

**TOWNSHIP OF WEST BRADFORD  
ORDINANCE #94-04**

***AN ORDINANCE OF THE TOWNSHIP OF WEST BRADFORD, COUNTY OF CHESTER AND COMMONWEALTH OF PENNSYLVANIA, PROHIBITING NEPOTISM IN THE HIRING AND EMPLOYMENT PROCESSES OF THE TOWNSHIP OF WEST BRADFORD, PROHIBITING THE APPOINTMENT OR EMPLOYMENT OF PERSONS RELATED WITHIN CERTAIN DEGREES OF CONSANGUINITY, EXCEPTING THEREFROM EXISTING APPOINTMENTS AND EMPLOYMENT, AND PROVIDING PENALTIES FOR THE VIOLATION THEREOF.***

**Whereas**, the Board of Supervisors of the Township of West Bradford has determined that the hiring, employment and appointment of certain persons related to elected, appointive or other high-ranking positions in the Township of West Bradford, is a practice opposed to the best interest of the public, that the same creates conflict of interest situations, or the appearance of the same, undermines the morale and well-being of the employees and citizens of the township, appointive officials and elected persons, and is contrary to the health, welfare and safety of the residents of the township; and

**Whereas**, the Board of Supervisors of the Township of West Bradford is desirous of adopting and ordaining an anti-nepotism ordinance to prohibit such practices.

**NOW, THEREFORE, BE IT ORDAINED, and it is hereby ordained as follows:**

**SECTION 1.** No spouse, parent, parent-in-law, son or daughter, brother or sister, by the whole or half blood, of any elected person, or person holding appointive office in the Township of West Bradford, shall be employed as a permanent member of the administrative, public works, financial, recreation or any other department or activity of the Township of West Bradford or of any authority or agency now existing or hereafter created.

**SECTION 2.** So as to prevent the appointment and distribution of public employment jobs, within a limited number of families, and so as to provide public employment and job opportunities for all residents and households of the township, no spouse, parent, parent-in-law, son or daughter, brother or sister, by the whole or half blood, of any other employee of the Township of West Bradford shall be employed as a permanent member of the administrative, public works, financial, recreation or any other department or activity of the Township of West Bradford or of any authority or agency now

existing or hereafter created.

**SECTION 3.**

No persons presently holding any appointive or elected position, or any other job in the Township of West Bradford, who may be within the prohibited degrees of consanguinity set out in the previous two sections shall be affected by this ordinance, nor shall their appointment or employment be affected thereby.

**SECTION 4.**

Any person contemplating the acceptance of employment or an appointive position within the Township of West Bradford shall first make known to the Board of Supervisors or to the Secretary Manager of the Township any relationship which falls within the aforesaid degrees of consanguinity and shall execute an application for employment or appointment prior to accepting any such position, which application shall contain an affidavit that such person is not within the prohibited degrees of consanguinity stated aforesaid, and which shall be acknowledged before a Notary Public authorized to administer oaths in the Commonwealth of Pennsylvania.

**SECTION 5.**

Nothing contained herein shall be construed to prohibit the employment of persons on a "part-time" or "seasonal" basis, who would otherwise be barred from permanent employment. "Part-time" or "seasonal" employment shall be defined as employment for not more than fourteen (14) weeks per calendar year regardless of the number of hours per week the "part-time" or "seasonal" employee works. For the purposes of this ordinance, a "part-time" or "seasonal" employee shall be deemed to have worked an entire week if the employee works one hour during a given week. Any employment not "part-time" or "seasonal" shall be deemed to be "permanent employment".

**SECTION 6.**

Nothing contained herein shall be construed to prohibit the continued employment of any employee who, after already having been employed, comes within the prohibited degrees of consanguinity because of the marriage of said employee or a member of said employee's family.

**SECTION 7.**

Nothing contained herein shall be construed to prohibit or restrain the acceptance of any elective office within the Township of West Bradford notwithstanding the existence of prohibited degrees of consanguinity between the person employed or enjoying an appointive office in the township, nor shall any such person who has been employed by the township or appointed to an appointive

office be required to resign or to terminate employment because of the election of a person within the prohibited degrees of consanguinity set out in Sections 1 and 2 hereof, which election shall have taken place following the employment or appointment of such person.

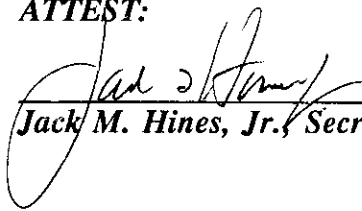
**SECTION 8.** Any person violating any of the provisions of this ordinance, and in particular, Section 4 hereof, shall be subject to immediate dismissal from the position which such person holds.

**SECTION 9.** In the event any section or sections of this ordinance, or parts of the same, shall be declared to be invalid by any Court of competent authority, the remaining provisions of this ordinance shall continue in full force and effect notwithstanding.

**SECTION 10.** This ordinance shall take effect immediately.

***ORDAINED AND ENACTED into law this 13th day of September, 1994.***

**ATTEST:**

  
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*Jack M. Hines, Jr., Secretary*

**THE TOWNSHIP OF WEST BRADFORD:**

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*John A. Haiko, Chairman*

  
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*Kenneth E. Klunk, Vice Chairman*

  
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*Mark J. Blair, Member*