

ORDINANCE 6 – 2016 (AMENDED 2-24-16)

**WASHINGTON TOWNSHIP
GLOUCESTER COUNTY**

**ORDINANCE PROHIBITING HIRING OF FAMILY MEMBERS OF ELECTED
OFFICIALS AND PROHIBITING TOWNSHIP EMPLOYEES FROM WORKING UNDER
THE DIRECT SUPERVISION OF FAMILY MEMBERS**

WHEREAS, the personnel policies of the Township of Washington, Gloucester County, should set the highest of ethical standards, and

WHEREAS, the hiring of family members of the elected officials of the Township of Washington, Gloucester County creates the appearance of impropriety; and

WHEREAS, the personnel Policies of the Township of Washington, Gloucester County, should avoid all instances of the appearance of impropriety, and

WHEREAS, Employees reporting directly to family members also creates the appearance of impropriety and could potentially bring forth issues regarding employment practices.

NOW, THEREFORE, be it ordained, by the Township of Washington, County of Gloucester as follows:

Ordinance 38-1994 and Ordinance 32-2013 are hereby repealed and deleted in their entirety.

Chapter 145 of the Code of Washington Township is hereby repealed and replaced with the following.

Nepotism

Section 1: Immediate Family Member Definition

- a. For the purposes of this section of the Township Code, Immediate Family Member shall be defined as wife, husband, son, daughter, mother, father, brother, sister, grandparents, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, stepparents, stepchildren, grand-children and their descendants.

Section 2: Prohibition on Hiring of Elected Officials Immediate Family Members

- a. Applications for employment shall not be accepted from immediate family members of the Township of Washington elected officials.
- b. The term "Township of Washington Elected Official" includes the mayor and council members without regard to whether they were appointed or elected.
- c. Subject to section 3 below employees that were hired prior to the election or appointment of their immediate family member shall not be deprived of any promotional rights through their normal career development.

Section 3: Supervision of Employees, Family Members

- a. Immediate family members of individuals currently employed by Washington Township may only be hired if they will not be working directly for an immediate family member. Nor should an individual be hired into a supervisory position of an immediate family member. Furthermore, employees cannot be transferred into such a reporting relationship.

- b. If a prohibited familial relationship is established after employment, the individuals concerned will be given the opportunity to decide who is to be transferred. If the decision is not made within 10 calendar days, the mayor will make the final decision.

All other ordinances or parts of ordinances of the Township of Washington previously adopted that are inconsistent with any of the terms and provisions of this Ordinance are hereby repealed to the extent of the inconsistency.

This ordinance shall take effect thirty (30) days after final passage by Council or twenty (20) days after approval by the Mayor, whichever comes first.

Public hearing: February 24, 2016

	NEWMAN	FAZZIO	MARTIN	DONATO	LONGFELLOW
YES	✓	✓	✓	✓	✓
ABSTAIN					
NO					
ABSENT					
RECUSE					

Adoption: March 30, 2016

	NEWMAN	FAZZIO	MARTIN	DONATO	LONGFELLOW
YES	✓	✓	✓	✓	✓
ABSTAIN					
NO					
ABSENT					
RECUSE					

TOWNSHIP OF WASHINGTON

BY: 
 SEAN LONGFELLOW, COUNCIL PRESIDENT

ATTEST:


 JILL MCCREA, TOWNSHIP CLERK

On this 6 day of MARCH, 2016, I hereby approve the above Ordinance.


 Barbara A. Wallace, Mayor