

ETHICS REMINDERS

Don't put your former colleagues at risk
Seek guidance before your agency contracts with a former employee

Overview

- Former State employees are subject to the post-employment restrictions in the Public Officers Law.
- The restrictions generally prohibit a former State employee from working as a private contractor for his former agency for two years after the employee leaves State service.
- The restrictions also generally prohibit a former State employee from ever working on a project that he was meaningfully involved with while in State service.
- A former State employee may be fined up to \$40,000 (in addition to any compensation received from the work) for violating these prohibitions.

An agency can apply to the Joint Commission on Public Ethics for an exemption to these prohibitions.

- If your agency contracts with a former employee directly or through a firm without an exemption from JCOPE, the former employee may be at risk of violating the Public Officers Law.



Remember:

The Joint Commission on Public Ethics periodically releases Ethics Reminders. Each reminder is a brief and easy to understand synopsis of the laws and rules under the Commission's jurisdiction. Ethics Reminders are issued to assist those subject to the Commission's jurisdiction in understanding and complying with their obligations under the law.