

# COUNTY OF UNION

## Residency



**Union County**

*We're Connected to You*

*A service of the*

UNION COUNTY BOARD OF  
CHOSEN FREEHOLDERS

## UNION COUNTY RESIDENCY

All persons who are employed by the County of Union in a full-time capacity in a classified or unclassified service after November 10, 1983, prior to employment, must be and thereafter remain bona fide residents of the County of Union. Upon completion of fifteen (15) years of service with the County of Union, the residency requirement is waived.

### *Waiver of Residency*

Whenever a County appointing authority, with the consent and approval of the County Manager, determines that a sufficient number of qualified Union County residents cannot be recruited for an available specific position, the County will advertise for qualified applicants who will be classified and appointed according to the following preferences:

1. Residents of counties contiguous to the County of Union.
2. Residents of other counties in the State of New Jersey.
3. All other qualified applicants.

Whenever an appointing authority, through the County Manager, advises the Board of Chosen Freeholders of the County of Union that there are specific positions requiring special talents or skills, which are necessary for the operations of the County, such positions or employment may be filled without reference to residency as follows:

1. The County Manager will apply to the Board of Chosen Freeholders for a blanket waiver setting forth, with appropriate documentation, the nature of the special talent or expertise required, and the efforts made to recruit persons with special talent or expertise from within the County.
2. Thereafter, the Board of Chosen Freeholders may, in its discretion, adopt a Resolution waiving the residency requirement and will so advise the Clerk of the Board and the New Jersey Civil Service Commission.

Whenever an appointing authority, through the County Manager, advises the Board of Chosen Freeholders of the County of Union that there are special reasons why a particular position or title should not require the person holding the same to comply with the County's residency requirements, the Board of Chosen Freeholders will consider the reasons and may, in its discretion, waive the residency requirements for that position or employee. The waiver, if granted, must be obtained and filed with the Clerk of the Board prior to appointment.

A non-resident appointed to a position of employment must become a bona-fide resident of the County of Union within one (1) year of appointment, unless the residency requirement has been previously waived by the Board of Chosen Freeholders.

A full-time employee who was permanently employed prior to November 10, 1983 is exempt from the County's residency ordinance for Civil Service Promotional Examinations and internal transfer only. Such an employee is nevertheless subject to the provisions for all Civil Service Open Competitive Examinations as announced by the New Jersey Civil Service Commission, which requires residency in Union County.