

CODE OF ETHICS
FOR OFFICERS AND EMPLOYEES OF
THE BOARD OF ELECTIONS
OF PASSAIC COUNTY

PURPOSE OF THE CODE

The purpose of this Code is to establish standards of conduct for all officers, elected or appointed, as well as all employees of the Board of Elections of the County of Passaic, in order that the citizens of Passaic County shall be served with integrity, honor, and the highest standards of morality.

The purpose of this Code is to reaffirm the proposition of the Freeholders of the County of Passaic that the public interest will be the primary concern of those in whom the citizens have placed their trust.

RESPONSIBILITIES OF PUBLIC OFFICE

Public officers and employees of the Board of Elections are bound to uphold the Constitution of the United States and of the State of New Jersey, and it is incumbent upon them to carry out, fairly and impartially the laws of the United States, the State of New Jersey and of Passaic County.

Public officers and employees of the Board of Elections are bound to discharge faithfully, the duties of their office, regardless of personal considerations.

Public officers and employees of the Board of Elections shall perform their duties in such manner to render fair and equal treatment to all, regardless of race, religion, national origin, or political preference.

PROVISIONS OF THE CODE

1. Definitions:

"Financial Interest" by reason of business shall include partners or a stock interest of ten percent (10%) or more.

"Personal interest," as distinguished from financial interest governs those relationships arising from blood, marriage or business.

The word "officer" in this Code of Ethics shall include the department heads of the Board of Elections.

The term "employee" as used in this Code of Ethics shall include every person who is in the office of the Board of Elections and on the payroll of the County of Passaic.

2. No County officer or employee of the Board of Elections should have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity, which is in substantial conflict with the proper discharge of his duties in the public interest.

3. No officer or employee of the Board of Elections of Passaic County should undertake any employment or service, whether compensated or not, which might reasonably be expected to impair his objectivity and independence of judgment in the exercise of his official duties.

4. No officer or employee of the Board of Elections of Passaic County should use or attempt to use his official position to secure unwarranted privileges or advantages for himself or others.

5. No County officer or employee should accept any gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred: that such gift, service or other thing of value was given or offered for the purpose of influencing him in the discharge of his official duties.

6. No officer or employee of the Board of Elections of Passaic County should knowingly act in any way that might reasonably be expected to create an impression or suspicion among the public having knowledge of his acts that he may be engaged in conduct violative of his trust as an officer or employee of the Board of Elections of Passaic County.

7. No officer or employee of the Board of Elections of Passaic County should act in his official capacity in any matter wherein he has a direct or indirect personal financial interest that might reasonably be expected to impair his objectivity or independence of judgment.

8. Rules of conduct adopted pursuant to these principles should recognize that under our democratic form of government public officials and employees should be drawn from all of our society, that citizens who serve in government can not and should not be expected to be without any personal interest in the decisions and policies of government; that citizens who are government and county officers and employees have a right to private interests of a personal, financial and economic nature; that standards of conduct should separate those conflicts of interest which are substantial and material or which bring government into disrepute.

Nothing in this Code of Ethics shall be construed to impair or abridge any constitutional or civil right to which any public official or employee may be entitled.

In all instances, the common good and the best interests of the citizens of Passaic County shall be the prime consideration.

There can be no compromise with the integrity of our County officials and employees of the Board of Elections. We, members of the Board of Chosen Freeholders of Passaic County, view the Code of Ethics as a desirable safeguard to the public interest.

9. Advisory Committee: An "Advisory Committee on Ethical Standards," hereinafter referred to as the Advisory Committee, shall be created. This Committee shall be composed of seven (7) members; three will be members of the Board of Chosen Freeholders, one of which shall be the Director of the Board of Chosen Freeholders, and at least one of the other Freeholder members shall be selected from the minority party representative serving on the Board of Freeholders, if, in fact, the minority party is

represented on the Board of Chosen Freeholders of Passaic County and if the Director is not himself a member of the minority party.

The other members of the Advisory Committee shall consist of citizens of Passaic County who hold no other public office or appointment. At least two of the citizen members of the Advisory Committee shall be members of the minority political party on the Board of Chosen Freeholders.

The Chairman of the Advisory Committee shall be elected from among its members for a term of one year. The Advisory Committee shall prepare rules and regulations for its operation, which rules and regulations shall become effective upon approval by the Board of Chosen Freeholders.

The Advisory Committee shall hold office for one year and shall be empowered to make initial investigations relating to claims of possible conflicts of interest. If, after the said review, the Advisory Committee concludes that there is the appearance of a conflict of interest, the matter shall then be presented in written form to the New Jersey Executive Committee on Ethical Standards, pursuant to the provisions of N.J.S.A. 52: 13D-21 through N.J.S.A. 52:13D-23.

Dated: August 24, 1978

Edward O'Byrne,
Director, Board of Chosen
Freeholders.