

New York State Agencies' Use of Overtime

OFFICE OF THE NEW YORK STATE COMPTROLLER

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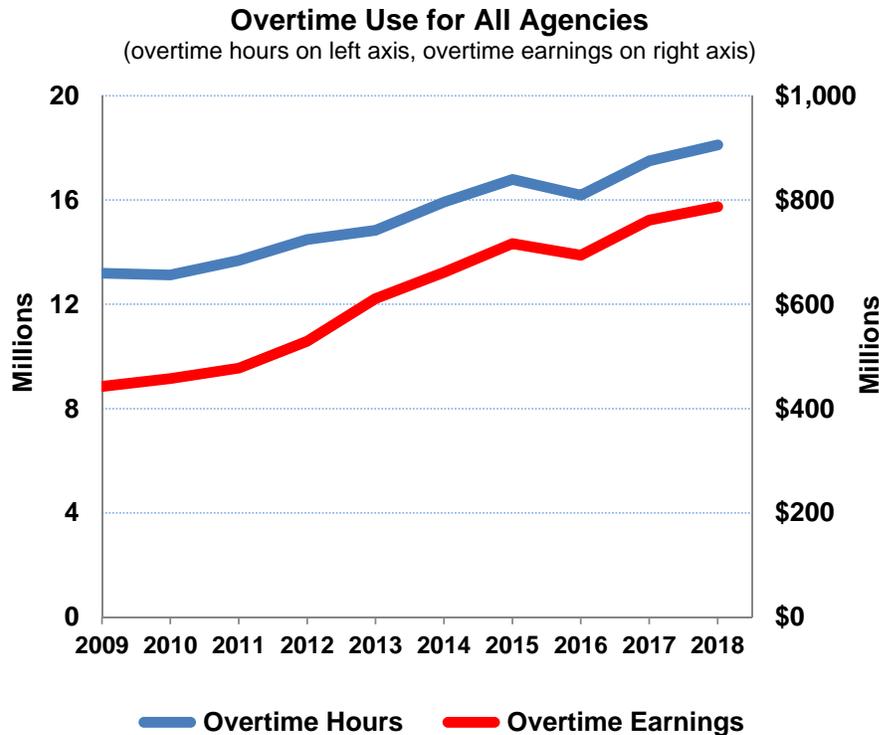
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I. Executive Summary

This report on the use of overtime by New York State agencies examines patterns over the past ten calendar years.¹ The total cost of overtime in calendar year 2018 was almost \$787 million, covering roughly 18.1 million overtime hours worked.

Figure 1



As shown in Figure 1, total overtime usage by New York State agencies increased in 2018, but at a more modest rate than in the previous year. Compared to 2017, total overtime hours went up 3.5 percent, while total overtime earnings increased 3.4 percent.

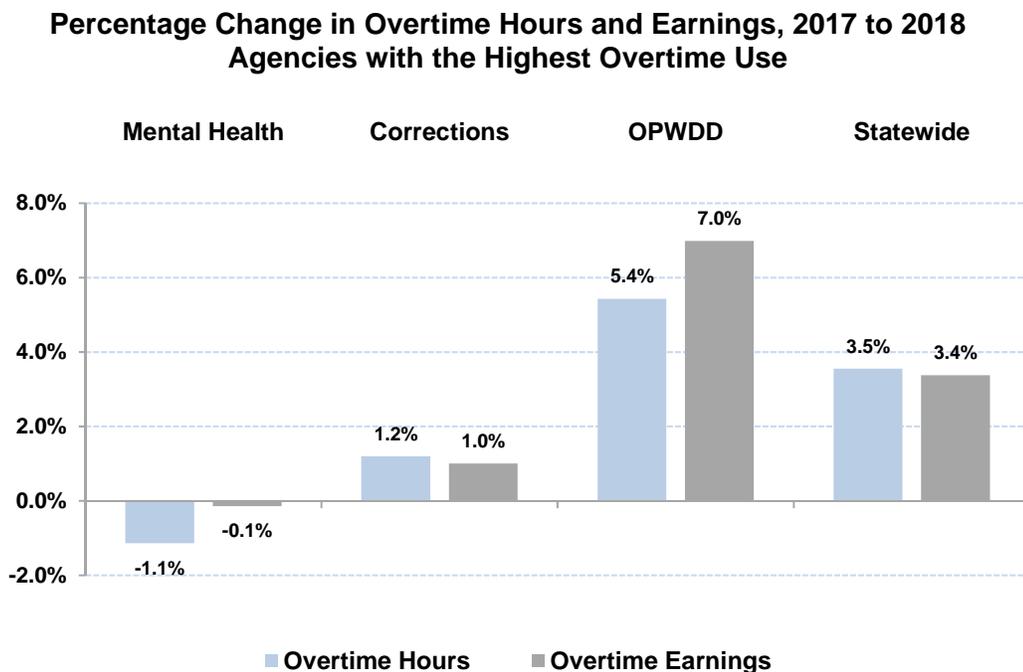
Other key findings include:

- Overtime earnings and hours in 2018 were at the highest levels of any year within the past ten years.

¹ The data used to produce this report are taken from the New York State payroll system, which is operated and maintained by the Office of the State Comptroller. Overtime usage is presented in this report on a calendar year basis. This report is based on total employee counts at the agencies, rather than Full-Time Equivalent (FTE) counts. Retroactive overtime payments are not included. With the exception of 2013, which had an extra pay period, the data generally reflect 26 two-week pay periods each year. Hours and earnings totals include payments made in pay period 27 of 2013, which consisted of the administrative payroll. Calculations of averages exclude data from this partial end-of-year pay period.

- Overtime comprised 4.7 percent of overall payroll spending in 2018, up marginally from 4.6 percent in 2017. Overtime spending has averaged 3.9 percent of total payroll from 2009 through 2018.
- Overtime hours and earnings at two of the three agencies with the highest levels of overtime usage, the Office of Mental Health (Mental Health) and the Department of Corrections and Community Supervision (Corrections), showed relatively small percentage changes from the prior year, compared to the change for State agencies overall, as shown in Figure 2. However, the third high usage agency, the Office for People With Developmental Disabilities (OPWDD), saw increases in overtime hours (5.4 percent) and pay (7.0 percent) that were well above the rates for all State agencies.

Figure 2



- The average annual number of State employees, not including the State University of New York (SUNY) and the City University of New York (CUNY), decreased slightly in 2018 and was 12.0 percent lower than in 2009. Ten major agencies have seen reductions of more than 10 percent in employee counts since 2009, with the largest decreases occurring in the Department of Labor (Labor), Office of Children and Family Services (Children & Family) and the Department of Health (Health). Some changes may be partly due to the transfer of staff between agencies and to reorganizations that have been underway during this period.

II. Overtime Use by All Agencies

Consistent with the federal Fair Labor Standards Act, State employees who are eligible for overtime compensation are paid for work performed in excess of 40 hours per week at a rate equal to one and one-half times their regular rate of pay. Not all State employees are eligible for overtime earnings.

Generally speaking, under Division of the Budget (DOB) guidelines, employees in positions allocated or equivalent to Civil Service grade 23 and above are exempt from and/or ineligible for overtime compensation.² Longstanding DOB policy regarding State agency use of overtime provides that:

It is the policy of the State that overtime work be held to a minimum consistent with the needs and requirements of sound and orderly administration of State government. The State requires supervisors to hold overtime work to such a minimum by the proper scheduling and assignment of activities, simplification of work processes and requiring compliance with realistic standards of performance. It is critical that agencies carefully review all current scheduling, standby and on-call arrangements to insure that overtime payments are consistent with this policy.³

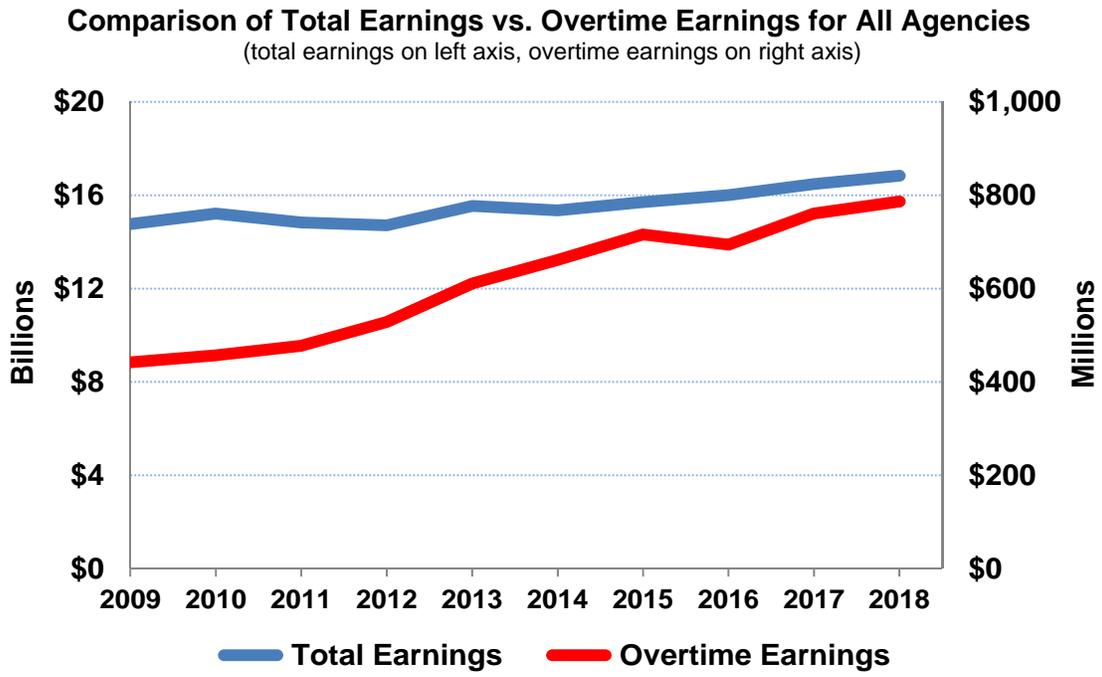
Overtime has accounted for 3.9 percent of all State payroll costs from 2009 to 2018, totaling more than \$6.1 billion.

As illustrated in Figure 3, total earnings of State employees increased in 2018 by \$356 million, or 2.2 percent, to approximately \$16.8 billion, while overtime earnings increased at a faster pace, by 3.4 percent or \$25.7 million, to almost \$787 million. Overtime earnings and hours for major agencies from 2009 through 2018 are detailed in the appendices to this report.

² See Division of the Budget, *Payment of Overtime Compensation to State Employees*, Budget Bulletin G-1024, dated July 27, 1986 at <https://www.budget.ny.gov/guide/bprm/bulletins/g-1024.html>. Effective October 26, 2012, DOB instituted a special policy through Budget Bulletin G-1034 to accommodate employee overtime compensation for work associated with Superstorm Sandy, granting commissioners and agency heads the flexibility to provide employees who were otherwise ineligible for overtime with overtime compensation for excessive hours worked for necessary preparation and response to the storm, within existing budget allocations. According to DOB's website, this budget bulletin is no longer in effect.

³ Ibid.

Figure 3



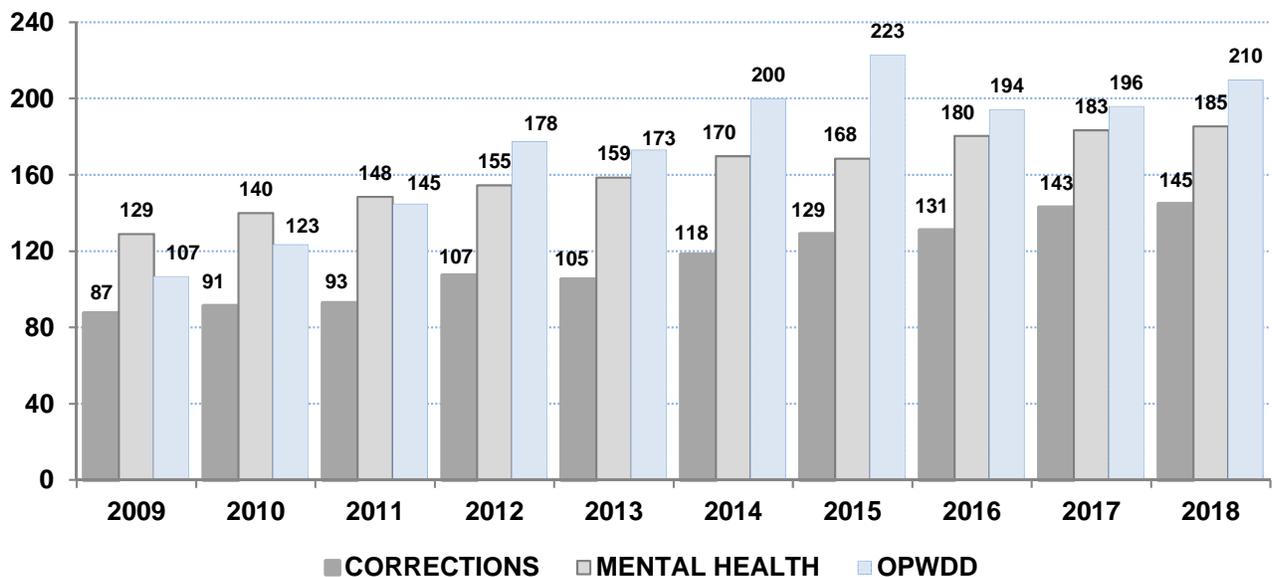
III. Agency Overtime Comparisons

The majority of overtime use in 2018 was concentrated within three agencies that manage institutional settings – OPWDD, Corrections and Mental Health. Together, these agencies accounted for 62.5 percent of the overtime hours and 60.3 percent of the overtime earnings logged by all State agencies in 2018, consistent with recent patterns.

Figure 4 shows the average number of hours of overtime per employee for each of these agencies over the past ten years. While total overtime hours decreased at Mental Health, overtime per employee increased at these agencies from 2017 to 2018. Overtime per employee at OPWDD and Corrections has increased significantly from 2009 through 2018, by 96.5 and 65.5 percent, respectively.

Figure 4

Average Annual Overtime Hours per Employee, Selected Agencies, 2009 through 2018
 (total number of overtime hours per year divided by annual average number of employees per pay period)



Other major agencies where there have been particularly large changes in overtime per employee over this ten-year period include the Division of State Police (State Police) (up 96.3 percent), the Office of General Services (General Services) (up 87.7 percent), the Department of Transportation (Transportation) (up 79.5 percent), Labor (down 96.5 percent) and the Department of Taxation and Finance (Taxation and Finance) (down 61 percent).

Key measures of overtime in 2018 for major agencies,⁴ as shown in Figures 5, 6 and 7 below, are as follows:

⁴ See Appendix C for information on overtime and workforce in 2018 for certain other agencies. In other figures within this report which provide an agency-by-agency breakout, these agencies are included within the grouping “All Other Agencies.”

- **Overtime hours** – State agencies accrued 18.1 million hours of overtime in 2018, approximately 621,000 or 3.5 percent more than in 2017. OPWDD had the most total overtime, with 4.3 million hours, accounting for 23.8 percent of the total for all agencies. Total hours of overtime at Corrections were slightly lower than those at OPWDD, and Mental Health had over 2.7 million hours, or 14.9 percent of the total.
- **Overtime earnings** – In 2018, the State spent \$786.9 million on overtime earnings, an increase of \$25.7 million or 3.4 percent from 2017. As previously noted, OPWDD, Corrections and Mental Health accounted for 60.3 percent of the total overtime payroll spending by State agencies. Of the total, Corrections accounted for 28.4 percent, followed by OPWDD at 18.1 percent and Mental Health at 13.8 percent.
- **Overtime workers as a share of all agency employees** – This measure identifies the percentage of an agency’s workforce that earns overtime, providing an indicator of each agency’s reliance on overtime to accomplish its work. Seven State agencies had more than 25 percent of their workforce accruing overtime in 2018. Veterans’ Homes had the highest share, at 53.6 percent.
- **Average pay per overtime hour** – This measure compares average hourly overtime earnings rates among agencies. The State Police paid the highest hourly rate, at \$75.67 per overtime hour. The Unified Court System (Courts) paid the next highest, at \$56.62, followed by the Department of Environmental Conservation (DEC) at \$52.13.

Figure 5 summarizes overall overtime results for major State agencies in 2018.

Figure 5

Summary of Overtime (OT) Usage at Major Agencies, 2018

(Ranked by overtime pay as share of total agency pay)

Agency	Total OT Hours	Total OT Pay (Millions \$)	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour	OT Pay as Share of Agency Pay
VETERANS' HOMES	208,051	\$7.8	53.6%	\$37.59	12.8%
OPWDD	4,314,191	\$142.4	45.5%	\$33.01	12.3%
TRANSPORTATION	1,653,329	\$60.2	41.7%	\$36.40	10.4%
CORRECTIONS	4,311,263	\$223.2	37.4%	\$51.78	10.1%
MENTAL HEALTH	2,701,401	\$109.0	34.3%	\$40.34	9.7%
STATE POLICE	834,680	\$63.2	44.7%	\$75.67	9.3%
CHILDREN & FAMILY	273,155	\$11.0	26.7%	\$40.15	5.2%
PARKS	146,747	\$5.7	13.8%	\$39.00	3.4%
GENERAL SERVICES	109,799	\$4.0	17.5%	\$36.26	3.2%
DEC	151,820	\$7.9	13.7%	\$52.13	3.2%
SUNY	1,927,479	\$79.2	9.2%	\$41.11	2.0%
COURTS	544,735	\$30.8	14.4%	\$56.62	1.9%
COMPTROLLER	73,000	\$2.9	10.7%	\$39.14	1.4%
CUNY	412,624	\$19.6	3.6%	\$47.54	1.3%
OTDA	39,023	\$2.0	8.2%	\$50.34	1.3%
HEALTH	40,188	\$1.7	3.9%	\$43.25	0.6%
TAXATION & FINANCE	40,691	\$1.6	3.7%	\$39.07	0.6%
LABOR	3,542	\$0.1	0.8%	\$41.44	0.1%
ALL OTHER AGENCIES	327,019	\$14.5	5.3%	\$44.45	0.7%
STATEWIDE	18,112,738	\$786.9	18.4%	\$43.44	4.7%

Figure 6 identifies individual agencies' overtime earnings as a percentage of overtime earnings for all State agencies in 2018.⁵

Figure 6

2018 Agency Overtime Earnings as Share of Total Overtime Earnings

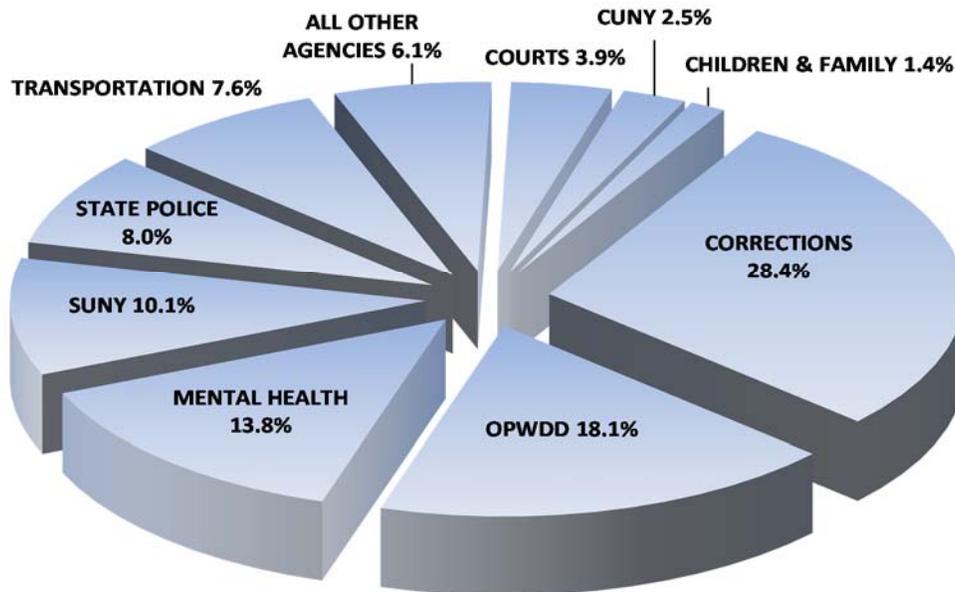


Figure 7 shows two additional measures of overtime use in 2018 – average overtime hours and average overtime earnings per pay period – for all employees who worked overtime at major State agencies, ranked by average biweekly overtime earnings.

Compared to 2017, the statewide average of overtime hours per pay period for employees who worked overtime increased 1.1 percent in 2018, and the statewide average of overtime earnings per pay period went up 1.3 percent.

In 2018, the State Police had the highest average biweekly overtime earnings among major agencies, followed by Mental Health, Corrections and CUNY. Among other factors influencing these figures, State Police and Corrections have higher overtime hourly pay rates than most other State agencies, as shown earlier in this report.

⁵ "All Other Agencies" in Figure 6 includes agencies not broken out separately in this report and the following major agencies where the agency proportion of total overtime pay was 1 percent or less: DEC; Veterans' Homes; the Office of Parks, Recreation and Historic Preservation (Parks); the Office of the State Comptroller (Comptroller); General Services; Taxation and Finance; Health; the Office of Temporary and Disability Assistance (OTDA); and Labor.

Figure 7

2018 Overtime Averages
(per pay period for employees who worked overtime)

Agency	Hours	Earnings
STATE POLICE	12.4	\$940
MENTAL HEALTH	20.8	\$838
CORRECTIONS	14.9	\$771
CUNY	15.6	\$741
TRANSPORTATION	17.8	\$648
DEC	11.7	\$612
OPWDD	17.7	\$585
HEALTH	11.6	\$504
CHILDREN & FAMILY	12.3	\$493
COURTS	8.7	\$491
VETERANS' HOMES	12.7	\$478
SUNY	11.4	\$469
OTDA	9.2	\$465
GENERAL SERVICES	11.5	\$416
PARKS	10.0	\$389
COMPTROLLER	9.6	\$377
TAXATION & FINANCE	9.2	\$358
LABOR	5.4	\$223
ALL OTHER AGENCIES	8.1	\$359
STATEWIDE	14.9	\$646

IV. State Workforce Trends

Since 2009, the average annual number of employees working for the State, not including SUNY and CUNY, has declined by 12 percent to just under 156,000, as illustrated in Figure 8. The workforce declined in 2018 compared to 2017 by 0.9 percent, or 1,424 employees.

These numbers are based on the agency “count,” or total number of all employees, including full-time, part-time and temporary staff per pay period throughout the year. These workforce counts are somewhat higher than the number of Full-Time Equivalent (FTE) employees.⁶ Compared to these figures, the annual numbers of FTE employees would range from 8,100 to 11,600 fewer per year from 2009 to 2018.

Figure 8

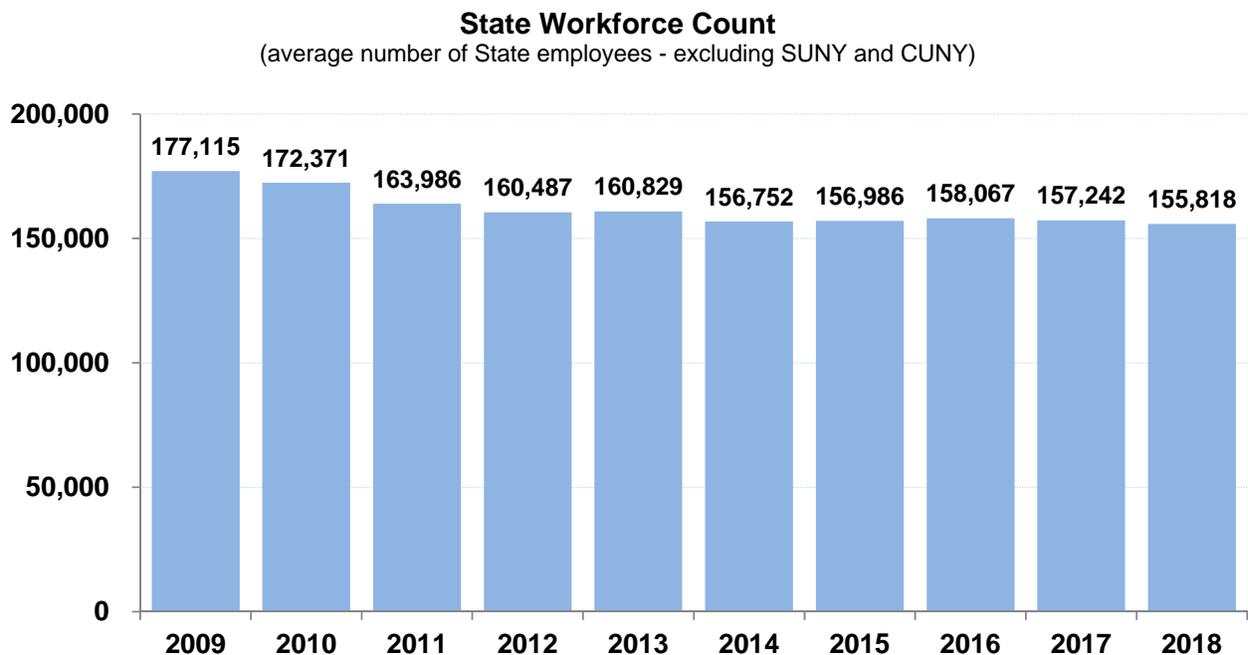


Figure 9 shows actual workforce counts on an average annual basis, by agency. The table is sorted by total workforce in 2018. Some changes may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period.

Ten major agencies, several of which are among the leaders in overtime use, have seen staff reductions of more than 10 percent since 2008. The largest percentage reductions in employee counts during that period have been in Labor, Children & Family, Health,

⁶ FTE reflects a unit of measure which is equal to one filled, full-time, annual-salaried position, rather than a person. For example: one person serving in one position at 100 percent time (full-time) equals 1 FTE; two people sharing one position, each at 50 percent time (half-time) equals 0.5 FTE + 0.5 FTE, for a total of 1 FTE; and two people serving in separate positions, each at 50 percent time (half-time) equals 0.5 FTE + 0.5 FTE, for a total of 1 FTE. In total, these examples indicate that 5 people are employed within State service, but since 4 people work half-time, only 3 FTEs are counted. See the explanation of Full-Time Equivalent at <http://openbudget.ny.gov/userGuide.html>. SUNY and CUNY are excluded from this calculation for methodological reasons, including certain changes over time in the reporting of workforce counts.

Transportation and Mental Health. During 2018, twelve major agencies saw workforce reductions while four experienced increases as compared to 2017.

Figure 9

Agency Workforce Counts 2009 – 2018
(average number of State employees)

Agency	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Change 2009 to 2018	
Major Agencies												
CORRECTIONS	31,737	30,899	31,156	30,360	30,162	29,536	29,572	29,959	29,804	29,796	(1,940)	-6.1%
OPWDD	24,743	24,027	23,348	22,672	22,606	21,214	20,497	21,098	20,885	20,586	(4,156)	-16.8%
COURTS	18,675	18,522	17,448	16,935	17,166	16,461	16,629	16,714	16,719	16,732	(1,943)	-10.4%
MENTAL HEALTH	17,759	17,331	16,681	15,907	15,717	15,355	15,326	15,279	14,902	14,567	(3,192)	-18.0%
TRANSPORTATION	10,273	9,990	9,198	9,010	8,975	8,580	8,578	8,558	8,592	8,563	(1,710)	-16.6%
STATE POLICE	6,032	5,819	5,511	5,356	5,456	5,550	5,679	5,717	5,817	5,782	(250)	-4.1%
TAXATION & FINANCE	5,639	5,930	5,584	5,315	5,004	5,296	5,495	5,186	4,801	4,621	(1,018)	-18.1%
PARKS	4,189	4,053	3,919	3,965	4,011	3,936	4,056	4,019	4,082	4,110	(79)	-1.9%
DEC	4,344	4,122	3,813	3,852	3,705	3,613	3,607	3,646	3,672	3,622	(723)	-16.6%
HEALTH	4,206	3,908	3,593	3,410	3,286	3,412	3,521	3,625	3,512	3,430	(776)	-18.5%
LABOR	4,030	4,475	4,403	4,408	4,303	3,891	3,438	3,284	3,266	3,268	(762)	-18.9%
CHILDREN & FAMILY	3,947	3,732	3,493	3,404	3,275	3,140	3,193	3,190	3,240	3,206	(741)	-18.8%
COMPTROLLER	2,688	2,641	2,543	2,545	2,585	2,595	2,622	2,666	2,767	2,723	35	1.3%
GENERAL SERVICES	1,851	1,690	1,510	1,455	1,538	1,683	1,805	1,908	2,018	2,100	248	13.4%
OTDA	2,306	2,338	2,219	2,108	1,927	1,969	1,978	2,015	2,035	1,971	(335)	-14.5%
VETERANS' HOMES	1,272	1,227	1,180	1,183	1,205	1,192	1,219	1,256	1,181	1,173	(99)	-7.8%
All Other Agencies												
ALL OTHER AGENCIES	33,424	31,667	28,387	28,603	29,907	29,329	29,773	29,948	29,949	29,569	(3,855)	-11.5%
TOTAL - ALL STATE AGENCIES	177,115	172,371	163,986	160,487	160,829	156,752	156,986	158,067	157,242	155,818	(21,297)	-12.0%
Universities												
SUNY	64,727	64,992	65,206	67,137	68,121	67,926	68,691	70,302	71,217	70,757	6,030	9.3%
CUNY	32,735	34,653	35,768	38,523	39,680	27,151	27,639	27,783	28,722	27,929	(4,806)	-14.7%
All Agencies and Universities												
OVERALL TOTAL	274,577	272,016	264,960	266,147	268,630	251,829	253,316	256,152	257,181	254,505	(20,073)	-7.3%

Note: Numbers may not add due to rounding.

Appendices

Appendix A

Agency Overtime Earnings – Annual Totals, 2009-2018 (in millions of dollars)

Agency	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	10-Yr Total
CORRECTIONS	\$92.7	\$103.0	\$104.6	\$137.3	\$160.4	\$180.2	\$198.7	\$205.0	\$221.0	\$223.2	\$1,626.2
OPWDD	\$69.9	\$81.8	\$95.1	\$112.9	\$124.1	\$138.5	\$150.0	\$133.7	\$133.1	\$142.4	\$1,181.6
MENTAL HEALTH	\$71.3	\$78.4	\$83.9	\$85.2	\$94.6	\$101.5	\$101.6	\$109.0	\$109.1	\$109.0	\$943.5
SUNY	\$46.7	\$48.6	\$50.8	\$52.2	\$57.9	\$62.6	\$68.5	\$70.4	\$74.8	\$79.2	\$611.8
STATE POLICE	\$26.9	\$24.1	\$25.9	\$34.1	\$35.1	\$38.9	\$64.6	\$47.8	\$74.2	\$63.2	\$434.8
TRANSPORTATION	\$34.7	\$28.8	\$41.5	\$29.9	\$43.3	\$46.1	\$44.5	\$35.9	\$47.8	\$60.2	\$412.7
COURTS	\$34.9	\$35.5	\$20.0	\$13.6	\$17.8	\$18.0	\$20.0	\$22.5	\$26.9	\$30.8	\$239.9
CUNY	\$12.3	\$10.3	\$10.3	\$11.7	\$12.9	\$15.2	\$15.8	\$14.9	\$17.6	\$19.6	\$140.5
CHILDREN & FAMILY	\$11.7	\$12.3	\$11.5	\$13.7	\$15.3	\$15.8	\$12.9	\$13.1	\$12.3	\$11.0	\$129.7
DEC	\$4.4	\$4.3	\$5.1	\$6.0	\$6.6	\$5.8	\$6.1	\$7.8	\$7.9	\$7.9	\$61.9
VETERANS' HOMES	\$4.3	\$5.0	\$5.2	\$5.7	\$6.4	\$6.7	\$5.9	\$5.6	\$6.7	\$7.8	\$59.3
PARKS	\$4.4	\$3.8	\$3.9	\$4.8	\$5.2	\$4.4	\$4.5	\$5.0	\$4.9	\$5.7	\$46.5
COMPTROLLER	\$3.4	\$3.8	\$3.3	\$3.0	\$2.6	\$2.5	\$2.6	\$3.4	\$3.7	\$2.9	\$31.1
GENERAL SERVICES	\$1.7	\$1.5	\$2.3	\$2.5	\$3.3	\$4.0	\$4.5	\$3.8	\$3.3	\$4.0	\$30.9
TAXATION & FINANCE	\$4.4	\$1.1	\$0.6	\$1.6	\$8.3	\$6.7	\$3.1	\$1.5	\$1.9	\$1.6	\$30.9
LABOR	\$4.5	\$3.4	\$3.2	\$4.3	\$3.5	\$0.8	\$0.1	\$0.1	\$0.1	\$0.1	\$20.2
HEALTH	\$2.2	\$1.7	\$1.5	\$1.2	\$1.8	\$1.7	\$1.8	\$1.9	\$1.9	\$1.7	\$17.4
OTDA	\$2.5	\$2.0	\$1.3	\$1.3	\$0.6	\$0.8	\$0.7	\$1.0	\$0.8	\$2.0	\$12.9
ALL OTHER AGENCIES	\$9.3	\$7.7	\$7.4	\$8.1	\$11.7	\$11.0	\$10.2	\$11.8	\$13.1	\$14.5	\$104.9
STATEWIDE	\$442.4	\$457.3	\$477.4	\$529.0	\$611.2	\$661.2	\$716.1	\$694.2	\$761.2	\$786.9	\$6,136.9

Appendix B

Agency Overtime Hours – Annual Totals, 2009-2018

Agency	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	10-Yr Total
OPWDD	2,638,139	2,965,848	3,378,317	4,024,717	3,836,751	4,239,803	4,566,814	4,092,699	4,092,243	4,314,191	38,149,524
CORRECTIONS	2,775,403	2,819,161	2,888,396	3,256,812	3,134,687	3,491,550	3,810,404	3,922,277	4,260,240	4,311,263	34,670,194
MENTAL HEALTH	2,290,173	2,425,279	2,476,752	2,458,536	2,445,027	2,607,666	2,580,538	2,755,333	2,732,683	2,701,401	25,473,389
SUNY	1,342,439	1,350,440	1,411,322	1,436,002	1,363,333	1,466,690	1,600,174	1,636,702	1,831,485	1,927,479	15,366,066
TRANSPORTATION	1,105,164	901,985	1,270,583	872,383	1,243,178	1,323,187	1,266,730	997,118	1,325,064	1,653,329	11,958,720
STATE POLICE	443,590	357,892	360,017	462,116	472,124	523,720	848,809	620,351	980,491	834,680	5,903,789
COURTS	747,867	728,917	407,573	270,606	352,562	358,308	396,261	441,825	514,808	544,735	4,763,462
CHILDREN & FAMILY	351,014	356,363	321,519	383,779	402,301	412,184	334,261	341,806	312,333	273,155	3,488,714
CUNY	327,933	269,375	262,058	312,543	323,610	363,667	387,001	366,116	379,276	412,624	3,404,205
VETERANS' HOMES	137,282	154,678	158,718	177,015	188,622	192,672	166,390	155,035	182,118	208,051	1,720,581
DEC	107,430	102,087	123,906	124,647	129,648	111,899	117,434	149,430	152,043	151,820	1,270,343
PARKS	136,270	117,117	114,897	130,949	125,790	109,139	114,049	128,872	123,537	146,747	1,247,366
GENERAL SERVICES	51,579	41,630	62,763	66,145	88,655	113,457	132,018	104,760	94,674	109,799	865,479
COMPTROLLER	103,359	111,189	91,765	85,052	71,208	67,805	69,475	91,694	99,016	73,000	863,564
TAXATION & FINANCE	127,470	29,362	16,499	47,389	231,814	190,647	86,638	39,030	48,291	40,691	857,831
LABOR	126,591	95,254	83,324	114,036	89,300	21,578	2,987	2,716	3,853	3,542	543,180
HEALTH	58,995	45,198	38,158	31,047	44,460	41,053	43,854	45,573	44,400	40,188	432,926
OTDA	56,758	44,495	30,558	30,798	14,490	17,012	15,927	22,465	18,914	39,023	290,440
ALL OTHER AGENCIES	264,530	205,323	182,748	195,991	276,954	265,311	238,489	270,683	296,639	327,019	2,523,686
STATEWIDE	13,191,985	13,121,592	13,679,872	14,480,562	14,834,515	15,917,346	16,778,253	16,184,486	17,492,107	18,112,738	153,793,457

Appendix C

The following tables provide certain information on overtime and workforce in 2018 for agencies which are otherwise included in the figures within this report in the grouping “All Other Agencies.”

Summary of Overtime (OT) Usage - All Other Agencies, 2018

(Ranked by overtime pay as share of total agency pay)

Agency	Total OT Hours	Total OT Pay (Millions \$)	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour	OT Pay as Share of Agency Pay
HOMELAND SECURITY	34,590.8	\$1.6	16.0%	\$45.29	3.5%
GAMING COMMISSION	16,334.8	\$0.8	13.4%	\$46.58	2.1%
MILITARY & NAVAL AFFAIRS	30,052.6	\$1.4	5.5%	\$46.54	1.6%
AGRICULTURE & MARKETS	17,598.5	\$0.6	6.2%	\$32.19	1.4%
DEPARTMENT OF STATE	7,035.4	\$0.3	5.4%	\$35.77	0.7%
EXECUTIVE CHAMBER	1,730.9	\$0.1	8.0%	\$36.80	0.7%
ATTORNEY GENERAL	21,275.0	\$1.2	3.8%	\$55.36	0.7%
INFORMATION TECHNOLOGY	19,238.4	\$1.1	2.5%	\$56.06	0.4%
FINANCIAL SERVICES	7,165.9	\$0.4	3.1%	\$50.20	0.3%
EDUCATION	13,580.2	\$0.5	1.9%	\$34.06	0.3%
CIVIL SERVICE	1,798.0	\$0.1	2.4%	\$35.96	0.3%
STATE INSURANCE FUND	2,395.4	\$0.1	0.9%	\$47.32	0.1%
VETERANS' AFFAIRS	18.0	\$0.0	0.1%	\$42.90	0.0%
EMPLOYEE RELATIONS	4.7	\$0.0	0.1%	\$28.39	0.0%
LIEUTENANT GOVERNOR	0.0	\$0.0	0.0%	\$00.00	0.0%
LEGISLATURE	0.0	\$0.0	0.0%	\$00.00	0.0%
OTHER AGENCIES	154,200.5	\$6.7	9.3%	\$43.27	1.0%
TOTAL	327,018.9	\$14.5	5.3%	\$44.45	0.7%

Workforce Count - All Other Agencies, 2018

(average number of State employees)

Agency	2018
INFORMATION TECHNOLOGY	3,635
LEGISLATURE	3,324
EDUCATION	2,589
STATE INSURANCE FUND	2,282
ATTORNEY GENERAL	1,866
FINANCIAL SERVICES	1,381
MILITARY & NAVAL AFFAIRS	1,253
HOMELAND SECURITY	767
AGRICULTURE & MARKETS	648
CIVIL SERVICE	568
GAMING COMMISSION	546
DEPARTMENT OF STATE	534
EMPLOYEE RELATIONS	110
EXECUTIVE CHAMBER	100
VETERANS' AFFAIRS	85
LIEUTENANT GOVERNOR	8
OTHER AGENCIES	9,874
TOTAL	29,569

Note: Numbers may not add due to rounding.

Contact

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