

TOWNSHIP OF CRANFORD
CRANFORD, NEW JERSEY
Ordinance 2021-_____

**AN ORDINANCE TO AMEND THE CODE OF THE TOWNSHIP OF CRANFORD,
CHAPTER 6, ARTICLE XLIII, TO ESTABLISH AN ANTI-NEPOTISM POLICY**

WHEREAS, in order to maintain confidence in Township government, it is imperative that residents can be assured that Township employment is free from nepotism, patronage, and favoritism; and

WHEREAS, it is imperative that Township employment be based on merit, so that residents are assured that Township employees will be providing the highest quality service to those deserving residents; and

WHEREAS, the Township Committee of the Township of Cranford recognizes the need to amend Chapter 5 of the Township Code of Cranford to include a nepotism policy; and

NOW THEREFORE, BE IT ORDAINED by the Township Committee of the Township of Cranford, County of Union, State of New Jersey as follows:

SECTION 1. Chapter 6, Article XLIV is hereby added to the Township Code and shall read as follows:

ARTICLE XLIV: ANTI-NEPOTISM

§ 6-178 Definitions. As used in this policy, the following terms shall have the meanings indicated:

- (1) **“Appointed Official”** means any person whether compensated or not, whether part-time or full-time (1) serving on a Township Planning Board or Zoning Board of Adjustment; or (2) who is appointed by the Township as a member of an independent municipal, county or regional authority.
- (2) **“Elected Official”** shall mean the elected members of the Township.
- (3) **“Family member or relative”** shall mean a spouse; child; parent; sibling; father-in-law; mother-in-law; brother-in-law; sister-in-law; stepfather; stepmother; stepsibling; half-brother; half-sister; foster child; domestic partner or cohabitants as defined by the New Jersey Civil Union Act; a person with whom there is a relationship as a legal guardian or *in loco parentis*.

EXPLANATION – Matter struck through ~~thus~~ in the above Ordinance is not enacted and is intended to be omitted in the law. Matter underlined thus is new matter.

§ 6-179 Hiring and Supervision of Employees.

(1) No person who is a family member or relative of any Elected Official or the Township Administrator shall be considered for employment as an employee of the Township or for appointment as an Appointed Official. This applies to full-time, part-time, temporary and seasonal employment. This shall not restrict nor prohibit (i.) the continued employment of individuals to a position or positions with the Township where a relative of a permanent employee is elected after the date of the permanent employee's start date of employment with the Township; (ii.) the continued employment of individuals employed as of the effective date of this ordinance; or (iii.) the appointment of a family member or relative to a board or committee which performs functions of a purely advisory nature.

(2) No municipal employee shall be in a position that provides direct supervision over any family member or relative of that employee.

(3) One of the purposes of this policy is to assure that the hiring, promotion, responsibilities, oath, obligations to the public, salary, work assignments, performance, appraisals, evaluations or career progress of a person is not affected by that individual's status as a family member or relative of an Elected Official or employee of the Township. 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. These policies will not deprive any permanent employee as of the effective date of this ordinance of any promotional right in the normal career development nor change the existing status of any permanent employee. Nothing within this policy shall interfere with a person's right to marry.

(4) The Township reserves the right to exercise, in its sole discretion, with respect to placement, employment, transfer, reassignment or continued employment, where either an actual or perceived conflict of interest exists or will reasonably arise as well as to avoid or decrease the likelihood of sexual or other unlawful harassment in the workplace.

§ 6-180 Promotion of Existing Employees. No Elected Official or supervisor may participate in the promotion process, or any other personnel decision, of any existing municipal employee who is a family member or relative of such Elected Official or supervisor.

§ 6-181 Appointments. No family member or relative of an Elected Official or Appointed Official shall be appointed to the position of any municipal professional who receives compensation, e.g., attorney, planner or engineer.

SECTION 2. All ordinances or parts of ordinances inconsistent herewith are hereby repealed to the extent of such inconsistency.

SECTION 3. Upon final passage and publication according to law, this ordinance shall become effective immediately.

Introduced:

Adopted:

Approved:

Kathleen Miller Prunty
Chairman, Township Committee

Attest:

Patricia Donahue, RMC
Municipal Clerk

Recorded Vote

Introduced

Adopted