

The background of the report cover is a composite image. The top half features a clear, bright view of the New York City skyline, with numerous skyscrapers and the Chrysler Building prominently visible. The bottom half shows a close-up, warm-toned photograph of two hands shaking, symbolizing agreement or partnership. On the right side, there is a decorative graphic consisting of several parallel, curved lines in shades of orange and blue, creating a sense of movement and modernity.

FY 2023

# NYC Government Workforce Profile Report

**NYC** DCAS  
Citywide Administrative Services





# Acknowledgments

**The Department of Citywide Administrative Services would like to thank the following contributors for their valuable assistance in producing this report:**

[Department of City Planning](#)

[Department of Education](#)

[Financial Information Services Agency – Office of Payroll Administration](#)

[Law Department](#)

[Mayor's Office of Operations](#)

[NYC Board of Education Retirement System](#)

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# Overview

*The New York City Government Workforce Profile Report* is an annual summary of employee data reflecting the City of New York's municipal workforce across 72 agencies. Included in this executive summary are key high-level workforce indicators related to Fiscal Year 2023, which covers the period from July 1, 2022 to June 30, 2023.

Additional workforce data summaries spanning 10 fiscal years (2014 through 2023) at the citywide and agency level are available [online](#).

## NYC Government Workforce Summary Indicators, Fiscal Year 2023

<b>Total Workforce</b>		354,572
<b>Median Age</b>		43
<b>Median Years of Service</b>		10
<b>% Female / Male</b>		58% / 42%
<b>% Non-White / White</b>		66% / 34%
<b>Median Annual Base Salary (FT)<sup>1</sup></b>		\$83,465
<b>% Hires</b>		10%
<b>% Separations</b>		10%
<b>Retirement Eligibility<sup>2</sup></b>	FY 2023	15%
	FYs 2024-2028	14%
<b>Other</b>	Manager Composition	3%
	Union Representation	95%
	Uniform Composition	17%

<sup>1</sup> Salary median is limited to Annual Base & Full -Time Employees only. Does not include such items as longevity increases, pay differentials or overtime, nor does it include pension or other fringe benefits.

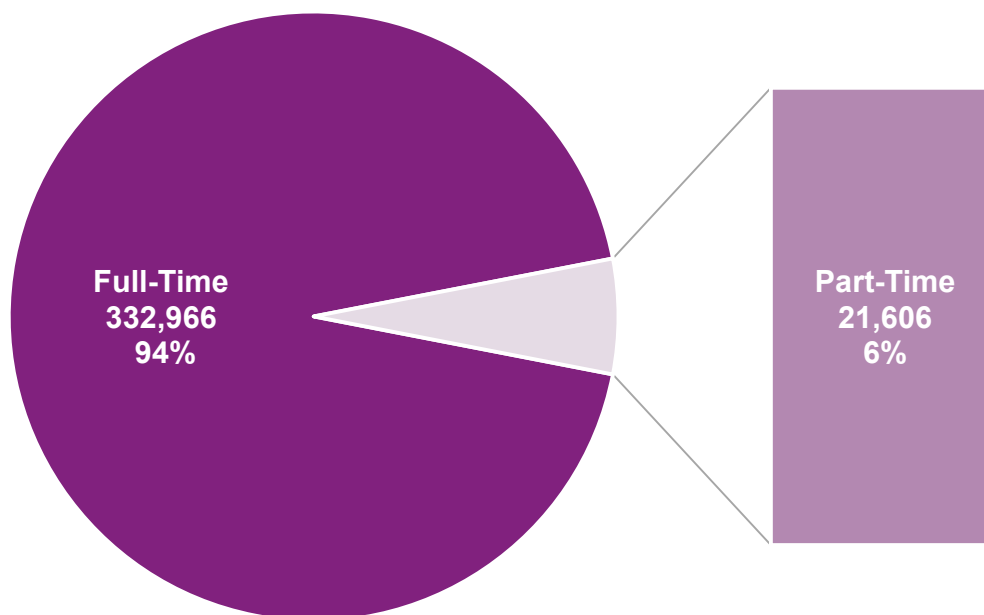
<sup>2</sup> Retirement eligibility percentages are for all employees and not limited to pension enrolled employees only.



# Headcount

The City of New York is one of the largest employers in the nation, comparable to employers such as Berkshire Hathaway (383,000 employees) and TJX Companies, Inc. (329,000 employees). These companies rank 10<sup>th</sup> and 11<sup>th</sup> in the total number of employees on the Fortune 500 List<sup>3</sup>.

## NYC Government Workforce by Full-Time vs. Part-Time Headcount, FY 2023

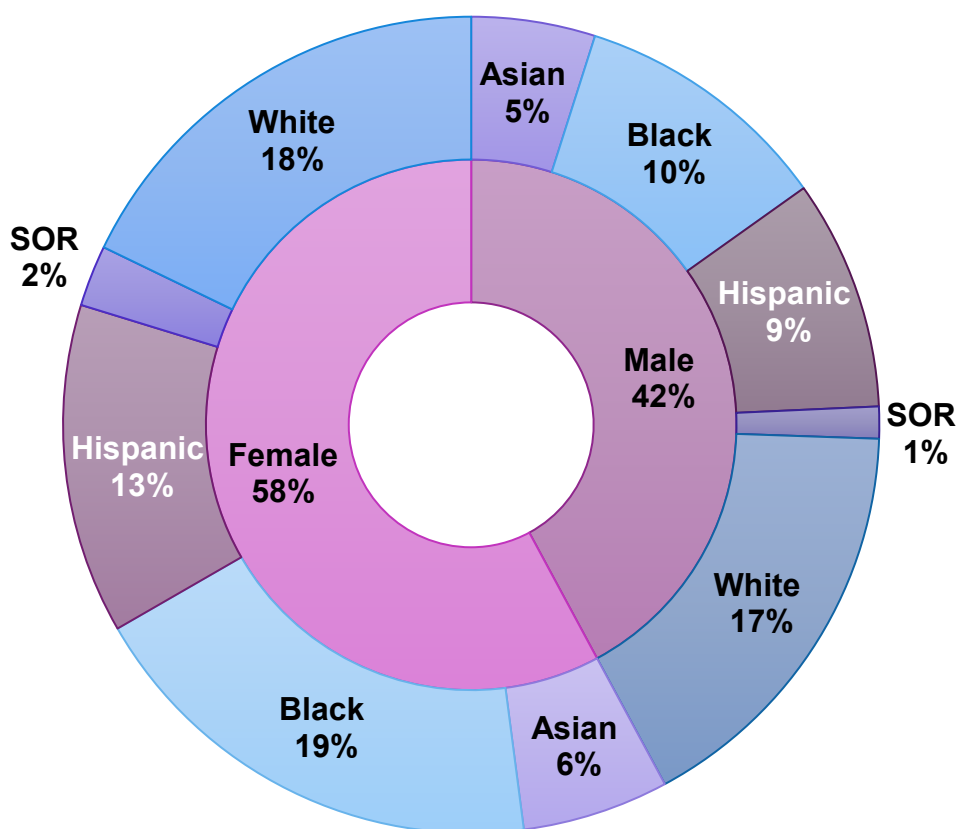


<sup>3</sup> Source: <https://fortune.com/ranking/fortune500/2021/search>

# Gender & Race/Ethnicity

The City's workforce is among the most diverse in the nation comprised mostly of women and people of color.

## NYC Government Workforce by Gender<sup>4</sup> and Race/Ethnicity<sup>5</sup>, FY 2023

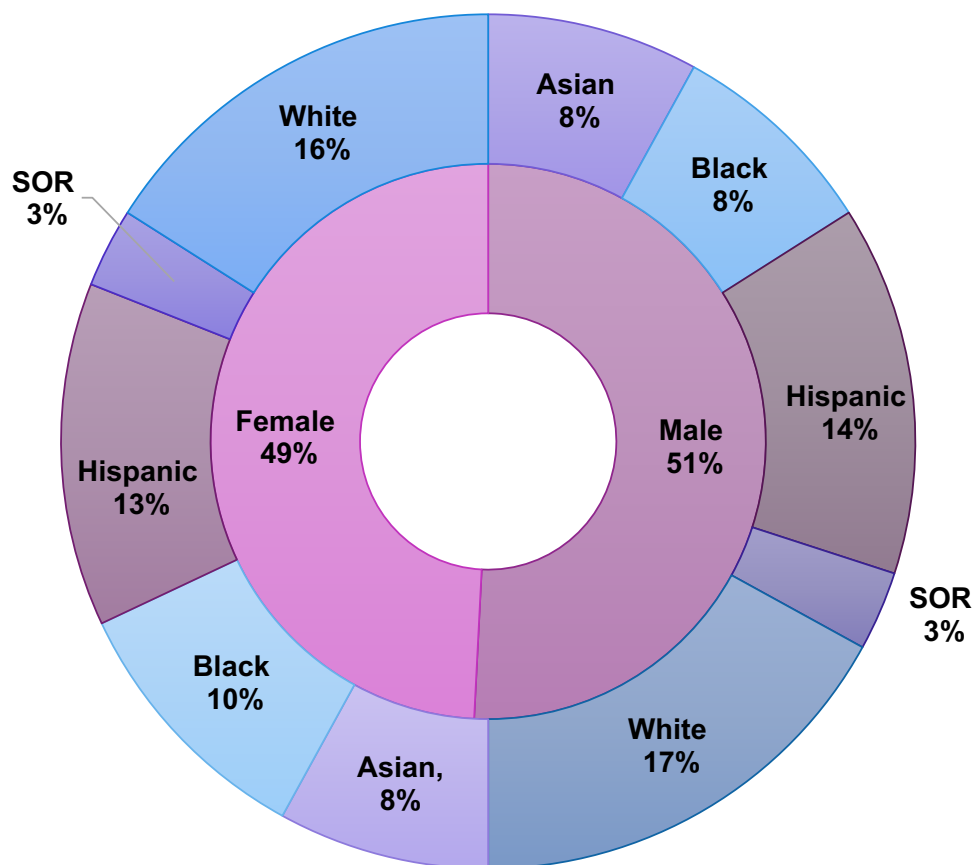


<sup>4</sup> Employees of other genders include non-binary, and employees who do not disclose their gender, make up <1% of the employee population and thus, are not reflected in the charts.

<sup>5</sup> The Asian category includes Native Hawaiian or Pacific Islanders. SOR indicates Some Other Race including American Indian/Alaskan Native, two or more races, and unspecified race.



## NYC Total Employed Population by Gender and Race/Ethnicity, CY2022<sup>6</sup>



<sup>6</sup> Most current available data. Source: United States Census Bureau: Calendar Year (CY) 2022 American Community Survey (ACS) Public Use Microdata Sample.

## NYC Government Workforce vs. Other U.S. Government Jurisdictions Demographic Profiles

Jurisdiction Type	Jurisdiction <sup>7</sup>	Year	Headcount	Gender			Race/Ethnicity				
				Female	Male	Other <sup>8</sup>	Asian <sup>9</sup>	Black	Hispanic	SOR <sup>10</sup>	White
Municipal	New York	2023	354,572	58%	42%	< 1%	11%	29%	22%	3%	34%
County	Los Angeles	2023	182,294	60%	40%	< 1%	20%	17%	42%	1%	20%
State	Florida	2022	79,026	58%	45%	N/A	N/A	27%	13%	5%	55%
State	Georgia	2023	70,114	66%	34%	N/A	2%	48%	3%	2%	45%
State	New Jersey	2023	64,061	55%	45%	N/A	6%	29%	13%	1%	51%
Municipal	Philadelphia	2023	23,337	35%	65%	N/A	4%	48%	7%	2%	38%

<sup>7</sup> Data above reflects most current available data. N/A indicates Not Available. Jurisdiction sources:

[Los Angeles](#) [Florida](#) [Georgia](#) [New Jersey](#) [Philadelphia](#)

<sup>8</sup> Employees of other genders include non-binary, and employees who do not disclose their gender, make up <1% of the employee population and thus, are not reflected in the charts.

<sup>9</sup> The Asian category includes Native Hawaiian or Pacific Islanders.

<sup>10</sup> SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races and unspecified race.

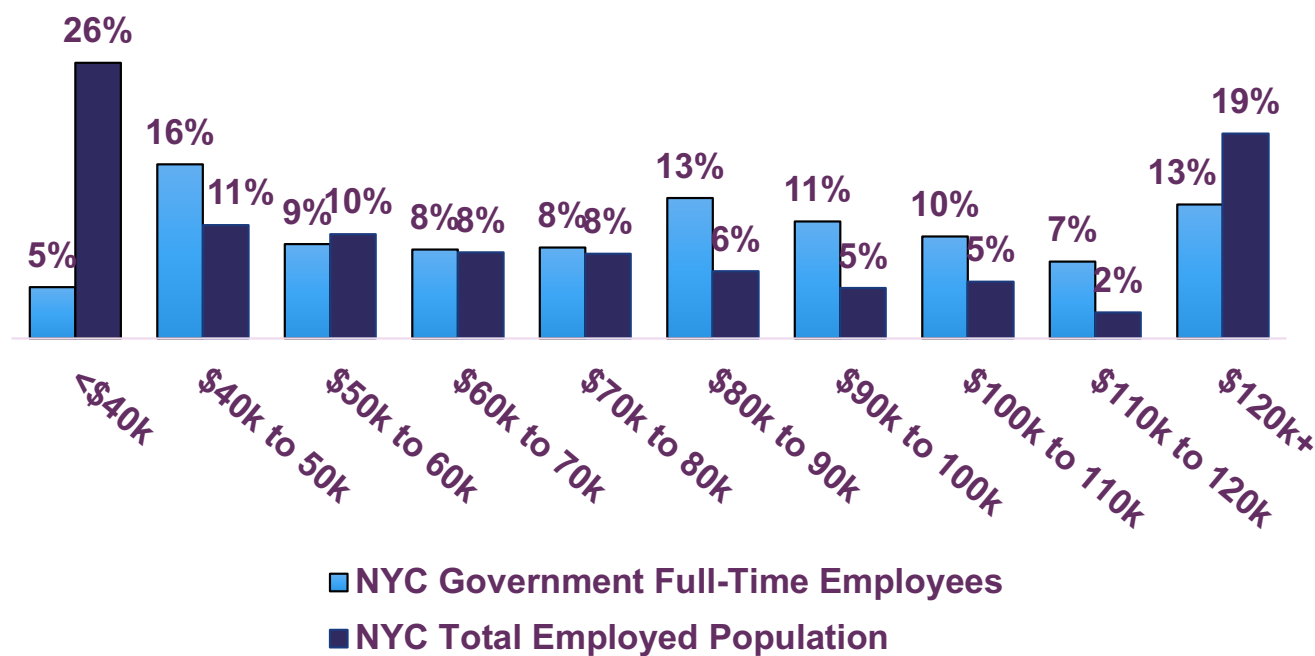


# Salary

This section examines the annual base salary of full-time employees only. The annual base salary charts below exclude longevity increases, pay differentials or overtime, and pension or other fringe benefits.

The salary range for most City positions is set by collective-bargaining agreement. The salaries for managerial positions and other positions not covered by collective bargaining agreements are set by the mayor. There are a handful of positions, which include the mayor, city council members, and other elected positions where salary is set by law.

## NYC Government Workforce vs. NYC Total Employed Population<sup>11</sup> Full-Time (FT) Salary Distribution, Fiscal Year 2023

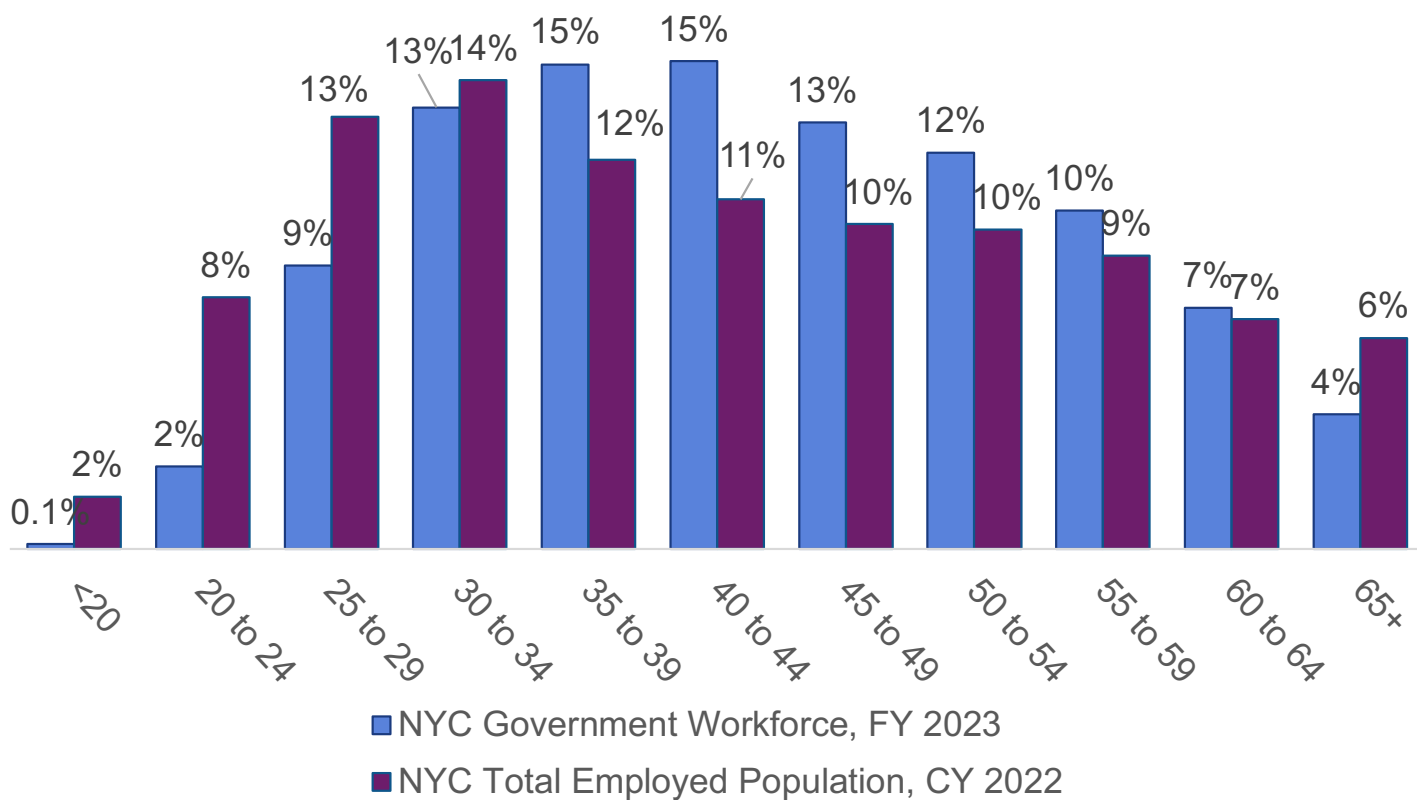


<sup>11</sup> Source: United States Census Bureau Calendar Year (CY) 2022 American Community Survey (ACS) Integrated Public Use Microdata Series (IPUMS) 1-year estimates.

# Age and Years of Service

Age is calculated based on the elapsed time between an employee's date of birth and June 30 of the fiscal year of the report.

## NYC Government Workforce vs Total NYC Employed Population<sup>13</sup> Age Distribution, Fiscal Year 2023

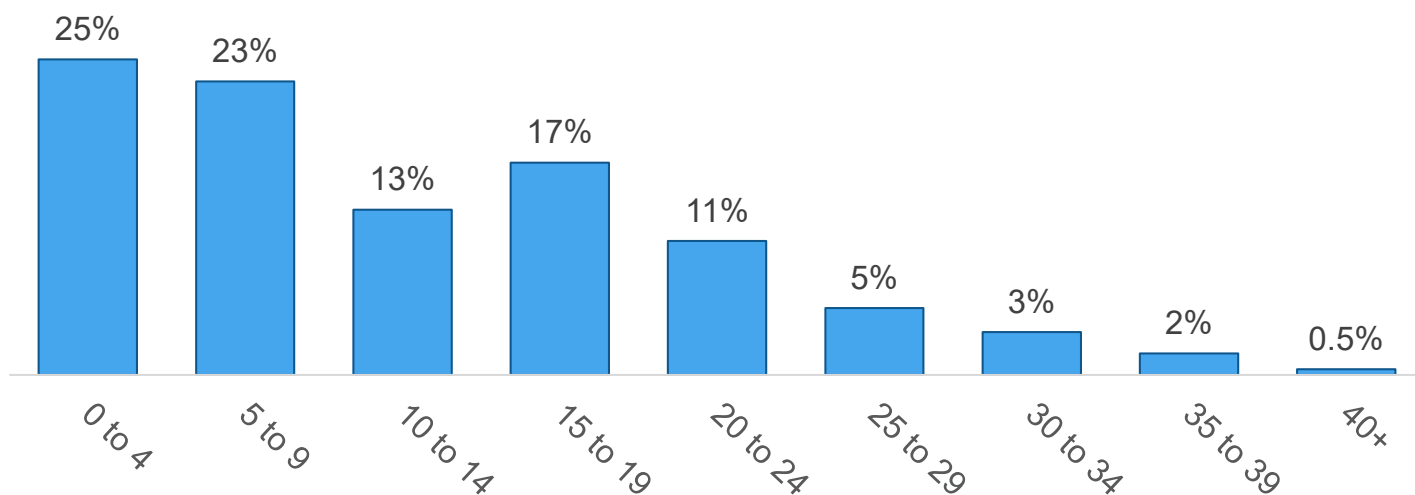


<sup>13</sup> Source: NYC total employed population source: United States Census Bureau: Calendar Year 2022 American Community Survey (ACS) Public Use Microdata Sample (PUMS)



Years of service is based on the elapsed time between a City employee's start date with the City of New York and June 30 of the fiscal year of the report.

### NYC Government Workforce Distribution by Years of Service, Fiscal Year 2023



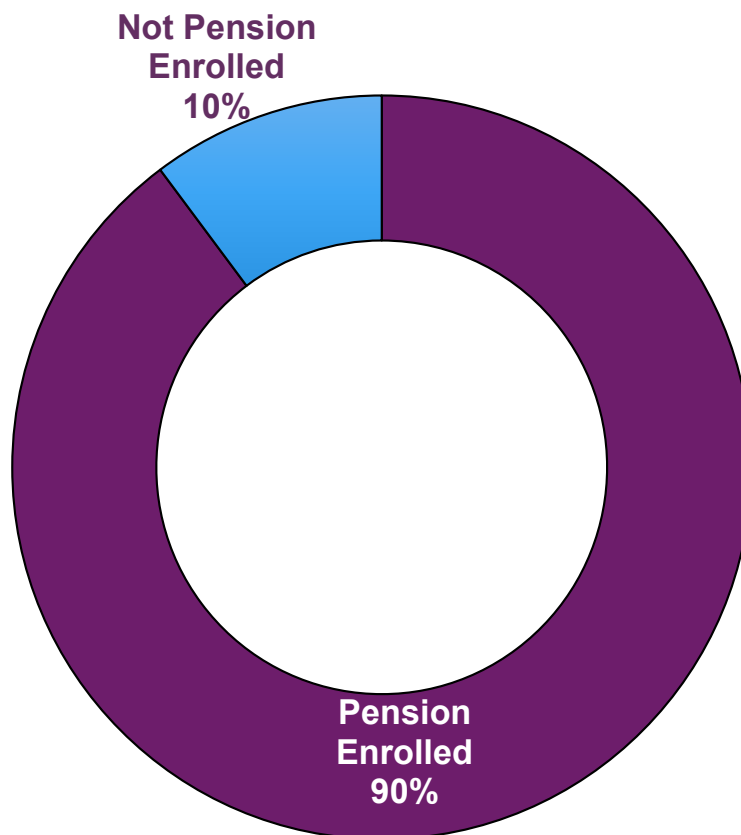


# Retirement Eligibility

Defined benefit retirement plans are available to City employees and represent just one of the many significant benefits of a career in public service.

One strategy key to workforce planning entails understanding pension enrollment trends, retirement readiness, and being able to use recent and historical data about retirees to predict when employees might actually retire.

## NYC Government Workforce Pension Enrollment (All Employees), Fiscal Year 2023



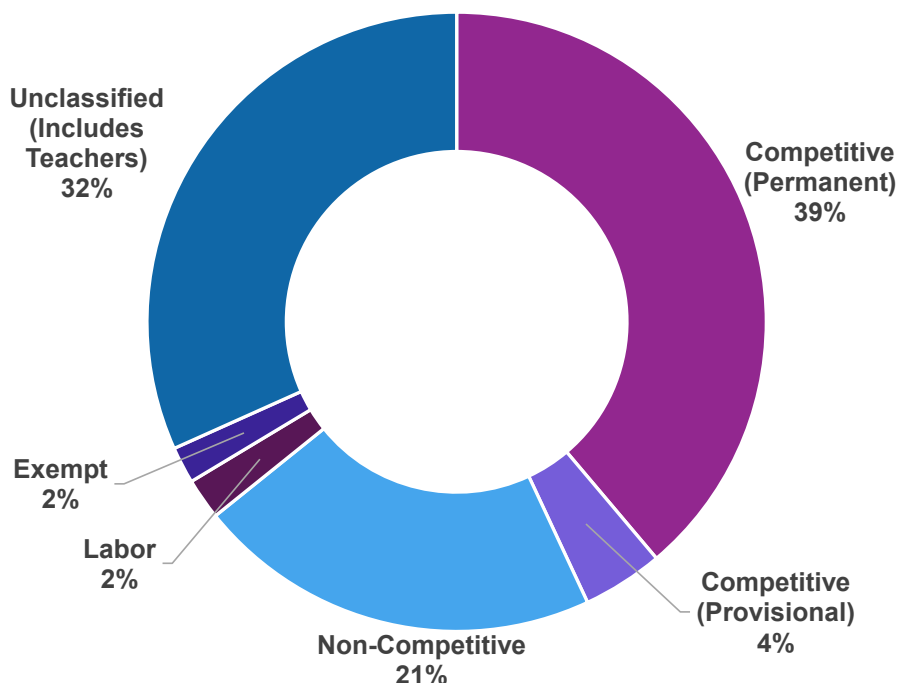


# Civil Service

The civil service system is administered according to the personnel rules and regulations<sup>14</sup> of the City of New York. It is designed to ensure that civil service jobs are awarded based on merit and fitness as determined by competitive examinations, wherever practicable.

All City employees are appointed to one of several thousand civil service titles, which are grouped into four different jurisdictional classes: competitive<sup>15</sup>, non-competitive, labor and exempt. Some civil service titles, such as teachers, are part of the unclassified service.

## NYC Government Workforce by Civil Service Jurisdictional Class, Fiscal Year 2023



<sup>14</sup> <https://www.nyc.gov/site/dcas/reports/personnel-rules-regulations.page>

<sup>15</sup> The competitive class is comprised of permanent and provisional employees. Employees are appointed permanently to a civil service title when selected from a civil service list after serving a defined probationary period. Employees are appointed provisionally to a civil service title when a civil service list is not available and for a defined period of time not to exceed nine months, after which provisional employees are to be replaced with eligibles from a civil service list.

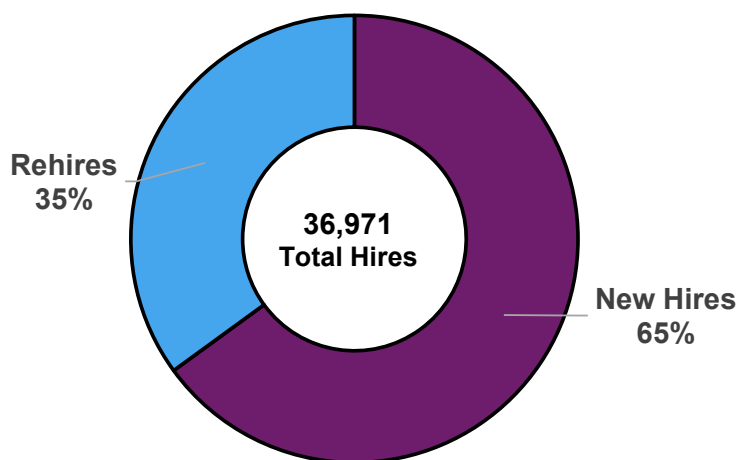
# Hires

Hires are made up of both new hires and rehires.

**New Hires** are employees who were onboarded during the fiscal year and had no prior service in the agencies or titles covered in this report.

**Rehires** are employees who were onboarded during the fiscal year and were found to have prior City service based on their city start date and agency start date.

## NYC Government Workforce by Type of Hire, Fiscal Year 2023



## NYC Government Age Distribution by Type of Hire, Fiscal Year 2023





# Separations

Separations are determined by evaluating each active employee at the close of the prior fiscal (i.e., FY22) year who was not active at the close of the current fiscal year (i.e., FY23).

Separations are grouped under five different reasons.

**Retirement:** Voluntary separation of an employee from City service after applying to receive benefits under their pension plan.

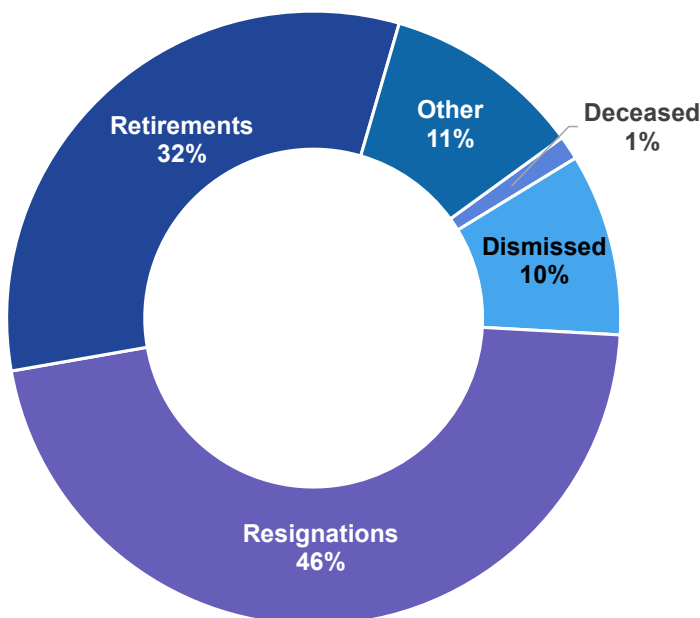
**Resignation:** Voluntary separation of an employee for reasons other than retirement.

**Dismissal:** Involuntary separation of an employee not due to budgetary constraints or mandatory headcount reductions. This category includes reasons such as not passing probation, poor performance, or not maintaining the required licenses or certifications for a particular position.

**Deceased:** Employees who passed away during the fiscal year.

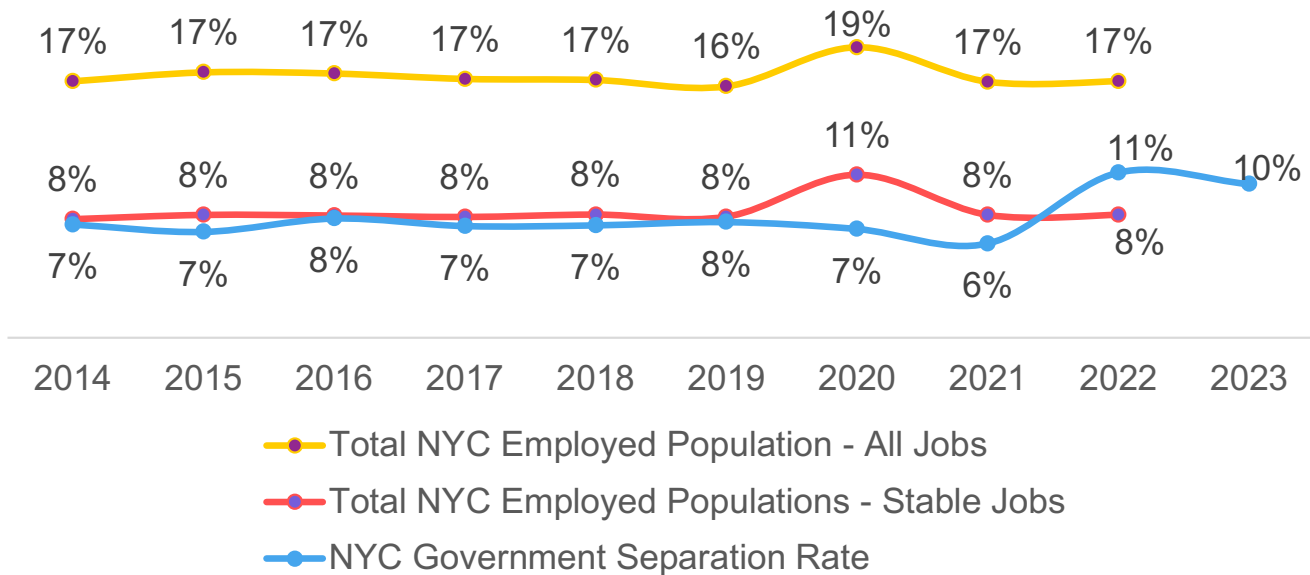
**Other:** Separated employees for reasons including suspension of seasonal work, those whose reason for leaving is not covered by the categories above, or data regarding their separation reason was unavailable.

## NYC Government Workforce by Type of Separation, Fiscal Year 2023

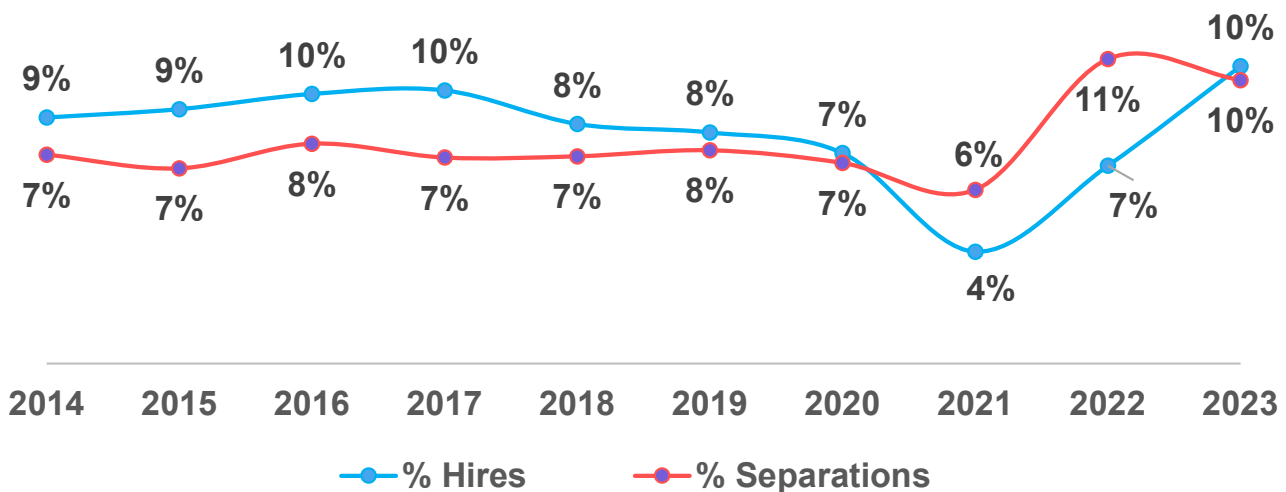




## NYC Government Workforce vs. Total NYC Employed Population Separations<sup>16</sup>, Fiscal Years 2014-2023

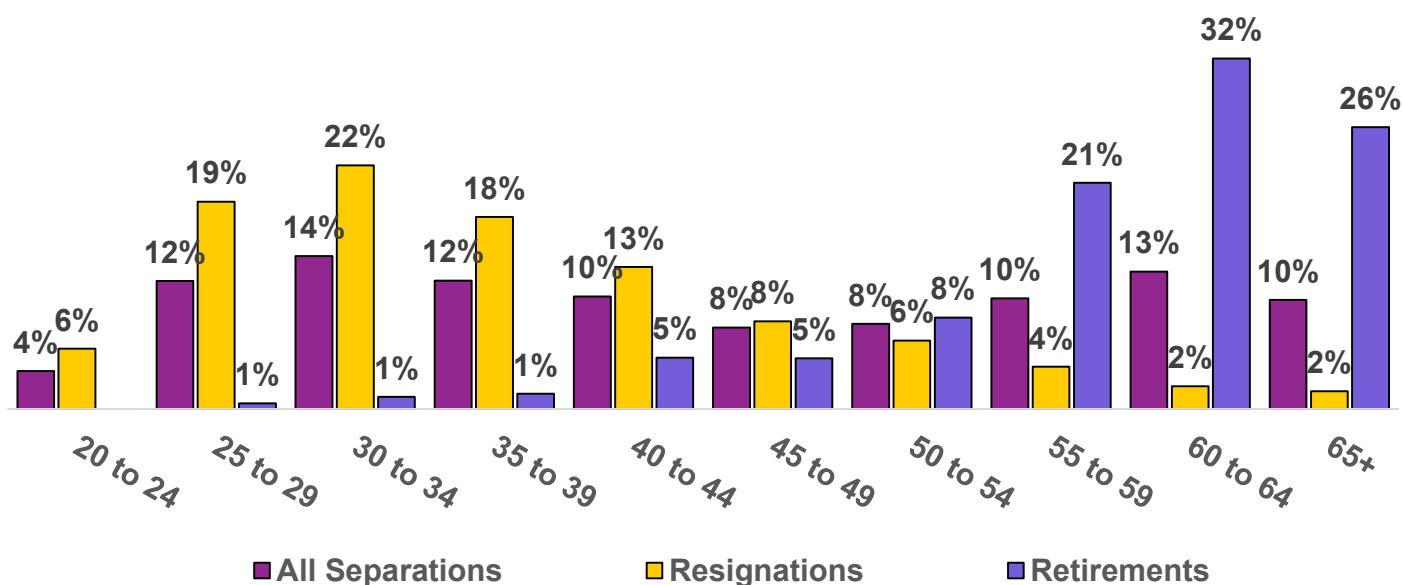


## NYC Government Workforce Hiring and Separation Rates, Fiscal Years 2014-2023

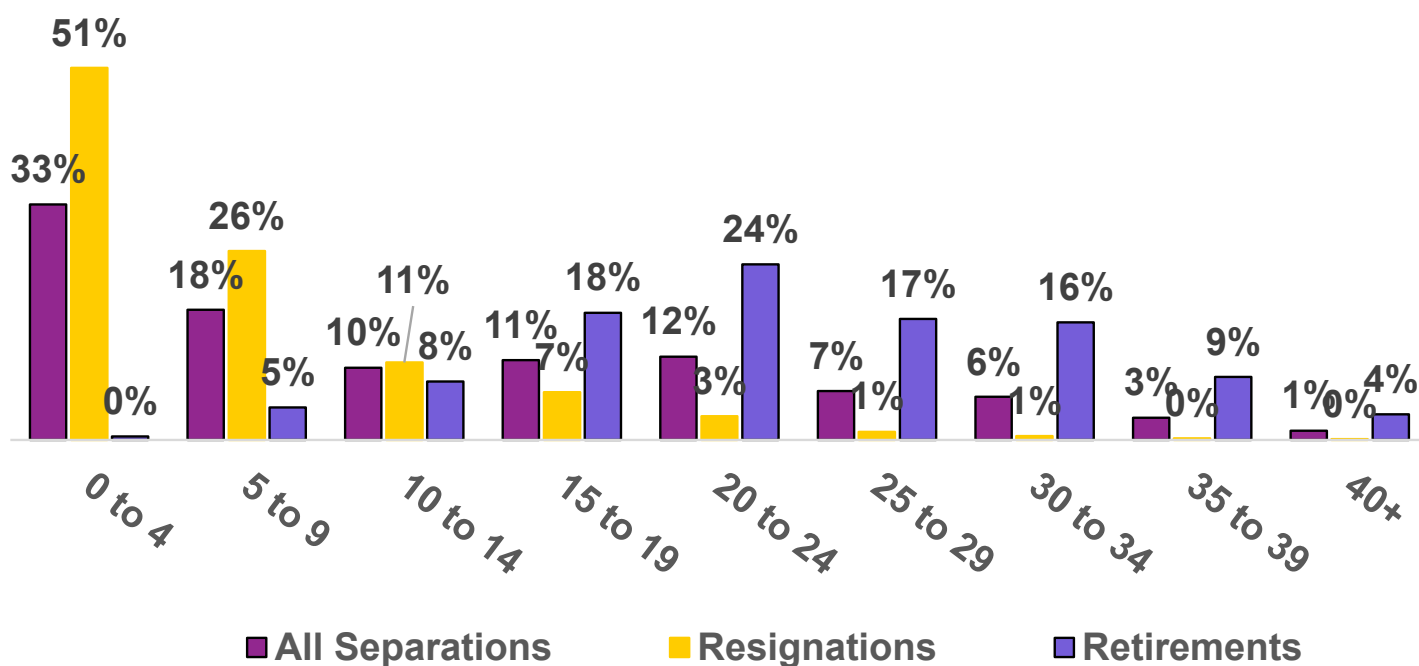


<sup>16</sup> Total NYC Employed Population Source: US Census Quarterly Workforce Indicators (<https://lehd.ces.census.gov/data>). Data provided for New York City Counties. Figures based on quarterly averages for each year. Table reflects latest available data. All Jobs: Estimated number of workers whose job with a given employer ended in the specified data period. Stable Jobs: Estimated number of workers who had a job for at least a full quarter and then the job ended. Jobs are counted as a stable separation in the last quarter of employment.

## NYC Government Workforce Separations by Age Bands, Fiscal Year 2023



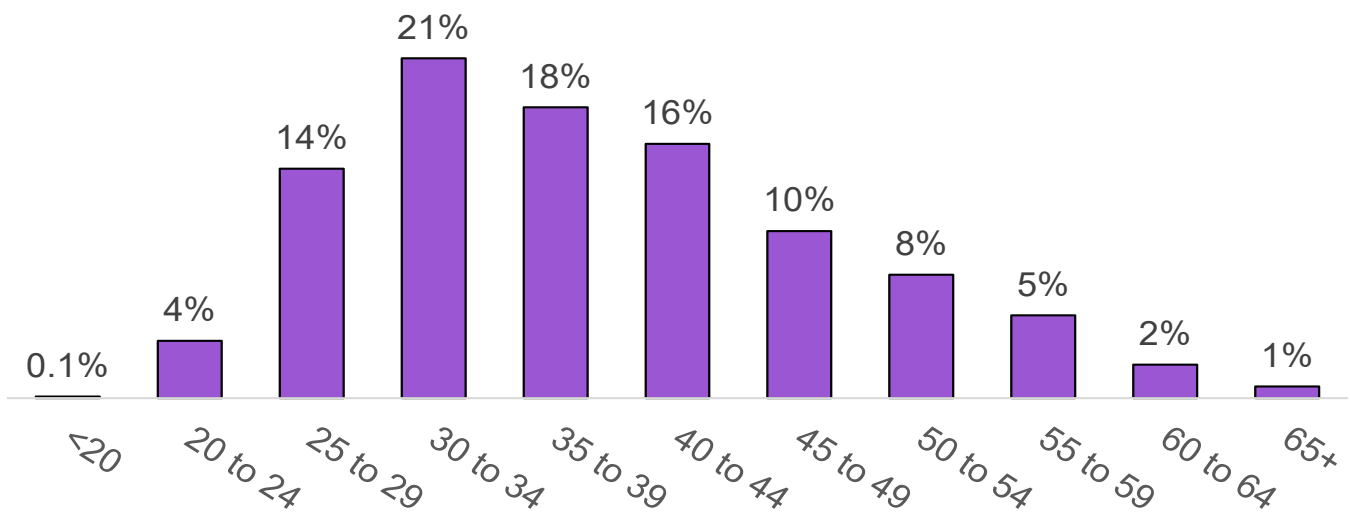
## NYC Government Workforce Separations by Years of Service, Fiscal Year 2023



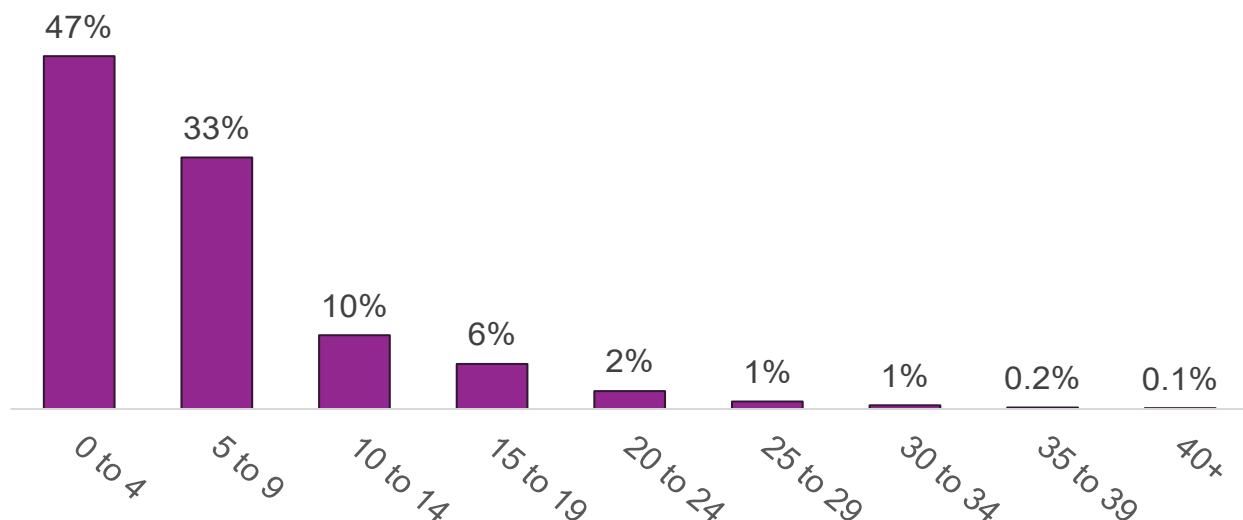
# Transfers

A transfer occurs when an employee leaves one City agency for another. Transfers are determined by reviewing active employees on paid or unpaid leave after the preceding fiscal year (i.e., FY22) and being active or on paid or unpaid leave after the current or reporting fiscal year (i.e., FY23) in a different City agency.

## NYC Government Workforce Transfers by Age Bands, Fiscal Year 2023



## NYC Government Workforce Transfers by Years of Service, Fiscal Year 2023





An aerial photograph of New York City, featuring the Manhattan Bridge and the surrounding urban landscape. The bridge is a prominent steel arch structure spanning the East River. In the background, the Hudson River and the New York State Thruway are visible. The foreground shows a dense cluster of high-rise buildings in Manhattan. The image is framed by a blue and yellow curved border at the top.

# City of New York

Eric Adams, Mayor

Maria Torres-Springer, First Deputy Mayor

Louis A. Molina, Commissioner

Department of Citywide Administrative Services

**NYC DCAS**  
Citywide Administrative Services