



NYC Government

# Workforce Profile Report

## ACKNOWLEDGEMENTS

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Department of City Planning

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Mayor's Office of Operations

NYC Board of Education Retirement System

NYC Employees Retirement System

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NYC Teachers' Retirement System

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Photographs by Marley White, Ankit Dembla, and Stéphan Valentin

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# A MESSAGE FROM THE COMMISSIONER

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Fellow New Yorkers,

New York City is the greatest city in the world, and local government plays a vital role in its success. At the heart of our city government is the nearly 400,000 public servants who do everything from educate our kids, protect public health, and keep our neighborhoods clean and safe. The *New York City Government Workforce Profile Report* provides data about the city's workforce and takes a look back at trends over the past 10 years.

This report looks at a number of attributes of the city's workforce. Some key findings are:

- The city's workforce is larger than the combined workforces of the counties/cities of Los Angeles, San Francisco, Philadelphia, Seattle, and the states of Florida, Georgia, and New Jersey.
- The city's workforce is 59% female and 62% non-white.
- Recent hiring in seven of the 10 largest job categories is more than 69% non-white, and majority female in six of the ten.

Of the full-time employees who leave their jobs with the city, 37% occur within an employee's first four years of service. This highlights the need for the city to thoughtfully plan for employee succession and employee retention.

We hope that the data presented will further your understanding of the city's workforce.

Sincerely,  
Lisette Camilo, Commissioner  
Department of Citywide Administrative Services

# SECTION I: CITYWIDE WORKFORCE

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# WORKFORCE AT A GLANCE

The Fiscal Year 2018 New York City Government Workforce Profile Report draws on employee-level personnel data from fiscal years 2009 through 2018. It provides a broad look at the employees of 72 city agencies, including agencies that report to the mayor, such as the New York City Housing Authority (NYCHA), the Department of Education (DOE), NYC Health + Hospitals (NYCHH), and the School Construction Authority (SCA), as well as elective bodies, including the city council, the offices of the public advocate and the public administrators, district attorneys, and the borough presidents of each borough. Also included are several boards and commissions, such as the Civil Service Commission, Equal Employment Practices Commission, and the Board of Correction.

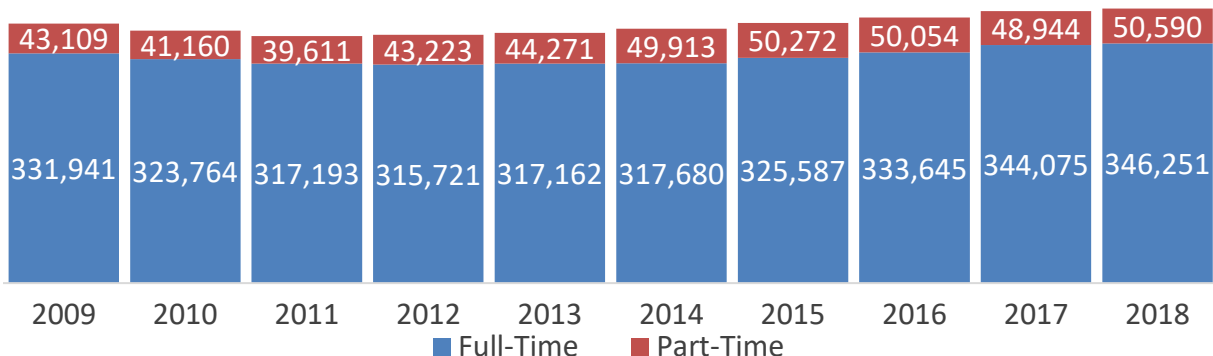
At the close of fiscal year 2018, the City of New York employed 396,841 people in professions including teachers, police officers and firefighters; analysts, engineers and inspectors of every description; caseworkers and nurses; administrative and clerical support staff; park workers and road repairers; the list goes on and on. This makes New York City government one of the largest employers in the nation, on par with Home Depot (413,000 employees) and Berkshire Hathaway (389,000 employees), companies ranking 5<sup>th</sup> and 6<sup>th</sup> in total number of employees on the Fortune 500 List (<https://fortune.com/fortune500/>).

Summary Indicators, Fiscal Year 2018	
Total Workforce	396,841
Headcount (FT / PT)	346,251 / 50,590
Median Age	43
Median Years of Service	10
% Female / Male	59% / 41%
% Minority / White	62% / 38%
Median Annual Base Salary (FT)	\$72,036
% Hires	8%
% Separations	7%
% Eligible to Retire	16%
% Eligible to Retire in 5 Years	27%

## Headcount

Headcount includes all employees, whether on active pay status or some form of paid or unpaid leave. Part-time employees are not converted to full-time equivalencies, or FTE, and are therefore counted the same as their full-time counterparts. A full list of the agencies included in this report can be found in Section III. Further explanation of the employees included in the report can be found in the appendices.

Total Headcount: Full-Time and Part-Time Employees by Fiscal Year



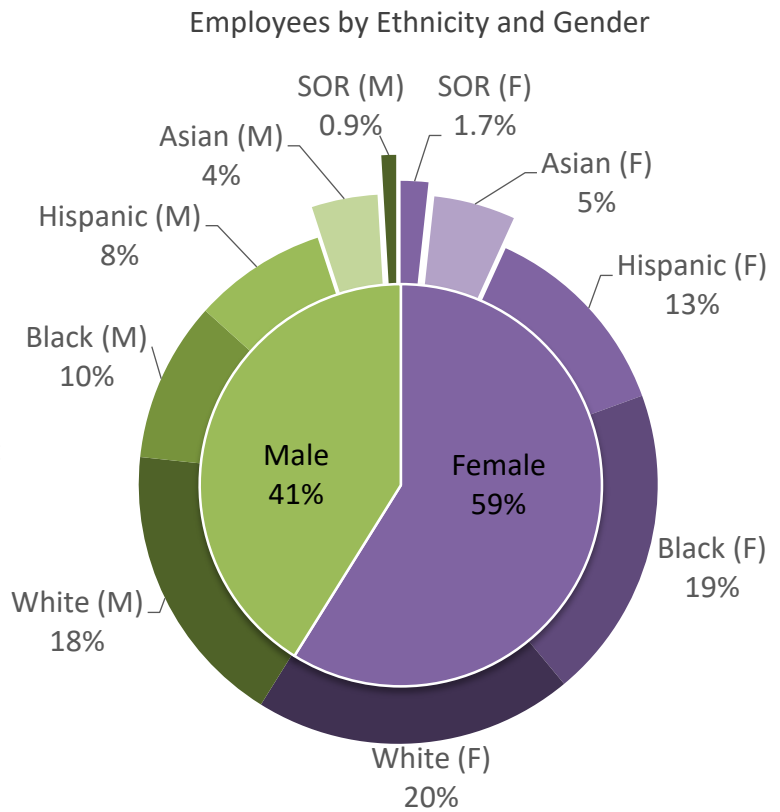
## Gender and Ethnicity

New York City's government workforce is among the most diverse in the nation. People of color comprise 62% of the workforce and women comprise 59%.

More information on the city's workforce demographic composition can be found beginning on page 12.

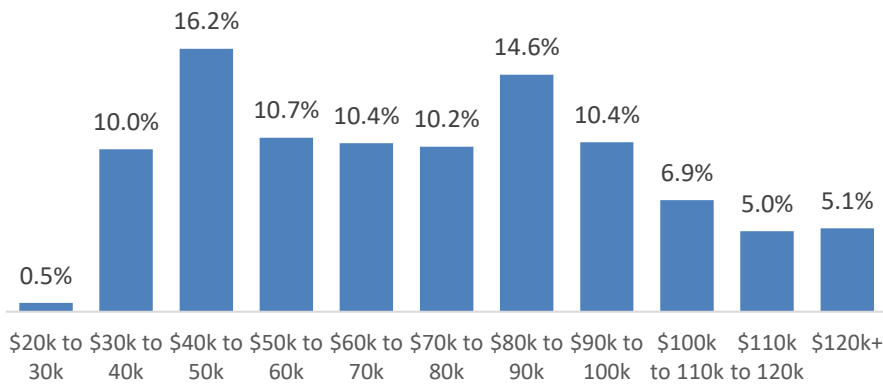
Certain job categories tend to be less evenly balanced by gender composition than others. For example, firefighters, sanitation workers, police officers, and craft workers have noticeably higher percentages of male employees than female, while women comprise substantial majorities in job categories such as teachers, counselors, clerical supervisors, health professionals, and social scientists.

More information on the composition of job categories can be found in Section IV of the report.

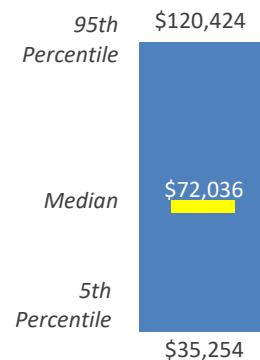


## Employee Salary

Distribution of Full-Time Employee Annual Base Salary



FT Annual Salary Range

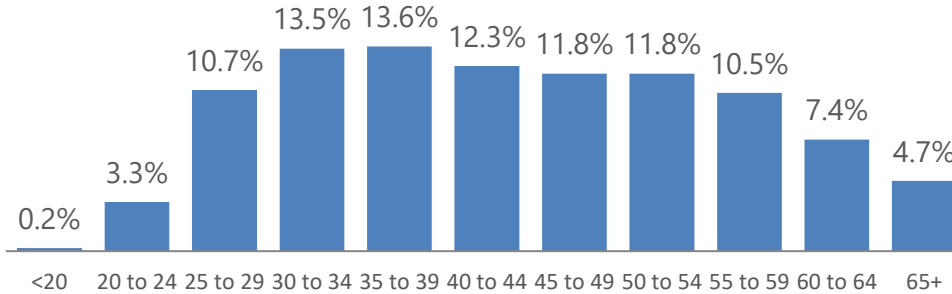


Salary is defined as a full-time employee's annual base rate, which does not include earned overtime or additions to gross earnings such as longevity increases and shift/pay differentials. A more thorough discussion of employee salary can be found beginning on page 14, while a detailed definition of employee salary can be found in Appendix I.



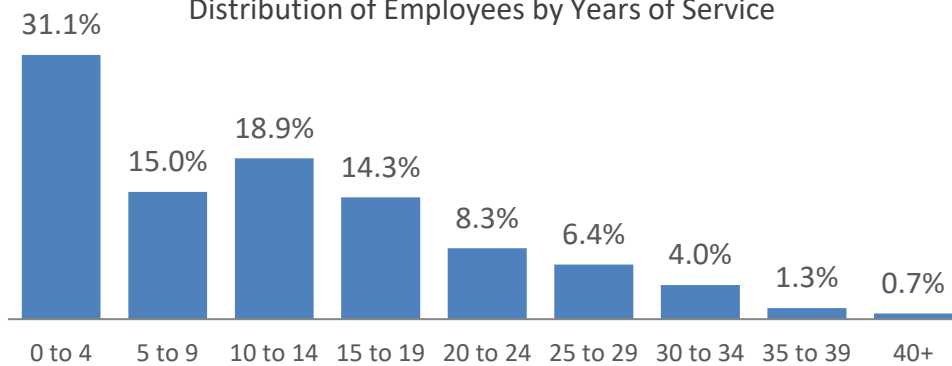
### Age and Years of Service

Distribution of Employees by Age



City employees are normally distributed around the median age of 43.

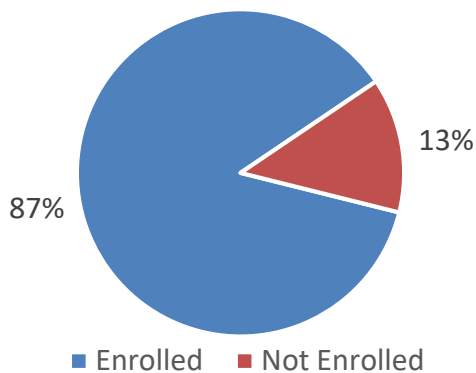
Distribution of Employees by Years of Service



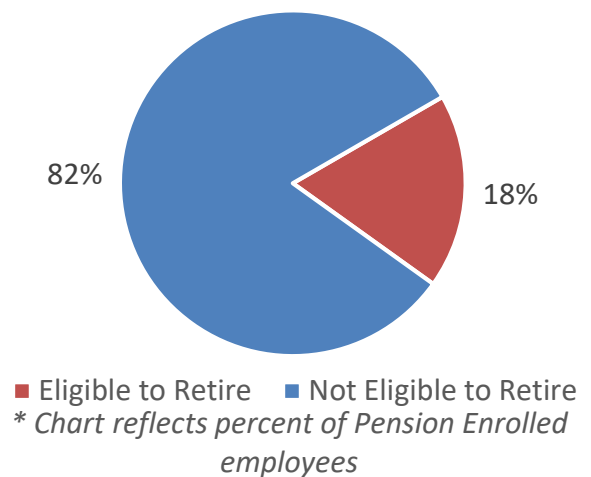
Employee age and years of service are discussed in greater detail beginning on page 16.

### Pension Enrollment and Retirement Readiness

Pension Enrollment



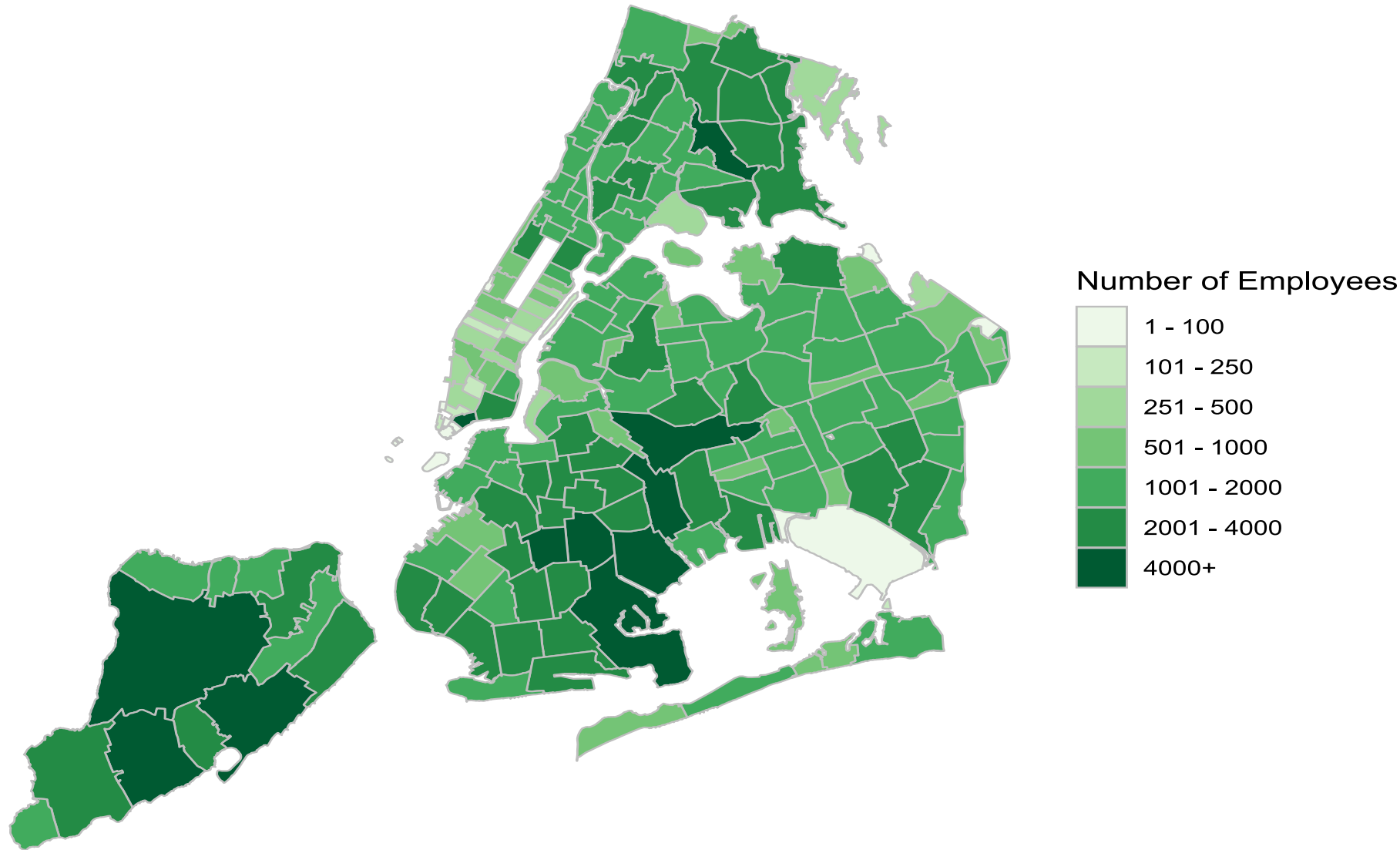
Eligible to Retire in Fiscal Year 2018\*



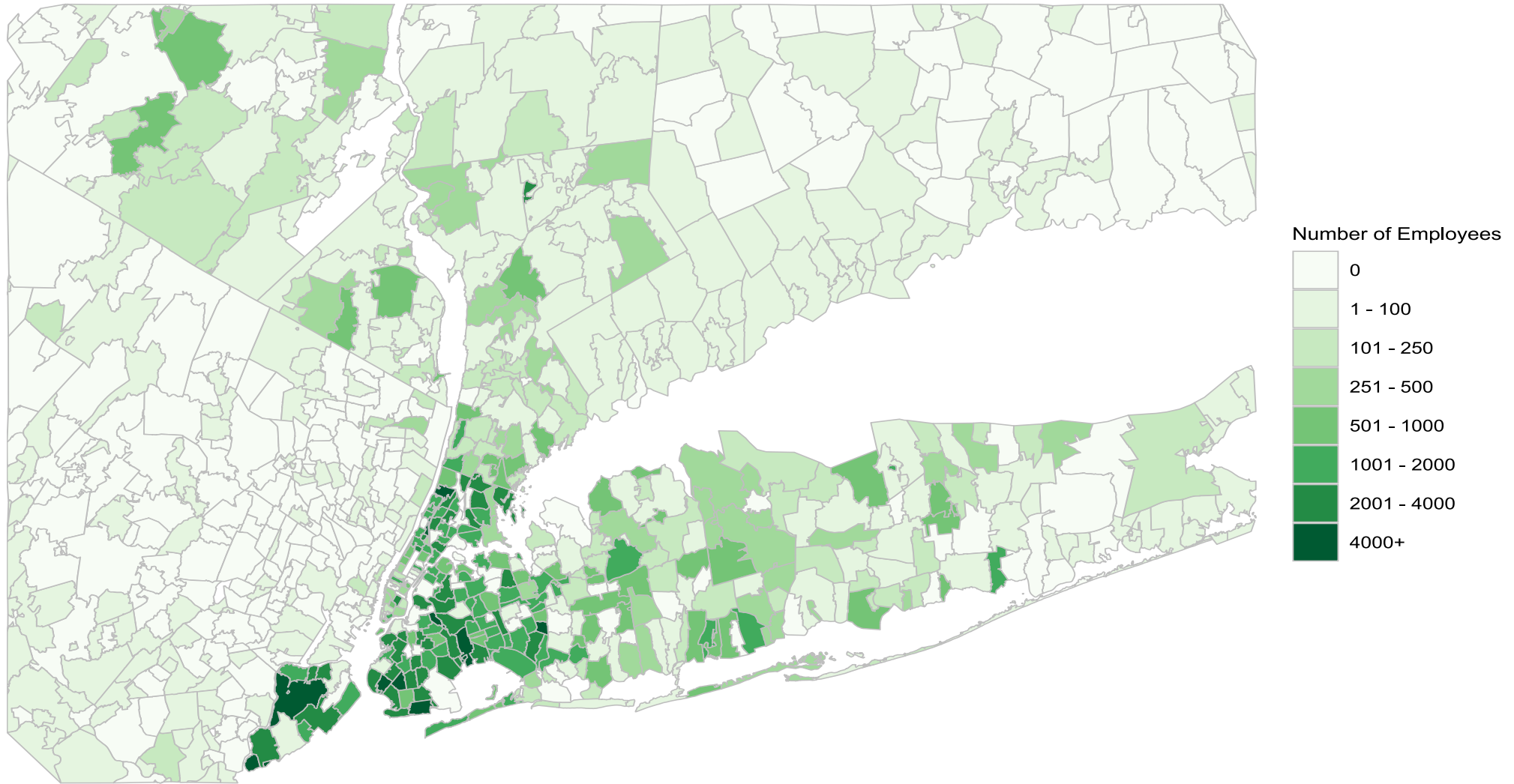
Retirement eligibility is determined by a combination of the age and service requirements of employee's pension plan and pension tier, date of birth and city start date (see Appendix I). Citywide retirement eligibility is discussed in greater detail beginning on page 18 and is also presented in the *City Agencies* and *Titles and Job Categories* sections.

# NYC GOVERNMENT EMPLOYEES BY HOME ZIP CODE

## NYC Government Employees by Home Zip Code (Five Boroughs)



## NYC Government Employees by Home Zip Code (NYC and Region)



While most New York City government employees live within the five boroughs, many employees commute from the surrounding area. The New York City residency law requires employees to establish city residence within 90 days of entering city service. After two years, employees are deemed in compliance with the law if they live in Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam county. More information on the city's residency requirements can be found in Appendix I.

# CIVIL SERVICE AND JURISDICTIONAL CLASSIFICATION

All New York City government employees are appointed to one of several thousand civil service titles. Civil service titles are grouped into four different jurisdictional classes: competitive, non-competitive, labor, and exempt. Some titles, such as teachers, are part of the unclassified service. Full definitions of the classes can be found in Appendix I.

The civil service system is administered according to the personnel rules and regulations of the City of New York, available online (<https://www1.nyc.gov/site/dcas/reports/personnel-rules-regulations.page>).

The system is designed to ensure that, wherever practicable, civil service jobs are awarded based on merit and fitness as determined by competitive examination.

Fig 1: Fiscal Year 2018, Employees by Jurisdiction and Civil Service

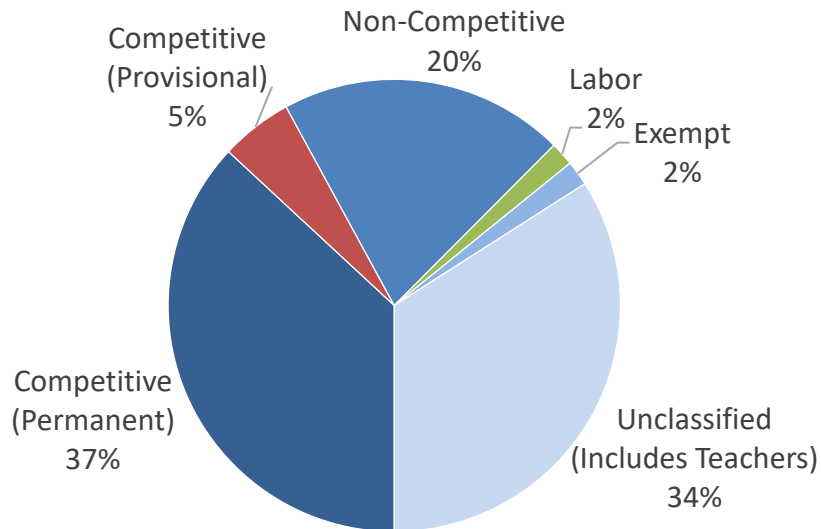
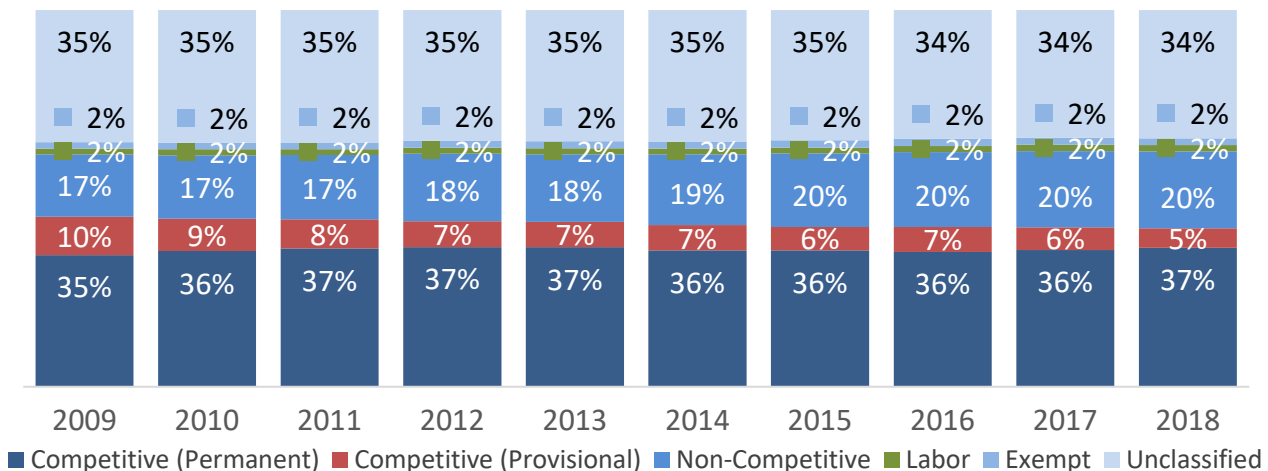


Fig 2: Fiscal Years 2009-2018, Trends in Jurisdiction and Civil Service



## EMPLOYEE TYPE

The city workforce can be divided into various categories, reflecting responsibilities, standard work hours, managerial status and other factors. Below are some of the broadest categories.

### Full-Time and Part-Time

Full-time employees include those who work a standard work week in a full-time title with a regular annual work schedule. Generally, full-time employees work 35-40 hours per week, 261 days per year.

Part-time employees are those who work fewer than 35 hours per week or are in titles having no standard hours per week or days per year, or are seasonal employees such as lifeguards and many parks maintenance workers.

### Managerial Service

Managers are those employees who formulate policy, assist directly in collective bargaining negotiations, or have a major role in the administration of collective bargaining agreements or in personnel administration.

### Union Representation

Most of the municipal workforce is represented by a labor union and covered by collective bargaining.

A subset of employees, 5% of the total workforce, are either managers or serving in titles that are neither managerial nor represented by a union.

### Uniformed Services

The uniformed services are the police, fire, correction and sanitation services and do not include civilian positions in these agencies.

Fig 3: Fiscal Year 2018, Full-Time vs Part-Time Status

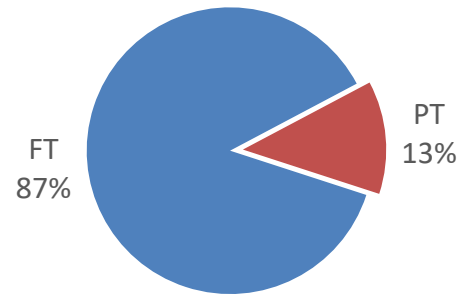


Fig 4: Fiscal Year 2018, Managers vs Non-Managers

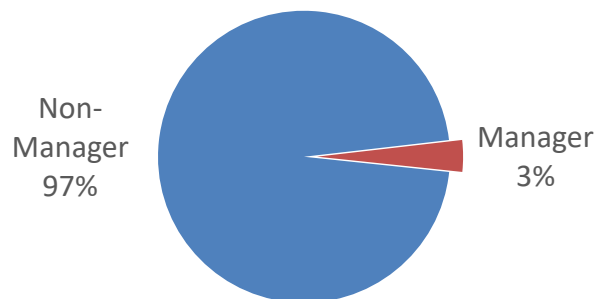


Fig 5: Fiscal Year 2018, Union vs Non-Union

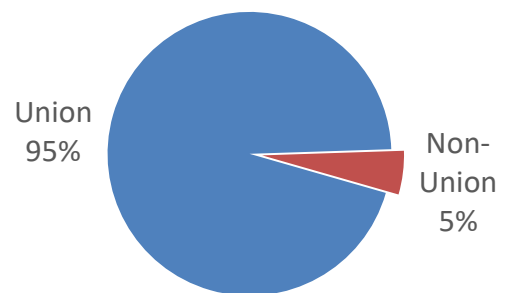
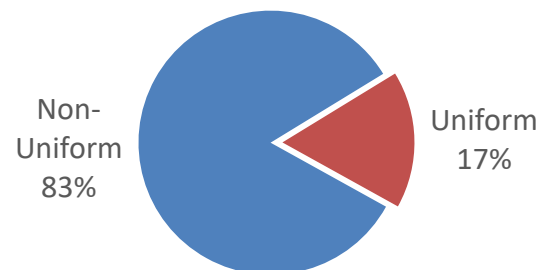


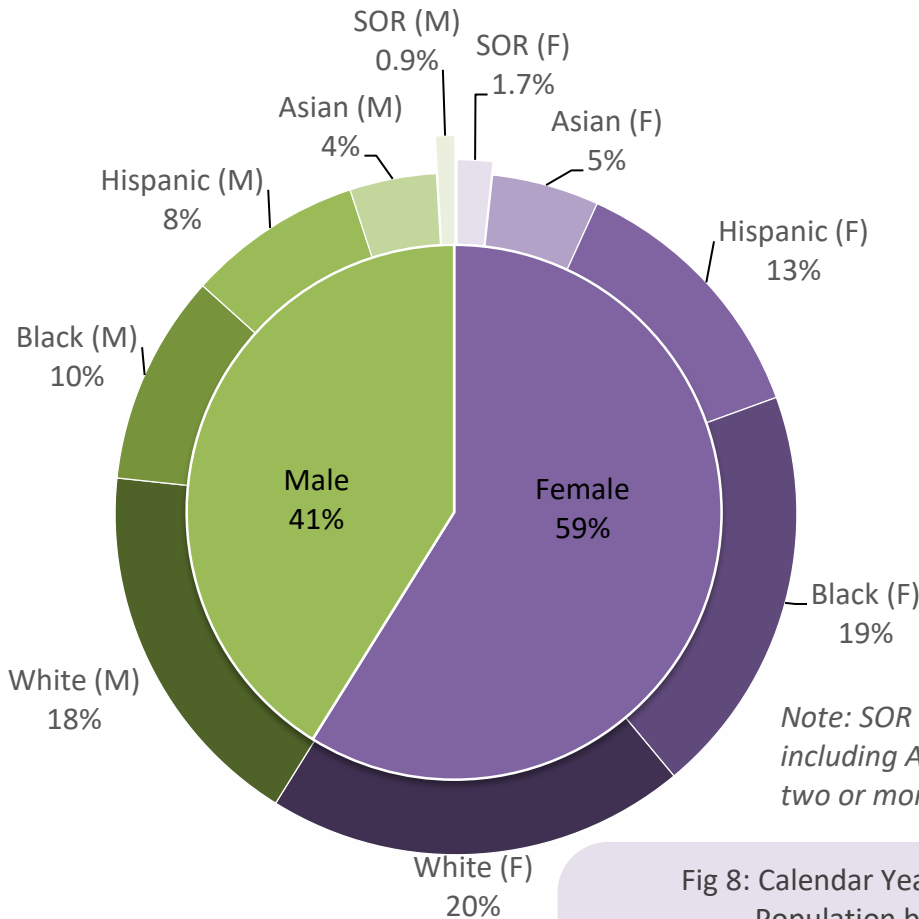
Fig 6: Fiscal Year 2018, Uniform vs Non-Uniform



# GENDER AND ETHNICITY

## NYC Government Workforce vs. Total Employed Population of New York City

Fig 7: Fiscal Year 2018, NYC Government Workforce by Ethnicity and Gender



Note: SOR indicates some other race, including American Indian/ Alaskan Native, two or more races, and unspecified race.

Compared to the total NYC employed population (see inset, right), the city's workforce has a higher percentage of white employees (38% vs 35%) and varies amongst minority populations; black (29% vs 20%), Hispanic (21% vs 27%), and Asian (9% vs 15%).

The city's workforce has a much higher percentage of women (59% vs 49%) than the general employed population of New York City.

Source: United States Census Bureau: Calendar Year (CY) 2017 American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Fig 8: Calendar Year 2017, NYC Total Employed Population by Ethnicity and Gender

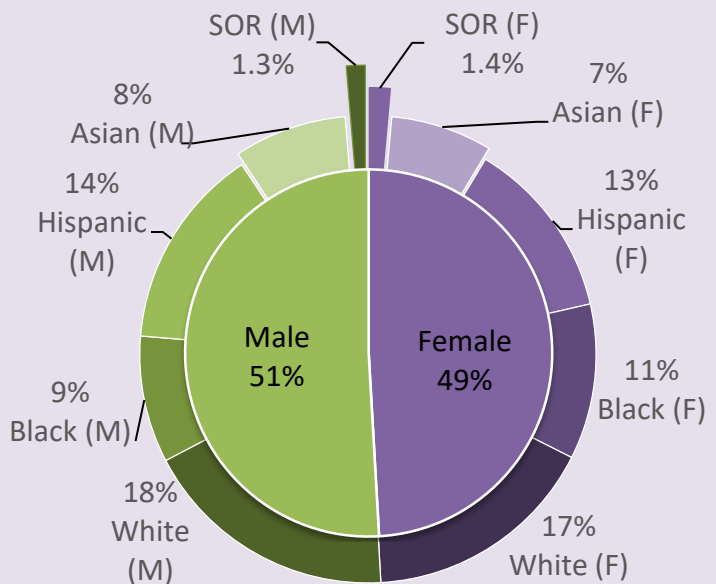
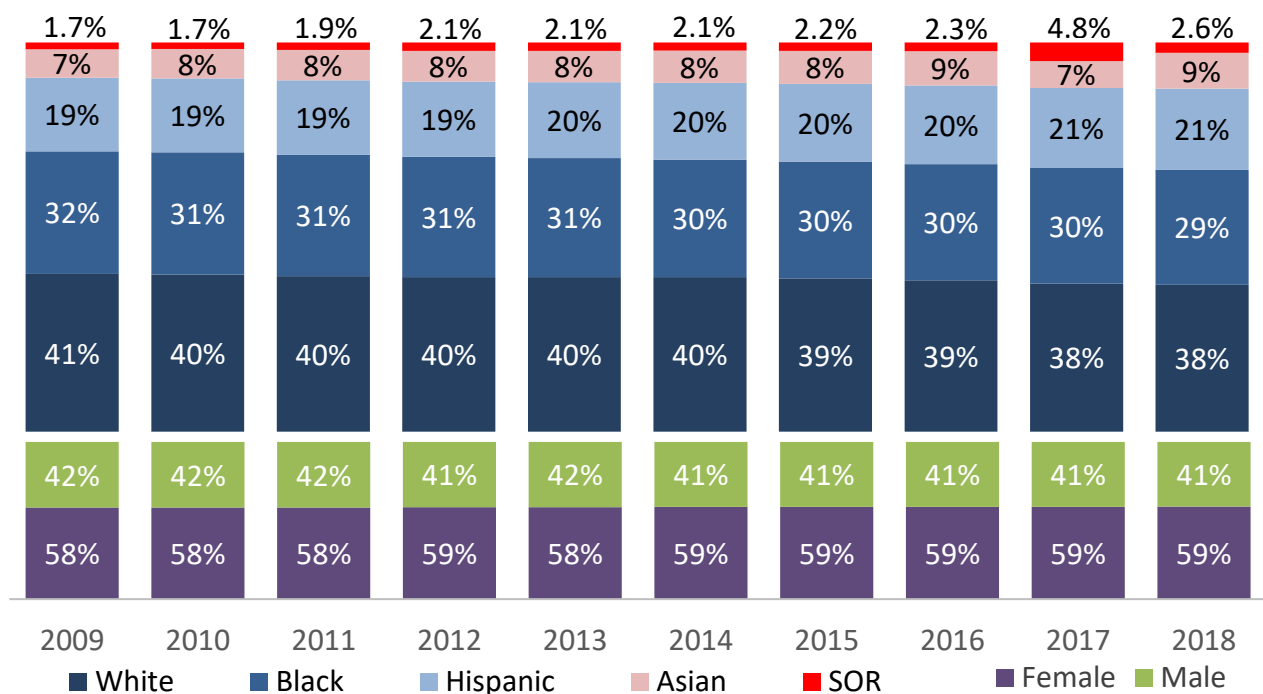


Fig 9: Demographic Profile of Other U.S. Government Jurisdictions

Jurisdiction Type	Jurisdiction	Year	Total Headcount	Female	Male	White	Black	Hispanic	Asian	SOR
County	Los Angeles <sup>1</sup>	2018	93,324	60%	40%	22%	20%	38%	20%	0%
State	Florida <sup>2</sup>	2018	89,236	57%	43%	57%	29%	11%	n/a	3%
State	Georgia <sup>3</sup>	2018	67,798	66%	34%	45%	51%	n/a	n/a	5%
State	New Jersey <sup>4</sup>	2017	67,582	55%	45%	54%	29%	11%	5%	1%
Municipal	San Francisco <sup>5</sup>	2018	27,933	46%	54%	32%	12%	16%	39%	1%
Municipal	Philadelphia <sup>6</sup>	2018	24,717	35%	65%	40%	49%	7%	3%	1%
Municipal	Seattle <sup>7</sup>	2018	13,512	39%	61%	61%	12%	5%	17%	5%

## Gender and Ethnicity Trends for NYC Government

Fig 10: Fiscal Years 2009-2018, Gender and Ethnicity



Note: SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

The city's demographic composition has not changed substantially over the last decade, with women and men comprising the same proportion of the total workforce in each fiscal year. Hispanic and Asian employees have increased as a proportion of the workforce, while white and black employees have declined slightly as a share of the total.

- <https://data.lacounty.gov/Human-Resources/County-of-Los-Angeles-Employee-Statistics/sjg9-bcke/data>
- [https://www.dms.myflorida.com/content/download/143339/956174/Fiscal\\_Year\\_2017-2018\\_Annual\\_Workforce\\_Report.pdf](https://www.dms.myflorida.com/content/download/143339/956174/Fiscal_Year_2017-2018_Annual_Workforce_Report.pdf)
- <http://doas.ga.gov/assets/Human%20Resources%20Administration/Workforce%20Reports/FY2017%20Workforce%20Report.pdf>
- <https://www.nj.gov/csc/about/publications/workforce/pdf/2018%20Workforce%20Profile%20final%20copy.pdf>
- <https://sfdhr.org/sites/default/files/documents/EEO/Workforce-Utilization-Report-2018.pdf>
- <https://www.phila.gov/media/20190111113851/2018DiversityReport119.pdf>
- [https://www.seattle.gov/Documents/Departments/HumanResources/WFE\\_Update\\_Report\\_Final.pdf](https://www.seattle.gov/Documents/Departments/HumanResources/WFE_Update_Report_Final.pdf)

# SALARY

This section examines the annual base salary of full-time employees. Annual base salary does not include such items as longevity increases, pay differentials or overtime, nor does it include pension or other fringe benefits. The salary range for most city positions is set by collective bargaining agreement. The salaries for managerial positions and other positions not covered by collective bargaining agreements are set by the Mayor. There are a handful of positions, especially the mayor, city council members, and other elected positions, where salary is set by legislation.

## Salary Distribution

Fig 11: Fiscal Year 2018, Distribution of NYC Government Full-Time Annual Base Salary

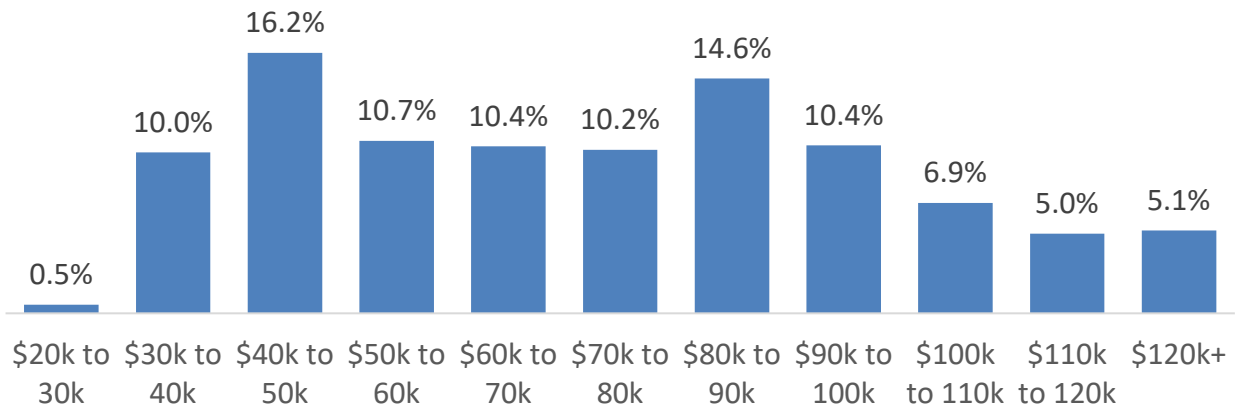
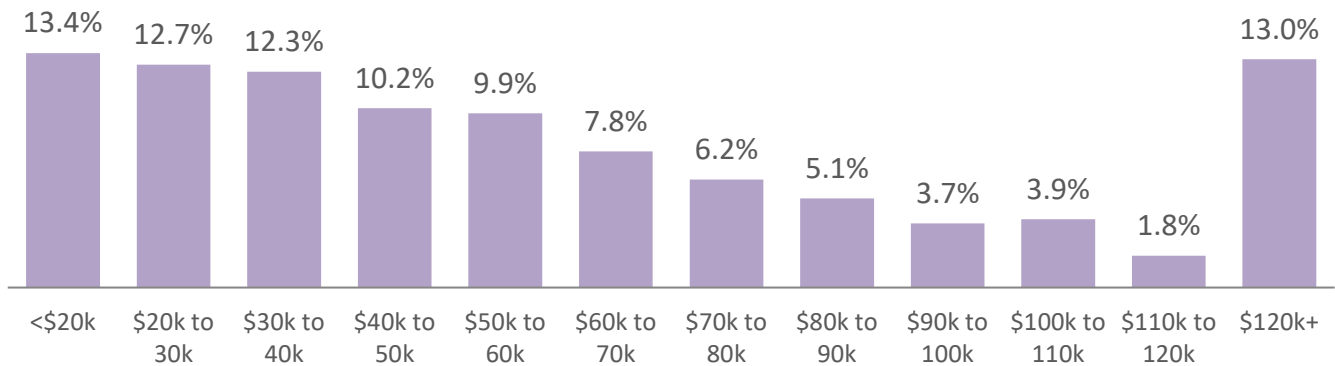


Fig 12: Calendar Year 2017, Distribution of Full-Time Salary for NYC Total Employed Population (Estimates)



Source: United States Census Bureau Calendar Year (CY) 2017 American Community Survey (ACS) Integrated Public Use Microdata Series (IPUMS) 1-year estimates.



### Employee Salary Trends

Except where noted, the historical salaries are inflation-adjusted to June 2018 U.S. dollars.

Fig 13: Fiscal Years 2009 - 2018, Inflation Adjusted Full-Time Annual Salary Range

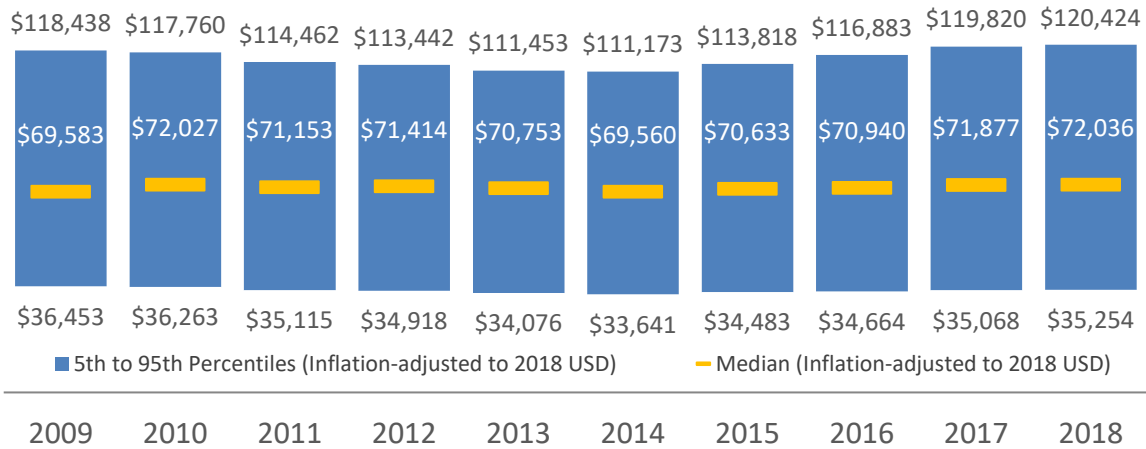
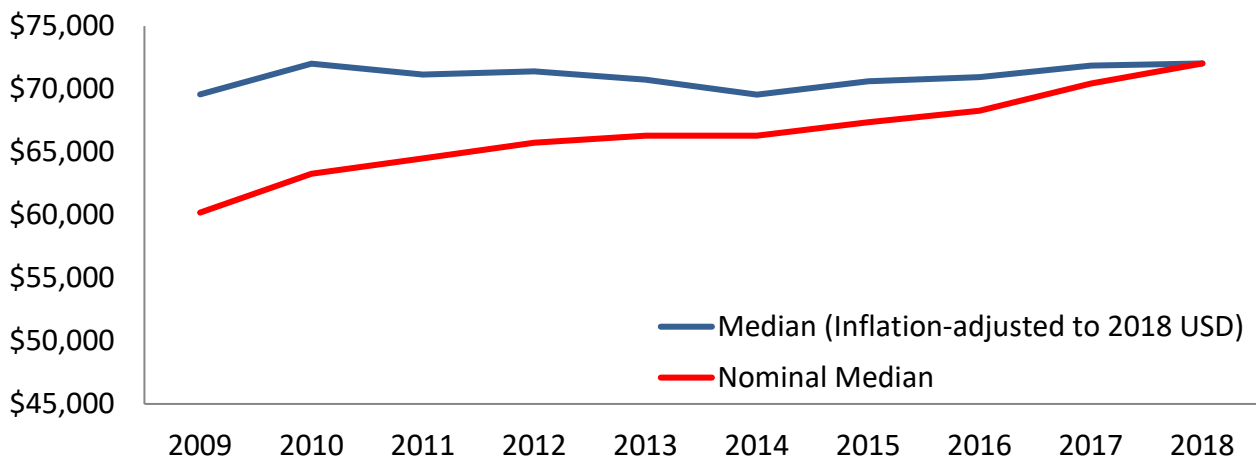


Fig 14: Fiscal Years 2009 - 2018, Inflation Adjusted and Nominal Median Annual Salary



*Notes:*

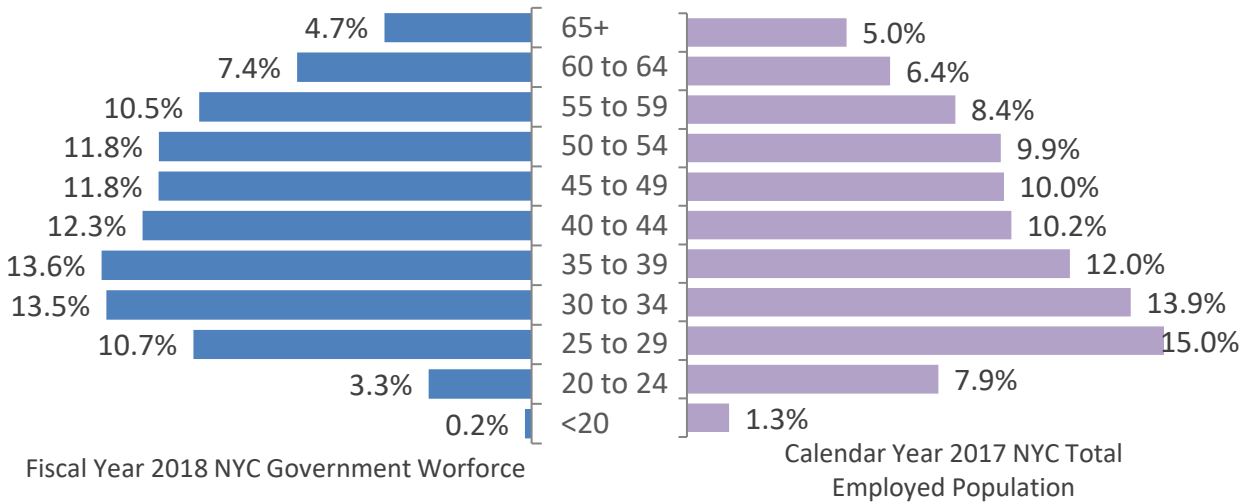
*The median annual salary is inflation-adjusted to 2018 USD.  
The nominal median annual salary is not adjusted for inflation.*

# AGE AND YEARS OF SERVICE

## Employee Age

Age is calculated based on the elapsed time between an employee’s date of birth and June 30<sup>th</sup> of each fiscal year.

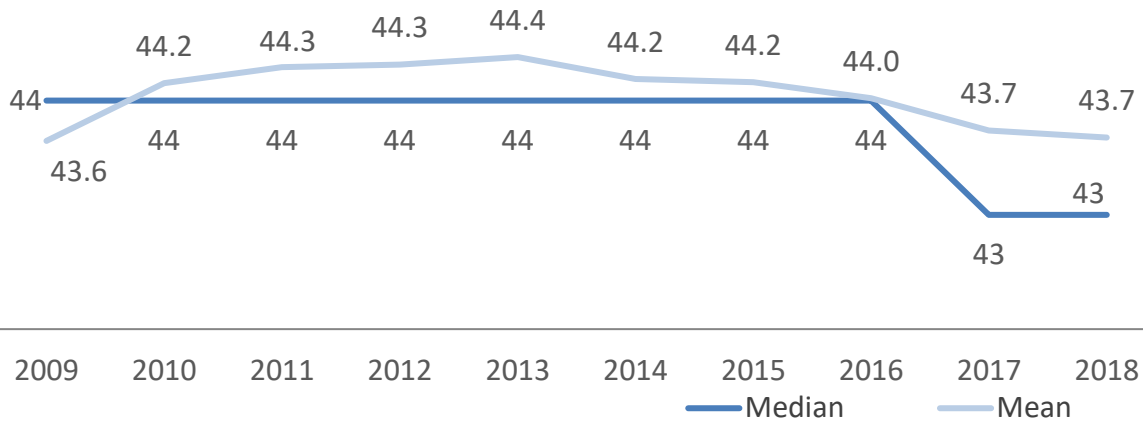
Fig 15: Age Distribution of NYC Government Workforce vs. NYC Total Employed Population



Source: United States Census Bureau: Calendar Year (CY) 2017 American Community Survey (ACS) Public Use Microdata Sample (PUMS)

## Age Trends

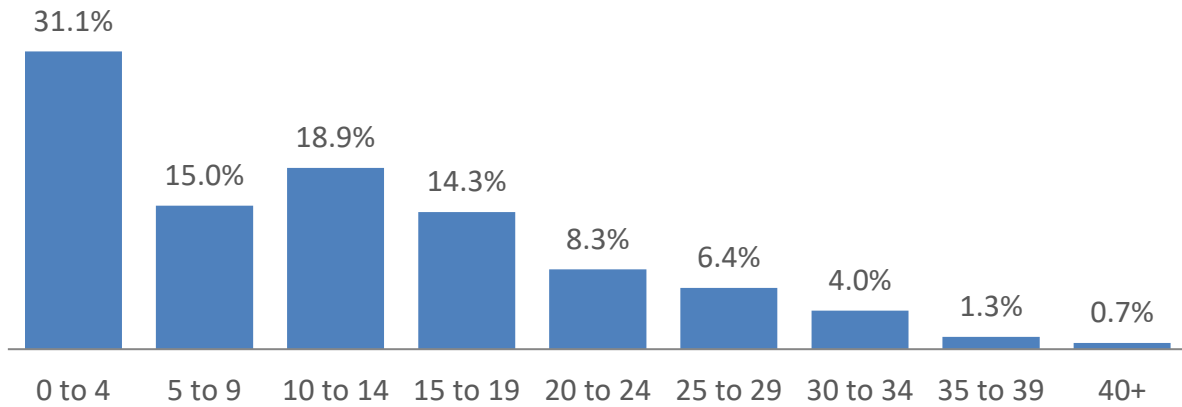
Fig 16: Fiscal Years 2009-2018, Median and Mean Age of NYC Government Employees



### Years of Service

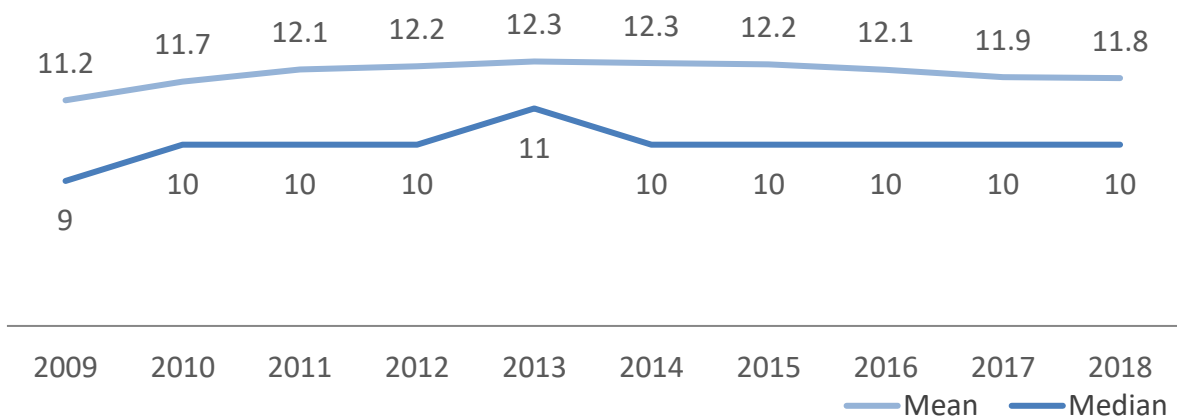
Years of service is based on the elapsed time between an employee’s city start date and June 30<sup>th</sup> of each fiscal year.

Fig 17: Fiscal Year 2018, Distribution of Employees by Years of Service



### Employee Years of Service Trends

Fig 18: Fiscal Years 2009-2018, Median and Mean Years of Service



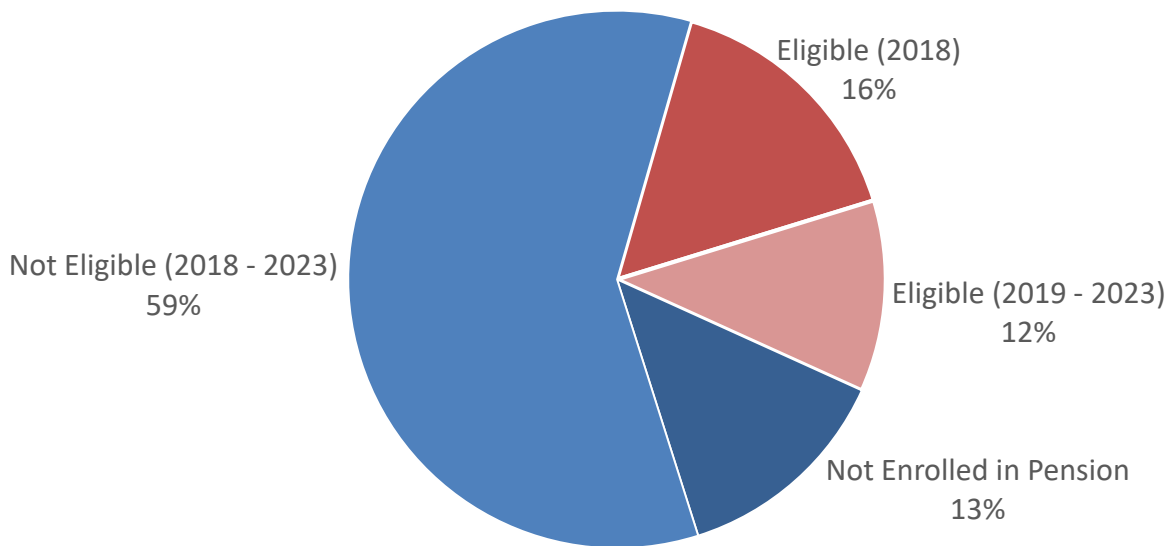
## RETIREMENT ELIGIBILITY

Defined benefit retirement plans are available to city employees, and represent just one of the many significant benefits of a career in city government.

Understanding pension enrollment trends, retirement readiness, and being able to use recent and historical data about retirees to predict when employees might actually retire are key to long-term strategic workforce planning.

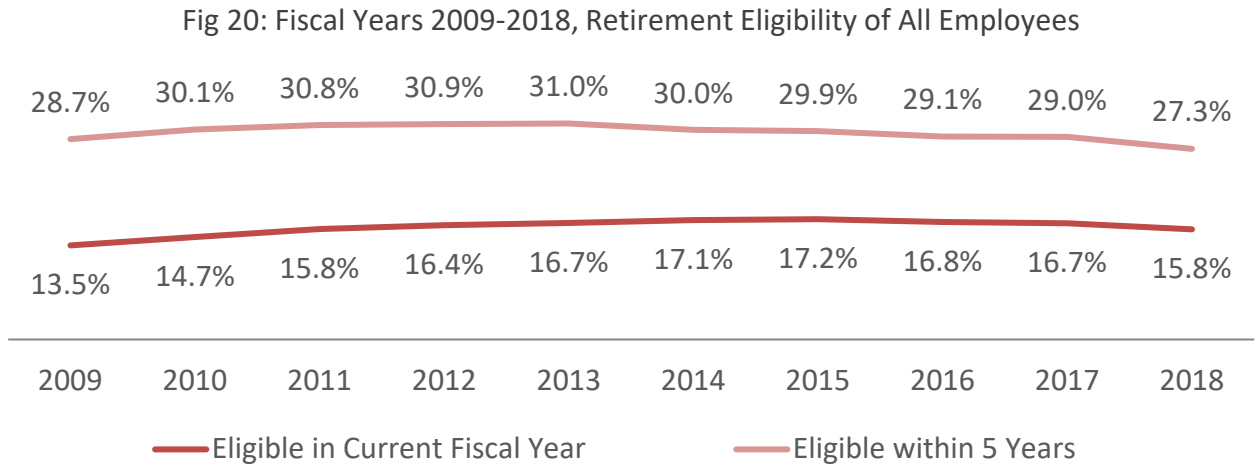
Retirement readiness was determined by looking at employees who are enrolled in a pension plan and calculating the year in which they will meet the minimum age and service requirements for their pension tier and plan. A description of the calculations can be found in Appendix I.

Fig 19: Fiscal Year 2018, Pension Enrollment and Retirement Eligibility



## Trends in Retirement Eligibility

A look at the percent of pension enrolled employees and their pension eligibility over the last decade shows a gradually increasing trend in the percent who are eligible to retire in the current year. The ten-year trend among those eligible to retire within the next five years peaked in fiscal year 2013.



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## SECTION II: EMPLOYEE TURNOVER

# HIRES

Hiring falls into two different types: new hires and re-hires.

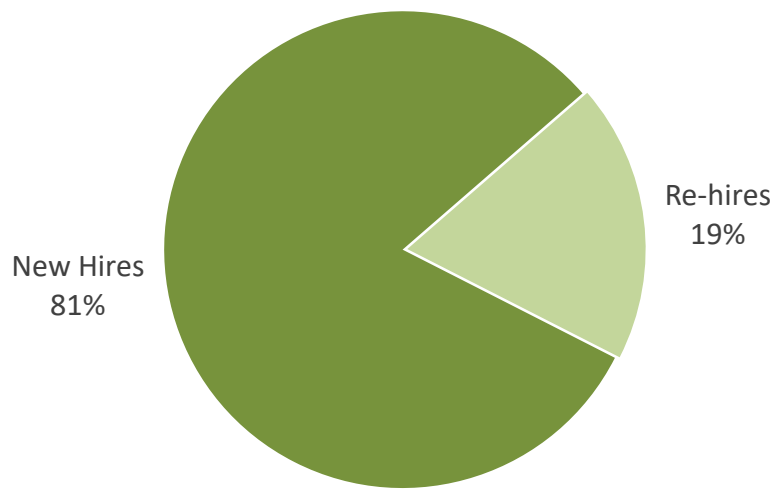
## New Hires

Employees who were on-boarded during fiscal year 2018 and had no prior service in the agencies or titles covered in this report.

## Re-hires

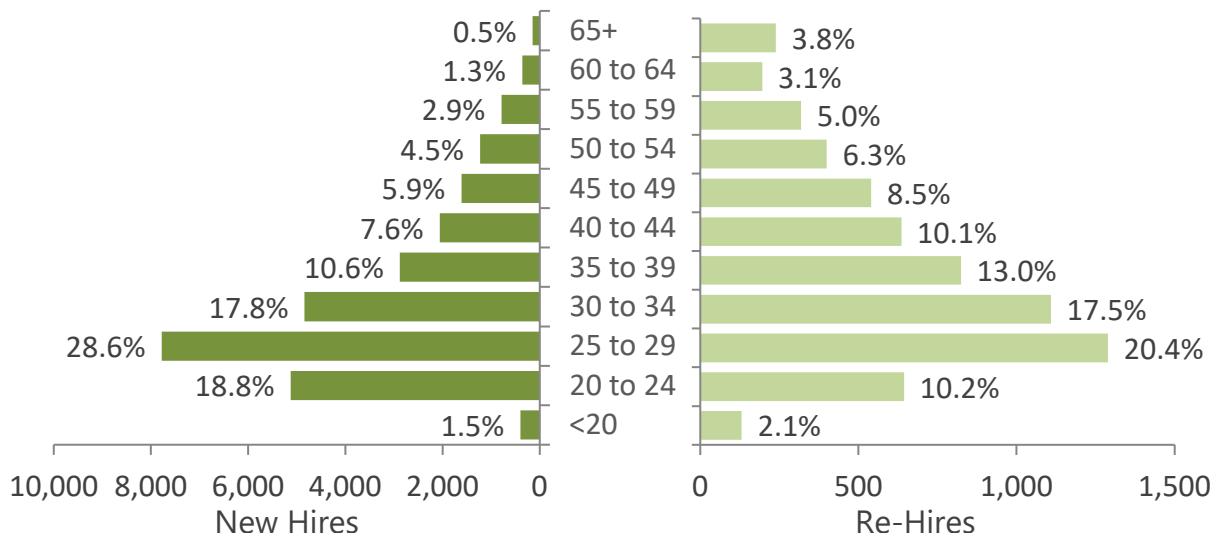
Employees who were on-boarded during fiscal year 2018 and were found to have prior city service in the agencies and titles covered in this report.

Fig 21: Fiscal Year 2018, Hiring by Type



## Age Distribution of Hires

Fig 22: Fiscal Year 2018, Age Distribution of Hires by Type





### Hiring Trends

Fig 23: Fiscal Years 2009-2018, Number of Hires by Type

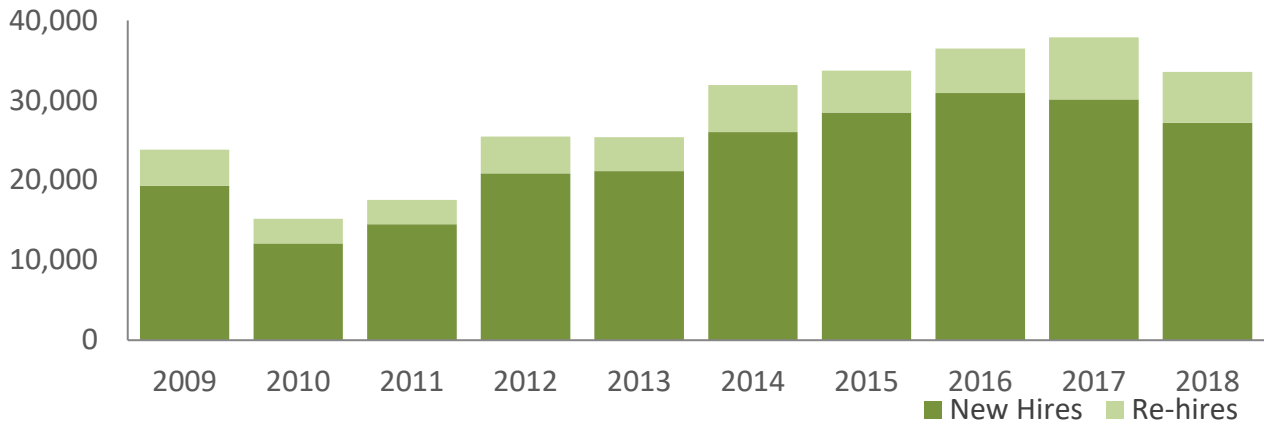


Fig 24: Fiscal Years 2009-2018, Median Age of Hires by Type

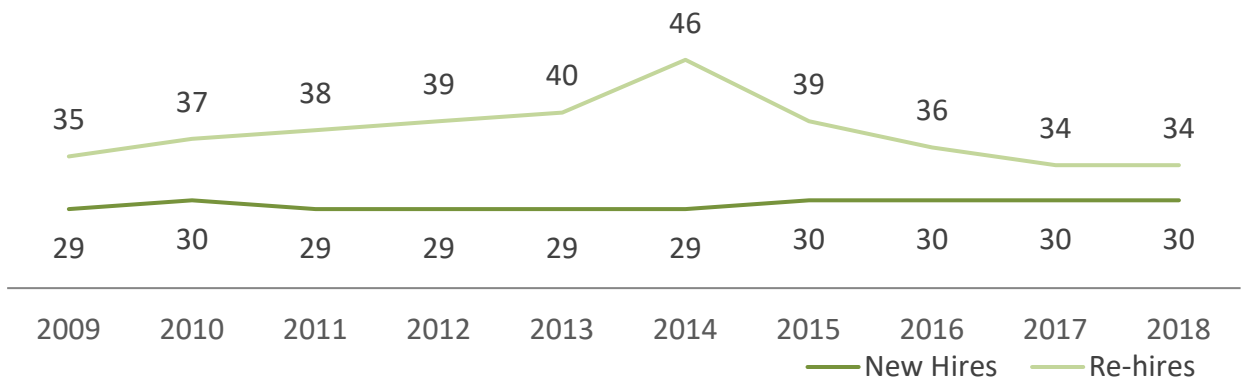


Fig 25: Fiscal Years 2009-2018, All Hires as a Percent of Total Headcount

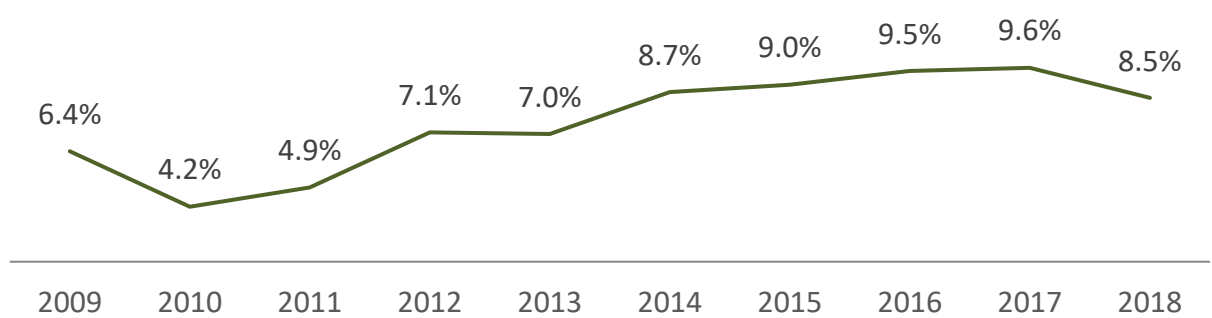
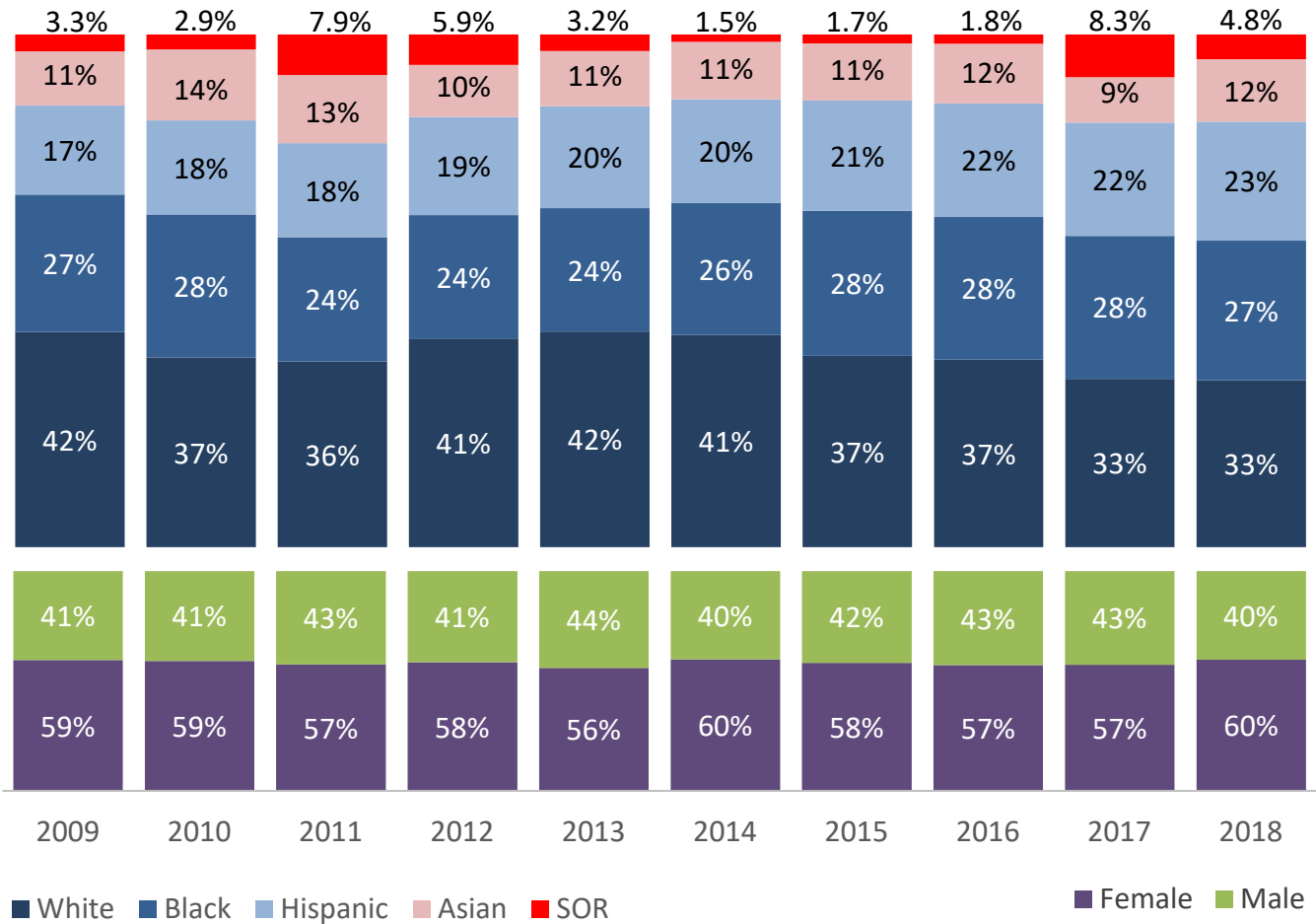


Fig 26: Fiscal Years 2009-2018, New Hires by Gender and Ethnicity



Note: SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

## SEPARATIONS

Separations for each year were determined by evaluating each active employee at the close of the prior fiscal year who was not active at the close of the current fiscal year.

### Separation Reasons

Separations are grouped under six different reasons.

#### Retirement

Voluntary separation of an employee from city service after applying to receive benefits under their pension plan.

#### Resignation

Voluntary separation of an employee for reasons other than retirement.

#### Dismissal

Involuntary separation of an employee not due to budgetary constraints or mandatory headcount reductions. This category includes reasons such as not passing probation or poor performance, or not maintaining the required licenses or certifications for a particular position.

#### Layoff

Involuntary separation of an employee due to budgetary constraints or mandatory headcount reductions.

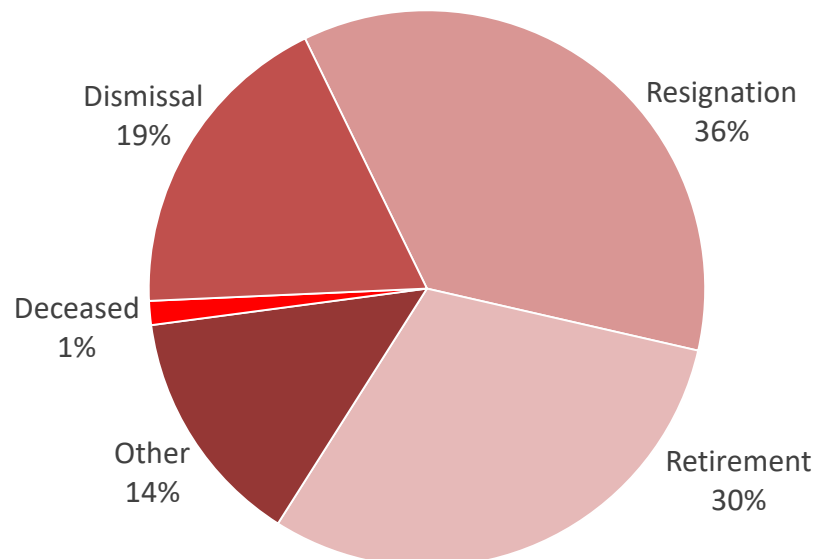
#### Deceased

Employees that died during the fiscal year.

#### Other

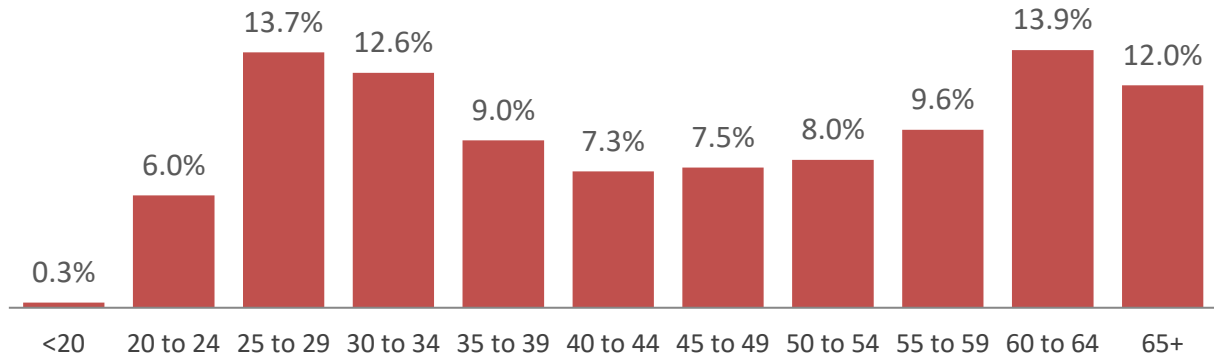
Separated employees for reasons including suspension of seasonal work, or those whose reason for leaving is not covered by the categories above, or data regarding their separation reason was not available.

Fig 27: Fiscal Year 2018, Separations by Type



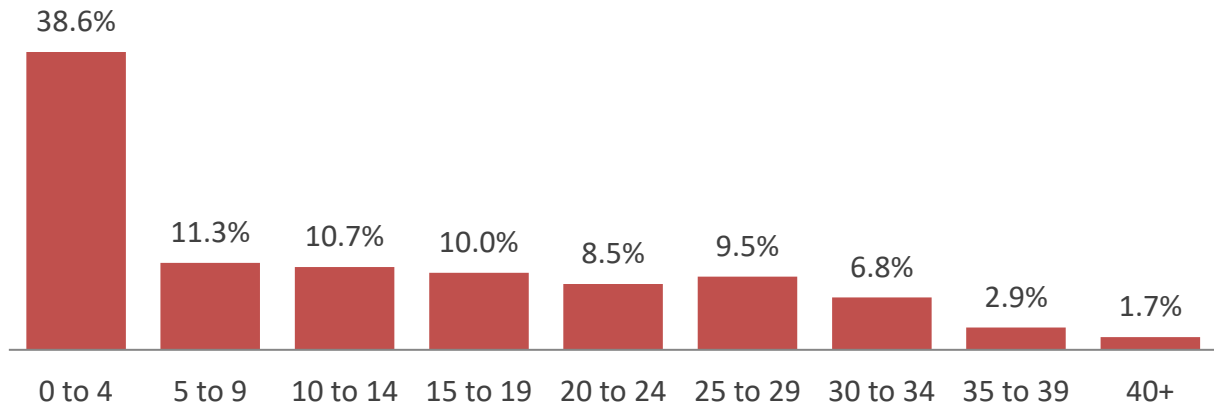
### Distribution of Separations by Age and Years of Service

Fig 28: Fiscal Year 2018, Distribution of All Separations by Age



Calculations for age of separated employees are based on the difference between the employee's date of birth and the close of the fiscal year in which they separated, not the actual date of separation.

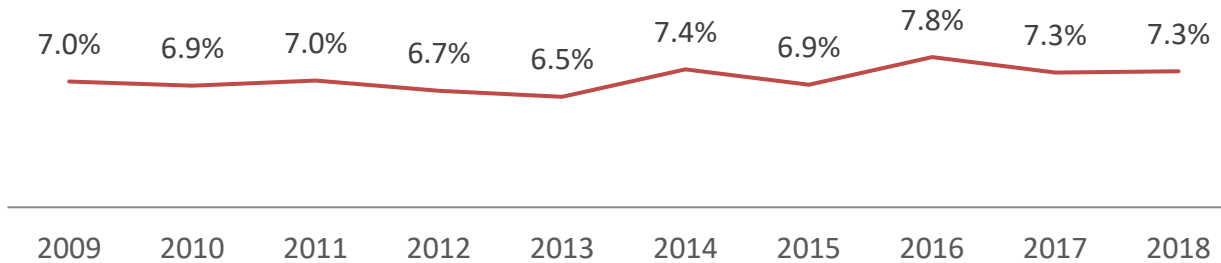
Fig 29: Fiscal Year 2018, Distribution of All Separations by Years of Service



Calculations for number of years of service of separated employees are based on the difference between the employee's city start date and the close of the fiscal year in which they separated, not the actual date of separation.

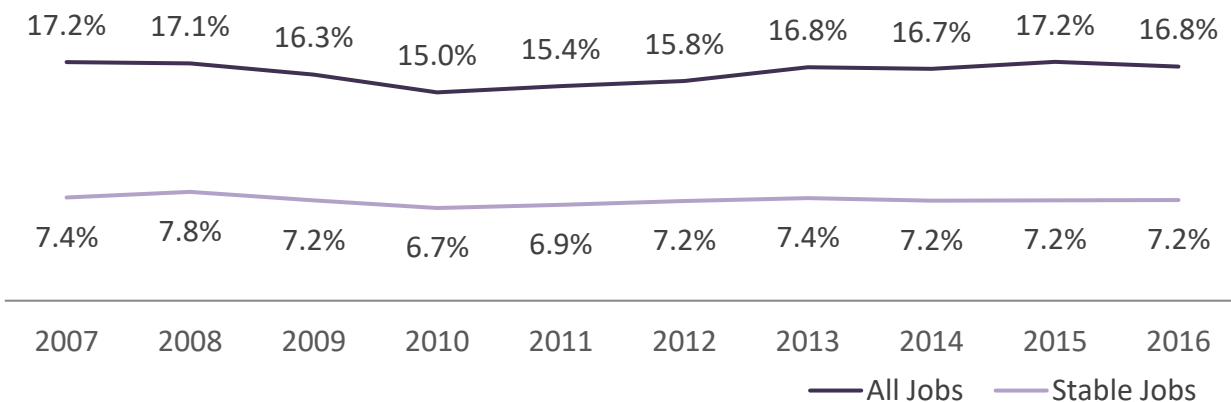
## Employee Separation Trends

Fig 30: Fiscal Years 2009-2018, Separation Rate for NYC Government



The separation rate for each year is calculated by dividing the number of separated employees in the current fiscal year by the total number of employees at the close of the prior fiscal year.

Fig 31: 2007-2016, Turnover Rate for NYC Total Employed Population (Estimates)



Source: US Census Quarterly Workforce Indicators (<https://lehd.ces.census.gov/data>). Data provided for New York City Counties. Figures based on quarterly averages for each year. Chart reflects latest available data.

*All Jobs:* Estimated number of workers whose job with a given employer ended in the specified data period.

*Stable Jobs:* Estimated number of workers who had a job for at least a full quarter and then the job ended. Jobs are counted as a stable separation in the last quarter of employment.

Fig 32: Fiscal Years 2009-2018, All Separations by Type

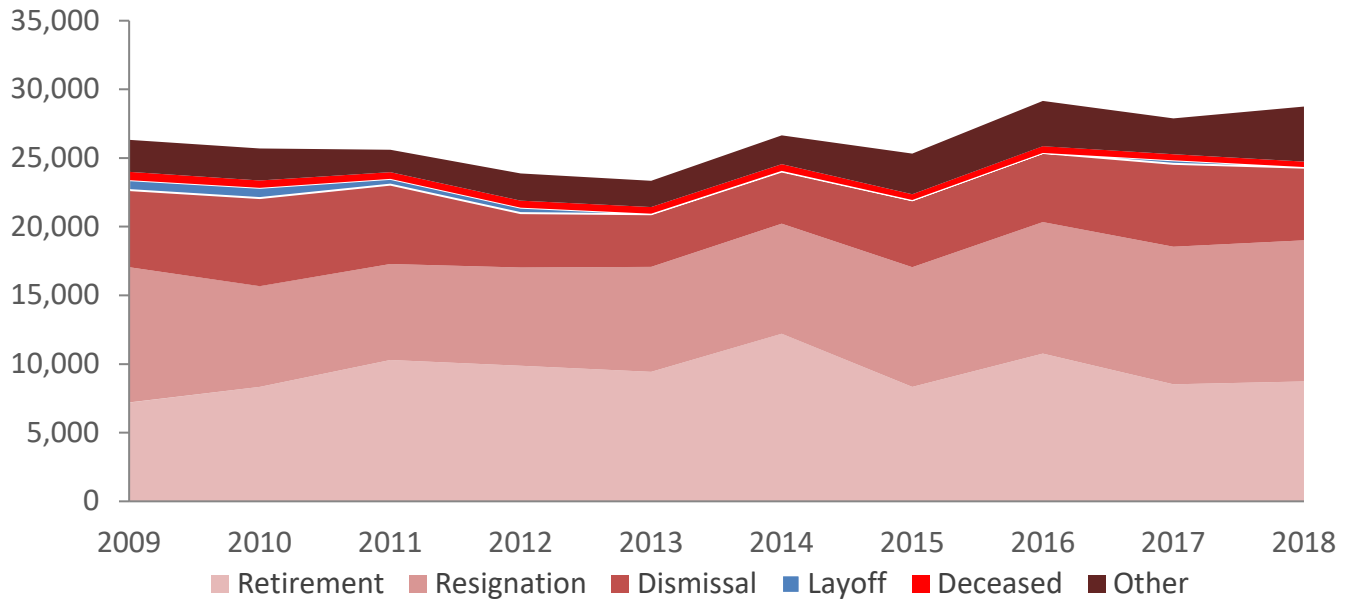
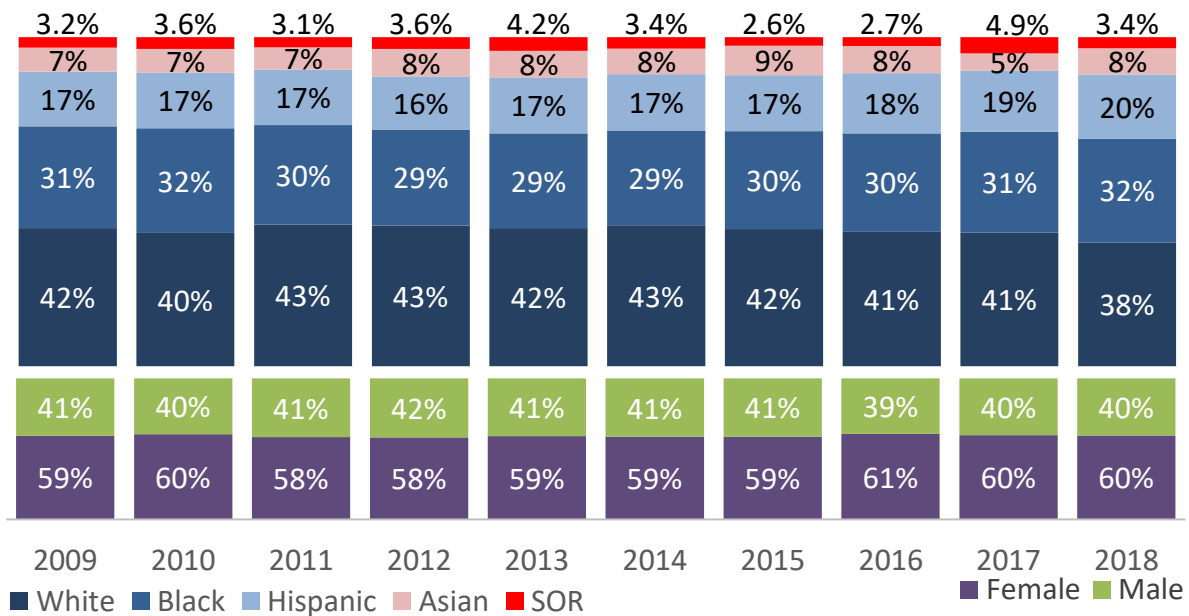


Fig 33: Fiscal Years 2009-2018, All Separations by Gender and Ethnicity



Note: SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

## RETIREMENTS

Retirements include voluntary service retirements and disability retirements.

Fig 34: Fiscal Year 2018, Distribution of Retirees by Age

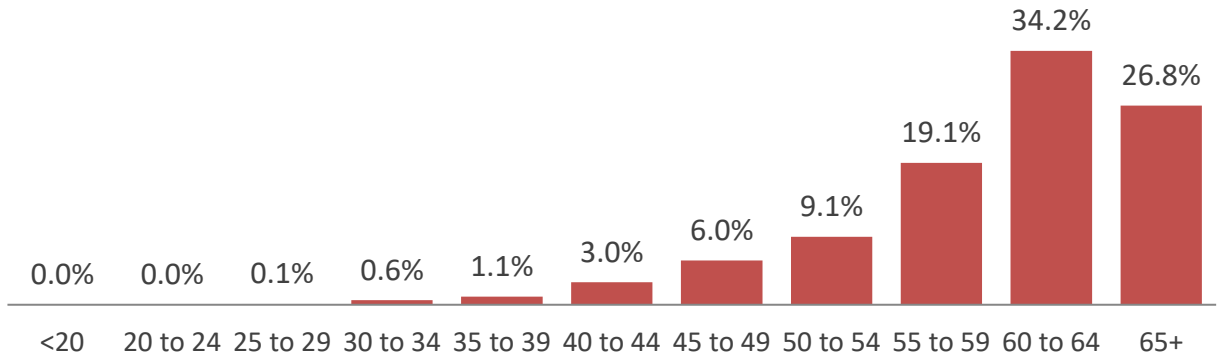
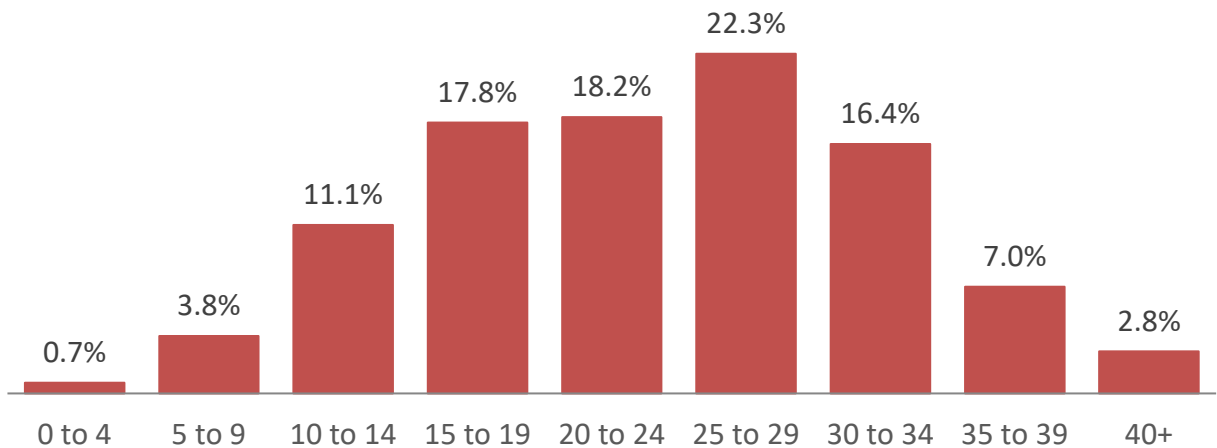
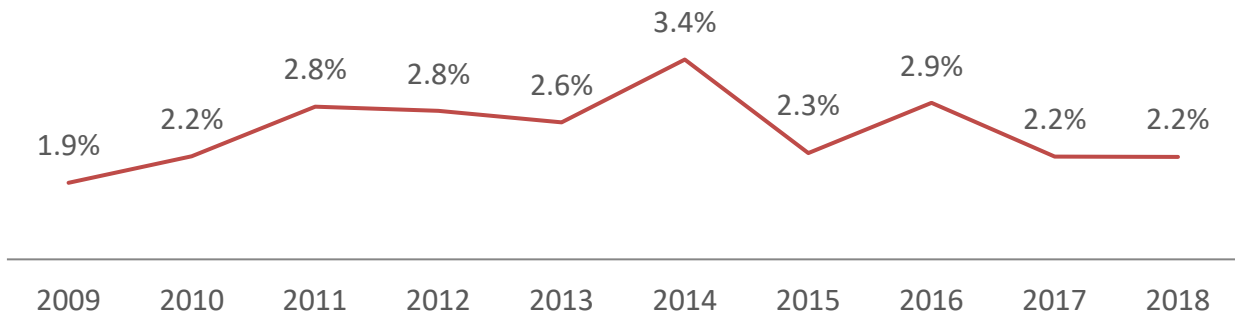


Fig 35: Fiscal Year 2018, Distribution of Retirees by Years of Service



### Retirement Trends

Fig 36: Fiscal Years 2009-2018, Retirements as a Percent of Total Headcount



Percentages are based on the number of retirees in the current fiscal year divided by the total number of employees at the close of the prior fiscal year.

Fig 37: Fiscal Years 2009-2018, Median Age of Retirees

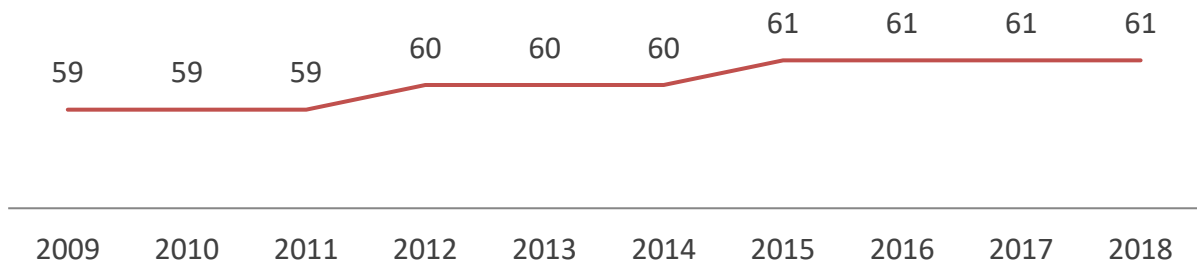


Fig 38: Fiscal Years 2009-2018, Median Years of Service of Retirees

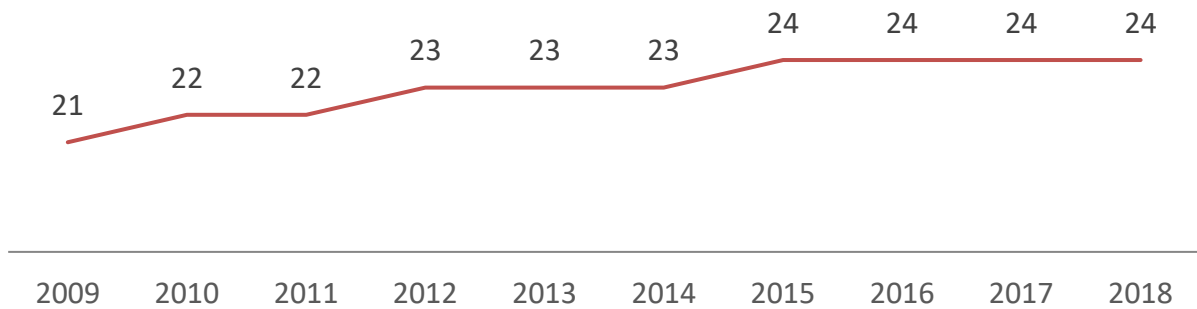
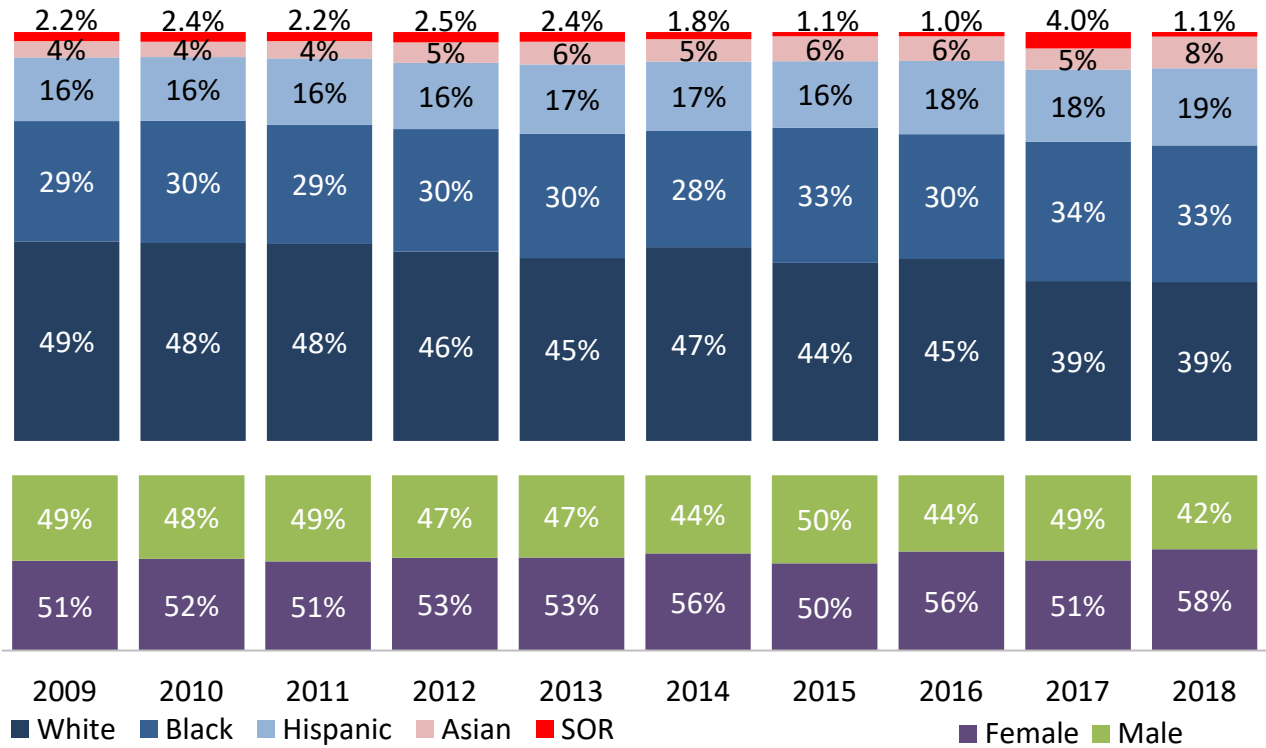




Fig 39: Fiscal Years 2009-2018, Retirees by Gender and Ethnicity



Note: SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

## RESIGNATIONS

Fig 40: Fiscal Year 2018, Distribution of Resignations by Age

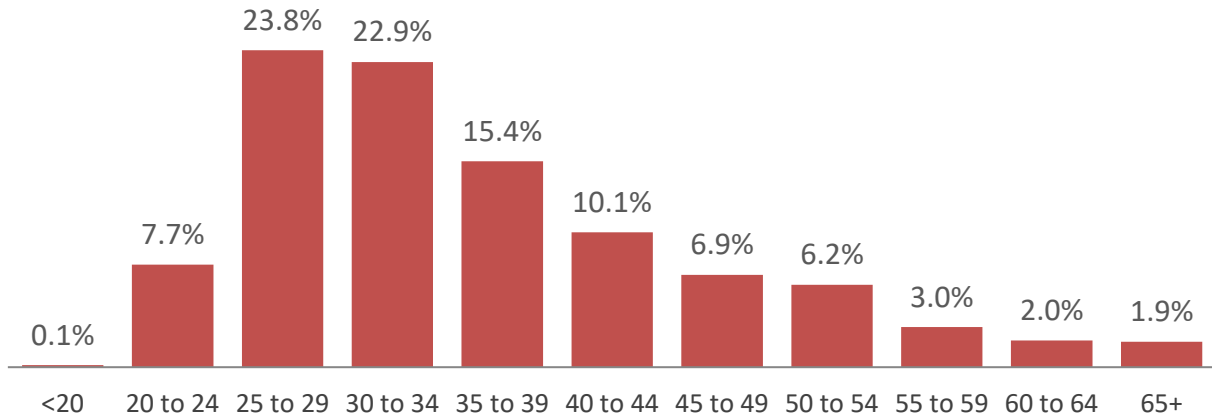
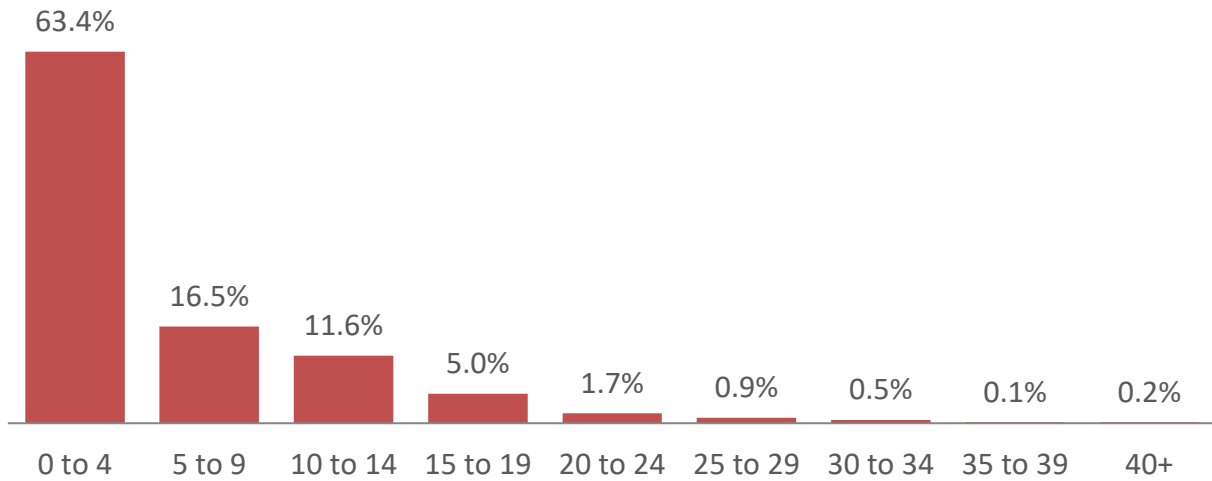
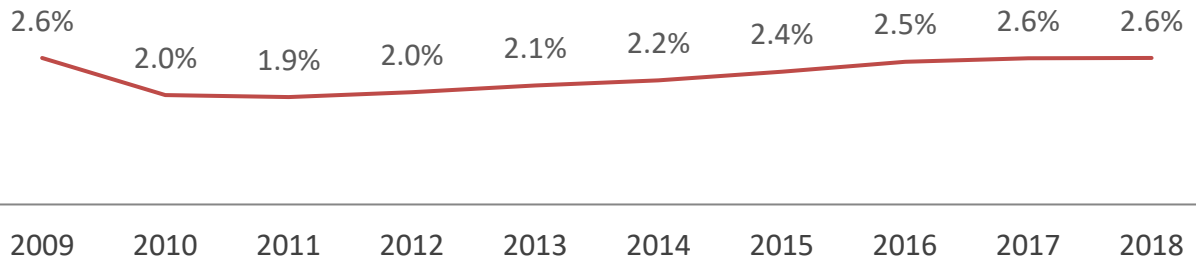


Fig 41: Fiscal Year 2018, Distribution of Resignations by Years of Service



## Resignation Trends

Fig 42: Fiscal Years 2009-2018, Resignations as a Percent of Total Headcount



Percentages are based on the number of resignations in the current fiscal year divided by the total number of employees at the close of the prior fiscal year.

Fig 43: Fiscal Years 2009-2018, Median Age of Resignations

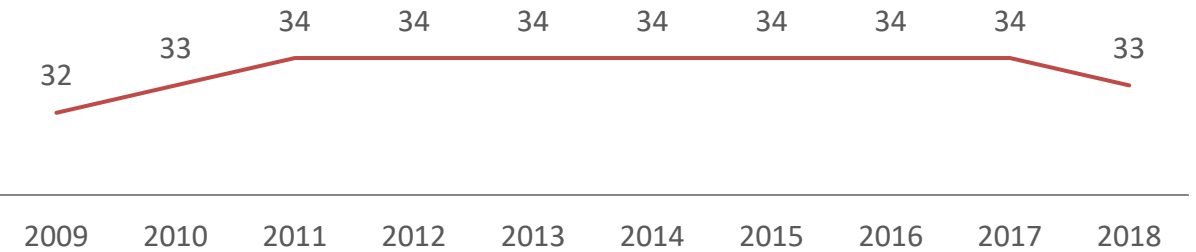


Fig 44: Fiscal Years 2009-2018, Median Years of Service of Resignations

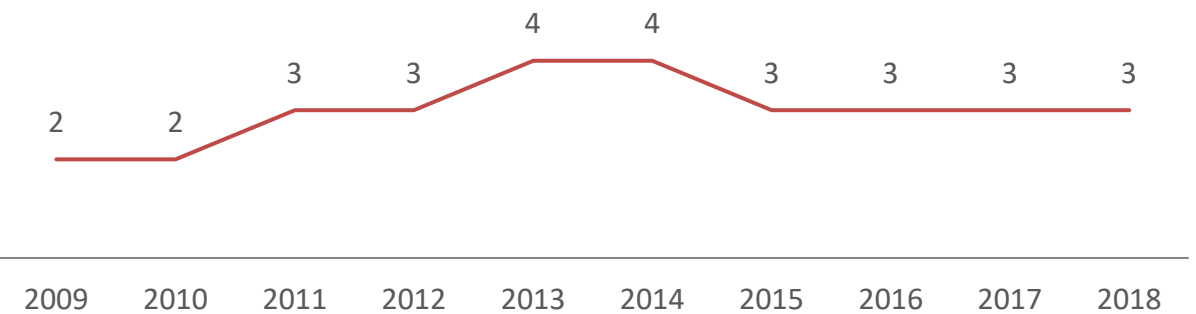
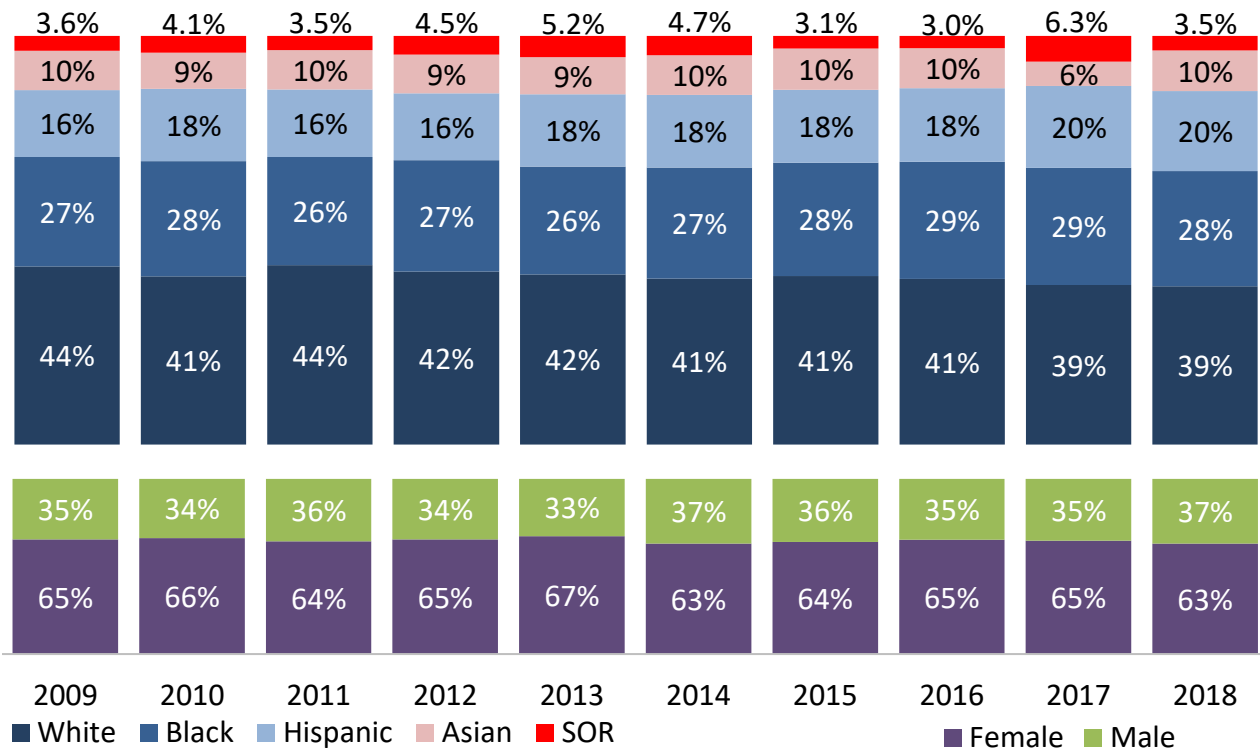


Fig 45: Fiscal Years 2009-2018, Resignations by Gender and Ethnicity



Note: SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

# ATTRITION

Attrition looks at the total number of employees and the hiring and separation rate in each fiscal year.

Fig 46: Fiscal Years 2009-2018, Total Headcount and Hiring and Separation Rates

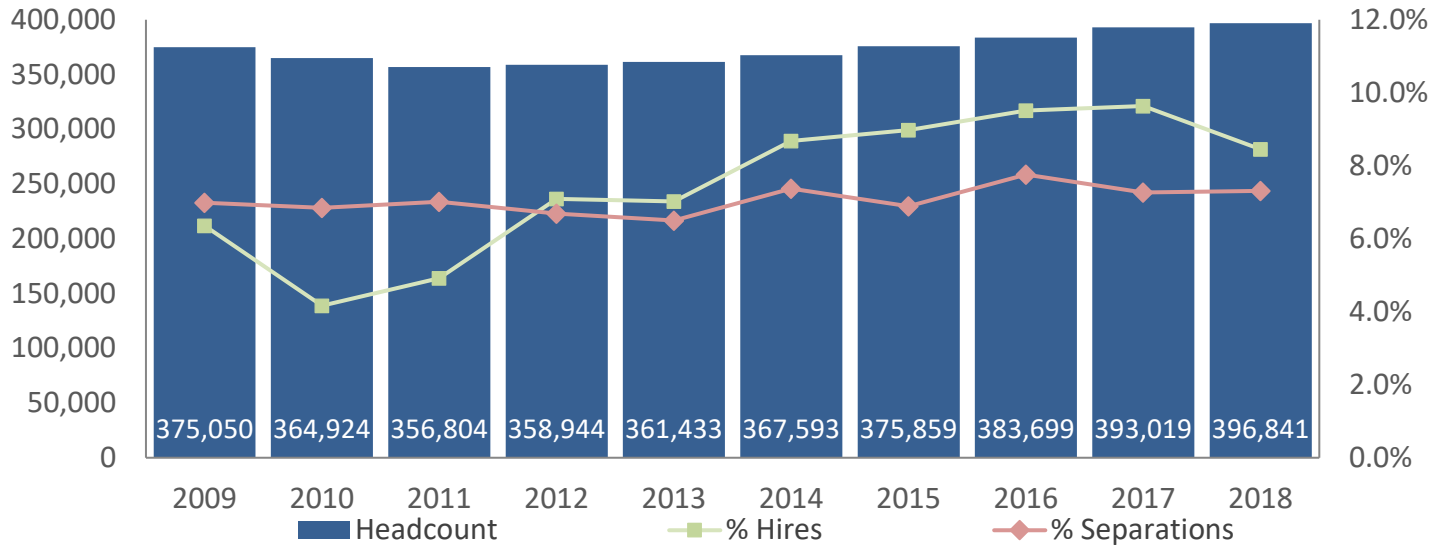
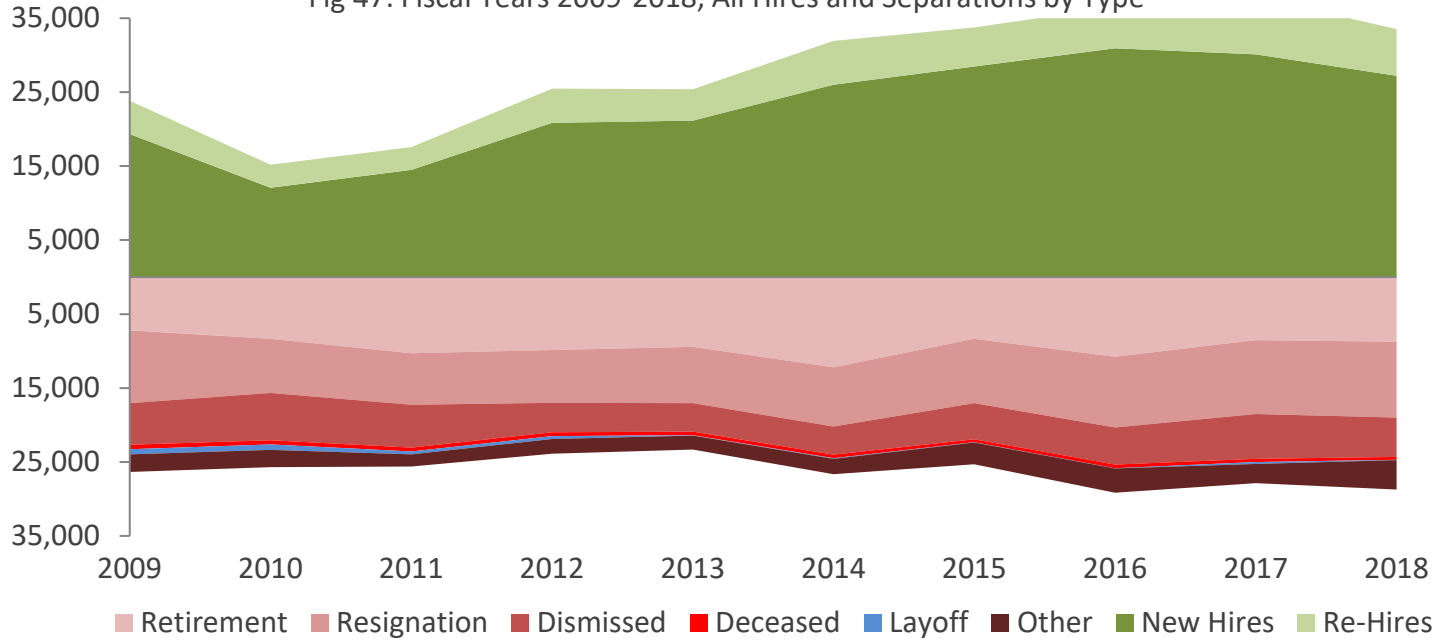


Fig 47: Fiscal Years 2009-2018, All Hires and Separations by Type



# TRANSFERS

A transfer is defined as when an employee is serving at a different city agency from the previous fiscal year.

Fig 48: Fiscal Year 2018, Distribution of Inter-Agency Transfers by Age

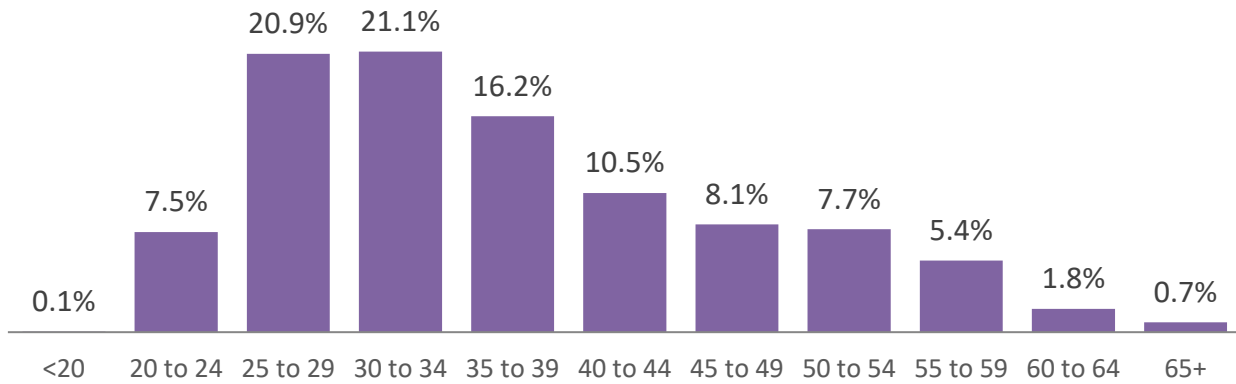
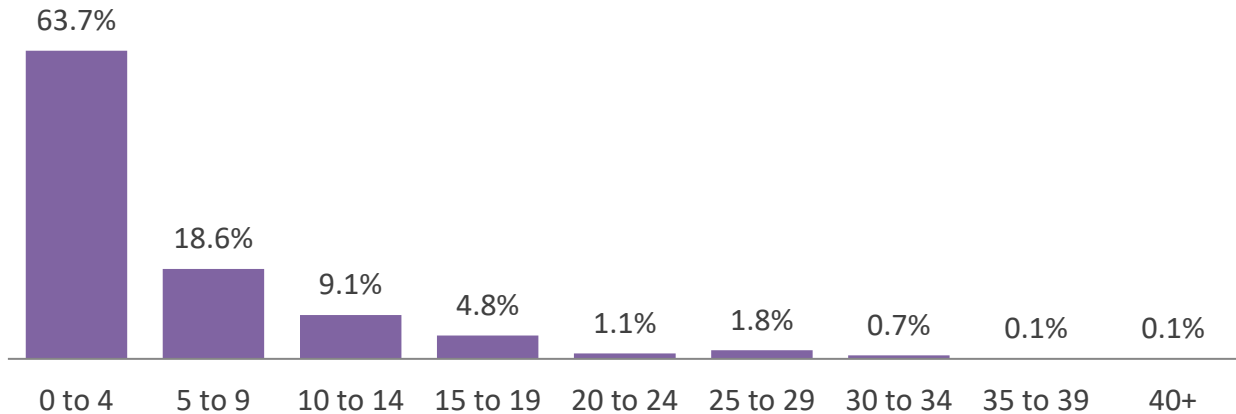


Fig 49: Fiscal Year 2018, Distribution of Inter-Agency Transfers by Years of Service



## SECTION III: CITY AGENCIES

## AGENCY OVERVIEW

The 72 agencies covered in this report were grouped by their mandate and the services they provide. The groupings are an amalgam of the categorizations used in the Mayor's Management Report and the Citywide Performance Reporting system. A detailed profile of each agency can be found in Appendix II.

### Administrative Services

Includes operations that support other city agencies by providing the resources needed for service delivery, including facilities, information systems, vehicles, and personnel. These agencies also administer pension plans, negotiate labor contracts, manage the city's budget, and maintain the city's archives.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF CITYWIDE ADMIN SVCS (DCAS)	2,386	98.4%
DEPARTMENT OF INFO TECH & TELECOMM (DOITT)	1,528	99.7%
MAYORALTY (MAYORALTY)	1,230	98.9%
BOARD OF ELECTION (BOE)	765	71.9%
NYC EMPLOYEES RETIREMENT SYSTEM (NYCERS)	453	91.8%
TEACHERS RETIREMENT SYSTEM (TRS)	355	100%
OFFICE OF PAYROLL ADMINISTRATION (OPA)	158	99.4%
NEW YORK CITY POLICE PENSION FUND (NYCPPF)	147	99.3%
DEPARTMENT OF RECORDS & INFO SERVICE (DORIS)	73	82.2%
OFFICE OF THE CITY CLERK (CLERK)	67	98.5%
NEW YORK CITY FIRE PENSION FUND (FDNYPF)	32	96.9%
OFFICE OF COLLECTIVE BARGAINING (OCB)	17	100%
	7,211	

### Business, Finance & Economy

The government services intended to increase the city's economic strength, make it easier to do business here, and ensure that business is conducted legally and fairly. This group includes fiscal planning, management, and oversight for city government and the administrative functions of collecting taxes and fines.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF FINANCE (DOF)	2,026	94.3%
OFFICE OF THE COMPTROLLER (COMPTROLLER)	793	98.5%
TAXI & LIMOUSINE COMMISSION (TLC)	605	90.4%
FINANCIAL INFORMATION SERVICES AGENCY (FISA)	439	99.8%
DEPARTMENT OF CONSUMER AFFAIRS (DCA)	403	100%
DEPARTMENT OF SMALL BUSINESS SERVICES (SBS)	318	85.8%
BUSINESS INTEGRITY COMMISSION (BIC)	84	97.6%
NEW YORK CITY TAX COMMISSION (NYCTAX)	48	85.4%
OFFICE OF THE ACTUARY (ACTUARY)	47	100%
INDEPENDENT BUDGET OFFICE (IBO)	35	91.4%
MUNICIPAL WATER FIN AUTHORITY (MWFA)	13	100%
	4,811	

#### Notes:

Mayorality includes the Offices of the Mayor, Management and Budget, Labor Relations, Contract Services, and Veterans' Affairs.

Community boards are grouped under their respective borough president's office.

The public administrators of each borough are grouped as a single entity.

Percentage of full-time employees is based on the total full-time and part-time headcount. Part-time employees are not converted to full-time equivalencies, or FTE, and are therefore counted the same as their full-time counterparts.



**Civic Engagement**

Those agencies that represent the public directly in legislative, community, and public policy issues.

Agency	Total Headcount	% Full-Time
NEW YORK CITY COUNCIL (COUNCIL)	786	44.1%
BOROUGH PRESIDENT-BROOKLYN (BP-BK)	126	86.5%
CAMPAIGN FINANCE BOARD (CFB)	116	86.2%
BOROUGH PRESIDENT-QUEENS (BP-QNS)	108	84.3%
BOROUGH PRESIDENT-MANHATTAN (BP-MAN)	96	97.9%
BOROUGH PRESIDENT-BRONX (BP-BX)	95	88.4%
OFFICE OF THE PUBLIC ADVOCATE (PA)	59	69.5%
BOROUGH PRESIDENT-STATEN IS (BP-SI)	56	83.9%
OFFICES OF THE PUBLIC ADMINISTRATORS (PUBADMIN)	47	100%
	1,489	

**Communities & Neighborhoods**

Programs that communities depend on for their quality of life. These include maintenance of parks and public spaces, enforcement activities aimed at preserving a healthy urban environment, and operation of public housing developments.

Agency	Total Headcount	% Full-Time
NYC HOUSING AUTHORITY (NYCHA)	10,937	99.3%
DEPARTMENT OF PARKS & RECREATION (PARKS)	7,205	58.6%
HOUSING PRESERVATION & DEVELOPMENT (HPD)	2,365	98.7%
LANDMARKS PRESERVATION COMMISSION (LPC)	76	92.1%
DEPARTMENT OF CULTURAL AFFAIRS (DCLA)	71	81.7%
	20,654	

**Education**

Education includes administration of the city's public schools, including the educational curriculum as well as physical management, construction, and renewal of school facilities and resources.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF EDUCATION (DOE)	173,160	78.1%
SCHOOL CONSTRUCTION AUTHORITY (SCA)	813	100%
	173,973	

**Health & Human Services**

Services provided by these agencies include action against public health problems and diseases, homelessness, child abuse and neglect, and domestic violence; administration of government benefits for the needy, as well as for youth and seniors.

Agency	Total Headcount	% Full-Time
NYC HEALTH + HOSPITALS (NYCHH)	37,853	95.1%
HUMAN RESOURCES ADMINISTRATION (HRA)	13,384	99.7%
DEPARTMENT OF HEALTH/MENTAL HYGIENE (DOHMH)	6,963	79.9%
ADMINISTRATION FOR CHILDREN'S SERVICES (ACS)	6,826	99.8%
DEPARTMENT OF HOMELESS SERVICES (DHS)	2,466	99.9%
DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT (DYCD)	565	87.1%
DEPARTMENT FOR THE AGING (DFTA)	323	93.8%
	68,380	

**Infrastructure & Sustainability**

Agencies focused on the safety and adequacy of the physical framework that provide New Yorkers with basic needs such as housing, transportation, and water. Infrastructure agencies plan, contract for and oversee the city's program of new construction and maintenance and coordinate preservation and construction programs.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF SANITATION (DSNY)	9,815	99.4%
DEPARTMENT OF ENVIRONMENT PROTECTION (DEP)	6,138	96.8%
DEPARTMENT OF TRANSPORTATION (DOT)	5,564	88.8%
DEPARTMENT OF BUILDINGS (DOB)	1,616	98.8%
DEPARTMENT OF DESIGN & CONSTRUCTION (DDC)	1,375	99.6%
DEPARTMENT OF CITY PLANNING (DCP)	340	89.4%
	24,848	

### Legal Affairs & Access to Justice

Agencies that represent city government in legal matters that ensure government's compliance with the law and with standards of integrity, and that provide citizens with mechanisms for seeking redress where individual rights may have been violated.

Agency	Total Headcount	% Full-Time
LAW DEPARTMENT (LAW)	1,765	91.4%
DISTRICT ATTORNEY - MANHATTAN (DA-MAN)	1,490	99.5%
DISTRICT ATTORNEY - KINGS COUNTY (DA-BK)	1,128	97.4%
DISTRICT ATTORNEY - BRONX COUNTY (DA-BX)	1,019	99.7%
DISTRICT ATTORNEY - QUEENS COUNTY (DA-QNS)	693	99.0%
OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS (OATH)	670	44.5%
DISTRICT ATTORNEY - SPECIAL NARCOTICS (DA-NARC)	220	100%
CIVILIAN COMPLAINT REVIEW BOARD (CCRB)	204	90.2%
DISTRICT ATTORNEY - RICHMOND COUNTY (DA-SI)	159	98.7%
CITY COMMISSION ON HUMAN RIGHTS (CCHR)	152	96.7%
BOARD OF CORRECTION (BOC)	28	100%
CONFLICTS OF INTEREST BOARD (COIB)	26	100%
NYC CIVIL SERVICE COMMISSION (NYCCSC)	15	73.3%
EQUAL EMPLOYMENT PRACTICES COMMISSION (EEPC)	11	100%
	7,580	

### Public Safety & Law Enforcement

Public safety covers the government services devoted to reducing crime, maintaining a safe and secure public environment, responding to all emergencies that threaten life and property, protecting New York City from terrorism, improving the city's emergency preparedness and response capabilities, and administering criminal justice, including city jails and probation.

Agency	Total Headcount	% Full-Time
POLICE DEPARTMENT (NYPD)	56,066	94.2%
FIRE DEPARTMENT (FDNY)	17,526	99.4%
DEPARTMENT OF CORRECTION (DOC)	12,680	99.2%
DEPARTMENT OF PROBATION (DOP)	1,053	99.9%
DEPARTMENT OF INVESTIGATION (DOI)	376	99.5%
NYC EMERGENCY MANAGEMENT (NYCEM)	194	97.4%
	87,895	

Fig 50: Fiscal Year 2018, Key Indicators by City Agency

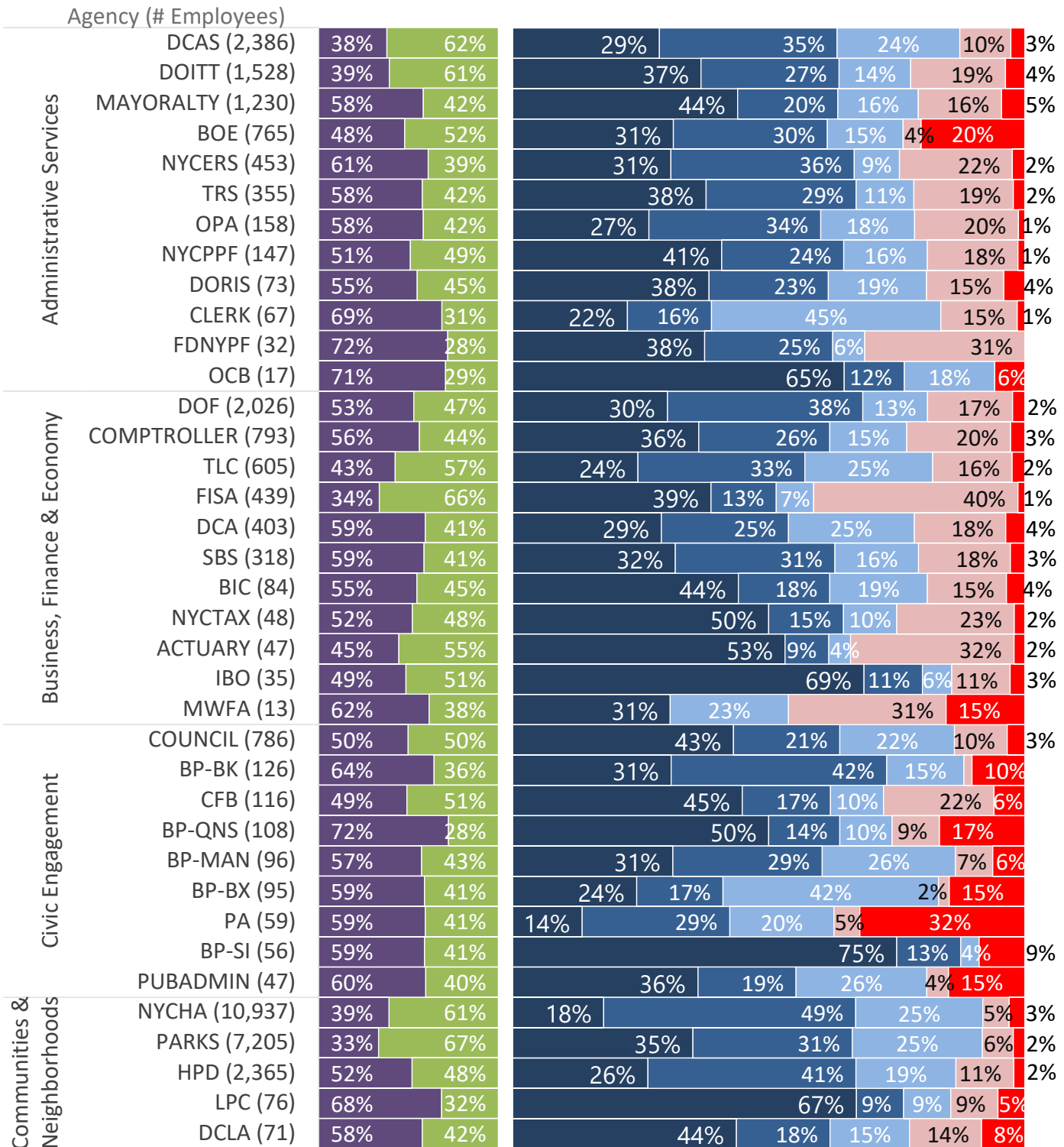
	Agency	Total Headcount	% FT	Median Age	Median YOS	Median FT Salary	% Pension Enrolled	% Retirement Eligible	% New Hires	% Separated
Administrative Services	DCAS	2,386	98.4%	48	9	\$60,552	83.8%	24.3%	9.6%	7.6%
	DOITT	1,528	99.7%	45	5	\$87,731	80.8%	14.3%	9.9%	8.9%
	MAYORALTY	1,230	98.9%	36	3	\$78,000	69.9%	12.6%	14.5%	10.6%
	BOE	765	71.9%	51	5	\$45,461	65.8%	16.3%	14.4%	12.5%
	NYCERS	453	91.8%	48	9	\$55,011	94.3%	22.3%	6.0%	3.5%
	TRS	355	100.0%	52	14	\$70,543	96.9%	29.3%	2.8%	4.2%
	OPA	158	99.4%	51	14	\$79,484	95.6%	29.7%	1.9%	5.7%
	NYCPPF	147	99.3%	46	11	\$64,378	91.8%	26.5%	11.6%	6.1%
	DORIS	73	82.2%	41	3	\$55,590	64.4%	17.8%	21.9%	15.1%
	CLERK	67	98.5%	47	10	\$46,000	97.0%	23.9%	1.5%	4.5%
	FDNYPF	32	96.9%	51	14	\$73,000	100.0%	31.3%	n/a	n/a
OCB	17	100.0%	45	6	\$117,420	82.4%	11.8%	n/a	n/a	
Business, Finance & Economy	DOF	2,026	94.3%	53	14	\$70,154	88.7%	36.4%	4.4%	6.0%
	COMPTROLLER	793	98.5%	46	10	\$73,903	82.6%	25.5%	9.6%	7.4%
	TLC	605	90.4%	40	5	\$44,319	76.2%	12.1%	11.7%	10.2%
	FISA	439	99.8%	52	8	\$112,516	82.9%	26.0%	3.9%	3.6%
	DCA	403	100.0%	38	4	\$56,872	73.9%	12.2%	10.9%	7.4%
	SBS	318	85.8%	38	4	\$69,901	64.5%	14.8%	9.1%	14.2%
	BIC	84	97.6%	37	3	\$59,482	84.5%	8.3%	15.5%	17.9%
	NYCTAX	48	85.4%	60	29	\$86,392	95.8%	64.6%	2.1%	4.2%
	ACTUARY	47	100.0%	51	15	\$82,264	85.1%	38.3%	12.8%	6.4%
	IBO	35	91.4%	39	6	\$91,792	60.0%	22.9%	8.6%	14.3%
	MWFA	13	100.0%	38	7	\$73,939	84.6%	7.7%	7.7%	7.7%
Civic Engagement	COUNCIL	786	44.1%	34	3	\$77,000	60.7%	8.5%	23.9%	21.9%
	BP-BK	126	86.5%	47	7	\$64,475	71.4%	18.3%	7.1%	4.8%
	CFB	116	86.2%	35	4	\$76,191	63.8%	13.8%	14.7%	10.3%
	BP-QNS	108	84.3%	52	10	\$64,139	80.6%	30.6%	5.6%	9.3%
	BP-MAN	96	97.9%	40	4	\$61,349	46.9%	15.6%	18.8%	18.8%
	BP-BX	95	88.4%	47	10	\$70,868	86.3%	26.3%	9.5%	6.3%
	PA	59	69.5%	32	3	\$65,850	59.3%	3.4%	11.9%	32.2%
	BP-SI	56	83.9%	53	10	\$62,246	82.1%	25.0%	5.4%	7.1%
	PUBADMIN	47	100.0%	51	7	\$46,698	76.6%	34.0%	12.8%	4.3%
Communities & Neighborhoods	NYCHA	10,937	99.3%	49	13	\$58,987	87.9%	22.6%	6.7%	8.9%
	PARKS	7,205	58.6%	38	4	\$61,800	52.8%	11.9%	12.3%	13.8%
	HPD	2,365	98.7%	50	12	\$61,800	80.6%	31.9%	9.7%	7.5%
	LPC	76	92.1%	41	4	\$61,824	65.8%	22.4%	15.8%	13.2%
	DCLA	71	81.7%	44	7	\$70,514	62.0%	18.3%	7.0%	11.3%

Fig 50: Fiscal Year 2018, Key Indicators by City Agency (continued)

	Agency	Total Headcount	% FT	Median Age	Median YOS	Median FT Salary	% Pension Enrolled	% Retirement Eligible	% New Hires	% Separated
Education	DOE	173,160	78.1%	43	11	\$82,278	86.0%	10.2%	6.5%	7.0%
	SCA	813	100.0%	52	10	\$107,022	93.0%	29.8%	6.4%	6.6%
Health & Human Services	NYCHH	37,853	95.1%	49	10	\$59,963	72.1%	23.2%	8.2%	10.2%
	HRA	13,384	99.7%	52	14	\$46,689	94.7%	32.5%	4.5%	6.2%
	DOHMH	6,963	79.9%	45	7	\$65,073	78.2%	20.6%	12.4%	7.7%
	ACS	6,826	99.8%	45	11	\$57,590	97.7%	21.4%	11.6%	8.2%
	DHS	2,466	99.9%	43	4	\$46,737	86.2%	15.0%	11.4%	10.2%
	DYCD	565	87.1%	42	8	\$75,000	76.6%	16.3%	12.0%	7.1%
	DFTA	323	93.8%	54	15	\$68,000	93.5%	38.1%	4.3%	6.8%
Infrastructure & Sustainability	DSNY	9,815	99.4%	43	11	\$77,318	98.9%	14.4%	4.2%	4.5%
	DEP	6,138	96.8%	48	11	\$78,877	92.5%	25.1%	7.4%	6.4%
	DOT	5,564	88.8%	48	11	\$69,632	94.4%	24.6%	5.8%	5.8%
	DOB	1,616	98.8%	47	5	\$65,568	80.4%	18.9%	9.7%	5.8%
	DDC	1,375	99.6%	48	10	\$75,691	85.2%	30.8%	8.1%	9.0%
	DPC	340	89.4%	37	4	\$75,000	66.2%	19.7%	11.8%	11.2%
Legal Affairs & Access to Justice	LAW	1,765	91.4%	40	6	\$70,959	69.5%	17.0%	7.7%	8.9%
	DA-MAN	1,490	99.5%	36	5	\$72,000	55.4%	12.2%	15.4%	12.4%
	DA-BK	1,128	97.4%	38	5	\$61,800	69.8%	14.5%	12.3%	9.0%
	DA-BX	1,019	99.7%	34	3	\$62,698	54.3%	9.8%	14.8%	13.7%
	DA-QNS	693	99.0%	41	8	\$65,000	72.3%	18.5%	9.4%	6.5%
	OATH	670	44.5%	54	8	\$60,276	64.2%	28.5%	11.5%	6.9%
	DA-NARC	220	100.0%	41	9	\$78,446	69.1%	25.5%	5.9%	6.4%
	CCRB	204	90.2%	31	2	\$64,460	52.5%	7.8%	17.6%	11.3%
	DA-SI	159	98.7%	37	5	\$69,593	90.6%	8.2%	9.4%	6.3%
	CCHR	152	96.7%	36	1	\$64,796	67.1%	10.5%	27.0%	8.6%
	BOC	28	100.0%	36	3	\$65,625	60.7%	10.7%	32.1%	14.3%
	COIB	26	100.0%	38	2	\$78,000	61.5%	11.5%	11.5%	7.7%
	NYCCSC	15	73.3%	60	8	\$76,275	60.0%	26.7%	n/a	n/a
	EPEC	11	100.0%	37	3	\$80,829	81.8%	9.1%	27.3%	18.2%
Public Safety & Law Enforcement	NYPD	56,066	94.2%	38	11	\$85,292	96.0%	17.0%	5.4%	5.1%
	FDNY	17,526	99.4%	39	12	\$85,292	98.9%	18.8%	3.2%	4.4%
	DOC	12,680	99.2%	38	8	\$78,090	97.3%	12.7%	6.3%	8.9%
	DOP	1,053	99.9%	51	21	\$61,210	89.1%	29.4%	10.0%	5.9%
	DOI	376	99.5%	37	4	\$67,906	80.9%	13.3%	10.1%	7.7%
	NYCEM	194	97.4%	35	3	\$76,000	70.6%	3.6%	13.9%	7.7%

# GENDER AND ETHNICITY

Fig 51: Fiscal Year 2018, Gender and Ethnicity by Agency

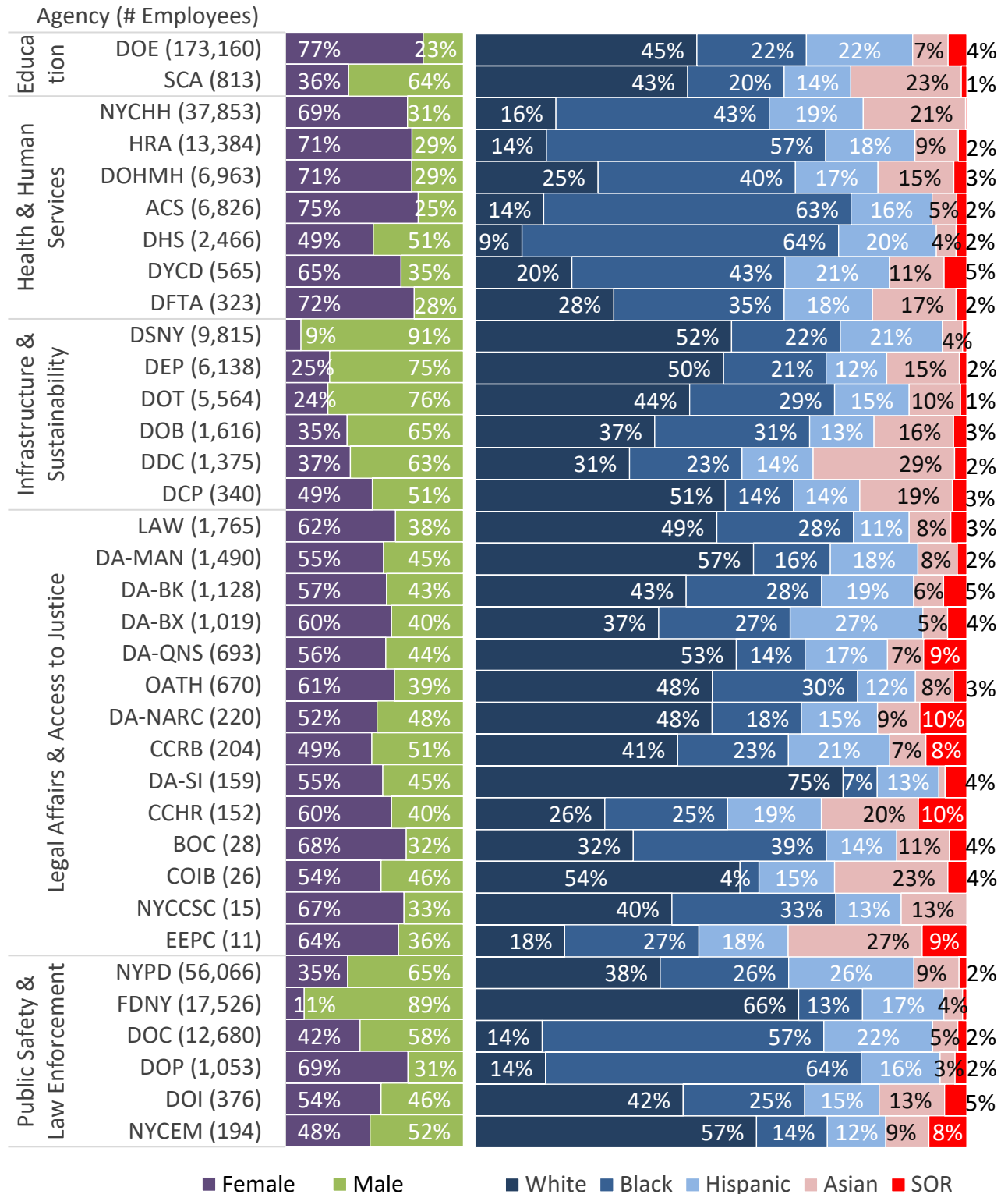


■ Female ■ Male ■ White ■ Black ■ Hispanic ■ Asian ■ SOR

Note: SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Note: Labels for values totaling less than 1% may be suppressed in some instances for clarity.

Fig 51: Fiscal Year 2018, Gender and Ethnicity by Agency (continued)



■ Female ■ Male ■ White ■ Black ■ Hispanic ■ Asian ■ SOR

Note: SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Note: Labels for values totaling less than 1% may be suppressed in some instances for clarity.

# SALARY

Fig 52: Fiscal Year 2018, Full-Time Median Annual Salary by Agency

	Agency	Median FT Salary		Agency	Median FT Salary
Administrative Services	DCAS	\$60,552	Education	DOE	\$82,278
	DOITT	\$87,731		SCA	\$107,022
	MAYORALTY	\$78,000	Health & Human Services	NYCHH	\$59,963
	BOE	\$45,461		HRA	\$46,689
	NYCERS	\$55,011		DOHMH	\$65,073
	TRS	\$70,543		ACS	\$57,590
	OPA	\$79,484		DHS	\$46,737
	NYCPPF	\$64,378		DYCD	\$75,000
	DORIS	\$55,590		DFTA	\$68,000
	CLERK	\$46,000	Infrastructure & Sustainability	DSNY	\$77,318
	FDNYPF	\$73,000		DEP	\$78,877
	OCB	\$117,420		DOT	\$69,632
Business, Finance & Economy	DOF	\$70,154		DOB	\$65,568
	COMPTROLLER	\$73,903		DDC	\$75,691
	TLC	\$44,319	DCP	\$75,000	
	FISA	\$112,516	Legal Affairs & Access to Justice	LAW	\$70,959
	DCA	\$56,872		DA-MAN	\$72,000
	SBS	\$69,901		DA-BK	\$61,800
	BIC	\$59,482		DA-BX	\$62,698
	NYCTAX	\$86,392		DA-QNS	\$65,000
	ACTUARY	\$82,264		OATH	\$60,276
	IBO	\$91,792		DA-NARC	\$78,446
MWFA	\$73,939	CCRB		\$64,460	
Civic Engagement	COUNCIL	\$77,000		DA-SI	\$69,593
	BP-BK	\$64,475		CCHR	\$64,796
	CFB	\$76,191	BOC	\$65,625	
	BP-QNS	\$64,139	COIB	\$78,000	
	BP-MAN	\$61,349	NYCCSC	\$76,275	
	BP-BX	\$70,868	EETC	\$80,829	
	PA	\$65,850	Public Safety & Law Enforcement	NYPD	\$85,292
	BP-SI	\$62,246		FDNY	\$85,292
	PUBADMIN	\$46,698		DOC	\$78,090
Communities & Neighborhoods	NYCHA	\$58,987		DOP	\$61,210
	PARKS	\$61,800		DOI	\$67,906
	HPD	\$61,800		NYCEM	\$76,000
	LPC	\$61,824			
	DCLA	\$70,514			



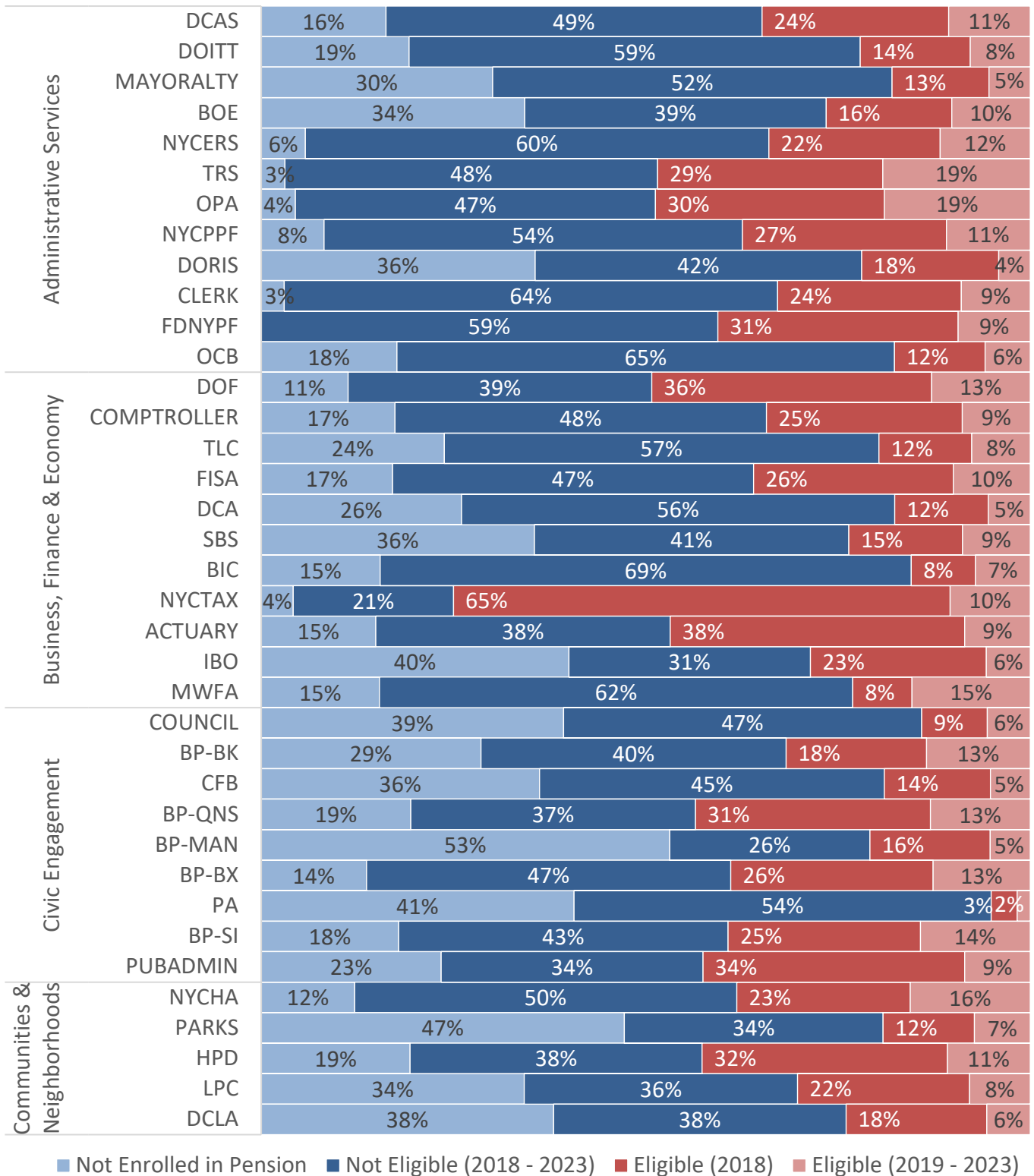
# AGE AND YEARS OF SERVICE

Fig 53: Fiscal Year 2018, Employee Age and Years of Service by Agency

		Agency	Median Age	Average Age	Median YOS	Average YOS					
		Agency	Median Age	Average Age	Median YOS	Average YOS	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	48	47.2	9	11.0	Education	DOE	43	43.6	11	12.0
	DOITT	45	45.9	5	8.1		SCA	52	50.6	10	12.0
	MAYORALTY	36	39.8	3	7.7	Health & Human Services	NYCHH	49	47.5	10	11.7
	BOE	51	48.8	5	7.1		HRA	52	50.2	14	15.1
	NYCERS	48	47.9	9	11.5		DOHMH	45	45.5	7	10.2
	TRS	52	50.8	14	14.0		ACS	45	45.4	11	12.7
	OPA	51	50.2	14	16.2		DHS	43	43.5	4	9.4
	NYCPPF	46	45.1	11	12.9		DYCD	42	43.5	8	10.3
	DORIS	41	43.7	3	8.4	DFTA	54	53.1	15	15.6	
	CLERK	47	48.3	10	11.7	Infrastructure & Sustainability	DSNY	43	43.9	11	11.7
	FDNYPF	51	49.6	14	16.2		DEP	48	46.9	11	13.6
	OCB	45	44.4	6	9.5		DOT	48	46.5	11	12.9
DOF	53	50.4	14	16.2	DOB		47	47.0	5	8.9	
COMPROLLER	46	45.8	10	13.5	DDC		48	47.3	10	12.9	
TLC	40	41.9	5	8.7	DCP		37	41.2	4	10.3	
FISA	52	50.9	8	11.7	Legal Affairs & Access to Justice	LAW	40	43.0	6	10.4	
DCA	38	40.9	4	7.3		DA-MAN	36	39.2	5	9.7	
SBS	38	41.5	4	9.5		DA-BK	38	41.3	5	10.1	
BIC	37	39.3	3	7.9		DA-BX	34	38.1	3	7.8	
NYCTAX	60	58.5	29	23.2		DA-QNS	41	43.1	8	12.0	
ACTUARY	51	49.4	15	16.4		OATH	54	52.4	8	11.8	
IBO	39	43.0	6	10.8		DA-NARC	41	43.5	9	14.6	
MWFA	38	40.5	7	9.8		CCRB	31	35.0	2	5.8	
COUNCIL	34	38.7	3	6.0		DA-SI	37	40.8	5	8.3	
BP-BK	47	46.5	7	11.1		CCHR	36	39.3	1	5.9	
CFB	35	39.0	4	6.7		BOC	36	37.8	3	7.3	
BP-QNS	52	50.2	10	12.2		COIB	38	39.8	2	6.8	
BP-MAN	40	44.1	4	9.8	NYCCSC	60	58.3	8	14.9		
BP-BX	47	47.3	10	14.1	EPC	37	38.5	3	6.4		
PA	32	35.2	3	4.7	Public Safety & Law Enforcement	NYPD	38	39.8	11	11.4	
BP-SI	53	50.0	10	13.1		FDNY	39	40.1	12	12.5	
PUBADMIN	51	48.6	7	12.8		DOC	38	39.8	8	9.5	
NYCHA	49	47.2	13	14.1		DOP	51	48.0	21	17.8	
PARKS	38	39.0	4	8.3		DOI	37	40.3	4	9.9	
HPD	50	48.5	12	13.7		NYCEM	35	37.6	3	5.8	
LPC	41	43.5	4	9.5							
DCLA	44	44.8	7	10.1							

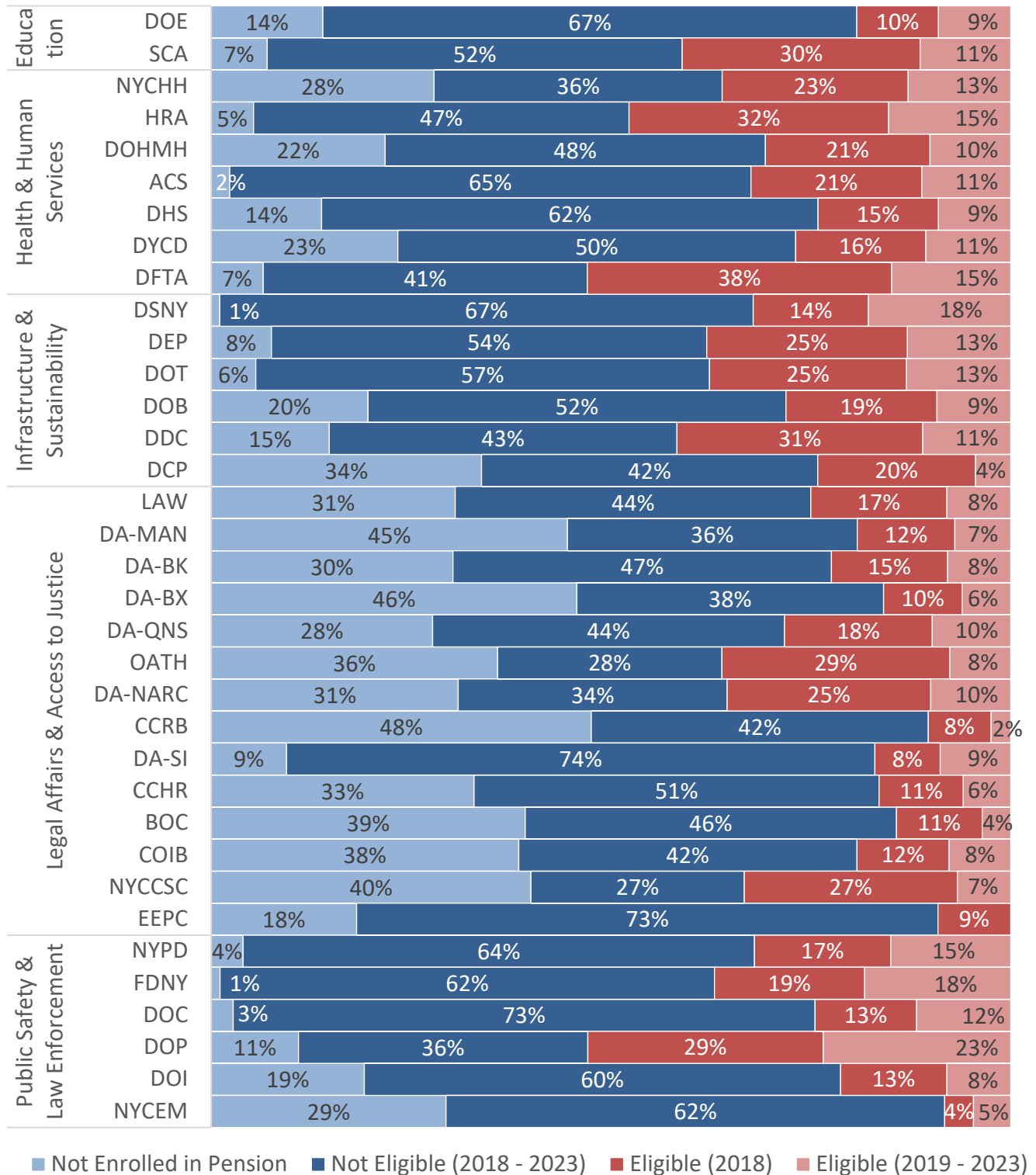
# RETIREMENT ELIGIBILITY

Fig 54: Fiscal Year 2018, Retirement Eligibility by Agency



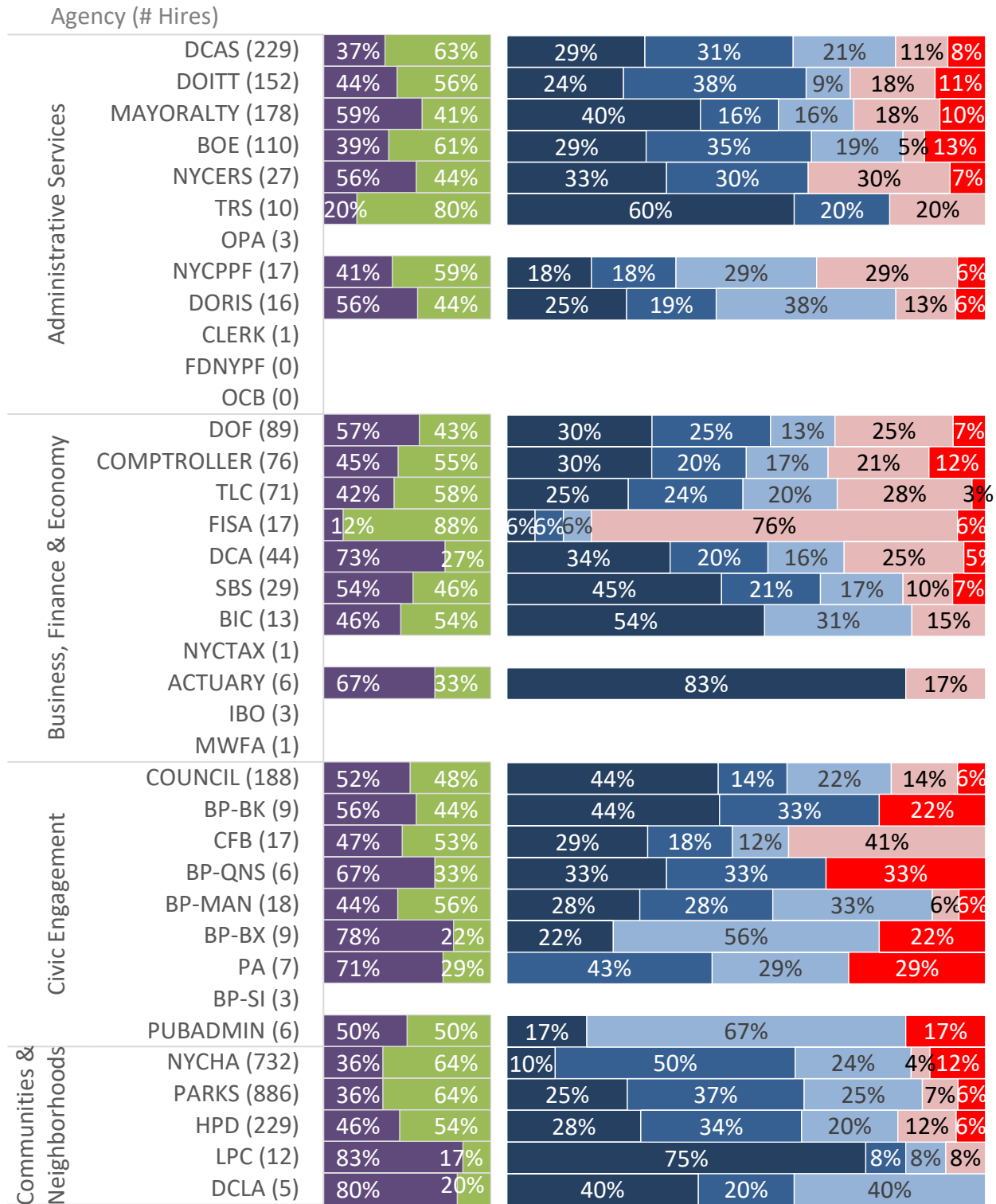
Note: Labels for values totaling less than 1% may be suppressed in some instances for clarity.

Fig 54: Fiscal Year 2018, Retirement Eligibility by Agency (continued)



# HIRING

Fig 55: Fiscal Year 2018, Gender and Ethnicity of New Hires by Agency



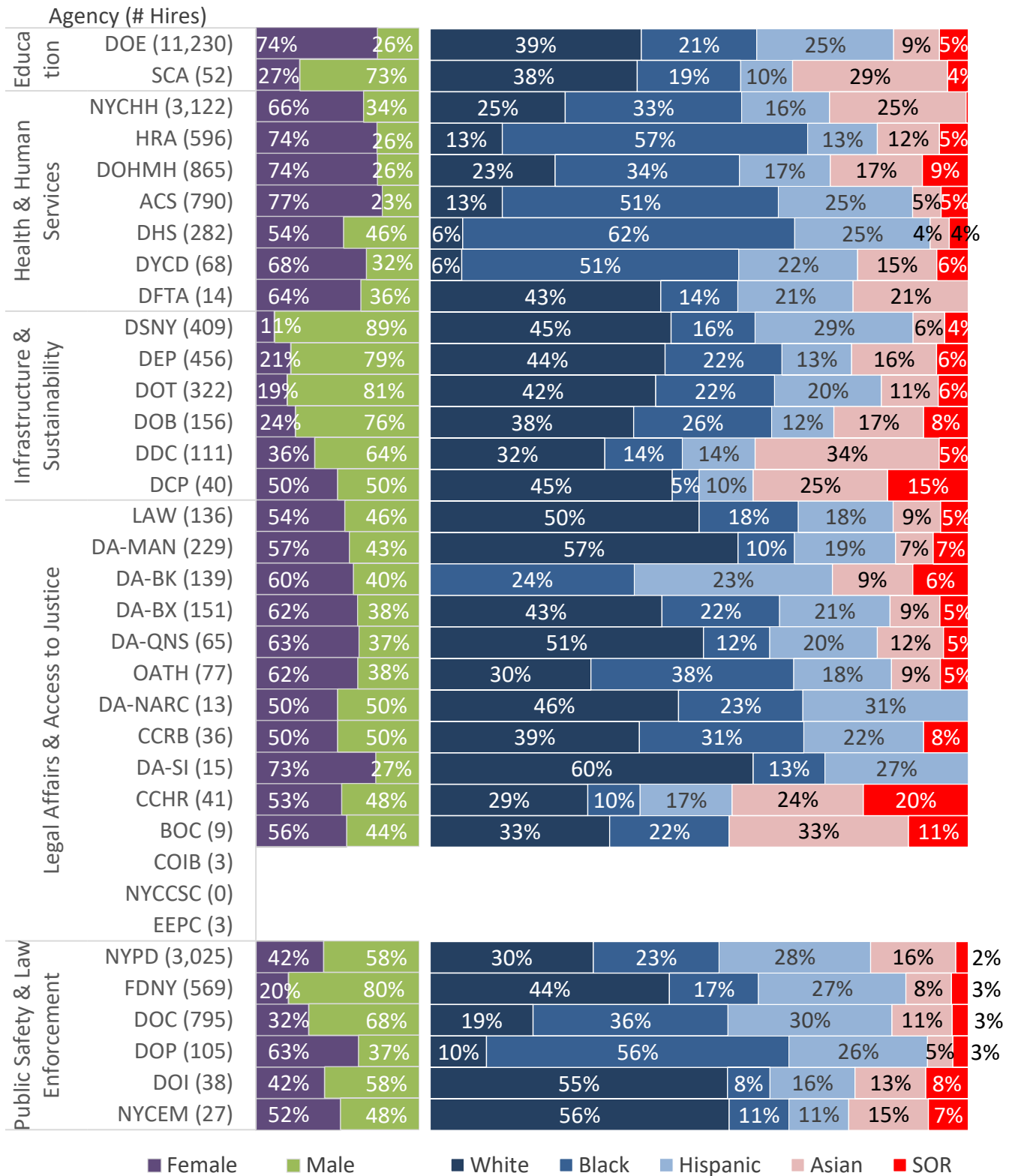
■ Female ■ Male ■ White ■ Black ■ Hispanic ■ Asian ■ SOR

**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Fig 55: Fiscal Year 2018, Gender and Ethnicity of New Hires by Agency (continued)



■ Female ■ Male ■ White ■ Black ■ Hispanic ■ Asian ■ SOR

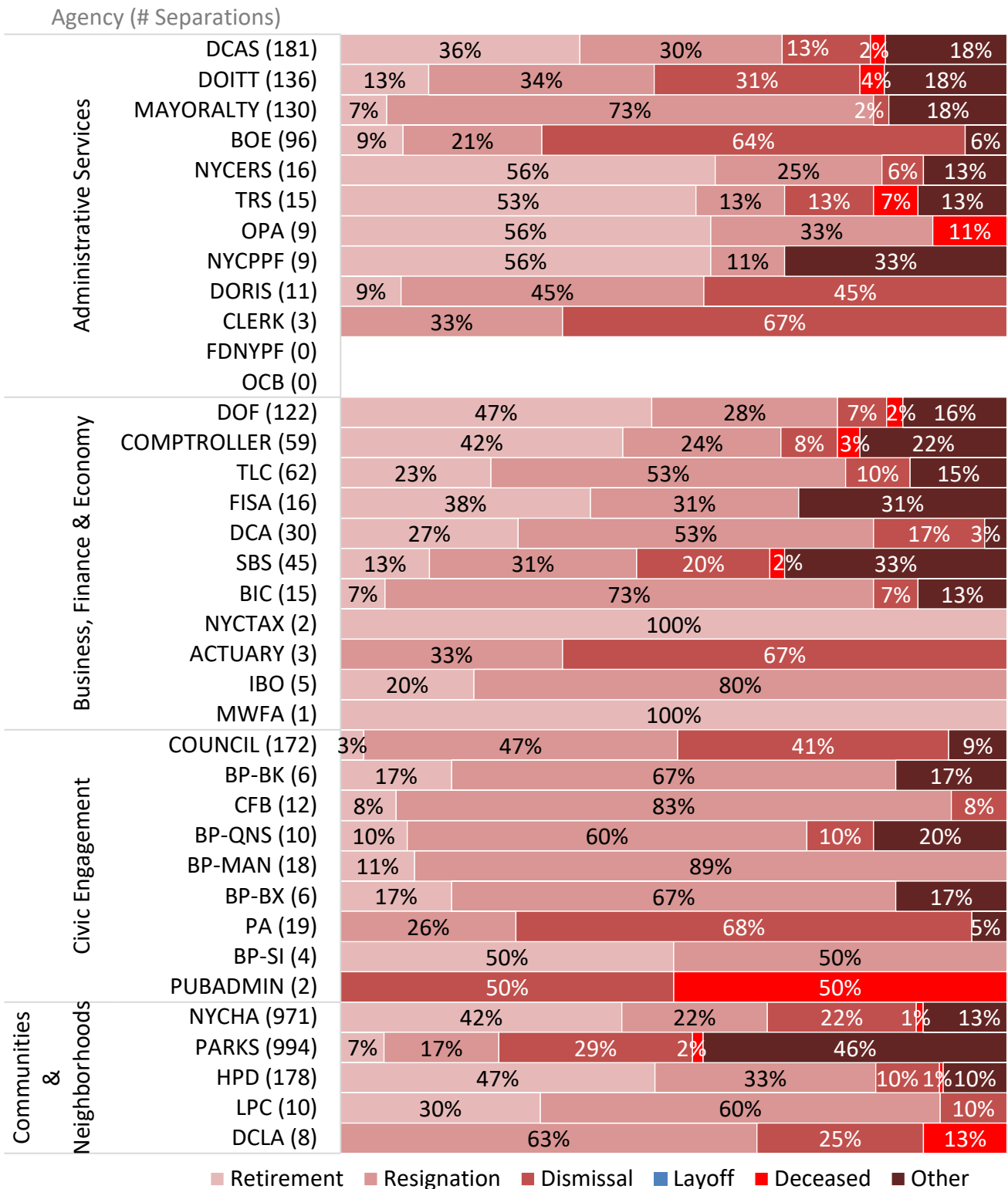
**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race. Labels for values totaling less than 1% may be suppressed in some instances for clarity.

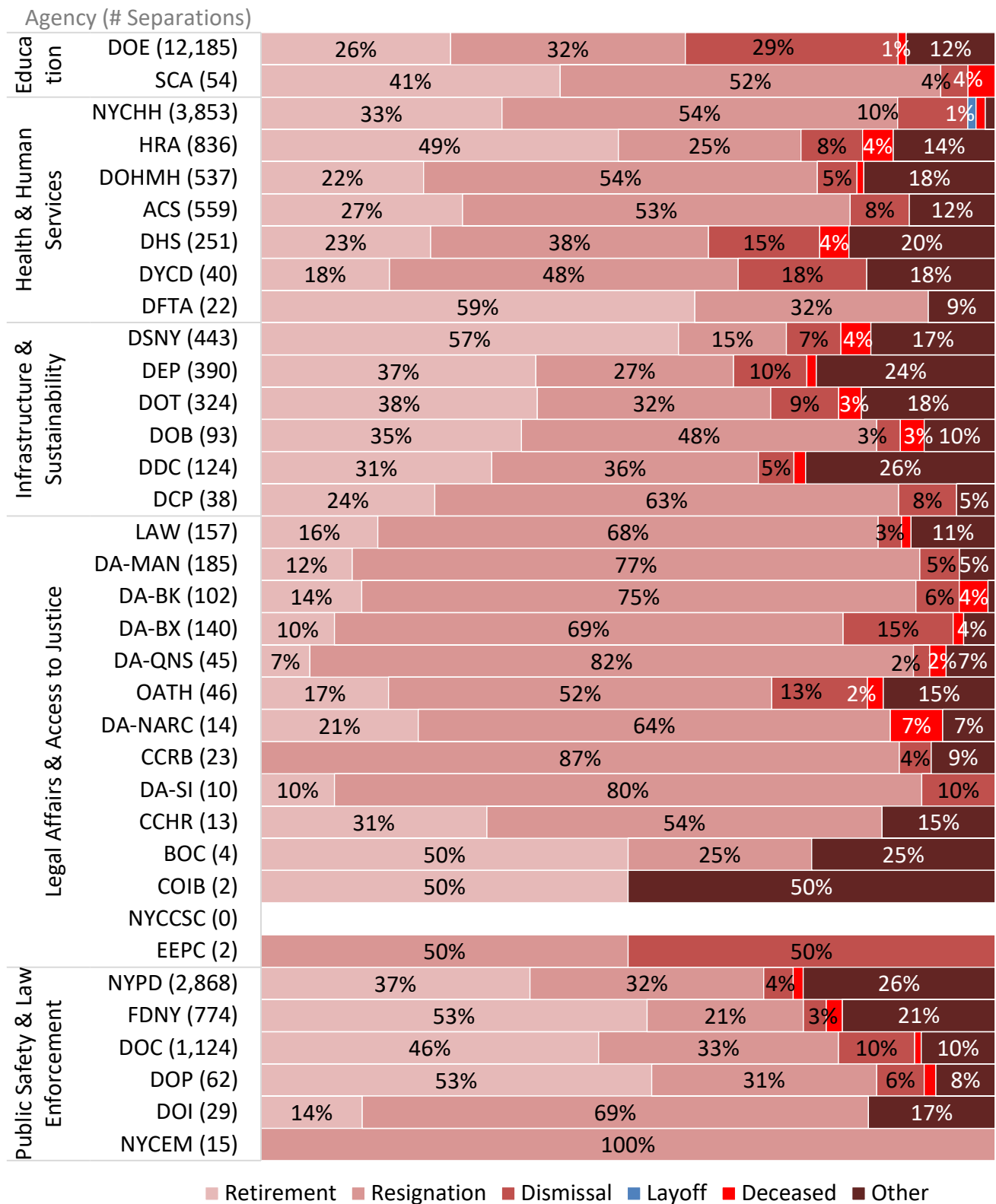
# SEPARATIONS

Fig 56: Fiscal Year 2018, All Separations by Type by Agency



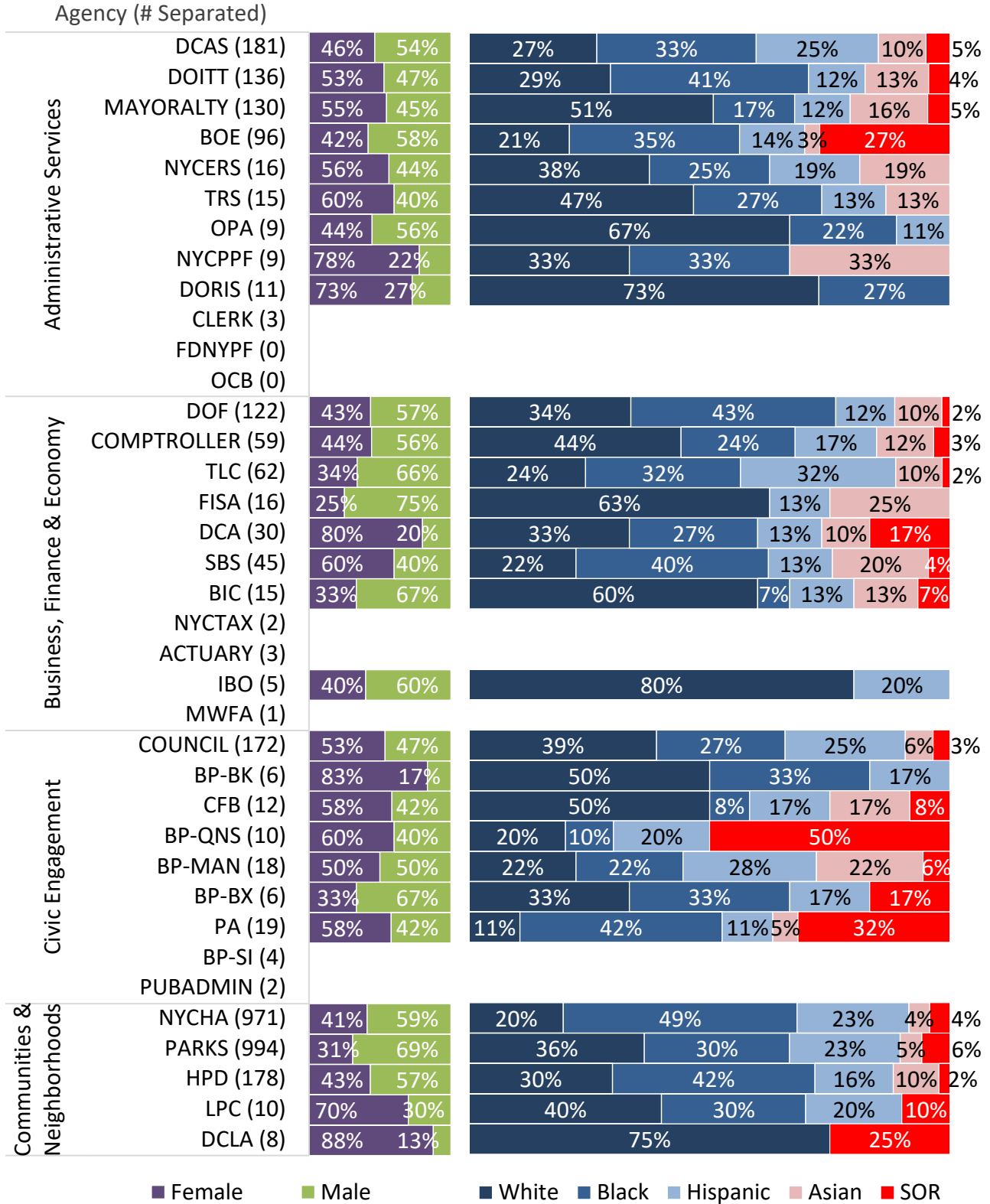
Note: Labels for values totaling less than 1% may be suppressed in some instances for clarity.

Fig 56: Fiscal Year 2018, All Separations by Type by Agency (continued)



Note: Labels for values totaling less than 2% may be suppressed in some instances for clarity.

Fig 57: Fiscal Year 2018, Gender and Ethnicity of All Separations by Agency



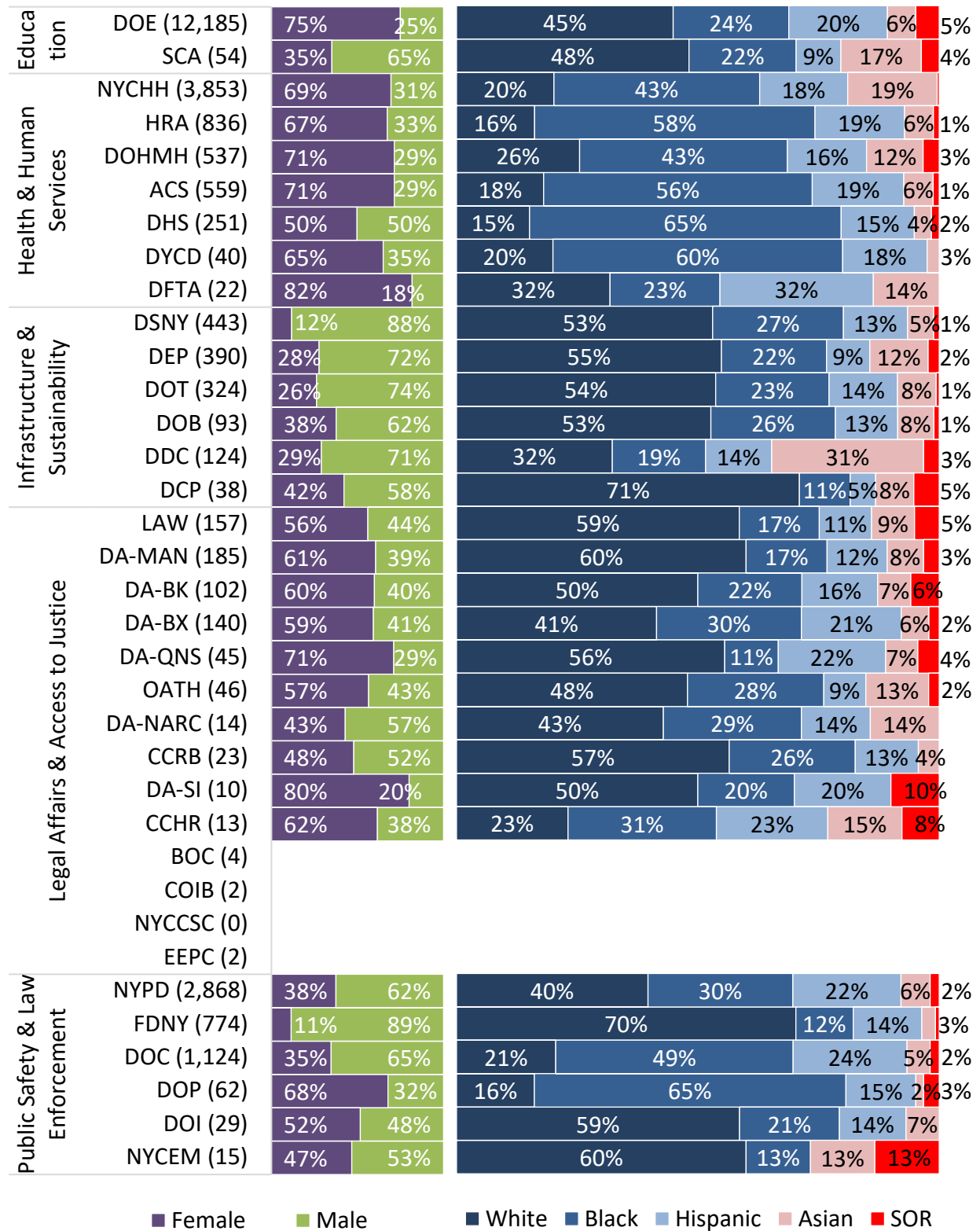
**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Fig 57: Fiscal Year 2018, Gender and Ethnicity of All Separations by Agency (continued)  
Agency # Separated)



■ Female ■ Male ■ White ■ Black ■ Hispanic ■ Asian ■ SOR

**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race. Labels for values totaling less than 1% may be suppressed in some instances for clarity.

Fig 58: Fiscal 2018, Age and Years of Service for All Separations by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	54	49.3	9	13.5
	DOITT	43	44.1	1	5.9
	MAYORALTY	32	36.5	2	6.0
	BOE	36	43.4	1	4.6
	NYCERS	61	54.1	17	15.2
	TRS	62	54.9	15	13.3
	OPA	57	53.2	8	16.1
	NYCPPF	61	54.4	26	21.7
	DORIS	33	40.1	0	2.8
	CLERK	n/a	n/a	4	6.3
	FDNYPF	n/a	n/a	0	0.0
	OCB	n/a	n/a	0	0.0
Business, Finance & Economy	DOF	60	52.6	20	18.5
	COMPTROLLER	56	50.4	16	17.5
	TLC	35	41.9	3	7.9
	FISA	62	56.3	9	16.9
	DCA	38	43.2	2	7.8
	SBS	35	39.1	1	6.9
	BIC	46	40.7	8	9.3
	NYCTAX	n/a	n/a	31	31.0
	ACTUARY	n/a	n/a	5	6.7
	IBO	35	38.0	3	4.8
	MWFA	n/a	n/a	13	13.0
	Civic Engagement	COUNCIL	29	33.3	2
BP-BK		48	50.2	9	12.2
CFB		40	43.3	3	10.8
BP-QNS		35	43.2	1	5.1
BP-MAN		33	38.9	3	5.2
BP-BX		60	56.3	7	14.5
PA		21	29.9	0	0.9
BP-SI		n/a	n/a	15	14.0
PUBADMIN		n/a	n/a	11	11.0
Communities & Neighborhoods	NYCHA	54	49.3	15	15.0
	PARKS	29	35.6	3	5.9
	HPD	57	51.6	13	16.0
	LPC	37	43.4	3	8.1
	DCLA	33	35.9	2	5.9

Note: Age metrics are only reported for groupings of five or more employees.

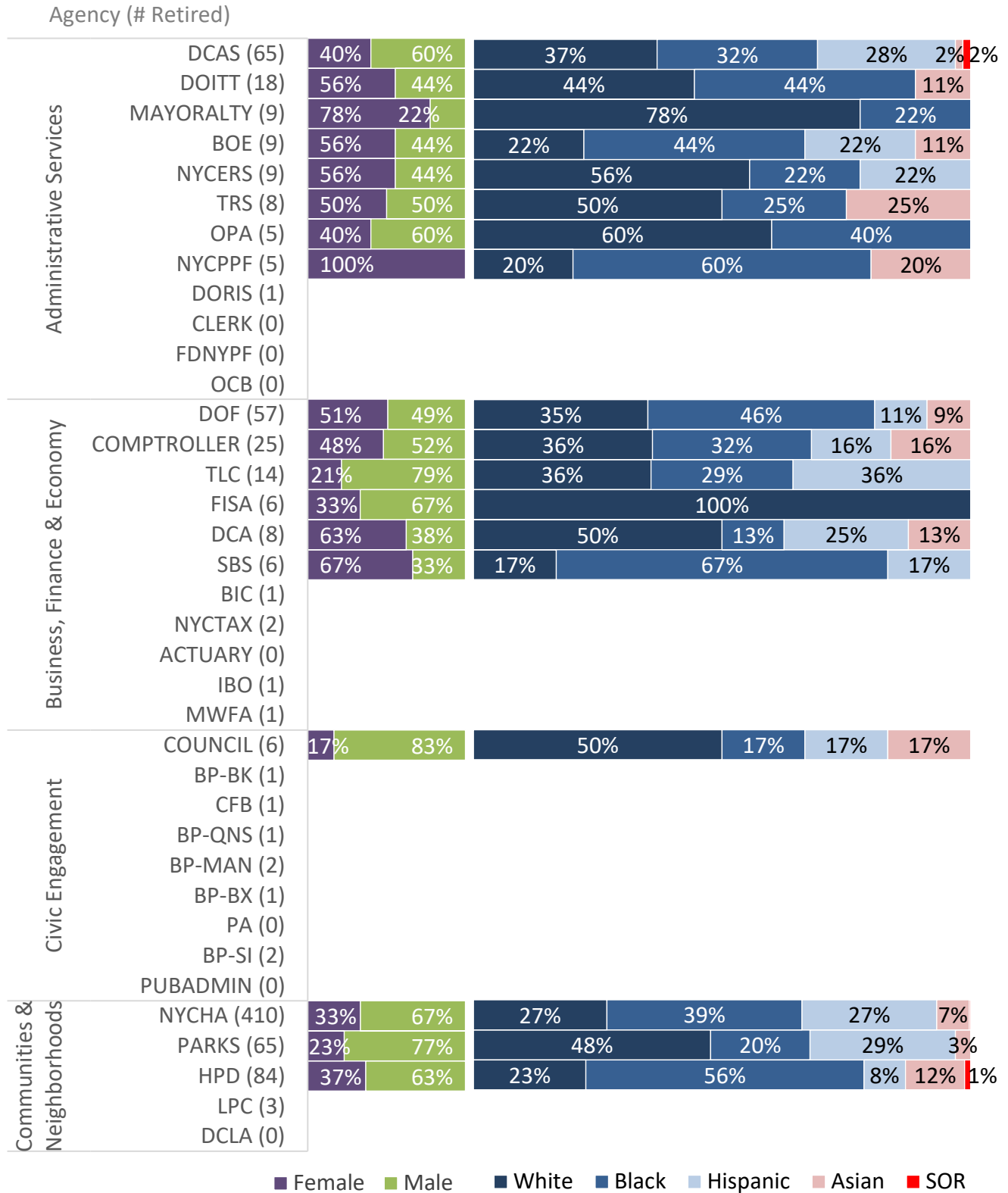
Fig 58: Fiscal 2018, Age and Years of Service for All Separations by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	42	44.9	9	12.2
	SCA	52	51.0	10	12.3
Health & Human Services	NYCHH	50	48.7	8	12.1
	HRA	59	54.6	19	18.6
	DOHMH	42	45.6	3	9.6
	ACS	40	44.7	5	11.2
	DHS	47	45.7	5	11.8
	DYCD	33	38.3	2	5.8
	DFTA	63	60.6	18	18.3
Infrastructure & Sustainability	DSNY	53	51.7	19	19.2
	DEP	55	50.2	16	16.1
	DOT	55	50.3	13	15.4
	DOB	55	51.1	10	11.9
	DDC	54	49.0	9	14.5
	DCP	33	41.6	2	11.2
Legal Affairs & Access to Justice	LAW	36	41.8	4	9.7
	DA-MAN	26	33.9	2	5.9
	DA-BK	33	38.5	4	8.5
	DA-BX	30	34.9	2	5.8
	DA-QNS	29	33.5	2	5.6
	OATH	48	50.0	7	11.0
	DA-NARC	36	44.1	6	17.0
	CCRB	26	29.6	1	2.2
	DA-SI	37	38.9	6	5.5
	CCHR	44	45.8	3	13.5
	BOC	n/a	n/a	9	14.3
	COIB	n/a	n/a	14	14.5
	NYCCSC	n/a	n/a	0	0.0
EEPC	n/a	n/a	9	9.0	
Public Safety & Law Enforcement	NYPD	46	44.5	17	15.3
	FDNY	49	47.2	20	18.7
	DOC	46	42.8	12	12.7
	DOP	56	51.2	24	19.2
	DOI	37	41.8	2	7.3
	NYCEM	31	33.4	2	2.9

Note: Age metrics are only reported for groupings of five or more employees.

# RETIREMENTS

Fig 59: Fiscal Year 2018, Gender and Ethnicity of Retirees by Agency



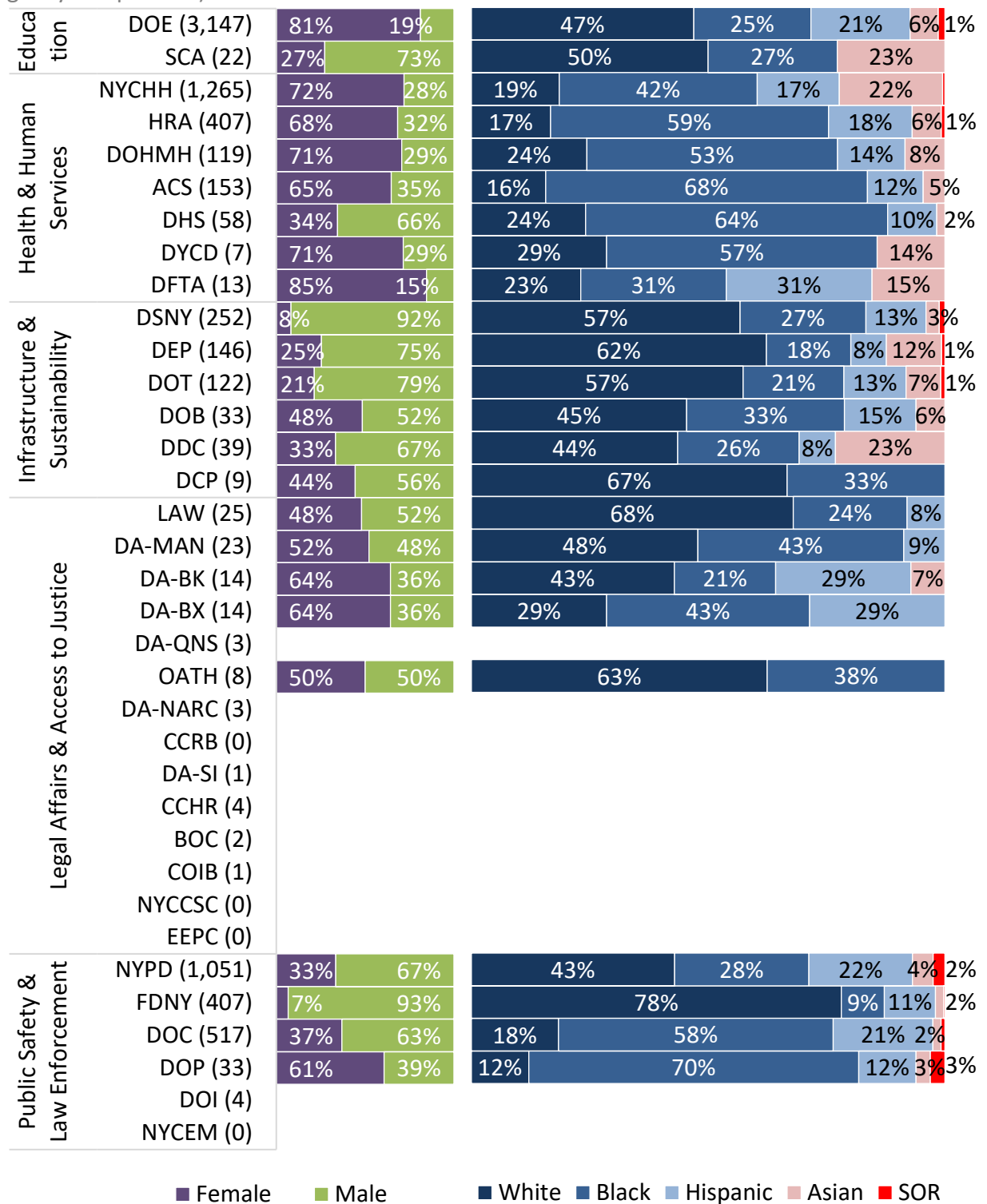
**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Fig 59: Fiscal Year 2018, Gender and Ethnicity of Retirees by Agency (continued)

Agency # Separated)



**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Labels for values totaling less than 1% may be suppressed in some instances for clarity.

Fig 60: Fiscal Year 2018, Age and Years of Service for Retirees by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	63	63.2	27	24.1
	DOITT	64	63.1	21	21.1
	MAYORALTY	63	62.4	29	28.0
	BOE	66	69.8	16	20.8
	NYCERS	65	64.8	19	21.9
	TRS	65	65.5	16	18.9
	OPA	61	60.6	31	25.8
	NYCPPF	65	63.6	26	28.2
	DORIS	n/a	n/a	16	16.0
	CLERK	n/a	n/a	0	0.0
	FDNYPF	n/a	n/a	0	0.0
	OCB	n/a	n/a	0	0.0
Business, Finance & Economy	DOF	62	62.7	31	28.3
	COMPTROLLER	62	62.4	32	31.5
	TLC	60	60.2	24	22.1
	FISA	65	66.2	35	27.8
	DCA	64	64.1	27	23.6
	SBS	62	61.8	28	27.8
	BIC	n/a	n/a	14	14.0
	NYCTAX	n/a	n/a	31	31.0
	ACTUARY	n/a	n/a	0	0.0
	IBO	n/a	n/a	6	6.0
	MWFA	n/a	n/a	13	13.0
	Civic Engagement	COUNCIL	62	63.8	30
BP-BK		n/a	n/a	19	19.0
CFB		n/a	n/a	31	31.0
BP-QNS		n/a	n/a	20	20.0
BP-MAN		n/a	n/a	13	13.0
BP-BX		n/a	n/a	30	30.0
PA		n/a	n/a	0	0.0
BP-SI		n/a	n/a	22	22.5
PUBADMIN		n/a	n/a	0	0.0
Communities & Neighborhoods	NYCHA	61	60.7	26	25.4
	PARKS	61	62.4	24	23.8
	HPD	63	63.7	28	26.8
	LPC	n/a	n/a	24	22.7
	DCLA	n/a	n/a	0	0.0

Note: Age metrics are only reported for groupings of five or more employees.

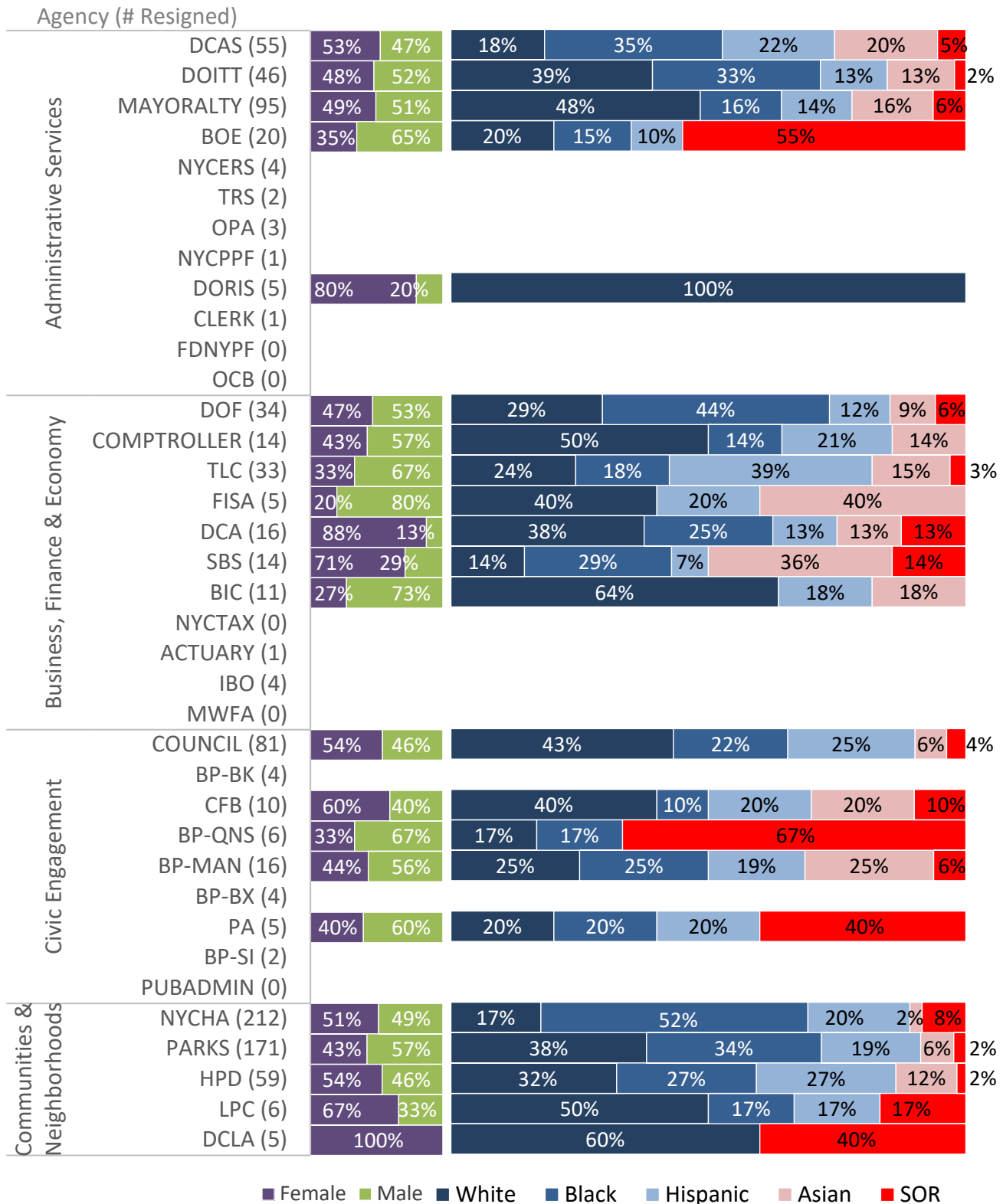
Fig 60: Fiscal Year 2018, Age and Years of Service for Retirees by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	62	62.0	23	23.1
	SCA	65	64.9	26	23.6
Health & Human Services	NYCHH	63	63.6	25	24.2
	HRA	62	63.0	27	26.3
	DOHMH	64	64.3	24	23.9
	ACS	63	63.6	28	26.9
	DHS	61	62.3	29	25.7
	DYCD	62	65.9	19	22.4
	DFTA	64	64.0	22	22.8
Infrastructure & Sustainability	DSNY	55	54.9	23	23.1
	DEP	62	61.9	28	25.6
	DOT	61	61.5	28	24.8
	DOB	62	63.2	26	24.3
	DDC	65	65.7	29	27.1
	DCP	68	69.2	36	36.1
Legal Affairs & Access to Justice	LAW	64	64.6	28	27.6
	DA-MAN	62	61.7	28	26.5
	DA-BK	62	62.1	28	27.2
	DA-BX	62	64.4	29	26.2
	DA-QNS	n/a	n/a	35	33.0
	OATH	65	66.0	27	28.0
	DA-NARC	n/a	n/a	37	35.0
	CCRB	n/a	n/a	0	0.0
	DA-SI	n/a	n/a	10	10.0
	CCHR	n/a	n/a	35	34.8
	BOC	n/a	n/a	21	21.5
	COIB	n/a	n/a	11	11.0
	NYCCSC	n/a	n/a	0	0.0
EEPC	n/a	n/a	0	0.0	
Public Safety & Law Enforcement	NYPD	51	52.1	22	21.9
	FDNY	53	52.5	24	23.8
	DOC	51	52.2	21	22.2
	DOP	61	60.3	27	27.5
	DOI	n/a	n/a	29	33.3
	NYCEM	n/a	n/a	0	0.0

Note: Age metrics are only reported for groupings of five or more employees.

# RESIGNATIONS

Fig 61: Fiscal Year 2018, Gender and Ethnicity of Resignations by Agency



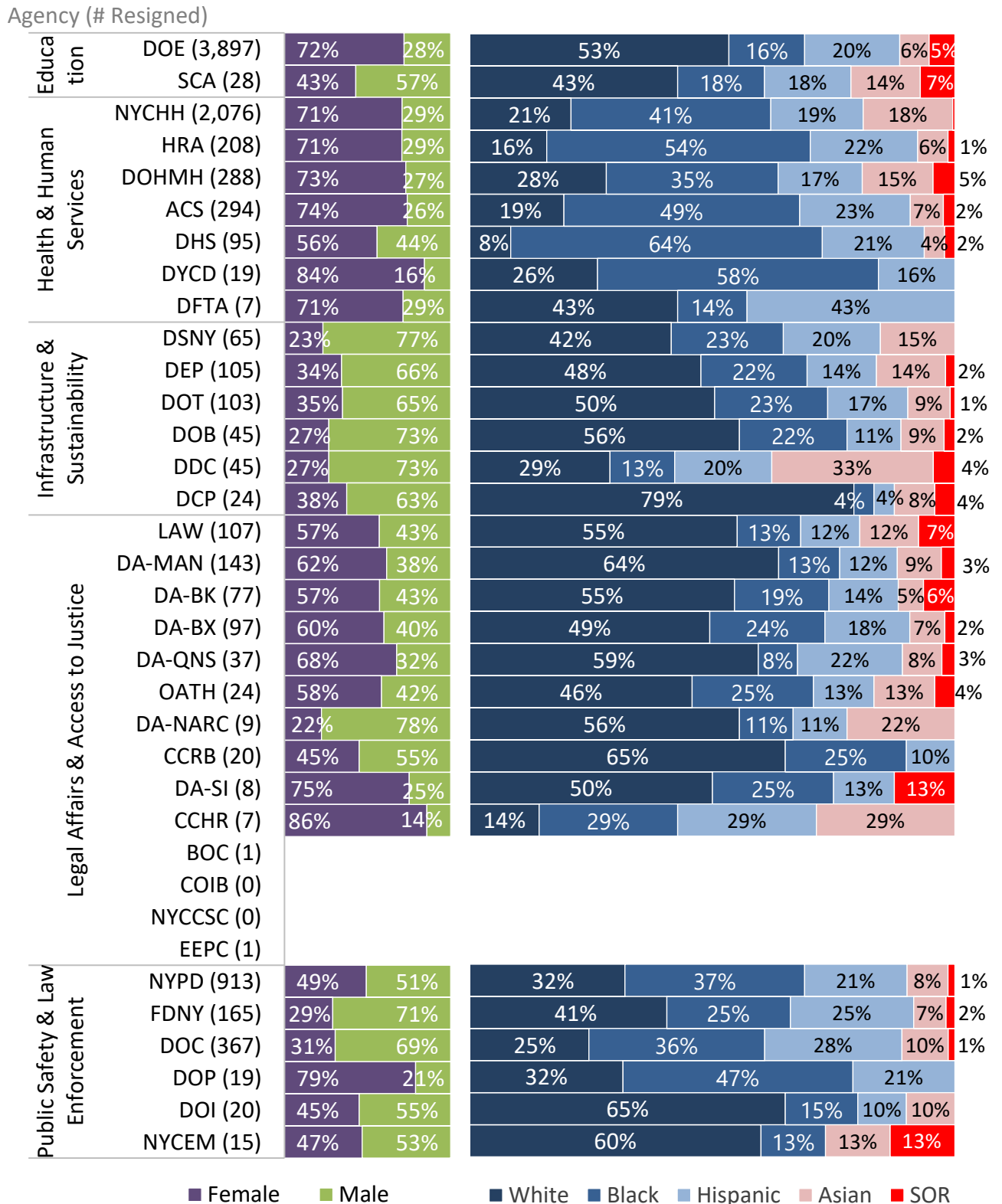
**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Fig 61: Fiscal Year 2018, Gender and Ethnicity of Resignations by Agency (continued)



**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.  
 SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.  
 Labels for values totaling less than 1% may be suppressed in some instances for clarity.

Fig 62: Fiscal Year 2018, Age and Years of Service of Resignations by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	30	35.1	1	2.7
	DOITT	36	38.9	1	3.6
	MAYORALTY	30	32.5	2	3.1
	BOE	38	42.9	2	4.8
	NYCERS	n/a	n/a	1	1.8
	TRS	n/a	n/a	8	8.0
	OPA	n/a	n/a	4	2.7
	NYCPPF	n/a	n/a	5	5.0
	DORIS	31	35.0	0	2.6
	CLERK	n/a	n/a	4	4.0
	FDNYPPF	n/a	n/a	0	0.0
	OCB	n/a	n/a	0	0.0
Business, Finance & Economy	DOF	32	37.8	1	4.0
	COMPTROLLER	32	36.9	2	6.3
	TLC	31	33.8	1	2.0
	FISA	40	40.2	4	4.0
	DCA	32	33.3	1	2.4
	SBS	32	33.9	1	1.6
	BIC	34	36.5	4	5.5
	NYCTAX	n/a	n/a	0	0.0
	ACTUARY	n/a	n/a	0	0.0
	IBO	n/a	n/a	2	4.5
	MWFA	n/a	n/a	0	0.0
	Civic Engagement	COUNCIL	28	30.4	2
BP-BK		n/a	n/a	3	5.8
CFB		40	42.7	2	9.6
BP-QNS		29	34.3	1	1.0
BP-MAN		30	35.8	2	4.3
BP-BX		n/a	n/a	6	5.3
PA		42	43.8	3	2.6
BP-SI		n/a	n/a	5	5.5
PUBADMIN		n/a	n/a	0	0.0
Communities & Neighborhoods	NYCHA	37	38.7	2	5.7
	PARKS	31	34.0	2	3.7
	HPD	35	36.7	2	5.1
	LPC	31	32.5	1	1.3
	DCLA	31	31.2	2	2.0

Note: Age metrics are only reported for groupings of five or more employees.

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	33	35.7	4	6.5
	SCA	40	39.2	2	3.5
Health & Human Services	NYCHH	38	40.3	3	5.6
	HRA	37	39.1	2	5.2
	DOHMH	35	37.0	1	3.2
	ACS	33	35.1	1	3.3
	DHS	32	34.6	1	2.8
	DYCD	33	33.5	2	2.4
	DFTA	49	56.6	8	9.0
Infrastructure & Sustainability	DSNY	39	39.9	3	5.4
	DEP	32	35.3	2	4.0
	DOT	30	34.1	1	2.7
	DOB	36	41.2	1	2.9
	DDC	31	33.8	1	2.8
	DCP	31	32.1	1	2.6
Legal Affairs & Access to Justice	LAW	32	34.7	2	4.0
	DA-MAN	25	29.3	1	3.1
	DA-BK	32	33.8	3	5.2
	DA-BX	30	32.0	2	3.7
	DA-QNS	29	30.6	2	3.1
	OATH	35	42.5	2	4.9
	DA-NARC	35	36.9	4	9.3
	CCRB	25	28.4	1	1.5
	DA-SI	33	35.9	4	4.6
	CCHR	33	37.0	1	3.3
	BOC	n/a	n/a	8	8.0
	COIB	n/a	n/a	0	0.0
	NYCCSC	n/a	n/a	0	0.0
EEPC	n/a	n/a	1	1.0	
Public Safety & Law Enforcement	NYPD	30	33.4	2	4.3
	FDNY	30	31.9	3	4.6
	DOC	29	31.3	0	2.4
	DOP	33	34.9	1	3.8
	DOI	32	35.3	2	3.0
	NYCEM	31	33.4	2	2.9

*Note: Age metrics are only reported for groupings of five or more employees.*

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## SECTION IV: TITLES AND JOB CATEGORIES

## EMPLOYEE TITLES

All city employees are appointed to a civil service title. The top fifty of the thousands of titles covered in this report comprise 303,258 (76%) of all employees.

Fig 63: Fiscal Year 2018, Key Indicators for Top 50 Civil Service Titles

Civil Service Titles	Headcount	% Full-Time	Median FT Salary	Median Age	Median YOS	% Elig Retire (2018)	% Elig Retire (2023)	% Sep	% Hires
TEACHER	92,237	88.0%	\$90,511	40	11	8.8%	16.7%	6.8%	6.0%
EDUCATION PARAPROFESSIONAL	33,126	76.9%	\$37,872	41	6	7.8%	16.8%	7.3%	9.3%
POLICE OFFICER*	29,707	100.0%	\$85,292	35	10	11.0%	25.9%	4.2%	4.2%
CORRECTION OFFICER	9,742	100.0%	\$62,247	36	6	9.7%	20.5%	8.8%	6.3%
FIREFIGHTER	8,623	100.0%	\$85,292	37	12	11.2%	33.4%	3.4%	0.0%
SCHOOL AIDE	7,734	0.0%	n/a	52	13	14.9%	24.3%	8.6%	9.4%
STAFF NURSE	7,561	97.7%	\$75,532	48	10	22.0%	35.3%	10.8%	9.0%
CLERICAL ASSOCIATE	6,876	94.2%	\$39,113	51	14	30.8%	45.6%	8.3%	3.1%
SANITATION WORKER	6,288	100.0%	\$77,318	42	11	10.4%	29.1%	3.8%	4.5%
SCHOOL SAFETY AGENT	5,221	100.0%	\$46,737	42	11	11.9%	21.6%	5.0%	5.6%
COMMUNITY ASSOCIATE	5,217	96.5%	\$43,795	41	5	13.8%	22.5%	11.0%	12.5%
SERGEANT (POLICE)	4,729	100.0%	\$109,360	41	15	25.7%	52.5%	4.8%	0.0%
PRINCIPAL ADMINISTRATIVE ASSOCIATE	4,164	99.1%	\$56,798	53	21	40.0%	58.3%	6.7%	0.5%
SCHOOL LUNCH HELPER	4,034	0.0%	n/a	53	7	19.0%	30.9%	9.0%	11.0%
COMMUNITY COORDINATOR	3,812	98.0%	\$61,800	38	4	10.7%	18.5%	8.4%	11.8%
SCHOOL SECRETARY	3,757	83.6%	\$62,734	55	16	25.0%	43.0%	4.3%	1.5%
ASSISTANT PRINCIPAL	3,665	98.2%	\$119,309	45	15	7.3%	16.9%	5.0%	0.1%
CARETAKER (HOUSING AUTHORITY)	3,344	100.0%	\$43,079	40	6	10.3%	21.2%	9.3%	10.6%
GUIDANCE COUNSELOR	3,326	94.6%	\$100,548	43	13	8.4%	16.4%	5.5%	1.5%
TRAFFIC ENFORCEMENT AGENT	2,987	100.0%	\$38,986	41	5	12.6%	20.3%	6.0%	14.5%
SENIOR SCHOOL LUNCH HELPER	2,906	0.0%	n/a	50	7	13.2%	23.7%	11.7%	10.7%
EMERGENCY MEDICAL SPECIALIST-EMT	2,731	100.0%	\$43,901	31	3	5.3%	9.2%	5.2%	13.3%
SCHOOL CROSSING GUARD	2,659	0.0%	n/a	51	7	22.7%	36.6%	7.5%	12.6%
ELIGIBILITY SPECIALIST	2,450	99.7%	\$40,411	48	8	22.2%	33.8%	6.1%	10.6%
CHILD PROTECTIVE SPECIALIST	2,300	100.0%	\$54,720	36	3	6.2%	11.1%	9.7%	22.9%
ADMINISTRATIVE STAFF ANALYST	2,290	99.3%	\$97,406	50	15	31.4%	46.0%	5.2%	0.2%
RESIDENT	2,087	100.0%	\$64,221	31	1	0.0%	0.0%	2.6%	36.7%

\* The title Police Officer includes 24,052 Police Officers and 5,655 Detectives and Specialist Details.

Fig 63: Fiscal Year 2018, Key Indicators for Top 50 Civil Service Titles (continued)

Civil Service Titles	Headcount	% Full-Time	Median FT Salary	Median Age	Median YOS	% Elig Retire (2018)	% Elig Retire (2023)	% Sep	% Hires
ASSISTANT DISTRICT ATTORNEY	2,020	99.1%	\$78,000	34	5	10.7%	16.4%	8.5%	12.9%
PATIENT CARE ASSOCIATE	2,001	98.6%	\$41,132	49	11	20.3%	34.8%	4.9%	5.6%
OCCUPATIONAL THERAPIST (DOE)	1,801	97.3%	\$74,967	40	7	2.8%	7.6%	2.2%	6.4%
LIEUTENANT (POLICE)	1,752	100.0%	\$125,531	44	19	46.7%	72.0%	6.2%	0.0%
SERVICE AIDE	1,737	80.4%	\$37,488	50	10	21.6%	34.4%	8.3%	5.1%
PRINCIPAL	1,715	99.3%	\$156,376	48	17	10.8%	23.4%	5.2%	0.0%
CASEWORKER	1,674	99.9%	\$44,409	53	16	37.9%	53.0%	7.9%	5.7%
SCHOOL SOCIAL WORKER	1,669	97.3%	\$97,894	46	11	10.3%	19.8%	4.9%	2.9%
LIFEGUARD	1,618	0.0%	n/a	21	4	0.4%	0.6%	19.4%	11.4%
SPECIAL OFFICER	1,596	99.9%	\$40,589	37	3	5.6%	11.9%	13.0%	17.8%
LIEUTENANT (FIRE)	1,552	100.0%	\$109,360	44	17	35.3%	72.2%	4.6%	0.0%
FAMILY PARAPROFESSIONAL	1,499	0.0%	n/a	52	17	16.3%	30.4%	9.1%	5.1%
ADMINISTRATIVE MANAGER	1,476	98.9%	\$71,708	52	25	36.7%	58.1%	3.9%	0.3%
COMPUTER SYSTEMS MANAGER	1,424	99.9%	\$123,406	49	7	19.3%	32.0%	5.7%	9.3%
SCHOOL PSYCHOLOGIST	1,417	96.0%	\$99,823	41	10	11.8%	19.8%	6.8%	2.2%
COMPUTER SPECIALIST (SOFTWARE)	1,410	99.8%	\$98,696	54	13	36.0%	49.9%	6.2%	0.4%
JOB OPPORTUNITY SPECIALIST	1,406	99.6%	\$45,378	50	7	22.5%	34.5%	5.3%	4.9%
CITY PARK WORKER	1,354	44.3%	\$37,164	44	n/a	11.2%	18.1%	21.7%	27.5%
POLICE ADMINISTRATIVE AIDE	1,323	100.0%	\$38,956	50	10	27.0%	40.5%	5.5%	1.1%
POLICE COMMUNICATIONS TECHNICIAN	1,307	100.0%	\$49,571	36	4	8.5%	14.8%	11.9%	14.1%
COMMUNITY ASSISTANT	1,303	87.6%	\$34,814	41	6	17.1%	24.6%	11.3%	12.1%
MAINTENANCE WORKER	1,280	99.3%	\$60,552	49	11	22.3%	36.6%	9.1%	9.1%
AGENCY ATTORNEY	1,145	99.2%	\$85,029	37	5	7.6%	12.7%	9.3%	7.8%

## JOB CATEGORIES

One way of analyzing the thousands of civil service titles in use today is to group them into broad categories representing types of work performed and also operational areas within and across city agencies. Looking at title groupings in broader categories can give better insight into areas such as separation rates and retirement eligibility, which might not be obvious if the numbers are considered at the macro (citywide) or micro (civil service title) level.

Detailed descriptions of the job categories and how they were derived can be found in Appendix I.

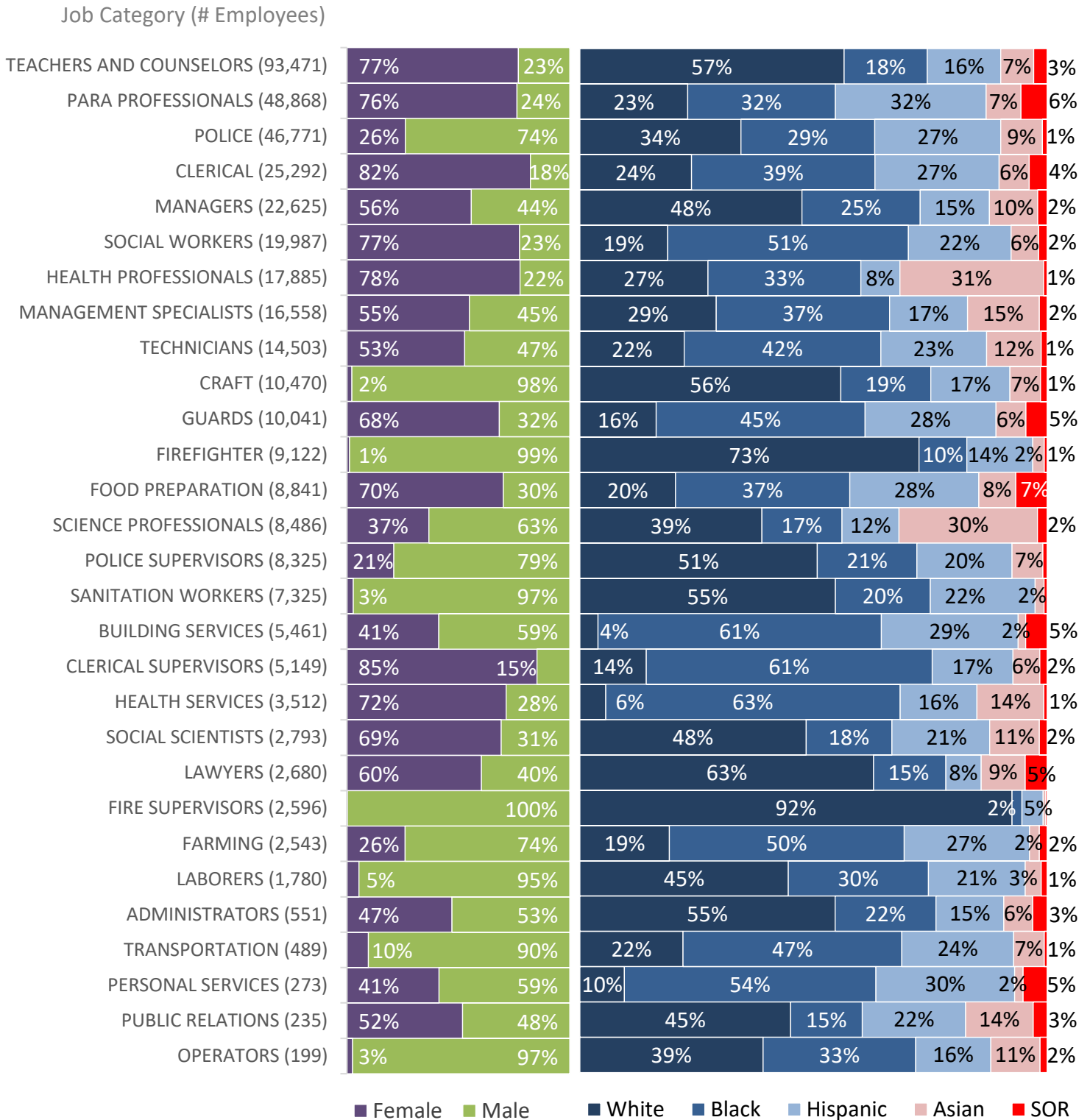
Fig 64: Fiscal Year 2018, Key Indicators for Job Categories

Job Category	Headcount	% Full-Time	Median FT Salary	Median Age	Median YOS	% Elig Retire (2018)	% Elig Retire (2023)	% Sep	% Hires
TEACHERS AND COUNSELORS	93,471	88.2%	\$90,511	40	11	8.9%	16.8%	6.8%	6.1%
PARA PROFESSIONALS	48,868	77.7%	\$40,809	42	6	9.9%	18.9%	8.2%	9.9%
POLICE	46,771	99.0%	\$85,292	36	8	10.9%	23.9%	5.8%	6.3%
CLERICAL	25,292	64.1%	\$42,839	51	13	22.6%	35.2%	8.1%	6.2%
MANAGERS	22,625	97.8%	\$117,578	47	13	19.7%	31.9%	7.7%	4.2%
SOCIAL WORKERS	19,987	97.1%	\$55,527	47	11	21.3%	33.3%	7.2%	7.8%
HEALTH PROFESSIONALS	17,885	90.2%	\$75,392	45	7	17.8%	28.1%	8.5%	11.8%
MANAGEMENT SPECIALISTS	16,558	97.0%	\$69,436	49	12	27.3%	40.7%	7.7%	7.0%
TECHNICIANS	14,503	98.3%	\$47,822	44	10	19.2%	29.9%	6.8%	8.2%
CRAFT	10,470	98.4%	\$87,195	51	12	25.5%	41.1%	7.0%	5.9%
GUARDS	10,041	55.7%	\$46,737	41	8	13.3%	22.5%	8.3%	8.5%
FIREFIGHTER	9,122	100.0%	\$85,292	38	12	12.4%	34.4%	3.5%	0.5%
FOOD PREPARATION	8,841	9.0%	\$46,793	52	8	18.6%	31.8%	9.9%	9.2%
SCIENCE PROFESSIONALS	8,486	98.8%	\$81,527	46	8	23.6%	33.2%	7.0%	8.8%
POLICE SUPERVISORS	8,325	100.0%	\$109,360	42	16	32.9%	58.1%	5.8%	0.0%
SANITATION WORKERS	7,325	100.0%	\$77,318	42	12	11.2%	30.9%	3.9%	3.8%
BUILDING SERVICES	5,461	98.9%	\$43,079	46	9	17.5%	30.1%	9.3%	7.9%
CLERICAL SUPERVISORS	5,149	99.2%	\$53,301	54	20	40.2%	58.6%	6.4%	0.4%
HEALTH SERVICES	3,512	84.4%	\$37,987	52	12	28.3%	41.5%	8.8%	3.9%
SOCIAL SCIENTISTS	2,793	96.5%	\$90,113	41	7	13.5%	20.6%	9.5%	7.9%
LAWYERS	2,680	82.2%	\$85,029	39	5	13.9%	19.4%	9.7%	11.5%
FIRE SUPERVISORS	2,596	100.0%	\$109,360	47	20	53.2%	82.5%	5.2%	0.0%
FARMING	2,543	65.9%	\$48,636	47	4	16.5%	27.8%	15.8%	16.4%
LABORERS	1,780	73.5%	\$66,046	43	5	11.9%	23.4%	4.6%	7.6%
ADMINISTRATORS	551	91.7%	\$175,000	53	8	24.3%	36.5%	9.6%	5.8%
TRANSPORTATION	489	97.5%	\$46,476	53	11	28.2%	45.8%	10.0%	5.5%
PERSONAL SERVICES	273	52.7%	\$34,782	37	2	11.7%	16.1%	18.7%	23.1%
PUBLIC RELATIONS	235	86.8%	\$57,491	47	9	18.3%	27.7%	9.8%	8.1%
OPERATORS	199	99.0%	\$73,080	52	11	34.7%	45.7%	9.5%	9.5%



# GENDER AND ETHNICITY

Fig 65: Fiscal Year 2018, Gender and Ethnicity by Job Category



■ Female ■ Male ■ White ■ Black ■ Hispanic ■ Asian ■ SOR

### Notes:

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race. Labels for values totaling less than 1% may be suppressed in some instances for clarity.

## AGE AND YEARS OF SERVICE

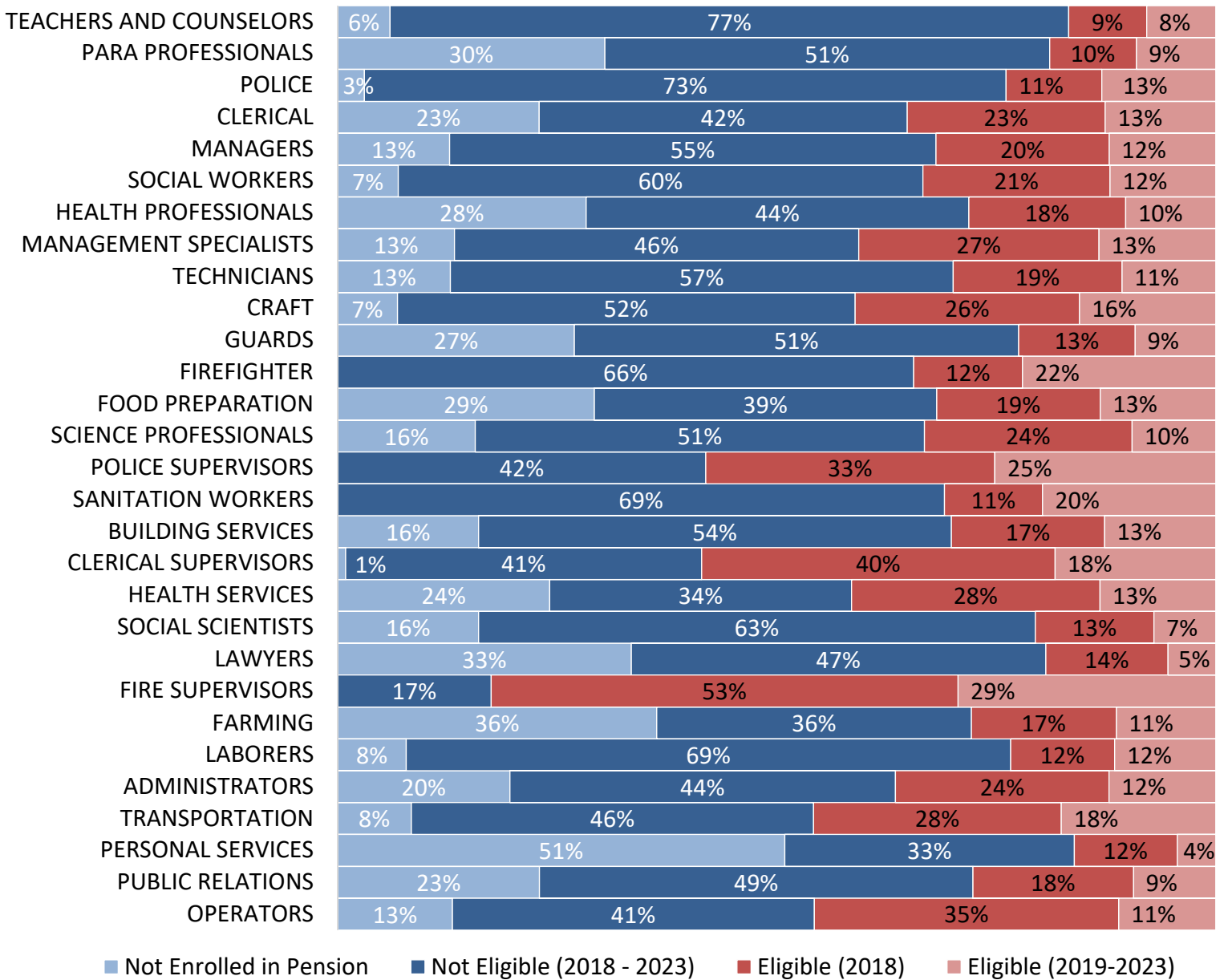
Fig 66: Fiscal Year 2018, Age and Years of Service by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	40	42.3	11	12.3
PARA PROFESSIONALS	42	42.1	6	9.6
POLICE	36	37.2	8	9.4
CLERICAL	51	49.1	13	13.6
MANAGERS	47	47.4	13	14.6
SOCIAL WORKERS	47	46.4	11	12.8
HEALTH PROFESSIONALS	45	45.3	7	9.8
MANAGEMENT SPECIALISTS	49	47.8	12	13.9
TECHNICIANS	44	44.0	10	11.5
CRAFT	51	49.2	12	13.8
GUARDS	41	41.5	8	9.6
FIREFIGHTER	38	38.5	12	11.4
FOOD PREPARATION	52	48.7	8	10.1
SCIENCE PROFESSIONALS	46	46.3	8	11.0
POLICE SUPERVISORS	42	42.7	16	17.4
SANITATION WORKERS	42	42.8	12	11.3
BUILDING SERVICES	46	44.7	9	11.1
CLERICAL SUPERVISORS	54	51.9	20	20.9
HEALTH SERVICES	52	50.4	12	13.4
SOCIAL SCIENTISTS	41	43.3	7	10.4
LAWYERS	39	43.3	5	8.7
FIRE SUPERVISORS	47	47.5	20	21.4
FARMING	47	45.8	4	9.0
LABORERS	43	43.5	5	9.2
ADMINISTRATORS	53	51.9	8	12.6
TRANSPORTATION	53	51.5	11	12.4
PERSONAL SERVICES	37	39.5	2	6.5
PUBLIC RELATIONS	47	47.2	9	10.2
OPERATORS	52	49.9	11	13.1

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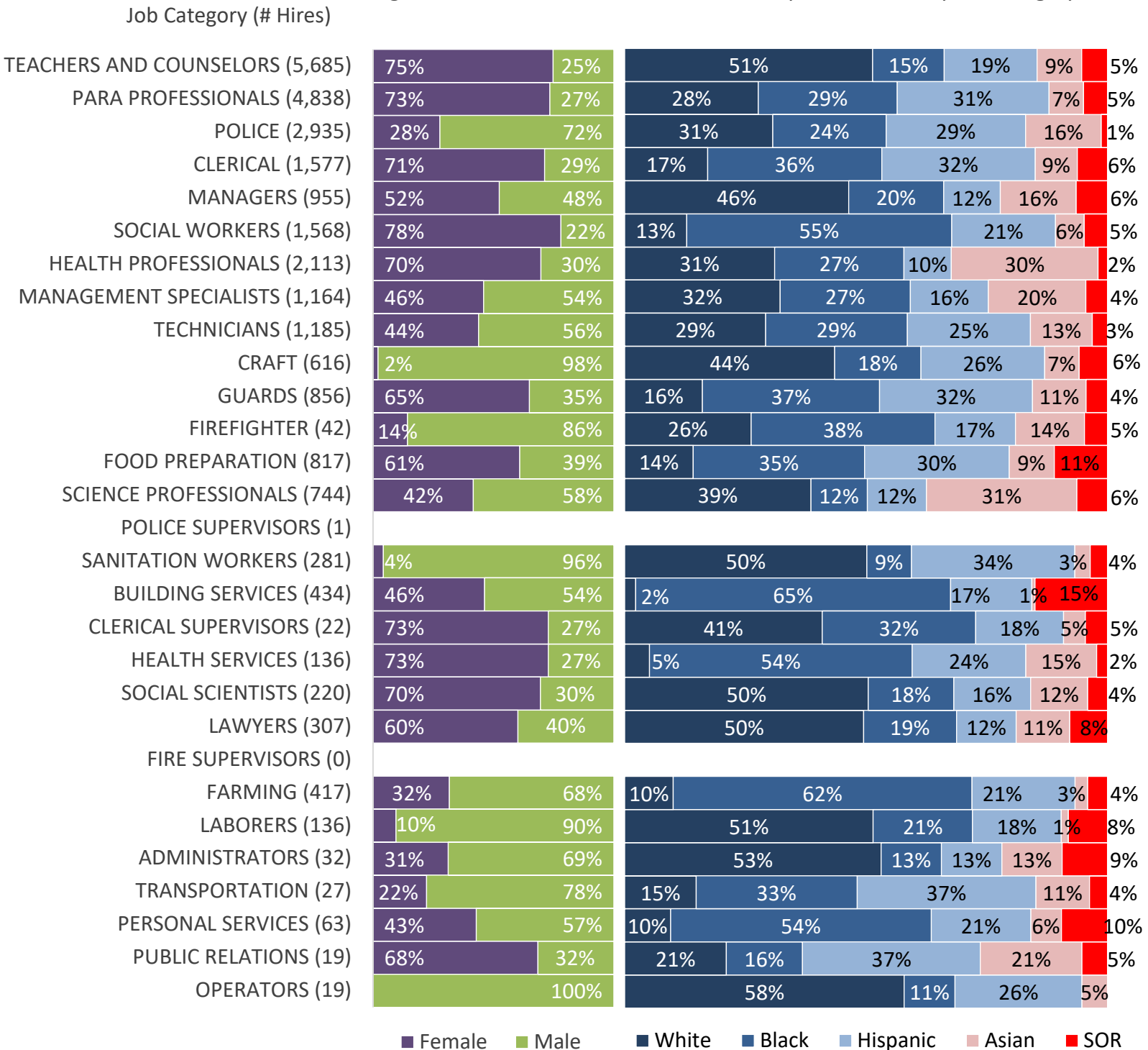
# RETIREMENT ELIGIBILITY

Fig 67: Fiscal Years 2018 - 2023, Retirement Eligibility by Job Category



## HIRING

Fig 68: Fiscal Year 2018, Gender and Ethnicity of New Hires by Job Category

**Notes:**

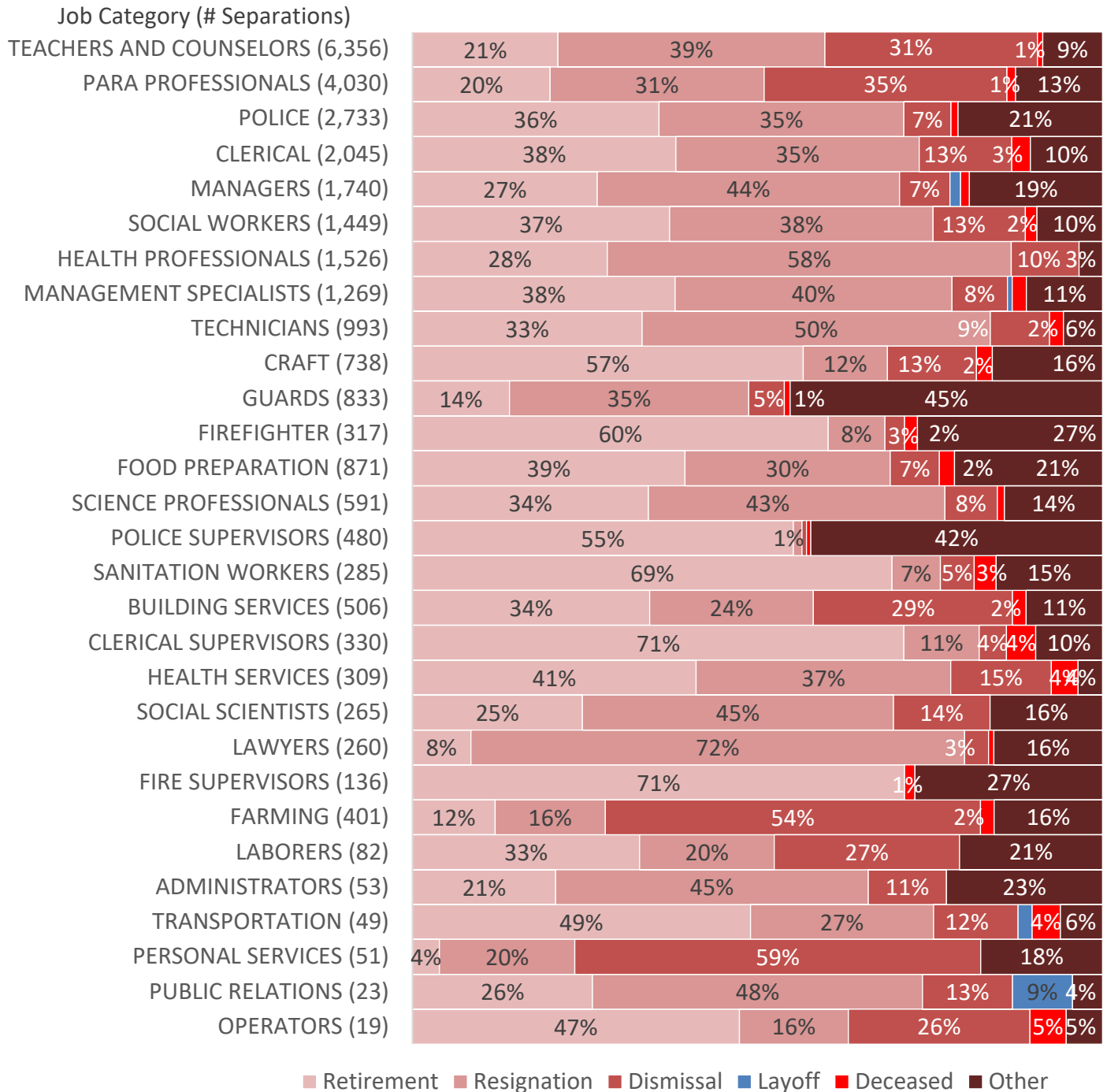
Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Police supervisors and fire supervisors are positions attainable only through competitive promotional examination, and therefore have no new hires.

# SEPARATIONS

Fig 69: Fiscal Year 2018, All Separations by Type by Job Category

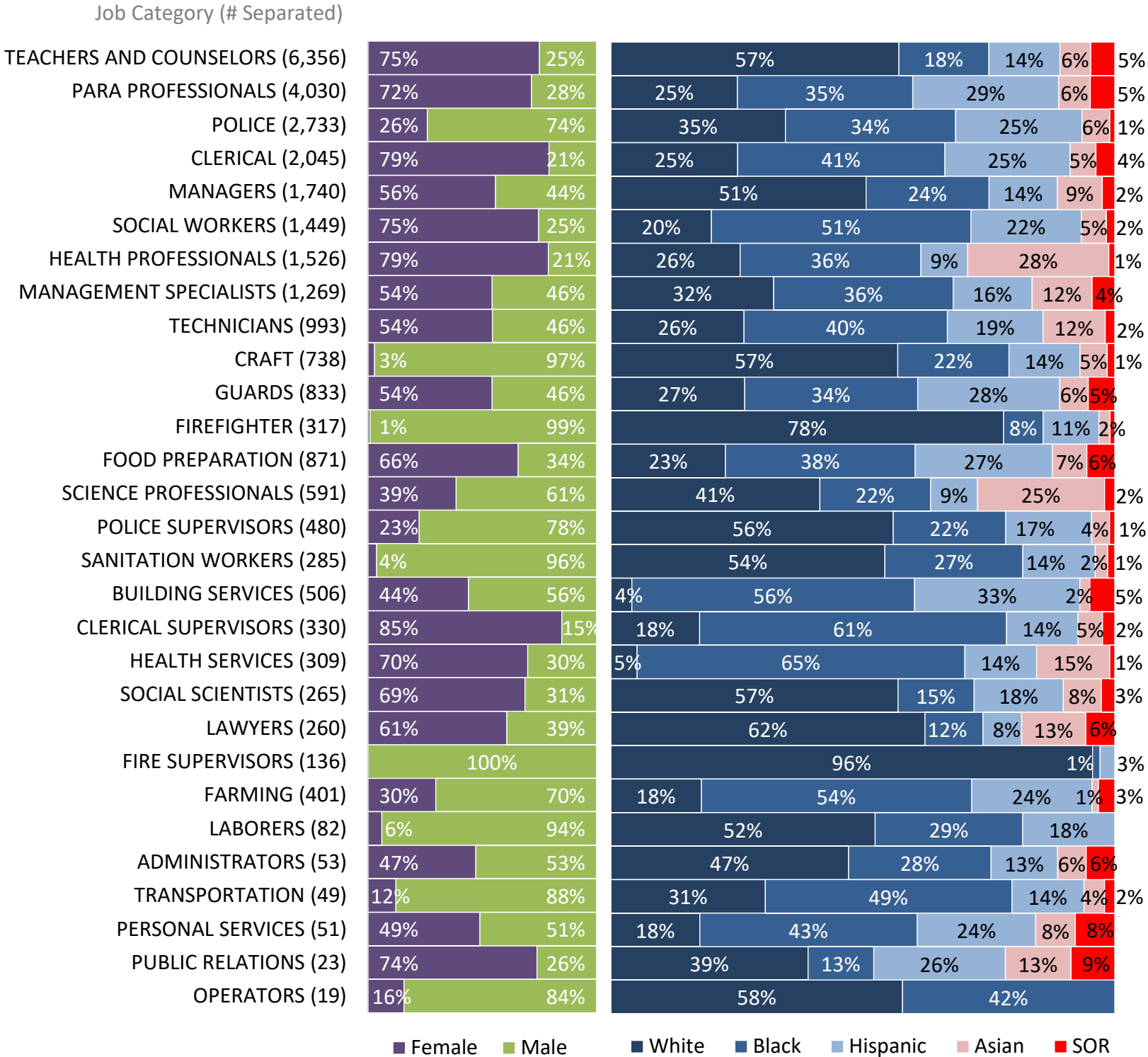


■ Retirement ■ Resignation ■ Dismissal ■ Layoff ■ Deceased ■ Other

**Notes:**

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race. Labels for values totaling less than 2% may be suppressed in some instances for clarity.

Fig 70: Fiscal Year 2018, Gender and Ethnicity of All Separations by Job Category



**Notes:**

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race. Labels for values totaling less than 1% may be suppressed in some instances for clarity.

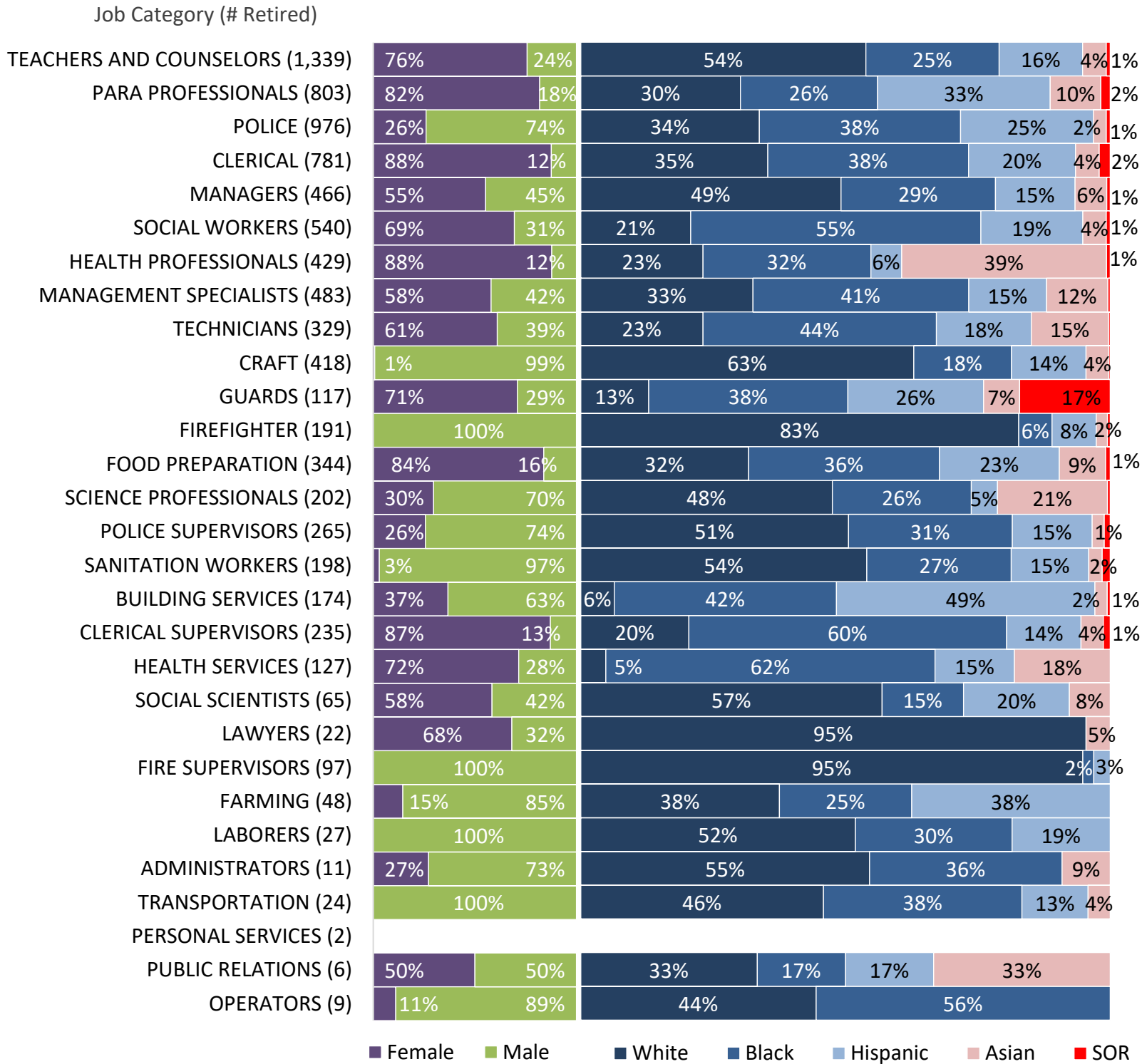
Fig 71: Fiscal Year 2018, Age and Years of Service for All Separations by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	39	43.6	8	12.3
PARA PROFESSIONALS	34	40.1	3	8.4
POLICE	43	40.9	12	12.7
CLERICAL	56	50.9	13	14.5
MANAGERS	50	48.9	10	13.7
SOCIAL WORKERS	53	49.2	11	13.9
HEALTH PROFESSIONALS	46	47.2	5	10.5
MANAGEMENT SPECIALISTS	54	49.7	10	13.9
TECHNICIANS	46	46.3	10	13.0
CRAFT	58	54.5	23	19.4
GUARDS	32	38.3	6	9.2
FIREFIGHTER	46	46.2	18	18.1
FOOD PREPARATION	55	51.5	11	12.4
SCIENCE PROFESSIONALS	48	48.2	8	13.2
POLICE SUPERVISORS	48	48.7	23	23.4
SANITATION WORKERS	52	51.5	19	20.1
BUILDING SERVICES	49	46.9	9	12.4
CLERICAL SUPERVISORS	61	59.9	29	26.5
HEALTH SERVICES	57	53.0	14	15.2
SOCIAL SCIENTISTS	39	45.1	4	11.4
LAWYERS	35	40.6	3	6.9
FIRE SUPERVISORS	55	54.3	27	27.9
FARMING	41	42.9	0	5.9
LABORERS	51	48.6	10	13.4
ADMINISTRATORS	54	53.8	6	10.6
TRANSPORTATION	56	53.0	12	14.5
PERSONAL SERVICES	25	31.6	0	3.2
PUBLIC RELATIONS	44	45.6	3	7.6
OPERATORS	61	56.1	14	17.0



# RETIREMENTS

Fig 72: Fiscal Year 2018, Gender and Ethnicity of Retirees by Job Category

**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race. Labels for values totaling less than 2% may be suppressed in some instances for clarity.

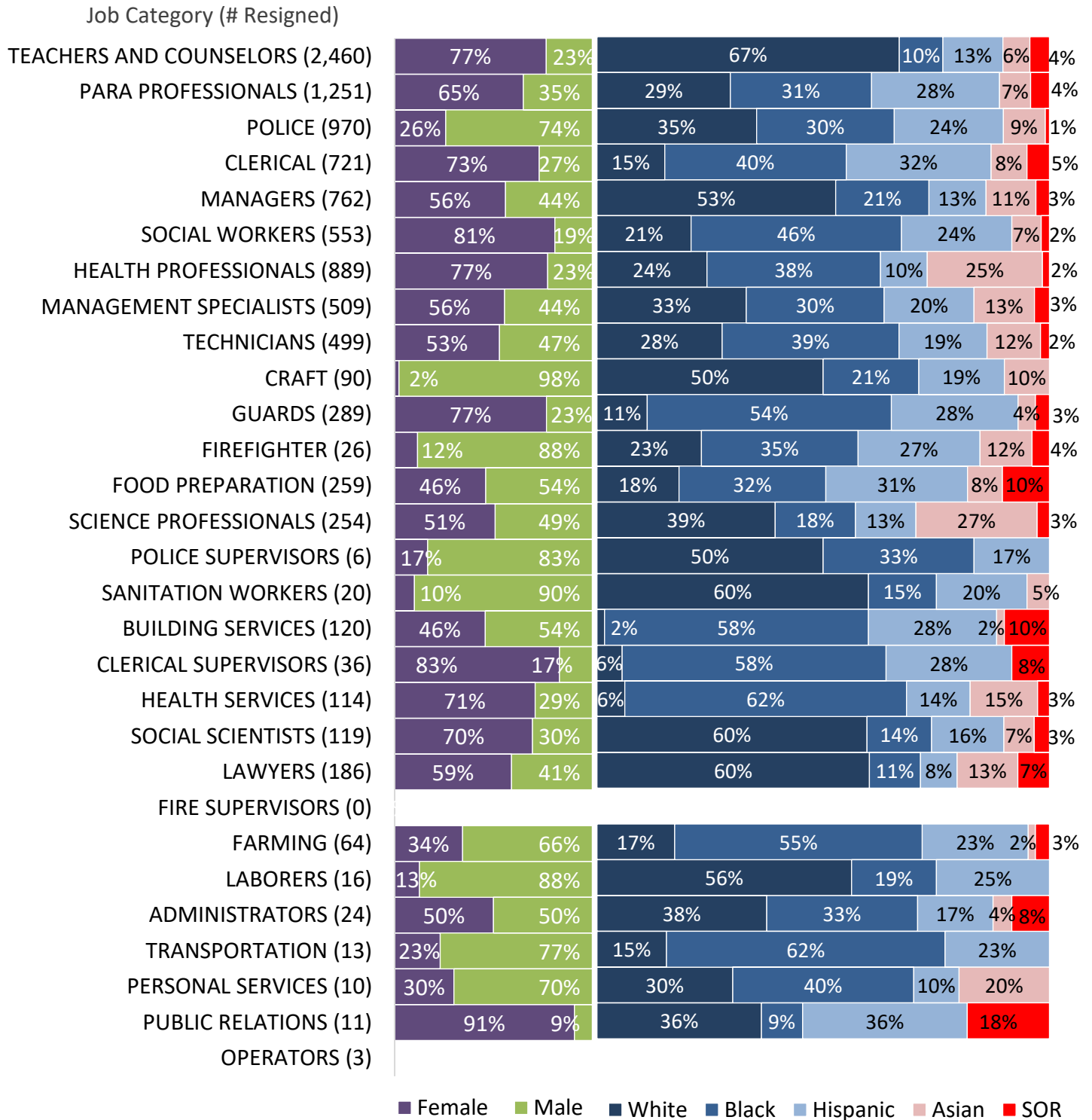
Fig 73: Fiscal Year 2018, Age and Years of Service for All Retirements, by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	61	60.6	25	24.8
PARA PROFESSIONALS	63	63.4	23	22.3
POLICE	49	49.3	20	20.8
CLERICAL	63	63.7	23	24.1
MANAGERS	62	61.8	26	24.3
SOCIAL WORKERS	62	63.0	26	24.2
HEALTH PROFESSIONALS	63	63.5	25	23.9
MANAGEMENT SPECIALISTS	63	63.3	28	25.7
TECHNICIANS	62	62.0	26	25.2
CRAFT	61	60.2	28	25.4
GUARDS	61	62.4	24	23.3
FIREFIGHTER	47	48.5	19	20.1
FOOD PREPARATION	63	63.4	19	20.1
SCIENCE PROFESSIONALS	64	64.9	27	26.1
POLICE SUPERVISORS	48	48.8	22	23.0
SANITATION WORKERS	53	53.2	21	21.9
BUILDING SERVICES	61	61.9	23	22.8
CLERICAL SUPERVISORS	62	62.7	31	29.8
HEALTH SERVICES	64	64.1	24	23.6
SOCIAL SCIENTISTS	64	63.7	26	24.8
LAWYERS	66	66.4	30	28.0
FIRE SUPERVISORS	55	54.2	27	27.8
FARMING	61	61.3	26	24.4
LABORERS	60	60.7	26	23.2
ADMINISTRATORS	62	66.5	12	19.3
TRANSPORTATION	61	62.4	21	22.7
PERSONAL SERVICES	n/a	n/a	16	16.5
PUBLIC RELATIONS	62	63.3	10	13.5
OPERATORS	62	63.4	21	22.9

*Note: Age metrics are only reported for groupings of five or more employees.*

# RESIGNATIONS

Fig 74: Fiscal Year 2018, Gender and Ethnicity of Resignations by Job Category

**Notes:**

Gender and ethnicity are only reported for groupings of five or more employees.

SOR indicates some other race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Fig 75: Fiscal Year 2018, Age and Years of Service of Resignations by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	32	34.0	4	6.1
PARA PROFESSIONALS	30	33.8	2	4.7
POLICE	28	30.7	1	2.9
CLERICAL	36	38.8	3	6.1
MANAGERS	38	39.6	4	6.1
SOCIAL WORKERS	34	36.5	2	4.6
HEALTH PROFESSIONALS	37	39.6	3	4.7
MANAGEMENT SPECIALISTS	36	37.9	2	4.7
TECHNICIANS	34	36.8	3	5.8
CRAFT	42	41.3	2	5.5
GUARDS	39	40.3	4	5.9
FIREFIGHTER	32	31.8	0	3.3
FOOD PREPARATION	41	42.6	3	6.4
SCIENCE PROFESSIONALS	32	35.0	2	3.4
POLICE SUPERVISORS	42	42.7	11	13.3
SANITATION WORKERS	33	36.8	7	7.1
BUILDING SERVICES	32	34.9	2	4.7
CLERICAL SUPERVISORS	44	46.4	13	13.3
HEALTH SERVICES	41	41.9	3	6.3
SOCIAL SCIENTISTS	35	35.5	2	3.6
LAWYERS	33	36.5	2	3.9
FIRE SUPERVISORS	n/a	n/a	n/a	n/a
FARMING	35	37.3	0	3.7
LABORERS	36	37.1	1	2.7
ADMINISTRATORS	46	49.6	2	6.8
TRANSPORTATION	41	42.9	4	5.1
PERSONAL SERVICES	31	33.1	2	6.3
PUBLIC RELATIONS	36	37.7	3	3.0
OPERATORS	n/a	n/a	1	1.7

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## SECTION V: NEXT STEPS

## MOVING FORWARD IN PARTNERSHIP

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New York City is the largest city in the country, and among the most diverse. Recruiting and retaining a workforce that reflects the diversity of our city supports the municipal government in better understanding and meeting the needs of its customers – all New Yorkers. The Department of Citywide Administrative Services (DCAS) promotes greater diversity at all levels of city government and works collaboratively to support agencies in their efforts to become more diverse, especially in job categories where women and minorities have been historically under-represented.

There are several areas in which DCAS will play key roles in this endeavor:

The mission of DCAS's Office of Citywide Equity and Inclusion (OCEI) is to foster the City of New York's emergence as an innovative and global leader in equitable, diverse and inclusive employment practices. The OCEI is responsible for the development and enforcement of the city's equal employment opportunity (EEO) policy and other EEO-related policies. It also provides guidance on best practices for EEO-related matters. The OCEI develops and collaborates on strategies that fulfill the city's EEO mandates and equity and inclusion initiatives which drive the development, engagement, advancement and retention of a diverse and inclusive workforce. OCEI also guides city agencies as they establish their own diversity, equity, and inclusion strategies through the charter-mandated annual diversity & EEO plans that set forth objectives and best practices to implement EEO policies, promote equitable workforce practices, and create engaging and respectful workplace environments.

The DCAS Office of Citywide Recruitment (OCR) is a unit within OCEI. The OCR promotes the vision that the City of New York is an employer of choice with a growing, talented, and diverse workforce. The OCR's mission is to create a workforce pipeline for the City of New York by educating the public about the civil service process, exams for competitive positions and the numerous career opportunities available in city government, including via the New York State 55-a Program for qualified applicants with disabilities. A great deal of emphasis is placed on reaching groups that are underserved and underrepresented in city government. To achieve this objective, OCR participates in career fairs, resource fairs, information sessions, employment panels, and other related recruitment events.

The DCAS Bureau of Strategic Planning will continue to work to provide agency heads, senior leadership, and agency personnel officers (APOs) with data, information, tools, and technical support needed to conduct strategic workforce analyses. The bureau produces the annual workforce report and aims to use data-driven analytics to aid agencies in their workforce planning efforts, such as allowing agencies to compare their agency demographics and hiring/separation trends against citywide benchmarks and similar agencies to identify areas for improvement.

## SECTION VI: APPENDICES



# APPENDIX I: DEFINITIONS AND DESCRIPTIONS

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## Data Sources

Data for city agencies, elective offices, commissions and boards, and the New York City Housing Authority was extracted from the New York City Automated Personnel System (NYCAPS). Gender and ethnicity data for this population was extracted from the Citywide Equal Employment Database System (CEEDS). Data was provided by the Department of Citywide Administrative Services (DCAS).

Personnel, gender, and ethnicity data for the Board of Education pedagogical population was provided by the Financial Information Services Agency (FISA). Supplemental salary data for this population was extracted from the Payroll Management System (PMS).

Personnel, gender, and ethnicity data, and separation reasons, for employees of the NYC Health + Hospitals and the School Construction Authority were provided by those agencies.

Pension information was provided by New York City Employee Retirement System (NYCERS), Board of Education Retirement System (BERS), and Teachers' Retirement System (TRS).

Demographic, employment, and salary data for the New York City Total Employed Population was pulled from American Community Survey (ACS), Integrated Public Use Microdata Series (IPUMS), and was compiled by the Office of City Planning and the Office of Management and Budget.

Percentages may not precisely reflect the absolute figures due to rounding.

## Workforce

The numbers in this report reflect all employees in the included agencies, who were not terminated as of the last day of the fiscal year, June 30, 2018, and includes all full-time and part-time employees.

This report does not include data on contractors, consultants, interns, or volunteers. Positions having a limited duration or special conditions for the term of employment, such as city seasonal aides (six-month duration) and college aides (conditional upon full-time enrollment in a degree granting program), are also excluded from this report. This iteration of the workforce profile report includes an additional class of part-time employees who are paid on a per-session basis.

Part-time employees are counted individually in this report, and are not converted to full-time-equivalencies based on the number of hours worked in a given fiscal year.

## Residency Requirements

The New York City residency law, codified at sections 12-119 through 12-121 of the New York City Administrative Code, as amended, requires employees, other than those excepted or exempt from municipal residence requirements who enter city service on or after September 1, 1986, to establish city residence within 90 days of entering city employment and thereafter maintain city residence as a condition of employment.

Employees who have completed two years of continuous city employment shall be deemed in compliance with the residence requirements if they are residents of Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam County, provided that the mayor may require certain senior-level staff

to complete more than two years of city residency to remain in compliance with the residence requirements.

Pursuant to mayoral executive order no. 131 of 2010, persons serving in positions covered by the order must establish city residency within 90 days of assuming such position and maintain city residency for the duration of their employment.

Pedagogues in the Department of Education and employees of New York City Health + Hospitals, the School Construction Authority, the New York City Housing Authority, and the district attorneys' offices are among those exempt from residency requirements.

For more information on the residency requirements, see:

- [Personnel Services Bulletin 100-8: Residence Requirements](#);
- [Administrative Code, Sections 12-119, 12-120, and 12-121 \(as amended by Local Law 48 of 2009\)](#); and
- [Executive Order 131 of 2010](#)

## City Agencies

The report includes all mayoral agencies, elected officials, pension systems, and boards and commissions, as well as the Department of Education (DOE), NYC Health + Hospitals (NYCHH), and the School Construction Authority (SCA).

Certain agencies, especially the community boards of each borough, were rolled into their respective borough president.

As reported here, the mayoralty includes the Office of the Mayor, the Office of Management and Budget, the Office of Labor Relations, the Mayor's Office of Contract Services, and the Department of Veterans' Services. Due to their small size, the public administrators of each borough are rolled into a single entity.

The Department of Juvenile Justice (DJJ) was incorporated into the Administration for Children's Services (ACS) in 2011; all DJJ employees are counted under ACS in all years.

The Human Resources Administration (HRA) and the Department of Homeless Services (DHS) combined in 2017 to form the Department of Social Services (DSS).

Except where indicated, all numbers, figures, and charts reflect information relative to all agencies included in the report.

A complete list of agencies in the report can be found in Section III of this report, and individual agency profiles can be found online in the interactive app available on the DCAS website.

## Employee Type

**Full-Time Employees:** include those who work a standard work week in a full-time, per annum title with an annual work schedule. In general, full-time employees work between 35 and 40 hours per week and 261 days per year.

**Part-Time Employees:** fall into two different categories: (a) employees in titles established as non-per-annum jobs with no standard number of hours per week or days per year; and (b) employees hired on a part-time basis in a full-time per-annum title who do not work the standard number of hours per week or days in a year.

**Managerial Service:** those employees who formulate policy, assist directly in collective bargaining negotiations, or have a major role in the administration of collective bargaining agreements or in personnel administration.

**Union Representation:** includes all employees covered by a collective bargaining agreement.

**Uniformed Services:** the Police, Fire, Correction and Sanitation Services not including civilian positions in these agencies.

## Gender and Ethnicity

Gender and ethnicity values in this report are based on the federal EEO-4 reporting requirements. All employees are categorized as either male or female, and either white, black, Hispanic, Asian, or some other race (SOR). SOR includes American Indian/Alaskan Native, two or more races, and unspecified race. Native Hawaiian or other Pacific Islander are classified as Asian.

Gender percentages are reported wherever available. Employees with unspecified values for gender are not included in the percentages shown in the tables and graphs.

## Age and Years of Service

Employee age is determined in each fiscal year by calculating the elapsed time between the employee's date of birth and the last day of each fiscal year.

City start date is used to determine the number of years of service of each employee in each fiscal year.

## Salary

All representations of employee salaries in this report reflect only full-time employees, and are, except where specifically noted, adjusted for inflation to June 2018 dollars.

**Full-time employee salaries** fall into three different types: annual, hourly, and per diem. Non-annual salaries were annualized based on the number of hours worked per year (hourly) or days worked per year (per diem). For most employees, the conversion rates are 1,827 hours per year and 261 days per year.

**Part-time employee salaries** are not converted to annual salaries in this report, nor are they included in any of the figures or charts.

## Inflation

Except where noted, all dollar amounts reported are expressed in current (June 2018) dollars. Inflation adjustments were based on the Consumer Price Index (CPI) for all Urban Consumers in the New York-Northern New Jersey-Long Island Area, re-indexed to June 2018. <http://data.bls.gov/cgi-bin/surveymost?cu> (New York All Items).

## Hires, Separations, and Transfers

Hires are divided into two groups, new hires and re-hires.

**New Hires** are employees who were on-boarded during the fiscal year and had no prior service in the agencies or titles covered in this report.

**Re-hires** are employees who were on-boarded during the fiscal year and, by looking at city start date and agency start date, were found to have prior city service in the agencies and titles.

**Separations** were determined by an employee having been active or on some form of paid or unpaid leave at the conclusion of the preceding fiscal year and being separated from employment at some time during the current fiscal year.

**Transfers** were determined by an employee being active or on some form of paid or unpaid leave at the conclusion of the preceding fiscal year and being active or on some form of paid or unpaid leave at the conclusion of the current fiscal year but serving in a different city agency.

## Pension Eligibility and Retirement Readiness

Pension plan data was provided by the various pension systems, including the Board of Education Retirement System (BERS), the Teachers Retirement System (TRS), and the New York City Employees Retirement System (NYCERS).

Retirement eligibility was determined by first calculating the minimum age and years of service requirements of an individual employee's pension plan. The second step was to calculate the employee's age, based on date of birth, and length of service, based on City Start Date, as of the end of the fiscal year. To arrive at the year an employee will be considered retirement ready, the calculation looks at the larger of, the number of years of service needed to satisfy the requirement and the number of years before an employee will meet the age requirement, and adds that to the current fiscal year.

## Job Categories

DCAS's Office of Citywide Equity and Inclusion (OCEI) is responsible for ensuring that city agencies comply with the city's EEO policy, and the city charter provisions and laws concerning equal employment opportunity, as well as prepares the City of New York's federally-mandated biennial EEO-4 report to the Equal Employment Opportunity Commission (EEOC).

As part of their reporting, OCEI is responsible for mapping civil service titles to their appropriate EEO-4 categories. The job categories included in this report are a more specific grouping of titles, and all map to one of the EEO-4 categories. DCAS worked closely with agencies not covered by the City's EEO-4 reporting, including NYC Health + Hospitals, the Department of Education, and the School Construction Authority, to ensure that their titles were mapped to appropriate job categories.

**Administrators:** Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: Elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, controllers, chiefs of department, inspector generals, and kindred workers.

**Managers:** Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels, and kindred workers.

**Police Supervisors:** Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individuals, units, or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: sergeants, captains, lieutenants, inspectors, captains (correction), wardens, and kindred workers.

**Fire Supervisors:** Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district, or area basis. This category includes: lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

**Management Specialists:** Occupations which require specialized and theoretical knowledge of management, finance, or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators, and kindred workers.

**Science Professionals:** Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, and marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters, and kindred workers.

**Health Professionals:** Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dietitians, occupational therapists, physical therapists, speech therapists, physician's assistants, and kindred workers.

**Social Scientists:** Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: librarians, archivists, economists, psychologists, sociologists, urban planners, and kindred workers.

**Social Workers:** Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, and addiction treatment and casework, which is usually acquired through college or training, or through work experience and other training which provides comparable knowledge. This category includes: caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy, and kindred workers.

**Lawyers:** Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges, and kindred workers.

**Public Relations:** Occupations which require special knowledge or skills in public relations, journalism, modern language, or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists, and kindred workers.

**Teachers:** Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors, and kindred workers.

**Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: health technicians (clinical laboratory, dental hygienists, health records, radiologic and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators, and kindred workers.

**Firefighters:** Occupations in which uniformed employees are entrusted with public safety, security, and protection from destructive forces. This category includes: firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors, and kindred workers.

**Police and Detectives:** Occupations in which uniformed employees with peace officer status are entrusted with public safety, security, and protection. This category includes: police officers, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation), and kindred workers.

**Guards:** Occupations in which employees are entrusted with public safety and security. This category includes: school crossing guards, housing guards, watch persons, lifeguards, park rangers, school safety agents, and kindred workers.

**Health Services:** Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene, and safety of the general public. This category includes: dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies, and kindred workers.

**Paraprofessionals:** Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates,

welfare service workers, child care workers, and kindred workers.

**Clerical Supervisors:** Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers, and kindred workers.

**Clerical:** Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers, and kindred workers.

**Craft:** Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision hand working occupations, and kindred workers.

**Operators:** Occupations in which employees perform duties which require specialized machine skills which are acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: printing press operators, high pressure boiler operators, laundry workers, and kindred workers.

**Food Preparation:** Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in city facilities (e.g., schools, correctional institutions, and concessions). This category includes: cooks, school lunch helpers, school lunch managers, food service managers, commissary managers, and kindred workers.

**Building Services:** Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides, and kindred workers.

**Personal Services:** Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

**Farming:** Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers, and kindred workers.

**Transportation:** Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors, and kindred workers.

**Laborers:** Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene, or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this

category. This category includes: skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers, and kindred workers.

**Sanitation Workers:** Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene, and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: sanitation workers, debris removers, and kindred workers.

## Jurisdictional Classification

Civil service jurisdictions are defined in the New York Civil Service Law, Article III, Title A and Title B, which can be found online (<http://codes.findlaw.com/ny/civil-service-law/>).

### Article III. Title A: Unclassified Service

§ 35. Unclassified service. The civil service of the state and each of its civil divisions shall be divided into the classified and unclassified service. The unclassified service shall comprise the following:

- (a) all elective offices;
- (b) all offices filled by election or appointment by the legislature on joint ballot;
- (c) all officers and employees of the state legislature, and all officers and employees of any other legislative body whose principal functions and duties are directly related to the performance of the legislative functions of such body;
- (d) all offices filled by appointment by the governor, either upon or without confirmation by the senate, except officers and employees in the executive department who are not heads of divisions therein;
- (e) the head or heads of any department of the government who are vested with authority, direction and control over a department, and who have power and authority to appoint and remove officers and employees therein;
- (f) all members, officers and employees of boards of elections;
- (g) all persons employed by any title whatsoever as members of the teaching and supervisory staff of a school district, board of cooperative educational services or county vocational education and extension board, as certified to the state commission by the commissioner of education. The commissioner of education shall prescribe qualifications for appointment for all classes of positions so certified by him, and shall establish specifications setting forth the qualifications for and the nature and scope of the duties and responsibility of such positions. The commissioner of education shall file such qualifications for appointment and such specifications with the civil service commission;
- (h) all positions in the state university in the professional service as defined in subdivision three of section three hundred fifty-five-a of the education law, which positions shall be determined by the chancellor of the state university and certified by him to the civil service commission; provided, however, that any state university position in the classified service which the Chancellor seeks to designate as unclassified must be approved by the civil service commission before such change in designation;
- (i) all positions in community colleges in the professional service as defined in subdivision two of section six thousand three hundred six of the education law, which shall include all positions on the instructional staffs of the fashion institute of technology, the New York city community college



of applied arts and sciences, and of the community colleges sponsored by the board of higher education in the city of New York as respectively defined in sections two thousand five hundred eighty-seven, six thousand two hundred six-a, and six thousand two hundred six-b of the education law. Such positions in community colleges other than the fashion institute of technology, the New York city community college of applied arts and sciences, and community colleges sponsored by the board of higher education of the city of New York shall be determined by the board of trustees of such colleges with the approval of the chancellor of state university, and certified by each such board to the commission or officer which administers the civil service law for the local sponsor of the community college administered by such board. Each such board of trustees shall prescribe qualifications for appointment for all classes of positions so certified by it, and shall establish specifications setting forth the qualifications for and the nature and scope of the duties and responsibilities of such positions. Each such board of trustees shall file such qualifications for appointment and such specifications with the civil service commission and with the commission or officer to which the certification is made;

(j) all persons, other than persons covered under paragraph (g) or paragraph (h) or paragraph (i) of this section, whose principal functions are teaching or the supervision of teaching in a public school, academy or college.

(k) all positions in the professional service in the New York State School for the Blind and the New York State School for the Deaf, requiring the performance of educational functions, which positions shall be determined by the commissioner of education and certified by him to the civil service commission.

### **Article III. Title B: Classified Service**

§ 40. Classified service; classes of positions. The classified service shall comprise all offices and positions not included in the unclassified service. The offices and positions in the classified service of the state and of its civil divisions shall be divided into four classes, to be designated as the exempt class, the non-competitive class, the labor class, and the competitive class.

§ 41. Exempt class. 1. The following offices and positions shall be in the exempt class:

(a) one secretary of each state department or division, temporary state commission or other state officer authorized by law to appoint a secretary;

(b) the deputies of principal executive officers authorized by law to act generally for and in place of their principals;

(c) one secretary of each municipal board or commission authorized by law to appoint a secretary;

(d) one clerk and one deputy clerk if authorized by law, of each court, and one clerk of each elective judicial officer, and also one deputy clerk, if authorized by law, of any justice of the supreme court;

(e) all other subordinate offices or positions for the filling of which competitive or non-competitive examination may be found to be not practicable. Not more than one appointment shall be made to or under the title of any office or position placed in the exempt class pursuant to the provisions of this paragraph, unless a different number is specifically prescribed in the rules.

2. No office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules. Upon the occurrence of a vacancy in any position in the exempt class, the state or municipal civil service commission having jurisdiction shall study and evaluate such position and, within four months after the occurrence of such vacancy, shall determine whether such position, as then constituted, is properly classified in the exempt class. Pending such determination,

said position shall not be filled, except on a temporary basis.

§ 42. Non-competitive class. 1. The non-competitive class shall include all positions that are not in the exempt class or the labor class and for which it is found by the commission having jurisdiction to be not practicable to ascertain the merit and fitness of applicants by competitive examination. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the state civil service department or municipal commission having jurisdiction. No position shall be deemed to be in the non-competitive class unless it is specifically named in such class in the rules. Not more than one appointment shall be made to or under the title of any office or position placed in the non-competitive class pursuant to the provisions of this section, unless a different or an unlimited number is specifically prescribed in the rules.

2. With respect to civil divisions of the state whose populations, according to the latest federal decennial census or latest federal special population census, are less than five thousand and, with respect to those civil divisions whose populations are not determined as such by the federal bureau of the census, whose populations are estimated by their respective governing bodies to be less than five thousand, the state commission shall, on or before July first, nineteen hundred sixty-one, promulgate standards for determining the practicality of examination, which it may from time to time thereafter amend, and shall also provide information and advice to municipal commissions, to enable such commissions to utilize the provisions of this section, when appropriate, in order to enable such civil subdivisions to recruit and retain in their employ competent and qualified persons.

2-a. The state or municipal civil service commission by appropriate amendments to its rules shall designate among positions in the non-competitive class in its jurisdiction those positions which are confidential or require the performance of functions influencing policy.

§ 43. Labor class. 1. The labor class shall comprise all unskilled laborers in the service of the state and each of its civil divisions except those whose positions can be examined for competitively. The state or municipal commission may require applicants for employment in the labor class to qualify in such examinations of their fitness for employment as may be deemed practicable.

§ 44. Competitive class. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination, and shall include all positions now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class or the labor class.

## APPENDIX II: WORKFORCE BY AGENCY

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Please visit the [DCAS website](#) for an interactive look at the workforce profiles for each of the agencies covered in this report.

(ACS) Administration for Children’s Services  
(ACTUARY) Office of the Actuary  
(BIC) Business Integrity Commission  
(BOC) Board of Corrections  
(BOE) Board of Election  
(BP-BK) Borough President-Brooklyn  
(BP-BX) Borough President-Bronx  
(BP-MAN) Borough President-Manhattan  
(BP-QNS) Borough President-Queens  
(BP-SI) Borough President-Staten Is  
(CCHR) City Commission On Human Rights  
(CCRB) Civilian Complaint Review Board  
(CFB) Campaign Finance Board  
(CLERK) Office of the City Clerk  
(COIB) Conflicts of Interest Board  
(COMPTROLLER) Office of the Comptroller  
(COUNCIL) New York City Council  
(DA-BK) District Attorney - Kings County  
(DA-BX) District Attorney - Bronx County  
(DA-MAN) District Attorney - Manhattan  
(DA-NARC) District Attorney – Special Narcotics  
(DA-QNS) District Attorney - Queens County  
(DA-SI) District Attorney - Richmond County  
(DCA) Department of Consumer Affairs  
(DCAS) Department of Citywide Admin Svcs  
(DCLA) Department of Cultural Affairs  
(DCP) Department of City Planning  
(DDC) Department of Design & Construction  
(DEP) Department of Environment Protection  
(DFTA) Department for the Aging  
(DHS) Department of Homeless Services  
(DOB) Department of Buildings  
(DOC) Department of Correction  
(DOE) Department of Education  
(DOF) Department of Finance  
(DOHMH) Department of Health/Mental Hygiene

(DOI) Department of Investigation  
(DOITT) Department of Info Tech & Telecomm  
(DOP) Department of Probation  
(DORIS) Department of Records & Info Service  
(DOT) Department of Transportation  
(DSNY) Department of Sanitation  
(DYCD) Department of Youth & Comm Dev  
(EEOC) Equal Employment Practices Commission  
(FDNY) Fire Department  
(FDNYPF) New York City Fire Pension Fund  
(FISA) Financial Information Services Agency  
(HPD) Housing Preservation & Development  
(HRA) Human Resources Administration  
(IBO) Independent Budget Office  
(LAW) Law Department  
(LPC) Landmarks Preservation Committee  
MAYORALTY  
(MWFA) Municipal Water Finance Authority  
(NYCCSC) NYC Civil Service Commission  
(NYCERS) NYC Employees Retirement System  
(NYCHA) NYC Housing Authority  
(NYCHH) NYC Health + Hospitals  
(NYCPPF) New York City Police Pension Fund  
(NYCTAX) New York City Tax Commission  
(NYPD) Police Department  
(OATH) Office of Administrative Trials And Hearings  
(OCB) Office of Collective Bargaining  
(OEM) Office of Emergency Management  
(OPA) Office of Payroll Administration  
(PA) Office of the Public Advocate  
(PARKS) Department of Parks & Recreation  
(PUBADMIN) Offices of the Public Administrators  
(SBS) Department of Small Business Services  
(SCA) School Construction Authority  
(TLC) Taxi & Limousine Commission  
(TRS) Teachers Retirement System

**City of New York**

Bill de Blasio, Mayor

Dean Fuleihan, First Deputy Mayor

Lisette Camilo, Commissioner

Department of Citywide Administrative Services

**NYC**

