

**ORDINANCE NO. 2024-08**

**ORDINANCE OF THE BOROUGH OF BEACHWOOD, COUNTY OF OCEAN, STATE OF NEW JERSEY, AMENDING CHAPTER 21 ENTITLED "PERSONNEL" OF THE MUNICIPAL CODE TO INCLUDE SECTION 21-6, ESTABLISHING A NEPOTISM POLICY FOR THE BEACHWOOD POLICE DEPARTMENT.**

**BE IT ORDAINED** by the Borough Council of the Borough of Beachwood, County of Ocean, and State of New Jersey, as follows:

**SECTION 1.** Chapter 21 is hereby amended to include Section 21-6, establishing a nepotism policy for the Beachwood Police Department, as follows:

**CONFLICT OF INTEREST AND NEPOTISM POLICY**

- a. Subject to Section 21j (civil service statutes and regulations), no person who is a relative or family member of any Police Department employee or officer shall be considered for full-time, part-time, or seasonal employment as an employee of the Borough of Beachwood Police Department. This shall not restrict nor prohibit the continued employment of individuals to a position or positions with the Borough where a relative of a permanent employee is elected after the date of the permanent employee's start date of employment with the Borough.
- b. No elected official may serve as liaison to the Police Department that employs any member of that elected official's family.
- c. No Police Department 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 Police Department where supervision conflicts exist or, through promotion, potential conflict could exist. This policy does not apply to the present employees of the Borough.
- d. 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 the Police Department, 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.
- e. No police officer or employee shall have an interest in a business organization or engage in any business, transaction or professional activity which is in substantial conflict with the proper discharge of his or her duties in the public interest.
- f. No police officer or employee shall use or attempt to use his or her official position to secure unwarranted privileges or advantages for himself/herself or others.
- g. No police officer or employee shall act in his or her official capacity in any matter where he or she, a member of his or her immediate family, or a business organization in which he or she has a direct or indirect financial or personal involvement that might reasonably be expected to impair his or her objectivity or independence of judgment.
- h. No police officer or employee shall undertake any employment or service, whether compensated or not, which might reasonably be expected to prejudice his or her independence of judgment in the exercise of his or her official duties.
- i. This policy, which relates to the Beachwood Police Department, is to be read and understood in conjunction with the Borough's existing Conflict of Interest Policy.


j. The Borough of Beachwood is a Civil Service jurisdiction for purposes of hiring, firing, promotion, and discipline of police officers, and is governed by the Civil Service Act and regulations. Nothing in Section 21-6 shall prohibit an individual who is a family member or relative as defined herein and who is otherwise eligible to be hired or promoted through the open competitive process from being hired or promoted as a police officer.

**SECTION 2.** This Ordinance repeals any inconsistent ordinance or ordinances or part or parts thereof.

**SECTION 3.** This Ordinance shall take effect immediately upon its final passage and publication as required by law.


**ROLL CALL INTRODUCING ORD 2024-08 ON MAY 15, 2024**

COUNCIL	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
<i>Council President Komsa</i>			X			
<i>Councilman Farro</i>		X	X			
<i>Councilman LaCrosse</i>			X			
<i>Councilman Prince</i>					X	
<i>Councilman Santos</i>	X		X			
<i>Councilman Zakar</i>			X			

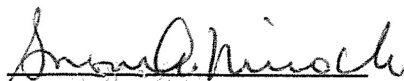
  
 SUSAN A. MINOCK, RMC,  
 MUNICIPAL CLERK

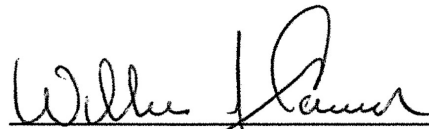
**ADOPTED JUNE 5, 2024 ROLL CALL:**

Council	MOTION	2ND	AYES	NAYS	ABSTAIN	ABSENT
<i>Council President Komsa</i>		✓	✓			
<i>Councilman Farro</i>	✓		✓			
<i>Councilman LaCrosse</i>			✓			
<i>Councilman Prince</i>					✓	
<i>Councilman Santos</i>			✓			
<i>Councilman Zakar</i>			✓			

  
 SUSAN A. MINOCK, RMC,  
 MUNICIPAL CLERK

ATTESTED BY

  
 SUSAN A. MINOCK, RMC  
 MUNICIPAL CLERK

  
 WILLIAM J. CAIRNS  
 MAYOR

**NOTICE**

The Ordinance published herewith was introduced and passed upon first reading at a meeting of the Borough Council of the Borough of Beachwood, Ocean County, New Jersey, held on the 15<sup>th</sup> day of May, 2024. It was further considered for final passage, after public hearing thereon, at a meeting of said Borough Council held at the Beachwood Municipal Complex, 1600 Pinewald Avenue, Beachwood, New Jersey, on the 5<sup>th</sup> day of June, 2024, at 7:00 p.m. During the week prior to and up to and including the date of such meeting, copies of said ordinance were made available at the Clerk's Office in said Borough Hall to the members of the general public who shall request the same.