

ORDINANCE NUMBER 3 OF 2017

ANTI-NEPOTISM POLICY

WHEREAS, Throop Borough is establishing an Anti-Nepotism Policy to prohibit the appointing authority from hiring, employing or appointing persons related by blood or marriage as an employee of Throop Borough Council unless such hiring is recognized by statutory protection; and,

WHEREAS, this Anti-Nepotism Policy seeks to eliminate any preferential recognition, hiring, employment or appointment of relatives (see definition) by the appointing authority; and,

WHEREAS, this Anti-Nepotism Policy does not apply to any employee who is now presently employed by the Borough of Throop;

NOW THEREFORE, the parties hereto intending to be legally bound hereby agree as follows:

SECTION 1

DEFINITIONS:

A. Appointing Authority – Appointing authority includes Throop Borough Council, the office of the Mayor, Department Supervisors, Statutory Boards, Authorities, Commissions, Agencies and Committees.

B. Nepotism - Nepotism is the practice among and by those with power and influence of hiring, employing and/or appointing relatives by reason of their blood or marital relationship to the appointing authority.

C. Relatives – includes relationships by blood – blood, parent, child, grandparent, grandchildren, brother, sister, uncle, aunt, nephew, niece, first cousin; and relationships by marriage – husband, wife (as defined by state law) step-parent, step-child, brother-in-law, sister-in-law, mother-in-law, father-in-law, son-in-law, daughter-in-law, half brother, half sister, uncle, aunt, nephew, niece.

SECTION 2

Appointing authority is prohibited from hiring, employing, appointing relatives as defined in this ordinance to any job, position or office in the Borough of Throop.

SECTION 3

In addition, candidate for employment will not work directly for or be supervised by a relative.

SECTION 4

If any section, clause, provision or portion of this ordinance shall be held invalid or unconstitutional by any Court of competent jurisdiction, such decision shall not affect any other section, clause, provision or portion of this Ordinance so long as it remains legally enforceable minus the invalid portion. The Borough of Throop reserves the right to amend this Ordinance or any portion thereof from time to time as it shall deem advisable in the best interests of the promotion of the purposes and intent of this Ordinance and the effective administration thereof.

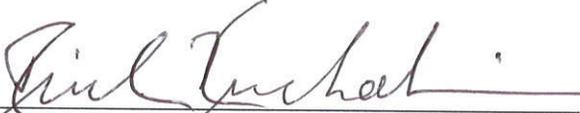
SECTION 5

This ordinance shall become effective immediately upon its enactment.

SECTION 6

This Ordinance is enacted by the Council of the Borough of Throop under the authority of the Act of the Legislative, as amended, December 12, 1990, P.L. 1994, No. 220, and any other applicable law arising under the laws of the Commonwealth of Pennsylvania.

ORDAINED AND ENACTED this 27th day of March, 2017.



Richard Kucharski
Council President



Frank Shimkus
Mayor

Attest:



Renee O'Malley
Secretary