

RESOLUTION NO. 451

ESTABLISHING A POLICY REQUIRING FIRST PRIORITY BE GIVEN TO LAID OFF COUNTY EMPLOYEES FOR ANY VACANT COUNTY POSITIONS

Introduced: 11/8/10

By Messrs. Commisso, Clenahan, Higgins and Scavo:

WHEREAS, By Resolution No. 441 for 2009, as amended by Resolution No. 298 for 2010, this Honorable Body established a hiring freeze in Albany County that was intended to create savings to avoid layoffs in 2011, and

WHEREAS, The members of the Albany County Legislature have been reviewing the 2011 budget which includes numerous proposed layoffs, and

WHEREAS, At this critical time this Honorable Body believes that County employees deserve an opportunity to continue working, even if the job offered is different than the job that has been lost due to layoff, and

WHEREAS, This Honorable Body recognizes the need to hire employees to fill critical and necessary positions, however, the decision to hire must include an analysis to determine if a laid off employee may be qualified to perform the duties of the vacant position, now, therefore be it

RESOLVED, By the Albany County Legislature that, effective this date, there is hereby established a policy requiring first consideration be given to all laid off employees when a vacancy occurs within any County department, and, be it further

RESOLVED, That any and all requests to hire shall include documented proof that each and every laid off employee was evaluated and, when applicable, the reason why none of the laid off employees qualify to fill a vacant position, and, be it further

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

Adopted by unanimous vote. 11/8/10