



Department of  
Civil Service

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# Women in the State Workforce



## 2020 & 2021 Annual Report

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Dear Colleagues,

It is my pleasure to present the *2020-2021 Women in the State Workforce Report*.

While no one could have anticipated the impact that the COVID-19 pandemic would have across this nation and the globe, it is clear that it has been especially difficult for working women, who while trying to maintain employment, have shouldered the responsibilities of childcare, home schooling, eldercare, and other responsibilities. The purpose of this special two-year report on Women in the State Workforce is to review the impact that the pandemic has had specifically on women working across New York State government.

Under the leadership of Governor Hochul, the first female Governor of New York State, New York State is taking dramatic action to combat COVID-19, while delivering immediate results and making government work for all New Yorkers, including New York's women and families. From the expansion of New York State's Paid Family Leave legislation to allow caring for siblings, to her commitment to eliminating the gender wage gap and expanding access to affordable childcare, Governor Hochul continues to build upon our state's legacy of strengthening women's rights and promoting equal opportunity for all.

As the central Human Resource agency for State government, the Department of Civil Service is responsible for recruiting and retaining a talented workforce to lead New York State that is reflective of the communities we serve. Governor Hochul's efforts to strengthen diversity and inclusion and create pathways for better incorporating equal opportunity principles into the State's policies, practices, and services, complements the Department's ongoing work in building and sustaining a more inclusive work environment for all employees within state government.

To create greater awareness and inform decision-making and as part of the *2020-2021 Women in the State Workforce Report*, the Department has analyzed relevant data on women across state government and implemented workplace policies, practices, and procedures to enable agencies to attract and hire a diverse and talented workforce. This special two-year report captures the impact COVID-19 had on women in the New York State workforce during the initial phase of the pandemic, giving insight into the changes that have occurred as a result.

Additionally, while the *Women in the State Workforce Report* typically discusses data pertaining to high-paying and traditionally male dominated State professions, this special report also provides an assessment of the status of women across varying State occupations.

A summary of our strategic efforts implemented over the past two years is also included in the following report, along with relevant data, progress updates, and recommendations that will support the State's efforts to attract, develop, and retain women in high-paying careers in State service, including jobs traditionally held by men.

This report will continue to serve as a roadmap to guide the Department in enhancing targeted recruitment efforts and advancing retention planning across agencies, all with the goal of ensuring that our state government continues to recognize and advance women's equality. I look forward to your collective feedback and support in these efforts.

*Rebecca A. Corso, Acting Commissioner*

### 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 of Civil Service has undertaken in support of these requirements. Applicable data is included at the end of the report.

***Note: An additional narrative accompanies the 2020-2021 report further detailing the background and trends in the national and statewide workforce, throughout the 2020 calendar year.***

***Data Reporting Methodology:*** The 2020-2021 Women in the Workforce Report includes a combination of a "snapshot" taken on January 1, 2020 of the demographics of the 144,779 employees in the classified and certain unclassified service, together with a "snapshot" taken on January 1, 2021 of the demographics of the 139,098 employees in the classified and certain unclassified service.

Data from 2020 is as of January 1, 2020 and data from 2021 is as of January 1, 2021. The number of employees does not include seasonal or hourly employees. Note that data tables on gender and race only reflect employees for whom data has been collected.

### WORKFORCE TRENDS

Throughout the COVID-19 pandemic,<sup>1</sup> women suffered disproportionately across this nation, losing an estimated 5.4 million net jobs nationally between February 2020 and December 2020, a staggering 55% overall net job loss. Dubbed the “she-cession,” the nation’s first female recession, by December 2020, more than 2 in 5 of the 12.1 million jobs lost by women did not return, with many of these unemployed women having been out of work for 6 months or longer.<sup>2</sup> Contributing to the overwhelming COVID-19 pandemic job loss figures and causing a significant impact, the shutdown of schools and daycares across the country posed new challenges for working mothers, as the absence of childcare and the need for home schooling were brought to the forefront. Also contributing to the job loss figures for women during the COVID-19 pandemic was that many of the industries hit the hardest are dominated by female employees, including restaurants and other retail establishments, hospitality, and health care.<sup>3</sup>

In 2020, women accounted for approximately 47% of the national workforce.<sup>4</sup> In 2020, women accounted for 52% of all workers employed in managerial, para-professional, and other related occupations.<sup>4</sup> Also, making up a majority of the essential workforce and therefore playing a vital role in the U.S. economy during the COVID-19 pandemic,<sup>5</sup> women continued to dominate certain areas of the medical field in 2020.<sup>6</sup> It should also be noted that in 2020, full-time working women made 82 cents on the dollar of men’s full-time wage, with their highest salaries being in either the healthcare, legal, corporate, or computer and information systems occupational fields.

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 2019, women represented an average participation rate of 27%

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<sup>1</sup> While this report mentions the COVID-19 pandemic throughout, the effects of the pandemic on women in the workforce will be delayed as the pandemic remains ongoing during the production of this report.

<sup>2</sup> Ewing-Nelson, Claire. *All of the Jobs Lost in December Were Women’s Jobs*. National Women’s Law Center, Jan. 2021, <https://nwlc.org/wp-content/uploads/2021/01/December-Jobs-Day.pdf>.

<sup>3</sup> Karageorge, Eleni, X. *COVID-19 Recession Is Tougher on Women: Monthly Labor Review: U.S. Bureau of Labor Statistics*. Sept. 2020, <https://www.bls.gov/opub/mlr/2020/beyond-bls/covid-19-recession-is-tougher-on-women.htm>.

<sup>4</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>5</sup> Laughlin, Lynda, and Megan Wisniewski. “Unequally Essential: Women and Gender Pay Gap During COVID-19.” *The United States Census Bureau*, 23 Mar. 2021, <https://www.census.gov/library/stories/2021/03/unequally-essential-women-and-gender-pay-gap-during-covid-19.html>.

<sup>6</sup> “Median Weekly Earnings of Full-Time Wage and Salary Workers by Detailed Occupation and Sex.” *U.S. Bureau of Labor Statistics*, <https://www.bls.gov/cps/cpsaat39.htm>.

## 2020 & 2021 Women in the State Workforce

out of 10.8 million workers in these fields at the national level.<sup>7</sup> In 2020, in New York State government, women represented 20% of the STEM titles analyzed (Actuary, IT Manager, Engineer).

In contrast, in addition to the election of the first female U.S. Vice-President, in 2020 women thrived in politics both congressionally and at the state level. While women's political success in 2018 was record setting, in 2020, women continued to build upon this progress, making up 27.4% of House winners, the "second-largest ever," and 20% of Senate winners.<sup>8</sup> In 2020, 29% (approximately 2,145) women served as state legislators nationwide, a 4.3% increase from the 2018 session, making 2020 also a historic time for women in politics at the state level. Women successfully advancing in the highest political offices of government, within both the federal and state levels, sets an example of a fracturing glass ceiling influencing women to seek higher paying positions regardless of sector.<sup>9</sup> In 2020, women in New York made up 32.4% of the New York State legislature, an increase of 4.2% from 2018, beating the national statewide percentage by 3.4%<sup>10</sup> and the congressional percentage by 8.8%.<sup>11</sup> With women making up approximately 50% of the state workforce in 2019 and 2020, New York continues to shine in encouraging the advancement of women in public service careers.

In 2020, the public and private sector job markets were significantly affected by the COVID-19 pandemic, with a large amount of the workforce becoming unemployed. In April of 2020, during the earlier days of the pandemic, 14.8% of the national workforce was unemployed, dropping to 6.7% by the end of 2020.<sup>12</sup> Despite the amount of employment loss due to the pandemic, the State's work in addressing the participation rates of women in the workforce continued to be consistent with efforts on the national scale, across both public and private sector business.<sup>13</sup>

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<sup>7</sup> Martinez, Anthony, and Cheridan Christnacht. "Women Making Gains in STEM Occupations but Still Underrepresented." *The United States Census Bureau*, 26 Jan. 2021, <https://www.census.gov/library/stories/2021/01/women-making-gains-in-stem-occupations-but-still-underrepresented.html>.

<sup>8</sup> Dittmar, Kelly. 2021. *Measuring Success: Women in 2020 Legislative Elections*. Center for American Women and Politics, Eagleton Institute of Politics, Rutgers University, New Brunswick, NJ, <https://womenrun.rutgers.edu/2020-report/>.

<sup>9</sup> Eagly, Alice H. "Once More: The Rise of Female Leaders." *American Psychological Association*, 8 Sept. 2020, <https://www.apa.org/research/action/female-leaders>.

<sup>10</sup> *Women in State Legislatures for 2020*. 7 Jan. 2020, <https://www.ncsl.org/legislators-staff/legislators/womens-legislative-network/women-in-state-legislatures-for-2020.aspx>.

<sup>11</sup> "Women in the U.S. Congress 2020." *CAWP*, 4 Jan. 2021, <https://cawp.rutgers.edu/women-us-congress-2020>.

<sup>12</sup> Falk, Gene, et al. *Unemployment Rates During the COVID-19 Pandemic: In Brief*. CRS Report, R46554, Federation of American Scientists, 12 Jan. 2021, <https://fas.org/sgp/crs/misc/R46554.pdf>.

<sup>13</sup> Coury, Sarah, et al. *Women in the Workplace*, McKinsey. 30 Sept. 2020, <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>.



## 2020 & 2021 Women in the State Workforce

Research shows that the COVID-19 pandemic has greatly impacted women in the private sector, as “one in four women are considering leaving the workforce or downshifting their careers versus one in five men.”<sup>14</sup> In comparison, the State workforce continues to be highly stable when viewed over time. In 2020, for women in the State workforce, attrition rates – or the number of employees who left the workforce, including those departing due to terminations, resignations, and retirements – decreased compared to 2019. Although the COVID-19 pandemic fueled options for early retirement in the private sector, there was a less than 1% change in women retiring from the State workforce between 2019 and 2020, and approximately 12% less resignations in 2020 compared to 2019 [Figure 1].

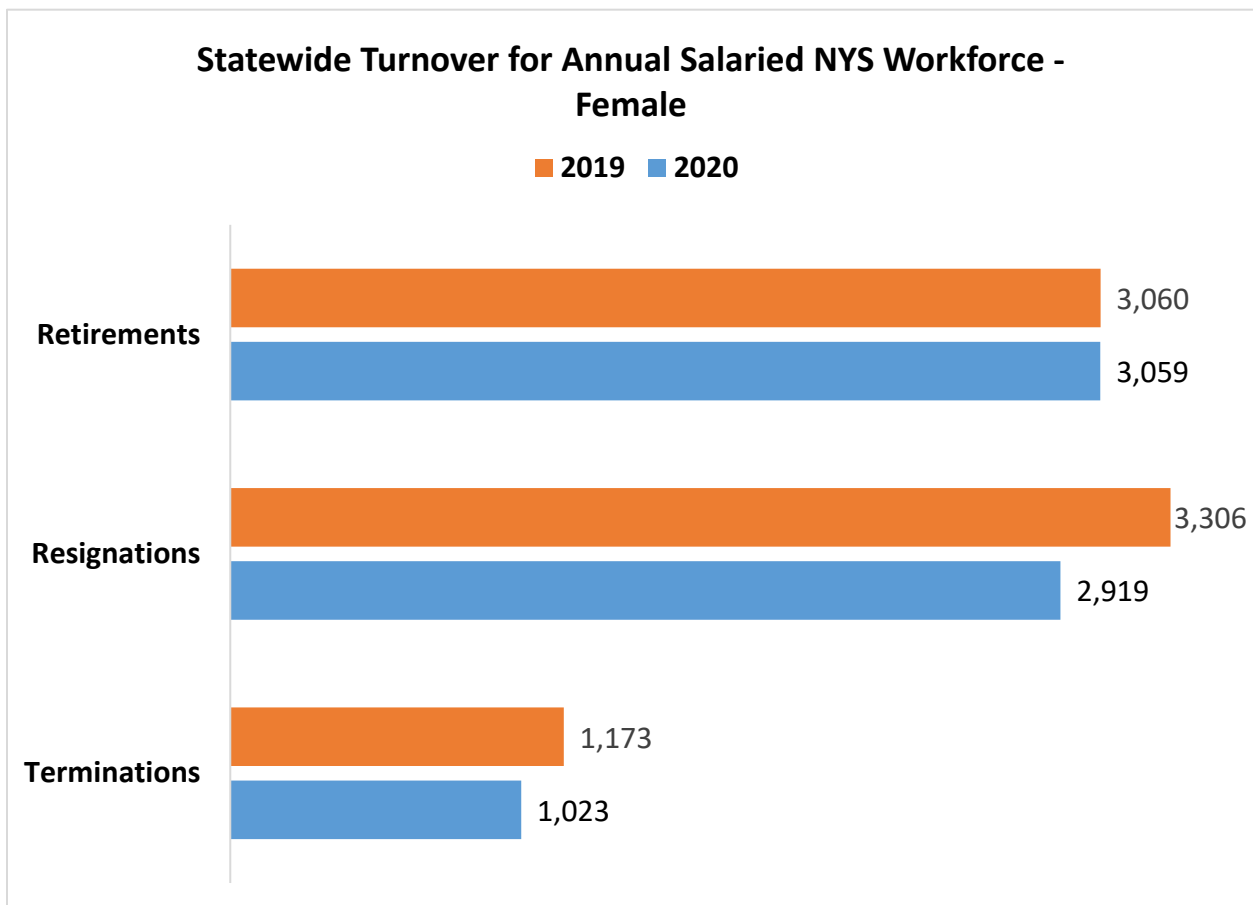


FIGURE 1 - STATEWIDE TURNOVER FOR ANNUAL SALARIED NYS WORKFORCE - FEMALE

<sup>14</sup> “Seven Charts That Show COVID-19’s Impact on Women’s Employment.” McKinsey & Company, 8 Mar. 2021, <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/seven-charts-that-show-covid-19s-impact-on-womens-employment>.

## 2020 & 2021 Women in the State Workforce

Although women were significantly impacted by the pandemic on the national front, the number of women separating from State service in 2020 was 7% less than in 2019 [Figure 1]. This may be attributed to the State's continued commitment to women through programs such as the statewide Telecommuting Pilot Program – which afforded many women the ability to work remotely during the pandemic – along with family-friendly work policies, including the nation's strongest Paid Family Leave Policy – which allowed some state employees to no longer have to choose between caring for their loved ones and risking their economic security.

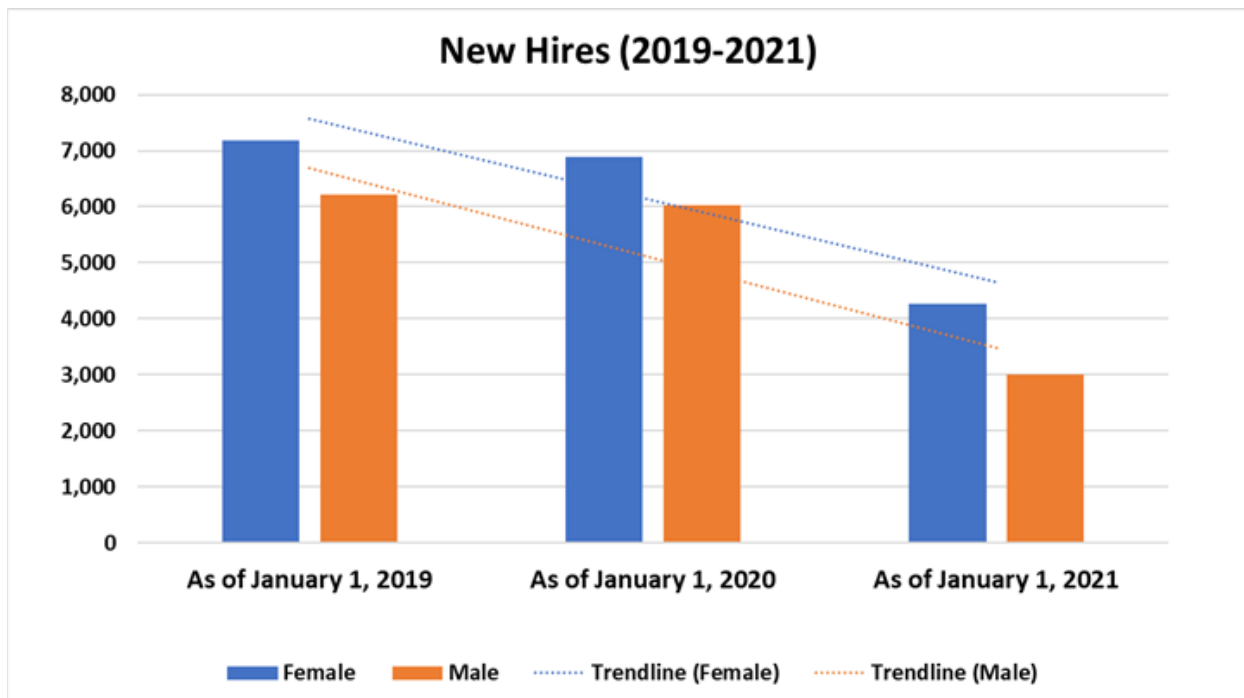


FIGURE 2 - NEW HIRES (2019-2021)

During the COVID-19 pandemic, women contributed to approximately 59% of new hires. Despite the Statewide hiring freeze attributed to COVID-19, women were hired at a higher rate than men. In 2020, 17% more women were hired than men, which is more than twice the amount in 2019 and 2018, in which 7% more women were hired than men [Figure 2]. As of January 1, 2021, the occupational categories with the largest number of men in the state workforce were across the security, police, and correction officer fields, at approximately 18,107 workers. At the same time, the occupational categories with the largest number of women in the state workforce were nursing, patient care, and volunteer services, at approximately 21,111 workers. Regardless of gender, New Yorkers continued to contribute as essential workers, exemplifying the state's commitment to confronting the COVID-19 pandemic from the frontlines.

## 2020 & 2021 Women in the State Workforce

In 2020, women continued to see growth in certain occupations, including in banking, insurance and financial security regulation and administration; motor vehicle program titles; parks and recreation positions and forestry; public service commission engineering; and civil defense titles. While women experienced incremental growth in occupations such as program planners and program analysis (2%); and hospital and institution business administration, and office management (7%), the most significant increase in participation by women as of January 1, 2021, came in the occupational fields that women were seeing decreased numbers as of January 1, 2020. [i.e., of plant utilities (25%); industrial and safety engineering (50%); marine vessel operation (50%); and TV and motion picture, racing and wagering (70%).] Seemingly unaffected by the COVID-19 pandemic, the growth in these fields could signal that women are willing to explore new career opportunities more than ever to diversify their professional portfolios.

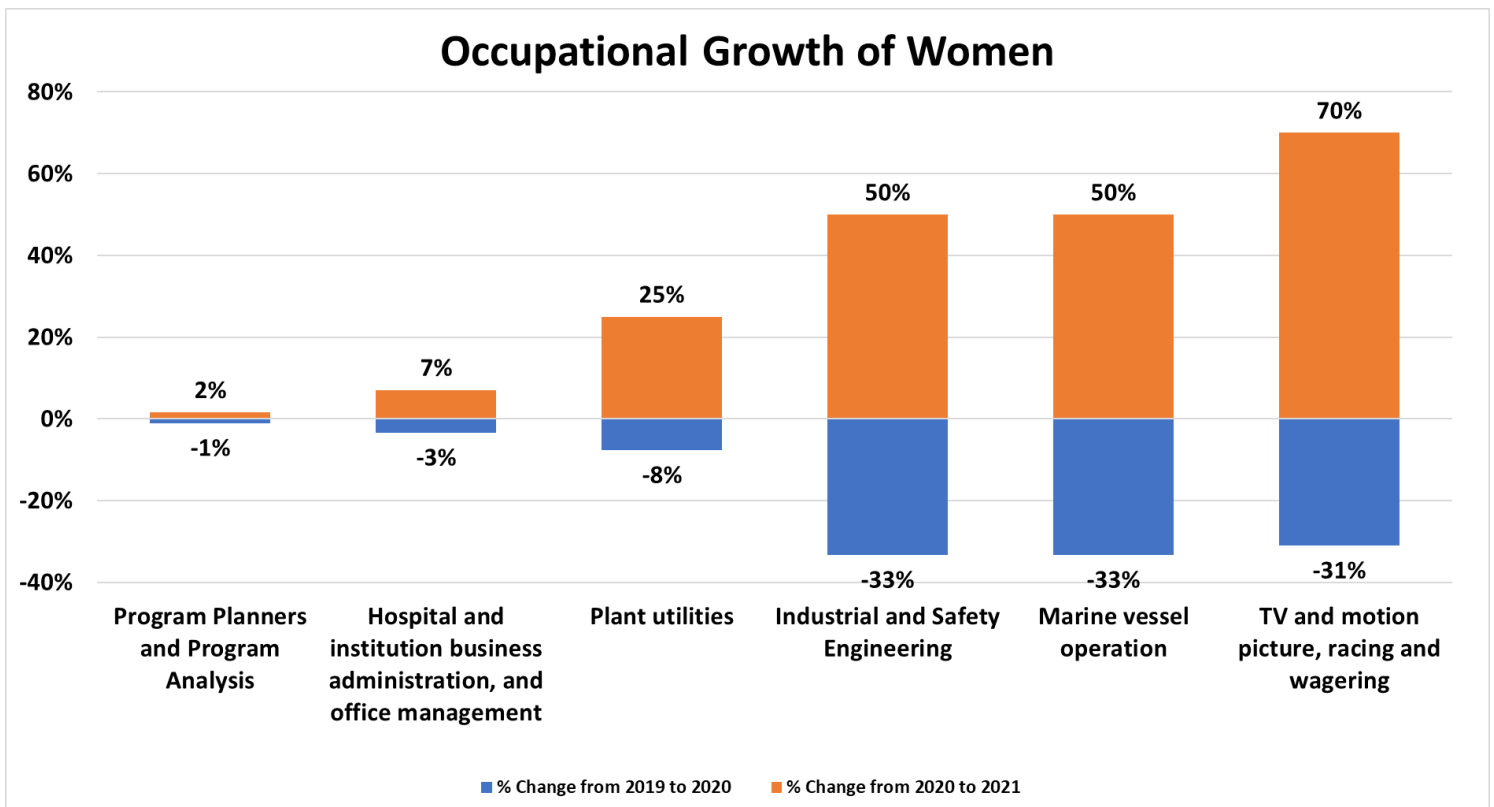


FIGURE 3 - OCCUPATIONAL GROWTH OF WOMEN

While the COVID-19 pandemic hindered some areas of occupational growth among the State workforce – such as food and health inspection; general civil engineering; building, cleaning, and custody; rehabilitation services – the State’s implementation of initiatives across a variety of occupational areas likely attributed to its ability to continue retaining women in the workforce during this time. Initiatives include targeted recruitment and outreach programs for critical hires; family-friendly work policies and work-life balance

initiatives such as employee sick leave, flexible work hours; mentoring programs; comprehensive sexual harassment and discrimination policies; implementation of training programs; strengthening diversity and inclusion across hiring; and modernizing the State's Pay Equity laws.<sup>15</sup>

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<sup>15</sup> Recruiting and Retaining Women. National Center for Women and Policing.  
<https://www.ncjrs.gov/pdffiles1/bja/185235.pdf>.

### DEPARTMENT ACTIVITIES

In the face of challenges due to COVID-19, the Department continued to take steps and continued making ongoing efforts to increase the number of women in high-paying jobs in state government, including those that are traditionally male-dominated. The following activities describe relevant efforts and initiatives for calendar year 2019 and 2020.

#### Partnerships

The Department continues to cultivate cooperative relationships with other state agencies and collaborate with key stakeholders to strengthen opportunities for women in State government. The Department has collaborated with state agency partners and educational organizations to reach more talented, diverse job candidates from across New York's communities; highlight and address inequities in compensation, foster awareness of equal opportunity principles, and standardize the State's efforts to increase diversity in the 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 continue to partner in targeted recruitment events such as the Warren County Career Center - Warren County Mini Job Fair; NYS Dr. Martin Luther King Jr. - Be a King Job Fair; Brooklyn Mini-Job Fair; and the Columbia-Greene Workforce NY - Mini Job Fair (many which were held virtually due to the COVID-19 pandemic). 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.

**Center for Women in Government and Civil Society:** In 2018, legislation was signed into law 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 the University at Albany (the Center) to undertake the analysis and develop a relevant report with recommendations to address this complex workplace issue. In 2020, a job content survey was released to approximately 20,000 state employees. Aggregated

and analyzed data, received from responses, will provide critical insight on the issue of the gender wage gap at both the local and state levels, and provide the basis for recommendations for addressing any deficiencies in compensation practices moving forward.

**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 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.

Throughout the reporting period, ODIM:

- Collaborated with the Agency Deputies for Administration Policy Team (ADAPT) and Personnel Council community to develop and implement workforce management programs that create a more inclusive environment for all state employees.
- Assisted agencies in developing strategic plans for diversity and inclusion, in accordance with Executive Order 187.
- Partnered with agencies to identify areas of demographic underrepresentation and develop responsive plans to address these areas.
- Distributed the Workforce Diversity and Inclusion Assessment Survey – Statewide Findings Report to provide a summary of findings from the enterprise-level perspective regarding diversity and inclusion efforts across the State government workforce.
- Held the inaugural meeting of the State Workforce Diversity and Inclusion Council, which is a representative group of Diversity and Inclusion Liaisons across all affected state entities, that are responsible for advising key D&I stakeholders on all existing and proposed policies, procedures, practices, and programs relating to or affecting diversity, equity, and inclusion.

### Recruitment and Retention Strategies

The Department has also 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.

**Rewarding Careers in New York State Government:** In State government, appointments and promotions are made according to the principles of “merit and fitness,” as mandated by the New York State Constitution. Since most positions in the State workforce are competitive, civil service examinations are the main mechanism used to identify eligible candidates to fill entry-level and promotional job opportunities.

As such, the Department has implemented a comprehensive and proactive recruitment and retention strategy to increase representation in state government for women, which includes the following activities:

- Development of a Diversity Outreach and Recruitment unit, which explores opportunities to increase engagement with underrepresented populations, and has piloted the development of title-specific outreach and recruitment plans to maximize the impact of recruitment activities in critical titles.
- Assisting agencies and statewide stakeholders in navigating Reasonable Accommodations, including requests stemming from the risks associated with COVID-19.
- Improving tracking and reporting capabilities as it relates to workforce demographic data to enhance outreach and recruitment efforts to targeted populations.

In 2020, the Department distributed informational material about careers in the State workforce at more than 148 statewide recruitment events, held virtually due to the COVID-19 pandemic, and attended by more than 10,000 job seekers.<sup>16</sup> These events educated jobseekers on jobs and rewarding career opportunities in the State workforce, including the occupational fields that have been identified as high-paying and traditionally male-dominated. In 2019, the Department distributed informational material about careers in the State workforce at more than 245 statewide recruitment events, attended by more than 25,800 jobseekers.<sup>17</sup>

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<sup>16</sup> Data through December 2020.

<sup>17</sup> Data through December 2019.

**Workforce Mobility and Continuity of Employment:** In 2020, the Department also held approximately 30 career mobility workshops attended by more than 850 employees.<sup>18</sup> In 2019, the Department held approximately 40 career mobility workshops attended by more than 1,600 employees.<sup>19</sup> Career mobility workshops offer ongoing advice and workforce mobility assistance to current 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, which may translate to increased opportunities for attainment of high-level positions.

**Examination Information and Referral:** The Department utilizes its social media platforms to proactively announce and encourage participation in all current and upcoming Civil Service exams, including both promotional and competitive exam opportunities. During 2019 and 2020, the Department promoted more than 155 exams to nearly 14,000 social media followers.<sup>20</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 most 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 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 that focus on jobs and careers that offer high-earning potential, including jobs traditionally dominated by men, and the number of job seekers who attended. There was a significant pivot in the traditional outreach and recruitment event format in 2020 on account of restrictions intended to combat the spread of COVID-19. Consequently, more than 35 scheduled outreach and recruitment events were cancelled in 2020, and there was a decrease in overall event participation in comparison to previous years.

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<sup>18</sup> Data through December 2020.

<sup>19</sup> Data through December 2019.

<sup>20</sup> Data through December 2020. Due to the pandemic Civil Service exam outreach decreased significantly. Instead, followers were encouraged to sign-up to receive email notifications of upcoming examination announcements.



## 2020 & 2021 Women in the State Workforce

2020 Outreach Events					
Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
55 B/C Presentation	January 8, 2020	New York, New York	9	12	Job Opportunities
Year Up New York/New Jersey Career Fair	January 8, 2020	New York, New York	17	31	Internship
NYS Department of Labor Women Warren County Information Workshop	January 16, 2020	Warren County	15	N/A	Women
MLK Observance and Job Fair	January 20, 2020	Albany, New York	88	48	Job Fair
Choice Career Fair	January 23, 2020	New York, New York	78	33	Job Fair
NYS Task Force - Disability Awareness Day	January 29, 2020	Albany, New York	37	19	Career Fair
CUNY LaGuardia Community College Making the Future	February 13, 2020	Queens, New York	44	46	Internship
Cooper Union Spring Career and Internship Fair	February 25, 2020	New York, New York	46	35	Engineering
NYU - Tandon School of Engineering - Career Fair	February 27, 2020	New York, New York	55	58	STEM
NYU - Tandon School of Engineering - Career Fair	February 28, 2020	New York, New York	37	79	Engineering
SUNY - New Paltz - Networking Fair for Jobs & Internships	March 4, 2020	New Paltz, New York	89	62	Internship

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Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
Samos EI Future	March 6, 2020	Albany, New York	75	51	Job Fair
Hofstra University - Engineering & Computer Science Career Fair	April 15, 2020	Hempstead, New York/Virtual	23	59	Engineering
Equal Opportunity Publications (EOP) - Stem Diversity Career Expo	May 27, 2020	New York, New York/Virtual	65	48	STEM
NYU-Tandon School of Engineering	July 23, 2020	New York, New York/Virtual	52	17	Engineering
Syracuse University Stem Career Fair	September 28, 2020	Syracuse, New York/ Virtual	10	11	STEM
DeVry University Health Care Management Admin. & Health Information Technology	October 15, 2020	New York, New York/Virtual	38	41	Health Care
DeVry University Engineering & Information Sciences	December 3, 2020	New York, New York/Virtual	35	12	Engineering
			<b>903</b>	<b>689</b>	<b>Total Attendees</b>

## 2020 & 2021 Women in the State Workforce

2019 Outreach Events					
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

## 2020 & 2021 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 of Civil Service 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 in 2017 the Department responded by establishing a new training program. An implicit bias (IB) training curriculum, that addresses the impact of IB on hiring, was also piloted in 2020. 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. The Civil Service Institute has remained operational throughout the COVID-19 pandemic and will continue to do so in 2021.

**HR Foundation Series:** Part of the larger Civil Service Institute, the HR Foundation Series is a five-month, in-person traineeship for a 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 2020, the Department postponed the series due to COVID-19, after graduating more than 150 trainees the year prior.

**Implicit Bias Training:** Civil Service recognizes that bias of any form, when left unaddressed, contributes to an adverse impact on the employment of individuals from traditionally underrepresented demographic groups, including women. The Department, via the Office of Diversity and Inclusion Management, developed in-person Implicit Bias training. In 2020, the Department transitioned its in-person Implicit Bias training into a robust and interactive virtual format. This training engaged agency leaders in discussions on workplace diversity and inclusion, but also trained agency employees on the delivery of customer service to New York State's diverse

communities. In 2020, DCS provided training to more than 1,600 individuals at 10 agencies.

### **Retention Planning**

The Department is focused on developing strategic partnerships with community organizations and State agencies to create a framework for retention and succession planning. Retention is a key component in building a diverse and inclusive workforce.

**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.

**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 is in the process of establishing 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.

### **DEPARTMENT RECOMMENDATIONS**

In accordance with the requirements of Chapter 460 of the Laws of 2016, the Department recommends the framing of the following listed relevant strategies in creating an individual agency model for recruiting and retaining women in the workforce.

#### **Targeted Outreach and Recruitment**

Targeted outreach and recruitment strategies for women in state government both emphasizes the importance of diverse hiring and retention policies and encompasses adaptable access to information. By building a workforce that encompasses a broad range of experiences and perspectives, targeted outreach and recruitment reassures the expansion of professional opportunities that are traditionally male dominated to women and underrepresented communities. Activities such as targeted career fairs, career mobility workshops, and reaching a broader audience through information sharing on social media platforms, present further opportunities for state agencies to specifically tailor career information to attract women into fields they would not otherwise venture.

#### **Education and Training**

Key to improving the professional development of employees within an agency is the offering of education and training, acknowledging that both are not only critical success factors in identifying and addressing underrepresentation and underutilization of women in the workforce, but in the State workforce collectively. Formal mentorship programs and diversity and inclusion training are just two of the many tools that can be used to create a more equitable work environment. Formal mentorship programs at state agencies will provide women the opportunity to be exposed to professional environments they would not have otherwise been exposed to and gain the necessary skills that may increase their probability to apply and secure higher paying positions. In addition, diversity and inclusion training helps to raise awareness to the different barriers and obstacles that women sometimes face when attempting to advance in their careers. With more of the workforce informed on these barriers, opportunities to make relevant and impactful changes to policies and practices emerge.

#### **Telecommuting Programs**

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. In August 2020, nationally, 27% of women teleworked due to the

pandemic.<sup>21</sup> In response to public health concerns presented by the pandemic, the Governor's Office of Employee Relations adopted a temporary "Statewide Telecommuting Pilot Program" (telecommuting program). In addition to developing a compromise between continued government functionality and affording employees health and safety protections, the telecommuting program supported state employees, particularly women affected by sudden school and day care closures, provided flexibility, increased productivity, improved retention, and enhanced employee work/life balance. The implementation of tailored and agency-specific telecommuting programs, where operationally feasible, will encourage and promote a family-friendly work environment, strengthening the recruitment and retention of women throughout the public sector.

### **Alternate Work Hours and Flexible Work Hours**

The COVID-19 pandemic has highlighted the importance of a flexible work environment. It is critical for employers – and specifically state government - to continue to promote such flexibility within the office to support women in the workforce. New York State currently offers various Alternate Work Schedules Programs, including Compressed Workweeks, Staggered Work Hours, and Flexible Work Hours – a work schedule that permits an employee the option of choosing daily starting and ending times around a mandated core work period while working a fixed number of hours per day. Continuing to create a flexible work environment by increasing the use of flexible work hours and alternate work schedules, where operationally feasible, will strengthen employee work-life balance and foster a positive workplace culture. Further, building a workplace environment that is flexible to all employees will encourage additional women to consider public sector careers.

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<sup>21</sup> Bureau of Labor Statistics, U.S. Department of Labor, *The Economics Daily*, One-quarter of the employed teleworked in August 2020 because of COVID-19 pandemic, <https://www.bls.gov/opub/ted/2020/one-quarter-of-the-employed-teleworked-in-august-2020-because-of-covid-19-pandemic.htm>.



### **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. While the COVID-19 pandemic created unparalleled challenges, the Department will continue to build on the momentum and accomplishments to meaningfully address critical issues facing women in the State workforce.

### IDENTIFICATION OF OCCUPATIONAL AREAS

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.

This section's reporting is focused on: Investigator, Attorney, and Architect titles (Tables 4 – 6). Data respective to the titles reported on in previous years -- Actuary, Physician, Trades, IT Manager, Correction Officer, and Professional Engineer (Tables 7 – 12 and) are also included to provide year-over-year comparisons of salary and participation data for women in the titles.

As highlighted previously, this year's edition of *Women in the Workforce* is a special report that follows the progress of women throughout the New York State workforce during the beginning of the COVID-19 pandemic. Because this is a special report, the following data provides a year-over-year comparison of salary and participation data for women in the listed occupational titles. To provide continuity with previous years reports, Appendix F has been included and provides a three-year comparison of salary and participation data for women in its traditional format.

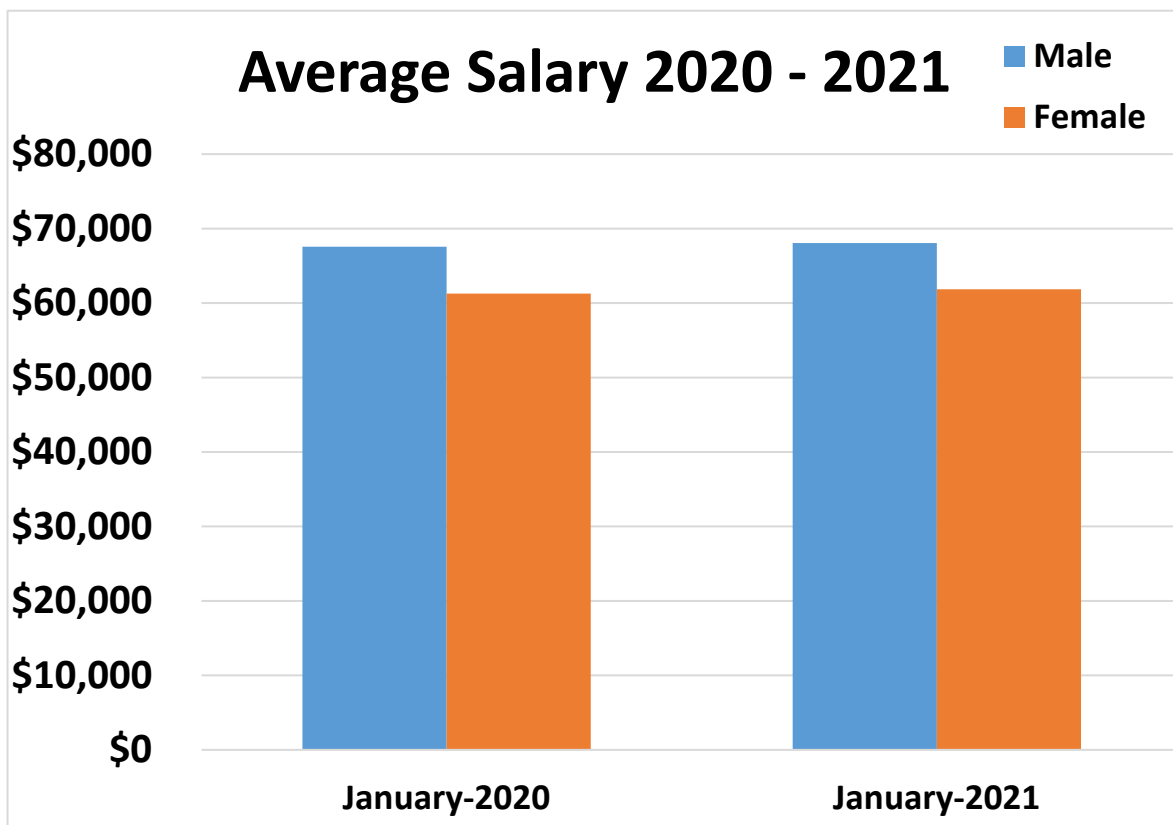
**Data Reporting Methodology:** The 2020-2021 Women in the Workforce Report includes a combination of a "snapshot" taken on January 1, 2020 of the demographics of the 144,779 employees in the classified and certain unclassified service, together with a "snapshot" taken on January 1, 2021 of the demographics of the 139,098 employees in the classified and certain unclassified service.

Data from 2020 is as of January 1, 2020 and data from 2021 is as of January 1, 2021. The number of employees does not include seasonal or hourly employees. Note that data tables on gender and race only reflect employees for whom data has been collected.

**WORKFORCE GENDER DATA<sup>22</sup>**

**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>23</sup> As of January 1, 2020, women made approximately 9% less than their male counterparts, or 91 cents on the dollar. The same remains as of January 1, 2021. As of January 1, 2020, this is an increase of 4% in their overall salary since 2010, when women’s compensation was 87 cents on the dollar, and as of January 1, 2021, there is an increase of 2% in their overall salary since 2011, when women’s compensation was 89 cents on the dollar.



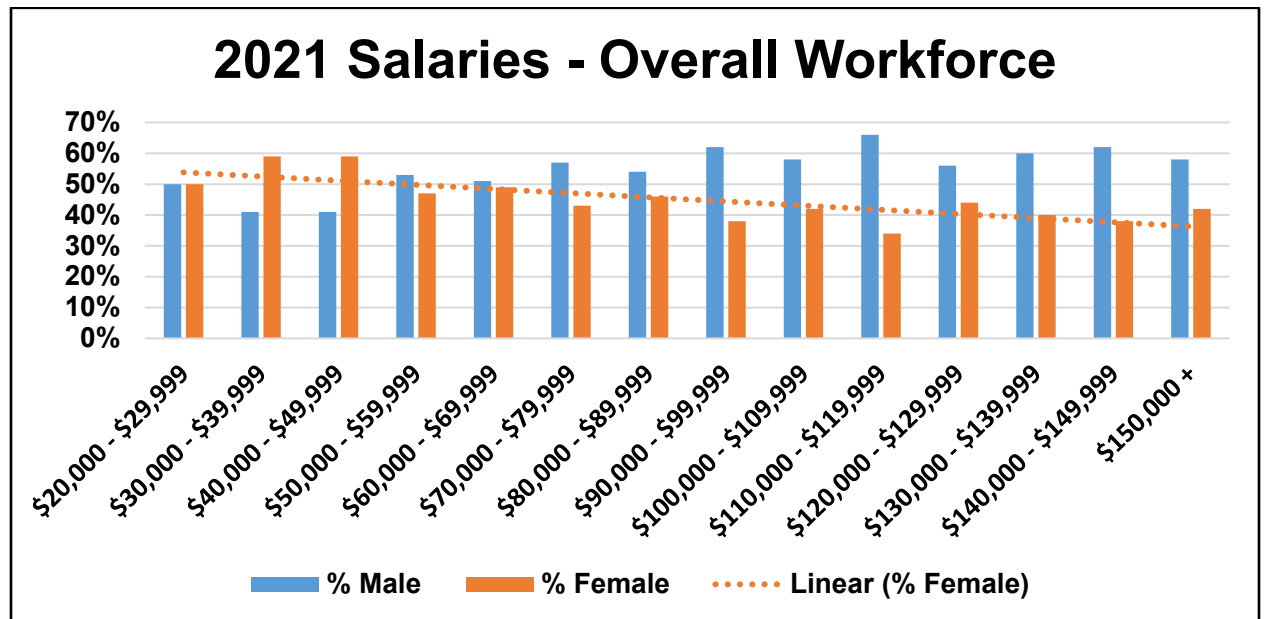
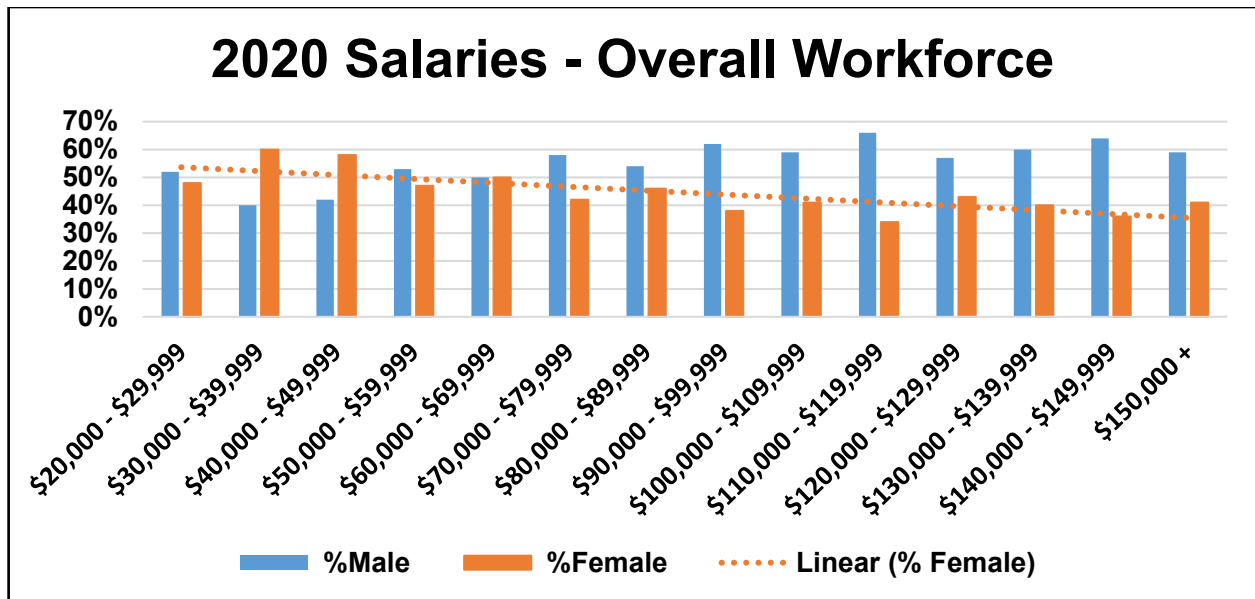
	January-2020		January-2021		
	No.	Average Salary	No.	%	Average Salary
<b>Male</b>	73,235	\$67,567	70,298	52%	\$68,057
<b>Female</b>	71,226	\$61,261	68,445	48%	\$61,858
<b>Female Salary as % of Male</b>	91%		91%		

<sup>22</sup> The data in the Women in the Workforce Report is a “snapshot” taken on January 1, 2020 and January 1, 2021.

<sup>23</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 30% in salary ranges above \$70,000 in 2020 and 29% in salary ranges above \$70,000 in 2021. Between the years of 2020 and 2021, the percentage of women in higher paying salaries are virtually the same. More women entering the workforce at a lower salary grade or more men being hired or promoted into higher level positions are factors that may contribute to this distinction. The Department continues to explore the contributing factors.

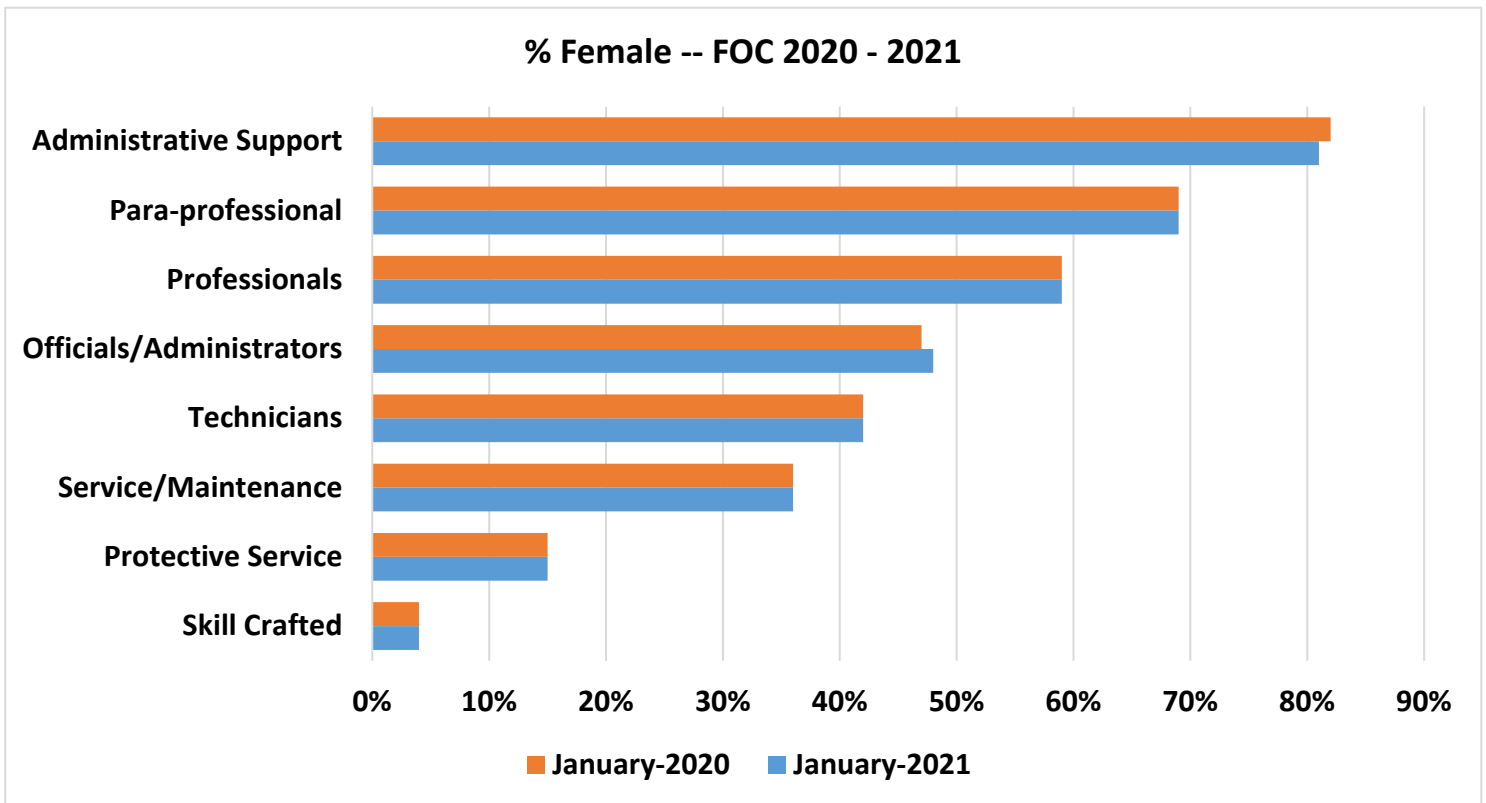


## 2020 & 2021 Women in the State Workforce

Salary Range	January-2020			January-2021		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$20,000 - \$29,999	474	435	48%	254	249	50%
\$30,000 - \$39,999	7,555	11,192	60%	7,160	10,332	59%
\$40,000 - \$49,999	12,082	16,609	58%	10,779	15,583	59%
\$50,000 - \$59,999	13,692	11,939	47%	12,770	11,396	47%
\$60,000 - \$69,999	11,044	11,049	50%	11,505	11,015	49%
\$70,000 - \$79,999	10,988	8,033	42%	10,847	8,092	43%
\$80,000 - \$89,999	3,720	3,185	46%	3,525	3,063	46%
\$90,000 - \$99,999	5,392	3,319	38%	5,508	3,357	38%
\$100,000 - \$109,999	2,733	1,934	41%	2,665	1,944	42%
\$110,000 - \$119,999	2,176	1,136	34%	2,076	1,085	34%
\$120,000 - \$129,999	758	572	43%	724	558	44%
\$130,000 - \$139,999	702	465	40%	667	451	40%
\$140,000 - \$149,999	310	175	36%	284	172	38%
\$150,000+	1,300	922	41%	1,221	889	42%

**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 most para-professional occupations and slightly more than half of professional occupations; however, as of January 1, 2021, 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.



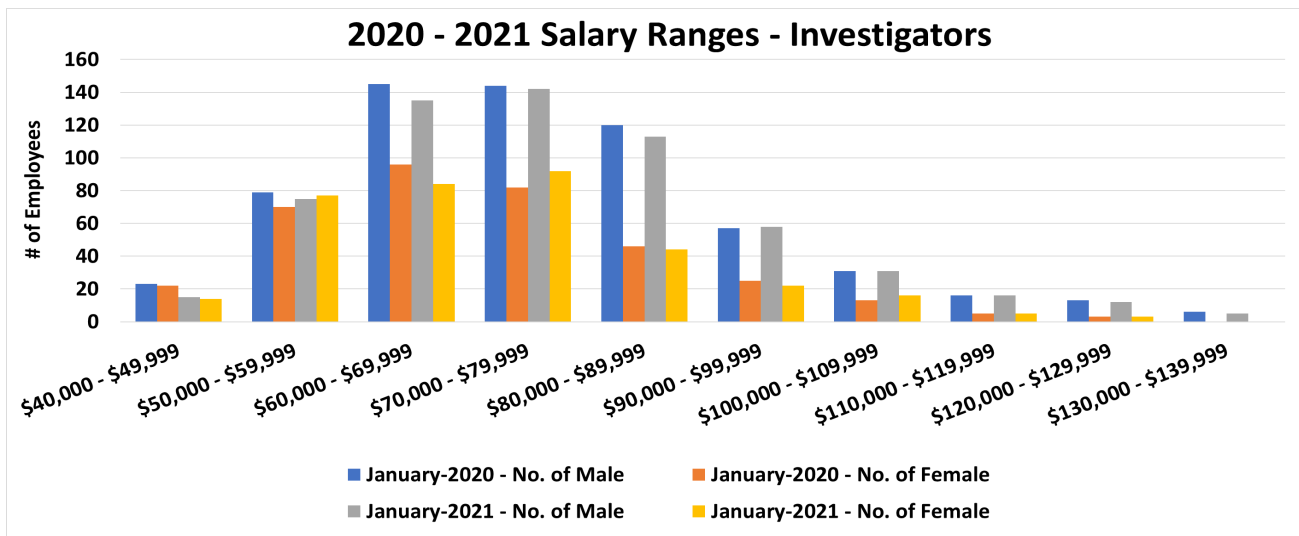
	January-2020			January-2021		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Administrative Support	2,938	13,045	82%	2,822	12,279	81%
Para-professional	7,011	15,884	69%	6,783	15,171	69%
Professionals	21,445	30,740	59%	20,730	29,979	59%
Officials/Administrators	1,616	1,446	47%	1,565	1,429	48%
Technicians	4,132	3,021	42%	3,896	2,843	42%
Service/Maintenance	4,927	2,816	36%	4,732	2,629	36%
Protective Service	22,898	3,924	15%	21,815	3,781	15%
Skill Crafted	8,268	350	4%	7,955	334	4%

## 2020-2021 TITLE AND SALARY DATA TABLES

The following tables show women’s 2020 and 2021 salaries as compared to men for Investigators, Attorneys and Architects titles (Tables 4 – 6).

### Table 4. Salary Ranges: Investigator Titles

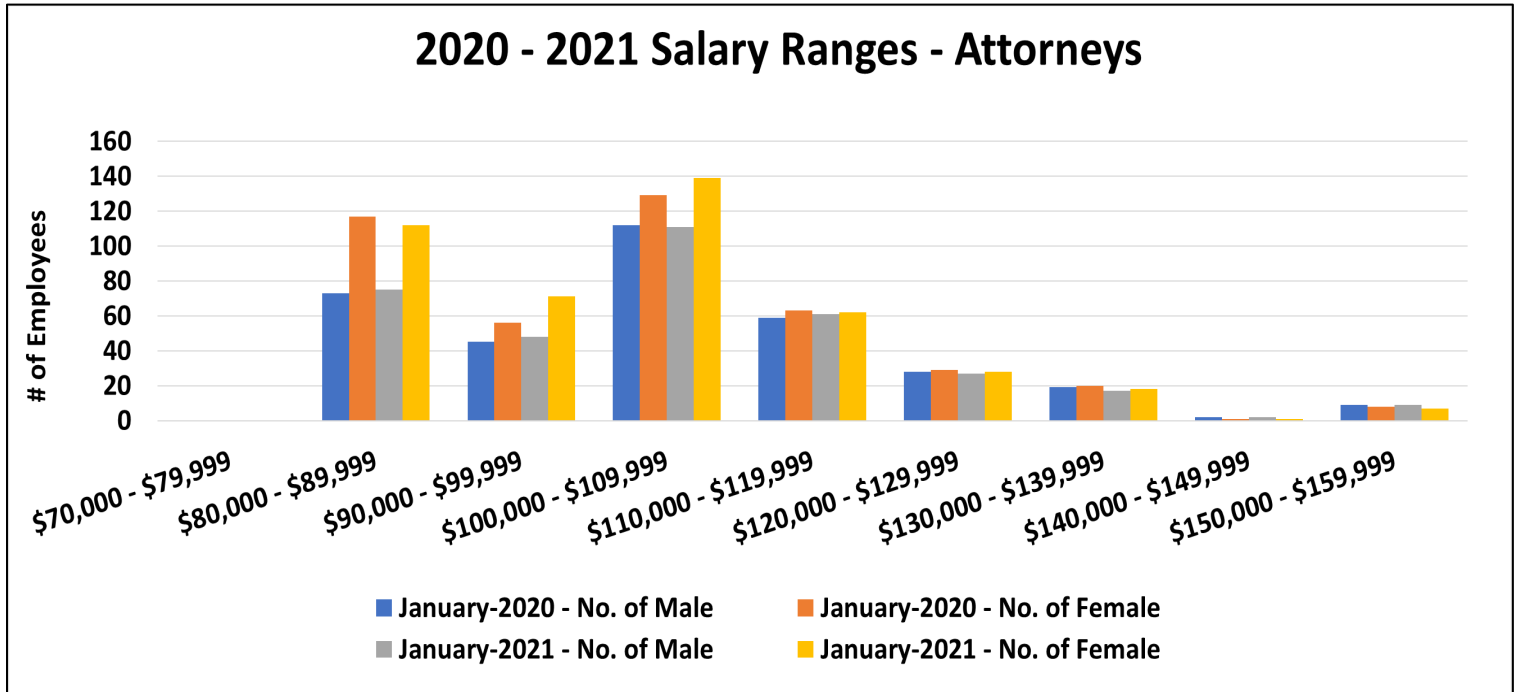
Of all the titles studied, Investigators have one of the broadest salary ranges. However, there is still a relatively low participation rate for women across the series (36% and 37% in 2020 and 2021, respectively), and consistent with statewide workforce salary data, more women tend to work in the lower salary ranges of this series. As of January 1, 2021, men dominate this occupational field by a significant margin, with men outnumbering women at a ratio of approximately two to one in higher-paying grades.



Salary Range	January-2020			January-2021		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$40,000 - \$49,999	23	22	49%	15	14	48%
\$50,000 - \$59,999	79	70	47%	75	77	51%
\$60,000 - \$69,999	145	96	40%	135	84	38%
\$70,000 - \$79,999	144	82	36%	142	92	39%
\$80,000 - \$89,999	120	46	28%	113	44	28%
\$90,000 - \$99,999	57	25	30%	58	22	28%
\$100,000 - \$109,999	31	13	30%	31	16	34%
\$110,000 - \$119,999	16	5	24%	16	5	24%
\$120,000 - \$129,999	13	3	19%	12	3	20%
\$130,000 - \$139,999	6	0	0%	5	0	0%
\$140,000 - \$149,999	2	0	0%	2	0	0%
\$150,000 - \$159,999	0	1	100%	0	1	100%
\$160,000 - \$169,999	1	0	0%	1	0	0%
\$170,000 - \$179,999	2	0	0%	2	0	0%

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

Of all the titles studied, Attorney Titles have the highest rate of participation among women, who, as of January 1, 2021, comprise 56% 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. In 2021, the most significant change to women’s participation in higher salary ranges occurs between \$90,000 and \$109,000 which may be attributed to the Statewide Hiring Freeze that slowed the growth of promotions to higher paying positions

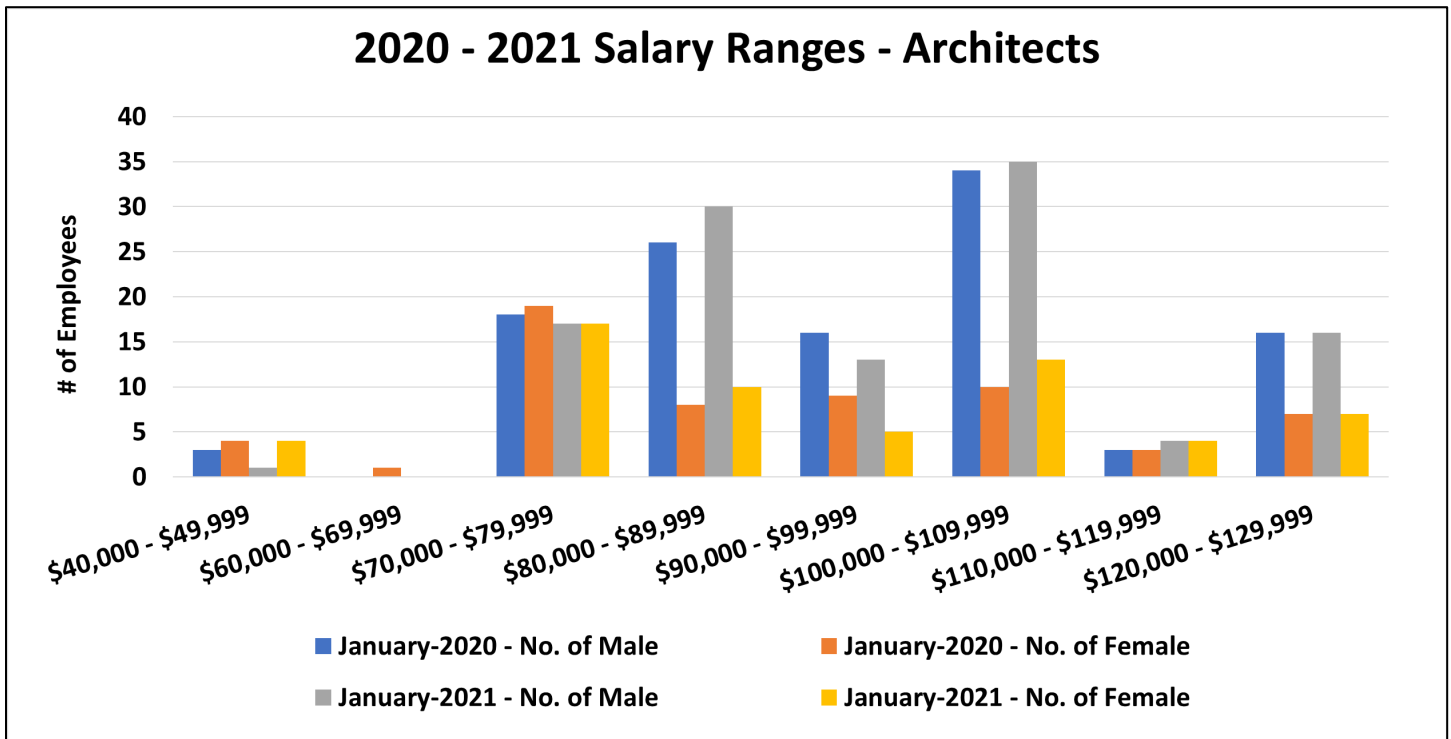


Salary Range	January-2020			January-2021		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$70,000 - \$79,999	0	0	0%	0	0	0%
\$80,000 - \$89,999	73	117	62%	75	112	60%
\$90,000 - \$99,999	45	56	55%	48	71	60%
\$100,000 - \$109,999	112	129	54%	111	139	56%
\$110,000 - \$119,999	59	63	52%	61	62	50%
\$120,000 - \$129,999	28	29	51%	27	28	51%
\$130,000 - \$139,999	19	20	51%	17	18	51%
\$140,000 - \$149,999	2	1	33%	2	1	33%
\$150,000 - \$159,999	9	8	47%	9	7	44%



**Table 6. Salary Ranges: Architect Titles**

On average, women comprise nearly a third of Architect titles in the State workforce (34%). As of January 1, 2020, and January 1, 2021, men outnumber women in all but the lowest salary range of the series, at \$70-79,999 and \$40-49,999, respectively. Between 2020 and 2021, there were no significant changes in the demographics of men and women across the salary range of this series.



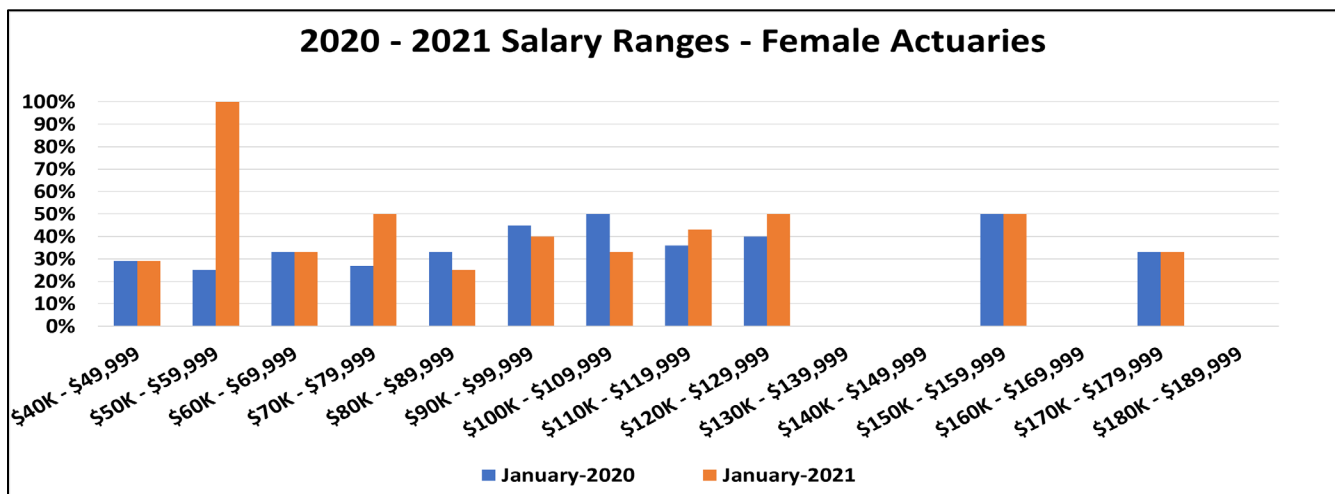
Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
	January-2020			January-2021		
\$40,000 - \$49,999	3	4	57%	1	4	80%
\$60,000 - \$69,999	0	1	100%	0	0	0%
\$70,000 - \$79,999	18	19	51%	17	17	50%
\$80,000 - \$89,999	26	8	24%	30	10	25%
\$90,000 - \$99,999	16	9	36%	13	5	28%
\$100,000 - \$109,999	34	10	23%	35	13	27%
\$110,000 - \$119,999	3	3	50%	4	4	50%
\$120,000 - \$129,999	16	7	30%	16	7	30%

**2020 - 2021 TITLE AND SALARY DATA TRENDS**

The following tables show trends in women’s salaries over two years for Actuaries, Physicians, Trades titles (Tables 7 – 9), IT Managers, Professional Engineers, and Correction Officers titles (Tables 10 – 12).

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

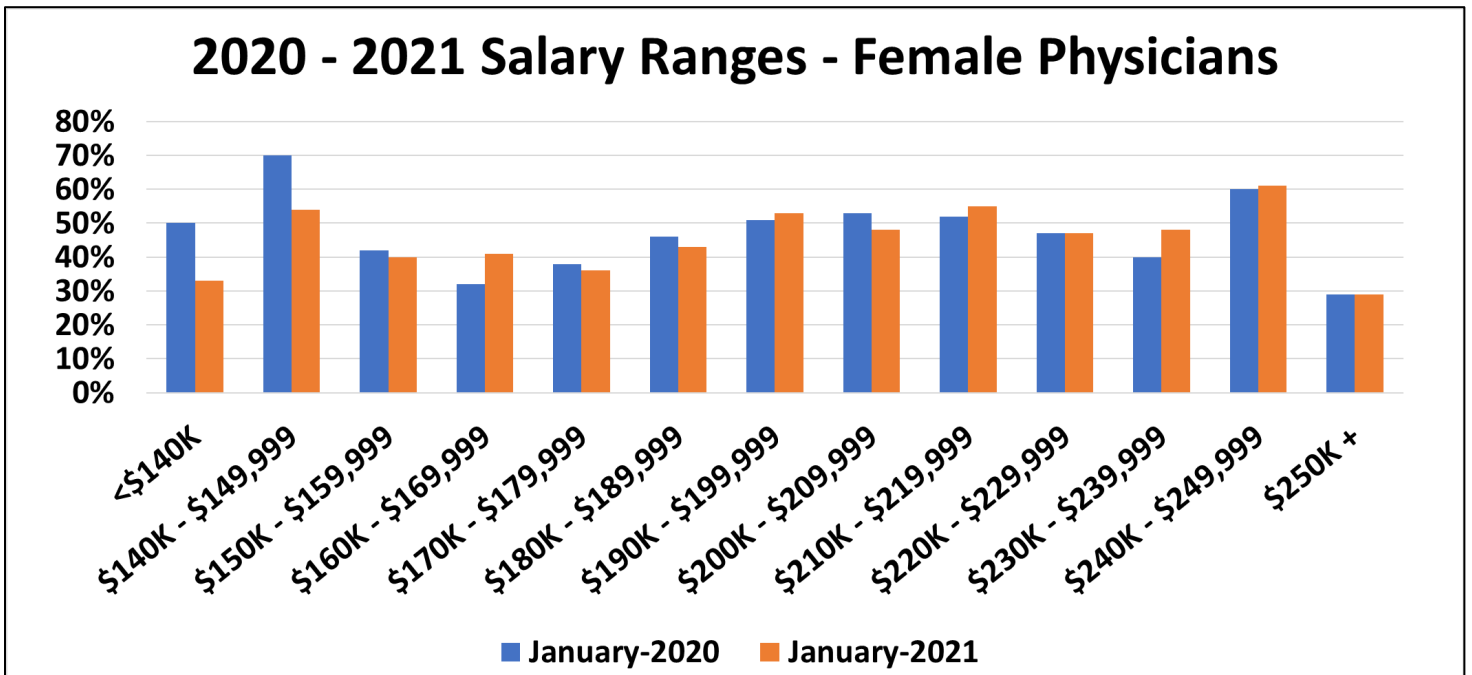
Actuary positions are a consistently male-dominated occupational area in the State workforce. As of January 1, 2020, and as of January 1, 2021 women comprised 30% and 33%, respectively, of titles in this field. Between 2020 and 2021, there were more women working in actuary titles with salaries above \$110,000 than in the previous year, suggesting the possible advancement of female employees in these titles.



Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
	January-2020			January-2021		
\$40K - \$49,999	5	2	29%	5	2	29%
\$50K - \$59,999	3	1	25%	0	1	100%
\$60K - \$69,999	4	2	33%	4	2	33%
\$70K - \$79,999	11	4	27%	4	4	50%
\$80K - \$89,999	2	1	33%	3	1	25%
\$90K - \$99,999	6	5	45%	6	4	40%
\$100K - \$109,999	3	3	50%	6	3	33%
\$110K - \$119,999	7	4	36%	8	6	43%
\$120K - \$129,999	3	2	40%	2	2	50%
\$130K - \$139,999	13	0	0%	14	0	0%
\$140K - \$149,999	0	0	0%	0	0	0%
\$150K - \$159,999	1	1	50%	1	1	50%
\$160K - \$169,999	0	0	0%	0	0	0%
\$170K - \$179,999	2	1	33%	2	1	33%
\$180K - \$189,999	1	0	0%	1	0	0%

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

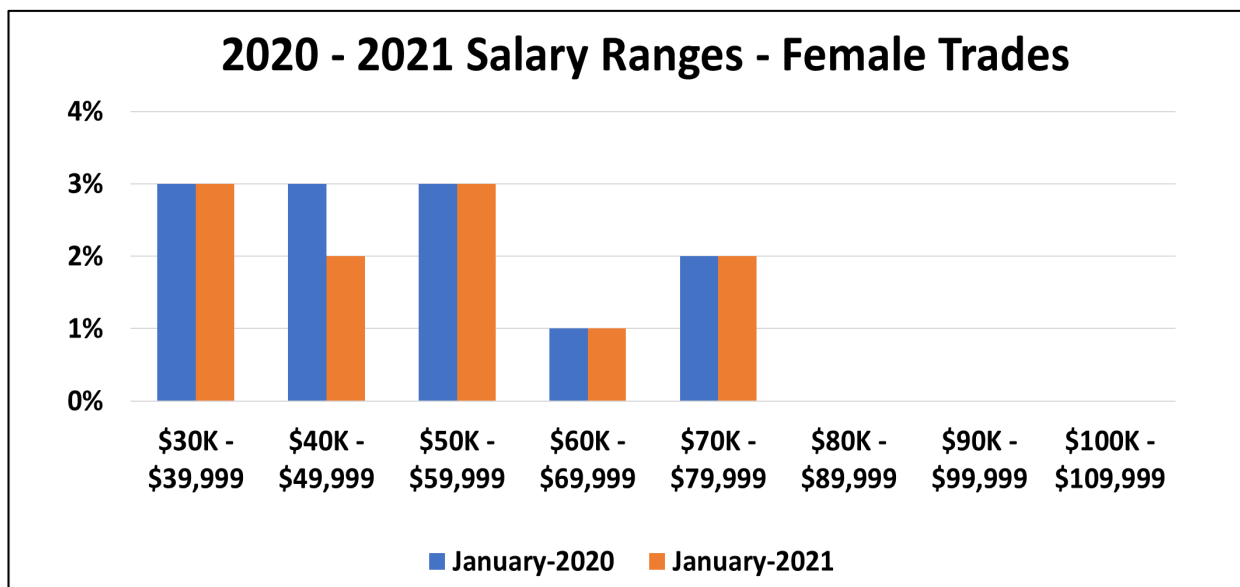
Physicians reflect the highest salaries and one of the least populous titles of all the occupational groups profiled. While women continue to comprise a relatively equal part of the group overall (44% as of January 1, 2020 and 45% as of January 1, 2021), in 2020 their participation in higher salary ranges saw increases, almost doubling in the \$240–249,999 range, while in 2021 their participation in higher salary ranges saw mostly increases above the \$190–199,000 range.



Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
	January-2020			January-2021		
<\$140K	1	1	50%	2	1	33%
\$140K - \$149,999	3	7	70%	6	7	54%
\$150K - \$159,999	7	5	42%	6	4	40%
\$160K - \$169,999	19	9	32%	20	14	41%
\$170K - \$179,999	183	110	38%	180	102	36%
\$180K - \$189,999	47	40	46%	44	33	43%
\$190K - \$199,999	82	87	51%	76	87	53%
\$200K - \$209,999	15	17	53%	12	11	48%
\$210K - \$219,999	48	53	52%	46	56	55%
\$220K - \$229,999	30	27	47%	30	27	47%
\$230K - \$239,999	15	10	40%	13	12	48%
\$240K - \$249,999	6	9	60%	7	11	61%
\$250K +	12	5	29%	15	6	29%

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

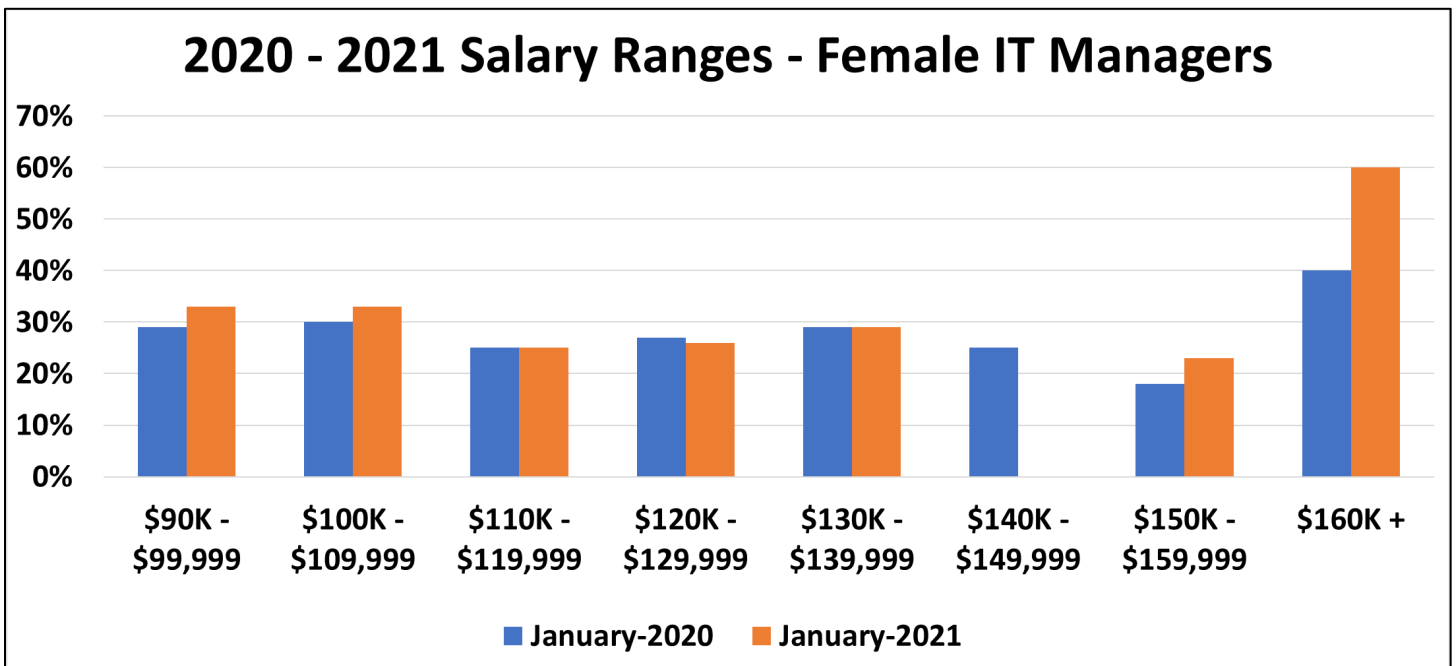
Trades, mechanic, and entry-level labor and maintenance titles were revised in September 2018 as part of a larger initiative to consolidate titles and update the State’s overall title structure. The changes did not affect salary grade, gender composition, or other relevant characteristics of the titles studied. Consistent with the previous year, trades positions in New York State have the lowest overall number of women participating out of the titles reviewed for this report. While previous year comparisons showed an increase in participation in the lower salary ranges by women, this year shows a decrease, and there remains no representation of women in the higher-paying titles, consistent with the previous year. The gender participation gap remains the highest among all the occupational groups studied, with just 3% and 2% of Trades employees being women in 2020 and 2021, respectively.



Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
	January-2020			January-2021		
\$30K - \$39,999	228	7	3%	194	6	3%
\$40K - \$49,999	1,310	39	3%	1220	27	2%
\$50K - \$59,999	1,613	46	3%	1565	45	3%
\$60K - \$69,999	164	1	1%	153	1	1%
\$70K - \$79,999	65	1	2%	63	1	2%
\$80K - \$89,999	13	0	0%	16	0	0%
\$90K - \$99,999	3	0	0%	2	0	0%
\$100K - \$109,999	1	0	0%	1	0	0%

**Table 10. Salary Ranges: Female IT Manager Titles**

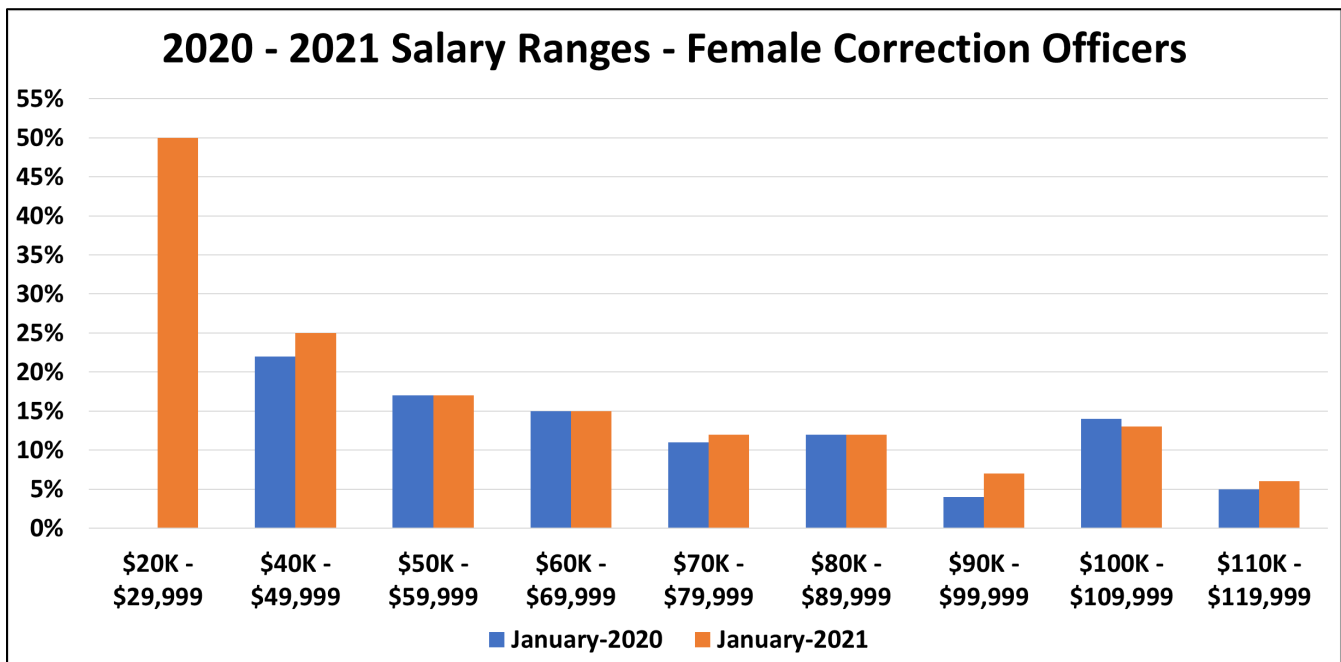
Overall representation of women in IT Manager Titles has remained steady from 2020 to 2021, with women comprising 27% of these titles on average over two years. In a reversal of the previous year, as of January 1, 2020, women doubled their representation in salaries over \$160,000, and their participation rate in IT titles with salaries above \$140–149,999 was reduced by half. As of January 1, 2021, women continued to double their representation in salaries over \$160,000 for a second year in a row. While representation at the \$150–159,999 range increased in 2019, it dropped as of January 1, 2020. Consistent with previous years, both trends are suggestive of the possibility that women who were working in lower-level IT titles in 2019 have since advanced to higher paying jobs in the field.



Salary Range	No. of Male	No. of Female	%Female	No. of Male	No. of Female	%Female
	January-2020			January-2021		
\$90K - \$99,999	15	6	29%	6	3	33%
\$100K - \$109,999	45	19	30%	39	19	33%
\$110K - \$119,999	170	58	25%	174	59	25%
\$120K - \$129,999	58	21	27%	58	20	26%
\$130K - \$139,999	29	12	29%	24	10	29%
\$140K - \$149,999	3	1	25%	3	0	0%
\$150K - \$159,999	14	3	18%	10	3	23%
\$160K +	3	2	40%	2	3	60%

**Table 11. Salary Ranges: Female Correction Officer Titles**

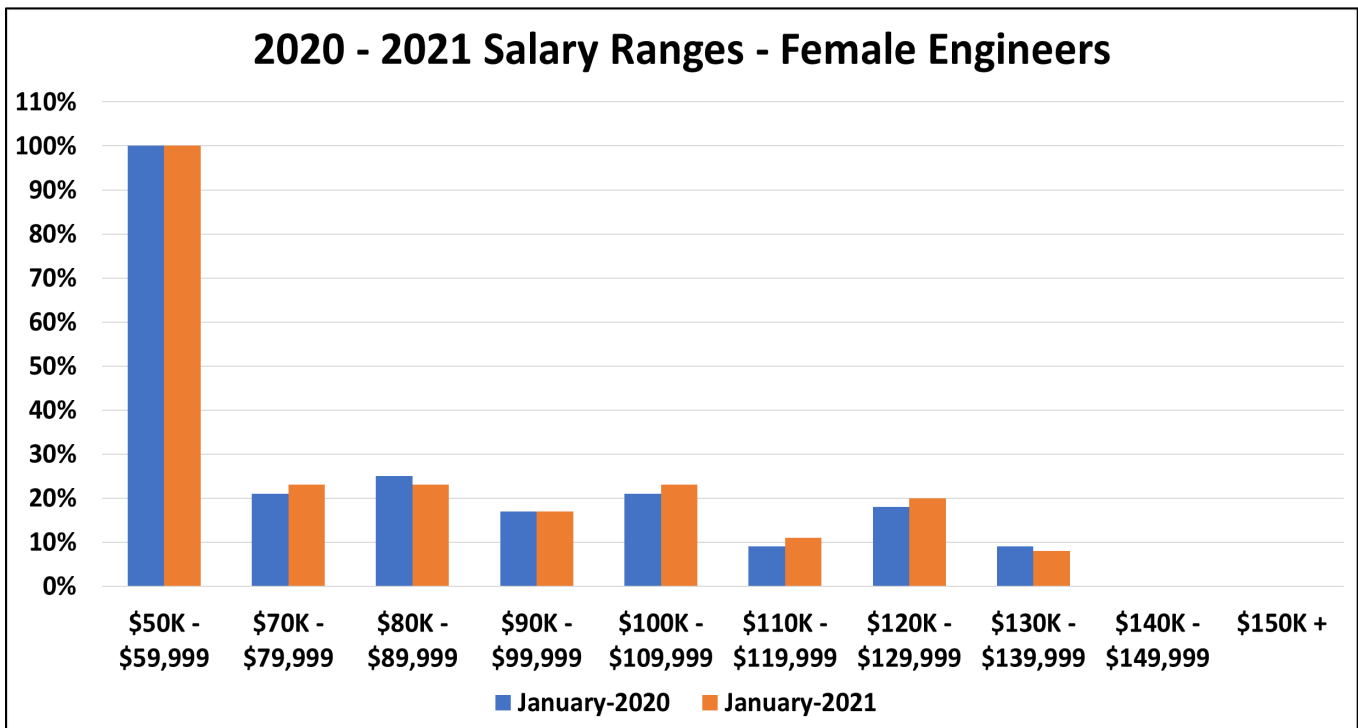
Women’s participation in Correction Officer Titles were generally quite low (17% and 15%) as of January 1, 2020, and January 1, 2021, respectively. Overall, these titles offer fewer positions with salaries over the defined high-paying threshold (\$75K). As of January 1, 2020, in all but one range (\$90–99,999), the percentage of women earnings increased over the past three years, including in positions earning more than \$100,000. In contrast, as of January 1, 2021, in all but one range (\$100–109,999), the percentage of women earnings have increased over the past three years, including in positions earning more than \$70,000. In 2020 and 2021, women, having had no representation in previous years in the range of \$110–119,999, now represent 5% and 6%, respectively, of this range. This trend continues to indicate that female employees are gradually moving into higher-paying titles.



Salary Range	No. of Male	No. of Female	%Female	No. of Male	No. of Female	%Female
	January-2020			January-2021		
\$20K - \$29,999	0	0	0%	1	1	50%
\$40K - \$49,999	1,041	295	22%	234	76	25%
\$50K - \$59,999	4,202	845	17%	3,870	801	17%
\$60K - \$69,999	5,390	943	15%	5,793	1,002	15%
\$70K - \$79,999	4,950	628	11%	4,921	688	12%
\$80K - \$89,999	485	66	12%	531	69	12%
\$90K - \$99,999	203	8	4%	162	12	7%
\$100K - \$109,999	43	7	14%	45	7	13%
\$110K - \$119,999	20	1	5%	16	1	6%

**Table 12. Salary Ranges: Female Professional Engineer Titles**

The percentage of women working in Engineering titles has been consistent since 2018, at an overall average of 17%. As of January 1, 2020, the most significant change for women with Engineer titles took place in the range of \$100K–109,999 where there was an increase in representation by 7%. As of January 1, 2021, no significant change for women with Engineer titles took place and representation below \$100,000 remained consistent with previous years. As of January 1, 2020, and as of January 1, 2021, women continued to increase representation in ranges between \$120,000 and \$139,999 but continued to be unrepresented in salary ranges above \$140,000.



Salary Range	No. of Male	No. of Female	%Female	No. of Male	No. of Female	%Female
	January-2020			January-2021		
\$50K - \$59,999	0	1	100%	0	1	100%
\$70K - \$79,999	55	15	21%	50	15	23%
\$80K - \$89,999	77	26	25%	75	22	23%
\$90K - \$99,999	504	102	17%	479	96	17%
\$100K - \$109,999	112	29	21%	98	29	23%
\$110K - \$119,999	181	18	9%	182	22	11%
\$120K - \$129,999	40	9	18%	39	10	20%
\$130K - \$139,999	53	5	9%	46	4	8%
\$140K - \$149,999	3	0	0%	2	0	0%
\$150K +	4	0	0%	4	0	0%

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**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. 2020 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	Assoc Attorney
6501401	Assoc Attorney Health Litigation
6501402	Assoc Attorney Comp Claims
6501412	Assoc Attorney Tax
6501415	Assoc Attorney Securities & Public Financing
6501430	Assoc Attorney Health Care Regulation
6501450	Assoc Attorney Banking
6501460	Assoc Attorney Financial Services
6501470	Assoc Attorney Insurance
6501471	Assoc Attorney Insurance Industry Investigations
6501480	Assoc Attorney Realty
6501485	Assoc 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

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6659012	Investigative Officer Trainee Korean Language
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

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6659360	Investigative Officer 3 State Insurance Fund
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
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 Trainee 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

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6660350	Investigative Specialist 3 Motor Vehicle
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
5260216	Psychiatrist 1 Addiction



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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
5260226	Psychiatrist 2 Addiction
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
<b>Trades data includes the following titles*:</b>	
<b>Title Code</b>	<b>Title Name</b>
6922202	Bridge Repair Mechanic
7002000	Carpenter
7002700	Supervising Carpenter
7010000	Mason & Plasterer
7010700	Supervising Mason & Plasterer
7020000	Painter
7020700	Supervising Painter
7030000	Roofer & Tinsmith
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
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

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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
<b>IT Manager data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
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 Director Information Technology Services 1
0843150	Assistant Director Information Technology Services 2
0843200	Assistant Director Information Technology Technical Services 1
0843050	Director Information Technology Services 1
0843025	Director Information Technology Services 2
0843000	Director Information Technology Services 3
0815600	Manager Information Technology Services 1
<b>Professional Engineer data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
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

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4063155	Professional Engineer 1 Mechanical/HVAC
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
4063330	Professional Engineer 3 Civil/Structural
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

**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
8700110	Correction Officer Trainee
8700105	Correction Officer Trainee Spanish Language

*\*Reflects skilled trades and related title changes effective September 13, 2019.*

**APPENDIX E. 2021 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	Assoc Attorney
6501401	Assoc Attorney Health Litigation
6501412	Assoc Attorney Tax
6501430	Assoc Attorney Health Care Regulation
6501460	Assoc Attorney Financial Services
6501480	Assoc Attorney Realty
6501485	Assoc Attorney Tax Enforcement
6501500	Principal Attorney
6501503	Principal Attorney Realty
6501540	Principal Attorney Tax
6501560	Principal Attorney Financial Services
6501600	Supervising Attorney
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
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

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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
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

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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
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 Trainee 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
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

**Architect data includes the following titles**

Title Code	Title Name
4801100	Junior Architect
4801200	Assistant Architect

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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
0752410	Associate Actuary Life
0752440	Associate Actuary Casualty
0752501	Principal Actuary Life
0752502	Principal Actuary Casualty
0752601	Supervising Actuary Life
0752602	Supervising Actuary Casualty
0752810	Chief Life Actuary 1
0752820	Chief Life Actuary 2
0752830	Chief Life Actuary 3
0754510	Chief Casualty Actuary 1
0754520	Chief Casualty Actuary 2
0754530	Chief Casualty Actuary 3
<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
5260201	Psychiatrist 1
5260202	Psychiatrist 2
5260203	Psychiatrist 3
5260211	Psychiatrist 1 Forensic
5260212	Psychiatrist 2 Spanish Language
5260214	Psychiatrist 1 Chinese Language
5260215	Psychiatrist 2 Chinese Language
5260216	Psychiatrist 1 Addiction
5260226	Psychiatrist 2 Addiction
5260310	Psychiatrist 1 Children & Youth
5260320	Psychiatrist 2 Children & Youth
5260327	Psychiatrist 2 Manual Communications
5260329	Psychiatrist 2 Forensic
5260330	Psychiatrist 3 Children & Youth
5260610	Psychiatrist 1 Spanish Language

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5266100	Psychiatrist 1 Research
5266200	Psychiatrist 2 Research
5266300	Psychiatrist 3 Research
5266310	Psychiatrist 3 Forensic
5277200	Medical Specialist 2
5277201	Medical Specialist 1
5277400	Medical Specialist 3
<b>Trades data includes the following titles*:</b>	
<b>Title Code</b>	<b>Title Name</b>
6922202	Bridge Repair Mechanic
7002000	Carpenter
7002700	Supervising Carpenter
7010000	Mason & Plasterer
7010700	Supervising Mason & Plasterer
7020000	Painter
7020700	Supervising Painter
7021100	Bridge Painter
7021200	Supervising Bridge Painter 1
7030000	Roofer & Tinsmith
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
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



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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
7150000	Maintenance Helper
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
7202000	Maintenance Assistant
7202022	Maintenance Assistant Refrigeration
7202100	Maintenance Assistant Carpenter
7202115	Maintenance Assistant Locksmith
7202130	Maintenance Assistant Mason & Plasterer
7202150	Maintenance Assistant Painter
7202170	Maintenance Assistant Roofer & Tinsmith
7202180	Maintenance Assistant Sign Fabrication
7202190	Maintenance Assistant Parks
7322000	Locksmith
7331100	Electrician
7331200	Supervising Electrician
7345010	Maintenance Assistant Mechanic
7345020	Maintenance Assistant Plumber & Steamfitter
7345050	Maintenance Assistant Machinist
7345060	Maintenance Assistant Electrician
7351000	Machinist
7352000	Gen Mechanic
7359200	Sheet Metal Worker
7361000	Plumber & Steamfitter
7361700	Supervising Plumber & Steamfitter
7371000	Welder
7734000	Upholsterer
7746300	Sign Shop Supervisor 1
7747200	Sign Painter

<b>IT Manager data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
0815600	Manager Information Technology Services 1
0815610	Manager Information Technology Services 1 (Database)
0815620	Manager Information Technology Services 1 (Data Communications)
0815630	Manager Information Technology Services 1 (Operations)
0815640	Manager Information Technology Services 1 (Systems Programming)
0815650	Manager Information Technology Services 1 (Technical)
0815670	Manager Information Technology Services 1 Info Sec
0815700	Manager Information Technology Services 2
0815710	Manager Information Technology Services 2 (Technical)
0843000	Dir Information Technology Services 3
0843025	Dir Information Technology Services 2
0843050	Dir Information Technology Services 1
0843100	Assistant Dir Information Technology Services 1
0843150	Assistant Dir Information Technology Services 2
0843200	Assistant Dir Information Technology Technical Services 1
<b>Professional Engineer data includes the following titles:</b>	
<b>Title Code</b>	<b>Title Name</b>
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
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
4063330	Professional Engineer 3 Civil/Structural
4063410	Professional Engineer 4 Civil/Structural
4063420	Professional Engineer 4 Civil/Transportation

## 2020 & 2021 Women in the State Workforce

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:**

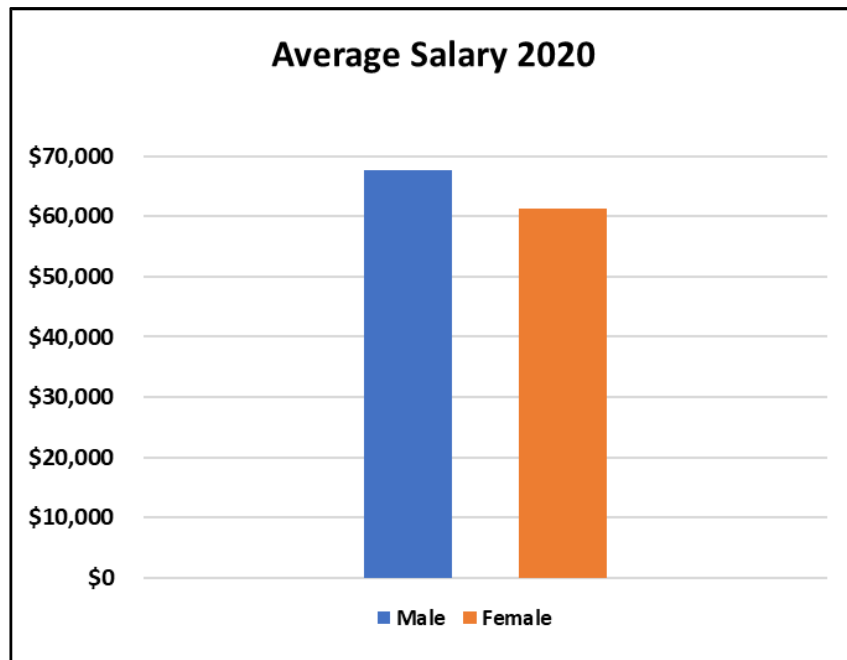
<b>Title Code</b>	<b>Title Name</b>
8700100	Correction Officer
8700101	Correction Officer Spanish Language
8700105	Correction Officer Trainee Spanish Language
8700110	Correction Officer Trainee
8700160	Correction Officer Alcohol Recovery Program
8700200	Correction Sergeant
8700210	Correction Sergeant Spanish Language
8700400	Correction Captain

*\*Reflects skilled trades and related title changes effective September 13, 2020.*

**APPENDIX F: WORKFORCE GENDER DATA (2020 & 2021)<sup>24</sup>**

**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>25</sup> As of January 1, 2020, women made approximately 9% less than their male counterparts, or 91 cents on the dollar. This is an increase of 4% in their overall salary since 2010, when women’s compensation was 87 cents on the dollar.



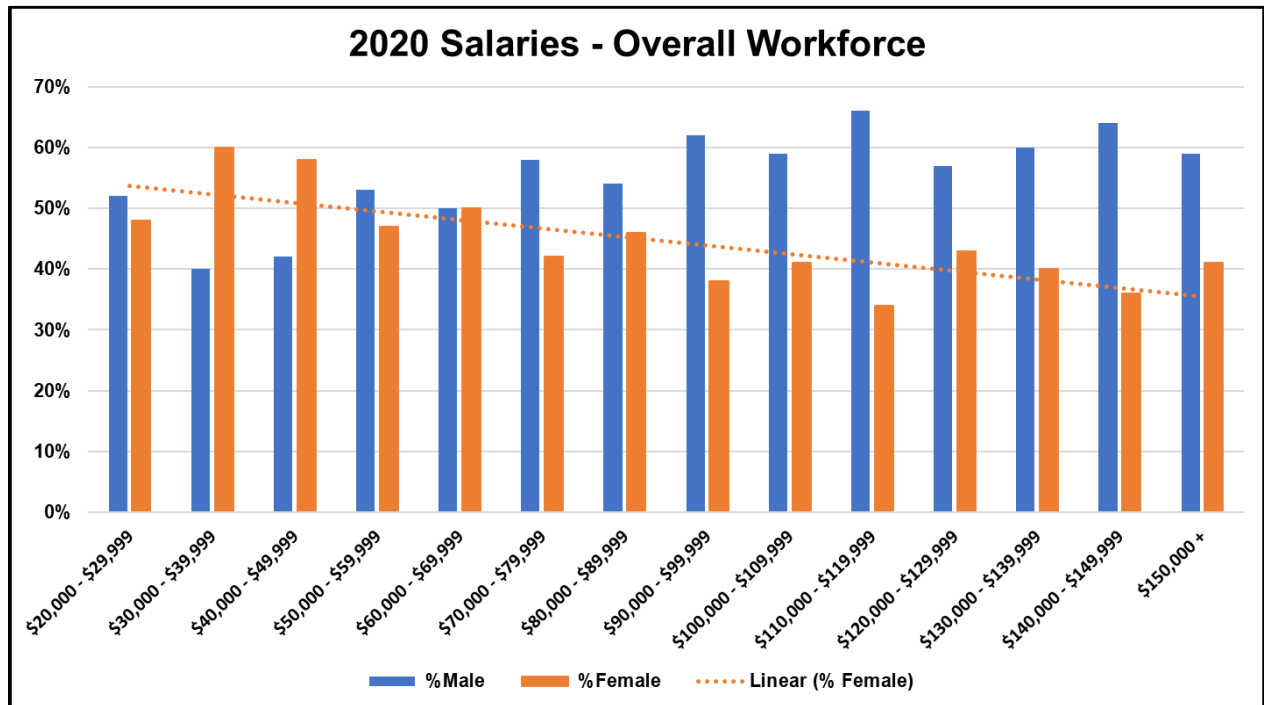
	2010		2015		2019		2020		
	#	Average Salary	#	Average Salary	#	Average Salary	#	%	Average Salary
<b>Male</b>	77,946	\$57,612	69,518	\$61,282	73,233	\$65,997	73,235	51%	\$67,567
<b>Female</b>	77,284	\$50,410	69,860	\$55,261	70,955	\$60,371	71,226	49%	\$61,261
<b>Female Salary as % of Male</b>	87%		90%		92%		91%		

<sup>24</sup> The data in the Women in the Workforce Report is a “snapshot” taken on January 1, 2021.

<sup>25</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 more than 30% in salary ranges above \$70,000. It is noted that the percentage of women in higher salaries remained relatively the same from 2019 to 2020. Factors that may contribute to this distinction include more men being hired or promoted into higher level positions or more women entering the workforce at a lower salary grade. more women leaving the State workforce. The Department will continue to explore the contributing factors.

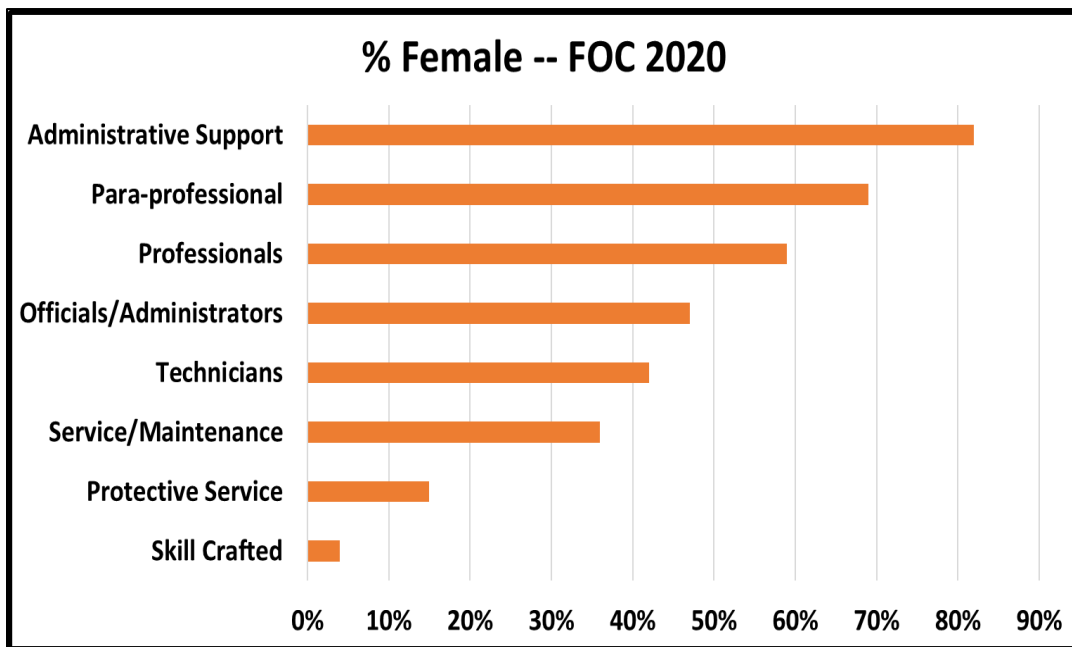


## 2020 & 2021 Women in the State Workforce

Salary Range	2010			2015			2019			2020		
	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female
\$20,000 - \$29,999	3,002	4,512	60%	1,939	2,231	54%	439	400	48%	474	435	48%
\$30,000 - \$39,999	13,746	23,294	63%	9,969	14,570	59%	8,301	12,034	59%	7,555	11,192	60%
\$40,000 - \$49,999	14,742	15,963	52%	13,136	17,416	57%	13,471	17,998	57%	12,082	16,609	58%
\$50,000 - \$59,999	16,339	15,714	49%	12,143	13,300	52%	13,645	10,460	43%	13,692	11,939	47%
\$60,000 - \$69,999	13,762	7,595	36%	11,805	8,601	42%	11,849	10,915	48%	11,044	11,049	50%
\$70,000 - \$79,999	6,663	4,610	41%	8,314	5,264	39%	8,220	7,493	48%	10,988	8,033	42%
\$80,000 - \$89,999	3,564	2,207	38%	4,390	3,501	44%	4,173	3,267	44%	3,720	3,185	46%
\$90,000 - \$99,999	2,055	1,128	35%	3,255	2,074	39%	4,885	3,100	39%	5,392	3,319	38%
\$100,000 - \$109,999	1,087	621	36%	1,777	1,081	38%	3,056	1,928	39%	2,733	1,934	41%
\$110,000 - \$119,999	819	370	31%	813	486	37%	1,862	1,092	37%	2,176	1,136	34%
\$120,000 - \$129,999	467	231	33%	342	220	39%	804	560	37%	758	572	43%
\$130,000 - \$139,999	252	117	32%	322	203	39%	736	390	35%	702	465	40%
\$140,000 - \$149,999	521	276	35%	228	137	38%	278	190	41%	310	175	36%
\$150,000+	631	347	35%	812	522	39%	1,214	861	41%	1,300	922	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 most para-professional occupations and slightly more than half of professional occupations; however, as of January 1, 2020, 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.



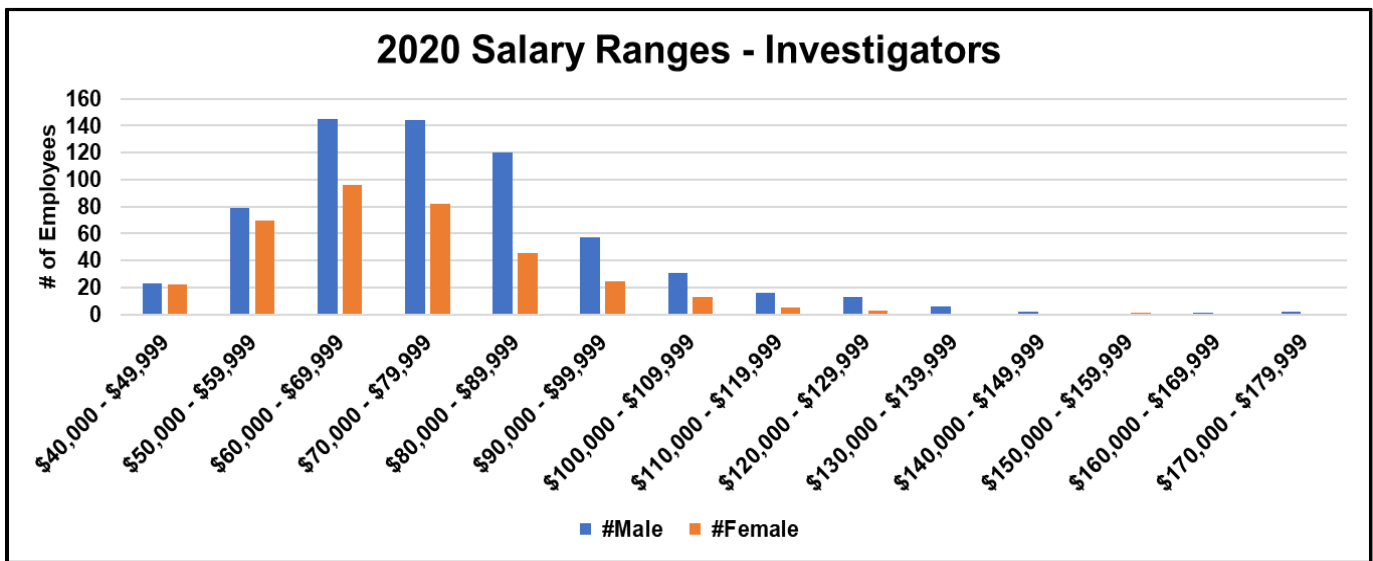
	2010			2020		
	# Male	# Female	% Female	# Male	# Female	% Female
Officials/Administrators	1,893	1,187	39%	1,616	1,446	47%
Professionals	25,077	29,232	54%	21,445	30,740	59%
Technicians	4,229	3,298	44%	4,132	3,021	42%
Protective Service	20,882	2,786	12%	22,898	3,924	15%
Para-professional	7,695	17,779	70%	7,011	15,884	69%
Administrative Support	3,443	19,255	85%	2,938	13,045	82%
Skill Crafted	9,121	456	5%	8,268	350	4%
Service/Maintenance	5,606	3,291	37%	4,927	2,816	36%

**2019-2020 TITLE AND SALARY DATA TABLES**

The following tables show women’s 2020 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 (36%), 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 one to zero in higher-paying grades.

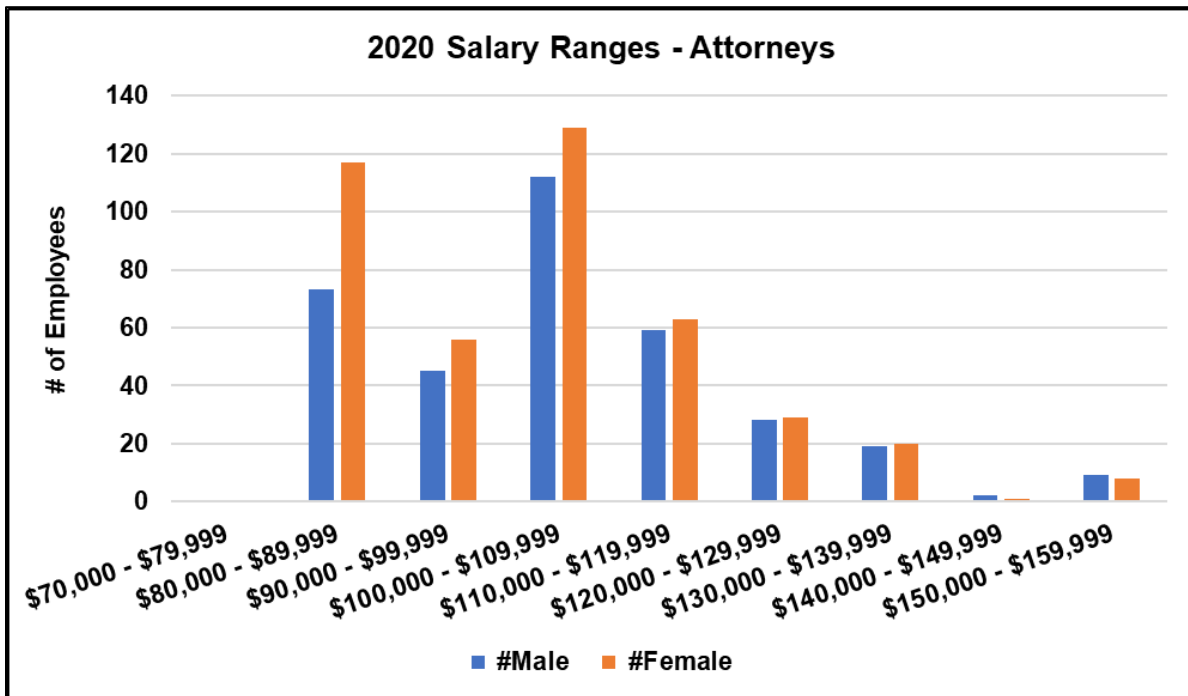


Salary Range	January-2019			January-2020		
	#Male	#Female	% Female	#Male	#Female	% Female
\$40,000 - \$49,999	12	19	61%	23	22	49%
\$50,000 - \$59,999	85	79	48%	79	70	47%
\$60,000 - \$69,999	156	74	32%	145	96	40%
\$70,000 - \$79,999	143	81	36%	144	82	36%
\$80,000 - \$89,999	112	33	23%	120	46	28%
\$90,000 - \$99,999	62	32	34%	57	25	30%
\$100,000 - \$109,999	39	9	19%	31	13	30%
\$110,000 - \$119,999	10	4	29%	16	5	24%
\$120,000 - \$129,999	11	2	15%	13	3	19%
\$130,000 - \$139,999	11	0	0%	6	0	0%
\$140,000 - \$149,999	0	0	0%	2	0	0%
\$150,000 - \$159,999	0	1	100%	0	1	100%
\$160,000 - \$169,999	1	0	0%	1	0	0%
\$170,000 - \$179,999	0	0	0%	2	0	0%



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

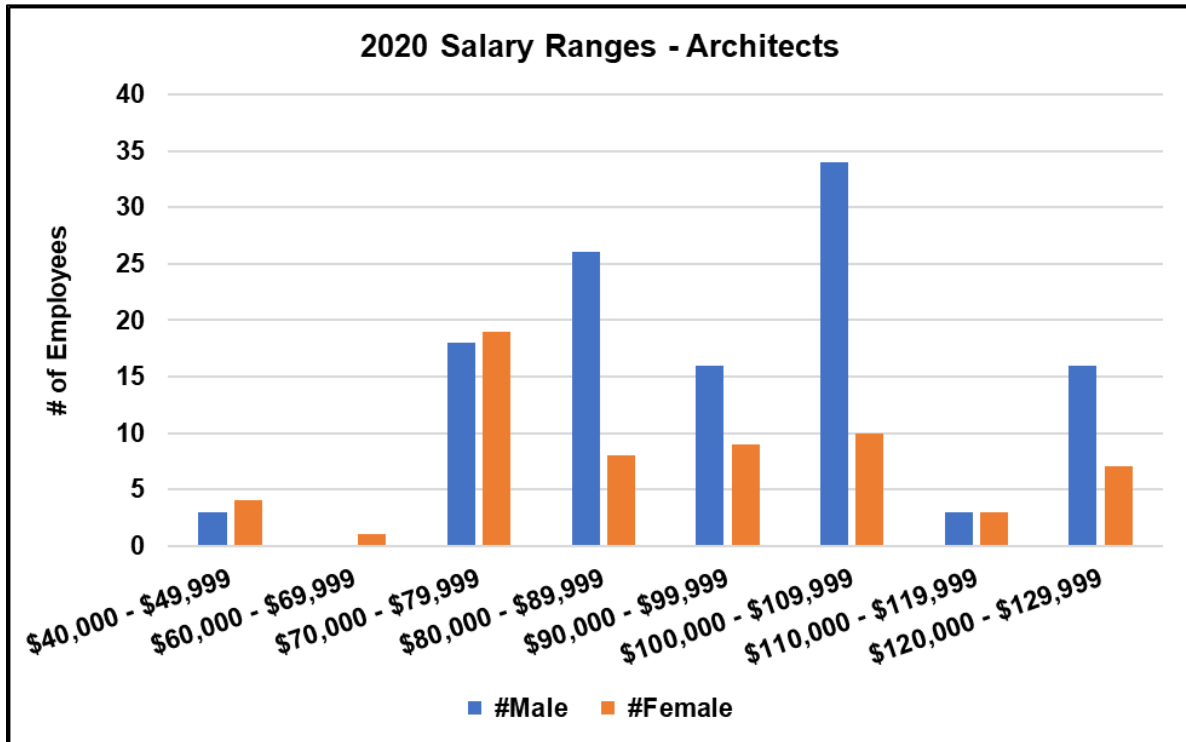
Of all the titles studied, Attorney Titles have the highest rate of participation among women, who comprise 55% of titles in this occupational field. The number of women working in higher-paying salaries drops in the median salary ranges; however, so does the number of men at these levels. The most significant change to women’s participation in higher salary ranges occurs above \$140,000.



Salary Range	January-2019			January-2020		
	#Male	#Female	% Female	#Male	#Female	% Female
\$70,000 - \$79,999	1	1	50%	0	0	0%
\$80,000 - \$89,999	85	119	58%	73	117	62%
\$90,000 - \$99,999	30	43	59%	45	56	55%
\$100,000 - \$109,999	118	127	52%	112	129	54%
\$110,000 - \$119,999	60	63	51%	59	63	52%
\$120,000 - \$129,999	29	35	55%	28	29	51%
\$130,000 - \$139,999	22	13	37%	19	20	51%
\$140,000 - \$149,999	1	1	50%	2	1	33%
\$150,000 - \$159,999	11	8	42%	9	8	47%

**Table 6. Salary Ranges: Architect Titles**

On average, women comprise nearly a third of Architect titles in the State workforce (34%). As of January 1, 2020, men outnumber women in all but the lowest salary range of the series, at \$70-79,999 and tie with women at the \$110-119,999 range.



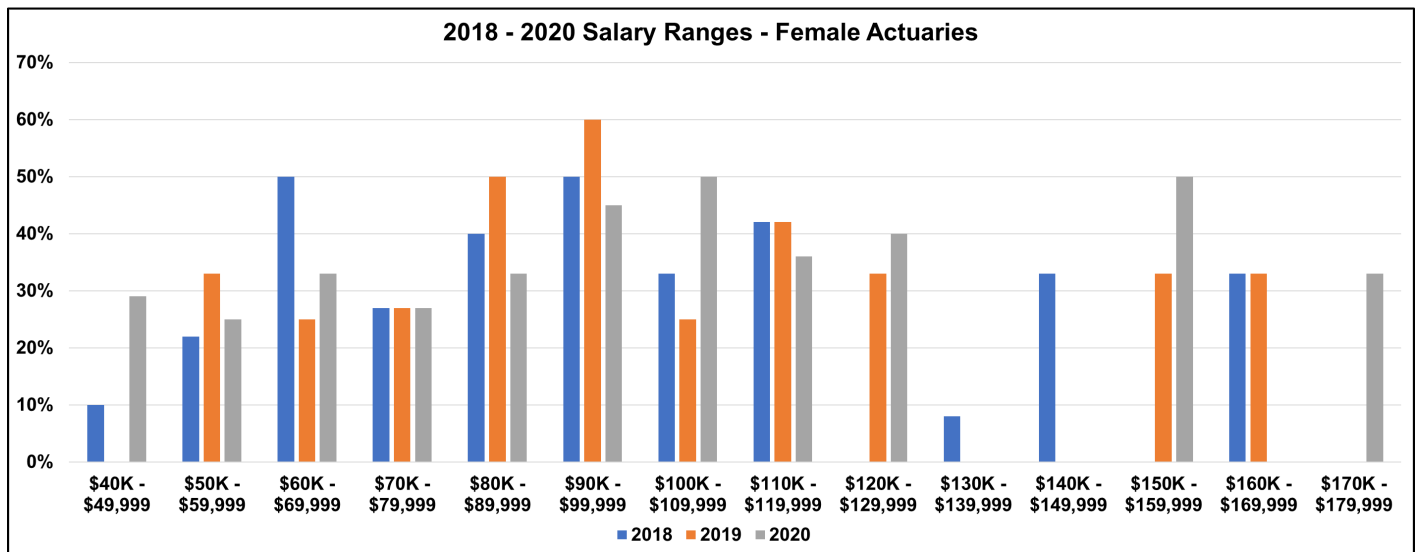
Salary Range	January-2019			January-2020		
	#Male	#Female	% Female	#Male	#Female	% Female
\$40,000 - \$49,999	5	6	55%	3	4	57%
\$60,000 - \$69,999	18	13	42%	0	1	100%
\$70,000 - \$79,999	28	11	28%	18	19	51%
\$80,000 - \$89,999	14	9	39%	26	8	24%
\$90,000 - \$99,999	34	7	17%	16	9	36%
\$100,000 - \$109,999	0	2	100%	34	10	23%
\$110,000 - \$119,999	17	7	29%	3	3	50%
\$120,000 - \$129,999	1	0	0%	16	7	30%

**2018 - 2020 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**

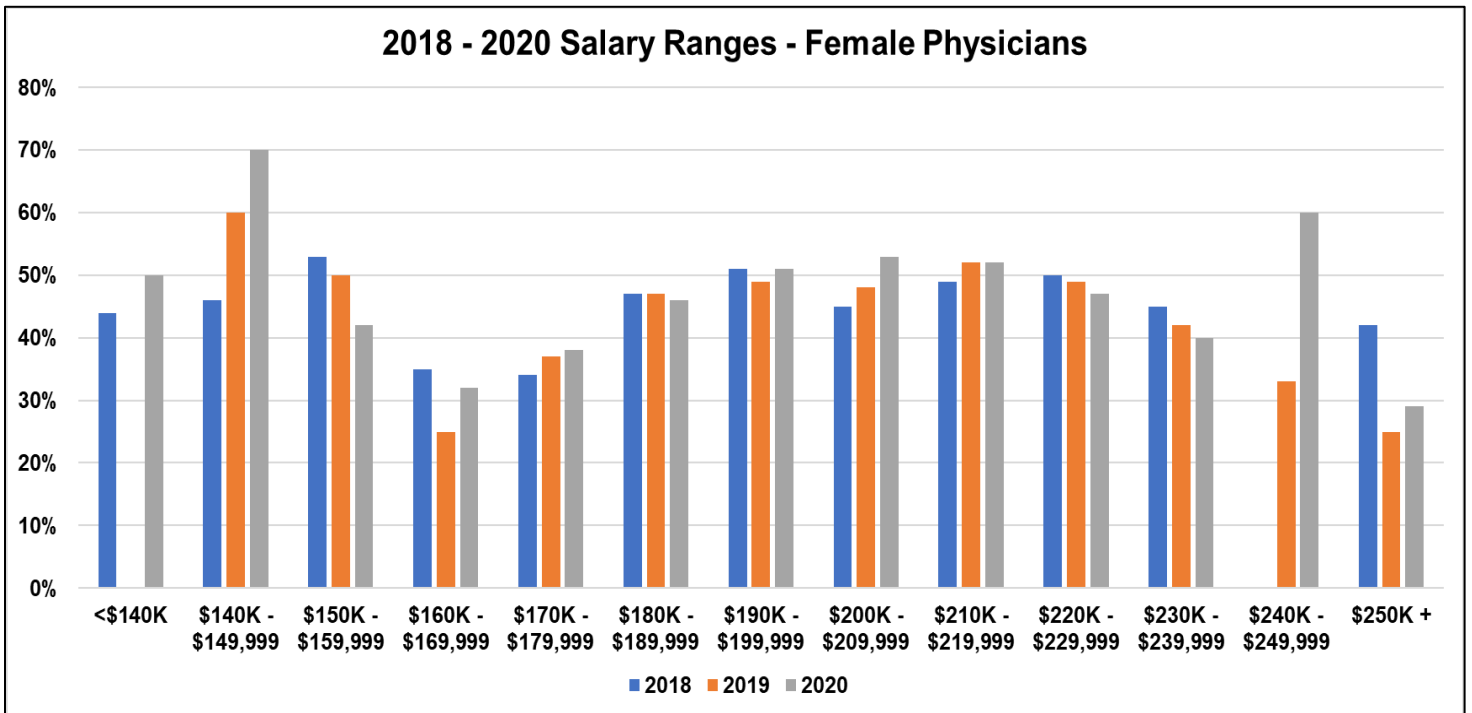
Actuary positions are a consistently male-dominated occupational area in the State workforce, with women comprising 30% of titles in this field. As of January 1, 2020, there were more women working in actuary titles with salaries above \$110,000 than in the previous year, suggesting the possible advancement of female employees in these titles.



Salary Range	#Male	#Female	%Female	#Male	#Female	%Female	#Male	#Female	%Female
	January-2018			January-2019			January-2020		
\$40K - \$49,999	9	1	10%	3	0	0%	5	2	29%
\$50K - \$59,999	7	2	22%	4	2	33%	3	1	25%
\$60K - \$69,999	4	4	50%	3	1	25%	4	2	33%
\$70K - \$79,999	8	3	27%	11	4	27%	11	4	27%
\$80K - \$89,999	3	2	40%	2	2	50%	2	1	33%
\$90K - \$99,999	4	4	50%	4	6	60%	6	5	45%
\$100K - \$109,999	4	2	33%	3	1	25%	3	3	50%
\$110K - \$119,999	7	5	42%	7	5	42%	7	4	36%
\$120K - \$129,999	2	0	0%	2	1	33%	3	2	40%
\$130K - \$139,999	12	1	8%	15	0	0%	13	0	0%
\$140K - \$149,999	2	1	33%	0	0	0%	0	0	0%
\$150K - \$159,999	0	0	0%	2	1	33%	1	1	50%
\$160K - \$169,999	2	1	33%	2	1	33%	0	0	0%
\$170K - \$179,999	1	0	0%	0	0	0%	2	1	33%
\$180K - \$189,999	0	0	0%	1	0	0%	1	0	0%

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

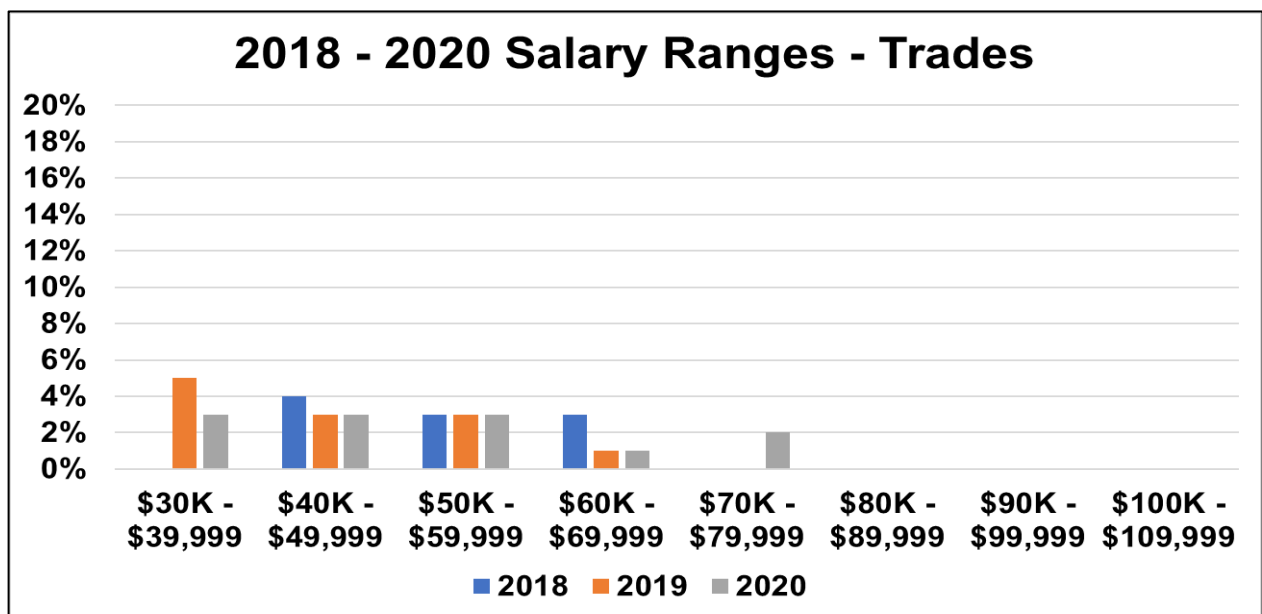
Physicians reflect the highest salaries and one of the least populous titles of all the occupational groups profiled. While women continue to comprise a relatively equal part of the group overall (44%), in the current year their participation in higher salary ranges saw increases, almost doubling in the \$240–249,999 range.



Salary Range	#Male	#Female	%Female	#Male	#Female	%Female	#Male	#Female	%Female
	January-2018			January-2019			January-2020		
<\$140K	5	4	44%	3	0	0%	1	1	50%
\$140K - \$149,999	6	5	46%	4	6	60%	3	7	70%
\$150K - \$159,999	8	9	53%	6	6	50%	7	5	42%
\$160K - \$169,999	109	58	35%	21	7	25%	19	9	32%
\$170K - \$179,999	118	61	34%	201	119	37%	183	110	38%
\$180K - \$189,999	36	32	47%	34	30	47%	47	40	46%
\$190K - \$199,999	91	93	51%	88	86	49%	82	87	51%
\$200K - \$209,999	16	13	45%	15	14	48%	15	17	53%
\$210K - \$219,999	62	60	49%	60	65	52%	48	53	52%
\$220K - \$229,999	19	19	50%	21	20	49%	30	27	47%
\$230K - \$239,999	17	14	45%	15	11	42%	15	10	40%
\$240K - \$249,999	7	0	0%	2	1	33%	6	9	60%
\$250K +	7	5	42%	12	4	25%	12	5	29%

**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. While previous year comparisons showed an increase in participation in the lower salary ranges by women, this year shows a decrease, and there remains no representation of women in the higher-paying titles, consistent with the previous year. The gender participation gap remains the highest among all the occupational groups studied, with just 3% of Trades employees being women.



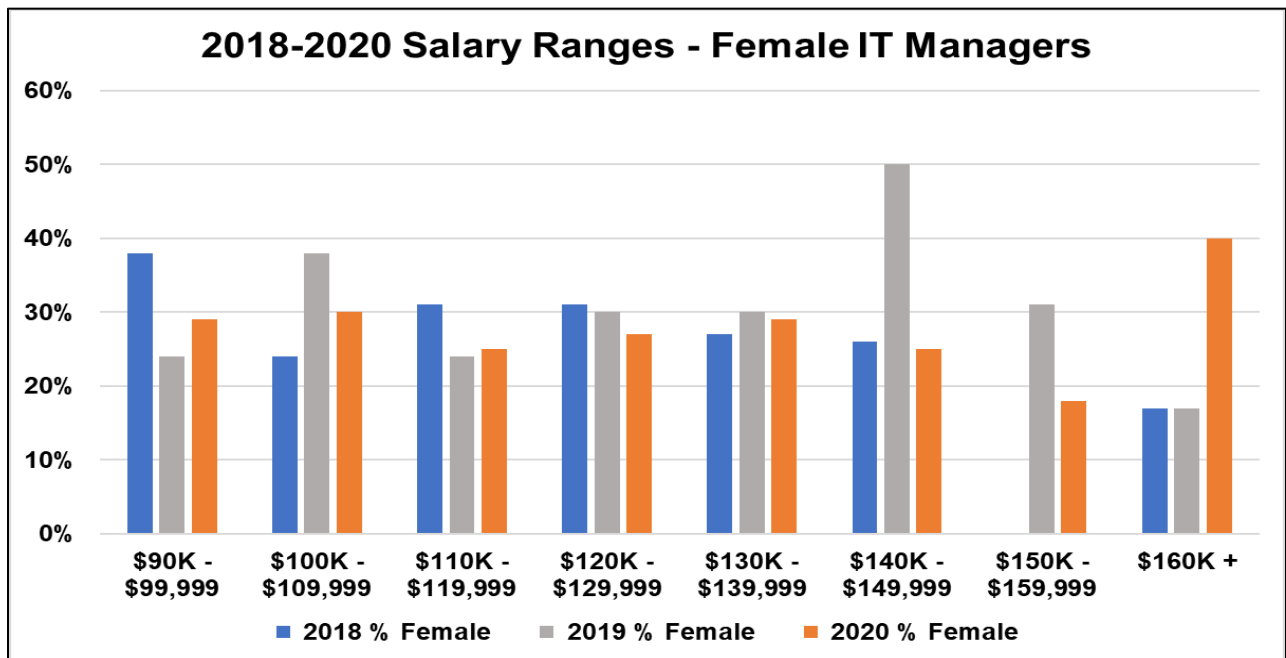
Salary Range	#Male	#Female	%Female	#Male	#Female	%Female	#Male	#Female	%Female
	January-2018			January-2019			January-2020		
\$30K - \$39,999	1	0	0%	240	12	5%	228	7	3%
\$40K - \$49,999	322	12	4%	1,364	44	3%	1,310	39	3%
\$50K - \$59,999	1,293	41	3%	1,554	41	3%	1,613	46	3%
\$60K - \$69,999	1,426	38	3%	156	1	1%	164	1	1%
\$70K - \$79,999	82	0	0%	52	0	0%	65	1	2%
\$80K - \$89,999	30	0	0%	16	0	0%	13	0	0%
\$90K - \$99,999	7	0	0%	3	0	0%	3	0	0%
\$100K - \$109,999	0	0	0	1	0	0%	1	0	0%

### 2018 - 2020 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 10. Salary Ranges: Female IT Manager Titles**

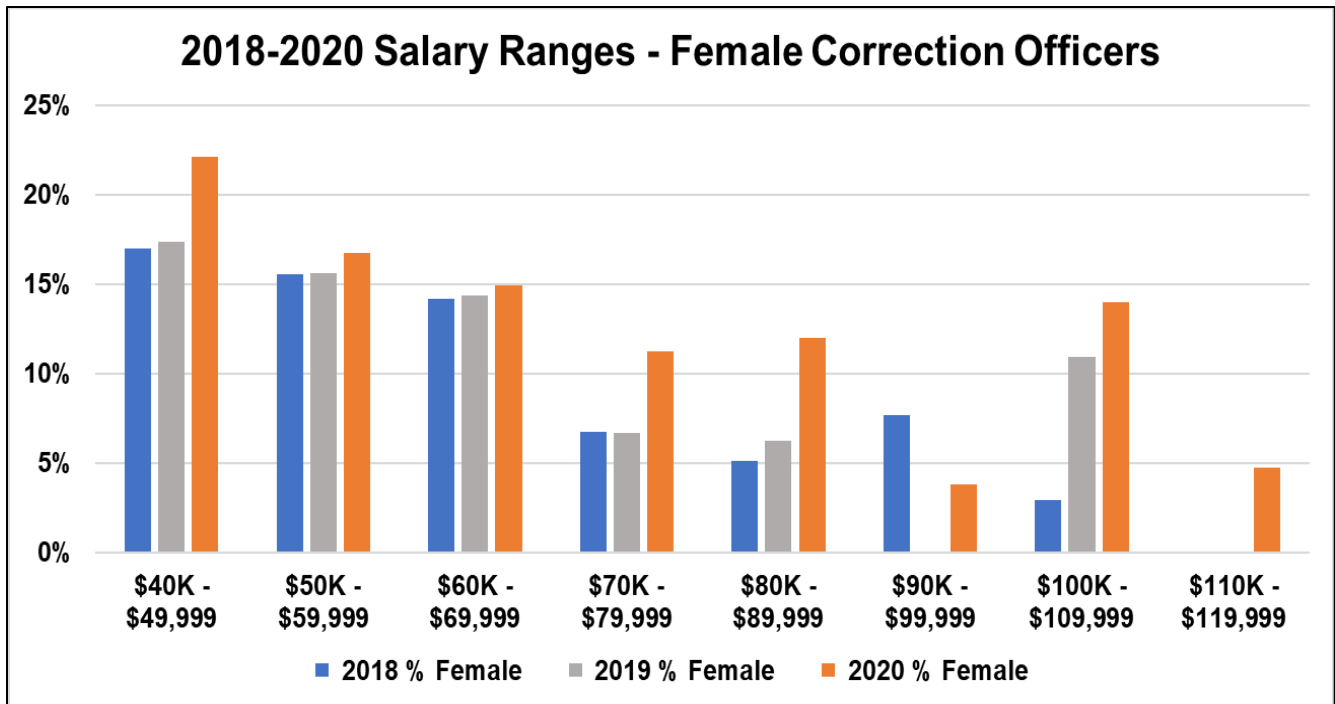
Overall representation of women in IT Manager Titles has remained steady from 2018 to 2020, with women comprising 27% of these titles on average over three years. In a reversal of the previous year, as of January 1, 2020, women doubled their representation in salaries over \$160,000, and their participation rate in IT titles with salaries above \$140–149,999 was reduced by half. Representation at the \$150–159,999 range increased in 2019 and dropped for the current year. Consistent with last year, both trends are suggestive of the possibility that women working in lower-level IT titles in 2019 have since advanced to higher paying jobs in the field.



Salary Range	# Female	% Female	# Female	% Female	# Female	% Female
	January-2018		January-2019		January-2020	
\$90K - \$99,999	9	38%	6	24%	6	29%
\$100K - \$109,999	62	24%	26	38%	19	30%
\$110K - \$119,999	18	31%	58	24%	58	25%
\$120K - \$129,999	17	31%	22	30%	21	27%
\$130K - \$139,999	10	27%	13	30%	12	29%
\$140K - \$149,999	5	26%	2	50%	1	25%
\$150K - \$159,999	0	0%	5	31%	3	18%
\$160K +	1	17%	1	17%	2	40%

**Table 11. Salary Ranges: Female Correction Officer Titles**

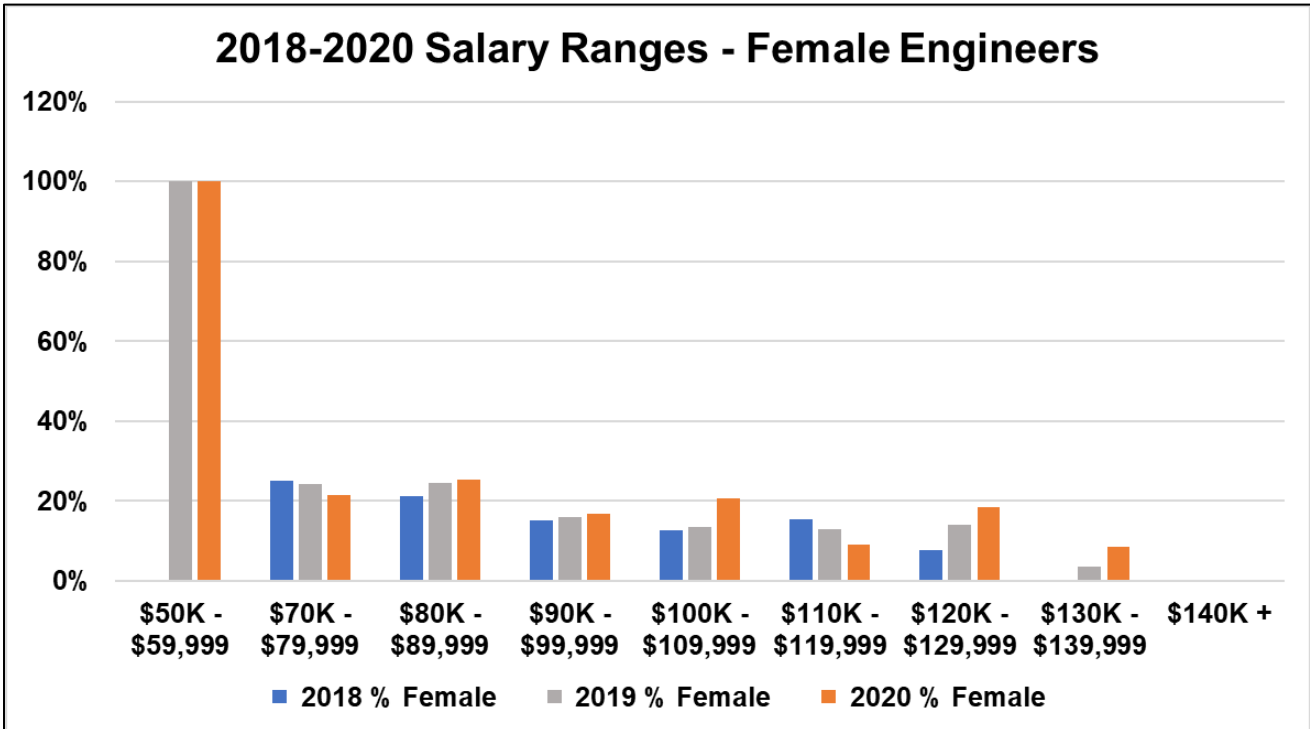
Women’s participation in Correction Officer Titles were generally quite low (17%) as of January 1, 2020. Overall, these titles offer fewer positions with salaries over the defined high-paying threshold (\$75K). In all but one range (\$90–99,999), the percentage of women earnings have increased over the past three years, including in positions earning more than \$100,000. In the current year, women, having had no representation in previous years in the range of \$110–119,999, now represent 5% of this range. This trend continues to indicate that female employees are gradually moving into higher-paying titles.



Salary Range	# Female	% Female	# Female	% Female	# Female	% Female
	January-2018		January-2019		January-2020	
\$40K - \$49,999	457	17%	478	17%	295	22%
\$50K - \$59,999	862	16%	945	16%	845	17%
\$60K - \$69,999	1,088	14%	1,061	14%	943	15%
\$70K - \$79,999	189	7%	165	7%	628	11%
\$80K - \$89,999	25	5%	30	6%	66	12%
\$90K - \$99,999	1	8%	0	0%	8	4%
\$100K - \$109,999	1	3%	6	11%	7	14%
\$110K - \$119,999	0	0%	0	0%	1	5%

**Table 12. Salary Ranges: Female Professional Engineer Titles**

The percentage of women working in Engineering titles has been consistent since 2018, at an overall average of 17%. As of January 1, 2020, the most significant change for women with Engineer titles took place in the range of \$100K–109,999 where there was an increase in representation by 7%. Representation below \$100,000 remained consistent with previous years. This year, women continued to increase representation in ranges between \$120,000 and \$139,999 but continued to be unrepresented in salary ranges above \$140,000.



Salary Range	# Female	% Female	# Female	% Female	# Female	% Female
	January-2018		January-2019		January-2020	
\$50K - \$59,999	0	0%	1	100%	1	100%
\$70K - \$79,999	14	25%	13	24%	15	21%
\$80K - \$89,999	31	21%	21	24%	26	25%
\$90K - \$99,999	106	15%	109	16%	102	17%
\$100K - \$109,999	39	13%	18	14%	29	21%
\$110K - \$119,999	8	15%	26	13%	18	9%
\$120K - \$129,999	3	8%	8	14%	9	18%
\$130K - \$139,999	0	0%	2	4%	5	9%
\$140K +	0	0%	0	0%	0	0%



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### IDENTIFICATION OF OCCUPATIONAL AREAS (2021)

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 E). 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.

This section's reporting is focused on: Investigator, Attorney, and Architect titles (Tables 4a – 6a). Data respective to the titles reported on in previous years -- Actuary, Physician, Trades, IT Manager, Correction Officer, and Professional Engineer (7a – 12a) are also included to provide year-over-year comparisons of salary and participation data for women in the titles.

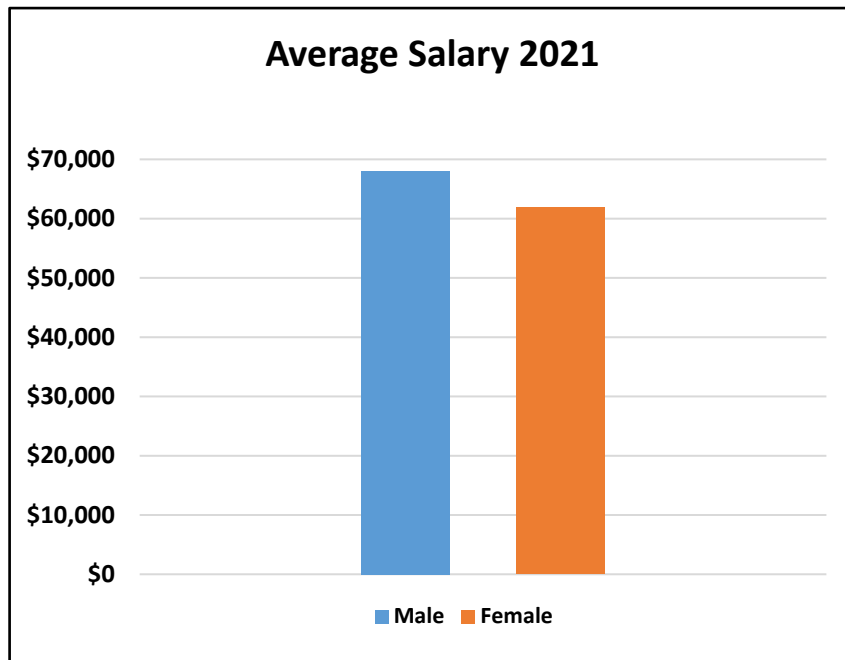
**Data Reporting Methodology:** The 2020-2021 Women in the Workforce Report includes a combination of a "snapshot" taken on January 1, 2020 of the demographics of the 144,779 employees in the classified and certain unclassified service, together with a "snapshot" taken on January 1, 2021 of the demographics of the 139,098 employees in the classified and certain unclassified service.

Data from 2020 is as of January 1, 2020 and data from 2021 is as of January 1, 2021. The number of employees does not include seasonal or hourly employees. Note that data tables on gender and race only reflect employees for whom data has been collected.

**WORKFORCE GENDER DATA (2021)<sup>26</sup>**

**Table 1a. Workforce Gender Characteristics**

Like the previous year, gender distribution of the New York State workforce remains unchanged, with men and women comprising relatively equal parts for over a decade.<sup>27</sup> As of January 1, 2021, women continued to make approximately 9% less than their male counterparts, or 91 cents on the dollar. This is an increase of 2% in their overall salary since 2011, when women’s compensation was 89 cents on the dollar.



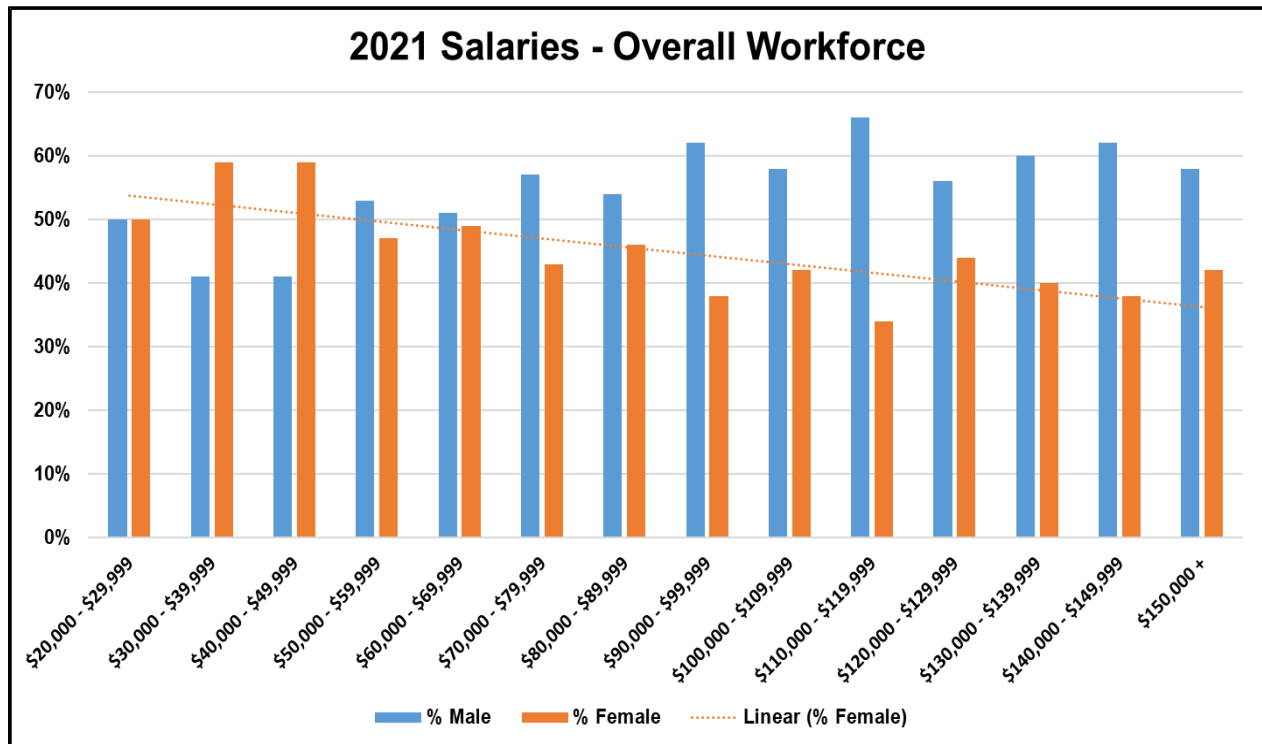
	2011		2016		2020		2021		
	#	Average Salary	#	Average Salary	#	Average Salary	#	%	Average Salary
<b>Male</b>	74,848	\$59,069	69,298	\$61,721	73,235	\$67,567	70,298	52%	\$68,057
<b>Female</b>	74,423	\$52,526	69,854	\$55,929	71,226	\$61,261	68,445	48%	\$61,858
<b>Female Salary as % of Male</b>	89%		91%		91%		91%		

<sup>26</sup> The data in the Women in the Workforce Report is a “snapshot” taken on January 1, 2021.

<sup>27</sup> Unknown gender data has been removed and calculations are based on known data only.

**Table 2a. Workforce Salary Range by Gender**

Salaries for both men and women have increased over the past ten years overall, but men continue to make up most of the higher salary ranges in New York State, still outnumbering women by more than 50% in salary ranges above \$70,000. Between the years of 2020 and 2021, the percentage of women in higher paying salaries are virtually the same. More women entering the workforce at a lower salary grade or more men being hired or promoted into higher level positions are factors that may contribute to this distinction. The Department continues to explore the contributing factors.

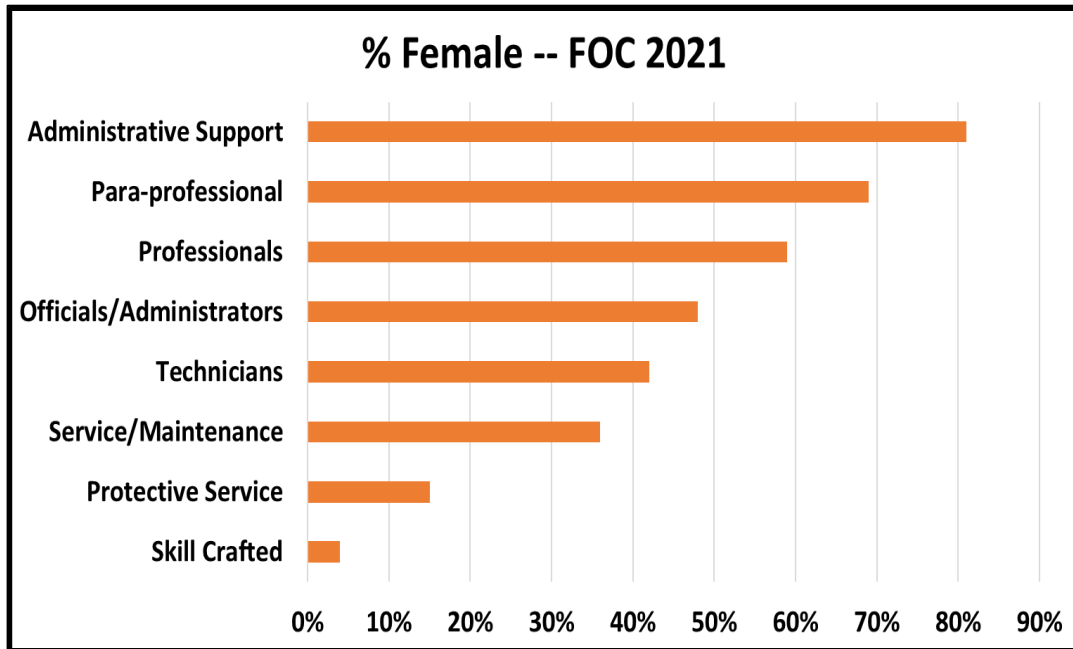


## 2020 & 2021 Women in the State Workforce

Salary Range	2011			2016			2020			2021		
	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female	# Male	# Female	% Female
\$20,000 - \$29,999	2,327	3,303	59%	1,179	1,537	57%	474	435	48%	254	249	50%
\$30,000 - \$39,999	11,348	17,602	61%	9,290	13,753	60%	7,555	11,192	60%	7,160	10,332	59%
\$40,000 - \$49,999	15,355	19,343	56%	13,930	18,365	57%	12,082	16,609	58%	10,779	15,583	59%
\$50,000 - \$59,999	15,433	14,089	48%	12,910	13,697	51%	13,692	11,939	47%	12,770	11,396	47%
\$60,000 - \$69,999	13,241	8,315	39%	11,757	8,420	42%	11,044	11,049	50%	11,505	11,015	49%
\$70,000 - \$79,999	5,688	4,760	46%	7,939	5,226	40%	10,988	8,033	42%	10,847	8,092	43%
\$80,000 - \$89,999	4,650	2,880	38%	4,458	3,691	45%	3,720	3,185	46%	3,525	3,063	46%
\$90,000 - \$99,999	2,127	1,620	43%	3,208	2,116	40%	5,392	3,319	38%	5,508	3,357	38%
\$100,000 - \$109,999	1,766	858	33%	1,457	914	39%	2,733	1,934	41%	2,665	1,944	42%
\$110,000 - \$119,999	766	393	34%	804	507	39%	2,176	1,136	34%	2,076	1,085	34%
\$120,000 - \$129,999	506	232	31%	629	406	39%	758	572	43%	724	558	44%
\$130,000 - \$139,999	210	119	36%	375	240	39%	702	465	40%	667	451	40%
\$140,000 - \$149,999	368	226	38%	233	158	40%	310	175	36%	284	172	38%
\$150,000+	780	397	34%	843	556	40%	1,300	922	41%	1,221	889	42%

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

As defined by Federal standards, most administrative support positions in the State workforce continue to be filled by women, while men outnumber women in skill crafted and service/maintenance occupational areas. Over the past ten years, women have consistently held most para-professional occupations and slightly more than half of professional occupations. While women have increased their participation in the officials’ occupational group, they have slightly decreased their participation in the technicians’ occupational group.



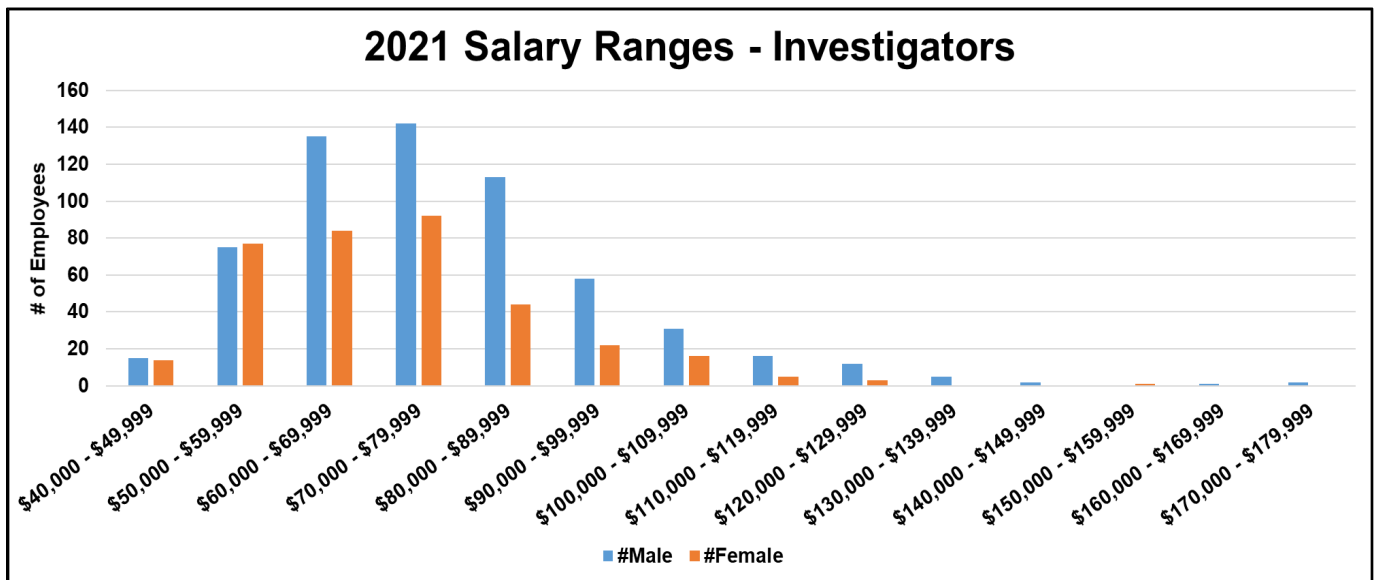
	2011			2021		
	# Male	# Female	% Female	# Male	# Female	% Female
Administrative Support	3,235	17,441	84%	2,822	12,279	81%
Para-professional	7,624	17,624	70%	6,783	15,171	69%
Professionals	23,730	28,664	55%	20,730	29,979	59%
Officials/Administrators	1,692	1,108	40%	1,565	1,429	48%
Technicians	3,894	3,186	45%	3,896	2,843	42%
Service/Maintenance	5,296	3,127	37%	4,732	2,629	36%
Protective Service	20,690	2,848	12%	21,815	3,781	15%
Skill Crafted	8,687	425	5%	7,955	334	4%

## 2019-2021 TITLE AND SALARY DATA TABLES

The following tables show women’s 2021 salaries as compared to men for Investigators, Attorneys and Architects titles (Tables 4a – 6a).

### Table 4a. Salary Ranges: Investigator Titles

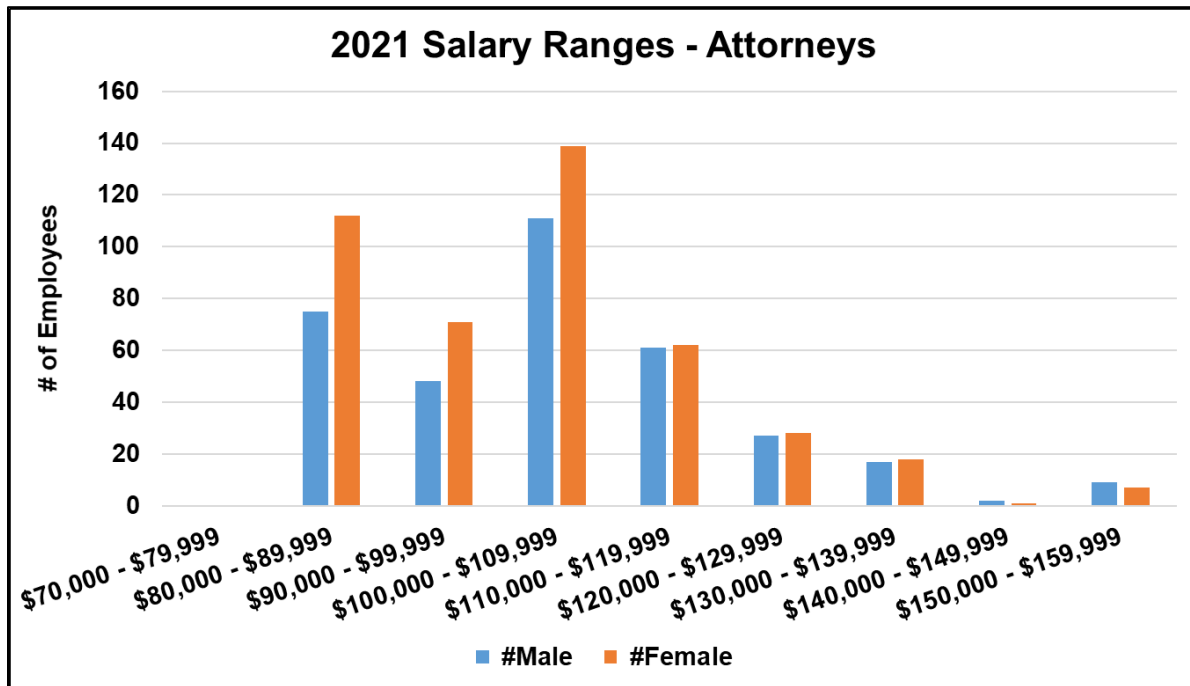
Although Investigators have one of the broadest salary ranges of all the titles studied, women continue to only account for a relatively low participation rate across the series (37%), and more women tend to work in the lower salary ranges of this series. Men dominate this occupational field by a significant margin, outnumbering women by a ratio of two to one in higher-paying grades.



Salary Range	Male	#Female	% Female	#Male	#Female	% Female	#Male	#Female	% Female
	January-2019			January-2020			January-2021		
\$40,000 - \$49,999	12	19	61%	23	22	49%	15	14	48%
\$50,000 - \$59,999	85	79	48%	79	70	47%	75	77	51%
\$60,000 - \$69,999	156	74	32%	145	96	40%	135	84	38%
\$70,000 - \$79,999	143	81	36%	144	82	36%	142	92	39%
\$80,000 - \$89,999	112	33	23%	120	46	28%	113	44	28%
\$90,000 - \$99,999	62	32	34%	57	25	30%	58	22	28%
\$100,000 - \$109,999	39	9	19%	31	13	30%	31	16	34%
\$110,000 - \$119,999	10	4	29%	16	5	24%	16	5	24%
\$120,000 - \$129,999	11	2	15%	13	3	19%	12	3	20%
\$130,000 - \$139,999	11	0	0%	6	0	0%	5	0	0%
\$140,000 - \$149,999	0	0	0%	2	0	0%	2	0	0%
\$150,000 - \$159,999	0	1	100%	0	1	100%	0	1	100%
\$160,000 - \$169,999	1	0	0%	1	0	0%	1	0	0%
\$170,000 - \$179,999	0	0	0%	2	0	0%	2	0	0%

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

Consistent with previous years, of all the titles studied, Attorney Titles have the highest rate of participation among women, who comprise 56% of titles in this occupational field, as of January 1, 2021. Both women and men see a decline in participation in higher-paying salaries in the median salary ranges. The most significant change to women’s participation in higher salary ranges occurs between \$90,000 and \$109,000.

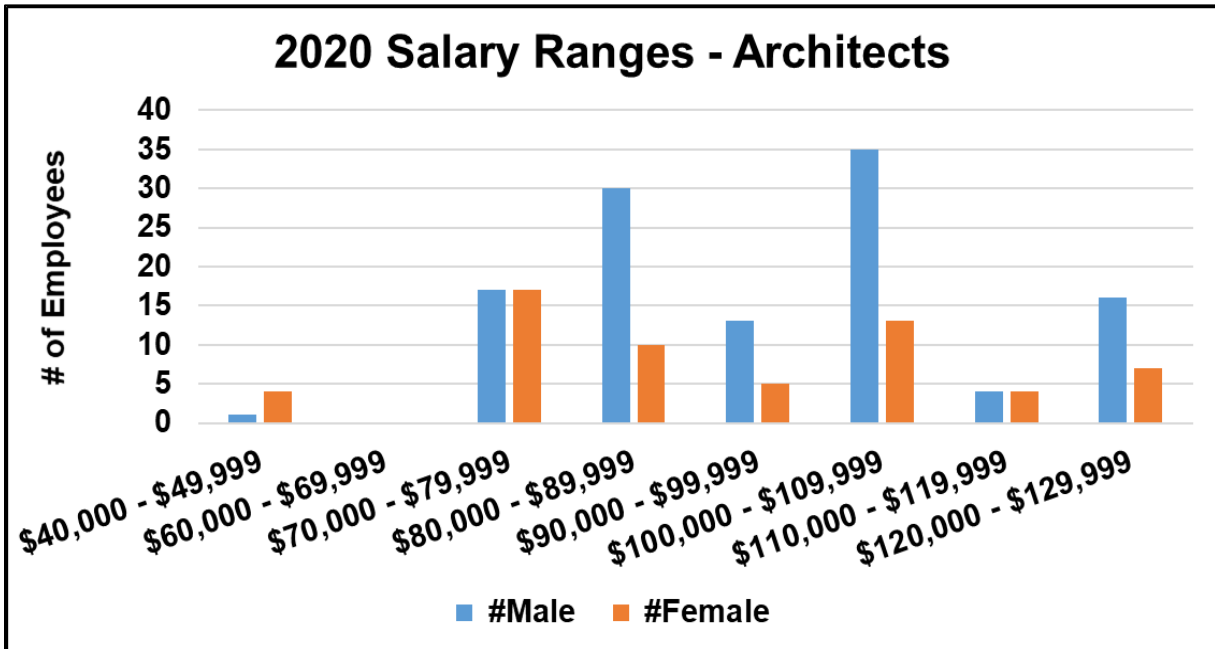


Salary Range	#Male	#Female	% Female	#Male	#Female	% Female	#Male	#Female	% Female
	January-2019			January-2020			January-2021		
\$70,000 - \$79,999	1	1	50%	0	0	0%	0	0	0%
\$80,000 - \$89,999	85	119	58%	73	117	62%	75	112	60%
\$90,000 - \$99,999	30	43	59%	45	56	55%	48	71	60%
\$100,000 - \$109,999	118	127	52%	112	129	54%	111	139	56%
\$110,000 - \$119,999	60	63	51%	59	63	52%	61	62	50%
\$120,000 - \$129,999	29	35	55%	28	29	51%	27	28	51%
\$130,000 - \$139,999	22	13	37%	19	20	51%	17	18	51%
\$140,000 - \$149,999	1	1	50%	2	1	33%	2	1	33%
\$150,000 - \$159,999	11	8	42%	9	8	47%	9	7	44%



**Table 6a. Salary Ranges: Architect Titles**

On average, women comprise nearly a third of Architect titles in the State workforce (34%). As of January 1, 2021, men outnumber women in all but the lowest salary range of the series, at \$40-49,999 and tie with women at the \$70-79,999 and the \$110-119,999 range.



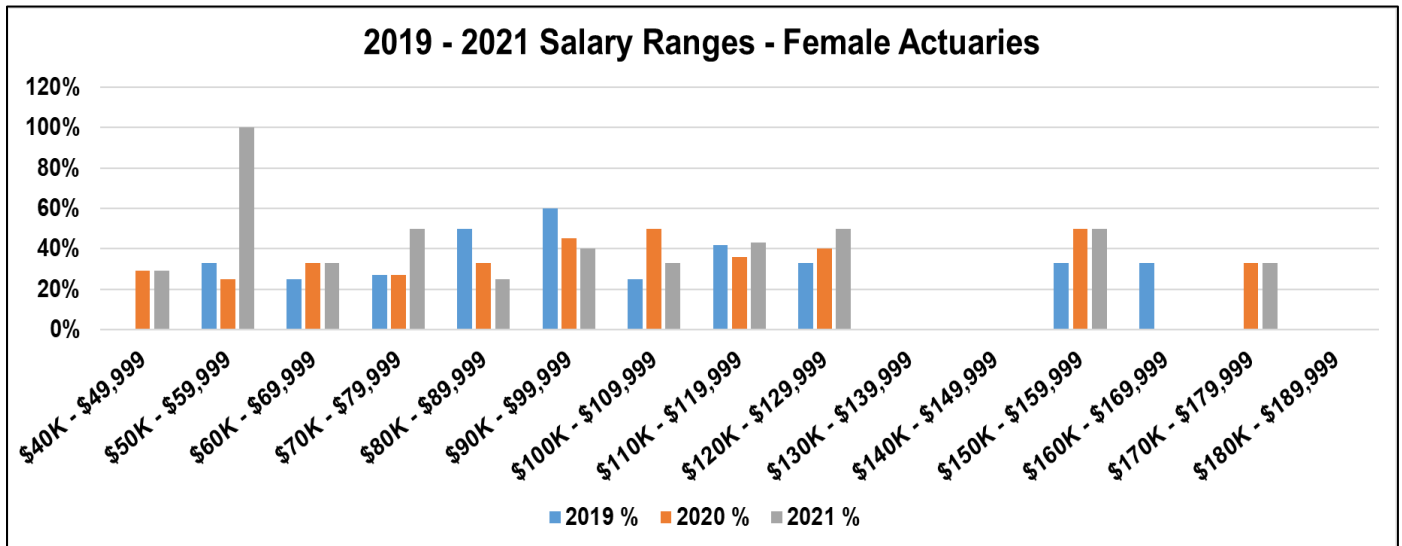
Salary Range	#Male	#Female	% Female	#Male	#Female	% Female	#Male	#Female	% Female
	January-2019			January-2020			January-2021		
\$40,000 - \$49,999	5	6	55%	3	4	57%	1	4	80%
\$60,000 - \$69,999	18	13	42%	0	1	100%	0	0	0%
\$70,000 - \$79,999	28	11	28%	18	19	51%	17	17	50%
\$80,000 - \$89,999	14	9	39%	26	8	24%	30	10	25%
\$90,000 - \$99,999	34	7	17%	16	9	36%	13	5	28%
\$100,000 - \$109,999	0	2	100%	34	10	23%	35	13	27%
\$110,000 - \$119,999	17	7	29%	3	3	50%	4	4	50%
\$120,000 - \$129,999	1	0	0%	16	7	30%	16	7	30%

**2019 - 2021 TITLE AND SALARY DATA TRENDS**

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

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

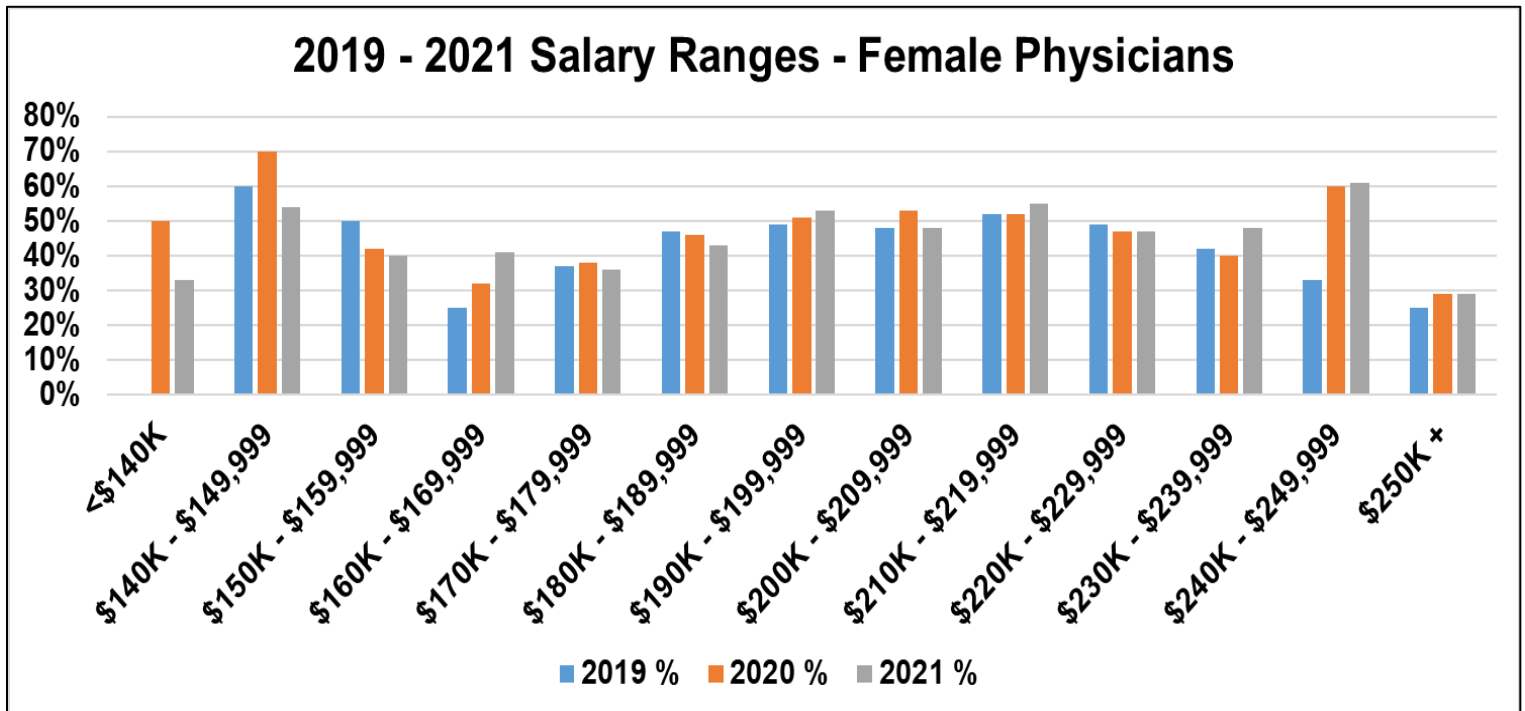
Actuary positions are a consistently male-dominated occupational area in the State workforce, with women comprising 33% of titles in this field. As of January 1, 2021, there were slightly more women working in actuary titles with salaries above \$110,000 than in the previous year, continuing to suggest the possible advancement of female employees in these titles.



Salary Range	#Male	#Female	% Female	#Male	#Female	% Female	#Male	#Female	% Female
	January-2019			January-2020			January-2021		
\$40K - \$49,999	3	0	0%	5	2	29%	5	2	29%
\$50K - \$59,999	4	2	33%	3	1	25%	0	1	100%
\$60K - \$69,999	3	1	25%	4	2	33%	4	2	33%
\$70K - \$79,999	11	4	27%	11	4	27%	4	4	50%
\$80K - \$89,999	2	2	50%	2	1	33%	3	1	25%
\$90K - \$99,999	4	6	60%	6	5	45%	6	4	40%
\$100K - \$109,999	3	1	25%	3	3	50%	6	3	33%
\$110K - \$119,999	7	5	42%	7	4	36%	8	6	43%
\$120K - \$129,999	2	1	33%	3	2	40%	2	2	50%
\$130K - \$139,999	15	0	0%	13	0	0%	14	0	0%
\$140K - \$149,999	0	0	0%	0	0	0%	0	0	0%
\$150K - \$159,999	2	1	33%	1	1	50%	1	1	50%
\$160K - \$169,999	2	1	33%	0	0	0%	0	0	0%
\$170K - \$179,999	0	0	0%	2	1	33%	2	1	33%
\$180K - \$189,999	1	0	0%	1	0	0%	1	0	0%

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

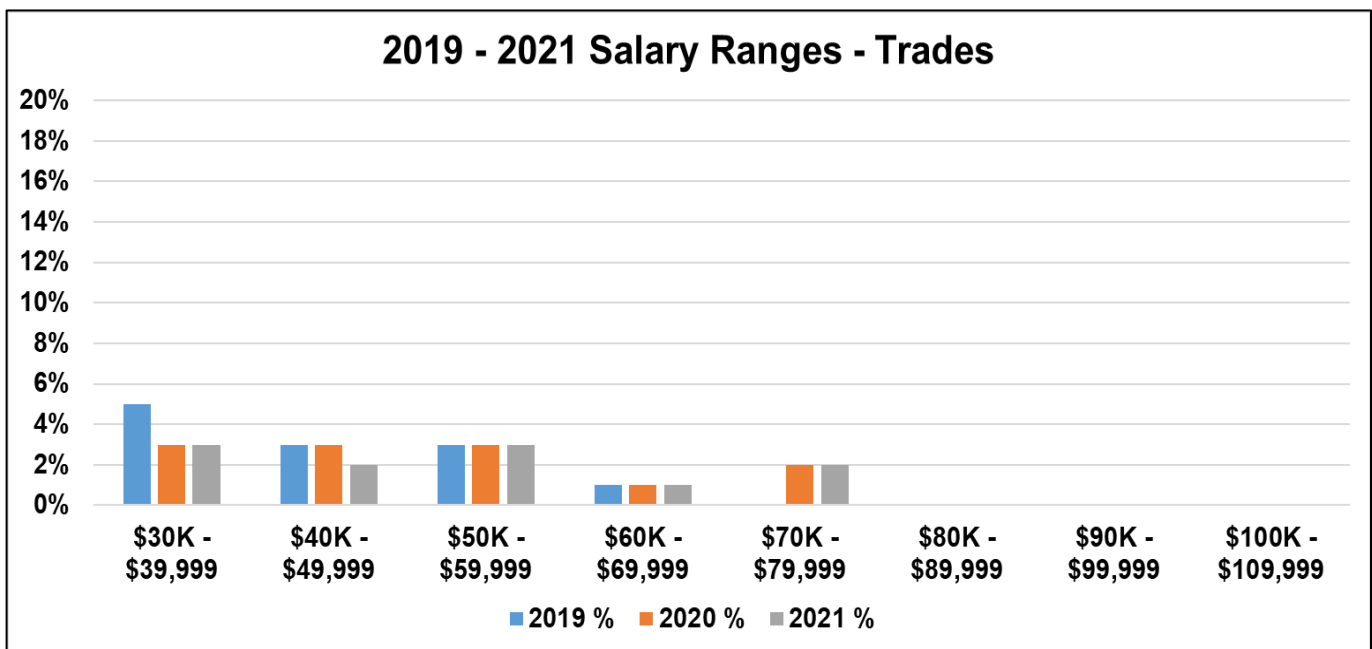
Physicians reflect the highest salaries and one of the least populous titles of all the occupational groups profiled. Continuing to comprise a relatively equal part of the group overall (45%), as of January 1, 2021, their participation in higher salary ranges saw mostly increases above the \$190–199,000 range.



Salary Range	#Male	#Female	% Female	#Male	#Female	% Female	#Male	#Female	% Female
	January-2019			January-2020			January-2021		
<\$140K	3	0	0%	1	1	50%	2	1	33%
\$140K - \$149,999	4	6	60%	3	7	70%	6	7	54%
\$150K - \$159,999	6	6	50%	7	5	42%	6	4	40%
\$160K - \$169,999	21	7	25%	19	9	32%	20	14	41%
\$170K - \$179,999	201	119	37%	183	110	38%	180	102	36%
\$180K - \$189,999	34	30	47%	47	40	46%	44	33	43%
\$190K - \$199,999	88	86	49%	82	87	51%	76	87	53%
\$200K - \$209,999	15	14	48%	15	17	53%	12	11	48%
\$210K - \$219,999	60	65	52%	48	53	52%	46	56	55%
\$220K - \$229,999	21	20	49%	30	27	47%	30	27	47%
\$230K - \$239,999	15	11	42%	15	10	40%	13	12	48%
\$240K - \$249,999	2	1	33%	6	9	60%	7	11	61%
\$250K +	12	4	25%	12	5	29%	15	6	29%

**Table 9a. 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. The last three years have shown a stagnated participation rate, and there remains no representation of women in the higher-paying titles. The gender participation gap remains the highest among all the occupational groups studied, with just 2% of Trades employees being women.



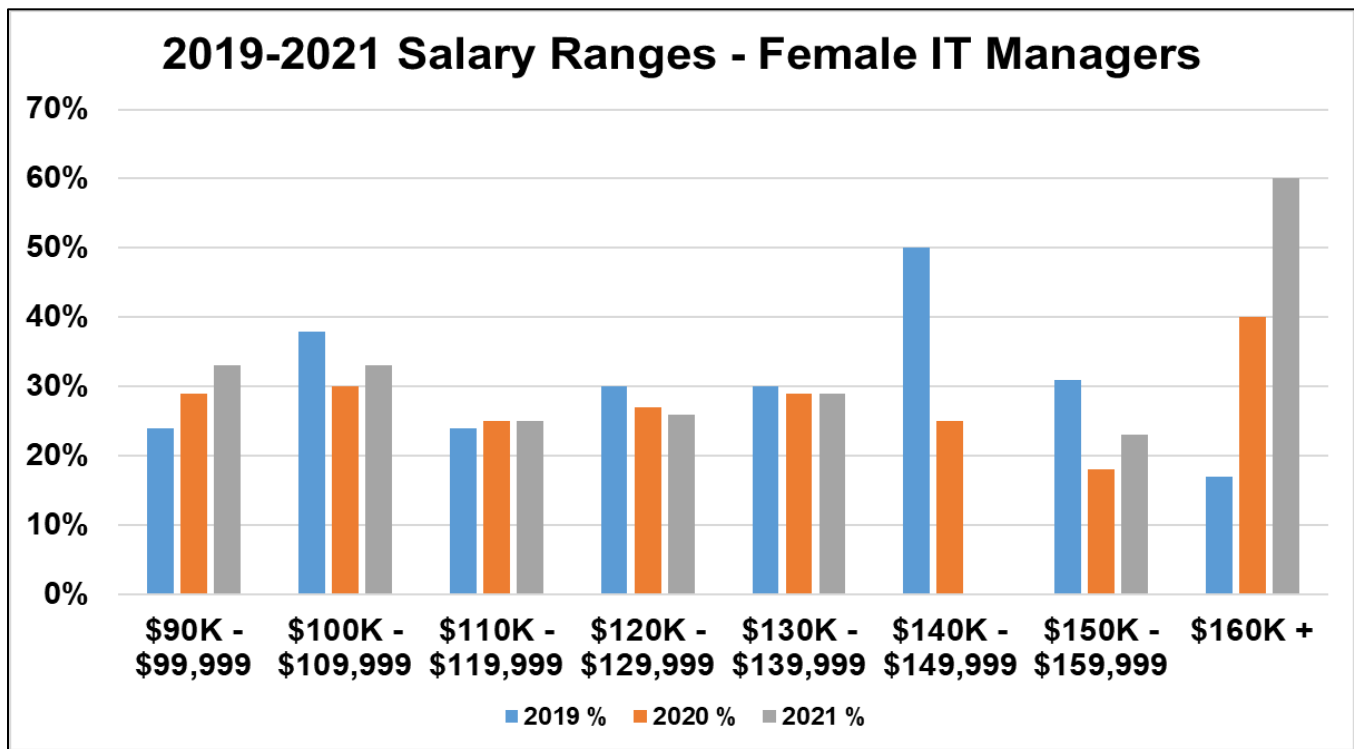
Salary Range	#Male	#Female	% Female	#Male	#Female	% Female	#Male	#Female	% Female
	January-2019			January-2020			January-2021		
\$30K - \$39,999	240	12	5%	228	7	3%	194	6	3%
\$40K - \$49,999	1,364	44	3%	1,310	39	3%	1220	27	2%
\$50K - \$59,999	1,554	41	3%	1,613	46	3%	1565	45	3%
\$60K - \$69,999	156	1	1%	164	1	1%	153	1	1%
\$70K - \$79,999	52	0	0%	65	1	2%	63	1	2%
\$80K - \$89,999	16	0	0%	13	0	0%	16	0	0%
\$90K - \$99,999	3	0	0%	3	0	0%	2	0	0%
\$100K - \$109,999	1	0	0%	1	0	0%	1	0	0%

**2019 - 2021 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 10a. Salary Ranges: Female IT Manager Titles**

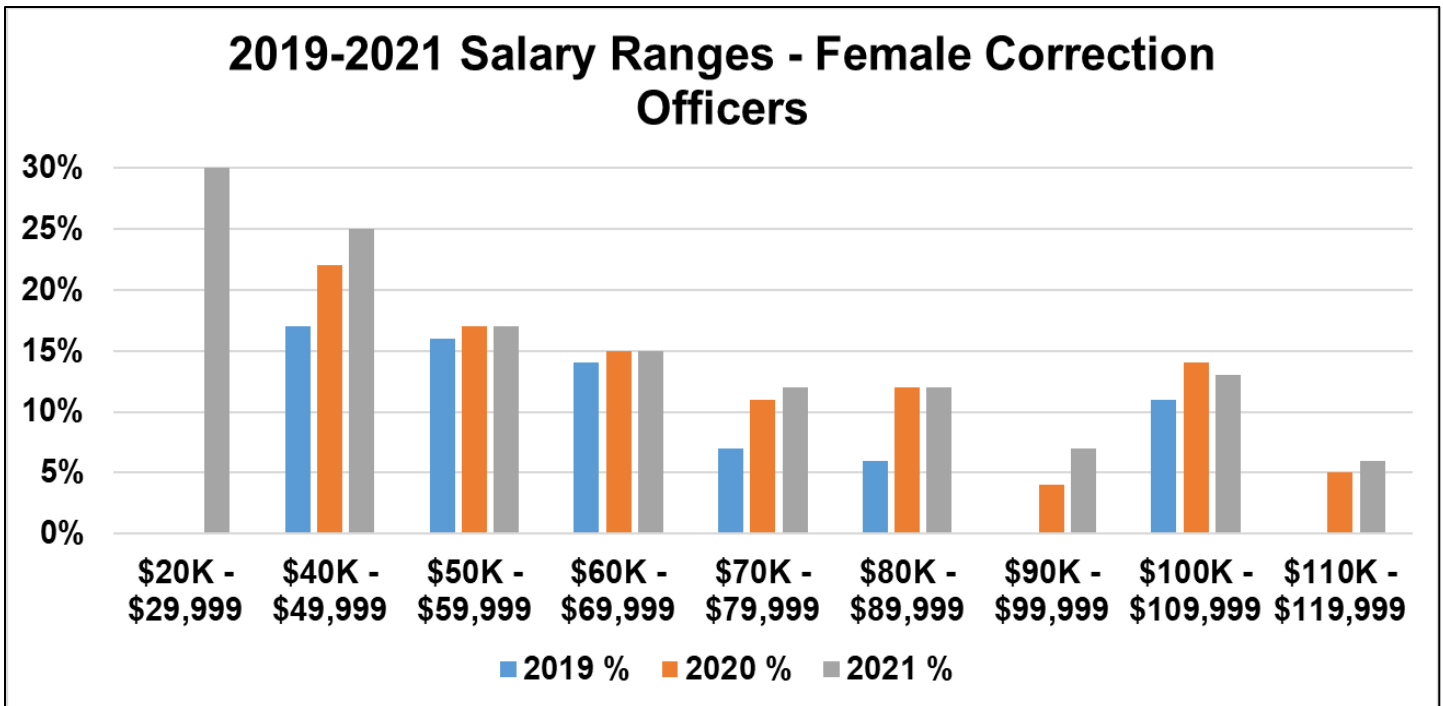
Overall representation of women in IT Manager Titles has remained steady from 2019 to 2021, with women comprising 27% of these titles on average over three years. As of January 1, 2021, women doubled their representation in salaries over \$160,000 for a second year in a row. Consistent with last year, this trend is suggestive of the possibility that women working in lower-level IT titles in previous years have since advanced, and continue to advance, to higher paying jobs in the field.



Salary Range	#Male	#Female	%Female	#Male	#Female	%Female	#Male	#Female	%Female
	January-2019			January-2020			January-2021		
\$90K - \$99,999	19	6	24%	15	6	29%	6	3	33%
\$100K - \$109,999	43	26	38%	45	19	30%	39	19	33%
\$110K - \$119,999	180	58	24%	170	58	25%	174	59	25%
\$120K - \$129,999	52	22	30%	58	21	27%	58	20	26%
\$130K - \$139,999	31	13	30%	29	12	29%	24	10	29%
\$140K - \$149,999	2	2	50%	3	1	25%	3	0	0%
\$150K - \$159,999	11	5	31%	14	3	18%	10	3	23%
\$160K +	5	1	17%	3	2	40%	2	3	60%

**Table 11a. Salary Ranges: Female Correction Officer Titles**

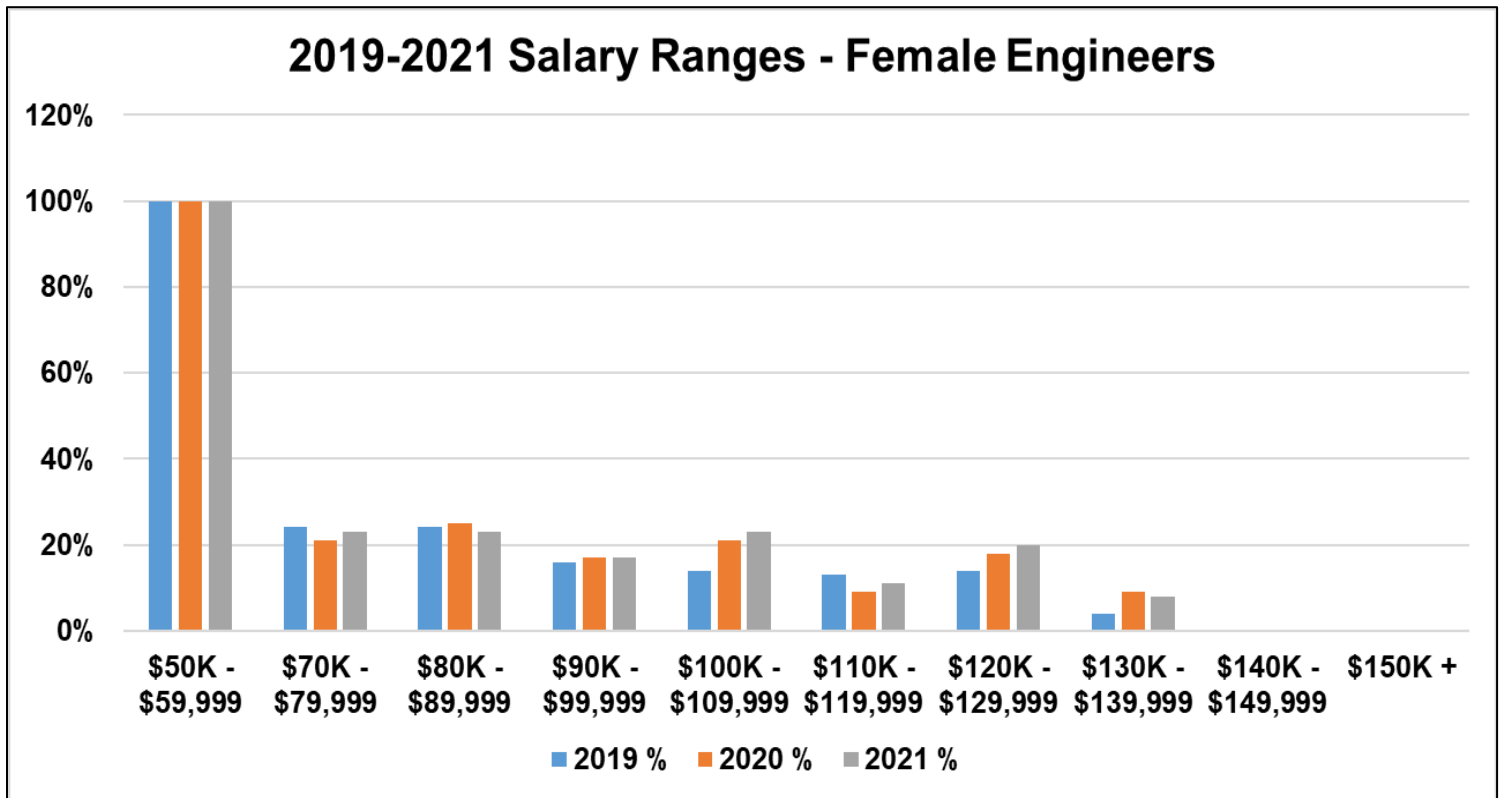
Women’s participation in Correction Officer Titles remain generally quite low (15%) as of January 1, 2021. Overall, these titles offer fewer positions with salaries over the defined high-paying threshold (\$75K). In all but one range (\$100–109,999), the percentage of women earnings have increased over the past three years, including in positions earning more than \$70,000. In the current year, women, having had no representation in previous years in the range of \$110–119,999, now represent 6% of this range. This trend continues to indicate that female employees are gradually moving into higher-paying titles.



Salary Range	#Male	#Female	%Female	#Male	#Female	%Female	#Male	#Female	%Female
	January-2019			January-2020			January-2021		
\$20K - \$29,999	0	0	0%	0	0	0%	1	1	50%
\$40K - \$49,999	2,273	478	17%	1,041	295	22%	234	76	25%
\$50K - \$59,999	5,114	945	16%	4,202	845	17%	3,870	801	17%
\$60K - \$69,999	6,324	1,061	14%	5,390	943	15%	5,793	1,002	15%
\$70K - \$79,999	2,300	165	7%	4,950	628	11%	4,921	688	12%
\$80K - \$89,999	452	30	6%	485	66	12%	531	69	12%
\$90K - \$99,999	15	0	0%	203	8	4%	162	12	7%
\$100K - \$109,999	49	6	11%	43	7	14%	45	7	13%
\$110K - \$119,999	17	0	0%	20	1	5%	16	1	6%

**Table 12a. Salary Ranges: Female Professional Engineer Titles**

Since 2019, the percentage of women working in Engineering titles has been consistent, at an overall average of 17%. As of January 1, 2021, no significant change for women with Engineer titles took place. Representation below \$100,000 remained consistent with previous years. This year, women continued to increase representation in ranges between \$120,000 and \$139,999 but continued to be unrepresented in salary ranges above \$140,000.



Salary Range	#Male	#Female	%Female	#Male	#Female	%Female	#Male	#Female	%Female
	January-2019			January-2020			January-2021		
\$50K - \$59,999	0	1	100%	0	1	100%	0	1	100%
\$70K - \$79,999	41	13	24%	55	15	21%	50	15	23%
\$80K - \$89,999	65	21	24%	77	26	25%	75	22	23%
\$90K - \$99,999	577	109	16%	504	102	17%	479	96	17%
\$100K - \$109,999	115	18	14%	112	29	21%	98	29	23%
\$110K - \$119,999	176	26	13%	181	18	9%	182	22	11%
\$120K - \$129,999	49	8	14%	40	9	18%	39	10	20%
\$130K - \$139,999	53	2	4%	53	5	9%	46	4	8%
\$140K - \$149,999	2	0	0%	3	0	0%	2	0	0%
\$150K +	4	0	0%	4	0	0%	4	0	0%

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