Amendment to the Erie County Code of Ethics

Section 1. Title

This Local Law shall be known as the Anti-Nepotism Amendment to the Erie County Code of Ethics.

Section 2. Intent

Nepotism is the practice among those with power or influence of favoring relatives as opposed to strangers. This practice is most often seen during the hiring process, where a person is given a job or position over other qualified candidates based on their relation to the person performing the hiring.

The practice of nepotism is harmful to the effective operations of government on all levels as it often works to lower diversity and stifles new ideas. Often, members of the same family have similar life experiences, political views, and philosophical beliefs that shape the way they perceive the world around them. This limited background for government employees can inadvertently lead to municipal group-think to the exclusion of certain subsets of the population.

It is the intent of this body to limit the impact of nepotism in Erie County’s government to ensure the most diverse workforce possible and therefore a workforce more representative of the people of Erie County.

Section 3. Amendment

Amend Section 6 of the Erie County Code of Ethics to Include the Following Subsection

k. No officer or 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 of Erie’s municipality.
Section 4. Effective Date

This local law shall be effective upon filing with the Secretary of State.

Section 5. Severability

If any clause, sentence, paragraph, subdivision, section or part of this Local Law or the application thereof, to any person, individual, corporation, firm, partnership, entity or circumstance, shall be adjudged by any court of competent jurisdiction to be invalid or unconstitutional such order of judgment shall not affect, impair, or invalidate the remainder thereof, but shall be confined in its operation to the clause, sentence, paragraph, subdivision, section or part of this Local Law or its application to the person, individual, corporation, firm, partnership, entity, or circumstances directly involved in the controversy in which such judgment or order shall be rendered.

Sponsor: Legislator Lorigo

Co-Sponsors: Legislators Dixon, Rath, and Mills