

RESOLUTION NO. 447

AMENDING RESOLUTION NO. 26 FOR 1996 AS AMENDED TO UPDATE THE AFFIRMATIVE ACTION PLAN FOR ALBANY COUNTY TO INCLUDE SERVICE DISABLED VETERAN-OWNED BUSINESSES

Introduced: 11/10/25

By Law Committee, Kuhn, Reidy, Feeney, Laurilliard, Plotsky, Ricard, Burgdorf and Gillespie:

WHEREAS, By Resolution No. 26 for 1996, this Honorable Body approved and adopted a thorough and well-balanced Albany County Affirmative Action Plan to ensure that equal opportunity is extended to all persons regardless of race, color, religion, age, national origin, marital status, sex or disability, and

WHEREAS, By Resolution No. 495 for 2018, this Honorable Body approved and adopted amendments to the aforementioned Affirmative Active Plan to provide updates which respond to changes in the legal and cultural landscape over the past twenty years so as to guarantee the continued protection of historically discriminated groups, and

WHEREAS, The applicable law in the United States as well as in New York State has evolved in the area of workplace protections since the Affirmative Action Plan was initially implemented, and

WHEREAS, The County Executive has requested an amendment to the Affirmative Action Policy to include a 3% requirement for Service Disabled Veteran-Owned Businesses and an increase to the overall utilization to 15%, now, therefore, be it

RESOLVED, That the Albany County Legislature approves and adopts the updates to the Affirmative Action Plan as reflected in the document annexed hereto, and, be it further

RESOLVED, That the updated Affirmative Action Plan shall take effect immediately, and that the Commissioner of Human Resources and Director of the Division of Affirmative Action are directed to implement the policies reflected in the updated language of the Affirmative Action policy immediately and on a County-wide basis, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

60-5.1 Purpose and Application

The following provisions shall be made conditions of all bid specifications prepared by the Albany County Purchasing Department which is estimated by the County to result in a contract exceeding \$100,000.00.

1. The purpose of the regulations in this Part is to achieve the objectives of Part IV of the Executive/ Legislative Order for the promotion and ensuring of equal opportunity for socially and economically disadvantaged businesses. The regulations in this part apply to all Albany County administering agencies awarding contracts for goods and services or construction.
2. The performance goals of these regulations are seven percent (7%) for Minority Business Enterprises (MBE's), five percent (5%) for Women Business Enterprises (WBE's), and three percent (3%) for Service-Disabled Veteran Owned Businesses (SDVOB's) who may also be Disadvantaged Business Enterprises (DBE's). From this point forward DBE will represent all minorities.
3. The workforce goals are also 7% Minority Business Enterprises, 5% women, and 3% Service-Disabled Veteran Owned Businesses.