

COUNTY OF BERGEN
BOROUGH OF PARAMUS
ORDINANCE No. 2022-14

**ORDINANCE TO ESTABLISH CHAPTER 95 OF THE BOROUGH CODE
ANTI-NEPOTISM POLICY OF THE BOROUGH OF PARAMUS**

The Paramus Code is hereby amended to contain a new chapter 95. This chapter shall be called the "Anti-nepotism Policy of the Borough of Paramus."

Section 95.1 Applicability.

A. The prohibitions set forth in this chapter shall apply solely to employee positions for the Borough of Paramus.

B. This chapter shall not apply to nonpaid appointments to the various boards, commissions, committees and authorities of the Borough, nor to service in any volunteer organization, including those volunteer positions in the Ambulance Corp, Fire Department and Auxilliary Police.

C. Subject to the exception in Subsection D below, this chapter 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 Borough of Paramus as of the effective date of this chapter which may technically be violative of the terms hereof but for its prospective application. For purposes of interpreting this exception, persons appointed to positions of employment with the Borough 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 within the Borough, under a set term may be hired to any position in the Borough rehired, reappointed or promoted, as may be the case, without violating this chapter.

D. The prohibitions and restrictions contained in A and B shall not apply in the case of seasonal part-time employment including, but not limited to referees, umpires and other per diem employees of recreation and sports programs.

E. The prohibitions set forth in this chapter are enforceable only to the extent that they are not in violation of applicable civil service statutes or any other applicable state laws.

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Section 95.2 Definitions.

As used in this chapter, the following terms shall have the meanings indicated:

ELECTED OFFICIAL

Persons holding the position of Council member or Mayor of the Borough of Paramus.

EMPLOYEE

For purposes of this chapter shall mean those persons as set forth in the Borough Salary Ordinance: Borough Administrator, Chief Financial Officer, Fire Chief, Police Chief, Certified Public Works Manager, Construction Code/Building Department Official.

RELATIVE

Includes spouses, parents/children, siblings, first cousins, aunts, uncles, nieces and nephews over the age of eighteen (18) years old.

Restriction in hiring and promoting relatives of elected officials.

The following restriction shall apply in the hiring and promotion of employees to employment positions for the Borough of Paramus:

A. No person who is a relative of any elected official of the Borough of Paramus shall be considered for employment as an employee of the Borough. This shall not restrict nor prohibit the continued employment of individuals to a position or positions with the Borough where a relative of an employee is elected as a Borough Councilperson or Mayor after the date of the employee's start of employment with the Borough.

B. Promotion of existing employees. Notwithstanding the prospective application as to the remainder of this chapter as applied above, no elected official may participate in the promotion or hiring process in that department of any existing employee who is a relative of such elected official. Such elected official shall abstain from participation in such personnel action as it applies to such relative.

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Section 95.3 Purpose.

This policy is not for the purposes of depriving any citizen of an equal chance for employment with the Borough but is solely intended to eliminate the potential for preferential treatment of the relatives of elected officials.

Current employees.

Except as may be otherwise expressly provided for herein, this chapter shall not affect the employment of any present Borough employees and/or any existing contractual obligations with employees by the Borough of Paramus.



ANNEMARIE KRUSZNIS, RMC
Borough Clerk



RICHARD A. LABARBIERA
Mayor

Introduced: May 24, 2022
Final: June 14, 2022