

BOROUGH OF FRANKLIN

ORDINANCE No. 12-2022

AN ORDINANCE OF THE BOROUGH OF FRANKLIN, COUNTY OF SUSSEX, AND STATE OF NEW JERSEY REPLACING SECTIONS 56-1 THROUGH 56-5 REGARDING EMPLOYMENT PRACTICES

BE IT ORDAINED by the Mayor and Council of the Borough of Franklin, County of Sussex, and State of New Jersey that the Franklin Borough Code is amended as follows:

SECTION I. Section 56 of the Code is hereby replaced as follows:

§ 56-1. Employment practices.

A. The Borough Council shall have the authority to:

1. Approve the hiring of any Department Head;
2. Approve the creation of any new position;
3. Authorize adequate funds in the budget for each existing position or position to be filled.

B. Whenever a vacancy exists (or a new position is created), notice shall be posted in the Borough Hall and the appropriate public forum for at least 10 days to allow applications.

C. All applications received shall be reviewed by the appropriate department head and Borough Administrator and may be reviewed by the Personnel Committee.

D. The Borough Council may interview personally the applicants for Department Head Positions who appear to be best qualified and most desirable for the position and select the one to be appointed.

E. The Borough Administrator shall hire all employees, for positions approved and funded, except for Department Heads and Police Officers.

F. All hiring for Police Officers shall be approved by the Borough Council with a written resolution setting forth the interview, review and hiring process.

G. All new employees will receive a copy of the Borough of Franklin's Employee Handbook and shall sign an acknowledgement.

H. Except when statutory requirements direct otherwise, all new employees (or old employees transferred to new or other job positions) shall be considered probationary for a minimum period of three months.

I. All veterans, as defined by N.J.S.A. 11A:5-1 shall be afforded a preference in hiring, provided that the veteran and nonveteran are equally qualified in all measurable criteria for the position.

J. All residents of the Borough of Franklin shall be afforded a preference in hiring, provided the resident and the nonresident are equally qualified in all measurable criteria for the position.

K. No person who is related to a Borough elected office holder, officer or department head shall be employed by the Borough. A relation for the purpose of this section is defined as brother, sister, husband,

wife, life partner, son, daughter, ward, son-in-law, daughter-in-law, brother-in-law, sister-in-law, father, mother, father-in-law, mother-in-law, grandmother, grandfather, grandson and granddaughter.

L. Whenever it is practical to do so, promotions shall be made from within the ranks of the Borough staff. Promotions from within the ranks shall be based on merit, character, qualifications and work habits, as determined by review of all available facts.

M. Supervisors shall be responsible for on the job instructions, as well as for providing guidance for all persons under their leadership.

N. Recommendations for promotions or transfers shall be signed by the supervisor and forwarded to the Borough Administrator or Borough Council for consideration and action.

SECTION II.

Subsections 56-2 and 56-5 are hereby deleted and reserved for future use.

SECTION III

All ordinances or parts of ordinances inconsistent with this ordinance are hereby repealed to the extent of such inconsistencies.

SECTION IV


If any article, section, subsection, paragraph, phrase or sentence is, for any reason, held to be unconstitutional or invalid, said article, section, subsection, paragraph, phrase or sentence shall be deemed severable.

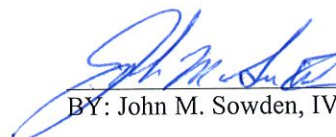
SECTION V

This Ordinance shall take effect immediately upon final publication as provided by law.

ATTEST:

BOROUGH OF FRANKLIN


Darlene J. Tremont, CLERK


BY: John M. Sowden, IV, MAYOR

DATED: July 26, 2022

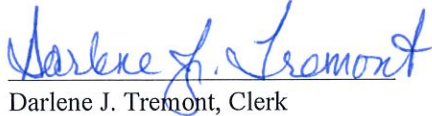
NOTICE

NOTICE is hereby given that the foregoing Ordinance was introduced to pass on first reading at a regular meeting of the Council of the Borough of Franklin held on June 28, 2022, at 7:00 p.m. and ordered published in accordance with the law. Said Ordinance will be considered for final reading and adoption at a regular meeting of the Borough Council to be held on July 26, 2022, at 7:00 p.m., or as soon thereafter as the Borough Council may hear this Ordinance at the Municipal Building, 46 Main Street, Franklin, New Jersey 07416, at which time all persons interested may appear for or against the passage of said Ordinance.

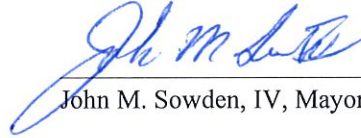

Darlene J. Tremont, Municipal Clerk

CERTIFICATION

I, Darlene J. Tremont, Clerk of the Borough of Franklin, do hereby certify that the Borough of Franklin Council duly adopted the foregoing Ordinance on the 26th day of July, 2022.



Darlene J. Tremont, Clerk
Borough of Franklin



John M. Sowden, IV, Mayor

Introduced: June 28, 2022

Adopted: July 26, 2022

RECORD OF COUNCIL VOTES-FIRST READING					Move	2nd
COUNCIL MEMBER	AYES	NAYES	ABSTAIN	ABSENT		
CONCETTO FORMICA COUNCIL PRESIDENT	X					
RACHEL HEATH	X					
JOSEPH LIMON		X				
JOHN POSTAS	X					X
STEPHEN SKELLENGER	X				X	
GILBERT SNYDER		X				
MAYOR SOWDEN, IV (Tie Only)						

RECORD OF COUNCIL VOTES-SECOND READING					Move	2nd
COUNCIL MEMBER	AYES	NAYES	ABSTAIN	ABSENT		
CONCETTO FORMICA COUNCIL PRESIDENT	X					
RACHEL HEATH	X					
JOSEPH LIMON	X					
JOHN POSTAS	X					X
STEPHEN SKELLENGER	X					
GILBERT SNYDER	X				X	
MAYOR SOWDEN, IV (Tie Only)						

**BOROUGH OF FRANKLIN
LEGAL NOTICE**

ORDINANCE No. 12-2022

**AN ORDINANCE OF THE BOROUGH OF FRANKLIN, COUNTY OF SUSSEX, AND
STATE OF NEW JERSEY REPLACING SECTIONS 56-1 THROUGH 56-5 REGARDING
EMPLOYMENT PRACTICES**

NOTICE is hereby given that the above Ordinance was introduced and passed on first reading at a meeting of the Borough Council of the Borough of Franklin, in the County of Sussex, State of New Jersey, held in the Borough Municipal Building, 46 Main Street, Franklin, NJ, on the 28th day of June, 2022, and the same came up for final passage at a meeting of the said Borough Council on the 26th day of July, 2022, at which time, after persons interested were given an opportunity to be heard concerning said ordinance, the same was passed and will be in full force in the Borough according to law by order of the Borough Council of the Borough of Franklin, County of Sussex and State of New Jersey.



Darlene J. Tremont, Municipal Clerk