

FULTON COUNTY INDUSTRIAL DEVELOPMENT AGENCY

TUESDAY
APRIL 9, 2024
8:00 A.M.

PLANNING DEPARTMENT CONFERENCE ROOM

AGENDA

PRESENT:

___ MIKE FITZGERALD, CHAIRMAN
___ SUE COLLINS, VICE CHAIRMAN
___ DR. GREG TRUCKENMILLER, TREASURER
___ JOSEPH GILLIS, SECRETARY
___ JOSEPH SEMIONE, MEMBER
___ DAVID D'AMORE, MEMBER
___ DAN ROUNDS, MEMBER
___ JAMES MRAZ, EXECUTIVE DIRECTOR
___ KARA LAIS, FITZGERALD, MORRIS, BAKER, FIRTH PC
___ SCOTT HENZE, PLANNING DIRECTOR
___ TOM ROEHL, LIASON ECONOMIC DEVELOPMENT & ENVIRONMENT COMMITTEE
___ DENIS WILSON, FULTON COUNTY CENTER FOR REGIONAL GROWTH

I. MINUTES FROM MARCH 12, 2024 MEETING:

MOTION :
MADE BY :
SECONDED :
VOTE :

II. BUDGET REPORT:

MOTION :
MADE BY :
SECONDED :
VOTE :

III. COMMITTEE REPORTS:

A. Nominating Committee:

- No report.

B. Audit Committee:

- Monthly Bank Reconciliation Report: Dr. Greg Truckenmiller

C. Governance Committee:

- No report.

D. Finance Committee:

- No report.

IV. FULTON COUNTY/FULTON COUNTY CENTER FOR REGIONAL GROWTH (FCCRG) REPORTS:

1. FCCRG Report: Denis Wilson (See attached.)
2. Fulton County Report: Tom Roehl

V. OLD BUSINESS:

A. Nexus Renewables:

- Nexus has obtained required easement from Innovative Industrial Properties (IIP).

IDA DISCUSSION:

B. Winstanley Enterprises:

- No report.

IDA DISCUSSION:

C. T-Bills:

1. Current T-Bills:

T-Bill #	Expiration Date
1	5/2/2024
2	4/30/2024
3	5/16/2024
4 & 5	8/8/2024

2. T-Bills 1 & 2 are coming due and need to be renewed.
3. Current T-Bill rates are:

3 month	4.909 %
6 month	5.107 %
9 month	4.940 %
12 month	4.974 %

4. Current CD rate: are 4.64% for 5 months.
5. Intra Fi Network Deposits
- This is a new type of account that is similar to a money market account.
 - Key difference is interest rate. This account currently offers 4.85% compared to xxx% in the existing money market account.
 - See attached.

IDA DISCUSSION:

IDA ACTION:

MOTION:

MADE BY:

SECONDED:

VOTE:

D. Crossroads Park Housing:

1. Status:

- At the February 13, 2024 meeting, the IDA Board agreed to put up for sale a 25+/- acre parcel in the Crossroads Park.
- The goal is to sell the parcel for a new housing development.
- Howard Hannah is finalizing marketing materials and sign.
- CBRE has completed the appraisal.
- Met with Mayor DeSantis to discuss ideas for sprucing up Kathy's Way.

IDA DISCUSSION:

IDA ACTION:

MOTION:

MADE BY:

SECONDED BY:

VOTE:

E. Development Strategy

- Board of Supervisors hired the MRB Group to prepare the new Development Strategy.
- Participated in Kickoff meeting.
- Processed IDA's financial contribution to County to prepare new Strategy.
- MRB's first work task will be to collect various types of data that can be used to identify trends, strengths, weaknesses and opportunities and threats (SWOT) in the three (3) main components of the Development Strategy:
 1. Economic Development
 2. Housing
 3. Tourism

IDA DISCUSSION:

VI. NEW BUSINESS:

A. PARIS:

- The following reports were filed under PARIS on March 18, 2024:
 1. Annual Report.
 2. Certified Annual Audit.
 3. Procurement Report.
 4. Investment Report.
- The Comptroller's Office had a series of questions regarding the Annual Report. All of their questions were answered to their satisfaction.

B. 2023 ST-340 Forms:

1. Background:

- Any company receiving sales tax benefits from an IDA is required to file an ST-340 Form with the NYS Department of Taxation and Finance.
- ST-340's must be filed by the end of February for the previous year.
- ABO wants IDA's to review these forms to verify that the project met or exceeded its total project cost.
- Vireo Health & Benjamin Moore have both filed there ST340 forms for 2023 with NYS Taxation and Finance and the IDA (see attached)

2. Vireo Health Project:

- In 2021, the IDA authorized sales tax exemptions be provided to the proposed Vireo Health Project.
- Total Project Cost: Original : \$55,000,000
- Total Project Cost: Revised : \$77,465,438
- Total Costs Subject to Sales Tax: Original : \$28,144,000
- Total Cost Subject to Sales Tax: Revised : \$41,056,682
- Total Sales Tax Exemptions Approved: Original : \$ 2,251,520
- Total Sales Tax Exemption Approved: Revised : \$ 3,284,535

- Total Sales Tax Exemptions Claimed in 2021 : \$ 1,086,510
- Total Sales Tax Exemptions Claimed in 2022 : \$ 1,010,843
- Total Sales Tax Exemptions Claimed in 2023 : \$ 684,574
- Total Sales Tax Exemptions Available : \$ 502,608

- Original Deadline for Using Exemptions : July 31, 2022
- Revised Deadline for Using Exemptions : May 31, 2023
- Revised Deadline for Using Exemptions : March 31, 2024

NOTE: On August 9, 2022, IDA Board authorized increasing the total sales tax exemptions from \$2,251,520 to \$3,284,535 contingent upon:

- 1) Vireo signing a standard Lease or Agent and Equipment Lease.
- 2) Paid balance of Administrative Fee.

Vireo has signed the lease and paid 50% of the balance of the administrative fee owed the IDA and has promised to pay the remaining 50% by April 8, 2024. As such, the total sales tax exemption available to Vireo is \$3,284,535 meaning they have not taken more sales tax exemptions than authorized.

IDA DISCUSSION:

3. Benjamin Moore Project:

- In 2020, the IDA authorized sales tax exemptions be provided to the proposed Benjamin Moore Project.
- Total Project Cost : \$ 17,750,000.00
- Total Costs Subject to Sales Tax: Original : \$ 9,000,000.00
- Total costs subject to sales tax: Revised : \$ 10,400,000.00
- Total costs subject to sales tax: Revised : \$ 13,400,000.00

- Total Sales Tax Exemptions Approved: Original : \$ 720,000.00
- Total Sales Tax Exemptions Approved: Revised 2022 : \$ 832,000.00
- Total sales tax exemptions Approved: Revised 2023 : \$ 1,072,000.00

- Total Sales Tax Exemptions Claimed in 2020 : \$ 980.00
- Total Sales Tax Exemptions Claimed in 2021 : \$ 637,280.00
- Total Sales Tax Exemptions Claimed in 2022 : \$ 359,289.45
- Total Sales Tax Exemptions Claimed in 2023 : \$ 6,638.71
- Total Sales Tax Exemptions still Available : \$ 67,811.84

- Deadline for using Sales Tax Exemptions : June 30, 2023

IDA DISCUSSION:

C. Lawn Mowing Quotes:

- A Request for Quotes (RFQ) was distributed to three (3) companies/individuals to mow lawn at the Tryon Technology Park in 2024.
- Quotes were received on April 2, 2024.
- Quotes based upon performing the following work:
 - Finish Mowing : 11
 - Brush Hog : 3
 - Brush Hog : 2
- The number of finish mowings was increased from 9 to 11.
- Following quotes were received:

Company	11 Finish Mowing	3 Brush Hog	2 Brush Hog	Landscaping Sign	Total
James Esper Landscape	\$ 3,190	\$ 2,310	\$ 1,990	\$ 500	\$ 7,990
Greenscapes Landscaping	\$ 4,400	\$ 2,250	\$ 1,500	\$ included	\$ 8,150
Evergreen Landscaping	\$ -	\$ -	\$ -	\$ -	\$ No Bid

- Previous Year Costs:

2014	:	\$5,160	:	Greenscapes
2015	:	\$8,820	:	Evergreen
2016	:	\$7,520	:	Greenscapes
2017	:	\$8,500	:	James Esper
2018	:	\$10,700	:	James Esper
2019	:	\$8,934	:	Evergreen
2020	:	\$6,480	:	Greenscapes
2021	:	\$6,628	:	Evergreen
2022	:	\$6,340	:	James Esper
2023	-	\$7,440	-	James Esper*

*Increased number of finish mowings from 7 to 9.

- Winstanley Enterprises has agreed to reimburse the IDA for the cost of mowing in 2024.

IDA DISCUSSION:

IDA ACTION:

MOTION: To authorize the Chairman to sign an Agreement with James Esper Landscape in the amount of \$7,990 to provide lawn mowing services and weeding/mulching around the entrance sign at the Tryon Technology Park in 2024.

MADE BY:

SECONDED:

VOTE:

VII. OTHER BUSINESS:

A. Mohawk Valley Brownfields Developer Summit:

- April 23-24, 2024
- 9:00 am-4:00pm
- Herkimer College

IDA DISCUSSION:

B. Board Training:

1. NYS Association of Training and Employment Professional's (NYATEP) Status of the Workforce Report.

a. Background:

NYATEP's State of the Workforce Report presents an annual snapshot of publicly available data about key indicators, data trends, and policy drivers in regional and statewide labor markets. The Report discusses who is working and who isn't, what sectors and occupations are growing across the State, and how effectively New York's education and training systems and programs are performing to meet current and projected future workforce needs.

b. Key Findings for New York State:

Employment in New York slightly lags behind the national average.

- The state unemployment rate was 4.3 percent, compared to 3.7 percent nationally; 7.9 percent of New Yorkers are un- or underemployed, versus 6.8 percent nationwide.
- New York's statewide labor force participation rate of 61.7 percent is the highest in more than a decade.
- Six of New York's ten labor market regions saw an increase in their number of available workers between 2013 and 2023.
- Only 40 percent of working age New Yorkers with disabilities were employed in 2022, including just 25 percent who were employed full time.

Workers statewide are concentrated in a handful of key sectors and low wage roles.

- The healthcare and social assistance sector provides the most jobs in nine of the states ten labor market regions.
- Eight of the ten occupations that employ the most New Yorkers statewide require a high school degree or less, and pay median wages far below the self-sufficiency threshold.
- More than one in eight New Yorkers (13percent) struggle to use the internet to meet their needs, including those relates to work.

Nearly half of New York households cannot meet basic monthly expenses.

- 14 percent of New York households fall below the federal poverty line, with another 30 percent earning above poverty but less than what is needed to cover bare bones costs.
- New York has the fourth highest cost of living among the 50 states.
- 49 percent of New York families describe their child care situation as not very workable.
- More than 20 percent of New York jobseekers cited transportation issues as a mild or severe barrier to employment.

Education and skills drive labor market outcomes in New York.

- New Yorkers with a Bachelor's degree earn an average of 87 percent more than those with only a high school degree.
- Economists project that by 2031, 70 percent of jobs in New York will require education and training beyond high school.
- Despite high profile, national and state initiatives, New York's number of apprentices stayed relatively flat from 2021-2023.

c. See attached for more findings from this Workforce Report.

C. Executive Session:

1. Upon a majority vote of its total membership, taken in an open meeting pursuant to a motion identifying the general area or areas of the subject or subjects to be considered, a public body may conduct an executive session for the below enumerated purposes only, provided, however, that no action by formal vote shall be taken to appropriate public moneys:
 - i. matters which will imperil the public safety if disclosed;
 - ii. any matter which may disclose the identity of a law enforcement agent or informer;
 - iii. information relating to current or future investigation or prosecution of a criminal offense which would imperil effective law enforcement if disclosed;
 - iv. discussions regarding proposed, pending or current litigation;
 - v. collective negotiations pursuant to article fourteen of the civil service law;
 - vi. the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation;
 - vii. the preparation, grading or administration of examinations;
 - viii. **the proposed acquisition, sale or lease of real property or the proposed acquisition of securities, or sale or exchange of securities held by such public body, but only when publicity would substantially affect the value thereof.**

MOTION: To go into Executive Session to discuss the proposed acquisition, sale or lease of real property or the proposed acquisition of securities, or sale or exchange of securities held by such public body, but only when publicity would substantially affect the value thereof

MADE BY :
SECOND :
VOTE :
TIME :

MOTION : To go out of Executive Session.

MADE BY :
SECOND :
VOTE :
TIME :

VIII. NEXT MEETING:

Tuesday
May 14, 2024
8:00 a.m.

IX. CLOSE MEETING:

MOTION :
MADE BY :
SECONDED :
VOTE :
TIME :

Fulton County Center for Regional Growth

April 2024

Business Marketing / Business Leads / Business Inquires

1. On behalf of the County, CRG submitted a grant application to pay for the removal of any drums on the Fashion Tanning Site.
2. The Final Redevelopment Plan for Fashion Tanning has been submitted to CRG for review. The Plan needs a few more tweaks.
3. Microenterprise Grant application for \$300,000 continues to move through the submission process. The state had several questions and accepted CRG's responses to their questions.
4. The EPA announcement regarding our pending \$500,000 brownfield assessment grant application will be made next month. CRG is starting to put together a tentative list of sites for consideration.
5. The CRG Team applied for a \$250,000 grant from National Grid for use in Downtown Gloversville.
6. CRG, County Planning, and EPA consultants met regarding the county applying for the \$10M EPA Environmental and Climate Justice Community Change Grant. A joint decision was made not to apply but instead have all agencies support a City of Gloversville application when and if they apply.
7. New York State Economic Development Council has the following schedule of excellent events:
 - a. **Spring IDA Academy, April 17-18**
This course addresses best practices, powers, and tools available to IDAs, and public policy that impacts their authority and operation.
 - b. **The NYSEDC Annual Meeting, May 22-24**
Program will be available soon.
 - c. **The New York Basic Economic Development Course, June 10-13**
This course addresses four basic themes; concepts of economic development, trends in economic development, development location, and practical techniques and best practices of successful development.

It is suggested the IDA get actively involved with the New York State Economic Development Council.

8. The Fast NY Track B Grant for \$65,300 that CRG was awarded for the Johnstown Commerce Park completes all the financing necessary for engineering the site to Fast NYS Shovel Ready Standards.

9. CRG met with the New York State Job Development Authority and requested money from the state to add to the Countywide Loan Fund. CRG was offered state resources but chose to wait for a different potential state resource.
10. The Gloversville Downtown Development Specialist continues to meet with DRI project awardees and is currently working on the capital stacking process for each project. The Gloversville DDS continues to work with downtown-related activities including the Local Waterfront Revitalization Program and the City's Brownfield Opportunity Area (BOA).
11. The Mohawk Valley Brownfields Developer Summit planning is moving forward. Registration numbers for 2024 are out pacing the registration numbers this time last year. We were able to secure Hope Knight, Commissioner of the NYS ESD as a keynote speaker and the agenda is shaping up nicely. We will be preparing property sheets for several Fulton County properties outside the City of Gloversville. The City will complete their own property sheets.
12. CRG will continue its efforts to add more companies to the NYS Nano Tech Sites Map.



Department of Taxation and Finance

Annual Report of Sales and Use Tax Exemptions Claimed by Agent/Project Operator of Industrial Development Agency/Authority (IDA)

ST-340

(1/18)

For period ending December 31, 2023 (enter year)

Project information

Name of IDA agent/project operator Plank LLC		Employer Identification number (EIN) 03-0401328	
Street address 2165 Technology Drive, 2nd Floor		Telephone number (518) 344-5400	
City Schenectady		State NY	ZIP code 12308
Name of IDA Fulton County Industrial Development Agency	Name of project Benjamin Moore & Company		IDA project number 1701-20-01
Street address of project site 161 Union Ave			
City Johnstown		State NY	ZIP code 12095
Date project began 111620	Completion date of project 063023		Actual <input checked="" type="checkbox"/> Expected <input type="checkbox"/>
Total sales and use tax exemptions (actual tax savings; not total purchases)			\$ 6638.71

Representative information (not required)

Authorized representative, if any	Title
Street address	Telephone number ()
City	State ZIP code

Certification

I certify that the above statements are true, complete, and correct, and that no material information has been omitted. I make these statements with the knowledge that willfully providing false or fraudulent information with this document may constitute a felony or other crime under New York State Law, punishable by a substantial fine and possible jail sentence. I also understand that the Tax Department is authorized to investigate the validity of any information entered on this document.

Print name of officer, employee, or authorized representative Carlo Cioffi	Title of person signing CFO
Signature 	Date 02/27/2024

If you do not annually file a complete report, we may remove your authority to act as an IDA agent/project operator.

Mail completed report to:
**NYS TAX DEPARTMENT
IDA UNIT
W A HARRIMAN CAMPUS
ALBANY NY 12227-0866**

If not using U.S. Mail, see Publication 55, *Designated Private Delivery Services*.



Annual Report of Sales and Use Tax Exemptions Claimed by Agent/Project Operator of Industrial Development Agency/Authority (IDA)

FEB 07 2024

For period ending December 31, 2023 (enter year)

Project information

Form with fields: Name of IDA agent/project operator (Cordos Construction NY, LLC), Employer identification number (EIN) (47-4709376), Street address (10 W. Hubbard St., Suite 2B), Telephone number ((312) 464-1788), City (Chicago, IL 60654), State (IL), ZIP code (60654), Name of IDA (Fulton County Industrial Development Agency), Name of project (Vireo Health Project), IDA project number (1701-21-01), Street address of project site (234 County Route 117), City (Perth, NY 02010), Date project began (07/26/2021), Completion date of project (03/21/2024), Actual (), Expected (X), Total sales and use tax exemptions (\$ 684,574).

Representative information (not required)

Form with fields: Authorized representative, If any, Title, Street address, Telephone number, City, State, ZIP code.

Certification

Certification text: I certify that the above statements are true, complete, and correct... Print name of officer, employee, or authorized representative (Clifford Bedar), Title of person signing (Vice President, Chief Operations Officer), Signature, Date (01/28/2024).

If you do not annually file a complete report, we may remove your authority to act as an IDA agent/project operator.

Mail completed report to: NYS TAX DEPARTMENT IDA UNIT W A HARRIMAN CAMPUS ALBANY NY 12227-0866

If not using U.S. Mail, see Publication 55, Designated Private Delivery Services.



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Put IntraFi Network Deposits to work for you.

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With IntraFi Network Deposits, you can access millions in FDIC insurance—all through a single bank relationship with us, a bank you know and trust. Funds can be placed into money market deposit accounts.

Protection against market loss and money market mutual fund restrictions

Funds placed using IntraFi Network Deposits are not subject to floating net asset values, liquidity fees, or money market mutual fund liquidity gates, so you can rest assured knowing that market volatility will not negatively affect account value. No one has ever lost a penny of an FDIC-insured deposit.

Earn interest at a rate set by us

Put cash balances to work in money market deposit accounts.

Liquidity

Enjoy access to funds.

Time-savings and ease

Work directly with us and say goodbye to managing multiple bank relationships, tracking collateral, or having uninsured deposits to footnote in financial statements.

Transparency

Stay confidently in control, with statements that show balances, transactions, interest, and other important details associated with your deposit accounts. Enjoy 24/7 online access to account information.

Support for the local economy

When you make a large deposit with us, you can feel good knowing that your funds can be used to fund lending in the community that may help small businesses to support job or inventory growth, nonprofits to further their missions, and individuals to finance higher education¹.

A smart choice

IntraFi Network Deposits is the nation's most widely used FDIC-insured deposit product, combining the institutional strength of Wall Street with the community presence of Main Street. With IntraFi Network Deposits, you can enjoy the largest per-depositor FDIC eligibility available through a single financial relationship.

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[1] When deposited funds are exchanged on a dollar-for-dollar basis with other institutions that use IntraFi Network Deposits, our bank can use the full amount of a deposit placed through IntraFi Network Deposits for local lending, satisfying some depositors' local investment goals or mandates. Alternatively, with a depositor's consent, our bank may choose to receive fee income instead of deposits from other participating institutions. Under these circumstances, deposited funds would not be available for local lending.

Placement of funds through IntraFi Network Deposits is subject to the terms, conditions, and disclosures in the program agreements, including the Deposit Placement Agreement ("DPA"). Limits apply and customer eligibility criteria may apply. Program withdrawals may be limited to six per month for funds placed in MMDAs. Although funds are placed at destination banks in amounts that do not exceed the FDIC standard maximum deposit insurance amount ("SMDIA"), a depositor's balances at the relationship institution that places the funds may exceed the SMDIA (e.g., before settlement for a deposit or after settlement for a withdrawal) or be ineligible for FDIC insurance (if the relationship institution is not a bank). As stated in the DPA, the depositor is responsible for making any necessary arrangements to protect such balances consistent with applicable law. If the depositor is subject to restrictions on placement of its funds, the depositor is responsible for determining whether its use of IntraFi Network Deposits satisfies those restrictions. Network Deposits and the IntraFi hexagon are service marks, and IntraFi and ICS are registered service marks, of IntraFi Network LLC.

NEW YORK'S ECONOMIC LANDSCAPE

7.3M

JOB IN TEN LARGEST SECTORS STATEWIDE

9 out of 10

REGIONS STATEWIDE HAVE HEALTHCARE AS LARGEST EMPLOYMENT SECTORS

29%

OF LOW-INCOME HOUSEHOLDS DO NOT HAVE INTERNET ACCESS AT HOME

Many of the largest economic sectors in the state continued to add jobs over the course of 2023. Private education and health services, already the biggest industry both statewide and in nine of the ten labor market areas of the state, saw a net increase of 126,400 jobs, or 5.7 percent, from November 2022 through November 2023. Other sectors showing employment increases included Leisure & Hospitality and Government. Sectors that saw substantial job losses included Trade, Transportation & Utilities (-30,500, or -2.0 percent), Information (-26,500, or -8.9 percent), Construction (-8,700, or -2.2 percent), and Manufacturing (-6,100, or -1.4 percent).¹²

Of the approximately 9.3 million jobs in New York State, nearly 7.3 million of them are in the ten largest economic sectors in terms of employment. The Health Care and Social Assistance sector employs more New Yorkers than any other industry statewide, accounting for almost twice as many jobs as Education Services. Health Care and Social Assistance is also the largest employment sector in nine of New York's ten labor market regions, with the Southern Tier the only exception.

TOP 5 SECTORS BY REGION¹³

Region	Healthcare	Education Services	Accommodations & Food	Administrative and Waste Services	Retail
CAPITAL REGION	+	+	+	+	+
CENTRAL NY	+	+	+	+	+
FINGER LAKES	+	+	+	+	+
HUDSON VALLEY	+	+	+	+	+
LONG ISLAND	+	+	+	+	+
MOHAWK VALLEY	+	+	+	+	+
NEW YORK CITY	+	+	+	+	+
NORTH COUNTRY	+	+	+	+	+
SOUTHERN TIER	+	+	+	+	+
WESTERN NY	+	+	+	+	+
STATEWIDE	+	+	+	+	+

- ACCOMMODATIONS & FOOD
- ADMINISTRATIVE AND WASTE SERVICES
- CONSTRUCTION
- EDUCATIONAL SERVICES
- FINANCE AND INSURANCE
- GOVERNMENT
- HEALTHCARE
- MANUFACTURING
- PROFESSIONAL SERVICES
- RETAIL

ONE YEAR CHANGE IN JOBS BY SECTOR (NOV. 2022- NOV. 2023)

PRIVATE EDUCATION & HEALTH SERVICES	+126,400
LEISURE & HOSPITALITY	+22,500
GOVERNMENT*	+21,200
OTHER SERVICES	+3,700
NATIONAL RESOURCES & MINING	-100
PROFESSIONAL & BUSINESS SERVICES	-400
FINANCIAL ACTIVITIES	-1,300
MANUFACTURING	-6,100
CONSTRUCTION	-8,700
INFORMATION	-26,500
TRADE, TRANSPORTATION & UTILITIES	-30,500

*Government includes public education and public health services.

Health Care and Social Assistance and Educational Services are among the three largest employment sectors in all ten of the state's labor market regions. The next most common sectors are Retail Trade, the third or fourth largest sector in every region but New York City; and Accommodation and Food Services, which is the fourth or fifth largest sector for employment in all ten regions. Outliers in local employment are Public Administration in the Capital Region, home to most state government offices; Professional & Technical Services and Finance & Insurance in New York City, a world center of finance and media; and Construction in the Hudson Valley region.

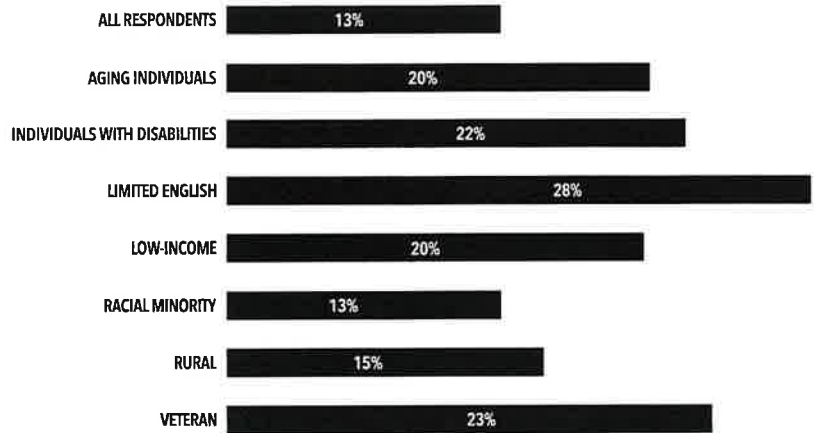
Turning from sectors to occupations, eight of the ten occupations that employ the most New Yorkers statewide typically require a high school diploma or less. All eight offer median annual compensation far below the level at which a family of four could meet modest expenses every month. In fact, five of the ten pay less than half that level, meaning that

even if two adults were employed full-time in those roles, their family would still fall short of meeting basic expenses.

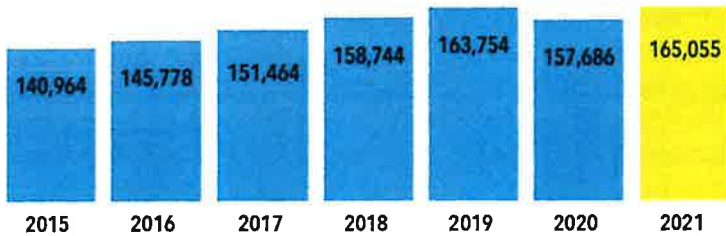
One increasingly universal expectation across nearly all sectors is for workers to be familiar and comfortable with a wide range of computer-based applications. One analysis from some years ago found that 53 percent of jobs in New York could be automated with current or near-future technology, compared to 56 percent of jobs nationally.¹⁴

Meanwhile, NYSDOL's 2023 Job Seeker Survey found that 37 percent of respondents cited not having enough "modern/digital skills" as a barrier to employment.¹⁵ The state's Digital Equity Plan found that 87 percent of New York households have internet access, but 29 percent of households with annual incomes under \$35,000 per year do not have access. Further, 13 percent of New Yorkers report that they "struggle to use the internet to meet their needs," with rates substantially higher for high-need groups such as those with limited English, veterans, people with disabilities, older New Yorkers, and members of low-income households.¹⁶

PERCENTAGE OF RESPONDENTS WHO FIND IT DIFFICULT TO NAVIGATE THE INTERNET TO DO WHAT THEY NEED, STATEWIDE, AND BY COVERED POPULATION



ANNUAL CLEAN ENERGY EMPLOYMENT IN NEW YORK



Another field that continues to see employment growth is clean energy. By the end of 2021, the last year for which data are available, the New York State Energy Research and Development Authority (NYSERDA) reported a record high of over 165,000 clean energy jobs statewide. The largest subfield, accounting for three-quarters of the total, is Building Electrification and Decarbonization (123,000 jobs), followed by Renewable Electric Power Generation (25,000) and Clean and Alternative Transportation (11,000).¹⁷

10 LARGEST OCCUPATIONS STATEWIDE AND EDUCATION FOR ENTRY¹⁸

	# OF JOBS	ENTRY PAY	MEDIAN PAY	EXPERIENCED PAY
HOME HEALTH AND PERSONAL CARE AIDES ^H	504K	\$31K	\$33K	\$38K
RETAIL SALESPERSONS ^N	232K	\$31K	\$34K	\$39K
GENERAL AND OPERATIONS MANAGERS ^E	212K	\$78K	\$124K	\$206K
REGISTERED NURSES ^E	190K	\$81K	\$100K	\$108K
JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS ^N	188K	\$32K	\$37K	\$47K
FAST FOOD AND COUNTER WORKERS ^N	183K	\$31K	\$33K	\$34K
CASHIERS ^N	180K	\$30K	\$32K	\$35K
CUSTOMER SERVICE REPRESENTATIVES ^H	145K	\$36K	\$45K	\$56K
OFFICE CLERKS, GENERAL ^H	141K	\$32K	\$40K	\$50K
SECRETARIES AND ADMINISTRATIVE ASSISTANTS, EXCEPT LEGAL, MEDICAL AND EXECUTIVE ^H	139K	\$37K	\$46K	\$52K

EDUCATION FOR ENTRY
^E BACHELOR'S DEGREE ^H HIGH SCHOOL DIPLOMA OR EQUIVALENT ^N NO FORMAL EDUCATIONAL CREDENTIAL

2023-2024 FEDERAL INCOME GUIDELINES IDENTIFY NEW YORK'S POVERTY LEVEL FOR A FAMILY OF FOUR AT \$30,000