

**ORDINANCE # 2023-16**

**AN ORDINANCE ESTABLISHING AN ANTI-NEPOTISM/FAVORITISM POLICY**

**WHEREAS**, in order to maintain public confidence in Allamuchy Township government and the Township's employees, it is critical that Township appointment and employment decisions be based on merit, and

**WHEREAS**, the Mayor and Council of the Township of Allamuchy deem it appropriate and necessary to act to establish an anti-nepotism/favoritism policy, to assure that employment by the Township is free from nepotism, favoritism and patronage.

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and Council of the Township of Allamuchy as follows:

**Section I**

Chapter 46 of the Allamuchy Township Code is amended by adding thereto a new Section 46-6.1, to read as follows:

**§ 46-6.1. Anti-Nepotism/Favoritism Policy.**

**A. Definitions; word usage.**

As used in this chapter, the following terms shall have the meanings indicated:

**APPOINTED OFFICIAL**

An individual, appointed either by the Mayor and/or Township Council, to any "local government agency" as that term is defined within N.J.S.A. 40A:9-22.3(e) and includes, but is not limited to, appointees to the Land Use Board and any other agency or board within the Township of Allamuchy, as well as any other independent local authority or entity created by the Township of Allamuchy, which performs functions other than of a purely advisory nature and/or one in which the members receive compensation.

## **ELECTED OFFICIAL**

The Mayor and elected members of the Township Council.

## **FAMILY MEMBER; RELATIVE**

Wherever and whenever this chapter mentions or references "family member" or "relative," same refers to a spouse or significant other, child, parent, stepchild, sibling, grandparent, daughter-in-law, son-in-law, grandchild, niece, nephew, uncle, aunt, or any person related by blood or marriage..

## **B. Hiring and Supervision of Employees.**

1. No person who is a relative or family member of any elected official or the Township Administrator of the Township shall be considered for employment as an employee of the Township. This applies to full-time, part-time and seasonal employment. This shall not restrict nor prohibit 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.

2. No elected official can serve as liaison to any department that employees any member of that elected official's family.

3. No municipal employee shall be in a position that provides supervision over a member 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. This policy does not apply to present employees of the Township.

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. These policies will not deprive any permanent employee as of the date of these policies of any promotional right in the normal career development nor change the existing status of any permanent employee. None of these policies apply to any unpaid volunteer positions.

## **C. Promotion of Existing Employees.**

No elected official, appointed official or supervisor may participate in the promotion process, or any other personnel matter, of any existing

municipal employee who is a relative or family member of such elected official, appointed official or supervisor.

**D. Appointments.**

1. No relative or family member of an elected official shall be appointed to the position of any municipal professional who receives compensation, to the Township or to any "local government agency" as that term is defined within N.J.S.A. 40A:9-22.3(e) and includes, but is not limited to, the Land Use Board and any other agency or board within the Township of Allamuchy, as well as any other independent local authority or entity created by the Township of Allamuchy, which performs functions other than of a purely advisory nature and/or one in which the members receive compensation.

2. No relative or family member of an appointed official shall be appointed to the position of any municipal professional who receives compensation, to the Township or to any "local government agency" as that term is defined within N.J.S.A. 40A:9-22.3(e) and includes, but is not limited to, the Land Use Board and any other agency or board within the Township of Allamuchy, as well as any other independent local authority or entity created by the Township of Allamuchy, which performs functions other than of a purely advisory nature and/or one in which the members receive compensation.

**Section II**


1. Each clause, section or subsection of this ordinance shall be deemed a separate provision to the intent that if any such clause, section or subsection should be declared invalid, the remainder of the ordinance shall not be affected.

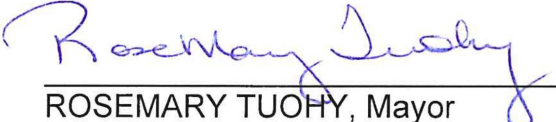
2. All ordinances or parts of ordinance inconsistent with this ordinance are hereby repealed as to the extent of such inconsistency.

3. This ordinance shall take effect immediately upon adoption and publication according to law.

ATTEST:

TOWNSHIP OF ALLAMUCHY

  
ANNE MARIE TRACY, Clerk

  
ROSEMARY TUOHY, Mayor

**NOTICE**

Notice is hereby given that the foregoing Ordinance was introduced and passed on first reading at a workshop meeting of the Allamuchy Township Mayor and Council held on November 8, 2023 and will be considered for final reading and adoption at the meeting of the Allamuchy Township Mayor and Council to be held on November 29, 2023 at the Municipal Building, 292 Alphano Road, Great Meadows, New Jersey at which time and place all interested parties may appear for or against the passage of said Ordinance.

  
ANNE MARIE TRACY, Municipal Clerk

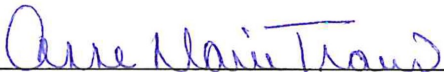
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POLICY**

Take notice, the foregoing Ordinance was introduced and passed on first reading by the Township Council of the Township of Allamuchy on November 8, 2023 at a regular meeting of said Council held at Allamuchy Town Hall, Allamuchy, New Jersey and was given further consideration and finally passed at a meeting of the Allamuchy Township Council held November 29, 2023 at Allamuchy Town Hall, Allamuchy, N.J.

This Ordinance shall take effect twenty days after final passage and publication in accordance with law.

ATTEST:

  
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Anne Marie Tracy, Municipal Clerk

  
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Rosemary Tuohy, Mayor