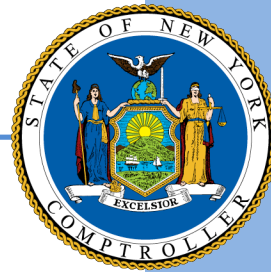


New York State Agency Use of Overtime and State Workforce Trends, 2013 – 2022

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 Due to the COVID-19 pandemic and its impact on the workforce, certain agencies experienced major spikes in overtime starting in 2020 and through 2022, but most overtime was performed in agencies that have typically relied upon it. Overall workforce reductions since 2013, and prior years covered by this annual report, have been accompanied by a notable boost in overtime, as some agencies relied increasingly on overtime to accomplish their objectives.² In 2021, attrition of State employees from the workforce accelerated from prior years.

Key findings include:

- **Overtime earnings grew by 47.2 percent** – The total cost of overtime in calendar year 2022 reached an all-time high at more than \$1.36 billion, an increase of 47.2 percent over 2021. Overtime earnings comprised 7.5 percent of total payroll spending in 2022, a significant increase from the 4.6 percent average from 2013 through 2021.
- **Overtime hours grew by 11.1 percent** – State agencies accrued 22.2 million hours of overtime in 2022, 2.2 million hours more than in 2021. The increase in overtime hours was more than 2.5 times the annual increase in 2021.
- **Three large agencies accounted for more than two-thirds of the State's overtime in 2022.** The Office for People With Developmental Disabilities (OPWDD), the Department of Corrections and Community Supervision (Corrections) and the Office of Mental Health (Mental Health) comprised 24 percent of the workforce but accounted for 67.5 percent of the overtime hours and 68.5 percent of the overtime earnings logged by all State agencies in 2022. In 2021, these agencies accounted 25 percent of the workforce, 66 percent of overtime hours and 62 percent of overtime earnings.

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>

- **Overtime increased significantly at some agencies.** Overtime hours in 2022 at the City University of New York (CUNY) and the Office of Children and Family Services (Children & Family) increased more than 67 and 40 percent, respectively. Overtime earnings grew more than 51 and 112 percent, respectively. Other agencies where the increase in overtime earnings was more than the statewide growth rate were the State University of New York (SUNY) and Veterans' Homes.
- **Despite several efforts to bolster the workforce, including salary increases and bonuses for a range of positions including health care workers, attrition accelerated, and the long-term workforce decline continued.** Employee counts have declined by more than 10 percent at eight major agencies since 2013, with the largest decrease at OPWDD (22.6 percent). The average annual number of State employees, not including SUNY and CUNY, decreased in 2022 by 2.4 percent compared to a 5.3 percent decrease in 2021. The 2021 level of attrition was the highest in the 10 years covered by this analysis, with 16,858 people leaving the workforce.

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 2022: total overtime performed went up more than 11 percent, or over 2.2 million hours, and total overtime earnings increased by over 47 percent, an increase of \$436 million.

In 2022, total State payroll costs were \$18.1 billion, with overtime totaling \$1.36 billion. Overtime earnings as a share of total payroll grew from 3.9 percent in 2013 to 7.5 percent in 2022, as total overtime hours increased by 7.32 million hours, or 49.3 percent, over this time period. Pay rates also increased during this time, contributing to a growth in overtime earnings of 122.6 percent, from \$611 million in 2013 to \$1.36 billion in 2022, or a 10 percent average annual increase.

Overtime hours and earnings from 2013 through 2022 for State agencies that are major users of overtime are detailed in the appendices.

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>.

Figure 1
Annual Percent Increase in Overtime Hours and Earnings, 2013-2022

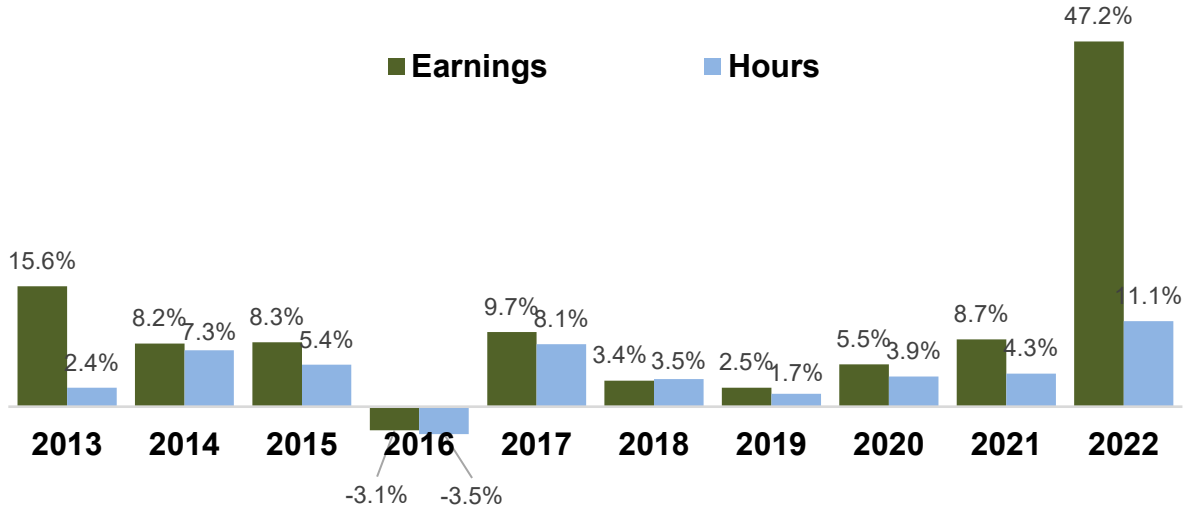
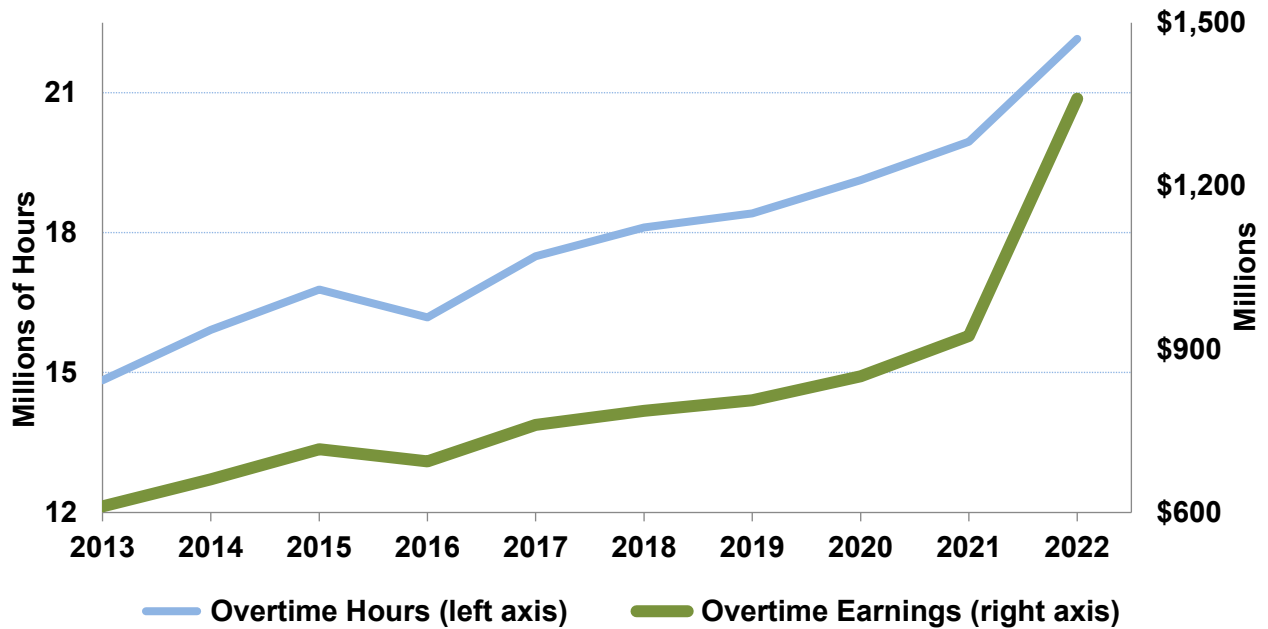


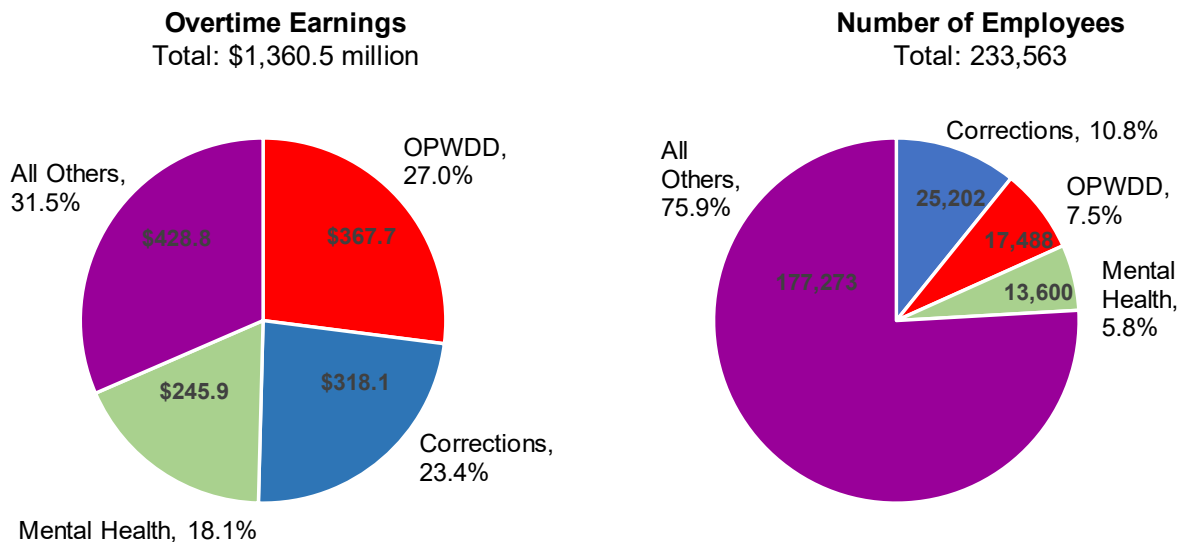
Figure 2
Overtime Use for All New York State Agencies, 2013-2022



III. Agency Overtime Comparisons

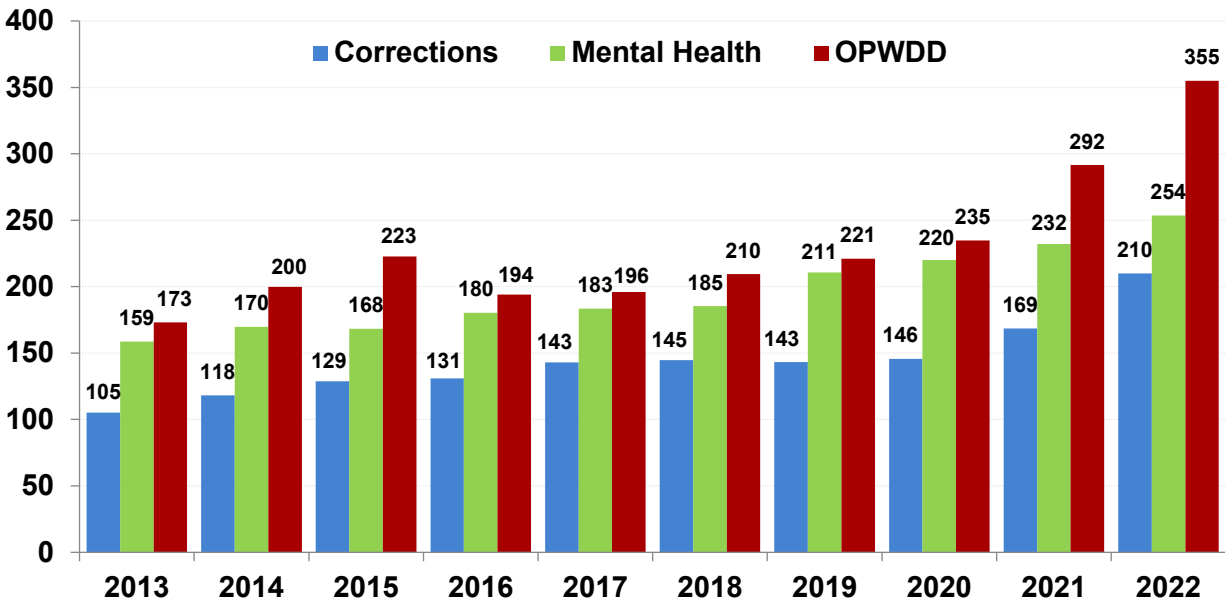
As shown in Figure 3, over 68 percent of overtime earnings in 2022 were concentrated at three agencies that manage institutional settings: Corrections, Mental Health and OPWDD. These agencies also accounted for more than 67 percent of overtime hours. OPWDD had more than 6.2 million hours, over one-quarter of the total; Corrections had close to 5.3 million, or almost 24 percent; and Mental Health had nearly 3.45 million hours, or over 15 percent.

Figure 3
Agencies with Highest Overtime Use: Earnings and Workforce, 2022



As shown in Figure 4, overtime hours per employee at these agencies increased significantly from 2013 through 2022, by 100, 60 and 105 percent, respectively. There were major year-over-year increases in 2022 at Corrections and OPWDD: OPWDD employees worked an average of 355 annual overtime hours in 2022, a 21.7 percent increase from 2021 and Corrections employees worked 210 annual overtime hours on average, an increase of 24.5 percent.

Figure 4
Average Annual Overtime Hours per Employee, Corrections, Mental Health and OPWDD, 2013-2022



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

Figures 5 and 6 summarize additional information about State agency overtime, and show:

- Some agencies experienced overtime spikes in 2022.** Overtime hours at CUNY and Children & Family increased more than 67 and 40 percent and overtime earnings more than 51 and 112 percent respectively. Other agencies where the increase in overtime earnings was more than the statewide growth rate were SUNY and Veterans' Homes. Overtime hours at SUNY went up by over 17 percent to approximately 2.16 million hours, or almost 10 percent of the total.
- Less than 20 percent of State agency employees work overtime –** Six State agencies had more than 25 percent of their workforce accruing overtime in 2022. Veterans' Homes and OPWDD had the highest shares, at 52.1 percent and 52.0 percent respectively, followed by the State Police at 44.2 percent.

Figure 5
Summary of Overtime (OT), By Agency, 2022

Agency	Total OT Pay (Millions \$)	Percentage Change in Total OT Pay, 2021 to 2022	Total OT Hours	Percentage Change in Total OT Hours, 2021 to 2022	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour
OPWDD	\$367.7	99.6%	6,208,658	15.4%	52.0%	\$59.22
CORRECTIONS	\$318.1	27.0%	5,290,451	16.9%	43.1%	\$60.13
MENTAL HEALTH	\$245.9	73.6%	3,449,114	7.6%	39.4%	\$71.30
SUNY	\$141.2	62.2%	2,164,710	17.3%	10.3%	\$65.24
STATE POLICE	\$80.9	19.7%	949,106	16.8%	44.2%	\$85.23
TRANSPORTATION	\$58.7	16.8%	1,503,570	13.3%	43.3%	\$39.02
COURTS	\$35.6	12.5%	597,939	12.3%	14.0%	\$59.48
CHILDREN & FAMILY	\$25.9	112.6%	380,875	40.3%	21.6%	\$67.98
CUNY	\$24.7	51.4%	430,344	67.0%	3.3%	\$57.43
VETERANS' HOMES	\$9.5	74.7%	142,717	4.6%	52.1%	\$66.45
DEC	\$8.1	-23.0%	143,255	-31.9%	13.3%	\$56.70
PARKS	\$6.4	-6.7%	139,362	-17.8%	12.6%	\$46.11
HEALTH	\$4.7	-58.4%	87,792	-57.7%	5.1%	\$53.55
COMPTROLLER	\$4.1	15.8%	94,717	12.2%	9.7%	\$42.90
GENERAL SERVICES	\$3.4	6.2%	90,630	7.3%	15.7%	\$37.36
OTDA	\$2.4	-19.0%	44,100	-20.1%	7.3%	\$55.16
TAXATION & FINANCE	\$1.4	-12.1%	33,095	-13.7%	3.0%	\$42.75
LABOR	\$1.3	-88.8%	23,831	-91.0%	4.1%	\$53.20
ALL OTHER AGENCIES	\$20.5	-21.3%	380,380	-29.8%	4.7%	\$53.88
STATEWIDE	\$1,360.5	47.2%	22,154,648	11.1%	19.5%	\$61.41

Note: OT employees are those employees who worked overtime in 2022.

- **Pay per overtime hour averaged \$61.41** – This rate is almost one-third higher than in 2021. The State Police paid the highest average hourly rate, at \$85.23 per overtime hour. Mental Health paid the next highest, at \$71.30, followed by Children and Family at \$67.98. The latter two agencies' overtime pay per overtime hour went up over 61 and 51 percent respectively in 2022 compared to 2021 reflecting salary increases and bonuses paid to eligible health care workers.
- **Employees working overtime averaged 18.7 hours and \$1,149 in earnings per pay period** – Compared to 2021, the statewide average of overtime hours per pay period for employees who worked overtime increased 7.2 percent and the statewide average of overtime earnings per pay period went up 42.1 percent. As shown in Figure 6, Mental Health had the highest average biweekly overtime earnings among major agencies and OPWDD the greatest average hours per pay period.

Figure 6
Overtime Averages per Pay Period for Employees Working Overtime,
by Agency, 2022

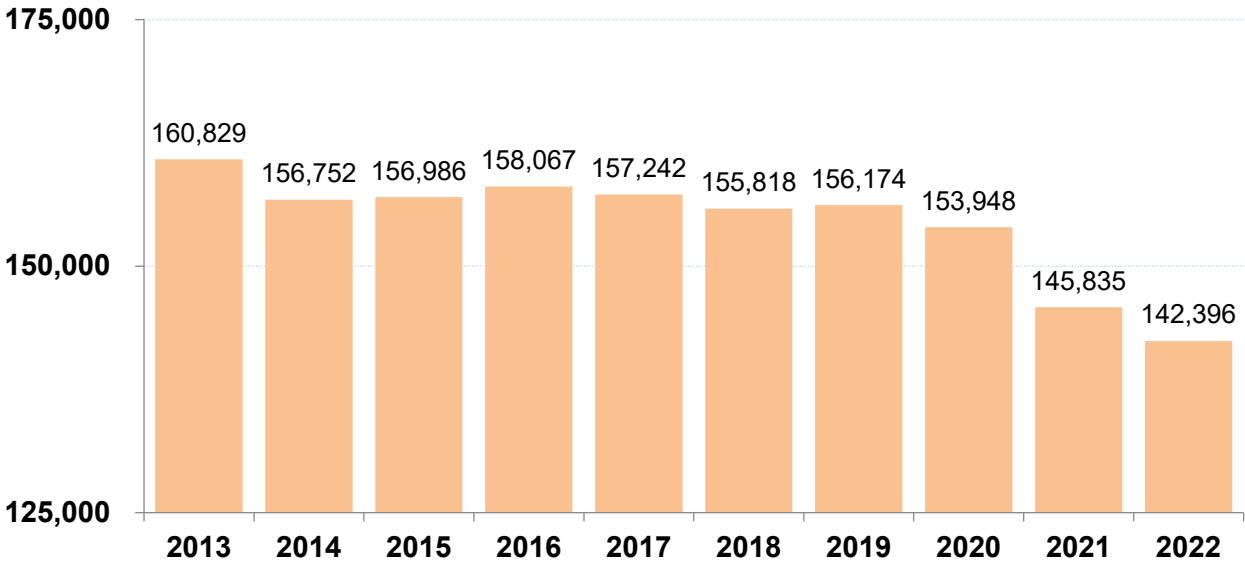
Agency	Hours	Earnings
MENTAL HEALTH	24.7	\$1,763
CHILDREN & FAMILY	24.6	\$1,670
OPWDD	26.3	\$1,556
STATE POLICE	14.7	\$1,253
CUNY	19.7	\$1,133
CORRECTIONS	18.7	\$1,126
HEALTH	20.1	\$1,074
SUNY	12.4	\$810
VETERANS' HOMES	11.3	\$748
DEC	11.9	\$676
OTDA	12.1	\$669
TRANSPORTATION	16.6	\$648
COURTS	10.4	\$621
COMPTROLLER	13.9	\$595
PARKS	10.1	\$467
TAXATION & FINANCE	10.5	\$450
GENERAL SERVICES	11.8	\$440
LABOR	6.6	\$353
ALL OTHER AGENCIES	11.2	\$603
STATEWIDE	18.7	\$1,149

IV. State Workforce Trends

Use of overtime is related to staffing capacity, hiring constraints, and changing or unanticipated workload impacts. Effective April 28, 2020, the Division of the Budget established a hiring freeze 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 is now indefinitely suspended until otherwise modified.⁵

During the 10-year period analyzed by this report, the average annual number of employees working for the State, not including SUNY and CUNY, declined from 160,829 employees in 2013 to roughly 146,000 in 2021, as illustrated in Figure 7. In 2022, the workforce continued to decrease but less significantly— by 2.4 percent, or 3,439 employees, from 2021. Recent levels differ even more markedly from those 15 years ago when the State workforce size was over 180,000.⁶

Figure 7
State Workforce Count, excluding SUNY and CUNY, 2013-2022



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 *Continued 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*, June 2017 at <https://www.osc.state.ny.us/files/reports/special-topics/pdf/overtime-2017.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 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 7,000 to 10,200 fewer per year from 2013 to 2022.⁷

**Figure 8
Agency Workforce Counts, 2013, 2021 and 2022**

Agency	2013	2021	2022	Change 2013 to 2022		Change 2021 to 2022	
CORRECTIONS	30,162	26,845	25,202	(4,960)	-16.4%	(1,643)	-6.1%
OPWDD	22,606	18,439	17,488	(5,118)	-22.6%	(951)	-5.2%
COURTS	17,166	15,936	15,775	(1,391)	-8.1%	(161)	-1.0%
MENTAL HEALTH	15,717	13,812	13,600	(2,116)	-13.5%	(211)	-1.5%
TRANSPORTATION	8,975	8,037	8,034	(941)	-10.5%	(3)	0.0%
STATE POLICE	5,456	5,584	5,618	161	3.0%	33	0.6%
PARKS	4,011	4,117	4,182	171	4.3%	66	1.6%
TAXATION & FINANCE	5,004	4,307	4,073	(931)	-18.6%	(234)	-5.4%
DEC	3,705	3,432	3,482	(223)	-6.0%	49	1.4%
LABOR	4,303	3,647	3,406	(897)	-20.9%	(241)	-6.6%
HEALTH	3,286	3,347	3,330	44	1.3%	(17)	-0.5%
CHILDREN & FAMILY	3,275	2,803	2,767	(509)	-15.5%	(37)	-1.3%
COMPTROLLER	2,585	2,812	2,710	125	4.8%	(102)	-3.6%
OTDA	1,927	1,850	1,907	(20)	-1.0%	56	3.0%
GENERAL SERVICES	1,538	1,957	1,882	344	22.4%	(75)	-3.9%
VETERANS' HOMES	1,205	1,012	936	(269)	-22.4%	(76)	-7.5%
ALL OTHER AGENCIES	29,907	27,898	28,005	(1,902)	-6.4%	107	0.4%
ALL STATE AGENCIES	160,829	145,835	142,396	(18,432)	-11.5%	(3,439)	-2.4%
SUNY	68,121	64,177	65,359	(2,762)	-4.1%	1,182	1.8%
CUNY	39,680	25,326	25,808	(13,872)	-35.0%	483	1.9%
OVERALL TOTAL	268,630	235,338	233,563	(35,067)	-13.1%	(1,775)	-0.8%

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.

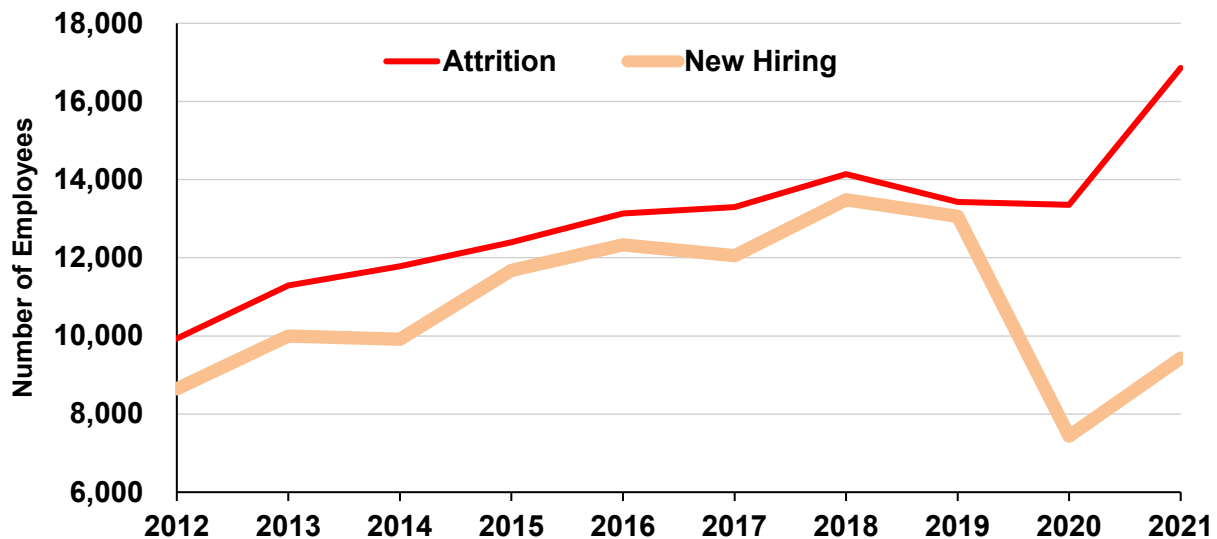
⁷ FTE reflects a unit of measure which is equal to one filled, full-time, annual-salaried position, rather than a person. For example: one person serving in one position at 100 percent time (full-time) equals 1 FTE; two people sharing one position, each at 50 percent time equals 0.5 FTE + 0.5 FTE, for 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 8 shows actual workforce counts by agency on an average annual basis for 2013, 2021 and 2022. The largest percentage reductions in employee counts during the 10-year period were at OPWDD (22.6 percent), and Veterans' Homes (22.4 percent) as well as at CUNY (35 percent). Only four major executive agencies, General Services, the Office of Parks, Recreation and Historic Preservation (Parks), State Police and Health, experienced increases during that period. The Office of the State Comptroller also increased over that time period, by 4.8 percent.

Corrections, OPWDD, and Mental Health comprise 24 percent of the total workforce and performed over 67 percent of total overtime in 2022. During the period of 2013 to 2022, these agencies experienced greater-than-average workforce reductions of 16.4 percent, 22.6 percent and 13.5 percent, respectively. The workforce at Corrections (1,643) and OPWDD (951) also contracted by the greatest number of positions between 2021 and 2022, while Veterans' Homes and Labor suffered reductions of 6.5 percent or more.

During the 10 calendar years under study in this report, attrition grew and initially peaked during 2018, with 14,142 people leaving the State workforce in that year. Attrition then declined to 13,357 in 2020; one year later, attrition surged by more than 3,500 individuals, or 26 percent, to a new peak of 16,858 in 2021.⁸ New hires peaked at 13,483 in 2018 and then decreased to 7,435 in 2020 before rising to 9,431 in 2021, but hiring levels in 2020 and 2021 were still far below attrition.

Figure 9
Total Attrition and New Hiring in the State Workforce, 2012-2021



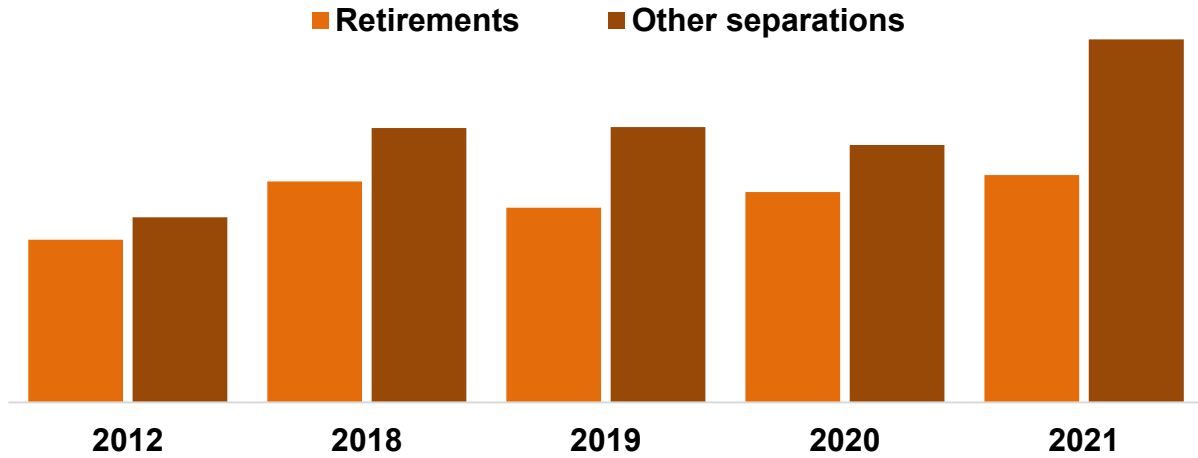
Source: New York State Department of Civil Service

⁸ Calendar year figures reported as of January 1 of the subsequent year. See: New York State Department of Civil Service, *New York State Workforce Management Report* (annual, 2012-2022) at <https://www.cs.ny.gov/pio/archived-reports.cfm>.

Both retirements and other separations from State employment (such as resignations, terminations, layoffs and deaths) grew between 2012 and 2021. Annual retirements rose by 1,845, from 4,646 to 6,491. Other separations increased by over 5,000, from 5,286 to 10,367 in 2021, an increase of 41 percent. (See Figure 10) Combined, retirements and other separations outpaced new hiring between 2012 and 2021, particularly during the last two years.

Since data are not yet available to reflect 2022, a more complete understanding of the pandemic’s sustained impact in these areas cannot be determined at this time.

Figure 10
Composition of Attrition in the State Workforce, 2012-2021



Source: New York State Department of Civil Service

V. Conclusion

Annual State workforce data on attrition for 2021 indicate accelerated employee separations in the second year of the COVID-19 pandemic. The total number of State employees continued to drop in 2022, continuing a reduction in the State workforce that has occurred over more than 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 was analyzed in OSC'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 2023-24 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, 2013-2022 (in millions of dollars)

Agency	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Change 2013 to 2022	
OPWDD	\$124.1	\$138.5	\$150.0	\$133.7	\$133.1	\$142.4	\$151.1	\$156.7	\$184.2	\$367.7	\$243.6	196.2%
CORRECTIONS	\$160.4	\$180.2	\$198.7	\$205.0	\$221.0	\$223.2	\$224.5	\$224.5	\$250.5	\$318.1	\$157.7	98.3%
MENTAL HEALTH	\$94.6	\$101.5	\$101.6	\$109.0	\$109.1	\$109.0	\$123.3	\$128.6	\$141.7	\$245.9	\$151.3	160.0%
SUNY	\$57.9	\$62.6	\$68.5	\$70.4	\$74.8	\$79.2	\$81.3	\$73.5	\$87.1	\$141.2	\$83.4	144.1%
STATE POLICE	\$35.1	\$38.9	\$64.6	\$47.8	\$74.2	\$63.2	\$59.1	\$64.1	\$67.6	\$80.9	\$45.8	130.5%
TRANSPORTATION	\$43.3	\$46.1	\$44.5	\$35.9	\$47.8	\$60.2	\$55.7	\$52.9	\$50.2	\$58.7	\$15.4	35.5%
COURTS	\$17.8	\$18.0	\$20.0	\$22.5	\$26.9	\$30.8	\$31.4	\$28.3	\$31.6	\$35.6	\$17.8	100.3%
CHILDREN & FAMILY	\$15.3	\$15.8	\$12.9	\$13.1	\$12.3	\$11.0	\$7.9	\$8.4	\$12.2	\$25.9	\$10.6	69.5%
CUNY	\$12.9	\$15.2	\$15.8	\$14.9	\$17.6	\$19.6	\$18.6	\$11.3	\$16.3	\$24.7	\$11.8	91.5%
VETERANS' HOMES	\$6.4	\$6.7	\$5.9	\$5.6	\$6.7	\$7.8	\$8.4	\$7.5	\$5.4	\$9.5	\$3.0	47.3%
DEC	\$6.6	\$5.8	\$6.1	\$7.8	\$7.9	\$7.9	\$8.4	\$11.1	\$10.5	\$8.1	\$1.5	23.2%
PARKS	\$5.2	\$4.4	\$4.5	\$5.0	\$4.9	\$5.7	\$6.7	\$6.6	\$6.9	\$6.4	\$1.3	24.4%
HEALTH	\$1.8	\$1.7	\$1.8	\$1.9	\$1.9	\$1.7	\$2.0	\$9.5	\$11.3	\$4.7	\$2.9	167.2%
COMPTROLLER	\$2.6	\$2.5	\$2.6	\$3.4	\$3.7	\$2.9	\$2.7	\$2.8	\$3.5	\$4.1	\$1.5	56.6%
GENERAL SERVICES	\$3.3	\$4.0	\$4.5	\$3.8	\$3.3	\$4.0	\$4.0	\$4.0	\$3.2	\$3.4	\$0.1	4.0%
OTDA	\$0.6	\$0.8	\$0.7	\$1.0	\$0.8	\$2.0	\$1.4	\$2.6	\$3.0	\$2.4	\$1.8	298.3%
TAXATION & FINANCE	\$8.3	\$6.7	\$3.1	\$1.5	\$1.9	\$1.6	\$1.2	\$4.3	\$1.6	\$1.4	(\$6.9)	-82.9%
LABOR	\$3.5	\$0.8	\$0.1	\$0.1	\$0.1	\$0.1	\$0.1	\$25.0	\$11.4	\$1.3	(\$2.2)	-63.8%
ALL OTHER AGENCIES	\$11.7	\$11.0	\$10.2	\$11.8	\$13.1	\$14.5	\$18.2	\$28.8	\$26.0	\$20.5	\$8.8	75.1%
STATEWIDE	\$611.2	\$661.2	\$716.1	\$694.2	\$761.2	\$786.9	\$806.2	\$850.4	\$924.3	\$1,360.5	\$749.3	122.6%

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, 2013-2022

Agency	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Change 2013 to 2022	
OPWDD	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	6,208,658	2,371,907	61.8%
CORRECTIONS	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	5,290,451	2,155,764	68.8%
MENTAL HEALTH	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	3,449,114	1,004,086	41.1%
SUNY	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	2,164,710	801,377	58.8%
TRANSPORTATION	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	1,503,570	260,392	20.9%
STATE POLICE	472,124	523,720	848,809	620,351	980,491	834,680	765,007	798,526	812,869	949,106	476,982	101.0%
COURTS	352,562	358,308	396,261	441,825	514,808	544,735	547,224	473,254	532,315	597,939	245,378	69.6%
CUNY	323,610	363,667	387,001	366,116	379,276	412,624	382,031	203,591	257,640	430,344	106,734	33.0%
CHILDREN & FAMILY	402,301	412,184	334,261	341,806	312,333	273,155	194,700	210,627	271,437	380,875	(21,426)	-5.3%
DEC	129,648	111,899	117,434	149,430	152,043	151,820	160,447	214,714	210,382	143,255	13,607	10.5%
VETERANS' HOMES	188,622	192,672	166,390	155,035	182,118	208,051	220,776	196,304	136,382	142,717	(45,905)	-24.3%
PARKS	125,790	109,139	114,049	128,872	123,537	146,747	167,159	153,289	169,472	139,362	13,572	10.8%
COMPTROLLER	71,208	67,805	69,475	91,694	99,016	73,000	65,396	68,616	84,401	94,717	23,509	33.0%
GENERAL SERVICES	88,655	113,457	132,018	104,760	94,674	109,799	111,688	103,938	84,455	90,630	1,975	2.2%
HEALTH	44,460	41,053	43,854	45,573	44,400	40,188	46,401	179,837	207,732	87,792	43,332	97.5%
OTDA	14,490	17,012	15,927	22,465	18,914	39,023	30,357	51,660	55,228	44,100	29,610	204.4%
TAXATION & FINANCE	231,814	190,647	86,638	39,030	48,291	40,691	31,775	109,096	38,360	33,095	(198,720)	-85.7%
LABOR	89,300	21,578	2,987	2,716	3,853	3,542	3,330	599,709	265,470	23,831	(65,469)	-73.3%
ALL OTHER AGENCIES	276,954	265,311	238,489	270,683	296,639	327,019	411,361	616,372	541,604	380,380	103,426	37.3%
STATEWIDE	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	22,154,648	7,320,133	49.3%

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, 2013-2022

Agency	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Change 2013 to 2022	
CORRECTIONS	30,162	29,536	29,572	29,959	29,804	29,796	29,617	28,689	26,845	25,202	(4,960)	-16.4%
OPWDD	22,606	21,214	20,497	21,098	20,885	20,586	20,604	19,959	18,439	17,488	(5,118)	-22.6%
COURTS	17,166	16,461	16,629	16,714	16,719	16,732	16,952	16,929	15,936	15,775	(1,391)	-8.1%
MENTAL HEALTH	15,717	15,355	15,326	15,279	14,902	14,567	14,516	14,381	13,812	13,600	(2,116)	-13.5%
TRANSPORTATION	8,975	8,580	8,578	8,558	8,592	8,563	8,508	8,501	8,037	8,034	(941)	-10.5%
STATE POLICE	5,456	5,550	5,679	5,717	5,817	5,782	5,959	5,849	5,584	5,618	161	3.0%
TAXATION & FINANCE	5,004	5,296	5,495	5,186	4,801	4,621	4,510	4,484	4,307	4,073	(931)	-18.6%
PARKS	4,011	3,936	4,056	4,019	4,082	4,110	4,180	4,144	4,117	4,182	171	4.3%
DEC	3,705	3,613	3,607	3,646	3,672	3,622	3,696	3,582	3,432	3,482	(223)	-6.0%
HEALTH	3,286	3,412	3,521	3,625	3,512	3,430	3,452	3,513	3,347	3,330	44	1.3%
LABOR	4,303	3,891	3,438	3,284	3,266	3,268	3,204	3,465	3,647	3,406	(897)	-20.9%
CHILDREN & FAMILY	3,275	3,140	3,193	3,190	3,240	3,206	3,288	3,100	2,803	2,767	(509)	-15.5%
COMPTROLLER	2,585	2,595	2,622	2,666	2,767	2,723	2,728	2,799	2,812	2,710	125	4.8%
GENERAL SERVICES	1,538	1,683	1,805	1,908	2,018	2,100	2,075	2,073	1,957	1,882	344	22.4%
OTDA	1,927	1,969	1,978	2,015	2,035	1,971	2,049	1,982	1,850	1,907	(20)	-1.0%
VETERANS' HOMES	1,205	1,192	1,219	1,256	1,181	1,173	1,194	1,121	1,012	936	(269)	-22.4%
ALL OTHER AGENCIES	29,907	29,329	29,773	29,948	29,949	29,569	29,643	29,377	27,898	28,005	(1,902)	-6.4%
TOTAL - ALL STATE AGENCIES	160,829	156,752	156,986	158,067	157,242	155,818	156,174	153,948	145,835	142,396	(18,432)	-11.5%
SUNY	68,121	67,926	68,691	70,302	71,217	70,757	71,077	67,143	64,177	65,359	(2,762)	-4.1%
CUNY	39,680	27,151	27,639	27,783	28,722	27,929	28,234	27,064	25,326	25,808	(13,872)	-35.0%
OVERALL TOTAL	268,630	251,829	253,316	256,152	257,181	254,505	255,486	248,156	235,338	233,563	(35,067)	-13.1%

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

Summary of Overtime (OT) Usage, All Other Agencies, 2022

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
INFORMATION TECHNOLOGY	\$2.74	44,785.8	03.3%	\$61.21	1.0%
MILITARY & NAVAL AFFAIRS	\$2.50	51,344.2	05.7%	\$48.72	2.3%
HOMELAND SECURITY	\$1.79	35,067.9	12.3%	\$51.06	3.3%
ATTORNEY GENERAL	\$1.55	25,814.3	02.9%	\$59.99	0.9%
DEPARTMENT OF STATE	\$0.65	16,619.6	08.7%	\$39.06	1.7%
GAMING COMMISSION	\$0.54	11,215.7	08.2%	\$48.44	1.8%
AGRICULTURE & MARKETS	\$0.50	15,077.9	06.1%	\$33.04	1.1%
EDUCATION	\$0.36	9,078.5	01.2%	\$39.82	0.2%
EXECUTIVE CHAMBER	\$0.07	1,661.4	04.8%	\$42.50	0.5%
STATE INSURANCE FUND	\$0.06	1,139.1	00.6%	\$48.86	0.0%
CIVIL SERVICE	\$0.04	1,064.4	02.2%	\$41.15	0.2%
FINANCIAL SERVICES	\$0.04	787.7	00.3%	\$51.50	0.0%
LIEUTENANT GOVERNOR	\$0.01	121.7	02.8%	\$47.02	0.7%
VETERANS' AFFAIRS	\$0.00	0.0	00.0%	NA	0.0%
EMPLOYEE RELATIONS	\$0.00	0.0	00.1%	NA	0.0%
LEGISLATURE	\$0.00	0.0	00.0%	NA	0.0%
OTHER AGENCIES	\$9.64	166,602.0	07.8%	\$57.89	1.3%
TOTAL	\$20.49	380,380.1	04.7%	\$53.88	0.9%

Note: OT employees are those employees who worked overtime in 2022.

Annual Workforce Count, All Other Agencies, 2022

Agency	2022
INFORMATION TECHNOLOGY	3,048
LEGISLATURE	2,872
EDUCATION	2,497
STATE INSURANCE FUND	1,867
ATTORNEY GENERAL	1,860
MILITARY & NAVAL AFFAIRS	1,456
FINANCIAL SERVICES	1,250
HOMELAND SECURITY	854
AGRICULTURE & MARKETS	627
DEPARTMENT OF STATE	547
GAMING COMMISSION	432
CIVIL SERVICE	362
EXECUTIVE CHAMBER	131
EMPLOYEE RELATIONS	124
VETERANS' AFFAIRS	86
LIEUTENANT GOVERNOR	7
OTHER AGENCIES	9,986
TOTAL	28,005

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

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