

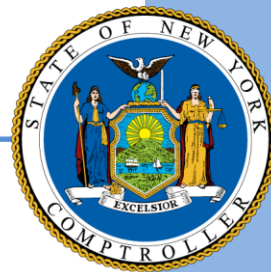
# New York State Agency Use of Overtime - 2020

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**OFFICE OF THE NEW YORK STATE COMPTROLLER**

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**Thomas P. DiNapoli, State Comptroller**



May 2021

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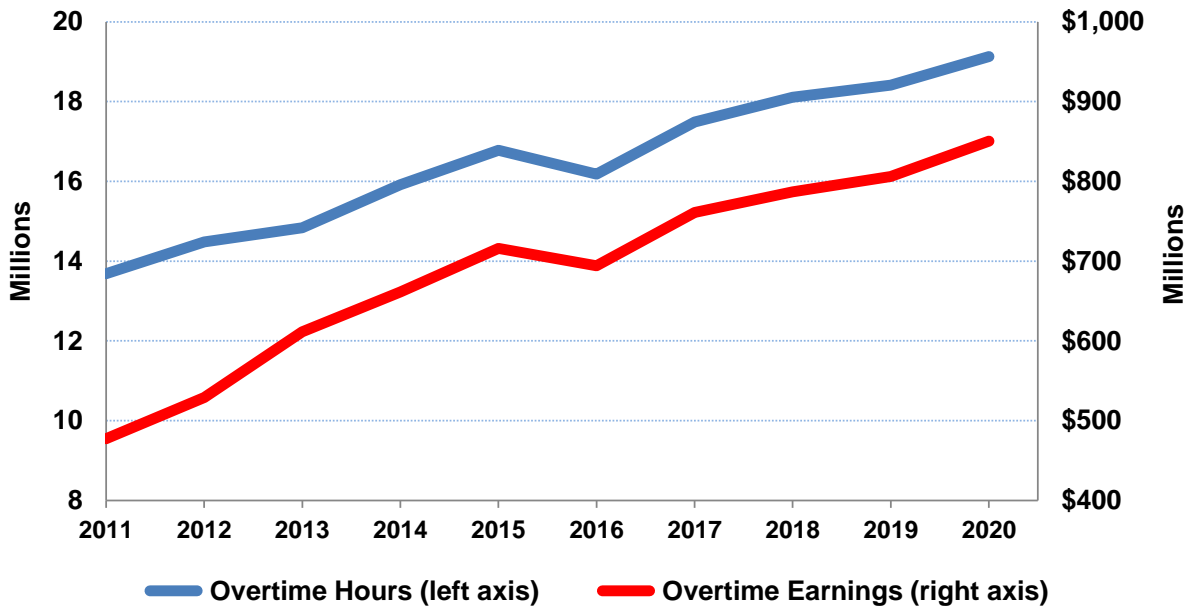
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# I. Executive Summary

This report examines the use of overtime by New York State agencies over the past ten calendar years.<sup>1</sup> The total cost of overtime in calendar year 2020 reached an all-time high at more than \$850 million, covering roughly 19.1 million overtime hours worked. Certain agencies experienced major spikes in overtime due to the COVID-19 pandemic, but most overtime was performed in agencies that have typically relied upon it.

As shown in Figure 1, total overtime usage by New York State agencies accelerated in 2020: total overtime hours went up 3.9 percent and total overtime earnings increased 5.5 percent. Overtime earnings comprised 4.8 percent of total payroll spending in 2020, an increase from the 4.2 percent average from 2011 through 2019.

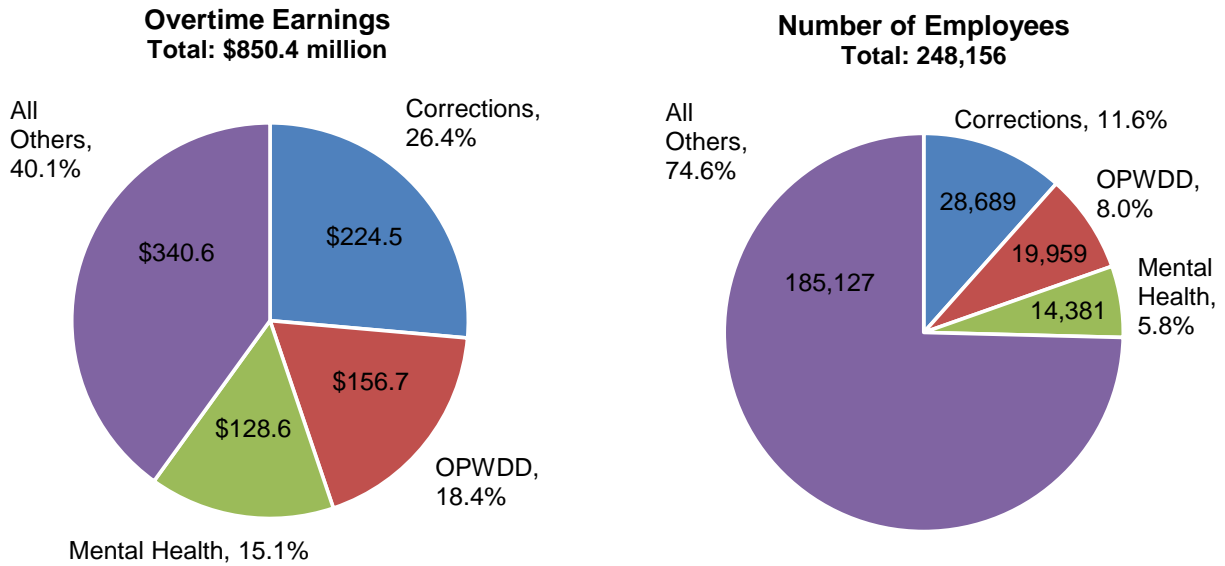
**Figure 1**  
**Overtime Use for All New York State Agencies, 2011-2020**



Three large agencies — the Office for People With Developmental Disabilities (OPWDD), the Department of Corrections and Community Supervision (Corrections) and the Office of Mental Health (Mental Health) — performed most of the State’s overtime in 2020. OPWDD, Corrections, and Mental Health comprised 25.4 percent of the workforce but accounted for 62.9 percent of the overtime hours and 59.9 percent of the overtime earnings logged by all State agencies in 2020. (See Figure 2.)

<sup>1</sup> 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 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.

**Figure 2**  
**Agencies with Highest Overtime Use: Earnings and Workforce, 2020**



While these three agencies typically lead all others in overtime usage, overtime hours and earnings at Mental Health and OPWDD increased at a slower rate than at State agencies overall in 2020. Overtime earnings and hours decreased at Corrections.

In contrast, overtime increased dramatically at certain agencies, such as the Department of Labor (Labor), the Department of Health (Health), the Department of Taxation and Finance (Taxation and Finance), the Office of Temporary and Disability Assistance (OTDA) and the Department of Environmental Conservation (DEC), which do not typically incur much overtime, but played essential roles in addressing issues related to the COVID-19 pandemic. Overtime hours worked spiked dramatically at Labor (17,908 percent), Health (288 percent), Taxation and Finance (243 percent), OTDA (70 percent) and DEC (34 percent) in 2020, with corresponding growth in overtime earnings.

Across all State agencies, employees performing overtime worked 16.3 overtime hours per biweekly pay period on average, an increase of 8.9 percent in 2020. The statewide average of overtime earnings per pay period for employees working overtime went up 10.7 percent to \$727.

Due to staffing constraints, some agencies may be relying increasingly on overtime to accomplish their objectives. The average annual number of State employees, not including the State University of New York (SUNY) and the City University of New York (CUNY), decreased in 2020 by 1.4 percent. Employee counts have declined by more than 10 percent at six major agencies since 2011, with the largest decreases occurring at Labor and at Taxation and Finance at 21.3 percent and 19.7 percent, respectively.

## II. Overtime Use by All Agencies

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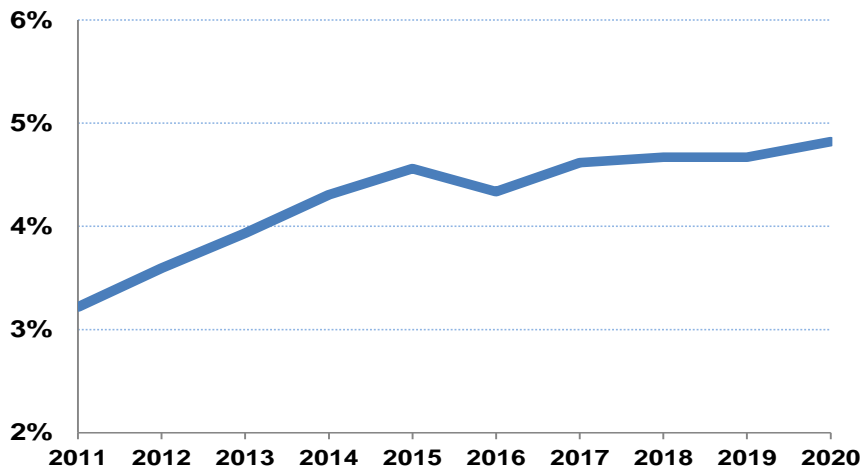
Consistent with the federal Fair Labor Standards Act, State employees who are eligible for overtime compensation are paid for work performed in excess of 40 hours per week at a rate equal to one and one-half times their regular rate of pay.

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>2</sup>

In 2020, total State payroll costs were \$17.6 billion, with overtime totaling \$850 million, or 4.8 percent of payroll. As shown in Figure 3, overtime earnings as a share of total payroll grew from 3.2 percent in 2011 to 4.8 percent in 2020, as total overtime hours increased by 5.45 million hours, or 39.8 percent, over this time period. Pay rates also increased during this time, contributing to a growth in overtime earnings of 78 percent, from \$477 million in 2011 to \$850 million in 2020, or a 6.7 percent average annual increase.

Overtime earnings and hours from 2011 through 2020 for State agencies that are major users of overtime are detailed in the appendices.

**Figure 3**  
**Overtime Earnings as a Share of Total Payroll, 2011-2020**



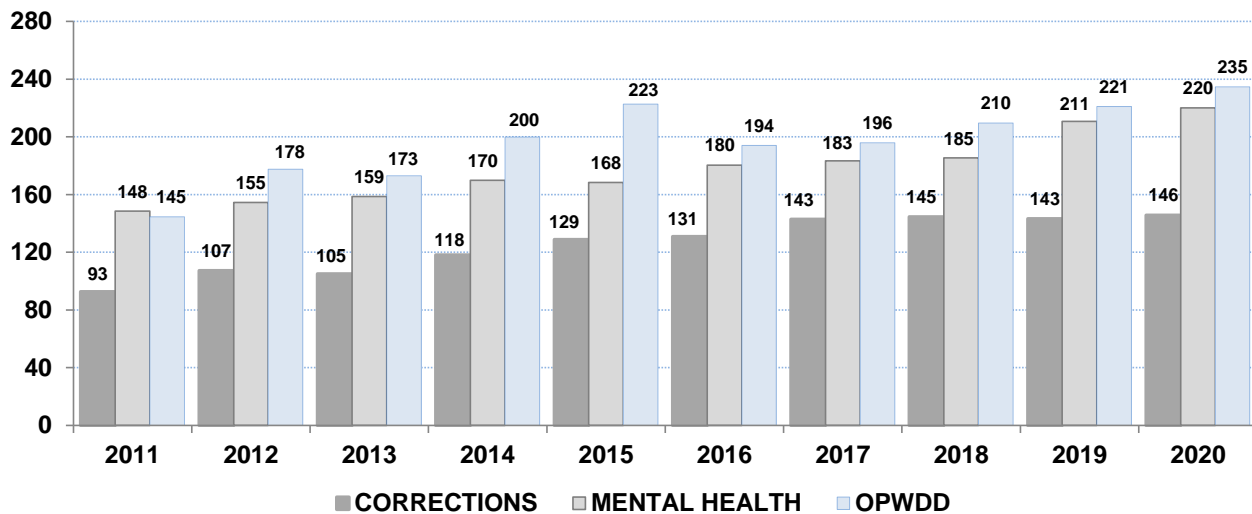
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<sup>2</sup> Furthermore, “The State requires supervisors to hold overtime work to such a minimum by the proper scheduling and assignment of activities, simplification of work processes and requiring compliance with realistic standards of performance. 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>.

### III. Agency Overtime Comparisons

Approximately 60 percent of overtime earnings in 2020 were concentrated at three agencies that manage institutional settings: Corrections, Mental Health and OPWDD. As shown in Figure 4, overtime hours per employee at these agencies increased significantly from 2011 through 2020, by 57.2, 48.2 and 62.3 percent, respectively. In 2020, OPWDD employees worked an average of 235 annual overtime hours. Corrections employees worked 146 annual overtime hours on average. Overtime hours per employee increased by 1.8 percent at Corrections, 4.4 percent at Mental Health, and 6.2 percent at OPWDD from 2019 to 2020.

**Figure 4**  
Average Annual Overtime Hours per Employee, High Use Agencies, 2011-2020



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

Key measures of overtime in 2020 are as follows:

- Overtime hours** – As shown in Figure 5, State agencies accrued 19.1 million hours of overtime in 2020, 716,017 hours or 3.9 percent more than in 2019. OPWDD had the most overtime, with 4.7 million hours, accounting for nearly one-quarter of the total. Total hours of overtime at Corrections were 4.2 million, or 22 percent. Mental Health had 3.2 million hours, or 16.5 percent. Overtime hours at Labor, Health, and Taxation and Finance more than tripled from 2019 to 2020.
- Overtime earnings** – In 2020, the State spent \$850.4 million on overtime earnings, an increase of \$44.2 million or 5.5 percent from 2019. As previously noted, OPWDD, Corrections and Mental Health accounted for almost 60 percent of the total overtime payroll spending by State agencies. Of the total, Corrections accounted for the largest share at 26.4 percent, followed by OPWDD at 18.4 percent and Mental Health at 15.1 percent.

- **Overtime workers as a share of all agency employees** – Seven State agencies had more than 25 percent of their workforce accruing overtime in 2020. Veterans’ Homes had the highest share, at 51.9 percent, followed by OPWDD at 45.2 percent,.
- **Average pay per overtime hour** – The State Police paid the highest average hourly rate, at \$80.26 per overtime hour. The Unified Court System (Courts) paid the next highest, at \$59.79, followed by CUNY at \$55.12.

**Figure 5  
Summary of Overtime (OT), By Agency, 2020**

Agency	Total OT Pay (Millions \$)	Percentage Change in Total OT Pay, 2019 to 2020	Total OT Hours	Percentage Change in Total OT Hours, 2019 to 2020	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour
CORRECTIONS	\$224.5	0.0%	4,180,930	-1.4%	33.7%	\$53.70
OPWDD	\$156.7	3.7%	4,685,852	2.9%	45.2%	\$33.44
MENTAL HEALTH	\$128.6	4.3%	3,164,252	3.4%	35.4%	\$40.64
SUNY	\$73.5	-9.6%	1,710,134	-11.2%	8.4%	\$42.95
STATE POLICE	\$64.1	8.4%	798,526	4.4%	39.3%	\$80.26
TRANSPORTATION	\$52.9	-5.0%	1,408,136	-5.8%	42.1%	\$37.57
COURTS	\$28.3	-10.0%	473,254	-13.5%	10.1%	\$59.79
LABOR	\$25.0	17,269.4%	599,709	17,907.7%	34.0%	\$41.69
CUNY	\$11.3	-39.6%	203,591	-46.7%	1.8%	\$55.12
DEC	\$11.1	31.7%	214,714	33.8%	13.5%	\$51.61
HEALTH	\$9.5	364.8%	179,837	287.6%	9.3%	\$52.79
CHILDREN & FAMILY	\$8.4	5.8%	210,627	8.2%	16.7%	\$39.72
VETERANS' HOMES	\$7.5	-10.3%	196,304	-11.1%	51.9%	\$38.25
PARKS	\$6.6	-2.5%	153,289	-8.3%	12.2%	\$42.94
TAXATION & FINANCE	\$4.3	255.3%	109,096	243.3%	4.9%	\$39.57
GENERAL SERVICES	\$4.0	-0.4%	103,938	-6.9%	14.3%	\$38.72
COMPTROLLER	\$2.8	6.2%	68,616	4.9%	8.4%	\$41.04
OTDA	\$2.6	90.8%	51,660	70.2%	7.9%	\$51.22
ALL OTHER AGENCIES	\$28.8	57.7%	616,372	49.8%	6.0%	\$46.68
<b>STATEWIDE</b>	<b>\$850.4</b>	<b>5.5%</b>	<b>19,128,836</b>	<b>3.9%</b>	<b>17.6%</b>	<b>\$44.53</b>

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

Compared to 2019, the statewide average of overtime hours per pay period for employees who worked overtime increased 8.9 percent to 16.3 in 2020, and the statewide average of overtime earnings per pay period went up 10.7 percent to \$727.

As shown in Figure 6, Health had the highest average biweekly overtime earnings among major agencies, followed by the State Police, Mental Health, DEC and CUNY. Among other factors influencing these figures, State Police, CUNY and Health have higher overtime hourly pay rates than most other State agencies, as shown in Figure 5.

**Figure 6**  
**Overtime Averages Per Pay Period for Employees Working Overtime, By Agency, 2020**

<b>Agency</b>	<b>Hours</b>	<b>Earnings</b>
<b>HEALTH</b>	21.2	\$1,120
<b>STATE POLICE</b>	13.4	\$1,073
<b>MENTAL HEALTH</b>	22.9	\$932
<b>DEC</b>	17.0	\$879
<b>CUNY</b>	15.7	\$863
<b>CORRECTIONS</b>	16.0	\$858
<b>LABOR</b>	19.6	\$816
<b>TAXATION &amp; FINANCE</b>	18.8	\$743
<b>OTDA</b>	12.6	\$648
<b>OPWDD</b>	19.0	\$636
<b>COURTS</b>	10.6	\$634
<b>CHILDREN &amp; FAMILY</b>	15.7	\$623
<b>TRANSPORTATION</b>	15.1	\$568
<b>GENERAL SERVICES</b>	13.5	\$524
<b>SUNY</b>	11.7	\$501
<b>PARKS</b>	11.6	\$500
<b>VETERANS' HOMES</b>	12.5	\$478
<b>COMPTROLLER</b>	11.3	\$462
<b>ALL OTHER AGENCIES</b>	13.3	\$620
<b>STATEWIDE</b>	<b>16.3</b>	<b>\$727</b>



## IV. State Workforce Trends

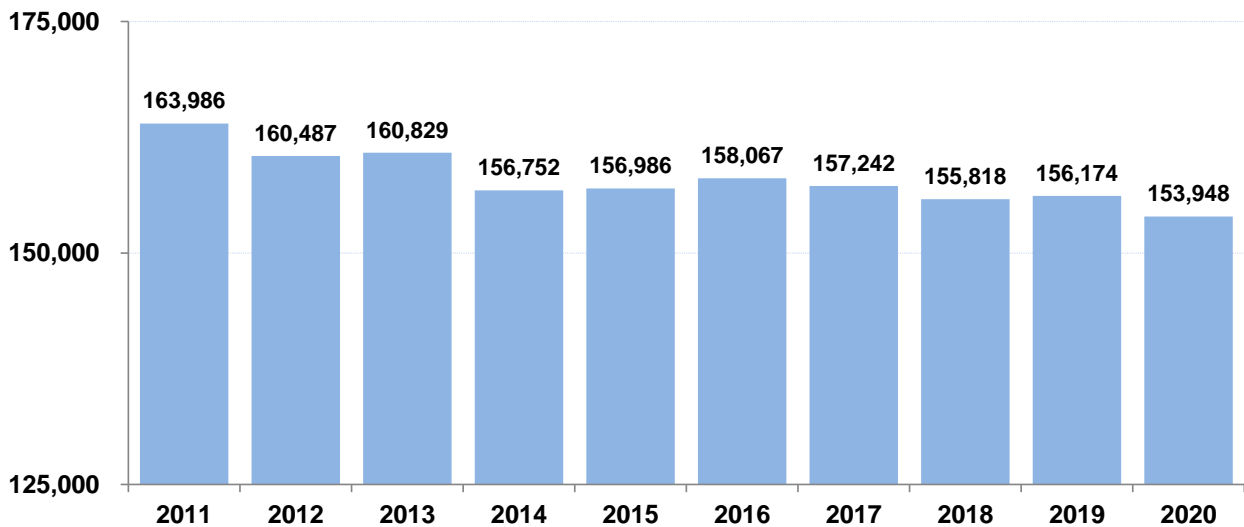
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Use of overtime is related to staffing capacity, hiring constraints, and changing or unanticipated workload impacts. As of April 28, 2020, a hiring freeze has been in effect for all Executive Branch departments and agencies. With limited exceptions, this includes permanent and temporary positions and is a “comprehensive prohibition on promotions, transfers, new hires, reclassifications and reallocations.”<sup>3</sup>

Since 2011, the average annual number of employees working for the State, not including the State University of New York (SUNY) and City University of New York (CUNY), has declined by 6.1 percent to just below 154,000, as illustrated in Figure 7. The workforce decreased by 1.43 percent, or 2,226 employees, from 2019 to 2020.

These numbers are based on the agency “count,” or total number of all employees, including full-time, part-time and temporary staff per pay period throughout the year. These workforce counts are somewhat higher than the number of Full-Time Equivalent (FTE) employees.<sup>4</sup> Compared to these figures, the annual numbers of FTE employees would range from 8,000 to 11,600 fewer per year from 2011 to 2020.

**Figure 7**  
**State Workforce Count, excluding SUNY and CUNY, 2011-2020**



<sup>3</sup> Division of the Budget, *Statewide Hiring Freeze Guidelines*, Budget Bulletin B-1182 (Rev.), dated April 28, 2020 at <https://www.budget.ny.gov/guide/bprm/b/b-1182.html>.

<sup>4</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.

Figure 8 shows actual workforce counts by agency on an average annual basis for 2011, 2019 and 2020. Corrections, OPWDD, and Mental Health comprise 25 percent of the total workforce and performed approximately 63 percent of total overtime in 2020. During the period 2011 to 2020, these agencies experienced greater-than-average workforce reductions of 7.9 percent, 14.5 percent, and 13.8 percent, respectively. Workforces at Corrections and OPWDD also declined in 2020 more quickly than the average rate of decline.

**Figure 8**  
**Agency Workforce Counts, 2011, 2019 and 2020**

Agency	2011	2019	2020	Change 2011 to 2020	Change 2019 to 2020
<b>Major Agencies</b>					
<b>CORRECTIONS</b>	31,156	29,617	28,689	(2,467)	-7.9%
<b>OPWDD</b>	23,348	20,604	19,959	(3,389)	-14.5%
<b>COURTS</b>	17,448	16,952	16,929	(519)	-3.0%
<b>MENTAL HEALTH</b>	16,681	14,516	14,381	(2,301)	-13.8%
<b>TRANSPORTATION</b>	9,198	8,508	8,501	(698)	-7.6%
<b>STATE POLICE</b>	5,511	5,959	5,849	338	6.1%
<b>TAXATION &amp; FINANCE</b>	5,584	4,510	4,484	(1,100)	-19.7%
<b>PARKS</b>	3,919	4,180	4,144	225	5.7%
<b>DEC</b>	3,813	3,696	3,582	(230)	-6.0%
<b>HEALTH</b>	3,593	3,452	3,513	(80)	-2.2%
<b>LABOR</b>	4,403	3,204	3,465	(937)	-21.3%
<b>CHILDREN &amp; FAMILY</b>	3,493	3,288	3,100	(393)	-11.3%
<b>COMPROLLER</b>	2,543	2,728	2,799	256	10.1%
<b>GENERAL SERVICES</b>	1,510	2,075	2,073	563	37.3%
<b>OTDA</b>	2,219	2,049	1,982	(236)	-10.7%
<b>VETERANS' HOMES</b>	1,180	1,194	1,121	(59)	-5.0%
<b>All Other Agencies</b>					
<b>ALL OTHER AGENCIES</b>	28,387	29,643	29,377	989	3.5%
<b>TOTAL - ALL STATE AGENCIES</b>	163,986	156,174	153,948	(10,038)	-6.1%
<b>Universities</b>					
<b>SUNY</b>	65,206	71,077	67,143	1,937	3.0%
<b>CUNY</b>	35,768	28,234	27,064	(8,704)	-24.3%
<b>All Agencies and Universities</b>					
<b>OVERALL TOTAL</b>	<b>264,960</b>	<b>255,486</b>	<b>248,156</b>	<b>(16,804)</b>	<b>-6.3%</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.

The largest percentage reductions in employee counts during the ten-year period have been at Labor (21.3 percent) and at Taxation and Finance (19.7 percent), as well as at CUNY (24.3 percent). Only three major executive agencies, State Police, Parks and General Services, experienced increases during that period.

Compared to 2019, the workforce count at Labor and at Health increased by 8.1 and 1.8 percent, respectively, in 2020. Single-year reductions of over 4 percent in employee counts occurred at Veterans' Homes (6.1 percent), Children & Family (5.7 percent), SUNY (5.5 percent) and CUNY (4.1 percent).

# Appendices

## Appendix A

### Agency Annual Overtime Earnings, 2011-2020 (in millions of dollars)

Agency	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Change 2011 to 2020	
CORRECTIONS	\$104.6	\$137.3	\$160.4	\$180.2	\$198.7	\$205.0	\$221.0	\$223.2	\$224.5	\$224.5	\$119.9	114.6%
OPWDD	\$95.1	\$112.9	\$124.1	\$138.5	\$150.0	\$133.7	\$133.1	\$142.4	\$151.1	\$156.7	\$61.6	64.8%
MENTAL HEALTH	\$83.9	\$85.2	\$94.6	\$101.5	\$101.6	\$109.0	\$109.1	\$109.0	\$123.3	\$128.6	\$44.7	53.2%
SUNY	\$50.8	\$52.2	\$57.9	\$62.6	\$68.5	\$70.4	\$74.8	\$79.2	\$81.3	\$73.5	\$22.7	44.6%
STATE POLICE	\$25.9	\$34.1	\$35.1	\$38.9	\$64.6	\$47.8	\$74.2	\$63.2	\$59.1	\$64.1	\$38.2	147.1%
TRANSPORTATION	\$41.5	\$29.9	\$43.3	\$46.1	\$44.5	\$35.9	\$47.8	\$60.2	\$55.7	\$52.9	\$11.4	27.6%
COURTS	\$20.0	\$13.6	\$17.8	\$18.0	\$20.0	\$22.5	\$26.9	\$30.8	\$31.4	\$28.3	\$8.3	41.7%
LABOR	\$3.2	\$4.3	\$3.5	\$0.8	\$0.1	\$0.1	\$0.1	\$0.1	\$0.1	\$25.0	\$21.8	678.5%
CUNY	\$10.3	\$11.7	\$12.9	\$15.2	\$15.8	\$14.9	\$17.6	\$19.6	\$18.6	\$11.3	\$1.0	9.3%
DEC	\$5.1	\$6.0	\$6.6	\$5.8	\$6.1	\$7.8	\$7.9	\$7.9	\$8.4	\$11.1	\$5.9	116.0%
HEALTH	\$1.5	\$1.2	\$1.8	\$1.7	\$1.8	\$1.9	\$1.9	\$1.7	\$2.0	\$9.5	\$8.0	520.1%
CHILDREN & FAMILY	\$11.5	\$13.7	\$15.3	\$15.8	\$12.9	\$13.1	\$12.3	\$11.0	\$7.9	\$8.4	-\$3.1	-27.2%
VETERANS' HOME S	\$5.2	\$5.7	\$6.4	\$6.7	\$5.9	\$5.6	\$6.7	\$7.8	\$8.4	\$7.5	\$2.3	44.1%
PARKS	\$3.9	\$4.8	\$5.2	\$4.4	\$4.5	\$5.0	\$4.9	\$5.7	\$6.7	\$6.6	\$2.7	70.7%
TAXATION & FINANCE	\$0.6	\$1.6	\$8.3	\$6.7	\$3.1	\$1.5	\$1.9	\$1.6	\$1.2	\$4.3	\$3.7	572.9%
GENERAL SERVICE S	\$2.3	\$2.5	\$3.3	\$4.0	\$4.5	\$3.8	\$3.3	\$4.0	\$4.0	\$4.0	\$1.7	72.9%
COMPTROLLER	\$3.3	\$3.0	\$2.6	\$2.5	\$2.6	\$3.4	\$3.7	\$2.9	\$2.7	\$2.8	-\$0.4	-13.6%
OTDA	\$1.3	\$1.3	\$0.6	\$0.8	\$0.7	\$1.0	\$0.8	\$2.0	\$1.4	\$2.6	\$1.4	107.4%
ALL OTHER AGENCIES	\$7.4	\$8.1	\$11.7	\$11.0	\$10.2	\$11.8	\$13.1	\$14.5	\$18.2	\$28.8	\$21.4	289.5%
STATEWIDE	\$477.4	\$529.0	\$611.2	\$661.2	\$716.1	\$694.2	\$761.2	\$786.9	\$806.2	\$850.4	\$372.9	78.1%

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, 2011-2020

Agency	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Change 2011 to 2020	
OPWDD	3,378,317	4,024,717	3,836,751	4,239,803	4,566,814	4,092,699	4,092,243	4,314,191	4,554,919	4,685,852	1,307,535	38.7%
CORRECTIONS	2,888,396	3,256,812	3,134,687	3,491,550	3,810,404	3,922,277	4,260,240	4,311,263	4,241,483	4,180,930	1,292,533	44.7%
MENTAL HEALTH	2,476,752	2,458,536	2,445,027	2,607,666	2,580,538	2,755,333	2,732,683	2,701,401	3,058,783	3,164,252	687,500	27.8%
SUNY	1,411,322	1,436,002	1,363,333	1,466,690	1,600,174	1,636,702	1,831,485	1,927,479	1,925,491	1,710,134	298,812	21.2%
TRANSPORTATION	1,270,583	872,383	1,243,178	1,323,187	1,266,730	997,118	1,325,064	1,653,329	1,494,490	1,408,136	137,553	10.8%
STATE POLICE	360,017	462,116	472,124	523,720	848,809	620,351	980,491	834,680	765,007	798,526	438,509	121.8%
LABOR	83,324	114,036	89,300	21,578	2,987	2,716	3,853	3,542	3,330	599,709	516,386	619.7%
COURTS	407,573	270,606	352,562	358,308	396,261	441,825	514,808	544,735	547,224	473,254	65,681	16.1%
DEC	123,906	124,647	129,648	111,899	117,434	149,430	152,043	151,820	160,447	214,714	90,807	73.3%
CHILDREN & FAMILY	321,519	383,779	402,301	412,184	334,261	341,806	312,333	273,155	194,700	210,627	-110,892	-34.5%
CUNY	262,058	312,543	323,610	363,667	387,001	366,116	379,276	412,624	382,031	203,591	-58,467	-22.3%
VETERANS' HOMES	158,718	177,015	188,622	192,672	166,390	155,035	182,118	208,051	220,776	196,304	37,587	23.7%
HEALTH	38,158	31,047	44,460	41,053	43,854	45,573	44,400	40,188	46,401	179,837	141,678	371.3%
PARKS	114,897	130,949	125,790	109,139	114,049	128,872	123,537	146,747	167,159	153,289	38,392	33.4%
TAXATION & FINANCE	16,499	47,389	231,814	190,647	86,638	39,030	48,291	40,691	31,775	109,096	92,597	561.2%
GENERAL SERVICES	62,763	66,145	88,655	113,457	132,018	104,760	94,674	109,799	111,688	103,938	41,175	65.6%
COMPTROLLER	91,765	85,052	71,208	67,805	69,475	91,694	99,016	73,000	65,396	68,616	-23,148	-25.2%
OTDA	30,558	30,798	14,490	17,012	15,927	22,465	18,914	39,023	30,357	51,660	21,103	69.1%
ALL OTHER AGENCIES	182,748	195,991	276,954	265,311	238,489	270,683	296,639	327,019	411,361	616,372	433,624	237.3%
<b>STATEWIDE</b>	<b>13,679,872</b>	<b>14,480,562</b>	<b>14,834,515</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>5,448,964</b>	<b>39.8%</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, 2011-2020

Agency	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Change 2011 to 2020	
<b>Major Agencies</b>												
<b>CORRECTIONS</b>	31,156	30,360	30,162	29,536	29,572	29,959	29,804	29,796	29,617	28,689	(2,467)	-7.9%
<b>OPWDD</b>	23,348	22,672	22,606	21,214	20,497	21,098	20,885	20,586	20,604	19,959	(3,389)	-14.5%
<b>COURTS</b>	17,448	16,935	17,166	16,461	16,629	16,714	16,719	16,732	16,952	16,929	(519)	-3.0%
<b>MENTAL HEALTH</b>	16,681	15,907	15,717	15,355	15,326	15,279	14,902	14,567	14,516	14,381	(2,301)	-13.8%
<b>TRANSPORTATION</b>	9,198	9,010	8,975	8,580	8,578	8,558	8,592	8,563	8,508	8,501	(698)	-7.6%
<b>STATE POLICE</b>	5,511	5,356	5,456	5,550	5,679	5,717	5,817	5,782	5,959	5,849	338	6.1%
<b>TAXATION &amp; FINANCE</b>	5,584	5,315	5,004	5,296	5,495	5,186	4,801	4,621	4,510	4,484	(1,100)	-19.7%
<b>PARKS</b>	3,919	3,965	4,011	3,936	4,056	4,019	4,082	4,110	4,180	4,144	225	5.7%
<b>DEC</b>	3,813	3,852	3,705	3,613	3,607	3,646	3,672	3,622	3,696	3,582	(230)	-6.0%
<b>HEALTH</b>	3,593	3,410	3,286	3,412	3,521	3,625	3,512	3,430	3,452	3,513	(80)	-2.2%
<b>LABOR</b>	4,403	4,408	4,303	3,891	3,438	3,284	3,266	3,268	3,204	3,465	(937)	-21.3%
<b>CHILDREN &amp; FAMILY</b>	3,493	3,404	3,275	3,140	3,193	3,190	3,240	3,206	3,288	3,100	(393)	-11.3%
<b>COMPTROLLER</b>	2,543	2,545	2,585	2,595	2,622	2,666	2,767	2,723	2,728	2,799	256	10.1%
<b>GENERAL SERVICES</b>	1,510	1,455	1,538	1,683	1,805	1,908	2,018	2,100	2,075	2,073	563	37.3%
<b>OTDA</b>	2,219	2,108	1,927	1,969	1,978	2,015	2,035	1,971	2,049	1,982	(236)	-10.7%
<b>VETERANS' HOMES</b>	1,180	1,183	1,205	1,192	1,219	1,256	1,181	1,173	1,194	1,121	(59)	-5.0%
<b>All Other Agencies</b>												
<b>ALL OTHER AGENCIES</b>	28,387	28,603	29,907	29,329	29,773	29,948	29,949	29,569	29,643	29,377	989	3.5%
<b>TOTAL - ALL STATE AGENCIES</b>	163,986	160,487	160,829	156,752	156,986	158,067	157,242	155,818	156,174	153,948	(10,038)	-6.1%
<b>Universities</b>												
<b>SUNY</b>	65,206	67,137	68,121	67,926	68,691	70,302	71,217	70,757	71,077	67,143	1,937	3.0%
<b>CUNY</b>	35,768	38,523	39,680	27,151	27,639	27,783	28,722	27,929	28,234	27,064	(8,704)	-24.3%
<b>All Agencies and Universities</b>												
<b>OVERALL TOTAL</b>	<b>264,960</b>	<b>266,147</b>	<b>268,630</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>(16,804)</b>	<b>-6.3%</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

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

### Summary of Overtime (OT) Usage, All Other Agencies, 2020

Agency	Total OT Pay (Millions \$)	Total OT Hours	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour	OT Pay as Share of Agency Pay
HOMELAND SECURITY	\$5.1	102,898.3	19.9%	\$49.95	9.8%
INFORMATION TECHNOLOGY	\$5.0	85,522.4	05.1%	\$58.88	1.7%
MILITARY & NAVAL AFFAIRS	\$1.9	39,506.6	05.0%	\$48.89	2.0%
ATTORNEY GENERAL	\$1.4	23,681.2	02.7%	\$58.05	0.8%
FINANCIAL SERVICES	\$0.7	12,041.2	02.1%	\$55.17	0.5%
AGRICULTURE & MARKETS	\$0.4	8,685.9	05.2%	\$46.48	1.0%
EDUCATION	\$0.3	8,255.6	00.9%	\$40.84	0.2%
STATE INSURANCE FUND	\$0.3	5,828.1	01.0%	\$53.08	0.2%
GAMING COMMISSION	\$0.3	6,525.3	05.8%	\$45.91	0.9%
DEPARTMENT OF STATE	\$0.3	6,026.4	03.4%	\$43.17	0.7%
EXECUTIVE CHAMBER	\$0.1	2,970.3	06.2%	\$45.57	1.2%
CIVIL SERVICE	\$0.1	1,789.9	02.0%	\$39.66	0.3%
VETERANS' AFFAIRS	\$0.0	570.6	01.6%	\$34.71	0.3%
EMPLOYEE RELATIONS	\$0.0	0.6	00.0%	\$37.61	0.0%
LIEUTENANT GOVERNOR	\$0.0	0.0	00.0%	\$00.00	0.0%
LEGISLATURE	\$0.0	0.0	00.0%	\$00.00	0.0%
OTHER AGENCIES	\$12.8	312,069.8	11.2%	\$40.91	1.8%
<b>TOTAL</b>	<b>\$28.8</b>	<b>616,372.4</b>	<b>06.0%</b>	<b>\$46.68</b>	<b>1.3%</b>

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

### Annual Workforce Count, All Other Agencies, 2020

Agency	2020
INFORMATION TECHNOLOGY	3,469
LEGISLATURE	3,034
EDUCATION	2,638
STATE INSURANCE FUND	2,085
ATTORNEY GENERAL	1,881
MILITARY & NAVAL AFFAIRS	1,427
FINANCIAL SERVICES	1,341
HOMELAND SECURITY	785
AGRICULTURE & MARKETS	611
DEPARTMENT OF STATE	540
GAMING COMMISSION	464
CIVIL SERVICE	403
EMPLOYEE RELATIONS	136
EXECUTIVE CHAMBER	120
VETERANS' AFFAIRS	92
LIEUTENANT GOVERNOR	8
OTHER AGENCIES	10,342
<b>TOTAL</b>	<b>29,377</b>

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

## Contact

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