

NYC
Government

Workforce Profile Report

FY 2017

NYC DCAS
Citywide Administrative Services



ACKNOWLEDGEMENTS

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Department of City Planning

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Mayor's Office of Operations

NYC Board of Education Retirement System

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A MESSAGE FROM THE COMMISSIONER

Fellow New Yorkers,

I am pleased to present the Fiscal Year 2017 New York City Government Workforce Profile Report, covering a ten year span from Fiscal Year 2008 through 2017.

The City of New York is the workplace for close to 400,000 employees, who are the City's most vital resources. Our employees help keep the greatest city in the world working. They are our police officers, teachers, social workers, train operators, and countless others in functions too numerous to list.

This report looks at a number of attributes of the City's workforce. Some key findings are:

- The City's workforce is larger than the combined workforces of the counties/cities of Los Angeles, San Francisco, Philadelphia, Houston, Boston, and the states of Florida and New Jersey.
- The City's workforce is 59% female and 62% non-white.
- Hiring in eight of the ten largest job categories is more than 60% non-white, and majority female in five of the ten.
- Close to 48% of all separations occur within an employee's 0-9 years of service, highlighting a need for the City to plan thoughtfully about succession planning and employee retention.

We hope that the data presented will further your understanding of the City's workforce.

Sincerely,



Lisette Camilo, Commissioner
Department of Citywide Administrative Services

SECTION I: CITYWIDE WORKFORCE

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WORKFORCE AT A GLANCE

The Fiscal Year 2017 New York City Government Workforce Profile Report draws on employee-level personnel data from fiscal years 2008 through 2017. It provides a broad look at the employees of 71 City agencies, including agencies that report to the Mayor, such as the New York City Housing Authority (NYCHA), the Department of Education (DOE), NYC Health and Hospitals (NYCHH), and the School Construction Authority (SCA), as well as elective bodies including the City Council, the offices of the Public Advocate and the Public Administrators, District Attorneys, and the Borough Presidents of each borough. Also included are several boards and commissions, such as the Civil Service Commission, Equal Employment Practices Commission, and the Board of Correction.

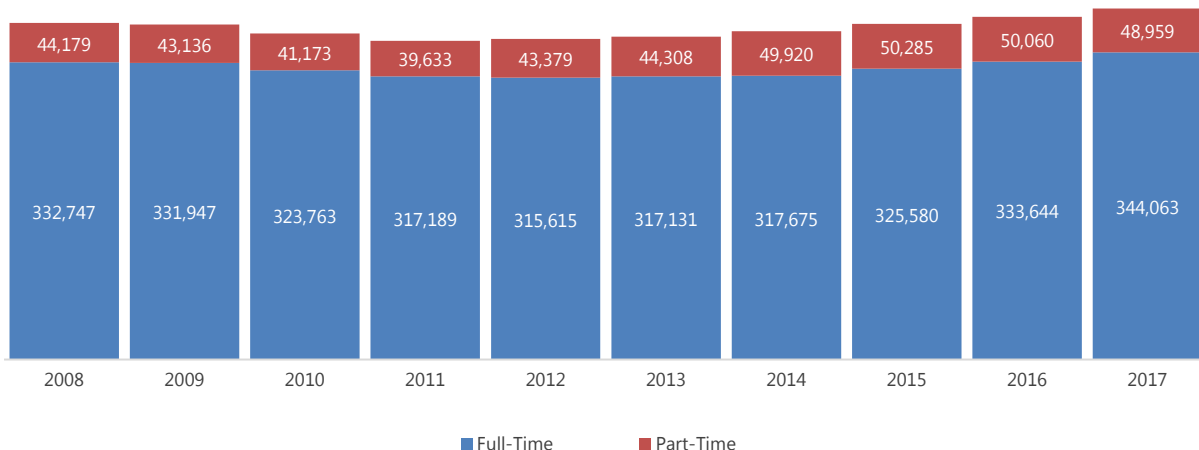
At the close of Fiscal Year 2017, the City of New York employed 393,022 people in professions including teachers, police officers and firefighters; analysts, engineers and inspectors of every description; caseworkers and nurses; administrative and clerical support staff; park workers and road repairers; the list goes on and on. This makes New York City Government one of the largest employers in the nation, on par with Home Depot (413,000 employees) and Berkshire Hathaway (377,000 employees), companies ranking 5th and 6th in total number of employees on the Fortune 500 List (<http://fortune.com/fortune500/>).

Summary Indicators, Fiscal 2017	
Total Workforce	393,022
Headcount (FT / PT)	344,063 / 48,959
Median Age	44
Median Years of Service	10
% Female / Male	59% / 41%
% Minority / White	62% / 38%
Median Annual Base Salary (FT)	\$70,434
% Hires	10%
% Separations	7%
% Eligible to Retire	17%
% Eligible to Retire in 5 Years	30%

Headcount

Headcount includes all employees, whether on active pay status or some form of paid or unpaid leave. Part-time employees are not converted to "Full-Time Equivalencies", or FTE, and are therefore counted the same as their Full-Time counterparts. A full list of the agencies included in this report can be found in Section III. Further explanation of the employees included in the report can be found in the appendices.

Total Headcount: Full-Time and Part-Time Employees by Fiscal Year



Gender and Ethnicity

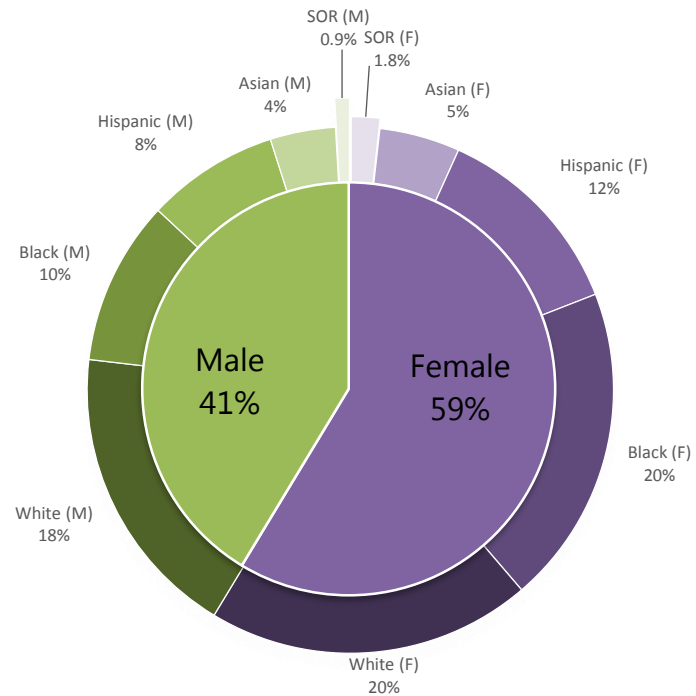
New York City's government workforce is among the most diverse in the nation. People of color comprise 62% of the workforce and women comprise 59%.

More information on the City's workforce demographic composition can be found beginning on page 12.

Certain job categories tend to be less evenly balanced by gender composition than others. For example, Firefighters, Sanitation Workers, Police, and Craft Workers have noticeably higher percentages of male employees than female, while women comprise substantial majorities in job categories such as Teachers and Counselors, Clerical Supervisors, Health Professionals, and Social Scientists.

More information on the composition of job categories can be found in Section IV of the report.

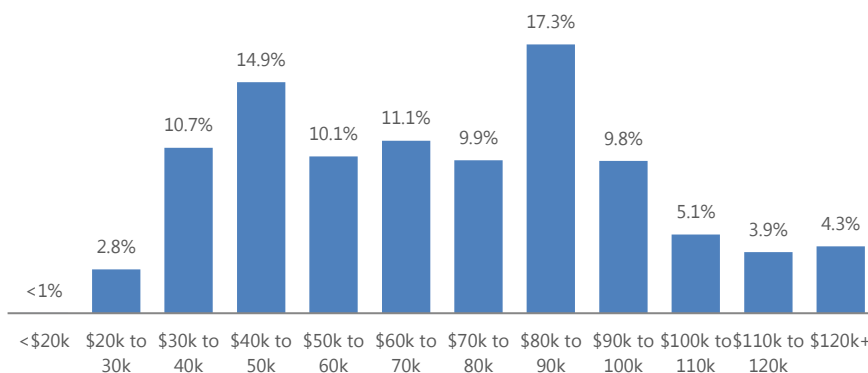
Employees by Ethnicity and Gender



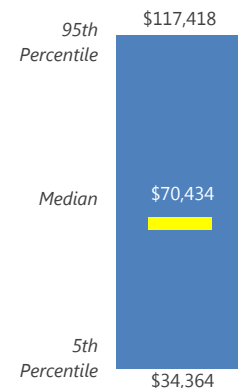
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Employee Salary

Distribution of Full-Time Employee Annual Base Salary



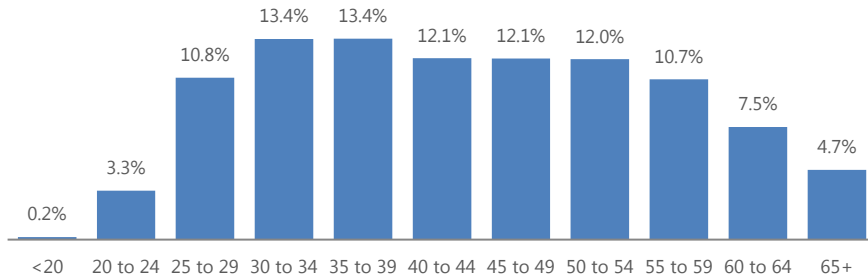
FT Annual Salary Range



Salary is defined as a full-time employee's annual base rate, which does not include earned overtime or additions to gross earnings such as longevity increases and shift/pay differentials. A more thorough discussion of employee salary can be found beginning on page 14, while a detailed definition of employee salary can be found in Appendix I.

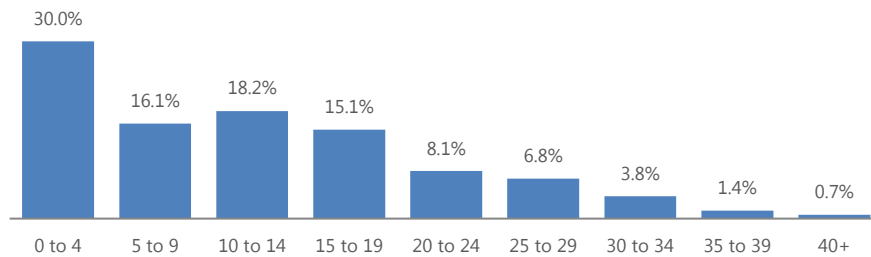
Age and Years of Service

Distribution of Employees by Age



City employees are normally distributed around the median age of 44.

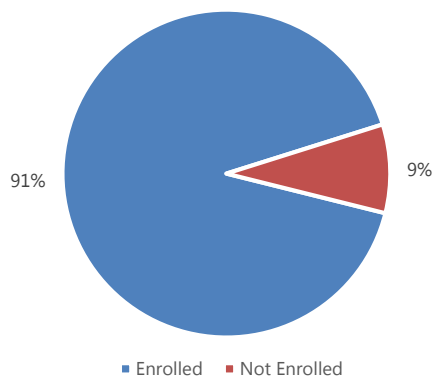
Distribution of Employees by Years of Service



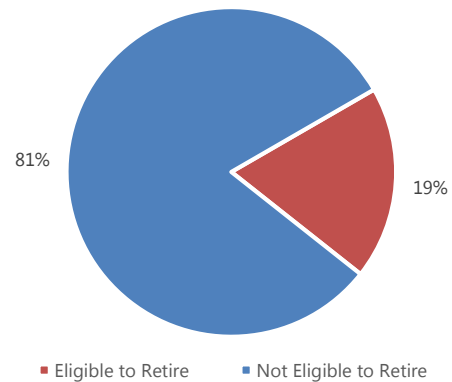
Employee age and years of service are discussed in greater detail beginning on page 16.

Pension Enrollment and Retirement Readiness

Pension Enrollment



Eligible to Retire in Fiscal 2017*

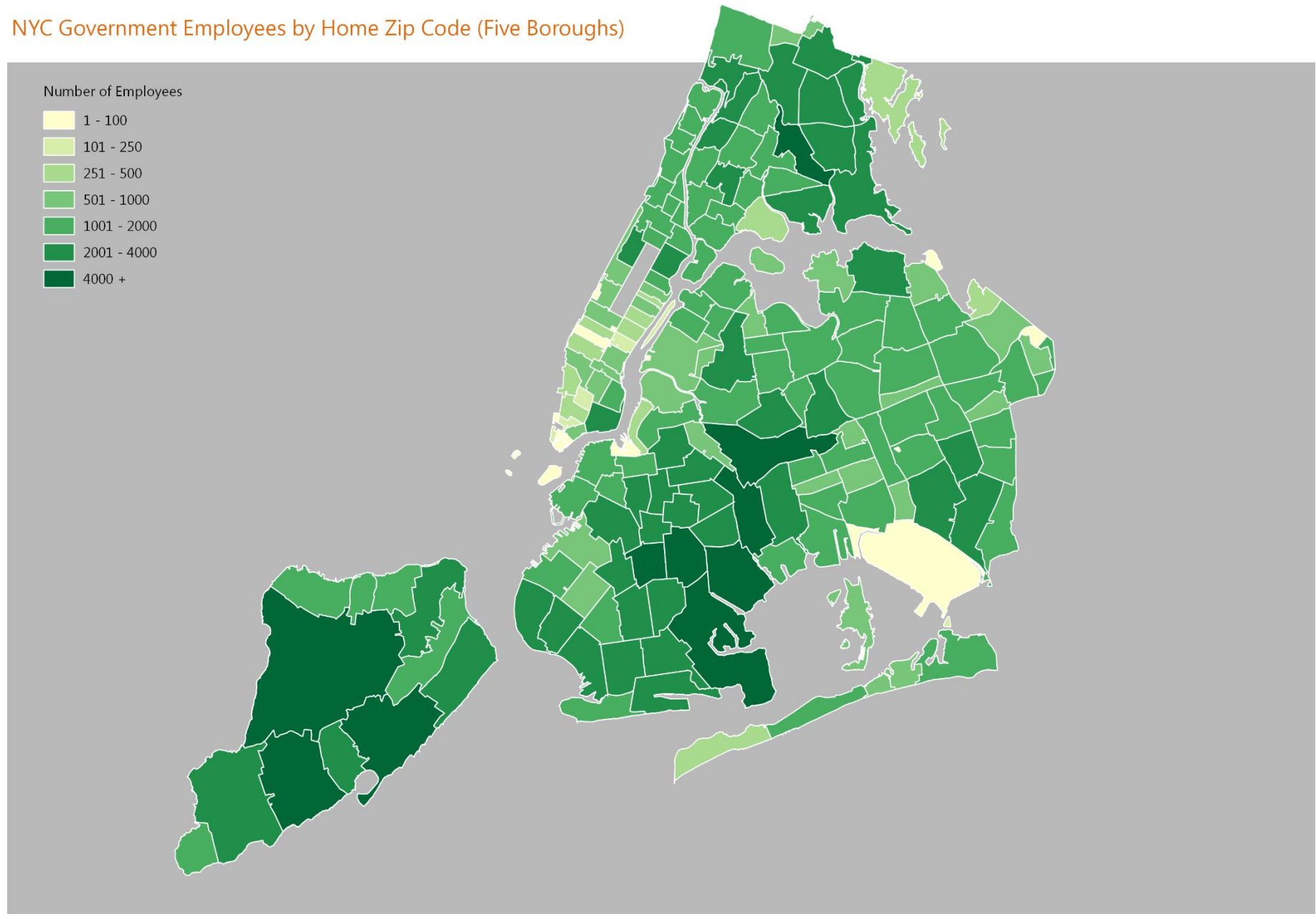


* Chart reflects percent of Pension Enrolled employees

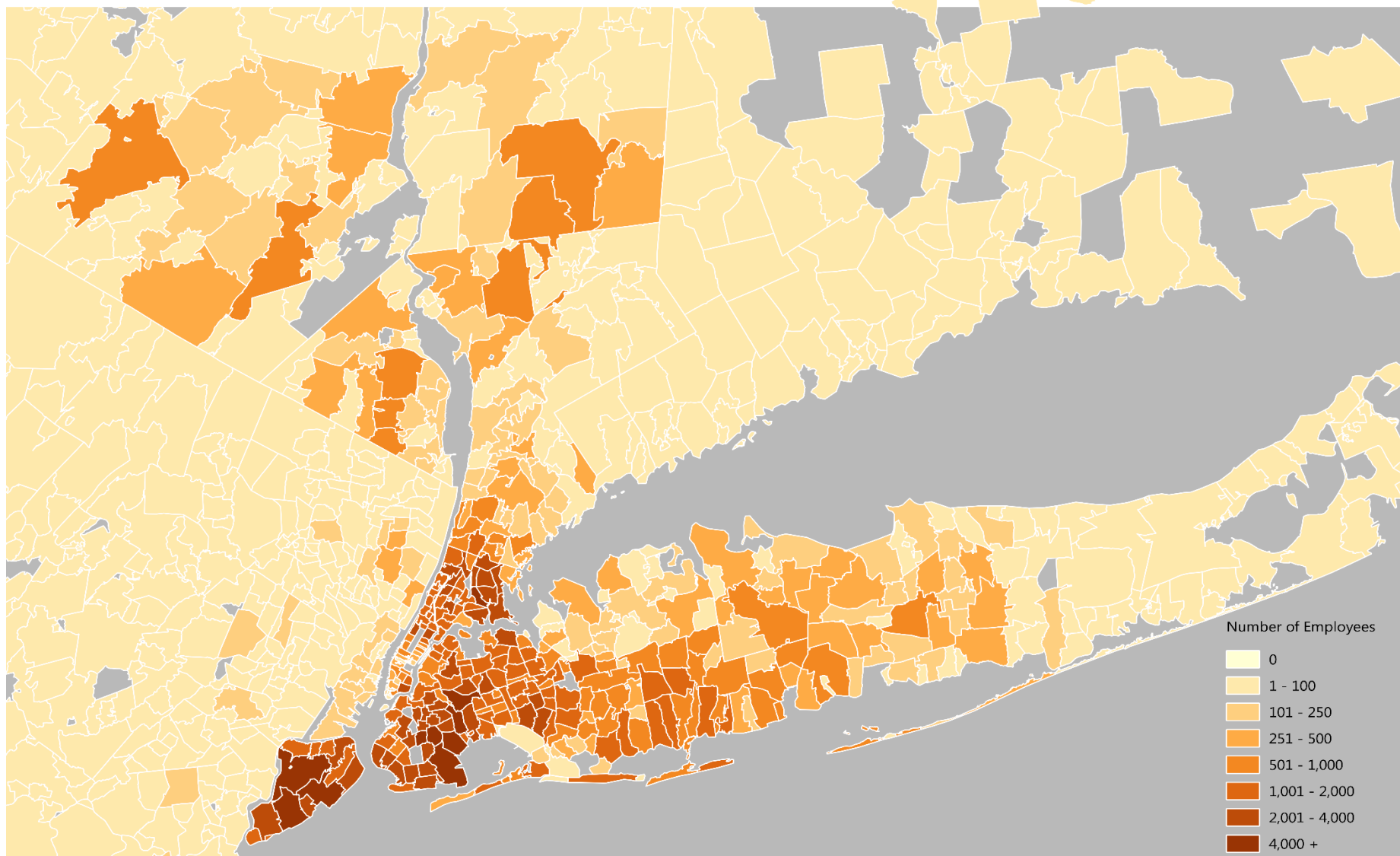
Retirement eligibility is determined by a combination of the age and service requirements of employee's pension plan and pension tier, date of birth and City Start Date (see Appendix I). Citywide retirement eligibility is discussed in greater detail beginning on page 18 and is also presented in the *City Agencies* and *Titles and Job Categories* sections.

NYC GOVERNMENT EMPLOYEES BY HOME ZIP CODE

NYC Government Employees by Home Zip Code (Five Boroughs)



NYC Government Employees by Home Zip Code (NYC and Region)



While most New York City government employees live within the five boroughs, many employees commute from the surrounding area. The New York City residency law requires employees to establish City residence within 90 days of entering City service. After two years, employees are deemed in compliance with the law if they live in Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam county. More information on the City's residency requirements can be found in Appendix I.

CIVIL SERVICE AND JURISDICTIONAL CLASSIFICATION

All New York City government employees are appointed to one of several thousand civil service titles. Civil service titles are grouped into four different Jurisdictional Classes: Competitive, Non-Competitive, Labor, and Exempt. Some titles, such as Teachers, are part of the Unclassified Service. Full definitions of the classes can be found in Appendix I.

The civil service system is administered according to the Personnel Rules and Regulations of the City of New York, available online (http://www.nyc.gov/html/dcas/html/employees/personnelrules_regs.shtml).

The system is designed to ensure that, wherever practicable, civil service jobs are awarded based on merit and fitness as determined by competitive examination.

Fig 1: Fiscal 2017, Employees by Jurisdiction and Civil Service

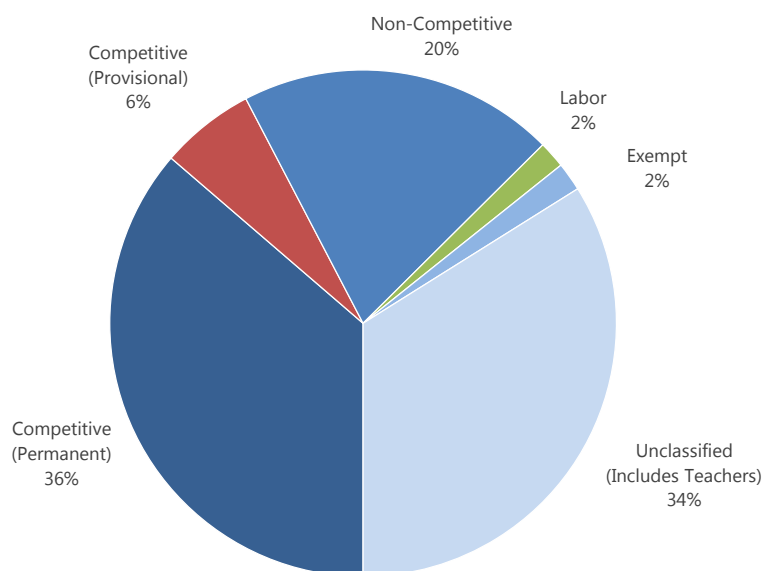
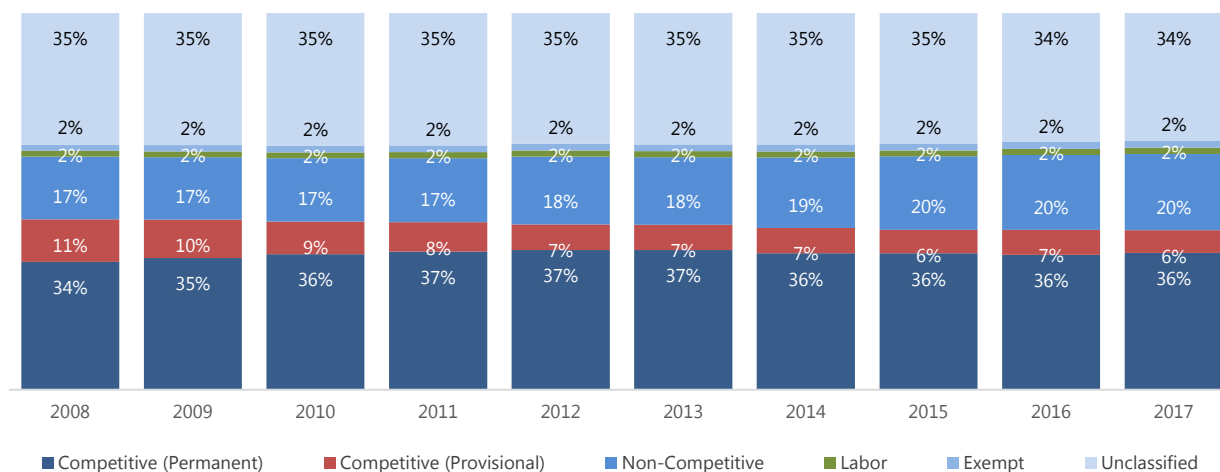


Fig 2: Fiscal 2008-2017, Trends in Jurisdiction and Civil Service



EMPLOYEE TYPE

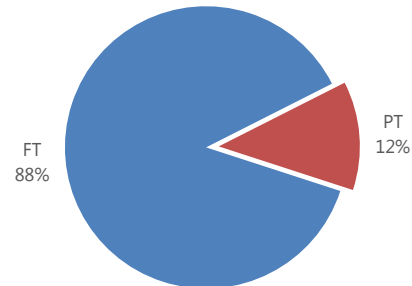
The City workforce can be divided into various categories, reflecting responsibilities, standard work hours, managerial status and other factors. Below are some of the broadest categories.

Full-Time and Part-Time

Full-time employees include those who work a standard work week in a full-time title with a regular annual work schedule. Generally, full-time employees work 35-40 hours per week, 261 days per year.

Part-time employees are those who work fewer than 35 hours per week or are in titles having no standard hours per week or days per year, or are seasonal employees such as lifeguards and many parks maintenance workers.

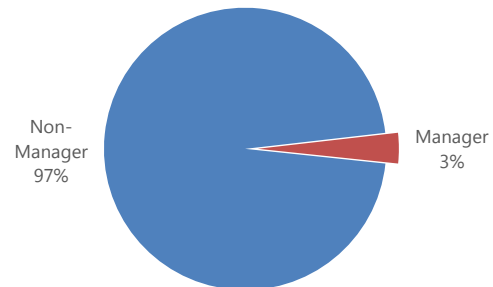
Fig 3: Fiscal 2017, Full-Time vs Part-Time Status



Managerial Service

Managers are those employees who formulate policy, assist directly in collective bargaining negotiations, or have a major role in the administration of collective bargaining agreements or in personnel administration.

Fig 4: Fiscal 2017, Managers vs Non-Managers

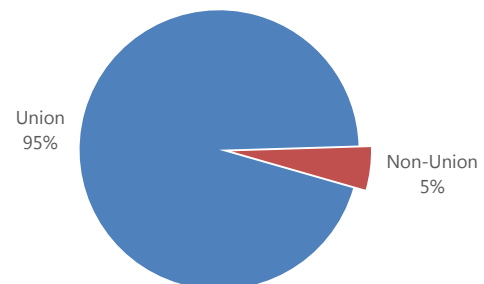


Union Representation

Most of the municipal workforce is represented by a labor union and covered by collective bargaining.

A subset of employees, 5% of the total workforce, are either managers or serving in titles that are neither managerial nor represented by a union.

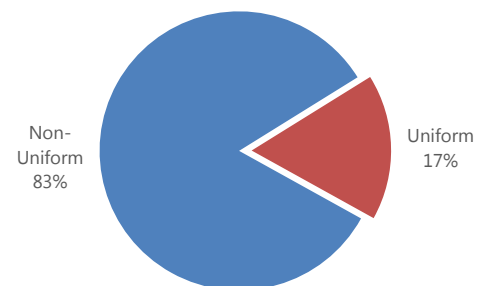
Fig 5: Fiscal 2017, Union vs Non-Union



Uniformed Services

The uniformed services are the Police, Fire, Correction and Sanitation Services and do not include civilian positions in these agencies.

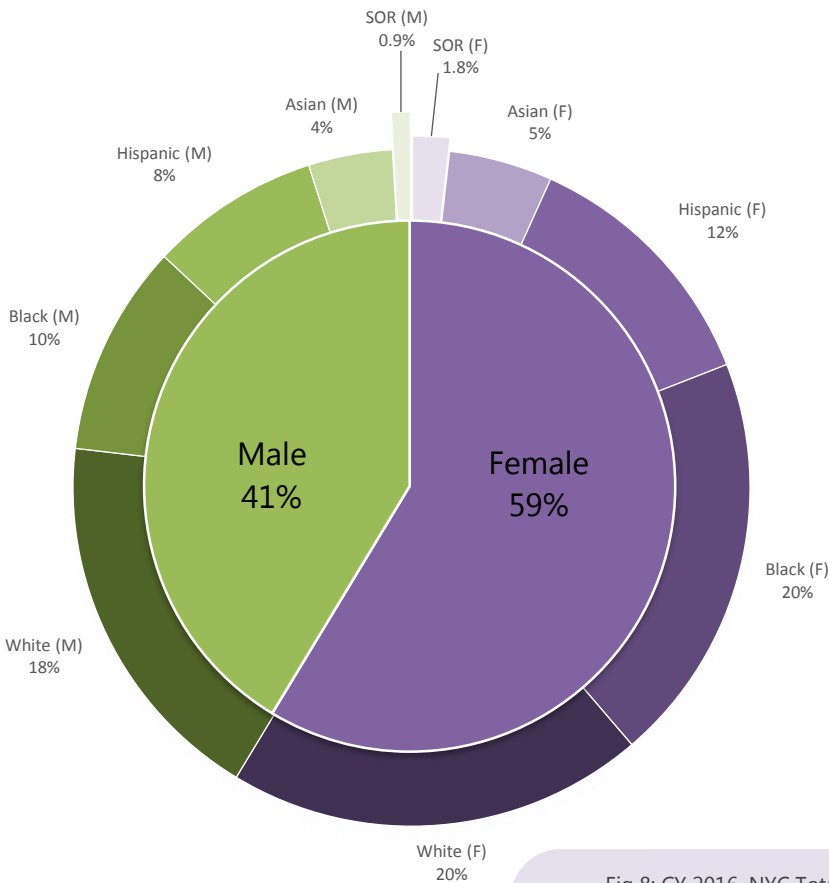
Fig 6: Fiscal 2017, Uniform vs Non-Uniform



GENDER AND ETHNICITY

NYC Government Workforce vs NYC Total Employed Population

Fig 7: Fiscal 2017, NYC Government Workforce by Ethnicity and Gender



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Compared to the total NYC Employed Population (see inset, right), the City's workforce has a higher percentage of White employees (38% vs 36%) and varies amongst minority populations; Black (30% vs 20%), Hispanic (20% vs 26%), and Asian (9% vs 15%).

The City's workforce has a much higher percentage of women (59% vs 49%) than the general NYC employed population.

Source: United States Census Bureau: Calendar Year (CY) 2016 American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Fig 8: CY 2016, NYC Total Employed Population by Ethnicity and Gender

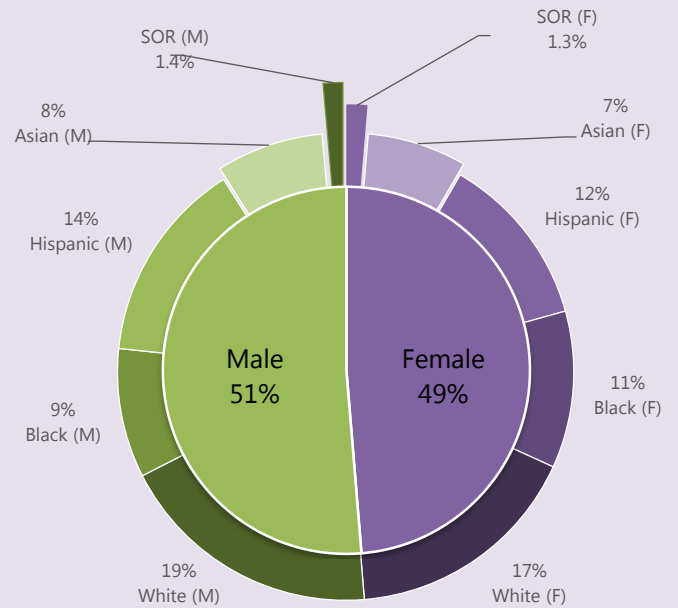
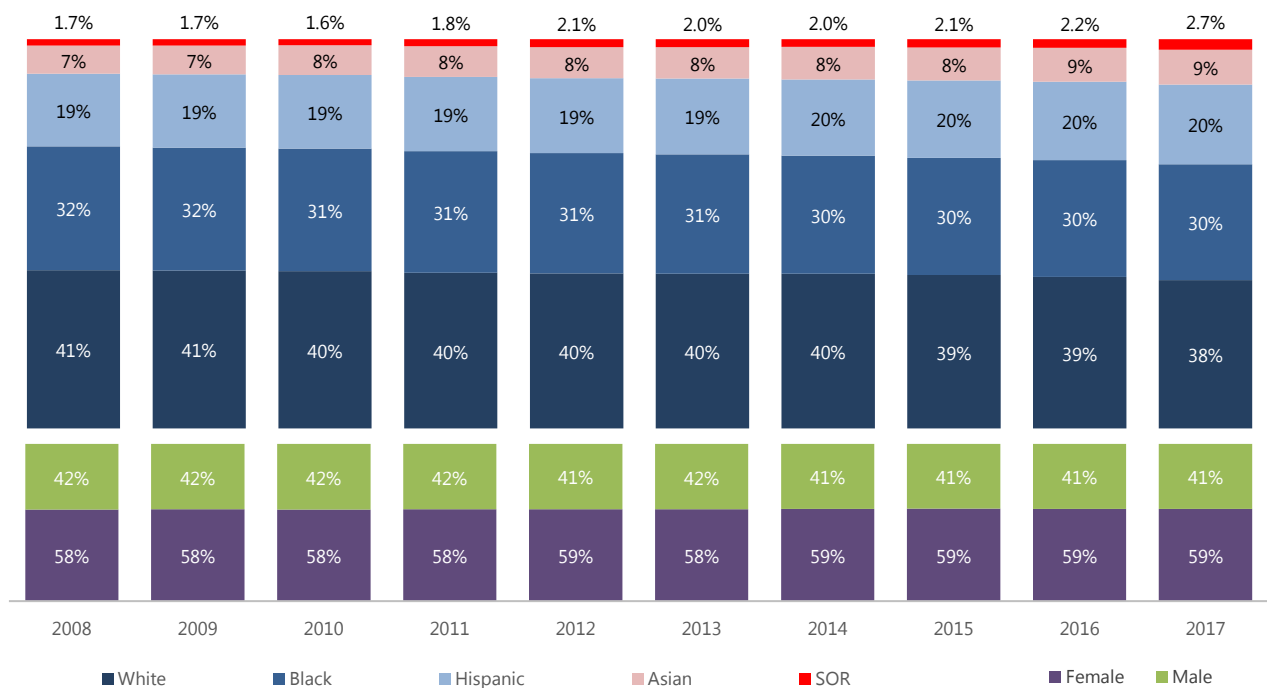


Fig 9: Demographic Profile of Other U.S. Government Jurisdictions

Jurisdiction Type	Jurisdiction	Year	Total Headcount	Female	Male	White	Black	Hispanic	Asian	SOR
County	Los Angeles ¹	2017	92,180	60%	40%	22%	20%	38%	20%	0%
State	Florida ²	2017	88,953	57%	43%	58%	29%	11%	n/a	3%
State	New Jersey ³	2016	68,173	56%	44%	55%	29%	11%	5%	1%
Municipal	San Francisco ⁴	2016	28,571	41%	59%	30%	15%	15%	39%	1%
Municipal	Philadelphia ⁵	2017	27,582	38%	62%	39%	50%	6%	3%	1%
Municipal	Houston ⁶	2017	22,696	30%	70%	34%	34%	25%	5%	2%
Municipal	Boston ⁷	2017	17,483	54%	46%	54%	29%	12%	4%	1%

Gender and Ethnicity Trends for NYC Government

Fig 10: Fiscal 2008-2017, Gender and Ethnicity



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

The City's demographic composition has not changed substantially over the last decade, with women and men comprising the same proportion of the total workforce in each fiscal year. Hispanic and Asian employees have increased as a proportion of the workforce, while White and Black employees have declined slightly as a share of the total.

- <https://data.lacounty.gov/Human-Resources/County-of-Los-Angeles-Employee-Statistics/sjq9-bcke/data>
- https://www.dms.myflorida.com/content/download/141059/909600/Fiscal_Year_2016-2017_Annual_Workforce_Report.pdf
- <https://www.nj.gov/csc/about/publications/workforce/pdf/WP2016.pdf>
- <https://sfdhr.org/sites/default/files/documents/Reports/Citywide-Workforce-Demographics-Report-FY-2016-17.pdf>
- <https://beta.phila.gov/media/20180108095159/2017DiversityReport.pdf>
- <https://salaries.texastribune.org/houston/>
- <https://www.cityofboston.gov/diversity/>

SALARY

This section examines the annual base salary of Full-Time employees. Annual base salary does not include such items as longevity increases, pay differentials or overtime, nor does it include 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, especially the Mayor, City Council Members, and other elected positions, where salary is set by legislation.

The city has settled with or concluded arbitration with more than 99% of the workforce covering the 2010-2017 period. The city has begun bargaining and has now settled with nearly 60% of the workforce for the new 2017-2021 round. These agreements include wage increases not captured in this data.

Salary Distribution

Fig 11: Fiscal 2017, Distribution of NYC Government Full-Time Annual Base Salary

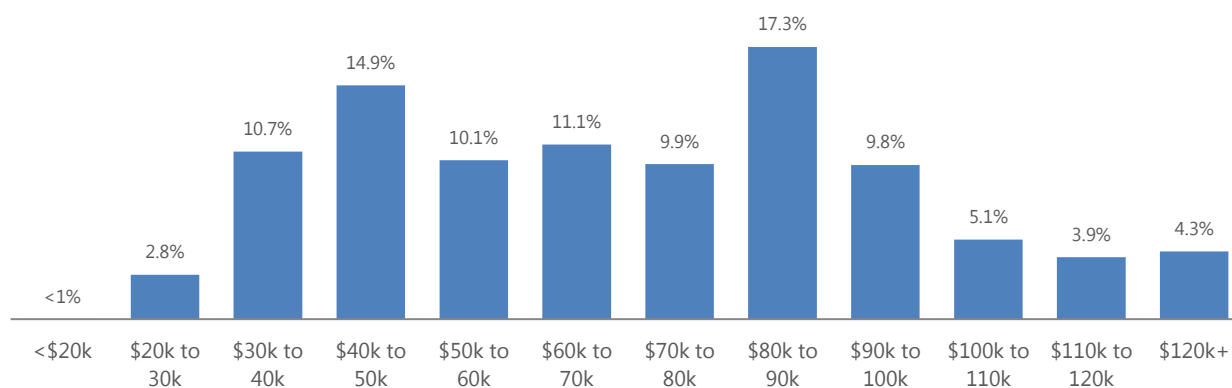
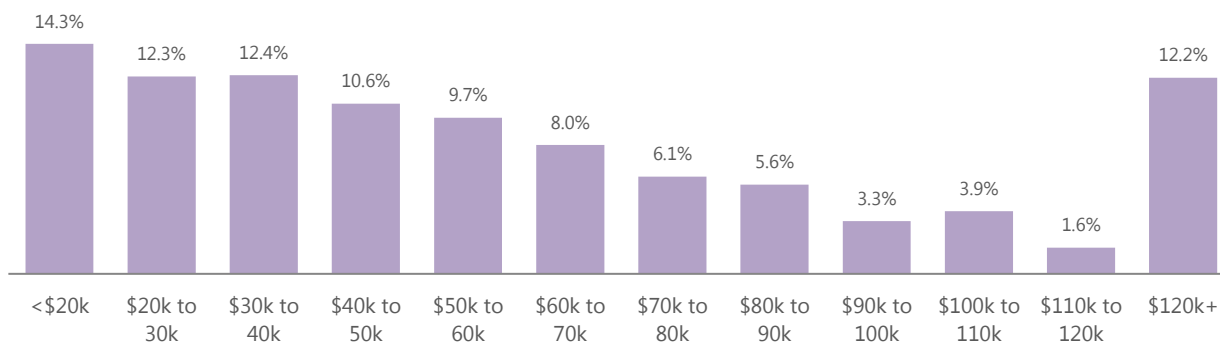


Fig 12: CY 2016, Distribution of Full-Time Salary for NYC Total Employed Population (Estimates)



Source: United States Census Bureau Calendar Year (CY) 2016 American Community Survey (ACS) Integrated Public Use Microdata Series (IPUMS) 1-year estimates.

Employee Salary Trends

Except where noted, the historical salaries are inflation-adjusted to Fiscal 2017 U.S. dollars.

Fig 13: Fiscal 2008 - 2017, Inflation Adjusted Full-Time Annual Salary Range

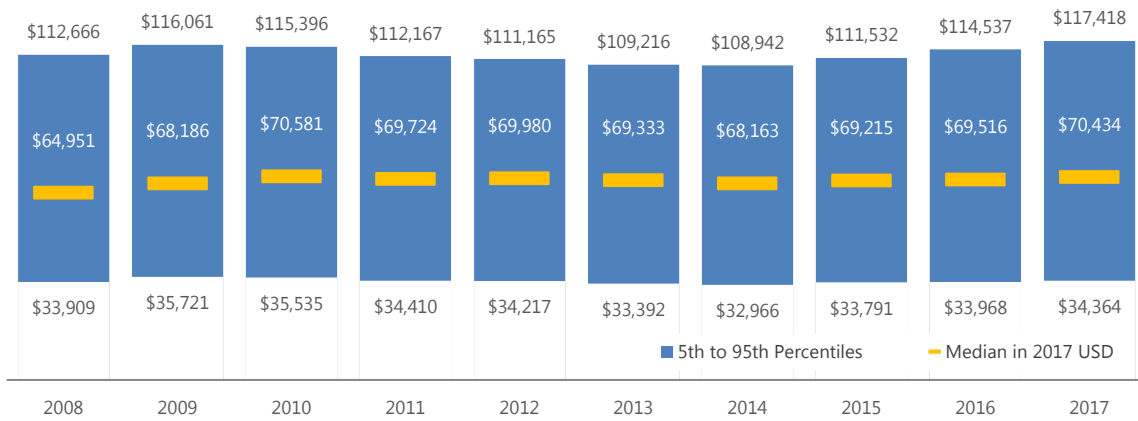
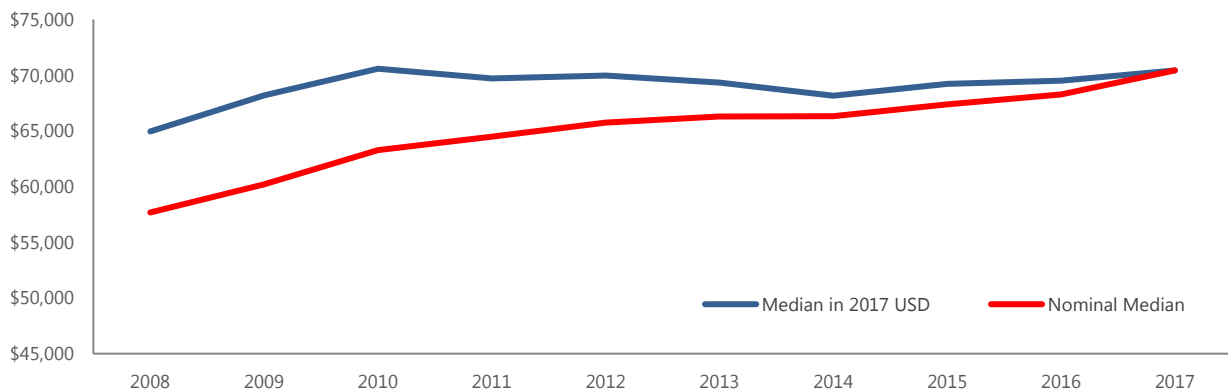


Fig 14: Fiscal 2008 - 2017, Inflation Adjusted and Nominal Median Annual Salary



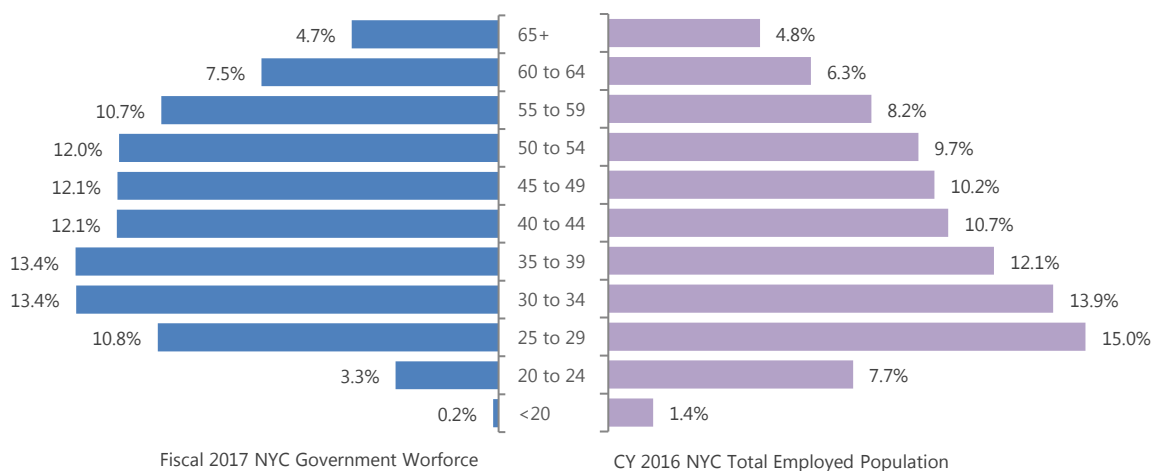
Note: The nominal median annual salary is not adjusted for inflation.

AGE AND YEARS OF SERVICE

Employee Age

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

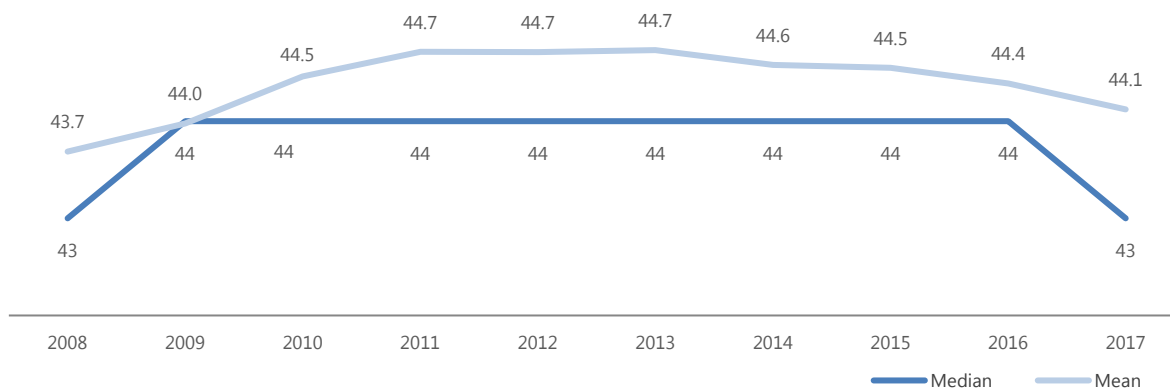
Fig 15: Age Distribution: NYC Government Workforce vs NYC Total Employed Population



Source: United States Census Bureau: Calendar Year (CY) 2016 American Community Survey (ACS) Public Use Microdata Sample (PUMS)

Age Trends

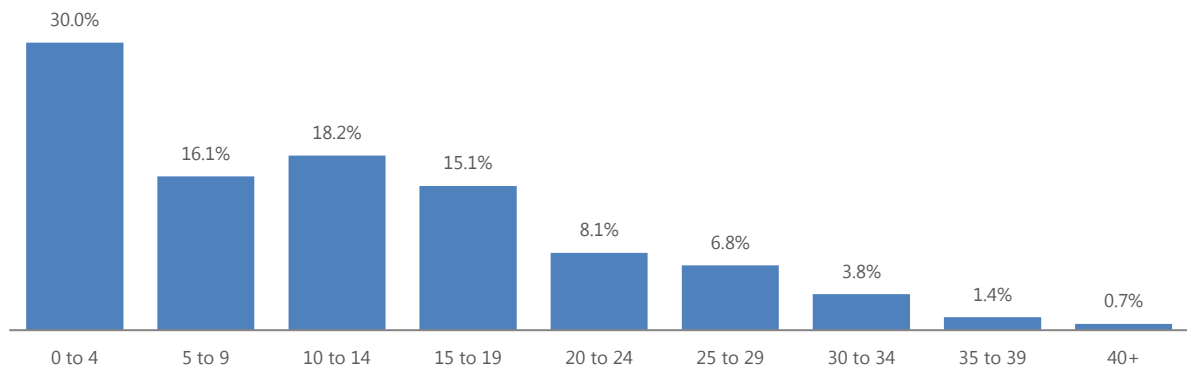
Fig 16: Fiscal 2008-2017, Median and Mean Age of NYC Government Employees



Years of Service

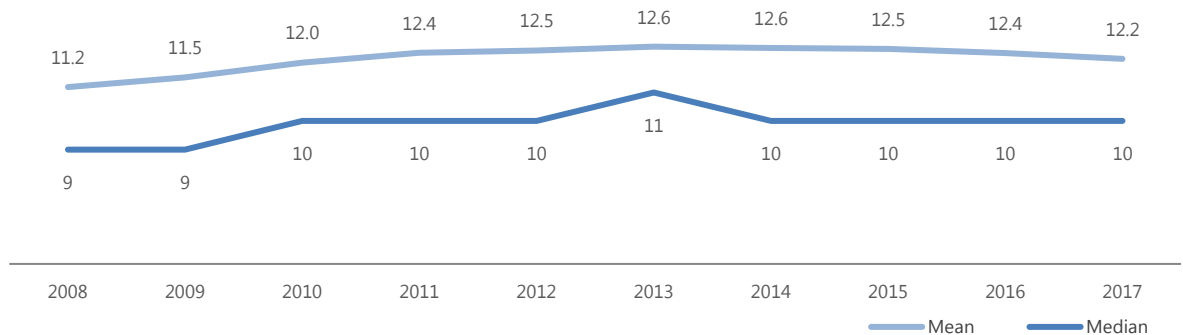
Years of service is based on the elapsed time between an employee's City Start Date and June 30th of each fiscal year.

Fig 17: Fiscal 2017, Distribution of Employees by Years of Service



Employee Years of Service Trends

Fig 18: Fiscal 2008-2017, Median and Mean Years of Service



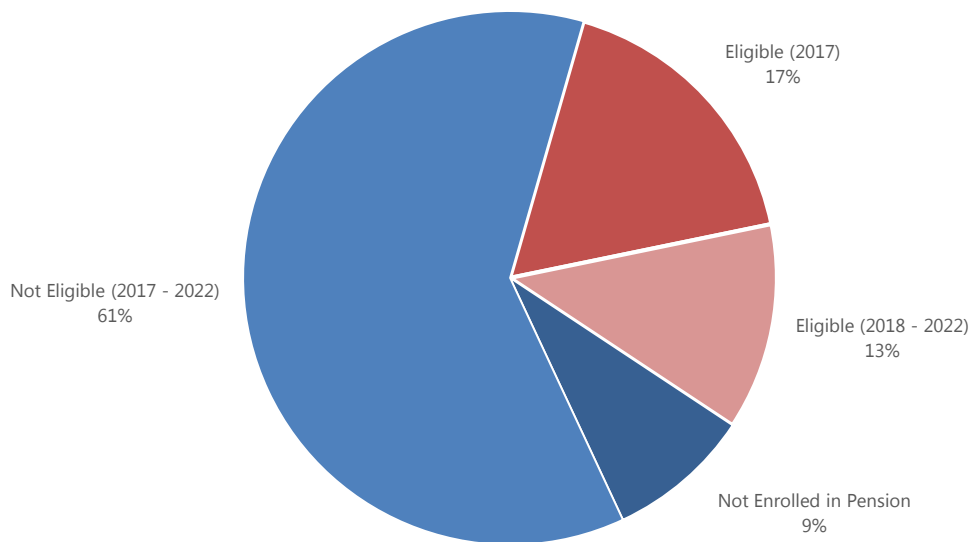
RETIREMENT ELIGIBILITY

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

Understanding pension enrollment trends, retirement readiness, and being able to use recent and historical data about retirees to predict when employees might actually retire are key to long-term strategic workforce planning.

Retirement readiness was determined by looking at employees who are enrolled in a pension plan and calculating the year in which they will meet the minimum age and service requirements for their pension tier and plan. A description of the calculations can be found in Appendix I.

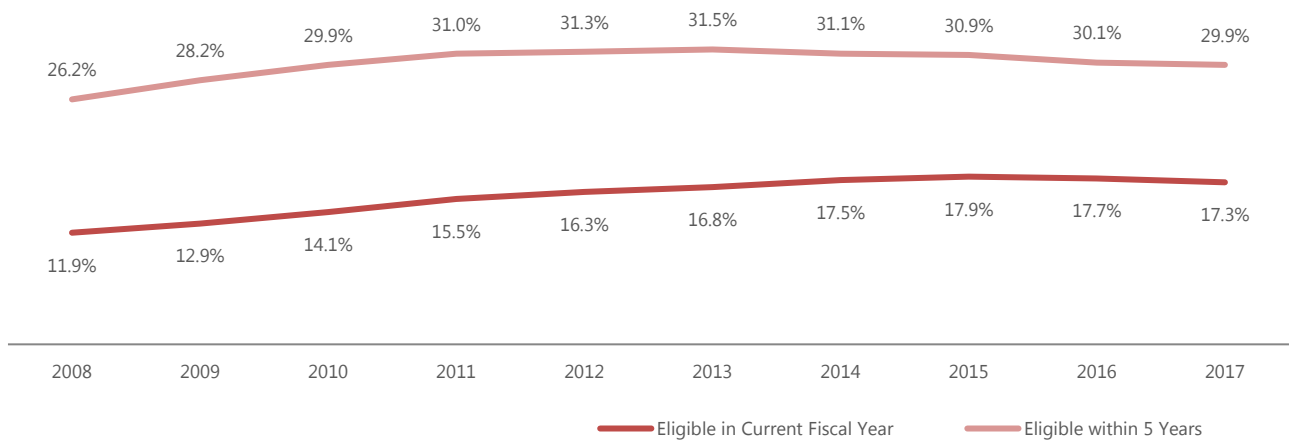
Fig 19: Fiscal 2017, Pension Enrollment and Retirement Eligibility



Trends in Retirement Eligibility

A look at the percent of pension enrolled employees and their pension eligibility over the last decade shows a gradually increasing trend in the percent who are eligible to retire in the current year. The ten-year trend among those eligible to retire within the next five years peaked in Fiscal 2013.

Fig 20: Fiscal 2008-2017, Retirement Eligibility of All Employees



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SECTION II: EMPLOYEE TURNOVER

HIRES

Hiring falls into two different types: new hires and re-hires.

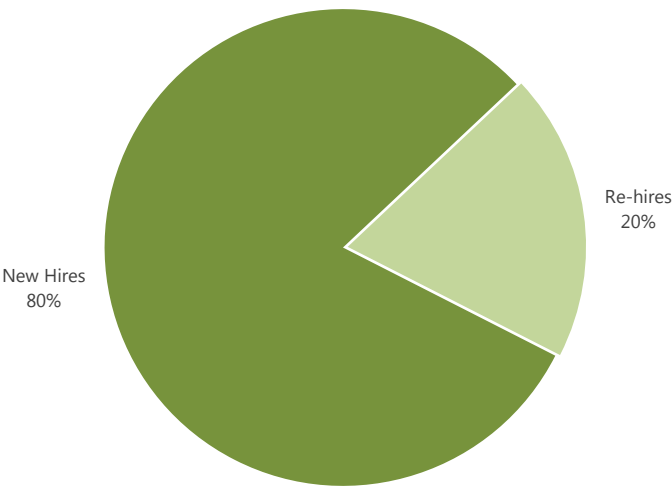
New Hires

Employees who were on-boarded during Fiscal 2017 and had no prior service in the agencies or titles covered in this report.

Re-hires

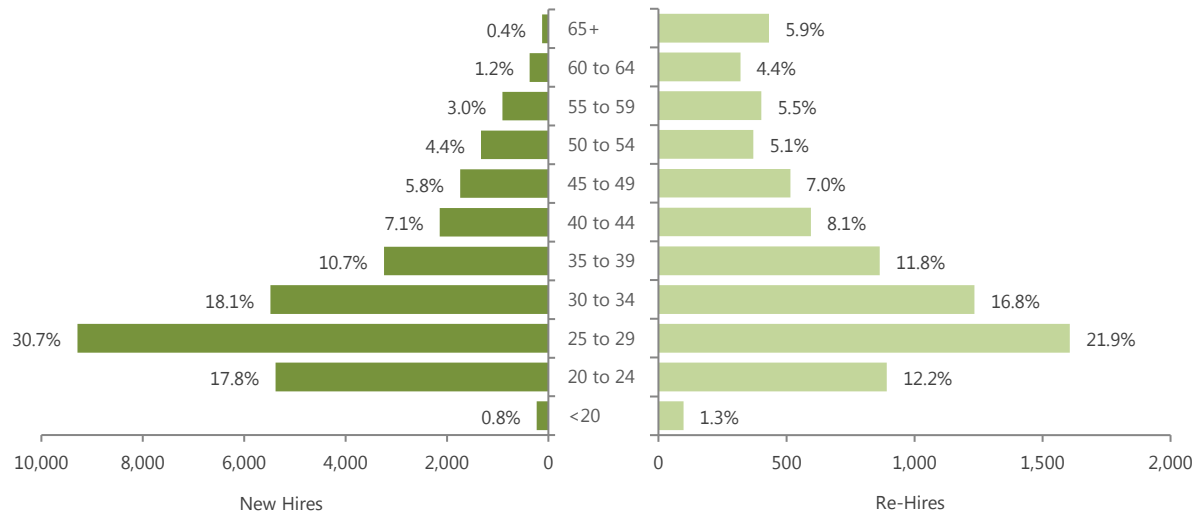
Employees who were on-boarded during Fiscal 2017 and were found to have prior City service in the agencies and titles covered in this report.

Fig 21: Fiscal 2017, Hiring by Type



Age Distribution of Hires

Fig 22: Fiscal 2017, Age Distribution of Hires by Type



Hiring Trends

Fig 23: Fiscal 2008-2017, Number of Hires by Type

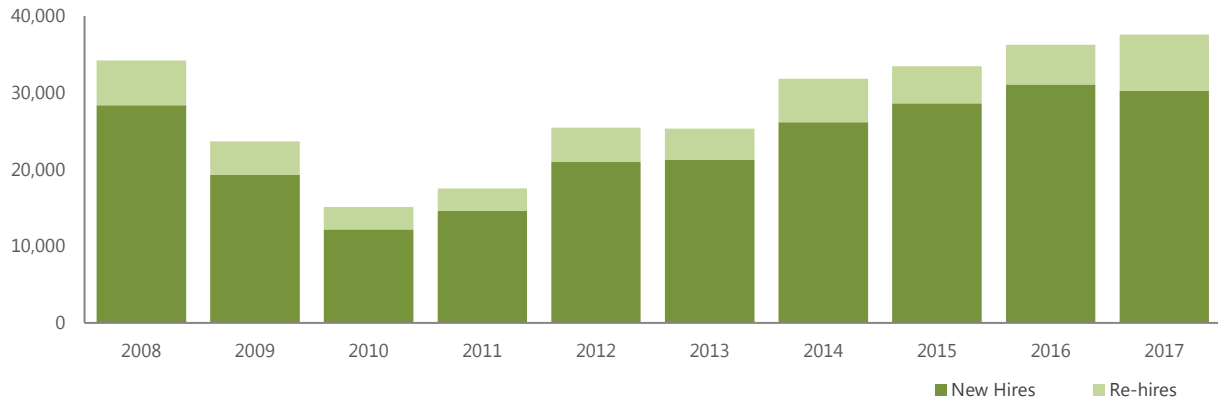


Fig 24: Fiscal 2008-2017, Median Age of Hires by Type

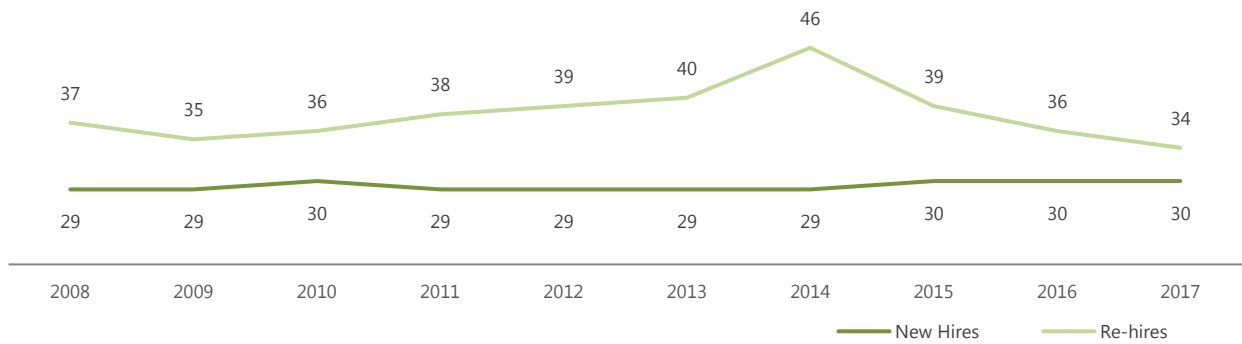


Fig 25: Fiscal 2008-2017, All Hires as a Percent of Total Headcount

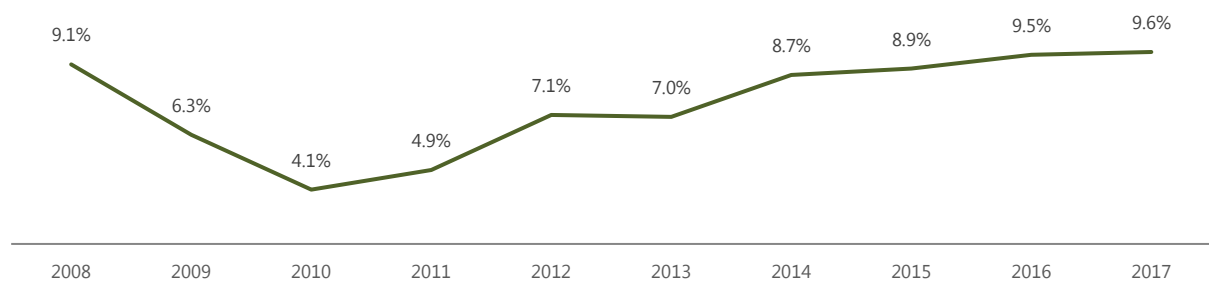
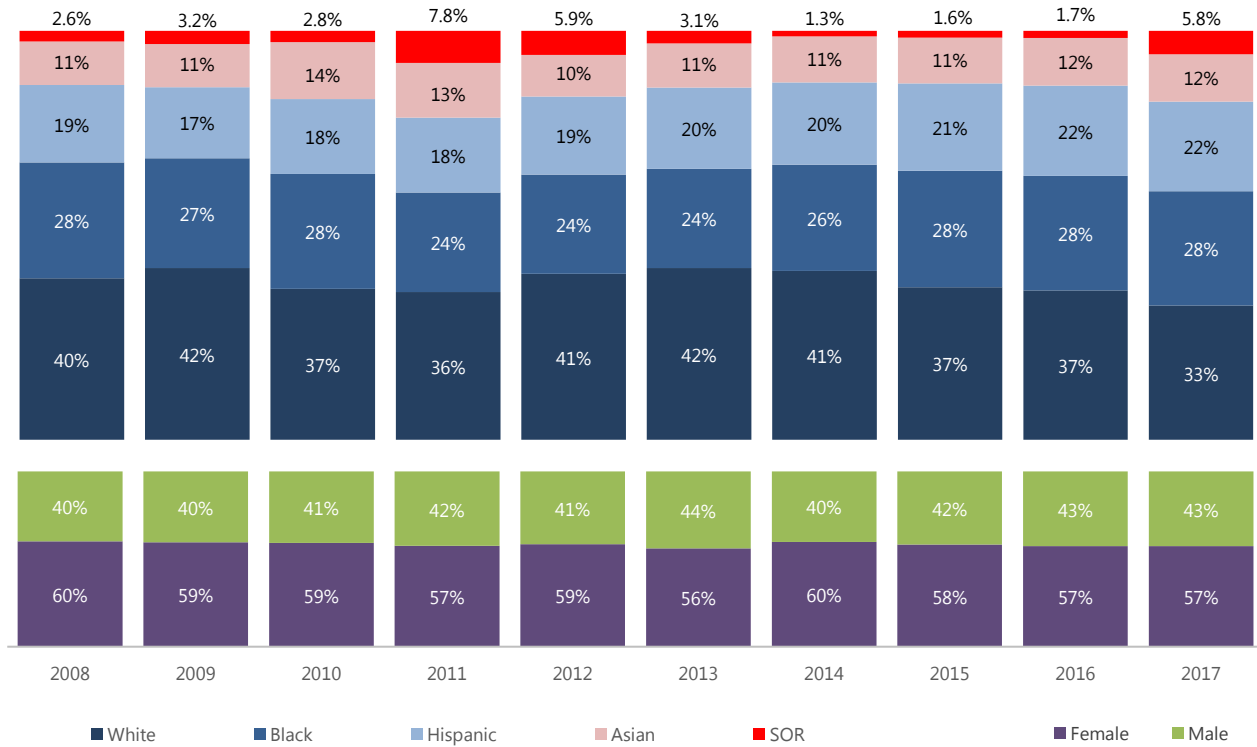


Fig 26: Fiscal 2008-2017, New Hires by Gender and Ethnicity



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

SEPARATIONS

Separations for each year were determined by evaluating each active employee at the close of the prior fiscal year who was not active at the close of the current fiscal year.

Separation Reasons

Separations are grouped under six 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 or poor performance, or not maintaining the required licenses or certifications for a particular position.

Layoff

Involuntary separation of an employee due to budgetary constraints or mandatory headcount reductions.

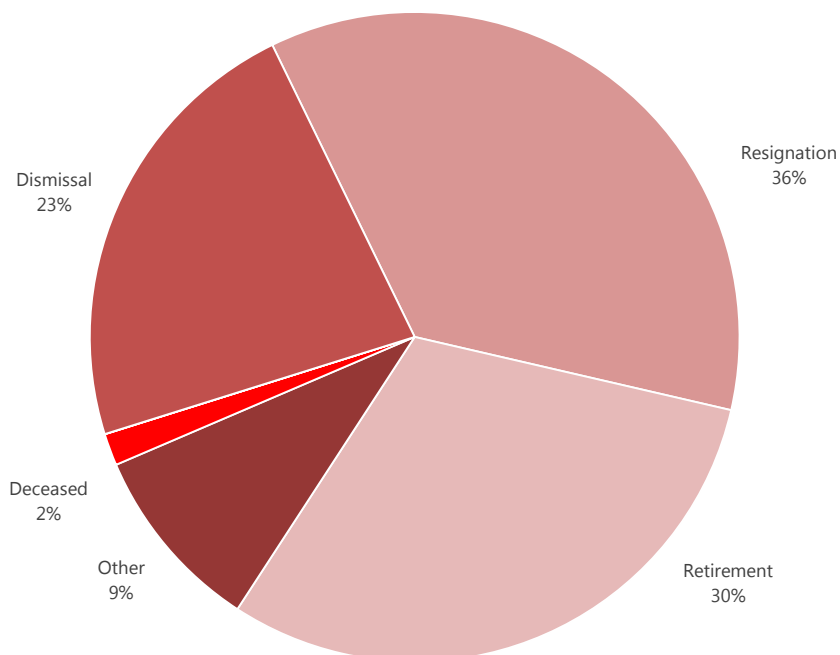
Deceased

Employees that died during the fiscal year.

Other

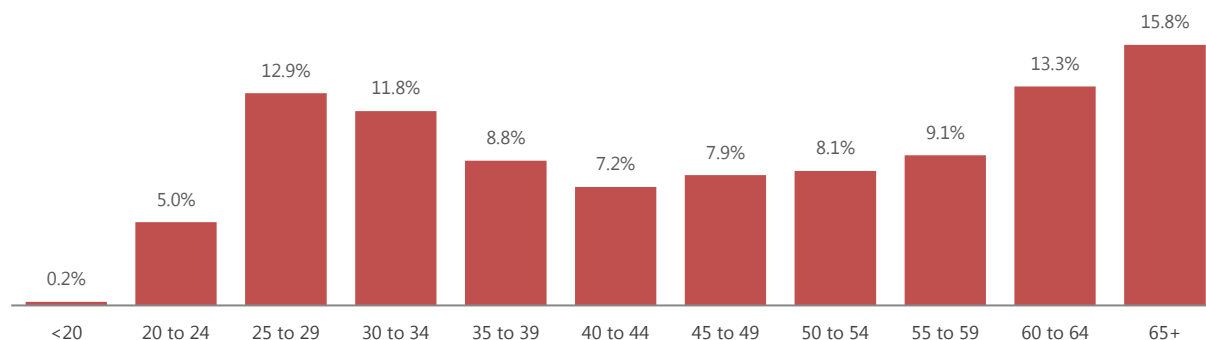
Separated employees for reasons including suspension of seasonal work, or those whose reason for leaving is not covered by the categories above, or data regarding their separation reason was not available.

Fig 27: Fiscal 2017, Separations by Type



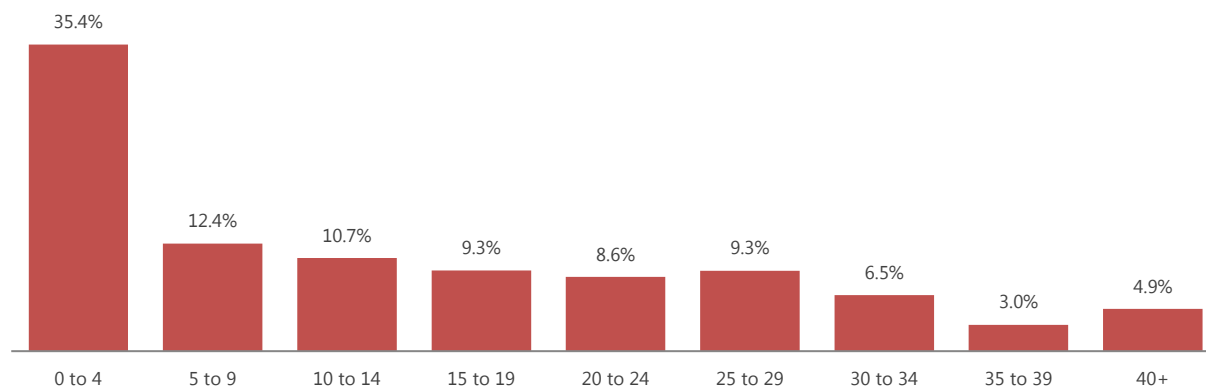
Distribution of Separations by Age and Years of Service

Fig 28: Fiscal 2017, Distribution of All Separations by Age



Calculations for age of separated employees are based on the difference between the employee's date of birth and the close of the fiscal year in which they separated, not the actual date of separation.

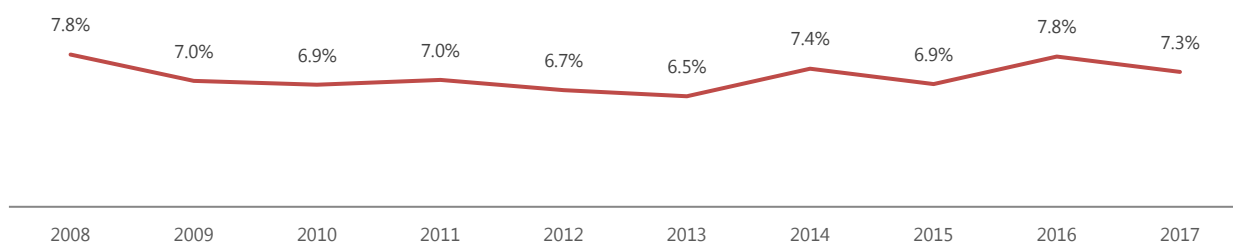
Fig 29: Fiscal 2017, Distribution of All Separations by Years of Service



Calculations for number of years of service of separated employees are based on the difference between the employee's City start date and the close of the fiscal year in which they separated, not the actual date of separation.

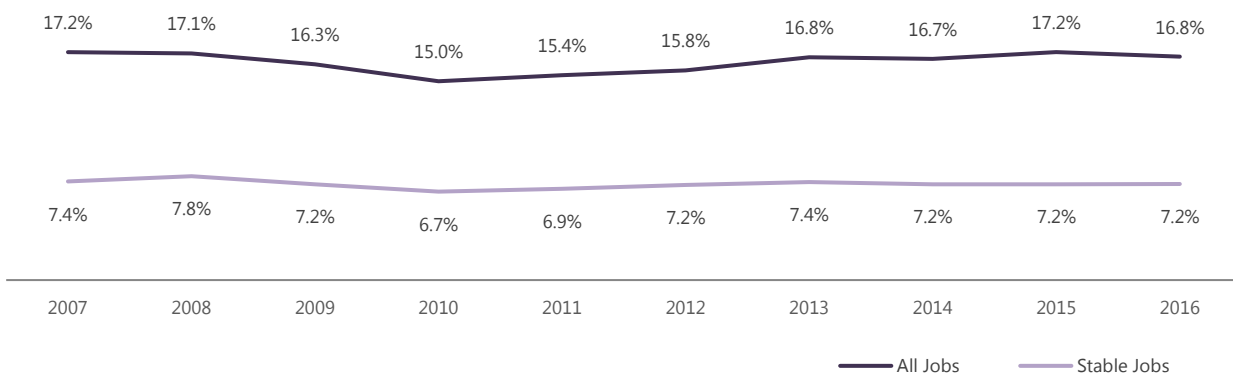
Employee Separation Trends

Fig 30: Fiscal 2008-2017, Separation Rate for NYC Government



The separation rate for each year is calculated by dividing the number of separated employees in the current fiscal year by the total number of employees at the close of the prior fiscal year.

Fig 31: 2007-2016, Turnover Rate for NYC Total Employed Population (Estimates)



Source: US Census Quarterly Workforce Indicators (<http://lehd.ces.census.gov/data>). Data provided for New York City Counties. Figures based on quarterly averages for each year.

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.

Fig 32: Fiscal 2008-2017, All Separations by Type

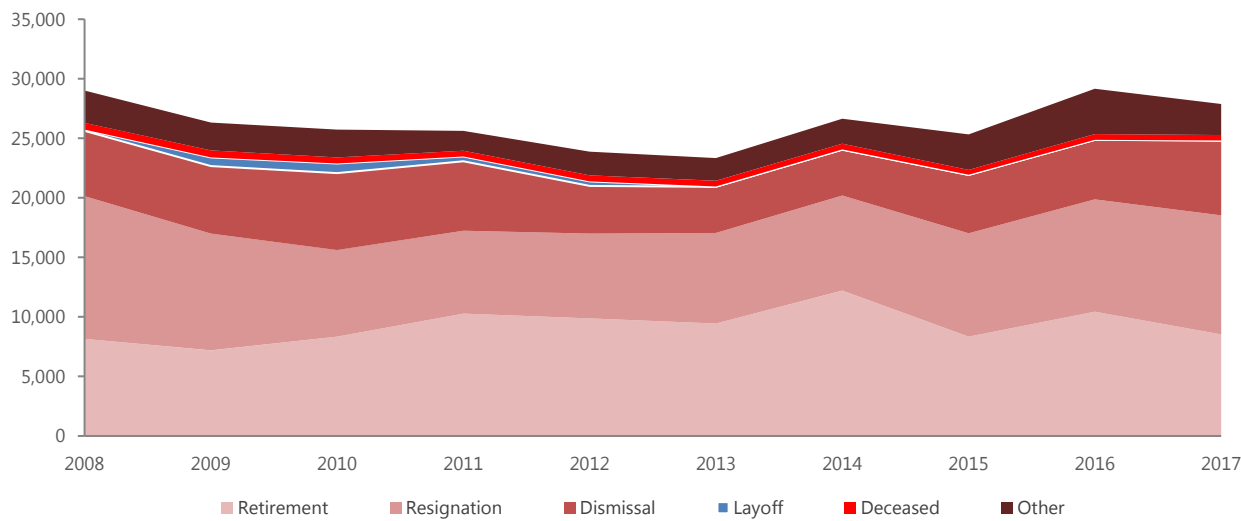
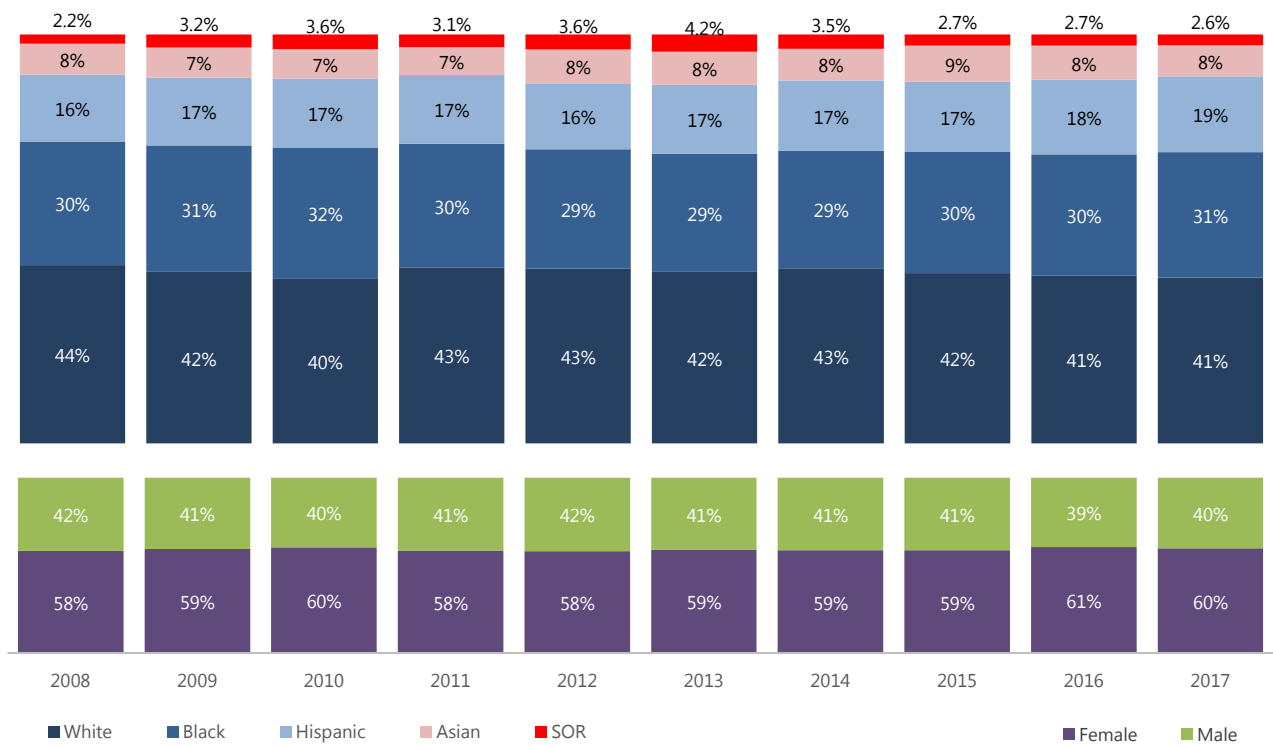


Fig 33: Fiscal 2008-2017, All Separations by Gender and Ethnicity



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

RETIREMENTS

Retirements include voluntary service retirements and disability retirements.

Fig 34: Fiscal 2017, Distribution of Retirees by Age

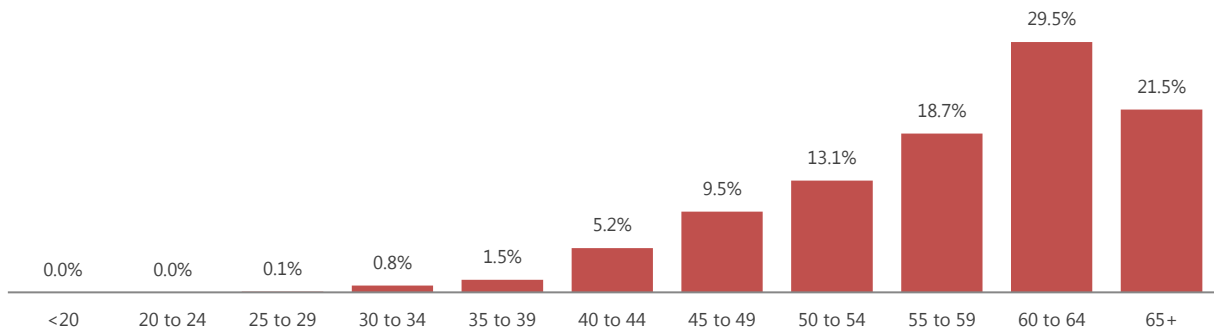
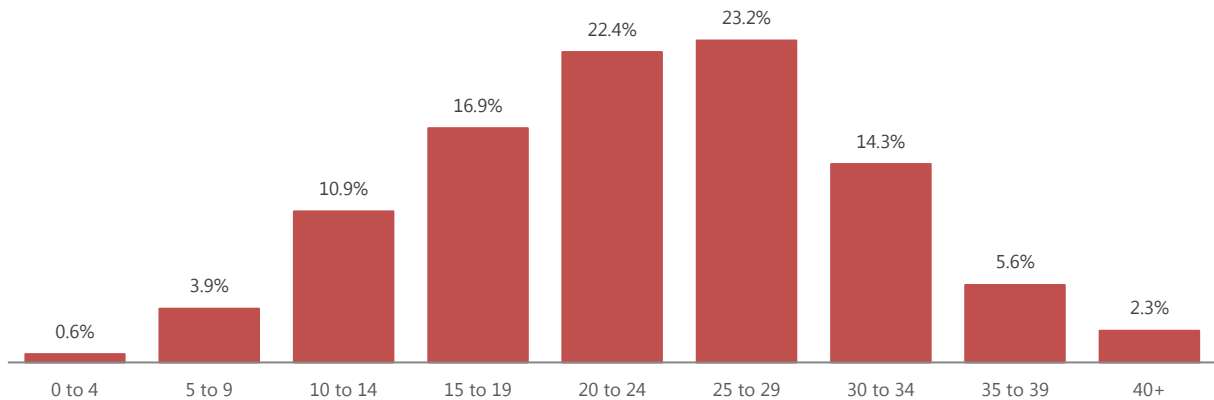
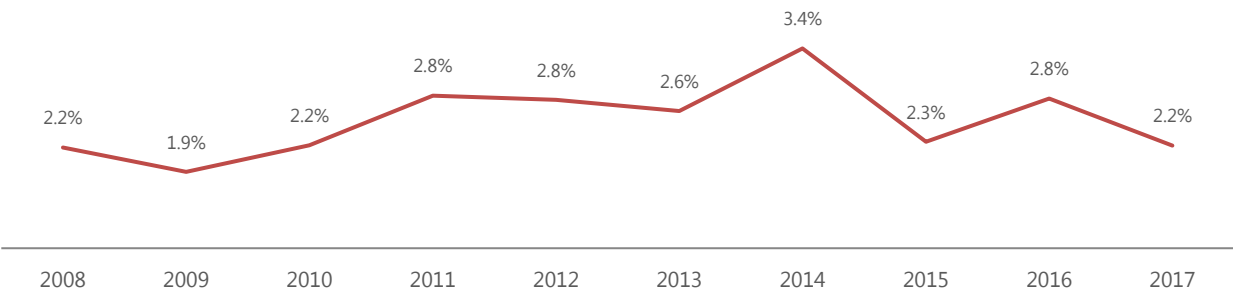


Fig 35: Fiscal 2017, Distribution of Retirees by Years of Service



Retirement Trends

Fig 36: Fiscal 2008-2017, Retirements as a Percent of Total Headcount



Percentages are based on the number of retirees in the current fiscal year divided by the total number of employees at the close of the prior fiscal year.

Fig 37: Fiscal 2008-2017, Median Age of Retirees

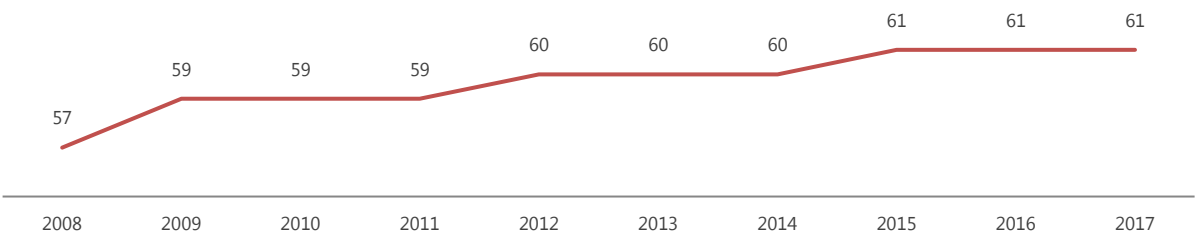


Fig 38: Fiscal 2008-2017, Median Years of Service of Retirees

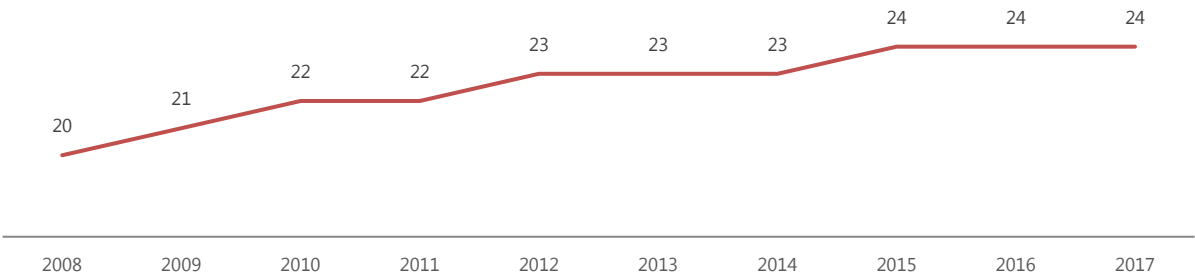
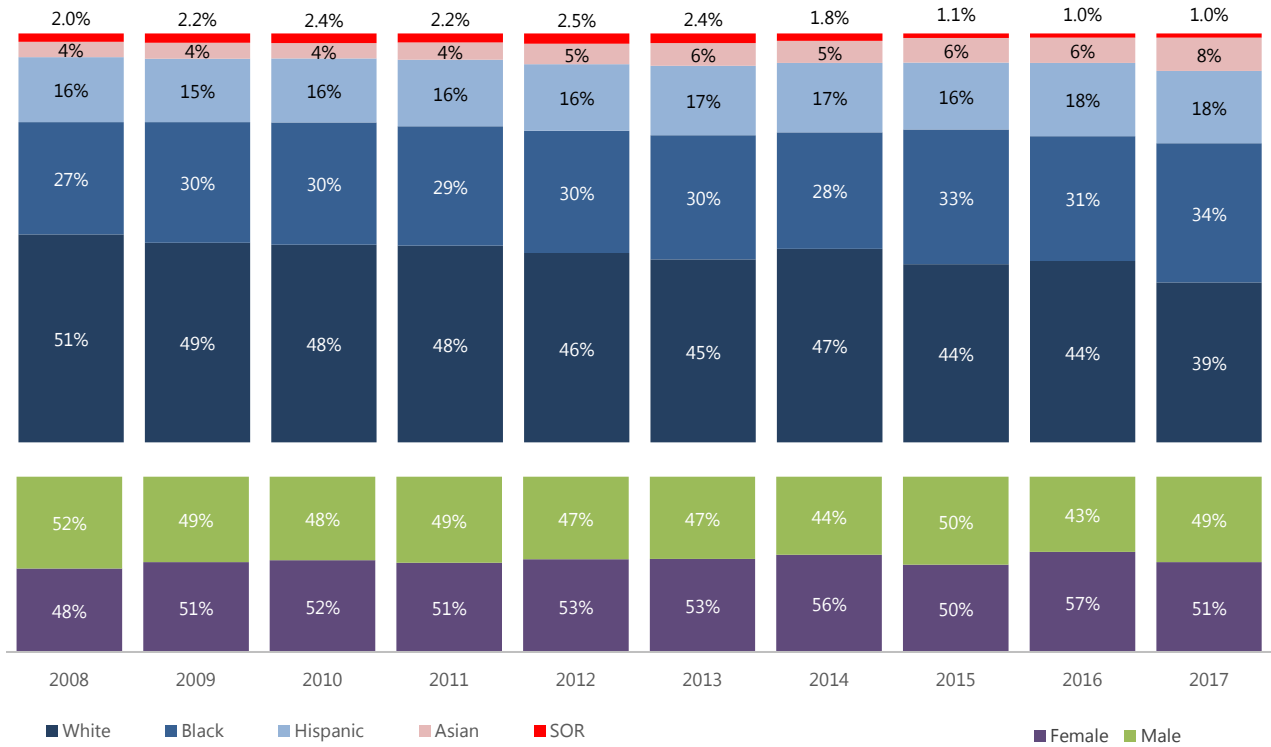


Fig 39: Fiscal 2008-2017, Retirees by Gender and Ethnicity



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

RESIGNATIONS

Fig 40: Fiscal 2017, Distribution of Resignations by Age

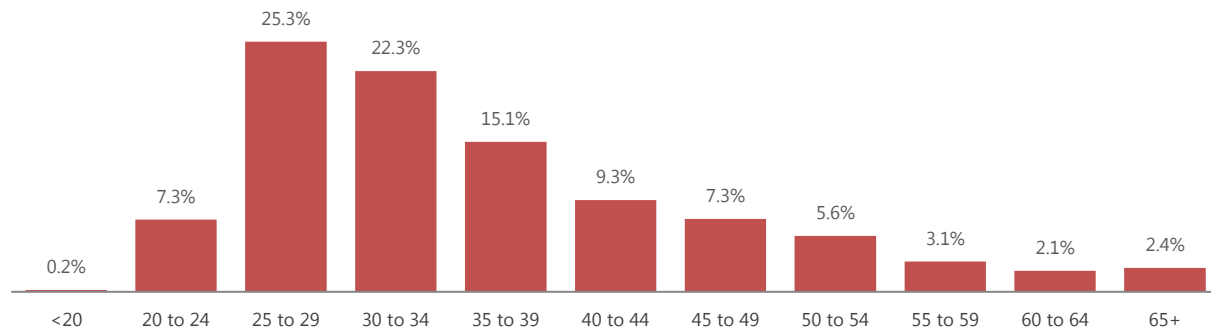
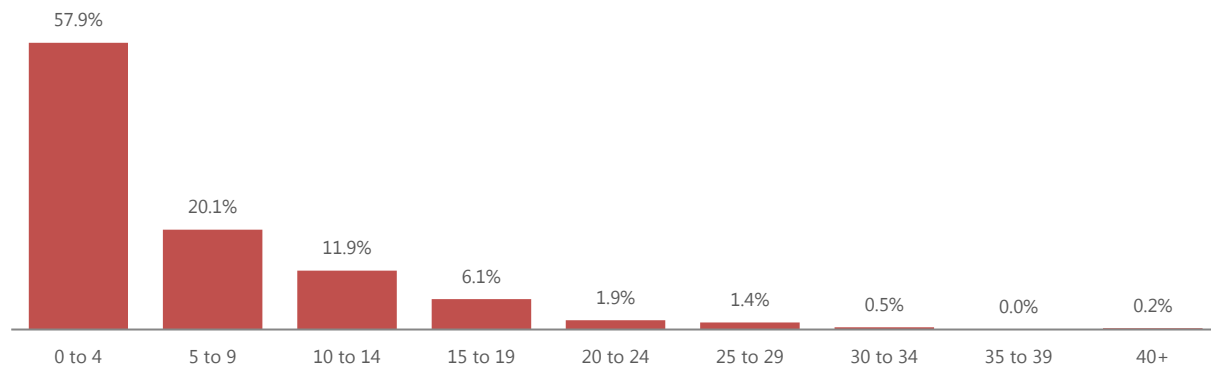
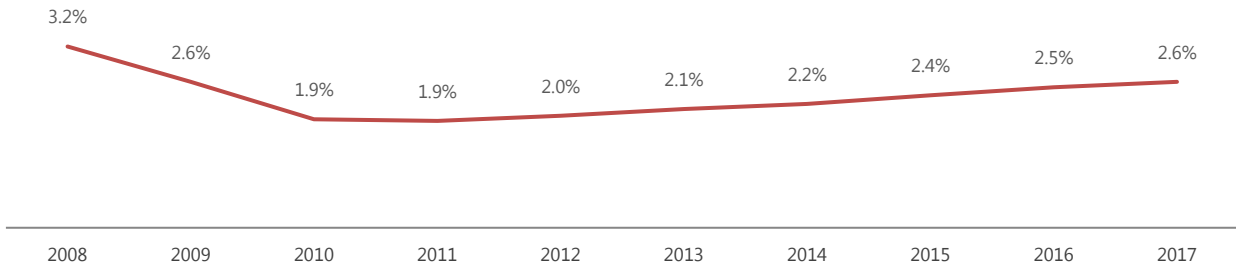


Fig 41: Fiscal 2017, Distribution of Resignations by Years of Service



Resignation Trends

Fig 42: Fiscal 2008-2017, Resignations as a Percent of Total Headcount



Percentages are based on the number of resignations in the current fiscal year divided by the total number of employees at the close of the prior fiscal year.

Fig 43: Fiscal 2008-2017, Median Age of Resignations

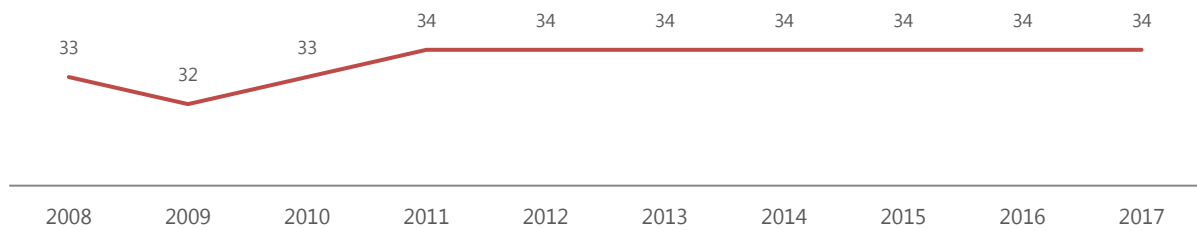


Fig 44: Fiscal 2008-2017, Median Years of Service of Resignations

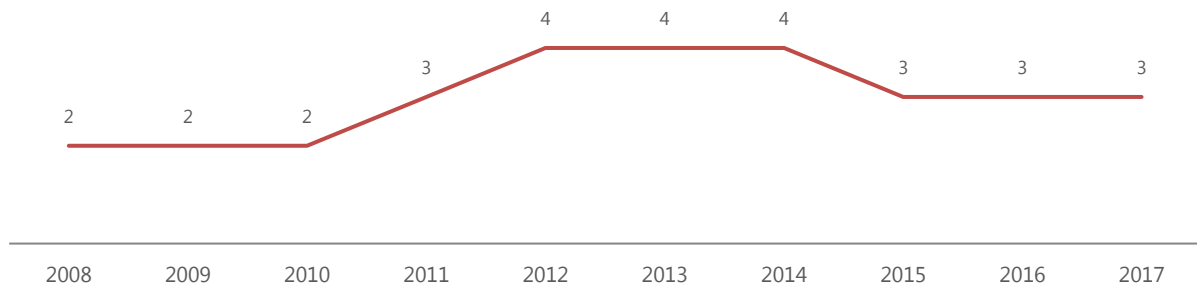
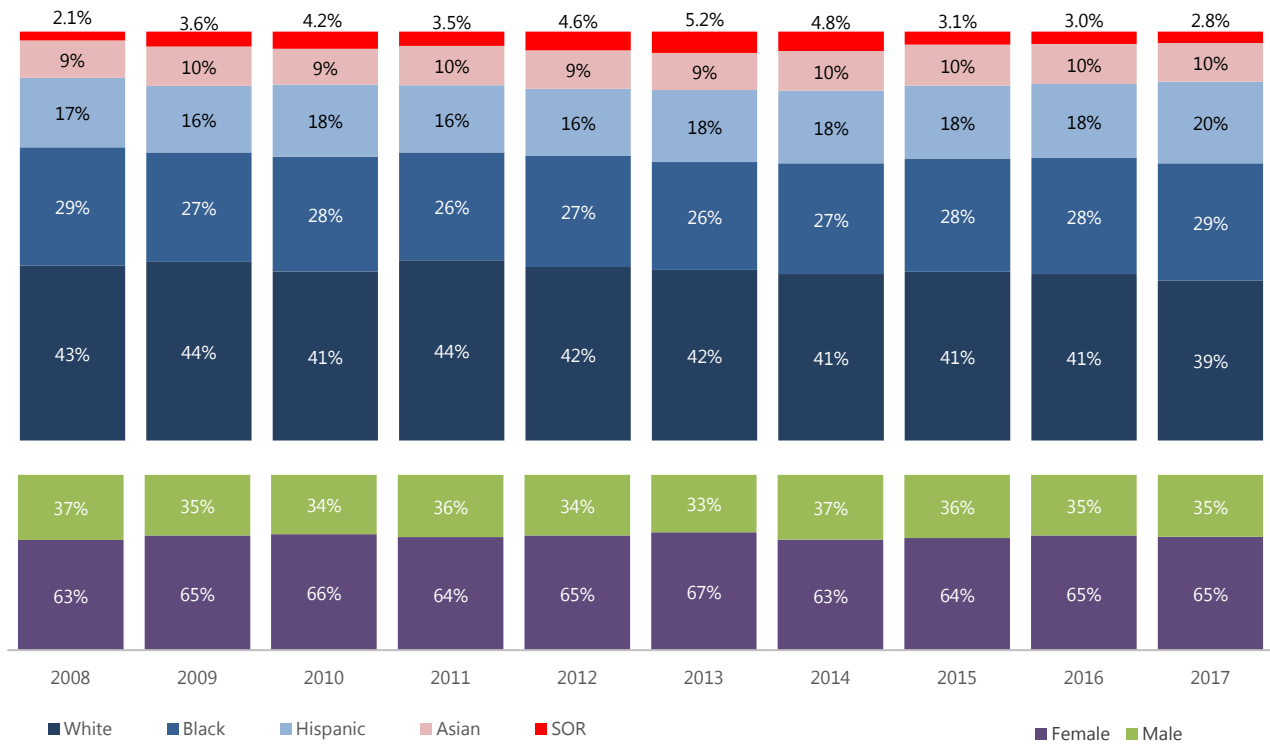


Fig 45: Fiscal 2008-2017, Resignations by Gender and Ethnicity



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

ATTRITION

Attrition looks at the total number of employees and the hiring and separation rate in each fiscal year.

Fig 46: Fiscal 2008-2017, Total Headcount and Hiring and Separation Rates

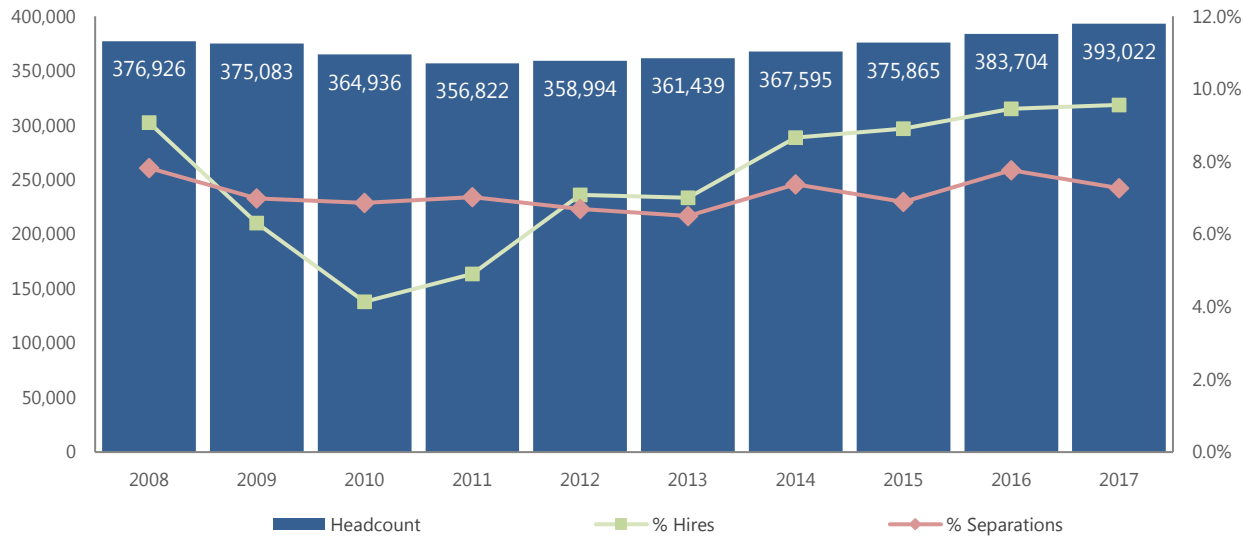
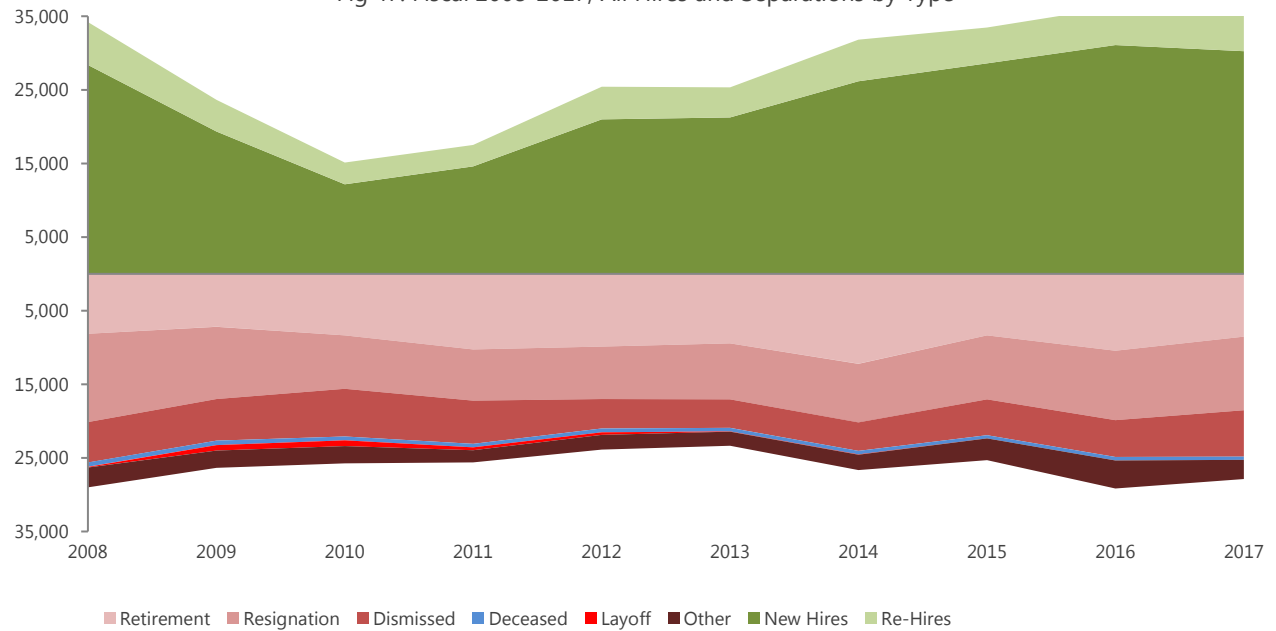


Fig 47: Fiscal 2008-2017, All Hires and Separations by Type



TRANSFERS

A transfer is defined as when an employee is serving at a different City agency from the previous fiscal year.

Fig 48: Fiscal 2017, Distribution of Inter-Agency Transfers by Age

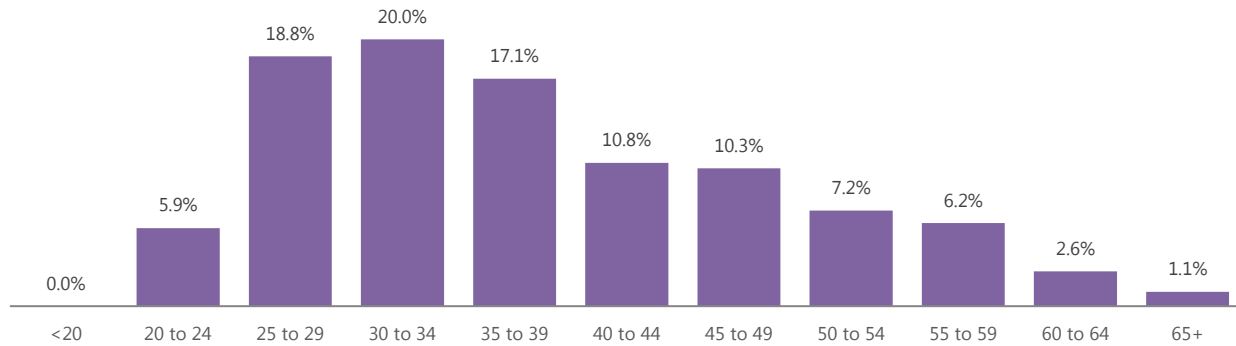
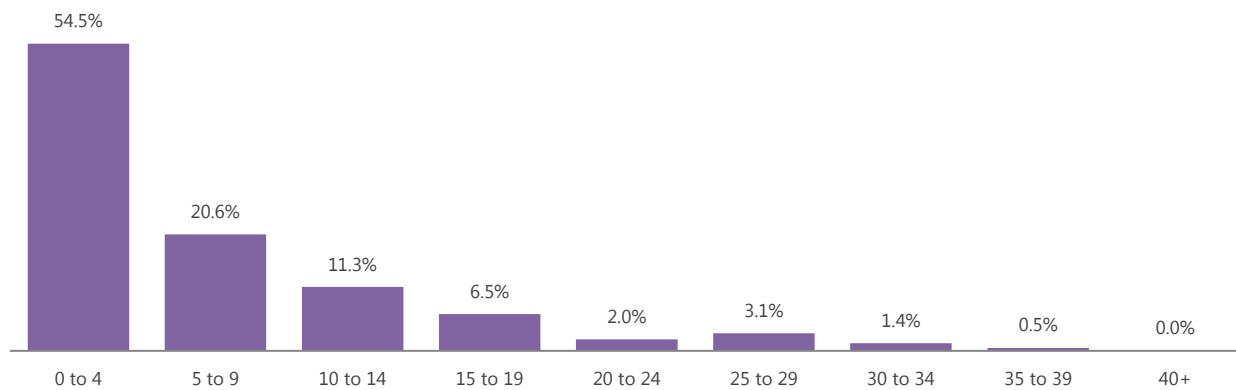


Fig 49: Fiscal 2017, Distribution of Inter-Agency Transfers by Years of Service



SECTION III: CITY AGENCIES

AGENCY OVERVIEW

The 71 agencies in this report were grouped around their mandate and the services they provide. The groupings are an amalgam of the categorizations used in the Mayor's Management Report and the Citywide Performance Reporting system. A detailed profile of each agency can be found in Appendix II.

Administrative Services

Includes operations that support other City agencies by providing the resources needed for service delivery, including facilities, information systems, vehicles, and personnel. These agencies also administer pension plans, negotiate labor contracts, manage the City's budget, and maintain the City's archives.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF CITYWIDE ADMIN SVCS (DCAS)	2,293	98.7%
DEPARTMENT OF INFO TECH & TELECOMM (DOITT)	1,512	99.7%
MAYORALTY (MAYORALTY)	1,157	99.0%
BOARD OF ELECTION (BOE)	753	69.9%
NYC EMPLOYEES RETIREMENT SYSTEM (NYCERS)	447	91.5%
TEACHERS RETIREMENT SYSTEM (TRS)	357	99.7%
OFFICE OF PAYROLL ADMINISTRATION (OPA)	162	99.4%
NEW YORK CITY POLICE PENSION FUND (NYCPPF)	137	98.5%
OFFICE OF THE CITY CLERK (CLERK)	71	98.6%
DEPARTMENT OF RECORDS & INFO SERVICE (DORIS)	68	70.6%
OFFICE OF COLLECTIVE BARGAINING (OCB)	17	100.0%
	6,974	

Business, Finance & Economy

The government services intended to increase the City's economic strength, make it easier to do business here, and ensure that business is conducted legally and fairly. This group includes fiscal planning, management, and oversight for City government and the administrative functions of collecting taxes and fines.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF FINANCE (DOF)	2,055	94.9%
OFFICE OF THE COMPTROLLER (COMPTROLLER)	777	98.7%
TAXI & LIMOUSINE COMMISSION (TLC)	599	89.1%
FINANCIAL INFORMATION SERVICES AGENCY (FISA)	437	99.8%
DEPARTMENT OF CONSUMER AFFAIRS (DCA)	398	100.0%
DEPARTMENT OF SMALL BUSINESS SERVICES (SBS)	325	82.5%
BUSINESS INTEGRITY COMMISSION (BIC)	80	100.0%
NEW YORK CITY TAX COMMISSION (NYCTAX)	45	84.4%
OFFICE OF THE ACTUARY (ACTUARY)	43	100.0%
INDEPENDENT BUDGET OFFICE (IBO)	37	97.3%
MUNICIPAL WATER FIN AUTHORITY (MWFA)	13	100.0%
	4,809	

Civic Engagement

Those agencies that represent the public directly in legislative, community, and public policy issues.

Agency	Total Headcount	% Full-Time
NEW YORK CITY COUNCIL (COUNCIL)	733	43.2%
BOROUGH PRESIDENT-BROOKLYN (BP-BK)	123	91.1%
BOROUGH PRESIDENT-QUEENS (BP-QNS)	111	83.8%
CAMPAIGN FINANCE BOARD (CFB)	108	84.3%
BOROUGH PRESIDENT-MANHATTAN (BP-MAN)	95	97.9%
BOROUGH PRESIDENT-BRONX (BP-BX)	89	87.6%
OFFICE OF THE PUBLIC ADVOCATE (PA)	64	71.9%
BOROUGH PRESIDENT-STATEN IS (BP-SI)	57	84.2%
OFFICES OF THE PUBLIC ADMINISTRATORS (PUBADMIN)	45	100.0%
	1,425	

Communities & Neighborhoods

Programs that communities depend on for their quality of life. These include maintenance of parks and public spaces, enforcement activities aimed at preserving a healthy urban environment, and operation of public housing developments.

Agency	Total Headcount	% Full-Time
NYC HOUSING AUTHORITY (NYCHA)	11,200	99.2%
DEPARTMENT OF PARKS & RECREATION (PARKS)	7,225	59.4%
HOUSING PRESERVATION & DEVELOPMENT (HPD)	2,332	98.7%
DEPARTMENT OF CULTURAL AFFAIRS (DCLA)	74	79.7%
LANDMARKS PRESERVATION COMMISSION (LPC)	72	91.7%
	20,903	

Notes:

MAYORALTY includes the Offices of the Mayor, Management and Budget, Labor Relations, Contract Services, and Veterans' Affairs.

Community Boards are grouped under their respective Borough President's Office.

The Public Administrators of each borough are grouped as a single entity.

Percentage of Full-Time employees is based on the total Full-Time and Part-Time headcount. Part-time employees are not converted to "Full-Time Equivalencies", or FTE, and are therefore counted the same as their Full-Time counterparts.

Education

Education includes administration of the City's public schools, including the educational curriculum as well as physical management, construction, and renewal of school facilities and resources.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF EDUCATION (DOE)	169,484	78.8%
SCHOOL CONSTRUCTION AUTHORITY (SCA)	796	100.0%
	170,280	

Health & Human Services

Services provided by these agencies include action against public health problems and diseases, homelessness, child abuse and neglect, and domestic violence; administration of government benefits for the needy, as well as for youth and seniors.

Agency	Total Headcount	% Full-Time
NYC HEALTH AND HOSPITALS (NYCHH)	39,148	94.0%
HUMAN RESOURCES ADMINISTRATION (HRA)	13,682	99.2%
DEPARTMENT OF HEALTH/MENTAL HYGIENE (DOHMH)	6,632	79.4%
ADMINISTRATION FOR CHILDREN'S SERVICES (ACS)	6,587	99.6%
DEPARTMENT OF HOMELESS SERVICES (DHS)	2,433	99.6%
DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT (DYCD)	539	90.5%
DEPARTMENT FOR THE AGING (DFTA)	321	92.8%
	69,342	

Infrastructure & Sustainability

Agencies focused on the safety and adequacy of the physical framework that provide New Yorkers with basic needs such as housing, transportation, and water. Infrastructure agencies plan, contract for and oversee the City's program of new construction and maintenance and coordinate preservation and construction programs.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF SANITATION (DSNY)	9,807	99.4%
DEPARTMENT OF ENVIRONMENT PROTECTION (DEP)	6,044	96.9%
DEPARTMENT OF TRANSPORTATION (DOT)	5,497	88.3%
DEPARTMENT OF BUILDINGS (DOB)	1,542	99.1%
DEPARTMENT OF DESIGN & CONSTRUCTION (DDC)	1,380	99.5%
DEPARTMENT OF CITY PLANNING (DCP)	326	90.8%
	24,596	

Legal Affairs & Access to Justice

Agencies that represent City government in legal matters that ensure government's compliance with the law and with standards of integrity, and that provide citizens with mechanisms for seeking redress where individual rights may have been violated.

Agency	Total Headcount	% Full-Time
LAW DEPARTMENT (LAW)	1,791	91.6%
DISTRICT ATTORNEY - MANHATTAN (DA-MAN)	1,456	99.2%
DISTRICT ATTORNEY - KINGS COUNTY (DA-BK)	1,104	97.3%
DISTRICT ATTORNEY - BRONX COUNTY (DA-BX)	1,026	99.8%
DISTRICT ATTORNEY - QUEENS COUNTY (DA-QNS)	679	99.0%
OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS (OATH)	636	43.9%
DISTRICT ATTORNEY - SPECIAL NARCOTICS (DA-NARC)	211	100.0%
CIVILIAN COMPLAINT REVIEW BOARD (CCRB)	190	90.5%
DISTRICT ATTORNEY - RICHMOND COUNTY (DA-SI)	147	98.6%
CITY COMMISSION ON HUMAN RIGHTS (CCHR)	116	97.4%
CONFLICTS OF INTEREST BOARD (COIB)	25	100.0%
BOARD OF CORRECTION (BOC)	22	100.0%
NYC CIVIL SERVICE COMMISSION (NYCCSC)	16	68.8%
EQUAL EMPLOYMENT PRACTICES COMMISSION (EEOC)	11	100.0%
	7,430	

Public Safety & Law Enforcement

Public Safety covers the government services devoted to reducing crime, maintaining a safe and secure public environment, responding to all emergencies that threaten life and property, protecting New York City from terrorism, improving the City's emergency preparedness and response capabilities, and administering criminal justice, including City jails and probation.

Agency	Total Headcount	% Full-Time
POLICE DEPARTMENT (NYPD)	55,296	94.2%
FIRE DEPARTMENT (FDNY)	17,597	99.3%
DEPARTMENT OF CORRECTION (DOC)	12,854	99.2%
DEPARTMENT OF PROBATION (DOP)	987	99.6%
DEPARTMENT OF INVESTIGATION (DOI)	352	99.1%
NYC EMERGENCY MANAGEMENT (NYCEM)	177	96.6%
	87,263	

Fig 50: Fiscal 2017, Key Indicators by City Agency

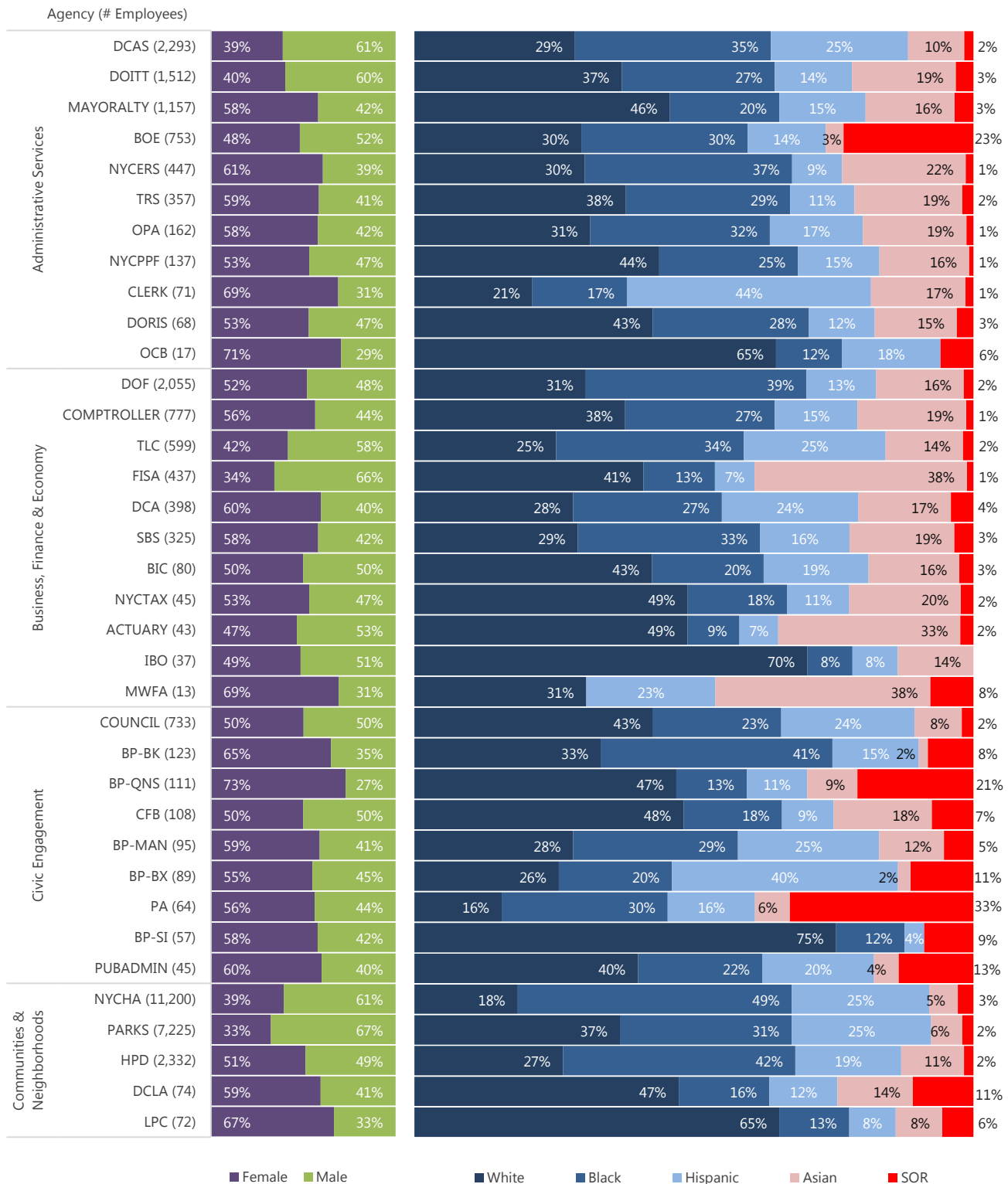
	Agency	Total Headcount	% FT	Median Age	Median YOS	Median FT Salary	% Pension Enrolled	% Retirement Eligible	% New Hires	% Separated
Administrative Services	DCAS	2,293	98.7%	49	9	\$60,552	86.9%	25.3%	10.3%	7.7%
	DOITT	1,512	99.7%	45	5	\$85,081	77.4%	14.2%	15.3%	7.8%
	MAYORALTY	1,157	99.0%	36	3	\$76,323	72.8%	12.9%	18.6%	11.0%
	BOE	753	69.9%	50	4	\$43,485	65.2%	16.1%	10.5%	19.0%
	NYCERS	447	91.5%	47	10	\$54,965	95.1%	21.9%	6.0%	3.6%
	TRS	357	99.7%	51	13	\$67,704	98.0%	28.6%	1.7%	4.8%
	OPA	162	99.4%	51	13	\$77,903	96.9%	29.0%	5.6%	4.9%
	NYCPPF	137	98.5%	49	12	\$65,342	92.7%	28.5%	5.8%	9.5%
	CLERK	71	98.6%	46	7	\$42,318	97.2%	16.9%	7.0%	7.0%
	DORIS	68	70.6%	41	4	\$54,482	66.2%	20.6%	20.6%	29.4%
	OCB	17	100.0%	44	5	\$117,420	82.4%	11.8%	n/a	n/a
Business, Finance & Economy	DOF	2,055	94.9%	53	13	\$68,083	88.5%	35.3%	7.1%	6.1%
	COMPTROLLER	777	98.7%	47	11	\$74,000	86.9%	28.6%	8.6%	6.4%
	TLC	599	89.1%	40	5	\$44,319	78.3%	12.5%	12.5%	10.2%
	FISA	437	99.8%	52	8	\$112,516	83.8%	26.5%	4.8%	4.1%
	DCA	398	100.0%	38	4	\$53,224	76.6%	12.3%	20.1%	10.1%
	SBS	325	82.5%	38	4	\$70,004	64.0%	13.8%	20.6%	12.3%
	BIC	80	100.0%	43	6	\$57,042	85.0%	8.8%	11.3%	11.3%
	NYCTAX	45	84.4%	59	30	\$93,292	93.3%	66.7%	2.2%	4.4%
	ACTUARY	43	100.0%	52	15	\$80,498	95.3%	39.5%	9.3%	4.7%
	IBO	37	97.3%	38	6	\$87,917	59.5%	21.6%	16.2%	8.1%
	MWFA	13	100.0%	38	9	\$73,939	84.6%	7.7%	15.4%	15.4%
Civic Engagement	COUNCIL	733	43.2%	34	3	\$80,000	62.3%	8.6%	16.4%	14.9%
	BP-BK	123	91.1%	48	7	\$63,160	70.7%	19.5%	5.7%	7.3%
	BP-QNS	111	83.8%	51	10	\$60,794	82.0%	31.5%	9.9%	13.5%
	CFB	108	84.3%	37	4	\$72,000	71.3%	15.7%	18.5%	9.3%
	BP-MAN	95	97.9%	40	7	\$62,773	52.6%	15.8%	8.4%	11.6%
	BP-BX	89	87.6%	51	11	\$70,703	87.6%	25.8%	4.5%	15.7%
	PA	64	71.9%	30	2	\$65,375	48.4%	3.1%	34.4%	6.3%
	BP-SI	57	84.2%	52	10	\$64,141	82.5%	26.3%	7.0%	n/a
	PUBADMIN	45	100.0%	53	9	\$45,338	84.4%	33.3%	6.7%	4.4%
Communities & Neighborhoods	NYCHA	11,200	99.2%	49	14	\$58,987	91.0%	22.7%	7.4%	7.9%
	PARKS	7,225	59.4%	38	4	\$60,552	54.3%	12.0%	12.8%	12.8%
	HPD	2,332	98.7%	51	12	\$61,104	85.2%	34.0%	8.9%	7.0%
	DCLA	74	79.7%	42	6	\$71,203	59.5%	17.6%	8.1%	8.1%
	LPC	72	91.7%	43	5	\$61,313	73.6%	26.4%	11.1%	11.1%

Fig 50: Fiscal 2017, Key Indicators by City Agency (continued)

	Agency	Total Headcount	% FT	Median Age	Median YOS	Median FT Salary	% Pension Enrolled	% Retirement Eligible	% New Hires	% Separated
Education	DOE	169,484	78.8%	43	11	\$78,346	89.0%	11.5%	6.7%	7.4%
	SCA	796	100.0%	52	9	\$103,759	89.2%	30.3%	9.5%	5.4%
Health & Human Services	NYCHH	39,148	94.0%	49	10	\$60,313	100.0%	30.0%	7.6%	9.4%
	HRA	13,682	99.2%	52	13	\$46,424	96.4%	31.9%	4.4%	6.2%
	DOHMH	6,632	79.4%	46	9	\$64,587	81.6%	22.2%	16.0%	7.1%
	ACS	6,587	99.6%	46	11	\$54,963	97.8%	21.8%	13.5%	7.7%
	DHS	2,433	99.6%	43	5	\$46,752	90.4%	16.6%	16.5%	7.3%
	DYCD	539	90.5%	43	8	\$72,721	79.0%	17.3%	7.4%	8.2%
	DFTA	321	92.8%	55	15	\$66,557	93.8%	39.9%	7.2%	6.9%
Infrastructure & Sustainability	DSNY	9,807	99.4%	43	11	\$75,066	99.1%	14.7%	4.8%	4.2%
	DEP	6,044	96.9%	48	12	\$78,423	93.4%	25.6%	6.5%	6.0%
	DOT	5,497	88.3%	48	11	\$69,607	95.8%	24.7%	8.1%	5.9%
	DOB	1,542	99.1%	47	7	\$66,950	83.1%	20.8%	16.9%	5.3%
	DDC	1,380	99.5%	50	11	\$75,326	86.3%	32.2%	6.4%	10.1%
	DCP	326	90.8%	37	5	\$73,952	68.4%	21.8%	13.8%	10.1%
Legal Affairs & Access to Justice	LAW	1,791	91.6%	40	7	\$70,959	71.0%	17.8%	14.2%	6.9%
	DA-MAN	1,456	99.2%	36	6	\$66,750	59.0%	12.4%	16.6%	14.2%
	DA-BK	1,104	97.3%	38	6	\$61,800	72.6%	14.4%	12.8%	11.2%
	DA-BX	1,026	99.8%	34	3	\$61,147	59.3%	9.6%	23.1%	10.6%
	DA-QNS	679	99.0%	42	9	\$67,000	72.0%	18.0%	11.8%	9.3%
	OATH	636	43.9%	54	10	\$60,552	64.9%	29.7%	8.0%	6.0%
	DA-NARC	211	100.0%	41	9	\$78,000	71.1%	27.5%	5.7%	10.0%
	CCRB	190	90.5%	31	3	\$64,460	51.1%	6.8%	22.1%	12.6%
	DA-SI	147	98.6%	39	5	\$68,101	96.6%	9.5%	22.4%	8.8%
	CCHR	116	97.4%	38	2	\$66,326	64.7%	16.4%	30.2%	10.3%
	COIB	25	100.0%	41	2	\$78,000	64.0%	20.0%	28.0%	4.0%
	BOC	22	100.0%	39	8	\$65,766	81.8%	22.7%	9.1%	4.5%
	NYCCSC	16	68.8%	60	8	\$76,275	56.3%	25.0%	6.3%	n/a
	EEPC	11	100.0%	34	5	\$80,000	63.6%	9.1%	n/a	9.1%
Public Safety & Law Enforcement	NYPD	55,296	94.2%	38	11	\$85,292	96.6%	17.4%	6.0%	4.7%
	FDNY	17,597	99.3%	39	12	\$85,292	99.7%	19.2%	6.3%	3.8%
	DOC	12,854	99.2%	39	8	\$78,089	97.9%	14.0%	14.7%	7.5%
	DOP	987	99.6%	51	24	\$61,886	94.3%	30.7%	9.7%	7.1%
	DOI	352	99.1%	37	4	\$68,480	81.0%	13.9%	14.8%	9.7%
	NYCEM	177	96.6%	36	3	\$76,708	70.1%	4.0%	11.9%	6.2%

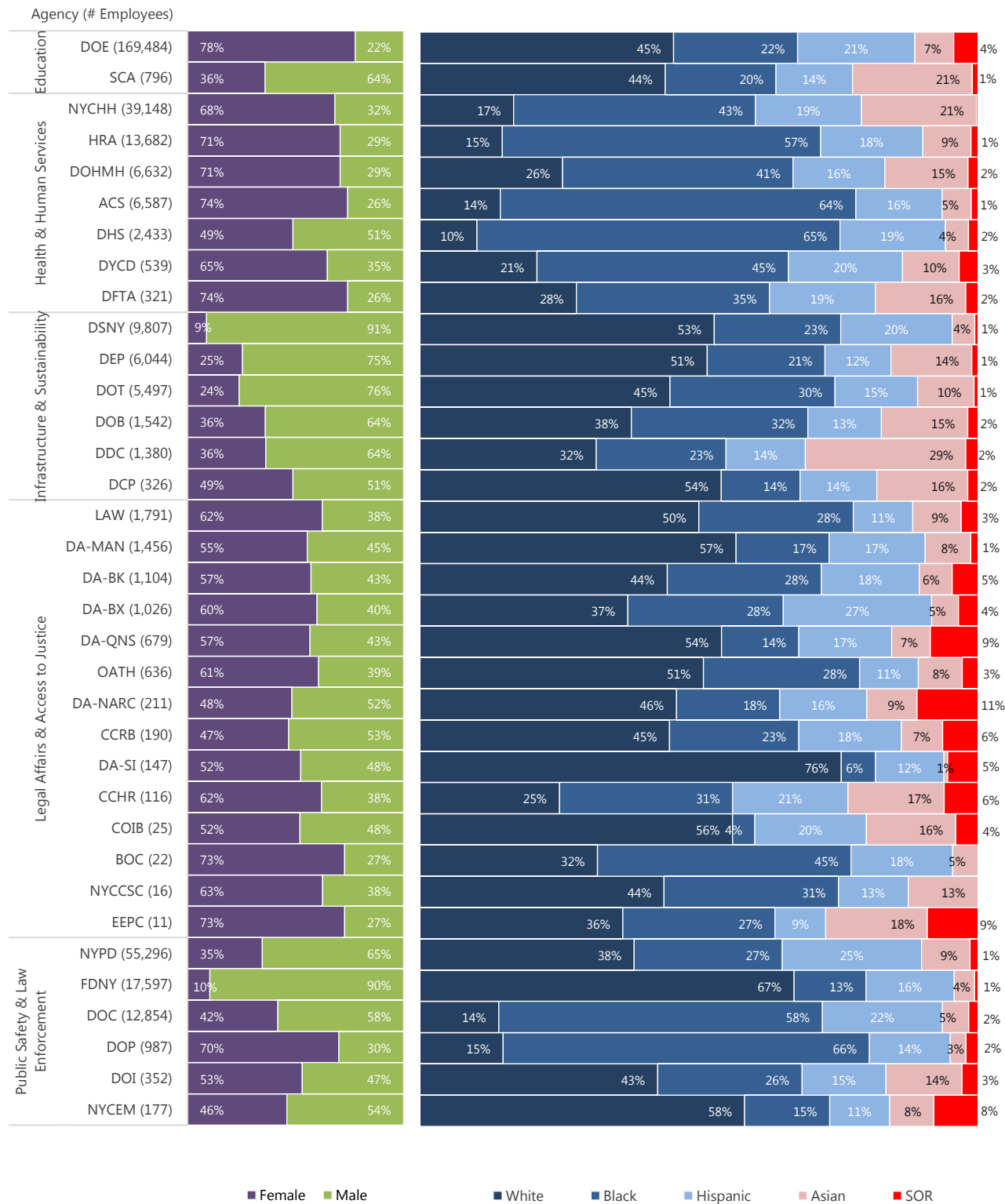
GENDER AND ETHNICITY

Fig 51: Fiscal 2017, Gender and Ethnicity by Agency



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Fig 51: Fiscal 2017, Gender and Ethnicity by Agency (continued)



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

SALARY

Fig 52: Fiscal 2017, Full-Time Median Annual Salary by Agency

	Agency	Median FT Salary		Agency	Median FT Salary
Administrative Services	DCAS	\$60,552	Education	DOE	\$78,346
	DOITT	\$85,081		SCA	\$103,759
	MAYORALTY	\$76,323	Health & Human Services	NYCHH	\$60,313
	BOE	\$43,485		HRA	\$46,424
	NYCERS	\$54,965		DOHMH	\$64,587
	TRS	\$67,704		ACS	\$54,963
	OPA	\$77,903		DHS	\$46,752
	NYCPPF	\$65,342		DYCD	\$72,721
	CLERK	\$42,318		DFTA	\$66,557
	DORIS	\$54,482	Infrastructure & Sustainability	DSNY	\$75,066
	OCB	\$117,420		DEP	\$78,423
Business, Finance & Economy	DOF	\$68,083		DOT	\$69,607
	COMPTROLLER	\$74,000		DOB	\$66,950
	TLC	\$44,319		DDC	\$75,326
	FISA	\$112,516		DCP	\$73,952
	DCA	\$53,224	Legal Affairs & Access to Justice	LAW	\$70,959
	SBS	\$70,004		DA-MAN	\$66,750
	BIC	\$57,042		DA-BK	\$61,800
	NYCTAX	\$93,292		DA-BX	\$61,147
	ACTUARY	\$80,498		DA-QNS	\$67,000
	IBO	\$87,917		OATH	\$60,552
	MWFA	\$73,939		DA-NARC	\$78,000
Civic Engagement	COUNCIL	\$80,000		CCRB	\$64,460
	BP-BK	\$63,160		DA-SI	\$68,101
	BP-QNS	\$60,794		CCHR	\$66,326
	CFB	\$72,000		COIB	\$78,000
	BP-MAN	\$62,773		BOC	\$65,766
	BP-BX	\$70,703		NYCCSC	\$76,275
	PA	\$65,375		EEPC	\$80,000
	BP-SI	\$64,141	Public Safety & Law Enforcement	NYPD	\$85,292
	PUBADMIN	\$45,338		FDNY	\$85,292
Communities & Neighborhoods	NYCHA	\$58,987		DOC	\$78,089
	PARKS	\$60,552		DOP	\$61,886
	HPD	\$61,104		DOI	\$68,480
	DCLA	\$71,203		NYCEM	\$76,708
	LPC	\$61,313			

AGE AND YEARS OF SERVICE

Fig 53: Fiscal 2017, Employee Age and Years of Service by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	49	48.0	9	12.0
	DOITT	45	46.1	5	8.2
	MAYORALTY	36	40.4	3	8.4
	BOE	50	49.0	4	7.5
	NYCERS	47	47.5	10	11.9
	TRS	51	50.8	13	14.0
	OPA	51	50.3	13	16.3
	NYCPPF	49	47.5	12	14.6
	CLERK	46	47.1	7	11.1
	DORIS	41	43.5	4	9.2
	OCB	44	43.9	5	9.0
Business, Finance & Economy	DOF	53	50.6	13	16.6
	COMPTROLLER	47	47.0	11	14.9
	TLC	40	42.2	5	9.2
	FISA	52	51.1	8	11.8
	DCA	38	41.1	4	7.7
	SBS	38	41.3	4	9.4
	BIC	43	40.8	6	9.6
	NYCTAX	59	58.8	30	25.5
	ACTUARY	52	50.3	15	16.9
	IBO	38	43.0	6	10.4
Civic Engagement	MWFA	38	43.1	9	10.5
	COUNCIL	34	38.6	3	6.7
	BP-BK	48	47.4	7	11.5
	BP-QNS	51	50.6	10	12.0
	CFB	37	41.0	4	8.2
	BP-MAN	40	45.2	7	10.5
	BP-BX	51	49.5	11	15.4
	PA	30	34.4	2	3.7
	BP-SI	52	50.7	10	13.4
	PUBADMIN	53	50.3	9	13.6
Communities & Neighborhoods	NYCHA	49	47.6	14	14.6
	PARKS	38	39.5	4	8.6
	HPD	51	49.6	12	14.8
	DCLA	42	44.0	6	9.9
	LPC	43	45.2	5	10.7
Education	DOE	43	43.9	11	12.0
	SCA	52	50.6	9	11.9
Health & Human Services	NYCHH	49	48.0	10	12.3
	HRA	52	50.4	13	15.5
	DOHMH	46	46.4	9	11.0
	ACS	46	46.2	11	13.7
	DHS	43	44.3	5	10.2
	DYCD	43	44.4	8	10.8
Infrastructure & Sustainability	DFTA	55	54.0	15	16.2
	DSNY	43	44.3	11	12.2
	DEP	48	47.7	12	14.4
	DOT	48	47.1	11	13.4
	DOB	47	47.6	7	9.5
	DDC	50	48.2	11	13.8
Legal Affairs & Access to Justice	DCP	37	42.3	5	11.6
	LAW	40	43.4	7	10.8
	DA-MAN	36	39.8	6	10.4
	DA-BK	38	42.0	6	10.9
	DA-BX	34	38.6	3	8.3
	DA-QNS	42	43.5	9	12.3
	OATH	54	52.8	10	13.1
	DA-NARC	41	44.2	9	15.6
	CCRB	31	35.3	3	6.1
	DA-SI	39	41.5	5	8.6
	CCHR	38	41.9	2	8.7
	COIB	41	42.7	2	7.8
	BOC	39	43.5	8	10.9
	NYCCSC	60	58.1	8	14.8
Public Safety & Law Enforcement	EEPC	34	39.4	5	7.9
	NYPD	38	40.2	11	11.9
	FDNY	39	40.4	12	12.8
	DOC	39	40.2	8	9.9
	DOP	51	49.7	24	19.7
	DOI	37	40.9	4	10.0
	NYCEM	36	38.4	3	6.2

RETIREMENT ELIGIBILITY

Fig 54: Fiscal 2017, Retirement Eligibility by Agency

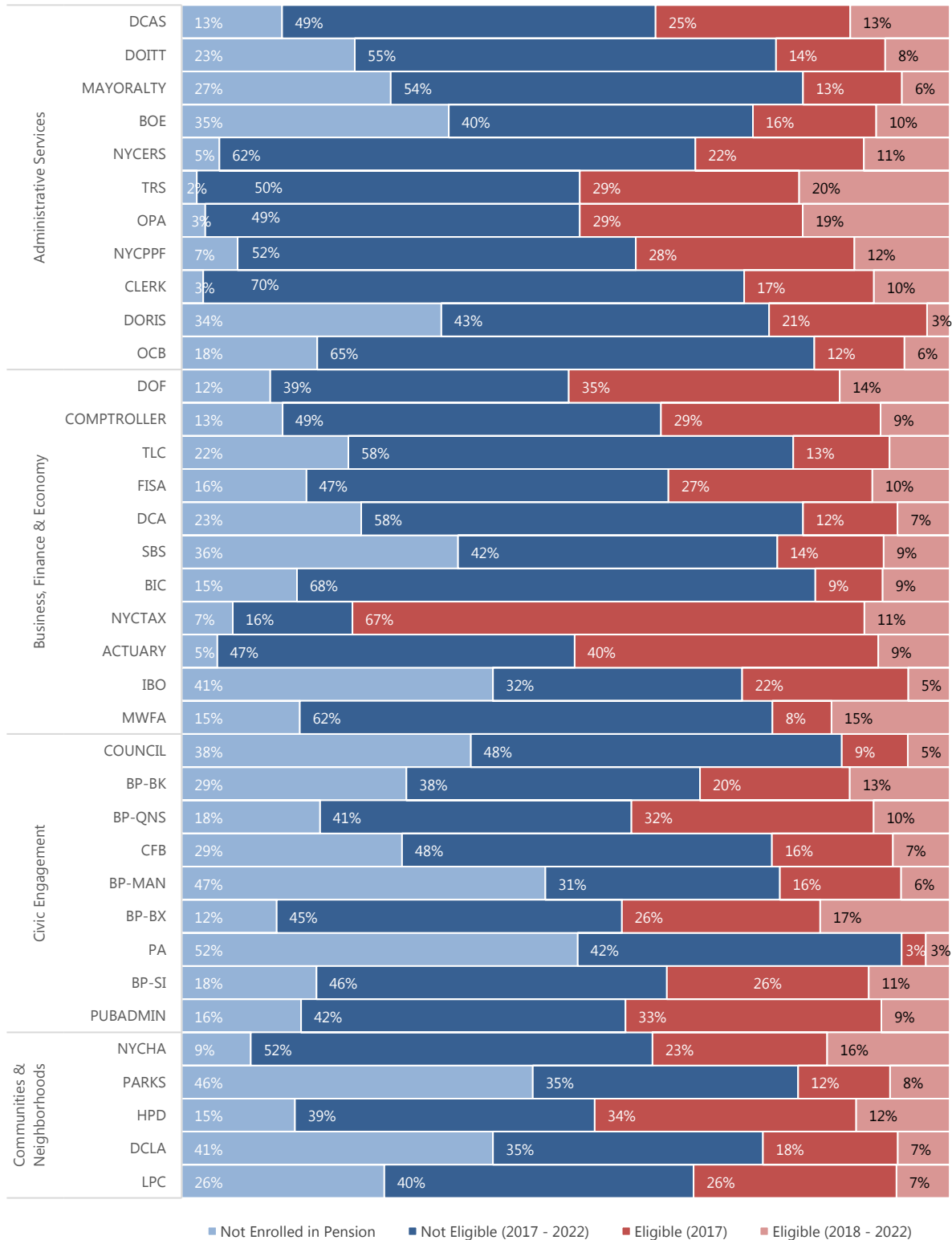
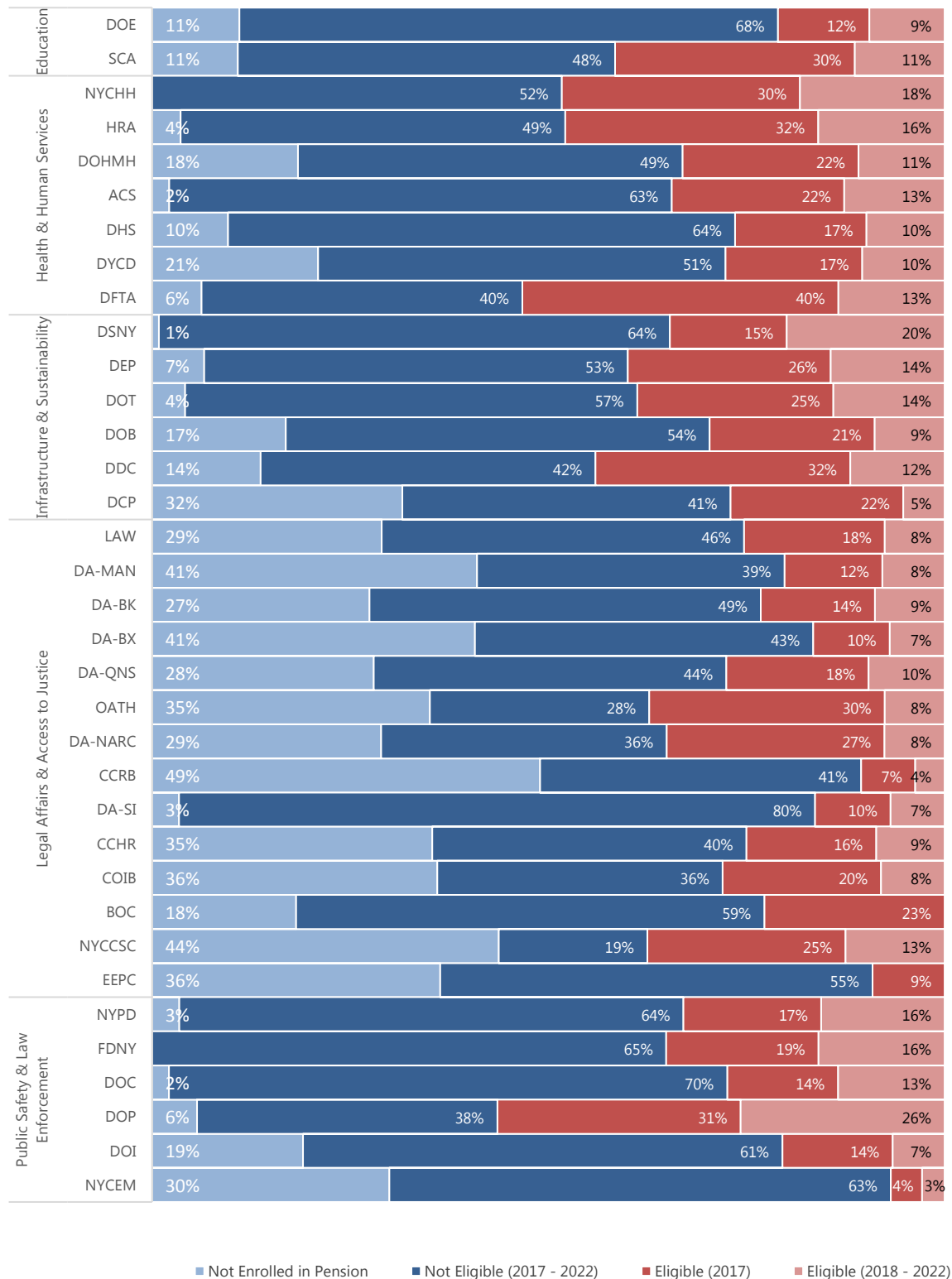
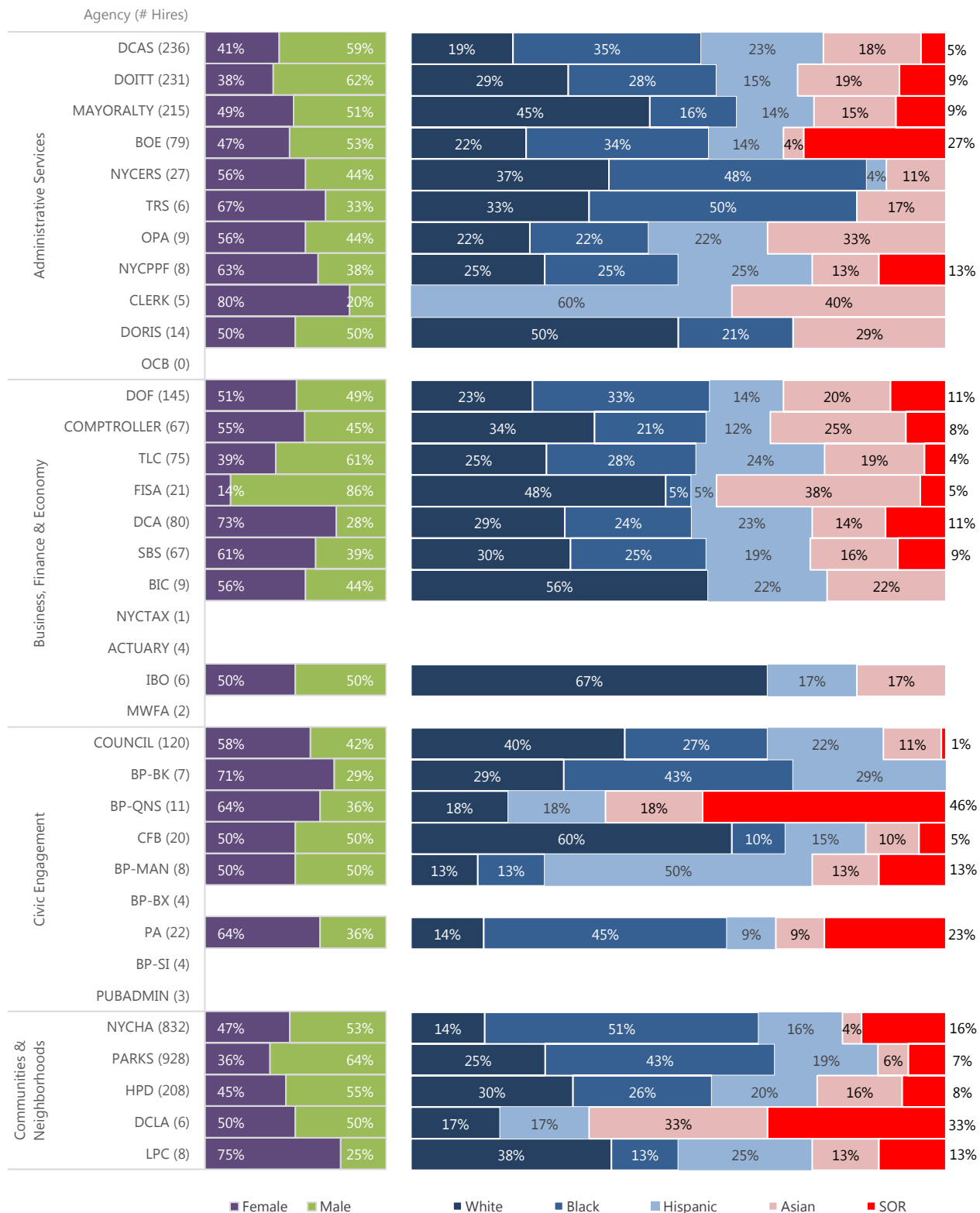


Fig 54: Fiscal 2017, Retirement Eligibility by Agency (continued)



HIRING

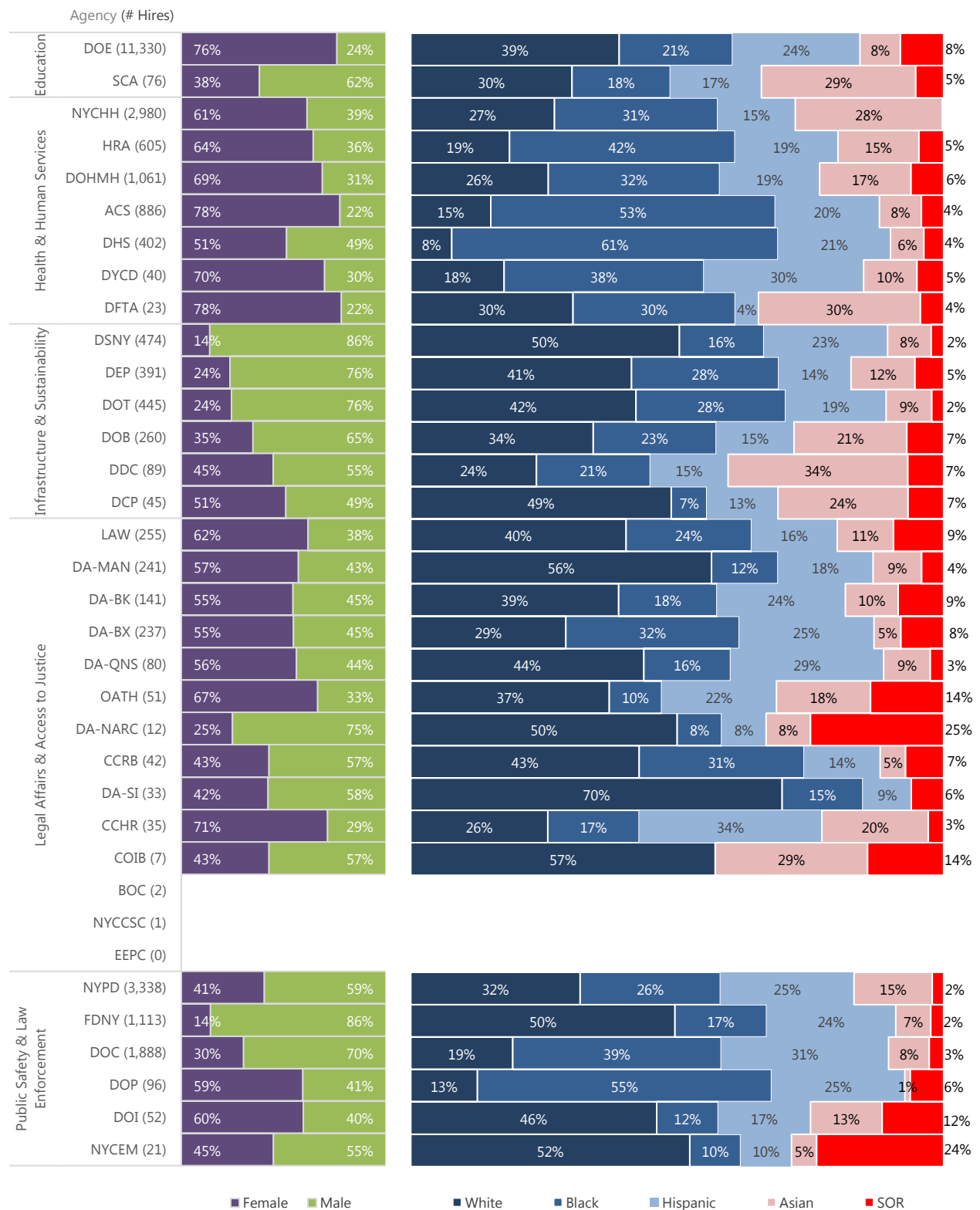
Fig 55: Fiscal 2017, Gender and Ethnicity of New Hires by Agency

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 55: Fiscal 2017, Gender and Ethnicity of New Hires by Agency (continued)

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

SEPARATIONS

Fig 56: Fiscal 2017, All Separations by Type by Agency

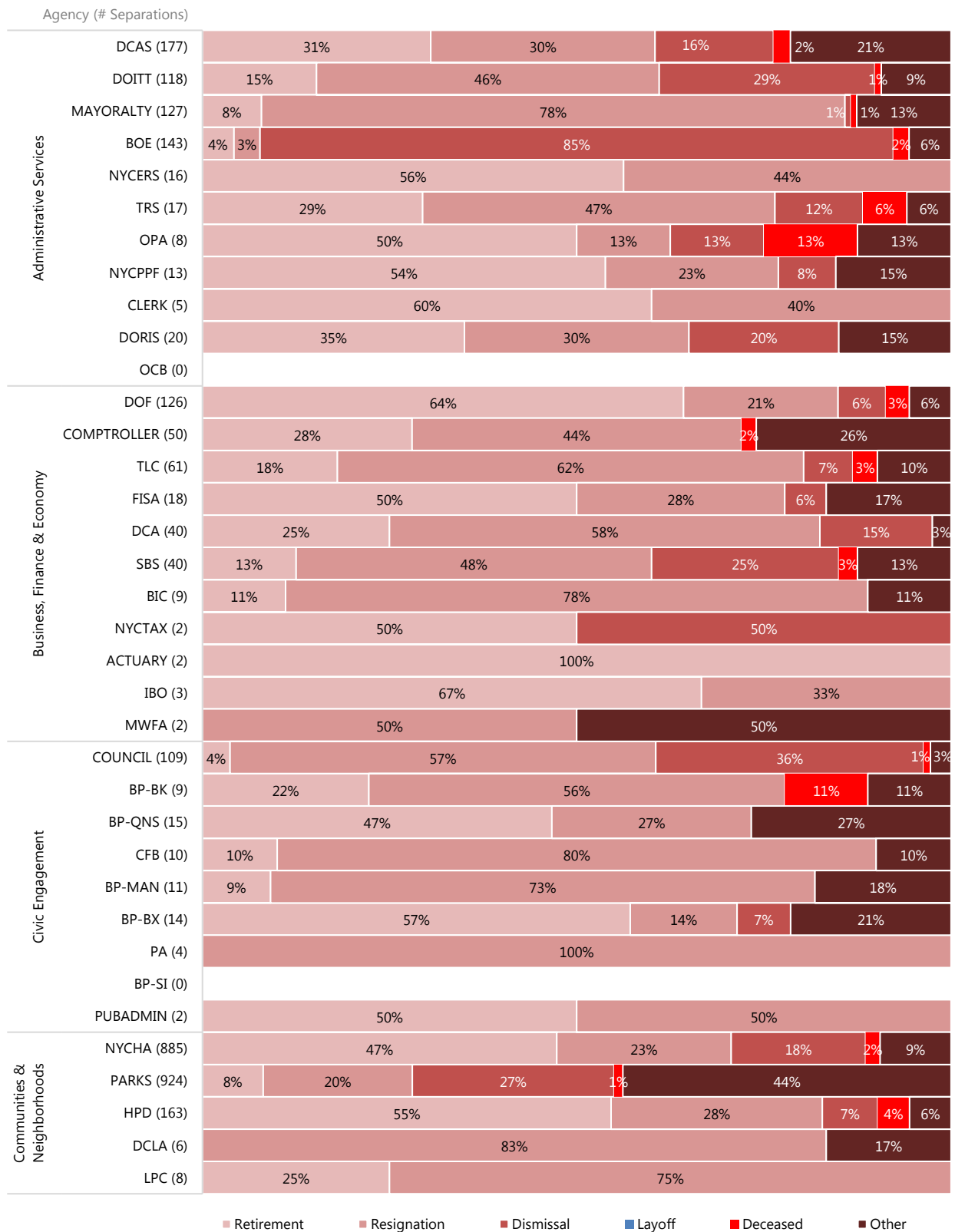


Fig 56: Fiscal 2017, All Separations by Type by Agency (continued)

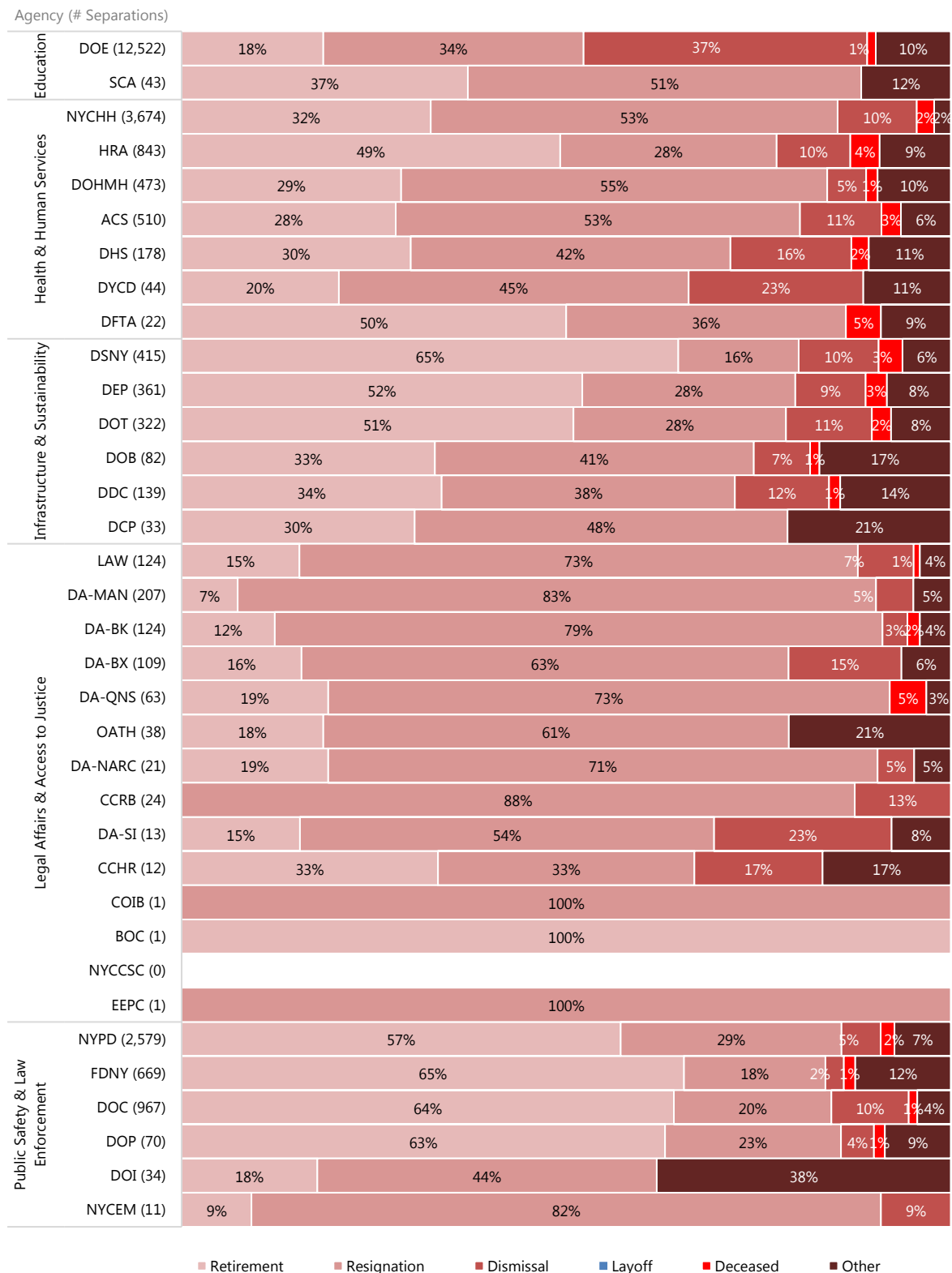
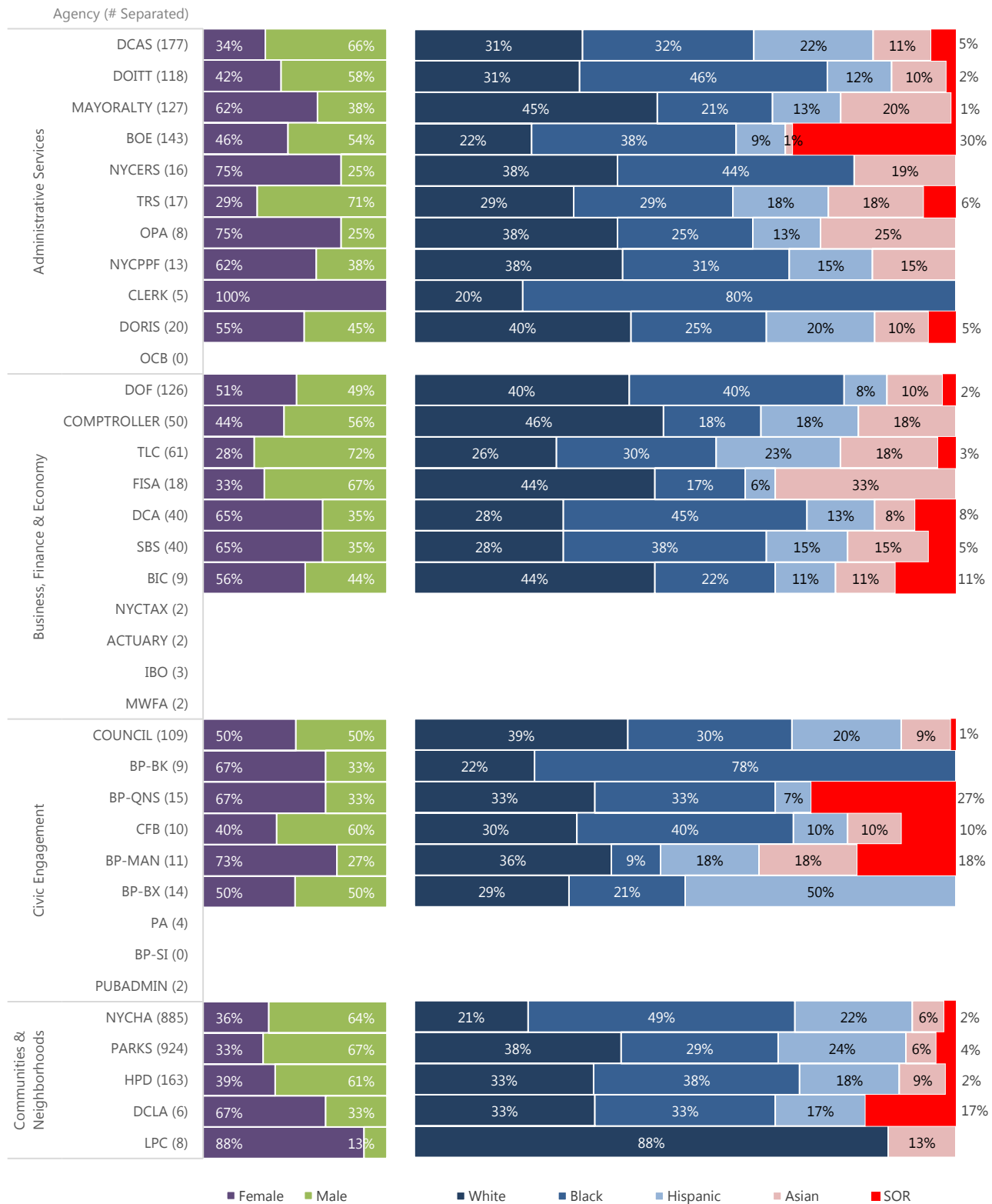


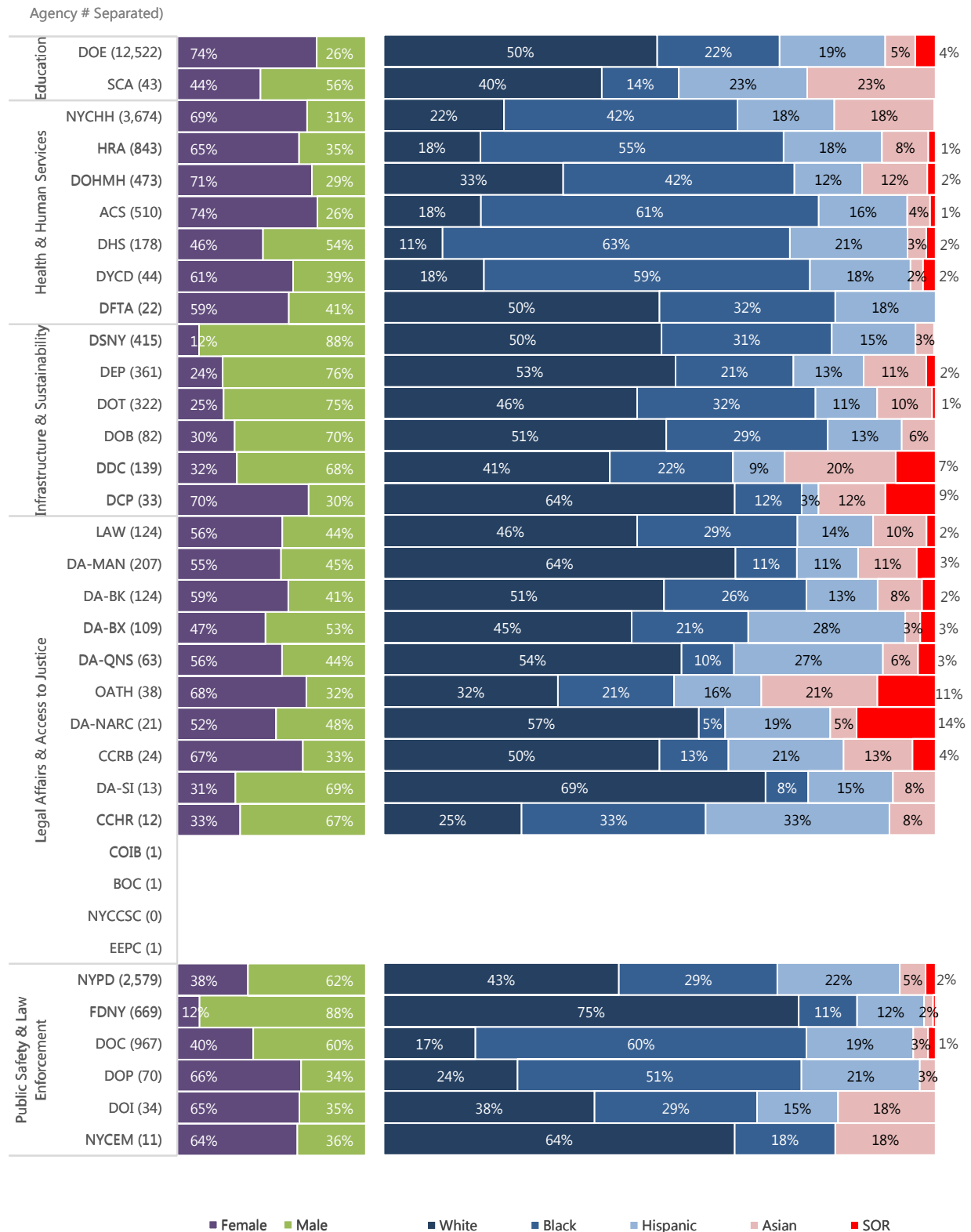
Fig 57: Fiscal 2017, Gender and Ethnicity of All Separations by Agency

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 57: Fiscal 2017, Gender and Ethnicity of All Separations by Agency (continued)

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 58: Fiscal 2017, Age and Years of Service of All Separations by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	46	46.5	6	11.1
	DOITT	39	42.7	1	6.3
	MAYORALTY	33	37.9	2	5.6
	BOE	35	40.6	0	2.6
	NYCERS	62	52.3	10	14.0
	TRS	49	50.8	14	13.3
	OPA	59	58.3	27	24.0
	NYCPPF	60	52.9	13	17.8
	CLERK	62	58.0	23	20.2
	DORIS	51	46.7	5	13.1
	OCB	n/a	n/a	n/a	n/a
Business, Finance & Economy	DOF	60	56.8	25	21.3
	COMPTROLLER	39	46.0	3	14.2
	TLC	38	41.5	4	10.1
	FISA	59	54.4	18	18.5
	DCA	39	41.0	2	8.9
	SBS	33	40.1	1	9.0
	BIC	34	39.5	2	3.9
	NYCTAX	n/a	n/a	22	22.1
	ACTUARY	n/a	n/a	33	33.9
	IBO	n/a	n/a	26	20.2
	MWFA	n/a	n/a	14	14.8
Civic Engagement	COUNCIL	30	33.7	2	4.3
	BP-BK	59	53.3	3	13.3
	BP-QNS	64	55.9	22	19.6
	CFB	31	34.8	3	3.4
	BP-MAN	30	39.0	2	7.1
	BP-BX	63	57.8	23	21.2
	PA	n/a	n/a	2	2.4
	BP-SI	n/a	n/a	n/a	n/a
	PUBADMIN	n/a	n/a	16	16.9
Communities & Neighborhoods	NYCHA	56	51.9	16	16.2
	PARKS	29	35.3	3	6.7
	HPD	60	53.9	20	18.8
	DCLA	29	31.4	2	3.8
	LPC	33	39.4	6	9.2

Note: Age metrics are only reported for groupings of five or more employees

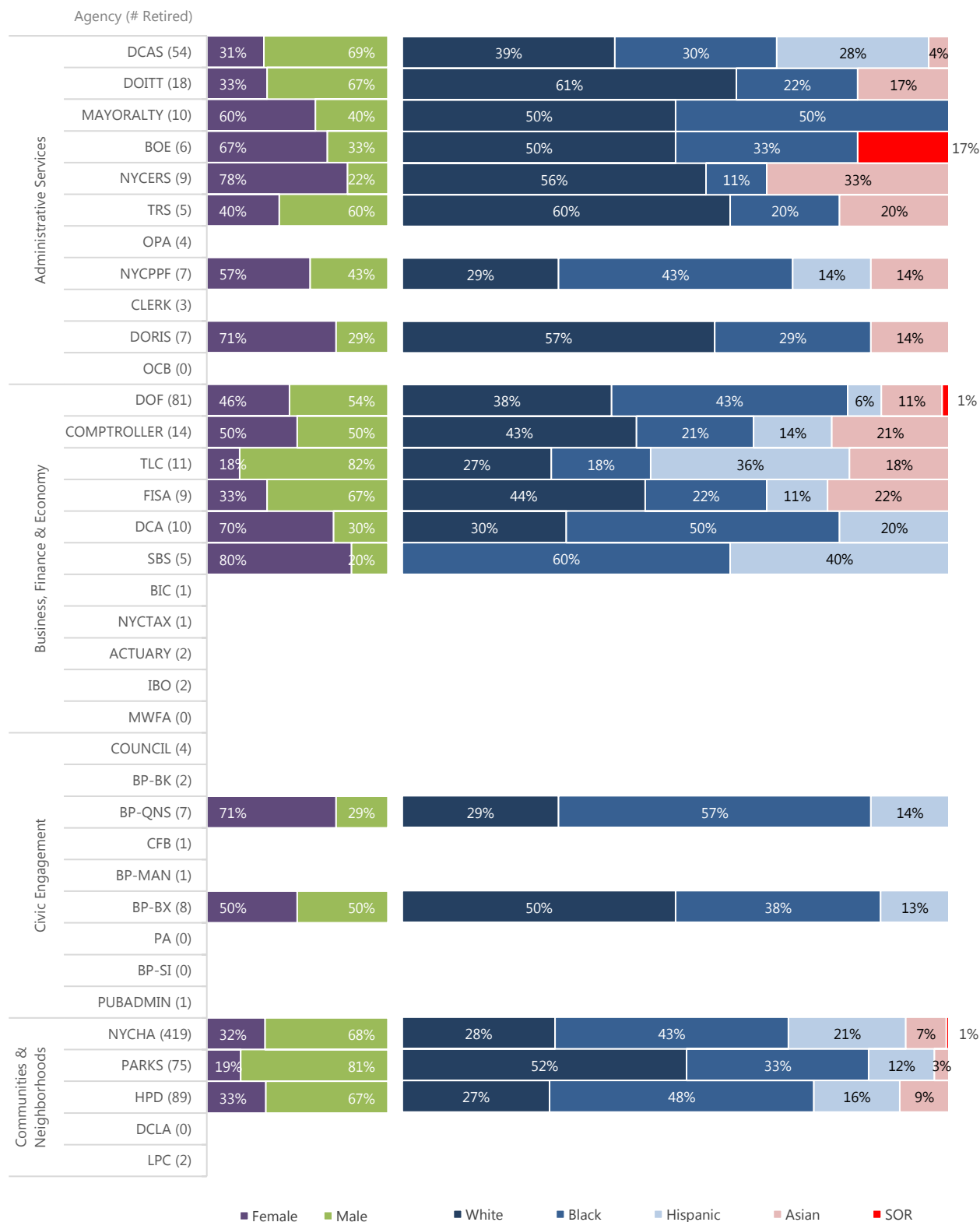
Fig 58: Fiscal 2017, Age and Years of Service of All Separations by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	47	47.5	10	14.9
	SCA	52	50.9	9	12.8
Health & Human Services	NYCHH	49	48.7	6	12.0
	HRA	59	53.9	18	17.7
	DOHMH	44	46.8	5	10.1
	ACS	44	46.2	8	11.8
	DHS	49	48.1	7	12.3
	DYCD	33	40.2	1	7.8
	DFTA	61	57.0	24	21.5
	DSNY	53	50.7	20	18.9
Infrastructure & Sustainability	DEP	55	51.8	19	16.9
	DOT	55	51.3	15	16.5
	DOB	56	51.4	9	11.9
	DDC	42	47.1	4	12.7
	DCP	44	46.9	9	14.8
	LAW	36	41.6	3	8.7
Legal Affairs & Access to Justice	DA-MAN	29	34.2	2	5.5
	DA-BK	33	38.7	3	7.8
	DA-BX	33	37.5	3	8.0
	DA-QNS	33	39.1	4	9.8
	OATH	43	46.0	4	8.6
	DA-NARC	39	42.1	11	15.7
	CCRB	28	33.0	1	4.3
	DA-SI	41	44.0	16	16.1
	CCHR	49	49.9	18	16.6
	COIB	n/a	n/a	9	9.7
	BOC	n/a	n/a	28	28.1
	NYCCSC	n/a	n/a	n/a	n/a
	EEPC	n/a	n/a	0	0.2
	NYPD	46	45.8	19	16.6
Public Safety & Law Enforcement	FDNY	49	48.0	20	19.7
	DOC	49	47.7	19	16.6
	DOP	59	55.2	27	21.8
	DOI	41	43.2	7	14.3
	NYCEM	41	50.1	3	6.0

Note: Age metrics are only reported for groupings of five or more employees

RETIREMENTS

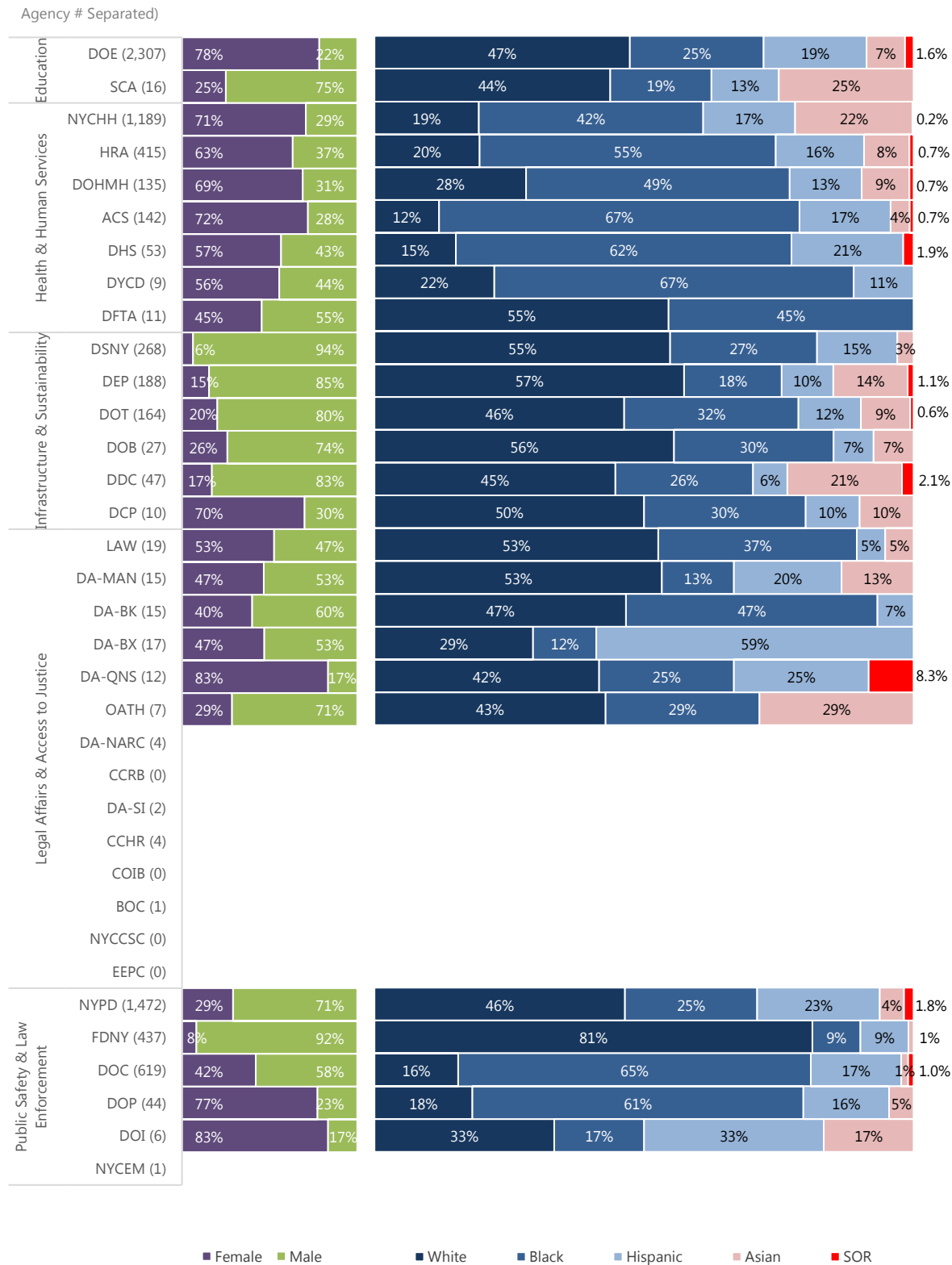
Fig 59: Fiscal 2017, Gender and Ethnicity of Retirees by Agency

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 59: Fiscal 2017, Gender and Ethnicity of Retirees by Agency (continued)

**Notes:**

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 60: Fiscal 2017, Age and Years of Service of Retirees by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	63	63.6	26	24.3
	DOITT	62	62.3	17	20.6
	MAYORALTY	66	67.5	27	26.7
	BOE	73	69.6	18	17.9
	NYCERS	64	65.3	26	22.0
	TRS	67	66.5	20	24.4
	OPA	n/a	n/a	30	34.2
	NYCPPF	65	64.8	28	25.9
	CLERK	n/a	n/a	23	20.8
	DORIS	62	63.4	32	31.6
	OCB	n/a	n/a	n/a	n/a
Business, Finance & Economy	DOF	62	62.7	29	28.0
	COMPTROLLER	65	64.9	33	32.9
	TLC	62	61.9	28	26.1
	FISA	61	62.1	35	31.5
	DCA	57	58.3	29	26.9
	SBS	67	66.7	36	37.0
	BIC	n/a	n/a	10	10.3
	NYCTAX	n/a	n/a	32	32.0
	ACTUARY	n/a	n/a	33	33.9
	IBO	n/a	n/a	29	29.4
	MWFA	n/a	n/a	n/a	n/a
Civic Engagement	COUNCIL	n/a	n/a	14	14.8
	BP-BK	n/a	n/a	33	33.8
	BP-QNS	65	67.6	34	27.1
	CFB	n/a	n/a	8	8.4
	BP-MAN	n/a	n/a	2	2.3
	BP-BX	68	67.0	28	28.6
	PA	n/a	n/a	n/a	n/a
	BP-SI	n/a	n/a	n/a	n/a
	PUBADMIN	n/a	n/a	11	11.6
Communities & Neighborhoods	NYCHA	61	61.9	26	25.7
	PARKS	61	61.7	29	27.9
	HPD	62	63.3	28	28.2
	DCLA	n/a	n/a	n/a	n/a
	LPC	n/a	n/a	23	23.2

Note: Age metrics are only reported for groupings of five or more employees

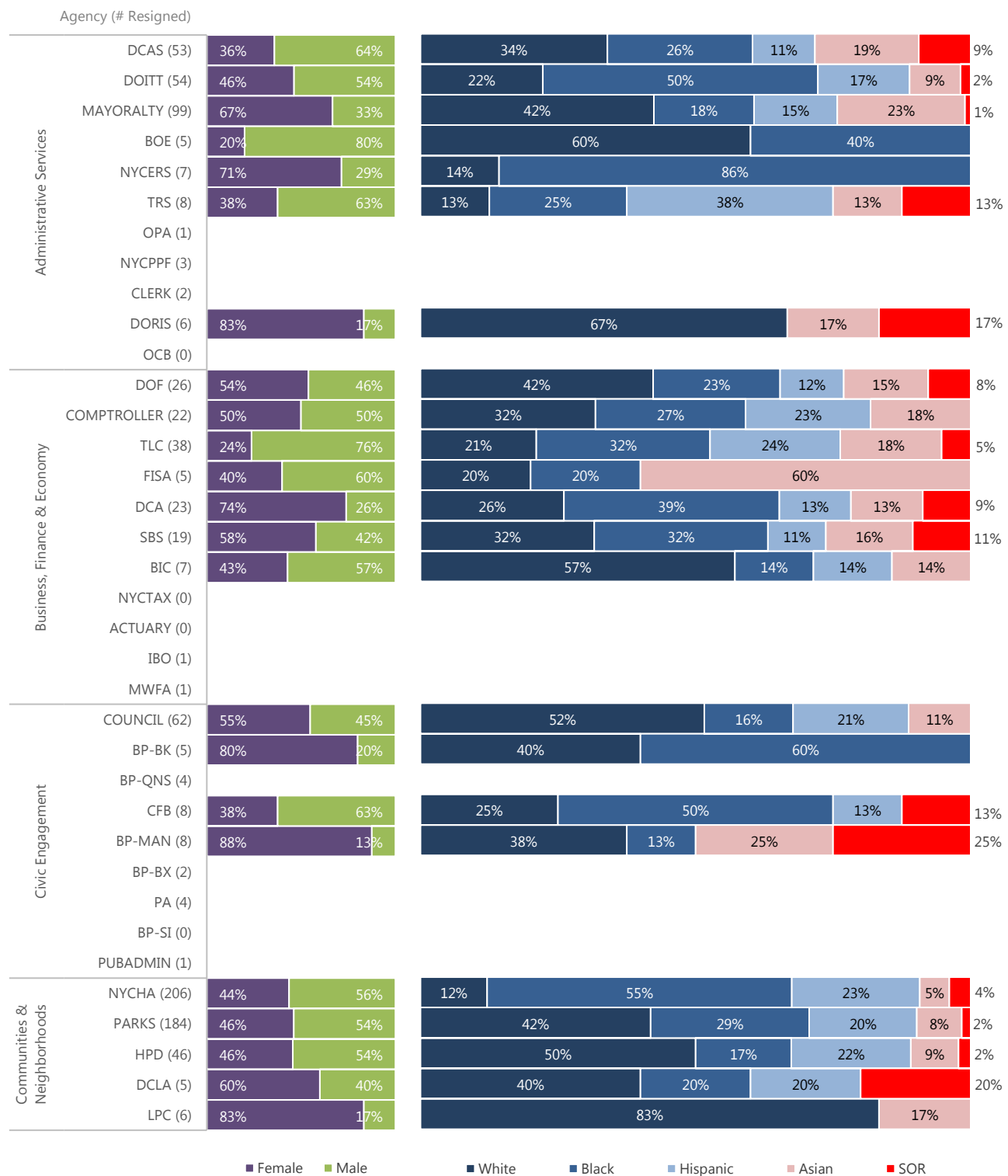
Fig 60: Fiscal 2017, Age and Years of Service of Retirees by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	62	61.6	22	22.0
	SCA	65	64.6	23	23.5
Health & Human Services	NYCHH	63	64.4	26	25.0
	HRA	63	63.8	26	26.1
	DOHMH	63	63.8	21	22.7
	ACS	62	62.8	27	26.2
	DHS	62	62.3	28	24.5
	DYCD	62	63.4	34	28.6
	DFTA	64	67.3	34	31.0
Infrastructure & Sustainability	DSNY	55	55.8	26	24.3
	DEP	62	61.6	26	25.5
	DOT	62	62.2	27	25.4
	DOB	63	64.1	16	19.1
	DDC	66	66.7	29	27.4
	DCP	62	64.0	32	33.8
Legal Affairs & Access to Justice	LAW	67	66.6	26	25.6
	DA-MAN	62	63.4	27	25.3
	DA-BK	62	61.7	30	26.8
	DA-BX	61	60.0	26	25.8
	DA-QNS	63	63.2	28	26.1
	OATH	65	65.3	27	22.9
	DA-NARC	n/a	n/a	31	31.0
	CCRB	n/a	n/a	n/a	n/a
	DA-SI	n/a	n/a	30	30.4
	CCHR	n/a	n/a	29	29.6
	COIB	n/a	n/a	n/a	n/a
	BOC	n/a	n/a	28	28.1
	NYCCSC	n/a	n/a	n/a	n/a
	EEPC	n/a	n/a	n/a	n/a
Public Safety & Law Enforcement	NYPD	49	51.2	22	22.4
	FDNY	52	52.0	24	23.8
	DOC	52	53.0	20	22.2
	DOP	63	63.2	28	28.6
	DOI	62	65.1	34	31.4
	NYCEM	n/a	n/a	19	19.2

Note: Age metrics are only reported for groupings of five or more employees

RESIGNATIONS

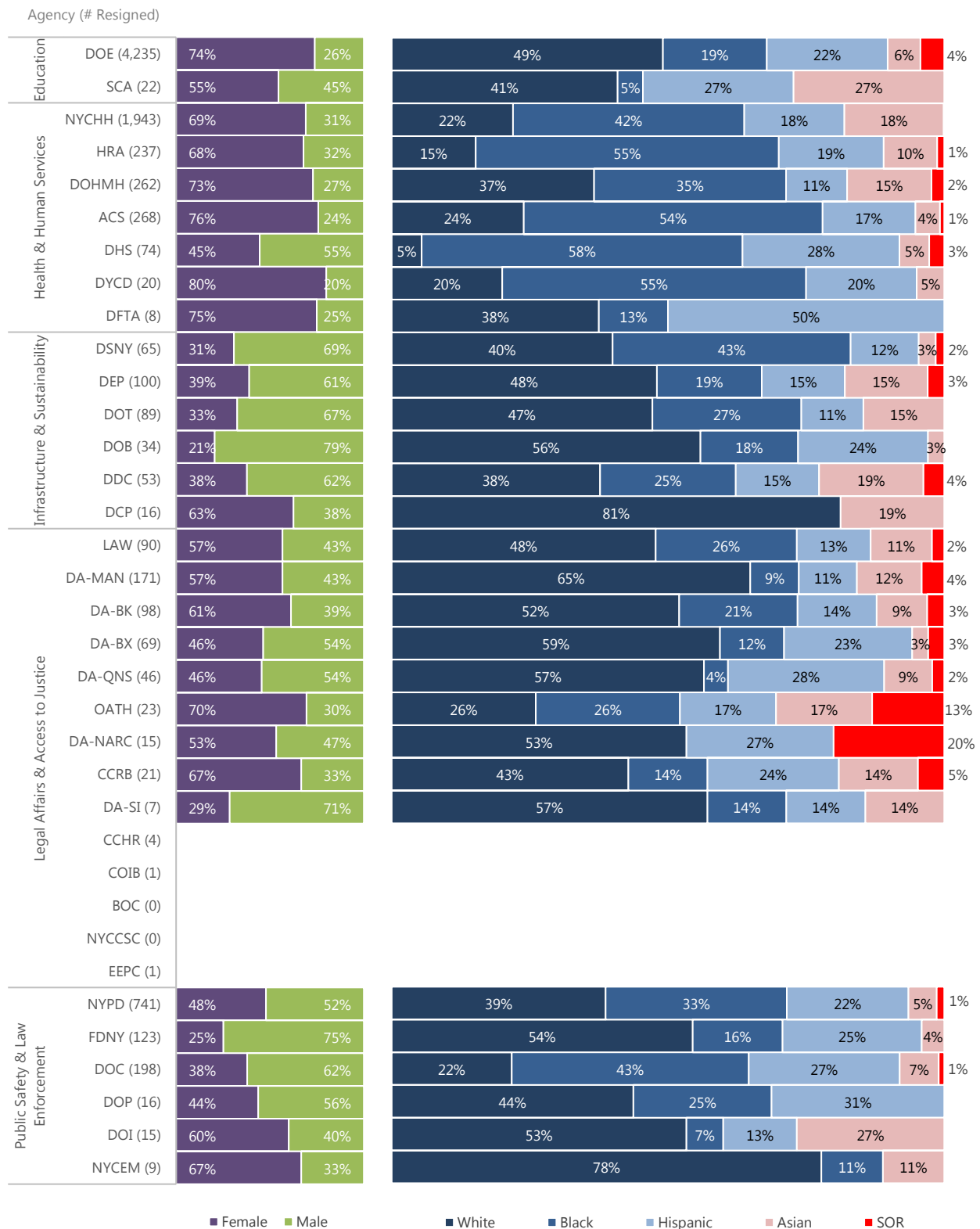
Fig 61: Fiscal 2017, Gender and Ethnicity of Resignations by Agency

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 61: Fiscal 2017, Gender and Ethnicity of Resignations by Agency (continued)

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 62: Fiscal 2017, Age and Years of Service of Resignations by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	33	37.2	1	3.2
	DOITT	35	38.1	1	3.4
	MAYORALTY	30	33.4	1	2.9
	BOE	37	34.7	7	8.7
	NYCERS	32	35.5	2	3.7
	TRS	38	39.6	5	7.7
	OPA	n/a	n/a	1	1.2
	NYCPPF	n/a	n/a	0	5.2
	CLERK	n/a	n/a	19	19.2
	DORIS	31	36.2	1	2.4
	OCB	n/a	n/a	n/a	n/a
Business, Finance & Economy	DOF	37	42.2	2	7.2
	COMPTROLLER	31	34.9	2	3.5
	TLC	31	35.2	3	5.5
	FISA	38	41.0	2	3.1
	DCA	37	35.9	1	3.2
	SBS	31	31.9	1	1.9
	BIC	29	36.8	2	3.2
	NYCTAX	n/a	n/a	n/a	n/a
	ACTUARY	n/a	n/a	n/a	n/a
	IBO	n/a	n/a	1	1.7
	MWFA	n/a	n/a	7	7.8
Civic Engagement	COUNCIL	29	32.1	2	3.8
	BP-BK	44	44.7	2	2.8
	BP-QNS	n/a	n/a	2	1.8
	CFB	31	31.6	2	2.9
	BP-MAN	29	36.5	1	5.0
	BP-BX	n/a	n/a	9	9.6
	PA	n/a	n/a	2	2.4
	BP-SI	n/a	n/a	n/a	n/a
	PUBADMIN	n/a	n/a	22	22.1
Communities & Neighborhoods	NYCHA	39	40.4	4	6.4
	PARKS	33	37.0	1	5.4
	HPD	34	36.5	2	4.6
	DCLA	29	29.0	2	2.3
	LPC	31	31.0	3	4.5

Note: Age metrics are only reported for groupings of five or more employees

Fig 62: Fiscal 2017, Age and Years of Service of Resignations by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	34	36.9	5	7.0
	SCA	45	43.9	6	7.0
Health & Human Services	NYCHH	36	39.2	3	5.1
	HRA	37	38.9	3	5.6
	DOHMH	34	37.5	1	3.6
	ACS	35	37.7	2	4.9
	DHS	35	38.5	0	5.1
	DYCD	32	36.3	1	2.5
	DFTA	40	40.6	2	4.7
Infrastructure & Sustainability	DSNY	36	36.7	2	5.8
	DEP	32	36.2	2	4.6
	DOT	33	35.8	1	5.3
	DOB	42	44.3	1	4.4
	DDC	27	32.8	1	3.6
	DCP	34	37.1	3	4.6
Legal Affairs & Access to Justice	LAW	33	35.1	2	4.5
	DA-MAN	27	31.5	2	4.1
	DA-BK	31	35.1	3	5.4
	DA-BX	31	33.1	3	5.3
	DA-QNS	29	32.4	2	5.1
	OATH	35	41.0	3	5.9
	DA-NARC	33	39.3	5	13.0
	CCRB	27	33.8	1	4.8
	DA-SI	37	38.5	6	10.7
	CCHR	n/a	n/a	0	4.0
	COIB	n/a	n/a	9	9.7
	BOC	n/a	n/a	n/a	n/a
	NYCCSC	n/a	n/a	n/a	n/a
	EEPC	n/a	n/a	0	0.2
Public Safety & Law Enforcement	NYPD	30	34.2	3	5.2
	FDNY	32	34.5	3	5.1
	DOC	32	34.7	1	4.6
	DOP	33	35.7	2	5.2
	DOI	30	32.9	1	2.8
	NYCEM	41	50.3	2	4.6

Note: Age metrics are only reported for groupings of five or more employees

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SECTION IV: TITLES AND JOB CATEGORIES

EMPLOYEE TITLES

All City employees are appointed to a civil service title. The top fifty of the thousands of titles covered in this report comprise 295,264 (75%) of all employees.

Fig 63: Fiscal 2017, Key Indicators for Top 50 Civil Service Titles

Civil Service Titles	Headcount	% Full-Time	Median Salary	Median Age	Median YOS	% Elig Retire (2017)	% Elig Retire (2022)	% Sep	% Hires
TEACHER	90,471	88.5%	\$86,185	40	11	9.4%	17.4%	7.9%	6.1%
EDUCATION PARAPROFESSIONAL	32,129	78.7%	\$36,062	41	6	7.8%	16.0%	5.7%	10.3%
POLICE OFFICER	29,309	100.0%	\$85,292	35	10	11.3%	26.6%	4.0%	5.1%
CORRECTION OFFICER	9,953	100.0%	\$60,434	37	7	10.9%	23.0%	7.4%	16.6%
FIREFIGHTER	8,399	100.0%	\$85,292	37	12	11.4%	29.6%	3.4%	5.7%
STAFF NURSE	7,619	97.0%	\$79,727	49	9	28.2%	45.0%	10.5%	8.3%
SCHOOL AIDE	7,525	0.0%	n/a	53	14	28.1%	43.7%	13.3%	8.6%
CLERICAL ASSOCIATE	7,508	93.7%	\$40,655	51	13	32.2%	47.9%	6.9%	4.2%
SANITATION WORKER	6,271	100.0%	\$75,066	42	11	10.7%	31.9%	3.3%	5.1%
COMMUNITY ASSOCIATE	5,216	96.5%	\$43,730	41	5	13.3%	22.3%	11.0%	13.6%
SCHOOL SAFETY AGENT	5,024	100.0%	\$42,136	42	10	11.9%	22.2%	4.7%	5.8%
SERGEANT (POLICE)	4,819	100.0%	\$106,175	40	15	25.5%	52.6%	4.3%	0.0%
PRINCIPAL ADMINISTRATIVE ASSOCIATE	4,209	99.0%	\$56,798	54	22	40.7%	60.9%	5.6%	1.0%
SCHOOL LUNCH HELPER	4,120	0.0%	n/a	54	8	27.5%	43.4%	9.4%	7.4%
SCHOOL SECRETARY	3,659	84.4%	\$59,735	55	16	23.9%	41.7%	3.4%	1.7%
ASSISTANT PRINCIPAL	3,642	98.4%	\$114,117	45	15	8.0%	17.3%	3.7%	0.0%
COMMUNITY COORDINATOR	3,567	97.8%	\$61,095	39	4	10.7%	19.4%	6.2%	16.6%
GUIDANCE COUNSELOR	3,382	94.6%	\$95,742	42	12	9.5%	16.9%	3.4%	3.4%
CARETAKER	3,375	100.0%	\$43,079	40	6	11.3%	22.1%	6.6%	15.9%
EMERGENCY MEDICAL SPECIALIST-EMT	2,993	100.0%	\$42,610	29	3	4.7%	8.7%	4.0%	16.2%
TRAFFIC ENFORCEMENT AGENT	2,815	100.0%	\$38,986	41	5	12.6%	21.5%	4.8%	15.7%
SCHOOL CROSSING GUARD	2,518	0.0%	n/a	52	8	22.8%	37.5%	7.9%	13.1%
SENIOR SCHOOL LUNCH HELPER	2,453	0.0%	n/a	50	8	18.8%	32.7%	12.9%	7.7%
ELIGIBILITY SPECIALIST	2,431	97.6%	\$40,458	48	8	22.5%	35.0%	5.9%	4.9%
ADMINISTRATIVE STAFF ANALYST	2,304	99.3%	\$95,689	50	15	29.7%	45.3%	8.6%	2.1%
CHILD PROTECTIVE SPECIALIST	2,122	100.0%	\$54,720	36	6	6.9%	12.4%	10.6%	22.5%
RESIDENT	2,034	100.0%	\$67,121	31	2	0.0%	0.4%	2.4%	38.0%
PATIENT CARE ASSOCIATE	1,954	98.4%	\$41,132	49	10	25.4%	48.0%	4.8%	5.1%
ASSISTANT DISTRICT ATTORNEY	1,939	99.0%	\$78,000	34	5	10.5%	16.6%	11.6%	13.8%
SERVICE AIDE	1,794	78.8%	\$37,488	49	10	28.4%	49.1%	5.2%	1.8%
OCCUPATIONAL THERAPIST (DOE)	1,719	96.9%	\$71,384	39	6	2.6%	7.4%	2.7%	10.1%
CASEWORKER	1,716	99.8%	\$44,433	53	16	39.0%	55.5%	6.7%	5.9%
PRINCIPAL	1,715	99.2%	\$149,378	48	16	10.4%	24.0%	4.3%	0.0%
LIEUTENANT (POLICE)	1,714	100.0%	\$121,875	44	19	49.6%	74.9%	6.8%	0.0%
SCHOOL SOCIAL WORKER	1,642	97.2%	\$93,215	47	10	10.7%	19.7%	2.8%	7.1%
LIFEGUARD	1,632	0.0%	n/a	22	4	0.2%	0.4%	17.8%	3.2%
LIEUTENANT (FIRE)	1,561	100.0%	\$106,175	44	17	35.7%	68.4%	3.7%	0.0%
COMPUTER SPECIALIST (SOFTWARE)	1,534	99.8%	\$98,696	52	11	33.1%	44.7%	4.9%	8.5%
SPECIAL OFFICER	1,525	100.0%	\$40,589	38	3	8.5%	16.7%	7.9%	16.3%
FAMILY PARAPROFESSIONAL	1,518	0.0%	n/a	52	17	20.7%	39.3%	6.1%	3.8%
JOB OPPORTUNITY SPECIALIST	1,485	99.1%	\$45,378	49	6	21.5%	34.1%	6.7%	4.8%
POLICE ADMINISTRATIVE AIDE	1,470	100.0%	\$38,956	49	9	25.7%	38.4%	5.6%	10.2%
SCHOOL PSYCHOLOGIST	1,444	94.8%	\$93,215	41	10	12.5%	21.1%	3.9%	3.3%
ADMINISTRATIVE MANAGER	1,374	98.9%	\$70,939	52	24	34.4%	56.8%	5.4%	0.4%
COMPUTER SYSTEMS MANAGER	1,344	99.9%	\$123,600	50	7	20.5%	32.8%	4.1%	9.8%
POLICE COMMUNICATIONS TECHNICIAN	1,312	100.0%	\$49,571	37	6	8.5%	16.1%	7.3%	17.3%
COMMUNITY ASSISTANT	1,311	89.6%	\$34,814	43	6	18.8%	27.1%	8.5%	15.6%
CITY PARK WORKER	1,310	46.6%	\$37,188	45	1	13.0%	20.3%	17.2%	35.6%
MAINTENANCE WORKER	1,272	99.5%	\$60,552	50	15	24.1%	41.2%	6.7%	5.1%
NURSE'S AIDE	1,112	77.1%	\$37,562	53	11	39.5%	59.8%	6.1%	2.9%

* The title Police Officer includes 23,816 Police Officers and 5,493 Detectives and Specialist Details.

JOB CATEGORIES

One way of analyzing the thousands of civil service titles in use today is to group them into broad categories representing types of work performed and also operational areas within and across City agencies. Looking at title groupings in broader categories can give better insight into areas such as separation rates and retirement eligibility, which might not be obvious if the numbers are considered at the macro (citywide) or micro (civil service title) level.

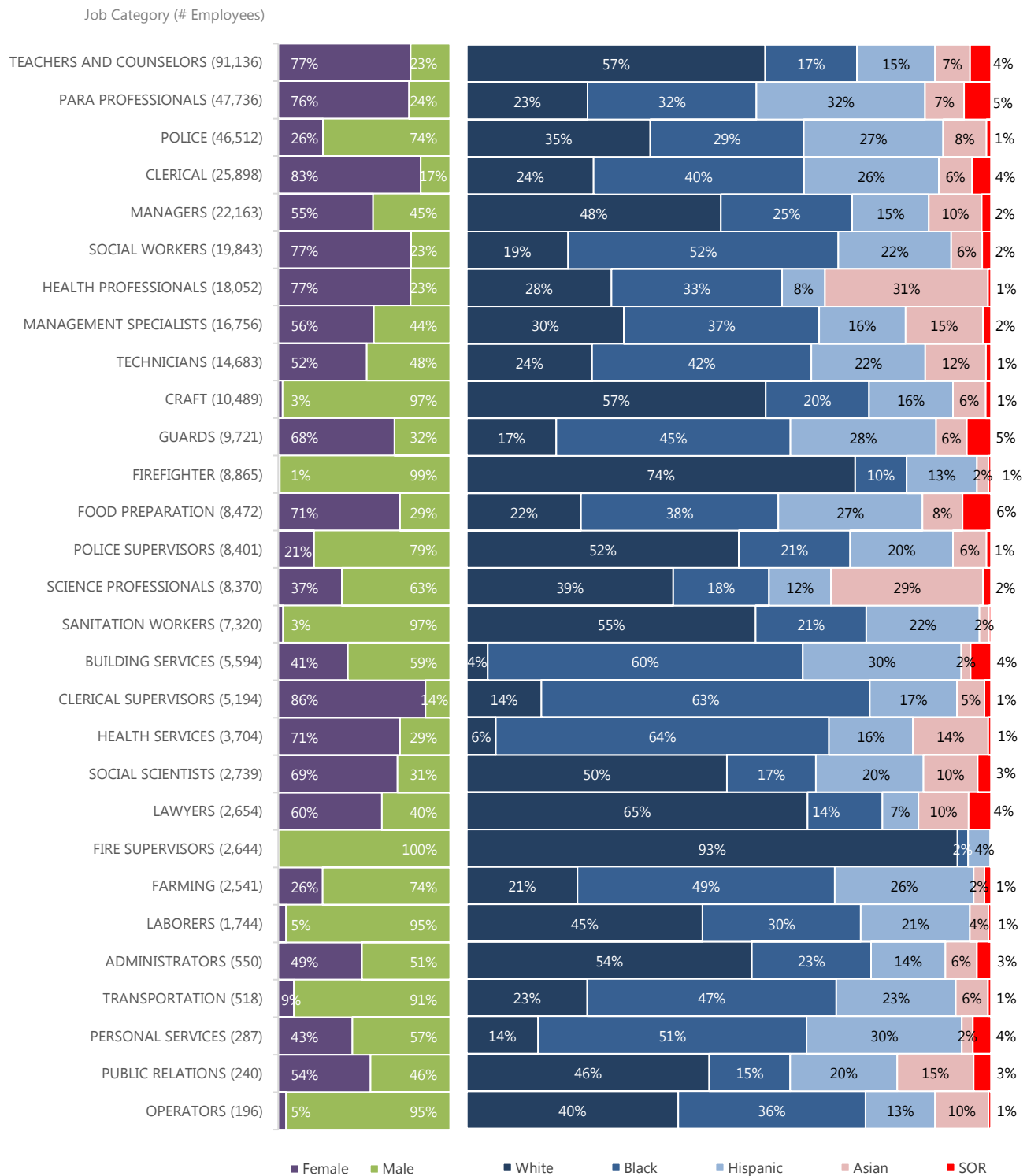
Detailed descriptions of the job categories and how they were derived can be found in Appendix I.

Fig 64: Fiscal 2017, Key Indicators for Job Categories

Job Category	Headcount	% Full-Time	Median Salary	Median Age	Median YOS	% Elig Retire (2017)	% Elig Retire (2022)	% Sep	% Hires
TEACHERS AND COUNSELORS	91,136	88.6%	\$86,185	40	11	9.5%	17.5%	7.9%	6.2%
PARA PROFESSIONALS	47,736	78.9%	\$38,860	42	7	10.5%	19.8%	6.7%	11.0%
POLICE	46,512	98.7%	\$82,808	36	9	11.4%	25.0%	5.1%	9.1%
CLERICAL	25,898	65.6%	\$42,839	51	13	26.9%	41.9%	8.9%	6.7%
MANAGERS	22,163	97.7%	\$114,072	47	13	20.8%	34.4%	7.8%	5.5%
SOCIAL WORKERS	19,843	97.0%	\$55,527	48	11	22.5%	35.5%	7.0%	7.8%
HEALTH PROFESSIONALS	18,052	89.3%	\$76,726	45	8	23.0%	36.4%	8.3%	11.5%
MANAGEMENT SPECIALISTS	16,756	97.0%	\$70,584	49	12	28.5%	44.0%	8.0%	7.9%
TECHNICIANS	14,683	98.1%	\$46,707	44	10	21.4%	34.3%	6.0%	7.6%
CRAFT	10,489	98.3%	\$87,195	51	13	26.2%	43.8%	6.5%	6.1%
GUARDS	9,721	55.2%	\$42,136	42	8	13.2%	23.0%	8.2%	7.6%
FIREFIGHTER	8,865	100.0%	\$85,292	38	12	12.8%	31.0%	3.5%	5.4%
FOOD PREPARATION	8,472	9.6%	\$45,430	53	9	24.7%	41.3%	10.5%	6.7%
POLICE SUPERVISORS	8,401	100.0%	\$106,175	42	16	33.9%	59.7%	5.4%	0.0%
SCIENCE PROFESSIONALS	8,370	98.9%	\$80,829	47	9	25.2%	35.7%	6.2%	12.2%
SANITATION WORKERS	7,320	100.0%	\$75,066	42	11	11.5%	33.7%	3.4%	4.4%
BUILDING SERVICES	5,594	98.7%	\$43,079	46	9	19.5%	32.4%	7.4%	11.8%
CLERICAL SUPERVISORS	5,194	99.2%	\$54,638	54	22	40.6%	60.8%	5.5%	0.9%
HEALTH SERVICES	3,704	82.5%	\$37,991	52	11	37.2%	57.0%	7.0%	4.4%
SOCIAL SCIENTISTS	2,739	95.9%	\$89,968	41	7	15.6%	25.1%	7.7%	10.3%
LAWYERS	2,654	82.8%	\$85,029	39	5	13.9%	19.7%	8.0%	13.8%
FIRE SUPERVISORS	2,644	100.0%	\$106,175	47	20	53.6%	80.0%	4.0%	0.0%
FARMING	2,541	68.1%	\$48,636	47	4	17.7%	29.5%	11.8%	20.1%
LABORERS	1,744	71.7%	\$66,046	44	5	12.7%	23.9%	6.7%	11.2%
ADMINISTRATORS	550	90.9%	\$174,680	52	10	24.7%	41.3%	7.8%	6.0%
TRANSPORTATION	518	97.3%	\$46,476	52	11	30.3%	50.6%	7.3%	6.2%
PERSONAL SERVICES	287	52.3%	\$34,653	36	2	11.5%	17.1%	27.9%	21.3%
PUBLIC RELATIONS	240	87.1%	\$58,066	48	8	17.9%	29.6%	8.3%	8.3%
OPERATORS	196	98.5%	\$72,474	54	11	40.8%	53.1%	11.7%	9.2%

GENDER AND ETHNICITY

Fig 65: Fiscal 2017, Gender and Ethnicity by Job Category



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

AGE AND YEARS OF SERVICE

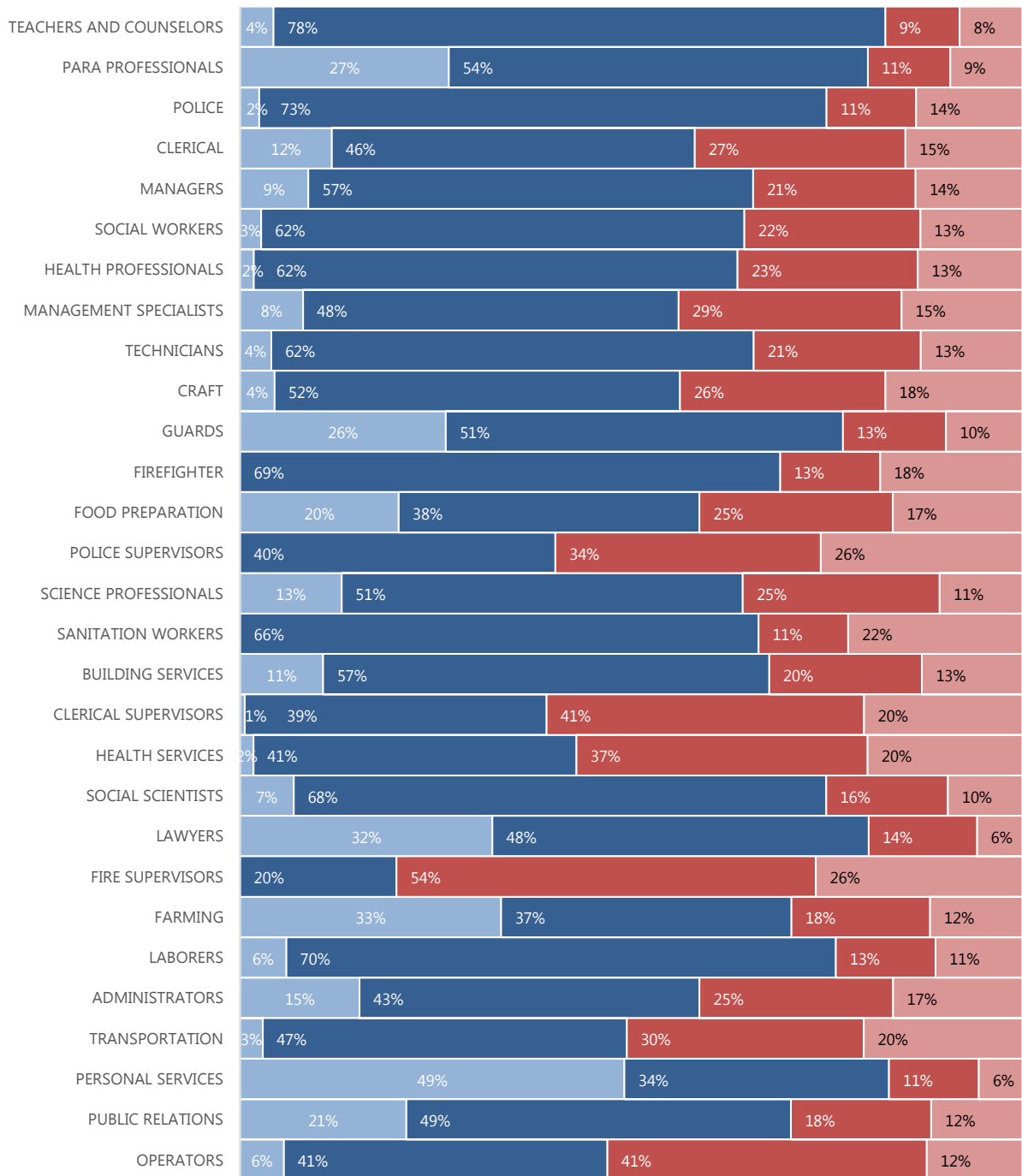
Fig 66: Fiscal 2017, Age and Years of Service by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	40	42.4	11	12.3
PARA PROFESSIONALS	42	42.5	7	9.7
POLICE	36	37.5	9	9.8
CLERICAL	51	49.5	13	13.8
MANAGERS	47	47.7	13	14.8
SOCIAL WORKERS	48	47.4	11	13.5
HEALTH PROFESSIONALS	45	45.9	8	10.5
MANAGEMENT SPECIALISTS	49	48.4	12	14.5
TECHNICIANS	44	44.2	10	11.9
CRAFT	51	49.7	13	14.7
GUARDS	42	42.1	8	10.2
FIREFIGHTER	38	39.1	12	11.8
FOOD PREPARATION	53	51.0	9	10.7
POLICE SUPERVISORS	42	43.1	16	17.7
SCIENCE PROFESSIONALS	47	47.1	9	11.7
SANITATION WORKERS	42	43.2	11	11.9
BUILDING SERVICES	46	45.2	9	11.6
CLERICAL SUPERVISORS	54	52.7	22	21.8
HEALTH SERVICES	52	50.6	11	13.5
SOCIAL SCIENTISTS	41	43.8	7	10.7
LAWYERS	39	43.6	5	9.3
FIRE SUPERVISORS	47	47.7	20	21.6
FARMING	47	46.4	4	9.7
LABORERS	44	44.0	5	9.7
ADMINISTRATORS	52	52.2	10	13.1
TRANSPORTATION	52	51.6	11	12.9
PERSONAL SERVICES	36	39.7	2	6.6
PUBLIC RELATIONS	48	47.7	8	10.4
OPERATORS	54	51.0	11	14.3

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RETIREMENT ELIGIBILITY

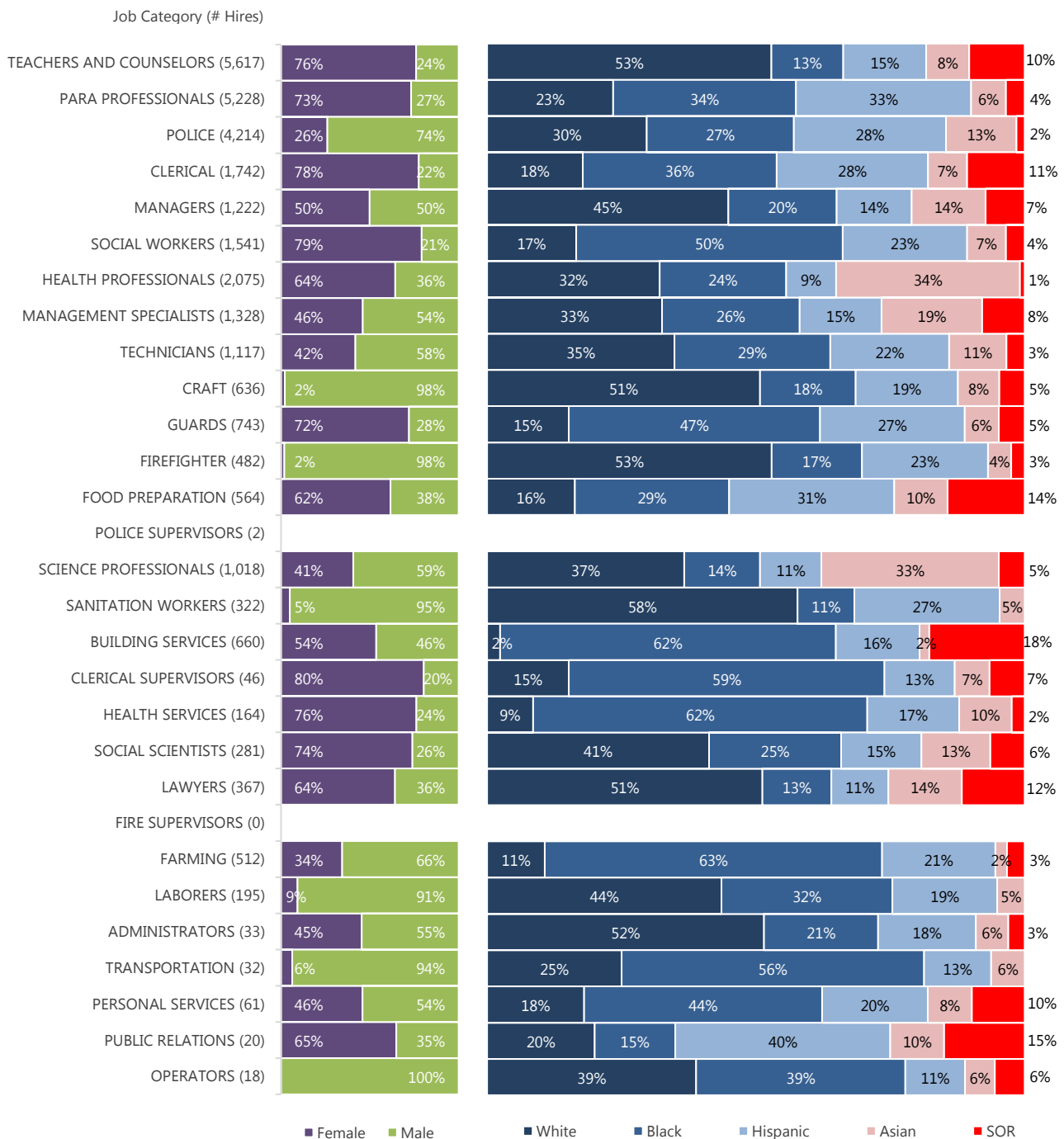
Fig 67: Fiscal 2017 - 2022, Retirement Eligibility by Job Category



■ Not Enrolled in Pension ■ Not Eligible (2017 - 2022) ■ Eligible (2017) ■ Eligible (2018-2022)

HIRING

Fig 68: Fiscal 2017, Gender and Ethnicity of New Hires by Job Category

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

Police Supervisors and Fire Supervisors are positions attainable only through competitive promotional examination and therefore have no new hires.

SEPARATIONS

Fig 69: Fiscal 2017, All Separations by Type by Job Category

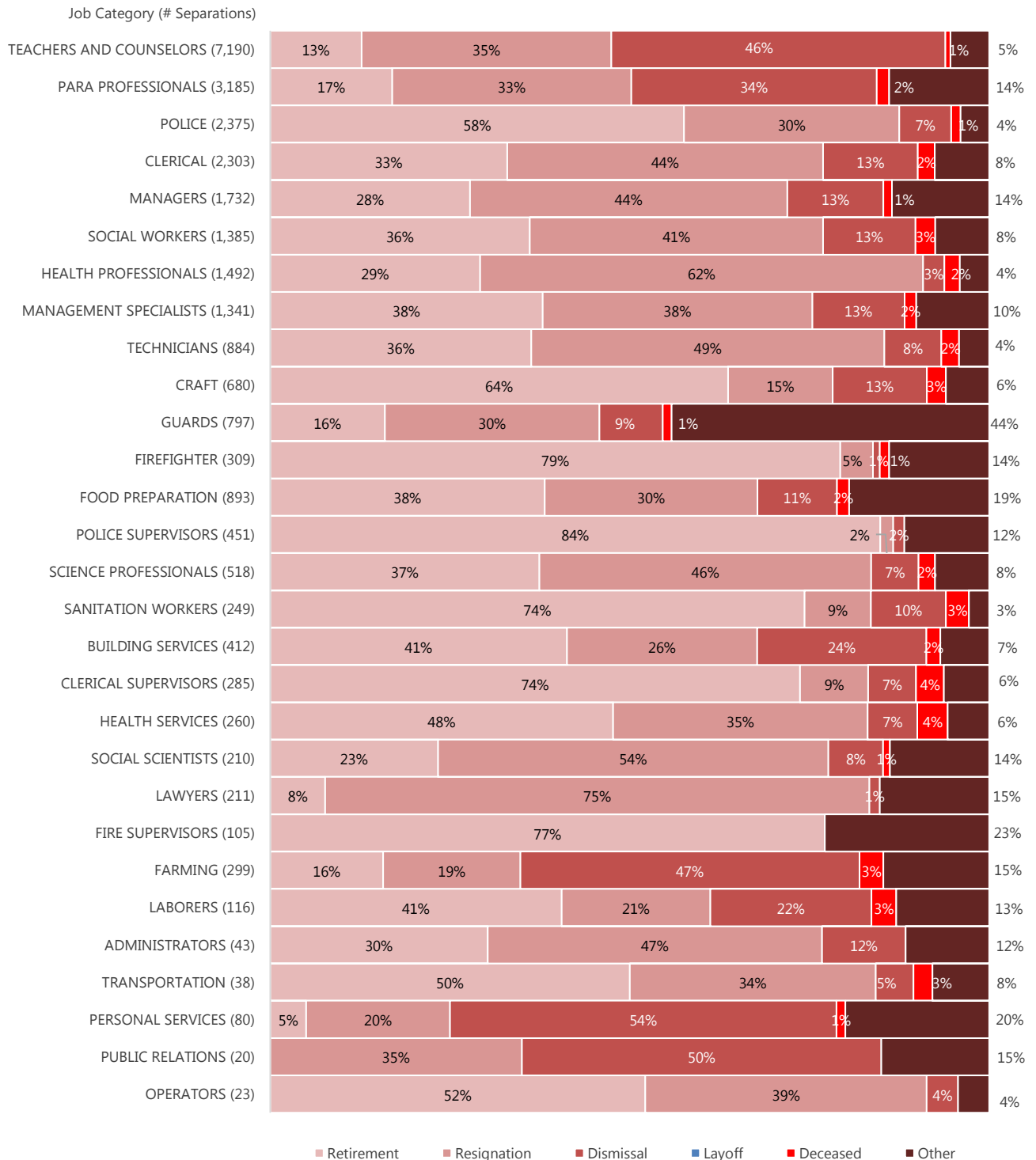
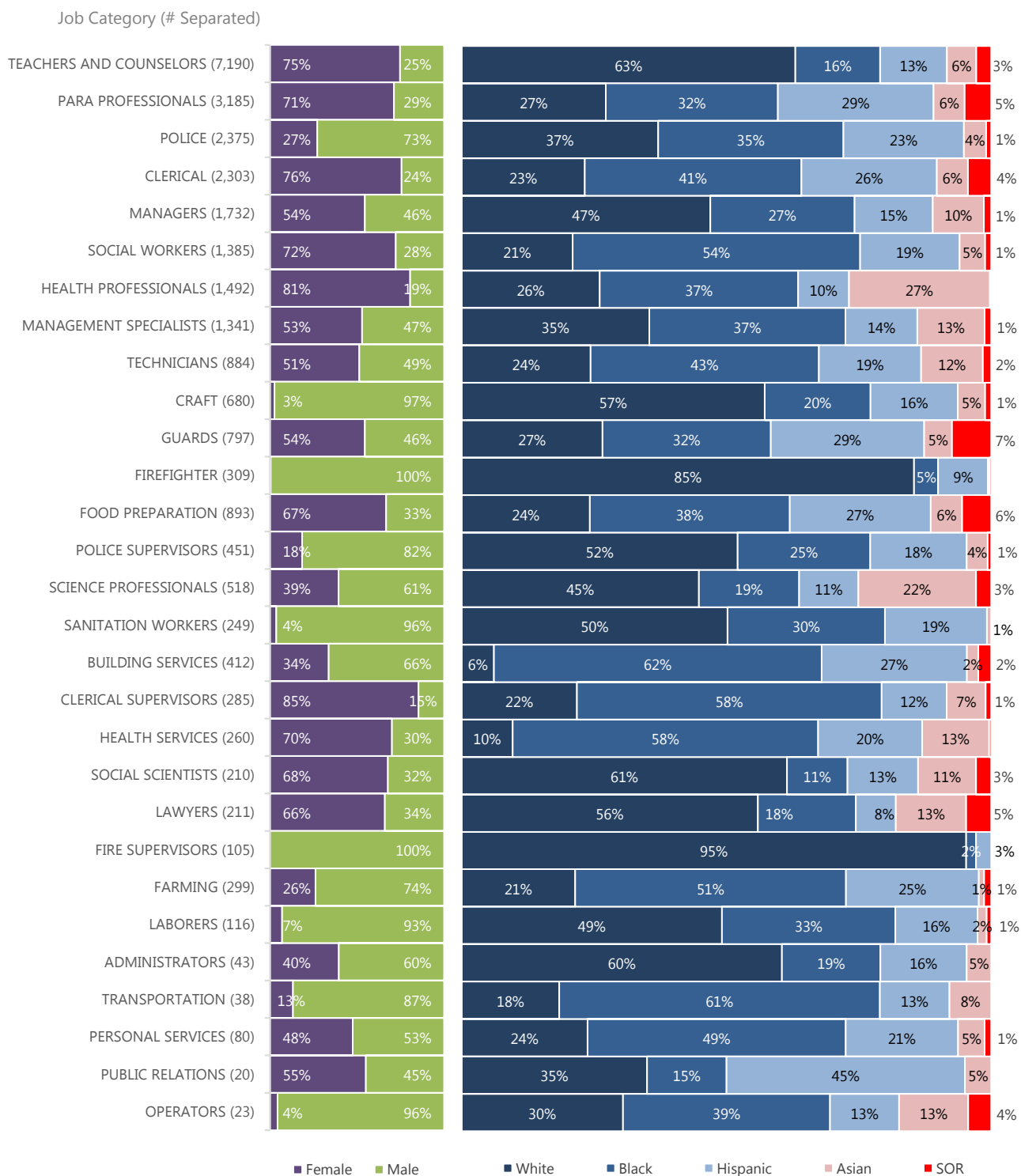


Fig 70: Fiscal 2017, Gender and Ethnicity of All Separations by Job Category



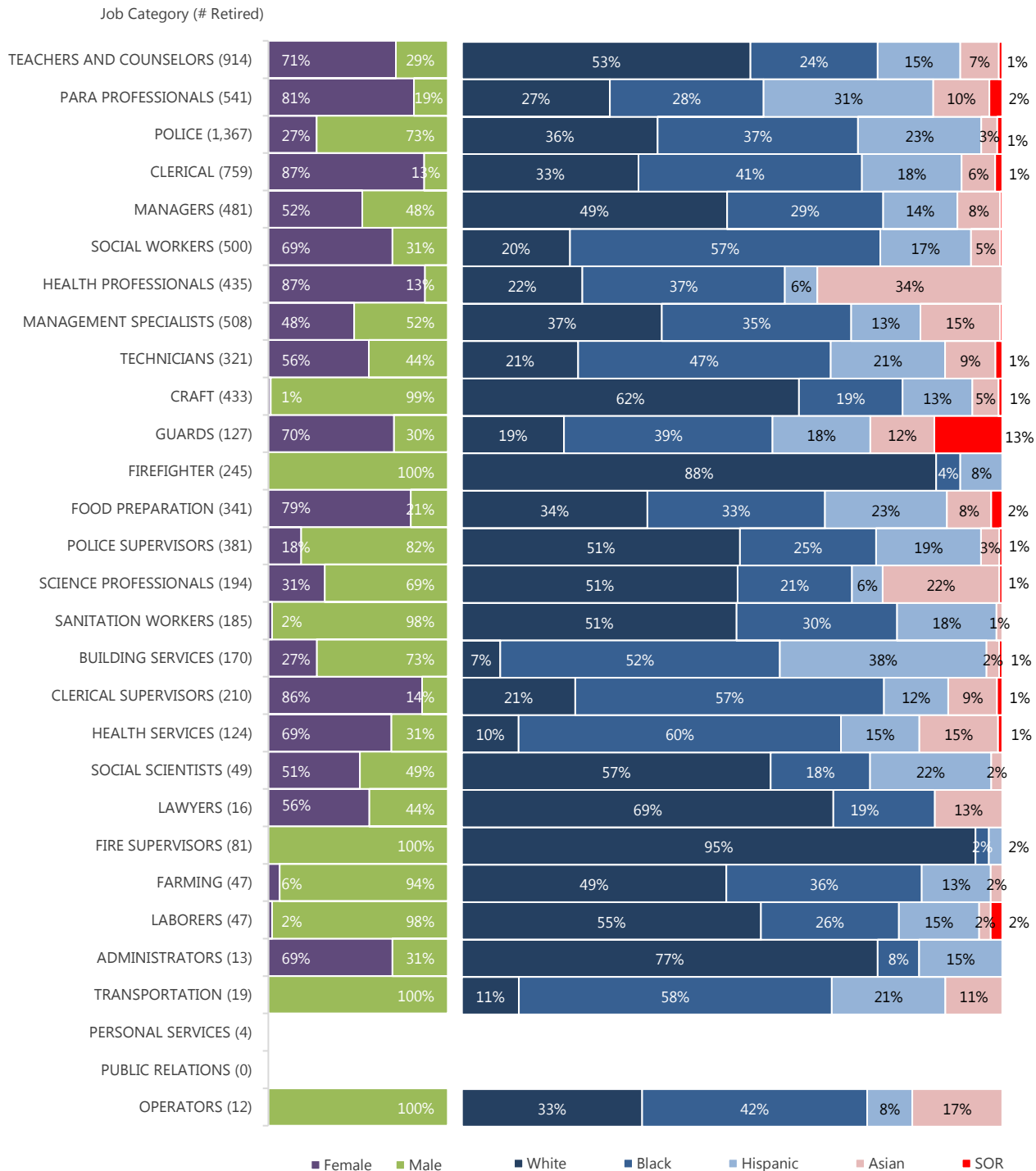
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Fig 71: Fiscal 2017, Age and Years of Service of All Separations by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	47	48.4	12	17.3
PARA PROFESSIONALS	34	40.0	4	8.2
POLICE	45	43.1	17	14.8
CLERICAL	53	50.4	11	14.0
MANAGERS	50	49.1	10	13.7
SOCIAL WORKERS	49	48.9	10	13.3
HEALTH PROFESSIONALS	43	46.4	4	10.3
MANAGEMENT SPECIALISTS	53	49.8	9	14.3
TECHNICIANS	47	47.1	11	14.0
CRAFT	59	55.9	22	19.7
GUARDS	35	40.7	8	10.9
FIREFIGHTER	47	47.9	19	19.5
FOOD PREPARATION	55	51.6	10	12.0
POLICE SUPERVISORS	48	49.0	22	23.2
SCIENCE PROFESSIONALS	47	48.1	6	12.9
SANITATION WORKERS	51	50.2	20	19.3
BUILDING SERVICES	53	49.0	10	14.2
CLERICAL SUPERVISORS	61	59.9	28	26.6
HEALTH SERVICES	62	55.0	14	15.7
SOCIAL SCIENTISTS	38	43.8	4	10.7
LAWYERS	34	39.3	3	7.1
FIRE SUPERVISORS	55	55.1	29	28.8
FARMING	43	43.7	0	7.1
LABORERS	49	47.9	8	13.0
ADMINISTRATORS	57	56.0	10	14.1
TRANSPORTATION	61	54.7	12	12.9
PERSONAL SERVICES	24	30.9	0	2.4
PUBLIC RELATIONS	43	42.7	4	8.6
OPERATORS	62	56.3	11	15.2

RETIREMENTS

Fig 72: Fiscal 2017, Gender and Ethnicity of Retirees by Job Category

Notes:

Gender and Ethnicity are only reported for groupings of five or more employees

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

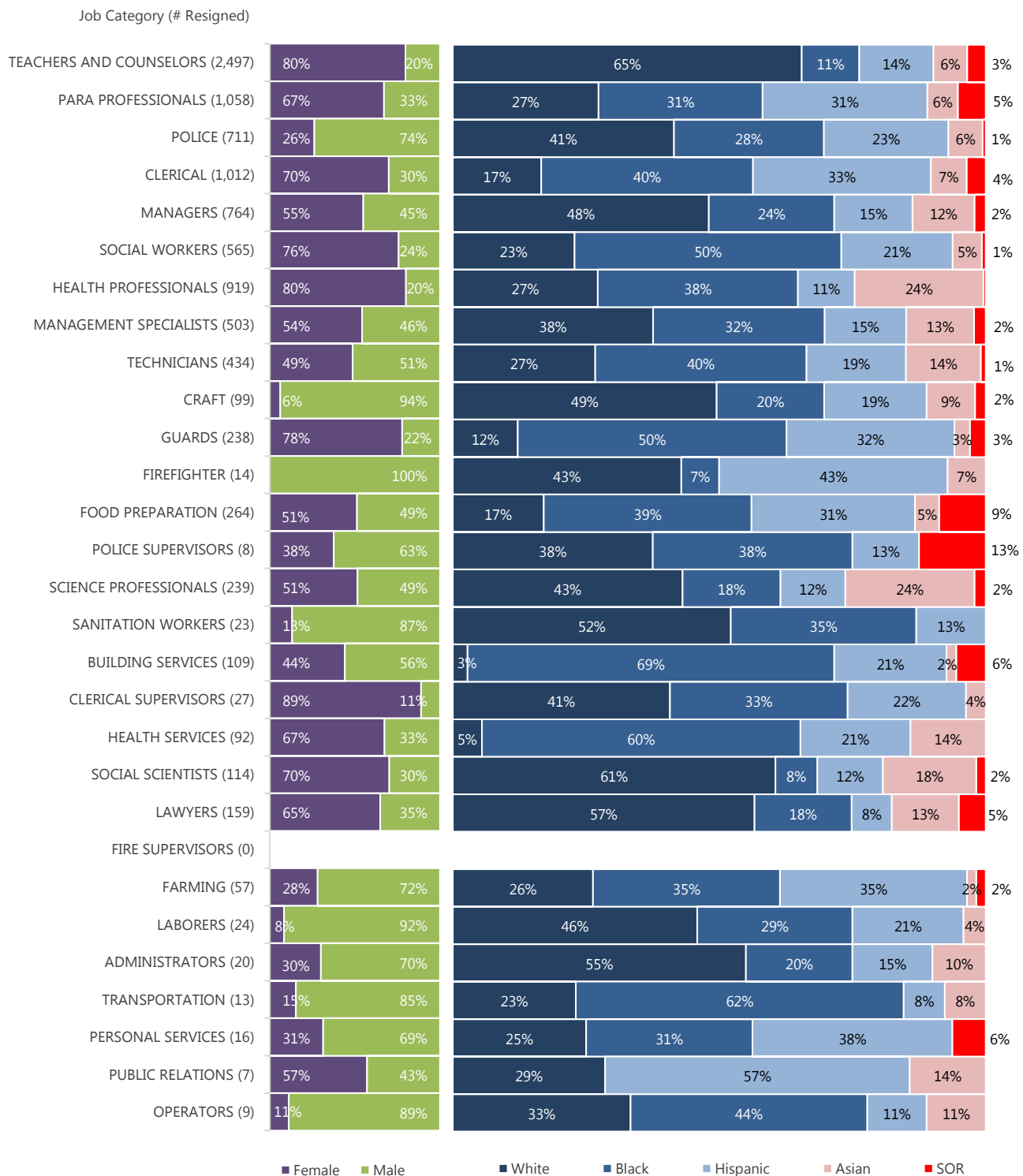
Fig 73: Fiscal 2017, Age and Years of Service of Retirees, by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	61	60.1	24	23.1
PARA PROFESSIONALS	63	62.9	21	21.0
POLICE	49	49.6	20	21.3
CLERICAL	63	63.8	24	24.3
MANAGERS	62	62.1	27	25.0
SOCIAL WORKERS	62	63.2	26	24.3
HEALTH PROFESSIONALS	63	63.4	25	23.6
MANAGEMENT SPECIALISTS	63	63.5	28	27.0
TECHNICIANS	63	61.9	26	26.2
CRAFT	61	61.0	27	25.9
GUARDS	63	63.5	24	23.9
FIREFIGHTER	48	48.9	20	20.7
FOOD PREPARATION	63	63.4	18	19.3
POLICE SUPERVISORS	48	49.0	22	23.3
SCIENCE PROFESSIONALS	64	65.4	27	26.0
SANITATION WORKERS	53	53.7	22	23.1
BUILDING SERVICES	62	62.8	27	25.0
CLERICAL SUPERVISORS	62	63.1	30	30.3
HEALTH SERVICES	65	65.5	24	23.7
SOCIAL SCIENTISTS	62	63.0	28	27.2
LAWYERS	68	67.0	28	28.5
FIRE SUPERVISORS	54	54.6	29	28.4
FARMING	61	62.4	30	28.1
LABORERS	60	58.8	28	24.8
ADMINISTRATORS	63	63.6	20	21.0
TRANSPORTATION	63	64.6	16	19.0
PERSONAL SERVICES	n/a	n/a	19	21.2
PUBLIC RELATIONS	n/a	n/a	n/a	n/a
OPERATORS	66	66.2	27	25.1

Note: Age metrics are only reported for groupings of five or more employees

RESIGNATIONS

Fig 77: Fiscal 2017, Gender and Ethnicity of Resignations by Job Category

**Notes:**

Gender and Ethnicity are only reported for groupings of five or more employees

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

Fig 75: Fiscal 2017, Age and Years of Service of Resignations by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	32	34.1	4	6.0
PARA PROFESSIONALS	30	34.6	3	5.7
POLICE	29	32.3	2	4.1
CLERICAL	40	42.5	8	8.3
MANAGERS	37	39.7	3	6.4
SOCIAL WORKERS	35	37.9	3	5.2
HEALTH PROFESSIONALS	36	38.4	2	4.5
MANAGEMENT SPECIALISTS	35	37.8	2	4.8
TECHNICIANS	34	37.1	2	5.8
CRAFT	42	43.0	3	6.8
GUARDS	37	41.5	6	7.2
FIREFIGHTER	38	39.0	4	5.0
FOOD PREPARATION	41	42.1	4	6.2
POLICE SUPERVISORS	44	46.2	8	10.0
SCIENCE PROFESSIONALS	31	35.0	1	3.5
SANITATION WORKERS	38	38.6	8	8.1
BUILDING SERVICES	35	37.1	4	5.8
CLERICAL SUPERVISORS	42	43.3	10	10.8
HEALTH SERVICES	40	41.7	2	6.0
SOCIAL SCIENTISTS	35	36.7	3	4.4
LAWYERS	32	35.8	2	4.6
FIRE SUPERVISORS	n/a	n/a	n/a	n/a
FARMING	39	40.3	2	5.7
LABORERS	37	39.9	1	4.0
ADMINISTRATORS	49	51.5	4	9.4
TRANSPORTATION	37	40.9	2	3.7
PERSONAL SERVICES	23	30.5	0	3.8
PUBLIC RELATIONS	31	35.4	2	3.7
OPERATORS	48	42.5	1	3.6

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SECTION V: NEXT STEPS

MOVING FORWARD IN PARTNERSHIP

New York City is the largest city in the country, and among the most diverse. Recruiting and retaining a workforce that reflects the diversity of our city supports the municipal government in better understanding and meeting the needs of its customers – all New Yorkers. The Department of Citywide Administrative Services is responding to this call for greater diversity at all levels of City government and will work collaboratively to support agencies in their efforts to become more diverse, especially in job categories where women and minorities have been historically under-represented.

Several areas in DCAS will play key roles in this endeavor.

The mission of the Office of Citywide Equity and Inclusion (OCEI) is the development, engagement, advancement and retention of a diverse and inclusive workforce, creating a productive, inclusive workplace environment where every employee feels needed and valued, and helping to serve the diverse communities that are our constituents. OCEI continues to build its policies, programs and initiatives on three strategic bases for building diversity, equity and inclusion (DE&I) oriented toward workforce, workplace, and community.

OCEI provides guidance for city agencies which establish their own DE&I strategies through the charter-mandated annual Diversity & EEO plans that set forth objectives and best practices to implement EEO policies, promote equitable workforce practices, engaging and respectful workplace environments, and inclusive outreach to all the communities served by the City.

Among OCEI's most important goals is recruitment. The mission of the Office of Citywide Recruitment (OCR) is to create a workforce pipeline for the City of New York by educating the public about the civil service process and the numerous career opportunities available in City government. A great deal of emphasis is placed on reaching groups that are underserved and underrepresented in City government. To achieve this objective, OCR participates in career fairs, resource fairs, information sessions, employment panels and other related recruitment events. In the past year, OCR participated in 275 such events, with over 30% of those tailored towards groups such as LGBTQ, People with Disabilities, Veterans, and underrepresented gender and ethnic groups. In addition, OCR partnered with the Mayor's Office for People with Disabilities (MOPD) to host career fairs specifically for individuals with disabilities to provide an opportunity for candidates interested in exploring City careers to learn about City government opportunities and for City agencies to identify qualified diverse candidates to fill their positions.

The Bureau of Strategic Planning will work to provide Agency Heads, senior leadership, and Agency Personnel Officers (APOs) with data, information, tools, and technical support needed to conduct strategic workforce analyses. The Bureau produces the annual workforce report and aims to use data-driven analytics to aid agencies in their workforce planning efforts, such as allowing agencies to compare their agency demographics and hiring/separation trends against Citywide benchmarks and similar agencies to identify areas for improvement. In addition, being able to provide data such as the mean and median salaries of similarly-grouped titles across the City will help agencies in their recruitment strategies by offering them a citywide lens, as opposed to being limited to information from their own agency.

SECTION VI: APPENDICES

APPENDIX I: DEFINITIONS AND DESCRIPTIONS

Data Sources

Data for City agencies, elective offices, commissions and boards, and the New York City Housing Authority was extracted from the New York City Automated Personnel System (NYCAPS). Gender and ethnicity data for this population was extracted from the Citywide Equal Employment Database System (CEEDS). Data was provided by the Department of Citywide Administrative Services (DCAS) Human Capital Line of Service.

Personnel, gender, and ethnicity data for the Board of Education pedagogical population was provided by the Financial Information Services Agency (FISA). Supplemental salary data for this population was extracted from the Payroll Management System (PMS).

Personnel, gender, and ethnicity data, and separation reasons, for employees of the NYC Health and Hospitals and the School Construction Authority were provided by those agencies.

Pension information was provided by New York City Employee Retirement System (NYCERS), Board of Education Retirement System (BERS), and Teachers' Retirement System (TRS).

Demographic, employment, and salary data for the New York City Total Employed Population was pulled from American Community Survey (ACS), Integrated Public Use Microdata Series (IPUMS), and was compiled by the Office of City Planning and the Office of Management and Budget.

Workforce

The numbers in this report reflect all employees in the included agencies, who were not terminated as of the last day of the fiscal year, June 30th, 2017, and includes all full-time (FT) and part-time (PT) employees.

This report does not include data on contractors, consultants, interns, or volunteers. Positions having a limited duration or special conditions for the term of employment, such as City Seasonal Aides (six-month duration) and College Aides (conditional upon full-time enrollment in a degree granting program), are also excluded from this report. This iteration of the workforce profile report includes an additional class of part-time employees who are paid on a per-session basis.

Part-time employees are counted individually in this report, and are not converted to full-time-equivalencies (FTE) based on the number of hours worked in a given fiscal year.

Residency Requirements

The New York City residency law, codified at Sections 12-119 through 12-121 of the New York City Administrative Code, as amended, requires employees, other than those excepted or exempt from municipal residence requirements who enter City service on or after September 1, 1986, to establish City residence within 90 days of entering City service and thereafter maintain City residence as a condition of employment.

Employees who have completed two years of continuous City service shall be deemed in compliance with the residence requirements if they are residents of Nassau, Westchester, Suffolk, Orange, Rockland or Putnam county, provided that the Mayor may require certain senior-level staff to complete more than two years of City residency to remain in compliance with the residence requirements.

Pursuant to Mayoral Executive Order No. 131 of 2010, persons serving in positions covered by the order must establish City residency within 90 days of assuming such position and maintain City residency for the duration of his/her employment.

Pedagogues in the Department of Education and employees of New York City Health + Hospitals, the School Construction Authority, the New York City Housing Authority, and the District Attorneys' Offices are among those exempt from residency requirements.

For more information on the residency requirements, see:

- [Personnel Services Bulletin 100-8: Residence Requirements:](#)
- [Administrative Code, Sections 12-119, 12-120, and 12-121](#) (as amended by Local Law 48 of 2009); and
- [Executive Order 131 of 2010](#)

City Agencies

The report includes all Mayoral Agencies, elected officials, pension systems, and board and commissions, as well as, the Department of Education (DOE), NYC Health and Hospitals (NYCHH), and the School Construction Authority (SCA).

Certain agencies, especially the community boards of each borough, were rolled into their respective Borough President. As reported here, the Mayorality includes the Office of the Mayor, the Office of Management and Budget, the Office of Labor Relations, the Mayor's Office of Contract Services and the Department of Veterans' Services. Due to their small size, the Public Administrators of each borough are rolled into a single entity.

The Department of Juvenile Justice (DJJ) was incorporated into the Administration for Children's Services (ACS) in 2011; all DJJ employees are counted under ACS in all years.

The Human Resources Administration (HRA) and the Department of Homeless Services (DHS) combined in 2017 to form the Department of Social Services (DSS).

Except where indicated, all numbers, figures, and charts reflect information relative to all agencies included in the report.

A complete list of agencies in the report can be found in Section III of this report, and individual agency profiles can be found in Appendix II.

Employee Type

Full-Time Employees: include those who work a standard work week in a full-time, per annum title with an annual work schedule. In general, full-time employees work between 35 and 40 hours per week and 261 days per year.

Part-Time Employees: fall into two different categories: (a) employees in titles established as non-per-annum jobs with no standard number of hours per week or days per year; and (b) employees hired on a part-time basis in a full-time per-annum title who do not work the standard number of hours per week or days in a year.

Managerial Service: those employees who formulate policy, assist directly in collective bargaining negotiations, or have a major role in the administration of collective bargaining agreements or in personnel administration.

Union Representation: includes all employees covered by a collective bargaining agreement.

Uniformed Services: the Police, Fire, Correction and Sanitation Services not including civilian positions in these agencies.

Gender and Ethnicity

Gender and Ethnicity values in this report are based on the Federal EEO-4 reporting requirements. All employees are categorized as either male or female, and either White, Black, Hispanic, Asian, or Some Other Race (SOR). SOR includes American Indian/Alaskan Native, two or more races, and unspecified race. Native Hawaiian or other Pacific Islander are classified as Asian.

Gender percentages are reported wherever available. Employees with unspecified values for gender are not included in the percentages shown in the tables and graphs.

Age and Years of Service

Employee age is determined in each fiscal year by calculating the elapsed time between the employee's Date of Birth and the last day of each fiscal year.

City Start Date is used to determine the number of years of service of each employee in each fiscal year.

Salary

All representations of employee salaries in this report reflect only full-time employees, and are, except where specifically noted, adjusted for inflation to June 2017 dollars.

Full-time employee salaries fall into three different types: Annual, Hourly, and Per Diem. Non-annual salaries were annualized based on the number of hours worked per year (hourly) or days worked per year (per diem). For most employees the conversion rates are 1,827 hours per year and 261 days per year.

Part-time employee salaries are not converted to annual salaries in this report, nor are they included in any of the figures or charts.

Inflation

Except where noted, all dollar amounts reported are expressed in current (June 2017) dollars. Inflation adjustments were based on the Consumer Price Index (CPI) for all Urban Consumers in the New York-Northern New Jersey-Long Island Area, re-indexed to June 2017. <http://data.bls.gov/cgi-bin/surveymost?cu> (New York All Items).

Hires, Separations, and Transfers

Hires are divided into two groups, new hires and re-hires.

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

Re-hires are employees who were on-boarded during the fiscal year and, by looking at City Start Date and Agency Start Date, were found to have prior City service in the agencies and titles.

Separations were determined by an employee having been active or on some form of paid or unpaid leave at the conclusion of the preceding fiscal year and being separated from employment at some time during the current fiscal year.

Transfers were determined by an employee being active or on some form of paid or unpaid leave at the conclusion of the preceding fiscal year and being active or on some form of paid or unpaid leave at the conclusion of the current fiscal year but serving in a different City agency.

Pension Eligibility and Retirement Readiness

Pension plan data was provided by the various pension systems, including the Board of Education Retirement System (BERS), the Teachers Retirement System (TRS), and the New York City Employees Retirement System (NYCERS).

Retirement eligibility was determined by first calculating the minimum age and years of service requirements of an individual employee's pension plan. The second step was to calculate the employee's age, based on Date of Birth, and length of service, based on City Start Date, as of the end of the fiscal year. To arrive at the year an employee will be considered retirement ready, the calculation looks at the larger of, the number of years of service needed to satisfy the requirement and the number of years before an employee will meet the age requirement, and adds that to the current fiscal year.

Job Categories

The Office of Citywide Equity and Inclusion (OCEI) is responsible for ensuring that City agencies comply with the City's EEO Policy, and the City Charter provisions and laws concerning equal employment opportunity, as well as prepares the City of New York's federally mandated Biennial EEO-4 report to the Equal Employment Opportunity Commission (EEOC).

As part of their reporting, OCEI is responsible for mapping civil service titles to their appropriate EEO-4 categories. The job categories included in this report are a more specific grouping of titles, and all map to one of the EEO-4 categories. DCAS worked closely with agencies not covered by the City's EEO-4 reporting, including NYC Health and Hospitals, the Department of Education, and the School Construction Authority, to ensure that their titles were mapped to appropriate job categories.

Administrators: Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: Elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, and controllers, chiefs of department, inspector generals, and kindred workers.

Managers: Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: Assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.

Police Supervisors: Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individuals, units, or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: Sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

Fire Supervisors: Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: Lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

Management Specialists: Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, and buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.

Science Professionals: Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, and marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.

Health Professionals: Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dieticians, occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

Social Scientists: Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.

Social Workers: Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: Caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy, and kindred workers.

Lawyers: Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: Attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges and kindred workers.

Public Relations: Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: Technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.

Teachers: Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: Health technicians (clinical laboratory, dental hygienists, health records, radiologic and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators and kindred workers.

Firefighters: Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category includes: Firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

Police and Detectives: Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: Police officers, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.

Guards: Occupations in which employees are entrusted with public safety and security. This category includes: School crossing guards, housing guards, watch persons, lifeguards, park rangers, school safety agents and kindred workers.

Health Services: Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: Dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies and kindred workers.

Paraprofessionals: Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: Administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

Clerical Supervisors: Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: Chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

Clerical: Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: Cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

Craft: Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: Mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision hand working occupations and kindred workers.

Operators: Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: Printing press operators, high pressure boiler operators, laundry workers, and kindred workers.

Food Preparation: Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g., schools, correctional institutions, and concessions). This category includes: Cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.

Building Services: Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: Custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.

Personal Services: Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: Housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

Farming: Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: Herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

Transportation: Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: Bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.

Laborers: Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: Skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.

Sanitation Workers: Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: Sanitation workers, debris removers and kindred workers.

Jurisdictional Classification

Civil service jurisdictions are defined in the New York Civil Service Law, Article III, Title A and Title B, which can be found online (<http://codes.findlaw.com/ny/civil-service-law/>).

Article III. Title A: Unclassified Service

§ 35. Unclassified service. The civil service of the state and each of its civil divisions shall be divided into the classified and unclassified service. The unclassified service shall comprise the following:

- (a) all elective offices;
- (b) all offices filled by election or appointment by the legislature on joint ballot;
- (c) all officers and employees of the state legislature, and all officers and employees of any other legislative body whose principal functions and duties are directly related to the performance of the legislative functions of such body;
- (d) all offices filled by appointment by the governor, either upon or without confirmation by the senate, except officers and employees in the executive department who are not heads of divisions therein;
- (e) the head or heads of any department of the government who are vested with authority, direction and control over a department, and who have power and authority to appoint and remove officers and employees therein;
- (f) all members, officers and employees of boards of elections;
- (g) all persons employed by any title whatsoever as members of the teaching and supervisory staff of a school district, board of cooperative educational services or county vocational education and extension board, as certified to the state commission by the commissioner of education. The commissioner of education shall prescribe qualifications for appointment for all classes of positions so certified by him, and shall establish specifications setting forth the qualifications for and the nature and scope of the duties and responsibility of such positions. The commissioner of education shall file such qualifications for appointment and such specifications with the civil service commission;
- (h) all positions in the state university in the professional service as defined in subdivision three of section three hundred fifty-five-a of the education law, which positions shall be determined by the chancellor of the state university and certified by him to the civil service commission; provided, however, that any state university position in the classified service which the Chancellor seeks to designate as unclassified must be approved by the civil service commission before such change in designation;
- (i) all positions in community colleges in the professional service as defined in subdivision two of section six thousand three hundred six of the education law, which shall include all positions on the instructional staffs of the fashion institute of technology, the New York city community college of applied arts and sciences, and of the community colleges sponsored by the board of higher education in the city of New York as respectively defined in sections two thousand five hundred eighty-seven, six thousand two hundred six-a, and six thousand two hundred six-b of the education law. Such positions in community colleges other than the fashion institute of technology, the New York city community college of applied arts and sciences, and community colleges sponsored by the board of higher education of the city of New York shall be determined by the board of trustees of such colleges with the approval of the chancellor of state university, and certified by each such board to the commission or officer which administers the civil service law for the local sponsor of the community college administered by such board. Each such board of trustees shall prescribe qualifications for appointment for all classes of positions so certified by it, and shall establish specifications setting forth the qualifications for and the nature and scope of the duties and responsibilities of such positions. Each such board of trustees shall file such qualifications for appointment and such specifications with the civil service commission and with the commission or officer to which the certification is made;

(j) all persons, other than persons covered under paragraph (g) or paragraph (h) or paragraph (i) of this section, whose principal functions are teaching or the supervision of teaching in a public school, academy or college.

(k) all positions in the professional service in the New York State School for the Blind and the New York State School for the Deaf, requiring the performance of educational functions, which positions shall be determined by the commissioner of education and certified by him to the civil service commission.

Article III. Title B: Classified Service

§ 40. Classified service; classes of positions. The classified service shall comprise all offices and positions not included in the unclassified service. The offices and positions in the classified service of the state and of its civil divisions shall be divided into four classes, to be designated as the exempt class, the non-competitive class, the labor class, and the competitive class.

§ 41. Exempt class. 1. The following offices and positions shall be in the exempt class:

(a) one secretary of each state department or division, temporary state commission or other state officer authorized by law to appoint a secretary;

(b) the deputies of principal executive officers authorized by law to act generally for and in place of their principals;

(c) one secretary of each municipal board or commission authorized by law to appoint a secretary;

(d) one clerk and one deputy clerk if authorized by law, of each court, and one clerk of each elective judicial officer, and also one deputy clerk, if authorized by law, of any justice of the supreme court;

(e) all other subordinate offices or positions for the filling of which competitive or non-competitive examination may be found to be not practicable. Not more than one appointment shall be made to or under the title of any office or position placed in the exempt class pursuant to the provisions of this paragraph, unless a different number is specifically prescribed in the rules.

2. No office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules. Upon the occurrence of a vacancy in any position in the exempt class, the state or municipal civil service commission having jurisdiction shall study and evaluate such position and, within four months after the occurrence of such vacancy, shall determine whether such position, as then constituted, is properly classified in the exempt class. Pending such determination, said position shall not be filled, except on a temporary basis.

§ 42. Non-competitive class. 1. The non-competitive class shall include all positions that are not in the exempt class or the labor class and for which it is found by the commission having jurisdiction to be not practicable to ascertain the merit and fitness of applicants by competitive examination. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the state civil service department or municipal commission having jurisdiction. No position shall be deemed to be in the non-competitive class unless it is specifically named in such class in the rules. Not more than one appointment shall be made to or under the title of any office or position placed in the non-competitive class pursuant to the provisions of this section, unless a different or an unlimited number is specifically prescribed in the rules.

2. With respect to civil divisions of the state whose populations, according to the latest federal decennial census or latest federal special population census, are less than five thousand and, with respect to those civil divisions whose populations are not determined as such by the federal bureau of the census, whose populations are estimated by their respective governing bodies to be less than five thousand, the state commission shall, on or before July first, nineteen hundred sixty-one, promulgate standards for determining the practicality of examination, which it may from time to time thereafter amend, and shall also provide information and advice to municipal commissions, to enable such commissions to utilize the provisions of this section, when appropriate, in order to enable such civil subdivisions to recruit and retain in their employ competent and qualified persons.

2-a. The state or municipal civil service commission by appropriate amendments to its rules shall designate among positions in the non-competitive class in its jurisdiction those positions which are confidential or require the performance of functions influencing policy.

§ 43. Labor class. 1. The labor class shall comprise all unskilled laborers in the service of the state and each of its civil divisions except those whose positions can be examined for competitively.

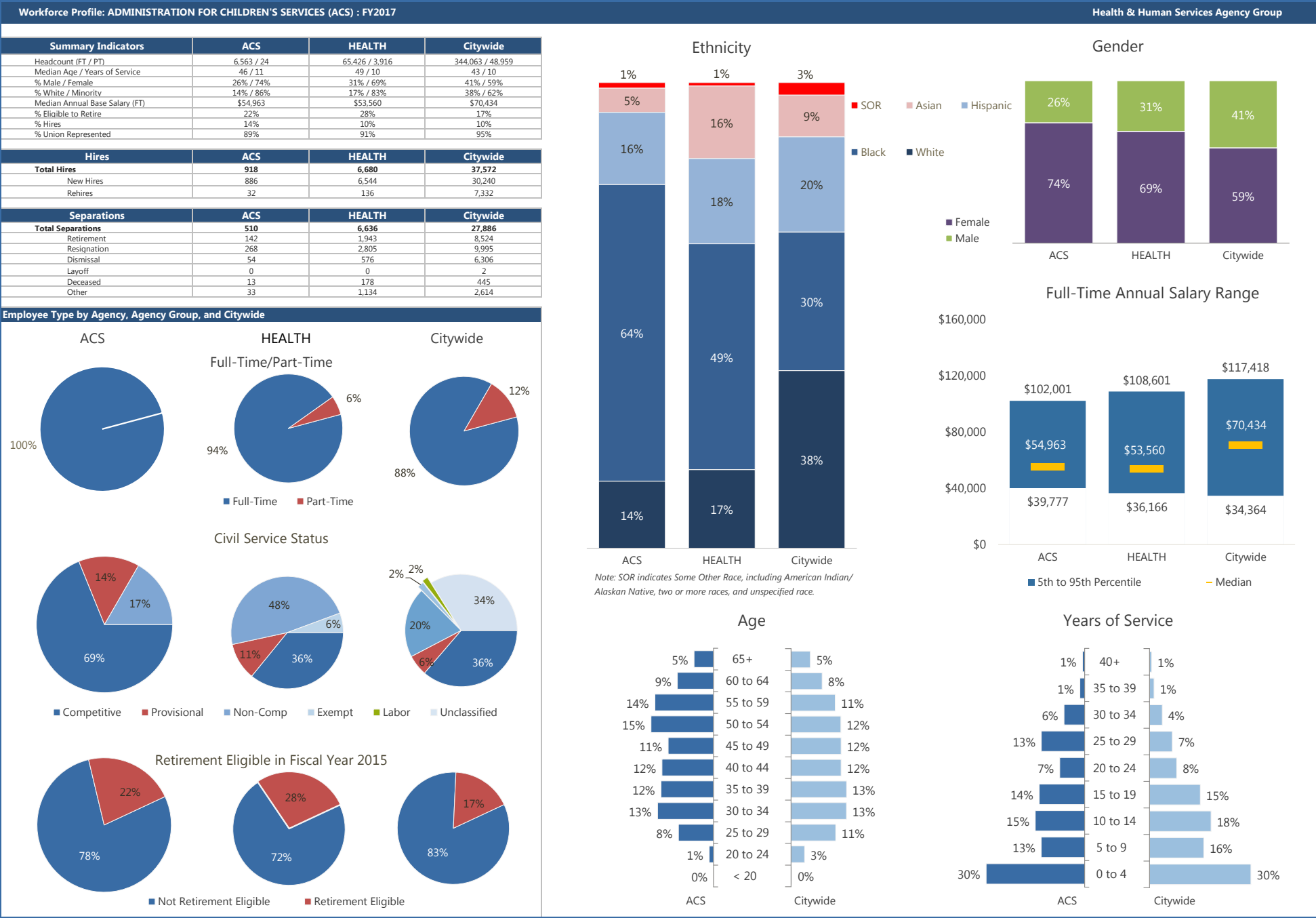
The state or municipal commission may require applicants for employment in the labor class to qualify in such examinations of their fitness for employment as may be deemed practicable.

§ 44. Competitive class. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination, and shall include all positions now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class or the labor class.

APPENDIX II: WORKFORCE BY AGENCY

In the pages that follow are workforce profiles for each of the agencies covered in this report. All data reflect Fiscal 2017 calculations.

(ACS) Administration for Children's Services	92	(DOI) Department of Investigation	164
(ACTUARY) Office of the Actuary	94	(DOITT) Department of Info Tech & Telecomm	166
(BIC) Business Integrity Commission	96	(DOP) Department of Probation	168
(BOC) Board of Corrections	98	(DORIS) Department of Records & Info Service	170
(BOE) Board of Election	100	(DOT) Department of Transportation	172
(BP-BK) Borough President-Brooklyn	102	(DSNY) Department of Sanitation	174
(BP-BX) Borough President-Bronx	104	(DYCD) Department of Youth & Comm Dev	176
(BP-MAN) Borough President-Manhattan	106	(EEOC) Equal Employment Practices Commission	178
(BP-QNS) Borough President-Queens	108	(FDNY) Fire Department	180
(BP-SI) Borough President-Staten Is	110	(FISA) Financial Information Services Agency	182
(CCHR) City Commission On Human Rights	112	(HPD) Housing Preservation & Development	184
(CCRB) Civilian Complaint Review Board	114	(HRA) Human Resources Administration	186
(CFB) Campaign Finance Board	116	(IBO) Independent Budget Office	188
(CLERK) Office of the City Clerk	118	(LAW) Law Department	190
(COIB) Conflicts of Interest Board	120	(LPC) Landmarks Preservation Committee	192
(COMPTROLLER) Office of the Comptroller	122	MAYORALTY	194
(COUNCIL) New York City Council	124	(MWFA) Municipal Water Finance Authority	196
(DA-BK) District Attorney - Kings County	126	(NYCCSC) NYC Civil Service Commission	198
(DA-BX) District Attorney - Bronx County	128	(NYCEM) NYC Emergency Management	200
(DA-MAN) District Attorney - Manhattan	130	(NYCERS) NYC Employees Retirement System	202
(DA-NARC) District Attorney - Special Narcotics	132	(NYCHA) NYC Housing Authority	204
(DA-QNS) District Attorney - Queens County	134	(NYCHH) NYC Health And Hospitals	206
(DA-SI) District Attorney - Richmond County	136	(NYCPPF) New York City Police Pension Fund	208
(DCA) Department of Consumer Affairs	138	(NYCTAX) New York City Tax Commission	210
(DCAS) Department of Citywide Admin Svcs	140	(NYPD) Police Department	212
(DCLA) Department of Cultural Affairs	142	(OATH) Office of Administrative Trials And Hearings	214
(DCP) Department of City Planning	144	(OCB) Office of Collective Bargaining	216
(DDC) Department of Design & Construction	146	(OPA) Office of Payroll Administration	218
(DEP) Department of Environment Protection	148	(PA) Office of the Public Advocate	220
(DFTA) Department for the Aging	150	(PARKS) Department of Parks & Recreation	222
(DHS) Department of Homeless Services	152	(PUBADMIN) Offices of the Public Administrators	224
(DOB) Department of Buildings	154	(SBS) Department of Small Business Services	226
(DOC) Department of Correction	156	(SCA) School Construction Authority	228
(DOE) Department of Education	158	(TLC) Taxi & Limousine Commission	230
(DOF) Department of Finance	160	(TRS) Teachers Retirement System	232
(DOHMH) Department of Health/Mental Hygiene	162		



ACS

HEALTH

Citywide

Full-Time/Part-Time

Civil Service Status

Retirement Eligible in Fiscal Year 2015

Ethnicity

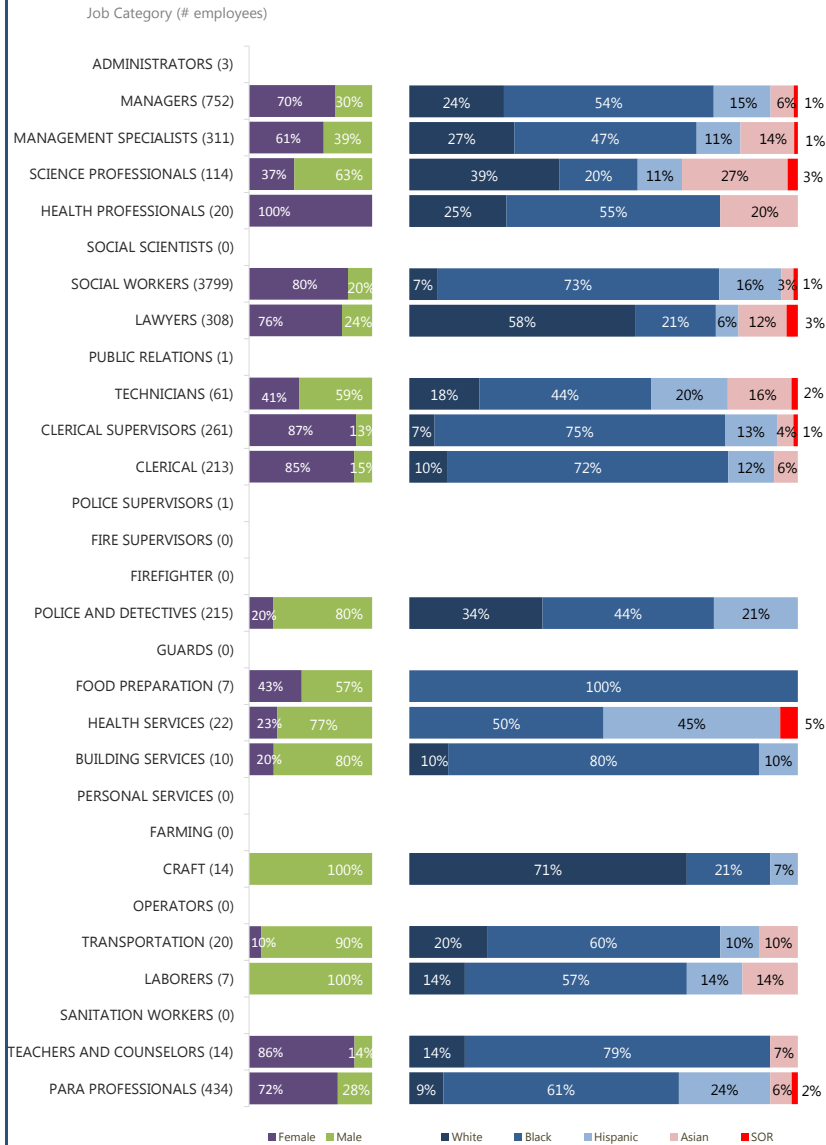
Gender

Full-Time Annual Salary Range

Age

Years of Service

Gender and Ethnicity by Job Category for: ACS



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	2	\$187,528	33.3%	33.3%	33.3%
MANAGERS	752	99.7%	49	17	\$95,794	22.0%	3.3%	7.7%
MANAGEMENT SPECIALISTS	311	100.0%	56	21	\$76,844	51.4%	7.7%	3.2%
SCIENCE PROFESSIONALS	114	100.0%	53	12	\$83,791	34.2%	5.3%	14.0%
HEALTH PROFESSIONALS	20	100.0%	49	1	\$76,151	15.0%	10.0%	20.0%
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	3799	99.8%	43	10	\$54,720	19.2%	8.9%	15.5%
LAWYERS	308	99.7%	33	3	\$76,275	8.8%	13.3%	20.7%
PUBLIC RELATIONS	1	100.0%	n/a	0	\$75,000	0.0%	100.0%	100.0%
TECHNICIANS	61	98.4%	44	8	\$43,881	6.7%	4.8%	11.3%
CLERICAL SUPERVISORS	261	98.9%	54	20	\$52,336	41.5%	4.9%	4.9%
CLERICAL	213	100.0%	54	17	\$38,956	43.7%	5.2%	11.3%
POLICE SUPERVISORS	1	100.0%	n/a	0	\$113,000	0.0%	0.0%	100.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	215	100.0%	53	5	\$62,192	4.7%	11.2%	9.8%
GUARDS	0							
FOOD PREPARATION	7	100.0%	48	19	\$41,849	0.0%	0.0%	0.0%
HEALTH SERVICES	22	100.0%	51	17	\$37,078	27.3%	13.6%	9.1%
BUILDING SERVICES	10	100.0%	62	19	\$38,818	60.0%	0.0%	10.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	14	71.4%	50	12	\$91,131	30.0%	0.0%	25.5%
OPERATORS	0							
TRANSPORTATION	20	100.0%	51	12	\$46,476	40.0%	10.0%	20.0%
LABORERS	7	57.1%	46	17	\$72,036	50.0%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	14	100.0%	62	12	\$71,128	50.0%	21.4%	0.0%
PARA PROFESSIONALS	434	99.5%	44	10	\$57,916	15.3%	3.0%	14.9%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CHILD PROTECTIVE SPECIALIST	2,122	32.2%	36	6.0	6.9%	258	478
CHILD PROTECTIVE SPECIALIST SUPERVISOR	516	7.8%	50	20.0	29.7%	36	0
ADMINISTRATIVE DIRECTOR OF SOCIAL SERVICES	339	5.1%	47	11.0	17.7%	20	40
COMMUNITY COORDINATOR	286	4.3%	42	9.0	14.3%	16	51
PRINCIPAL ADMINISTRATIVE ASSOCIATE	261	4.0%	54	20.0	41.0%	15	13
CHILD AND FAMILY SPECIALIST	253	3.8%	51	20.0	28.9%	10	29
AGENCY ATTORNEY	244	3.7%	34	4.0	6.1%	37	20
JUVENILE COUNSELOR	233	3.5%	49	12.0	21.9%	28	14
CHILD WELFARE SPECIALIST	196	3.0%	56	27.0	62.8%	16	16
DIRECTOR OF FIELD OPERATIONS	193	2.9%	51	21.0	25.9%	5	2

ADMINISTRATION FOR CHILDREN'S SERVICES is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

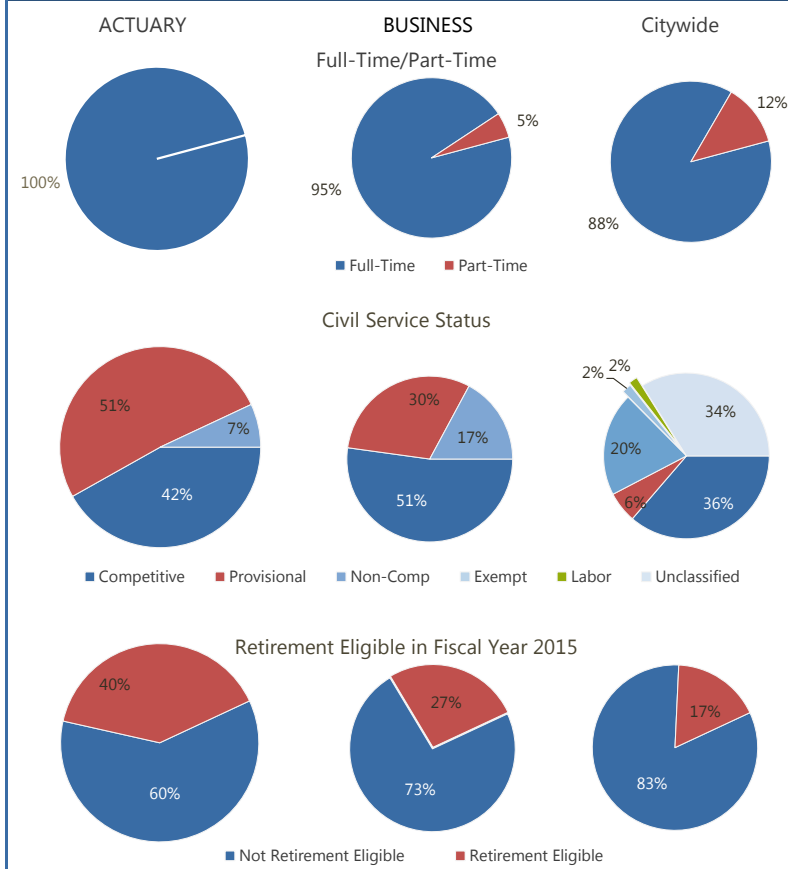
Workforce Profile: OFFICE OF THE ACTUARY (ACTUARY) : FY2017

Summary Indicators	ACTUARY	BUSINESS	Citywide
Headcount (FT / PT)	43 / 0	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	52 / 15	48 / 10	43 / 10
% Male / Female	53% / 47%	49% / 51%	41% / 59%
% White / Minority	49% / 51%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$80,498	\$66,365	\$70,434
% Eligible to Retire	40%	27%	17%
% Hires	12%	9%	10%
% Union Represented	60%	75%	95%

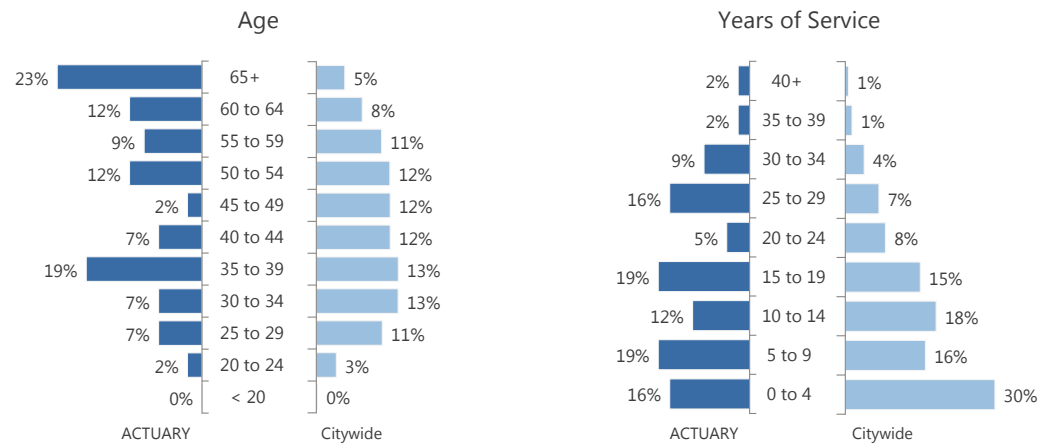
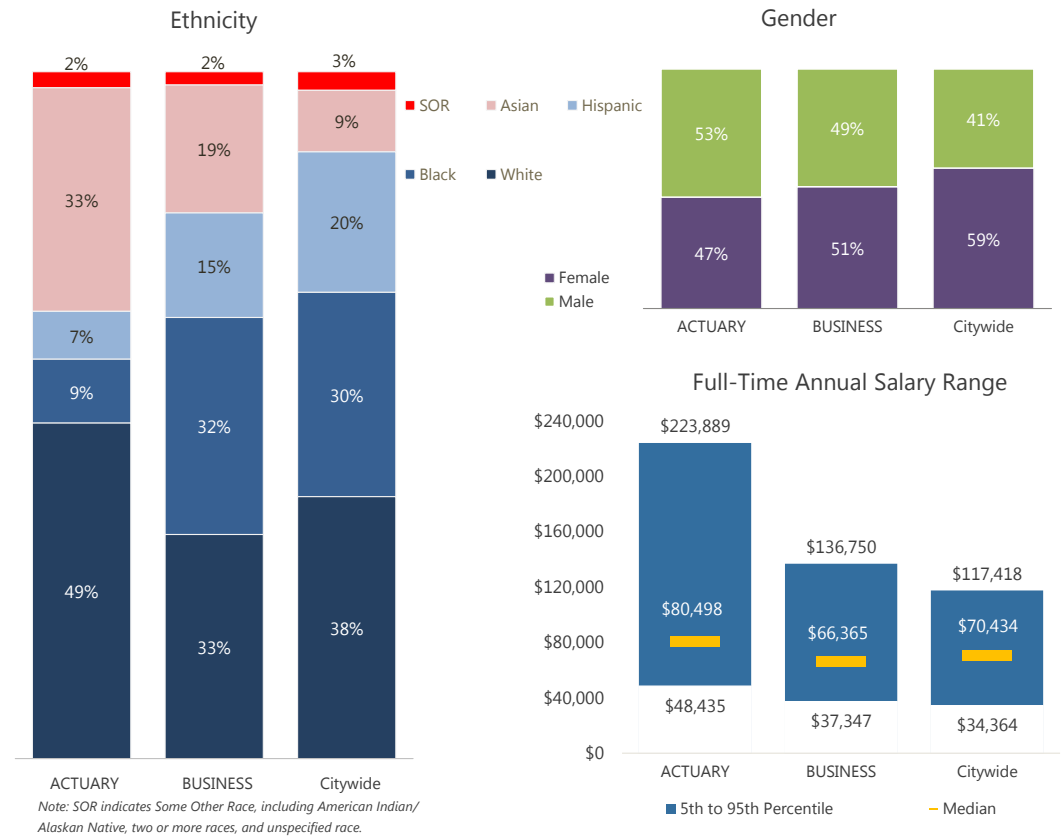
Hires	ACTUARY	BUSINESS	Citywide
Total Hires	5	433	37,572
New Hires	4	408	30,240
Rehires	1	25	7,332

Separations	ACTUARY	BUSINESS	Citywide
Total Separations	2	354	27,886
Retirement	2	125	8,524
Resignation	0	162	9,995
Dismissal	0	27	6,306
Layoff	0	0	2
Deceased	0	9	445
Other	0	31	2,614

Employee Type by Agency, Agency Group, and Citywide



Business, Finance & Economy Agency Group



Gender and Ethnicity by Job Category for: ACTUARY



Notes:
Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	15	100.0%	59	15	\$171,950	53.3%	0.0%	13.3%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	28	\$48,364	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	23	100.0%	41	13	\$66,825	34.8%	4.3%	8.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	4	100.0%	n/a	29	\$49,846	25.0%	25.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ACTUARIAL SPECIALIST	22	51.2%	42	13.0	36.4%	1	2
ADMINISTRATIVE ACTUARY	9	20.9%	59	15.0	66.7%	0	1
CLERICAL ASSOCIATE	2	4.7%	n/a	30.0	50.0%	0	0
CHIEF ACTUARY	2	4.7%	n/a	14.0	50.0%	0	0
SECRETARY TO THE CHIEF ACTUARY	1	2.3%	n/a	31.0	0.0%	0	0
ADMINISTRATIVE STAFF ANALYST	1	2.3%	n/a	36.0	100.0%	0	0
ADMINISTRATIVE PUBLIC INFORMATION SPECIALIST	1	2.3%	n/a	28.0	0.0%	0	0
COMPUTER SYSTEMS MANAGER	1	2.3%	n/a	0.0	0.0%	0	1
SECRETARY	1	2.3%	n/a	28.0	0.0%	1	0
PROCUREMENT ANALYST	1	2.3%	n/a	28.0	0.0%	0	0

OFFICE OF THE ACTUARY is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: BUSINESS INTEGRITY COMMISSION (BIC) : FY2017

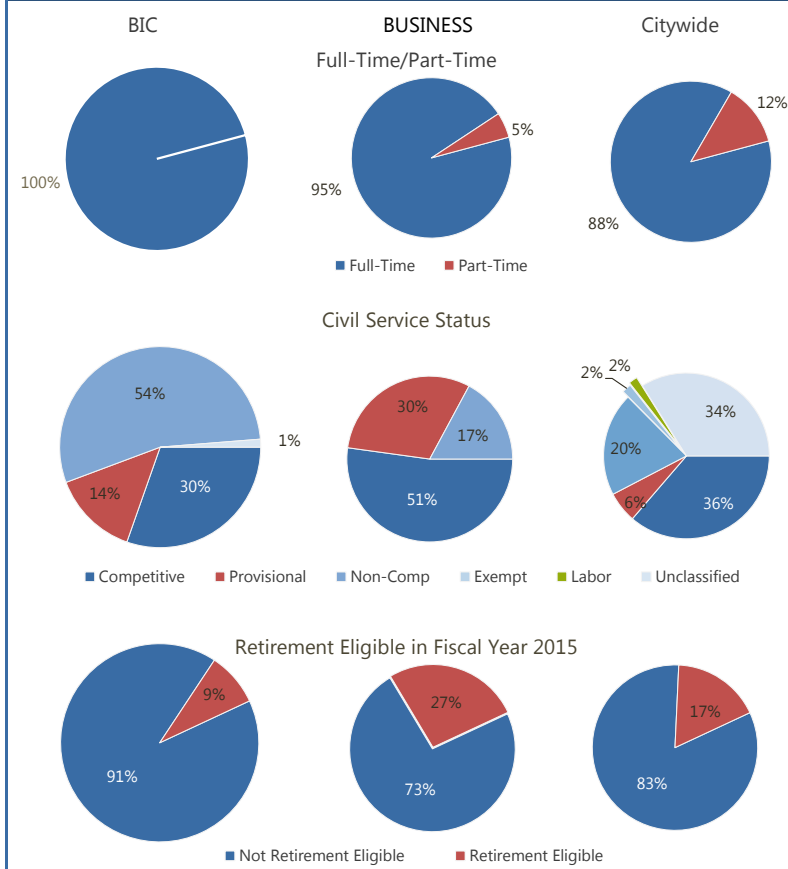
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	80 / 0	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	43 / 6	48 / 10	43 / 10
% Male / Female	50% / 50%	49% / 51%	41% / 59%
% White / Minority	43% / 57%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$57,042	\$66,365	\$70,434
% Eligible to Retire	9%	27%	17%
% Hires	11%	9%	10%
% Union Represented	75%	75%	95%

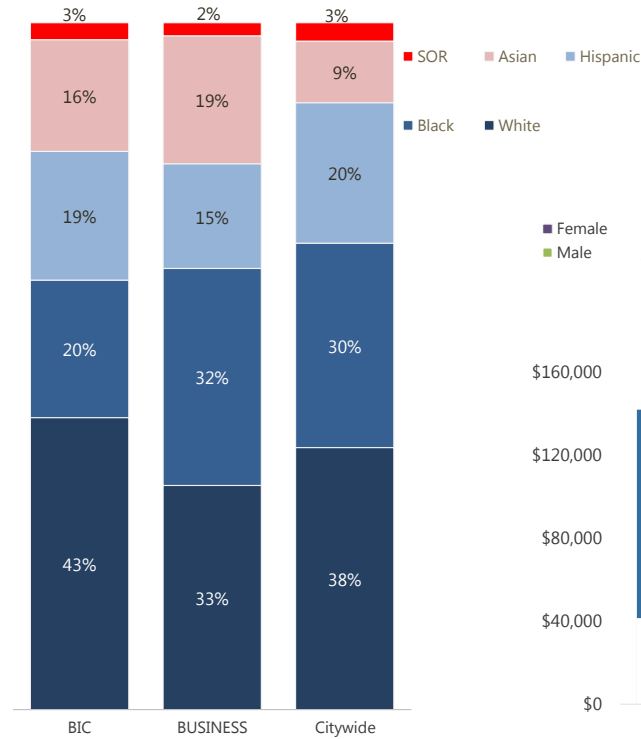
Hires			
Total Hires	9	433	37,572
New Hires	9	408	30,240
Rehires	0	25	7,332

Separations			
Total Separations	9	354	27,886
Retirement	1	125	8,524
Resignation	7	162	9,995
Dismissal	0	27	6,306
Layoff	0	0	2
Deceased	0	9	445
Other	1	31	2,614

Employee Type by Agency, Agency Group, and Citywide

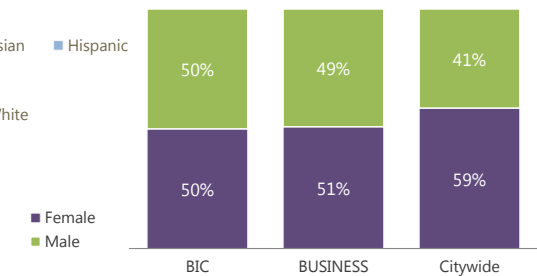


Ethnicity

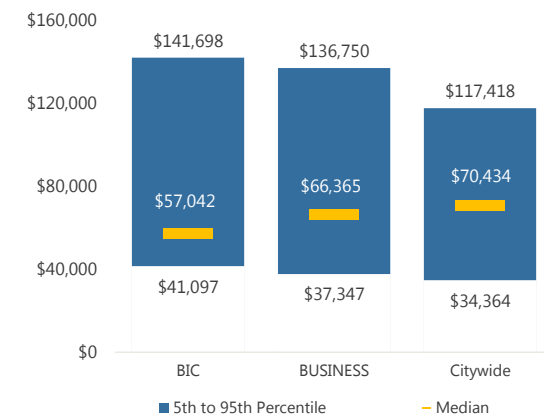


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

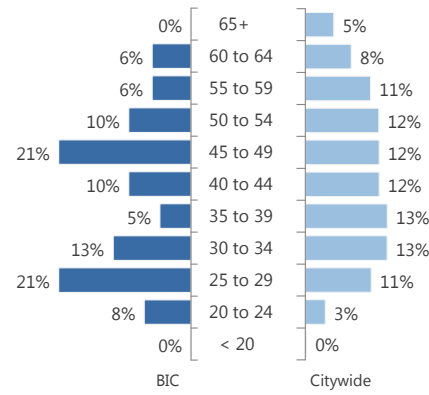
Gender



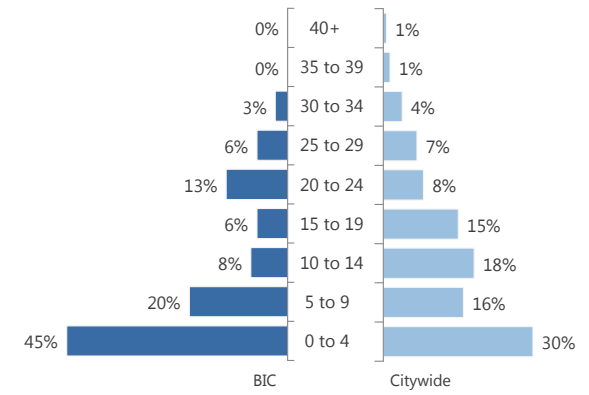
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BIC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	5	\$226,366	100.0%	0.0%	0.0%
MANAGERS	19	100.0%	44	8	\$106,000	0.0%	10.5%	0.0%
MANAGEMENT SPECIALISTS	15	100.0%	48	21	\$53,448	20.0%	6.7%	0.0%
SCIENCE PROFESSIONALS	2	100.0%	n/a	11	\$64,962	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	2	\$84,432	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	4	100.0%	n/a	2	\$68,742	0.0%	50.0%	25.0%
CLERICAL SUPERVISORS	1	100.0%	n/a	30	\$57,517	100.0%	0.0%	0.0%
CLERICAL	3	100.0%	n/a	25	\$52,500	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	33	100.0%	28	2	\$45,397	6.1%	12.1%	24.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY ASSOCIATE	28	35.0%	27	1.0	3.6%	4	8
MARKET AGENT	11	13.8%	46	21.0	9.1%	1	0
EXECUTIVE AGENCY COUNSEL	8	10.0%	45	7.0	0.0%	2	0
ADMINISTRATIVE STAFF ANALYST	7	8.8%	43	9.0	0.0%	0	0
ASSOCIATE FRAUD INVESTIGATOR	4	5.0%	n/a	2.0	0.0%	2	1
COMMUNITY COORDINATOR	4	5.0%	n/a	8.0	25.0%	0	0
CLERICAL ASSOCIATE	3	3.8%	n/a	25.0	0.0%	0	0
AGENCY ATTORNEY	2	2.5%	n/a	2.0	0.0%	0	0
MANAGEMENT AUDITOR	2	2.5%	n/a	11.0	0.0%	0	0
ADMINISTRATIVE ACCOUNTANT	1	1.3%	n/a	19.0	0.0%	0	0

BUSINESS INTEGRITY COMMISSION is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

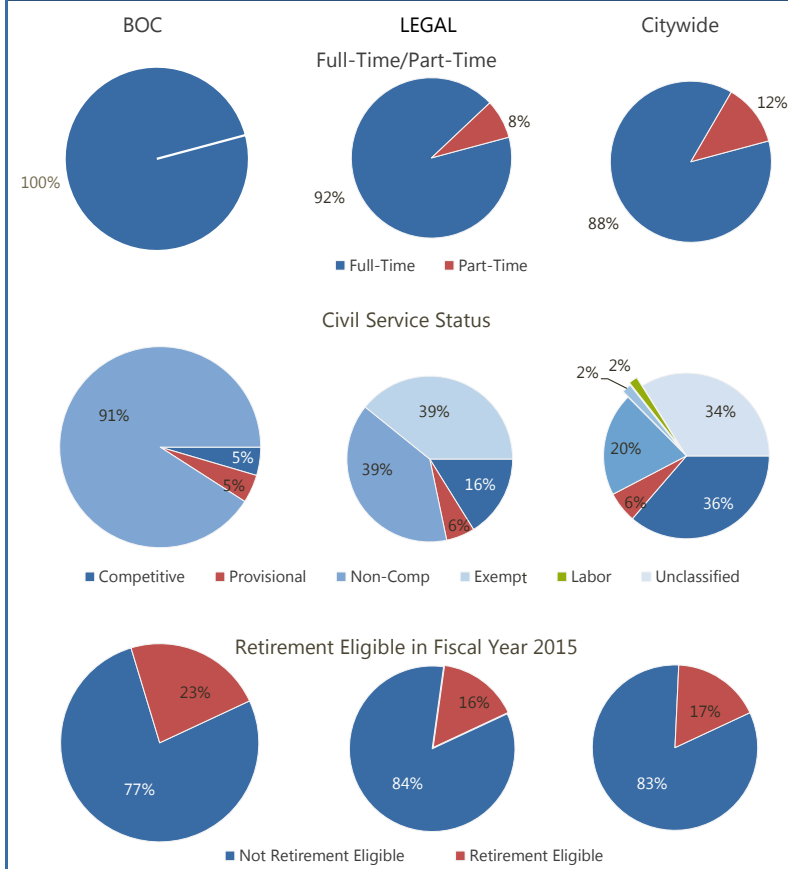
Workforce Profile: BOARD OF CORRECTION (BOC) : FY2017

Summary Indicators			
Headcount (FT / PT)	22 / 0	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	39 / 8	39 / 6	43 / 10
% Male / Female	27% / 73%	42% / 58%	41% / 59%
% White / Minority	32% / 68%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$65,766	\$64,900	\$70,434
% Eligible to Retire	23%	16%	17%
% Hires	14%	13%	10%
% Union Represented	73%	52%	95%

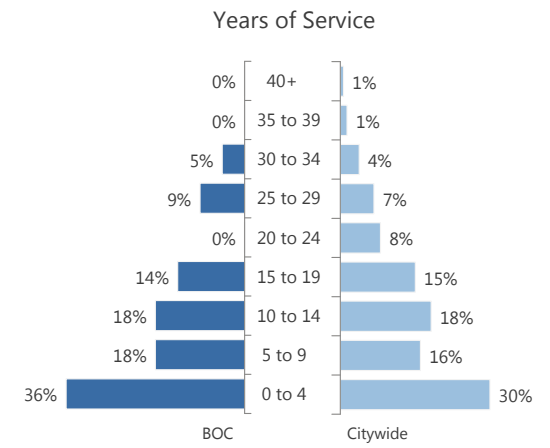
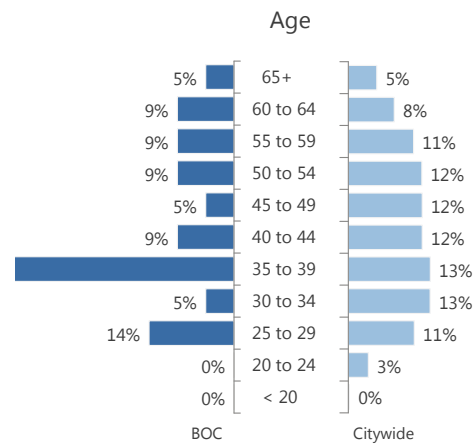
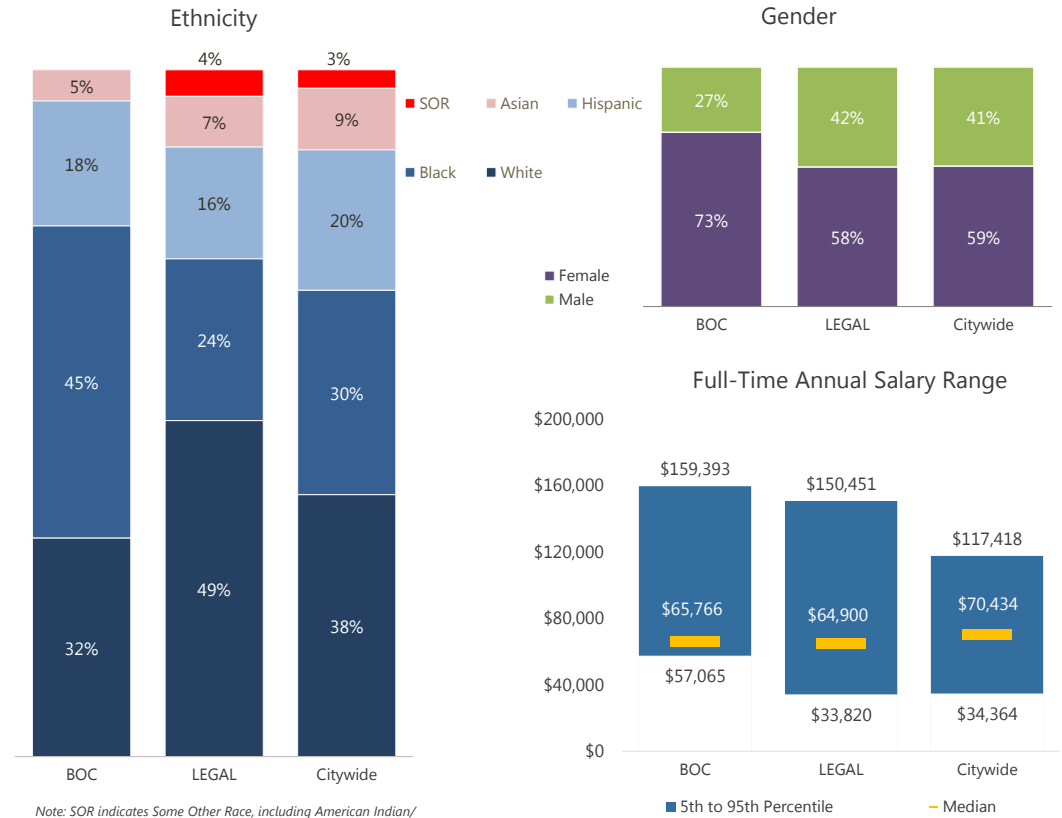
Hires			
Total Hires	3	955	37,572
New Hires	2	896	30,240
Rehires	1	59	7,332

Separations			
Total Separations	1	663	27,886
Retirement	1	84	8,524
Resignation	0	497	9,995
Dismissal	0	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	0	36	2,614

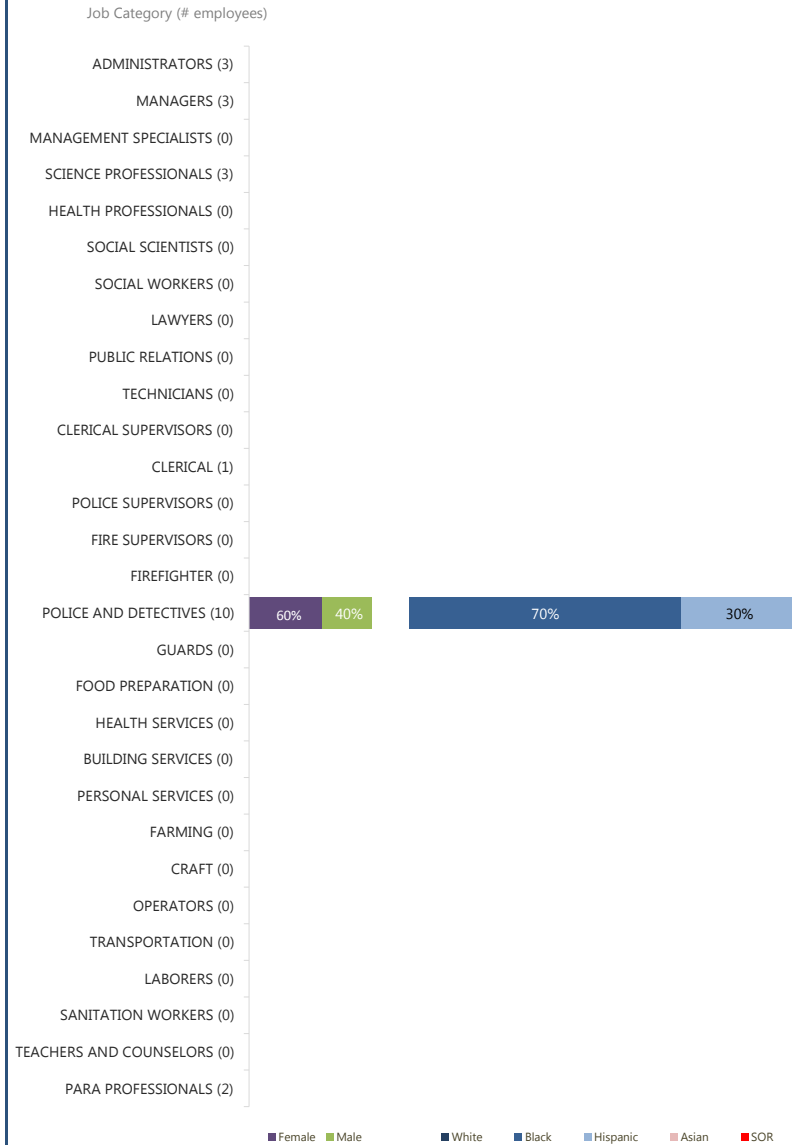
Employee Type by Agency, Agency Group, and Citywide



Legal Affairs & Access to Justice Agency Group



Gender and Ethnicity by Job Category for: BOC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	3	\$159,650	33.3%	0.0%	0.0%
MANAGERS	3	100.0%	n/a	5	\$120,000	0.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	3	100.0%	n/a	10	\$83,430	33.3%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	19	\$53,410	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	10	100.0%	39	12	\$65,625	30.0%	10.0%	20.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	2	100.0%	n/a	2	\$57,916	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CORRECTIONAL STANDARDS REVIEW SPECIALIST	10	45.5%	39	12.0	30.0%	1	2
CITY RESEARCH SCIENTIST	2	9.1%	n/a	10.0	0.0%	0	0
COMMUNITY COORDINATOR	2	9.1%	n/a	2.0	0.0%	0	0
DEPUTY EXECUTIVE DIRECTOR	1	4.5%	n/a	2.0	0.0%	0	0
EXECUTIVE DIRECTOR	1	4.5%	n/a	3.0	0.0%	0	0
SECRETARY	1	4.5%	n/a	19.0	0.0%	0	0
SECRETARY TO THE BOARD OF CORRECTION	1	4.5%	n/a	1.0	0.0%	0	0
COMPUTER SPECIALIST (SOFTWARE)	1	4.5%	n/a	10.0	100.0%	0	0
COUNSEL (BOARD OF CORRECTION)	1	4.5%	n/a	12.0	100.0%	0	0
DIRECTOR OF CORRECTIONAL STANDARDS REVIEW	1	4.5%	n/a	8.0	0.0%	0	0

BOARD OF CORRECTION is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

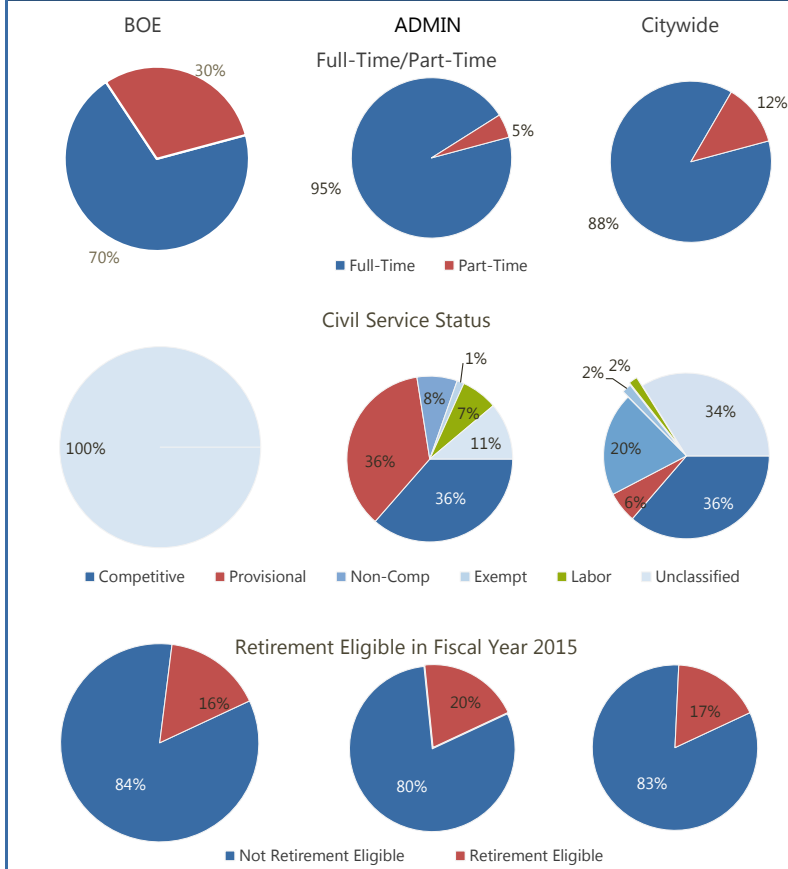
Workforce Profile: BOARD OF ELECTION (BOE) : FY2017

Summary Indicators			
Headcount (FT / PT)	526 / 227	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	50 / 4	46 / 7	43 / 10
% Male / Female	52% / 48%	53% / 47%	41% / 59%
% White / Minority	30% / 70%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$43,485	\$63,527	\$70,434
% Eligible to Retire	16%	20%	17%
% Hires	11%	15%	10%
% Union Represented	95%	70%	95%

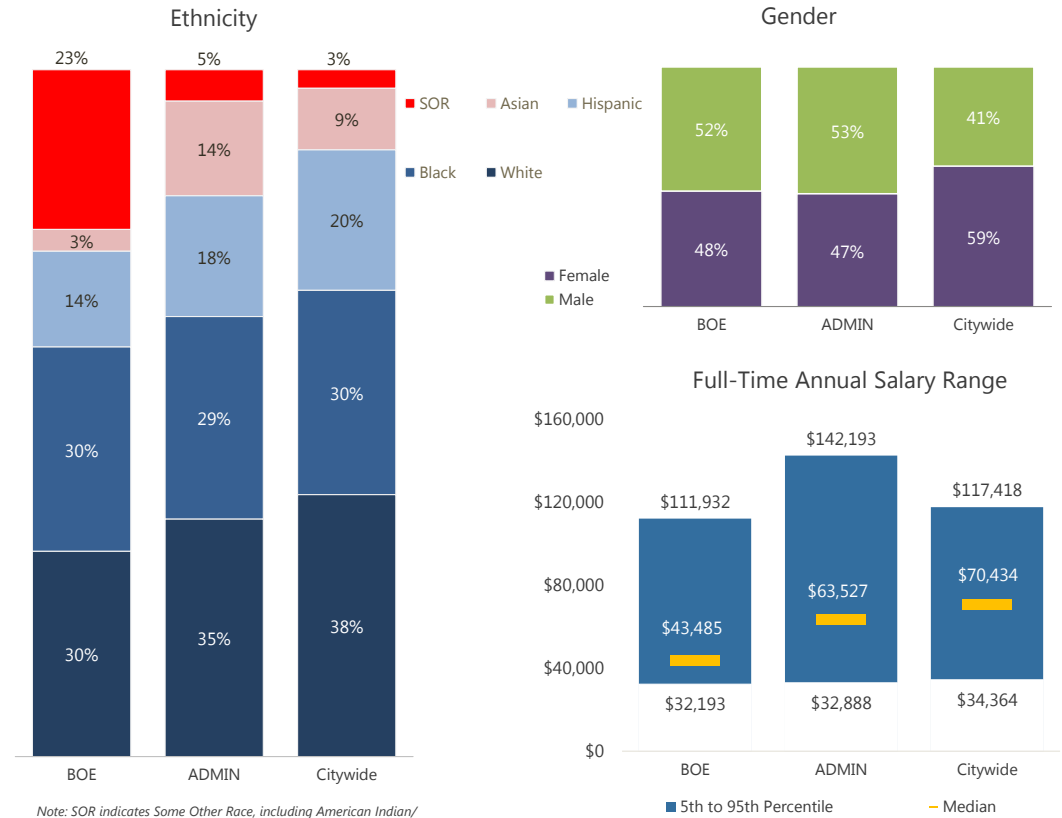
Hires			
Total Hires	82	1,047	37,572
New Hires	79	1,013	30,240
Rehires	3	34	7,332

Separations			
Total Separations	143	488	27,886
Retirement	6	106	8,524
Resignation	5	205	9,995
Dismissal	121	86	6,306
Layoff	0	0	2
Deceased	3	11	445
Other	8	80	2,614

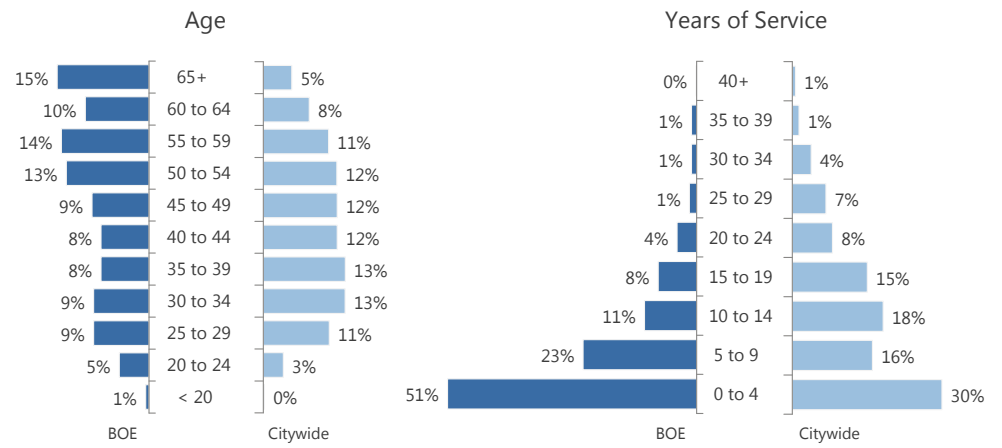
Employee Type by Agency, Agency Group, and Citywide



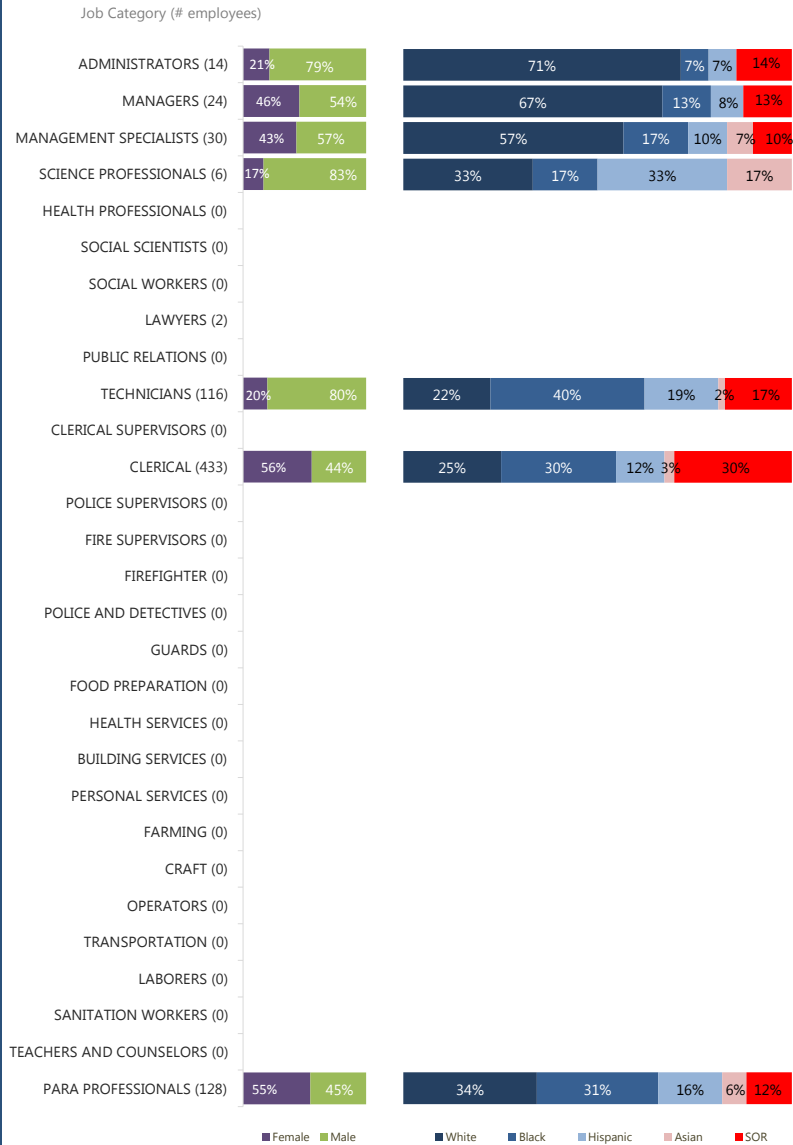
Administrative Services Agency Group



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: BOE

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	14	28.6%	53	5	\$183,472	50.0%	4.1%	4.1%
MANAGERS	24	100.0%	53	11	\$121,411	29.2%	4.2%	12.5%
MANAGEMENT SPECIALISTS	30	100.0%	53	11	\$89,496	30.0%	0.0%	6.7%
SCIENCE PROFESSIONALS	6	100.0%	57	19	\$119,075	50.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	15	\$56,265	50.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	116	100.0%	48	6	\$34,566	12.9%	2.6%	3.4%
CLERICAL SUPERVISORS	0							
CLERICAL	433	49.9%	50	3	\$37,178	22.2%	15.3%	7.4%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	128	100.0%	51	11	\$52,680	28.1%	3.1%	3.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
VOTING MACHINE TECHNICIAN	107	14.2%	49	5.0	10.3%	3	4
CLERK TO THE BOARD (BOARD OF ELECTIONS)	95	12.6%	55	6.0	23.2%	6	0
ADMINISTRATIVE ASSISTANT (BOARD OF ELECTIONS)	77	10.2%	52	10.0	33.8%	3	2
FINANCIAL CLERK	120	15.9%	49	3.0	7.5%	9	11
ADMINISTRATIVE ASSOCIATE (BOARD OF ELECTIONS)	51	6.8%	48	12.0	19.6%	2	2
TRAINER ASSISTANT	53	7.0%	49	4.0	15.1%	4	2
PROJECT COORDINATOR (BOARD OF ELECTIONS)	15	2.0%	54	11.0	33.3%	0	2
ASSOCIATE STAFF ANALYST (BOARD OF ELECTIONS)	11	1.5%	47	11.0	27.3%	0	0
TEMPORARY CLERK (BOARD OF ELECTIONS)	162	21.5%	46	1.0	3.7%	122	51
SENIOR COMPUTER PROGRAMMER (BOARD OF ELECTIONS)	9	1.2%	45	11.0	44.4%	0	0

BOARD OF ELECTION is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: BOROUGH PRESIDENT-BROOKLYN (BP-BK) : FY2017

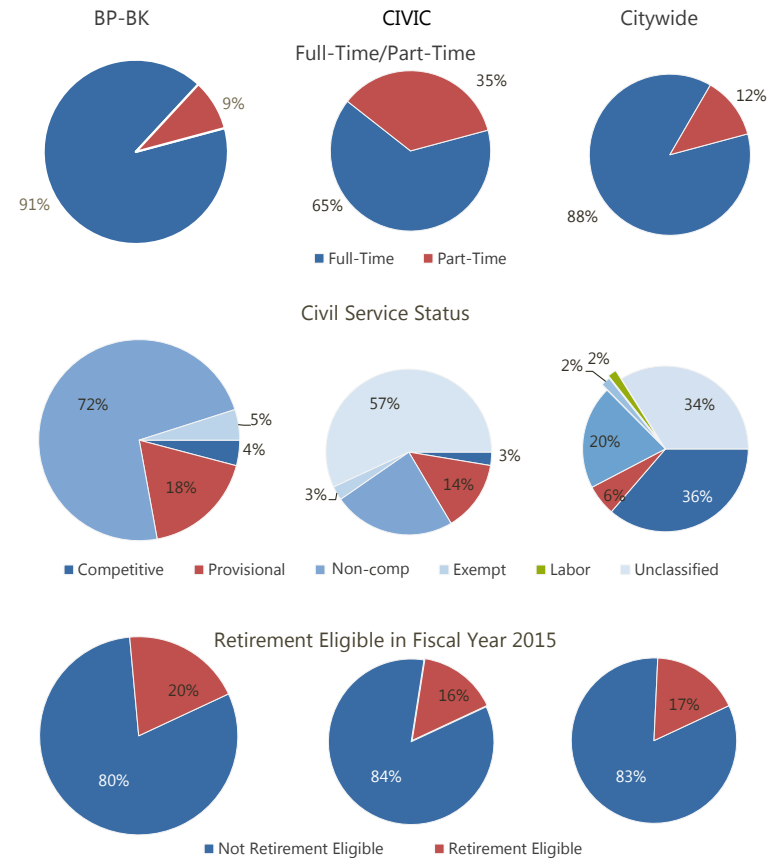
Civic Engagement Agency Group

Summary Indicators			
Headcount (FT / PT)	112 / 11	923 / 502	344,063 / 48,959
Median Age / Years of Service	48 / 7	38 / 4	43 / 10
% Male / Female	35% / 65%	45% / 55%	41% / 59%
% White / Minority	33% / 67%	41% / 59%	38% / 62%
Median Annual Base Salary (FT)	\$63,160	\$66,625	\$70,434
% Eligible to Retire	20%	16%	17%
% Hires	7%	17%	10%
% Union Represented	57%	54%	95%

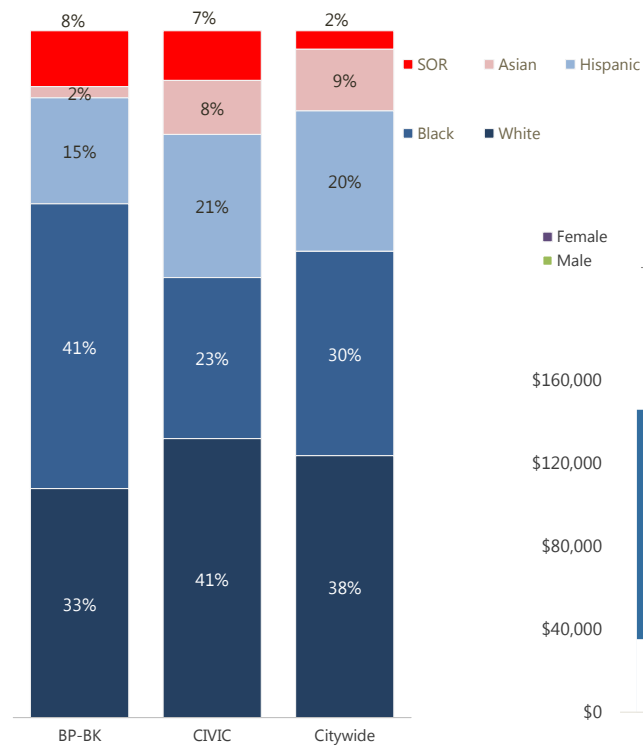
Hires			
Total Hires	8	242	37,572
New Hires	7	195	30,240
Rehires	1	47	7,332

Separations			
Total Separations	9	193	27,886
Retirement	2	17	8,524
Resignation	5	130	9,995
Dismissal	0	24	6,306
Layoff	0	0	2
Deceased	1	1	445
Other	1	21	2,614

Employee Type by Agency, Agency Group, and Citywide

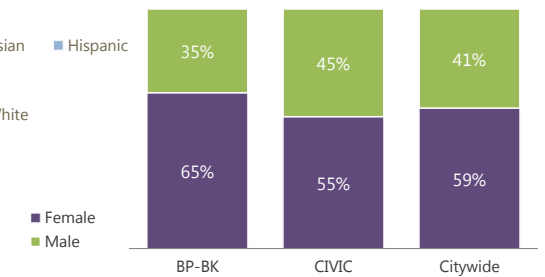


Ethnicity

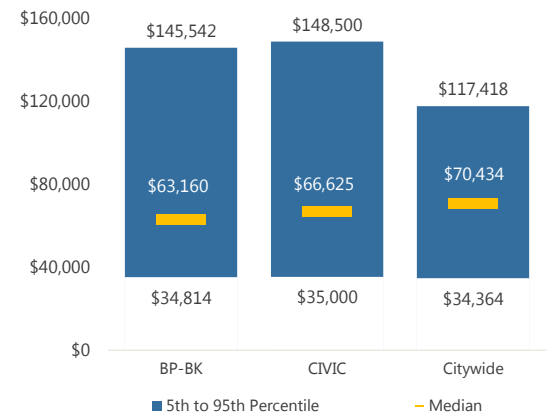


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

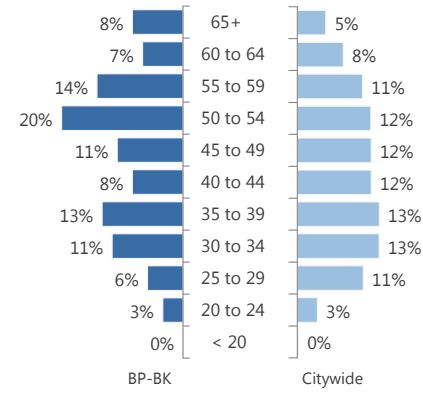
Gender



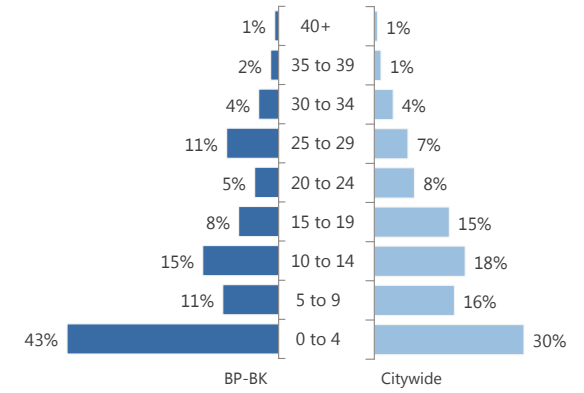
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BP-BK

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	3	\$145,653	0.0%	0.0%	0.0%
MANAGERS	48	93.8%	50	6	\$85,900	22.2%	7.8%	5.9%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	1	100.0%	n/a	32	\$111,168	100.0%	100.0%	0.0%
SOCIAL WORKERS	1	100.0%	n/a	3	\$88,153	0.0%	0.0%	0.0%
LAWYERS	0							
PUBLIC RELATIONS	1	100.0%	n/a	20	\$70,801	0.0%	0.0%	0.0%
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	27	\$59,794	0.0%	0.0%	0.0%
CLERICAL	2	100.0%	n/a	29	\$56,295	50.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	16	\$73,275	100.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	65	87.7%	42	6	\$50,983	19.3%	5.4%	5.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY COORDINATOR	26	21.1%	50	11.0	26.9%	2	1
COMMUNITY ASSOCIATE	21	17.1%	41	2.0	9.5%	1	1
DISTRICT MANAGER	19	15.4%	52	18.0	36.8%	2	1
ASSISTANT TO THE PRESIDENT	15	12.2%	41	2.0	6.7%	1	2
COMMUNITY ASSISTANT	13	10.6%	42	6.0	15.4%	2	2
COMMUNITY SERVICE AIDE	5	4.1%	32	1.0	0.0%	0	0
ASSISTANT DISTRICT MANAGER (COMMUNITY BOARD)	3	2.4%	n/a	14.0	33.3%	0	0
CLERICAL ASSOCIATE	2	1.6%	n/a	29.0	50.0%	0	0
ASSISTANT TO THE PRESIDENT	2	1.6%	n/a	15.0	0.0%	0	0
SPECIAL ASSISTANT TO THE BOROUGH PRESIDENT	1	0.8%	n/a	3.0	0.0%	0	0

BOROUGH PRESIDENT-BROOKLYN is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

All Community Boards and their employees are included under their respective Borough President's Office

Workforce Profile: BOROUGH PRESIDENT-BRONX (BP-BX) : FY2017

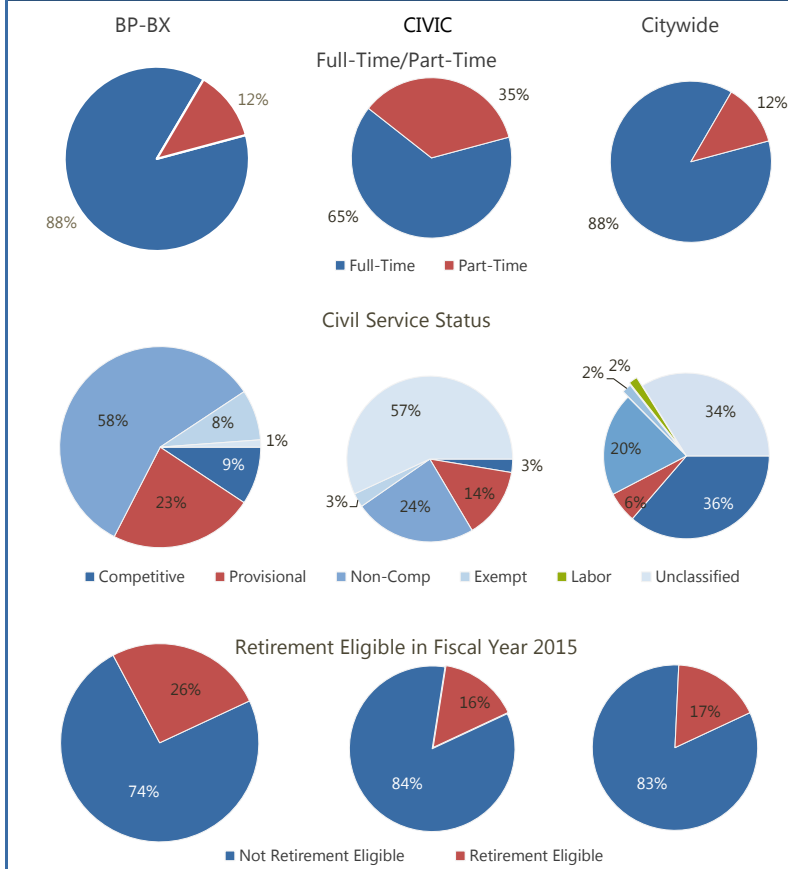
Civic Engagement Agency Group

Summary Indicators	BP-BX	CIVIC	Citywide
Headcount (FT / PT)	78 / 11	923 / 502	344,063 / 48,959
Median Age / Years of Service	51 / 11	38 / 4	43 / 10
% Male / Female	45% / 55%	45% / 55%	41% / 59%
% White / Minority	26% / 74%	41% / 59%	38% / 62%
Median Annual Base Salary (FT)	\$70,703	\$66,625	\$70,434
% Eligible to Retire	26%	16%	17%
% Hires	6%	17%	10%
% Union Represented	54%	54%	95%

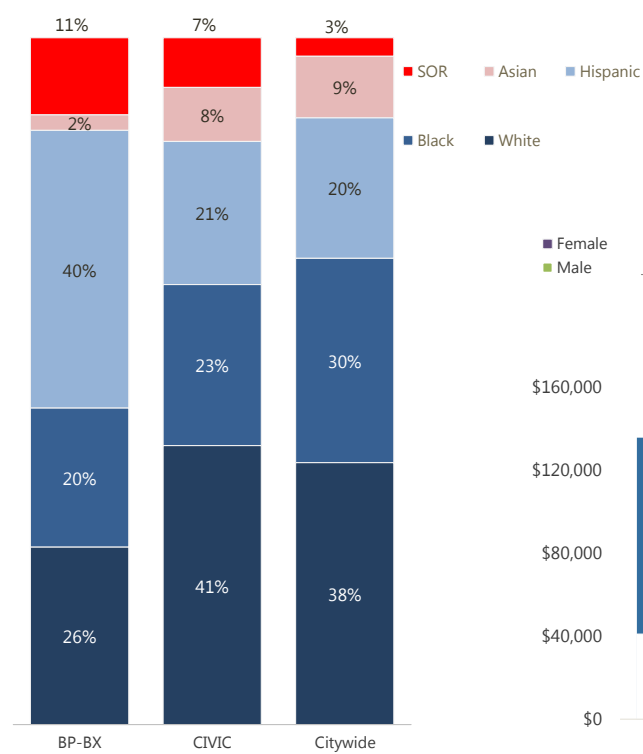
Hires	BP-BX	CIVIC	Citywide
Total Hires	5	242	37,572
New Hires	4	195	30,240
Rehires	1	47	7,332

Separations	BP-BX	CIVIC	Citywide
Total Separations	14	193	27,886
Retirement	8	17	8,524
Resignation	2	130	9,995
Dismissal	1	24	6,306
Layoff	0	0	2
Deceased	0	1	445
Other	3	21	2,614

Employee Type by Agency, Agency Group, and Citywide

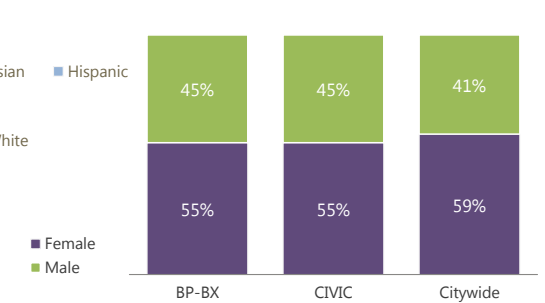


Ethnicity

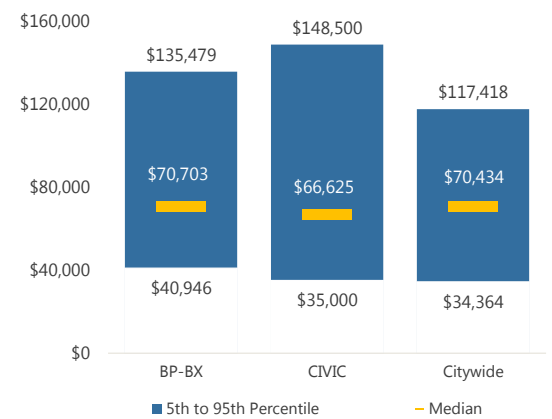


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

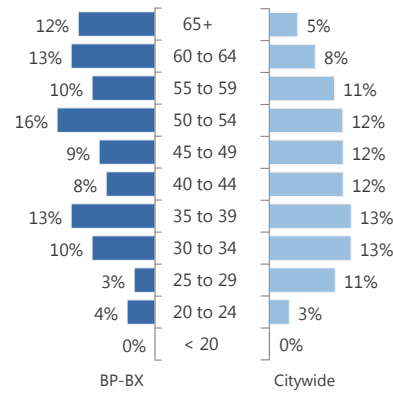
Gender



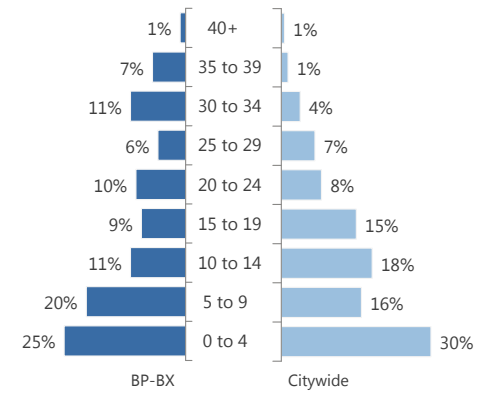
Full-Time Annual Salary Range



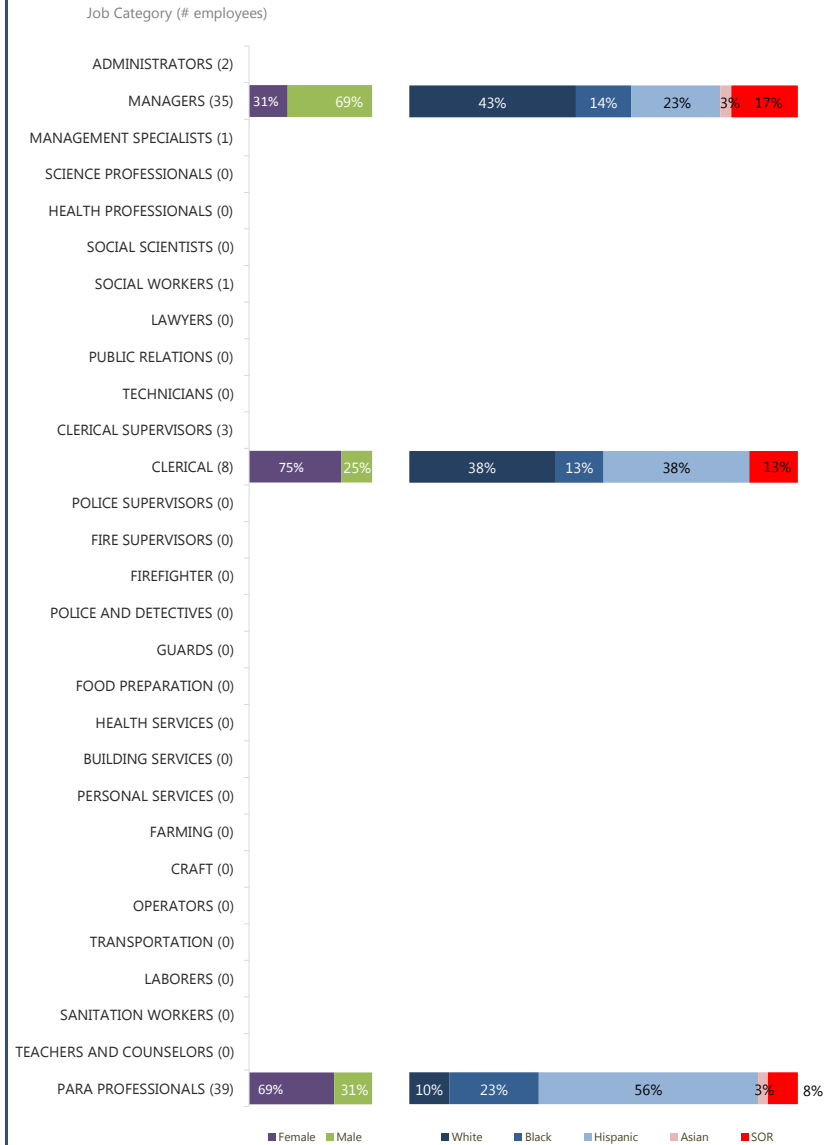
Age



Years of Service



Gender and Ethnicity by Job Category for: BP-BX

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	8	\$173,995	0.0%	0.0%	0.0%
MANAGERS	35	91.4%	44	8	\$93,824	18.8%	13.1%	7.8%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	21	\$91,457	100.0%	100.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	1	100.0%	n/a	19	\$111,911	0.0%	0.0%	0.0%
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	3	100.0%	n/a	30	\$69,376	33.3%	0.0%	0.0%
CLERICAL	8	62.5%	58	17	\$73,362	60.0%	7.8%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	39	87.2%	51	15	\$56,339	35.3%	15.6%	2.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY ASSOCIATE	18	20.2%	41	11.0	22.2%	3	1
COMMUNITY COORDINATOR	15	16.9%	53	27.0	40.0%	2	0
DISTRICT MANAGER	12	13.5%	42	8.0	25.0%	4	3
SPECIAL ASSISTANT TO THE BOROUGH PRESIDENT	3	3.4%	n/a	3.0	0.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	3	3.4%	n/a	30.0	33.3%	0	0
COMMUNITY ASSISTANT	5	5.6%	34	4.0	20.0%	0	0
RESEARCH LIAISON AND GOVERNMENTAL COORDINATOR	2	2.2%	n/a	4.0	0.0%	0	0
ASSISTANT TO THE PRESIDENT	2	2.2%	n/a	3.0	0.0%	0	0
ADMINISTRATIVE BUSINESS PROMOTION COORDINATOR	4	4.5%	n/a	19.0	25.0%	0	0
ADMINISTRATIVE STAFF ANALYST	2	2.2%	n/a	27.0	50.0%	0	0

BOROUGH PRESIDENT-BRONX is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

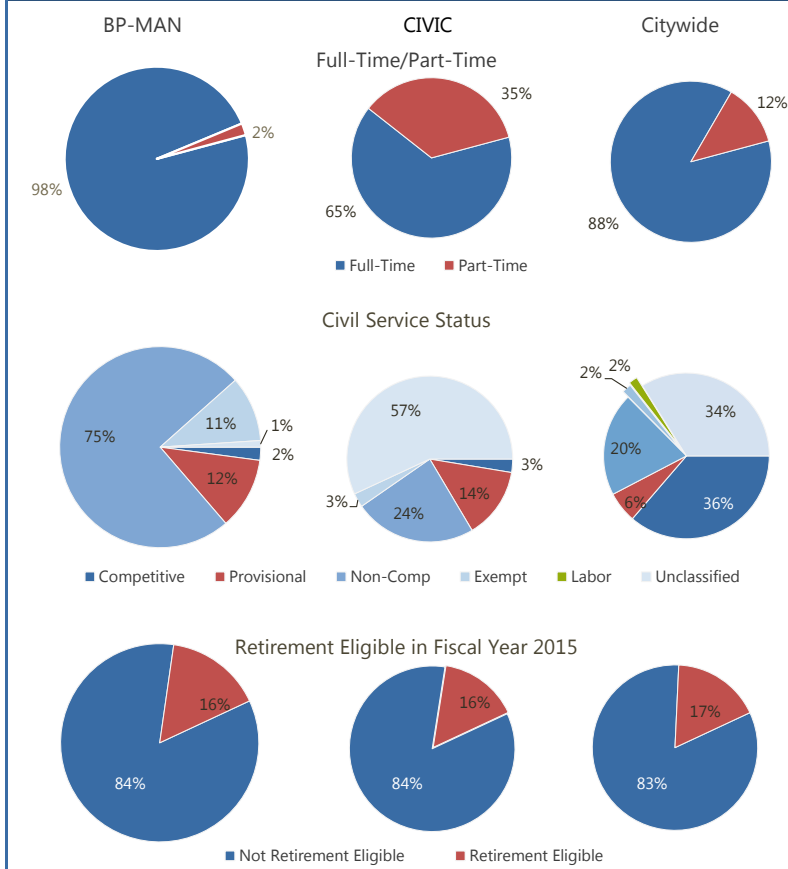
All Community Boards and their employees are included under their respective Borough President's Office

Workforce Profile: BOROUGH PRESIDENT-MANHATTAN (BP-MAN) : FY2017

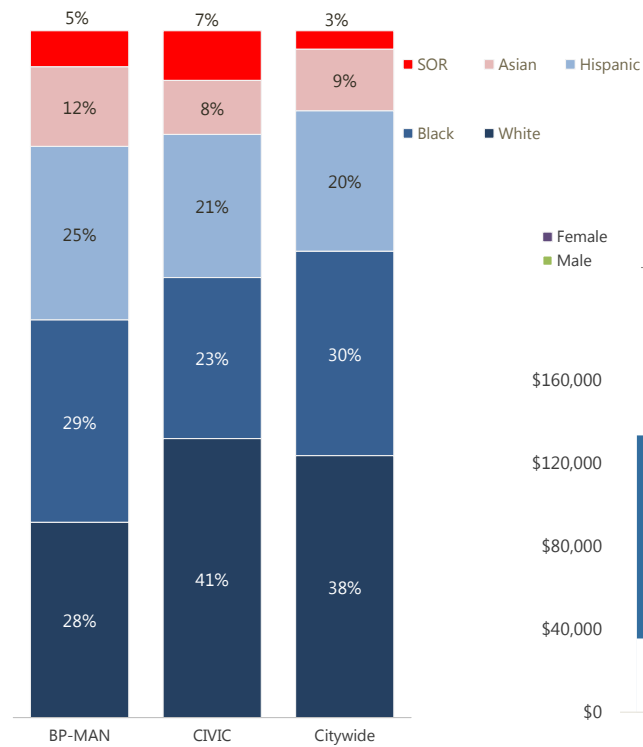
Civic Engagement Agency Group

Summary Indicators			
Headcount (FT / PT)	93 / 2	923 / 502	344,063 / 48,959
Median Age / Years of Service	40 / 7	38 / 4	43 / 10
% Male / Female	41% / 59%	45% / 55%	41% / 59%
% White / Minority	28% / 72%	41% / 59%	38% / 62%
Median Annual Base Salary (FT)	\$62,773	\$66,625	\$70,434
% Eligible to Retire	16%	16%	17%
% Hires	11%	17%	10%
% Union Represented	55%	54%	95%
Hires			
Total Hires	10	242	37,572
New Hires	8	195	30,240
Rehires	2	47	7,332
Separations			
Total Separations	11	193	27,886
Retirement	1	17	8,524
Resignation	8	130	9,995
Dismissal	0	24	6,306
Layoff	0	0	2
Deceased	0	1	445
Other	2	21	2,614

Employee Type by Agency, Agency Group, and Citywide

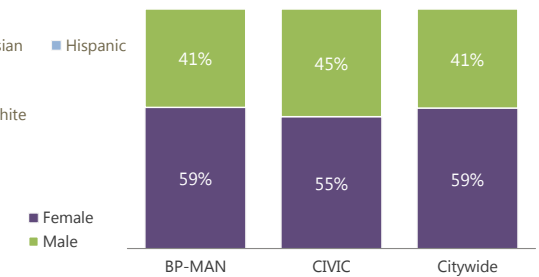


Ethnicity

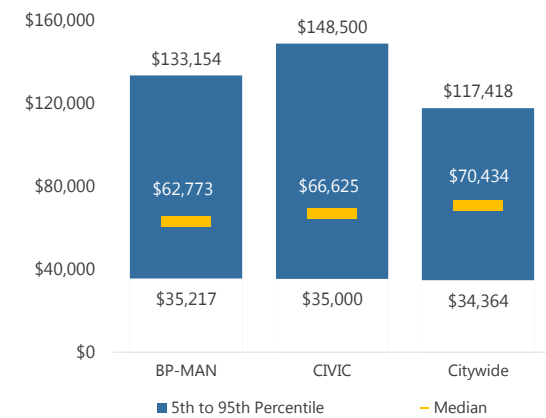


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

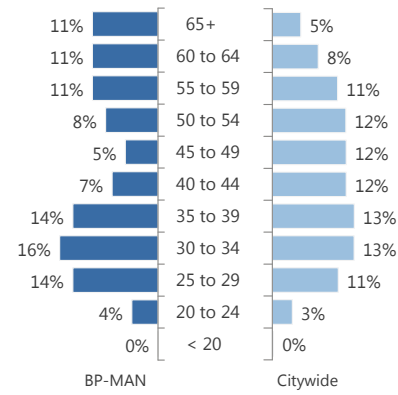
Gender



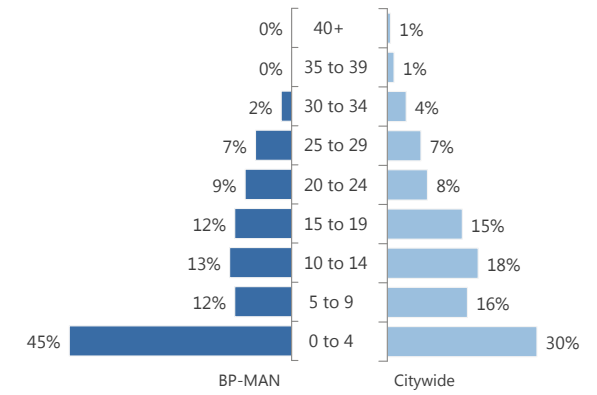
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BP-MAN

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	9	\$155,011	25.0%	0.0%	0.0%
MANAGERS	33	100.0%	46	8	\$82,378	27.3%	12.1%	9.1%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	1	100.0%	n/a	3	\$75,011	0.0%	0.0%	0.0%
SOCIAL WORKERS	1	100.0%	n/a	2	\$90,877	0.0%	0.0%	0.0%
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	13	\$61,595	0.0%	0.0%	0.0%
CLERICAL	2	100.0%	n/a	11	\$89,456	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	17	\$64,862	50.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	51	96.1%	37	6	\$52,197	8.2%	13.2%	9.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY COORDINATOR	21	22.1%	37	11.0	9.5%	2	0
COMMUNITY ASSOCIATE	19	20.0%	40	9.0	5.3%	3	2
DISTRICT MANAGER	13	13.7%	56	13.0	53.8%	1	0
COMMUNITY ASSISTANT	7	7.4%	49	6.0	14.3%	0	2
ADMINISTRATIVE CITY PLANNER	5	5.3%	32	4.0	0.0%	0	1
COMMUNITY PLANNING BOARD COORDINATOR	4	4.2%	n/a	1.0	0.0%	2	1
ASSISTANT DISTRICT MANAGER (COMMUNITY BOARD)	4	4.2%	n/a	1.0	0.0%	2	1
ASSISTANT TO THE PRESIDENT	3	3.2%	n/a	12.0	33.3%	0	0
ADMINISTRATIVE PUBLIC INFORMATION SPECIALIST	2	2.1%	n/a	1.0	0.0%	1	1
SECRETARY TO THE PRESIDENT	2	2.1%	n/a	11.0	0.0%	0	0

BOROUGH PRESIDENT-MANHATTAN is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

All Community Boards and their employees are included under their respective Borough President's Office

Workforce Profile: BOROUGH PRESIDENT-QUEENS (BP-QNS) : FY2017

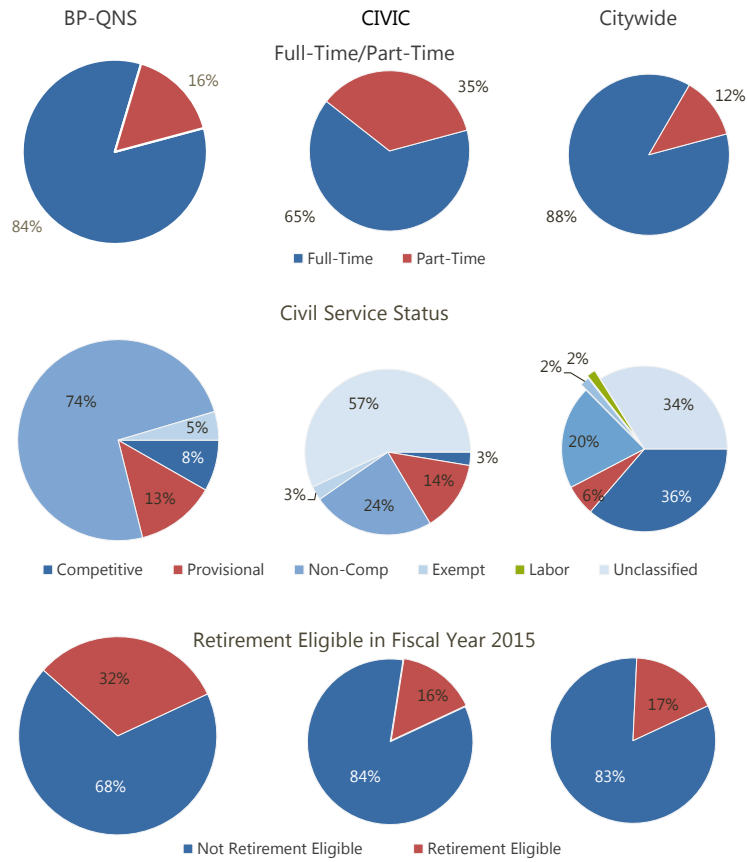
Civic Engagement Agency Group

Summary Indicators			
Headcount (FT / PT)	93 / 18	923 / 502	344,063 / 48,959
Median Age / Years of Service	51 / 10	38 / 4	43 / 10
% Male / Female	27% / 73%	45% / 55%	41% / 59%
% White / Minority	47% / 53%	41% / 59%	38% / 62%
Median Annual Base Salary (FT)	\$60,794	\$66,625	\$70,434
% Eligible to Retire	32%	16%	17%
% Hires	10%	17%	10%
% Union Represented	69%	54%	95%

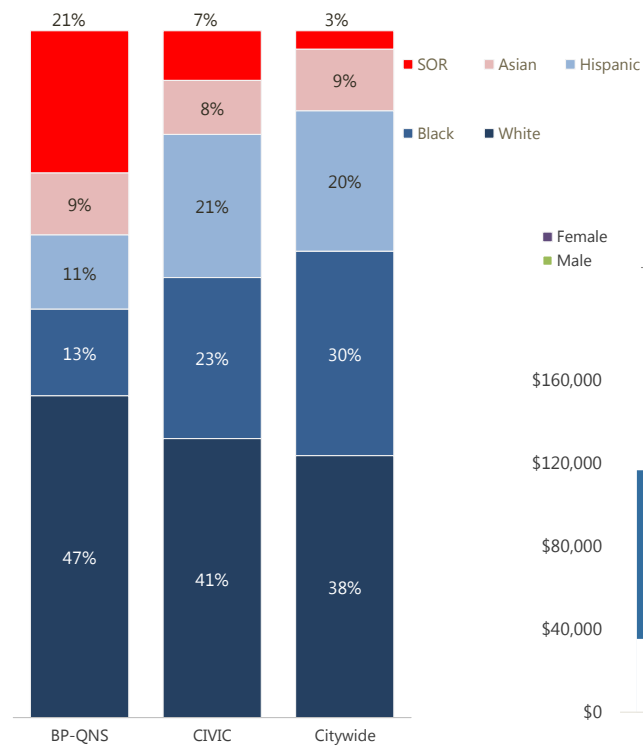
Hires			
Total Hires	11	242	37,572
New Hires	11	195	30,240
Rehires	0	47	7,332

Separations			
Total Separations	15	193	27,886
Retirement	7	17	8,524
Resignation	4	130	9,995
Dismissal	0	24	6,306
Layoff	0	0	2
Deceased	0	1	445
Other	4	21	2,614

Employee Type by Agency, Agency Group, and Citywide

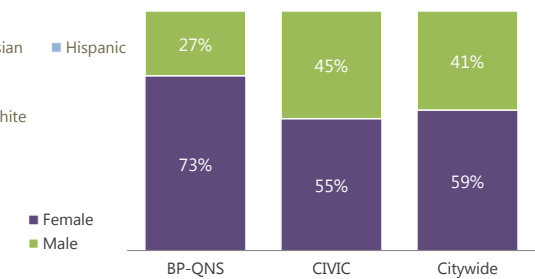


Ethnicity

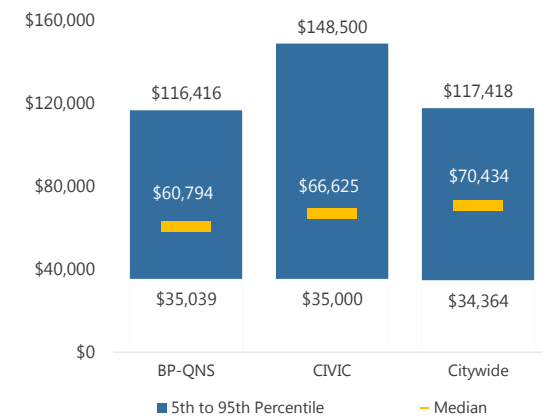


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

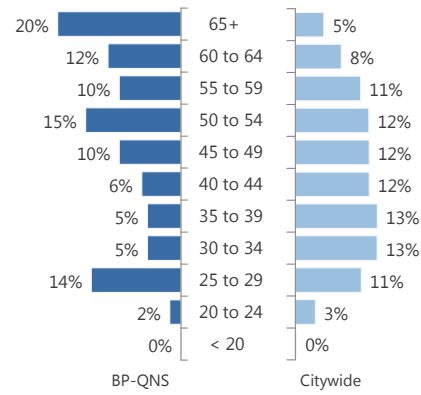
Gender



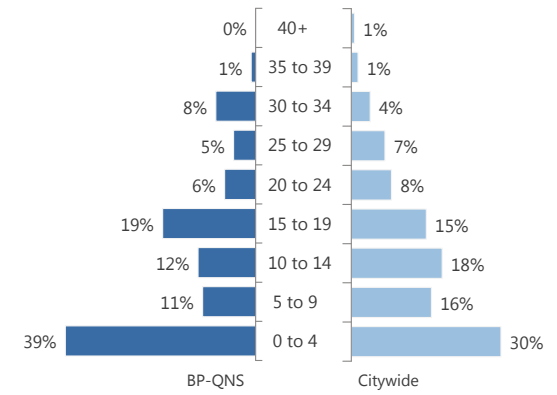
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BP-QNS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	11	\$150,000	0.0%	0.0%	0.0%
MANAGERS	26	100.0%	55	14	\$95,131	42.3%	19.2%	7.7%
MANAGEMENT SPECIALISTS	2	100.0%	n/a	9	\$68,168	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	2	100.0%	n/a	18	\$67,255	50.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	1	100.0%	n/a	12	\$60,560	0.0%	0.0%	0.0%
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	2	\$57,944	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	22	\$62,965	50.0%	100.0%	0.0%
CLERICAL SUPERVISORS	3	100.0%	n/a	31	\$73,501	66.7%	0.0%	0.0%
CLERICAL	4	50.0%	n/a	16	\$66,508	150.0%	12.5%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	10	\$63,261	0.0%	0.0%	50.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	65	75.4%	50	6	\$50,350	34.7%	8.1%	9.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY ASSOCIATE	29	26.1%	50	6.0	31.0%	2	1
DISTRICT MANAGER	14	12.6%	58	18.0	71.4%	4	0
COMMUNITY COORDINATOR	14	12.6%	54	14.0	28.6%	1	2
COMMUNITY ASSISTANT	12	10.8%	41	1.0	25.0%	1	3
SPECIAL ASSISTANT TO THE BOROUGH PRESIDENT	6	5.4%	46	3.0	0.0%	0	2
PRINCIPAL ADMINISTRATIVE ASSOCIATE	3	2.7%	n/a	31.0	66.7%	0	0
ENGINEERING TECHNICIAN	2	1.8%	n/a	22.0	50.0%	2	0
CHAUFFEUR - ATTENDANT	2	1.8%	n/a	10.0	0.0%	1	1
DIRECTOR, BOROUGH PRESIDENT'S OFFICE OF ADMINISTRATIVE	1	0.9%	n/a	16.0	0.0%	0	0
FISCAL & POLICY ANALYST	1	0.9%	n/a	3.0	0.0%	0	0

BOROUGH PRESIDENT-QUEENS is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

All Community Boards and their employees are included under their respective Borough President's Office

Workforce Profile: BOROUGH PRESIDENT-STATEN IS (BP-SI) : FY2017

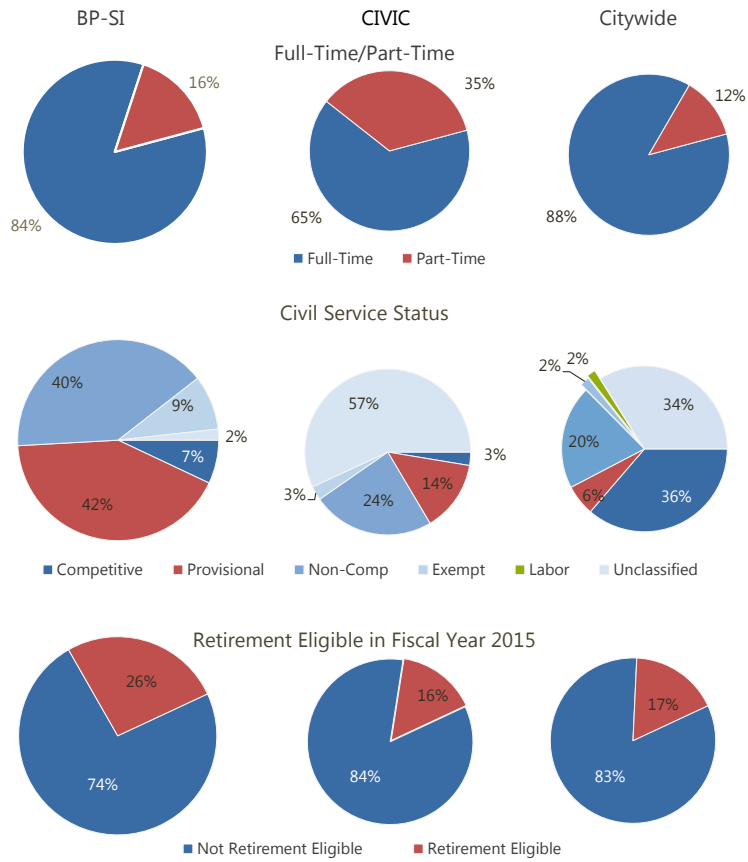
Civic Engagement Agency Group

Summary Indicators	BP-SI	CIVIC	Citywide
Headcount (FT / PT)	48 / 9	923 / 502	344,063 / 48,959
Median Age / Years of Service	52 / 10	38 / 4	43 / 10
% Male / Female	42% / 58%	45% / 55%	41% / 59%
% White / Minority	75% / 25%	41% / 59%	38% / 62%
Median Annual Base Salary (FT)	\$64,141	\$66,625	\$70,434
% Eligible to Retire	26%	16%	17%
% Hires	7%	17%	10%
% Union Represented	40%	54%	95%

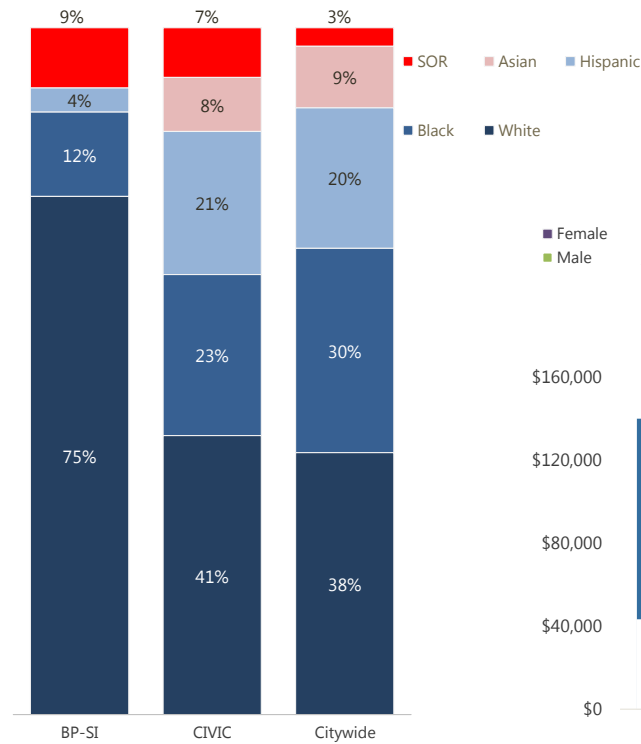
Hires	BP-SI	CIVIC	Citywide
Total Hires	4	242	37,572
New Hires	4	195	30,240
Rehires	0	47	7,332

Separations	BP-SI	CIVIC	Citywide
Total Separations	0	193	27,886
Retirement	0	17	8,524
Resignation	0	130	9,995
Dismissal	0	24	6,306
Layoff	0	0	2
Deceased	0	1	445
Other	0	21	2,614

Employee Type by Agency, Agency Group, and Citywide

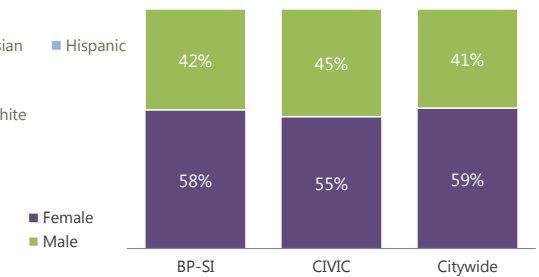


Ethnicity

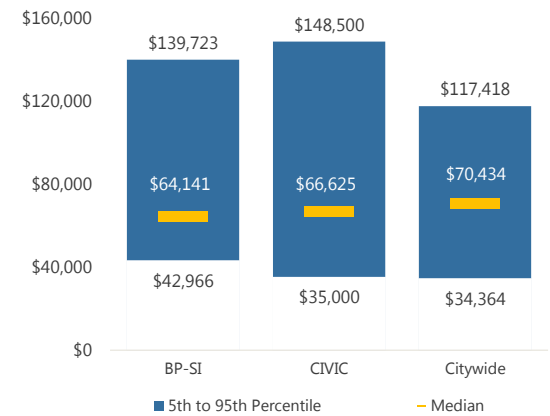


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

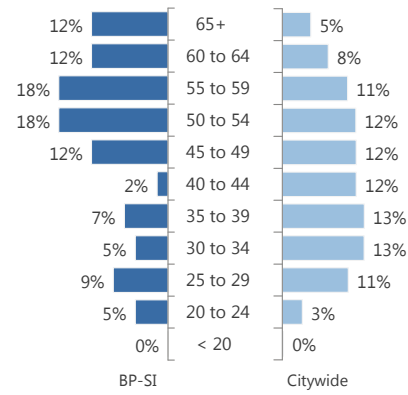
Gender



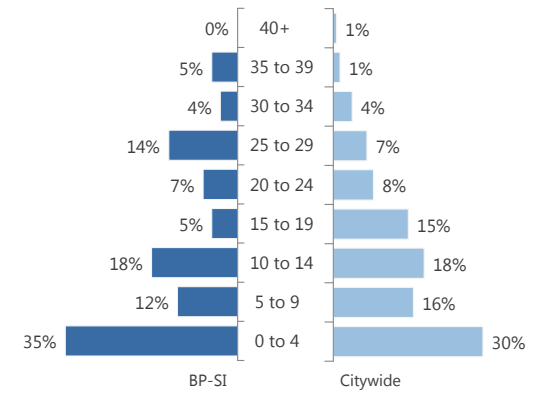
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BP-SI

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	66.7%	n/a	25	\$164,010	50.0%	0.0%	0.0%
MANAGERS	10	90.0%	54	13	\$100,000	33.3%	0.0%	0.0%
MANAGEMENT SPECIALISTS	20	80.0%	41	2	\$52,500	12.5%	0.0%	16.0%
SCIENCE PROFESSIONALS	1	100.0%	n/a	20	\$95,599	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	29	\$59,246	100.0%	0.0%	0.0%
CLERICAL SUPERVISORS	0							
CLERICAL	3	100.0%	n/a	3	\$56,500	33.3%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	19	84.2%	54	13	\$61,814	43.8%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY COORDINATOR	13	22.8%	51	13.0	38.5%	0	0
ASSISTANT PROJECT PLANNER	12	21.1%	27	1.0	0.0%	0	3
PROJECT PLANNER	7	12.3%	51	10.0	14.3%	0	1
COMMUNITY ASSOCIATE	5	8.8%	55	29.0	40.0%	0	0
DISTRICT MANAGER	3	5.3%	n/a	14.0	66.7%	0	0
SECRETARY	2	3.5%	n/a	2.0	0.0%	0	0
CONFIDENTIAL ASSISTANT TO THE BOROUGH PRESIDENT	1	1.8%	n/a	16.0	0.0%	0	0
ADMINISTRATIVE ARCHITECT	1	1.8%	n/a	13.0	100.0%	0	0
CLERICAL ASSOCIATE	1	1.8%	n/a	38.0	100.0%	0	0
STAFF ANALYST	1	1.8%	n/a	27.0	100.0%	0	0

BOROUGH PRESIDENT-STATEN IS is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

All Community Boards and their employees are included under their respective Borough President's Office

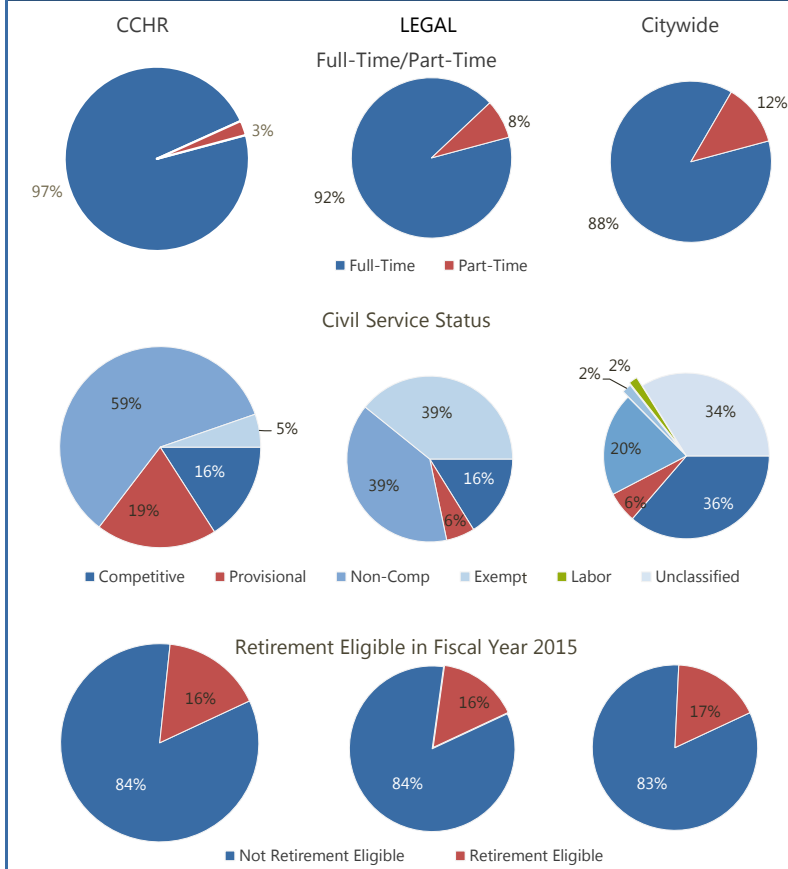
Workforce Profile: CITY COMMISSION ON HUMAN RIGHTS (CCHR) : FY2017

Summary Indicators			
Headcount (FT / PT)	113 / 3	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	38 / 2	39 / 6	43 / 10
% Male / Female	38% / 62%	42% / 58%	41% / 59%
% White / Minority	25% / 75%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$66,326	\$64,900	\$70,434
% Eligible to Retire	16%	16%	17%
% Hires	30%	13%	10%
% Union Represented	76%	52%	95%

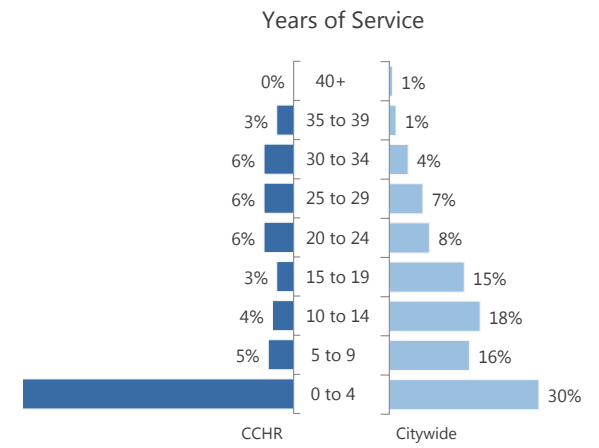
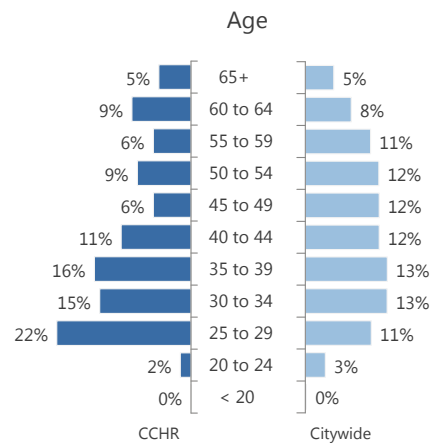
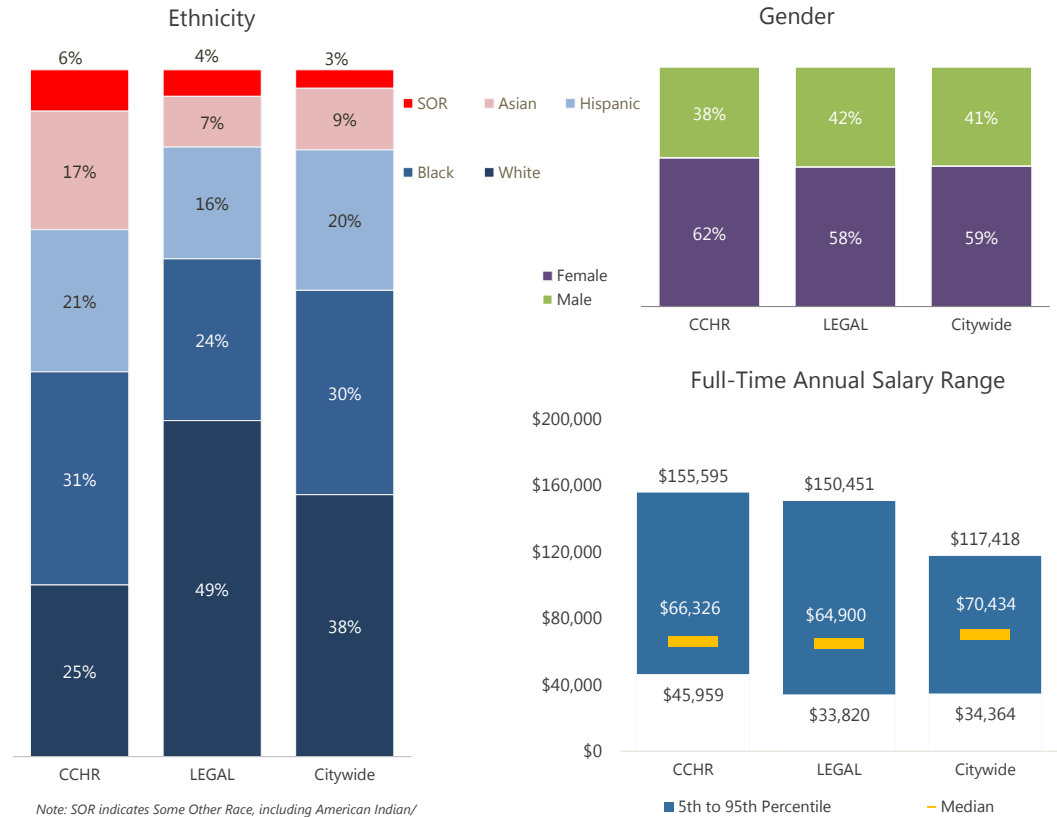
Hires			
Total Hires	35	955	37,572
New Hires	35	896	30,240
Rehires	0	59	7,332

Separations			
Total Separations	12	663	27,886
Retirement	4	84	8,524
Resignation	4	497	9,995
Dismissal	2	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	2	36	2,614

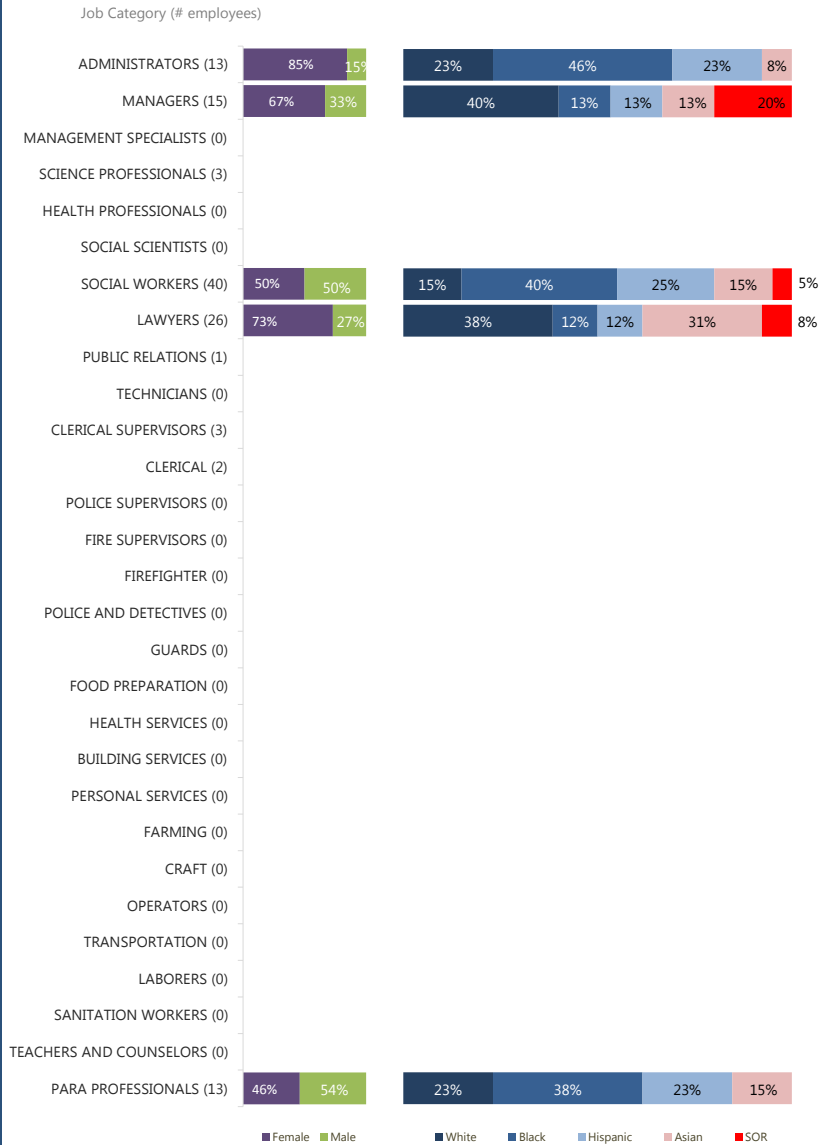
Employee Type by Agency, Agency Group, and Citywide



Legal Affairs & Access to Justice Agency Group



Gender and Ethnicity by Job Category for: CCHR

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	13	100.0%	43	2	\$144,419	7.7%	15.4%	7.7%
MANAGERS	15	100.0%	38	1	\$100,296	0.0%	6.7%	20.0%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	3	100.0%	n/a	1	\$57,223	33.3%	0.0%	33.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	40	100.0%	44	2	\$58,491	30.0%	5.0%	30.0%
LAWYERS	26	100.0%	33	1	\$66,925	7.7%	11.5%	42.3%
PUBLIC RELATIONS	1	100.0%	n/a	8	\$58,066	0.0%	0.0%	0.0%
TECHNICIANS	0							
CLERICAL SUPERVISORS	3	100.0%	n/a	21	\$58,118	33.3%	0.0%	0.0%
CLERICAL	2	100.0%	n/a	32	\$42,138	100.0%	100.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	13	76.9%	27	0	\$50,362	0.0%	5.9%	41.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
AGENCY ATTORNEY	21	18.1%	33	1.0	0.0%	5	9
ASSOCIATE HUMAN RIGHTS SPECIALIST	20	17.2%	55	25.0	50.0%	1	3
HUMAN RIGHTS SPECIALIST	16	13.8%	30	0.0	6.3%	1	8
EXECUTIVE AGENCY COUNSEL	10	8.6%	38	1.0	0.0%	1	2
EXECUTIVE DIRECTOR	6	5.2%	44	3.0	0.0%	1	1
DEPUTY COMMISSIONER	5	4.3%	43	3.0	20.0%	1	0
COMMUNITY ASSOCIATE	5	4.3%	51	1.0	0.0%	0	1
COMMUNITY COORDINATOR	5	4.3%	27	0.0	0.0%	2	3
PRINCIPAL HUMAN RIGHTS SPECIALIST	4	3.4%	n/a	12.0	25.0%	1	1
COMPUTER OPERATIONS MANAGER	3	2.6%	n/a	3.0	0.0%	0	1

CITY COMMISSION ON HUMAN RIGHTS is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

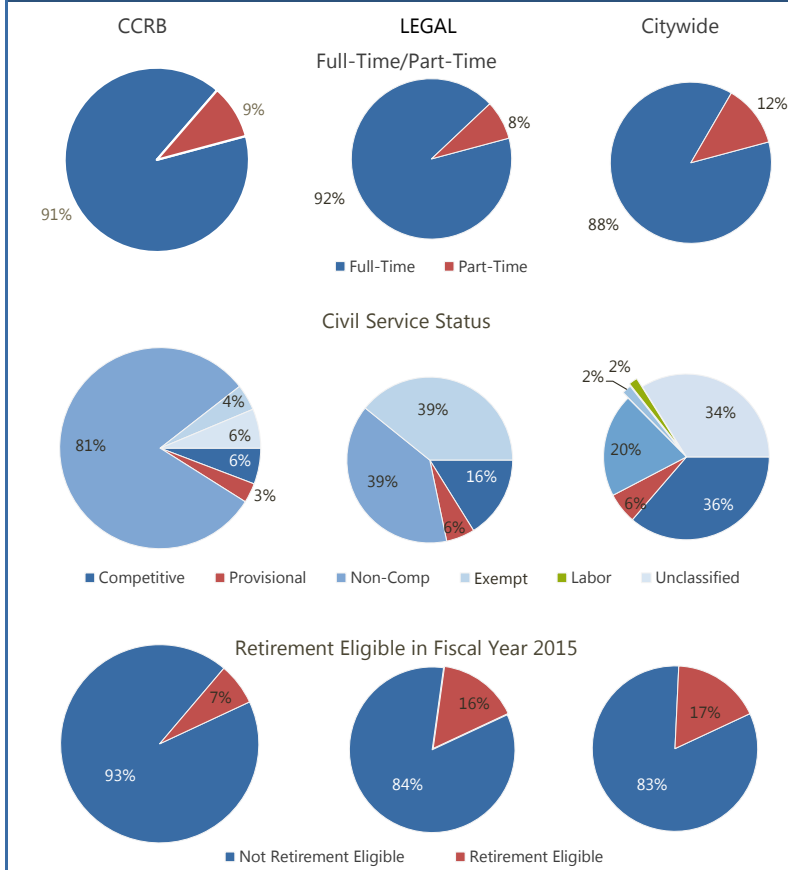
Workforce Profile: CIVILIAN COMPLAINT REVIEW BOARD (CCRB) : FY2017

Summary Indicators			
Headcount (FT / PT)	172 / 18	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	31 / 3	39 / 6	43 / 10
% Male / Female	53% / 47%	42% / 58%	41% / 59%
% White / Minority	45% / 55%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$64,460	\$64,900	\$70,434
% Eligible to Retire	7%	16%	17%
% Hires	22%	13%	10%
% Union Represented	64%	52%	95%

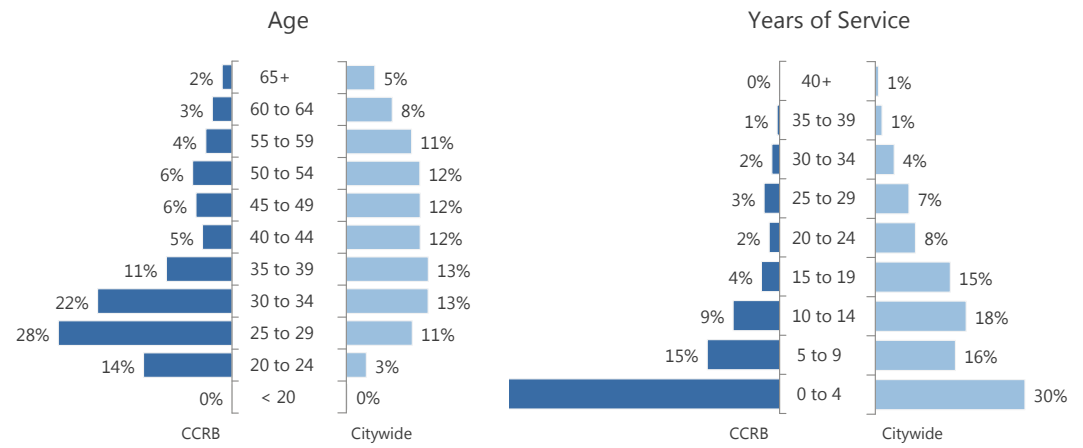
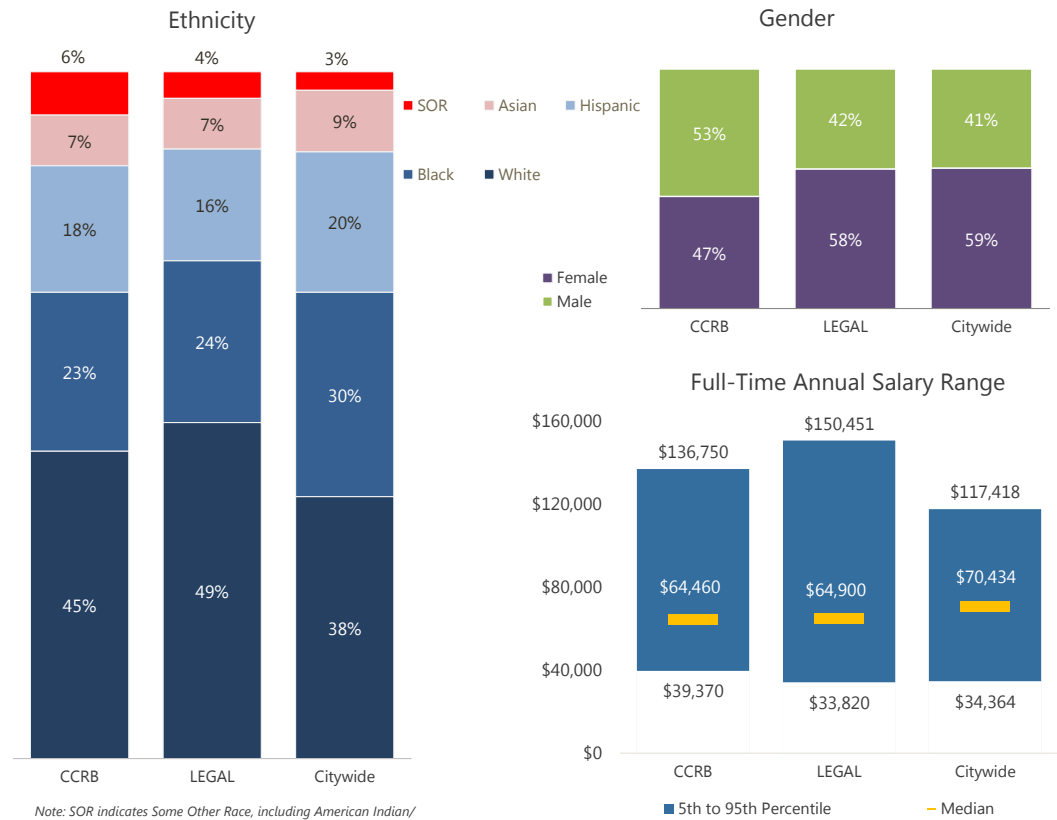
Hires			
Total Hires	42	955	37,572
New Hires	42	896	30,240
Rehires	0	59	7,332

Separations			
Total Separations	24	663	27,886
Retirement	0	84	8,524
Resignation	21	497	9,995
Dismissal	3	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	0	36	2,614

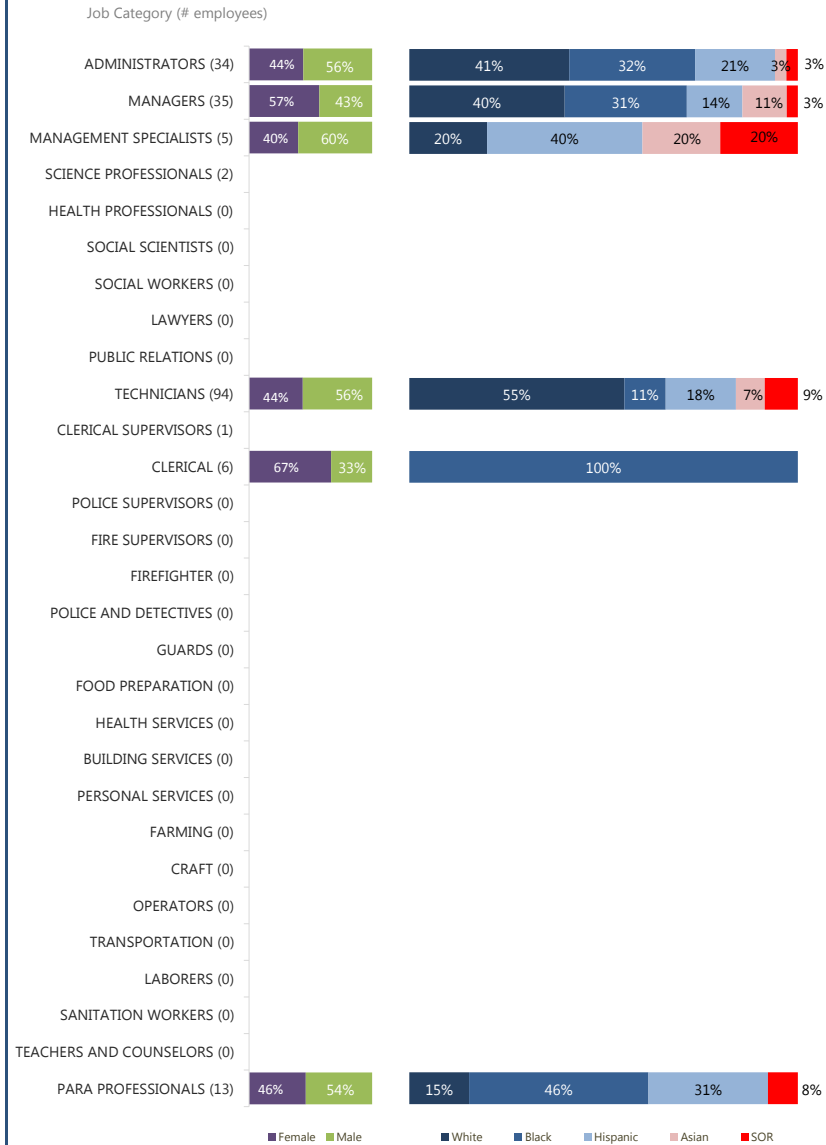
Employee Type by Agency, Agency Group, and Citywide



Legal Affairs & Access to Justice Agency Group



Gender and Ethnicity by Job Category for: CCRB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	34	64.7%	41	9	\$96,305	13.6%	7.6%	9.5%
MANAGERS	35	100.0%	38	4	\$100,940	14.3%	5.7%	22.9%
MANAGEMENT SPECIALISTS	5	100.0%	35	2	\$80,000	0.0%	20.0%	0.0%
SCIENCE PROFESSIONALS	2	100.0%	n/a	15	\$91,155	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	94	100.0%	26	1	\$54,147	0.0%	14.9%	25.5%
CLERICAL SUPERVISORS	1	100.0%	n/a	25	\$58,000	100.0%	0.0%	0.0%
CLERICAL	6	66.7%	54	18	\$56,294	75.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	13	69.2%	31	1	\$59,385	11.1%	16.0%	26.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
INVESTIGATOR	94	49.5%	26	1.0	0.0%	16	24
INVESTIGATIVE MANAGER	16	8.4%	35	8.0	0.0%	1	0
EXECUTIVE AGENCY COUNSEL	14	7.4%	38	2.0	14.3%	3	5
DEPUTY ASSISTANT DIRECTOR	12	6.3%	38	3.0	0.0%	2	2
DEPUTY EXECUTIVE DIRECTOR	5	2.6%	50	10.0	20.0%	2	1
COMMUNITY COORDINATOR	6	3.2%	36	7.0	0.0%	0	0
COMMUNITY ASSOCIATE	5	2.6%	29	0.0	20.0%	4	3
SUPERVISOR OF INVESTIGATORS	3	1.6%	n/a	4.0	0.0%	0	0
ADMINISTRATIVE PUBLIC INFORMATION SPECIALIST	2	1.1%	n/a	11.0	0.0%	0	1
COMPUTER SYSTEMS MANAGER	2	1.1%	n/a	7.0	50.0%	0	0

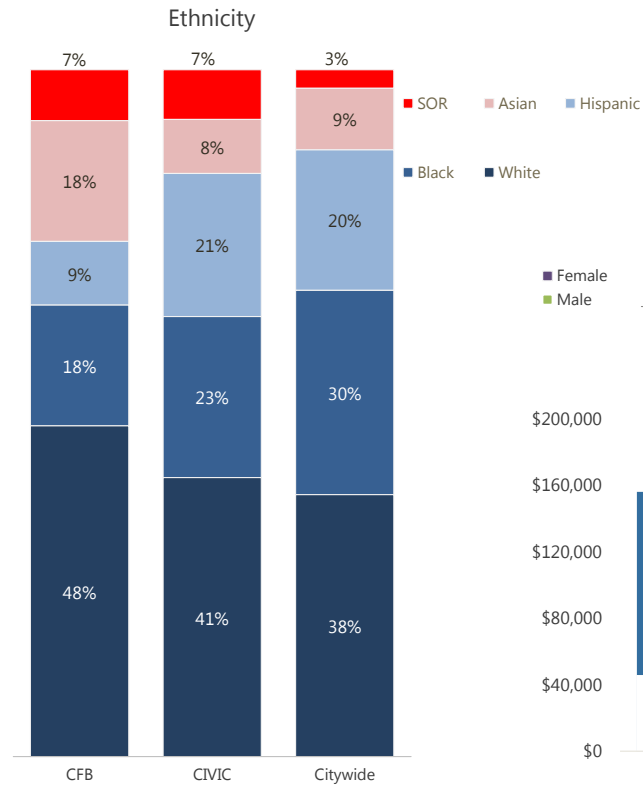
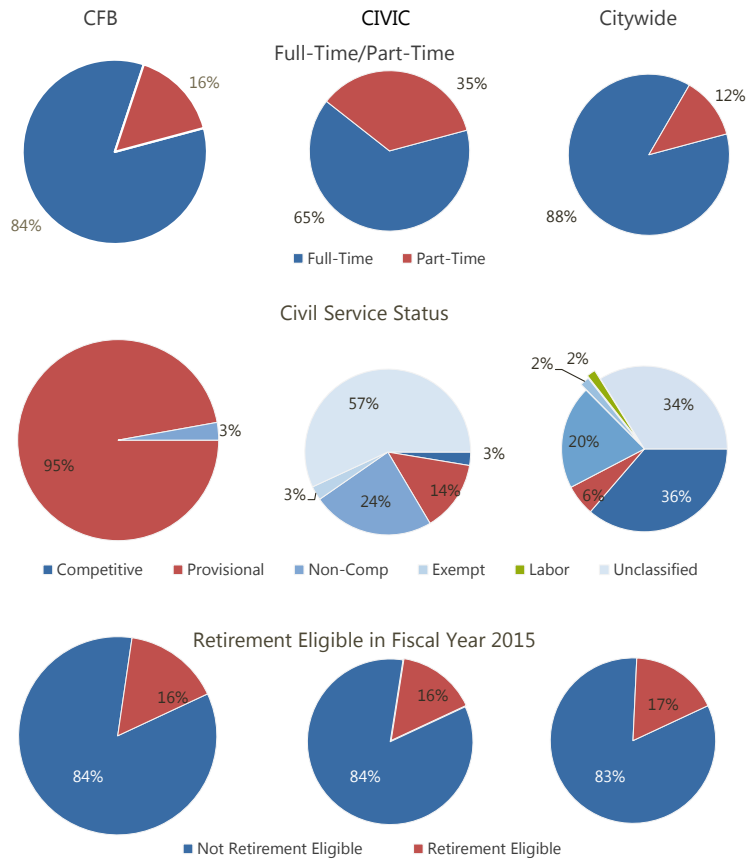
CIVILIAN COMPLAINT REVIEW BOARD is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: CAMPAIGN FINANCE BOARD (CFB) : FY2017

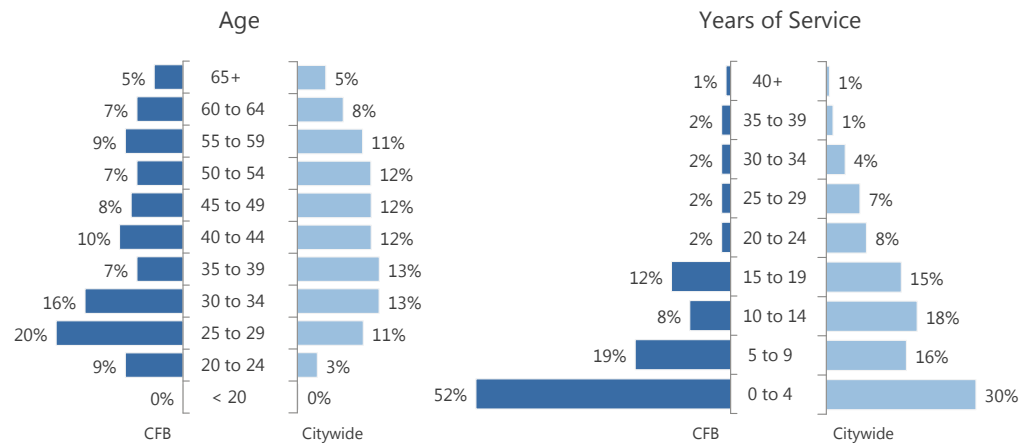
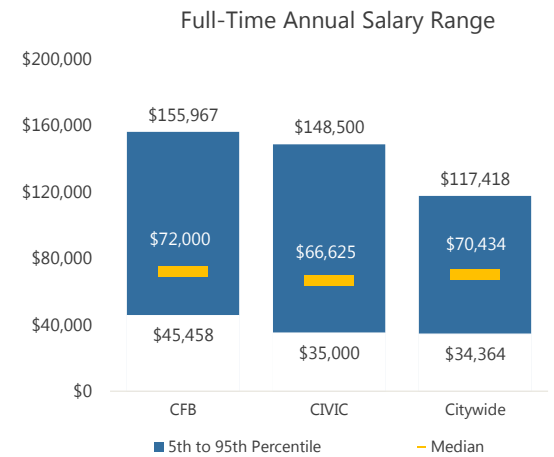
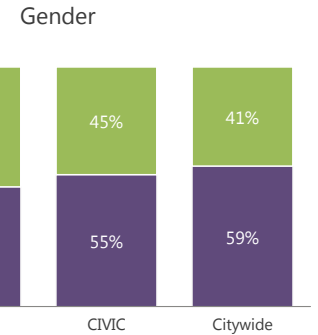
Civic Engagement Agency Group

Summary Indicators			
Headcount (FT / PT)	91 / 17	923 / 502	344,063 / 48,959
Median Age / Years of Service	37 / 4	38 / 4	43 / 10
% Male / Female	50% / 50%	45% / 55%	41% / 59%
% White / Minority	48% / 52%	41% / 59%	38% / 62%
Median Annual Base Salary (FT)	\$72,000	\$66,625	\$70,434
% Eligible to Retire	16%	16%	17%
% Hires	22%	17%	10%
% Union Represented	84%	54%	95%
Hires			
Total Hires	24	242	37,572
New Hires	20	195	30,240
Rehires	4	47	7,332
Separations			
Total Separations	10	193	27,886
Retirement	1	17	8,524
Resignation	8	130	9,995
Dismissal	0	24	6,306
Layoff	0	0	2
Deceased	0	1	445
Other	1	21	2,614

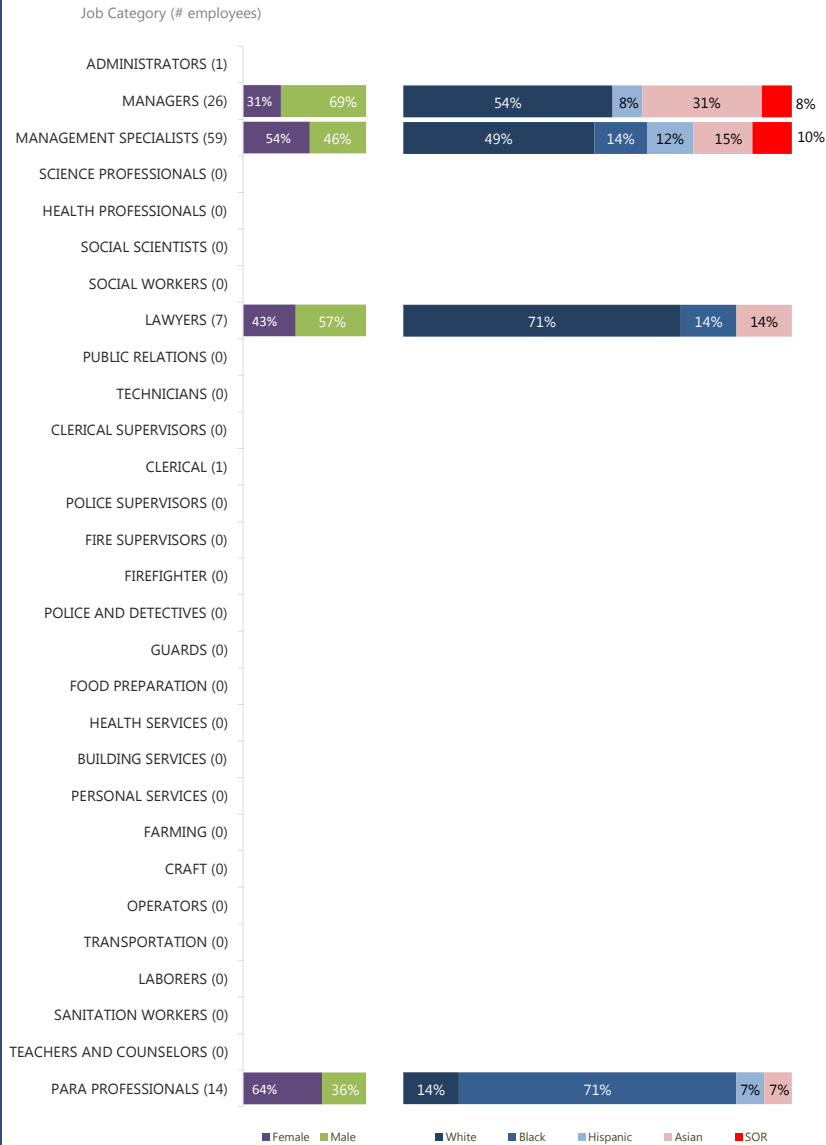
Employee Type by Agency, Agency Group, and Citywide



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: CFB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	18	\$244,840	0.0%	0.0%	0.0%
MANAGERS	26	76.9%	48	6	\$131,016	20.0%	5.9%	14.8%
MANAGEMENT SPECIALISTS	59	88.1%	31	3	\$60,900	5.8%	10.5%	20.9%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	7	100.0%	39	6	\$100,090	28.6%	14.3%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	31	\$105,575	100.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	14	71.4%	55	10	\$61,582	70.0%	0.0%	5.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ANALYST	58	53.7%	31	2.0	3.4%	10	14
SYSTEMS ADMINISTRATOR	18	16.7%	48	3.0	5.6%	2	5
ADMINISTRATIVE ASSISTANT (CAMPAIGN FINANCE BOARD)	14	13.0%	55	10.0	50.0%	0	1
ATTORNEY	7	6.5%	39	6.0	28.6%	1	0
EXECUTIVE AGENCY COUNSEL	3	2.8%	n/a	10.0	66.7%	0	0
COMPUTER SYSTEMS MANAGER	2	1.9%	n/a	24.0	50.0%	0	0
ADMINISTRATIVE ACCOUNTANT	1	0.9%	n/a	4.0	0.0%	0	0
DEPUTY EXECUTIVE DIRECTOR	1	0.9%	n/a	3.0	0.0%	0	0
EXECUTIVE DIRECTOR	1	0.9%	n/a	18.0	0.0%	0	0
ASSOCIATE STAFF ANALYST	1	0.9%	n/a	33.0	100.0%	0	0

CAMPAIGN FINANCE BOARD is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

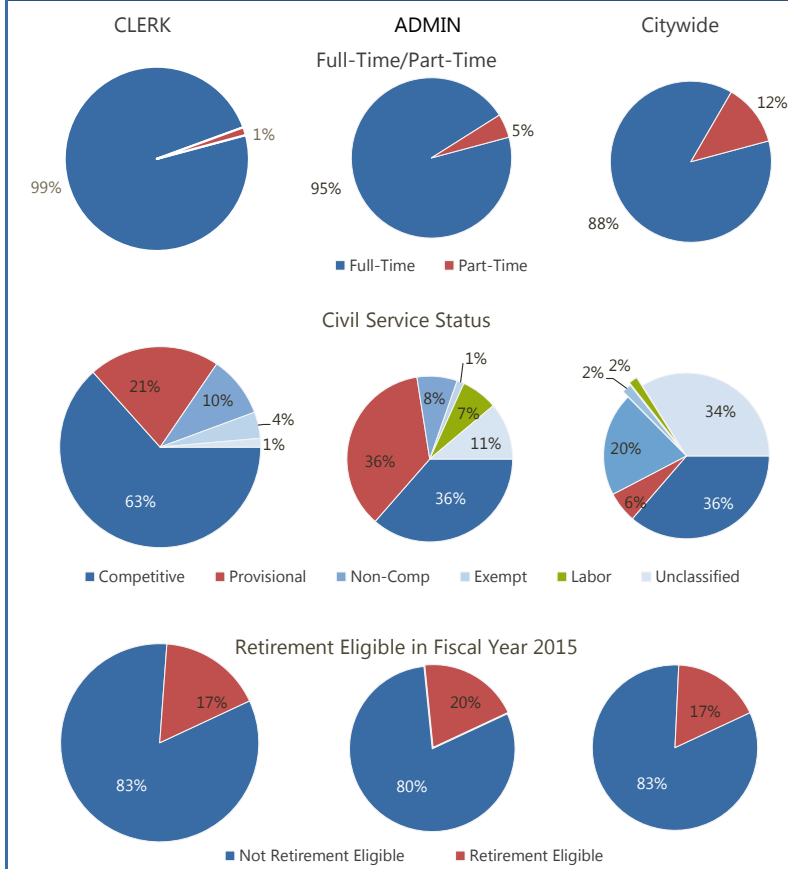
Workforce Profile: OFFICE OF THE CITY CLERK (CLERK) : FY2017

Summary Indicators	CLERK	ADMIN	Citywide
Headcount (FT / PT)	70 / 1	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	46 / 7	46 / 7	43 / 10
% Male / Female	31% / 69%	53% / 47%	41% / 59%
% White / Minority	21% / 79%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$42,318	\$63,527	\$70,434
% Eligible to Retire	17%	20%	17%
% Hires	10%	15%	10%
% Union Represented	79%	70%	95%

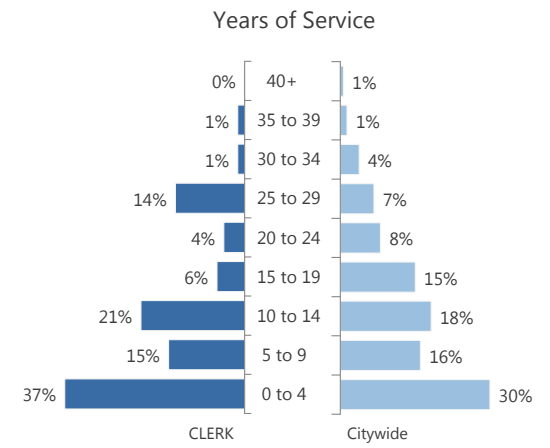
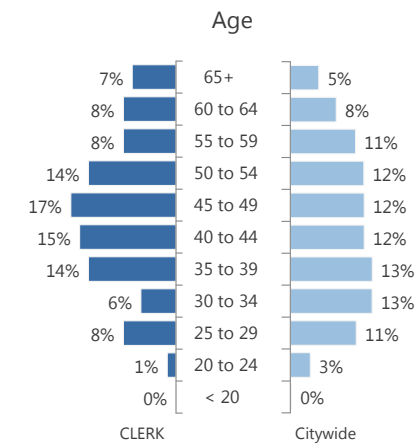
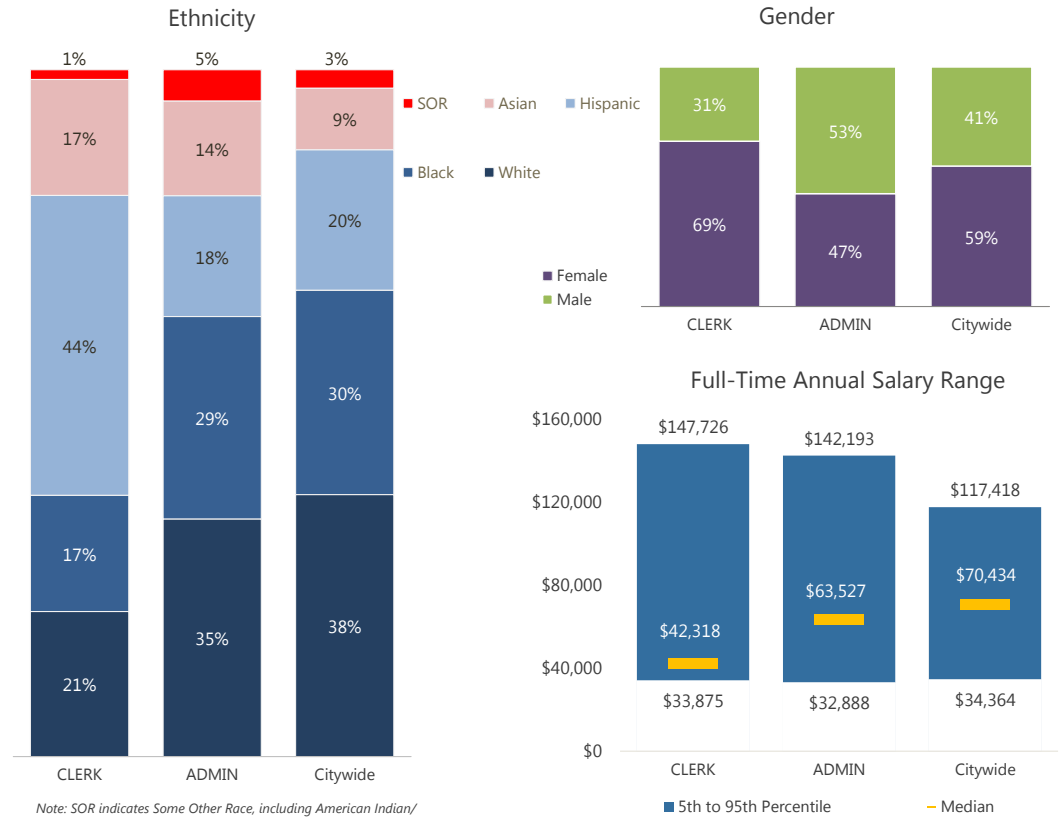
Hires	CLERK	ADMIN	Citywide
Total Hires	7	1,047	37,572
New Hires	5	1,013	30,240
Rehires	2	34	7,332

Separations	CLERK	ADMIN	Citywide
Total Separations	5	488	27,886
Retirement	3	106	8,524
Resignation	2	205	9,995
Dismissal	0	86	6,306
Layoff	0	0	2
Deceased	0	11	445
Other	0	80	2,614

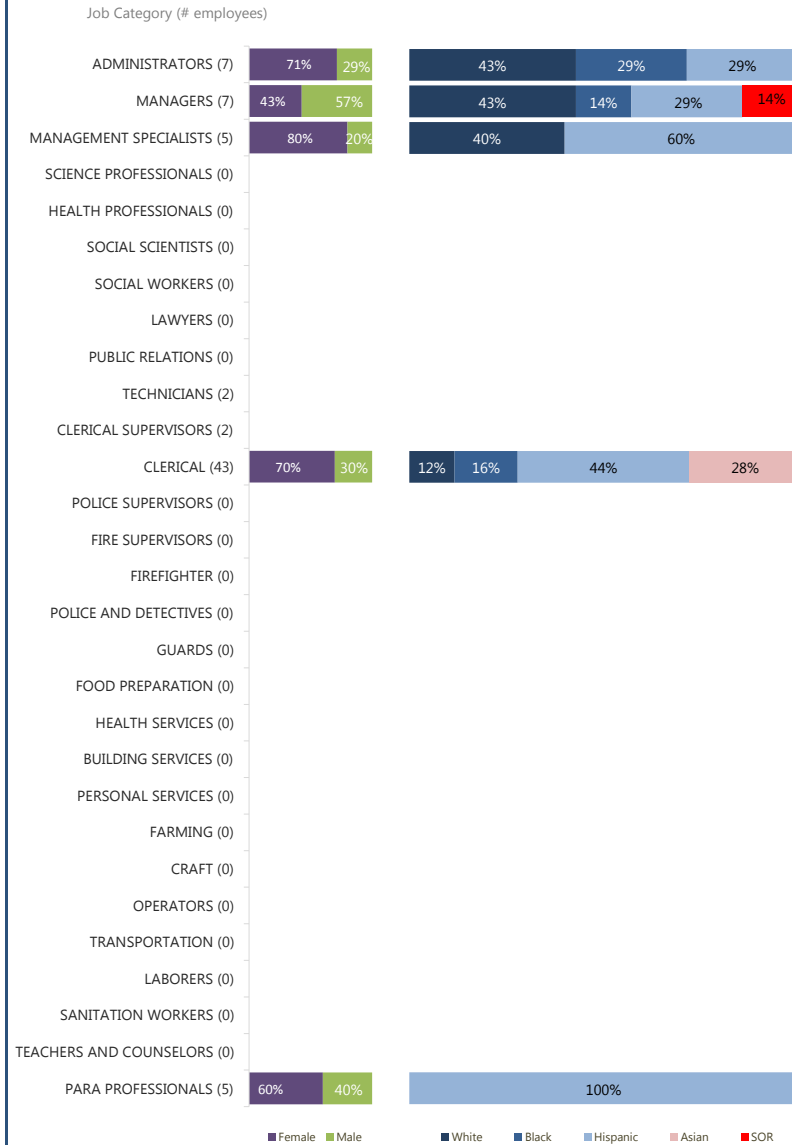
Employee Type by Agency, Agency Group, and Citywide



Administrative Services Agency Group



Gender and Ethnicity by Job Category for: CLERK

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	7	100.0%	62	7	\$111,836	42.9%	0.0%	0.0%
MANAGERS	7	85.7%	46	15	\$91,283	33.3%	0.0%	0.0%
MANAGEMENT SPECIALISTS	5	100.0%	41	10	\$47,202	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	13	\$54,681	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	2	100.0%	n/a	25	\$62,877	50.0%	0.0%	0.0%
CLERICAL	43	100.0%	43	3	\$38,956	14.0%	9.3%	11.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	5	100.0%	49	22	\$73,143	0.0%	20.0%	0.0%

Top 10 Most Populous Titles

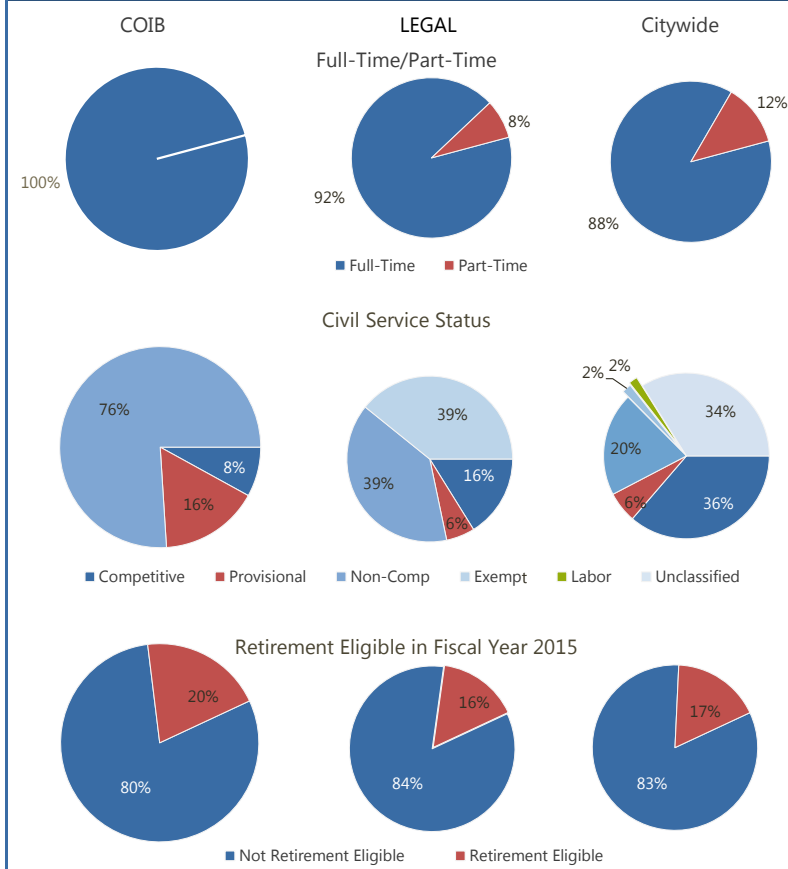
Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CLERICAL ASSOCIATE	41	57.7%	43	3.0	12.2%	5	5
DEPUTY CITY CLERK	6	8.5%	65	7.0	50.0%	0	0
PUBLIC RECORDS OFFICER	5	7.0%	41	10.0	0.0%	0	0
COMMUNITY COORDINATOR	3	4.2%	n/a	25.0	0.0%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	2	2.8%	n/a	25.0	50.0%	0	0
ASSOCIATE INVESTIGATOR	2	2.8%	n/a	13.0	0.0%	0	0
EXECUTIVE ASSISTANT TO THE CITY CLERK	1	1.4%	n/a	20.0	0.0%	0	0
ASSISTANT ADMINISTRATOR	1	1.4%	n/a	7.0	0.0%	0	0
EXECUTIVE ASSISTANT TO THE FIRST DEPUTY CITY CLERK	1	1.4%	n/a	13.0	0.0%	0	0
EXECUTIVE SECRETARY TO THE CITY CLERK	1	1.4%	n/a	10.0	100.0%	0	0

OFFICE OF THE CITY CLERK is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

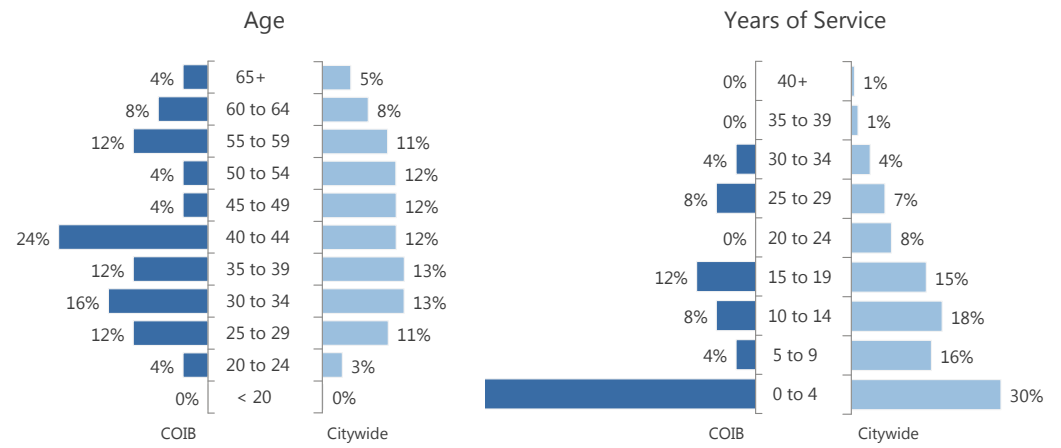
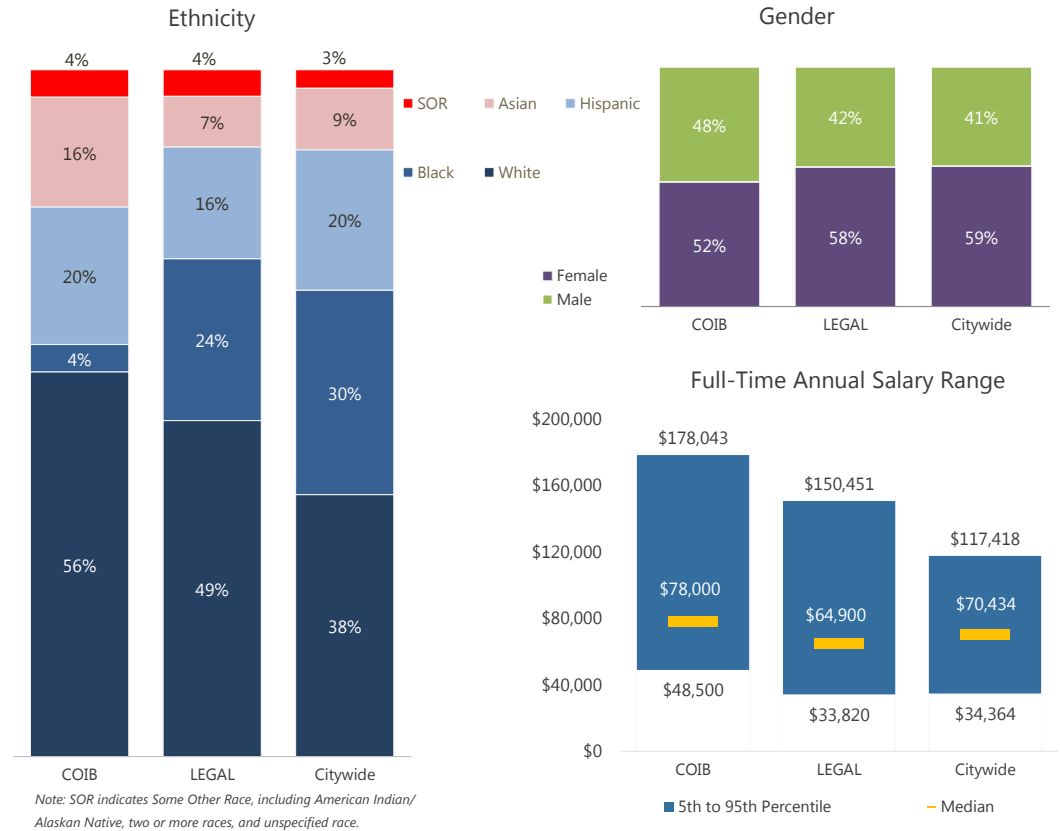
Workforce Profile: CONFLICTS OF INTEREST BOARD (COIB) : FY2017

Summary Indicators			
Headcount (FT / PT)	25 / 0	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	41 / 2	39 / 6	43 / 10
% Male / Female	48% / 52%	42% / 58%	41% / 59%
% White / Minority	56% / 44%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$78,000	\$64,900	\$70,434
% Eligible to Retire	20%	16%	17%
% Hires	28%	13%	10%
% Union Represented	48%	52%	95%
Hires			
Total Hires	7	955	37,572
New Hires	7	896	30,240
Rehires	0	59	7,332
Separations			
Total Separations	1	663	27,886
Retirement	0	84	8,524
Resignation	1	497	9,995
Dismissal	0	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	0	36	2,614

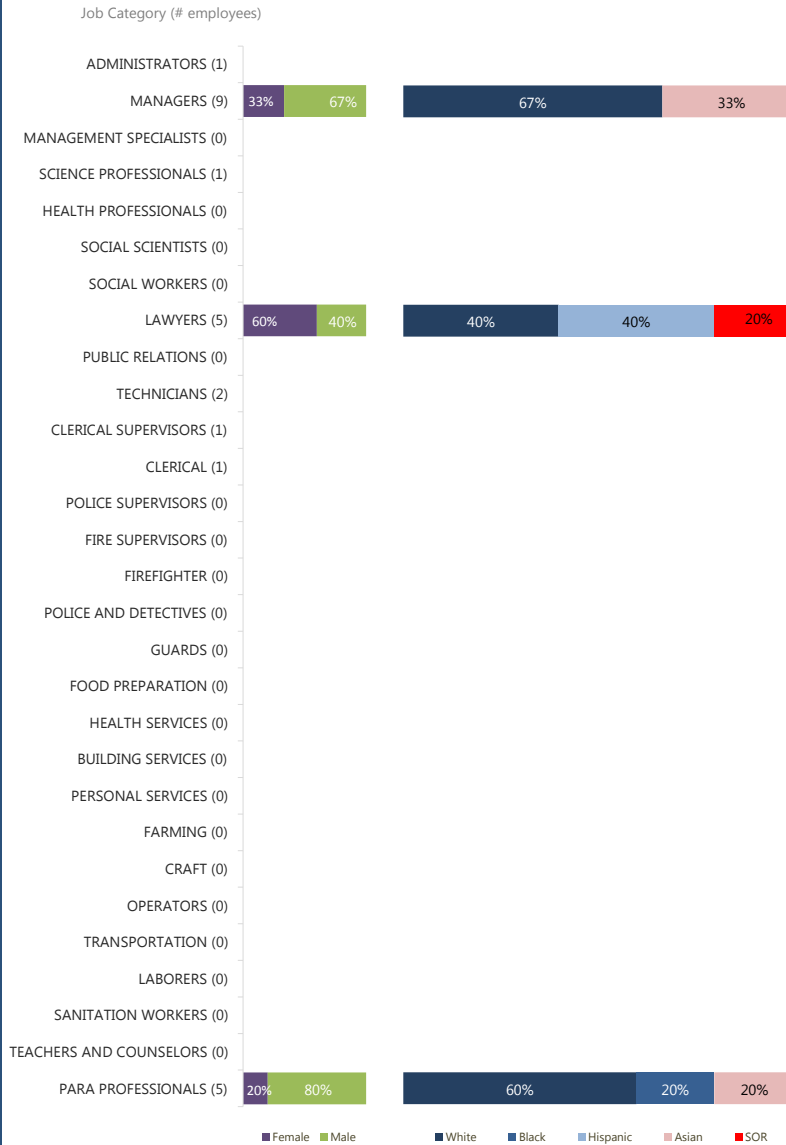
Employee Type by Agency, Agency Group, and Citywide



Legal Affairs & Access to Justice Agency Group



Gender and Ethnicity by Job Category for: COIB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	1	\$208,273	0.0%	0.0%	0.0%
MANAGERS	9	100.0%	44	3	\$121,151	22.2%	0.0%	33.3%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	1	100.0%	n/a	33	\$103,422	100.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	5	100.0%	35	2	\$78,000	0.0%	20.0%	20.0%
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	8	\$69,565	50.0%	0.0%	50.0%
CLERICAL SUPERVISORS	1	100.0%	n/a	27	\$50,790	0.0%	0.0%	0.0%
CLERICAL	1	100.0%	n/a	11	\$56,650	100.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	5	100.0%	31	1	\$49,955	0.0%	0.0%	40.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
EXECUTIVE AGENCY COUNSEL	6	24.0%	42	1.0	16.7%	2	3
AGENCY ATTORNEY	5	20.0%	35	2.0	0.0%	1	1
COMMUNITY ASSOCIATE	4	16.0%	n/a	1.0	0.0%	0	2
CONFIDENTIAL INVESTIGATOR	2	8.0%	n/a	8.0	50.0%	0	1
IT SERVICE MANAGEMENT SPECIALIST	1	4.0%	n/a	33.0	100.0%	0	0
ADMINISTRATIVE STAFF ANALYST	1	4.0%	n/a	16.0	0.0%	0	0
COMPUTER OPERATIONS MANAGER	1	4.0%	n/a	10.0	0.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	1	4.0%	n/a	27.0	0.0%	1	0
SECRETARY TO THE CONFLICTS OF INTEREST BOARD	1	4.0%	n/a	11.0	100.0%	0	0
COUNSEL (CONFLICTS OF INTEREST BOARD)	1	4.0%	n/a	1.0	0.0%	0	0

CONFLICTS OF INTEREST BOARD is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: OFFICE OF THE COMPTROLLER (COMPTROLLER) : FY2017

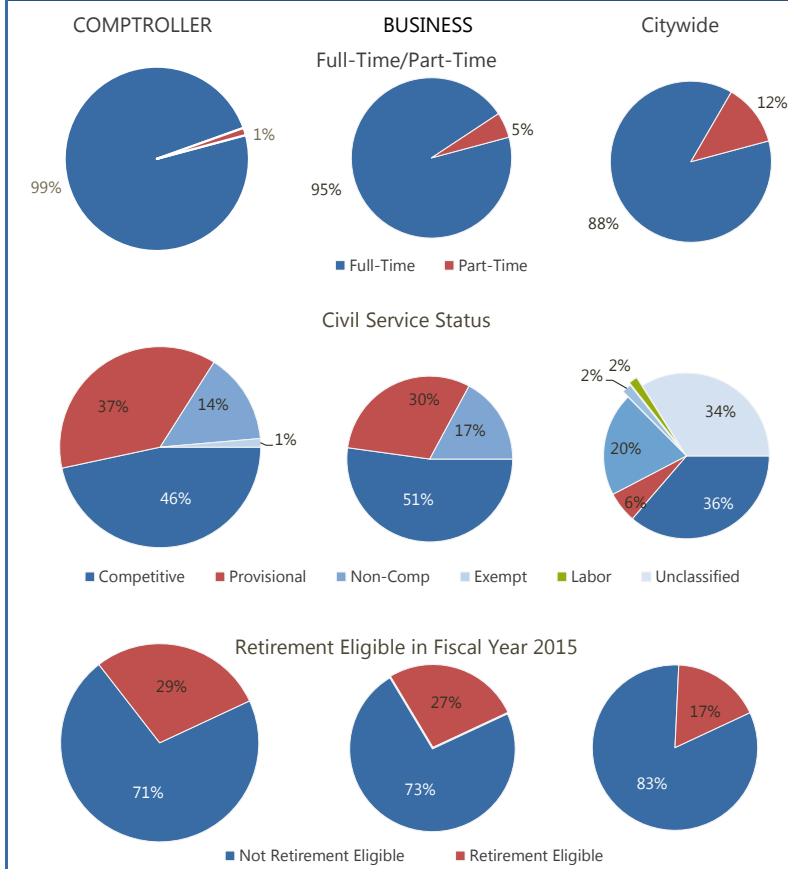
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	767 / 10	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	47 / 11	48 / 10	43 / 10
% Male / Female	44% / 56%	49% / 51%	41% / 59%
% White / Minority	38% / 62%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$74,000	\$66,365	\$70,434
% Eligible to Retire	29%	27%	17%
% Hires	10%	9%	10%
% Union Represented	64%	75%	95%

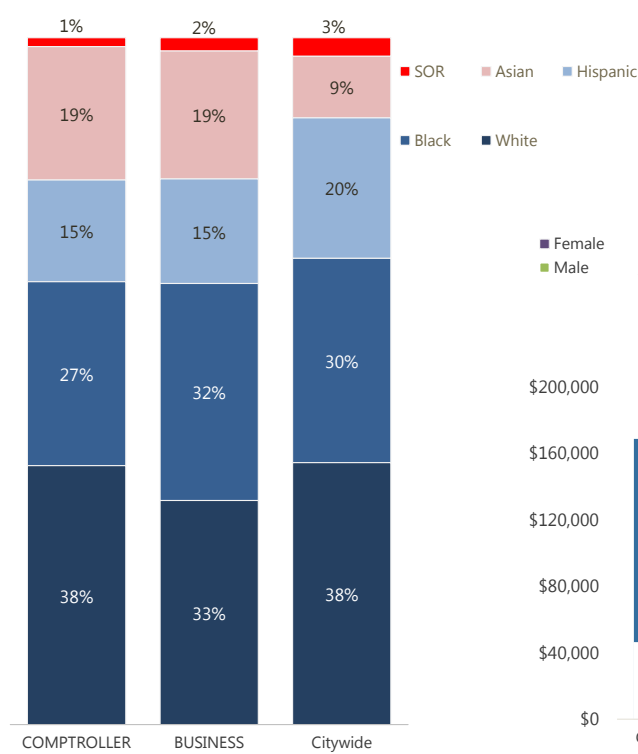
Hires			
Total Hires	74	433	37,572
New Hires	67	408	30,240
Rehires	7	25	7,332

Separations			
Total Separations	50	354	27,886
Retirement	14	125	8,524
Resignation	22	162	9,995
Dismissal	0	27	6,306
Layoff	0	0	2
Deceased	1	9	445
Other	13	31	2,614

Employee Type by Agency, Agency Group, and Citywide

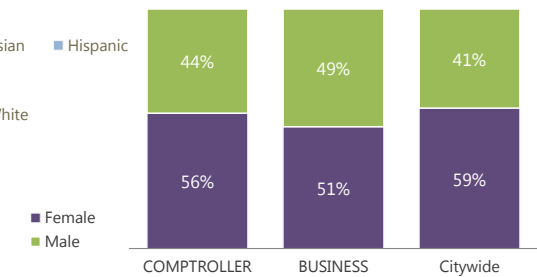


Ethnicity

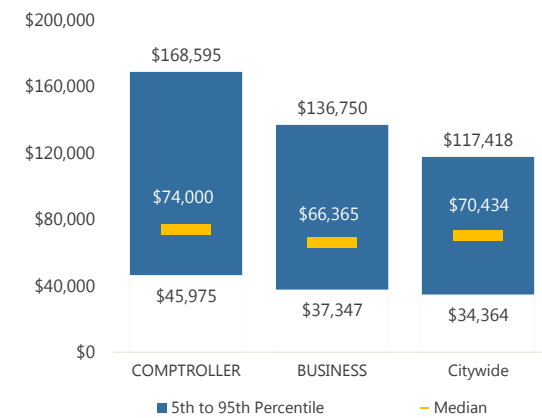


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

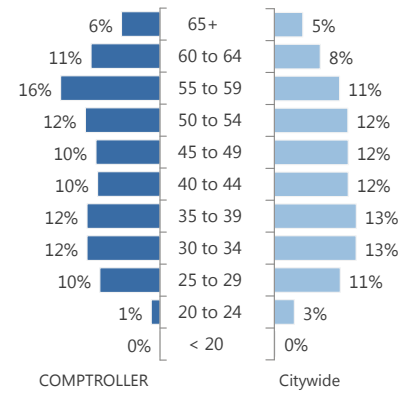
Gender



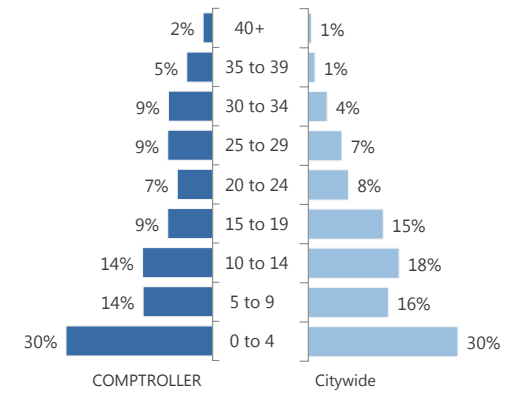
Full-Time Annual Salary Range



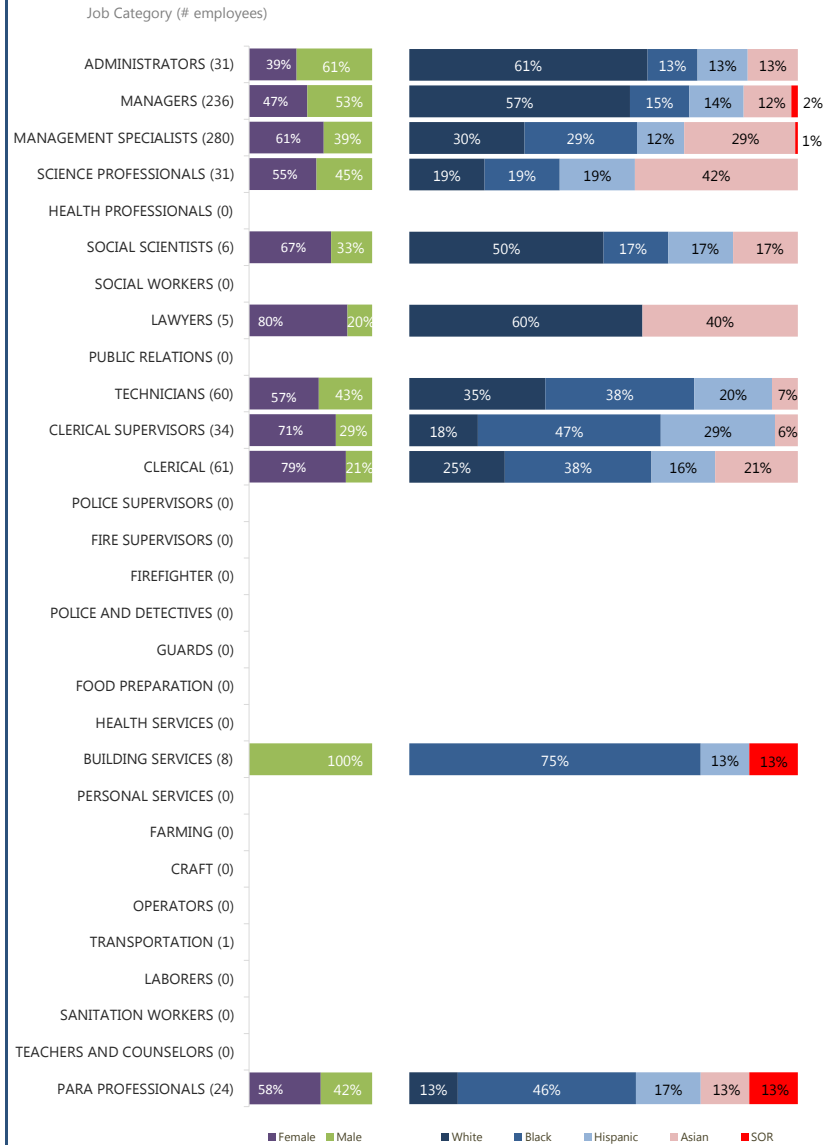
Age



Years of Service



Gender and Ethnicity by Job Category for: COMPTROLLER

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	31	100.0%	41	3	\$164,800	9.7%	3.2%	12.9%
MANAGERS	236	99.2%	49	10	\$108,150	31.6%	8.8%	5.5%
MANAGEMENT SPECIALISTS	280	99.3%	44	11	\$66,950	25.9%	6.0%	13.1%
SCIENCE PROFESSIONALS	31	100.0%	51	17	\$77,284	29.0%	6.5%	9.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	6	100.0%	50	23	\$62,855	50.0%	16.7%	0.0%
SOCIAL WORKERS	0							
LAWYERS	5	100.0%	30	3	\$78,126	0.0%	0.0%	20.0%
PUBLIC RELATIONS	0							
TECHNICIANS	60	100.0%	52	19	\$56,759	40.0%	5.0%	6.7%
CLERICAL SUPERVISORS	34	97.1%	52	21	\$58,938	42.4%	5.7%	0.0%
CLERICAL	61	93.4%	49	12	\$49,500	29.8%	3.1%	4.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	8	87.5%	52	7	\$40,740	57.1%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	1	\$54,899	0.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	24	100.0%	35	6	\$48,272	8.3%	4.2%	8.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
MANAGEMENT AUDITOR	75	9.7%	49	15.0	33.3%	1	0
ACCOUNTANT	66	8.5%	36	5.0	25.8%	17	17
CLAIM SPECIALIST	38	4.9%	58	23.0	57.9%	3	3
ADMINISTRATIVE CLAIM EXAMINER	35	4.5%	51	15.0	42.9%	3	2
PRINCIPAL ADMINISTRATIVE ASSOCIATE	34	4.4%	52	21.0	41.2%	2	0
ADMINISTRATIVE MANAGER	30	3.9%	49	20.0	26.7%	11	0
CLERICAL ASSOCIATE	30	3.9%	54	21.0	46.7%	1	1
EXECUTIVE AGENCY COUNSEL	27	3.5%	48	6.0	33.3%	3	0
ADMINISTRATIVE ACCOUNTANT	26	3.3%	53	21.0	46.2%	1	1
ADMINISTRATIVE STAFF ANALYST	24	3.1%	56	21.0	58.3%	4	0

OFFICE OF THE COMPTROLLER is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

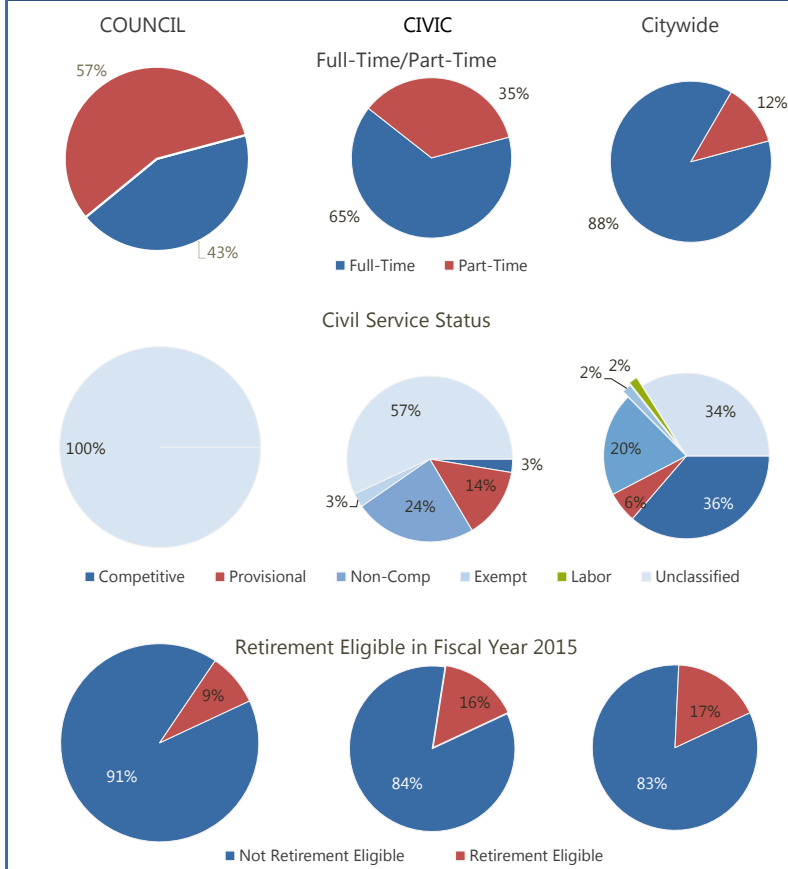
Workforce Profile: NEW YORK CITY COUNCIL (COUNCIL) : FY2017

Summary Indicators	COUNCIL	CIVIC	Citywide
Headcount (FT / PT)	317 / 416	923 / 502	344,063 / 48,959
Median Age / Years of Service	34 / 3	38 / 4	43 / 10
% Male / Female	50% / 50%	45% / 55%	41% / 59%
% White / Minority	43% / 57%	41% / 59%	38% / 62%
Median Annual Base Salary (FT)	\$80,000	\$66,625	\$70,434
% Eligible to Retire	9%	16%	17%
% Hires	20%	17%	10%
% Union Represented	0%	54%	95%

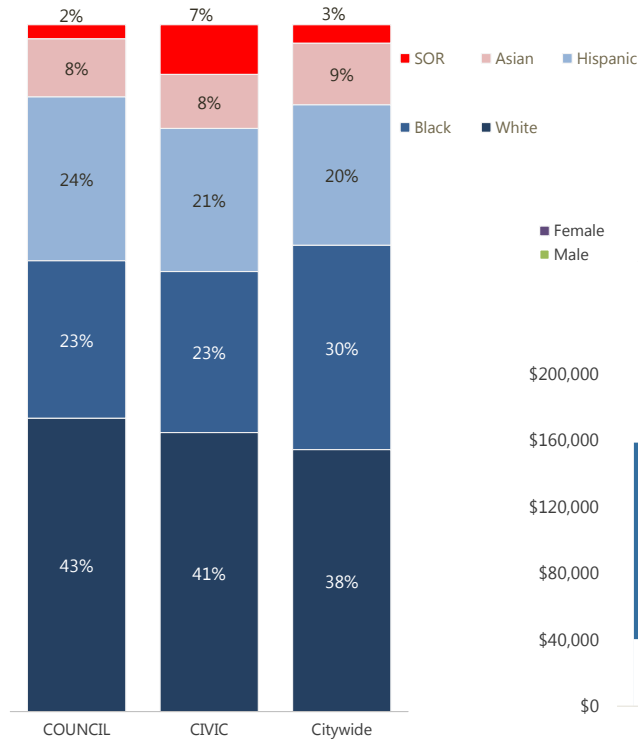
Hires	COUNCIL	CIVIC	Citywide
Total Hires	146	242	37,572
New Hires	120	195	30,240
Rehires	26	47	7,332

Separations	COUNCIL	CIVIC	Citywide
Total Separations	109	193	27,886
Retirement	4	17	8,524
Resignation	62	130	9,995
Dismissal	39	24	6,306
Layoff	0	0	2
Deceased	1	1	445
Other	3	21	2,614

Employee Type by Agency, Agency Group, and Citywide

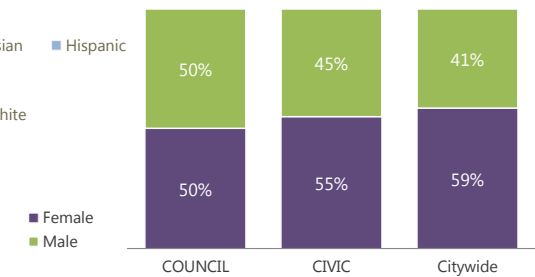


Ethnicity

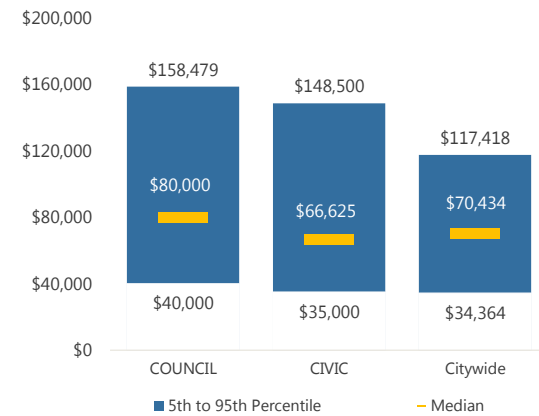


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

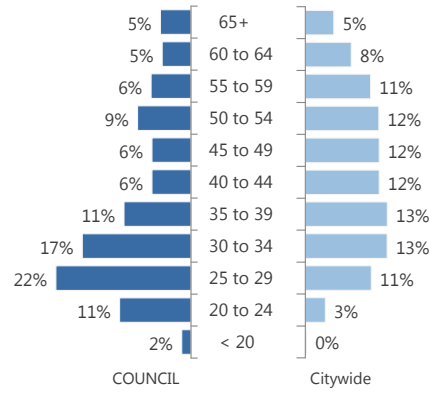
Gender



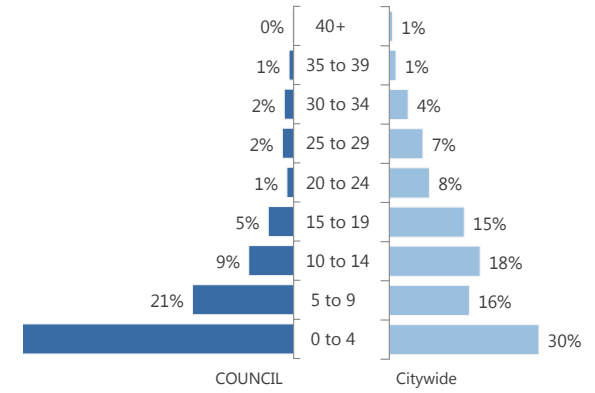
Full-Time Annual Salary Range



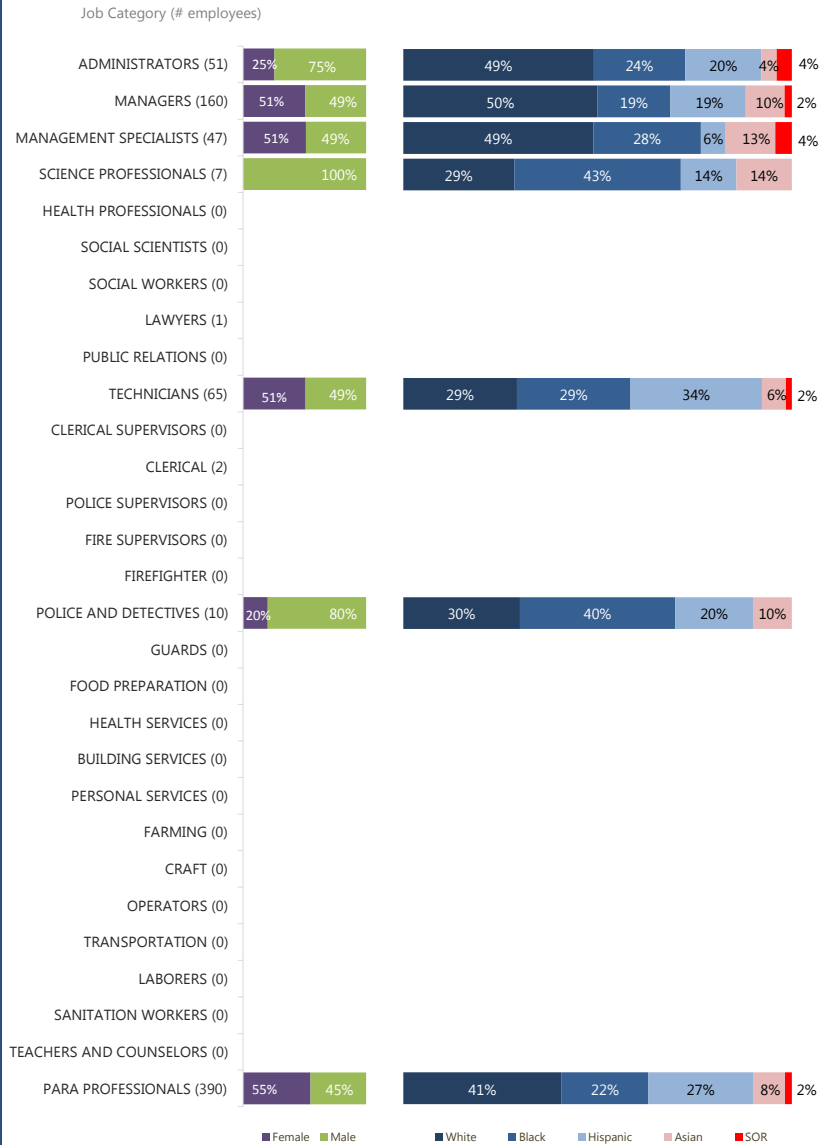
Age



Years of Service



Gender and Ethnicity by Job Category for: COUNCIL



Notes:

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	51	100.0%	48	7	\$148,500	15.7%	2.0%	0.0%
MANAGERS	160	99.4%	38	7	\$86,000	11.9%	11.2%	6.2%
MANAGEMENT SPECIALISTS	47	59.6%	28	1	\$56,650	14.3%	6.3%	24.1%
SCIENCE PROFESSIONALS	7	100.0%	37	2	\$62,000	0.0%	0.0%	28.6%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	12	\$68,624	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	65	84.6%	31	4	\$55,000	14.5%	14.3%	5.2%
CLERICAL SUPERVISORS	0							
CLERICAL	2	100.0%	n/a	14	\$35,683	100.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	10	100.0%	29	1	\$42,600	0.0%	20.0%	40.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	390	1.0%	30	3	\$57,594	550.0%	0.2%	0.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
LEGISLATIVE ASSISTANT	55	7.5%	32	4.0	12.7%	8	4
COUNCIL MEMBER	49	6.7%	48	7.0	16.3%	1	0
LEGISLATIVE COUNSEL (CITY COUNCIL)	43	5.9%	33	4.0	7.0%	9	2
LEGISLATIVE POLICY ANALYST	15	2.0%	32	2.0	0.0%	3	5
LEGISLATIVE FINANCIAL ANALYST	13	1.8%	28	1.0	0.0%	1	3
LEGISLATIVE ADMINISTRATIVE ASSISTANT	13	1.8%	55	11.0	30.8%	2	0
LEGISLATIVE COORDINATOR	12	1.6%	44	10.0	16.7%	0	2
DEPUTY DIRECTOR (CITY COUNCIL)	11	1.5%	43	9.0	18.2%	2	0
DIRECTOR (CITY COUNCIL)	10	1.4%	44	13.0	10.0%	1	0
ASSISTANT SERGEANT AT ARMS	9	1.2%	29	1.0	0.0%	3	4

NEW YORK CITY COUNCIL is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

Workforce Profile: DISTRICT ATTORNEY - KINGS COUNTY (DA-BK) : FY2017

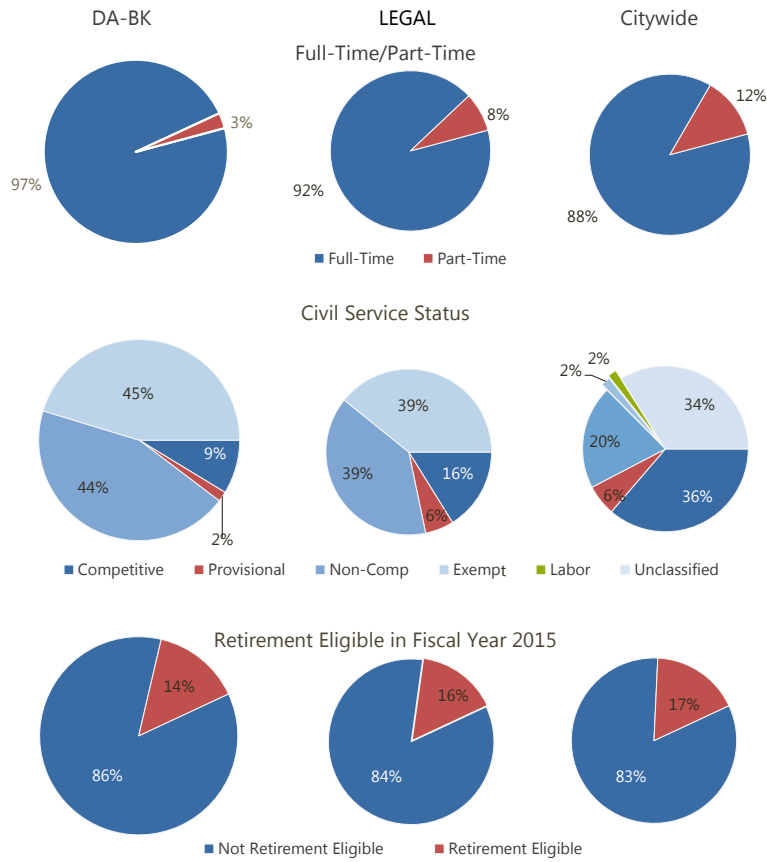
Legal Affairs & Access to Justice Agency Group

Summary Indicators			
Headcount (FT / PT)	1,074 / 30	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	38 / 6	39 / 6	43 / 10
% Male / Female	43% / 57%	42% / 58%	41% / 59%
% White / Minority	44% / 56%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$61,800	\$64,900	\$70,434
% Eligible to Retire	14%	16%	17%
% Hires	13%	13%	10%
% Union Represented	52%	52%	95%

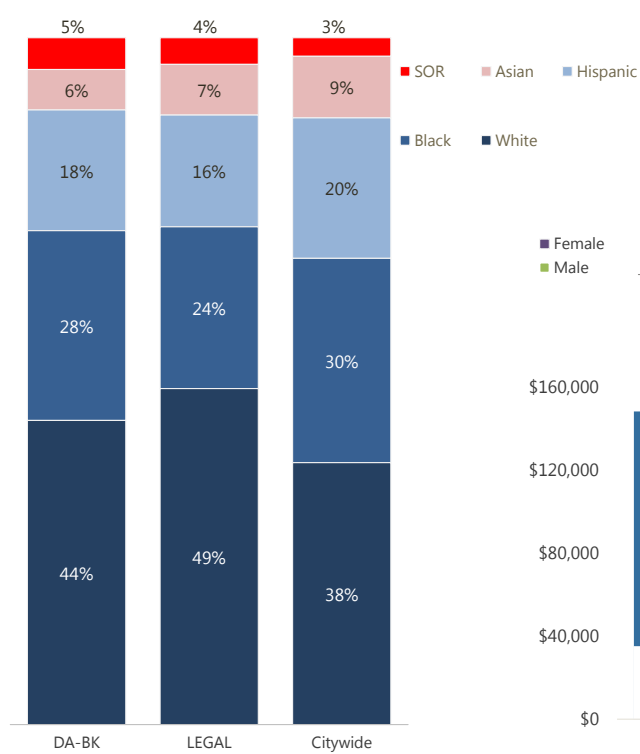
Hires			
Total Hires	145	955	37,572
New Hires	141	896	30,240
Rehires	4	59	7,332

Separations			
Total Separations	124	663	27,886
Retirement	15	84	8,524
Resignation	98	497	9,995
Dismissal	4	43	6,306
Layoff	0	0	2
Deceased	2	3	445
Other	5	36	2,614

Employee Type by Agency, Agency Group, and Citywide

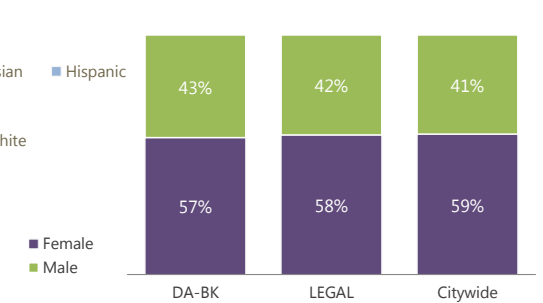


Ethnicity

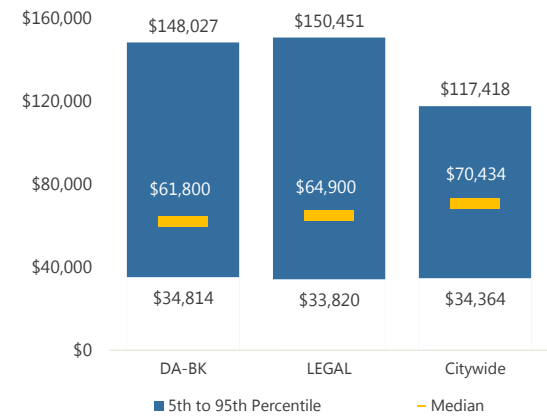


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

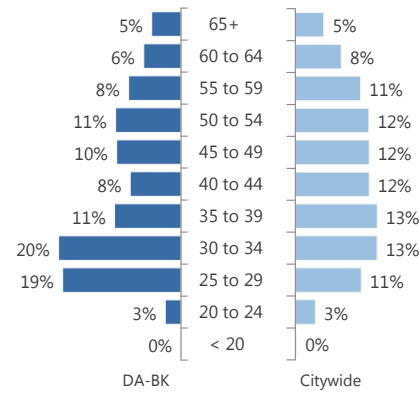
Gender



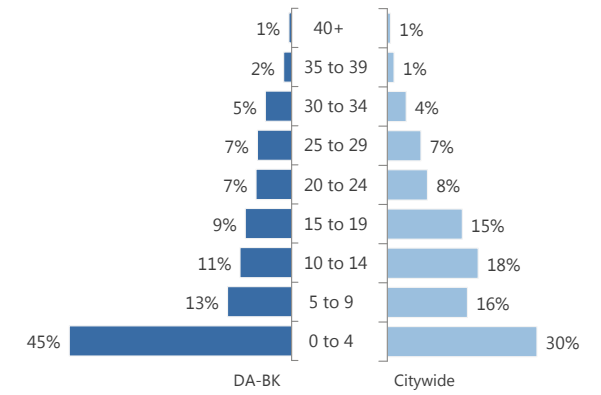
Full-Time Annual Salary Range



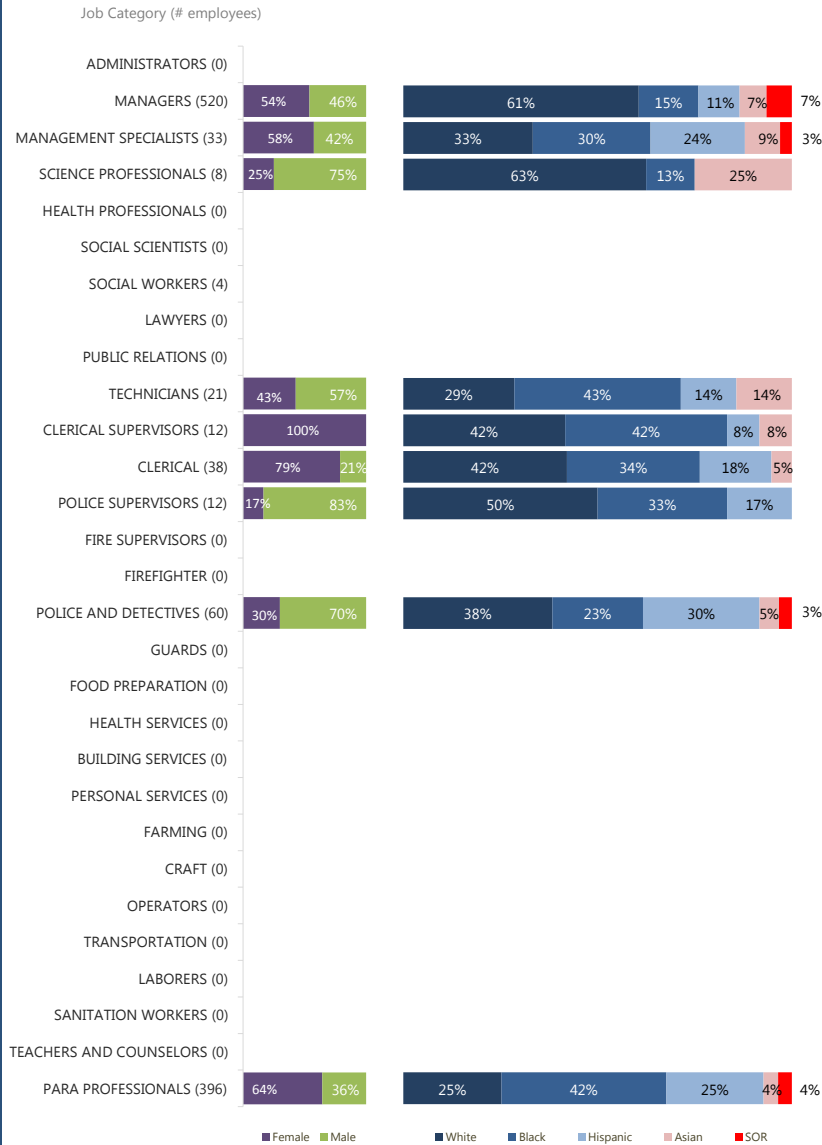
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-BK

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	520	96.7%	35	4	\$78,000	10.3%	12.8%	13.4%
MANAGEMENT SPECIALISTS	33	100.0%	51	17	\$79,867	30.3%	12.1%	0.0%
SCIENCE PROFESSIONALS	8	100.0%	49	14	\$84,775	37.5%	12.5%	25.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	4	75.0%	n/a	9	\$54,681	0.0%	0.0%	0.0%
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	21	100.0%	42	17	\$51,500	19.0%	4.8%	9.5%
CLERICAL SUPERVISORS	12	100.0%	58	25	\$63,541	50.0%	16.7%	8.3%
CLERICAL	38	94.7%	49	15	\$44,082	36.1%	7.5%	7.5%
POLICE SUPERVISORS	12	100.0%	50	19	\$79,098	33.3%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	60	100.0%	47	4	\$59,942	5.0%	11.7%	8.3%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	396	97.5%	39	5	\$41,036	16.6%	8.9%	13.8%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	489	44.3%	34	4.0	10.0%	91	72
COMMUNITY ASSOCIATE	254	23.0%	37	5.0	15.7%	33	38
COMMUNITY ASSISTANT	87	7.9%	38	5.0	11.5%	6	15
COMMUNITY COORDINATOR	54	4.9%	49	17.0	25.9%	4	3
RACKETS INVESTIGATOR	29	2.6%	35	4.0	3.4%	5	4
SENIOR RACKETS INVESTIGATOR	29	2.6%	54	10.0	6.9%	3	1
REPORTER/STENOGRAPHER	19	1.7%	32	5.0	5.3%	3	3
SUPERVISING RACKETS INVESTIGATOR	17	1.5%	52	18.0	23.5%	0	0
ADMINISTRATIVE MANAGER	13	1.2%	55	29.0	53.8%	8	0
CLERICAL ASSOCIATE	13	1.2%	55	28.0	53.8%	0	0

DISTRICT ATTORNEY - KINGS COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DISTRICT ATTORNEY - BRONX COUNTY (DA-BX) : FY2017

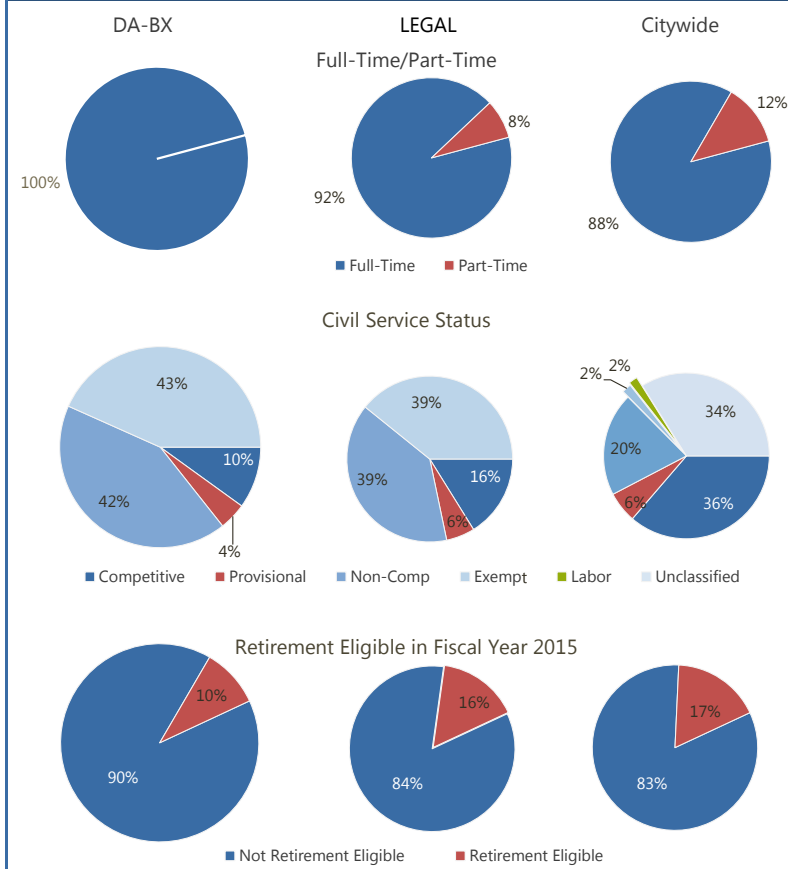
Legal Affairs & Access to Justice Agency Group

Summary Indicators			
Headcount (FT / PT)	1,024 / 2	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	34 / 3	39 / 6	43 / 10
% Male / Female	40% / 60%	42% / 58%	41% / 59%
% White / Minority	37% / 63%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$61,147	\$64,900	\$70,434
% Eligible to Retire	10%	16%	17%
% Hires	27%	13%	10%
% Union Represented	54%	52%	95%

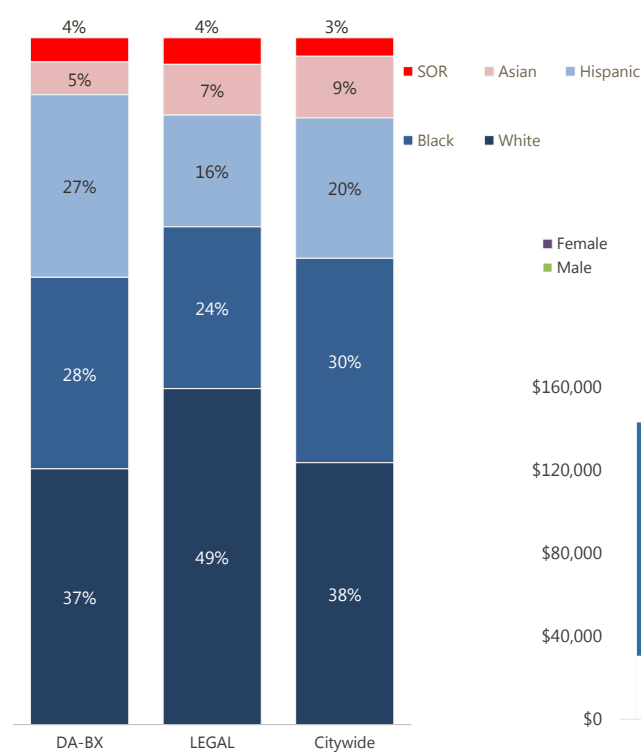
Hires			
Total Hires	277	955	37,572
New Hires	237	896	30,240
Rehires	40	59	7,332

Separations			
Total Separations	109	663	27,886
Retirement	17	84	8,524
Resignation	69	497	9,995
Dismissal	16	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	7	36	2,614

Employee Type by Agency, Agency Group, and Citywide

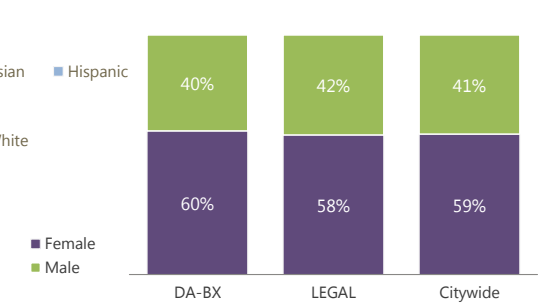


Ethnicity

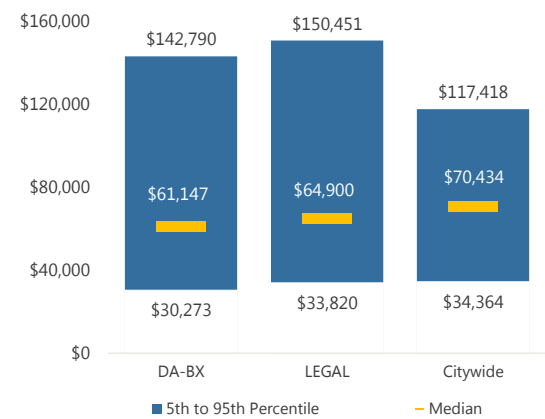


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

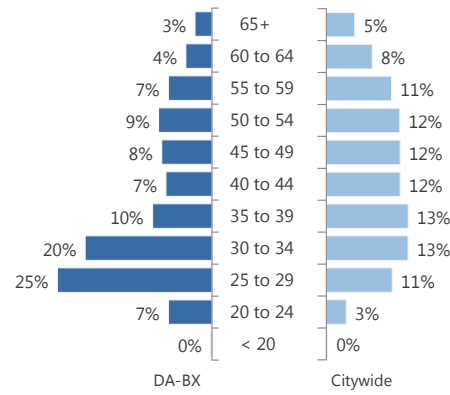
Gender



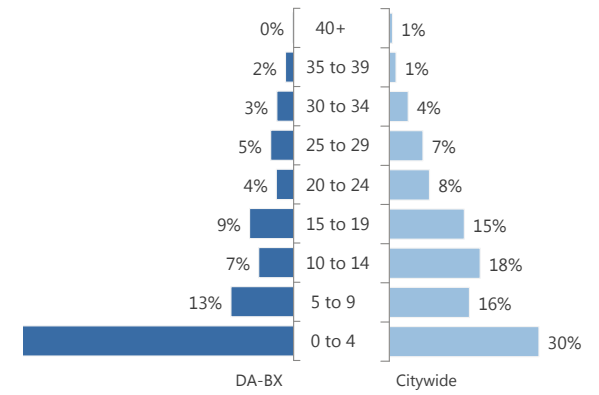
Full-Time Annual Salary Range



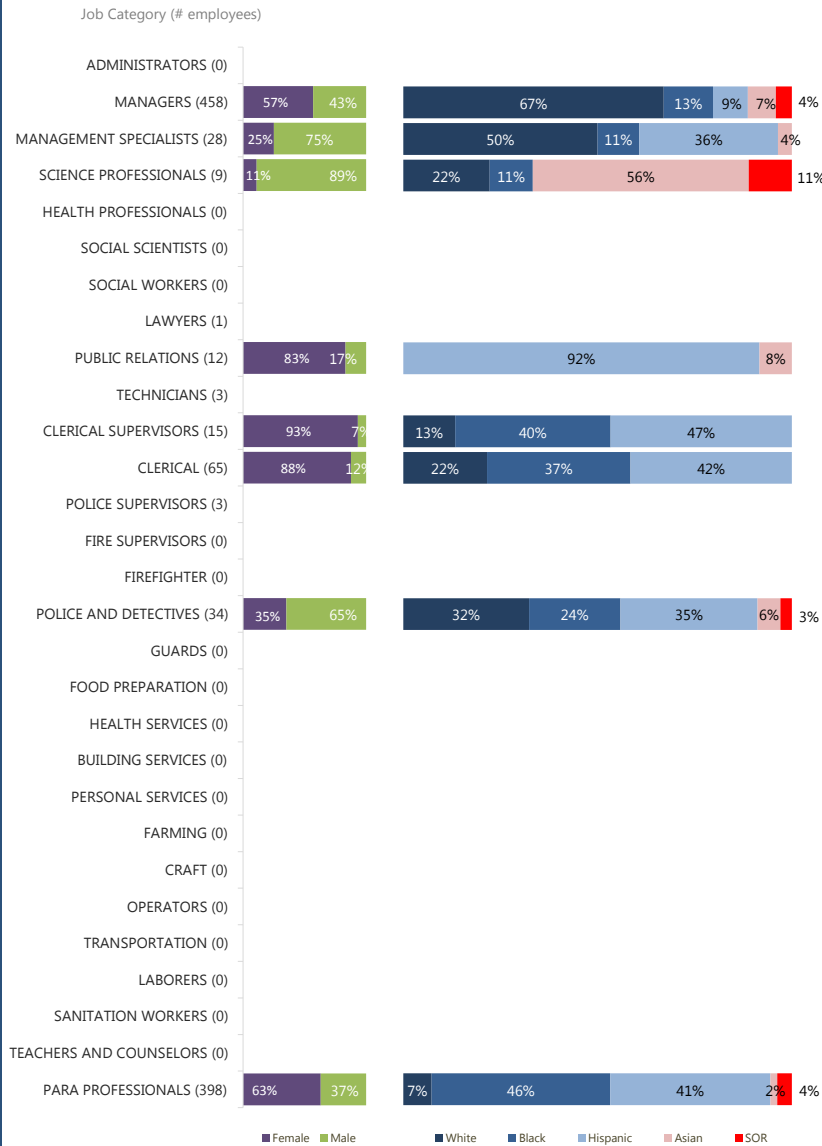
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-BX

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	458	100.0%	32	3	\$70,000	6.6%	12.0%	19.9%
MANAGEMENT SPECIALISTS	28	100.0%	55	16	\$60,107	17.9%	21.4%	0.0%
SCIENCE PROFESSIONALS	9	100.0%	52	19	\$86,000	22.2%	0.0%	22.2%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	1	\$212,800	0.0%	0.0%	0.0%
PUBLIC RELATIONS	12	100.0%	48	1	\$49,856	0.0%	16.7%	33.3%
TECHNICIANS	3	100.0%	n/a	32	\$50,716	66.7%	0.0%	0.0%
CLERICAL SUPERVISORS	15	100.0%	56	30	\$62,569	60.0%	0.0%	0.0%
CLERICAL	65	98.5%	50	21	\$43,553	35.9%	7.6%	4.5%
POLICE SUPERVISORS	3	100.0%	n/a	35	\$135,000	100.0%	66.7%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	34	100.0%	31	1	\$47,360	2.9%	5.9%	38.2%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	398	99.7%	32	2	\$38,183	6.0%	9.3%	31.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	443	43.2%	32	3.0	5.6%	82	89
COMMUNITY ASSOCIATE	189	18.4%	31	2.0	2.6%	18	65
COMMUNITY ASSISTANT	126	12.3%	35	4.0	11.1%	11	19
COMMUNITY SERVICE AIDE	52	5.1%	25	0.0	0.0%	16	36
CLERICAL ASSOCIATE	42	4.1%	53	23.0	47.6%	3	0
COMMUNITY COORDINATOR	31	3.0%	49	16.0	16.1%	0	4
RACKETS INVESTIGATOR	26	2.5%	30	1.0	3.8%	3	11
SENIOR RACKETS INVESTIGATOR	18	1.8%	57	16.0	11.1%	4	0
REPORTER/STENOGRAPHER	18	1.8%	47	10.0	5.6%	2	3
PRINCIPAL ADMINISTRATIVE ASSOCIATE	15	1.5%	56	30.0	60.0%	0	0

DISTRICT ATTORNEY - BRONX COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

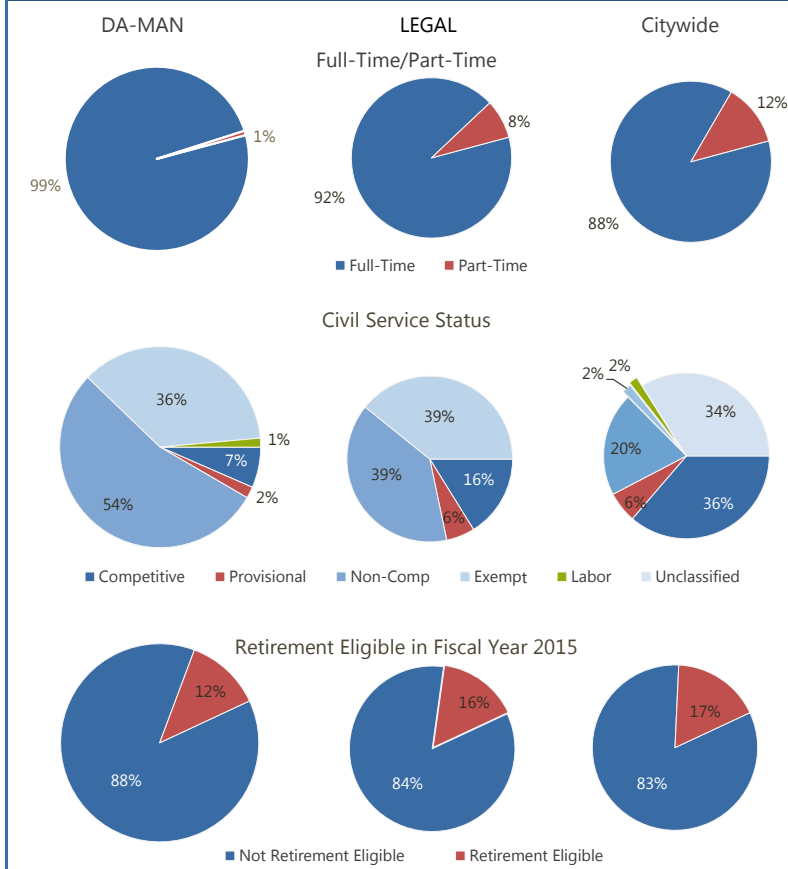
Workforce Profile: DISTRICT ATTORNEY - MANHATTAN (DA-MAN) : FY2017

Summary Indicators	DA-MAN	LEGAL	Citywide
Headcount (FT / PT)	1,445 / 11	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	36 / 6	39 / 6	43 / 10
% Male / Female	45% / 55%	42% / 58%	41% / 59%
% White / Minority	57% / 43%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$66,750	\$64,900	\$70,434
% Eligible to Retire	12%	16%	17%
% Hires	17%	13%	10%
% Union Represented	58%	52%	95%

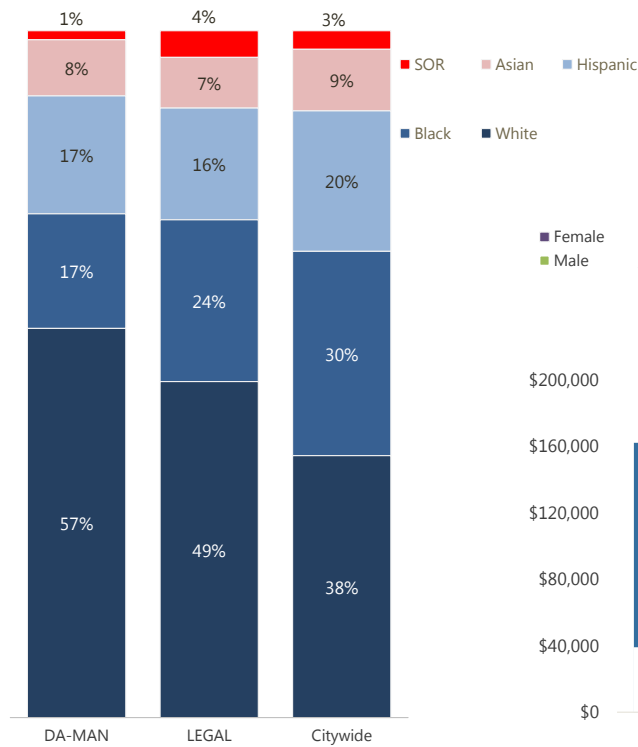
Hires	DA-MAN	LEGAL	Citywide
Total Hires	241	955	37,572
New Hires	241	896	30,240
Rehires	0	59	7,332

Separations	DA-MAN	LEGAL	Citywide
Total Separations	207	663	27,886
Retirement	15	84	8,524
Resignation	171	497	9,995
Dismissal	10	43	6,306
Layoff	0	0	2
Deceased	1	3	445
Other	10	36	2,614

Employee Type by Agency, Agency Group, and Citywide



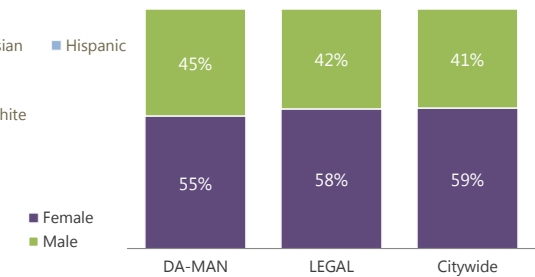
Ethnicity



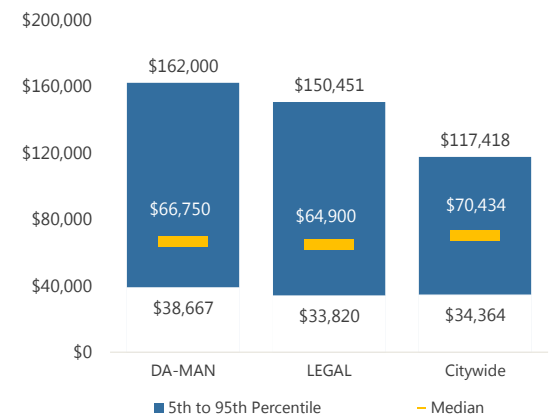
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Legal Affairs & Access to Justice Agency Group

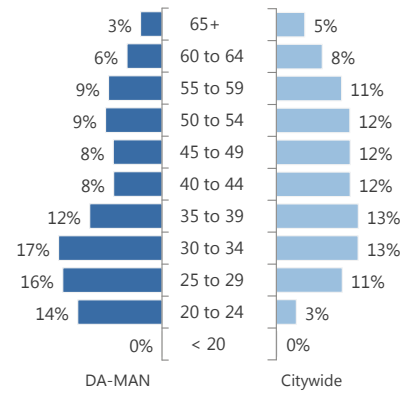
Gender



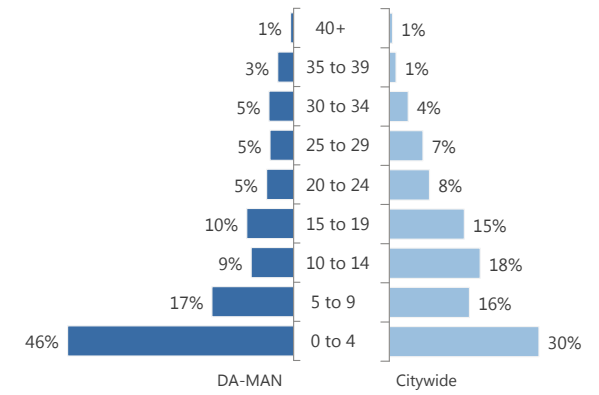
Full-Time Annual Salary Range



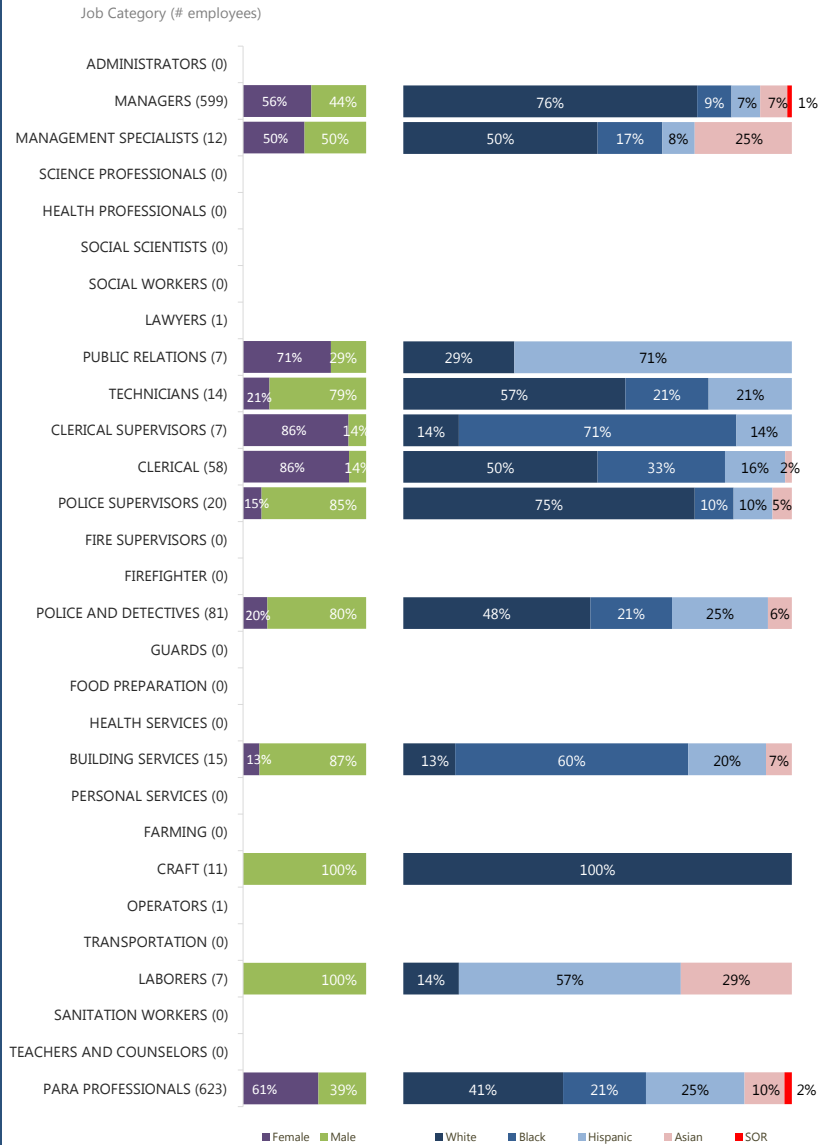
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-MAN

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	599	99.5%	37	7	\$94,000	11.6%	9.6%	10.1%
MANAGEMENT SPECIALISTS	12	91.7%	37	6	\$79,243	9.1%	7.6%	7.6%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	7	\$212,800	100.0%	0.0%	0.0%
PUBLIC RELATIONS	7	100.0%	50	16	\$58,922	14.3%	0.0%	0.0%
TECHNICIANS	14	100.0%	45	15	\$64,124	28.6%	7.1%	7.1%
CLERICAL SUPERVISORS	7	100.0%	62	37	\$89,475	100.0%	57.1%	0.0%
CLERICAL	58	98.3%	54	30	\$67,660	45.6%	1.7%	1.7%
POLICE SUPERVISORS	20	100.0%	52	10	\$82,462	10.0%	10.0%	5.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	81	100.0%	51	3	\$66,750	8.6%	7.4%	16.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	15	100.0%	50	13	\$38,512	33.3%	13.3%	6.7%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	11	100.0%	53	8	\$91,131	18.2%	0.0%	0.0%
OPERATORS	1	100.0%	n/a	9	\$72,474	100.0%	0.0%	0.0%
TRANSPORTATION	0							
LABORERS	7	100.0%	42	12	\$72,036	14.3%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	623	99.0%	30	2	\$46,303	8.6%	21.0%	25.8%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	529	36.3%	35	7.0	8.9%	62	59
COMMUNITY ASSOCIATE	463	31.8%	25	1.0	6.5%	124	143
COMMUNITY COORDINATOR	119	8.2%	44	9.0	15.1%	14	18
ADMINISTRATIVE CHIEF	44	3.0%	50	16.0	29.5%	0	1
SENIOR RACKETS INVESTIGATOR	44	3.0%	55	4.0	4.5%	4	8
COMMUNITY ASSISTANT	41	2.8%	40	8.0	12.2%	4	1
REPORTER/STENOGRAPHER	28	1.9%	39	10.0	17.9%	0	1
CLERICAL ASSOCIATE	18	1.2%	60	36.0	72.2%	0	0
RACKETS INVESTIGATOR	17	1.2%	27	2.0	5.9%	2	3
PRINCIPAL ACCOUNTANT INVESTIGATOR (RACKETS)	18	1.2%	54	18.0	33.3%	2	1

DISTRICT ATTORNEY - MANHATTAN is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DISTRICT ATTORNEY - SPECIAL NARCOTICS (DA-NARC) : FY2017

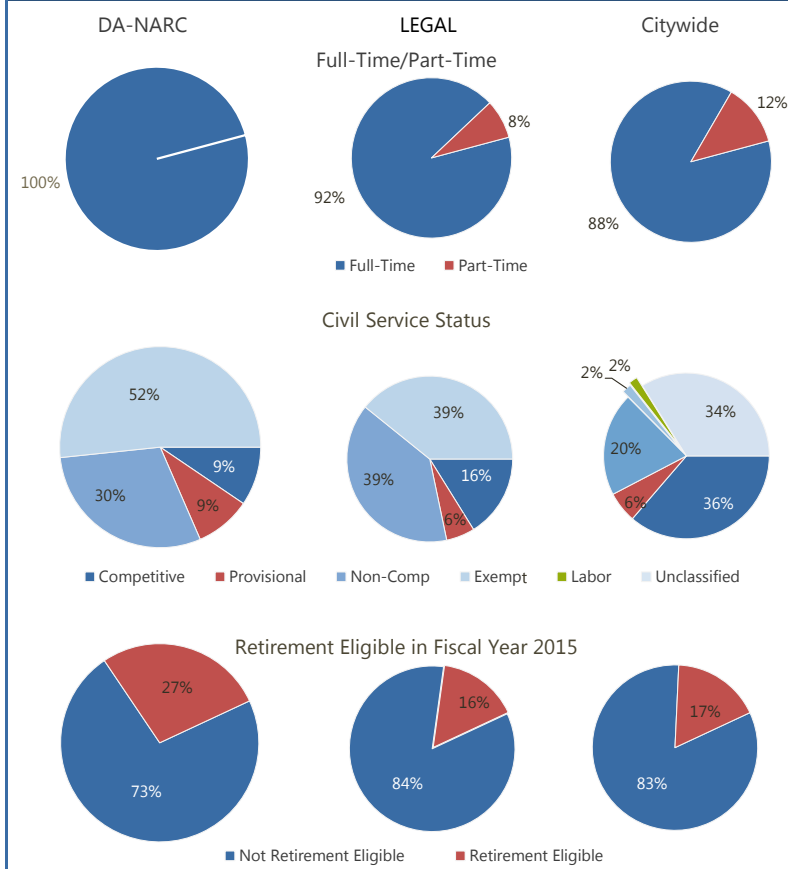
Legal Affairs & Access to Justice Agency Group

Summary Indicators			
Headcount (FT / PT)	211 / 0	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	41 / 9	39 / 6	43 / 10
% Male / Female	52% / 48%	42% / 58%	41% / 59%
% White / Minority	46% / 54%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$78,000	\$64,900	\$70,434
% Eligible to Retire	27%	16%	17%
% Hires	10%	13%	10%
% Union Represented	44%	52%	95%

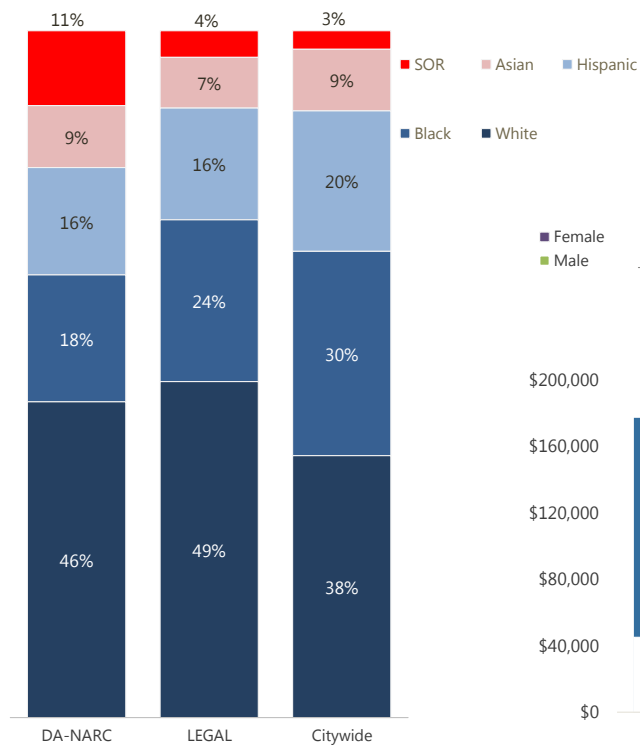
Hires			
Total Hires	22	955	37,572
New Hires	12	896	30,240
Rehires	10	59	7,332

Separations			
Total Separations	21	663	27,886
Retirement	4	84	8,524
Resignation	15	497	9,995
Dismissal	1	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	1	36	2,614

Employee Type by Agency, Agency Group, and Citywide

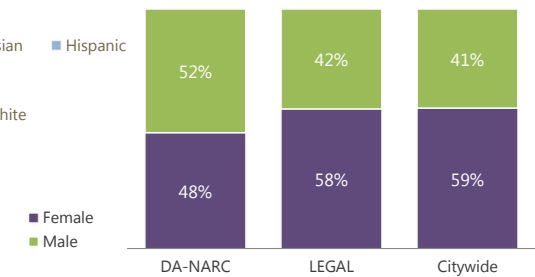


Ethnicity

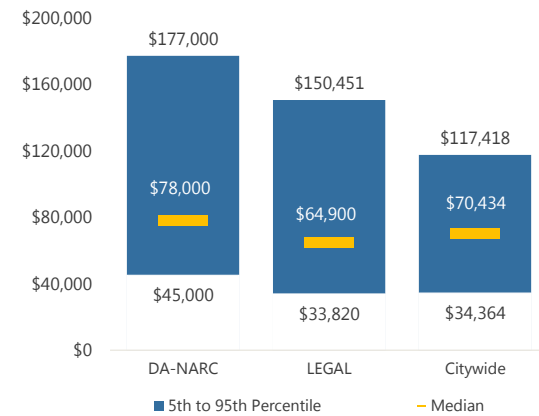


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

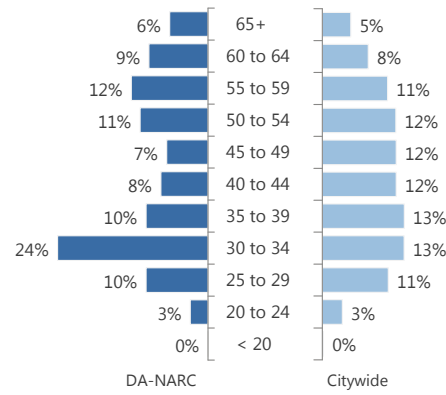
Gender



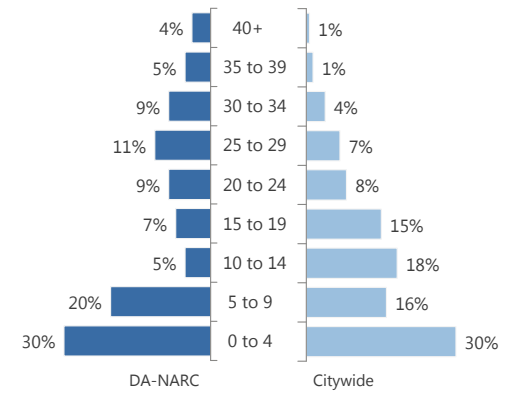
Full-Time Annual Salary Range



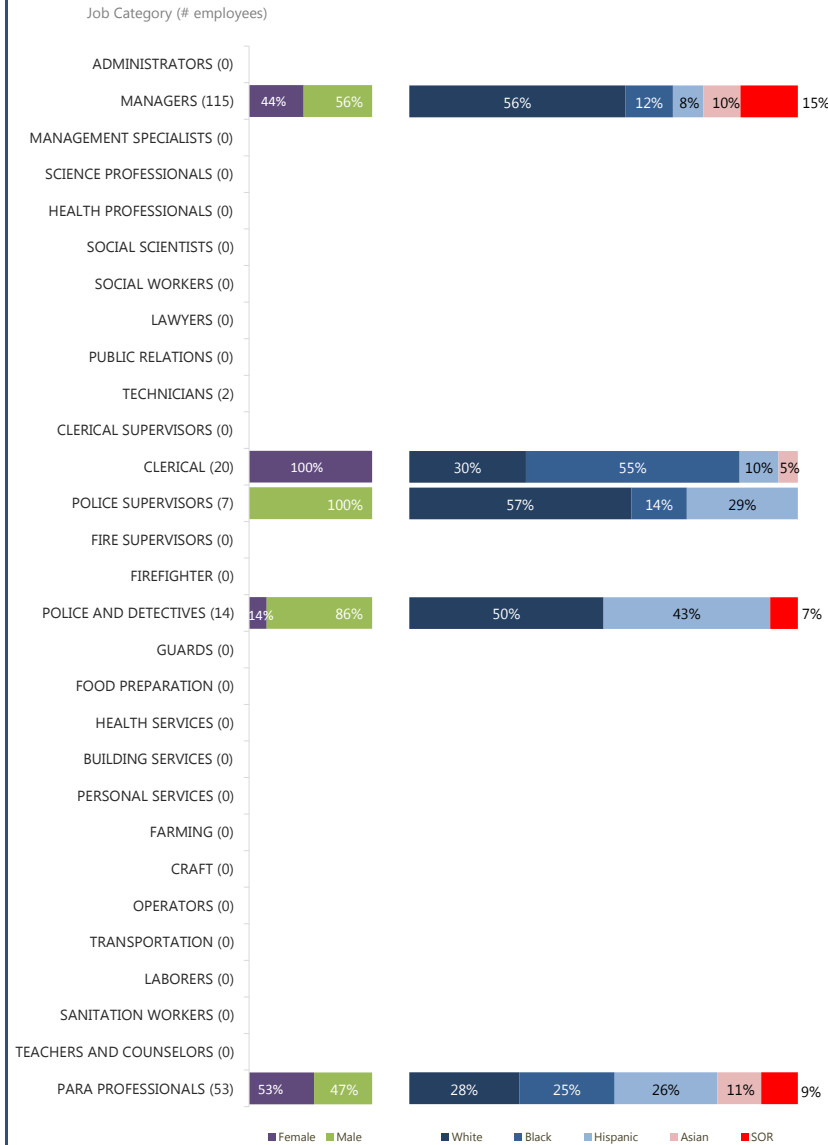
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-NARC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	115	100.0%	36	8	\$84,000	20.0%	10.4%	6.1%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	30	\$79,909	50.0%	0.0%	0.0%
CLERICAL SUPERVISORS	0							
CLERICAL	20	100.0%	56	30	\$75,144	55.0%	0.0%	0.0%
POLICE SUPERVISORS	7	100.0%	68	44	\$94,245	100.0%	14.3%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	14	100.0%	53	25	\$63,766	50.0%	35.7%	7.1%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	53	100.0%	37	9	\$61,234	17.0%	5.7%	7.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	108	51.2%	35	8.0	17.6%	26	7
COMMUNITY ASSOCIATE	34	16.1%	34	4.0	17.6%	3	4
COMMUNITY COORDINATOR	16	7.6%	45	18.0	18.8%	0	0
SENIOR RACKETS INVESTIGATOR	12	5.7%	54	29.0	58.3%	4	0
CLERICAL ASSOCIATE	9	4.3%	59	31.0	66.7%	0	0
REPORTER/STENOGRAPHER	7	3.3%	51	22.0	14.3%	0	0
SUPERVISING RACKETS INVESTIGATOR	4	1.9%	n/a	40.0	100.0%	1	0
SECRETARY	3	1.4%	n/a	37.0	100.0%	0	0
COMMUNITY ASSISTANT	3	1.4%	n/a	2.0	0.0%	0	0
ASSOCIATE CHIEF RACKETS INVESTIGATOR	2	0.9%	n/a	44.0	100.0%	0	0

DISTRICT ATTORNEY - SPECIAL NARCOTICS is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

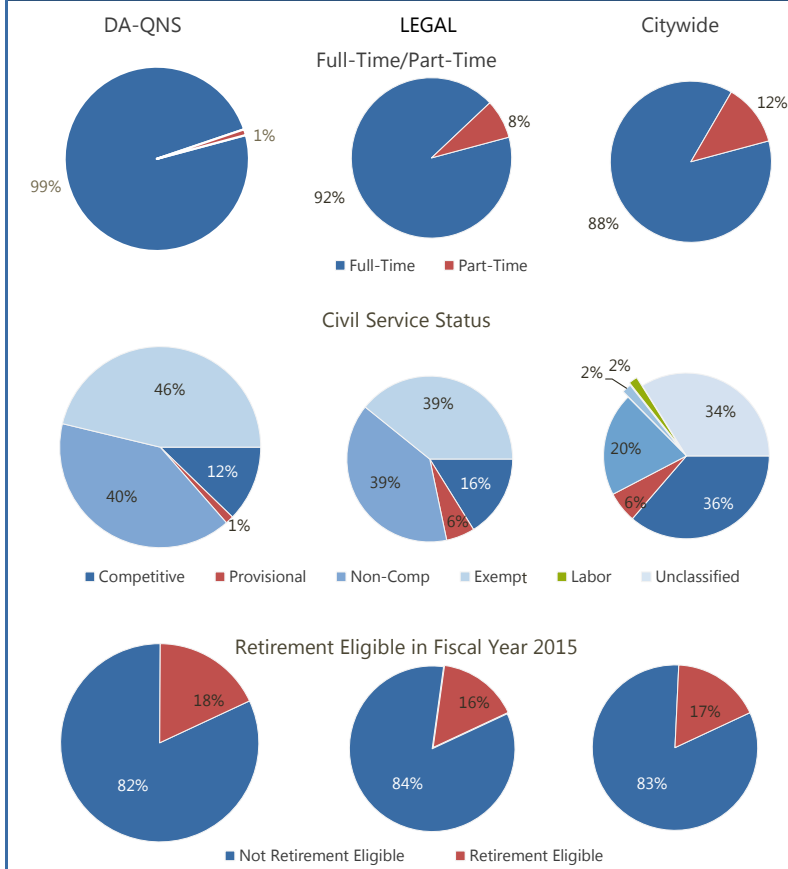
Workforce Profile: DISTRICT ATTORNEY - QUEENS COUNTY (DA-QNS) : FY2017

Summary Indicators	DA-QNS	LEGAL	Citywide
Headcount (FT / PT)	672 / 7	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	42 / 9	39 / 6	43 / 10
% Male / Female	43% / 57%	42% / 58%	41% / 59%
% White / Minority	54% / 46%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$67,000	\$64,900	\$70,434
% Eligible to Retire	18%	16%	17%
% Hires	13%	13%	10%
% Union Represented	51%	52%	95%

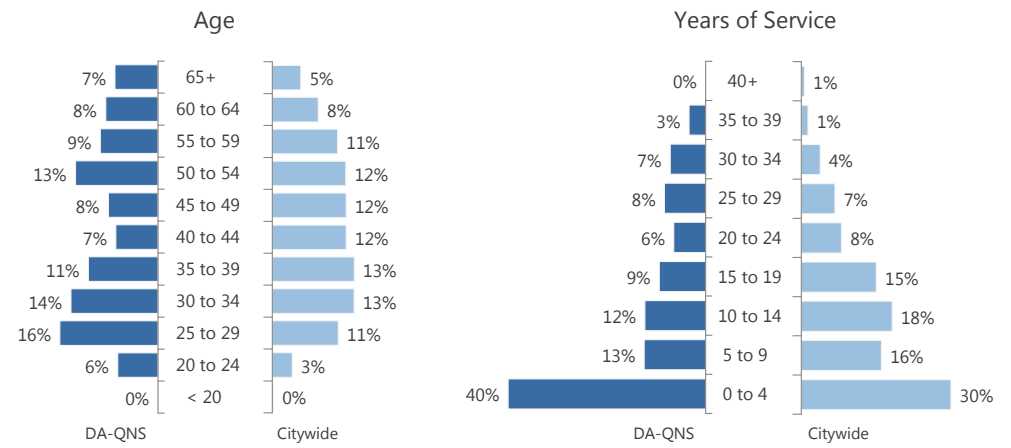
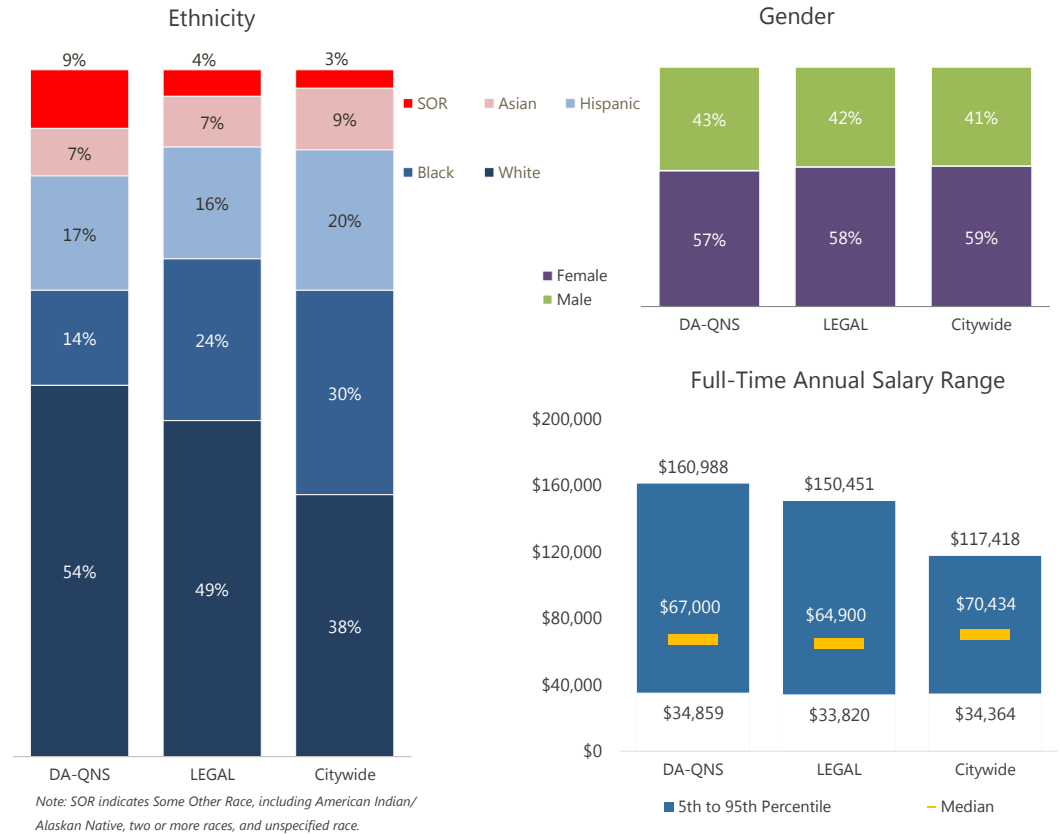
Hires	DA-QNS	LEGAL	Citywide
Total Hires	85	955	37,572
New Hires	80	896	30,240
Rehires	5	59	7,332

Separations	DA-QNS	LEGAL	Citywide
Total Separations	63	663	27,886
Retirement	12	84	8,524
Resignation	46	497	9,995
Dismissal	0	43	6,306
Layoff	0	0	2
Deceased	3	3	445
Other	2	36	2,614

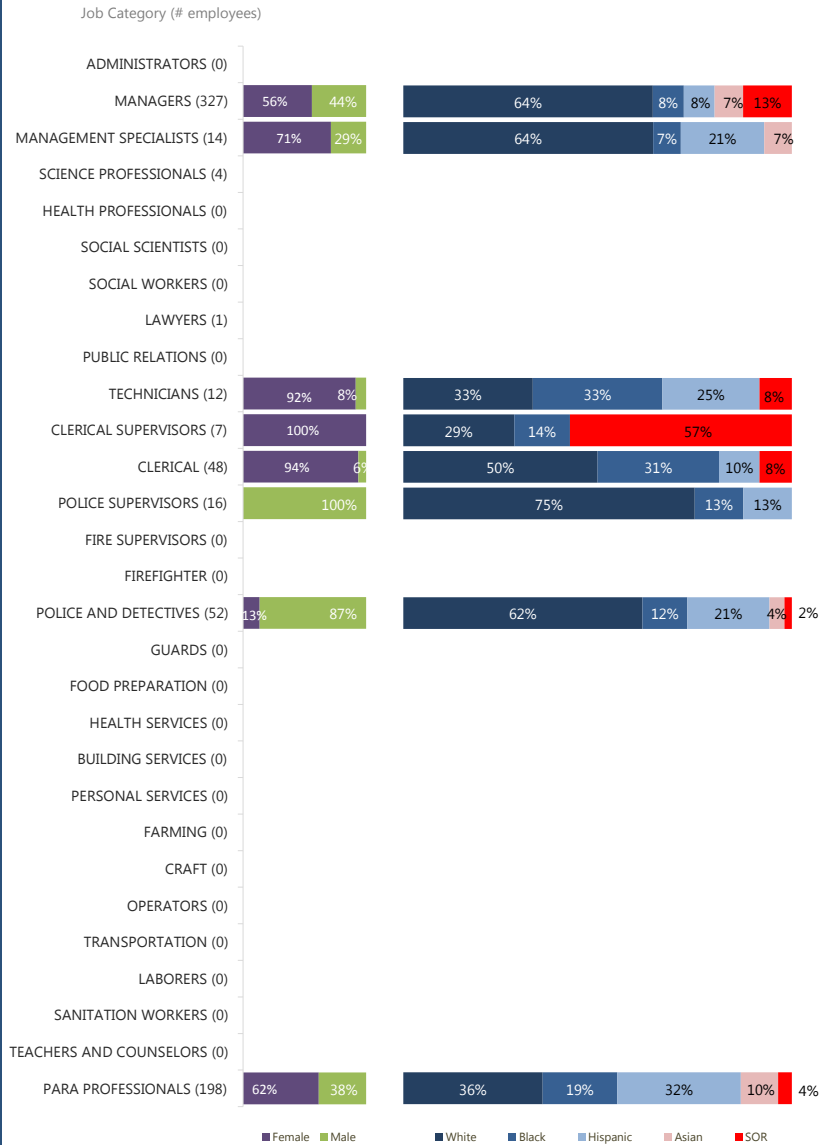
Employee Type by Agency, Agency Group, and Citywide



Legal Affairs & Access to Justice Agency Group



Gender and Ethnicity by Job Category for: DA-QNS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	327	99.7%	37	10	\$82,000	20.2%	8.2%	8.5%
MANAGEMENT SPECIALISTS	14	100.0%	52	17	\$83,989	21.4%	0.0%	0.0%
SCIENCE PROFESSIONALS	4	100.0%	n/a	5	\$92,138	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	26	\$212,800	100.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	12	100.0%	47	18	\$46,389	16.7%	16.7%	0.0%
CLERICAL SUPERVISORS	7	100.0%	65	36	\$64,976	100.0%	14.3%	0.0%
CLERICAL	48	100.0%	51	26	\$55,626	37.5%	10.4%	6.3%
POLICE SUPERVISORS	16	100.0%	57	16	\$82,562	6.3%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	52	94.2%	52	4	\$59,942	2.0%	1.8%	10.9%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	198	98.5%	32	4	\$36,980	11.8%	13.4%	21.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	310	45.7%	37	9.0	19.7%	32	28
COMMUNITY ASSOCIATE	131	19.3%	28	2.0	8.4%	27	37
SENIOR RACKETS INVESTIGATOR	50	7.4%	53	4.0	2.0%	1	6
COMMUNITY ASSISTANT	42	6.2%	47	11.0	19.0%	4	1
CLERICAL ASSOCIATE	22	3.2%	56	26.0	50.0%	3	0
COMMUNITY COORDINATOR	19	2.8%	48	11.0	21.1%	1	2
SUPERVISING RACKETS INVESTIGATOR	18	2.7%	58	16.0	5.6%	0	0
REPORTER/STENOGRAPHER	17	2.5%	45	16.0	11.8%	1	3
ADMINISTRATIVE MANAGER	12	1.8%	50	27.0	25.0%	0	0
PARALEGAL AIDE	12	1.8%	47	18.0	16.7%	2	0

DISTRICT ATTORNEY - QUEENS COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DISTRICT ATTORNEY - RICHMOND COUNTY (DA-SI) : FY2017

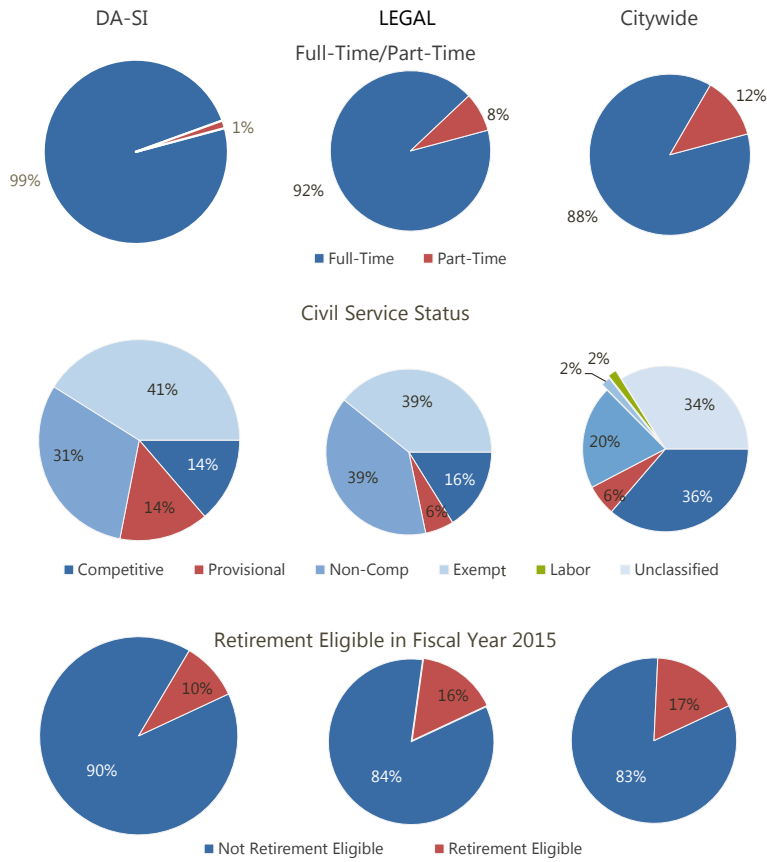
Legal Affairs & Access to Justice Agency Group

Summary Indicators			
Headcount (FT / PT)	145 / 2	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	39 / 5	39 / 6	43 / 10
% Male / Female	48% / 52%	42% / 58%	41% / 59%
% White / Minority	76% / 24%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$68,101	\$64,900	\$70,434
% Eligible to Retire	10%	16%	17%
% Hires	23%	13%	10%
% Union Represented	50%	52%	95%

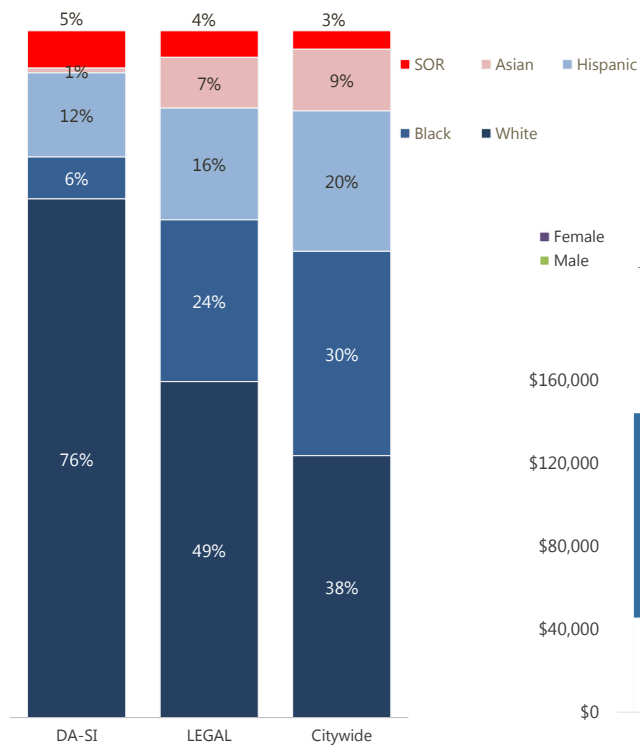
Hires			
Total Hires	34	955	37,572
New Hires	33	896	30,240
Rehires	1	59	7,332

Separations			
Total Separations	13	663	27,886
Retirement	2	84	8,524
Resignation	7	497	9,995
Dismissal	3	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	1	36	2,614

Employee Type by Agency, Agency Group, and Citywide

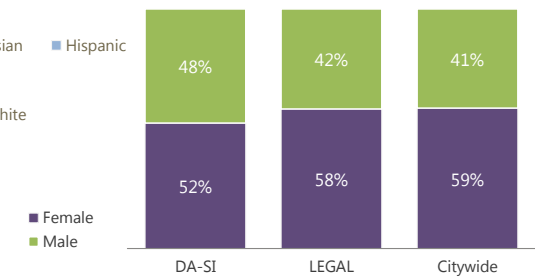


Ethnicity

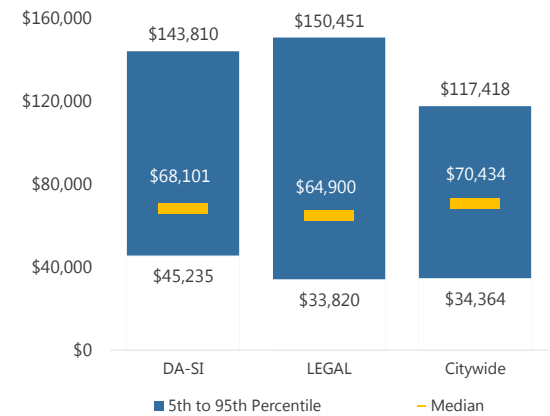


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

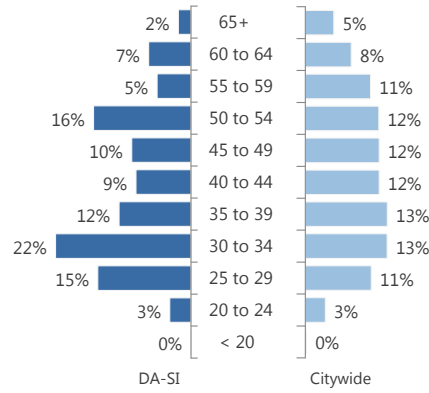
Gender



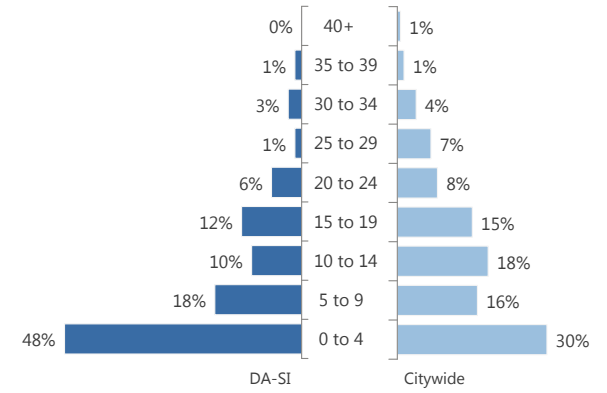
Full-Time Annual Salary Range



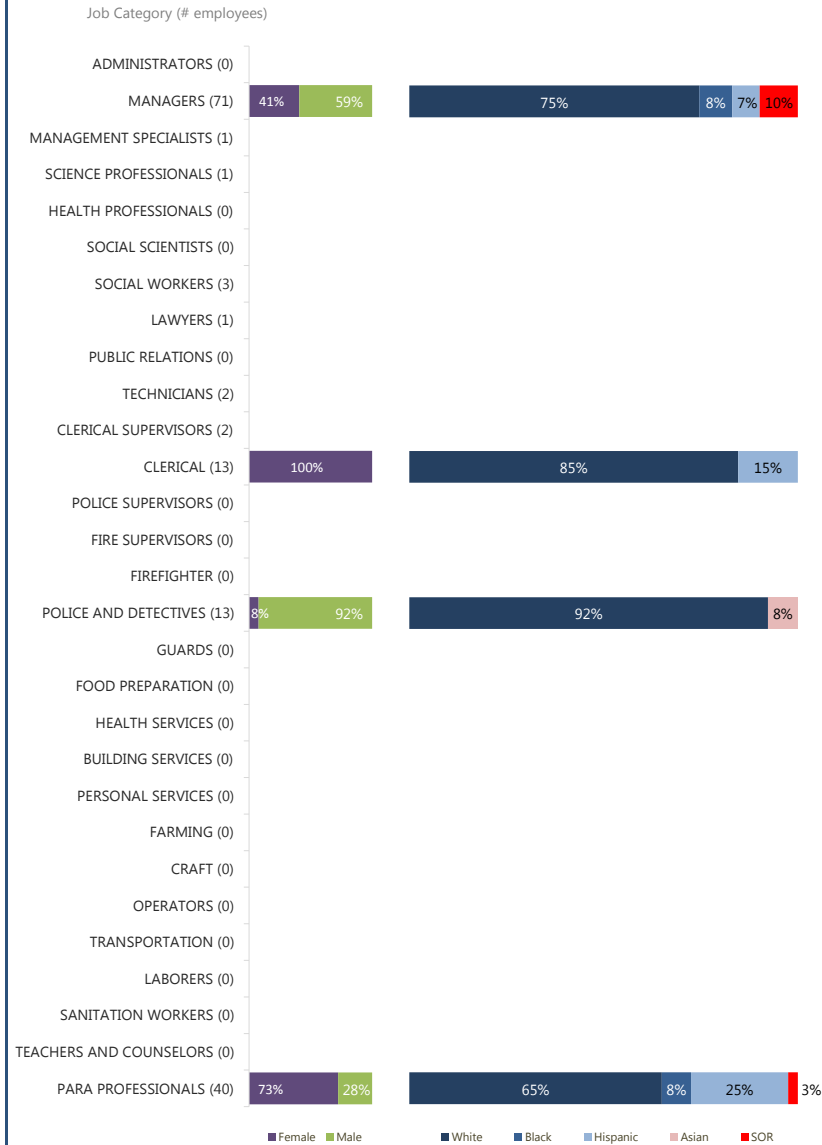
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-SI

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	71	100.0%	34	2	\$82,000	5.6%	11.3%	22.5%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	23	\$88,992	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	1	100.0%	n/a	0	\$50,000	0.0%	100.0%	100.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	3	100.0%	n/a	13	\$60,000	33.3%	0.0%	0.0%
LAWYERS	1	100.0%	n/a	1	\$212,800	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	16	\$83,095	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	2	100.0%	n/a	33	\$69,692	100.0%	50.0%	0.0%
CLERICAL	13	84.6%	52	17	\$54,500	45.5%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	13	100.0%	53	3	\$64,534	0.0%	7.7%	38.5%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	40	100.0%	40	4	\$53,560	5.0%	2.5%	27.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	60	40.8%	33	2.0	3.3%	9	12
COMMUNITY ASSOCIATE	29	19.7%	34	1.0	3.4%	1	10
SENIOR DETECTIVE INVESTIGATOR	13	8.8%	53	3.0	0.0%	1	5
COMMUNITY COORDINATOR	9	6.1%	47	9.0	0.0%	0	1
CLERICAL ASSOCIATE	7	4.8%	57	10.0	57.1%	0	0
ADMINISTRATIVE COMMUNITY RELATIONS SPECIALIST	3	2.0%	n/a	0.0	0.0%	0	3
REPORTER/STENOGRAPHER	5	3.4%	46	18.0	0.0%	0	0
SPECIAL ASSISTANT TO THE DISTRICT ATTORNEY	3	2.0%	n/a	12.0	0.0%	0	1
SOCIAL WORKER	3	2.0%	n/a	13.0	33.3%	0	0
COMPUTER SYSTEMS MANAGER	2	1.4%	n/a	20.0	50.0%	0	0

DISTRICT ATTORNEY - RICHMOND COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DEPARTMENT OF CONSUMER AFFAIRS (DCA) : FY2017

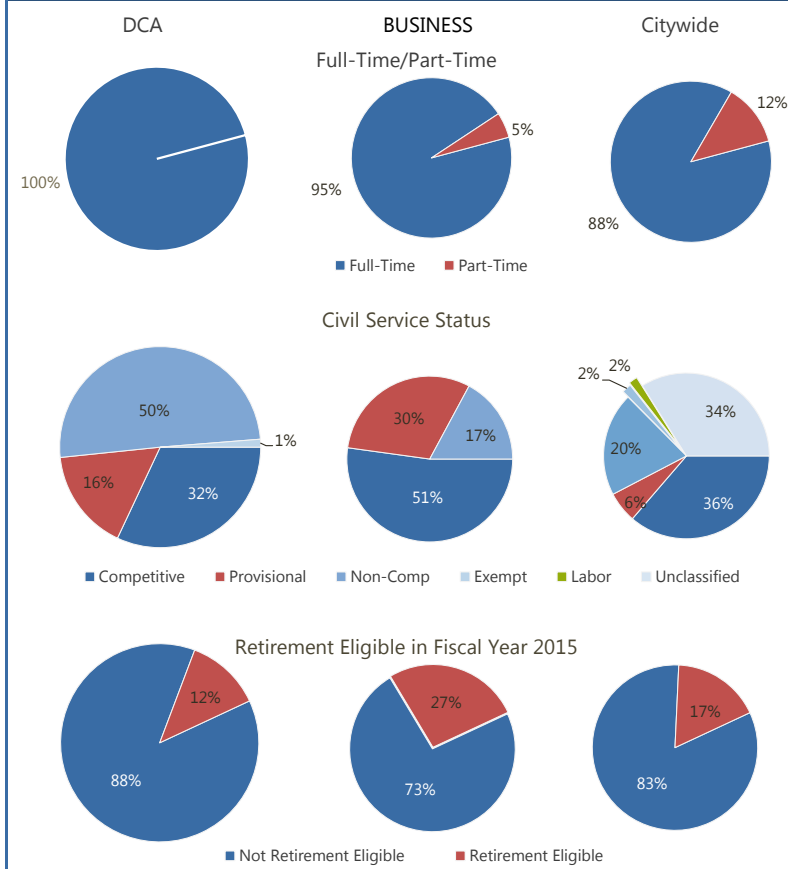
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	398 / 0	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	38 / 4	48 / 10	43 / 10
% Male / Female	40% / 60%	49% / 51%	41% / 59%
% White / Minority	28% / 72%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$53,224	\$66,365	\$70,434
% Eligible to Retire	12%	27%	17%
% Hires	20%	9%	10%
% Union Represented	88%	75%	95%

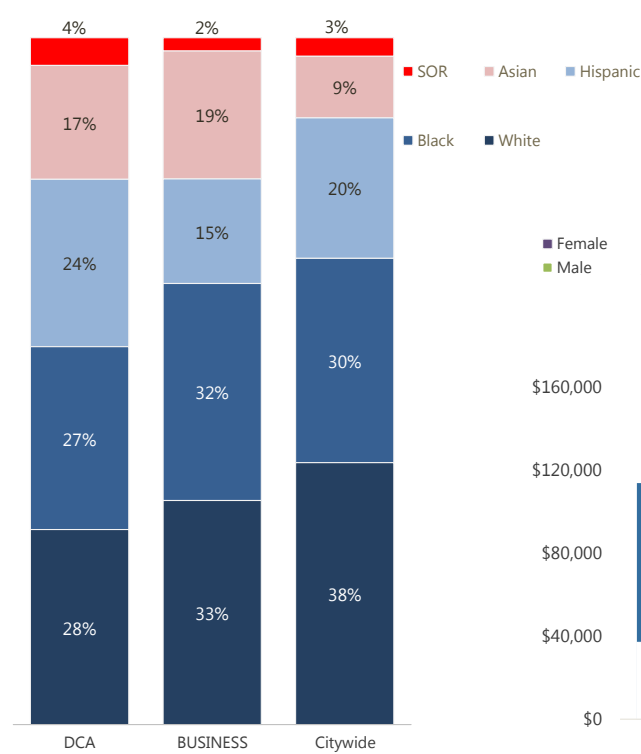
Hires			
Total Hires	80	433	37,572
New Hires	80	408	30,240
Rehires	0	25	7,332

Separations			
Total Separations	40	354	27,886
Retirement	10	125	8,524
Resignation	23	162	9,995
Dismissal	6	27	6,306
Layoff	0	0	2
Deceased	0	9	445
Other	1	31	2,614

Employee Type by Agency, Agency Group, and Citywide

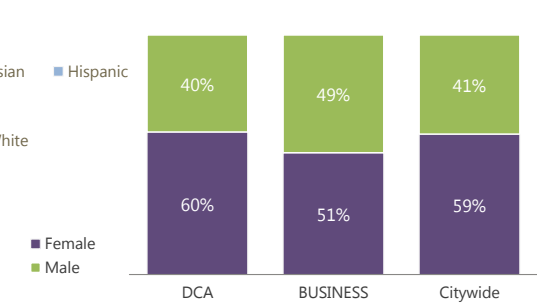


Ethnicity

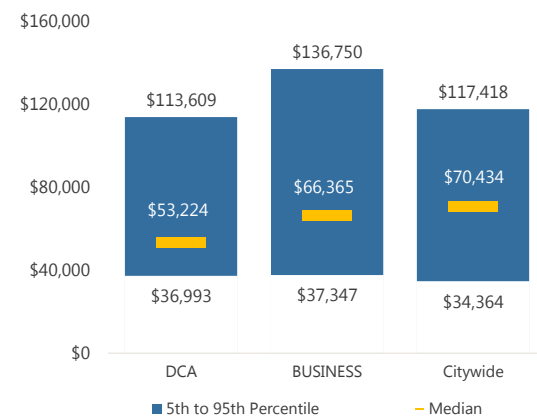


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

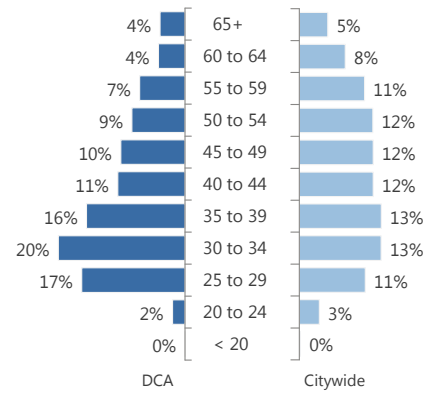
Gender



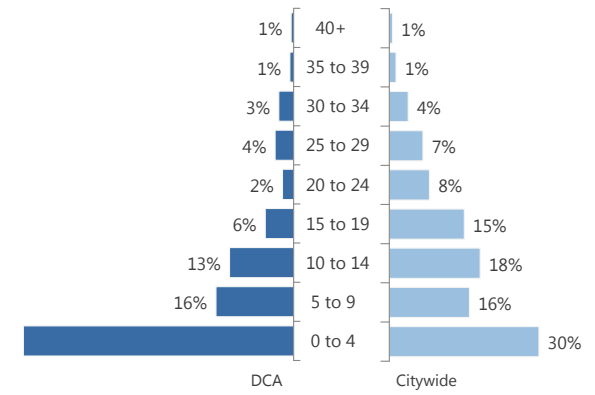
Full-Time Annual Salary Range



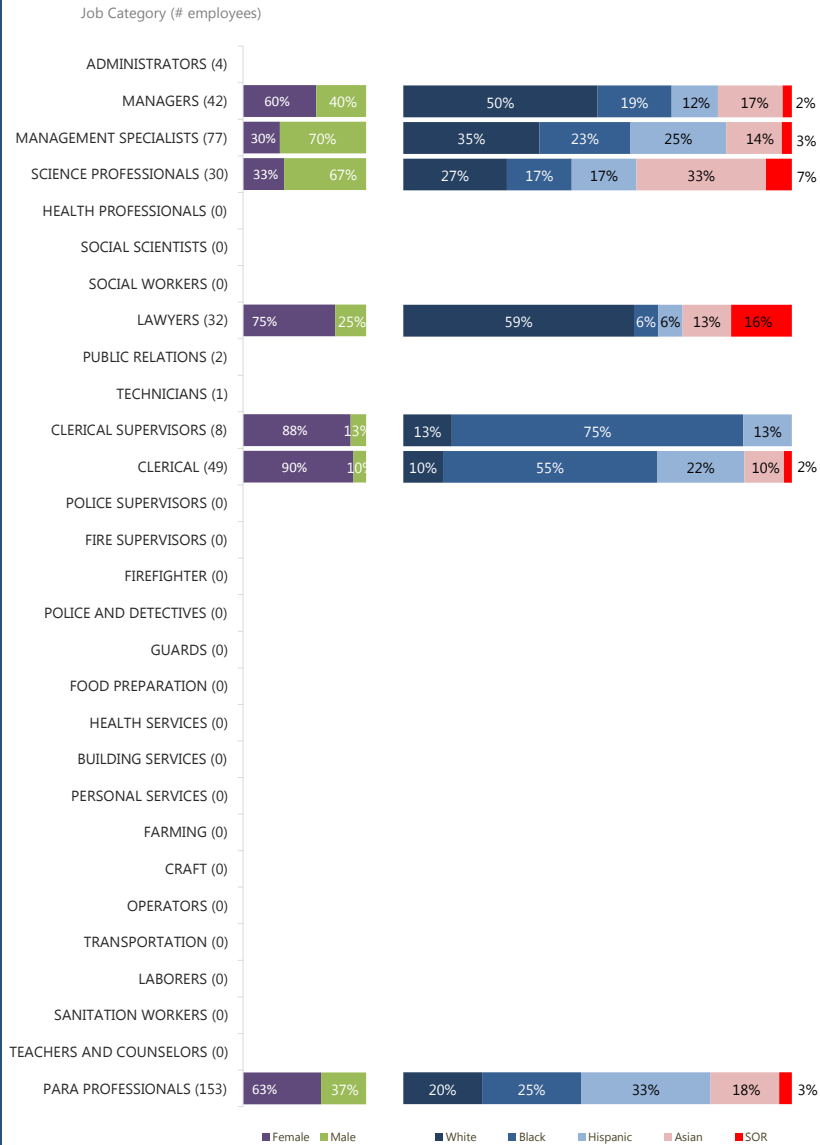
Age



Years of Service



Gender and Ethnicity by Job Category for: DCA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	3	\$182,941	25.0%	0.0%	0.0%
MANAGERS	42	100.0%	38	3	\$111,650	2.4%	11.9%	28.6%
MANAGEMENT SPECIALISTS	77	100.0%	45	7	\$46,388	22.1%	7.8%	18.2%
SCIENCE PROFESSIONALS	30	100.0%	37	3	\$74,284	10.0%	3.3%	26.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	32	100.0%	33	0	\$76,275	3.1%	6.3%	56.3%
PUBLIC RELATIONS	2	100.0%	n/a	1	\$54,697	0.0%	0.0%	0.0%
TECHNICIANS	1	100.0%	n/a	13	\$55,620	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	8	100.0%	51	28	\$67,244	25.0%	0.0%	0.0%
CLERICAL	49	100.0%	41	1	\$38,956	20.4%	14.3%	42.9%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	153	100.0%	36	4	\$46,615	9.2%	12.4%	4.6%

Top 10 Most Populous Titles

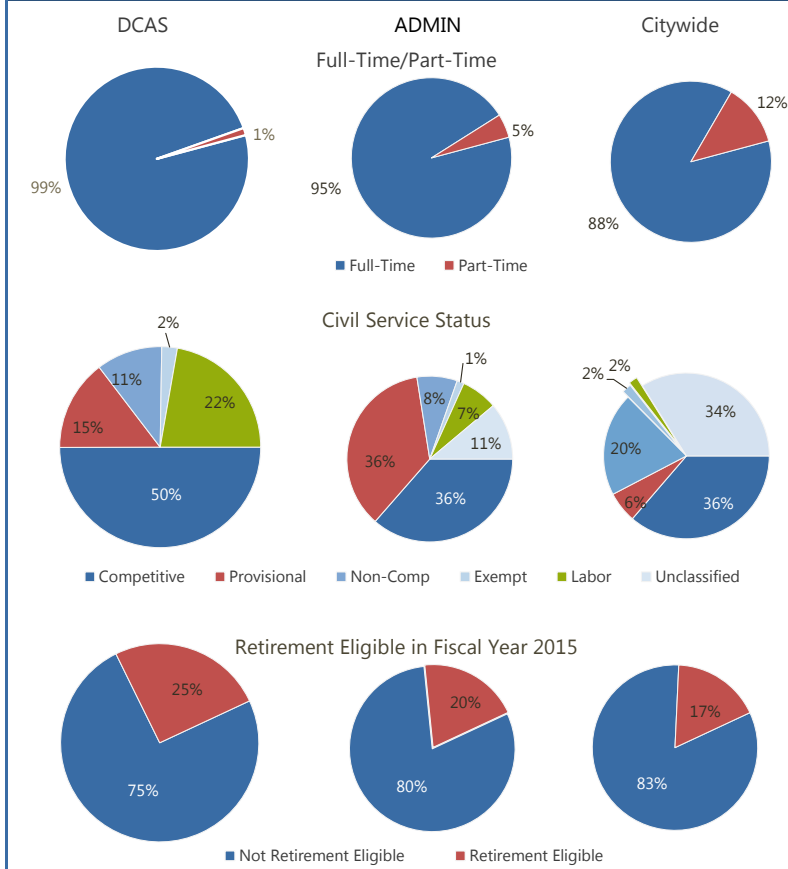
Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY ASSOCIATE	103	25.9%	36	3.0	4.9%	21	2
INSPECTOR (CONSUMER AFFAIRS)	52	13.1%	42	5.0	23.1%	5	11
CLERICAL ASSOCIATE	44	11.1%	38	3.0	18.2%	5	19
COMMUNITY COORDINATOR	44	11.1%	33	4.0	9.1%	13	4
AGENCY ATTORNEY	28	7.0%	36	1.0	3.6%	4	14
ASSOCIATE INSPECTOR (CONSUMER AFFAIRS)	17	4.3%	49	16.0	23.5%	2	0
ADMINISTRATIVE STAFF ANALYST	11	2.8%	38	8.0	9.1%	0	0
EXECUTIVE AGENCY COUNSEL	11	2.8%	39	1.0	0.0%	1	5
COMPUTER SYSTEMS MANAGER	10	2.5%	38	6.0	0.0%	2	3
COMPUTER SPECIALIST (SOFTWARE)	9	2.3%	49	5.0	33.3%	0	0

DEPARTMENT OF CONSUMER AFFAIRS is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

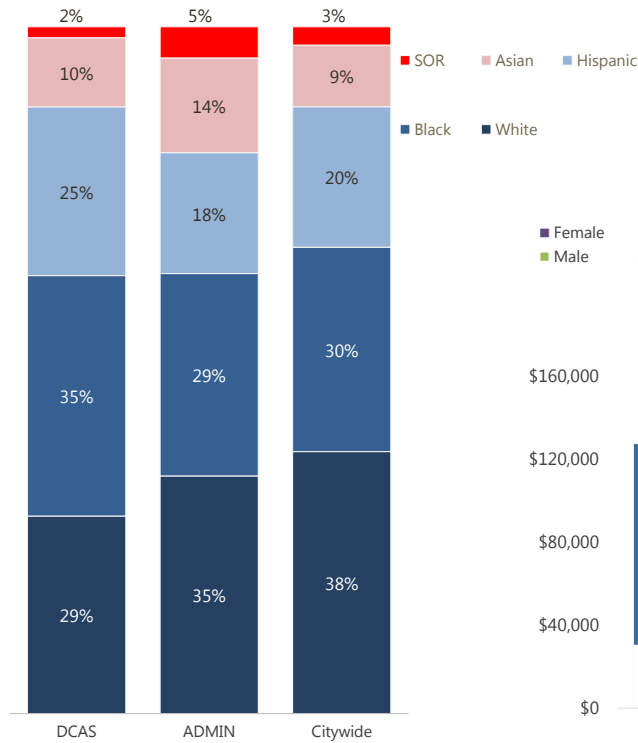
Workforce Profile: DEPARTMENT OF CITYWIDE ADMIN SVCS (DCAS) : FY2017

Summary Indicators			
Headcount (FT / PT)	2,264 / 29	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	49 / 9	46 / 7	43 / 10
% Male / Female	61% / 39%	53% / 47%	41% / 59%
% White / Minority	29% / 71%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$60,552	\$63,527	\$70,434
% Eligible to Retire	25%	20%	17%
% Hires	11%	15%	10%
% Union Represented	88%	70%	95%
Hires			
Total Hires	256	1,047	37,572
New Hires	236	1,013	30,240
Rehires	20	34	7,332
Separations			
Total Separations	177	488	27,886
Retirement	54	106	8,524
Resignation	53	205	9,995
Dismissal	28	86	6,306
Layoff	0	0	2
Deceased	4	11	445
Other	38	80	2,614

Employee Type by Agency, Agency Group, and Citywide



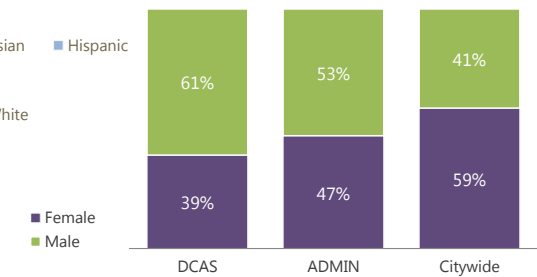
Ethnicity



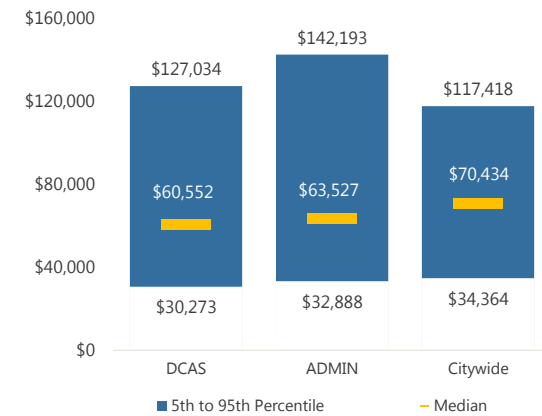
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Administrative Services Agency Group

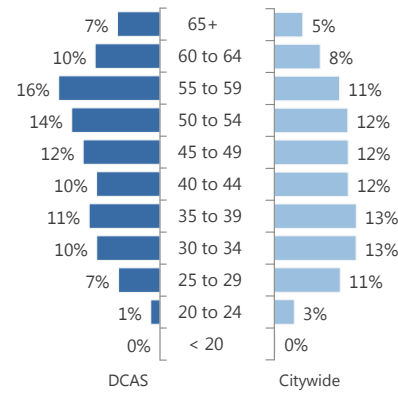
Gender



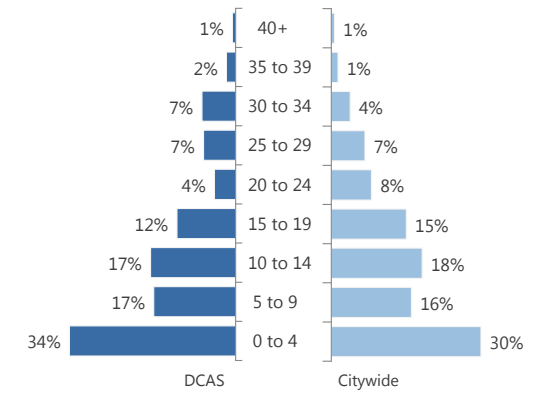
Full-Time Annual Salary Range



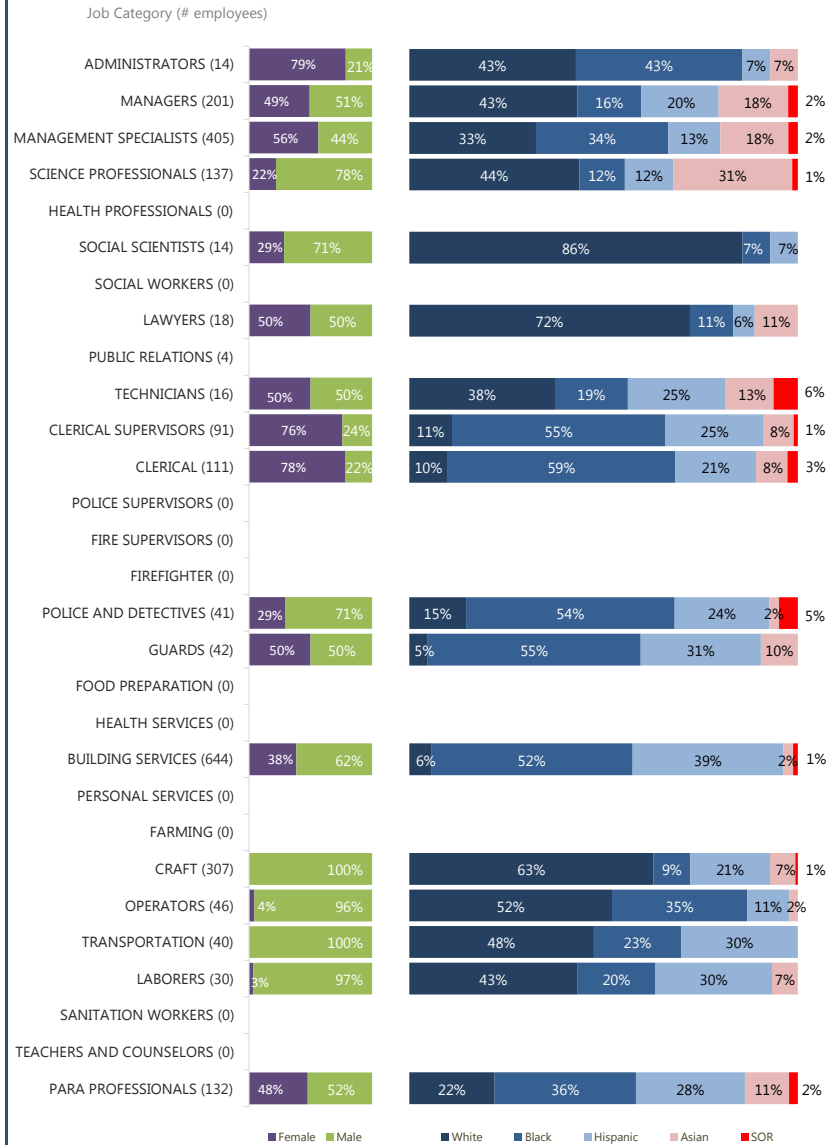
Age



Years of Service



Gender and Ethnicity by Job Category for: DCAS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	14	100.0%	46	14	\$199,009	21.4%	7.1%	0.0%
MANAGERS	201	98.5%	46	11	\$113,381	25.3%	4.9%	6.4%
MANAGEMENT SPECIALISTS	405	95.3%	44	7	\$73,405	21.8%	13.4%	11.8%
SCIENCE PROFESSIONALS	137	100.0%	50	8	\$95,018	27.0%	8.0%	16.8%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	14	92.9%	40	7	\$89,816	23.1%	6.6%	13.3%
SOCIAL WORKERS	0							
LAWYERS	18	100.0%	40	9	\$99,298	44.4%	5.6%	0.0%
PUBLIC RELATIONS	4	100.0%	n/a	3	\$57,250	0.0%	0.0%	25.0%
TECHNICIANS	16	100.0%	41	4	\$52,220	18.8%	12.5%	12.5%
CLERICAL SUPERVISORS	91	100.0%	50	16	\$58,421	29.7%	3.3%	2.2%
CLERICAL	111	99.1%	54	17	\$44,147	44.5%	4.5%	5.4%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	41	100.0%	40	2	\$46,737	12.2%	7.3%	7.3%
GUARDS	42	100.0%	36	0	\$37,500	4.8%	2.4%	92.9%
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	644	100.0%	50	10	\$34,364	27.6%	7.6%	5.7%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	307	99.3%	52	12	\$100,485	26.6%	6.5%	5.5%
OPERATORS	46	100.0%	50	7	\$72,474	34.8%	10.9%	15.2%
TRANSPORTATION	40	100.0%	52	9	\$54,744	25.0%	0.0%	0.0%
LABORERS	30	100.0%	44	7	\$72,036	6.7%	0.0%	13.3%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	132	97.7%	39	2	\$45,492	17.8%	5.9%	22.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CITY CUSTODIAL ASSISTANT	430	18.8%	50	7.0	23.5%	34	33
CUSTODIAN	209	9.1%	51	12.0	34.4%	14	4
ADMINISTRATIVE STAFF ANALYST	115	5.0%	45	9.0	14.8%	13	2
STATIONARY ENGINEER	108	4.7%	52	10.0	25.0%	8	10
ADMINISTRATIVE MANAGER	95	4.1%	50	16.0	27.4%	1	3
PRINCIPAL ADMINISTRATIVE ASSOCIATE	91	4.0%	50	16.0	29.7%	6	2
CLERICAL ASSOCIATE	68	3.0%	56	17.0	48.5%	4	1
COMMUNITY ASSOCIATE	52	2.3%	34	2.0	13.5%	5	10
STAFF ANALYST	46	2.0%	41	2.0	15.2%	5	13
HIGH PRESSURE PLANT TENDER	44	1.9%	50	7.0	34.1%	6	7

DEPARTMENT OF CITYWIDE ADMIN SVCS is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

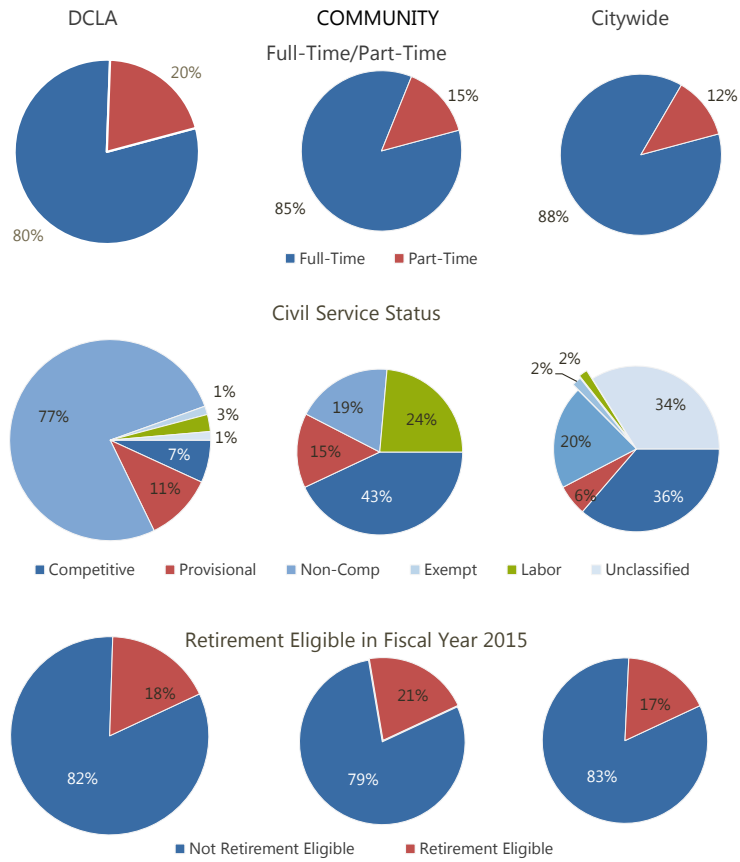
Workforce Profile: DEPARTMENT OF CULTURAL AFFAIRS (DCLA) : FY2017

Summary Indicators	DCLA	COMMUNITY	Citywide
Headcount (FT / PT)	59 / 15	17,826 / 3,077	344,063 / 48,959
Median Age / Years of Service	42 / 6	46 / 10	43 / 10
% Male / Female	41% / 59%	61% / 39%	41% / 59%
% White / Minority	47% / 53%	26% / 74%	38% / 62%
Median Annual Base Salary (FT)	\$71,203	\$57,269	\$70,434
% Eligible to Retire	18%	21%	17%
% Hires	8%	8%	10%
% Union Represented	74%	95%	95%

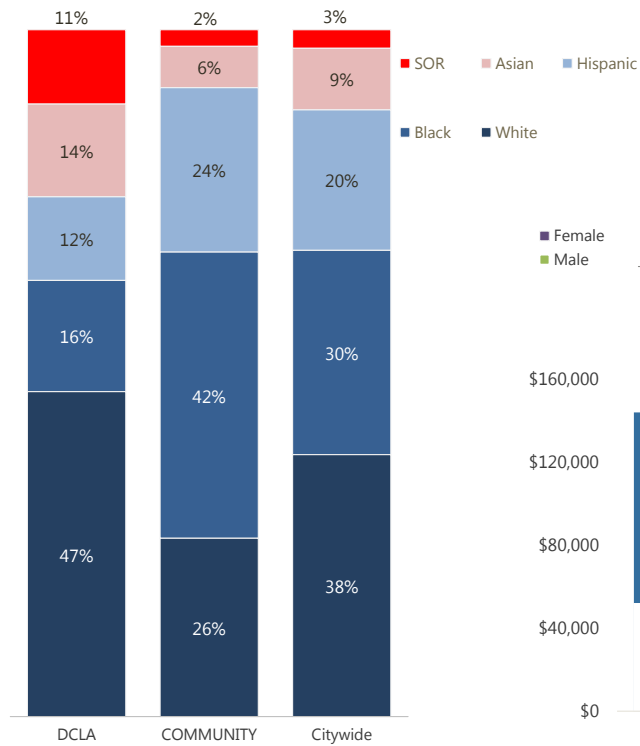
Hires	DCLA	COMMUNITY	Citywide
Total Hires	6	1,699	37,572
New Hires	6	1,646	30,240
Rehires	0	53	7,332

Separations	DCLA	COMMUNITY	Citywide
Total Separations	6	2,121	27,886
Retirement	0	462	8,524
Resignation	5	368	9,995
Dismissal	0	407	6,306
Layoff	0	0	2
Deceased	0	41	445
Other	1	843	2,614

Employee Type by Agency, Agency Group, and Citywide



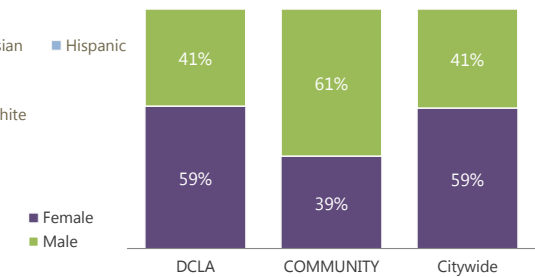
Ethnicity



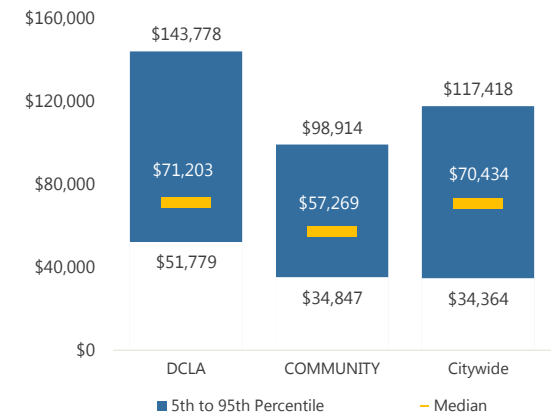
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Communities & Neighborhoods Agency Group

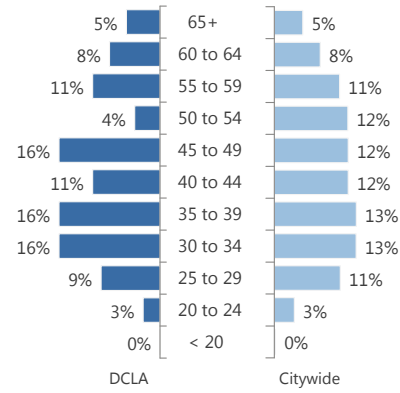
Gender



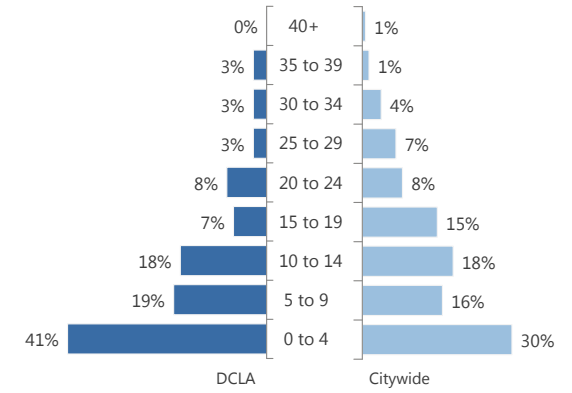
Full-Time Annual Salary Range



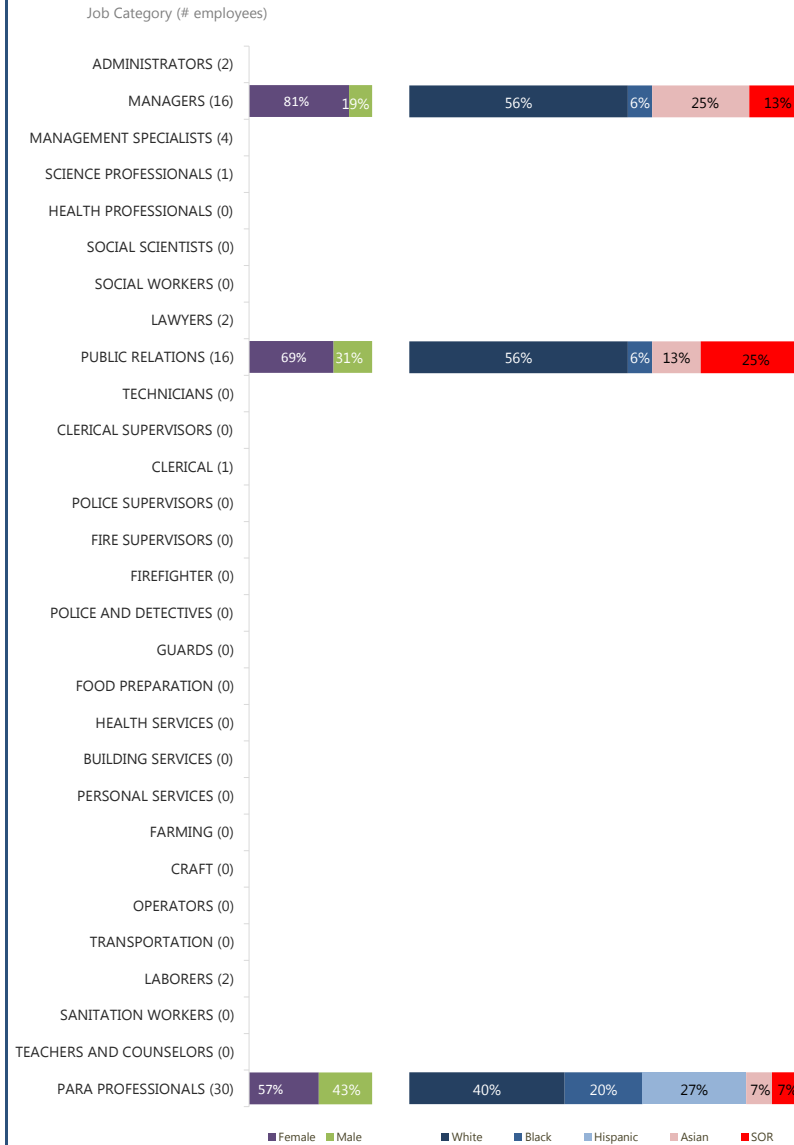
Age



Years of Service



Gender and Ethnicity by Job Category for: DCLA



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	3	\$185,676	0.0%	0.0%	0.0%
MANAGERS	16	100.0%	46	15	\$116,297	37.5%	6.3%	0.0%
MANAGEMENT SPECIALISTS	4	100.0%	n/a	29	\$71,827	100.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	1	100.0%	n/a	9	\$89,057	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	7	\$86,688	0.0%	0.0%	0.0%
PUBLIC RELATIONS	16	93.8%	37	3	\$60,801	0.0%	11.7%	5.9%
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	0	\$53,701	0.0%	0.0%	100.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	2	0.0%	n/a	12	n/a	0.0%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	30	60.0%	38	4	\$63,930	16.7%	6.0%	8.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY COORDINATOR	13	17.6%	44	6.0	7.7%	1	2
ASSOCIATE ARTS PROGRAMS SPECIALIST	14	18.9%	37	4.0	0.0%	0	1
ADMINISTRATIVE STAFF ANALYST	6	8.1%	44	15.0	33.3%	0	0
COMMUNITY ASSOCIATE	16	21.6%	35	2.0	6.3%	3	2
EXECUTIVE AGENCY COUNSEL	3	4.1%	n/a	8.0	0.0%	1	0
ASSISTANT COMMISSIONER	3	4.1%	n/a	23.0	66.7%	0	0
STAFF ANALYST	2	2.7%	n/a	29.0	100.0%	0	0
AGENCY ATTORNEY	2	2.7%	n/a	7.0	0.0%	0	0
ARTS PROGRAMS SPECIALIST	2	2.7%	n/a	3.0	0.0%	2	0
ADMINISTRATIVE MANAGER	1	1.4%	n/a	5.0	100.0%	0	0

DEPARTMENT OF CULTURAL AFFAIRS is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

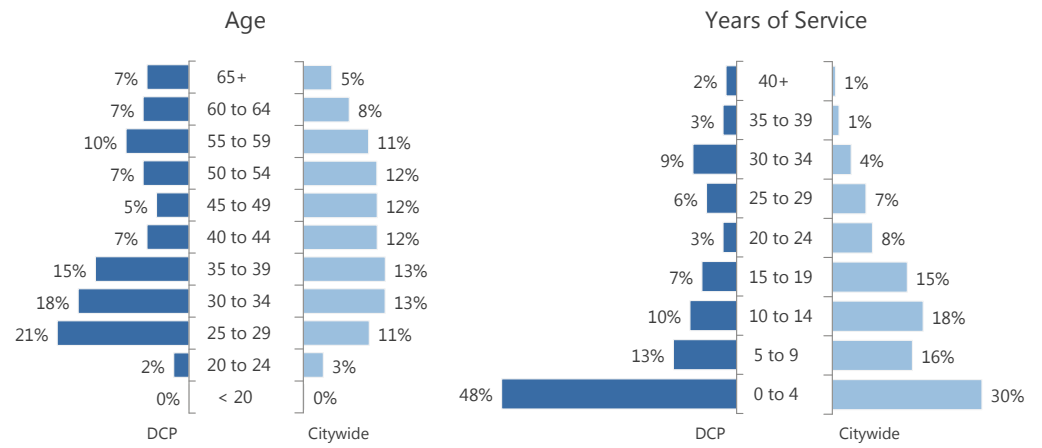
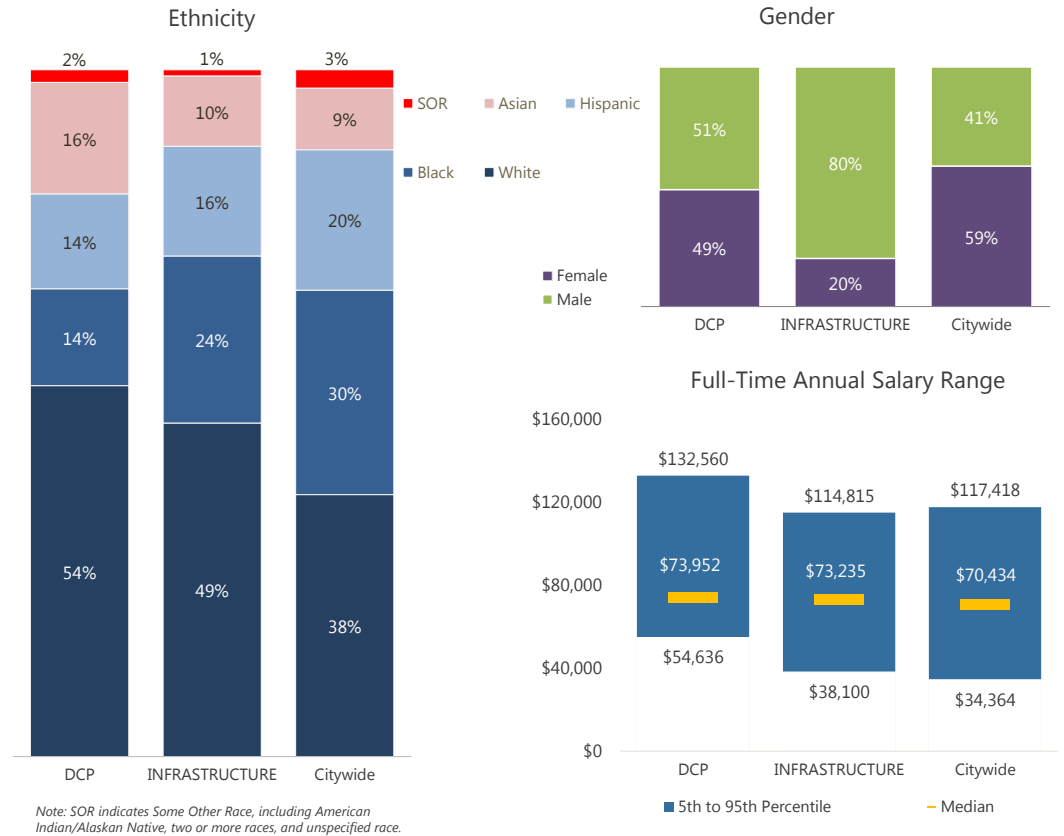
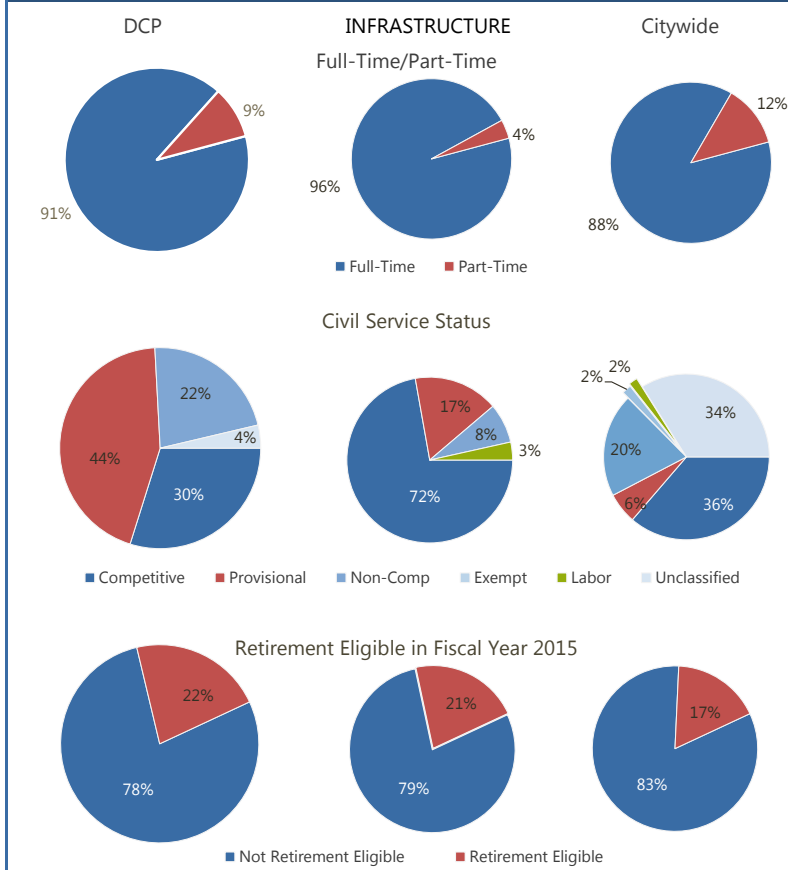
Workforce Profile: DEPARTMENT OF CITY PLANNING (DCP) : FY2017

Summary Indicators	DCP	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	296 / 30	23,658 / 938	344,063 / 48,959
Median Age / Years of Service	37 / 5	46 / 11	43 / 10
% Male / Female	51% / 49%	80% / 20%	41% / 59%
% White / Minority	54% / 46%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$73,952	\$73,235	\$70,434
% Eligible to Retire	22%	21%	17%
% Hires	16%	10%	10%
% Union Represented	80%	94%	95%

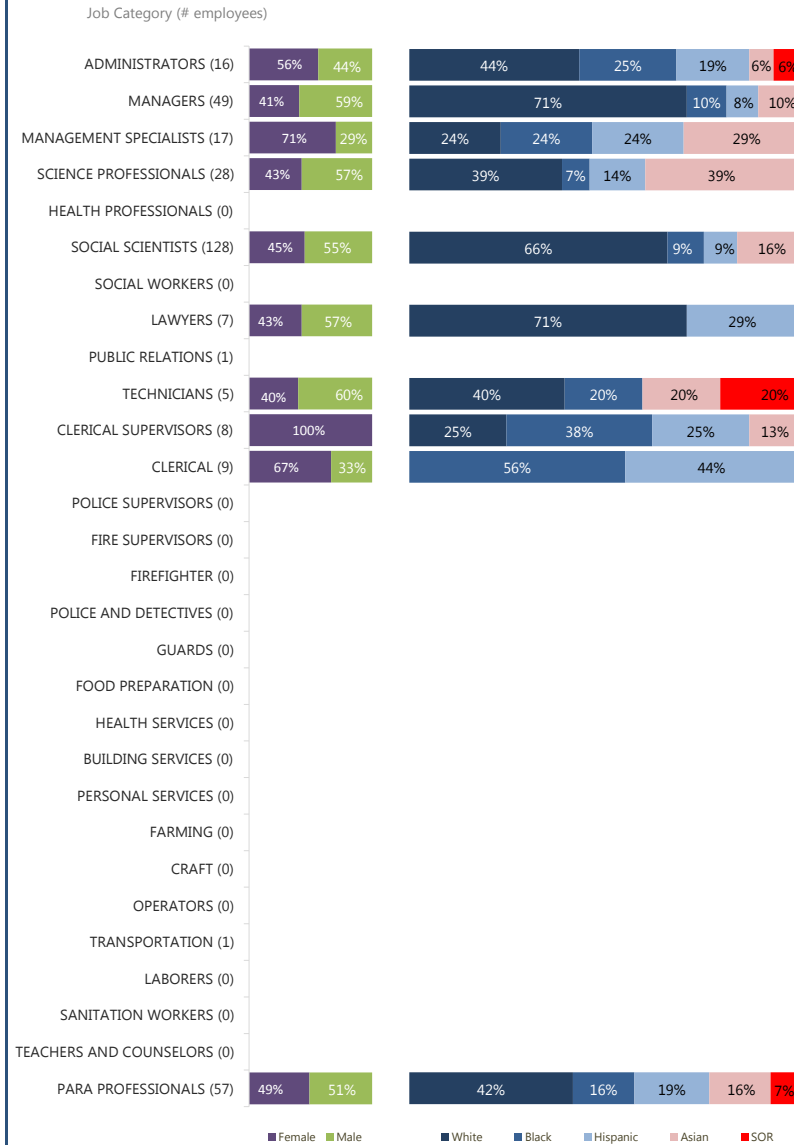
Hires	DCP	INFRASTRUCTURE	Citywide
Total Hires	51	2,382	37,572
New Hires	45	2,313	30,240
Rehires	6	69	7,332

Separations	DCP	INFRASTRUCTURE	Citywide
Total Separations	33	1,240	27,886
Retirement	10	713	8,524
Resignation	16	296	9,995
Dismissal	0	94	6,306
Layoff	0	0	2
Deceased	0	31	445
Other	7	106	2,614

Employee Type by Agency, Agency Group, and Citywide



Gender and Ethnicity by Job Category for: DCP



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	16	25.0%	54	5	\$205,633	100.0%	1.6%	1.6%
MANAGERS	49	98.0%	45	14	\$114,958	33.3%	10.0%	0.0%
MANAGEMENT SPECIALISTS	17	100.0%	54	13	\$69,680	35.3%	17.6%	0.0%
SCIENCE PROFESSIONALS	28	85.7%	47	16	\$87,731	45.8%	6.1%	3.1%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	128	99.2%	34	4	\$74,000	15.7%	13.2%	7.8%
SOCIAL WORKERS	0							
LAWYERS	7	100.0%	38	3	\$84,181	0.0%	0.0%	0.0%
PUBLIC RELATIONS	1	100.0%	n/a	30	\$74,410	100.0%	0.0%	0.0%
TECHNICIANS	5	40.0%	38	1	\$62,067	50.0%	0.0%	8.0%
CLERICAL SUPERVISORS	8	100.0%	62	35	\$61,170	62.5%	12.5%	0.0%
CLERICAL	9	77.8%	56	30	\$50,000	71.4%	17.3%	8.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	17	\$53,969	100.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	57	87.7%	28	0	\$58,000	2.0%	3.1%	47.7%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CITY PLANNER	105	32.2%	35	4.0	18.1%	18	3
COMMUNITY COORDINATOR	44	13.5%	28	0.0	2.3%	2	28
ADMINISTRATIVE CITY PLANNER	31	9.5%	49	17.0	38.7%	5	0
ASSISTANT URBAN DESIGNER	12	3.7%	28	1.0	0.0%	0	3
ASSOCIATE URBAN DESIGNER	11	3.4%	36	3.0	9.1%	1	4
COMPUTER SPECIALIST (SOFTWARE)	10	3.1%	57	27.0	80.0%	2	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	8	2.5%	62	35.0	62.5%	1	0
COMMUNITY ASSOCIATE	13	4.0%	28	2.0	0.0%	0	3
AGENCY ATTORNEY	7	2.1%	38	3.0	0.0%	0	0
ADMINISTRATIVE MANAGER	5	1.5%	55	30.0	40.0%	0	0

DEPARTMENT OF CITY PLANNING is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

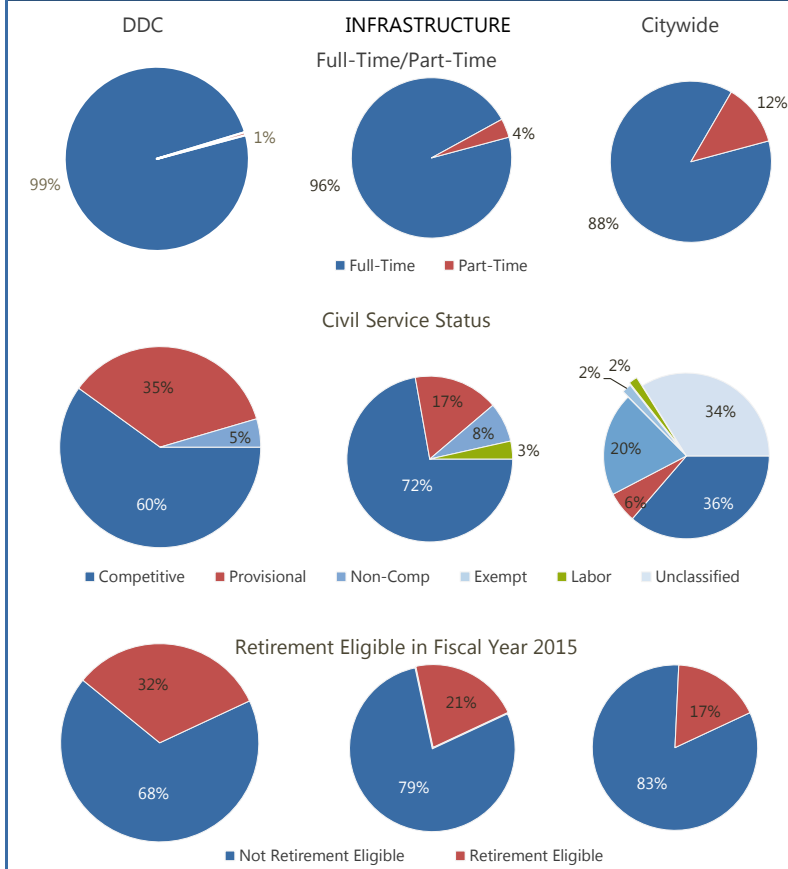
Workforce Profile: DEPARTMENT OF DESIGN & CONSTRUCTION (DDC) : FY2017

Summary Indicators	DDC	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	1,373 / 7	23,658 / 938	344,063 / 48,959
Median Age / Years of Service	50 / 11	46 / 11	43 / 10
% Male / Female	64% / 36%	80% / 20%	41% / 59%
% White / Minority	32% / 68%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$75,326	\$73,235	\$70,434
% Eligible to Retire	32%	21%	17%
% Hires	7%	10%	10%
% Union Represented	90%	94%	95%

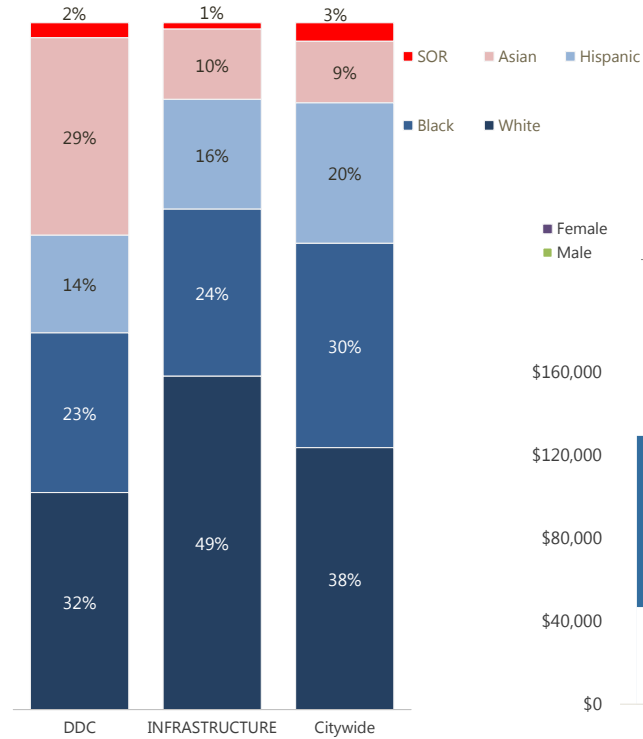
Hires	DDC	INFRASTRUCTURE	Citywide
Total Hires	94	2,382	37,572
New Hires	89	2,313	30,240
Rehires	5	69	7,332

Separations	DDC	INFRASTRUCTURE	Citywide
Total Separations	139	1,240	27,886
Retirement	47	713	8,524
Resignation	53	296	9,995
Dismissal	17	94	6,306
Layoff	0	0	2
Deceased	2	31	445
Other	20	106	2,614

Employee Type by Agency, Agency Group, and Citywide



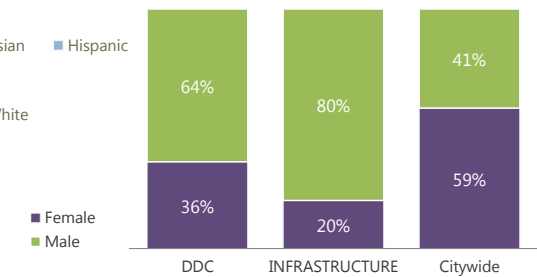
Ethnicity



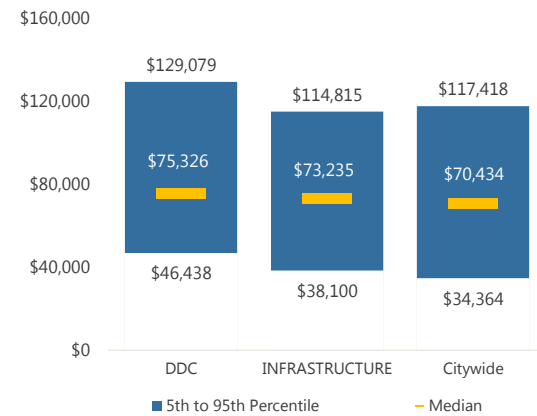
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Infrastructure & Sustainability Agency Group

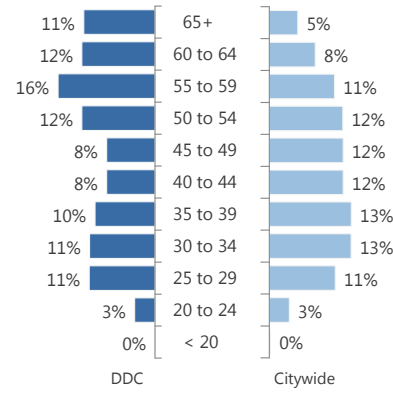
Gender



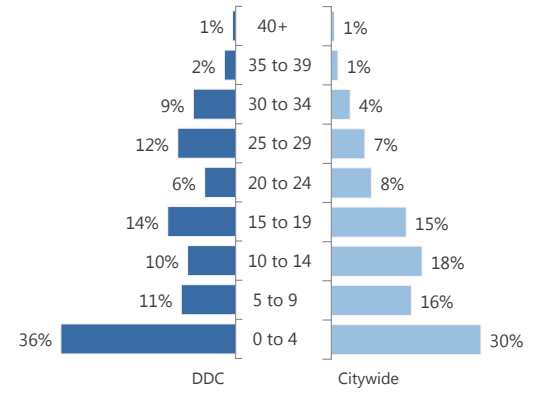
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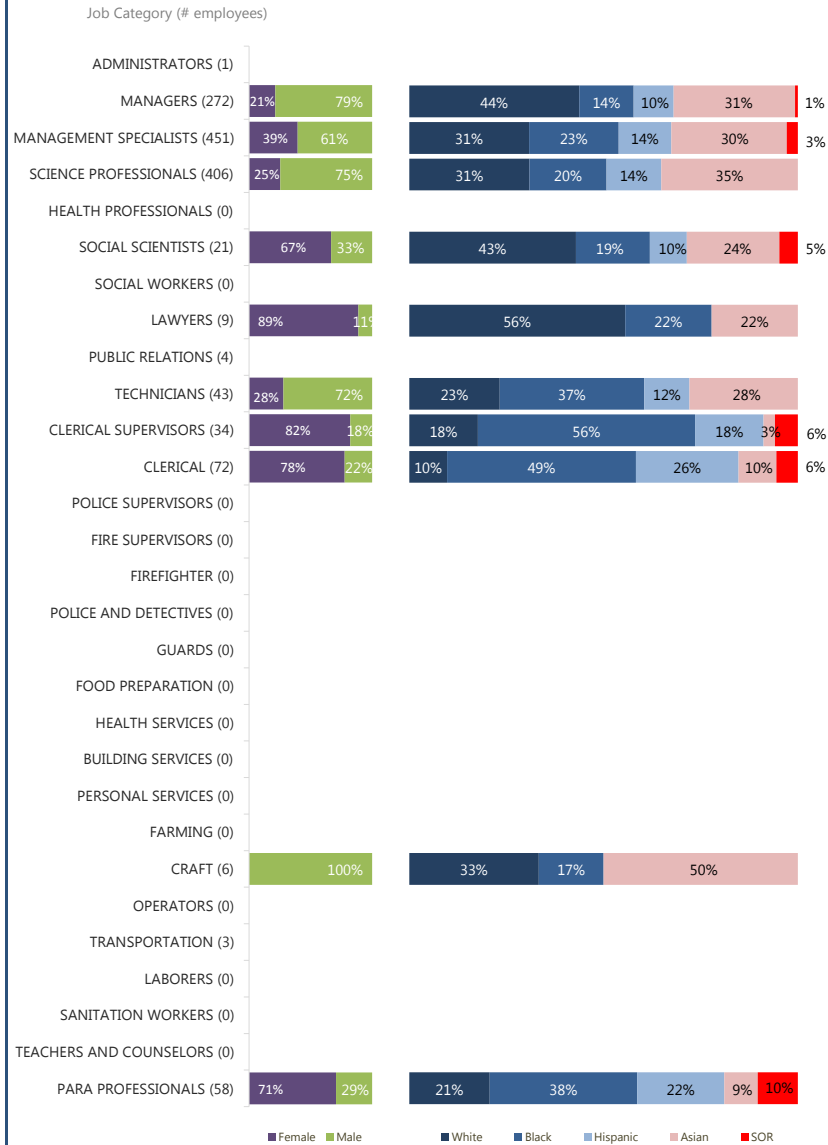
Age



Years of Service



Gender and Ethnicity by Job Category for: DDC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	3	\$226,366	0.0%	0.0%	0.0%
MANAGERS	272	99.6%	56	17	\$95,371	46.5%	9.2%	2.2%
MANAGEMENT SPECIALISTS	451	99.6%	49	10	\$78,000	30.3%	11.3%	6.4%
SCIENCE PROFESSIONALS	406	99.8%	48	9	\$72,925	30.6%	10.3%	7.9%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	21	100.0%	37	1	\$86,520	9.5%	14.3%	9.5%
SOCIAL WORKERS	0							
LAWYERS	9	88.9%	36	5	\$76,275	0.0%	9.9%	9.9%
PUBLIC RELATIONS	4	100.0%	n/a	6	\$68,243	0.0%	25.0%	25.0%
TECHNICIANS	43	100.0%	54	16	\$60,023	46.5%	7.0%	0.0%
CLERICAL SUPERVISORS	34	100.0%	53	17	\$60,524	38.2%	2.9%	0.0%
CLERICAL	72	98.6%	43	10	\$43,728	19.7%	4.1%	8.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	6	100.0%	64	26	\$76,164	100.0%	0.0%	0.0%
OPERATORS	0							
TRANSPORTATION	3	100.0%	n/a	18	\$52,381	33.3%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	58	98.3%	31	2	\$48,729	3.5%	15.2%	20.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CONSTRUCTION PROJECT MANAGER	115	8.3%	57	17.0	52.2%	10	0
ADMINISTRATIVE PROJECT MANAGER	110	8.0%	52	8.0	32.7%	10	8
ASSOCIATE PROJECT MANAGER	102	7.4%	55	18.0	45.1%	21	4
ASSISTANT CIVIL ENGINEER	92	6.7%	35	5.0	30.4%	10	4
CIVIL ENGINEER	68	4.9%	57	19.0	51.5%	3	1
CIVIL ENGINEERING INTERN	61	4.4%	27	1.0	0.0%	20	22
ADMINISTRATIVE ENGINEER	60	4.3%	58	27.0	60.0%	5	0
PROJECT MANAGER INTERN	52	3.8%	26	1.0	0.0%	11	11
ADMINISTRATIVE ARCHITECT	42	3.0%	56	3.0	28.6%	3	2
CLERICAL ASSOCIATE	42	3.0%	38	8.0	19.0%	2	5

DEPARTMENT OF DESIGN & CONSTRUCTION is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

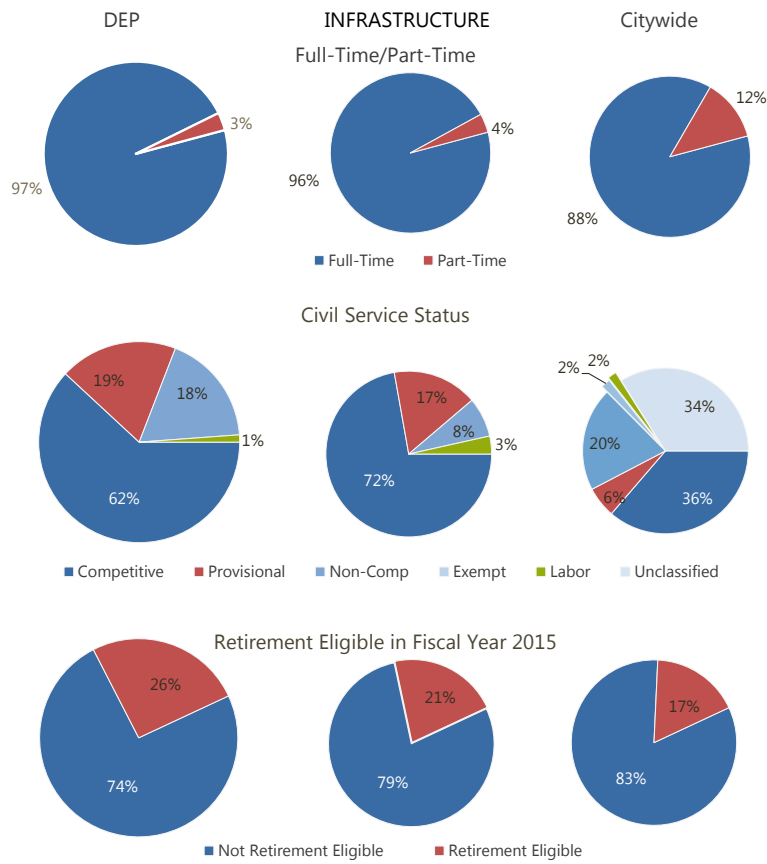
Workforce Profile: DEPARTMENT OF ENVIRONMENT PROTECTION (DEP) : FY2017

Summary Indicators	DEP	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	5,855 / 189	23,658 / 938	344,063 / 48,959
Median Age / Years of Service	48 / 12	46 / 11	43 / 10
% Male / Female	75% / 25%	80% / 20%	41% / 59%
% White / Minority	51% / 49%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$78,423	\$73,235	\$70,434
% Eligible to Retire	26%	21%	17%
% Hires	7%	10%	10%
% Union Represented	93%	94%	95%

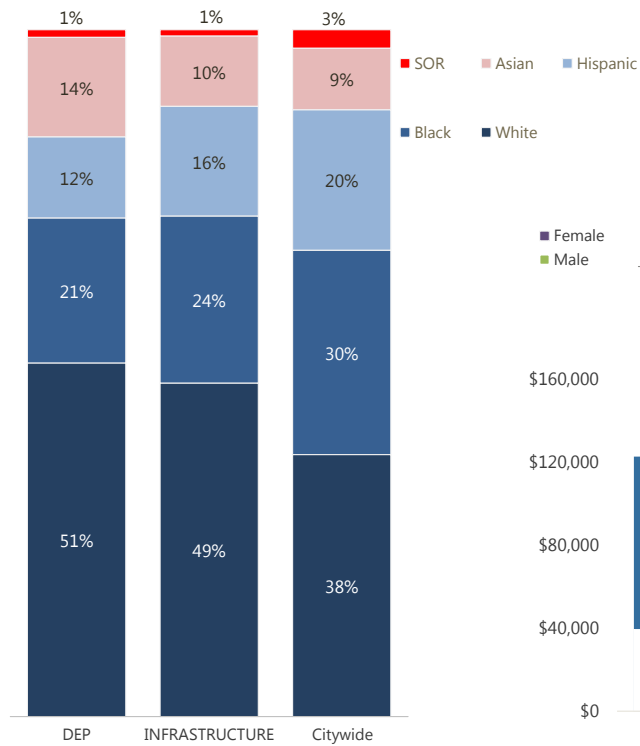
Hires	DEP	INFRASTRUCTURE	Citywide
Total Hires	429	2,382	37,572
New Hires	391	2,313	30,240
Rehires	38	69	7,332

Separations	DEP	INFRASTRUCTURE	Citywide
Total Separations	361	1,240	27,886
Retirement	188	713	8,524
Resignation	100	296	9,995
Dismissal	33	94	6,306
Layoff	0	0	2
Deceased	10	31	445
Other	30	106	2,614

Employee Type by Agency, Agency Group, and Citywide



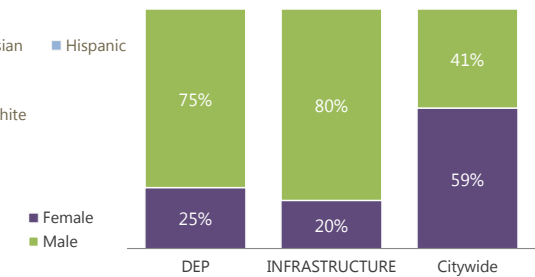
Ethnicity



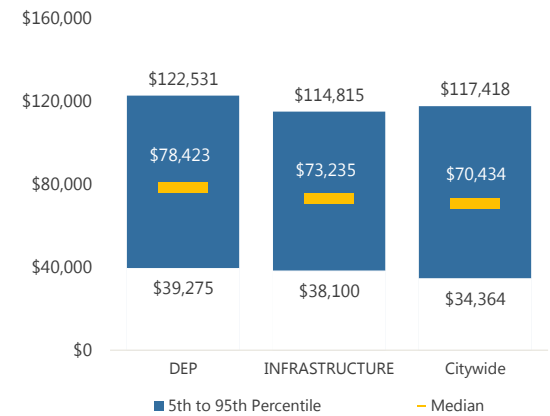
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Infrastructure & Sustainability Agency Group

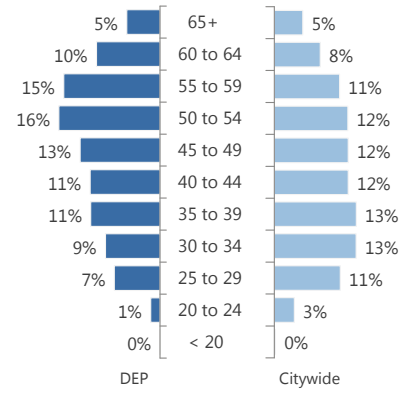
Gender



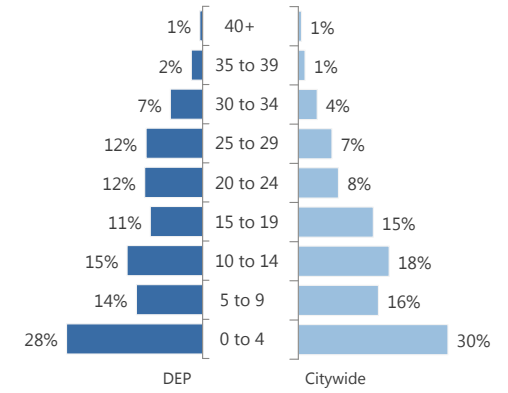
Full-Time Annual Salary Range



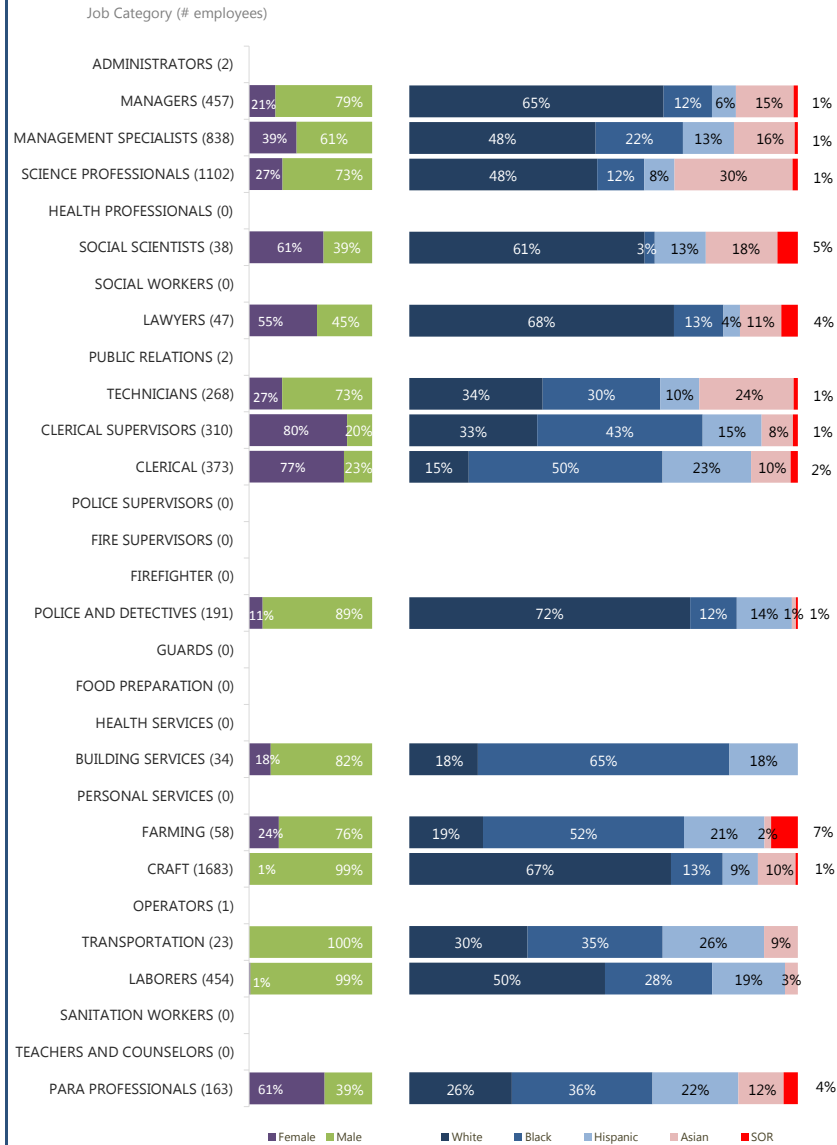
Age



Years of Service



Gender and Ethnicity by Job Category for: DEP

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	15	\$212,811	50.0%	50.0%	0.0%
MANAGERS	457	99.8%	52	20	\$126,959	34.2%	4.4%	2.8%
MANAGEMENT SPECIALISTS	838	99.3%	49	15	\$74,748	27.6%	6.2%	3.9%
SCIENCE PROFESSIONALS	1102	99.3%	48	11	\$72,649	29.6%	5.7%	7.2%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	38	100.0%	39	4	\$70,799	18.4%	7.9%	10.5%
SOCIAL WORKERS	0							
LAWYERS	47	97.9%	41	9	\$91,917	13.0%	2.1%	6.2%
PUBLIC RELATIONS	2	100.0%	n/a	24	\$55,349	50.0%	0.0%	50.0%
TECHNICIANS	268	99.3%	42	5	\$58,037	20.3%	8.5%	14.1%
CLERICAL SUPERVISORS	310	96.5%	52	17	\$56,874	37.1%	4.7%	2.5%
CLERICAL	373	72.1%	47	10	\$42,839	31.6%	6.8%	4.3%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	191	100.0%	39	11	\$64,397	2.6%	3.7%	0.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	34	85.3%	51	3	\$36,071	13.8%	5.0%	7.5%
PERSONAL SERVICES	0							
FARMING	58	29.3%	35	0	\$37,164	0.0%	3.5%	20.7%
CRAFT	1683	100.0%	50	14	\$87,195	27.7%	5.6%	4.8%
OPERATORS	1	100.0%	n/a	35	\$132,964	100.0%	0.0%	0.0%
TRANSPORTATION	23	100.0%	52	6	\$46,476	13.0%	8.7%	13.0%
LABORERS	454	100.0%	46	13	\$85,608	15.9%	5.3%	9.3%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	163	93.9%	38	2	\$55,272	13.7%	6.3%	11.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
SEWAGE TREATMENT WORKER	610	10.1%	48	9.0	19.8%	36	41
PRINCIPAL ADMINISTRATIVE ASSOCIATE	310	5.1%	52	17.0	35.8%	17	8
CONSTRUCTION LABORER	291	4.8%	49	18.0	19.6%	17	0
ASSOCIATE PROJECT MANAGER	246	4.1%	48	14.0	26.4%	16	4
WATERSHED MAINTAINER	230	3.8%	47	9.0	20.9%	13	24
CLERICAL ASSOCIATE	318	5.3%	46	9.0	23.3%	39	21
ADMINISTRATIVE ENGINEER	206	3.4%	52	24.0	35.4%	7	1
ENVIRONMENTAL POLICE OFFICER	198	3.3%	39	12.0	4.0%	9	0
SENIOR SEWAGE TREATMENT WORKER	161	2.7%	54	22.0	47.2%	17	0
ASSOCIATE CHEMIST	150	2.5%	50	13.0	34.0%	5	6

DEPARTMENT OF ENVIRONMENT PROTECTION is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

Workforce Profile: DEPARTMENT FOR THE AGING (DFTA) : FY2017

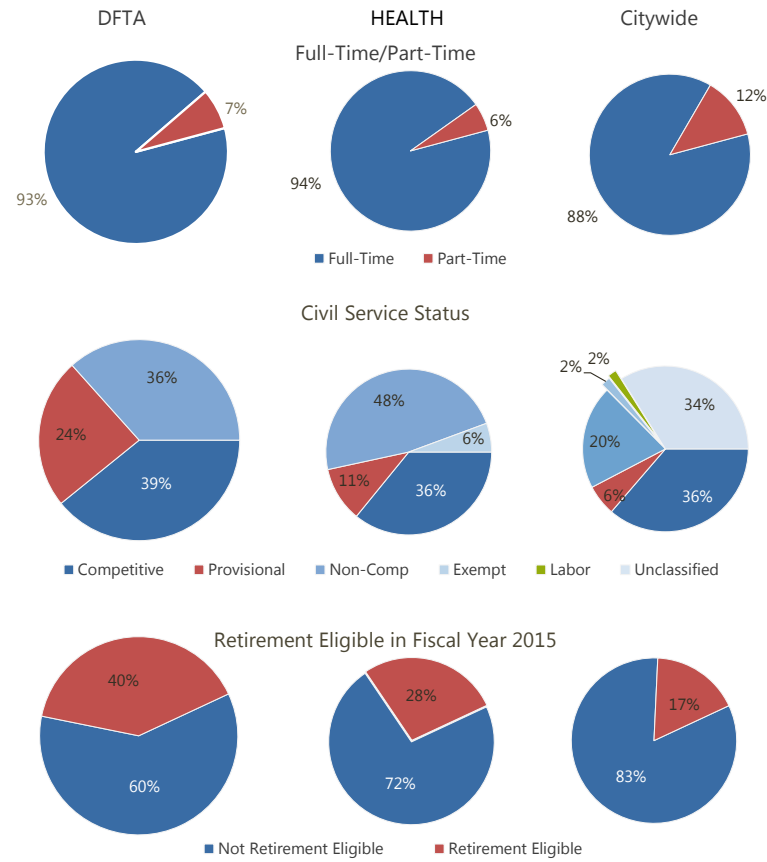
Health & Human Services Agency Group

Summary Indicators			
Headcount (FT / PT)	298 / 23	65,426 / 3,916	344,063 / 48,959
Median Age / Years of Service	55 / 15	49 / 10	43 / 10
% Male / Female	26% / 74%	31% / 69%	41% / 59%
% White / Minority	28% / 72%	17% / 83%	38% / 62%
Median Annual Base Salary (FT)	\$66,557	\$53,560	\$70,434
% Eligible to Retire	40%	28%	17%
% Hires	7%	10%	10%
% Union Represented	83%	91%	95%

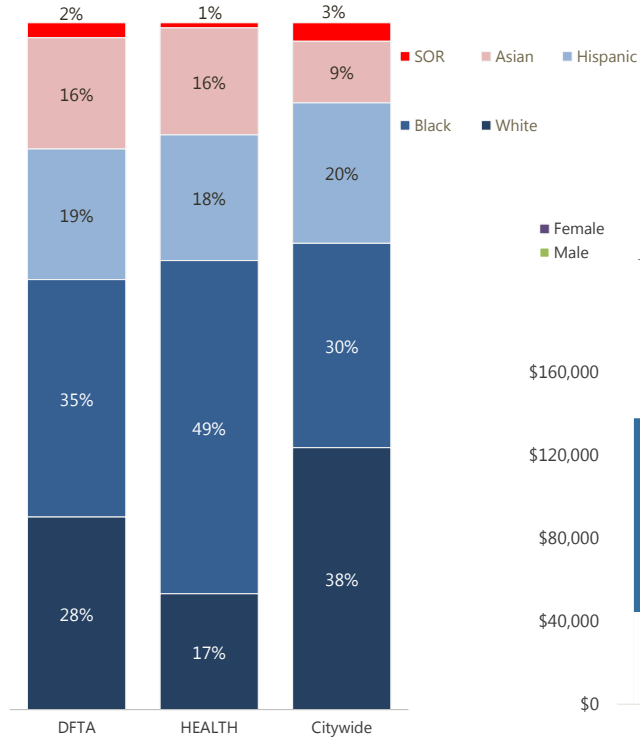
Hires			
Total Hires	23	6,680	37,572
New Hires	23	6,544	30,240
Rehires	0	136	7,332

Separations			
Total Separations	22	6,636	27,886
Retirement	11	1,943	8,524
Resignation	8	2,805	9,995
Dismissal	0	576	6,306
Layoff	0	0	2
Deceased	1	178	445
Other	2	1,134	2,614

Employee Type by Agency, Agency Group, and Citywide

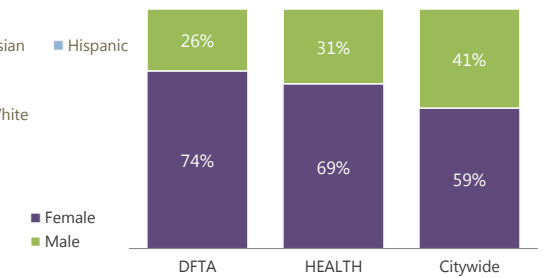


Ethnicity

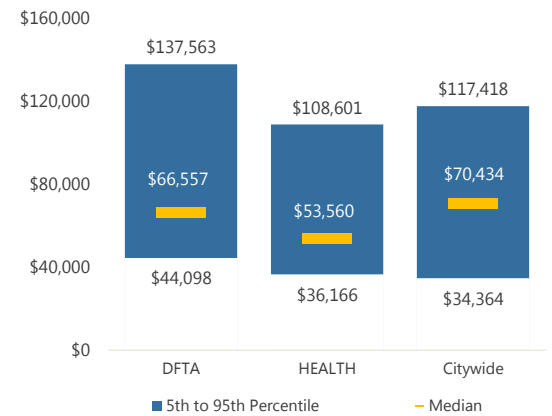


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

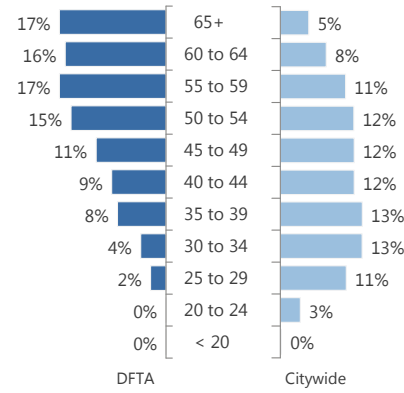
Gender



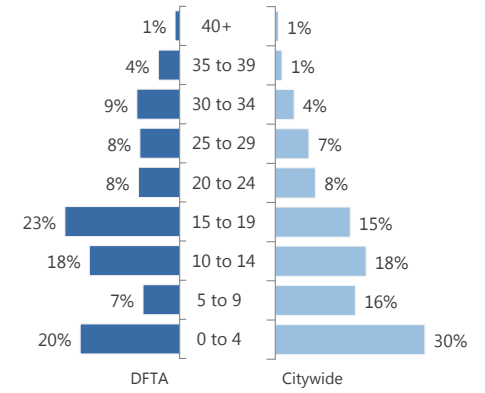
Full-Time Annual Salary Range



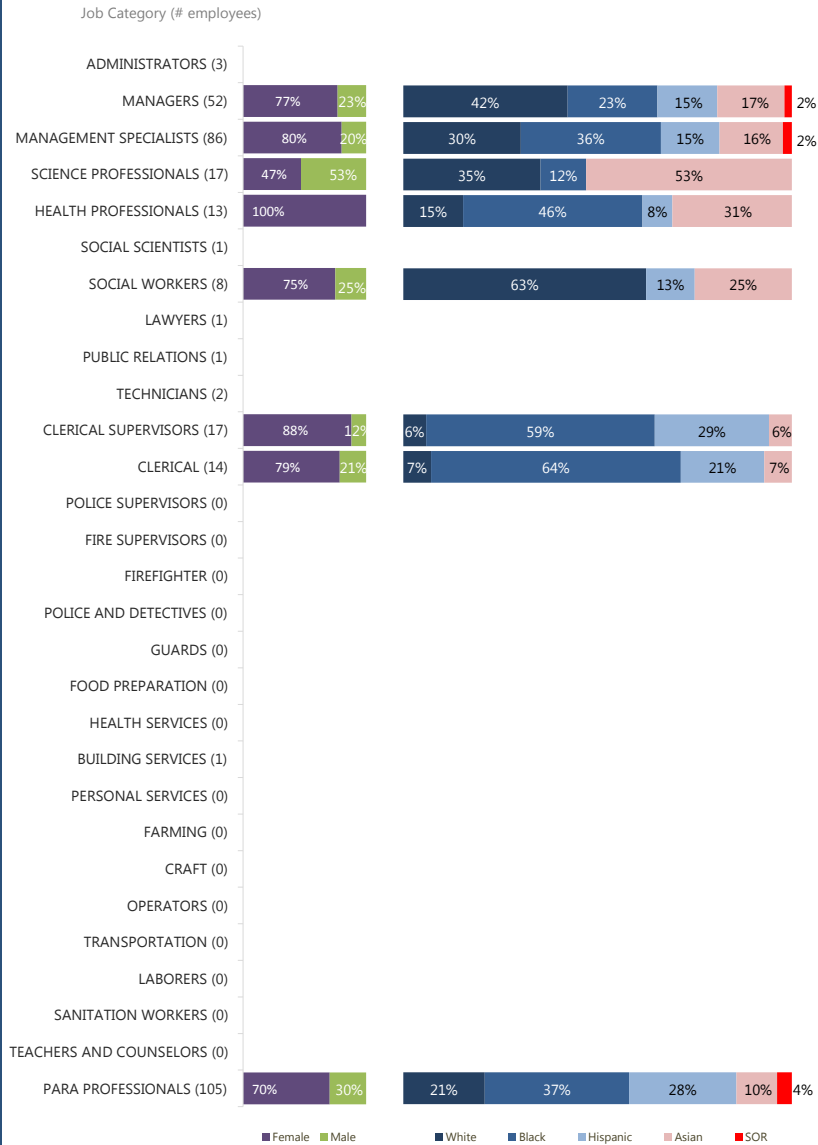
Age



Years of Service



Gender and Ethnicity by Job Category for: DFTA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	20	\$171,469	33.3%	0.0%	0.0%
MANAGERS	52	96.2%	52	13	\$110,018	38.0%	1.8%	11.1%
MANAGEMENT SPECIALISTS	86	98.8%	54	17	\$71,210	43.5%	6.9%	3.4%
SCIENCE PROFESSIONALS	17	94.1%	49	17	\$87,743	37.5%	5.5%	5.5%
HEALTH PROFESSIONALS	13	100.0%	52	16	\$66,207	38.5%	15.4%	15.4%
SOCIAL SCIENTISTS	1	100.0%	n/a	34	\$61,104	100.0%	0.0%	0.0%
SOCIAL WORKERS	8	75.0%	48	9	\$78,736	16.7%	0.0%	18.8%
LAWYERS	1	100.0%	n/a	31	\$88,289	100.0%	0.0%	0.0%
PUBLIC RELATIONS	1	0.0%	n/a	3	n/a	0.0%	0.0%	0.0%
TECHNICIANS	2	50.0%	n/a	12	\$65,806	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	17	100.0%	59	29	\$56,884	64.7%	17.6%	0.0%
CLERICAL	14	78.6%	59	19	\$46,211	72.7%	11.2%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	100.0%	n/a	16	\$39,857	100.0%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	105	88.6%	55	12	\$57,916	39.8%	5.9%	7.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY COORDINATOR	55	17.1%	53	9.0	34.5%	2	6
PROGRAM OFFICER	42	13.1%	55	16.0	45.2%	1	2
COMMUNITY ASSOCIATE	39	12.1%	55	15.0	35.9%	4	3
ADMINISTRATIVE PROGRAM OFFICER	29	9.0%	53	10.0	34.5%	0	5
ADMINISTRATIVE STAFF ANALYST	27	8.4%	51	18.0	33.3%	4	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	17	5.3%	59	29.0	64.7%	3	0
MANAGEMENT AUDITOR	12	3.7%	54	14.0	41.7%	1	0
NUTRITION CONSULTANT	11	3.4%	52	16.0	36.4%	2	2
COMPUTER SPECIALIST (SOFTWARE)	10	3.1%	48	18.0	40.0%	0	0
ASSOCIATE STAFF ANALYST	8	2.5%	49	17.0	50.0%	0	0

DEPARTMENT FOR THE AGING is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: DEPARTMENT OF HOMELESS SERVICES (DHS) : FY2017

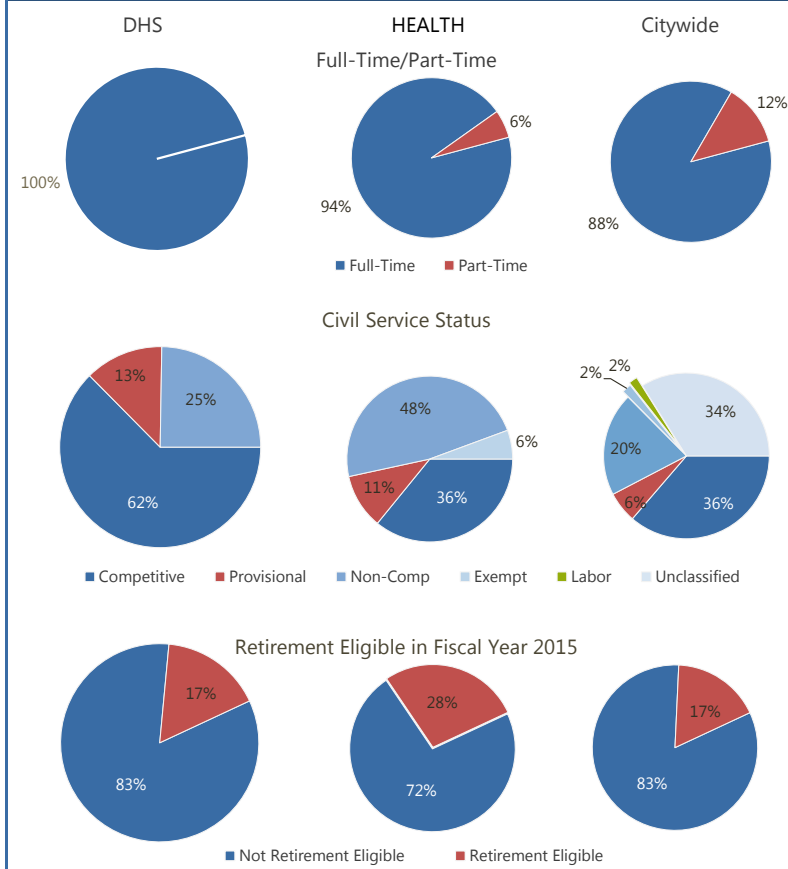
Health & Human Services Agency Group

Summary Indicators			
Headcount (FT / PT)	2,424 / 9	65,426 / 3,916	344,063 / 48,959
Median Age / Years of Service	43 / 5	49 / 10	43 / 10
% Male / Female	51% / 49%	31% / 69%	41% / 59%
% White / Minority	10% / 90%	17% / 83%	38% / 62%
Median Annual Base Salary (FT)	\$46,752	\$53,560	\$70,434
% Eligible to Retire	17%	28%	17%
% Hires	18%	10%	10%
% Union Represented	93%	91%	95%

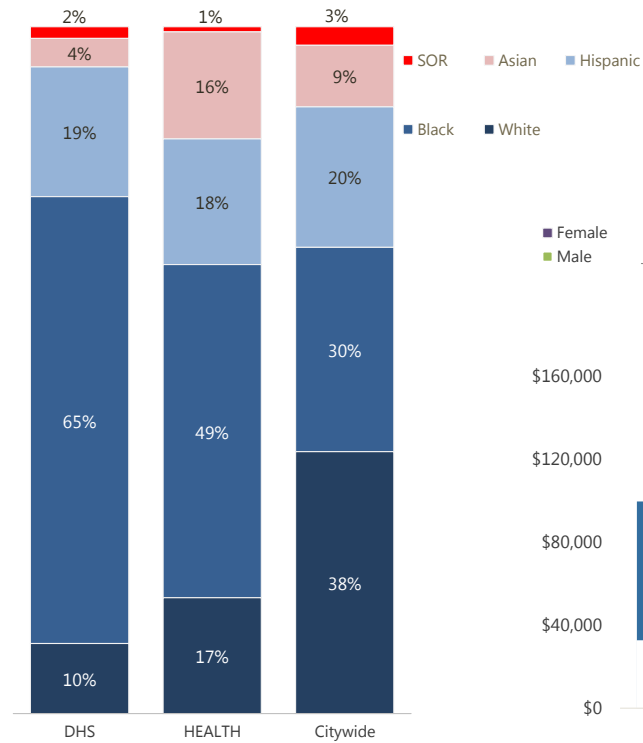
Hires			
Total Hires	444	6,680	37,572
New Hires	402	6,544	30,240
Rehires	42	136	7,332

Separations			
Total Separations	178	6,636	27,886
Retirement	53	1,943	8,524
Resignation	74	2,805	9,995
Dismissal	28	576	6,306
Layoff	0	0	2
Deceased	4	178	445
Other	19	1,134	2,614

Employee Type by Agency, Agency Group, and Citywide

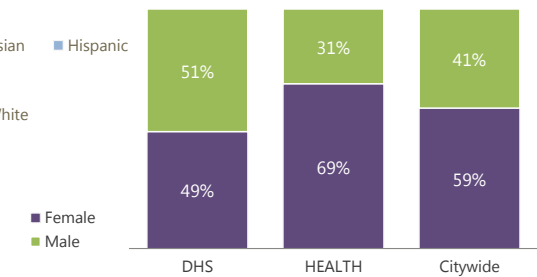


Ethnicity

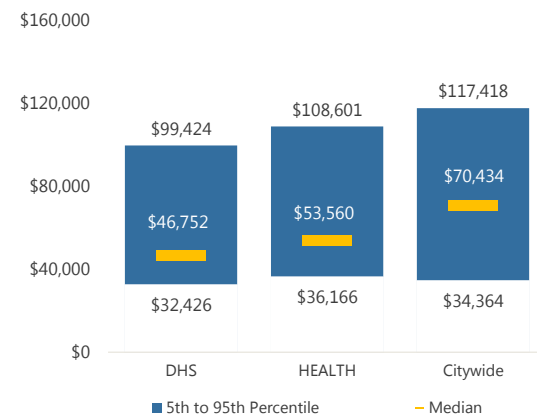


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

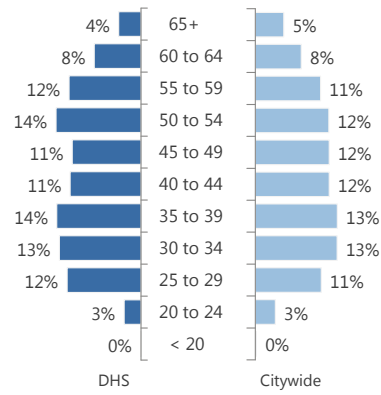
Gender



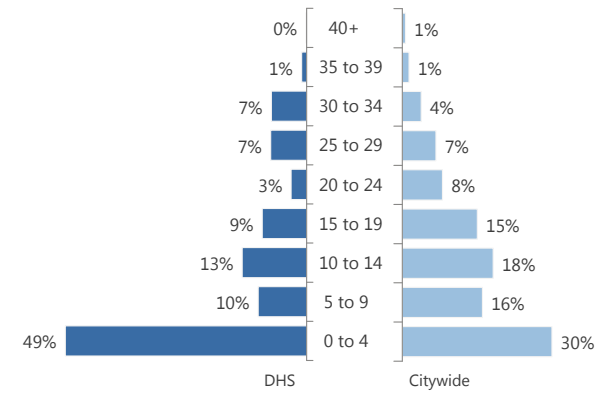
Full-Time Annual Salary Range



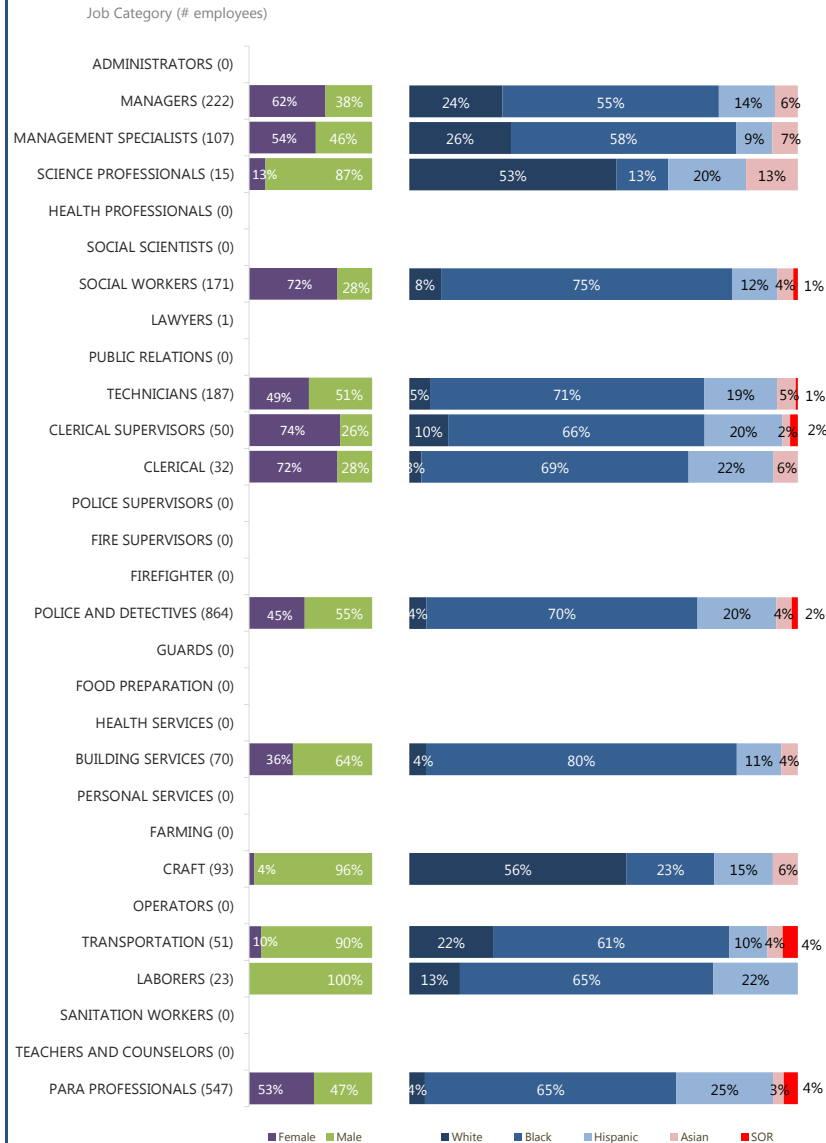
Age



Years of Service



Gender and Ethnicity by Job Category for: DHS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	222	99.5%	48	12	\$95,370	24.4%	5.8%	13.0%
MANAGEMENT SPECIALISTS	107	100.0%	50	13	\$76,580	28.0%	7.5%	5.6%
SCIENCE PROFESSIONALS	15	100.0%	48	12	\$119,371	20.0%	13.3%	6.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	171	98.8%	49	8	\$44,718	23.7%	15.6%	19.7%
LAWYERS	1	100.0%	n/a	15	\$103,117	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	187	100.0%	48	14	\$54,681	20.3%	4.3%	7.5%
CLERICAL SUPERVISORS	50	100.0%	52	17	\$56,831	30.0%	14.0%	2.0%
CLERICAL	32	96.9%	52	23	\$43,082	41.9%	9.1%	9.1%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	864	100.0%	34	1	\$35,706	1.9%	6.6%	22.8%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	70	100.0%	57	24	\$64,386	52.9%	10.0%	5.7%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	93	100.0%	54	13	\$94,346	34.4%	7.5%	6.5%
OPERATORS	0							
TRANSPORTATION	51	100.0%	53	5	\$46,476	25.5%	5.9%	13.7%
LABORERS	23	100.0%	51	5	\$72,036	26.1%	21.7%	17.4%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	547	99.1%	45	4	\$44,344	19.6%	5.4%	17.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
SPECIAL OFFICER	745	30.6%	33	1.0	2.0%	79	197
COMMUNITY COORDINATOR	265	10.9%	40	2.0	9.1%	66	57
ADMINISTRATIVE DIRECTOR OF SOCIAL SERVICES	154	6.3%	49	12.0	23.4%	22	21
COMMUNITY ASSISTANT	148	6.1%	55	29.0	43.2%	9	25
COMMUNITY ASSOCIATE	134	5.5%	45	5.0	13.4%	25	14
FRAUD INVESTIGATOR	121	5.0%	48	12.0	21.5%	7	14
SUPERVISING SPECIAL OFFICER	119	4.9%	39	10.0	0.8%	7	0
CASEWORKER	89	3.7%	51	5.0	21.3%	14	20
ASSISTANT SUPERINTENDENT OF WELFARE SHELTERS	67	2.8%	57	24.0	52.2%	6	4
ASSOCIATE FRAUD INVESTIGATOR	64	2.6%	47	16.0	17.2%	2	0

DEPARTMENT OF HOMELESS SERVICES is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

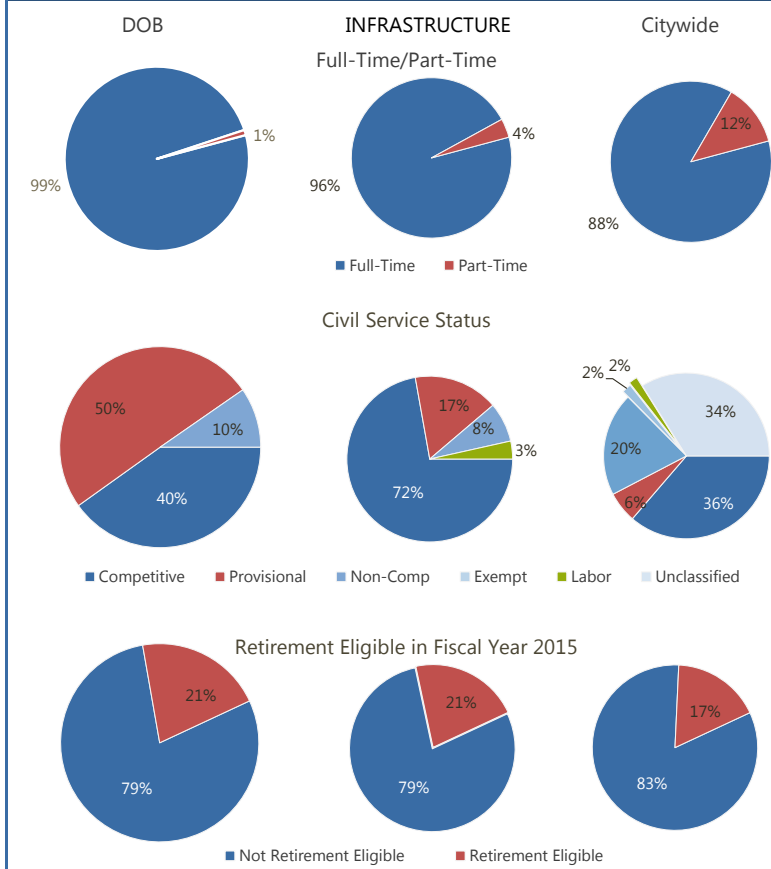
Workforce Profile: DEPARTMENT OF BUILDINGS (DOB) : FY2017

Summary Indicators	DOB	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	1,528 / 14	23,658 / 938	344,063 / 48,959
Median Age / Years of Service	47 / 7	46 / 11	43 / 10
% Male / Female	64% / 36%	80% / 20%	41% / 59%
% White / Minority	38% / 62%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$66,950	\$73,235	\$70,434
% Eligible to Retire	21%	21%	17%
% Hires	17%	10%	10%
% Union Represented	90%	94%	95%

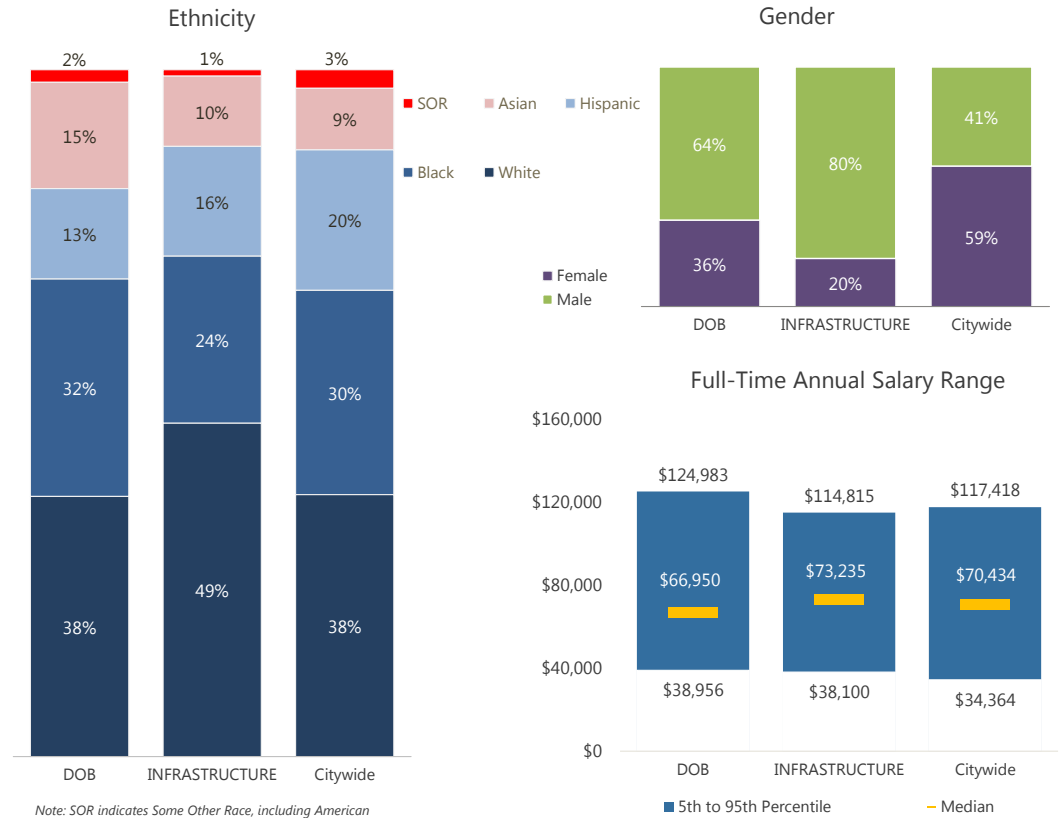
Hires	DOB	INFRASTRUCTURE	Citywide
Total Hires	267	2,382	37,572
New Hires	260	2,313	30,240
Rehires	7	69	7,332

Separations	DOB	INFRASTRUCTURE	Citywide
Total Separations	82	1,240	27,886
Retirement	27	713	8,524
Resignation	34	296	9,995
Dismissal	6	94	6,306
Layoff	0	0	2
Deceased	1	31	445
Other	14	106	2,614

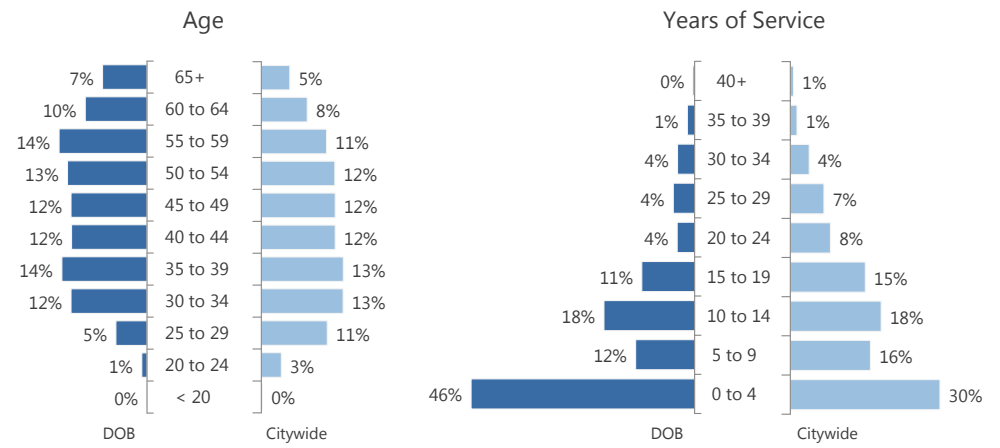
Employee Type by Agency, Agency Group, and Citywide



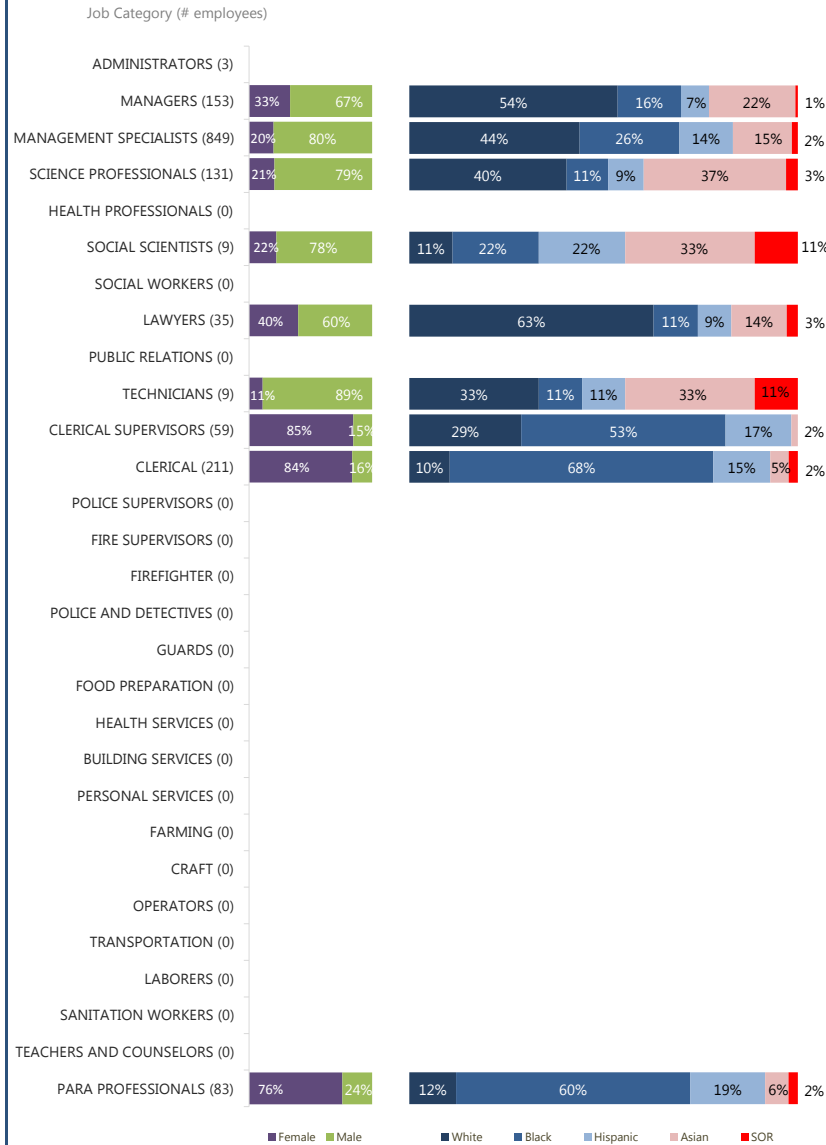
Infrastructure & Sustainability Agency Group



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: DOB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	2	\$198,243	0.0%	0.0%	0.0%
MANAGERS	153	100.0%	51	11	\$122,570	28.8%	3.9%	3.9%
MANAGEMENT SPECIALISTS	849	99.5%	47	2	\$66,950	17.8%	6.6%	20.0%
SCIENCE PROFESSIONALS	131	95.4%	52	9	\$90,097	41.6%	3.6%	16.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	9	100.0%	46	11	\$87,630	22.2%	22.2%	0.0%
SOCIAL WORKERS	0							
LAWYERS	35	100.0%	33	2	\$72,100	2.9%	5.7%	20.0%
PUBLIC RELATIONS	0							
TECHNICIANS	9	88.9%	36	2	\$49,545	0.0%	9.9%	29.6%
CLERICAL SUPERVISORS	59	100.0%	52	17	\$58,016	37.3%	3.4%	0.0%
CLERICAL	211	100.0%	41	8	\$42,839	14.7%	3.3%	24.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	83	96.4%	48	14	\$58,410	23.8%	1.2%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CLERICAL ASSOCIATE	192	12.5%	41	7.0	13.5%	7	51
INSPECTOR (CONSTRUCTION)	172	11.2%	47	1.0	8.1%	6	66
ASSISTANT PLAN EXAMINER	152	9.9%	37	1.0	4.6%	7	47
ASSOCIATE INSPECTOR (CONSTRUCTION)	94	6.1%	55	13.0	44.7%	8	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	59	3.8%	52	17.0	37.3%	3	0
ADMINISTRATIVE MANAGER	50	3.2%	44	15.0	24.0%	6	0
INSPECTOR (PLUMBING)	50	3.2%	42	1.0	8.0%	6	12
ADMINISTRATIVE ENGINEER	43	2.8%	48	8.0	30.2%	2	2
INSPECTOR (ELECTRICAL)	41	2.7%	48	2.0	12.2%	5	9
COMMUNITY COORDINATOR	40	2.6%	48	15.0	20.0%	3	0

DEPARTMENT OF BUILDINGS is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

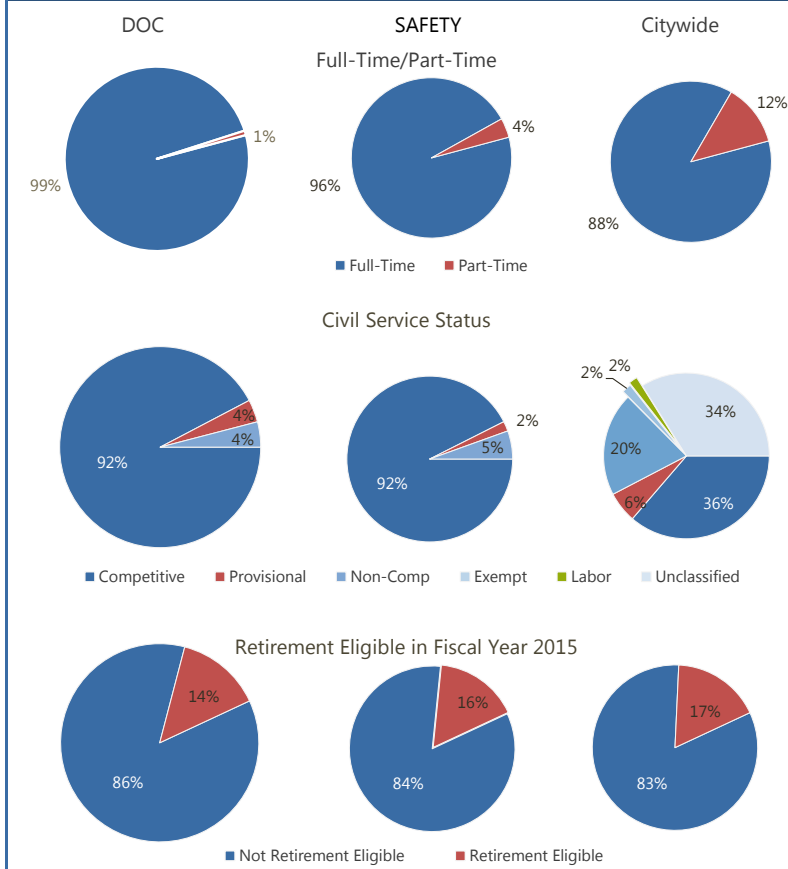
Workforce Profile: DEPARTMENT OF CORRECTION (DOC) : FY2017

Summary Indicators			
Headcount (FT / PT)	12,754 / 100	83,846 / 3,417	344,063 / 48,959
Median Age / Years of Service	39 / 8	39 / 11	43 / 10
% Male / Female	58% / 42%	69% / 31%	41% / 59%
% White / Minority	14% / 86%	40% / 60%	38% / 62%
Median Annual Base Salary (FT)	\$78,089	\$78,026	\$70,434
% Eligible to Retire	14%	16%	17%
% Hires	21%	7%	10%
% Union Represented	99%	94%	95%

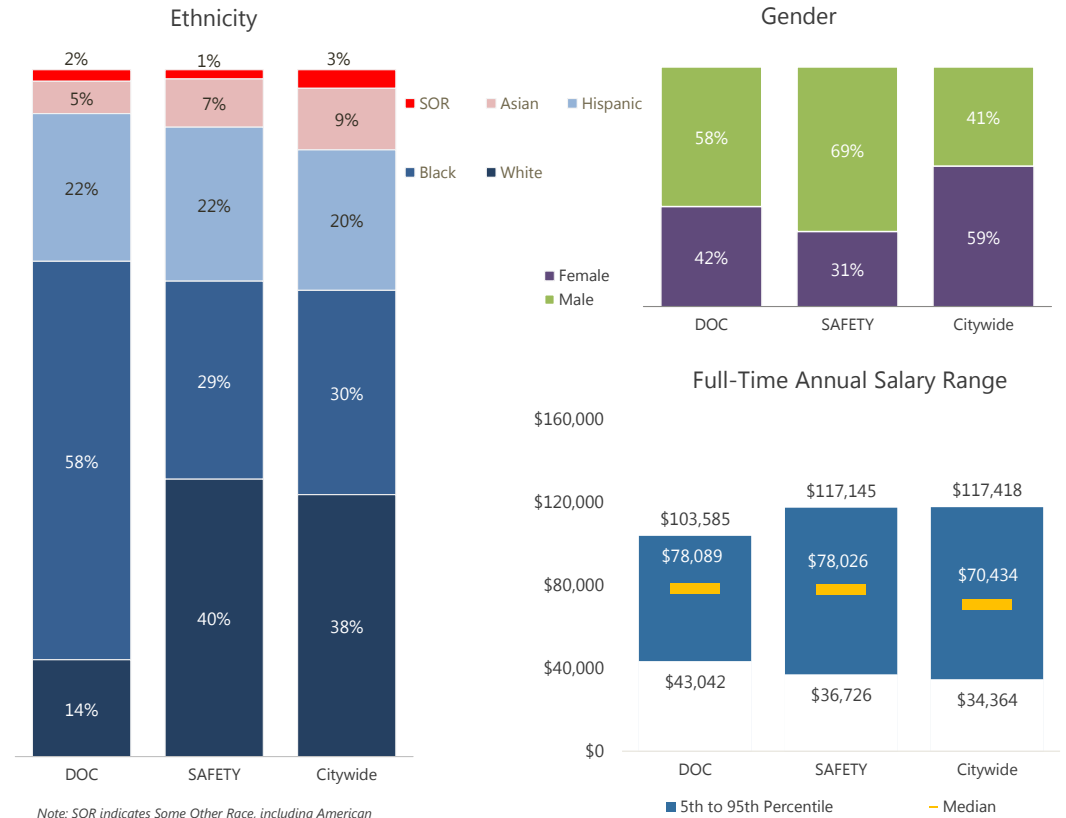
Hires			
Total Hires	2,737	6,330	37,572
New Hires	1,888	5,833	30,240
Rehires	849	497	7,332

Separations			
Total Separations	967	4,172	27,886
Retirement	619	2,633	8,524
Resignation	198	979	9,995
Dismissal	97	170	6,306
Layoff	0	0	2
Deceased	11	72	445
Other	42	318	2,614

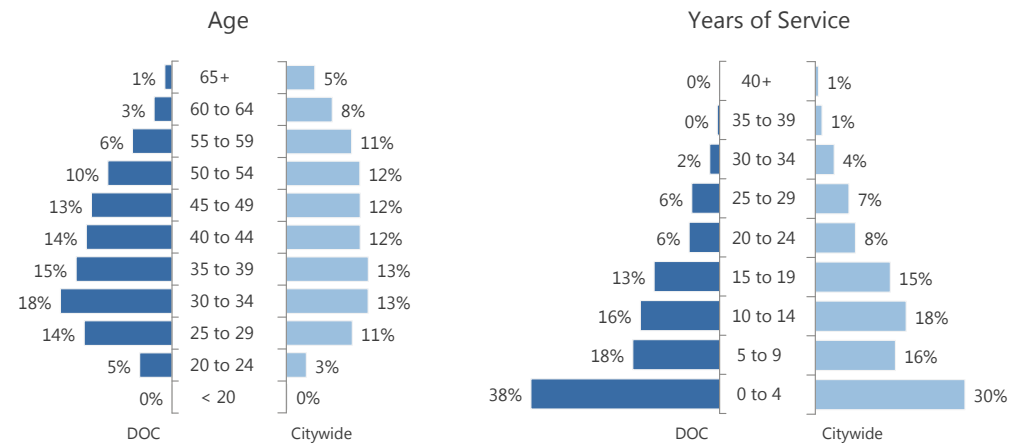
Employee Type by Agency, Agency Group, and Citywide



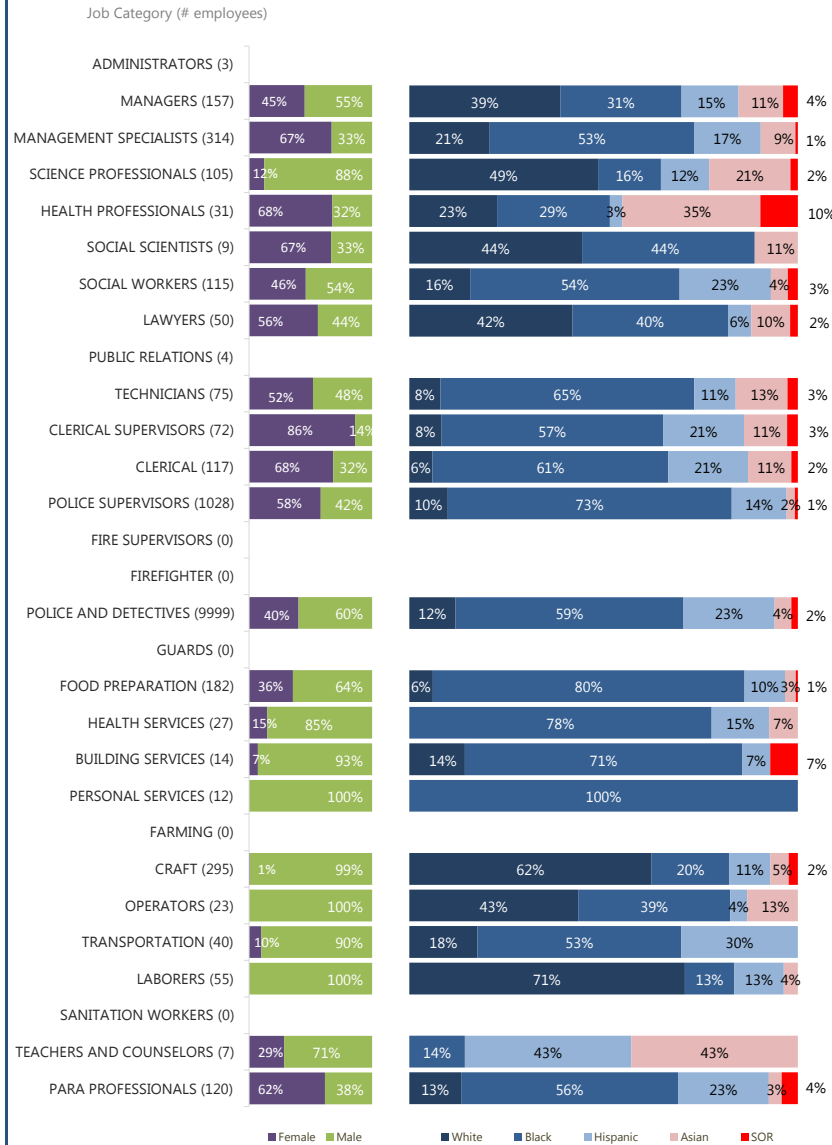
Public Safety & Law Enforcement Agency Group



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: DOC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	2	\$195,314	0.0%	0.0%	0.0%
MANAGERS	157	100.0%	50	5	\$118,450	14.0%	4.5%	14.0%
MANAGEMENT SPECIALISTS	314	96.5%	51	14	\$68,031	30.0%	7.4%	4.9%
SCIENCE PROFESSIONALS	105	96.2%	51	12	\$100,415	31.7%	1.8%	6.4%
HEALTH PROFESSIONALS	31	58.1%	58	8	\$53,207	66.7%	13.1%	5.6%
SOCIAL SCIENTISTS	9	0.0%	37	2	n/a	0.0%	0.0%	0.0%
SOCIAL WORKERS	115	86.1%	40	1	\$60,000	26.3%	6.0%	27.7%
LAWYERS	50	100.0%	37	5	\$99,198	2.0%	2.0%	8.0%
PUBLIC RELATIONS	4	100.0%	n/a	1	\$74,675	0.0%	0.0%	25.0%
TECHNICIANS	75	97.3%	48	10	\$60,000	24.7%	6.5%	9.1%
CLERICAL SUPERVISORS	72	100.0%	50	11	\$56,798	22.2%	4.2%	1.4%
CLERICAL	117	93.2%	40	6	\$42,839	17.4%	9.6%	5.6%
POLICE SUPERVISORS	1028	100.0%	43	15	\$103,585	26.2%	9.4%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	9999	100.0%	37	7	\$60,434	10.9%	7.3%	16.6%
GUARDS	0							
FOOD PREPARATION	182	100.0%	52	9	\$38,573	30.8%	8.8%	9.9%
HEALTH SERVICES	27	100.0%	43	10	\$37,054	22.2%	7.4%	25.9%
BUILDING SERVICES	14	100.0%	49	9	\$38,923	28.6%	14.3%	21.4%
PERSONAL SERVICES	12	100.0%	50	7	\$37,679	16.7%	8.3%	8.3%
FARMING	0							
CRAFT	295	97.6%	54	11	\$94,346	34.7%	9.9%	11.9%
OPERATORS	23	100.0%	54	8	\$129,352	30.4%	21.7%	13.0%
TRANSPORTATION	40	100.0%	50	8	\$46,476	35.0%	10.0%	7.5%
LABORERS	55	90.9%	46	4	\$61,789	24.0%	5.0%	14.9%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	7	42.9%	33	2	\$47,626	33.3%	0.0%	18.4%
PARA PROFESSIONALS	120	82.5%	34	1	\$61,800	3.0%	2.1%	24.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CORRECTION OFFICER	9,953	77.4%	37	7.0	10.9%	788	1,654
CAPTAIN (CORRECTION)	859	6.7%	42	13.0	20.6%	81	0
WARDEN	169	1.3%	47	20.0	54.4%	16	0
COOK	139	1.1%	53	9.0	30.9%	10	18
PROGRAM SPECIALIST (CORRECTION)	115	0.9%	52	15.0	31.3%	7	2
COMMUNITY COORDINATOR	96	0.7%	38	1.0	3.1%	4	19
PRINCIPAL ADMINISTRATIVE ASSOCIATE	72	0.6%	50	11.0	22.2%	7	1
ASSOCIATE CORRECTIONAL COUNSELOR	68	0.5%	36	1.0	14.7%	5	23
CLERICAL ASSOCIATE	60	0.5%	39	6.0	13.3%	6	4
ADMINISTRATIVE MANAGER	54	0.4%	53	23.0	35.2%	5	0

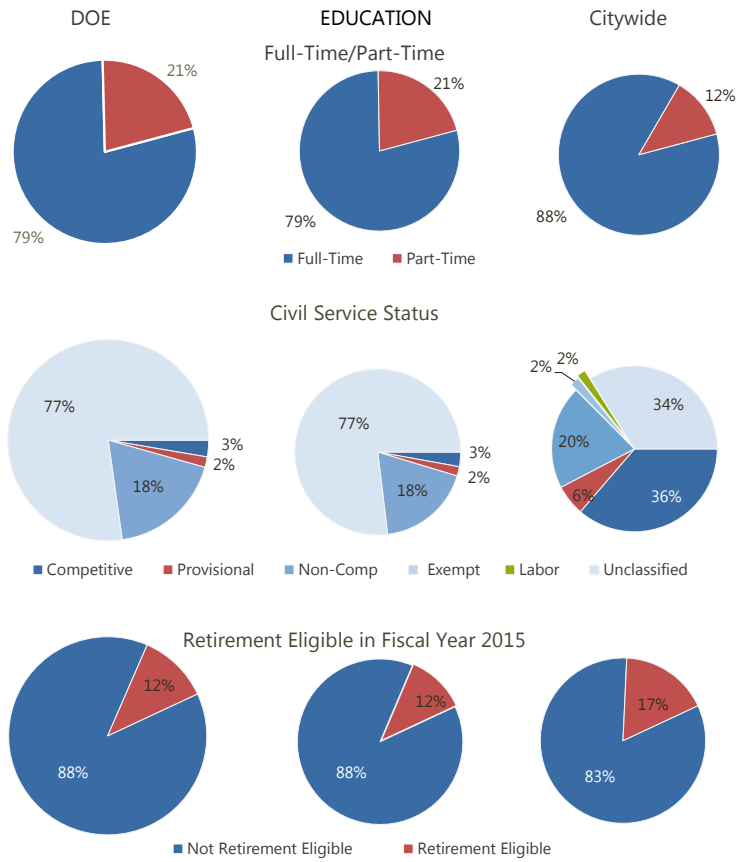
DEPARTMENT OF CORRECTION is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: DEPARTMENT OF EDUCATION (DOE) : FY2017

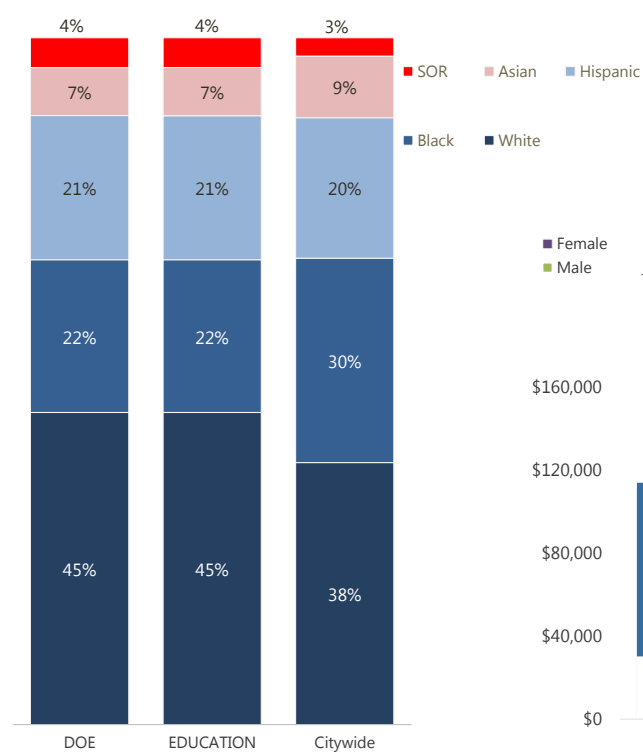
Education Agency Group

Summary Indicators			
Headcount (FT / PT)	133,540 / 35,944	134,336 / 35,944	344,063 / 48,959
Median Age / Years of Service	43 / 11	43 / 11	43 / 10
% Male / Female	22% / 78%	23% / 77%	41% / 59%
% White / Minority	45% / 55%	45% / 55%	38% / 62%
Median Annual Base Salary (FT)	\$78,346	\$76,024	\$70,434
% Eligible to Retire	12%	12%	17%
% Hires	10%	10%	10%
% Union Represented	99%	96%	95%
Hires			
Total Hires	16,219	16,496	37,572
New Hires	11,330	12,241	30,240
Rehires	4,889	4,255	7,332
Separations			
Total Separations	12,522	13,243	27,886
Retirement	2,307	4,354	8,524
Resignation	4,235	3,977	9,995
Dismissal	4,618	3,510	6,306
Layoff	0	0	2
Deceased	140	125	445
Other	1,222	1,277	2,614

Employee Type by Agency, Agency Group, and Citywide

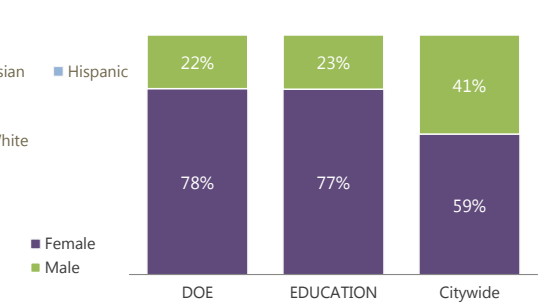


Ethnicity

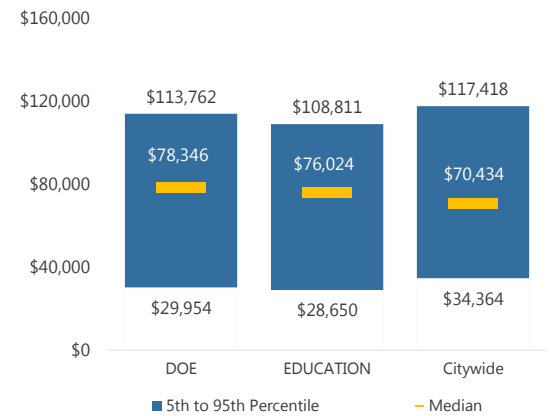


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

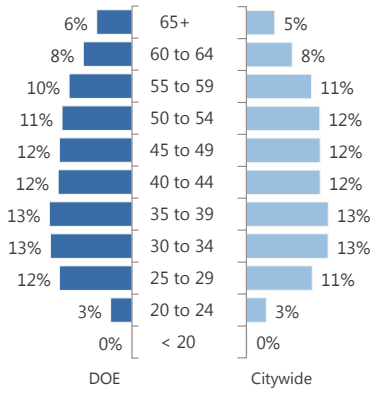
Gender



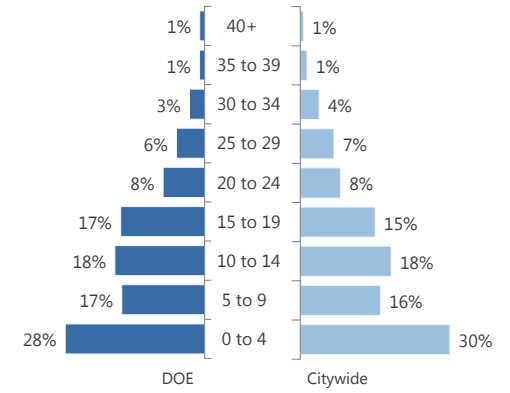
Full-Time Annual Salary Range



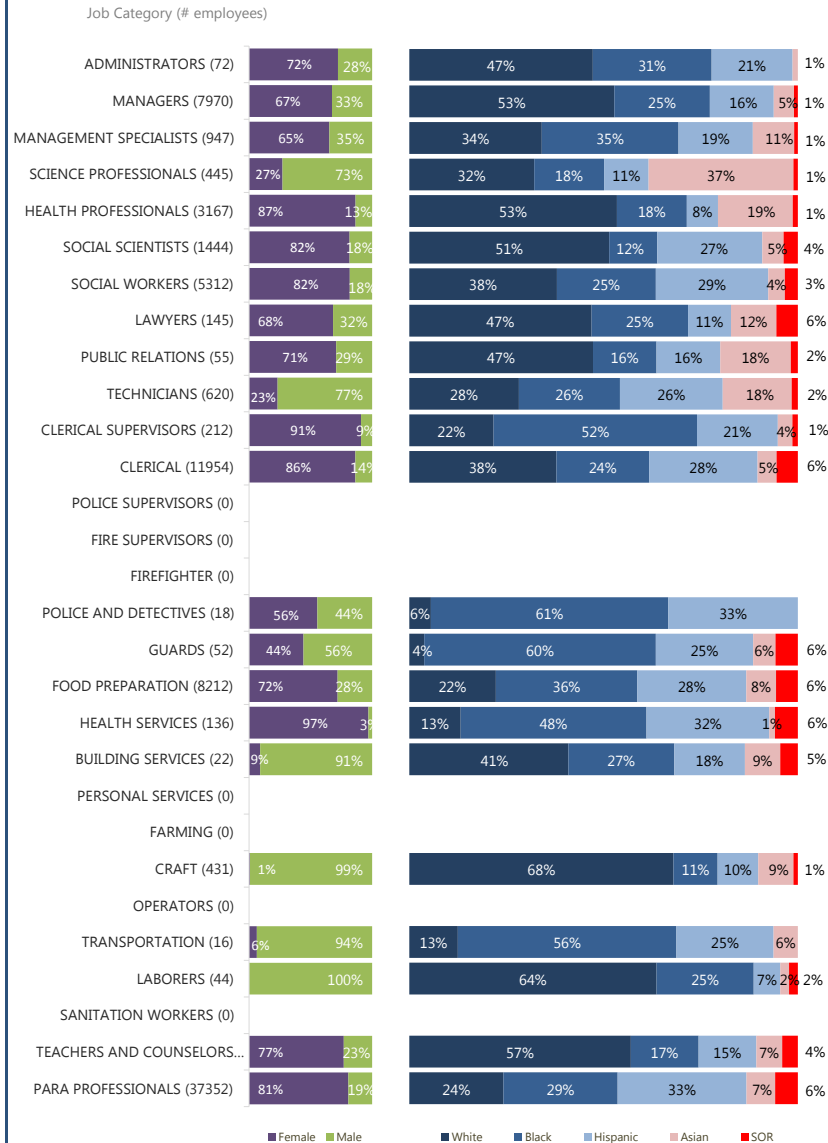
Age



Years of Service



Gender and Ethnicity by Job Category for: DOE

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	72	100.0%	54	19	\$171,316	23.6%	2.8%	0.0%
MANAGERS	7970	95.4%	46	15	\$120,887	12.2%	5.2%	0.8%
MANAGEMENT SPECIALISTS	947	98.9%	40	8	\$80,894	10.2%	3.3%	7.8%
SCIENCE PROFESSIONALS	445	100.0%	48	8	\$92,906	15.1%	3.1%	11.7%
HEALTH PROFESSIONALS	3167	97.3%	42	8	\$71,384	6.5%	3.0%	7.4%
SOCIAL SCIENTISTS	1444	94.8%	41	10	\$93,215	13.1%	3.7%	3.1%
SOCIAL WORKERS	5312	95.7%	44	12	\$93,744	10.8%	3.5%	4.4%
LAWYERS	145	99.3%	38	6	\$89,562	4.2%	13.7%	8.9%
PUBLIC RELATIONS	55	52.7%	51	11	\$62,095	41.4%	2.9%	1.0%
TECHNICIANS	620	96.8%	43	11	\$59,566	18.3%	7.2%	5.0%
CLERICAL SUPERVISORS	212	100.0%	55	26	\$56,884	25.0%	6.1%	0.9%
CLERICAL	11954	32.2%	53	15	\$56,970	82.7%	3.2%	2.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	18	100.0%	45	11	\$39,868	11.1%	0.0%	5.6%
GUARDS	52	0.0%	56	28	n/a	0.0%	0.0%	0.0%
FOOD PREPARATION	8212	6.7%	53	9	\$51,430	361.6%	0.7%	0.4%
HEALTH SERVICES	136	1.5%	56	19	\$41,914	2500.0%	0.2%	0.0%
BUILDING SERVICES	22	100.0%	55	15	\$38,917	0.0%	18.2%	4.5%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	431	100.0%	55	23	\$94,346	26.5%	7.4%	6.7%
OPERATORS	0							
TRANSPORTATION	16	100.0%	64	16	\$46,080	37.5%	6.3%	0.0%
LABORERS	44	100.0%	54	19	\$78,425	11.4%	4.5%	11.4%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	90858	88.6%	40	11	\$86,185	10.6%	7.0%	5.4%
PARA PROFESSIONALS	37352	76.4%	43	7	\$36,062	11.9%	4.7%	7.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
TEACHER	90,471	53.4%	40	11.0	9.4%	7,139	5,538
EDUCATION PARAPROFESSIONAL	32,129	19.0%	41	6.0	7.8%	1,832	3,303
ASSISTANT PRINCIPAL	3,642	2.1%	45	15.0	8.0%	134	1
GUIDANCE COUNSELOR	3,382	2.0%	42	12.0	9.5%	116	114
SCHOOL SECRETARY	3,659	2.2%	55	16.0	23.9%	125	63
COMMUNITY ASSOCIATE	2,004	1.2%	48	9.0	16.9%	232	143
PRINCIPAL	1,715	1.0%	48	16.0	10.4%	74	0
OCCUPATIONAL THERAPIST (DOE)	1,719	1.0%	39	6.0	2.6%	47	173
SCHOOL SOCIAL WORKER	1,642	1.0%	47	10.0	10.7%	46	116
SCHOOL PSYCHOLOGIST	1,444	0.9%	41	10.0	12.5%	57	47

DEPARTMENT OF EDUCATION is part of the Education agency group, which includes: DEPARTMENT OF EDUCATION, SCHOOL CONSTRUCTION AUTHORITY

Workforce Profile: DEPARTMENT OF FINANCE (DOF) : FY2017

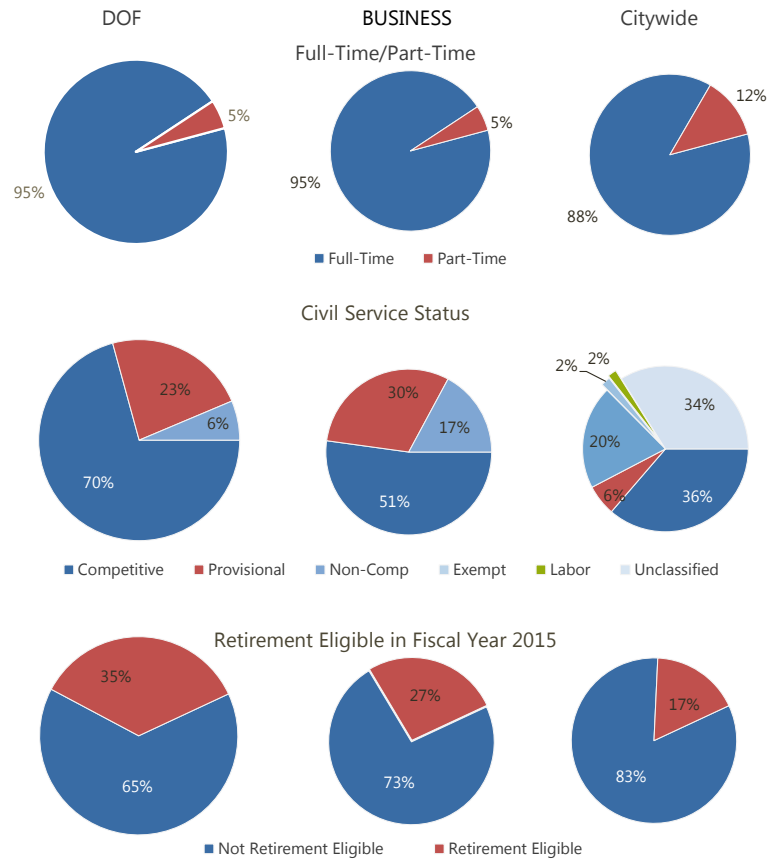
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	1,950 / 105	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	53 / 13	48 / 10	43 / 10
% Male / Female	48% / 52%	49% / 51%	41% / 59%
% White / Minority	31% / 69%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$68,083	\$66,365	\$70,434
% Eligible to Retire	35%	27%	17%
% Hires	7%	9%	10%
% Union Represented	82%	75%	95%

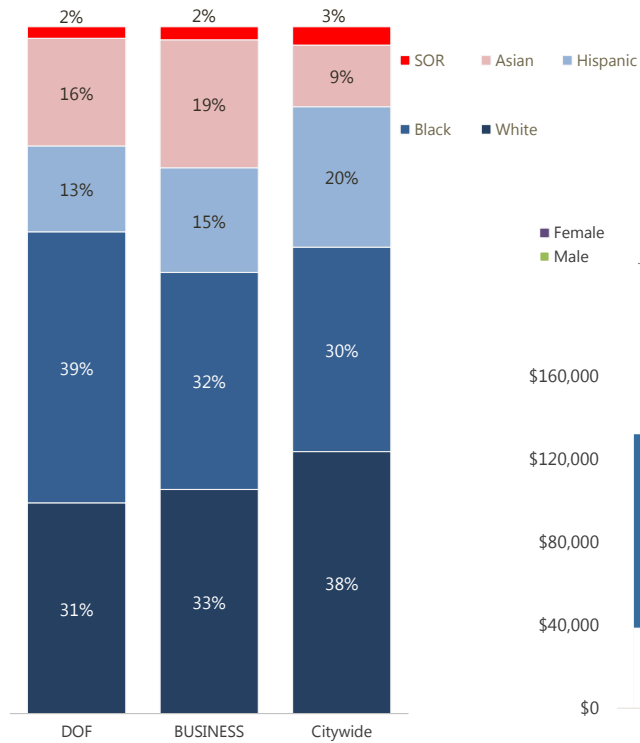
Hires			
Total Hires	150	433	37,572
New Hires	145	408	30,240
Rehires	5	25	7,332

Separations			
Total Separations	126	354	27,886
Retirement	81	125	8,524
Resignation	26	162	9,995
Dismissal	8	27	6,306
Layoff	0	0	2
Deceased	4	9	445
Other	7	31	2,614

Employee Type by Agency, Agency Group, and Citywide

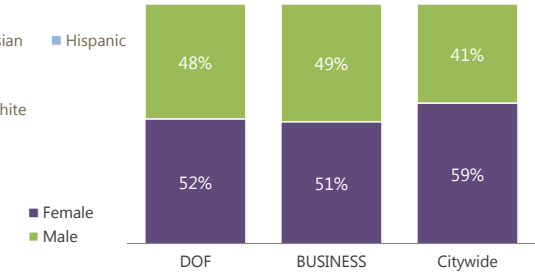


Ethnicity

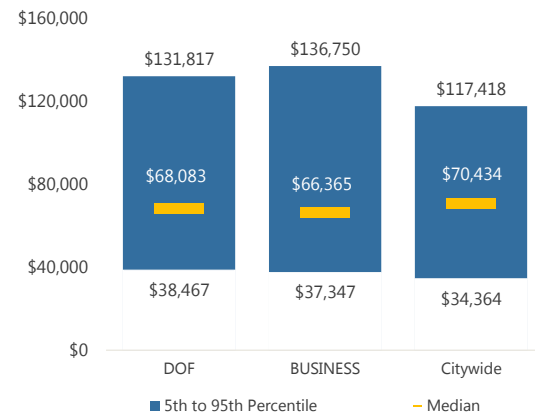


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

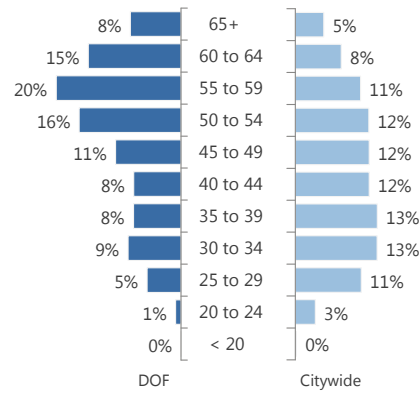
Gender



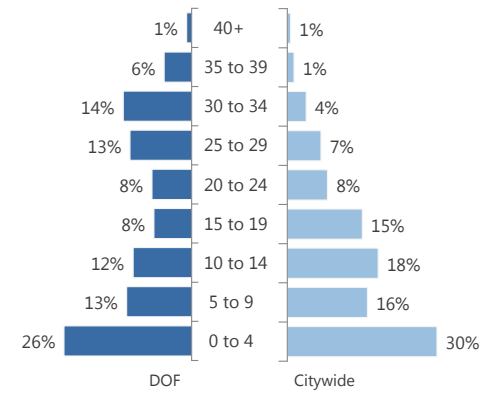
Full-Time Annual Salary Range



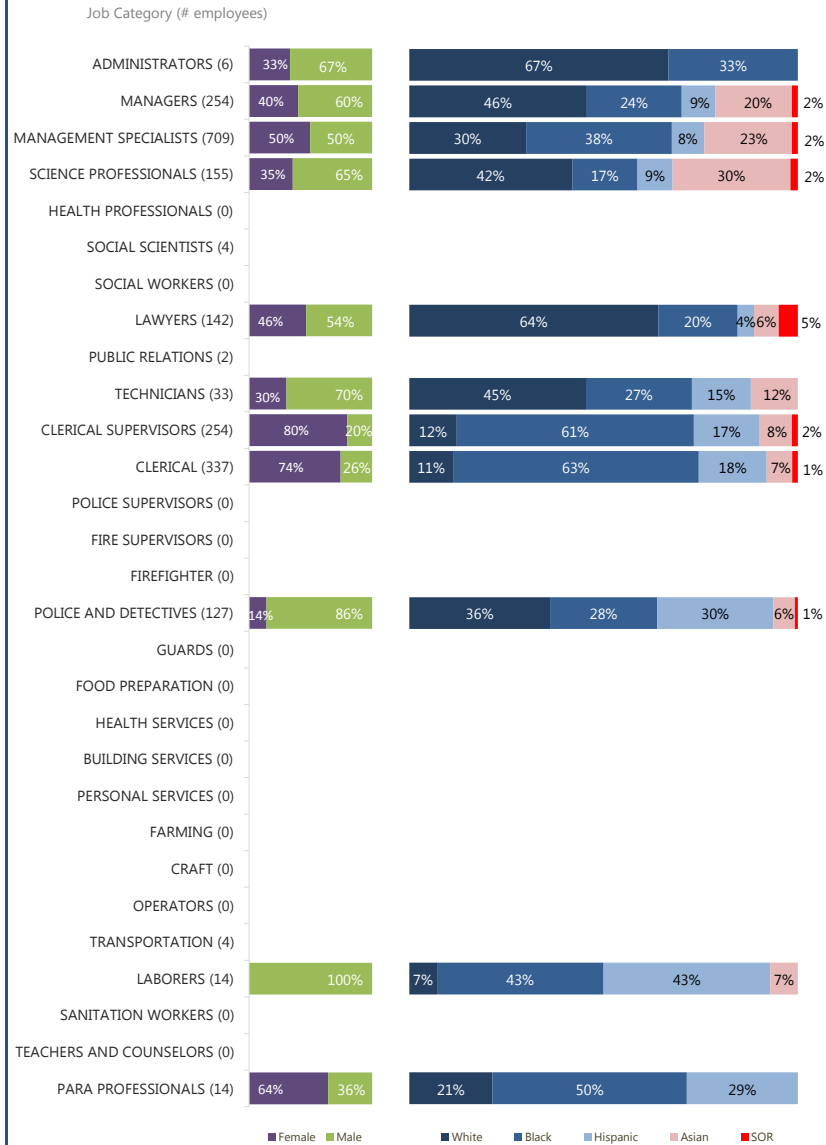
Age



Years of Service



Gender and Ethnicity by Job Category for: DOF

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	6	100.0%	53	27	\$191,402	50.0%	0.0%	0.0%
MANAGERS	254	100.0%	54	8	\$123,214	37.0%	4.3%	5.5%
MANAGEMENT SPECIALISTS	709	99.9%	53	15	\$70,932	38.4%	6.1%	9.4%
SCIENCE PROFESSIONALS	155	100.0%	55	17	\$91,392	46.5%	7.7%	9.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	4	100.0%	n/a	3	\$63,644	0.0%	0.0%	25.0%
SOCIAL WORKERS	0							
LAWYERS	142	26.8%	55	15	\$91,079	57.9%	1.1%	0.9%
PUBLIC RELATIONS	2	100.0%	n/a	14	\$75,124	50.0%	0.0%	0.0%
TECHNICIANS	33	100.0%	33	8	\$64,374	24.2%	6.1%	15.2%
CLERICAL SUPERVISORS	254	100.0%	53	18	\$56,798	35.0%	5.5%	3.5%
CLERICAL	337	100.0%	53	13	\$39,068	36.5%	7.1%	6.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	127	100.0%	48	19	\$82,808	23.6%	10.2%	3.9%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	4	100.0%	n/a	4	\$43,504	25.0%	0.0%	0.0%
LABORERS	14	100.0%	53	17	\$72,036	42.9%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	14	100.0%	50	12	\$49,500	28.6%	7.1%	21.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CITY TAX AUDITOR	336	16.4%	50	7.0	36.6%	22	48
CLERICAL ASSOCIATE	291	14.2%	52	13.0	35.1%	28	21
PRINCIPAL ADMINISTRATIVE ASSOCIATE	254	12.4%	53	18.0	35.0%	23	9
ADMINISTRATIVE STAFF ANALYST	125	6.1%	51	10.0	27.2%	11	7
COMPUTER SYSTEMS MANAGER	116	5.6%	51	6.0	22.4%	5	4
DEPUTY CITY SHERIFF	109	5.3%	47	17.0	21.1%	12	5
CITY ASSESSOR	108	5.3%	55	14.0	50.0%	9	0
COMPUTER SPECIALIST (SOFTWARE)	88	4.3%	59	22.0	62.5%	4	2
ADMINISTRATIVE MANAGER	78	3.8%	55	30.0	56.4%	3	0
ADMINISTRATIVE TAX AUDITOR	35	1.7%	58	32.0	74.3%	1	0

DEPARTMENT OF FINANCE is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: DEPARTMENT OF HEALTH/MENTAL HYGIENE (DOHMH) : FY2017

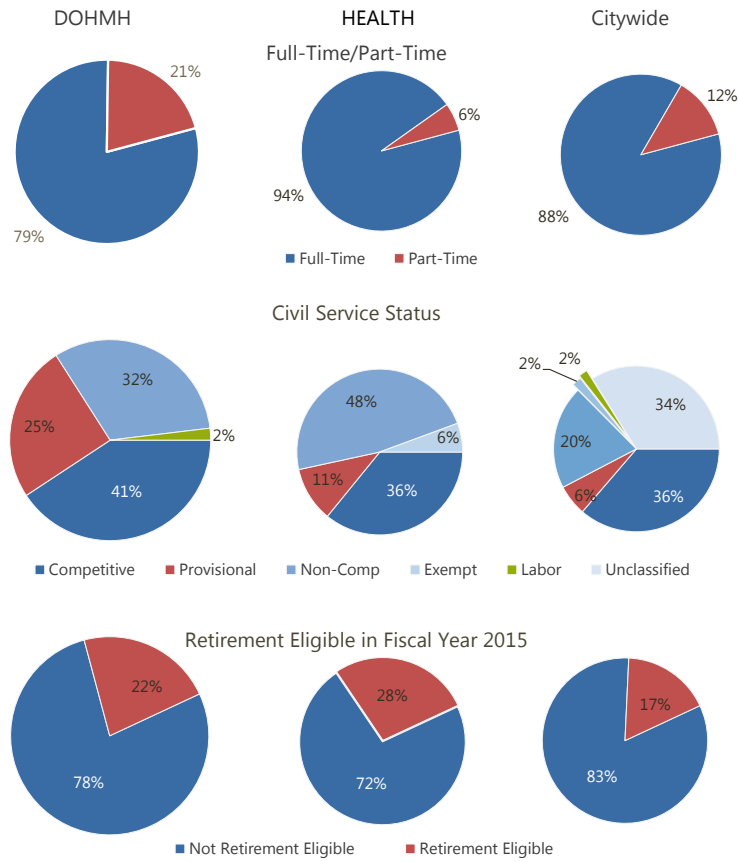
Health & Human Services Agency Group

Summary Indicators			
Headcount (FT / PT)	5,265 / 1,367	65,426 / 3,916	344,063 / 48,959
Median Age / Years of Service	46 / 9	49 / 10	43 / 10
% Male / Female	29% / 71%	31% / 69%	41% / 59%
% White / Minority	26% / 74%	17% / 83%	38% / 62%
Median Annual Base Salary (FT)	\$64,587	\$53,560	\$70,434
% Eligible to Retire	22%	28%	17%
% Hires	17%	10%	10%
% Union Represented	91%	91%	95%

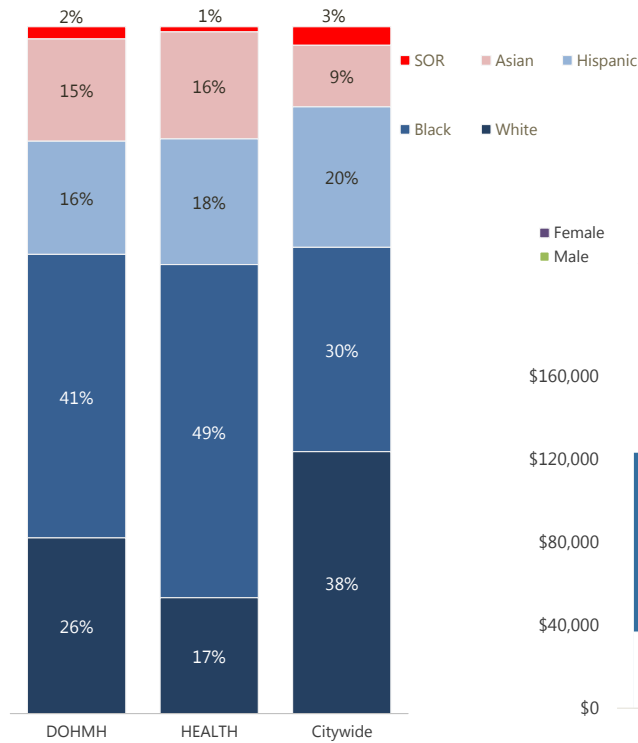
Hires			
Total Hires	1,107	6,680	37,572
New Hires	1,061	6,544	30,240
Rehires	46	136	7,332

Separations			
Total Separations	473	6,636	27,886
Retirement	135	1,943	8,524
Resignation	262	2,805	9,995
Dismissal	24	576	6,306
Layoff	0	0	2
Deceased	7	178	445
Other	45	1,134	2,614

Employee Type by Agency, Agency Group, and Citywide

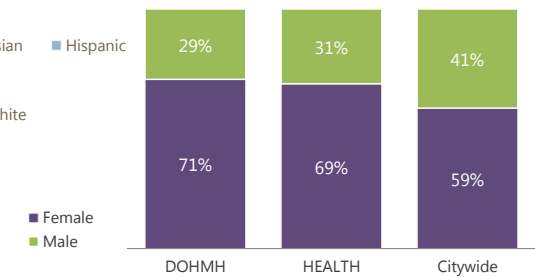


Ethnicity

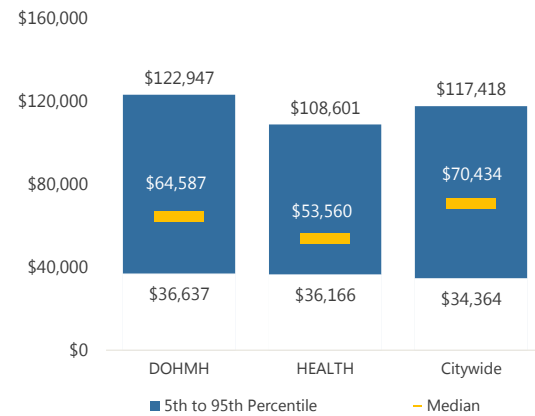


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

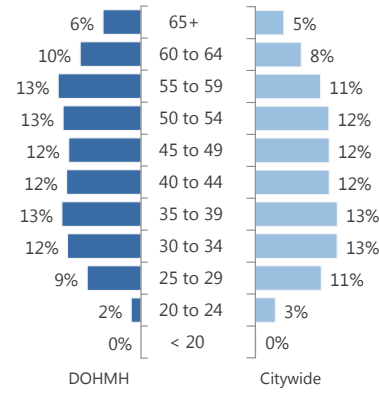
Gender



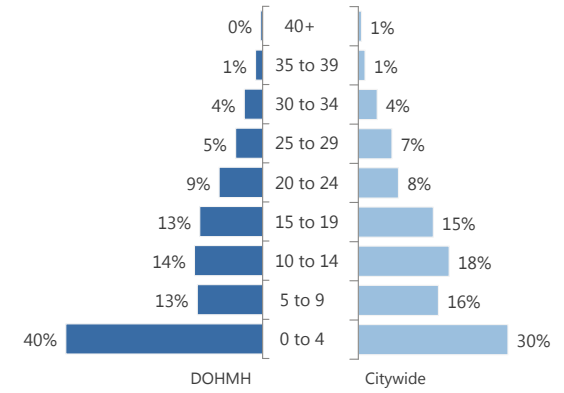
Full-Time Annual Salary Range



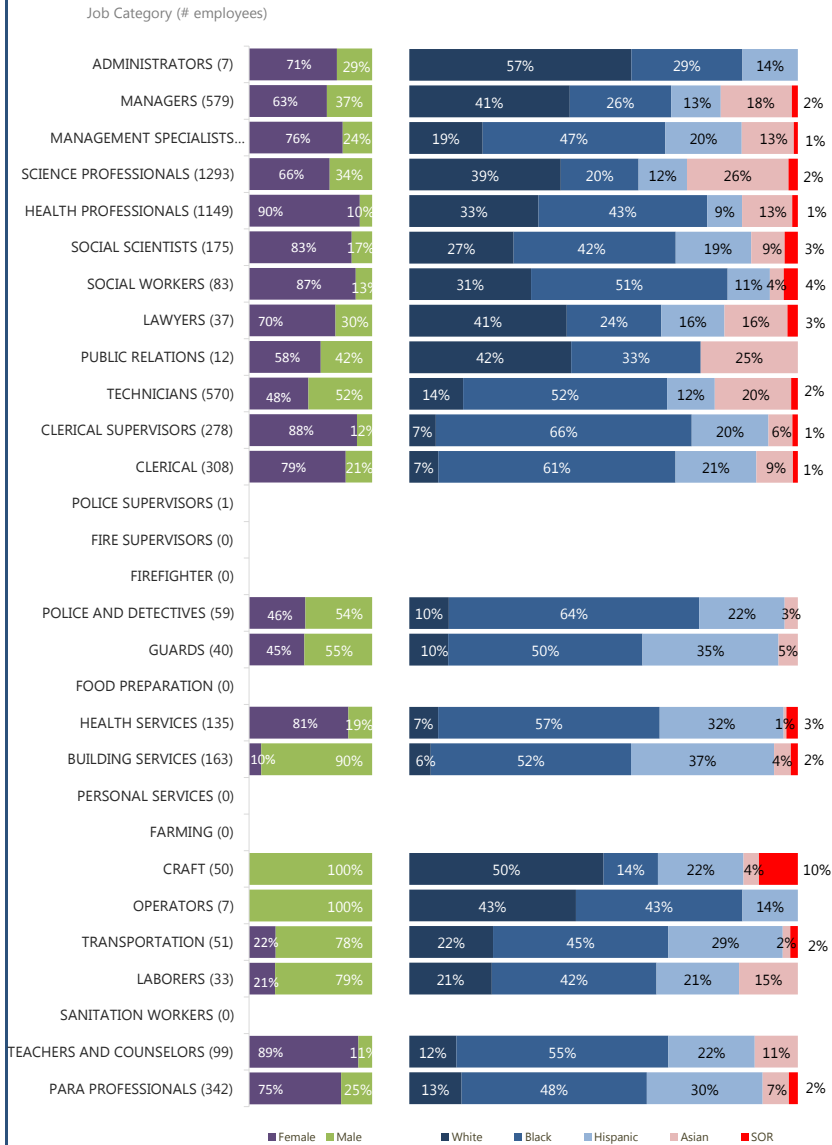
Age



Years of Service



Gender and Ethnicity by Job Category for: DOHMH

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	7	100.0%	54	7	\$206,165	14.3%	0.0%	0.0%
MANAGERS	579	100.0%	47	9	\$108,320	23.1%	6.0%	10.0%
MANAGEMENT SPECIALISTS	1161	81.1%	49	16	\$61,001	34.8%	4.8%	7.0%
SCIENCE PROFESSIONALS	1293	97.6%	38	4	\$76,554	12.9%	6.3%	22.4%
HEALTH PROFESSIONALS	1149	17.1%	52	5	\$78,193	173.5%	1.8%	2.1%
SOCIAL SCIENTISTS	175	99.4%	36	0	\$66,446	6.9%	5.1%	51.7%
SOCIAL WORKERS	83	100.0%	40	1	\$61,850	9.6%	15.7%	28.9%
LAWYERS	37	97.3%	38	3	\$83,200	16.7%	2.6%	15.8%
PUBLIC RELATIONS	12	100.0%	41	4	\$53,230	0.0%	0.0%	8.3%
TECHNICIANS	570	97.9%	40	9	\$58,037	16.7%	8.6%	13.7%
CLERICAL SUPERVISORS	278	96.8%	51	20	\$56,798	34.6%	2.1%	0.3%
CLERICAL	308	94.5%	52	15	\$40,636	36.1%	4.3%	4.0%
POLICE SUPERVISORS	1	100.0%	n/a	15	\$96,330	0.0%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	59	100.0%	41	6	\$46,737	1.7%	8.5%	18.6%
GUARDS	40	100.0%	46	15	\$54,057	12.5%	2.5%	12.5%
FOOD PREPARATION	0							
HEALTH SERVICES	135	49.6%	46	7	\$37,054	47.8%	7.0%	11.4%
BUILDING SERVICES	163	79.8%	49	8	\$36,222	32.3%	5.9%	19.1%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	50	100.0%	51	9	\$97,361	16.0%	4.0%	16.0%
OPERATORS	7	57.1%	58	29	\$81,244	125.0%	8.2%	0.0%
TRANSPORTATION	51	92.2%	48	12	\$46,476	25.5%	9.0%	3.6%
LABORERS	33	100.0%	51	11	\$72,036	21.2%	6.1%	21.2%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	99	100.0%	53	10	\$66,000	33.3%	10.1%	31.3%
PARA PROFESSIONALS	342	95.3%	37	1	\$57,916	13.8%	3.6%	32.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CITY RESEARCH SCIENTIST	624	9.4%	36	2.0	7.4%	48	161
PUBLIC HEALTH SANITARIAN	276	4.2%	34	3.0	8.3%	40	60
PRINCIPAL ADMINISTRATIVE ASSOCIATE	278	4.2%	51	20.0	33.5%	9	1
PUBLIC HEALTH ADVISER	471	7.1%	50	16.0	28.9%	27	41
CRIMINALIST	227	3.4%	34	5.0	5.3%	20	37
COMMUNITY COORDINATOR	215	3.2%	36	1.0	8.8%	7	69
CLERICAL ASSOCIATE	186	2.8%	51	17.0	34.4%	14	10
SPECIAL CONSULTANT (MENTAL HEALTH STANDARDS AND SE	175	2.6%	36	0.0	6.9%	8	91
HEALTH SERVICES MANAGER	173	2.6%	51	10.0	30.1%	22	3
ADMINISTRATIVE STAFF ANALYST	168	2.5%	45	10.0	23.2%	18	8

DEPARTMENT OF HEALTH/MENTAL HYGIENE is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

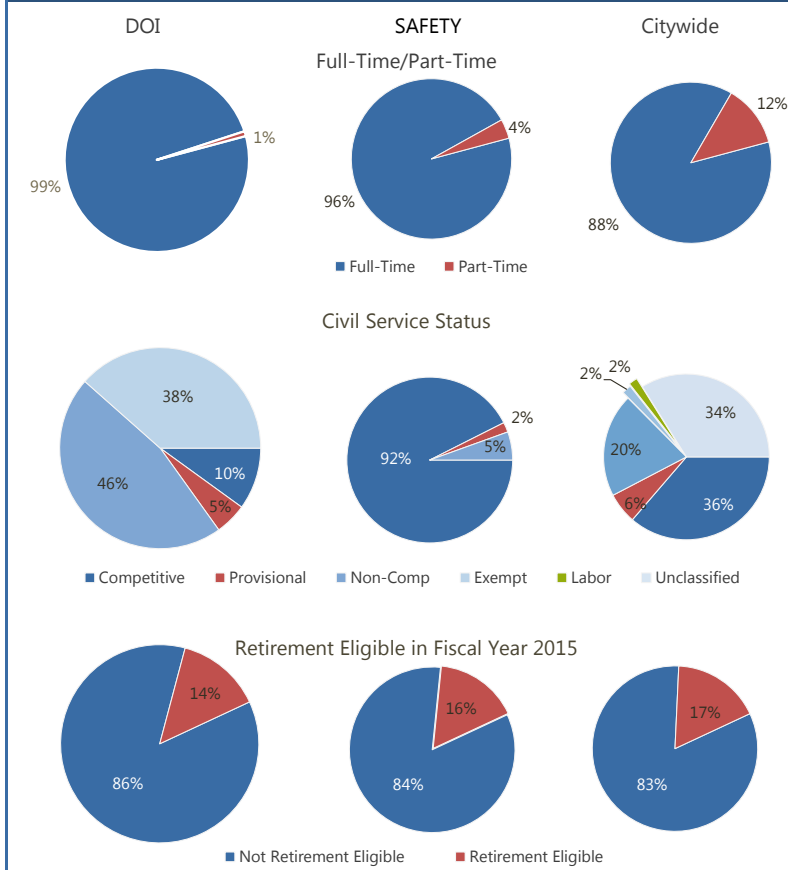
Workforce Profile: DEPARTMENT OF INVESTIGATION (DOI) : FY2017

Summary Indicators			
Headcount (FT / PT)	349 / 3	83,846 / 3,417	344,063 / 48,959
Median Age / Years of Service	37 / 4	39 / 11	43 / 10
% Male / Female	47% / 53%	69% / 31%	41% / 59%
% White / Minority	43% / 57%	40% / 60%	38% / 62%
Median Annual Base Salary (FT)	\$68,480	\$78,026	\$70,434
% Eligible to Retire	14%	16%	17%
% Hires	15%	7%	10%
% Union Represented	21%	94%	95%

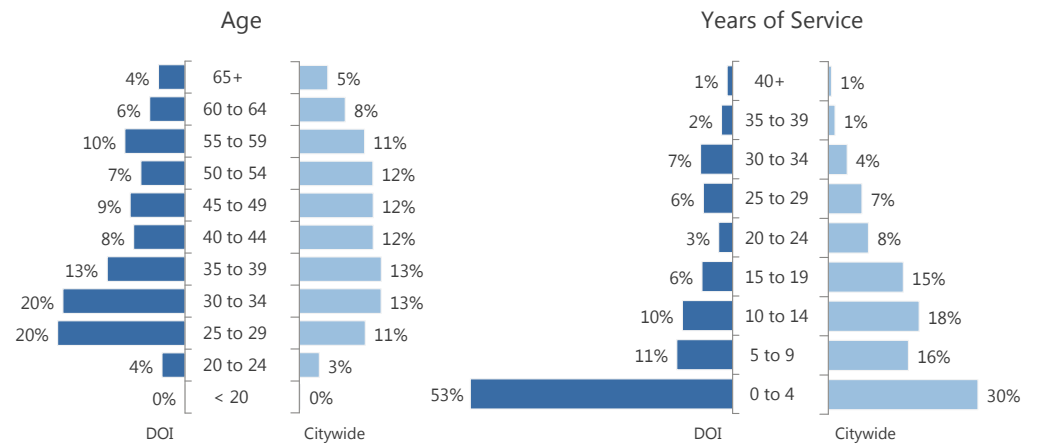
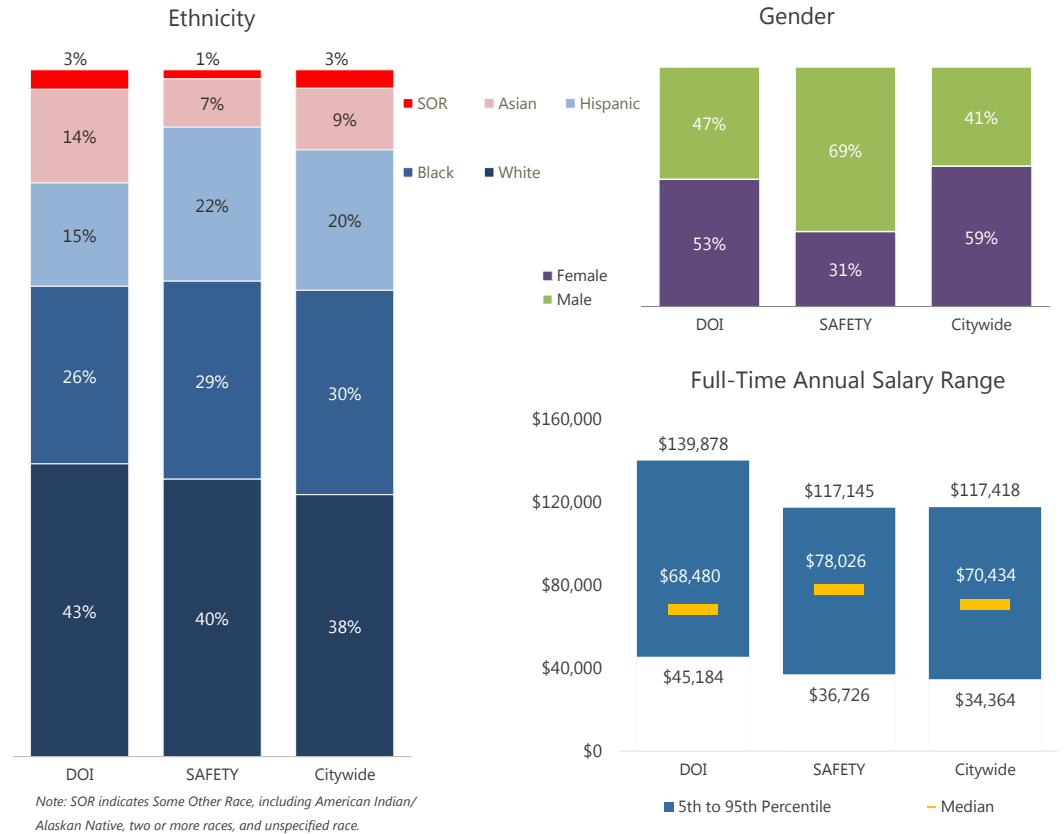
Hires			
Total Hires	54	6,330	37,572
New Hires	52	5,833	30,240
Rehires	2	497	7,332

Separations			
Total Separations	34	4,172	27,886
Retirement	6	2,633	8,524
Resignation	15	979	9,995
Dismissal	0	170	6,306
Layoff	0	0	2
Deceased	0	72	445
Other	13	318	2,614

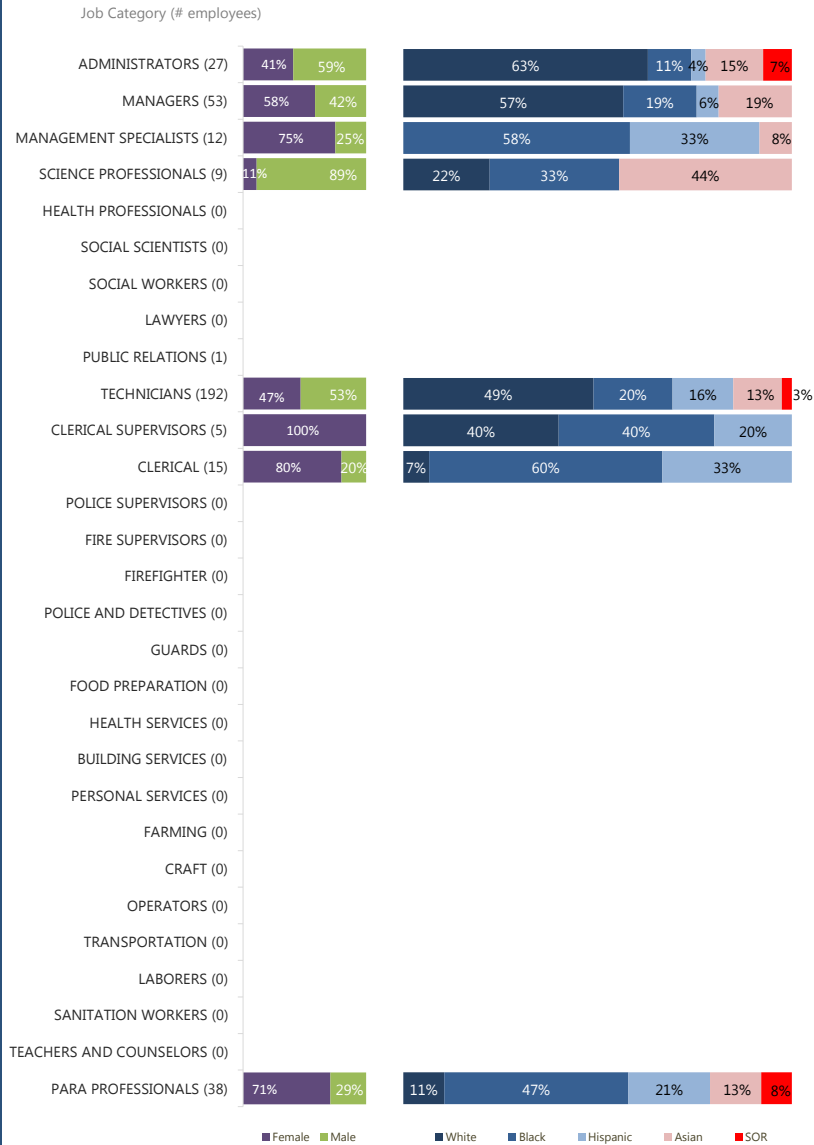
Employee Type by Agency, Agency Group, and Citywide



Public Safety & Law Enforcement Agency Group



Gender and Ethnicity by Job Category for: DOI

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	27	100.0%	45	3	\$125,000	7.4%	11.1%	3.7%
MANAGERS	53	100.0%	44	8	\$107,685	18.9%	7.5%	1.9%
MANAGEMENT SPECIALISTS	12	100.0%	42	18	\$71,899	16.7%	33.3%	0.0%
SCIENCE PROFESSIONALS	9	100.0%	32	3	\$81,791	22.2%	0.0%	11.1%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	1	100.0%	n/a	12	\$90,177	0.0%	0.0%	0.0%
TECHNICIANS	192	100.0%	32	3	\$61,800	13.0%	8.3%	18.2%
CLERICAL SUPERVISORS	5	100.0%	53	29	\$66,345	20.0%	40.0%	0.0%
CLERICAL	15	100.0%	50	10	\$47,779	33.3%	26.7%	6.7%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	38	92.1%	32	1	\$50,000	5.7%	2.4%	31.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
SPECIAL INVESTIGATOR	113	32.1%	33	5.0	14.2%	11	5
CONFIDENTIAL INVESTIGATOR	79	22.4%	31	1.0	11.4%	16	30
COMMUNITY ASSOCIATE	28	8.0%	33	2.0	7.1%	2	10
INSPECTOR GENERAL	23	6.5%	42	3.0	4.3%	3	1
DEPUTY INSPECTOR GENERAL	22	6.3%	52	17.0	31.8%	0	1
EXAMINING ATTORNEY	14	4.0%	42	5.0	0.0%	2	0
ADMINISTRATIVE MANAGER	10	2.8%	47	29.0	30.0%	3	0
CLERICAL ASSOCIATE	9	2.6%	43	12.0	44.4%	1	0
COMPUTER SYSTEMS MANAGER	8	2.3%	41	1.0	0.0%	0	0
COMMUNITY COORDINATOR	7	2.0%	29	1.0	0.0%	0	3

DEPARTMENT OF INVESTIGATION is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

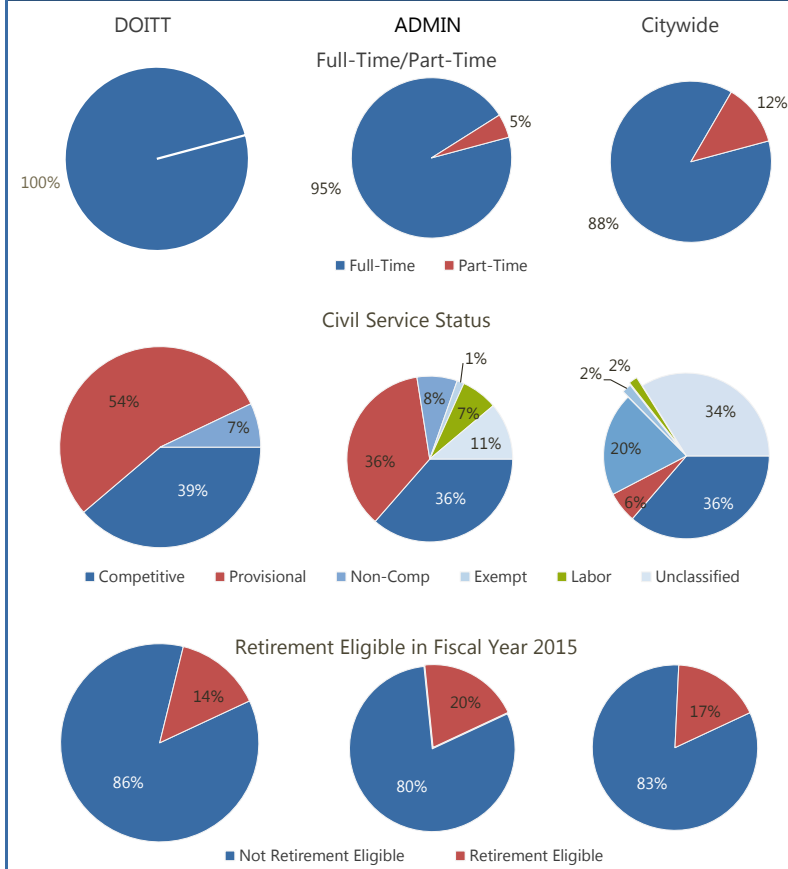
Workforce Profile: DEPARTMENT OF INFO TECH & TELECOMM (DOITT) : FY2017

Summary Indicators			
Headcount (FT / PT)	1,508 / 4	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	45 / 5	46 / 7	43 / 10
% Male / Female	60% / 40%	53% / 47%	41% / 59%
% White / Minority	37% / 63%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$85,081	\$63,527	\$70,434
% Eligible to Retire	14%	20%	17%
% Hires	15%	15%	10%
% Union Represented	77%	70%	95%

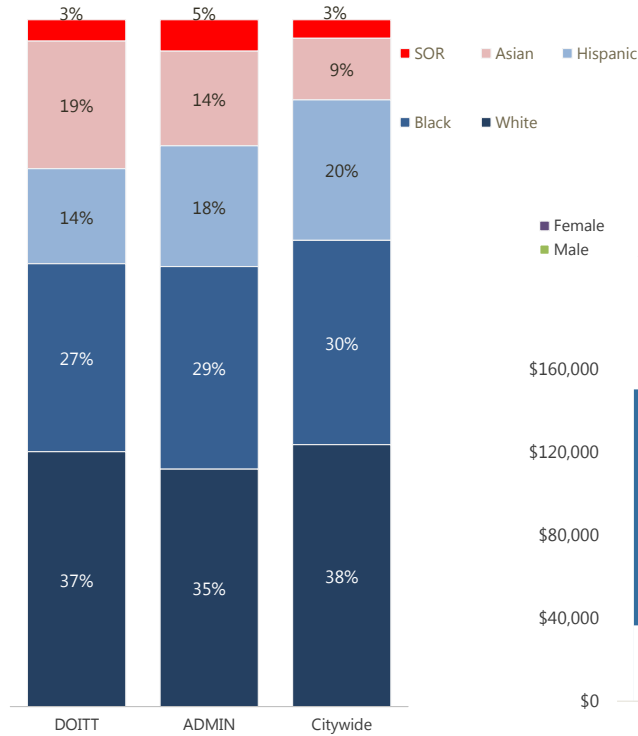
Hires			
Total Hires	233	1,047	37,572
New Hires	231	1,013	30,240
Rehires	2	34	7,332

Separations			
Total Separations	118	488	27,886
Retirement	18	106	8,524
Resignation	54	205	9,995
Dismissal	34	86	6,306
Layoff	0	0	2
Deceased	1	11	445
Other	11	80	2,614

Employee Type by Agency, Agency Group, and Citywide



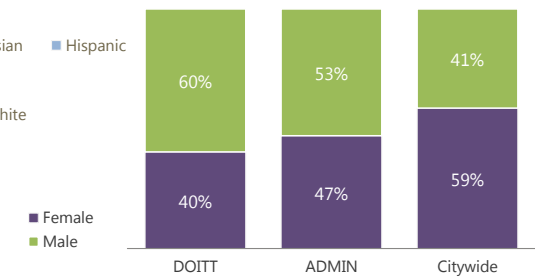
Ethnicity



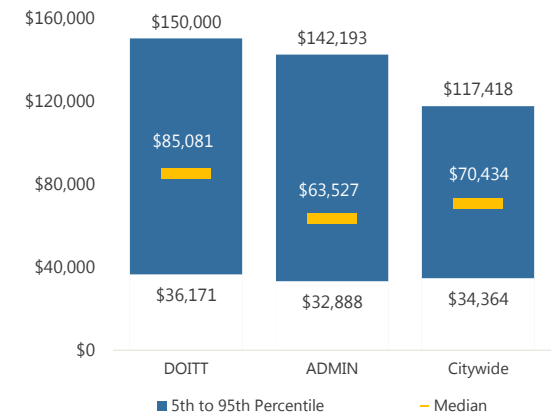
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Administrative Services Agency Group

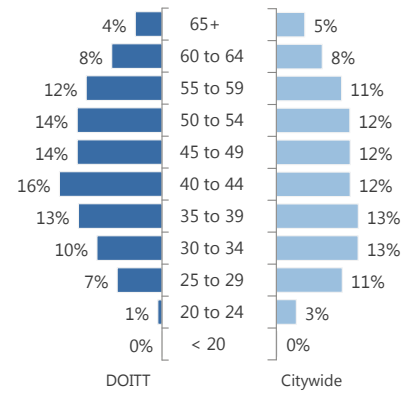
Gender



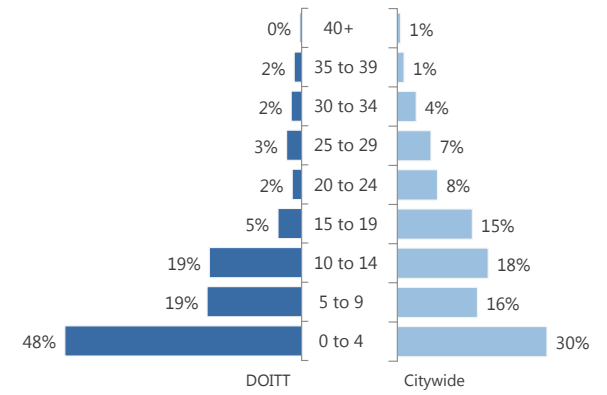
Full-Time Annual Salary Range



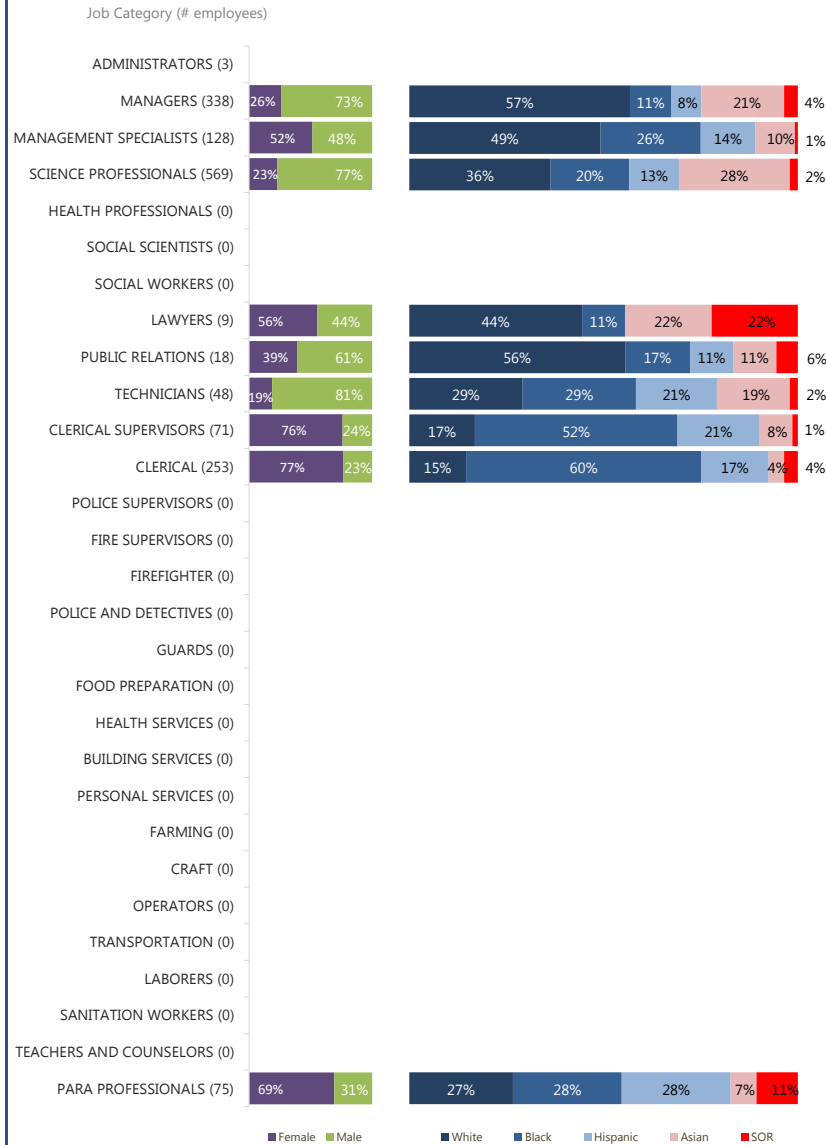
Age



Years of Service



Gender and Ethnicity by Job Category for: DOITT

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	2	\$170,000	0.0%	0.0%	33.3%
MANAGERS	338	99.7%	50	8	\$125,709	17.8%	6.2%	11.2%
MANAGEMENT SPECIALISTS	128	100.0%	44	12	\$80,946	22.7%	13.3%	9.4%
SCIENCE PROFESSIONALS	569	100.0%	45	3	\$92,700	12.3%	5.3%	17.9%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	9	100.0%	31	1	\$80,000	0.0%	0.0%	44.4%
PUBLIC RELATIONS	18	100.0%	42	7	\$65,806	11.1%	5.6%	0.0%
TECHNICIANS	48	97.9%	42	11	\$51,386	14.9%	2.0%	14.3%
CLERICAL SUPERVISORS	71	100.0%	45	11	\$59,186	21.1%	4.2%	0.0%
CLERICAL	253	99.6%	41	3	\$37,557	11.1%	15.7%	19.7%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	75	98.7%	35	3	\$48,729	5.4%	6.6%	22.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMPUTER SYSTEMS MANAGER	247	16.3%	51	8.0	17.8%	17	23
CALL CENTER REPRESENTATIVE	220	14.6%	40	2.0	9.1%	44	50
COMPUTER SPECIALIST (SOFTWARE)	176	11.6%	48	3.0	17.0%	13	12
COMPUTER ASSOCIATE (OPERATIONS)	110	7.3%	46	1.0	8.2%	3	34
ADMINISTRATIVE STAFF ANALYST	61	4.0%	49	11.0	24.6%	9	4
ASSOCIATE CALL CENTER REPRESENTATIVE	53	3.5%	44	10.0	17.0%	2	0
CERTIFIED IT ADMINISTRATOR (LAN/WAN)	48	3.2%	42	5.0	4.2%	0	2
TELECOMMUNICATIONS ASSOCIATE (DATA)	45	3.0%	51	13.0	31.1%	3	0
COMMUNITY ASSOCIATE	46	3.0%	36	4.0	6.5%	3	8
COMPUTER ASSOCIATE (SOFTWARE)	42	2.8%	45	3.0	9.5%	8	4

DEPARTMENT OF INFO TECH & TELECOMM is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

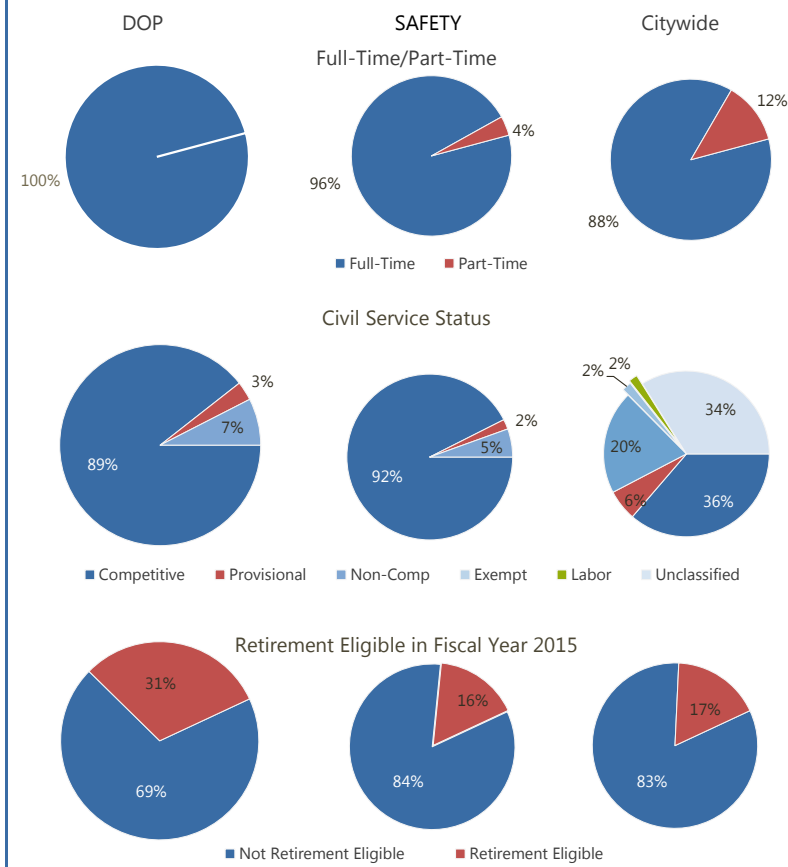
Workforce Profile: DEPARTMENT OF PROBATION (DOP) : FY2017

Summary Indicators			
Headcount (FT / PT)	983 / 4	83,846 / 3,417	344,063 / 48,959
Median Age / Years of Service	51 / 24	39 / 11	43 / 10
% Male / Female	30% / 70%	69% / 31%	41% / 59%
% White / Minority	15% / 85%	40% / 60%	38% / 62%
Median Annual Base Salary (FT)	\$61,886	\$78,026	\$70,434
% Eligible to Retire	31%	16%	17%
% Hires	10%	7%	10%
% Union Represented	93%	94%	95%

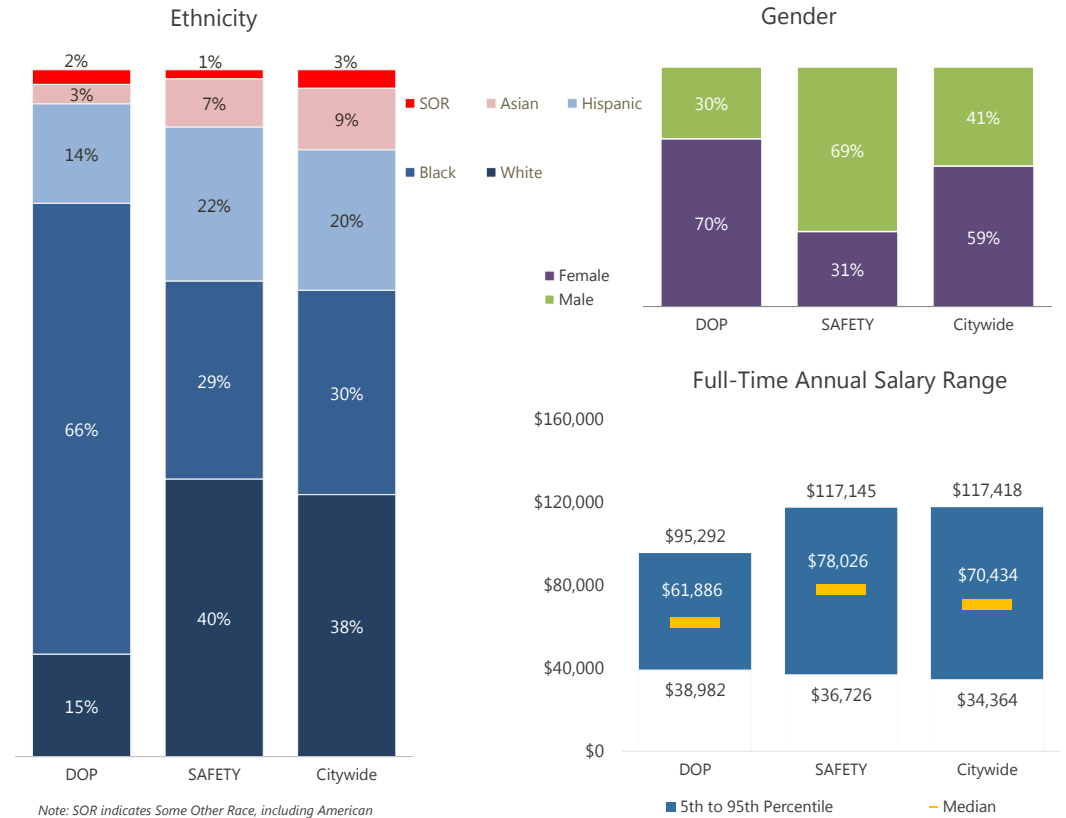
Hires			
Total Hires	103	6,330	37,572
New Hires	96	5,833	30,240
Rehires	7	497	7,332

Separations			
Total Separations	70	4,172	27,886
Retirement	44	2,633	8,524
Resignation	16	979	9,995
Dismissal	3	170	6,306
Layoff	0	0	2
Deceased	1	72	445
Other	6	318	2,614

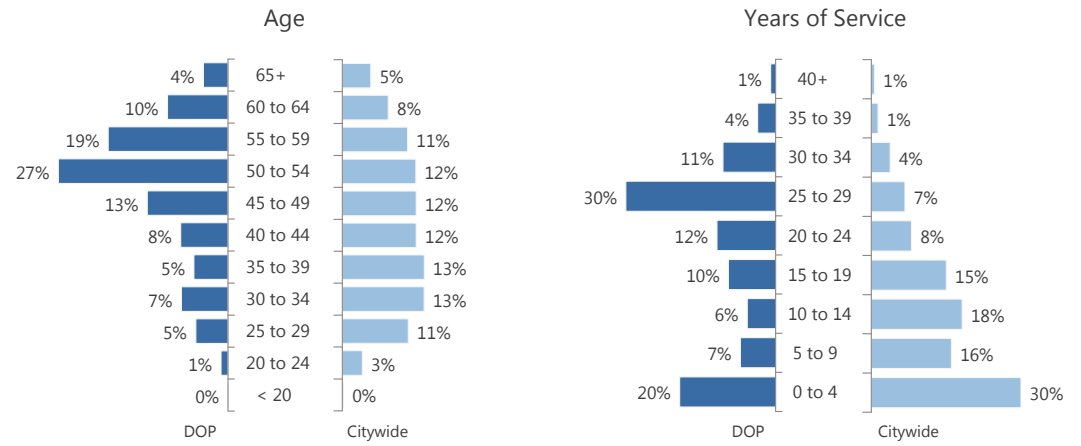
Employee Type by Agency, Agency Group, and Citywide



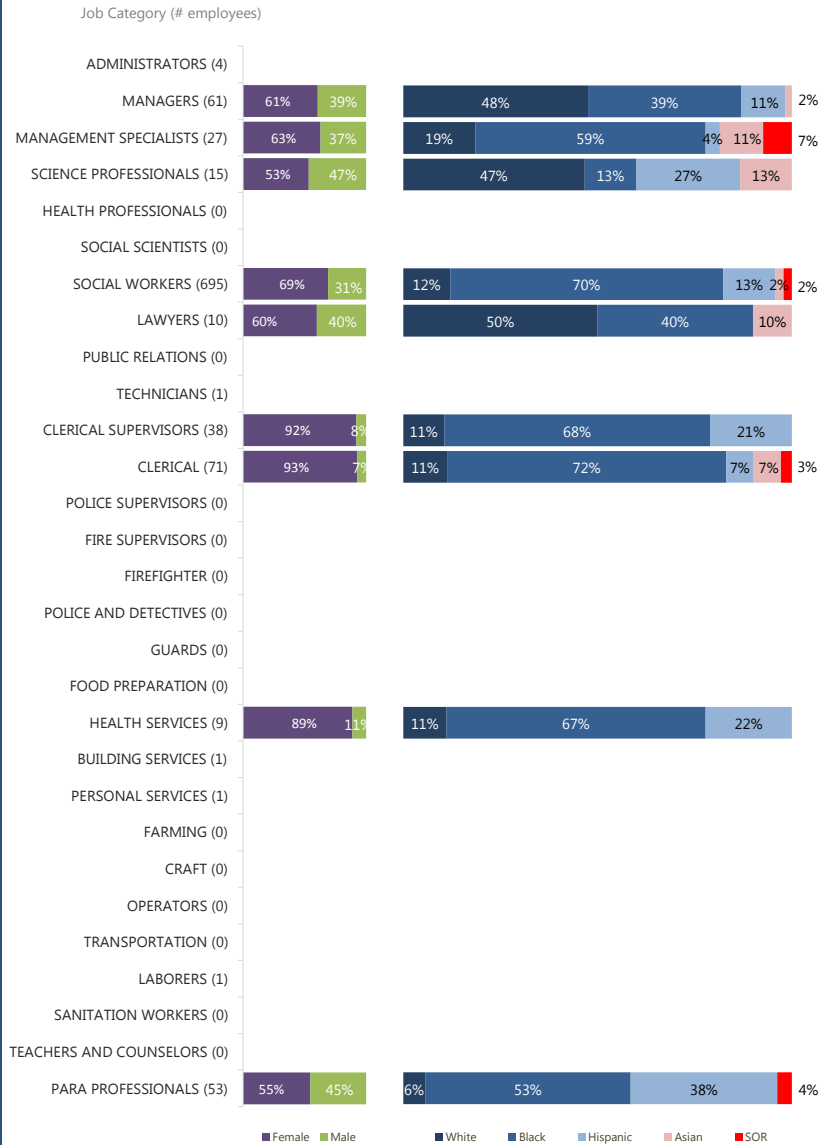
Public Safety & Law Enforcement Agency Group



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: DOP

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	16	\$165,345	0.0%	0.0%	0.0%
MANAGERS	61	100.0%	51	26	\$95,294	32.8%	4.9%	3.3%
MANAGEMENT SPECIALISTS	27	96.3%	57	27	\$71,647	61.5%	3.6%	0.0%
SCIENCE PROFESSIONALS	15	100.0%	53	18	\$97,548	40.0%	0.0%	13.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	695	100.0%	51	22	\$62,034	26.9%	6.6%	10.1%
LAWYERS	10	100.0%	51	13	\$85,015	30.0%	20.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	25	\$73,117	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	38	100.0%	54	28	\$51,386	44.7%	5.3%	0.0%
CLERICAL	71	100.0%	58	29	\$39,150	69.0%	14.1%	1.4%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	9	66.7%	31	0	\$44,422	0.0%	14.8%	37.0%
BUILDING SERVICES	1	100.0%	n/a	18	\$79,034	100.0%	0.0%	0.0%
PERSONAL SERVICES	1	100.0%	n/a	14	\$38,643	0.0%	0.0%	0.0%
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	1	100.0%	n/a	2	\$72,036	0.0%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	53	100.0%	33	1	\$41,036	7.5%	7.5%	30.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
PROBATION OFFICER	549	55.6%	50	19.0	24.8%	39	69
SUPERVISING PROBATION OFFICER	142	14.4%	52	28.0	35.9%	8	0
CLERICAL ASSOCIATE	41	4.2%	57	28.0	65.9%	6	0
ADMINISTRATIVE PROBATION OFFICER	40	4.1%	52	28.0	37.5%	3	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	38	3.9%	54	28.0	44.7%	2	0
SECRETARY	28	2.8%	58	29.0	75.0%	3	0
COMMUNITY SERVICE AIDE	23	2.3%	27	1.0	0.0%	2	11
COMMUNITY ASSOCIATE	23	2.3%	35	4.0	13.0%	1	3
ADMINISTRATIVE STAFF ANALYST	10	1.0%	58	31.0	80.0%	1	0
ADMINISTRATIVE MANAGER	9	0.9%	60	32.0	77.8%	0	0

DEPARTMENT OF PROBATION is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: DEPARTMENT OF RECORDS & INFO SERVICE (DORIS) : FY2017

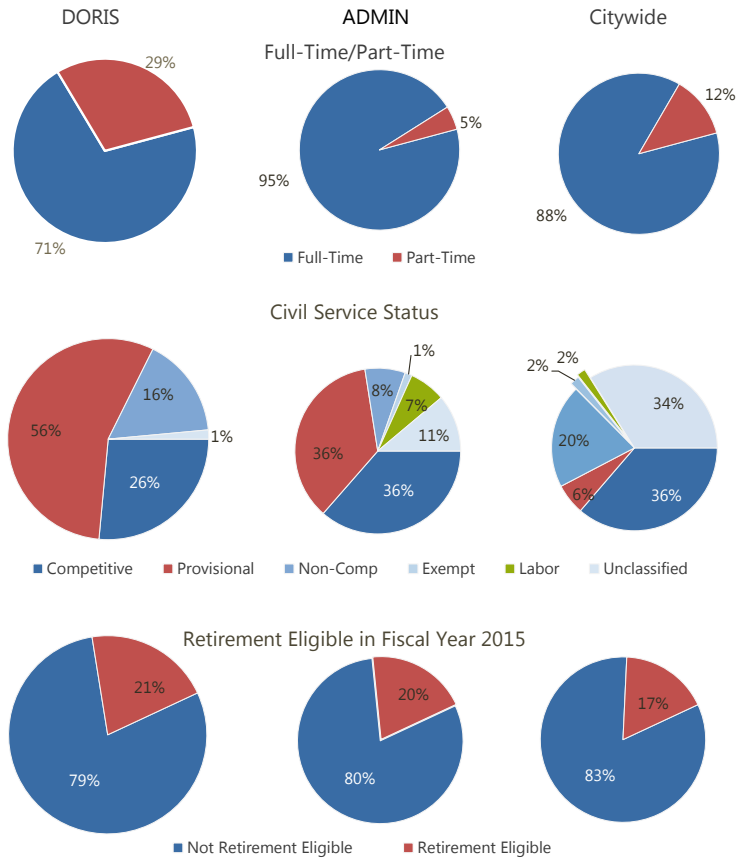
Administrative Services Agency Group

Summary Indicators			
Headcount (FT / PT)	48 / 20	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	41 / 4	46 / 7	43 / 10
% Male / Female	47% / 53%	53% / 47%	41% / 59%
% White / Minority	43% / 57%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$54,482	\$63,527	\$70,434
% Eligible to Retire	21%	20%	17%
% Hires	24%	15%	10%
% Union Represented	91%	70%	95%

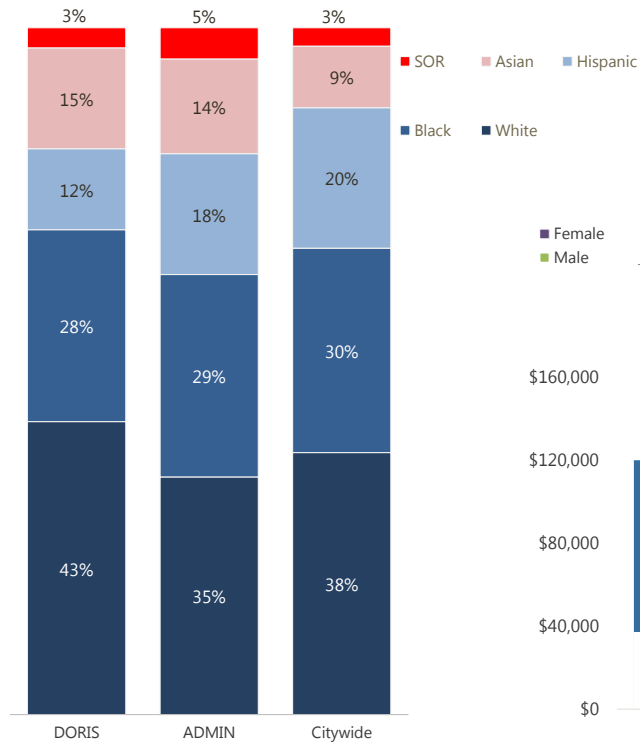
Hires			
Total Hires	16	1,047	37,572
New Hires	14	1,013	30,240
Rehires	2	34	7,332

Separations			
Total Separations	20	488	27,886
Retirement	7	106	8,524
Resignation	6	205	9,995
Dismissal	4	86	6,306
Layoff	0	0	2
Deceased	0	11	445
Other	3	80	2,614

Employee Type by Agency, Agency Group, and Citywide

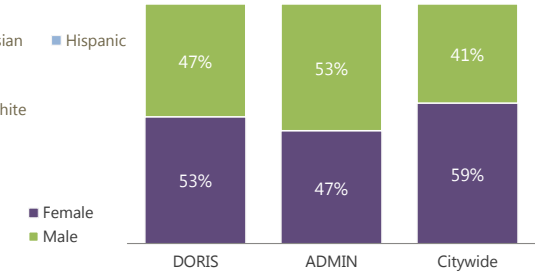


Ethnicity

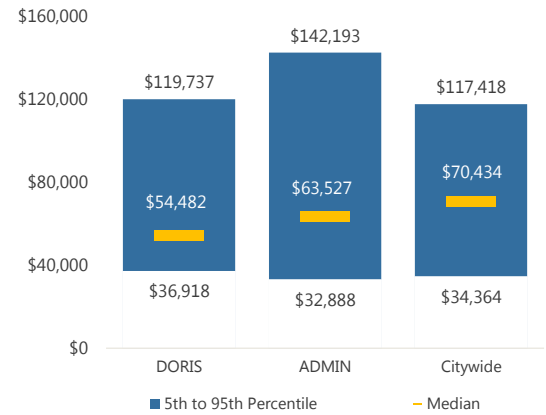


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

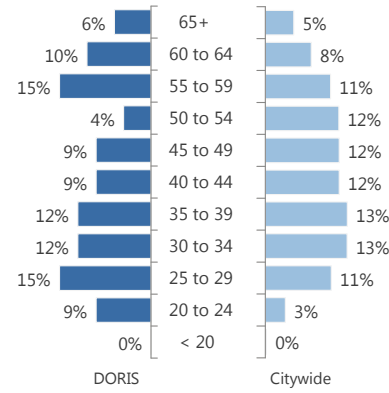
Gender



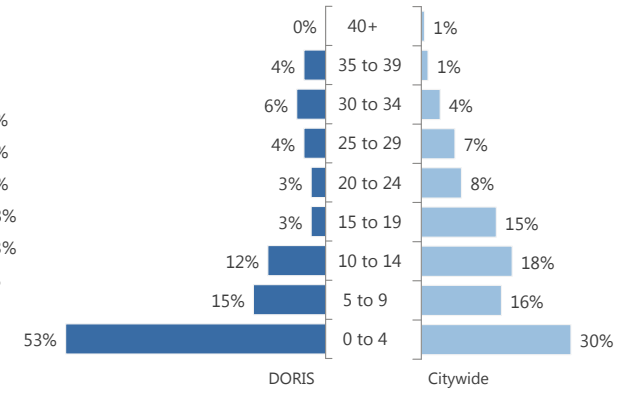
Full-Time Annual Salary Range



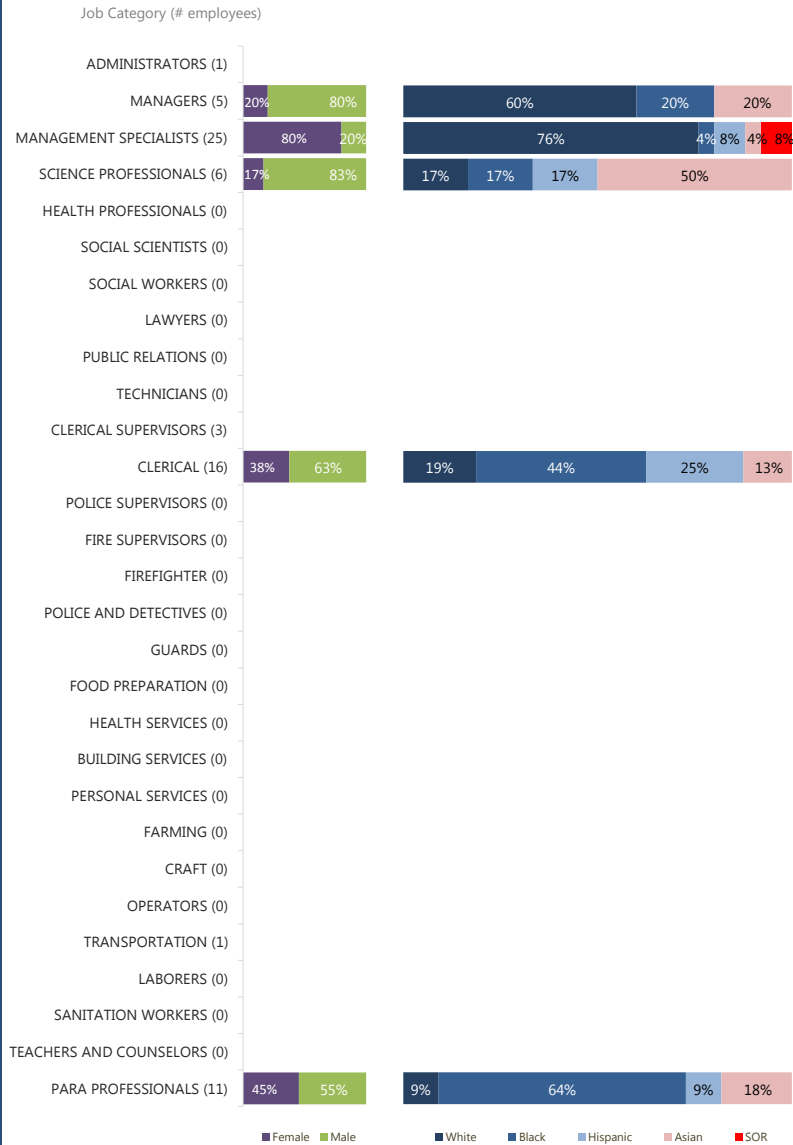
Age



Years of Service



Gender and Ethnicity by Job Category for: DORIS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	5	\$157,955	100.0%	0.0%	0.0%
MANAGERS	5	100.0%	55	1	\$116,389	20.0%	40.0%	40.0%
MANAGEMENT SPECIALISTS	25	64.0%	37	1	\$54,045	6.3%	20.5%	17.9%
SCIENCE PROFESSIONALS	6	100.0%	25	1	\$74,066	0.0%	50.0%	50.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	3	100.0%	n/a	32	\$60,892	66.7%	66.7%	0.0%
CLERICAL	16	56.3%	45	7	\$38,956	77.8%	7.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	32	\$46,787	100.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	11	63.6%	35	9	\$41,036	14.3%	5.8%	11.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSOCIATE PUBLIC RECORDS OFFICER	7	10.3%	36	4.0	14.3%	1	1
PUBLIC RECORDS OFFICER	15	22.1%	33	1.0	0.0%	3	6
CLERICAL ASSOCIATE	5	7.4%	58	29.0	80.0%	1	0
COMMUNITY ASSOCIATE	5	7.4%	27	6.0	0.0%	0	0
PUBLIC RECORDS AIDE	4	5.9%	n/a	11.0	50.0%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	3	4.4%	n/a	32.0	66.7%	2	0
COMMUNITY COORDINATOR	3	4.4%	n/a	12.0	0.0%	0	0
ADMINISTRATIVE MANAGER	2	2.9%	n/a	16.0	0.0%	2	0
ADMINISTRATIVE PUBLIC RECORDS OFFICER	2	2.9%	n/a	1.0	0.0%	0	1
COMPUTER SYSTEMS MANAGER	2	2.9%	n/a	1.0	0.0%	1	1

DEPARTMENT OF RECORDS & INFO SERVICE is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

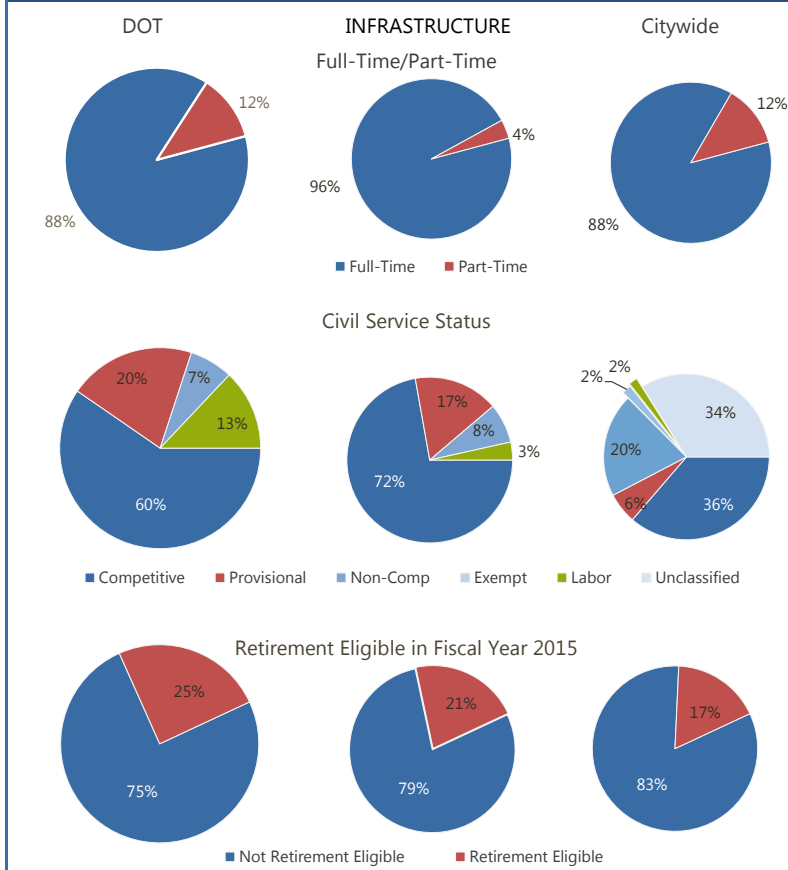
Workforce Profile: DEPARTMENT OF TRANSPORTATION (DOT) : FY2017

Summary Indicators	DOT	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	4,853 / 644	23,658 / 938	344,063 / 48,959
Median Age / Years of Service	48 / 11	46 / 11	43 / 10
% Male / Female	76% / 24%	80% / 20%	41% / 59%
% White / Minority	45% / 55%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$69,607	\$73,235	\$70,434
% Eligible to Retire	25%	21%	17%
% Hires	8%	10%	10%
% Union Represented	96%	94%	95%

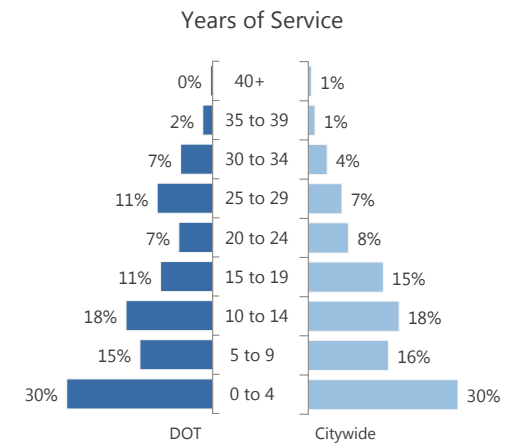
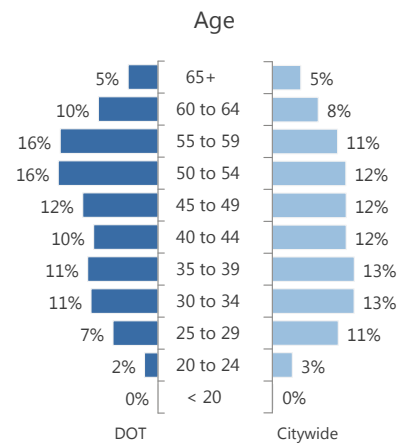
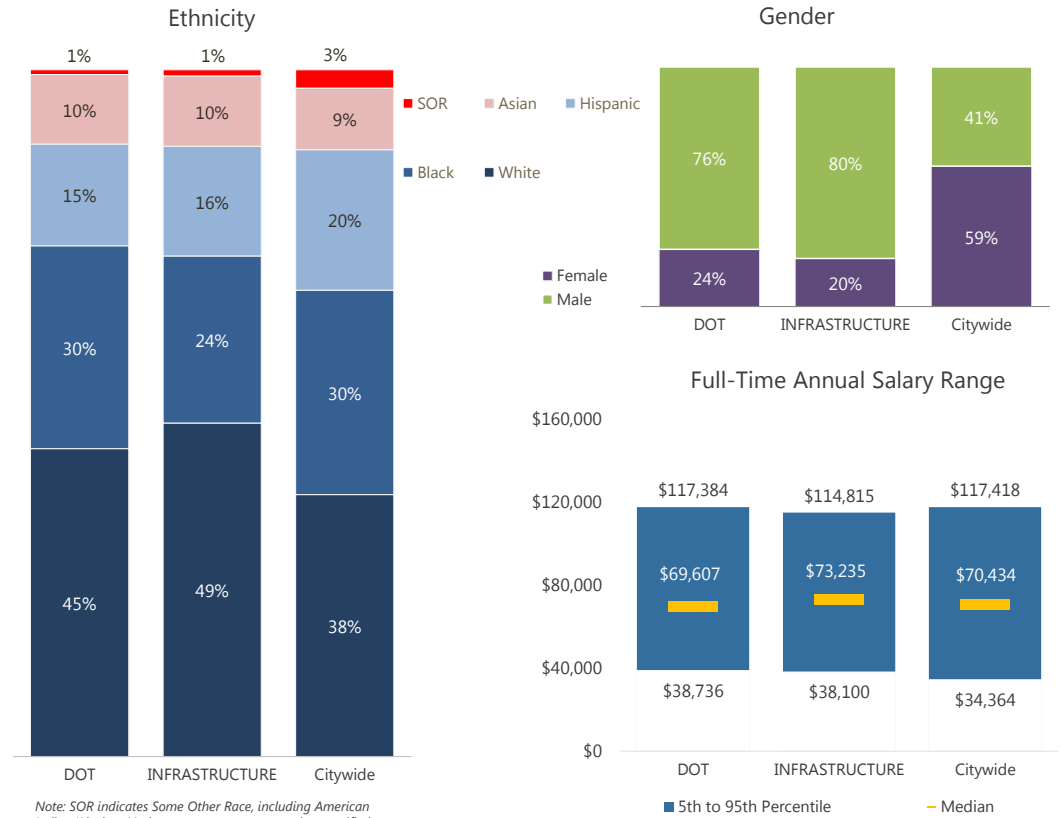
Hires	DOT	INFRASTRUCTURE	Citywide
Total Hires	453	2,382	37,572
New Hires	445	2,313	30,240
Rehires	8	69	7,332

Separations	DOT	INFRASTRUCTURE	Citywide
Total Separations	322	1,240	27,886
Retirement	164	713	8,524
Resignation	89	296	9,995
Dismissal	36	94	6,306
Layoff	0	0	2
Deceased	8	31	445
Other	25	106	2,614

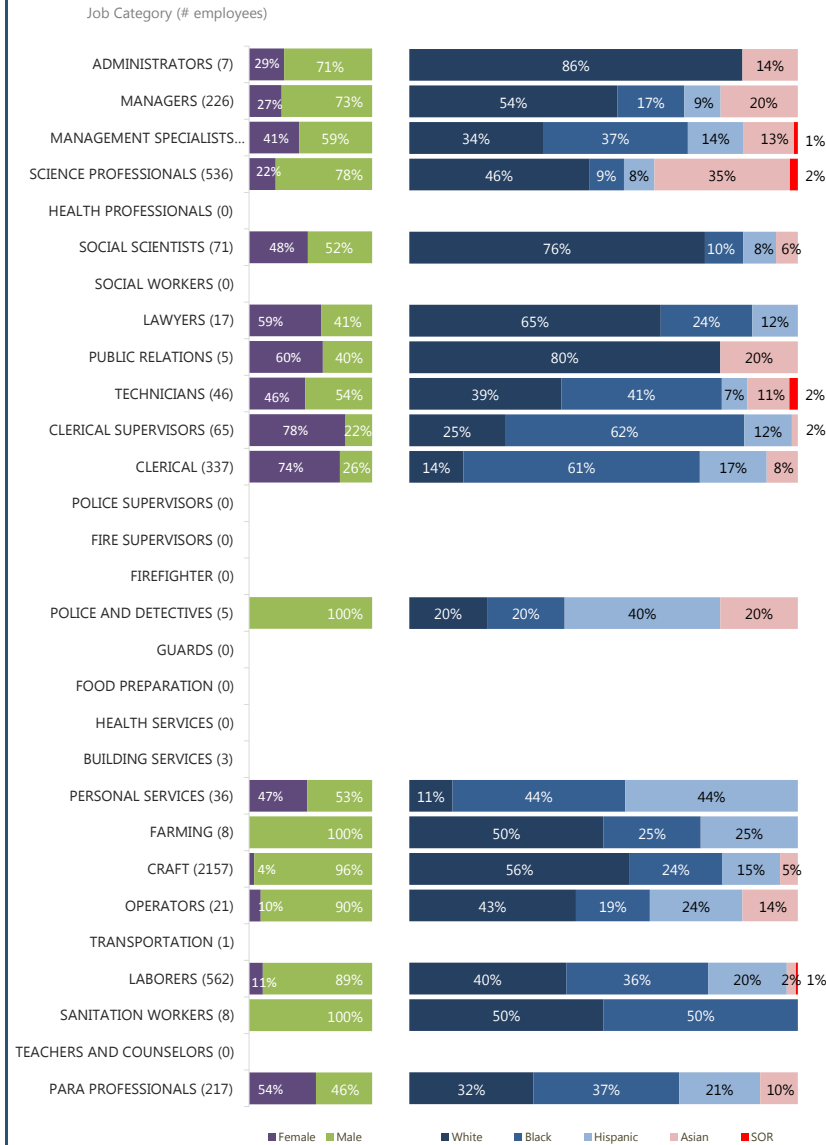
Employee Type by Agency, Agency Group, and Citywide



Infrastructure & Sustainability Agency Group



Gender and Ethnicity by Job Category for: DOT

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	7	100.0%	58	10	\$198,730	57.1%	42.9%	14.3%
MANAGERS	226	100.0%	55	22	\$130,702	44.7%	3.5%	4.4%
MANAGEMENT SPECIALISTS	1169	99.1%	49	13	\$64,159	28.0%	4.7%	8.8%
SCIENCE PROFESSIONALS	536	99.4%	50	9	\$68,789	33.0%	5.6%	10.2%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	71	98.6%	43	9	\$87,127	21.4%	12.5%	8.3%
SOCIAL WORKERS	0							
LAWYERS	17	100.0%	39	3	\$87,463	0.0%	11.8%	23.5%
PUBLIC RELATIONS	5	100.0%	46	9	\$64,019	20.0%	0.0%	0.0%
TECHNICIANS	46	97.8%	45	10	\$55,000	22.2%	4.3%	14.9%
CLERICAL SUPERVISORS	65	92.3%	54	19	\$62,834	45.0%	4.3%	1.4%
CLERICAL	337	86.6%	47	10	\$42,839	24.7%	5.7%	5.7%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	5	100.0%	40	1	\$59,754	0.0%	0.0%	0.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	3	0.0%	n/a	18	n/a	0.0%	0.0%	0.0%
PERSONAL SERVICES	36	66.7%	48	9	\$34,782	20.8%	11.1%	0.0%
FARMING	8	100.0%	48	8	\$64,319	37.5%	12.5%	12.5%
CRAFT	2157	97.1%	50	12	\$92,337	27.1%	6.3%	6.2%
OPERATORS	21	100.0%	42	9	\$66,555	33.3%	4.8%	4.8%
TRANSPORTATION	1	100.0%	n/a	0	\$37,200	0.0%	0.0%	100.0%
LABORERS	562	14.2%	38	2	\$50,817	20.0%	0.6%	1.6%
SANITATION WORKERS	8	87.5%	55	5	\$40,025	42.9%	21.9%	0.0%
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	217	91.7%	35	2	\$51,393	13.1%	5.9%	12.7%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
HIGHWAY REPAIRER	507	9.2%	51	16.0	26.6%	33	0
CLERICAL ASSOCIATE	271	4.9%	46	9.0	17.7%	29	15
TRAFFIC DEVICE MAINTAINER	223	4.1%	50	10.0	26.9%	14	37
DECKHAND	217	3.9%	46	10.0	25.8%	15	27
ADMINISTRATIVE MANAGER	179	3.3%	53	25.0	35.8%	7	0
HIGHWAY TRANSPORTATION SPECIALIST	159	2.9%	54	21.0	41.5%	12	0
SUPERVISOR HIGHWAY REPAIRER	152	2.8%	49	24.0	26.3%	7	0
ADMINISTRATIVE STAFF ANALYST	136	2.5%	52	20.0	37.5%	6	4
ASSISTANT CIVIL ENGINEER	120	2.2%	51	7.0	35.8%	1	14
HIGHWAYS AND SEWERS INSPECTOR	110	2.0%	48	10.0	20.0%	4	5

DEPARTMENT OF TRANSPORTATION is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

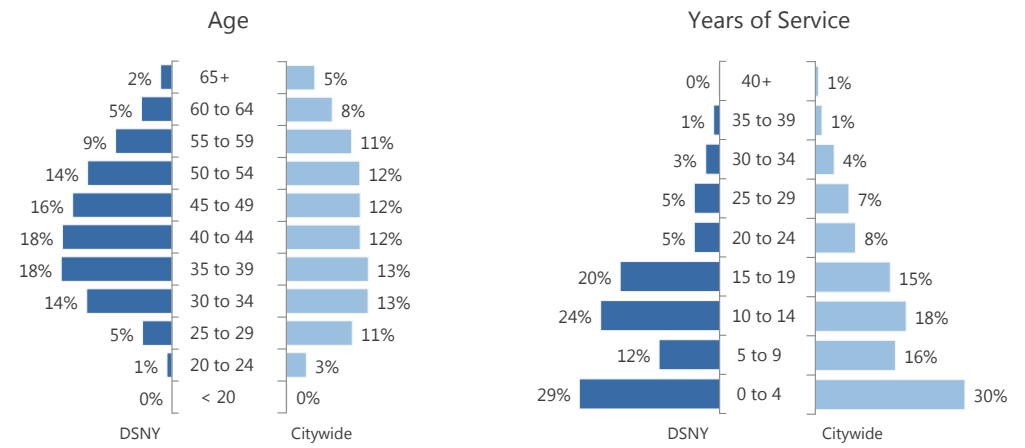
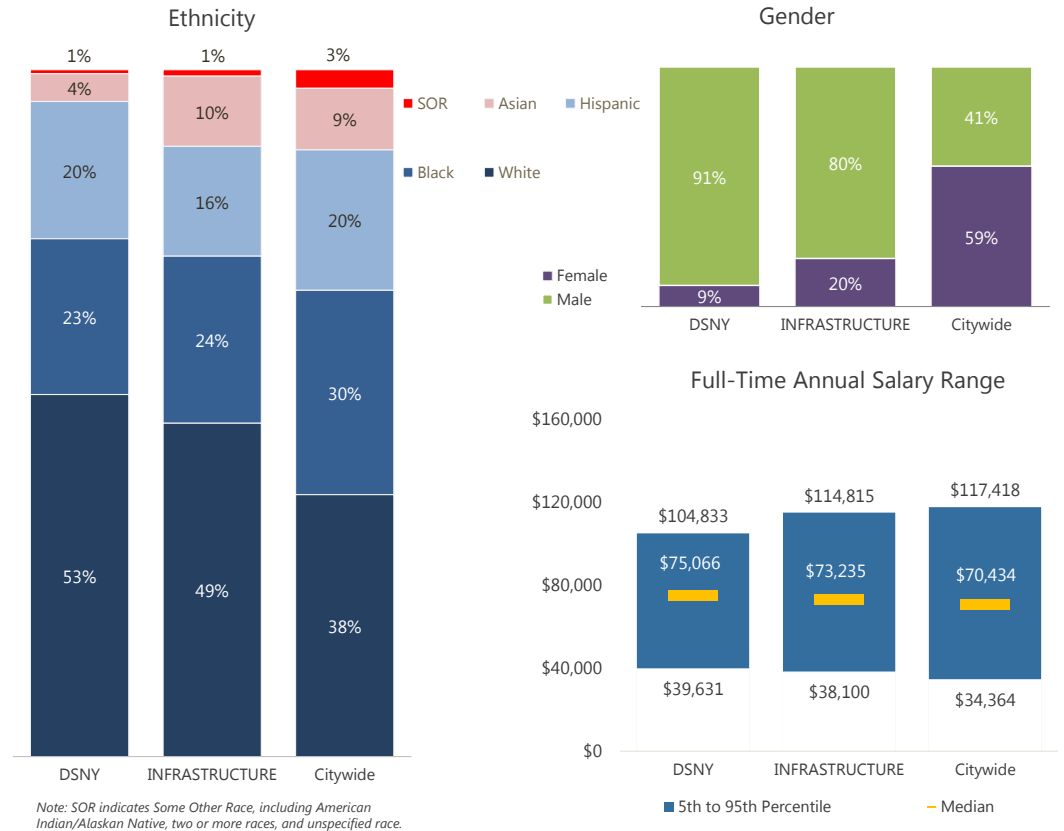
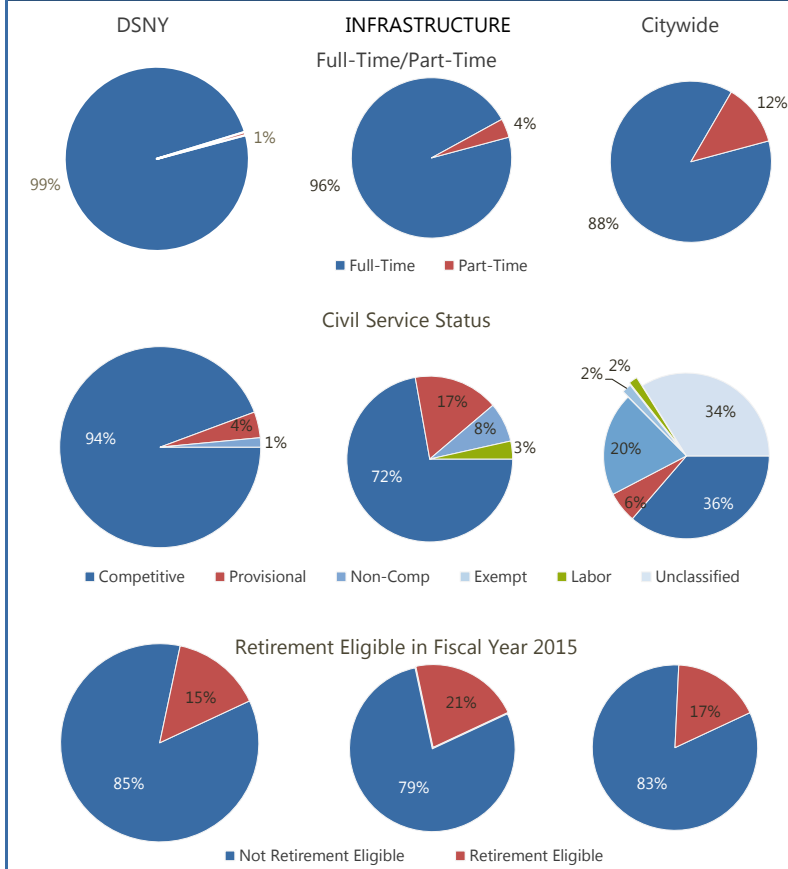
Workforce Profile: DEPARTMENT OF SANITATION (DSNY) : FY2017

Summary Indicators	DSNY	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	9,753 / 54	23,658 / 938	344,063 / 48,959
Median Age / Years of Service	43 / 11	46 / 11	43 / 10
% Male / Female	91% / 9%	80% / 20%	41% / 59%
% White / Minority	53% / 47%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$75,066	\$73,235	\$70,434
% Eligible to Retire	15%	21%	17%
% Hires	5%	10%	10%
% Union Represented	99%	94%	95%

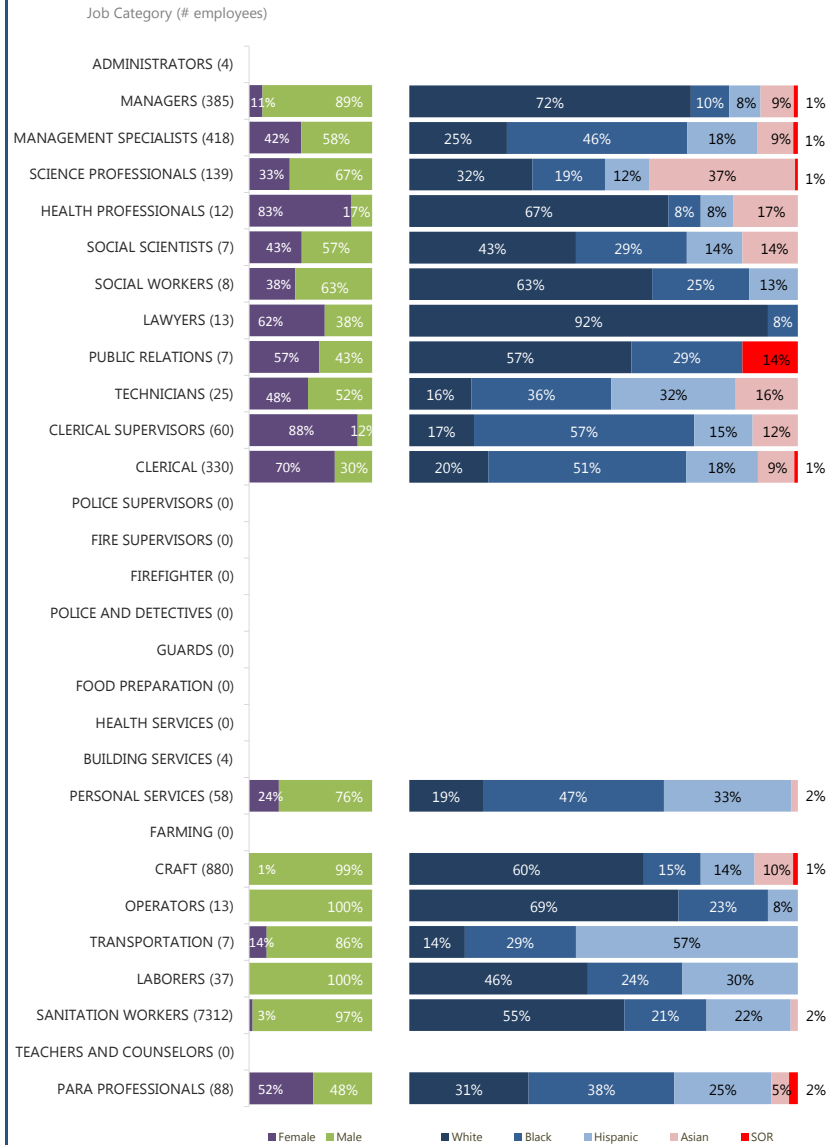
Hires	DSNY	INFRASTRUCTURE	Citywide
Total Hires	487	2,382	37,572
New Hires	474	2,313	30,240
Rehires	13	69	7,332

Separations	DSNY	INFRASTRUCTURE	Citywide
Total Separations	415	1,240	27,886
Retirement	268	713	8,524
Resignation	65	296	9,995
Dismissal	43	94	6,306
Layoff	0	0	2
Deceased	13	31	445
Other	26	106	2,614

Employee Type by Agency, Agency Group, and Citywide



Gender and Ethnicity by Job Category for: DSNY

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	18	\$215,942	50.0%	0.0%	0.0%
MANAGERS	385	100.0%	46	17	\$119,576	33.5%	5.7%	3.4%
MANAGEMENT SPECIALISTS	418	99.3%	45	9	\$45,518	22.9%	9.7%	9.0%
SCIENCE PROFESSIONALS	139	99.3%	52	10	\$91,392	31.9%	4.3%	14.3%
HEALTH PROFESSIONALS	12	33.3%	60	3	\$78,664	100.0%	0.0%	0.0%
SOCIAL SCIENTISTS	7	100.0%	42	17	\$72,799	28.6%	0.0%	0.0%
SOCIAL WORKERS	8	50.0%	66	16	\$79,485	50.0%	0.0%	6.3%
LAWYERS	13	92.3%	51	17	\$93,980	41.7%	0.0%	0.0%
PUBLIC RELATIONS	7	100.0%	42	3	\$72,100	42.9%	0.0%	14.3%
TECHNICIANS	25	96.0%	52	9	\$47,387	12.5%	11.5%	7.7%
CLERICAL SUPERVISORS	60	100.0%	52	18	\$55,601	33.3%	1.7%	0.0%
CLERICAL	330	99.7%	50	11	\$38,956	28.0%	8.5%	5.1%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	4	100.0%	n/a	26	\$39,011	50.0%	0.0%	0.0%
PERSONAL SERVICES	58	100.0%	45	2	\$34,782	17.2%	10.3%	1.7%
FARMING	0							
CRAFT	880	96.1%	49	9	\$84,146	20.0%	4.8%	4.8%
OPERATORS	13	100.0%	55	11	\$72,474	53.8%	15.4%	0.0%
TRANSPORTATION	7	100.0%	54	10	\$46,476	14.3%	0.0%	0.0%
LABORERS	37	97.3%	47	9	\$72,036	16.7%	10.5%	2.6%
SANITATION WORKERS	7312	100.0%	42	11	\$75,066	11.4%	3.4%	4.4%
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	88	100.0%	35	2	\$50,931	14.8%	12.5%	15.9%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
SANITATION WORKER	6,271	63.9%	42	11.0	10.7%	219	322
SUPERVISOR (SANITATION)	1,041	10.6%	42	13.0	16.1%	42	0
AUTO MECHANIC	414	4.2%	46	8.0	15.7%	16	23
GENERAL SUPERINTENDENT (SANITATION)	260	2.7%	44	17.0	29.6%	13	0
CLERICAL ASSOCIATE	258	2.6%	50	11.0	27.1%	22	15
SANITATION ENFORCEMENT AGENT	188	1.9%	39	4.0	5.3%	28	34
AUTO MECHANIC (DIESEL)	98	1.0%	48	9.0	8.2%	2	2
SUPERVISOR OF MECHANICS (MECHANICAL EQUIPMENT)	80	0.8%	55	28.0	53.8%	4	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	60	0.6%	52	18.0	33.3%	2	0
CITY ATTENDANT	58	0.6%	45	2.0	17.2%	6	1

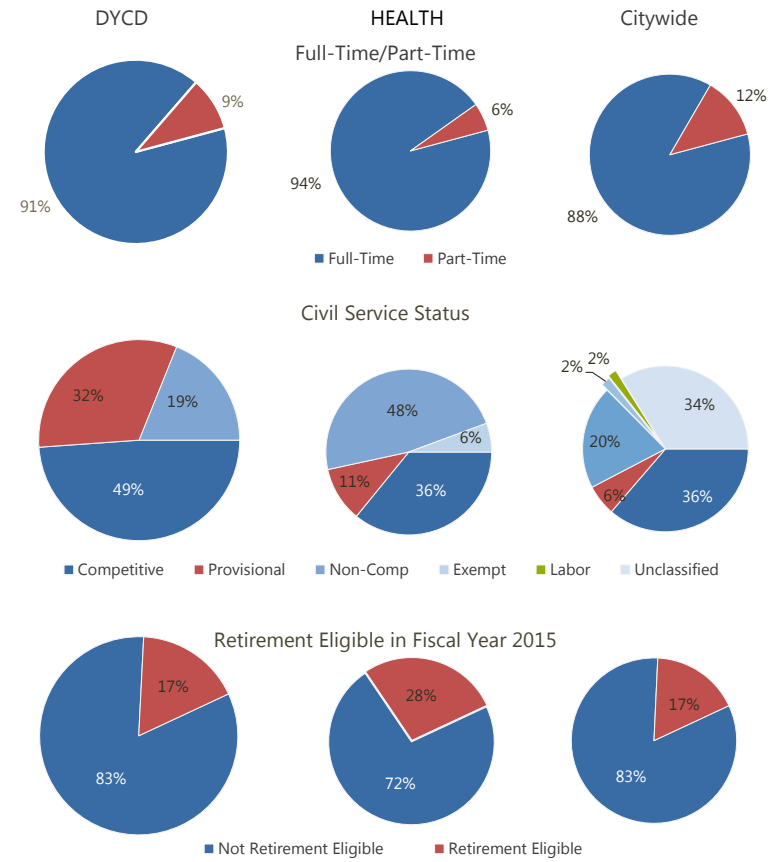
DEPARTMENT OF SANITATION is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

Workforce Profile: DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT (DYCD) : FY2017

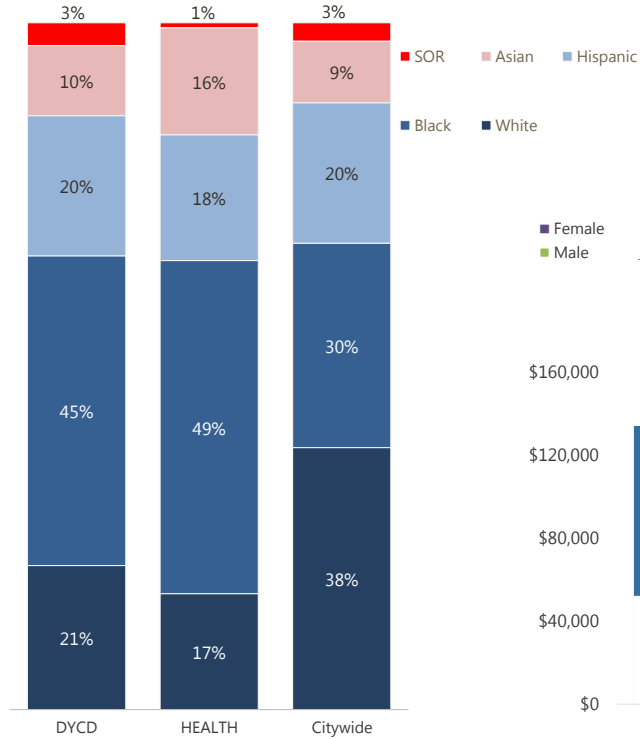
Health & Human Services Agency Group

Summary Indicators			
Headcount (FT / PT)	488 / 51	65,426 / 3,916	344,063 / 48,959
Median Age / Years of Service	43 / 8	49 / 10	43 / 10
% Male / Female	35% / 65%	31% / 69%	41% / 59%
% White / Minority	21% / 79%	17% / 83%	38% / 62%
Median Annual Base Salary (FT)	\$72,721	\$53,560	\$70,434
% Eligible to Retire	17%	28%	17%
% Hires	8%	10%	10%
% Union Represented	72%	91%	95%
Hires			
Total Hires	44	6,680	37,572
New Hires	40	6,544	30,240
Rehires	4	136	7,332
Separations			
Total Separations	44	6,636	27,886
Retirement	9	1,943	8,524
Resignation	20	2,805	9,995
Dismissal	10	576	6,306
Layoff	0	0	2
Deceased	0	178	445
Other	5	1,134	2,614

Employee Type by Agency, Agency Group, and Citywide

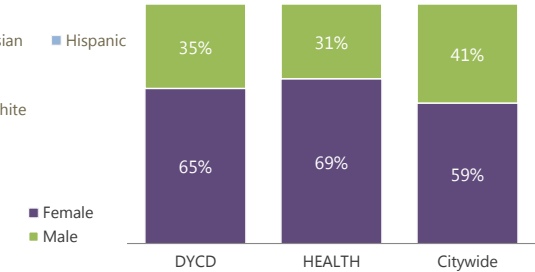


Ethnicity

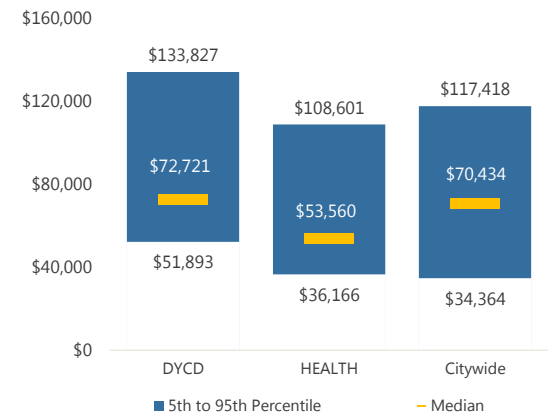


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

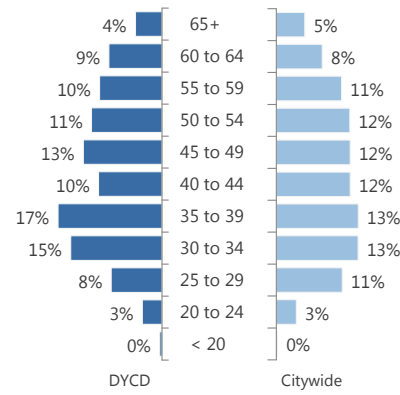
Gender



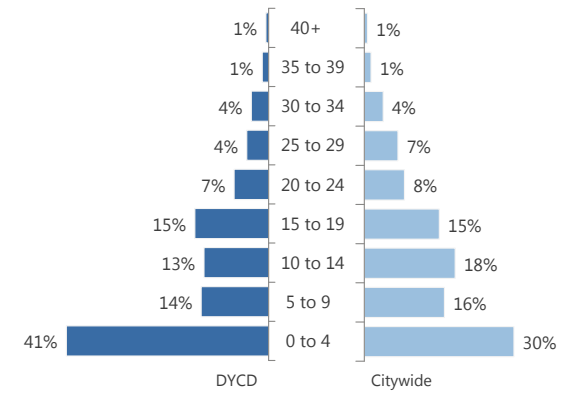
Full-Time Annual Salary Range



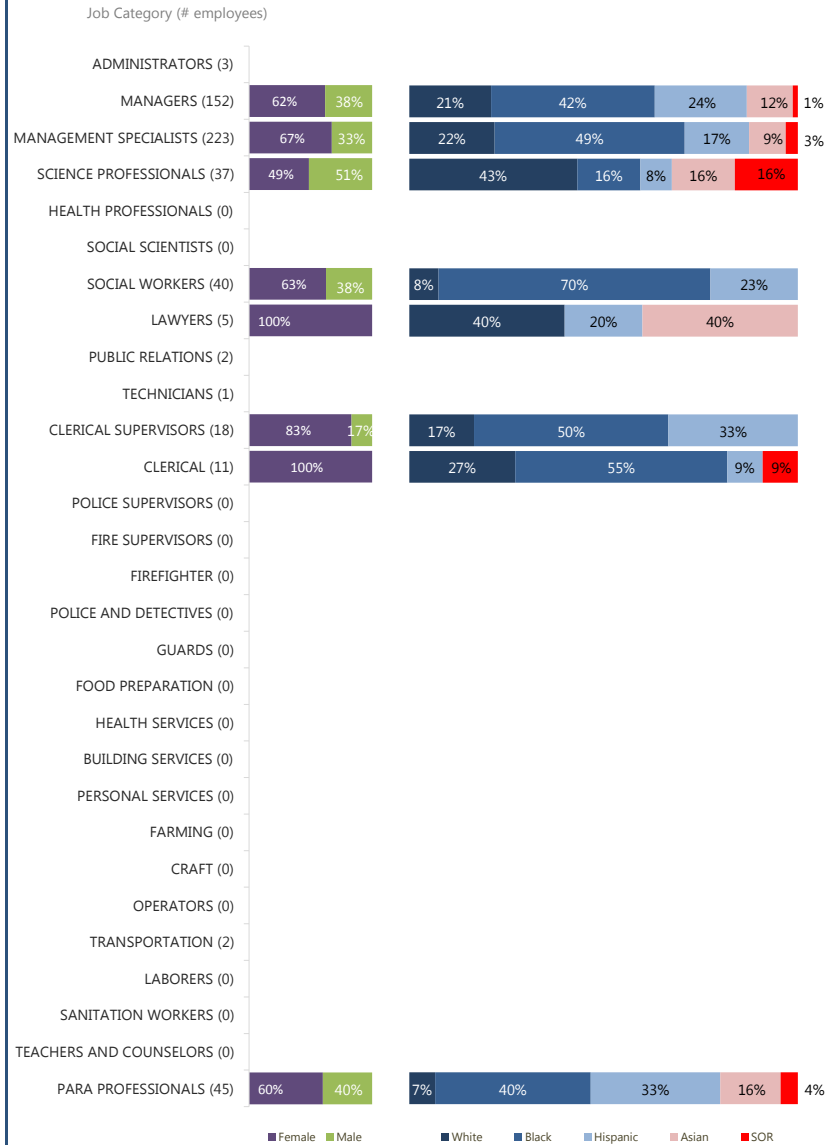
Age



Years of Service



Gender and Ethnicity by Job Category for: DYCD

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	3	\$182,839	33.3%	0.0%	0.0%
MANAGERS	152	99.3%	43	9	\$92,700	13.9%	4.6%	2.0%
MANAGEMENT SPECIALISTS	223	98.7%	46	10	\$66,950	21.8%	5.8%	5.3%
SCIENCE PROFESSIONALS	37	97.3%	42	7	\$92,771	22.2%	5.3%	2.6%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	40	0.0%	31	1	n/a	0.0%	0.0%	0.0%
LAWYERS	5	100.0%	36	2	\$97,000	0.0%	20.0%	20.0%
PUBLIC RELATIONS	2	50.0%	n/a	1	\$61,800	0.0%	0.0%	0.0%
TECHNICIANS	1	100.0%	n/a	2	\$61,334	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	18	94.4%	50	19	\$68,721	23.5%	0.0%	0.0%
CLERICAL	11	100.0%	55	12	\$54,899	54.5%	27.3%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	15	\$58,668	50.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	45	91.1%	34	2	\$57,916	9.8%	0.0%	6.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSOCIATE CONTRACT SPECIALIST	89	16.5%	43	5.0	12.4%	3	8
ADMINISTRATIVE CONTRACT SPECIALIST	88	16.3%	41	8.0	5.7%	6	1
CONTRACT SPECIALIST	53	9.8%	47	13.0	26.4%	2	1
ADMINISTRATIVE STAFF ANALYST	47	8.7%	47	12.0	27.7%	3	1
ADMINISTRATIVE MANAGER	23	4.3%	48	17.0	26.1%	4	0
PROCUREMENT ANALYST	19	3.5%	35	2.0	5.3%	4	2
COMMUNITY COORDINATOR	21	3.9%	39	3.0	4.8%	1	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	18	3.3%	50	19.0	22.2%	0	0
ADMINISTRATIVE COMMUNITY RELATIONS SPECIALIST	16	3.0%	50	14.0	31.3%	0	1
COMPUTER SPECIALIST (SOFTWARE)	16	3.0%	57	13.0	37.5%	1	0

DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: EQUAL EMPLOYMENT PRACTICES COMMISSION (EEPC) : FY2017

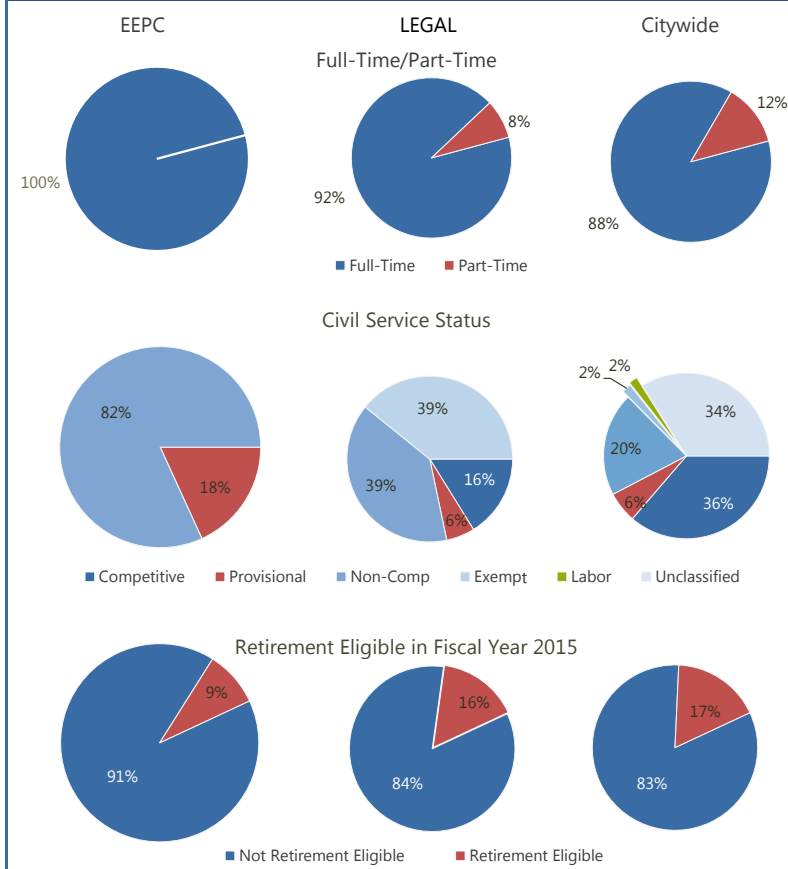
Legal Affairs & Access to Justice Agency Group

Summary Indicators			
Headcount (FT / PT)	11 / 0	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	34 / 5	39 / 6	43 / 10
% Male / Female	27% / 73%	42% / 58%	41% / 59%
% White / Minority	36% / 64%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$80,000	\$64,900	\$70,434
% Eligible to Retire	9%	16%	17%
% Hires	9%	13%	10%
% Union Represented	73%	52%	95%

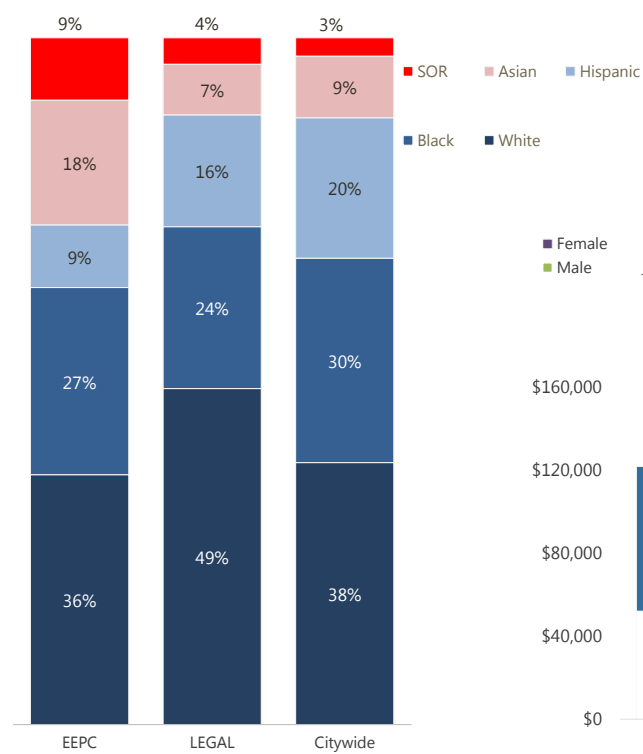
Hires			
Total Hires	1	955	37,572
New Hires	0	896	30,240
Rehires	1	59	7,332

Separations			
Total Separations	1	663	27,886
Retirement	0	84	8,524
Resignation	1	497	9,995
Dismissal	0	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	0	36	2,614

Employee Type by Agency, Agency Group, and Citywide

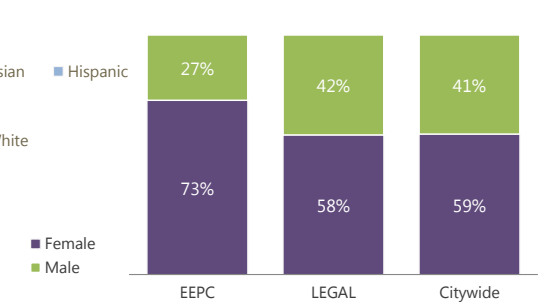


Ethnicity

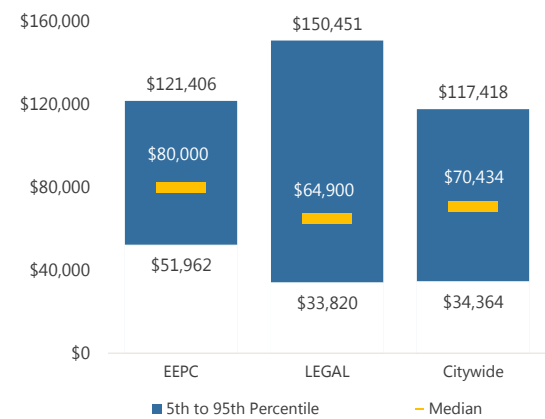


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

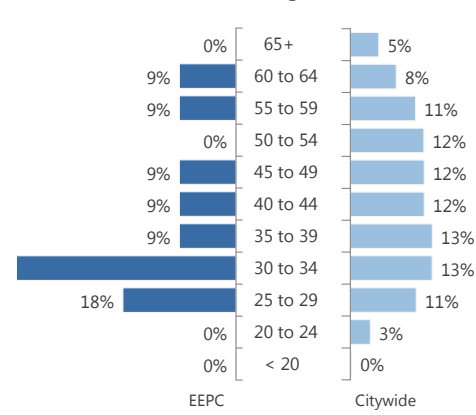
Gender



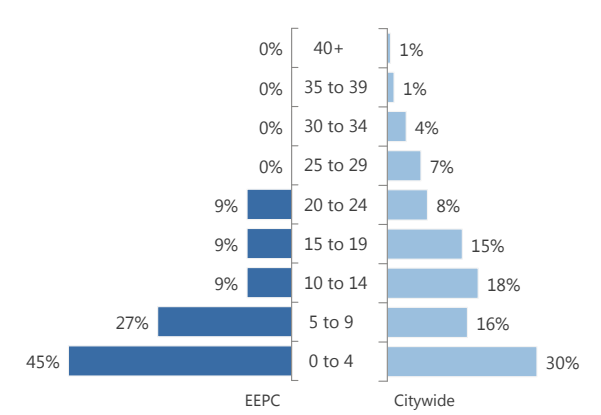
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: EEPC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	2	100.0%	n/a	16	\$121,406	50.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	14	\$68,165	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	3	100.0%	n/a	2	\$90,425	0.0%	33.3%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	17	\$80,000	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	5	\$65,562	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	3	100.0%	n/a	1	\$53,560	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CITY RESEARCH SCIENTIST	3	27.3%	n/a	2.0	0.0%	1	0
COMMUNITY COORDINATOR	3	27.3%	n/a	1.0	0.0%	0	0
STAFF ANALYST	1	9.1%	n/a	14.0	0.0%	0	0
EXECUTIVE SECRETARY	1	9.1%	n/a	5.0	0.0%	0	0
AGENCY ATTORNEY	1	9.1%	n/a	17.0	0.0%	1	0
ADMINISTRATIVE LABOR RELATIONS ANALYST	1	9.1%	n/a	8.0	0.0%	0	0
EXECUTIVE AGENCY COUNSEL	1	9.1%	n/a	24.0	100.0%	0	0

EQUAL EMPLOYMENT PRACTICES COMMISSION is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

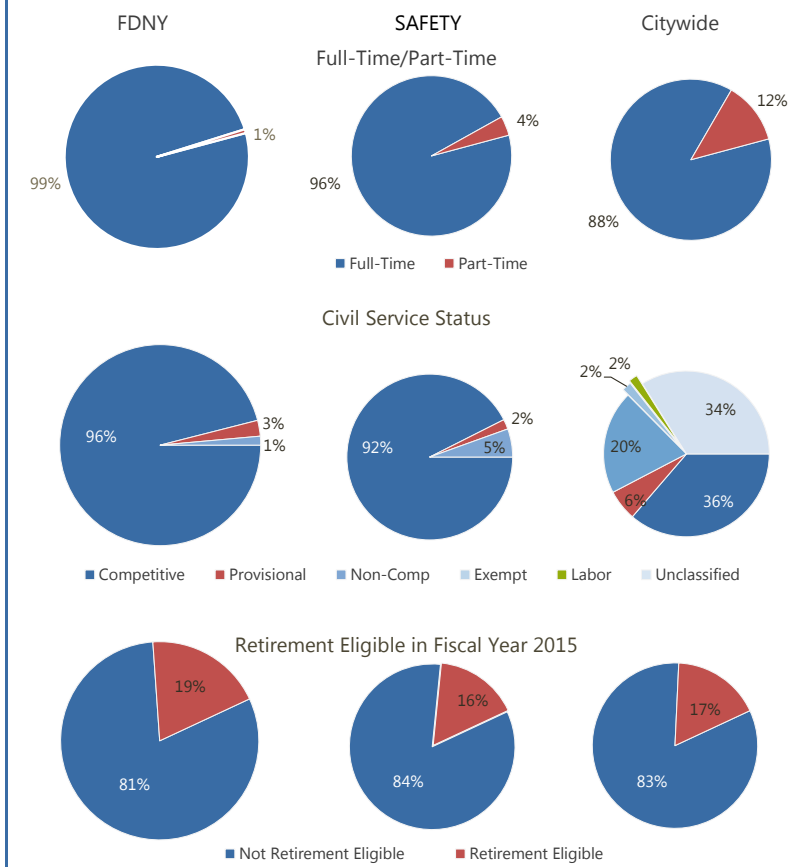
Workforce Profile: FIRE DEPARTMENT (FDNY) : FY2017

Summary Indicators			
Headcount (FT / PT)	17,479 / 118	83,846 / 3,417	344,063 / 48,959
Median Age / Years of Service	39 / 12	39 / 11	43 / 10
% Male / Female	90% / 10%	69% / 31%	41% / 59%
% White / Minority	67% / 33%	40% / 60%	38% / 62%
Median Annual Base Salary (FT)	\$85,292	\$78,026	\$70,434
% Eligible to Retire	19%	16%	17%
% Hires	8%	7%	10%
% Union Represented	99%	94%	95%

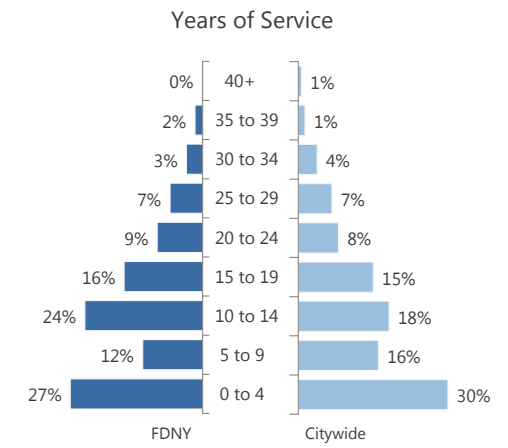
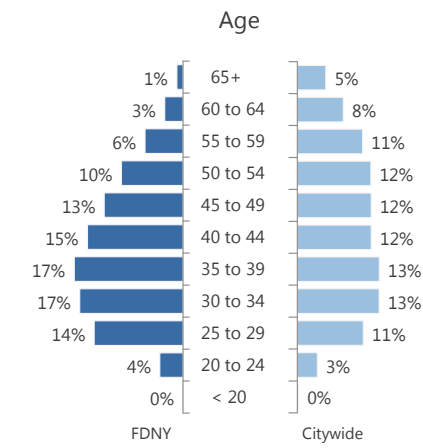
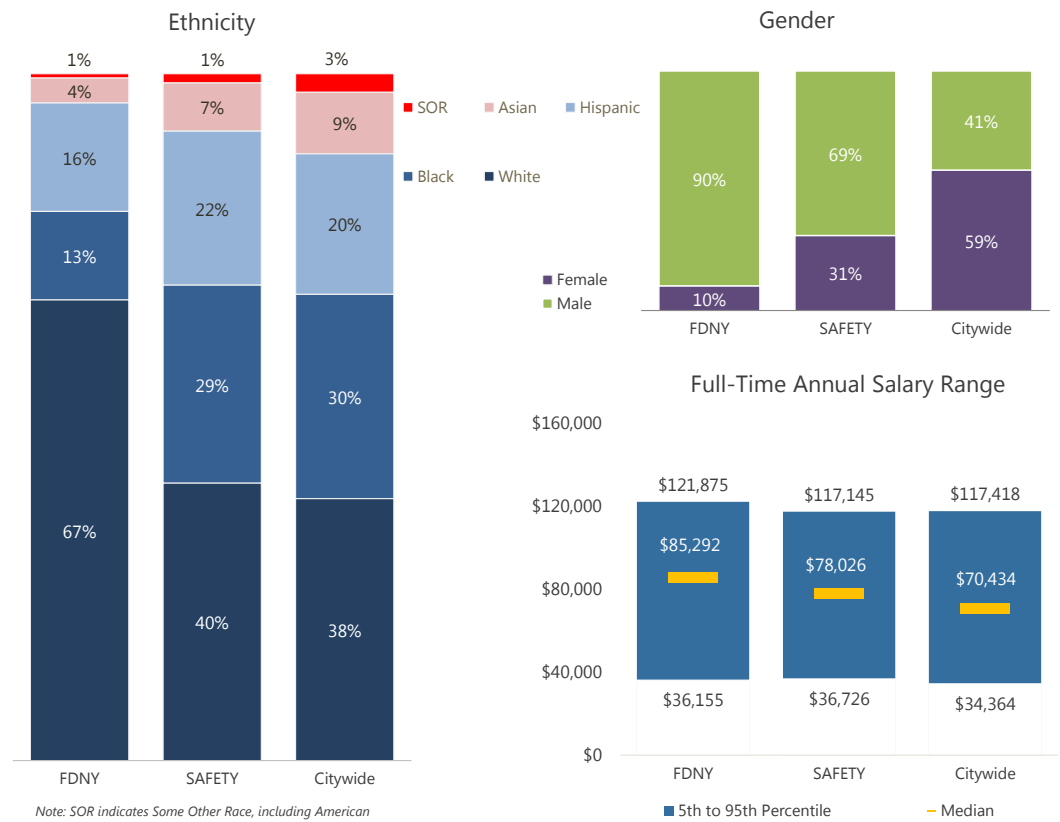
Hires			
Total Hires	1,378	6,330	37,572
New Hires	1,113	5,833	30,240
Rehires	265	497	7,332

Separations			
Total Separations	669	4,172	27,886
Retirement	437	2,633	8,524
Resignation	123	979	9,995
Dismissal	16	170	6,306
Layoff	0	0	2
Deceased	10	72	445
Other	83	318	2,614

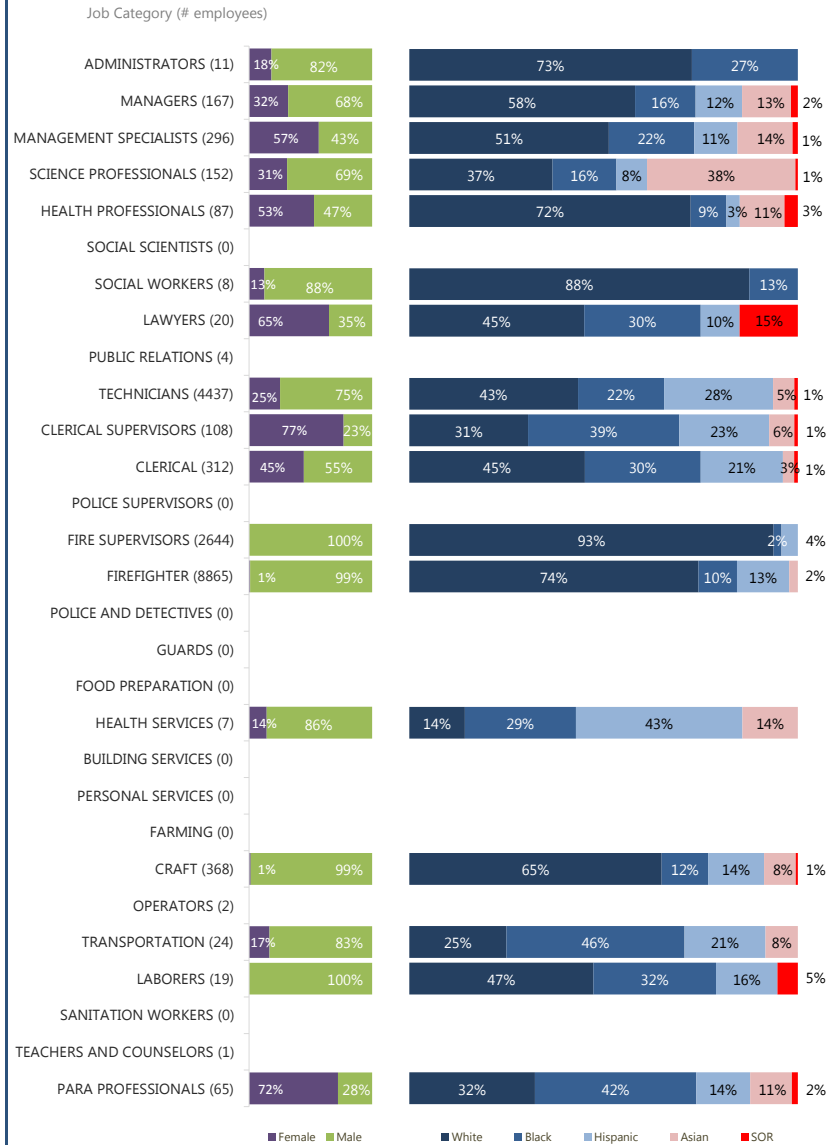
Employee Type by Agency, Agency Group, and Citywide



Public Safety & Law Enforcement Agency Group



Gender and Ethnicity by Job Category for: FDNY

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	11	100.0%	58	28	\$209,770	63.6%	18.2%	0.0%
MANAGERS	167	100.0%	54	23	\$120,795	50.9%	4.8%	3.6%
MANAGEMENT SPECIALISTS	296	88.5%	49	11	\$71,300	32.4%	3.0%	5.1%
SCIENCE PROFESSIONALS	152	96.7%	47	8	\$87,731	22.4%	1.9%	12.1%
HEALTH PROFESSIONALS	87	49.4%	54	9	\$80,737	60.5%	1.7%	3.4%
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	8	0.0%	63	15	n/a	0.0%	0.0%	0.0%
LAWYERS	20	95.0%	37	6	\$90,906	15.8%	9.5%	4.8%
PUBLIC RELATIONS	4	50.0%	n/a	6	\$73,351	0.0%	0.0%	0.0%
TECHNICIANS	4437	100.0%	33	5	\$49,116	7.7%	4.1%	12.2%
CLERICAL SUPERVISORS	108	91.7%	54	14	\$57,310	40.4%	6.8%	0.0%
CLERICAL	312	98.7%	44	12	\$57,757	21.8%	6.0%	1.3%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	2644	100.0%	47	20	\$106,175	53.6%	4.0%	0.0%
FIREFIGHTER	8865	100.0%	38	12	\$85,292	12.8%	3.5%	5.4%
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	7	100.0%	57	29	\$37,215	57.1%	14.3%	0.0%
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	368	100.0%	49	11	\$86,965	28.8%	4.6%	7.3%
OPERATORS	2	100.0%	n/a	31	\$132,964	100.0%	0.0%	0.0%
TRANSPORTATION	24	91.7%	49	14	\$46,476	31.8%	0.0%	3.8%
LABORERS	19	100.0%	50	12	\$72,036	26.3%	5.3%	10.5%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	1	0.0%	n/a	25	n/a	0.0%	0.0%	0.0%
PARA PROFESSIONALS	65	89.2%	34	4	\$57,073	12.1%	1.4%	11.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
FIREFIGHTER	8,399	47.7%	37	12.0	11.4%	285	477
EMERGENCY MEDICAL SPECIALIST-EMT	2,993	17.0%	29	3.0	4.7%	137	486
LIEUTENANT (FIRE)	1,561	8.9%	44	17.0	35.7%	57	0
EMERGENCY MEDICAL SPECIALIST-PARAMEDIC	899	5.1%	35	8.0	6.7%	34	51
CAPTAIN (FIRE)	586	3.3%	49	23.0	69.5%	25	0
SUPERVISING EMERGENCY MEDICAL SERVICE SPECIALIST	558	3.2%	47	21.0	29.6%	29	0
BATTALION CHIEF	365	2.1%	53	26.0	89.9%	16	0
ASSOCIATE FIRE PROTECTION INSPECTOR	215	1.2%	54	14.0	45.1%	6	0
FIRE ALARM DISPATCHER	152	0.9%	38	10.0	7.9%	12	0
FIRE MARSHAL	115	0.7%	43	17.0	36.5%	7	0

FIRE DEPARTMENT is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: FINANCIAL INFORMATION SERVICES AGENCY (FISA) : FY2017

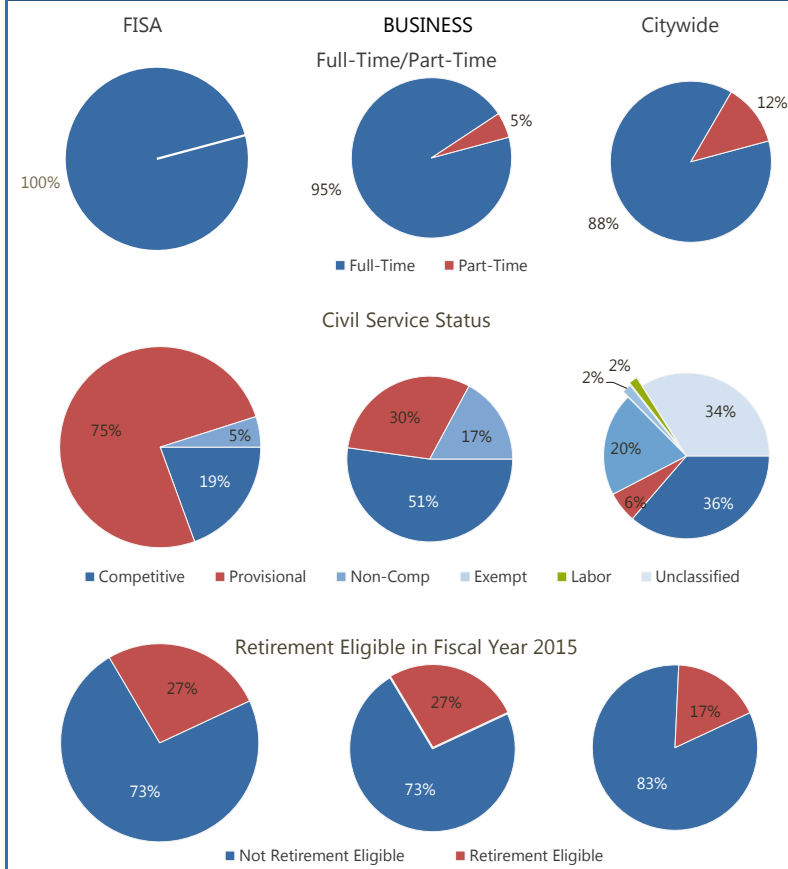
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	436 / 1	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	52 / 8	48 / 10	43 / 10
% Male / Female	66% / 34%	49% / 51%	41% / 59%
% White / Minority	41% / 59%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$112,516	\$66,365	\$70,434
% Eligible to Retire	27%	27%	17%
% Hires	5%	9%	10%
% Union Represented	46%	75%	95%

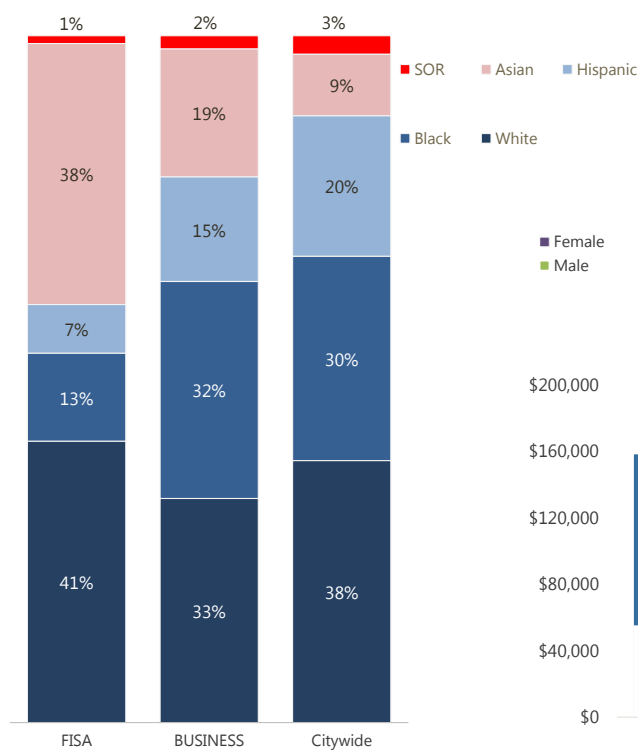
Hires			
Total Hires	21	433	37,572
New Hires	21	408	30,240
Rehires	0	25	7,332

Separations			
Total Separations	18	354	27,886
Retirement	9	125	8,524
Resignation	5	162	9,995
Dismissal	1	27	6,306
Layoff	0	0	2
Deceased	0	9	445
Other	3	31	2,614

Employee Type by Agency, Agency Group, and Citywide

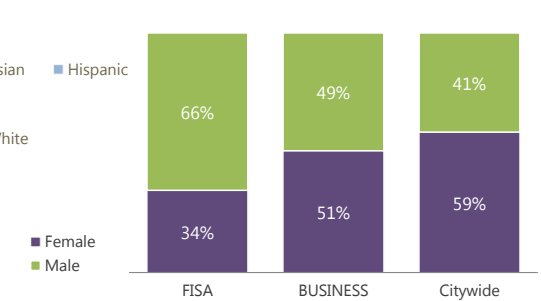


Ethnicity

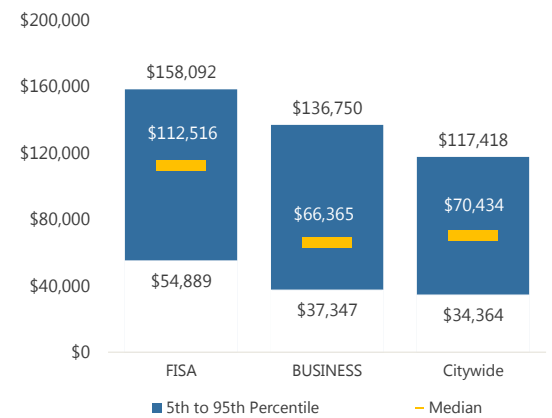


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

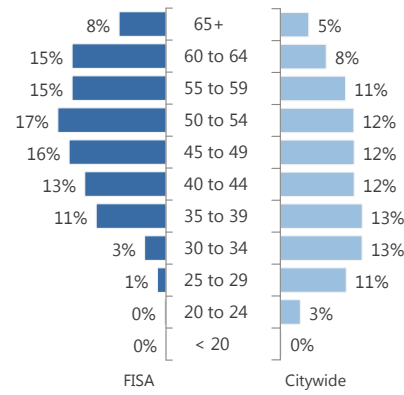
Gender



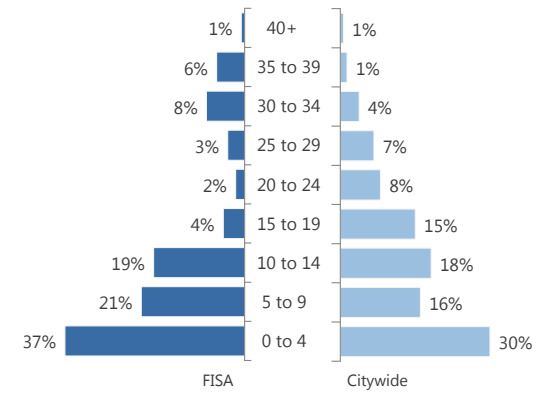
Full-Time Annual Salary Range



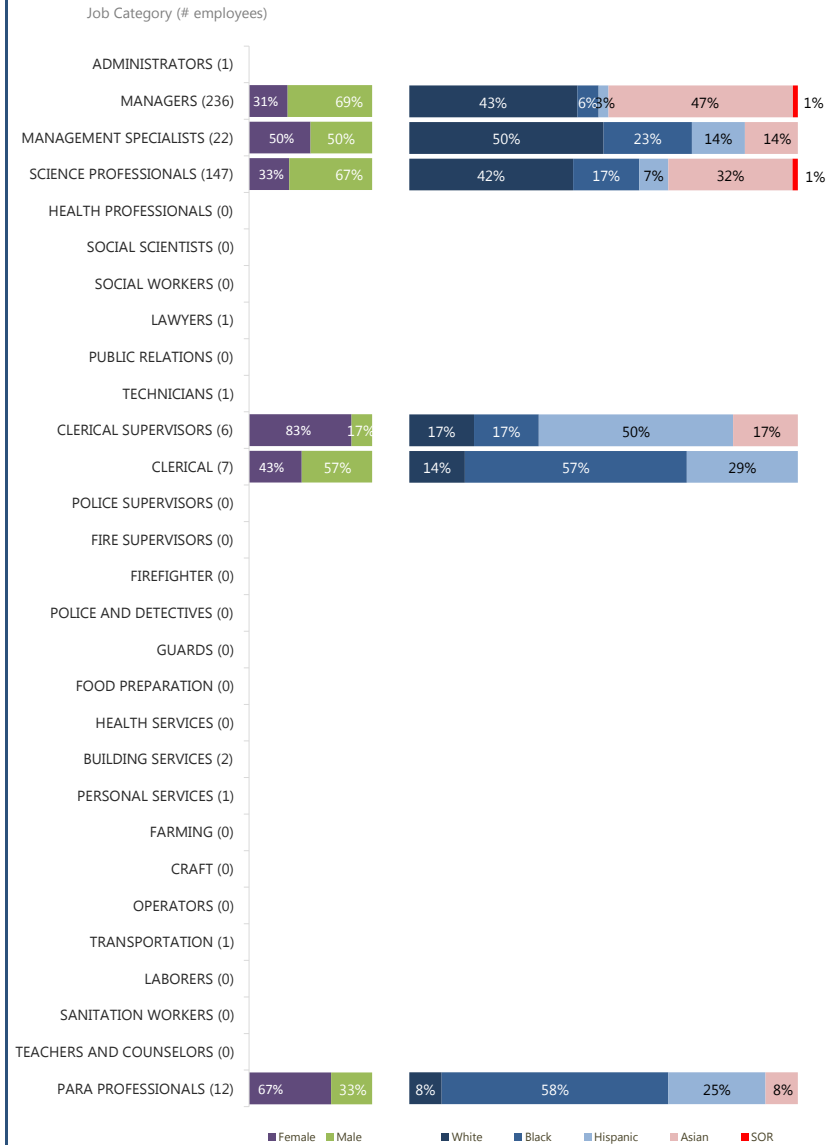
Age



Years of Service



Gender and Ethnicity by Job Category for: FISA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	29	\$226,366	100.0%	0.0%	0.0%
MANAGERS	236	100.0%	49	6	\$126,631	22.0%	2.1%	3.4%
MANAGEMENT SPECIALISTS	22	100.0%	48	11	\$82,933	22.7%	4.5%	0.0%
SCIENCE PROFESSIONALS	147	100.0%	55	8	\$88,051	34.0%	5.4%	8.8%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	7	\$100,296	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	9	\$55,398	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	6	100.0%	51	26	\$58,391	50.0%	0.0%	0.0%
CLERICAL	7	85.7%	51	32	\$47,073	50.0%	24.5%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	2	100.0%	n/a	6	\$34,364	0.0%	0.0%	0.0%
PERSONAL SERVICES	1	100.0%	n/a	11	\$37,477	0.0%	0.0%	0.0%
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	10	\$46,476	100.0%	100.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	12	100.0%	39	9	\$50,110	8.3%	8.3%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMPUTER SYSTEMS MANAGER	224	51.3%	49	5.0	21.4%	5	8
COMPUTER SPECIALIST (SOFTWARE)	63	14.4%	55	6.0	34.9%	6	2
COMPUTER ASSOCIATE (OPERATIONS)	34	7.8%	55	5.0	29.4%	1	5
COMPUTER ASSOCIATE (TECHNICAL SUPPORT)	15	3.4%	58	14.0	60.0%	0	0
ADMINISTRATIVE STAFF ANALYST	11	2.5%	48	20.0	36.4%	0	0
IT PROJECT SPECIALIST	9	2.1%	51	13.0	11.1%	0	3
COMPUTER ASSOCIATE (SOFTWARE)	8	1.8%	47	4.0	12.5%	2	0
COMPUTER SPECIALIST (OPERATIONS)	7	1.6%	58	31.0	57.1%	1	0
COMMUNITY ASSOCIATE	7	1.6%	40	9.0	0.0%	1	0
ADMINISTRATIVE MANAGER	6	1.4%	48	10.0	16.7%	0	0

FINANCIAL INFORMATION SERVICES AGENCY is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

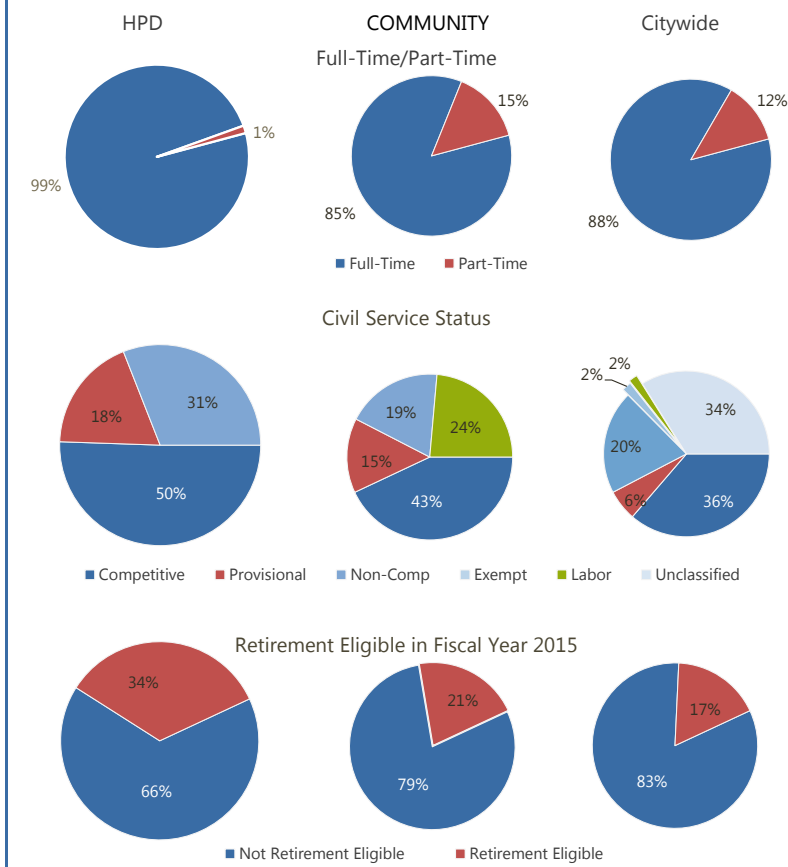
Workforce Profile: HOUSING PRESERVATION & DEVELOPMENT (HPD) : FY2017

Summary Indicators	HPD	COMMUNITY	Citywide
Headcount (FT / PT)	2,301 / 31	17,826 / 3,077	344,063 / 48,959
Median Age / Years of Service	51 / 12	46 / 10	43 / 10
% Male / Female	49% / 51%	61% / 39%	41% / 59%
% White / Minority	27% / 73%	26% / 74%	38% / 62%
Median Annual Base Salary (FT)	\$61,104	\$57,269	\$70,434
% Eligible to Retire	34%	21%	17%
% Hires	9%	8%	10%
% Union Represented	92%	95%	95%

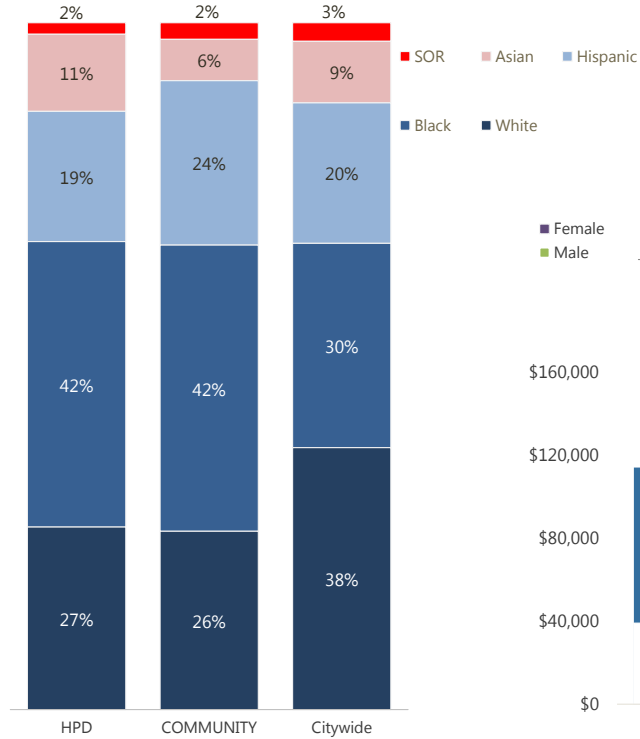
Hires	HPD	COMMUNITY	Citywide
Total Hires	214	1,699	37,572
New Hires	208	1,646	30,240
Rehires	6	53	7,332

Separations	HPD	COMMUNITY	Citywide
Total Separations	163	2,121	27,886
Retirement	89	462	8,524
Resignation	46	368	9,995
Dismissal	12	407	6,306
Layoff	0	0	2
Deceased	7	41	445
Other	9	843	2,614

Employee Type by Agency, Agency Group, and Citywide



Ethnicity



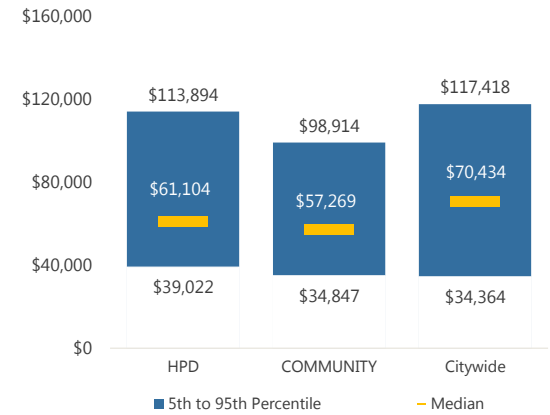
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Communities & Neighborhoods Agency Group

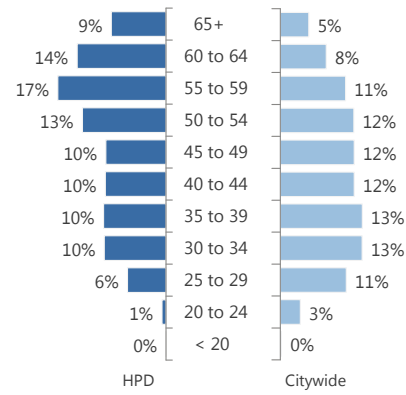
Gender



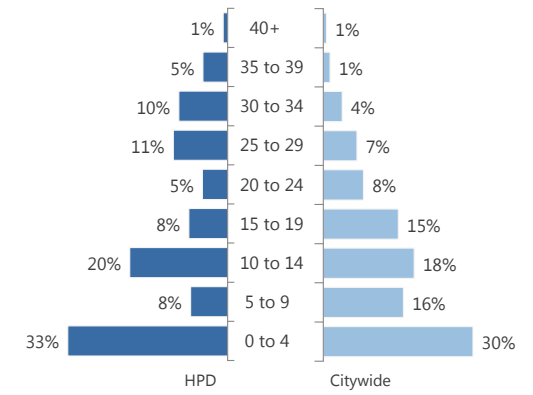
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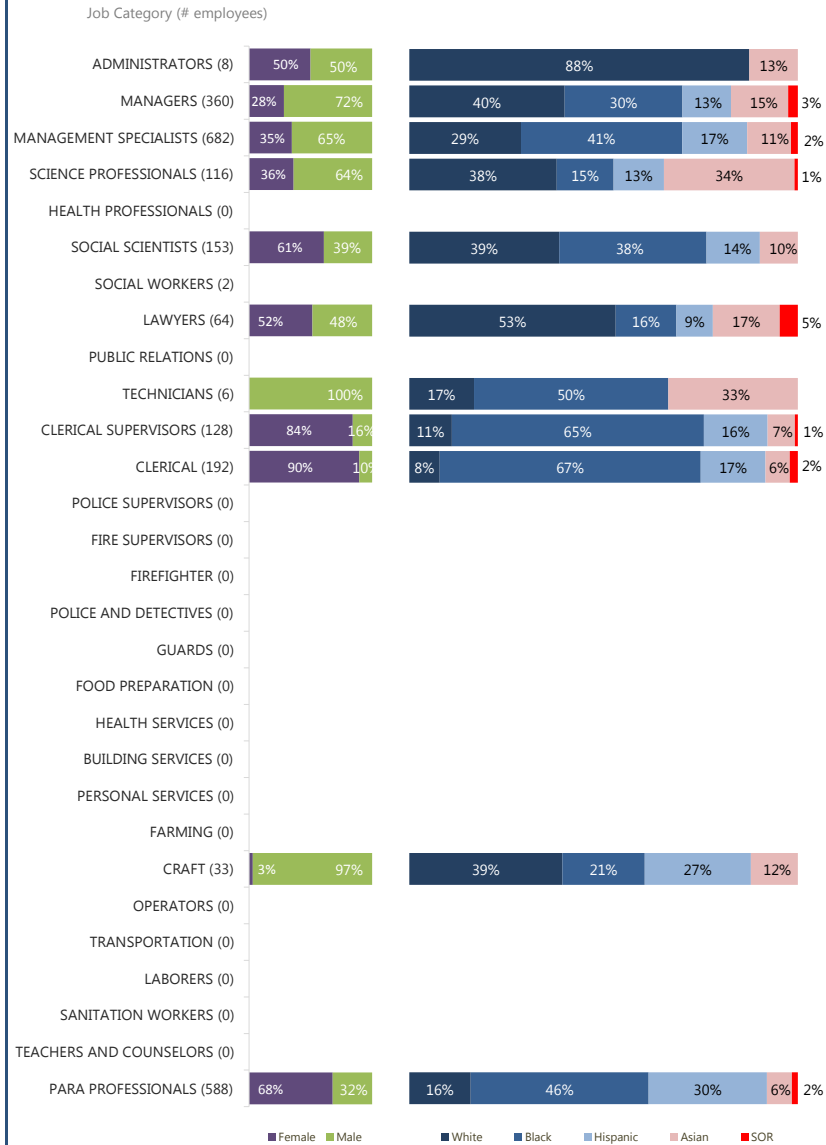
Age



Years of Service



Gender and Ethnicity by Job Category for: HPD

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	8	100.0%	44	5	\$194,253	25.0%	25.0%	12.5%
MANAGERS	360	99.7%	55	15	\$85,489	44.0%	8.3%	9.7%
MANAGEMENT SPECIALISTS	682	99.4%	54	13	\$58,953	42.0%	6.6%	5.8%
SCIENCE PROFESSIONALS	116	100.0%	46	2	\$87,550	17.2%	4.3%	26.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	153	100.0%	48	12	\$79,915	37.9%	12.4%	2.0%
SOCIAL WORKERS	2	100.0%	n/a	21	\$48,403	50.0%	0.0%	0.0%
LAWYERS	64	93.8%	45	12	\$82,377	31.7%	5.9%	2.9%
PUBLIC RELATIONS	0							
TECHNICIANS	6	100.0%	49	18	\$61,523	33.3%	0.0%	0.0%
CLERICAL SUPERVISORS	128	100.0%	56	29	\$55,437	57.0%	7.8%	0.8%
CLERICAL	192	96.4%	52	16	\$42,118	41.1%	4.0%	2.5%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	33	100.0%	57	22	\$66,000	42.4%	30.3%	24.2%
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	588	97.4%	40	2	\$51,500	15.0%	5.0%	13.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY ASSOCIATE	308	13.2%	42	2.0	15.9%	20	27
INSPECTOR (HOUSING)	279	12.0%	54	11.0	33.7%	26	28
COMMUNITY COORDINATOR	233	10.0%	34	2.0	8.2%	22	55
CONSTRUCTION PROJECT MANAGER	188	8.1%	57	16.0	51.1%	22	14
CLERICAL ASSOCIATE	158	6.8%	52	14.0	36.1%	10	5
PRINCIPAL ADMINISTRATIVE ASSOCIATE	128	5.5%	56	29.0	57.0%	11	1
ADMINISTRATIVE MANAGER	92	3.9%	54	28.0	40.2%	2	0
ADMINISTRATIVE STAFF ANALYST	84	3.6%	45	12.0	34.5%	8	1
HOUSING DEVELOPMENT SPECIALIST	76	3.3%	51	12.0	40.8%	8	0
ADMINISTRATIVE HOUSING DEVELOPMENT SPECIALIST	49	2.1%	40	6.0	14.3%	3	4

HOUSING PRESERVATION & DEVELOPMENT is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

Workforce Profile: HUMAN RESOURCES ADMINISTRATION (HRA) : FY2017

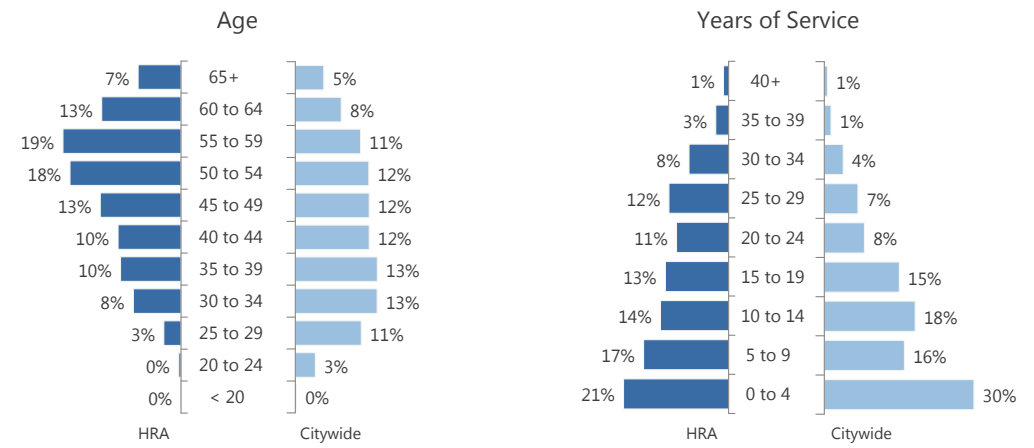
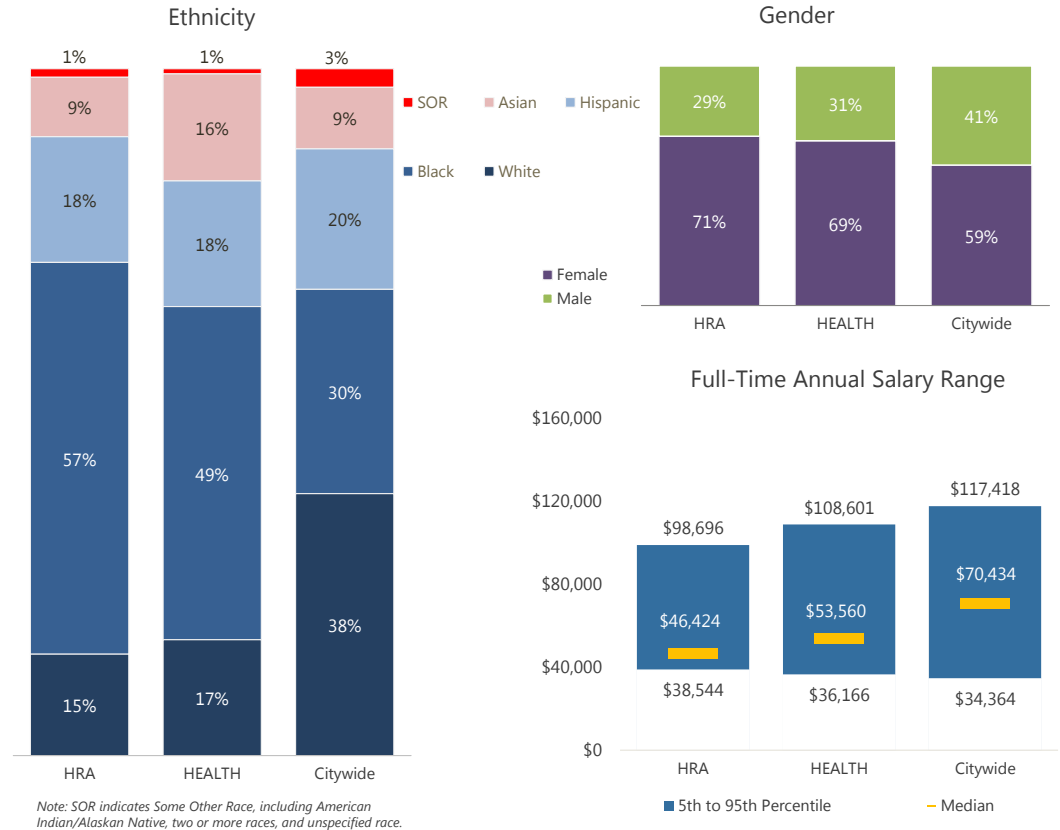
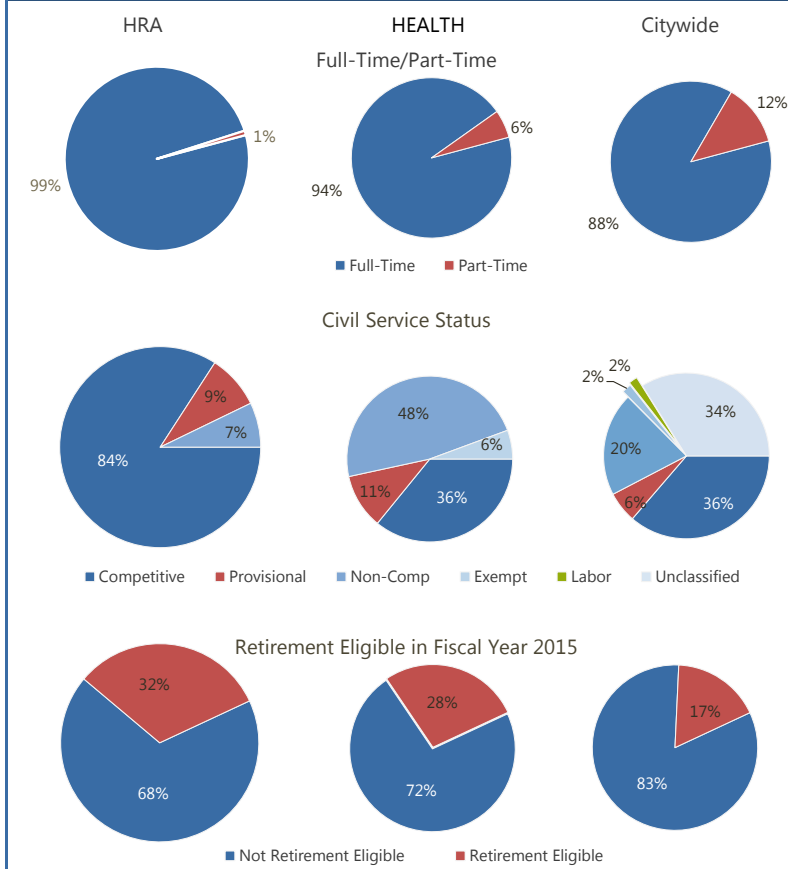
Health & Human Services Agency Group

Summary Indicators			
Headcount (FT / PT)	13,577 / 105	65,426 / 3,916	344,063 / 48,959
Median Age / Years of Service	52 / 13	49 / 10	43 / 10
% Male / Female	29% / 71%	31% / 69%	41% / 59%
% White / Minority	15% / 85%	17% / 83%	38% / 62%
Median Annual Base Salary (FT)	\$46,424	\$53,560	\$70,434
% Eligible to Retire	32%	28%	17%
% Hires	5%	10%	10%
% Union Represented	95%	91%	95%

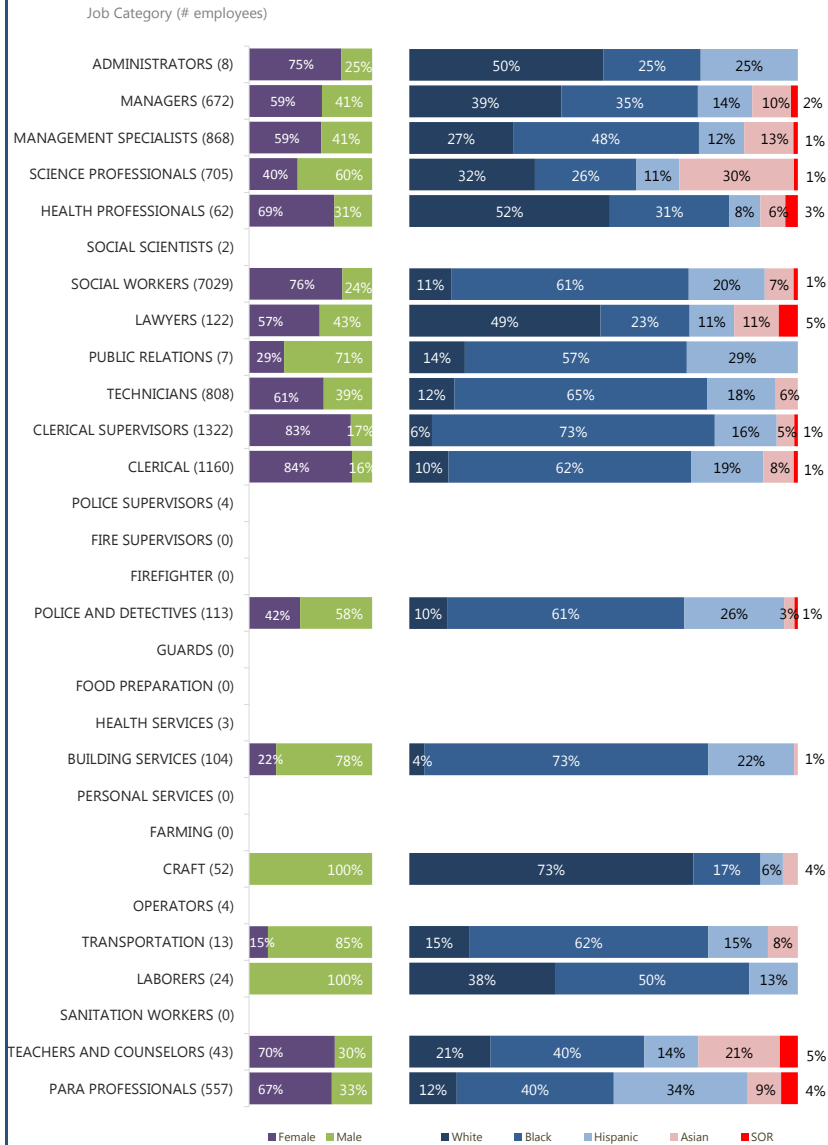
Hires			
Total Hires	631	6,680	37,572
New Hires	605	6,544	30,240
Rehires	26	136	7,332

Separations			
Total Separations	843	6,636	27,886
Retirement	415	1,943	8,524
Resignation	237	2,805	9,995
Dismissal	81	576	6,306
Layoff	0	0	2
Deceased	32	178	445
Other	78	1,134	2,614

Employee Type by Agency, Agency Group, and Citywide



Gender and Ethnicity by Job Category for: HRA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	8	87.5%	52	8	\$200,939	42.9%	0.0%	10.9%
MANAGERS	672	100.0%	50	12	\$103,162	27.7%	4.9%	5.1%
MANAGEMENT SPECIALISTS	868	99.9%	54	19	\$75,763	41.5%	6.7%	3.3%
SCIENCE PROFESSIONALS	705	99.9%	50	12	\$88,007	28.1%	6.5%	9.3%
HEALTH PROFESSIONALS	62	75.8%	55	6	\$73,231	40.4%	7.3%	1.2%
SOCIAL SCIENTISTS	2	100.0%	n/a	12	\$81,937	50.0%	0.0%	0.0%
SOCIAL WORKERS	7029	99.0%	52	13	\$44,475	32.6%	6.2%	4.0%
LAWYERS	122	100.0%	36	7	\$76,275	17.2%	3.3%	14.8%
PUBLIC RELATIONS	7	100.0%	45	11	\$48,934	28.6%	0.0%	0.0%
TECHNICIANS	808	100.0%	50	18	\$54,725	30.7%	5.4%	0.4%
CLERICAL SUPERVISORS	1322	100.0%	54	22	\$53,948	41.9%	5.3%	0.2%
CLERICAL	1160	100.0%	52	12	\$38,956	31.4%	6.4%	1.9%
POLICE SUPERVISORS	4	100.0%	n/a	9	\$92,027	25.0%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	113	100.0%	41	6	\$46,737	4.4%	4.4%	6.2%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	3	100.0%	n/a	25	\$37,212	66.7%	0.0%	0.0%
BUILDING SERVICES	104	100.0%	56	10	\$38,262	38.5%	8.7%	4.8%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	52	100.0%	53	9	\$94,346	32.7%	13.5%	0.0%
OPERATORS	4	100.0%	n/a	13	\$69,593	75.0%	0.0%	0.0%
TRANSPORTATION	13	100.0%	58	6	\$46,476	46.2%	15.4%	15.4%
LABORERS	24	100.0%	40	9	\$72,036	25.0%	0.0%	8.3%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	43	100.0%	34	0	\$56,387	0.0%	0.0%	86.0%
PARA PROFESSIONALS	557	97.1%	38	2	\$52,788	11.3%	7.1%	15.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ELIGIBILITY SPECIALIST	2,428	17.7%	48	8.0	22.5%	189	118
JOB OPPORTUNITY SPECIALIST	1,485	10.9%	49	6.0	21.5%	129	72
CASEWORKER	1,457	10.6%	54	16.0	39.5%	103	74
PRINCIPAL ADMINISTRATIVE ASSOCIATE	1,317	9.6%	54	22.0	42.1%	95	2
CLERICAL ASSOCIATE	985	7.2%	52	13.0	31.8%	93	18
ASSOCIATE JOB OPPORTUNITY SPECIALIST	803	5.9%	55	24.0	50.8%	56	0
FRAUD INVESTIGATOR	549	4.0%	50	17.0	31.1%	40	0
SUPERVISOR I (SOCIAL SERVICES)	398	2.9%	54	22.0	46.0%	25	0
COMPUTER SPECIALIST (SOFTWARE)	373	2.7%	52	12.0	31.4%	33	38
ADMINISTRATIVE STAFF ANALYST	290	2.1%	54	21.0	38.3%	42	2

HUMAN RESOURCES ADMINISTRATION is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: INDEPENDENT BUDGET OFFICE (IBO) : FY2017

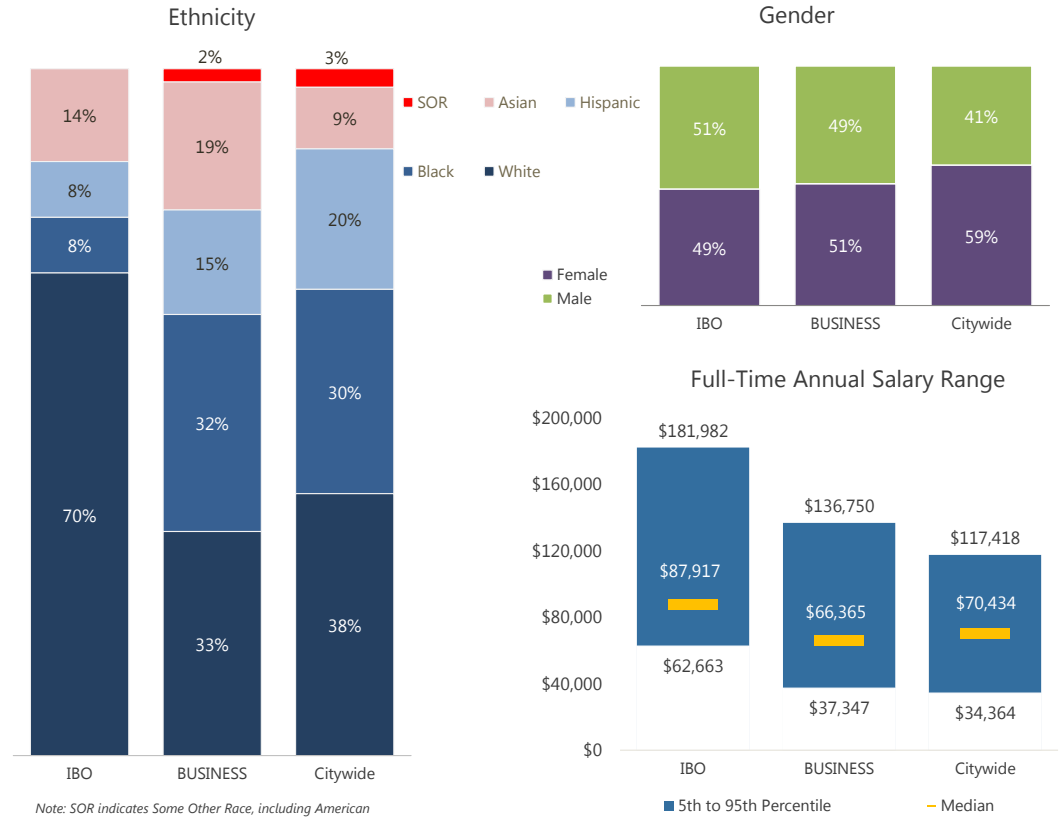
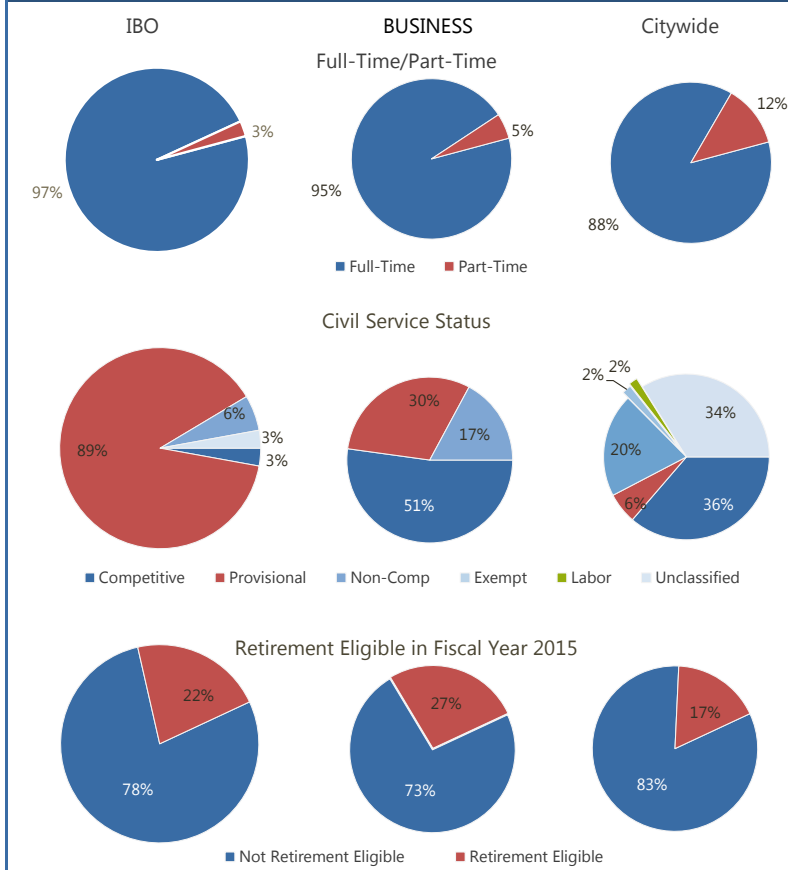
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	36 / 1	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	38 / 6	48 / 10	43 / 10
% Male / Female	51% / 49%	49% / 51%	41% / 59%
% White / Minority	70% / 30%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$87,917	\$66,365	\$70,434
% Eligible to Retire	22%	27%	17%
% Hires	19%	9%	10%
% Union Represented	3%	75%	95%

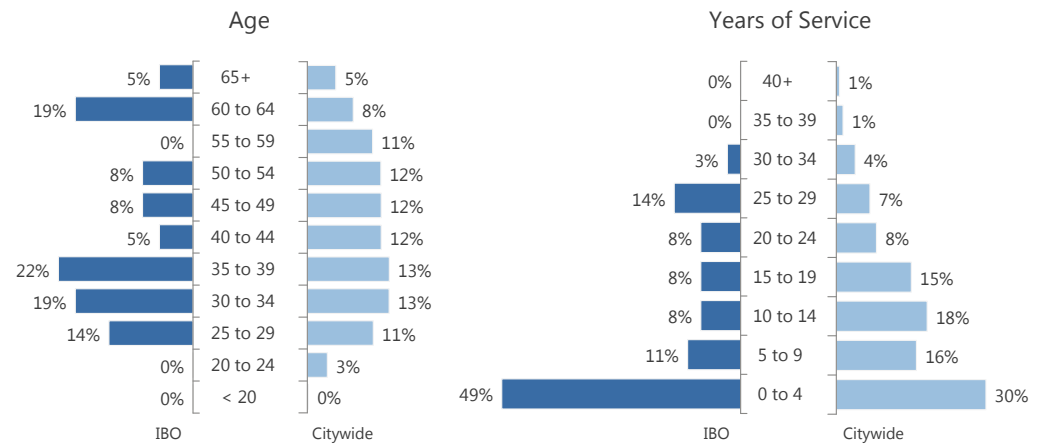
Hires			
Total Hires	7	433	37,572
New Hires	6	408	30,240
Rehires	1	25	7,332

Separations			
Total Separations	3	354	27,886
Retirement	2	125	8,524
Resignation	1	162	9,995
Dismissal	0	27	6,306
Layoff	0	0	2
Deceased	0	9	445
Other	0	31	2,614

Employee Type by Agency, Agency Group, and Citywide



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: IBO

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	11	90.9%	52	22	\$119,480	50.0%	8.3%	16.5%
MANAGEMENT SPECIALISTS	25	100.0%	36	2	\$78,903	12.0%	4.0%	16.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	16	\$77,580	0.0%	100.0%	0.0%
CLERICAL	0							
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
BUDGET ANALYST	30	81.1%	37	3.0	23.3%	4	6
ASSISTANT BUDGET ANALYST	3	8.1%	n/a	2.0	0.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	1	2.7%	n/a	16.0	0.0%	1	0
AGENCY CHIEF CONTRACTING OFFICER	1	2.7%	n/a	28.0	0.0%	0	0
DIRECTOR OF INDEPENDENT BUDGET OFFICE	1	2.7%	n/a	21.0	100.0%	0	0
EXECUTIVE AGENCY COUNSEL	1	2.7%	n/a	23.0	0.0%	0	0

INDEPENDENT BUDGET OFFICE is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

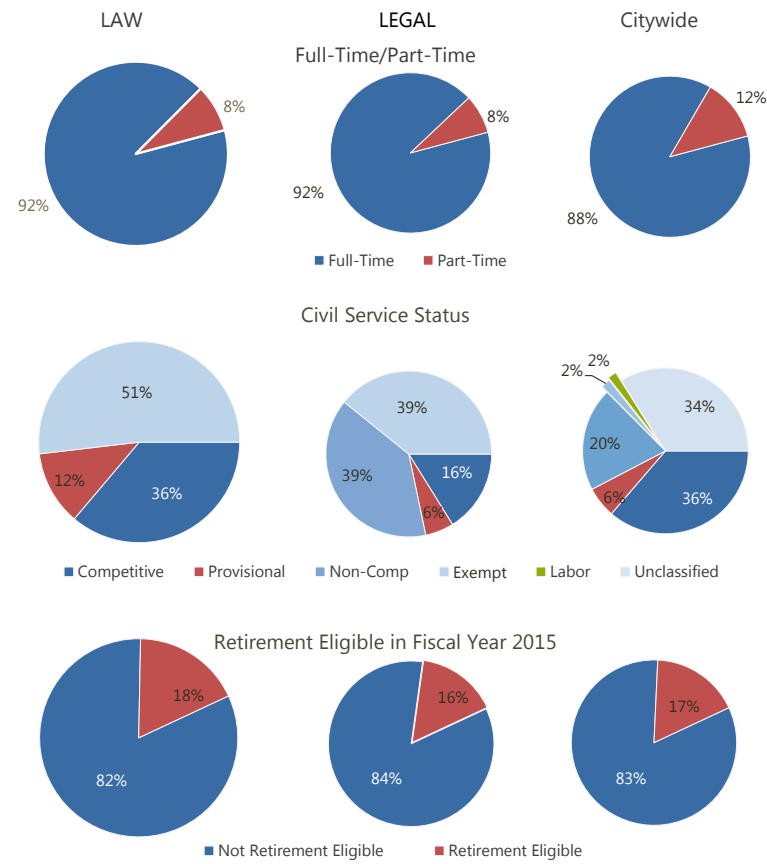
Workforce Profile: LAW DEPARTMENT (LAW) : FY2017

Summary Indicators	LAW	LEGAL	Citywide
Headcount (FT / PT)	1,641 / 150	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	40 / 7	39 / 6	43 / 10
% Male / Female	38% / 62%	42% / 58%	41% / 59%
% White / Minority	50% / 50%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$70,959	\$64,900	\$70,434
% Eligible to Retire	18%	16%	17%
% Hires	15%	13%	10%
% Union Represented	47%	52%	95%

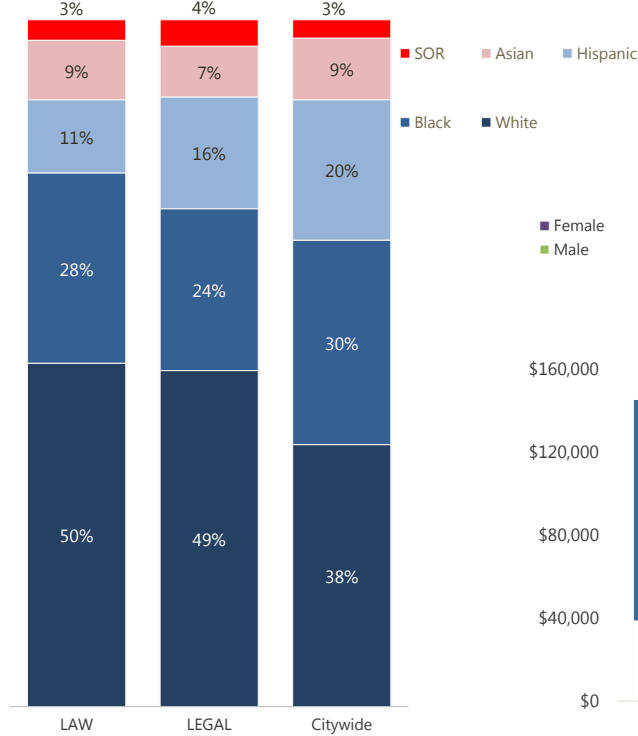
Hires	LAW	LEGAL	Citywide
Total Hires	266	955	37,572
New Hires	255	896	30,240
Rehires	11	59	7,332

Separations	LAW	LEGAL	Citywide
Total Separations	124	663	27,886
Retirement	19	84	8,524
Resignation	90	497	9,995
Dismissal	9	43	6,306
Layoff	0	0	2
Deceased	1	3	445
Other	5	36	2,614

Employee Type by Agency, Agency Group, and Citywide



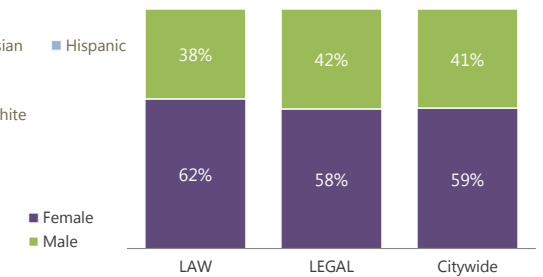
Ethnicity



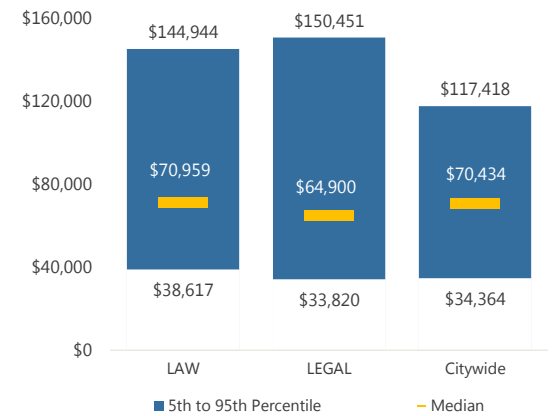
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Legal Affairs & Access to Justice Agency Group

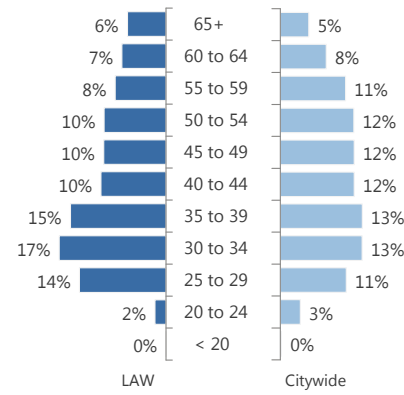
Gender



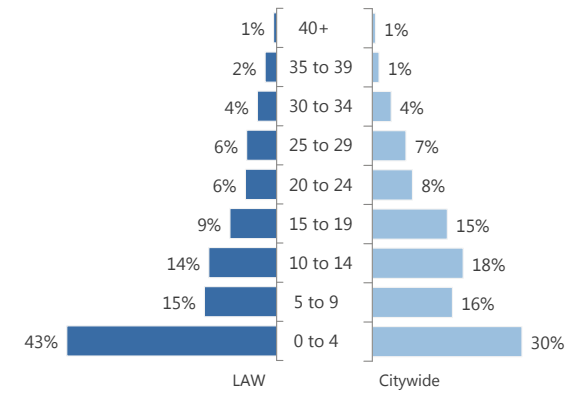
Full-Time Annual Salary Range



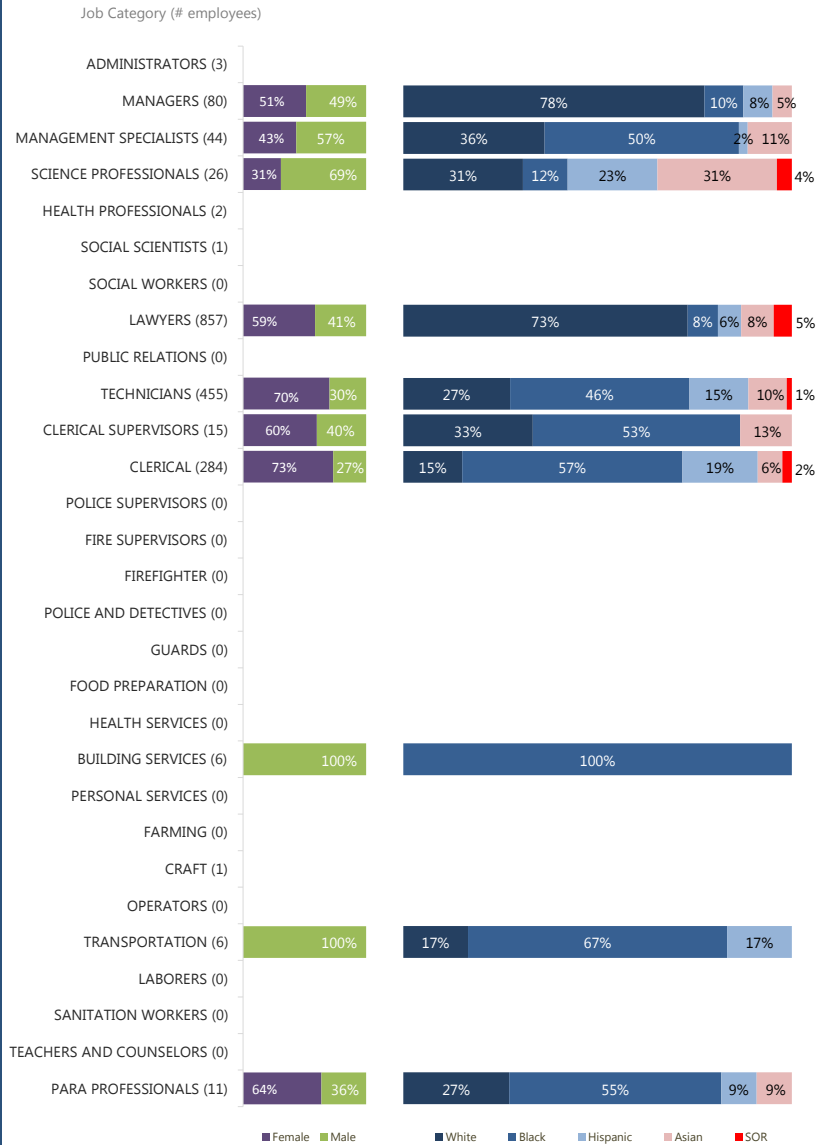
Age



Years of Service



Gender and Ethnicity by Job Category for: LAW



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	29	\$226,366	66.7%	0.0%	0.0%
MANAGERS	80	100.0%	56	20	\$152,784	52.5%	3.8%	1.3%
MANAGEMENT SPECIALISTS	44	95.5%	51	17	\$76,049	33.3%	2.2%	2.2%
SCIENCE PROFESSIONALS	26	92.3%	47	14	\$84,046	29.2%	7.1%	10.7%
HEALTH PROFESSIONALS	2	100.0%	n/a	17	\$70,121	100.0%	0.0%	0.0%
SOCIAL SCIENTISTS	1	0.0%	n/a	10	n/a	0.0%	0.0%	0.0%
SOCIAL WORKERS	0							
LAWYERS	857	96.3%	36	4	\$94,092	11.2%	8.9%	16.7%
PUBLIC RELATIONS	0							
TECHNICIANS	455	93.4%	43	8	\$46,244	17.4%	4.7%	12.7%
CLERICAL SUPERVISORS	15	100.0%	62	30	\$57,423	86.7%	0.0%	0.0%
CLERICAL	284	72.2%	45	10	\$39,000	32.2%	3.3%	8.9%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	6	100.0%	55	27	\$52,047	66.7%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	1	100.0%	n/a	4	\$57,587	0.0%	0.0%	0.0%
OPERATORS	0							
TRANSPORTATION	6	33.3%	33	7	\$46,476	50.0%	5.6%	5.6%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	11	100.0%	32	2	\$57,916	0.0%	0.0%	27.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT CORPORATION COUNSEL	916	51.1%	36	4.0	13.5%	94	150
PARALEGAL AIDE	223	12.5%	44	11.0	18.8%	13	19
CLERICAL ASSOCIATE	223	12.5%	41	5.0	17.5%	18	32
CLAIM SPECIALIST	144	8.0%	39	2.0	12.5%	13	38
WORKERS' COMPENSATION BENEFITS EXAMINER	65	3.6%	46	10.0	15.4%	7	5
LEGAL SECRETARIAL ASSISTANT	36	2.0%	52	24.0	41.7%	3	2
PRINCIPAL ADMINISTRATIVE ASSOCIATE	15	0.8%	62	30.0	86.7%	0	0
ADMINISTRATIVE STAFF ANALYST	12	0.7%	52	23.0	41.7%	0	0
STAFF ANALYST	13	0.7%	50	14.0	15.4%	0	1
COMMUNITY COORDINATOR	10	0.6%	33	3.0	0.0%	0	3

LAW DEPARTMENT is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

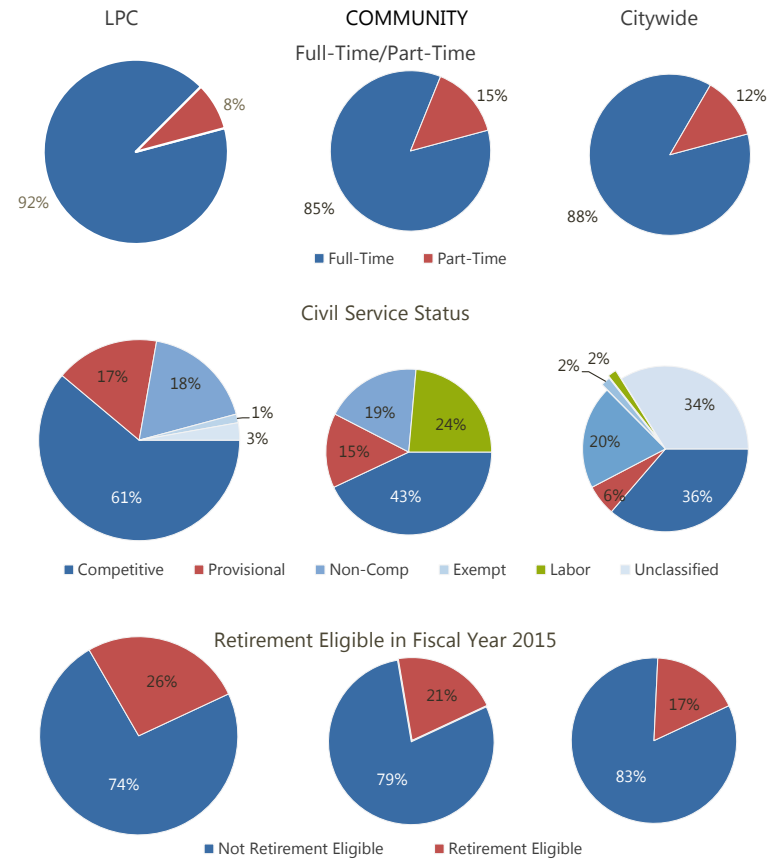
Workforce Profile: LANDMARKS PRESERVATION COMMISSION (LPC) : FY2017

Summary Indicators			
	LPC	COMMUNITY	Citywide
Headcount (FT / PT)	66 / 6	17,826 / 3,077	344,063 / 48,959
Median Age / Years of Service	43 / 5	46 / 10	43 / 10
% Male / Female	33% / 67%	61% / 39%	41% / 59%
% White / Minority	65% / 35%	26% / 74%	38% / 62%
Median Annual Base Salary (FT)	\$61,313	\$57,269	\$70,434
% Eligible to Retire	26%	21%	17%
% Hires	13%	8%	10%
% Union Represented	75%	95%	95%

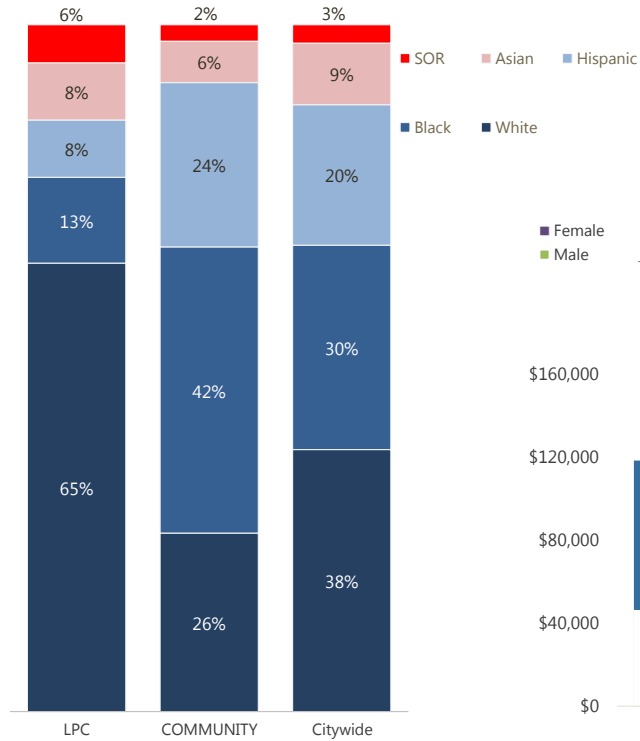
Hires			
	LPC	COMMUNITY	Citywide
Total Hires	9	1,699	37,572
New Hires	8	1,646	30,240
Rehires	1	53	7,332

Separations			
	LPC	COMMUNITY	Citywide
Total Separations	8	2,121	27,886
Retirement	2	462	8,524
Resignation	6	368	9,995
Dismissal	0	407	6,306
Layoff	0	0	2
Deceased	0	41	445
Other	0	843	2,614

Employee Type by Agency, Agency Group, and Citywide



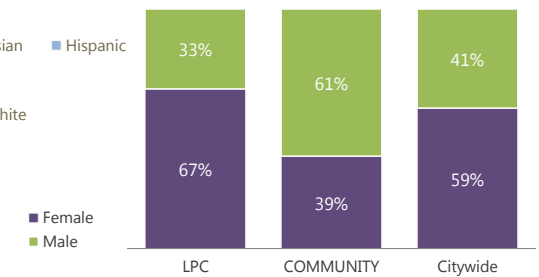
Ethnicity



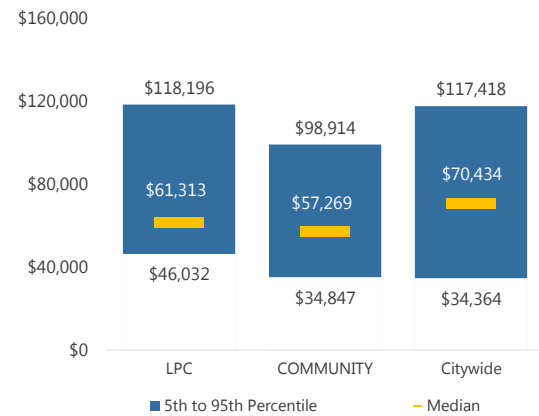
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Communities & Neighborhoods Agency Group

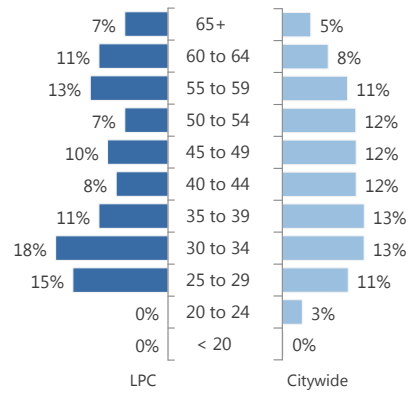
Gender



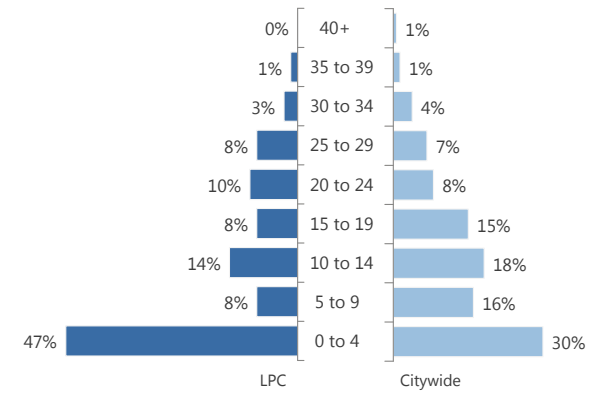
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: LPC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	22	\$154,873	66.7%	0.0%	0.0%
MANAGERS	13	92.3%	47	10	\$89,763	25.0%	14.2%	14.2%
MANAGEMENT SPECIALISTS	3	100.0%	n/a	24	\$90,830	66.7%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	40	90.0%	40	4	\$59,853	27.8%	11.3%	4.5%
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	27	\$85,029	0.0%	0.0%	0.0%
PUBLIC RELATIONS	1	100.0%	n/a	3	\$82,400	0.0%	0.0%	0.0%
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	29	\$64,166	0.0%	0.0%	0.0%
CLERICAL	2	100.0%	n/a	22	\$50,905	100.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	0	\$40,000	0.0%	0.0%	100.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	7	85.7%	29	2	\$48,720	0.0%	12.2%	36.7%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
LANDMARKS PRESERVATIONIST	36	50.0%	39	4.0	22.2%	5	1
ADMINISTRATIVE LANDMARKS PRESERVATIONIST	9	12.5%	47	19.0	33.3%	2	1
COMMUNITY ASSOCIATE	6	8.3%	28	1.0	0.0%	1	3
ADMINISTRATIVE STAFF ANALYST	1	1.4%	n/a	11.0	0.0%	0	0
COMPUTER SYSTEMS MANAGER	1	1.4%	n/a	3.0	0.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	1	1.4%	n/a	29.0	0.0%	0	0
EXECUTIVE DIRECTOR	1	1.4%	n/a	21.0	0.0%	0	0
LEGAL SECRETARIAL ASSISTANT	1	1.4%	n/a	16.0	100.0%	0	0
CLERICAL ASSOCIATE	1	1.4%	n/a	28.0	100.0%	0	0
STAFF ANALYST	1	1.4%	n/a	24.0	100.0%	0	0

LANDMARKS PRESERVATION COMMISSION is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

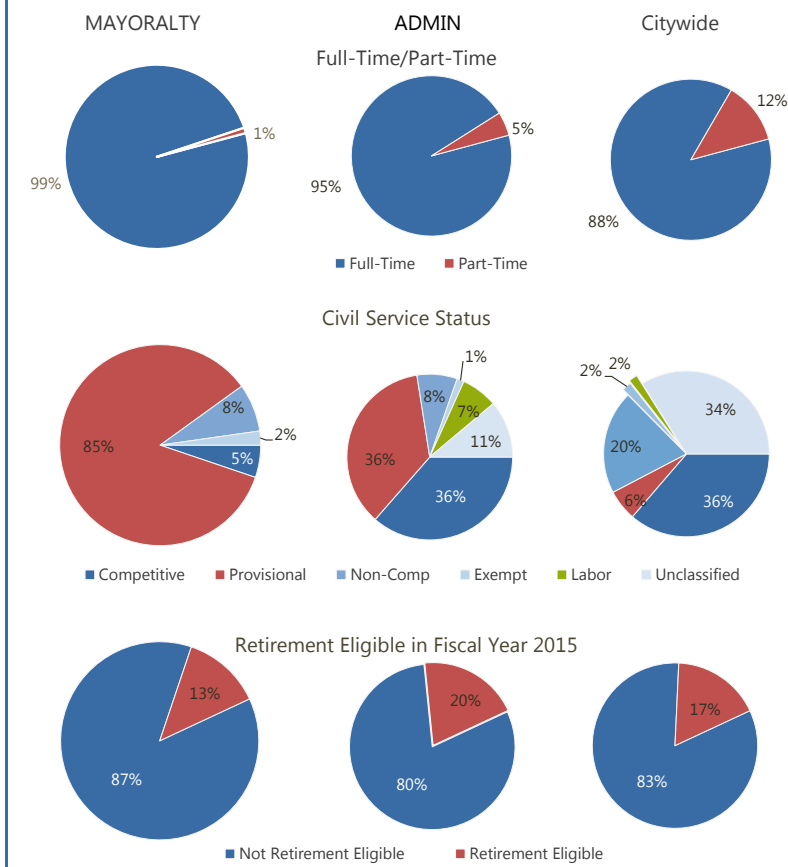
Workforce Profile: MAYORALTY: F2017

Summary Indicators	MAYORALTY	ADMIN	Citywide
Headcount (FT / PT)	1,146 / 11	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	36 / 3	46 / 7	43 / 10
% Male / Female	42% / 58%	53% / 47%	41% / 59%
% White / Minority	46% / 54%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$76,323	\$63,527	\$70,434
% Eligible to Retire	13%	20%	17%
% Hires	19%	15%	10%
% Union Represented	9%	70%	95%

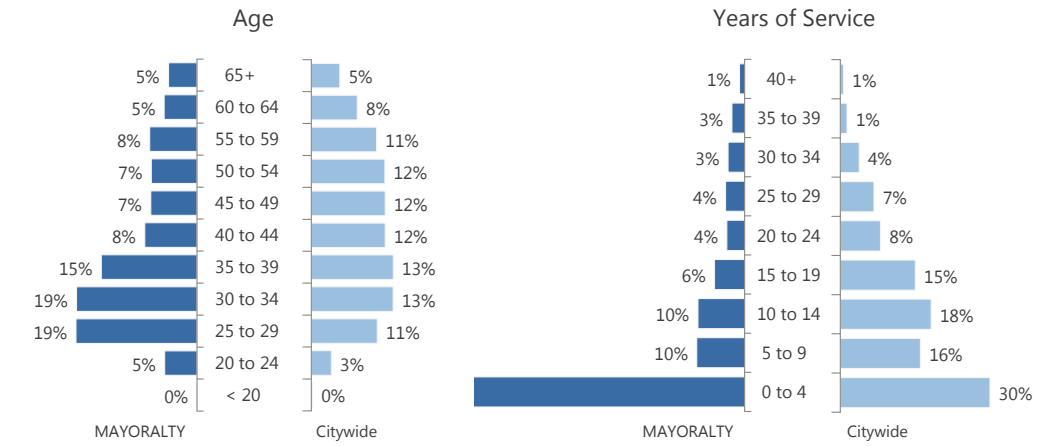
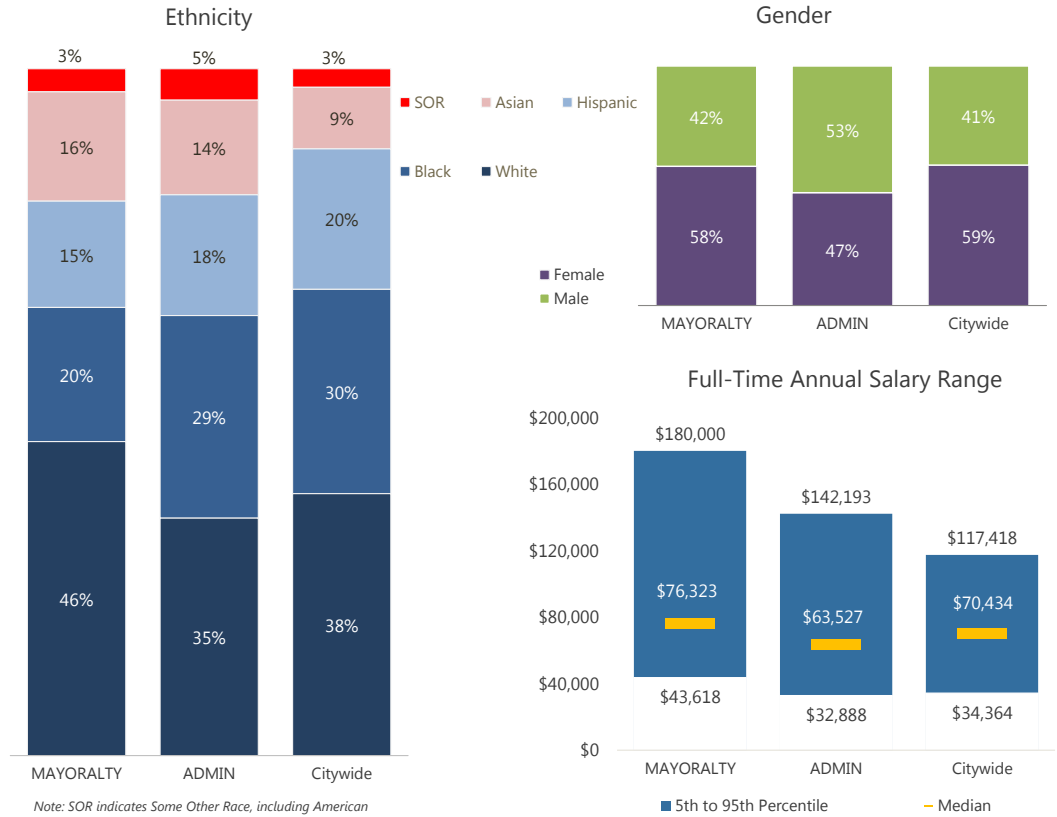
Hires	MAYORALTY	ADMIN	Citywide
Total Hires	220	1,047	37,572
New Hires	215	1,013	30,240
Rehires	5	34	7,332

Separations	MAYORALTY	ADMIN	Citywide
Total Separations	127	488	27,886
Retirement	10	106	8,524
Resignation	99	205	9,995
Dismissal	1	86	6,306
Layoff	0	0	2
Deceased	1	11	445
Other	16	80	2,614

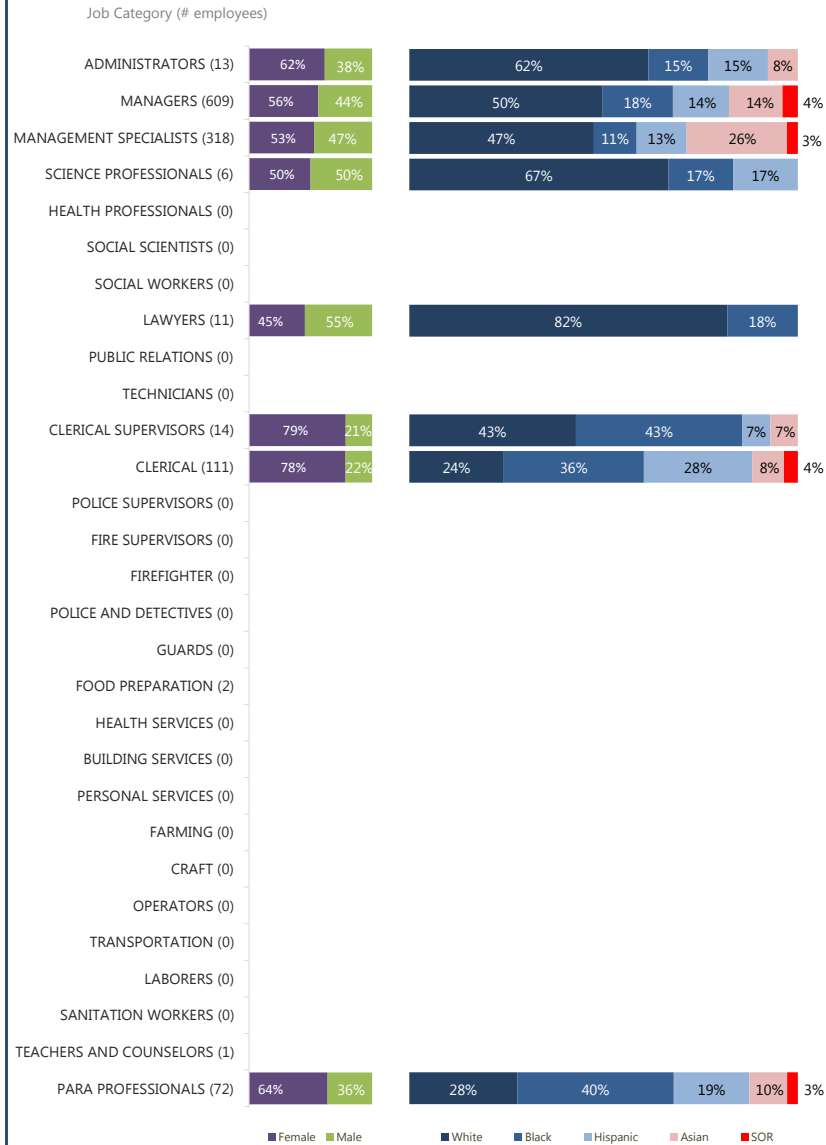
Employee Type by Agency, Agency Group, and Citywide



Administrative Services Agency Group



Gender and Ethnicity by Job Category for: MAYORALTY

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	13	100.0%	56	3	\$226,366	7.7%	0.0%	0.0%
MANAGERS	609	99.8%	37	3	\$105,575	11.0%	11.0%	18.5%
MANAGEMENT SPECIALISTS	318	98.7%	31	2	\$65,433	7.6%	13.0%	22.4%
SCIENCE PROFESSIONALS	6	100.0%	53	17	\$79,476	33.3%	0.0%	16.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	11	100.0%	33	1	\$72,000	9.1%	9.1%	27.3%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	14	92.9%	60	29	\$56,798	84.6%	6.6%	0.0%
CLERICAL	111	98.2%	50	12	\$47,288	30.3%	9.7%	7.1%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	2	100.0%	n/a	8	\$110,725	0.0%	0.0%	0.0%
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	1	100.0%	n/a	0	\$77,250	0.0%	0.0%	100.0%
PARA PROFESSIONALS	72	95.8%	38	1	\$50,000	14.5%	6.7%	22.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
BUDGET ANALYST	357	30.9%	32	3.0	7.3%	59	72
SPECIAL ASSISTANT (OFFICE OF THE MAYOR)	255	22.0%	36	2.0	6.3%	55	61
RESEARCH PROJECTS COORDINATOR	181	15.6%	35	2.0	3.9%	54	41
MAYORAL OFFICE ASSISTANT	59	5.1%	49	9.0	20.3%	43	2
COMMUNITY ASSOCIATE	19	1.6%	38	1.0	15.8%	1	3
MAYORAL PROGRAM COORDINATOR	17	1.5%	51	24.0	23.5%	8	4
STATISTICAL SECRETARY	15	1.3%	55	21.0	53.3%	0	0
ADMINISTRATIVE STAFF ANALYST	14	1.2%	60	33.0	57.1%	2	1
COMMUNITY COORDINATOR	14	1.2%	38	1.0	7.1%	0	6
PRINCIPAL ADMINISTRATIVE ASSOCIATE	14	1.2%	60	29.0	78.6%	1	0

MAYORALTY is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

The Mayorality includes the Office of Mayor, Management and Budget, Labor Relations, Contract Services, and Veterans' Affairs.

Workforce Profile: MUNICIPAL WATER FIN AUTHORITY (MWFA) : FY2017

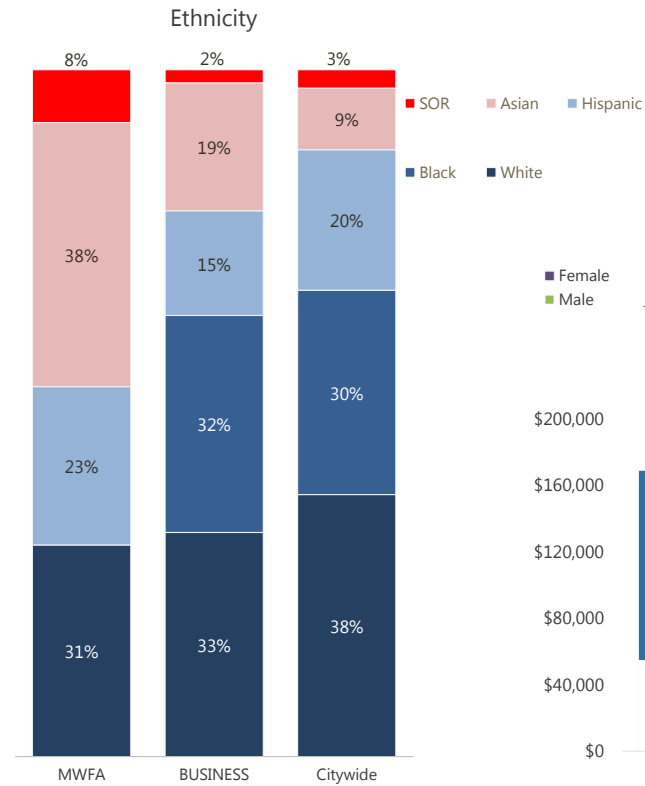
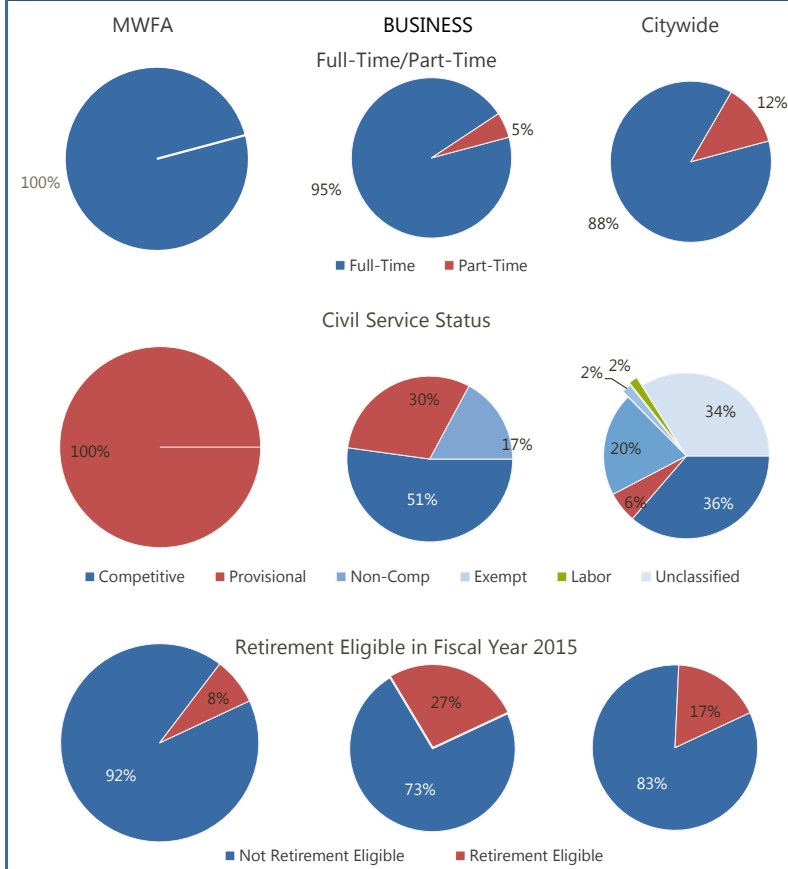
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	13 / 0	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	38 / 9	48 / 10	43 / 10
% Male / Female	31% / 69%	49% / 51%	41% / 59%
% White / Minority	31% / 69%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$73,939	\$66,365	\$70,434
% Eligible to Retire	8%	27%	17%
% Hires	15%	9%	10%
% Union Represented	8%	75%	95%

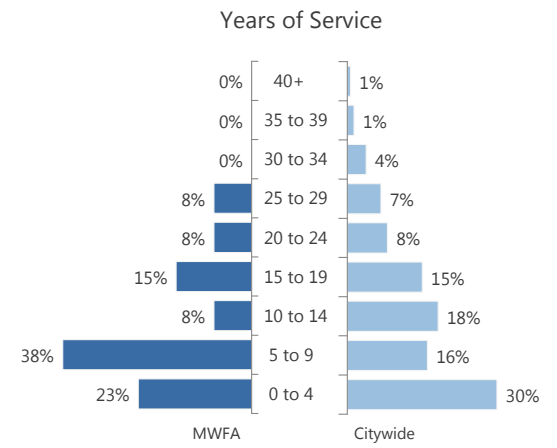
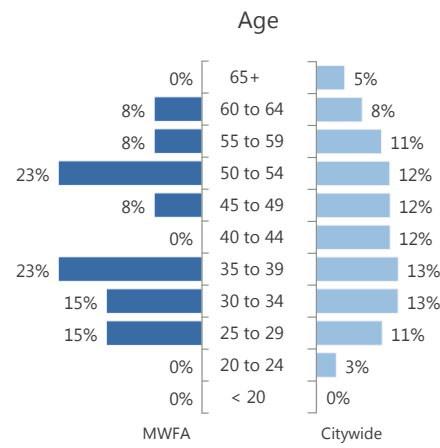
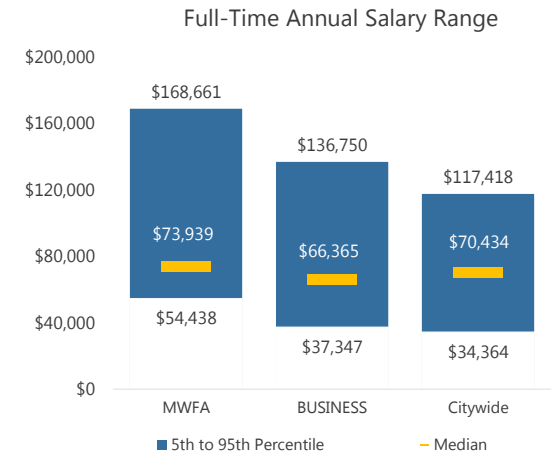
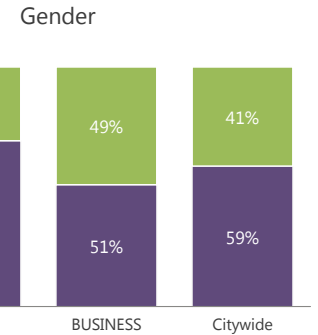
Hires			
Total Hires	2	433	37,572
New Hires	2	408	30,240
Rehires	0	25	7,332

Separations			
Total Separations	2	354	27,886
Retirement	0	125	8,524
Resignation	1	162	9,995
Dismissal	0	27	6,306
Layoff	0	0	2
Deceased	0	9	445
Other	1	31	2,614

Employee Type by Agency, Agency Group, and Citywide



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: MWFA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	4	100.0%	n/a	16	\$148,562	0.0%	50.0%	25.0%
MANAGEMENT SPECIALISTS	8	100.0%	35	6	\$65,433	12.5%	0.0%	12.5%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	15	\$62,999	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
BUDGET ANALYST	12	92.3%	37	7.0	8.3%	3	2
STATISTICAL SECRETARY	1	7.7%	n/a	15.0	0.0%	0	0

MUNICIPAL WATER FIN AUTHORITY is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

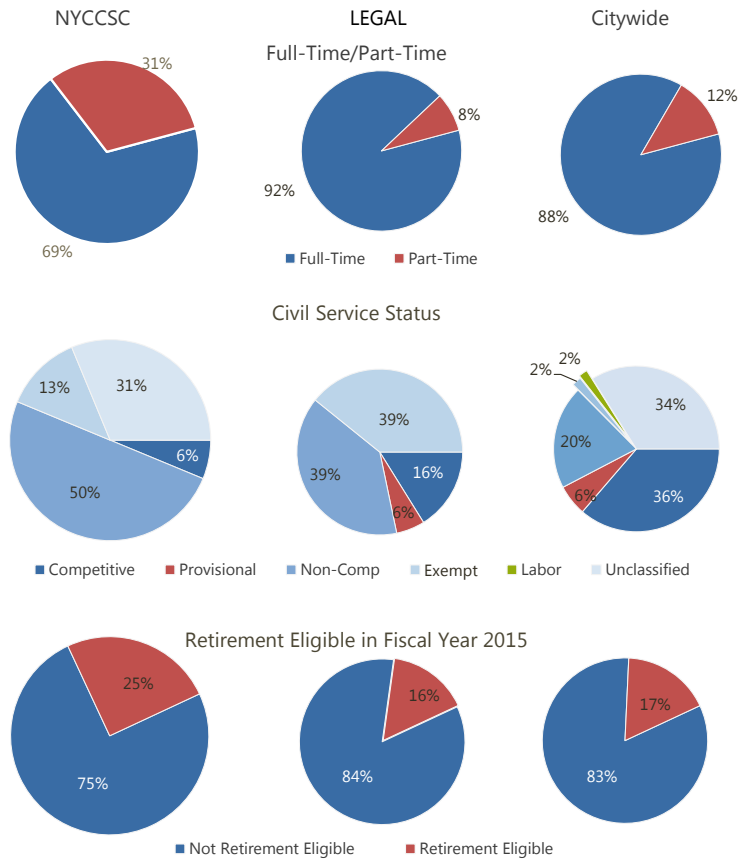
Workforce Profile: NYC CIVIL SERVICE COMMISSION (NYCCSC) : FY2017

Summary Indicators	NYCCSC	LEGAL	Citywide
Headcount (FT / PT)	11 / 5	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	60 / 8	39 / 6	43 / 10
% Male / Female	38% / 63%	42% / 58%	41% / 59%
% White / Minority	44% / 56%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$76,275	\$64,900	\$70,434
% Eligible to Retire	25%	16%	17%
% Hires	19%	13%	10%
% Union Represented	38%	52%	95%

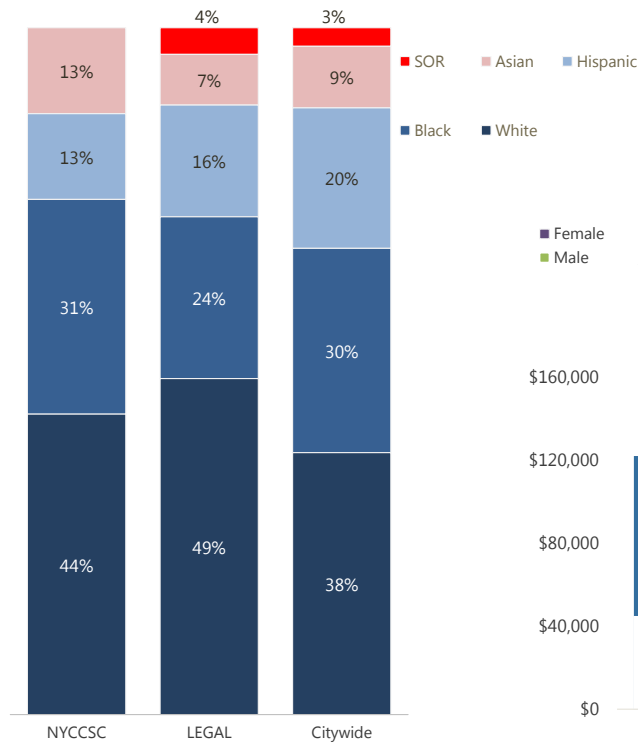
Hires	NYCCSC	LEGAL	Citywide
Total Hires	3	955	37,572
New Hires	1	896	30,240
Rehires	2	59	7,332

Separations	NYCCSC	LEGAL	Citywide
Total Separations	0	663	27,886
Retirement	0	84	8,524
Resignation	0	497	9,995
Dismissal	0	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	0	36	2,614

Employee Type by Agency, Agency Group, and Citywide



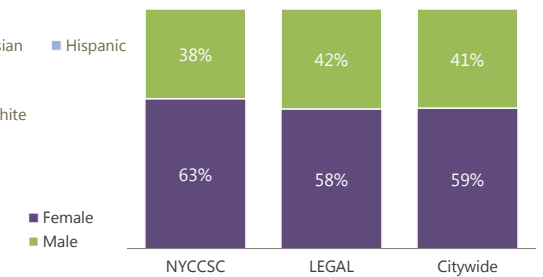
Ethnicity



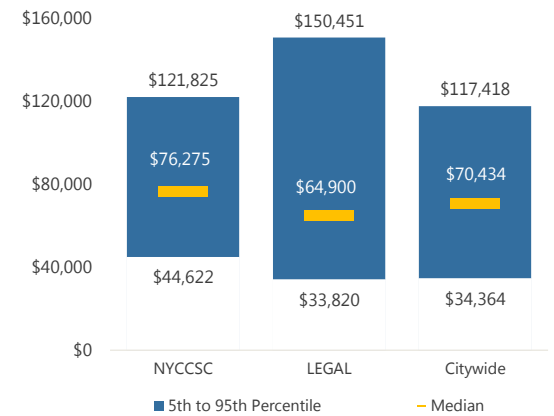
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Legal Affairs & Access to Justice Agency Group

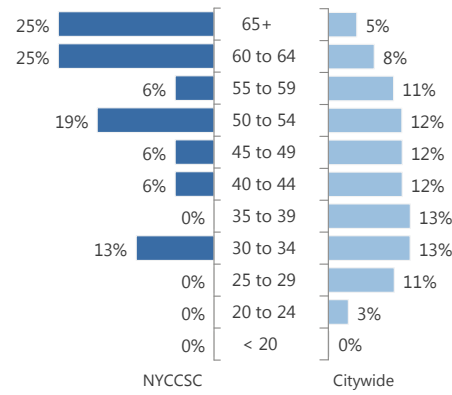
Gender



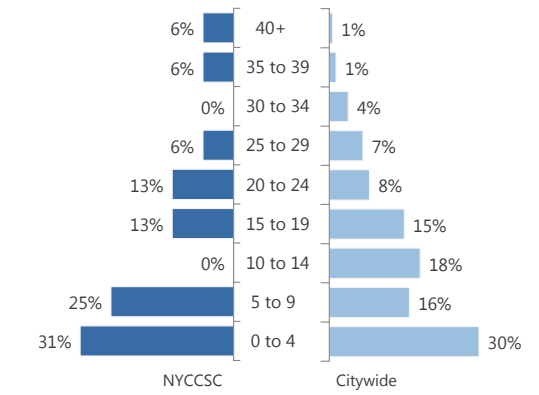
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: NYCCSC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	5	0.0%	63	19	n/a	0.0%	0.0%	0.0%
MANAGERS	5	100.0%	53	20	\$96,721	40.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	3	100.0%	n/a	3	\$76,275	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	0							
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	3	100.0%	n/a	6	\$46,350	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
AGENCY ATTORNEY	3	18.8%	n/a	3.0	0.0%	1	0
COMMUNITY ASSOCIATE	3	18.8%	n/a	6.0	0.0%	0	0
EXECUTIVE AGENCY COUNSEL	3	18.8%	n/a	20.0	33.3%	0	0
SECRETARY OF THE COMMISSION	2	12.5%	n/a	26.0	50.0%	0	0
CHAIRMAN	1	6.3%	n/a	9.0	0.0%	0	0
COMMISSIONER (BOARDS TRIBUNALS)	4	25.0%	n/a	21.0	50.0%	0	1

NYC CIVIL SERVICE COMMISSION is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

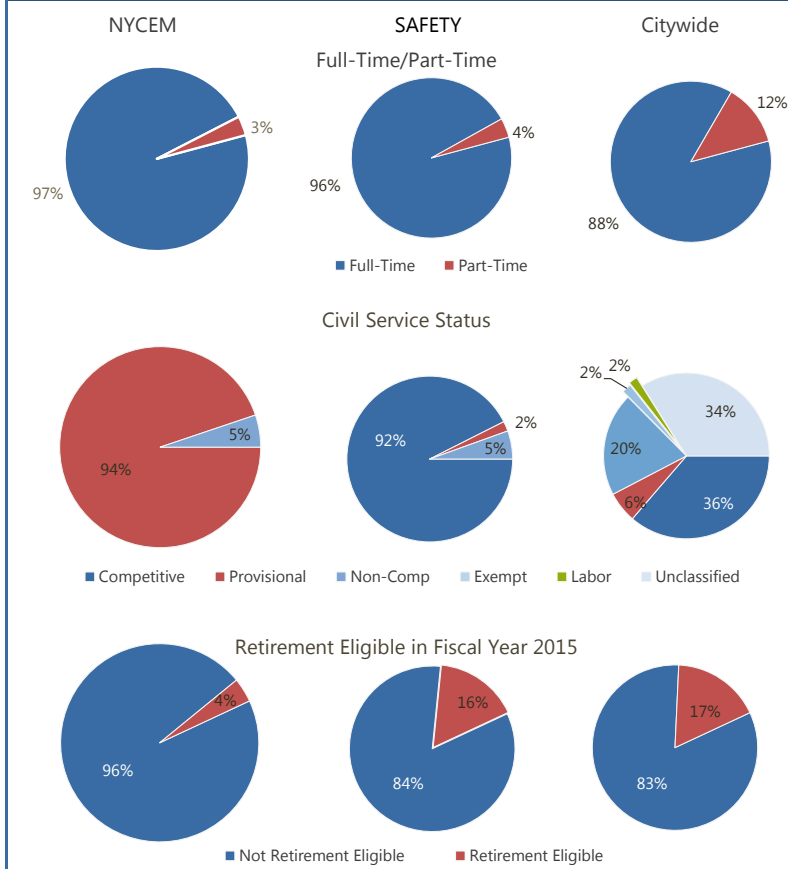
Workforce Profile: NYC EMERGENCY MANAGEMENT (NYCEM) : FY2017

Summary Indicators	NYCEM	SAFETY	Citywide
Headcount (FT / PT)	171 / 6	83,846 / 3,417	344,063 / 48,959
Median Age / Years of Service	36 / 3	39 / 11	43 / 10
% Male / Female	54% / 46%	69% / 31%	41% / 59%
% White / Minority	58% / 42%	40% / 60%	38% / 62%
Median Annual Base Salary (FT)	\$76,708	\$78,026	\$70,434
% Eligible to Retire	4%	16%	17%
% Hires	14%	7%	10%
% Union Represented	5%	94%	95%

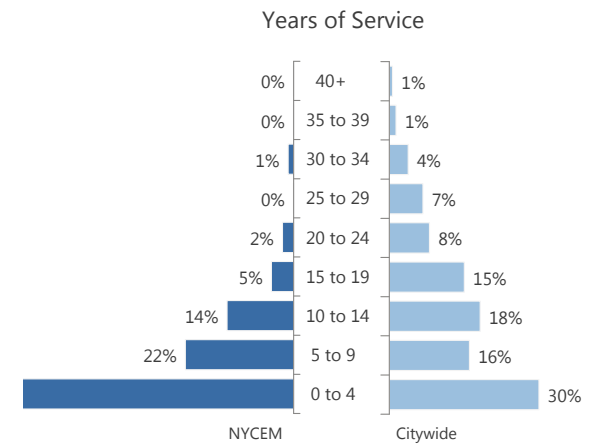
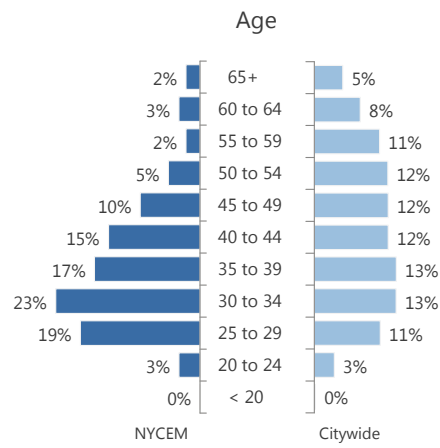
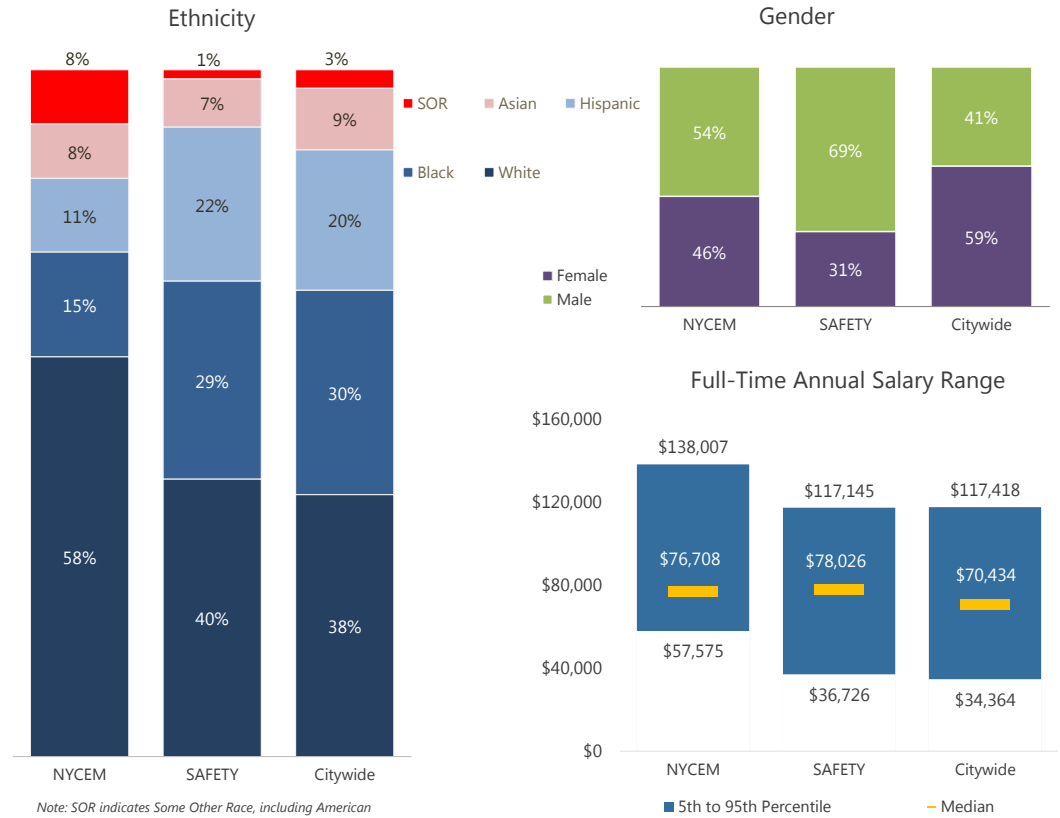
Hires	NYCEM	SAFETY	Citywide
Total Hires	24	6,330	37,572
New Hires	21	5,833	30,240
Rehires	3	497	7,332

Separations	NYCEM	SAFETY	Citywide
Total Separations	11	4,172	27,886
Retirement	1	2,633	8,524
Resignation	9	979	9,995
Dismissal	1	170	6,306
Layoff	0	0	2
Deceased	0	72	445
Other	0	318	2,614

Employee Type by Agency, Agency Group, and Citywide



Public Safety & Law Enforcement Agency Group



Gender and Ethnicity by Job Category for: NYCEM

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	5	\$215,291	33.3%	0.0%	0.0%
MANAGERS	66	100.0%	39	8	\$95,000	7.6%	4.5%	1.5%
MANAGEMENT SPECIALISTS	100	94.0%	33	2	\$66,082	1.1%	5.6%	18.8%
SCIENCE PROFESSIONALS	1	100.0%	n/a	13	\$124,761	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	3	100.0%	n/a	3	\$74,963	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	0							
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	4	100.0%	n/a	7	\$58,975	0.0%	50.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
EMERGENCY PREPAREDNESS SPECIALIST	100	56.5%	33	2.0	1.0%	9	20
EMERGENCY PREPAREDNESS MANAGER	61	34.5%	39	8.0	4.9%	6	1
AGENCY ATTORNEY	3	1.7%	n/a	3.0	0.0%	0	0
COMPUTER SYSTEMS MANAGER	2	1.1%	n/a	10.0	50.0%	0	0
COMMUNITY ASSOCIATE	2	1.1%	n/a	8.0	0.0%	1	0
COMMUNITY COORDINATOR	2	1.1%	n/a	7.0	0.0%	2	0
EXECUTIVE AGENCY COUNSEL	2	1.1%	n/a	10.0	50.0%	0	0
ADMINISTRATIVE PUBLIC INFORMATION SPECIALIST	1	0.6%	n/a	5.0	0.0%	0	0
DEPUTY COMMISSIONER	1	0.6%	n/a	5.0	0.0%	0	0
FIRST DEPUTY COMMISSIONER	1	0.6%	n/a	20.0	100.0%	0	0

NYC EMERGENCY MANAGEMENT is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

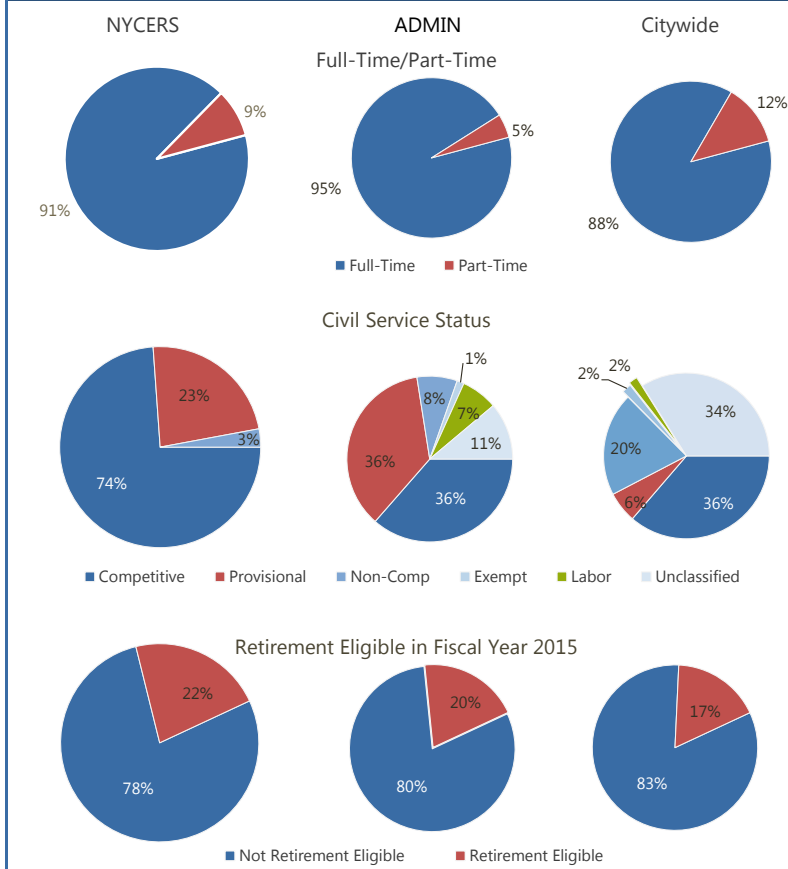
Workforce Profile: NYC EMPLOYEES RETIREMENT SYSTEM (NYCERS) : FY2017

Summary Indicators	NYCERS	ADMIN	Citywide
Headcount (FT / PT)	409 / 38	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	47 / 10	46 / 7	43 / 10
% Male / Female	39% / 61%	53% / 47%	41% / 59%
% White / Minority	30% / 70%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$54,965	\$63,527	\$70,434
% Eligible to Retire	22%	20%	17%
% Hires	6%	15%	10%
% Union Represented	88%	70%	95%

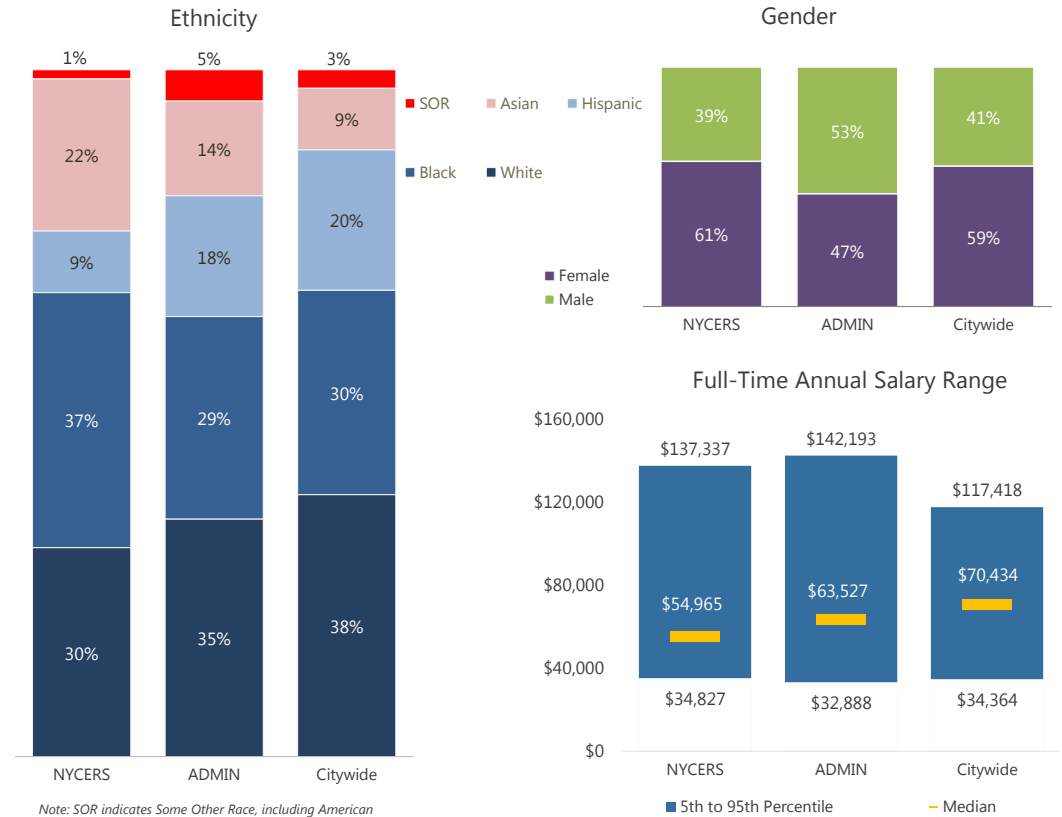
Hires	NYCERS	ADMIN	Citywide
Total Hires	27	1,047	37,572
New Hires	27	1,013	30,240
Rehires	0	34	7,332

Separations	NYCERS	ADMIN	Citywide
Total Separations	16	488	27,886
Retirement	9	106	8,524
Resignation	7	205	9,995
Dismissal	0	86	6,306
Layoff	0	0	2
Deceased	0	11	445
Other	0	80	2,614

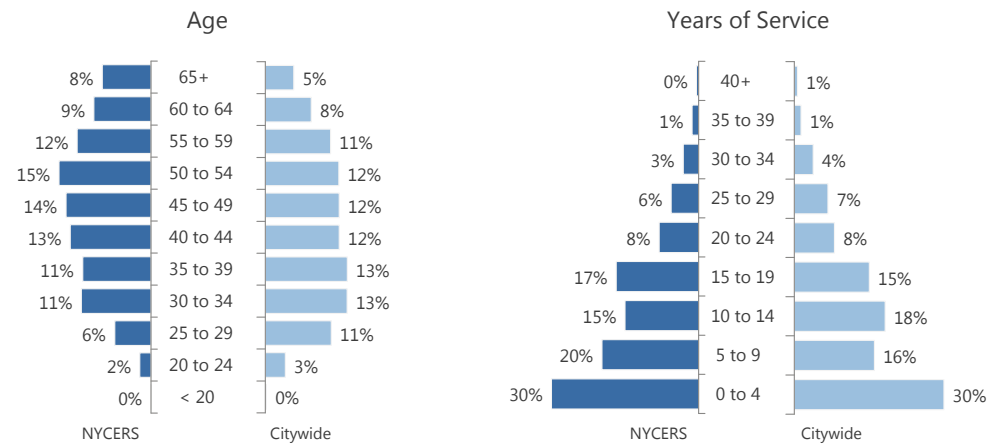
Employee Type by Agency, Agency Group, and Citywide



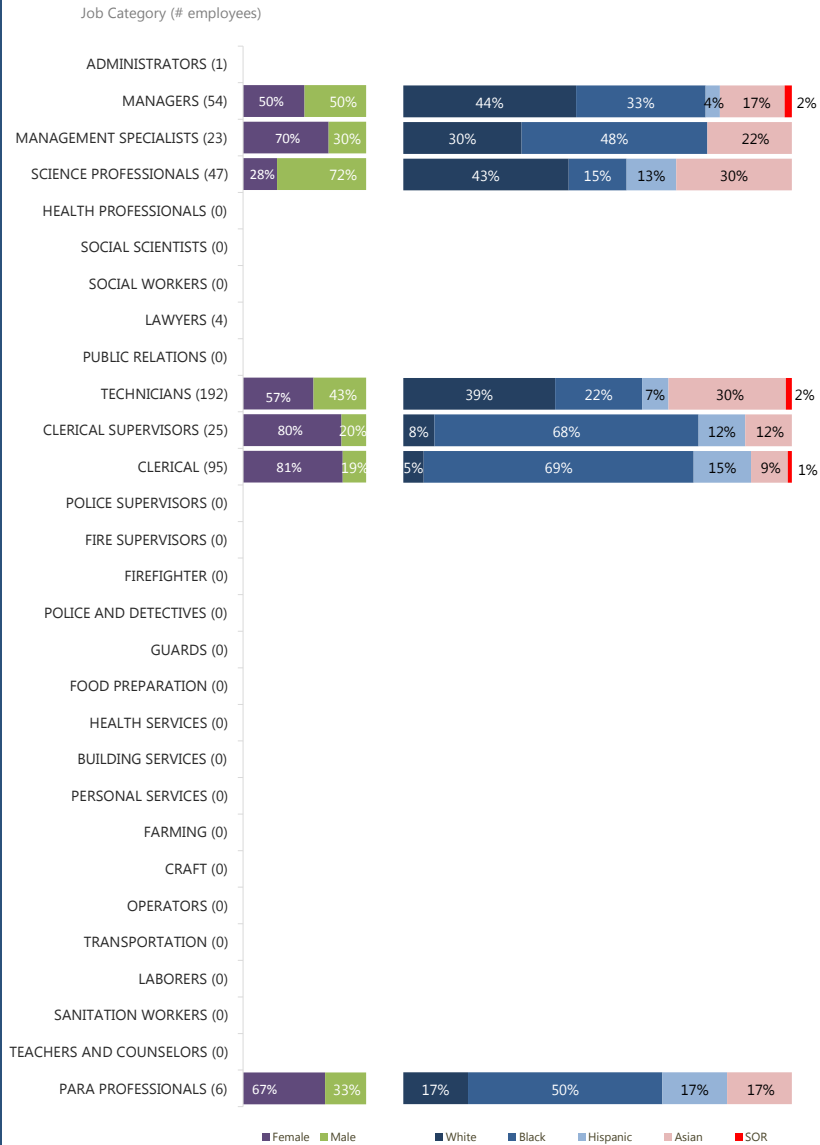
Administrative Services Agency Group



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: NYCERS



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	25	\$212,500	100.0%	200.0%	0.0%
MANAGERS	54	100.0%	54	17	\$130,630	31.5%	0.0%	3.7%
MANAGEMENT SPECIALISTS	23	100.0%	47	17	\$72,711	30.4%	0.0%	0.0%
SCIENCE PROFESSIONALS	47	100.0%	52	11	\$91,392	27.7%	8.5%	4.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	4	100.0%	n/a	3	\$76,275	0.0%	0.0%	25.0%
PUBLIC RELATIONS	0							
TECHNICIANS	192	100.0%	48	9	\$50,875	27.1%	2.6%	4.7%
CLERICAL SUPERVISORS	25	100.0%	47	19	\$62,862	16.0%	0.0%	0.0%
CLERICAL	95	60.0%	39	4	\$37,557	7.0%	3.2%	8.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	6	100.0%	41	3	\$38,698	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSOCIATE RETIREMENT BENEFITS EXAMINER	121	27.1%	48	10.0	24.8%	7	0
ASSISTANT RETIREMENT BENEFITS EXAMINER	69	15.4%	49	7.0	30.4%	4	9
CLERICAL ASSOCIATE	45	10.1%	45	5.0	8.9%	4	3
PRINCIPAL ADMINISTRATIVE ASSOCIATE	25	5.6%	47	19.0	16.0%	1	0
COMPUTER SYSTEMS MANAGER	17	3.8%	52	10.0	29.4%	0	2
COMPUTER SPECIALIST (SOFTWARE)	17	3.8%	53	12.0	35.3%	2	1
ADMINISTRATIVE RETIREMENT BENEFITS SPECIALIST	17	3.8%	54	20.0	47.1%	0	0
CUSTOMER INFORMATION REPRESENTATIVE	25	5.6%	38	2.0	0.0%	2	6
COMPUTER ASSOCIATE (SOFTWARE)	12	2.7%	57	11.0	25.0%	2	0
ADMINISTRATIVE STAFF ANALYST	10	2.2%	46	14.0	20.0%	0	0

NYC EMPLOYEES RETIREMENT SYSTEM is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

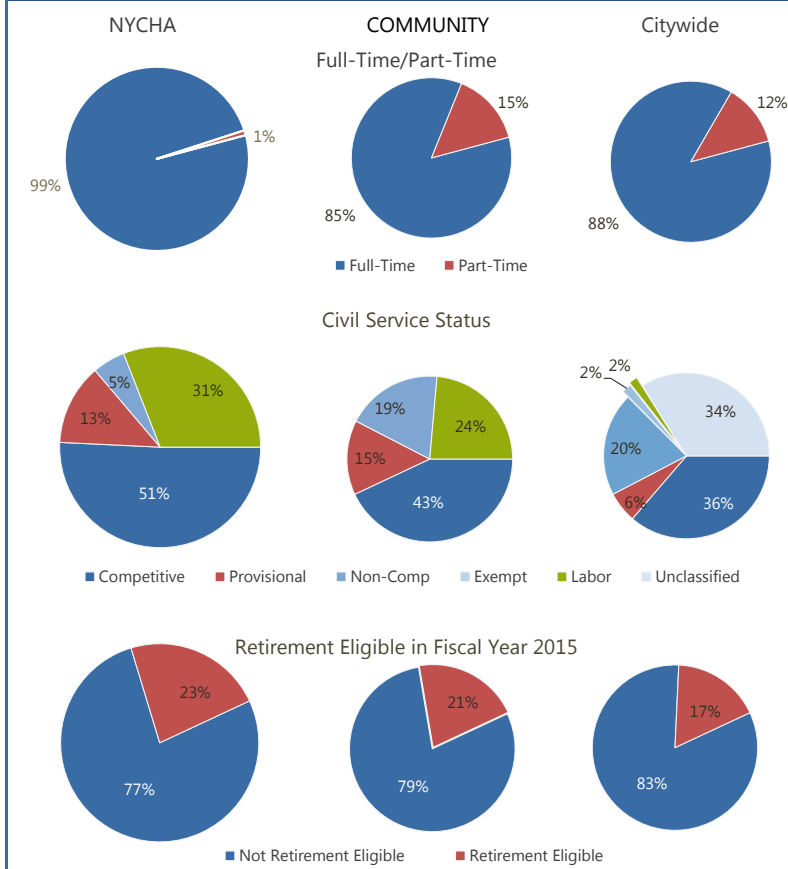
Workforce Profile: NYC HOUSING AUTHORITY (NYCHA) : FY2017

Summary Indicators	NYCHA	COMMUNITY	Citywide
Headcount (FT / PT)	11,106 / 94	17,826 / 3,077	344,063 / 48,959
Median Age / Years of Service	49 / 14	46 / 10	43 / 10
% Male / Female	61% / 39%	61% / 39%	41% / 59%
% White / Minority	18% / 82%	26% / 74%	38% / 62%
Median Annual Base Salary (FT)	\$58,987	\$57,269	\$70,434
% Eligible to Retire	23%	21%	17%
% Hires	8%	8%	10%
% Union Represented	96%	95%	95%

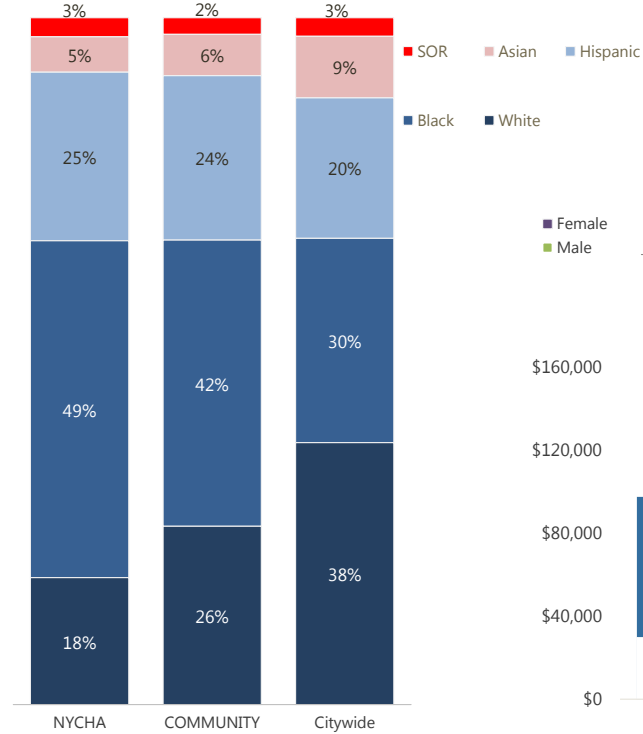
Hires	NYCHA	COMMUNITY	Citywide
Total Hires	865	1,699	37,572
New Hires	832	1,646	30,240
Rehires	33	53	7,332

Separations	NYCHA	COMMUNITY	Citywide
Total Separations	885	2,121	27,886
Retirement	419	462	8,524
Resignation	206	368	9,995
Dismissal	159	407	6,306
Layoff	0	0	2
Deceased	17	41	445
Other	84	843	2,614

Employee Type by Agency, Agency Group, and Citywide

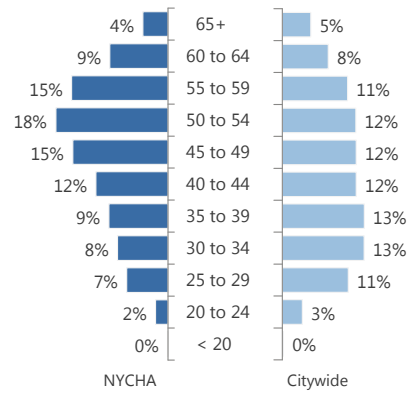


Ethnicity



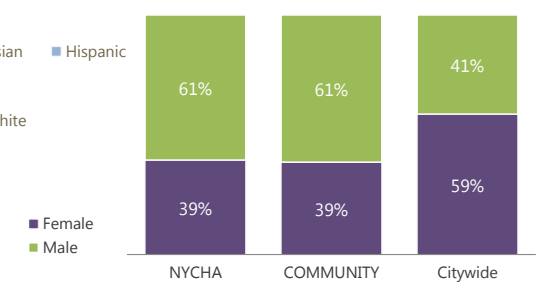
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Age

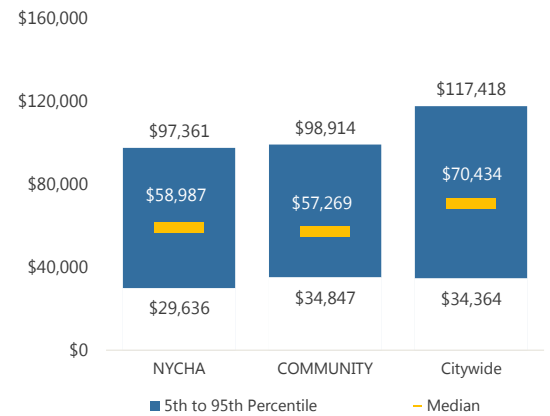


Communities & Neighborhoods Agency Group

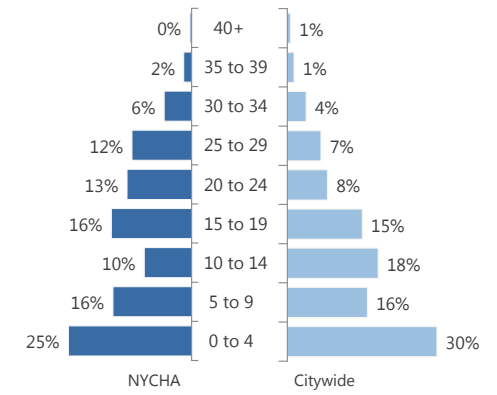
Gender



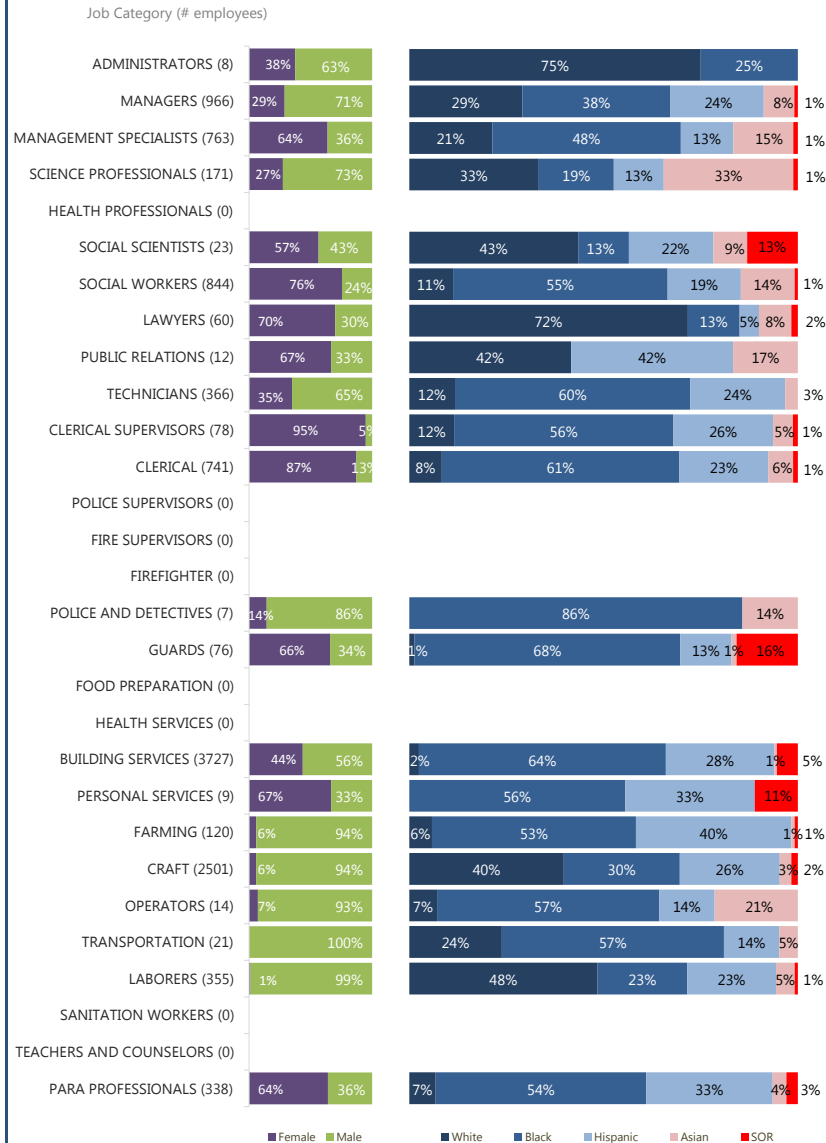
Full-Time Annual Salary Range



Years of Service



Gender and Ethnicity by Job Category for: NYCHA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	8	100.0%	57	7	\$176,579	37.5%	0.0%	0.0%
MANAGERS	966	100.0%	51	22	\$87,160	31.5%	8.0%	1.3%
MANAGEMENT SPECIALISTS	763	100.0%	54	24	\$75,591	43.6%	9.8%	0.8%
SCIENCE PROFESSIONALS	171	100.0%	57	19	\$87,550	50.9%	5.8%	1.2%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	23	100.0%	36	2	\$70,403	26.1%	17.4%	30.4%
SOCIAL WORKERS	844	100.0%	52	15	\$58,987	32.5%	7.7%	3.9%
LAWYERS	60	100.0%	39	7	\$85,029	20.0%	6.7%	5.0%
PUBLIC RELATIONS	12	100.0%	54	8	\$49,928	33.3%	8.3%	25.0%
TECHNICIANS	366	99.7%	44	12	\$50,379	14.0%	6.8%	1.6%
CLERICAL SUPERVISORS	78	100.0%	53	25	\$57,097	38.5%	11.5%	0.0%
CLERICAL	741	100.0%	51	17	\$39,039	32.3%	7.7%	2.7%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	7	100.0%	42	14	\$46,737	0.0%	14.3%	0.0%
GUARDS	76	28.9%	53	2	\$30,245	68.2%	9.1%	3.0%
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	3727	100.0%	41	7	\$43,079	12.1%	7.3%	14.5%
PERSONAL SERVICES	9	100.0%	59	22	\$30,245	55.6%	0.0%	0.0%
FARMING	120	100.0%	44	18	\$60,926	11.7%	4.2%	0.0%
CRAFT	2501	100.0%	51	15	\$76,350	23.5%	7.1%	4.6%
OPERATORS	14	100.0%	49	18	\$129,352	35.7%	7.1%	0.0%
TRANSPORTATION	21	100.0%	53	15	\$46,476	38.1%	14.3%	9.5%
LABORERS	355	100.0%	46	5	\$60,552	14.1%	11.3%	14.9%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	338	88.5%	50	15	\$48,000	22.1%	9.2%	6.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CARETAKER	3,375	30.1%	40	6.0	11.3%	237	537
MAINTENANCE WORKER	1,012	9.0%	50	17.0	23.8%	81	55
HOUSING ASSISTANT	825	7.4%	52	15.0	32.4%	69	33
SECRETARY	470	4.2%	51	18.0	33.4%	39	8
HEATING PLANT TECHNICIAN	296	2.6%	44	11.0	13.2%	22	1
PLASTERER	251	2.2%	51	19.0	19.5%	15	5
CARPENTER	228	2.0%	53	8.0	24.1%	21	17
ELEVATOR MECHANIC	225	2.0%	48	14.0	19.6%	13	0
ASSISTANT RESIDENT BUILDINGS SUPERINTENDENT	213	1.9%	47	22.0	13.6%	18	0
RESIDENT BUILDINGS SUPERINTENDENT	200	1.8%	49	25.0	22.0%	17	1

NYC HOUSING AUTHORITY is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

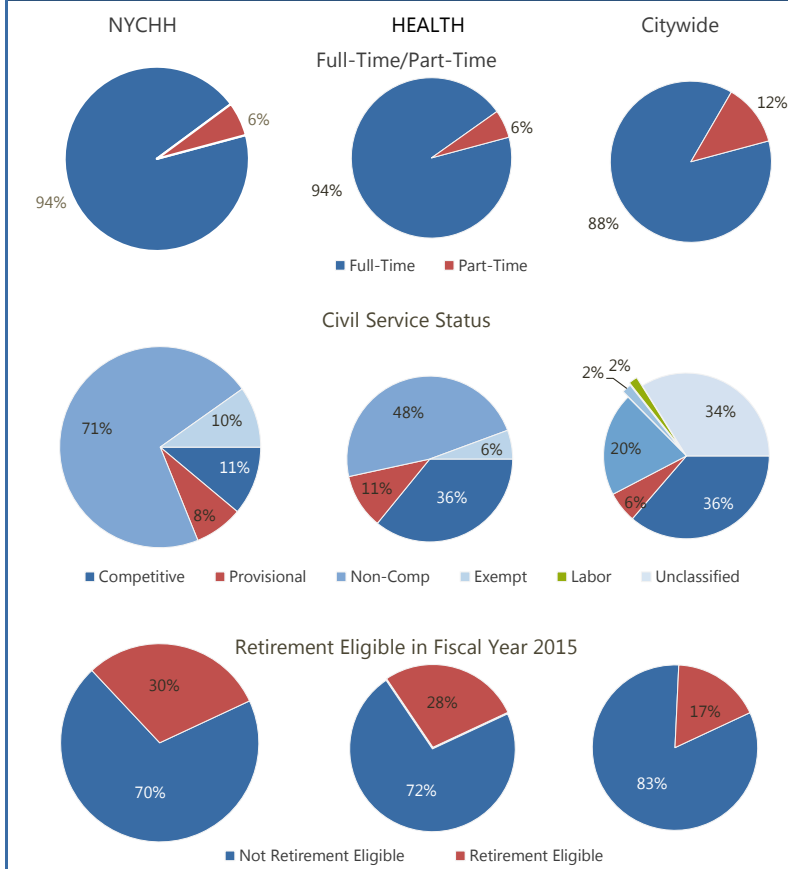
Workforce Profile: NYC HEALTH AND HOSPITALS (NYCHH) : FY2017

Summary Indicators	NYCHH	HEALTH	Citywide
Headcount (FT / PT)	36,811 / 2,337	65,426 / 3,916	344,063 / 48,959
Median Age / Years of Service	49 / 10	49 / 10	43 / 10
% Male / Female	32% / 68%	31% / 69%	41% / 59%
% White / Minority	17% / 83%	17% / 83%	38% / 62%
Median Annual Base Salary (FT)	\$60,313	\$53,560	\$70,434
% Eligible to Retire	30%	28%	17%
% Hires	8%	10%	10%
% Union Represented	90%	91%	95%

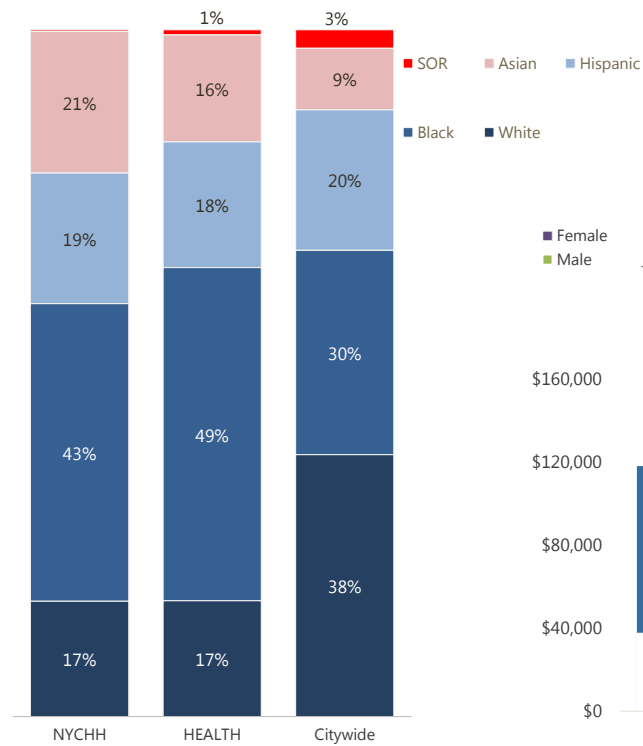
Hires	NYCHH	HEALTH	Citywide
Total Hires	2,980	6,680	37,572
New Hires	2,980	6,544	30,240
Rehires	0	136	7,332

Separations	NYCHH	HEALTH	Citywide
Total Separations	3,674	6,636	27,886
Retirement	1,189	1,943	8,524
Resignation	1,943	2,805	9,995
Dismissal	378	576	6,306
Layoff	2	0	2
Deceased	83	178	445
Other	79	1,134	2,614

Employee Type by Agency, Agency Group, and Citywide



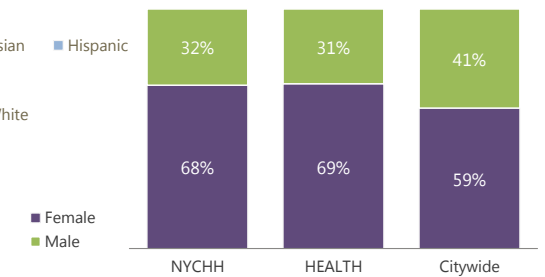
Ethnicity



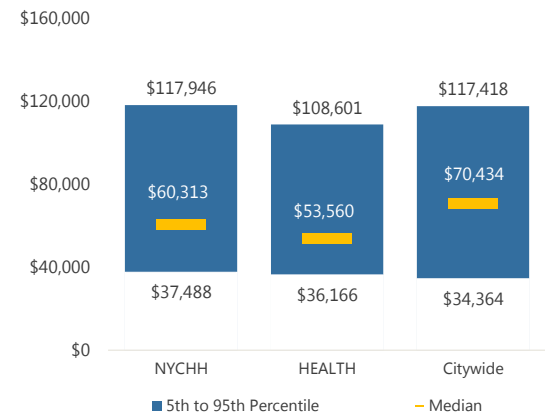
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Health & Human Services Agency Group

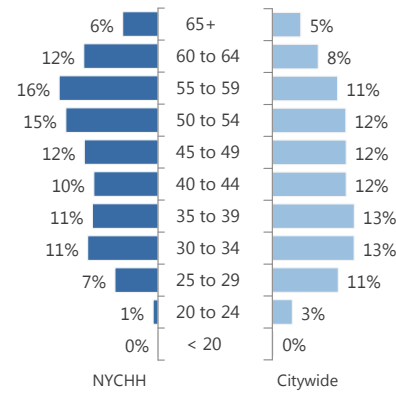
Gender



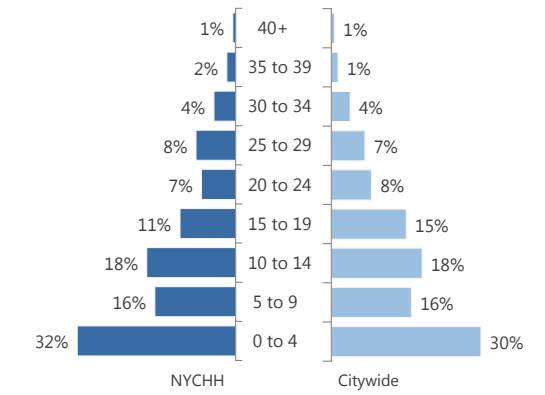
Full-Time Annual Salary Range



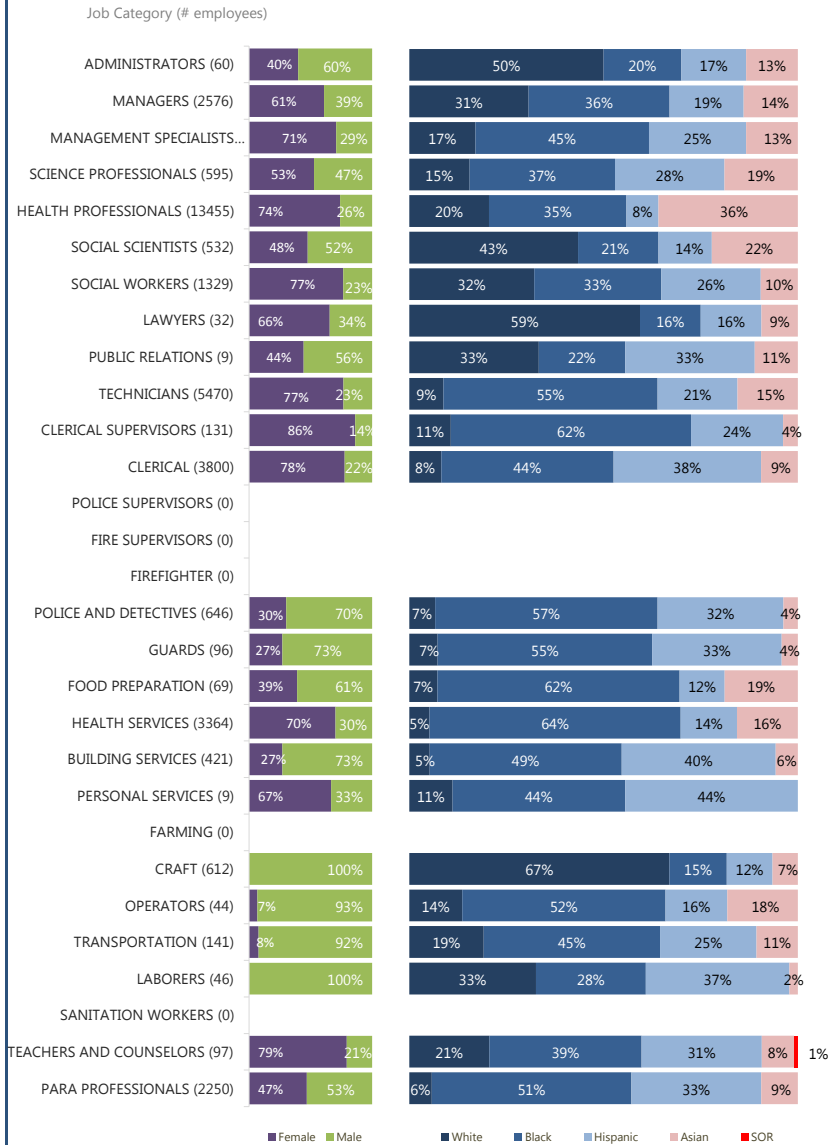
Age



Years of Service



Gender and Ethnicity by Job Category for: NYCHH

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	60	100.0%	55	9	\$269,543	33.3%	18.3%	15.0%
MANAGERS	2576	96.9%	51	10	\$91,670	31.8%	18.1%	8.5%
MANAGEMENT SPECIALISTS	3364	98.0%	50	11	\$61,385	30.8%	11.7%	5.0%
SCIENCE PROFESSIONALS	595	98.7%	47	9	\$53,092	27.9%	7.8%	7.5%
HEALTH PROFESSIONALS	13455	93.9%	45	8	\$80,310	27.9%	8.7%	11.7%
SOCIAL SCIENTISTS	532	96.8%	43	3	\$90,602	17.3%	12.2%	17.8%
SOCIAL WORKERS	1329	93.2%	44	7	\$60,096	25.5%	13.0%	11.0%
LAWYERS	32	96.9%	42	10	\$118,969	19.4%	6.1%	9.1%
PUBLIC RELATIONS	9	100.0%	48	11	\$59,758	22.2%	55.6%	22.2%
TECHNICIANS	5470	96.8%	51	11	\$42,776	34.7%	6.7%	3.7%
CLERICAL SUPERVISORS	131	100.0%	58	30	\$55,367	71.0%	9.2%	0.0%
CLERICAL	3800	94.6%	49	11	\$42,148	33.0%	7.7%	4.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	646	100.0%	45	10	\$46,737	19.8%	7.9%	3.1%
GUARDS	96	90.6%	40	3	\$35,644	12.6%	10.4%	0.9%
FOOD PREPARATION	69	97.1%	57	20	\$39,999	62.7%	15.5%	2.8%
HEALTH SERVICES	3364	86.9%	52	11	\$38,101	43.7%	5.6%	3.0%
BUILDING SERVICES	421	97.1%	56	20	\$38,871	56.0%	7.2%	0.5%
PERSONAL SERVICES	9	88.9%	61	11	\$37,680	62.5%	0.0%	0.0%
FARMING	0							
CRAFT	612	99.8%	54	16	\$94,346	43.2%	8.8%	2.4%
OPERATORS	44	100.0%	55	10	\$61,533	50.0%	15.9%	13.6%
TRANSPORTATION	141	97.2%	52	11	\$48,081	32.8%	7.6%	1.4%
LABORERS	46	100.0%	53	26	\$59,816	39.1%	17.4%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	97	100.0%	50	13	\$57,924	36.1%	6.2%	3.1%
PARA PROFESSIONALS	2250	81.9%	49	10	\$37,488	34.4%	4.4%	2.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
STAFF NURSE	6,959	17.8%	48	9.0	29.1%	761	595
CLERICAL ASSOCIATE	3,038	7.8%	50	12.0	34.3%	220	45
RESIDENT	2,034	5.2%	31	2.0	0.0%	49	772
PATIENT CARE ASSOCIATE	1,954	5.0%	49	10.0	25.4%	93	99
SERVICE AIDE	1,794	4.6%	49	10.0	28.4%	94	32
COORDINATING MANAGER	1,095	2.8%	52	15.0	37.0%	63	25
NURSE'S AIDE	1,110	2.8%	53	11.0	39.4%	68	32
PATIENT CARE TECHNICIAN	931	2.4%	51	10.0	34.6%	51	32
SOCIAL WORKER	833	2.1%	41	5.0	19.1%	123	115
LICENSED PRACTICAL NURSE	801	2.0%	52	13.0	39.8%	59	15

NYC HEALTH AND HOSPITALS is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

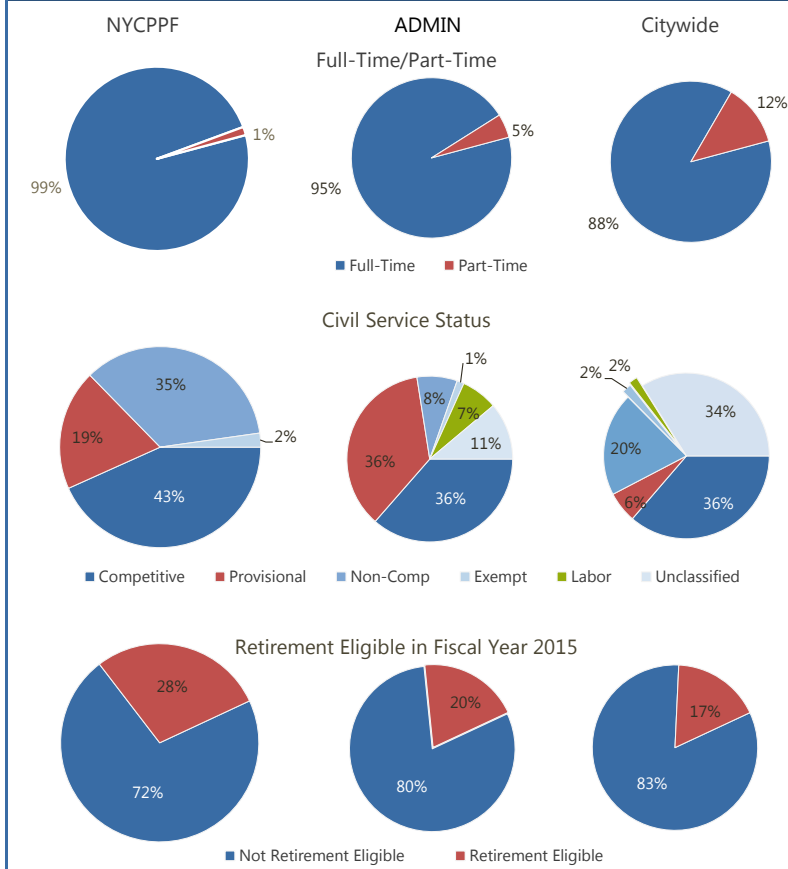
Workforce Profile: NEW YORK CITY POLICE PENSION FUND (NYCPPF) : FY2017

Summary Indicators			
Headcount (FT / PT)	135 / 2	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	49 / 12	46 / 7	43 / 10
% Male / Female	47% / 53%	53% / 47%	41% / 59%
% White / Minority	44% / 56%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$65,342	\$63,527	\$70,434
% Eligible to Retire	28%	20%	17%
% Hires	9%	15%	10%
% Union Represented	79%	70%	95%

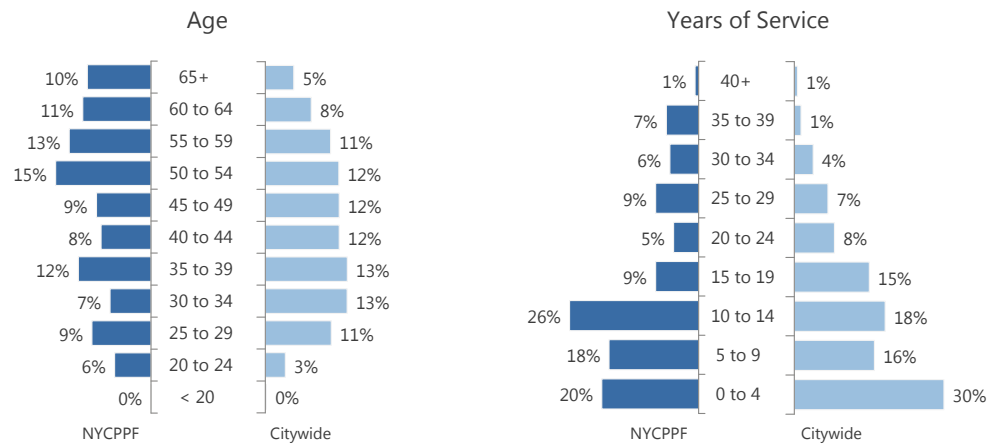
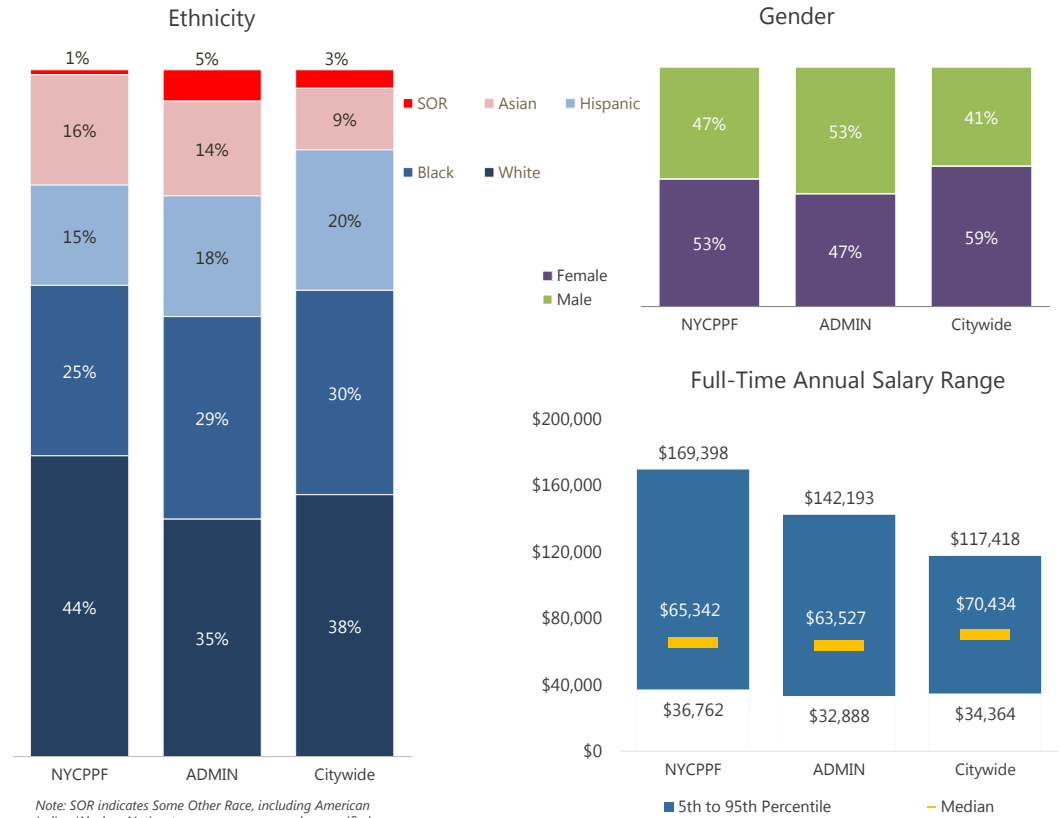
Hires			
Total Hires	12	1,047	37,572
New Hires	8	1,013	30,240
Rehires	4	34	7,332

Separations			
Total Separations	13	488	27,886
Retirement	7	106	8,524
Resignation	3	205	9,995
Dismissal	1	86	6,306
Layoff	0	0	2
Deceased	0	11	445
Other	2	80	2,614

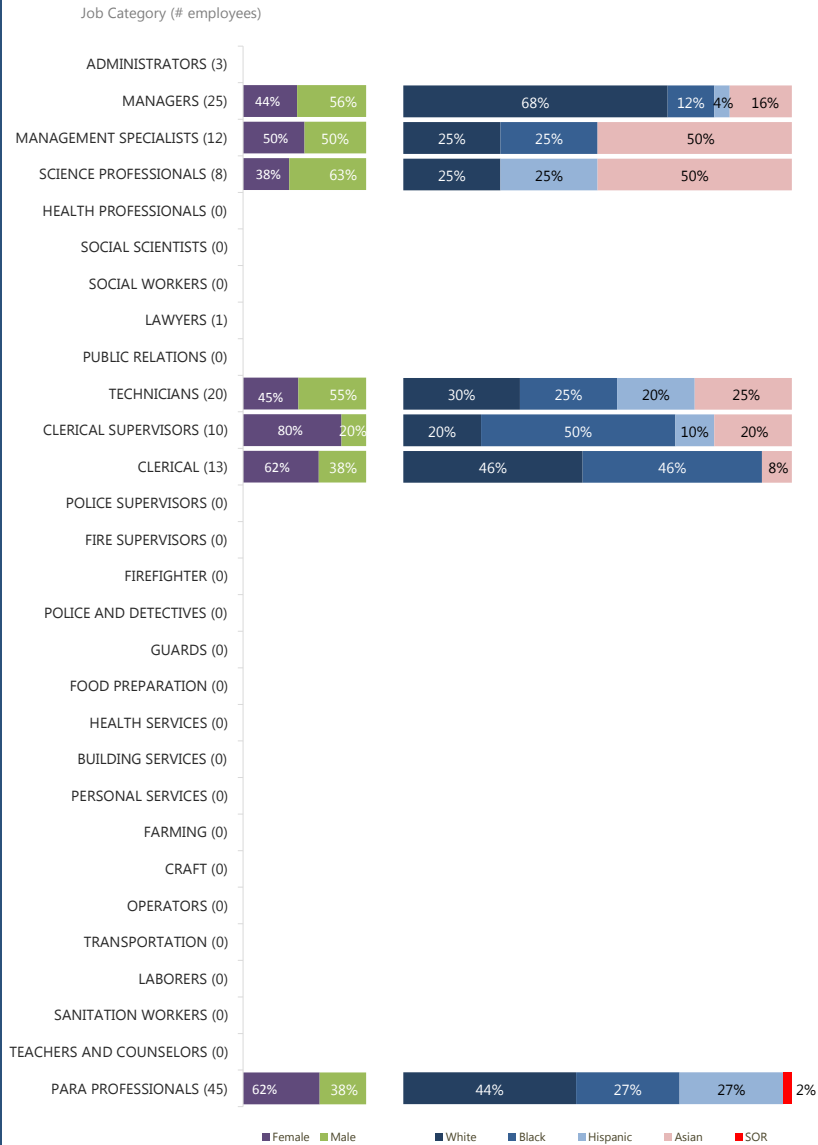
Employee Type by Agency, Agency Group, and Citywide



Administrative Services Agency Group



Gender and Ethnicity by Job Category for: NYCPPF



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	30	\$209,480	33.3%	0.0%	0.0%
MANAGERS	25	100.0%	56	26	\$132,075	48.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	12	100.0%	50	14	\$76,502	41.7%	8.3%	8.3%
SCIENCE PROFESSIONALS	8	100.0%	49	10	\$109,313	25.0%	12.5%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	1	\$77,100	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	20	100.0%	44	12	\$58,265	25.0%	10.0%	5.0%
CLERICAL SUPERVISORS	10	100.0%	49	13	\$65,577	20.0%	10.0%	0.0%
CLERICAL	13	92.3%	51	12	\$54,997	33.3%	14.2%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	45	97.8%	41	6	\$47,302	18.2%	13.0%	13.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY ASSOCIATE	30	21.9%	34	5.0	13.3%	5	6
ADMINISTRATIVE RETIREMENT BENEFITS SPECIALIST	13	9.5%	55	29.0	46.2%	0	0
ASSOCIATE RETIREMENT BENEFITS EXAMINER	12	8.8%	52	16.0	33.3%	2	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	10	7.3%	49	13.0	20.0%	1	0
CLERICAL ASSOCIATE	11	8.0%	48	10.0	27.3%	2	0
COMMUNITY COORDINATOR	7	5.1%	50	15.0	28.6%	0	0
ACCOUNTANT	6	4.4%	59	17.0	66.7%	0	1
COMMUNITY ASSISTANT	7	5.1%	52	5.0	28.6%	2	0
COMPUTER SYSTEMS MANAGER	5	3.6%	54	14.0	40.0%	0	0
ASSISTANT RETIREMENT BENEFITS EXAMINER	5	3.6%	42	3.0	20.0%	0	0

NEW YORK CITY POLICE PENSION FUND is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: NEW YORK CITY TAX COMMISSION (NYCTAX) : FY2017

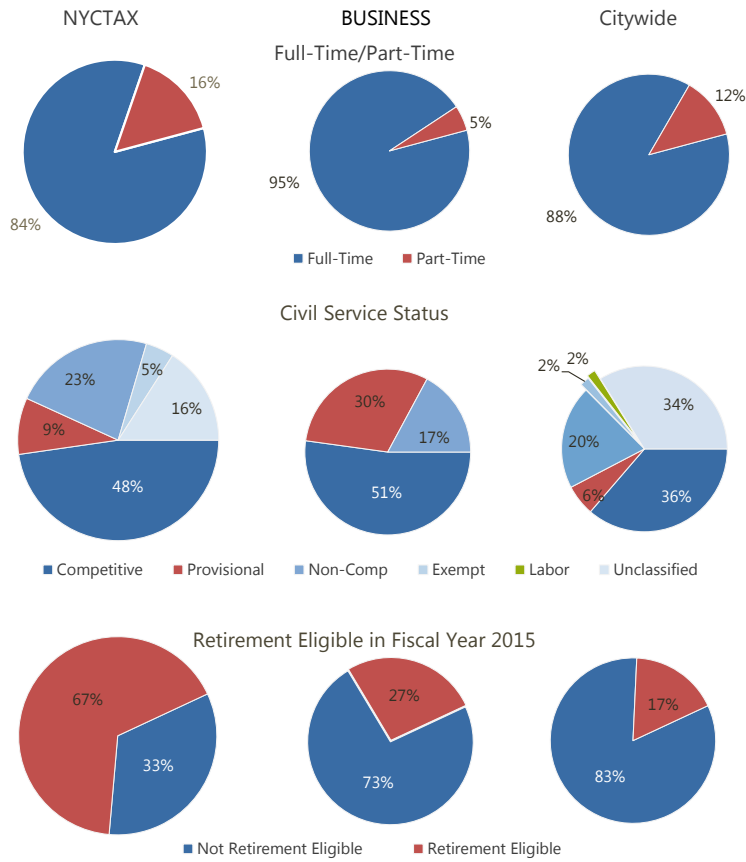
Business, Finance & Economy Agency Group

Summary Indicators			
Headcount (FT / PT)	38 / 7	4,563 / 246	344,063 / 48,959
Median Age / Years of Service	59 / 30	48 / 10	43 / 10
% Male / Female	47% / 53%	49% / 51%	41% / 59%
% White / Minority	49% / 51%	33% / 67%	38% / 62%
Median Annual Base Salary (FT)	\$93,292	\$66,365	\$70,434
% Eligible to Retire	67%	27%	17%
% Hires	2%	9%	10%
% Union Represented	67%	75%	95%

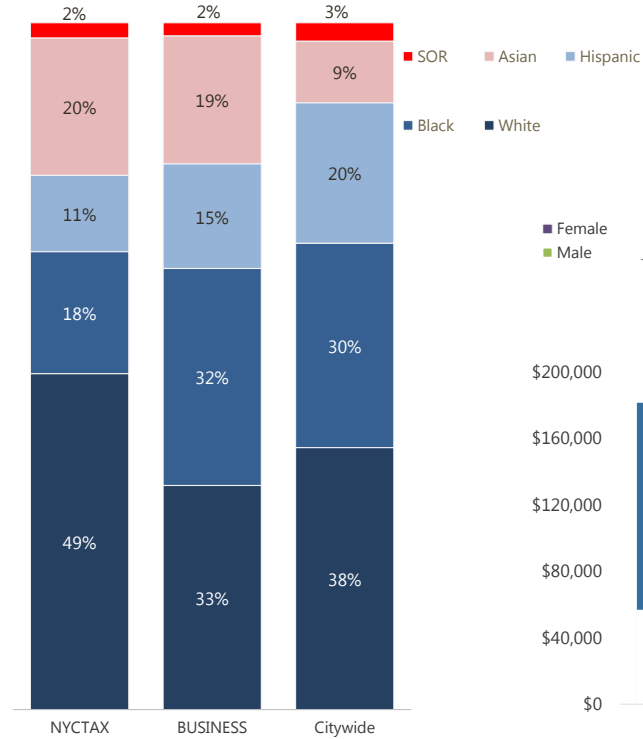
Hires			
Total Hires	1	433	37,572
New Hires	1	408	30,240
Rehires	0	25	7,332

Separations			
Total Separations	2	354	27,886
Retirement	1	125	8,524
Resignation	0	162	9,995
Dismissal	1	27	6,306
Layoff	0	0	2
Deceased	0	9	445
Other	0	31	2,614

Employee Type by Agency, Agency Group, and Citywide



Ethnicity

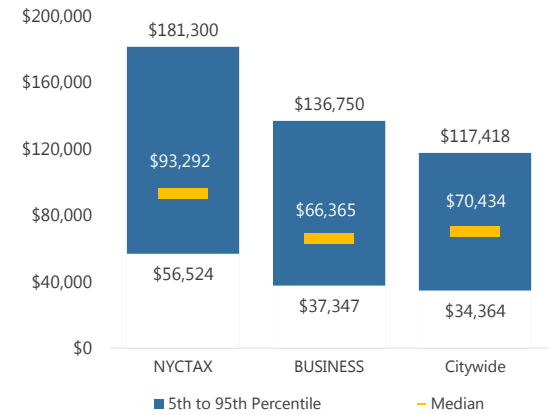


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

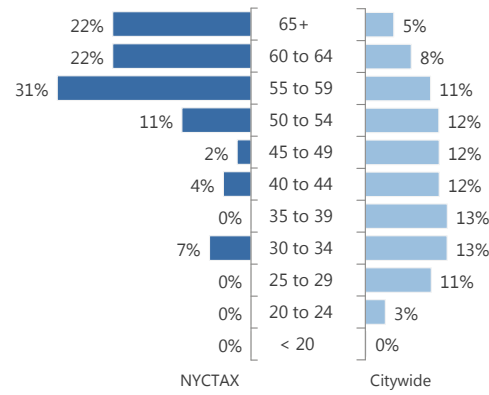
Gender



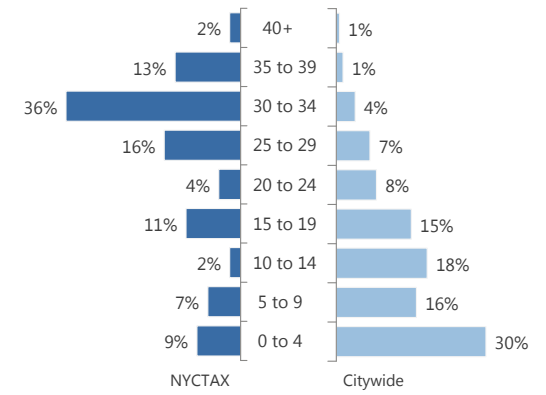
Full-Time Annual Salary Range



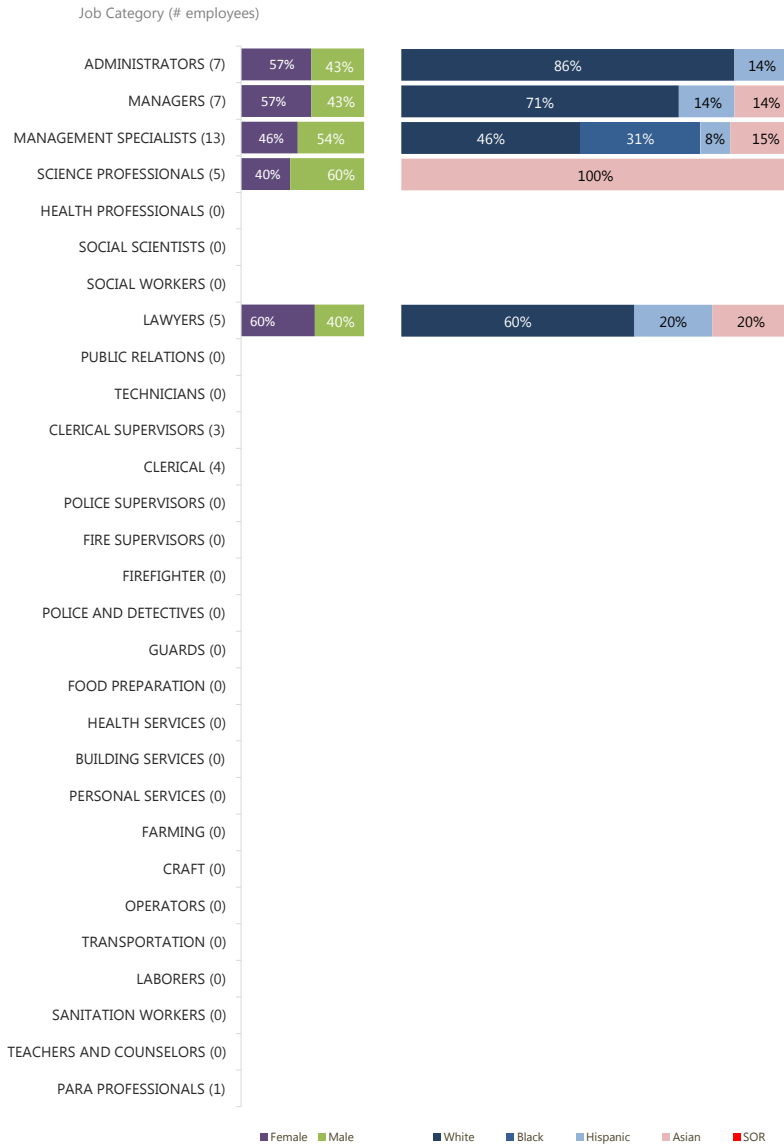
Age



Years of Service



Gender and Ethnicity by Job Category for: NYCTAX



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	7	42.9%	63	27	\$181,300	166.7%	6.1%	0.0%
MANAGERS	7	100.0%	59	28	\$134,483	85.7%	0.0%	0.0%
MANAGEMENT SPECIALISTS	13	100.0%	59	31	\$86,392	76.9%	7.7%	0.0%
SCIENCE PROFESSIONALS	5	100.0%	51	29	\$76,996	40.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	5	60.0%	58	4	\$116,712	33.3%	0.0%	12.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	3	100.0%	n/a	31	\$64,815	100.0%	0.0%	0.0%
CLERICAL	4	100.0%	n/a	11	\$62,199	75.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	1	0.0%	n/a	19	n/a	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CITY ASSESSOR	10	22.2%	59	31.0	80.0%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	3	6.7%	n/a	31.0	100.0%	0	0
COMPUTER ASSOCIATE (SOFTWARE)	3	6.7%	n/a	29.0	33.3%	0	0
AGENCY ATTORNEY	5	11.1%	58	4.0	20.0%	0	1
ADMINISTRATIVE MANAGER	2	4.4%	n/a	32.0	50.0%	0	0
SECRETARY	2	4.4%	n/a	11.0	50.0%	0	0
COMMISSIONER (BOARDS TRIBUNALS)	6	13.3%	62	26.0	66.7%	1	0
ADMINISTRATIVE ASSESSOR	1	2.2%	n/a	31.0	100.0%	0	0
ADMINISTRATIVE ATTORNEY	1	2.2%	n/a	23.0	100.0%	0	0
COMPUTER SYSTEMS MANAGER	1	2.2%	n/a	28.0	100.0%	0	0

NEW YORK CITY TAX COMMISSION is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

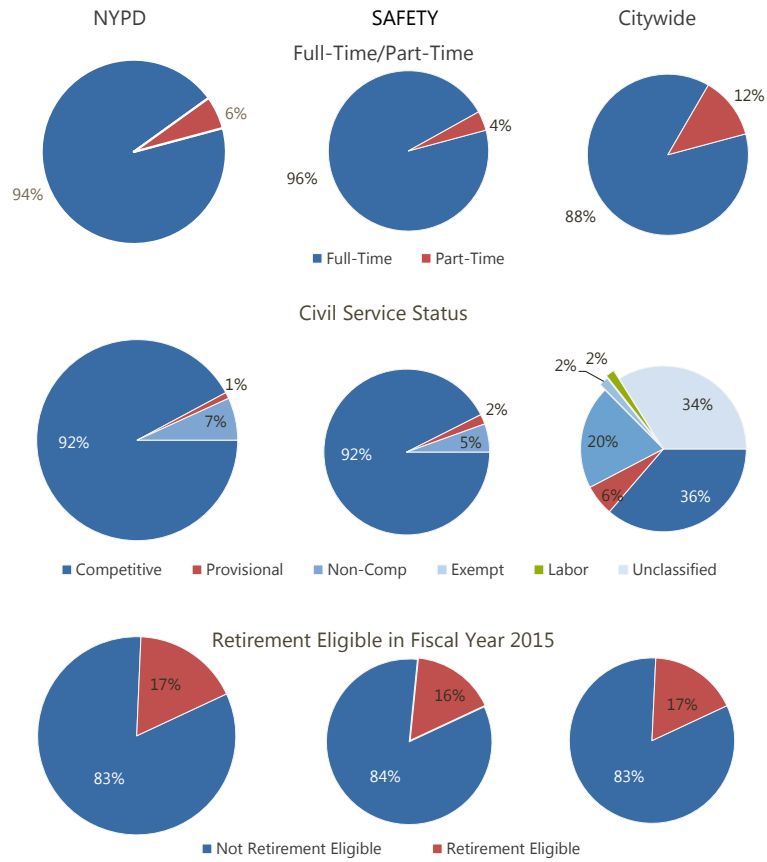
Workforce Profile: POLICE DEPARTMENT (NYPD) : FY2017

Summary Indicators			
Headcount (FT / PT)	52,110 / 3,186	83,846 / 3,417	344,063 / 48,959
Median Age / Years of Service	38 / 11	39 / 11	43 / 10
% Male / Female	65% / 35%	69% / 31%	41% / 59%
% White / Minority	38% / 62%	40% / 60%	38% / 62%
Median Annual Base Salary (FT)	\$85,292	\$78,026	\$70,434
% Eligible to Retire	17%	16%	17%
% Hires	7%	7%	10%
% Union Represented	98%	94%	95%

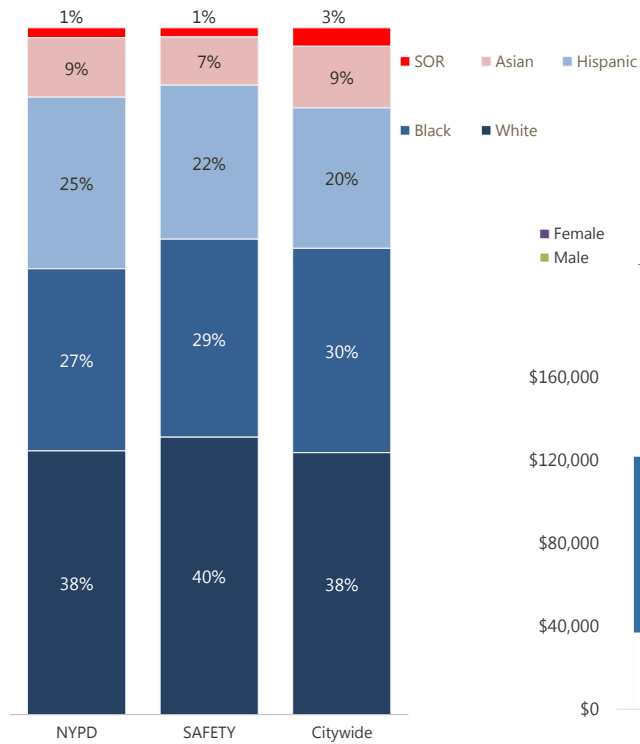
Hires			
Total Hires	4,042	6,330	37,572
New Hires	3,338	5,833	30,240
Rehires	704	497	7,332

Separations			
Total Separations	2,579	4,172	27,886
Retirement	1,472	2,633	8,524
Resignation	741	979	9,995
Dismissal	131	170	6,306
Layoff	0	0	2
Deceased	46	72	445
Other	189	318	2,614

Employee Type by Agency, Agency Group, and Citywide



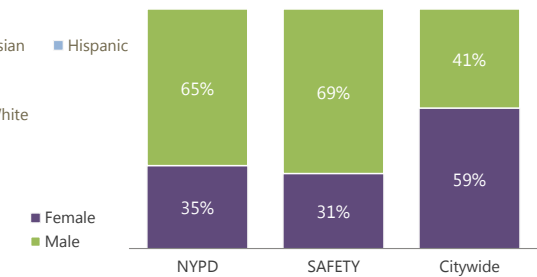
Ethnicity



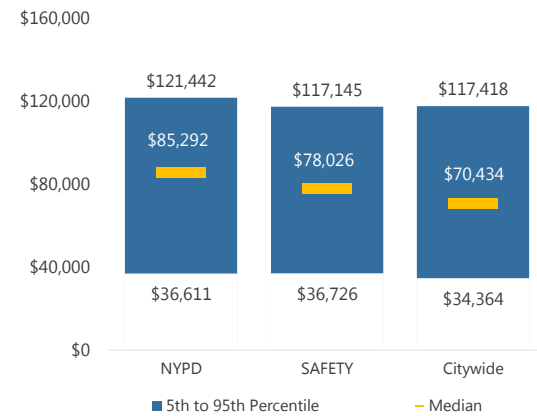
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Public Safety & Law Enforcement Agency Group

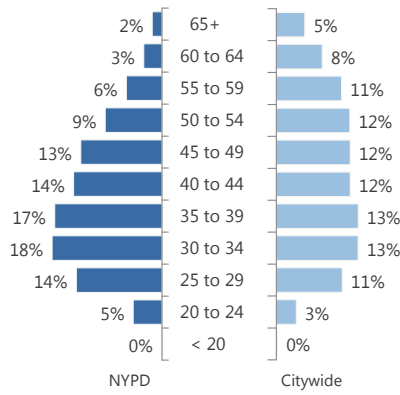
Gender



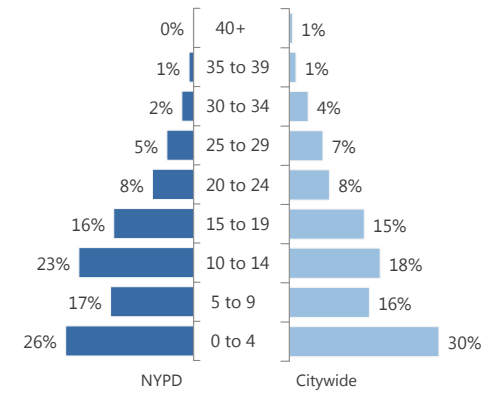
Full-Time Annual Salary Range



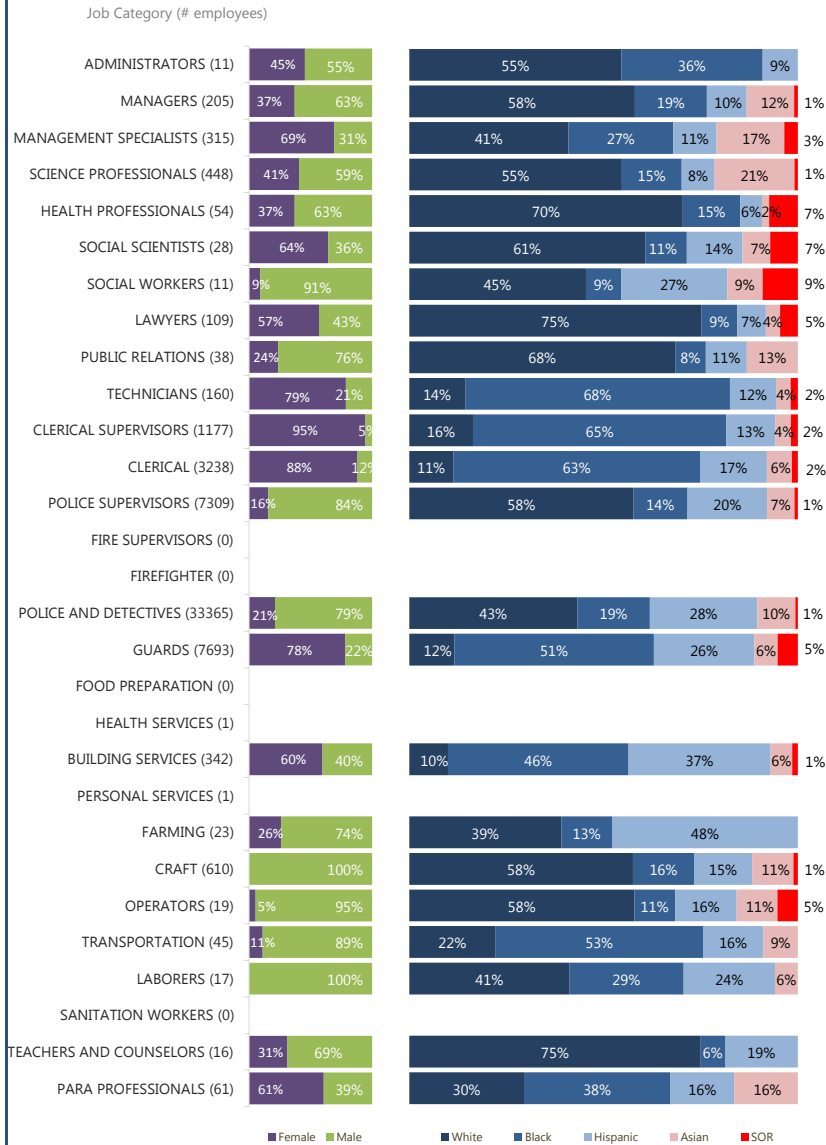
Age



Years of Service



Gender and Ethnicity by Job Category for: NYPD



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	11	100.0%	60	3	\$224,453	36.4%	9.1%	0.0%
MANAGERS	205	99.5%	53	15	\$128,859	38.7%	7.8%	5.8%
MANAGEMENT SPECIALISTS	315	100.0%	52	19	\$76,237	33.3%	7.3%	4.1%
SCIENCE PROFESSIONALS	448	100.0%	46	9	\$76,616	30.8%	4.7%	8.0%
HEALTH PROFESSIONALS	54	96.3%	60	11	\$130,905	36.5%	7.1%	8.9%
SOCIAL SCIENTISTS	28	96.4%	32	3	\$68,662	22.2%	17.2%	13.8%
SOCIAL WORKERS	11	27.3%	59	10	\$63,134	100.0%	2.5%	5.0%
LAWYERS	109	100.0%	39	8	\$85,029	4.6%	6.4%	13.8%
PUBLIC RELATIONS	38	100.0%	50	6	\$46,847	28.9%	0.0%	5.3%
TECHNICIANS	160	90.0%	52	16	\$44,855	29.9%	8.4%	1.1%
CLERICAL SUPERVISORS	1177	100.0%	54	24	\$48,907	45.3%	4.8%	0.0%
CLERICAL	3238	99.5%	45	9	\$39,267	20.2%	6.5%	11.7%
POLICE SUPERVISORS	7309	100.0%	42	17	\$106,175	35.0%	4.8%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	33365	98.2%	35	9	\$85,292	12.1%	4.0%	6.2%
GUARDS	7693	67.3%	46	10	\$42,136	23.4%	3.9%	5.6%
FOOD PREPARATION	0							
HEALTH SERVICES	1	100.0%	n/a	7	\$35,369	0.0%	100.0%	0.0%
BUILDING SERVICES	342	95.3%	50	10	\$34,364	24.5%	6.1%	7.0%
PERSONAL SERVICES	1	100.0%	n/a	28	\$35,031	100.0%	0.0%	0.0%
FARMING	23	95.7%	52	10	\$45,320	27.3%	4.2%	16.6%
CRAFT	610	100.0%	52	12	\$84,146	23.3%	4.3%	12.0%
OPERATORS	19	100.0%	52	11	\$81,620	21.1%	5.3%	5.3%
TRANSPORTATION	45	100.0%	53	13	\$46,476	33.3%	6.7%	4.4%
LABORERS	17	100.0%	52	16	\$72,036	29.4%	11.8%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	16	100.0%	42	3	\$56,487	12.5%	6.3%	0.0%
PARA PROFESSIONALS	61	70.5%	32	2	\$48,729	23.3%	2.3%	25.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
POLICE OFFICER	29,309	53.0%	35	10.0	11.3%	1,232	1,504
SCHOOL SAFETY AGENT	5,024	9.1%	42	10.0	11.9%	284	289
SERGEANT (POLICE)	4,819	8.7%	40	15.0	25.5%	207	0
TRAFFIC ENFORCEMENT AGENT	2,815	5.1%	41	5.0	12.6%	187	441
LIEUTENANT (POLICE)	1,714	3.1%	44	19.0	49.6%	117	0
POLICE ADMINISTRATIVE AIDE	1,470	2.7%	49	9.0	25.7%	90	150
POLICE COMMUNICATIONS TECHNICIAN	1,312	2.4%	37	6.0	8.5%	117	227
SENIOR POLICE ADMINISTRATIVE AIDE	892	1.6%	54	22.0	42.8%	46	0
CAPTAIN (POLICE)	786	1.4%	48	23.0	73.5%	37	0
ASSOCIATE TRAFFIC ENFORCEMENT AGENT	470	0.8%	52	16.0	32.6%	19	0

POLICE DEPARTMENT is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS (OATH) : FY2017

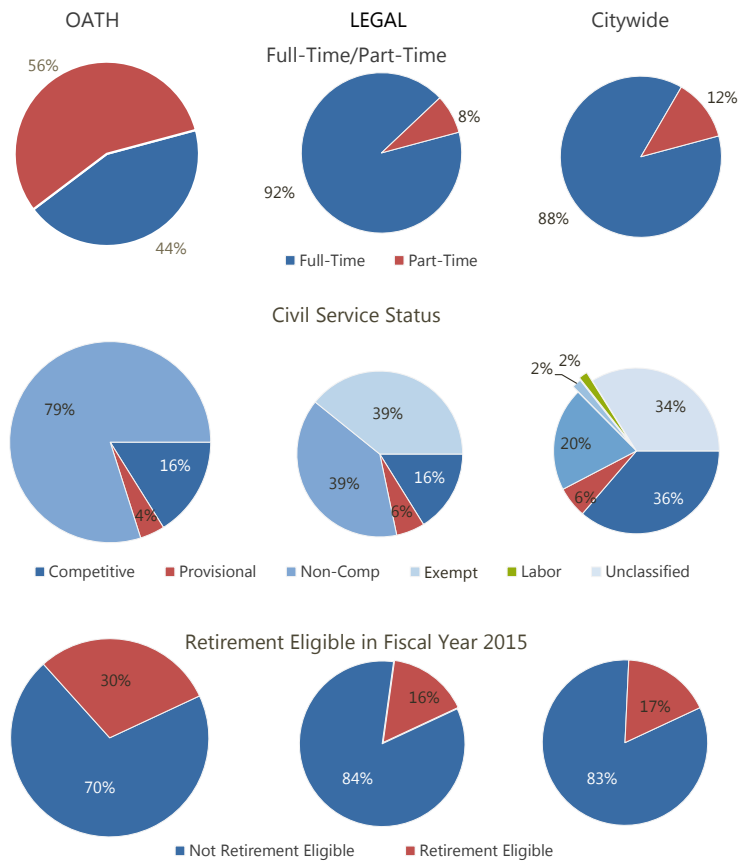
Legal Affairs & Access to Justice Agency Group

Summary Indicators			
Headcount (FT / PT)	279 / 357	6,845 / 585	344,063 / 48,959
Median Age / Years of Service	54 / 10	39 / 6	43 / 10
% Male / Female	39% / 61%	42% / 58%	41% / 59%
% White / Minority	51% / 49%	49% / 51%	38% / 62%
Median Annual Base Salary (FT)	\$60,552	\$64,900	\$70,434
% Eligible to Retire	30%	16%	17%
% Hires	11%	13%	10%
% Union Represented	90%	52%	95%

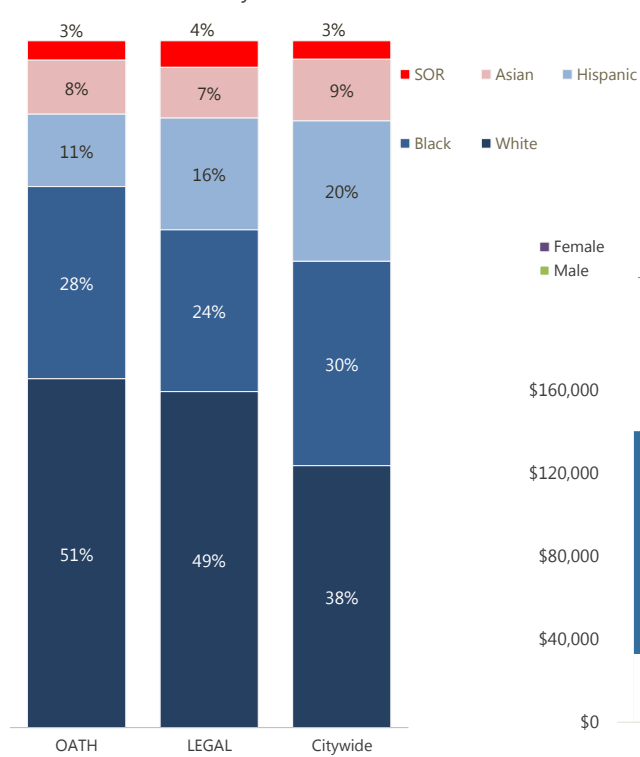
Hires			
Total Hires	73	955	37,572
New Hires	51	896	30,240
Rehires	22	59	7,332

Separations			
Total Separations	38	663	27,886
Retirement	7	84	8,524
Resignation	23	497	9,995
Dismissal	0	43	6,306
Layoff	0	0	2
Deceased	0	3	445
Other	8	36	2,614

Employee Type by Agency, Agency Group, and Citywide

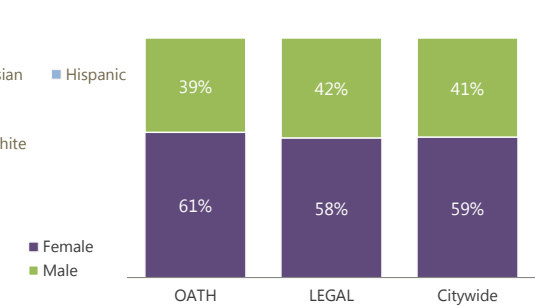


Ethnicity

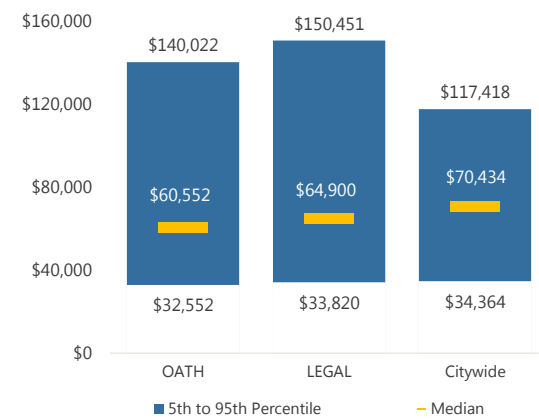


Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

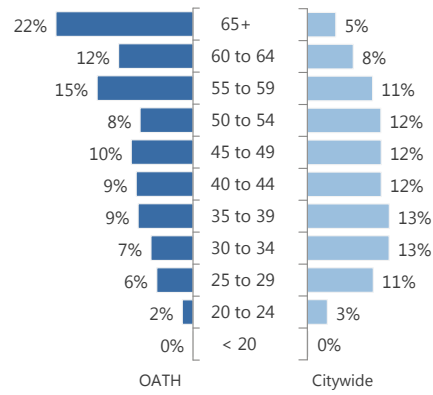
Gender



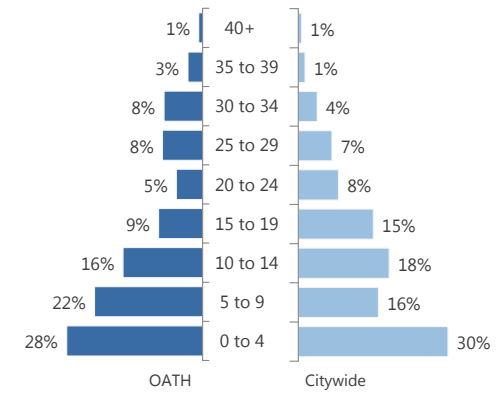
Full-Time Annual Salary Range



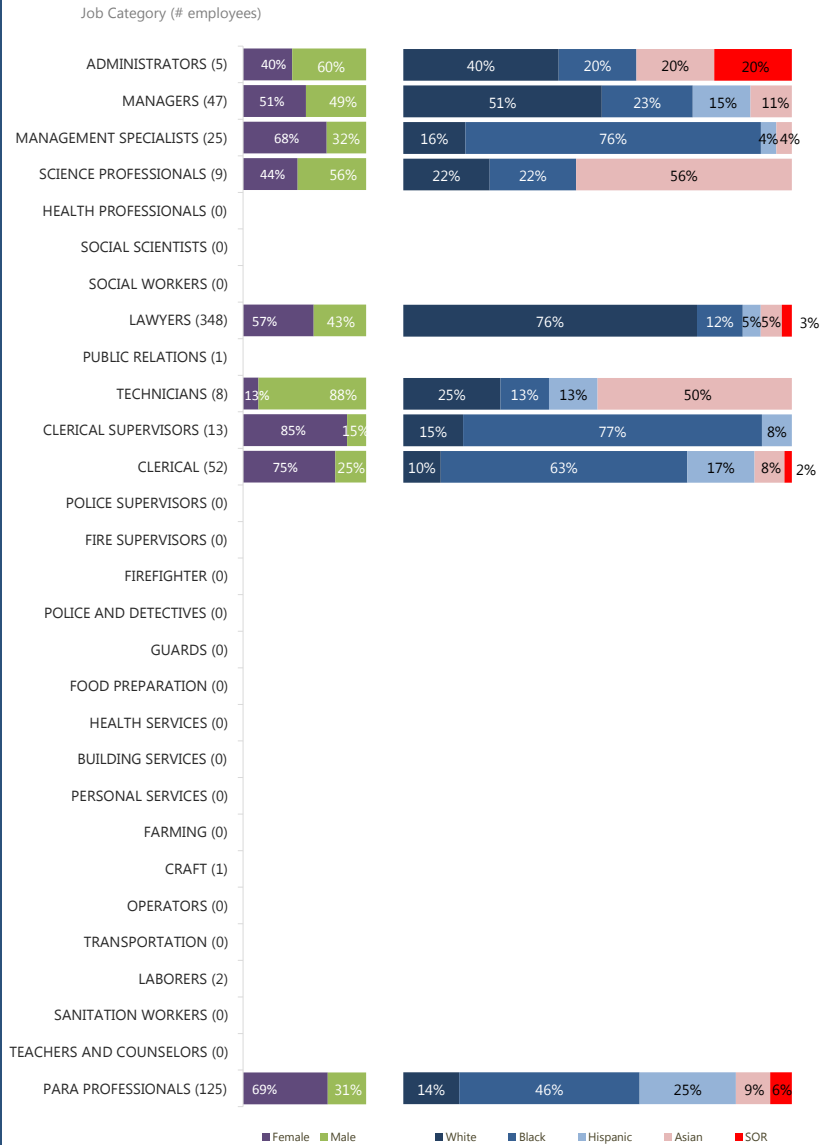
Age



Years of Service



Gender and Ethnicity by Job Category for: OATH

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	5	0.0%	49	5	n/a	0.0%	0.0%	0.0%
MANAGERS	47	100.0%	48	9	\$108,429	27.7%	4.3%	6.4%
MANAGEMENT SPECIALISTS	25	100.0%	56	31	\$71,406	64.0%	8.0%	0.0%
SCIENCE PROFESSIONALS	9	100.0%	61	27	\$87,944	77.8%	11.1%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	348	12.1%	60	10	\$93,071	261.9%	0.6%	0.5%
PUBLIC RELATIONS	1	100.0%	n/a	6	\$42,000	0.0%	0.0%	0.0%
TECHNICIANS	8	62.5%	30	4	\$44,500	0.0%	0.0%	15.6%
CLERICAL SUPERVISORS	13	100.0%	55	27	\$58,135	46.2%	0.0%	0.0%
CLERICAL	52	90.4%	55	14	\$38,956	53.2%	3.5%	1.7%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	1	100.0%	n/a	3	\$60,552	0.0%	0.0%	0.0%
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	2	100.0%	n/a	17	\$72,036	0.0%	50.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	125	69.6%	33	3	\$50,000	13.8%	7.8%	15.6%

Top 10 Most Populous Titles

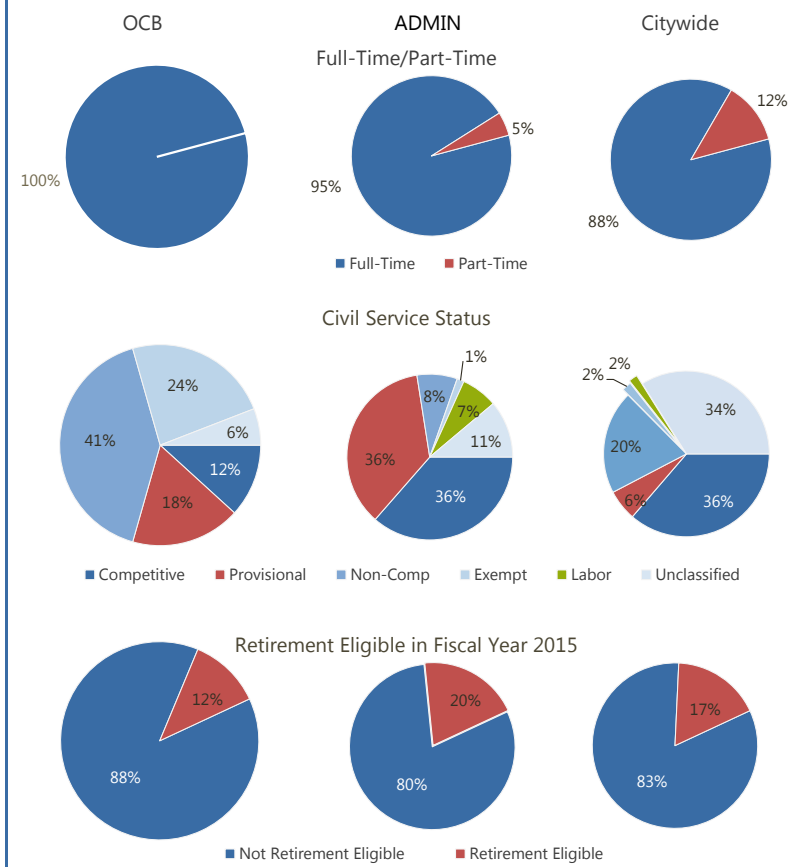
Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMMUNITY COORDINATOR	34	5.3%	36	3.0	20.6%	1	10
COMMUNITY ASSOCIATE	34	5.3%	35	4.0	8.8%	6	6
CLERICAL ASSOCIATE	35	5.5%	54	13.0	48.6%	1	0
AGENCY ATTORNEY	26	4.1%	56	10.0	50.0%	2	0
EXECUTIVE AGENCY COUNSEL	26	4.1%	47	9.0	23.1%	3	2
ADMINISTRATIVE MANAGER	13	2.0%	58	31.0	69.2%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	13	2.0%	55	27.0	46.2%	1	0
ADMINISTRATIVE LAW JUDGE	12	1.9%	57	13.0	41.7%	0	1
COMMUNITY SERVICE AIDE	41	6.4%	31	2.0	2.4%	14	11
COMMUNITY ASSISTANT	16	2.5%	33	3.0	6.3%	3	1

OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTION, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

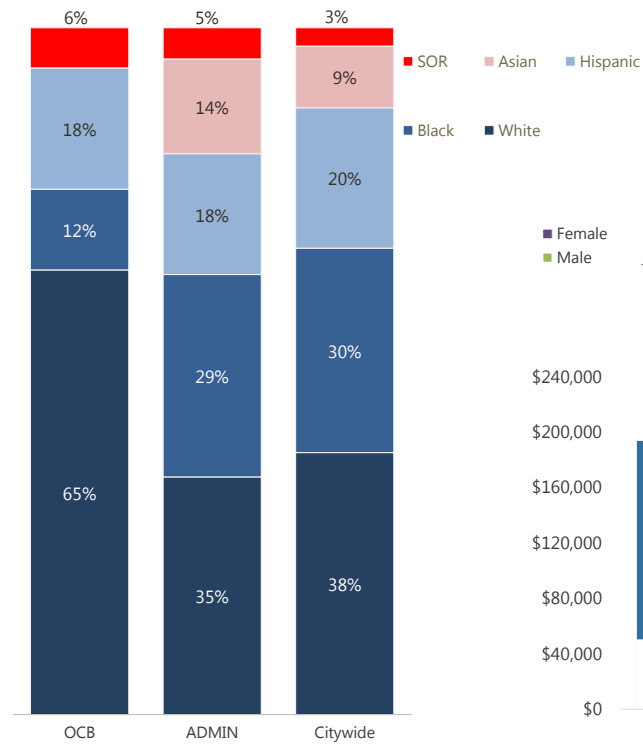
Workforce Profile: OFFICE OF COLLECTIVE BARGAINING (OCB) : FY2017

Summary Indicators			
Headcount (FT / PT)	17 / 0	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	44 / 5	46 / 7	43 / 10
% Male / Female	29% / 71%	53% / 47%	41% / 59%
% White / Minority	65% / 35%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$117,420	\$63,527	\$70,434
% Eligible to Retire	12%	20%	17%
% Hires	0%	15%	10%
% Union Represented	12%	70%	95%
Hires			
Total Hires	0	1,047	37,572
New Hires	0	1,013	30,240
Rehires	0	34	7,332
Separations			
Total Separations	0	488	27,886
Retirement	0	106	8,524
Resignation	0	205	9,995
Dismissal	0	86	6,306
Layoff	0	0	2
Deceased	0	11	445
Other	0	80	2,614

Employee Type by Agency, Agency Group, and Citywide



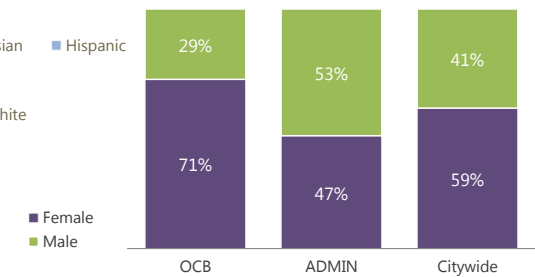
Ethnicity



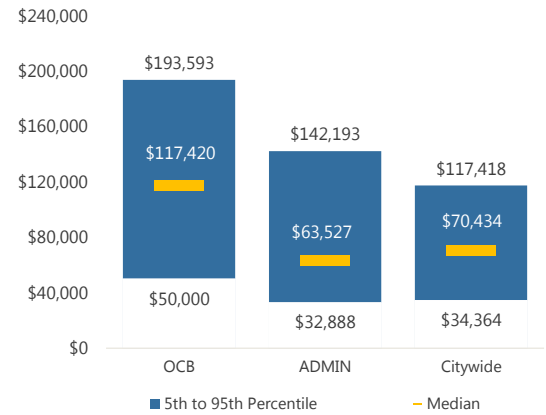
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Administrative Services Agency Group

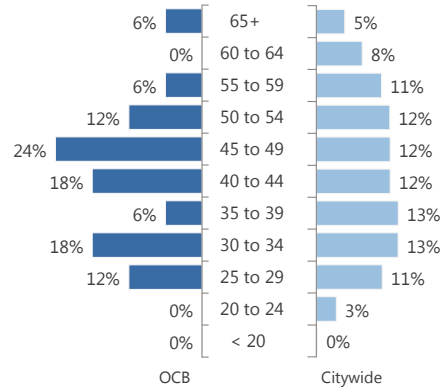
Gender



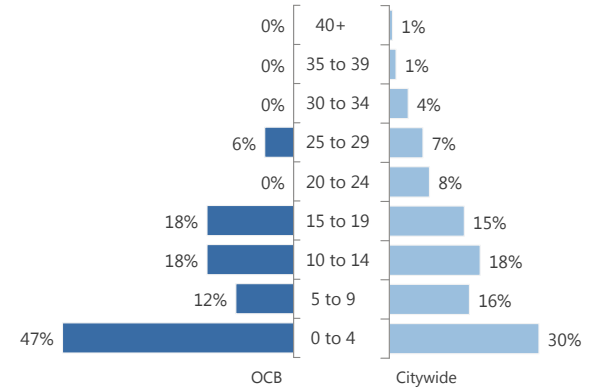
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: OCB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	12	100.0%	44	5	\$130,295	0.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	16	\$70,941	100.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	3	100.0%	n/a	4	\$50,240	33.3%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	1	100.0%	n/a	1	\$50,000	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
LABOR RELATIONS TRIAL EXAMINER	5	29.4%	47	5.0	0.0%	0	0
SECRETARY TO THE DEPUTY CHAIR	2	11.8%	n/a	4.0	0.0%	0	0
DEPUTY DIRECTOR (OFFICE OF COLLECTIVE BARGAINING)	2	11.8%	n/a	1.0	0.0%	0	0
ADMINISTRATIVE STAFF ANALYST	1	5.9%	n/a	19.0	0.0%	0	0
COMPUTER SYSTEMS MANAGER	1	5.9%	n/a	13.0	0.0%	0	0
STAFF ANALYST	1	5.9%	n/a	16.0	100.0%	0	0
SECRETARY TO THE DIRECTOR	1	5.9%	n/a	28.0	100.0%	0	0
EXECUTIVE ASSISTANT	1	5.9%	n/a	2.0	0.0%	0	0
COMMUNITY ASSOCIATE	1	5.9%	n/a	1.0	0.0%	0	0
DIRECTOR OF INFORMATION AND RESEARCH	1	5.9%	n/a	14.0	0.0%	0	0

OFFICE OF COLLECTIVE BARGAINING is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: OFFICE OF PAYROLL ADMINISTRATION (OPA) : FY2017

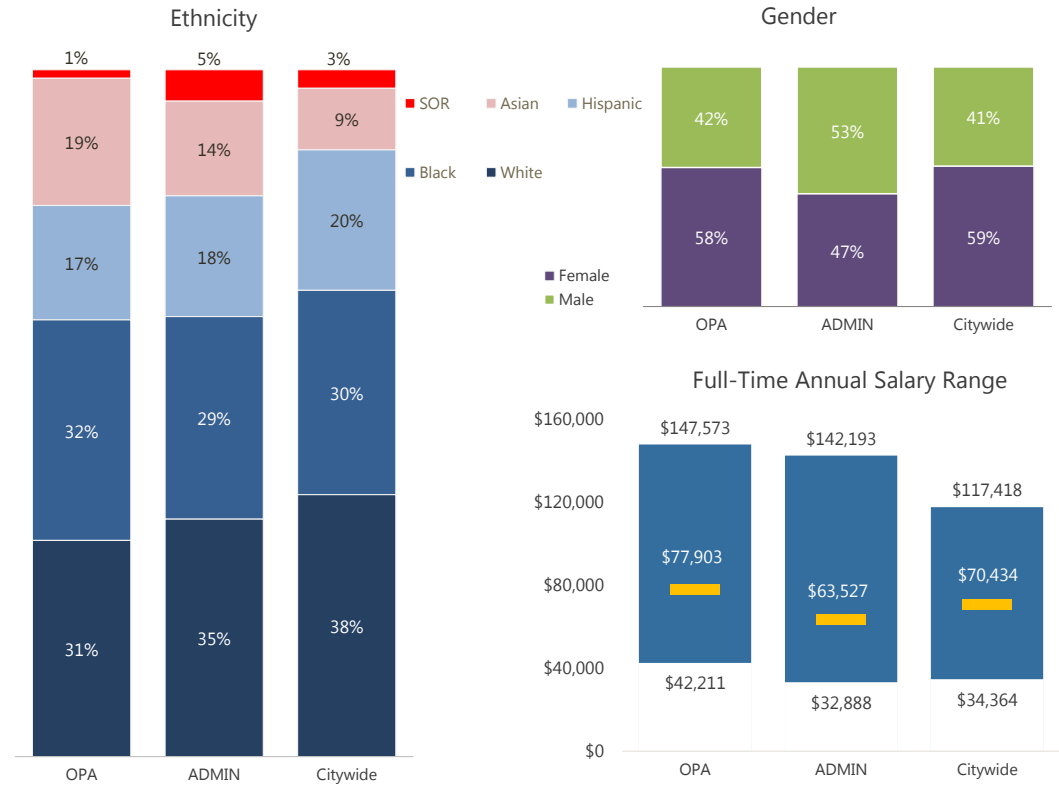
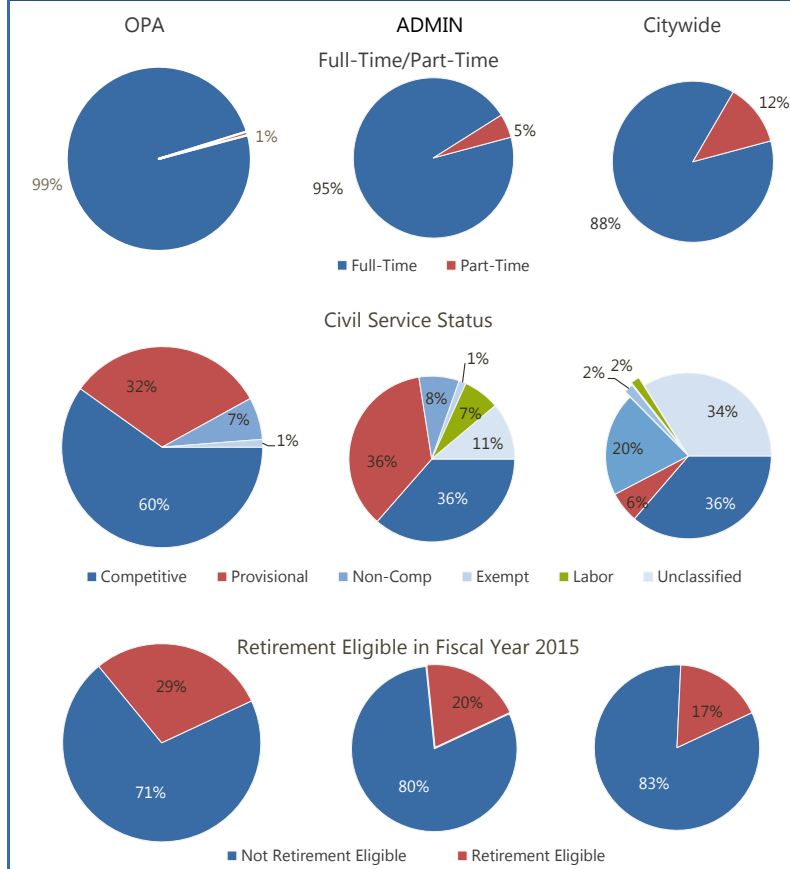
Administrative Services Agency Group

Summary Indicators			
Headcount (FT / PT)	161 / 1	6,640 / 334	344,063 / 48,959
Median Age / Years of Service	51 / 13	46 / 7	43 / 10
% Male / Female	42% / 58%	53% / 47%	41% / 59%
% White / Minority	31% / 69%	35% / 65%	38% / 62%
Median Annual Base Salary (FT)	\$77,903	\$63,527	\$70,434
% Eligible to Retire	29%	20%	17%
% Hires	6%	15%	10%
% Union Represented	78%	70%	95%

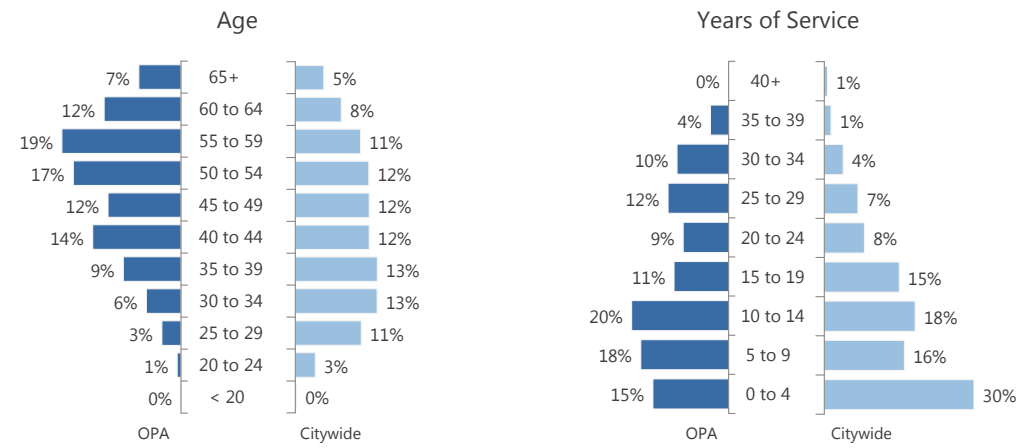
Hires			
Total Hires	9	1,047	37,572
New Hires	9	1,013	30,240
Rehires	0	34	7,332

Separations			
Total Separations	8	488	27,886
Retirement	4	106	8,524
Resignation	1	205	9,995
Dismissal	1	86	6,306
Layoff	0	0	2
Deceased	1	11	445
Other	1	80	2,614

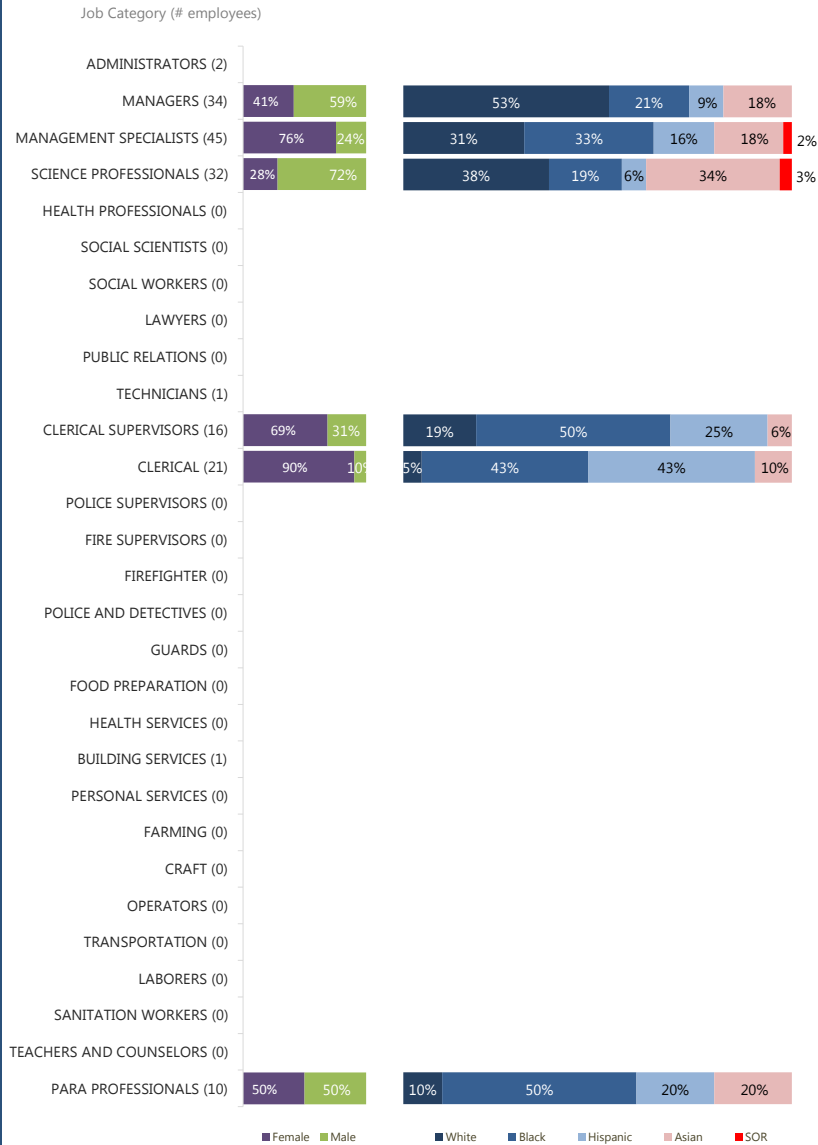
Employee Type by Agency, Agency Group, and Citywide



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.



Gender and Ethnicity by Job Category for: OPA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

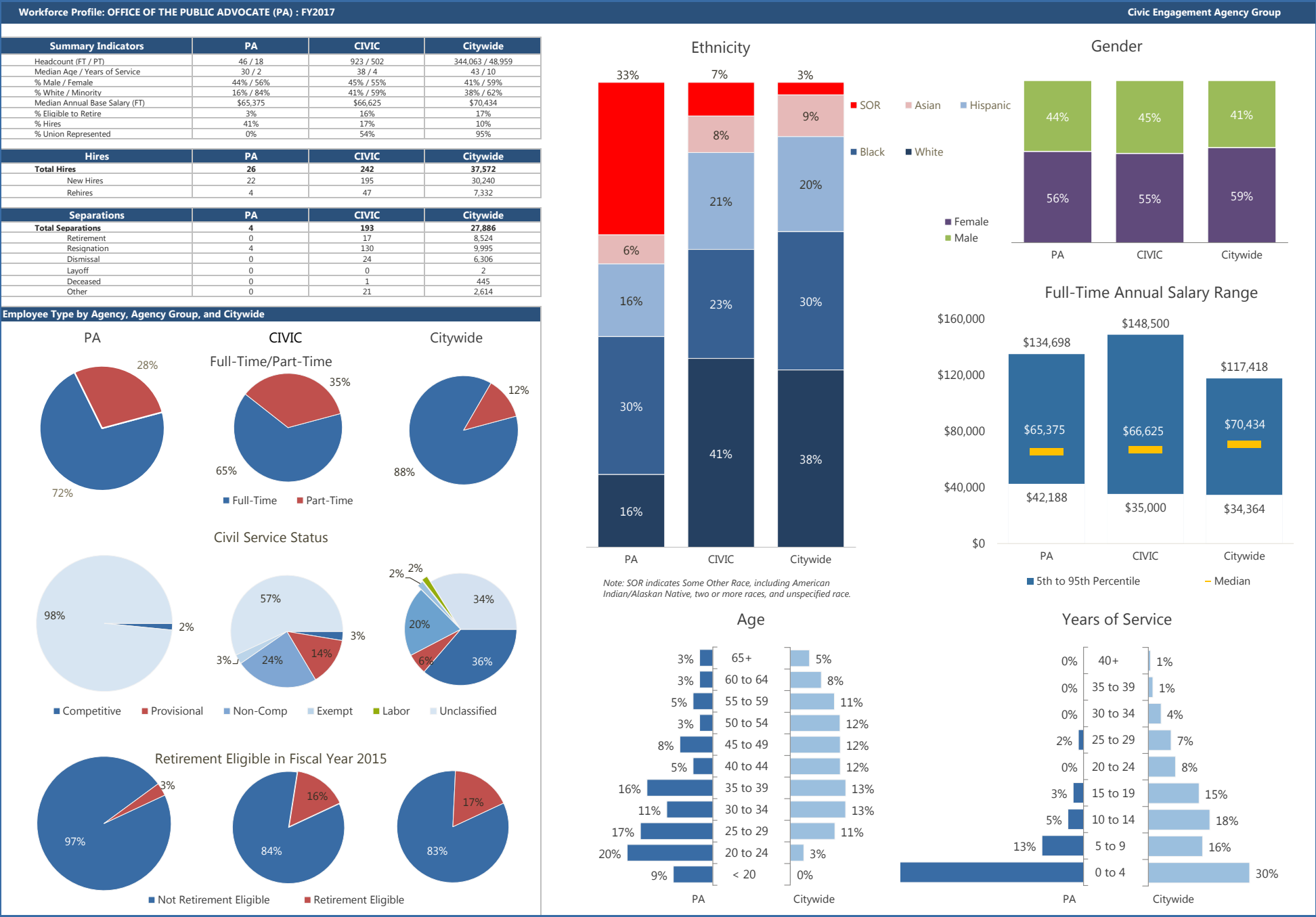
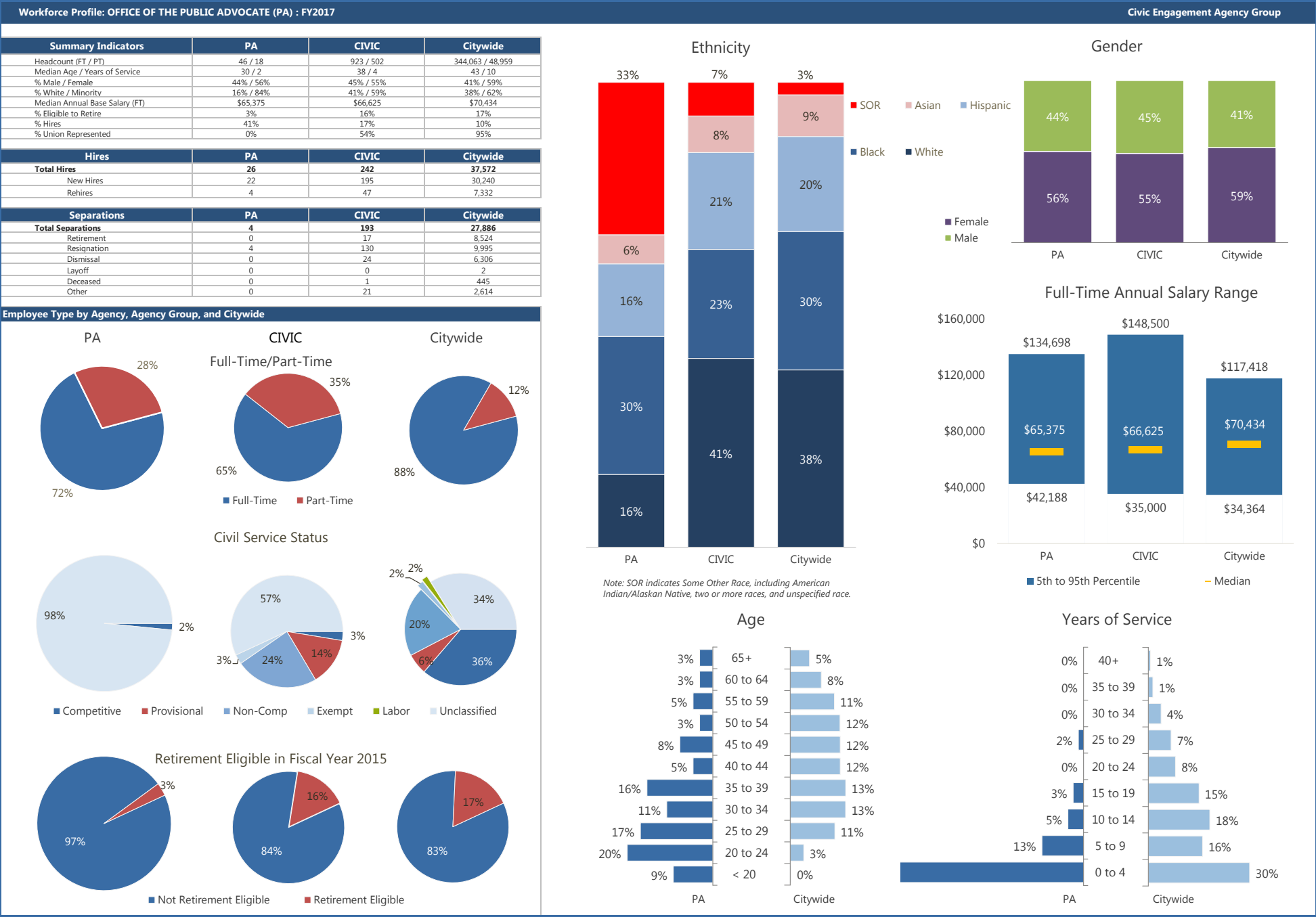
Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	20	\$213,761	100.0%	50.0%	0.0%
MANAGERS	34	100.0%	51	11	\$125,647	17.6%	2.9%	5.9%
MANAGEMENT SPECIALISTS	45	100.0%	50	19	\$78,042	31.1%	4.4%	6.7%
SCIENCE PROFESSIONALS	32	100.0%	51	9	\$88,180	31.3%	3.1%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	10	\$47,409	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	16	100.0%	51	27	\$66,247	25.0%	0.0%	0.0%
CLERICAL	21	100.0%	55	16	\$47,121	42.9%	14.3%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	100.0%	n/a	14	\$56,775	0.0%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	10	90.0%	35	3	\$48,895	22.2%	0.0%	36.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
COMPUTER SYSTEMS MANAGER	22	13.6%	53	8.0	27.3%	1	1
CLERICAL ASSOCIATE	18	11.1%	52	12.0	38.9%	3	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	16	9.9%	51	27.0	25.0%	0	0
ADMINISTRATIVE STAFF ANALYST	14	8.6%	48	17.0	21.4%	1	0
COMPUTER SPECIALIST (SOFTWARE)	13	8.0%	44	7.0	30.8%	0	0
ADMINISTRATIVE MANAGER	10	6.2%	52	21.0	40.0%	0	0
COMPUTER ASSOCIATE (SOFTWARE)	9	5.6%	57	10.0	55.6%	1	0
ACCOUNTANT	7	4.3%	38	3.0	28.6%	0	3
ADMINISTRATIVE ACCOUNTANT	6	3.7%	43	15.0	0.0%	0	0
ASSOCIATE STAFF ANALYST	6	3.7%	57	17.0	33.3%	0	0

OFFICE OF PAYROLL ADMINISTRATION is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM



Gender and Ethnicity by Job Category for: PA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	6	100.0%	41	3	\$118,785	16.7%	0.0%	0.0%
MANAGERS	12	100.0%	37	5	\$85,575	0.0%	8.3%	8.3%
MANAGEMENT SPECIALISTS	42	59.5%	26	0	\$53,750	4.0%	4.3%	29.8%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	13	\$72,750	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	3	66.7%	n/a	2	\$57,250	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSISTANT TO THE PUBLIC ADVOCATE	38	59.4%	26	0.0	2.6%	5	19
LEGISLATIVE INFORMATION OFFICER	5	7.8%	36	7.0	0.0%	1	1
COUNSEL TO THE PUBLIC ADVOCATE	4	6.3%	n/a	3.0	0.0%	0	0
OFFICE MANAGER	4	6.3%	n/a	6.0	0.0%	1	0
DIRECTOR OF THE OMBUDSMAN PROGRAM	2	3.1%	n/a	4.0	0.0%	0	0
EXECUTIVE SECRETARY TO THE PUBLIC ADVOCATE	2	3.1%	n/a	2.0	0.0%	1	0
PROGRAM RESEARCH ANALYST (PUBLIC ADVOCATE)	2	3.1%	n/a	1.0	0.0%	0	1
LEGISLATIVE ATTORNEY	1	1.6%	n/a	13.0	0.0%	0	0
DIRECTOR OF COMMUNICATIONS	1	1.6%	n/a	6.0	0.0%	0	0
PUBLIC ADVOCATE	1	1.6%	n/a	26.0	100.0%	0	0

OFFICE OF THE PUBLIC ADVOCATE is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

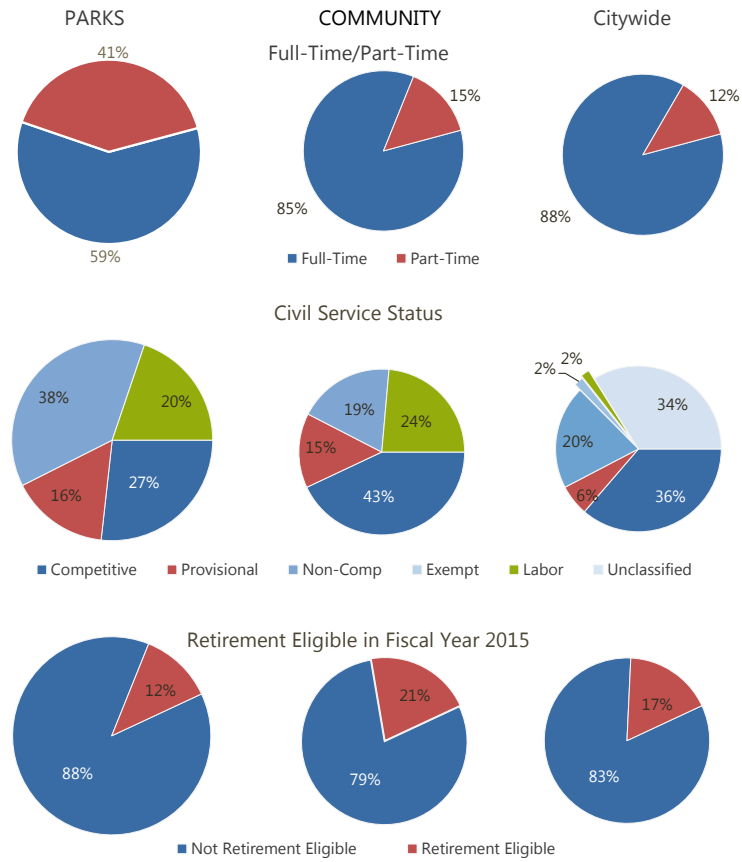
Workforce Profile: DEPARTMENT OF PARKS & RECREATION (PARKS) : FY2017

Summary Indicators	PARKS	COMMUNITY	Citywide
Headcount (FT / PT)	4,294 / 2,931	17,826 / 3,077	344,063 / 48,959
Median Age / Years of Service	38 / 4	46 / 10	43 / 10
% Male / Female	67% / 33%	61% / 39%	41% / 59%
% White / Minority	37% / 63%	26% / 74%	38% / 62%
Median Annual Base Salary (FT)	\$60,552	\$57,269	\$70,434
% Eligible to Retire	12%	21%	17%
% Hires	15%	8%	10%
% Union Represented	97%	95%	95%

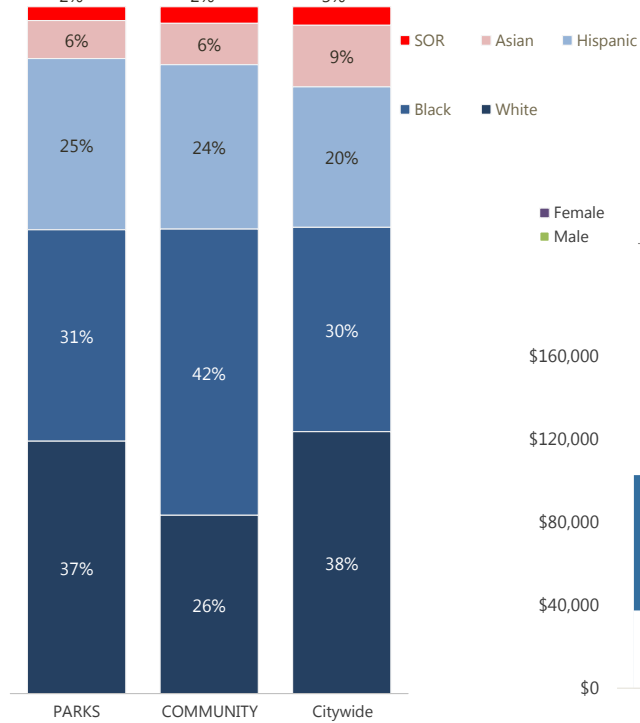
Hires	PARKS	COMMUNITY	Citywide
Total Hires	1,082	1,699	37,572
New Hires	928	1,646	30,240
Rehires	154	53	7,332

Separations	PARKS	COMMUNITY	Citywide
Total Separations	924	2,121	27,886
Retirement	75	462	8,524
Resignation	184	368	9,995
Dismissal	249	407	6,306
Layoff	0	0	2
Deceased	11	41	445
Other	405	843	2,614

Employee Type by Agency, Agency Group, and Citywide



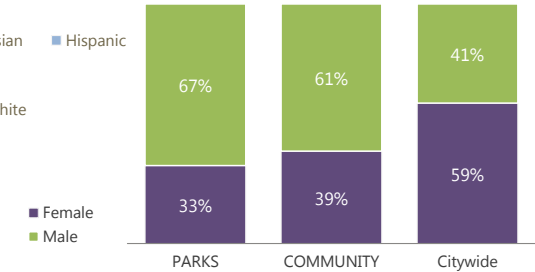
Ethnicity



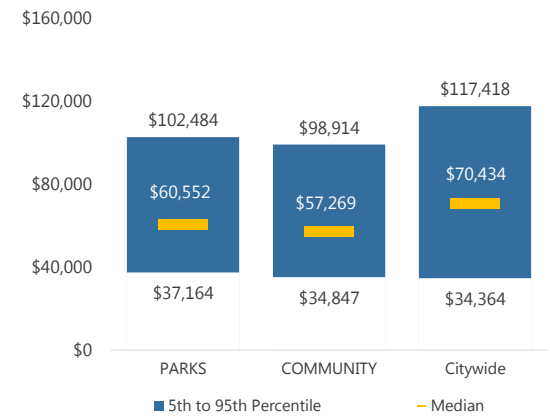
Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Communities & Neighborhoods Agency Group

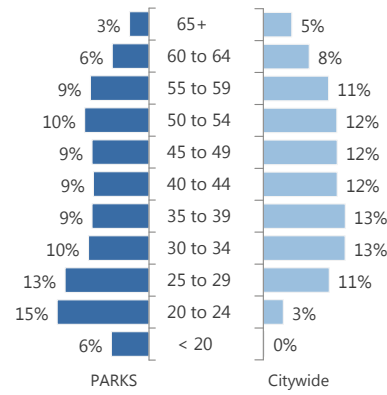
Gender



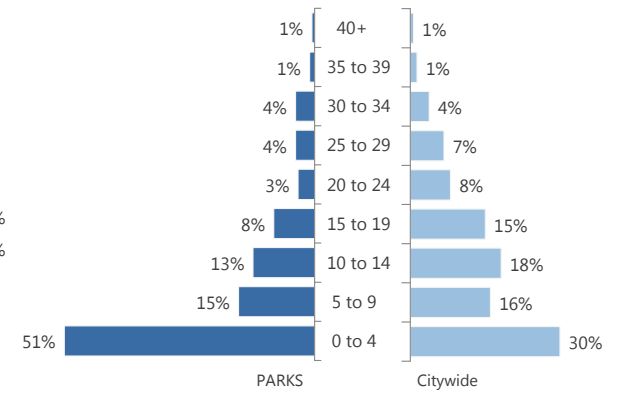
Full-Time Annual Salary Range



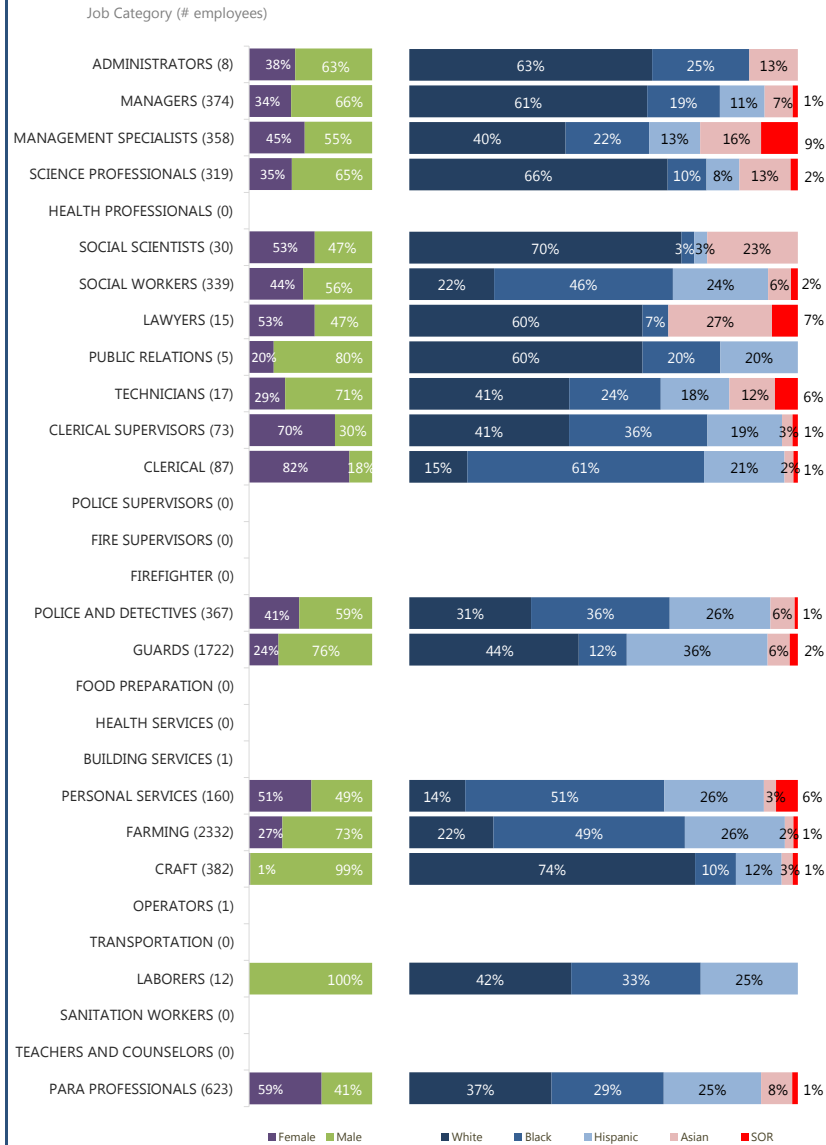
Age



Years of Service



Gender and Ethnicity by Job Category for: PARKS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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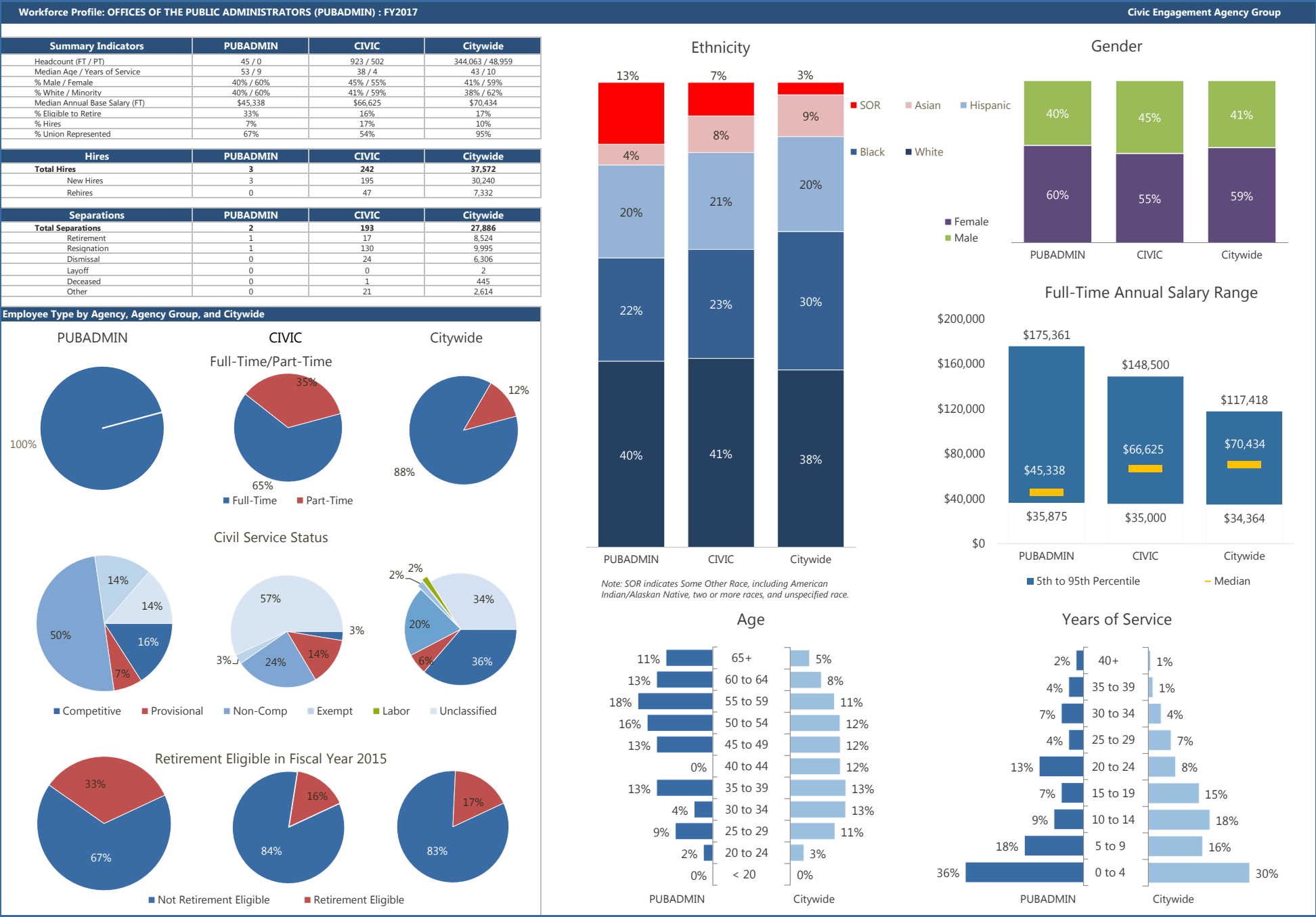
Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	8	100.0%	56	19	\$177,960	37.5%	0.0%	12.5%
MANAGERS	374	98.4%	46	13	\$88,157	21.7%	4.5%	3.4%
MANAGEMENT SPECIALISTS	358	97.5%	45	10	\$75,591	18.3%	3.8%	10.3%
SCIENCE PROFESSIONALS	319	95.3%	41	4	\$73,626	14.5%	9.3%	9.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	30	93.3%	39	8	\$82,400	21.4%	18.7%	3.1%
SOCIAL WORKERS	339	66.1%	38	4	\$44,464	17.0%	8.4%	5.8%
LAWYERS	15	93.3%	36	3	\$80,340	0.0%	0.0%	0.0%
PUBLIC RELATIONS	5	100.0%	47	16	\$44,464	20.0%	20.0%	0.0%
TECHNICIANS	17	94.1%	50	9	\$60,229	18.8%	16.6%	0.0%
CLERICAL SUPERVISORS	73	98.6%	46	14	\$59,138	27.8%	6.8%	0.0%
CLERICAL	87	89.7%	48	11	\$47,509	34.6%	7.2%	2.1%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	367	98.1%	28	2	\$41,242	3.3%	14.2%	28.1%
GUARDS	1722	0.0%	22	4	n/a	0.0%	0.0%	0.0%
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	100.0%	n/a	2	\$36,426	0.0%	0.0%	0.0%
PERSONAL SERVICES	160	22.5%	27	0	\$34,573	13.9%	9.4%	8.3%
FARMING	2332	67.0%	48	4	\$48,636	27.3%	8.2%	13.4%
CRAFT	382	83.2%	51	5	\$91,131	22.6%	3.9%	8.1%
OPERATORS	1	100.0%	n/a	19	\$66,555	0.0%	0.0%	0.0%
TRANSPORTATION	0							
LABORERS	12	91.7%	53	7	\$68,348	27.3%	0.0%	7.6%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	623	86.4%	34	3	\$61,800	7.6%	9.7%	12.8%

Top 10 Most Populous Titles

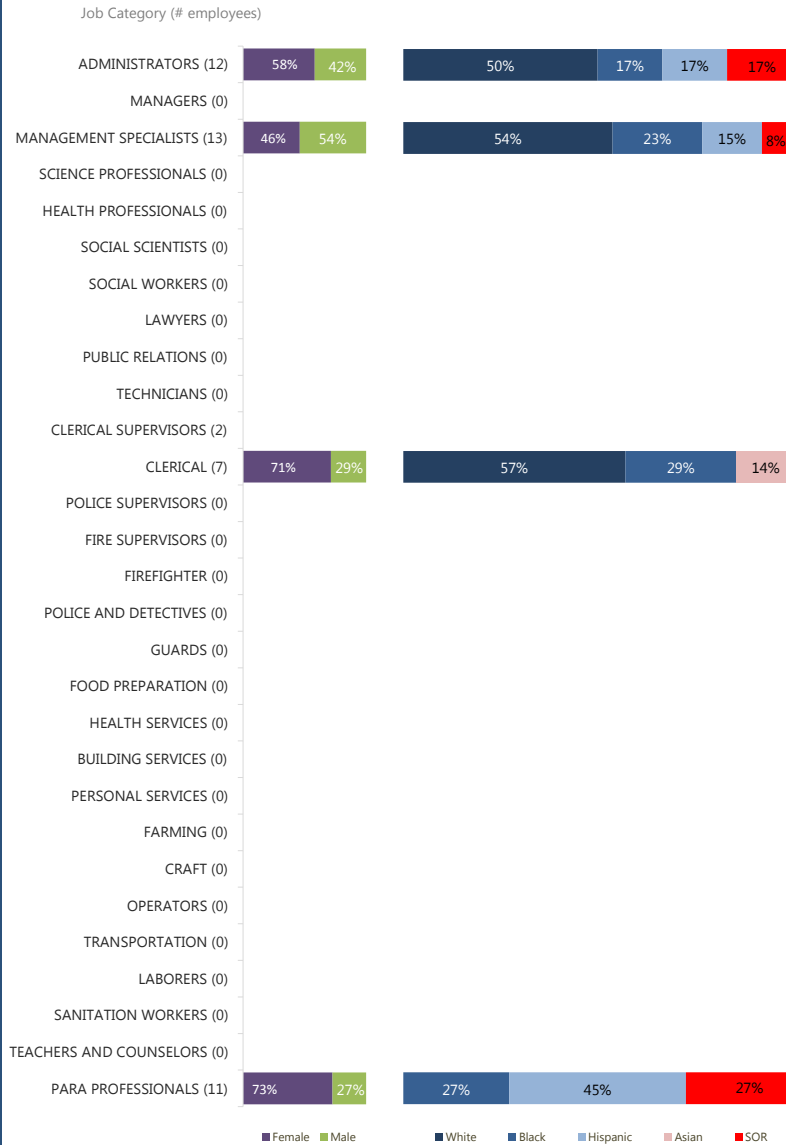
Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
CITY PARK WORKER	1,257	17.4%	45	1.0	13.5%	236	426
PARK SUPERVISOR	466	6.4%	51	16.0	28.3%	13	0
COMMUNITY COORDINATOR	384	5.3%	35	4.0	6.0%	37	46
ASSOCIATE PARK SERVICE WORKER	326	4.5%	51	10.0	26.7%	26	18
URBAN PARK RANGER	257	3.6%	27	1.0	1.9%	69	100
COMMUNITY ASSOCIATE	220	3.0%	34	2.0	5.9%	37	39
CLIMBER AND PRUNER	112	1.6%	47	9.0	14.3%	14	6
ASSOCIATE PROJECT MANAGER	110	1.5%	50	3.0	15.5%	12	32
ASSOCIATE URBAN PARK RANGER	110	1.5%	35	4.0	6.4%	20	5
GARDENER	169	2.3%	44	3.0	11.8%	16	16

DEPARTMENT OF PARKS & RECREATION is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION



Note: SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Gender and Ethnicity by Job Category for: PUBADMIN

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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

Key Indicators by Job Category

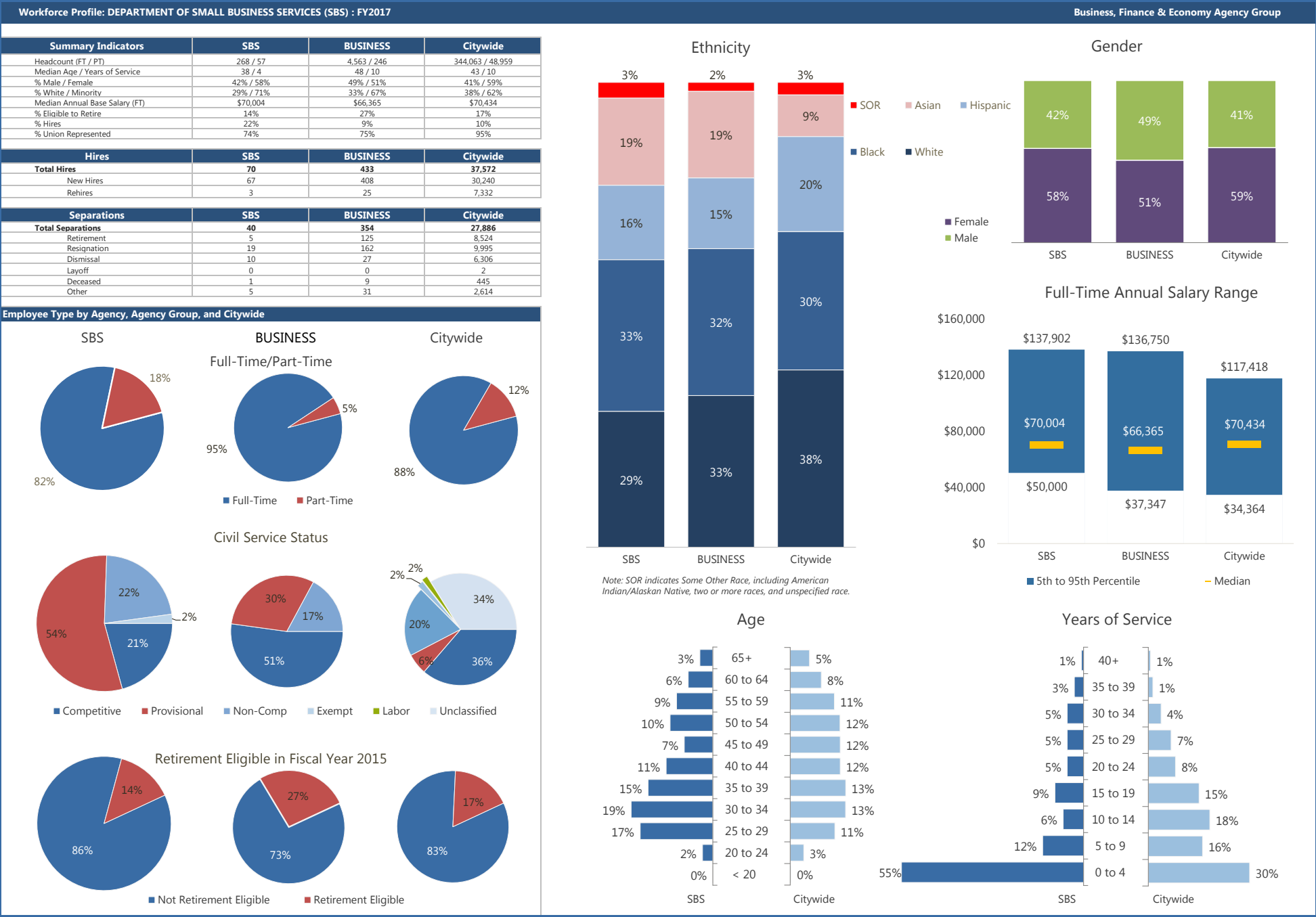
Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	12	100.0%	55	16	\$148,365	41.7%	0.0%	0.0%
MANAGERS	0							
MANAGEMENT SPECIALISTS	13	100.0%	57	11	\$44,442	38.5%	7.7%	7.7%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	2	100.0%	n/a	36	\$58,458	100.0%	0.0%	0.0%
CLERICAL	7	100.0%	54	17	\$39,014	42.9%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	11	100.0%	30	2	\$39,063	0.0%	9.1%	18.2%

Top 10 Most Populous Titles

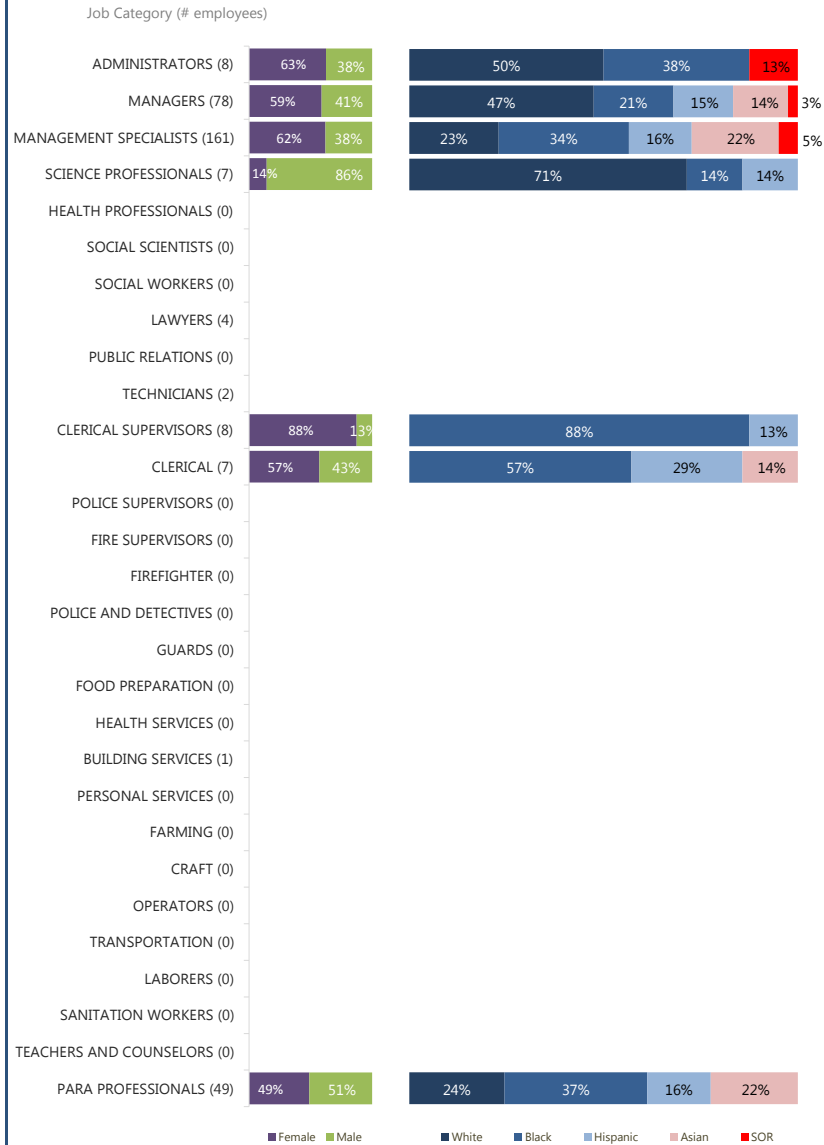
Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
DECEDENT PROPERTY AGENT	12	26.7%	52	10.0	33.3%	1	1
COMMUNITY ASSOCIATE	9	20.0%	29	1.0	0.0%	2	2
PUBLIC ADMINISTRATOR	7	15.6%	59	25.0	57.1%	0	0
DEPUTY PUBLIC ADMINISTRATOR	5	11.1%	50	6.0	20.0%	0	0
SECRETARY TO PUBLIC ADMINISTRATOR	3	6.7%	n/a	14.0	33.3%	0	0
CLERICAL ASSOCIATE	3	6.7%	n/a	23.0	66.7%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	2	4.4%	n/a	36.0	100.0%	0	0
SECRETARY	1	2.2%	n/a	3.0	0.0%	0	0
ACCOUNTANT	1	2.2%	n/a	34.0	100.0%	0	0
COMMUNITY ASSISTANT	1	2.2%	n/a	2.0	0.0%	0	0

OFFICES OF THE PUBLIC ADMINISTRATORS is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

The Public Administrators of all five boroughs have been grouped under a single entity



Gender and Ethnicity by Job Category for: SBS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

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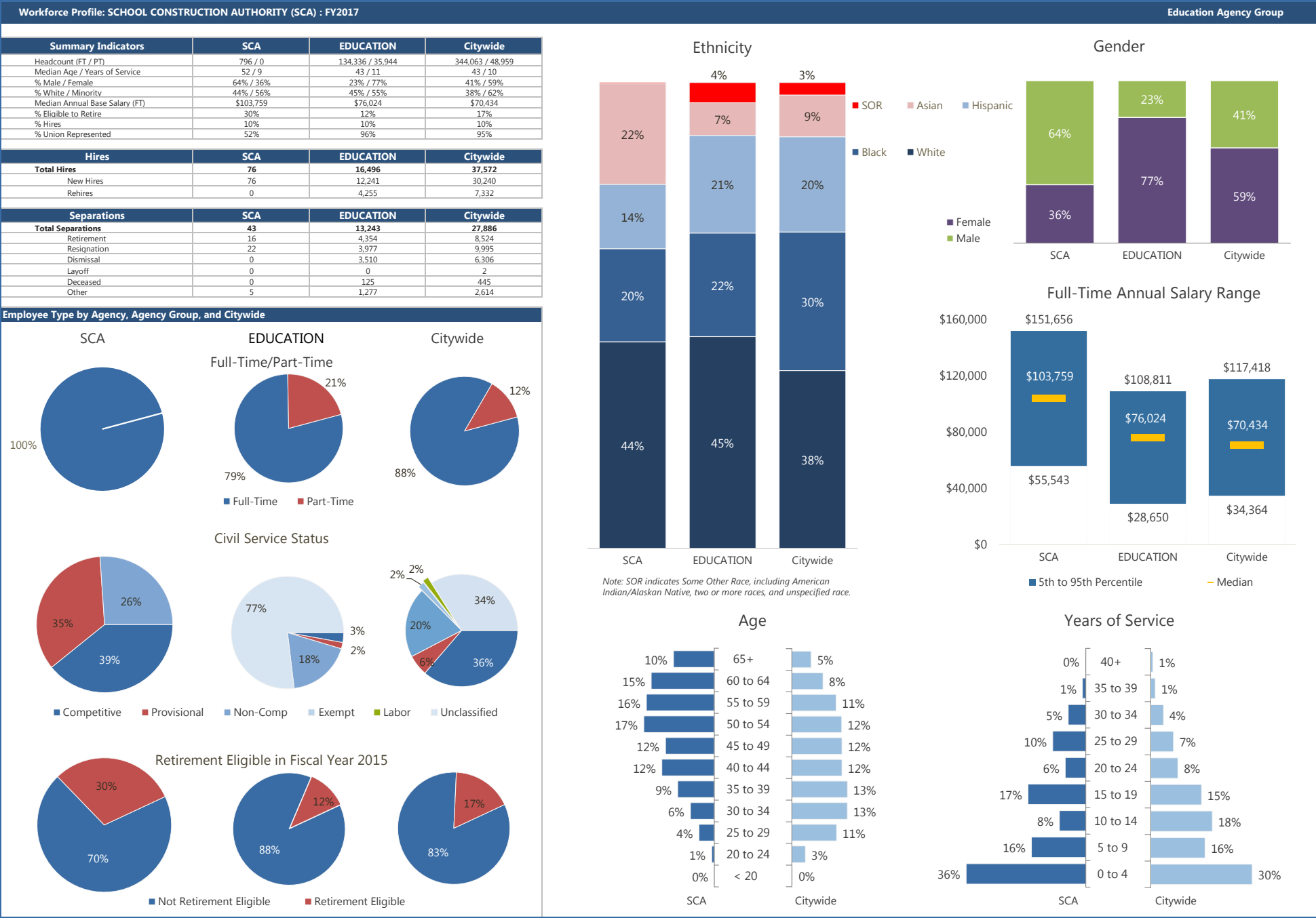
Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	8	100.0%	48	3	\$178,352	12.5%	0.0%	12.5%
MANAGERS	78	100.0%	38	4	\$95,009	9.0%	5.1%	24.4%
MANAGEMENT SPECIALISTS	161	82.0%	36	3	\$63,345	15.9%	8.7%	15.3%
SCIENCE PROFESSIONALS	7	100.0%	54	12	\$79,310	28.6%	0.0%	14.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	4	100.0%	n/a	20	\$87,690	50.0%	25.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	2	50.0%	n/a	18	\$82,776	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	8	75.0%	56	32	\$70,327	66.7%	37.5%	0.0%
CLERICAL	7	85.7%	55	30	\$46,273	50.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	0.0%	n/a	2	n/a	0.0%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	49	53.1%	34	2	\$57,983	19.2%	15.2%	17.3%

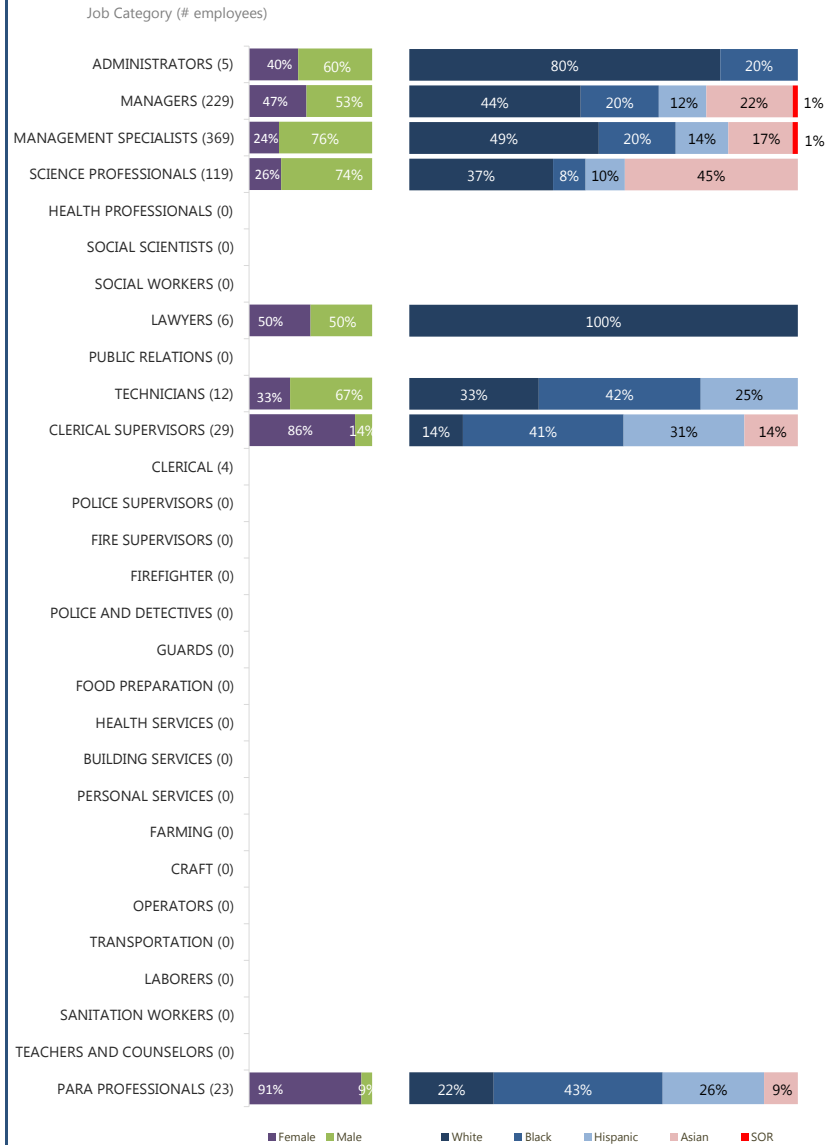
Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
BUSINESS PROMOTION COORDINATOR	87	26.8%	32	1.0	6.9%	12	25
ADMINISTRATIVE BUSINESS PROMOTION COORDINATOR	51	15.7%	36	2.0	3.9%	5	13
CONTRACT REVIEWER	35	10.8%	36	3.0	8.6%	3	5
COMMUNITY COORDINATOR	18	5.5%	33	3.0	11.1%	4	2
ADMINISTRATIVE MANAGER	13	4.0%	50	20.0	15.4%	3	0
ASSISTANT COMMISSIONER	12	3.7%	42	7.0	16.7%	1	2
COMMUNITY ASSOCIATE	26	8.0%	35	2.0	7.7%	10	10
DEPUTY COMMISSIONER	7	2.2%	49	3.0	14.3%	0	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	8	2.5%	56	32.0	50.0%	4	0
CLERICAL ASSOCIATE	7	2.2%	55	30.0	42.9%	0	0

DEPARTMENT OF SMALL BUSINESS SERVICES is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION



Gender and Ethnicity by Job Category for: SCA



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
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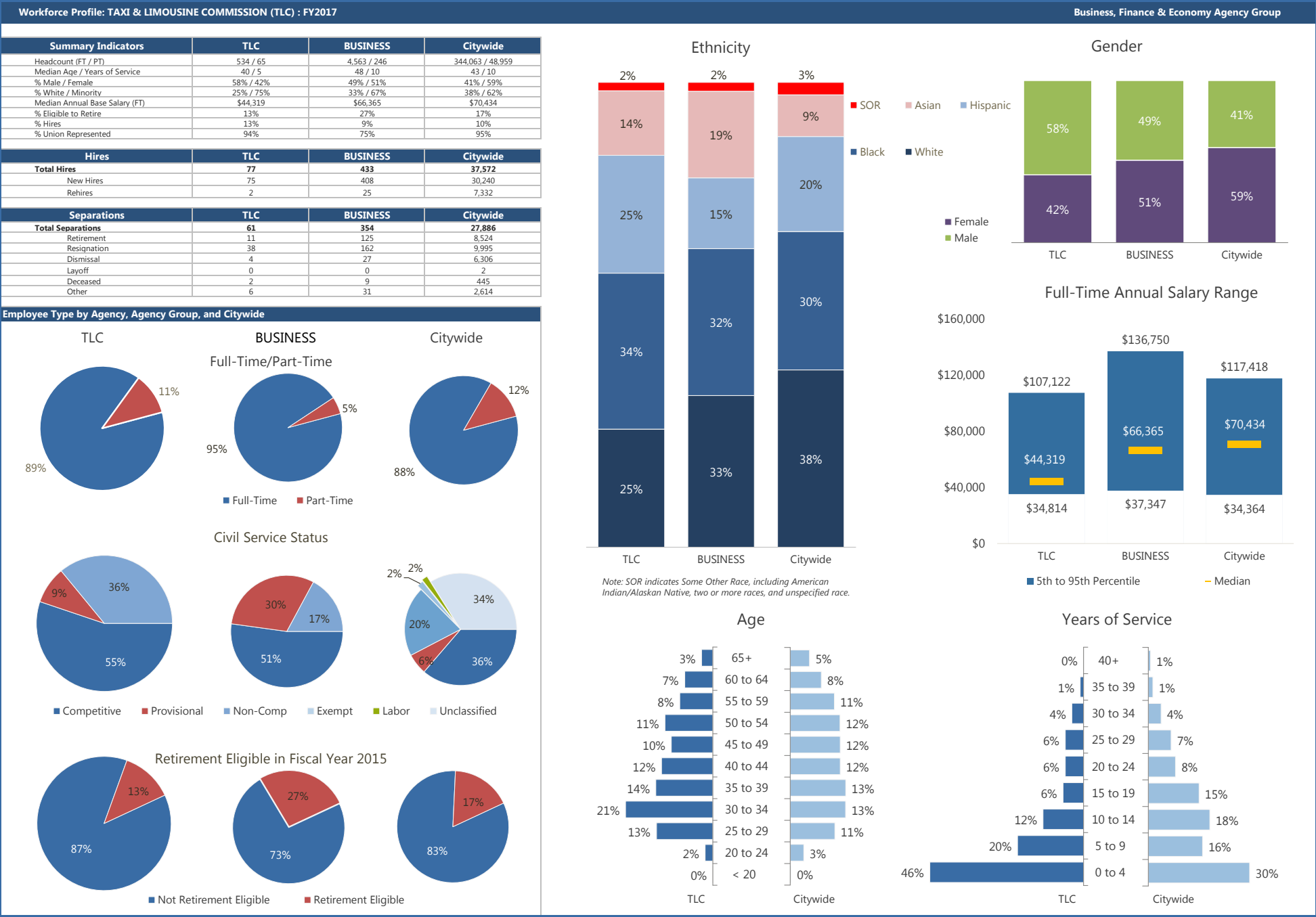
Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	5	100.0%	56	19	\$187,528	40.0%	0.0%	0.0%
MANAGERS	229	100.0%	52	16	\$119,711	36.2%	5.2%	7.0%
MANAGEMENT SPECIALISTS	369	100.0%	53	9	\$103,267	30.4%	5.1%	10.0%
SCIENCE PROFESSIONALS	119	100.0%	48	8	\$92,860	27.7%	8.4%	12.6%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	6	100.0%	52	10	\$140,643	33.3%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	12	100.0%	46	6	\$60,918	8.3%	0.0%	8.3%
CLERICAL SUPERVISORS	29	100.0%	46	12	\$51,164	10.3%	6.9%	13.8%
CLERICAL	4	100.0%	n/a	14	\$64,850	25.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	23	100.0%	50	12	\$57,206	17.4%	0.0%	13.0%

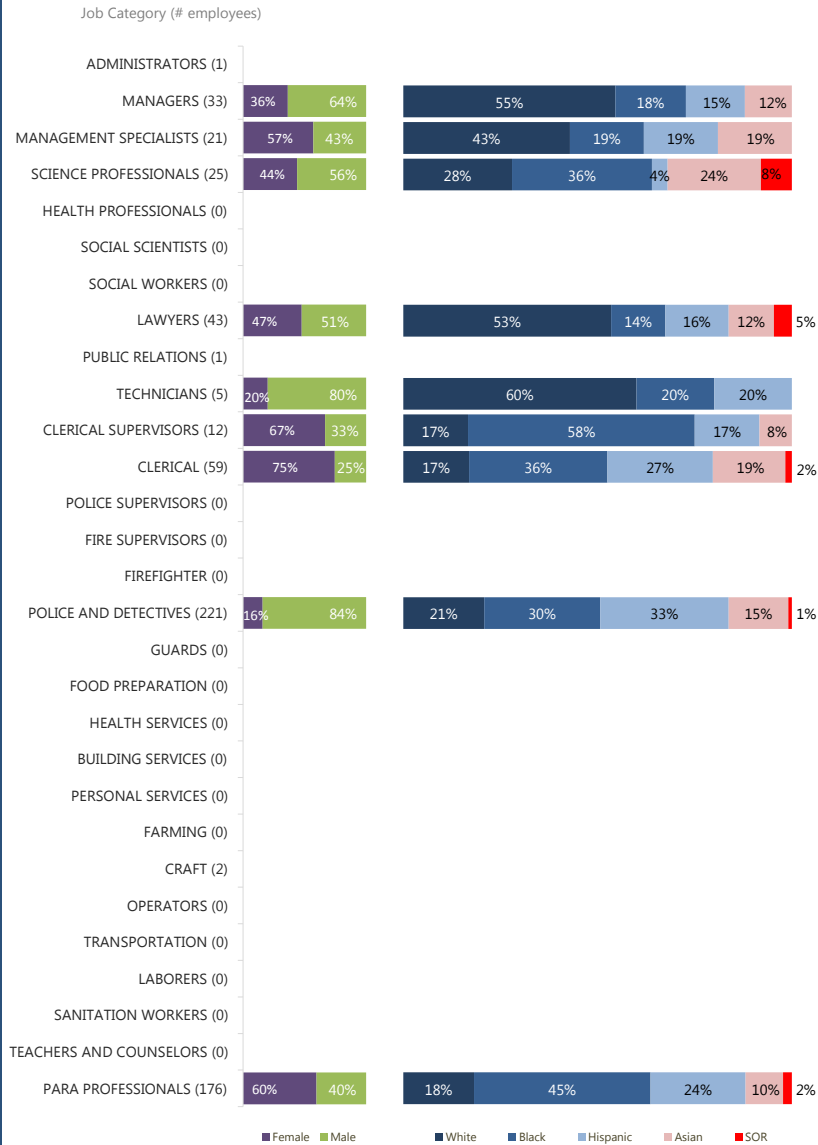
Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
Project Officer	107	13.4%	55	9.0	37.4%	8	6
Technical Inspector	58	7.3%	53	8.0	27.6%	1	2
Manager, Operations	45	5.7%	51	18.0	31.1%	2	0
Director, Operations	34	4.3%	55	16.0	47.1%	0	1
Engineer	33	4.1%	53	18.0	36.4%	2	3
Senior Construction Assessment Specialist	33	4.1%	56	9.0	39.4%	2	2
Architect	30	3.8%	53	9.0	33.3%	2	6
Mgr Information Technology	29	3.6%	46	3.0	3.4%	0	6
Associate Engineer	26	3.3%	32	2.0	19.2%	3	3
Quality Assurance Specialist	24	3.0%	54	9.0	29.2%	1	4

SCHOOL CONSTRUCTION AUTHORITY is part of the Education agency group, which includes: DEPARTMENT OF EDUCATION, SCHOOL CONSTRUCTION AUTHORITY



Gender and Ethnicity by Job Category for: TLC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

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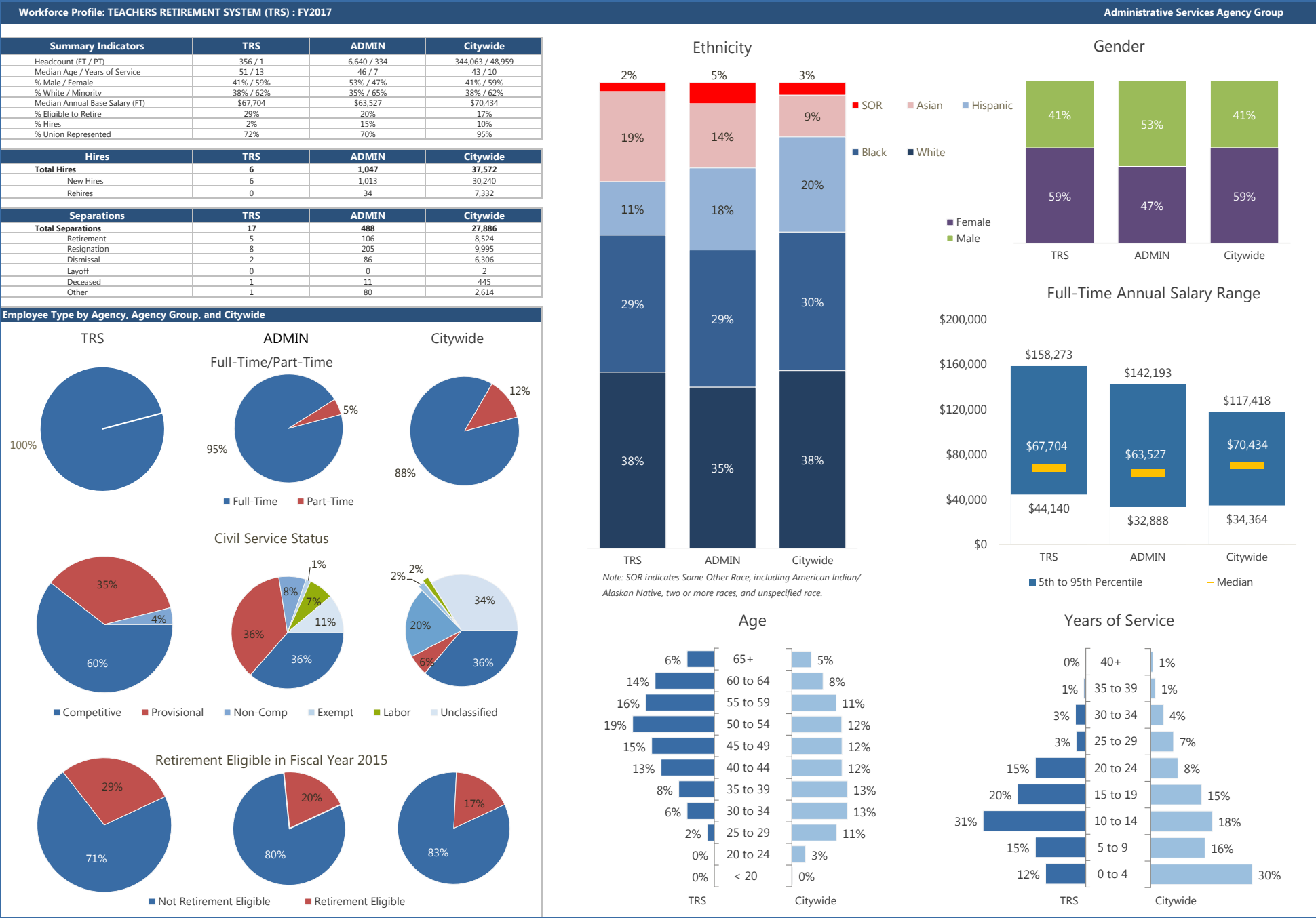
Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	3	\$212,044	0.0%	0.0%	0.0%
MANAGERS	33	100.0%	52	11	\$131,840	36.4%	12.1%	6.1%
MANAGEMENT SPECIALISTS	21	95.2%	46	13	\$83,534	30.0%	13.6%	0.0%
SCIENCE PROFESSIONALS	25	88.0%	45	5	\$90,709	27.3%	0.0%	7.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	43	100.0%	31	1	\$58,716	0.0%	7.0%	30.2%
PUBLIC RELATIONS	1	100.0%	n/a	27	\$68,858	0.0%	0.0%	0.0%
TECHNICIANS	5	60.0%	40	11	\$57,443	33.3%	0.0%	0.0%
CLERICAL SUPERVISORS	12	100.0%	53	28	\$61,528	33.3%	8.3%	0.0%
CLERICAL	59	84.7%	47	9	\$41,426	28.0%	1.4%	11.5%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	221	100.0%	42	6	\$43,285	11.3%	13.6%	13.6%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	2	100.0%	n/a	8	\$60,552	0.0%	0.0%	0.0%
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	176	71.6%	33	3	\$41,394	5.6%	7.7%	8.1%

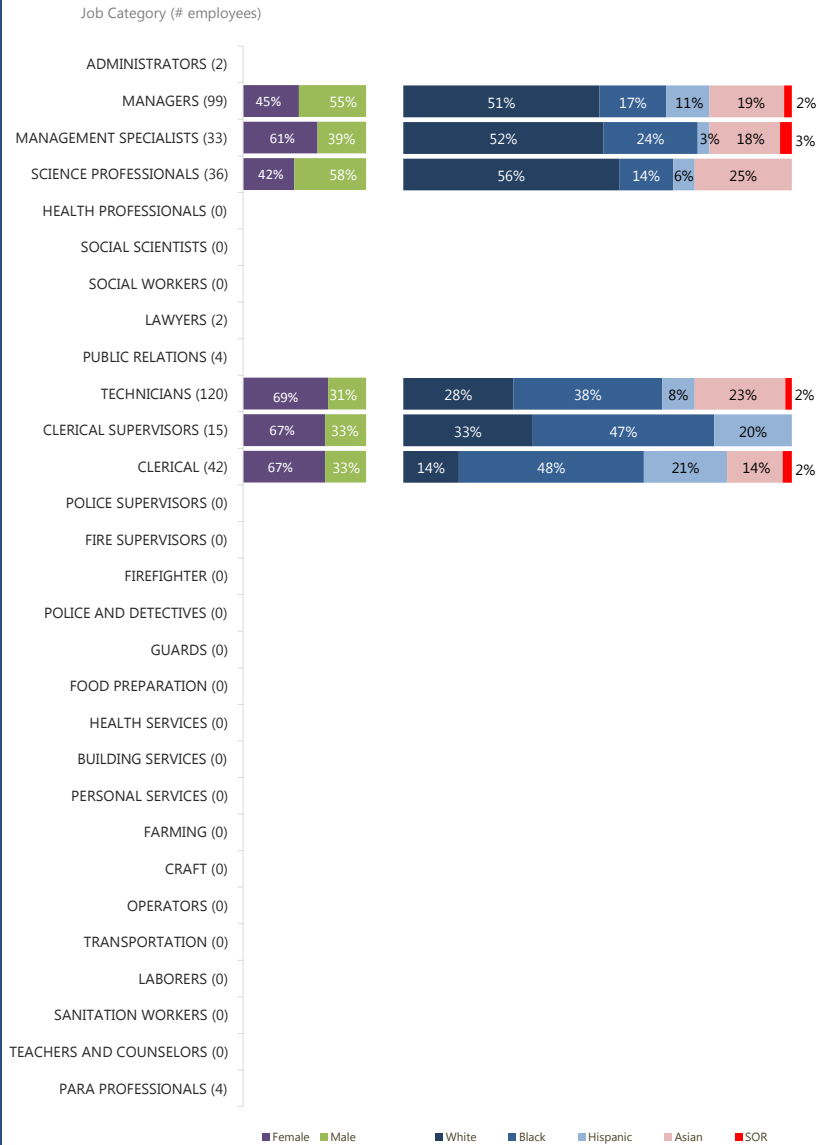
Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
TAXI AND LIMOUSINE INSPECTOR	154	25.7%	39	4.0	6.5%	24	30
ASSOCIATE TAXI AND LIMOUSINE INSPECTOR	67	11.2%	49	16.0	22.4%	9	0
COMMUNITY ASSOCIATE	83	13.9%	36	5.0	4.8%	9	1
CLERICAL ASSOCIATE	39	6.5%	47	10.0	20.5%	4	4
COMMUNITY ASSISTANT	52	8.7%	29	1.0	1.9%	20	14
COMMUNITY COORDINATOR	28	4.7%	36	3.0	7.1%	5	2
AGENCY ATTORNEY	26	4.3%	32	2.0	0.0%	7	1
AGENCY ATTORNEY INTERNE	17	2.8%	30	0.0	0.0%	6	12
PRINCIPAL ADMINISTRATIVE ASSOCIATE	12	2.0%	53	28.0	33.3%	1	0
ADMINISTRATIVE MANAGER	10	1.7%	58	23.0	60.0%	0	0

TAXI & LIMOUSINE COMMISSION is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION



Gender and Ethnicity by Job Category for: TRS



Notes:
 Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.
 Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.
 SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races, and unspecified race.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2017)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	21	\$218,150	50.0%	0.0%	0.0%
MANAGERS	99	99.0%	53	14	\$123,224	29.6%	2.0%	4.0%
MANAGEMENT SPECIALISTS	33	100.0%	53	12	\$69,481	33.3%	6.1%	0.0%
SCIENCE PROFESSIONALS	36	100.0%	57	14	\$96,865	55.6%	16.7%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	2	\$80,215	0.0%	0.0%	0.0%
PUBLIC RELATIONS	4	100.0%	n/a	9	\$63,459	25.0%	0.0%	0.0%
TECHNICIANS	120	100.0%	48	12	\$54,935	17.5%	5.8%	1.7%
CLERICAL SUPERVISORS	15	100.0%	42	13	\$65,500	20.0%	0.0%	0.0%
CLERICAL	42	100.0%	52	12	\$46,424	38.1%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	4	100.0%	n/a	1	\$40,621	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2017)	# Separations	# Hires
ASSOCIATE RETIREMENT BENEFITS EXAMINER	109	30.5%	47	12.0	13.8%	7	2
COMPUTER SYSTEMS MANAGER	50	14.0%	53	14.0	30.0%	1	3
COMPUTER SPECIALIST (SOFTWARE)	23	6.4%	60	15.0	65.2%	2	0
ADMINISTRATIVE RETIREMENT BENEFITS SPECIALIST	22	6.2%	55	20.0	36.4%	0	1
CLERICAL ASSOCIATE	18	5.0%	55	19.0	44.4%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	15	4.2%	42	13.0	20.0%	1	0
ADMINISTRATIVE MANAGER	13	3.6%	49	15.0	15.4%	1	0
ADMINISTRATIVE STAFF ANALYST	13	3.6%	41	11.0	15.4%	0	0
ASSISTANT RETIREMENT BENEFITS EXAMINER	10	2.8%	61	17.0	60.0%	1	0
ACCOUNTANT	8	2.2%	59	13.0	75.0%	0	0

TEACHERS RETIREMENT SYSTEM is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

City of New York

Bill de Blasio, Mayor

Dean Fuleihan, First Deputy Mayor

Lisette Camilo, Commissioner

Department of Citywide Administrative Services

