

ORDINANCE NO. 2020-09

TOWNSHIP OF GREEN, COUNTY OF SUSSEX, STATE OF NEW JERSEY

**AN ORDINANCE ADOPTING A NEW NEPOTISM POLICY
TO THE GREEN TOWNSHIP CODE**

WHEREAS, the Township of Green has a Nepotism Policy as part of the Green Township Employee Handbook Policies and Procedures, adopted as Appendix E of the Green Township Code; and

WHEREAS, the Township Committee desires to specifically adopt the Nepotism Policy as an ordinance and part of the Green Township Code;

NOW, THEREFORE, BE IT ORDAINED by the Township Committee of Green Township, Sussex County, New Jersey, that a new Section 2-56 shall be adopted as part of the Green Township Code, regarding the personal relationships and nepotism procedure, as set forth herein:

SECTION 1.

A new Section 2-56 shall be adopted as follows:

2-56 **PERSONAL RELATIONSHIPS AND NEPOTISM PROCEDURE**

Consensual personal relationships and family relationships between employees are generally not the Township's concern. However, employees involved in such relationships that work as supervisor and subordinate must promptly inform the Clerk of the personal relationship, in order to allow the Township to consider taking action to change the reporting relationship between the individuals. A change in the working relationship of two employees involved in a personal or family relationship may be necessary to avoid partiality, a conflict of interest, or even the appearance of such.

Failure of an employee to give proper notice of such a relationship may result in the denial of legal representation and indemnification by the Township in the event that a lawsuit is filed in connection with the relationship.

Unless otherwise provided by the New Jersey Civil Service Commission or collective bargaining unit agreements, immediate relatives shall not be hired, promoted or transferred to a regular full-time or regular part-time position where:

- One relative would have the authority to appoint, remove, discipline or evaluate the performance of the other;
- One relative would be responsible for auditing the work of the other; or
- Other circumstances exist that place the relatives in a situation of actual or reasonably foreseeable conflict of interest.

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TOWNSHIP OF GREEN, COUNTY OF SUSSEX, STATE OF NEW JERSEY

For purposes of this policy, immediate relative includes spouse, civil union partner, domestic union partner, child, parent, stepchild, sibling, grandparents, daughter-in-law, son-in-law, grandchildren, niece, nephew, uncle, aunt, or any person related by blood or marriage residing in an employee's household.

SECTION 2 - SEVERABILITY

If any provision of this Ordinance or the application of this Ordinance to any person or circumstances is held invalid, the remainder of this Ordinance shall not be affected and shall remain in full force and effect.

SECTION 3 - REPEALER

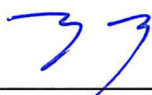
All ordinances or parts of ordinances or resolutions that are inconsistent or in opposition to the provisions of this Ordinance are hereby repealed in their entirety.

SECTION 4: EFFECTIVE DATE

This Ordinance shall take effect immediately upon adoption and publication in accordance with law.

ATTEST:

TOWNSHIP OF GREEN,
IN THE COUNTY OF SUSSEX



Mark Zschack, RMC
Township Clerk



Margaret "Peg" Phillips
Mayor, Green Township

Record of Vote - Introduction:

	MOTION	SECOND	AYE	NAY	ABSTAIN	ABSENT
Mr. Chirip						√
Mr. Conkling	√		√			
Mr. Qarmout						√
Mrs. Raffay		√	√			
Mrs. Phillips			√			

Record of Vote - Adoption:

	MOTION	SECOND	AYE	NAY	ABSTAIN	ABSENT
Mr. Chirip		√	√			
Mr. Conkling	√		√			
Mr. Qarmout			√			
Mrs. Raffay						√
Mrs. Phillips			√			

INTRODUCED: November 2, 2020
ADOPTED: November 23, 2020

ADVERTISED: November 6, 2020
ADVERTISED: November 26, 2020