



Department of  
Civil Service

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# Women in the State Workforce



## 2019 Annual Report

Andrew M. Cuomo  
Governor

Lola W. Brabham  
Commissioner

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Dear Colleagues,

Since taking office in 2011, Governor Andrew Cuomo has made improving the lives and outcomes for women a central focus of his administration. He has established laws and policies that advance women's rights and address the inequalities that women continue to face in the workforce and beyond. In 2019, Governor Cuomo continued to build on this momentum by establishing the Women's Justice agenda, a robust set of proposals focused on improving reproductive, economic and social justice for all New York women.

The Department of Civil Service serves as the central Human Resource agency for State government, and in this capacity is responsible for identifying and developing a talented workforce to lead New York State while also being reflective of the communities we serve. The Department works across the enterprise to strengthen diversity, foster respectful and inclusive work environments, and create pathways for better incorporating equal opportunity principles into the State's policies, practices, and vital services delivered to the public.

Governor Cuomo's efforts in promoting equal opportunity complements and guides the Department's work in cultivating and sustaining a more inclusive work environment for all employees. To create greater awareness and inform decision-making, the Department has analyzed relevant data on women in the workforce, implemented strategies to attract and hire diverse talent, and aided in the recruitment of women for higher-paying jobs, including jobs traditionally held by men.

A summary of strategic efforts implemented over the past two years is included in the following report, along with relevant data and progress updates.

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

Lola W. Brabham, Commissioner

Department of Civil Service

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## 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, 2019, of the demographics of the 153,960 employees in the classified and certain unclassified service. The number of employees includes both seasonal and part-time employees. Data tables on gender and race only reflect employees for whom data has been collected.

### WORKFORCE TRENDS

In 2019, the participation rate of women in the national labor force was approximately 57%.<sup>1</sup> This includes public and private sector participation and is down just 3% from nearly 30 years ago, which marked the peak participation rate for women in the national labor force at 60% overall. Although variation in the percentage of women in the national workforce has been relatively low over the years, the occupational trends are varied. In 2019, women accounted for 52% of all workers employed in managerial, para-professional, and other related occupations. In the same year, full-time working women made 81 cents on the dollar of men's full-time wage, their highest salaries being in either the medical, legal or corporate occupational fields. However, women dominated certain areas of the medical field, accounting for, on average, 74% of the fields analyzed (nursing and pharmacy).<sup>2</sup>

As with the State's workforce, women comprise more than half of the national employment sectors in education, health services, and administrative jobs, but are underrepresented in those sectors traditionally dominated by men, such as construction, manufacturing, transportation and utilities. Also consistent across State and national workforce trends is the participation of women in science, technology, engineering and math fields (STEM). In 2018, women represented an average participation rate of 22% in these fields at the national level.<sup>3</sup> Likewise in New York State, women represent 24% of the STEM titles analyzed (Actuary, IT Manager, Engineer).

The State's work in addressing the participation rates of women in the workforce is consistent with efforts on the national scale, across both public and private sector business.<sup>4</sup> Key to attracting and retaining women in the workforce are: targeted recruitment and outreach programs; family friendly work policies and work-life balance initiatives, such as child care programs or flexible work hours; mentoring programs; comprehensive sexual harassment and discrimination policies; training programs, and valuing diversity and inclusion across hiring, selection and promotion practices.<sup>5</sup> As with national employers across a variety of occupational areas, the State has implemented similar initiatives that are outlined in the following section.

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<sup>1</sup> *Women in the Labor Force: A Databook*. BLS Reports: U.S. Bureau of Labor Statistics. <https://www.bls.gov/opub/reports/womens-databook/2019/home.htm>.

<sup>2</sup> *Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity*. U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/cpsaat11.htm>.

<sup>3</sup> *Women in the Labor Force: A Databook*. BLS Reports: U.S. Bureau of Labor Statistics. <https://www.bls.gov/opub/reports/womens-databook/2019/home.htm>.

<sup>4</sup> *Corporate Initiatives to Recruit and Retain Women Scientists and Engineers*. National Academies of Sciences Engineering and Medicine. <https://www.nap.edu/read/2264/chapter/5#85>.

<sup>5</sup> *Recruiting and Retaining Women*. National Center for Women and Policing. <https://www.ncjrs.gov/pdffiles1/bja/185235.pdf>.

### NEW YORK STATE INITIATIVES

#### 2019 Women's Justice Agenda

Building on the accomplishments of his groundbreaking 2018 Women and Girls agenda, Governor Cuomo advanced yet another set of bold initiatives to improve social and economic opportunities for women. As with the 2018 agenda, the comprehensive proposals of 2019 were championed by the work of the New York State Council on Women and Girls (the Council), chaired by Secretary to the Governor Melissa DeRosa and comprised of leaders representing various State agencies, educational institutions, the non-profit sector, the media and the private sector. In addition to advancing critical legislation to address equal rights and opportunity in the workplace, the Governor and the Council have also initiated proposals to bring social and economic justice to the workplace while also engaging our communities, families, and youth in the effort to ensure the safety and dignity of all New York women.

**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 and individuals to the same high standard of accountability in workplace conduct. In June 2019, the legislature passed a set of related reforms designed to more effectively hold employers accountable for adhering to New York Human Rights Law in the workplace. These reforms lengthen the statute of limitations for filing harassment claims from one to three years and improve employee protections by mandating that all non-disclosure agreements executed through employment contracts contain language stating that employees may still elect to participate in relevant investigations. In August 2019, Governor Cuomo signed these protections into law, eliminating the outdated legal standard that harassment be considered 'severe or pervasive' in order to constitute actionable conduct, thereby making it easier for workplace harassment claims to be filed. The Governor's work has expanded the coverage of Human Rights Law to all employers in the state, ensuring that all women - in any workplace - have the resources required to hold abusers accountable.

**Modernizing New York's Pay Equity Law:** While New York State has one of the lowest gender pay gaps in the country, Governor Cuomo has pursued total gender equality for all New Yorkers. In 2017, the Governor asked the Department of Labor (DOL) to study and produce a report on the causes and perpetuation of the wage gap in New York State, presenting possible strategies for eliminating it. In 2018, after

holding a series of hearings with communities throughout the state, DOL released a set of recommendations for addressing and closing the pay gap for women.

In response, Governor Cuomo issued an expansion of two previously issued Executive Orders, 161 and 162, prohibiting employers from asking about prior salary history during the hiring process; and requiring all State contractors to disclose the salary of all employees by gender, race, and ethnicity, respectively. In June of 2019, critical legislation was passed to expand the definition of “equal pay for equal work,” which modernizes and bolsters the current law by closing potential loopholes employers may try to use while compensating workers on the basis of race, ethnicity or gender. The new requirement institutes equal pay for similar work and prohibits salary history inquiries while making hires and determining wages, further ensuring that compensation is solely based on work being performed and that women cannot be paid less for their work.

**Launching Family Empowerment Community College Program:** Further addressing the issue of the gender wage gap, in 2019 Governor Cuomo launched a pilot program for single parents enrolled at SUNY and CUNY campuses that offers customized educational and personalized supports such as tutoring, free on-campus childcare, and career counseling. Research has long pointed to educational access as a major factor in eliminating poverty and increasing labor force participation, particularly among women. The program seeks to address the disproportionate number of women impacted by the persistence of the gender wage gap by providing tangible, timely resources and eliminating the choice many women face between pursuing an education and caring for their families.

**Investing in Child Care and Education:** Access to affordable, quality child care has a direct impact on the women and families across New York. In 2019, Governor Cuomo advanced a series of proposals to overhaul the infrastructure of New York’s child care, helping to guarantee quality, regulated care for families while also increasing women’s participation in the labor force and thus reinvigorating lagging economies. Further, as part of his proposal to invest in the child care needs of the region, Governor Cuomo launched a scholarship program for child care workers that covers tuition for part-time students who also work a minimum of 20 hours per week in a child care facility licensed by the State. These initiatives address a multitude of issues facing working families while also helping to attract and retain qualified employees to work in child care.

**Expanding After-School Programs:** Also relevant to the needs of working families is the number and availability of safe, supportive locations for child care after school.



For most parents, the workday extends beyond the hours their school-age children are in class, often creating challenges for families seeking child care and affecting a parent's ability to work. In order to keep children safe during the after-school hours and prevent working parents from having to leave their jobs to provide care, Governor Cuomo has expanded the Empire State After School Program, creating more than 28,000 after-school slots for children who need care, easing the burden on working families.

**Funding Computer Science Education:** Continuing to close the gender gap in male-dominated occupational fields, Governor Cuomo has made additional funding available to the Smart Start program, which was originally launched in 2018 to expand computer science education through new teacher supports and technology resources. This year, the Governor directed the State Education Department to develop new standards for computer science curriculum, allowing more schools to participate and ensuring that access to computer science and technology is readily available to girls from kindergarten to 8<sup>th</sup> grade.

**Creating First Ever Youth Council:** In 2019, Governor Cuomo created the Girls in Government initiative, a program to encourage participation in the civic process for girls grades 8 through 12. Concurrent with this program, the Governor has also created the State's first Youth Council to advise policymakers and government leaders on issues specific to young women and girls, such as cyberbullying, sexual harassment, sexual assault, and female empowerment. The Council will be comprised of representatives from each county in the State who will serve a two-year term in the role. The council will also provide recommendations and meet with elected officials to discuss key issues facing youth today.

**Ensuring Women Representation on State Boards:** In 2017 Governor Cuomo announced his acceptance of ten key recommendations made by the Advisory Council on Diversity and Inclusion for increasing representation of women and people of color in State government. In 2019, the Governor directed the Chief Diversity Officer and the Appointments Office to build on those recommendations by creating an action plan for the recruitment of women and protected class members to major state boards and college councils, ensuring a diversity of leadership and a sustainable representation of the communities that each board serves.

## DEPARTMENT ACTIVITIES

In response to the requirements of Chapter 460 of the Laws of 2016, the Department has taken steps to increase the number of women in high-paying jobs that are also traditionally

male-dominated. The following activities describe relevant efforts and initiatives for calendar year 2019.

### Partnerships

The Department continues to cultivate cooperative relationships with other agencies and collaborate with key stakeholders to impact opportunities for women in State government. With the Governor's work in this area serving as both a model and guide, the Department has collaborated with agency partners and educational organizations to reach more talented, diverse job candidates from across New York's communities; highlight and address inequities in compensation, recognize outstanding public service among State employees, foster awareness of equal opportunity principles, and standardize the State's efforts to increase diversity in the workforce. The partnerships described below all share the same goal of affecting change in the number of women participating in the State workforce.

**New York State Department of Labor (DOL):** For the inaugural report on women in the workforce, the Department and the DOL aligned their efforts, focusing on coordinated definitions, data sources and activities to better publicize high paying positions. The Department and DOL also continue to partner in targeted recruitment events such as the LGBT Career Fair, the Annual Resourceful Women's Fair and Awards Luncheon, and the STEM Diversity Career Expo 2019 at the Capital Region YWCA. Coordination with the DOL at these and other outreach events helps to better align the Department's recruitment activities with a larger, more diverse community of job seekers and employees, advancing the Women's Workforce Guidance initiative by broadening the potential talent pool for the State and reaching more women.

**New York State Center for Women in Government and Civil Society:** In 2018, Governor Cuomo signed legislation charging the Department to conduct a pay equity study of state and municipal employees in the classified service (over half a million employees). The goal of the study is to ensure equal pay for equal work by public employers, regardless of race or gender, and to provide critical data for addressing any wage disparities in titles dominated by women and minorities. In 2019, the Department established a partnership with the Center for Women in Government and Civil Society at University at Albany (the Center) to undertake the analysis and develop a relevant report with recommendations to address this complex workplace issue. With the Center's expertise in data collection and community mobilization, the Department anticipates the study will provide critical insight on the issue of the gender wage gap at both the local and enterprise levels and offer recommendations for addressing differences in compensatory practices.

**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 statewide, 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.

In 2019, ODIM established cooperative relationships with all agencies under Executive control to conduct the following activities relevant to best practices in diversity, inclusion and equal opportunity, furthering the Department's efforts in addressing underrepresentation of women in the State workforce:

- Issued procedures for implementing Reasonable Accommodation for applicants and employees with disabilities and pregnancy-related conditions in New York State agencies.
- Distributed the Workforce Diversity and Inclusion Strategic Plan and Framework and Implementation Plan to agencies, establishing statewide objectives and standardizing critical success factors across the enterprise.
- Disseminated the Workforce Diversity and Inclusion Assessment Survey to agencies, establishing baseline data regarding diversity programs and inclusion initiatives from an enterprise perspective.
- Met with the Governor's Executive Committee for Diversity, Inclusion, and Equal Opportunity.
- Provided the 2019 Workforce Diversity and Inclusion Assessment Survey to review and track progress and initiatives at the agency level.
- Developed and provided Implicit/Unconscious Bias training to Executive teams at over 20 agencies, training approximately 2,000 employees on workplace related issues such as gender bias and pregnancy discrimination.

### Identification of Occupational Areas

In order to better understand the criticality of the issues facing women in the workforce, the Department has analyzed the State's workforce title structure, including the gender composition, salaries, and potential career paths within several title series. The result of this analysis was the identification of nine occupational areas within the State workforce. ([Appendix D](#)). The identification of these occupational areas and the analysis of their composition presents 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: Architect, Attorney, and Investigator titles (Tables 4 - 6). Data respective to the titles reported on in previous years -- Actuary, Physician, Trades, IT Manager, Professional Engineer, and Correction Officer (Tables 7 - 12) are also included to provide year-over-year comparisons of salary and participation data for women in the titles. 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 higher 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.

**The Office of Diversity and Inclusion Management (ODIM):** The ODIM has implemented a comprehensive strategy to increase representation in the hiring process that includes the following activities:

- Develop a Diversity Outreach and Recruitment unit to explore opportunities to increase engagement with underrepresented populations and pilot the development of title-specific outreach and recruitment plans for male dominated occupations.
- Collaborate with the Agency Deputies for Administration Policy Team (ADAPT) and the workforce community to develop and implement strategies and practices that create a more inclusive environment for all state employees.
- Develop and provide Unconscious Bias training to agencies, engaging leadership in discussions on workplace diversity and inclusion and providing guidance on how to reduce negative outcomes that stem from implicit racial and gender biases.
- Partner with agencies to identify areas of gender underrepresentation and develop responsive plans to address these areas.
- Improve tracking and reporting capabilities as it relates to workforce demographic data to enhance outreach and recruitment efforts to targeted populations, including women.
- Develop statewide guidance and training related to the appointment process to increase accountability and representation in the hiring process while adhering to the requirements of the merit system.

**Rewarding Careers in New York State Government:** In 2019, the Department distributed informational material about careers in the State workforce at more than 245 statewide recruitment events attending by more than 25,800 job seekers.<sup>6</sup> These materials are designed to educate job-seekers on jobs and rewarding career opportunities in the State workforce, including the occupational fields that have been identified as high-paying and male dominated.

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<sup>6</sup> Data through December 2019.

**Workforce Mobility and Continuity of Employment:** The Department held approximately 40 career mobility workshops attended by more than 1,600 employees during the year.<sup>7</sup> These workshops offer ongoing advice and workforce mobility assistance to New York State employees, ensuring that participating employees have relevant resources necessary for career planning and/or change. This strategy, while focused on current employees, seeks to improve retention across a variety of job areas.

**Examination Information and Referral:** The Department utilizes its social media platforms to announce and encourage participation in all current and upcoming Civil Service exams, including both promotional and competitive exam opportunities. In 2019, the Department promoted more than 110 exams to nearly 13,000 social media followers.<sup>8</sup> Reaching a wider, more diverse audience with relevant information for pursuing job opportunities with the State has assisted the Department with increasing the overall diversity of exam applicants. Since Civil Service exams are the point of entry for much of State employment, broadening the Department's communication capabilities to reach more job seekers and exam candidates may help to affect change in overall underrepresentation.

**Community Outreach & Marketing:** Occupational title analysis has resulted in the identification of significant gaps in participation of women in fields such as science, math and technology (See Title and Salary Data tables on Engineers, Actuaries, and IT Managers). To help address this, the Department partnered with external educational and community organizations to participate in the recruitment and outreach events specifically related to careers for 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.<sup>9</sup>

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<sup>7</sup> Data through December 2019.

<sup>8</sup> Data through December 2019.

<sup>9</sup> Data through October 2019. Includes all attendees.

## 2019 Women in the State Workforce

Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
State University of New York at Stony Brook IT/Computer Science Job & Internship Fair	February 7, 2019	Stony Brook, New York	25	52	IT/Computer Science
Cooper Union Spring Career and Internship Fair	February 26, 2019	New York, New York	54	20	Engineering
NYS Department of Labor Women Veterans Information Workshop	March 8, 2019	Brooklyn, New York	13	N/A	Women
CUNY LaGuardia Community College STEM & Health Sciences Industry Job Fair	May 9, 2019	Queens, New York	34	57	STEM
Columbia University School of Nursing - 2019 Columbia Nursing Career Fair	July 12, 2019	New York, New York	50	N/A	Women
New York State Fair - Women's Day	August 28, 2019	Syracuse, New York	19	N/A	Women
Equal Opportunity Publications (EOP) - STEM Diversity Career Expo	September 6, 2019	New York, New York	53	90	STEM
NYU - Tandon School of Engineering - Career Fair	September 13, 2019	New York, New York	50	77	Engineering
Equal Opportunity Publications STEM Diversity and Career Expo	September 21, 2019	New York, New York	39	62	STEM
Cooper Union Fall Engineering Career and Internship Fair	September 24, 2019	New York, New York	43	63	Engineering

## 2019 Women in the State Workforce

Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
SUNY - Stony Brook University - Healthcare, Research & Human Services Job and Internship Fair (Fall 2019)	September 27, 2019	Stony Brook, NY	97	N/A	Women
Albany Job Fair	October 02, 2019	Albany, New York	280	N/A	Women
Pace University Tech Career Day	October 03, 2019	New York, New York	58	71	Technology
2019 YWCA-GCR's 20th Annual Resourceful Women's Awards Luncheon	October 15, 2019	Albany, New York	250	N/A	Women
Hofstra University - Engineering & Computer Science Career Fair 2019	October 16, 2019	Hempstead, New York	19	33	Engineering
SUNY - New Paltz - Networking Fair for Jobs & Internships	October 23, 2019	New Paltz, New York	79	21	Internship
			<b>1163</b>	<b>546</b>	<b>Total Attendees</b>



### 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. Education and training are critical success factors in identifying and addressing underrepresentation and underutilization in the workforce.

**Civil Service Institute:** A training program for State and local human resources (HR) professionals that covers all aspects of civil service administration, the Civil Service Institute was established in 2017 to 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.

**HR Foundation Series:** Part of the larger Civil Service Institute, the HR Foundation Series is a five-month, in-person traineeship for HR Trainee Specialists that provides fundamental knowledge and skills through intensive, hands-on sessions on topics such as benefit administration, classification and compensation, attendance and leave, employee relations, and staffing the State workforce. In 2019, the Department graduated more than 150 trainees representing a myriad of agencies from the HR Foundation Series.

### Retention Planning

Relying on partnerships developed with community organizations and State agencies, the Department is creating a framework for retention and succession planning. Retention is a key component in building a diverse and inclusive workforce.

**Mentoring Programs:** In collaboration with the Agency Deputy for Administration Policy Team's (ADAPT) statewide mentoring subcommittee, agencies are working 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. The Department has also established its own, agency-based mentoring program, utilizing best practices shared by the ADAPT team. Through 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.

**Succession Planning:** The Department is committed to assisting all State agencies strategically planning for tomorrow's workforce. To that end, the Department continues to work with state agencies to develop supplemental tools to assist with identifying, capturing and evaluating at risk and critical positions at agencies.

During 2019, Civil Service released a toolkit to agency HR directors to assist them with use of Workforce Analytics as part of their succession planning process to better inform decision making and improve continuity of operations. In addition to Workforce Analytics, the Department has also published a comprehensive succession planning guidebook and other relevant resources on our website to support high-value activities, including workforce planning and diversity and inclusion efforts.

**Telecommuting Pilot Program:** Research in the areas of retention and recruitment highlights flexible work schedules and work/life balance as being essential to maintaining a talented and productive workforce. Consistent with the Governor's initiatives to create flexibility for working families and women, the Department has partnered with DOL to adopt a telecommuting pilot program for its employees. As a lack of flexibility is also a leading contributor to the gender wage gap, the Department is also collaborating with the DOL and ADAPT to lead the way in standardizing a telecommuting policy for the State that would codify implementation and employee participation. This innovative program will support flexibility, increase productivity, improve retention, and enhance employee work/life balance.

## FUTURE INITIATIVES

### 2020 Women's Agenda

Governor Cuomo continues to advance initiatives related to women's participation in the workforce and the establishment of social and economic equality for all New Yorkers. The 2020 Women in the State Workforce Report will elaborate on the following proposals as they relate to the needs and rights of women.

**Equal Rights Amendment:** The current New York State Constitution's Equal Rights Amendment is already considered a national standard for the protection of equal rights. Governor Cuomo seeks to broaden and enhance this standard even further by adding sex as a protected class, along with sexual orientation and gender identity. These additions, as well as ethnicity, age, national origin, and disability will guarantee that all New Yorkers are fully and equally protected under the State's Constitution.

**Requiring Sexual Harassment Data Disclosure:** Adding to his already comprehensive reform of policies around sexual harassment in the workplace, the Governor plans to require all current and potential state contractors to report all adverse judgments, rulings, and sexual harassment settlements each year. Annual summary reports will be made available to state agencies seeking to contract with an outside entity, improving transparency and accountability for all employers engaged in any work with the State.

**Ensuring Pay Equity at State and Local Authorities:** Governor Cuomo recently adopted the Pay Equity Law, prohibiting wage differentials within the State service for protected class employees and announcing a benchmark survey to collect current pay scales from all authorities. A recent item in the 2020 Executive Budget further extends the provisions of the law to protected class employees at State and local authorities and ensures compliance. The Department will provide, as requested, benchmark information on duties, responsibilities, and associated salaries on comparable jobs in the state workforce; and assist in any pay equity studies being conducted by these entities.

In addition, the 2020 report will focus on the impact of the COVID-19 pandemic on women in the workforce.

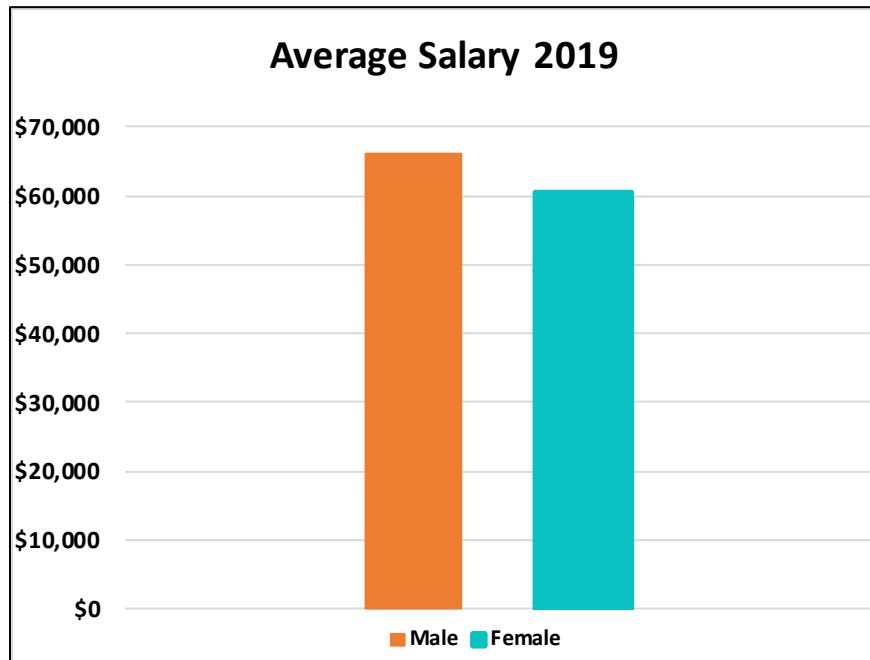
### **SUMMARY**

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 work 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.<sup>10</sup> The average salary differential has decreased somewhat over the same period; however, women continue to make less than men. As of January 1, 2019, women made 8% less than their male counterparts, or 92 cents on the dollar.

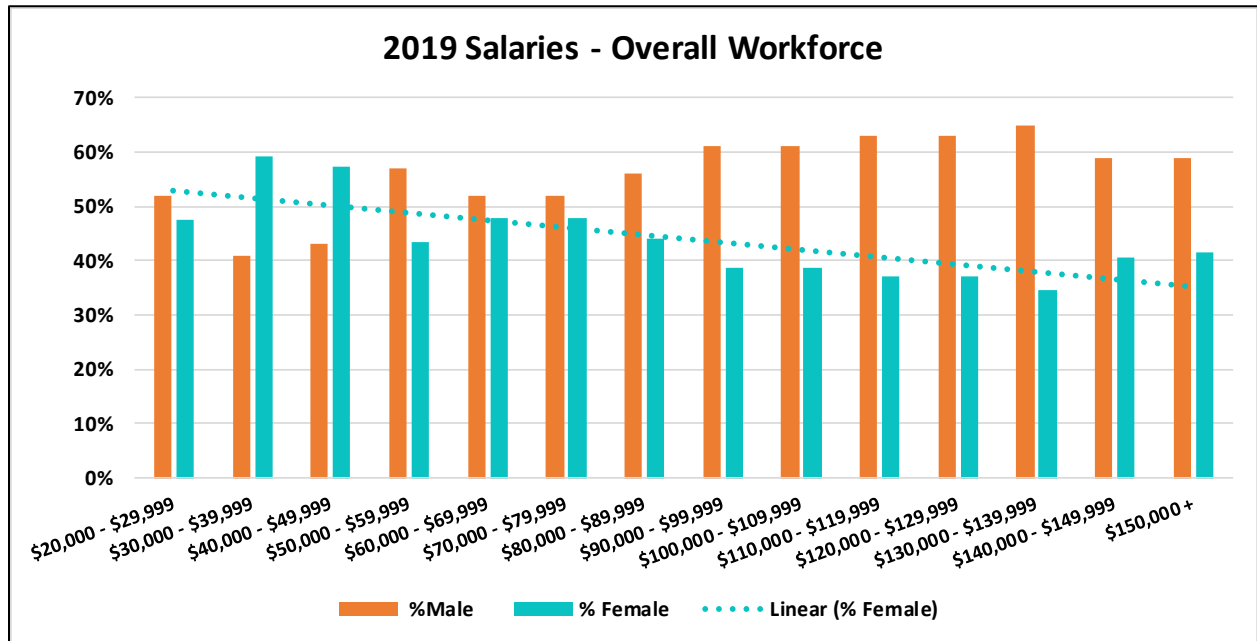


	2009		2014		2018		2019		
	#	Average Salary	#	Average Salary	#	Average Salary	#	%	Average Salary
<b>Male</b>	80,367	\$55,403	70,091	\$60,351	68,441	\$63,589	73,233	51%	\$65,997
<b>Female</b>	79,318	\$48,543	70,709	\$53,781	69,639	\$59,049	70,955	49%	\$60,371
<b>Female Salary as % of Male</b>	88%		89%		93%		92%		

<sup>10</sup> Unknown gender data has been removed and calculations are based on known data only.

**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, still outnumbering women by nearly 25% in salary ranges above \$70,000. It is noted that the percentage of women in higher salaries decreased from 2018 to 2019. Factors that may contribute to this distinction include more men being hired or promoted into higher level positions or more women leaving the State workforce. The Department will continue to explore the contributing factors.

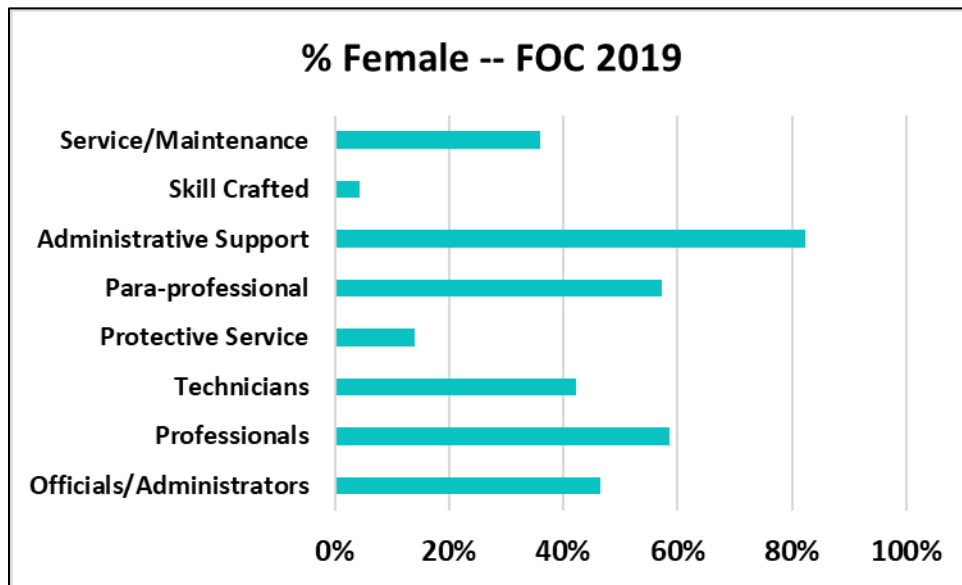


## 2019 Women in the State Workforce

Salary Range	2009			2014			2018			2019		
	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female
\$20,000 - \$29,999	4,121	6,234	60%	2,040	2,544	55%	579	501	46%	439	400	48%
\$30,000 - \$39,999	15,634	26,632	63%	10,029	15,509	61%	8,517	12,574	60%	8,301	12,034	59%
\$40,000 - \$49,999	16,148	16,097	50%	13,187	18,533	58%	13,134	17,782	58%	13,471	17,998	57%
\$50,000 - \$59,999	21,211	14,030	40%	12,045	12,471	51%	13,060	10,365	44%	13,645	10,460	43%
\$60,000 - \$69,999	8,516	7,190	46%	16,125	9,477	37%	11,692	10,416	47%	11,849	10,915	48%
\$70,000 - \$79,999	5,998	3,893	39%	5,126	4,647	48%	8,462	7,472	47%	8,220	7,493	48%
\$80,000 - \$89,999	2,644	1,984	43%	4,736	3,165	40%	3,212	3,000	48%	4,173	3,267	44%
\$90,000 - \$99,999	1,965	1,008	34%	2,355	1,694	42%	3,657	2,867	44%	4,885	3,100	39%
\$100,000 - \$109,999	1,064	574	35%	1,744	958	35%	2,578	2,124	45%	3,056	1,928	39%
\$111,000 - \$119,999	825	379	31%	737	445	38%	804	634	44%	1,862	1,092	37%
\$120,000 - \$129,999	469	237	34%	467	241	34%	484	331	41%	804	560	37%
\$130,000 - \$139,999	445	253	36%	196	130	40%	613	360	37%	736	390	35%
\$140,000 - \$149,999	705	361	34%	333	223	40%	345	231	40%	278	190	41%
\$150,000 +	311	135	30%	696	406	37%	1,012	721	42%	1,214	861	41%

**Table 3. Workforce Federal Occupational Groups (FOC)**

As they are defined by Federal standards, most administrative support positions in the State workforce are filled by women, while men outnumber women in skill crafted and protective service occupational areas. Over the past ten years, women have consistently held the majority of para-professional occupations and slightly more than half of professional occupations; however, in 2019, women have decreased their participation in para-professional jobs and their numbers have increased slightly in the professional and official/administrator categories. The ratio of women to men is relatively even within the officials and technicians' occupational groups.



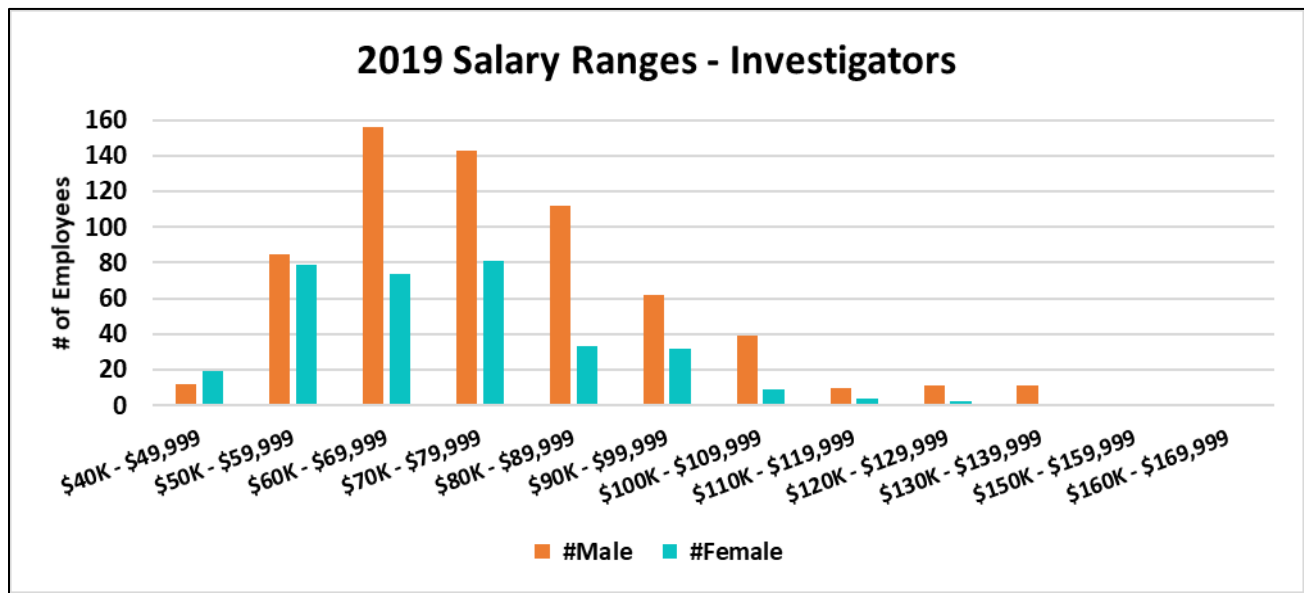
	2009			2019		
	# Male	# Female	% Female	# Male	# Female	% Female
Officials/Administrators	2,014	1,261	39%	1,618	1,403	46%
Professionals	25,800	29,418	53%	21,513	30,342	59%
Technicians	4,330	3,347	44%	4,154	3,027	42%
Protective Service	21,557	2,855	12%	22,939	3,744	14%
Para-professional	7,911	18,224	70%	7,057	16,047	57%
Administrative Support	3,589	20,319	85%	2,840	13,240	82%
Skill Crafted	9,393	501	5%	8,139	364	4%
Service/Maintenance	5,773	3,393	37%	4,973	2,788	36%

**2019 TITLE AND SALARY DATA TABLES**

The following tables show women’s 2019 salaries as compared to men for Investigators, Attorneys and Architects titles (Tables 4 – 6).

**Table 4. Salary Ranges: Investigator Titles**

Of all the titles studied, Investigators have one of the broadest salary ranges. However, there is still a relatively low participation rate for women across the series (33%), and consistent with statewide workforce salary data, more women tend to work in the lower salary ranges of this series. Men dominate this occupational field by a significant margin, outnumbering women by a ratio of three to one in higher-paying grades.

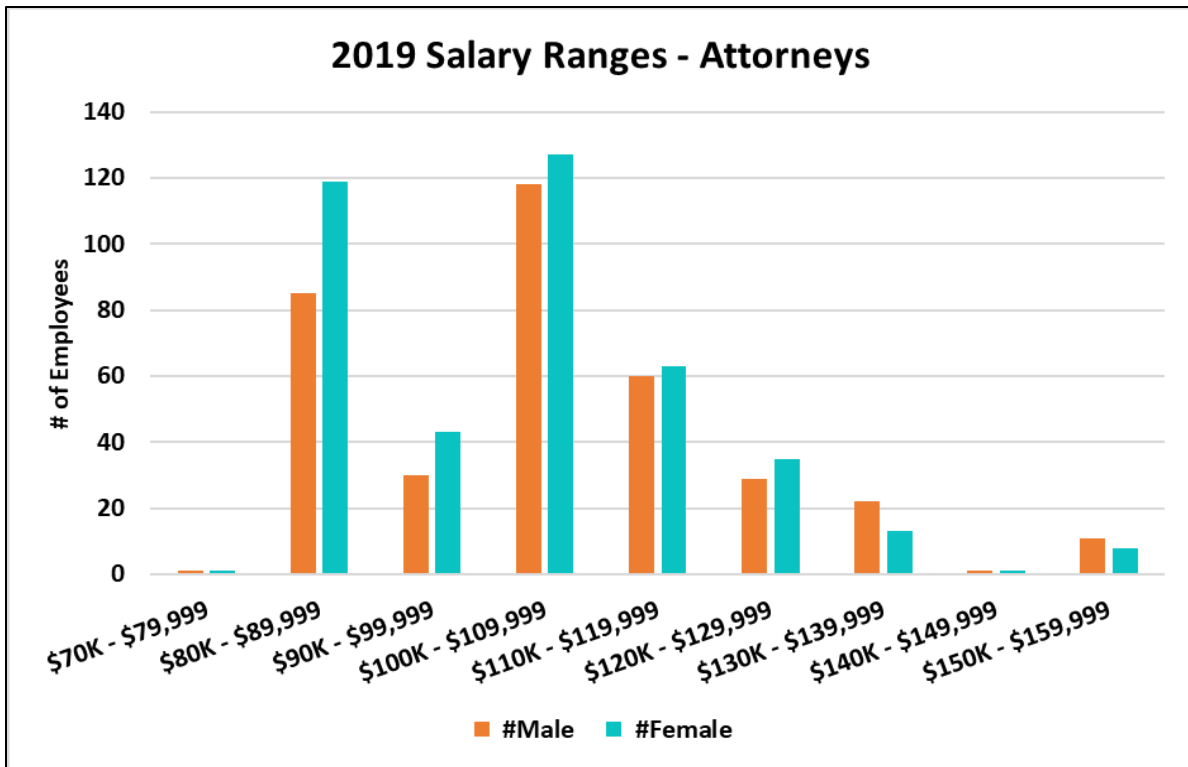


Salary Range	January-2019		
	#Male	#Female	% Female
\$40,000 - \$49,999	12	19	61%
\$50,000 - \$59,999	85	79	48%
\$60,000 - \$69,999	156	74	32%
\$70,000 - \$79,999	143	81	36%
\$80,000 - \$89,999	112	33	23%
\$90,000 - \$99,999	62	32	34%
\$100,000 - \$109,999	39	9	19%
\$110,000 - \$119,999	10	4	27%
\$120,000 - \$129,999	11	2	15%
\$130,000 - \$139,999	11	0	0%
\$150,000 - \$159,999	0	1	100%
\$160,000 - \$169,999	1	0	0%



**Table 5. Salary Ranges: Attorney Titles**

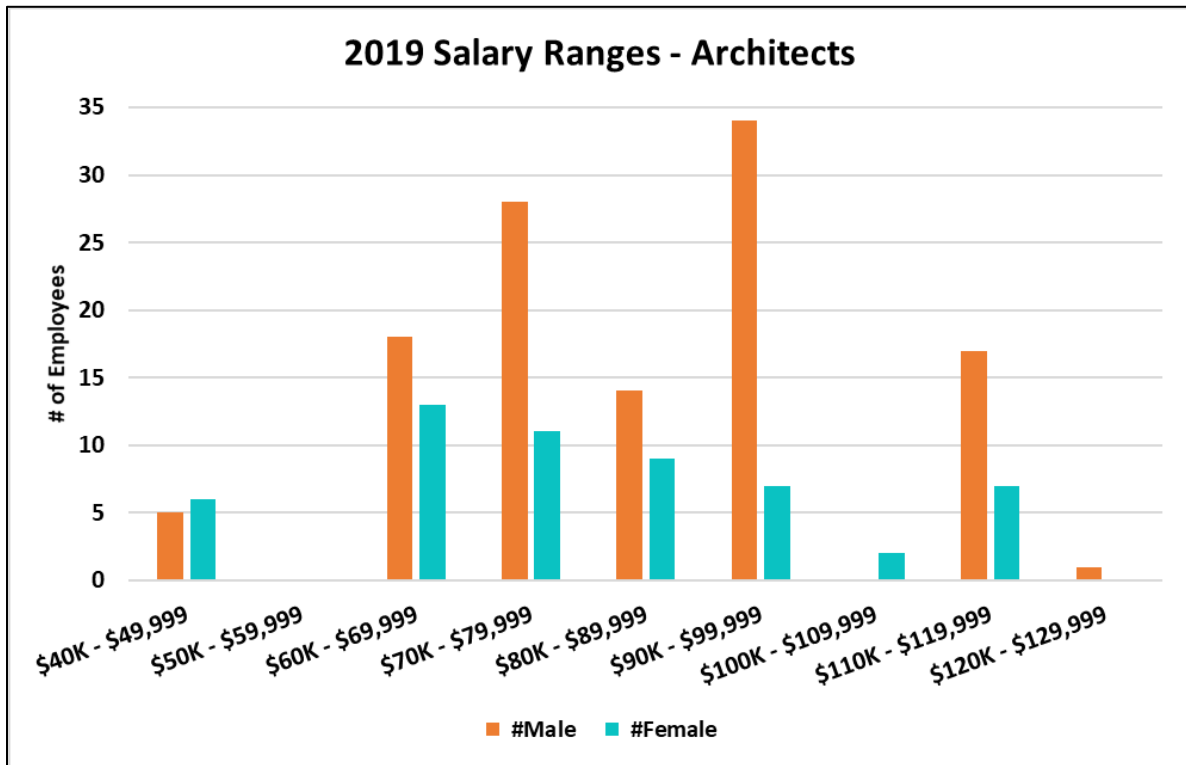
Of all the titles studied, Attorney Titles have the highest rate of participation among women, who comprise 53% of titles in this occupational field. The number of women working in higher-paying salaries drops in the median salary ranges; however, so does the number of men at these levels. The most significant change to women’s participation in higher salary ranges occurs above \$130,000. Concurrent with lower participation rates is a lower number of titles overall, suggesting that while fewer advancement opportunities exist in this series for both men and women, women have not been able to achieve them as consistently as men.



Salary Range	January-2019		
	#Male	#Female	% Female
\$70K - \$79,999	1	1	50%
\$80K - \$89,999	85	119	58%
\$90K - \$99,999	30	43	59%
\$100K - \$109,999	118	127	59%
\$110K - \$119,999	60	63	51%
\$120K - \$129,999	29	35	55%
\$130K - \$139,999	22	13	37%
\$140K - \$149,999	1	1	50%
\$150K - \$159,999	11	8	42%

**Table 5. Salary Ranges: Architect Titles**

On average, women comprise nearly a third of Architect titles in the State workforce (32%). While the total number of employees in these titles is the lowest of all the titles profiled, men outnumber women in all but the lowest salary range of the series, at \$40 – 49,000 and at the \$100-109,000 range.



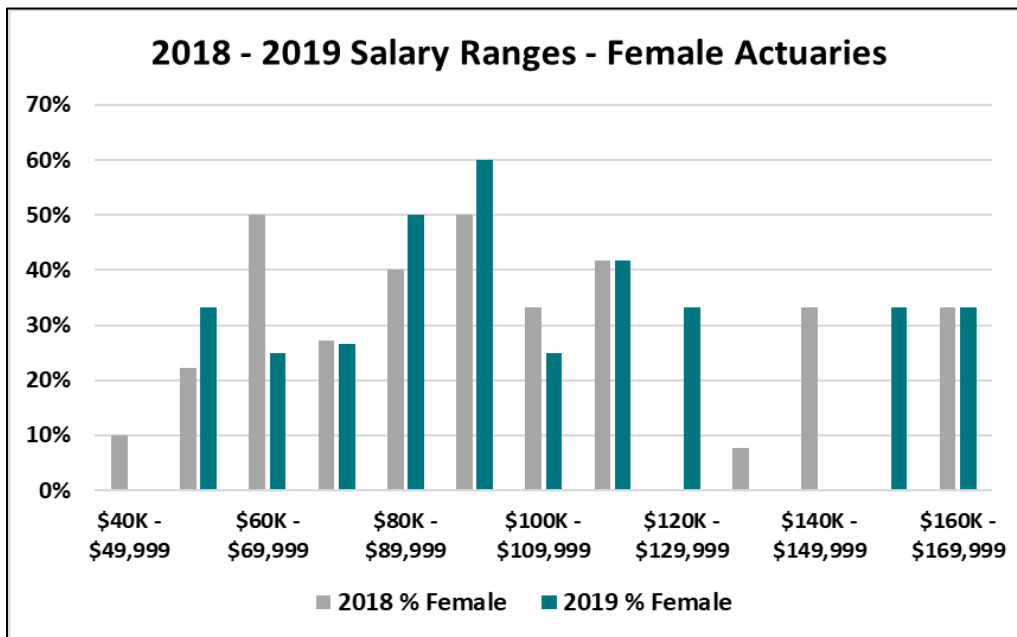
Salary Range	January-2019		
	#Male	#Female	% Female
\$40K - \$49,999	5	6	54%
\$50K - \$59,999	0	0	0%
\$60K - \$69,999	18	13	42%
\$70K - \$79,999	28	11	28%
\$80K - \$89,999	14	9	39%
\$90K - \$99,999	34	7	17%
\$100K - \$109,999	0	2	100%
\$110K - \$119,999	17	7	29%
\$120K - \$129,999	1	0	0%

**2018 - 2019 TITLE AND SALARY DATA TRENDS**

The following tables show trends in women’s salaries over two years for Actuaries, Physicians, and Trades titles (Tables 7 – 9).

**Table 7. Salary Ranges: Actuary Titles**

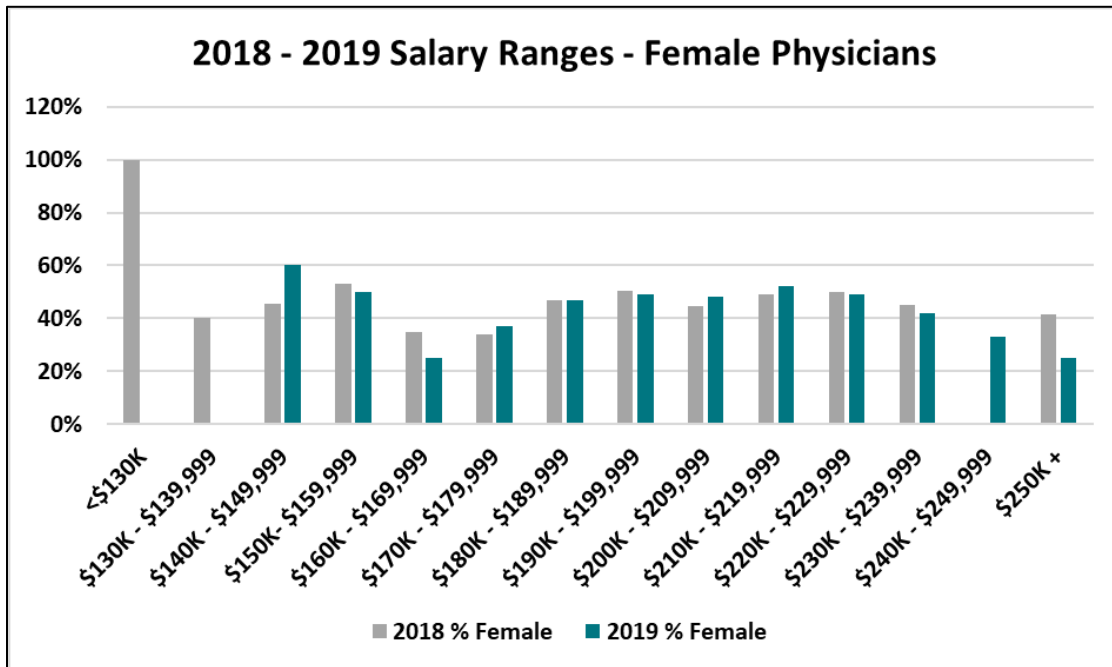
Actuary positions are a consistently male-dominated occupational area in the State workforce, with women comprising 29% of titles in this field. In 2019, there were more women working in actuary titles with salaries above \$110,00 than in the previous year, suggesting the possible advancement of female employees in these titles.



Salary Range	2018	2019
	% Female	
\$40K - \$49,999	10%	0%
\$50K - \$59,999	22%	33%
\$60K - \$69,999	50%	25%
\$70K - \$79,999	27%	27%
\$80K - \$89,999	40%	50%
\$90K - \$99,999	50%	60%
\$100K - \$109,999	33%	25%
\$110K - \$119,999	42%	42%
\$120K - \$129,999	0%	33%
\$130K - \$139,999	8%	0%
\$140K - \$149,999	33%	0%
\$150K - \$159,999	25%	33%
\$160K - \$169,999	33%	33%

**Table 8. Salary Ranges: Physician Titles**

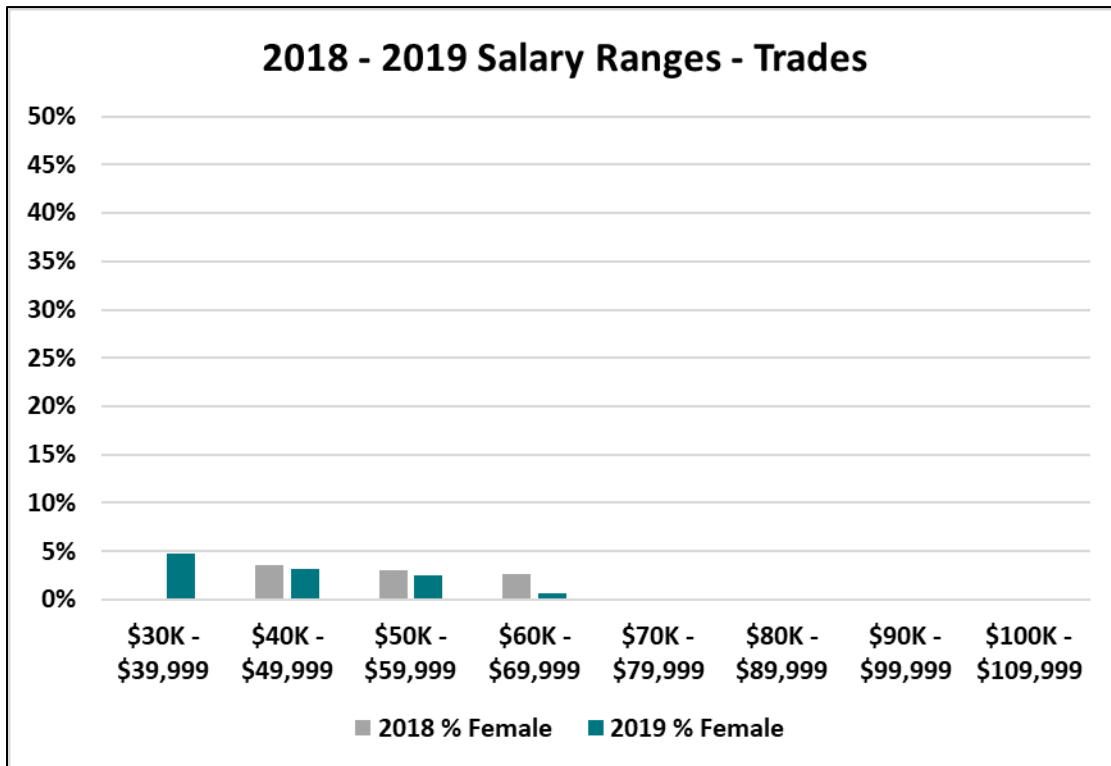
Physicians reflect the highest salaries and one of the least populous titles of all the occupational groups profiled. While women continue comprise a relatively equal part of the group overall (43%), in the current year their participation in higher salary ranges saw a slight increase. In 2018, female physicians exclusively occupied the lowest salary range studied.



	2018	2019
<b>Salary Range</b>	<b>% Female</b>	
<\$130K	100%	0%
\$130K - \$139,999	40%	0%
\$140K - \$149,999	45%	60%
\$150K - \$159,999	53%	50%
\$160K - \$169,999	35%	25%
\$170K - \$179,999	34%	37%
\$180K - \$189,999	47%	47%
\$190K - \$199,999	51%	49%
\$200K - \$209,999	45%	48%
\$210K - \$219,999	49%	52%
\$220K - \$229,999	50%	49%
\$230K - \$239,999	45%	42%
\$240K - \$249,999	0%	33%
\$250K +	42%	25%

**Table 9. Salary Ranges: Trades Titles**

Trades, mechanic and entry-level labor and maintenance titles were revised in September 2018 as part of a larger initiative to consolidate titles and update the State’s overall title structure. The changes did not affect salary grade, gender composition, or other relevant characteristics of the titles studied. Consistent with the previous year, trades positions in New York State have the lowest overall number of women participating. An increase in participation is noted in lower salary ranges for 2019 suggesting the possible recruitment of women into the field; however, there is no representation of women in higher-paying titles. The gender participation gap remains the highest among all the occupational groups studied with just 3% of Trades employees being women.



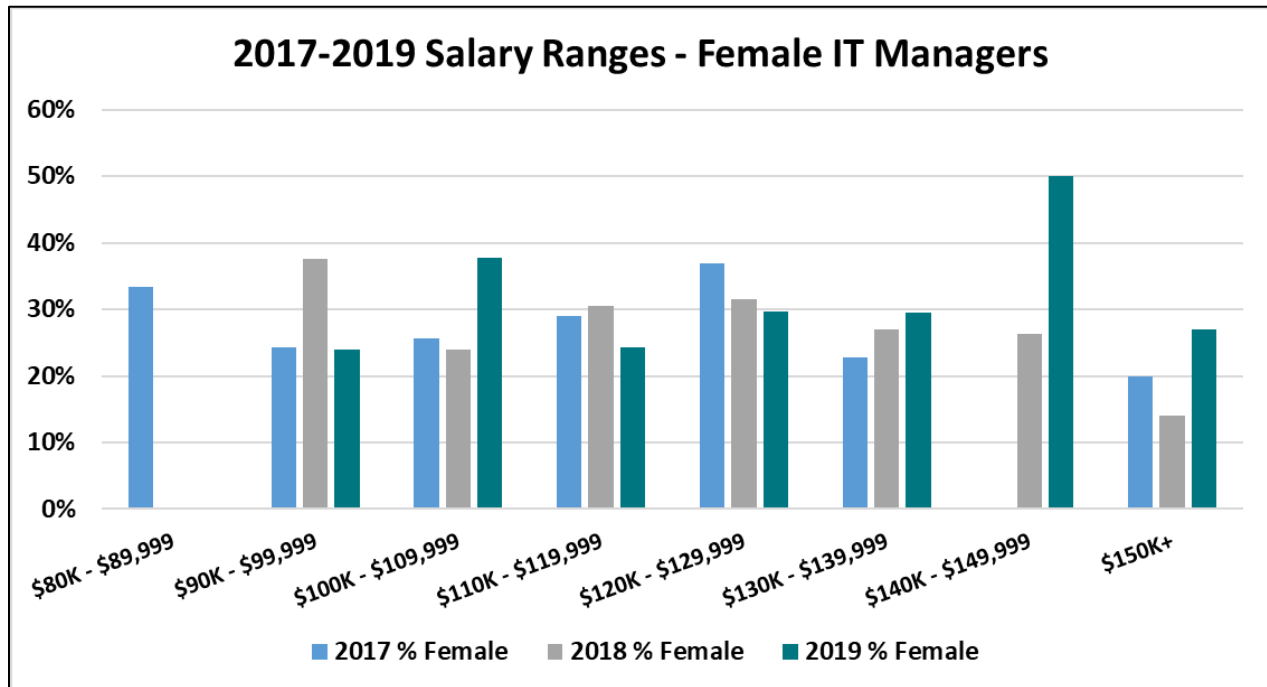
Salary Range	2018	2019
	% Female	
\$30K - \$39,999	0%	5%
\$40K - \$49,999	4%	3%
\$50K - \$59,999	3%	3%
\$60K - \$69,999	3%	1%
\$70K - \$79,999	0%	0%
\$80K - \$89,999	0%	0%
\$90K - \$99,999	0%	0%
\$100K - \$109,999	0%	0%

**2017 - 2019 TITLE AND SALARY DATA TRENDS**

The following tables show trends in women’s salaries over three years for IT Managers, Professional Engineers, and Correction Officers titles.

**Table 7. Salary Ranges: Female IT Manager Titles**

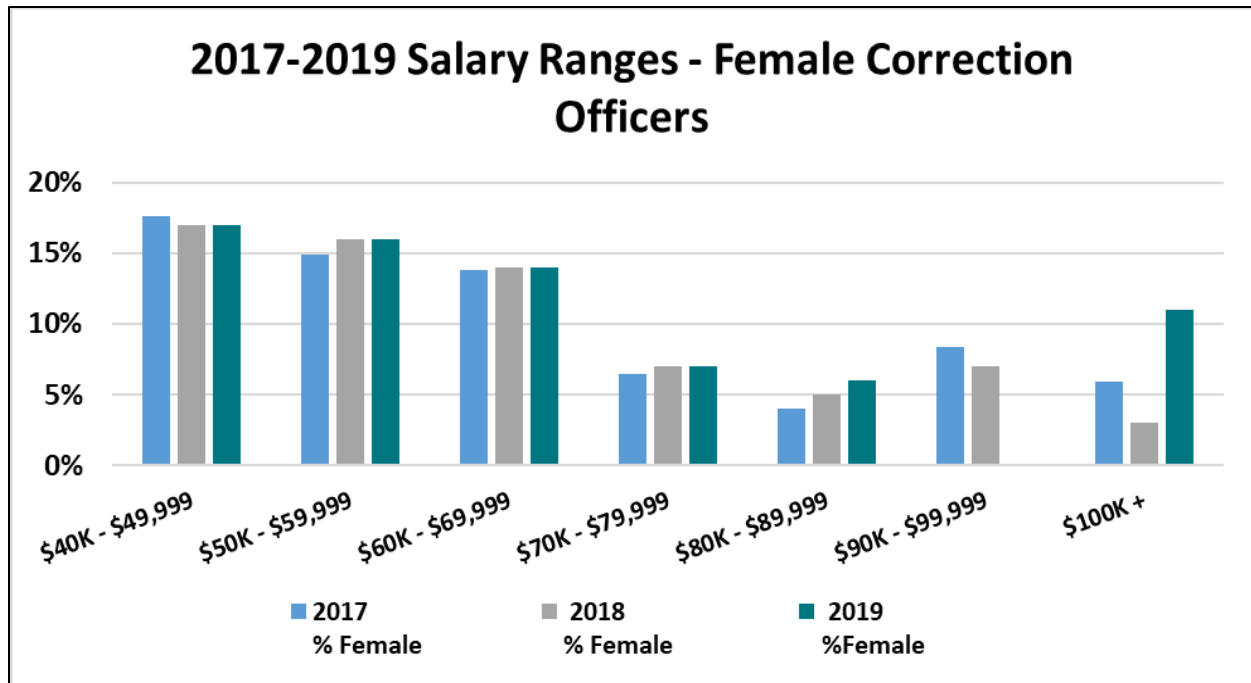
Overall representation of women in IT Manager Titles has remained steady from 2017 to 2019, with women comprising 28% of these titles on average over three years. In 2019, more women were working in titles with salaries over \$100,000, and their participation rate in IT titles with salaries above \$140,00 nearly doubled. Representation at the \$80 – 89,000 range dropped in 2018 and remains at 0% for the current year. Both trends are suggestive of the possibility that women working in lower level IT titles in 2017 have since advanced to higher paying jobs in the field.



Salary Range	2017	2018	2019
	% Female		
\$80K - \$89,999	33%	0%	0%
\$90K - \$99,999	24%	38%	24%
\$100K - \$109,999	26%	24%	38%
\$110K - \$119,999	29%	31%	24%
\$120K - \$129,999	37%	31%	30%
\$130K - \$139,999	23%	27%	30%
\$140K - \$149,999	0%	26%	50%
\$150K +	20%	14%	27%

**Table 8. Salary Ranges: Female Correction Officer Titles**

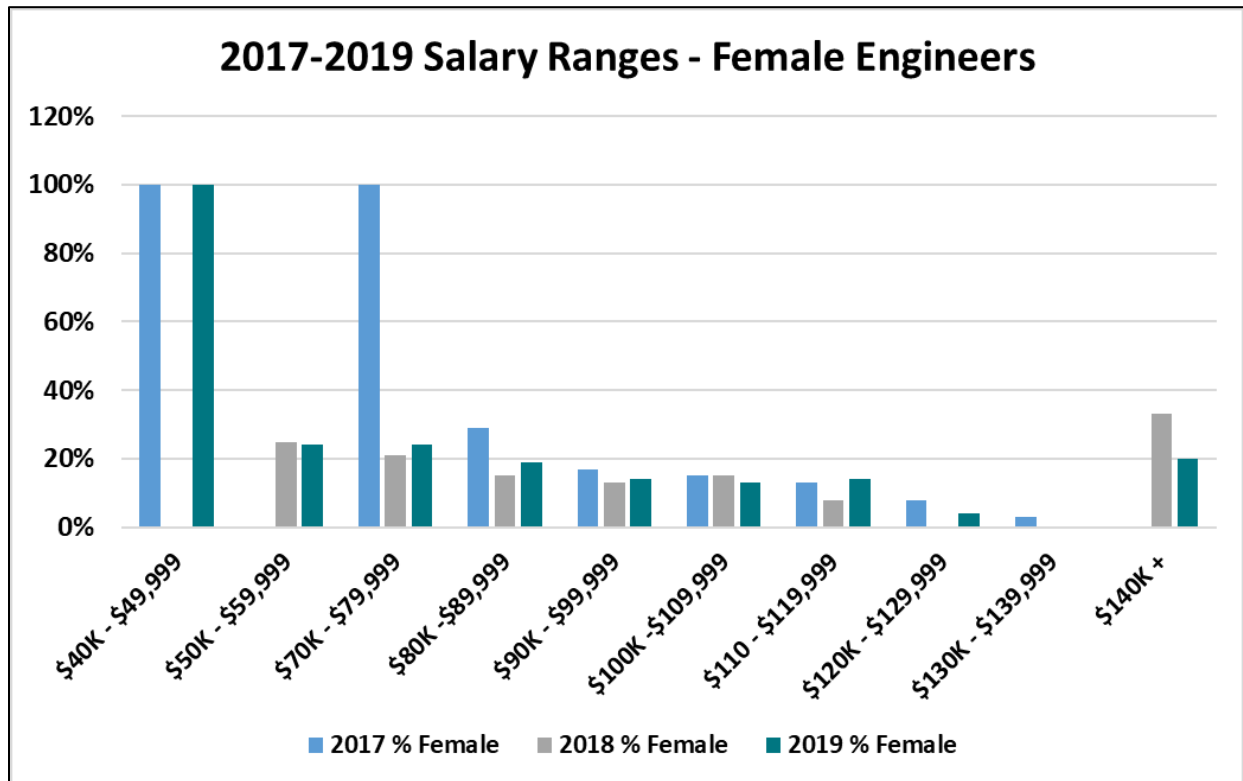
Women’s participation in Correction Officer Titles, while generally quite low (14%) remained stable in 2019. Overall, these titles offer fewer positions with salaries over the defined high-paying threshold (\$75K). The percentage of women earning in the ranges from \$40,000 to \$70,000 has stayed the same over the past three years, while their representation decreased in positions earning more than \$70,000. In the current year, however, the percentage of women earning \$100,00 or more increased. This trend could indicate that female employees are gradually moving into higher-paying titles.



	2017	2018	2019
<b>Salary Range</b>	<b>% Female</b>		
\$40K - \$49,999	18%	17%	17%
\$50K - \$59,999	15%	16%	16%
\$60K - \$69,999	14%	14%	14%
\$70K - \$79,999	6%	7%	7%
\$80K - \$89,999	4%	5%	6%
\$90K - \$99,999	8%	7%	0%
\$100K - \$109,999	6%	3%	11%

**Table 9. Salary Ranges: Female Professional Engineer Titles**

The percentage of women working in Engineering titles has been consistent since 2017, at an overall average of 15%. Their participation at higher-level salaries was also consistent from 2017 to 2019; however, in 2019, the percentage of women earning more than \$120,000 decreased. In the current year, the percentage of women working in titles with lower salary ranges increased, suggesting an increase in the number of women recruited into the field.



Salary Range	2017	2018	2019
	% Female		
\$40K - \$49,999	100%	0%	100%
\$50K - \$59,999	0%	25%	24%
\$60K - \$69,999	100%	21%	24%
\$70K - \$79,999	29%	15%	19%
\$80K - \$89,999	17%	13%	14%
\$90K - \$99,999	15%	15%	13%
\$100K - \$109,999	13%	8%	14%
\$111K - \$119,999	8%	0%	4%
\$120K - \$129,999	3%	0%	0%
\$130K - \$139,999	0%	33%	20%
\$140K +	100%	0%	100%



### **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. This year's report also includes the New York 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**

<b>Attorney data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
6501300	Senior Attorney
6501360	Senior Attorney Financial Services
6501370	Senior Attorney Realty
6501400	Associate Attorney
6501401	Associate Attorney Health Litigation
6501402	Associate Attorney Comp Claims
6501412	Associate Attorney Tax
6501415	Associate Attorney Securities & Public Financing
6501430	Associate Attorney Health Care Regulation
6501460	Associate Attorney Financial Services
6501470	Associate Attorney Insurance
6501471	Associate Attorney Insurance Industry Investigations
6501480	Associate Attorney Realty
6501485	Associate Attorney Tax Enforcement
6501500	Principal Attorney
6501503	Principal Attorney Realty
6501505	Principal Attorney Insurance
6501516	Principal Attorney Securities & Public Financing
6501540	Principal Attorney Tax
6501545	Principal Attorney Tax Enforcement
6501560	Principal Attorney Financial Services
6501600	Supervising Attorney
6501605	Supervising Attorney Insurance
6501610	Supervising Attorney Municipal Affairs
6501620	Supervising Attorney Tax
6501660	Supervising Attorney Financial Services
<b>Investigator data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
6658100	Investigator 1
6658110	Investigator 1 Chinese Language
6658120	Investigator 1 Korean Language
6658130	Investigator 1 Spanish Language
6658200	Investigator 2
6658210	Investigator 2 Comp Claims
6658220	Investigator 2 License
6658230	Investigator 2 Rent Administration
6658300	Investigator 3
6658310	Investigator 3 Comp Claims
6658320	Investigator 3 License
6658410	Investigator 4 Comp Claims
6658420	Investigator 4 License
6659010	Investigative Officer Trainee
6659011	Investigative Officer Trainee Chinese Language
6659012	Investigative Officer Trainee Korean Language

## 2019 Women in the State Workforce

6659013	Investigative Officer Trainee Spanish Language
6659014	Investigative Officer Trainee Beverage Control
6659015	Investigative Officer Trainee Beverage Control Chinese Language
6659016	Investigative Officer Trainee Beverage Control Farsi Language
6659017	Investigative Officer Trainee Beverage Control Korean Language
6659018	Investigative Officer Trainee Beverage Control Russian Language
6659019	Investigative Officer Trainee Beverage Control Span Language
6659020	Investigative Officer Trainee Motor Vehicle
6659021	Investigative Officer Trainee Motor Vehicle Chinese Language
6659022	Investigative Officer Trainee Motor Vehicle Creole Language
6659023	Investigative Officer Trainee Motor Vehicle Italian Language
6659024	Investigative Officer Trainee Motor Vehicle Korean Language
6659025	Investigative Officer Trainee Motor Vehicle Russian Language
6659026	Investigative Officer Trainee Motor Vehicle Spanish Language
6659100	Investigative Officer 1
6659105	Investigative Officer 1 Chinese Language
6659110	Investigative Officer 1 Korean Language
6659115	Investigative Officer 1 Spanish Language
6659120	Investigative Officer 1 Beverage Control
6659125	Investigative Officer 1 Beverage Control Chinese Language
6659130	Investigative Officer 1 Beverage Control Farsi Language
6659135	Investigative Officer 1 Beverage Control Korean Language
6659140	Investigative Officer 1 Beverage Control Russian Language
6659145	Investigative Officer 1 Beverage Control Spanish Language
6659150	Investigative Officer 1 Motor Vehicle
6659155	Investigative Officer 1 Motor Vehicle Chinese Language
6659160	Investigative Officer 1 Motor Vehicle Creole Language
6659165	Investigative Officer 1 Motor Vehicle Italian Language
6659170	Investigative Officer 1 Motor Vehicle Korean Language
6659175	Investigative Officer 1 Motor Vehicle Russian Language
6659180	Investigative Officer 1 Motor Vehicle Spanish Language
6659185	Investigative Officer 1 Public Work Wage
6659190	Investigative Officer 1 State Insurance Fund
6659210	Investigative Officer 2 Beverage Control
6659220	Investigative Officer 2 Workers Comp
6659230	Investigative Officer 2 Labor Standards
6659240	Investigative Officer 2 Labor Standards Chinese Language
6659250	Investigative Officer 2 Labor Standards Spanish Language
6659260	Investigative Officer 2 Motor Vehicle
6659270	Investigative Officer 2 Public Work Wage
6659280	Investigative Officer 2 State Insurance Fund
6659290	Investigative Officer 2 Unemployment Insurance
6659310	Investigative Officer 3 Beverage Control
6659320	Investigative Officer 3 Workers Comp
6659330	Investigative Officer 3 Labor Standards
6659340	Investigative Officer 3 Motor Vehicle
6659350	Investigative Officer 3 Public Work Wage
6659360	Investigative Officer 3 State Insurance Fund

## 2019 Women in the State Workforce

6659370	Investigative Officer 3 Unemployment Insurance
6659410	Investigative Officer 4 Workers Comp
6659420	Investigative Officer 4 Labor Standards
6659430	Investigative Officer 4 Motor Vehicle
6659440	Investigative Officer 4 Public Work Wage
6659450	Investigative Officer 4 Unemployment Insurance
6660010	Investigative Specialist Trainee 1 Law
6660012	Investigative Specialist Trainee 1 Narcotics
6660020	Investigative Specialist Trainee 2 Law
6660022	Investigative Specialist Trainee 2 Narcotics
6660100	Investigative Specialist 1
6660110	Investigative Specialist 1 Spanish Language
6660120	Investigative Specialist 1 Financial Fraud
6660130	Investigative Specialist 1 Law
6660140	Investigative Specialist 1 Narcotics
6660150	Investigative Specialist 1 Motor Vehicle
6660151	Investigative Specialist Trainee 1 Motor Vehicle
6660152	Investigative Specialist Trainee 2 Motor Vehicle
6660155	Investigative Specialist 1 Motor Vehicle Chinese Language
6660156	Investigative Specialist Trainee 1 Motor Vehicle Chinese Language
6660157	Investigative Specialist Trainee 2 Motor Vehicle Chinese Language
6660160	Investigative Specialist 1 Motor Vehicle Creole Language
6660161	Investigative Specialist Trainee 1 Motor Vehicle Creole Language
6660162	Investigative Specialist Trainee 2 Motor Vehicle Creole Language
6660165	Investigative Specialist 1 Motor Vehicle Italian Language
6660166	Investigative Specialist Trainee 1 Motor Vehicle Italian Language
6660167	Investigative Specialist Trainee 2 Motor Vehicle Italian Language
6660170	Investigative Specialist 1 Motor Vehicle Korean Language
6660171	Investigative Specialist Trainee 1 Motor Vehicle Korean Language
6660172	Investigative Specialist Trainee 2 Motor Vehicle Korean Language
6660175	Investigative Specialist 1 Motor Vehicle Russian Language
6660176	Investigative Specialist Trainee 1 Motor Vehicle Russian Language
6660177	Investigative Specialist Trainee 2 Motor Vehicle Russian Language
6660180	Investigative Specialist 1 Motor Vehicle Spanish Language
6660181	Investigative Specialist Tr 1 Motor Vehicle Spanish Language
6660182	Investigative Specialist Trainee 2 Motor Vehicle Spanish Language
6660210	Investigative Specialist 2 Financial Fraud
6660220	Investigative Specialist 2 Law
6660230	Investigative Specialist 2 Medicaid
6660240	Investigative Specialist 2 Narcotics
6660250	Investigative Specialist 2 Professional Conduct
6660260	Investigative Specialist 2 Motor Vehicle
6660270	Investigative Specialist 2 Motor Vehicle Spanish Language
6660310	Investigative Specialist 3 Financial Fraud
6660320	Investigative Specialist 3 Law
6660330	Investigative Specialist 3 Professional Conduct
6660340	Investigative Specialist 3 Medicaid
6660350	Investigative Specialist 3 Motor Vehicle

## 2019 Women in the State Workforce

6660410	Investigative Specialist 4 Financial Fraud
6660420	Investigative Specialist 4 Law
6660430	Investigative Specialist 4 Medicaid
6660440	Investigative Specialist 4 Professional Conduct
6660450	Investigative Specialist 4 Motor Vehicle
<b>Architect data includes the following titles</b>	
<b>Title Code</b>	<b>Title Name</b>
4801100	Junior Architect
4801200	Assistant Architect
4801300	Senior Architect
4801400	Assoc Architect
4801500	Principal Architect
5001100	Junior Landscape Architect
5001200	Landscape Architect
5001300	Senior Landscape Architect
5001400	Assoc Landscape Architect
5001500	Principal Landscape Architect
<b>Actuary data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
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
<b>Physician data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
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



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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
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\*:**

<b>Title Code</b>	<b>Title Name</b>
7120000	Trades Generalist
7120100	Trades Specialist Carpenter
7120101	Trades Specialist Trainee 1 Carpenter
7120102	Trades Specialist Trainee 2 Carpenter
7120110	Trades Specialist Painter
7120120	Trades Specialist Electrician
7120121	Trades Specialist Trainee 1 Electrician
7120122	Trades Specialist Trainee 2 Electrician
7120130	Trades Specialist Roofing
7120135	Trades Specialist Bridge
7120140	Trades Specialist Locksmith
7120145	Trades Specialist Machinist
7120150	Trades Specialist Mason & Plasterer
7120151	Trades Specialist Trainee 1 Mason & Plasterer
7120152	Trades Specialist Trainee 2 Mason & Plasterer
7120160	Trades Specialist Plumber & Steamfitter
7120161	Trades Specialist Trainee 1 Plumber & Steamfitter
7120162	Trades Specialist Trainee 2 Plumber & Steamfitter
7120170	Trades Specialist Sheet Metal
7120175	Trades Specialist Welder
7120180	Trades Specialist Upholstery
7120185	Trades Specialist Sign Fabrication
7120200	Trades Supervisor Carpenter
7120210	Trades Supervisor Electrician
7120220	Trades Supervisor Painter
7120230	Trades Supervisor Mason & Plasterer
7120240	Trades Supervisor Plumber & Steamfitter
7120250	Trades Supervisor Sign Fabrication
7101300	Maintenance Supervisor 1
7101310	Maintenance Supervisor 1 Fish Hatchery
7101320	Maintenance Supervisor 1 Building
7101330	Maintenance Supervisor 1 Electronic Equipment

7101340	Maintenance Supervisor 1 Motor Equipment
7101350	Maintenance Supervisor 1 Toll Equipment
7101360	Maintenance Supervisor 1 Marine Equipment
7101500	Maintenance Supervisor 2
7101520	Maintenance Supervisor 2 Building
7101530	Maintenance Supervisor 2 Bridge
7101540	Maintenance Supervisor 2 Toll Equipment
7101550	Maintenance Supervisor 2 Motor Equipment
7150300	Maintenance Supervisor 3
7150310	Maintenance Supervisor 3 Bridge
7150320	Maintenance Supervisor 3 Motor Equipment
7150330	Maintenance Supervisor 3 Toll 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)
0815670	Manager Information Technology Services 1 (Information Security)
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
4063205	Professional Engineer 2 Civil
4063210	Professional Engineer 2 Civil/Construction
4063215	Professional Engineer 2 Civil/Environmental

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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:**

<b>Title Code</b>	<b>Title Name</b>
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
8700300	Correction Lieutenant
8700310	Correction Lieutenant Spanish Language

*\*Reflects skilled trades and related title changes effective September 13, 2018.*

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New York State Department of Civil Service

Albany, NY 12239