

**Department of Human Resources
Division of Affirmative Action**

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**Equal Employment Opportunity
(EEO) Summary**

EEO Summary 4th Quarter of 2024

Background

Title VII of the Civil Rights Act of 1964 prohibits discrimination with regard to any personnel action, or term, condition, or privilege of employment based upon race, color, religion, sex or national origin. Albany County passed subsequent laws and regulations to ensure that every individual shall have an equal opportunity to participate fully in the economic life of the County. Resolution 161 of 1993 established recruitment procedures for minority and female applicants. Resolution 26 of 1996 adopted the updated Affirmative Action Plan. Executive Order and Directive 12-02 of 2012 directs Department Heads and Appointing Authorities to create a work environment where no employee shall be discriminated against because of gender identity or expression including but not limited to, termination, retention, job appointment, promotion, tenure, recruitment and compensation.

The Division of Affirmative Action oversees the affirmative action program of EEO and its review and evaluation, including periodic reports of the County Workforce. In addition, the Division of Affirmative Action addresses efforts and accomplishments in recruitment, promotions, hiring, and other advancement opportunities.

Although the Division of Affirmative Action maintains direct oversight of EEO programs, all departments and divisions share responsibility for promoting affirmative action employment programs. The Division issues this report as part of its responsibility for the review and evaluation of the operation of EEO programs.

The report is based on data extracted from the MUNIS Software System. MUNIS generates a detailed statistical data report based on job and salary categories, departmental functions and race/gender classifications determined by the Equal Employment Opportunity Commission.

Albany County Demographic Data

The 2022 Census provided population and labor force data for Albany County. The Census reports the Albany County population at 315,811. By race, Whites (non-minorities) represent 75.3%, Blacks 14.2%, Hispanics 6.6%, Asians 7.0% and American Indians represent 0.3% of the population, respectively. Females are 51.4 % of the population, while males are 48.6%.

The percentage of non-minorities in the labor force population is 74.4% and the total percentage of minorities within that population is 25.6%.

Labor force data for the Albany County Government shows that non-minority employees account for 73.99% of the workforce. Minority groups, when combined, total 26.01% of the workforce.

Table 1: Albany County Population Based on Gender

Albany County Gender Population – 315,811		
Gender	Number	Percent
Male	154,592	49%
Female	161,219	51.0%

There are approximately 315,811 residents living in Albany County. Women represent 51.4% of the population.

Table 2: Albany County Ethnic Population

Albany County Population – 315,811		
Race	Number	Percent
White	216,024	74.4%
Black	37,163	14.5%
American Indian/Alaskan Native	117	0.3%
Hispanic	21,894	6.9%
Asian/Pacific Islander	24,186	7.4%

- $\pm$ 1% margin of error in county population (2526)

Of the 315,811 residents of Albany County, the largest racial group is white, representing 74.4% of the population. Minorities when combined represent 25.6% of the general population of Albany County.

Table 3: Race and Gender for County Government Labor Force

Albany County Government Labor Force - 2280			
Race	Gender	Number	Percent
White	Male	959	42.06%
White	Female	728	31.93%
Black	Male	131	5.75%
Black	Female	251	11.01%
American Indian/Alaskan Native	Male	2	0.09%
American Indian/Alaskan Native	Female	2	0.09%
Native Hawaii/Pacific Islander	Male	2	0.09%
Native Hawaii/Pacific Islander	Female	0	0.00%
Hispanic	Male	30	1.32%
Hispanic	Female	59	2.59%
Asian/Pacific Islander	Male	23	1.01%
Asian/ Pacific Islander	Female	45	1.97%
Two +	Male	13	0.57%
Two +	Female	35	1.54%

Within the labor force for Albany County Government from October 3, 2024 through December 26, 2024, non-minority employees represented 73.99%, when combined minority groups represented 26.01%, an increase of 1.16%, from the 1st quarter of 2024. Looking back to 2023, this is an increase of 1.31 % from the fourth quarter of 2023 at 24.70%.

5 YEAR COMPARISON

Fourth Quarter	Minority-Combined	Non-Minority
2019	20.14%	79.99%
2020	19.78%	80.22%
2021	20.71%	79.29%
2022	20.37%	79.63%
2023	24.70%	75.30%
2024 Fourth Quarter	26.01%	73.99%

The County Workforce

The MUNIS System generates the EEO-4 Report from data collected and entered by the Personnel Division. Each job title is assigned a state and local job category and function code. The job category defines the nature of the work performed and basic skills required. The function code describes the department or agency where the position is located.

The data compiled for the fourth quarter includes the period of October 3, 2024 through December 26, 2024. Albany County reports full and part time employees by race and gender. Non-minority employees totaled 1,687 (73.99%) and minority groups when combined; totaled 593 (26.01%). There are 1,120 female employees, which is an increase of 0.72% from the 1st Quarter of 2024.

The employment percent of minorities in the County of Albany government workforce is not equal to the minorities available in the Albany County civilian labor force. The combined percentage of minorities in the civilian labor force for the County is 25.6% whereas the combined percentage of minorities in the County government workforce is 26.01%. In comparison, non-minorities represented 73.99% of the Albany County government labor force. There is a higher representation of non-minorities in the Albany County government labor force.

Female employment in the County Government workforce is also not equal to the available female labor force. The female civilian population labor force percentage is 51% versus 49.12% of the County government labor force. There was a 0.72% increase of female employees in the County government labor force from the 2024 first quarter report.

Table 4: Total Albany County Workforce (Full & Part-Time) 2280

By Race	Totals	By Gender	Totals
Non-Minority Employees	1,687 (73.99%)	Male Employees	1,160 (50.88%)
Minority Employees	593 (26.01%)	Female Employees	1,120 (49.12%)

Table 5: Race and Gender Distribution of Albany County Workforce by Job Category

Table 6: Race and Gender Distribution	A: Grand Total	B: White Male	C: Black Male	D: Hispanic Male	E: Asian Male	F: Native Amer Male	Native Hawaii or PI	Two +	G: White Female	H: Black Female	I: Hispanic Female	J: Asian Female	K: Native American Female	Native Hawaii or PI	Two +
Officials/Administrators	177	87	8	2	1	0	0	0	58	15	1	4	0	0	1
Professionals	393	91	12	6	4	0	0	4	189	51	17	13	0	0	6
Technicians	96	38	5	1	4	0	0	0	18	22	3	3	0	0	2
Protective Service	626	413	40	9	6	1	2	4	116	22	4	3	2	0	4
Para-Professionals	465	84	26	2	2	1	0	3	197	100	26	10	0	0	14
Administrative Support	309	103	15	4	1	0	0	0	139	26	5	8	0	0	8
Skilled Craft	121	110	6	0	0	0	0	0	3	1	0	1	0	0	0
Service/Maintenance	93	33	19	6	5	0	0	2	8	14	3	3	0	0	0
Total	2280	959	131	30	23	2	2	13	728	251	59	45	2	0	35

Table 5 and 6 show the County workforce broken down by job category, race and gender. See descriptions of job categories below.

Table 6: Percentage of Gender Distribution by Job Categories

Job Category	Males		Females	
	Number	Percent	Number	Percent
Officials/Administrators	98	55.37%	79	44.63%
Professionals	117	29.77%	276	70.23%
Technicians	48	50.00%	48	50.00%
Protective Service	475	75.88%	151	24.12%
Para-Professionals	118	25.38%	347	74.62%
Administrative Support	123	39.81%	186	60.19%
Skilled Craft	116	95.87%	5	4.13%
Service Maintenance	65	69.89%	28	30.11%

The data in table 6 shows the percentage breakdown by job category and gender. Some jobs such as Protective Services and Skilled Crafts show an overwhelming number of men working in those job categories as oppose to women. The Professional and Para-Professional job categories are predominately held by women.

Table 7: New Hires by Race

Albany County New Hires - 74			
Race	Gender	Number	Percent
White	Male	23	31.08%
White	Female	23	31.08%
Black	Male	6	8.11%
Black	Female	15	20.27%
American Indian/Alaskan Native	Male	0	0%
American Indian/Alaskan Native	Female	0	0%
Hispanic	Male	0	0%
Hispanic	Female	3	4.05%
Asian	Male	2	2.70%
Asian	Female	1	1.35%
Native Hawaii/Pacific Islander	Male	0	0%
Native Hawaii/Pacific Islander	Female	0	0%
Two or More Races (Non-Hispanic or Latino)	Male	0	0%
Two or More Races (Non-Hispanic or Latino)	Female	1	1.35%

Table 9: Total New Hires for the Albany County Workforce 74

By Race	Totals	By Gender	Totals
Non-Minority Employees	46 (62.16%)	Male Employees	31 (41.89%)
Minority Employees	28 (37.84%)	Female Employees	43 (58.11%)

During October 3, 2024 through December 26, 2024, 74 new employees were hired. The percentage of non-minority employees hired was 62.16% and minority employees was 37.84%. Of the 74 new hires 41.89% were male and 58.11% were female.