**ARTICLE XII. IMPLEMENTATION OF POLICIES**

**Section 1. Conflicting Policies Repealed**

All policies, ordinances, or resolutions that conflict with the provisions of these policies are hereby repealed.

**Section 2. Separability**

If any provision of these policies or any rule, regulation, or order thereunder of the application of such provision to any person or circumstances is held invalid, the remainder of these policies and the application of such remaining provisions of these policies of such rules, regulations, or orders to persons or circumstances other than those held invalid will not be affected thereby.

**Section 3. Effective Date**

These policies shall become effective on a date approved by the Town Council.

**Section 4. Amendments**

This policy may be amended by action of the Town Council and by resolution appropriately approved. Notice of any suggested amendment to the policy, or any portion thereof, shall be provided to employees and opportunities for employee comment and reaction shall be made available prior to the amendments going to the Town Council for action. Proposed amendments should be posted on bulletin boards in all employee work locations and/or in employee newsletters. Any revisions or amendments adopted in conformance with this procedure shall become effective as of the date of such adoption.

**Section 5. Retroactivity**

Provisions regarding employment of relatives will not apply retrospectively.

Provisions regarding probationary period and probationary increases will not result in changes to employees hired or promoted and still serving a probationary period under the previous policy.

Any employees in permanent part-time positions receiving full health insurance benefits prior to the implementation of this policy may be grandfathered into the higher benefit upon adoption of this policy.