

O-2015-19

**ORDINANCE OF THE TOWNSHIP OF WEST DEPTFORD
AMENDING CHAPTER 47, PERSONNEL REGULATIONS, OF
THE CODE OF THE TOWNSHIP OF WEST DEPTFORD**

WHEREAS, Chapter 47, Personnel Regulations, of the Township Code governs employment policy, compensation, benefits, grievances, and other personnel issues concerning Township employees in the Township of West Deptford; and

WHEREAS, the Township Committee desires to adopt an anti-nepotism policy to prohibit the appointment or employment of family members of elected officials, the Township Administrator, department heads, directors, and supervisors; and

WHEREAS, the Township Committee will refer matters arising under this Ordinance and the Local Government Ethics Law to the appropriate authority for enforcement;

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Township Committee of the Township of West Deptford, County of Gloucester, and the State of New Jersey, as follows:

Section 1: Chapter 47, Personnel Regulations, of the Code of the Township of West Deptford is hereby amended and supplemented by adding the underlined text and deleting the struck-out text, as follows:

ARTICLE VII Miscellaneous

§ 47-26. Anti-Nepotism Policy.

- A. The Governing Body of the Township of West Deptford declares that an anti-nepotism policy should be enacted.
- B. Exclusions:
1. An individual who is employed by the Township of West Deptford on the effective date of this article is not subject to this policy unless the individual has a break in employment with the Township. Breaks in employment do not include: (i) when the individual is absent from the workplace while on paid or unpaid leave, including vacation, sick or family medical leave, or worker's compensation; or (ii) when any term-based appointees are re-appointed to consecutive terms of employment or to a board, commission, and/or committee.
 2. This policy does not apply to any volunteer positions in the fire departments within the Township.
 3. This policy does not apply to an individual who is employed by the Township on the date the individual's relative begins serving a term as an Elected Official.

4. This policy shall not abrogate or affect the appointment of any Township professional or any member of any Township Board or Commission, whose appointment predated the effective date of this policy.

C. Definitions: As used in this article, the following terms shall have the meanings indicated:

1. Family Member or Relative – Spouse, child, parent, sibling, grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepsibling, half-brother, half-sister, nephew, niece, first cousins, aunt, uncle, foster children, domestic partner or cohabitants.

D. Hiring and Supervision of Employees

1. No person who is a relative or family member of any elected official, Township Administrator or department head of the Township of West Deptford shall be considered for employment as an employee of the Township. This applies to full-time, part-time and seasonal employment.

2. No elected official, who assumes office after the effective date of this article, can serve as Counsel Liaison to any department that employs any member of that elected official's family.

3. No employee of the Township of West Deptford shall be in a position that provides supervision over members of his or her family. This precludes the acceptance of applications for full-time, part-time, or seasonal employment from relatives for positions in the same department where supervision conflicts exist or, through promotion, potential conflict could exist.

4. These policies are not for the purpose of depriving any citizen of an equal chance for a government job, but solely to eliminate the potential for preferential treatment of the relatives of government personnel or elected officials.

E. Promotion of existing employees

1. No elected official, Township Administrator, or department head of the Township of West Deptford may participate in the promotion process, or any other personnel matter, of any existing Township employee who is a relative or family member of such Elected Official, Township Administrator, or Department Head.

F. Appointments

1. No relative or family member of an elected official, Township Administrator, or department head of the Township of West Deptford shall be appointed to the position of any Township professional who receives compensation, or any Township Board or Commission which has more than an advisory role and/or one in which the members receive compensation.

Section 2: Effective Date

This ordinance shall take effect after final adoption and publication as provided by law.

The West Deptford Township Employee Handbook shall be amended to reflect the changes in policy set forth in this ordinance.

Section 3: Ordinance Provisions Repealed

Any ordinance provisions inconsistent with the provisions of this Ordinance are repealed to the extent of such inconsistency.

Section 4: Severability

If the provisions of any section, subsection, paragraph, subdivision, or clause of this ordinance shall be judged invalid by a court of competent jurisdiction, such order of judgment shall not affect or invalidate the remainder of any section, subsection, paragraph, subdivision, or clause of this ordinance.

TOWNSHIP OF WEST DEPTFORD

By: 

DENICE DICARLO, Mayor

ATTEST:



AMY LESO, RMC, Township Clerk

PLEASE TAKE NOTICE that an Ordinance of the Township of West Deptford Amending Chapter 47 Personnel Regulations of the Code of the Township of West Deptford, County of Gloucester, State of New Jersey, was introduced and passed on first reading on the 7th day of October, 2015 by the Township Committee of the Township of West Deptford. It will be taken up for final consideration and passage at a scheduled meeting of the Mayor and Township Committee of the Township of West Deptford to be held on the 21st day of October, 2015 at 7:00 p.m. at the Municipal Building, 400 Crown Point Road, West Deptford, New Jersey. Copies of the Ordinance are available for inspection in the Office of the Township Clerk.



AMY LESO, RMC Township Clerk