

New York State  
Department of Civil Service



New York State  
Workforce Management  
Report

2008

Committed to Innovation, Quality and Excellence

David A. Paterson  
Governor

Nancy G. Groenwegen  
Commissioner



DAVID A. PATERSON  
GOVERNOR

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NANCY G. GROENWEGEN  
COMMISSIONER

May 2008

Dear Colleague:

It is my pleasure to present the State of New York's 2008 Workforce Report. The Department of Civil Service has produced this annual report of the State's workforce for over twenty years but at no time has it been a more valuable tool than it is now as we experience the retirement of the Baby Boom generation.

The strength of State government is in its workforce. But, as we all know, the Baby Boom generation is retiring and there are fewer people available to take their place. In addition, the State is facing difficult fiscal times when each vacated position must be scrutinized to ensure it is vital to accomplishing the agency's mission. This combination of factors has created an employment challenge unparalleled in modern times.

The Department of Civil Service is committed to meeting this employment challenge and to building tomorrow's workforce. The information contained in this report is the first step in that process.

As we move ahead to meet this challenge, the Department of Civil Service will continue to assist agencies in their workforce and succession planning efforts. I would encourage agencies to contact Nancy Kiyonaga, Director of Workforce Planning at 518-473-6411 or [Nancy.Kiyonaga@cs.state.ny.us](mailto:Nancy.Kiyonaga@cs.state.ny.us) for assistance.

Sincerely,

A handwritten signature in black ink that reads "Nancy G. Groenwegen".

Nancy G. Groenwegen  
Commissioner

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## QUICK FACTS ABOUT THE STATE WORKFORCE

These statistics reflect the classified service workforce, under the authority of the Department of Civil Service, as of January 1, 2008. Please refer to page 3 for a full explanation of the classified service. Retirement projections are based on those employees enrolled in the Employee Retirement System.

Total number of employees	169,426
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Total number of employees in Employee Retirement System	158,801
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### Probable Retirements

Current number of employees

55 with 30 years of service	7,756
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55 with 25-29 years of service	6,590
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50-54 with 25 or more years of service	11,723
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50-54 with 30 years of service	4,677
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<b>Total number eligible to retire in next 5 years</b>	<b>30,746</b>
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Number of employees age 57 & over (57 is average age at retirement)	25,400
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Number of retirements from 2002-2007	33,112
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### Attrition (calendar year 2007)

Total Separations	11,950
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Number of retirements	5,407
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### Internal Movement (retirements cause a domino effect)

Transfers from one agency to another	3,450
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Transfers to a new job in the same agency	18,202
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New Hires for Calendar Year 2007 were 15,021 (includes temporary, etc.)

Average age of New Hires	37.48
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<u>Number of employees who identify themselves as disabled</u>	5,920
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## INTRODUCTION

In 2001 when New York's most recent workforce planning effort was inaugurated, there was little attention being paid to the retirement of the Baby Boom generation. In 2008, a short seven years later, this factor has become a standard element in media discussions of the topic. In those same seven years, over 33,000 State employees retired. In the next five years, it is predicted that another 30,000 will follow in their footsteps.

Government has the dubious distinction of leading the way in the "retirement tsunami." The government workforce is older than the private sector's by five to ten years, depending on industry. Government expansion in the 1960's and 1970's was followed by very limited hiring in the 1980's and 1990's. To a great extent, those employees hired during the expansion years have stayed with government and are now reaching retirement age. While this employment pattern led to a stable workforce for the past 30 years, the retention of "older" workers and the limited hiring of subsequent generations led not only to an older workforce but to a "pipeline" problem.

Traditionally, New York State's employment system has been hierarchical with fewer available jobs at the higher levels in the job "pyramid." This traditional system was based on the expectation that people would start their careers in entry level positions when they were younger and advance through the ranks as they gained experience. This pattern was in place when the Baby Boom generation was hired. While the State is becoming less hierarchical, the effects of earlier hiring patterns are still felt with Baby Boomers holding most of the higher level positions. This is of great concern since so many managers at several levels in an agency will be eligible to retire at the same time.

Retirements create a domino effect. When someone retires, it opens up opportunities for a lower level person to move up, the vacancy they leave needs to be filled, etc. Last year over 21,000 employees (14% of the workforce) changed jobs – either in their own agency or by moving to another agency.

There is one other challenge – retirements cannot be predicted. Much has been written in the popular press about Baby Boomers postponing retirement. Those articles speak mostly of those employed in the private sector – especially those without a pension who often wait for Social Security eligibility before retiring. In the public sector, with its defined benefit pensions and health insurance for retirees, most employees are retiring within two to three years of eligibility. In New York State, the average age of retirement has been about 58 for many years. In 2007, the average age of retirement was 57.8. Currently, there are 25,400 employees who have attained that age. Whether this group, or any of the others eligible to retire, will choose to do so in the coming year or years remains to be seen.

While government has been in the forefront of these trends, it has also been in the forefront of developing solutions. Workforce planning and succession planning have been adopted by most state governments as the tools for resolving these almost unprecedented workforce issues. New York State was one of the first states to develop these tools and its website ([www.cs.state.ny.us](http://www.cs.state.ny.us)) remains a valuable resource used by those inside New York State government as well as in other states.

## STATISTICAL OVERVIEW – THE SIZE OF THE STATE WORKFORCE

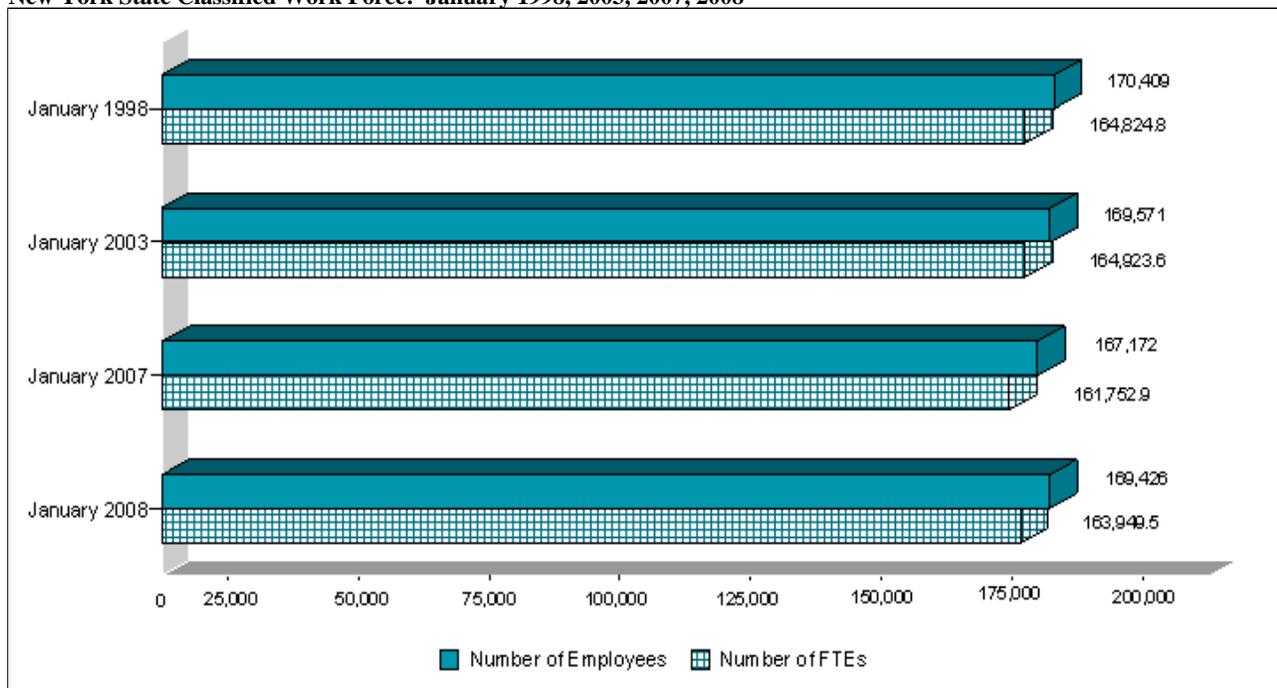
The annual Workforce Management Report is a statistical report of the composition of the Classified Service of the Executive Branch of New York State government. There are two broad categories of government service: the military service and the civil service. All officers and most employees of the Division of Military and Naval Affairs are in the military service. The civil service, which encompasses all other offices and positions in the service of the State, is divided into two types of service: the classified service and the unclassified service. The unclassified service includes the following offices and positions:

- elective offices;
- heads of departments;
- offices filled by appointment or election by the legislature on joint ballot;
- appointees of the Governor;
- legislative officers and employees;
- officers, members and employees of Boards of Election; and
- teachers and supervisory personnel in public schools, the State University and certain community colleges.

The classified service includes all other positions.

The Workforce Management Report is a “snapshot” of the demographics of the State workforce taken on January 1, 2008. On that date, there were 169,426 employees in the classified service. Fifty-eight percent of the workforce enrolled in the Employee Retirement System is 45 years of age or older. Twenty-seven percent of the workforce was located in the Capital District; 51 percent of the workforce is male and 49 percent is female.

**New York State Classified Work Force: January 1998, 2003, 2007, 2008**



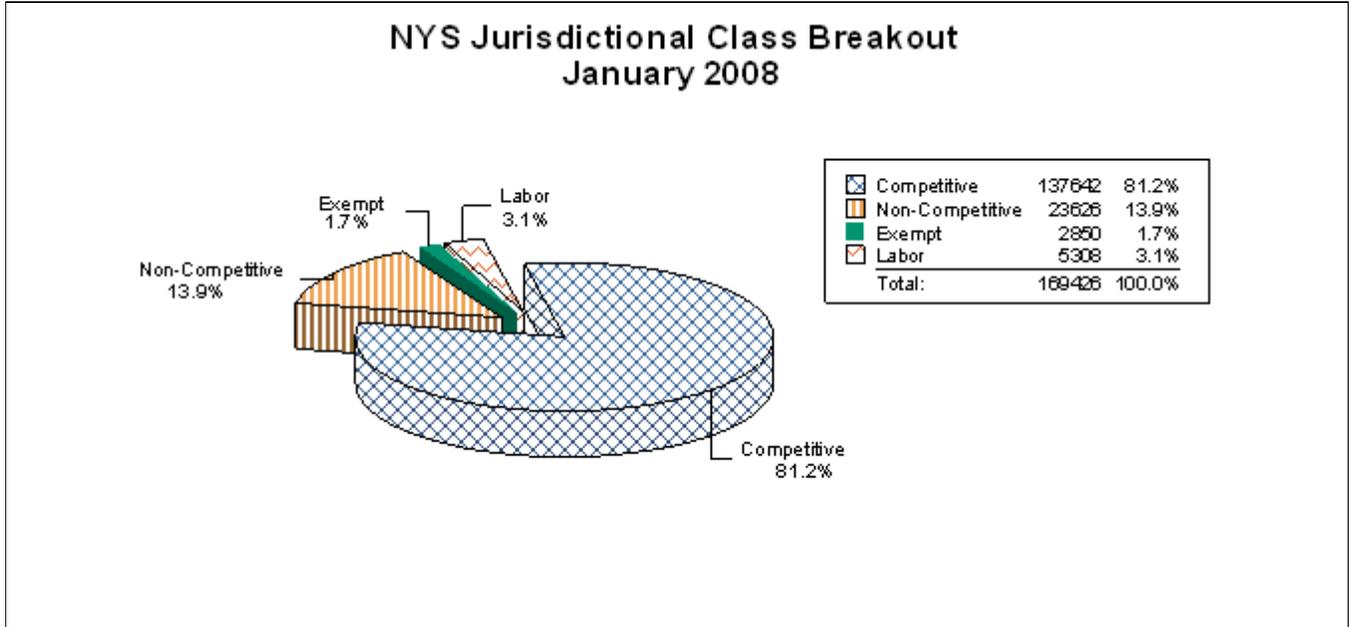
## JURISDICTIONAL CLASSIFICATION

The Classified Service of the Executive Branch includes all positions in State Service in the Competitive, Non-Competitive, Exempt and Labor jurisdictional classifications.

The composition of all the jurisdictional classes has remained relatively unchanged over the past decade. The Competitive class remains the largest with 81.2 percent of the positions. The Non-competitive, Exempt and Labor classes represent 13.9 percent, 1.7 percent and 3.1 percent of the workforce, respectively.

### Classified Service Employees as of January 1998, 2003, 2007, 2008

Jurisdictional Classification	1998		2003		2007		2008	
Competitive	139,973	82.1	138,107	81.4	135,776	81.2	137,642	81.2
Non-Competitive	22,301	13.1	23,543	13.9	23,503	14.1	23,626	13.9
Exempt	2,466	1.4	2,758	1.6	2,720	1.6	2,850	1.7
Labor	5,669	3.3	5,163	3.0	5,173	3.1	5,308	3.1
<b>Total</b>	<b>170,409</b>		<b>169,571</b>		<b>167,172</b>		<b>169,426</b>	



## REGIONAL WORKFORCE DISTRIBUTION

Albany is New York State’s capital city and the seat of State government. The city, along with its surrounding area, is referred to as the “Capital District.” This area has the largest concentration of State employees – 45,761. The Capital District and the two largest metropolitan areas of New York City and Buffalo employ 52.3 percent of all State employees.

**Regional Work Force Distribution as of January 1998, 2003, 2007 and 2008**

	1998		2003		2007		2008	
Capital District	44,294	26.0%	45,358	26.7%	44,935	26.9%	45,761	27.0%
Northern Upstate	5,926	3.5%	6,519	3.8%	6,631	4.0%	6,587	3.9%
St. Lawrence/Utica	11,764	6.9%	11,525	6.8%	11,513	6.9%	11,755	6.9%
Syracuse/Binghamton	13,600	8.0%	14,751	8.7%	15,135	9.1%	15,438	9.1%
Rochester/Corning	10,929	6.4%	11,673	6.9%	11,535	6.9%	11,935	7.0%
Buffalo/Jamestown	18,278	10.7%	16,865	9.9%	16,608	9.9%	16,755	9.9%
Mid-Hudson	14,766	8.7%	14,212	8.4%	14,100	8.4%	14,267	8.4%
Rockland/Westchester	8,440	5.0%	8,494	5.0%	8,343	5.0%	8,337	4.9%
Long Island	12,886	7.6%	12,456	7.3%	12,201	7.3%	12,305	7.3%
New York City	29,338	17.2%	27,485	16.2%	25,951	15.5%	26,052	15.4%
Out of State	133	0.1%	71	0.0%	60	0.0%	63	0.0%
Unassigned	55	0.0%	162	0.1%	160	0.1%	171	0.1%
<b>Total</b>	<b>170,409</b>		<b>169,571</b>		<b>167,172</b>		<b>169,426</b>	

## EMPLOYEE GENDER

The gender composition of the workforce has remained stable over the past decade. Males represent 51 percent of the workforce and females 49 percent.

**Employee Gender as of January 1998, 2003, 2007 and 2008**

	1998		2003		2007		2008	
Female	80,925	47.5%	81,605	48.1%	81,210	48.58	82,781	48.86
Male	88,967	52.2%	87,430	51.6%	85,258	51.00	85,942	50.73
Unknown	517	0.3%	536	0.3%	704	0.42	703	0.41
<b>Total</b>	<b>170,409</b>		<b>169,571</b>		<b>167,172</b>		<b>169,426</b>	

## EMPLOYEE ETHNICITY

The ethnicity of the State workforce has remained relatively stable over the past decade. Those identifying themselves as White decreased by 2.2 percentage points. Those identifying themselves as Black decreased by .3 percentage points; Hispanics increased by .4 percentage points; Asian/Pacific Islanders and Native Americans increased by .6 percentage points.

### Employee Ethnicity as of January 1998, 2003, 2007 and 2008

	1998		2003		2007		2008	
White	125,422	73.6%	123,286	72.7%	120,312	72.0%	121,009	71.4%
Black	25,209	14.8%	24,310	14.3%	24,266	14.5%	24,550	14.5%
Hispanic	6,272	3.7%	6,515	3.8%	6,734	4.0%	6,970	4.1%
Asian/Pacific Islander	4,020	2.4%	4,336	2.6%	4,776	2.9%	5,013	3.0%
American Indian/Alaskan Native	640	0.4%	664	0.4%	612	0.4%	613	0.4%
Unknown	8,846	5.2%	10,460	6.2%	10,472	6.3%	11,271	6.7%
<b>Total</b>	<b>170,409</b>		<b>169,571</b>		<b>167,172</b>		<b>169,426</b>	

**Employee Ethnicity and Gender as of January 1998, 2003, 2007 and 2008**

	1998				2003				2007				2008			
	#	%	%	%	#	%	%	%	#	%	%	%	#	%	%	%
	EMPS	Female	Male	Minority	EMPS	Female	Male	Minority	EMPS	Female	Male	Minority	EMPS	Female	Male	Minority
Adirondack Park Agency	67	46.3	53.7	1.5	72	44.4	55.6	2.8	77	50.6	49.4	0	81	53.1	46.9	0
Advocate for Persons with	20	65	35	15	17	64.7	35.3	17.6	0	0	0	0	0	0	0	0
Aging, Office for the	161	64	36	9.3	149	61.7	38.3	9.4	128	65.6	34.4	13.3	128	65.6	34.4	11.7
Agriculture & Markets, Dept of	495	38.6	60.6	7.5	559	40.4	59	12.9	598	45.3	54	14.2	606	45.4	54	14
Alcoholic Beverage Control Board	185	55.1	44.9	32.4	171	54.4	45.6	28.7	151	50.3	49	23.2	159	49.1	49.7	23.9
Arts, Council On The	47	59.6	40.4	38.3	58	63.8	36.2	37.9	50	68	32	38	46	65.2	34.8	37
Banking, Department of	529	30.2	69.4	37.1	599	33.9	66.1	44.7	551	39.6	60.4	49.9	557	41.7	58.3	53.9
Bridge Authority	144	34	66	4.9	153	30.7	69.3	5.2	159	30.8	69.2	8.8	158	31	69	8.2
Budget,Division of the	385	56.4	43.4	10.4	377	56.8	43.2	12.2	404	54.2	45.8	14.4	397	53.9	46.1	13.9
CORRECTIONS M/O & FACS	32,201	21.2	78.6	12.9	32,172	22.7	77.2	12.2	32,608	24.1	75.8	13.8	33,084	24.6	75.2	14
Canal Corporation	498	10	90	6.4	591	10.7	89.2	6.1	568	10	89.8	5.6	522	10.2	89.7	4.6
Capital Defenders Office	57	57.9	42.1	24.6	74	56.8	43.2	16.2	7	71.4	28.6	28.6	7	71.4	28.6	28.6
Children and Families,Council on	18	61.1	38.9	5.6	20	80	20	5	0	0	0	0	0	0	0	0
Children&Family Svcs,Off of	0	0	0	0	4,742	42.9	55.8	33.6	4,118	45.9	53.8	31.3	4,267	46.4	53.2	28.5
Civil Service, Department of	719	66.9	33.1	9.7	660	63.6	36.4	10.3	587	64.9	35.1	8.9	568	63.6	36.3	9.7
Comm Qual Care & Advoc for Pers W	86	58.1	41.9	11.6	0	0	0	0	89	61.8	38.2	9	95	64.2	35.8	8.4
Comptroller,Office of	2,153	52.4	47.5	9.1	2,400	56.8	43.1	10.3	2,603	58.1	41.9	12	2,627	58	41.6	12.4
Consumer Protection Board	30	53.3	46.7	10	30	66.7	33.3	16.7	33	63.6	36.4	30.3	32	59.4	40.6	34.4
Correction, Commission of	26	42.3	57.7	7.7	33	33.3	66.7	12.1	33	33.3	66.7	9.1	32	37.5	62.5	9.4
Crime Victims Board	79	73.4	26.6	29.1	108	75.9	24.1	19.4	86	74.4	25.6	29.1	92	77.2	22.8	31.5
Criminal Justice Services, Div of	732	60.2	39.8	5.3	766	60.2	39.7	5	776	59	40.6	5.7	732	58.5	41.3	7.4
EDUCATION M/O & FACS	3,164	62.5	36.8	12.2	3,354	63.1	36.6	11.7	3,225	62.9	36.6	17.2	3,588	62.5	36.9	17.6
EX DIV YOUTH	3,487	36	63.9	36.9	0	0	0	0	0	0	0	0	0	0	0	0
Economic Development, Dept of	246	58.1	41.9	17.1	233	57.9	42.1	12.4	196	53.1	46.9	12.8	192	55.7	43.8	14.6
Elections, Board of	39	46.2	53.8	10.3	37	51.4	48.6	10.8	56	58.9	41.1	7.1	58	55.2	44.8	5.2
Employee Relations, Office Of	84	70.2	29.8	9.5	90	63.3	36.7	5.6	85	63.5	36.5	8.2	74	59.5	40.5	14.9
Environmental Conservatn,Dept of	4,082	27.9	70.4	5.2	4,381	29.2	70.6	5.4	4,261	29.4	70.5	5.4	4,330	30.5	69.4	5.4
Executive Chamber	186	69.9	30.1	6.5	196	70.4	29.1	7.7	128	67.2	32.8	7	173	55.5	44.5	16.2
Financial Control Bd, Yonkers	5	60	40	20	0	0	0	0	0	0	0	0	0	0	0	0
Financial Control Board For NYC	21	52.4	47.6	47.6	15	60	40	46.7	16	62.5	37.5	56.3	16	62.5	37.5	56.3
Foundation for Science, Techn &	0	0	0	0	0	0	0	0	28	32.1	67.9	7.1	27	33.3	66.7	7.4
General Services, Office Of	2,296	29.9	69.3	13.4	2,043	27.9	71.2	11.7	1,973	28.6	70.8	15.2	2,005	29.2	70.4	18
HEALTH M/O & FACS	7,180	62.3	37.6	17.9	6,676	62.8	37.1	19.7	6,653	64.4	35.3	22	6,708	64.6	35.1	21.7
Higher Education Services Corp	898	62.1	37.9	15.9	797	60.2	39.8	15.9	721	59.9	39.9	17.1	716	59.9	39.9	17.7
Homeland Security, Office of	0	0	0	0	15	40	60	6.7	157	40.8	58.6	0.6	189	39.2	60.3	3.2
Housing & Comm Renewal,Div of	1,028	50.1	49.8	49.9	1,011	49.6	50.3	46.8	959	49.4	50.4	41.9	913	49.5	50.4	46
Housing Finance Agency	86	40.7	59.3	32.6	68	44.1	55.9	32.4	53	47.2	52.8	34	42	47.6	52.4	35.7
Human Rights, Division of	178	61.8	34.3	52.8	205	58	42	55.6	197	58.4	41.6	53.8	191	59.7	40.3	51.3
Insurance, Department of	859	45.3	54.6	35.7	911	46.1	53.9	38.7	959	45.7	54.1	43.7	991	45.7	53.7	42.9
Investigation,Commission of	17	29.4	70.6	23.5	24	41.7	58.3	25	27	44.4	55.6	29.6	23	39.1	60.9	30.4
Labor Management Committee	56	73.2	26.8	10.7	62	74.2	25.8	9.7	67	73.1	26.9	14.9	62	71	29	17.7
Labor, Department of	4,427	55.5	44.5	22.5	4,450	56.7	43.1	21.4	3,494	54.6	45.2	19.8	3,414	54.6	45.2	19.7
Lake George Park Comm	9	44.4	55.6	0	9	44.4	55.6	0	8	37.5	62.5	0	7	42.9	57.1	0
Law, Department of	1,562	58.7	40.9	16.6	1,735	55.2	44.2	17.7	1,738	55.7	44.2	14.6	1,768	56.1	43.8	14
Lieutenant Governor,Office of the	4	50	50	0	5	80	20	0	2	100	0	0	13	69.2	30.8	46.2
Lottery, Division of	343	42.9	57.1	13.1	329	45.3	54.7	13.7	345	44.9	55.1	15.7	343	44.9	55.1	16.9
Med Fraud Contrl,Dep Att Gen for	287	44.6	55.4	18.5	305	46.6	53.4	22.6	315	49.5	50.5	21.9	314	51.3	48.7	21.7
Military&Naval Affairs,Div of	54	40.7	59.3	3.7	3	33.3	66.7	33.3	3	33.3	66.7	0	3	33.3	66.7	0
Motor Vehicles, Department of	3,386	66.1	33.9	22.4	3,387	65.8	33.8	28	3,194	65.2	34.3	29.6	3,149	64.4	35.1	29
Ne Queens Nature & Hist Presrv	2	100	0	0	2	100	0	0	2	100	0	0	2	100	0	0
OASAS M/O & FACS	1,074	53.2	46.1	30.5	995	55	44.9	32	1,010	57.4	42.3	31.4	1,012	59.1	40.6	33.9
OMH M/O & FACS	20,548	58.3	41.4	40	18,363	57.7	41.7	38	17,787	57.4	41.1	37.7	18,194	57.7	41	37.5
OMRDD M/O & FACS	23,468	67.9	31.8	27	23,851	69.1	30.5	27.2	24,377	69.6	30	27.5	24,926	70.1	29.5	27.4
PARKS & RECREATION M/O &	2,862	26.5	73.4	15.4	2,941	28.4	71.5	15.5	2,975	28.5	71.3	13.4	3,035	28.5	71.2	12.3
Parole,Division of	2,264	51.5	48.5	44.1	2,243	53.8	46	46.1	2,011	55.2	44.2	42.9	2,113	56.4	43.1	44.2
Prevent of Domestic Violence,Off of	26	88.5	7.7	34.6	33	87.9	12.1	24.2	32	87.5	12.5	25	29	96.6	3.4	27.6
Prob&Corr Alternatives,Div of	26	53.8	46.2	7.7	34	64.7	35.3	5.9	34	79.4	20.6	8.8	34	79.4	20.6	8.8
Public Employment Relations Brd	43	60.5	39.5	9.3	42	57.1	42.9	7.1	31	64.5	35.5	6.5	35	65.7	34.3	5.7
Public Service, Department of	662	38.7	61.3	13.6	573	40.8	59.2	14.1	542	42.6	57.4	13.5	560	43.4	56.6	14.1
Qual of Care Ment Disab,Com on	0	0	0	0	91	63.7	36.3	9.9	0	0	0	0	0	0	0	0
Racing And Wagering Board	161	18.6	80.1	7.5	210	23.8	76.2	6.2	195	30.8	69.2	5.6	195	28.7	71.3	4.6
Real Property Services,Office of	467	42	58	3.9	412	43.7	56.3	5.3	397	44.1	55.9	6.5	367	44.1	55.9	7.1
Regulatory Reform,Office of	35	60	40	0	38	57.9	42.1	2.6	36	55.6	44.4	5.6	37	67.6	32.4	5.4
SOCIAL SERVICES	4,279	54.2	45.7	22.2	0	0	0	0	0	0	0	0	0	0	0	0
SUNY ADMIN,COLL & UNIVS	15,469	65.2	33.8	18.8	16,511	66.1	33.3	23.1	17,215	65.7	33.7	24.5	17,410	64.8	34.6	24.8
Science Techn & Academic Res, Off of	0	0	0	0	31	54.8	45.2	6.5	0	0	0	0	0	0	0	0
State Emergency Management Office	0	0	0	0	61	45.9	52.5	6.6	76	42.1	57.9	3.9	75	41.3	58.7	6.7
State Inspector General,Off of	53	32.1	67.9	3.8	73	43.8	56.2	17.8	66	37.9	62.1	22.7	68	44.1	55.9	22.1
State Insurance Fund	3,074	57.9	41.9	39.9	2,726	56.1	43.4	39.3	2,716	54.9	44.3	38.7	2,648	55.2	44.1	38.7
State, Department of	770	55.6	43.9	11.7	809	53.2	46.2	13.2	823	52.7	47	12.4	895	52.7	47.2	14.4
TAX&FINANCE M/O & DIV TAX	5,593	56.4	43.5	11.4	5,582	56.8	43	12	5,176	56.9	43	13.5	5,326	56.9	43	14.7
TRANSPORTATION M/O & REGS	10,884	17.7	82.3	10.2	10,586	17	83	10.1	10,346	17.6	82.2	10.6	10,275	17.8	82.1	11.2
Teachers Retirement System	266	67.7	32	3.4	287	68.6	31	4.2	296	68.6	31.1	4.4	315	69.2	30.5	4.4
Technology, Office for	5	80	20	0	722	41.3	58.7	7.6	674	39.5	60.5	7.9	660	40.3	59.7	8
Temp&Disability Asst,Office of	0	0	0	0	2,514	58.4	41.4	25.5	2,395	59.3	40.4	24.3	2,319	59.6	40.1	24.3
Thruway Authority	3,956	34.4	65.5	13.3	3,973	35	64.9	11.5	3,802	34.7	65.3	15.1	3,783	34.3	65.6	15.5
Veterans Affairs, Division Of	121	39.7	60.3	19	116	42.2	57.8	18.1	97	48.5	50.5	14.4	106	47.2	51.9	14.2
Veterans Educational Assistance	0	0	0	0	0	0	0	0	12	33.3	66.7	16.7	0	0	0	0
Welfare Inspector Gen,Off of	10	30	70	50	9	22.2	77.8	33.3	8	37.5	62.5	50	6	50	50	66.7
Workers Compensation Board	1,675	69.3	30.4	30.7	1,651	65	35	23.9	1,555	65.3	34.7	23	1,502	65.6	34.3	23.7
<b>Total</b>	<b>170,409</b>				<b>169,571</b>											

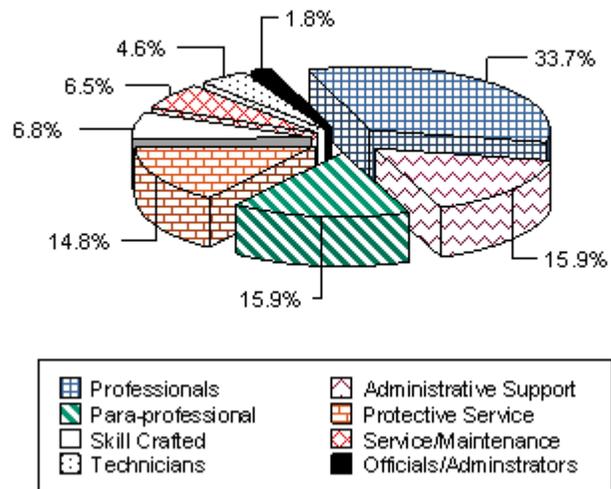
## FEDERAL OCCUPATIONAL CATEGORIES

These tables reflect occupational data based on the Federal Occupational Categories established by the U.S. Bureau of Labor Statistics. In the past decade, those categorized as “Administrative Support” have decreased by 4.5 percentage points while the percentage of “Professionals” has increased by 3.4 percentage points.

**Federal Occupational Categories as of January 1998, 2003, 2007 and 2008**

	1998		2003		2007		2008	
Officials/Administrators	2,880	1.7%	3,059	1.8%	3,068	1.8%	3,097	1.8%
Professionals	51,554	30.3%	54,874	32.4%	55,612	33.3%	57,021	33.7%
Technicians	8,732	5.1%	8,436	5.0%	7,959	4.8%	7,878	4.6%
Protective Service	24,329	14.3%	24,341	14.4%	24,655	14.7%	25,083	14.8%
Para-professional	25,127	14.7%	25,838	15.2%	26,238	15.7%	26,877	15.9%
Administrative Support	34,751	20.4%	30,746	18.1%	27,258	16.3%	26,938	15.9%
Skill Crafted	11,030	6.5%	11,257	6.6%	11,432	6.8%	11,460	6.8%
Service/Maintenance	12,006	7.0%	10,997	6.5%	10,944	6.5%	11,072	6.5%
Undetermined	0	0.0%	23	0.0%	6	0.0%	0	0.0%
<b>Total</b>	<b>170,409</b>		<b>169,571</b>		<b>167,172</b>		<b>169,426</b>	

### NYS Work Force by Federal Occupational Category January 2008



**AGENCIES BY SIZE OF WORKFORCE  
TEN LARGEST AGENCIES**

The first of the next two charts shows the number of employees in the ten largest agencies and the percentage of the Classified Service workforce they represent. These ten agencies together represent 75.7 percent of the Executive Branch workforce. The second chart shows how the remaining 24.3 percent of the workforce is distributed among 62 other agencies. (Note: Children and Family Services was created through the merger of the Department of Social Services and the Division for Youth and replaced Social Services on this list.)

**10 Largest Agencies as of January 1998, 2003, 2007 and 2008**

	<b>1998</b>		<b>2003</b>		<b>2007</b>		<b>2008</b>				
Corrections	32,201	18.90%	Corrections	32,172	19.00%	Corrections	32,608	19.50%	Corrections	33,084	19.50%
OMRDD	23,468	13.80%	OMRDD	23,851	14.10%	OMRDD	24,377	14.60%	OMRDD	24,926	14.70%
OMH	20,548	12.10%	OMH	18,363	10.80%	OMH	17,787	10.60%	OMH	18,194	10.70%
SUNY*	15,469	9.10%	SUNY*	16,511	9.70%	SUNY*	17,215	10.30%	SUNY*	17,410	10.30%
Transportation	10,884	6.40%	Transportation	10,586	6.20%	Transportation	10,346	6.20%	Transportation	10,275	6.10%
Health	7,180	4.20%	Health	6,676	3.90%	Health	6,653	4.00%	Health	6,708	4.00%
Tax Department	5,593	3.30%	Tax Department	5,582	3.30%	Tax Department	5,176	3.10%	Tax Department	5,326	3.10%
Labor, Department	4,427	2.60%	Children&Family	4,742	2.80%	EnCon	4,261	2.50%	EnCon	4,330	2.60%
Social Services	4,279	2.50%	Labor	4,450	2.60%	Children&Family	4,118	2.50%	Children&FAMIL	4,267	2.50%
EnCon	4,082	2.40%	EnCon	4,381	2.60%	Thruway	3,802	2.30%	Thruway	3,783	2.20%
All other Agencies	42,278	24.80%	All other	42,257	24.90%	All other Agencies	40,829	24.40%	Others	41,123	24.30%
<b>Total</b>	<b>170,409</b>		<b>Total</b>	<b>169,571</b>		<b>Total</b>	<b>167,172</b>		<b>Total</b>	<b>169,426</b>	

## 62 AGENCIES NOT INCLUDED AMONG 10 LARGEST JANUARY 2008

<u>AGENCY</u>	<u>EMPS</u>	<u>FTEs</u>
Ne Queens Nature & Hist Presrv	2	1.5
Military&Naval Affairs,Div Of	3	2.5
Welfare Inspector Gen,Off Of	6	6
Capital Defenders Office	7	6.4
Lake George Park Comm	7	7
Lieutenant Governor,Office Of The	13	13
Financial Control Board For Nyc	16	16
Investigation,Commission Of	23	22.6
Foundation For Science, Technology And Innovation	27	27
Prevnt Of Domestic Violnce,Off Of	29	28.3
Consumer Protection Board	32	32
Correction, Commission Of	32	31.7
Prob&Corr Alternatives,Div Of	34	34
Public Employment Relations Brd	35	32.9
Regulatory Reform,Office Of	37	36.6
Housing Finance Agency	42	41
Arts, Council On The	46	46
Elections, Board Of	58	58
Labor Management Committee	62	60.5
State Inspector General,Off Of	68	66.5
Employee Relations, Office Of	74	72.7
State Emergency Management Office	75	75
Adirondack Park Agency	81	81
Crime Victims Board	92	89.8
Comm Qual Care & Advoc For Pers W Disab	95	94.7
Veterans Affairs, Division Of	106	105.4
Aging, Office For The	128	123.9
Bridge Authority	158	158
Alcoholic Beverage Control Board	159	157.9
Executive Chamber	173	173
Homeland Security, Office Of	189	187.3
Human Rights, Division Of	191	188.9
Economic Development, Dept Of	192	190
Racing And Wagering Board	195	193.9
Med Fraud Contrl,Dep Att Gen For	314	311.8
Teachers Retirement System	315	308.1
Lottery, Division Of	343	342.2
Real Property Services,Office Of	367	364.7
Budget,Division Of The	397	391.2
Canal Corporation	522	514.9
Banking, Department Of	557	545.7
Public Service, Department Of	560	546.2
Civil Service, Department Of	568	555.5
Agriculture & Markets, Dept Of	606	600.6
Technology, Office For	660	656.4
Higher Education Services Corp	716	709.4
Criminal Justice Services, Div Of	732	720.3
State, Department Of	895	882.4
Housing & Comm Renewal,Div Of	913	903.5
Insurance, Department Of	991	983.4
OASAS M/O & Facs	1,012	976.3
Workers Compensation Board	1,502	1,481.30
Law, Department Of	1,768	1,742.60
General Services, Office Of	2,005	1,989.90
Parole,Division Of	2,113	2,090.90
Temp&Disability Asst,Office Of	2,319	2,292.10
Comptroller,Office Of	2,627	2,601.50
State Insurance Fund	2,648	2,627.60
Parks & Recreation M/O & Rec Comms	3,035	3,011.50
Motor Vehicles, Department Of	3,149	3,060.20
Labor	3,414	3,370.30
Education M/O & Facs	3,588	3,518.10
<b>Total:</b>	<b>169,426</b>	<b>163,949.50</b>

## TWENTY MOST POPULOUS TITLES

Forty-two percent of the State workforce is employed in the 20 most populous titles. Both the titles and this percentage have remained constant over the past decade. The most populous title, Correction Officer, represents 12 percent of the State's workforce. Titles devoted to health care represent 15 percent of the workforce.

### 20 Most Populous Titles: January 1998, 2007, and 2008

1998		2003		2007		2008	
Titles	# Emps	Titles	# Emps.	Titles	# Emps.	Titles	# Emps.
Corr Officer (and Trainee)	19,741	Corr Officer (and Trainee)	19,542	Corr Officer (and Trainee)	19,765	Corr Officer (and Trainee)	20,140
Dev Aide (and Trainee)	11,066	Dev Aide (and Trainee)	11,059	Dev Aide (and Trainee)	11,291	Dev Aide (and Trainee)	11,615
Keyboard Spec 1	7,515	Keyboard Spec 1	5,837	Keyboard Spec 1	4,582	Keyboard Spec 1	4,343
Mental Health Th A (and Trair	3,867	Secy 1	3,786	Nurse 2 (Psy & Rehab)	3,721	Nurse 2 (Psy & Rehab)	3,753
Clerk 1	3,825	Nurse 2 (Psy & Rehab)	3,740	Secy 1	3,661	Secy 1	3,560
Nurse 2 (Psy & Rehab)	3,657	Mental Health Th A (and Trair	3,193	Mental Health Th A (and Trair	3,066	Mental Health Th A (and Trair	3,127
Secy 1	3,528	Clerk 1	3,061	Cleaner	2,907	Cleaner	3,026
Cleaner	3,153	Cleaner	2,948	Clerk 1	2,549	Clerk 1	2,347
Calcultns Clerk 2	2,195	Highway Mtc Worker 1	2,291	Highway Mtc Worker 1	2,349	Highway Mtc Worker 1	2,330
Highway Mtc Worker 1	2,178	Calcultns Clerk 2	2,187	Teaching&Rsch Ctr N 2	2,242	Teaching&Rsch Ctr N 2	2,292
Clerk 2	1,822	Teaching&Rsch Ctr N 2	1,917	Calcultns Clerk 2	1,836	Calcultns Clerk 2	1,832
Teaching&Rsch Ctr N 2	1,742	Clerk 2	1,782	Clerk 2	1,604	Clerk 2	1,716
Toll Collector	1,718	Toll Collector	1,698	Toll Collector	1,569	Toll Collector	1,568
Calculations Clerk 1	1,555	Licensed Prac Nrs	1,458	Nursing Assnt 2 & Cert	1,554	Info Tech Spec 2 Prog	1,564
Civil Engr 1	1,502	Civil Engr 1	1,425	Info Tech Spec 2 Prog	1,484	Nursing Assnt 2 & Cert	1,540
Licensed Prac Nrs	1,472	Gen Mechanic	1,374	Gen Mechanic	1,465	Gen Mechanic	1,487
Dev Assnt 2	1,231	Nursing Assnt 2 & Cert	1,336	Corr Sergeant	1,324	Licensed Prac Nrs	1,326
Gen Mechanic	1,215	Corr Sergeant	1,322	Licensed Prac Nrs	1,264	Corr Sergeant	1,320
Corr Sergeant	1,188	Senr Comptr Prog An	1,191	Civil Engr 1	1,190	Civil Engr 1	1,288
Food Service Wkr 1	1,160	Motor Veh Rep	1,148	Secy 2	1,140	Secy 2	1,147

## SALARY GRADE DISTRIBUTION

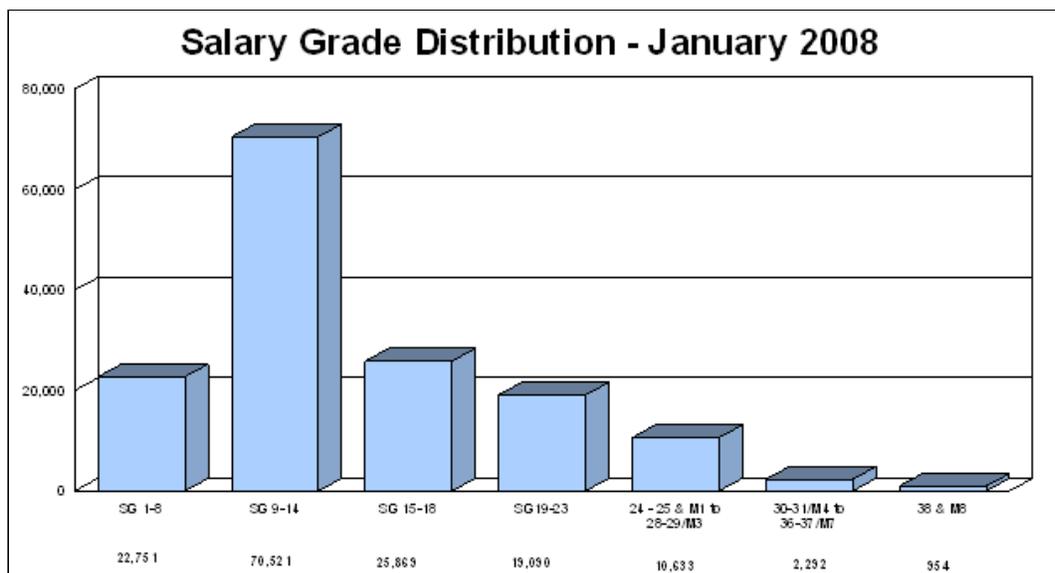
As was the case last year, 55 percent of positions in the Classified Service are allocated at Salary Grades 1 through 14 and 34.7% of the workforce is employed in Grades 15 through 38 (M-8). 10.2% of the workforce are in NS positions.

**Salary Grade Distribution as of January, 1998, 2003, 2007 and 2008**

Salary Grades/Ranges	1998		2003		2007		2008	
1 - 5	5,321	3.1	4,648	2.7	4,659	2.8%	4,760	2.8%
6	15,544	9.1	11,744	6.9	9,449	5.7%	8,969	5.3%
7 - 8	7,209	4.2	8,035	4.7	8,868	5.3%	9,022	5.3%
9	25,707	15.1	23,245	13.7	21,875	13.1%	22,247	13.1%
10 - 11	8,577	5.0	9,840	5.8	9,848	5.9%	9,362	5.5%
12	6,798	4.0	6,865	4.0	6,326	3.8%	6,601	3.9%
13	3,746	2.2	3,603	2.1	3,810	2.3%	4,302	2.5%
14	27,907	16.4	28,469	16.8	28,053	16.8%	28,009	16.5%
15 - 18	24,479	14.4	25,037	14.8	25,484	15.2%	25,869	15.3%
19 - 23	18,330	10.8	19,083	11.3	18,517	11.1%	19,090	11.3%
24 - 25 & M1	4,249	2.5	5,415	3.2	5,859	3.5%	5,915	3.5%
26 - 27 & M2	2,765	1.6	2,992	1.8	3,161	1.9%	3,201	1.9%
28 - 29 & M3	1,192	0.7	1,432	0.8	1,498	0.9%	1,517	0.9%
30 - 31 & M4	948	0.6	1,077	0.6	1,079	0.6%	1,088	0.6%
32 - 33 & M5	389	0.2	417	0.2	435	0.3%	421	0.2%
34 - 35 & M6	644	0.4	587	0.3	557	0.3%	551	0.3%
36 - 37 & M7	237	0.1	228	0.1	236	0.1%	232	0.1%
38 & M8	1,058	0.6	921	0.5	941	0.6%	954	0.6%
OS*	68	0.0	64	0.0	70	0.0%	64	0.0%
NS**	15,241	8.9	15,869	9.4	16,447	9.8%	17,252	10.2%
<b>Total</b>	<b>170,409</b>		<b>169,571</b>		<b>167,172</b>		<b>169,426</b>	

\* OS means "other statutory" and refers to positions established by statues separate from the Civil Service Law. The count of OS positions does not include the OS positions in the State Police, court system employees or positions in the Unclassified Service. Most of the reported OS positions are Superintendents of Correctional Facilities.

\*\* NS means "non-statutory" and refers primarily to positions in the exempt jurisdictional class. Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.



## THE AGING OF THE STATE WORKFORCE\*

### Key facts about the age of the workforce:

- 60% of the workforce is 45 or older
- 23% of the workforce is 55 or older
- Average age is 46.76
- Average length of service is 14.91
- In the next 5 years, 30,746 employees will be 55 or older with 30 years of service
- Average age at retirement is 57.8
- Average length of service at retirement is 26.97 years

The Baby Boom generation was born in the 19 year period between 1946 and 1964. In 2008, the earliest of the Baby Boomers reach the “Social Security age” of 62. The youngest of this generation become 44 years old.

The age of 62 is relevant in the private sector but less so in the public sector where the terms of the defined benefit pensions allow retirement without diminution of benefits at age 55 with 30 years of service (55/30). Currently, only 7,756 State employees are 55 or older with 30 years of service.

As has been reported for several years now, there are three other large groups of employees who will be advancing to the 55/30 standard within the next five years. There are:

- 6,590 employees who are already 55 but currently have only 25-29 years of service
- 4,677 employees who are currently between age 50 and 54 but already have 30 years of service
- 11,723 employees who are between 50 and 54 and have 25 or more years of service

Adding these four groups together yields 30,746 employees, or 18 percent of the workforce, who will attain the 55/30 standard within the next five years.

Another important “marker” for retirement is the average age when people have been retiring. In calendar year 2007, the average age at retirement was 57.8 with an average length of service of 26.97 years. Clearly, not all employees serve for 30 years before retiring.

Looking only at the average age of 57 at retirement, there are 25,399 employees who are already at or above that age.

There is much in the popular literature about Baby Boomers working past retirement age. However, with an average retirement age of 57.8, it is clear that the majority of State employees are not staying in the system much past the “allowable” retirement age of 55. It is also clear that the 25,399 employees who are already at or above the average retirement age are an unpredictable group when it comes to judging how long they will stay with the State.

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\*Based on employees enrolled in the Employee Retirement System.

The 60 percent of the workforce that is 45 or older is only one side of the “age” picture. Thirty-six percent of the workforce is 44 or younger (the age of 3.62% of the workforce is unknown.) Only 2.18 percent of the workforce is under the age of 25 and 13 percent is under 35. If the State had followed its traditional pattern of hiring a group of high school and college graduates every year, then these percentages would be higher. It would seem that this pattern has not been used in some time as a total of only 13% of the workforce is under the age of 35.

**Classified Service Employees by Age and Retirement Service Credit as of January, 2008  
ERS Members All**

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
<b>Under 25</b>	3,465	2.18	3,439	2.17	26	0.02	0	0.00	0	0.00	0	0.00
<b>25-34</b>	17,354	10.93	11,006	6.93	5,566	3.51	782	0.49	0	0.00	0	0.00
<b>35-44</b>	36,783	23.16	8,502	5.35	8,808	5.55	15,459	9.73	4,014	2.53	0	0.00
<b>45-54</b>	59,620	37.54	6,417	4.04	7,124	4.49	15,888	10.00	25,202	15.87	4,989	3.14
<b>55-64</b>	32,303	20.34	2,439	1.54	3,243	2.04	7,621	4.80	11,893	7.49	7,107	4.48
<b>65 &amp; Over</b>	3,523	2.22	210	0.13	446	0.28	1,109	0.70	1,109	0.70	649	0.41
<b>Unknown Age</b>	5,753	3.62	4,016	2.53	1,009	0.64	464	0.29	222	0.14	42	0.03
<b>Total</b>	158,801	100.00	36,029	22.69	26,222	16.51	41,323	26.02	42,440	26.73	12,787	8.05

**NYS Work Force by Age and Length of Service – All ERS Members as of January, 2008**

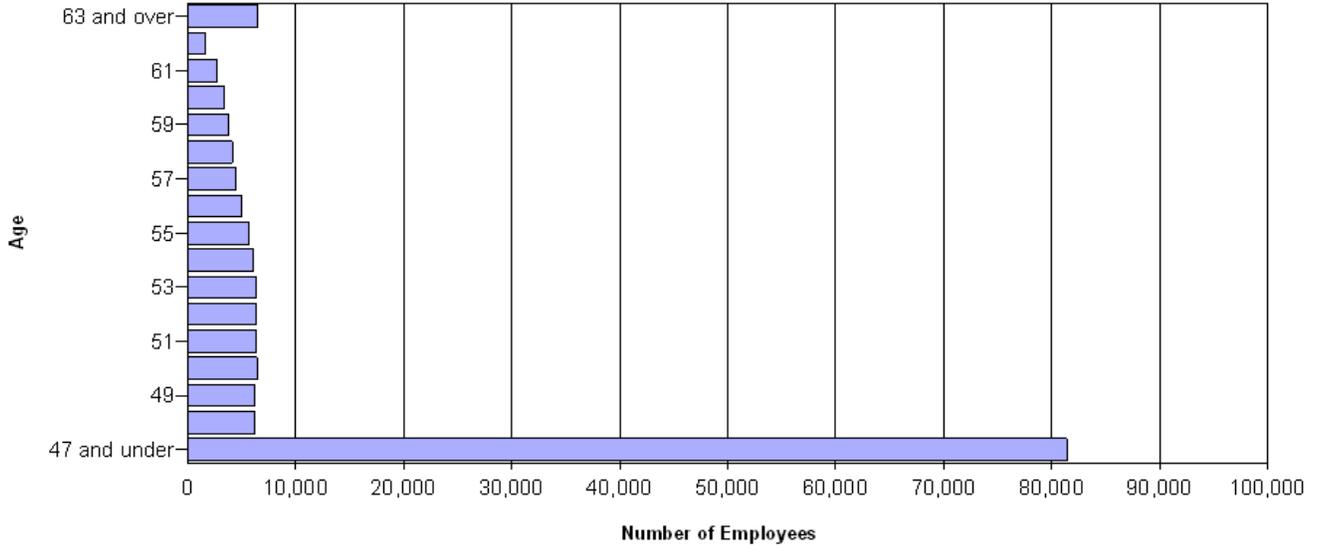
Age	Total	Years of Service																
	Number	0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
47.9 years and Under	74,485	71,896	987	868	438	223	70	3	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	6,050	4,709	318	345	190	224	165	93	6	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	5,976	4,386	329	336	242	240	233	150	52	6	2	0	0	0	0	0	0	0
50.0 - 50.9 years	6,256	4,336	301	364	313	293	231	222	133	58	5	0	0	0	0	0	0	0
51.0 - 51.9 years	6,168	4,035	295	300	298	356	284	248	130	144	57	18	3	0	0	0	0	0
52.0 - 52.9 years	6,198	3,816	251	310	272	288	311	307	164	174	195	96	14	0	0	0	0	0
53.0 - 53.9 years	6,103	3,514	216	300	239	280	304	347	189	175	190	196	136	10	7	0	0	0
54.0 - 54.9 years	5,986	3,287	216	247	224	298	255	310	245	206	202	216	188	60	28	3	0	1
55.0 - 55.9 years	5,550	3,157	191	215	222	248	262	255	181	177	182	142	130	91	84	9	3	1
56.0 - 56.9 years	4,877	2,854	158	199	182	216	215	213	137	119	174	153	82	63	74	33	4	1
57.0 - 57.9 years	4,299	2,412	158	158	133	194	209	160	123	118	154	152	115	63	82	40	26	2
58.0 - 58.9 years	4,024	2,302	132	154	147	145	159	134	111	109	126	126	126	85	79	35	35	19
59.0 - 59.9 years	3,684	2,170	128	156	123	150	127	115	87	84	101	110	91	74	76	34	23	35
60.0 - 60.9 years	3,285	1,961	121	146	109	109	127	92	80	65	84	84	82	50	65	36	30	44
61.0 - 61.9 years	2,634	1,604	94	104	97	110	97	63	42	53	63	58	48	53	43	34	33	38
62.0 - 62.9 years	1,612	1,068	58	47	50	50	38	34	33	32	27	36	37	29	21	18	15	19
63.0 years & Over	5,861	3,952	186	170	186	159	151	117	109	105	105	77	86	49	77	59	56	217
Unknown Age	5,753	5,633	22	20	13	12	11	5	3	5	6	8	3	3	6	0	1	2
<b>Total</b>	<b>158,801</b>	<b>127,092</b>	<b>4,161</b>	<b>4,439</b>	<b>3,478</b>	<b>3,595</b>	<b>3,249</b>	<b>2,868</b>	<b>1,825</b>	<b>1,630</b>	<b>1,673</b>	<b>1,472</b>	<b>1,141</b>	<b>630</b>	<b>642</b>	<b>301</b>	<b>226</b>	<b>379</b>

**Agencies: Employee Average Age and Average Length of Service (LOS) as of January, 2008**

<b>Agency</b>	<b># EMPS</b>	<b>AVG AGE</b>	<b>AVG LOS</b>
State Insurance Fund	2,648	49.36	16.79
Executive Chamber	173	39.72	8.05
Budget,Division of the	397	41.69	13.16
Parole,Division of	2,113	47.52	15.87
Alcoholic Beverage Control Board	159	50.77	16.41
Lieutenant Governor,Office of the	13	37.46	3.69
General Services, Office Of	2,005	49.95	16.85
Military&Naval Affairs,Div of	3	48.10	14.74
State Emergency Management Office	75	50.47	13.47
Homeland Security, Off of	189	44.31	12.48
Housing & Comm Renewal,Div of	913	51.58	17.84
Human Rights, Division of	191	49.24	13.90
Technology, Office of	660	47.19	17.97
Consumer Protection Board	32	44.77	10.92
Employee Relations, Office Of	74	45.75	15.71
Veterans Affairs, Division Of	106	52.86	15.45
Prob&Corr Alternatives,Div of	34	51.29	18.33
Adirondack Park Agency	81	46.00	13.45
Real Property Services,Office of	367	49.07	20.69
Arts, Council On The	46	50.10	18.36
Aging, Office for the	128	52.04	18.48
Crime Victims Board	92	45.98	12.78
Criminal Justice Services, Div of	732	47.00	18.41
Racing And Wagering Board	195	50.97	12.02
Correction, Commission of	32	47.29	16.82
Elections, Board of	58	47.23	13.85
Comm Qual Care & Advoc for Pers W Disab	95	49.98	18.89
Prevnt of Domest Violnce,Off of	29	47.56	11.59
Comptroller,Office of	2,627	46.38	16.24
Law, Department of	1,768	44.99	11.25
Med Fraud Contrl,Dep Att Gen for	314	47.08	13.65
Agriculture & Markets, Dept of	606	47.56	14.86
Banking, Department of	557	49.85	13.05
Housing Finance Agency	42	53.21	22.94
Civil Service, Department of	568	47.91	18.70
Public Employment Relations Brd	35	52.88	21.35
Environmental Conservatn,Dept of	4,330	46.71	16.02
Corrections	33,084	45.04	14.48
Education	3,588	48.26	14.35
Higher Education Services Corp	716	48.73	19.12
Teachers Retirement System	315	47.04	18.03
Health	6,708	48.58	15.20
Insurance, Department of	991	47.80	15.95
Workers Compensation Board	1,502	49.25	17.12
Labor, Department of	3,414	50.19	17.65
Public Service, Department of	560	49.24	20.39
Transportation	10,275	46.71	15.30
State, Department of	895	45.78	14.19
Lake George Park Comm	7	49.91	20.15
Tax Department	5,326	45.75	16.46
Lottery, Division of	343	49.28	14.81
Welfare Inspector Gen,Off of	6	45.89	8.00
Regulatory Reform,Office of	37	43.48	13.70
Labor Management Committee	62	50.10	17.18
Capital Defenders Office	7	49.07	16.73
Investigation,Commission of	23	55.21	13.87
State Inspector General,Off of	68	45.16	7.24

Ne Queens Nature & Hist Presrv	2	69.66	12.87
Financial Control Board For NYC	16	49.96	14.91
Economic Development, Dept of	192	51.23	18.84
Motor Vehicles, Department of	3,149	46.15	14.87
Children&Family Svcs,Off of	4,267	46.09	14.05
Temp&Disability Asst,Office of	2,319	51.49	19.63
SUNY	17,410	46.27	12.36
Parks and Recreation	3,035	44.30	13.05
OMH	18,194	48.71	15.56
OMRDD	24,926	45.88	14.62
OASAS	1,012	51.27	14.50
Bridge Authority	158	48.58	16.70
Thruway Authority	3,783	45.51	14.55
Canal Corporation	522	48.64	17.34
Foundation for Science, Technology and Innovation	27	46.22	9.65
<b>Total</b>	<b>169,426</b>	<b>46.76</b>	<b>14.91</b>

### Aging Work Force January 2008



**EMPLOYEE RETIREMENT SYSTEM MEMBERS  
ENROLLED IN TIER 1**

To qualify for Tier 1, employees must have enrolled in the retirement system prior to July 1, 1973. (Tier 1 employees with fewer than 29 years of service credit may have missed accruing service credit while on leave of absence, worked part-time and accrued prorated service credit or otherwise not accrued service credit for the entire span of years between 1973 and 2007.)

Tier 1 employees with 10 years of service may retire at age 55 without penalty. The percentage of the classified service enrolled in the Employee Retirement System in Tier 1 is 4.7 percent. Tier 1 enrollees who are 55 or older number 6,103. Sixty-eight percent of this group (4,141 employees) already have 30 years of service.

**NYS Work Force by Age and Length of Service - ERS Members Enrolled in Tier 1 as of January, 2008**

Total Age	Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
49.0 - 49.9 years	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
51.0 - 51.9 years	26	3	0	0	0	0	0	4	1	4	2	9	3	0	0	0	0	0
52.0 - 52.9 years	128	16	2	6	6	2	3	7	7	8	19	38	14	0	0	0	0	0
53.0 - 53.9 years	482	47	2	9	10	12	11	12	17	25	42	147	131	10	7	0	0	0
54.0 - 54.9 years	661	80	8	8	13	10	12	18	21	30	43	150	179	59	27	3	0	0
55.0 - 55.9 years	642	107	8	7	14	14	15	9	13	15	43	87	126	88	84	9	3	0
56.0 - 56.9 years	632	121	7	14	13	24	13	13	20	21	39	99	77	60	73	33	4	1
57.0 - 57.9 years	730	148	13	8	13	9	17	19	25	27	39	95	107	61	81	40	26	2
58.0 - 58.9 years	783	144	17	11	25	15	20	19	27	39	34	76	106	82	79	35	35	19
59.0 - 59.9 years	743	176	11	15	14	11	18	18	27	32	33	72	84	66	74	34	23	35
60.0 - 60.9 years	666	161	13	14	14	14	14	19	25	22	29	52	68	50	62	35	30	44
61.0 - 61.9 years	507	131	8	11	7	12	13	8	13	12	27	34	40	46	41	34	33	37
62.0 - 62.9 years	299	77	3	4	10	6	5	11	11	10	7	21	33	28	21	18	15	19
63.0 years & Over	1,101	278	28	15	28	36	18	22	36	33	38	49	73	42	76	57	56	216
Unknown Age	74	51	0	0	1	0	0	1	0	0	0	7	2	3	6	0	1	2
<b>Total</b>	<b>7,475</b>	<b>1,540</b>	<b>120</b>	<b>122</b>	<b>168</b>	<b>165</b>	<b>159</b>	<b>180</b>	<b>243</b>	<b>278</b>	<b>396</b>	<b>936</b>	<b>1,043</b>	<b>595</b>	<b>631</b>	<b>298</b>	<b>226</b>	<b>375</b>

**EMPLOYEE RETIREMENT SYSTEM MEMBERS  
ENROLLED IN TIER 2**

Tier 2 employees may retire without penalty at age 55 with 30 years of service. To qualify for Tier 2, employees must have enrolled after July 1, 1973 and through July 26, 1976. Of the employees enrolled in the Employee Retirement System, 4.7 percent are in Tier 2. There are 3,431 Tier 2 employees who are age 55 or older; 2,270 (66 percent) of these employees have 30 or more years of service. In the next five years, another 3,340 employees will become age 55 or older; 2,773 of these employees will also have 30 or more years of service.

**NYS Work Force by Age and Length of Service - ERS Members Enrolled in Tier 2 as of January, 2008**

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
47.9 years and Under	505	493	3	4	3	2	0	0	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	36	15	4	3	1	2	3	4	4	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	109	33	3	5	9	4	10	7	31	6	1	0	0	0	0	0	0	0
50.0 - 50.9 years	357	58	18	16	15	24	29	36	98	58	5	0	0	0	0	0	0	0
51.0 - 51.9 years	583	108	20	16	23	23	39	60	94	136	55	9	0	0	0	0	0	0
52.0 - 52.9 years	814	126	12	19	21	24	40	68	108	164	174	58	0	0	0	0	0	0
53.0 - 53.9 years	747	139	14	20	14	29	31	54	110	137	146	49	4	0	0	0	0	0
54.0 - 54.9 years	839	136	10	15	19	31	31	55	148	170	153	61	8	1	1	0	0	0
55.0 - 55.9 years	748	137	16	14	30	30	28	47	110	144	134	52	3	2	0	0	0	1
56.0 - 56.9 years	617	117	12	22	24	21	22	41	73	94	129	53	5	3	1	0	0	0
57.0 - 57.9 years	490	84	10	11	7	15	19	35	57	83	104	54	8	2	1	0	0	0
58.0 - 58.9 years	388	69	6	6	12	8	13	21	42	59	84	47	18	3	0	0	0	0
59.0 - 59.9 years	295	54	7	10	5	11	17	12	24	40	63	35	7	8	2	0	0	0
60.0 - 60.9 years	268	48	7	10	13	13	13	9	26	32	52	29	13	0	2	1	0	0
61.0 - 61.9 years	189	32	5	5	7	9	7	7	18	33	28	22	7	7	2	0	0	0
62.0 - 62.9 years	88	16	2	1	1	5	2	3	10	16	16	12	3	1	0	0	0	0
63.0 years & Over	348	56	13	10	13	16	20	13	38	58	61	27	13	7	1	1	0	1
Unknown Age	75	52	1	1	2	2	2	1	3	4	5	1	1	0	0	0	0	0
<b>Total</b>	<b>7,496</b>	<b>1,773</b>	<b>163</b>	<b>188</b>	<b>219</b>	<b>269</b>	<b>326</b>	<b>473</b>	<b>994</b>	<b>1,234</b>	<b>1,210</b>	<b>509</b>	<b>90</b>	<b>34</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>2</b>

**EMPLOYEE RETIREMENT SYSTEM MEMBERS  
ENROLLED IN TIERS 3 AND 4**

In 2006 the first of the Tier 3 enrollees attained 30 years of service. Tiers 3 and 4 comprise employees enrolled in the Retirement System on or after July 27, 1976.

Ninety-one percent of the classified service workforce enrolled in the Employee Retirement System is in Tiers 3 and 4. Of the 143,830 employees in Tiers 3 and 4, 18 percent (26,292) are already 55 or older. In the next five years, an additional 26,074 will become 55 or older.

There are 1,345 employees in Tiers 3 and 4 who are 55 or older already have 30 or more years of service. This is more than twice as many as last year. This number will continue to rise as the workforce ages.

**NYS Work Force by Age and Length of Service - ERS Members Enrolled in Tier 3 and 4 as of January 2008**

Age	Total Number	Years of Service																	
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over	
47.9 years and Under	73,980	71,403	984	864	435	221	70	3	0	0	0	0	0	0	0	0	0	0	
48.0 - 48.9 years	6,014	4,694	314	342	189	222	162	89	2	0	0	0	0	0	0	0	0	0	
49.0 - 49.9 years	5,866	4,353	326	331	233	236	223	143	21	0	0	0	0	0	0	0	0	0	
50.0 - 50.9 years	5,899	4,278	283	348	298	269	202	186	35	0	0	0	0	0	0	0	0	0	
51.0 - 51.9 years	5,559	3,924	275	284	275	333	245	184	35	4	0	0	0	0	0	0	0	0	
52.0 - 52.9 years	5,256	3,674	237	285	245	262	268	232	49	2	2	0	0	0	0	0	0	0	
53.0 - 53.9 years	4,874	3,328	200	271	215	239	262	281	62	13	2	0	1	0	0	0	0	0	
54.0 - 54.9 years	4,486	3,071	198	224	192	257	212	237	76	6	6	5	1	0	0	0	0	1	
55.0 - 55.9 years	4,160	2,913	167	194	178	204	219	199	58	18	5	3	1	1	0	0	0	0	
56.0 - 56.9 years	3,628	2,616	139	163	145	171	180	159	44	4	6	1	0	0	0	0	0	0	
57.0 - 57.9 years	3,079	2,180	135	139	113	170	173	106	41	8	11	3	0	0	0	0	0	0	
58.0 - 58.9 years	2,853	2,089	109	137	110	122	126	94	42	11	8	3	2	0	0	0	0	0	
59.0 - 59.9 years	2,646	1,940	110	131	104	128	92	85	36	12	5	3	0	0	0	0	0	0	
60.0 - 60.9 years	2,351	1,752	101	122	82	82	100	64	29	11	3	3	1	0	1	0	0	0	
61.0 - 61.9 years	1,938	1,441	81	88	83	89	77	48	11	8	8	2	1	0	0	0	0	1	
62.0 - 62.9 years	1,225	975	53	42	39	39	31	20	12	6	4	3	1	0	0	0	0	0	
63.0 years & Over	4,412	3,618	145	145	145	107	113	82	35	14	6	1	0	0	0	1	0	0	
Unknown Age	5,604	5,530	21	19	10	10	9	3	0	1	1	0	0	0	0	0	0	0	
<b>Total</b>	<b>143,830</b>	<b>123,779</b>	<b>3,878</b>	<b>4,129</b>	<b>3,091</b>	<b>3,161</b>	<b>2,764</b>	<b>2,215</b>	<b>588</b>	<b>118</b>	<b>67</b>	<b>27</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>

**EMPLOYEE RETIREMENT SYSTEM MEMBERS  
IN THE NEW YORK CITY METROPOLITAN AREA**

These statistics for the New York City Metropolitan area include all retirement tiers.

There are 42,626 employees in this area. Forty-seven percent are over the age of 50. There are 11,853 employees in this location who are over the age of 55 and 2,304 who are 55 or older with 30 years of service.

**NYS Work Force by Age and Length of Service - ERS Members in the NYC Metropolitan as of January, 2008**

Age	Years of Service																40 & 39 over	
	Total	0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38		
47.9 years & under	18,480	18,138	128	119	56	29	9	1	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	1,468	1,245	49	55	38	39	27	12	3	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	1,428	1,141	49	64	51	35	42	35	8	2	1	0	0	0	0	0	0	0
50.0 - 50.9 years	1,531	1,165	70	72	65	52	29	36	26	13	3	0	0	0	0	0	0	0
51.0 - 51.9 years	1,645	1,202	57	72	63	75	56	45	26	26	12	8	3	0	0	0	0	0
52.0 - 52.9 years	1,636	1,085	62	83	78	68	65	63	29	41	33	23	6	0	0	0	0	0
53.0 - 53.9 years	1,651	1,064	57	81	51	67	63	75	36	43	43	36	32	2	1	0	0	0
54.0 - 54.9 years	1,530	941	50	65	50	67	49	51	55	47	41	47	45	12	8	1	0	1
55.0 - 55.9 years	1,486	925	43	60	48	56	60	57	52	45	39	28	35	21	12	4	1	0
56.0 - 56.9 years	1,381	859	39	56	51	54	59	58	39	43	38	34	19	15	11	4	2	0
57.0 - 57.9 years	1,309	781	50	53	38	52	63	38	38	29	39	47	35	14	16	8	7	1
58.0 - 58.9 years	1,202	737	34	51	36	45	43	38	30	34	42	31	29	20	18	7	4	3
59.0 - 59.9 years	1,127	684	32	49	30	48	43	37	21	27	28	35	32	24	14	9	5	9
60.0 - 60.9 years	1,070	674	43	42	27	31	38	29	23	16	27	31	24	23	17	10	7	8
61.0 - 61.9 years	874	543	28	38	38	33	25	19	18	22	19	18	14	17	14	11	9	8
62.0 - 62.9 years	620	397	23	25	24	18	9	13	15	12	11	18	17	16	4	7	2	9
63.0 years & over	2,784	1,819	86	89	99	75	86	54	58	63	61	31	47	20	34	29	25	108
Unknown Age	1,404	1,306	18	14	11	10	8	5	1	5	5	7	3	3	5	0	1	2
<b>Total</b>	<b>42,626</b>	<b>34,706</b>	<b>918</b>	<b>1,088</b>	<b>854</b>	<b>854</b>	<b>774</b>	<b>666</b>	<b>478</b>	<b>468</b>	<b>442</b>	<b>394</b>	<b>341</b>	<b>187</b>	<b>154</b>	<b>90</b>	<b>63</b>	<b>149</b>

**EMPLOYEE RETIREMENT SYSTEM MEMBERS  
OUTSIDE THE NEW YORK CITY METROPOLITAN AREA**

These statistics for New York State outside the NYC Metropolitan area include all retirement tiers.

Forty-four percent of this workforce is over the age of 50; 56 percent is under the age of 50.

**NYS Work Force by Age and Length of Service - ERS Members Outside NYC Metropolitan Area as of January, 2008**

Age	Years of Service																	40 & over
	Total Number	0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	
47.9 years &	56,005	53,758	859	749	382	194	61	2	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9	4,582	3,464	269	290	152	185	138	81	3	0	0	0	0	0	0	0	0	0
49.0 - 49.9	4,548	3,245	280	272	191	205	191	115	44	4	1	0	0	0	0	0	0	0
50.0 - 50.9	4,725	3,171	231	292	248	241	202	186	107	45	2	0	0	0	0	0	0	0
51.0 - 51.9	4,523	2,833	238	228	235	281	228	203	104	118	45	10	0	0	0	0	0	0
52.0 - 52.9	4,562	2,731	189	227	194	220	246	244	135	133	162	73	8	0	0	0	0	0
53.0 - 53.9	4,452	2,450	159	219	188	213	241	272	153	132	147	160	104	8	6	0	0	0
54.0 - 54.9	4,456	2,346	166	182	174	231	206	259	190	159	161	169	143	48	20	2	0	0
55.0 - 55.9	4,064	2,232	148	155	174	192	202	198	129	132	143	114	95	70	72	5	2	1
56.0 - 56.9	3,496	1,995	119	143	131	162	156	155	98	76	136	119	63	48	63	29	2	1
57.0 - 57.9	2,990	1,631	108	105	95	142	146	122	85	89	115	105	80	49	66	32	19	1
58.0 - 58.9	2,822	1,565	98	103	111	100	116	96	81	75	84	95	97	65	61	28	31	16
59.0 - 59.9	2,557	1,486	96	107	93	102	84	78	66	57	73	75	59	50	62	25	18	26
60.0 - 60.9	2,215	1,287	78	104	82	78	89	63	57	49	57	53	58	27	48	26	23	36
61.0 - 61.9	1,760	1,061	66	66	59	77	72	44	24	31	44	40	34	36	29	23	24	30
62.0 - 62.9	992	671	35	22	26	32	29	21	18	20	16	18	20	13	17	11	13	10
63.0 years &	3,077	2,133	100	81	87	84	65	63	51	42	44	46	39	29	43	30	31	109
Unknown Age	4,349	4,327	4	6	2	2	3	0	2	0	1	1	0	0	1	0	0	0
<b>Total</b>	<b>116,175</b>	<b>92,386</b>	<b>3,243</b>	<b>3,351</b>	<b>2,624</b>	<b>2,741</b>	<b>2,475</b>	<b>2,202</b>	<b>1,347</b>	<b>1,162</b>	<b>1,231</b>	<b>1,078</b>	<b>800</b>	<b>443</b>	<b>488</b>	<b>211</b>	<b>163</b>	<b>230</b>

## **FIVE OCCUPATIONAL GROUPS CRITICAL TO THE NEW YORK STATE WORKFORCE**

This section provides information about age, length of service and appointment activity for the five occupational categories that, historically, have been particularly crucial to the State public service: Nursing Professions, Caring Professions, Public Safety, Information Technology and those labeled as Managerial/Confidential.

- Nursing Professions include licensed and professional titles.
- Caring Professions include direct care titles, exclusive of nursing professionals, that usually serve in institutional settings.
- Public Safety titles include Peace Officers. The titles of Correction Officer and Correction Sergeant are the most numerous.
- Information Technology titles include computer related titles.
- Managerial/Confidential includes all titles designated Managerial/Confidential regardless of salary grade or salary grade range.

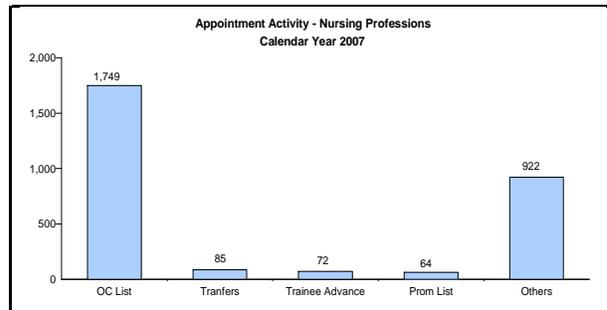
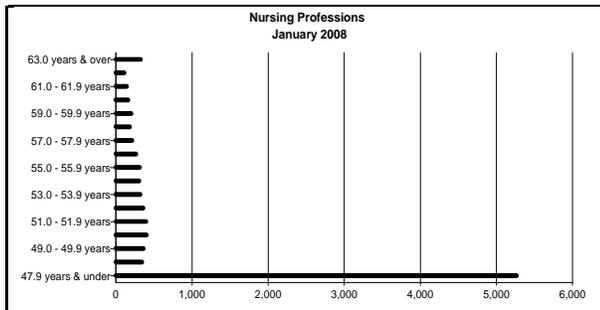
The data for each group is summarized with a table providing age and retirement service credit, a bar chart to help depict the relative ages of employees in this group and a second bar chart representing appointment activity for calendar year 2007.

## NURSING PROFESSIONS

The shortage of nurses is a nationwide problem. One of the most serious factors contributing to this problem is the aging of current nurses at the same time that nursing schools are not producing new nurses to take the place of those retiring. As an employer, New York State is not immune to this problem. Fifty-eight percent of the nurses employed by the State are over the age of 45 and 22 percent are already 55 or older.

**Classified Service Employees by Age and Retirement Service Credit as of January, 2008**  
ERS Members - Nursing Professions

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
<b>Under 25</b>	230	2.00	225	1.96	5	0.04	0	0.00	0	0.00	0	0.00
<b>25-34</b>	1,350	11.76	927	8.08	392	3.41	31	0.27	0	0.00	0	0.00
<b>35-44</b>	2,673	23.29	1,107	9.64	806	7.02	659	5.74	101	0.88	0	0.00
<b>45-54</b>	4,085	35.59	980	8.54	904	7.88	1,118	9.74	934	8.14	149	1.30
<b>55-64</b>	2,316	20.18	343	2.99	401	3.49	639	5.57	679	5.92	254	2.21
<b>65 &amp; Over</b>	240	2.09	26	0.23	37	0.32	88	0.77	68	0.59	21	0.18
<b>Unknown Age</b>	585	5.10	293	2.55	89	0.78	120	1.05	70	0.61	13	0.11
<b>Total</b>	11,479	100.00	3,901	33.98	2,634	22.95	2,655	23.13	1,852	16.13	437	3.81



NYS Work Force by Age and Length of Service - ERS Members Enrolled in Nursing Professions as of January, 2008

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & over
47.9 years & under	5,326	5,269	21	24	7	5	0	0	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	386	345	7	14	9	7	3	0	1	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	416	363	10	13	8	12	6	3	0	1	0	0	0	0	0	0	0	0
50.0 - 50.9 years	471	404	14	10	15	7	8	8	5	0	0	0	0	0	0	0	0	0
51.0 - 51.9 years	486	399	12	12	12	17	12	14	4	3	0	0	1	0	0	0	0	0
52.0 - 52.9 years	435	361	10	11	7	10	7	11	8	7	2	1	0	0	0	0	0	0
53.0 - 53.9 years	421	320	15	8	15	16	8	10	9	7	7	2	3	0	1	0	0	0
54.0 - 54.9 years	397	306	9	8	9	10	14	4	6	12	8	3	5	1	2	0	0	0
55.0 - 55.9 years	404	316	10	4	14	10	5	8	6	2	7	10	9	3	0	0	0	0
56.0 - 56.9 years	348	268	9	10	9	9	9	6	6	1	5	4	3	5	3	1	0	0
57.0 - 57.9 years	288	213	15	10	5	12	9	3	2	3	6	4	1	1	3	1	0	0
58.0 - 58.9 years	250	184	9	8	4	6	4	4	2	3	1	7	8	5	3	2	0	0
59.0 - 59.9 years	263	205	6	4	8	8	6	3	3	5	4	7	4	0	0	0	0	0
60.0 - 60.9 years	240	163	10	9	6	8	6	6	5	1	2	5	7	8	0	0	2	2
61.0 - 61.9 years	191	142	7	9	2	8	5	4	2	1	4	0	4	2	0	0	0	1
62.0 - 62.9 years	138	112	2	3	6	3	2	2	3	3	0	0	1	1	0	0	0	0
63.0 years & over	434	328	16	10	15	10	10	2	7	8	8	4	4	1	4	1	4	2
Unknown Age	585	546	6	7	5	7	1	2	1	3	2	2	1	1	0	0	0	1
<b>Total</b>	<b>11,479</b>	<b>10,244</b>	<b>188</b>	<b>174</b>	<b>156</b>	<b>165</b>	<b>115</b>	<b>90</b>	<b>70</b>	<b>60</b>	<b>56</b>	<b>49</b>	<b>51</b>	<b>28</b>	<b>16</b>	<b>5</b>	<b>6</b>	<b>6</b>

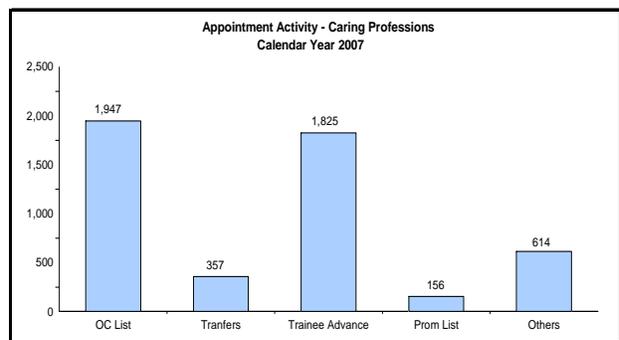
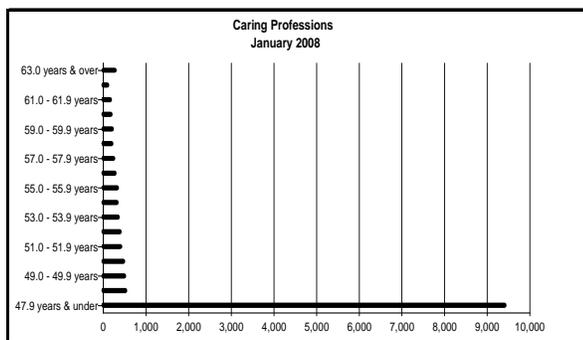
## CARING PROFESSIONS

Fifty-one percent of the employees in these job titles are 45 or older; 16 percent are already 55 or older.

Most appointments to these positions are from outside State service, primarily through open competitive appointments. The number of appointments from these sources indicates substantial turnover among positions in this field, as there has been no corresponding increase in the total number of positions in the past year. "Other Transactions" include temporary appointments and permanent appointments to other-than-competitive class positions.

**Classified Service Employees by Age and Retirement Service Credit as of January, 2008**  
ERS Members - Caring Professions

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
<b>Under 25</b>	781	4.33	774	4.29	7	0.04	0	0.00	0	0.00	0	0.00
<b>25-34</b>	2,745	15.20	1,820	10.08	807	4.47	118	0.65	0	0.00	0	0.00
<b>35-44</b>	4,346	24.07	1,429	7.91	1,135	6.29	1,398	7.74	384	2.13	0	0.00
<b>45-54</b>	6,278	34.77	928	5.14	861	4.77	1,583	8.77	2,254	12.48	652	3.61
<b>55-64</b>	2,750	15.23	298	1.65	273	1.51	736	4.08	1,023	5.67	420	2.33
<b>65 &amp; Over</b>	207	1.15	12	0.07	22	0.12	60	0.33	73	0.40	40	0.22
<b>Unknown Age</b>	949	5.26	815	4.51	116	0.64	12	0.07	5	0.03	1	0.01
<b>Total</b>	18,056	100.00	6,076	33.65	3,221	17.84	3,907	21.64	3,739	20.71	1,113	6.16



NYS Work Force by Age and Length of Service - ERS Members Enrolled in Caring Professions as of January, 2008

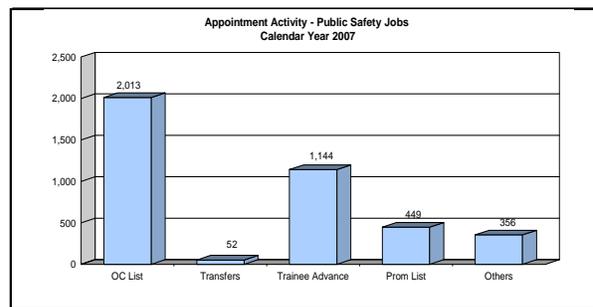
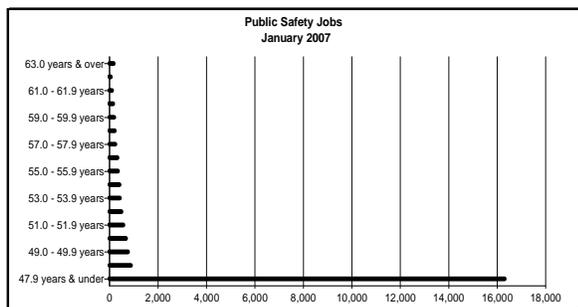
Age	Total	Years of Service																
	Number	0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & over
47.9 years & under	9,694	9,409	92	99	55	28	10	1	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	667	525	23	32	32	27	18	9	1	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	664	495	33	35	22	21	24	20	11	2	1	0	0	0	0	0	0	0
50.0 - 50.9 years	662	476	28	20	23	27	24	31	24	8	1	0	0	0	0	0	0	0
51.0 - 51.9 years	627	406	21	28	21	29	25	39	22	25	6	4	1	0	0	0	0	0
52.0 - 52.9 years	655	391	29	29	31	23	23	42	23	29	27	4	4	0	0	0	0	0
53.0 - 53.9 years	606	346	18	25	16	26	22	30	22	27	28	28	16	2	0	0	0	0
54.0 - 54.9 years	575	320	10	26	26	15	14	21	19	28	25	22	28	13	7	1	0	0
55.0 - 55.9 years	502	324	19	20	27	21	18	4	14	10	17	11	7	5	2	3	0	0
56.0 - 56.9 years	414	270	10	20	14	21	13	12	6	9	9	6	11	4	3	5	1	0
57.0 - 57.9 years	365	242	13	19	16	9	9	9	7	4	5	7	7	7	10	1	0	0
58.0 - 58.9 years	316	199	11	11	11	14	13	11	5	10	6	7	9	1	2	3	3	0
59.0 - 59.9 years	314	205	12	15	12	15	9	6	5	10	4	11	5	3	1	0	1	0
60.0 - 60.9 years	270	178	8	17	8	6	8	7	6	5	5	4	6	3	3	2	2	2
61.0 - 61.9 years	226	162	11	4	3	10	7	5	4	2	5	4	1	4	1	1	1	1
62.0 - 62.9 years	145	99	5	7	2	7	3	2	4	1	3	0	5	4	1	0	2	0
63.0 years & over	405	277	13	11	16	16	7	9	11	6	7	7	4	3	5	5	3	5
Unknown Age	949	946	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0
<b>Total</b>	<b>18,056</b>	<b>15,270</b>	<b>357</b>	<b>418</b>	<b>335</b>	<b>315</b>	<b>248</b>	<b>258</b>	<b>184</b>	<b>176</b>	<b>149</b>	<b>115</b>	<b>104</b>	<b>49</b>	<b>36</b>	<b>21</b>	<b>13</b>	<b>8</b>

## PUBLIC SAFETY

Public Safety jobs include the title of Correction Officer which is the most populous title in State service. Public Safety positions are one of the “youngest” occupational groups with 51 percent of all those in Public Safety positions under the age of 45. However, even in this group, the average age becomes slightly higher each year. The second graph indicates that the greatest source of candidates for positions in this category is from outside State service, through open-competitive examination. (Trainees who advance into Correction Officer positions are recruited through open-competitive examination.) “Other Appointments” include temporary appointments and permanent appointment to other-than-competitive class positions.

**Classified Service Employees by Age and Retirement Service Credit as of January, 2008  
ERS Members - Public Safety Jobs**

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
<b>Under 25</b>	801	3.11	801	3.11	0	0.00	0	0.00	0	0.00	0	0.00
<b>25-34</b>	3,963	15.39	2,459	9.55	1,213	4.71	291	1.13	0	0.00	0	0.00
<b>35-44</b>	8,384	32.57	1,077	4.18	1,505	5.85	4,976	19.33	826	3.21	0	0.00
<b>45-54</b>	9,473	36.80	290	1.13	476	1.85	3,023	11.74	5,396	20.96	288	1.12
<b>55-64</b>	2,770	10.76	48	0.19	74	0.29	679	2.64	1,524	5.92	445	1.73
<b>65 &amp; Over</b>	103	0.40	0	0.00	10	0.04	29	0.11	41	0.16	23	0.09
<b>Unknown Age</b>	251	0.97	141	0.55	57	0.22	33	0.13	19	0.07	1	0.00
<b>Total</b>	25,745	100.00	4,816	18.71	3,335	12.95	9,031	35.08	7,806	30.32	757	2.94



NYS Work Force by Age and Length of Service - ERS Members Enrolled in Public Safety Jobs as of January, 2008

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & over
47.9 years & under	16,804	16,304	307	148	27	16	2	0	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	1,090	883	94	65	15	20	7	4	2	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	976	758	98	58	25	14	14	6	3	0	0	0	0	0	0	0	0	0
50.0 - 50.9 years	927	673	77	66	39	31	17	14	8	2	0	0	0	0	0	0	0	0
51.0 - 51.9 years	821	571	70	55	38	29	26	16	5	8	2	1	0	0	0	0	0	0
52.0 - 52.9 years	732	491	51	48	30	20	31	23	9	11	10	7	1	0	0	0	0	0
53.0 - 53.9 years	667	426	41	47	27	26	42	23	9	10	9	4	3	0	0	0	0	0
54.0 - 54.9 years	653	406	48	37	20	24	20	27	27	10	14	10	6	3	0	1	0	0
55.0 - 55.9 years	540	344	28	30	16	20	21	17	16	10	21	8	7	1	1	0	0	0
56.0 - 56.9 years	509	324	29	30	15	15	18	19	14	9	14	12	6	2	1	1	0	0
57.0 - 57.9 years	400	235	31	16	11	20	16	18	5	9	13	9	5	4	5	2	1	0
58.0 - 58.9 years	321	208	22	18	13	8	11	4	6	4	5	2	11	7	1	0	1	0
59.0 - 59.9 years	320	193	15	26	10	8	13	7	7	2	4	5	9	7	3	5	2	4
60.0 - 60.9 years	276	153	25	16	10	8	8	9	7	1	9	6	7	3	6	3	4	1
61.0 - 61.9 years	193	108	14	10	7	10	9	9	3	1	4	2	1	4	4	1	3	3
62.0 - 62.9 years	85	52	8	1	1	7	2	0	1	2	2	3	1	2	2	0	1	0
63.0 years & over	229	162	8	8	7	2	5	3	2	2	1	2	3	1	3	6	3	11
Unknown Age	198	194	1	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>25,741</b>	<b>22,485</b>	<b>967</b>	<b>680</b>	<b>311</b>	<b>278</b>	<b>263</b>	<b>199</b>	<b>125</b>	<b>81</b>	<b>108</b>	<b>71</b>	<b>60</b>	<b>34</b>	<b>26</b>	<b>19</b>	<b>15</b>	<b>19</b>

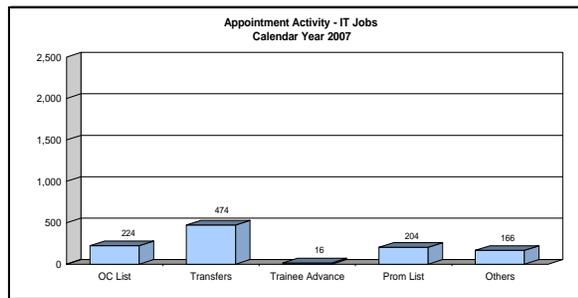
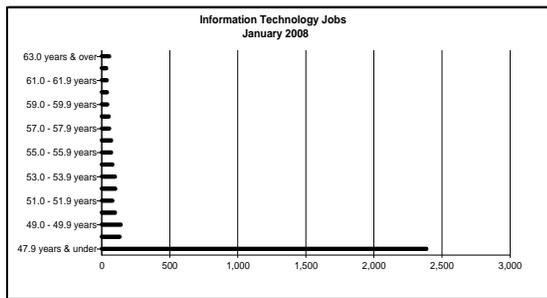
## INFORMATION TECHNOLOGY

Like most governmental entities, New York State's IT workforce is older than the comparable private sector workforce. Fifty-nine percent of New York's IT workforce is age 45 or older; 19% of this group is 55 or older.

The majority of appointments in this field resulted from internal promotions. "Other Appointments" include temporary appointments and permanent appointments to other-than-competitive class positions.

**Classified Service Employees by Age and Retirement Service Credit as of January, 2008  
ERS Members - Information Technology Occupations**

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
<b>Under 25</b>	100	1.95	100	1.95	0	0.00	0	0.00	0	0.00	0	0.00
<b>25-34</b>	616	12.00	372	7.25	222	4.32	22	0.43	0	0.00	0	0.00
<b>35-44</b>	1,209	23.55	218	4.25	283	5.51	491	9.56	217	4.23	0	0.00
<b>45-54</b>	2,047	39.87	125	2.43	223	4.34	403	7.85	1,028	20.02	268	5.22
<b>55-64</b>	931	18.13	45	0.88	105	2.05	169	3.29	303	5.90	309	6.02
<b>65 &amp; Over</b>	57	1.11	2	0.04	8	0.16	11	0.21	20	0.39	16	0.31
<b>Unknown Age</b>	174	3.39	117	2.28	40	0.78	14	0.27	2	0.04	1	0.02
<b>Total</b>	5,134	100.00	979	19.07	881	17.16	1,110	21.62	1,570	30.58	594	11.57



NYS Work Force by Age and Length of Service ERS Members Enroll in Information Technology Occupations as of January, 2008

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
47.9 years & under	2,524	2,387	40	53	26	9	9	0	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	220	133	14	20	16	20	9	8	0	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	234	141	15	16	13	13	19	15	2	0	0	0	0	0	0	0	0	0
50.0 - 50.9 years	212	100	7	18	24	21	23	11	6	2	0	0	0	0	0	0	0	0
51.0 - 51.9 years	178	81	14	6	10	22	8	14	12	9	2	0	0	0	0	0	0	0
52.0 - 52.9 years	202	101	8	9	9	18	9	16	8	9	7	7	1	0	0	0	0	0
53.0 - 53.9 years	209	100	4	6	9	9	12	22	13	8	9	9	7	1	0	0	0	0
54.0 - 54.9 years	193	81	5	10	7	12	8	14	9	12	12	11	8	4	0	0	0	0
55.0 - 55.9 years	174	71	8	9	7	10	13	9	13	3	11	3	4	8	5	0	0	0
56.0 - 56.9 years	159	71	7	6	4	8	14	8	5	5	13	7	2	2	6	1	0	0
57.0 - 57.9 years	133	56	2	3	5	2	8	10	8	6	13	7	2	2	4	2	3	0
58.0 - 58.9 years	124	53	8	5	3	3	5	9	5	3	4	4	9	6	6	0	1	0
59.0 - 59.9 years	98	43	2	3	7	4	2	7	3	5	5	3	5	3	4	1	0	1
60.0 - 60.9 years	83	40	2	3	3	2	6	2	2	3	2	5	5	2	2	2	0	2
61.0 - 61.9 years	65	39	3	1	3	4	0	3	0	0	2	1	0	4	2	0	1	2
62.0 - 62.9 years	46	35	0	1	0	2	1	2	1	1	0	0	1	1	0	0	0	1
63.0 years & over	106	56	4	4	4	7	1	2	2	1	1	3	4	3	4	1	0	9
Unknown Age	174	173	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
<b>Total</b>	<b>5,134</b>	<b>3,761</b>	<b>143</b>	<b>173</b>	<b>150</b>	<b>166</b>	<b>147</b>	<b>152</b>	<b>89</b>	<b>68</b>	<b>81</b>	<b>60</b>	<b>48</b>	<b>36</b>	<b>33</b>	<b>7</b>	<b>5</b>	<b>15</b>

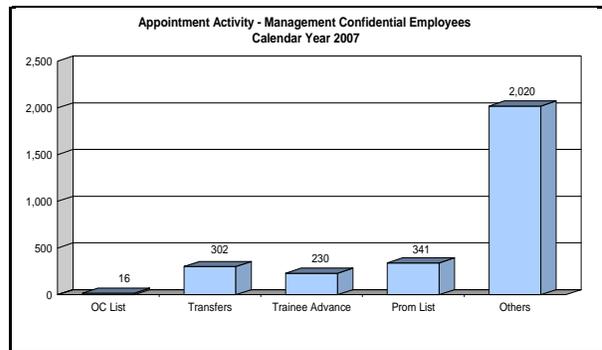
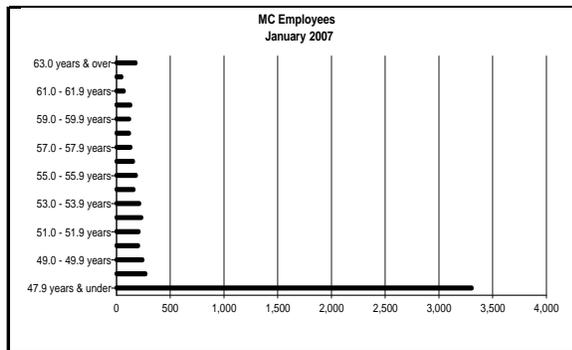
## POSITIONS DESIGNATED MANAGERIAL/CONFIDENTIAL

This chart represents the full progression of managerial titles from Grade 18 (usually attained after completion of an entry-level traineeship) to M-8 (the highest grade level in the classified Service). In a system designed for promotion from within, it is not unexpected that the incumbents in managerial positions would, on average, be older than the rest of the employee population. Nor is it unexpected that the largest amount of appointment activity for this group is internal movement rather than open competitive appointments from outside State service.

Even with these expectations, the age range of the M/C cohort is unbalanced; 73 percent of M/C's are 45 years or older and 32 percent of this group is already 55 or older. Only 7 percent of M/C's are under the age of 35. Seventeen percent are between the ages of 35 and 44.

**Classified Service Employees by Age and Retirement Service Credit as of January, 2008  
ERS Members - MC Employees**

Age	Total		Years of Service				Years of Service					
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
<b>Under 25</b>	74	0.70	74	0.70	0	0.00	0	0.00	0	0.00	0	0.00
<b>25-34</b>	630	5.94	359	3.38	234	2.20	37	0.35	0	0.00	0	0.00
<b>35-44</b>	1,828	17.22	264	2.49	367	3.46	817	7.70	380	3.58	0	0.00
<b>45-54</b>	4,438	41.81	191	1.80	263	2.48	811	7.64	2,455	23.13	718	6.76
<b>55-64</b>	3,129	29.48	97	0.91	140	1.32	388	3.66	1,135	10.69	1,369	12.90
<b>65 &amp; Over</b>	232	2.19	10	0.09	20	0.19	47	0.44	64	0.60	91	0.86
<b>Unknown Age</b>	283	2.67	169	1.59	66	0.62	34	0.32	11	0.10	3	0.03
<b>Total</b>	10,614	100.00	1,164	10.97	1,090	10.27	2,134	20.11	4,045	38.11	2,181	20.55



**NYS Work Force by Age and Length of Service - ERS Members Enrolled as MC Employees as of January, 2008**

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
47.9 years & under	3,590	3,308	97	93	45	37	9	1	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	421	273	35	36	18	20	16	21	2	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	403	244	30	37	32	21	18	13	7	0	1	0	0	0	0	0	0	0
50.0 - 50.9 years	428	204	21	36	37	45	23	30	19	11	2	0	0	0	0	0	0	0
51.0 - 51.9 years	454	209	32	35	31	37	43	22	13	15	14	2	1	0	0	0	0	0
52.0 - 52.9 years	574	235	19	34	46	46	58	45	21	16	28	22	4	0	0	0	0	0
53.0 - 53.9 years	606	215	22	33	44	51	53	54	37	26	17	30	21	3	0	0	0	0
54.0 - 54.9 years	544	162	27	21	23	49	42	49	40	36	28	27	29	7	4	0	0	0
55.0 - 55.9 years	577	182	20	30	34	43	40	53	36	32	37	19	18	14	18	0	1	0
56.0 - 56.9 years	515	157	23	18	24	41	35	36	42	33	36	30	15	9	7	8	0	1
57.0 - 57.9 years	425	134	12	14	18	20	28	18	22	21	34	41	28	10	13	4	8	0
58.0 - 58.9 years	431	120	8	23	18	13	22	23	22	29	32	29	34	21	17	8	6	6
59.0 - 59.9 years	353	121	12	19	18	16	11	16	11	15	22	16	15	20	22	8	5	6
60.0 - 60.9 years	343	131	15	9	14	7	18	9	16	15	19	20	16	12	21	10	7	4
61.0 - 61.9 years	193	70	8	7	9	12	10	2	4	10	8	9	6	12	7	8	6	5
62.0 - 62.9 years	131	49	6	4	11	8	4	2	3	7	7	9	2	3	3	2	5	6
63.0 years & over	398	180	17	6	13	13	12	9	12	15	14	12	10	10	13	5	6	51
Unknown Age	230	225	1	1	0	0	0	0	1	0	1	0	0	0	1	0	0	0
<b>Total</b>	<b>10,616</b>	<b>6,219</b>	<b>405</b>	<b>456</b>	<b>435</b>	<b>479</b>	<b>442</b>	<b>403</b>	<b>308</b>	<b>281</b>	<b>300</b>	<b>266</b>	<b>199</b>	<b>121</b>	<b>126</b>	<b>53</b>	<b>44</b>	<b>79</b>

## ATTRITION

Attrition is comprised of terminations, resignations, layoffs, retirements and deaths. In calendar year 2007, there were 11,950 separations from State service for an attrition rate of 7.54%.

The number of retirements in 2007 was 5,407, an increase of 216 over the previous year.

Movement within State service is illustrated by the number of transfers between jobs. In 2007, there was a total of 21,652 transfers. Of these, 18,202 occurred within agencies as employees moved from one position to another; 3,450 employees transferred from one agency to another.

### New York State Department of Civil Service - Statewide Turnover

Covers Transactions Effective 01/01/2007 - 12/31/2007

	Avg Nbr of Employees Fiscal Year*	Total Seps From State Service		Terminations		Resignations		Layoff		Retire		Deceased		Total Transfers		Internal Transfers		External Transfers	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
		2007																	
NYS Total	158,494	11,950	7.54	1,697	1.07	4,604	2.90	4	0.00	5,407	3.41	238	0.15	21,652	13.66	18,202	11.48	3,450	2.18

## RECRUITMENT AND HIRING

The average age of people hired by the State has been increasing. Over the past six years, the average age of a new hire to State service was 35. In 2007 it was 37.48.

Fifty-three percent of those hired were female; forty-six percent were male.

### Average Age of New Hires Calendar Year 2007

Insurance Fund	100	38.53
Executive Chamb	81	35.94
Budget	43	31.62
Parole	198	36.61
Alc Bev Cont Bd	8	48.15
Lieutenant Gov	11	37.58
OGS	82	44.69
St Emer Mgt Off	4	50.00
Homeland Security	19	36.86
Housng & Comm Ren	50	43.25
Human Rights	32	42.46
Off For Techlgy	33	37.63
Stwd Wrls Ntwrk	6	35.09
Consum Prot Bd	9	37.21
Employ Relatns	5	30.92
Veterns Affairs	8	47.27
Prob/Cor Altern	2	47.00
Adirondack Park	10	35.44
Real Prop Srvc	5	40.28
Cncl on the Arts	4	38.57
Off for Aging	7	47.09
Crime Victims Board	10	43.05
Crim Just Srvc	41	39.94
Racng&Wgrg Bd	17	49.20
Bd of Elections	7	47.22
Cm Qy Cr & Ad Per W Ds	7	37.55
Prev Dom Violnc	3	39.09
Comptroller	226	35.59
Law	257	39.47
Med Fraud Cntrl	30	39.15
Ag&Markets	41	44.28
Banking	34	37.99
Civil Service	25	38.80
PERB	7	52.06
En Con	193	37.03
Cor Attica	21	41.46
Cor Auburn	18	45.79
Cor Clinton	20	38.88
Cor Watertown	5	42.88
Cor Great Meadw	27	38.37
Cor Fishkill	47	38.55
Cor Wallkill	11	39.75
Cor Sing Sing	19	40.52

**Average Age of New Hires  
Calendar Year 2007**

Cor Green Haven	32	47.95
Cor Albion	16	37.73
Cor Eastern NY	12	42.49
Cor Elmira Cntr	21	45.06
Cor Bedfrd Hills	38	38.82
Cor Coxsackie	12	41.91
Cor Woodbourne	7	29.59
Cor Arthur Kill	10	36.81
Cor Main Office	40	54.13
Cor Queensboro	7	38.64
Cor Pharsalia	3	41.49
Cor Monterey	4	34.93
Cor Summit	2	35.44
Cor Georgetown	2	24.32
Cor Gabriels	2	48.91
Cor Adirondack	12	
Cor Downstate	19	45.71
Cor Taconic	19	47.48
Cor Mt Mcgregor	11	48.66
Cor Hudson	7	40.00
Cor Mid-Orange	12	45.98
Cor Otisville	4	55.09
Cor Rochester	1	43.65
Cor Bayview	6	33.21
Cor Edgecombe	1	48.40
Cor Beacon	4	27.60
Cor Ogdensburg	8	38.92
Cor Lincoln	2	28.72
Cor Five Points	23	42.94
Cor Fulton	3	
Cor Mohawk	27	38.29
Cor Trainees	1,772	30.32
Cor Wende	24	40.86
Cor Oneida	12	42.16
Cor Gowanda	37	39.12
Cor Groveland	15	38.67
Cor Collins	13	37.72
Cor Mid-State	19	38.87
Cor Marcy	12	37.40
Cor NYC Cen Adm	4	44.47
Cor Moriah	2	40.49
Cor Butler	8	42.11
Cor Franklin	7	39.91
Cor Altona	3	38.70
Cor Cayuga	8	47.84
Cor Bare Hill	14	43.32
Cor Riverview	10	42.96
Cor Cape Vincen	7	50.11
Cor Lyon Mt	2	37.05
Cor Lakeview	11	36.25
Cor Ulster	12	19.67

**Average Age of New Hires  
Calendar Year 2007**

Cor Southport	6	44.98
Cor Orleans	18	42.81
Cor Washington	10	38.93
Cor Wyoming	16	37.57
Cor Greene	26	45.69
Cor Shawangunk	11	44.53
Cor Sullivan	12	41.95
Cor Livingston	9	41.66
Cor Gouverneur	13	38.41
Cor Willard DTC	17	42.41
Cor Upstate	13	37.65
Cor Hale Creek	4	36.40
Cor Buffalo	1	
Ed Main Office	287	40.54
Higher Educ Svc	33	39.37
Ed Sch Blind	5	42.83
Ed Sch Deaf	5	33.91
Teachers Retire	30	38.38
Hlth Main Off	329	42.16
H Helen Hayes	46	37.50
H Vet Home Oxfd	60	39.84
H Vet Home NYC	29	39.14
H Vet Home Batv	21	37.10
H Vet Home Mont	56	39.81
OMIG	55	40.16
Insurance	71	39.02
Workers Comp	53	38.91
Labor	220	41.18
Public Service	51	42.23
Tr Main Office	52	40.02
Tr Schenectady Reg 1	91	42.74
Tr Utica Reg 2	67	38.10
Tr Syracs Reg 3	66	39.84
Tr Roches Reg 4	68	40.91
Tr Bufflo Reg 5	60	42.02
Tr Hornel Reg 6	52	40.41
Tr Wtrtn Reg 7	51	41.98
Tr Pghkps Reg 8	107	42.44
Tr Bingham Reg 9	80	39.97
Tr Hapaug Reg10	82	40.13
Tr Manhtn Reg11	13	43.30
State	161	37.59
Tax& Finance	310	37.33
Lottery	17	40.73
Regulat Reform	8	32.49
Labor Mgmt Cm	3	56.54
Comm of Investig	2	
St Inspectr Gen	14	41.04
Economic Devel	11	39.44
Motor Vehicles	220	38.30

**Average Age of New Hires  
Calendar Year 2007**

Child&Fam Srvc	515	37.78
Tmp&Disabl Asst	93	40.28
SU Albany	98	39.80
SU Binghamton	76	40.55
SU Buffalo Unv	145	40.59
SU Stony Brook	672	35.99
SU Brooklyn	203	38.61
SU Upstate Med	315	34.97
SU Brockport	27	41.43
SU Buffalo Col	34	39.63
SU Cortland	15	38.46
SU Fredonia	4	38.82
SU Geneseo	23	35.66
SU Old Westbury	19	38.63
SU New Paltz	20	36.61
SU Oneonta	67	29.24
SU Oswego	33	40.89
SU Plattsburgh	9	35.52
SU Potsdam	14	38.17
SU Purchase	16	39.02
SU Technology	4	40.78
SU Empire St	18	35.35
SU Alfred	16	37.24
SU Canton	5	39.59
SU Cobleskill	12	39.72
SU Delhi	5	36.47
SU Farmingdale	24	36.03
SU Morrisville	14	41.09
SU En Sci&For	10	32.91
SU Maritime	14	37.79
SU Optometry	12	32.40
SU Admin	16	41.84
P&R Sar/Cap Dis	3	39.90
P&R Long Island	15	35.48
P&R Genesee	3	38.91
P&R Niagara	4	27.59
P&R Palisades	4	45.96
P&R Main Off	71	29.71
P&R Finger Lake	4	27.83
P&R Allegany	4	28.19
P&R Central NY	6	39.43
P&R Taconic	3	38.47
P&R NY City	5	49.99
MH Main Office	62	42.22
MH Binghamton	63	37.71
MH Kingsboro	50	43.55
MH Buffalo	62	39.98
MH Hudson River	56	45.05
MH Manhattan	131	37.61
MH Rochester	88	42.52

**Average Age of New Hires  
Calendar Year 2007**

MH St Lawrence	125	38.81
MH Creedmoor	101	38.74
MH Rockland	145	41.42
MH Psych Inst	92	42.99
MH Hutchings	50	39.42
MH Pilgrim	319	37.46
MH Mohawk Val	52	40.25
MH Bronx	101	39.37
MH Nathan Kline	16	40.26
MH Krby Forens	33	41.44
MH Central NY	238	39.09
MH Mid Hudson	40	41.66
MH So Beach Chl	7	31.04
MH Wash Hts Un	1	24.88
MH Brooklyn Chl	35	44.25
MH Mo Val C&Y	25	39.02
MH Elmira Chl	7	36.77
MH St Lawrn Chl	5	45.73
MH Cap Dist C&Y	8	34.86
MH Bingham Chl	10	40.61
MH Hutchngs Chl	34	41.14
MH Rochestr Chl	1	
MH South Beach	81	39.38
MH Westn NY Chl	15	36.95
MH Sagamore C&Y	24	36.26
MH Rockland C&Y	28	39.77
MH Queens C&Y	56	37.13
MH Bronx C&Y	39	36.55
MH Elmira	42	40.07
MH Cap District	142	40.07
MR Main Office	59	39.86
MR Hudson Valley	163	38.37
MR Central NY	245	36.71
MR Taconic	243	35.47
MR Staten Is	100	34.36
MR Capital Dist	227	39.82
MR Western NY	252	36.45
MR Long Island	152	36.36
MR Brooklyn	201	37.17
MR Sunmount	127	37.05
MR Inst for Res	18	45.48
MR Metro NY	114	37.61
MR B Fineson	100	39.63
MR Valley Ridge	15	33.96
MR Finger Lakes	388	34.61
MR Broome	230	36.11
OASAS Main Off	41	43.54
OASAS Trmt Cent	75	45.41
Bridge Authority	6	33.08
Thruway Auth	22	37.08
Canal Corp	5	44.00
<b>Total</b>	<b>15,021</b>	<b>37.48</b>

## Sex of New Hires Calendar Year 2007

	<u># EMPS</u>
Female	8,020
Male	6,861
Unknown	140
<b>Total</b>	<b>15,021</b>

## **AGENCY PROFILES**

**Adirondack Park Agency  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	53	65.4%
Non Competitive	19	23.5%
Exempt	6	7.4%
Labor	3	3.7%
<b>Total</b>	<b>81</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	4	4.9%
Permanent	59	72.8%
Temporary	16	19.8%
Provisional	2	2.5%
<b>Total</b>	<b>81</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	43	53.1%
Male	38	46.9%
Unknown	0	0.0%
<b>Total</b>	<b>81</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	79	97.5%
Black	0	0.0%
Hispanic	0	0.0%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	2	2.5%
<b>Total</b>	<b>81</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	7	8.6%
Professionals	54	66.7%
Technicians	1	1.2%
Protective Service	0	0.0%
Paraprofessionals	2	2.5%
Office/Clerical	11	13.6%
Skilled Craft	2	2.5%
Service Maintenance	4	4.9%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>81</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	17	21.0%
PEF	54	66.7%
M/C	10	12.3%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>81</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 13

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Envirn'l Prgm Spec 1	11
Student Assnt	9
Keyboard Spec 1	6
Envirn'l Prgm Spec 2	4

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Senr Natural Res Plnr	2

**Aging, Office for the  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	110	85.9%
Non Competitive	8	6.3%
Exempt	9	7.0%
Labor	1	0.8%
<b>Total</b>	<b>128</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	84	65.6%
Male	44	34.4%
Unknown	0	0.0%
<b>Total</b>	<b>128</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	4	3.1%
Permanent	122	95.3%
Temporary	2	1.6%
Provisional	0	0.0%
<b>Total</b>	<b>128</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	112	87.5%
Black	7	5.5%
Hispanic	3	2.3%
Asian/Pacific Islander	5	3.9%
American Indian/Alaskan Native	0	0.0%
Unknown	1	0.8%
<b>Total</b>	<b>128</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	10	7.8%
Professionals	94	73.4%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	6	4.7%
Office/Clerical	17	13.3%
Skilled Craft	0	0.0%
Service Maintenance	1	0.8%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>128</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	21	16.4%
PEF	82	64.1%
M/C	25	19.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>128</b>	

**AVERAGE AGE** 52  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Aging Svcs Rep	11
Secy 1	10
Aging Svcs Pgm Anl 3	9
Senr Acctnt	8

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Aging Svcs Aide	3
Aging Svcs Nutrtn C 2	1
Grants Mgmt Bdgt Sp 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Agriculture & Markets, Dept of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	530	87.5%
Non Competitive	48	7.9%
Exempt	26	4.3%
Labor	2	0.3%
<b>Total</b>	<b>606</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	275	45.4%
Male	327	54.0%
Unknown	4	0.7%
<b>Total</b>	<b>606</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	32	5.3%
Permanent	509	84.0%
Temporary	28	4.6%
Provisional	37	6.1%
<b>Total</b>	<b>606</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	519	85.6%
Black	39	6.4%
Hispanic	22	3.6%
Asian/Pacific Islander	23	3.8%
American Indian/Alaskan Native	1	0.2%
Unknown	2	0.3%
<b>Total</b>	<b>606</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	51	8.4%
Professionals	180	29.7%
Technicians	267	44.1%
Protective Service	1	0.2%
Paraprofessionals	6	1.0%
Office/Clerical	96	15.8%
Skilled Craft	3	0.5%
Service Maintenance	2	0.3%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>606</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	108	17.8%
PEF	437	72.1%
M/C	61	10.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>606</b>	

**AVERAGE AGE** 48  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Food Inspector 1	91
Horticultural Insp 1	42
Dairy Prdcts Spec 1	31
Secy 1	20

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Prin Clerk	3
Clerk 1	1
Economic Dev Pg Sp1Ag	1
Horticultural Insp 1	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assoc Envirnl Anlst A	7
Farm Prod Grdg Insp 1	5
Senr Food Bacteriolgt	4
Horticultural Insp 1	3

**Alcoholic Beverage Control Board  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	139	87.4%
Non Competitive	6	3.8%
Exempt	13	8.2%
Labor	1	0.6%
<b>Total</b>	<b>159</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	78	49.1%
Male	79	49.7%
Unknown	2	1.3%
<b>Total</b>	<b>159</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	4	2.5%
Permanent	128	80.5%
Temporary	26	16.4%
Provisional	1	0.6%
<b>Total</b>	<b>159</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	117	73.6%
Black	21	13.2%
Hispanic	15	9.4%
Asian/Pacific Islander	2	1.3%
American Indian/Alaskan Native	0	0.0%
Unknown	4	2.5%
<b>Total</b>	<b>159</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	16	10.1%
Professionals	35	22.0%
Technicians	36	22.6%
Protective Service	0	0.0%
Paraprofessionals	5	3.1%
Office/Clerical	66	41.5%
Skilled Craft	0	0.0%
Service Maintenance	1	0.6%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>159</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	69	43.4%
PEF	70	44.0%
M/C	20	12.6%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>159</b>	

**AVERAGE AGE** 51  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Bevrg Cntrl Inv	23
Hearing Officer	18
Keyboard Spec 1	18
Prin Clerk	16

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assnt Dir Alc Bev C C	1

**Arts, Council On The  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	8	17.4%
Non Competitive	35	76.1%
Exempt	3	6.5%
Labor	0	0.0%
<b>Total</b>	<b>46</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	1	2.2%
Permanent	44	95.7%
Temporary	1	2.2%
Provisional	0	0.0%
<b>Total</b>	<b>46</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	30	65.2%
Male	16	34.8%
Unknown	0	0.0%
<b>Total</b>	<b>46</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	28	60.9%
Black	8	17.4%
Hispanic	4	8.7%
Asian/Pacific Islander	5	10.9%
American Indian/Alaskan Native	0	0.0%
Unknown	1	2.2%
<b>Total</b>	<b>46</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	18	39.1%
Professionals	23	50.0%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	1	2.2%
Office/Clerical	4	8.7%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>46</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	5	10.9%
PEF	23	50.0%
M/C	18	39.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>46</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Arts Prg Dir	15
Arts Prg Assoc	14
Arts Team Assoc	5
Secy 1	2

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Banking, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	453	81.3%
Non Competitive	74	13.3%
Exempt	28	5.0%
Labor	2	0.4%
<b>Total</b>	<b>557</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	232	41.7%
Male	325	58.3%
Unknown	0	0.0%
<b>Total</b>	<b>557</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	20	3.6%
Permanent	505	90.7%
Temporary	29	5.2%
Provisional	3	0.5%
<b>Total</b>	<b>557</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	251	45.1%
Black	137	24.6%
Hispanic	32	5.7%
Asian/Pacific Islander	131	23.5%
American Indian/Alaskan Native	0	0.0%
Unknown	6	1.1%
<b>Total</b>	<b>557</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	38	6.8%
Professionals	440	79.0%
Technicians	20	3.6%
Protective Service	0	0.0%
Paraprofessionals	10	1.8%
Office/Clerical	47	8.4%
Skilled Craft	0	0.0%
Service Maintenance	2	0.4%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>557</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	56	10.1%
PEF	420	75.4%
M/C	81	14.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>557</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 13

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Senr Bank Examiner	137
Prin Bank Examiner 1	57
Bank Exmnr	43
Supvg Bank Examiner	22

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Insp	10
Bank Exmnr	1
Bank Exmnr Trnee 2	1
Clerk 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assoc Persnl Admr	1
Keyboard Spec 2	1
Prin Trust Exam Spec	1

**Bridge Authority  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	92	58.2%
Non Competitive	12	7.6%
Exempt	1	0.6%
Labor	53	33.5%
<b>Total</b>	<b>158</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	49	31.0%
Male	109	69.0%
Unknown	0	0.0%
<b>Total</b>	<b>158</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	155	98.1%
Temporary	3	1.9%
Provisional	0	0.0%
<b>Total</b>	<b>158</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	145	91.8%
Black	7	4.4%
Hispanic	5	3.2%
Asian/Pacific Islander	1	0.6%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>158</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	1	0.6%
Professionals	15	9.5%
Technicians	11	7.0%
Protective Service	0	0.0%
Paraprofessionals	1	0.6%
Office/Clerical	66	41.8%
Skilled Craft	7	4.4%
Service Maintenance	57	36.1%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>158</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	157	99.4%
PEF	0	0.0%
M/C	0	0.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	1	0.6%
<b>Total</b>	<b>158</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Laborer	52
Toll Collector	44
Senr Toll Collctr	14
Assnt Bridge Manager	6

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Budget, Division of the  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	253	63.7%
Non Competitive	112	28.2%
Exempt	32	8.1%
Labor	0	0.0%
<b>Total</b>	<b>397</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	31	7.8%
Permanent	300	75.6%
Temporary	66	16.6%
Provisional	0	0.0%
<b>Total</b>	<b>397</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	214	53.9%
Male	181	45.6%
Unknown	2	0.5%
<b>Total</b>	<b>397</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	311	78.3%
Black	27	6.8%
Hispanic	11	2.8%
Asian/Pacific Islander	16	4.0%
American Indian/Alaskan Native	1	0.3%
Unknown	31	7.8%
<b>Total</b>	<b>397</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	19	4.8%
Professionals	325	81.9%
Technicians	2	0.5%
Protective Service	0	0.0%
Paraprofessionals	9	2.3%
Office/Clerical	42	10.6%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>397</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	397	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>397</b>	

**AVERAGE AGE** 42  
**AVERAGE YEARS OF SERVICE** 13

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Senr Budget Exmr	66
Budgt Fellow	56
Assoc Budget Exmr	37
Student Assnt	26

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assoc Budget Exmr	3
Senr Budget Exmr	2
Admnv Aide	1
Admnv Assnt	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Canal Corporation  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	264	50.6%
Non Competitive	227	43.5%
Exempt	3	0.6%
Labor	28	5.4%
<b>Total</b>	<b>522</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	53	10.2%
Male	468	89.7%
Unknown	1	0.2%
<b>Total</b>	<b>522</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	22	4.2%
Permanent	498	95.4%
Temporary	2	0.4%
Provisional	0	0.0%
<b>Total</b>	<b>522</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	497	95.2%
Black	9	1.7%
Hispanic	14	2.7%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	1	0.2%
Unknown	1	0.2%
<b>Total</b>	<b>522</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	5	1.0%
Professionals	25	4.8%
Technicians	4	0.8%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	34	6.5%
Skilled Craft	292	55.9%
Service Maintenance	162	31.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>522</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	455	87.2%
PEF	41	7.9%
M/C	26	5.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>522</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Canal Strctr Oper	82
Maintce Assnt	69
Chf Lock Operator	62
Laborer	26

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Canal Mtc Supvr 1	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Capital Defenders Office  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	0	0.0%
Non Competitive	0	0.0%
Exempt	7	100.0%
Labor	0	0.0%
<b>Total</b>	<b>7</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	5	71.4%
Male	2	28.6%
Unknown	0	0.0%
<b>Total</b>	<b>7</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	7	100.0%
Temporary	0	0.0%
Provisional	0	0.0%
<b>Total</b>	<b>7</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2	28.6%
Black	2	28.6%
Hispanic	0	0.0%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	3	42.9%
<b>Total</b>	<b>7</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	2	28.6%
Professionals	5	71.4%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	0	0.0%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>7</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	7	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>7</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Deputy Capital Def	3
Capital Defender	1
Conf Admnv Assnt	1
Conf Legal Assnt	1

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Deputy Capital Def	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Children&Family Svcs,Off of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,301	53.9%
Non Competitive	1,896	44.4%
Exempt	64	1.5%
Labor	6	0.1%
<b>Total</b>	<b>4,267</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,980	46.4%
Male	2,271	53.2%
Unknown	16	0.4%
<b>Total</b>	<b>4,267</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	362	8.5%
Permanent	3,574	83.8%
Temporary	223	5.2%
Provisional	108	2.5%
<b>Total</b>	<b>4,267</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2,252	52.8%
Black	992	23.2%
Hispanic	177	4.1%
Asian/Pacific Islander	28	0.7%
American Indian/Alaskan Native	17	0.4%
Unknown	801	18.8%
<b>Total</b>	<b>4,267</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	97	2.3%
Professionals	1,931	45.3%
Technicians	9	0.2%
Protective Service	0	0.0%
Paraprofessionals	1,501	35.2%
Office/Clerical	490	11.5%
Skilled Craft	188	4.4%
Service Maintenance	51	1.2%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>4,267</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	2,149	50.4%
PEF	1,785	41.8%
M/C	333	7.8%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>4,267</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Youth Div Aide 3	910
Youth Div Aide 4	298
Ch & Fam Svcs Spec 1	207
Youth Div Aide 2	205

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Cook	17
Nurse 2 (Psy & Rehab)	15
Teacher 1	14
Teacher 4	10

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Youth Counselor 1	12
Ch & Fam Svcs Spec 1	10
Business Sys Anlst 2	8
Child Care Dev Spec 2	6

**Civil Service, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	501	88.2%
Non Competitive	54	9.5%
Exempt	12	2.1%
Labor	1	0.2%
<b>Total</b>	<b>568</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	361	63.6%
Male	206	36.3%
Unknown	1	0.2%
<b>Total</b>	<b>568</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	15	2.6%
Permanent	514	90.5%
Temporary	35	6.2%
Provisional	4	0.7%
<b>Total</b>	<b>568</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	513	90.3%
Black	37	6.5%
Hispanic	13	2.3%
Asian/Pacific Islander	4	0.7%
American Indian/Alaskan Native	1	0.2%
Unknown	0	0.0%
<b>Total</b>	<b>568</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	28	4.9%
Professionals	356	62.7%
Technicians	7	1.2%
Protective Service	0	0.0%
Paraprofessionals	21	3.7%
Office/Clerical	150	26.4%
Skilled Craft	0	0.0%
Service Maintenance	6	1.1%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>568</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	134	23.6%
PEF	58	10.2%
M/C	376	66.2%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>568</b>	

**AVERAGE AGE** 48  
**AVERAGE YEARS OF SERVICE** 19

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Health Svcs Nurse	26
Assoc Persnl Exmr	23
Assoc Staffing Sv Rep	21
Secy 1	21

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Health Svcs Nurse	2
Info Tech Spec 3 Prog	2
Senr Persnl Exmr	2
Clerk 1	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Emp Benfts Rep 2	2
Emp Benfts Rep 2 Cm	1
Prin Affirm Car Pg Sp	1

**Comm Qual Care & Advoc for Pers W Disab  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	19	20.0%
Non Competitive	66	69.5%
Exempt	10	10.5%
Labor	0	0.0%
<b>Total</b>	<b>95</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	2	2.1%
Permanent	93	97.9%
Temporary	0	0.0%
Provisional	0	0.0%
<b>Total</b>	<b>95</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	61	64.2%
Male	34	35.8%
Unknown	0	0.0%
<b>Total</b>	<b>95</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	81	85.3%
Black	5	5.3%
Hispanic	3	3.2%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	6	6.3%
<b>Total</b>	<b>95</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	8	8.4%
Professionals	75	78.9%
Technicians	2	2.1%
Protective Service	0	0.0%
Paraprofessionals	2	2.1%
Office/Clerical	8	8.4%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>95</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	11	11.6%
PEF	62	65.3%
M/C	22	23.2%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>95</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 19

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Qual Care Fac Rww Sp1	26
Qual Care Fac Rww Sp2	9
Qual Care Fac Rww Sp3	5
Qual Care Pgm Cost A2	4

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Admnv Aide	1
Prin Acct Clerk	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Comptroller, Office of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,319	88.3%
Non Competitive	115	4.4%
Exempt	181	6.9%
Labor	12	0.5%
<b>Total</b>	<b>2,627</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,524	58.0%
Male	1,092	41.6%
Unknown	11	0.4%
<b>Total</b>	<b>2,627</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	237	9.0%
Permanent	2,164	82.4%
Temporary	189	7.2%
Provisional	37	1.4%
<b>Total</b>	<b>2,627</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2,228	84.8%
Black	201	7.7%
Hispanic	51	1.9%
Asian/Pacific Islander	74	2.8%
American Indian/Alaskan Native	1	0.0%
Unknown	72	2.7%
<b>Total</b>	<b>2,627</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	152	5.8%
Professionals	1,428	54.4%
Technicians	49	1.9%
Protective Service	0	0.0%
Paraprofessionals	60	2.3%
Office/Clerical	927	35.3%
Skilled Craft	1	0.0%
Service Maintenance	10	0.4%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>2,627</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	771	29.3%
PEF	1,340	51.0%
M/C	516	19.6%
Council 82	0	0.0%
NYS COBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>2,627</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Emps Ret Sys Exmr 3	172
Calcultns Clerk 2	150
Senr Exmr Muncpl Affr	88
Info Tech Spec 2 Prog	86

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
State Prg Ex 1 Fiscal	3
Admnv Assnt	2
Secy 1	2
Senr Exmr Muncpl Affr	2

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assoc Acctnt St Ac&Sy	10
Emps Ret Sys Exmr 3	5
Business Sys Anlst 1	4
Agency Quality Mg S 1	3

**Consumer Protection Board  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	7	21.9%
Non Competitive	3	9.4%
Exempt	22	68.8%
Labor	0	0.0%
<b>Total</b>	<b>32</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	19	59.4%
Male	13	40.6%
Unknown	0	0.0%
<b>Total</b>	<b>32</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	24	75.0%
Temporary	8	25.0%
Provisional	0	0.0%
<b>Total</b>	<b>32</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	21	65.6%
Black	5	15.6%
Hispanic	4	12.5%
Asian/Pacific Islander	2	6.3%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>32</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	6	18.8%
Professionals	16	50.0%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	6	18.8%
Office/Clerical	4	12.5%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>32</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	7	21.9%
PEF	3	9.4%
M/C	22	68.8%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>32</b>	

**AVERAGE AGE** 45  
**AVERAGE YEARS OF SERVICE** 11

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Agency Prgm Aide	5
Consumer Prtc Bd U I	5
Chf Cnsmr Pr Bd Prgm	4
Secy 1	4

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Correction, Commission of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	26	81.3%
Non Competitive	5	15.6%
Exempt	1	3.1%
Labor	0	0.0%
<b>Total</b>	<b>32</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	12	37.5%
Male	20	62.5%
Unknown	0	0.0%
<b>Total</b>	<b>32</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	30	93.8%
Temporary	2	6.3%
Provisional	0	0.0%
<b>Total</b>	<b>32</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	27	84.4%
Black	2	6.3%
Hispanic	1	3.1%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	2	6.3%
<b>Total</b>	<b>32</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	3	9.4%
Professionals	25	78.1%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	4	12.5%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>32</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	3	9.4%
PEF	25	78.1%
M/C	4	12.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>32</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Corrl Fclty Spec 2	10
Corrl Fclty Spec 1	7
Corrl Fclty Spec 3	4
Secy 1	2

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**CORRECTIONS-M/O & FACS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	30,479	92.1%
Non Competitive	2,529	7.6%
Exempt	70	0.2%
Labor	6	0.0%
<b>Total</b>	<b>33,084</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	8,150	24.6%
Male	24,886	75.2%
Unknown	48	0.1%
<b>Total</b>	<b>33,084</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	1,287	3.9%
Permanent	30,614	92.5%
Temporary	733	2.2%
Provisional	450	1.4%
<b>Total</b>	<b>33,084</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	27,178	82.1%
Black	3,073	9.3%
Hispanic	1,173	3.5%
Asian/Pacific Islander	252	0.8%
American Indian/Alaskan Native	121	0.4%
Unknown	1,287	3.9%
<b>Total</b>	<b>33,084</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	160	0.5%
Professionals	5,178	15.7%
Technicians	222	0.7%
Protective Service	22,017	66.5%
Paraprofessionals	444	1.3%
Office/Clerical	3,034	9.2%
Skilled Craft	1,730	5.2%
Service Maintenance	299	0.9%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>33,084</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	5,141	15.5%
PEF	4,881	14.8%
M/C	1,021	3.1%
Council 82	553	1.7%
NYSCOBA	21,488	64.9%
Other	0	0.0%
<b>Total</b>	<b>33,084</b>	

**AVERAGE AGE** 45  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Corr Officer (and Trainee)	20,140
Corr Sergeant	1,320
Nurse 2 (Psy & Rehab)	988
Keyboard Spec 1	880

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Chaplain	158
Clinical Physn 2	73
Nurse 2 (Psy & Rehab)	61
Keyboard Spec 1	38

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Corr Counselor Asat	60
Alch&Subst Abs T Pg A	39
Corr Counselor	33
Voc Instructor 1	27

**Crime Victims Board  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	83	90.2%
Non Competitive	7	7.6%
Exempt	2	2.2%
Labor	0	0.0%
<b>Total</b>	<b>92</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	9	9.8%
Permanent	78	84.8%
Temporary	1	1.1%
Provisional	4	4.3%
<b>Total</b>	<b>92</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	71	77.2%
Male	21	22.8%
Unknown	0	0.0%
<b>Total</b>	<b>92</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	62	67.4%
Black	14	15.2%
Hispanic	13	14.1%
Asian/Pacific Islander	2	2.2%
American Indian/Alaskan Native	0	0.0%
Unknown	1	1.1%
<b>Total</b>	<b>92</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	3	3.3%
Professionals	31	33.7%
Technicians	25	27.2%
Protective Service	0	0.0%
Paraprofessionals	9	9.8%
Office/Clerical	24	26.1%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>92</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	55	59.8%
PEF	32	34.8%
M/C	5	5.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>92</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 13

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Crime Victims Spec 1	20
Agency Prgm Aide	6
Crime Victims Spec 2	5
Clerk 1	4

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Agency Prgm Aide	1
Clerk 1	1
Mail&Supply Clerk	1
Prg Rsch Spec 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Crime Victims Sp 1 SI	2
Crime Victims Sp 2 SL	1
Crime Victims Spec 2	1

**Criminal Justice Services, Div of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	664	90.7%
Non Competitive	46	6.3%
Exempt	22	3.0%
Labor	0	0.0%
<b>Total</b>	<b>732</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	33	4.5%
Permanent	652	89.1%
Temporary	34	4.6%
Provisional	13	1.8%
<b>Total</b>	<b>732</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	428	58.5%
Male	302	41.3%
Unknown	2	0.3%
<b>Total</b>	<b>732</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	664	90.7%
Black	29	4.0%
Hispanic	8	1.1%
Asian/Pacific Islander	13	1.8%
American Indian/Alaskan Native	4	0.5%
Unknown	14	1.9%
<b>Total</b>	<b>732</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	38	5.2%
Professionals	397	54.2%
Technicians	21	2.9%
Protective Service	0	0.0%
Paraprofessionals	33	4.5%
Office/Clerical	241	32.9%
Skilled Craft	1	0.1%
Service Maintenance	1	0.1%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>732</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	277	37.8%
PEF	374	51.1%
M/C	81	11.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>732</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Fingerprint Exmr 2	97
Clerk 1	52
Info Tech Spec 2 Prog	52
Info Tech Spec 3 Prog	26

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Clerk 1	7
Clerk 2	2
Data Entry Mach Oper	2
Fingerprint Exmr 2	2

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Fingerprint Exmr 1	5
Latent Print Exr 1	4
Crmnl Jstc Rec Cmpl S1	2
Crmnl Jstc Prgm R 5	1

**Economic Development, Dept of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	134	69.8%
Non Competitive	35	18.2%
Exempt	23	12.0%
Labor	0	0.0%
<b>Total</b>	<b>192</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	107	55.7%
Male	84	43.8%
Unknown	1	0.5%
<b>Total</b>	<b>192</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	3	1.6%
Permanent	168	87.5%
Temporary	18	9.4%
Provisional	3	1.6%
<b>Total</b>	<b>192</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	163	84.9%
Black	15	7.8%
Hispanic	9	4.7%
Asian/Pacific Islander	4	2.1%
American Indian/Alaskan Native	0	0.0%
Unknown	1	0.5%
<b>Total</b>	<b>192</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	29	15.1%
Professionals	110	57.3%
Technicians	8	4.2%
Protective Service	0	0.0%
Paraprofessionals	2	1.0%
Office/Clerical	41	21.4%
Skilled Craft	0	0.0%
Service Maintenance	2	1.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>192</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	38	19.8%
PEF	121	63.0%
M/C	33	17.2%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>192</b>	

**AVERAGE AGE** 51  
**AVERAGE YEARS OF SERVICE** 19

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Economic Dev Pg Sp 2	18
Economic Dev Pg Sp 3	17
Economic Dev Pg Sp 1	12
Secy 1	8

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Agency Prgm Aide	1
Conf Stenographer	1
Economic Dev Pg Sp 1	1
Economic Dev Pg Sp 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Multimedia Prod P S 1	1
Tourism Trade Spec 3	1
Travel Prom Agent	1

**EDUCATION-M/O & FACS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,886	80.4%
Non Competitive	513	14.3%
Exempt	75	2.1%
Labor	114	3.2%
<b>Total</b>	<b>3,588</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	2,243	62.5%
Male	1,325	36.9%
Unknown	20	0.6%
<b>Total</b>	<b>3,588</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	187	5.2%
Permanent	2,710	75.5%
Temporary	516	14.4%
Provisional	175	4.9%
<b>Total</b>	<b>3,588</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2,930	81.7%
Black	401	11.2%
Hispanic	130	3.6%
Asian/Pacific Islander	89	2.5%
American Indian/Alaskan Native	12	0.3%
Unknown	26	0.7%
<b>Total</b>	<b>3,588</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	154	4.3%
Professionals	2,057	57.3%
Technicians	63	1.8%
Protective Service	48	1.3%
Paraprofessionals	181	5.0%
Office/Clerical	874	24.4%
Skilled Craft	48	1.3%
Service Maintenance	163	4.5%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>3,588</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	1,153	32.1%
PEF	2,132	59.4%
M/C	254	7.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	49	1.4%
<b>Total</b>	<b>3,588</b>	

**AVERAGE AGE** 48  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Educ Spec	407
Voc Rehab Cnslr	334
Clerk 1	175
Keyboard Spec 1	173

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Cleaner	35
Food Service Wkr 1	8
Voc Rehab Cnslr	6
Keyboard Spec 1	5

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assoc Instrctnl Svs	25
Assoc Educ Imp Svs	23
Assoc Educ Chldrn Dis	15
Resch & Collctns Tech	14

**Elections, Board of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	37	63.8%
Non Competitive	1	1.7%
Exempt	20	34.5%
Labor	0	0.0%
<b>Total</b>	<b>58</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	1	1.7%
Permanent	47	81.0%
Temporary	10	17.2%
Provisional	0	0.0%
<b>Total</b>	<b>58</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	32	55.2%
Male	26	44.8%
Unknown	0	0.0%
<b>Total</b>	<b>58</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	49	84.5%
Black	2	3.4%
Hispanic	0	0.0%
Asian/Pacific Islander	1	1.7%
American Indian/Alaskan Native	0	0.0%
Unknown	6	10.3%
<b>Total</b>	<b>58</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	11	19.0%
Professionals	24	41.4%
Technicians	6	10.3%
Protective Service	0	0.0%
Paraprofessionals	9	15.5%
Office/Clerical	8	13.8%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>58</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	16	27.6%
PEF	22	37.9%
M/C	20	34.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>58</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Agency Prgm Aide	6
Prj Assnt	5
Secy 1	4
Info Tech Assnt	3

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Employee Relations, Office Of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	17	23.0%
Non Competitive	5	6.8%
Exempt	52	70.3%
Labor	0	0.0%
<b>Total</b>	<b>74</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	44	59.5%
Male	30	40.5%
Unknown	0	0.0%
<b>Total</b>	<b>74</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	61	82.4%
Temporary	13	17.6%
Provisional	0	0.0%
<b>Total</b>	<b>74</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	63	85.1%
Black	9	12.2%
Hispanic	0	0.0%
Asian/Pacific Islander	2	2.7%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>74</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	16	21.6%
Professionals	41	55.4%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	5	6.8%
Office/Clerical	12	16.2%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>74</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	74	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>74</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 16

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Assnt Dir	10
Emp Rel Assoc	10
Conf Stenographer	6
Emp Prog Assnt	6

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Keyboard Spec 2	2
Assnt Dir	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Environmental Conservatn, Dept of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	3,404	78.6%
Non Competitive	585	13.5%
Exempt	54	1.2%
Labor	287	6.6%
<b>Total</b>	<b>4,330</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	107	2.5%
Permanent	3,532	81.6%
Temporary	655	15.1%
Provisional	36	0.8%
<b>Total</b>	<b>4,330</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,320	30.5%
Male	3,004	69.4%
Unknown	6	0.1%
<b>Total</b>	<b>4,330</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	3,219	74.3%
Black	70	1.6%
Hispanic	51	1.2%
Asian/Pacific Islander	102	2.4%
American Indian/Alaskan Native	10	0.2%
Unknown	878	20.3%
<b>Total</b>	<b>4,330</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	81	1.9%
Professionals	2,152	49.7%
Technicians	534	12.3%
Protective Service	409	9.4%
Paraprofessionals	89	2.1%
Office/Clerical	413	9.5%
Skilled Craft	161	3.7%
Service Maintenance	491	11.3%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>4,330</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	1,400	32.3%
PEF	2,206	50.9%
M/C	266	6.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	458	10.6%
<b>Total</b>	<b>4,330</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 16

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Envirn Engineer 2	323
Envirn Cons Officer	201
Envirn Engineer 1	181
Maintce Assnt	140

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Secy 1	8
Keyboard Spec 1	6
Envirn Engineer 2	4
Assnt Counsl	3

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Citizen Partcptn Sp 1	3
Citizen Partcptn Sp 2	3
Consrvn Opers Supvr 4	2
Forester 2	2

**Executive Chamber  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	9	5.2%
Non Competitive	18	10.4%
Exempt	146	84.4%
Labor	0	0.0%
<b>Total</b>	<b>173</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	96	55.5%
Male	77	44.5%
Unknown	0	0.0%
<b>Total</b>	<b>173</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	142	82.1%
Temporary	31	17.9%
Provisional	0	0.0%
<b>Total</b>	<b>173</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	143	82.7%
Black	15	8.7%
Hispanic	9	5.2%
Asian/Pacific Islander	4	2.3%
American Indian/Alaskan Native	0	0.0%
Unknown	2	1.2%
<b>Total</b>	<b>173</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	23	13.3%
Professionals	76	43.9%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	11	6.4%
Office/Clerical	63	36.4%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>173</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	173	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>173</b>	

**AVERAGE AGE** 40  
**AVERAGE YEARS OF SERVICE** 8

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Conf Stenographer	44
Conf Assnt	21
Student Assnt	18
Spec Office Assnt	16

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Financial Control Board For NYC  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	0	0.0%
Non Competitive	0	0.0%
Exempt	16	100.0%
Labor	0	0.0%
<b>Total</b>	<b>16</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	10	62.5%
Male	6	37.5%
Unknown	0	0.0%
<b>Total</b>	<b>16</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	10	62.5%
Temporary	6	37.5%
Provisional	0	0.0%
<b>Total</b>	<b>16</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	7	43.8%
Black	7	43.8%
Hispanic	1	6.3%
Asian/Pacific Islander	1	6.3%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>16</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	4	25.0%
Professionals	8	50.0%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	4	25.0%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>16</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	16	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>16</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Financial Contrl B A2	5
Secy 1	4
Financial Contrl B A3	3
Deputy Dir	2

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Foundation for Science, Technology and Innovation  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	7	25.9%
Non Competitive	10	37.0%
Exempt	10	37.0%
Labor	0	0.0%
<b>Total</b>	<b>27</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	3	11.1%
Permanent	22	81.5%
Temporary	2	7.4%
Provisional	0	0.0%
<b>Total</b>	<b>27</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	9	33.3%
Male	18	66.7%
Unknown	0	0.0%
<b>Total</b>	<b>27</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	16	59.3%
Black	1	3.7%
Hispanic	0	0.0%
Asian/Pacific Islander	1	3.7%
American Indian/Alaskan Native	0	0.0%
Unknown	9	33.3%
<b>Total</b>	<b>27</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	6	22.2%
Professionals	16	59.3%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	1	3.7%
Office/Clerical	4	14.8%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>27</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	1	3.7%
PEF	8	29.6%
M/C	18	66.7%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>27</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 10

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Deputy Dir	3
Secy 1	3
Senr Pol Anlst NYSTAR	3
Assoc Prg Rep NYSTAR	2

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**General Services, Office Of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	1,174	58.6%
Non Competitive	340	17.0%
Exempt	40	2.0%
Labor	451	22.5%
<b>Total</b>	<b>2,005</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	585	29.2%
Male	1,412	70.4%
Unknown	8	0.4%
<b>Total</b>	<b>2,005</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	58	2.9%
Permanent	1,621	80.8%
Temporary	296	14.8%
Provisional	30	1.5%
<b>Total</b>	<b>2,005</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	1,622	80.9%
Black	241	12.0%
Hispanic	51	2.5%
Asian/Pacific Islander	64	3.2%
American Indian/Alaskan Native	4	0.2%
Unknown	23	1.1%
<b>Total</b>	<b>2,005</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	90	4.5%
Professionals	665	33.2%
Technicians	44	2.2%
Protective Service	15	0.7%
Paraprofessionals	20	1.0%
Office/Clerical	246	12.3%
Skilled Craft	384	19.2%
Service Maintenance	541	27.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>2,005</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	1,126	56.2%
PEF	721	36.0%
M/C	150	7.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	8	0.4%
<b>Total</b>	<b>2,005</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Buldg Srv Aide	144
Buldg Srvs Assnt 1	132
Plant Util Engr 1	119
Parking Srvs Attdnt	97

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Buldg Srvs Assnt 1	6
Supply Assnt	3
Admnv Assnt	1
Assoc Admnv Analyst	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Purch Team Leader	9
Parking Oprtns Supvr	3
Buldg Const Cntrct An	2
Project Mgr 1	2

**HEALTH-M/O & FACS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	4,835	72.1%
Non Competitive	1,636	24.4%
Exempt	113	1.7%
Labor	124	1.8%
<b>Total</b>	<b>6,708</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	4,332	64.6%
Male	2,354	35.1%
Unknown	22	0.3%
<b>Total</b>	<b>6,708</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	310	4.6%
Permanent	5,730	85.4%
Temporary	491	7.3%
Provisional	177	2.6%
<b>Total</b>	<b>6,708</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	4,939	73.6%
Black	846	12.6%
Hispanic	269	4.0%
Asian/Pacific Islander	324	4.8%
American Indian/Alaskan Native	19	0.3%
Unknown	311	4.6%
<b>Total</b>	<b>6,708</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	185	2.8%
Professionals	4,007	59.7%
Technicians	350	5.2%
Protective Service	58	0.9%
Paraprofessionals	822	12.3%
Office/Clerical	834	12.4%
Skilled Craft	107	1.6%
Service Maintenance	345	5.1%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>6,708</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	2,214	33.0%
PEF	3,927	58.5%
M/C	470	7.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	97	1.4%
<b>Total</b>	<b>6,708</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Nursing Assnt 2 & Cert	483
Nurse 2 (Psy & Rehab)	201
Secy 1	200
Rehab Hosp Nrsg Asst 2	143

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Nursing Assnt 2 & Cert	86
Food Service Wkr 1	56
Nurse 2 (Psy & Rehab)	45
Cleaner	41

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assoc Med Fclty Audr	20
Health Care Svy 2 Nrs	14
Hosp Nsg Srvs Cnslt	11
Assoc Health Care F A	10

**Higher Education Services Corp  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	649	90.6%
Non Competitive	48	6.7%
Exempt	11	1.5%
Labor	8	1.1%
<b>Total</b>	<b>716</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	429	59.9%
Male	286	39.9%
Unknown	1	0.1%
<b>Total</b>	<b>716</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	25	3.5%
Permanent	632	88.3%
Temporary	38	5.3%
Provisional	21	2.9%
<b>Total</b>	<b>716</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	582	81.3%
Black	82	11.5%
Hispanic	28	3.9%
Asian/Pacific Islander	14	2.0%
American Indian/Alaskan Native	3	0.4%
Unknown	7	1.0%
<b>Total</b>	<b>716</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	29	4.1%
Professionals	329	45.9%
Technicians	10	1.4%
Protective Service	0	0.0%
Paraprofessionals	135	18.9%
Office/Clerical	208	29.1%
Skilled Craft	0	0.0%
Service Maintenance	5	0.7%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>716</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	336	46.9%
PEF	320	44.7%
M/C	60	8.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>716</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 19

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Student Loan Cn R 1	76
Info Tech Spec 2 Prog	61
Clerk 1	47
Clerk 2	35

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Calcultns Clerk 2	2
Call Cntr Rep 1 HESC	2
Agency Prgm Aide	1
Assoc Budgetg Anlst	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Call Cntr Rep 1 HESC	7
Higher Educ Sv Rgl M R	5
Student Loan Cn R 4	2
Assnt V P Fncl Aid Sv	1

**Homeland Security, Office of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	126	66.7%
Non Competitive	56	29.6%
Exempt	7	3.7%
Labor	0	0.0%
<b>Total</b>	<b>189</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	74	39.2%
Male	114	60.3%
Unknown	1	0.5%
<b>Total</b>	<b>189</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	20	10.6%
Permanent	120	63.5%
Temporary	48	25.4%
Provisional	1	0.5%
<b>Total</b>	<b>189</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	173	91.5%
Black	2	1.1%
Hispanic	3	1.6%
Asian/Pacific Islander	1	0.5%
American Indian/Alaskan Native	0	0.0%
Unknown	10	5.3%
<b>Total</b>	<b>189</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	12	6.3%
Professionals	152	80.4%
Technicians	2	1.1%
Protective Service	1	0.5%
Paraprofessionals	3	1.6%
Office/Clerical	19	10.1%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>189</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	18	9.5%
PEF	117	61.9%
M/C	53	28.0%
Council 82	0	0.0%
NYS COBA	0	0.0%
Other	1	0.5%
<b>Total</b>	<b>189</b>	

**AVERAGE AGE** 44  
**AVERAGE YEARS OF SERVICE** 13

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Student Assnt	23
Prj Assnt	21
Info Tech Spec 2 Prog	8
Secy 1	8

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Intelligence Anlst 1	2
Critical Infstr An 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
HomInd Sec Trg F A Dir	1

**Housing & Comm Renewal, Div of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	833	91.2%
Non Competitive	29	3.2%
Exempt	38	4.2%
Labor	13	1.4%
<b>Total</b>	<b>913</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	9	1.0%
Permanent	878	96.2%
Temporary	24	2.6%
Provisional	2	0.2%
<b>Total</b>	<b>913</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	452	49.5%
Male	460	50.4%
Unknown	1	0.1%
<b>Total</b>	<b>913</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	436	47.8%
Black	242	26.5%
Hispanic	89	9.7%
Asian/Pacific Islander	87	9.5%
American Indian/Alaskan Native	2	0.2%
Unknown	57	6.2%
<b>Total</b>	<b>913</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	50	5.5%
Professionals	461	50.5%
Technicians	222	24.3%
Protective Service	0	0.0%
Paraprofessionals	22	2.4%
Office/Clerical	143	15.7%
Skilled Craft	0	0.0%
Service Maintenance	15	1.6%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>913</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	94	10.3%
PEF	348	38.1%
M/C	105	11.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	366	40.1%
<b>Total</b>	<b>913</b>	

**AVERAGE AGE** 52  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Rent Examiner 1	118
Housing&Cmty Dev Ast	52
Senr Attorney	39
Rent Examiner 2	37

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Housing&Cmty Dev Rep	2
Info Tech Spec 2 Prog	2
Supvg Attorney	2
Assnt Public Info Ofc	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Rent Inspctr 1	1
Senr Buildg Elec Engr	1

**Housing Finance Agency  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	34	81.0%
Non Competitive	2	4.8%
Exempt	2	4.8%
Labor	4	9.5%
<b>Total</b>	<b>42</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	20	47.6%
Male	22	52.4%
Unknown	0	0.0%
<b>Total</b>	<b>42</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	41	97.6%
Temporary	1	2.4%
Provisional	0	0.0%
<b>Total</b>	<b>42</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	27	64.3%
Black	11	26.2%
Hispanic	3	7.1%
Asian/Pacific Islander	1	2.4%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>42</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	2	4.8%
Professionals	24	57.1%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	13	31.0%
Skilled Craft	0	0.0%
Service Maintenance	3	7.1%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>42</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	1	2.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	41	97.6%
<b>Total</b>	<b>42</b>	

**AVERAGE AGE** 53  
**AVERAGE YEARS OF SERVICE** 23

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Keyboard Spec 1	6
Hfa Assnt Pg Coord	4
Hfa Assnt Pg Coord Hp	4
Hfa Assnt Pg Coord Hd	3

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Spec Assnt	2

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Human Rights, Division of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	139	72.8%
Non Competitive	40	20.9%
Exempt	10	5.2%
Labor	2	1.0%
<b>Total</b>	<b>191</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	114	59.7%
Male	77	40.3%
Unknown	0	0.0%
<b>Total</b>	<b>191</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	3	1.6%
Permanent	166	86.9%
Temporary	18	9.4%
Provisional	4	2.1%
<b>Total</b>	<b>191</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	67	35.1%
Black	52	27.2%
Hispanic	34	17.8%
Asian/Pacific Islander	12	6.3%
American Indian/Alaskan Native	0	0.0%
Unknown	26	13.6%
<b>Total</b>	<b>191</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	8	4.2%
Professionals	133	69.6%
Technicians	1	0.5%
Protective Service	0	0.0%
Paraprofessionals	19	9.9%
Office/Clerical	29	15.2%
Skilled Craft	0	0.0%
Service Maintenance	1	0.5%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>191</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	46	24.1%
PEF	120	62.8%
M/C	25	13.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>191</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Human Rts Spec 1	43
Senr Attorney	18
Keyboard Spec 1	17
Human Rts Spec 2	13

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Dir Affirm Actn Pgms	1
Human Rts Rgnl Dir 1	1
Human Rts Spec 1	1
Human Rts Spec 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Human Rts Spec 1 Sp L	2
Human Rts Spec 1 CL	1
Keyboard Spec 2	1

**Insurance, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	856	86.4%
Non Competitive	102	10.3%
Exempt	33	3.3%
Labor	0	0.0%
<b>Total</b>	<b>991</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	33	3.3%
Permanent	880	88.8%
Temporary	69	7.0%
Provisional	9	0.9%
<b>Total</b>	<b>991</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	453	45.7%
Male	532	53.7%
Unknown	6	0.6%
<b>Total</b>	<b>991</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	529	53.4%
Black	226	22.8%
Hispanic	40	4.0%
Asian/Pacific Islander	159	16.0%
American Indian/Alaskan Native	0	0.0%
Unknown	37	3.7%
<b>Total</b>	<b>991</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	41	4.1%
Professionals	794	80.1%
Technicians	6	0.6%
Protective Service	0	0.0%
Paraprofessionals	12	1.2%
Office/Clerical	137	13.8%
Skilled Craft	0	0.0%
Service Maintenance	1	0.1%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>991</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	115	11.6%
PEF	673	67.9%
M/C	203	20.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>991</b>	

**AVERAGE AGE** 48  
**AVERAGE YEARS OF SERVICE** 16

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Senr Insur Exmr	157
Insur Examiner	120
Assoc Insur Exmr	59
Prin Insur Examiner	44

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assoc Actuary Caslty	1
Assoc Insur Exmr	1
Info Tech Spec 3 D C	1
Insur Examiner Tr 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Supvg Insur Exmr	2
Assnt Dir Pers B	1
Assoc Persnl Admr	1
Chf Insur Exmr 2	1

**Investigation, Commission of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	0	0.0%
Non Competitive	0	0.0%
Exempt	23	100.0%
Labor	0	0.0%
<b>Total</b>	<b>23</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	9	39.1%
Male	14	60.9%
Unknown	0	0.0%
<b>Total</b>	<b>23</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	22	95.7%
Temporary	1	4.3%
Provisional	0	0.0%
<b>Total</b>	<b>23</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	15	65.2%
Black	3	13.0%
Hispanic	4	17.4%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	1	4.3%
<b>Total</b>	<b>23</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	3	13.0%
Professionals	5	21.7%
Technicians	11	47.8%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	4	17.4%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>23</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	23	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>23</b>	

**AVERAGE AGE** 55  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Investigator	11
Assnt Counsl	3
Conf Clerk	2
Secy 1	2

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Labor Management Committee  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	10	16.1%
Non Competitive	0	0.0%
Exempt	52	83.9%
Labor	0	0.0%
<b>Total</b>	<b>62</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	49	79.0%
Temporary	13	21.0%
Provisional	0	0.0%
<b>Total</b>	<b>62</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	44	71.0%
Male	18	29.0%
Unknown	0	0.0%
<b>Total</b>	<b>62</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	51	82.3%
Black	7	11.3%
Hispanic	3	4.8%
Asian/Pacific Islander	1	1.6%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>62</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	2	3.2%
Professionals	45	72.6%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	1	1.6%
Office/Clerical	14	22.6%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>62</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	4	6.5%
PEF	0	0.0%
M/C	58	93.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>62</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Emp Prog Assnt	13
Emp Prog Assoc	10
Emp Astnc Pgm Rep	7
Conf Stenographer	5

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Keyboard Spec 1	1
Keyboard Spec 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Labor, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	3,230	94.6%
Non Competitive	133	3.9%
Exempt	48	1.4%
Labor	3	0.1%
<b>Total</b>	<b>3,414</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,865	54.6%
Male	1,542	45.2%
Unknown	7	0.2%
<b>Total</b>	<b>3,414</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	121	3.5%
Permanent	3,195	93.6%
Temporary	34	1.0%
Provisional	64	1.9%
<b>Total</b>	<b>3,414</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2,644	77.4%
Black	334	9.8%
Hispanic	212	6.2%
Asian/Pacific Islander	105	3.1%
American Indian/Alaskan Native	21	0.6%
Unknown	98	2.9%
<b>Total</b>	<b>3,414</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	74	2.2%
Professionals	2,094	61.3%
Technicians	346	10.1%
Protective Service	21	0.6%
Paraprofessionals	53	1.6%
Office/Clerical	811	23.8%
Skilled Craft	2	0.1%
Service Maintenance	13	0.4%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>3,414</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	936	27.4%
PEF	2,164	63.4%
M/C	293	8.6%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	21	0.6%
<b>Total</b>	<b>3,414</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Labor Svs Rep	425
Supvg Labor Svs Rep	152
Keyboard Spec 1	122
Senr Emp Sec Clerk	120

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Labor Svs Rep	8
Keyboard Spec 1	6
Senr Emp Sec Clerk	5
Clerk 2	4

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Labor Svs Rep Tr 1	10
Labor Svs Rep Tr 2 SI	10
Senr Emp Sec Clerk SL	7
Labor Program Admr	4

**Lake George Park Comm  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	6	85.7%
Non Competitive	1	14.3%
Exempt	0	0.0%
Labor	0	0.0%
<b>Total</b>	<b>7</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	7	100.0%
Temporary	0	0.0%
Provisional	0	0.0%
<b>Total</b>	<b>7</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	3	42.9%
Male	4	57.1%
Unknown	0	0.0%
<b>Total</b>	<b>7</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	7	100.0%
Black	0	0.0%
Hispanic	0	0.0%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>7</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	0	0.0%
Professionals	3	42.9%
Technicians	1	14.3%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	2	28.6%
Skilled Craft	1	14.3%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>7</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	4	57.1%
PEF	2	28.6%
M/C	1	14.3%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>7</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 20

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Admnv Assnt	1
Consrvn Opers Suprv 2	1
Envirn Analyst 2	1
Envirn Analyst 3	1

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Law, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	700	39.6%
Non Competitive	217	12.3%
Exempt	841	47.6%
Labor	10	0.6%
<b>Total</b>	<b>1,768</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	991	56.1%
Male	775	43.8%
Unknown	2	0.1%
<b>Total</b>	<b>1,768</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	57	3.2%
Permanent	1,439	81.4%
Temporary	270	15.3%
Provisional	2	0.1%
<b>Total</b>	<b>1,768</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	830	46.9%
Black	161	9.1%
Hispanic	55	3.1%
Asian/Pacific Islander	31	1.8%
American Indian/Alaskan Native	0	0.0%
Unknown	691	39.1%
<b>Total</b>	<b>1,768</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	24	1.4%
Professionals	935	52.9%
Technicians	171	9.7%
Protective Service	0	0.0%
Paraprofessionals	221	12.5%
Office/Clerical	407	23.0%
Skilled Craft	0	0.0%
Service Maintenance	10	0.6%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>1,768</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	471	26.6%
PEF	433	24.5%
M/C	856	48.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	8	0.5%
<b>Total</b>	<b>1,768</b>	

**AVERAGE AGE** 45  
**AVERAGE YEARS OF SERVICE** 11

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Assnt Attorney Gen	583
Investigator	159
Student Assnt	114
Secy 1	94

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assnt Attorney Gen	25
Secy 1	3
Clerk 2	2
Conf Admnv Assnt	2

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Collctn&CvI Prsctn S2	1
Secy 1	1

**Lieutenant Governor, Office of the  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	8	61.5%
Non Competitive	0	0.0%
Exempt	5	38.5%
Labor	0	0.0%
<b>Total</b>	<b>13</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	5	38.5%
Temporary	8	61.5%
Provisional	0	0.0%
<b>Total</b>	<b>13</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	9	69.2%
Male	4	30.8%
Unknown	0	0.0%
<b>Total</b>	<b>13</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	7	53.8%
Black	5	38.5%
Hispanic	0	0.0%
Asian/Pacific Islander	1	7.7%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>13</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	3	23.1%
Professionals	9	69.2%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	1	7.7%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>13</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	13	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>13</b>	

**AVERAGE AGE** 37  
**AVERAGE YEARS OF SERVICE** 4

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Prj Assnt	8
Exec Dir	1
Exec Secy	1
Program Assoc	1

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Lottery, Division of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	314	91.5%
Non Competitive	19	5.5%
Exempt	9	2.6%
Labor	1	0.3%
<b>Total</b>	<b>343</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	154	44.9%
Male	189	55.1%
Unknown	0	0.0%
<b>Total</b>	<b>343</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	6	1.7%
Permanent	316	92.1%
Temporary	18	5.2%
Provisional	3	0.9%
<b>Total</b>	<b>343</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	285	83.1%
Black	22	6.4%
Hispanic	18	5.2%
Asian/Pacific Islander	17	5.0%
American Indian/Alaskan Native	1	0.3%
Unknown	0	0.0%
<b>Total</b>	<b>343</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	25	7.3%
Professionals	220	64.1%
Technicians	9	2.6%
Protective Service	0	0.0%
Paraprofessionals	13	3.8%
Office/Clerical	71	20.7%
Skilled Craft	0	0.0%
Service Maintenance	5	1.5%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>343</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	188	54.8%
PEF	116	33.8%
M/C	39	11.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>343</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Lottery Mrktg Rep 1	109
Clerk 2	17
Lottery Mrktg Spec	16
Supvg Lottery Mktg R	14

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Clerk 2	1
Lottery Mrktg Spec	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Dir Lottry Advertisng	1
Lottery Regnl Dir 1	1
Senr Lottery Mkt Spec	1

**Med Fraud Contrl,Dep Att Gen for  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	308	98.1%
Non Competitive	3	1.0%
Exempt	3	1.0%
Labor	0	0.0%
<b>Total</b>	<b>314</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	161	51.3%
Male	153	48.7%
Unknown	0	0.0%
<b>Total</b>	<b>314</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	0	0.0%
Temporary	314	100.0%
Provisional	0	0.0%
<b>Total</b>	<b>314</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	218	69.4%
Black	35	11.1%
Hispanic	21	6.7%
Asian/Pacific Islander	9	2.9%
American Indian/Alaskan Native	3	1.0%
Unknown	28	8.9%
<b>Total</b>	<b>314</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	4	1.3%
Professionals	177	56.4%
Technicians	93	29.6%
Protective Service	0	0.0%
Paraprofessionals	2	0.6%
Office/Clerical	38	12.1%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>314</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	311	99.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	3	1.0%
<b>Total</b>	<b>314</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Spec Investgr	49
Spec Assnt Atty Gen	48
Assoc Spec Aud Invest	35
Senr Special Invest	29

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Spec Assnt Atty Gen	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Military&Naval Affairs,Div of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	1	33.3%
Non Competitive	2	66.7%
Exempt	0	0.0%
Labor	0	0.0%
<b>Total</b>	<b>3</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	3	100.0%
Temporary	0	0.0%
Provisional	0	0.0%
<b>Total</b>	<b>3</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1	33.3%
Male	2	66.7%
Unknown	0	0.0%
<b>Total</b>	<b>3</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	3	100.0%
Black	0	0.0%
Hispanic	0	0.0%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>3</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	0	0.0%
Professionals	1	33.3%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	1	33.3%
Skilled Craft	1	33.3%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>3</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	2	66.7%
PEF	0	0.0%
M/C	1	33.3%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>3</b>	

**AVERAGE AGE** 48  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Calcultns Clerk 1	1
Mgr NYS Mltry Museum	1
Wstwtr Trtmt P Oper 1	1

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Motor Vehicles, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,984	94.8%
Non Competitive	108	3.4%
Exempt	47	1.5%
Labor	10	0.3%
<b>Total</b>	<b>3,149</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	2,029	64.4%
Male	1,106	35.1%
Unknown	14	0.4%
<b>Total</b>	<b>3,149</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	49	1.6%
Permanent	2,764	87.8%
Temporary	331	10.5%
Provisional	5	0.2%
<b>Total</b>	<b>3,149</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2,055	65.3%
Black	616	19.6%
Hispanic	203	6.4%
Asian/Pacific Islander	85	2.7%
American Indian/Alaskan Native	8	0.3%
Unknown	182	5.8%
<b>Total</b>	<b>3,149</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	134	4.3%
Professionals	431	13.7%
Technicians	389	12.4%
Protective Service	3	0.1%
Paraprofessionals	40	1.3%
Office/Clerical	2,140	68.0%
Skilled Craft	1	0.0%
Service Maintenance	11	0.3%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>3,149</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	2,195	69.7%
PEF	726	23.1%
M/C	225	7.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	3	0.1%
<b>Total</b>	<b>3,149</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Motor Veh Rep	1,075
Clerk 1	221
Supvg Motor Veh Rep 1	159
Motor Veh License Exr	133

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Motor Veh Rep	101
Clerk 1	13
Data Entry Mach Oper	6
Driver Imprv Exmr	3

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Senr Data Enty Mach O	2
Supvr Motor Veh Invst	2
Motor Veh Fld Op Sp 2	1

**Ne Queens Nature & Hist Presrv  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	0	0.0%
Non Competitive	1	50.0%
Exempt	1	50.0%
Labor	0	0.0%
<b>Total</b>	<b>2</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	2	100.0%
Temporary	0	0.0%
Provisional	0	0.0%
<b>Total</b>	<b>2</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	2	100.0%
Male	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>2</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2	100.0%
Black	0	0.0%
Hispanic	0	0.0%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>2</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	1	50.0%
Professionals	0	0.0%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	1	50.0%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>2</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	2	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>2</b>	

**AVERAGE AGE** 70  
**AVERAGE YEARS OF SERVICE** 13

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Exec Dir	1
Secy 1	1

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Exec Dir	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**OASAS-M/O & FACS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	841	83.1%
Non Competitive	141	13.9%
Exempt	23	2.3%
Labor	7	0.7%
<b>Total</b>	<b>1,012</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	34	3.4%
Permanent	914	90.3%
Temporary	54	5.3%
Provisional	10	1.0%
<b>Total</b>	<b>1,012</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	598	59.1%
Male	411	40.6%
Unknown	3	0.3%
<b>Total</b>	<b>1,012</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	645	63.7%
Black	231	22.8%
Hispanic	65	6.4%
Asian/Pacific Islander	43	4.2%
American Indian/Alaskan Native	4	0.4%
Unknown	24	2.4%
<b>Total</b>	<b>1,012</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	99	9.8%
Professionals	683	67.5%
Technicians	10	1.0%
Protective Service	0	0.0%
Paraprofessionals	90	8.9%
Office/Clerical	97	9.6%
Skilled Craft	6	0.6%
Service Maintenance	27	2.7%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>1,012</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	196	19.4%
PEF	671	66.3%
M/C	145	14.3%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>1,012</b>	

**AVERAGE AGE** 51  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Nurse 2 (Psy & Rehab)	131
Addictions Prg Spec 2	101
Addictions Cslr Assnt	80
Addictions Cnslr 1	64

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Nurse 2 (Psy & Rehab)	18
Addictions Cslr Assnt	7
Addictions Cnslr 1	5
Food Service Wkr 1	4

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Supvr Adctn T C Clin Svs	4
Facilities Plnrr 2	2
Addictions Cnslr 3	1
Assnt Business Offr	1

**OMH-M/O & FACS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	15,658	86.1%
Non Competitive	1,916	10.5%
Exempt	23	0.1%
Labor	597	3.3%
<b>Total</b>	<b>18,194</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	10,496	57.7%
Male	7,459	41.0%
Unknown	239	1.3%
<b>Total</b>	<b>18,194</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	342	1.9%
Permanent	16,592	91.2%
Temporary	898	4.9%
Provisional	362	2.0%
<b>Total</b>	<b>18,194</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	9,221	50.7%
Black	4,450	24.5%
Hispanic	1,071	5.9%
Asian/Pacific Islander	1,241	6.8%
American Indian/Alaskan Native	59	0.3%
Unknown	2,152	11.8%
<b>Total</b>	<b>18,194</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	404	2.2%
Professionals	7,944	43.7%
Technicians	375	2.1%
Protective Service	1,190	6.5%
Paraprofessionals	4,426	24.3%
Office/Clerical	1,399	7.7%
Skilled Craft	703	3.9%
Service Maintenance	1,753	9.6%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>18,194</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	7,905	43.4%
PEF	7,921	43.5%
M/C	1,136	6.2%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	1,232	6.8%
<b>Total</b>	<b>18,194</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 16

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Mental Health Th A (and Trainee)	3,105
Nurse 2 (Psy & Rehab)	1,628
Lic Mstr Soc Wrkr 2	744
Security Hsp Trt Asnt	543

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Nurse 2 (Psy & Rehab)	178
Food Service Wkr 1	176
Psychiatrist 2	119
Resident Physn	50

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Safety&Scrty Offr Tr	42
Rehab Cnslr 2	29
Treatmnt Team Ld M H	22
Mental Hlth Pgm Spc 2	19

**OMRDD-M/O & FACS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	23,381	93.8%
Non Competitive	1,204	4.8%
Exempt	39	0.2%
Labor	302	1.2%
<b>Total</b>	<b>24,926</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	17,481	70.1%
Male	7,343	29.5%
Unknown	102	0.4%
<b>Total</b>	<b>24,926</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	493	2.0%
Permanent	23,479	94.2%
Temporary	750	3.0%
Provisional	204	0.8%
<b>Total</b>	<b>24,926</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	14,907	59.8%
Black	5,654	22.7%
Hispanic	708	2.8%
Asian/Pacific Islander	371	1.5%
American Indian/Alaskan Native	87	0.3%
Unknown	3,199	12.8%
<b>Total</b>	<b>24,926</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	158	0.6%
Professionals	4,887	19.6%
Technicians	1,055	4.2%
Protective Service	242	1.0%
Paraprofessionals	15,877	63.7%
Office/Clerical	1,174	4.7%
Skilled Craft	554	2.2%
Service Maintenance	979	3.9%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>24,926</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	18,686	75.0%
PEF	5,187	20.8%
M/C	800	3.2%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	253	1.0%
<b>Total</b>	<b>24,926</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Dev Aide (and Trainee)	11,615
Dev Assnt 2	962
Licensed Prac Nrs	904
Dev Disblts Scr C T A 1	862

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Dev Aide (and Trainee)	2,458
Licensed Prac Nrs	210
Nurse 2 (Psy & Rehab)	71
Food Service Wkr 1	66

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Habilitatn Spec 1	26
Habilitatn Spec 2	18
Psychologist 2	14
Treatmnt Team Ld M R	12

**PARKS & RECREATION-M/O & REC COMMS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	1,108	36.5%
Non Competitive	1,185	39.0%
Exempt	14	0.5%
Labor	728	24.0%
<b>Total</b>	<b>3,035</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	864	28.5%
Male	2,162	71.2%
Unknown	9	0.3%
<b>Total</b>	<b>3,035</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	53	1.7%
Permanent	2,083	68.6%
Temporary	862	28.4%
Provisional	37	1.2%
<b>Total</b>	<b>3,035</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2,093	69.0%
Black	180	5.9%
Hispanic	157	5.2%
Asian/Pacific Islander	16	0.5%
American Indian/Alaskan Native	20	0.7%
Unknown	569	18.7%
<b>Total</b>	<b>3,035</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	209	6.9%
Professionals	385	12.7%
Technicians	107	3.5%
Protective Service	267	8.8%
Paraprofessionals	86	2.8%
Office/Clerical	110	3.6%
Skilled Craft	450	14.8%
Service Maintenance	1,421	46.8%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>3,035</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	2,040	67.2%
PEF	441	14.5%
M/C	220	7.2%
Council 82	0	0.0%
NYS COBA	0	0.0%
Other	334	11.0%
<b>Total</b>	<b>3,035</b>	

**AVERAGE AGE** 44  
**AVERAGE YEARS OF SERVICE** 13

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Park Worker 3	355
Gen Mechanic	200
Park Patrol Offcr	198
Parks&Rec Aide 7	183

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Admnv Anlst Tr 1	1
Assnt Park Rec Supvr	1
Calcultns Clerk 1	1
Clerk 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Park Supvr 1	3
Assnt Regnl Mgr Pk&Rc	2
Cap Fac Regnl Mgr 1	2
Deputy General Mangr	2

**Parole, Division of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,020	95.6%
Non Competitive	81	3.8%
Exempt	11	0.5%
Labor	1	0.0%
<b>Total</b>	<b>2,113</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,192	56.4%
Male	910	43.1%
Unknown	11	0.5%
<b>Total</b>	<b>2,113</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	80	3.8%
Permanent	2,004	94.8%
Temporary	13	0.6%
Provisional	16	0.8%
<b>Total</b>	<b>2,113</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	1,153	54.6%
Black	671	31.8%
Hispanic	233	11.0%
Asian/Pacific Islander	22	1.0%
American Indian/Alaskan Native	7	0.3%
Unknown	27	1.3%
<b>Total</b>	<b>2,113</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	30	1.4%
Professionals	1,431	67.7%
Technicians	0	0.0%
Protective Service	15	0.7%
Paraprofessionals	109	5.2%
Office/Clerical	527	24.9%
Skilled Craft	0	0.0%
Service Maintenance	1	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>2,113</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	631	29.9%
PEF	1,362	64.5%
M/C	105	5.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	15	0.7%
<b>Total</b>	<b>2,113</b>	

**AVERAGE AGE** 48  
**AVERAGE YEARS OF SERVICE** 16

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Parole Offcr	783
Keyboard Spec 1	293
Senr Parole Offcr	133
Agency Prgm Aide	99

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Keyboard Spec 1	7
Clerk 1	4
Prin Acct Clerk	1
Secy 1	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Keyboard Spec 2	10
Facility Parole Off 2	3
Assnt Parole Svs P Sp	1
Secy 1	1

**Prevnt of Domestic Violnce,Off of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2	6.9%
Non Competitive	25	86.2%
Exempt	2	6.9%
Labor	0	0.0%
<b>Total</b>	<b>29</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	2	6.9%
Permanent	26	89.7%
Temporary	1	3.4%
Provisional	0	0.0%
<b>Total</b>	<b>29</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	28	96.6%
Male	1	3.4%
Unknown	0	0.0%
<b>Total</b>	<b>29</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	17	58.6%
Black	4	13.8%
Hispanic	3	10.3%
Asian/Pacific Islander	1	3.4%
American Indian/Alaskan Native	0	0.0%
Unknown	4	13.8%
<b>Total</b>	<b>29</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	6	20.7%
Professionals	22	75.9%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	1	3.4%
Office/Clerical	0	0.0%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>29</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	1	3.4%
PEF	22	75.9%
M/C	6	20.7%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>29</b>	

**AVERAGE AGE** 48  
**AVERAGE YEARS OF SERVICE** 12

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Domestic Violnc Pg A1	12
Domestic Violnc Pgm S	8
Domestic Violnc Pg A2	4
Admnv Aide	1

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Domestic Violnc P Ast	1
Domestic Violnc Pgm S	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Prob&Corr Alternatives, Div of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	31	91.2%
Non Competitive	1	2.9%
Exempt	2	5.9%
Labor	0	0.0%
<b>Total</b>	<b>34</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	27	79.4%
Male	7	20.6%
Unknown	0	0.0%
<b>Total</b>	<b>34</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	31	91.2%
Temporary	1	2.9%
Provisional	2	5.9%
<b>Total</b>	<b>34</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	28	82.4%
Black	3	8.8%
Hispanic	0	0.0%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	3	8.8%
<b>Total</b>	<b>34</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	2	5.9%
Professionals	21	61.8%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	4	11.8%
Office/Clerical	7	20.6%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>34</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	11	32.4%
PEF	16	47.1%
M/C	7	20.6%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>34</b>	

**AVERAGE AGE** 51  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Comty Corr Rep 2	8
Agency Prgm Aide	4
Comty Corr Rep 3	4
Clerk 1	2

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Comty Corr Rep 1	2

**Public Employment Relations Brd  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	20	57.1%
Non Competitive	9	25.7%
Exempt	6	17.1%
Labor	0	0.0%
<b>Total</b>	<b>35</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	1	2.9%
Permanent	32	91.4%
Temporary	2	5.7%
Provisional	0	0.0%
<b>Total</b>	<b>35</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	23	65.7%
Male	12	34.3%
Unknown	0	0.0%
<b>Total</b>	<b>35</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	32	91.4%
Black	0	0.0%
Hispanic	1	2.9%
Asian/Pacific Islander	1	2.9%
American Indian/Alaskan Native	0	0.0%
Unknown	1	2.9%
<b>Total</b>	<b>35</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	8	22.9%
Professionals	13	37.1%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	1	2.9%
Office/Clerical	13	37.1%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>35</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	35	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>35</b>	

**AVERAGE AGE** 53

**AVERAGE YEARS OF SERVICE** 21

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Trial Examiner	8
Secy 2	6
Secy 1	5
Supvg Public Emp Med	2

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Clerk 1	1
Prin Acct Clerk	1
Secy 1	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Public Service, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	472	84.3%
Non Competitive	22	3.9%
Exempt	64	11.4%
Labor	2	0.4%
<b>Total</b>	<b>560</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	20	3.6%
Permanent	485	86.6%
Temporary	49	8.8%
Provisional	6	1.1%
<b>Total</b>	<b>560</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	243	43.4%
Male	317	56.6%
Unknown	0	0.0%
<b>Total</b>	<b>560</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	432	77.1%
Black	52	9.3%
Hispanic	11	2.0%
Asian/Pacific Islander	15	2.7%
American Indian/Alaskan Native	1	0.2%
Unknown	49	8.8%
<b>Total</b>	<b>560</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	35	6.3%
Professionals	407	72.7%
Technicians	18	3.2%
Protective Service	0	0.0%
Paraprofessionals	5	0.9%
Office/Clerical	92	16.4%
Skilled Craft	0	0.0%
Service Maintenance	3	0.5%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>560</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	97	17.3%
PEF	365	65.2%
M/C	98	17.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>560</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 20

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Secy 1	49
Assnt Counsl	27
Util C Assnc Spec 3	18
Util C Assnc Spec 2	17

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assnt Counsl	6
Admnv Offr 6	2
Utility C Prg Spec 3	2
Agency Trng&Dv S 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Utility Spec 2 Telecom	3
Assoc Econst Reglty E	1
Power Tranmssn Plnr 4	1
Utility Spec 1 Telecom	1

**Racing And Wagering Board  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	42	21.5%
Non Competitive	93	47.7%
Exempt	60	30.8%
Labor	0	0.0%
<b>Total</b>	<b>195</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	56	28.7%
Male	139	71.3%
Unknown	0	0.0%
<b>Total</b>	<b>195</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	6	3.1%
Permanent	110	56.4%
Temporary	79	40.5%
Provisional	0	0.0%
<b>Total</b>	<b>195</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	186	95.4%
Black	4	2.1%
Hispanic	3	1.5%
Asian/Pacific Islander	1	0.5%
American Indian/Alaskan Native	1	0.5%
Unknown	0	0.0%
<b>Total</b>	<b>195</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	25	12.8%
Professionals	42	21.5%
Technicians	98	50.3%
Protective Service	0	0.0%
Paraprofessionals	4	2.1%
Office/Clerical	26	13.3%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>195</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	106	54.4%
PEF	48	24.6%
M/C	41	21.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>195</b>	

**AVERAGE AGE** 51  
**AVERAGE YEARS OF SERVICE** 12

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Senr Gaming Op Inspec	24
Racing Insp	19
Gaming Opertns Inspec	17
Insp	12

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Real Property Services, Office of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	360	98.1%
Non Competitive	4	1.1%
Exempt	2	0.5%
Labor	1	0.3%
<b>Total</b>	<b>367</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	162	44.1%
Male	205	55.9%
Unknown	0	0.0%
<b>Total</b>	<b>367</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	10	2.7%
Permanent	352	95.9%
Temporary	2	0.5%
Provisional	3	0.8%
<b>Total</b>	<b>367</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	340	92.6%
Black	12	3.3%
Hispanic	2	0.5%
Asian/Pacific Islander	11	3.0%
American Indian/Alaskan Native	1	0.3%
Unknown	1	0.3%
<b>Total</b>	<b>367</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	17	4.6%
Professionals	298	81.2%
Technicians	7	1.9%
Protective Service	0	0.0%
Paraprofessionals	13	3.5%
Office/Clerical	30	8.2%
Skilled Craft	0	0.0%
Service Maintenance	2	0.5%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>367</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	42	11.4%
PEF	296	80.7%
M/C	29	7.9%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>367</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 21

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Real Prpty Anlst 1	93
Real Prpty Anlst 2	48
Info Tech Spec 2 Prog	24
Info Tech Spec 3	14

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Keyboard Spec 2	1
Real Prpty Anlst 1	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Real Prpty Tax Spec 3	2
Exec Dir Offc R P S	1

**Regulatory Reform, Office of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	9	24.3%
Non Competitive	12	32.4%
Exempt	16	43.2%
Labor	0	0.0%
<b>Total</b>	<b>37</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	25	67.6%
Male	12	32.4%
Unknown	0	0.0%
<b>Total</b>	<b>37</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	1	2.7%
Permanent	34	91.9%
Temporary	2	5.4%
Provisional	0	0.0%
<b>Total</b>	<b>37</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	26	70.3%
Black	2	5.4%
Hispanic	0	0.0%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	9	24.3%
<b>Total</b>	<b>37</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	2	5.4%
Professionals	30	81.1%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	5	13.5%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>37</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	8	21.6%
M/C	29	78.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>37</b>	

**AVERAGE AGE** 43  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Program Assoc	6
Reg Pol Spec 2	5
Assnt Counsl	4
Business Permts A S 1	4

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Business Permts A S 1	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**State Emergency Management Office  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	61	81.3%
Non Competitive	13	17.3%
Exempt	1	1.3%
Labor	0	0.0%
<b>Total</b>	<b>75</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	9	12.0%
Permanent	54	72.0%
Temporary	5	6.7%
Provisional	7	9.3%
<b>Total</b>	<b>75</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	31	41.3%
Male	44	58.7%
Unknown	0	0.0%
<b>Total</b>	<b>75</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	70	93.3%
Black	3	4.0%
Hispanic	1	1.3%
Asian/Pacific Islander	1	1.3%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>75</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	3	4.0%
Professionals	40	53.3%
Technicians	8	10.7%
Protective Service	0	0.0%
Paraprofessionals	3	4.0%
Office/Clerical	20	26.7%
Skilled Craft	1	1.3%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>75</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	28	37.3%
PEF	42	56.0%
M/C	5	6.7%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>75</b>	

**AVERAGE AGE** 50  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Disastr Prpns Pg Rp 2	18
Secy 1	8
Disastr Prpns Pg Rp 3	6
Student Assnt	5

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Disastr Prpns Pg Rp 2	6
Communcn Tech 2	1

**State Inspector General, Off of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	0	0.0%
Non Competitive	21	30.9%
Exempt	47	69.1%
Labor	0	0.0%
<b>Total</b>	<b>68</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	30	44.1%
Male	38	55.9%
Unknown	0	0.0%
<b>Total</b>	<b>68</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	2	2.9%
Permanent	58	85.3%
Temporary	8	11.8%
Provisional	0	0.0%
<b>Total</b>	<b>68</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	48	70.6%
Black	8	11.8%
Hispanic	4	5.9%
Asian/Pacific Islander	3	4.4%
American Indian/Alaskan Native	0	0.0%
Unknown	5	7.4%
<b>Total</b>	<b>68</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	2	2.9%
Professionals	40	58.8%
Technicians	19	27.9%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	7	10.3%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>68</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	68	100.0%
Council 82	0	0.0%
NYS COBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>68</b>	

**AVERAGE AGE** 45  
**AVERAGE YEARS OF SERVICE** 7

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Investigative Audtr	18
Deputy Insp Gen	17
Conf Stenographer	6
Investigator Sig	6

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Investigator Sig	2
Deputy Insp Gen	1
Investigative Audtr	1
Supvg Investigtor Sig	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**State Insurance Fund  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,450	92.5%
Non Competitive	166	6.3%
Exempt	27	1.0%
Labor	5	0.2%
<b>Total</b>	<b>2,648</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,461	55.2%
Male	1,168	44.1%
Unknown	19	0.7%
<b>Total</b>	<b>2,648</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	89	3.4%
Permanent	2,491	94.1%
Temporary	22	0.8%
Provisional	46	1.7%
<b>Total</b>	<b>2,648</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	1,553	58.6%
Black	637	24.1%
Hispanic	115	4.3%
Asian/Pacific Islander	265	10.0%
American Indian/Alaskan Native	9	0.3%
Unknown	69	2.6%
<b>Total</b>	<b>2,648</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	36	1.4%
Professionals	1,834	69.3%
Technicians	85	3.2%
Protective Service	0	0.0%
Paraprofessionals	20	0.8%
Office/Clerical	668	25.2%
Skilled Craft	0	0.0%
Service Maintenance	5	0.2%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>2,648</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	742	28.0%
PEF	1,776	67.1%
M/C	130	4.9%
Council 82	0	0.0%
NYS COBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>2,648</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Claims Svcs Rep 1	426
Clerk 1	195
Senr Auditor	185
Underwriter 1	181

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Admnv Assnt	1
Assnt Claims Svcs Rep	1
Assoc Budgetg Anlst	1
Calcltns Clerk 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Claims Svcs Rep 2	8
Insur Prem Aud 2	8
Supvg Med Care Rep	7
Underwriter 2	3

**State, Department of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	731	81.7%
Non Competitive	52	5.8%
Exempt	105	11.7%
Labor	7	0.8%
<b>Total</b>	<b>895</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	33	3.7%
Permanent	785	87.7%
Temporary	61	6.8%
Provisional	16	1.8%
<b>Total</b>	<b>895</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	472	52.7%
Male	422	47.2%
Unknown	1	0.1%
<b>Total</b>	<b>895</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	748	83.6%
Black	79	8.8%
Hispanic	28	3.1%
Asian/Pacific Islander	21	2.3%
American Indian/Alaskan Native	1	0.1%
Unknown	18	2.0%
<b>Total</b>	<b>895</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	36	4.0%
Professionals	398	44.5%
Technicians	59	6.6%
Protective Service	0	0.0%
Paraprofessionals	15	1.7%
Office/Clerical	368	41.1%
Skilled Craft	4	0.4%
Service Maintenance	15	1.7%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>895</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	389	43.5%
PEF	362	40.4%
M/C	144	16.1%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>895</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 14

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Fire Protctn Spec 1	74
Licensing Svcs Clk	48
Keyboard Spec 1	47
Clerk 1	44

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Licensing Svcs Clk	3
Clerk 2	2
Comty Svcs Prg An 1	2
Data Entry Mach Oper	2

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
License Invest 1	5
Revitalization Spec 1	4
Keyboard Spec 2	2
Bus Doc Spec 3	1

**SUNY-ADMIN, COLL & UNIVS**  
**As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	10,594	60.9%
Non Competitive	4,441	25.5%
Exempt	18	0.1%
Labor	2,357	13.5%
<b>Total</b>	<b>17,410</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	11,279	64.8%
Male	6,024	34.6%
Unknown	107	0.6%
<b>Total</b>	<b>17,410</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	589	3.4%
Permanent	15,790	90.7%
Temporary	921	5.3%
Provisional	110	0.6%
<b>Total</b>	<b>17,410</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	13,063	75.0%
Black	2,776	15.9%
Hispanic	1,004	5.8%
Asian/Pacific Islander	463	2.7%
American Indian/Alaskan Native	74	0.4%
Unknown	30	0.2%
<b>Total</b>	<b>17,410</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	1	0.0%
Professionals	3,465	19.9%
Technicians	716	4.1%
Protective Service	770	4.4%
Paraprofessionals	1,639	9.4%
Office/Clerical	5,250	30.2%
Skilled Craft	1,553	8.9%
Service Maintenance	4,016	23.1%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>17,410</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	12,908	74.1%
PEF	3,694	21.2%
M/C	56	0.3%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	752	4.3%
<b>Total</b>	<b>17,410</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 12

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Teaching&Rsch Ctr N 2	2,292
Cleaner	1,975
Secy 1	1,253
Keyboard Spec 1	1,014

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Teaching&Rsch Ctr N 2	561
Cleaner	311
Nursing Assnt 2 & Cert	173
Keyboard Spec 1	116

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Security Srvs Assnt 1	35
Keyboard Spec 2	11
Senr Offset Prt Mc Op	8
Campus Safty Spec	7

**TAX&FINANCE-M/O & DIV TAX APPEALS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	5,021	94.3%
Non Competitive	181	3.4%
Exempt	57	1.1%
Labor	67	1.3%
<b>Total</b>	<b>5,326</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	3,029	56.9%
Male	2,290	43.0%
Unknown	7	0.1%
<b>Total</b>	<b>5,326</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	233	4.4%
Permanent	4,375	82.1%
Temporary	546	10.3%
Provisional	172	3.2%
<b>Total</b>	<b>5,326</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	4,269	80.2%
Black	349	6.6%
Hispanic	140	2.6%
Asian/Pacific Islander	280	5.3%
American Indian/Alaskan Native	15	0.3%
Unknown	273	5.1%
<b>Total</b>	<b>5,326</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	47	0.9%
Professionals	2,471	46.4%
Technicians	581	10.9%
Protective Service	0	0.0%
Paraprofessionals	661	12.4%
Office/Clerical	1,533	28.8%
Skilled Craft	3	0.1%
Service Maintenance	30	0.6%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>5,326</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	2,322	43.6%
PEF	2,714	51.0%
M/C	290	5.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>5,326</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 16

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Calcltns Clerk 2	361
Tax Info Aide	329
Tax Auditor 1	323
Info Tech Spec 2 Prog	257

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Calcltns Clerk 2	9
Clerk 1	6
Clerk 2	5
Data Entry Mach Oper	3

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Tax Auditor 2 Sales	67
Tax Complnc Rep 1	36
Tax Auditor 2 Corp	11
Tax Auditor 2 Excse	10

**Teachers Retirement System  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	298	94.6%
Non Competitive	7	2.2%
Exempt	0	0.0%
Labor	10	3.2%
<b>Total</b>	<b>315</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	218	69.2%
Male	96	30.5%
Unknown	1	0.3%
<b>Total</b>	<b>315</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	18	5.7%
Permanent	297	94.3%
Temporary	0	0.0%
Provisional	0	0.0%
<b>Total</b>	<b>315</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	275	87.3%
Black	8	2.5%
Hispanic	2	0.6%
Asian/Pacific Islander	4	1.3%
American Indian/Alaskan Native	0	0.0%
Unknown	26	8.3%
<b>Total</b>	<b>315</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	0	0.0%
Professionals	132	41.9%
Technicians	8	2.5%
Protective Service	0	0.0%
Paraprofessionals	4	1.3%
Office/Clerical	154	48.9%
Skilled Craft	5	1.6%
Service Maintenance	12	3.8%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>315</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	315	100.0%
PEF	0	0.0%
M/C	0	0.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>315</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Teachers Ret Exmr 1	44
Calcultns Clerk 2	20
Clerk 1	17
Info Tech Spec 2 Prog	16

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Cleaner	7
Secy 1	2
Calcultns Clerk 2	1
Clerk 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Technology, Office for  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	609	92.3%
Non Competitive	44	6.7%
Exempt	7	1.1%
Labor	0	0.0%
<b>Total</b>	<b>660</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	266	40.3%
Male	394	59.7%
Unknown	0	0.0%
<b>Total</b>	<b>660</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	19	2.9%
Permanent	595	90.2%
Temporary	44	6.7%
Provisional	2	0.3%
<b>Total</b>	<b>660</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	590	89.4%
Black	28	4.2%
Hispanic	9	1.4%
Asian/Pacific Islander	14	2.1%
American Indian/Alaskan Native	2	0.3%
Unknown	17	2.6%
<b>Total</b>	<b>660</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	16	2.4%
Professionals	421	63.8%
Technicians	154	23.3%
Protective Service	0	0.0%
Paraprofessionals	3	0.5%
Office/Clerical	63	9.5%
Skilled Craft	1	0.2%
Service Maintenance	2	0.3%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>660</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	132	20.0%
PEF	432	65.5%
M/C	96	14.5%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>660</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 18

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Info Tech Spec 2 Prog	51
Supvg Comptr Oper	48
Computer Oper	45
Senr Comptr Oper	29

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Calcultns Clerk 2	2
Clerk 1	2
Info Tech Spec 2 Prog	1
Info Tech Spec 3 D C	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Telecommunctns An 5	1
WMS NYC Opers Spec 5	1

**Temp&Disability Asst,Office of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,118	91.3%
Non Competitive	140	6.0%
Exempt	37	1.6%
Labor	24	1.0%
<b>Total</b>	<b>2,319</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,382	59.6%
Male	930	40.1%
Unknown	7	0.3%
<b>Total</b>	<b>2,319</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	25	1.1%
Permanent	2,253	97.2%
Temporary	22	0.9%
Provisional	19	0.8%
<b>Total</b>	<b>2,319</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	1,611	69.5%
Black	344	14.8%
Hispanic	141	6.1%
Asian/Pacific Islander	74	3.2%
American Indian/Alaskan Native	5	0.2%
Unknown	144	6.2%
<b>Total</b>	<b>2,319</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	79	3.4%
Professionals	1,760	75.9%
Technicians	5	0.2%
Protective Service	0	0.0%
Paraprofessionals	33	1.4%
Office/Clerical	433	18.7%
Skilled Craft	2	0.1%
Service Maintenance	7	0.3%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>2,319</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	451	19.4%
PEF	1,674	72.2%
M/C	194	8.4%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>2,319</b>	

**AVERAGE AGE** 51  
**AVERAGE YEARS OF SERVICE** 20

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Dis Analyst 2	429
Dis Analyst 3	125
Clerk 1	119
Hearing Officer	109

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Dis Analyst 2	8
Disabltly Rvw Psychgst	5
Info Tech Spec 3 Prog	3
Keyboard Spec 1	3

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Wrkfc Prgs Sp 3 OTDA	4
Housing Spec 2	3
Disabltly Rvw Psychgst	2
Assoc Atty	1

**Thruway Authority  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	2,758	72.9%
Non Competitive	959	25.4%
Exempt	25	0.7%
Labor	41	1.1%
<b>Total</b>	<b>3,783</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,298	34.3%
Male	2,481	65.6%
Unknown	4	0.1%
<b>Total</b>	<b>3,783</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	93	2.5%
Permanent	2,581	68.2%
Temporary	1,105	29.2%
Provisional	4	0.1%
<b>Total</b>	<b>3,783</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	3,196	84.5%
Black	352	9.3%
Hispanic	156	4.1%
Asian/Pacific Islander	62	1.6%
American Indian/Alaskan Native	17	0.4%
Unknown	0	0.0%
<b>Total</b>	<b>3,783</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	42	1.1%
Professionals	446	11.8%
Technicians	155	4.1%
Protective Service	0	0.0%
Paraprofessionals	12	0.3%
Office/Clerical	1,859	49.1%
Skilled Craft	1,139	30.1%
Service Maintenance	130	3.4%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>3,783</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	641	16.9%
PEF	0	0.0%
M/C	213	5.6%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	2,929	77.4%
<b>Total</b>	<b>3,783</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Toll Collector	1,524
Thruway Mtce Wrkr	298
Motor Eq Mech	129
Const Eq Op Light	124

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Cleaner	12
Toll Collector	6
Keyboard Spec 1	4
Assoc Acctnt	2

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Assnt Traf Supvr	1
Code Complnc Spec 1	1
Motor Eq Mgr 1	1
Thruway Accts Supvr	1

**TRANSPORTATION-M/O & REGS  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	6,557	63.8%
Non Competitive	3,672	35.7%
Exempt	37	0.4%
Labor	9	0.1%
<b>Total</b>	<b>10,275</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	1,824	17.8%
Male	8,436	82.1%
Unknown	15	0.1%
<b>Total</b>	<b>10,275</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	243	2.4%
Permanent	9,682	94.2%
Temporary	292	2.8%
Provisional	58	0.6%
<b>Total</b>	<b>10,275</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	9,107	88.6%
Black	445	4.3%
Hispanic	248	2.4%
Asian/Pacific Islander	386	3.8%
American Indian/Alaskan Native	74	0.7%
Unknown	15	0.1%
<b>Total</b>	<b>10,275</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	97	0.9%
Professionals	3,450	33.6%
Technicians	1,413	13.8%
Protective Service	0	0.0%
Paraprofessionals	78	0.8%
Office/Clerical	670	6.5%
Skilled Craft	4,110	40.0%
Service Maintenance	457	4.4%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>10,275</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	5,321	51.8%
PEF	4,554	44.3%
M/C	400	3.9%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>10,275</b>	

**AVERAGE AGE** 47  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Highway Mtc Worker 1	2,330
Civil Engr 1	1,216
Civil Engr 2	675
Highway Mtc Supvr 1	446

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Civil Engr 1	9
Keyboard Spec 1	9
Civil Engr 2	8
Senr Engrg Tech	6

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Senr Engrg Tech	16
Engrg Tech	6
Bridge Repair Supvr 1	4
Engrg Matls Anlst	4

**Veterans Affairs, Division Of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	89	84.0%
Non Competitive	13	12.3%
Exempt	4	3.8%
Labor	0	0.0%
<b>Total</b>	<b>106</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	50	47.2%
Male	55	51.9%
Unknown	1	0.9%
<b>Total</b>	<b>106</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	2	1.9%
Permanent	101	95.3%
Temporary	0	0.0%
Provisional	3	2.8%
<b>Total</b>	<b>106</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	85	80.2%
Black	9	8.5%
Hispanic	5	4.7%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	1	0.9%
Unknown	6	5.7%
<b>Total</b>	<b>106</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	5	4.7%
Professionals	63	59.4%
Technicians	0	0.0%
Protective Service	0	0.0%
Paraprofessionals	9	8.5%
Office/Clerical	29	27.4%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>106</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	38	35.8%
PEF	62	58.5%
M/C	6	5.7%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>106</b>	

**AVERAGE AGE** 53  
**AVERAGE YEARS OF SERVICE** 15

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
State Vetrn Cnslr	45
Secy 1	19
Agency Prgm Aide	9
Senr State Vet Counsl	9

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Secy 2	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Senr State Vet Counsl	3

**Welfare Inspector Gen,Off of  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	6	100.0%
Non Competitive	0	0.0%
Exempt	0	0.0%
Labor	0	0.0%
<b>Total</b>	<b>6</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	3	50.0%
Male	3	50.0%
Unknown	0	0.0%
<b>Total</b>	<b>6</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	0	0.0%
Permanent	0	0.0%
Temporary	6	100.0%
Provisional	0	0.0%
<b>Total</b>	<b>6</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	2	33.3%
Black	0	0.0%
Hispanic	4	66.7%
Asian/Pacific Islander	0	0.0%
American Indian/Alaskan Native	0	0.0%
Unknown	0	0.0%
<b>Total</b>	<b>6</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	0	0.0%
Professionals	0	0.0%
Technicians	5	83.3%
Protective Service	0	0.0%
Paraprofessionals	0	0.0%
Office/Clerical	1	16.7%
Skilled Craft	0	0.0%
Service Maintenance	0	0.0%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>6</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	0	0.0%
PEF	0	0.0%
M/C	6	100.0%
Council 82	0	0.0%
NYSCOBA	0	0.0%
Other	0	0.0%
<b>Total</b>	<b>6</b>	

**AVERAGE AGE** 46  
**AVERAGE YEARS OF SERVICE** 8

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Spec Investgr	5
Conf Investigative Ck	1

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
None	

**Workers Compensation Board  
As of January 2008**

**JURISDICTIONAL CLASSIFICATION**

	<u>Number</u>	<u>Percent</u>
Competitive	1,404	93.5%
Non Competitive	58	3.9%
Exempt	32	2.1%
Labor	8	0.5%
<b>Total</b>	<b>1,502</b>	

**GENDER**

	<u>Number</u>	<u>Percent</u>
Female	986	65.6%
Male	515	34.3%
Unknown	1	0.1%
<b>Total</b>	<b>1,502</b>	

**EMPLOYEE STATUS**

	<u>Number</u>	<u>Percent</u>
Contingent Perm	29	1.9%
Permanent	1,429	95.1%
Temporary	36	2.4%
Provisional	8	0.5%
<b>Total</b>	<b>1,502</b>	

**ETHNICITY**

	<u>Number</u>	<u>Percent</u>
White	1,143	76.1%
Black	229	15.2%
Hispanic	77	5.1%
Asian/Pacific Islander	45	3.0%
American Indian/Alaskan Native	5	0.3%
Unknown	3	0.2%
<b>Total</b>	<b>1,502</b>	

**FEDERAL OCCUPATIONAL CATEGORY**

	<u>Number</u>	<u>Percent</u>
Officials and Administrators	65	4.3%
Professionals	736	49.0%
Technicians	58	3.9%
Protective Service	26	1.7%
Paraprofessionals	7	0.5%
Office/Clerical	600	39.9%
Skilled Craft	0	0.0%
Service Maintenance	10	0.7%
No EEO-4 Reporting	0	0.0%
<b>Total</b>	<b>1,502</b>	

**EMPLOYEE REPRESENTATION**

	<u>Number</u>	<u>Percent</u>
CSEA	833	55.5%
PEF	516	34.4%
M/C	126	8.4%
Council 82	0	0.0%
NYS COBA	0	0.0%
Other	27	1.8%
<b>Total</b>	<b>1,502</b>	

**AVERAGE AGE** 49  
**AVERAGE YEARS OF SERVICE** 17

**MOST POPULOUS TITLES**

<u>Title</u>	<u>Number of Employees</u>
Assnt Wkrs Comp Exmr	238
Workers Comp Exmr	201
Verbatim Reporter 1	121
Comp Claims Referee	86

**TOP TITLES WITH PART-TIME EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Verbatim Reporter 1	9
Assnt Wkrs Comp Exmr	2
Workers Comp Exmr	2
Assoc Admnv Analyst	1

**TOP TITLES WITH PROVISIONAL EMPLOYEES**

<u>Title</u>	<u>Number of Employees</u>
Workers Comp Pg Mgr 3	3
Comp Invest 2	2
Property Manager 2	1
Supvr Agency Accts	1

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New York State Department of Civil Service  
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