

Clerk

From: Need for Transparency <opra+request-48596-6f5d9488@requests.opramachine.com>
Sent: Monday, July 24, 2023 11:19 PM
To: Clerk
Subject: RE: OPRA request - Policy for Township Employee Relationships

Dear Clerk,

My request is pertaining to any rules, regulations or policies regarding dating and/or romantic relationships between two Lawrence Township employees.

Yours sincerely,

Need for Transparency

-----Original Message-----

Dear Need for Transparency:

The Clerk's Office is in receipt of your OPRA request, and it has been forwarded to appropriate department (s) for review. In response, the Reviewer has asked for clarification on what you mean by "Employee Relations."

So, that the Reviewer can properly understand your request, please clarify the exact records you are seeking as it relates to relationships involving employees.

Thank you.

Kind regards,

Tonya D. Carter, CMC

Municipal Clerk

Township of Lawrence

2207 Lawrenceville Road

Lawrence Township, New Jersey 08648

609-844-7001

[Lawrence Township (Mercer) request email]

Please use this UNIQUE email address for all replies to this request and no other:

opra+request-48596-6f5d9488@requests.opramachine.com

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View this OPRA request & responses online:

https://url.emailprotection.link/?bBZ-plhylqKxPdobPtdUB97Uaf2S3BQjIYMA11qHDApmmCJ8jnpyaQ004MtSgfzE0qh53tn-ae0E5biz9u_JKuZqaxSqOZTIqTuZNMbMfFK_TcYHg_5IXJgqld4FOKHD7

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

**Township of Lawrence
County of Mercer**

Resolution No. 113-22

WHEREAS, the Township Council is desirous of initiating an Anti-Nepotism Policy to comply with the requirements relating to the direct hiring of Police Officers in Civil Service municipalities; and

WHEREAS, the hiring, promoting, transferring, demoting or reassigning of relatives is prohibited if the employment of such an individual would result in the creation of a prohibited employment relationship; and

WHEREAS, the following prohibited relationship is created when:

- 1. One relative would have the authority to supervise either directly or from one level above, appoint, remove, discipline, evaluate or otherwise affect the work or employment of another relative.**
- 2. The relative would be responsible for auditing the work of the other.**
- 3. Other circumstances exist which would place the relatives in a situation of actual or reasonably foreseeable conflict between the Township's interest and their own.**

and;

WHEREAS, employees who marry or become related by marriage may continue in their employment if the marriage does not result in the creation of a prohibited relationship; and

WHEREAS, if the marriage results in the creation of a prohibited relationship, the employer will explore potential accommodations including the reassignment of one or both employees to available positions for which the employees are qualified; and

WHEREAS, relative includes spouse, parent, step-parent, child, step-child, sibling, step-sibling, half-sibling, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparent, grandchild, aunt, uncle, niece, nephew, and first cousins.

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of Lawrence County of Mercer, State of New Jersey, that this policy applies to all employees hired, promoted, transferred, demoted, or reassigned on or after the date of adoption and to all prohibited relationships created on or after the date of adoption; and

BE IT FURTHER RESOLVED, that unless otherwise permitted by the NJ Civil Service Commission Rules and Regulations, the Township shall not hire as an employee who is a member of the Appointing Authority's immediate family or the immediate family of a member of the Township Council; and

BE IT FURTHER RESOLVED, that this policy does not apply to nonpaid appointments to various boards or committees, except as prohibited by the Lawrence Township Administrative Code, nor to service in any organization, including those volunteer positions in the fire companies that serve the Township.

Adopted: March 1, 2022

RECORD OF VOTE

COUNCIL	AYE	NAY	PRESENT	ABSENT	ABSTAIN	MOVE	SECOND
Mr. Bobbitt	✓			✓			
Mr. Kownacki	✓					✓	
Ms. Lewis	✓						✓
Mr. Powers	✓						
Mayor Ryan	✓						