

Approved, September 12, 2023

Municipal Building  
Park Ridge, NJ  
July 17,2023 - 3:00 P.M.

A Special Meeting of the Mayor and Council of the Borough of Park Ridge was called to order at the above time, place and date.

Mayor Misciagna led everyone in the Pledge of Allegiance to the Flag.

**Present:** Councilmember Hoffman, Councilmember Ferguson, Councilmember Capilli  
Councilmember Cozzi, Councilmember Goldsmith, Council President Fenwick and Mayor  
Misciagna

**Also Present:** John Schettino, Borough Attorney  
Connie Carpenter, Borough CFO  
Magdalena Giandomenico, Borough Clerk

**Mayor Misciagna Reads Compliance Statement**, as required by Open Public Meeting Act,  
P.L. 1975, Chapter 231.

**PUBLIC PRIVILEGE OF THE FLOOR:**

Mayor Misciagna asks if anyone present wishes to be heard on any matter.

*Upon recognition by the Mayor, the person shall proceed to the floor and give his/her name and address in an audible tone of voice for the records. Unless further time is granted by the Council, he/she shall limit his/her statement to five (5) minutes. Statements shall be addressed to the Council as a body and not to any member thereof. No person, other than the person having the floor, shall be permitted to enter into any discussion, without recognition by the Mayor.*

1. Council President Fenwick would like to have the following sections removed from the proposed Anti-Nepotism Policy in red:
  - Definitions: RELATIVE section ...any other person related by blood or marriage.
  - Section 3 letter A: Elected officials. No elected official of the Borough of Park Ridge shall be considered for employment or hired to a position of employment with the Borough of Park Ridge either during his or her term of office or within four years after the expiration of the term. No elected official shall serve as Council liaison to any department that employs any relative of that elected official.
  - Section 3 letter E: Department heads. No person who is a relative of any department head of the Township of Vernon shall be considered for employment as an employee of the Township of Vernon. This shall not restrict nor prohibit the continued employment of individuals to a position with the Township of Vernon where a relative of a department head is hired before the effective date of this chapter.

\*All in favor of making the changes the proposed policy was amended to remove the sections in red.

2. Councilman Hoffman would like to review this section 3 letter B. of the policy in the future: Relative of elected officials. No person who is a relative of any elected official of the Borough of Park Ridge shall be considered for employment as an employee of the Borough of Park Ridge. This shall not restrict nor prohibit the continued employment of individuals to a position with the Borough of Park Ridge where a relative of an employee is elected as a Mayor or Council member after the date of the employee's start of employment with the Borough of Park Ridge.

-----

Mayor Misciagna asks for a motion to accept Res. No. 023-208 – Approve Amending Employee Handbook - Anti-Nepotism Policy

A motion was made by Council President Fenwick and seconded by Councilmember Ferguson to confirm.

**AYES:** Councilmember Hoffman, Councilmember Ferguson, Councilmember Capilli, Councilmember Goldsmith, Councilmember Cozzi and Council President Fenwick.

-----  
**BOROUGH OF PARK RIDGE  
RESOLUTION NO. 023-208**

**RESOLUTION APPROVING REVISION TO  
EMPLOYEE HANDBOOK TO INCLUDE ANTI-NEPOTISM POLICY**

**WHEREAS**, the Borough of Park Ridge previously approved an Employee Handbook for its employees; and

**WHEREAS**, upon further review, the Borough desires to revise the Employee Handbook to include an Anti-Nepotism Policy; and

**WHEREAS**, the Governing Body, Police Chief and Borough Attorney have reviewed the Anti-Nepotism Policy, a copy of which is attached hereto and incorporated herein by reference, and recommend the approval of same; and

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and Council of the Borough of Park Ridge, County of Bergen and State of New Jersey that the revision to the Employee Handbook to include an Anti-Nepotism Policy, a copy of which is attached hereto and incorporated herein by reference, be and is hereby approved; and

**BE IT FURTHER RESOLVED**, that the Borough Clerk be and is hereby authorized and directed to take all steps necessary to effectuate the revision to the Employee Handbook in accord with the attached and as referenced herein.

-----  
**ADJOURN**

A motion was made by Councilman Ferguson and seconded by Councilman Hoffman to adjourn the Special Mayor and Council meeting. Meeting adjourned at 3:16 P.M.