

**RESOLUTION R2008-11**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE TOWNSHIP OF HOPEWELL,  
BEAVER COUNTY, PENNSYLVANIA APPROVING AND ADOPTING AN "EMPLOYEE HANDBOOK "**

**WHEREAS**, the Hopewell Township Board of Commissioners recognize the importance of providing its workforce with a consolidated Employee Handbook delineating and explaining the Township's policies relative to benefits, rules, regulations, chains of command and other pertinent information and guidelines with the intent of providing a clear source of information to its employees and to enhance the professional image of Hopewell's full and part-time employees; and

**WHEREAS**, it is acknowledged and recognized that this Employee Handbook shall not conflict with the terms contained in any collective bargaining agreement covering an employee of the Township; To the extent that a conflict between this Handbook and a collective bargaining agreement becomes evident, the terms of the collective bargaining agreement shall be controlling; and

**WHEREAS**, the Employee Handbook shall not be interpreted to supplant the employment at-will doctrine and shall not be considered or interpreted to provide a term or length of employment to any Township employee.

**NOW THEREFORE, BE IT RESOLVED** that the Board of Commissioners of Hopewell Township, a Municipal Corporation situated in Beaver County, Pennsylvania, under the First Class Township Code and it is hereby resolved that the Hopewell Township Employee Handbook, attached hereto, is adopted. This Handbook may be revised and/or amended from time to time by further Motion.

THIS RESOLUTION shall be effective July 14, 2008.

APPROVED BY THE BOARD OF COMMISSIONERS

ATTEST:

Board of Commissioners  
Hopewell Township



Gerald G. Orsini, Manager



Chuck Piroli, President