


**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:** September 30, 2024

**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 September 30, 2024 for the period ending August 31, 2024.

Since the last quarterly report, the total count of provisionals increased by 838 from 10,499 to 11,337. The number of provisionals without a permanent title (8,488) increased by 566, while the number of provisionals with a permanent title (2,849) increased by 272, resulting in a net increase of 838. Provisionals without a permanent title (“pure” provisionals) represent 75% of the total and provisionals with a permanent title (“step-up” provisionals) represent 25% of the total.

The recent net increase in the provisional count has come mainly from hiring at the NYC Transit Authority in titles such as Bus Operator, Power Distribution Maintainer, and Car Appearance Supervisor (Car Equipment). Simultaneously, decreases in the number of provisional employees occurred primarily in the titles of Traffic Device Maintainer, Highway Repairer, and Assistant Retirement Benefits Examiner. 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, 30 exams were conducted, including exams for the titles of Police Administrative Aide, Special Officer, and Assistant Civil Engineer. Also, during this period a total of 29 exams were open for filing.

Additionally, 44 civil service lists were established, and 507 certifications were issued for 184 titles with provisionals serving.

Thank you.