

M E M O R A N D U M

TO: Honorable Adrienne E. Adams
Speaker of the Council

FROM: Louis A. Molina 
Commissioner

DATE: December 31, 2025

SUBJECT: Report on Provisionals

The City Charter requires the DCAS Commissioner to report quarterly to the Mayor, the City Council, the City Civil Service Commission, and the Equal Employment Practices Commission on the number of provisionally appointed City employees (known as “provisionals”), the length of their provisional service, and the steps taken by the City to reduce their numbers and the length of their service. Attached is the quarterly report on provisional employees due on December 31, 2025 for the period ending November 30, 2025.

Since the last quarterly report, the total count of provisionals decreased by 48 from 13,407 to 13,359. The number of provisionals without a permanent title (10,123) increased by 17, while the number of provisionals with a permanent title (3,236) decreased by 65, resulting in a net decrease of 48. Provisionals without a permanent title (“pure” provisionals) represent 76% of the total and provisionals with a permanent title (“step-up” provisionals) represent 24% of the total.

Decreases in the number of provisional employees occurred primarily in the titles of Benefits Opportunity Specialist, Caseworker, and Occupational Therapist. Decreases in these and a variety of other titles occurred as a result of the use of civil service lists to replace provisionals or to convert provisionals on the lists to permanent status.

The City continues to take various actions intended to decrease the number of provisional appointees while minimizing the operational impact of their replacement by permanent employees. During this period, 38 exams were conducted, including the NYC Bridge Exam, Inspector (Housing), and Urban Park Ranger. Also, during this period a total of 37 exams were open for filing.

Additionally, 54 civil service lists were established, and 71 certifications were issued for 29 titles with provisionals serving.

Thank you.