

ETHICS AT A GLANCE

Post-Employment Restrictions - Can my agency contract with a former employee?



Don't put your former colleagues at risk



Overview

The Public Officers Law generally **prohibits a former state employee from working as a private contractor** for their former agency for **two years** after the employee leaves state service; commonly called a revolving door restriction. The restrictions also generally prohibit a former state employee from ever working on a project that they were meaningfully involved in while in state service.

An agency can apply to the Commission for an exemption from these prohibitions.

- If your agency contracts with a former employee, without COELIG approval, to perform work within the first two years after their separation from state service, the **former employee may be at risk of violating the Public Officers Law.**
- A former State employee may be fined up to \$40,000 (in addition to any compensation received from the work) for violating these prohibitions.

[More information on revolving door restrictions is available on COELIG's website.](#)

Questions?

Contact us by calling 1-800-87-ETHICS (3-8442) or by e-mail at GUIDANCE@ETHICS.NY.GOV.
All guidance communications with COELIG are confidential.

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