



Department of
Civil Service

Women in the State Workforce



2022 Annual Report

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Governor

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2022 Women in the State Workforce

Dear Colleagues,

It is my pleasure to present the *2022 Women in the State Workforce Report*. The 2020-2021 *Women in the State Workforce Report* was a special report that highlighted the impact that the COVID-19 pandemic has had specifically on women working across New York State government. The 2022 report has returned to its traditional format, providing a candid look at the previous calendar year's State workforce.

In calendar year 2021, New York's first female governor, Governor Kathy Hochul, led the State at a critical time as the nation continued to grapple with the effects of the COVID-19 pandemic. Under Governor Hochul's leadership, programs and initiatives were enacted to help New York State build back better and further bolster this State's legacy of strengthening women's rights and promoting equal opportunity for all.

In calendar year 2021 Governor Hochul announced that the Office for People with Developmental Disabilities (OPWDD) will provide over \$1.5 billion in one-time American Rescue Plan Act funding to improve its workforce and retention of Direct Support Professionals (DSP), 71.4% of which are women.¹ In addition, the Governor secured \$19 million in federal funding through the Substance Abuse Prevention and Treatment (SAPT) Block Grant to support the addiction workforce in New York State, a workforce predominantly comprised of women, as part of larger efforts to combat the opioid epidemic.² Later that year, the Governor also signed legislation that instructed the Urban Development Corporation to work in conjunction with the State Education Department and the Department of Labor to conduct a study regarding the assistance needed by women and minorities to pursue STEM careers. At length, this study will identify the necessary tools needed to encourage women and minorities to enter STEM fields and assist in eliminating the gender wage gap once and for all.³

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

To create greater awareness and inform decision-making, the Department continues to analyze relevant data on women in the state workforce and implement strategies to attract and hire diverse talent and aid in the recruitment of women for higher-paying jobs, including jobs traditionally held by men. A summary of the Department's strategic efforts implemented over the 2021 calendar year is included in the following report, along with relevant data and progress updates. While there remains more work to be done, the report demonstrates that progress is being made, with data showing that women are being promoted into higher salary grades in some of the identified traditionally male-dominated titles across state government.

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.

Timothy R. Hogues, Commissioner

¹ New York State. (November 18, 2021). *Governor Hochul Announces Over \$1.5 Billion in Funding for Workers Who Directly Support Those with Developmental Disabilities* [Press release]. <https://www.governor.ny.gov/news/governor-hochul-announces-over-15-billion-funding-workers-who-directly-support-those>.

² New York State. (September 23, 2021). *Governor Hochul Announces Availability of \$19 Million in Funding to Assist Addiction Support Workforce in New York State* [Press release]. <https://www.governor.ny.gov/news/governor-hochul-announces-availability-19-million-funding-assist-addiction-support-workforce>.

³ New York State. (December 22, 2021). *Governor Hochul Signs Legislation Addressing Labor and Healthcare Inequalities for Women* [Press release]. <https://www.governor.ny.gov/news/governor-hochul-signs-legislation-addressing-labor-and-healthcare-inequalities-women>.

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.

Data Reporting Methodology: The 2022 Women in the Workforce Report includes a combination of a “snapshot” taken on January 1, 2022, of the demographics of the 131,713 employees in the classified and certain unclassified service.

Data from 2022 is as of January 1, 2022. 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.

DEPARTMENT ACTIVITIES

In response to the requirements of Chapter 460 of the Laws of 2016, the Department has taken steps to increase the number of women in high-paying jobs that are also traditionally male-dominated. The following activities describe relevant efforts and initiatives as of January 1, 2022.

Partnerships

The Department continues to cultivate cooperative relationships with other agencies and collaborate with key stakeholders to impact opportunities for women in State government. With the Governor's work in this area serving as both a model and guide, the Department has collaborated with 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 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 Orange County Virtual Job Fair, NYS Senate Majority Leader Andrea Stewart-Cousins Virtual Career Fair, Capital Region Virtual Career Fair, Opportunities in State Government Virtual Career Fair, Hudson Valley Regional Virtual Career Fair, and Long Island Virtual Career Fair. 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: Legislation signed in 2018 charged the Department with conducting a pay equity study of state and municipal employees in the classified service (over half a million employees). The objective 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. Together with the Center for Women in Government and Civil Society at the University at Albany (the Center), in 2019, the analysis and development of a relevant report with recommendations to address this complex workplace issue was launched. In the subsequent year, a job content survey was released to approximately 20,000 State employees. Projected to be released in

calendar year 2022, the 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 will also provide the basis for recommendations for addressing any deficiencies in compensation practices moving forward.

Office of Diversity and Inclusion Management: Housed within the Department of Civil Service, the Office of Diversity and Inclusion Management (ODIM) is charged with leading statewide strategic efforts to increase diversity in the workforce, fostering respectful and inclusive work environments for all employees, and creating pathways for incorporating equal opportunity principles into the State’s business and operational policies and practices.

Throughout 2021, ODIM advanced statewide initiatives and partnerships with participating agencies and entities to identify and address barriers to diversity, equity, and inclusion in the State’s workforce and operations. These efforts – which assist in furthering the Department’s efforts in addressing underrepresentation of women in the State workforce – included, but were not limited to:

- Developing and disseminating guidelines for agencies to complete a Five-Year Diversity and Inclusion Strategic Plan.
- Expanding the Department’s Implicit Bias training initiative that was piloted in 2020. In 2021, ODIM trained more than 20,500 participants at 28 agencies.
- Maintaining a presence among communities of practice in DEI, Human Resources, and Administration to communicate statewide DEI objectives, activities, and initiatives to stakeholders throughout the state.

Recruitment and Retention Strategies

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

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 calendar year 2021, the Department distributed informational material about careers in the State workforce at more than 160 statewide recruitment events – most held virtually due to the COVID-19 pandemic – and attended by more than 9,400 job seekers.¹ 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.

Workforce Mobility and Continuity of Employment: In calendar year 2021, the Department also held approximately 20 career mobility workshops attended by more than 750 employees.² 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 calendar year 2021, the Department promoted approximately 75 exams via email announcements to over 275,000 subscribers. The Department will continue to build on these efforts to promote exams more broadly in the future using social media channels. Reaching a wider, more diverse audience with relevant information for pursuing job opportunities with the State has assisted the Department with increasing the

¹ Data through December 2021.

² Data through December 2021.

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 continues to partner 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 table 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.

2022 Women in the State Workforce

Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
NYIT Technology & Engineering Virtual Fair	February 11, 2021	Westbury, New York	11	10	STEM
Capital Region Career Consortium - STEM/Healthcare Job, Internship and Graduate School Virtual Expo 2021	February 17, 2021	Albany, New York	10	5	STEM
Hofstra University - Get Hired in STEM Virtual	March 11, 2021	Hempstead, New York	8	4	STEM
Fordham University - 2021 Virtual STEM Career Fair	March 18, 2021	Bronx, New York	9	3	STEM
Congressman Adriano Espaillat - 2021 Spring Virtual Job Fair	March 31, 2021	New York, New York	209	110	Job Fair
The New York State Department of Labor - New York City Virtual Career Fair	July 15, 2021	New York, New York	95	78	Job Fair
Best Hire Career Fairs - New York Virtual Job Fair	July 20, 2021	New York, New York	149	104	Job Fair
New York State Department of Labor - Long Island Virtual Career Fair	July 29, 2021	Long Island, New York	136	89	Job Fair
Congressman Adriano Espaillat - 2021 Summer Career Fair - for New York's 13th Congressional District	August 11, 2021	New York, New York	119	94	Job Fair
Congresswoman Nydia M. Velazquez - Virtual Career Fair	October 6, 2021	New York, New York	115	78	Job Fair
New York State Department of Labor - Opportunities in State Government Virtual Career Fair!	October 20, 2021	New York, New York	800	200	Job Fair
New York State Department of Labor - Hudson Valley Regional Virtual Career Fair	October 28, 2021	Hudson Valley, New York	111	109	Job Fair

2022 Women in the State Workforce

Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
SUNY - Schenectady County Community College Fall 2021 Virtual Career Fair	December 1, 2021	Schenectady, New York	125	140	Career Fair
DeVry National Virtual Career Fair - Healthcare Administration & Technology Virtual Career Fair	December 9, 2021	New York, New York	198	66	Career Fair
			2,095	1,090	Total Attendees

Education and Training

The Department of Civil Service delivers 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 remained active throughout calendar year 2021 with over 50 participants, 89% being women. An essential component of the 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. Included in the HR Foundations series is the Office of Diversity and Inclusion Management Overview which helps the Department communicate its diversity equity and inclusion (DEI) objectives as a statewide priority, contributing to its goal of increasing employee engagement and accountability regarding DEI within State government. In calendar year 2021, the Department graduated 40 trainees, representing a myriad of agencies, from the HR Foundation Series.

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 calendar year 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 2021, DCS provided training to more than 20,500 individuals at 28 State 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: 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. The Department has established its own, agency-based mentoring program, and currently, over 40 mentors and mentees, more than 50% being women, are enlisted to take part in the Department's Mentoring Pilot Program.

Pay Equity Study: Recruitment and retention of women in the workforce means compensating women equitably. The Department consistently aims to ensure that women are given the equal opportunity to progress in their professional careers, acknowledging that if the gender wage gap is closed, economic security is projected to increase across the board. In 2018, the New York State Legislature enacted a law directing the President of the Civil Service Commission to study and publish a report evaluating wage disparities among public employees. The Department in collaboration with the Center for Women in Government & Civil Society at the Rockefeller College of Public Affairs & Policy, University at Albany, State University of New York, is projected to publish this report in calendar year 2022.

DEPARTMENT RECOMMENDATIONS

In accordance with the requirements of Chapter 460 of the Laws of 2016, the Department recommends the framing of the following 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 assures the expansion of professional opportunities that are traditionally male dominated to women and underrepresented communities. Activities such as targeted career fairs, career mobility workshops, virtual outreach initiatives, 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 continual 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 not only cultivate women leaders and role models but will provide women at state agencies 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 likelihood of applying and securing higher paying positions. In addition, diversity and inclusion training helps to raise awareness of the different barriers and obstacles that women sometimes face when attempting to advance in their careers. With more of the workforce informed about these barriers, opportunities to make relevant and impactful changes to policies and practices continue to 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 calendar year 2021, 38% of employed persons did some or all their work at home, up 14% from before the pandemic.³ In 2021, 41.5% of women teleworked nationally⁴, and by December 2021 approximately 12% of women were working from home due to the pandemic.⁵ In response to public health concerns presented by the pandemic, the 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 continue to 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.

³ “American Time use Survey – 2021 Results,” Bureau of Labor Statistics, *U.S. Department of Labor*, June 2022, <https://www.bls.gov/news.release/pdf/atus.pdf>.

⁴ Bureau of Labor Statistics, *U.S. Department of Labor*, *The Economics Daily*, Employed women more likely than employed men to work at home on days they worked in 2021 at <https://www.bls.gov/opub/ted/2022/employed-women-more-likely-than-employed-men-to-work-at-home-on-days-they-worked-in-2021.htm>

⁵ Bureau of Labor Statistics, *U.S. Department of Labor*, *The Economics Daily*, 7.7 percent of workers teleworked due to COVID-19 in April 2022, <https://www.bls.gov/opub/ted/2022/7-7-percent-of-workers-teleworked-due-to-covid-19-in-april-2022.htm>.

Further, building a workplace environment that is flexible to all employees will encourage additional women to consider public sector careers.

Summary

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

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 a comparison between men and women in the following categories: 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.

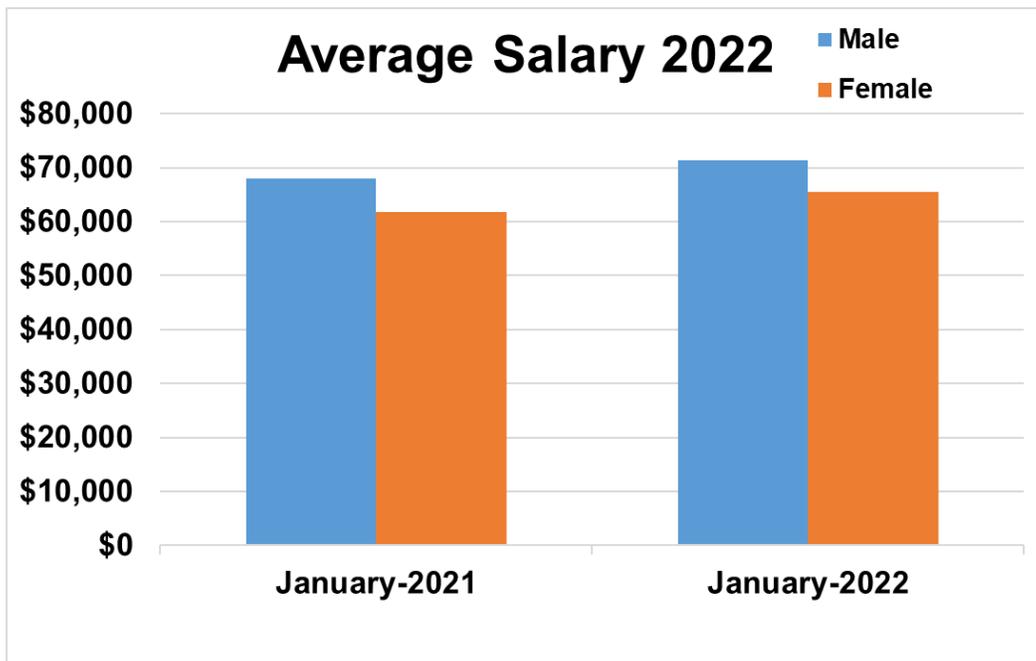
Data Reporting Methodology: The 2022 Women in the Workforce Report includes a combination of a "snapshot" taken on January 1, 2022, of the demographics of the 131,713 employees in the classified and certain unclassified service.

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WORKFORCE GENDER DATA⁶

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.⁷ As of January 1, 2021, women made approximately 9% less than their male counterparts, or 91 cents on the dollar. As of January 1, 2022, women made approximately 8% less than their male counterparts, or 92 cents on the dollar. As of January 1, 2022, this is an increase of 3% in their overall salary since 2012, when women’s compensation was 89 cents on the dollar.



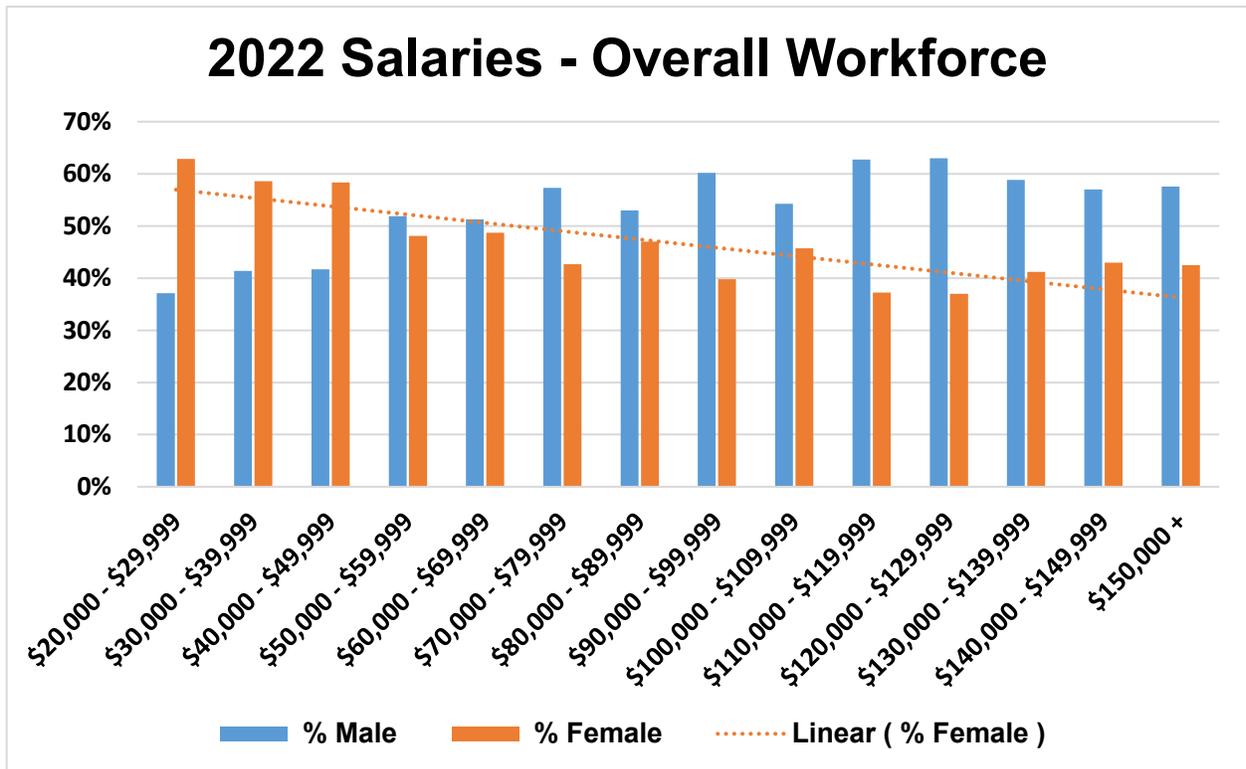
	January-2021		January-2022		
	No.	Average Salary	No.	%	Average Salary
Male	70,298	\$68,057	66,751	52%	\$71,407
Female	68,445	\$61,858	64,452	48%	\$65,531
Female Salary as % of Male	91%		92%		

⁶ The data in the Women in the Workforce Report is a “snapshot” taken on January 1, 2022.

⁷ 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, continuing to outnumber women by 25% in salary ranges above \$70,000 in calendar year 2021. As of January 1, 2022, the percentage of women in higher paying salaries increased slightly. 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 will continue to explore the contributing factors.

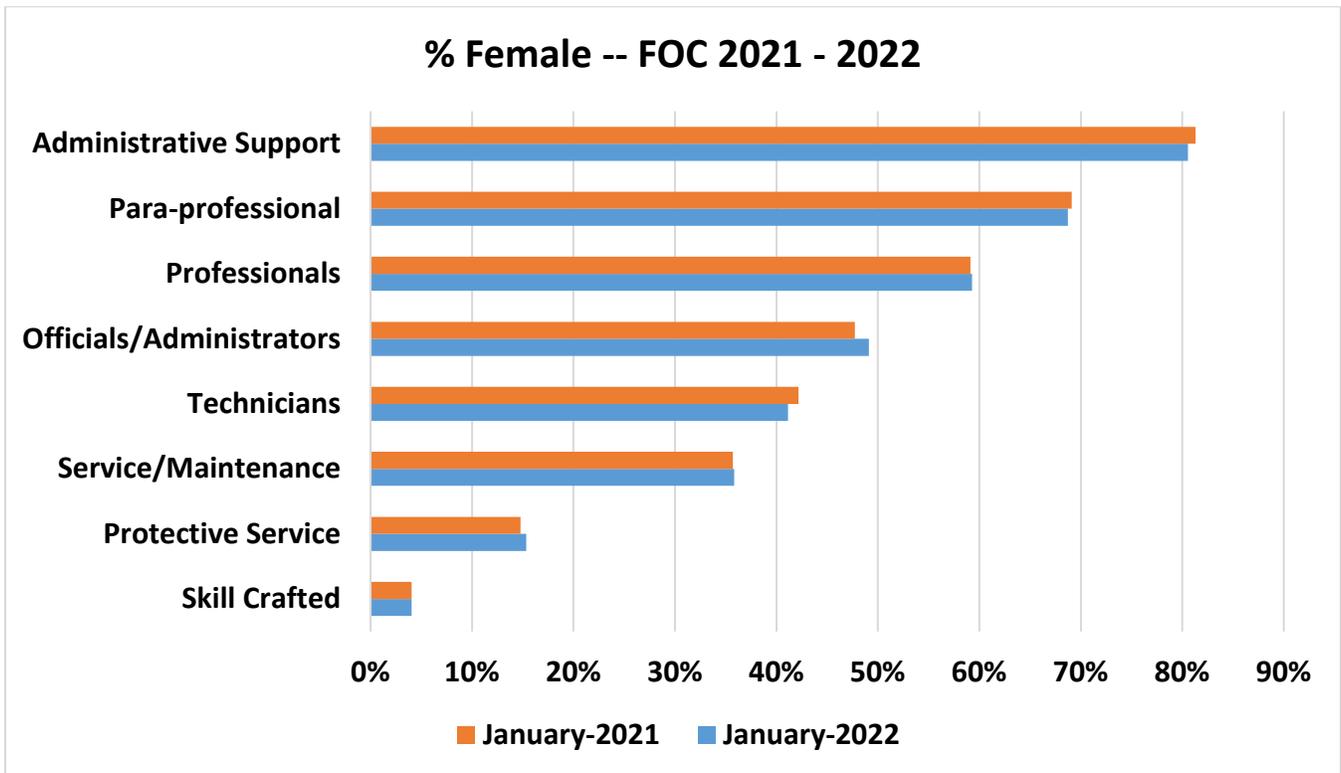


2022 Women in the State Workforce

Salary Range	January-2021			January-2022		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$20,000 - \$29,999	254	249	50%	13	22	63%
\$30,000 - \$39,999	7,160	10,332	59%	6,359	9,004	59%
\$40,000 - \$49,999	10,779	15,583	59%	9,815	13,738	58%
\$50,000 - \$59,999	12,770	11,396	47%	8,590	7,964	48%
\$60,000 - \$69,999	11,505	11,015	49%	11,468	10,904	49%
\$70,000 - \$79,999	10,847	8,092	43%	10,537	7,848	43%
\$80,000 - \$89,999	3,525	3,063	46%	5,409	4,796	47%
\$90,000 - \$99,999	5,508	3,357	38%	5,661	3,744	40%
\$100,000 - \$109,999	2,665	1,944	42%	2,905	2,447	46%
\$110,000 - \$119,999	2,076	1,085	34%	2,248	1,333	37%
\$120,000 - \$129,999	724	558	44%	1,041	612	37%
\$130,000 - \$139,999	667	451	40%	477	334	41%
\$140,000 - \$149,999	284	172	38%	581	438	43%
\$150,000+	1,221	889	42%	1,329	981	42%

Table 3. Workforce Federal Occupational Groups (FOC)

As defined by Federal standards, most administrative support and para-professional 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 more than half of professional occupations, with the largest occupational increase being within the official/administrator categories at approximately 10%. However, as of January 1, 2022, women have decreased their participation in para-professional jobs and their numbers have increased slightly in the professional and protective service occupational areas. The ratio of women to men is relatively even within the technicians' occupational groups.



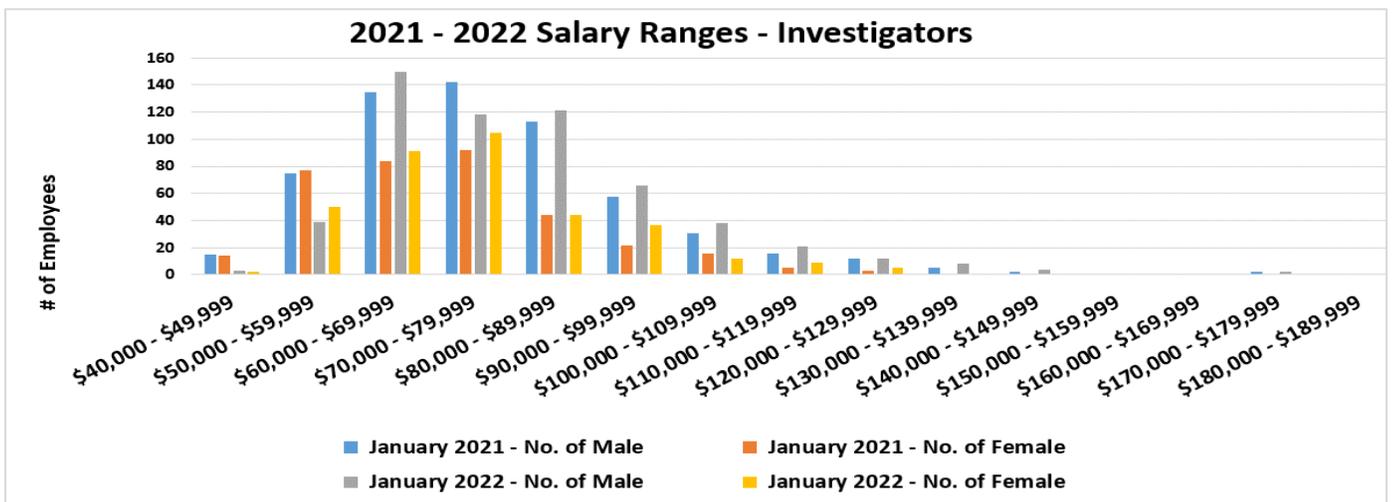
	January-2021			January-2022		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Administrative Support	2,822	12,279	81%	2,730	11,302	81%
Para-professional	6,783	15,171	69%	6,228	13,683	69%
Professionals	20,730	29,979	59%	19,782	28,786	59%
Officials/Administrators	1,565	1,429	48%	1,524	1,471	49%
Technicians	3,896	2,843	42%	3,749	2,621	41%
Service/Maintenance	4,732	2,629	36%	4,519	2,525	36%
Protective Service	21,815	3,781	15%	20,696	3,747	15%
Skill Crafted	7,955	334	4%	7,523	317	4%

2022 TITLE AND SALARY DATA TABLES

The following tables show women’s 2021 and 2022 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 (38%), an increase of 1% from 2021, and consistent with statewide workforce salary data, more women tend to work in the lower salary ranges of this series. As of January 1, 2022, men dominate this occupational field by a significant margin, with men continuing to outnumber women at a ratio of approximately two to one in higher-paying grades.



Salary Range	January-2021			January-2022		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$40,000 - \$49,999	15	14	48%	3	2	40%
\$50,000 - \$59,999	75	77	51%	39	50	56%
\$60,000 - \$69,999	135	84	38%	150	91	38%
\$70,000 - \$79,999	142	92	39%	118	105	47%
\$80,000 - \$89,999	113	44	28%	121	44	27%
\$90,000 - \$99,999	58	22	28%	66	37	36%
\$100,000 - \$109,999	31	16	34%	38	12	24%
\$110,000 - \$119,999	16	5	24%	21	9	30%
\$120,000 - \$129,999	12	3	20%	12	5	29%
\$130,000 - \$139,999	5	0	0%	8	0	0%
\$140,000 - \$149,999	2	0	0%	4	0	0%
\$150,000 - \$159,999	0	1	100%	0	1	100%
\$160,000 - \$169,999	1	0	0%	0	0	0%
\$170,000 - \$179,999	2	0	0%	2	0	0%
\$180,000 - \$189,999	0	0	0%	1	0	0%

Table 5. Salary Ranges: Attorney Titles

Of all the titles studied, Attorney Titles have the highest rate of participation among women, who, as of January 1, 2022, comprise 55% of titles in this occupational field. Consistent with previous years, the number of women working in higher-paying salaries drops in the median salary ranges as well as the number of men at these levels. In calendar year 2021, the most significant change to women’s participation in higher salary ranges occurred between \$100,000 and \$109,999, an approximate increase of \$10,000, which may suggest that while fewer advancement opportunities exist in this series for both men and women, women have been promoted as consistently as men in salary ranges above \$109,999.



Salary Range	January-2021			January-2022		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$80,000 - \$89,999	75	112	60%	21	38	64%
\$90,000 - \$99,999	48	71	60%	52	76	59%
\$100,000 - \$109,999	111	139	56%	135	169	56%
\$110,000 - \$119,999	61	62	50%	18	28	61%
\$120,000 - \$129,999	27	28	51%	72	73	50%
\$130,000 - \$139,999	17	18	51%	7	9	56%
\$140,000 - \$149,999	2	1	33%	16	12	43%
\$150,000 - \$159,999	9	7	44%	11	7	39%

Table 6. Salary Ranges: Architect Titles

On average, women comprise nearly a third of Architect titles in the State workforce (36%). As of January 1, 2022, men outnumber women in all but two salary ranges of the series. For the two salary ranges where men did not outnumber women, they were tied at both the lower (\$60,000 - \$69,999) and higher (\$110,000 - \$119,999) end of the salary ranges. While there was a 2% increase in women in Architect titles in 2022, there were no significant changes in the demographics of men and women across the salary range of this series.



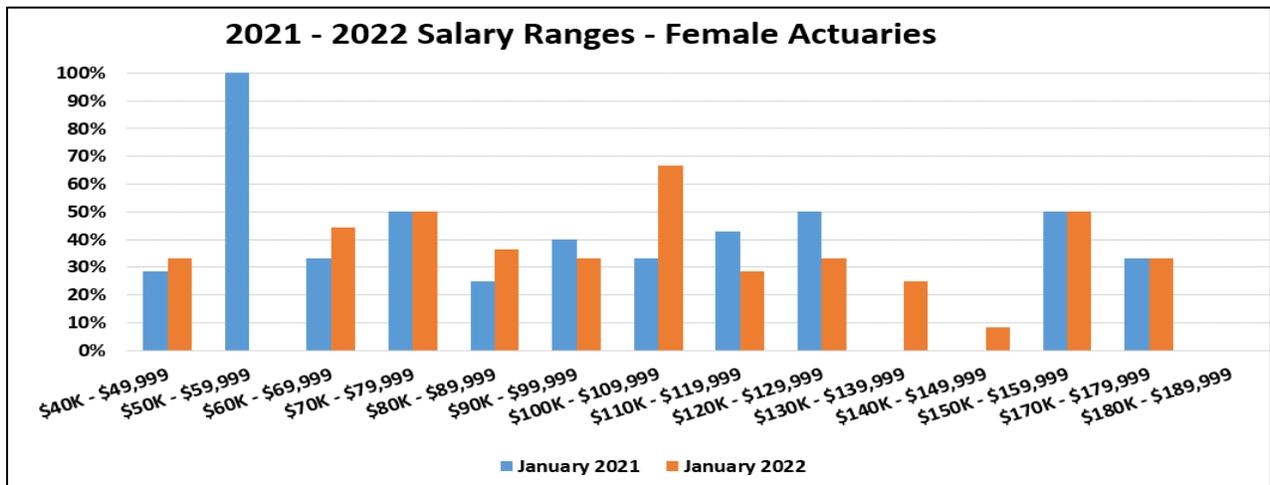
Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
	January-2021			January-2022		
\$40,000 - \$49,999	1	4	80%	0	0	0%
\$50,000 - \$59,999	0	0	0%	1	0	0%
\$60,000 - \$69,999	17	17	50%	4	4	50%
\$70,000 - \$79,999	30	10	25%	18	15	45%
\$80,000 - \$89,999	13	5	28%	26	10	28%
\$90,000 - \$99,999	35	13	27%	10	5	33%
\$100,000 - \$109,999	4	4	50%	28	12	30%
\$110,000 - \$119,999	16	7	30%	10	10	50%
\$120,000 - \$129,999	0	0	0%	3	0	0%

2022 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

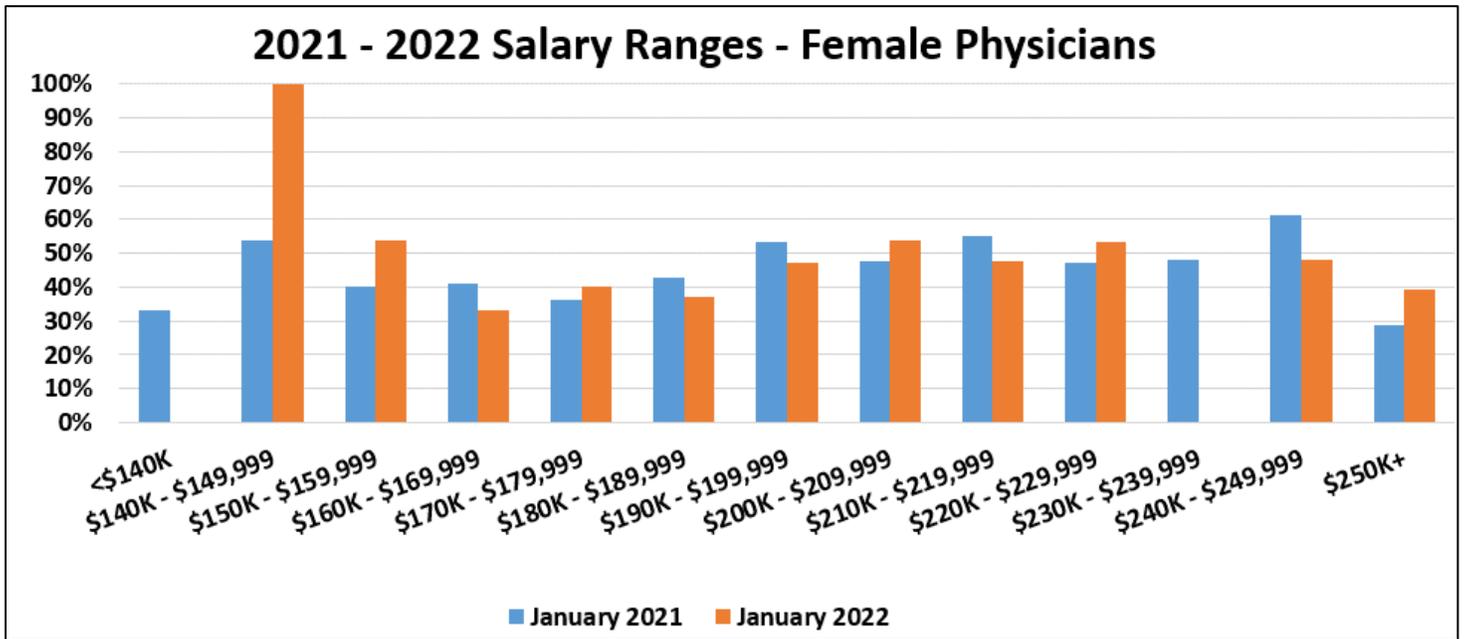
Actuary positions continue to be a consistently male-dominated occupational area in the State workforce. As of January 1, 2022, women comprised 30% of titles in this field. In 2022, while there were more women in the \$120,000 - \$129,999 salary range than any other salary range, suggesting the possible advancement of female employees in these titles, the greatest increase for women took place in the \$100,000 - \$109,999 salary range, having increased female presence by 33%.



Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
	January-2021			January-2022		
\$40K - \$49,999	5	2	29%	2	1	33%
\$50K - \$59,999	0	1	100%	2	0	0%
\$60K - \$69,999	4	2	33%	5	4	44%
\$70K - \$79,999	4	4	50%	1	1	50%
\$80K - \$89,999	3	1	25%	7	4	36%
\$90K - \$99,999	6	4	40%	2	1	33%
\$100K - \$109,999	6	3	33%	2	4	67%
\$110K - \$119,999	8	6	43%	5	2	29%
\$120K - \$129,999	2	2	50%	10	5	33%
\$130K - \$139,999	14	0	0%	3	1	25%
\$140K - \$149,999	0	0	0%	11	1	8%
\$150K - \$159,999	1	1	50%	1	1	50%
\$170K - \$179,999	2	1	33%	2	1	33%
\$180K - \$189,999	1	0	0%	1	0	0%

Table 8. Salary Ranges: Physician Titles

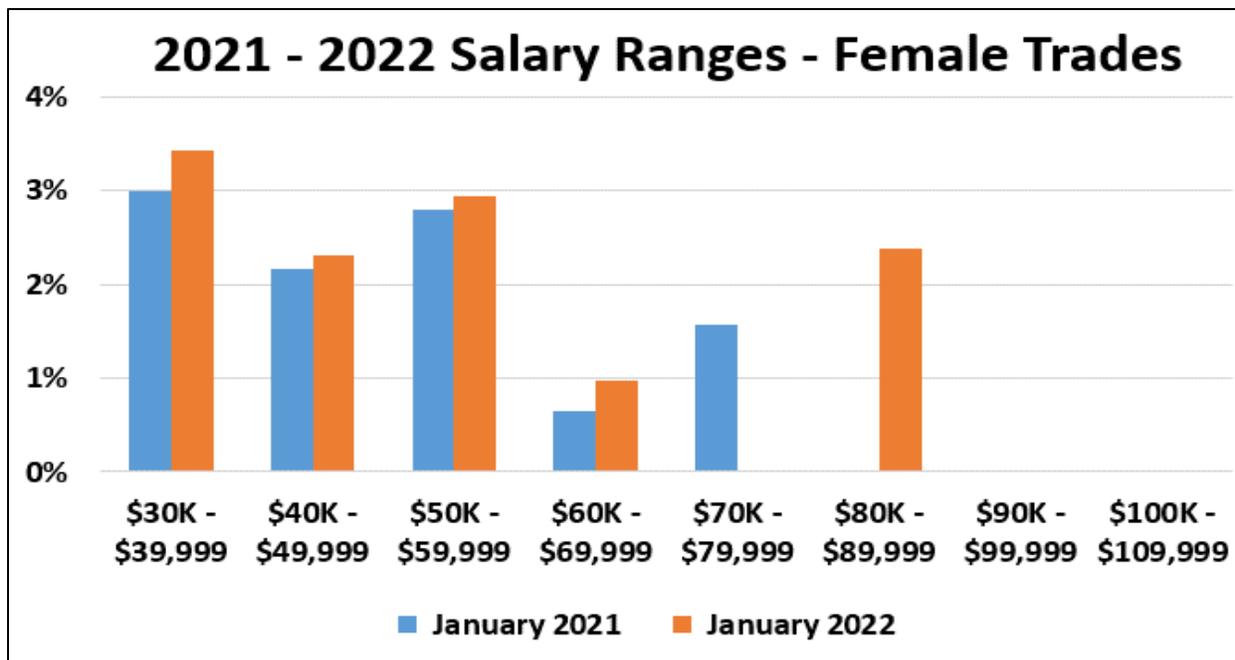
Physicians reflect the highest salaries and one of the least populous titles of all the occupational groups profiled. While women continue to comprise a relatively equal part of the group overall (45% as of January 1, 2022), in calendar year 2021 their participation in higher salary ranges saw a 46% increase within the \$140,000 - \$149,000 range and the highest female employee growth across the board in the \$180,000 - \$189,999 salary range.



Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
	January-2021			January-2022		
<\$140K	2	1	33%	0	0	0%
\$140K - \$149,999	6	7	54%	0	2	100%
\$150K - \$159,999	6	4	40%	6	7	54%
\$160K - \$169,999	20	14	41%	4	2	33%
\$170K - \$179,999	180	102	36%	15	10	40%
\$180K - \$189,999	44	33	43%	183	108	37%
\$190K - \$199,999	76	87	53%	30	27	47%
\$200K - \$209,999	12	11	48%	67	78	54%
\$210K - \$219,999	46	56	55%	11	10	48%
\$220K - \$229,999	30	27	47%	58	66	53%
\$230K - \$239,999	13	12	48%	0	0	0%
\$240K - \$249,999	7	11	61%	25	23	48%
\$250K +	15	6	29%	28	18	39%

Table 9. Salary Ranges: Trades Titles

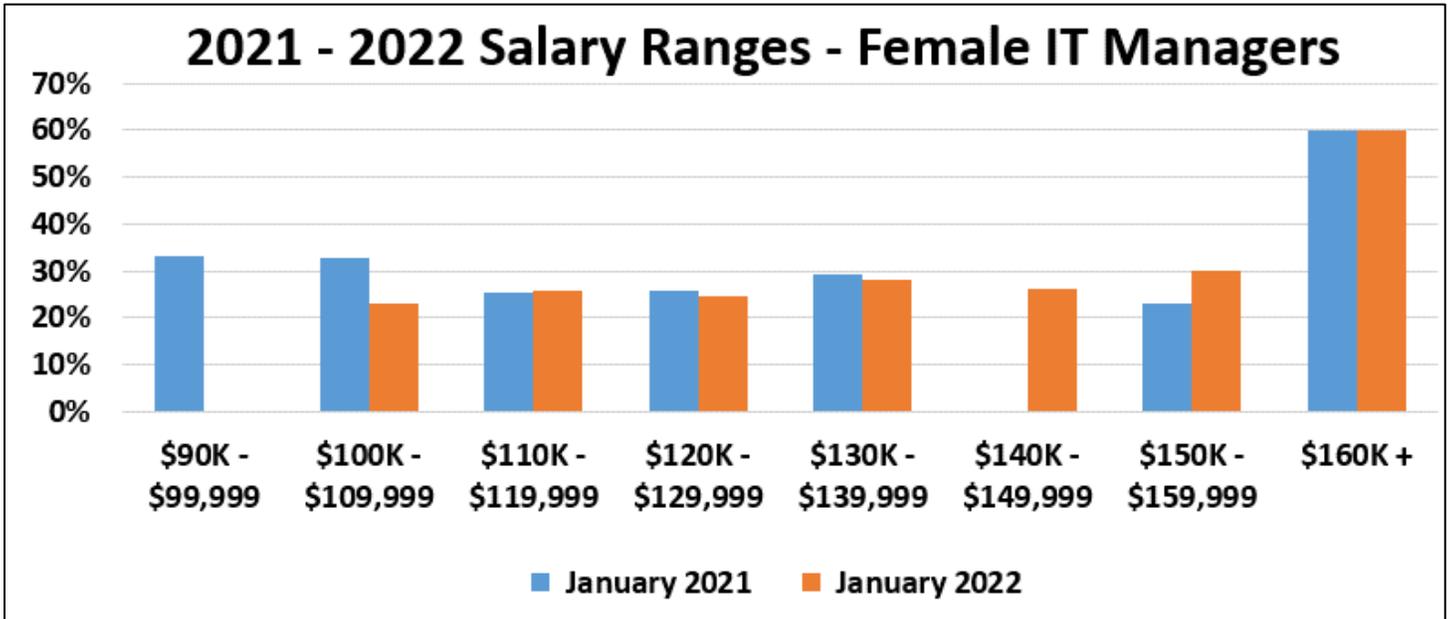
Trades, mechanic, and entry-level labor and maintenance titles were revised in September 2018 as part of a larger initiative to consolidate titles and update the State’s overall title structure. The changes did not affect salary grade, gender composition, or other relevant characteristics of the titles 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 a decrease in participation in the lower salary ranges by women, this year shows an increase, and there continues to be 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 2% of Trades employees being women in calendar year 2021.



Salary Range	January-2021			January-2022		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$30K - \$39,999	194	6	3%	141	5	3%
\$40K - \$49,999	1220	27	2%	1057	25	2%
\$50K - \$59,999	1565	45	3%	1388	42	3%
\$60K - \$69,999	153	1	1%	303	3	1%
\$70K - \$79,999	63	1	2%	98	0	0%
\$80K - \$89,999	16	0	0%	41	1	2%
\$90K - \$99,999	2	0	0%	3	0	0%
\$100K - \$109,999	0	0	0%	1	0	0%

Table 10. Salary Ranges: Female IT Manager Titles

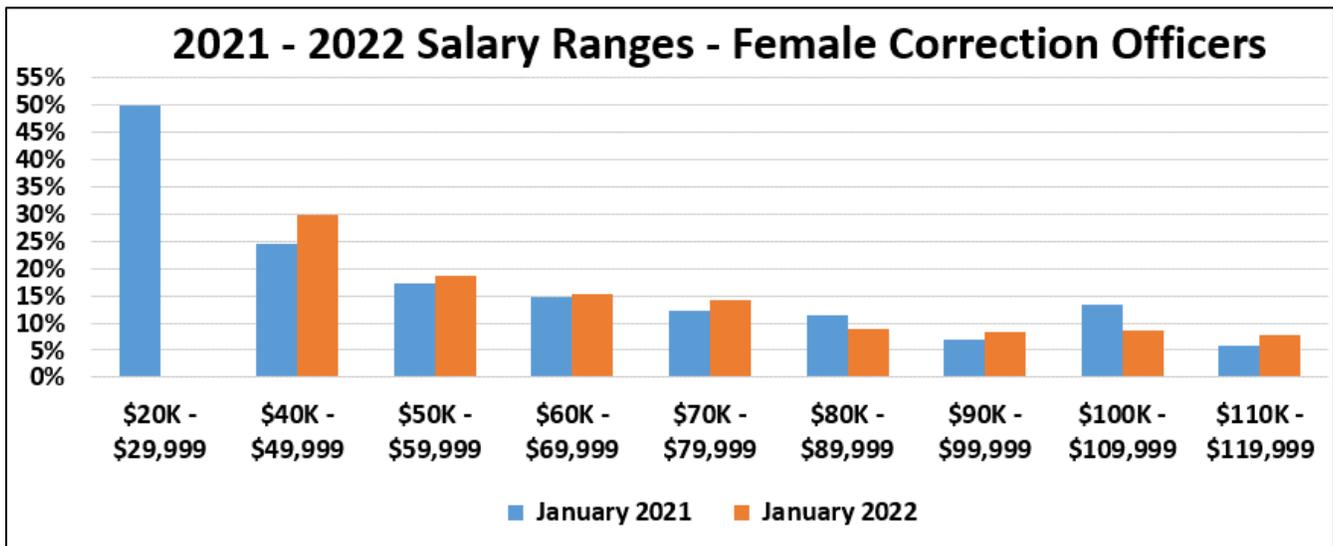
Overall representation of women in IT Manager Titles continues to be steady from 2021 to 2022, with women comprising 26% of these titles on average over two years. As of January 1, 2022, women saw an increase in salary ranges \$150,000 - \$159,999, and their representation in salaries over \$160,000 remained steady. Consistent with previous years, both trends are suggestive of the possibility that women who were working in lower-level IT titles in 2021 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-2021			January-2022		
\$90K - \$99,999	6	3	33%	1	0	0%
\$100K - \$109,999	39	19	33%	10	3	23%
\$110K - \$119,999	174	59	25%	182	63	26%
\$120K - \$129,999	58	20	26%	34	11	24%
\$130K - \$139,999	24	10	29%	33	13	28%
\$140K - \$149,999	3	0	0%	17	6	26%
\$150K - \$159,999	10	3	23%	7	3	30%
\$160K +	2	3	60%	2	3	60%

Table 11. Salary Ranges: Female Correction Officer Titles

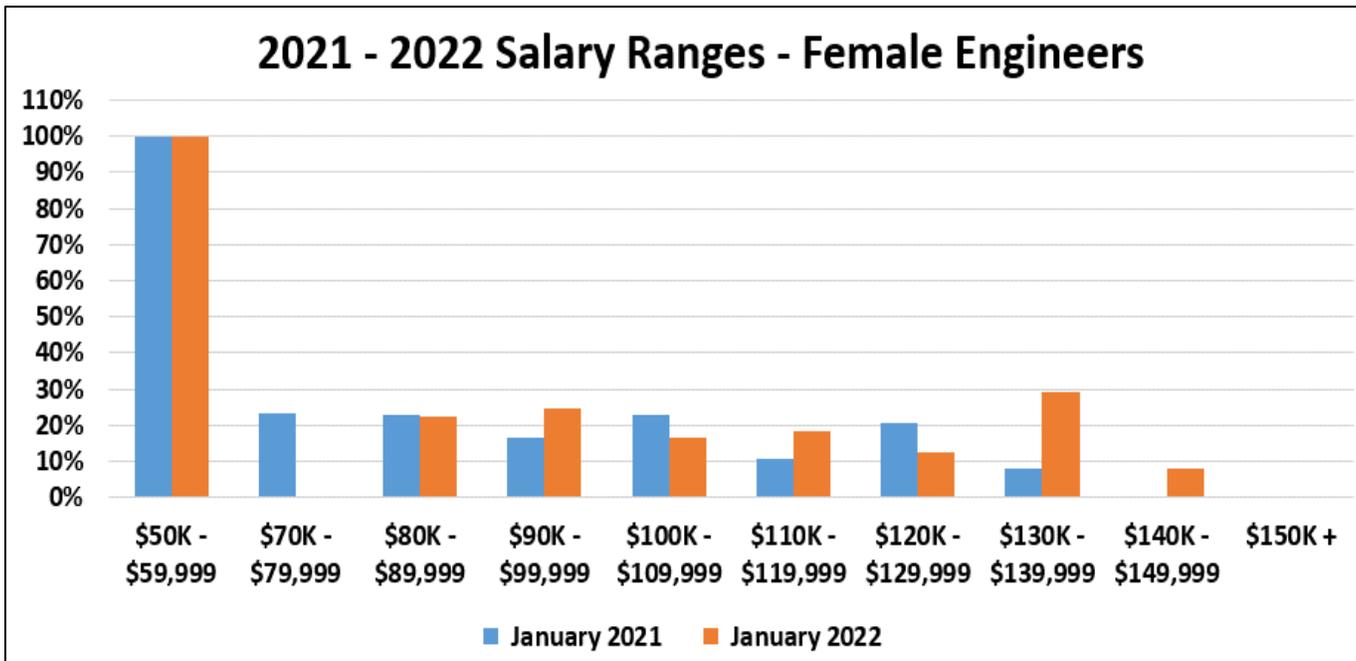
Women’s participation in Correction Officer Titles were generally low (15%) as of January 1, 2022. Overall, these titles offer fewer positions with salaries over the defined high-paying threshold (\$75K). As of January 1, 2022, in all but two salary ranges (\$80,000 - \$89,999 and \$100,000 - \$109,999), the percentage of women earnings increased over the past two years, including in positions earning more than \$100,000. In calendar year 2021, women, having had no representation before 2020 in the range of \$110,000 - \$119,999, now represent 7.7% of this range. This trend continues to indicate, for the third year in a row, 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-2021			January-2022		
\$20K - \$29,999	1	1	50%	0	0	0%
\$40K - \$49,999	234	76	25%	392	166	30%
\$50K - \$59,999	3,870	801	17%	2,052	475	19%
\$60K - \$69,999	5,793	1,002	15%	4,805	866	15%
\$70K - \$79,999	4,921	688	12%	5,607	934	14%
\$80K - \$89,999	531	69	12%	1,336	132	9%
\$90K - \$99,999	162	12	7%	423	38	8%
\$100K - \$109,999	45	7	13%	43	4	9%
\$110K - \$119,999	16	1	6%	12	1	8%

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 18% as of January 1, 2022. As of January 1, 2022, the most significant change for women with Engineer titles took place in the range of \$130,000 - \$139,999 where there was an increase in representation by approximately 21%. As of January 1, 2022, women increased representation in the salary range of \$140,000 - \$149,999 for the first times since 2019. With a decrease in female representation in several lower salary ranges, both trends showing increases in the higher salary ranges would suggest that women in Engineering titles are being promoted.



Salary Range	January-2021			January-2022		
	No. of Male	No. of Female	%Female	No. of Male	No. of Female	%Female
\$50K - \$59,999	0	1	100%	0	1	100%
\$70K - \$79,999	50	15	23%	1	0	0%
\$80K - \$89,999	75	22	23%	87	25	22%
\$90K - \$99,999	479	96	17%	83	27	25%
\$100K - \$109,999	98	29	23%	416	83	17%
\$110K - \$119,999	182	22	11%	223	50	18%
\$120K - \$129,999	39	10	20%	42	6	13%
\$130K - \$139,999	46	4	8%	17	7	29%
\$140K - \$149,999	2	0	0%	35	3	8%
\$150K +	4	0	0%	6	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. 2022 OCCUPATIONAL TITLE GROUPS

Attorney data includes the following titles:	
Title Code	Title Name
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
6501660	Supervising Attorney Financial Services
Investigator data includes the following titles:	
Title Code	Title Name
6658100	Investigator 1
6658200	Investigator 2
6658210	Investigator 2 Comp Claims
6658220	Investigator 2 License
6658300	Investigator 3
6658310	Investigator 3 Comp Claims
6658320	Investigator 3 License
6658420	Investigator 4 License
6659100	Investigative Officer 1
6659105	Investigative Officer 1 Chinese Language
6659110	Investigative Officer 1 Korean Language
6659115	Investigative Officer 1 Spanish Language
6659185	Investigative Officer 1 Public Work Wage
6659190	Investigative Officer 1 State Insurance Fund
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
6659270	Investigative Officer 2 Public Work Wage
6659280	Investigative Officer 2 State Insurance Fund
6659290	Investigative Officer 2 Unemployment Insurance
6659320	Investigative Officer 3 Workers Comp
6659330	Investigative Officer 3 Labor Standards
6659350	Investigative Officer 3 Public Work Wage
6659360	Investigative Officer 3 State Insurance Fund
6659370	Investigative Officer 3 Unemployment Insurance

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6659410	Investigative Officer 4 Workers Comp
6659420	Investigative Officer 4 Labor Standards
6659440	Investigative Officer 4 Public Work Wage
6659450	Investigative Officer 4 Unemployment Insurance
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
6660175	Investigative Specialist 1 Motor Vehicle Russian Language
6660180	Investigative Specialist 1 Motor Vehicle Spanish Language
6660182	Investigative Specialist Trainee 2 Motor Vehicle Spanish Language
6660190	Investigative Specialist 1 Beverage Control
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
6660290	Investigative Specialist 2 Beverage Control
6660310	Investigative Specialist 3 Financial Fraud
6660320	Investigative Specialist 3 Law
6660330	Investigative Specialist 3 Professional Conduct
6660350	Investigative Specialist 3 Motor Vehicle
6660390	Investigative Specialist 3 Beverage Control
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
4801200	Assistant Architect
4801300	Senior Architect
4801400	Associate Architect
5001100	Junior Landscape Architect
5001200	Landscape Architect
5001300	Senior Landscape Architect
5001400	Associate Landscape Architect
5001500	Principal Landscape Architect
Actuary data includes the following titles:	
Title Code	Title Name
0752200	Assistant Actuary
0752302	Senior Actuary Casualty
0752310	Senior Actuary Life

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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
Physician data includes the following titles:	
Title Code	Title Name
5252100	Clinical Physician 1
5252200	Clinical Physician 2
5252300	Clinical Physician 3
5260201	Psychiatrist 1
5260202	Psychiatrist 2
5260203	Psychiatrist 3
5260212	Psychiatrist 2 Spanish Language
5260214	Psychiatrist 1 Chinese Language
5260215	Psychiatrist 2 Chinese Language
5260310	Psychiatrist 1 Children & Youth
5260320	Psychiatrist 2 Children & Youth
5260329	Psychiatrist 2 Forensic
5260330	Psychiatrist 3 Children & Youth
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
Trades data includes the following titles*:	
Title Code	Title Name
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

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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
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

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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
IT Manager data includes the following titles:	
Title Code	Title Name
0815600	Manager Information Technology Services 1
815610	Manager Information Technology Services 1 (Database)
815620	Manager Information Technology Services 1 (Data Communications)
815630	Manager Information Technology Services 1 (Operations)
815640	Manager Information Technology Services 1 (Systems Programming)
815650	Manager Information Technology Services 1 (Technical)
0815670	Manager Information Technology Services 1 Info Sec
0815700	Manager Information Technology Services 2
815710	Manager Information Technology Services 2 (Technical)
0815770	Manager Information Technology Services 2 Info Sec
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
Professional Engineer data includes the following titles:	
Title Code	Title Name
4063105	Professional Engineer 1 Civil
4063110	Professional Engineer 1 Civil/Construction
4063115	Professional Engineer 1 Civil/Geotechnical

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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
4063160	Professional Engineer 1 Gas Pipeline Safety
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:

Title Code	Title Name
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.*

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

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New York State Department of Civil Service

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