



Department of
Civil Service

WOMEN IN THE STATE WORKFORCE

State of New York, Governor Andrew M. Cuomo

CONTENTS

| | |
|--|----|
| INTRODUCTION | 3 |
| NEW YORK STATE INITIATIVES | 4 |
| DEPARTMENT ACTIVITIES | 6 |
| Partnerships..... | 6 |
| Identification of Occupational Areas | 7 |
| Recruitment and Retention Strategies..... | 8 |
| FUTURE INITIATIVES | 12 |
| SUMMARY | 13 |
| WORKFORCE GENDER DATA | 14 |
| Table 1. Workforce Gender Characteristics..... | 14 |
| Table 2. Workforce Salary Range by Gender..... | 15 |
| Table 3. Workforce Federal Occupational Groups (FOC) | 16 |
| 2018 TITLE AND SALARY DATA TABLES..... | 17 |
| Table 4. Salary Range: Actuary Titles | 17 |
| Table 5. Salary Range: Physician Titles | 18 |
| Table 6. Salary Range: Trades Titles | 19 |
| 2017 - 2018 TITLE AND SALARY DATA TRENDS..... | 20 |
| Table 7. Salary Range: Female IT Manager Titles | 20 |
| Table 8. Salary Range: Female Correction Officer Titles | 21 |
| Table 9. Salary Range: Female Professional Engineer Titles | 22 |
| Appendix A: Chapter 460 of the Laws of 2016..... | 23 |
| Appendix B: New York State Workforce Definition..... | 25 |
| Appendix C: Glossary of Terms | 26 |
| Appendix D. Occupational Title Groups | 27 |

Women in the State Workforce

Dear Colleagues,

In 2018, the passage of the Women's Equality Act by Governor Andrew Cuomo marked a pivotal step toward advancing women's rights and strengthening equal opportunity for all New Yorkers. In the same year, the Governor established the Council for Women and Girls and signed the Women's Workforce Guidance legislation, further building upon the Governor's legacy of expanding and equalizing opportunity for all New Yorkers.

As the central personnel agency for New York State government, the Department of Civil Service (the Department) is responsible for identifying the next generation of employees who will lead and serve New York State. Governor Cuomo's efforts in promoting equal opportunity complements the Department's ongoing work in cultivating and sustaining a more inclusive work environment for all employees.

The Department has analyzed relevant data and implemented strategies to assist New York State in developing workplace policies, practices and procedures to enable agencies to attract and hire a diverse and talented workforce. This includes the development of strategies to help in the recruitment for high-paying jobs, including jobs traditionally held by men.

A summary of strategic efforts implemented over the past year is included in the following report, along with relevant data and progress updates on the recommendations found in the inaugural report.

I look forward to your collective feedback and support in these efforts.

Lola W. Brabham, Acting Commissioner

Department of Civil Service

This page left intentionally blank.

INTRODUCTION

Chapter 460 of the Laws of 2016, referred to as *Women's Workforce Guidance*, was adopted in November of 2016 and charges the New York State Department of Civil Service with annual reporting to include:

- (a) the number of women referred to examinations for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;
- (b) the ratio of women to men in traditionally high paying jobs in state civil service and any change in that ratio from the previous year;
- (c) recommendations and plans for increasing the number of women in traditionally high paying jobs; and
- (d) any other information deemed relevant.

What follows are activities the Department has undertaken in support of these requirements as well as actions being taken through Governor's initiatives to support women in the workplace. Applicable data is included at the end of the report.

Note: *An additional narrative accompanies Year One reporting (January 1, 2017), further detailing the background, trends in the national and statewide workforce, and challenges.*

Data Reporting Methodology: The data in the Women in the Workforce Report is a "snapshot" taken on January 1, 2018, of the demographics of the 148,271 employees in the classified and certain unclassified service. The number of employees includes both seasonal and part-time employees. The data tables in the report covering a full year represent calendar year 2018. Data tables on gender and race only reflect employees for whom data has been collected.

NEW YORK STATE INITIATIVES

2018 Women's Agenda for New York: Equal Rights, Equal Opportunity

In 2018, in celebration of the 100th anniversary of women's suffrage in New York State, Governor Cuomo established the New York State Council on Women and Girls. The Council, chaired by Secretary to the Governor Melissa DeRosa, is made up of leaders across State agencies. It also includes a Steering Committee comprised of leaders from foundations, academia, non-profits, the media and the private sector. Of the many groundbreaking initiatives, there are several that directly impact opportunities for women to thrive in the workplace in New York State Government.

Combatting Sexual Harassment in the Workplace: In 2018, Governor Cuomo proposed uniform sexual harassment policies across all branches and levels of State government, holding agencies, authorities, and individuals to the same high standard of accountability in workplace conduct and ensuring anonymity in the complaints process to protect victims from acts of retribution or fear of consequence. The Governor also proposed mandatory reporting for all vendors contracted with the State, requiring annual disclosure on the number of sexual harassment violations and nondisclosure agreements executed by each company, creating safer work environments for employees doing business with the State.

Paid Family Leave: In January 2018, New York implemented the nation's most comprehensive Paid Family Leave Program, which is currently available to the State's Management/Confidential (M/C) and United University Professions (UUP) employees. Employees of New York State are eligible for paid time off to bond with a child, care for an ill family member, or support family needs when a loved one is called to active military service. Once fully phased in, the program will provide for 12 weeks of paid leave, preventing employees from leaving the workforce and forfeiting their salary to provide necessary care for their families. Paid Family Leave provides job and salary protection for working families while also helping equalize women's participation in the workforce, as women are more traditionally responsible for caregiving.

Women Lead Fellowship: The Fellowship was proposed as part of the Governor's 2018 Women and Girls Agenda to recruit more talented women into New York State government and mentor qualifying graduates through immersion in the civic process. By placing ten Fellows alongside senior female leaders in the Executive branch, these young, aspiring women will be given the opportunity to engage with elected officials, stakeholders, and executive leaders on relevant issues in public policy and women's equality.

Ensure Pay Equity and Close the Gender Wage Gap: In 2017, the Governor asked the Department of Labor (DOL) to study and produce a report on the causes and persistence of the wage gap in New York State and present possible strategies for eliminating it. As part of its research, DOL held a series of discussions with experts across the State, engaging local business owners, members of the public, employees, and women's groups to examine and identify the origin and impact of the wage gap. In 2018, DOL released their findings, along with a series of recommendations for addressing and closing the pay gap for women. The report concluded that the wage gap is a familial and economic issue as well as a social one and is also indicative of longstanding issues that affect every citizen of our State, as well as being impactful for women.

Because the issue of the wage gap spans the economic spectrum, Governor Cuomo has issued two Executive Orders to eliminate salary inequity for all employees, with significant impact on women: Executive Order 161 prohibits all employers from asking about prior salary history during the hiring process, helping to end the cycle of disparate wages for women; and Executive Order 162, which requires all State contractors to disclose the salary of all employees by gender, race, and ethnicity, assuring more transparency in compensatory practices.

Support Women Returning to or Advancing in the Workforce: Another factor in the wage gap is the impact of caregiving responsibilities on women, who are traditionally responsible for meeting family needs like child care, or care of an elderly family member. As a result, women tend to leave the workforce in higher numbers and more frequently than men, limiting the potential for job advancement and earning higher salaries. In addition to establishing Paid Family Leave and raising the minimum wage, Governor Cuomo is pursuing establishment of the Women's Economic Empowerment Initiative. This initiative secures funds for skills training and job placement services for women returning to the workforce, helping minimize barriers and improving economic self-sufficiency for women and families.

Establish New York State as a Model Employer for Working Parents: As an employer of choice, New York State provides flexible work schedules and reasonable accommodations without discrimination; however, many employees do not request these options for fear of consequence. Issues such as parking accessibility for pregnant women and visitors, lactation privacy, and reasonable break times for employees to express breast milk are all concerns for working parents in both the public and private sector. Women are particularly impacted by these issues and families are negatively affected when parents are unable to work due to barriers posed by these and other aspects of employment.

In 2018, the Governor responded to these issues by placing flexible work hours as an option on New York State's online job boards. Current and prospective employees

can now search for employment opportunities that offer alternative schedules or flexible work arrangements. In addition, the Office of General Services has been directed to create private, dedicated space for lactating parents, as well as dedicated parking spaces for pregnant employees and visitors to New York State facilities and buildings.

Raised the Minimum Wage: As part of his call to action for closing the wage gap, in 2016 the Governor signed into law a \$15 minimum wage plan that will be phased in regionally over the next several years. Employees of large businesses in New York City will experience the increase as of December 31, 2018, while smaller business in the same area will achieve the new rate in 2019. The rest of the State will see annual increases over time, eventually reaching \$15. A higher rate of pay for all employees working in traditionally low-wage jobs helps provide economic stability for families throughout New York State, as more than half of minimum-wage employees in the State are women.

DEPARTMENT ACTIVITIES

Partnerships

The Department continues to cultivate cooperative relationships with other agencies and collaborate with key stakeholders to impact opportunities for women in State government.

New York State Department of Labor (DOL): The Department and the DOL aligned their efforts on the Women's Workforce Guidance initiative, focusing on coordinated definitions, data sources and activities to better publicize high paying positions. The Department and DOL continue to collaborate on recruitment events such as SOMOS El Futuro, New York State Black and Puerto Rican Legislators Annual Legislative Conference, Equal Opportunities Publications Career Fair, and the Dr. Martin Luther King Jr. Career Fair to promote the initiative.

New York State Center for Women in Government and Civil Society: The Department and the Center for Women in Government and Civil Society at Rockefeller College (the Center) joined the call to action for the Governor's Women's Opportunity Agenda at the 2018 Regional Empowerment Forum, hosted by the Center at the University at Albany. The goal of the event was to coordinate a community response with local educational and business leaders to combat sexual harassment, ensure pay equity, and support women's advancement in the workforce.

New York State Personnel Council: The Department continued to work in collaborative partnership with the New York State Personnel Council to develop training opportunities for personnel administrators as well as increased communication and sharing of best practices for recruitment and retention activities.

Office of Diversity and Inclusion Management: In December 2018, in response to Executive Order 187, the Office of Diversity and Inclusion Management (ODIM) was established at the Department of Civil Service. ODIM is leading strategic efforts to increase diversity in the workforce, foster respectful and inclusive work environments for all employees, and create pathways for incorporating equal opportunity principles into the State's business and operational policies and practices. ODIM will partner with all State agencies to offer guidance, technical assistance, and support on matters that include but are not limited to: Reasonable Accommodations, Equal Employment Opportunities, Outreach and Recruitment, and Training and Development. ODIM will also work to ensure that policies and programs consider the experiences of women and girls in the advancement of equality in the workplace.

Identification of Occupational Areas

The Department analyzed the State's workforce title structure including the gender composition, salaries, and potential career paths within several title series. Nine occupational areas that provide opportunities for increasing the number of women in high paying jobs and traditionally male-dominated fields have been identified ([Appendix D](#)). The identification of these occupational areas and the analysis of their composition represents an opportunity for the Department to effect change for women in the State workforce in current and future years.

Current year reporting is focused on: Actuary, Physician, and Trades titles (Tables 4 - 6). Data respective to the titles reported on in the previous year -- IT Manager, Professional Engineer, and Correction Officer -- are also included to provide year-over-year comparison of salary and participation data for women in the titles (Tables 7 - 9). Title identification and analysis is necessary for developing targeted and effective strategies relative to recruitment and retention, outlined in the next section.

Recruitment and Retention Strategies

The Department has established a framework for recruitment and retention of women into high paying titles, including traditionally male-dominated jobs. Efforts toward recruitment and retention of women in these titles adhere to the requirements of the merit system.

Rewarding Careers in New York State Government: The Department distributed informational material about careers in the State workforce at more than 145 statewide recruitment events attended by more than 13,000 job seekers.¹ These materials are designed to educate job-seekers on high paying jobs and career opportunities in the State workforce.

Empire Star Public Service Awards Program: The Empire Star Public Service Award is an employee recognition program created to publicly acknowledge and highlight the outstanding service and accomplishments made by State employees to enhance the quality of life for all New Yorkers. In 2018, the Department collaborated with the Governor's Office of Employee Relations in the development of an application and selection process for the first round of awardees, who will be recognized at a program-sponsored event in February 2019.

Workforce Mobility and Continuity of Employment: The Department held approximately 70 career mobility workshops attended by more than 1,950 employees during the year.² These workshops offer ongoing advice and workforce mobility assistance to New York State employees.

Examination Information and Referral: The Department utilized its social media platforms to announce and encourage participation in all current and upcoming Civil Service exams for the year, including both promotional and competitive exam opportunities. Over the past year, the Department increased its social media following by more than 30%, reaching more diverse job-seekers and referring them to exam and employment opportunities with the State. In 2018, the Department promoted more than 120 exams to nearly 10,000 social media followers.³

Community Outreach & Marketing: The Department partnered with external educational and community organizations to participate in the recruitment and outreach events specifically related to careers for men and women in Science, Technology, Engineering and Math (STEM). The tables below summarize outreach events the Department participated in during the year and the number of job seekers who attended.⁴

¹ Data through December 2018.

² Data through December 2018.

³ Data through September 2018.

⁴ Data through October 2018.

Women in the State Workforce

| Name of Event | Date | Location | Number of Attendees | Focus of Event |
|---|--------------------|-----------------------|---------------------|----------------|
| Pace University Tech Talent Fair | February 8, 2018 | New York, New York | 140 | STEM |
| State University of New York at Stony Brook Engineering Job and Internship Fair | February 9, 2018 | Stony Brook, New York | 92 | Engineering |
| Cooper Union Spring Career and Internship Fair | February 27, 2018 | New York, New York | 42 | Engineering |
| Touro College Lander School of Women Spring Career Fair | March 5, 2018 | New York, New York | 25 | Women |
| NYS Department of Labor Women Veterans Information Workshop | March 7, 2018 | Brooklyn, New York | 35 | Women |
| 2018 Women's Empowerment Summit | March 8, 2018 | Albany, New York | 60 | Women |
| NYS Department of Corrections and Community Supervision, Veterans Transition Program Conference | April 4, 2018 | Albany, New York | 137 | Corrections |
| CUNY LaGuardia Community College STEM & Health Sciences Industry Job Fair | May 9, 2018 | Queens, New York | 51 | STEM |
| CUNY LaGuardia Community College Business & Technology Industry Job Fair | May 23, 2018 | Queens, New York | 70 | STEM |
| Monroe College Information Technology Job and Internship Fair | June 27, 2018 | Bronx, New York | 35 | STEM |
| New York State Fair - Women's Day | August 29, 2018 | Syracuse, New York | 13 | Women |
| New York City Department of Corrections Job Fair | September 12, 2018 | Queens, New York | 125 | Corrections |

Women in the State Workforce

| Name of Event | Date | Location | Number of Attendees | Focus of Event |
|---|--------------------|-----------------------|------------------------------|----------------|
| Women in Need (WIN) Job Fair | September 12, 2018 | Brooklyn, New York | 30 | Women |
| State University of New York at Stony Brook Engineering Job and Internship Fair | September 14, 2018 | Stony Brook, New York | 73 | Engineering |
| Equal Opportunity Publications STEM Diversity and Career Expo | September 21, 2018 | New York, New York | 101 | STEM |
| Cooper Union Fall Engineering Career and Internship Fair | September 25, 2018 | New York, New York | 94 | Engineering |
| Greenhope Services for Women and East Harlem Neighborhood Action Center - 2018 Career and Resource Fair | September 25, 2018 | New York, New York | 50 | Women |
| Tuoro College, Lander College for Women Fall Career Fair | October 17, 2018 | New York, New York | 28 | Women |
| Pace University Tech Career Day | October 23, 2018 | New York, New York | 133 | Technology |
| New York Institute of Technology, Engineering, Construction and Technology Career Fair | October 30, 2018 | New York, New York | 65 | STEM |
| | | | 1,429 Total Attendees | |

Education and Training

Since 2000, the Department has delivered focused training to agencies and employees on a variety of merit system administration and benefits programs. A more modernized approach to training has long been in demand, and the Department has responded by establishing a new training program.

Civil Service Institute: A training program for State and local HR professionals that covers all aspects of civil service administration, the Civil Service Institute will ensure that all HR professionals have a solid understanding of civil service administration to improve the consistency and quality of HR management across New York State, including practices for recruitment and retention. At the same time, new training opportunities are being offered to State employees via the Institute to enhance their knowledge and increase their awareness of employment opportunities, career mobility options, and the merit system.

Retention Planning

Relying on partnerships developed with community organizations and State agencies, the Department is creating a framework for retention and succession planning through leadership training and mentoring programs.

Information Technology Leadership Opportunities: The State works with external partners to enhance the training and leadership opportunities for all IT professionals. Within these relationships, efforts have been made to spotlight women in leadership positions. At the IT Leadership Academy⁵ for NYS IT managers in 2018, there was focused attention on successful women in IT positions and leadership roles. One session shared the stories of successful women in IT. Over 275 individuals attended this session to hear from prominent women leaders in industry and government, as they discussed their experiences as successful leaders. By providing both men and women these types of training opportunities, the State increases retention rates for all staff; by including focused curriculum for women in the field, the State enhances the retention of women and helps them grow into leadership positions in IT for the State.

Mentoring Programs: In collaboration with the Agency Deputy for Administration Policy Team (ADAPT) statewide mentoring subcommittee, agencies are working

⁵ The IT Leadership Academy is hosted and delivered by e.Republic, a media and research company focused on state and local government and education. Their Center for Digital Government focuses on information technology policies and best practices in state and local government.

collectively to identify best practices in mentoring programs to support employees in advancing their professional and personal growth and enhance skills in their current job. Through the establishment of engaging and effective mentoring programs, the State can enhance the quality and delivery of services through a more skilled and engaged workforce; develop support networks that employees can rely on in times of organizational change; reduce recruitment and selection costs; and improve overall workforce development practices and procedures.

FUTURE INITIATIVES

2019 Women's Justice Agenda

The Governor will continue to implement bold initiatives related to the advancement of women and the establishment of workplace equality over the next year. The 2019 Women in the State Workforce Report will elaborate on these critical initiatives.

Increase Protections Against Harassment in the Workplace: Building on the progress of the 2018 agenda, the Governor will advance even more robust legislation relevant to sexual harassment in the workplace, ensuring additional protections for employees and holding abusers accountable for violations.

Modernize State Pay Equity Law: While the complexity of this issue persists, the Governor will continue pursuing the recommendations made by DOL in the 2018 report on the gender wage gap in New York State. Advancing legislation as part of the 2019 Justice Agenda, the Governor will require employers to adopt equal pay for equal work practices. Even more aggressively, concurrent legislation will institute a comprehensive ban on salary history requests for all public and private employers across the State.

Ensure Breastfeeding is Respected in the Workplace: As a pregnancy-related condition covered under New York State's Human Rights Law, breastfeeding is a protected right for working parents. Pursuant to his agenda for 2019, the Governor will propose legislation making an employer's failure to provide lactation and breastfeeding accommodations a form of workplace discrimination for which the employer will be held liable.

If You Can See It, You Can Be It 2019 – Girls in Government: The Girls in Government initiative encourages youth participation in the civic process and all aspects of public affairs. The program will empower girls and add young voices to decision-making in state government. Agency leaders and government officials will work directly with the participants, showing them first-hand the positive impact of their involvement on their communities and on society.

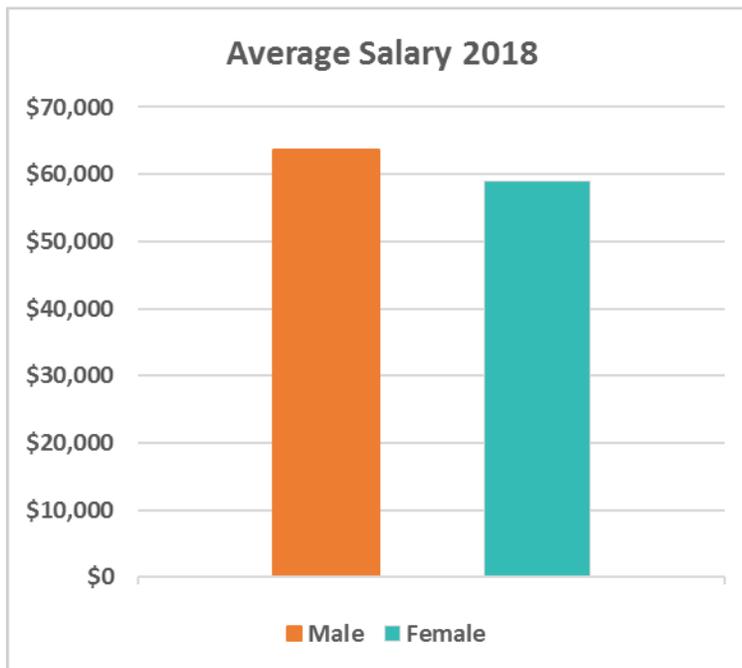
SUMMARY

To address the requirements of the Women's Workforce Guidance law, the Department continues to establish and cultivate relationships with key partners, evaluate relevant workforce data and trends, identify job titles within which significant change can be affected, and develop a framework for responsive activities that can be broadly implemented. The Department will also continue to build on the momentum and accomplishments of the Governor's agenda to meaningfully address critical issues facing women in the State workforce.

WORKFORCE GENDER DATA

Table 1. Workforce Gender Characteristics

Gender distribution of the New York State workforce remains unchanged, with men and women comprising relatively equal parts for over a decade.⁶ The average salary differential has decreased incrementally over the same period; however, women continue to make less than men. In 2018, women made 7% less than their male counterparts, or 93 cents on the dollar.



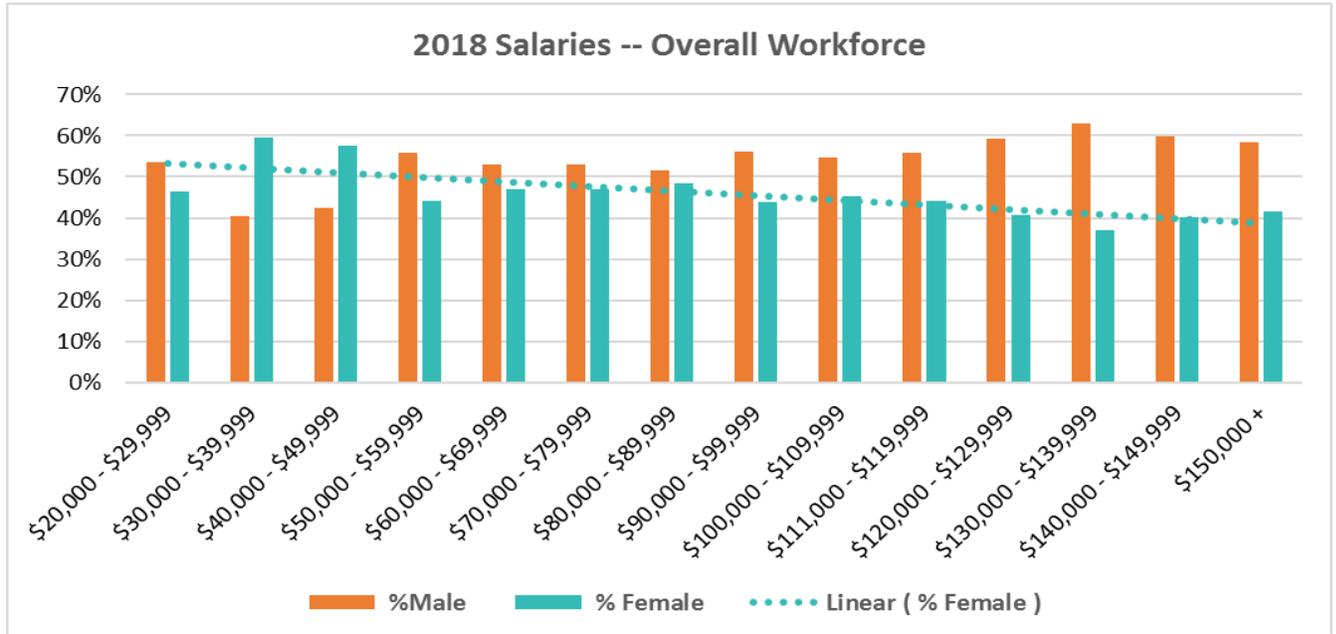
| | 2008 | | 2013 | | 2017 | | 2018 | |
|----------------------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|
| | # | Average Salary |
| Male | 81,002 | \$52,744 | 70,852 | \$60,500 | 69,018 | \$61,949 | 68,441 | \$63,589 |
| Female | 78,588 | \$45,396 | 71,174 | \$53,497 | 69,875 | \$56,682 | 69,639 | \$59,049 |
| Female Salary as % of Male | 86% | | 88% | | 91% | | 93% | |

⁶ Unknown gender data has been removed and calculations are based on known data only.

Women in the State Workforce

Table 2. Workforce Salary Range by Gender

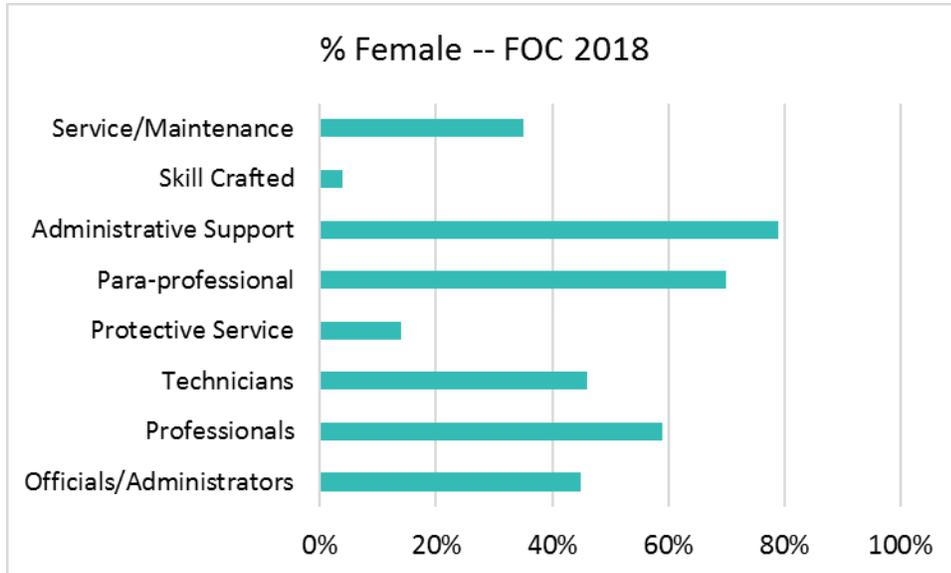
Overall salaries for both men and women have increased over the past ten years, but men continue to make up most of the higher salary ranges in New York State, outnumbering women by nearly 25% in salary ranges above \$70,000.



| Salary Range | 2008 | | | 2013 | | | 2017 | | | 2018 | | |
|-----------------------|--------|----------|----------|--------|----------|----------|--------|----------|----------|--------|----------|----------|
| | # Male | # Female | % Female | # Male | # Female | % Female | # Male | # Female | % Female | # Male | # Female | % Female |
| \$20,000 - \$29,999 | 7,230 | 11,221 | 61% | 1,946 | 2,380 | 55% | 1,181 | 1,672 | 59% | 579 | 501 | 46% |
| \$30,000 - \$39,999 | 16,491 | 26,850 | 62% | 10,362 | 16,238 | 61% | 9,375 | 13,501 | 59% | 8,517 | 12,574 | 60% |
| \$40,000 - \$49,999 | 14,928 | 14,418 | 49% | 12,832 | 18,402 | 59% | 14,134 | 17,904 | 56% | 13,134 | 17,782 | 58% |
| \$50,000 - \$59,999 | 22,384 | 13,620 | 38% | 12,072 | 12,732 | 51% | 11,797 | 10,336 | 47% | 13,060 | 10,365 | 44% |
| \$60,000 - \$69,999 | 6,971 | 5,127 | 42% | 16,801 | 9,626 | 36% | 12,945 | 11,985 | 48% | 11,692 | 10,416 | 47% |
| \$70,000 - \$79,999 | 6,190 | 3,778 | 38% | 5,291 | 4,492 | 46% | 7,343 | 5,272 | 42% | 8,462 | 7,472 | 47% |
| \$80,000 - \$89,999 | 2,291 | 1,177 | 34% | 4,658 | 3,074 | 40% | 4,188 | 3,501 | 46% | 3,212 | 3,000 | 48% |
| \$90,000 - \$99,999 | 1,218 | 656 | 35% | 2,418 | 1,621 | 40% | 3,124 | 2,317 | 43% | 3,657 | 2,867 | 44% |
| \$100,000 - \$109,999 | 969 | 425 | 30% | 1,750 | 939 | 35% | 1,607 | 1,097 | 41% | 2,578 | 2,124 | 45% |
| \$110,000 - \$119,999 | 329 | 178 | 35% | 763 | 425 | 36% | 836 | 590 | 41% | 804 | 634 | 44% |
| \$120,000 - \$129,999 | 614 | 320 | 34% | 452 | 227 | 33% | 712 | 443 | 38% | 484 | 331 | 41% |
| \$130,000 - \$139,999 | 745 | 351 | 32% | 192 | 122 | 39% | 396 | 253 | 39% | 613 | 360 | 37% |
| \$140,000 - \$149,999 | 196 | 95 | 33% | 325 | 214 | 40% | 167 | 121 | 42% | 345 | 231 | 40% |
| \$150,000 + | 125 | 49 | 28% | 713 | 400 | 36% | 921 | 624 | 40% | 1,012 | 721 | 42% |

Table 3. Workforce Federal Occupational Groups (FOC)

As defined by Federal standards, most administrative support positions in the State workforce are filled by women, while men still vastly outnumber women in skill crafted and protective service occupational areas. Women consistently make up most para-professional occupations and just over half of professional occupations. The ratio of women to men is relatively even within the officials and technicians' occupational groups.



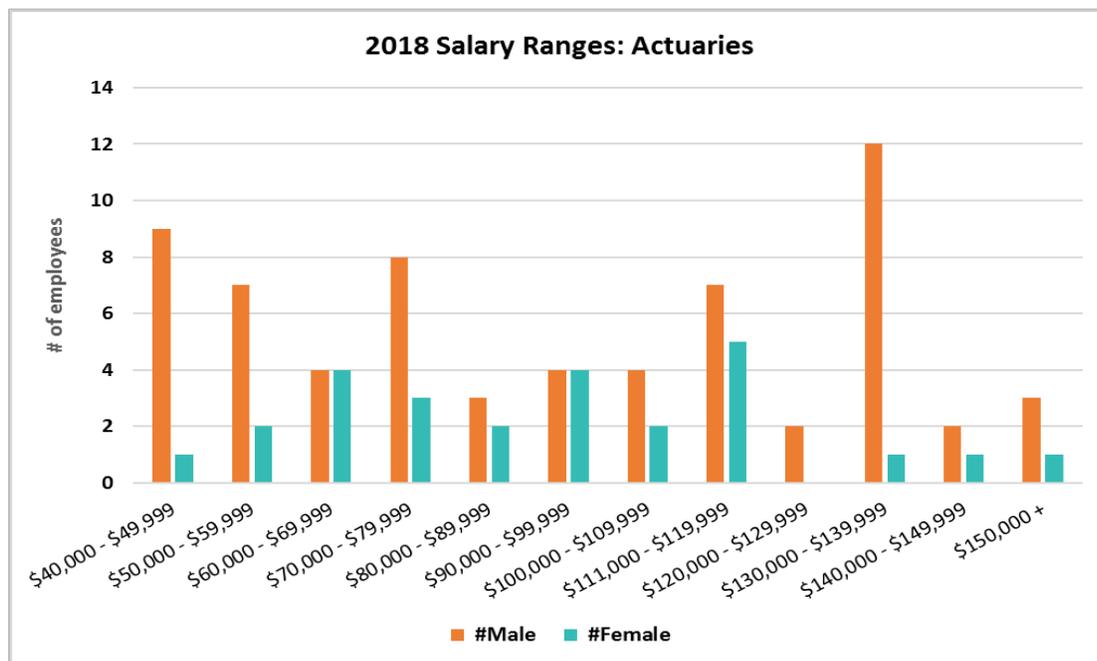
| | 2008 | | | 2018 | | |
|--------------------------|--------|----------|----------|--------|----------|----------|
| | # Male | # Female | % Female | # Male | # Female | % Female |
| Officials/Administrators | 2,045 | 1,210 | 37% | 1,662 | 1,383 | 45% |
| Professionals | 26,960 | 30,064 | 53% | 22,055 | 31,345 | 59% |
| Technicians | 4,408 | 3,463 | 44% | 3,855 | 3,268 | 46% |
| Protective Service | 22,174 | 2,907 | 12% | 19,508 | 3,226 | 14% |
| Para-professional | 8,173 | 18,673 | 70% | 7,093 | 16,303 | 70% |
| Administrative Support | 4,642 | 22,290 | 83% | 3,962 | 15,152 | 79% |
| Skill Crafted | 10,894 | 559 | 5% | 9,344 | 394 | 4% |
| Service/Maintenance | 7,038 | 4,001 | 36% | 6,093 | 3,310 | 35% |

2018 TITLE AND SALARY DATA TABLES

Current year reporting is focused on: Actuaries, Physicians, and Trades (see Tables 4 - 6). Data respective to the titles reported on in the previous year (Professional Engineer, IT Manager, and Correction Officer) are included to provide year-over-year comparison of salary and participation data for women in the titles (see Tables 7 - 9). See Appendix D for a list of all titles studied.

Table 4. Salary Range: Actuary Titles

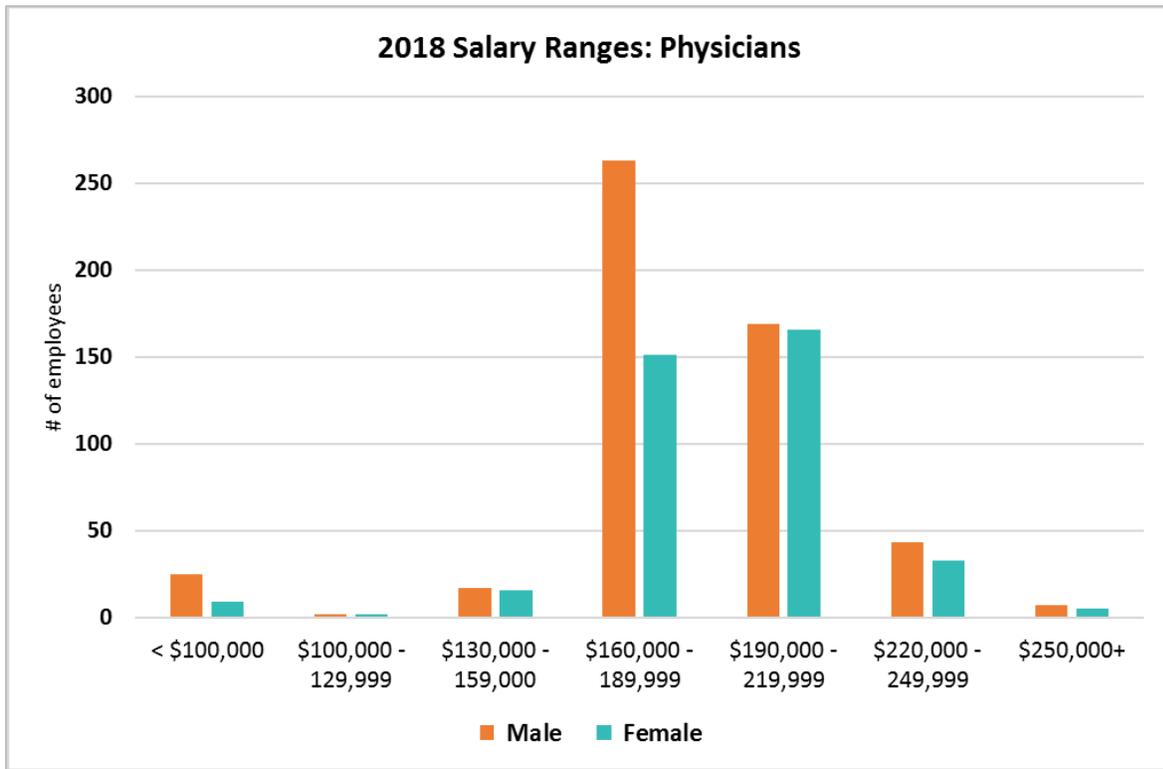
Actuary positions are a consistently male-dominated occupational area in the State workforce. Overall, men outnumber women in these titles by a ratio of 3 to 1, and they significantly outnumber women in high-paying titles, with the widest gaps in the salary ranges above \$100,000.



| Salary Range | January 2018 | | |
|-----------------------|--------------|----------|----------|
| | # Male | # Female | % Female |
| \$40,000 - \$49,999 | 9 | 1 | 10% |
| \$50,000 - \$59,999 | 7 | 2 | 22% |
| \$60,000 - \$69,999 | 4 | 4 | 50% |
| \$70,000 - \$79,999 | 8 | 3 | 27% |
| \$80,000 - \$89,999 | 3 | 2 | 40% |
| \$90,000 - \$99,999 | 4 | 4 | 50% |
| \$100,000 - \$109,999 | 4 | 2 | 33% |
| \$110,000 - \$119,999 | 7 | 5 | 42% |
| \$120,000 - \$129,999 | 2 | 0 | 0% |
| \$130,000 - \$139,999 | 12 | 1 | 8% |
| \$140,000 - \$149,999 | 2 | 1 | 33% |
| \$150,000 + | 3 | 1 | 25% |

Table 5. Salary Range: Physician Titles

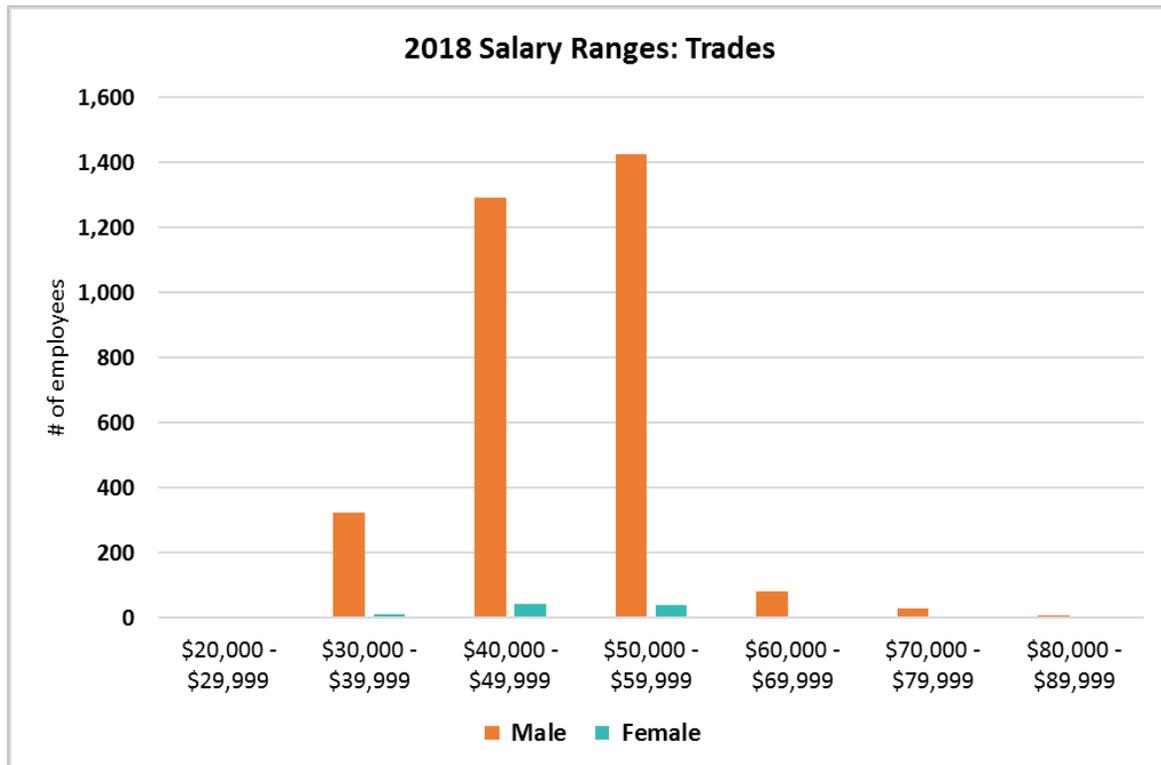
Physicians reflect the highest salaries and least populous titles of all the occupational groups profiled. While women comprise a relatively equal part of the group overall, they are outnumbered by men in all but one of the higher salary ranges (\$100 - 129,999), and by a ratio of nearly 3 to 1 in all salary ranges below \$100,000.



| Salary Range | January 2018 | | |
|-----------------------|--------------|----------|----------|
| | # Male | # Female | % Female |
| < \$100,000 | 25 | 9 | 26% |
| \$100,000 - \$129,999 | 0 | 1 | 100% |
| \$130,000 - \$159,999 | 2 | 0 | 0% |
| \$160,000 - \$189,999 | 0 | 1 | 100% |
| \$190,000 - \$219,999 | 3 | 2 | 40% |
| \$220,000 - \$249,999 | 6 | 5 | 45% |
| \$250,000 + | 7 | 5 | 42% |

Table 6. Salary Range: Trades Titles

Trades positions in New York State, including such titles as General Mechanic, Maintenance Helper, Electrician, and Carpenter have the lowest overall number of women participating, and no representation of women in high-paying titles. On average, women comprise slightly more than 3% of the total workforce in these titles, which is the widest gender participation gap noted among the select occupational titles.



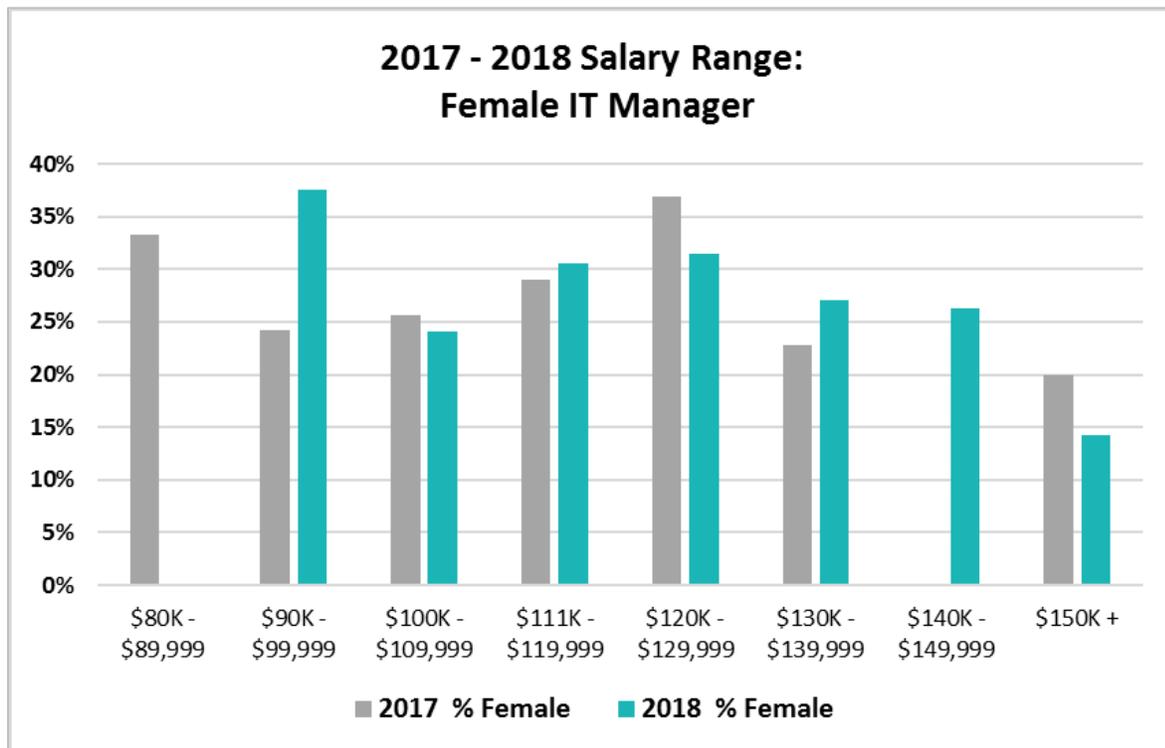
| Salary Range | January 2018 | | |
|---------------------|--------------|----------|----------|
| | # Male | # Female | % Female |
| \$20,000 - \$29,999 | 1 | 0 | 0% |
| \$30,000 - \$39,999 | 322 | 12 | 4% |
| \$40,000 - \$49,999 | 1,293 | 41 | 3% |
| \$50,000 - \$59,999 | 1,426 | 38 | 3% |
| \$60,000 - \$69,999 | 82 | 0 | 0% |
| \$70,000 - \$79,999 | 30 | 0 | 0% |
| \$80,000 - \$89,999 | 7 | 0 | 0% |
| \$90,000 + | 0 | 0 | 0% |

2017 - 2018 TITLE AND SALARY DATA TRENDS

The following tables show trends in salary over a year for three titles first presented in the inaugural report: IT Manager, Professional Engineer, and Corrections Officer.

Table 7. Salary Range: Female IT Manager Titles

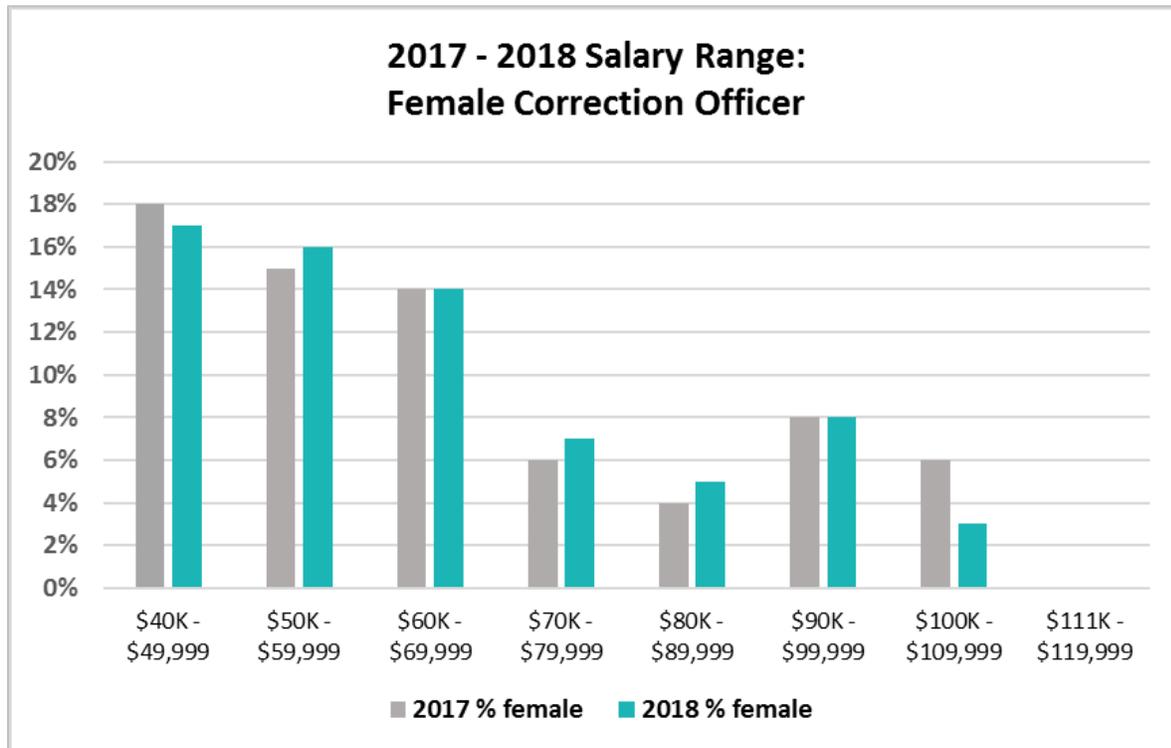
Overall representation of women in IT Manager Titles has remained steady from 2017 to 2018, with women comprising 27% of the titles in both years. In 2018, however, more women were working in titles with salaries over \$90,000, and their participation in IT titles with salaries above \$130,00 increased by an average of 8%.



| Salary Range | 2017 | 2018 |
|--------------------|----------|------|
| | % Female | |
| \$80K - \$89,999 | 33% | 0% |
| \$90K - \$99,999 | 24% | 38% |
| \$100K - \$109,999 | 26% | 24% |
| \$111K - \$119,999 | 29% | 31% |
| \$120K - \$129,999 | 37% | 31% |
| \$130K - \$139,999 | 23% | 27% |
| \$140K - \$149,999 | 0% | 26% |
| \$150K + | 20% | 14% |

Table 8. Salary Range: Female Correction Officer Titles

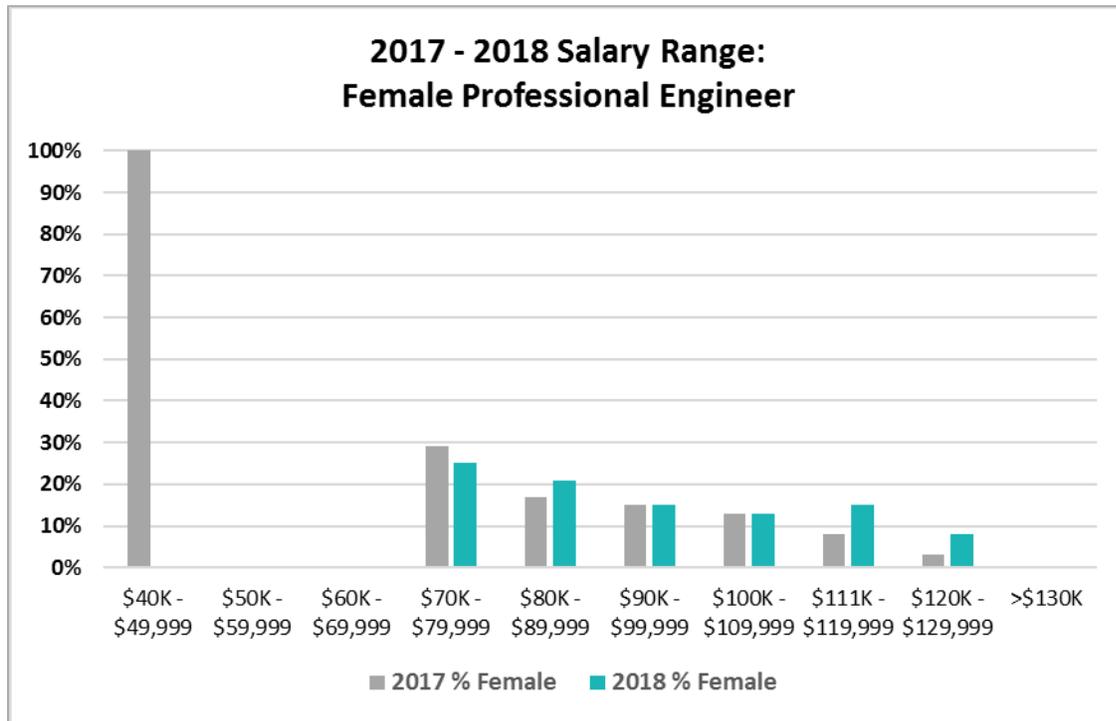
Women’s participation in Correction Officer Titles, while low, increased slightly over the past year, from 13% overall in 2017 to 14% in the current year. The number of women earning in the ranges from \$70,000 to \$90,000 increased by 1%, which is relatively considerable given the overall participation rate of women in these titles; however, the number of women earning \$100,00 or more dropped by half from the previous year.



| | 2017 | 2018 |
|---------------------|----------|------|
| Salary Range | % Female | |
| \$40K - \$49,999 | 18% | 17% |
| \$50K - \$59,999 | 15% | 16% |
| \$60K - \$69,999 | 14% | 14% |
| \$70K - \$79,999 | 6% | 7% |
| \$80K - \$89,999 | 4% | 5% |
| \$90K - \$99,999 | 8% | 8% |
| \$100K - \$109,999 | 6% | 3% |
| \$111K - \$119,999 | 0% | 0% |

Table 9. Salary Range: Female Professional Engineer Titles

The percentage of women working in Engineering titles remained at 15% overall, and their participation at higher-level salaries was also consistent from 2017 to 2018. The number of women in these titles earning \$111,000 or more increased, while their participation in salary grades between \$70,000 - \$100,000 either decreased or remained the same.



| Salary Range | 2017 | 2018 |
|--------------------|----------|------|
| | % Female | |
| \$40K - \$49,999 | 100% | 0% |
| \$50K - \$59,999 | 0% | 0% |
| \$60K - \$69,999 | 0% | 0% |
| \$70K - \$79,999 | 29% | 25% |
| \$80K - \$89,999 | 17% | 21% |
| \$90K - \$99,999 | 15% | 15% |
| \$100K - \$109,999 | 13% | 13% |
| \$111K - \$119,999 | 8% | 15% |
| \$120K - \$129,999 | 3% | 8% |
| >\$130K | 0% | 0% |

APPENDIX A: CHAPTER 460 OF THE LAWS OF 2016

Civil Service Law

§ 12. Recruitment of women to state civil service initiative 1. The department, through existing programs, shall provide information to both women and men about high paying jobs and careers, including jobs traditionally dominated by men. Such information shall be distributed as part of any recruitment efforts as well as be available on the department's website.

2. The president shall prepare and submit to the governor, the temporary president of the senate, and the speaker of the assembly an annual evaluation report of the initiative no later than January first, two thousand eighteen, and every year thereafter. The report shall include:

- (a) how many women were referred to examinations for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;
- (b) the ratio of women to men in traditionally high paying jobs in state civil service and any change in that ratio from the previous year;
- (c) The president's recommendations and plans for increasing the number of women in traditionally high paying jobs; and
- (d) any other information the president deems relevant.

Labor Law

§ 10-c. Workforce guidance and information for women initiative. 1. The department shall provide guidance to local workforce investment boards and staff, to enable them to better educate and inform both women and men about higher paying jobs and careers including jobs traditionally dominated by men. Such guidance shall promote program services for job seekers that provide:

- (a) current information about compensation for jobs and careers that offer high earning potential including jobs that are traditionally dominated by men;
- (b) counseling, skills development and training that encourage both women and men to seek employment in such jobs;
- (c) referrals to employers offering such jobs; and

(d) current local labor market information regarding the gender wage gap and specific self-sufficiency rates for families living and working in that local labor market.

2. The commissioner shall prepare and submit to the governor, the temporary president of the senate, and the speaker of the assembly an annual evaluation report of the initiative no later than January first, two thousand eighteen, and every year thereafter. The report shall include:

(a) how many women were referred to counseling or skills development and training for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;

(b) how many women were referred to such jobs;

(c) the ratio of women to men in such jobs and any change in that ratio from the previous year; and

(d) any other information the commissioner deems relevant.

APPENDIX B: NEW YORK STATE WORKFORCE DEFINITION

The New York State Workforce, for this report, includes civil service employees in the Executive Branch of 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 includes all other offices and positions in New York State and is divided into the classified service and the unclassified service. The unclassified service includes the following offices and positions:

- Elective offices
- Heads of departments
- Executive Branch appointees of the Governor, except Executive Department officers and employees who are not heads of Divisions
- Officers appointed or elected by the Legislature on joint ballot
- 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 and are included in this report, except for uniformed State Police.

APPENDIX C: GLOSSARY OF TERMS

Classified Service

Positions in the Civil Service of the State that are not in the Unclassified Service; the Classified Service is divided into four jurisdictional classes: competitive, non-competitive, exempt, and labor.

Competitive Class

Positions in the classified service of the workforce for which it is practicable to determine the merit and fitness of applicants by competitive examination.

Non-competitive Class

The jurisdictional classification of those positions for which it is practicable to examine applicants as to their qualifications, but not practicable to conduct tests on a competitive basis.

Paraprofessionals

Supportive or assistive positions of a given profession requiring less-extensive training than qualified members of the profession.

President

Refers to the President of the Commission, who is also the head of the Department of Civil Service.

Title

The label used to officially designate a class. It is descriptive of the work performed and its relative level within a title series or within an organization.

Title Series

A group of titles (two or more) that perform similar duties but at different levels of responsibility.

Unclassified Service

Positions specified in Section 35 of the Civil Service Law that are outside the jurisdiction of the Civil Service Department. Examples are: elected officers, appointees of the Governor or Legislature, including heads of departments and legislative employees, and employees in professional positions in certain colleges and all those persons whose principal functions are teaching or supervision of teaching in a public school, academy or college, or in the State University.

APPENDIX D. OCCUPATIONAL TITLE GROUPS

| Actuary data includes the following titles: | |
|--|---------------------------------------|
| Title Code | Title Name |
| 0752200 | Assistant Actuary |
| 0752302 | Senior Actuary Casualty |
| 0752310 | Senior Actuary Life |
| 0752440 | Associate Actuary Casualty |
| 0752410 | Associate Actuary Life |
| 0752502 | Principal Actuary Casualty |
| 0752501 | Principal Actuary Life |
| 0752602 | Supervising Actuary Casualty |
| 0752601 | Supervising Actuary Life |
| 0754530 | Chief Casualty Actuary 3 |
| 0752830 | Chief Life Actuary 3 |
| 0754520 | Chief Casualty Actuary 2 |
| 0752820 | Chief Life Actuary 2 |
| 0754510 | Chief Casualty Actuary 1 |
| 0752810 | Chief Life Actuary 1 |
| Physician data includes the following titles: | |
| Title Code | Title Name |
| 5252100 | Clinical Physician 1 |
| 5252110 | Clinical Physician 1 Spanish Language |
| 5252200 | Clinical Physician 2 |
| 5252210 | Clinical Physician 2 Spanish Language |
| 5252300 | Clinical Physician 3 |
| 5277201 | Medical Specialist 1 |
| 5277200 | Medical Specialist 2 |
| 5277400 | Medical Specialist 3 |
| 5260201 | Psychiatrist 1 |
| 5260310 | Psychiatrist 1 Children & Youth |
| 5260214 | Psychiatrist 1 Chinese Language |
| 5260211 | Psychiatrist 1 Forensic |
| 5266100 | Psychiatrist 1 Research |
| 5260610 | Psychiatrist 1 Spanish Language |
| 5260202 | Psychiatrist 2 |
| 5260320 | Psychiatrist 2 Children & Youth |
| 5260215 | Psychiatrist 2 Chinese Language |
| 5260329 | Psychiatrist 2 Forensic |
| 5260327 | Psychiatrist 2 Manual Communications |
| 5266200 | Psychiatrist 2 Research |

Women in the State Workforce

| 5260212 | Psychiatrist 2 Spanish Language |
|---|---|
| 5260203 | Psychiatrist 3 |
| 5260330 | Psychiatrist 3 Children & Youth |
| 5266310 | Psychiatrist 3 Forensic |
| 5266300 | Psychiatrist 3 Research |
| Trades data includes the following titles: | |
| Title Code | Title Name |
| 7150000 | Maintenance Helper |
| 7202000 | Maintenance Assistant |
| 7202100 | Maintenance Assistant Carpenter |
| 7345060 | Maintenance Assistant Electrician |
| 7202115 | Maintenance Assistant Locksmith |
| 7345050 | Maintenance Assistant Machinist |
| 7202130 | Maintenance Assistant Mason & Plasterer |
| 7345010 | Maintenance Assistant Mechanic |
| 7202150 | Maintenance Assistant Painter |
| 7202190 | Maintenance Assistant Parks |
| 7345020 | Maintenance Assistant Plumber & Steamfitter |
| 7202022 | Maintenance Assistant Refrigeration |
| 7202170 | Maintenance Assistant Roofer & Tinsmith |
| 7352000 | General Mechanic |
| 7002000 | Carpenter |
| 7020000 | Painter |
| 7331100 | Electrician |
| 7030000 | Roofer & Tinsmith |
| 6922202 | Bridge Repair Mechanic |
| 7322000 | Locksmith |
| 7351000 | Machinist |
| 7010000 | Mason & Plasterer |
| 7361000 | Plumber & Steamfitter |
| 7359200 | Sheet Metal Worker |
| 7371000 | Welder |
| 7734000 | Upholsterer |
| 7747200 | Sign Painter |
| 7002700 | Supervising Carpenter |
| 7331200 | Supervising Electrician |
| 7020700 | Supervising Painter |
| 7010700 | Supervising Mason & Plasterer |
| 7361700 | Supervising Plumber & Steamfitter |

Women in the State Workforce

| | |
|---------|---|
| 7746300 | Sign Shop Supervisor 1 |
| 7101300 | Maintenance Supervisor 1 |
| 7101330 | Maintenance Supervisor 1 Electronic Equipment |
| 7101310 | Maintenance Supervisor 1 Fish Hatchery |
| 7101340 | Maintenance Supervisor 1 Motor Equipment |
| 7101500 | Maintenance Supervisor 2 |
| 7101550 | Maintenance Supervisor 2 Motor Equipment |
| 7150300 | Maintenance Supervisor 3 |
| 7150320 | Maintenance Supervisor 3 Motor Equipment |
| 7150340 | Maintenance Supervisor 3 Transportation |
| 7150500 | Maintenance Supervisor 4 |

IT Manager data includes the following titles:

| Title Code | Title Name |
|------------|---|
| 0815600 | Manager Information Technology Services 1 |
| 0815620 | Manager Information Technology Services 1 (Data Communications) |
| 0815610 | Manager Information Technology Services 1 (Database) |
| 0815630 | Manager Information Technology Services 1 (Operations) |
| 0815640 | Manager Information Technology Services 1 (Systems Programming) |
| 0815650 | Manager Information Technology Services 1 (Technical) |
| 0815700 | Manager Information Technology Services 2 |
| 0815710 | Manager Information Technology Services 2 (Technical) |
| 0843100 | Assistant Dir Information Technology Services 1 |
| 0843150 | Assistant Dir Information Technology Services 2 |
| 0843200 | Assistant Dir Information Technology Technical Services 1 |
| 0843050 | Dir Information Technology Services 1 |
| 0843025 | Dir Information Technology Services 2 |
| 0843000 | Dir Information Technology Services 3 |

Professional Engineer data includes the following titles:

| Title Code | Title Name |
|------------|--|
| 4063105 | Professional Engineer 1 Civil |
| 4063110 | Professional Engineer 1 Civil/Construction |
| 4063115 | Professional Engineer 1 Civil/Geotechnical |
| 4063120 | Professional Engineer 1 Civil/Structural |
| 4063125 | Professional Engineer 1 Civil/Transportation |
| 4063130 | Professional Engineer 1 Electrical |
| 4063135 | Professional Engineer 1 Environmental |
| 4063140 | Professional Engineer 1 Fire Protection |
| 4063145 | Professional Engineer 1 Industrial |
| 4063150 | Professional Engineer 1 Mechanical |
| 4063155 | Professional Engineer 1 Mechanical/HVAC |

Women in the State Workforce

| | |
|---------|--|
| 4063205 | Professional Engineer 2 Civil |
| 4063210 | Professional Engineer 2 Civil/Construction |
| 4063215 | Professional Engineer 2 Civil/Environmental |
| 4063220 | Professional Engineer 2 Civil/Geotechnical |
| 4063225 | Professional Engineer 2 Civil/Materials |
| 4063230 | Professional Engineer 2 Civil/Structural |
| 4063235 | Professional Engineer 2 Civil/Transportation |
| 4063240 | Professional Engineer 2 Electrical |
| 4063245 | Professional Engineer 2 Environmental |
| 4063250 | Professional Engineer 2 Industrial |
| 4063255 | Professional Engineer 2 Mechanical |
| 4063260 | Professional Engineer 2 Mechanical/HVAC |
| 4063310 | Professional Engineer 3 Civil |
| 4063320 | Professional Engineer 3 Civil/Transportation |
| 4063410 | Professional Engineer 4 Civil/Structural |
| 4063420 | Professional Engineer 4 Civil/Transportation |
| 4063430 | Professional Engineer 4 Environmental |
| 4063440 | Professional Engineer 4 Mechanical/HVAC |
| 4063520 | Professional Engineer 5 Civil/Transportation |
| 4063610 | Professional Engineer 6 Civil/Transportation |

Correction Officer data includes the following titles:

| Title Code | Title Name |
|------------|---|
| 8700110 | Correction Officer Trainee |
| 8700105 | Correction Officer Trainee Spanish Language |
| 8700100 | Correction Officer |
| 8700101 | Correction Officer Spanish Language |
| 8700200 | Correction Sergeant |
| 8700210 | Correction Sergeant Spanish Language |
| 8700400 | Correction Captain |

It is the policy of the New York State Department of Civil Service to provide reasonable accommodation to ensure effective communication of information to individuals with disabilities. If you need an auxiliary aid or service to make this information available to you, please contact the New York State Department of Civil Service Public Information Office at (518) 457-9375.

Visit the New York State Department of Civil Service web site:

www.cs.ny.gov

New York State Department of Civil Service

Albany, NY 12239