

## **RESOLUTION NO. 587**

### **ESTABLISHING A LIMITED MODIFICATION AND CLARIFICATION TO THE RESIDENCY REQUIREMENT POLICY FOR EMPLOYEES OF ALBANY COUNTY**

Introduced: 12/5/13

By Mr. Morse:

WHEREAS, By Resolution No. 245-C for 1995, this Honorable Body established a residency requirement for all employees hired by the County subsequent to October 16, 1995, and

WHEREAS, Since its adoption, some employees have found themselves in a situation where they believed they were complying with the requirement, but in fact, have fallen short of full compliance, and

WHEREAS, As the policy making body of the County, this Legislature is the only branch of government empowered to make exceptions to the rules it establishes and this Legislature wants to make sure the hard working employees of this County are given the benefit of the doubt, and

WHEREAS, Negotiations have been occurring to seek a fair resolution for employees who have not been in full compliance yet have been working hard for the taxpayers of Albany County, and

WHEREAS, It has always been the intention of the residency requirement policy to instill pride and a sense of ownership in Albany County by its employees, not to be used as a means to intimidate them, now, therefore be it

RESOLVED, That this Honorable Body re-emphasizes the importance of all employees to abide by the residency requirement, however, it is also recognized that some employees need assistance and cannot fully comply with its requirements, and, be it further

RESOLVED, That, effective the date this resolution is adopted by this Legislative Body, current employees who are not in full compliance with the residency requirement are exempted from the residency requirement, and, be it further

RESOLVED, The Department of Human Resources is directed to provide a list of the affected current employees to the Legislative Clerk immediately to be disseminated to the Majority Leader and Minority Leader, and, be it further

RESOLVED, That the limited number of employees who are exempted by this resolution must live in Albany County in order to be eligible for any type promotion, and, be it further

RESOLVED, That all new employees hired from this date forward, unless provided an exemption as per Resolution No. 245-C for 1995, must live within Albany County prior to being employed by the Albany County government, and, be it further

RESOLVED, That the limited modification and clarification provided through this resolution in no way provides any authorization or exemption for employees to move out of Albany County, and, be it further

RESOLVED, That the County Attorney is authorized to take any necessary steps he believes are required to finalize the settlement of any ongoing negotiations, 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 voice vote. 12/5/13*