

STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
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STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
COMMISSION CASE NO. 33-13

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**IN THE MATTER OF WILLIAM  
WEIGHTMAN, FORMER  
SUPERVISING BUSINESS  
REPRESENTATIVE, DEPARTMENT  
OF LABOR AND WORKFORCE  
DEVELOPMENT**

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: **Administrative Action**  
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: **CONSENT ORDER**  
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WHEREAS, the State Ethics Commission (“Commission”) is authorized to initiate, receive, investigate, review and hear complaints regarding violations of the New Jersey Conflicts of Interest Law, *N.J.S.A. 52:13D-12 et seq.* (“Conflicts Law”), applicable rules of the Commission, *N.J.A.C. 19:61-1.1 et seq.*, the Uniform Ethics Code, and any agency code of ethics by any State officer or employee or special State officer or employee; and

WHEREAS, this matter was brought before the Commission by a complaint filed with the Commission; and

WHEREAS, the Commission conducted an investigation of all the matters and issues raised by the complaint; and

WHEREAS, as a result of the investigation, the Commission and William Weightman (“Weightman”) desire to enter into a final and complete resolution of all of the matters and issues raised thereby;

IT IS THEREFORE agreed by the parties as follows:

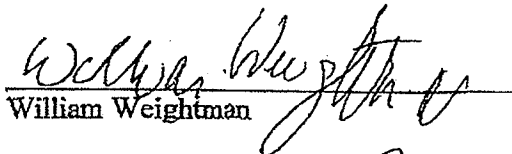
participating employer. The proceeds for this job fair were designated to be donated to the Northwest New Jersey Community Action Partnership ("NORWESCAP"). At the time the job fair was organized and held at the Skylands Ball Park, Weightman was a member of the Board of NORWESCAP.

7. Weightman used his State email account for numerous outside activities, including NORWESCAP events, political messages and letters to the editors of various newspapers about issues unrelated to his State employment, as well as to communicate with his wife's employer. Weightman used his State email address and phone number as contact information for these outside activities and when contacting his wife's employer on her behalf. He also signed correspondence sent to his wife's employer which referenced his State title.

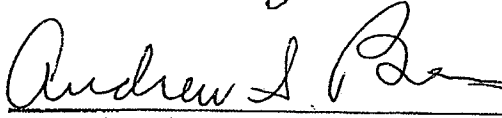
8. It is the Commission's position that: (1) Weightman provided an unwarranted benefit to the Hardyston Recreational Center and violated the public trust, in violation of *N.J.S.A. 52:13D-23(e)(3)* and *(e)(7)*, by donating money to the center when no fees were charged to LWD to use the center for job fairs; (2) Weightman's involvement with the job fair at the Skylands Ball Park, for which proceeds were designated to go to NORWESCAP while Weightman was a member of the Board of NORWESCAP, could have created the impression or suspicion among the public that he sought to use his State position to provide an unwarranted benefit to NORWESCAP in violation of *N.J.S.A. 52:13D-23(e)(3)* and *(e)(7)*; and (3) Weightman's use of his State email and telephone number as contact information for his outside activities, as well as his use of his State title when emailing his wife's employer, was a misuse of his State position and constituted conduct violative of his trust as a State employee as per *N.J.S.A. 52:13D-23(e)(3)* and *(e)(7)*.

design to use his official position to secure an unwarranted benefit for his wife nor was any such benefit actually conferred or received.

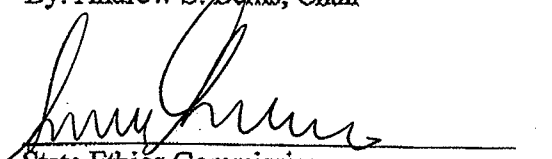
10. With hindsight, Weightman now acknowledges that his conduct of allocating donations to the Hardyston Recreational Center; by participating in the arrangements for the job fair held at the Skylands Ball Park, for which proceeds were designated to go to NORWESCAP while Weightman was a member of the Board of NORWESCAP; and by using his State title, State phone and State email for his outside activities and to communicate with his wife's employer, violated section 23 (e) (7) of the Conflicts Law by creating an impression or suspicion among the public that he may be engaged in conduct violative of his trust as a State employee. The parties agree to enter into this Consent Order in settlement of all matters and issues that are involved herein. In consideration thereof, Weightman agrees to pay a civil penalty of \$750.00.

  
William Weightman

Dated: 4-7-15

  
State Ethics Commission  
By: Andrew S. Berns, Chair

Dated: 4/14/15

  
State Ethics Commission  
By: Susana E. Guerrero, Executive Director

Dated: 4/14/15