



New York State Comptroller  
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# **New York State Agency Use of Overtime and State Workforce Trends, 2014 - 2023**

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June 2024

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# I. Executive Summary

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This report examines the use of overtime by New York State agencies and State workforce trends over the past 10 calendar years.<sup>1</sup> Due to the COVID-19 pandemic and its impact on the workforce, some agencies experienced major spikes in overtime in 2020 that started to decrease in 2022 and 2023. Overall workforce reductions since 2014, and prior years covered by this annual report, have been accompanied by a notable boost in overtime, as some agencies have relied increasingly on overtime to accomplish their objectives.<sup>2</sup>

In 2022, the number of new State employees increased by 59 percent from the prior year and the attrition of State employees fell slightly. Even though attrition remains higher than before and during the first year of the pandemic, in 2023 the size of the State workforce grew for the first time since 2019, increasing by 2.5 percent, or 3,583 positions, to an average annual total of 145,980.

In 2023, there was the first decrease in total overtime earnings since 2016. This decrease was led by three of the five largest users of overtime and was further reduced by other agencies, whose role in responding to the pandemic waned in 2023. This drop in overtime earnings also corresponded with the overall increase in the size of the State workforce.

Key findings include:

- **Overtime earnings declined by 11.6 percent** – The total cost of overtime in calendar year 2023 was \$1.2 billion, a decrease of 11.6 percent over 2022. Overtime earnings comprised 6.2 percent of total payroll spending in 2023, higher than the 5 percent average from 2014 through 2022.
- **Overtime hours grew by 2.5 percent** – State agencies accrued 22.7 million hours of overtime in 2023, 543,500 hours more than in 2022.
- **Three large agencies accounted for about two-thirds of the State’s overtime in 2023.** The Department of Corrections and Community Supervision (Corrections), the Office for People With Developmental Disabilities (OPWDD), and the Office of Mental Health (Mental Health) comprised 23.6 percent of the workforce but accounted for 68.7 percent of the overtime hours and 66.3 percent of the overtime earnings logged by all State agencies in 2023.
- **Overtime varied significantly by agency.** Even though there were significant decreases in overtime hours in 2023 at certain agencies including the Department of Labor (Labor, -74.0 percent) and Department of Health (Health, -38.1 percent), many agencies experienced increases, including a 16.4 percent rise, almost 870,000 hours, at Corrections. This growth caused most of the increase in hours for the State in 2023. Conversely, the drop in related earnings at OPWDD (-27.5 percent, \$101 million), Mental Health (-27.8 percent, \$68.5 million), and the State University of New York (SUNY, -31.2 percent, \$44.1 million) contributed the most to the total overtime earnings decrease in 2023.

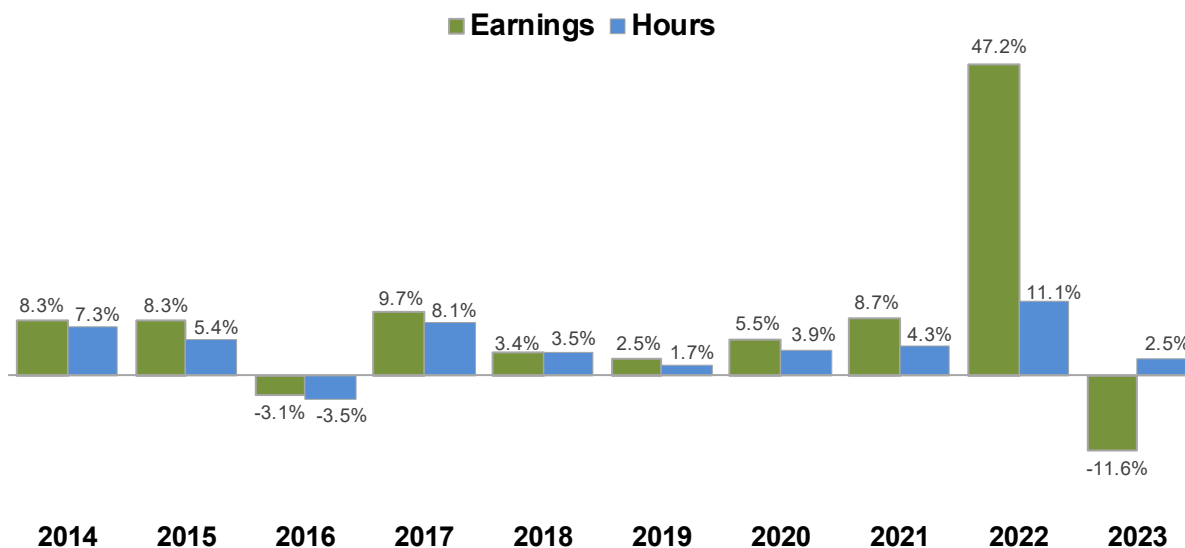
- **In 2022, there were 15,011 new hires, the highest for the 10 years covered by this analysis, growth of 59 percent from the prior year.** Despite this increase, attrition remained greater than new hires, and declined by only 3.8 percent to 16,211. In 2021 and 2022, attrition from the workforce has been driven largely by separations other than retirement.

## 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.<sup>3</sup> 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.”<sup>4</sup>

As shown in Figure 1, total overtime performed went up by 2.5 percent, the lowest rise since 2019, and total overtime earnings decreased by over 11.6 percent, or \$157.5 million.

**Figure 1**  
**Annual Percent Increase in Overtime Hours and Earnings, 2014-2023**

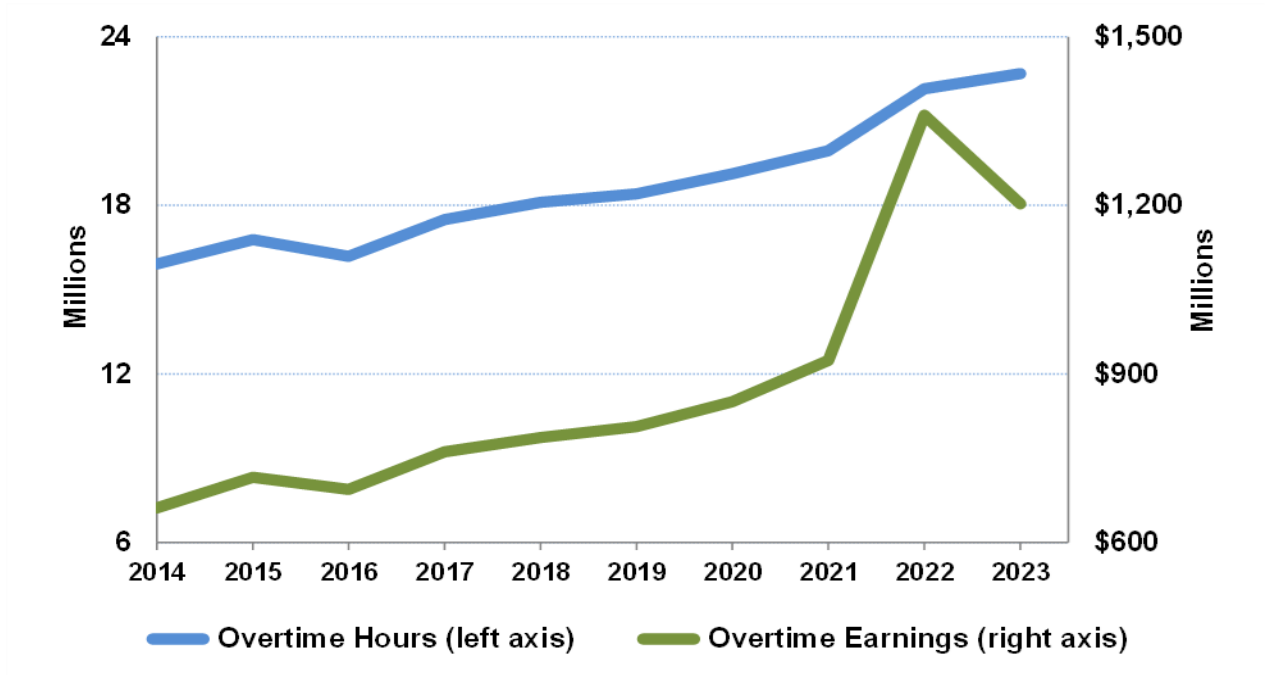


Note: 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.

In 2023, total State payroll costs were \$19.3 billion, with overtime totaling \$1.2 billion. Overtime earnings as a share of total payroll grew from 4.3 percent in 2014 to 6.2 percent in 2023, as total overtime hours increased over this time by 6.78 million hours, or 42.6 percent. Pay rates also increased during this time, contributing to a growth of almost 82 percent in overtime earnings, from \$661 million in 2014 to \$1.2 billion in 2023, or a 7.8 percent average annual increase.

Overtime hours and earnings from 2014 through 2023 for State agencies that are major users of overtime are detailed in the appendices.

**Figure 2**  
**Overtime Use for All New York State Agencies, 2014-2023**

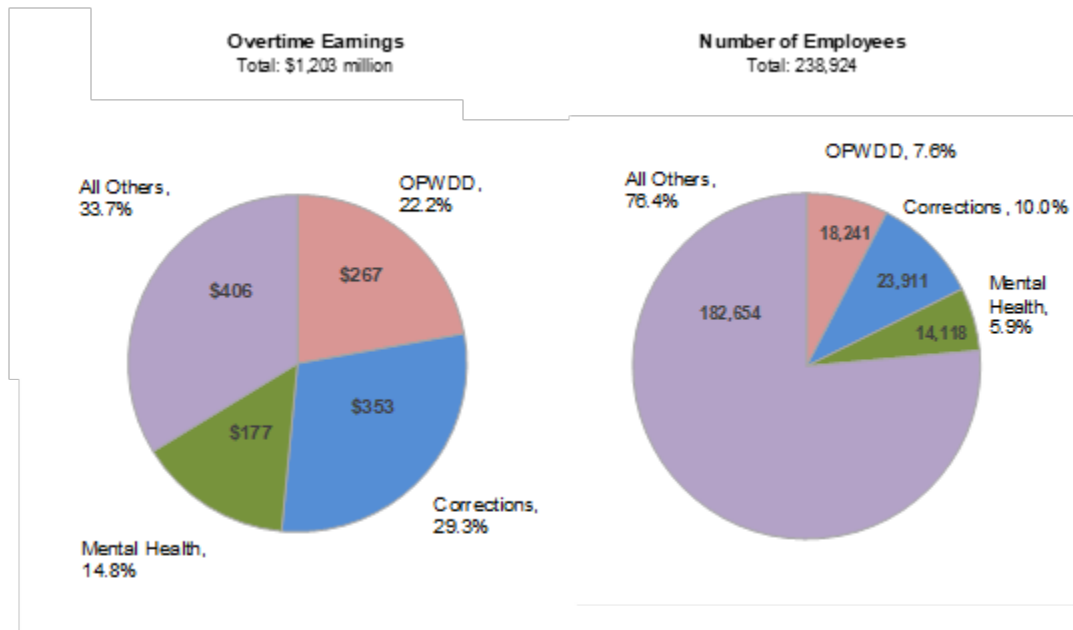


Note: 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.

### III. Agency Overtime Comparisons

As shown in Figure 3, over 66 percent of overtime earnings in 2023 were concentrated at three agencies that manage institutional settings: Corrections, OPWDD, and Mental Health. These agencies also accounted for 68.7 percent of overtime hours. Corrections represented close to 6.2 million hours, or over 27 percent of the total; OPWDD more than 6 million hours, 26.6 percent; and Mental Health nearly 3.4 million hours, or almost 15 percent.

**Figure 3**  
**Agencies with Highest Overtime Use: Earnings and Workforce, 2023**

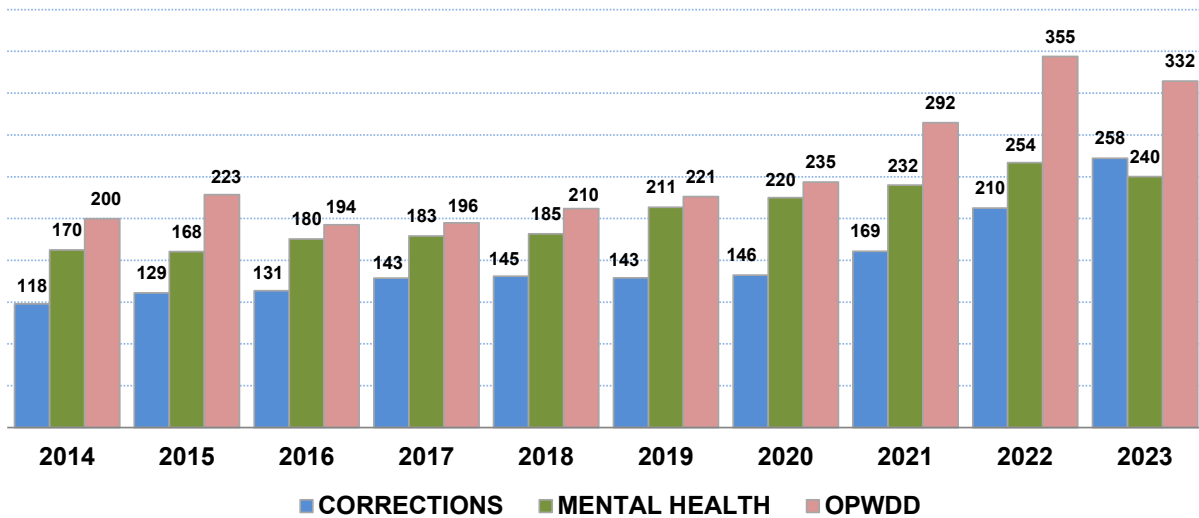


Note: 2023 earnings include recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at Corrections, OPWDD, Mental Health and some other agencies. Total may not add to 100.0 percent due to rounding.

As shown in Figure 4, overtime hours per employee at these agencies increased significantly from 2014 through 2023, by 118, 66, and 41 percent, respectively. This trend was accompanied by drops in workforce size at these agencies between 8 percent (Mental Health) and 19 percent (Corrections). These decreases are greater than the statewide average for this period.

Year-over-year change in 2023 from 2022 includes 22.7 percent growth at Corrections to 258 annual overtime hours. Conversely, decreases in average annual overtime hours per employee occurred at OPWDD and Mental Health for the first time since 2016 and 2015, respectively. OPWDD employees worked an average of 332 annual overtime hours, a 6.6 percent decrease and Mental Health employees worked 240 annual overtime hours on average, a decrease of 5.3 percent.

**Figure 4**  
**Average Annual Overtime Hours per Employee, Corrections, Mental Health and OPWDD, 2014-2023**



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 significant overtime drops in 2023.** Overtime hours at Labor and Health decreased by 74 and 38 percent, respectively, and earnings from 2023 overtime usage also fell significantly at both agencies. Labor and Health both had primary responsibilities for relief during the COVID-19 pandemic. Other agencies where there was a major decline in overtime hours were the Department of Taxation and Finance (Taxation & Finance, -22.1 percent) and the Department of Environmental Conservation (DEC, -15.4 percent); however, overtime earnings at both decreased by less than the statewide drop of 11.6 percent. In contrast, at Veterans’ Homes and SUNY, the decrease in overtime earnings (-35.8 percent and -31.2 percent, respectively) was about three times the rate of the statewide decline.
- Less than 20 percent of State agency employees work overtime** – Six State agencies had more than 25 percent of their workforce accruing overtime in 2023. OPWDD, Corrections, and State Police had the highest shares, at 50.0 percent, 48.3 percent, and 46.2 percent respectively, followed by Veterans’ Homes at 44.1 percent.



**Figure 5**  
**Summary of Overtime (OT), by Agency, 2023**

Agency	Total OT Pay (Millions \$) See note	Percentage Change in Total OT Pay, 2022 to 2023	Total OT Hours	Percentage Change in Total OT Hours, 2022 to 2023	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour
CORRECTIONS	\$353.0	11.0%	6,160,437	16.4%	48.3%	\$57.29
OPWDD	\$266.7	-27.5%	6,047,354	-2.6%	50.0%	\$44.10
MENTAL HEALTH	\$177.5	-27.8%	3,389,715	-1.7%	39.4%	\$52.36
SUNY	\$97.1	-31.2%	1,896,771	-12.4%	9.3%	\$51.20
STATE POLICE	\$93.2	15.2%	1,077,611	13.5%	46.2%	\$86.51
TRANSPORTATION	\$67.3	14.8%	1,430,054	-4.9%	43.7%	\$47.09
COURTS	\$43.3	21.8%	691,671	15.7%	15.2%	\$62.65
CUNY	\$23.8	-3.8%	438,843	2.0%	3.4%	\$54.17
CHILDREN & FAMILY	\$21.3	-17.8%	431,064	13.2%	24.9%	\$49.37
PARKS	\$7.9	22.3%	153,385	10.1%	13.0%	\$51.22
DEC	\$7.4	-8.6%	121,227	-15.4%	13.2%	\$61.23
VETERANS' HOMES	\$6.1	-35.8%	131,347	-8.0%	44.1%	\$46.35
COMPTROLLER	\$4.8	18.6%	105,980	11.9%	11.0%	\$45.48
GENERAL SERVICES	\$3.6	7.7%	89,973	-0.7%	16.4%	\$40.53
OTDA	\$3.0	24.1%	56,927	29.1%	9.3%	\$53.03
HEALTH	\$2.8	-40.4%	54,331	-38.1%	4.0%	\$51.59
LABOR (See note)	\$2.4	NA	6,200	-74.0%	2.0%	NA
TAXATION & FINANCE	\$1.3	-8.7%	25,795	-22.1%	2.7%	\$50.06
ALL OTHER AGENCIES	\$20.5	0.1%	389,478	2.4%	4.7%	\$52.67
<b>STATEWIDE</b>	<b>\$1,203.0</b>	<b>-11.6%</b>	<b>22,698,164</b>	<b>2.5%</b>	<b>19.6%</b>	<b>\$53.00</b>

Notes: Total OT pay in 2023 includes \$3,035,829.65 in recalculated overtime earnings from overtime hours worked in 2020, 2021, and 2022 at some agencies including \$1,980,853 at Labor, 65 percent of the total. The \$2.4 million total OT pay at Labor includes this amount. Due to the proportion of recalculated earnings at this agency, several 2023 table measures are not included for Labor. Total OT pay at the following agencies also includes recalculated OT earnings: Transportation (\$318,337), DEC (\$174,802), Taxation and Finance (\$48,722), Corrections (\$48,049), Health (\$42,828), and Parks (\$30,879) among other agencies in smaller amounts. Table measures have been retained for these agencies.

- **Pay per overtime hour averaged \$53.00** – This rate is 14 percent lower than in 2022. State Police paid \$86.51, followed by the Unified Court System (Courts) at \$62.65 and DEC at \$61.23.
- **Employees working overtime averaged 18.6 hours and \$987 in earnings per pay period** – Compared to 2022, the statewide average of overtime hours per pay period for employees who worked overtime decreased marginally, 0.4 percent, and the statewide average of overtime earnings per pay period went down 14.1 percent. As shown in Figure 6, State Police 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, 2023**

Agency	Hours	Earnings
STATE POLICE	15.5	\$1,341
MENTAL HEALTH	23.5	\$1,228
CORRECTIONS	20.5	\$1,175
OPWDD	25.5	\$1,125
CHILDREN & FAMILY	22.6	\$1,116
CUNY	19.4	\$1,052
HEALTH	14.8	\$762
TRANSPORTATION	15.1	\$712
COURTS	10.8	\$674
COMPTROLLER	14.0	\$639
OTDA	11.9	\$629
DEC	9.9	\$608
SUNY	11.6	\$595
VETERANS' HOMES	12.5	\$581
PARKS	10.2	\$521
TAXATION & FINANCE	9.2	\$463
GENERAL SERVICES	11.1	\$451
LABOR	3.8	NA
ALL OTHER AGENCIES	10.6	\$557
<b>STATEWIDE</b>	<b>18.6</b>	<b>\$987</b>

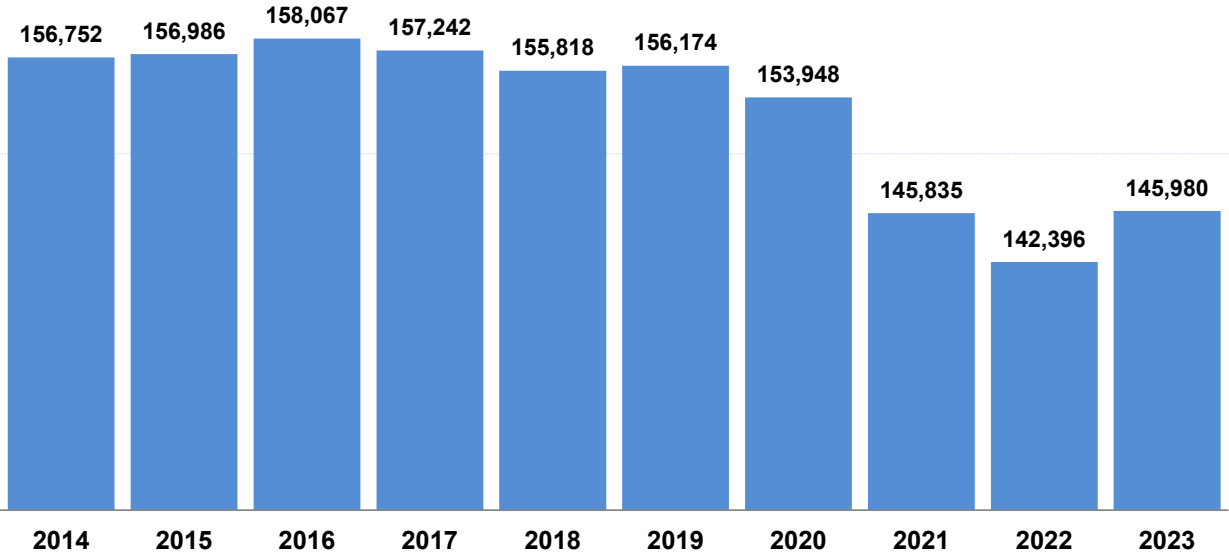
Notes: Earnings averages include recalculated pay from overtime hours worked in 2020, 2021 and 2022 at some agencies. See note for Figure 5. Due to the proportion of such earnings at Labor, the table measure for this agency is not included.

# 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 hiring freeze was first suspended on May 21, 2021, the suspension was extended on April 12, 2023 and the freeze will remain suspended until otherwise modified.<sup>5</sup>

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 156,752 employees in 2014 to 145,835 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. In 2023, the workforce increased moderately for the first time since 2019 to almost 146,000, or 2.5 percent from the previous year. Recent levels differ markedly from those 15 years ago when the State workforce size was over 180,000.<sup>6</sup>

**Figure 7**  
**State Workforce Count, excluding SUNY and CUNY, 2014-2023**



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 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 10,200 fewer per year from 2014 to 2023.<sup>7</sup>

Figure 8 shows actual workforce counts by agency on an average annual basis for 2014, 2022, and 2023. The largest percentage reductions in employee counts during the 10-year period were at Taxation & Finance (25.1 percent), Veterans' Homes (23.3 percent), Corrections (19 percent), and Labor (18.3 percent). Only five major Executive agencies, the Office of Parks, Recreation and Historic Preservation (Parks), Office of General Services (General Services), State Police, Health, and the Office of Temporary and Disability Assistance (OTDA), experienced increases during that period.

**Figure 8**  
**Agency Workforce Counts, 2014, 2022 and 2023**

Agency	2014	2022	2023	Change, 2014 to 2023	Change, 2022 to 2023
<b>CORRECTIONS</b>	29,536	25,202	23,911	(5,625)	(1,291)
<b>OPWDD</b>	21,214	17,488	18,241	(2,973)	753
<b>COURTS</b>	16,461	15,775	16,306	(155)	531
<b>MENTAL HEALTH</b>	15,355	13,600	14,118	(1,237)	517
<b>TRANSPORTATION</b>	8,580	8,034	8,330	(250)	296
<b>STATE POLICE</b>	5,550	5,618	5,788	237	170
<b>PARKS</b>	3,936	4,182	4,470	533	288
<b>TAXATION &amp; FINANCE</b>	5,296	4,073	3,964	(1,331)	(109)
<b>DEC</b>	3,613	3,482	3,557	(57)	75
<b>LABOR</b>	3,891	3,406	3,177	(714)	(229)
<b>HEALTH</b>	3,412	3,330	3,519	107	189
<b>CHILDREN &amp; FAMILY</b>	3,140	2,767	2,938	(202)	172
<b>COMPTROLLER</b>	2,595	2,710	2,642	47	(68)
<b>OTDA</b>	1,969	1,907	1,975	6	69
<b>GENERAL SERVICES</b>	1,683	1,882	1,896	214	14
<b>VETERANS' HOMES</b>	1,192	936	914	(278)	(22)
<b>ALL OTHER AGENCIES</b>	29,329	28,005	30,233	904	2,228
<b>ALL STATE AGENCIES</b>	<b>156,752</b>	<b>142,396</b>	<b>145,980</b>	<b>(10,772)</b>	<b>3,583</b>
<b>SUNY</b>	67,926	65,359	67,263	(663)	1,904
<b>CUNY</b>	27,151	25,808	25,681	(1,469)	(127)
<b>OVERALL TOTAL</b>	<b>251,829</b>	<b>233,563</b>	<b>238,924</b>	<b>(12,904)</b>	<b>5,361</b>

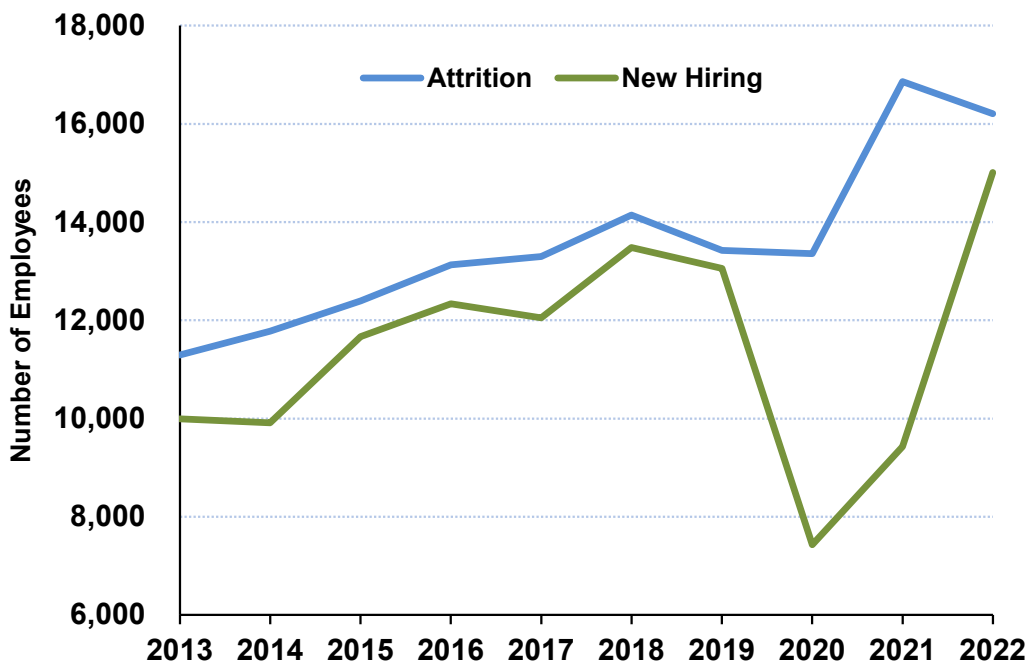
Notes: Average number of State employees in a year. Some changes in workforce counts may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

Corrections, OPWDD, and Mental Health made up 23.6 percent of the total workforce and performed 68.7 percent of total overtime in 2023. During the period of 2014 to 2023, these agencies experienced greater-than-average workforce reductions of 19.0 percent, 14.0 percent, and 8.1 percent, respectively. While the workforce at Corrections contracted by 1,291 positions between 2022 and 2023, there were major increases at OPWDD (753), Courts (531), Mental Health (517), the Department of Transportation (Transportation, 296), and Parks (288), among other agencies.

Not including SUNY and CUNY, the State workforce grew by 3,583 employees in 2023, reflecting actions taken by the State in the last two state fiscal years to rebuild its workforce. Overall, the reduction in overtime hours and earnings at major and other agencies have coincided with this shift.

While data from 2023 are not yet available, data from 2022 indicate attrition slowed while new hiring rose significantly. During the period of 2013 through 2022, attrition grew and initially peaked during 2018, with 14,142 people leaving the State workforce that year. After declining in 2020, attrition surged by more than 3,500 individuals, or 26 percent, to a new peak of 16,858 in 2021. While it dropped by 3.8 percent in 2022, the level remained at over 16,200.<sup>8</sup> As a proportion of the number of employees covered by this workforce data, this reflects an attrition rate of about 12 percent during these latter two years, up from roughly 9 percent the prior five years.

**Figure 9**  
**Total Attrition and New Hiring in the State Workforce, 2013-2022**

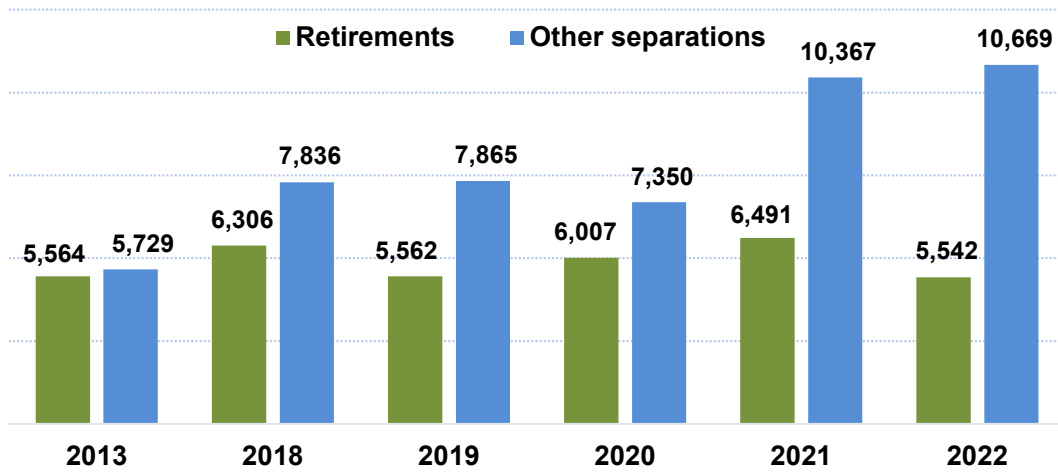


Source: New York State Department of Civil Service

New hires peaked at 13,483 in 2018 and then fell during the COVID-19 pandemic to 7,435 in 2020 and 9,431 in 2021, levels more similar to eight and 10 years prior. In 2022, however, new hires by the State of New York increased by 59.2 percent from 2021 to over 15,000. Attrition continued to outpace new hiring, but the difference between the two narrowed significantly in 2022.

Trends in the components of attrition have varied during this period. Retirements rose and then returned to earlier levels while other separations from State employment (such as resignations, terminations, layoffs, and deaths) continued to grow between 2013 and 2022, accelerating in the last two years to more than 10,000, a growth of 45.2 percent from 2020 and 101.8 percent from 2013. With the recovery from the pandemic, job opportunities increased and the labor market tightened, providing more challenges for the State in recruiting and retaining employees.<sup>9</sup>

**Figure 10**  
**Composition of Attrition in the State Workforce, 2013-2022**



Source: New York State Department of Civil Service

## V. Conclusion

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State agencies should ensure that overtime use is justified and that State services are provided safely and effectively. The use of overtime also can have a substantial impact on long-term pension costs. Although payroll data show the total number of State employees rose in 2023 compared to 2022, the size of the workforce is smaller than it was a decade ago. As the State workforce has been reduced during the period covered by this report, total overtime hours and earnings have climbed, with overtime as a share of payroll now at its second highest rate since 2007, the first year that performance of overtime was analyzed in the Office of the State Comptroller's annual reports on this subject.

Overtime hours and earnings grew sharply in 2022, and then decreased in 2023 driven by decreased usage in the larger agencies that most utilize overtime. At the same time, pandemic-related activities subsided and hiring grew. Annual State workforce data on attrition for 2021 and 2022 indicate accelerated employee separations for reasons other than retirement, which places constant pressure on the State government to continue the pace of hiring.

The State Fiscal Year 2024-25 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 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, 2014-2023 (in millions of dollars)

Agency	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Change, 2014 to 2023	
<b>CORRECTIONS</b>	\$180.2	\$198.7	\$205.0	\$221.0	\$223.2	\$224.5	\$224.5	\$250.5	\$318.1	\$353.0	\$172.8	95.9%
<b>OPWDD</b>	\$138.5	\$150.0	\$133.7	\$133.1	\$142.4	\$151.1	\$156.7	\$184.2	\$367.7	\$266.7	\$128.2	92.6%
<b>MENTAL HEALTH</b>	\$101.5	\$101.6	\$109.0	\$109.1	\$109.0	\$123.3	\$128.6	\$141.7	\$245.9	\$177.5	\$75.9	74.8%
<b>SUNY</b>	\$62.6	\$68.5	\$70.4	\$74.8	\$79.2	\$81.3	\$73.5	\$87.1	\$141.2	\$97.1	\$34.5	55.0%
<b>STATE POLICE</b>	\$38.9	\$64.6	\$47.8	\$74.2	\$63.2	\$59.1	\$64.1	\$67.6	\$80.9	\$93.2	\$54.4	139.9%
<b>TRANSPORTATION</b>	\$46.1	\$44.5	\$35.9	\$47.8	\$60.2	\$55.7	\$52.9	\$50.2	\$58.7	\$67.3	\$21.3	46.2%
<b>COURTS</b>	\$18.0	\$20.0	\$22.5	\$26.9	\$30.8	\$31.4	\$28.3	\$31.6	\$35.6	\$43.3	\$25.3	140.3%
<b>CUNY</b>	\$15.2	\$15.8	\$14.9	\$17.6	\$19.6	\$18.6	\$11.3	\$16.3	\$24.7	\$23.8	\$8.6	56.5%
<b>CHILDREN &amp; FAMILY</b>	\$15.8	\$12.9	\$13.1	\$12.3	\$11.0	\$7.9	\$8.4	\$12.2	\$25.9	\$21.3	\$5.5	34.6%
<b>PARKS</b>	\$4.4	\$4.5	\$5.0	\$4.9	\$5.7	\$6.7	\$6.6	\$6.9	\$6.4	\$7.9	\$3.4	78.1%
<b>DEC</b>	\$5.8	\$6.1	\$7.8	\$7.9	\$7.9	\$8.4	\$11.1	\$10.5	\$8.1	\$7.4	\$1.6	28.5%
<b>VETERANS' HOMES</b>	\$6.7	\$5.9	\$5.6	\$6.7	\$7.8	\$8.4	\$7.5	\$5.4	\$9.5	\$6.1	(\$0.6)	-9.1%
<b>COMPROLLER</b>	\$2.5	\$2.6	\$3.4	\$3.7	\$2.9	\$2.7	\$2.8	\$3.5	\$4.1	\$4.8	\$2.3	93.1%
<b>GENERAL SERVICES</b>	\$4.0	\$4.5	\$3.8	\$3.3	\$4.0	\$4.0	\$4.0	\$3.2	\$3.4	\$3.6	(\$0.4)	-9.4%
<b>OTDA</b>	\$0.8	\$0.7	\$1.0	\$0.8	\$2.0	\$1.4	\$2.6	\$3.0	\$2.4	\$3.0	\$2.2	275.4%
<b>HEALTH</b>	\$1.7	\$1.8	\$1.9	\$1.9	\$1.7	\$2.0	\$9.5	\$11.3	\$4.7	\$2.8	\$1.1	66.4%
<b>LABOR</b>	\$0.8	\$0.1	\$0.1	\$0.1	\$0.1	\$0.1	\$25.0	\$11.4	\$1.3	\$2.4	\$1.6	202.1%
<b>TAXATION &amp; FINANCE</b>	\$6.7	\$3.1	\$1.5	\$1.9	\$1.6	\$1.2	\$4.3	\$1.6	\$1.4	\$1.3	(\$5.4)	-80.8%
<b>ALL OTHER AGENCIES</b>	\$11.0	\$10.2	\$11.8	\$13.1	\$14.5	\$18.2	\$28.8	\$26.0	\$20.5	\$20.5	\$9.5	86.3%
<b>STATEWIDE</b>	<b>\$661.2</b>	<b>\$716.1</b>	<b>\$694.2</b>	<b>\$761.2</b>	<b>\$786.9</b>	<b>\$806.2</b>	<b>\$850.4</b>	<b>\$924.3</b>	<b>\$1,360.5</b>	<b>\$1,203.0</b>	<b>\$541.8</b>	<b>81.9%</b>

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. 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.



## Appendix B

### Agency Annual Overtime Hours, 2014-2023

Agency	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Change, 2014 to 2023	
<b>CORRECTIONS</b>	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	6,160,437	2,668,888	76.4%
<b>OPWDD</b>	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	6,047,354	1,807,551	42.6%
<b>MENTAL HEALTH</b>	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	3,389,715	782,050	30.0%
<b>SUNY</b>	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	1,896,771	430,080	29.3%
<b>TRANSPORTATION</b>	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	1,430,054	106,868	8.1%
<b>STATE POLICE</b>	523,720	848,809	620,351	980,491	834,680	765,007	798,526	812,869	949,106	1,077,611	553,891	105.8%
<b>COURTS</b>	358,308	396,261	441,825	514,808	544,735	547,224	473,254	532,315	597,939	691,671	333,363	93.0%
<b>CUNY</b>	363,667	387,001	366,116	379,276	412,624	382,031	203,591	257,640	430,344	438,843	75,176	20.7%
<b>CHILDREN &amp; FAMILY</b>	412,184	334,261	341,806	312,333	273,155	194,700	210,627	271,437	380,875	431,064	18,881	4.6%
<b>PARKS</b>	109,139	114,049	128,872	123,537	146,747	167,159	153,289	169,472	139,362	153,385	44,246	40.5%
<b>VETERANS' HOMES</b>	192,672	166,390	155,035	182,118	208,051	220,776	196,304	136,382	142,717	131,347	(61,326)	-31.8%
<b>DEC</b>	111,899	117,434	149,430	152,043	151,820	160,447	214,714	210,382	143,255	121,227	9,328	8.3%
<b>COMPTROLLER</b>	67,805	69,475	91,694	99,016	73,000	65,396	68,616	84,401	94,717	105,980	38,175	56.3%
<b>GENERAL SERVICES</b>	113,457	132,018	104,760	94,674	109,799	111,688	103,938	84,455	90,630	89,973	(23,483)	-20.7%
<b>OTDA</b>	17,012	15,927	22,465	18,914	39,023	30,357	51,660	55,228	44,100	56,927	39,915	234.6%
<b>HEALTH</b>	41,053	43,854	45,573	44,400	40,188	46,401	179,837	207,732	87,792	54,331	13,278	32.3%
<b>TAXATION &amp; FINANCE</b>	190,647	86,638	39,030	48,291	40,691	31,775	109,096	38,360	33,095	25,795	(164,852)	-86.5%
<b>LABOR</b>	21,578	2,987	2,716	3,853	3,542	3,330	599,709	265,470	23,831	6,200	(15,378)	-71.3%
<b>ALL OTHER AGENCIES</b>	265,311	238,489	270,683	296,639	327,019	411,361	616,372	541,604	380,380	389,478	124,168	46.8%
<b>STATEWIDE</b>	<b>15,917,346</b>	<b>16,778,253</b>	<b>16,184,486</b>	<b>17,492,107</b>	<b>18,112,738</b>	<b>18,412,819</b>	<b>19,128,836</b>	<b>19,948,307</b>	<b>22,154,648</b>	<b>22,698,164</b>	<b>6,780,818</b>	<b>42.6%</b>

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, 2014-2023

Agency	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Change, 2014 to 2023	
<b>Major Agencies</b>												
<b>CORRECTIONS</b>	29,536	29,572	29,959	29,804	29,796	29,617	28,689	26,845	25,202	23,911	(5,625)	-19.0%
<b>OPWDD</b>	21,214	20,497	21,098	20,885	20,586	20,604	19,959	18,439	17,488	18,241	(2,973)	-14.0%
<b>COURTS</b>	16,461	16,629	16,714	16,719	16,732	16,952	16,929	15,936	15,775	16,306	(155)	-0.9%
<b>MENTAL HEALTH</b>	15,355	15,326	15,279	14,902	14,567	14,516	14,381	13,812	13,600	14,118	(1,237)	-8.1%
<b>TRANSPORTATION</b>	8,580	8,578	8,558	8,592	8,563	8,508	8,501	8,037	8,034	8,330	(250)	-2.9%
<b>STATE POLICE</b>	5,550	5,679	5,717	5,817	5,782	5,959	5,849	5,584	5,618	5,788	237	4.3%
<b>TAXATION &amp; FINANCE</b>	5,296	5,495	5,186	4,801	4,621	4,510	4,484	4,307	4,073	3,964	(1,331)	-25.1%
<b>PARKS</b>	3,936	4,056	4,019	4,082	4,110	4,180	4,144	4,117	4,182	4,470	533	13.5%
<b>DEC</b>	3,613	3,607	3,646	3,672	3,622	3,696	3,582	3,432	3,482	3,557	(57)	-1.6%
<b>HEALTH</b>	3,412	3,521	3,625	3,512	3,430	3,452	3,513	3,347	3,330	3,519	107	3.1%
<b>LABOR</b>	3,891	3,438	3,284	3,266	3,268	3,204	3,465	3,647	3,406	3,177	(714)	-18.3%
<b>CHILDREN &amp; FAMILY</b>	3,140	3,193	3,190	3,240	3,206	3,288	3,100	2,803	2,767	2,938	(202)	-6.4%
<b>COMPTROLLER</b>	2,595	2,622	2,666	2,767	2,723	2,728	2,799	2,812	2,710	2,642	47	1.8%
<b>GENERAL SERVICES</b>	1,683	1,805	1,908	2,018	2,100	2,075	2,073	1,957	1,882	1,896	214	12.7%
<b>OTDA</b>	1,969	1,978	2,015	2,035	1,971	2,049	1,982	1,850	1,907	1,975	6	0.3%
<b>VETERANS' HOMES</b>	1,192	1,219	1,256	1,181	1,173	1,194	1,121	1,012	936	914	(278)	-23.3%
<b>All Other Agencies</b>												
<b>ALL OTHER AGENCIES</b>	29,329	29,773	29,948	29,949	29,569	29,643	29,377	27,898	28,005	30,233	904	3.1%
<b>TOTAL - ALL STATE AGENCIES</b>	156,752	156,986	158,067	157,242	155,818	156,174	153,948	145,835	142,396	145,980	(10,772)	-6.9%
<b>Universities</b>												
<b>SUNY</b>	67,926	68,691	70,302	71,217	70,757	71,077	67,143	64,177	65,359	67,263	(663)	-1.0%
<b>CUNY</b>	27,151	27,639	27,783	28,722	27,929	28,234	27,064	25,326	25,808	25,681	(1,469)	-5.4%
<b>All Agencies and Universities</b>												
<b>OVERALL TOTAL</b>	<b>251,829</b>	<b>253,316</b>	<b>256,152</b>	<b>257,181</b>	<b>254,505</b>	<b>255,486</b>	<b>248,156</b>	<b>235,338</b>	<b>233,563</b>	<b>238,924</b>	<b>(12,904)</b>	<b>-5.1%</b>

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, 2023

Agency	Total OT Pay (Millions \$) See Note	Total OT Hours	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour	OT Pay as Share of Agency Pay
MILITARY & NAVAL AFFAIRS	\$3.11	58,330.2	02.9%	\$53.28	1.5%
HOMELAND SECURITY	\$1.85	35,566.3	12.7%	\$51.91	3.1%
ATTORNEY GENERAL	\$1.64	26,816.3	03.2%	\$61.17	0.8%
INFORMATION TECHNOLOGY	\$1.46	23,341.4	02.4%	\$62.60	0.5%
DEPARTMENT OF STATE	\$0.73	18,289.5	09.1%	\$39.66	1.7%
AGRICULTURE & MARKETS	\$0.65	14,663.4	07.5%	\$44.39	1.3%
GAMING COMMISSION	\$0.64	12,387.7	09.0%	\$51.84	2.0%
EDUCATION	\$0.59	14,351.8	01.8%	\$40.76	0.3%
CIVIL SERVICE	\$0.13	2,832.8	03.3%	\$44.66	0.4%
STATE INSURANCE FUND	\$0.11	2,210.9	00.9%	\$50.02	0.1%
FINANCIAL SERVICES	\$0.06	1,111.8	00.6%	\$56.41	0.0%
EXECUTIVE CHAMBER	\$0.05	892.4	04.0%	\$56.39	0.3%
VETERANS' AFFAIRS (See note)	\$0.01	7.9	01.6%	NA	NA
LIEUTENANT GOVERNOR	\$0.00	95.3	07.2%	\$51.17	0.5%
EMPLOYEE RELATIONS	\$0.00	0.0	00.3%	NA	0.0%
LEGISLATURE	\$0.00	0.0	00.0%	NA	0.0%
OTHER AGENCIES	\$9.49	178,580.8	08.2%	\$53.15	1.2%
<b>TOTAL</b>	<b>\$20.52</b>	<b>389,478.3</b>	<b>04.7%</b>	<b>\$52.67</b>	<b>0.8%</b>

Note: Total OT pay in 2023 includes recalculated overtime earnings from overtime hours worked in 2020, 2021 and 2022 at some agencies. Due to the proportion of such pay at Veterans' Affairs, certain table measures were not included for this agency.

### Annual Workforce Count, All Other Agencies, 2023

Agency	2023
INFORMATION TECHNOLOGY	3,359
LEGISLATURE	2,923
MILITARY & NAVAL AFFAIRS	2,681
EDUCATION	2,497
ATTORNEY GENERAL	1,916
STATE INSURANCE FUND	1,886
FINANCIAL SERVICES	1,293
HOMELAND SECURITY	896
AGRICULTURE & MARKETS	656
DEPARTMENT OF STATE	605
CIVIL SERVICE	415
GAMING COMMISSION	410
EXECUTIVE CHAMBER	148
EMPLOYEE RELATIONS	135
VETERANS' AFFAIRS	91
LIEUTENANT GOVERNOR	9
OTHER AGENCIES	10,313
<b>TOTAL</b>	<b>30,233</b>

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

# Endnotes

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- <sup>1</sup> 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 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 2020. Calculations of averages exclude data from this partial end-of-year pay period.
- <sup>2</sup> 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>.
- <sup>3</sup> 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.
- <sup>4</sup> 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>.
- <sup>5</sup> 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>.
- <sup>6</sup> 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>.
- <sup>7</sup> 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.
- <sup>8</sup> 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, 2013-2023) at <https://www.cs.ny.gov/pio/archived-reports.cfm>.
- <sup>9</sup> Timothy Hogues, Commissioner, New York State Department of Civil Service at the January 30, 2024 Joint Legislative Budget Hearing on Workforce Development and Labor, beginning at 19:54 at <https://nystateassembly.granicus.com/player/clip/7876>.

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