



New York State Comptroller  
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# **New York State Agency Use of Overtime and State Workforce Trends, 2015 - 2024**

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July 2025

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# Executive Summary

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This report examines the use of overtime by New York State agencies and State workforce trends over the past ten calendar years.<sup>1</sup> After a long-term reduction in staffing levels, the size of the State workforce grew in 2024, increasing by 3.7 percent, or 5,330 positions, to an average annual total of 151,309. This was the second year in a row the workforce increased; however, it did not produce a decline in overtime. Rather both overtime hours and earnings increased. Key findings regarding the use of overtime include:

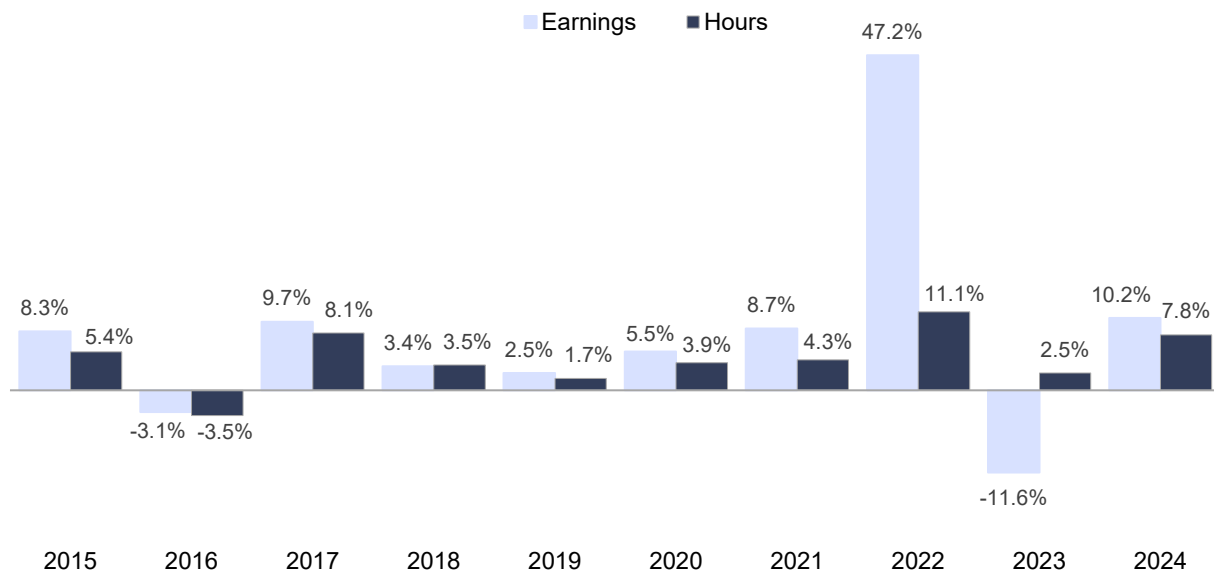
- **Overtime earnings increased by 10.2 percent in 2024.** The total cost of overtime in calendar year 2024 was \$1.3 billion. Overtime earnings comprised 6.3 percent of total payroll spending in 2024, higher than the 5.4 percent average from 2015 through 2023.
- **Overtime hours grew by 7.8 percent in 2024.** State agencies accrued 24.5 million hours of overtime in 2024, 1.8 million hours more than in 2023.
- **Three large agencies accounted for about two-thirds of the State's overtime in 2024.** 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 23 percent of the workforce but accounted for 66.7 percent of the overtime hours and 64.5 percent of the overtime earnings logged by all State agencies in 2024.
- **Most agencies performed more overtime in 2024 than in 2023.** Most agencies experienced increases in overtime hours and earnings in 2024, including growth of about 11 percent or more at eleven major agencies. Along with the increase by almost 1.3 million hours at Corrections, there were major rises in the number of hours at the Department of Transportation (Transportation, 241,000), State University of New York (SUNY, 226,000), Division of State Police (State Police, 190,000), Mental Health (107,200), the Unified Court System (Courts, 101,000) and the Office of Children and Family Services (Children and Family, 98,500). There were also high proportional increases at the Department of Labor (Labor, 435 percent), and New York State Veterans' Homes (Veterans' Homes, 30.7 percent).
- **Two agencies saw notable declines in overtime hours worked.** Significant decreases in overtime hours occurred at OPWDD (-652,900) and the Office of Temporary and Disability Assistance (OTDA, -25,300).
- **A handful of agencies drove the net change in overtime earnings.** The growth in earnings at Corrections (\$92 million), State Police (\$16 million), Transportation (\$14 million) and SUNY (\$10 million) and the decrease at OPWDD (-\$32 million), composed most of the net change, or increase, in total overtime earnings in 2024.
- **2023 was the first year new hiring outpaced attrition in the State workforce in over a decade.** In 2023, there were 17,504 new hires, the highest in the 10 years covered by this analysis, while attrition declined by 9.5 percent to 14,699. In 2021, 2022 and 2023, attrition from the workforce has been driven largely by separations other than retirement.

# 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.<sup>2</sup> 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.”<sup>3</sup>

As shown in Figure 1, total overtime performed went up by 7.8 percent and total overtime earnings increased by 10.2 percent, or \$122.5 million.

**Figure 1**  
**Annual Percent Increase in Overtime Hours and Earnings, 2015-2024**

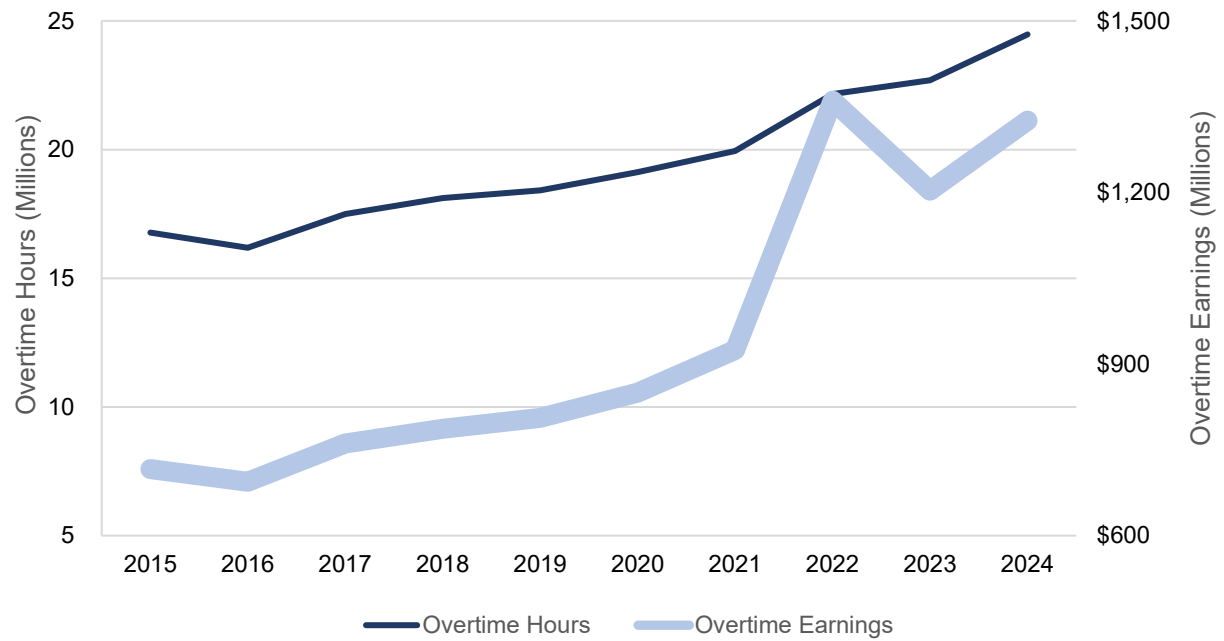


Note: 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.

In 2024, total State payroll costs were \$21.0 billion, with overtime totaling \$1.3 billion. Overtime earnings as a share of total payroll grew from 4.6 percent in 2015 to 6.3 percent in 2024, as total overtime hours increased over this time by close to 7.7 million hours, or nearly 46 percent. Pay rates also increased during this time, contributing to a growth of 85 percent in overtime earnings, from \$716 million in 2015 to \$1.3 billion in 2024, or an 8 percent average annual increase.

Overtime hours and earnings from 2015 through 2024 for State agencies that are major users of overtime are detailed in the appendices.

**Figure 2**  
**Overtime Use for All New York State Agencies, 2015-2024**

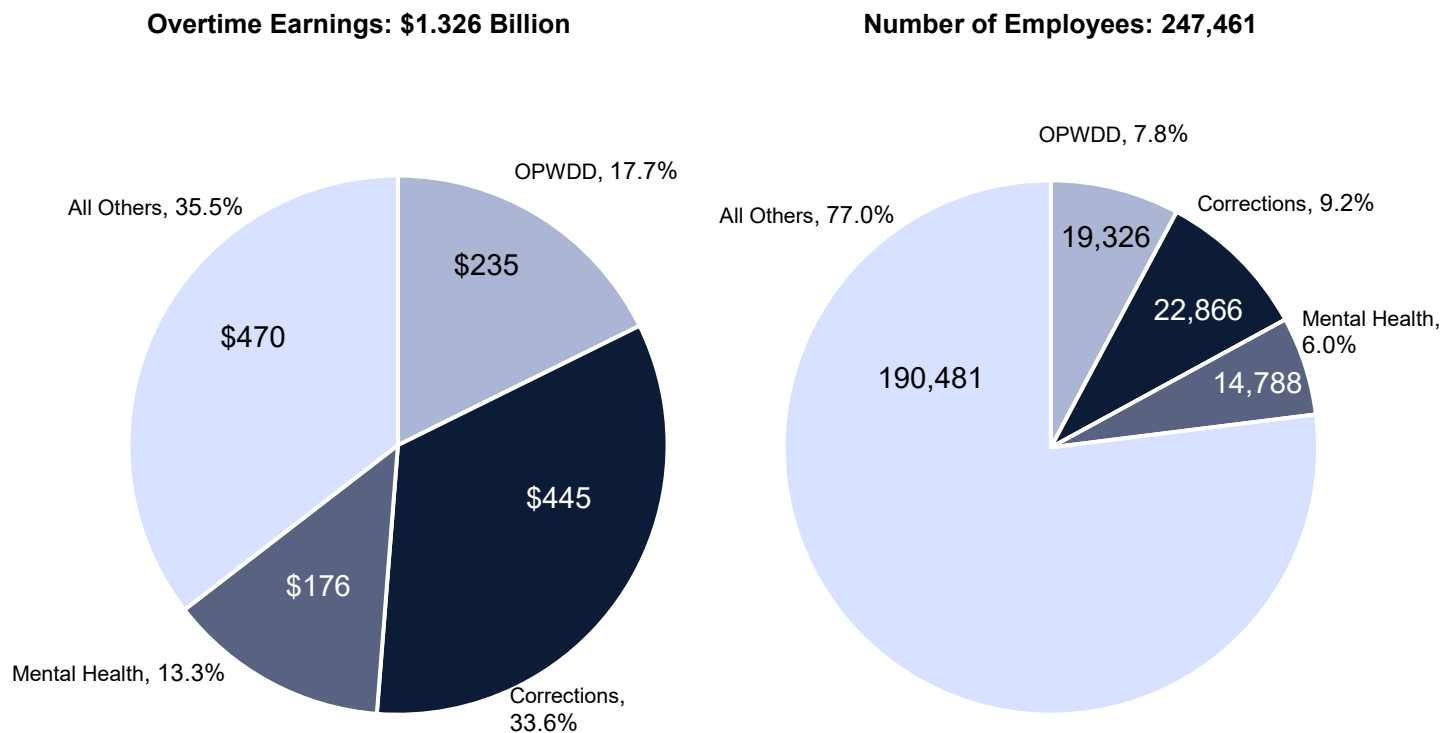


Note: 2023 earnings include \$3 million in recalculated overtime pay from overtime hours worked in 2020, 2021 and 2022 at some agencies.

# Agency Overtime Comparisons

As shown in Figure 3, 64.5 percent of overtime earnings in 2024 were concentrated at three agencies that manage institutional settings: Corrections, OPWDD, and Mental Health. These agencies also accounted for 66.7 percent of statewide overtime hours. Corrections represented 7.4 million hours, or over 30 percent of the total; OPWDD almost 5.4 million hours, 22 percent; and Mental Health nearly 3.5 million hours, or 14.3 percent.

**Figure 3**  
**Agencies with Highest Overtime Use: Earnings and Workforce, 2024**

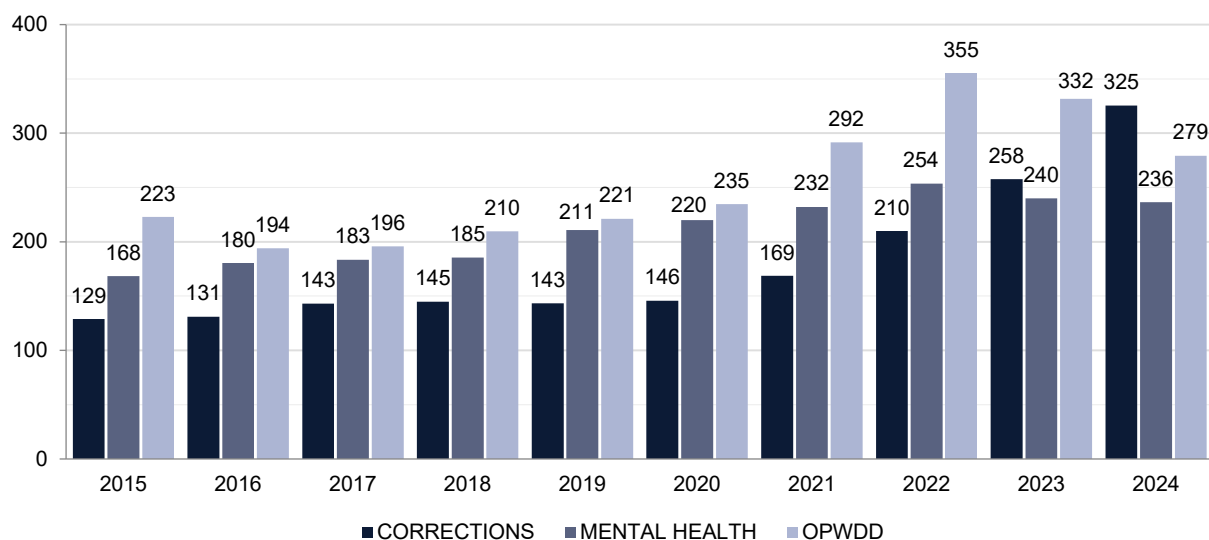


As shown in Figure 4, overtime hours per employee at these agencies increased significantly from 2015 through 2024, by 152.6, 25.3, and 40.4 percent, respectively. This trend was accompanied by drops in workforce size at these agencies between 3.5 percent (Mental Health) and 22.7 percent (Corrections). These reductions were greater than the statewide average decrease for this period, 2.3 percent (including SUNY and CUNY).

The trend for the three agencies has diverged in recent years. In years past, all three agencies mostly experienced year-over-year growth in overtime earnings, hours and average hours per employee. In the last two years, however, OPWDD and Mental Health have experienced decreases in average annual overtime hours per employee. OPWDD employees worked an average of 279 annual overtime hours, a 15.8 percent decrease and Mental Health employees worked 236 annual overtime hours on average, a decrease of 1.5 percent between 2023 and 2024.

In contrast, average annual overtime hours per Corrections employee grew 26.3 percent from 2023 to 325 annual overtime hours in 2024. The rate of increase accelerated since 2020, and average annual overtime hours per employee were more than double what they were in that year. This significant growth occurred while the agency experienced a 22.7 percent reduction in workforce size since 2015 and a 20.3 percent decrease since 2020 when there were 5,823 more employees than in 2024. Since 2023, the Corrections workforce has decreased by over 1,000. These combined factors indicate that a smaller pool of Corrections employees are working substantially more overtime hours to meet operational demands.

**Figure 4**  
**Average Annual Overtime Hours per Employee: Corrections, Mental Health and OPWDD, 2015-2024**



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 2024, while others saw decreases.** Notably, Corrections added nearly 1.3 million hours to their prior year total. Other major rises occurred at Transportation, which increased by 241,000 hours; SUNY, which rose by 226,000 hours; State Police, with an increase of 190,000 hours; Mental Health, with 107,200 more hours; and Courts, with 101,000 additional hours. Labor and Veterans' Homes experienced particularly high proportional increases, with 435 percent and 30.7 percent growth, respectively. While these latter increases contributed to the statewide net growth in overtime hours and pay in 2024, their overall impact was minor. The overtime hours at OTDA, OPWDD, and General Services decreased by 44.4, 10.8 and 2.7 percent respectively.

- **Changes in overtime pay varied between agencies.** While six agencies saw increases of 20 percent or higher in overtime pay, four agencies saw decreases, with the Office of Temporary and Disability Services seeing a year-to-year decrease of 48 percent.
- **Less than 20 percent of State agency employees work overtime.** Seven State agencies had more than 25 percent of their workforce accruing overtime in 2024. Corrections, OPWDD, and Veterans' Homes had the highest shares, at 54.6 percent, 48.3 percent, and 47.7 percent respectively, followed by State Police at 45.9 percent and Transportation at 45.2 percent.

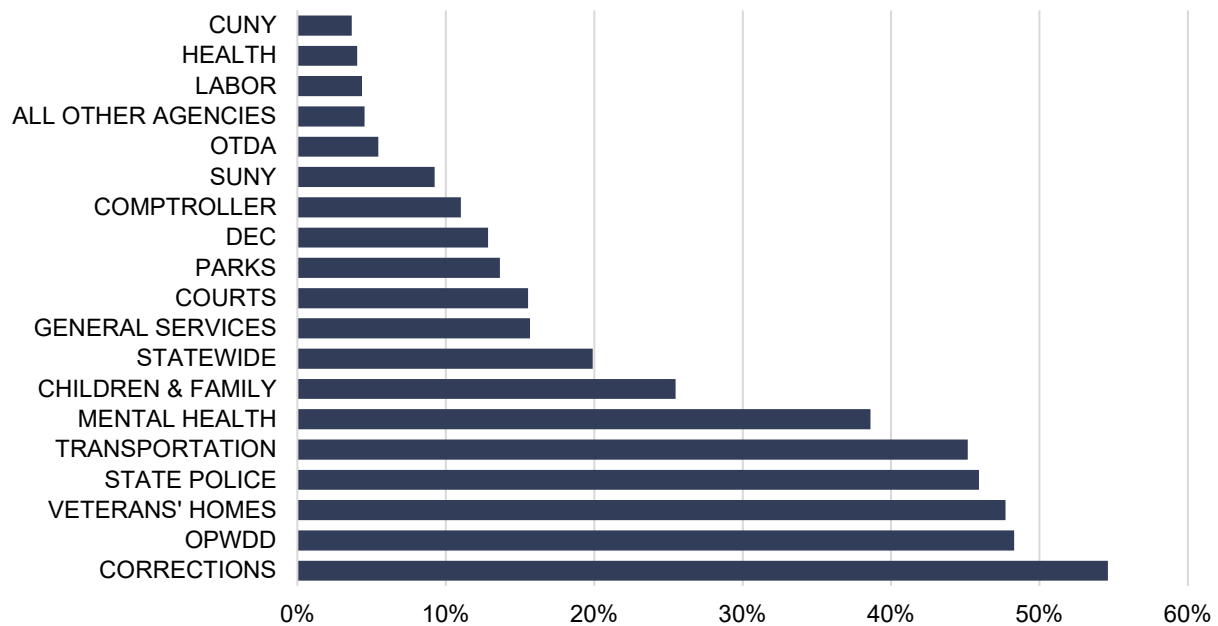
**Figure 5**  
**Summary of Overtime (OT) by Agency, 2024**

| Agency                        | Total OT Pay<br>(Millions \$) | Percentage<br>Change in Total<br>OT Pay,<br>2023 to 2024 | Total OT<br>Hours | Percentage<br>Change in Total<br>OT Hours,<br>2023 to 2024 |
|-------------------------------|-------------------------------|--|-------------------|--|
| <b>CORRECTIONS</b>            | \$444.7                       | 26.0%  | 7,441,833         | 20.8%  |
| <b>OPWDD</b>                  | \$234.6                       | -12.0%   | 5,394,450         | -10.8%   |
| <b>MENTAL HEALTH</b>          | \$176.3                       | -0.7%  | 3,496,940         | 3.2%   |
| <b>STATE POLICE</b>           | \$109.6                       | 17.5%  | 1,267,615         | 17.6%  |
| <b>SUNY</b>                   | \$107.4                       | 10.7%  | 2,122,853         | 11.9%  |
| <b>TRANSPORTATION</b>         | \$81.0                        | 20.3%  | 1,671,320         | 16.9%  |
| <b>COURTS</b>                 | \$52.0                        | 20.0%  | 792,981           | 14.6%  |
| <b>CUNY</b>                   | \$28.9                        | 21.8%  | 487,007           | 11.0%  |
| <b>CHILDREN &amp; FAMILY</b>  | \$25.1                        | 17.9%  | 529,538           | 22.8%  |
| <b>DEC</b>                    | \$9.3                         | 26.0%  | 149,580           | 23.4%  |
| <b>PARKS</b>                  | \$9.1                         | 15.8%  | 178,169           | 16.2%  |
| <b>VETERANS' HOMES</b>        | \$8.1                         | 33.3%  | 171,629           | 30.7%  |
| <b>COMPTROLLER</b>            | \$5.2                         | 8.7%   | 110,739           | 4.5%   |
| <b>GENERAL SERVICES</b>       | \$3.7                         | 2.0%   | 87,531            | -2.7%  |
| <b>HEALTH</b>                 | \$3.1                         | 10.7%  | 58,115            | 7.0%   |
| <b>LABOR</b>                  | \$1.7                         | -27.4%   | 33,166            | 435.0%   |
| <b>OTDA</b>                   | \$1.6                         | -48.0%   | 31,626            | -44.4%   |
| <b>TAXATION &amp; FINANCE</b> | \$1.4                         | 7.5%   | 27,495            | 6.6%   |
| <b>ALL OTHER AGENCIES</b>     | \$22.5                        | 9.8%   | 420,624           | 8.0%   |
| <b>STATEWIDE</b>              | <b>\$1,325.5</b>              | <b>10.2%</b>   | <b>24,473,212</b> | <b>7.8%</b>  |

Note: OT employees are those employees who worked overtime in 2024.

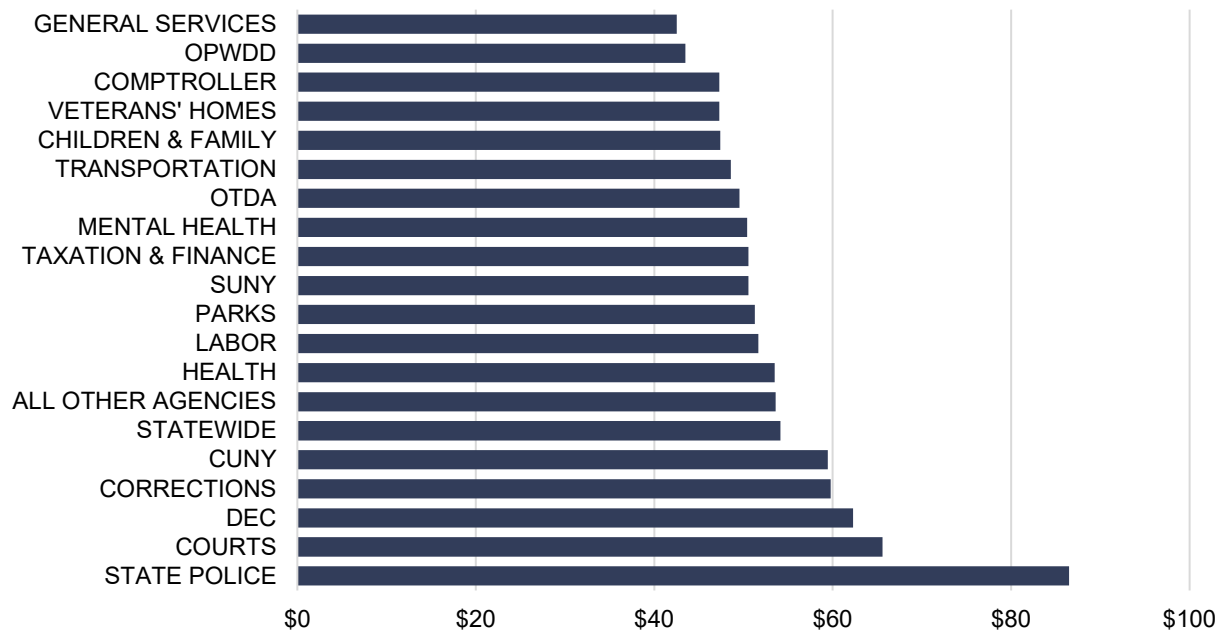


**Figure 6**  
**Overtime Employees as Share of Agency Employees**



Note: OT employees are those employees who worked overtime in 2024.

**Figure 7**  
**Average Overtime Pay per Overtime Hour**



Note: OT employees are those employees who worked overtime in 2024.

- **Pay per overtime hour averaged \$54.14.** This rate is 2.2 percent higher than in 2023. State Police paid an average of \$86.50, followed by the Courts at \$65.57 and DEC at \$62.27.
- **Employees working overtime averaged 18.9 hours and \$1,021 in earnings per pay period.** Compared to 2023, the statewide average of overtime hours per pay period for employees who worked overtime increased slightly, 1.2 percent, and the statewide average of overtime earnings per pay period went up 3.4 percent. As shown in Figure 8, State Police had the highest average biweekly overtime earnings among major agencies and Children & Family had the greatest average hours per pay period.

**Figure 8**  
**Overtime Averages per Pay Period for Employees Working Overtime, by Agency, 2024**

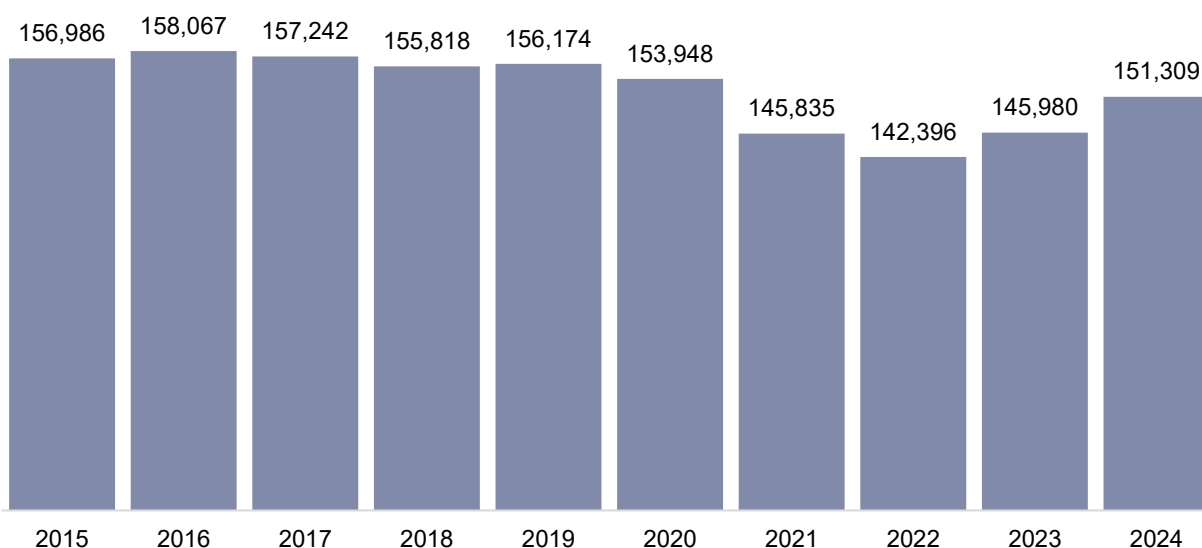
| Agency             | Hours | Earnings |
|--------------------|-------|----------|
| STATE POLICE       | 16.9  | \$1,462  |
| CORRECTIONS        | 22.9  | \$1,369  |
| MENTAL HEALTH      | 23.6  | \$1,187  |
| CHILDREN & FAMILY  | 24.9  | \$1,182  |
| CUNY               | 19.7  | \$1,171  |
| OPWDD              | 22.2  | \$967    |
| TRANSPORTATION     | 15.7  | \$762    |
| HEALTH             | 13.7  | \$731    |
| COURTS             | 11.1  | \$727    |
| DEC                | 11.4  | \$711    |
| VETERANS' HOMES    | 14.9  | \$703    |
| COMPTROLLER        | 13.9  | \$656    |
| SUNY               | 12.0  | \$608    |
| OTDA               | 10.9  | \$540    |
| PARKS              | 10.2  | \$521    |
| LABOR              | 9.2   | \$473    |
| GENERAL SERVICES   | 10.6  | \$451    |
| TAXATION & FINANCE | 7.6   | \$384    |
| ALL OTHER AGENCIES | 10.7  | \$573    |
| STATEWIDE          | 18.9  | \$1,021  |

# 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 156,986 employees in 2015 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.<sup>4</sup>

In 2023, the workforce increased moderately for the first time since 2019 and continued to grow in 2024 to 151,309, 3.7 percent higher than in 2023 and 6.3 percent higher than the low in 2022. Even with the addition of 8,913 more workers in two years, headcount remains below where it was in 2019. Furthermore, recent levels differ markedly from those 15 years ago when the State workforce size was over 177,000.<sup>5</sup>

**Figure 9**  
**State Workforce Count, excluding SUNY and CUNY, 2015-2024**



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 due to efficiencies, 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 10,200 fewer per year from 2015 to 2024.<sup>6</sup>

Figure 10 shows actual workforce counts by agency on an average annual basis for 2015, 2023, and 2024. The largest percentage reductions in employee counts during the 10-year period were at Taxation & Finance (27.4 percent), Veterans' Homes (23.6 percent), and Corrections (22.7 percent). Eight major Executive agencies experienced increases up to 18.3 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, 2015, 2023 and 2024**

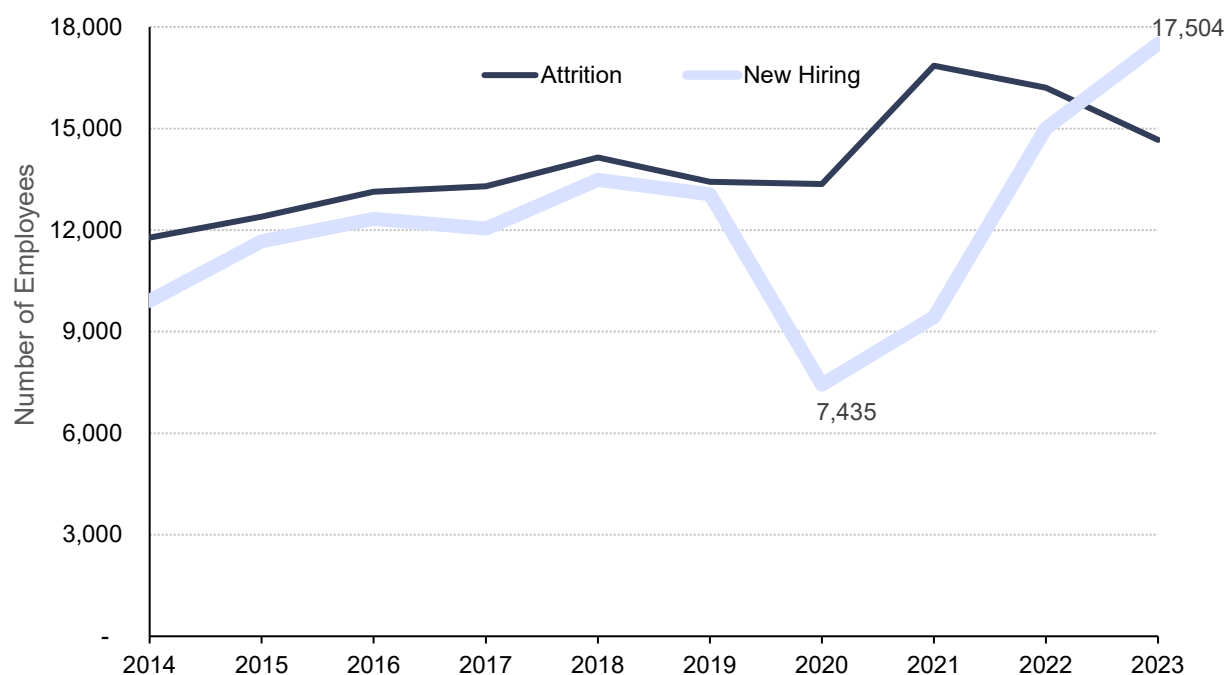
| Agency                        | 2015    | 2023    | 2024    | Change 2015 to 2024 |        | Change 2023 to 2024 |       |
|-------------------------------|---------|---------|---------|---------------------|--------|---------------------|-------|
| Major Agencies                |         |         |         |                     |        |                     |       |
| CORRECTIONS                   | 29,572  | 23,911  | 22,866  | (6,706)             | -22.7% | (1,046)             | -4.4% |
| OPWDD                         | 20,497  | 18,241  | 19,326  | (1,171)             | -5.7%  | 1,085               | 5.9%  |
| COURTS                        | 16,629  | 16,306  | 17,112  | 483                 | 2.9%   | 806                 | 4.9%  |
| MENTAL HEALTH                 | 15,326  | 14,118  | 14,788  | (538)               | -3.5%  | 671                 | 4.7%  |
| TRANSPORTATION                | 8,578   | 8,330   | 8,496   | (81)                | -0.9%  | 166                 | 2.0%  |
| STATE POLICE                  | 5,679   | 5,788   | 6,065   | 386                 | 6.8%   | 278                 | 4.8%  |
| PARKS                         | 4,056   | 4,470   | 4,797   | 741                 | 18.3%  | 327                 | 7.3%  |
| TAXATION & FINANCE            | 5,495   | 3,964   | 3,988   | (1,507)             | -27.4% | 23                  | 0.6%  |
| HEALTH                        | 3,521   | 3,519   | 3,912   | 391                 | 11.1%  | 393                 | 11.2% |
| DEC                           | 3,607   | 3,557   | 3,750   | 143                 | 4.0%   | 194                 | 5.4%  |
| LABOR                         | 3,438   | 3,177   | 3,158   | (280)               | -8.1%  | (19)                | -0.6% |
| CHILDREN & FAMILY             | 3,193   | 2,938   | 3,072   | (121)               | -3.8%  | 134                 | 4.6%  |
| COMPTROLLER                   | 2,622   | 2,642   | 2,685   | 64                  | 2.4%   | 43                  | 1.6%  |
| OTDA                          | 1,978   | 1,975   | 1,980   | 3                   | 0.1%   | 5                   | 0.3%  |
| GENERAL SERVICES              | 1,805   | 1,896   | 1,943   | 138                 | 7.7%   | 47                  | 2.5%  |
| VETERANS' HOMES               | 1,219   | 914     | 931     | (288)               | -23.6% | 17                  | 1.9%  |
| All Other Agencies            |         |         |         |                     |        |                     |       |
| ALL OTHER AGENCIES            | 29,773  | 30,233  | 32,440  | 2,667               | 9.0%   | 2,207               | 7.3%  |
| TOTAL - ALL STATE AGENCIES    | 156,986 | 145,980 | 151,309 | (5,677)             | -3.6%  | 5,330               | 3.7%  |
| Universities                  |         |         |         |                     |        |                     |       |
| SUNY                          | 68,691  | 67,263  | 70,240  | 1,548               | 2.3%   | 2,976               | 4.4%  |
| CUNY                          | 27,639  | 25,681  | 25,912  | (1,727)             | -6.2%  | 230                 | 0.9%  |
| All Agencies and Universities |         |         |         |                     |        |                     |       |
| OVERALL TOTAL                 | 253,316 | 238,924 | 247,461 | (5,855)             | -2.3%  | 8,536               | 3.6%  |

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.

Corrections, OPWDD, and Mental Health made up 23.0 percent of the total workforce and performed 66.7 percent of total overtime in 2024. During the period of 2015 to 2024, these agencies experienced greater-than-average workforce reductions of 22.7 percent, 5.7 percent, and 3.5 percent, respectively. While the workforce at Corrections contracted by 1,046 positions between 2023 and 2024, there were major increases at OPWDD (1,085), Courts (806), Mental Health (671), Health (393), Parks (327) and State Police (278) among other agencies. The increase in overtime hours at Corrections coincides with the reduction in workforce count at this agency.

Not including SUNY and CUNY, the State workforce grew by 5,330 employees in 2024, reflecting actions taken by the State in the last three state fiscal years to rebuild its workforce. While data from 2024 are not yet available, data from 2023 indicate new hiring outpaced attrition in the State workforce for the first time 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 dropped by 3.8 percent in 2022 and an additional 9.5 percent in 2023, settling at 14,669.<sup>7</sup> As a proportion of the number of employees covered by this workforce data, this reflects an attrition rate of 10.3 percent in 2023, up marginally from the average 10.1 percent rate for the prior five years but down from over 12 percent in 2021.

**Figure 11**  
**Total Attrition and New Hiring in the State Workforce, 2014-2023**

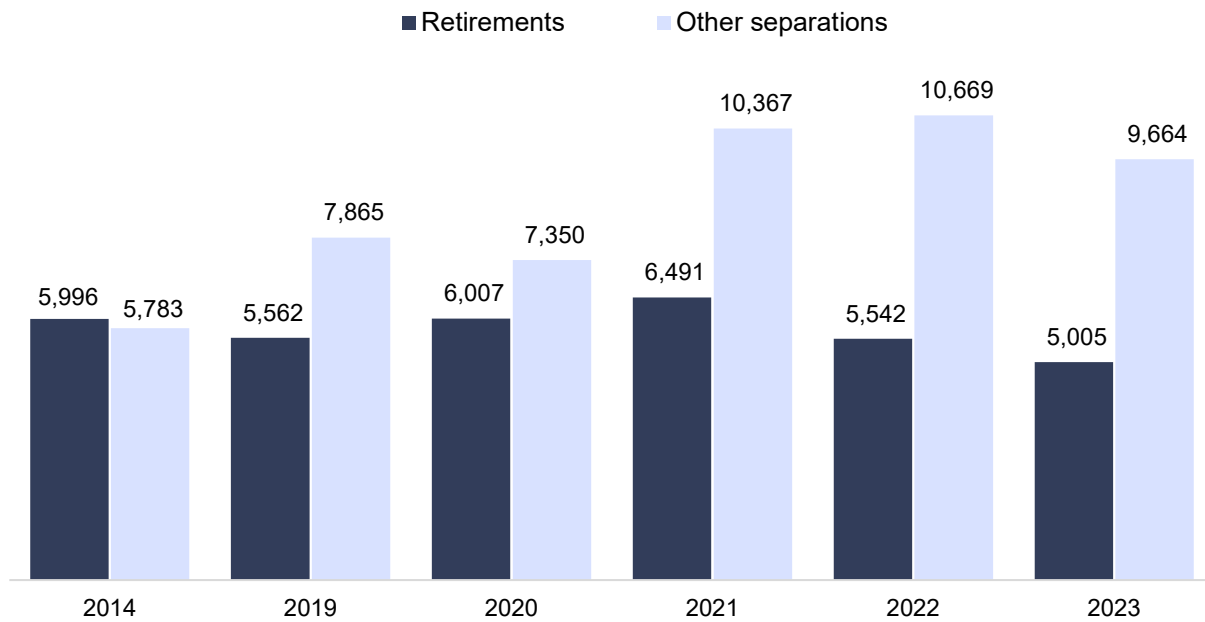


Source: New York State Department of Civil Service

After falling to 7,435 in 2020, new hires increased by 135 percent through 2023 to over 17,500. Prior to 2023, attrition outpaced hiring, but the trend reversed in 2023, when new hires outpaced workers retiring and separating from State service by nearly 3,000.

Trends in the components of attrition have varied during this period. Retirements rose and then returned to earlier levels, and reached their lowest level in 2023, while other separations from State employment (such as resignations, terminations, layoffs, and deaths) continued to grow between 2014 and 2022, accelerating in 2021 and 2022. In 2023, separations dropped to under 10,000, a 9.4 percent decrease. Despite this decline, the total growth in this category since 2014 was 67 percent.

**Figure 12**  
**Composition of Attrition in the State Workforce, 2014-2023**



Source: New York State Department of Civil Service

## Conclusion

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State agencies should ensure that overtime 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 2024 compared to 2023, 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 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, for example. The 2025-26 Enacted Budget Financial Plan indicates that the State intends to return its workforce to pre-pandemic levels, estimating a 6,800 increase by March 31, 2026 in the number of General Fund supported FTEs under direct executive control including an additional almost 4,670 at DOCCS, 1,250 at Mental Health and 560 at State Police. New York needs to continue to attract and retain a range of diverse employees to build institutional capacity responsive to 21<sup>st</sup> century needs.

# Appendices

## Appendix A

### Agency Annual Overtime Earnings, 2015-2024 (in millions of dollars)

| Agency             | 2015    | 2016    | 2017    | 2018    | 2019    | 2020    | 2021    | 2022      | 2023      | 2024      | Change, 2015 to 2024 |         |
|--------------------|---------|---------|---------|---------|---------|---------|---------|-----------|-----------|-----------|----------------------|---------|
| CORRECTIONS        | \$198.7 | \$205.0 | \$221.0 | \$223.2 | \$224.5 | \$224.5 | \$250.5 | \$318.1   | \$353.0   | \$444.7   | \$246.0              | 123.8%  |
| OPWDD              | \$150.0 | \$133.7 | \$133.1 | \$142.4 | \$151.1 | \$156.7 | \$184.2 | \$367.7   | \$266.7   | \$234.6   | \$84.6               | 56.4%   |
| MENTAL HEALTH      | \$101.6 | \$109.0 | \$109.1 | \$109.0 | \$123.3 | \$128.6 | \$141.7 | \$245.9   | \$177.5   | \$176.3   | \$74.7               | 73.6%   |
| SUNY               | \$68.5  | \$70.4  | \$74.8  | \$79.2  | \$81.3  | \$73.5  | \$87.1  | \$141.2   | \$97.1    | \$107.4   | \$38.9               | 56.8%   |
| STATE POLICE       | \$64.6  | \$47.8  | \$74.2  | \$63.2  | \$59.1  | \$64.1  | \$67.6  | \$80.9    | \$93.2    | \$109.6   | \$45.0               | 69.6%   |
| TRANSPORTATION     | \$44.5  | \$35.9  | \$47.8  | \$60.2  | \$55.7  | \$52.9  | \$50.2  | \$58.7    | \$67.3    | \$81.0    | \$36.5               | 81.9%   |
| COURTS             | \$20.0  | \$22.5  | \$26.9  | \$30.8  | \$31.4  | \$28.3  | \$31.6  | \$35.6    | \$43.3    | \$52.0    | \$32.1               | 160.6%  |
| CUNY               | \$15.8  | \$14.9  | \$17.6  | \$19.6  | \$18.6  | \$11.3  | \$16.3  | \$24.7    | \$23.8    | \$28.9    | \$13.1               | 83.2%   |
| CHILDREN & FAMILY  | \$12.9  | \$13.1  | \$12.3  | \$11.0  | \$7.9   | \$8.4   | \$12.2  | \$25.9    | \$21.3    | \$25.1    | \$12.2               | 95.0%   |
| PARKS              | \$4.5   | \$5.0   | \$4.9   | \$5.7   | \$6.7   | \$6.6   | \$6.9   | \$6.4     | \$7.9     | \$9.1     | \$4.6                | 102.9%  |
| DEC                | \$6.1   | \$7.8   | \$7.9   | \$7.9   | \$8.4   | \$11.1  | \$10.5  | \$8.1     | \$7.4     | \$9.3     | \$3.2                | 52.8%   |
| VETERANS' HOMES    | \$5.9   | \$5.6   | \$6.7   | \$7.8   | \$8.4   | \$7.5   | \$5.4   | \$9.5     | \$6.1     | \$8.1     | \$2.2                | 38.1%   |
| COMPTROLLER        | \$2.6   | \$3.4   | \$3.7   | \$2.9   | \$2.7   | \$2.8   | \$3.5   | \$4.1     | \$4.8     | \$5.2     | \$2.7                | 104.4%  |
| GENERAL SERVICES   | \$4.5   | \$3.8   | \$3.3   | \$4.0   | \$4.0   | \$4.0   | \$3.2   | \$3.4     | \$3.6     | \$3.7     | (\$0.8)              | -17.7%  |
| OTDA               | \$0.7   | \$1.0   | \$0.8   | \$2.0   | \$1.4   | \$2.6   | \$3.0   | \$2.4     | \$3.0     | \$1.6     | \$0.9                | 129.4%  |
| HEALTH             | \$1.8   | \$1.9   | \$1.9   | \$1.7   | \$2.0   | \$9.5   | \$11.3  | \$4.7     | \$2.8     | \$3.1     | \$1.3                | 73.5%   |
| LABOR              | \$0.1   | \$0.1   | \$0.1   | \$0.1   | \$0.1   | \$25.0  | \$11.4  | \$1.3     | \$2.4     | \$1.7     | \$1.6                | 1517.2% |
| TAXATION & FINANCE | \$3.1   | \$1.5   | \$1.9   | \$1.6   | \$1.2   | \$4.3   | \$1.6   | \$1.4     | \$1.3     | \$1.4     | (\$1.7)              | -55.2%  |
| ALL OTHER AGENCIES | \$10.2  | \$11.8  | \$13.1  | \$14.5  | \$18.2  | \$28.8  | \$26.0  | \$20.5    | \$20.5    | \$22.5    | \$12.3               | 120.1%  |
| STATEWIDE          | \$716.1 | \$694.2 | \$761.2 | \$786.9 | \$806.2 | \$850.4 | \$924.3 | \$1,360.5 | \$1,203.0 | \$1,325.5 | \$609.4              | 85.1%   |

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, 2015-2024

| Agency                        | 2015              | 2016              | 2017              | 2018              | 2019              | 2020              | 2021              | 2022              | 2023              | 2024              | Change, 2015 to 2024 |              |
|-------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------|--------------|
| <b>CORRECTIONS</b>            | 3,810,404         | 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         | 3,631,429            | 95.3%        |
| <b>OPWDD</b>                  | 4,566,814         | 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         | 827,636              | 18.1%        |
| <b>MENTAL HEALTH</b>          | 2,580,538         | 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         | 916,401              | 35.5%        |
| <b>SUNY</b>                   | 1,600,174         | 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         | 522,679              | 32.7%        |
| <b>TRANSPORTATION</b>         | 1,266,730         | 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         | 404,590              | 31.9%        |
| <b>STATE POLICE</b>           | 848,809           | 620,351           | 980,491           | 834,680           | 765,007           | 798,526           | 812,869           | 949,106           | 1,077,611         | 1,267,615         | 418,805              | 49.3%        |
| <b>COURTS</b>                 | 396,261           | 441,825           | 514,808           | 544,735           | 547,224           | 473,254           | 532,315           | 597,939           | 691,671           | 792,981           | 396,720              | 100.1%       |
| <b>CUNY</b>                   | 387,001           | 366,116           | 379,276           | 412,624           | 382,031           | 203,591           | 257,640           | 430,344           | 438,843           | 487,007           | 100,007              | 25.8%        |
| <b>CHILDREN &amp; FAMILY</b>  | 334,261           | 341,806           | 312,333           | 273,155           | 194,700           | 210,627           | 271,437           | 380,875           | 431,064           | 529,538           | 195,276              | 58.4%        |
| <b>PARKS</b>                  | 114,049           | 128,872           | 123,537           | 146,747           | 167,159           | 153,289           | 169,472           | 139,362           | 153,385           | 178,169           | 64,121               | 56.2%        |
| <b>VETERANS' HOMES</b>        | 166,390           | 155,035           | 182,118           | 208,051           | 220,776           | 196,304           | 136,382           | 142,717           | 131,347           | 171,629           | 5,240                | 3.1%         |
| <b>DEC</b>                    | 117,434           | 149,430           | 152,043           | 151,820           | 160,447           | 214,714           | 210,382           | 143,255           | 121,227           | 149,580           | 32,146               | 27.4%        |
| <b>COMPTROLLER</b>            | 69,475            | 91,694            | 99,016            | 73,000            | 65,396            | 68,616            | 84,401            | 94,717            | 105,980           | 110,739           | 41,264               | 59.4%        |
| <b>GENERAL SERVICES</b>       | 132,018           | 104,760           | 94,674            | 109,799           | 111,688           | 103,938           | 84,455            | 90,630            | 89,973            | 87,531            | (44,487)             | -33.7%       |
| <b>OTDA</b>                   | 15,927            | 22,465            | 18,914            | 39,023            | 30,357            | 51,660            | 55,228            | 44,100            | 56,927            | 31,626            | 15,699               | 98.6%        |
| <b>HEALTH</b>                 | 43,854            | 45,573            | 44,400            | 40,188            | 46,401            | 179,837           | 207,732           | 87,792            | 54,331            | 58,115            | 14,262               | 32.5%        |
| <b>TAXATION &amp; FINANCE</b> | 86,638            | 39,030            | 48,291            | 40,691            | 31,775            | 109,096           | 38,360            | 33,095            | 25,795            | 27,495            | (59,143)             | -68.3%       |
| <b>LABOR</b>                  | 2,987             | 2,716             | 3,853             | 3,542             | 3,330             | 599,709           | 265,470           | 23,831            | 6,200             | 33,166            | 30,179               | 1010.3%      |
| <b>ALL OTHER AGENCIES</b>     | 238,489           | 270,683           | 296,639           | 327,019           | 411,361           | 616,372           | 541,604           | 380,380           | 389,478           | 420,624           | 182,135              | 76.4%        |
| <b>STATEWIDE</b>              | <b>16,778,253</b> | <b>16,184,486</b> | <b>17,492,107</b> | <b>18,112,738</b> | <b>18,412,819</b> | <b>19,128,836</b> | <b>19,948,307</b> | <b>22,154,648</b> | <b>22,698,164</b> | <b>24,473,212</b> | <b>7,694,959</b>     | <b>45.9%</b> |

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, 2015-2024

| Agency                               | 2015           | 2016           | 2017           | 2018           | 2019           | 2020           | 2021           | 2022           | 2023           | 2024           | Change, 2015 to 2024 |
|--------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------------|
| <b>Major Agencies</b>                |                |                |                |                |                |                |                |                |                |                |                      |
| <b>CORRECTIONS</b>                   | 29,572         | 29,959         | 29,804         | 29,796         | 29,617         | 28,689         | 26,845         | 25,202         | 23,911         | 22,866         | (6,706) -22.7%       |
| <b>OPWDD</b>                         | 20,497         | 21,098         | 20,885         | 20,586         | 20,604         | 19,959         | 18,439         | 17,488         | 18,241         | 19,326         | (1,171) -5.7%        |
| <b>COURTS</b>                        | 16,629         | 16,714         | 16,719         | 16,732         | 16,952         | 16,929         | 15,936         | 15,775         | 16,306         | 17,112         | 483 2.9%             |
| <b>MENTAL HEALTH</b>                 | 15,326         | 15,279         | 14,902         | 14,567         | 14,516         | 14,381         | 13,812         | 13,600         | 14,118         | 14,788         | (538) -3.5%          |
| <b>TRANSPORTATION</b>                | 8,578          | 8,558          | 8,592          | 8,563          | 8,508          | 8,501          | 8,037          | 8,034          | 8,330          | 8,496          | (81) -0.9%           |
| <b>STATE POLICE</b>                  | 5,679          | 5,717          | 5,817          | 5,782          | 5,959          | 5,849          | 5,584          | 5,618          | 5,788          | 6,065          | 386 6.8%             |
| <b>PARKS</b>                         | 4,056          | 4,019          | 4,082          | 4,110          | 4,180          | 4,144          | 4,117          | 4,182          | 4,470          | 4,797          | 741 18.3%            |
| <b>TAXATION &amp; FINANCE</b>        | 5,495          | 5,186          | 4,801          | 4,621          | 4,510          | 4,484          | 4,307          | 4,073          | 3,964          | 3,988          | (1,507) -27.4%       |
| <b>HEALTH</b>                        | 3,521          | 3,625          | 3,512          | 3,430          | 3,452          | 3,513          | 3,347          | 3,330          | 3,519          | 3,912          | 391 11.1%            |
| <b>DEC</b>                           | 3,607          | 3,646          | 3,672          | 3,622          | 3,696          | 3,582          | 3,432          | 3,482          | 3,557          | 3,750          | 143 4.0%             |
| <b>LABOR</b>                         | 3,438          | 3,284          | 3,266          | 3,268          | 3,204          | 3,465          | 3,647          | 3,406          | 3,177          | 3,158          | (280) -8.1%          |
| <b>CHILDREN &amp; FAMILY</b>         | 3,193          | 3,190          | 3,240          | 3,206          | 3,288          | 3,100          | 2,803          | 2,767          | 2,938          | 3,072          | (121) -3.8%          |
| <b>COMPTROLLER</b>                   | 2,622          | 2,666          | 2,767          | 2,723          | 2,728          | 2,799          | 2,812          | 2,710          | 2,642          | 2,685          | 64 2.4%              |
| <b>OTDA</b>                          | 1,978          | 2,015          | 2,035          | 1,971          | 2,049          | 1,982          | 1,850          | 1,907          | 1,975          | 1,980          | 3 0.1%               |
| <b>GENERAL SERVICES</b>              | 1,805          | 1,908          | 2,018          | 2,100          | 2,075          | 2,073          | 1,957          | 1,882          | 1,896          | 1,943          | 138 7.7%             |
| <b>VETERANS' HOMES</b>               | 1,219          | 1,256          | 1,181          | 1,173          | 1,194          | 1,121          | 1,012          | 936            | 914            | 931            | (288) -23.6%         |
| <b>All Other Agencies</b>            |                |                |                |                |                |                |                |                |                |                |                      |
| <b>ALL OTHER AGENCIES</b>            | 29,773         | 29,948         | 29,949         | 29,569         | 29,643         | 29,377         | 27,898         | 28,005         | 30,233         | 32,440         | 2,667 9.0%           |
| <b>TOTAL - ALL STATE AGENCIES</b>    | 156,986        | 158,067        | 157,242        | 155,818        | 156,174        | 153,948        | 145,835        | 142,396        | 145,980        | 151,309        | (5,677) -3.6%        |
| <b>Universities</b>                  |                |                |                |                |                |                |                |                |                |                |                      |
| <b>SUNY</b>                          | 68,691         | 70,302         | 71,217         | 70,757         | 71,077         | 67,143         | 64,177         | 65,359         | 67,263         | 70,240         | 1,548 2.3%           |
| <b>CUNY</b>                          | 27,639         | 27,783         | 28,722         | 27,929         | 28,234         | 27,064         | 25,326         | 25,808         | 25,681         | 25,912         | (1,727) -6.2%        |
| <b>All Agencies and Universities</b> |                |                |                |                |                |                |                |                |                |                |                      |
| <b>OVERALL TOTAL</b>                 | <b>253,316</b> | <b>256,152</b> | <b>257,181</b> | <b>254,505</b> | <b>255,486</b> | <b>248,156</b> | <b>235,338</b> | <b>233,563</b> | <b>238,924</b> | <b>247,461</b> | <b>(5,855) -2.3%</b> |

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, 2024

| Agency                   | Total OT Pay<br>(Millions \$)<br>See Note | Total OT Hours   | OT Employees as<br>Share of Agency<br>Employees | Average OT Pay<br>per OT Hour | OT Pay as Share<br>of Agency Pay |
|--------------------------|---|------------------|---|-------------------------------|----------------------------------|
| MILITARY & NAVAL AFFAIRS | \$3.84                                    | 71,905.6         | 02.7%   | \$53.44                       | 1.4%                             |
| HOMELAND SECURITY        | \$2.17                                    | 40,371.1         | 12.2%   | \$53.89                       | 3.2%                             |
| ATTORNEY GENERAL         | \$1.95                                    | 29,885.7         | 03.3%   | \$65.44                       | 0.9%                             |
| INFORMATION TECHNOLOGY   | \$1.47                                    | 20,986.7         | 02.1%   | \$70.58                       | 0.4%                             |
| EDUCATION                | \$0.71                                    | 16,896.8         | 01.8%   | \$42.29                       | 0.3%                             |
| GAMING COMMISSION        | \$0.63                                    | 11,711.0         | 08.7%   | \$54.23                       | 1.9%                             |
| AGRICULTURE & MARKETS    | \$0.57                                    | 14,494.0         | 06.7%   | \$39.34                       | 1.1%                             |
| DEPARTMENT OF STATE      | \$0.42                                    | 10,405.7         | 05.0%   | \$40.76                       | 0.8%                             |
| CIVIL SERVICE            | \$0.18                                    | 3,849.7          | 03.0%   | \$46.31                       | 0.5%                             |
| STATE INSURANCE FUND     | \$0.08                                    | 1,469.8          | 00.7%   | \$53.63                       | 0.0%                             |
| EXECUTIVE CHAMBER        | \$0.06                                    | 1,040.7          | 02.7%   | \$58.95                       | 0.4%                             |
| FINANCIAL SERVICES       | \$0.05                                    | 886.3            | 00.5%   | \$50.96                       | 0.0%                             |
| LIEUTENANT GOVERNOR      | \$0.00                                    | 42.5             | 01.3%   | \$54.49                       | 0.2%                             |
| VETERANS' AFFAIRS        | \$0.00                                    | 9.6              | 00.3%   | \$43.49                       | 0.0%                             |
| EMPLOYEE RELATIONS       | \$0.00                                    | 0.0              | 00.0%   | NA                            | 0.0%                             |
| LEGISLATURE              | \$0.00                                    | 0.0              | 00.0%   | NA                            | 0.0%                             |
| OTHER AGENCIES           | \$10.37                                   | 196,669.2        | 08.4%   | \$52.83                       | 1.2%                             |
| <b>TOTAL</b>             | <b>\$22.52</b>                            | <b>420,624.4</b> | <b>04.5%</b>                                    | <b>\$53.60</b>                | <b>0.8%</b>                      |

### Annual Workforce Count, All Other Agencies, 2024

| Agency                   | 2024          |
|--------------------------|---------------|
| INFORMATION TECHNOLOGY   | 3,882         |
| MILITARY & NAVAL AFFAIRS | 3,186         |
| LEGISLATURE              | 2,950         |
| EDUCATION                | 2,554         |
| STATE INSURANCE FUND     | 2,024         |
| ATTORNEY GENERAL         | 2,005         |
| FINANCIAL SERVICES       | 1,327         |
| HOMELAND SECURITY        | 969           |
| DEPARTMENT OF STATE      | 701           |
| AGRICULTURE & MARKETS    | 663           |
| CIVIL SERVICE            | 493           |
| GAMING COMMISSION        | 412           |
| EXECUTIVE CHAMBER        | 158           |
| EMPLOYEE RELATIONS       | 146           |
| VETERANS' AFFAIRS        | 92            |
| LIEUTENANT GOVERNOR      | 9             |
| OTHER AGENCIES           | 10,868        |
| <b>TOTAL</b>             | <b>32,440</b> |

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

# Endnotes

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- 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 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>.
- 5 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>.
- 6 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.
- 7 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, 2013-2023) at <https://www.cs.ny.gov/pio/archived-reports.cfm>.

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