FY 2022

NYC Government
Workforce
Profile Report

NYC DCAS
Citywide Administrative Services

Acknowledgments

The Department of Citywide Administrative Services would like to thank the following contributors for their valuable assistance in producing this report:

Department of City Planning

Department of Education

Financial Information Services Agency – Office of Payroll Administration

Law Department

Mayor's Office of Operations

NYC Board of Education Retirement System

NYC Employees Retirement System

NYC Health + Hospitals

NYC Teachers' Retirement System

Office of Labor Relations

Office of Management and Budget

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Overview

The New York City (NYC) Government Workforce Profile Report presents an annual compilation of aggregated workforce data reflecting the City of New York's municipal workforce across 72 agencies. Included in this executive summary are key high-level workforce indicators related to Fiscal Year 2022, which is, July 1, 2021 to June 30, 2022.

Various data sets spanning 10 fiscal years (2013 through 2022) at the citywide, agency-specific, top 10 civil service titles, and job category levels are available at **Workforce Profile Report**.

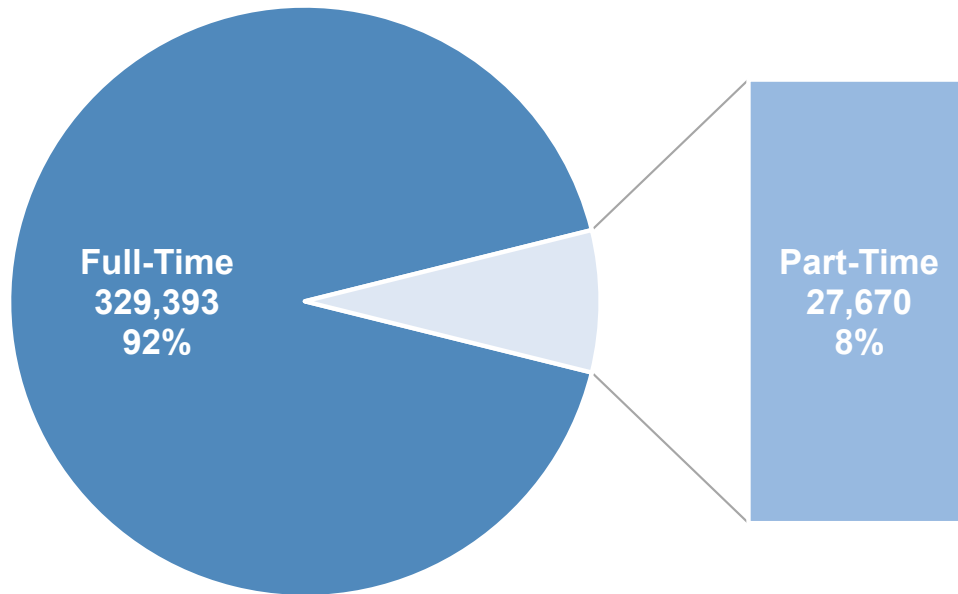| NYC Government Workforce Summary Indicators, Fiscal Year 2022		
Total Workforce		357,063
Median Age		43
Median Years of Service		10
Gender Composition: Female/Male		58% / 42%
Race/Ethnicity Composition: Non-White/White		65% / 35%
Median Salary[1]		$83,465
Hires		7%
Separations		11%
Retirement Eligibility[2]	FY 2022	16%
	FYs 2023-2027	14%
Other	Manager Composition	3%
	Union Representation	95%
	Uniform Composition	18%

[1] *Salary median is limited to annual base & full-time employees only. Does not include such items as longevity increases, pay differentials or overtime, nor does it include pension or other fringe benefits.*

[2] *Retirement eligibility percentages are for all employees and not limited to pension enrolled employees only.*

Headcount

NYC government is one of the largest employers in the nation, on par with other large employers, such as Berkshire Hathaway (372,000 employees) and United Health Group (350,000 employees). These companies rank ninth and tenth in the total number of employees on the Fortune 500 List[3].

NYC Government Workforce by Full-Time vs. Part-Time Headcount, FY 2022

Full-Time
329,393
92%

Part-Time
27,670
8%

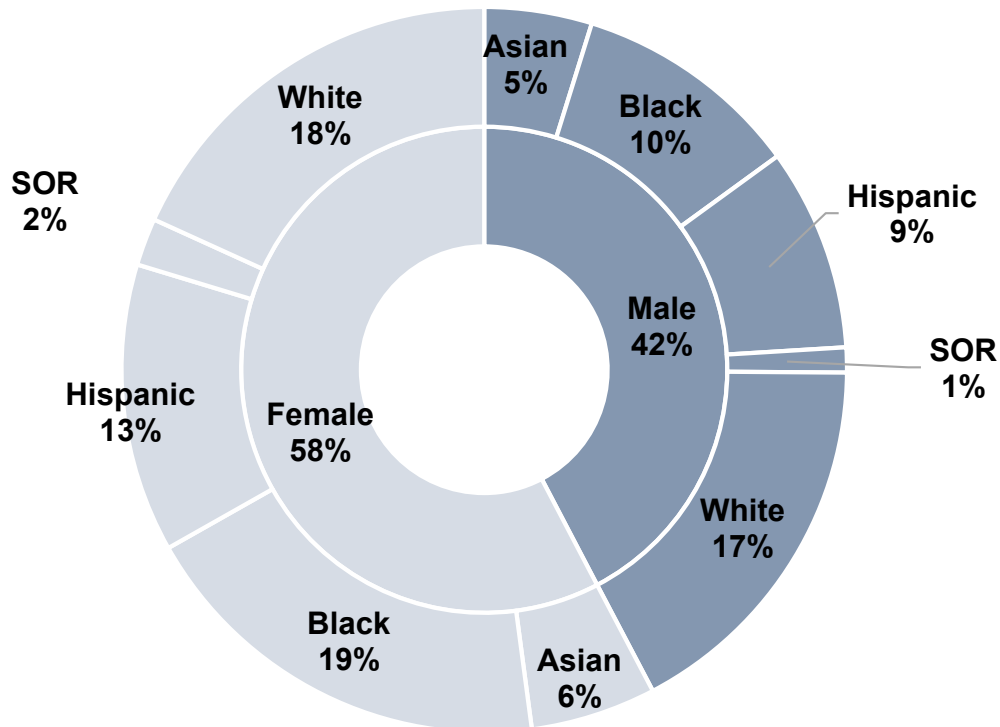[3] *Source: https://fortune.com/ranking/fortune500/2021/search*

Gender & Race/Ethnicity

The City's government workforce is among the most diverse in the nation comprised mostly of females and people of color.

NYC Government Workforce by Gender[4] and Race/Ethnicity[5], FY 2022

Asian 5%
Black 10%
Hispanic 9%
SOR 1%
White 17%
Asian 6%
Male 42%

White 18%
SOR 2%
Hispanic 13%
Female 58%
Black 19%

[4] *Employees of other genders include non-binary, and employees who do not disclose their gender, make up <1% of the employee population and thus, are not reflected in the charts.*

[5] *The Asian category includes Native Hawaiian or Pacific Islanders. SOR indicates Some Other Race including American Indian/Alaskan Native, two or more races, and unspecified race.*

- White 17%
- SOR 3%
- Hispanic 13%
- Black 10%
- Asian 7%
- Female 50%
- Asian 7%
- Black 8%
- Hispanic 14%
- SOR 3%
- White 18%
- Male 50%
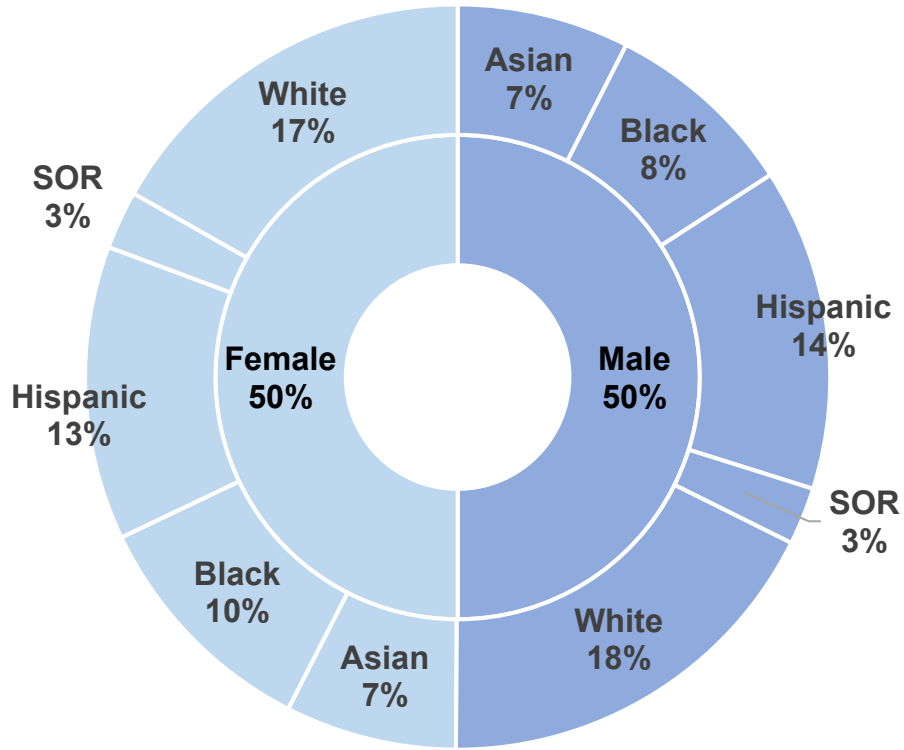
[6] *Most current available data. Source: United States Census Bureau: Calendar Year (CY) 2021 American Community Survey (ACS) Public Use Microdata Sample.*

NYC Government Workforce vs. Other U.S. Government Jurisdictions Demographic Profiles

Type	Juris-diction[7]	Year	Headcount	Gender			Race/Ethnicity				
				Female	Male	Other[8]	Asian[9]	Black	Hispanic	SOR[10]	White
Municipal	New York	2022	357,063	58%	42%	< 1%	10%	29%	22%	3%	35%
County	Los Angeles	2022	91,555	60%	40%	< 1%	19%	18%	41%	1%	20%
State	Florida	2021	82,478	58%	42%	N/A	N/A	28%	13%	4%	55%
State	Georgia	2022	74,535	65%	35%	N/A	N/A	46%	3%	3%	46%
State	New Jersey	2022	65,584	55%	45%	N/A	5%	29%	13%	1%	52%
Municipal	Philadelphia	2022	23,274	35%	65%	N/A	4%	48%	7%	2%	39%
Municipal	Boston	2022	20,977	55%	45%	N/A	5%	30%	15%	2%	48%

[7] *Data above reflects most current available data. N/A indicates Not Available. Jurisdiction sources:*
Los Angeles   Florida   Georgia   New Jersey   Philadelphia   Boston

[8] *Employees of other genders include non-binary, and employees who do not disclose their gender, make up <1% of the employee population and thus, are not reflected in the charts.*

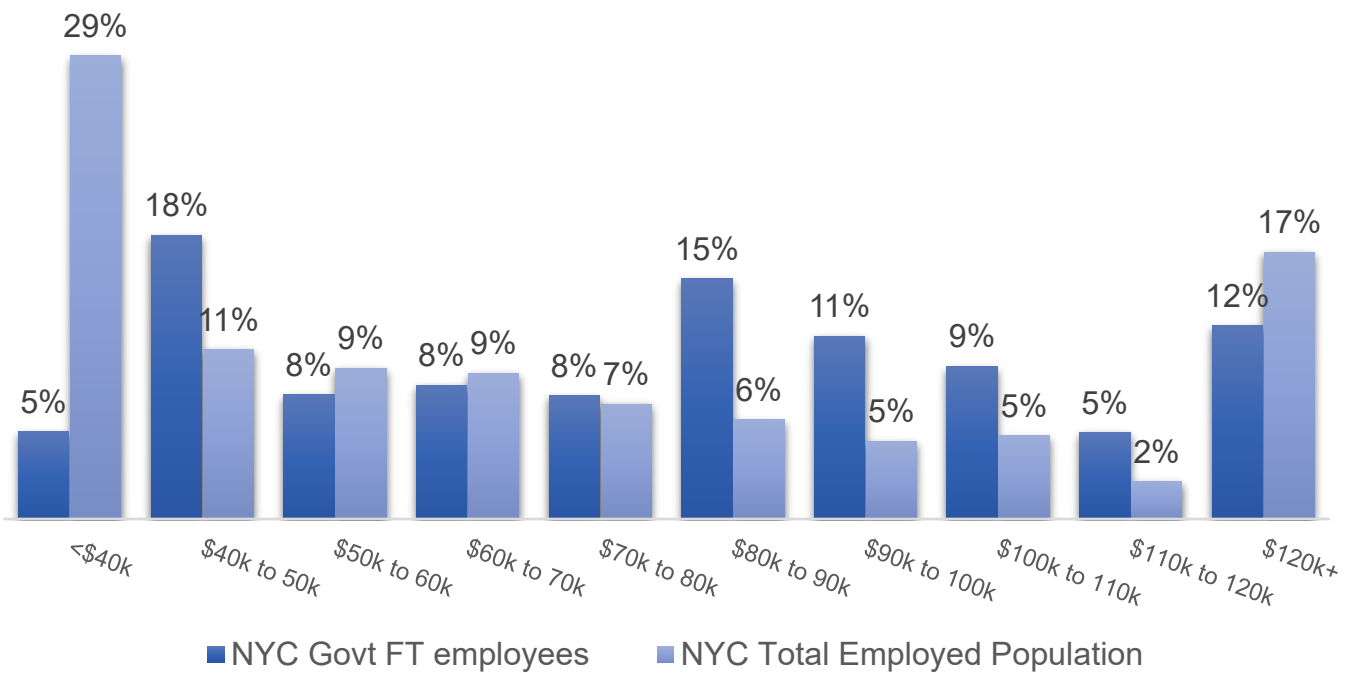[9] *The Asian category includes Native Hawaiian or Pacific Islanders.*

[10] *SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races and unspecified race.*

Salary

This section examines the annual base salary of full-time employees only. The annual base salary charts below exclude longevity increases, pay differentials or overtime, and 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, which include the mayor, city council members, and other elected positions where salary is set by law.

NYC Government Workforce vs. NYC Total Employed Population[11] Full-Time (FT) Salary Distribution, Fiscal Year 2022

Salary Range	NYC Govt FT employees	NYC Total Employed Population
<$40k	5%	29%
$40k to 50k	18%	11%
$50k to 60k	8%	9%
$60k to 70k	8%	9%
$70k to 80k	8%	7%
$80k to 90k	15%	6%
$90k to 100k	11%	5%
$100k to 110k	9%	5%
$110k to 120k	5%	2%
$120k+	12%	17%

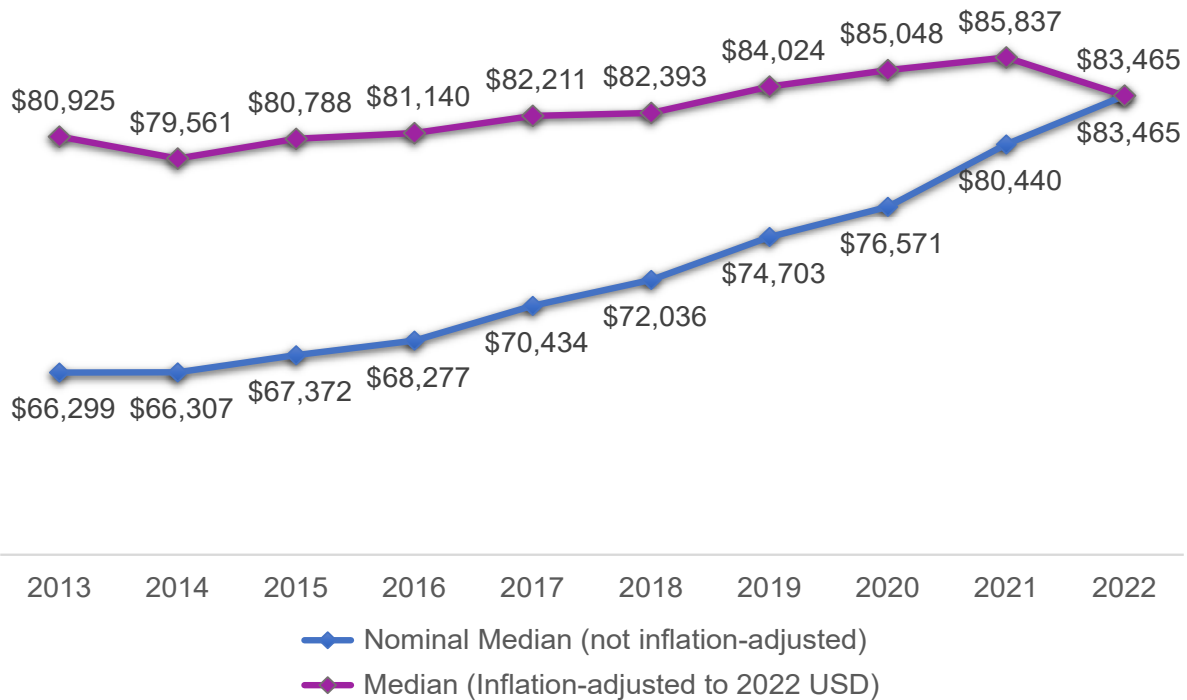- NYC Govt FT employees
- NYC Total Employed Population

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[11] *Source: United States Census Bureau Calendar Year (CY) 2021 American Community Survey (ACS) Integrated Public Use Microdata Series (IPUMS) 1-year estimates.*

NYC Government Workforce Trends by Inflation[12] Adjusted Full-Time Salary Range, Fiscal Years 2013 - 2022

	2013	2014	2015	2016	2017
95th Percentile	$ 127,477	$ 127,157	$ 130,183	$ 133,688	$ 137,047
Median	$ 80,925	$ 79,561	$ 80,788	$ 81,140	$ 82,211
5th Percentile	$ 38,975	$ 38,478	$ 39,441	$ 39,648	$ 40,110

	2018	2019	2020	2021	2022
95th Percentile	$ 137,738	$ 141,194	$ 142,336	$ 139,097	$ 135,088
Median	$ 82,393	$ 84,024	$ 85,048	$ 85,837	$ 83,465
5th Percentile	$ 40,323	$ 41,070	$ 41,538	$ 40,856	$ 39,354

NYC Government Workforce Trends by Inflation[12] Adjusted Median & Nominal Median Annual Salary, Fiscal Years 2013-2022

Median (Inflation-adjusted to 2022 USD): $80,925, $79,561, $80,788, $81,140, $82,211, $82,393, $84,024, $85,048, $85,837, $83,465

Nominal Median (not inflation-adjusted): $66,299, $66,307, $67,372, $68,277, $70,434, $72,036, $74,703, $76,571, $80,440, $83,465

Years: 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022

— Nominal Median (not inflation-adjusted)
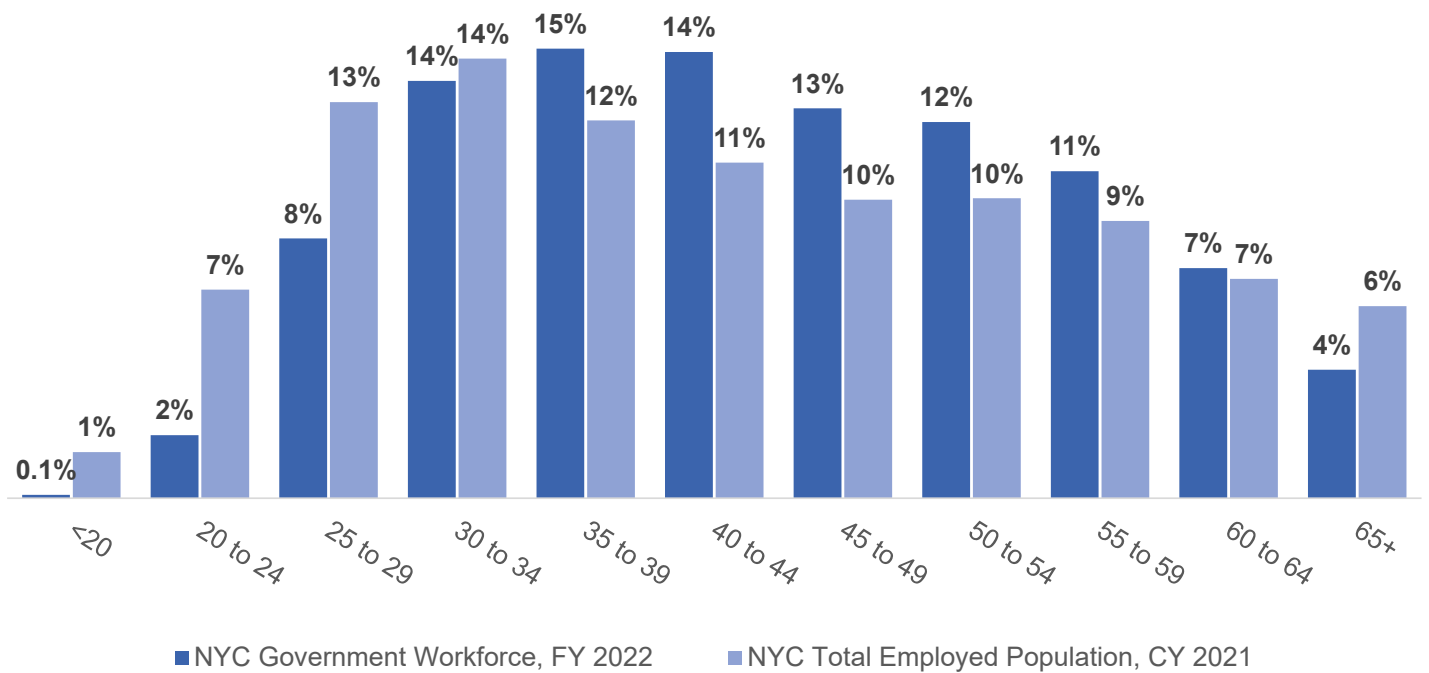— Median (Inflation-adjusted to 2022 USD)

[12] *Most recent information available. Inflation adjustments are based on the Consumer Price Index (CPI) for all urban consumers in the New York-Northern New Jersey-Long Island area, which was re-indexed to June 2022. Source: https://data.bls.gov/cgi-bin/surveymost?cu*

Age and Years of Service

Age is calculated based on the elapsed time between an employee's date of birth and June 30th of the fiscal year of the report.
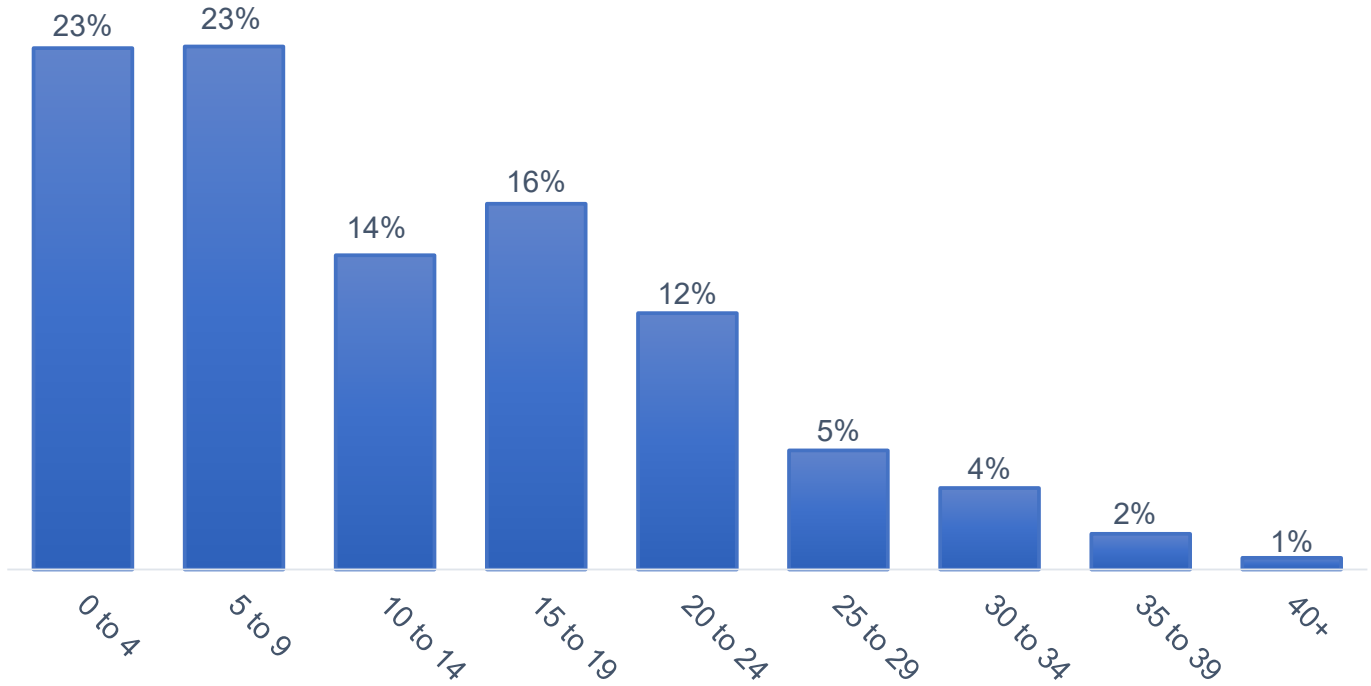
NYC Government Workforce vs Total NYC Employed Population[13]
Age Distribution, Fiscal Year 2022

Age Group	NYC Government Workforce, FY 2022	NYC Total Employed Population, CY 2021
<20	0.1%	1%
20 to 24	2%	7%
25 to 29	8%	13%
30 to 34	14%	14%
35 to 39	15%	12%
40 to 44	14%	11%
45 to 49	13%	10%
50 to 54	12%	10%
55 to 59	11%	9%
60 to 64	7%	7%
65+	4%	6%

[13] *Source: NYC total employed population source: United States Census Bureau: Calendar Year 2021 American Community Survey (ACS) Public Use Microdata Sample (PUMS)*

Years of service is based on the elapsed time between a city employee's start date with the City of New York and June 30th of the fiscal year of the report.

NYC Government Workforce Distribution by Years of Service, Fiscal Year 2022

| Years of Service	Percentage
0 to 4	23%
5 to 9	23%
10 to 14	14%
15 to 19	16%
20 to 24	12%
25 to 29	5%
30 to 34	4%
35 to 39	2%
40+	1%

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 service.

One strategy key to workforce planning entails understanding pension enrollment trends, retirement readiness, and being able to use recent and historical data about retirees to predict when employees might actually retire.

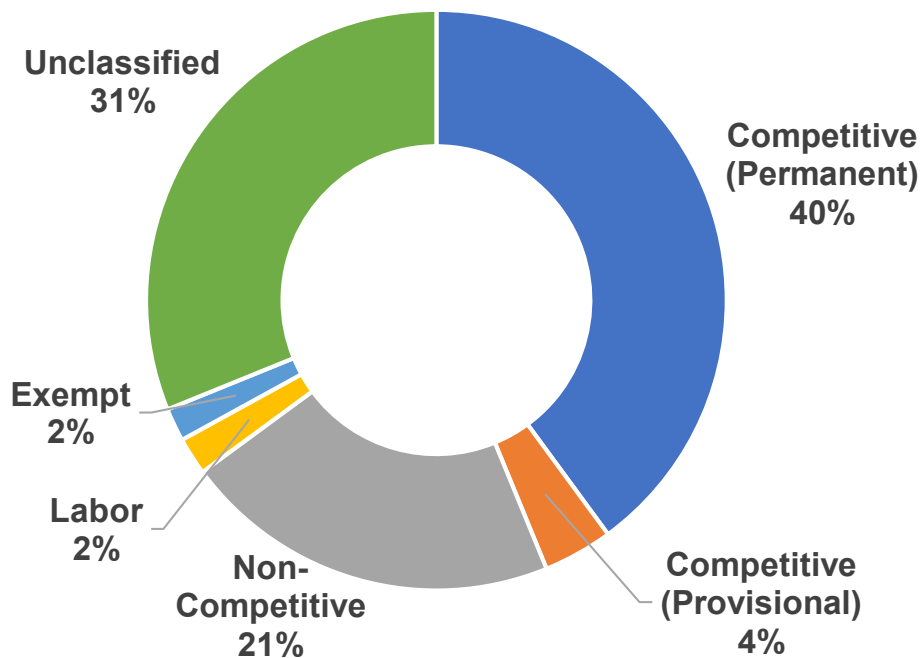**NYC Government Workforce Pension Enrollment (All Employees), Fiscal Year 2022**

Not Pension Enrolled 9%

357,063 Employees

Pension Enrolled 91%
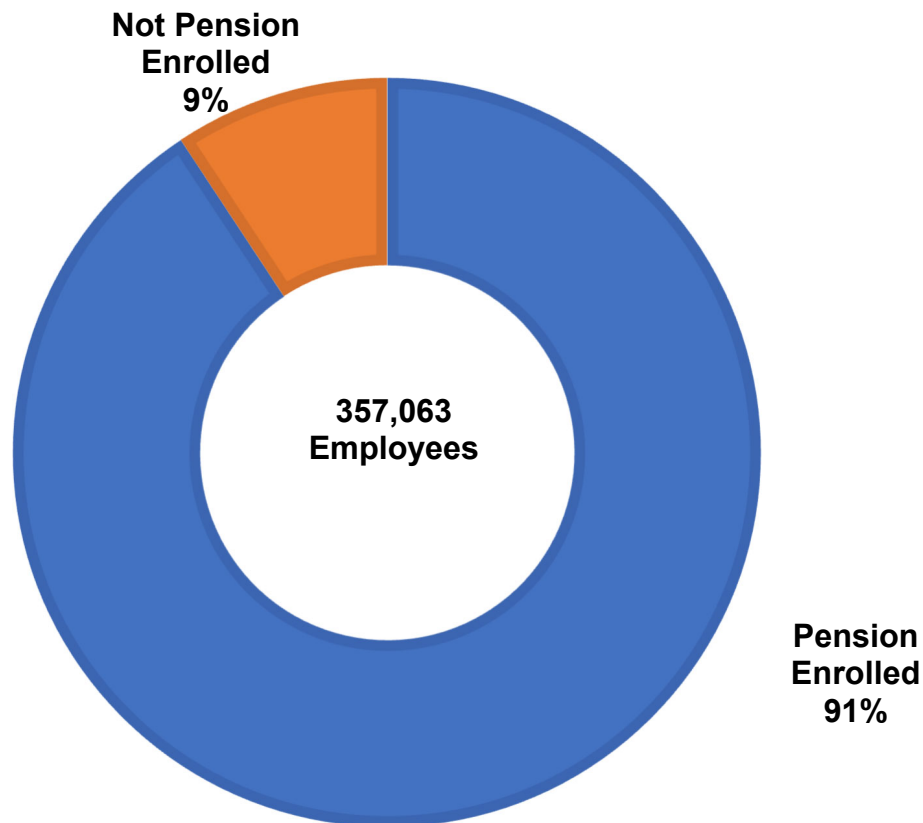
Civil Service

The civil service system is administered according to the Personnel Rules and Regulations[14] of the City of New York. It is designed to ensure that, wherever practicable, civil service jobs are awarded based on merit and fitness as determined by competitive examinations.

All City government employees are appointed to one of several thousand civil service titles, which are grouped into four different jurisdictional classes: competitive[15], non-competitive, labor and exempt. Some civil service titles, such as teachers, are part of the unclassified service.

NYC Government Workforce by Civil Service Jurisdictional Class, Fiscal Year 2022

Unclassified 31%

Competitive (Permanent) 40%

Exempt 2%

Labor 2%

Non-Competitive 21%

Competitive (Provisional) 4%

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[14] https://www.nyc.gov/site/dcas/reports/personnel-rules-regulations.page

[15] *The competitive class is comprised of permanent and provisional employees. Employees are appointed permanent to a civil service title when selected from a civil service list after serving a defined probationary period. Employees are appointed provisionally to a civil service title when a civil service list is not available and for a defined period of time not to exceed nine months, after which provisional employees are to be replaced with eligibles from a civil service list.*
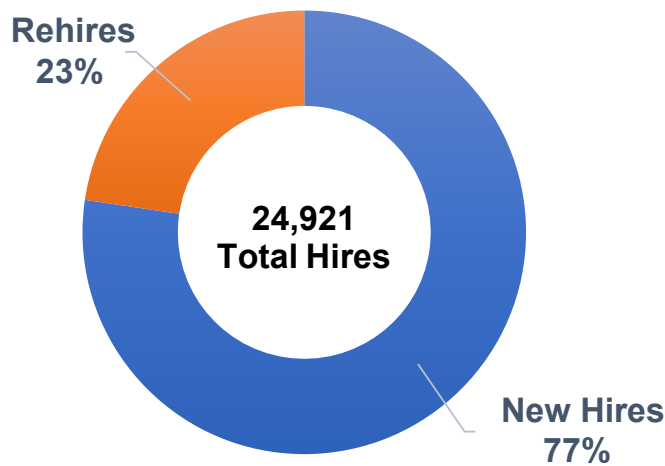
Hires

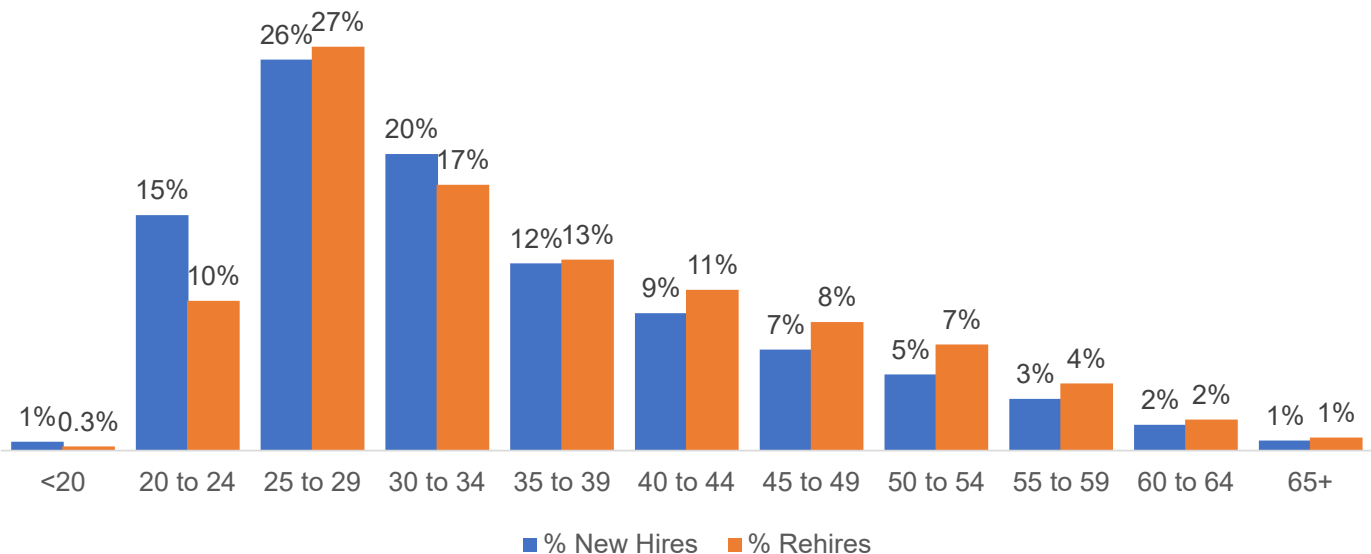Hires are made up of both new hires and rehires.

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

Rehires are employees who were onboarded during the fiscal year and were found to have prior City service based on their City start date and agency start date.

NYC Government Workforce by Type of Hire, Fiscal Year 2022

Rehires
23%

24,921
Total Hires

New Hires
77%

NYC Government Age Distribution by Type of Hire, Fiscal Year 2022

Age	% New Hires	% Rehires
<20	1%	0.3%
20 to 24	15%	10%
25 to 29	26%	27%
30 to 34	20%	17%
35 to 39	12%	13%
40 to 44	9%	11%
45 to 49	7%	8%
50 to 54	5%	7%
55 to 59	3%	4%
60 to 64	2%	2%
65+	1%	1%

■ % New Hires   ■ % Rehires

Separations

Separations are determined by evaluating each active employee at the close of the prior fiscal year (i.e., FY21) who was not active at the close of the current fiscal year (i.e., FY22).

Separations are grouped under five 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, poor performance, or not maintaining the required licenses or certifications for a particular position.

Deceased: Employees who passed away during the fiscal year.

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

NYC Government Workforce by Type of Separation, Fiscal Year 2022

Other
14%

Deceased
1%

Dismissal
10%

40,101 total
separations

Resignation
46%

Retirement
29%
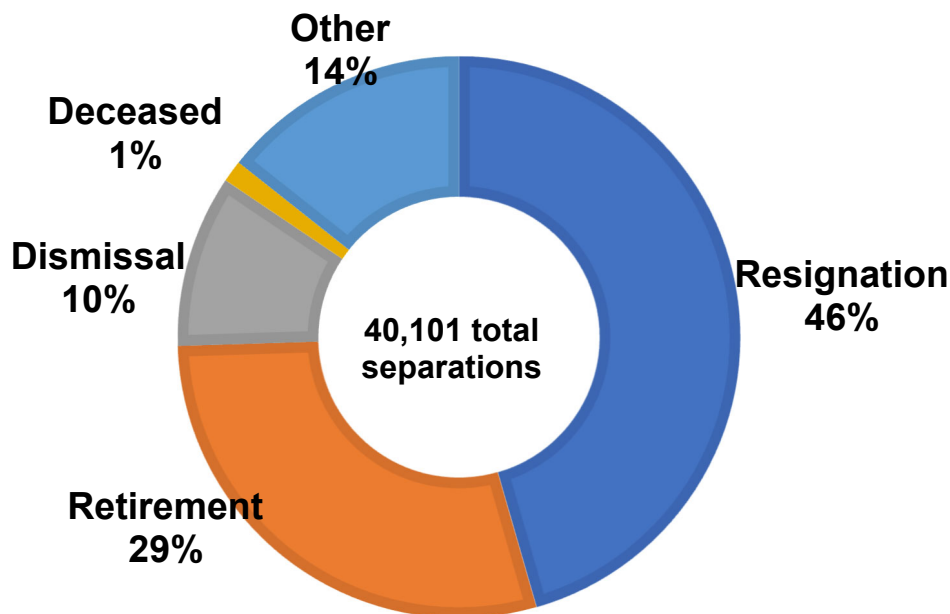
NYC Government Workforce vs. Total NYC Employed Population Separations[16], Fiscal Years 2013-2022

- NYC Government Separation Rate
- Total NYC Employed Population - All Jobs
- Total NYC Employed Population - Stable Jobs
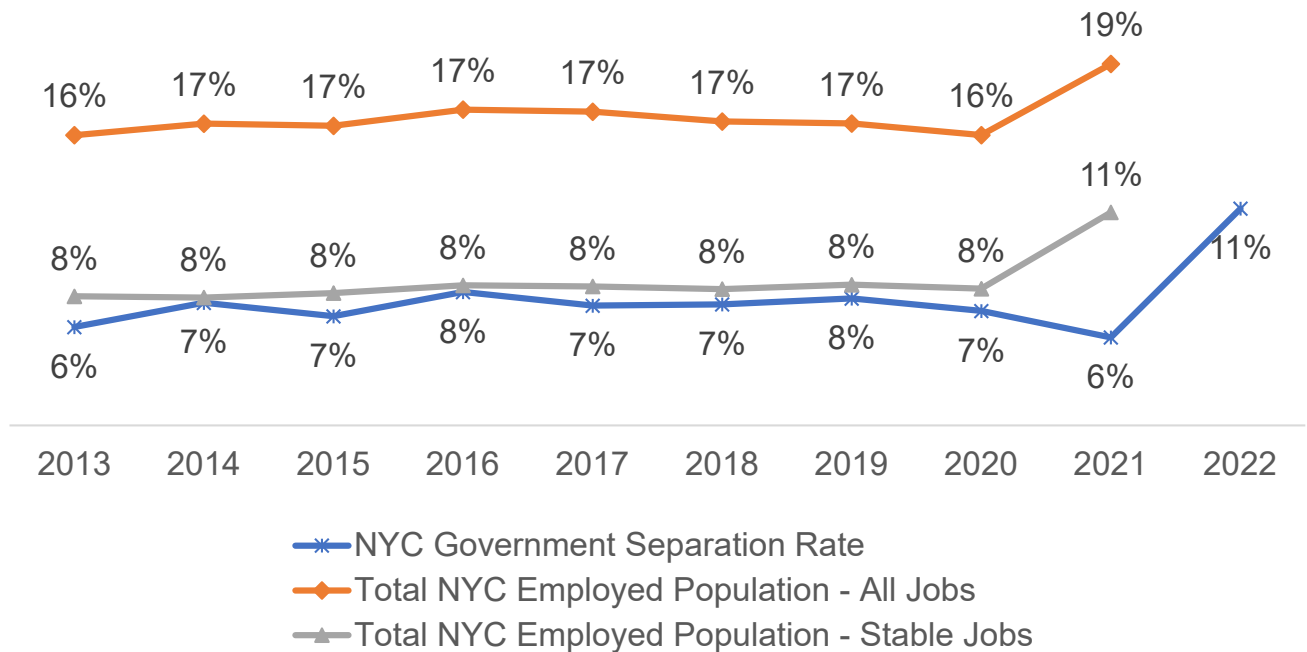
NYC Government Workforce Hiring and Separation Rates, Fiscal Years 2013-2022

- % Hires
- % Separations
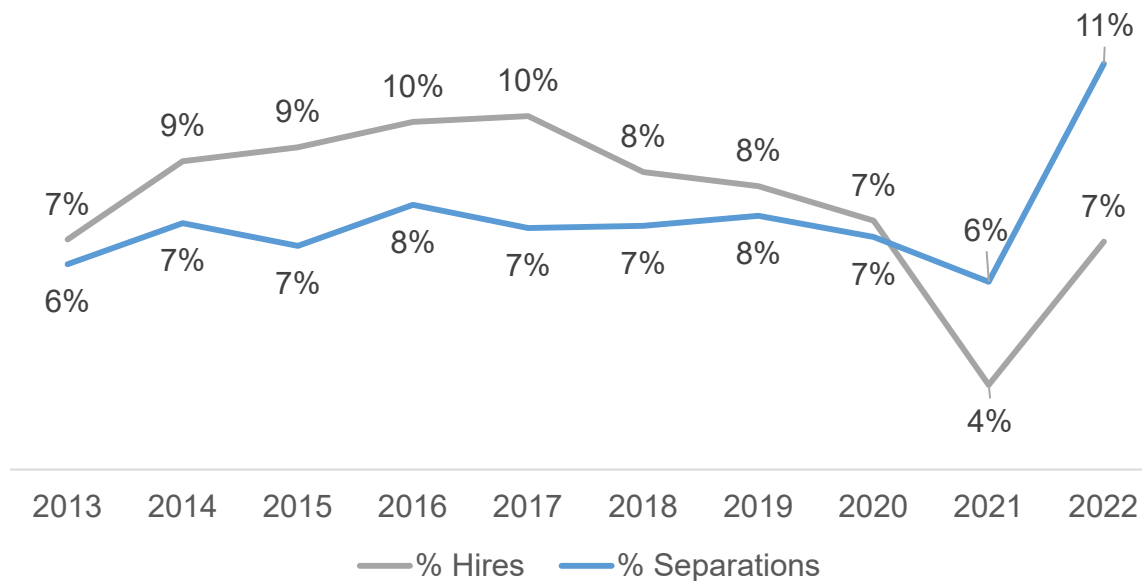
[16] *Total NYC Employed Population Source: US Census Quarterly Workforce Indicators (https://lehd.ces.census.gov/data). Data provided for New York City Counties. Figures based on quarterly averages for each year. Table reflects latest available data. All Jobs: Estimated number of workers whose job with 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.*

NYC Government Workforce Separations by Age Bands, Fiscal Year 2022

Legend: ■ All Separations ■ Resignations ■ Retirements

Data by age band:

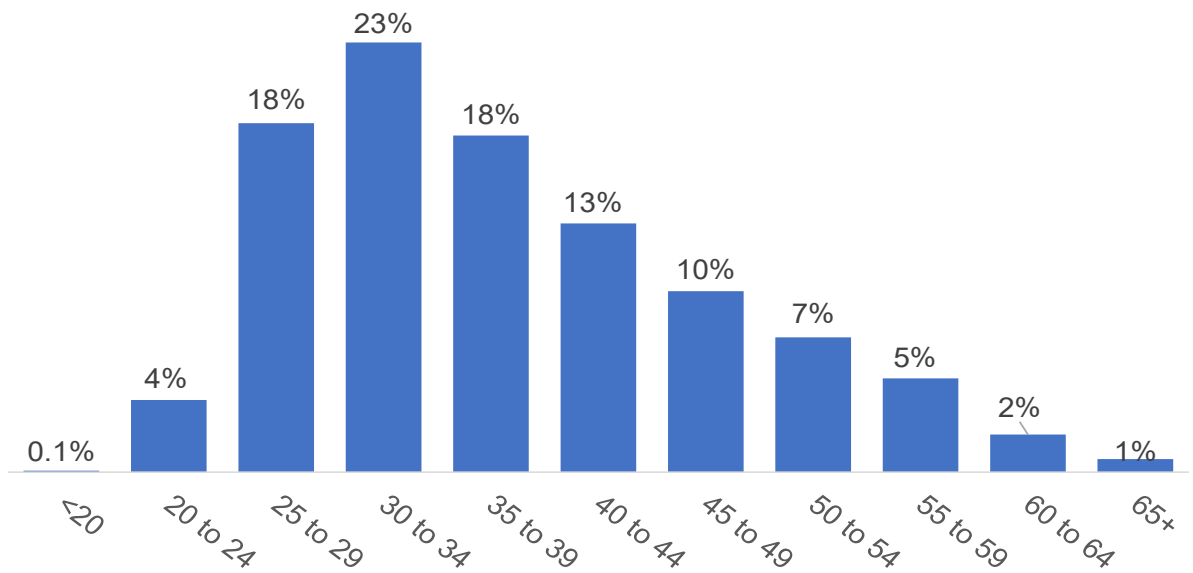| Age Band	All Separations	Resignations	Retirements
<20	0.1%	0.1%	
20 to 24	4%	6%	
25 to 29	13%	21%	0.5%
30 to 34	14%	23%	1%
35 to 39	12%	17%	1%
40 to 44	9%	12%	2%
45 to 49	7%	8%	3%
50 to 54	8%	6%	6%
55 to 59	10%	3%	22%
60 to 64	13%	2%	36%
65+	10%	2%	29%
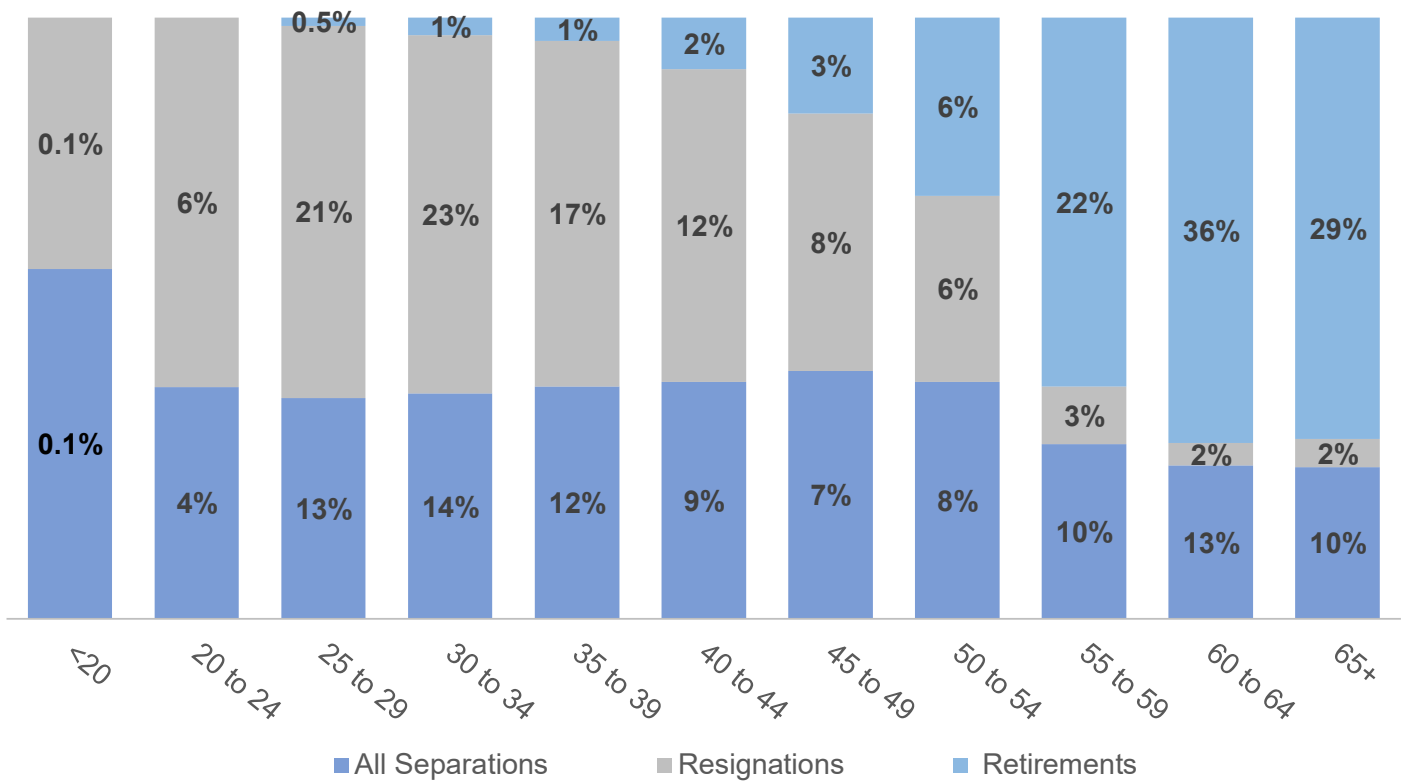
NYC Government Workforce Separations by Years of Service, Fiscal Year 2022

Legend: ■ All Separations ■ Resignations ■ Retirements

Data by years of service:

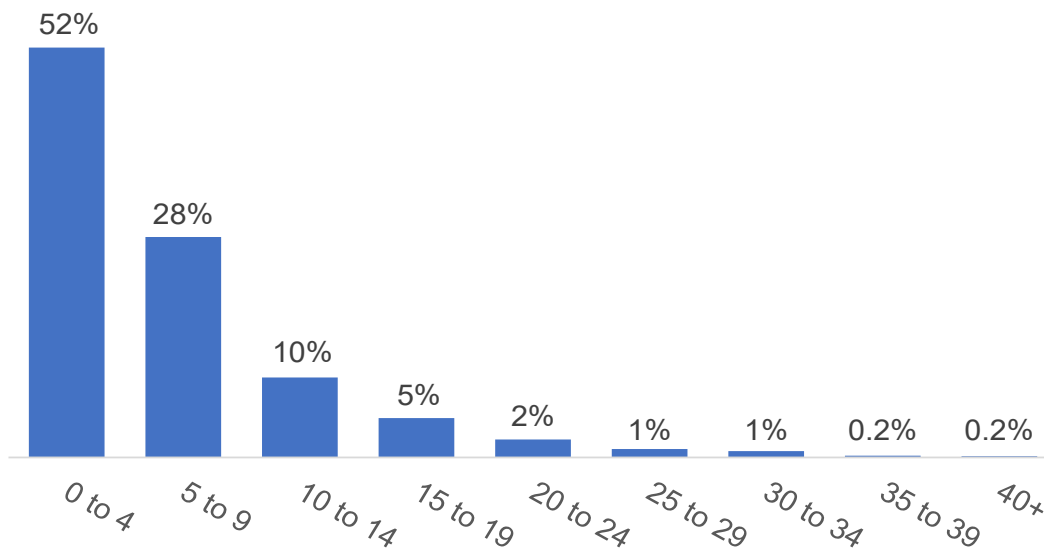| Years of Service	All Separations	Resignations	Retirements
0 to 4	37%	58%	1%
5 to 9	16%	22%	4%
10 to 14	9%	10%	9%
15 to 19	9%	6%	15%
20 to 24	11%	3%	24%
25 to 29	6%	1%	16%
30 to 34	7%	1%	19%
35 to 39	3%	0.2%	10%
40+	1%	0.1%	4%
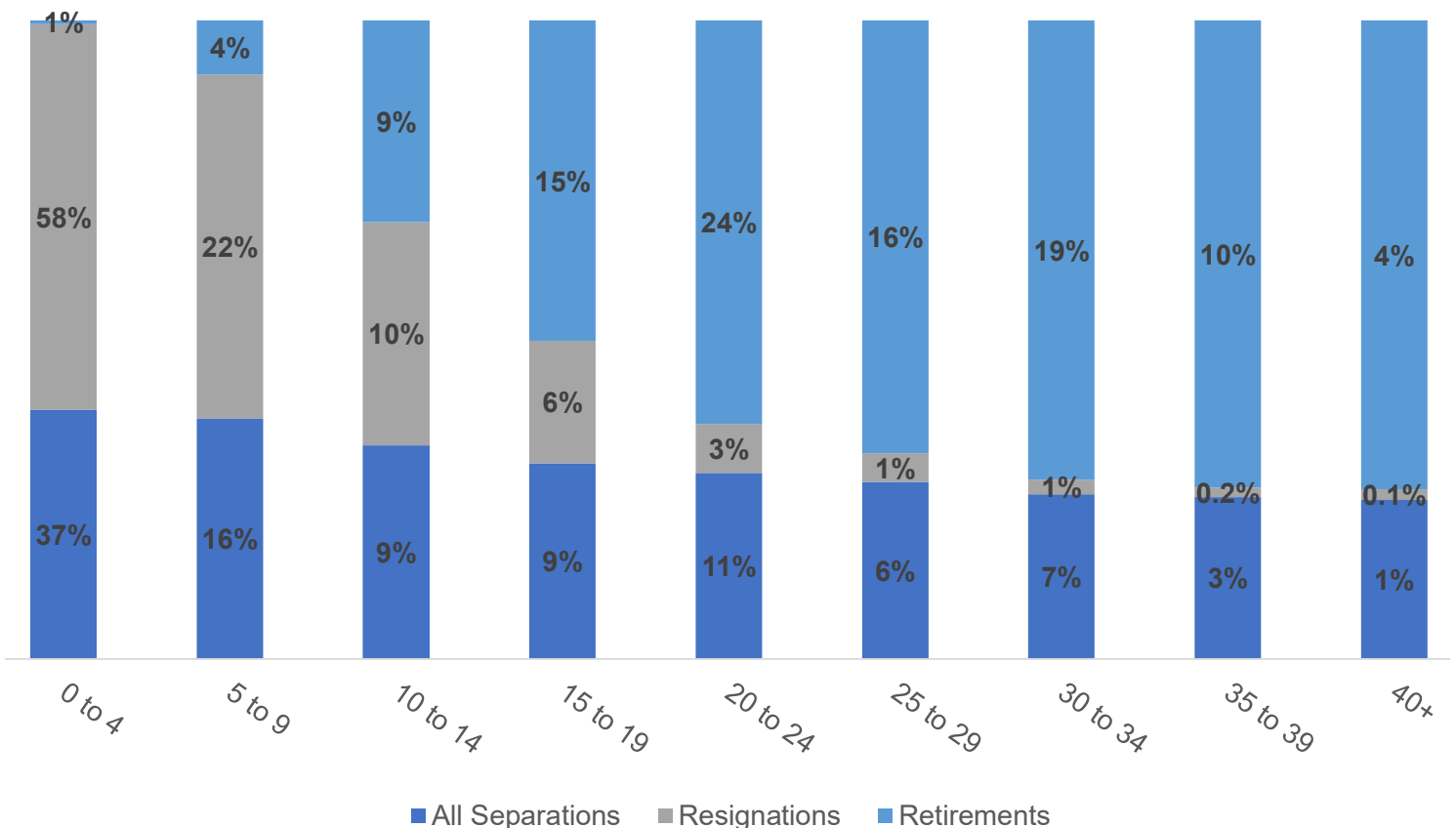
Transfers

A transfer occurs when an employee leaves one City agency for another. Transfers are determined by reviewing active employees on paid or unpaid leave after the preceding fiscal year (i.e., FY21) and being active or on paid or unpaid leave after the current or reporting fiscal year (i.e., FY22) in a different City agency.

NYC Government Workforce Transfers by Age Bands, Fiscal Year 2022

Age Band	Percentage
<20	0.1%
20 to 24	4%
25 to 29	18%
30 to 34	23%
35 to 39	18%
40 to 44	13%
45 to 49	10%
50 to 54	7%
55 to 59	5%
60 to 64	2%
65+	1%

NYC Government Workforce Transfers by Years of Service, Fiscal Year 2022

Years of Service	Percentage
0 to 4	52%
5 to 9	28%
10 to 14	10%
15 to 19	5%
20 to 24	2%
25 to 29	1%
30 to 34	1%
35 to 39	0.2%
40+	0.2%

City of New York

Eric Adams, Mayor

Sheena Wright, First Deputy Mayor

Dawn M. Pinnock, Commissioner

Department of Citywide Administrative Services

NYC DCAS
Citywide Administrative Services