbook distributed by the Municipal Excess Liability Joint Insurance Fund (“MEL”); and

WHEREAS, the following are some of the policies that have had substantive changes being made in accordance with recent legislation as well as changes to include emerging issues:

- *The amendments to the NJFLA will decrease the amount of time that an employee needs to be employed before being eligible for NJFLA leave from one year to three months, while also reducing the number of hours the employee needs to have worked to be eligible for such leave from 1,000 hours in the preceding 12-month period to 250.*
- *The amendments also provide that any employee who receives temporary disability benefits or Family Leave Insurance (“FLI”) benefits during a leave shall be entitled to be restored by the employer to the position held by the employee when the leave commences or to an equivalent position of like seniority, status, employment benefits, pay, and other terms and conditions of employment. While this same protection already exists for those taking leave pursuant to the NJFLA and/or federal Family and Medical Leave Act (“FMLA”).*
- *A proposed new policy addressing emerging issuing of Artificial Intelligence.*

NOW, THEREFORE BE IT RESOLVED by the Board of Commissioners of the MHA the attached MHA Personnel Policy and Procedures Manual and Employee Handbook have been received and the Secretary/Treasurer is hereby authorized to adopt the changes to these documents as recommended by the Municipal Excess Liability Joint Insurance Fund and that said documents shall be kept on file and distributed to all personnel.

ATTEST:

Samantha Silvers -Secretary

Heather Santoro - Chairperson

| | Motion | Second | Yea | Nay | Abstain | Absent |
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| Chairwoman Santoro | | | | | | |
| Commissioner Flickinger | | | | | | |
| Commissioner Pettit | | | | | | |
| Commissioner Barfield | | | | | | |
| Commissioner Hainley | | | | | | |
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Date _____