

County of Gloucester  
Human Resources Manual

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| <b>CHAPTER:</b> | <b>9 – GENERAL RULES AND<br/>REGULATIONS</b> | <b>ADOPTED: 3/7/06</b>  |
| <b>SECTION:</b> | <b>14 – INDEMNIFICATION</b>                  | <b>REVISED: 5/22/24</b> |

The Employer will indemnify an employee for damages resulting from any tort claim or any civil violation of state or federal law, and the payment of fines related to and the cost of legal services to defend any municipal court or criminal charge, arising out of the employee's job, if, in the opinion of the Employer, the acts committed by the employee upon which the damages are based or in connection with which the legal costs were incurred did not constitute fraud, malice, willful or wanton misconduct, or intentional wrongdoing or outside the employee's scope of employment. If the employee's acts constitute such fraud, malice, willful misconduct or other intentional wrongdoing, then the employee shall be responsible for the fines, damages and costs.