### Resolution No. 123 June 13, 2023

# **Establishing A Policy To Formalize Procedures Relating To Future Hiring Freezes**

Referred to: The Ways and Means Committee (Chairman Gavaris and Legislators Cahill, Criswell, Roberts, and Ronk)

Legislators Joe Maloney and Laura Petit offer the following:

WHEREAS, pursuant to Resolution No. 206 dated April 19, 2022, the Ulster County Legislature contracted with Capital Markets Advisors, LLC ("CMA") for analysis of the County Executive's Proposed Budget; and

WHEREAS, CMA presented its findings to the Legislature on November 2, 2022 at a Special Informational Session; and

WHEREAS, imposing a hiring freeze - that is, leaving vacant positions unfilled - often is one of the first steps taken in the face of a serious budget crisis; and

WHEREAS, CMA has made recommendations to improve and enhance the financial standing of the County including formalizing a hiring freeze policy with a strategic option to appropriately control expenditures and reduce the risk of structurally unbalanced finances while enhancing fiscal transparency; now, therefore be it

RESOLVED, that the Ulster County Legislature hereby adopts the Ulster County Procedures Relative to Hiring Freeze Policy, in the form as filed with the Clerk of the Ulster County Legislature, attached hereto as Exhibit A;

and move its adoption.

#### ADOPTED BY THE FOLLOWING VOTE:

AYES: 22 NOES: 0 (Legislator Lopez left at 9:01 PM)

Postponed in Committee: Ways and Means for one week on April 11, 2023

Postponed in Committee: Ways and Means on April 18, 2023

Postponed in Committee: Ways and Means for one week on May 9, 2023

Postponed in Committee: Ways and Means on May 16, 2023

Postponed in Committee: Ways and Means for one week on June 6, 2023

## - Page 2 -

### Resolution No. 123 June 13, 2023

# **Establishing A Policy To Formalize Procedures Relating To Future Hiring Freezes**

Passed Committee: Ways and Means with Exhibit A as amended on June 13, 2023

FINANCIAL IMPACT: NONE – POLICY UTILIZED FOR ANTICIPATED SAVINGS

STATE OF NEW YORK

COUNTY OF ULSTER

I, the undersigned Clerk of the Legislature of the County of Ulster, hereby certify that the foregoing resolution is the original resolution adopted by the Ulster County Legislature on the 13<sup>th</sup> Day of June in the year Two Thousand Twenty-Three, and said resolution shall remain on file in the office of said clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of the County of Ulster this  $15^{th}$  Day of June in the year Two Thousand Twenty-Three.

[s] Victoria A. Fabella Victoria A. Fabella, Clerk Ulster County Legislature

Submitted to the County Executive this 15<sup>th</sup> Day of June 2023.

Approved by the County Executive this 22<sup>nd</sup> Day of June 2023.

[s] Victoria A Fabella Victoria A. Fabella, Clerk Ulster County Legislature [s] Jen Metzger Jen Metzger, County Executive