

EMPLOYEE DISCIPLINE / TERMINATION POLICY
(CIVIL SERVICE MUNICIPALITY)

An employee may be disciplined or terminated, as the case may be, consistent with New Jersey Civil Service Commission regulations under [N.J.A.C. 4A:2](#) et seq. as amended, state and federal law and applicable state collective bargaining unit agreements, depending upon the circumstances, for any of the following:

1. Incompetence, inefficiency or failure to perform duties;
2. Conviction of a crime;
3. Conduct unbecoming a public employee;
4. Violation of municipal policies, procedures and regulations;
5. Falsification of public records including personnel records;
6. Violation of Federal, State or municipal regulations concerning drug and alcohol use and possession;
7. Chronic or excessive absenteeism or lateness;
8. Misuse of public property, including motor vehicles; and
9. Other sufficient cause.

All disciplinary action taken will be in accordance with federal and state laws, as well as applicable collective bargaining agreements.