

RESOLUTION NO. 20-02

WHEREAS, the City of Friend desires a comprehensive set of general guidelines and policies governing all personnel matters for all city employees, including employee conduct, workplace conditions, drug and alcohol policies, policies implementing state and federal employment laws, and other aspects of public employment and city service; and

WHEREAS, the City Council had previously adopted an Employee Handbook; and

WHEREAS, the City Council has reviewed and considered the proposed changes to the previous handbook incorporated into the Employee Handbook attached hereto as Exhibit A,

NOW THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF FRIEND, NEBRASKA AS FOLLOWS:

1. Any previous versions of the Employee Handbook are hereby declared null and void as upon passage of this resolution.
2. The attached Employee Handbook is adopted as the City's personnel policies and shall be applicable to all employees unless preempted by state or federal law or in conflict with an existing employment contract or collective bargaining agreement.
3. Use of the attached Employee Handbook shall be effective upon passage of this resolution.
4. The Mayor has the authority to make changes, adjustments, or interpretations to the attached Employee handbook that are necessary to effectively and efficiently manage the daily operations of the City.

PASSED AND ADOPTED this _____ day of May, 2020 by the City Council of the City of Friend.

Judith K. Knoke, Mayor

Attest:

Kimberly S. Goossen, City Clerk