



6. In 2009, Blacks constituted 15% of the City's Police Department, and 10% of its total payroll. Whites constituted 82% of the Police Department's total employees, and 88% of its total payroll.

7. In 2009, Blacks constituted 27% of the City's Department of General Services and 23% of its total payroll. Whites constituted 69% of General Services' total employees, and 73% of its total payroll.

8. In 2009, Blacks constituted 29% of the City's Department of Recreation, and 21% of its total payroll. Whites constituted 69% of Recreation's total employees, and 76% of its total payroll.

9. In 2009, Blacks constituted 17% of the City's Department of Youth & Workforce Services, and 13% of its total payroll. Whites constituted 79% of Youth & Workforce Services' total employees, and 83% of its total payroll.


10. In 2009, the City's Water and Fire Departments were the only departments without a payroll-to-workforce population disparity of more than 2% for Blacks. These departments employ the lowest percentages of Blacks of all major department workforces, at 13% and 5% respectively.

11. In 2009, Blacks constituted 16% of all departments in the City other than those aforementioned (consistently of mostly administrative positions at City Hall), and 12% of its total payroll. Whites constituted 81% of the total employees in all departments in the City other than those aforementioned, and 86% of its total payroll.

12. In July 2010, I presented a report of my findings to the Albany Common Council, pursuant to their request. A true and correct copy of this report is attached as Exhibit 1.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on: July 15, 2011



Kathy Sheehan