

Celebrating the Contributions of Asian Municipal Workers in New York City: EEPC’s AANHPI Heritage Month Data Brief

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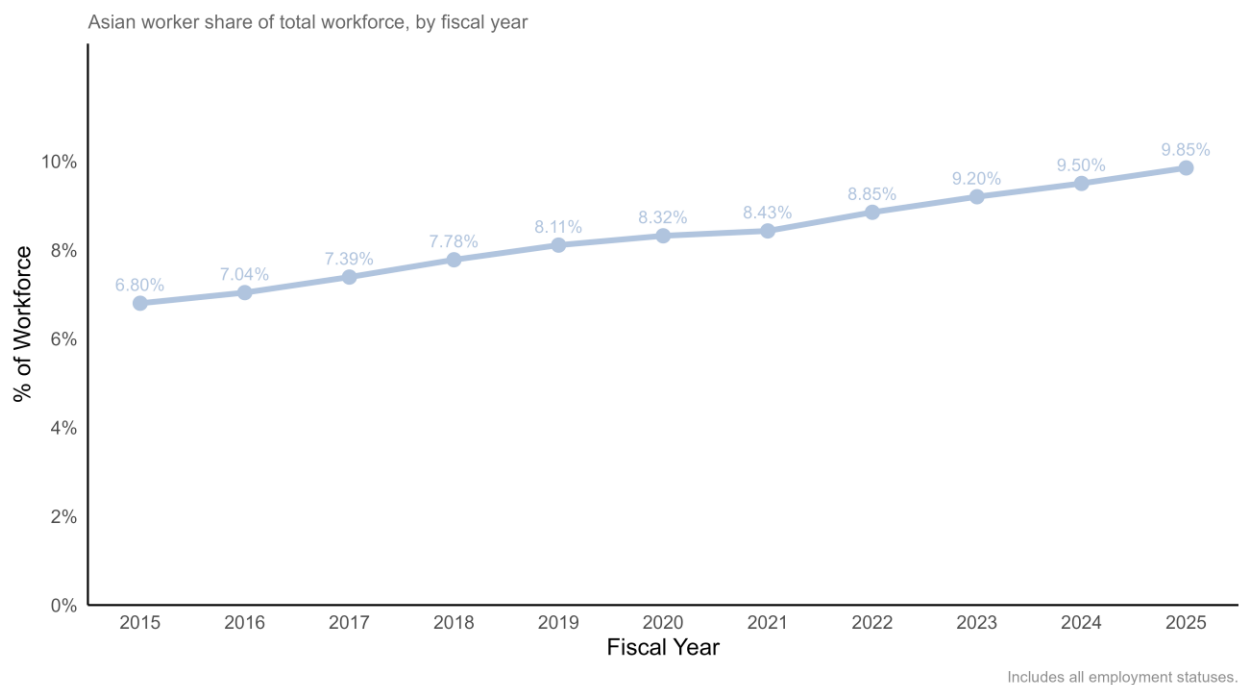
In recognition of the importance of AANHPI New Yorkers in our municipal government, the NYC Equal Employment Practices Commission's Research team shares data on the Asian experience in government.¹

1

Asian Representation in the Municipal Workforce has Steadily Increased

In 2025 Asians made up 9.85% of city employees, a 46% increase from 2015. That increase is considerably higher than the change in the Asian population in New York City, which increased 15% in that period (from 13.5% in 2015 to 15.6% in 2025).

Asian Representation in the NYC Municipal Workforce, FY 2015-2025



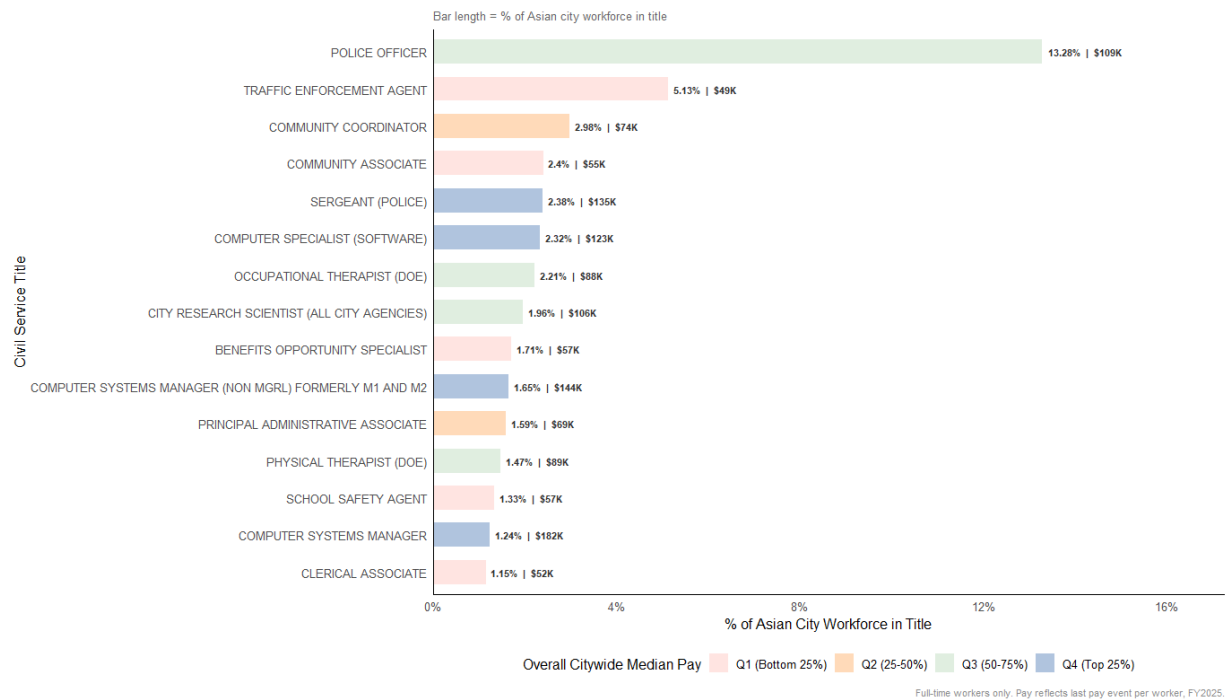
¹ This report primarily focuses on full-time staff in 2025 and all figures illustrate the workforce in 2025, unless otherwise indicated. Notable absences from this dataset include the pedagogical staff at the NYC Public Schools (10.4K Asian workers) and workers at NYC Health & Hospitals (9.7K Asian workers). These workers are excluded because detailed employment data for them is not made available to the EEPC.

2

Many Asian Municipal Workers in NYC serve as Police Officers and in other Uniform Professions

Over 13% of the Asian personnel who work in NYC’s municipal workforce are Police Officers. Personnel in this title make more than most other City workers. A considerable portion of the Asian municipal workforce also serves in other uniform positions, such as Traffic Enforcement Agent and Sergeant.

Titles with Highest Share of Asian Municipal Workers, FY 2025

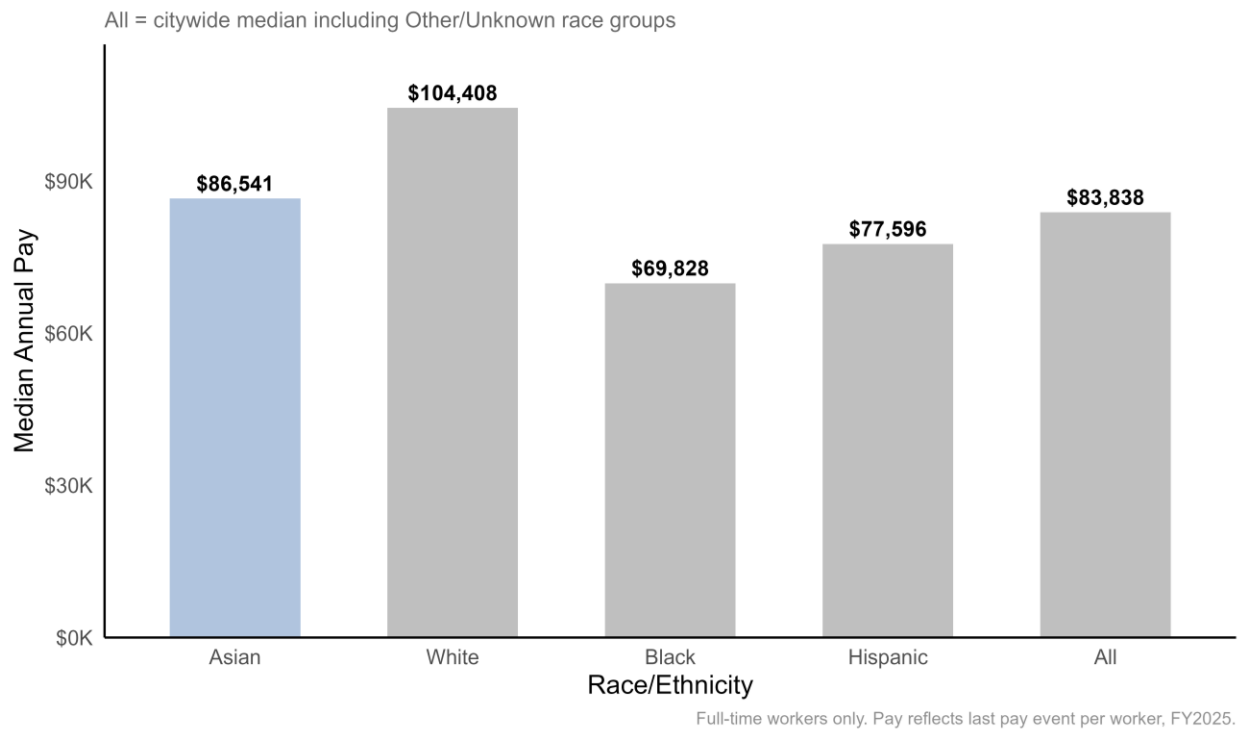


3

Asian Workers Have Higher Salaries than Other Workers of Color

The median salary for Asian personnel was just under \$87,000, higher than the median salaries of Black and Hispanic personnel. The median salary for White workers is the highest by a considerable margin. In the U.S. workforce, the Asian community has significant economic inequality between different Asian communities. NYC does not capture these distinct identities for municipal workers.

Median Annual Pay by Race/Ethnicity, FY 2025

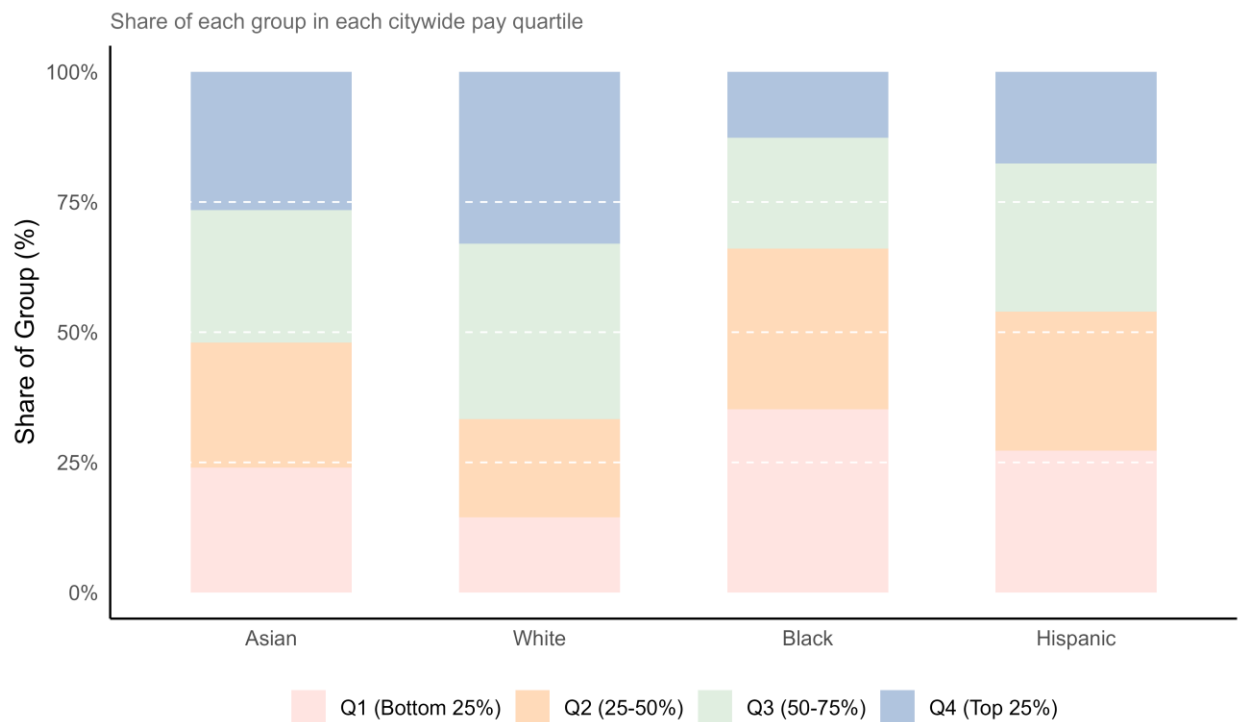


4

Asian Workers Are Spread Evenly Across the Salary Range

Asian workers are distributed across all pay quartiles in near-equal shares. Compared to other than other racial and ethnic groups, they are less likely to concentrate at either end of the City's pay scale.

Proportion of Personnel in Salary Quartiles by Race/Ethnicity, FY 2025



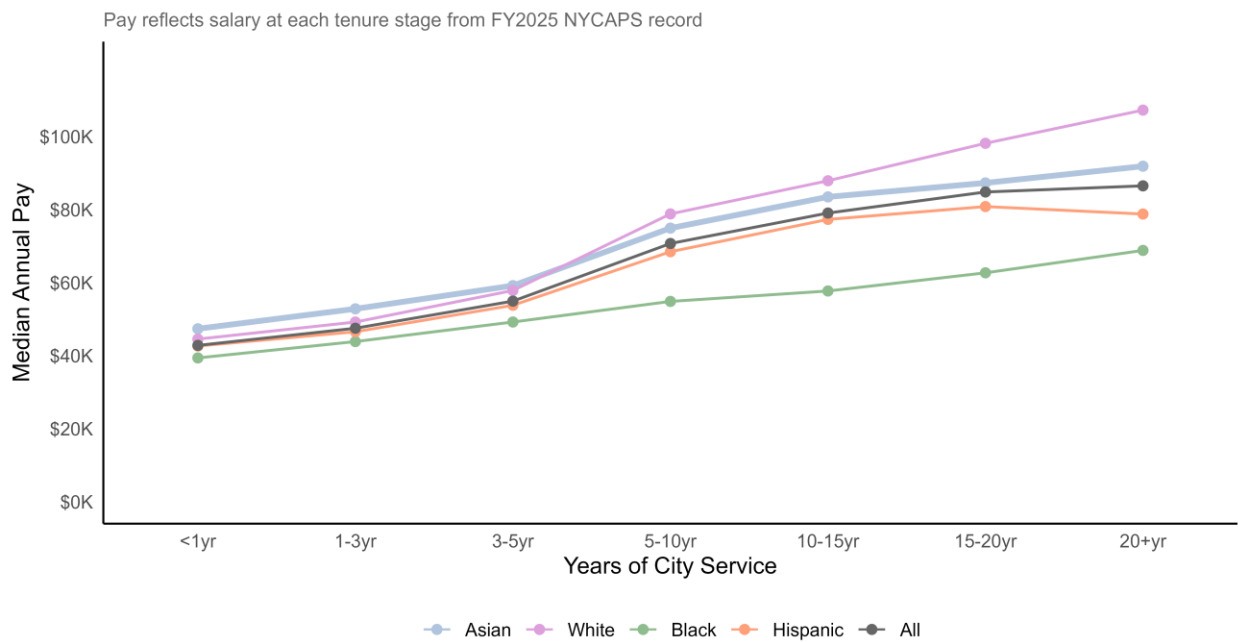
Full-time workers only. Pay quartile cutoffs calculated citywide across workers.

5

Asian Personnel Start with the Highest Salaries

Asian personnel start with the highest salaries of any demographic group and still have the highest salaries after five years of service. After the fifth year, White workers have the highest median salary.

Median Pay by Years of Service and Race/Ethnicity, FY 2025

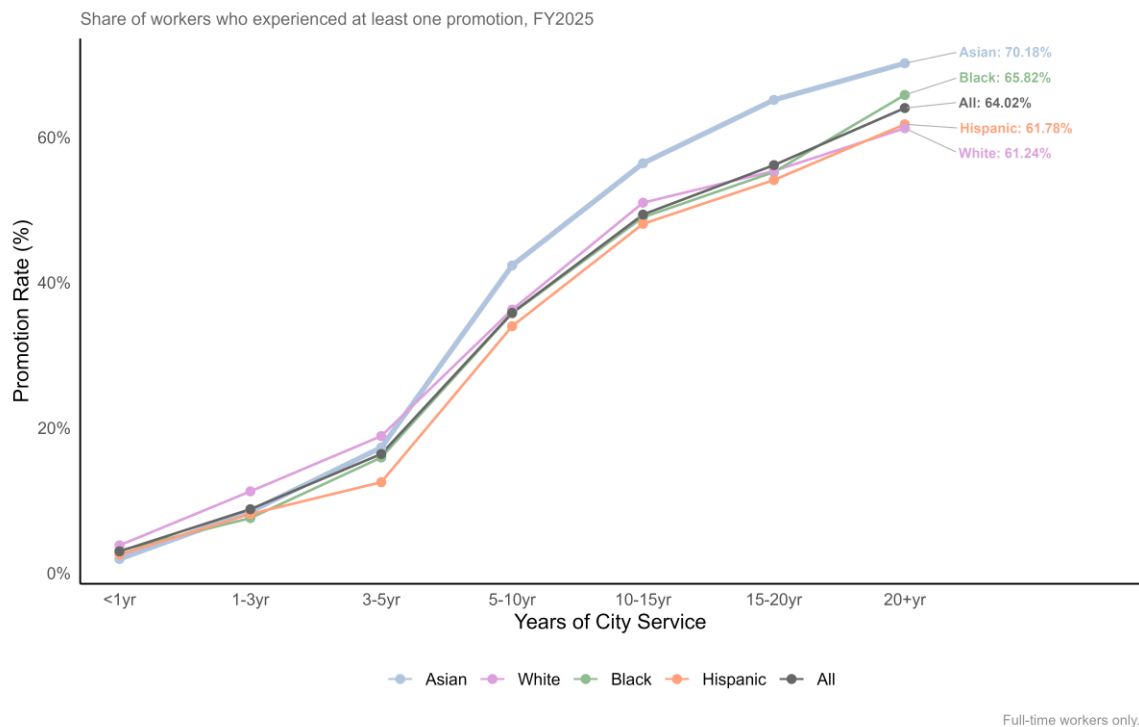


6

Asian Workers are the Most Likely to be Promoted ²

While Asian personnel start their city service with the highest median salary and are more likely to be promoted within their agency than other demographic groups, they do not have the highest overall median pay, nor the highest median pay for personnel with 20 or more years of service.

Promotion Rate by Years of Service and Race/Ethnicity, FY 2025



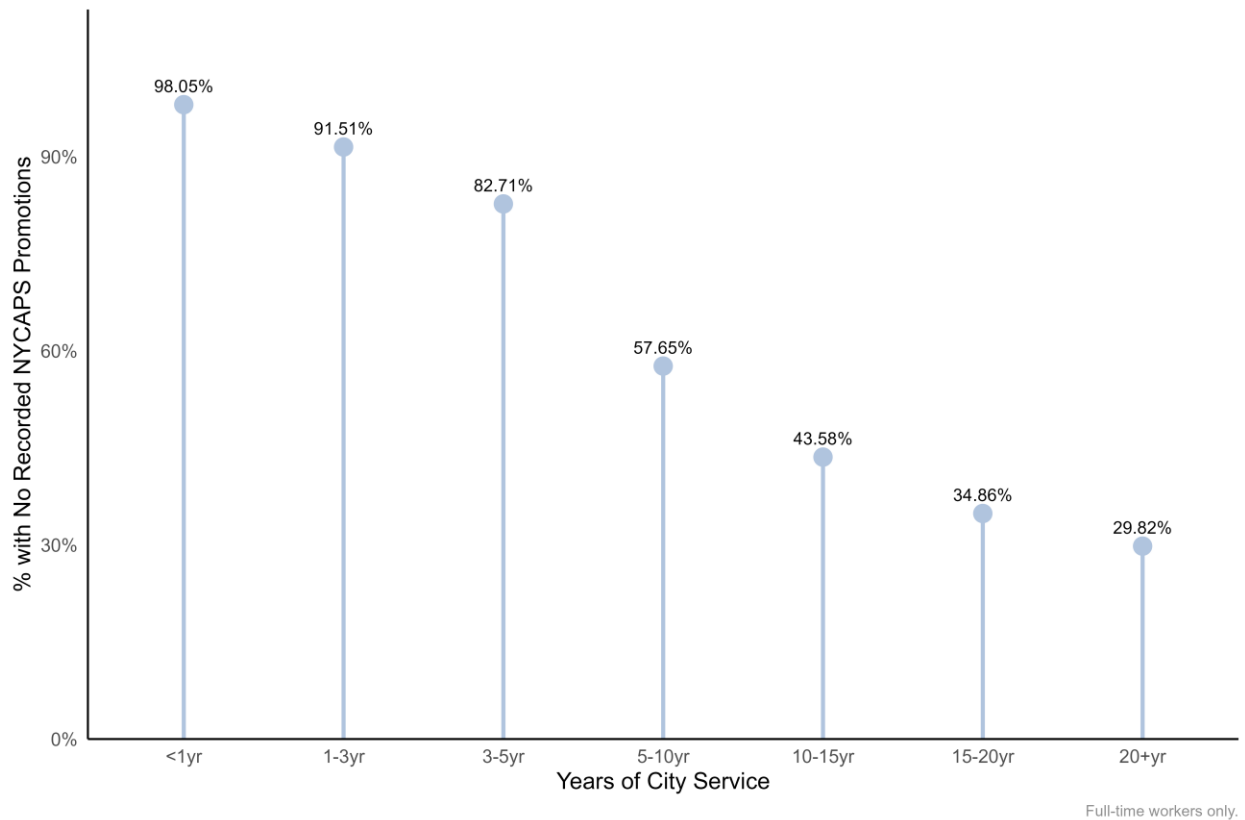
² We measure promotions using the "Promotions" variable in NYCAPS, even though that may over-represent "genuine" promotions (as the layperson thinks of them) in some respects and under-represent promotions in others.

7

Over 28 Percent of Asian Personnel Have Never Been Promoted by their Agency³

Asian personnel are most likely to be promoted between years 5 and 10 of their service. After 20 or more years of service, 28.4% have never received a promotion from the agency they work for.

Share of Asian Workers Never Promoted, by Years of City Service, FY 2025



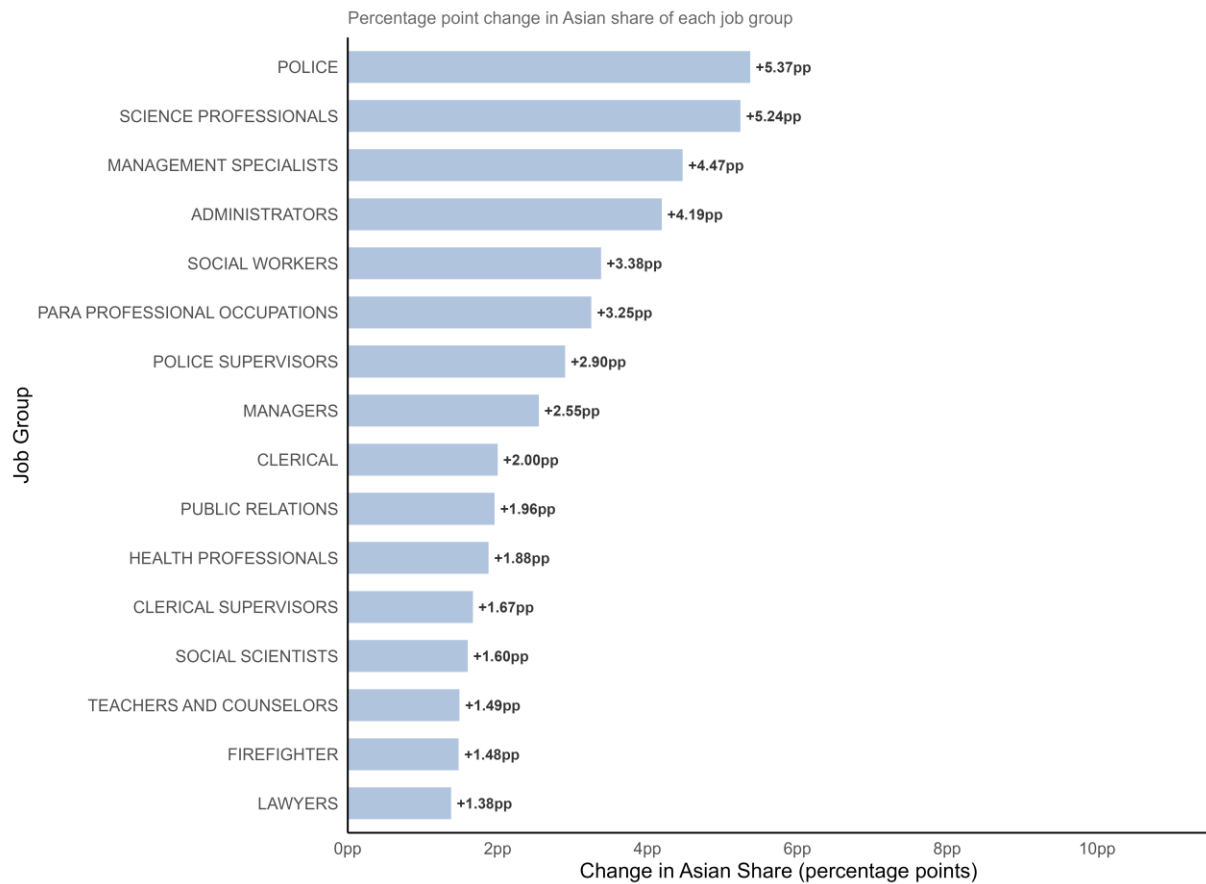
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8

Asian Personnel Have Increased Substantially in Law Enforcement, Management, and Administrative Positions Since 2015

Asian representation grew across several job groups from 2015 to 2025, with notable increases in Police and Administrators groups.

Biggest Increases in Asian Representation by Job Group, FY 2015-2025



Full-time workers only.

Appendix Tables

Table 1 - Workforce Summary by Race/Ethnicity, FY 2025

Race/Ethnicity	Headcount	% of Workforce	Median Age	Median Tenure	Median Annual Pay
White	58,314	30.05	42	10.64	104,408
Black	58,037	29.91	45	10.41	69,828
Hispanic	31,850	16.41	41	10.21	77,596
Asian	19,488	10.04	43	8.46	86,541
All	194,049	100.00	43	9.98	83,838

Citywide, full-time headcount, pay, age, tenure, and outcome rates (manager, promotion, separation) for each race/ethnicity group

Table 2 - Asian Representation and Workforce Share by Job Groups, FY 2025

Job Group	Citywide Headcount	Asian Workers	Asian % of Group	Median Pay	% of Asian Workforce
Science Professionals	8,688	2,556	29.42	109,330	13.12
Health Professionals	5,117	934	18.25	88,216	4.79
Management Specialists	13,488	2,361	17.50	88,950	12.12
Public Relations	279	48	17.20	76,470	0.25
Managers	13,235	1,867	14.11	145,262	9.58
Social Scientists	1,070	125	11.68	98,350	0.64
Lawyers	2,055	233	11.34	113,207	1.20
Administrators	466	51	10.94	211,915	0.26
Police	40,929	4,417	10.79	105,146	22.67
Police Supervisors	8,225	794	9.65	134,819	4.07

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Job Group	Citywide Headcount	Asian Workers	Asian % of Group	Median Pay	% of Asian Workforce
Technicians	9,409	872	9.27	60,784	4.47
Paraprofessional Occupations	14,133	1,179	8.34	67,040	6.05
Social Workers	14,403	1,181	8.20	64,046	6.06
Operators	138	11	7.97	88,717	0.06
Clerical Supervisors	5,010	377	7.52	68,672	1.93
Clerical	8,004	582	7.27	53,479	2.99
Guards	4,353	295	6.78	56,508	1.51
Craft	10,665	656	6.15	105,290	3.37
Food Preparation	571	35	6.13	60,325	0.18
Transportation	285	13	4.56	58,020	0.07
Firefighter	9,645	323	3.35	109,352	1.66
Laborers	2,338	73	3.12	79,134	0.37
Sanitation Workers	8,516	204	2.40	92,093	1.05
Health Services	139	3	2.16	46,506	0.02
Farming	2,517	49	1.95	60,715	0.25
Personal Services	112	2	1.79	43,724	0.01
Building Services	5,707	73	1.28	52,086	0.37
Fire Supervisors	2,779	29	1.08	140,212	0.15

Full-time headcount (n) and Asian worker counts (n), Asian worker share of each job group (%), median annual pay of job group (\$), and percentage point difference in promotion rates between Asian workers and citywide workforce (WF) across job groups for FY2025

Table 3 - Titles with Highest Proportion of Asian Personnel, FY 2025

Civil Service Title	Citywide Headcount	Asian Workers	Asian % of Title	Median Salary
Assistant City Assessor	36	23	63.89	59,089
Certified IT Developer (Applications)	229	135	58.95	138,690
Assistant Electrical Engineer	78	43	55.13	78,119
Certified IT Administrator (Database)	52	28	53.85	128,992
Mechanical Engineer	34	18	52.94	118,625
Senior IT Architect	76	40	52.63	151,013
Civil Engineer	155	77	49.68	115,640

Full-time headcount (n), count of Asian workers within title (n), share of Asian workers within title (%), and median annual pay (\$) for the top titles with Asian representation in FY 2025.

Table 4 - Asian Worker Career Trajectory by Tenure Stage, FY 2025

Years of Service	Citywide Headcount	Asian Workers	% Promoted	% Manager	Median Salary	% Top Quartile
<5yr	54,059	6,435	9.18	3.62	53,094	9.08
5-10yr	43,683	4,996	42.35	7.89	74,929	25.18
10-20yr	55,570	5,297	60.15	12.31	85,112	39.08
20+yr	40,737	2,760	70.18	15.91	91,880	45.25

Full-time headcount (n) and Asian worker counts (n), promotion and manager rates (%), median annual pay (\$), and Asian share in the top pay quartile (%) by years of city service for four tenure groups: under 5 years, 5 to 10 years, 10 to 20 years, and 20 or more years.

Table 5: Tenure, Age, and Pay at Exit by Race/Ethnicity, FY 2025

Separation Type	Race/Ethnicity	Separated Workers	Median Service Years	Median Age	Median Annual Salary
Retirement	Asian	407	21.00	62	104,258
Retirement	Black	2,080	25.46	62	80,557
Retirement	Hispanic	1,096	21.68	56	101,587
Retirement	White	2,409	21.10	57	108,755
Termination	Asian	2,224	6.55	41	80,116
Termination	Black	8,983	7.19	44	63,438
Termination	Hispanic	3,812	8.01	41	70,156
Termination	White	5,960	7.32	40	92,093

Separated Worker counts (n), median years of service at separation, median age at separation, and median annual pay (\$) at time of separation, by separation and race/ethnicity for full-time city workforce in FY 2025.

Limitations:

First, the analyses were restricted to employees with an annualized salary between \$20,000 and \$364,208. The analysis relied strictly on the full-time employment categories established by the New York City Automated Personnel System (NYCAPS) and the Department of Citywide Administration Services (DCAS). Secondly, the promotion variable is constrained by NYCAPS definition and may not capture all nuances, such as inter-agency mobility. Finally, the data is restricted to current employees of fiscal year 2025, providing a snapshot that may not account for all ongoing changes in the system.