

TOWNSHIP OF MAURICE RIVER
CUMBERLAND COUNTY, NEW JERSEY

ORDINANCE NO. 719

AN ORDINANCE OF MAURICE RIVER TOWNSHIP, CUMBERLAND COUNTY, NEW
JERSEY, AMENDING CHAPTER 2 ENTITLED "ADMINISTRATION" TO ADD
SECTION 2-72 ENTITLED "ANTI-NEPOTISM POLICY"

WHEREAS, the Township Committee of Maurice River Township recognizes the need to amend Chapter 2 of the Township General Ordinances to include an anti-nepotism policy as follows:

Now, therefore, be it ordained as follows:

SECTION 1

Chapter 2 is amended and supplemented to add Section 2-72 entitled "Anti-Nepotism Policy".

2-72.1 Title

This section shall be known as "The Anti-Nepotism Policy of the Township of Maurice River."

2-72.2 Applicability.

- A. The prohibitions set forth in these Anti-Nepotism regulations shall apply to all full-time, part-time, temporary, and seasonal positions of the Township of Maurice River.
- B. Subject to the exception in Subsection 2-72.4 below, this section and the prohibition against certain hiring contained herein shall be applied prospectively only from the effective date of its enactment and shall not in any way be construed to prohibit or make unlawful any current employment relationship or situation or the hiring or promotion of any person currently employed by the Township of Maurice River as of the effective date of this section which may technically be in violation of the terms hereof but for its prospective application. For purposes of interpreting this exception, person appointed to positions of employment with the Township for a set term shall be considered current employees notwithstanding the fact that the then term may have ended. Such persons holding positions of employment with the Township under a set term may be hired to any position in the Township, rehired, reappointed or promoted, as may be the case, without violating this section.

2-72.3 Definitions

As used in the section:

"Contractors" shall mean contractors, independent contractors, subcontractors, vendors, professionals appointed pursuant to the Fair and Open Process or the Non-Fair and Open Process or person, persons or business working for the Township whose employment is limited in scope or duration to a specific project with the Township and subject to either a bid proposal or solicitation of quotes. (Examples would include, but not be

limited to: road projects; construction projects; projects). Employment with contractors shall be considered for the purpose of this section as employment with the Township.

"*Elected Official*" shall mean person holding the position of either Mayor or Committee member of the Township of Maurice River.

"*Family Member or Relative*" shall mean 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 cousin, aunt, uncle, foster children, domestic partner, or cohabitants.

"*Supervisor*" shall mean any employee of the Township of Maurice River having supervisory duties and powers over another employee or employees within the respective Township of Maurice River.

"*Temporary Employment*" shall mean any employment which is not full-time, regular part-time, or seasonal employment.

"*Department Head*" shall mean those individuals who hold such positions in accordance with the Township Code of Maurice River, or as described in the laws of the State of New Jersey.

2-72.4 Restrictions on Hiring, Supervision and Promotions of Employees

The following restrictions shall apply to the hiring and promotion of employees to employment positions for the Township of Maurice River.

- A. *Elected Officials.* No elected official of the Township of Maurice River shall be considered for employment or hired to a position of employment with the Township of Maurice River either during his or her term of office. No elected official shall serve as a liaison to any department that employs any family member or relative.
- B. *Family Member or Relative of Elected Official.* No person who is a family member or relative (as defined above) of any elected official of the Township of Maurice River shall be considered for employment as an employee of the Township. This shall not restrict nor prohibit the continued employment of individuals to a position or positions with the Township where a relative of an employee is elected as a Mayor or Committee member after the date of the employee's start of employment with the Township.
- C. *Promotion of Existing Employees.* Notwithstanding the prospective applications as to the remainder of this section as applied above, no elected official may participate in the promotion process or hiring process in the department of any existing employee who is a family member or relative of the elected official. The elected official shall abstain from participation in such personnel action as it applies to such relative.
- D. *Appointments.* No family member or relative of an elected official of the Township of Maurice River shall be appointed to the position of any Township professional who receives compensation, or any Township Board or Commission which has more than an advisory role and/or one in which the members receive compensation.

E. *Department Head.* No person who is a family member or relative (as defined herein) of any department head of the Township of Maurice River shall be considered for employment as an employee of the Township. This shall not restrict nor prohibit the continued employment of individuals to a position or positions with the Township where a relative of a department head is hired before the date of this order.

2-72.5 Purpose

This policy is not for the purpose of depriving any citizen of an equal chance for employment with the Township, but is solely intended to eliminate the potential for preferential treatment of family members or relatives of members of the Governing Body and/or any Department Head.

2-72.6 Current Employees.

Except as may be otherwise expressly provided for herein, this section shall not affect the employment of any present Township employees and/or any existing contractual obligations with employees of the Township of Maurice River.

SECTION 2.

All other parts, portions, and provisions of Chapter 2 of the Township of Maurice River Code, are hereby ratified and confirmed, except where inconsistent with the terms thereof. In the event of any such inconsistency, the terms of this Ordinance shall be deemed to govern.

SECTION 3.

The terms of this Ordinance are hereby declared to be severable; should any part, portion or provision hereof be declared invalid or unconstitutional, said finding shall not affect any other part, portion, or provision thereof.

SECTION 4.

This Ordinance shall take effect immediately upon adoption and publication as prescribed by law.

First Reading: November 17, 2022
Publication: November 23, 2022