

CITY OF ALBANY

KATHY M. SHEEHAN
MAYOR

ANN MARIE SALMON
COMMISSIONER OF ADMINISTRATIVE SERVICES

AARON MOORE
CHAIR, COMMISSION ON HUMAN RIGHTS

Equity Agenda Report

REPORTING PERIOD:
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Mayor's Office & Department of Administrative Services & Commission on Human Rights
24 Eagle Street
Albany, New York 12207

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Introduction

The Equity Agenda was passed on October 21, 2019. Per Albany City Code §183-3(D), the City of Albany's Commission on Human Rights will work with City of Albany Departments to track outcomes of Equity Agenda goals over time and publish an annual report on the City's progress towards achieving equity. In this report, the City will measure the collective actions and policies in the following four areas: 1. Built environment enhancements; 2. Violence prevention; 3. Workforce training and employment; and 4. Education. This is the fourth report the City has completed and submitted to the Albany Common Council since the passing of the Equity Agenda legislation. Per the statute, the Equity Agenda report is to be delivered to the Albany Common Council on an annual basis, no later than December 21st.

The Commission on Human Rights received this report on 11/9/2023 and provided responses to the Department of Administrative Services on 12/12/2023. This report was then sent to the Albany Common Council on 12/21/2023. Per Albany City Code, the Commission on Human Rights is responsible for reviewing, enhancing and providing recommendations on the City of Albany's Equity Agenda. Included in this submission is the review and analysis of the data provided by City departments, as well as the Commission's recommendations to enhance equity and equitable outcomes in the City of Albany.

Methodology

Section §183-2 of the Equity Agenda requires City departments to collect data on built environment enhancements, violence prevention, workforce training and employment, and education, and submit it to the Common Council. Section §183-3(D) of the Equity Agenda mandates the City, in partnership with the Commission, to measure progress in the four aforementioned equity areas and to submit its findings to the Common Council. Before this information was submitted to the Common Council, it was analyzed and prepared by the Chief Equity Officer and Department of Administrative Services, and then provided to the Commission on Human Rights for review. During the review, the Commission's Equity Agenda Report Ad-hoc Subcommittee reviewed the report, analyzed the data with multi-faceted equity lens, and made recommendations for future policy decisions.

Defining Social and Racial Equity in Public Administration

Equity is concerned with fairness and justice and is distinct from equality. Where equality requires providing the same to all, equity recognizes individual differences and experiences and the need to make adjustments to offset systemic imbalances. Equity is defined in two ways – social equity and racial equity. The American Society for Public Administration defines social equity as “the fair, just and equitable management of all institutions serving the public directly or by contract, and the fair and equitable distribution of public services, and implementation of public policy, and the commitment to promote fairness, justice, and equity in the formation of public policy.” The Government Alliance on Race Equity defines racial equity as “when race can no longer be used to predict life outcomes and outcomes for all groups are improved.” The purpose of the Equity Agenda is to focus on achieving equity across all communities and ending the injustices caused by institutional and systemic racism and discrimination by focusing on the neighborhoods with the greatest needs.

Past and Present Effects of Redlining

Redlining is defined as a discriminatory practice that consists of the systematic denial of services such as mortgages, insurance loans, and other financial services to residents of certain areas, based on their race or ethnicity. Redlining was initially established during the 1920s and 1930s through the U.S. government's Home Owner's Loan Corporation (HOLC). In collaboration with local bank loan officers, city officials, appraisers, and realtors, the HOLC created 'residential security' maps of cities based on risk perceptions. The HOLC contributors created a systemic grading system to determine residential security taking into consideration factors such as parks or dis-amenities, economic class and employment status of residents, and arbitrary factors such as ethnic and racial composition. Below is HOLC's map of the City of Albany.

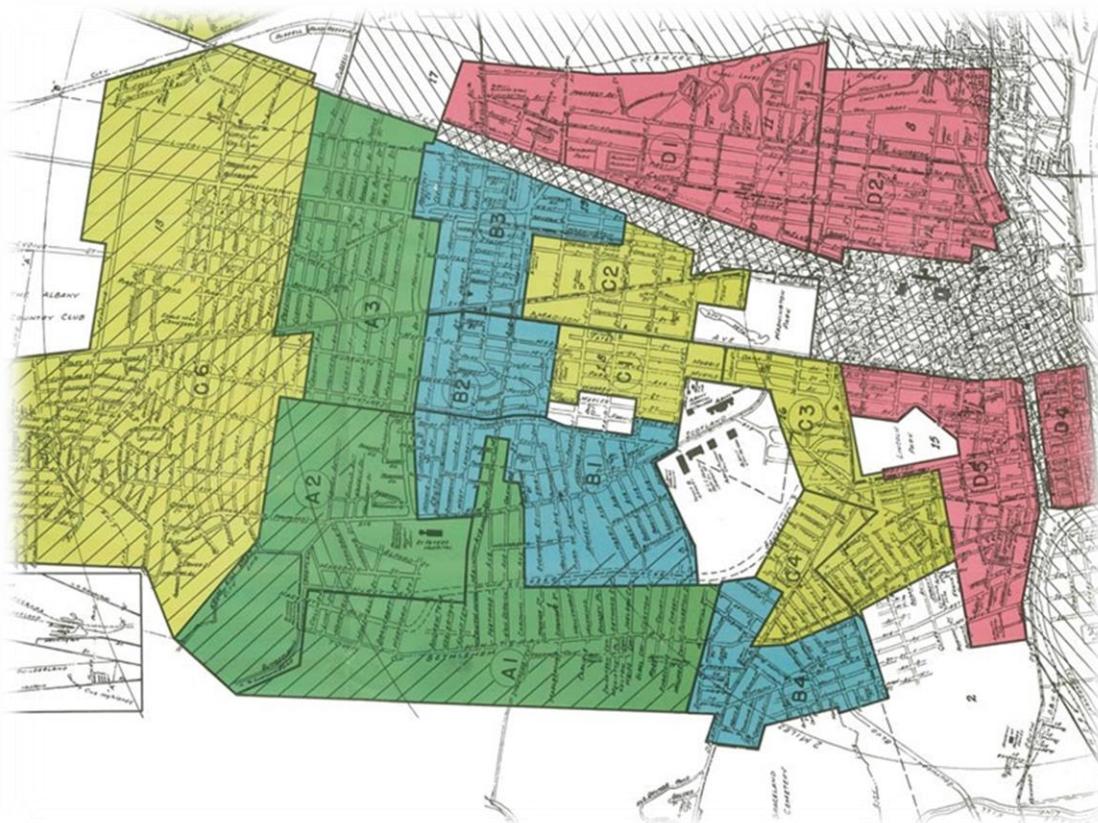


Figure 1. City of Albany HOLC Map from 1938 <https://ncrc.org/holc/>

A (Green) "Best": defined as minimally risky for banks and mortgage lenders, traditionally "ethnically homogenous" and upper middle-class white neighborhoods

B (Blue) "Still Desirable": considered a sound investment area and homogenous neighborhood

C (Yellow) "Declining": characterized by lack of utilities and high rates of older building stock, primarily working class individuals and/or second generation European immigrants

D (Red) "Hazardous" areas which were described as having been "infiltrated" with "undesirable populations" consisting of racial and ethnic groups such as Black, Latino, Asian, and Jewish

While the intention of the 1930's homeownership program was to support the economy, the loan worthiness scale and government mapping system that was subsequently created had the effect of establishing a systemic form of race-based housing and neighborhood segregation and discrimination primarily felt by Black and minority individuals and families in Albany's Arbor Hill, West Hill and South End neighborhoods.

Redlining has had a continued impact on the United States and the City Albany. Many residents of Albany's historically redlined neighborhoods experience the long-term and compounding effects of structural racism, including but not limited to disinvestment, inadequate employment opportunities and room for growth, substandard housing, health inequities, environmental injustice, and disparate access to services and programming. Simultaneously, redlining had the effect of encouraging suburbanization by labeling cities as decaying areas, and offering loans and financial incentives to families looking to relocate away from cities.

In the City of Albany, redlining's long-term effects are evident in the racial homeownership gap with White homeownership standing at 67%, Asian homeownership at 52%, Black homeownership at 34%, and Hispanic homeownership standing at 29%. These statistics were published in the [New York State Comptroller's Homeownership Rates in New York Report](#) in October 2022. Below is a chart which shows the gaps in homeownership relative to White households, comparing New York State rates to nationwide rates.

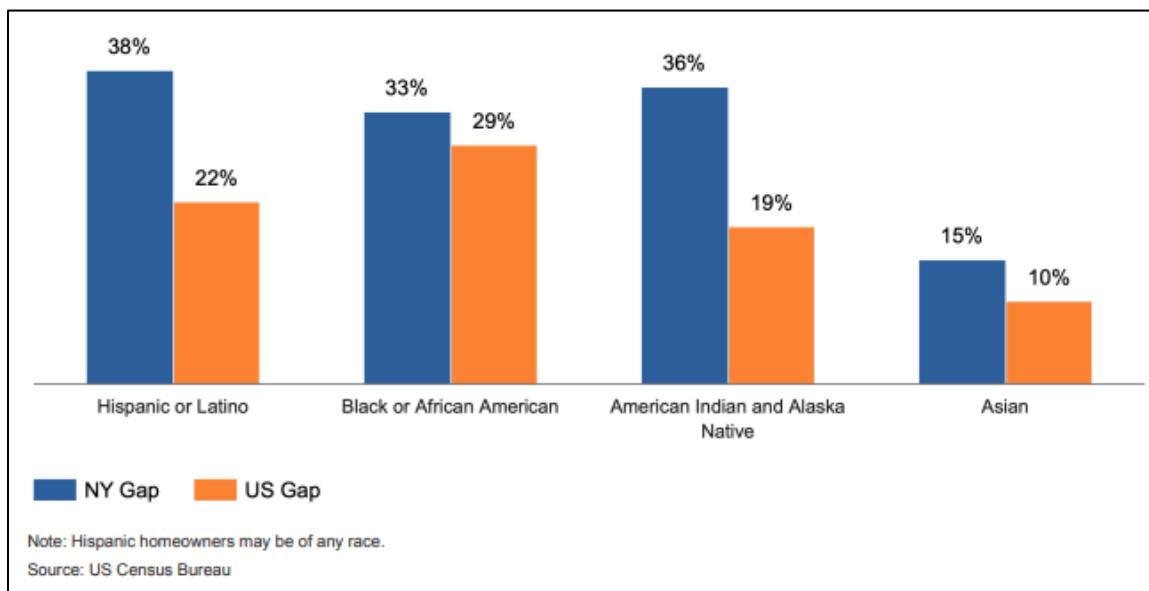


Figure 2. Gap in Homeownership Rate Relative to White Households, NY and US, 2021

City of Albany Ward Boundaries

In most cases, this report disaggregates data by ward; the City is divided into 15 wards – or legislative districts. Over the years, the wards have been adjusted to better represent protected groups and communities of interests. Below is a current map of the City of Albany with each of the 15 wards labeled.

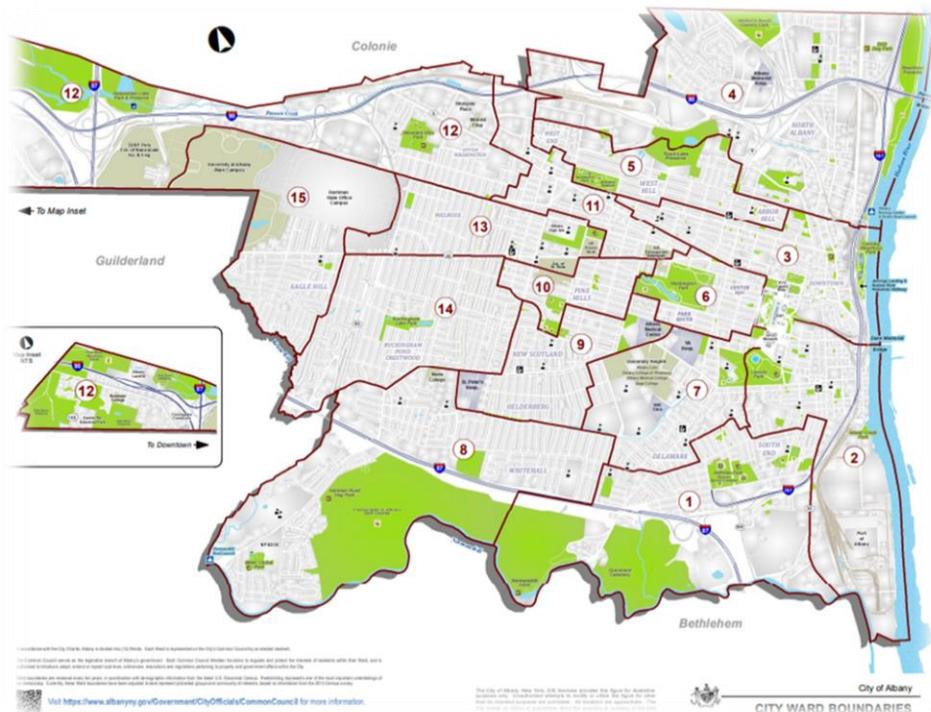


Figure 3. City of Albany Ward Map

Commission on Human Rights Findings & Recommendation (City of Albany Ward Boundaries)

The Equity Agenda ordinance requires that data be reported based on ward lines. The draft report covers the period 2022 and utilizes 2022 ward lines. In 2023, the Common Council adopted new ward lines based on the 2020 census. The 2023 report will need to retroactively adjust data to reflect these new lines. Ward lines are political boundaries, which are an imprecise indication of neighborhoods, in fact a neighborhood can be divided among several wards distorting measurements of equity investments. A better approach would be for data to be collected and reported based on neighborhood boundaries as maintained by the Department of Planning and Development. These are the boundaries utilized by the Planning Department for the development of neighborhood plans and zoning and would provide a more accurate measurement of equity-based investments.

Built Environment Enhancements

Street Condition Ratings by City Ward

Per §183-2(A)(1) of the Equity Agenda, the Department of General Services (DGS) and Division of Engineering are to provide the Common Council with a ward map identifying the rating of each street at the time that it submits its annual proposed list of street and sidewalk reconstructions or enhancements.

The City works in conjunction with the Capital Region Transportation Council (CRT), previously called the Capital District Transportation Committee, who is the designated metropolitan planning organization carrying out federal requirements for cooperative transportation planning and

programming within the area. CRTC has been working with the City of Albany since 2006 to collect condition information for roads under the jurisdiction of the City of Albany using visual procedures developed and used by the New York State Department of Transportation (NYSDOT).

Below is a summary of the biannual street conditions survey conducted by the Capital Region Transportation Council (CRTC), which can also be found in **Appendix 1 – Street Map Conditions**. This survey was last conducted in 2021 and the timeline is consistent with other biannual surveys that are conducted by NYSDOT. Streets that are considered to be in poor condition rate between a 3 and 5 and are recommended for immediate report. Streets that are considered to be in fair condition rate at a 6 and are adequate to drive on but will likely deteriorate to poor condition within a few years. Streets that are considered to be in good/excellent condition rate between a 7 and 10 and were likely resurfaced within the last 10 years.

	Street Condition Percentages, by Ward, by Year								
	% Poor Condition			% Fair Condition			% Good/Excellent Condition		
	2017	2019	2021	2017	2019	2021	2017	2019	2021
Ward 1	30.2%	30.3%	35.4%	31.2%	32.6%	34.5%	38.0%	36.3%	30.1%
Ward 2	41.6%	42.1%	53.3%	30.3%	29.7%	22.5%	26.8%	28.2%	22.4%
Ward 3	35.9%	39.5%	42.5%	29.1%	18.0%	19.0%	34.1%	42.5%	38.5%
Ward 4	30.9%	29.1%	24.7%	32.7%	27.2%	30.5%	36.4%	43.7%	44.8%
Ward 5	18.4%	33.0%	41.0%	31.2%	36.4%	32.9%	49.4%	30.6%	26.1%
Ward 6	23.6%	25.1%	36.9%	38.2%	33.1%	32.2%	38.2%	41.8%	28.5%
Ward 7	13.4%	21.5%	39.6%	42.8%	43.5%	36.0%	42.8%	35.0%	24.5%
Ward 8	16.0%	20.7%	33.9%	35.3%	41.7%	35.9%	48.6%	37.6%	30.3%
Ward 9	19.9%	27.7%	41.2%	36.4%	38.4%	26.3%	43.5%	33.8%	32.6%
Ward 10	22.3%	25.6%	31.4%	47.9%	45.1%	36.8%	27.1%	29.3%	31.9%
Ward 11	6.3%	19.6%	34.8%	32.8%	34.0%	50.5%	59.5%	46.5%	14.7%
Ward 12	15.3%	18.4%	25.7%	22.4%	24.1%	29.8%	61.2%	57.2%	44.4%
Ward 13	15.4%	23.0%	40.1%	37.2%	40.0%	28.9%	47.4%	36.9%	31.0%
Ward 14	20.8%	37.1%	38.9%	46.0%	36.1%	27.2%	32.2%	26.9%	33.9%
Ward 15	22.5%	26.5%	36.8%	33.1%	38.3%	31.0%	44.0%	35.2%	32.2%
Total	22.8%	28.0%	35.7%	33.7%	32.9%	30.8%	42.8%	39.0%	33.3%

Figure 4. 2021 Biannual Street Conditions Survey (CRTC)

The following charts provide information related to the roadway conditions of each of the City's 15 wards in 2022 and the projected roadway conditions for each ward in 2023 following the City's proposed street repair and replacement projects.

Estimated 2022 Roadway Condition By Ward								
Assuming No Deterioration through 2022								
Includes estimated score improvements from roads paved in 2022 by Engineering contracted crews and DGS In-House paving crews.								
	Ward Lane Miles	Poor Lane Miles	% Poor	Fair Lane Miles	% Fair	% Total Fair + Poor	Good to Excellent Lane Miles	% Good to Excellent
City Total	487.3	160.9	33.0%	150.2	30.8%	63.8%	175.3	36.0%
Ward 1	32.0	10.4	32.6%	11.0	34.5%	67.1%	10.5	32.9%
Ward 2	32.6	16.6	51.0%	7.3	22.5%	73.5%	8.0	24.7%
Ward 3	31.7	12.8	40.6%	6.0	19.0%	59.5%	12.8	40.5%
Ward 4	53.6	12.8	23.9%	16.4	30.5%	54.4%	24.4	45.6%
Ward 5	17.7	6.5	36.5%	5.8	32.9%	69.4%	5.4	30.6%
Ward 6	16.0	5.0	31.1%	5.2	32.2%	63.3%	5.5	34.3%
Ward 7	23.2	8.4	36.3%	8.3	36.0%	72.2%	6.4	27.8%
Ward 8	48.5	15.7	32.3%	17.4	35.9%	68.1%	15.5	31.9%
Ward 9	27.9	10.5	37.6%	7.3	26.3%	63.8%	10.1	36.2%
Ward 10	11.3	3.1	27.7%	4.1	36.8%	64.5%	4.0	35.5%
Ward 11	23.4	7.2	30.9%	11.8	50.5%	81.4%	4.4	18.6%
Ward 12	69.2	17.4	25.1%	20.6	29.8%	54.9%	31.2	45.1%
Ward 13	28.6	10.4	36.5%	8.3	28.9%	65.4%	9.9	34.6%
Ward 14	44.2	15.2	34.3%	12.0	27.2%	61.5%	17.0	38.5%
Ward 15	27.5	8.9	32.3%	8.5	31.0%	63.3%	10.1	36.7%

Figure 5. Estimated 2022 Roadway Conditions by Ward

Estimated 2023 Roadway Condition By Ward								
Assuming No Deterioration through 2023								
Includes Division of Engineering Contracted Streets Only.								
Based off list dated 11-30-2022.								
	Ward Lane Miles	Poor Lane Miles	% Poor	Fair Lane Miles	% Fair	% Total Fair + Poor	Good to Excellent Lane Miles	% Good to Excellent
City Total	487.3	151.2	31.0%	147.6	30.3%	61.3%	187.6	38.5%
Ward 1	32.0	10.1	31.5%	11.0	34.5%	66.0%	10.9	34.0%
Ward 2	32.6	16.4	50.3%	7.1	21.8%	72.1%	8.5	26.1%
Ward 3	31.7	12.4	39.1%	6.0	19.0%	58.1%	13.3	41.9%
Ward 4	53.6	12.5	23.3%	16.4	30.5%	53.8%	24.8	46.2%
Ward 5	17.7	6.1	34.4%	5.8	32.9%	67.3%	5.8	32.7%
Ward 6	16.0	4.1	25.7%	5.2	32.2%	57.9%	6.4	39.7%
Ward 7	23.2	8.2	35.4%	8.1	35.1%	70.5%	6.9	29.5%
Ward 8	48.5	15.0	31.0%	16.8	34.6%	65.6%	16.7	34.4%
Ward 9	27.9	10.2	36.4%	7.2	25.8%	62.2%	10.6	37.8%
Ward 10	11.3	3.0	26.5%	4.0	35.3%	61.8%	4.3	38.2%
Ward 11	23.4	7.1	30.3%	11.8	50.5%	80.8%	4.5	19.2%
Ward 12	69.2	16.9	24.4%	20.6	29.8%	54.2%	31.7	45.8%
Ward 13	28.6	7.9	27.8%	7.3	25.4%	53.2%	13.4	46.8%
Ward 14	44.2	13.0	29.5%	11.7	26.5%	56.0%	19.4	44.0%
Ward 15	27.5	8.3	30.3%	8.5	31.0%	61.3%	10.6	38.7%

Figure 6. Estimated 2023 Roadway Conditions by Ward

Requests for Enhancements of City Streets (SeeClickFix)

Section §183-2(A)(1) of the Equity Agenda requires DGS to keep an electronic record of requests made for the enhancement of existing streets and sidewalks and the installment of new sidewalks and walking paths. Such requests are made through the City's SeeClickFix reporting platform and these requests must be included in DGS's report to the Common Council. See **Appendix 2 - Sidewalk and Street Repair Requests** and below for SeeClickFix requests for street and sidewalk repair and/or enhancements.

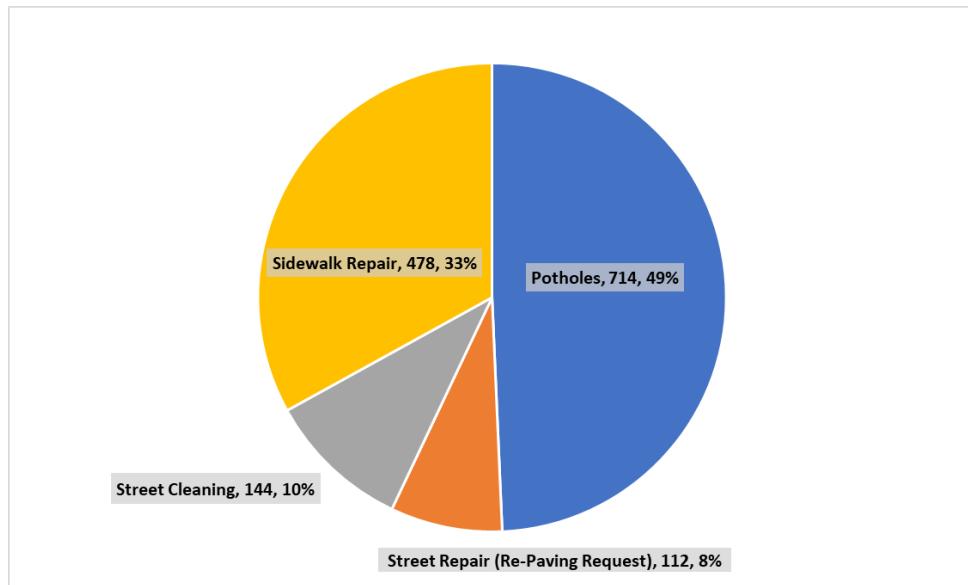


Figure 7. SeeClickFix Requests for Enhancement of City Streets by Category

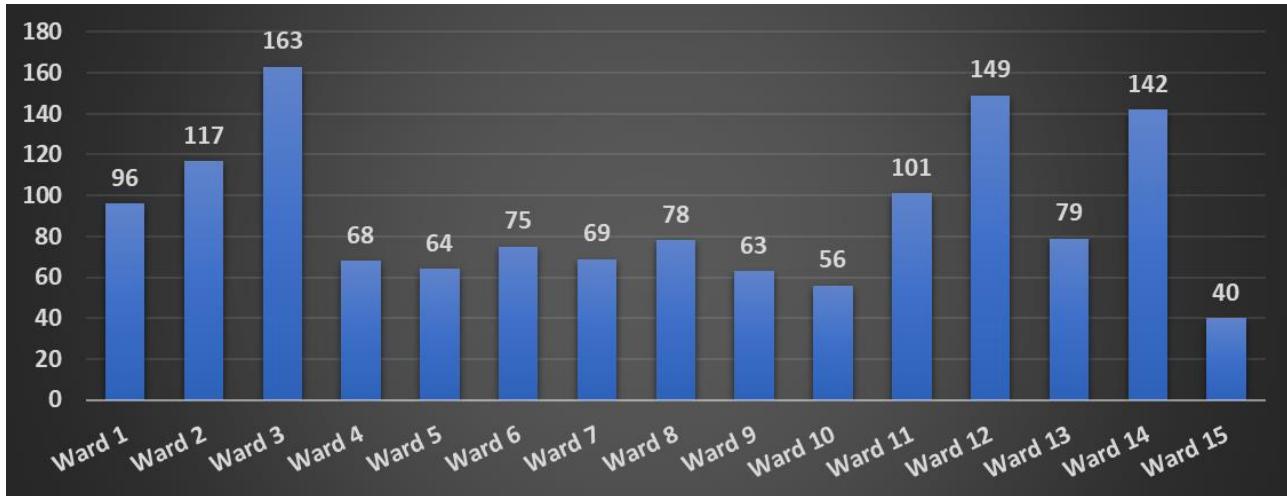


Figure 8. SeeClickFix Requests for Enhancement of City Streets by Ward

Ward	Requests in 2022	Percentage of Total Requests
1	96	7%

2	117	9%
3	163	12%
4	68	5%
5	64	5%
6	75	6%
7	69	5%
8	78	6%
9	63	5%
10	56	4%
11	101	7%
12	149	11%
13	79	6%
14	142	10%
15	40	3%
Total	1,360	100%

Figure 9. SeeClickFix Requests for Enhancement of City Streets by Ward (2022)

Street Repaving Methodology

Below are details regarding the Division of Engineering's annual capital improvement street resurfacing and sidewalk reconstruction project selection process.

1. Review "High Priority Street Candidate" list which is updated throughout the year with street candidates based on resident complaints, Common Council Member requests, field observed conditions, and completed construction projects.
2. If available, update the list based on the most recent street condition survey to identify new poor condition street candidates and updated street condition scores for existing street candidates.
3. Update the street candidate list to reflect completed and upcoming construction projects by other parties (to help avoid schedule conflicts) and/or damage to a newly paved road.
4. Review the most recent street condition by ward summary to identify which wards need the most improvement. Identify street projects that are already in the design phase for next year's construction (for example: consultant-designed and federal-aid projects) and other candidates which are definitely planned to be repaved in the following year. Add these streets to the preliminary list and acknowledge which wards they are contributing to the most.
5. Internally meet to review candidates and come up with a preliminary list which includes more street candidates in the wards which need the most improvement, but also includes at least one street improvement in each ward.

6. Send preliminary list to National Grid and Albany Water Department for their feedback. Remove, replace, and modify the list to accommodate a realistic construction schedule and to avoid as many utility project conflicts as possible.
7. Check budget restrictions on the preliminary list and make any adjustments to overall scope of work as necessary. Then develop it into a draft list. Develop a sheet showing street condition projections in each ward based on the proposed paving list. Send draft list with supporting documentation to the Mayor's Office for feedback. Make any necessary changes.
8. Send draft list to Common Council for approval.

Commission on Human Rights Findings & Recommendation (Street Paving Methodology)

The report provides three separate street condition tables with street ratings of "poor", "fair" and "good to excellent" with percentage breakdowns by ward. The Equity Agenda ordinance directs the city to achieve parity among all wards in the proportion of street ratings of poor or higher. The data is not presented in a comparative or analytical way which illustrates achievement or progress toward that goal. The report includes the Division of Engineering's street repaving selection process. Absent from the process is discussion of factoring in equity and the charge to seek parity in ratings. The methodology should be revised to include a provision which factors in parity among wards. Additionally, data submitted for the report should be in a comparative format which illustrates progress and contains a narrative description of year-to-year changes in street ratings.

Parks Equity

Section §183-2(A)(2) of the Equity Agenda mandates investment in parks be based on equity, which is measured by using data retrieved from a parks asset inventory. The Department of Recreation, DGS, and the Albany Water Department are to develop a City-wide asset inventory that includes at a minimum the location and name of each City-owned park, the size of each park, the recreation equipment, the age of the equipment, the designed age range for children using the equipment, ADA access to such equipment, the number and condition any amenities. Throughout the City of Albany there are a total of 73 parks. Information regarding those parks including name, location, size, and ward can be found in

Appendix 3 – Parks List. Of those parks, 42 offer select amenities such playgrounds, athletic fields, basketball courts, tennis courts, pools and/or spray pads, skate parks, handball courts, pickle ball courts, restrooms, pavilions or shade, trails, and fitness equipment. A detailed chart of which parks contain which amenities can be found in **Appendix 4 – Park Amenities**. The orange highlights on the spreadsheet indicate new playgrounds created under the administration of Mayor Kathy Sheehan.

To ensure proper park maintenance and beautification, the City has implemented a rotation for inspection of parks every 10 days. However, during the end of June through August of each year the City increases their inspections to every 7 days due to the increased use. These inspections include a safety check on all playground equipment, ensuring no missing, broken or failing parts, and check connections and look for potential hazards. During the summer months, the City also employs additional seasonal staff who conduct daily check-ins of the parks which include clearing litter, collecting and changing trash cans, and correcting anything missed during an inspection.

The City also regularly checks the landscape of playground area walkways and trails, correcting any safety hazards, and spreading and adding wood chips to those areas as applicable, and trimming all

playground, activity areas, and fence lines around athletic courts, spray pads, walkways, and trails. Safety checks are also conducted on courts and spray pads, removing debris and identifying and correcting any safety hazards, fixing and/or replacing nets or equipment in need of repair or replacement.

Commission on Human Rights Findings & Recommendation (Parks Equity)

The Commission on Human Rights applauds the efforts of the City of Albany in the maintenance of all 73 parks located throughout the city. This Commission recommends that the city continue to follow the current maintenance schedule, ensuring that each park is inspected every 10 days. Continued inspection of all playground equipment, beautification standards, and trash removal will allow the city to provide safe and inviting environments for our community members.

The Commission further appreciates the city's commitment to providing more frequent servicing of city parks from June through July, due to the increased usage of these parks by city residents. We feel that continuing to place a greater focus on maintenance of our parks is essential to providing clean and safe areas of the city for residents to utilize.

The report appendices contain two listings of city parks: appendix 31 is a listing of 73 total parks, including ward location; appendix 4 is a subset listing parks with amenities. These tables should be merged to provide an easier comparison, in addition, a presentation of locations on a city map would illustrate geographic distribution and location.

Streetlights

Section §183-2(A)(3) of the Equity Agenda mandates an annual assessment of lighting to ensure streets, alleyways and parks are adequately illuminated. This requirement is now being met on an ongoing basis. The City of Albany utilizes a streetlight asset management system (Signify's Interact City platform) to monitor the streetlight network remotely. The City has a City Operations, Maintenance, and Capital Improvement Contract with the New York Power Authority (NYPA). This contract requires NYPA to continuously monitor the platform for maintenance issues. City staff also have the capability to monitor streetlight outages to ensure reasonable turnaround time on repairs.

Out of approximately 10,500 streetlights under the City's ownership, nearly all have already been converted to LED lighting. The areas yet to undergo conversion or installation encompass 40 lights scheduled for conversion on Broadway which will occur once resources become available. Additionally, there are a few lights distributed throughout City parks that require attention. In 2023, a park lighting evaluation will be conducted to assess the number of park lights in need of conversion to LEDs.

In 2022, the street-lighting program enhanced lighting at various locations in the South End, both through upgrades and new installations. This included the following:

- New lighting at the South End Connector path
- Brighter decorative lighting along a section of South Pearl Street
- New and brighter LED lighting outside of Giffen Elementary School

¹ Wallenburg Park is listed in the 6th Ward, it should be the 3rd Ward.

At any given time, there have been as many as 250 streetlights indicating "communication faults" in the Interact City system. Roughly 25% of these communication fault cases represent actual outages, with the rest simply requiring the reset of their wireless communication nodes. According to the NYPA's most recent operations and maintenance assessments, it is expected that no more than 1.5% of City of Albany's streetlights need repair at any given time.

The City's operations and maintenance contract went into effect in April 2022, and between that time and the end of 2022, a total of 293 repairs were undertaken. Regardless of repair types and difficulty levels, the average response time was 10.7 days (including weekends). The maintenance contractor for the City has been directed to give precedence to repairs in areas of the City recognized by New York State as disadvantaged communities, before attending to concerns in other sections of the City, provided that all other factors remain equal.

Trash Receptacles

Equity Agenda §183-2(A)(4) mandates DGS to assess if trash receptacles are evenly distributed throughout the City. Trash receptacles are placed around the City in an effort to reduce the amount of litter in public spaces. The receptacles are placed on main thoroughfares that see high pedestrian traffic and where there are businesses that sell items that often end up as litter. Waste barrels may also be placed in locations where litter in public areas is a habitual problem, in which a trash receptacle would improve the litter problem. Trash receptacles are scheduled to be collected every day. In the event of not having adequate staffing to accomplish that task, high foot-traffic areas such as Downtown, Central Avenue, and North and South Pearl Streets are prioritized. The map and charts below show the location of trash receptacles throughout the City.

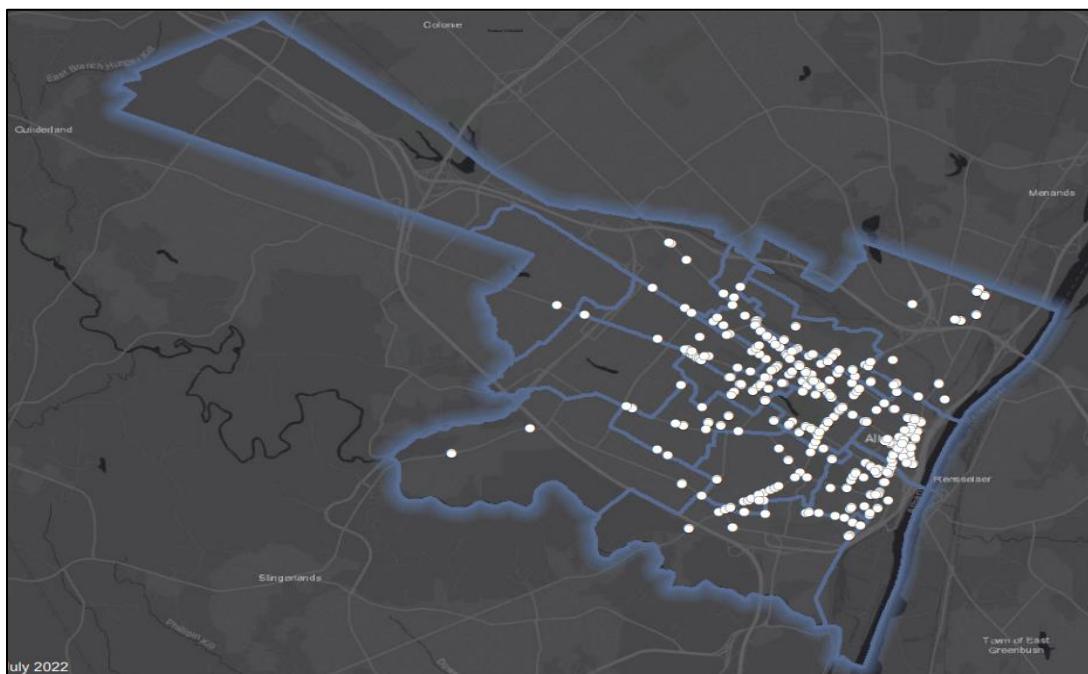


Figure 10. Map of Trash Receptacles

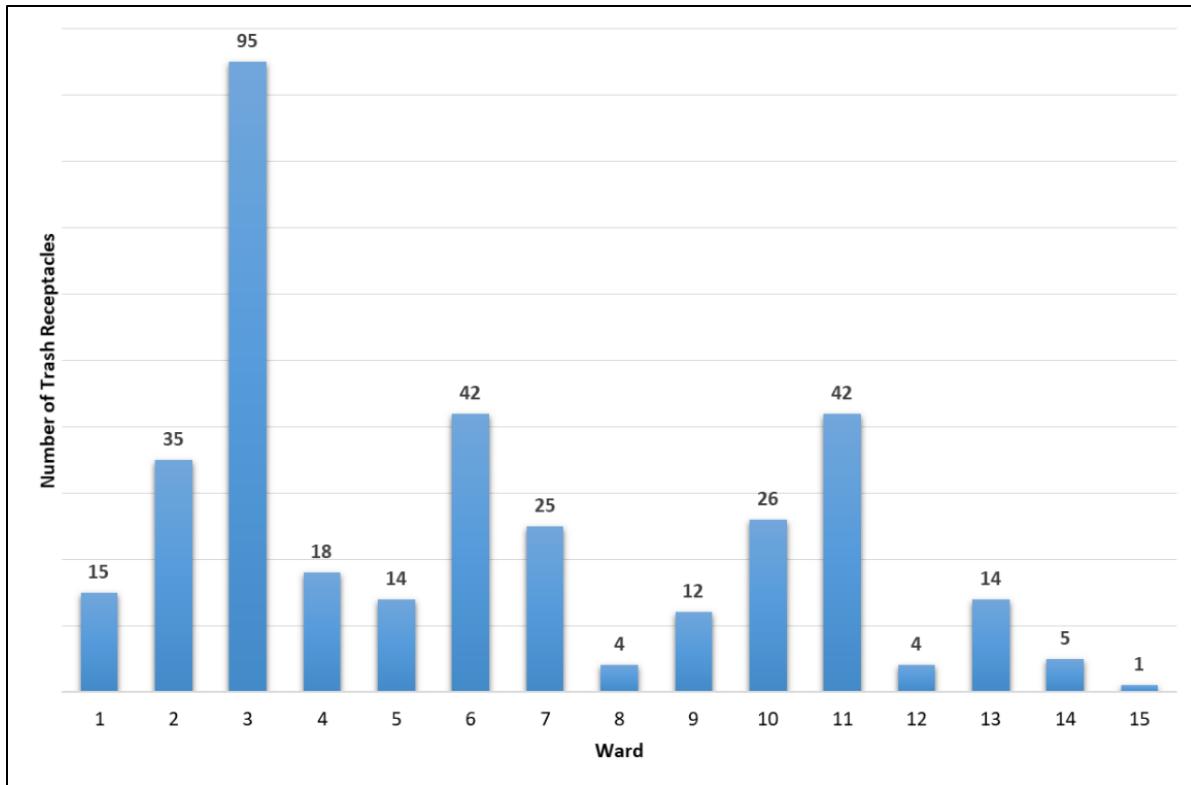


Figure 11. Trash Receptacles by Ward

Capital Projects Completed 2019-2022

Section §183-2 (A)(5) of the Equity Agenda mandates an annual report to detail capital projects executed within the last four years, categorized by ward. These initiatives are overseen by DGS, AWD, and the Department of Recreation. **Appendix 5 – Capital Projects Completed** contains a spreadsheet which outlines each capital project completed between 2019 and 2022. Information includes but is not limited to project descriptions, locations, and the ward(s) served.

Commission on Human Rights Findings & Recommendation (Capital Projects Completed 19-22)

The report does not include a discussion of capital projects except for a listing in appendix 5 of projects without any context or comparative analysis. This section needs narrative and how it fits in with sec. 183-2(A)(5) of the Equity Agenda Ordinance. The term “qualified capital improvements” within such section also needs to be defined.

Lead Service Replacement

City Code requires lead or galvanized service lines to be replaced in full with copper pipe rather than spot-repaired or partially replaced in an effort to mitigate health and safety concerns. In 2019 the City launched the Lead Service Replacement Program which provides a reimbursement of up to \$2,000 to aid in the full replacement of a lead service line. All homeowners with lead service lines are eligible for the grant funds – including owners of small multi-unit properties and those who do not reside in the home. For tenants or homeowners who are not able to complete a replacement, AWD provides free water filters to any household with a water sample that tests high for lead (above 10 ppb).

In 2022 AWD replaced 478 full lead service lines throughout the City, and the cost of 240 of those replacements were reimbursed to residents through the use of the City's grant program. Below is a table which shows the ward distribution of the full lead service line replacements. Since the program was started in 2019, AWD has replaced more than 700 full lead service lines. The expansion of this program was made possible through \$500,000 in funding from the Albany for All grant program.

The City continues to develop an inventory of lead water service lines. A [community dashboard](#) has been published for Albany's Lead Service Replacement Program.

Lead Service Replacement Ward Distribution Summary (2022)			
Ward	Grants	Non-Grants	Total
1	29	49	78
2	2	27	29
3	17	7	24
4	7	3	10
5	16	2	18
6	17	86	103
7	13	5	18
8	17	23	40
9	25	11	36
10	17	7	24
11	19	2	21
12	8	1	9
13	17	9	26
14	31	5	36
15	5	1	6
Total:	240	238	478

Figure 12. 2022 AWD Lead Service Replacement by Ward

Violence Prevention

Violence Prevention Task Force

The Violence Prevention Task Force is responsible for convening stakeholders every fall to develop action items in preparation for the upcoming summer in anticipation of an uptick in violence. The Task Force is composed of members of the Albany Common Council's Public Safety Committee, community

members from wards disproportionately impacted by violence, at least one youth representative, representatives from the Albany Police Department, the Mayor's Office, the Albany City School District, clergy, and members from violence prevention-related organizations. The Violence Prevention Task Force held 13 public meetings in 2022. All meetings were held on Zoom and livestreamed on the [Violence Prevention Task Force's Facebook page](#). The meetings that were held include:

- March 3 with 13 attendees
- March 17 with 8 attendees
- April 14 with 8 attendees
- April 28 with 5 attendees
- May 12 with 9 attendees
- May 26 with 10 attendees
- June 9 with 12 attendees
- June 23 with 5 attendees
- July 14 with at least 3 attendees
- August 11 with at least 3 attendees
- September 8 with 5 attendees
- November 17 with 5 attendees
- December 15 with 7 attendees

The Task Force also participated in 8 community events in 2022 including the following:

- June 7 – Community Forum at Albany High School
 - Estimated 25+ attendees
- June 18 – Juneteenth Freedom Festival in the South End
 - Estimated 2,500+ attendees
- August 3 – SNUG March at Bleecker Stadium
 - No data on attendance
- August 31 – Pine Hill Neighborhood Meeting at the Police Athletic League with T3C3
 - No data on attendance
- September 15 – Treatment Works March/Rally at Jennings Landing with Albany County Sheriff
 - Estimated 50-150 attendees
- September 22 – Community Forum at the Arbor Hill/West Hill Branch of the Albany Public Library
 - Estimated 14 attendees
- November 11 – Stop the Violence Rally at the Boys & Girls Club of Capital Area Albany Clubhouse
 - Estimated 50-150 attendees
- November 29 – Conviction Sealing at the S.T.E.A.M. Garden
 - No data on attendance

Commission on Human Rights Findings & Recommendation (Violence Prevention Task Force)

The Commission on Human Rights recognizes the efforts of the city in developing and continuing to utilize the Violence Prevention Taskforce in addressing concerns around crime, especially violent crime

throughout the City of Albany. The Commission on Human Rights would like to make the following recommendations in regard to Violence Prevention throughout the City of Albany:

- 1. Ensure that each meeting of the Violence Prevention Taskforce is broadcast and available to view on the Violence Prevention Taskforce Facebook page.*
- 2. Increase the number of youth representatives serving on the Violence Prevention Taskforce and ensure these positions are filled in an appropriate time frame.*
- 3. Increase the scope of the Violence Prevention Taskforce to include, a focus on providing safe programming for youth throughout the City of Albany (i.e.: Teen Nights, Game Nights, etc.)*
- 4. Further develop partnerships with community-based organizations to provide resources to families in need of victim services.*

This section is a listing of meetings but does not discuss outcomes. It's unclear how the violence prevention provisions of the Equity Agenda are being implemented. Sec. 183-2(B)(2) also envisioned allocation of funds for violence prevention programming and initiatives in wards with the highest prevalence of violence. Such funds were to be allocated based on a community participatory budgeting process. This provision has not been implemented.

Community Programming

Mayor's Office Community Outreach by Ward

Mayor Kathy Sheehan participated in over 400 community events throughout 2022, demonstrating her commitment to engage with residents and contribute to the improvement of the City of Albany. The following chart shows community events the Mayor attended in 2022 by ward. A significant portion of these events were held at City Hall which is located in Ward 3. For a detailed listing of all events, see [Appendix 6 – Mayor's Office Community Outreach](#).

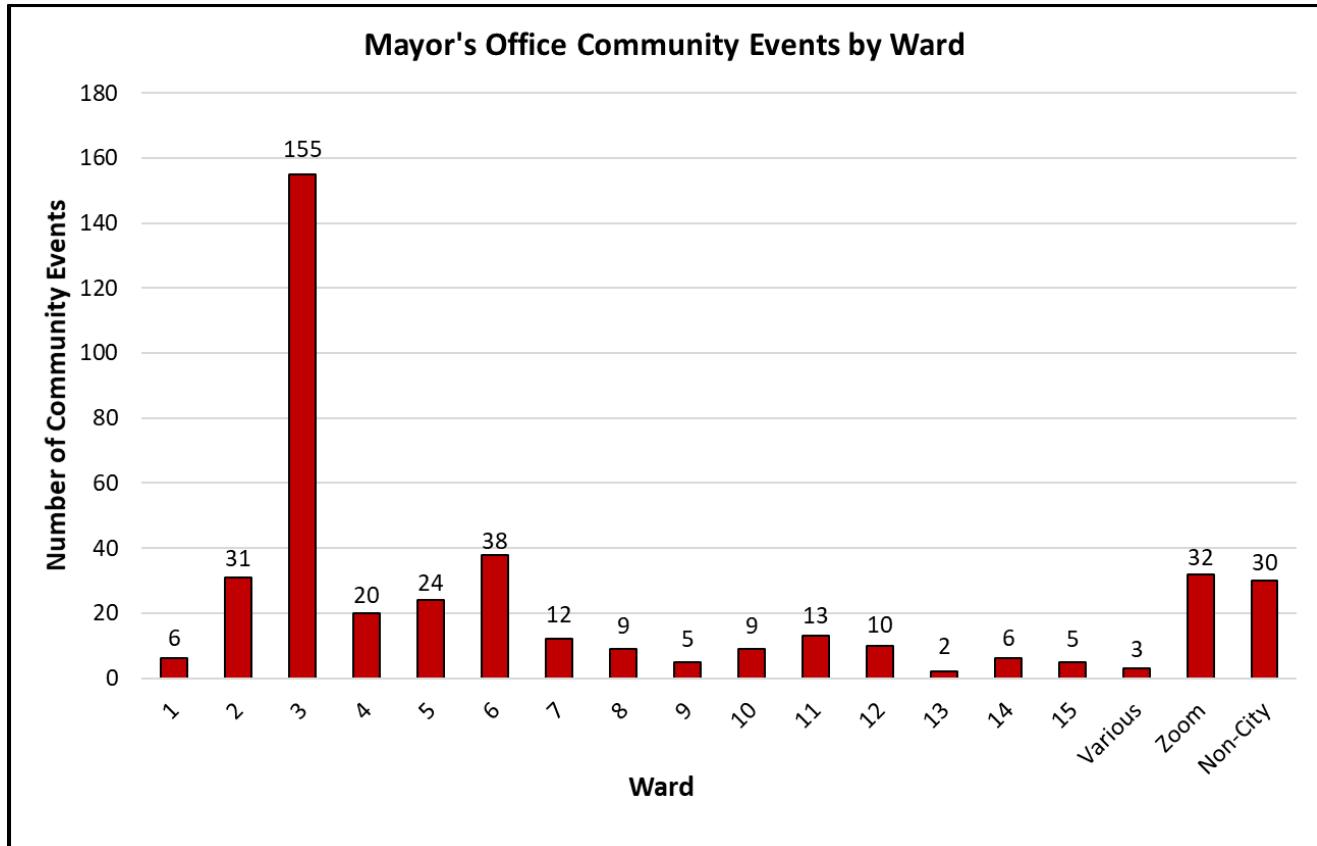


Figure 13. Mayor's Office Community Events by Ward

Commission on Human Rights Findings & Recommendation (Mayor's Office Comm. Outreach)

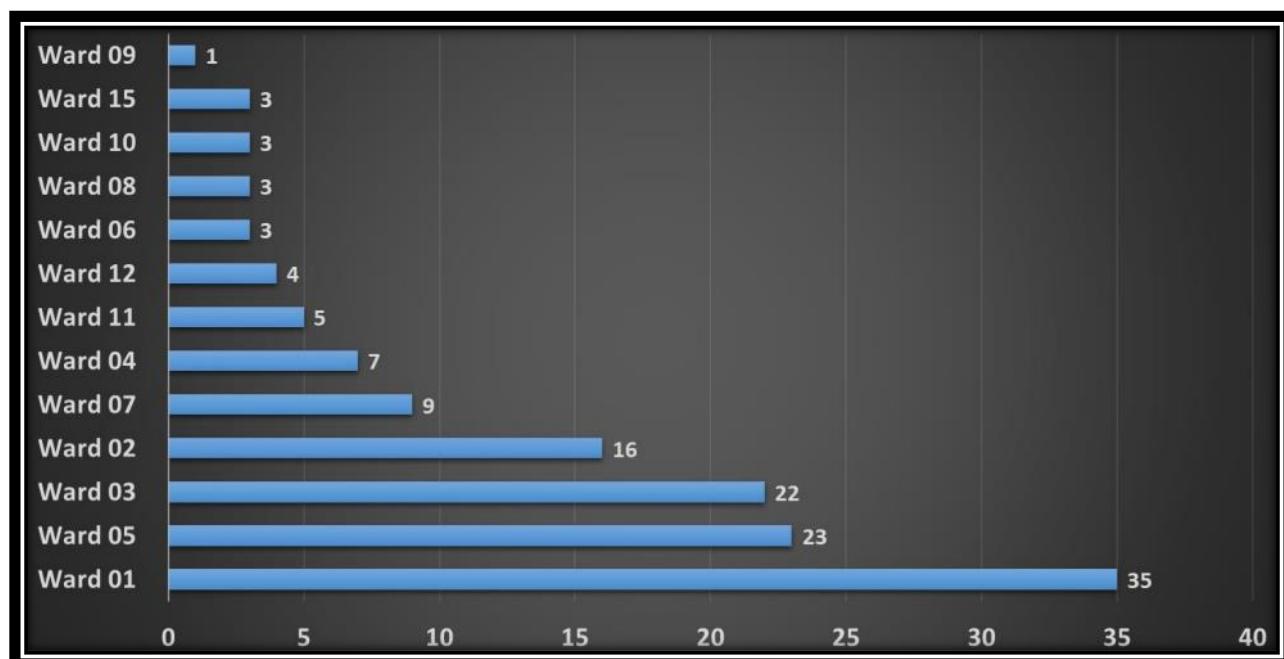
This section lists in appendix 6 over 400 community events throughout 2022 which the Mayor participated in. This listing needs to be refined to a more precise listing of community outreach events.

Community Development Block Grant (CDBG)

Section §183-2C of the Equity Agenda calls on the Albany Community Development Agency (ACDA) to ensure Community Development Block Grant (CDBG) funds are prioritized for organizations that serve communities historically disadvantaged due to racism and discrimination. CDBG funding is provided to not-for-profit organizations in the City of Albany that provide a service to residents of Albany at or below 80% of the Area Median Income. ACDA does have target neighborhoods, Arbor Hill, North Albany, West Hill/West End, and the South End – however, it doesn't limit programming to these neighborhoods. Any resident of Albany that meets the income requirement is eligible for HUD funding. Below are the Year 48 sub-recipients and statistics of the community members served between June 1, 2022 and May 31, 2023.

Organization	Address & Ward	Service Area Ward(s)
Arbor Hill Development Corporation	241 Clinton Ave – 6	3, 4, 5, 6, 10, 11
South End Neighborhood Tutors	20 Rensselaer St – 2	1, 2
U.S. Committee for Refugees & Immigrants	99 Pine St – 3	3, 5, 11

In Our Own Voices	245 Lark St – 6	All
Equinox	500 Central Ave – 11	All
Albany Fund for Education	PO Box 3110	1, 2, 3, 4, 5, 6, 8, 11
Boys and Girls Club	21 Delaware Ave – 6	All
Albany Community Action Partnership	333 Sheridan Ave – 6	All
Grassroots Givers	522 Washington Ave – 6	1, 2, 3, 5, 11
Catholic Charities	40 North Main Ave – 13	All
Albany Police Athletic League	844 Madison Ave – 10	All
Black Nurses Coalition	42 North Swan St – 5	3, 5, 11
Albany Housing Coalition	278 Clinton Ave – 3	All
The Radix Center	153 Grand St – 2	1, 2
Public Defenders Association (LEAD)	Seattle, Washington	All
Center for Employment Opportunities	41 State St – 3	All
The Red Bookshelf	200 Green St – 2	All
Warren & Denise Mackey Foundation	340 First St – 3	3, 5

Figure 14. CDBG Funding Sub-Recipient Organizations**Figure 15.** CDBG Program Recipients by Ward (Year 48)

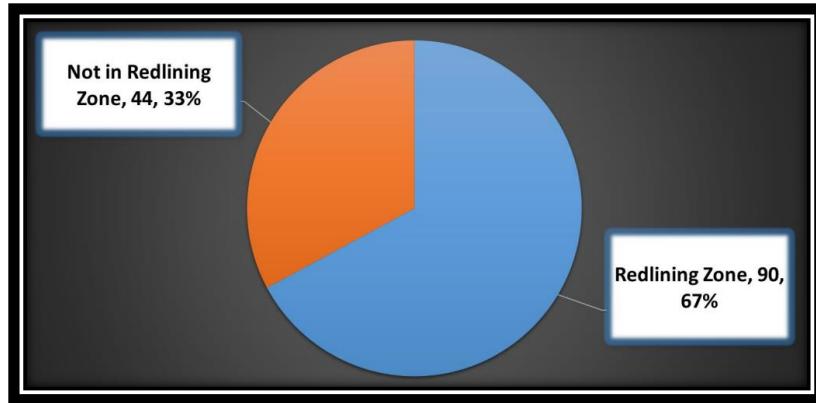


Figure 16. CDBG Program Recipients by Redlining Zone (Year 48)

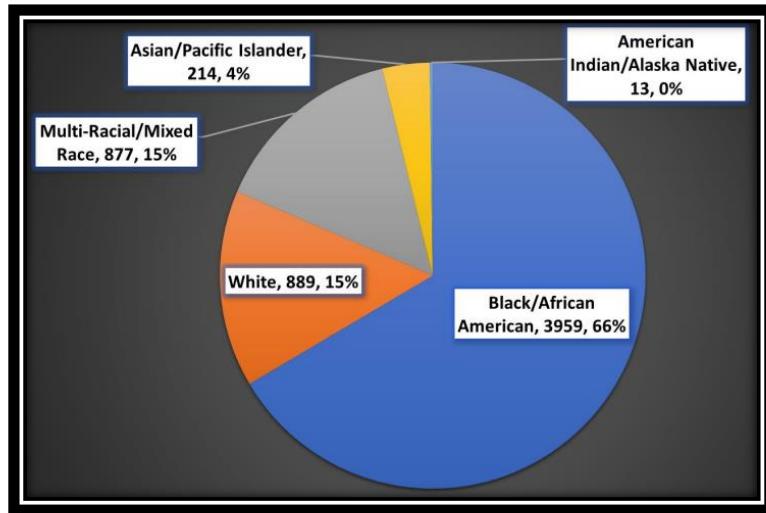


Figure 17. CDBG Public Services Beneficiaries by Racial/Ethnic Category (Year 48)

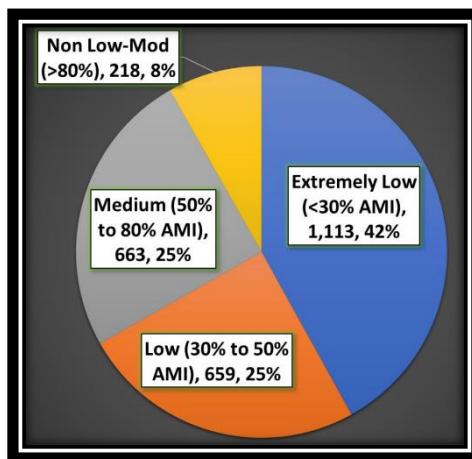


Figure 18. CDBG Public Services Beneficiaries by Income (Year 48)

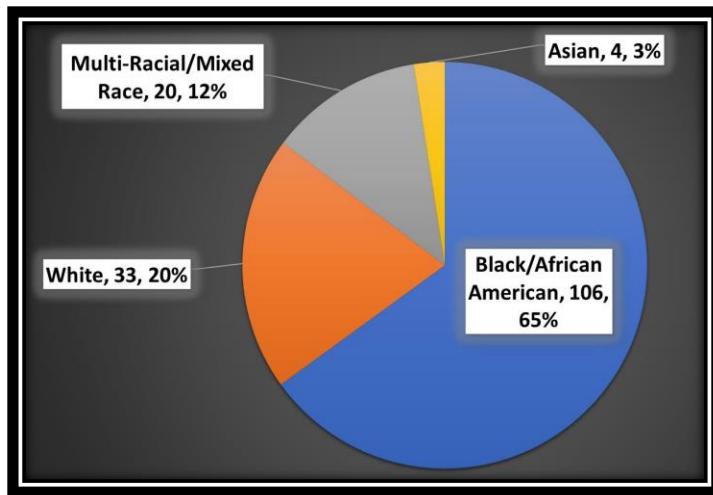


Figure 19. CDBG Housing Beneficiaries by Racial/Ethnic Category (Year 48)

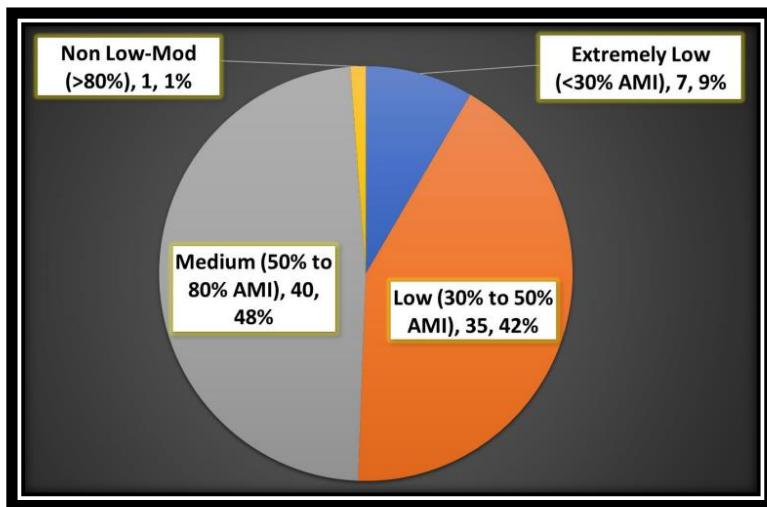


Figure 20. CDBG Housing Beneficiaries by Income (Year 48)

Coronavirus Aid, Relief, and Economic Security Act (CARES) Funding

In response to COVID-19, the U.S. Department of Housing and Urban Development (HUD) allocated funds to the City to be used to prevent, prepare for, and respond to the pandemic. This allocation was authorized by the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) to respond to the growing effects of this historic public health crisis. Applications were accepted on a rolling basis until funds for a particular priority were expended. Below are the CARES Act sub-recipients.

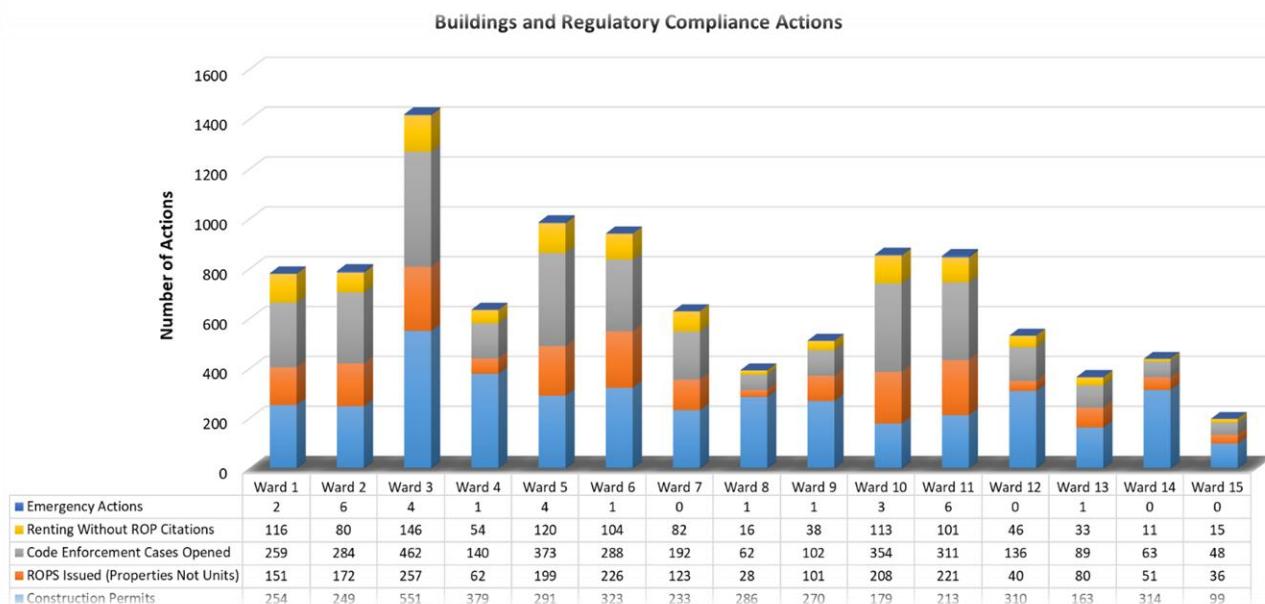
Organization	Address & Ward	Service Area Ward(s)
Albany Police Athletic League	844 Madison Ave – 10	All
Boys and Girls Club	21 Delaware Ave – 6	All
U.S. Committee for Refugees & Immigrants	99 Pine St – 3	3, 5, 11
Grateful Villages	465 Central Ave – 11	3, 5, 11
Center for Employment Opportunities	41 State St – 3	All

Interfaith Partnership	179 Sheridan Ave – 5	All
In Our Own Voices	245 Lark St – 6	All
Raddix Center	153 Grand St – 2	1, 2
South End Neighborhood Tutors	20 Rensselaer St – 2	1, 2
Albany Fund for Education	PO Box 3110	1, 2, 3, 4, 5, 6, 8, 11
South End Children's Cafe	25 Warren St – 2	1, 2
The Baby Institute	301 Washington Ave – 6	3, 4
Affordable Housing Partnership	255 Orange St – 3	All
United Tenants Association	255 Orange St – 3	All
Capital District Latinos	160 Central Ave – 11	All
Trinity Institute	15 Trinity Pl – 2	1, 2
South End Neighborhood Tutors	20 Rensselaer St – 2	1, 2
The Cultural Center	64 Quail St – 5	3, 5, 11
Trinity Institute – South End Snug Program	56 Morton Ave – 2	1, 2

Figure 21. CARES Act Sub-Recipient Organizations

Building and Regulatory Compliance (BRC) Actions

The Department of Buildings and Regulatory Compliance (BRC) protects and improves the health, safety, and welfare of City residents, visitors, and investors by enforcing the City Code and the New York State Uniform Building Code effectively, efficiently, and transparently. BRC administers and enforces the Buildings Code, Fire Code, Property Maintenance Code, Multiple Residence Code, Existing Buildings Code, Plumbing Code, Electrical Code, and Mechanical Code within the City of Albany. The chart below shows a summary of the actions executed in each ward during 2022. Below the chart is a brief definition of each action.

**Figure 22.** Actions Taken by Buildings and Regulatory Compliance in 2022

Emergency Actions: Demolitions or stabilizations performed

Renting Without ROP Citations: Properties that are renting out residential properties/units without the benefit of a Residential Occupancy Permit (ROP)

Code Enforcement Cases Opened: Cases opened from complaints. Complaints may come from tenants/occupants, SeeClickFix, on-call cases or another City of Albany agency

ROPs Issued: Properties issued ROPs during 2022 (properties may have multiple rental units)

Construction Permits: Permits issued for construction, including electrical, plumbing and elevators. These include new construction, alterations, improvements and commercial.

Workforce Training

Section §183-3D of the Equity Agenda mandates the City and Commission to measure and track workforce training and employment outcomes in its annual report. The following grants and programs are administered by the City's Department of Youth and Workforce Services (DYWS). Please note that DYWS has an obligation to service individuals who do not reside in the City of Albany. As a result, some of the information presented in this section includes individuals who are not residents of the City of Albany. In addition, the data regarding age, gender, and race is limited to what has been voluntarily disclosed by participants.

Summer Youth Employment Program (SYEP)

Each summer the City of Albany hosts the Summer Youth Employment Program (SYEP) which provides youth between the ages of 14 and 18 the opportunity to gain work experience over a five week period. The goals of the program include introducing and preparing youth for the world of work, helping youth identify career interests and attain skills and good work habits, and to provide youth with income, which may supplement family income. The figures below include statistics related to the program.

Applicant and Participant Data		#
Applicants		798
Participants on day 1		513
Participants who completed the program		488
Program Completion Rate		95%

Enrollment Data of Completed Participants		#
New youth enrolled		304
Returning youth enrolled		184

Figure 23. SYEP Applicant/Participant and Enrollment Data

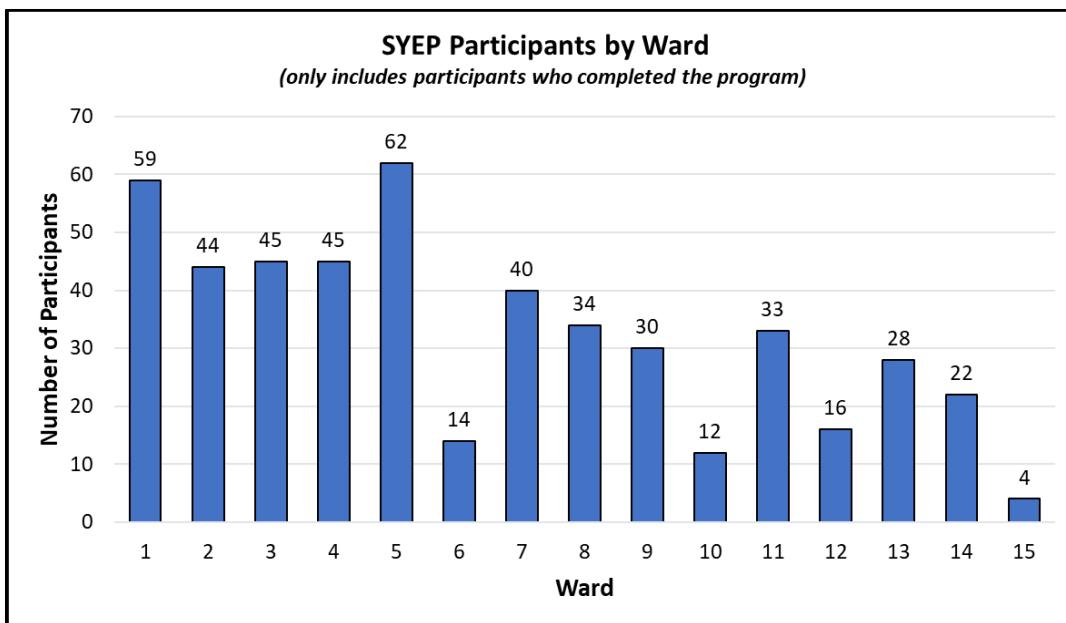


Figure 24. SYEP Participants by Ward

All youth who participated in the SYEP were divided up and among 65 different worksites. Over the course of the program, participants had the opportunity to gain workforce experience through their worksite in our community. Participants also engaged in a full week of enrichment sessions which included presenters on a wide array of topics that focused on financial, literacy, workplace safety, and physical and mental health awareness.

Following the SYEP, the City of Albany piloted a new Fall youth employment program in the Fall of 2022 which included some participants from the SYEP. Registration occurred from October 3 through October 21 and applicants were asked to submit an essay along with a letter of recommendation. There were 29 youth selected to participate in the program, which ran from October 31 through December 23.

Workforce Innovation and Opportunity Act (WIOA) Grant

The Workforce Innovation and Opportunity Act (WIOA) Grant offers services to eligible individuals seeking to improve their job skills. These participants can choose from a selection of training providers in New York State and are encouraged to actively manage their career prospects by utilizing various resources, including skills assessments, labor market information, and the performance of training providers. Their success is gauged by their program completion, attainment of credentials, and successful employment.

DYWS allocated \$336,412 in funding to assist participants in obtaining credentials, educational training, and support services in industries like transportation, healthcare, manufacturing, and construction. The hourly wage ranged from \$17 to \$30 and 56 participants (43%) were able to obtain credentials throughout the course of the program. It is important to note that there are gaps in the process, both in terms of obtaining credentials and securing employment in the chosen career pathway. For instance, nursing students need to excel in both academic and clinical testing to demonstrate mastery of the

required skill sets for board certification eligibility. The accompanying figures provide insights into the program including job placement details, cost, and participants by ward.

Employing Entity	Vacancy Filled	Hourly Rate
Albany Medical Center	Patient Care Technician	\$18.00
CSL Plasma	Phlebotomist	\$18.00
St. Peter's Hospital	Patient Care Technician	\$17.25
Lab Corp	Phlebotomist	\$18.00
Riverview Nursing Home	Home Health Aide	\$17.00
Albany Obstetrics	Licensed Practical Nurse	\$30.00
Anvil Fence and Supply Co.	Laborer	\$17.00
Capital District Transportation Authority (CDTA)	Bus Driver Trainee	\$21.25

Figure 25. WIOA Grant Job Placement Details and Rates of Pay

Types of Workers	Associated Costs
WIOA Adult	\$220,000
WIOA Dislocated Worker	\$113,000
Trade & Economic Transition Dislocated Worker	\$3,412

Figure 26. Costs Allocated to WIOA Program

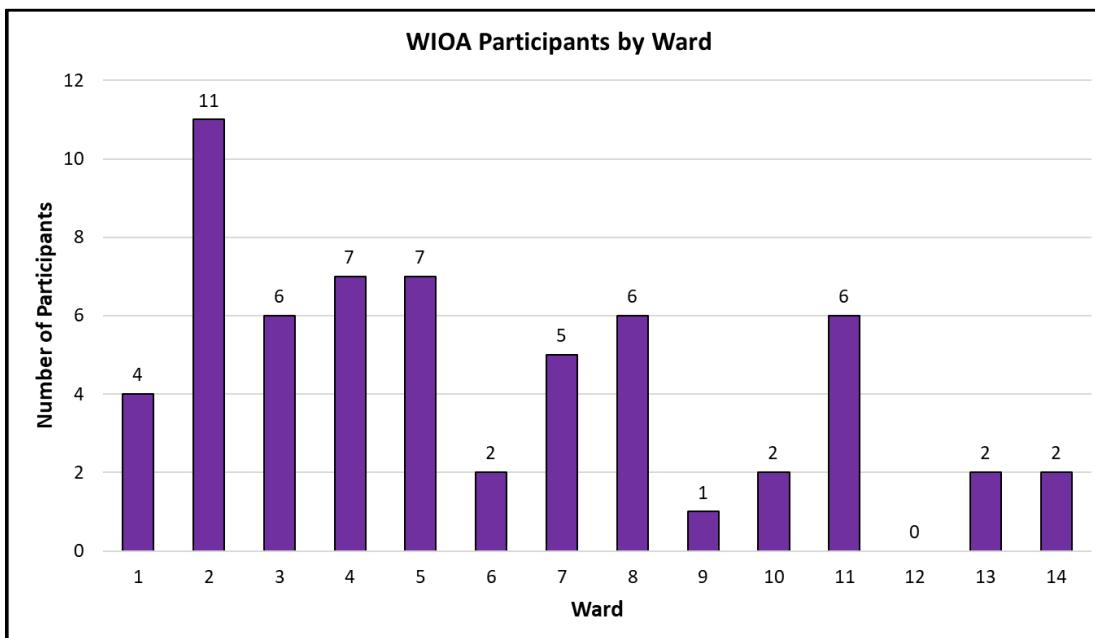


Figure 27. WIOA Participants by Ward

My Brother's and Sister's Keeper (MBSK)

On February 27, 2014 President Obama launched the My Brother's Keeper initiative with the belief that focusing on critical challenges, risk factors, and opportunities for young boys and men of color at key life stages can improve their long-term outcomes and ability to contribute to society. The City of Albany

accepted President Obama's challenge and expanded it to include young girls and young women, recognizing that they too need to improve their long-term outcomes and ability to contribute to society. The local chapter of My Brother's and Sister's Keeper goal is to reduce levels of violence among young people and to improve access to education and employment. Primary indicators of performance are evaluated during the program follow-up period. Successful outcomes include unsubsidized employment, secondary education, post-secondary education, and occupational skills training.

The participants engaged in workforce development training such as resume development, mock interviewing, and career exploration, career trips to local businesses including City Hall, and mentoring to support the personal and professional growth of young adults. Participants also completed community service by volunteering at the local community food pantries and were provided mental health assessments and counseling services by social workers to address barriers.

The total cost of the program was \$81,890 and the total amount of stipends awarded to participants was \$20,400. In addition to the weekly stipends the participants received, they also were awarded CDTA bus passes based on their attendance. The figures below include disclosed statistics related to the program.

Age of Participants	#
18	4
19	9
20	2
21	15
22	5
23	5
24	3

Figure 28. MBSK Age Demographic Data

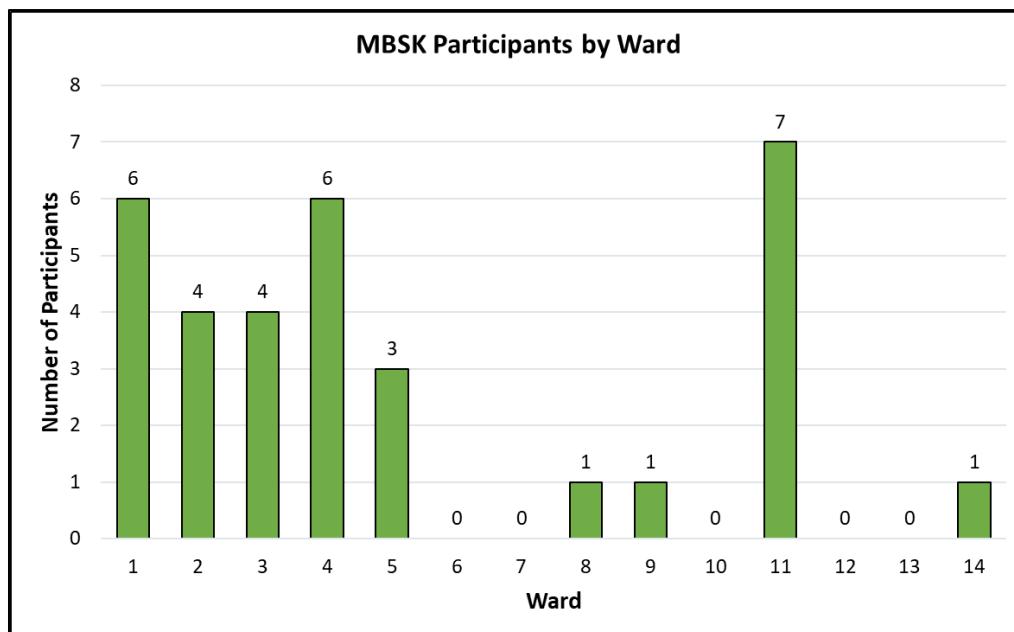


Figure 29. MBSK Participants by Ward

Gun Violence Prevention (GVP) Initiative

In 2022, the New York State Governor's Office initiated a job program aimed at young adults aged 18 to 24 residing in areas with high rates of gun violence. This program, known as the Gun Violence Prevention (GVP) Initiative, is innovative by directing its efforts toward specific local areas identified by zip codes and treating gun violence as a public health issue. The primary objective of this initiative is to offer a comprehensive strategy to create a safer New York, encompassing both short and long-term measures for intervention and prevention to disrupt the cycle of violence.

The program caters to young adults who are unemployed, underemployed, or out of school, achieving this through community partnerships, specialized training, hands-on work experience, and workforce development. These components collectively contribute to building careers and facilitating sustainable employment. The initiative had 43 participants enrolled in 2022, with a total stipend amount of \$43,106 awarded for their participation in Career Readiness and Leadership Training. The figures below outline participants by ward, age, gender, and race.

Age of Participants	#
18	4
19	9
20	2
21	15
22	5
23	5
24	3

Figure 30. GVP Age Demographic Data

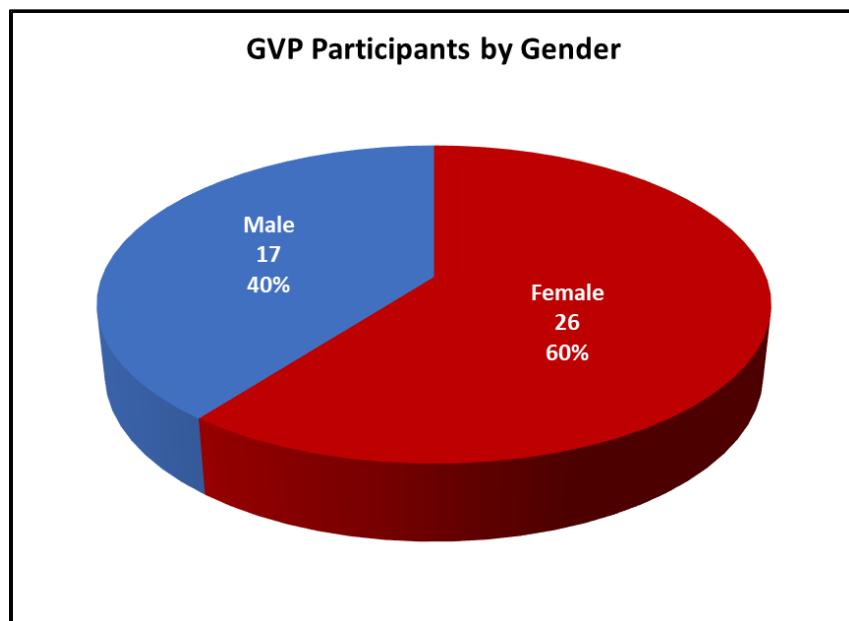


Figure 31. GVP Participants by Gender

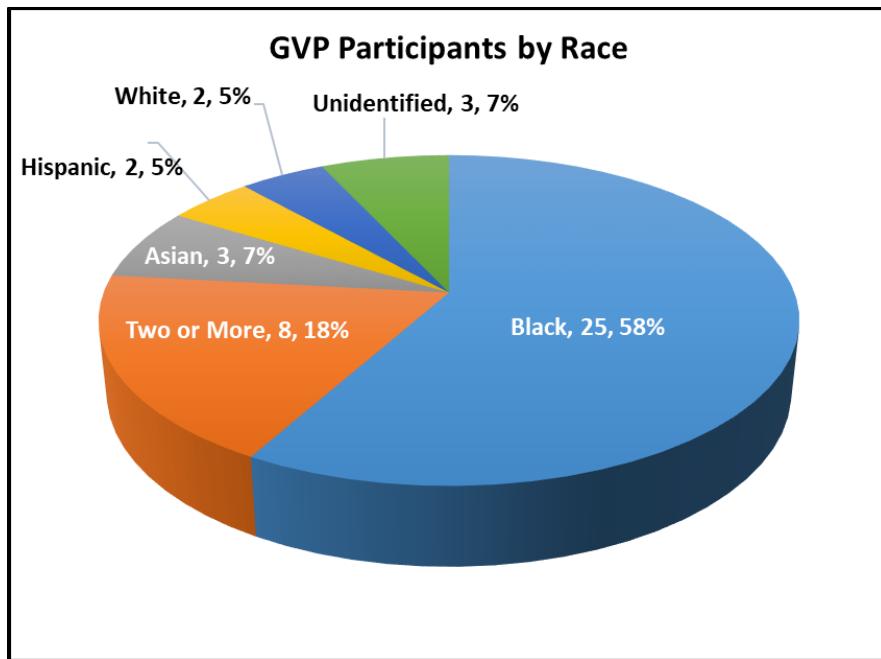


Figure 32. GVP Participants by Race

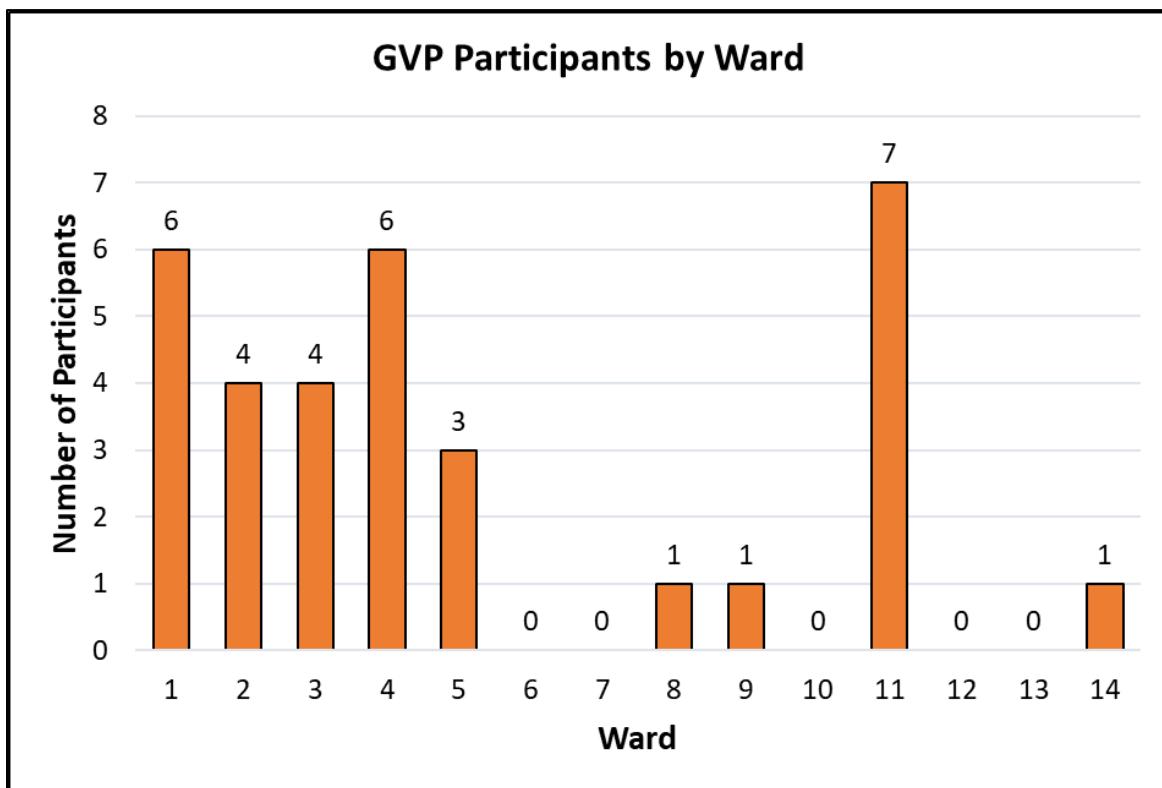


Figure 33. GVP Participants by Ward

City of Albany Employment

Job and Civil Service Exam Applicants

As a municipality of the State of New York, City of Albany employment is governed by Civil Service Law. For positions that fall into the competitive class, the City is required to hire and promote from a list of candidates who have passed a civil service exam for a particular position title. Civil service exams assess candidates' knowledge, skills, and abilities necessary to performing the job. The objectives of civil service exams are to provide job selection based on merit and foster fair and open competition. For positions that do not have an active list, the City may make a provisional appointment. If an appointment occurs, that employee will need to take the exam for their position title when it is offered and score a high enough score in order to be considered permanent in their position.

The City advertises its open positions and upcoming civil service exams on its [employment portal](#). Some exams are offered on a one-off basis, and others are continuous recruitment exams that occur on a more frequent recurring basis. In order for a prospective job seeker to be hired for a position with the City of Albany, they must submit their job or exam application through the employment portal. The Office of Human Resources then reviews their application and determines whether or not the candidate is qualified for the position or exam. If the candidate has applied for an exam and is considered qualified, the Office of Human Resources will email them an admittance notice with details about the exam. In 2022, the City of Albany received a total of 3,943 job and exam applications – 3,135 job applications and 808 exam applications. Of those applicants, only 34% (or 1,356) listed their residence city address as Albany. Below is a map and chart of the City of Albany which includes location points of the residence addresses of job and civil service exam applicants in 2022.

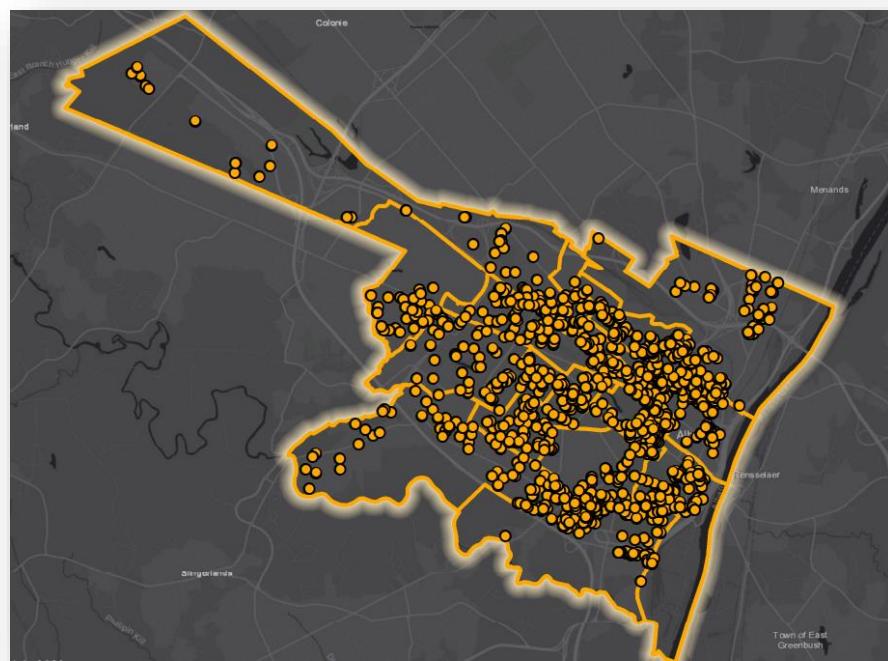


Figure 34. Map of City of Albany Job and Civil Service Exam Applicants

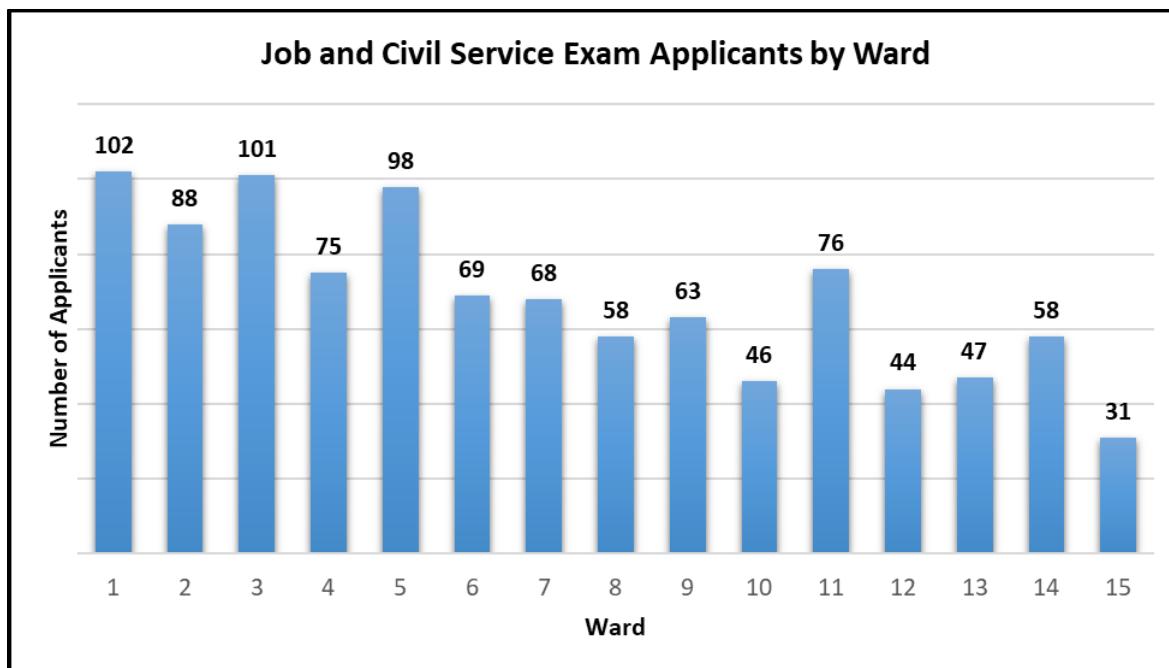


Figure 35. Chart of City of Albany Job and Civil Service Exam Applicants by Ward

When applying for a City of Albany job or civil service exam, an applicant is asked their gender and race. Applicants have the option to skip these questions if they choose. In 2022 a total of 213 applicants responded identifying their gender and 174 applicants responded identifying their race. Below is the breakdown of these applicants.

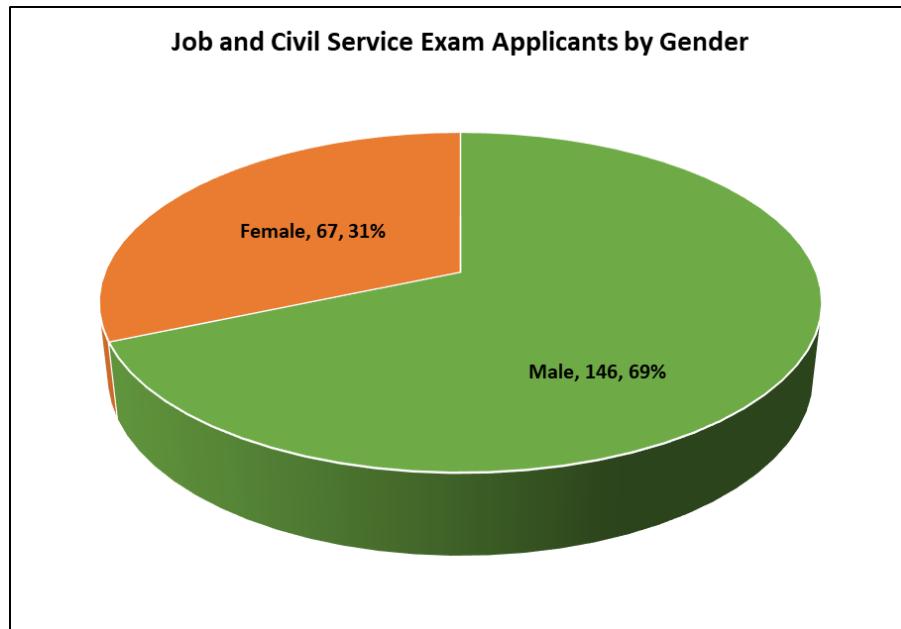
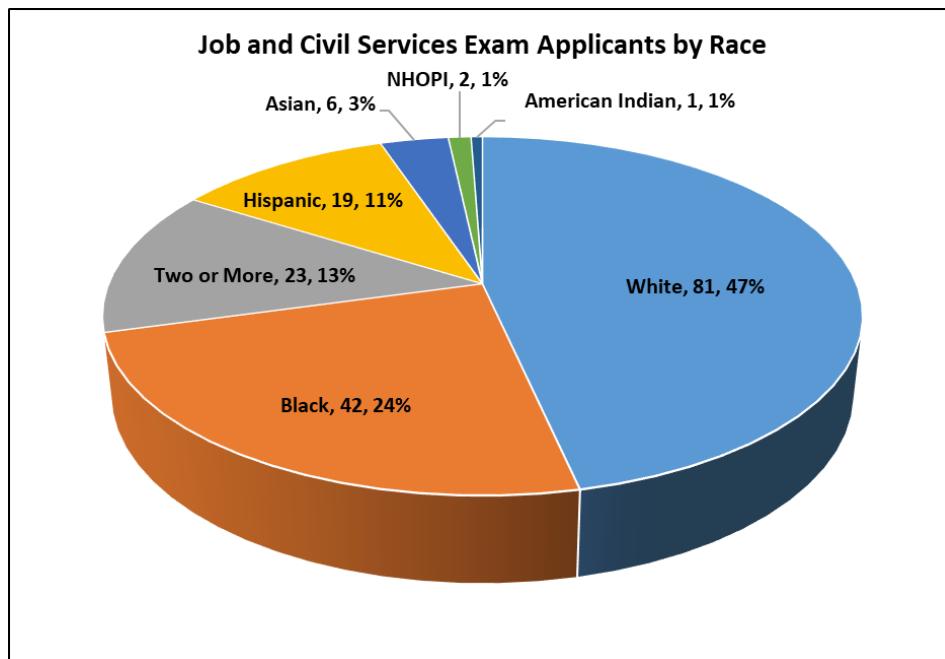


Figure 36. Job and Civil Service Exam Applicants by Gender

**Figure 37.** Job and Civil Service Exam Applicants by Race

Job and Civil Service Exam Applicants - Gender Diversity by Race			
White	81	Asian	6
Male	72	Male	5
Female	9	Female	1
Black	42	NHOPPI	2
Male	19	Male	2
Female	23	Female	0
Two or More	23	American Indian	1
Male	3	Male	1
Female	20	Female	0
Hispanic	19	Disclosed Gender But Not Race	39
Male	17	Male	27
Female	2	Female	12

Figure 38. Job and Civil Service Exam Applicants – Gender Diversity by Race

Employee Demographics

The U.S. Census data refers to a comprehensive collection of demographic, social, and economic information about the population of the United States. This data is collected by the U.S. Census Bureau every ten years. The data includes details such as population size, age, race, ethnicity, household income, educational attainment, and housing statistics. It serves as a vital resource for government planning, policy-making, and allocation of resources. Below is a snapshot of the most recent U.S. Census Data.

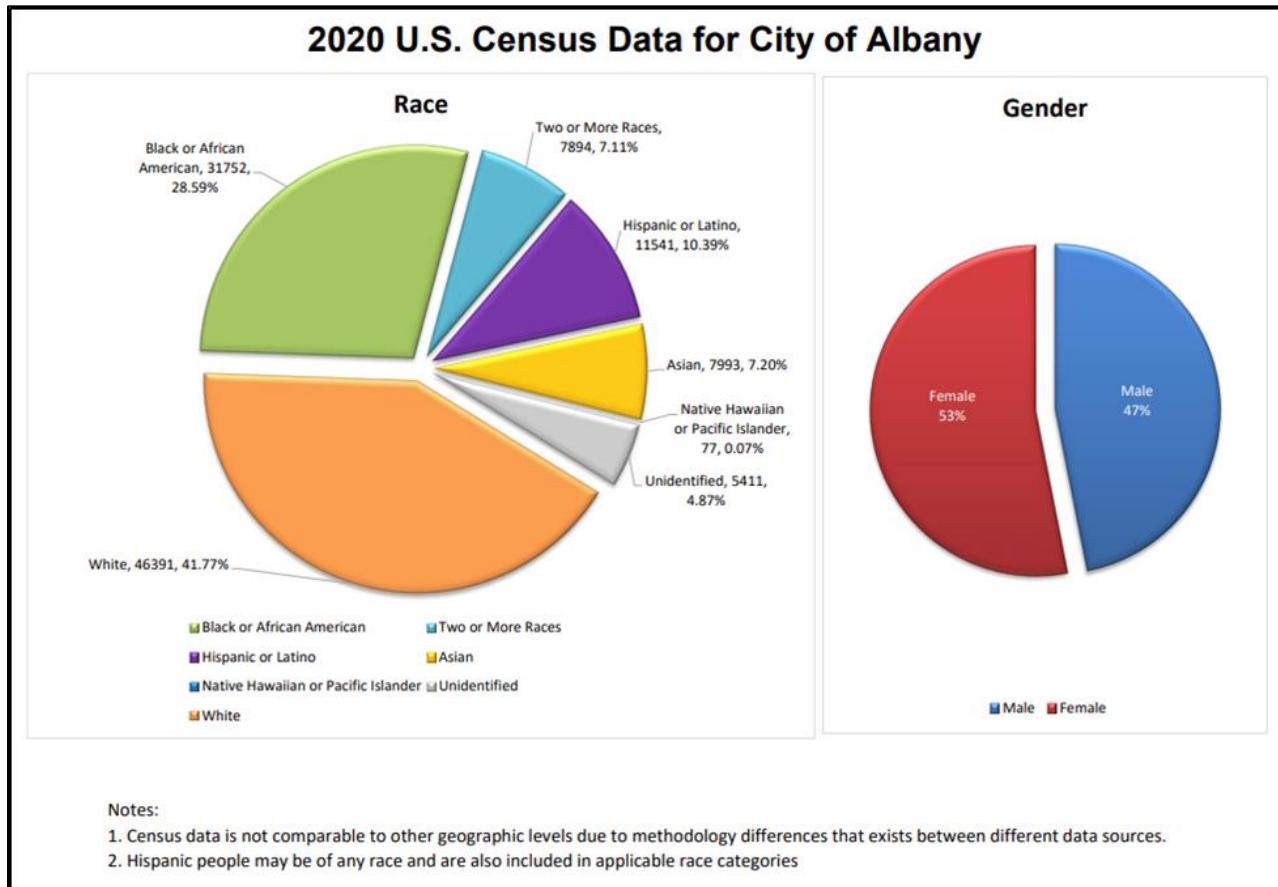


Figure 39. 2020 U.S. Census Data for the City of Albany

Below is a snapshot of the racial and gender diversity of the workforce as of December 2022. The U.S. Census Bureau and the Equal Employment Opportunity Commission (EEOC) classify race slightly differently. The City of Albany is required to report to the EEOC, so we utilize their labeling system, which is why the categories in the figure below slightly differ from the categories shown in the figure above.

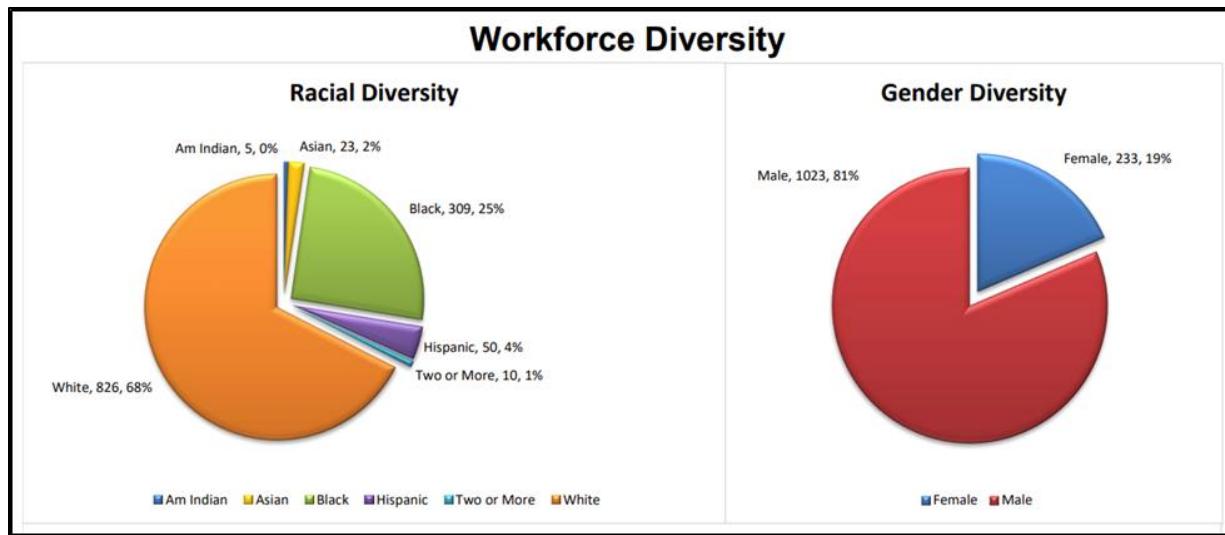


Figure 40. City of Albany Workforce Diversity as of December 2022

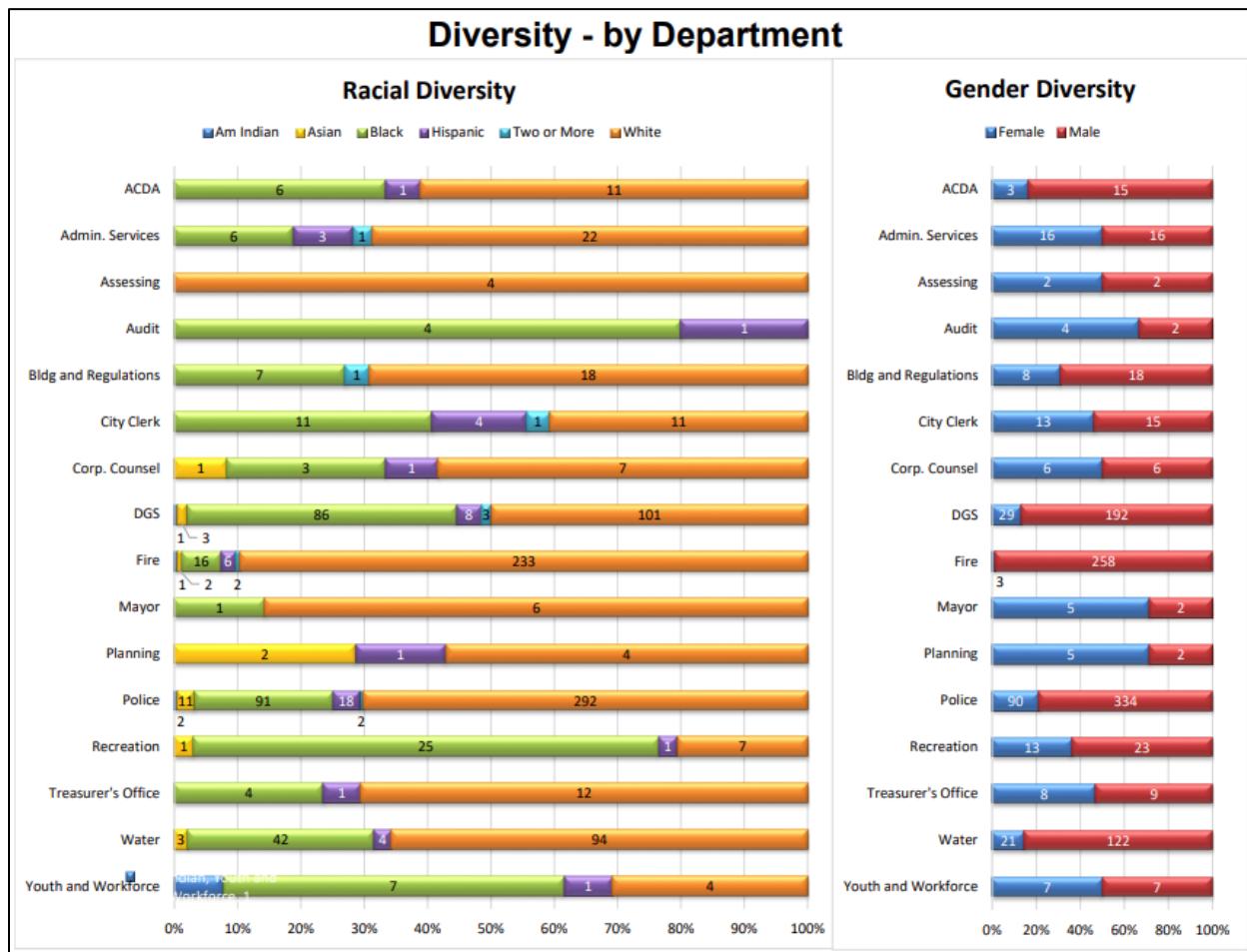


Figure 41. City of Albany Workforce Diversity by Department as of December 2022

Lastly, the chart below shows the racial and gender diversity of the workforce, comparing December 2022 to the previous year.

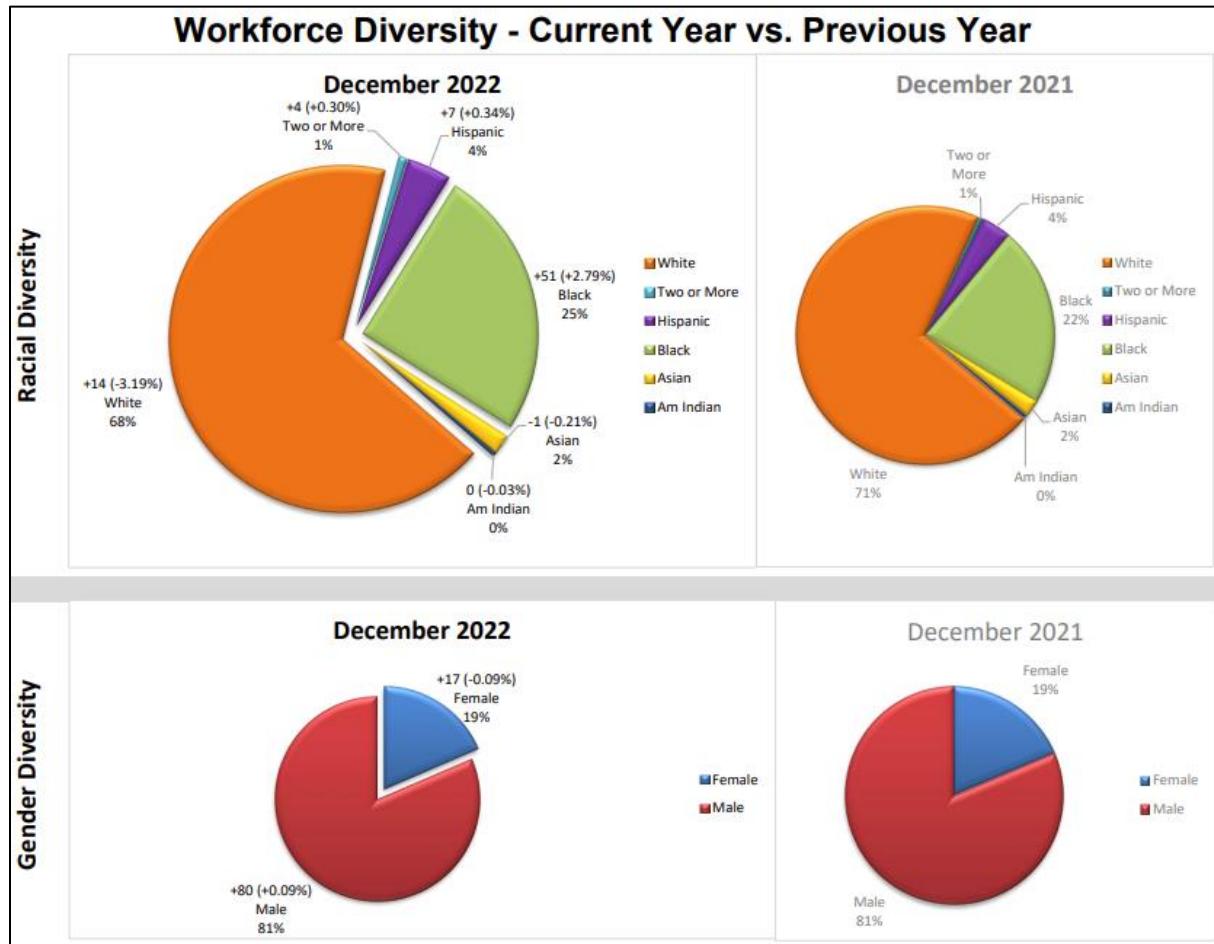


Figure 42. City of Albany Workforce Diversity – December 2022 vs. December 2021

Employee Residency

Local Law F-2014 which became effective on February 26, 2015 and can be found in Section 61-1 of Chapter 62 of the Code of the City of Albany, mandates residency for City of Albany employees. However, this mandate is not applicable to those who fall into the category of uniformed personnel due to New York State law. The legislation is written as follows:

"Residency for new employees. Except as otherwise provided by the section, the Common Council hereby establishes a residency requirement for all prospective employees of the City. Every person initially employed by the City of Albany, shall, as a qualification of employment, be or become a resident of the City of Albany within 180 days of the date of initial appointment for said City. Furthermore, employees hired after the effective date of this section shall continue to be a resident of the City of Albany throughout their employment with the City, and the failure to move into the City, shall be deemed a voluntary resignation. The City may require annual proof of residency from affected employees."

In 2022, the number of City of Albany employees who are residents was 834 (or 61%) and the number of employees who are non-residents was 542 (or 39%). Of the non-resident employees, approximately 94% are sworn public safety personnel who are exempt from the residency requirement. Below is a map and chart of the location points of the residence addresses of employees in 2022.

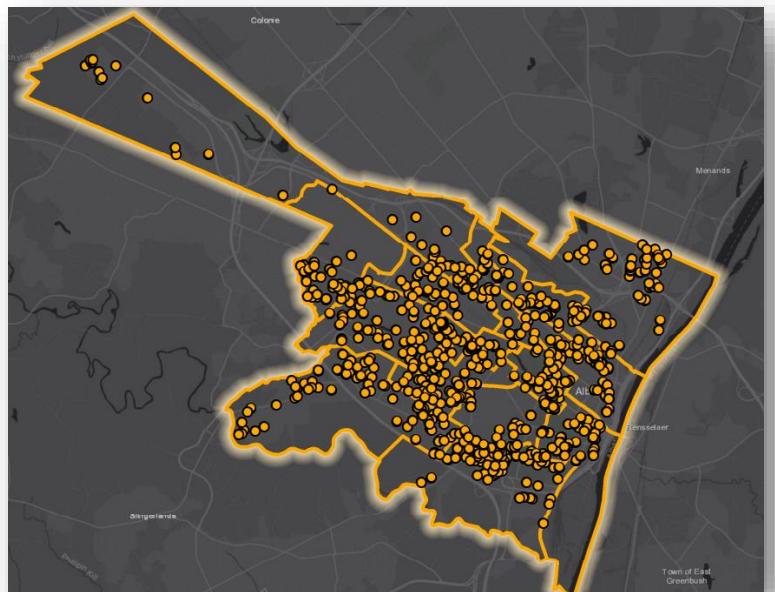


Figure 43. Map of Current City of Albany Employee Addresses – City Residents Only

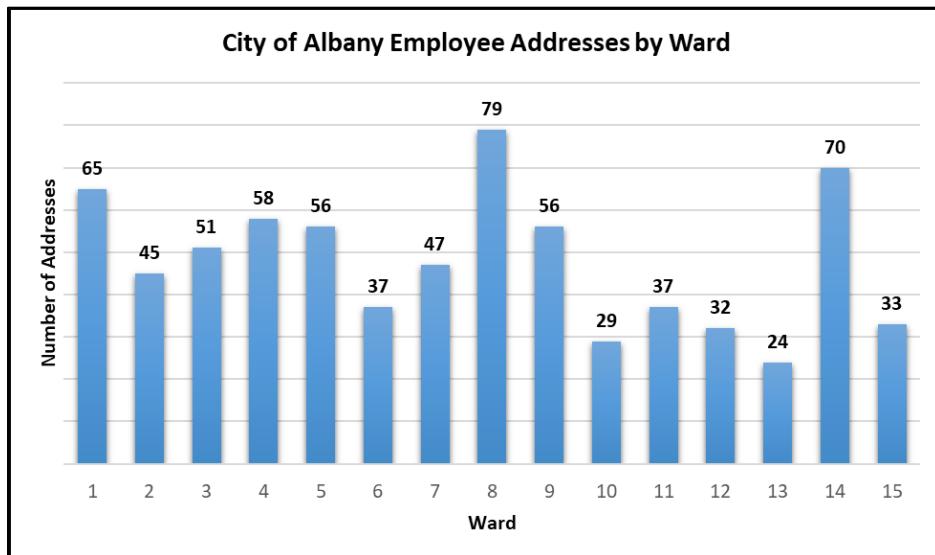


Figure 44. Chart of Current City of Albany Employee Addresses – City Residents Only

Pay Equity Analysis

In 2021 the City of Albany undertook a Pay Equity Analysis with the goal of attracting and retaining qualified employees with competitive salaries, and ensuring fair and equitable compensation throughout the organization. The analysis included an examination of compensation practices to ensure that employees were fairly and equitably paid for their work, regardless of gender, race, or other potential discriminatory factors. The goal of the analysis was to identify and rectify any disparities that may exist in compensation, particularly those arising from systemic biases. This process involved comparing the salaries of employees performing similar roles. It also included assessing the impact of factors such as experience, education, and performance on compensation to ensure that differences are justified and not discriminatory.

At the time of the analysis, the City had 285 different position titles. Out of those titles, 140 were selected as benchmark titles, including 100 non-union titles and 40 union titles. A survey was created and sent to 12 peer employers and was focused on looking at compensation data and employer benefit contributions. The findings of these surveys were that on an overall basis, the City's union-represented jobs were at 98% of the market average, while the City's non-union jobs were at 87% of the market average.

In 2022, the non-union salary structure was created and all of the benchmark position titles were categorized into one of 14 grades. To aid in this process, department leaders collected data on non-union job titles, which was used to place every title on the salary structure. Information collected included who the position reported to, direct reports, certifications, difficulty/responsibility, independence level, financial oversight, and level of supervisor exercised over the job. Below is a graphic showing some of the factors that impact salary decisions and a chart which shows the non-union salary structure that was created.

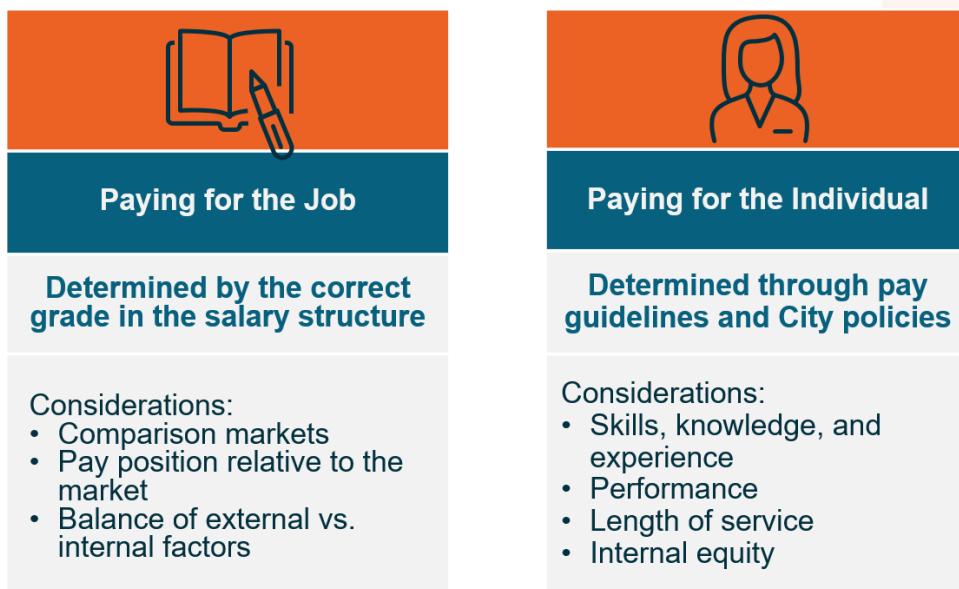
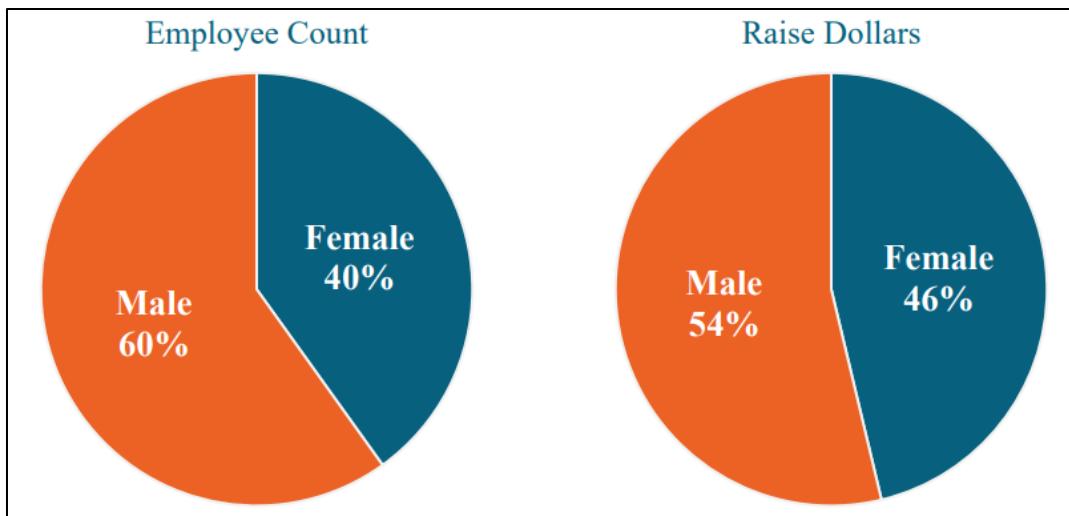


Figure 45. Salary Structure – Two Pay Decisions

**Figure 46.** Non-Union Salary Structure

The new salary structure was then introduced to the Common Council in October 2022 along with the 2023 Proposed Budget. Following this, further adjustments were made to align employee salaries with market rates to ensure competitiveness in the job market. Some positive outcomes resulting from the Pay Equity Analysis include the closure of the gender wage gap, achievement of parity among departments for similar roles, necessary adjustments to job titles, establishment of promotional pathways, and demographic equity in distribution of pay. Employees earning less than \$40,000 per year saw the most significant increase in pay. Below are figures which show the demographic equity of employees receiving raise dollars. Raises were proportional to employee population.

**Figure 47.** Gender Pay Equity Outcome – Non Union Employees

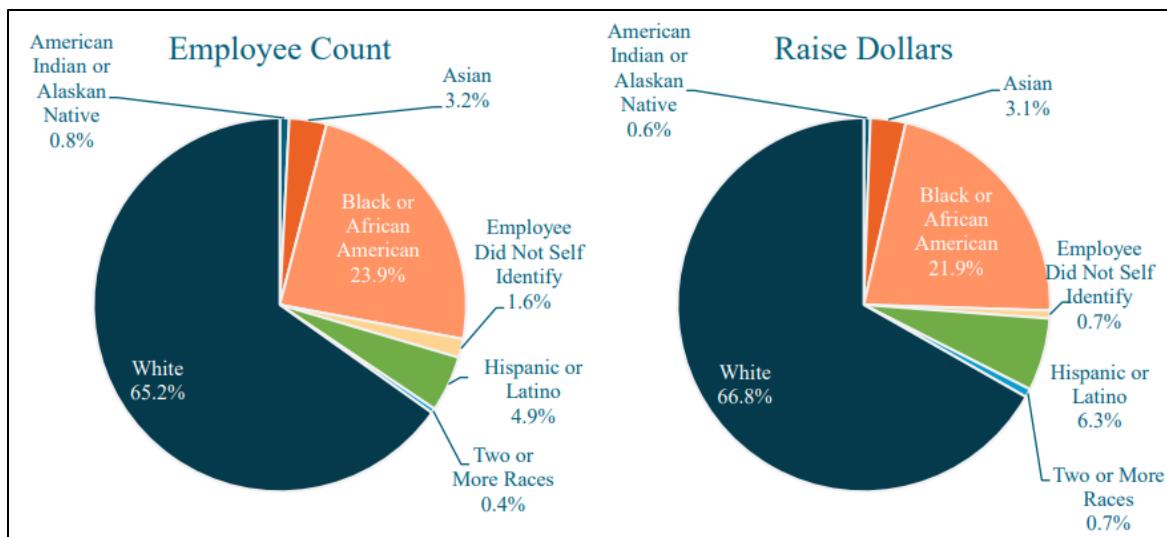


Figure 48. Racial Pay Equity Outcome – Non Union Employees

Another outcome of the pay study was implementing market-rate salaries for non-union employees. Over a 10-year period (2011-2020), unrepresented employees received an annual average raise of 0.94%, including five years of zeroes. The pay study allowed the City to raise employee salaries to market rate, and ensure employees were fairly compensated. Below are two cross-tab charts showing the average pay increases received by gender and race, and the average raise by salary band.

Average Raise Cross-Tab (Non-Union)

CATEGORY	FEMALE	MALE	TOTAL
Two or More Races	40.9%	N/A	40.9%
Hispanic or Latino	26.2%	15.4%	19.0%
Black or African American	18.8%	11.4%	14.9%
Asian	12.4%	22.5%	14.9%
White	16.7%	10.8%	12.9%
American Indian or Alaskan Native	N/A	9.6%	9.6%
Did Not Self Identify	12.4%	5.5%	9.0%
TOTAL	17.6%	11.2%	13.8%

Figure 49. Average Raise Cross-Tab (Non Union Employees)

Average Raise Cross-Tab (Non-Union)

CATEGORY (Wage on 6/30/22)	FEMALE	MALE	TOTAL
Under \$40k	21.0%	14.1%	17.5%
\$40 – \$60k	17.0%	11.1%	14.0%
\$60 – \$80k	17.6%	10.4%	12.5%
\$80 – \$100k	12.0%	11.3%	11.5%
Over \$100k	11.6%	8.5%	9.1%
TOTAL	17.6%	11.2%	13.8%

Figure 50. Average Raise Cross-Tab (Non Union Employees)

Career Fairs and Job Communication Efforts

The City of Albany Office of Human Resources attends and hosts career fairs and recruitment events on a regular basis in order to access a diverse talent pool to promote visibility of City jobs and services. These events do not only assist the City in finding prospective applicants, but it also aids in providing insight into the job market to learn more about the skills and qualifications the job seekers possess to gain a better understanding of the competition. Below is a list of career fairs and recruitment events that the City of Albany attended in 2022.

- April 7 – Dr. King Annual Career Fair at Empire State Plaza
- June 9 – Alive at 5
- June 16 – Alive at 5
- June 23 – Alive at 5
- July 7 – Alive at 5
- July 14 – Alive at 5
- July 21 – Alive at 5
- July 28 – Alive at 5
- August 4 – Alive at 5
- November 29 – Conviction Sealing Clinic
- November 28 – Neighborhood Services Open House Job Fair
- December 7 – Capital Region Empowerment Job Fair

The City regularly monitors its progress in regard to the outcome of career fairs and job communication efforts. Within 2022 alone, the City saw a 4% decrease in its vacancy rate from the beginning of the year compared to the end of the year. Below is a graphical depiction of the decrease.

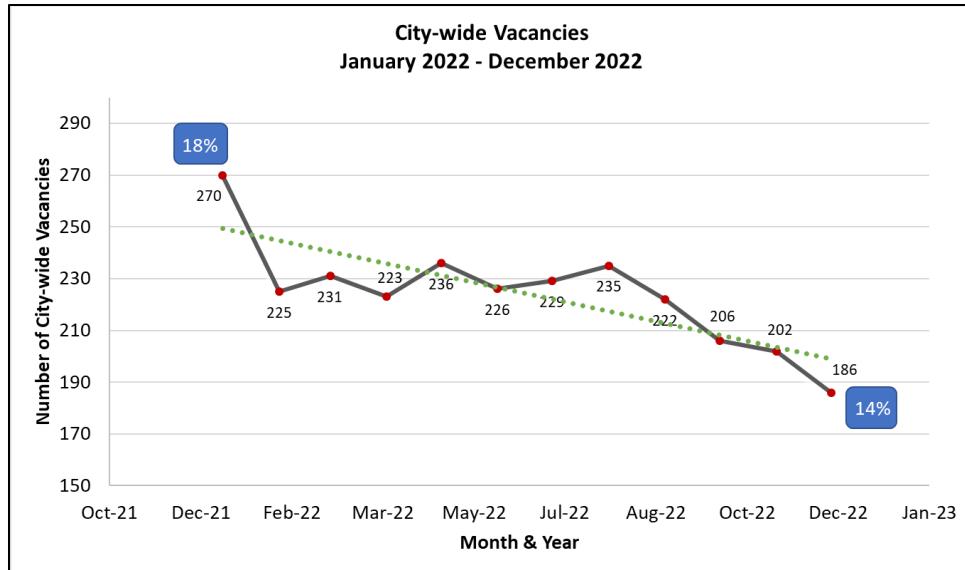


Figure 51. City-wide Vacancies from January 2022 through December 2022

Join Albany Recruitment & Retention Campaign

The Department of Administrative Services is responsible for providing oversight of the day-to-day functions of city government and ensures that all departments have the resources and support they need to provide high-quality, valued services to the public. One of Admin Services' functions is to oversee city-wide hiring, civil service testing, and benefits administration.

Administrative Services applied for a competitive American Rescue Plan Act (ARPA) grant and was awarded \$400,000 in 2022 to start the Join Albany Campaign. The goal of the campaign is to recruit individuals to fill positions across all departments, while also retaining and developing the existing workforce. Following the award, Admin Services started working with a consultant to develop a marketing campaign to reach and attract new talent. This includes improving the City's "employer brand" to better showcase the City's mission, values, culture, and personality. In addition to the marketing campaign, the consultants continue to assist in the development of innovative strategies to recruit a more diverse workforce.

The [Join Albany Campaign](#) is committed to fostering accessibility by considering aspects that often go overlooked, ensuring a compelling message about Albany's employment opportunities. Throughout the campaign, Administrative Services has collaborated closely with their consultant to strategically identify and reach the campaign's target audience. By meeting people where they are, the City has successfully delivered highly localized and personalized content to viewers. The commitment to accessibility extends to various digital elements, such as responsive design, color contrast, keyboard accessibility, screen reader compatibility, and adherence to Web Content Accessibility Guidelines. Factors such as font size and style are also carefully chosen to facilitate information access for individuals of all abilities, accommodating diverse preferences. Examples of this can be seen below and on [JoinAlbany.com](#).

Throughout the campaign, the Department of Administrative Services has and continued to teach the public about the Civil Service System in an effort to demystify the exam process, while also presenting

jobs in clear, plain language that everyone can easily comprehend. Administrative Services has also worked with the Civil Service Commission to remove employment barriers by waiving all exam fees, amending job qualifications to expand the applicant pool, and expanding the 55A program, which eliminates the exam requirement for individuals with a qualifying disability.

We are hosting monthly job fairs in our neighborhoods, with a particular focus on wards and neighborhoods that have been historically disadvantaged. The Office of Human Resources also hosts monthly job application workshops to provide hands-on help with applying for City of Albany Civil Service exams and jobs and to provide job seekers with tips and best practices for becoming city employees.



Figure 52. Join Albany Brand Logo

Written Comments from the Commission on Human Rights

The Equity Agenda report is based on data provided by various relevant departments. For the most part, the data is a raw compilation without a comparative or analytical narrative on how it illustrates progress toward achievement of the goals of equity. Departments should submit data with accompanying narrative outlining what was achieved in the prior year and how the data reflects that progress. In addition, relevant departments should adopt written policies on how their administrative decisions in the allocation of resources (especially capital investments) include an equity component.

Sec. 183-3(D) contains the following charge:

D. The City of Albany Commission on Human Rights, in partnership with the City of Albany's Department of Administrative Services, will track outcomes over time and publish a report on an annual basis on the City's progress towards achieving equity. The City will measure the collective actions and policies in the following equity areas: built environment enhancements; violence prevention; workforce training employment; and education. A report will be delivered to the Council on an annual basis, no later than December 21.

The ability of the Commission to comply with this charge is dependent on the data received from relevant departments and the format within which it is provided. In order to fulfill this requirement there needs to be a clear charge to relevant departments regarding data submission, format and comparative analysis.