

RESOLUTION OF THE TOWNSHIP OF FRANKLIN, COUNTY OF HUNTERDON, STATE  
OF NEW JERSEY SETTING FORTH A POLICY FOR OUTSIDE EMPLOYMENT FOR  
MUNICIPAL OFFICIALS

WHEREAS, the Township of Franklin, County of Hunterdon, State of New Jersey recognizes that some employees may wish to work for compensation outside of their employment; and

WHEREAS, the Township also recognizes the potential for a conflict between such employment and the employee's position; and

WHEREAS, outside employment must not compete, conflict with or compromise, either in substance or appearance, the Township's interests or adversely affect job performance and the ability to fulfill all responsibilities to the Township; and

WHEREAS, employees are cautioned to consider carefully the demands that additional work activity will create before accepting outside employment. Outside employment will not be considered an excuse for poor job performance, absenteeism, tardiness, leaving early, refusal to travel or refusal to work overtime or different hours. If outside work activity causes or contributes to job-related problems, it must be discontinued and if necessary, normal disciplinary procedures will be followed to deal with the specific problem; and

WHEREAS, prior to accepting outside employment, the employee must submit a proposal for outside employment in writing providing the name of the proposed employer, the job title, duties, location and the schedule to his/her Department Head for review and approval. The Township Committee shall have the ability to review and overrule any decisions of the Department Head. Any changes to the employment going forward will have to be reviewed and approved.

NOW, THEREFORE BE IT RESOLVED, that the Township Committee of the Township of Franklin, County of Hunterdon, State of New Jersey do hereby approve this policy and said policy will be added to the Township Personnel Policy and Procedure Manual.

CERTIFICATION

I, Ursula V. Stryker, Municipal Clerk of the Township of Franklin, County of Hunterdon, State of New Jersey do hereby certify the foregoing to be a true and correct copy of a Resolution adopted by the Township Committee at its Regular Meeting held on Thursday, October 13, 2016.

Ursula V. Stryker, RMC