

RESOLUTION NO. 523

AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES REGARDING THE HIRING OF RELATIVES

Introduced: 11/12/19

By Messrs. Touchette and A. Joyce:

WHEREAS, By Resolution No. 136-b for 1999, this Honorable Body adopted employee rules and regulations which are applicable to all non-union employees of Albany County, and

WHEREAS, there is nothing contained therein which would prohibit an officer or employee of Albany County from participating in the employment decision of a relative, and

WHEREAS, the citizens of Albany County deserve such a provision to prevent nepotism from occurring in the public sector where public money is being used to pay salaries and fringe benefits, now, therefore be it

RESOLVED, By the Albany County Legislature that the Albany County Employee Rules and Regulations, adopted pursuant to Resolution No. 136-b for 1999, as amended, are hereby amended to read as follows:

“Article I: Definitions shall be amended to include the following:

N. Relative. An employee’s relative shall mean any person living in the same household as the employee and the employee’s father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister.”

Article XV: Policy Directives shall be amended to include the following:

“I. Nepotism

No County employee, either individually or as a member of a board, may participate in any decision specifically to appoint, hire, promote, discipline or discharge a relative for any position at, for or within the County or a County Board.” and, be it further

RESOLVED, That all employees hired, promoted, disciplined or discharged from any position after the date this Resolution becomes effective will be subject to

this provision, but under no circumstances should it be read to mean any hiring, promotion, discipline or discharge from any position that has occurred prior to the effective date should be affected by this Resolution

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this Resolution to the appropriate County Officials.

Referred to Law Committee – 11/12/19

Favorable Recommendation Law Committee – 11/25/19

Adopted by voice vote with Messrs. Crouse, Domalewicz and Ward opposed – 12/5/19