

LOCAL LAW NO. “C” FOR 2026

LOCAL LAW NO. “C” FOR 2026: A LOCAL LAW OF THE COUNTY OF ALBANY, NEW YORK IN RELATION TO THE ESTABLISHMENT OF ALBANY COUNTY RESIDENTS AS PRIORITY HIRES FOR COUNTY-ASSISTED HOUSING DEVELOPMENT PROJECTS

Introduced: 4/13/26

By Efekoro and Hillie:

BE IT ENACTED by the Albany County Legislature as follows:

Section 1. Title:

This Local Law shall be known and may be cited as the “County [r]Residents as [p]Priority [h]Hires for [c]County Assisted Housing Development Projects Law”[-assisted housing development projects law”]

Section 2: Definitions:

For purposes of this local law, the following terms shall have the following meanings:

COUNTY ECONOMIC DEVELOPMENT ENTITY: The term “county economic development entity” means a not-for-profit organization, public benefit corporation, or other entity that provides or administers economic development benefits on behalf of the county.

- A. AGENCY: [The term “a]Agency[”] shall mean[s] the Advance Albany County Alliance.
- B. COUNTY ECONOMIC DEVELOPMENT ENTITY: “County economic development entity” shall mean a not-for-profit organization, public benefit corporation, or other entity that provides or administers economic development benefits on behalf of the County.
- C. COUNTY FINANCIAL ASSISTANCE: [The term “c]County financial assistance” shall mean[s] discretionary loans, grants, or land conveyances for less than appraised value [that are] provided by the County to a developer for the development of real property, [by the county on a discretionary basis.] County financial assistance [includes only loans, grants, or land conveyances for less than appraised value that are provided by the county and does] shall not include [any] tax exemptions or abatements, [any] as-of-right [assistance or] benefits, or [any] leases at below-market [lease] rates. Where [county financial] such assistance takes the form of a land conveyance[s] for less than appraised value [that are provided to a developer], the value of the assistance

shall be determined based on the difference between the appraised market value of the land and the value of the land to the developer. [conveyance provided to developer by the county and the] appraised market value of the land being conveyed.]

- D. CONSTRUCTION: [The term] “[c]Construction” shall mean[s] the planning, design[ing], financing, and building of infrastructure, residential, [and]or industrial facilities from conception [to] through demolition.
- E. CONSTRUCTION EMPLOYER: [The term] “[c]Construction employer” shall mean[s] any person, corporation, limited liability company, or association employing a construction worker directly[,] or indirectly, [such as] including through [a subcontractor or] subcontractors.
- F. CONSTRUCTION WORKER: [The term] “[c]Construction worker” shall mean[s] a person [who is] employed to perform construction, demolition, hazardous remediation, or manual labor on a housing development project.
- G. DEMOLITION: [The term] “[d]Demolition” shall have has the same meaning as [set forth] defined in [section 3302.1 of] the New York State Uniform Fire Prevention and Building Code and any applicable regulations promulgated thereunder, as may be amended. [City building code.]
- H. DEVELOPER: [The term] “[d]Developer” shall mean[s] any individual, sole proprietorship, partnership, joint venture, corporation, or other entity that receives county financial assistance for a housing development project.
- I. HOUSING DEVELOPMENT PROJECT: [The term] “[h]Housing development project” shall mean[s] the construction or demolition of any residential building, residential facility, or residential structure, including any commercial [and] or community components [of such building, facility, or structure,] thereof; the conversion of any non-residential floor area to residential[,] use; or [and] any green building retrofit, including energy efficiency improvements and renewable energy system[s] installations, that is funded in whole or in part by [c]County financial assistance. [The term “housing development project” does not include scatter sites, preservation projects, housing development projects on land owned by the Albany County or housing development projects wholly sited on land where the disposition of such land is solely by the county.]
Such term shall not include scatter sites, preservation projects, housing development projects on land owned by Albany County, or projects wholly sited on land where the disposition of such land is solely by the County.
- J. ON-SITE SUPPORTIVE SERVICES: [The term] “[o]On-site supportive services” shall mean[s] the provision of] services provided to residents [that may include] including, but [are] not limited to, assistance with [the] physical health, mental health, [and]or substance use needs [of such residents].
- K. PRESERVATION PROJECT: [The term] “[p]Preservation project” shall mean[s] a renovation project of an[y] existing residential facility[ies] or structure[s] that preserves dwelling units. Such term shall [“Preservation project” does] not include [a] projects involving [that involves a] conversion of

[any] non-residential [floor area] space to residential use or [any] green building retrofits, [including energy efficiency improvements and renewable energy systems installations.]

L. SCATTER SITE: [The term] “[s]Scatter site” shall mean[s] a project consisting of three (3) or more buildings where no individual parcel or building is contiguous or located on the same block and no individual [parcels or] building[s] contains [have more than] twenty (20) units.

M. SUPPORTIVE HOUSING PROJECT: [The term] “[S]supportive housing project” shall mean[s] a project for the provision of housing in which [(1) a]:

a. A developer has entered into a regulatory agreement with a federal, state, or local government entity requiring that

i. [requires(a)] [a]At least [35] thirty-five percent (35%) of [the] residential units [in such project] be reserved for individuals who are homeless or at risk of [becoming homeless] homelessness, disabled individuals, or homeless families with a disabled head[-]of[-]household[.]; and

ii. [the provision of o]On-site supportive services be provided to [the] residents of at least [20] twenty percent (20%) of the residential units[.]; and

b. [(2) t]The remaining residential units [in such project be] are rented to households earning, on average, up to eighty [80] percent (80%) of [the] area median income, adjusted for household size.

N. GOOD FAITH EFFORT: “Good faith effort” shall mean a genuine, reasonable, and documented attempt to meet the hiring objectives of this local law. Such effort shall include targeted outreach to Albany County residents, engagement with local workforce programs, consideration of qualified local candidates, and maintenance of records demonstrating such actions. Failure to take meaningful and timely steps consistent with this subdivision shall constitute evidence of noncompliance.

Section 3. Community Hiring:

a. Each developer receiving [c]County financial assistance [on]for a housing development project shall make a [best] good faith effort to ensure that no less than thirty [30] percent (30%) of work on such [housing development projects are] project is performed by construction workers who [reside in the county] are residents of Albany County.

b. The agency shall provide a model community hiring plan to developers, including a description of measures that [would] may satisfy the requirements [established pursuant to]of subdivision [a]A of this section.

c. Prior to receiving county financial assistance [for a housing development project], the developer shall submit to the [a]Agency[,] a community hiring plan describing how the developer [plans]intends to recruit construction workers to meet the hiring goals [established pursuant to] set forth in subdivision [a of this section]A.

Section 4. Reporting Requirements.

a. The [a]Agency shall maintain a publicly searchable open dataset [available online] of all construction projects subject to this [chapter]local law. [Projects] Such dataset shall be [added to such open dataset] updated as [often as needed to keep it current]necessary, but not less than quarterly[. The open dataset], and shall include [but not be limited to], at a minimum:

1. The address, and any proposed addresses, of the housing development project;
2. The type and amount of county financial assistance [related to the housing development project] awarded [to a developer];
3. The name and address of each developer [that is] receiving [county financial]such assistance [related to the housing development project];
4. The agency with primary [project] oversight [of the housing development project]responsibility; and
5. A copy of the developer's community [hire]hiring plan.

b. For each housing development project, each developer shall report to the [a]Agency, and the [a]Agency shall publish [on its website]online no less than quarterly[, the following information]:

1. The name and address of each construction employer[, or any other entity that employs construction workers,] on the [housing development] project;
2. The total number of construction workers employed [on the construction project]; and,
3. The number [of construction workers employed on the construction project, disaggregated by the]and percentage of [whom] such workers who are residents of [the county]Albany County.

c. By December 31 of each year, the [a]Agency shall submit to the County Executive and the County Legislature through the Chair of the [County] Legislature, and [make public]publish online, a report [on]detailing the status of covered [housing development] projects and [the] enforcement of this local law[. The report shall include details on enforcement actions taken by the agency, or county economic development entity, disaggregated by housing development project, developer, and construction employer], including [any] violations [issued], findings, settlements, and penalties.

Section 5. Enforcement.

a. The agency shall monitor compliance with [the requirements of] this local law. [Whenever the agency has]Upon reason to believe [there has been] a violation [of this local law]has occurred, or upon receipt of a written complaint [in writing claiming a violation of this local law], the agency shall conduct an investigation [to determine the facts relating thereto] and [shall] report its findings to the County Executive and the County Legislature [through the Chair of the Legislature].

b. At the [start]commencement of an investigation [conducted pursuant to this section], the [a]Agency may[, in a manner]request, consistent with [the

withholding]applicable procedures, [request] that [all] payments due to [the]a developer or construction employer be withheld pending the outcome [of the investigations].

c. [At the conclusion of an investigation commenced pursuant to this local law, the agency shall offer the developer or constructions employers that are subject of the investigation, with notice to the developer or recipient of county financial assistance on a housing development project on which the developer or construction employer performed work, no less than 90 days to cure once a final determination has been made by the County Executive or designee. The agency may negotiate an agreed-upon stipulation of settlement or conduct a hearing concerning the alleged violation of this section. At least 10 days before the hearing, the agency shall give notice thereof together with a copy of the complaint, or a statement of the facts disclosed upon investigation, which notice shall be served personally or by mail on any person, developer, or construction employer affected thereby, or electronically, where such person, developer, or construction employer has consented. Such person, developer, or construction employer shall have the opportunity to be heard at the hearing regarding such matters. Any violations settled before the 90-day cure period will not negatively impact a developer's eligibility to be awarded housing development projects receiving county financial assistance in the future.] Upon a determination of a violation, the Agency shall provide the developer or construction employer no less than ninety (90) days to cure. The Agency may negotiate a settlement or conduct a hearing, upon at least ten (10) days' notice, at which the affected parties shall have an opportunity to be heard.

d. Following the cure period and any hearing, the County Executive or designee may issue a final determination, which may include: [After the 90-day cure period, based upon the hearing record, the agency shall provide a report and recommendation concerning the alleged violation of this section to the County Executive or the County Executive's designee, who shall issue an order with a final determination. Such order may:]

1. Directing the filing or disclosure of [any records that were not filed or made available to the public as] required [by this local law]records;
2. [In assessing an appropriate remedy, due consideration shall be given to the size of the employer's] Considering factors such as business[,] size, [the employer's] good faith, [the] gravity of [the] violation, [the]and compliance history; and [of previous violations, and the failure to comply with record-keeping, reporting.]
3. [When a final order has been entered against a developer or construction employer for 3 instances of violations not settled during the cure period within any consecutive 6 year period, determining that such employer has failed to comply with record-keeping or reporting requirements of this local law, such employer, and any principal or officer of such employer who knowingly participated in such failure, shall be ineligible to submit a bid on or be awarded any county contract or financial assistance for a period of 5 years from the date of the third

disposition.] Declaring a developer or construction employer ineligible for County contracts or financial assistance for five (5) years upon three (3) violations within any consecutive six (6) year period.

Section 6. Applicability and Construction.

This local law shall apply only to housing development projects receiving County financial assistance and shall not apply to standard procurement contracts unrelated to the development of real property.

Nothing in this local law shall be construed to require a specific hiring outcome or to impose quotas, mandates, or conditions that would delay or prevent the completion of a covered development project.

Section 7. Severability.

If any clause, sentence, paragraph, subdivision, or part of this local law shall be adjudged invalid by any court of competent jurisdiction, such judgment shall not affect, impair, or invalidate the remainder thereof.

Section 8. Effective Date.

This local law shall take effect on January 1, 2027.

Referred to Law Committee – 4/13/26