

**VILLAGE OF RIDGEWOOD  
ORDINANCE NO. 3986**

**AN ORDINANCE TO ESTABLISH A NEW CHAPTER OF THE CODE OF THE  
VILLAGE OF RIDGEWOOD ENTITLED “ANTI-NEPOTISM POLICY”.**

**ANTI-NEPOTISM POLICY**

**PURPOSE:**

The purpose of this legislation is solely to eliminate the potential for and the perception of preferential treatment of any relatives or family members of elected officials or the Village Manager. The regulation herein will not deprive any person who is an employee of the Village at the time of the effective date of this Ordinance of any position or promotional merit in the normal course of his/her career development. It will not change the existing status or job responsibility of any present employee of the Village.

- A. Definitions - Family Member or Relative** – any person who is 18 years or older and is the spouse, parent, child or children, grandparent, grandchild, step-grandparent, step-grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, stepfather, stepmother, step-sibling, step-children, half-brother, half-sister, foster children, domestic or civil union partner or co-habitant, sibling, first cousin, aunt, uncle, nephew and/or niece.
- B. Exceptions** - The restrictions in this Ordinance shall not apply to any employees in competitive positions of employment within the Village who are hired pursuant to the rules and regulations of the New Jersey Civil Service Commission; temporary part-time employees; seasonal employees; non-paid appointments to various boards, committees and/or commissions, nor to any service in any volunteer organizations, including any such volunteer positions in the police, fire or ambulance departments.
- C. Hiring and Supervising of Employees** – Unless otherwise provided by law (or the New Jersey Civil Service Commission procedures if the position is subject to civil service) or collective bargaining unit, persons who are relatives or family members of a present elected officials or the present Village Manager shall not be hired, promoted or transferred to a regular full-time or permanent part-time employment position where:
- 1) A relative or family member would have authority to hire, appoint, evaluate, promote, remove or discipline the performance or employment position of that person.
  - 2) A relative or family member would have the authority or be responsible for auditing the employment work or performance of that person.
  - 3) Other circumstances exist in which the person’s relative or family member is/are placed in a situation or circumstance of a conflict of interest.

**D. Department Directors**

- 1) Persons who are relatives or family members of any Department Director shall not be considered for employment to a position within the Department of the relative or family member who is the Director of same.
- 2) No relative or family member of an existing employee of the Village shall be considered for employment to a position as the Department Director or supervisory position in the department in which that existing employee works.
- 3) Applications for employment submitted by a relative or family member of an existing employee of the Village holding current supervisory positions will not be accepted for positions in the same department in which the existing supervisory relative or family member works.

**E. Elected Officials** - No person who is a relative or family member of any elected official of the Village shall be considered for employment as an employee. This restriction applies to full-time and permanent part-time employees. This shall not restrict or prohibit the continued employment of any individual present employee, nor shall it apply to an employee whose relative or family member is elected to a Council position in the Village after the date of hire or the start of the employee's start of employment.

**F. Village Manager** - No person who is a relative or family member of the Village Manager shall be considered for employment as an employee. This restriction applies to full-time and permanent part-time employees. This shall not restrict or prohibit the continued employment of any individual present employee, nor shall it apply to an employee whose relative or family member is appointed to the Village Manager position after the date of hire or the start of the employee's start of employment. In such instance, the Village shall take the necessary steps to remove the input, evaluation and/or authority of the Village Manager from the consideration to be given to the employee's performance, promotion, discipline or salary position.

**G. Employee Review** – Notwithstanding the provisions stated above, the Village Manager, any elected official or Department Director or supervisor shall abstain from participation in the promotion, discipline or evaluation process of any existing employee who is a relative or family member of the Village Manager, elected official or Department Director or supervisor who is related to or is a family member of the employee.

To the extent any section, subsection or provision of this Ordinance is in conflict with any State statute or regulation or is deemed invalid by a Court of competent jurisdiction, such decision or conflict shall not affect the remaining portion(s) of the Ordinance.

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FOR AFFIRMANCE: Councilmembers: Perron, Reynolds, Weitz, Winograd  
and Mayor Vagianos

NAYS: NONE

ABSENT: NONE

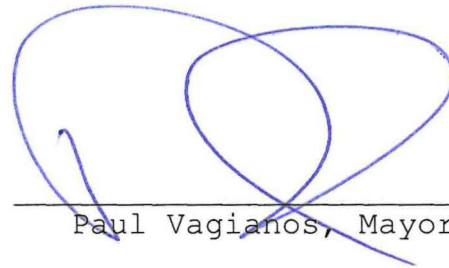
ABSTAIN: NONE

RECUSE: NONE

Introduction Date: January 17, 2024

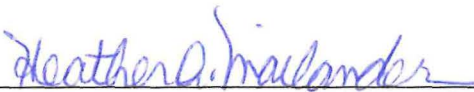
Adoption Date: February 14, 2024

Effective Date: March 5, 2024



Paul Vagianos, Mayor

ATTEST:



Heather A. Mailander  
Village Clerk