



FY 2024

NYC Government  
**Workforce  
Profile Report**

**NYC** DCAS  
Citywide Administrative Services



# Acknowledgments

**The Department of Citywide Administrative Services (“DCAS”) 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 2024 (“FY24”), which covers the period from July 1, 2023, to June 30, 2024.

Additional workforce data summaries spanning 10 fiscal years (2015 through 2024) at the citywide and agency level are available [online](#).

## NYC Government Workforce Summary Indicators, Fiscal Year 2024

<b>Total Workforce (Full-Time/Part-Time)</b>		364,340 (340,002/24,338)
<b>Median Age</b>		43
<b>Median Years of Service</b>		9
<b>% Female/Male</b>		59%/41%
<b>% Non-White/White</b>		69%/31%
<b>Median Salary<sup>1</sup></b>		\$87,550
<b>Hires (Includes New Hires &amp; Rehires)</b>		11%
<b>Separations</b>		10%
<b>Retirement Eligibility<sup>2</sup></b>	FY24	14%
	FY25-29	13%
<b>Other</b>	Union Representation	94%
	Manager Composition	3%
	Uniform Composition	16%

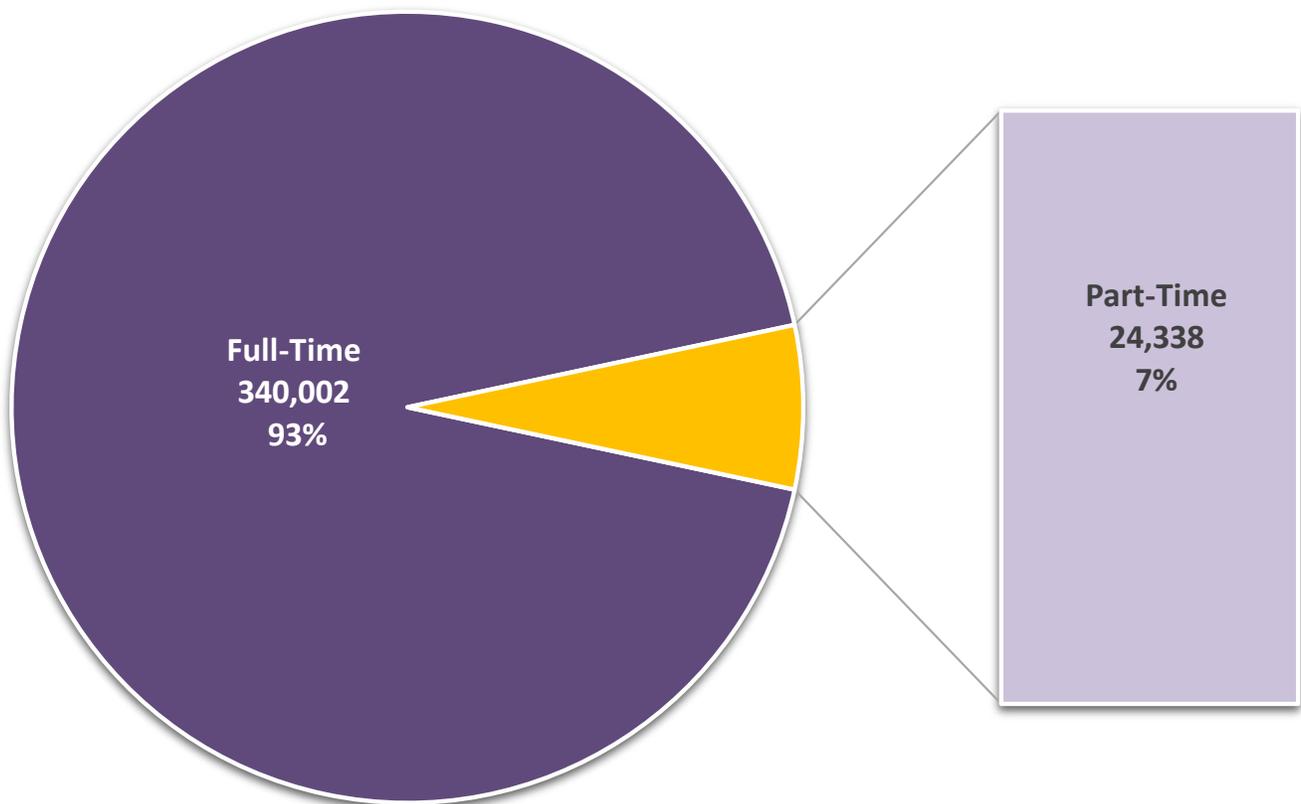
<sup>1</sup> Salary median is limited to Annual Base and full-time employees only. Does not include such items as longevity increases, pay differentials or overtime, nor does it include pension or other fringe benefits.

<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 Starbucks (381,000 employees) and TJX Companies, Inc. (349,000 employees). These companies rank 11<sup>th</sup> and 12<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, FY24



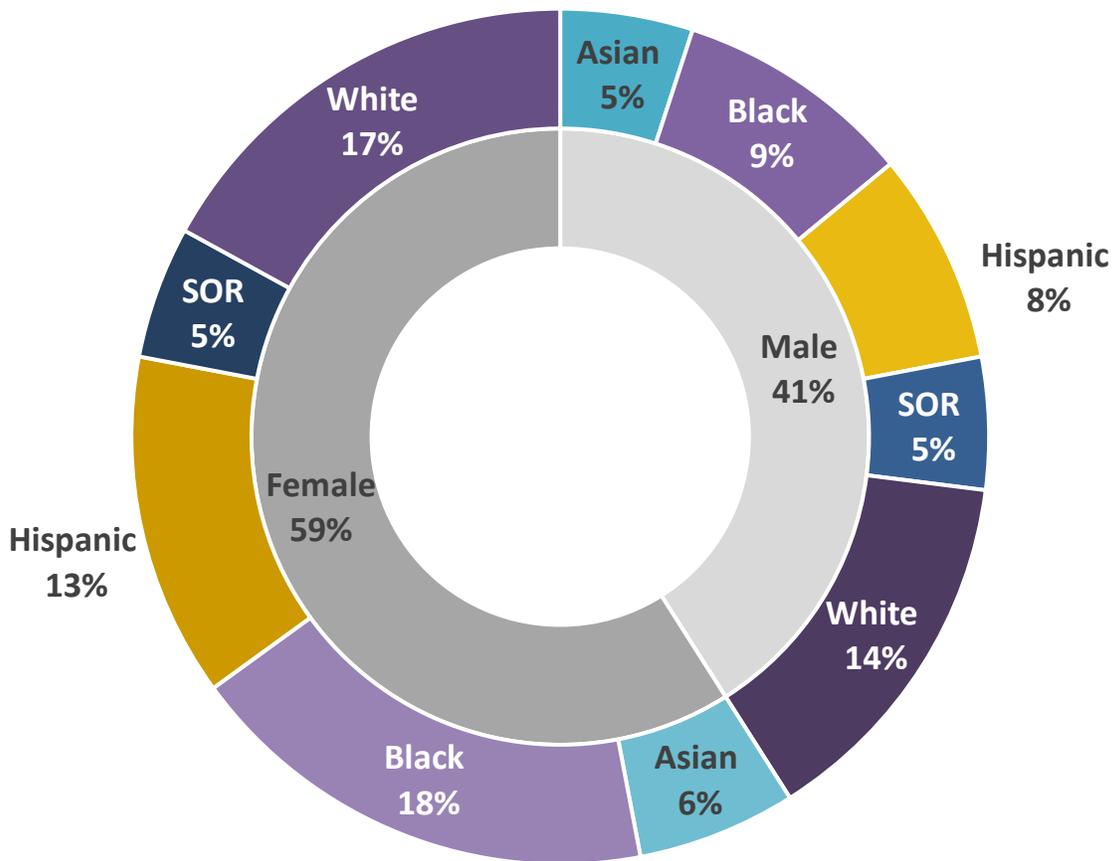
<sup>3</sup> Source: [https://fortune.com/ranking/global500/?fg500\\_country=U.S.](https://fortune.com/ranking/global500/?fg500_country=U.S.)



# Gender & Race/Ethnicity

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

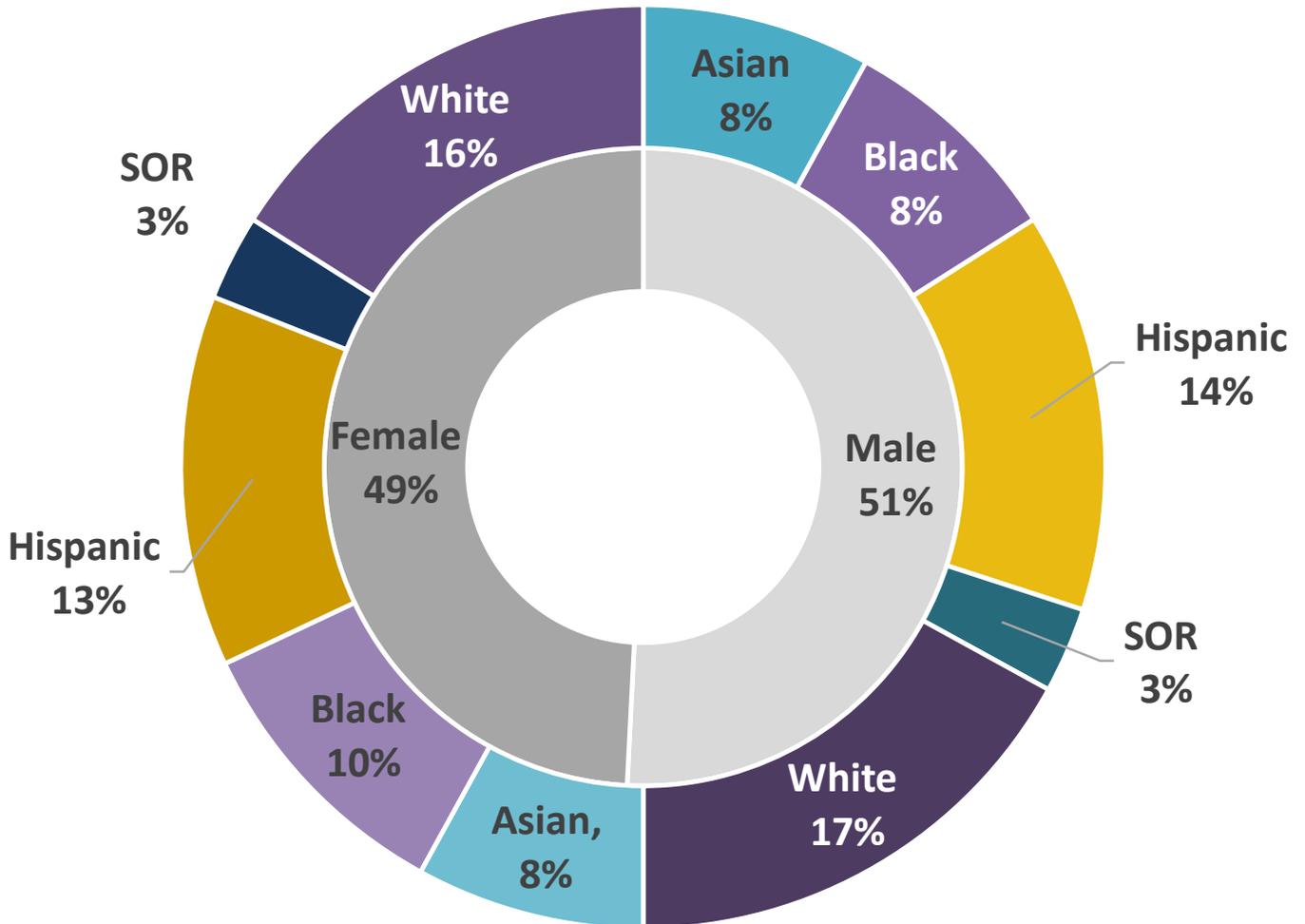
**NYC Government Workforce by Gender<sup>4</sup> and Race/Ethnicity<sup>5</sup>, FY 24**



<sup>4</sup> Employees of other genders include non-binary and employees who do not disclose their gender. These 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, CY23<sup>6</sup>**



<sup>6</sup> Most current available data. Source: United States Census Bureau: Calendar Year ("CY23") American Community Survey ("ACS") Public Use Microdata Sample.

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

Jurisdiction Type <sup>9</sup>	Jurisdiction	Year	Headcount	Gender <sup>7</sup>			Race/Ethnicity <sup>8</sup>				
				Female	Male	Other	Asian	Black	Hispanic	SOR	White
Municipal	New York	2024	364,340	59%	41%	< 1%	11%	27%	21%	9%	31%
State	New York	2023	452,298	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
County	Los Angeles	2024	92,650	60%	40%	< 1%	20%	17%	43%	1%	19%
State	Florida	2023	81,917	58%	42%	N/A	N/A	28%	13%	5%	54%
State	Georgia	2024	78,421	66%	34%	N/A	2%	48%	3%	3%	44%
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%
Municipal	Boston	2024	19,992	56%	45%	N/A	5%	30%	16%	2%	47%

<sup>7</sup> Employees of other genders include non-binary and employees who do not disclose their gender. These make up <1% of the employee population and thus, are not reflected in the charts.

<sup>8</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.

<sup>9</sup> Data above reflects most current available data. N/A indicates “Not Available”. Jurisdiction sources:

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



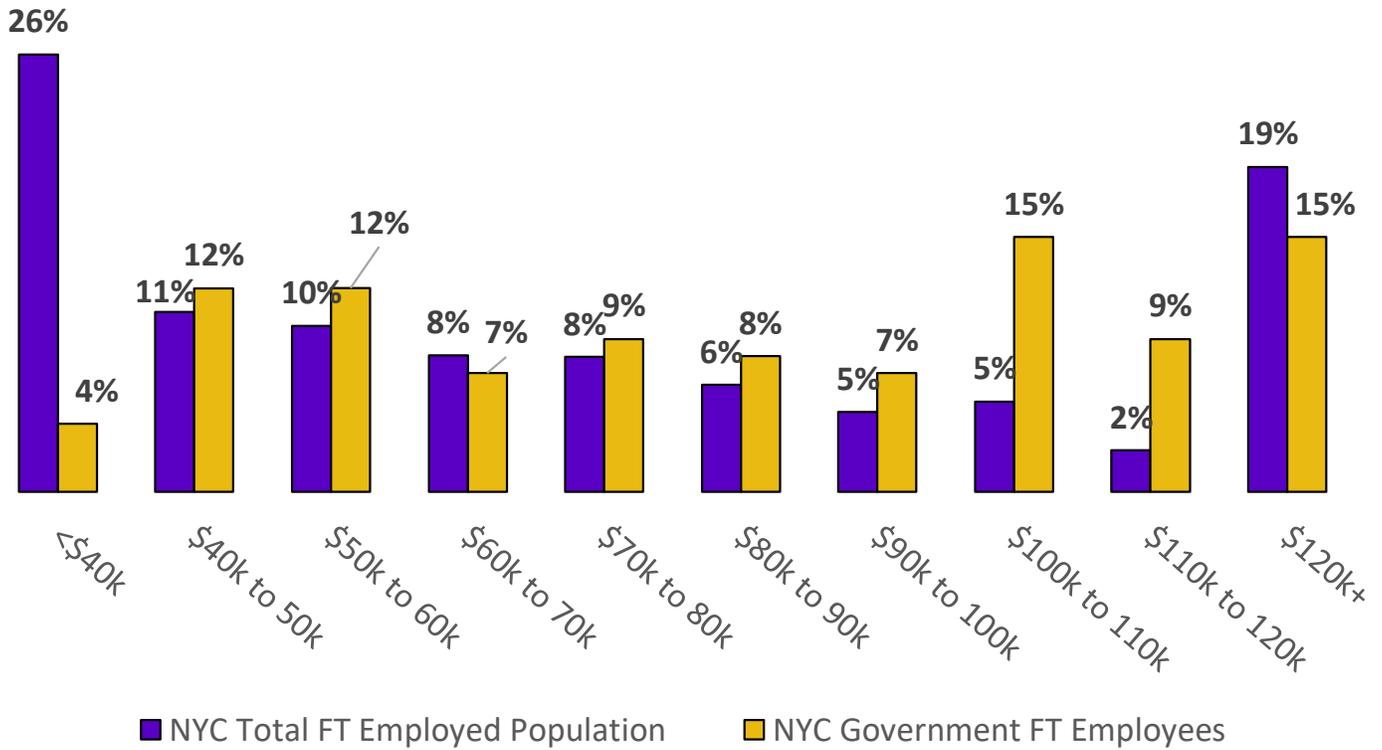
# Salary

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

The salary schedules for most city positions are set by collective bargaining agreement. Salary schedules for managerial positions and other positions not covered by collective bargaining agreements are determined in collaboration between DCAS, the Office of Management and Budget (OMB), and other agencies. There are a handful of positions, which include the mayor, City Council members, and other elected positions where the salary is set by law.

Similar to previous years, New York City government FT employees' salaries are relatively evenly distributed between \$40K and \$120K compared to the total employed where the salaries are distributed at the extreme end: <\$40K (26%) or >\$120K (19%). The median salary for the City’s workforce in FY24 was \$87,550, a five (5) percent increase compared to the FY23 median of \$83,465. This increase is due to the collective bargaining increases that went into effect during FY24.

## NYC Government Workforce vs. NYC Total Employed Population<sup>10</sup> FT Salary Distribution, FY24



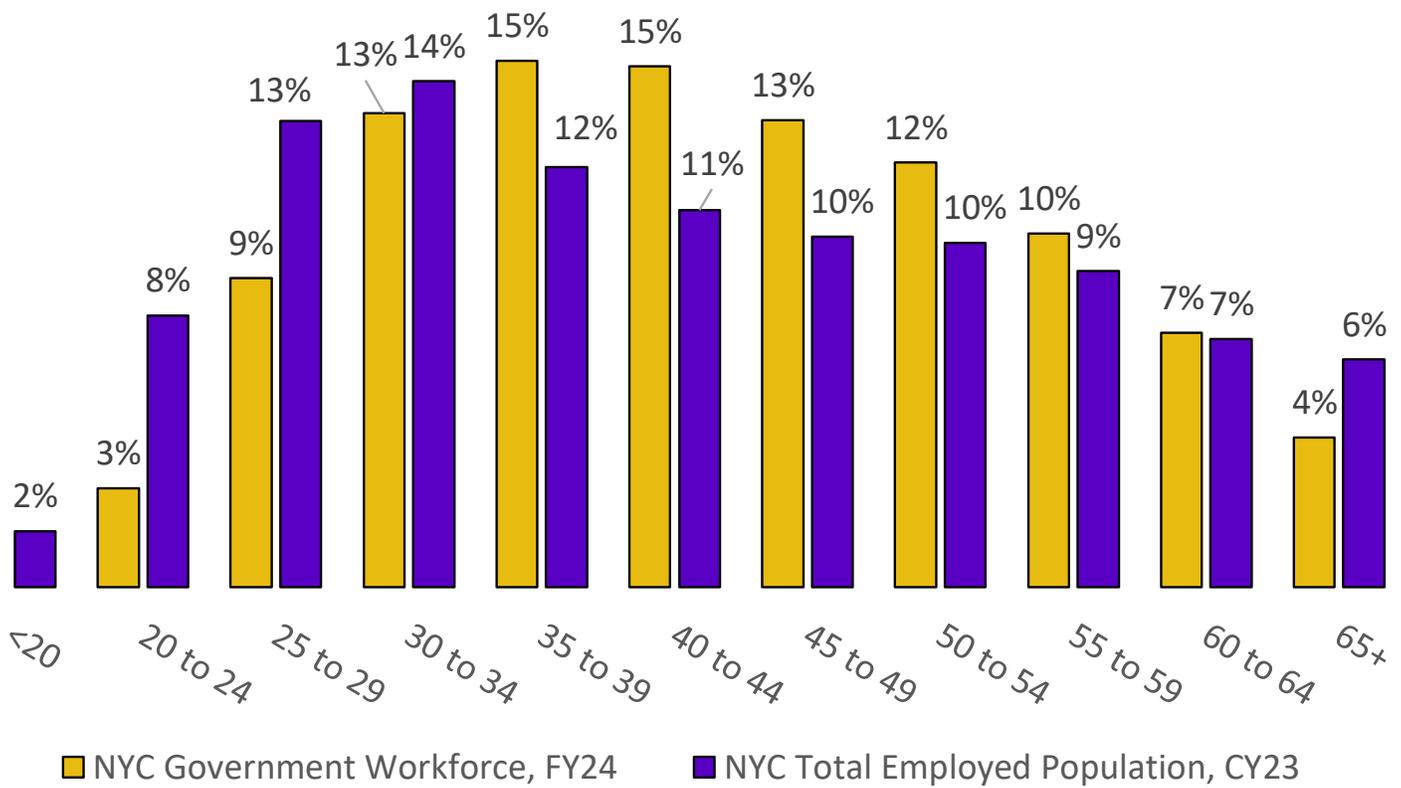
<sup>10</sup> Source: United States Census Bureau Calendar Year CY23 ACS Integrated Public Use Microdata Series (“IPUMS”) 1-year estimates.



# 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.

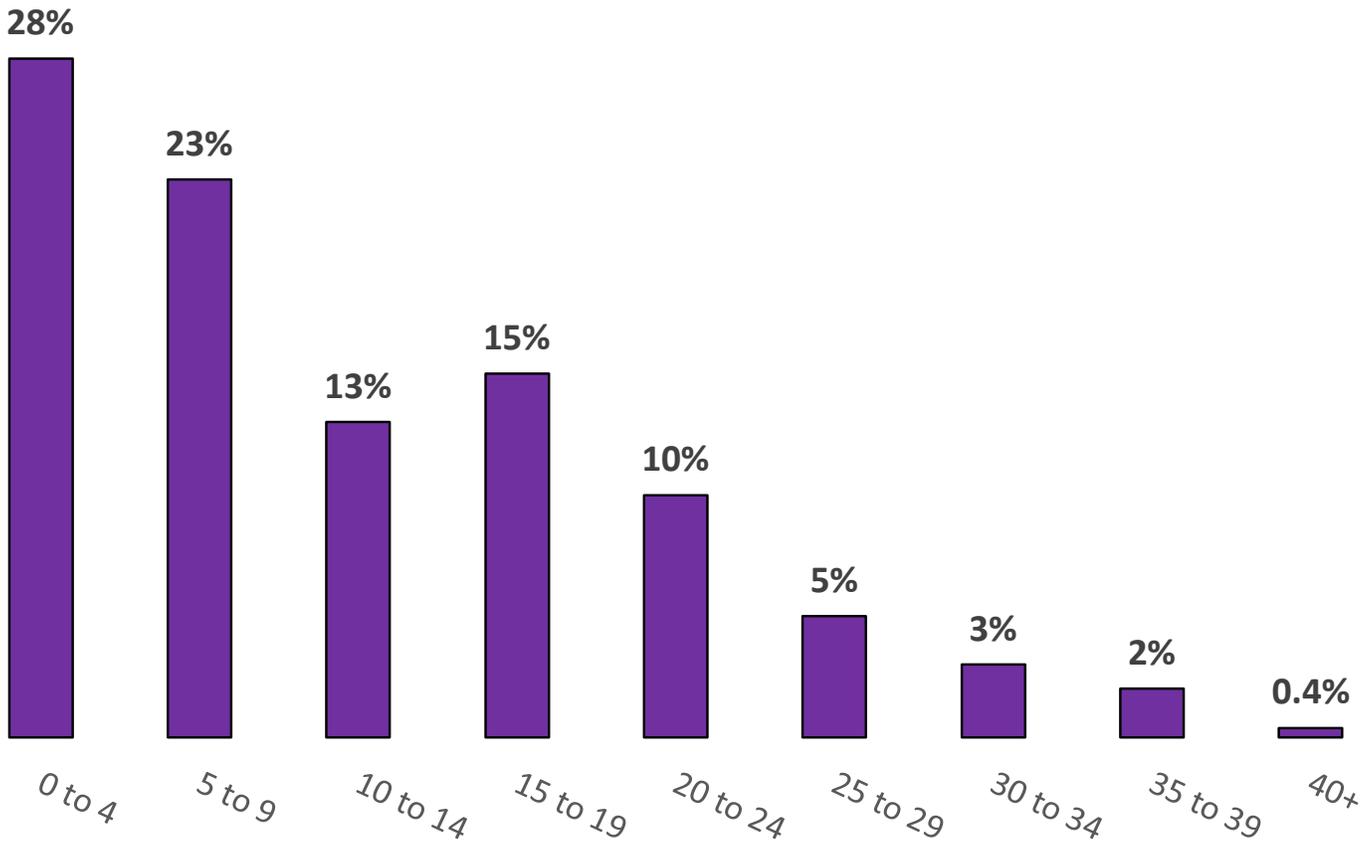
**NYC Government Workforce vs. Total NYC Employed Population<sup>11</sup>  
Age Distribution, FY24**



<sup>11</sup> Source: NYC total employed population source: United States Census Bureau: CY23 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, FY24



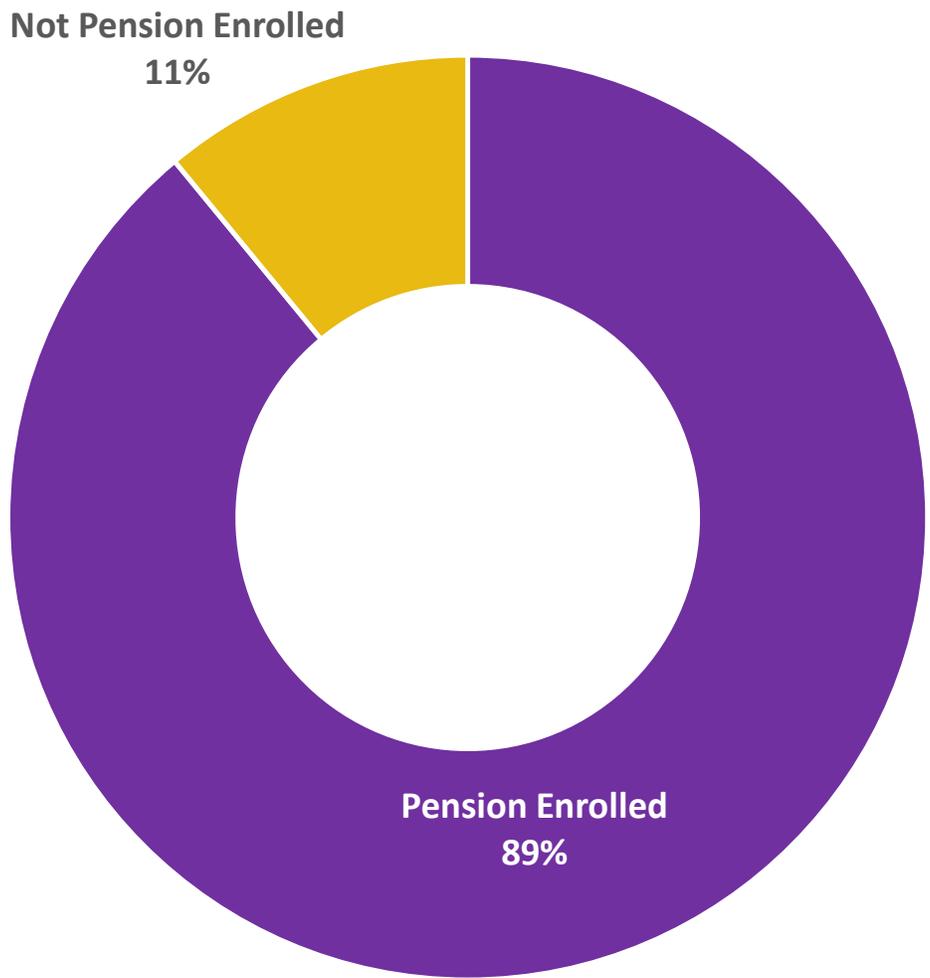


# Retirement Eligibility

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 key strategy for 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 retire.

## NYC Government Workforce Pension Enrollment, FY24

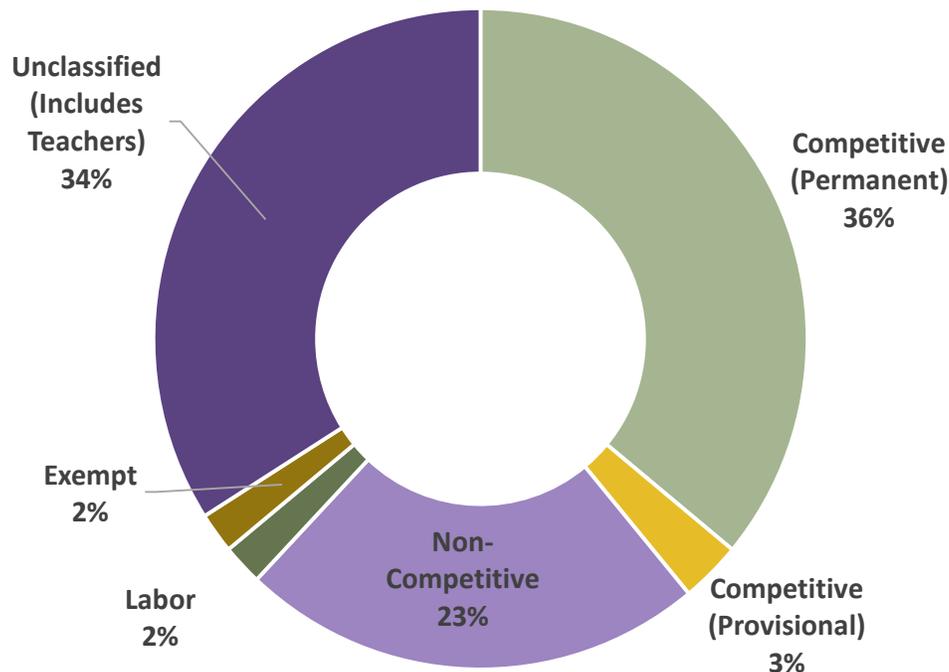


# Civil Service

The civil service system is administered according to the personnel rules and regulations<sup>12</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 five different jurisdictional classes: competitive<sup>13</sup>, non-competitive, labor, exempt, and unclassified.

## NYC Government Workforce by Civil Service Jurisdictional Class, FY24



<sup>12</sup> <https://www.nyc.gov/site/dcas/reports/personnel-rules-regulations.page>

<sup>13</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.

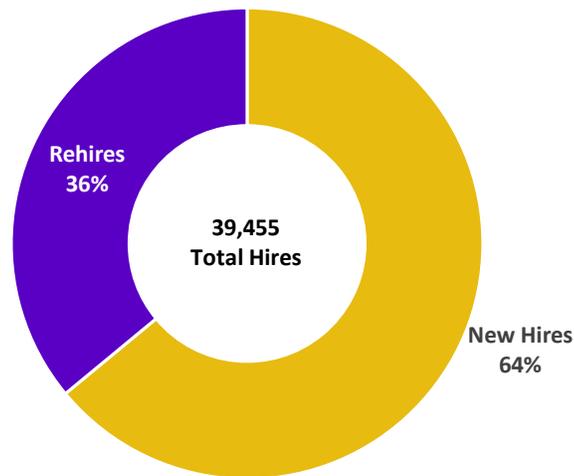
# Hires

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.

In FY24, there were a total of 39,455 hires in the City, about 11% of all employees. This is a seven (7) percent increase compared to FY23, which had 36,971 employees hired.

## NYC Government Workforce by Type of Hire, FY24



## NYC Government Age Distribution by Type of Hire, FY24



# Separations

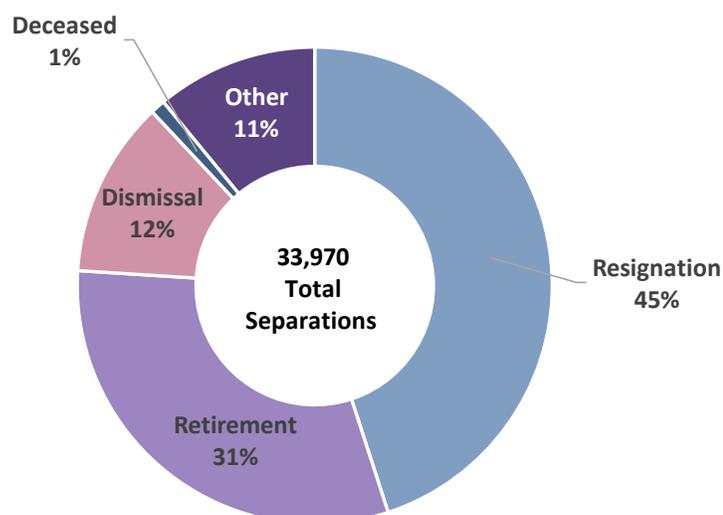
Separations are determined by evaluating each active employee at the close of the prior fiscal (i.e., FY23) year who was not active at the close of the current fiscal year (i.e., FY24).

Separations are grouped under five (5) different reasons as detailed below.

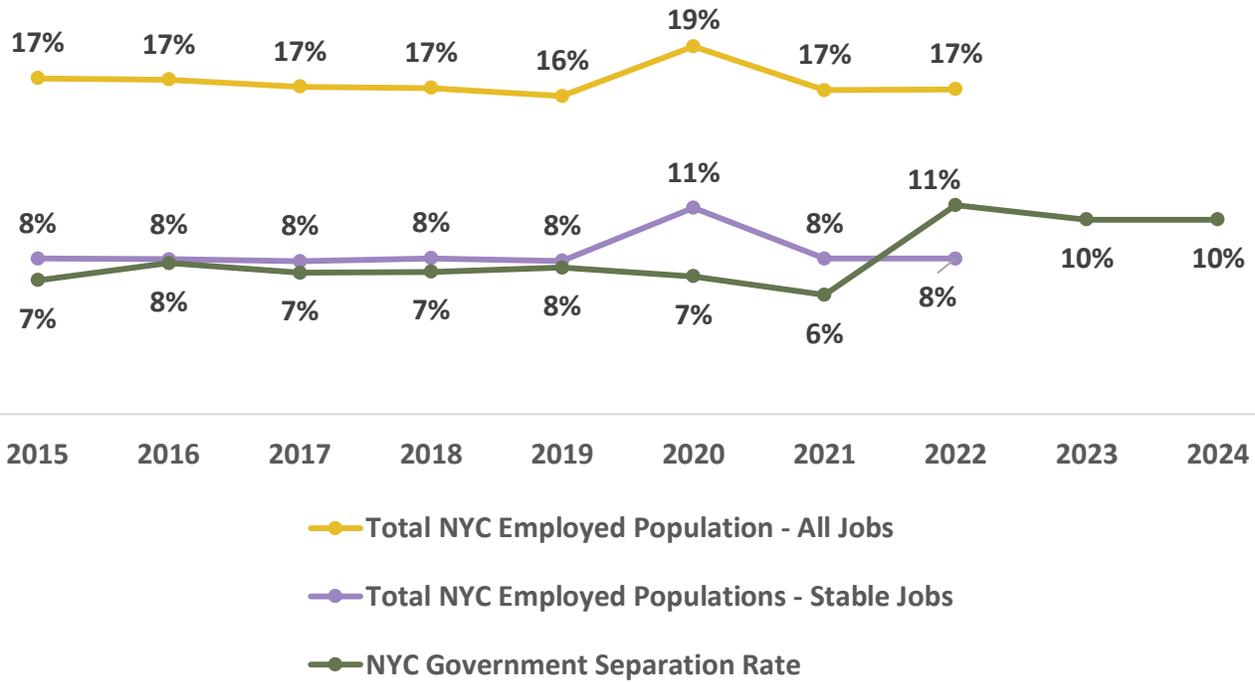
- **Retirement:** Voluntary separation of an employee from city service after applying to receive benefits under their pension plan.
- **Resignation:** Voluntary separation of an employee for reasons other than retirement.
- **Dismissal:** Involuntary separation of an employee not due to budgetary constraints 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.

In FY24, there were a total of 33,970 separations, about 10% of all employees. This is approximately a 5% decrease from FY23 which had a total of 35,668 separations.

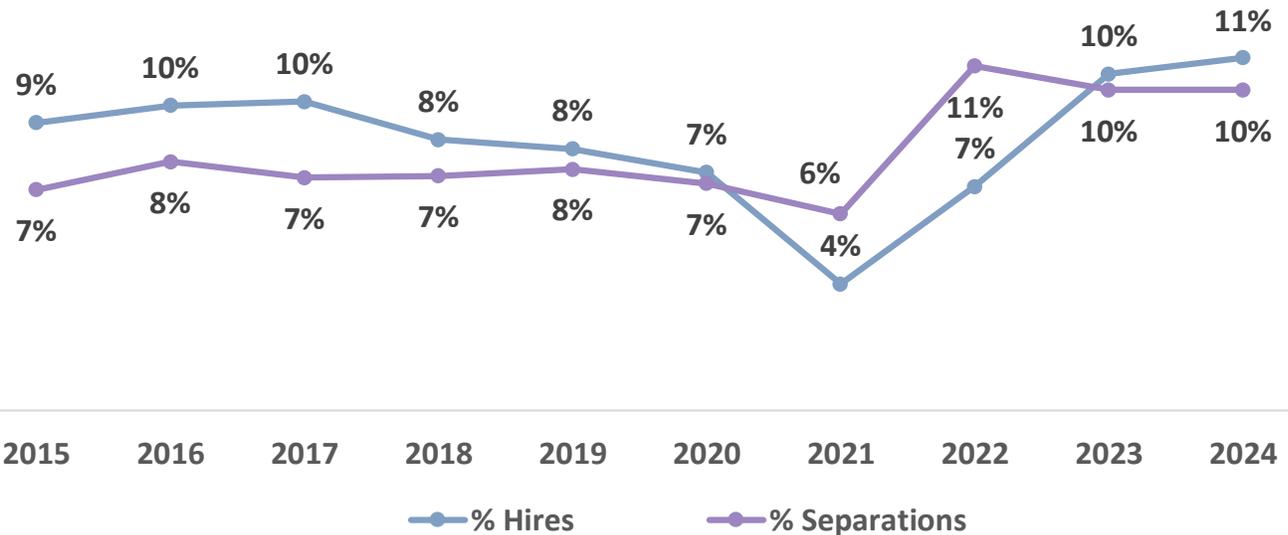
## NYC Government Workforce by Type of Separation, FY24



## NYC Government Workforce vs. Total NYC Employed Population Separations<sup>14</sup> FY15-24

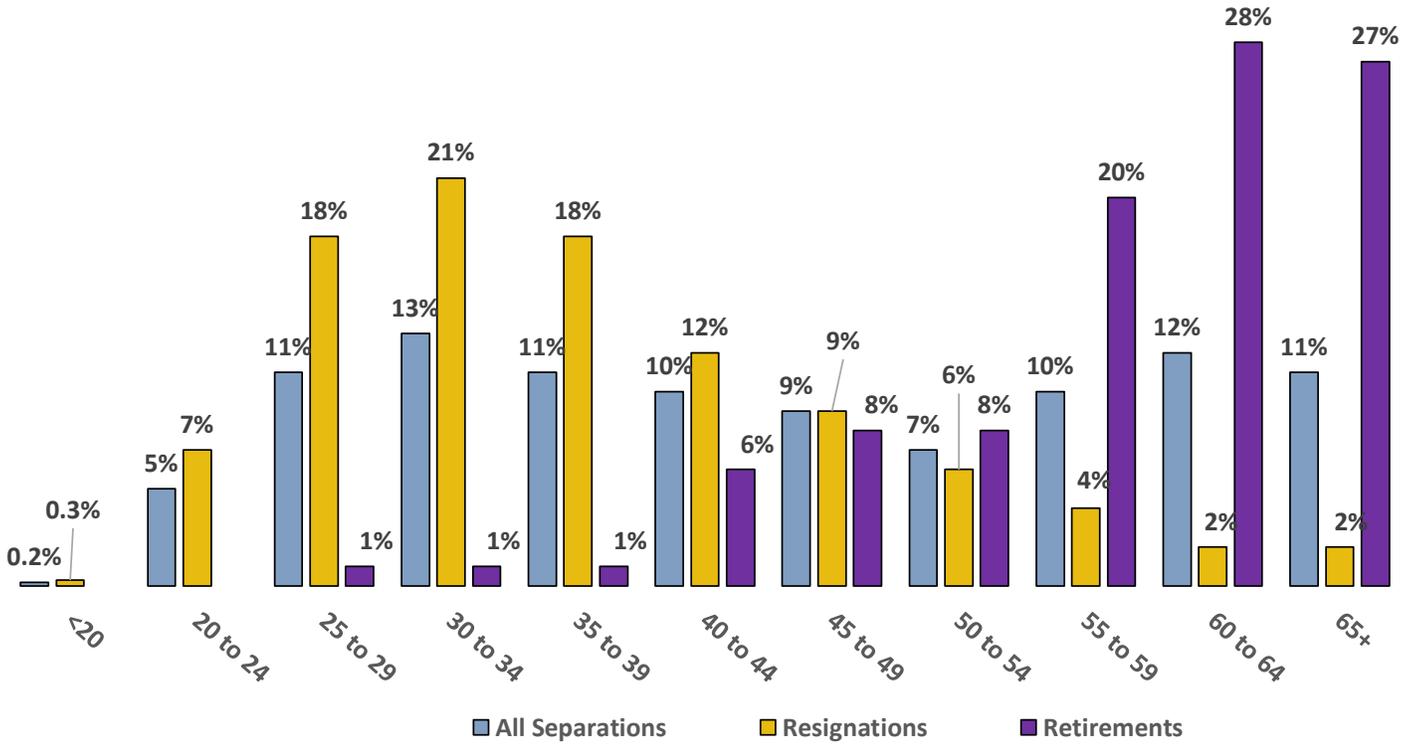


## NYC Government Workforce Hiring and Separation Rates FY15-24

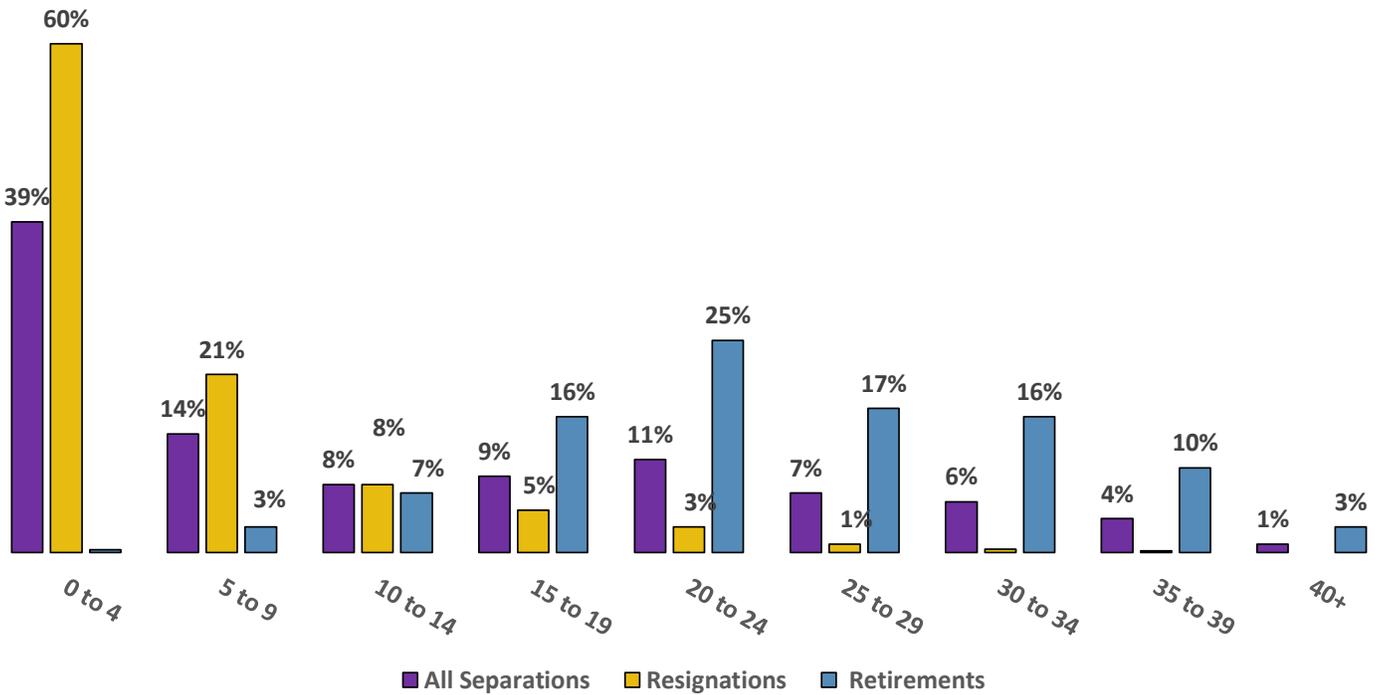


<sup>14</sup> Total NYC Employed Population Source: CY22 US Census Quarterly Workforce Indicators (<https://lehd.ces.census.gov/data>). Data provided for New York City Counties. Figures based on quarterly averages for each year. Table reflects latest available data. All Jobs: Estimated number of workers 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, FY24



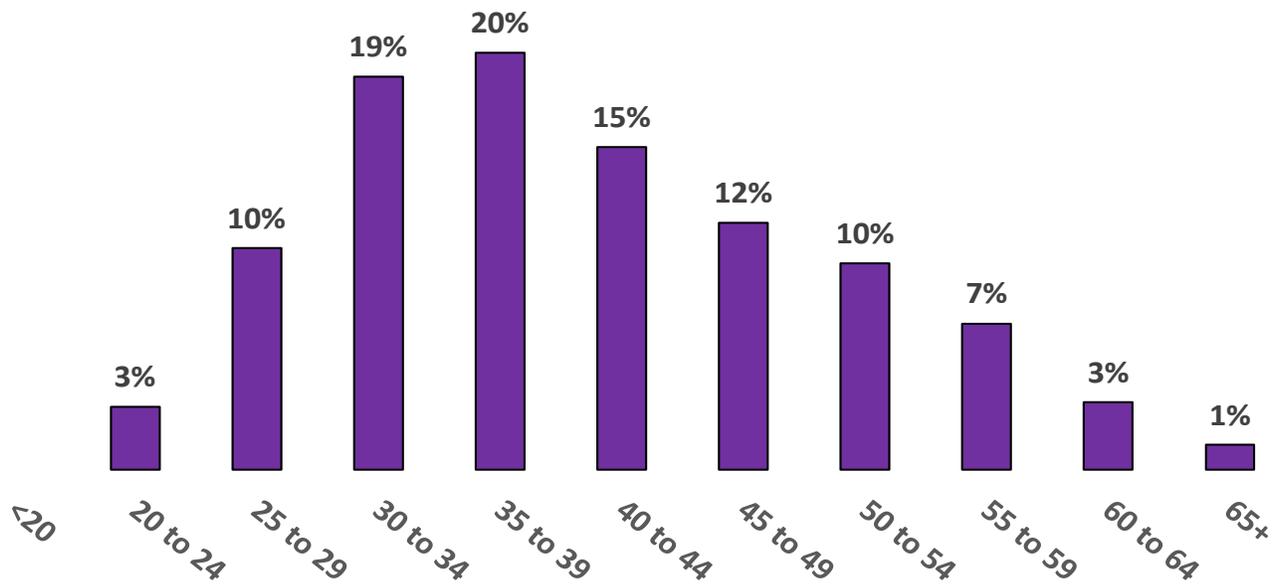
## NYC Government Workforce Separations by Years of Service, FY24



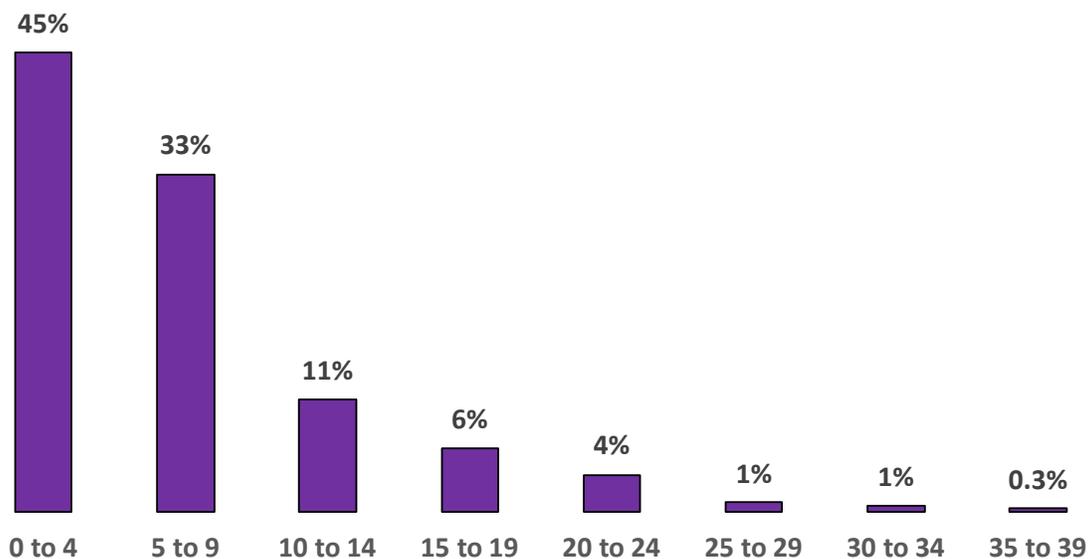
# Transfers

A transfer occurs when an employee leaves a city agency for another. Transfers are determined by reviewing active employees on paid or unpaid leave after the preceding fiscal year (i.e., FY23) and being active or on paid or unpaid leave after the current or reporting fiscal year (i.e., FY24) in a different city agency.

### NYC Government Workforce Transfers by Age Bands, FY24



### NYC Government Workforce Transfers by Years of Service, FY24





# City of New York

Eric Adams, Mayor

Camille Joseph Varlack, Deputy Mayor for Administration

Louis A. Molina, Commissioner

Department of Citywide Administrative Services

**NYC DCAS**  
Citywide Administrative Services