

TOWNSHIP OF MANALAPAN

ORDINANCE NO. 2020-06

AN ORDINANCE OF THE TOWNSHIP COMMITTEE OF THE TOWNSHIP OF MANALAPAN, IN THE COUNTY OF MONMOUTH, STATE OF NEW JERSEY, AMENDING AND SUPPLEMENTING CHAPTER 30, "PERSONNEL POLICIES", OF THE CODE OF THE TOWNSHIP OF MANALAPAN, ARTICLE III, "APPOINTMENT AND PROBATION; PROMOTIONS AND TRANSFERS", SECTION 30-8, "APPOINTMENT AND PROBATION", TO ADD A REQUIREMENT FOR CRIMINAL BACKGROUND CHECKS.

WHEREAS, employees of the Township of Manalapan in the course of performing their duties are frequently in contact with residents, visitors, business owners, participants in Township programs and activities, including children's sports and other programs; and

WHEREAS, pursuant to the "Opportunity to Compete Act", N.J.S.A. 34:6B-11, et seq., employers are permitted to inquire into a job applicant's criminal background history after the conduct of an initial interview; and

WHEREAS, the Township Committee finds that it would be in the best interest of the public health, safety and welfare to perform criminal history background checks on prospective employees, in accordance with the procedures set forth in the "Opportunity to Compete Act";

NOW, THEREFORE, BE IT ORDAINED by the Township Committee of the Township of Manalapan, County of Monmouth and State of New Jersey, as follows:

SECTION I. Chapter 30, "Personnel Policies", of the code of the Township of Manalapan, Section 30-8, "Appointment and Probation", be and the same is hereby amended and supplemented to add thereto the following paragraph:

"D. No person shall be hired as a full-time or part-time employee of the Township until a criminal background history check is performed by the police department. No such background check shall be performed until the initial application process, including a first interview, has been completed."

SECTION II. All Ordinances or parts thereof inconsistent with the provisions of this Ordinance be and the same are hereby repealed to the extent of such inconsistencies.

SECTION III. Should any section, paragraph, clause of any other portion of this Ordinance be adjudged by a Court of competent jurisdiction to be invalid, such judgment shall not affect, impair or invalidate the remainder of this Ordinance.

SECTION IV. This Ordinance shall take effect upon its passage and publication according to law.

NOTICE OF PUBLIC HEARING

The Ordinance published herewith was Introduced and approved at a meeting of the Township Committee of the Township of Manalapan held on March 25, 2020 and will be further considered for final passage after a Public Hearing thereon before the Township

Committee of the Township of Manalapan during a meeting to be held on Wednesday, April 15, 2020 at the Municipal Complex, 120 Route 522 and Taylors Mills Road, Manalapan, New Jersey at 7:30 p.m. or as soon thereafter as the matter may be reached, or at any meeting to which that meeting may be adjourned, at which time any and all persons who may be interested therein will be given an opportunity to be heard.

The proposed Ordinance in its entirety is on file in the Municipal Clerk's Office and copies may be obtained without charge between the hours of 8:30 a.m. and 4:30 p.m. Monday through Friday. A complete copy may also be obtained from the Manalapan Township web-site www.mtnj.org by clicking on the Ordinance title listed on the Agenda posted for the Township Committee meeting of April 15, 2020.

SHARI E. ROSE, RMC
Deputy Municipal Clerk