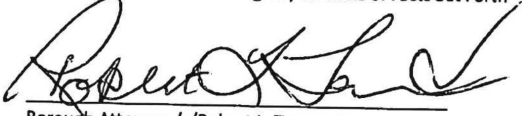


Approved as to Form and Legality on Basis of Facts Set Forth



Borough Attorney /s/Robert L. Tarver, Jr.

**BOROUGH OF PENNS GROVE
COUNTY OF SALEM
STATE OF NEW JERSEY**

ORDINANCE NO. 2021-24

**AN ORDINANCE CREATING AN ANTI-NEPOTISM POLICY
FOR THE BOROUGH OF PENNS GROVE**

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

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

WHEREAS, the Mayor and Borough Council recognize the need to enact a policy to address nepotism in municipal government,

NOW, THEREFORE, BE IT ORDAINED, by the Mayor and Borough Council of the Borough of Penns Grove, in the County of Salem and State of New Jersey as follows:

Section 1.

§ 1.1. **Anti-Nepotism Policy.** The governing body of the Borough of Penns Grove declares that an anti-nepotism policy should be enacted.

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

§ 1.3. Hiring and Supervision of Employees.

A. No person who is a relative or family member of any elected official of the Borough of Penns Grove shall be considered for employment as an employee of the Borough. This applies to fulltime, part-time and seasonal employment. 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 before the date of the permanent employee's start date of employment with the Borough.

B. No elected official can serve as Council liaison to any department that employs any member of that elected official's family.

C. No employee of the Borough of Penns Grove 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 Borough of Penns Grove.

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 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 have the existing status of any permanent employee. None of these policies apply to any volunteer positions in the Borough of Penns Grove.

E. The Borough reserves the right to exercise, in its sole discretion, with regard to placement, employment, transfer, reassignment or continued employment, where either an actual or perceived conflict of interest exists.


§1.4. **Promotion of Existing Employees.** No elected official of the Borough of Penns Grove or supervisor may participate in the promotion process or any other personnel matter, of any existing Borough employees who is a relative or family member of such elected official or supervisor.

§ 1.5. **Appointments.** No relative or family member of an elected official of the Borough of Penns Grove shall be appointed to the position of any Borough professional who receives compensation, or any Borough Board or Commission which has more than an advisory role and/or one in which the members receive compensation.

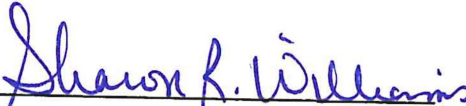
Section 2. If any section or provision of this Ordinance shall be held invalid in any Court of competent jurisdiction, the same shall not affect the other sections or provisions of this Ordinance, except so far as the section or provision so declared invalid shall be inseparable from the remainder or any portion thereof.

Section 3. All Ordinances, or parts of Ordinances, which are inconsistent herewith are hereby repealed to the extent of such inconsistency.

Section 4. This Ordinance shall take effect immediately after final passage in the manner provided by law.


 LaDaena D. Thomas, Mayor

ATTEST:


 Municipal Clerk

10-19-2021
 Date Adopted

Intro: October 5, 2021

DO NOT USE SPACE BELOW THIS LINE													
RECORD OF COUNCIL VOTE ON FIRST READING													
COUNCIL MEMBER	AYE	NAY	N.V.	A.B.	MOT.	SEC.	COUNCIL MEMBER	AYE	NAY	N.V.	A.B.	MOT.	SEC.
MARTIN	X						GIORDANO				X		
SCARPACI	X					X	RAMBO				X		
CARTER	X												
												MOT.	X
MINCEY, PRESIDENT													
X-Indicates Vote NV-Not Voting AB-Absent MOT-Motion SEC-Second													

Final: 10-19-2021

DO NOT USE SPACE BELOW THIS LINE													
RECORD OF COUNCIL VOTE ON FINAL PASSAGE													
COUNCIL MEMBER	AYE	NAY	N.V.	A.B.	MOT.	SEC.	COUNCIL MEMBER	AYE	NAY	N.V.	A.B.	MOT.	SEC.
MARTIN	X					X	GIORDANO	X					
SCARPACI	X						RAMBO	X					
CARTER				X									
MINCEY, PRESIDENT								X				X	
X-Indicates Vote NV-Not Voting AB-Absent MOT-Motion SEC-Second													

This is a Certified True copy of the Original Ordinance on file in the Borough Clerk's Office.

DATE OF ADOPTION: Sharon R. Williams
 /s/ Sharon Williams, Borough Clerk