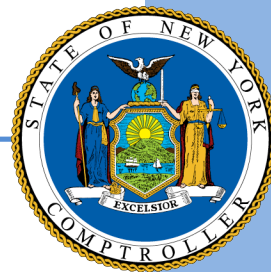


New York State Agency Use of Overtime and State Workforce Trends, 2012 – 2021

OFFICE OF THE NEW YORK STATE COMPTROLLER

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I. Executive Summary

This report examines the use of overtime by New York State agencies and State workforce trends over the past 10 calendar years.¹ Certain agencies experienced major spikes in overtime during 2020 and 2021, due to the COVID-19 pandemic, but most overtime was performed in agencies that have typically relied upon it. And while the pandemic does not appear to have prompted a ‘great resignation’ from the State workforce as of 2021, workforce reductions since 2012, and prior years covered by this annual report, have been accompanied by a notable boost in overtime.²

The total cost of overtime in calendar year 2021 reached an all-time high at more than \$924 million, covering roughly 19.95 million overtime hours worked, increases of 8.7 percent and 4.3 percent from 2020, respectively. Overtime earnings comprised 5.4 percent of total payroll spending in 2021, an increase from the 4.4 percent average from 2012 through 2020.

Three large agencies — the Office for People With Developmental Disabilities (OPWDD), the Department of Corrections and Community Supervision (Corrections) and the Office of Mental Health (Mental Health) — accounted for most of the State’s overtime in 2021. OPWDD, Corrections and Mental Health comprised 25 percent of the workforce but accounted for 66 percent of the overtime hours and 62 percent of the overtime earnings logged by all State agencies in 2021.

Overtime in 2021 also rose significantly at the Office of Children and Family Services (Children & Family), and the City University of New York (CUNY) where overtime hours increased more than 25 percent and overtime earnings more than 45 percent. Other agencies where the increase in overtime earnings was more than twice the statewide growth rate were the Office of the New York State Comptroller (Comptroller), the Department of Health (Health) and the State University of New York (SUNY).

Due to staffing constraints in place during much of the time period covered by this report, some agencies relied increasingly on overtime to accomplish their objectives. The average annual number of State employees, not including SUNY and CUNY, decreased in 2021 by

¹ Except as otherwise noted, the data used to produce this report are from the New York State payroll system, which is operated and maintained by the Office of the New York 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 and 2020, 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 and 2020. Calculations of averages exclude data from this partial end-of-year pay period.

² Office of the New York State Comptroller, *New York State Agencies’ Use of Overtime*, February 2016 at <https://www.osc.state.ny.us/files/reports/special-topics/pdf/overtime-2016.pdf>

5.3 percent. Employee counts have declined by more than 10 percent at 10 major agencies since 2012, with the largest decrease at Taxation and Finance (19.0 percent). OPWDD, Corrections and Mental Health have experienced larger-than-average workforce reductions since 2012 and the largest annual decreases in 2021 occurred at the former two agencies.

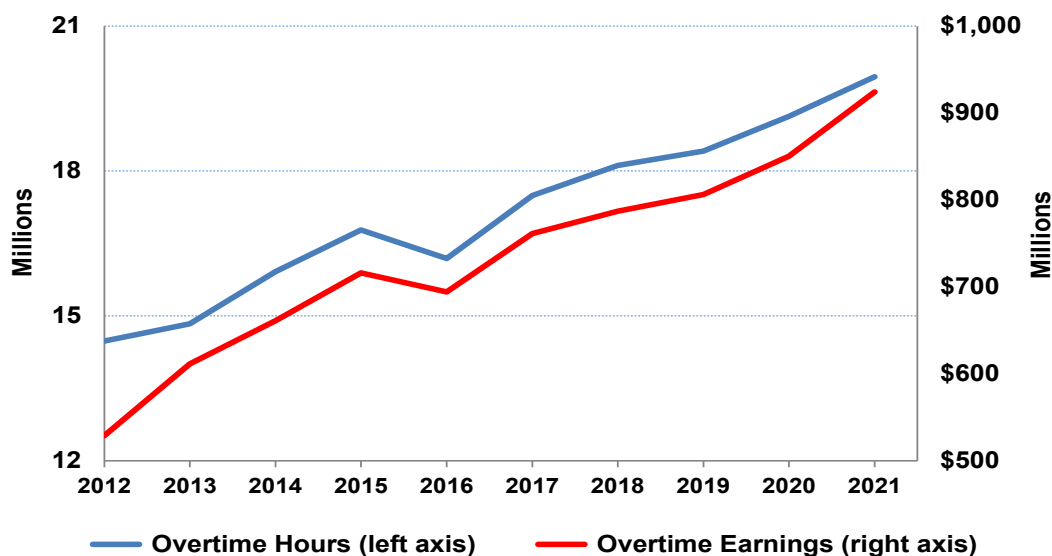
While the State workforce declined slightly in 2020 and more sharply in 2021, attrition did not accelerate through the first year of the COVID-19 pandemic: In 2020, 13,357 people left the workforce, as measured on January 1, 2021. During the 10-year period under study in this report, retirements and other separations grew from 12,011 in 2012 to a peak of 14,142 people in 2018, declining to 13,427 in 2019 and 13,357 in 2020.

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.³ Under Division of the Budget (DOB) guidelines, employees in positions allocated or equivalent to Civil Service grade 23 and above are generally exempt from and/or ineligible for overtime compensation. Longstanding DOB policy regarding State agency use of overtime provides that “overtime work be held to a minimum consistent with the needs and requirements of sound and orderly administration of State government.”⁴

As shown in Figure 1, total overtime usage by New York State agencies accelerated in 2021: total overtime performed went up by almost 819,500 hours and total overtime earnings increased by almost \$74 million.

Figure 1
Overtime Use for All New York State Agencies, 2012-2021



³ Beginning in September 2021, certain State agencies reached agreement with bargaining units to pay overtime at a rate of two and one-half times their regular rate of pay for employees in certain titles.

⁴ Furthermore, “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.” 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>.

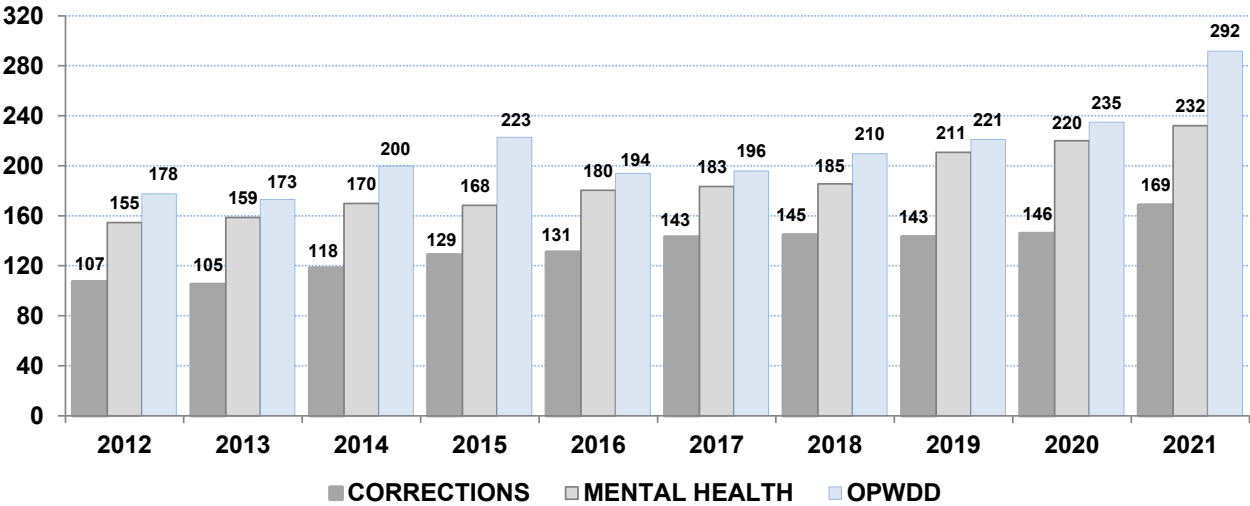
In 2021, total State payroll costs were \$17.2 billion, with overtime totaling \$924 million. Overtime earnings as a share of total payroll grew from 3.6 percent in 2012 to 5.4 percent in 2021, as total overtime hours increased by 5.47 million hours, or 37.8 percent, over this time period. Pay rates also increased during this time, contributing to a growth in overtime earnings of 75 percent, from \$529 million in 2012 to \$924 million in 2021, or a 6.5 percent average annual increase.

Overtime earnings and hours from 2012 through 2021 for State agencies that are major users of overtime are detailed in the appendices.

III. Agency Overtime Comparisons

Over 62 percent of overtime earnings in 2021 were concentrated at three agencies that manage institutional settings: Corrections, Mental Health and OPWDD. As shown in Figure 2, overtime hours per employee at these agencies increased significantly from 2012 through 2021, by 57.1, 50.2 and 64.3 percent, respectively. There were major year-over-year increases in 2021 at Corrections and OPWDD: OPWDD employees worked an average of 292 annual overtime hours in 2021, a 24.2 percent increase from 2020 and Corrections employees worked 169 annual overtime hours on average, an increase of 15.7 percent.

Figure 2
Average Annual Overtime Hours per Employee, High Use Agencies, 2012-2021

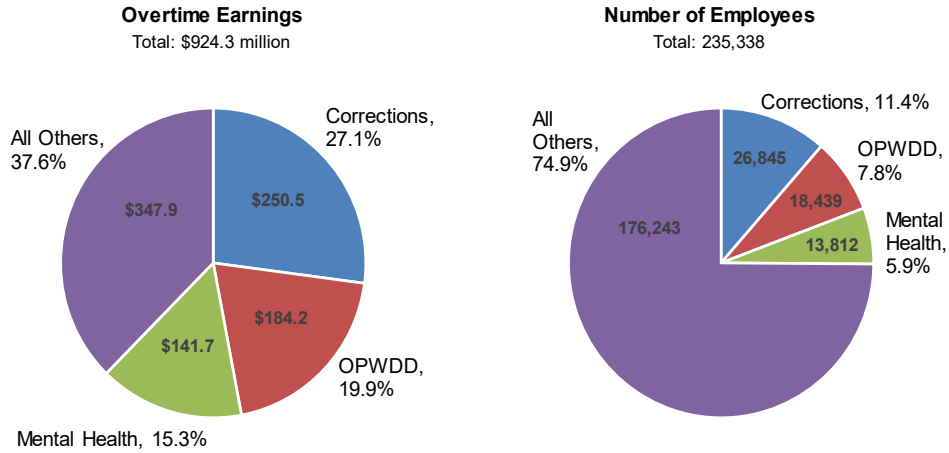


Note: Total number of overtime hours per year divided by annual average number of employees per pay period.

Key findings related to overtime in 2021 are as follows:

- Overtime earnings grew by 8.7 percent** – In 2021, the State spent \$924.3 million on overtime earnings, an increase of \$73.9 million from 2020. As previously noted, OPWDD, Corrections and Mental Health accounted for over 62 percent of the total overtime payroll spending by State agencies. (See Figure 3.)

Figure 3
Agencies with Highest Overtime Use: Earnings and Workforce, 2021



- Overtime hours grew by 4.3 percent** – As shown in Figure 4, State agencies accrued 19.9 million hours of overtime in 2021, 819,471 hours more than in 2020. OPWDD had the most overtime, with roughly 5.4 million hours, accounting for over one-quarter of the total. Total hours of overtime at Corrections were 4.5 million, or close to 23 percent. Mental Health had 3.2 million hours, or just over 16 percent. Overtime hours at SUNY went up by almost 8 percent to approximately 1.85 million hours, or over 9 percent of the total.
- Fewer than 1 in 5 State agency employees works overtime** – Seven State agencies had more than 25 percent of their workforce accruing overtime in 2021. OPWDD had the highest share, at 49.1 percent, followed by Veterans’ Homes at 48.6 percent.
- Pay per overtime hour averaged \$46.33** – The State Police paid the highest average hourly rate, at \$83.13 per overtime hour. CUNY paid the next highest, at \$63.38, followed by the Unified Court System (Courts) at \$59.41.
- Employees working overtime averaged 17.5 hours and \$809 in earnings per pay period** – Compared to 2020, the statewide average of overtime hours per pay period for employees who worked overtime increased 6.9 percent and the statewide average of overtime earnings per pay period went up 11.2 percent. As shown in Figure 5, Health had the highest average biweekly overtime earnings among major agencies and Mental Health the greatest average hours per pay period.

Figure 4
Summary of Overtime (OT), By Agency, 2021

Agency	Total OT Pay (Millions \$)	Percentage Change in Total OT Pay, 2020 to 2021	Total OT Hours	Percentage Change in Total OT Hours, 2020 to 2021	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour
CORRECTIONS	\$250.5	11.6%	4,525,292	8.2%	37.5%	\$55.36
OPWDD	\$184.2	17.5%	5,377,977	14.8%	49.1%	\$34.25
MENTAL HEALTH	\$141.7	10.2%	3,205,164	1.3%	37.1%	\$44.21
SUNY	\$87.1	18.5%	1,845,347	7.9%	9.3%	\$47.19
STATE POLICE	\$67.6	5.4%	812,869	1.8%	41.7%	\$83.13
TRANSPORTATION	\$50.2	-5.0%	1,326,781	-5.8%	42.0%	\$37.87
COURTS	\$31.6	11.8%	532,315	12.5%	10.8%	\$59.41
CUNY	\$16.3	45.1%	257,640	26.5%	2.3%	\$63.38
CHILDREN & FAMILY	\$12.2	45.6%	271,437	28.9%	18.7%	\$44.88
LABOR	\$11.4	-54.6%	265,470	-55.7%	27.6%	\$42.77
HEALTH	\$11.3	19.0%	207,732	15.5%	10.2%	\$54.36
DEC	\$10.5	-4.8%	210,382	-2.0%	12.9%	\$50.12
PARKS	\$6.9	4.6%	169,472	10.6%	12.5%	\$40.62
VETERANS' HOMES	\$5.4	-27.6%	136,382	-30.5%	48.6%	\$39.81
COMPTROLLER	\$3.5	24.6%	84,401	23.0%	9.2%	\$41.57
GENERAL SERVICES	\$3.2	-20.8%	84,455	-18.7%	13.3%	\$37.75
OTDA	\$3.0	13.5%	55,228	6.9%	9.0%	\$54.37
TAXATION & FINANCE	\$1.6	-62.6%	38,360	-64.8%	2.7%	\$41.94
ALL OTHER AGENCIES	\$26.0	-9.5%	541,604	-12.1%	5.7%	\$48.09
STATEWIDE	\$924.3	8.7%	19,948,307	4.3%	18.7%	\$46.33

Note: OT employees are those employees who worked overtime in 2020.

Figure 5
Overtime Averages Per Pay Period for Employees Working Overtime, By Agency, 2021

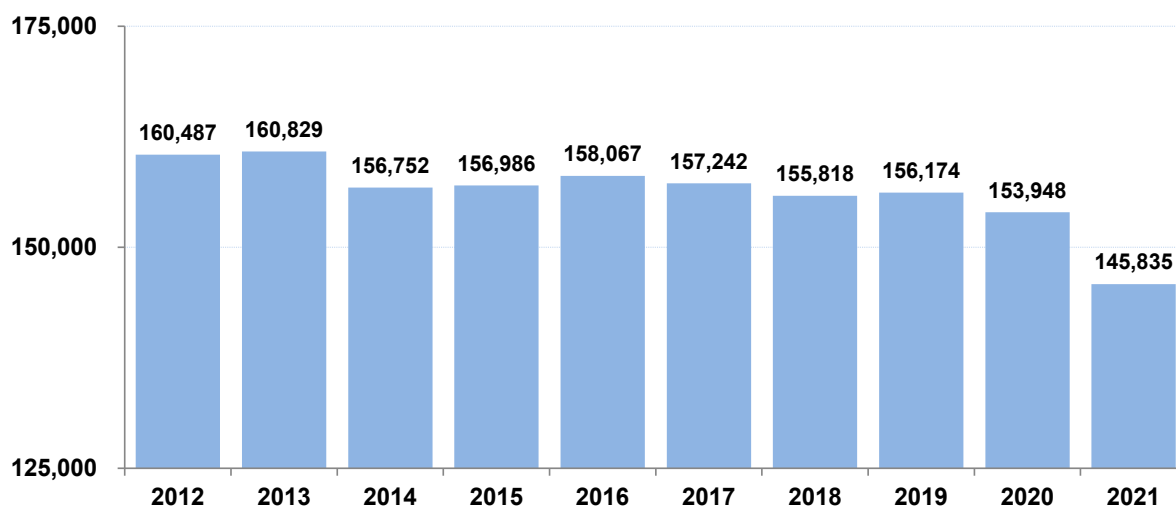
Agency	Hours	Earnings
HEALTH	23.3	\$1,269
STATE POLICE	13.4	\$1,116
CUNY	17.4	\$1,101
MENTAL HEALTH	24.1	\$1,064
CORRECTIONS	17.3	\$956
DEC	18.3	\$917
CHILDREN & FAMILY	20.0	\$895
OPWDD	22.9	\$783
COURTS	11.9	\$704
OTDA	12.8	\$697
TRANSPORTATION	15.1	\$572
SUNY	11.9	\$560
TAXATION & FINANCE	12.6	\$529
COMPTROLLER	12.5	\$520
PARKS	12.7	\$515
GENERAL SERVICES	12.5	\$470
LABOR	10.1	\$434
VETERANS' HOMES	10.7	\$425
ALL OTHER AGENCIES	13.1	\$629
STATEWIDE	17.5	\$809

IV. State Workforce Trends

Use of overtime is related to staffing capacity, hiring constraints, and changing or unanticipated workload impacts. As of April 28, 2020, a hiring freeze was in effect for all Executive Branch departments and agencies. With limited exceptions, the freeze included permanent and temporary positions and was a “comprehensive prohibition on promotions, transfers, new hires, reclassifications and reallocations.” This freeze was first suspended as of May 21, 2021 and will continue to be suspended through March 31, 2023 unless otherwise modified.⁵

During the 10-year period analyzed by this report, the average annual number of employees working for the State, not including the State University of New York (SUNY) and City University of New York (CUNY), declined from 160,487 employees in 2012 to almost 154,000 in 2020, as illustrated in Figure 6. In 2021, the workforce decreased more significantly by 5.3 percent, or 8,113 employees, from 2020. Recent levels differ even more markedly from those 15 years ago when the State workforce size was over 180,000.⁶

Figure 6
State Workforce Count, excluding SUNY and CUNY, 2012-2021



⁵ Division of the Budget, *Statewide Hiring Freeze Guidelines*, Budget Bulletin B-1182 (Rev) at <https://www.budget.ny.gov/guide/bprm/b/b-1182.html>; and *Suspension of the Statewide Hiring Freeze*, Budget Bulletin B-1224 (Revised) at <https://www.budget.ny.gov/guide/bprm/b/b-1224.html>.

⁶ Office of the New York State Comptroller, *New York State Agencies' Use of Overtime*, February 2016 at <https://www.osc.state.ny.us/files/reports/special-topics/pdf/overtime-2016.pdf>.

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. Agency workforce count changes resulted from a variety of factors over the time period of this report, including funding for new initiatives, reductions due to efficiencies, transfers of functions between agencies and consolidation of functions within certain agencies; for these reasons, caution in evaluating agency specific results should be exercised. In addition, workforce counts are somewhat higher than the number of Full-Time Equivalent (FTE) employees, which range from about 7,400 to 11,500 fewer per year from 2012 to 2021.⁷

**Figure 7
Agency Workforce Counts, 2012, 2020 and 2021**

Agency	2012	2020	2021	Change 2012 to 2021	Change 2020 to 2021		
Major Agencies							
CORRECTIONS	30,360	28,689	26,845	(3,515)	-11.6%	(1,844)	-6.4%
OPWDD	22,672	19,959	18,439	(4,233)	-18.7%	(1,521)	-7.6%
COURTS	16,935	16,929	15,936	(999)	-5.9%	(993)	-5.9%
MENTAL HEALTH	15,907	14,381	13,812	(2,096)	-13.2%	(569)	-4.0%
TRANSPORTATION	9,010	8,501	8,037	(973)	-10.8%	(464)	-5.5%
STATE POLICE	5,356	5,849	5,584	228	4.3%	(265)	-4.5%
TAXATION & FINANCE	5,315	4,484	4,307	(1,008)	-19.0%	(177)	-3.9%
PARKS	3,965	4,144	4,117	152	3.8%	(28)	-0.7%
DEC	3,852	3,582	3,432	(420)	-10.9%	(150)	-4.2%
HEALTH	3,410	3,513	3,347	(63)	-1.8%	(166)	-4.7%
LABOR	4,408	3,465	3,647	(761)	-17.3%	181	5.2%
CHILDREN & FAMILY	3,404	3,100	2,803	(600)	-17.6%	(296)	-9.6%
COMPTROLLER	2,545	2,799	2,812	267	10.5%	13	0.5%
GENERAL SERVICES	1,455	2,073	1,957	502	34.5%	(116)	-5.6%
OTDA	2,108	1,982	1,850	(258)	-12.2%	(132)	-6.7%
VETERANS' HOMES	1,183	1,121	1,012	(171)	-14.5%	(110)	-9.8%
All Other Agencies							
ALL OTHER AGENCIES	28,603	29,377	27,898	(705)	-2.5%	(1,478)	-5.0%
TOTAL - ALL STATE AGENCIES	160,487	153,948	145,835	(14,651)	-9.1%	(8,113)	-5.3%
Universities							
SUNY	67,137	67,143	64,177	(2,960)	-4.4%	(2,966)	-4.4%
CUNY	38,523	27,064	25,326	(13,198)	-34.3%	(1,739)	-6.4%
All Agencies and Universities							
OVERALL TOTAL	266,147	248,156	235,338	(30,809)	-11.6%	(12,818)	-5.2%

Notes: Average number of State employees in a year. Some changes in workforce counts may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

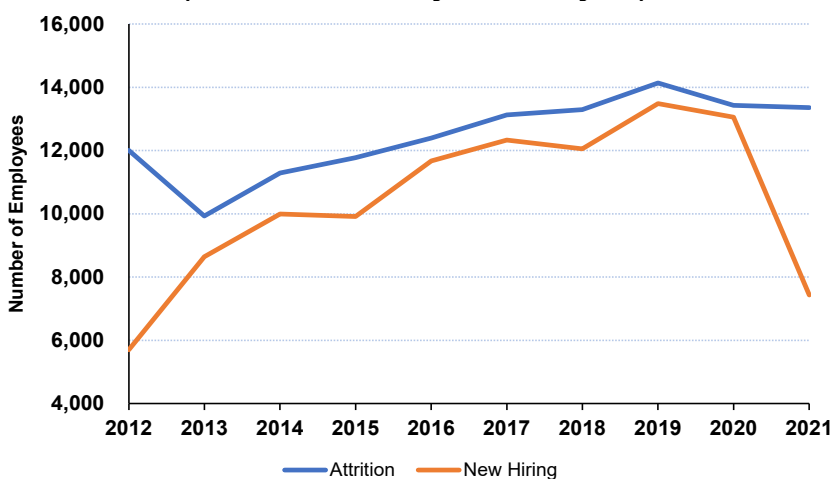
⁷ FTE reflects a unit of measure which is equal to one filled, full-time, annual-salaried position, rather than a person. For example: one person serving in one position at 100 percent time (full-time) equals 1 FTE; two people sharing one position, each at 50 percent time equals 0.5 FTE + 0.5 FTE, for a total of 1 FTE; and two people serving in separate positions, each at 50 percent time 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. SUNY and CUNY are excluded from this calculation for methodological reasons, including certain changes over time in the reporting of workforce counts.

Figure 7 shows actual workforce counts by agency on an average annual basis for 2012, 2020 and 2021. The largest percentage reductions in employee counts during the 10-year period have been at Taxation and Finance (19.0 percent) and OPWDD (18.7 percent), as well as at CUNY (34.3 percent). Only three major executive agencies, General Services, State Police and the Office of Parks, Recreation and Historic Preservation (Parks), experienced increases during that period.

Corrections, OPWDD, and Mental Health comprise 25 percent of the total workforce and performed close to 66 percent of total overtime in 2021. During the period of 2012 to 2021, these agencies experienced greater-than-average workforce reductions of 11.6 percent, 18.7 percent and 13.2 percent, respectively. Workforces at Corrections (1,844) and OPWDD (1,521) also contracted by the greatest number of positions between 2020 and 2021, while Children & Family and Veterans' Homes suffered reductions of almost 10 percent.

The COVID-19 pandemic does not appear to have accelerated attrition from the State workforce through 2020. During this 10-year period, attrition grew and peaked during 2018, with 14,142 people leaving the State workforce as measured on January 1, 2019. Attrition declined to 13,427 on January 1, 2020 and was slightly lower, 13,357, on January 1, 2021, which reflects the first year of State government operations during the pandemic. Interestingly, the Department of Civil Service reports that 7 percent fewer women left State service in 2020 than in 2019, with approximately 12 percent fewer resignations, a marked contrast to the steep declines in workforce participation reported for women nationally.⁸

Figure 8
Total Attrition and New Hiring in the State Workforce, 2012-2021
 (data as of January 1 of that year)

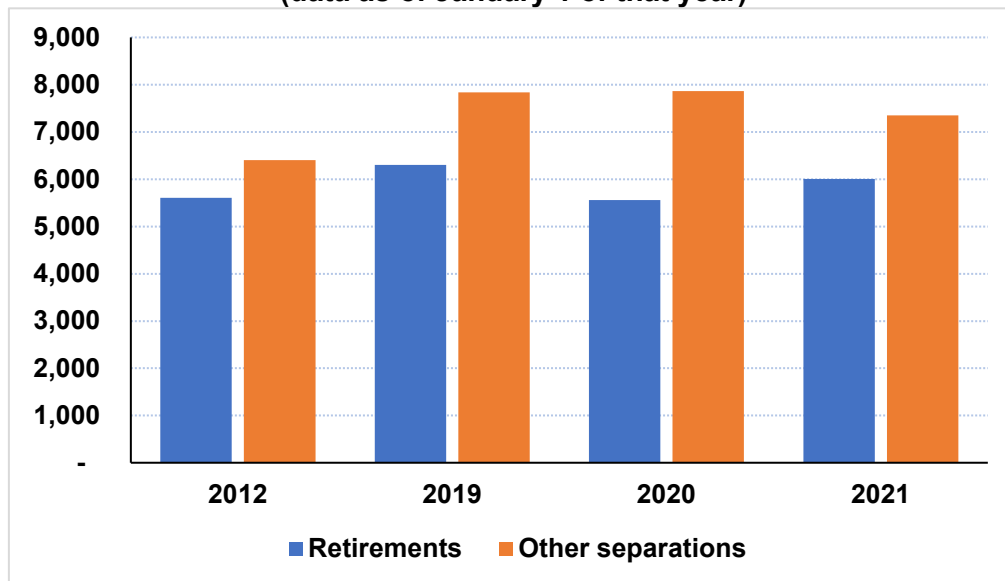


Source: New York State Department of Civil Service, *New York State Workforce Management Report* (annual, 2012-2021) at <https://www.cs.ny.gov/pio/archived-reports.cfm>.

⁸ New York State Department of Civil Service, *Women in the State Workforce, 2020 & 2021 Annual Report* at <https://www.cs.ny.gov/pio/archived-reports.cfm>.

Both retirements and other separations (consisting of resignations, terminations, layoffs and deaths) grew between January 1, 2012 and January 1, 2021. Annual retirements had risen by almost 400, from 5,608 to 6,007 with a high of just over 6,300 in 2019. Other separations, increased by about 950, from just over 6,400 to 7,350, cresting at 7,865 in 2020. (See Figure 9.) With the exception of 2013, retirements varied over this 10-year period within the range specified above; other separations remained over 7,000 from 2018 forward. Combined, retirements and separations outpaced new hiring between January 1, 2012 and January 1, 2021. After a low for this period of roughly 5,700 in 2012, new hires peaked at 13,483 on January 1, 2019 and then decreased to 7,435 in 2021.

Figure 9
Composition of Attrition in the State Workforce, 2012-2021
 (data as of January 1 of that year)



Source: same as for Figure 8 (2012, 2019-2021 annual reports).

Since data are not available yet for January 1, 2022 to reflect experience during 2021, a more complete understanding of the pandemic's sustained impact in these areas cannot be determined at this time.

V. Conclusion

In the wake of the COVID-19 pandemic, at the national level employees have left their jobs at an elevated rate, something commonly referred to as the Great Resignation. However, the impact in the New York State public workforce has been limited.

State workforce data on attrition as of January 1, 2021 do not indicate accelerated employee separations in the first portion of the COVID-19 pandemic, but data that would provide an up-to-date view of the sustained impact of the COVID-19 pandemic are not yet available. While the number of employees dropped more sharply in 2021 than in prior years, reduction of the State workforce has occurred over a much longer trajectory as employee counts have declined for over a decade. As the State workforce has been reduced, total overtime hours and earnings have increased. Overtime as a share of payroll is now at its highest since 2007, the first year that performance of overtime had been analyzed in OCS's annual reports on this subject.

State agencies should ensure that overtime use is justified and that work is done safely and effectively. The use of overtime also can have a substantial impact on long-term pension costs. The SFY 2022-23 Enacted Budget reflects the State's intent to return its workforce to pre-pandemic levels. New York needs to continue to attract and retain a range of diverse employees in order to build institutional capacity responsive to 21st century needs, especially in the context of a competitive job market.

Appendices

Appendix A

Agency Annual Overtime Earnings, 2012-2021 (in millions of dollars)

Agency	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change 2012 to 2021	
CORRECTIONS	\$137.3	\$160.4	\$180.2	\$198.7	\$205.0	\$221.0	\$223.2	\$224.5	\$224.5	\$250.5	\$113.2	82.5%
OPWDD	\$112.9	\$124.1	\$138.5	\$150.0	\$133.7	\$133.1	\$142.4	\$151.1	\$156.7	\$184.2	\$71.3	63.2%
MENTAL HEALTH	\$85.2	\$94.6	\$101.5	\$101.6	\$109.0	\$109.1	\$109.0	\$123.3	\$128.6	\$141.7	\$56.5	66.4%
SUNY	\$52.2	\$57.9	\$62.6	\$68.5	\$70.4	\$74.8	\$79.2	\$81.3	\$73.5	\$87.1	\$34.9	66.9%
STATE POLICE	\$34.1	\$35.1	\$38.9	\$64.6	\$47.8	\$74.2	\$63.2	\$59.1	\$64.1	\$67.6	\$33.4	98.0%
TRANSPORTATION	\$29.9	\$43.3	\$46.1	\$44.5	\$35.9	\$47.8	\$60.2	\$55.7	\$52.9	\$50.2	\$20.4	68.2%
COURTS	\$13.6	\$17.8	\$18.0	\$20.0	\$22.5	\$26.9	\$30.8	\$31.4	\$28.3	\$31.6	\$18.1	133.4%
LABOR	\$4.3	\$3.5	\$0.8	\$0.1	\$0.1	\$0.1	\$0.1	\$0.1	\$25.0	\$11.4	\$7.0	162.4%
CUNY	\$11.7	\$12.9	\$15.2	\$15.8	\$14.9	\$17.6	\$19.6	\$18.6	\$11.3	\$16.3	\$4.6	39.8%
DEC	\$6.0	\$6.6	\$5.8	\$6.1	\$7.8	\$7.9	\$7.9	\$8.4	\$11.1	\$10.5	\$4.5	75.3%
HEALTH	\$1.2	\$1.8	\$1.7	\$1.8	\$1.9	\$1.9	\$1.7	\$2.0	\$9.5	\$11.3	\$10.1	843.7%
CHILDREN & FAMILY	\$13.7	\$15.3	\$15.8	\$12.9	\$13.1	\$12.3	\$11.0	\$7.9	\$8.4	\$12.2	(\$1.5)	-11.3%
VETERANS' HOMES	\$5.7	\$6.4	\$6.7	\$5.9	\$5.6	\$6.7	\$7.8	\$8.4	\$7.5	\$5.4	(\$0.3)	-5.3%
PARKS	\$4.8	\$5.2	\$4.4	\$4.5	\$5.0	\$4.9	\$5.7	\$6.7	\$6.6	\$6.9	\$2.1	44.1%
TAXATION & FINANCE	\$1.6	\$8.3	\$6.7	\$3.1	\$1.5	\$1.9	\$1.6	\$1.2	\$4.3	\$1.6	(\$0.0)	-1.6%
GENERAL SERVICES	\$2.5	\$3.3	\$4.0	\$4.5	\$3.8	\$3.3	\$4.0	\$4.0	\$4.0	\$3.2	\$0.7	28.9%
COMPTROLLER	\$3.0	\$2.6	\$2.5	\$2.6	\$3.4	\$3.7	\$2.9	\$2.7	\$2.8	\$3.5	\$0.5	18.1%
OTDA	\$1.3	\$0.6	\$0.8	\$0.7	\$1.0	\$0.8	\$2.0	\$1.4	\$2.6	\$3.0	\$1.7	125.7%
ALL OTHER AGENCIES	\$8.1	\$11.7	\$11.0	\$10.2	\$11.8	\$13.1	\$14.5	\$18.2	\$28.8	\$26.0	\$18.0	223.1%
STATEWIDE	\$529.0	\$611.2	\$661.2	\$716.1	\$694.2	\$761.2	\$786.9	\$806.2	\$850.4	\$924.3	\$395.3	74.7%

Notes: Some changes in overtime earnings may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

Appendix B

Agency Annual Overtime Hours, 2012-2021

Agency	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change 2012 to 2021	
OPWDD	4,024,717	3,836,751	4,239,803	4,566,814	4,092,699	4,092,243	4,314,191	4,554,919	4,685,852	5,377,977	1,353,260	33.6%
CORRECTIONS	3,256,812	3,134,687	3,491,550	3,810,404	3,922,277	4,260,240	4,311,263	4,241,483	4,180,930	4,525,292	1,268,479	38.9%
MENTAL HEALTH	2,458,536	2,445,027	2,607,666	2,580,538	2,755,333	2,732,683	2,701,401	3,058,783	3,164,252	3,205,164	746,628	30.4%
SUNY	1,436,002	1,363,333	1,466,690	1,600,174	1,636,702	1,831,485	1,927,479	1,925,491	1,710,134	1,845,347	409,345	28.5%
TRANSPORTATION	872,383	1,243,178	1,323,187	1,266,730	997,118	1,325,064	1,653,329	1,494,490	1,408,136	1,326,781	454,398	52.1%
STATE POLICE	462,116	472,124	523,720	848,809	620,351	980,491	834,680	765,007	798,526	812,869	350,754	75.9%
LABOR	114,036	89,300	21,578	2,987	2,716	3,853	3,542	3,330	599,709	265,470	151,434	132.8%
COURTS	270,606	352,562	358,308	396,261	441,825	514,808	544,735	547,224	473,254	532,315	261,709	96.7%
DEC	124,647	129,648	111,899	117,434	149,430	152,043	151,820	160,447	214,714	210,382	85,736	68.8%
CHILDREN & FAMILY	383,779	402,301	412,184	334,261	341,806	312,333	273,155	194,700	210,627	271,437	(112,342)	-29.3%
CUNY	312,543	323,610	363,667	387,001	366,116	379,276	412,624	382,031	203,591	257,640	(54,903)	-17.6%
VETERANS' HOMES	177,015	188,622	192,672	166,390	155,035	182,118	208,051	220,776	196,304	136,382	(40,633)	-23.0%
HEALTH	31,047	44,460	41,053	43,854	45,573	44,400	40,188	46,401	179,837	207,732	176,685	569.1%
PARKS	130,949	125,790	109,139	114,049	128,872	123,537	146,747	167,159	153,289	169,472	38,523	29.4%
TAXATION & FINANCE	47,389	231,814	190,647	86,638	39,030	48,291	40,691	31,775	109,096	38,360	(9,029)	-19.1%
GENERAL SERVICES	66,145	88,655	113,457	132,018	104,760	94,674	109,799	111,688	103,938	84,455	18,310	27.7%
COMPTROLLER	85,052	71,208	67,805	69,475	91,694	99,016	73,000	65,396	68,616	84,401	(652)	-0.8%
OTDA	30,798	14,490	17,012	15,927	22,465	18,914	39,023	30,357	51,660	55,228	24,430	79.3%
ALL OTHER AGENCIES	195,991	276,954	265,311	238,489	270,683	296,639	327,019	411,361	616,372	541,604	345,613	176.3%
STATEWIDE	14,480,562	14,834,515	15,917,346	16,778,253	16,184,486	17,492,107	18,112,738	18,412,819	19,128,836	19,948,307	5,467,745	37.8%

Notes: Some changes in overtime hours may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

Appendix C

Agency Annual Workforce Counts, 2012-2021

Agency	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Change 2012 to 2021	
Major Agencies												
CORRECTIONS	30,360	30,162	29,536	29,572	29,959	29,804	29,796	29,617	28,689	26,845	(3,515)	-11.6%
OPWDD	22,672	22,606	21,214	20,497	21,098	20,885	20,586	20,604	19,959	18,439	(4,233)	-18.7%
COURTS	16,935	17,166	16,461	16,629	16,714	16,719	16,732	16,952	16,929	15,936	(999)	-5.9%
MENTAL HEALTH	15,907	15,717	15,355	15,326	15,279	14,902	14,567	14,516	14,381	13,812	(2,096)	-13.2%
TRANSPORTATION	9,010	8,975	8,580	8,578	8,558	8,592	8,563	8,508	8,501	8,037	(973)	-10.8%
STATE POLICE	5,356	5,456	5,550	5,679	5,717	5,817	5,782	5,959	5,849	5,584	228	4.3%
TAXATION & FINANCE	5,315	5,004	5,296	5,495	5,186	4,801	4,621	4,510	4,484	4,307	(1,008)	-19.0%
PARKS	3,965	4,011	3,936	4,056	4,019	4,082	4,110	4,180	4,144	4,117	152	3.8%
DEC	3,852	3,705	3,613	3,607	3,646	3,672	3,622	3,696	3,582	3,432	(420)	-10.9%
HEALTH	3,410	3,286	3,412	3,521	3,625	3,512	3,430	3,452	3,513	3,347	(63)	-1.8%
LABOR	4,408	4,303	3,891	3,438	3,284	3,266	3,268	3,204	3,465	3,647	(761)	-17.3%
CHILDREN & FAMILY	3,404	3,275	3,140	3,193	3,190	3,240	3,206	3,288	3,100	2,803	(600)	-17.6%
COMPTROLLER	2,545	2,585	2,595	2,622	2,666	2,767	2,723	2,728	2,799	2,812	267	10.5%
GENERAL SERVICES	1,455	1,538	1,683	1,805	1,908	2,018	2,100	2,075	2,073	1,957	502	34.5%
OTDA	2,108	1,927	1,969	1,978	2,015	2,035	1,971	2,049	1,982	1,850	(258)	-12.2%
VETERANS' HOMES	1,183	1,205	1,192	1,219	1,256	1,181	1,173	1,194	1,121	1,012	(171)	-14.5%
All Other Agencies												
ALL OTHER AGENCIES	28,603	29,907	29,329	29,773	29,948	29,949	29,569	29,643	29,377	27,898	(705)	-2.5%
TOTAL - ALL STATE AGENCIES	160,487	160,829	156,752	156,986	158,067	157,242	155,818	156,174	153,948	145,835	(14,651)	-9.1%
Universities												
SUNY	67,137	68,121	67,926	68,691	70,302	71,217	70,757	71,077	67,143	64,177	(2,960)	-4.4%
CUNY	38,523	39,680	27,151	27,639	27,783	28,722	27,929	28,234	27,064	25,326	(13,198)	-34.3%
All Agencies and Universities												
OVERALL TOTAL	266,147	268,630	251,829	253,316	256,152	257,181	254,505	255,486	248,156	235,338	(30,809)	-11.6%

Notes: Average number of State employees in a year. Some changes in agency workforce counts may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

Appendix D

The following tables provide information for agencies in the grouping “All Other Agencies.”

Summary of Overtime (OT) Usage, All Other Agencies, 2021

Agency	Total OT Pay (Millions \$)	Total OT Hours	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour	OT Pay as Share of Agency Pay
HOMELAND SECURITY	\$3.63	73,134.8	16.1%	\$49.60	6.9%
INFORMATION TECHNOLOGY	\$6.62	112,156.3	5.1%	\$58.99	2.3%
MILITARY & NAVAL AFFAIRS	\$2.42	49,527.1	5.2%	\$48.91	2.3%
ATTORNEY GENERAL	\$1.15	19,630.9	2.3%	\$58.50	0.7%
FINANCIAL SERVICES	\$0.42	7,178.7	0.8%	\$58.63	0.3%
AGRICULTURE & MARKETS	\$0.74	21,994.2	8.1%	\$33.66	1.8%
EDUCATION	\$0.19	5,211.1	0.8%	\$36.91	0.1%
STATE INSURANCE FUND	\$0.40	7,205.9	0.8%	\$55.82	0.3%
GAMING COMMISSION	\$0.53	10,984.4	8.7%	\$48.20	1.7%
DEPARTMENT OF STATE	\$0.34	8,435.1	4.8%	\$39.86	0.9%
EXECUTIVE CHAMBER	\$0.16	3,655.8	8.1%	\$43.44	1.4%
CIVIL SERVICE	\$0.01	243.6	0.5%	\$34.77	0.0%
VETERANS' AFFAIRS	\$0.00	0.0	2.1%	NA	0.0%
EMPLOYEE RELATIONS	\$0.01	174.8	0.4%	\$30.08	0.0%
LIEUTENANT GOVERNOR	\$0.00	0.0	0.5%	\$00.00	0.0%
LEGISLATURE	\$0.00	0.0	0.0%	\$00.00	0.0%
OTHER AGENCIES	\$9.43	222,071.1	10.3%	\$42.49	1.4%
TOTAL	\$26.04	541,603.9	5.7%	\$48.09	1.3%

Note: OT employees are those employees who worked overtime in 2021. Veterans' Affairs amounts reflect adjustments for overtime previously performed and for payment of meals to employees who are not eligible to earn overtime wages.

Annual Workforce Count, All Other Agencies, 2021

Agency	2021
INFORMATION TECHNOLOGY	3,198
LEGISLATURE	2,896
EDUCATION	2,471
STATE INSURANCE FUND	1,999
ATTORNEY GENERAL	1,845
MILITARY & NAVAL AFFAIRS	1,392
FINANCIAL SERVICES	1,280
HOMELAND SECURITY	835
AGRICULTURE & MARKETS	588
DEPARTMENT OF STATE	535
GAMING COMMISSION	456
CIVIL SERVICE	333
EMPLOYEE RELATIONS	127
EXECUTIVE CHAMBER	119
VETERANS' AFFAIRS	87
LIEUTENANT GOVERNOR	7
OTHER AGENCIES	9,730
TOTAL	27,898

Note: Average number of State employees in a year. Numbers may not add due to rounding.

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