



New York State Comptroller
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New York State Agency Use of Overtime and State Workforce Trends, 2016 - 2025

April 2026

Executive Summary

This report examines the use of overtime by New York State agencies and State workforce trends over the past 10 calendar years.¹ After a long-term reduction in staffing levels, the State workforce expanded for the third year in a row in 2025, increasing by 2.7 percent, or 4,139 positions from 2024 levels, to an average annual total of 155,448, excluding the public university systems. However, this increase did not produce a decline in overtime; rather both overtime hours and earnings increased. Key findings regarding the use of overtime include:

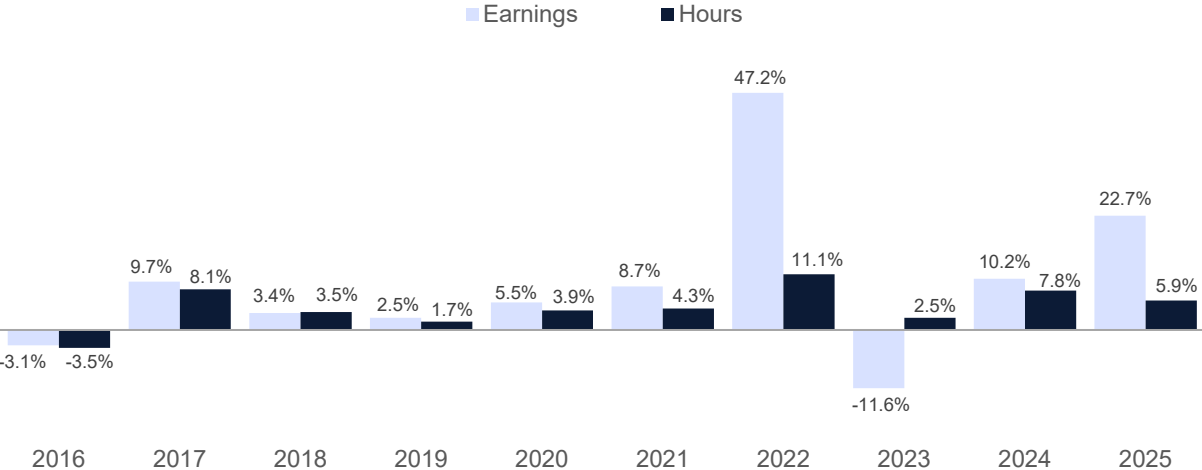
- **Overtime earnings increased by 22.7 percent in 2025 to \$1.6 billion.**
- **Overtime hours grew by 5.9 percent in 2025.** State agencies accrued 25.9 million hours of overtime in 2025, 1.4 million hours more than in 2024.
- **Overtime as a share of payroll was at its second highest rate since at least 2007.** Overtime earnings comprised 7.3 percent of total payroll spending in 2025, higher than the 5.4 percent average from 2016 through 2024, and the second highest rate since the Office of the State Comptroller began producing this report.
- **Three large agencies accounted for more than two-thirds of the State's overtime in 2025.** The Department of Corrections and Community Supervision (Corrections), the Office for People With Developmental Disabilities (OPWDD), and the Office of Mental Health (Mental Health) comprised 21.7 percent of the workforce but accounted for 68.3 percent of the overtime hours and 70.1 percent of the overtime earnings logged by all State agencies in 2025.
- **Eight agencies performed more overtime in 2025 than in 2024.** The largest increase was a 16.9 percent rise in hours at Corrections, which grew by 1.3 million hours, representing most of the State increase. There was also significant growth in the number of hours at Mental Health (327,000) and the Unified Court System (Courts, 55,000).
- **Eight agencies performed less overtime in 2025 than in 2024.** The largest was a reduction of more than 215,000 hours at OPWDD. There were also drops for the Division of the State Police (State Police, -31,500), the Department of Environmental Conservation (DEC, -20,600) and the Department of Labor (Labor, -19,100 hours, or 57.5 percent).
- **A handful of agencies drove the \$301 million increase in overtime earnings.** The growth in earnings at Corrections (\$264 million) and Mental Health (\$25 million) composed most of the net increase, offset slightly by a \$5 million decrease for OPWDD.
- **2024 marked the second consecutive year that new hires outpaced attrition in the State workforce, a trend not seen in over a decade.** In 2024, there were 18,551 new hires, the highest in the 10 years covered by this analysis. Attrition from the workforce has been driven largely by separations other than retirement, and increased 3.2 percent to 15,132.

Overtime Use by All Agencies

Consistent with the federal Fair Labor Standards Act, State employees who are eligible for overtime compensation are paid for work performed in excess of 40 hours per week at a rate typically equal to one and one-half times their regular rate of pay.² Under Division of the Budget (DOB) guidelines, employees in positions allocated or equivalent to Civil Service grade 23 and above are generally exempt from and/or ineligible for overtime compensation. Longstanding DOB policy regarding State agency use of overtime provides that “overtime work be held to a minimum consistent with the needs and requirements of sound and orderly administration of State government.”³

As shown in Figure 1, total overtime performed went up by 5.9 percent and total overtime earnings increased by 22.7 percent, or \$301.2 million.

Figure 1
Annual Percent Increase in Overtime Hours and Earnings, 2016-2025

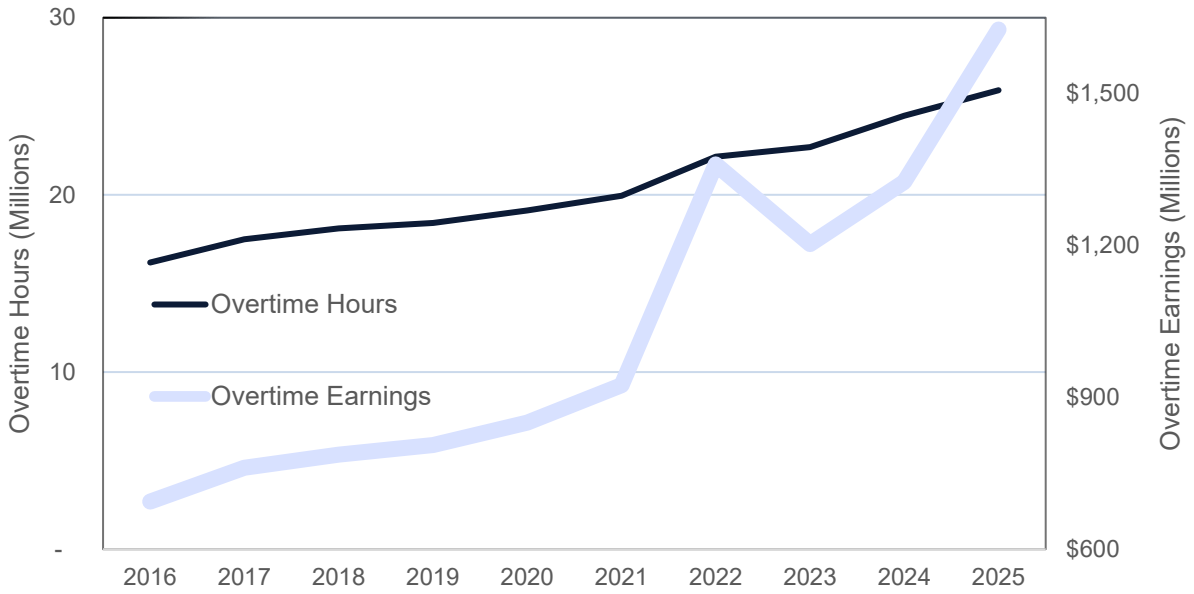


Note: 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.

In 2025, total State payroll costs were \$22.4 billion, with overtime totaling \$1.6 billion. Overtime earnings as a share of total payroll grew from 4.3 percent in 2016 to 7.3 percent in 2025, as total overtime hours increased over this time by close to 9.7 million hours, or more than 60 percent. Pay rates also increased during this time, contributing to a growth of 134 percent in overtime earnings, from \$694 million in 2016 to \$1.6 billion in 2025, or a 10.9 percent average annual increase.

Overtime hours and earnings from 2016 through 2025 for State agencies that are major users of overtime are detailed in the appendices.

Figure 2
Overtime Use for All New York State Agencies, 2016-2025

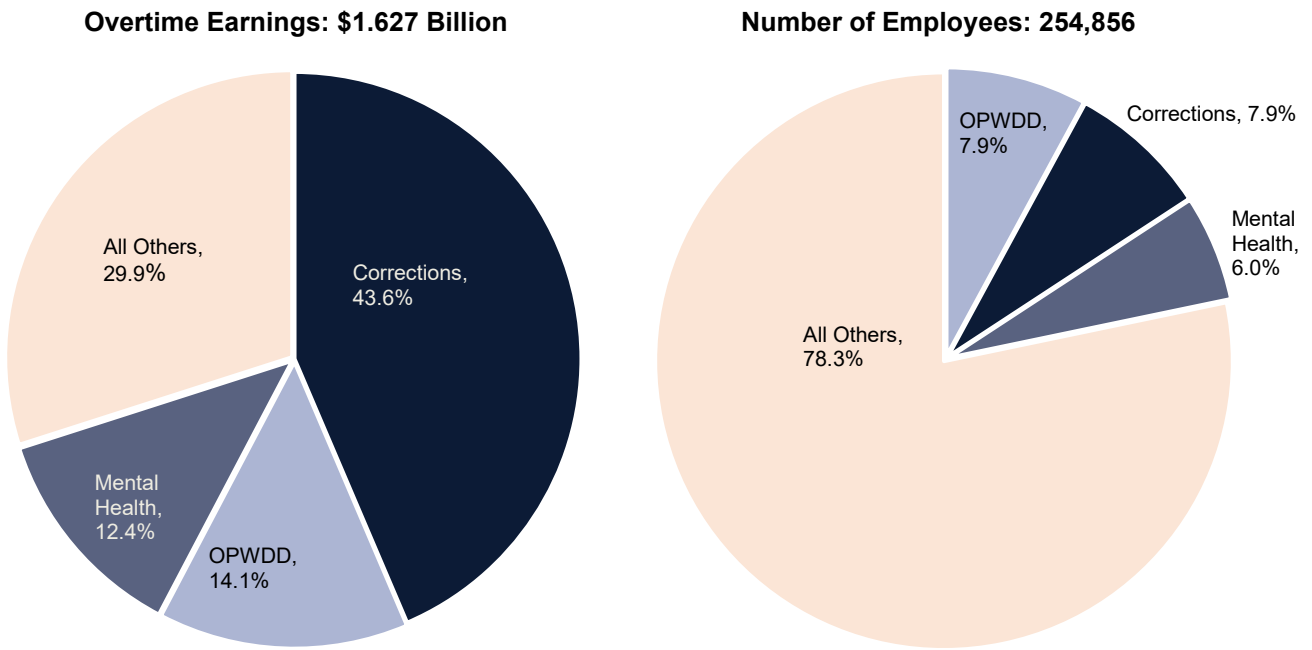


Note: 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.

Agency Overtime Comparisons

As shown in Figure 3, 70.1 percent of overtime earnings in 2025 were concentrated at three agencies that manage institutional settings: Corrections, OPWDD, and Mental Health. These agencies also accounted for 68.3 percent of statewide overtime hours. Corrections represented 8.7 million hours, or 33.6 percent of the total; OPWDD almost 5.2 million hours, 20 percent; and Mental Health over 3.8 million hours, or 14.8 percent.

Figure 3
Agencies with Highest Overtime Use: Earnings and Workforce, 2025



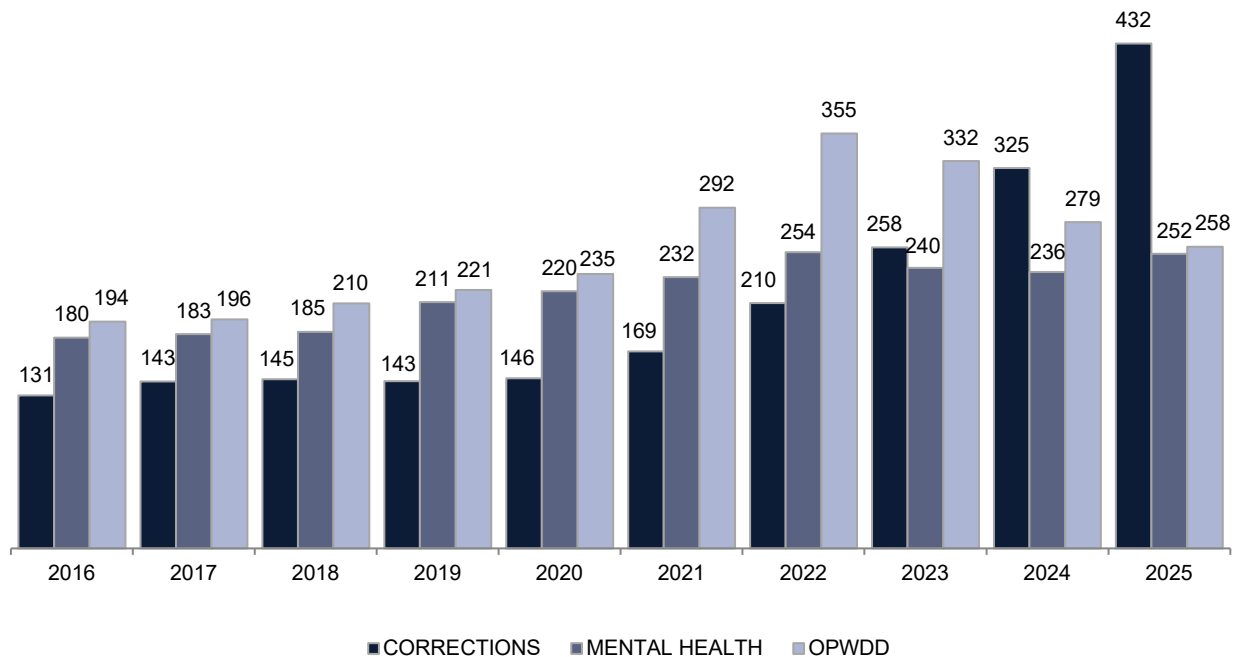
As shown in Figure 4, overtime hours per employee at Corrections, Mental Health and OPWDD increased significantly from 2016 through 2025, by 230.0, 39.8, and 33.1 percent, respectively. This trend was accompanied by drops in workforce size at these agencies by 32.8 (Corrections), 0.7 (Mental Health), and 4.9 percent (OPWDD) over the same period. These reductions were greater than the statewide average decrease for this period, 0.5 percent (including SUNY and CUNY).

The overtime trend for the three agencies has diverged in recent years. Average annual overtime at OPWDD decreased for the third consecutive year; OPWDD employees averaged 258 hours of overtime, reflecting a 7.5 percent reduction from 2024. At Mental Health, increases have moderated; overtime increased by 6.6 percent to 252 hours per employee, after declines the previous two years.

In contrast, overtime has continued to surge at Corrections. The rate of increase for Corrections accelerated since 2020, and 2025 average annual overtime hours per employee were nearly triple what they were in 2020. This significant growth occurred while the agency experienced a 29.8 percent decrease in workforce since 2020 when there were 8,544 more employees than in 2025. These combined factors indicate that a smaller pool of Corrections employees are working substantially more overtime hours to meet operational demands.

Between 2024 and 2025, the Corrections workforce decreased by over 2,700 while overtime hours per employee grew 32.7 percent to reach an average of 432 hours. These figures were influenced by the strike by some Corrections employees that took place between February 17, 2025 and March 10, 2025.⁴

Figure 4
Average Annual Overtime Hours per Employee: Corrections, Mental Health and OPWDD, 2016-2025



Note: Total number of overtime hours per year divided by annual average number of employees per pay period.

Figures 5 through 8 summarize additional information about State agency overtime, and show:

- Some agencies experienced significant increases in 2025, while others saw decreases.** Notably, Corrections added 1.3 million hours to its prior year total. Other major rises occurred at Mental Health, which increased by 327,300 hours; and Courts which rose by 55,200 hours. OPWDD experienced a decrease of more than 215,300 hours and overtime hours at State Police decreased by about 31,500 hours. Labor had a 57.5 percent decline.

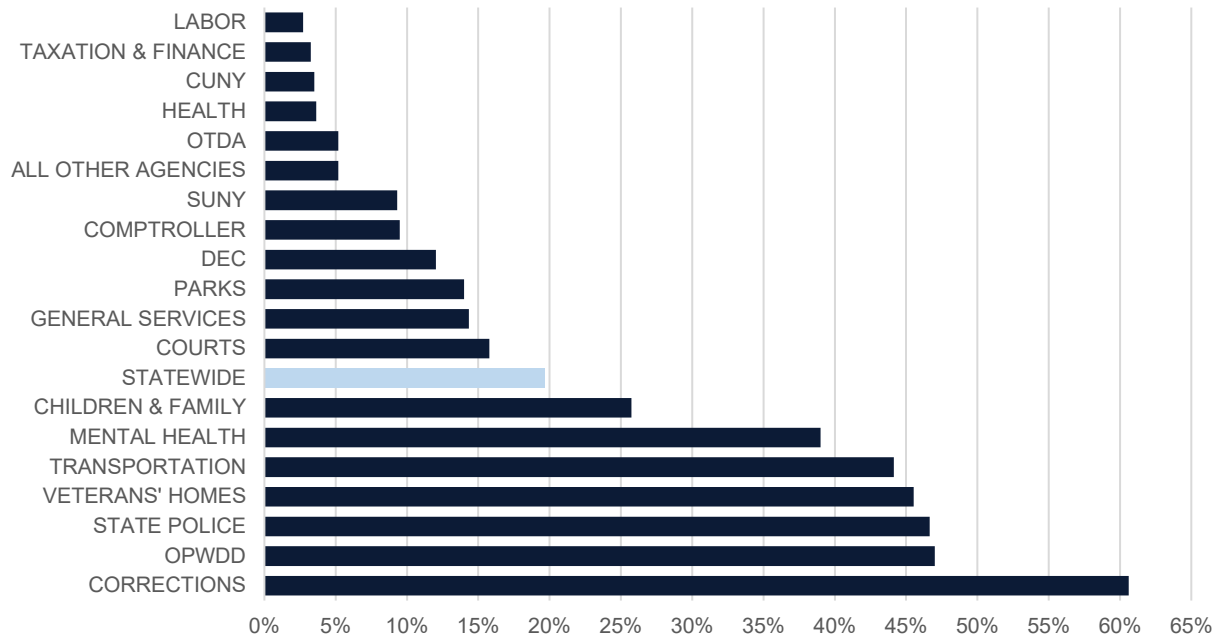
- **Changes in overtime pay varied between agencies.** Five agencies saw increases of 10 percent or higher in overtime pay with Corrections experiencing 59 percent year-to-year growth, the primary driver for the statewide climb in overtime expenditures in 2025. Three agencies saw decreases of 11 percent or more with Labor and Taxation & Finance seeing decreases of 60 and 31 percent, respectively.
- **Less than 20 percent of State agency employees work overtime.** Seven State agencies had more than 25 percent of their workforce accruing overtime in 2025. Corrections, OPWDD, and State Police had the highest shares, at 60.6, 47.0, and 46.7 percent respectively, followed by Veterans' Homes at 45.5 percent and Transportation at 44.1 percent.

Figure 5
Summary of Overtime (OT) by Agency, 2025

Agency	Total OT Pay (Millions \$)	Percentage Change in Total OT Pay, 2024 to 2025	Total OT Hours	Percentage Change in Total OT Hours, 2024 to 2025
Corrections	\$708.9	59.4%	8,702,912	16.9%
OPWDD	\$229.7	-2.1%	5,179,107	-4.0%
Mental Health	\$201.0	14.0%	3,824,289	9.4%
State Police	\$113.3	3.4%	1,236,098	-2.5%
SUNY	\$110.3	2.7%	2,131,743	0.4%
Transportation	\$82.4	1.7%	1,682,396	0.7%
Courts	\$57.3	10.2%	848,181	7.0%
CUNY	\$30.5	5.4%	486,545	-0.1%
Children & Family	\$26.1	4.0%	533,993	0.8%
Parks	\$10.2	11.7%	192,791	8.2%
Veterans' Homes	\$9.1	11.9%	189,718	10.5%
DEC	\$8.8	-6.2%	129,017	-13.7%
Comptroller	\$4.6	-11.3%	96,189	-13.1%
General Services	\$3.4	-8.5%	80,023	-8.6%
Health	\$2.9	-6.5%	54,730	-5.8%
OTDA	\$1.5	-6.7%	27,172	-14.1%
Taxation & Finance	\$1.0	-31.5%	22,091	-19.7%
Labor	\$0.7	-59.9%	14,087	-57.5%
All Other Agencies	\$25.1	11.3%	475,684	13.1%
STATEWIDE	\$1,626.7	22.7%	25,906,766	5.9%

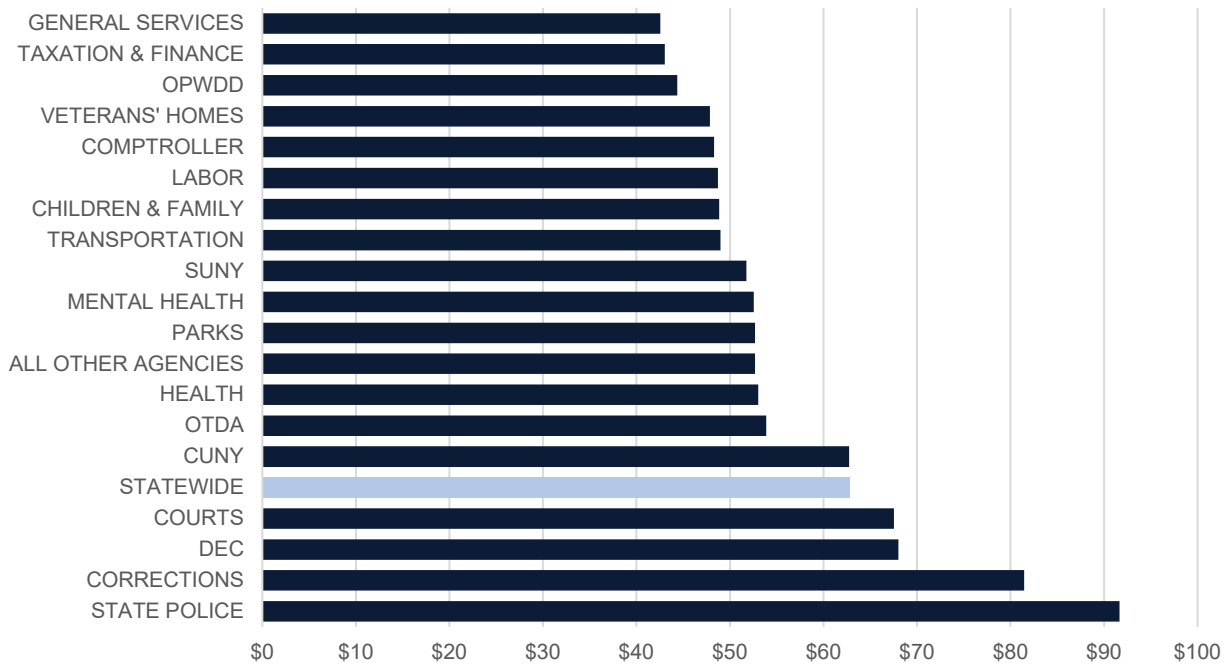
Note: OT employees are those employees who worked overtime in 2025.

Figure 6
Overtime Employees as Share of Agency Employees, 2025



Note: OT employees are those employees who worked overtime in 2025.

Figure 7
Average Overtime Pay per Overtime Hour, 2025



Note: OT employees are those employees who worked overtime in 2025.

- **Pay per overtime hour averaged \$62.79.** This rate is 16.0 percent higher than in 2024. State Police paid an average of \$91.65, followed by Corrections at \$81.46 and DEC at \$68.00.
- **Employees working overtime averaged 19.9 hours and \$1,247 in earnings per pay period.** Compared to 2024, the statewide average of overtime hours per pay period for employees who worked overtime increased by 5.3 percent, and the statewide average of overtime earnings per pay period went up 22.1 percent. As shown in Figure 8, Corrections had the highest average biweekly overtime earnings and hours per pay period among major agencies.

Figure 8
Average Overtime Hours and Earnings per Pay Period for Employees Working Overtime, by Agency, 2025

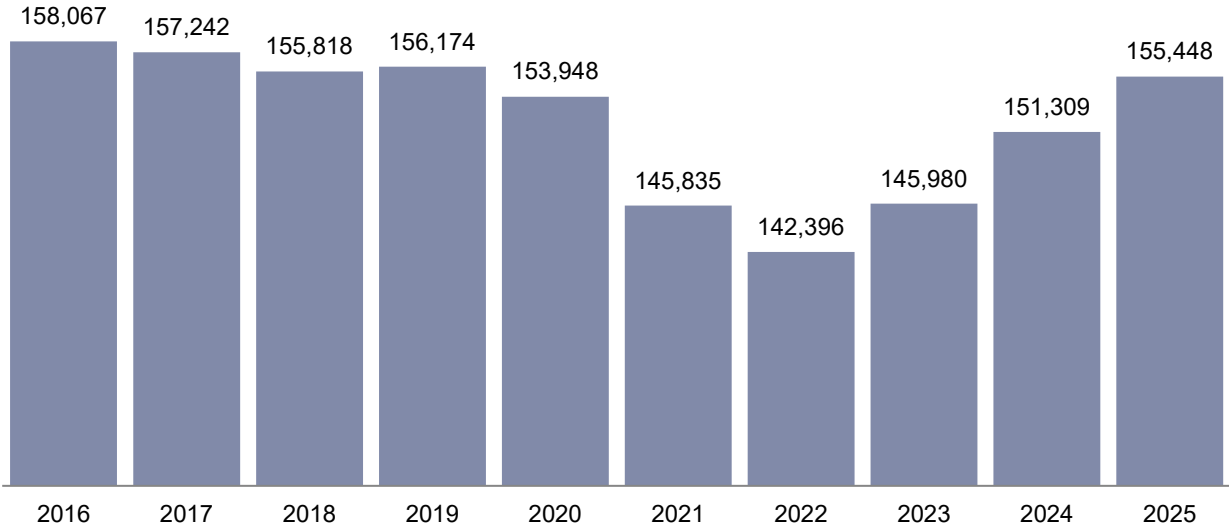
Agency	Hours	Earnings
Corrections	27.4	\$2,234
State Police	16.4	\$1,501
Mental Health	24.9	\$1,307
STATEWIDE	19.9	\$1,247
CUNY	19.9	\$1,246
Children & Family	24.6	\$1,202
OPWDD	21.1	\$937
Transportation	16.8	\$821
Veterans' Homes	16.4	\$786
Courts	11.5	\$775
Health	13.7	\$724
DEC	10.5	\$711
Comptroller	13.7	\$663
SUNY	12.2	\$630
Parks	10.6	\$559
OTDA	9.9	\$536
All Other Agencies	10.0	\$526
General Services	10.6	\$451
Labor	6.2	\$301
Taxation & Finance	6.3	\$271

State Workforce Trends

Use of overtime is related to staffing capacity, hiring constraints, and changing or unanticipated workload impacts. During the 10-year period analyzed by this report, the average annual number of employees working for the State, not including SUNY and CUNY, declined from 158,067 employees in 2016 to 142,396 in 2022, as illustrated in Figure 9. Between April 28, 2020 and March 21, 2021, the Division of the Budget established a hiring freeze for all Executive Branch departments and agencies, which helps explain the reduced levels in 2021 and 2022.⁵ In 2023, the State launched the NY HELPS program, temporarily allowing State agencies to make appointments to positions typically filled on an open-competitive basis to candidates meeting the minimum qualifications of the position.

In 2023, the workforce increased moderately for the first time since 2019 and continued to grow through 2025 to 155,448, 2.7 percent higher than in 2024 and 9.2 percent higher than the low in 2022. Even with the addition of 13,052 more workers in three years, headcount remains below where it was in 2019. Furthermore, recent levels remain markedly below those 15 years ago when the State workforce size was over 172,000.⁶

Figure 9
State Workforce Count, excluding SUNY and CUNY, 2016-2025



These numbers are based on the agency “count,” or total number of all employees, including full-time, part-time and temporary staff per pay period throughout the year. Agency workforce changes resulted from a variety of factors over the period of this report, including funding for new initiatives, reductions, transfers of functions between agencies and consolidation of functions within certain agencies; for these reasons, caution in evaluating agency-specific results should be exercised. In addition, workforce counts are somewhat higher than the number of Full-Time Equivalent (FTE) employees, which range from about 7,300 to 11,200 fewer per year from 2016 to 2025.⁷

Figure 10 shows actual workforce counts by agency on an average annual basis for 2016, 2024, and 2025. The largest percentage reductions in employee counts during the 10-year period were at Corrections (32.8 percent), Veterans' Homes (22.3 percent), and Taxation & Finance (20.1 percent). Corrections also experienced the largest year-over-year drop of 11.9 percent, or 2,721 employees. Ten major Executive agencies experienced increases up to 24.1 percent during that period, the largest at the Office of Parks, Recreation and Historic Preservation (Parks) and at the Department of Health (Health).

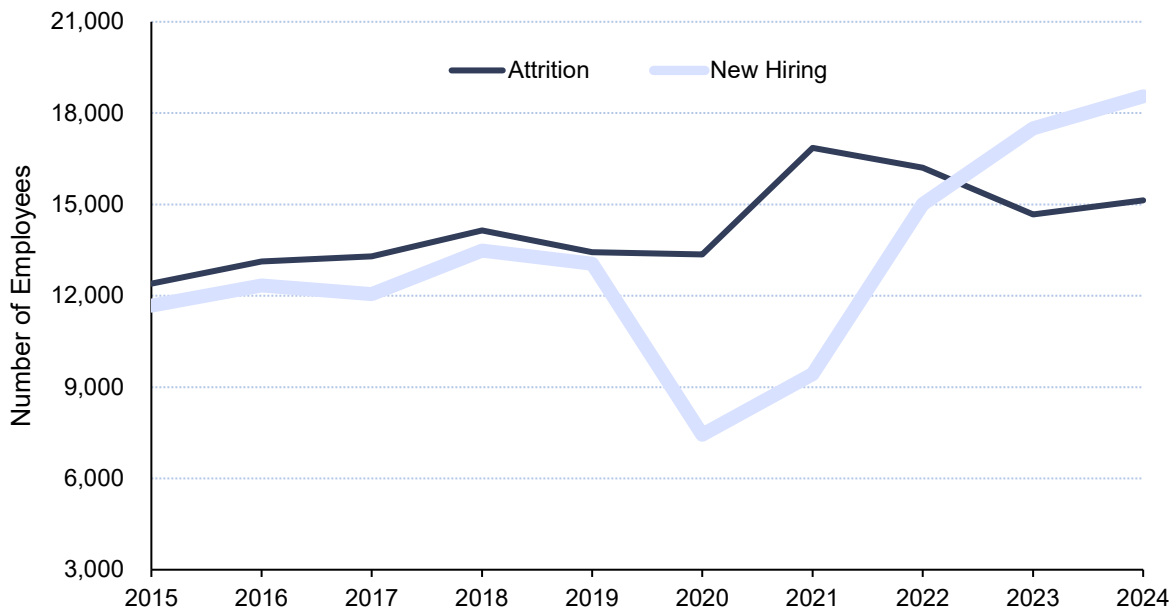
Figure 10
Agency Workforce Counts, 2016, 2024 and 2025

Agency	2016	2024	2025	Change, 2016 - 2025		Change, 2024 - 2025	
Corrections	29,959	22,866	20,144	(9,815)	-32.8%	(2,721)	-11.9%
OPWDD	21,098	19,326	20,062	(1,036)	-4.9%	736	3.8%
Courts	16,714	17,112	18,026	1,312	7.9%	914	5.3%
Mental Health	15,279	14,788	15,175	(104)	-0.7%	387	2.6%
Transportation	8,558	8,496	8,746	187	2.2%	250	2.9%
State Police	5,717	6,065	6,220	503	8.8%	155	2.5%
Parks	4,019	4,797	4,988	968	24.1%	191	4.0%
Health	3,625	3,912	4,232	607	16.7%	321	8.2%
Taxation & Finance	5,186	3,988	4,145	(1,041)	-20.1%	157	3.9%
DEC	3,646	3,750	3,945	300	8.2%	195	5.2%
Children & Family	3,190	3,072	3,245	56	1.7%	173	5.6%
Labor	3,284	3,158	3,240	(44)	-1.3%	81	2.6%
Comptroller	2,666	2,685	2,839	173	6.5%	153	5.7%
OTDA	2,015	1,980	2,031	16	0.8%	51	2.6%
General Services	1,908	1,943	2,026	118	6.2%	83	4.3%
Veterans' Homes	1,256	931	976	(280)	-22.3%	45	4.8%
All Other Agencies	29,948	32,440	35,410	5,462	18.2%	2,970	9.2%
ALL STATE AGENCIES	158,067	151,309	155,448	(2,619)	-1.7%	4,139	2.7%
SUNY	70,302	70,240	72,415	2,113	3.0%	2,175	3.1%
CUNY	27,783	25,912	26,993	(791)	-2.8%	1,081	4.2%
ALL AGENCIES AND UNIVERSITIES	256,152	247,461	254,856	(1,297)	-0.5%	7,395	3.0%

Notes: Average number of State employees in a year. Some changes in workforce counts may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

Not including SUNY and CUNY, the State workforce grew by 4,139 employees in 2025, reflecting continuing actions by the State in the last four state fiscal years to rebuild its workforce. While data from 2025 are not yet available, data from 2024 indicate new hiring outpaced attrition in the State workforce for the second consecutive year, a trend not seen in over a decade. After declining through 2020, attrition surged by more than 3,500 individuals, or 26 percent, to a new peak of 16,858 in 2021. It has dropped since then to reach 15,132 in 2024.⁸ As a proportion of the number of employees covered by workforce data, this reflects an attrition rate for 2024 of 10.3 percent. This figure remains consistent with the previous year, but it is down by over 12 percent from 2021.

Figure 11
Total Attrition and New Hiring in the State Workforce, 2015-2024

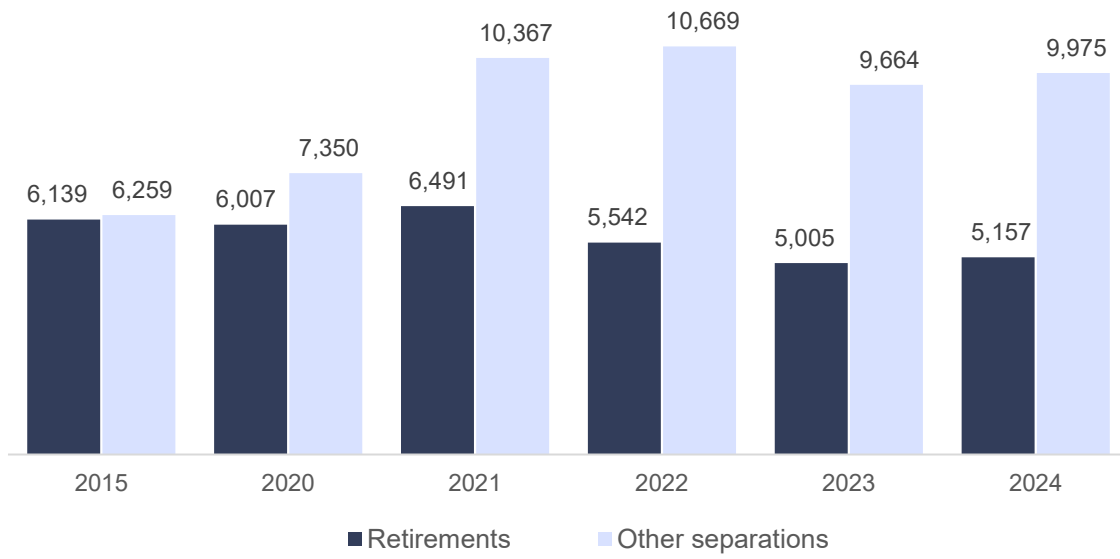


Source: New York State Department of Civil Service

After falling to 7,435 in 2020, new hires increased by 149.5 percent through 2024 to over 18,500. Prior to 2023, attrition outpaced hiring. In 2024, for the second consecutive year, new hires surpassed the number of retirements and separations, netting an increase of more than 3,400 workers.

Trends in the components of attrition have varied during this period. Retirements rose and then returned to earlier levels during this period reaching their lowest level in 2023 before increasing by 3 percent in 2024. Other separations from State employment (such as resignations, terminations, layoffs and deaths) continued to grow between 2015 and 2022, accelerating in 2021 and 2022. While separations decreased by 9.4 percent in 2023 to under 10,000, they rose by 3.2 percent in 2024. Despite some decline, the total growth in this category since 2015 was 59.4 percent.

Figure 12
Composition of Attrition in the State Workforce, 2015-2024



Source: New York State Department of Civil Service

Conclusion

State agencies need to carefully monitor overtime to ensure that its use is justified and that State services are provided safely and effectively. The use of overtime can have a substantial impact on long-term pension costs. Although payroll data show the total number of State employees rose in 2025 compared to 2024, the size of the workforce is smaller than it was a decade ago. As total overtime hours and earnings have climbed, overtime as a share of payroll is at its second highest rate since at least 2007, the first year analyzed in the Office of the State Comptroller's annual reports on this subject.

The State has taken broad actions through recent enacted budgets and department policy, including by modifying pension benefits and waiving civil service examinations or their fees. The 2027 Executive Budget Financial Plan indicates that the State intends to return its workforce to pre-pandemic levels, estimating a 467 increase by March 31, 2027 in the number of General Fund supported FTEs under direct executive control.⁹ New York needs to continue to attract and retain a range of diverse employees to build institutional capacity responsive to 21st century needs.

Appendices

Appendix A

Agency Annual Overtime Earnings, 2016-2025 (in millions of dollars)

Agency	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Corrections	\$205.0	\$221.0	\$223.2	\$224.5	\$224.5	\$250.5	\$318.1	\$353.0	\$444.7	\$708.9
OPWDD	\$133.7	\$133.1	\$142.4	\$151.1	\$156.7	\$184.2	\$367.7	\$266.7	\$234.6	\$229.7
Mental Health	\$109.0	\$109.1	\$109.0	\$123.3	\$128.6	\$141.7	\$245.9	\$177.5	\$176.3	\$201.0
State Police	\$47.8	\$74.2	\$63.2	\$59.1	\$64.1	\$67.6	\$80.9	\$93.2	\$109.6	\$113.3
SUNY	\$70.4	\$74.8	\$79.2	\$81.3	\$73.5	\$87.1	\$141.2	\$97.1	\$107.4	\$110.3
Transportation	\$35.9	\$47.8	\$60.2	\$55.7	\$52.9	\$50.2	\$58.7	\$67.3	\$81.0	\$82.4
Courts	\$22.5	\$26.9	\$30.8	\$31.4	\$28.3	\$31.6	\$35.6	\$43.3	\$52.0	\$57.3
CUNY	\$14.9	\$17.6	\$19.6	\$18.6	\$11.3	\$16.3	\$24.7	\$23.8	\$28.9	\$30.5
Children & Family	\$13.1	\$12.3	\$11.0	\$7.9	\$8.4	\$12.2	\$25.9	\$21.3	\$25.1	\$26.1
Parks	\$5.0	\$4.9	\$5.7	\$6.7	\$6.6	\$6.9	\$6.4	\$7.9	\$9.1	\$10.2
Veterans' Homes	\$5.6	\$6.7	\$7.8	\$8.4	\$7.5	\$5.4	\$9.5	\$6.1	\$8.1	\$9.1
DEC	\$7.8	\$7.9	\$7.9	\$8.4	\$11.1	\$10.5	\$8.1	\$7.4	\$9.3	\$8.8
Comptroller	\$3.4	\$3.7	\$2.9	\$2.7	\$2.8	\$3.5	\$4.1	\$4.8	\$5.2	\$4.6
General Services	\$3.8	\$3.3	\$4.0	\$4.0	\$4.0	\$3.2	\$3.4	\$3.6	\$3.7	\$3.4
Health	\$1.9	\$1.9	\$1.7	\$2.0	\$9.5	\$11.3	\$4.7	\$2.8	\$3.1	\$2.9
OTDA	\$1.0	\$0.8	\$2.0	\$1.4	\$2.6	\$3.0	\$2.4	\$3.0	\$1.6	\$1.5
Taxation & Finance	\$1.5	\$1.9	\$1.6	\$1.2	\$4.3	\$1.6	\$1.4	\$1.3	\$1.4	\$1.0
Labor	\$0.1	\$0.1	\$0.1	\$0.1	\$25.0	\$11.4	\$1.3	\$2.4	\$1.7	\$0.7
All Other Agencies	\$11.8	\$13.1	\$14.5	\$18.2	\$28.8	\$26.0	\$20.5	\$20.5	\$22.5	\$25.1
ALL STATE AGENCIES	\$694.2	\$761.2	\$786.9	\$806.2	\$850.4	\$924.3	\$1,360.5	\$1,203.0	\$1,325.5	\$1,626.7

Notes: Some changes in overtime earnings may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding. 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.

Appendix B

Agency Annual Overtime Hours, 2016-2025

Agency	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Corrections	3,922,277	4,260,240	4,311,263	4,241,483	4,180,930	4,525,292	5,290,451	6,160,437	7,441,833	8,702,912
OPWDD	4,092,699	4,092,243	4,314,191	4,554,919	4,685,852	5,377,977	6,208,658	6,047,354	5,394,450	5,179,107
Mental Health	2,755,333	2,732,683	2,701,401	3,058,783	3,164,252	3,205,164	3,449,114	3,389,715	3,496,940	3,824,289
SUNY	1,636,702	1,831,485	1,927,479	1,925,491	1,710,134	1,845,347	2,164,710	1,896,771	2,122,853	2,131,743
Transportation	997,118	1,325,064	1,653,329	1,494,490	1,408,136	1,326,781	1,503,570	1,430,054	1,671,320	1,682,396
State Police	620,351	980,491	834,680	765,007	798,526	812,869	949,106	1,077,611	1,267,615	1,236,098
Courts	441,825	514,808	544,735	547,224	473,254	532,315	597,939	691,671	792,981	848,181
Children & Family	341,806	312,333	273,155	194,700	210,627	271,437	380,875	431,064	529,538	533,993
CUNY	366,116	379,276	412,624	382,031	203,591	257,640	430,344	438,843	487,007	486,545
Parks	128,872	123,537	146,747	167,159	153,289	169,472	139,362	153,385	178,169	192,791
Veterans' Homes	155,035	182,118	208,051	220,776	196,304	136,382	142,717	131,347	171,629	189,718
DEC	149,430	152,043	151,820	160,447	214,714	210,382	143,255	121,227	149,580	129,017
Comptroller	91,694	99,016	73,000	65,396	68,616	84,401	94,717	105,980	110,739	96,189
General Services	104,760	94,674	109,799	111,688	103,938	84,455	90,630	89,973	87,531	80,023
Health	45,573	44,400	40,188	46,401	179,837	207,732	87,792	54,331	58,115	54,730
OTDA	22,465	18,914	39,023	30,357	51,660	55,228	44,100	56,927	31,626	27,172
Taxation & Finance	39,030	48,291	40,691	31,775	109,096	38,360	33,095	25,795	27,495	22,091
Labor	2,716	3,853	3,542	3,330	599,709	265,470	23,831	6,200	33,166	14,087
All Other Agencies	270,683	296,639	327,019	411,361	616,372	541,604	380,380	389,478	420,624	475,684

Notes: Some changes in overtime hours may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

Appendix C

Agency Annual Workforce Counts, 2016-2025

Agency	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Corrections	29,959	29,804	29,796	29,617	28,689	26,845	25,202	23,911	22,866	20,144
OPWDD	21,098	20,885	20,586	20,604	19,959	18,439	17,488	18,241	19,326	20,062
Courts	16,714	16,719	16,732	16,952	16,929	15,936	15,775	16,306	17,112	18,026
Mental Health	15,279	14,902	14,567	14,516	14,381	13,812	13,600	14,118	14,788	15,175
Transportation	8,558	8,592	8,563	8,508	8,501	8,037	8,034	8,330	8,496	8,746
State Police	5,717	5,817	5,782	5,959	5,849	5,584	5,618	5,788	6,065	6,220
Parks	4,019	4,082	4,110	4,180	4,144	4,117	4,182	4,470	4,797	4,988
Health	3,625	3,512	3,430	3,452	3,513	3,347	3,330	3,519	3,912	4,232
Taxation & Finance	5,186	4,801	4,621	4,510	4,484	4,307	4,073	3,964	3,988	4,145
DEC	3,646	3,672	3,622	3,696	3,582	3,432	3,482	3,557	3,750	3,945
Children & Family	3,190	3,240	3,206	3,288	3,100	2,803	2,767	2,938	3,072	3,245
Labor	3,284	3,266	3,268	3,204	3,465	3,647	3,406	3,177	3,158	3,240
Comptroller	2,666	2,767	2,723	2,728	2,799	2,812	2,710	2,642	2,685	2,839
OTDA	2,015	2,035	1,971	2,049	1,982	1,850	1,907	1,975	1,980	2,031
General Services	1,908	2,018	2,100	2,075	2,073	1,957	1,882	1,896	1,943	2,026
Veterans' Homes	1,256	1,181	1,173	1,194	1,121	1,012	936	914	931	976
All Other Agencies	29,948	29,949	29,569	29,643	29,377	27,898	28,005	30,233	32,440	35,410
All State Agencies	158,067	157,242	155,818	156,174	153,948	145,835	142,396	145,980	151,309	155,448
SUNY	70,302	71,217	70,757	71,077	67,143	64,177	65,359	67,263	70,240	72,415
CUNY	27,783	28,722	27,929	28,234	27,064	25,326	25,808	25,681	25,912	26,993
ALL AGENCIES AND UNIVERSITIES	256,152	257,181	254,505	255,486	248,156	235,338	233,563	238,924	247,461	254,856

Notes: Average number of State employees in a year. Some changes in agency workforce counts may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period. Numbers may not add due to rounding.

Appendix D

Summary of Overtime (OT) Usage, All Other Agencies, 2025

Agency	Total OT Pay (Millions \$)	Total OT Hours	OT Employees as Share of Agency Employees	Average OT Pay per OT Hour	OT Pay as Share of Agency Pay
Military & Naval Affairs	\$3.90	72,501.1	2.1%	\$53.73	0.8%
Homeland Security	\$2.21	38,550.9	11.8%	\$57.28	2.9%
Attorney General	\$1.97	28,890.6	3.3%	\$68.06	0.8%
Information Technology	\$0.91	14,815.5	2.1%	\$61.50	0.2%
Agriculture & Markets	\$0.76	18,699.5	7.4%	\$40.69	1.4%
Education	\$0.69	16,563.7	1.7%	\$41.44	0.3%
Department Of State	\$0.38	8,997.5	4.3%	\$41.80	0.6%
Gaming Commission	\$0.36	6,766.7	5.5%	\$53.42	1.1%
Civil Service	\$0.18	3,498.2	2.8%	\$50.36	0.4%
Executive Chamber	\$0.11	1,674.1	5.1%	\$63.27	0.6%
State Insurance Fund	\$0.08	1,462.8	0.7%	\$54.17	0.0%
Financial Services	\$0.07	1,398.8	0.7%	\$52.21	0.0%
Veterans' Affairs	\$0.00	4.7	0.1%	\$41.74	0.0%
Employee Relations	\$0.00	0.0	0.0%	NA	0.0%
Legislature	\$0.00	0.0	0.0%	NA	0.0%
Lieutenant Governor	\$0.00	0.0	0.0%	NA	0.0%
Other Agencies	\$13.47	261,859.6	10.9%	\$51.43	1.4%
Total All Other Agencies	\$25.07	475,683.7	5.2%	\$52.70	0.8%

Annual Workforce Count, All Other Agencies, 2025

Military & Naval Affairs	4,498
Information Technology	3,999
Legislature	2,989
Education	2,748
Attorney General	2,163
State Insurance Fund	2,103
Financial Services	1,422
Homeland Security	1,073
Department Of State	801
Agriculture & Markets	680
Civil Service	554
Gaming Commission	424
Executive Chamber	166
Employee Relations	158
Veterans' Affairs	103
Lieutenant Governor	4
Other Agencies	11,525
Total All Other Agencies	35,410

Note: Average number of State employees in a year. Numbers may not add due to rounding.

Endnotes

- ¹ Except as otherwise noted, the data used to produce this report are from New York State's payroll system, which is operated and maintained by the Office of the New York State Comptroller. Overtime usage is presented in this report on a calendar year basis. This report is based on total employee counts at the agencies, rather than Full-Time Equivalent (FTE) counts. Retroactive overtime payments are not included. With the exception of 2020 and 2024, which had an extra pay period, the data generally reflect 26 two-week pay periods each year. Hours and earnings totals include payments made in pay period 27 in 2020 and 2024. Calculations of averages exclude data from this partial end-of-year pay period.
- ² Beginning in September 2021, certain State agencies reached agreement with bargaining units to pay overtime at a rate of two and one-half times their regular rate of pay for employees in certain titles.
- ³ Furthermore, "The State requires supervisors to hold overtime work to such a minimum by the proper scheduling and assignment of activities, simplification of work processes and requiring compliance with realistic standards of performance. It is critical that agencies carefully review all current scheduling, standby and on-call arrangements to insure that overtime payments are consistent with this policy." See Division of the Budget, *Payment of Overtime Compensation to State Employees, Budget Bulletin G-1024*, dated July 27, 1986 at <https://www.budget.ny.gov/guide/bprm/bulletins/g-1024.html>.
- ⁴ New York State Office of Employee Relations, Report Pursuant to Article 14, https://oer.ny.gov/system/files/documents/2025/05/2025-doccs-strike-report_250509.pdf.
- ⁵ With limited exceptions, the freeze included permanent and temporary positions and was a "comprehensive prohibition on promotions, transfers, new hires, reclassifications and reallocations." This hiring freeze was first suspended on May 21, 2021, the suspension was extended on April 12, 2023 and the freeze will remain suspended until otherwise modified. See: Division of the Budget, *Statewide Hiring Freeze Guidelines, Budget Bulletin B-1182 (Rev)* at <https://www.budget.ny.gov/guide/bprm/b/b-1182.html>; and Continued Suspension of the Statewide Hiring Freeze, Budget Bulletin B-1224 (Revised) at <https://www.budget.ny.gov/guide/bprm/b/b-1224.html>.
- ⁶ Office of the New York State Comptroller, *New York State Agencies' Use of Overtime, June 2017* at <https://www.osc.state.ny.us/files/reports/special-topics/pdf/overtime-2017.pdf>.
- ⁷ FTE reflects a unit of measure which is equal to one filled, full-time, annual-salaried position, rather than a person. For example: one person serving in one position at 100 percent time (full-time) equals 1 FTE; two people sharing one position, each at 50 percent time equals 0.5 FTE + 0.5 FTE, for a total of 1 FTE; and two people serving in separate positions, each at 50 percent time equals 0.5 FTE + 0.5 FTE, for a total of 1 FTE. In total, these examples indicate that 5 people are employed within State service, but since 4 people work half-time, only 3 FTEs are counted. SUNY and CUNY are excluded from this calculation for methodological reasons, including certain changes over time in the reporting of workforce counts.
- ⁸ Calendar-year figures reported as of January 1 of the subsequent year. See: New York State Department of Civil Service, *New York State Workforce Management Report* (annual, 2015-2025) at <https://www.cs.ny.gov/pio/archived-reports.cfm>.
- ⁹ This includes 133 positions that are being shifted from other funds to the General Fund.

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