

POLICY NO.: 8337-80

RESIDENCY POLICY

A. PURPOSE

The Cape May County Board of Chosen Freeholders desire to provide employment opportunities for residents of Cape May County, and recognize the general economic benefits that flow from employing County residents and the enhanced quality of employee performance by having a greater personal stake in the progress of the county in which the employee resides.

B. DEFINITION

A "bonafide resident" for the purpose of this policy is defined as a person having a permanent domicile within Cape May County, and one which has not been adopted with the intention of again taking up or claiming a previous residence acquired outside of Cape May County.

C. POLICY

1. All officers and employees employed by the County of Cape May shall be required to be bonafide residents of the County of Cape May, subject to any exceptions which may be provided under the law.
2. A bonafide resident for the purpose of this policy is defined as a person having a permanent domicile within Cape May County, and one which has not been adopted with the intention of again taking up or claiming a previous residence acquired outside of Cape May County.
3. In accordance with the provisions of N.J.S.A. 40A:9-1.4, the eligibility of applicants for positions and employment in Cape May County shall be restricted to residents of Cape May County.
4. In accordance with the provisions of N.J.S.A. 40A:9-1.5, all non-residents subsequently appointed or hired to positions in Cape May County shall become bonafide residents of Cape May County within one (1) year of the date of appointment or hire.
5. In the event a County employee does not maintain a bonafide residence, the County of Cape May shall notify said employee that failure to again take up a bonafide residence in Cape May County within six (6) months of such notification shall result in removal or discharge from service.
6. In accordance with the provisions of N.J.S.A. 40A:9-1.6, whenever the Board of Chosen Freeholders determine that they cannot recruit a sufficient number of qualified residents for available specific positions or employment, the County of Cape May shall notify all qualified applicants for such positions or employment so determined in the following manner:

- a. Residents of contiguous counties;
- b. Residents of the State of New Jersey;
- c. All other qualified applicants.

The County shall first appoint all of those in class 1 and then all of those in each succeeding class in the order above listed and shall appoint a person or persons in any such class only to a position or positions, or employment or employments, remaining after all qualified applicants in the preceding class or classes have been appointed or have declined an offer of appointment.

7. If the County has recruited and hired officers and/or employees under the provisions set forth in #6 above, it may require such officer and/or employee, as a condition of continued employment, to become a bonafide resident of Cape May County. Such a requirement shall be specified at the time of the appointment and a reasonable amount of time granted for such individual to become a bonafide resident.
8. In accordance with the provisions of N.J.S.A. 40A:9-1.7, the Board of Chosen Freeholders may determine that there are certain specific positions which require specific talents or skills which are necessary for the operations of the County and are not likely to be found among the residents of the County of Cape May, such positions so determined shall be filled without reference to residency.
9. In accordance with the provisions of N.J.S.A.:9-1.8, the County of Cape May shall give preference in promotion to officers and employees who are bonafide residents of the County of Cape May.