

RESOLUTION NO. 495

AMENDING AND UPDATING THE AFFIRMATIVE ACTION POLICY FOR THE COUNTY OF ALBANY IN ORDER TO STRENGTHEN THE COUNTY'S COMMITMENT TO ELIMINATING DISCRIMINATION IN THE WORKPLACE

Introduced: 10/9/18

By: Ms. McKnight, Mr. Clay, Ms. Chapman, Messrs. Fein, Simpson, Ms. Willingham, Messrs. A. Joyce, Feeney, Mauriello, Beston, Bullock, Burgdorf, Clenahan, Commisso, Crouse, Ms. Cunningham, Messrs. Dawson, Domalewicz, Drake, Ethier, Grimm, Higgins, Hogan, R. Joyce, Mss. Lekakis, Lockart, Mr. Mayo, Ms. McLean Lane, Messrs. Miller, O'Brien, Ms. Plotsky, Messrs. Signoracci, Smith, Stevens, Touchette, Tunny, Ward and Reinhardt

WHEREAS, The Albany County Legislature as well as the entire Albany County government has a moral and legal obligation to ensure that members of protected classes have sufficient safeguards available to them to protect them from discrimination in the workplace, and

WHEREAS, Pursuant to Resolution No. 26 for 1996, the County of Albany established and reinforced its commitment to its Affirmative Action policy in order to implement and create those safeguards for protected classes, 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 policy was initially implemented, and

WHEREAS, The Albany County Affirmative Action Policy is in need of amendments 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, now, therefore, be it

RESOLVED, That the Albany County Legislature hereby approves and adopts the updates to the Affirmative Action Policy 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

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

Referred to Personnel Committee - 10/9/18

Favorable Recommendation Personnel Committee - 11/28/18

Ms. McKnight proposed the following amendment:

Part VIII Minority Business Utilization and Contract Compliance 60-5.1 shall be amended as follows:

DELETE "\$250,000", and in its place

ADD: "\$100,000"

Part V Instructions for Completion shall be amended as follows:

DELETE: "LGBTQ – Only if indicated by employee"

Page 21 shall be amended as follows:

DELETE: "2010", and in its place

ADD: "1990"

Throughout the document, all variations of the abbreviation "LGBTQ" shall be amended to read "LGBTQ"

Amendment was adopted.

On roll call the following members voted in favor of the Resolution as amended: Messrs. Beston, Bullock, Burgdorf, Ms. Chapman, Messrs. Clenahan, Commisso, Crouse, Ms. Cunningham, Messrs. Dawson, Domalewicz, Drake, Ethier, Feeney, Fein, Grimm, Higgins, Hogan, A. Joyce, R. Joyce, Mss. Lekakis, Lockart, Messrs. Mauriello, Mayo, Mss. McKnight, McLean Lane, Messrs. Mendick, Miller, O'Brien, Ms. Plotsky, Messrs. Reinhardt, Signoracci, Smith, Stevens, Touchette, Tunny, Ward and Ms. Willingham – 37

Those opposed - 0

Amended Resolution was adopted – 12/3/18