



2024 Update on New York City Staffing Trends

Highlights

- The City's full-time staffing level has increased by 2,413 employees since the beginning of FY 2024 to reach 284,330 as of January 2024.
- If maintained at current levels, the City's year-end staffing would increase for the first time since FY 2020.
- Some agencies (such as the Department of Environmental Protection and Department of Transportation) are still experiencing elevated vacancy rates when compared to their pre-pandemic norm.
- To help speed up hiring, DCAS reports that it has reduced the median time from exam administration to exam results completion for DCAS-administered exams from an average of 318 days in FY 2021 to 219 days in FY 2023 (below the agency's target of 290 days).
- The turnaround time for DCAS-administered exams averaged 169 days in the first four months of FY 2024, down from a median time of 222 days during the same period one year ago.
- The number of applications received for all DCAS civil service exams has increased, from 75,489 in FY 2021, to 119,599 in FY 2023. The number of applicants rose sharply during the first four months of FY 2024.
- OSC estimates that the City's full-time staffing level will total between 283,000 to 285,500 employees by June 30, 2024.

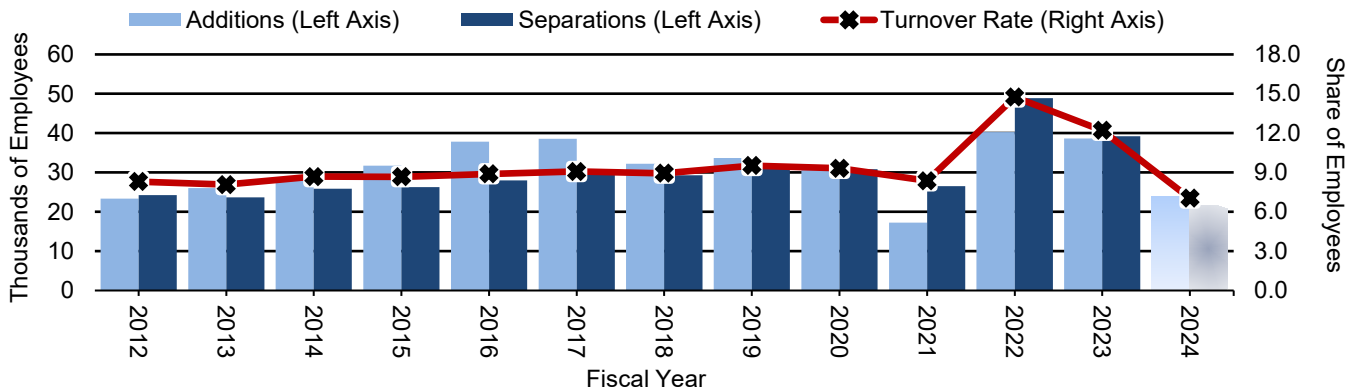
The COVID-19 pandemic upended certain norms for New York City's workforce, which experienced relatively stable employee attrition rates and small vacancy rates in the prior decade. Since March 2020, the City implemented multiple rounds of hiring restrictions as part of its budget gap-closing efforts, which reduced the replacement of employees leaving City service. The City, like other employers, also faced a significant surge in employee attrition beginning in 2021, which was likely encouraged by private sector offers of higher salaries and flexible work arrangements. The outcome has been uneven declines in staffing by agency and by occupation.

The decline in staffing, coupled with a rise in demand for certain municipal services (such as public assistance), has led to short-term staffing shortages in some program areas. Since the last staffing update provided by the Office of the State Comptroller (OSC) in November 2022, employee attrition has stabilized and the City has begun to fill its vacancies to address the short-term shortages, although progress has been uneven.

Now that some time has passed since the public health emergency ended in May of 2023 and the City announced it will be easing the general hiring freeze implemented in the fall of 2023, OSC is reexamining the City's progress in achieving its latest staffing target.

Current targets have been revised down from the City's pre-pandemic target as part of several rounds of cost savings efforts. This analysis identifies the agencies, occupations, and program areas that have experienced improvement in their staffing metrics as well as those which continue to face significant challenges.

FIGURE 1
Annual Additions and Separations



Note: Full-time only; includes separations due to leave without pay (LWOP) and additions due to returns from LWOP. FY 2024 is year-to-date through January 2024. Sources: NYC Office of Management and Budget; OSC analysis

Post-Pandemic Update

In FY 2022, there were 48,864 employee separations from payroll (see Figure 1), the highest in at least a decade, and nearly 80 percent higher than the 10-year historical average through FY 2021 (27,600 separations per year). OSC last reported on City staffing using data from August 2022, when the City’s full-time workforce totaled 281,333 employees, a decline of 6.4 percent from a year-end record of 300,446 employees in FY 2020.

Elevated attrition over the past few years was attributed to a tight labor market, leading to private sector offers of higher salaries as well as flexible work arrangements. Starting in May 2021, City employees were directed to return to the office, although the number of in-office days were limited so that the overall building occupancy rate would not exceed 50 percent. Effective in September 2021, the occupancy limit was lifted, and all City employees were directed to return to work five days a week.

After two years of separations substantially outpacing hirings, the replacement rate began to normalize in FY 2023. In that year, separations slowed to 39,222, a level of attrition that remained much higher than the historical average. Hiring was also relatively strong for the second straight fiscal year, improving the replacement rate, but it was not enough to offset employee attrition in the aggregate.

Staffing to rise in FY 2024 but some agencies still face high turnover

Since the publication of our November 2022 staffing report, the City’s attrition rates have, in the aggregate, declined sharply, and have been close to pre-pandemic norms since the beginning of FY 2024. For the first time since FY 2020, full-time staffing levels have begun to increase, albeit slowly.

Attrition in the first seven months of FY 2024 totaled 21,503 employees, compared to 25,966 employees during the same period one year ago (see Figure 2) and 33,429 employees in FY 2022. During fiscal years 2016 through 2019, separations from payroll averaged 19,230 employees during the same seven-month period.

While the City’s overall attrition rates have improved substantially since FY 2022, some agencies continue to experience employee attrition that greatly exceeds their pre-pandemic average. Figure 3 shows the 10 agencies currently experiencing the highest percent increase in attrition when the year-to-date attrition at these agencies is compared to their pre-pandemic average. For example, the Department of Probation experienced, on average, 67 separations from payroll from July through January of each year prior to the pandemic.

FIGURE 2
Year-to-Date Employee Separations
 (Total from July through January)

Program Area	Pre-Pandemic	FY 2023	FY 2024
Environ. Protection	306	478	360
Transportation	280	464	375
Parks & Cultural	313	389	407
Health	409	548	431
Oth. Pub. Safety	636	1,033	862
Uniformed Agencies	4,054	6,496	5,073
Housing	268	508	413
Social Services	1,708	2,527	2,092
General Government	1,131	1,799	1,305
Subtotal -	9,102	14,242	11,318
Dept. of Education	9,451	11,194	9,791
CUNY	528	530	394
Total	19,080	25,966	21,503

Note: Separations include leave without pay. The pre-pandemic separations shown above are the average monthly attrition for July through January during fiscal years 2016 through 2019.

Sources: NYC Office of Management and Budget; OSC analysis

In FY 2024, the number of separations from payroll totaled 152 employees, an increase of 128.6 percent over the pre-pandemic average. Other agencies in this list include the Department of Buildings (68.3 percent increase), as well as

the Fire Department (52 percent) and Police Department (39.1 percent). The District Attorneys of Brooklyn and Queens are also among the top 10 experiencing relatively high attrition, although they are also among the strongest recruiters.

Hiring is steady with certain agencies ramping up recruitment

While a general hiring freeze had been in effect between October 2023 and February 2024 as part of the FY 2024 Program to Eliminate the Gap (PEG), hiring, in the aggregate, has also remained relatively strong so far in FY 2024. As shown in Figure 4, additions to payroll totaled 23,916 during the first seven months of FY 2024, which is virtually unchanged since FY 2023 (at 24,259 employees) and is slightly higher than the pre-pandemic level (23,357 employees). Hiring had been somewhat higher during the same period in FY 2022 (26,358 employees).

The 10 agencies with the largest percent growth in hiring are driving almost all the improvement in overall staffing levels. It is worth noting that the City exempted health and safety as well as

FIGURE 3
Agencies with Elevated Attrition Levels
 (Year-to-date separations from payroll from July through January)

Agency	Pre-Pandemic (2016-2019)	Attrition Peak (2022)	Prior Year (2023)	Current Trends (2024)	Percent Change Pre-Pandemic to Current Trends
Probation	67	148	157	152	128.6%
Buildings	104	223	208	175	68.3%
DA Queens County	49	97	82	77	56.3%
Fire Department	583	1,456	974	886	52.0%
Citywide Admin. Services	149	268	238	225	51.5%
Housing Preservation. & Dev.	164	273	300	238	45.6%
DA Kings County	101	200	194	144	42.2%
Admin. for Children's Services	554	1,162	974	774	39.7%
Police Department	2,232	3,625	3,972	3,104	39.1%
Small Business Services	27	23	32	37	37.0%
Subtotal	4,029	7,475	7,131	5,812	44.3%
All Other	15,051	25,954	18,835	15,691	4.3%
Total	19,080	33,429	25,966	21,503	12.7%

Note: Separations include leave without pay. Top 10 list excludes agencies with fewer than 25 separations during the pre-pandemic period.

Sources: NYC Office of Management and Budget; OSC analysis

FIGURE 4
Agencies with Elevated Hiring Levels
 (Year-to-date additions to payroll from July through January)

Agency	Pre-Pandemic (2016-2019)	Attrition Peak (2022)	Prior Year (2023)	Current Trends (2024)	Percent Change Pre-Pandemic to Current Trends
Admin. Trials & Hearings	30	30	79	89	201.7%
Youth and Community Dev.	33	24	61	84	158.5%
Small Business Services	36	16	22	67	88.7%
DA Kings County	128	212	208	240	87.1%
Social Services	672	520	782	1,228	82.9%
DA Queens County	55	113	121	84	53.4%
Housing Preservation. & Dev.	197	229	307	298	51.3%
Department of Environ. Prot.	326	315	419	472	44.7%
Admin. for Children's Services	644	864	775	903	40.3%
Fire Department	640	1,379	802	884	38.2%
Subtotal	2,759	3,702	3,576	4,349	57.6%
All Other	20,598	22,656	20,683	19,567	(5.0%)
Total	23,357	26,358	24,259	23,916	2.4%

Note: Additions include returns from leave without pay. Top 10 list excludes agencies with fewer than 25 additions during the pre-pandemic period.
 Sources: NYC Office of Management and Budget; OSC analysis

revenue-generating positions from the last hiring freeze, which may explain some of this trend.

The Office of Administrative Trials and Hearings and the Department of Youth and Community Development have each more than doubled their hiring efforts when additions to payroll in the first seven months of FY 2024 are compared to the average during the pre-pandemic period.

Similarly, the Department of Social Services, which has been experiencing significant staffing challenges in the wake of the pandemic coupled with rising demand for public assistance, added 1,228 employees to payroll in FY 2024, an increase of 82.9 percent over its pre-pandemic hiring level.

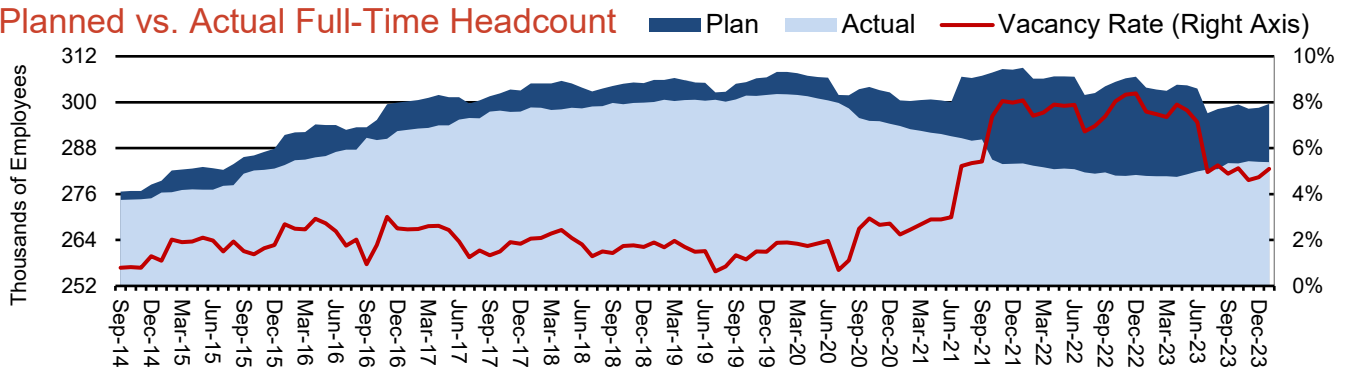
As a result of the overall reduction to attrition coupled with relatively strong hiring, the City's full-time staffing level has, in the aggregate, increased by 2,413 employees since the beginning of FY 2024 to reach 284,330 as of January 2024. (See Appendix A for more details on full-time headcount by agency.) If maintained, year-end staffing would increase for the first time since FY 2020.

Vacancies have been cut almost in half, driven by recent cost-reduction actions

The City's vacancy rate (measured by comparing actual staffing to the City's authorized fill level), is estimated at 5.1 percent as of January 2024, much lower than the peak recorded in FY 2023 (at 8.4 percent in December 2022; see Figure 5). While still higher than the pre-pandemic average of 2 percent, the current vacancy rate is driven mostly by an unusually large number of vacancies at the Department of Education (DOE; 7,882 positions as of January 2024). If the DOE and City University of New York are excluded, the citywide vacancy rate, in the aggregate, is close to the pre-pandemic level for other employees (at 4.6 percent; see Figure 6). However, some agencies (such as the Department of Environmental Protection and Department of Transportation) are still experiencing elevated vacancy rates. (See Appendix B for more details on vacancy rates for the major agencies with at least 250 full-time employees.)

FIGURE 5

Planned vs. Actual Full-Time Headcount



Sources: NYC Office of Management and Budget; OSC analysis

The reduction in the vacancy rate is attributed mostly to the City’s decision to scale back its planned staffing target, rather than its recent net additions to staffing. At the time the City’s vacancy rate had peaked in December 2022, the City had budgeted for 306,692 positions, which included an estimated 25,714 vacancies. Since then, the City has reduced its staffing target by a net of 7,096 positions, accounting for more than two-thirds of the decline in vacancies through January 2024, mostly at the uniformed agencies

and DOE (see Figure 7). It is notable that the current staffing targets do not yet fully reflect necessary hiring to meet the class size mandate. During the same period, the City increased its actual headcount by a net of 3,352 employees, with the hiring concentrated in education and social services, which resulted in a net reduction of 10,448 vacant positions from December 2022 through January 2024.

FIGURE 6

Vacancy Rates by Program Area

Program Area	Historical Average	Jan. 2024
Environmental Protection	7.3%	11.5%
Transportation Services	6.7%	10.0%
Uniformed Agencies	1.7%	2.5%
Health	8.6%	9.3%
Public Safety & Judicial	0.0%	0.7%
Parks & Cultural Activities	1.3%	1.8%
Social Services Agencies	9.9%	8.9%
General Government	7.4%	5.9%
Housing	8.8%	5.8%
Subtotal	4.0%	4.6%
Department of Education	0.0%	5.6%
City University of New York	0.8%	4.9%
Total	2.0%	5.1%

Note: The historical average vacancy rate is estimated using city-reported monthly headcount and authorized fill level for July 2015 through June 2019. A vacancy rate of 0 percent is shown above if the average of the actual headcount exceeded the authorized fill level during the four-year measurement period.

Sources: NYC Office of Management and Budget; OSC analysis

OSC estimates that the City’s full-time staffing level will total between 283,000 to 285,500 employees by June 30, 2024. For example, if hiring between February 2024 through June 2024 returns to the average recorded during each of the last five months of fiscal years 2016 through 2019 and attrition is consistent with the level recorded through the same period in FY 2023, then OSC anticipates modest attrition over the remainder of FY 2024, declining to about 283,000.

If, alternatively, hiring and attrition over the remainder of the current fiscal year are consistent with the levels recorded in the last five months of FY 2023, then OSC anticipates a small net gain in headcount over the current level of 284,330, to reach 285,500 employees.

The City’s latest financial plan released in April 2024 assumes that full-time staffing levels will increase from the current level by another

5.1 percent (14,483 employees) to 298,813 employees by June 2025. A little less than half of the increase in full-time staffing would come from the Department of Education (7,173 positions), with the balance concentrated mainly at the Police Department (1,585), Department of Correction (1,098) and Department of Social Services (1,053).

City efforts to meet its current target

In the wake of the pandemic, the City has been working to accelerate its hiring, in part, by ensuring the timely administration of civil service exams and increasing its outreach to potential applicants through the NYC Government Hiring Halls. In addition, the recent labor agreements with the City’s municipal unions have provided pay increases and led to the creation of new flexible work arrangements (including remote work and an option of fewer days with longer shifts), which may be contributing to the stabilization of employee attrition in addition to other labor market and macroeconomic factors.

The Department of Citywide Administrative Services (DCAS), which administers the City’s civil service system, reports that it has reduced

the median time from exam administration to exam results completion for DCAS-administered exams from an average of 318 days in FY 2021 to 219 days in FY 2023 (below the agency’s target of 290 days). This turnaround time has averaged 169 days in the first four months of FY 2024, down from a median time of 222 days during the same period one year ago.

The number of applications received for all DCAS civil service exams has increased, from 75,489 in FY 2021, to 119,599 in FY 2023. The number of applicants rose sharply during the first four months of FY 2024 (39,735 applications compared to 27,755 received during the same period one year ago).

DCAS also reports that the number of employment applications received via the City’s online job hub (Jobs NYC) has nearly doubled over two years to 736,011 in FY 2023.

Offering municipal employees flexible work arrangements consistent with private sector firms (to the extent that is practicable) may have helped to reduce employee attrition, although no studies have been released to measure the impact of these changes on attrition.

FIGURE 7
Reduction to City’s Vacancies Since December 2022

Program Area	Estimated Vacancies as of Dec. 22	Net Change to Budgeted Positions, Dec. 22 – Jan.	Net Change to Actual Staffing, Dec. 22 – Jan. 24	Net Impact on Vacancies	Estimated Vacancies as of Jan. 24
Environmental Protection	1,113	(35)	349	(384)	729
Transportation Services	822	(96)	160	(256)	566
Uniformed Agencies	4,901	(3,469)	(666)	(2,803)	2,098
Health	990	(180)	261	(441)	549
Public Safety & Judicial	145	28	127	(99)	46
Parks & Cultural Activities	194	37	148	(111)	83
Social Services Agencies	3,476	(772)	768	(1,540)	1,936
General Government	1,875	(483)	495	(978)	897
Housing	650	(170)	235	(405)	245
Subtotal	14,166	(5,140)	1,877	(7,017)	7,149
Department of Education	11,159	(1,721)	1,599	(3,337)	7,822
City University of New York	389	(235)	(135)	(94)	295
Total	25,714	(7,096)	3,352	(10,448)	15,266

Note: OSC categorizes agencies into program areas based on their operations and responsibilities, which generally replicate the program areas used in the City’s Comprehensive Annual Financial Report.

Sources: NYC Comptroller; NYC Office of Management and Budget; OSC analysis

FIGURE 8

Jobs with the Largest Percent Decline

Occupation	Dec. 2022	Jan. 2024
Executive Assistants	332	275
Construction Inspectors	417	366
General Office Clerks	4,813	4,355
Dispatchers	1,771	1,646
Correction Officers	5,879	5,506
Protective Services	4,267	4,001
Police and Detectives	3,530	3,315
Education Analysts	626	590
Fire Officers	2,419	2,305
Asst. to Higher Ed. Officer	322	308
Total	24,376	22,667

Jobs with the Largest Percent Gain

Occupation	Dec. 2022	Jan. 2024
Fire Inspectors	326	402
Biological and Life Scientists	1,232	1,481
Customer Info. Rep.	282	336
Legal Assistants	380	445
Urban Planners	562	656
Park Supervisors,	254	296
Community Coordinators	4,314	5,006
Highway Repairers	440	498
Management-Related Titles	2,942	3,286
Social Workers	10,530	11,139
Total	21,262	23,545

Note: OSC aggregated the City's full-time staffing reported by civil service title into discrete occupational groups based on standard occupational classification data provided by DCAS. Includes occupations with at least 250 employees.

Sources: NYC Office of Management and Budget; DCAS; OSC analysis

Changes in staffing by major occupation

OSC also reviewed the changes in full-time staffing by occupation since the vacancy rate peaked in December 2022. While overall employment has increased since then, certain jobs have experienced a decline. As shown in Figure 8, the City occupations which experienced the largest percent decline in staffing include certain public safety jobs (e.g., police and correction officers, dispatchers, construction inspectors, and protective services workers consisting mostly of school safety agents), as well as administrative support roles (executive assistants, clerks, and assistants to higher education officers).

In total, 24 of 71 major occupations (with at least 250 employees) had declined since December 2022. Nevertheless, two-thirds of the major occupations have seen gains since then.

Figure 8 also shows the 10 occupations that experienced the fastest percent increase in staffing, which include fire protection inspectors, customer information representatives, as well as social workers.

Reliance on overtime has grown

Given the limited staffing attributed to budgetary constraints and high employee attrition, the City has increased its reliance on overtime to help meet this rebound in the demand for services. Overtime spending totaled \$1.8 billion through March 2024, compared to \$1.1 billion three years ago. The growth in overtime in absolute terms is driven mostly by the uniformed agencies ([which make up more than three-quarters of citywide overtime](#)), but there has also been an unusual acceleration of overtime spending at other agencies.

While not the largest drivers of the growth in overtime in absolute terms, the 10 agency divisions shown in Figure 9 have experienced the sharpest growth in overtime when expressed as a share of base pay. This sharp growth in overtime as a share of payroll may be an indication that these divisions are facing staffing challenges as they attempt to meet rising service demand. The growth in overtime at these divisions corresponds with the sharp rise in public assistance enrollment to the highest level in two decades, continued

FIGURE 9

Growth in Overtime Since the Pandemic Peak in FY 2021 (Year-to-date spending, July through March)

Agency Division	Overtime FY 2021	Overtime FY 2024	OT Share of Payroll FY 2021	OT Share of Payroll FY 2024	Change in OT Share
FDNY – Fire Investigation	\$ 1.6	\$ 4.9	14.2%	42.1%	27.9%
ACS – Juvenile Justice	4.9	13.4	12.5%	34.7%	22.2%
NYPD – School Safety	8.5	38.1	4.9%	25.2%	20.2%
HRA – Adult Services	2.0	13.3	2.7%	20.4%	17.7%
DSNY – Building Management	3.2	5.6	18.8%	33.6%	14.8%
DHS – Shelter Intake & PGM	11.4	18.2	15.7%	28.1%	12.4%
HRA – Public Assistance	27.0	50.1	15.6%	27.7%	12.1%
FDNY – Fire Exting and Emerg Resp	198.2	323.4	28.9%	40.3%	11.5%
DCAS – Asset Management	14.1	18.1	25.9%	34.1%	8.2%
DOE – School Facilities	2.5	5.4	5.7%	13.7%	8.0%
Subtotal	\$ 273.4	\$ 490.5	20.3%	34.5%	14.1%
All Other Divisions	839.6	1,322.3	5.8%	8.6%	2.8%
Total	\$1,113.1	\$1,812.8	7.0%	10.8%	3.8%

Note: The payroll base used for this analysis is normal gross full-time pay only (object codes 001; 004; 005). The Legal Services Division at HRA was excluded from the top 10 list because it was not fully formed at the beginning of the period reviewed for this analysis.

Sources: NYC Comptroller; NYC Office of Management and Budget; OSC analysis

growth in unhoused individuals and families seeking shelter coupled with the asylum crisis, and a rebound in referrals for investigations at the adult services division. The current trend also corresponds with an increase in school crime and young adults placed in secure detention.

Overtime may be used to manage short-term fluctuations in service demand, providing some flexibility for the agency to recalibrate its staffing needs. However, much of the spending on overtime was not anticipated at the time of each budget adoption, creating gaps that must be closed with either unanticipated resources (e.g., higher tax collections) or reductions to planned spending elsewhere in the budget.

In addition, mandated overtime, if used for an extended period, may worsen attrition from employee burnout.

Conclusion

For the first time in three years, the City’s full-time staffing level is expected to rise in FY 2024, albeit at a modest pace. The latest trend reflects a

sharp reduction in employee attrition since early FY 2023 coupled with relatively strong hiring overall. These changes have occurred despite a temporary hiring freeze in effect until recently for positions not engaged in health and safety activities, are revenue-generating or that were otherwise exempted due to a critical need (e.g., staff at the Human Resource Administration’s public assistance division).

The City has reached new labor agreements covering nearly all of its represented employees for the 2021-2026 round of bargaining. These agreements include base wage increases and the creation of new flexible work arrangements, which may have helped to reduce employee attrition. The City has also increased outreach to potential candidates and reduced the time it takes to administer civil service exams, an important step to increase the applicant pool and speed up hiring.

While these recent developments are encouraging, the City continues to face some staffing challenges. OSC has identified several

areas of the City's government which are still experiencing relatively high turnover and estimated vacancy rates when compared to their pre-pandemic norms. As noted in recent Mayor's Management Reports (MMRs), some services have been adversely impacted by limited staffing.

The data included in the MMRs provide valuable transparency on demand for public services and the City's operational performance in meeting their objectives.

Although MMR data does not explicitly identify funding or staff associated with the performance indicators, it provides important details to link spending and staffing to agency performance indicators by identifying the agency divisions associated with a service. In November 2023, OSC released its [Agency Services Monitoring Tool](#), which expands on the MMR presentation by displaying the corresponding staffing and expense data that is regularly provided by the New York City Office of Management and Budget. A comprehensive review of both the fiscal and performance data is valuable to fully understand the underlying causes of the staffing challenges.

The City's response to these ongoing challenges will have important fiscal implications. Corresponding with these staffing challenges and the post-pandemic rebound in service demand, some agencies have increased their reliance on overtime to meet their short-term staffing needs. If a shortage remains unaddressed, in certain cases, the City may also be at risk of future litigation for noncompliance with legal or contractual mandates. The City should continue to make efforts to properly target staffing levels to meet necessary demand and focus hiring efforts on ensuring City services are meeting the standards of quality it has set for serving residents.

Appendix A
Staffing Trends – Major Agencies
(Full-time employees)

Agency	Average	June 20	June 23	Jan 24
	FYs 2012-2019	FY 2020	FY 2023	FY 2024
Mayorality	986	1,231	1,160	1,132
Board of Elections	435	682	696	698
Comptroller	735	748	664	675
Law	1,452	1,713	1,378	1,460
City Planning	262	301	296	304
Investigation	282	361	271	281
Department of Education Civilian	12,024	13,607	12,780	12,965
Department of Education Pedagogical	114,123	121,077	116,660	117,877
City University Civilian	1,866	1,743	1,531	1,497
City University Pedagogical	4,083	4,545	4,244	4,232
Police Department Civilian	14,650	15,519	13,820	13,318
Police Department Uniform	35,465	35,910	33,797	33,941
Fire Department Civilian	5,623	6,366	6,346	6,366
Fire Department Uniform	10,757	11,047	10,672	10,650
Administration for Children's Services	6,249	7,039	6,209	6,338
Department of Social Services	13,345	12,330	10,748	10,965
Department of Homeless Services	2,114	2,119	1,782	1,788
Department of Correction Civilian	1,545	1,741	1,502	1,521
Department of Correction Uniform	9,593	9,237	6,299	6,165
City Council	319	408	416	449
Aging	286	314	295	307
Financial Information Services Agency	409	428	414	408
NYC Taxi and Limousine Commission	513	584	430	422
Youth and Community Development	434	546	471	519
Probation	988	1,116	1,006	916
Housing Preservation and Development	2,161	2,412	2,401	2,461
Buildings	1,274	1,676	1,552	1,553
Health and Mental Hygiene	4,765	5,530	5,216	5,355
Administrative Trials & Hearings	258	302	385	444
Department of Environmental Protection	5,682	5,891	5,524	5,636
Department of Sanitation Civilian	2,015	2,107	1,822	1,795
Department of Sanitation Uniform	7,392	7,755	8,045	8,342
Department of Finance	1,852	1,996	1,653	1,653
Transportation	4,604	5,120	5,064	5,117
Department of Parks and Recreation	3,797	4,236	4,399	4,384
Department of Design and Construction	1,252	1,256	1,054	1,091
Citywide Administrative Services	2,076	2,403	2,016	2,018
Department of Information Technology and	1,298	1,673	1,475	1,503
Department of Consumer and Worker Protection	356	390	411	421
District Attorney - Manhattan	1,364	1,515	1,555	1,610
District Attorney - Bronx	886	1,038	997	1,036
District Attorney - Brooklyn	1,052	1,124	1,152	1,248
District Attorney - Queens	633	734	835	842
Minor agencies	2,172	2,576	2,474	2,627
Citywide including Minor Agencies	283,426	300,446	281,917	284,330

Note: Excludes agencies with less than 250 full-time employees as of January 2024.

Sources: NYC Office of Management and Budget; OSC analysis

Appendix B

OSC-Estimated Historical Vacancy Rates – Major Agencies

(Full-time employees)

Agency	Average	June 20	June 23	Jan 24
	FYs 2012-2019	FY 2020	FY 2023	FYTD 2024
Mayorality	10.1%	8.9%	10.8%	6.8%
Board of Elections	0.0%	0.0%	0.0%	0.0%
Comptroller	4.3%	5.9%	15.2%	13.8%
Law	6.3%	8.4%	9.8%	2.4%
City Planning	14.7%	16.2%	14.5%	7.6%
Investigation	16.6%	11.5%	16.4%	10.8%
Department of Education Civilian	0.0%	0.0%	2.5%	0.0%
Department of Education Pedagogical	0.0%	0.8%	8.1%	6.5%
City University Civilian	0.0%	10.4%	12.3%	13.7%
City University Pedagogical	0.0%	0.0%	1.1%	1.3%
Police Department Civilian	4.4%	2.4%	7.0%	3.8%
Police Department Uniform	0.0%	0.7%	3.5%	3.1%
Fire Department Civilian	0.0%	0.1%	0.9%	0.0%
Fire Department Uniform	0.2%	0.0%	2.6%	1.4%
Administration for Children's Services	9.1%	1.8%	12.3%	8.4%
Department of Social Services	8.5%	14.4%	14.1%	9.6%
Department of Homeless Services	7.4%	12.2%	8.7%	6.9%
Department of Correction Civilian	19.4%	9.7%	13.2%	1.1%
Department of Correction Uniform	0.8%	0.0%	10.8%	9.3%
City Council	9.6%	11.9%	4.4%	0.4%
Aging	8.2%	2.8%	14.0%	4.1%
Financial Information Services Agency	7.5%	3.4%	0.0%	0.5%
NYC Taxi and Limousine Commission	19.3%	2.0%	14.9%	9.4%
Youth and Community Development	7.7%	5.2%	8.9%	8.5%
Probation	9.4%	8.3%	12.4%	12.6%
Housing Preservation and Development	10.7%	6.3%	10.7%	9.5%
Buildings	9.6%	6.8%	17.6%	0.0%
Health and Mental Hygiene	11.3%	5.0%	13.0%	9.3%
Administrative Trials & Hearings	6.4%	3.2%	2.0%	0.0%
Department of Environmental Protection	8.0%	4.8%	12.9%	11.5%
Department of Sanitation Civilian	6.8%	5.6%	4.5%	0.0%
Department of Sanitation Uniform	0.2%	1.1%	0.0%	0.0%
Department of Finance	9.6%	6.7%	12.9%	13.1%
Transportation	8.6%	6.2%	11.0%	10.0%
Department of Parks and Recreation	4.5%	5.2%	5.7%	1.7%
Department of Design and Construction	11.2%	19.2%	12.7%	7.8%
Citywide Administrative Services	5.1%	7.2%	14.0%	11.2%
Department of Information Technology and	15.3%	8.0%	10.9%	0.0%
Department of Consumer and Worker Protection	13.0%	8.2%	8.5%	5.8%
District Attorney - Manhattan	0.0%	0.0%	0.0%	0.0%
District Attorney - Bronx	0.0%	2.4%	11.0%	7.4%
District Attorney - Brooklyn	0.0%	0.0%	0.0%	0.0%
District Attorney - Queens	0.0%	0.0%	0.0%	0.0%
Citywide	1.6%	1.9%	7.1%	5.1%

Note: Excludes agencies with less than 250 full-time employees as of January 2024. Rates are estimated based on the difference between actual headcount and the last published forecast for each fiscal year ending June 30. A result of 0 percent indicates that actual headcount exceeded the year-end or year-to-date forecast.

Sources: NYC Office of Management and Budget; OSC analysis

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