

FY

NYC

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Government

Workforce

Profile

Report



ACKNOWLEDGEMENTS

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A MESSAGE FROM THE COMMISSIONER

It is my pleasure to present the Fiscal Year 2015 New York City Government Workforce Profile Report. This report covers a ten-year span from Fiscal 2006 through June 30th, 2015, the close of Fiscal 2015.

New York City's most important resource is its people — the millions who live here and the hundreds of thousands of men and women who make up the City's municipal workforce.

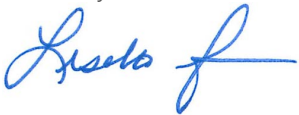
No other city approaches the diversity and scale of New York City. Every day employees of City agencies teach one million school children, haul 10,500 tons of refuse, respond to 4,700 fire and medical emergencies, handle 57,000 calls to 311, maintain 1,900 parks and 6,000 miles of street, house 404,000 residents, and keep New York the safest large city in the country. The list of responsibilities goes on and on, and none of it would be possible without the municipal workforce.

This report and its facts and figures will offer a diverse set of lenses into the workforce. It is intended to spur consideration and foster debate about who is needed to serve the New York City of the future, and what actions we must take to meet those demands.

This report includes mayoral and non-mayoral agencies as well as elective offices. The report also contains expanded information on City agencies and new sections addressing employee age and years of service, annual turnover, employee transfers and retirement eligibility, as well as detailed workforce profiles for each agency. By doing so we hope to expand our internal understanding of the City's workforce and increase transparency for the public.

I hope you will find many insights in these pages.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Lisette f', with a stylized flourish at the end.

Lisette Camilo, Commissioner
Department of Citywide Administrative Services

SECTION I: CITYWIDE WORKFORCE

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WORKFORCE AT A GLANCE

The Fiscal Year 2015 New York City Government Workforce Profile Report draws on employee-level personnel data from fiscal years 2006 through 2015. It provides a broad look at the employees of 71 City agencies, including agencies that report to the Mayor, such as the New York City Housing Authority (NYCHA), the Department of Education (DOE), NYC Health and Hospitals (NYCHH), and the School Construction Authority (SCA), as well as elective bodies including the City Council, the offices of the Public Advocate, and, the Public Administrators, District Attorneys, and Borough Presidents of each borough. Also included are several boards and commissions, such as the Civil Service Commission, Equal Employment Practices Commission, and the Board of Corrections.

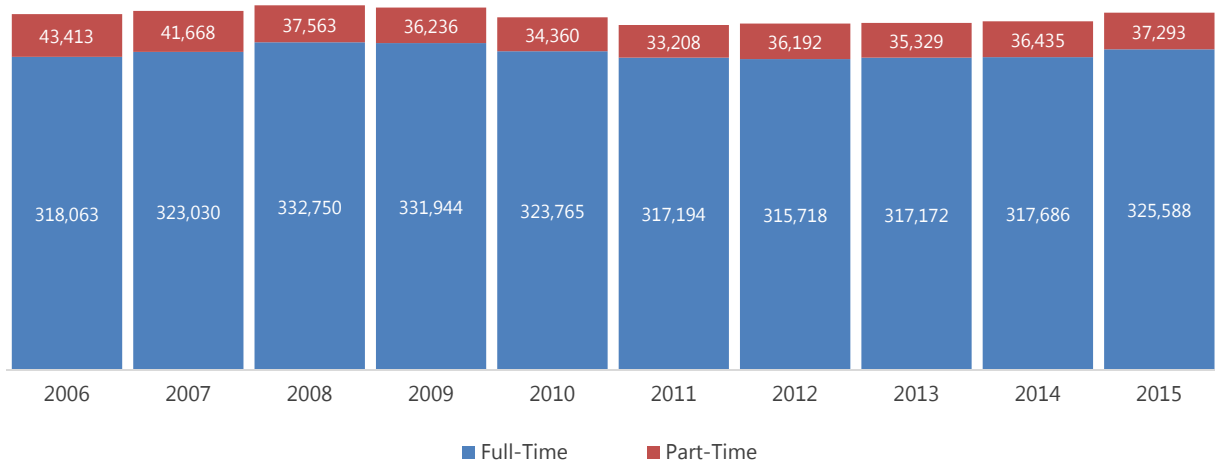
In Fiscal 2015, the City of New York employed 362,881 people in professions including teachers, police officers and firefighters; analysts, engineers and inspectors of every description; caseworkers and nurses; administrative and clerical support staff; park workers and road repairers; the list goes on and on. This makes New York City Government one of the largest employers in the nation, on par with Home Depot (371,000 employees) and Target (347,000 employees), companies ranking 5th and 6th in total number of employees on the Fortune 500 List (<http://fortune.com/fortune500/>).

Summary Indicators, Fiscal 2015	
Total Workforce	362,881
Headcount (FT / PT)	325,588 / 37,293
Median Age	44
Median Years of Service	10
% Female / Male	58% / 42%
% Minority / White	61% / 39%
Median Annual Base Salary (FT)	\$67,372
% Hires	9%
% Separations	7%
% Eligible to Retire (All Employees)	16%
% Eligible to Retire in 5 Years (All Employees)	29%

Headcount

The City's total workforce has remained remarkably stable over the last decade, varying from a high of 370,313 in Fiscal 2008, to a low of 350,402 in Fiscal 2011. Fiscal 2008 was the last fiscal year before the global financial crisis started, after which the City implemented a general hiring freeze which was not fully lifted until the middle of Fiscal 2011. Since then, the City's workforce has grown to within 2% of its ten-year high.

Total Headcount: Full-Time and Part-Time Employees by Year



Headcount is defined as all employees, whether on active pay status or some form of paid or unpaid leave. A full list of the agencies included in this report can be found in Section III.

More information on the City's attrition and turnover trends can be found in Section II.

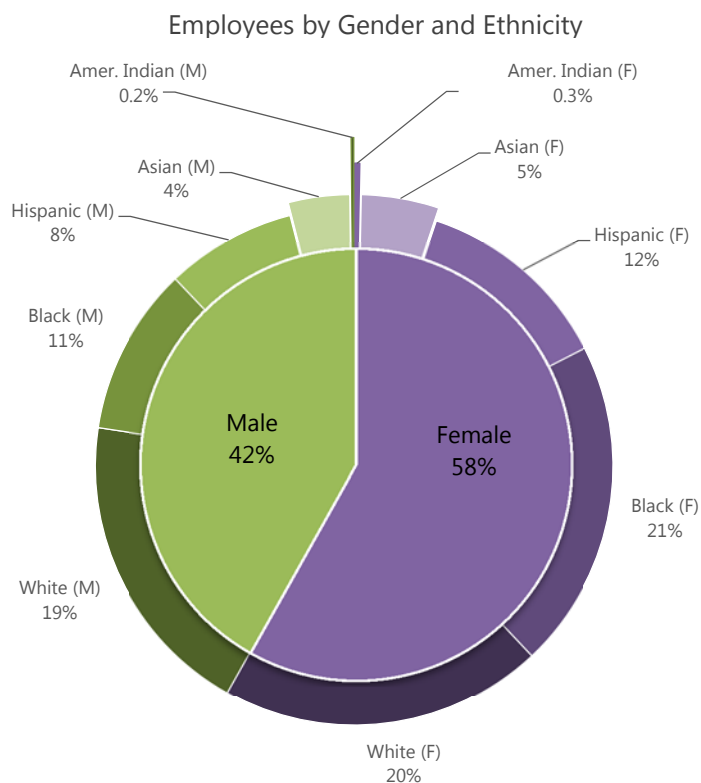
Gender and Ethnicity

New York City's government workforce is among the most diverse in the nation. The City's workforce is majority minority: 61% of the workforce is non-white and women comprise 58%.

More information on the City's workforce demographic composition can be found beginning on page 12.

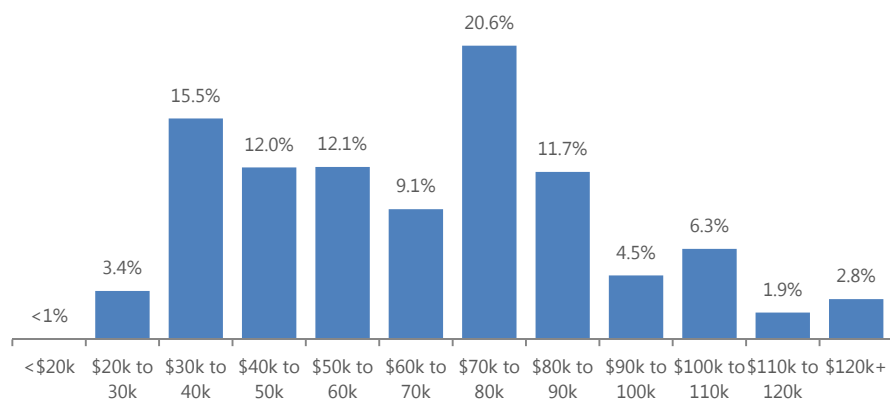
Certain job categories tend to be less evenly balanced by gender composition than others. For example, Firefighters, Sanitation Workers, Police, and Craft Workers have significantly higher percentages of male employees than female, while women comprise significant majorities in job categories such as Teachers and Counselors, Clerical Supervisors, Health Professionals, and Social Scientists.

More information on the composition of job categories can be found in Section IV of the report.

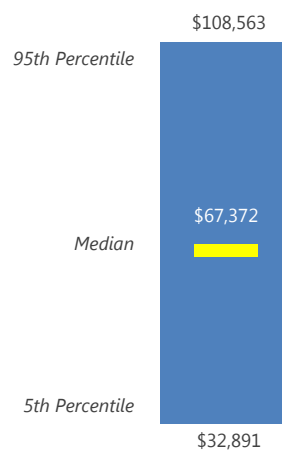


Employee Salary

Distribution of Full-Time Employee Annual Base Salary



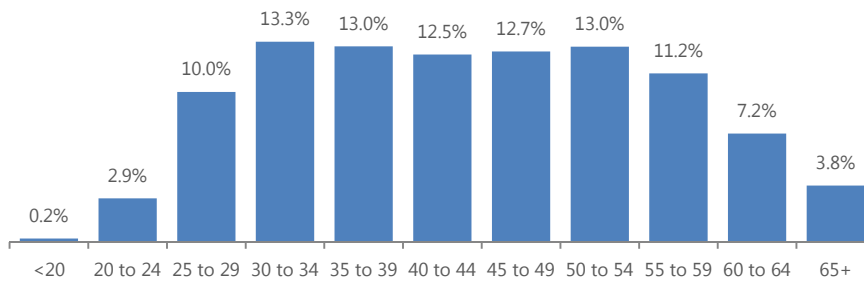
FT Annual Salary Range



In this report salary is defined as a full-time employee's annual base rate, which does not include additions to gross earnings such as longevity increases, shift/pay differentials, or earned overtime. A more thorough discussion of employee salary can be found beginning on page 14, while a detailed definition of employee salary can be found in Appendix I.

Age and Years of Service

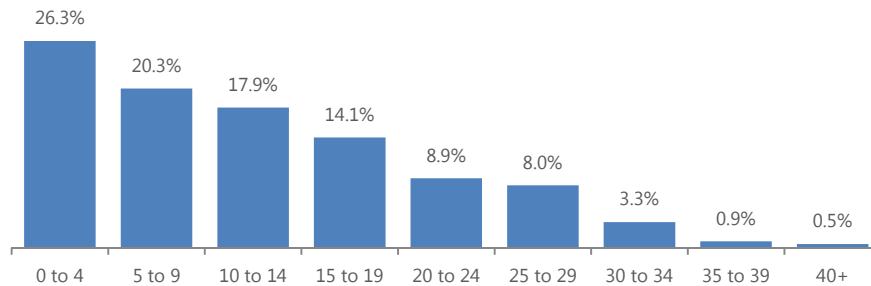
Distribution of Employees by Age



City employees are normally distributed around the median age of 44.

Employees by years of service shows a steady decline in numbers, which is indicative of high turnover among low-tenured employees and, also, increased hiring that has occurred since the hiring freeze was lifted in Fiscal 2011.

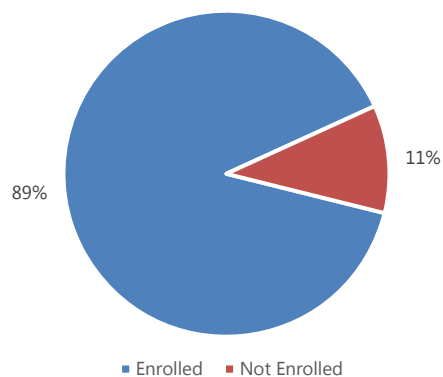
Distribution of Employees by Years of Service



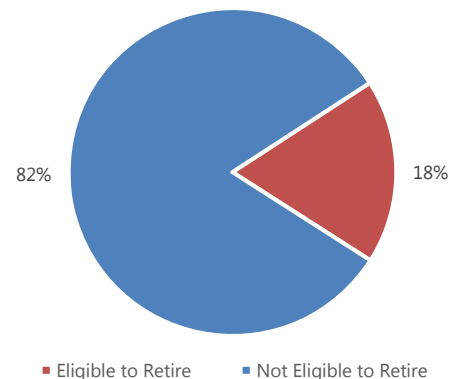
Employee age and years of service are discussed in greater detail beginning on page 16.

Pension Enrollment and Retirement Readiness

Pension Enrollment



Eligible to Retire in Fiscal 2015*



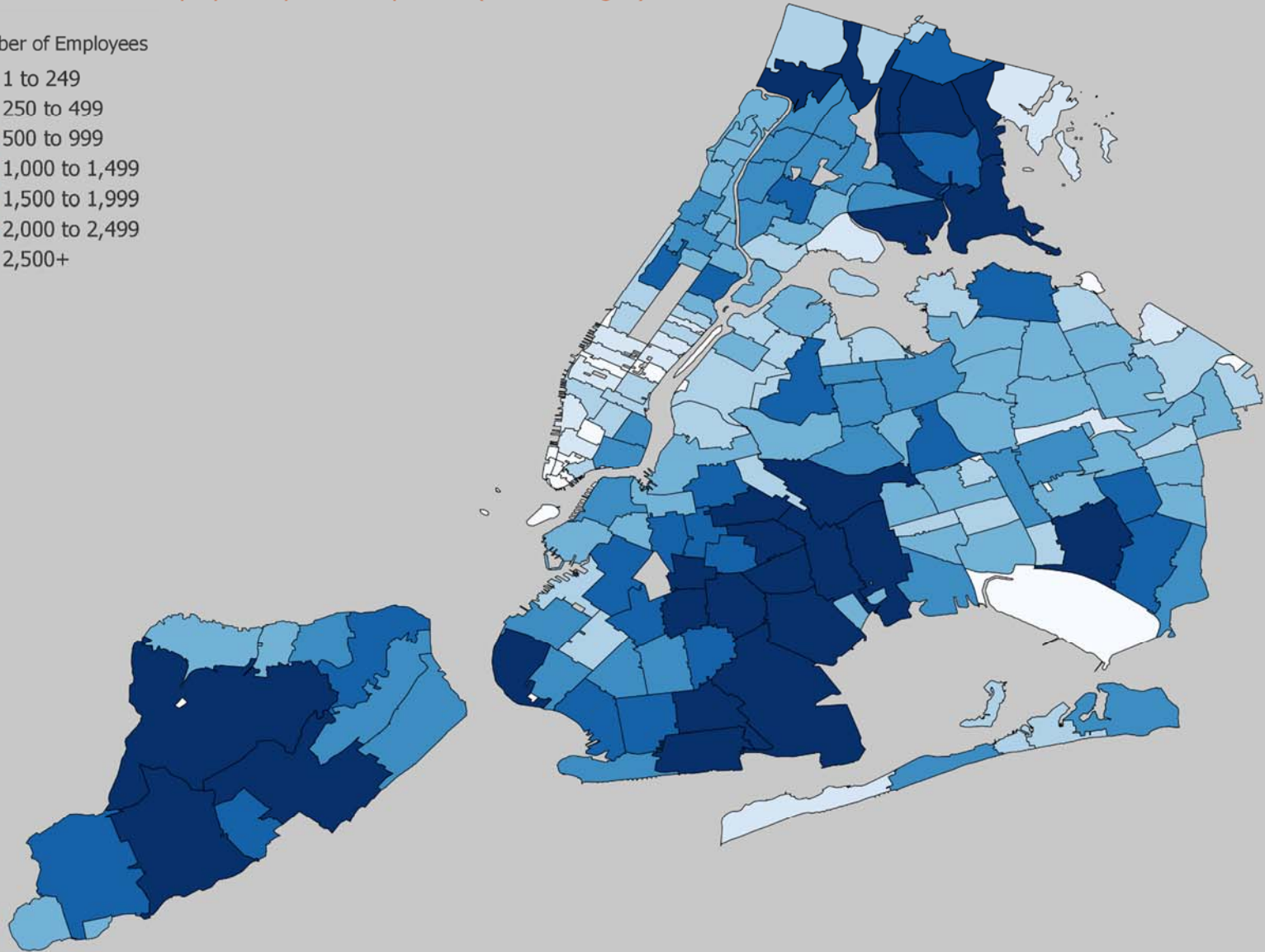
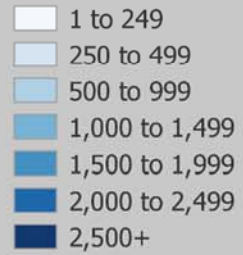
* Chart reflects percent of Pension Enrolled employees

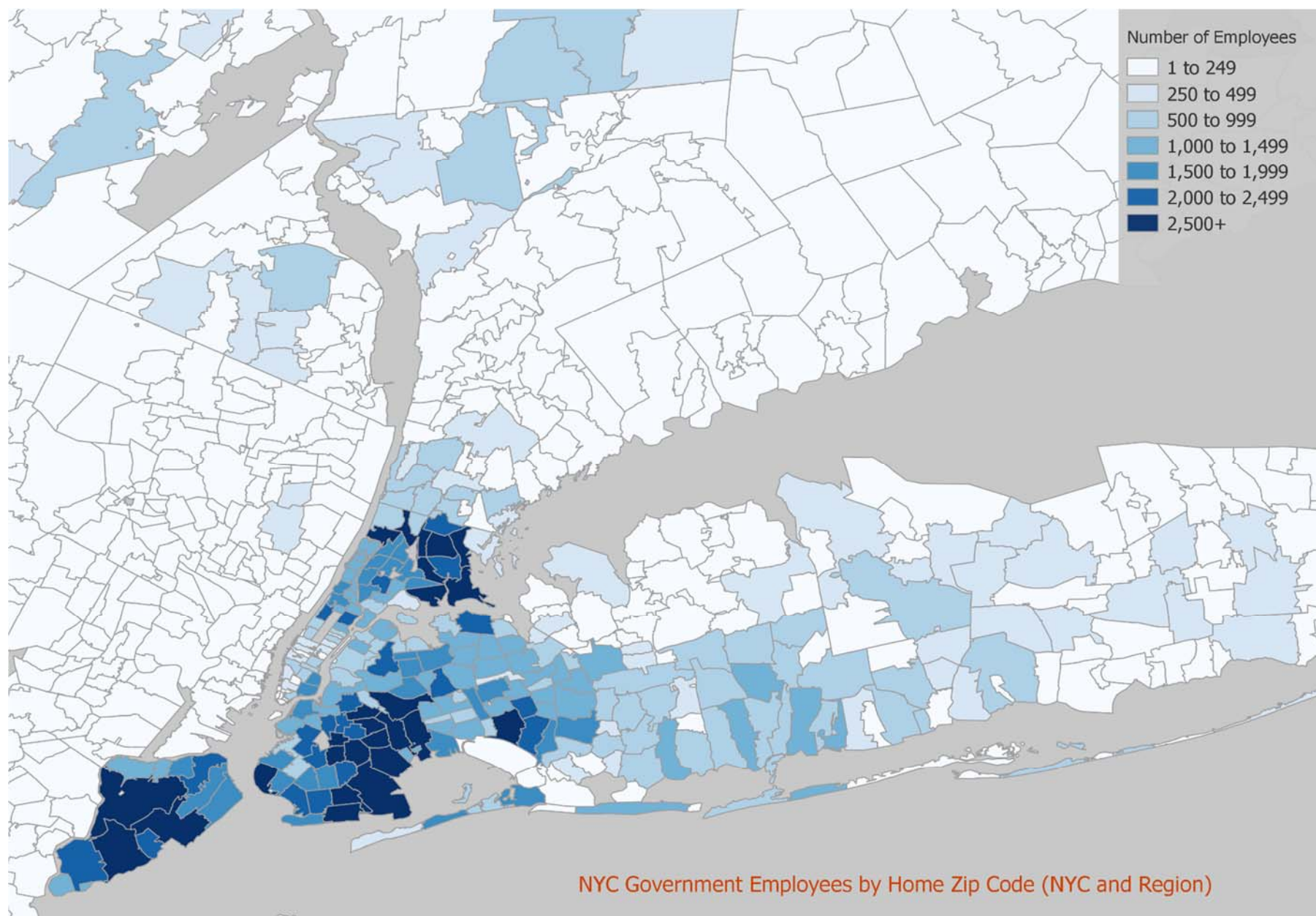
Fiscal 2015 marks the first year over the last decade that pension enrollment dropped below 90%. Retirement eligibility is determined by a combination of the age and service requirements of an employee's pension plan and pension tier, and the employee's date of birth and City Start Date (see Appendix I). Citywide retirement eligibility is discussed in greater detail beginning on page 18 and is also presented in the *City Agencies* and *Titles and Job Categories* sections.

NYC GOVERNMENT EMPLOYEES BY HOME ZIP CODE

NYC Government Employees by Home Zip Code (Five Boroughs)

Number of Employees





While most New York City government employees live within the five boroughs, many employees commute from the surrounding area. The New York City residency law requires employees to establish City residence within 90 days of entering City service. After two years, employees are deemed in compliance with the law if they live in Nassau, Westchester, Suffolk, Orange, Rockland, or Putnam county. More information on the City's residency requirements can be found in Appendix I.

CIVIL SERVICE AND JURISDICTIONAL CLASSIFICATION

All New York City government employees are appointed to one of several thousand civil service titles. Civil service titles are grouped into four different Jurisdictional Classes: Competitive, Non-Competitive, Labor, and Exempt. Some titles, such as Teachers, are part of the Unclassified Service. Full definitions of the classes can be found in Appendix I.

The civil service system is administered according to the Personnel Rules and Regulations of the City of New York, available online (http://www.nyc.gov/html/dcas/html/employees/personnelrules_regs.shtml).

The system is designed to ensure that, wherever practicable, civil service jobs are awarded based on merit and fitness as determined by competitive examination.

Fig 1: Fiscal 2015, Employees by Jurisdiction and Civil Service

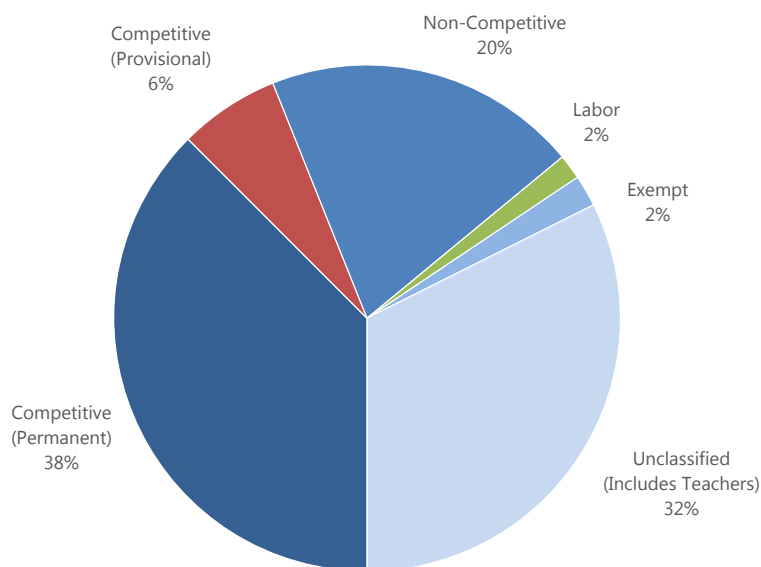
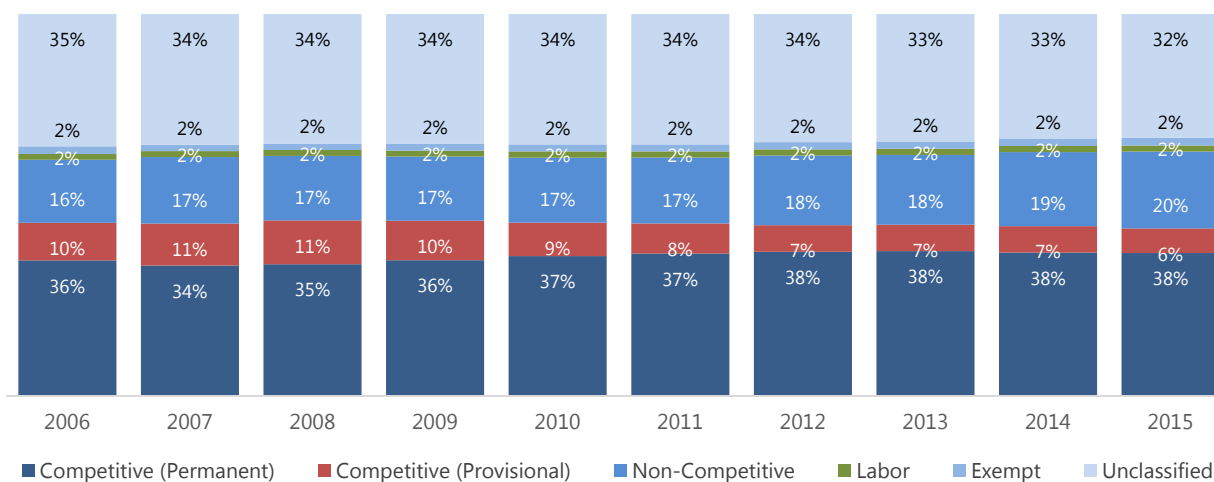


Fig 2: Fiscal 2006-2015, Trends in Jurisdiction and Civil Service



EMPLOYEE TYPE

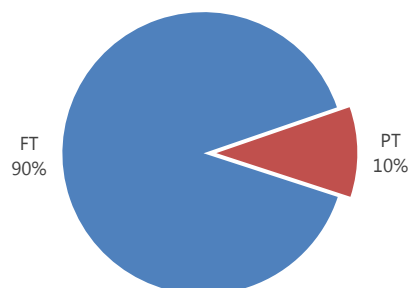
City employees can be subdivided into any number of distinct dimensions. Below are some of the broadest categories.

Full-Time and Part-Time

Full-time employees include those who work a standard work week in a full-time title with a regular annual work schedule. Generally, full-time employees work 35-40 hours per week, 261 days per year.

Part-time employees are those who work fewer than 35 hours per week or are in titles having no standard hours per week or days per year, or are seasonal employees such as lifeguards and many parks maintenance workers.

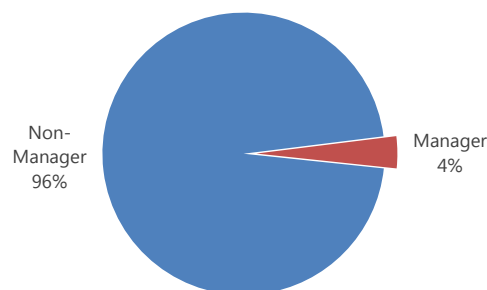
Fig 3: Fiscal 2015, Full-Time vs Part-Time Status



Managerial Service

Managers are those employees who formulate policy, assist directly in collective bargaining negotiations, or have a major role in the administration of collective bargaining agreements or in personnel administration.

Fig 4: Fiscal 2015, Managers vs Non-Managers

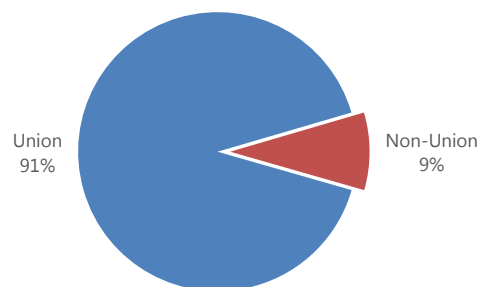


Union Representation

Most of the municipal workforce is represented by a labor union and covered by collective bargaining.

A subset of employees, 5% of the total workforce, are serving in titles which are neither managerial nor represented by a union.

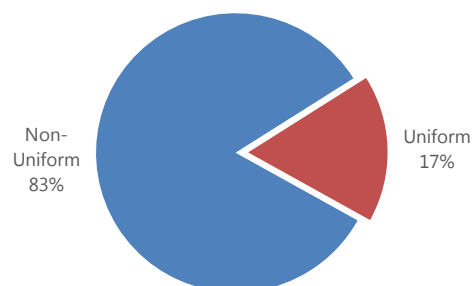
Fig 5: Fiscal 2015, Union vs Non-Union



Uniformed Services

The uniformed service is the Police, Fire, Correction and Sanitation Services and not including civilian positions in these agencies.

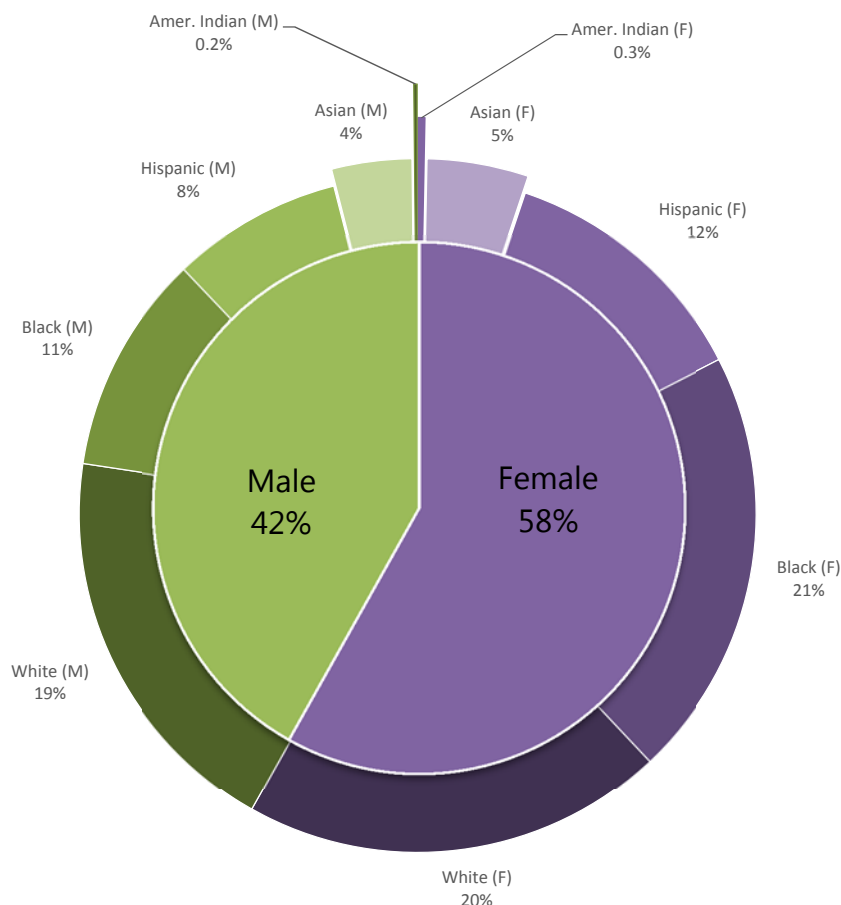
Fig 6: Fiscal 2015, Uniform vs Non-Uniform



GENDER AND ETHNICITY

NYC Government Workforce vs NYC Total Employed Population

Fig 7: Fiscal 2015, NYC Government Workforce by Ethnicity and Gender



Compared to the total NYC Employed Population (see inset, right), the City's workforce has a comparable percentage of White employees (39% vs 37%) but varies amongst minority populations; Black (32% vs 21%), Hispanic (20% vs 27%), and Asian (9% vs 15%).

The City's workforce also has a much higher percentage of women (58% vs 49%) to men (42% vs 51%).

Source: United States Census Bureau: Calendar Year (CY) 2014 American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Fig 8: CY 2014, NYC Total Employed Population by Ethnicity and Gender

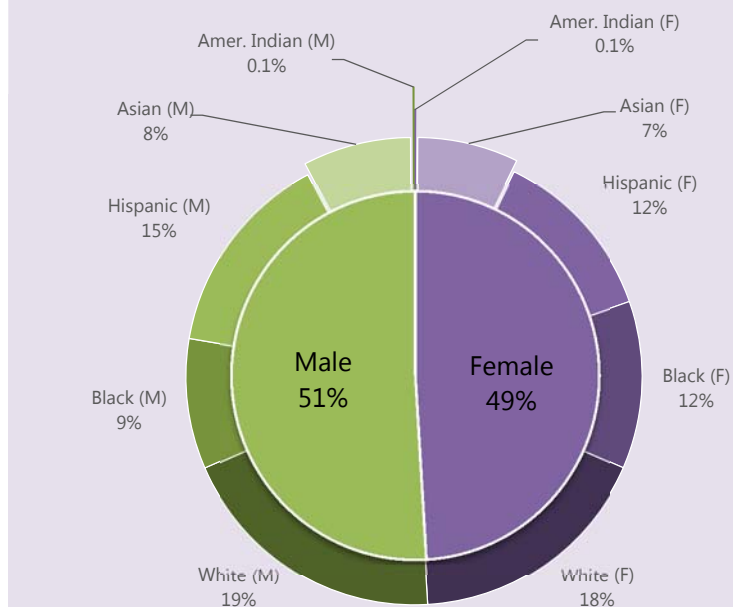
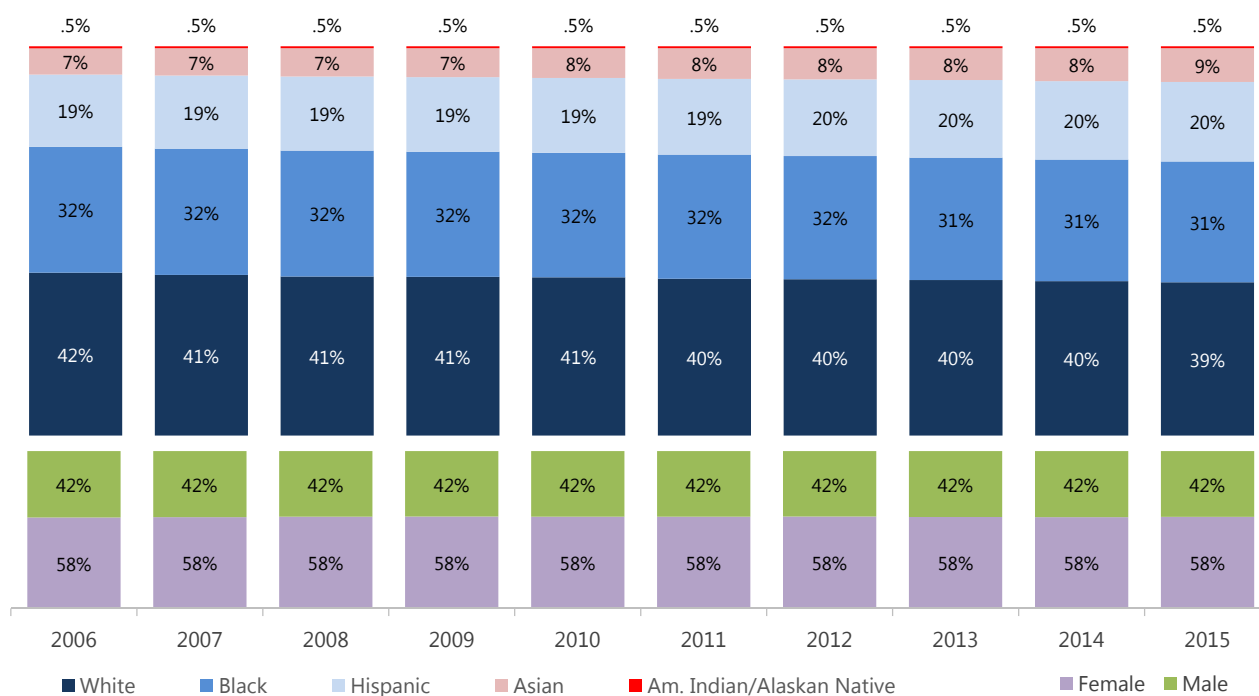


Fig 9: NYC Government's Demographic Profile vs Other U.S. Government Jurisdictions

Jurisdiction Type	Jurisdiction	Year	Full-Time Headcount	Female	Male	White	Black	Hispanic	Asian	Am. Indian/Alaskan Native
Municipal	New York City ¹	2015	325,588	58%	42%	39%	31%	20%	9%	<1%
Municipal	US Cities aggregate ²	2013	1,397,114	29%	71%	63%	19%	13%	4%	<1%
Municipal	Boston ³	2015	15,634	53%	47%	58%	26%	11%	4%	<1%
Municipal	San Francisco ⁴	2013	23,237	54%	46%	35%	13%	15%	38%	<1%
County	Los Angeles ⁵	2015	97,760	58%	42%	24%	20%	36%	19%	<1%
State	New York ⁶	2015	149,418	50%	50%	74%	17%	5%	4%	<1%
State	New Jersey ⁷	2014	70,272	56%	44%	55%	30%	10%	4%	<1%

Gender and Ethnicity Trends for NYC Government

Fig 10: Fiscal 2006-2015, Gender and Ethnicity



The City's demographic composition shows remarkable stability over the last decade, with women and men comprising the same proportion of the total workforce in each fiscal year. Hispanic and Asian employees have increased as a proportion of the workforce, while White and Black employees have declined slightly as a share of the total.

1 FY 2015 New York City Government Workforce Profile Report

2 http://www.eeoc.gov/eeoc/statistics/employment/jobpat-eeo4/2013/table3/table3_3_city.html

3 City of Boston 2015 Workforce Report

4 http://sfgov.org/civilservice/sites/default/files/Documents/civil_service/DHR_2013_Workforce_Utilization_Analysis_Report.pdf

5 <https://data.lacounty.gov/Operations/>

6 <https://www.cs.ny.gov/businesssuite/docs/workforceplans/2015.pdf>

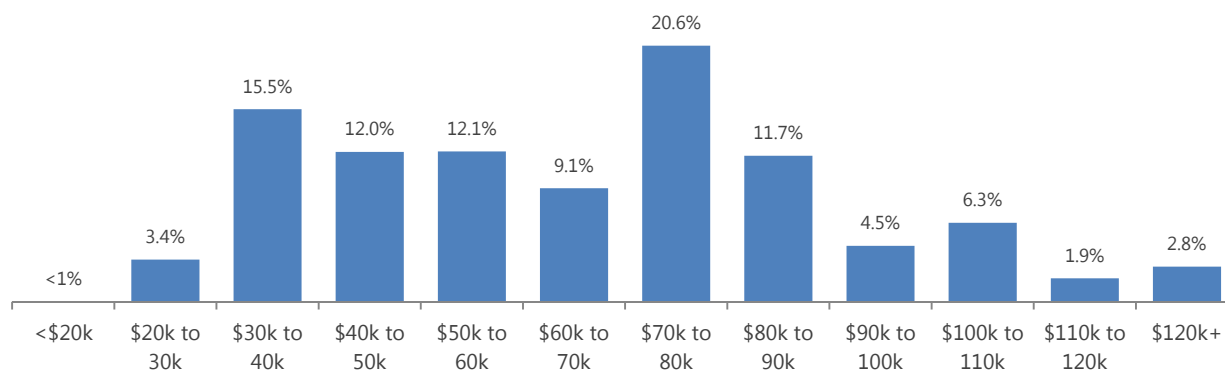
7 <http://www.state.nj.us/csc/about/publications/workforce/>

SALARY

This section examines the annual base salary of Full-Time employees. Annual base salary does not include such items as longevity increases, pay differentials or overtime, nor does it include pension, or other fringe benefits. The salary range for most City positions is set by collective bargaining agreement. The salaries for managerial positions and other positions not covered by collective bargaining agreements are set by the Mayor. There are a handful of positions, especially the Mayor, City Council Members, and other elected positions, where salary is set by legislation.

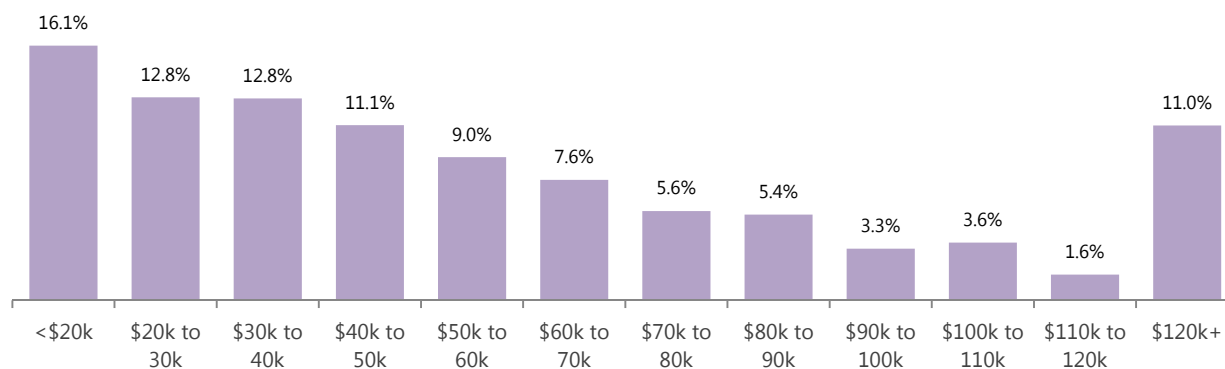
Salary Distribution

Fig 11: Fiscal 2015, Distribution of NYC Government Full-Time Annual Base Salary



Full-time annual salaries do not show a normal distribution around the median of \$67,372. The presence of Teachers, Police Officers, Firefighters and Correction Officers, significantly increases the number of employees in the \$70,000-\$80,000 salary range.

Fig 12: CY 2014, Distribution of Full-Time Salary for NYC Total Employed Population (Estimates)



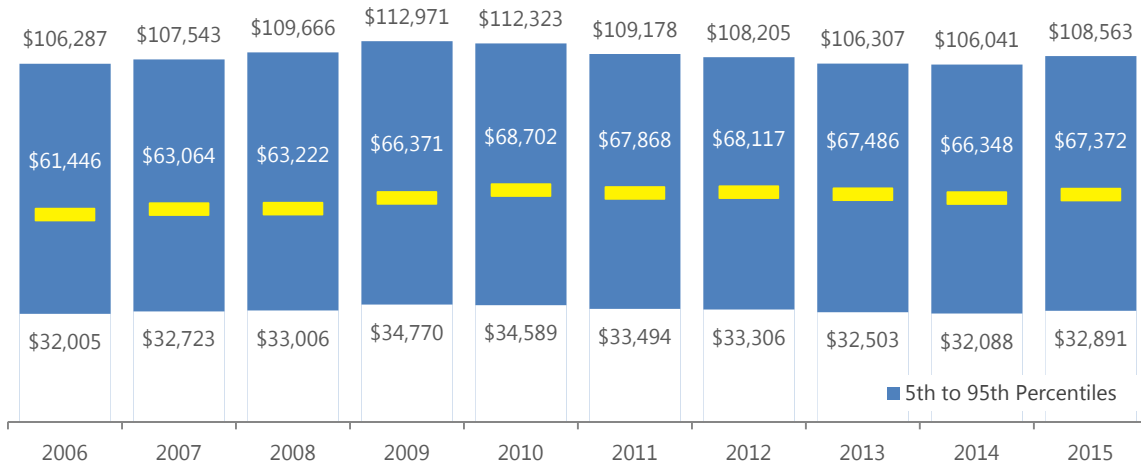
Source: United States Census Bureau Calendar Year (CY) 2014 American Community Survey (ACS) Integrated Public Use Microdata Series (IPUMS) 1-year estimates.

While approximately 19% of the NYC Government workforce earns less than \$40,000 per year, more than 40% of the NYC Total Employed Population earns less than \$40,000 per year, with 16% earning less than \$20,000. Nearly 70% of City Government employees earn between \$40,000 and \$100,000, with just 11% earning more. In the NYC total employed population, 16% of full-time workers earn more than \$100,000 per year.

Employee Salary Trends

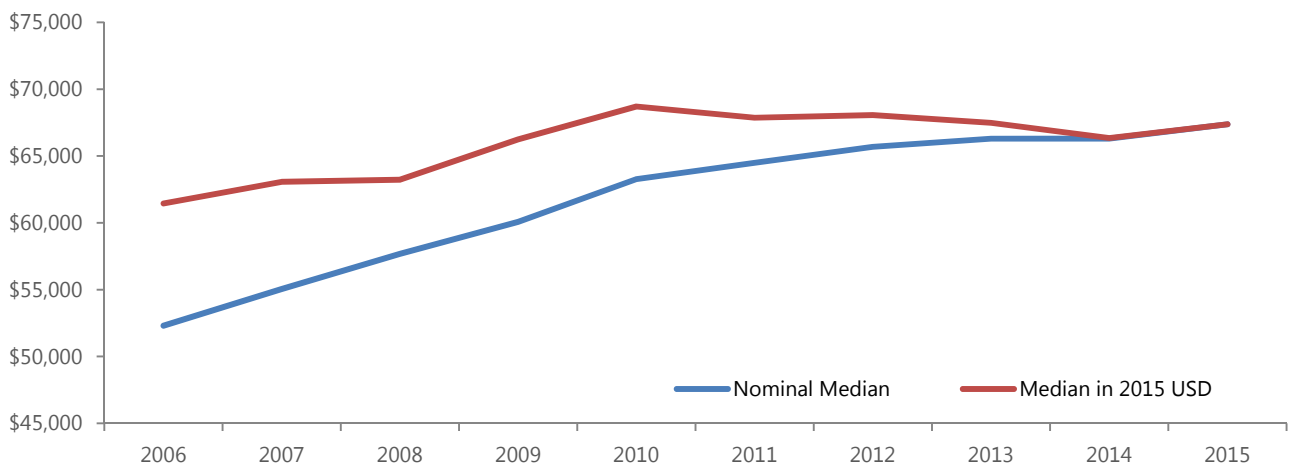
Except where noted, the historical salaries are inflation-adjusted to Fiscal 2015 U.S. dollars.

Fig 13: Fiscal 2006-2015, Inflation Adjusted Full-Time Annual Salary Range



Inflation adjusted salaries have remained relatively stable at the 5th percentile, while greater fluctuations can be seen at the 95th percentile.

Fig 14: Fiscal 2006-2015, Inflation Adjusted and Nominal Median Annual Base Pay



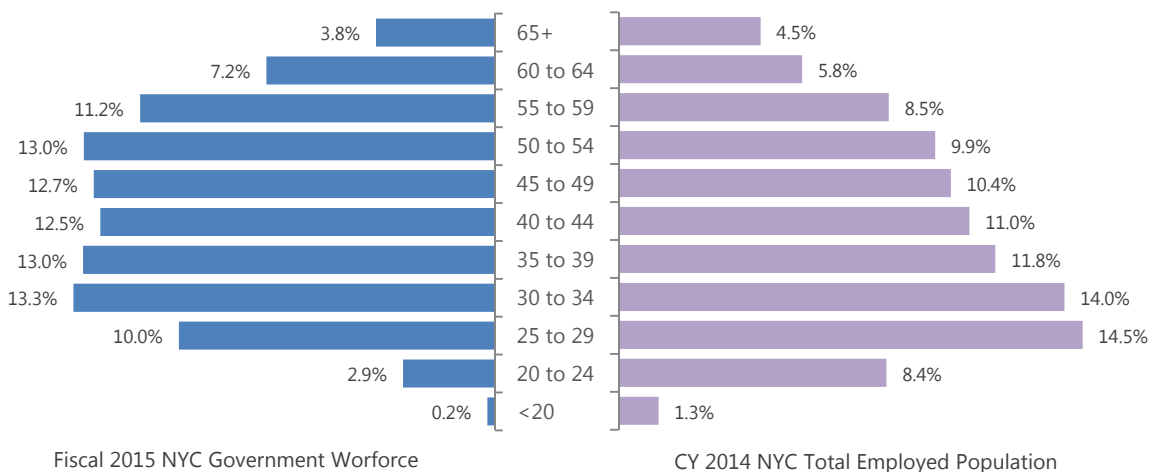
Nominal median annual base pay has increased at a relatively consistent rate since 2006. Inflation adjusted median salary has remained consistent between \$60,000 and \$70,000 in 2015 USD.

AGE AND YEARS OF SERVICE

Employee Age

Age is calculated based on the elapsed time between an employee's date of birth and June 30th of each fiscal year.

Fig 15: Age Distribution: NYC Government Workforce vs NYC Total Employed Population

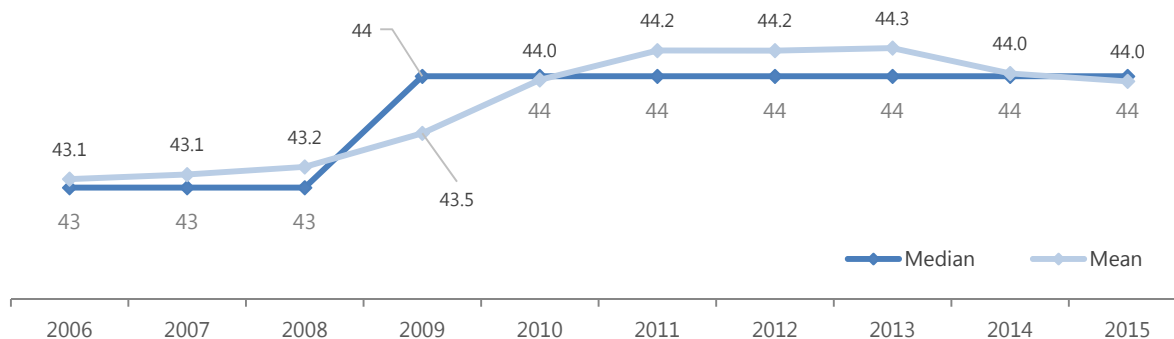


Source: United States Census Bureau: 2014 American Community Survey (ACS) Public Use Microdata Sample (PUMS)

Compared to the NYC Total Employed Population, City Government employees' age distribution is much more middle aged; 13% of City employees are under age 30 compared to 24% of the NYC Total Employed Population, while more than 75% of the NYC Government Workforce is between 30 and 59, compared to 66% of the NYC Total Employed Population.

Age Trends

Fig 16: Fiscal 2006-2015, Median and Mean Age of NYC Government Employees

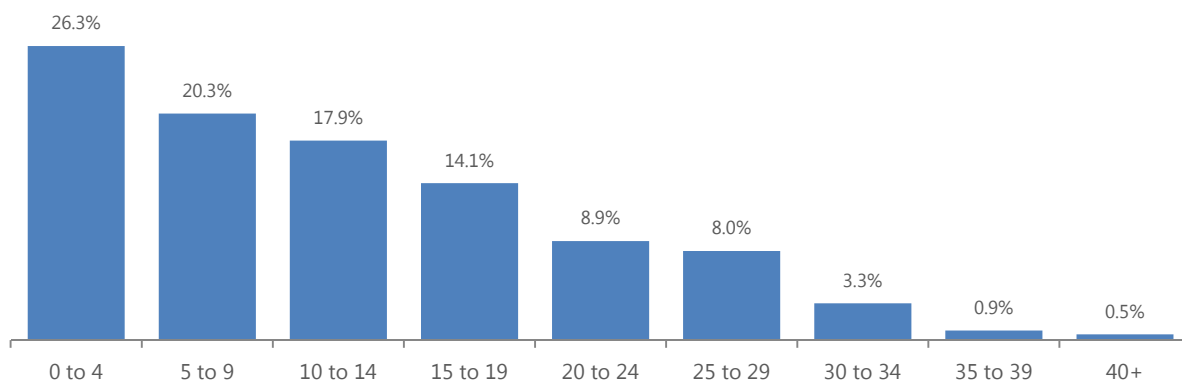


The median and average age of City employees has increased slightly over the last ten years but remains relatively stable.

Years of Service

Years of service is based on the elapsed time between an employee's City Start Date and June 30th of each fiscal year.

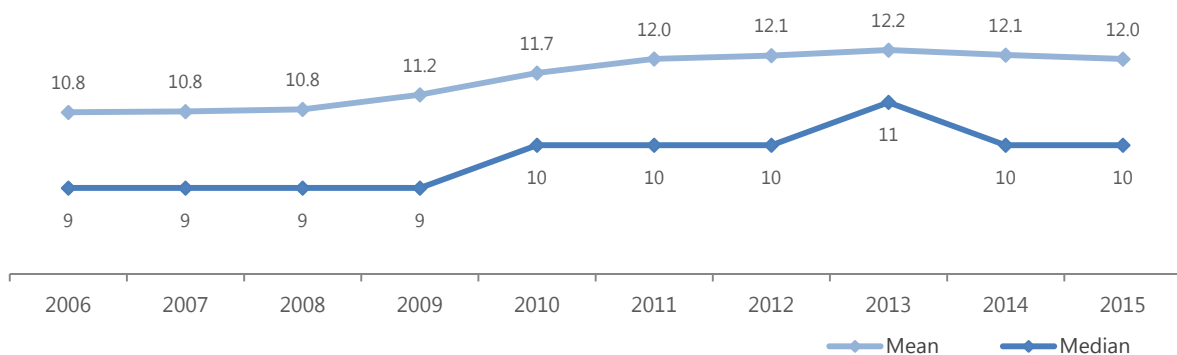
Fig 17: Fiscal 2015, Distribution of Employees by Years of Service



Almost half of all City employees have fewer than ten years of service, while less than a third have between 10 and 20 years.

Employee Years of Service Trends

Fig 18: Fiscal 2006 - 2015, Median and Mean Years of Service



The average and median years of service have both increased slightly over the decade. This is consistent with a slowly aging workforce and higher turnover in low-tenure employees.

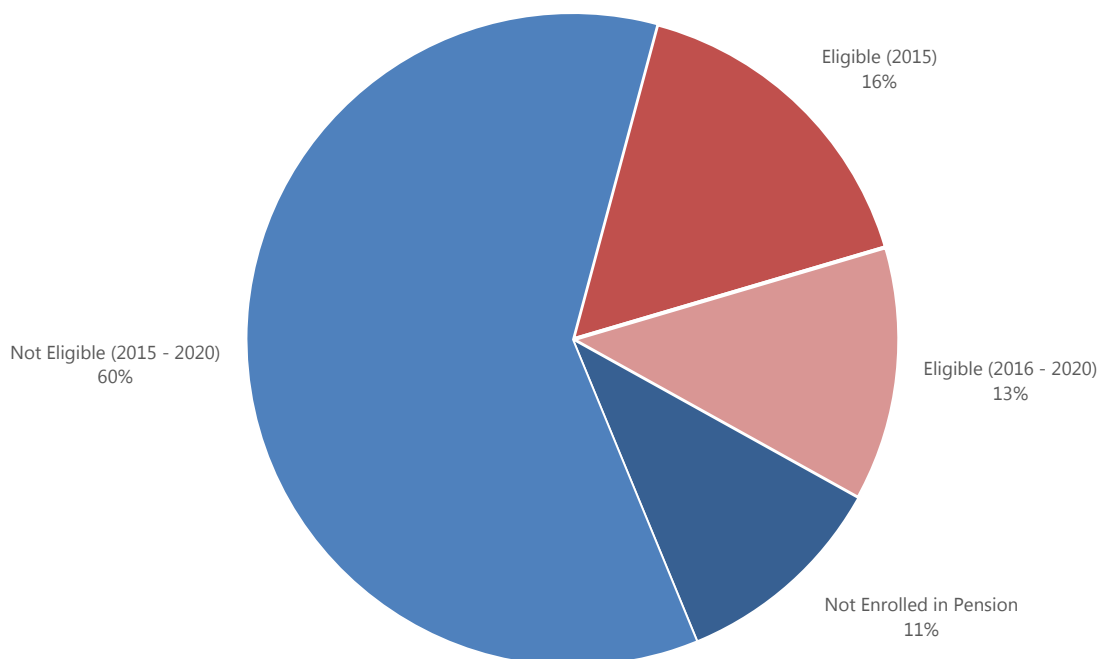
RETIREMENT ELIGIBILITY

Defined benefit retirement plans are available to City employees and represent just one of the many significant benefits of a career in City service.

Understanding pension enrollment trends, retirement readiness, and being able to use recent and historical data about retirees to predict when employees might actually retire are key to long-term strategic workforce planning.

Retirement readiness was determined by looking at full-time employees who are enrolled in a pension plan and calculating the year in which they will meet the minimum age and service requirements for their pension tier and plan. A description of the calculations can be found in Appendix I.

Fig 19: Fiscal 2015, Pension Enrollment and Retirement Eligibility (All Employees)



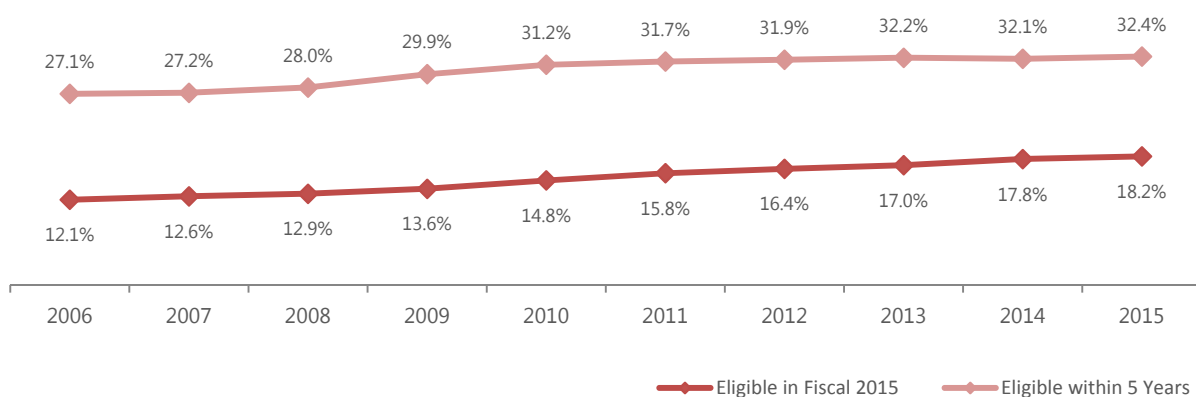
Nearly 30% of the current workforce will be eligible to retire with pension by Fiscal 2020, while 16% of the workforce was eligible to retire in Fiscal 2015.

Trends in Retirement Eligibility

There is little change from year-to-year in the percent of employees enrolled in a pension plan, which ranged between 90% and 94% of all employees between Fiscal 2006 and Fiscal 2014. Fiscal 2015 marks the first time over the last decade the rate has fallen below 90%, to 89.3%.

A look at the percent of pension enrolled employees and their pension eligibility over the last decade shows a clear and increasing trend in the percent who are eligible to retire in the current year and within the next five years.

Fig 20: Fiscal 2006-2015, Retirement Eligibility of Pension Enrolled Employees



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SECTION II: EMPLOYEE TURNOVER

HIRES

During Fiscal 2015 the City hired more than 32,000 employees. Hiring falls into two different types: new hires and re-hires.

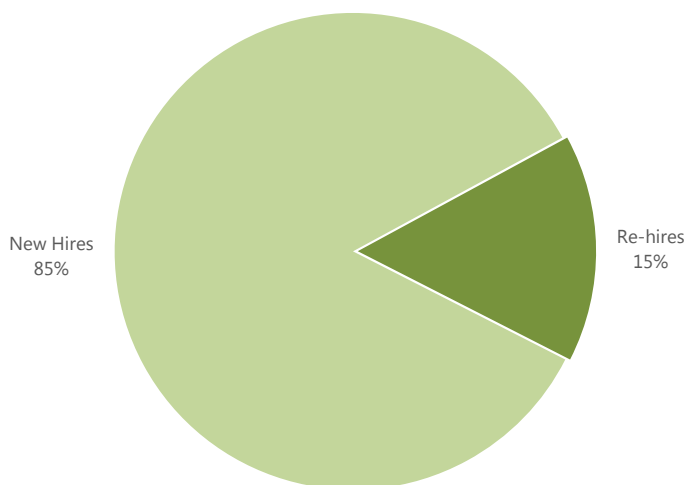
New Hires

Employees who were on-boarded during Fiscal 2015 and had no prior service in the agencies or titles covered in this report.

Re-hires

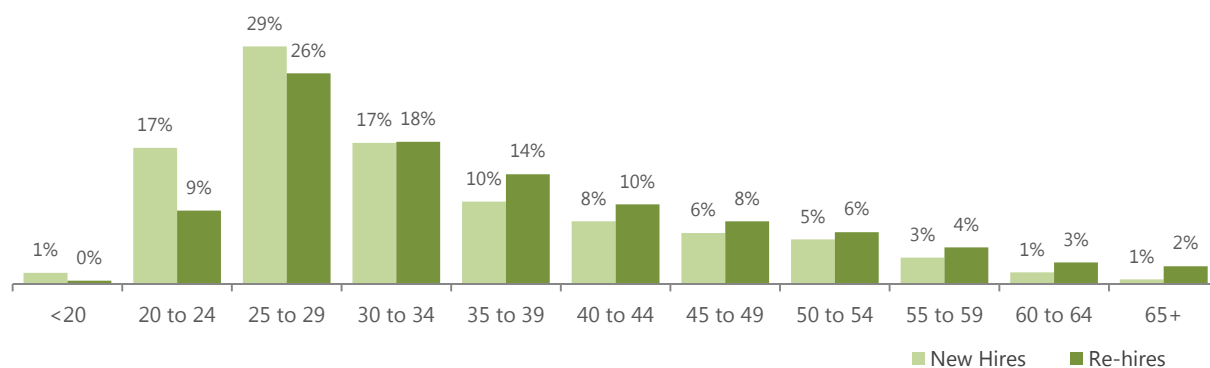
Employees who were on-boarded during Fiscal 2015 and were found to have prior City service in the agencies and titles covered in this report.

Fig 21: Fiscal 2015, Hiring by Type



Age Distribution of Hires

Fig 22: Fiscal 2015, Age Distribution of Hires by Type



Nearly half of all new hires during Fiscal 2015 were under the age of 30.

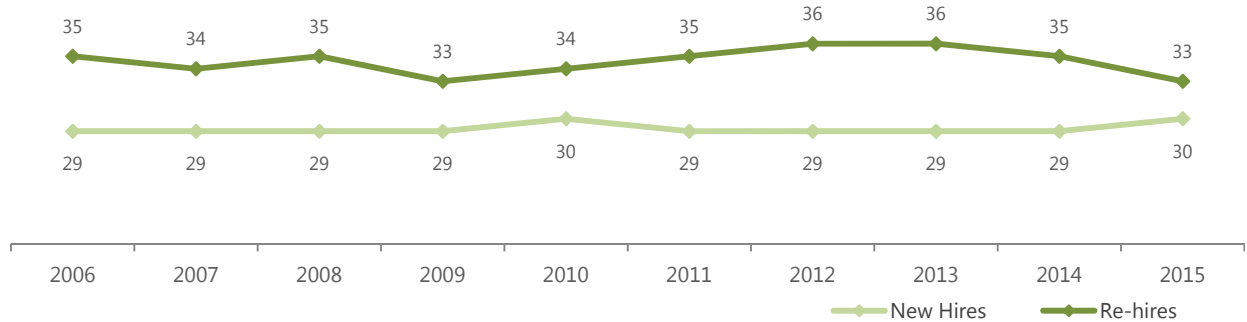
Hiring Trends

Fig 23: Fiscal 2006-2015, Number of Hires by Type



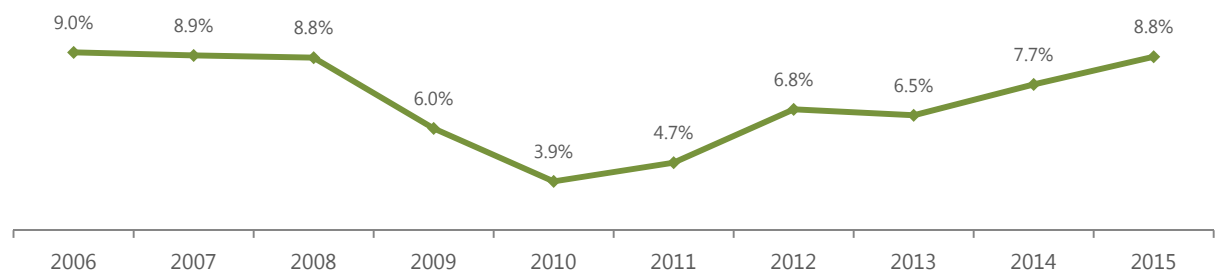
The number of hires has fluctuated significantly from 2006 through 2015. The recession of the late 2000s saw a dramatic reduction in hires in 2009, 2010, and 2011. Re-hires as a percent of all hires has been relatively consistent through the years.

Fig 24: Fiscal 2006-2015, Median Age of Hires by Type



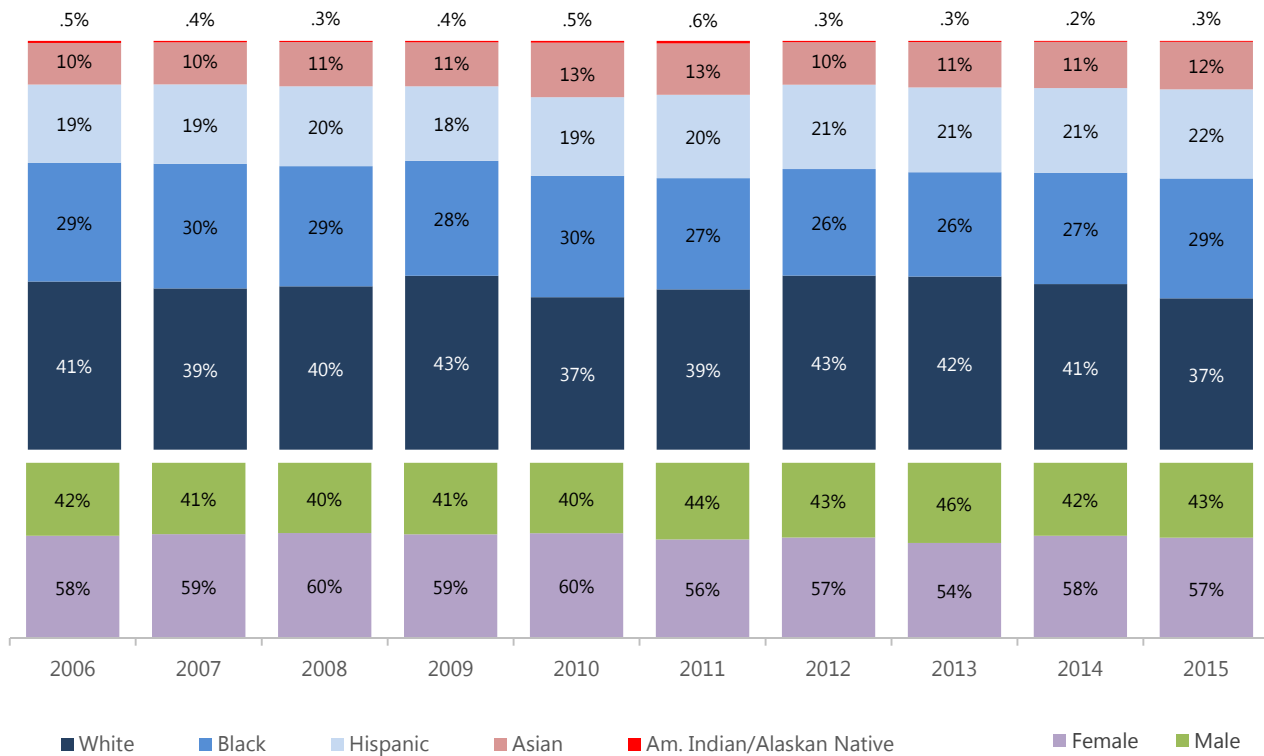
The median age of new hires has been consistently hovering around 29, with an increase to 30 in 2015.

Fig 25: Fiscal 2006-2015, All Hires as a Percent of Total Headcount



The drop in hiring between Fiscal 2009 and 2011 is consistent with the hiring freeze instituted in 2009, which was not fully lifted until 2011. The hiring rate tracks consistently with the total number of hires over time.

Fig 26: Fiscal 2006-2015, New Hires by Gender and Ethnicity



Minorities have come to comprise a larger percent of new hires over the last decade, with the largest gains seen in the Hispanic population.

SEPARATIONS

Separations for each year were determined by evaluating each active employee at the close of the prior fiscal year that was not active at the close of the current fiscal year.

Separation Reasons

In this report, separations are grouped under five different reasons, plus an "other" group, for employees who transferred from one agency to another and separated from their new agency during the same fiscal year.

Retirement

Voluntary separation of an employee from City service after applying to receive benefits under their pension plan.

Resignation

Voluntary separation of an employee for reasons other than retirement.

Dismissal

Involuntary separation of an employee not due to budgetary constraints or mandatory headcount reductions. This category includes reasons such as not passing probation or poor performance, and, not maintaining the required licenses or certifications for a particular position.

Layoff

Involuntary separation of an employee due to budgetary constraints or mandatory headcount reductions.

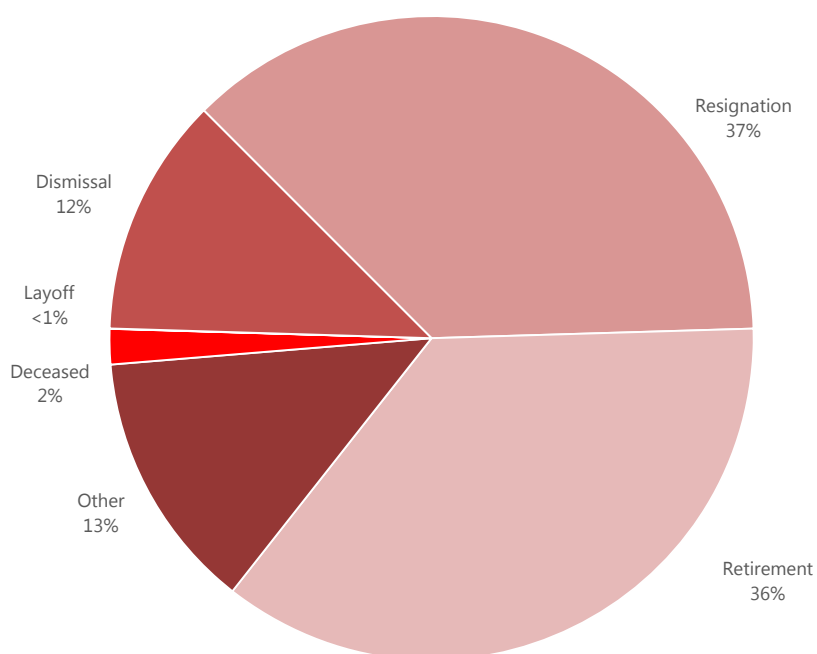
Deceased

Employees that died during the fiscal year.

Other

Separated employees whose reason for leaving is not covered by the categories above, or data regarding their separation reason was not available.

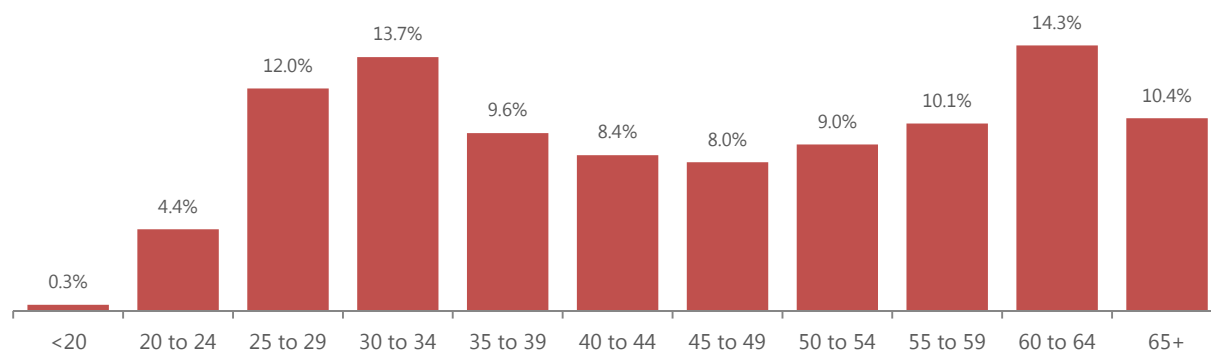
Fig 27: Fiscal 2015, Separations by Type



An almost equal percent of separations were due to resignation or retirement, representing 73% of the total.

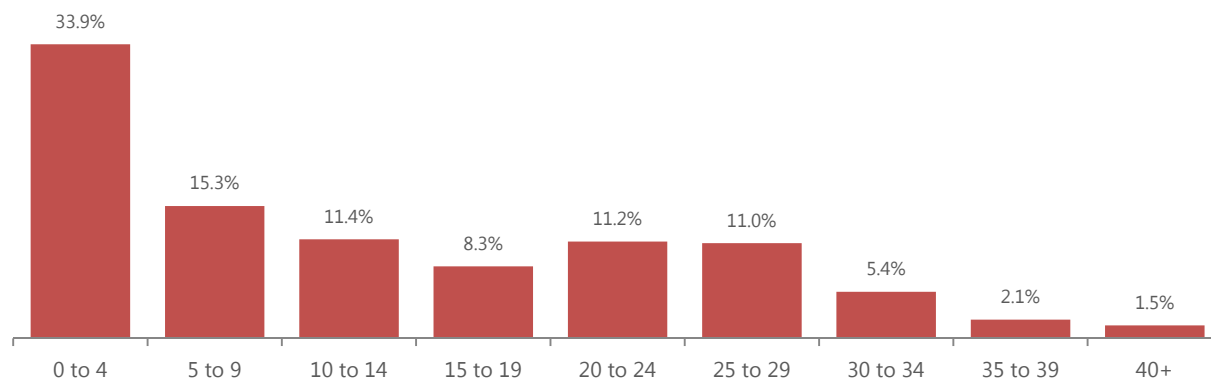
Distribution of Separations by Age and Years of Service

Fig 28: Fiscal 2015, Distribution of All Separations by Age



Approximately 30% of all separations were by employees under the age of 35, while approximately 25% of all separated employees were over 60 years old.

Fig 29: Fiscal 2015, Distribution of All Separations by Years of Service

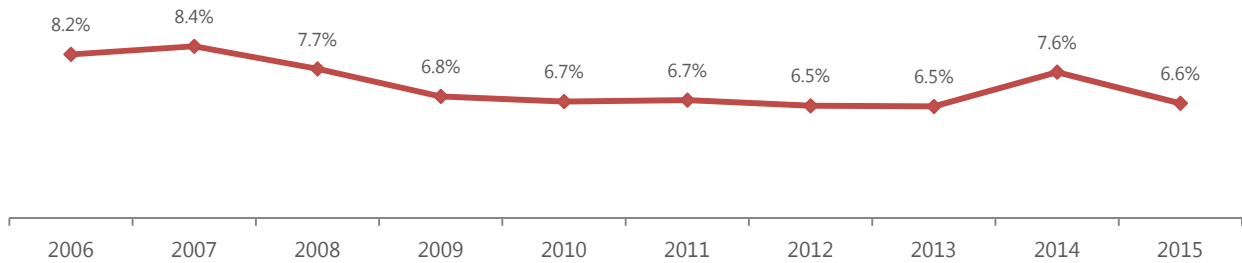


Almost half of all separated employees had fewer than ten years of service while just 20% of separating employees had more than 25 years of service.

The number of resignations exceeds the number of retirements. The age and years of service figures above show that younger and lower-tenured employees represent a significant portion of all separations. Combined, these facts suggest a high turnover among younger and less tenured employees.

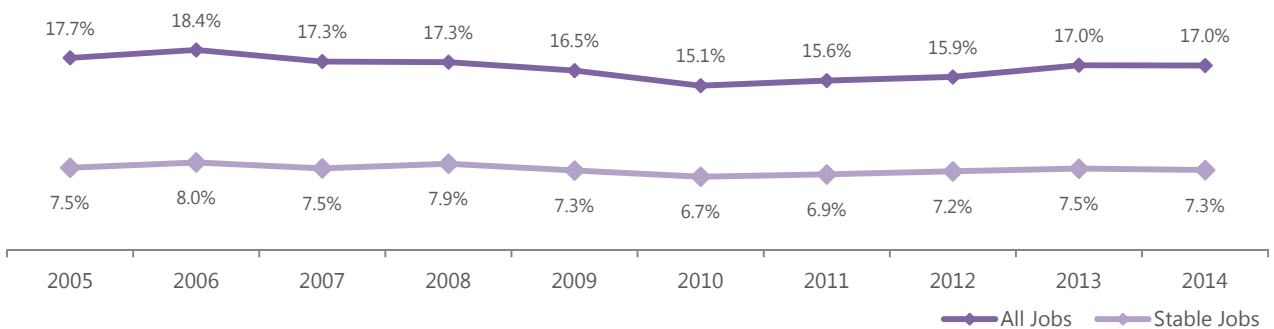
Employee Separation Trends

Fig 30: Fiscal 2006-2015, Separation Rate for NYC Government



Separations as a percent of the total City workforce have been relatively stable over the last ten years.

Fig 31: CY 2005-2014, Turnover Rate for NYC Total Employed Population



Source: US Census Quarterly Workforce Indicators (<http://lehd.ces.census.gov/data>). Data provided for New York City Counties. Figures based on quarterly averages for each year.

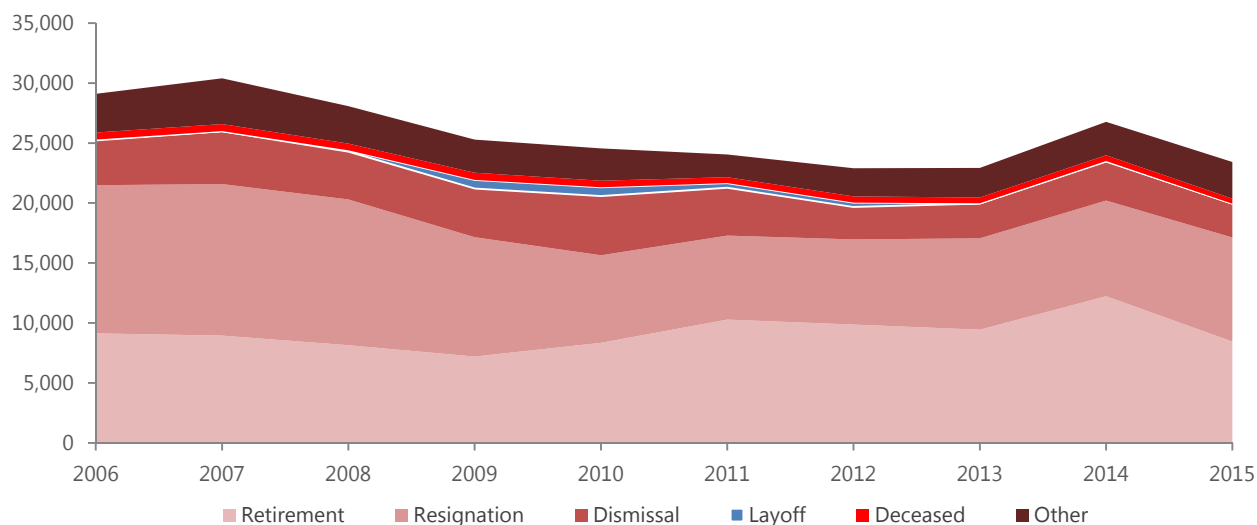
All Jobs: Estimated number of workers whose job with a given employer ended in the specified data period.

Stable Jobs: Estimated number of workers who had a job for at least a full quarter and then the job ended. Jobs are counted as a stable separation in the last quarter of employment.

Similar to the NYC Government separation rate, the turnover rate for the NYC total employed population has been relatively stable over the decade.

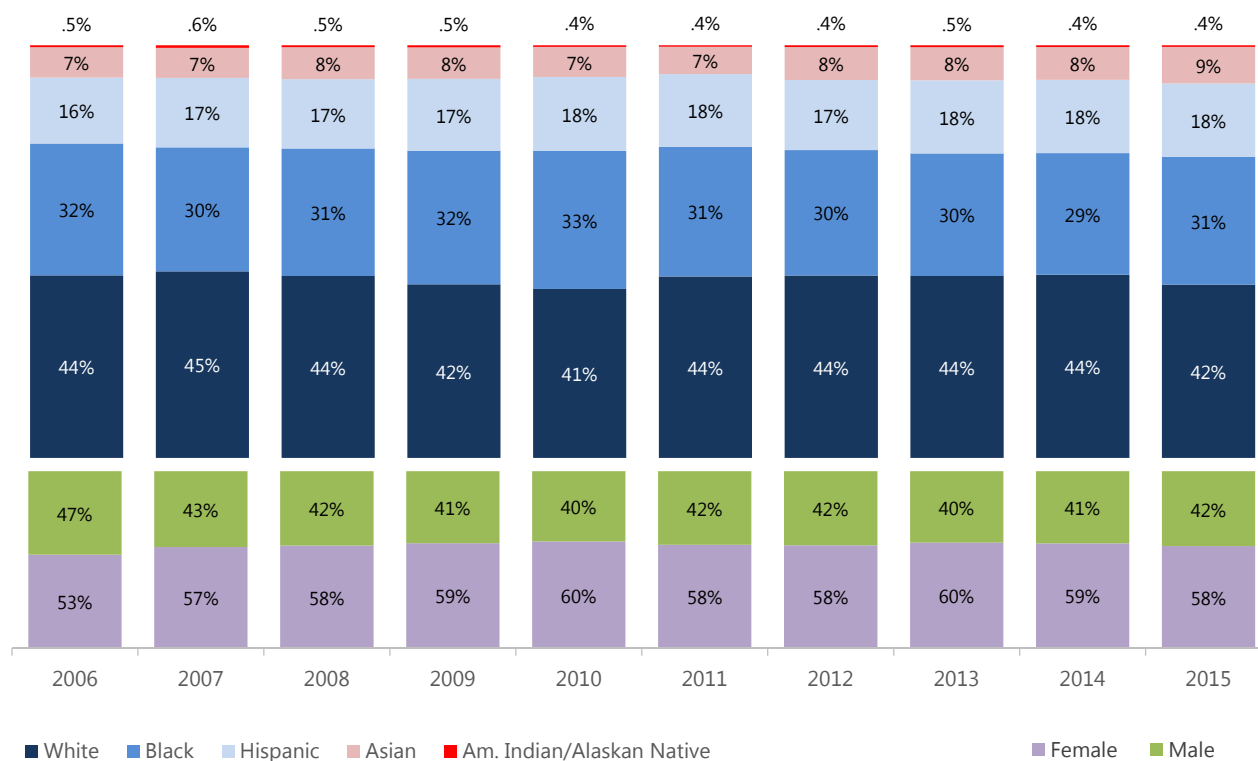
The turnover rate for all jobs in the NYC Total Employed Population is nearly double the separation rate of the City's municipal workforce. The turnover rate for stable jobs, however, shows remarkable parity with the NYC Government's separation rate.

Fig 32: Fiscal 2006-2015, All Separations by Type by Year



The total number of separations has varied by as much as 28% over the last ten years, with the lowest number occurring in Fiscal 2012 and the highest number occurring in Fiscal 2007. Also worth noting is the substantial increase in the number of retirements between Fiscal 2013 and 2014 (30%). The number of retirements dropped to near the 10-year average in Fiscal 2015.

Fig 33: Fiscal 2006-2015, All Separations by Gender and Ethnicity



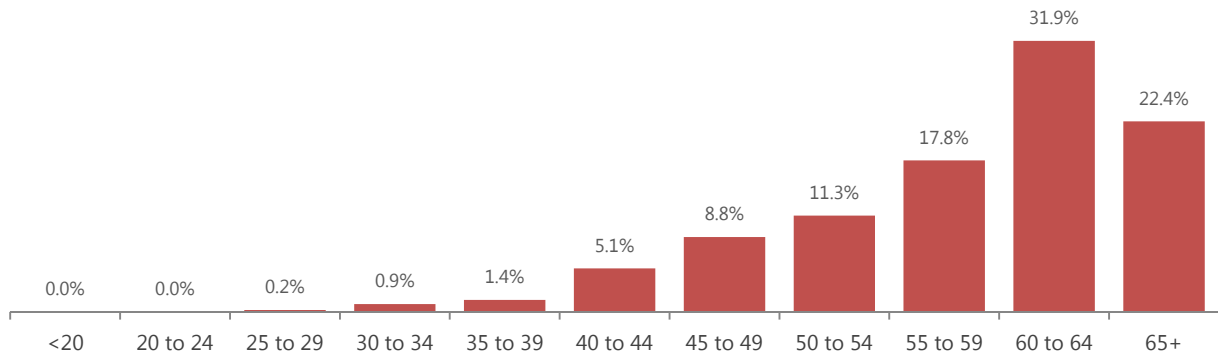
Females have increased as a percent of all separations over the decade, as have Hispanic and Asian employees.

RETIREMENTS

Almost 8,500 employees retired from City service during Fiscal 2015, representing less than 3% of the total headcount. Retirements include voluntary service retirements and disability retirements.

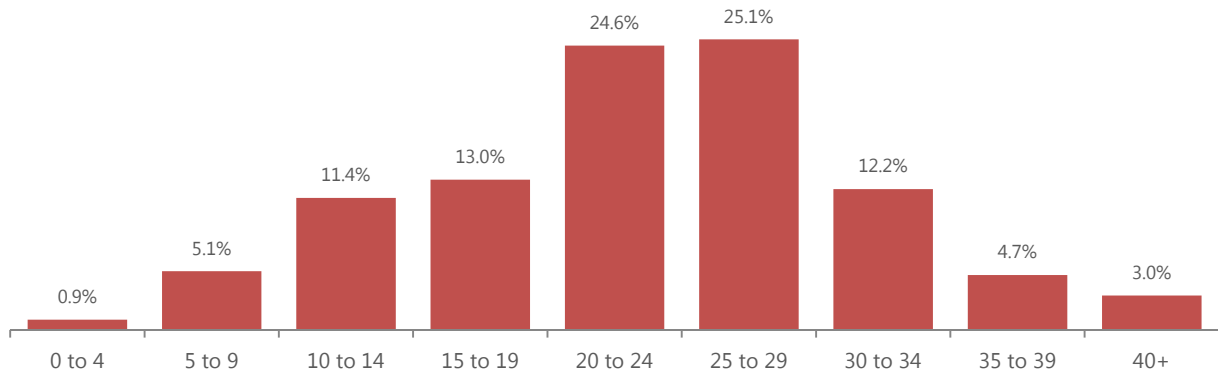
While 17% of the pension-enrolled workforce was eligible to retire during Fiscal 2015, only 17% of the retirement eligible workforce availed themselves of the opportunity.

Fig 34: Fiscal 2015, Distribution of Retirees by Age



More than half of retirees were over the age of 60, and an additional 29% were between 50 and 60 years old.

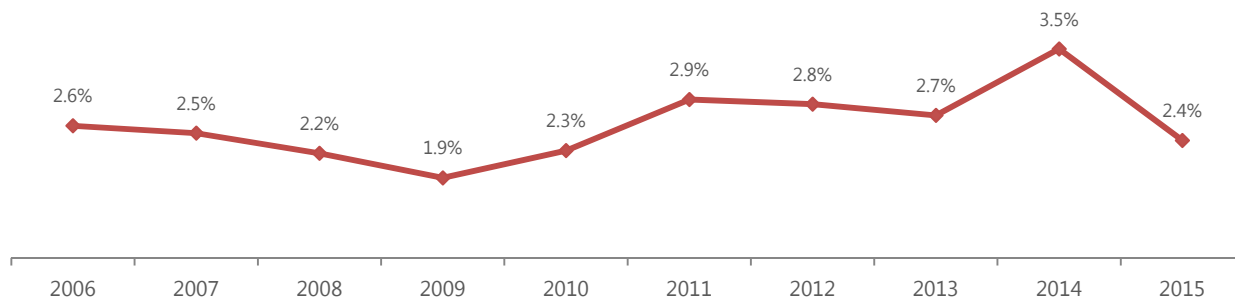
Fig 35: Fiscal 2015, Distribution of Retirees by Years of Service



Nearly 75% of retirees had between 15 and 34 years of service.

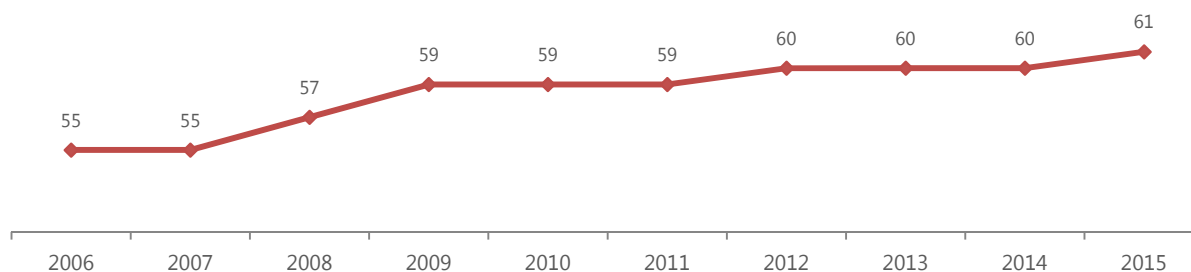
Retirement Trends

Fig 36: Fiscal 2006-2015, Retirements as a Percent of Total Headcount (Previous Fiscal Year)



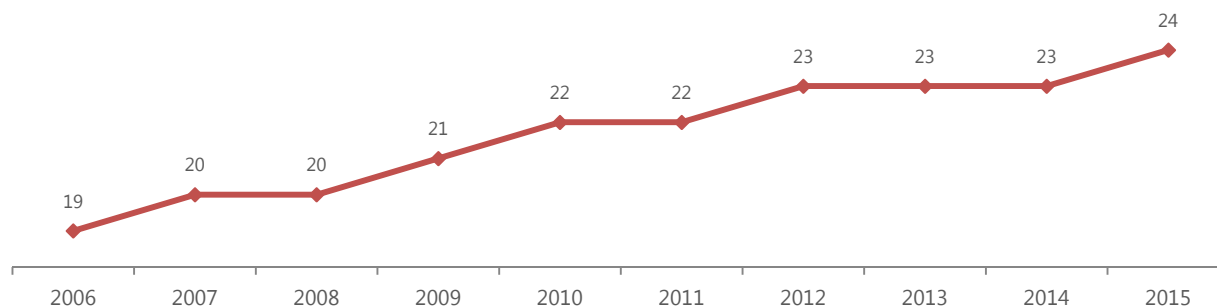
The percent of City employees retiring each year remains relatively stable, but there was a noticeable decrease between Fiscal 2007 and Fiscal 2011 and an almost 30% increase between Fiscal 2013 and Fiscal 2014.

Fig 37: Fiscal 2006-2015, Median Age of Retirees



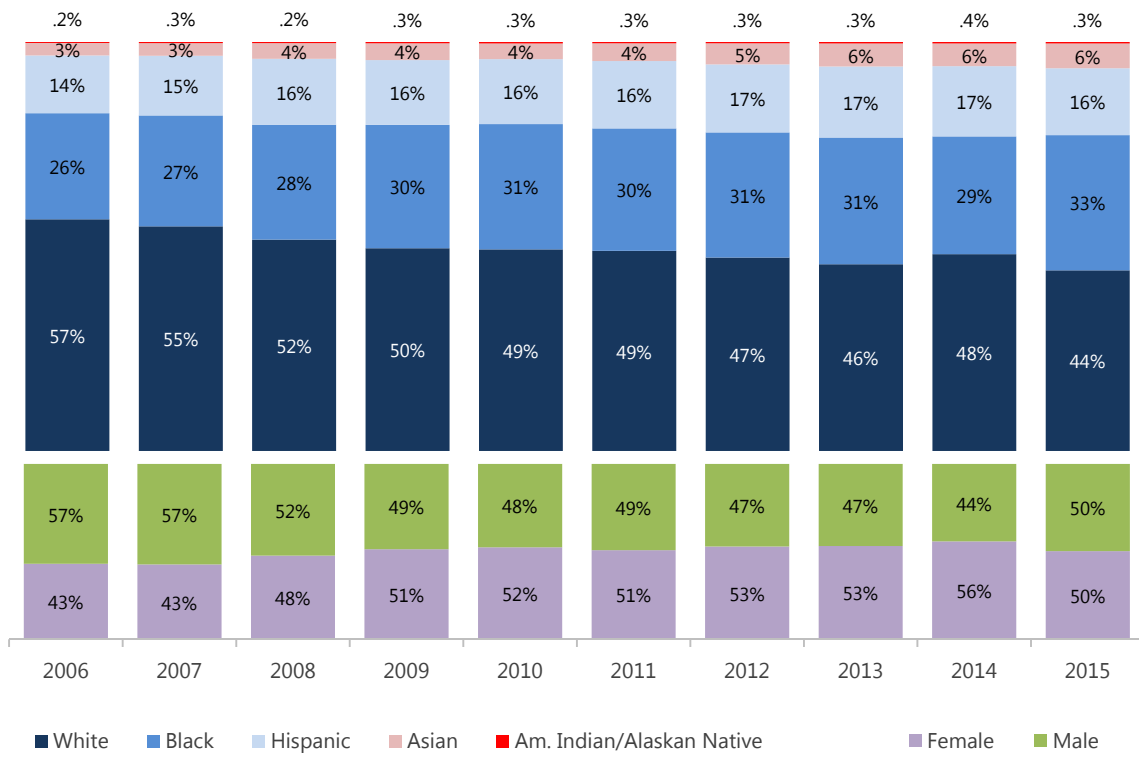
The median age of retirees increased by 11% between Fiscal 2006 and Fiscal 2015.

Fig 38: Fiscal 2006-2015, Median Years of Service of Retirees



Between Fiscal 2006 and Fiscal 2015 the median years of service at retirement increased by more than 26%.

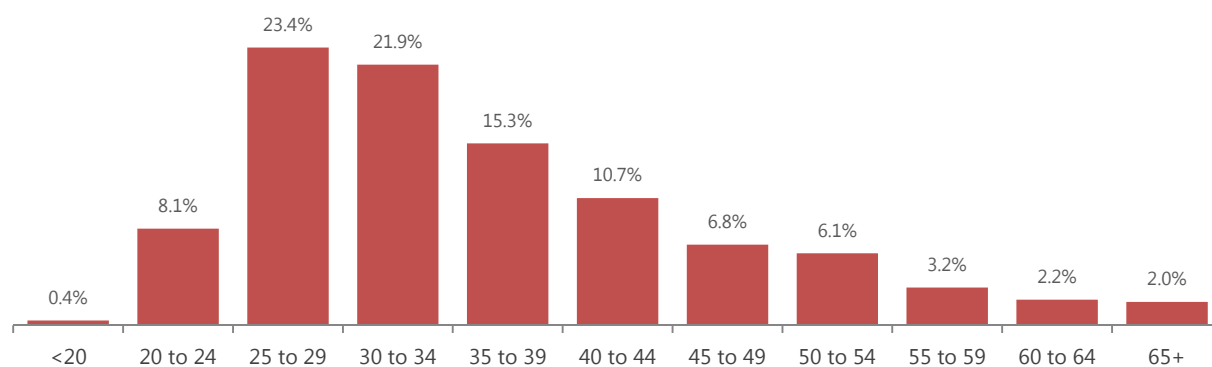
Fig 39: Fiscal 2006-2015, Retirees by Gender and Ethnicity



Retirement trends over the last decade show women increasing as a percent of retirees. Increases are also observed in the Asian, Black, and Hispanic demographics.

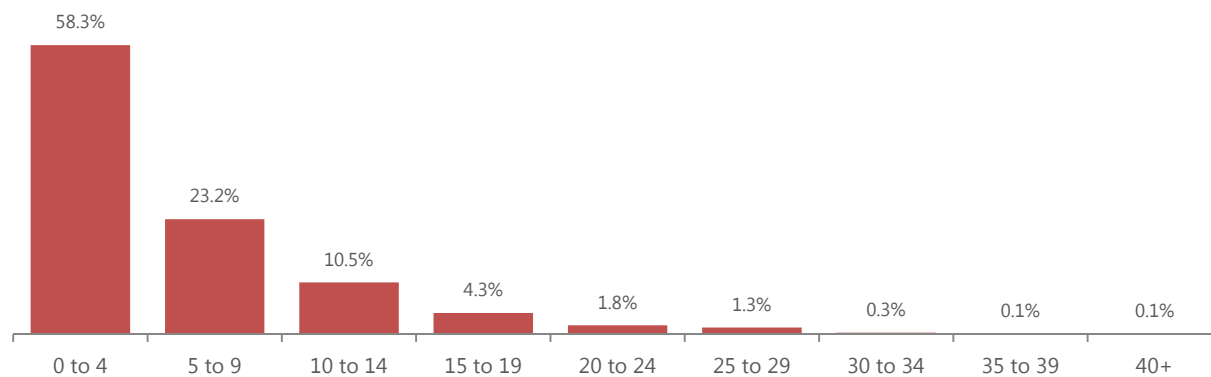
RESIGNATIONS

Fig 40: Fiscal 2015, Distribution of Resignations by Age



More than half of all resignations were by employees under 35 years of age, and an additional 33% resigned before the age of 50.

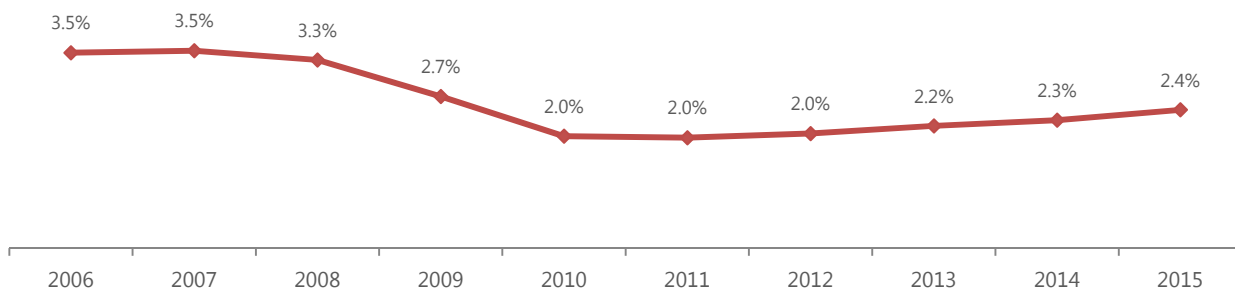
Fig 41: Fiscal 2015, Distribution of Resignations by Years of Service



More than 80% of all resignations were by employees with fewer than ten years of service; 58% were by employees with fewer than five years of service.

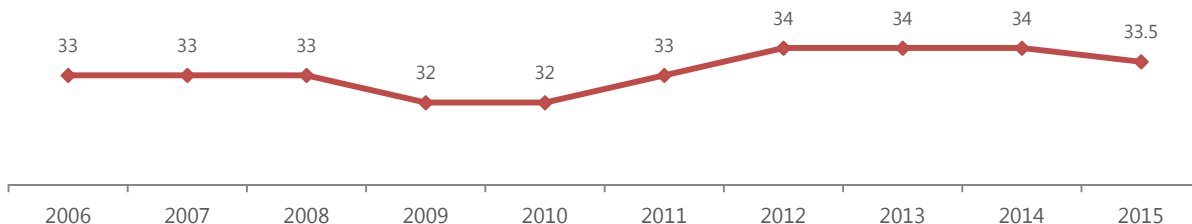
Resignation Trends

Fig 42: Fiscal 2006-2015, Resignations as a Percent of Total Headcount (Previous Fiscal Year)



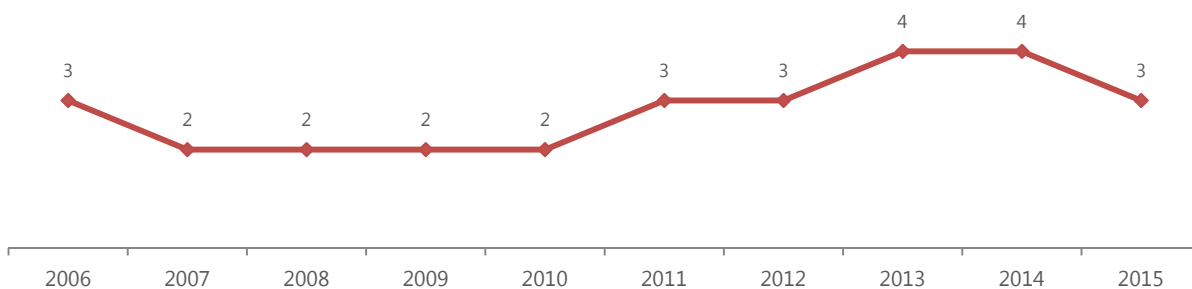
Between Fiscal 2006 and Fiscal 2012 the percent of employees who resigned dropped. Between Fiscal 2012 and 2015 the percent has gradually increased.

Fig 43: Fiscal 2006-2015, Median Age at Resignation



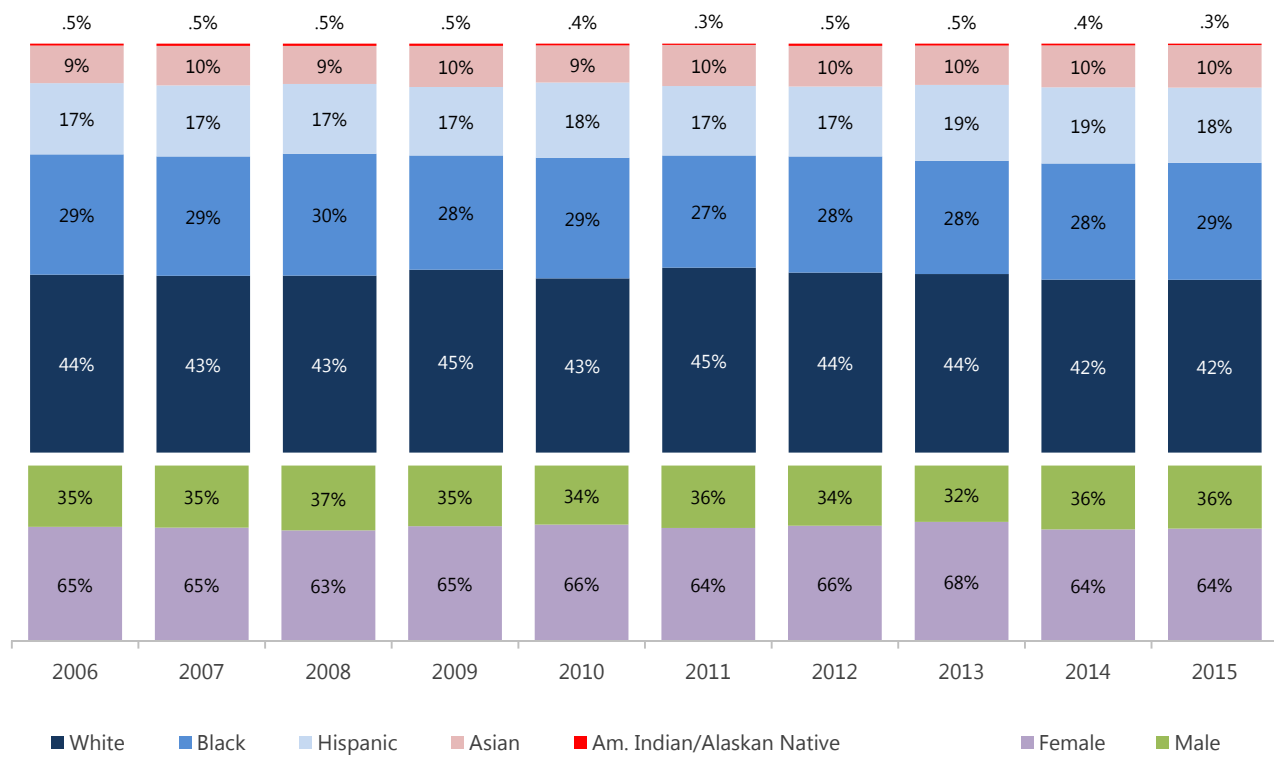
The median age of resigning employees has been relatively stable, and approximately ten years younger than the overall citywide median age of 44.

Fig 44: Fiscal 2006-2015, Median Years of Service at Resignation



The median years of service for employees who resigned was relatively stable, and below the citywide median of 10 years of service.

Fig 45: Fiscal 2006-2015, Resignations by Gender and Ethnicity

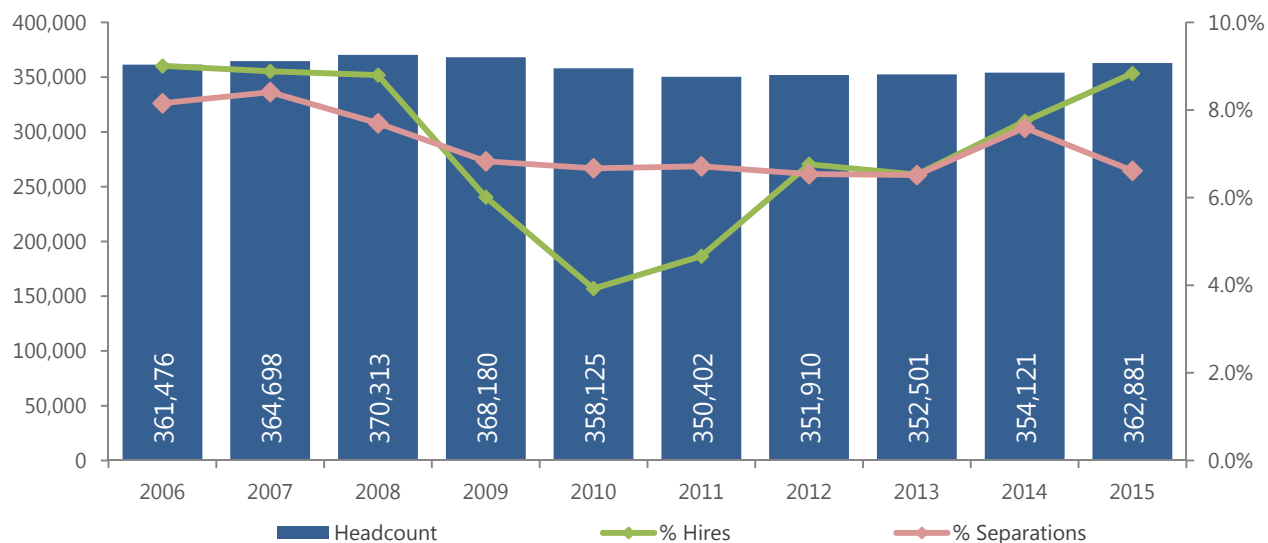


The ratio of resignations by gender and ethnicity has been consistent over the last 10 years.

ATTRITION

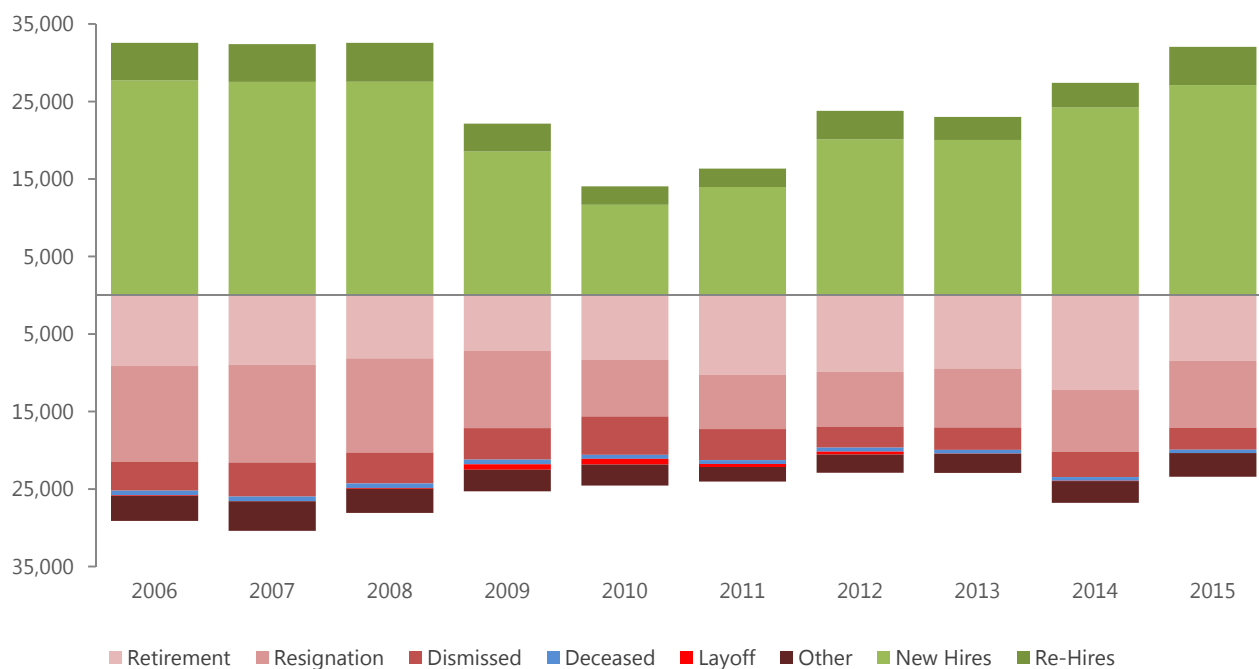
Total headcount over the last ten years has remained relatively stable, varying between the low of 350,402 in Fiscal 2011 to the high of 370,313 in Fiscal 2008.

Fig 46: Fiscal 2006-2015, Total Headcount and Hiring and Separation Rates



Hiring rates ranged from 9% in Fiscal 2006 to a low of 3.9% in Fiscal 2010. Fiscal 2015 shows a continuation of a 3-year trend of increased hiring.

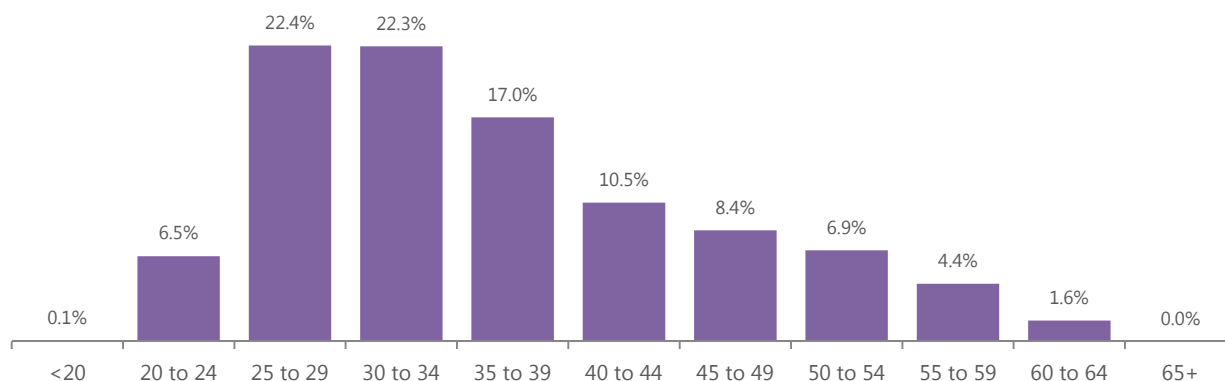
Fig 47: Fiscal 2006-2015, Total of all Hires and Separations



TRANSFERS

A transfer is an employee who is serving at a different City agency from the previous fiscal year.

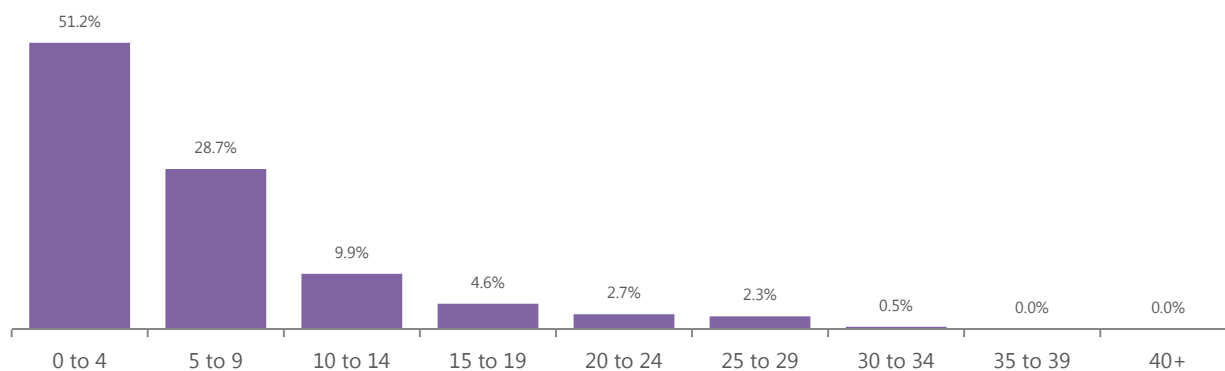
Fig 48: Fiscal 2015, Distribution of Inter-Agency Transfers by Age



The median age of transfers was 30.

The age distribution for employees changing agencies during Fiscal 2015 shows that transfers are more likely to occur between the ages of 25 and 34. As age increases, the rate of employees transferring declines steadily.

Fig 49: Fiscal 2015, Distribution of Inter-Agency Transfers by Years of Service



The median years of service of transfers was five.

The distribution of years of service shows that more than half of transfers had fewer than five years of service, and 80% had fewer than 10 years of service.

SECTION III: CITY AGENCIES

AGENCY OVERVIEW

The 71 agencies in this report were grouped around their mandate and the services they provide. The groupings are an amalgam of the categorizations used in the Mayor's Management Report and the Citywide Performance Reporting system. A detailed profile of each agency can be found in Appendix II.

Administrative Services

Includes operations that support other City agencies by providing the resources needed for service delivery, including facilities, information systems, vehicles, and personnel. These agencies also administer pension plans, negotiate labor contracts, and maintain the City's archives.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF CITYWIDE ADMIN SVCS (DCAS)	2,019	96.6%
DEPARTMENT OF INFO TECH & TELECOMM (DOITT)	1,249	99.5%
MAYORALTY	940	98.1%
BOARD OF ELECTION (BOE)	692	54.3%
NYC EMPLOYEES RETIREMENT SYSTEM (NYCERS)	430	91.4%
TEACHERS RETIREMENT SYSTEM (TRS)	374	100.0%
OFFICE OF PAYROLL ADMINISTRATION (OPA)	157	100.0%
NEW YORK CITY POLICE PENSION FUND (NYCPPF)	136	97.1%
OFFICE OF THE CITY CLERK (CLERK)	66	100.0%
DEPARTMENT OF RECORDS & INFO SERVICE (DORIS)	51	84.3%
OFFICE OF COLLECTIVE BARGAINING (OCB)	15	100.0%
	6,129	

Business, Finance & Economy

The government services intended to increase the City's economic strength, make it easier to do business here, and ensure that business is conducted legally and fairly. This group includes fiscal planning and management for City government and the administrative functions of collecting taxes and fines.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF FINANCE (DOF)	1,879	99.9%
OFFICE OF THE COMPTROLLER (COMPTROLLER)	746	97.9%
TAXI & LIMOUSINE COMMISSION (TLC)	624	89.7%
FINANCIAL INFORMATION SERVICES AGENCY (FISA)	429	99.3%
DEPARTMENT OF CONSUMER AFFAIRS (DCA)	378	99.7%
DEPARTMENT OF SMALL BUSINESS SERVICES (SBS)	255	86.7%
BUSINESS INTEGRITY COMMISSION (BIC)	73	100.0%
NEW YORK CITY TAX COMMISSION (NYCTAX)	45	84.4%
OFFICE OF THE ACTUARY (ACTUARY)	37	100.0%
INDEPENDENT BUDGET OFFICE (IBO)	36	94.4%
MUNICIPAL WATER FIN AUTHORITY (MWFA)	15	100.0%
	4,517	

Civic Engagement

Those agencies that represent the public directly in legislative, community, and public policy issues.

Agency	Total Headcount	% Full-Time
NEW YORK CITY COUNCIL (COUNCIL)	713	43.9%
BOROUGH PRESIDENT-BROOKLYN (BP-BK)	122	89.3%
BOROUGH PRESIDENT-QUEENS (BP-QNS)	109	86.2%
BOROUGH PRESIDENT-BRONX (BP-BX)	96	89.6%
BOROUGH PRESIDENT-MANHATTAN (BP-MAN)	96	96.9%
CAMPAIGN FINANCE BOARD (CFB)	94	96.8%
BOROUGH PRESIDENT-STATEN IS (BP-SI)	52	82.7%
OFFICE OF THE PUBLIC ADVOCATE (PA)	47	91.5%
OFFICES OF THE PUBLIC ADMINISTRATORS (PUBADMIN)	42	100.0%
	1,371	

Communities & Neighborhoods

Programs that communities depend on for their quality of life. These include maintenance of parks and public spaces, enforcement activities aimed at preserving a healthy urban environment, and operation of public housing developments.

Agency	Total Headcount	% Full-Time
NYC HOUSING AUTHORITY (NYCHA)	11,729	97.9%
DEPARTMENT OF PARKS & RECREATION (PARKS)	7,523	52.9%
HOUSING PRESERVATION & DEVELOPMENT (HPD)	2,170	98.3%
LANDMARKS PRESERVATION COMMISSION (LPC)	73	93.2%
DEPARTMENT OF CULTURAL AFFAIRS (DCLA)	69	75.4%
	21,564	

Notes:

MAYORALTY includes the Office of the Mayor, the Office of Management and Budget, and the Office of Labor Relations.

Community Boards are grouped under their respective Borough President's Office.

The Public Administrators of each borough are grouped as a single entity.

Percentages of gender and ethnicity, and employee age, are only provided if the number of employees in the grouping is five or more.

Education

Education includes administration of the City's public schools, including the educational curriculum as well as physical management, construction, and renewal of school facilities and resources.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF EDUCATION (DOE)	150,068	84.1%
SCHOOL CONSTRUCTION AUTHORITY (SCA)	683	100.0%
	150,751	

Health & Human Services

Social Services include action against public health problems and diseases, homelessness, child abuse and neglect, and domestic violence; administration of government benefits for the needy, as well as for youth and seniors.

Agency	Total Headcount	% Full-Time
NYC HEALTH AND HOSPITALS (NYCHH)	40,167	91.4%
HUMAN RESOURCES ADMINISTRATION (HRA)	13,990	98.4%
ADMINISTRATION FOR CHILDREN'S SERVICES (ACS)	6,121	99.9%
DEPARTMENT OF HEALTH/MENTAL HYGIENE (DOHMH)	5,596	79.4%
DEPARTMENT OF HOMELESS SERVICES (DHS)	2,025	100.0%
DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT (DYCD)	503	90.3%
DEPARTMENT FOR THE AGING (DFTA)	299	93.0%
	68,701	

Infrastructure & Sustainability

Agencies focused on the safety and adequacy of the physical framework that provide New Yorkers with basic needs such as housing, transportation, and water. Infrastructure agencies plan, contract for and oversee the City's program of new construction and maintenance and, coordinate preservation and construction programs.

Agency	Total Headcount	% Full-Time
DEPARTMENT OF SANITATION (DSNY)	9,477	99.6%
DEPARTMENT OF ENVIRONMENT PROTECTION (DEP)	5,762	98.1%
DEPARTMENT OF TRANSPORTATION (DOT)	4,951	91.4%
DEPARTMENT OF DESIGN & CONSTRUCTION (DDC)	1,232	98.9%
DEPARTMENT OF BUILDINGS (DOB)	1,123	99.7%
DEPARTMENT OF CITY PLANNING (DCP)	287	90.2%
	22,832	

Legal Affairs & Access to Justice

Agencies that represent City government in legal matters that ensure government's compliance with the law and with standards of integrity, and that provide citizens with mechanisms for seeking redress where individual rights may have been violated.

Agency	Total Headcount	% Full-Time
LAW DEPARTMENT (LAW)	1,573	90.0%
DISTRICT ATTORNEY - MANHATTAN (DA-MAN)	1,360	99.5%
DISTRICT ATTORNEY - KINGS COUNTY (DA-BK)	1,103	96.2%
DISTRICT ATTORNEY - BRONX COUNTY (DA-BX)	853	99.8%
DISTRICT ATTORNEY - QUEENS COUNTY (DA-QNS)	653	99.7%
OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS (OATH)	305	79.3%
DISTRICT ATTORNEY - SPECIAL NARCOTICS (DA-NARC)	201	99.0%
CIVILIAN COMPLAINT REVIEW BOARD (CCRB)	159	89.9%
DISTRICT ATTORNEY - RICHMOND COUNTY (DA-SI)	104	96.2%
CITY COMMISSION ON HUMAN RIGHTS (CCHR)	69	98.6%
CONFLICTS OF INTEREST BOARD (COIB)	22	100.0%
BOARD OF CORRECTIONS (BOC)	17	100.0%
NYC CIVIL SERVICE COMMISSION (NYCCSC)	13	76.9%
EQUAL EMPLOYMENT PRACTICES COMMISSION (EEPC)	6	100.0%
	6,438	

Public Safety & Law Enforcement

Public Safety covers the government services devoted to reducing crime, maintaining a safe and secure public environment, responding to all emergencies that threaten life and property, protecting New York City from terrorism, improving the City's emergency preparedness and response capabilities, and administering criminal justice, including City jails and probation.

Agency	Total Headcount	% Full-Time
POLICE DEPARTMENT (NYPD)	52,418	95.1%
FIRE DEPARTMENT (FDNY)	16,417	99.4%
DEPARTMENT OF CORRECTION (DOC)	10,362	99.3%
DEPARTMENT OF PROBATION (DOP)	958	99.6%
DEPARTMENT OF INVESTIGATION (DOI)	266	98.9%
NYC EMERGENCY MANAGEMENT (NYCEM)	157	96.8%
	80,578	

Fig 50: Fiscal 2015, Key Indicators by City Agency

	Agency	Total Headcount	% FT	Median Age	Median YOS	Median FT Salary	% Pension Enrolled	% Retirement Eligible	% New Hires	% Separated
Administrative Services	DCAS	2,019	96.6%	51	10	\$57,055	91.6%	28.3%	6.4%	6.0%
	DOITT	1,249	99.5%	44	7	\$73,784	81.9%	15.3%	14.1%	6.9%
	MAYORALTY	940	98.1%	37	4	\$71,707	78.8%	15.9%	19.0%	11.2%
	BOE	692	54.3%	50	4	\$44,132	64.9%	14.6%	17.6%	16.5%
	NYCERS	430	91.4%	47	9.5	\$52,034	93.0%	23.3%	8.4%	6.5%
	TRS	374	100.0%	49.5	11	\$62,015	97.9%	23.8%	2.7%	4.3%
	OPA	157	100.0%	51	12	\$71,253	95.5%	28.0%	4.5%	3.8%
	NYCPPF	136	97.1%	50	11	\$61,169	95.6%	32.4%	4.4%	5.1%
	CLERK	66	100.0%	42	8.5	\$43,774	95.5%	18.2%	13.6%	12.1%
	DORIS	51	84.3%	50	11	\$53,795	86.3%	37.3%	7.8%	7.8%
	OCB	15	100.0%	45	8	\$95,000	80.0%	13.3%	13.3%	20.0%
Business, Finance & Economy	DOF	1,879	99.9%	53	19	\$65,873	93.9%	37.8%	5.9%	6.3%
	COMPTROLLER	746	97.9%	47.5	12	\$66,646	88.1%	26.8%	8.8%	6.6%
	TLC	624	89.7%	39	4	\$40,617	85.9%	12.5%	12.2%	9.0%
	FISA	429	99.3%	50	7	\$103,321	80.4%	27.0%	9.1%	5.8%
	DCA	378	99.7%	39	4	\$48,161	78.8%	13.2%	9.0%	11.4%
	SBS	255	86.7%	41	7	\$67,986	68.2%	19.6%	12.2%	11.0%
	BIC	73	100.0%	44	5	\$56,737	80.8%	6.8%	20.5%	13.7%
	NYCTAX	45	84.4%	57	28	\$85,098	88.9%	46.7%	n/a	4.4%
	ACTUARY	37	100.0%	57	15	\$71,540	91.9%	51.4%	2.7%	2.7%
	IBO	36	94.4%	40.5	8.5	\$88,000	75.0%	27.8%	25.0%	13.9%
	MWFA	15	100.0%	46	7	\$86,352	93.3%	13.3%	n/a	6.7%
	COUNCIL	713	43.9%	33	3	\$75,000	62.8%	8.6%	20.5%	17.3%
Civic Engagement	BP-BK	122	89.3%	48	8.5	\$58,660	74.6%	22.1%	16.4%	12.3%
	BP-QNS	109	86.2%	54	12	\$57,389	85.3%	38.5%	4.6%	9.2%
	BP-MAN	96	96.9%	41	6.5	\$57,000	53.1%	13.5%	9.4%	6.3%
	BP-BX	96	89.6%	50.5	14.5	\$69,542	87.5%	34.4%	7.3%	5.2%
	CFB	94	96.8%	38	6	\$71,114	77.7%	14.9%	12.8%	8.5%
	BP-SI	52	82.7%	52.5	11	\$60,673	80.8%	25.0%	7.7%	13.5%
	PA	47	91.5%	33	1	\$55,550	53.2%	2.1%	25.5%	4.3%
	PUBADMIN	42	100.0%	52.5	10	\$45,414	83.3%	31.0%	7.1%	14.3%
	NYCHA	11,729	97.9%	48	14	\$55,872	92.7%	21.6%	7.0%	7.6%
Communities & Neighborhoods	PARKS	7,523	52.9%	34	6	\$55,825	51.5%	11.4%	13.5%	7.2%
	HPD	2,170	98.3%	53	13	\$56,912	89.9%	38.1%	10.9%	6.1%
	LPC	73	93.2%	42	7	\$56,847	76.7%	19.2%	20.5%	15.1%
	DCLA	69	75.4%	40	7	\$69,451	62.3%	14.5%	14.5%	13.0%

Fig 50: Fiscal 2015, Key Indicators by City Agency (continued)

	Agency	Total Headcount	% FT	Median Age	Median YOS	Median FT Salary	% Pension Enrolled	% Retirement Eligible	% New Hires	% Separated
Education	DOE	150,068	84.1%	43	10	\$73,460	89.7%	7.7%	6.3%	5.9%
	SCA	683	100.0%	52	13	\$99,291	91.2%	34.8%	8.1%	7.6%
Health & Human Services	NYCHH	40,167	91.4%	49	9	\$56,802	72.4%	28.0%	11.9%	10.6%
	HRA	13,990	98.4%	51	13	\$42,981	96.4%	29.8%	6.9%	5.7%
	ACS	6,121	99.9%	47	13	\$51,955	97.9%	22.2%	7.8%	6.7%
	DOHMH	5,596	79.4%	48	10	\$59,743	88.5%	25.5%	10.6%	8.5%
	DHS	2,025	100.0%	48	11	\$49,528	95.4%	24.3%	10.2%	5.0%
	DYCD	503	90.3%	44	7	\$66,537	79.7%	19.3%	18.3%	6.0%
	DFTA	299	93.0%	55	15	\$60,981	93.3%	43.1%	4.0%	5.4%
Infrastructure & Sustainability	DSNY	9,477	99.6%	43	10	\$72,153	99.4%	16.0%	7.3%	4.5%
	DEP	5,762	98.1%	49	13	\$72,989	95.1%	26.1%	6.5%	6.5%
	DOT	4,951	91.4%	49	12	\$65,292	97.1%	26.3%	6.8%	5.2%
	DDC	1,232	98.9%	52	14	\$71,659	89.3%	37.1%	8.8%	7.6%
	DOB	1,123	99.7%	50	9	\$67,475	92.2%	27.8%	9.8%	5.8%
	DCP	287	90.2%	43	9	\$70,000	74.2%	26.1%	15.7%	10.5%
Legal Affairs & Access to Justice	LAW	1,573	90.0%	42	8	\$67,211	77.9%	19.8%	10.5%	8.1%
	DA-MAN	1,360	99.5%	37	6	\$65,459	63.9%	12.1%	14.5%	11.9%
	DA-BK	1,103	96.2%	40	7	\$61,800	76.5%	14.2%	12.9%	12.4%
	DA-BX	853	99.8%	35	5	\$63,300	68.6%	11.4%	14.0%	9.0%
	DA-QNS	653	99.7%	44	9	\$63,793	78.6%	18.2%	9.3%	4.7%
	OATH	305	79.3%	47	9	\$59,785	78.4%	26.9%	9.2%	4.9%
	DA-NARC	201	99.0%	45	14	\$73,000	80.6%	27.4%	6.0%	7.5%
	CCRB	159	89.9%	31	3	\$51,288	54.1%	4.4%	17.6%	19.5%
	DA-SI	104	96.2%	44.5	8	\$62,611	96.2%	18.3%	7.7%	10.6%
	CCHR	69	98.6%	51	20	\$63,957	87.0%	42.0%	11.6%	10.1%
	COIB	22	100.0%	39.5	8	\$81,854	72.7%	27.3%	13.6%	9.1%
	BOC	17	100.0%	42	10	\$62,180	82.4%	29.4%	5.9%	5.9%
	NYCCSC	13	76.9%	56	6	\$61,653	61.5%	15.4%	7.7%	15.4%
	EEPC	6	100.0%	31.5	5	\$68,604	83.3%	16.7%	n/a	n/a
Public Safety & Law Enforcement	NYPD	52,418	95.1%	39	10	\$78,026	97.2%	18.3%	5.3%	4.7%
	FDNY	16,417	99.4%	39	12	\$76,488	99.7%	19.5%	8.0%	4.3%
	DOC	10,362	99.3%	43	10	\$76,488	99.5%	18.0%	4.8%	7.0%
	DOP	958	99.6%	51	24	\$60,824	96.3%	31.3%	3.8%	5.7%
	DOI	266	98.9%	42	8	\$67,199	80.5%	20.3%	19.5%	8.3%
	NYCEM	157	96.8%	36	3	\$71,983	73.9%	6.4%	23.6%	10.2%

GENDER AND ETHNICITY

Fig 51: Fiscal 2015, Gender and Ethnicity by Agency

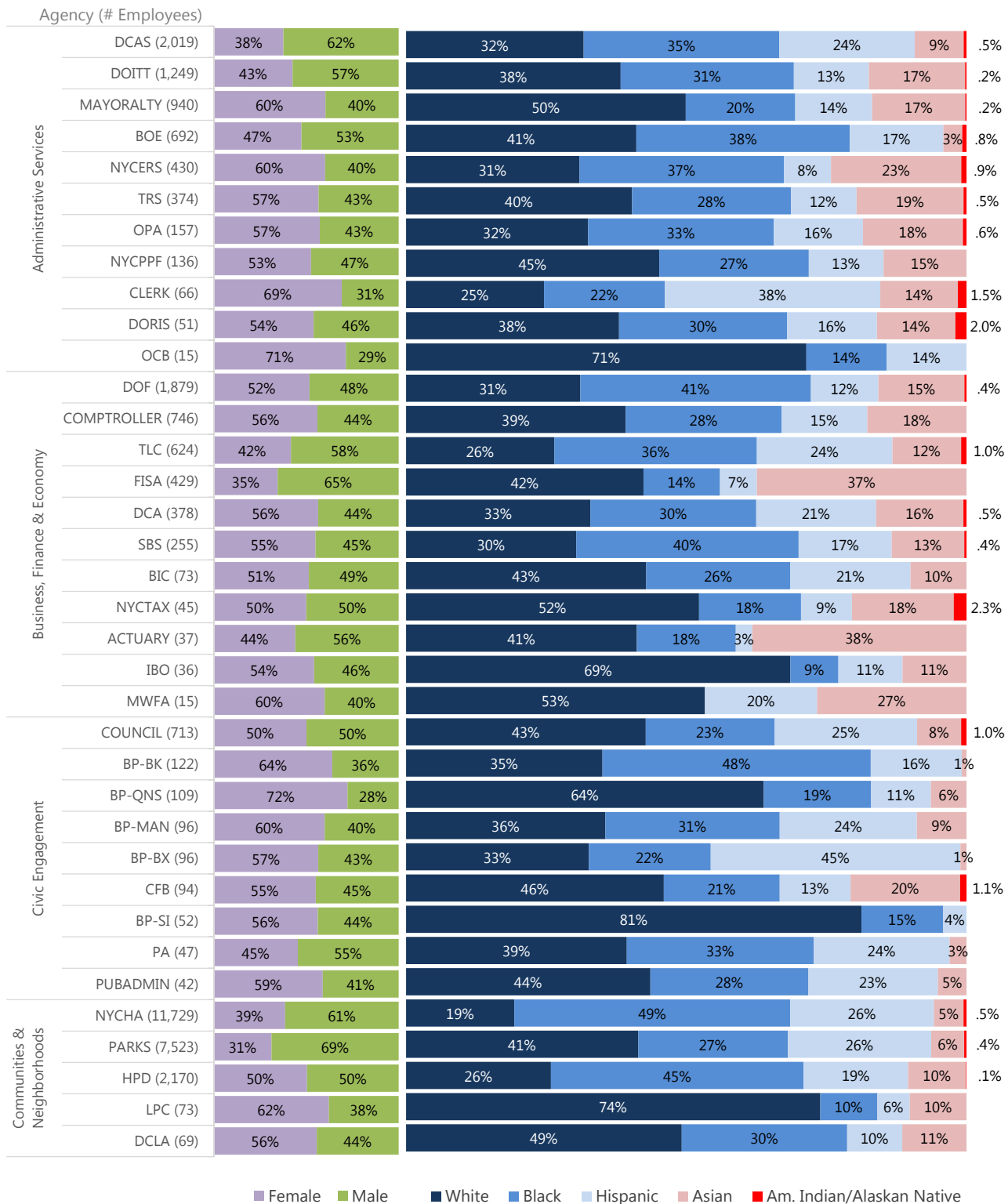
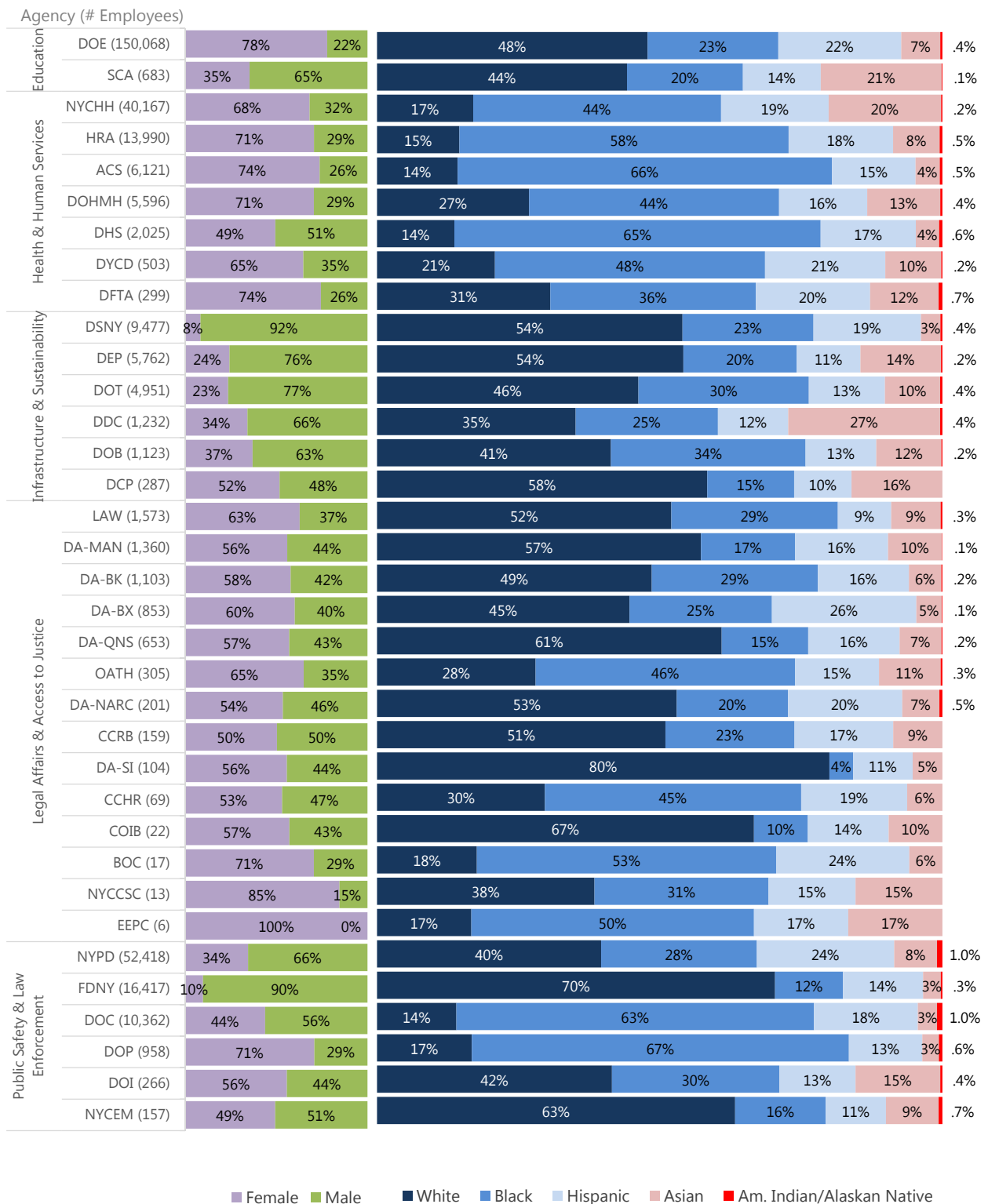


Fig 51: Fiscal 2015, Gender and Ethnicity by Agency (continued)



SALARY

Fig 52: Fiscal 2015, Median Full-Time Annual Salary by Agency

	Agency	Median FT Salary		Agency	Median FT Salary
Administrative Services	DCAS	\$57,055	Education	DOE	\$73,460
	DOITT	\$73,784		SCA	\$99,291
	BOE	\$44,132	Health & Human Services	NYCHH	\$56,802
	MAYORALTY	\$71,707		HRA	\$42,981
	NYCERS	\$52,034		ACS	\$51,955
	TRS	\$62,015		DOHMH	\$59,743
	OPA	\$71,253		DHS	\$49,528
	NYCPPF	\$61,169		DYCD	\$66,537
	CLERK	\$43,774		DFTA	\$60,981
	DORIS	\$53,795	Infrastructure & Sustainability	DSNY	\$72,153
	OCB	\$95,000		DEP	\$72,989
Business, Finance & Economy	DOF	\$65,873		DOT	\$65,292
	COMPTROLLER	\$66,646		DDC	\$71,659
	TLC	\$40,617		DOB	\$67,475
	FISA	\$103,321		DCP	\$70,000
	DCA	\$48,161	Legal Affairs & Access to Justice	LAW	\$67,211
	SBS	\$67,986		DA-MAN	\$65,459
	BIC	\$56,737		DA-BK	\$61,800
	NYCTAX	\$85,098		DA-BX	\$63,300
	ACTUARY	\$71,540		DA-QNS	\$63,793
	IBO	\$88,000		OATH	\$59,785
	MWFA	\$86,352		DA-NARC	\$73,000
Civic Engagement	COUNCIL	\$75,000		CCRB	\$51,288
	BP-BK	\$58,660		DA-SI	\$62,611
	BP-QNS	\$57,389		CCHR	\$63,957
	BP-BX	\$69,542		COIB	\$81,854
	BP-MAN	\$57,000		BOC	\$62,180
	CFB	\$71,114		NYCCSC	\$61,653
	BP-SI	\$60,673		EEPC	\$68,604
	PA	\$55,550	Public Safety & Law Enforcement	NYPD	\$78,026
	PUBADMIN	\$45,414		FDNY	\$76,488
Communities & Neighborhoods	NYCHA	\$55,872		DOC	\$76,488
	PARKS	\$55,825		DOP	\$60,824
	HPD	\$56,912		DOI	\$67,199
	LPC	\$56,847		NYCEM	\$71,983
	DCLA	\$69,451			

AGE AND YEARS OF SERVICE

Fig 53: Fiscal 2015, Employee Age and Years of Service by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	51	48.6	10	12.8
	DOITT	44	45.0	7	8.5
	BOE	50	47.9	4	6.5
	MAYORALTY	37	41.0	4	9.1
	NYCERS	47	46.8	9.5	11.2
	TRS	49.5	48.8	11	12.0
	OPA	51	48.7	12	15.2
	NYCPPF	50	48.2	11	14.8
	CLERK	42	44.3	8.5	10.6
	DORIS	50	47.4	11	15.0
	OCB	45	43.1	8	8.4
Business, Finance & Economy	DOF	53	50.6	19	17.6
	COMPTROLLER	47.5	46.4	12	14.8
	TLC	39	41.0	4	8.4
	FISA	50	49.2	7	11.1
	DCA	39	41.0	4	8.0
	SBS	41	43.3	7	11.7
	BIC	44	41.5	5	8.9
	NYCTAX	57	56.9	28	23.8
	ACTUARY	57	51.6	15	17.5
	IBO	40.5	43.5	8.5	11.2
Civic Engagement	MWFA	46	43.3	7	9.1
	COUNCIL	33	37.3	3	5.6
	BP-BK	48	47.6	8.5	11.0
	BP-QNS	54	52.1	12	13.6
	BP-BX	50.5	50.5	14.5	16.1
	BP-MAN	41	43.9	6.5	9.2
	CFB	38	41.3	6	8.6
	BP-SI	52.5	51.8	11	13.5
	PA	33	37.4	1	2.9
	PUBADMIN	52.5	49.3	10	12.8
Communities & Neighborhoods	NYCHA	48	46.9	14	14.0
	PARKS	34	37.2	6	8.3
	HPD	53	50.5	13	16.1
	LPC	42	43.5	7	9.9
	DCLA	40	42.5	7	9.0

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	43	43.7	10	11.7
	SCA	52	51.2	13	13.2
Health & Human Services	NYCHH	49	47.3	9	11.5
	HRA	51	49.2	13	14.7
	ACS	47	46.0	13	14.0
	DOHMH	48	47.6	10	12.2
	DHS	48	47.0	11	13.4
	DYCD	44	44.3	7	9.8
	DFTA	55	54.5	15	16.5
Infrastructure & Sustainability	DSNY	43	43.5	10	11.8
	DEP	49	47.6	13	14.6
	DOT	49	47.6	12	14.1
	DDC	52	50.0	14	15.1
	DOB	50	49.1	9	11.6
Legal Affairs & Access to Justice	DCP	43	44.7	9	13.8
	LAW	42	43.7	8	11.2
	DA-MAN	37	39.7	6	10.2
	DA-BK	40	41.7	7	10.5
	DA-BX	35	38.7	5	9.2
	DA-QNS	44	43.6	9	12.3
	OATH	47	45.4	9	12.4
	DA-NARC	45	45.0	14	16.4
	CCRB	31	34.5	3	6.4
	DA-SI	44.5	44.0	8	11.0
	CCHR	51	50.2	20	16.4
	COIB	39.5	43.9	8	10.1
	BOC	42	44.5	10	12.0
	NYCCSC	56	55.7	6	13.8
	EEPC	31.5	36.8	5	7.8
Public Safety & Law Enforcement	NYPD	39	40.0	10	11.5
	FDNY	39	40.2	12	12.7
	DOC	43	42.7	10	12.2
	DOP	51	50.1	24	20.4
	DOI	42	43.0	8	12.5
	NYCEM	36	38.1	3	5.4

RETIREMENT ELIGIBILITY

Fig 54: Fiscal 2015, Retirement Eligibility by Agency

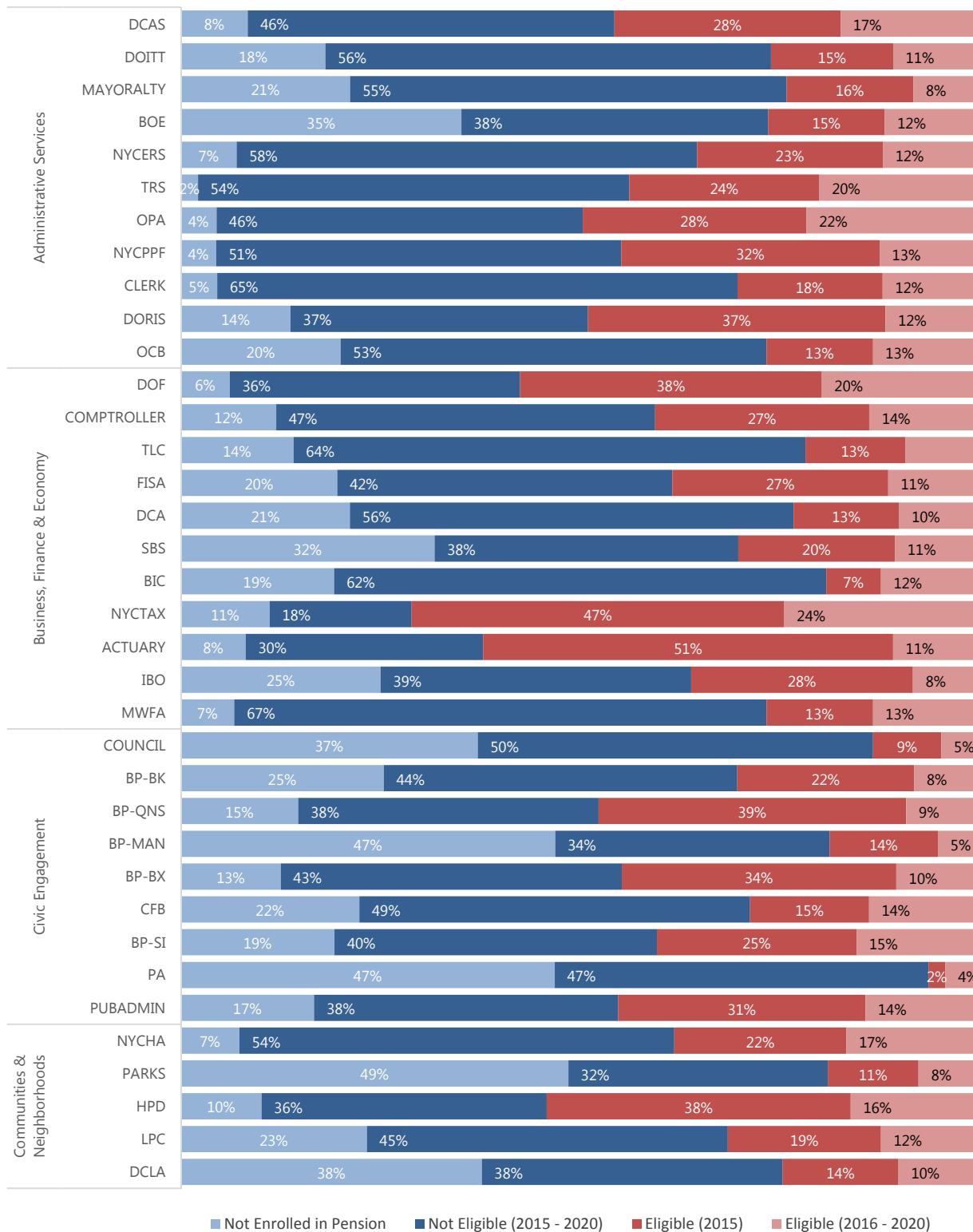
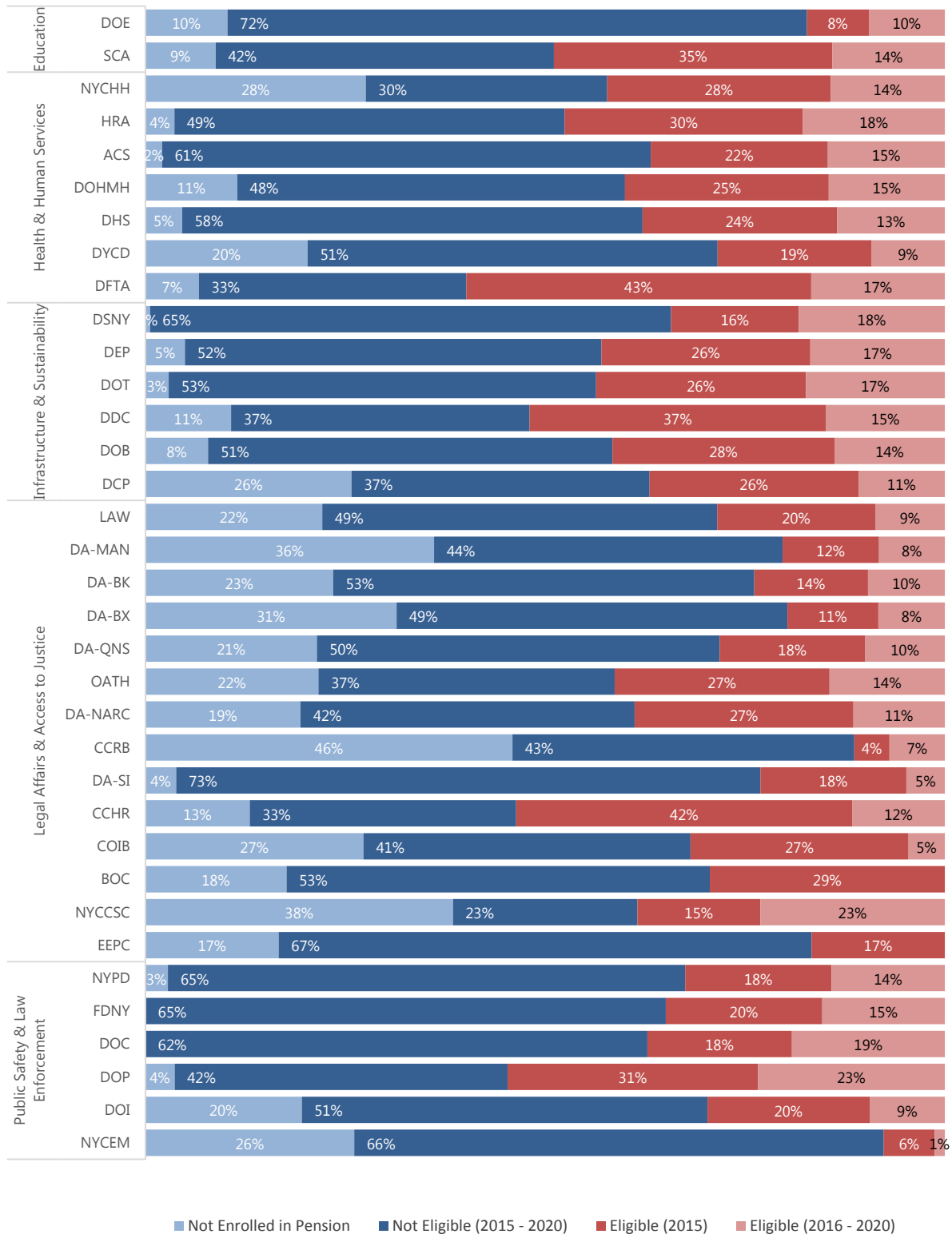
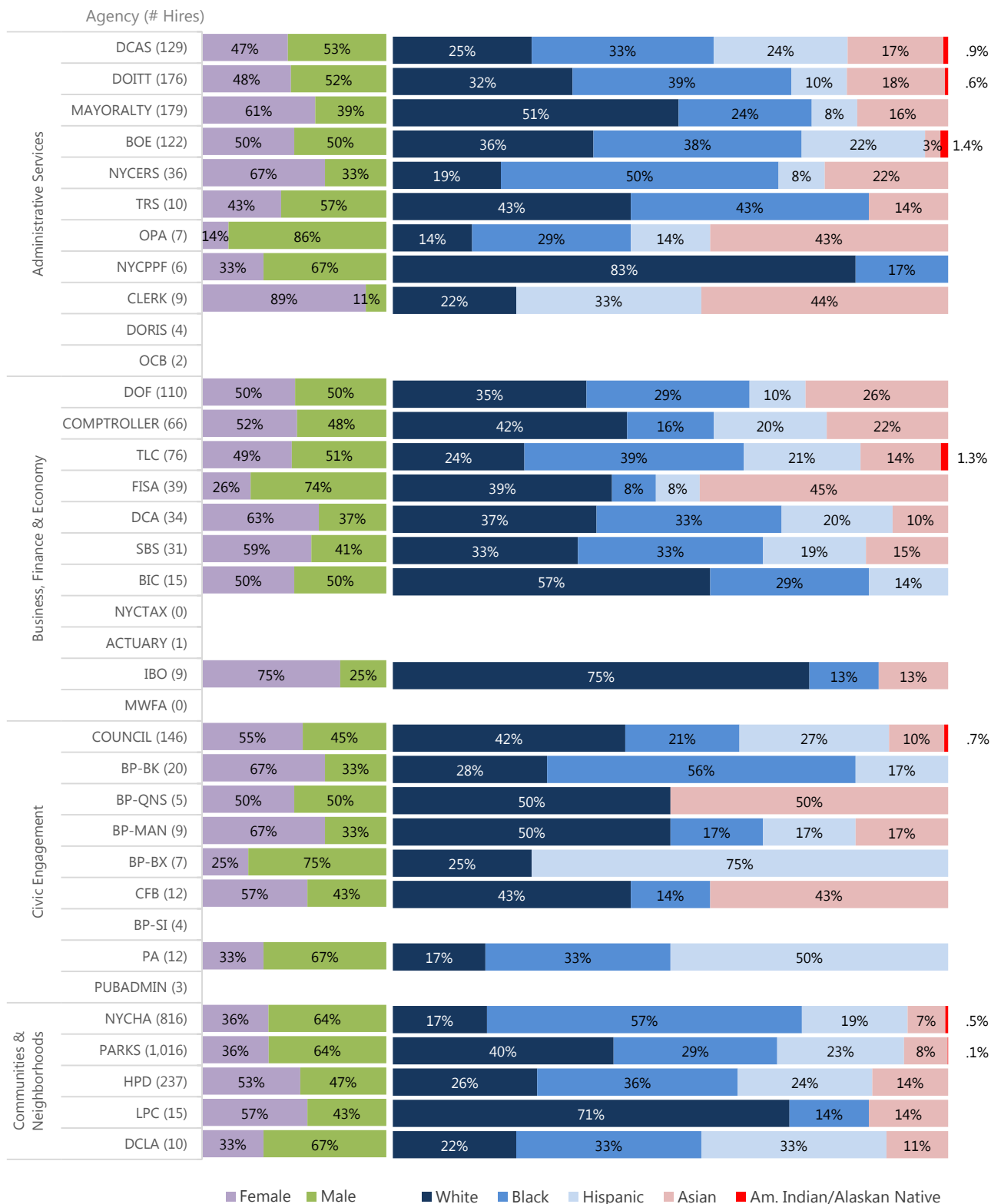


Fig 54: Fiscal 2015, Retirement Eligibility by Agency (continued)



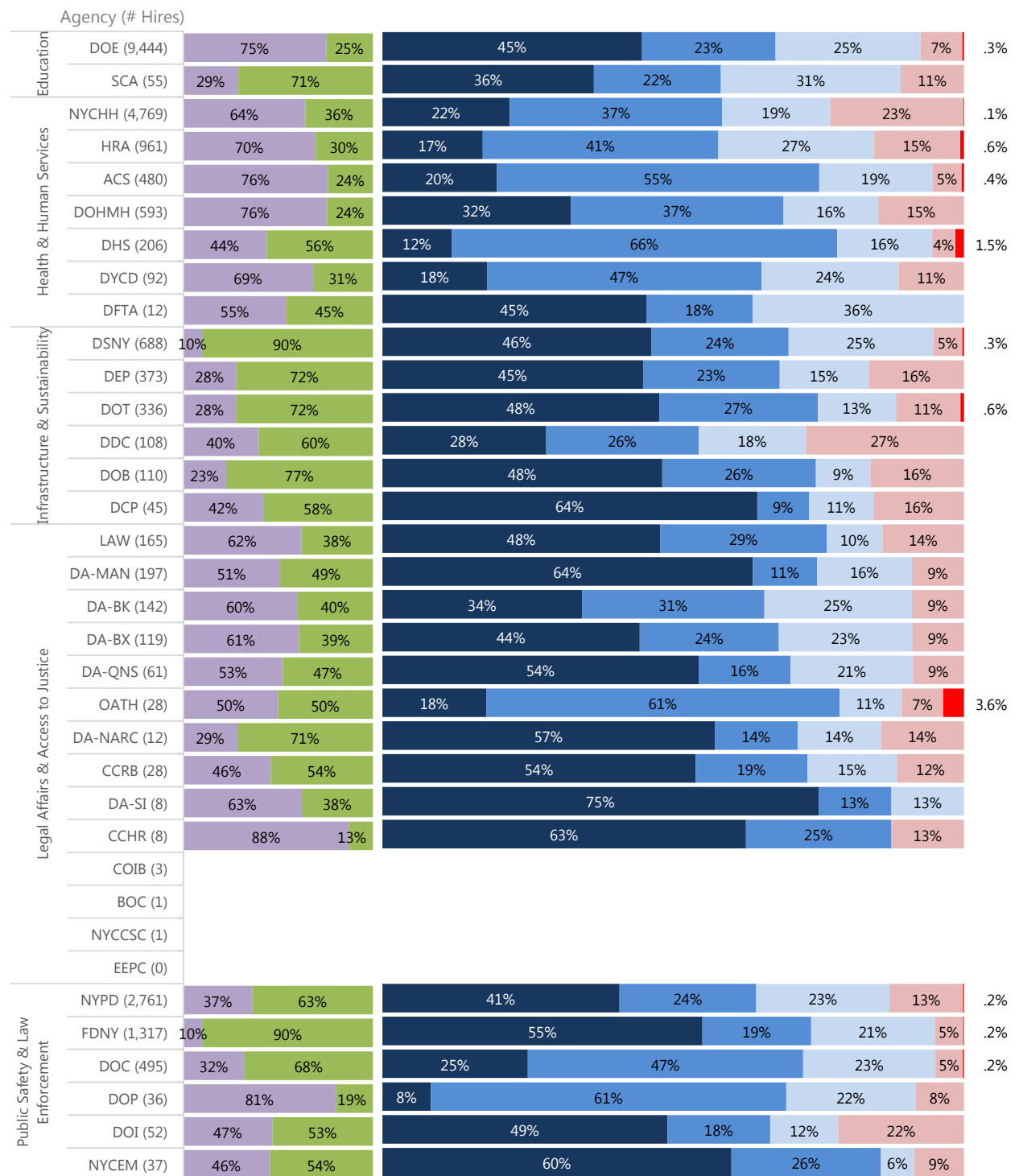
HIRING

Fig 55: Fiscal 2015, Gender and Ethnicity of New Hires by Agency



Note: Gender and Ethnicity are only reported for groupings of five or more employees

Fig 55: Fiscal 2015, Gender and Ethnicity of New Hires by Agency (continued)



Female Male White Black Hispanic Asian Am. Indian/Alaskan Native

Note: Gender and Ethnicity are only reported for groupings of five or more employees

SEPARATIONS

Fig 56: Fiscal 2015, All Separations by Type by Agency

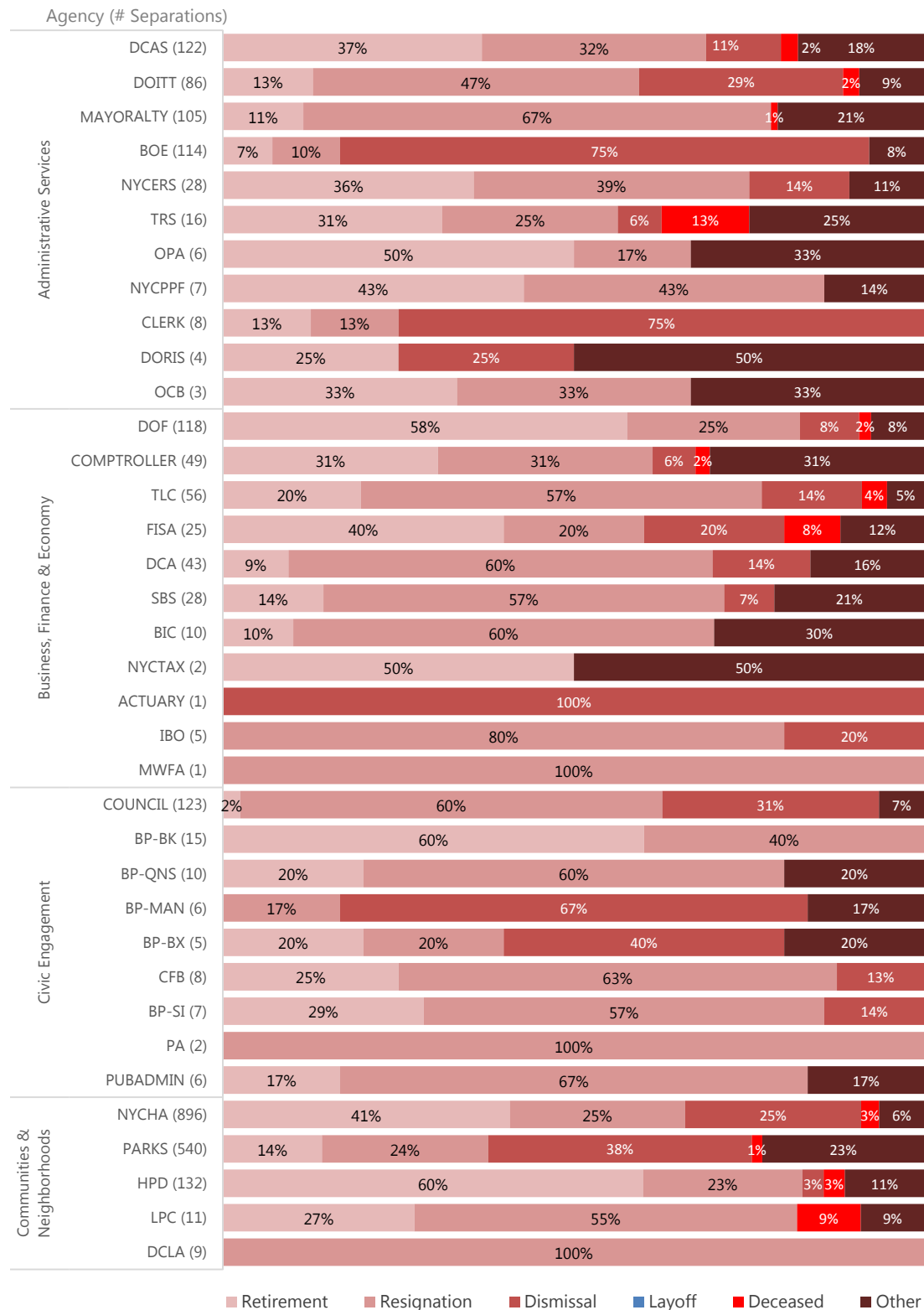


Fig 56: Fiscal 2015, All Separations by Type by Agency (continued)

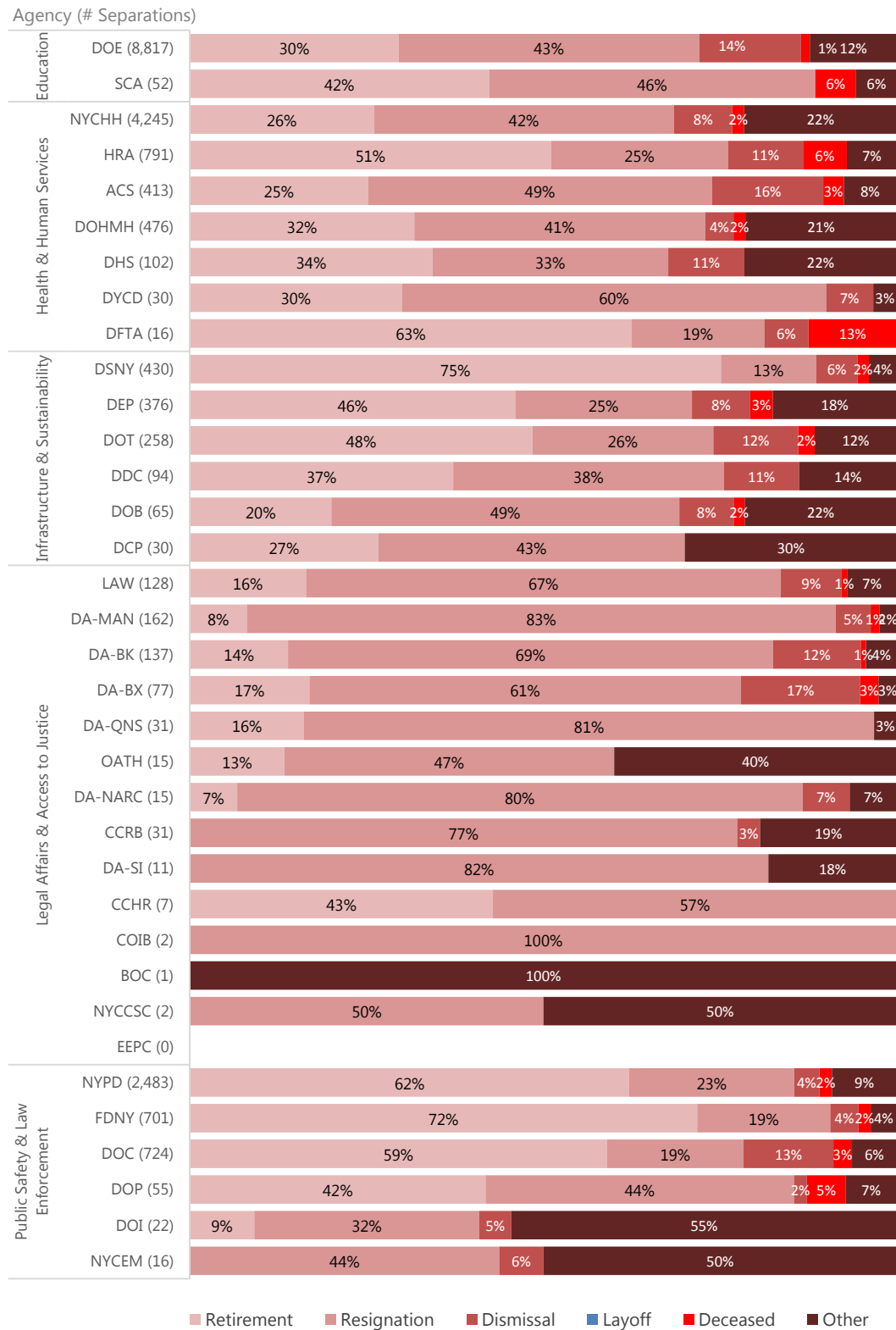


Fig 57: Fiscal 2015, Gender and Ethnicity of All Separations by Agency

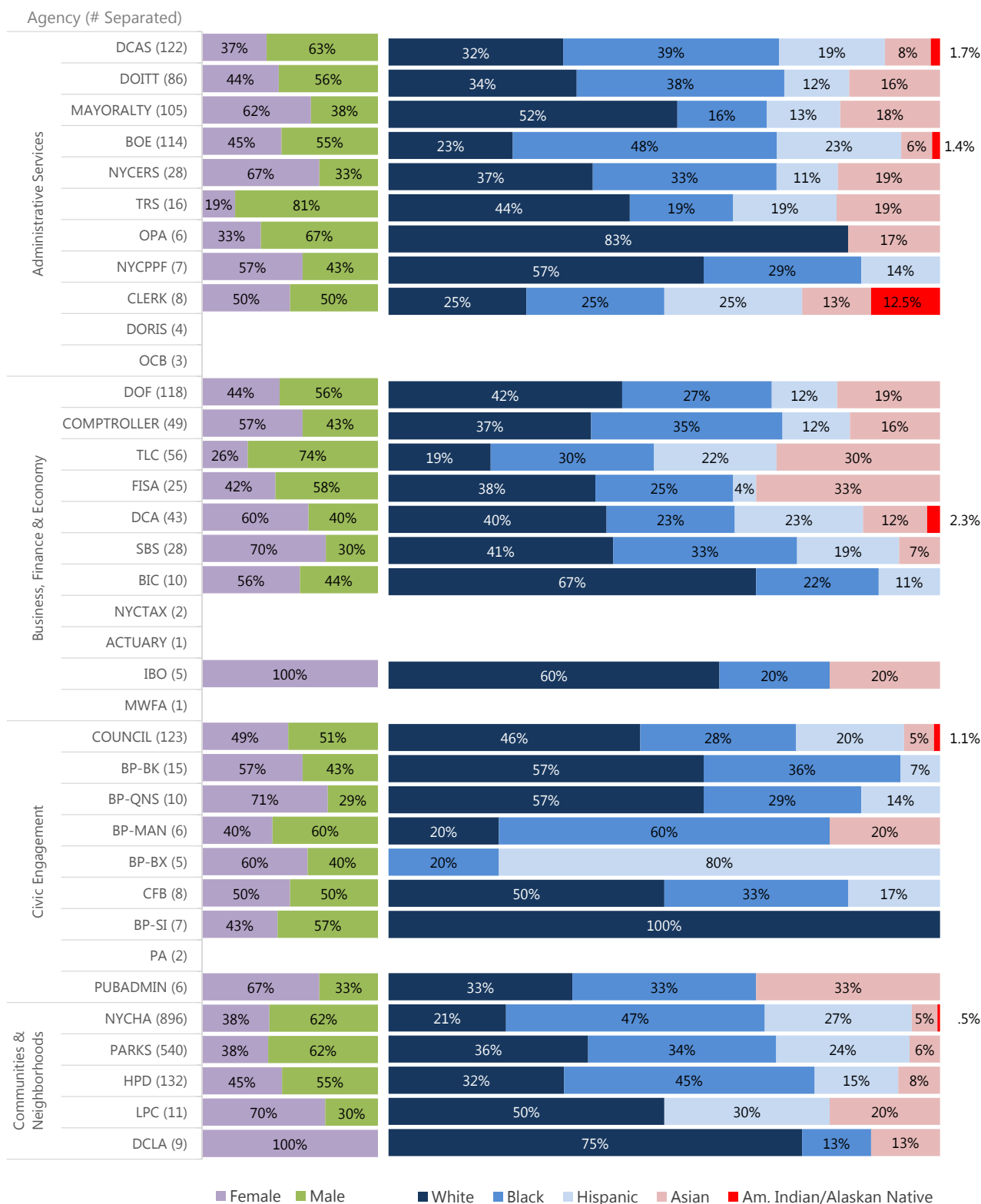
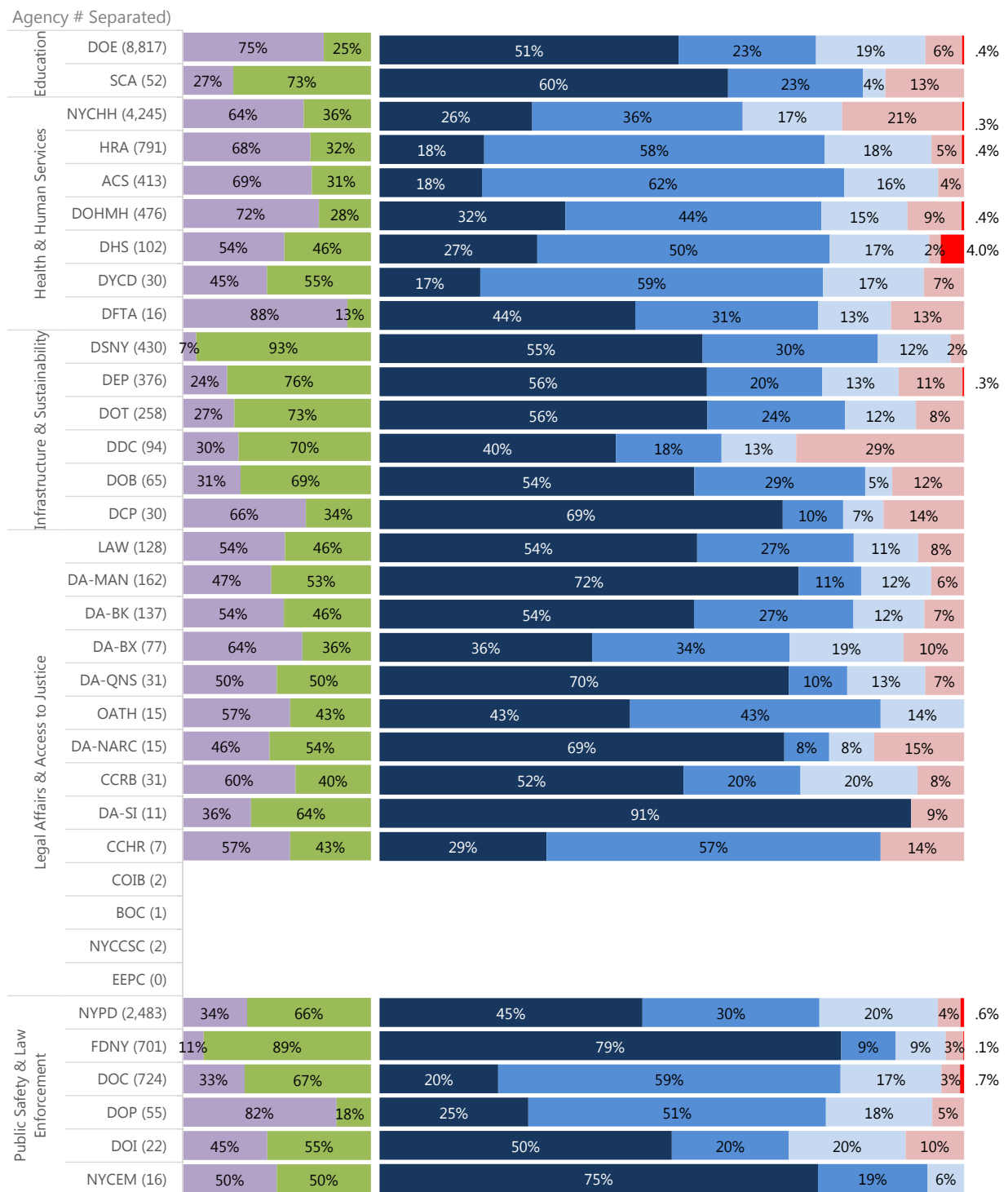


Fig 57: Fiscal 2015, Gender and Ethnicity of All Separations by Agency (continued)



Female Male White Black Hispanic Asian Am. Indian/Alaskan Native

Note: Gender and Ethnicity are only reported for groupings of five or more employees

Fig 58: Fiscal 2015, Age and Years of Service for All Separations by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	55	51.5	12	15.1
	DOITT	41	43.0	1	6.8
	MAYORALTY	34	40.6	3	8.5
	BOE	40.5	43.4	3	4.9
	NYCERS	45	44.9	7	12.2
	TRS	62	52.5	13.5	14.8
	OPA	58.5	52.3	29.5	23.8
	NYCPPF	58	50.7	12	13.0
	CLERK	41	44.8	4.5	9.4
	DORIS	n/a	n/a	6	11.5
	OCB	n/a	n/a	1	3.0
Business, Finance & Economy	DOF	60	52.4	24	19.0
	COMPTROLLER	45	45.9	7	13.3
	TLC	39	42.3	1	7.3
	FISA	51	50.3	7	13.5
	DCA	33	36.0	2	4.8
	SBS	32	37.9	1.5	5.7
	BIC	38	40.8	5	8.3
	NYCTAX	n/a	n/a	26	26.0
	ACTUARY	n/a	n/a	2	2.0
	IBO	34	33.6	3	4.2
	MWFA	n/a	n/a	2	2.0
Civic Engagement	COUNCIL	28	31.6	1	3.7
	BP-BK	63	55.5	12	11.9
	BP-QNS	33.5	40.7	2	10.2
	BP-MAN	28.5	32.0	1.5	2.3
	BP-BX	43	47.4	19	15.8
	CFB	33	40.1	1	7.0
	BP-SI	50	50.0	10	12.9
	PA	n/a	n/a	0	0.0
	PUBADMIN	44	47.0	7	9.7
Communities & Neighborhoods	NYCHA	53	49.4	14	14.4
	PARKS	34	39.7	1	8.4
	HPD	61	55.2	23.5	19.5
	LPC	39	44.2	7	10.5
	DCLA	40	38.2	2	2.1

Note: Age metrics are only reported for groupings of five or more employees

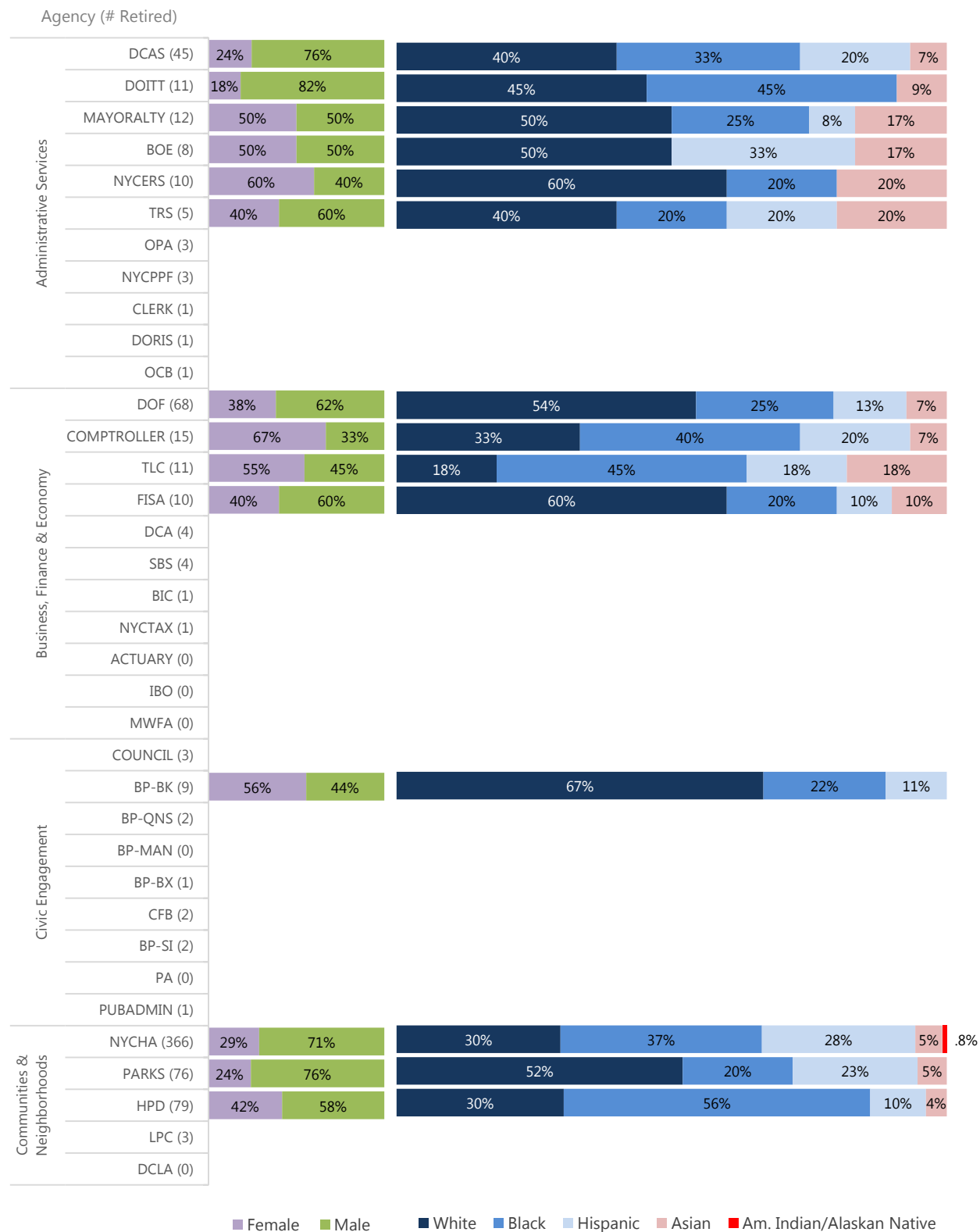
Fig 58: Fiscal 2015, Age and Years of Service for All Separations by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	43	45.3	9	12.1
	SCA	56	53.0	13.5	14.6
Health & Human Services	NYCHH	41	45.0	4	9.9
	HRA	59	53.9	19	18.2
	ACS	42	45.2	7	11.8
	DOHMH	50	49.1	9	11.6
	DHS	55.5	50.1	12	15.0
	DYCD	39	40.6	0	7.5
	DFTA	63	57.4	20	21.0
Infrastructure & Sustainability	DSNY	53	52.2	24	20.6
	DEP	54	50.3	18	16.5
	DOT	54	50.4	16	15.8
	DDC	50.5	47.9	5	11.5
	DOB	48	48.0	7	8.9
	DCP	39.5	46.8	7	13.9
Legal Affairs & Access to Justice	LAW	35	41.6	5	8.7
	DA-MAN	30	34.0	2	6.0
	DA-BK	35	41.2	5	8.2
	DA-BX	32	38.0	4	8.5
	DA-QNS	34	39.6	8	9.3
	OATH	36	41.3	10	11.3
	DA-NARC	33	37.9	4	9.2
	CCRB	29	35.5	1	5.7
	DA-SI	38	41.0	8	12.8
	CCHR	57	48.4	24	20.0
	COIB	n/a	n/a	4	4.0
	BOC	n/a	n/a	22	22.0
	NYCCSC	n/a	n/a	6.5	6.5
	EEPC	n/a	n/a	n/a	n/a
Public Safety & Law Enforcement	NYPD	46	45.5	19	16.7
	FDNY	48	46.7	20	18.5
	DOC	48	46.6	23	17.1
	DOP	53	48.9	21	17.4
	DOI	42	46.5	9	11.6
	NYCEM	34	37.6	3	5.1

Note: Age metrics are only reported for groupings of five or more employees

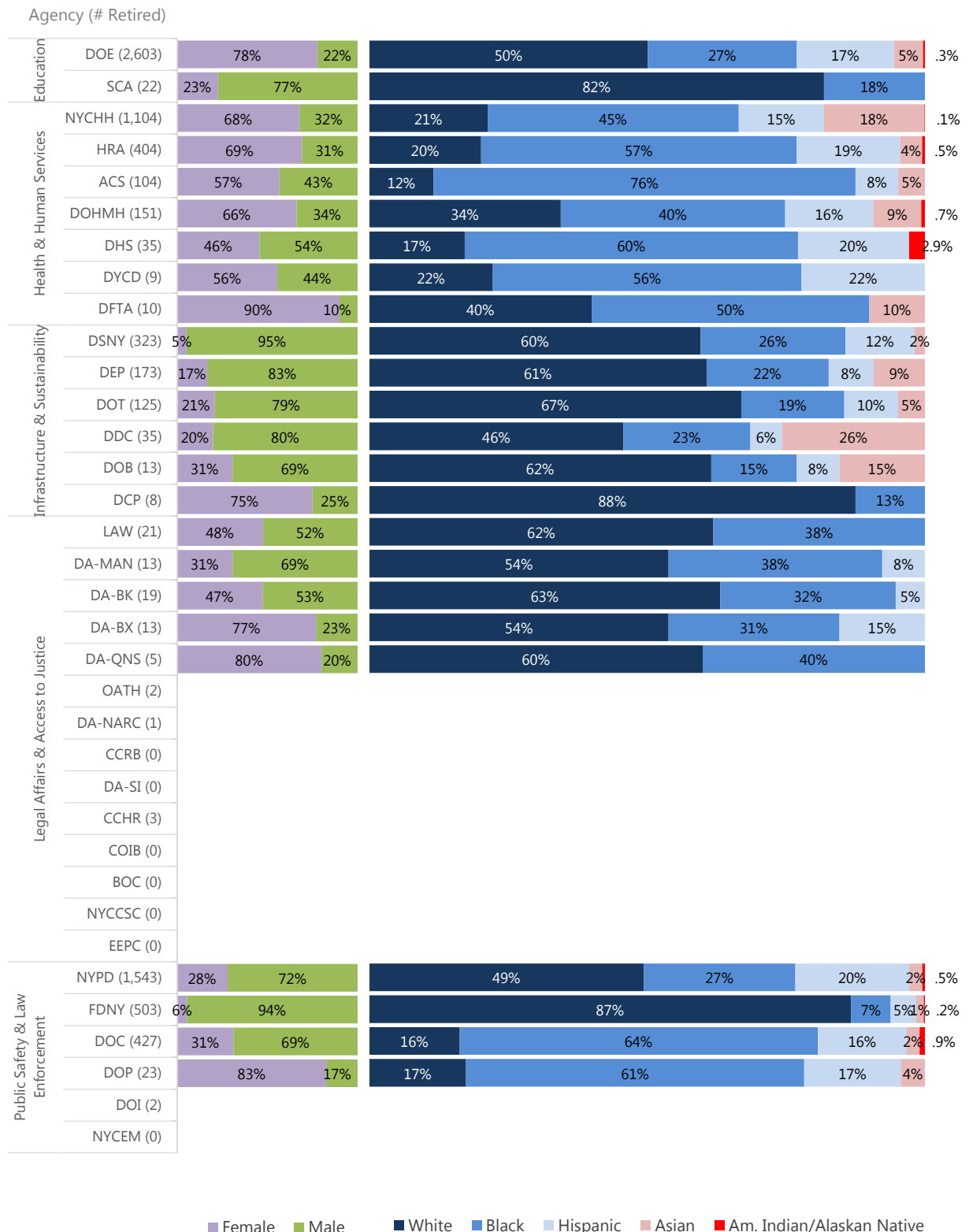
RETIREMENTS

Fig 59: Fiscal 2015, Gender and Ethnicity of Retirees by Agency



Note: Gender and Ethnicity are only reported for groupings of five or more employees

Fig 59: Fiscal 2015, Gender and Ethnicity of Retirees by Agency (continued)



Note: Gender and Ethnicity are only reported for groupings of five or more employees

Fig 60: Fiscal 2015, Age and Years of Service for Retirees by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	62	62.2	28	25.6
	DOITT	63	63.8	27	25.4
	MAYORALTY	64.5	65.2	32	29.7
	BOE	61.5	66.8	19	19.3
	NYCERS	61.5	59.5	28	23.2
	TRS	63	63.6	14	18.8
	OPA	n/a	n/a	33	33.0
	NYCPPF	n/a	n/a	14	17.0
	CLERK	n/a	n/a	46	46.0
	DORIS	n/a	n/a	32	32.0
	OCB	n/a	n/a	1	1.0
Business, Finance & Economy	DOF	62	62.6	29	27.4
	COMPTROLLER	63	63.9	24	23.9
	TLC	61	60.2	26	26.7
	FISA	61.5	62.3	29	25.8
	DCA	n/a	n/a	23.5	21.3
	SBS	n/a	n/a	28	25.8
	BIC	n/a	n/a	32	32.0
	NYCTAX	n/a	n/a	41	41.0
	ACTUARY	n/a	n/a	n/a	n/a
	IBO	n/a	n/a	n/a	n/a
	MWFA	n/a	n/a	n/a	n/a
Civic Engagement	COUNCIL	n/a	n/a	14	20.0
	BP-BK	66	66.4	17	18.3
	BP-QNS	n/a	n/a	14	14.0
	BP-MAN	n/a	n/a	n/a	n/a
	BP-BX	n/a	n/a	21	21.0
	CFB	n/a	n/a	25.5	25.5
	BP-SI	n/a	n/a	23	23.0
	PA	n/a	n/a	n/a	n/a
	PUBADMIN	n/a	n/a	14	14.0
Communities & Neighborhoods	NYCHA	61	60.6	25	24.5
	PARKS	62	61.8	25	24.3
	HPD	63	63.1	27	25.9
	LPC	n/a	n/a	29	24.3
	DCLA	n/a	n/a	n/a	n/a

Note: Age metrics are only reported for groupings of five or more employees

Fig 60: Fiscal 2015, Age and Years of Service for Retirees by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	61	61.2	22	21.9
	SCA	66	65.4	21.5	21.9
Health & Human Services	NYCHH	63	63.6	25	24.4
	HRA	62	62.9	26	25.3
	ACS	62	62.1	26	25.7
	DOHMH	64	63.8	19	21.0
	DHS	62	62.9	26	22.3
	DYCD	65	63.8	17	21.2
	DFTA	64.5	64.1	28.5	27.8
Infrastructure & Sustainability	DSNY	56	55.4	25	24.5
	DEP	61	60.8	25	25.2
	DOT	61	61.0	27	25.3
	DDC	66	66.1	23	22.9
	DOB	64	63.8	23	19.9
	DCP	62.5	62.9	28.5	26.8
Legal Affairs & Access to Justice	LAW	64	65.0	25	25.5
	DA-MAN	61	60.6	30	28.5
	DA-BK	61	61.0	23	22.3
	DA-BX	61	60.8	30	28.7
	DA-QNS	63	64.8	21	23.8
	OATH	n/a	n/a	28	28.0
	DA-NARC	n/a	n/a	25	25.0
	CCRB	n/a	n/a	n/a	n/a
	DA-SI	n/a	n/a	n/a	n/a
	CCHR	n/a	n/a	26	30.3
	COIB	n/a	n/a	n/a	n/a
	BOC	n/a	n/a	n/a	n/a
	NYCCSC	n/a	n/a	n/a	n/a
	EEPC	n/a	n/a	n/a	n/a
Public Safety & Law Enforcement	NYPD	48	49.9	21	21.6
	FDNY	51	50.9	24	22.7
	DOC	51	52.3	24	24.0
	DOP	61	60.7	27	27.7
	DOI	n/a	n/a	25	25.0
	NYCEM	n/a	n/a	n/a	n/a

Note: Age metrics are only reported for groupings of five or more employees

RESIGNATIONS

Fig 61: Fiscal 2015, Gender and Ethnicity of Resignations by Agency

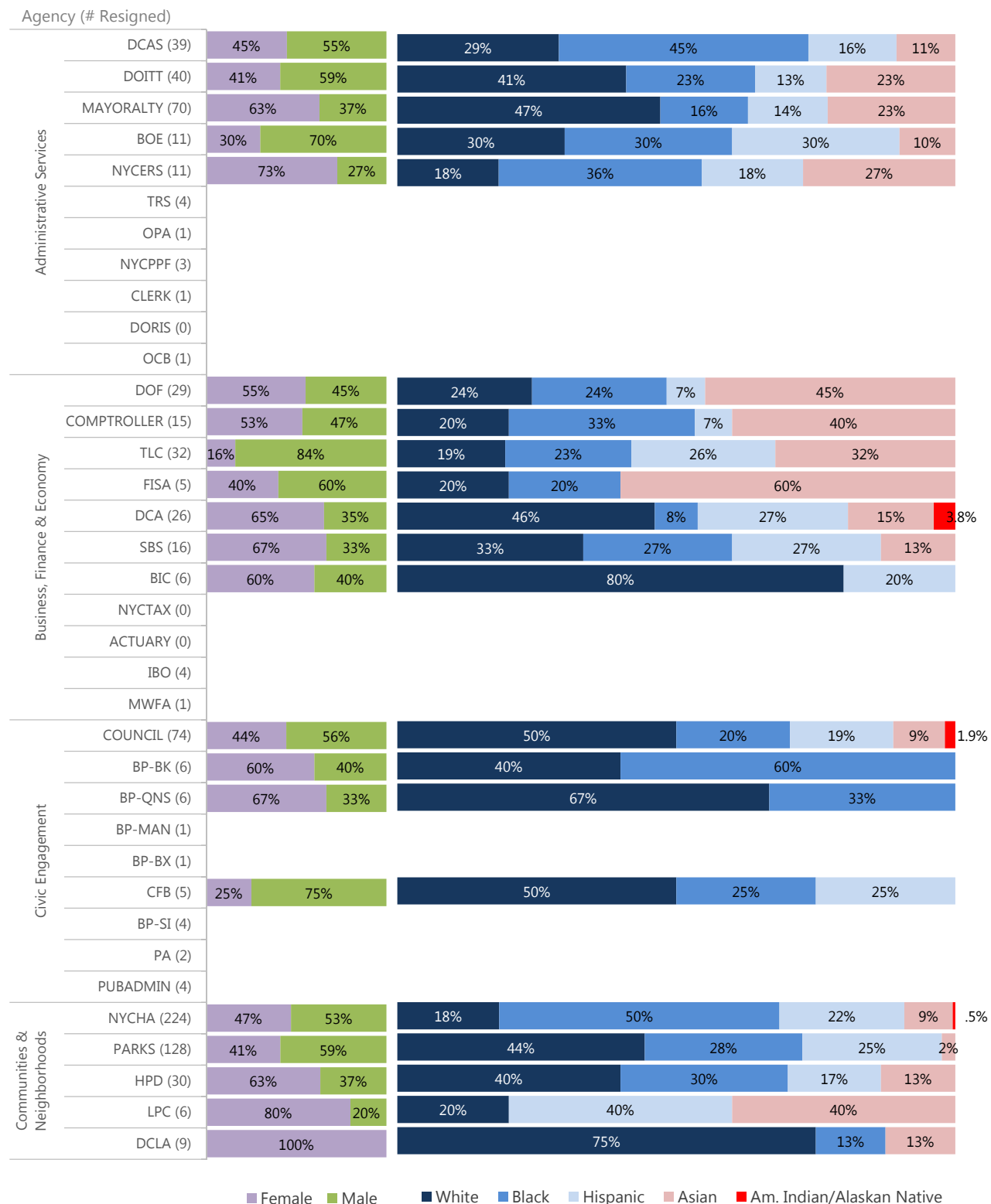
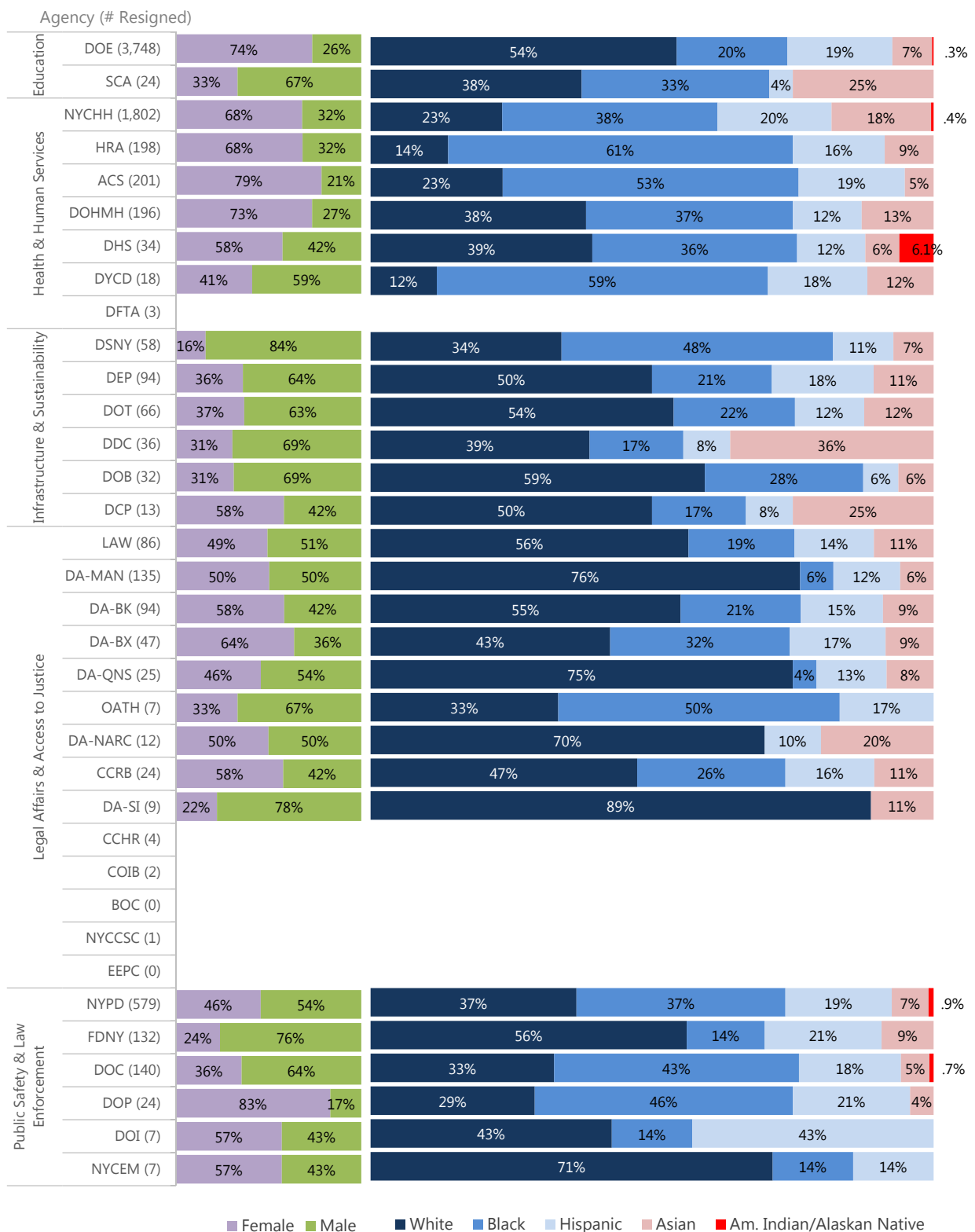


Fig 61: Fiscal 2015, Gender and Ethnicity of Resignations by Agency (continued)



Note: Gender and Ethnicity are only reported for groupings of five or more employees

Fig 62: Fiscal 2015, Age and Years of Service of Resignations by Agency

	Agency	Median Age	Average Age	Median YOS	Average YOS
Administrative Services	DCAS	37	40.4	5	5.2
	DOITT	38	38.3	1.5	3.9
	MAYORALTY	31	35.8	1.5	4.8
	BOE	40	43.0	5	6.9
	NYCERS	32	36.0	2	5.1
	TRS	n/a	n/a	1.5	2.5
	OPA	n/a	n/a	4	4.0
	NYCPPF	n/a	n/a	1	2.0
	CLERK	n/a	n/a	4	4.0
	DORIS	n/a	n/a	n/a	n/a
	OCB	n/a	n/a	8	8.0
Business, Finance & Economy	DOF	31	32.4	2	3.2
	COMPTROLLER	29	31.1	1	2.5
	TLC	36	37.5	0	2.5
	FISA	36	38.4	0	1.4
	DCA	31.5	33.2	1	3.1
	SBS	30	33.3	1	1.7
	BIC	36	38.7	5	7.2
	NYCTAX	n/a	n/a	n/a	n/a
	ACTUARY	n/a	n/a	n/a	n/a
	IBO	n/a	n/a	4.5	4.8
	MWFA	n/a	n/a	2	2.0
Civic Engagement	COUNCIL	27	30.0	1	3.2
	BP-BK	30.5	39.0	0	2.3
	BP-QNS	26.5	31.3	0	1.0
	BP-MAN	n/a	n/a	0	0.0
	BP-BX	n/a	n/a	9	9.0
	CFB	24	27.4	1	1.0
	BP-SI	n/a	n/a	10	11.0
	PA	n/a	n/a	0	0.0
	PUBADMIN	n/a	n/a	4.5	4.5
Communities & Neighborhoods	NYCHA	37	40.0	2	5.7
	PARKS	31	34.4	1	3.5
	HPD	36	39.5	6	6.8
	LPC	37	35.2	3.5	4.2
	DCLA	40	38.2	2	2.1

Note: Age metrics are only reported for groupings of five or more employees

Fig 62: Fiscal 2015, Age and Years of Service of Resignations by Agency (continued)

	Agency	Median Age	Average Age	Median YOS	Average YOS
Education	DOE	33	35.5	4	6.0
	SCA	39.5	41.9	7	8.9
Health & Human Services	NYCHH	37	39.0	2	4.9
	HRA	36	38.0	4	6.0
	ACS	33	36.0	6	5.1
	DOHMH	37	39.1	3	4.1
	DHS	33	36.4	2	4.9
	DYCD	22.5	26.9	0	1.2
	DFTA	n/a	n/a	2	3.0
Infrastructure & Sustainability	DSNY	39	40.2	3	4.6
	DEP	31	34.5	3	5.0
	DOT	33	35.1	4	4.2
	DDC	31	32.8	1	2.4
	DOB	39	40.3	4	4.6
	DCP	34	37.8	5	4.8
Legal Affairs & Access to Justice	LAW	33	34.5	2	4.2
	DA-MAN	28	30.7	2	3.6
	DA-BK	32	36.1	3	4.7
	DA-BX	31	32.3	3	4.2
	DA-QNS	31	35.0	5	6.8
	OATH	28	31.6	1	5.0
	DA-NARC	31	34.1	3.5	6.7
	CCRB	27	34.8	1	4.8
	DA-SI	38	39.9	8	11.1
	CCHR	n/a	n/a	4	12.3
	COIB	n/a	n/a	4	4.0
	BOC	n/a	n/a	n/a	n/a
	NYCCSC	n/a	n/a	3	3.0
	EEPC	n/a	n/a	n/a	n/a
Public Safety & Law Enforcement	NYPD	31	34.1	3	4.6
	FDNY	31	32.6	3	4.6
	DOC	33	34.4	1	3.0
	DOP	33.5	35.7	2	5.2
	DOI	34	35.4	8	6.6
	NYCEM	28	30.6	1	2.6

Note: Age metrics are only reported for groupings of five or more employees

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SECTION IV: TITLES AND JOB CATEGORIES

EMPLOYEE TITLES

All City employees are appointed to a civil service title. Fifty-one of the 1,869 titles in this report had more than one thousand employees in Fiscal 2015. 271,187 (75%) of employees covered in this report are serving in these titles.

Fig 63: Fiscal 2015, Key Indicators for Civil Service Titles with More than 1,000 Employees

Civil Service Titles	Headcount	% Full-Time	Median Salary	Median Age	Median YOS	% Elig Retire (2015)	% Elig Retire (2020)	% Sep	% Hires
TEACHER	77,941	99.8%	\$79,654	40	11	5.0%	12.4%	5.3%	5.1%
EDUCATION PARAPROFESSIONAL	27,947	80.2%	\$33,329	44	8	7.8%	17.5%	5.4%	11.4%
POLICE OFFICER	27,500	100.0%	\$78,026	35	9	13.1%	25.4%	4.1%	5.2%
CLERICAL ASSOCIATE	8,103	93.3%	\$38,335	50	13	29.4%	44.2%	6.8%	7.0%
FIREFIGHTER	7,997	100.0%	\$76,488	37	11	11.6%	27.0%	3.3%	8.8%
CORRECTION OFFICER	7,880	100.0%	\$76,488	41	10	14.6%	32.2%	6.7%	4.6%
STAFF NURSE	7,606	97.0%	\$74,667	48	8	27.0%	41.2%	8.2%	10.0%
SCHOOL AIDE	7,117	0.0%	n/a	53	15	15.9%	34.2%	6.4%	5.2%
SANITATION WORKER	6,156	100.0%	\$72,153	41	10	11.3%	29.3%	3.4%	7.2%
SCHOOL SAFETY AGENT	5,149	100.0%	\$37,881	41	9	10.5%	20.5%	4.4%	4.1%
COMMUNITY ASSOCIATE	4,756	92.9%	\$40,785	43	6	14.4%	23.8%	9.3%	17.2%
SERGEANT (POLICE)	4,651	100.0%	\$102,054	40	15	25.8%	50.4%	4.4%	0.0%
PRINCIPAL ADMINISTRATIVE ASSOCIATE	4,472	99.2%	\$53,799	53	23	38.7%	59.4%	5.2%	0.5%
SCHOOL LUNCH HELPER	4,068	0.0%	n/a	54	9	15.9%	33.0%	7.3%	12.0%
ASSISTANT PRINCIPAL	3,506	98.1%	\$108,106	44	13	4.6%	12.4%	9.6%	0.1%
CARETAKER (HOUSING AUTHORITY)	3,164	100.0%	\$40,804	42	7	11.0%	22.9%	7.7%	9.6%
GUIDANCE COUNSELOR	3,048	96.2%	\$88,487	42	11	6.8%	14.6%	4.0%	2.9%
SCHOOL SECRETARY	3,039	96.2%	\$55,209	55	16	20.5%	42.9%	4.3%	1.7%
ADMINISTRATIVE STAFF ANALYST	2,870	99.1%	\$88,010	49	13	28.3%	44.1%	9.1%	7.6%
TRAFFIC ENFORCEMENT AGENT	2,722	100.0%	\$36,210	41	6	11.1%	22.3%	6.5%	12.7%
ELIGIBILITY SPECIALIST	2,635	100.0%	\$38,277	47	7	19.4%	33.6%	5.7%	7.8%
EMERGENCY MEDICAL SPECIALIST-EMT	2,428	100.0%	\$39,764	31	3	6.6%	12.2%	4.7%	18.9%
LIFEGUARD	2,345	0.0%	n/a	22	4	0.0%	0.2%	0.8%	7.8%
SCHOOL CROSSING GUARD	2,338	0.0%	n/a	51	8	17.6%	29.5%	6.3%	10.1%
SENIOR SCHOOL LUNCH HELPER	2,336	0.0%	n/a	50	9	10.6%	23.8%	9.8%	10.3%
COMMUNITY COORDINATOR	2,158	95.7%	\$57,439	42	8	14.9%	25.6%	8.1%	16.2%
CHILD PROTECTIVE SPECIALIST	2,019	100.0%	\$51,830	36	7	6.8%	13.6%	6.8%	14.6%
RESIDENT	1,945	100.0%	\$63,729	31	1	0.0%	0.1%	40.1%	40.4%
PATIENT CARE ASSOCIATE	1,896	92.6%	\$38,960	47	9	22.0%	37.0%	5.5%	9.1%
ASSISTANT DISTRICT ATTORNEY	1,850	98.6%	\$75,000	35	6	11.1%	17.1%	8.6%	10.6%
SERVICE AIDE	1,798	67.7%	\$35,508	49	8	23.6%	40.0%	5.3%	12.2%
CASEWORKER	1,781	99.9%	\$42,076	53	15	37.3%	56.9%	6.0%	4.2%
LIEUTENANT (POLICE)	1,754	100.0%	\$117,145	44	19.5	50.0%	77.1%	6.8%	0.0%
PRINCIPAL	1,666	99.1%	\$139,712	48	14	6.2%	16.7%	11.7%	0.1%
FAMILY PARAPROFESSIONAL	1,591	0.0%	n/a	52	16	15.0%	33.6%	5.2%	3.7%
LIEUTENANT (FIRE)	1,563	100.0%	\$102,054	44	16	32.2%	60.0%	4.4%	0.0%
JOB OPPORTUNITY SPECIALIST	1,530	100.0%	\$42,981	48	7	20.8%	36.3%	4.9%	13.3%
SCHOOL SOCIAL WORKER	1,446	97.2%	\$89,200	48	10	10.9%	24.7%	3.8%	7.3%
OCCUPATIONAL THERAPIST (DOE)	1,440	96.2%	\$65,974	39	5	5.1%	10.8%	0.0%	11.0%
POLICE ADMINISTRATIVE AIDE	1,439	100.0%	\$36,899	50	9	27.9%	42.5%	4.2%	11.6%
COMPUTER SPECIALIST (SOFTWARE)	1,387	99.7%	\$93,484	53	13	35.0%	50.7%	5.3%	8.6%
SCHOOL PSYCHOLOGIST	1,365	95.2%	\$87,849	42	10	9.2%	19.2%	4.4%	4.6%
ADMINISTRATIVE MANAGER	1,349	98.6%	\$67,485	49	20	25.3%	44.6%	5.6%	7.6%
COMMUNITY ASSISTANT	1,322	84.9%	\$32,976	44	7	17.9%	28.1%	8.1%	14.3%
MAINTENANCE WORKER	1,319	99.6%	\$57,055	49	15	22.4%	40.1%	9.2%	10.5%
POLICE COMMUNICATIONS TECHNICIAN	1,263	100.0%	\$46,953	38	7	10.3%	19.7%	6.6%	9.5%
SPECIAL OFFICER	1,190	99.7%	\$42,332	39	5	9.4%	18.0%	9.3%	18.7%
COMPUTER SYSTEMS MANAGER	1,158	99.7%	\$116,725	49	7	20.8%	35.3%	5.4%	7.9%
SECRETARY	1,069	98.7%	\$37,090	53	20	37.6%	56.7%	6.5%	0.8%
ASSOCIATE STAFF ANALYST	1,068	99.1%	\$72,775	54	22	44.2%	64.1%	6.6%	0.9%
COORDINATING MANAGER	1,047	95.4%	\$59,390	51	14	34.0%	51.6%	5.7%	5.6%

Of the top 51 titles, 24, comprising 66,300 employees, will have more than one-third of pension enrollees eligible for retirement by Fiscal 2020. These high-population high-risk titles include Associate Staff Analysts (64%), Principal Administrative Associates (59%), Caseworkers (57%) and Secretaries (57%).

JOB CATEGORIES

One way of analyzing the thousands of civil service titles in use today is to group them into broad categories representing types of work performed and also operational areas within and across city agencies. Looking at title groupings in broader categories can give better insight into areas such as separation rates and retirement eligibility, which might not be obvious if the numbers are considered at the macro (citywide) or micro (civil service title) level.

Detailed descriptions of the job categories and how they were derived can be found in Appendix I.

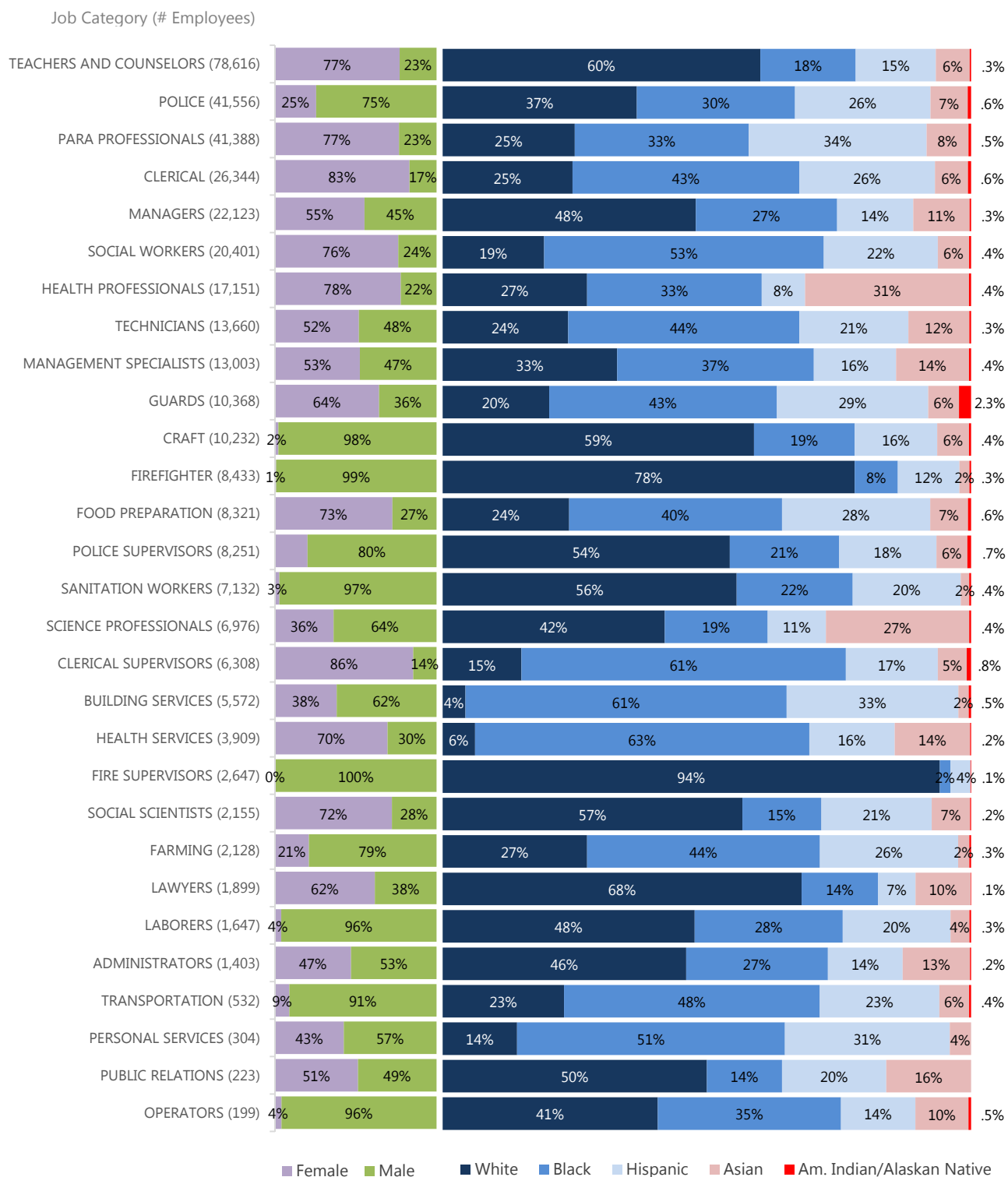
Fig 64: Fiscal 2015, Key Indicators for Job Categories

Job Category	Headcount	% Full-Time	Median Salary	Median Age	Median YOS	% Elig Retire (2015)	% Elig Retire (2020)	% Sep	% Hires
TEACHERS AND COUNSELORS	78,616	99.8%	\$79,654	40	11	5.1%	12.6%	5.3%	5.1%
POLICE	41,556	99.4%	\$76,488	37	9	13.3%	26.4%	5.2%	6.3%
PARA PROFESSIONALS	41,388	77.6%	\$35,513	44	8	10.4%	20.8%	6.3%	12.3%
CLERICAL	26,344	66.3%	\$40,150	51	13	22.1%	37.8%	7.1%	7.0%
MANAGERS	22,123	97.9%	\$105,000	48	12	20.1%	33.5%	9.1%	5.9%
SOCIAL WORKERS	20,401	97.1%	\$51,916	48	12	21.8%	36.5%	6.3%	7.0%
HEALTH PROFESSIONALS	17,151	89.1%	\$72,428	45	7	22.9%	34.2%	11.9%	13.8%
TECHNICIANS	13,660	96.4%	\$45,026	44	9	20.8%	32.9%	6.0%	9.1%
MANAGEMENT SPECIALISTS	13,003	97.0%	\$66,902	50	14	29.6%	46.0%	7.2%	8.0%
GUARDS	10,368	51.6%	\$37,881	39	8	10.2%	18.6%	4.2%	7.0%
CRAFT	10,232	98.3%	\$79,720	51	14	26.0%	45.1%	7.0%	6.1%
FIREFIGHTER	8,433	100.0%	\$76,488	38	11	12.9%	28.4%	3.4%	8.5%
FOOD PREPARATION	8,321	9.6%	\$45,430	53	9	15.7%	31.2%	8.0%	9.2%
POLICE SUPERVISORS	8,251	100.0%	\$102,054	43	16	34.7%	60.4%	5.7%	0.0%
SANITATION WORKERS	7,132	100.0%	\$72,153	42	10	12.6%	31.7%	3.7%	6.2%
SCIENCE PROFESSIONALS	6,976	98.6%	\$75,000	49	10	28.2%	41.1%	6.4%	9.1%
CLERICAL SUPERVISORS	6,308	99.0%	\$51,012	52	22	36.7%	56.8%	5.0%	1.6%
BUILDING SERVICES	5,572	96.5%	\$40,804	46	9	19.8%	33.3%	7.5%	8.4%
HEALTH SERVICES	3,909	80.5%	\$35,984	52	10	33.3%	49.7%	9.1%	10.8%
FIRE SUPERVISORS	2,647	100.0%	\$102,054	47	19	49.2%	74.0%	5.4%	0.0%
SOCIAL SCIENTISTS	2,155	95.0%	\$85,100	41	9	14.7%	24.5%	8.6%	9.4%
FARMING	2,128	82.0%	\$46,067	49	8	20.7%	35.9%	10.9%	11.4%
LAWYERS	1,899	97.3%	\$80,539	37	6	14.0%	21.0%	10.2%	14.3%
LABORERS	1,647	83.1%	\$66,046	46	7	14.8%	28.4%	4.0%	11.4%
ADMINISTRATORS	1,403	95.9%	\$136,048	53	9	28.3%	45.1%	12.5%	11.3%
TRANSPORTATION	532	94.9%	\$44,021	51.5	11	30.5%	47.9%	10.7%	10.0%
PERSONAL SERVICES	304	45.1%	\$32,760	34.5	1	11.5%	16.8%	14.1%	38.2%
PUBLIC RELATIONS	223	84.3%	\$53,954	46	8	17.9%	27.8%	11.7%	6.3%
OPERATORS	199	98.0%	\$65,459	54	13	39.7%	57.8%	5.0%	8.5%

More than a third of the total workforce will be eligible to retire over the next five years in 16 of the 29 job categories, including Fire Supervisors (74%), Police Supervisors (60%), Operators (58%), and Clerical Supervisors (57%).

GENDER AND ETHNICITY

Fig 65: Fiscal 2015, Gender and Ethnicity by Job Category



AGE AND YEARS OF SERVICE

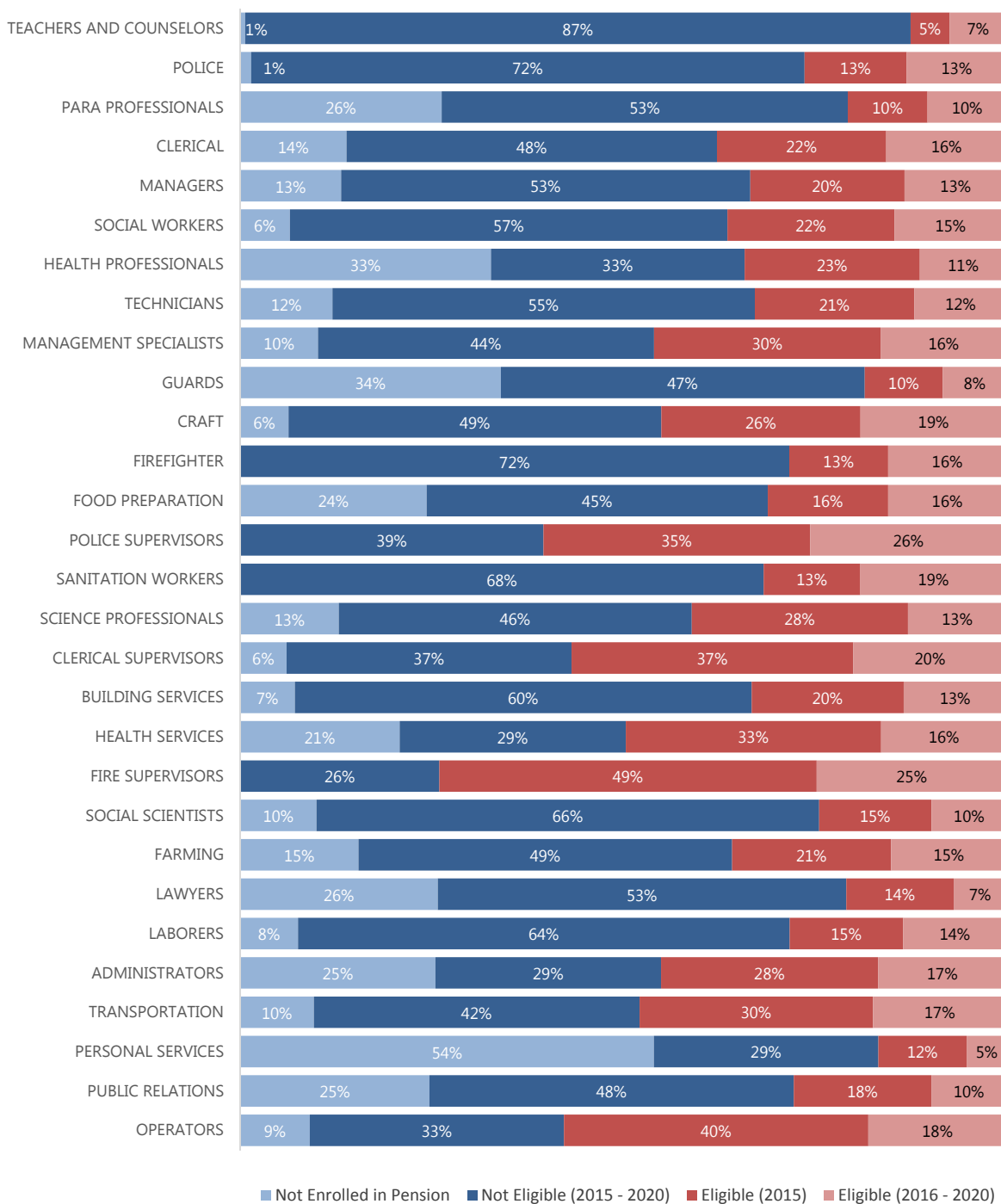
Fig 66: Fiscal 2015, Age and Years of Service by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	40	41.4	11	11.7
POLICE	37	37.9	9	10.0
PARA PROFESSIONALS	44	43.3	8	10.0
CLERICAL	51	49.2	13	13.6
MANAGERS	48	47.3	12	14.1
SOCIAL WORKERS	48	47.0	12	13.1
HEALTH PROFESSIONALS	45	45.2	7	9.8
TECHNICIANS	44	44.0	9	11.5
MANAGEMENT SPECIALISTS	50	48.2	14	14.9
GUARDS	39	40.0	8	9.3
CRAFT	51	49.5	14	14.8
FIREFIGHTER	38	38.6	11	11.4
FOOD PREPARATION	53	51.0	9	10.9
POLICE SUPERVISORS	43	42.3	16	16.9
SANITATION WORKERS	42	42.3	10	11.2
SCIENCE PROFESSIONALS	49	47.8	10	12.8
CLERICAL SUPERVISORS	52	51.3	22	20.5
BUILDING SERVICES	46	44.8	9	11.4
HEALTH SERVICES	52	50.2	10	12.6
FIRE SUPERVISORS	47	46.7	19	20.5
SOCIAL SCIENTISTS	41	44.0	9	11.8
FARMING	49	47.1	8	11.3
LAWYERS	37	40.9	6	8.7
LABORERS	46	44.7	7	10.9
ADMINISTRATORS	53	51.4	9	11.6
TRANSPORTATION	51.5	50.4	11	12.2
PERSONAL SERVICES	34.5	37.7	1	5.7
PUBLIC RELATIONS	46	46.3	8	10.0
OPERATORS	54	51.7	13	14.9

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RETIREMENT ELIGIBILITY

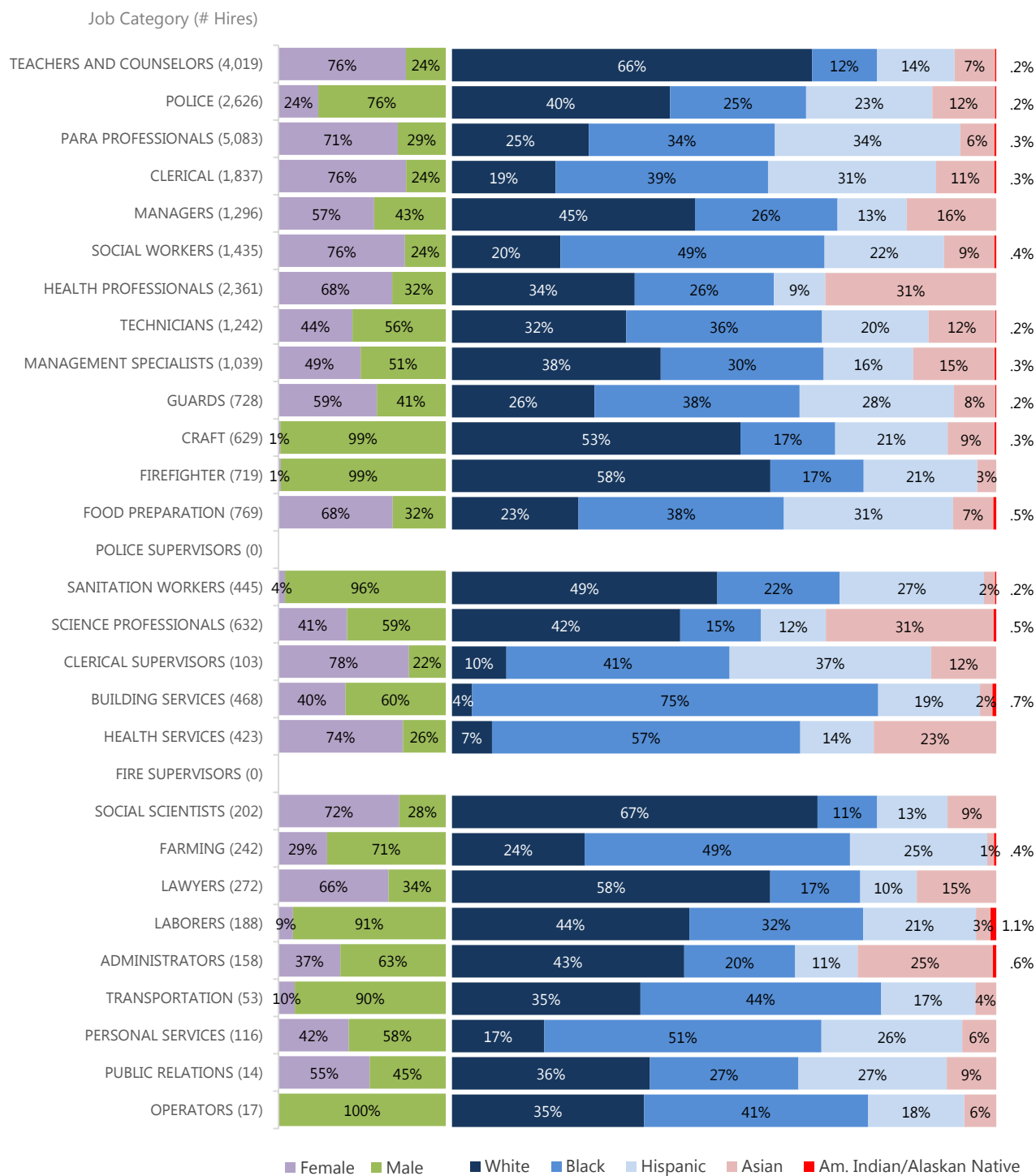
Fig 67: Fiscal 2015, Retirement Eligibility by Job Category



The job categories with the highest percentage of employees eligible to retire in Fiscal 2015 were: Fire Supervisors (49%), Operators (40%), and Clerical Supervisors (37%). The job categories with the highest percentage of employees who become eligible to retire between Fiscal 2016 and 2020 are: Police Supervisors (26%), Fire Supervisors (25%), and Clerical Supervisors (20%).

HIRING

Fig 68: Fiscal 2015, Gender and Ethnicity of New Hires by Job Category



Police Supervisors and Fire Supervisors are promotion-only titles and therefore have no new hires.

SEPARATIONS

Fig 69: Fiscal 2015, Separations by Type of Separation, by Job Category

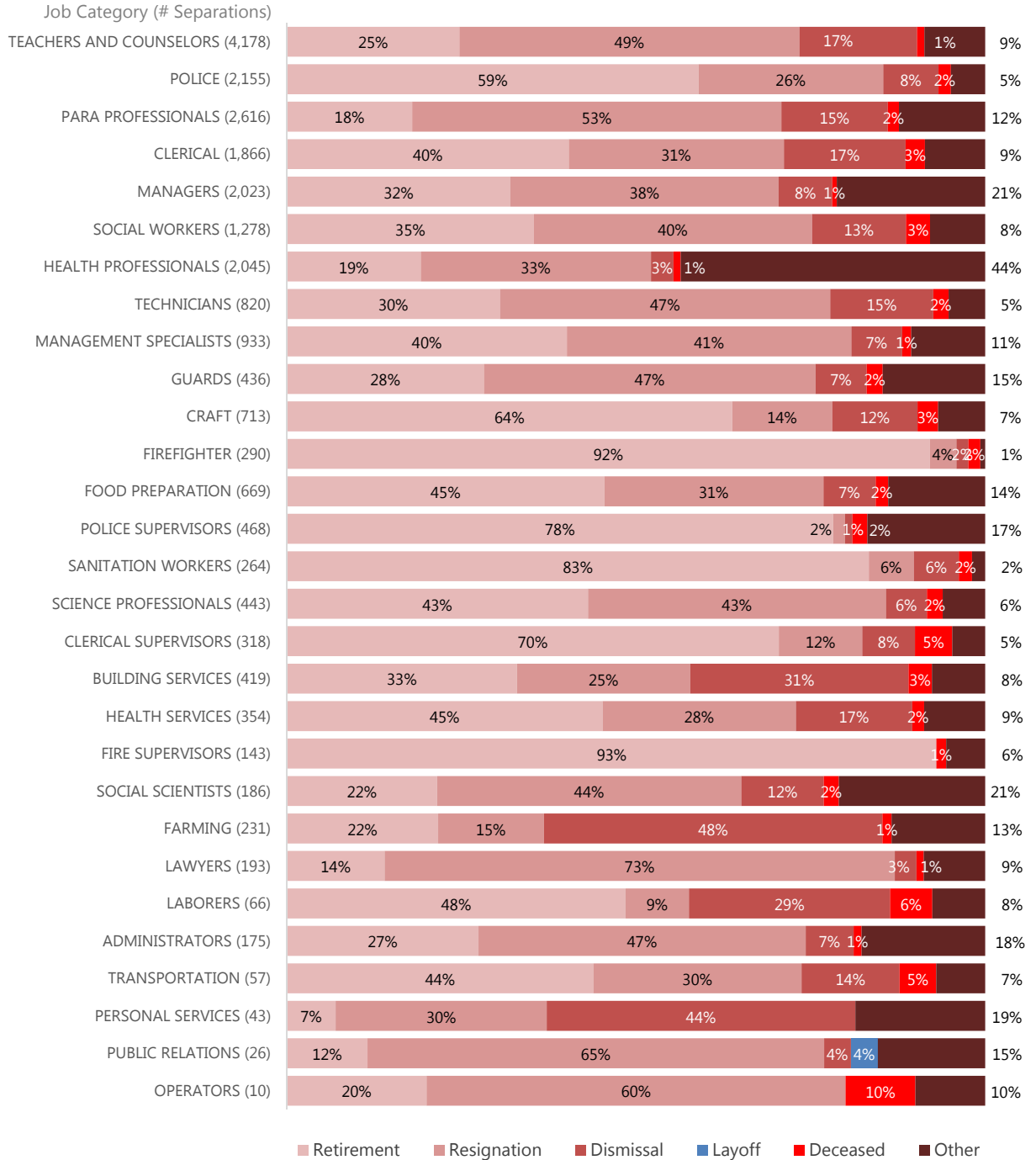


Fig 70: Fiscal 2015, Gender and Ethnicity of Separations by Job Category

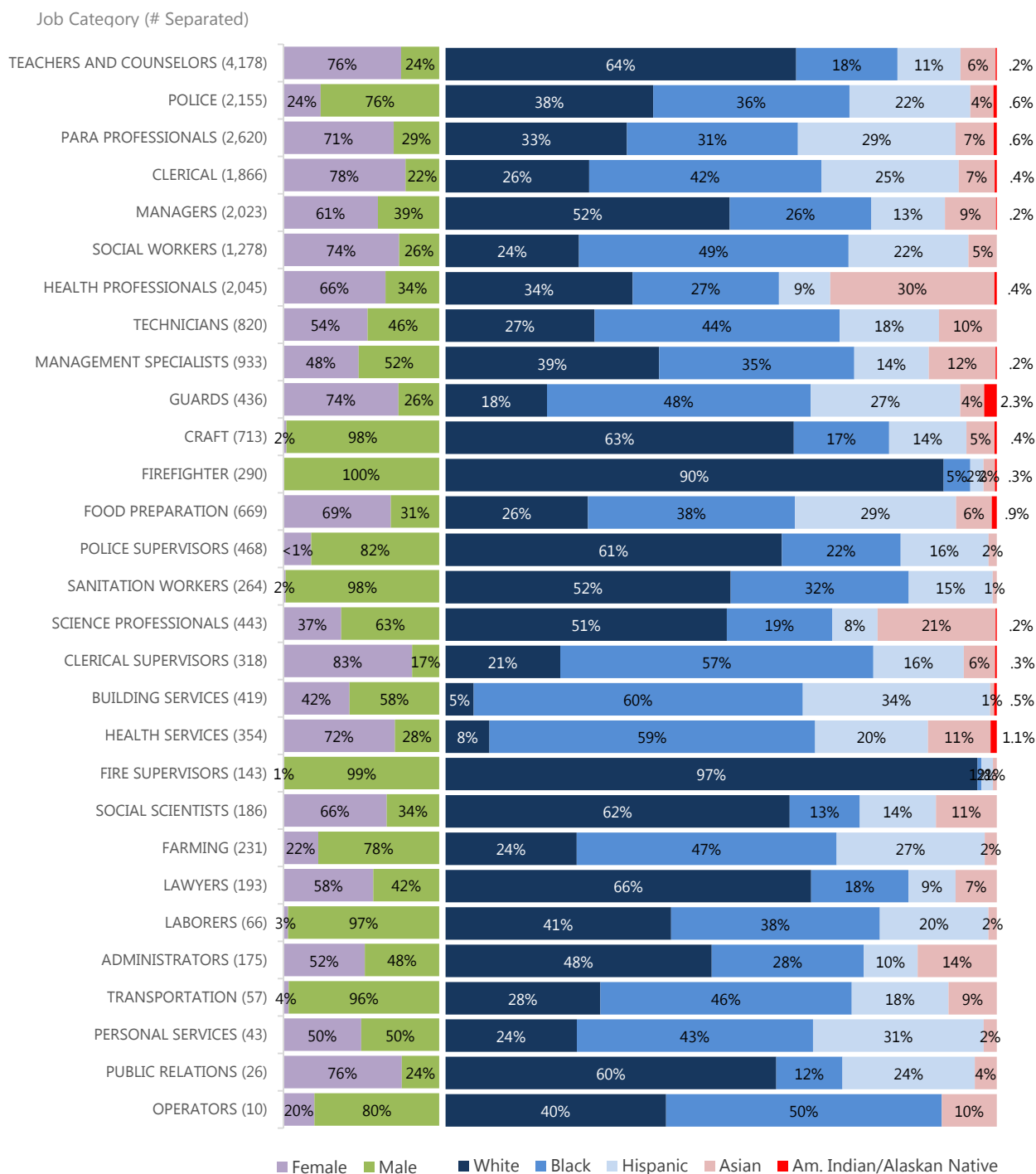
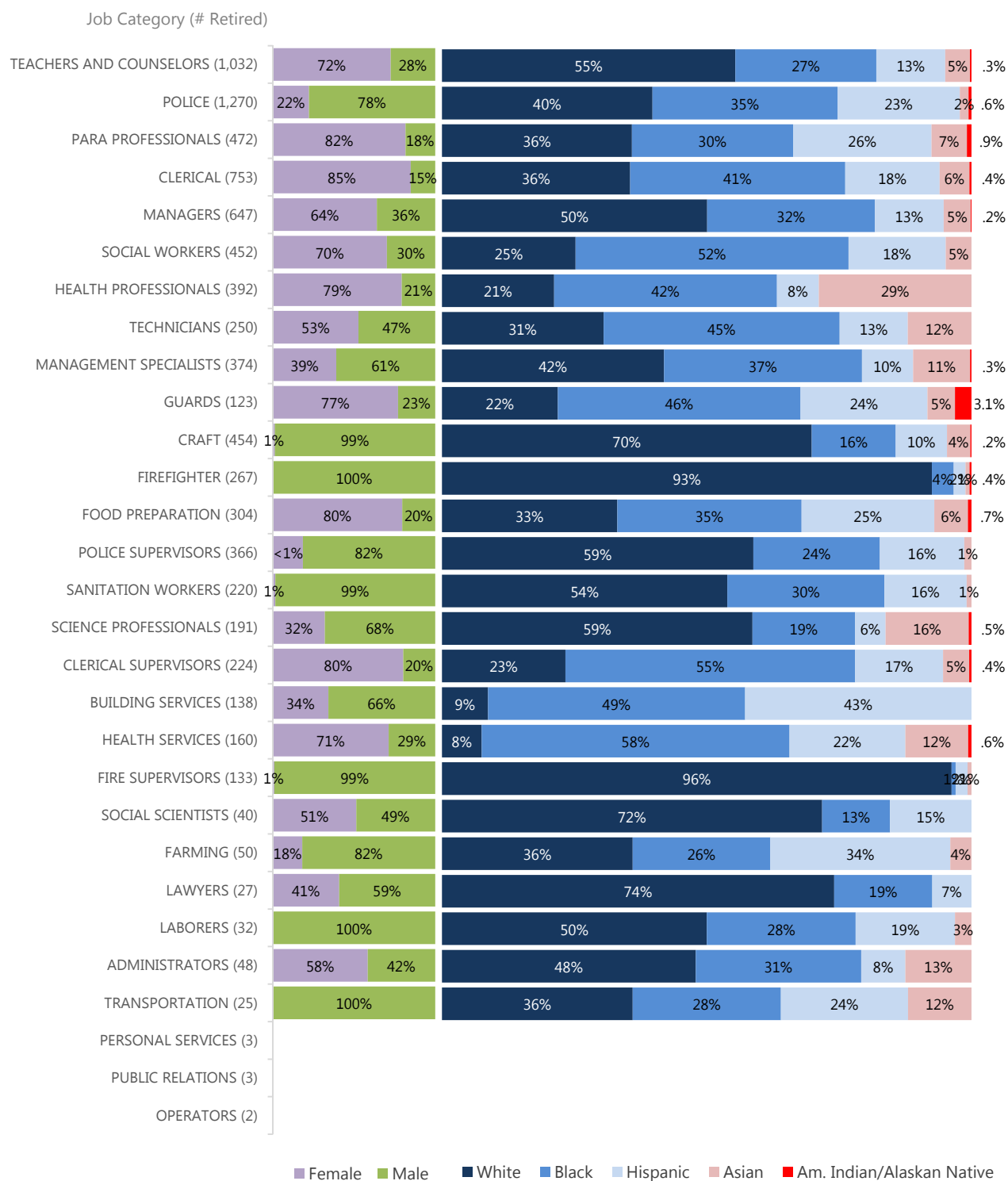


Fig 71: Fiscal 2015, Age and Years of Service for All Separations, by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	37	41.8	8	11.2
POLICE	44	42.6	19	14.7
PARA PROFESSIONALS	37	41.2	4	8.3
CLERICAL	55	50.2	13	14.2
MANAGERS	54	50.0	11	14.8
SOCIAL WORKERS	50.5	48.3	10	13.4
HEALTH PROFESSIONALS	35	41.6	3	7.5
TECHNICIANS	44	45.3	8	11.8
MANAGEMENT SPECIALISTS	52	48.4	11	14.6
GUARDS	48	47.3	9	11.9
CRAFT	57	55.1	24	19.6
FIREFIGHTER	48	46.5	19	18.5
FOOD PREPARATION	58	54.0	13	13.1
POLICE SUPERVISORS	48	48.1	23	23.2
SANITATION WORKERS	52	51.7	24	20.8
SCIENCE PROFESSIONALS	51	49.0	9	12.9
CLERICAL SUPERVISORS	61	58.2	27	25.0
BUILDING SERVICES	50	47.3	11	12.2
HEALTH SERVICES	57.5	52.4	13	14.8
FIRE SUPERVISORS	53	52.7	27	26.3
SOCIAL SCIENTISTS	36	43.0	3	9.9
FARMING	46	42.9	1	10.0
LAWYERS	35	39.6	4	7.5
LABORERS	52.5	52.1	19.5	17.9
ADMINISTRATORS	56	53.5	8	12.2
TRANSPORTATION	57	53.6	15	15.3
PERSONAL SERVICES	26	30.8	0	2.8
PUBLIC RELATIONS	36	40.9	5	7.3
OPERATORS	51.5	50.3	8.5	13.9

RETIREMENTS

Fig 72: Fiscal 2015, Gender and Ethnicity of Retirees by Job Category



Note: Gender and Ethnicity are only reported for groupings of five or more employees

Fig 73: Fiscal 2015, Age and Years of Service for All Retirements, by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	60	59.6	24	23.1
POLICE	48	47.9	21	21.0
PARA PROFESSIONALS	63	63.1	21	20.7
CLERICAL	62	62.8	24	23.3
MANAGERS	61	60.8	26	23.8
SOCIAL WORKERS	63	62.9	24	23.6
HEALTH PROFESSIONALS	64	63.8	23	23.0
TECHNICIANS	62	61.1	25	23.4
MANAGEMENT SPECIALISTS	63	63.3	28	26.3
GUARDS	63	63.5	24	22.5
CRAFT	61	59.4	26	25.6
FIREFIGHTER	48	47.7	20	19.6
FOOD PREPARATION	63	63.6	19	19.6
POLICE SUPERVISORS	48	48.0	23.5	23.4
SANITATION WORKERS	53	53.7	24	23.1
SCIENCE PROFESSIONALS	64	64.1	25	24.1
CLERICAL SUPERVISORS	62	62.0	29	28.5
BUILDING SERVICES	62	62.8	23	22.8
HEALTH SERVICES	63	63.6	24	23.5
FIRE SUPERVISORS	53	52.8	27	26.4
SOCIAL SCIENTISTS	63	62.7	28	26.2
FARMING	62	61.9	25	24.6
LAWYERS	63	64.1	24	23.2
LABORERS	60	58.3	26	25.0
ADMINISTRATORS	63	63.5	20.5	22.1
TRANSPORTATION	61	60.4	25	23.5
PERSONAL SERVICES	n/a	n/a	8	18.7
PUBLIC RELATIONS	n/a	n/a	14	18.7
OPERATORS	n/a	n/a	26.5	26.5

Note: Age metrics are only reported for groupings of five or more employees

RESIGNATIONS

Fig 74: Fiscal 2015, Gender and Ethnicity of Resignations by Job Category

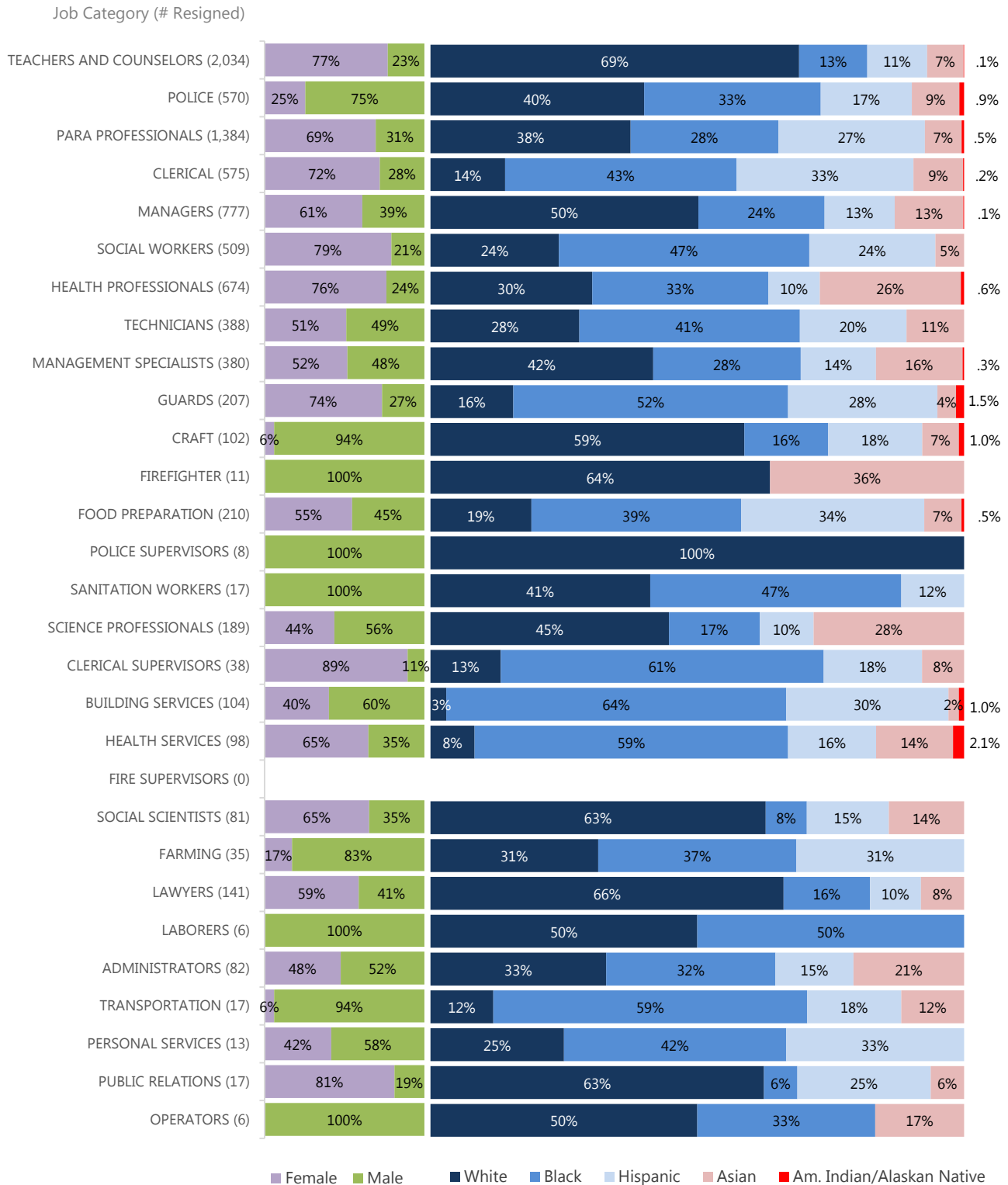


Fig 75: Fiscal 2015, Age and Years of Service of Resignations by Job Category

Job Category	Median Age	Average Age	Median YOS	Average YOS
TEACHERS AND COUNSELORS	32	33.8	5	6.1
POLICE	29	32.5	2	3.3
PARA PROFESSIONALS	31	34.6	2	4.4
CLERICAL	35	37.6	4	6.3
MANAGERS	37	39.4	4	5.7
SOCIAL WORKERS	35	37.2	4	5.4
HEALTH PROFESSIONALS	36	38.9	2	4.6
TECHNICIANS	33	36.0	3	5.3
MANAGEMENT SPECIALISTS	33	34.8	2	4.1
GUARDS	37	39.4	4	6.1
CRAFT	44	42.7	2	4.8
FIREFIGHTER	30	28.8	2	1.9
FOOD PREPARATION	45	44.7	5	6.8
POLICE SUPERVISORS	42	44.6	9	13.0
SANITATION WORKERS	43	44.2	8	8.5
SCIENCE PROFESSIONALS	34	35.5	2	3.4
CLERICAL SUPERVISORS	44	42.0	8	8.7
BUILDING SERVICES	33.5	36.9	3	5.9
HEALTH SERVICES	38	41.3	4	6.3
FIRE SUPERVISORS	n/a	n/a	n/a	n/a
SOCIAL SCIENTISTS	34	35.6	3	4.2
FARMING	35	38.5	0	4.7
LAWYERS	33	34.8	3	4.2
LABORERS	34	37.8	11	12.3
ADMINISTRATORS	47	47.6	3	6.3
TRANSPORTATION	39	42.2	2	5.1
PERSONAL SERVICES	23	24.7	0	1.1
PUBLIC RELATIONS	35	36.3	5	6.8
OPERATORS	45	43.3	6	5.5

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SECTION V: FOSTERING DIVERSITY IN THE MUNICIPAL WORKFORCE

New York City is the largest city in the country, and among the most diverse. Recruiting and retaining a workforce that reflects the diversity of our city supports the municipal government in better understanding and meeting the needs of its customers – all New Yorkers. The Department of Citywide Administrative Services' Human Capital and Citywide Diversity and Equal Employment Opportunity (CDEEO) Lines of Service are responding to this call for greater diversity at all levels of City government and will work collaboratively to support agencies in their efforts to become more diverse, especially in job categories where women and minorities have been historically under-represented. A description of each area and the planned work for the coming year is outlined below.

Office of Citywide Diversity and Equal Employment Opportunity

The mission of CDEEO is to value all employees, as they are the City's greatest asset. CDEEO's work focuses on the inclusive development, engagement, and advancement of talent. CDEEO established three strategic plans for enhancing diversity and inclusion (D&I) strategies grounded in workforce, workplace, and community.

D&I is a broadly conceived set of goals, actions and policy initiatives that go beyond enforcement of the City's EEO policies. Agencies establish their own strategies through the charter-mandated annual diversity & EEO plans that set forth objectives and best practices to promote equitable workforce practices, engaging and respectful workplace environments, and inclusive outreach to all the communities served by the City.

CDEEO's Managing Diversity Leadership Initiative represents an innovative approach to leadership that tracks 15 D&I best practices and measures progress of agency initiatives to implement these practices. These best practices range from D&I commitment statements from Commissioners, the identification of high potential talent through mentoring, reviewing workplace morale and engagement, and measuring inclusive selection practices for discretionary positions.

CDEEO assists agencies with the review of key workforce performance indicators, such as the demographic composition and trends among new hires, promotions and separations, and the analysis of underutilization by job groups. CDEEO created a centralized database for tracking EEO complaints. Reports generated from this database help agencies craft remedial and preventive initiatives.

A cornerstone of CDEEO's work is training, which serves to both enhance the professional skills of EEO and HR staff and to educate city employees about their EEO rights and obligations. CDEEO developed and implemented the City's flagship diversity and inclusion training program, *Everybody Matters*, available in both classroom and computer-based format. During Fiscal 2015, approximately 10,000 employees were trained.

Human Capital

Two offices within Human Capital will play key roles in this endeavor: The Office of Citywide Recruitment (OCR) and the Bureau of Strategic Planning.

The mission of OCR is to create a workforce pipeline for the City of New York. Recruitment is key to fulfilling this mission. The 2015 Workforce Profile Report indicates that nearly 30% of the City's workforce will be eligible to retire by Fiscal 2020. Taking a reactive approach is no longer a sufficient strategy for maintaining a thriving and competitive workforce, and data provided in this workforce report will allow OCR to effectively match recruiting efforts to the long term needs and mission of the City's workforce.

A large part of the work of OCR involves educating the public about careers that are available within City government, civil service examinations and the hiring process. OCR provides extensive outreach and communication to historically underserved and underrepresented communities that will benefit from greater knowledge of the opportunities within City government. In addition, OCR will incorporate diversity into its mission. Gender distribution, ethnic composition and attrition rates of the current workforce will guide recruitment efforts and ensure a diverse workforce that is representative of the City that we serve.

The Bureau of Strategic Planning will work to provide Agency Heads, senior leadership, and Agency Personnel Officers (APOs) with data, information, tools, and technical support needed to conduct strategic workforce analyses. The Bureau

produces the annual workforce report and aims to use data-driven analytics to aid agencies in their workforce planning efforts, such as allowing agencies to compare their agency demographics and hiring/separation trends against Citywide benchmarks and similar agencies to identify areas for improvement. In addition, being able to provide data such as the mean and median salaries of similarly-grouped titles across the City will help agencies in their recruitment strategies by offering them a city-wide lens, as opposed to being limited to information from their own agency.

Collectively, CDEEO and Human Capital will work on the following projects over the coming year:

- The revision of Personnel Service Bulletins concerning job postings, approval of interview questions/panels, and the review of the diversity of candidate slates before final applicant selection.
- Publication of annual Workforce Reports.
- Partner with agencies seeking to recruit into hard-to-fill titles and cast a wider net to educate and attract diversified talent to meet their business needs. The framework established through this work will be leveraged and used with other agencies experiencing similar recruitment challenges.
- Partner with community based organizations to conduct Civil Service “101” sessions as well as outreach to the disabled, veterans, LGBT, and at-risk youth communities.
- Expansion of the marketing of DCAS’ internship offerings by working more closely with colleges and universities, which have diverse student populations, to promote our employment and civil service examination opportunities.
- Publish Notices of Examinations for upcoming civil service examinations in ethnic publications.
- Convene quarterly meetings of Equal Employment and Agency Personnel Officers to discuss workforce planning, underutilization, and share best practices.
- Use tools such as the onboarding, engagement, and exit surveys to aid agencies in understanding gaps in their recruitment and retention strategies and support agencies in planning their current and future workforce needs. In addition, work with partner agencies in identifying best practices in the areas of recruitment and retention and increase collaboration between agencies.
- Continue labor-management efforts, such as the District Council 37 Joint Recruitment and Promotion Study Committee, to increase employee recruitment, retention and promotional opportunities for minorities and women in City government, and to develop a culture of employee retention across the City. Development of workforce dashboards to provide Agency Heads and APOs with snapshots of their workforce.
- Review data on gender distribution, ethnic composition, and attrition rates of the current workforce to guide and improve recruitment efforts. By identifying titles at risk for high attrition due to pending retirement, agencies will be able to use succession planning to build career pipelines for their employees. Not only will this process aid in the continuity of agency operations, but employees will receive a higher quality of guidance and support from their HR departments in terms of having more clearly defined career paths.
- Work with the Mayor’s Office of Appointments (MOA) to ensure that senior staff are being properly identified and that agencies are adhering to the practice of engaging with MOA to appoint senior level positions.
- Establish guidelines advising agencies of the primary responsibilities of Career Counselors especially in areas such as assisting employees with interviewing skills, resume building, and encouraging women and diverse City employees to take promotional examinations.
- Mandate structured interviewing and unconscious bias training for all City managers who impact the selection process.
- Provide performance evaluations for managers with a specific diversity and inclusion leadership competency requirement. Diversity and inclusion as a competency in the performance management process includes the manager’s ability to attract, recruit, select, mentor, and develop individuals of varied demographic characteristics, backgrounds, abilities, educational levels, experiences and tenures.

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SECTION VI: APPENDICES

APPENDIX I: DEFINITIONS AND DESCRIPTIONS

Data Sources

New York City Automated Personnel System (NYCAPS) data for City agencies, elective offices, commissions and boards, and the New York City Housing Authority, was provided by the Department of Citywide Administrative Services (DCAS) Human Capital line of service. Gender and ethnicity data for this population was extracted from the Citywide Equal Employment Database System (CEEDS), and was provided by the DCAS Office of Citywide Diversity and Equal Employment Opportunity (CDEEO).

Personnel, gender, and ethnicity data for the Board of Education pedagogical population was provided by the Financial Information Services Agency (FISA). Supplemental salary data for this population was extracted from the Payroll Management System (PMS).

Personnel, gender, and ethnicity data, and separation reasons, for employees of NYC Health and Hospitals and the School Construction Authority were provided by those agencies.

Pension information was provided by New York City Employee Retirement System (NYCERS), Board of Education Retirement System (BERS), and Teachers' Retirement System (TRS).

Demographic, employment, and salary data for the New York City Total Employed Population was pulled from American Community Survey (ACS), Integrated Public Use Microdata Series (IPUMS), and was compiled by the Office of City Planning and the Office of Management and Budget.

Workforce

The numbers in this report reflect all employees in the included agencies, who were not terminated as of the last day of the fiscal year, June 30th, 2015, and includes all full-time (FT) and part-time (PT) employees.

This report does not include data on contractors, consultants, interns, per-session employees, or volunteers. Positions having a limited duration or special conditions for the term of employment, such as City Seasonal Aides (six-month duration) and College Aides (conditional upon full-time enrollment in a degree granting program), are also excluded from this report.

Part-time employees are counted individually in this report, and are not converted to full-time-equivalencies (FTE) based on the number of hours worked in a given fiscal year.

Residency Requirements

The New York City residency law, codified at Sections 12-119 through 12-121 of the New York City Administrative Code, as amended, requires employees, other than those excepted or exempt from municipal residence requirements who enter City service on or after September 1, 1986 to establish city residence within 90 days of entering City service and thereafter maintain city residence as a condition of employment.

Employees who have completed two years of continuous City service shall be deemed in compliance with the residence requirements if they are residents of Nassau, Westchester, Suffolk, Orange, Rockland or Putnam county, provided that the Mayor may require certain senior-level staff to complete more than two years of City residency to remain in compliance with the residence requirements.

Pursuant to Mayoral Executive Order No. 131 of 2010, persons serving in positions covered by the order must establish city residency within 90 days of assuming such position and maintain city residency for the duration of his/her employment.

Pedagogues in the Department of Education (DOE), employees of New York City Health and Hospitals (NYCHH), the School Construction Authority (SCA), the New York City Housing Authority (NYCHA), and the District Attorneys' Offices are among those agencies exempt from residency requirements.

For more information, see:

- Personnel Services Bulletin 100-8: Residence Requirements;
- Administrative Code, Sections 12-119, 12-120, and 12-121 (as amended by Local Law 48 of 2009); and
- Executive Order 131 of 2010

City Agencies

The report includes all Mayoral Agencies, elected officials, pension systems, and board and commissions, as well as, the Department of Education (DOE), NYC Health and Hospitals (NYCHH), and the School Construction Authority (SCA).

Certain agencies, especially the community boards of each borough, were rolled into their respective Borough President. As reported here, the Mayoralty includes The Office of Management and Budget and the Office of Labor Relations. The Public Administrators of each borough have been combined into a single entity.

The Department of Juvenile Justice (DJJ) was incorporated into the Administration for Children's Services (ACS) in 2011; all DJJ employees are counted under ACS in all years.

Except where indicated, all numbers, figures, and charts reflect information relative to all agencies included in the report.

A complete list of agencies in the report can be found in Section III of this report, and individual agency profiles can be found in Appendix II.

Employee Type

Full-Time Employees: include those who work a standard work week in a full-time, per annum title with an annual work schedule. In general, full-time employees work between 35 and 40 hours per week and 261 days per year.

Part-Time Employees: fall into two different categories: (a) employees in titles established as non-per-annum jobs with no standard number of hours per week or days per year; and (b) employees hired on a part-time basis in a full-time per-annum title who do not work the standard number of hours per week or days in a year.

Managerial Service: those employees who formulate policy, assist directly in collective bargaining negotiations, or have a major role in the administration of collective bargaining agreements or in personnel administration.

Union Representation: includes all employees covered by a collective bargaining agreement.

Uniformed Services: the Police, Fire, Correction and Sanitation Services not including civilian positions in these agencies.

Gender and Ethnicity

Gender and Ethnicity values in this report are based on the Federal EEO-4 reporting requirements. All employees are categorized as either male or female, and either White, Black, Hispanic, Asian, or American Indian/Alaskan Native.

Gender and Ethnicity percentages are reported wherever available. Employees with unknown, unreported, or missing values are not included in the percentages shown in the tables and graphs.

Age and Years of Service

Employee age is determined in each fiscal year by calculating the elapsed time between the employees Date of Birth and the last day of each fiscal year.

City Start Date is used to determine the number of years of service of each employee in each fiscal year.

Salary

All representations of employee salaries in this report reflect only full-time employees, and are, except where specifically noted, adjusted for inflation to June 2015 dollars.

Full-time employee salaries fall into three different types: Annual, Hourly, and Per Diem. Non-annual salaries were annualized based on the number of hours worked per year (hourly) or days worked per year (per diem). For most employees the conversion rates are 1,827 hours per year and 261 days per year.

Part-time employee salaries are not converted to annual salaries in this report, nor are they included in any of the figures or charts.

Inflation

Except where noted, all dollar amounts reported are expressed in current (June 2015) dollars. Inflation adjustments were based on the Consumer Price Index (CPI) for all Urban Consumers in the New York-Northern New Jersey-Long Island Area, re-indexed to June 2015. <http://data.bls.gov/cgi-bin/surveymost?cu> (New York All Items).

Hires, Separations, and Transfers

Hires are divided into two groups, new hires and re-hires.

New Hires are employees who were on-boarded during the fiscal year and had no prior service in the agencies or titles covered in this report.

Re-hires are employees who were on-boarded during the fiscal year and, by looking at City Start Date and Agency Start Date, were found to have prior City service in the agencies and titles.

Separations were determined by an employee having been active or on some form of paid or unpaid leave at the conclusion of the preceding fiscal year and being separated from employment at some time during the current fiscal year.

Transfers were determined by an employee being active or on some form of paid or unpaid leave at the conclusion of the preceding fiscal year and being active or on some form of paid or unpaid leave at the conclusion of the current fiscal year but serving in a different City agency.

Pension Eligibility and Retirement Readiness

Pension plan data was provided by the various pension systems, including the Board of Education Retirement System (BERS), the Teachers Retirement System (TRS), and the New York City Employees Retirement System (NYCERS).

Retirement eligibility was determined by first calculating the minimum age and years of service requirements of an individual employee's pension plan. The second step was to calculate the employee's age, based on Date of Birth, and length of service, based on City Start Date, as of the end of the fiscal year. To arrive at the year an employee will be considered retirement ready, the calculation looks at the larger of, the number of years of service needed to satisfy the requirement and the number of years before an employee will meet the age requirement, and adds that to the current fiscal year.

Job Categories

The Office of Citywide Diversity and Equal Employment Opportunity (CDEEO) is responsible for ensuring that City agencies comply with the City's EEO Policy, and the City Charter provisions and laws concerning equal employment opportunity, as well as prepares the City of New York's federally mandated Biennial EEO-4 report to the Equal Employment Opportunity Commission (EEOC).

As part of their reporting, CDEEO is responsible for mapping civil service titles to their appropriate EEO-4 categories. The job categories included in this report are a more specific grouping of titles, and all map to one of the EEO-4 categories. DCAS worked closely with agencies not covered by the City's EEO-4 reporting, including NYC Health and Hospitals, the Department of Education, and the School Construction Authority, to ensure that their titles were mapped to appropriate job categories.

Administrators: Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: Elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, and controllers, chiefs of department, inspector generals, and kindred workers.

Managers: Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: Assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.

Police Supervisors: Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individuals, units, or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: Sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

Fire Supervisors: Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: Lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

Management Specialists: Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, and buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.

Science Professionals: Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, and marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.

Health Professionals: Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dieticians, occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

Social Scientists: Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.

Social Workers: Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: Caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy, and kindred workers.

Lawyers: Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: Attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges and kindred workers.

Public Relations: Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: Technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.

Teachers: Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: Health technicians (clinical laboratory, dental hygienists, health records, radiologic and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators and kindred workers.

Firefighters: Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category includes: Firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

Police and Detectives: Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: Police officers, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.

Guards: Occupations in which employees are entrusted with public safety and security. This category includes: School crossing guards, housing guards, watch persons, lifeguards, park rangers, school safety agents and kindred workers.

Health Services: Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: Dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies and kindred workers.

Paraprofessionals: Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: Administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

Clerical Supervisors: Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: Chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

Clerical: Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: Cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

Craft: Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: Mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision

hand working occupations and kindred workers.

Operators: Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: Printing press operators, high pressure boiler operators, laundry workers, and kindred workers.

Food Preparation: Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g., schools, correctional institutions, and concessions). This category includes: Cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.

Building Services: Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: Custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.

Personal Services: Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: Housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

Farming: Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: Herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

Transportation: Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: Bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.

Laborers: Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: Skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.

Sanitation Workers: Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: Sanitation workers, debris removers and kindred workers.

Jurisdictional Classification

Civil service jurisdictions are defined in the New York Civil Service Law, Article III, Title A and Title B, which can be found online (<http://codes.findlaw.com/ny/civil-service-law/>).

Article III. Title A: Unclassified Service

§ 35. Unclassified service. The civil service of the state and each of its civil divisions shall be divided into the classified and unclassified service. The unclassified service shall comprise the following:

- (a) all elective offices;
- (b) all offices filled by election or appointment by the legislature on joint ballot;
- (c) all officers and employees of the state legislature, and all officers and employees of any other legislative body whose principal functions and duties are directly related to the performance of the legislative functions of such body;
- (d) all offices filled by appointment by the governor, either upon or without confirmation by the senate, except officers and employees in the executive department who are not heads of divisions therein;
- (e) the head or heads of any department of the government who are vested with authority, direction and control over a department, and who have power and authority to appoint and remove officers and employees therein;
- (f) all members, officers and employees of boards of elections;
- (g) all persons employed by any title whatsoever as members of the teaching and supervisory staff of a school district, board of cooperative educational services or county vocational education and extension board, as certified to the

state commission by the commissioner of education. The commissioner of education shall prescribe qualifications for appointment for all classes of positions so certified by him, and shall establish specifications setting forth the qualifications for and the nature and scope of the duties and responsibility of such positions. The commissioner of education shall file such qualifications for appointment and such specifications with the civil service commission;

(h) all positions in the state university in the professional service as defined in subdivision three of section three hundred fifty-five-a of the education law, which positions shall be determined by the chancellor of the state university and certified by him to the civil service commission; provided, however, that any state university position in the classified service which the chancellor seeks to designate as unclassified must be approved by the civil service commission before such change in designation;

(i) all positions in community colleges in the professional service as defined in subdivision two of section six thousand three hundred six of the education law, which shall include all positions on the instructional staffs of the fashion institute of technology, the New York city community college of applied arts and sciences, and of the community colleges sponsored by the board of higher education in the city of New York as respectively defined in sections two thousand five hundred eighty-seven, six thousand two hundred six-a, and six thousand two hundred six-b of the education law. Such positions in community colleges other than the fashion institute of technology, the New York city community college of applied arts and sciences, and community colleges sponsored by the board of higher education of the city of New York shall be determined by the board of trustees of such colleges with the approval of the chancellor of state university, and certified by each such board to the commission or officer which administers the civil service law for the local sponsor of the community college administered by such board. Each such board of trustees shall prescribe qualifications for appointment for all classes of positions so certified by it, and shall establish specifications setting forth the qualifications for and the nature and scope of the duties and responsibilities of such positions. Each such board of trustees shall file such qualifications for appointment and such specifications with the civil service commission and with the commission or officer to which the certification is made;

(j) all persons, other than persons covered under paragraph (g) or paragraph (h) or paragraph (i) of this section, whose principal functions are teaching or the supervision of teaching in a public school, academy or college.

(k) all positions in the professional service in the New York State School for the Blind and the New York State School for the Deaf, requiring the performance of educational functions, which positions shall be determined by the commissioner of education and certified by him to the civil service commission.

Article III. Title B: Classified Service

§ 40. Classified service; classes of positions. The classified service shall comprise all offices and positions not included in the unclassified service. The offices and positions in the classified service of the state and of its civil divisions shall be divided into four classes, to be designated as the exempt class, the non-competitive class, the labor class, and the competitive class.

§ 41. Exempt class. 1. The following offices and positions shall be in the exempt class:

- (a) one secretary of each state department or division, temporary state commission or other state officer authorized by law to appoint a secretary;
- (b) the deputies of principal executive officers authorized by law to act generally for and in place of their principals;
- (c) one secretary of each municipal board or commission authorized by law to appoint a secretary;
- (d) one clerk and one deputy clerk if authorized by law, of each court, and one clerk of each elective judicial officer, and also one deputy clerk, if authorized by law, of any justice of the supreme court;
- (e) all other subordinate offices or positions for the filling of which competitive or non-competitive examination may be found to be not practicable. Not more than one appointment shall be made to or under the title of any office or position placed in the exempt class pursuant to the provisions of this paragraph, unless a different number is specifically prescribed in the rules.

2. No office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules. Upon the occurrence of a vacancy in any position in the exempt class, the state or municipal civil service commission having jurisdiction shall study and evaluate such position and, within four months after the occurrence of such vacancy, shall determine whether such position, as then constituted, is properly classified in the exempt class. Pending such determination, said position shall not be filled, except on a temporary basis.

§ 42. Non-competitive class. 1. The non-competitive class shall include all positions that are not in the exempt class or the labor class and for which it is found by the commission having jurisdiction to be not practicable to ascertain the merit and fitness of applicants by competitive examination. Appointments to positions in the non-competitive class shall be

made after such non-competitive examination as is prescribed by the state civil service department or municipal commission having jurisdiction. No position shall be deemed to be in the non-competitive class unless it is specifically named in such class in the rules. Not more than one appointment shall be made to or under the title of any office or position placed in the non-competitive class pursuant to the provisions of this section, unless a different or an unlimited number is specifically prescribed in the rules.

2. With respect to civil divisions of the state whose populations, according to the latest federal decennial census or latest federal special population census, are less than five thousand and, with respect to those civil divisions whose populations are not determined as such by the federal bureau of the census, whose populations are estimated by their respective governing bodies to be less than five thousand, the state commission shall, on or before July first, nineteen hundred sixty-one, promulgate standards for determining the practicality of examination, which it may from time to time thereafter amend, and shall also provide information and advice to municipal commissions, to enable such commissions to utilize the provisions of this section, when appropriate, in order to enable such civil subdivisions to recruit and retain in their employ competent and qualified persons.

2-a. The state or municipal civil service commission by appropriate amendments to its rules shall designate among positions in the non-competitive class in its jurisdiction those positions which are confidential or require the performance of functions influencing policy.

§ 43. Labor class. 1. The labor class shall comprise all unskilled laborers in the service of the state and each of its civil divisions except those whose positions can be examined for competitively.

The state or municipal commission may require applicants for employment in the labor class to qualify in such examinations of their fitness for employment as may be deemed practicable.

§ 44. Competitive class. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination, and shall include all positions now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class or the labor class.

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APPENDIX II: WORKFORCE BY AGENCY

In the pages that follow are workforce profiles for each of the agencies covered in this report. All data reflect Fiscal 2015 calculations.

Administration for Children's Services (ACS)	96	Department of Investigation (DOI)	168
Office of the Actuary (ACTUARY)	98	Department of Info Tech & Telecomm (DOITT)	170
Business Integrity Commission (BIC)	100	Department of Probation (DOP)	172
Board of Corrections (BOC)	102	Department of Records & Info Service (DORIS)	174
Board of Election (BOE)	104	Department of Transportation (DOT)	176
Borough President-Brooklyn (BP-BK)	106	Department of Sanitation (DSNY)	178
Borough President-Bronx (BP-BX)	108	Department of Youth & Comm Dev (DYCD)	180
Borough President-Manhattan (BP-MAN)	110	Equal Employment Practices Commission (EEPC)	182
Borough President-Queens (BP-QNS)	112	Fire Department (FDNY)	184
Borough President-Staten Is (BP-SI)	114	Financial Information Services Agency (FISA)	186
City Commission On Human Rights (CCHR)	116	Housing Preservation & Development (HPD)	188
Civilian Complaint Review Board (CCRB)	118	Human Resources Administration (HRA)	190
Campaign Finance Board (CFB)	120	Independent Budget Office (IBO)	192
Office of the City Clerk (CLERK)	122	Law Department (LAW)	194
Conflicts of Interest Board (COIB)	124	Landmarks Preservation Committee (LPC)	196
Office of the Comptroller (COMPTROLLER)	126	MAYORALTY	198
New York City Council (COUNCIL)	128	Municipal Water Finance Authority (MWFA)	200
District Attorney - Kings County (DA-BK)	130	NYC Civil Service Commission (NYCCSC)	202
District Attorney - Bronx County (DA-BX)	132	NYC Employees Retirement System (NYCERS)	204
District Attorney - Manhattan (DA-MAN)	134	NYC Housing Authority (NYCHA)	206
District Attorney - Special Narcotics (DA-NARC)	136	NYC Health and Hospitals (NYCHH)	208
District Attorney - Queens County (DA-QNS)	138	New York City Police Pension Fund (NYCPPF)	210
District Attorney - Richmond County (DA-SI)	140	New York City Tax Commission (NYCTAX)	212
Department of Consumer Affairs (DCA)	142	Police Department (NYPD)	214
Department of Citywide Admin Svcs (DCAS)	144	Office of Administrative Trials And Hearings (OATH)	216
Department of Cultural Affairs (DCLA)	146	Office of Collective Bargaining (OCB)	218
Department of City Planning (DCP)	148	NYC Emergency Management (NYCEM)	220
Department of Design & Construction (DDC)	150	Office of Payroll Administration (OPA)	222
Department of Environment Protection (DEP)	152	Office of the Public Advocate (PA)	224
Department for the Aging (DFTA)	154	Department of Parks & Recreation (PARKS)	226
Department of Homeless Services (DHS)	156	Offices of the Public Administrators (PUBADMIN)	228
Department of Buildings (DOB)	158	Department of Small Business Services (SBS)	230
Department of Correction (DOC)	160	School Construction Authority (SCA)	232
Department of Education (DOE)	162	Taxi & Limousine Commission (TLC)	234
Department of Finance (DOF)	164	Teachers Retirement System (TRS)	236
Department of Health/Mental Hygiene (DOHMH)	166		

Workforce Profile: ADMINISTRATION FOR CHILDREN'S SERVICES (ACS) : FY2015

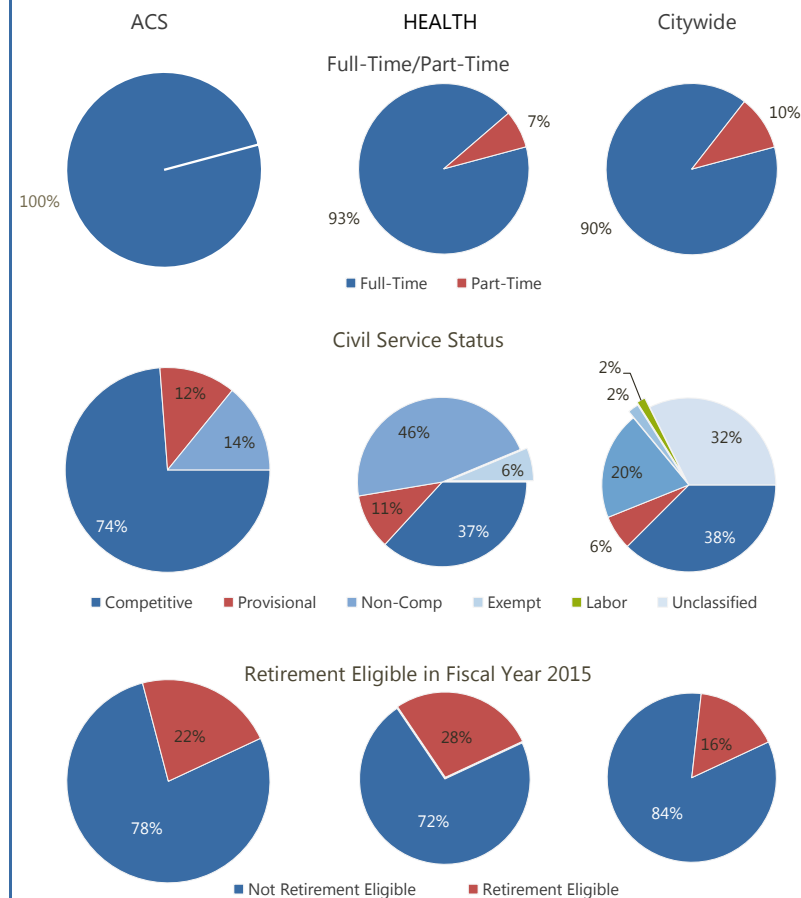
Health & Human Services Agency Group

Summary Indicators	ACS	HEALTH	Citywide
Headcount (FT / PT)	6,113 / 8	63,797 / 4,904	325,588 / 37,293
Median Age / Years of Service	47 / 13	49 / 10	44 / 10
% Male / Female	26% / 74%	31% / 69%	42% / 58%
% White / Minority	14% / 86%	17% / 83%	39% / 61%
Median Annual Base Salary (FT)	\$51,955	\$52,045	\$67,372
% Eligible to Retire	22%	28%	16%
% Hires	8%	10%	9%
% Union Represented	91%	91%	91%

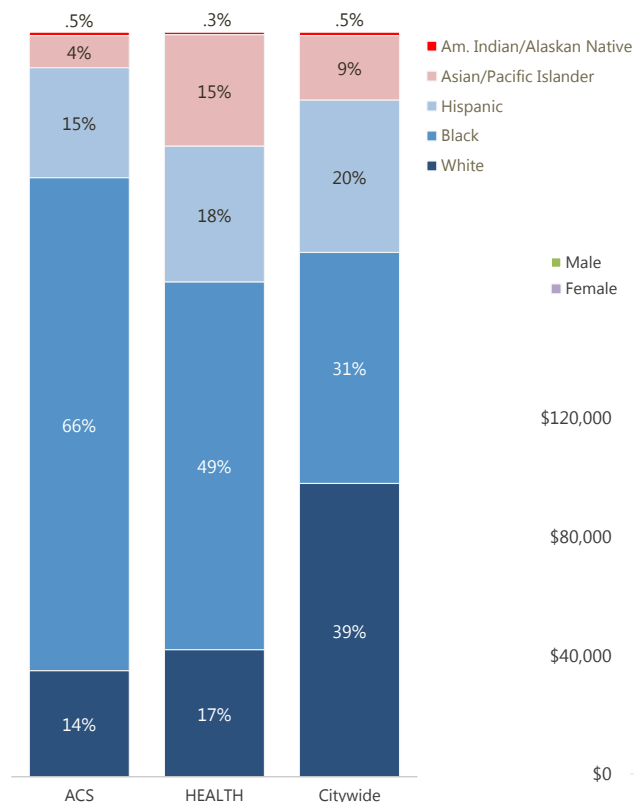
Hires	ACS	HEALTH	Citywide
Total Hires	493	7,189	32,057
New Hires	480	7,113	27,116
Rehires	13	76	4,941

Separations	ACS	HEALTH	Citywide
Total Separations	413	6,063	23,422
Retirement	104	1,817	8,452
Resignation	201	2,452	8,673
Dismissal	65	522	2,816
Layoff	0	1	3
Deceased	12	142	415
Other	31	1,129	3,063

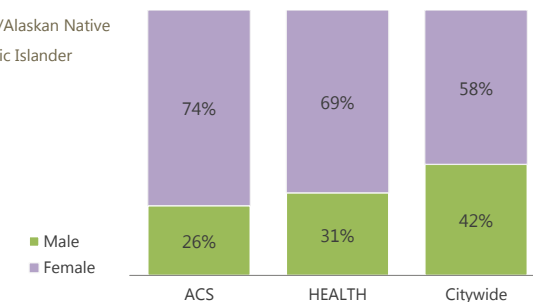
Employee Type by Agency, Agency Group, and Citywide



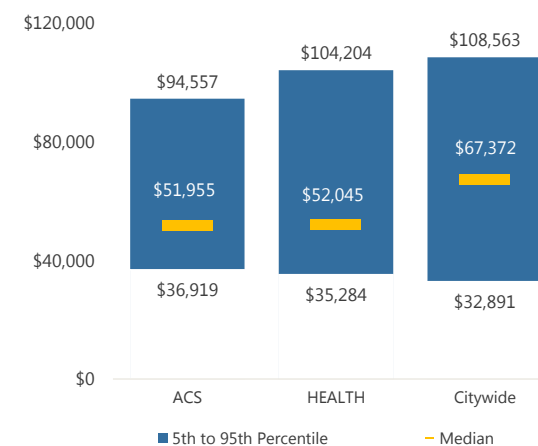
Ethnicity



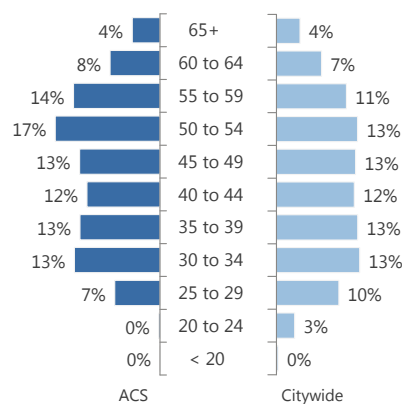
Gender



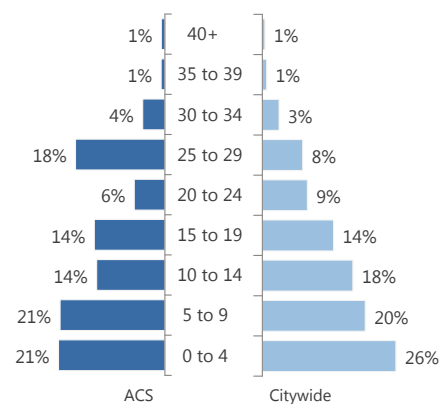
Full-Time Annual Salary Range



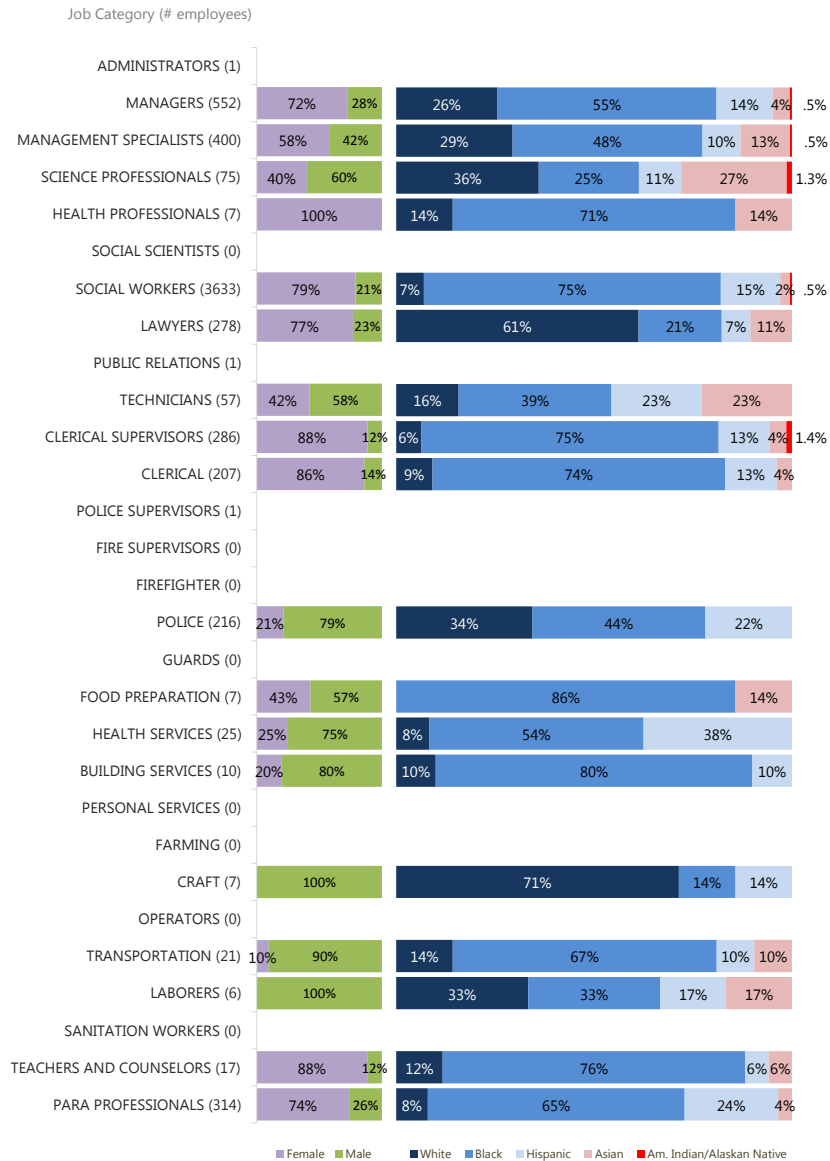
Age



Years of Service



Gender and Ethnicity by Job Category for: ACS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	1	\$214,413	0.0%	0.0%	0.0%
MANAGERS	552	99.8%	49	17	\$92,852	22.5%	4.5%	5.1%
MANAGEMENT SPECIALISTS	400	100.0%	54	18	\$73,307	44.5%	3.8%	4.0%
SCIENCE PROFESSIONALS	75	100.0%	54	14	\$79,176	36.0%	10.7%	2.7%
HEALTH PROFESSIONALS	7	100.0%	69	13	\$67,872	42.9%	28.6%	0.0%
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	3633	100.0%	44	11	\$51,830	19.1%	6.7%	8.6%
LAWYERS	278	98.6%	33	3.5	\$72,247	8.8%	14.9%	20.2%
PUBLIC RELATIONS	1	100.0%	n/a	7	\$46,232	0.0%	0.0%	0.0%
TECHNICIANS	57	100.0%	44	9	\$41,564	10.5%	3.5%	8.8%
CLERICAL SUPERVISORS	286	100.0%	53	23	\$49,876	39.2%	4.5%	0.0%
CLERICAL	207	100.0%	54	18	\$36,899	41.1%	10.1%	5.8%
POLICE SUPERVISORS	1	100.0%	n/a	4	\$74,771	0.0%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	216	100.0%	51	3	\$58,908	3.7%	4.6%	11.1%
GUARDS	0							
FOOD PREPARATION	7	100.0%	50	17	\$39,639	14.3%	0.0%	0.0%
HEALTH SERVICES	25	100.0%	51	15	\$35,098	28.0%	8.0%	8.0%
BUILDING SERVICES	10	100.0%	61	22.5	\$36,760	70.0%	10.0%	10.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	7	100.0%	52	24	\$89,523	42.9%	14.3%	0.0%
OPERATORS	0							
TRANSPORTATION	21	100.0%	52	11	\$44,021	33.3%	9.5%	0.0%
LABORERS	6	66.7%	48.5	15.5	\$68,361	25.0%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	17	100.0%	58	10	\$67,372	47.1%	5.9%	17.6%
PARA PROFESSIONALS	314	99.7%	45	11	\$54,858	19.2%	7.9%	6.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CHILD PROTECTIVE SPECIALIST	2,019	33.0%	36	7.0	6.8%	156	295
CHILD PROTECTIVE SPECIALIST SUPERVISOR	504	8.2%	50	19.5	30.0%	18	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	286	4.7%	53	23.0	39.2%	17	0
JUVENILE COUNSELOR	274	4.5%	46.5	10.0	16.1%	47	7
ADMINISTRATIVE STAFF ANALYST	256	4.2%	52	16.0	34.8%	18	17
ADMINISTRATIVE DIRECTOR OF SOCIAL SERVICES	240	3.9%	47	14.0	18.8%	19	22
AGENCY ATTORNEY	220	3.6%	34.5	5.0	6.4%	44	14
CHILD WELFARE SPECIALIST	212	3.5%	56	25.0	55.2%	16	0
CHILD AND FAMILY SPECIALIST	207	3.4%	52	24.0	35.3%	13	4
COMMUNITY COORDINATOR	201	3.3%	42	11.0	17.9%	17	15

ADMINISTRATION FOR CHILDREN'S SERVICES is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: OFFICE OF THE ACTUARY (ACTUARY) : FY2015

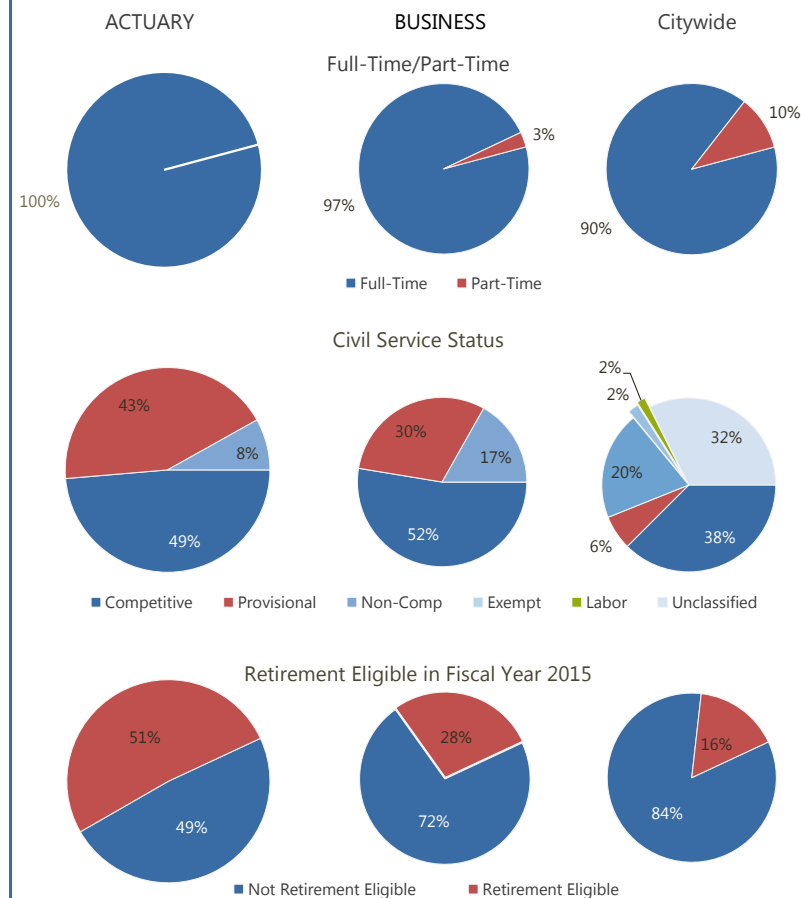
Business, Finance & Economy Agency Group

Summary Indicators	ACTUARY	BUSINESS	Citywide
Headcount (FT / PT)	37 / 0	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	57 / 15	49 / 11	44 / 10
% Male / Female	56% / 44%	50% / 50%	42% / 58%
% White / Minority	41% / 59%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$71,540	\$63,864	\$67,372
% Eligible to Retire	51%	28%	16%
% Hires	3%	9%	9%
% Union Represented	68%	79%	91%

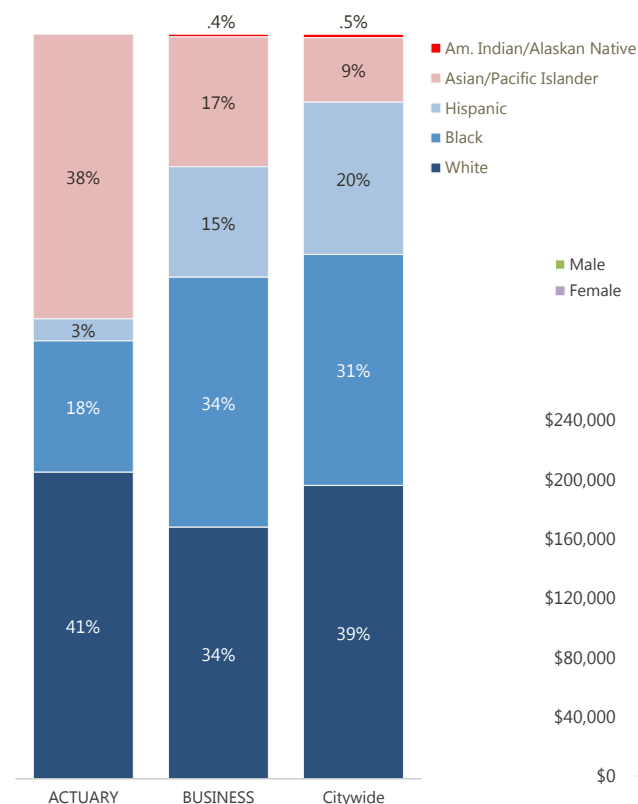
Hires	ACTUARY	BUSINESS	Citywide
Total Hires	1	414	32,057
New Hires	1	381	27,116
Rehires	0	33	4,941

Separations	ACTUARY	BUSINESS	Citywide
Total Separations	1	338	23,422
Retirement	0	114	8,452
Resignation	0	134	8,673
Dismissal	1	36	2,816
Layoff	0	0	3
Deceased	0	7	415
Other	0	47	3,063

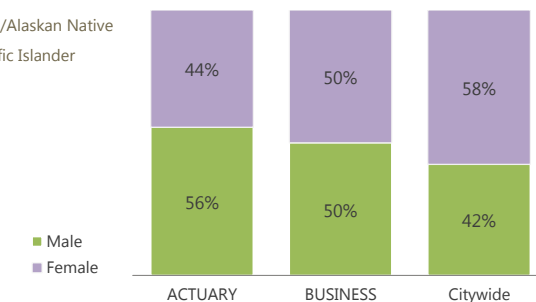
Employee Type by Agency, Agency Group, and Citywide



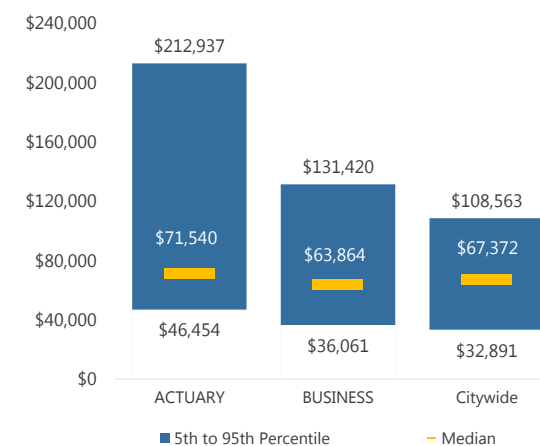
Ethnicity



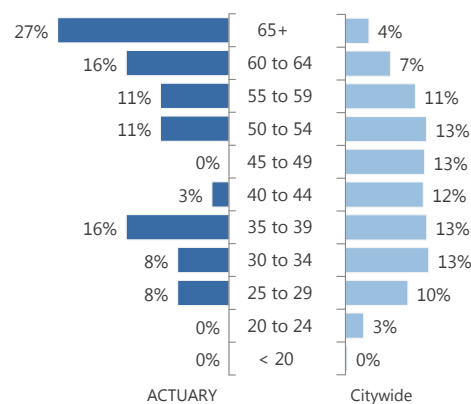
Gender



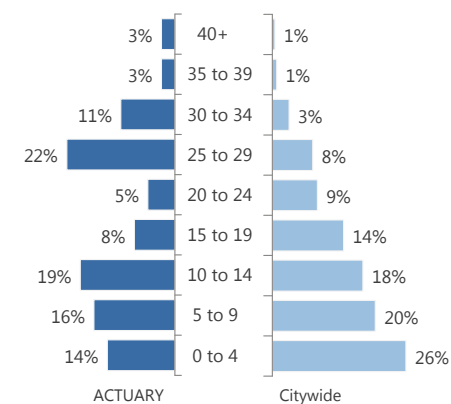
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: ACTUARY

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	9	100.0%	60	17	\$172,395	77.8%	0.0%	11.1%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	26	\$46,475	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	24	100.0%	46	11.5	\$63,022	41.7%	4.2%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	3	100.0%	n/a	29	\$52,798	66.7%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ACTUARIAL SPECIALIST	23	62.2%	51	12.0	43.5%	1	0
ADMINISTRATIVE ACTUARY	6	16.2%	61.5	15.0	83.3%	0	0
CHIEF ACTUARY	2	5.4%	n/a	12.5	50.0%	0	1
SECRETARY TO THE CHIEF ACTUARY	1	2.7%	n/a	29.0	0.0%	0	0
ADMINISTRATIVE STAFF ANALYST	1	2.7%	n/a	34.0	100.0%	0	0
CLERICAL ASSOCIATE	1	2.7%	n/a	43.0	100.0%	0	0
SECRETARY	1	2.7%	n/a	29.0	100.0%	0	0
PROCUREMENT ANALYST	1	2.7%	n/a	26.0	0.0%	0	0
*CERTIFIED LOCAL AREA NETWORK ADMINISTRATOR	1	2.7%	n/a	7.0	0.0%	0	0

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Workforce Profile: BUSINESS INTEGRITY COMMISSION (BIC) : FY2015

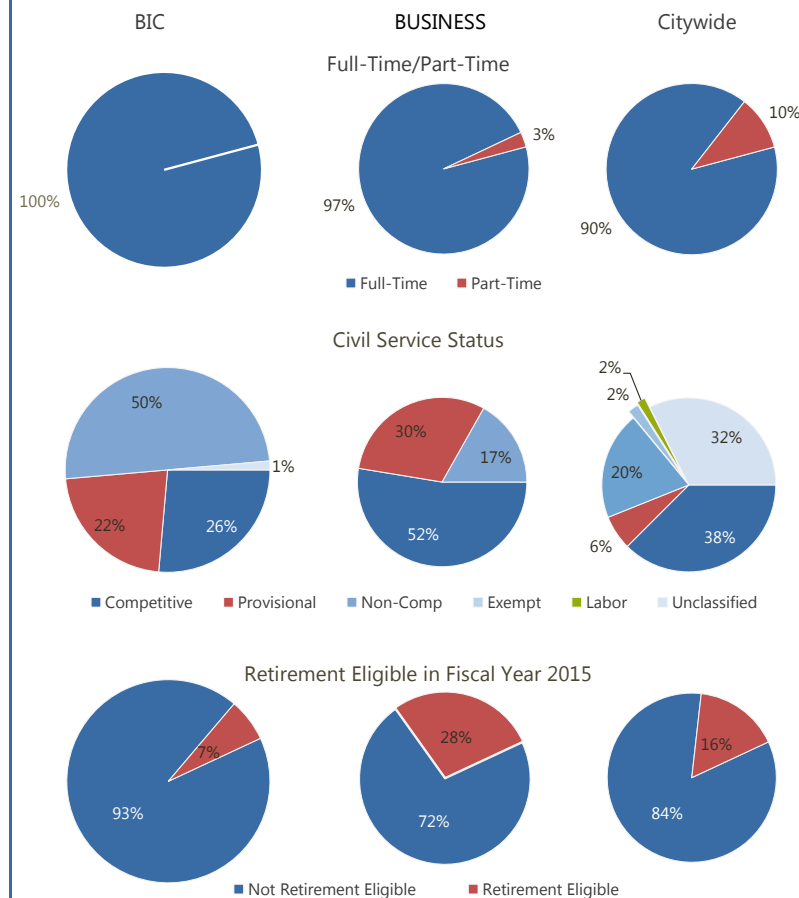
Business, Finance & Economy Agency Group

Summary Indicators	BIC	BUSINESS	Citywide
Headcount (FT / PT)	73 / 0	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	44 / 5	49 / 11	44 / 10
% Male / Female	49% / 51%	50% / 50%	42% / 58%
% White / Minority	43% / 57%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$56,737	\$63,864	\$67,372
% Eligible to Retire	7%	28%	16%
% Hires	21%	9%	9%
% Union Represented	68%	79%	91%

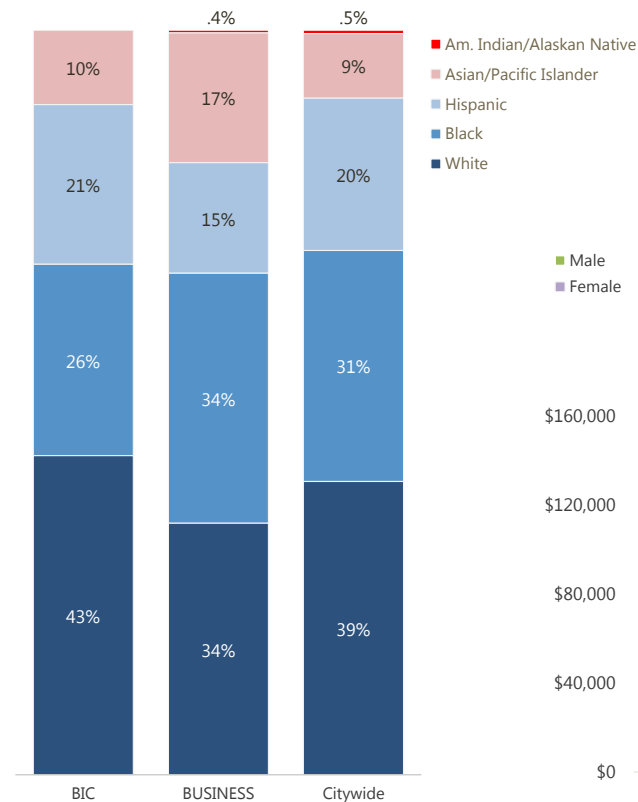
Hires	BIC	BUSINESS	Citywide
Total Hires	15	414	32,057
New Hires	15	381	27,116
Rehires	0	33	4,941

Separations	BIC	BUSINESS	Citywide
Total Separations	10	338	23,422
Retirement	1	114	8,452
Resignation	6	134	8,673
Dismissal	0	36	2,816
Layoff	0	0	3
Deceased	0	7	415
Other	3	47	3,063

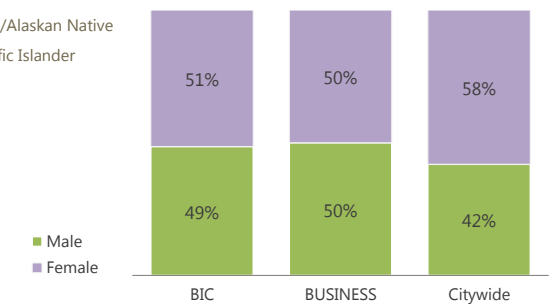
Employee Type by Agency, Agency Group, and Citywide



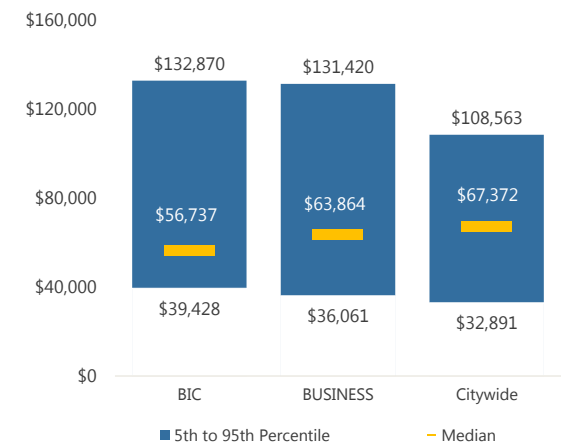
Ethnicity



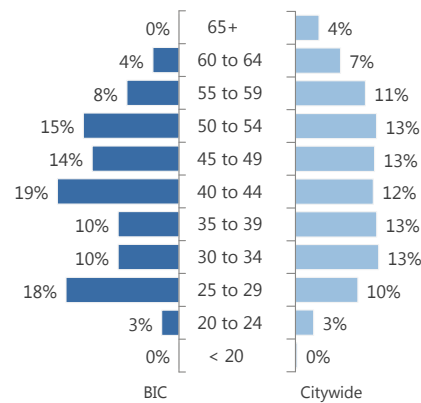
Gender



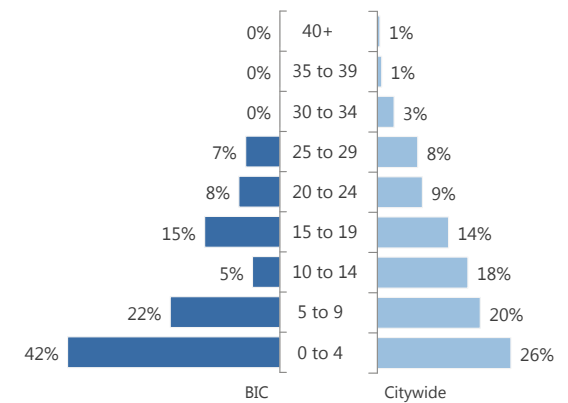
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BIC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	3	\$214,413	0.0%	0.0%	0.0%
MANAGERS	22	100.0%	41.5	6	\$96,667	0.0%	27.3%	9.1%
MANAGEMENT SPECIALISTS	13	100.0%	46	18	\$47,502	7.7%	7.7%	0.0%
SCIENCE PROFESSIONALS	3	100.0%	n/a	18	\$62,708	0.0%	0.0%	33.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	4	100.0%	n/a	5	\$62,170	0.0%	25.0%	25.0%
CLERICAL SUPERVISORS	2	100.0%	n/a	25.5	\$57,935	100.0%	0.0%	0.0%
CLERICAL	2	100.0%	n/a	24.5	\$49,284	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	26	100.0%	29.5	1.5	\$45,468	7.7%	7.7%	42.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY ASSOCIATE	21	28.8%	27	1.0	4.8%	3	10
ADMINISTRATIVE STAFF ANALYST	11	15.1%	42	7.0	0.0%	5	1
MARKET AGENT	11	15.1%	44	18.0	9.1%	1	0
EXECUTIVE AGENCY COUNSEL	10	13.7%	39.5	3.5	0.0%	2	1
ASSOCIATE FRAUD INVESTIGATOR	4	5.5%	n/a	5.0	0.0%	1	1
COMMUNITY COORDINATOR	4	5.5%	n/a	7.0	25.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	2	2.7%	n/a	25.5	100.0%	0	0
CLERICAL ASSOCIATE	2	2.7%	n/a	24.5	0.0%	0	0
COMPUTER SYSTEMS MANAGER	1	1.4%	n/a	5.0	0.0%	1	0
ASSOCIATE STAFF ANALYST	1	1.4%	n/a	27.0	0.0%	0	0

BUSINESS INTEGRITY COMMISSION is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: BOARD OF CORRECTIONS (BOC) : FY2015

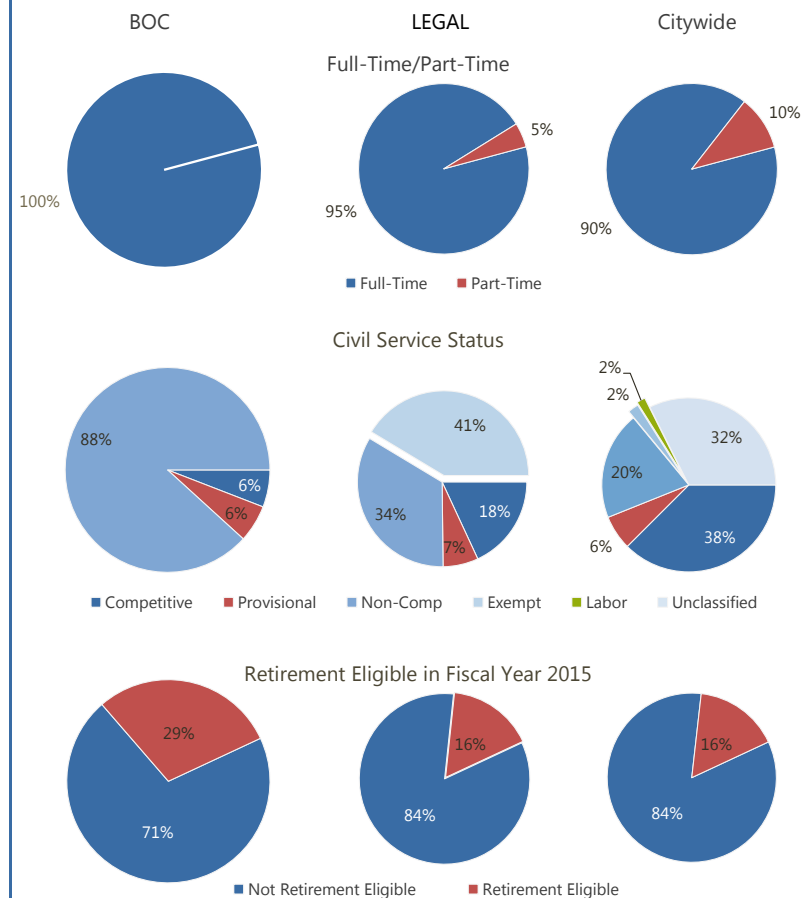
Legal Affairs & Access to Justice Agency Group

Summary Indicators	BOC	LEGAL	Citywide
Headcount (FT / PT)	17 / 0	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	42 / 10	40 / 7	44 / 10
% Male / Female	29% / 71%	41% / 59%	42% / 58%
% White / Minority	18% / 82%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$62,180	\$63,654	\$67,372
% Eligible to Retire	29%	16%	16%
% Hires	6%	13%	9%
% Union Represented	88%	54%	91%

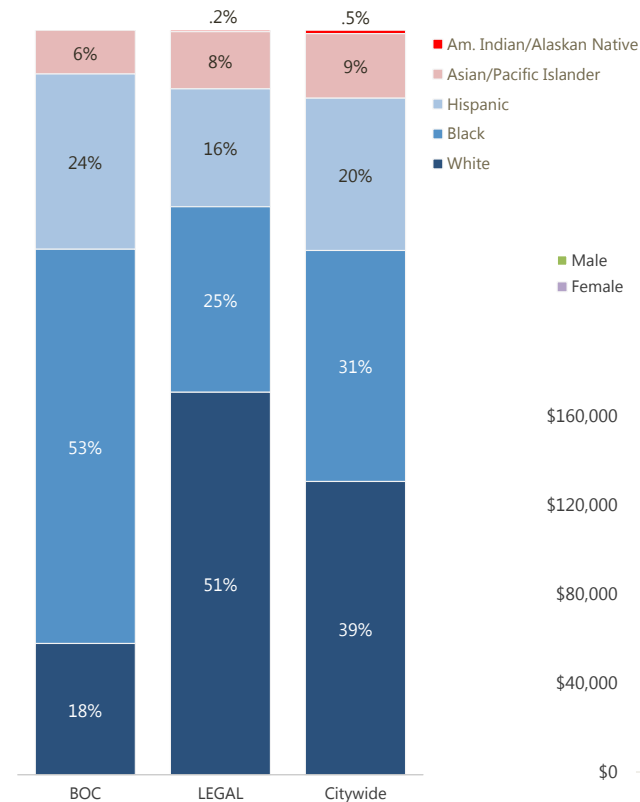
Hires	BOC	LEGAL	Citywide
Total Hires	1	814	32,057
New Hires	1	773	27,116
Rehires	0	41	4,941

Separations	BOC	LEGAL	Citywide
Total Separations	1	619	23,422
Retirement	0	77	8,452
Resignation	0	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	1	39	3,063

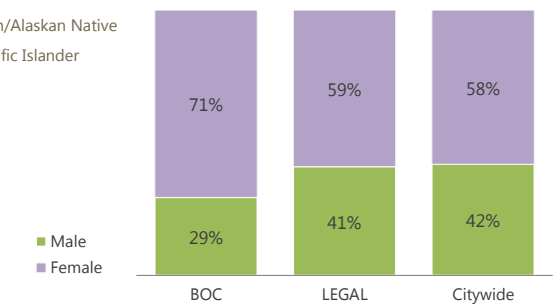
Employee Type by Agency, Agency Group, and Citywide



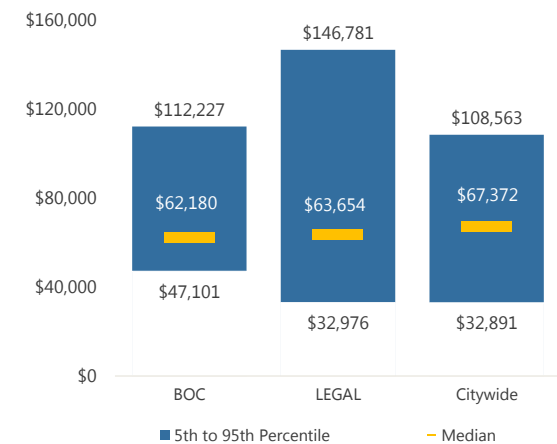
Ethnicity



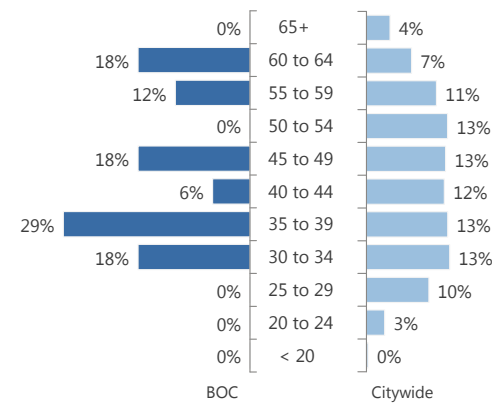
Gender



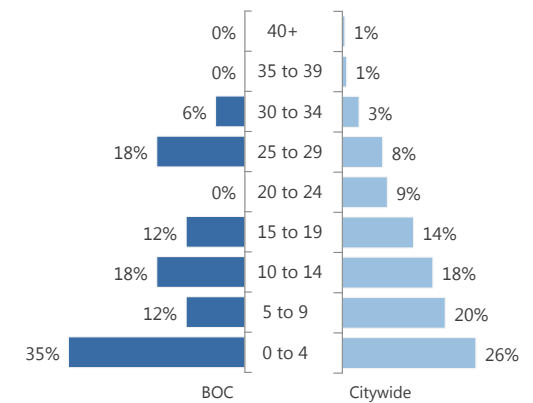
Full-Time Annual Salary Range



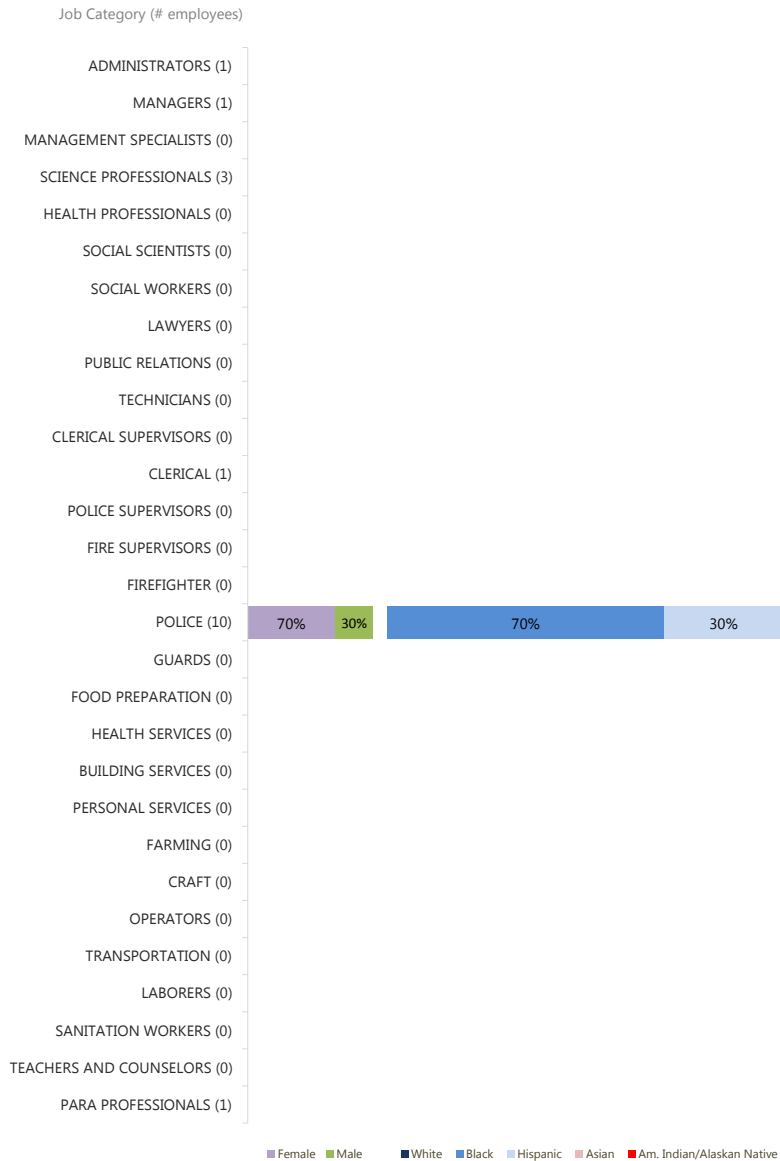
Age



Years of Service



Gender and Ethnicity by Job Category for: BOC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	1	\$160,000	0.0%	100.0%	0.0%
MANAGERS	1	100.0%	n/a	14	\$78,129	0.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	3	100.0%	n/a	4	\$78,937	33.3%	0.0%	33.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	17	\$44,694	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	10	100.0%	42.5	13.5	\$62,160	40.0%	0.0%	0.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	1	100.0%	n/a	1	\$47,703	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CORRECTIONAL STANDARDS REVIEW SPECIALIST	10	58.8%	42.5	13.5	40.0%	0	0
CITY RESEARCH SCIENTIST (ALL CITY AGENCIES)	2	11.8%	n/a	2.0	0.0%	0	1
SECRETARY	1	5.9%	n/a	17.0	0.0%	0	0
COMPUTER SPECIALIST (SOFTWARE)	1	5.9%	n/a	8.0	100.0%	0	0
DIRECTOR OF CORRECTIONAL STANDARDS REVIEW	1	5.9%	n/a	14.0	0.0%	0	0
COMMUNITY COORDINATOR	1	5.9%	n/a	1.0	0.0%	0	0
EXECUTIVE DIRECTOR (BOARD OF CORRECTION)	1	5.9%	n/a	1.0	0.0%	1	0

BOARD OF CORRECTIONS is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: BOARD OF ELECTION (BOE) : FY2015

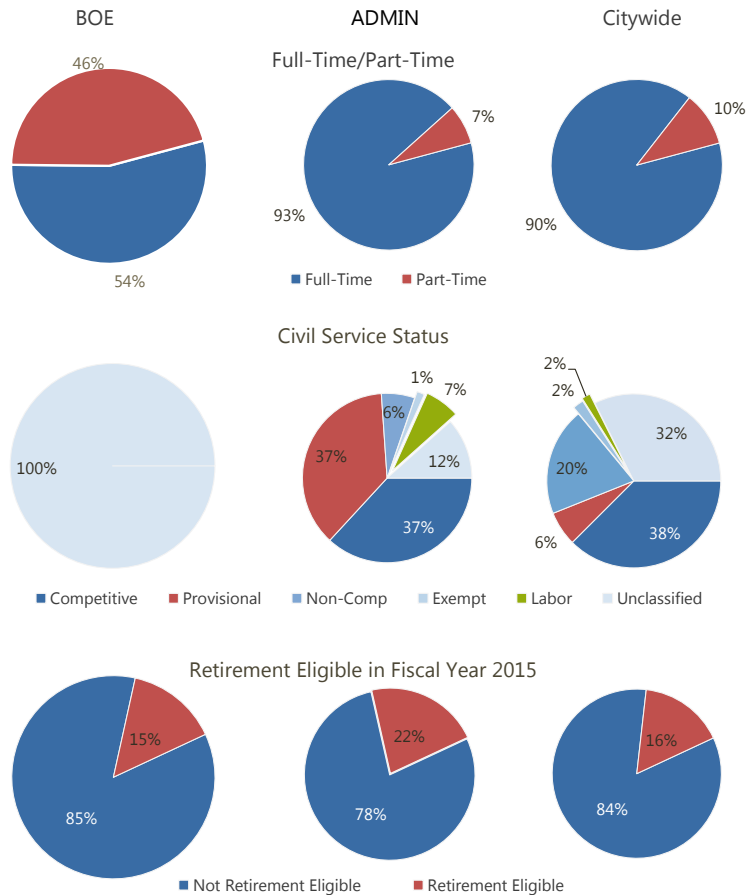
Administrative Services Agency Group

Summary Indicators	BOE	ADMIN	Citywide
Headcount (FT / PT)	376 / 316	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	50 / 4	47 / 8	44 / 10
% Male / Female	53% / 47%	53% / 47%	42% / 58%
% White / Minority	41% / 59%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$44,132	\$61,978	\$67,372
% Eligible to Retire	15%	22%	16%
% Hires	19%	12%	9%
% Union Represented	97%	72%	91%

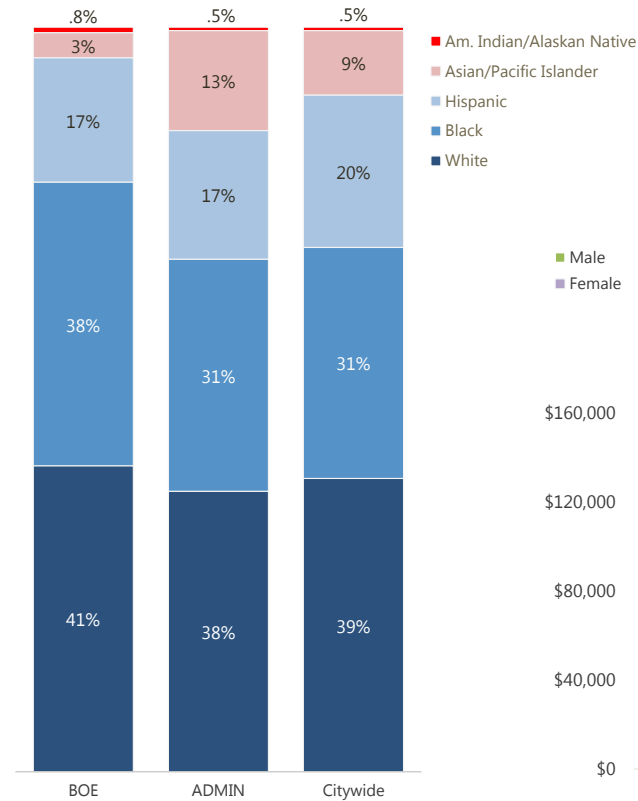
Hires	BOE	ADMIN	Citywide
Total Hires	129	722	32,057
New Hires	122	680	27,116
Rehires	7	42	4,941

Separations	BOE	ADMIN	Citywide
Total Separations	114	499	23,422
Retirement	8	100	8,452
Resignation	11	181	8,673
Dismissal	86	136	2,816
Layoff	0	0	3
Deceased	0	8	415
Other	9	74	3,063

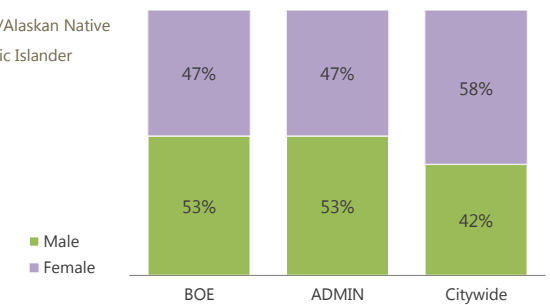
Employee Type by Agency, Agency Group, and Citywide



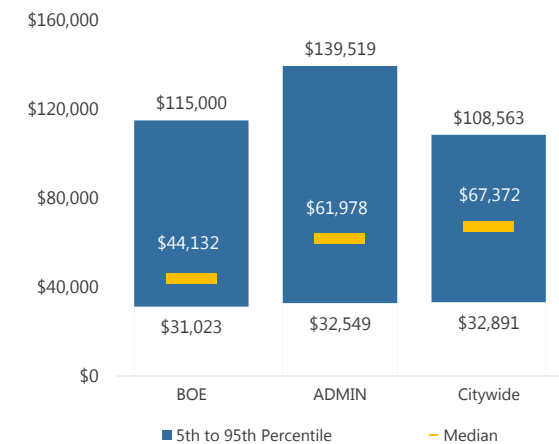
Ethnicity



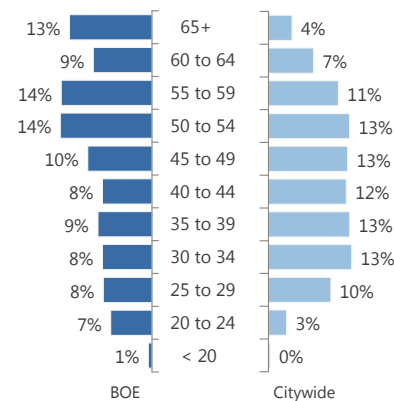
Gender



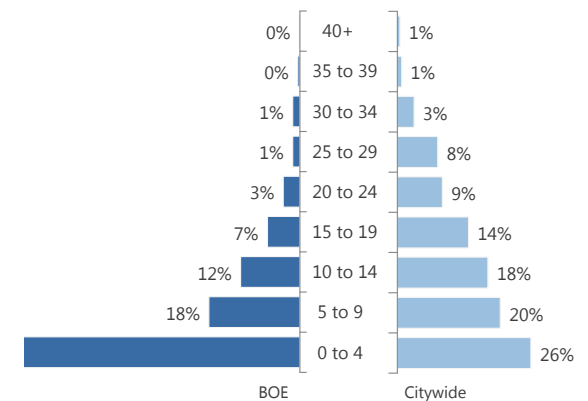
Full-Time Annual Salary Range



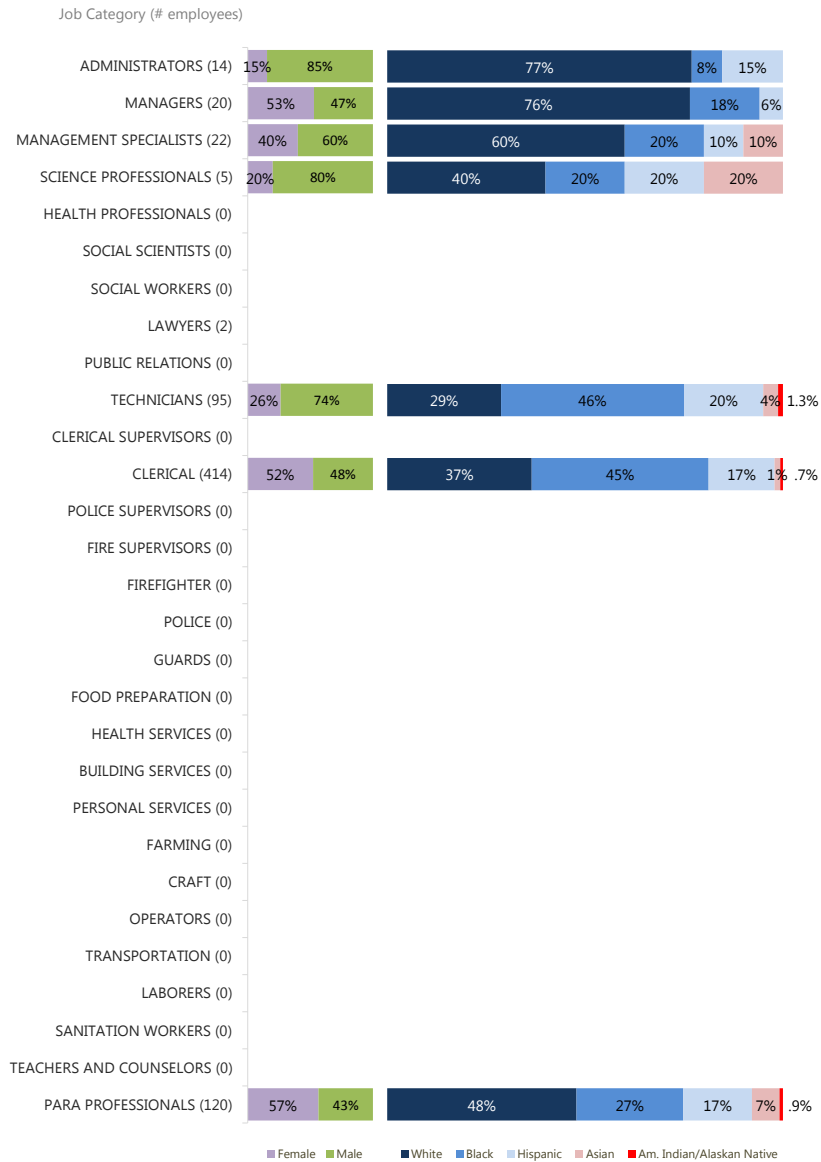
Age



Years of Service



Gender and Ethnicity by Job Category for: BOE

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	14	28.6%	47.5	2.5	\$173,784	0.0%	4.1%	2.0%
MANAGERS	20	100.0%	56	12	\$125,000	35.0%	15.0%	15.0%
MANAGEMENT SPECIALISTS	22	100.0%	50	9	\$84,770	18.2%	18.2%	4.5%
SCIENCE PROFESSIONALS	5	100.0%	57	17	\$121,953	60.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	12.5	\$53,218	50.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	95	100.0%	50	7	\$33,465	17.9%	5.3%	1.1%
CLERICAL SUPERVISORS	0							
CLERICAL	414	26.1%	48.5	2	\$32,467	30.6%	5.8%	7.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	120	100.0%	51	11	\$48,992	30.0%	6.7%	0.8%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CLERK TO THE BOARD (BOARD OF ELECTIONS)	104	15.0%	53.5	7.0	22.1%	7	1
VOTING MACHINE TECHNICIAN (BOARD OF ELECTIONS)	86	12.4%	50	5.5	16.3%	5	1
ADMINISTRATIVE ASSISTANT (BOARD OF ELECTIONS)	79	11.4%	54	9.0	36.7%	5	1
ADMINISTRATIVE ASSOCIATE (BOARD OF ELECTIONS)	41	5.9%	48	13.0	17.1%	3	0
ASSOCIATE STAFF ANALYST (BOARD OF ELECTIONS)	10	1.4%	49.5	7.5	20.0%	2	1
SENIOR COMPUTER PROGRAMMER (BOARD OF ELECTIONS)	9	1.3%	43	12.0	33.3%	0	0
PROJECT COORDINATOR (BOARD OF ELECTIONS)	8	1.2%	50	10.0	12.5%	1	0
DEPUTY CHIEF CLERK (BOARD OF ELECTIONS)	6	0.9%	52	2.5	0.0%	3	1
CHIEF CLERK (BOARD OF ELECTIONS)	4	0.6%	n/a	12.0	100.0%	0	0
COMPUTER SPECIALIST (SOFTWARE-BOARD OF ELECTIONS)	4	0.6%	n/a	16.0	50.0%	0	0

BOARD OF ELECTION is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: BOROUGH PRESIDENT-BROOKLYN (BP-BK) : FY2015

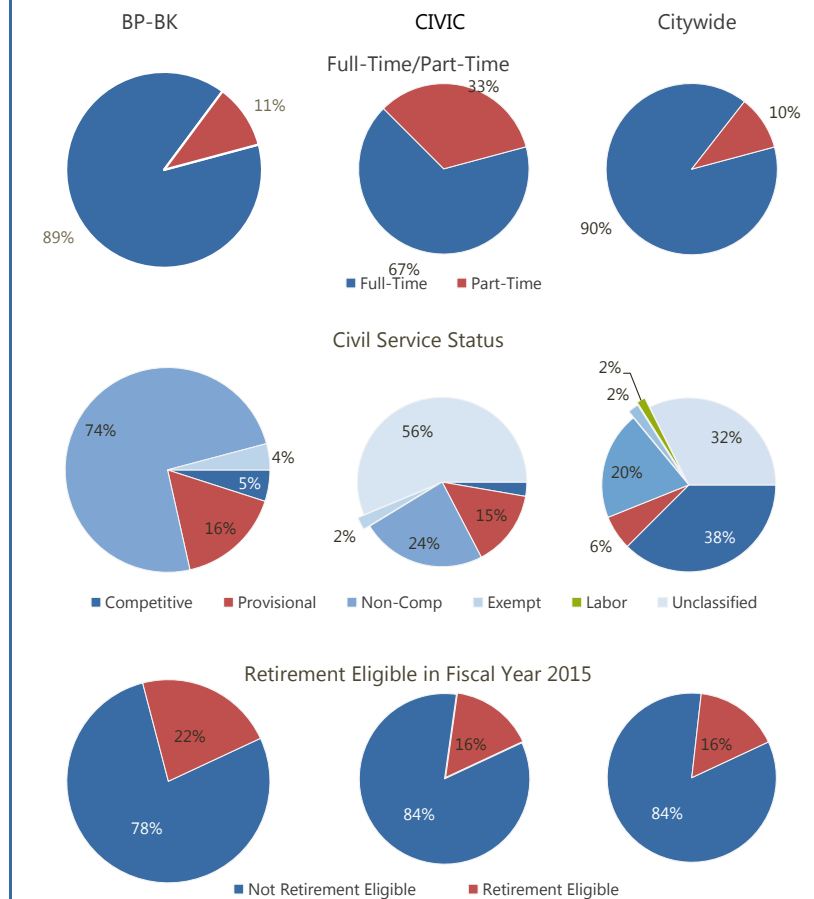
Civic Engagement Agency Group

Summary Indicators	BP-BK	CIVIC	Citywide
Headcount (FT / PT)	109 / 13	914 / 457	325,588 / 37,293
Median Age / Years of Service	48 / 8.5	39 / 5	44 / 10
% Male / Female	36% / 64%	45% / 55%	42% / 58%
% White / Minority	35% / 65%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$58,660	\$65,000	\$67,372
% Eligible to Retire	22%	16%	16%
% Hires	16%	19%	9%
% Union Represented	61%	54%	91%

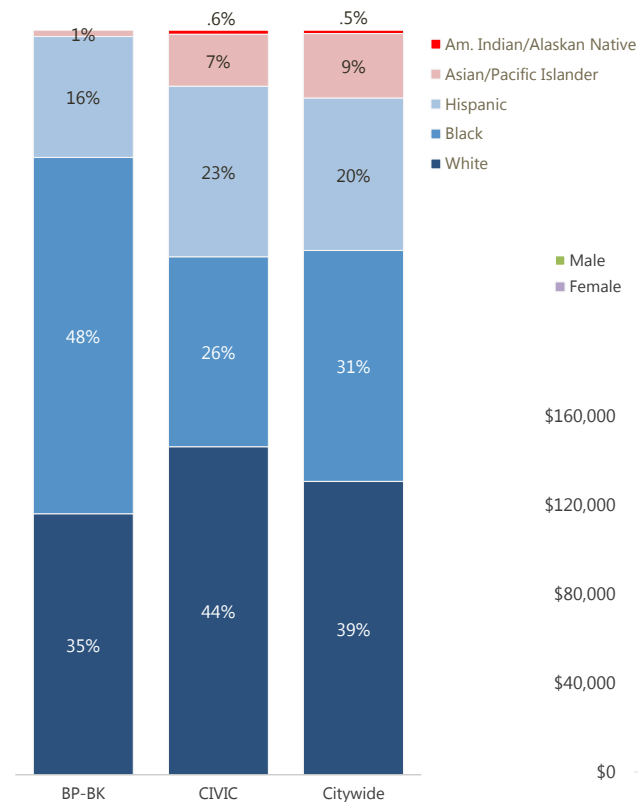
Hires	BP-BK	CIVIC	Citywide
Total Hires	20	266	32,057
New Hires	20	218	27,116
Rehires	0	48	4,941

Separations	BP-BK	CIVIC	Citywide
Total Separations	15	182	23,422
Retirement	9	20	8,452
Resignation	6	103	8,673
Dismissal	0	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	0	13	3,063

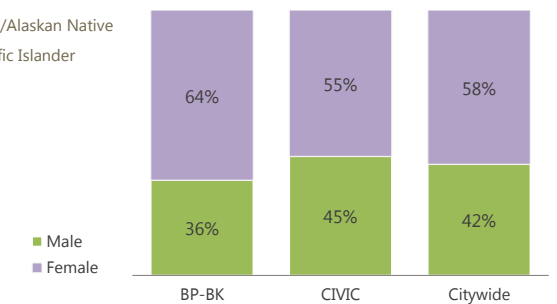
Employee Type by Agency, Agency Group, and Citywide



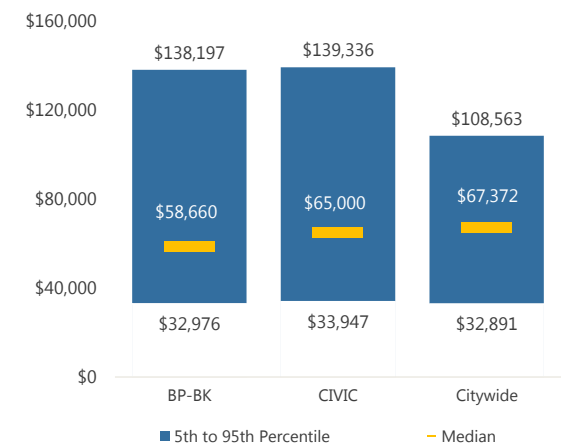
Ethnicity



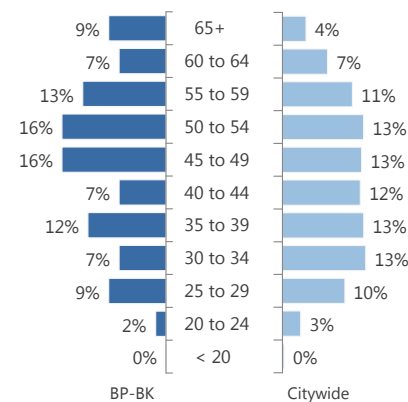
Gender



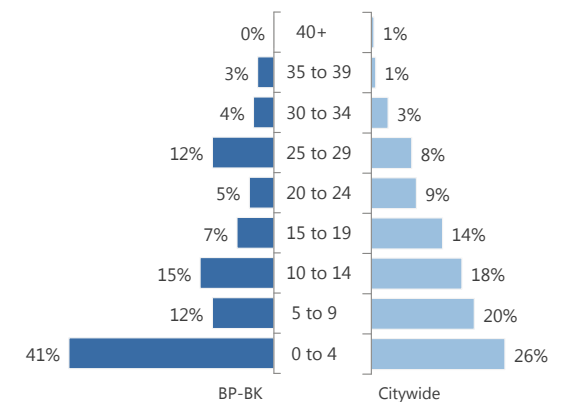
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BP-BK

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	1	\$142,100	0.0%	0.0%	0.0%
MANAGERS	42	92.9%	51	11	\$85,152	28.2%	13.3%	11.1%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	27	\$66,536	100.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	2	100.0%	n/a	28.5	\$93,421	100.0%	0.0%	0.0%
SOCIAL WORKERS	1	100.0%	n/a	1	\$81,125	0.0%	0.0%	0.0%
LAWYERS	0							
PUBLIC RELATIONS	1	100.0%	n/a	18	\$67,020	0.0%	0.0%	0.0%
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	25	\$56,587	0.0%	0.0%	0.0%
CLERICAL	2	100.0%	n/a	26.5	\$53,280	50.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	7.5	\$53,507	50.0%	50.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	67	85.1%	45	7	\$47,703	19.3%	10.2%	19.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY COORDINATOR	29	23.8%	48	8.0	17.2%	8	7
COMMUNITY ASSOCIATE	21	17.2%	43	7.0	19.0%	1	6
DISTRICT MANAGER	18	14.8%	52.5	23.0	50.0%	1	1
COMMUNITY ASSISTANT	15	12.3%	48	4.0	13.3%	0	2
ASSISTANT TO THE PRESIDENT (BROOKLYN BOROUGH PRESID	8	6.6%	36.5	0.5	12.5%	4	4
RESEARCH & LIAISON COORDINATOR (PB)	4	3.3%	n/a	6.0	0.0%	0	0
ASSISTANT DISTRICT MANAGER (COMMUNITY BOARD)	3	2.5%	n/a	13.0	33.3%	0	0
CHAUFFEUR-ATTENDANT (PB)	2	1.6%	n/a	7.5	50.0%	1	0
CLERICAL ASSOCIATE	2	1.6%	n/a	26.5	50.0%	0	0
CITY PLANNER	2	1.6%	n/a	28.5	100.0%	0	0

BOROUGH PRESIDENT-BROOKLYN is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

All Community Boards and their employees are included under their respective Borough President's Office

Workforce Profile: BOROUGH PRESIDENT-BRONX (BP-BX) : FY2015

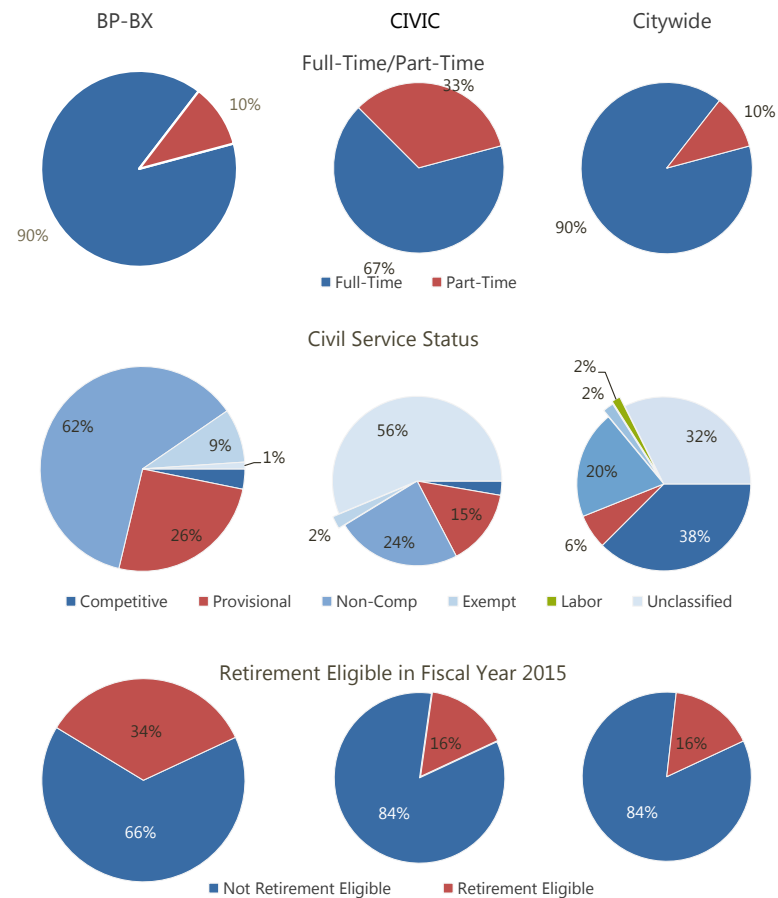
Civic Engagement Agency Group

Summary Indicators	BP-BX	CIVIC	Citywide
Headcount (FT / PT)	86 / 10	914 / 457	325,588 / 37,293
Median Age / Years of Service	50.5 / 14.5	39 / 5	44 / 10
% Male / Female	43% / 57%	45% / 55%	42% / 58%
% White / Minority	33% / 67%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$69,542	\$65,000	\$67,372
% Eligible to Retire	34%	16%	16%
% Hires	8%	19%	9%
% Union Represented	57%	54%	91%

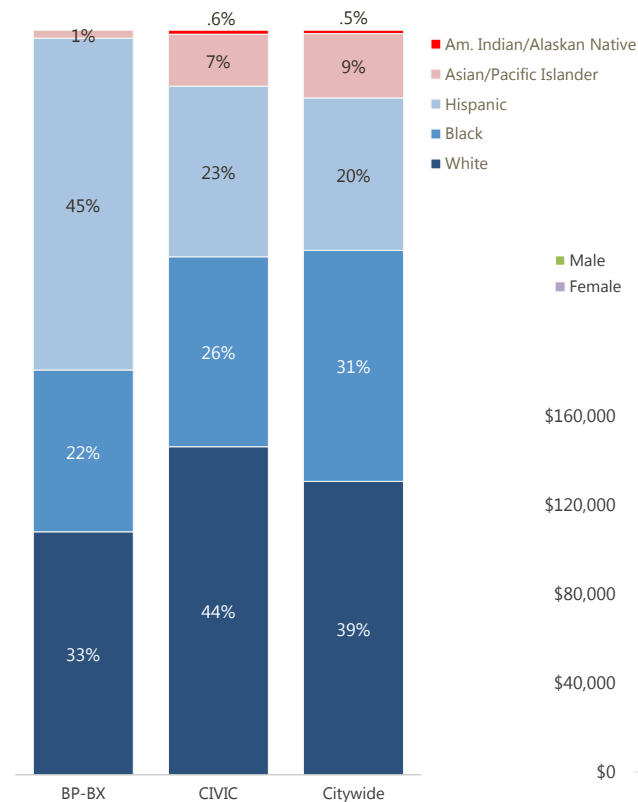
Hires	BP-BX	CIVIC	Citywide
Total Hires	8	266	32,057
New Hires	7	218	27,116
Rehires	1	48	4,941

Separations	BP-BX	CIVIC	Citywide
Total Separations	5	182	23,422
Retirement	1	20	8,452
Resignation	1	103	8,673
Dismissal	2	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	1	13	3,063

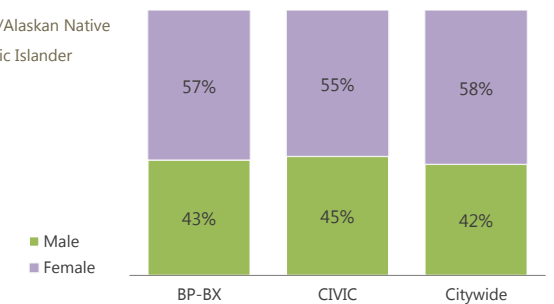
Employee Type by Agency, Agency Group, and Citywide



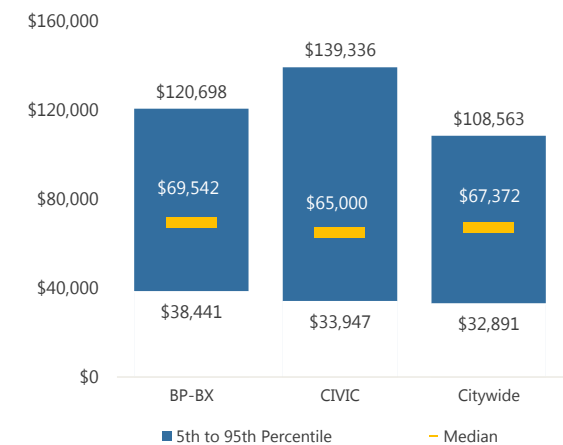
Ethnicity



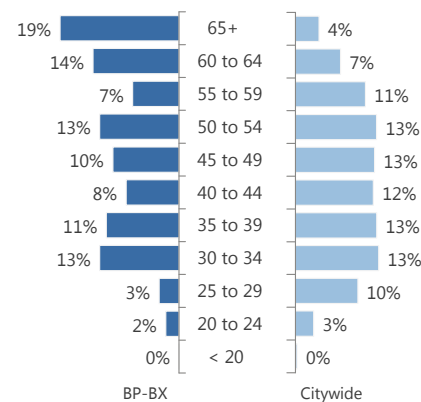
Gender



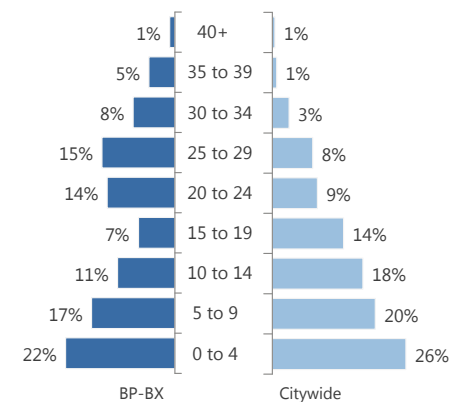
Full-Time Annual Salary Range



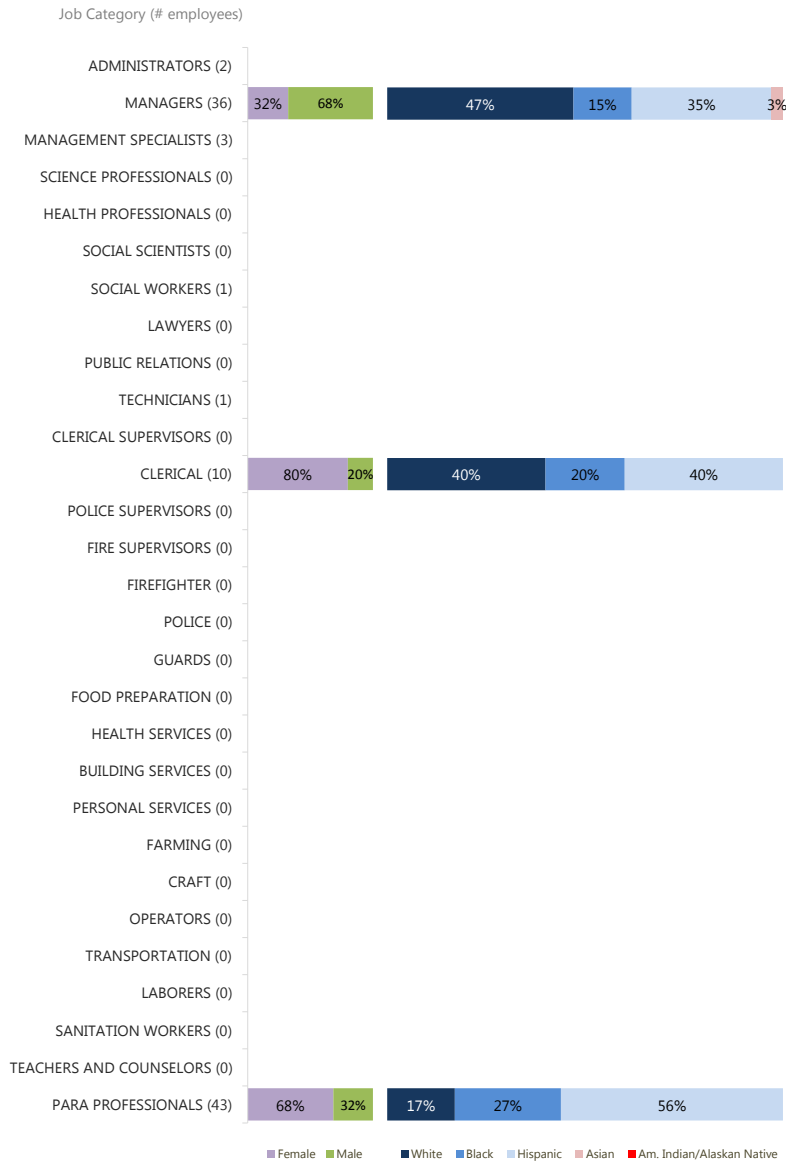
Age



Years of Service



Gender and Ethnicity by Job Category for: BP-BX

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	6	\$159,938	0.0%	0.0%	0.0%
MANAGERS	36	91.7%	48	9.5	\$90,721	39.4%	5.1%	7.6%
MANAGEMENT SPECIALISTS	3	100.0%	n/a	29	\$78,827	66.7%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	1	100.0%	n/a	17	\$106,001	0.0%	0.0%	0.0%
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	8	\$42,568	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	0							
CLERICAL	10	70.0%	56.5	17	\$69,488	57.1%	7.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	43	90.7%	49	16	\$54,682	35.9%	2.1%	8.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY COORDINATOR	20	20.8%	53	26.0	50.0%	1	1
COMMUNITY ASSOCIATE	16	16.7%	44	14.0	18.8%	0	1
DISTRICT MANAGER	14	14.6%	61	23.5	64.3%	1	0
ADMINISTRATIVE MANAGER	11	11.5%	52	28.0	27.3%	0	0
SPECIAL ASSISTANT TO THE BOROUGH PRESIDENT (BRONX)	3	3.1%	n/a	1.0	0.0%	0	1
CLERICAL ASSOCIATE	6	6.3%	64.5	16.5	66.7%	0	0
COMMUNITY ASSISTANT	4	4.2%	n/a	6.5	0.0%	0	0
ASSISTANT TO THE PRESIDENT (BRONX BOROUGH PRESIDENT)	2	2.1%	n/a	1.0	0.0%	0	1
ASSISTANT TO THE PRESIDENT	2	2.1%	n/a	3.0	0.0%	1	1
SECRETARY TO ASSISTANT TO THE PRESIDENT (PX)	1	1.0%	n/a	30.0	0.0%	0	0

BOROUGH PRESIDENT-BRONX is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

All Community Boards and their employees are included under their respective Borough President's Office

Workforce Profile: BOROUGH PRESIDENT-MANHATTAN (BP-MAN) : FY2015

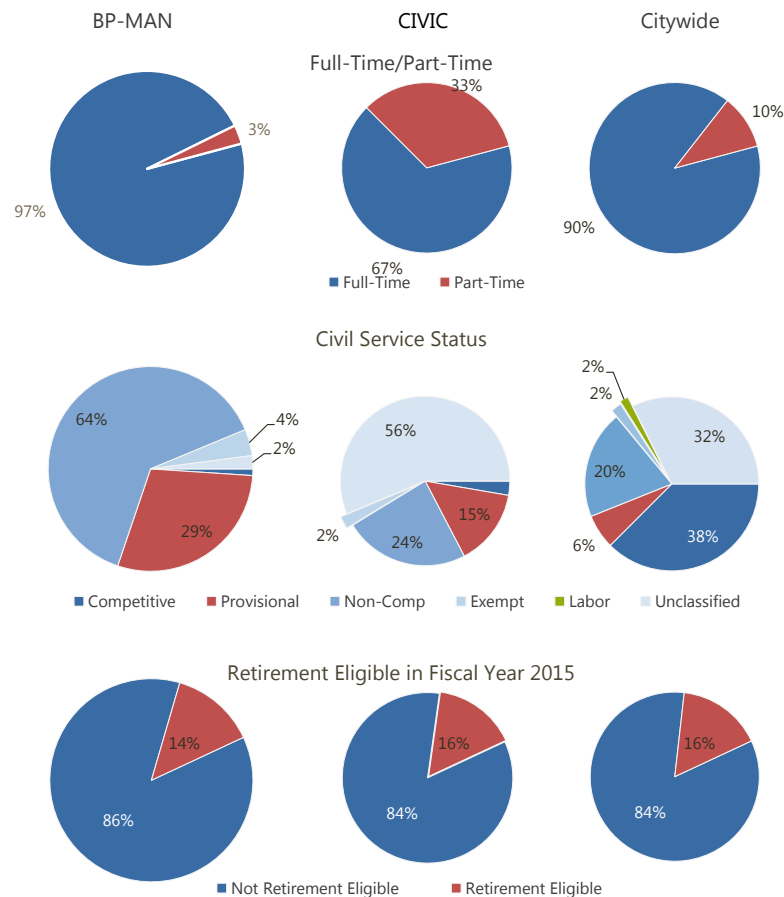
Civic Engagement Agency Group

Summary Indicators	BP-MAN	CIVIC	Citywide
Headcount (FT / PT)	93 / 3	914 / 457	325,588 / 37,293
Median Age / Years of Service	41 / 6.5	39 / 5	44 / 10
% Male / Female	40% / 60%	45% / 55%	42% / 58%
% White / Minority	36% / 64%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$57,000	\$65,000	\$67,372
% Eligible to Retire	14%	16%	16%
% Hires	9%	19%	9%
% Union Represented	54%	54%	91%

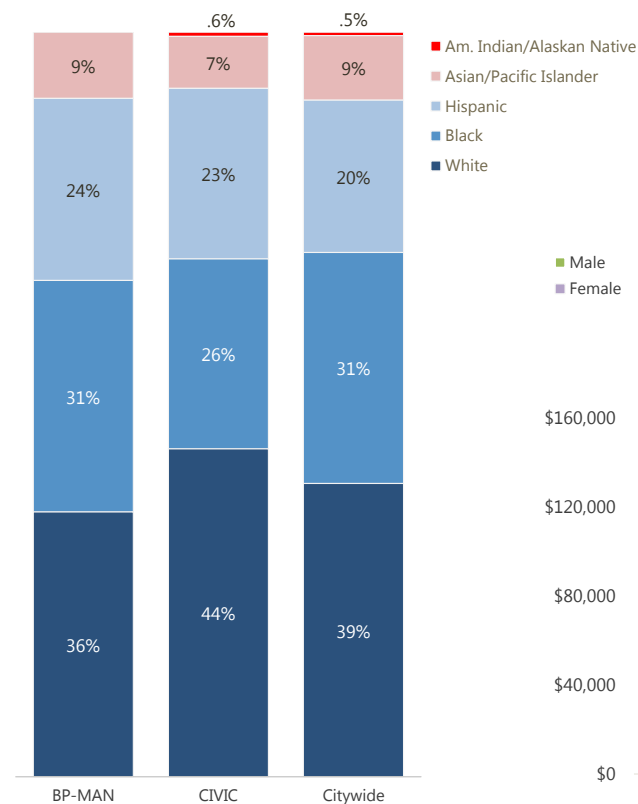
Hires	BP-MAN	CIVIC	Citywide
Total Hires	9	266	32,057
New Hires	9	218	27,116
Rehires	0	48	4,941

Separations	BP-MAN	CIVIC	Citywide
Total Separations	6	182	23,422
Retirement	0	20	8,452
Resignation	1	103	8,673
Dismissal	4	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	1	13	3,063

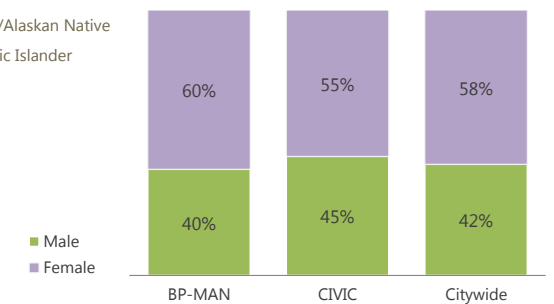
Employee Type by Agency, Agency Group, and Citywide



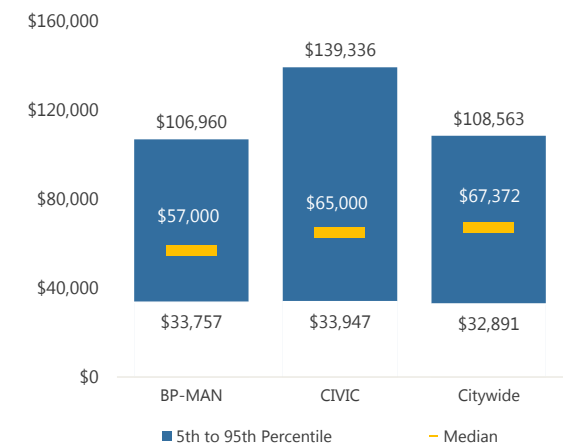
Ethnicity



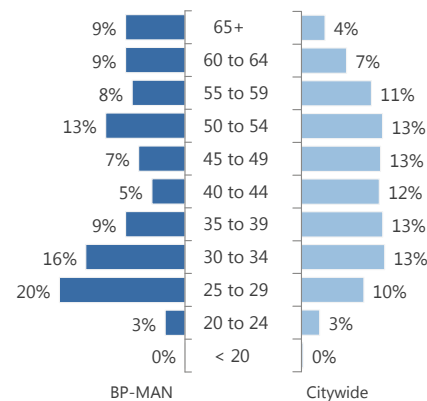
Gender



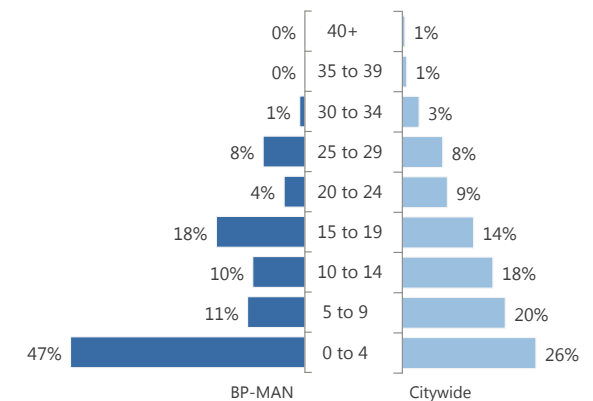
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BP-MAN

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	13	\$159,355	33.3%	0.0%	0.0%
MANAGERS	41	95.1%	44	4	\$76,125	20.5%	9.3%	9.3%
MANAGEMENT SPECIALISTS	7	100.0%	35	2	\$59,459	14.3%	0.0%	14.3%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	11	\$58,342	0.0%	0.0%	0.0%
CLERICAL	0							
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	15	\$61,154	50.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	42	97.6%	39	8	\$43,263	4.9%	4.6%	9.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY ASSOCIATE	19	19.8%	33	1.0	5.3%	1	3
DISTRICT MANAGER	14	14.6%	53.5	11.0	42.9%	1	0
ADMINISTRATIVE MANAGER	13	13.5%	35	2.0	7.7%	0	2
COMMUNITY COORDINATOR	11	11.5%	49	19.0	9.1%	0	1
COMMUNITY ASSISTANT	8	8.3%	49	6.5	0.0%	1	0
ADMINISTRATIVE CITY PLANNER	5	5.2%	30	2.0	0.0%	0	0
ASSISTANT DISTRICT MANAGER (COMMUNITY BOARD)	5	5.2%	29	1.0	0.0%	0	2
COMMUNITY PLANNING BOARD COORDINATOR	4	4.2%	n/a	1.0	0.0%	1	0
CHAUFFEUR-ATTENDANT (BOROUGH PRESIDENT - MANHATTAN)	2	2.1%	n/a	15.0	50.0%	0	0
ADMINISTRATIVE STAFF ANALYST	4	4.2%	n/a	2.5	0.0%	1	0

BOROUGH PRESIDENT-MANHATTAN is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

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Workforce Profile: BOROUGH PRESIDENT-QUEENS (BP-QNS) : FY2015

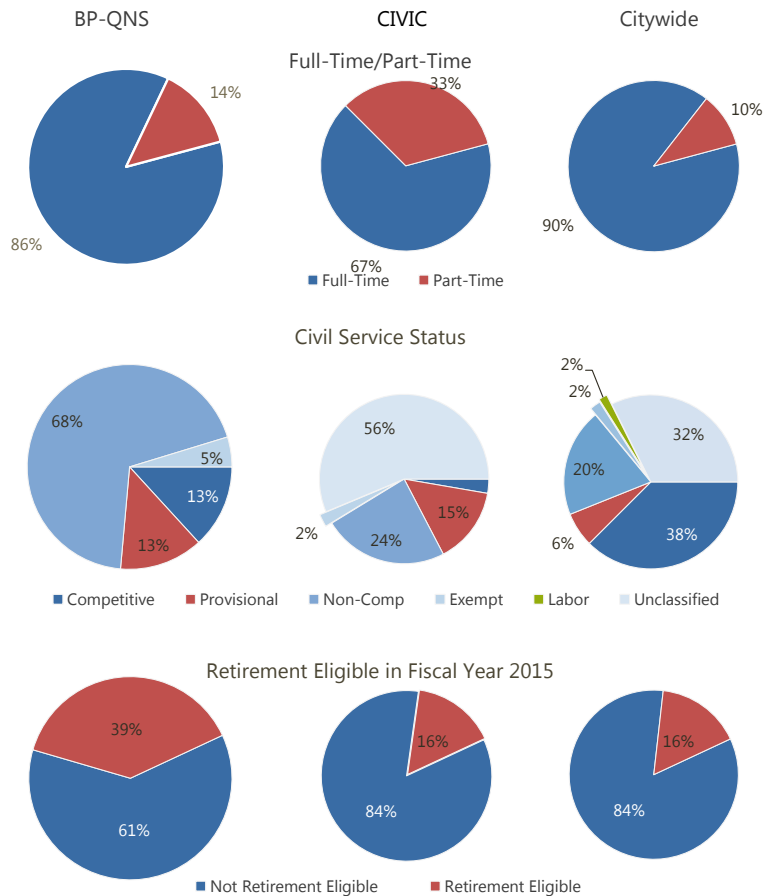
Civic Engagement Agency Group

Summary Indicators	BP-QNS	CIVIC	Citywide
Headcount (FT / PT)	94 / 15	914 / 457	325,588 / 37,293
Median Age / Years of Service	54 / 12	39 / 5	44 / 10
% Male / Female	28% / 72%	45% / 55%	42% / 58%
% White / Minority	64% / 36%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$57,389	\$65,000	\$67,372
% Eligible to Retire	39%	16%	16%
% Hires	7%	19%	9%
% Union Represented	70%	54%	91%

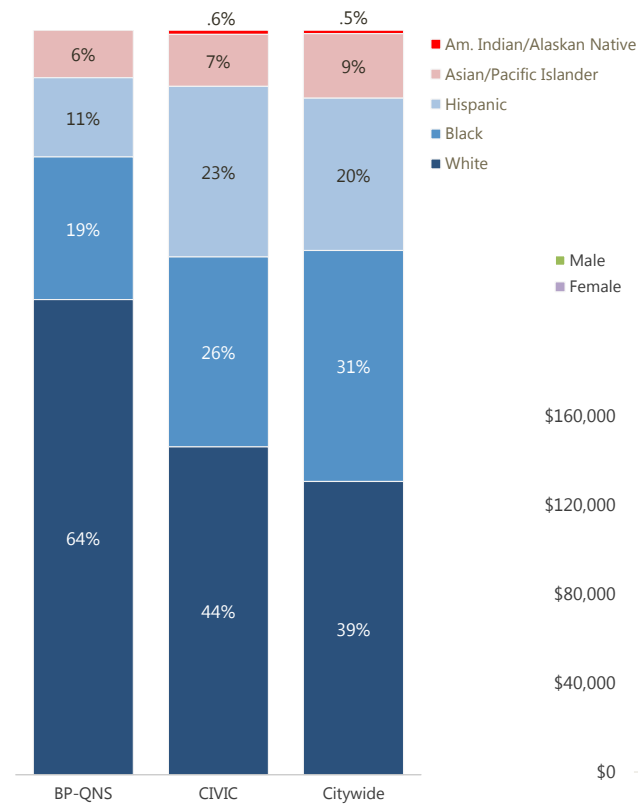
Hires	BP-QNS	CIVIC	Citywide
Total Hires	8	266	32,057
New Hires	5	218	27,116
Rehires	3	48	4,941

Separations	BP-QNS	CIVIC	Citywide
Total Separations	10	182	23,422
Retirement	2	20	8,452
Resignation	6	103	8,673
Dismissal	0	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	2	13	3,063

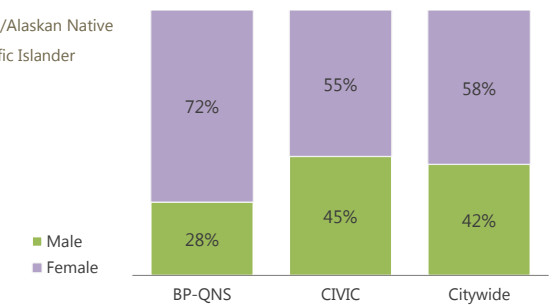
Employee Type by Agency, Agency Group, and Citywide



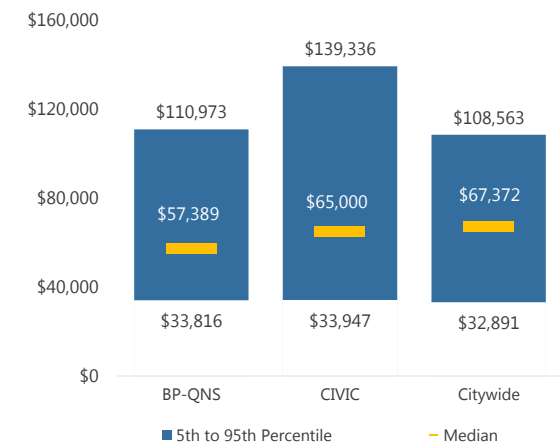
Ethnicity



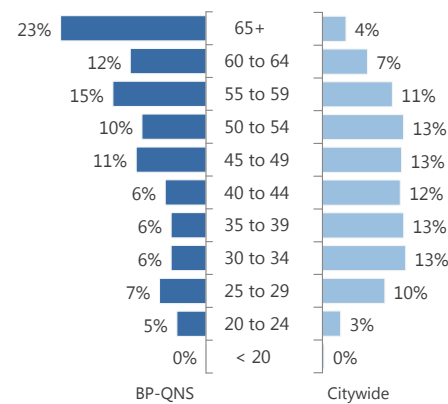
Gender



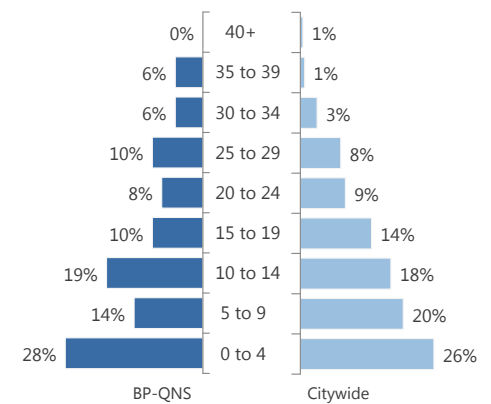
Full-Time Annual Salary Range



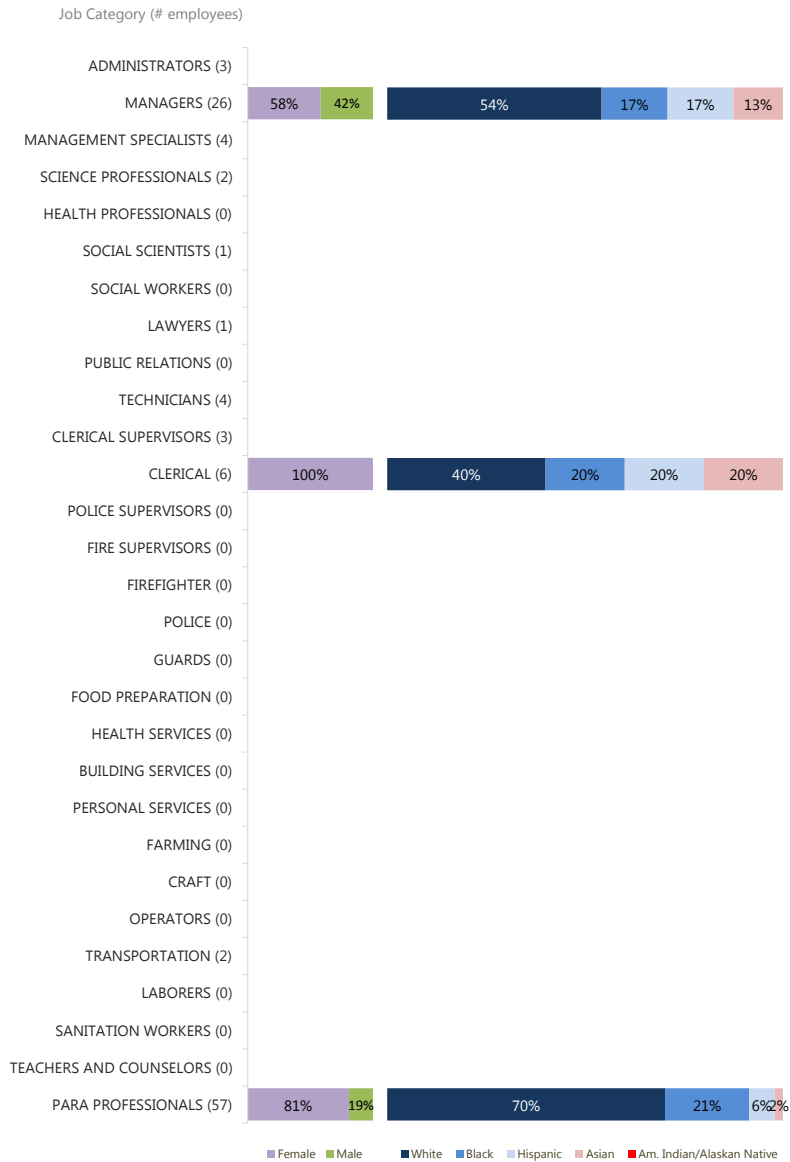
Age



Years of Service



Gender and Ethnicity by Job Category for: BP-QNS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	11	\$122,000	0.0%	0.0%	0.0%
MANAGERS	26	100.0%	54.5	14.5	\$90,116	42.3%	15.4%	3.8%
MANAGEMENT SPECIALISTS	4	100.0%	n/a	20.5	\$77,022	50.0%	25.0%	0.0%
SCIENCE PROFESSIONALS	2	100.0%	n/a	16	\$60,201	50.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	1	100.0%	n/a	10	\$57,277	0.0%	0.0%	0.0%
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	0	\$54,884	0.0%	0.0%	100.0%
PUBLIC RELATIONS	0							
TECHNICIANS	4	100.0%	n/a	31.5	\$59,517	75.0%	0.0%	0.0%
CLERICAL SUPERVISORS	3	100.0%	n/a	29	\$69,571	66.7%	0.0%	0.0%
CLERICAL	6	66.7%	69.5	20	\$49,114	125.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	12	\$57,761	0.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	57	77.2%	54	8	\$43,417	40.9%	6.8%	4.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY ASSOCIATE	25	22.9%	50	13.0	36.0%	0	2
DISTRICT MANAGER	15	13.8%	61	22.0	60.0%	1	0
COMMUNITY COORDINATOR	13	11.9%	59	13.0	30.8%	0	0
COMMUNITY ASSISTANT	13	11.9%	50	4.0	15.4%	4	1
SPECIAL ASSISTANT TO THE BOROUGH PRESIDENT (QUEENS)	4	3.7%	n/a	2.0	25.0%	1	0
ENGINEERING TECHNICIAN	4	3.7%	n/a	31.5	75.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	3	2.8%	n/a	29.0	66.7%	0	0
CHAUFFEUR-ATTENDANT (PQ)	2	1.8%	n/a	12.0	0.0%	0	0
ADMINISTRATIVE STAFF ANALYST	2	1.8%	n/a	32.5	100.0%	0	0
CLERICAL ASSOCIATE	2	1.8%	n/a	20.0	100.0%	0	0

BOROUGH PRESIDENT-QUEENS is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

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Workforce Profile: BOROUGH PRESIDENT-STATEN IS (BP-SI) : FY2015

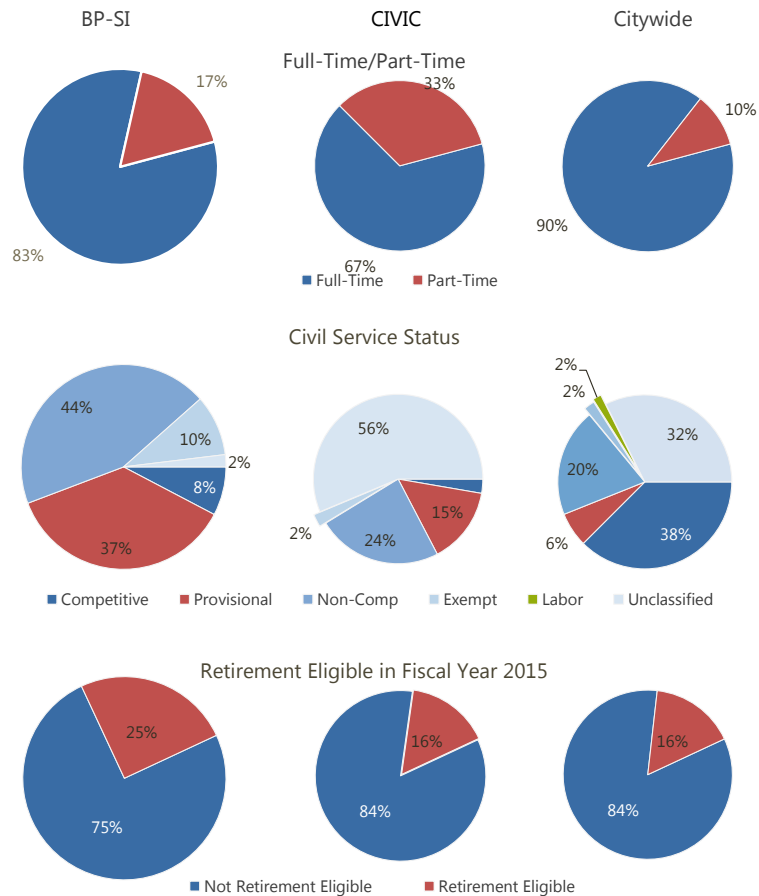
Civic Engagement Agency Group

Summary Indicators	BP-SI	CIVIC	Citywide
Headcount (FT / PT)	43 / 9	914 / 457	325,588 / 37,293
Median Age / Years of Service	52.5 / 11	39 / 5	44 / 10
% Male / Female	44% / 56%	45% / 55%	42% / 58%
% White / Minority	81% / 19%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$60,673	\$65,000	\$67,372
% Eligible to Retire	25%	16%	16%
% Hires	12%	19%	9%
% Union Represented	44%	54%	91%

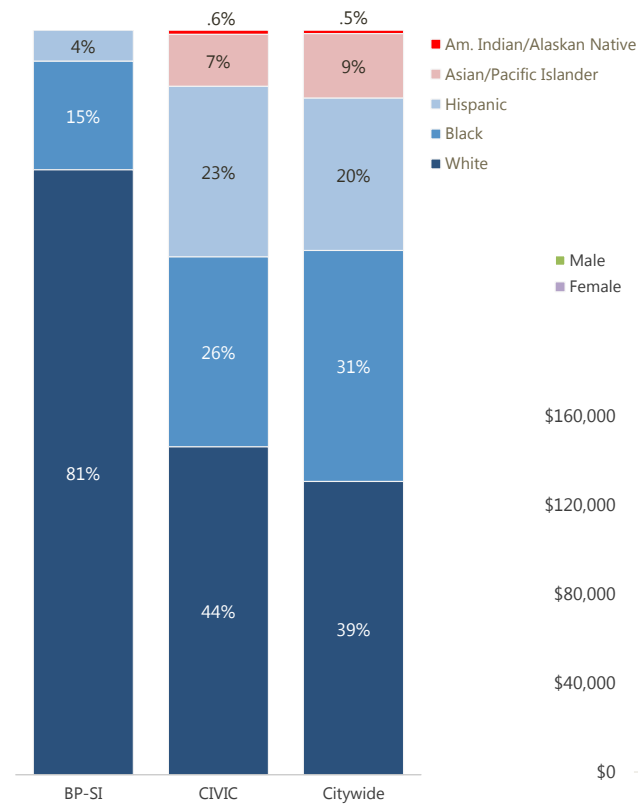
Hires	BP-SI	CIVIC	Citywide
Total Hires	6	266	32,057
New Hires	4	218	27,116
Rehires	2	48	4,941

Separations	BP-SI	CIVIC	Citywide
Total Separations	7	182	23,422
Retirement	2	20	8,452
Resignation	4	103	8,673
Dismissal	1	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	0	13	3,063

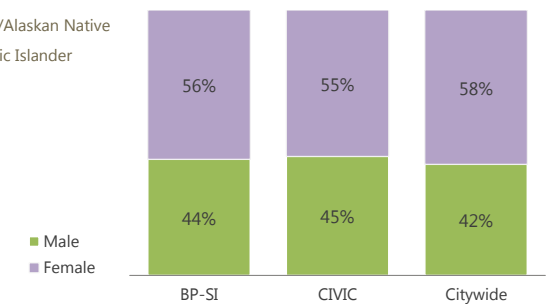
Employee Type by Agency, Agency Group, and Citywide



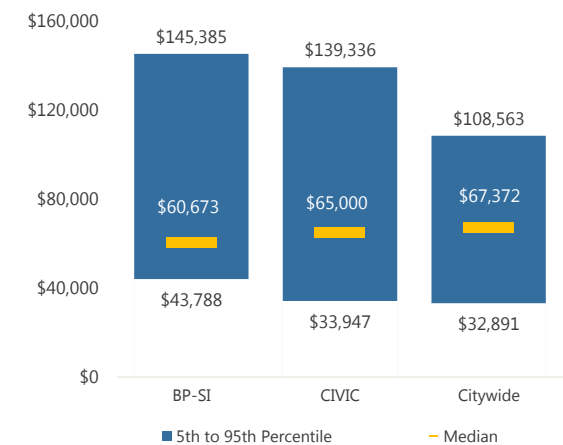
Ethnicity



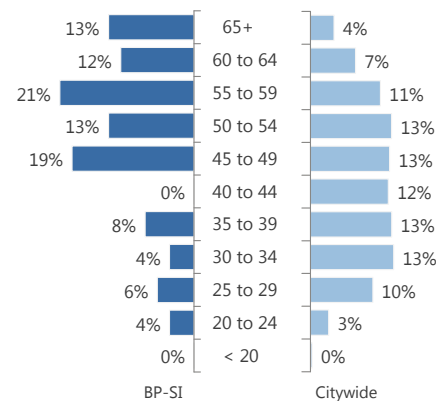
Gender



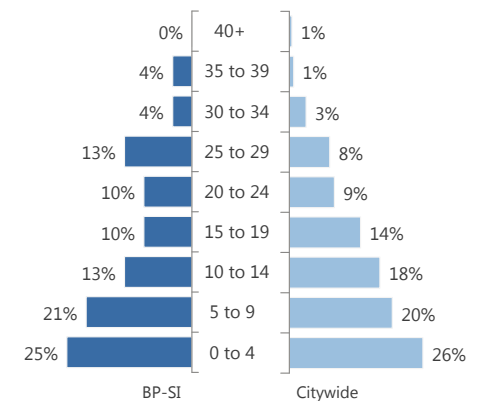
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: BP-SI

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	66.7%	n/a	23	\$154,410	50.0%	0.0%	0.0%
MANAGERS	10	90.0%	52	11	\$95,000	22.2%	0.0%	0.0%
MANAGEMENT SPECIALISTS	15	80.0%	49	6	\$53,800	16.7%	16.0%	16.0%
SCIENCE PROFESSIONALS	1	100.0%	n/a	18	\$90,551	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	27	\$53,727	100.0%	100.0%	0.0%
CLERICAL SUPERVISORS	0							
CLERICAL	3	100.0%	n/a	19	\$53,232	66.7%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	19	78.9%	52	17	\$56,489	33.3%	12.5%	4.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT PROJECT PLANNER (OFFICE OF THE BOROUGH PRESIDENT)	10	19.2%	38.5	5.5	0.0%	1	3
COMMUNITY COORDINATOR	10	19.2%	52.5	15.5	30.0%	1	1
COMMUNITY ASSOCIATE	8	15.4%	52.5	21.5	25.0%	2	0
DISTRICT MANAGER	3	5.8%	n/a	12.0	66.7%	0	0
SECRETARY (PR)	2	3.8%	n/a	10.0	50.0%	0	0
PROJECT PLANNER (PR)	4	7.7%	n/a	16.5	25.0%	1	0
CONFIDENTIAL ASSISTANT TO THE BOROUGH PRESIDENT (PR)	1	1.9%	n/a	14.0	0.0%	0	0
ADMINISTRATIVE ARCHITECT	1	1.9%	n/a	11.0	0.0%	0	0
CLERICAL ASSOCIATE	1	1.9%	n/a	36.0	100.0%	0	0
STAFF ANALYST	1	1.9%	n/a	25.0	100.0%	0	0

BOROUGH PRESIDENT-STATEN IS is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

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Workforce Profile: CITY COMMISSION ON HUMAN RIGHTS (CCHR) : FY2015

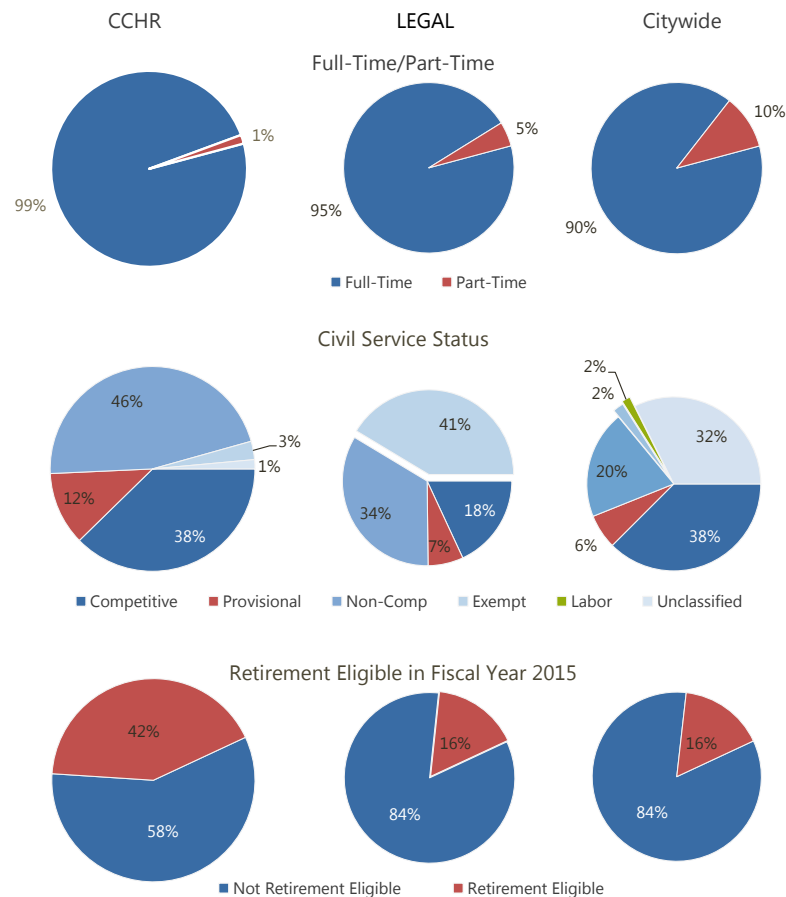
Legal Affairs & Access to Justice Agency Group

Summary Indicators	CCHR	LEGAL	Citywide
Headcount (FT / PT)	68 / 1	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	51 / 20	40 / 7	44 / 10
% Male / Female	47% / 53%	41% / 59%	42% / 58%
% White / Minority	30% / 70%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$63,957	\$63,654	\$67,372
% Eligible to Retire	42%	16%	16%
% Hires	13%	13%	9%
% Union Represented	84%	54%	91%

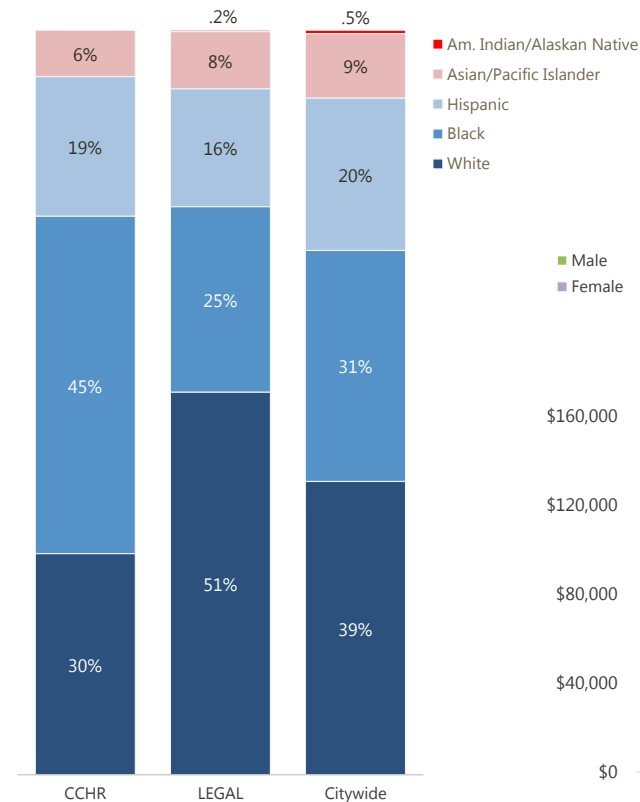
Hires	CCHR	LEGAL	Citywide
Total Hires	9	814	32,057
New Hires	8	773	27,116
Rehires	1	41	4,941

Separations	CCHR	LEGAL	Citywide
Total Separations	7	619	23,422
Retirement	3	77	8,452
Resignation	4	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	0	39	3,063

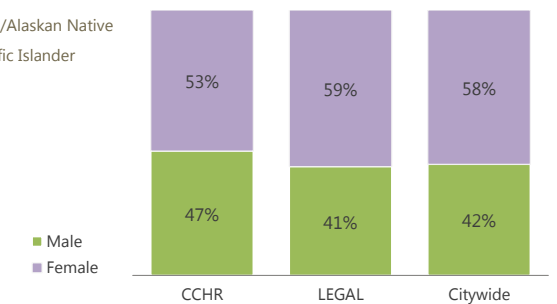
Employee Type by Agency, Agency Group, and Citywide



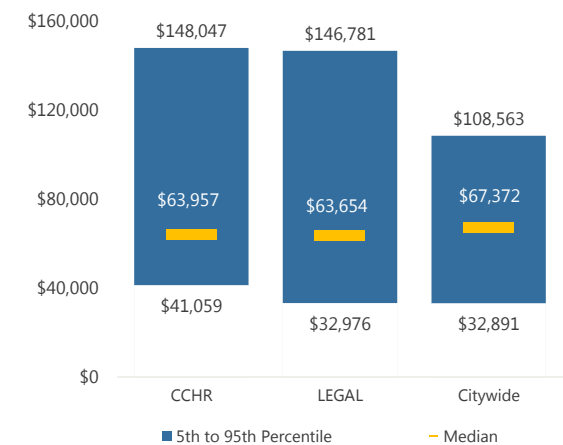
Ethnicity



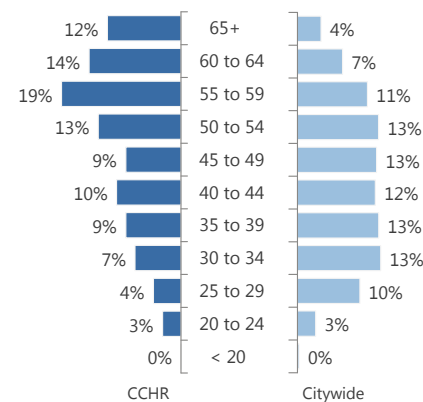
Gender



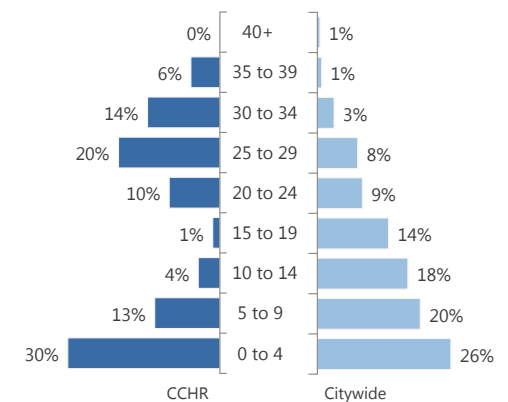
Full-Time Annual Salary Range



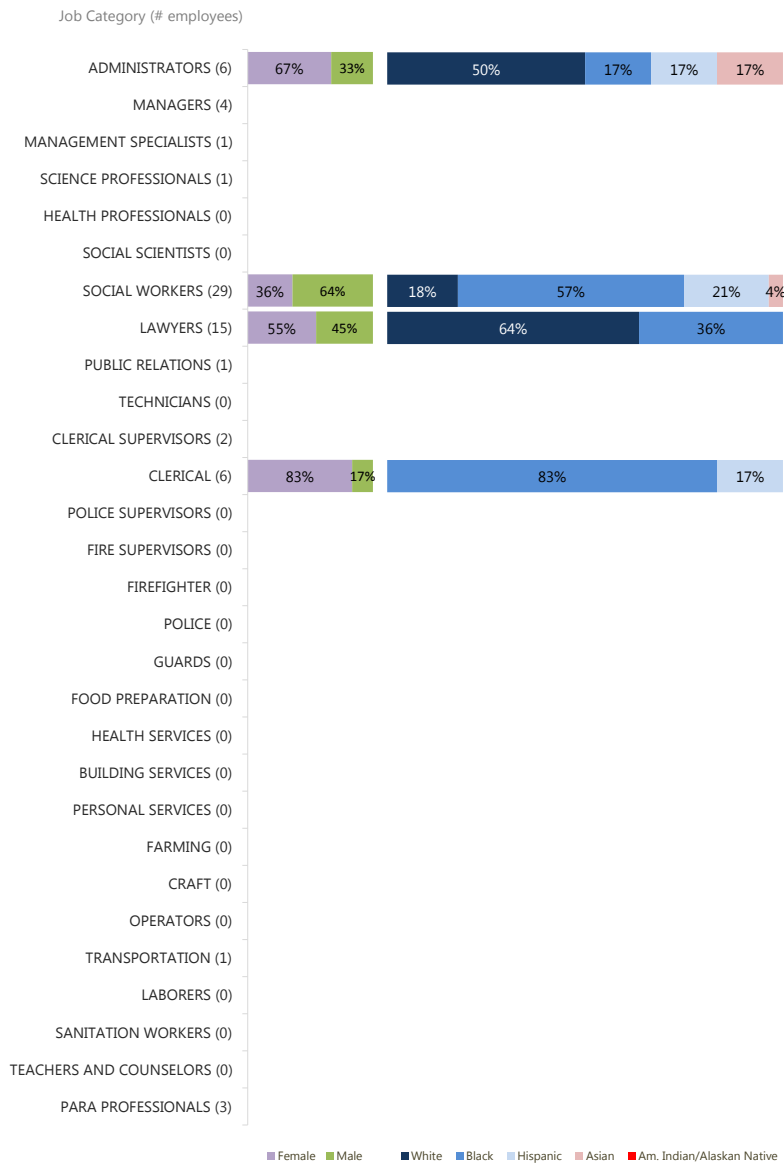
Age



Years of Service



Gender and Ethnicity by Job Category for: CCHR

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	6	100.0%	46.5	4	\$162,500	16.7%	16.7%	50.0%
MANAGERS	4	100.0%	n/a	4.5	\$110,080	0.0%	0.0%	25.0%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	29	\$79,000	100.0%	100.0%	0.0%
SCIENCE PROFESSIONALS	1	100.0%	n/a	8	\$51,950	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	29	100.0%	59	26	\$59,515	62.1%	10.3%	0.0%
LAWYERS	15	100.0%	39	2	\$63,957	13.3%	13.3%	20.0%
PUBLIC RELATIONS	1	0.0%	n/a	6	n/a	0.0%	0.0%	0.0%
TECHNICIANS	0							
CLERICAL SUPERVISORS	2	100.0%	n/a	26.5	\$48,970	50.0%	0.0%	0.0%
CLERICAL	6	100.0%	57.5	27.5	\$41,159	83.3%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	0	\$43,000	0.0%	0.0%	100.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	3	100.0%	n/a	22	\$43,814	33.3%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
AGENCY ATTORNEY	13	18.8%	38	2.0	0.0%	2	3
ASSOCIATE HUMAN RIGHTS SPECIALIST	11	15.9%	62	33.0	90.9%	1	0
HUMAN RIGHTS SPECIALIST (COMMISSION ON HUMAN RIGHTS)	8	11.6%	41.5	6.0	25.0%	2	0
SECRETARY	4	5.8%	n/a	30.0	100.0%	0	0
HUMAN RIGHTS SPECIALIST	4	5.8%	n/a	28.0	100.0%	0	0
PRINCIPAL HUMAN RIGHTS SPECIALIST (COHR)	4	5.8%	n/a	20.5	50.0%	0	0
DEPUTY COMMISSIONER FOR COMMUNITY RELATIONS (CCHR)	2	2.9%	n/a	7.5	50.0%	0	1
ADMINISTRATIVE PUBLIC INFORMATION SPECIALIST	2	2.9%	n/a	4.5	0.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	2	2.9%	n/a	26.5	50.0%	0	0
CLERICAL ASSOCIATE	2	2.9%	n/a	14.0	50.0%	0	0

CITY COMMISSION ON HUMAN RIGHTS is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: CIVILIAN COMPLAINT REVIEW BOARD (CCRB) : FY2015

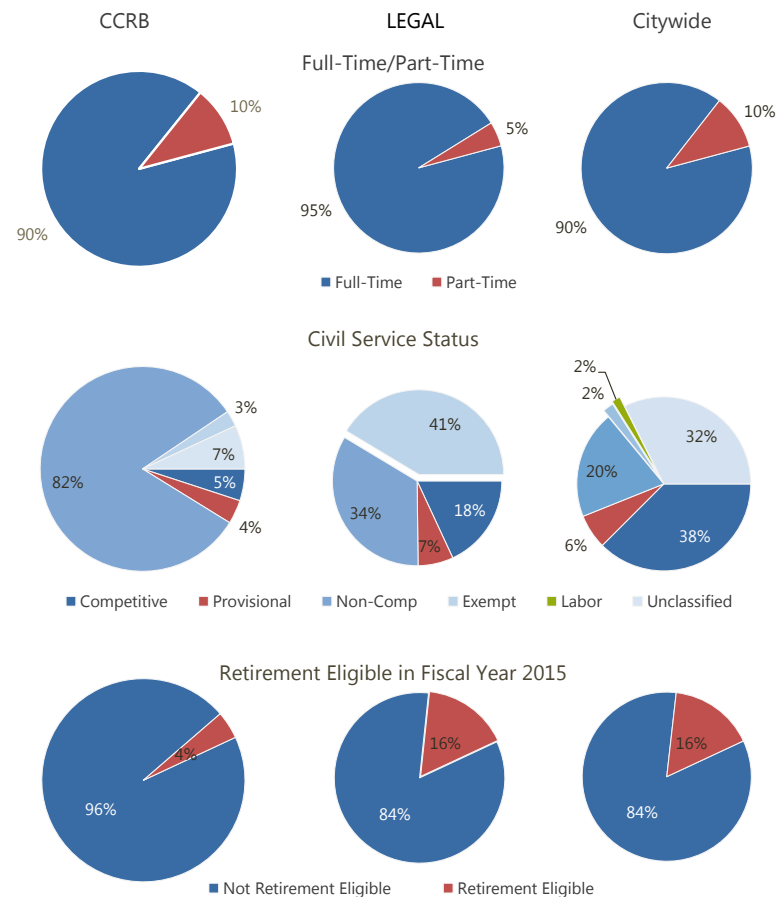
Legal Affairs & Access to Justice Agency Group

Summary Indicators	CCRB	LEGAL	Citywide
Headcount (FT / PT)	143 / 16	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	31 / 3	40 / 7	44 / 10
% Male / Female	50% / 50%	41% / 59%	42% / 58%
% White / Minority	51% / 49%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$51,288	\$63,654	\$67,372
% Eligible to Retire	4%	16%	16%
% Hires	19%	13%	9%
% Union Represented	79%	54%	91%

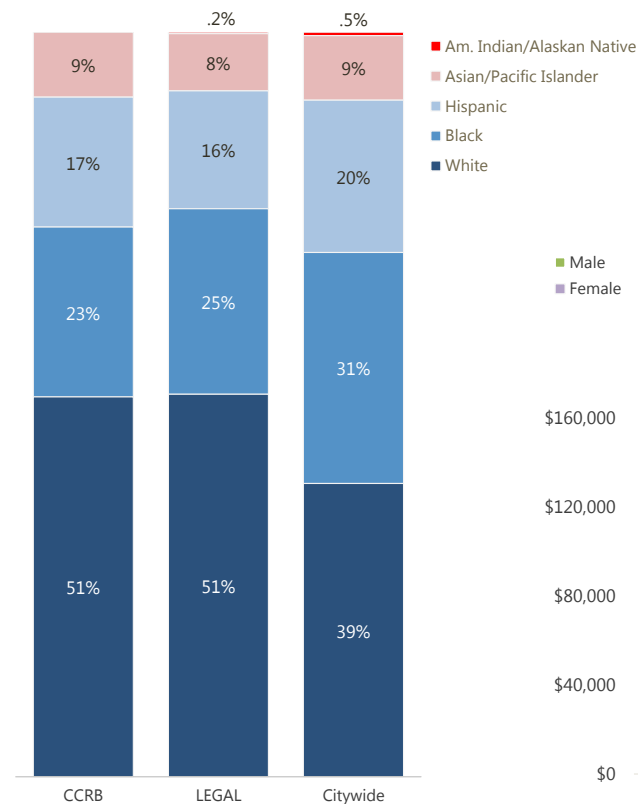
Hires	CCRB	LEGAL	Citywide
Total Hires	31	814	32,057
New Hires	28	773	27,116
Rehires	3	41	4,941

Separations	CCRB	LEGAL	Citywide
Total Separations	31	619	23,422
Retirement	0	77	8,452
Resignation	24	446	8,673
Dismissal	1	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	6	39	3,063

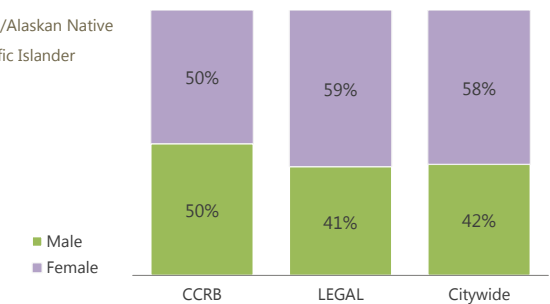
Employee Type by Agency, Agency Group, and Citywide



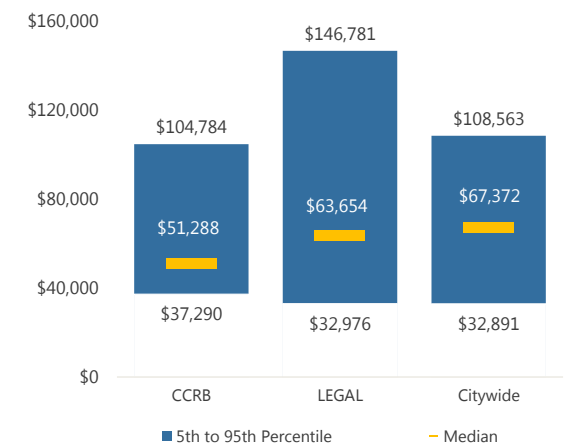
Ethnicity



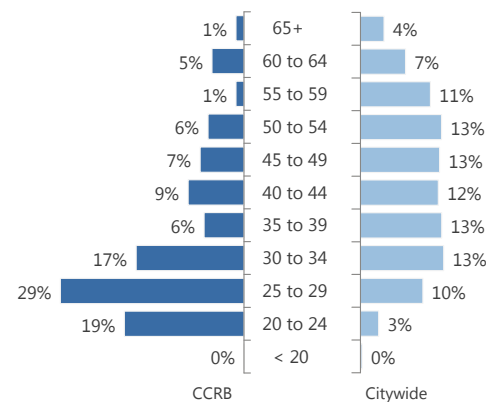
Gender



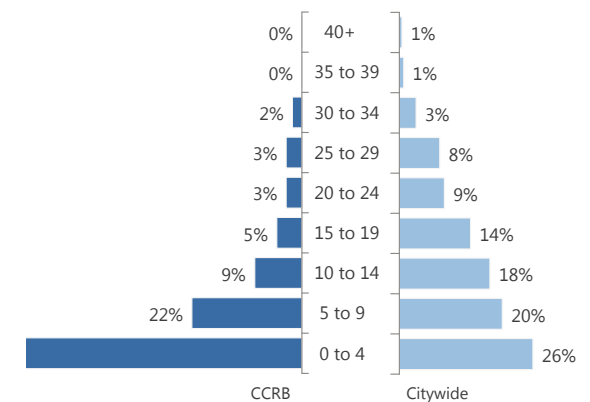
Full-Time Annual Salary Range



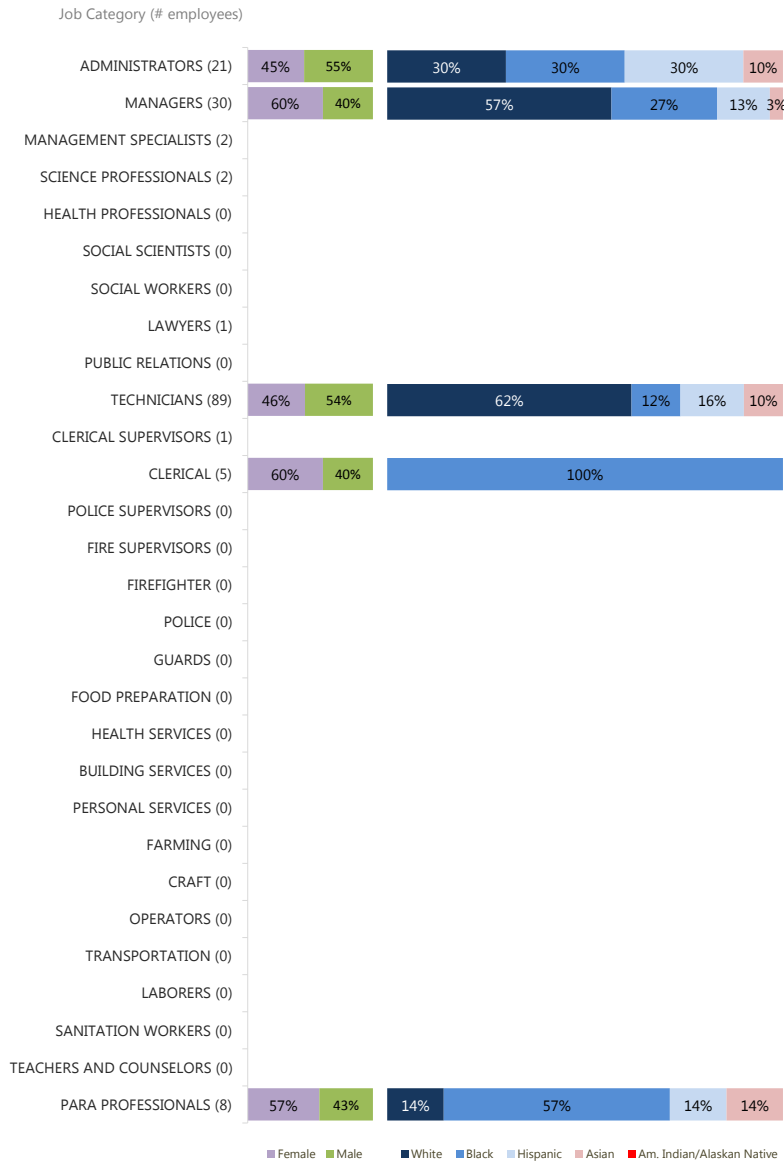
Age



Years of Service



Gender and Ethnicity by Job Category for: CCRB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	21	47.6%	44	12	\$96,317	10.0%	18.1%	9.1%
MANAGERS	30	100.0%	36	7.5	\$83,912	10.0%	20.0%	13.3%
MANAGEMENT SPECIALISTS	2	100.0%	n/a	25	\$68,982	0.0%	50.0%	0.0%
SCIENCE PROFESSIONALS	2	100.0%	n/a	13	\$82,546	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	0	\$65,000	0.0%	0.0%	100.0%
PUBLIC RELATIONS	0							
TECHNICIANS	89	100.0%	26	2	\$42,884	0.0%	16.9%	20.2%
CLERICAL SUPERVISORS	1	100.0%	n/a	23	\$51,771	100.0%	0.0%	0.0%
CLERICAL	5	80.0%	54	18	\$42,986	50.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	8	50.0%	36	8	\$45,313	0.0%	6.3%	6.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
INVESTIGATOR (CCRB)	89	56.0%	26	2.0	0.0%	26	18
EXECUTIVE AGENCY COUNSEL	15	9.4%	36	7.0	6.7%	5	4
SUPERVISOR OF INVESTIGATORS (CCRB)	7	4.4%	36	10.0	0.0%	1	0
INVESTIGATIVE MANAGER (CCRB)	6	3.8%	42	13.5	0.0%	0	0
DEPUTY ASSISTANT DIRECTOR (CIVILIAN COMPLAINT REVIEW)	3	1.9%	n/a	7.0	0.0%	1	0
DEPUTY EXECUTIVE DIRECTOR (CIVILIAN COMPLAINT REVIEW)	3	1.9%	n/a	9.0	0.0%	2	1
ADMINISTRATIVE MANAGER	2	1.3%	n/a	25.0	0.0%	0	0
COMPUTER SYSTEMS MANAGER	2	1.3%	n/a	6.0	50.0%	0	0
CLERICAL ASSOCIATE	3	1.9%	n/a	15.0	0.0%	0	0
SECRETARY	2	1.3%	n/a	24.5	100.0%	0	0

CIVILIAN COMPLAINT REVIEW BOARD is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: CAMPAIGN FINANCE BOARD (CFB) : FY2015

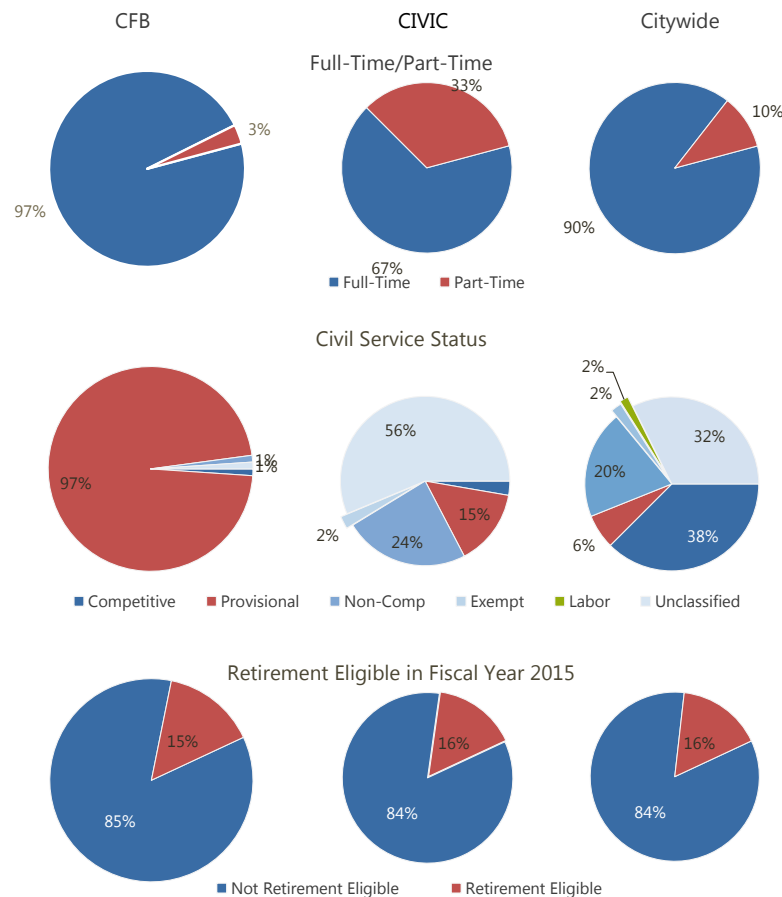
Civic Engagement Agency Group

Summary Indicators	CFB	CIVIC	Citywide
Headcount (FT / PT)	91 / 3	914 / 457	325,588 / 37,293
Median Age / Years of Service	38 / 6	39 / 5	44 / 10
% Male / Female	45% / 55%	45% / 55%	42% / 58%
% White / Minority	46% / 54%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$71,114	\$65,000	\$67,372
% Eligible to Retire	15%	16%	16%
% Hires	13%	19%	9%
% Union Represented	77%	54%	91%

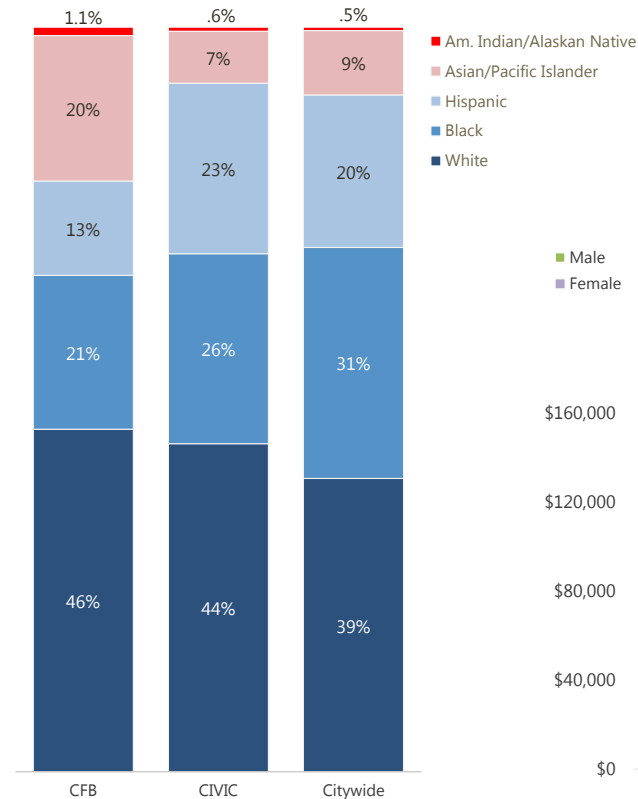
Hires	CFB	CIVIC	Citywide
Total Hires	12	266	32,057
New Hires	12	218	27,116
Rehires	0	48	4,941

Separations	CFB	CIVIC	Citywide
Total Separations	8	182	23,422
Retirement	2	20	8,452
Resignation	5	103	8,673
Dismissal	1	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	0	13	3,063

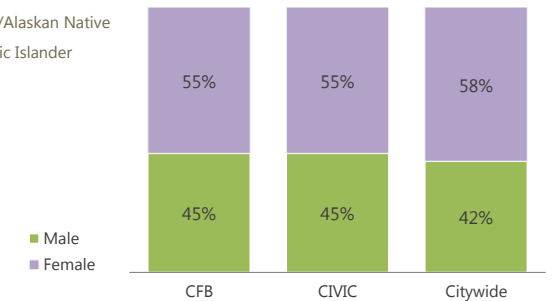
Employee Type by Agency, Agency Group, and Citywide



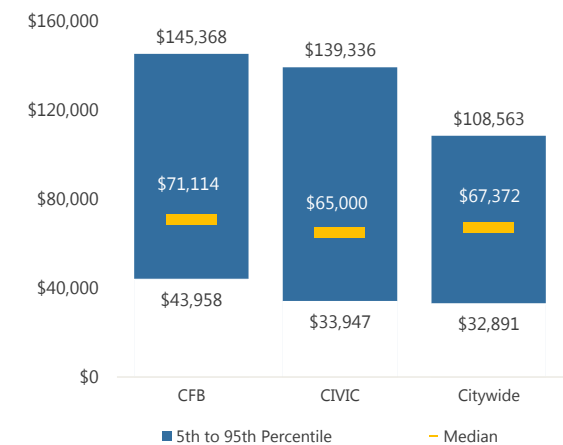
Ethnicity



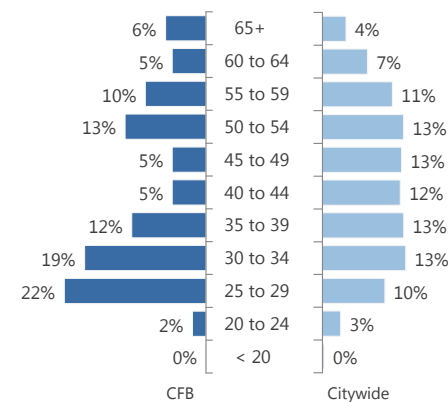
Gender



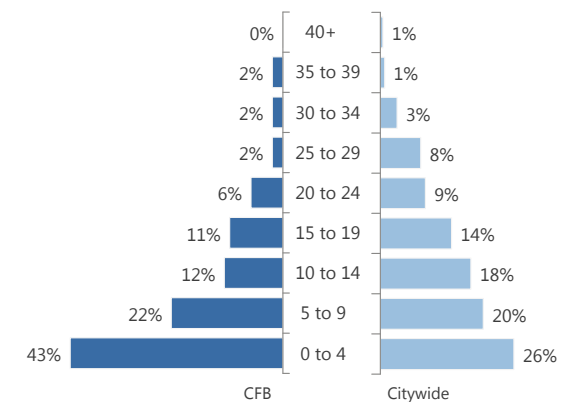
Full-Time Annual Salary Range



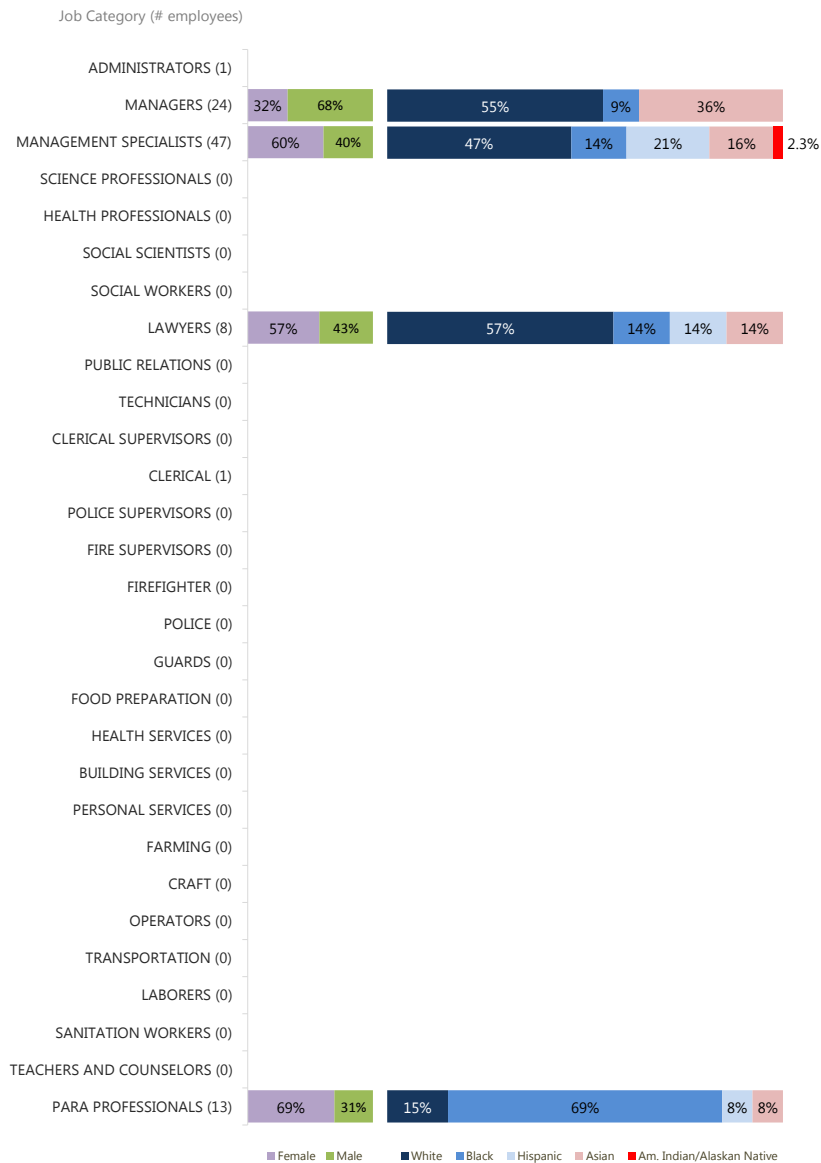
Age



Years of Service



Gender and Ethnicity by Job Category for: CFB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	16	\$210,828	0.0%	0.0%	0.0%
MANAGERS	24	95.8%	47.5	11	\$123,225	21.7%	4.0%	12.0%
MANAGEMENT SPECIALISTS	47	97.9%	30	2	\$61,507	0.0%	10.4%	16.7%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	8	100.0%	38	5.5	\$90,913	25.0%	0.0%	12.5%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	28	\$100,000	100.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	13	92.3%	56	9	\$58,393	50.0%	7.1%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ANALYST (CAMPAIGN FINANCE BOARD)	45	47.9%	30	2.0	0.0%	10	8
ADMINISTRATIVE ASSISTANT (CAMPAIGN FINANCE BOARD)	13	13.8%	56	9.0	46.2%	1	0
SYSTEMS ADMINISTRATOR (CAMPAIGN FINANCE BOARD)	12	12.8%	46.5	9.0	0.0%	0	2
ATTORNEY (CAMPAIGN FINANCE BOARD)	8	8.5%	38	5.5	25.0%	0	1
ADMINISTRATIVE STAFF ANALYST	6	6.4%	49	10.0	16.7%	1	1
ADMINISTRATIVE ACCOUNTANT	2	2.1%	n/a	13.5	50.0%	0	0
COMPUTER SYSTEMS MANAGER	2	2.1%	n/a	16.5	50.0%	0	0
DEPUTY EXECUTIVE DIRECTOR (CFB)	1	1.1%	n/a	35.0	100.0%	0	0
SECRETARY TO THE EXECUTIVE DIRECTOR (CFB)	1	1.1%	n/a	28.0	100.0%	0	0
DIRECTOR OF PUBLIC RELATIONS (CFB)	1	1.1%	n/a	9.0	0.0%	0	0

CAMPAIGN FINANCE BOARD is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

Workforce Profile: OFFICE OF THE CITY CLERK (CLERK) : FY2015

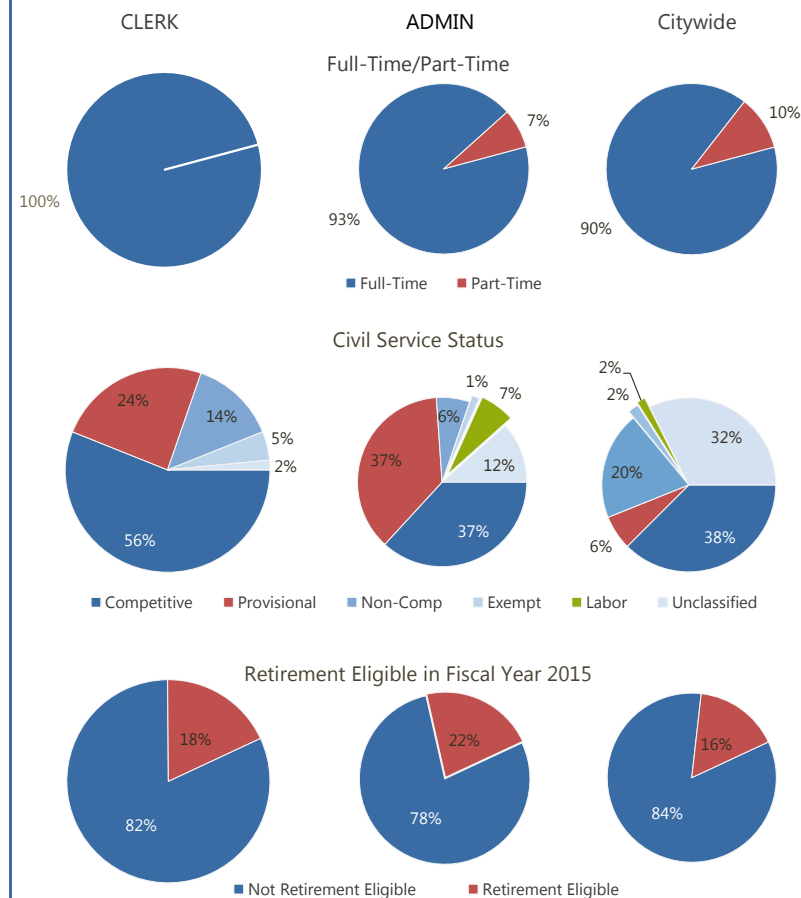
Administrative Services Agency Group

Summary Indicators	CLERK	ADMIN	Citywide
Headcount (FT / PT)	66 / 0	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	42 / 8.5	47 / 8	44 / 10
% Male / Female	31% / 69%	53% / 47%	42% / 58%
% White / Minority	25% / 75%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$43,774	\$61,978	\$67,372
% Eligible to Retire	18%	22%	16%
% Hires	17%	12%	9%
% Union Represented	76%	72%	91%

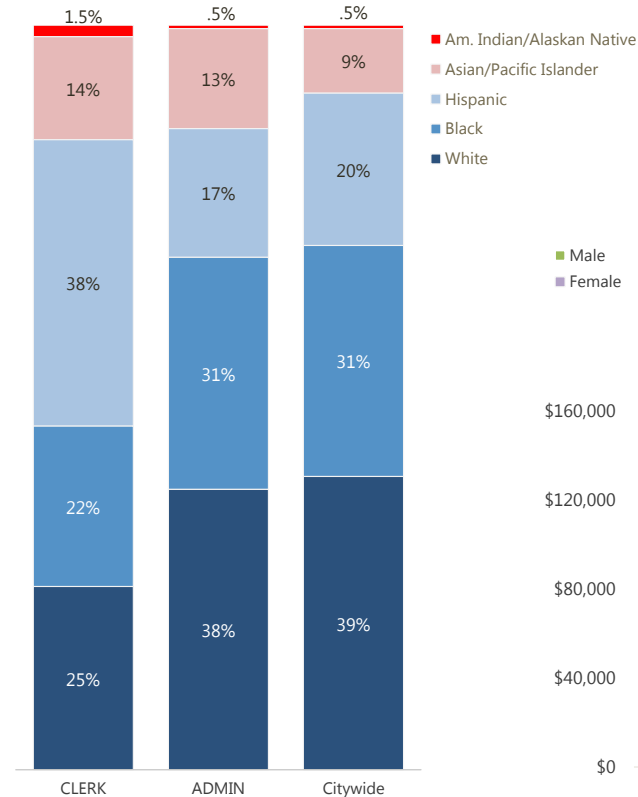
Hires	CLERK	ADMIN	Citywide
Total Hires	11	722	32,057
New Hires	9	680	27,116
Rehires	2	42	4,941

Separations	CLERK	ADMIN	Citywide
Total Separations	8	499	23,422
Retirement	1	100	8,452
Resignation	1	181	8,673
Dismissal	6	136	2,816
Layoff	0	0	3
Deceased	0	8	415
Other	0	74	3,063

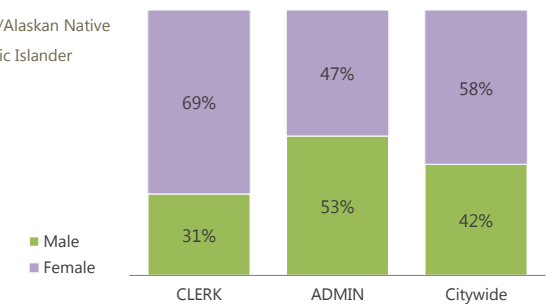
Employee Type by Agency, Agency Group, and Citywide



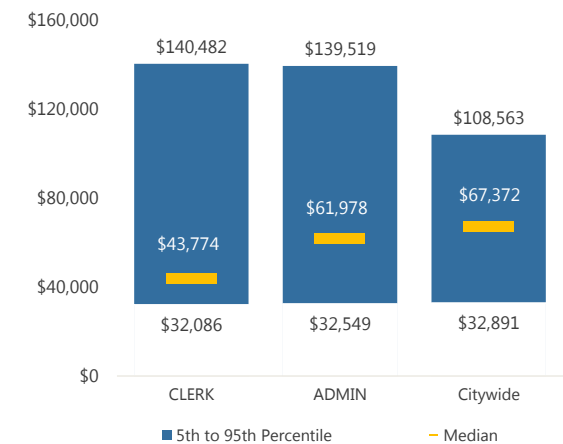
Ethnicity



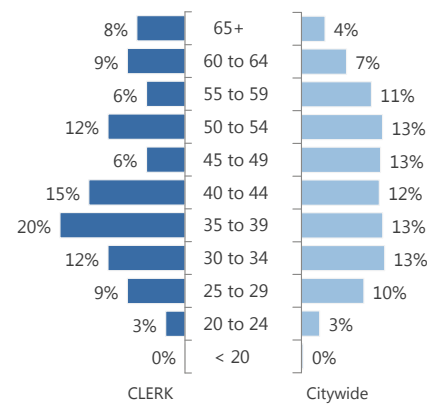
Gender



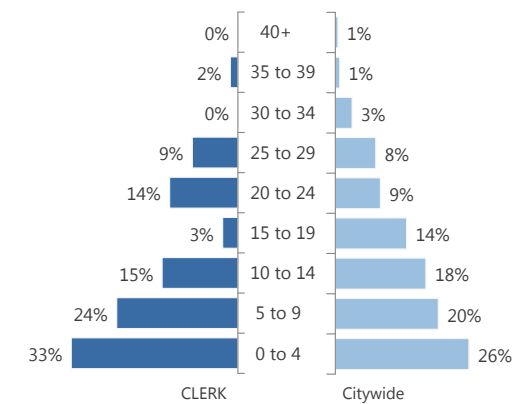
Full-Time Annual Salary Range



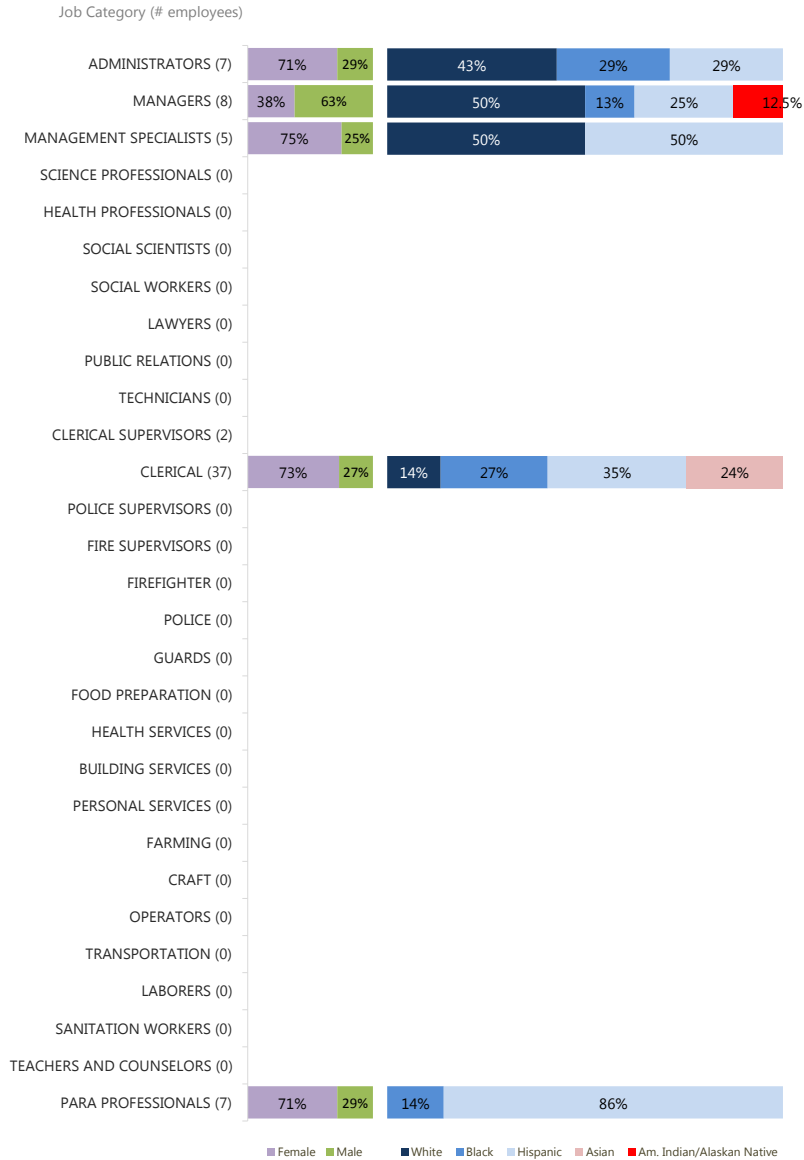
Age



Years of Service



Gender and Ethnicity by Job Category for: CLERK

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	7	100.0%	60	5	\$105,931	42.9%	0.0%	0.0%
MANAGERS	8	100.0%	46.5	12	\$85,186	25.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	5	100.0%	37	8	\$44,709	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	2	100.0%	n/a	23.5	\$59,508	50.0%	50.0%	0.0%
CLERICAL	37	100.0%	38	5	\$36,899	13.5%	18.9%	24.3%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	7	100.0%	47	17	\$69,238	14.3%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CLERICAL ASSOCIATE	35	53.0%	38	5.0	14.3%	4	9
PUBLIC RECORDS OFFICER	5	7.6%	37	8.0	0.0%	0	0
COMMUNITY COORDINATOR	4	6.1%	n/a	21.5	25.0%	0	0
DEPUTY CITY CLERK (CC)(FORMERLY DEP CITY CLERK (STAT ISL	3	4.5%	n/a	5.0	33.3%	0	0
DEPUTY CITY CLERK	3	4.5%	n/a	5.0	66.7%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	2	3.0%	n/a	23.5	50.0%	1	0
COMMUNITY ASSISTANT	2	3.0%	n/a	11.5	0.0%	0	0
EXECUTIVE ASSISTANT TO THE CITY CLERK	1	1.5%	n/a	18.0	0.0%	0	0
SPECIAL ADVISER TO THE CITY CLERK	1	1.5%	n/a	4.0	0.0%	0	0
ASSISTANT ADMINISTRATOR (OFFICE OF THE CITY CLERK)	1	1.5%	n/a	5.0	0.0%	0	0

OFFICE OF THE CITY CLERK is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: CONFLICTS OF INTEREST BOARD (COIB) : FY2015

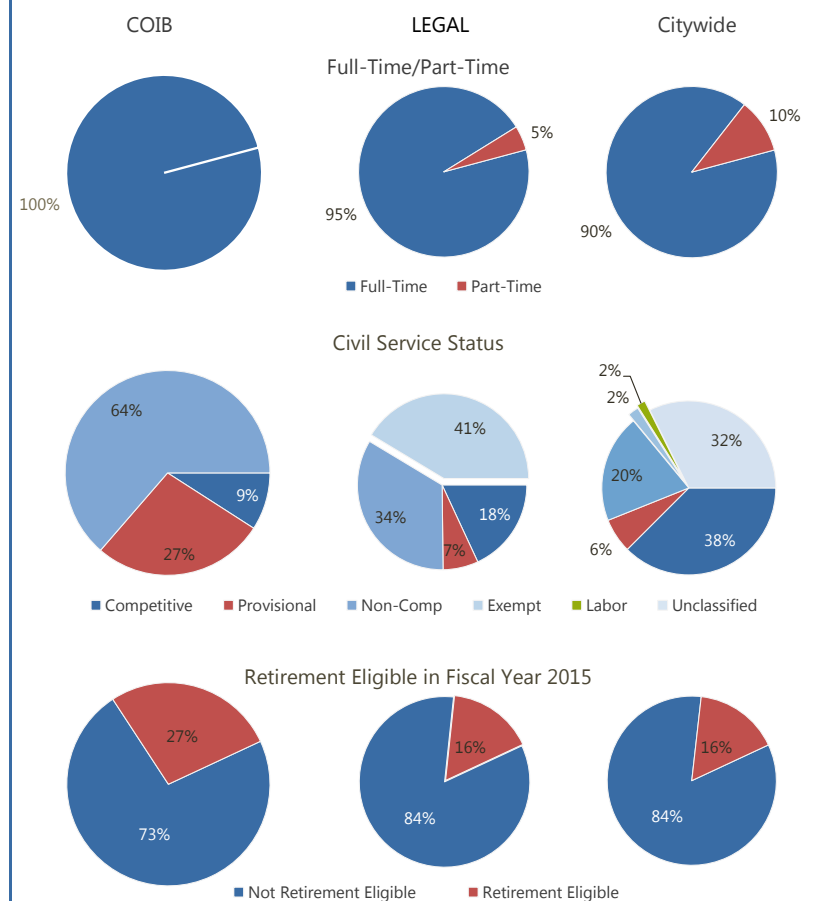
Legal Affairs & Access to Justice Agency Group

Summary Indicators	COIB	LEGAL	Citywide
Headcount (FT / PT)	22 / 0	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	39.5 / 8	40 / 7	44 / 10
% Male / Female	43% / 57%	41% / 59%	42% / 58%
% White / Minority	67% / 33%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$81,854	\$63,654	\$67,372
% Eligible to Retire	27%	16%	16%
% Hires	14%	13%	9%
% Union Represented	50%	54%	91%

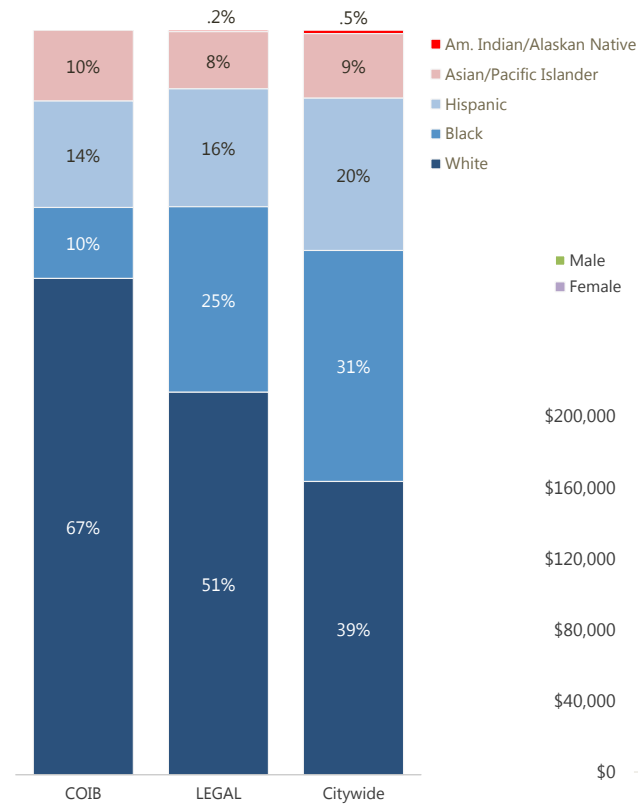
Hires	COIB	LEGAL	Citywide
Total Hires	3	814	32,057
New Hires	3	773	27,116
Rehires	0	41	4,941

Separations	COIB	LEGAL	Citywide
Total Separations	2	619	23,422
Retirement	0	77	8,452
Resignation	2	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	0	39	3,063

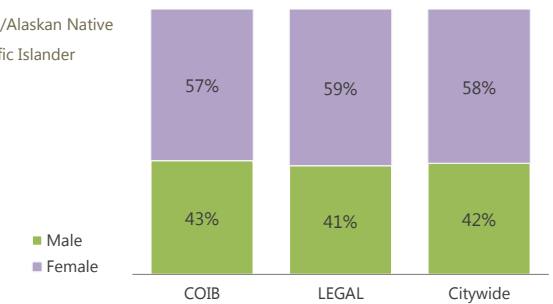
Employee Type by Agency, Agency Group, and Citywide



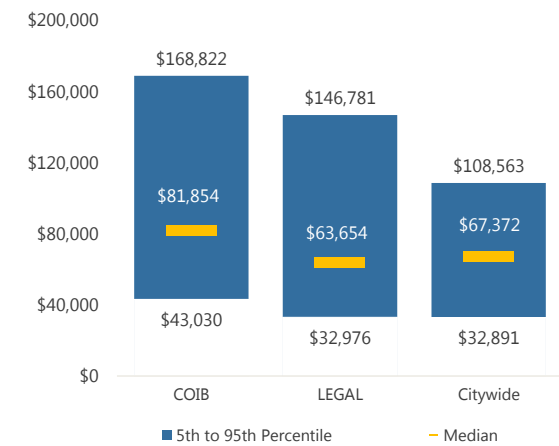
Ethnicity



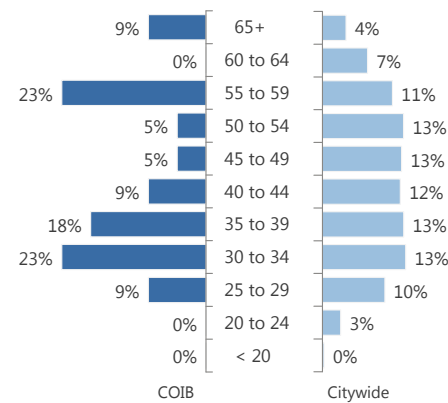
Gender



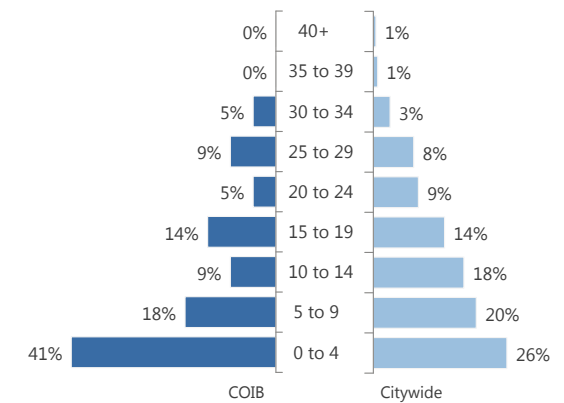
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: COIB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	21	\$197,275	100.0%	0.0%	0.0%
MANAGERS	7	100.0%	55	8	\$114,265	42.9%	14.3%	14.3%
MANAGEMENT SPECIALISTS	2	100.0%	n/a	22	\$98,540	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	4	100.0%	n/a	1	\$64,480	0.0%	0.0%	25.0%
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	9	\$64,370	50.0%	0.0%	0.0%
CLERICAL SUPERVISORS	2	100.0%	n/a	19.5	\$55,160	0.0%	0.0%	0.0%
CLERICAL	1	100.0%	n/a	9	\$50,388	100.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	3	100.0%	n/a	2	\$43,030	0.0%	33.3%	33.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
EXECUTIVE AGENCY COUNSEL	5	22.7%	55	8.0	40.0%	1	1
AGENCY ATTORNEY	4	18.2%	n/a	1.0	0.0%	0	1
ADMINISTRATIVE STAFF ANALYST	3	13.6%	n/a	25.0	33.3%	0	0
CONFIDENTIAL INVESTIGATOR (CONFLICTS OF INTEREST BOA	2	9.1%	n/a	9.0	50.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	2	9.1%	n/a	19.5	0.0%	0	0
COMMUNITY ASSOCIATE	2	9.1%	n/a	1.0	0.0%	1	1
COMPUTER OPERATIONS MANAGER	1	4.5%	n/a	8.0	0.0%	0	0
SECRETARY TO THE CONFLICTS OF INTEREST BOARD	1	4.5%	n/a	9.0	100.0%	0	0
COUNSEL (CONFLICTS OF INTEREST BOARD)	1	4.5%	n/a	21.0	100.0%	0	0
COMMUNITY COORDINATOR	1	4.5%	n/a	4.0	0.0%	0	0

CONFLICTS OF INTEREST BOARD is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: OFFICE OF THE COMPTROLLER (COMPTROLLER) : FY2015

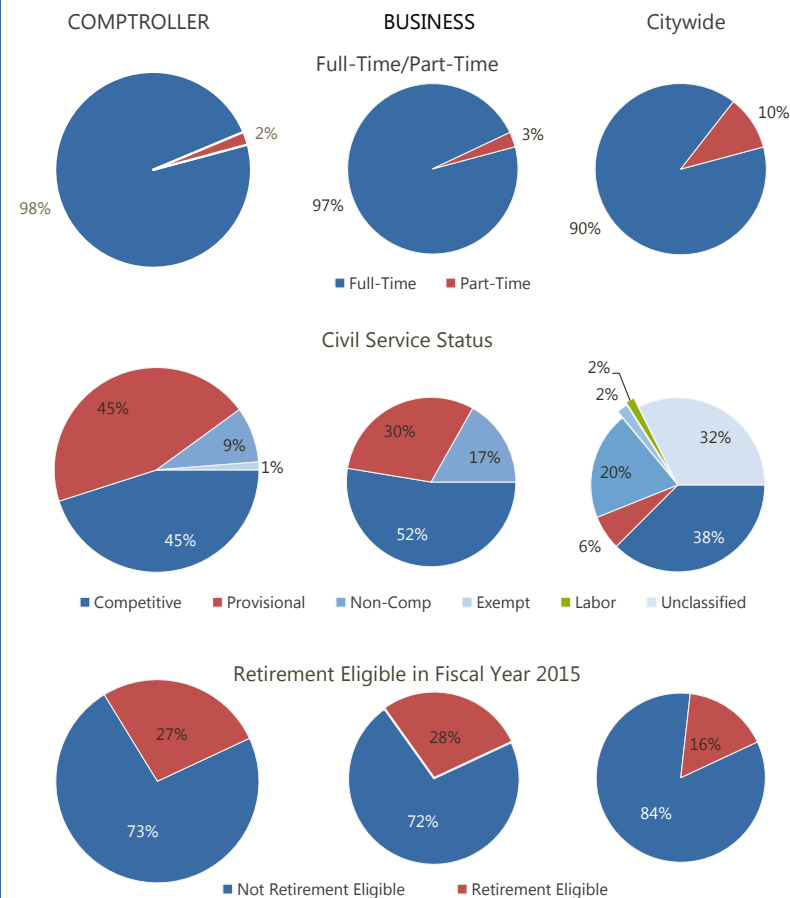
Business, Finance & Economy Agency Group

Summary Indicators	COMPTROLLER	BUSINESS	Citywide
Headcount (FT / PT)	730 / 16	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	47.5 / 12	49 / 11	44 / 10
% Male / Female	44% / 56%	50% / 50%	42% / 58%
% White / Minority	39% / 61%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$66,646	\$63,864	\$67,372
% Eligible to Retire	27%	28%	16%
% Hires	10%	9%	9%
% Union Represented	68%	79%	91%

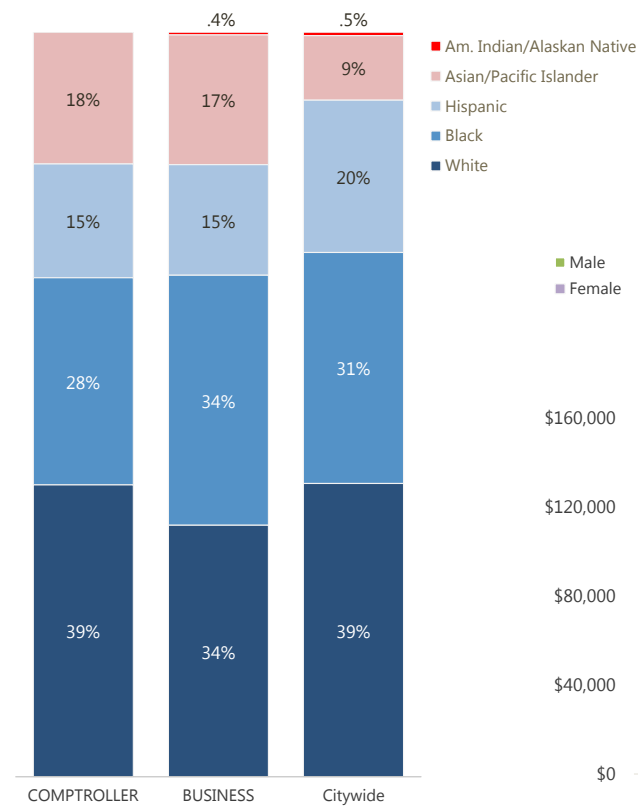
Hires	COMPTROLLER	BUSINESS	Citywide
Total Hires	72	414	32,057
New Hires	66	381	27,116
Rehires	6	33	4,941

Separations	COMPTROLLER	BUSINESS	Citywide
Total Separations	49	338	23,422
Retirement	15	114	8,452
Resignation	15	134	8,673
Dismissal	3	36	2,816
Layoff	0	0	3
Deceased	1	7	415
Other	15	47	3,063

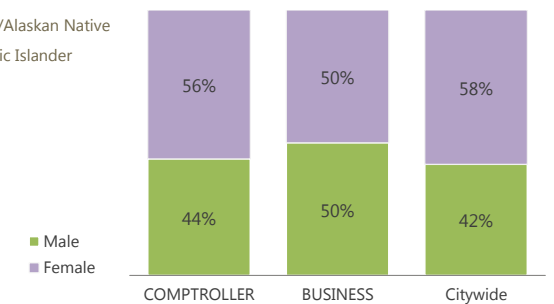
Employee Type by Agency, Agency Group, and Citywide



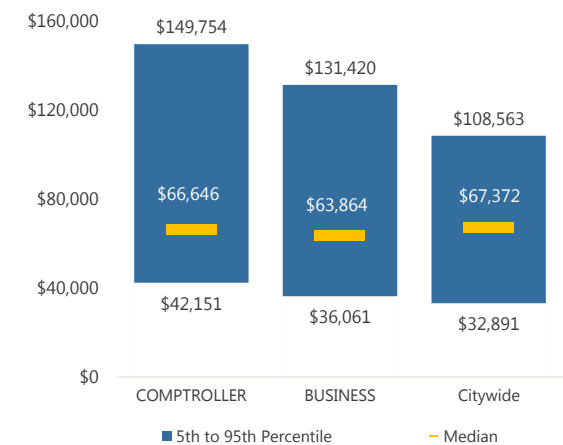
Ethnicity



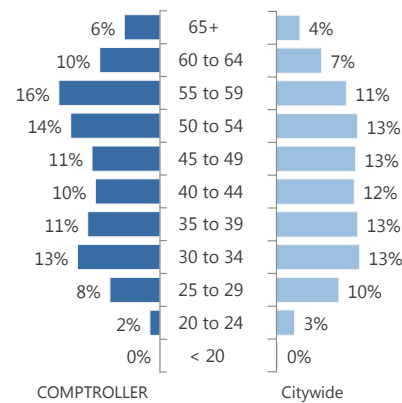
Gender



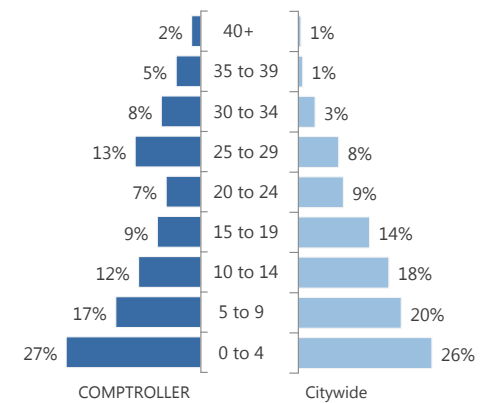
Full-Time Annual Salary Range



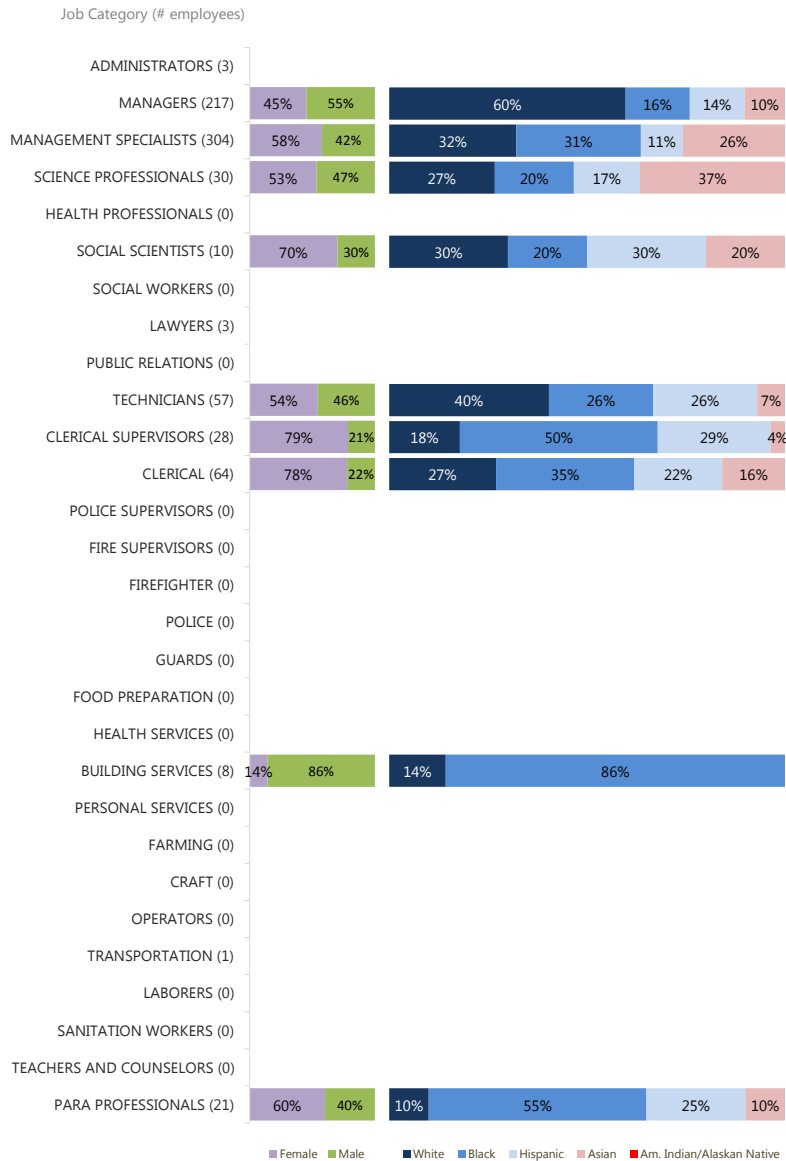
Age



Years of Service



Gender and Ethnicity by Job Category for: COMPTROLLER

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	9	\$189,653	0.0%	0.0%	0.0%
MANAGERS	217	99.1%	50	11	\$104,260	28.8%	6.4%	11.0%
MANAGEMENT SPECIALISTS	304	98.4%	44	10	\$60,898	23.1%	6.5%	8.4%
SCIENCE PROFESSIONALS	30	96.7%	49	19	\$73,203	31.0%	6.4%	6.4%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	10	100.0%	46.5	16	\$59,275	30.0%	0.0%	0.0%
SOCIAL WORKERS	0							
LAWYERS	3	100.0%	n/a	1	\$74,000	33.3%	33.3%	33.3%
PUBLIC RELATIONS	0							
TECHNICIANS	57	100.0%	53	20	\$53,865	40.4%	5.3%	10.5%
CLERICAL SUPERVISORS	28	96.4%	52.5	22.5	\$54,373	40.7%	6.9%	0.0%
CLERICAL	64	90.6%	44	9	\$44,035	27.6%	4.2%	7.1%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	8	100.0%	58	17	\$38,783	50.0%	12.5%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	0	\$46,420	0.0%	100.0%	100.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	21	95.2%	38	6	\$44,663	10.0%	9.1%	4.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ACCOUNTANT	94	12.6%	37	6.0	20.2%	3	15
ADMINISTRATIVE MANAGER	82	11.0%	45	8.5	22.0%	12	8
ADMINISTRATIVE STAFF ANALYST	53	7.1%	52	13.0	26.4%	3	4
MANAGEMENT AUDITOR	55	7.4%	52	17.0	30.9%	3	0
CLAIM SPECIALIST	38	5.1%	57	27.0	57.9%	1	4
CLERICAL ASSOCIATE	36	4.8%	50	14.0	41.7%	4	0
ADMINISTRATIVE CLAIM EXAMINER	30	4.0%	54	20.0	40.0%	3	3
INVESTMENT ANALYST	28	3.8%	36	7.5	17.9%	6	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	28	3.8%	52.5	22.5	39.3%	2	0
ADMINISTRATIVE ACCOUNTANT	23	3.1%	54	19.0	43.5%	1	0

OFFICE OF THE COMPTROLLER is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: NEW YORK CITY COUNCIL (COUNCIL) : FY2015

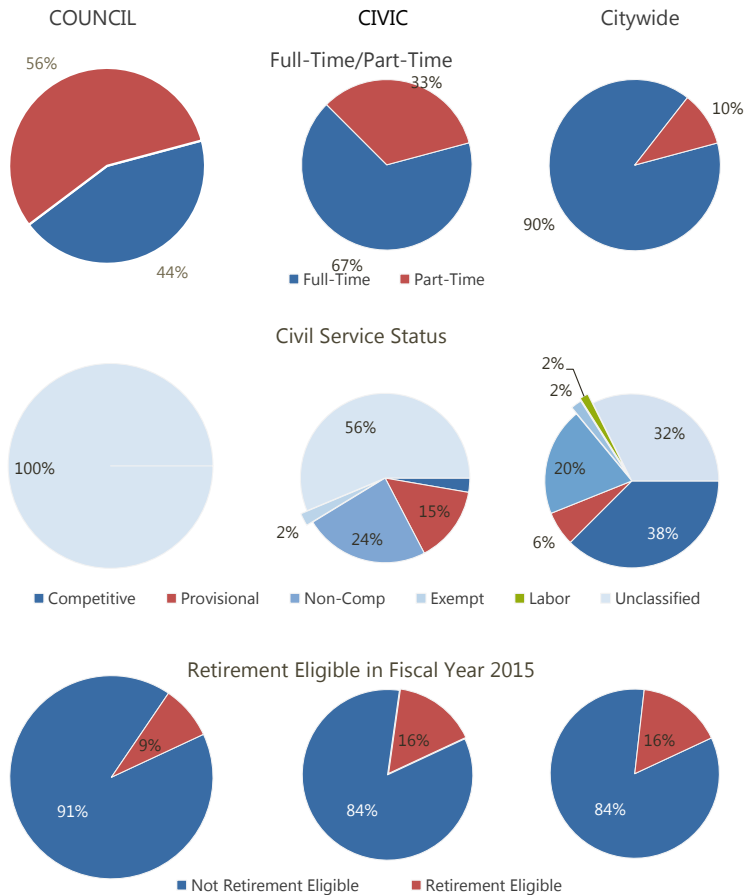
Civic Engagement Agency Group

Summary Indicators	COUNCIL	CIVIC	Citywide
Headcount (FT / PT)	313 / 400	914 / 457	325,588 / 37,293
Median Age / Years of Service	33 / 3	39 / 5	44 / 10
% Male / Female	50% / 50%	45% / 55%	42% / 58%
% White / Minority	43% / 57%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$75,000	\$65,000	\$67,372
% Eligible to Retire	9%	16%	16%
% Hires	25%	19%	9%
% Union Represented	50%	54%	91%

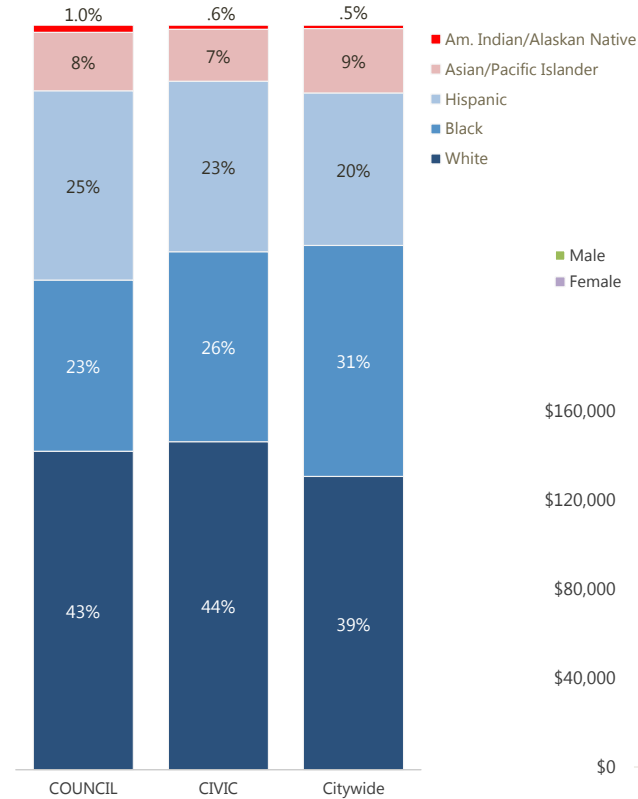
Hires	COUNCIL	CIVIC	Citywide
Total Hires	180	266	32,057
New Hires	146	218	27,116
Rehires	34	48	4,941

Separations	COUNCIL	CIVIC	Citywide
Total Separations	123	182	23,422
Retirement	3	20	8,452
Resignation	74	103	8,673
Dismissal	38	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	8	13	3,063

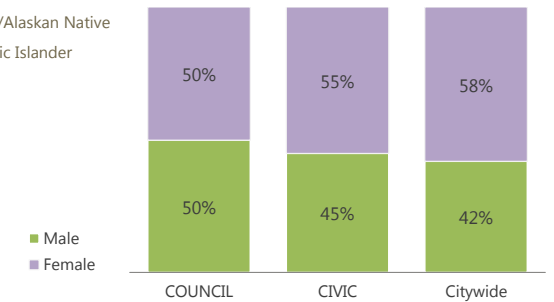
Employee Type by Agency, Agency Group, and Citywide



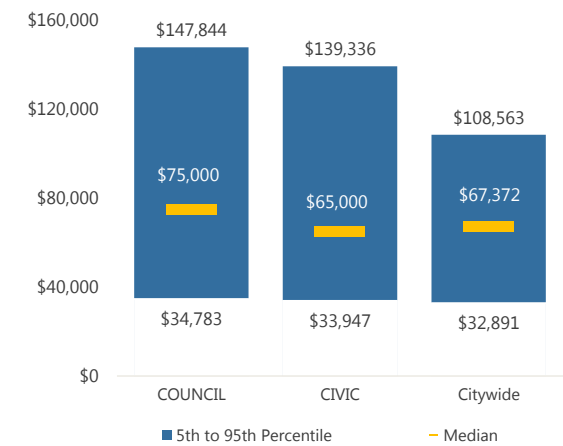
Ethnicity



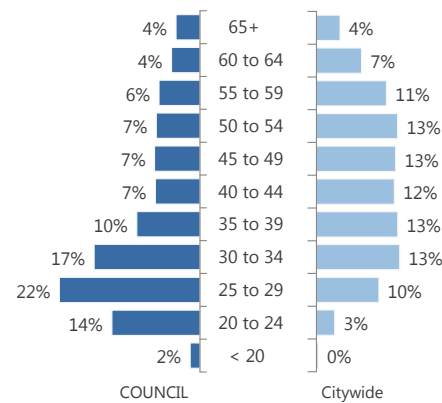
Gender



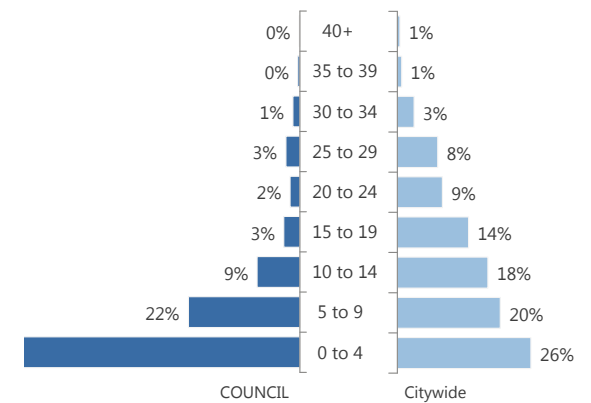
Full-Time Annual Salary Range



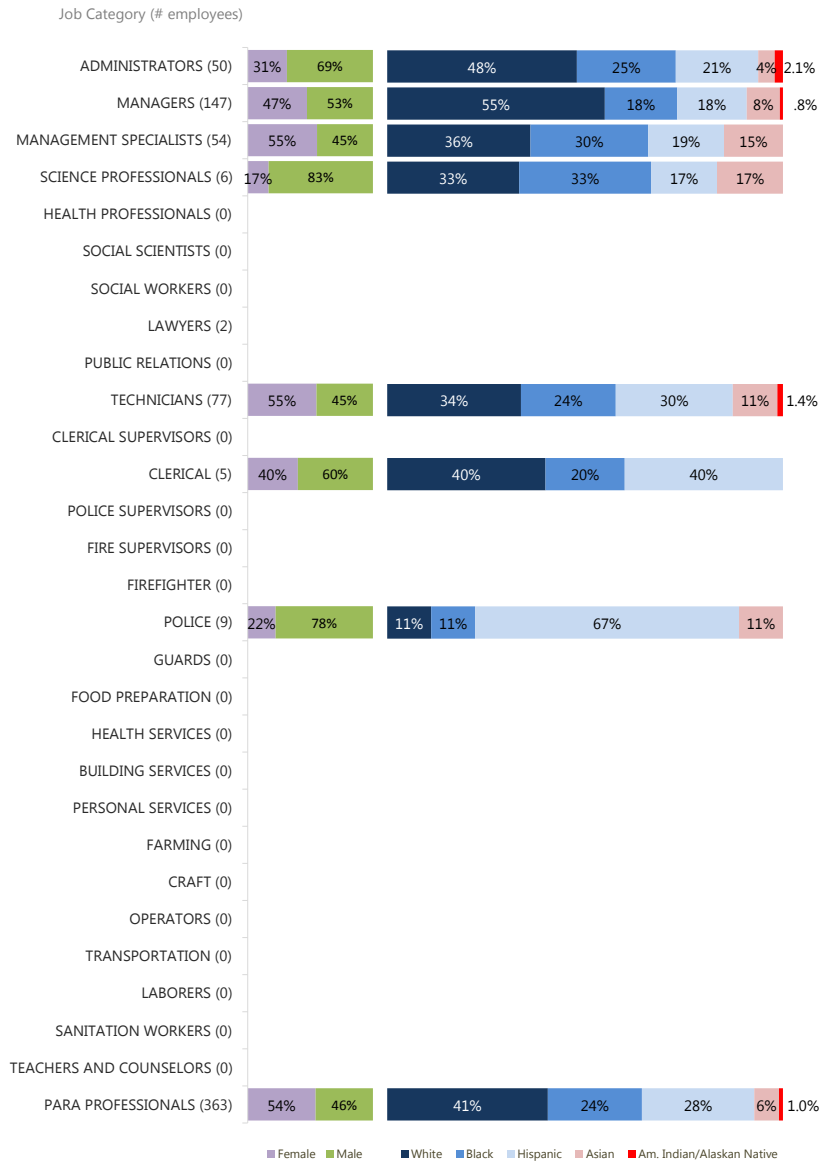
Age



Years of Service



Gender and Ethnicity by Job Category for: COUNCIL

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	50	100.0%	45.5	6	\$112,500	18.0%	4.0%	0.0%
MANAGERS	147	100.0%	36	6	\$81,000	11.6%	8.2%	15.0%
MANAGEMENT SPECIALISTS	54	38.9%	24.5	0	\$55,000	14.3%	9.4%	20.9%
SCIENCE PROFESSIONALS	6	100.0%	39	1.5	\$55,000	0.0%	33.3%	33.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	13	\$66,963	0.0%	50.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	77	88.3%	33	5	\$50,000	14.7%	13.8%	9.2%
CLERICAL SUPERVISORS	0							
CLERICAL	5	100.0%	62	13	\$42,851	80.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	9	88.9%	37	5	\$42,500	25.0%	0.0%	19.8%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	363	1.7%	30	2	\$72,540	266.7%	0.4%	0.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
LEGISLATIVE ASSISTANT	65	9.1%	35	5.0	15.4%	7	8
COUNCIL MEMBER	48	6.7%	45.5	5.5	18.8%	1	0
LEGISLATIVE COUNSEL (CITY COUNCIL)	36	5.0%	34.5	2.0	5.6%	3	10
LEGISLATIVE POLICY ANALYST (CITY COUNCIL)	24	3.4%	30.5	2.0	4.2%	4	6
LEGISLATIVE ADMINISTRATIVE ASSISTANT(CITY COUNCIL)	10	1.4%	46	9.0	30.0%	0	0
LEGISLATIVE FINANCIAL ANALYST	9	1.3%	28	1.0	0.0%	0	4
DIRECTOR (CITY COUNCIL)	9	1.3%	43	9.0	11.1%	0	0
DEPUTY DIRECTOR (CITY COUNCIL)	9	1.3%	43	9.0	22.2%	1	0
SENIOR LEGISLATIVE POLICY ANALYST (CITY COUNCIL)	8	1.1%	35.5	6.0	25.0%	1	1
ASSISTANT SERGEANT AT ARMS	8	1.1%	32	5.0	25.0%	0	2

NEW YORK CITY COUNCIL is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

Workforce Profile: DISTRICT ATTORNEY - KINGS COUNTY (DA-BK) : FY2015

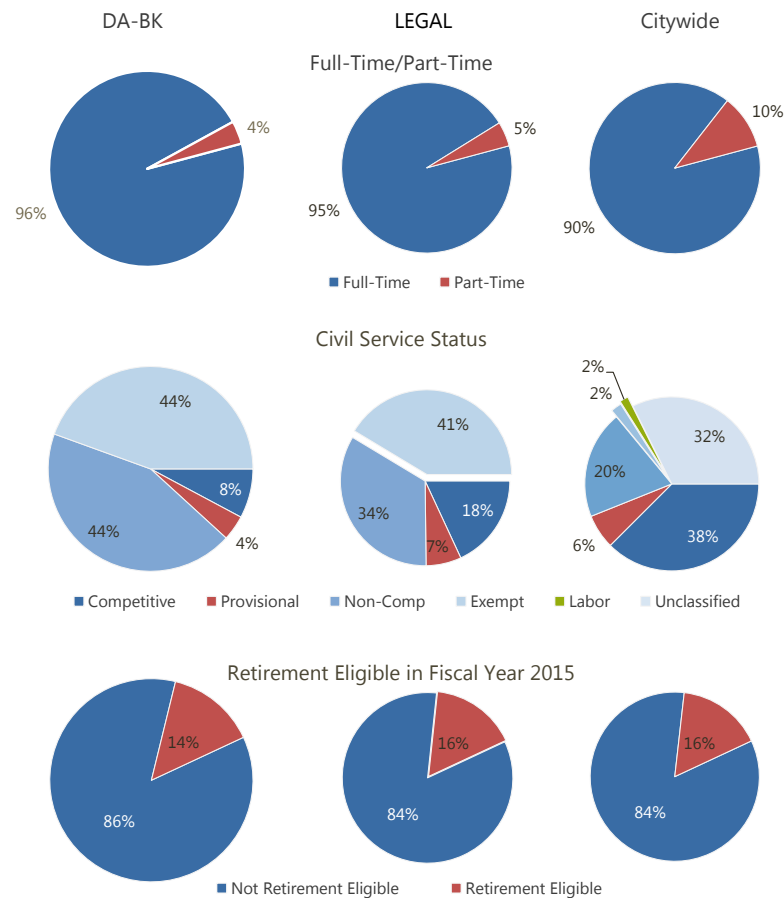
Legal Affairs & Access to Justice Agency Group

Summary Indicators	DA-BK	LEGAL	Citywide
Headcount (FT / PT)	1,061 / 42	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	40 / 7	40 / 7	44 / 10
% Male / Female	42% / 58%	41% / 59%	42% / 58%
% White / Minority	49% / 51%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$61,800	\$63,654	\$67,372
% Eligible to Retire	14%	16%	16%
% Hires	13%	13%	9%
% Union Represented	53%	54%	91%

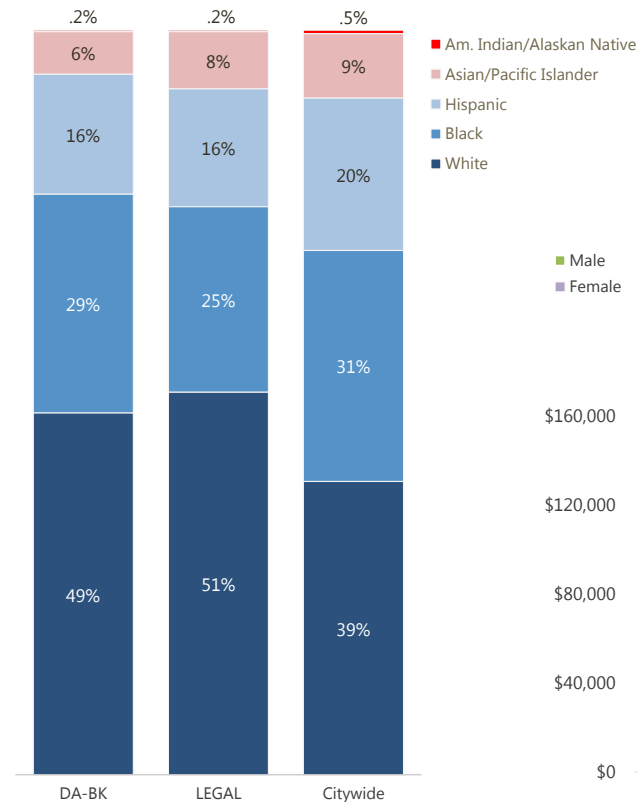
Hires	DA-BK	LEGAL	Citywide
Total Hires	148	814	32,057
New Hires	142	773	27,116
Rehires	6	41	4,941

Separations	DA-BK	LEGAL	Citywide
Total Separations	137	619	23,422
Retirement	19	77	8,452
Resignation	94	446	8,673
Dismissal	17	51	2,816
Layoff	0	0	3
Deceased	1	6	415
Other	6	39	3,063

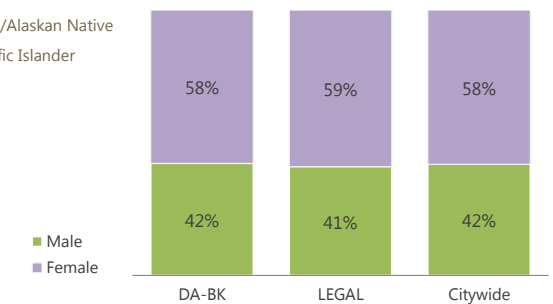
Employee Type by Agency, Agency Group, and Citywide



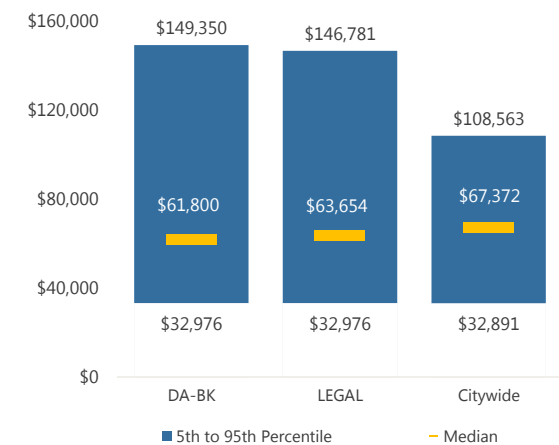
Ethnicity



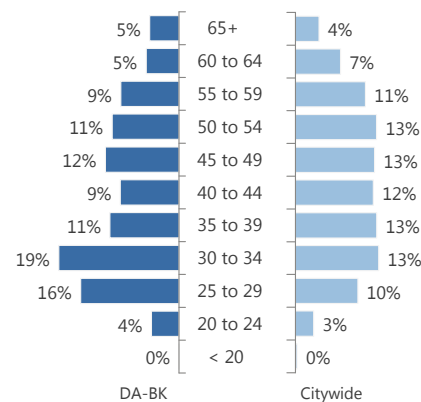
Gender



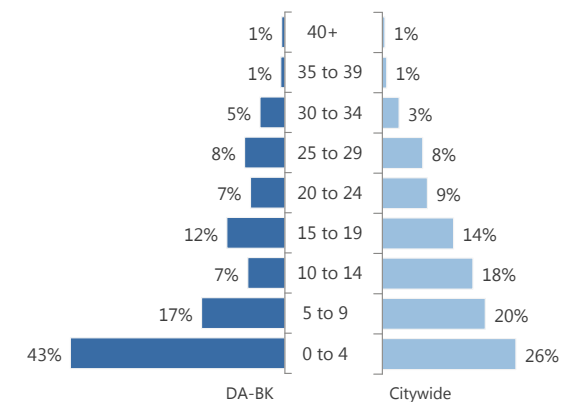
Full-Time Annual Salary Range



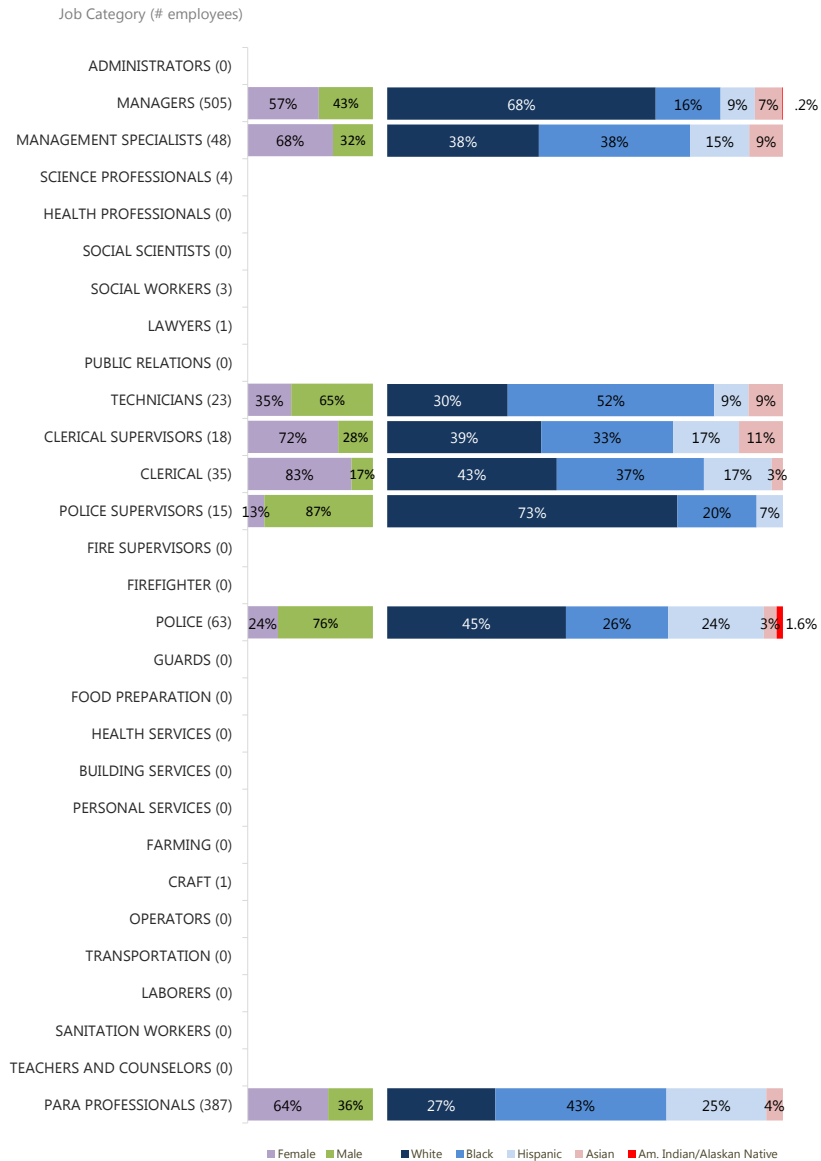
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-BK

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	505	95.6%	36	5	\$69,755	11.0%	11.0%	9.5%
MANAGEMENT SPECIALISTS	48	97.9%	49.5	9.5	\$77,532	21.3%	26.5%	20.4%
SCIENCE PROFESSIONALS	4	100.0%	n/a	15.5	\$69,683	50.0%	0.0%	25.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	3	66.7%	n/a	8	\$49,084	0.0%	88.9%	0.0%
LAWYERS	1	100.0%	n/a	1	\$190,000	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	23	100.0%	43	15	\$49,995	26.1%	0.0%	8.7%
CLERICAL SUPERVISORS	18	100.0%	58	23	\$56,349	61.1%	16.7%	0.0%
CLERICAL	35	94.3%	49	19	\$47,189	21.2%	10.8%	0.0%
POLICE SUPERVISORS	15	100.0%	49	16	\$72,000	6.7%	33.3%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	63	100.0%	48	8	\$54,569	11.1%	9.5%	27.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	1	100.0%	n/a	29	\$57,055	100.0%	0.0%	0.0%
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	387	95.9%	39	7	\$38,869	15.9%	10.9%	15.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	485	44.0%	35	5.0	10.3%	62	46
COMMUNITY ASSOCIATE	241	21.8%	37	6.0	16.2%	37	44
COMMUNITY ASSISTANT	84	7.6%	38	8.0	10.7%	8	5
COMMUNITY COORDINATOR	47	4.3%	50	16.0	23.4%	5	6
RACKETS INVESTIGATOR	40	3.6%	45	7.5	10.0%	7	14
ADMINISTRATIVE MANAGER	37	3.4%	50	11.0	24.3%	13	7
SENIOR RACKETS INVESTIGATOR	21	1.9%	51	10.0	14.3%	0	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	18	1.6%	58	23.0	61.1%	3	0
SUPERVISING RACKETS INVESTIGATOR	18	1.6%	48.5	16.0	5.6%	5	0
REPORTER/STENOGRAPHER (DA)	18	1.6%	32	5.0	0.0%	3	0

DISTRICT ATTORNEY - KINGS COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DISTRICT ATTORNEY - BRONX COUNTY (DA-BX) : FY2015

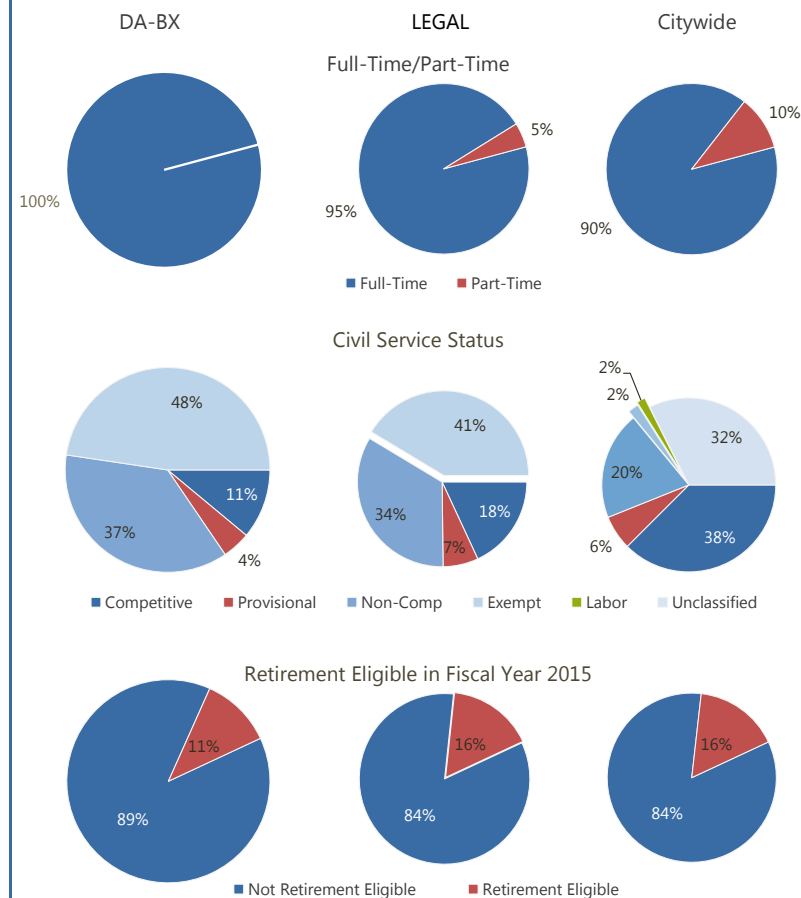
Legal Affairs & Access to Justice Agency Group

Summary Indicators	DA-BX	LEGAL	Citywide
Headcount (FT / PT)	851 / 2	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	35 / 5	40 / 7	44 / 10
% Male / Female	40% / 60%	41% / 59%	42% / 58%
% White / Minority	45% / 55%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$63,300	\$63,654	\$67,372
% Eligible to Retire	11%	16%	16%
% Hires	14%	13%	9%
% Union Represented	50%	54%	91%

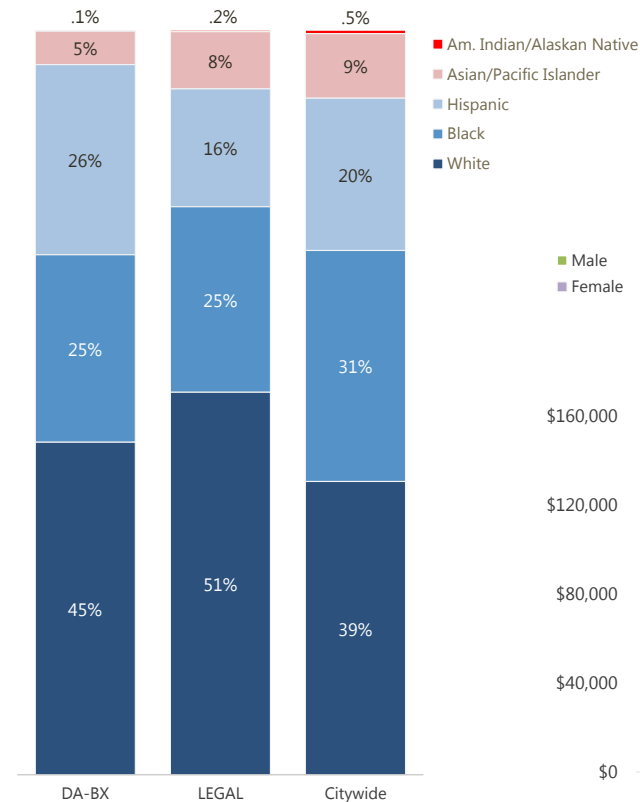
Hires	DA-BX	LEGAL	Citywide
Total Hires	121	814	32,057
New Hires	119	773	27,116
Rehires	2	41	4,941

Separations	DA-BX	LEGAL	Citywide
Total Separations	77	619	23,422
Retirement	13	77	8,452
Resignation	47	446	8,673
Dismissal	13	51	2,816
Layoff	0	0	3
Deceased	2	6	415
Other	2	39	3,063

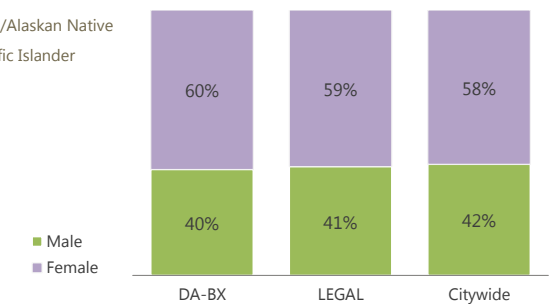
Employee Type by Agency, Agency Group, and Citywide



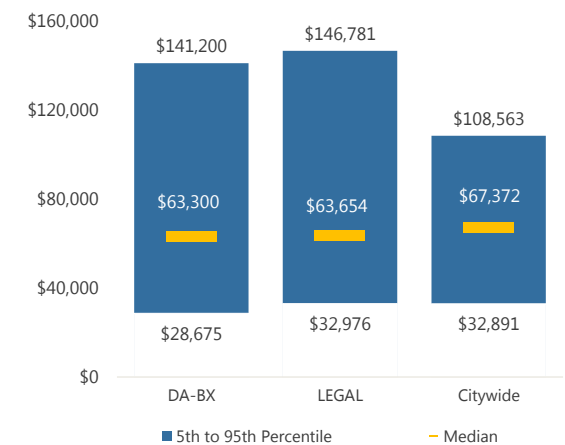
Ethnicity



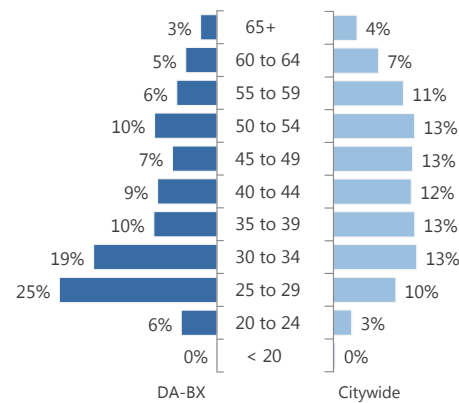
Gender



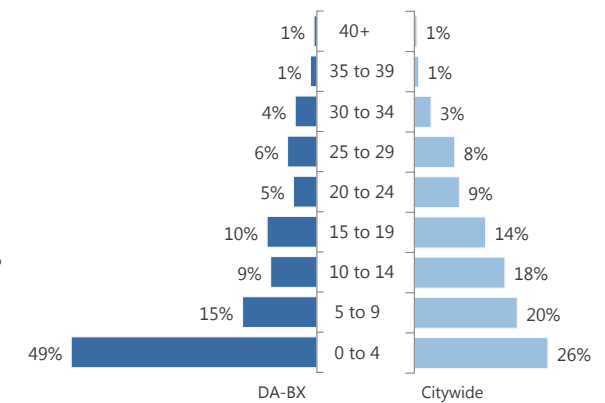
Full-Time Annual Salary Range



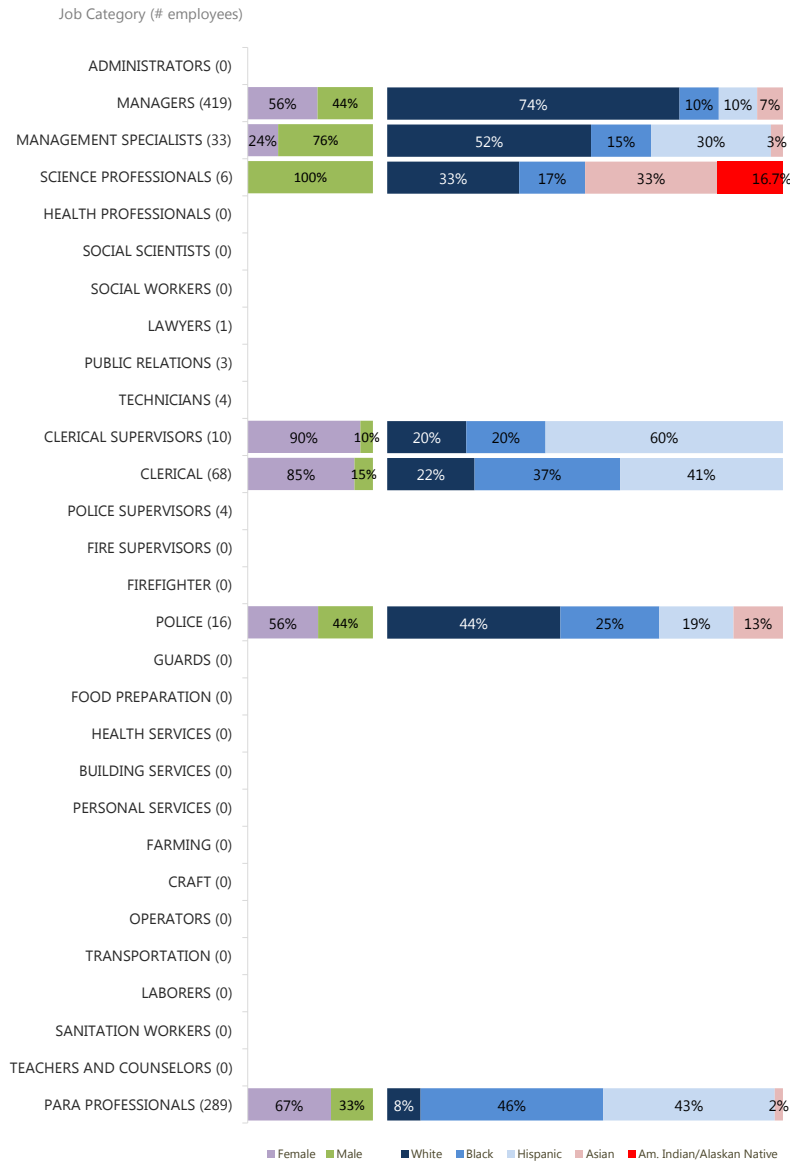
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-BX

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	419	100.0%	32	3	\$66,600	6.7%	8.1%	13.6%
MANAGEMENT SPECIALISTS	33	100.0%	54	16	\$54,655	21.2%	6.1%	6.1%
SCIENCE PROFESSIONALS	6	100.0%	50.5	19.5	\$90,976	33.3%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	36	\$190,000	100.0%	0.0%	0.0%
PUBLIC RELATIONS	3	100.0%	n/a	6	\$47,223	0.0%	100.0%	0.0%
TECHNICIANS	4	100.0%	n/a	28.5	\$49,558	25.0%	0.0%	0.0%
CLERICAL SUPERVISORS	10	100.0%	54.5	32	\$63,553	50.0%	10.0%	0.0%
CLERICAL	68	98.5%	50	20.5	\$41,483	34.3%	5.8%	1.4%
POLICE SUPERVISORS	4	100.0%	n/a	27	\$100,312	75.0%	25.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	16	100.0%	37	6.5	\$47,944	12.5%	18.8%	18.8%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	289	99.7%	34	4	\$33,005	8.7%	10.0%	19.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	405	47.5%	31	3.0	6.7%	44	56
COMMUNITY ASSOCIATE	111	13.0%	32	3.0	5.4%	15	21
COMMUNITY ASSISTANT	94	11.0%	36	7.0	16.0%	10	8
COMMUNITY SERVICE AIDE	62	7.3%	27.5	1.0	0.0%	13	26
CLERICAL ASSOCIATE	45	5.3%	51	22.0	44.4%	3	0
COMMUNITY COORDINATOR	22	2.6%	46.5	18.0	18.2%	0	1
SENIOR RACKETS INVESTIGATOR (BRONX COUNTY D.A.)	21	2.5%	54	13.0	14.3%	2	2
REPORTER/STENOGRAPHER (DA)	16	1.9%	45.5	13.5	6.3%	1	1
RACKETS INVESTIGATOR	13	1.5%	35	2.0	15.4%	4	3
PRINCIPAL ADMINISTRATIVE ASSOCIATE	10	1.2%	54.5	32.0	50.0%	1	0

DISTRICT ATTORNEY - BRONX COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DISTRICT ATTORNEY - MANHATTAN (DA-MAN) : FY2015

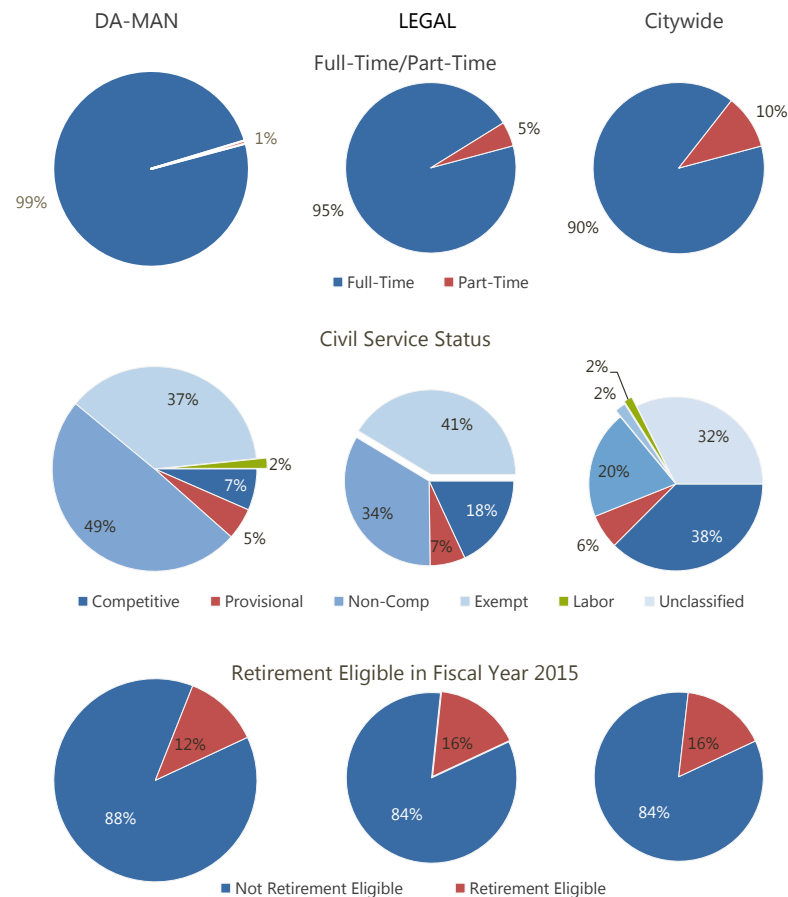
Legal Affairs & Access to Justice Agency Group

Summary Indicators	DA-MAN	LEGAL	Citywide
Headcount (FT / PT)	1,353 / 7	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	37 / 6	40 / 7	44 / 10
% Male / Female	44% / 56%	41% / 59%	42% / 58%
% White / Minority	57% / 43%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$65,459	\$63,654	\$67,372
% Eligible to Retire	12%	16%	16%
% Hires	15%	13%	9%
% Union Represented	57%	54%	91%

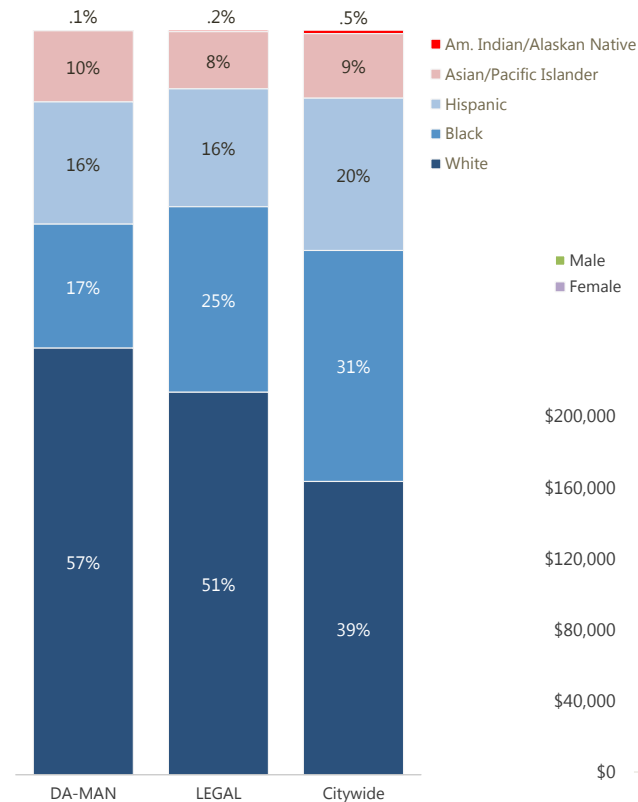
Hires	DA-MAN	LEGAL	Citywide
Total Hires	200	814	32,057
New Hires	197	773	27,116
Rehires	3	41	4,941

Separations	DA-MAN	LEGAL	Citywide
Total Separations	162	619	23,422
Retirement	13	77	8,452
Resignation	135	446	8,673
Dismissal	8	51	2,816
Layoff	0	0	3
Deceased	2	6	415
Other	4	39	3,063

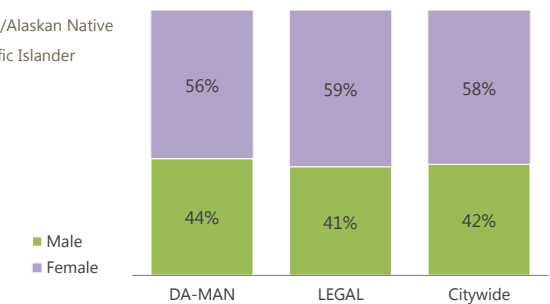
Employee Type by Agency, Agency Group, and Citywide



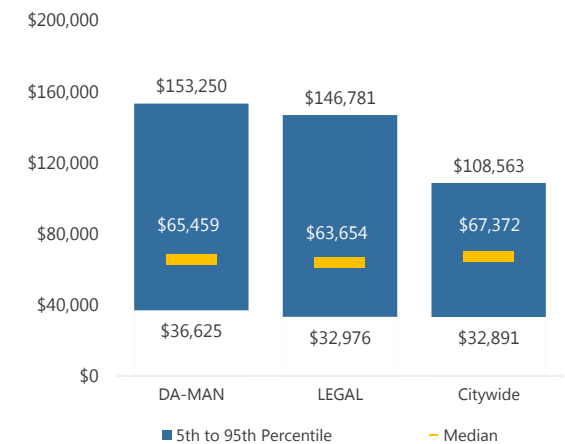
Ethnicity



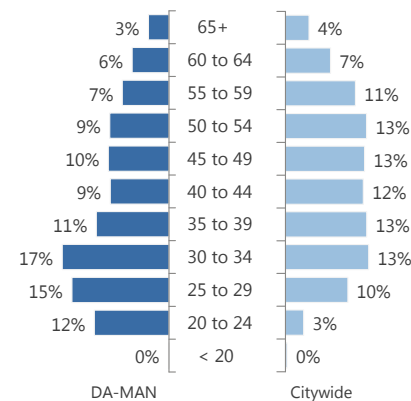
Gender



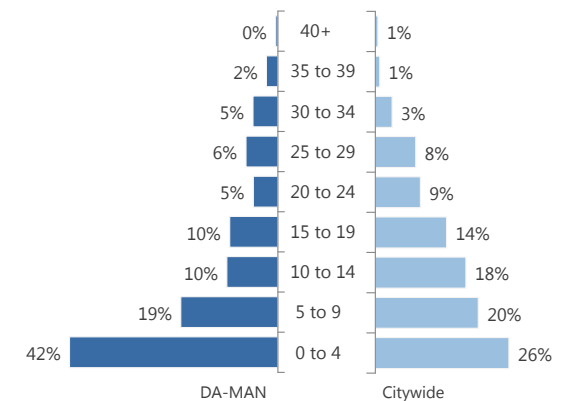
Full-Time Annual Salary Range



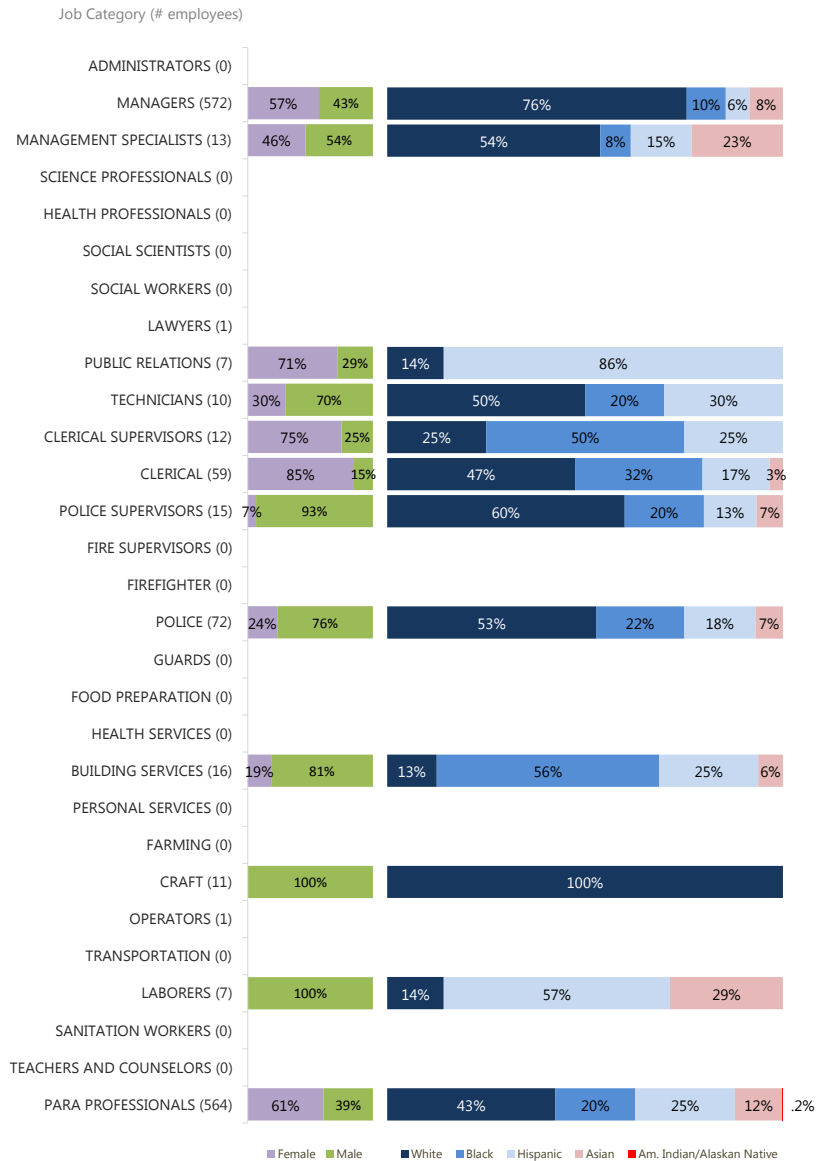
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-MAN

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	572	100.0%	37	7	\$92,500	12.2%	8.7%	10.5%
MANAGEMENT SPECIALISTS	13	92.3%	39	8	\$66,095	25.0%	0.0%	14.2%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	5	\$190,000	100.0%	0.0%	0.0%
PUBLIC RELATIONS	7	100.0%	45	15	\$54,684	14.3%	0.0%	0.0%
TECHNICIANS	10	100.0%	45.5	27	\$53,316	30.0%	0.0%	20.0%
CLERICAL SUPERVISORS	12	100.0%	60	35	\$69,644	83.3%	0.0%	0.0%
CLERICAL	59	98.3%	52	29	\$65,111	36.2%	11.7%	5.0%
POLICE SUPERVISORS	15	100.0%	57	13	\$88,991	13.3%	6.7%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	72	100.0%	49	6	\$54,569	5.6%	9.7%	11.1%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	16	100.0%	48.5	11.5	\$36,478	25.0%	6.3%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	11	100.0%	50	6	\$91,131	9.1%	9.1%	9.1%
OPERATORS	1	100.0%	n/a	7	\$65,459	100.0%	0.0%	0.0%
TRANSPORTATION	0							
LABORERS	7	100.0%	40	10	\$68,361	0.0%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	564	99.1%	30	3	\$43,269	7.7%	16.7%	21.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	508	37.4%	36	7.0	10.2%	50	56
COMMUNITY ASSOCIATE	419	30.8%	27	2.0	5.5%	84	112
COMMUNITY COORDINATOR	103	7.6%	46	13.0	15.5%	17	5
ADMINISTRATIVE STAFF ANALYST	44	3.2%	50	14.0	25.0%	6	3
SENIOR RACKETS INVESTIGATOR	43	3.2%	49	8.0	0.0%	6	4
COMMUNITY ASSISTANT	42	3.1%	37.5	6.0	9.5%	3	4
REPORTER/STENOGRAPHER (DA)	26	1.9%	38	8.0	11.5%	3	3
PRINCIPAL ACCOUNTANT INVESTIGATOR (RACKETS)	18	1.3%	53.5	18.5	33.3%	1	1
CLERICAL ASSOCIATE	18	1.3%	57.5	34.0	66.7%	3	0
CITY CUSTODIAL ASSISTANT	16	1.2%	48.5	11.5	25.0%	1	0

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Workforce Profile: DISTRICT ATTORNEY - SPECIAL NARCOTICS (DA-NARC) : FY2015

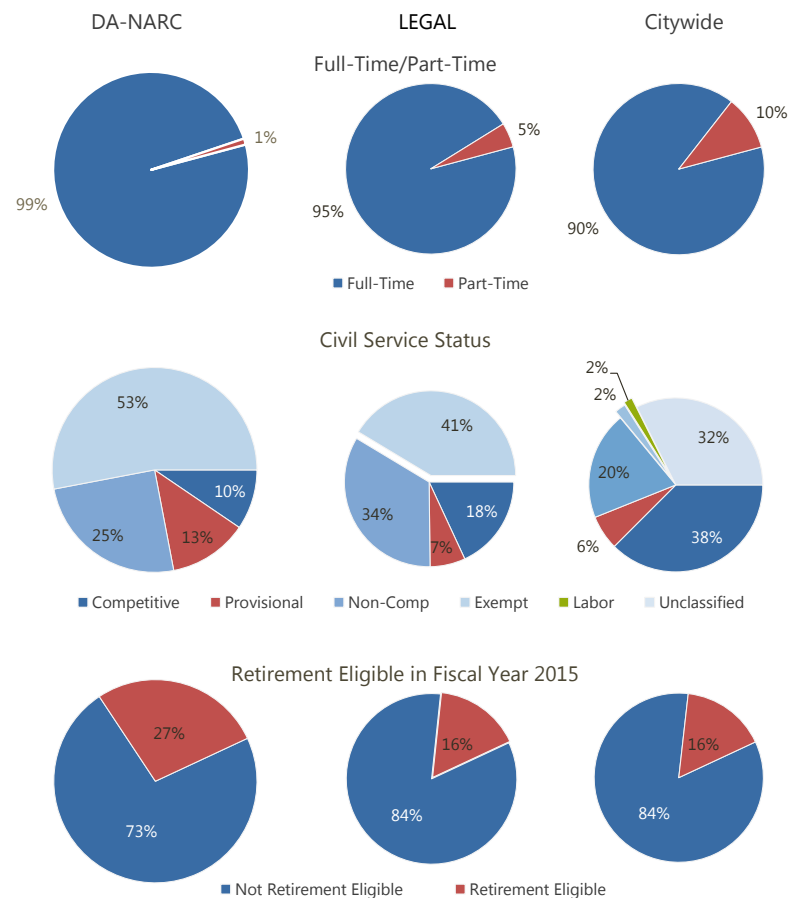
Legal Affairs & Access to Justice Agency Group

Summary Indicators	DA-NARC	LEGAL	Citywide
Headcount (FT / PT)	199 / 2	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	45 / 14	40 / 7	44 / 10
% Male / Female	46% / 54%	41% / 59%	42% / 58%
% White / Minority	53% / 47%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$73,000	\$63,654	\$67,372
% Eligible to Retire	27%	16%	16%
% Hires	8%	13%	9%
% Union Represented	42%	54%	91%

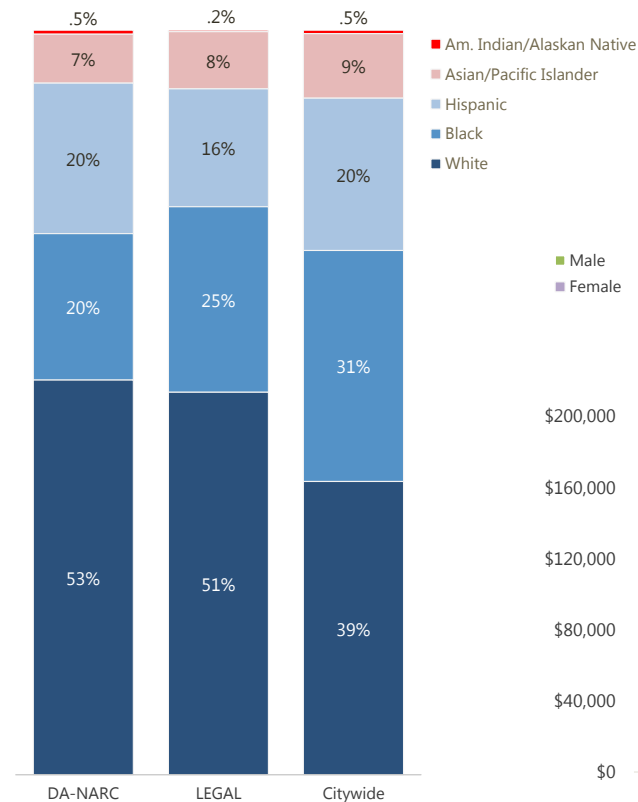
Hires	DA-NARC	LEGAL	Citywide
Total Hires	16	814	32,057
New Hires	12	773	27,116
Rehires	4	41	4,941

Separations	DA-NARC	LEGAL	Citywide
Total Separations	15	619	23,422
Retirement	1	77	8,452
Resignation	12	446	8,673
Dismissal	1	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	1	39	3,063

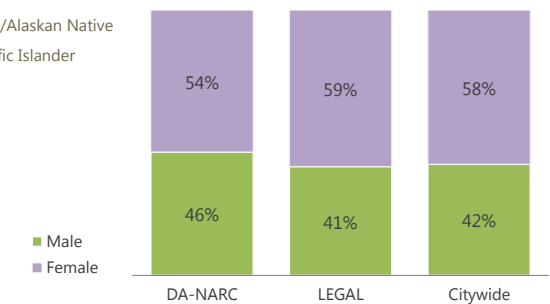
Employee Type by Agency, Agency Group, and Citywide



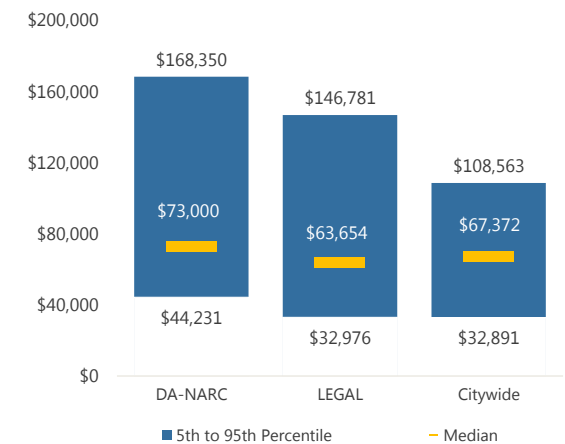
Ethnicity



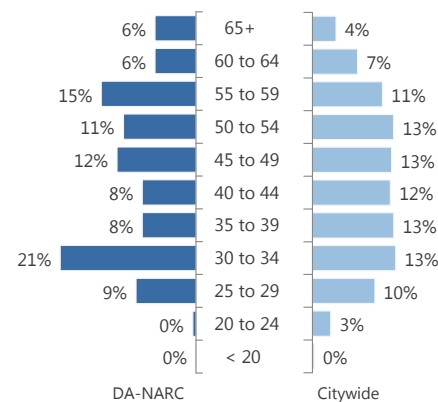
Gender



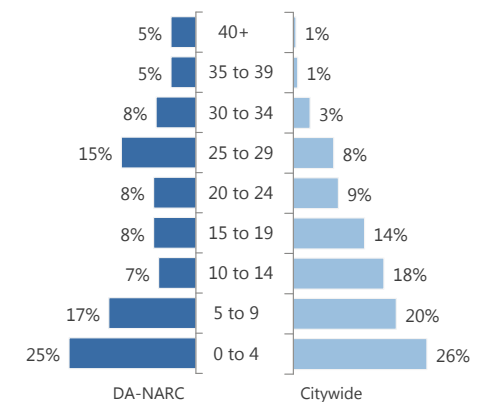
Full-Time Annual Salary Range



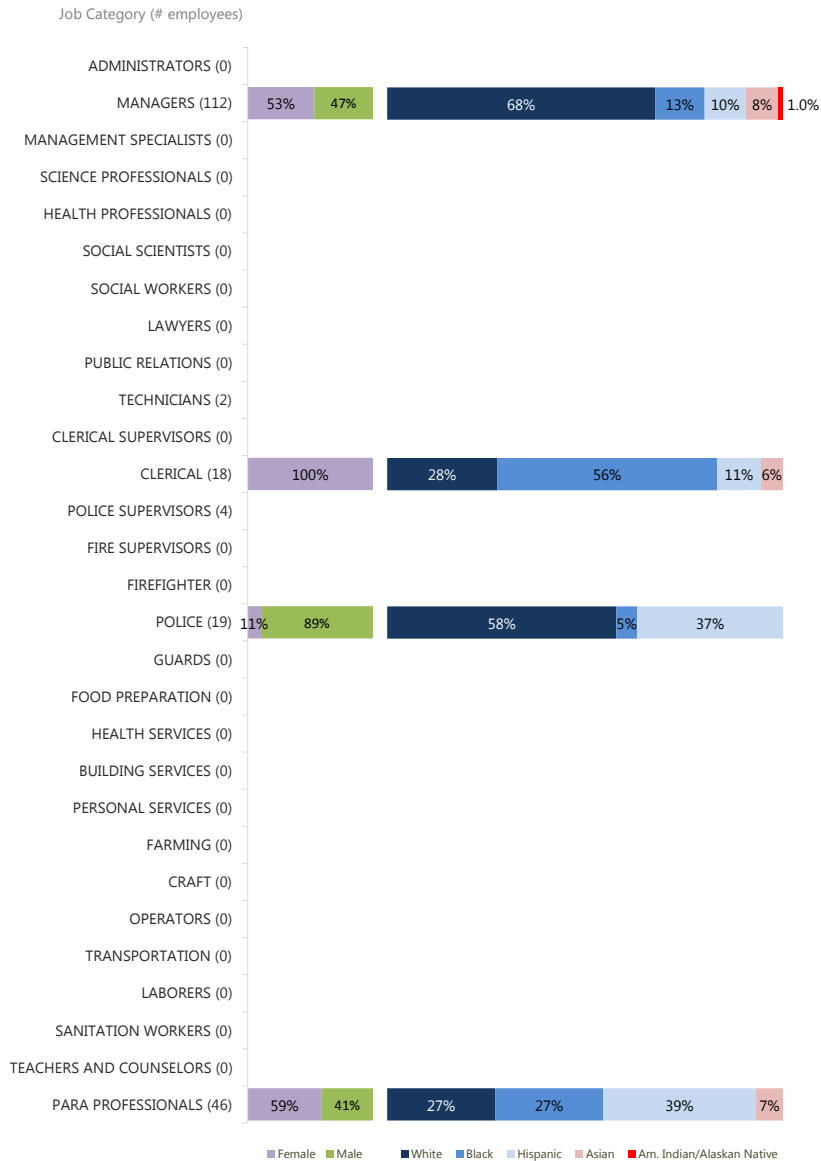
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-NARC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	112	98.2%	38.5	9	\$79,316	20.9%	7.0%	4.4%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	28	\$71,685	50.0%	0.0%	0.0%
CLERICAL SUPERVISORS	0							
CLERICAL	18	100.0%	54	29.5	\$71,134	44.4%	0.0%	0.0%
POLICE SUPERVISORS	4	100.0%	n/a	42	\$101,000	100.0%	25.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	19	100.0%	57	32	\$71,971	63.2%	5.3%	0.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	46	100.0%	43	8	\$52,870	15.2%	10.9%	15.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	105	52.2%	38	9.0	18.1%	17	4
COMMUNITY ASSOCIATE	33	16.4%	32	6.0	18.2%	5	5
SENIOR RACKETS INVESTIGATOR (SNC)	18	9.0%	57	32.5	66.7%	0	0
COMMUNITY COORDINATOR	11	5.5%	48	20.0	9.1%	2	1
CLERICAL ASSOCIATE	8	4.0%	57.5	30.0	62.5%	0	0
REPORTER/STENOGRAPHER (DA)	6	3.0%	45.5	25.0	16.7%	0	0
SECRETARY	3	1.5%	n/a	35.0	66.7%	0	0
ASSOCIATE CHIEF RACKETS INVESTIGATOR (SNC)	2	1.0%	n/a	42.0	100.0%	1	0
ADMINISTRATIVE MANAGER	2	1.0%	n/a	31.0	50.0%	0	0
ADMINISTRATIVE STAFF ANALYST	2	1.0%	n/a	25.0	100.0%	1	0

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Workforce Profile: DISTRICT ATTORNEY - QUEENS COUNTY (DA-QNS) : FY2015

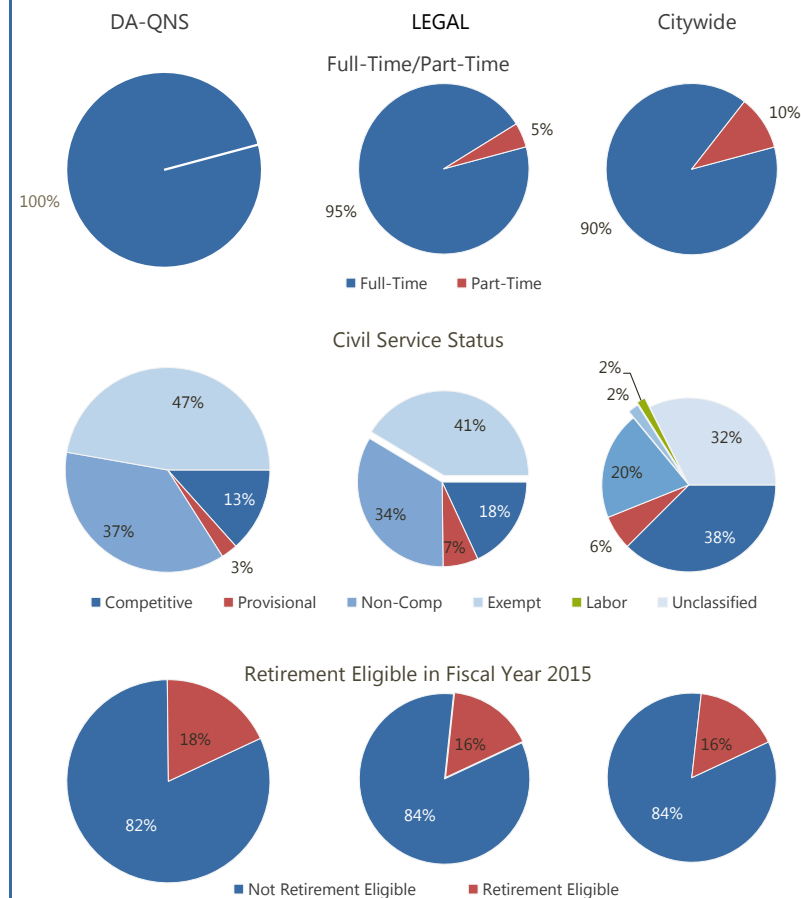
Legal Affairs & Access to Justice Agency Group

Summary Indicators	DA-QNS	LEGAL	Citywide
Headcount (FT / PT)	651 / 2	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	44 / 9	40 / 7	44 / 10
% Male / Female	43% / 57%	41% / 59%	42% / 58%
% White / Minority	61% / 39%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$63,793	\$63,654	\$67,372
% Eligible to Retire	18%	16%	16%
% Hires	10%	13%	9%
% Union Represented	50%	54%	91%

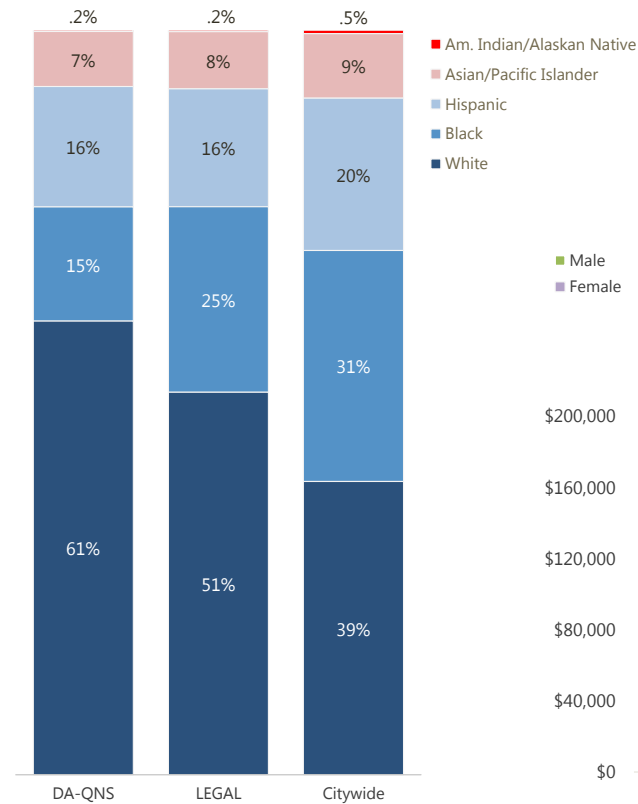
Hires	DA-QNS	LEGAL	Citywide
Total Hires	63	814	32,057
New Hires	61	773	27,116
Rehires	2	41	4,941

Separations	DA-QNS	LEGAL	Citywide
Total Separations	31	619	23,422
Retirement	5	77	8,452
Resignation	25	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	1	39	3,063

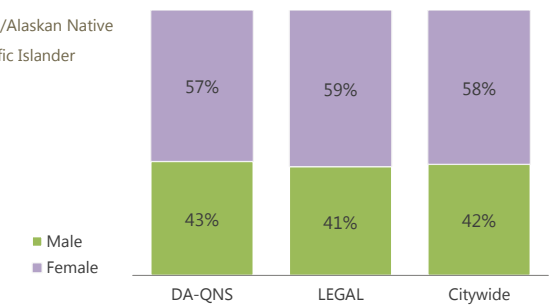
Employee Type by Agency, Agency Group, and Citywide



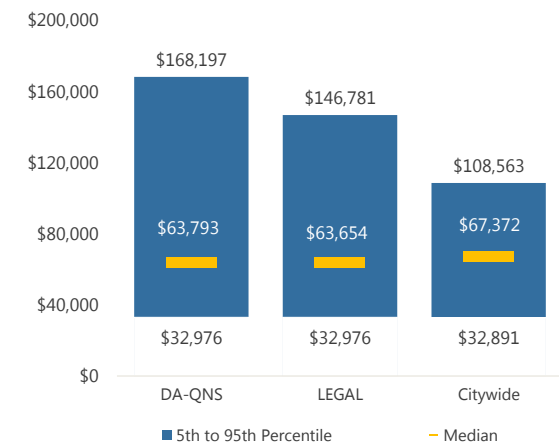
Ethnicity



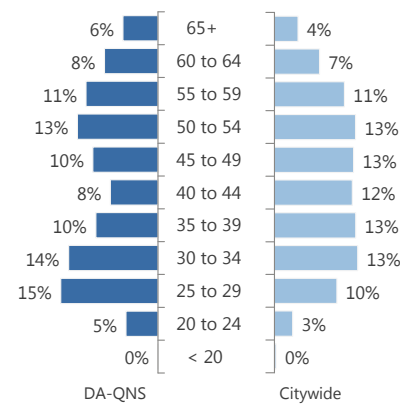
Gender



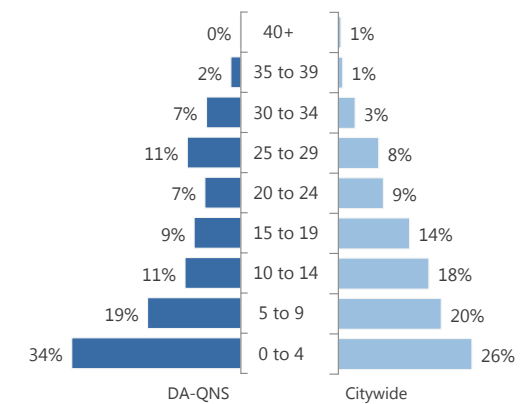
Full-Time Annual Salary Range



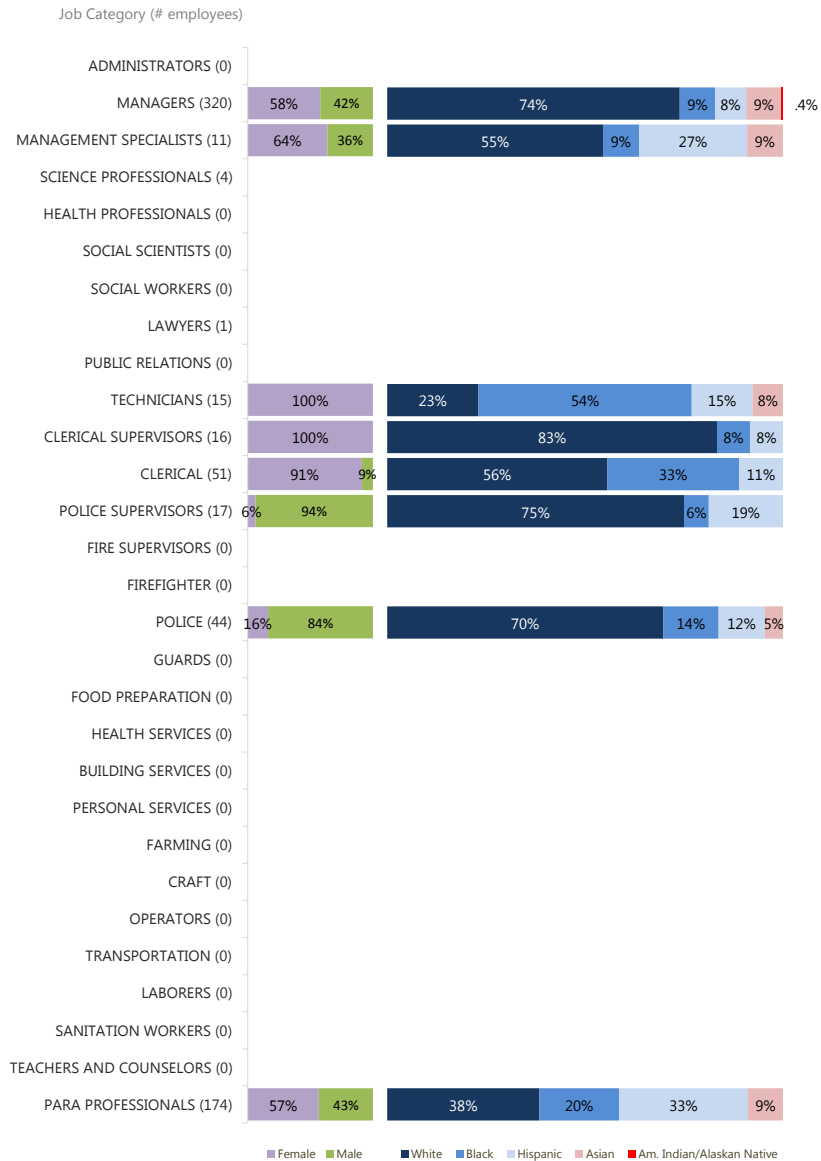
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-QNS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	320	99.7%	39	9	\$81,225	17.9%	4.7%	9.3%
MANAGEMENT SPECIALISTS	11	100.0%	50	16	\$87,820	18.2%	0.0%	9.1%
SCIENCE PROFESSIONALS	4	100.0%	n/a	9	\$90,147	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	24	\$190,000	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	15	100.0%	49	18	\$44,053	33.3%	6.7%	0.0%
CLERICAL SUPERVISORS	16	100.0%	59	29	\$60,282	68.8%	0.0%	0.0%
CLERICAL	51	100.0%	52	25	\$51,088	39.2%	5.9%	3.9%
POLICE SUPERVISORS	17	100.0%	56	14	\$76,797	5.9%	5.9%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	44	100.0%	52.5	4	\$54,569	2.3%	2.3%	11.4%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	174	99.4%	36	5	\$37,043	12.7%	5.7%	13.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	304	46.6%	37	9.0	17.1%	17	29
COMMUNITY ASSOCIATE	107	16.4%	29	3.0	9.3%	14	19
SENIOR RACKETS INVESTIGATOR	43	6.6%	53	4.0	2.3%	1	5
COMMUNITY ASSISTANT	26	4.0%	48	14.0	19.2%	0	0
CLERICAL ASSOCIATE	25	3.8%	54	25.0	48.0%	2	0
COMMUNITY SERVICE AIDE	25	3.8%	44	3.0	16.0%	0	3
REPORTER/STENOGRAPHER (DA)	17	2.6%	47	24.0	11.8%	2	2
SUPERVISING RACKETS INVESTIGATOR	17	2.6%	61	14.0	5.9%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	16	2.5%	59	29.0	68.8%	0	0
COMMUNITY COORDINATOR	16	2.5%	48	10.5	18.8%	0	1

DISTRICT ATTORNEY - QUEENS COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DISTRICT ATTORNEY - RICHMOND COUNTY (DA-SI) : FY2015

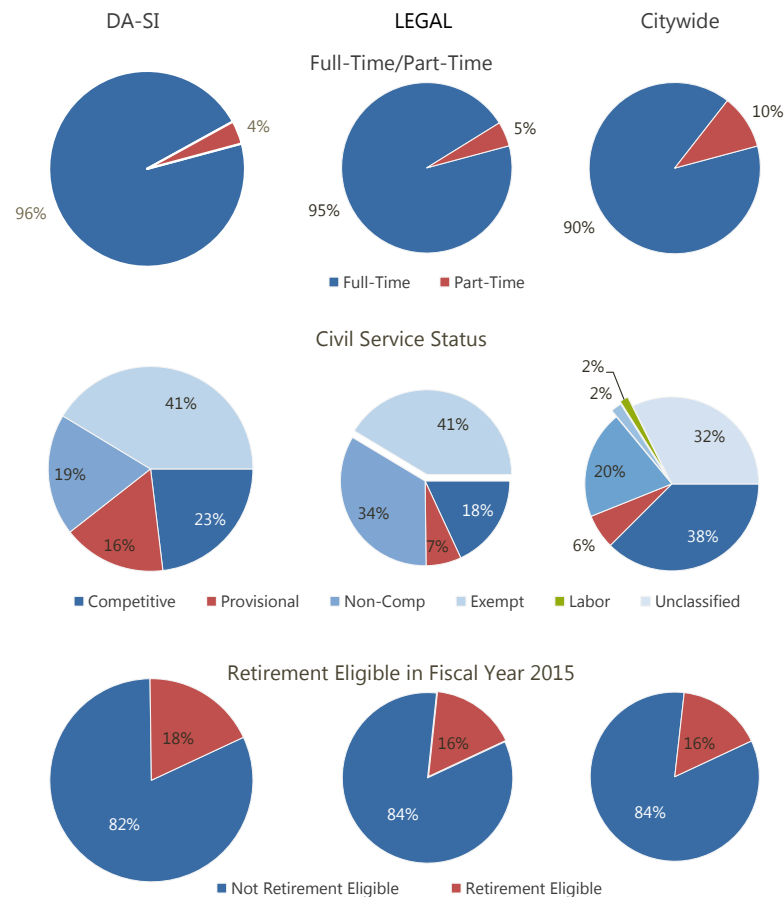
Legal Affairs & Access to Justice Agency Group

Summary Indicators	DA-SI	LEGAL	Citywide
Headcount (FT / PT)	100 / 4	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	44.5 / 8	40 / 7	44 / 10
% Male / Female	44% / 56%	41% / 59%	42% / 58%
% White / Minority	80% / 20%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$62,611	\$63,654	\$67,372
% Eligible to Retire	18%	16%	16%
% Hires	9%	13%	9%
% Union Represented	53%	54%	91%

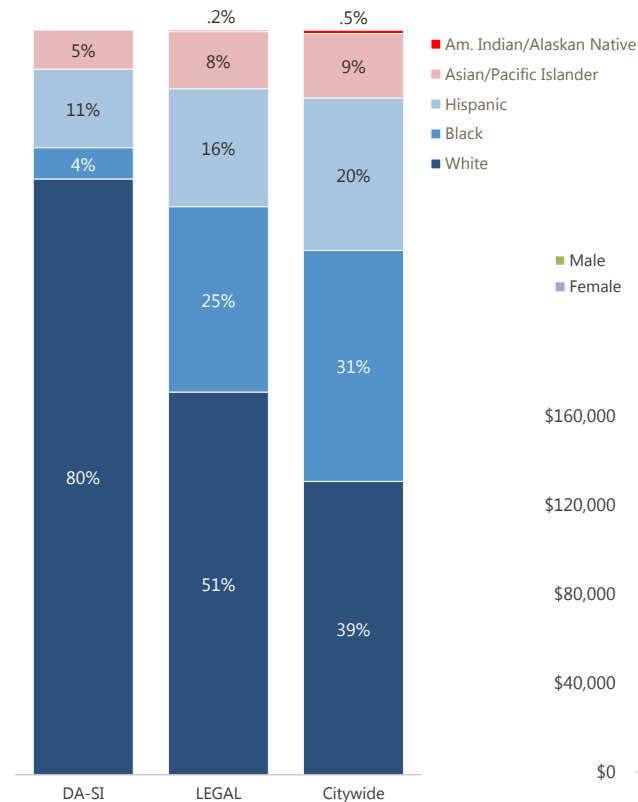
Hires	DA-SI	LEGAL	Citywide
Total Hires	9	814	32,057
New Hires	8	773	27,116
Rehires	1	41	4,941

Separations	DA-SI	LEGAL	Citywide
Total Separations	11	619	23,422
Retirement	0	77	8,452
Resignation	9	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	2	39	3,063

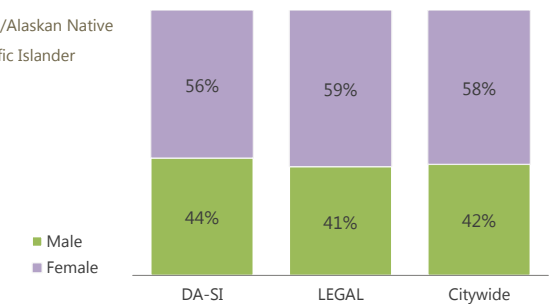
Employee Type by Agency, Agency Group, and Citywide



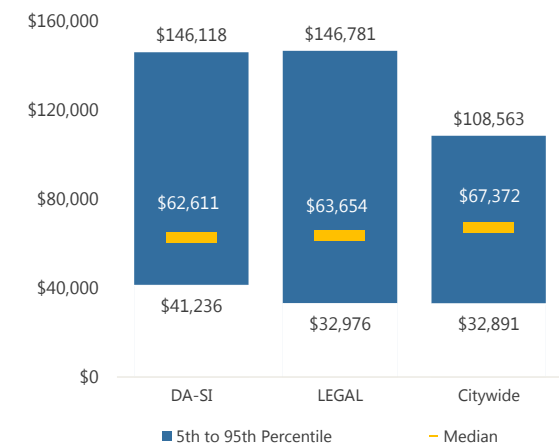
Ethnicity



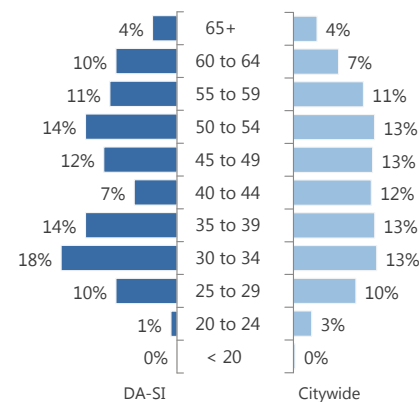
Gender



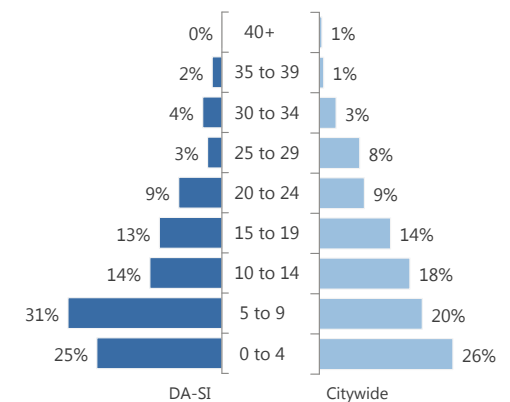
Full-Time Annual Salary Range



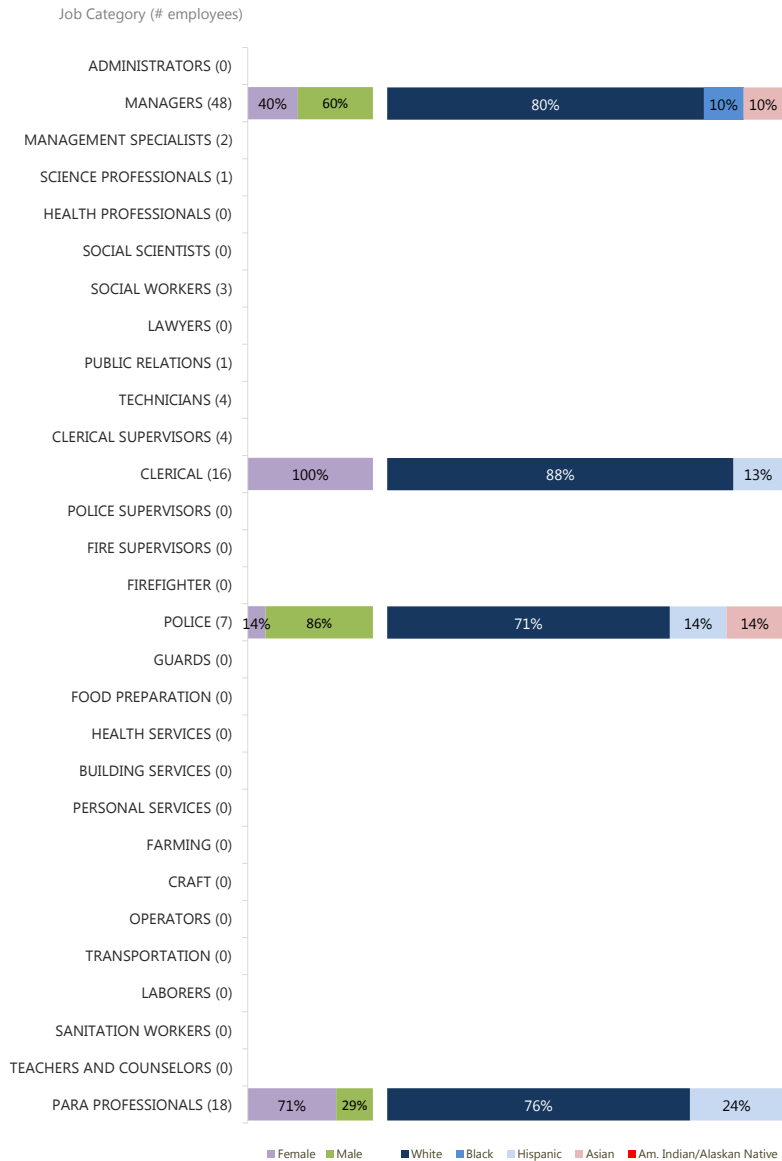
Age



Years of Service



Gender and Ethnicity by Job Category for: DA-SI

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	48	100.0%	36	7.5	\$76,801	12.5%	16.7%	12.5%
MANAGEMENT SPECIALISTS	2	50.0%	n/a	23	\$86,781	0.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	1	100.0%	n/a	0	\$45,174	0.0%	0.0%	100.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	3	100.0%	n/a	11	\$56,409	33.3%	0.0%	0.0%
LAWYERS	0							
PUBLIC RELATIONS	1	0.0%	n/a	36	n/a	0.0%	0.0%	0.0%
TECHNICIANS	4	100.0%	n/a	10	\$51,903	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	4	100.0%	n/a	31	\$64,324	75.0%	0.0%	0.0%
CLERICAL	16	93.8%	51	14	\$50,687	40.0%	11.7%	5.9%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	7	100.0%	52	6	\$60,569	0.0%	0.0%	0.0%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	18	94.4%	47	7	\$45,601	11.8%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT DISTRICT ATTORNEY	43	41.3%	36	6.0	11.6%	6	6
COMMUNITY ASSOCIATE	13	12.5%	42	7.0	15.4%	0	0
CLERICAL ASSOCIATE	11	10.6%	55	13.0	45.5%	2	0
SENIOR DETECTIVE INVESTIGATOR	7	6.7%	52	6.0	0.0%	0	0
ADMINISTRATIVE STAFF ANALYST	5	4.8%	44	21.0	20.0%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	4	3.8%	n/a	31.0	75.0%	0	0
REPORTER/STENOGRAPHER (DA)	4	3.8%	n/a	12.5	0.0%	0	1
PARALEGAL AIDE	3	2.9%	n/a	9.0	0.0%	0	0
SOCIAL WORKER	3	2.9%	n/a	11.0	33.3%	0	0
COMMUNITY COORDINATOR	3	2.9%	n/a	17.0	0.0%	0	0

DISTRICT ATTORNEY - RICHMOND COUNTY is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: DEPARTMENT OF CONSUMER AFFAIRS (DCA) : FY2015

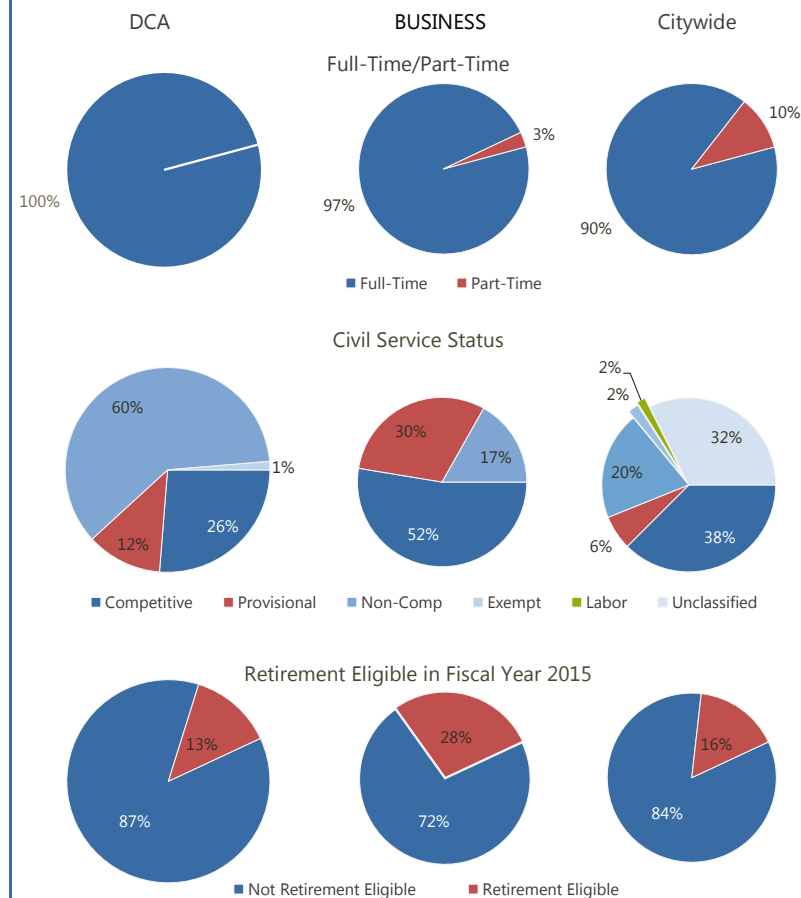
Business, Finance & Economy Agency Group

Summary Indicators	DCA	BUSINESS	Citywide
Headcount (FT / PT)	377 / 1	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	39 / 4	49 / 11	44 / 10
% Male / Female	44% / 56%	50% / 50%	42% / 58%
% White / Minority	33% / 67%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$48,161	\$63,864	\$67,372
% Eligible to Retire	13%	28%	16%
% Hires	9%	9%	9%
% Union Represented	92%	79%	91%

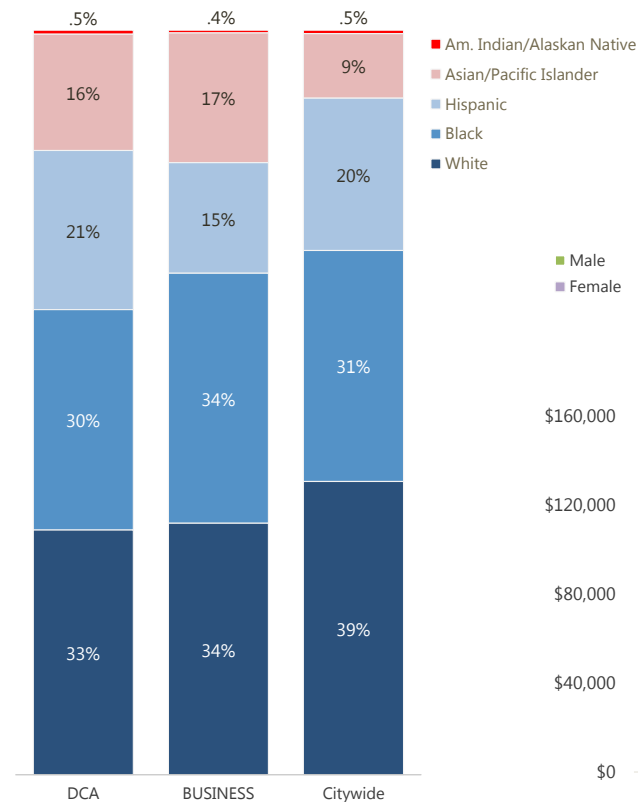
Hires	DCA	BUSINESS	Citywide
Total Hires	35	414	32,057
New Hires	34	381	27,116
Rehires	1	33	4,941

Separations	DCA	BUSINESS	Citywide
Total Separations	43	338	23,422
Retirement	4	114	8,452
Resignation	26	134	8,673
Dismissal	6	36	2,816
Layoff	0	0	3
Deceased	0	7	415
Other	7	47	3,063

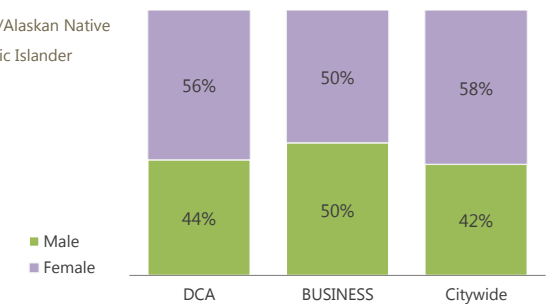
Employee Type by Agency, Agency Group, and Citywide



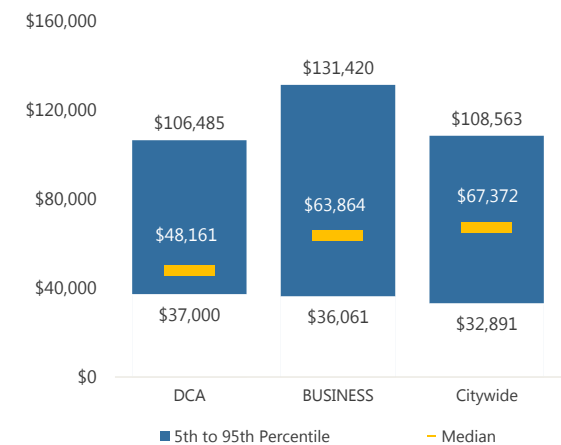
Ethnicity



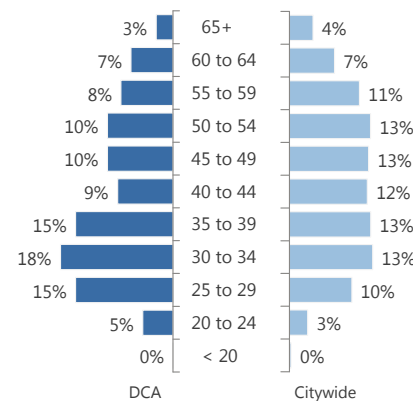
Gender



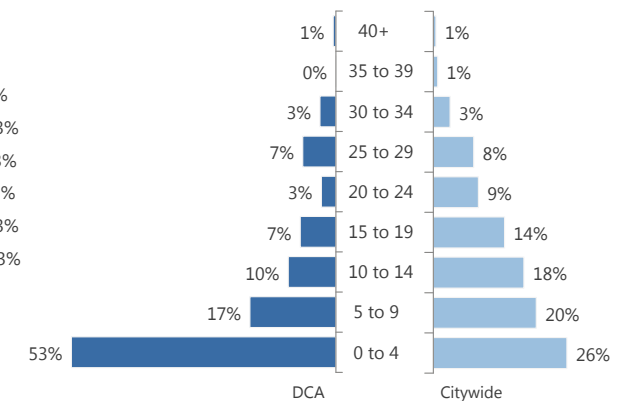
Full-Time Annual Salary Range



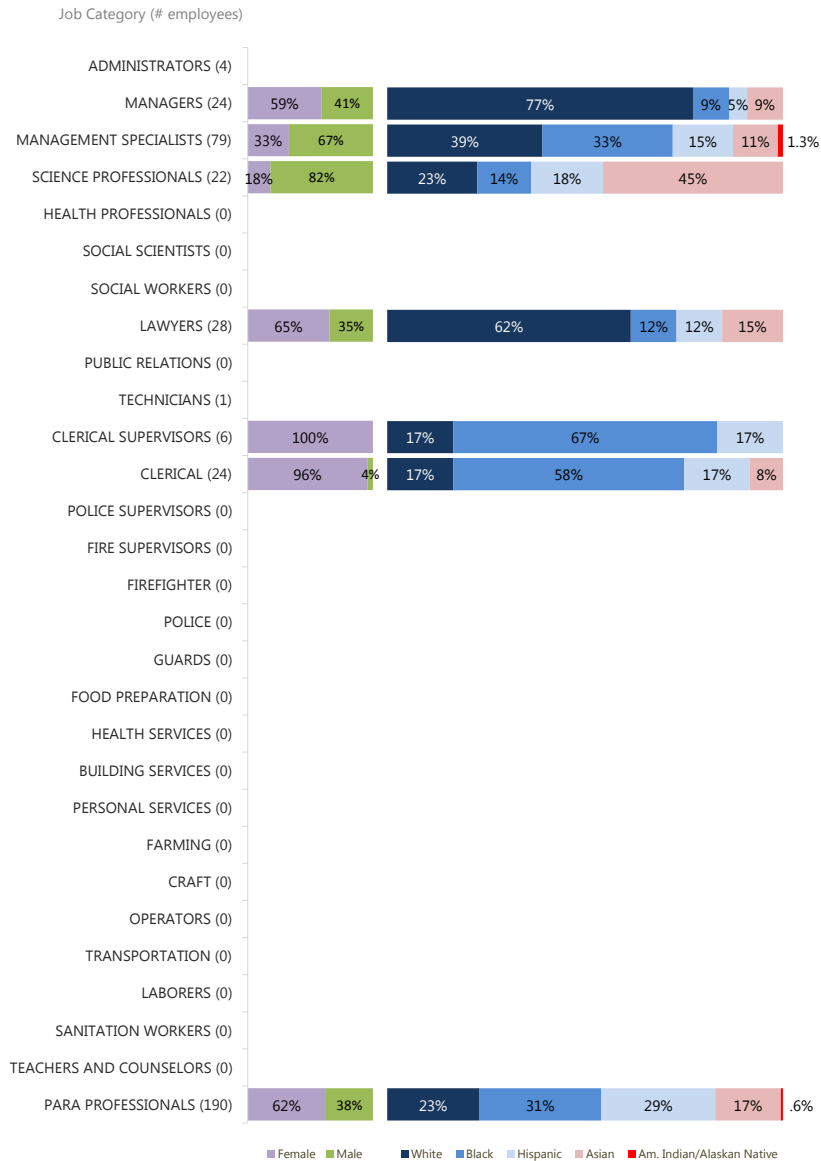
Age



Years of Service



Gender and Ethnicity by Job Category for: DCA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	7	\$180,707	25.0%	0.0%	0.0%
MANAGERS	24	100.0%	38.5	1	\$111,143	0.0%	50.0%	29.2%
MANAGEMENT SPECIALISTS	79	100.0%	44	9	\$53,869	21.5%	6.3%	2.5%
SCIENCE PROFESSIONALS	22	100.0%	37.5	6	\$90,549	13.6%	13.6%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	28	100.0%	39.5	3	\$75,665	14.3%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	23	\$43,872	100.0%	0.0%	0.0%
CLERICAL SUPERVISORS	6	100.0%	51	29	\$53,596	33.3%	0.0%	0.0%
CLERICAL	24	100.0%	52.5	23	\$39,614	45.8%	4.2%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	190	99.5%	34	2	\$43,245	5.8%	11.5%	13.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY ASSOCIATE	130	34.4%	33	2.0	3.8%	19	19
COMMUNITY COORDINATOR	52	13.8%	34.5	3.0	3.8%	13	6
INSPECTOR (CONSUMER AFFAIRS)	48	12.7%	43.5	8.0	20.8%	5	0
AGENCY ATTORNEY	26	6.9%	38	3.0	7.7%	0	0
CLERICAL ASSOCIATE	21	5.6%	52	22.0	42.9%	2	0
ASSOCIATE INSPECTOR (CONSUMER AFFAIRS)	16	4.2%	52.5	24.0	31.3%	0	0
ADMINISTRATIVE STAFF ANALYST	14	3.7%	34.5	4.5	7.1%	11	3
COMPUTER SPECIALIST (SOFTWARE)	13	3.4%	47	3.0	23.1%	2	0
EXECUTIVE AGENCY COUNSEL	9	2.4%	41	1.0	0.0%	2	3
COMMUNITY ASSISTANT	8	2.1%	62.5	12.5	50.0%	1	0

DEPARTMENT OF CONSUMER AFFAIRS is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: DEPARTMENT OF CITYWIDE ADMIN SVCS (DCAS) : FY2015

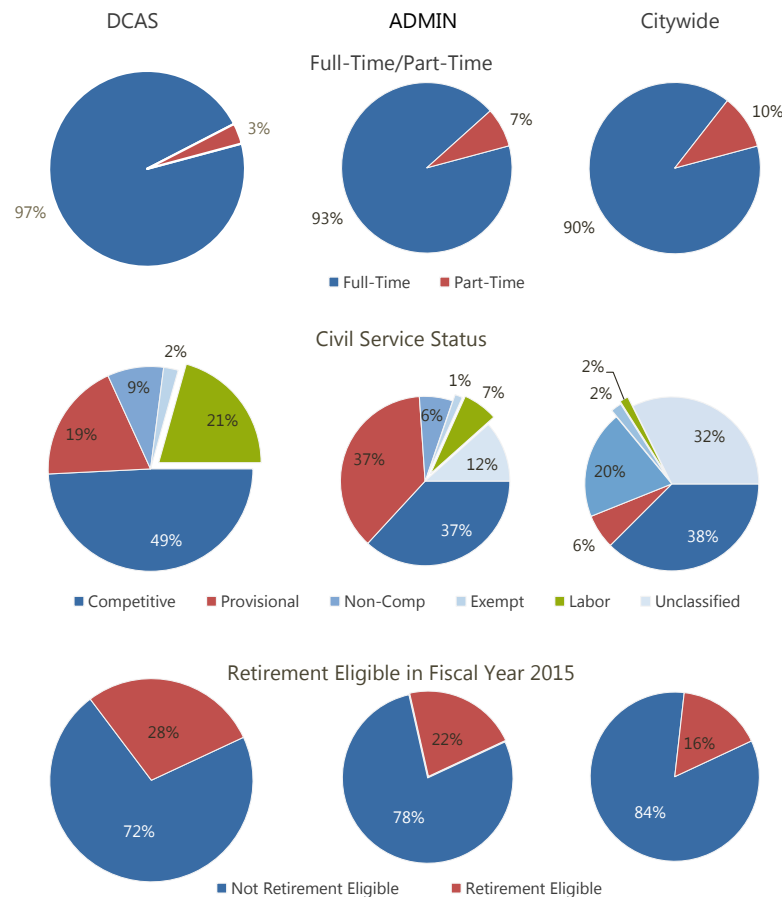
Administrative Services Agency Group

Summary Indicators	DCAS	ADMIN	Citywide
Headcount (FT / PT)	1,950 / 69	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	51 / 10	47 / 8	44 / 10
% Male / Female	62% / 38%	53% / 47%	42% / 58%
% White / Minority	32% / 68%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$57,055	\$61,978	\$67,372
% Eligible to Retire	28%	22%	16%
% Hires	7%	12%	9%
% Union Represented	87%	72%	91%

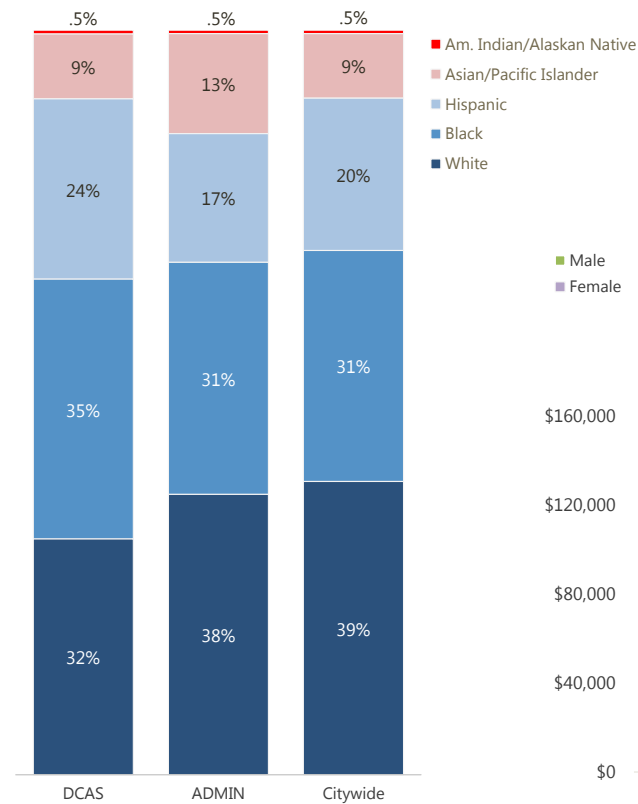
Hires	DCAS	ADMIN	Citywide
Total Hires	150	722	32,057
New Hires	129	680	27,116
Rehires	21	42	4,941

Separations	DCAS	ADMIN	Citywide
Total Separations	122	499	23,422
Retirement	45	100	8,452
Resignation	39	181	8,673
Dismissal	13	136	2,816
Layoff	0	0	3
Deceased	3	8	415
Other	22	74	3,063

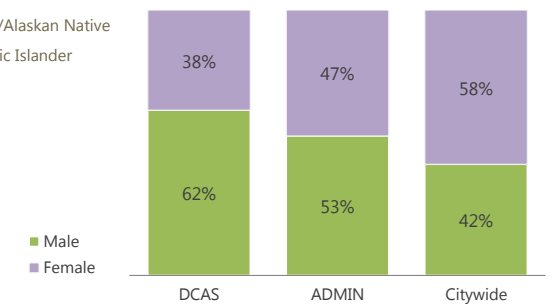
Employee Type by Agency, Agency Group, and Citywide



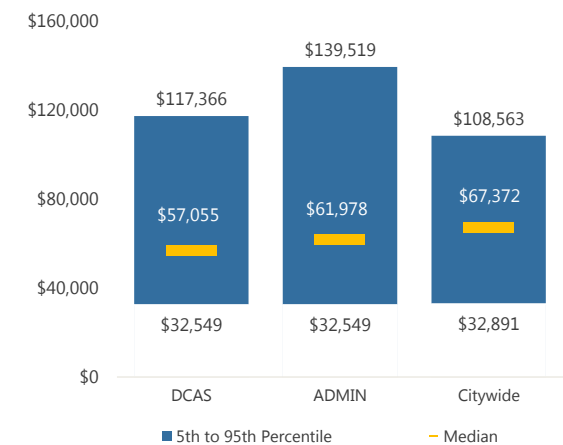
Ethnicity



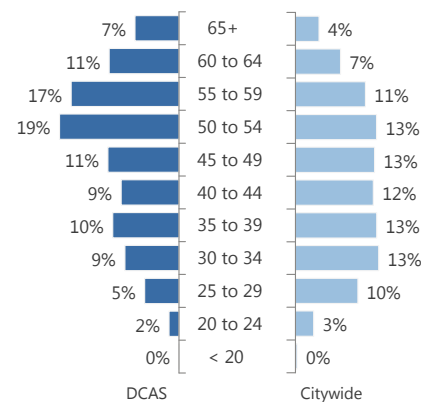
Gender



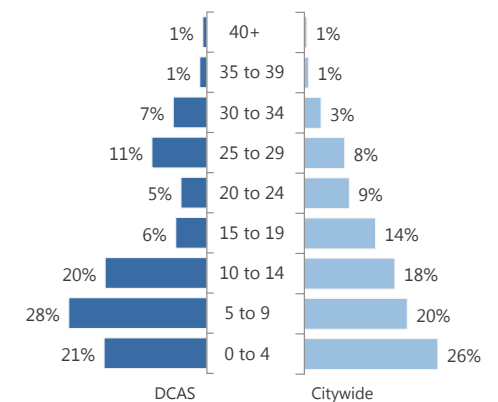
Full-Time Annual Salary Range



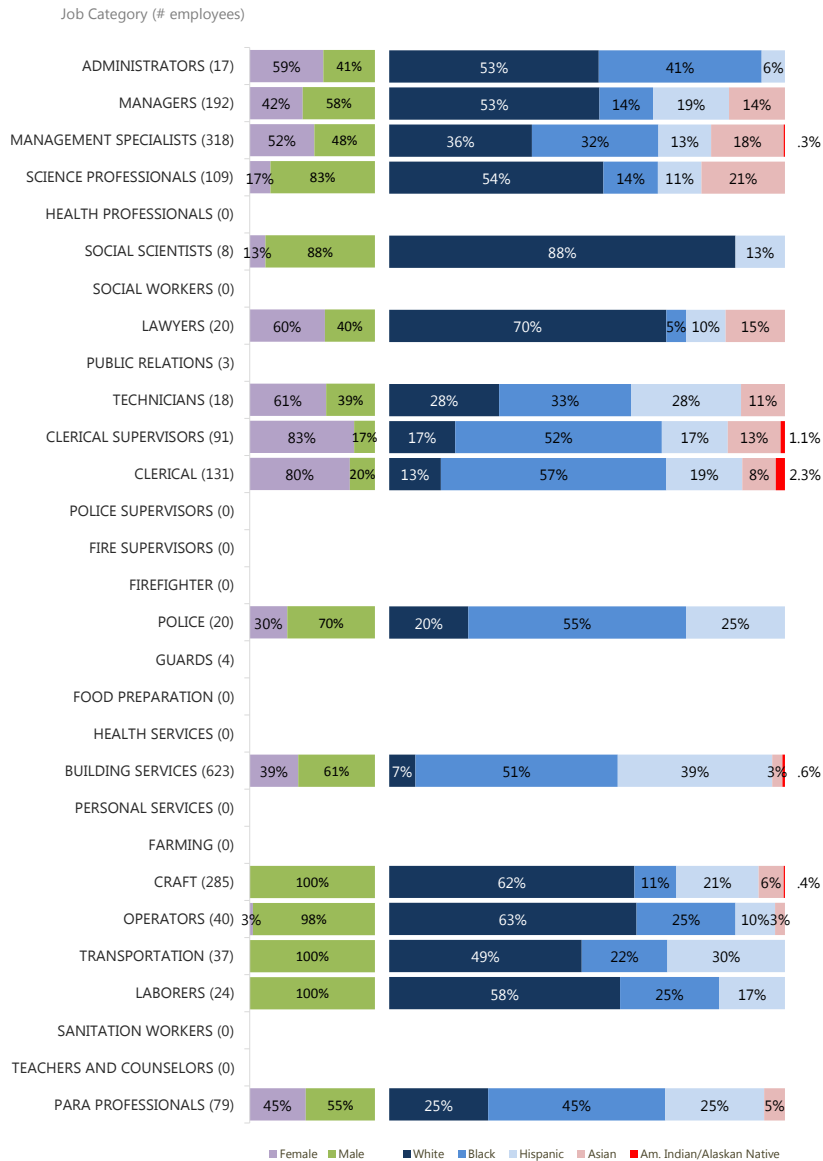
Age



Years of Service



Gender and Ethnicity by Job Category for: DCAS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	17	100.0%	51	12	\$178,500	29.4%	11.8%	5.9%
MANAGERS	192	97.9%	48	10	\$106,528	27.7%	3.6%	13.3%
MANAGEMENT SPECIALISTS	318	93.7%	45.5	8.5	\$70,000	25.5%	7.1%	7.7%
SCIENCE PROFESSIONALS	109	96.3%	53	12	\$87,101	36.2%	8.0%	4.4%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	8	100.0%	45	15.5	\$68,001	25.0%	12.5%	0.0%
SOCIAL WORKERS	0							
LAWYERS	20	95.0%	48.5	7.5	\$94,050	42.1%	0.0%	9.5%
PUBLIC RELATIONS	3	100.0%	n/a	0	\$42,000	0.0%	0.0%	66.7%
TECHNICIANS	18	94.4%	38.5	11	\$52,013	29.4%	0.0%	10.5%
CLERICAL SUPERVISORS	91	96.7%	50	16	\$55,401	31.8%	2.1%	2.1%
CLERICAL	131	89.3%	53	15	\$39,840	44.4%	5.5%	4.1%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	20	95.0%	48	9	\$51,748	21.1%	4.8%	9.5%
GUARDS	4	100.0%	n/a	29	\$41,751	50.0%	0.0%	0.0%
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	623	98.7%	51	9	\$32,549	29.8%	5.5%	3.5%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	285	99.3%	52	12	\$94,346	26.1%	8.0%	0.3%
OPERATORS	40	97.5%	53	9	\$65,459	33.3%	4.9%	21.9%
TRANSPORTATION	37	97.3%	51	8	\$51,854	19.4%	2.6%	10.5%
LABORERS	24	100.0%	47	7	\$68,361	12.5%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	79	88.6%	48	6	\$41,427	28.6%	7.9%	21.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CITY CUSTODIAL ASSISTANT	384	19.0%	51	7.0	26.3%	24	22
CUSTODIAN	229	11.3%	51	13.0	31.9%	12	0
ADMINISTRATIVE STAFF ANALYST	126	6.2%	43	9.0	17.5%	11	16
STATIONARY ENGINEER	92	4.6%	52	14.0	28.3%	7	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	91	4.5%	50	16.0	30.8%	9	2
CLERICAL ASSOCIATE	84	4.2%	54	15.0	40.5%	7	2
ADMINISTRATIVE MANAGER	55	2.7%	50	23.0	30.9%	4	3
ASSOCIATE STAFF ANALYST	44	2.2%	49.5	11.0	29.5%	8	1
MAINTENANCE WORKER	38	1.9%	50	9.5	15.8%	2	0
HIGH PRESSURE PLANT TENDER	38	1.9%	53	9.0	31.6%	2	9

DEPARTMENT OF CITYWIDE ADMIN SVCS is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: DEPARTMENT OF CULTURAL AFFAIRS (DCLA) : FY2015

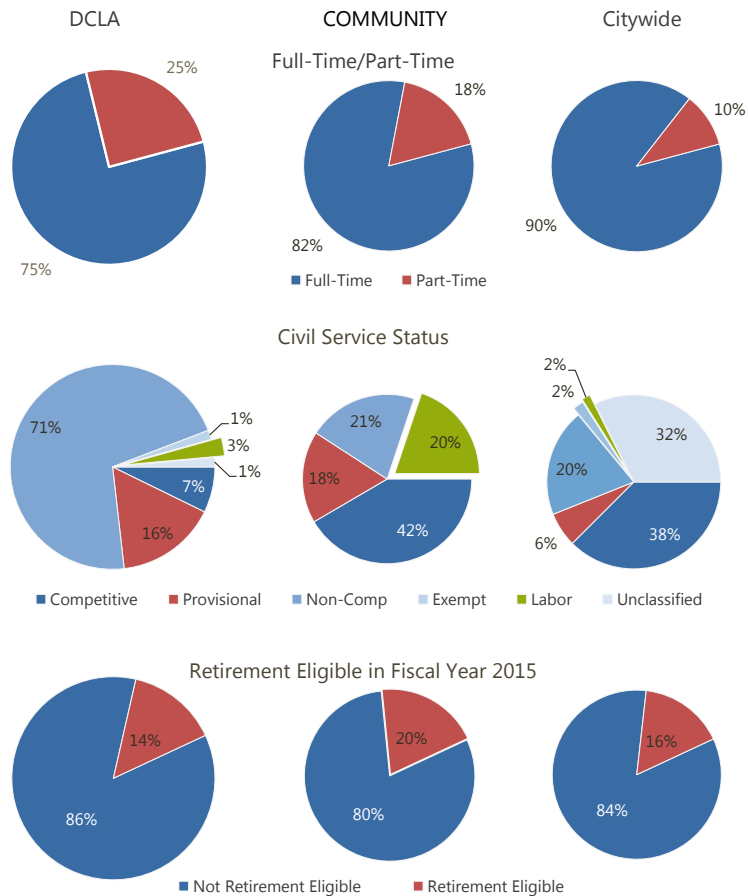
Communities & Neighborhoods Agency Group

Summary Indicators	DCLA	COMMUNITY	Citywide
Headcount (FT / PT)	52 / 17	17,721 / 3,843	325,588 / 37,293
Median Age / Years of Service	40 / 7	46 / 10	44 / 10
% Male / Female	44% / 56%	63% / 37%	42% / 58%
% White / Minority	49% / 51%	28% / 72%	39% / 61%
Median Annual Base Salary (FT)	\$69,451	\$55,872	\$67,372
% Eligible to Retire	14%	20%	16%
% Hires	14%	10%	9%
% Union Represented	74%	95%	91%

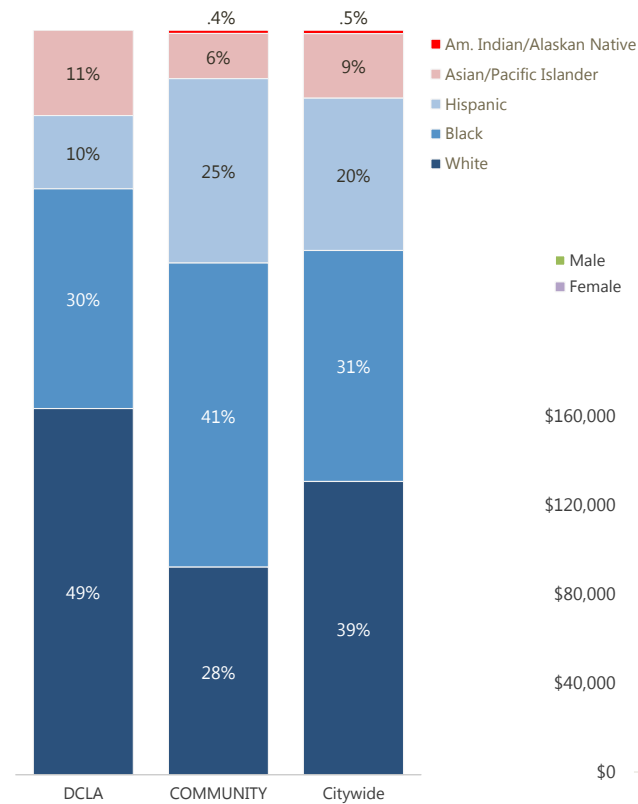
Hires	DCLA	COMMUNITY	Citywide
Total Hires	10	2,236	32,057
New Hires	10	2,094	27,116
Rehires	0	142	4,941

Separations	DCLA	COMMUNITY	Citywide
Total Separations	9	1,574	23,422
Retirement	0	524	8,452
Resignation	9	397	8,673
Dismissal	0	418	2,816
Layoff	0	0	3
Deceased	0	36	415
Other	0	199	3,063

Employee Type by Agency, Agency Group, and Citywide



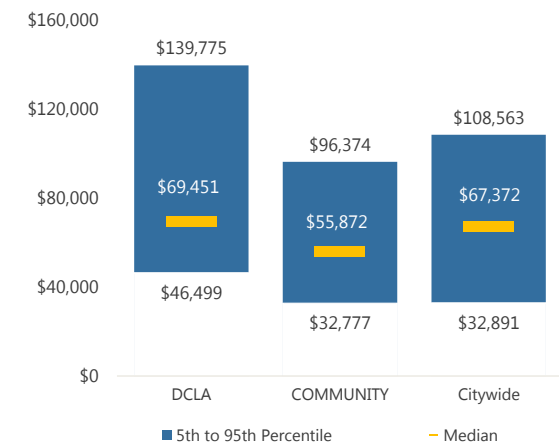
Ethnicity



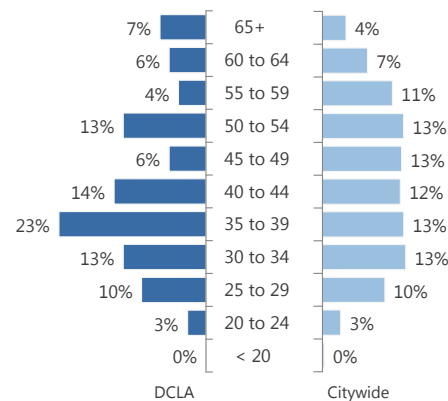
Gender



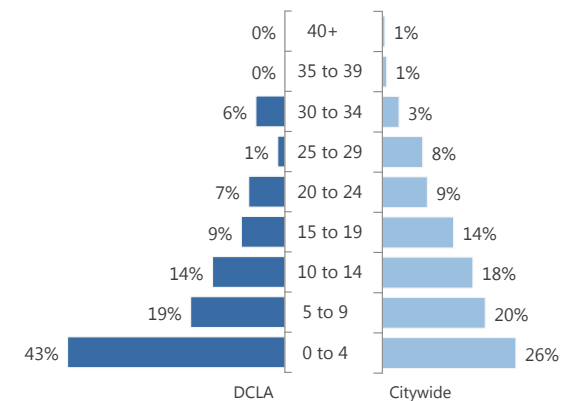
Full-Time Annual Salary Range



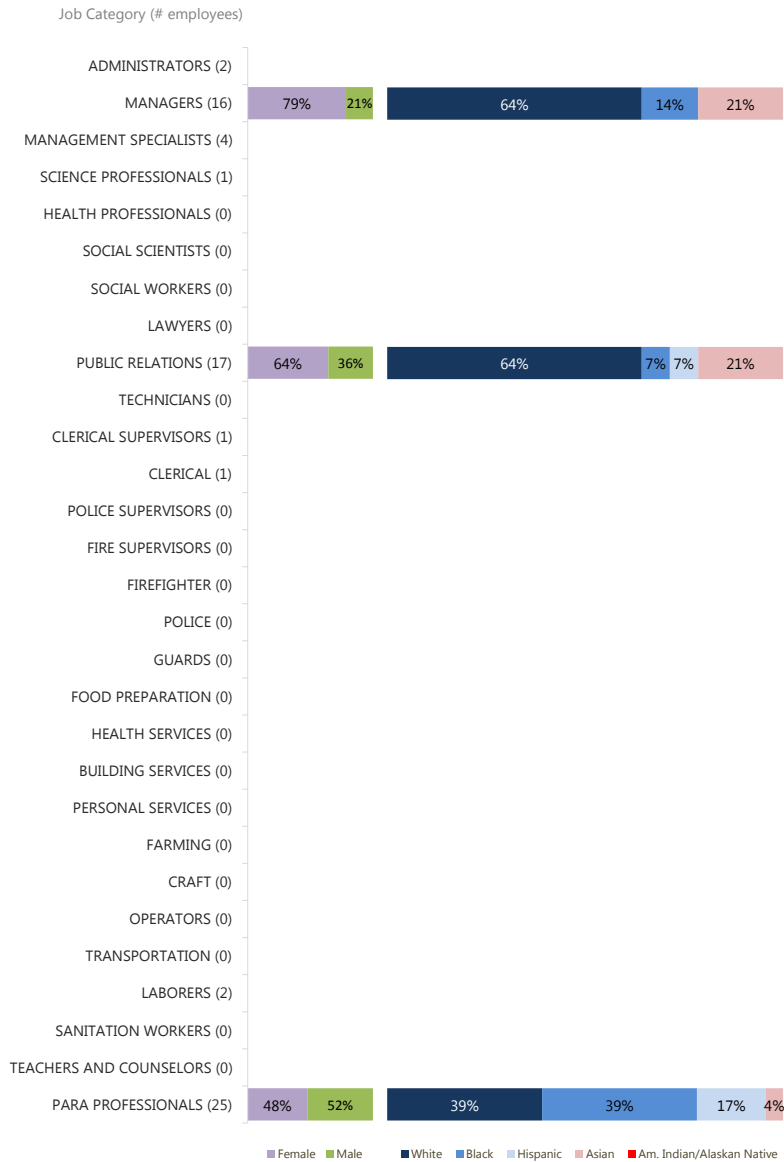
Age



Years of Service



Gender and Ethnicity by Job Category for: DCLA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	0.5	\$173,504	0.0%	0.0%	50.0%
MANAGERS	16	100.0%	44.5	13	\$109,968	25.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	4	100.0%	n/a	27	\$69,451	50.0%	25.0%	0.0%
SCIENCE PROFESSIONALS	1	100.0%	n/a	7	\$84,354	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	17	88.2%	35	2	\$54,267	0.0%	15.6%	10.4%
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	3	\$48,082	0.0%	0.0%	0.0%
CLERICAL	1	0.0%	n/a	20	n/a	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	2	0.0%	n/a	10.5	n/a	0.0%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	25	52.0%	36	4	\$56,331	23.1%	8.3%	14.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSOCIATE ARTS PROGRAMS SPECIALIST	11	15.9%	35	3.0	0.0%	3	1
COMMUNITY COORDINATOR	7	10.1%	44	5.0	14.3%	2	2
ADMINISTRATIVE STAFF ANALYST	6	8.7%	41.5	13.0	16.7%	1	0
COMMUNITY ASSOCIATE	17	24.6%	35	4.0	5.9%	2	5
ARTS PROGRAMS SPECIALIST	6	8.7%	30.5	1.0	0.0%	0	1
EXECUTIVE AGENCY COUNSEL	3	4.3%	n/a	9.0	0.0%	0	0
ASSISTANT COMMISSIONER (CULTURAL AFFAIRS)	3	4.3%	n/a	21.0	33.3%	0	0
STAFF ANALYST	2	2.9%	n/a	27.0	100.0%	0	0
EXECUTIVE DIRECTOR OF MATERIALS FOR THE ARTS (CA)	1	1.4%	n/a	16.0	100.0%	0	0
ADMINISTRATIVE MANAGER	1	1.4%	n/a	9.0	0.0%	0	0

DEPARTMENT OF CULTURAL AFFAIRS is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

Workforce Profile: DEPARTMENT OF CITY PLANNING (DCP) : FY2015

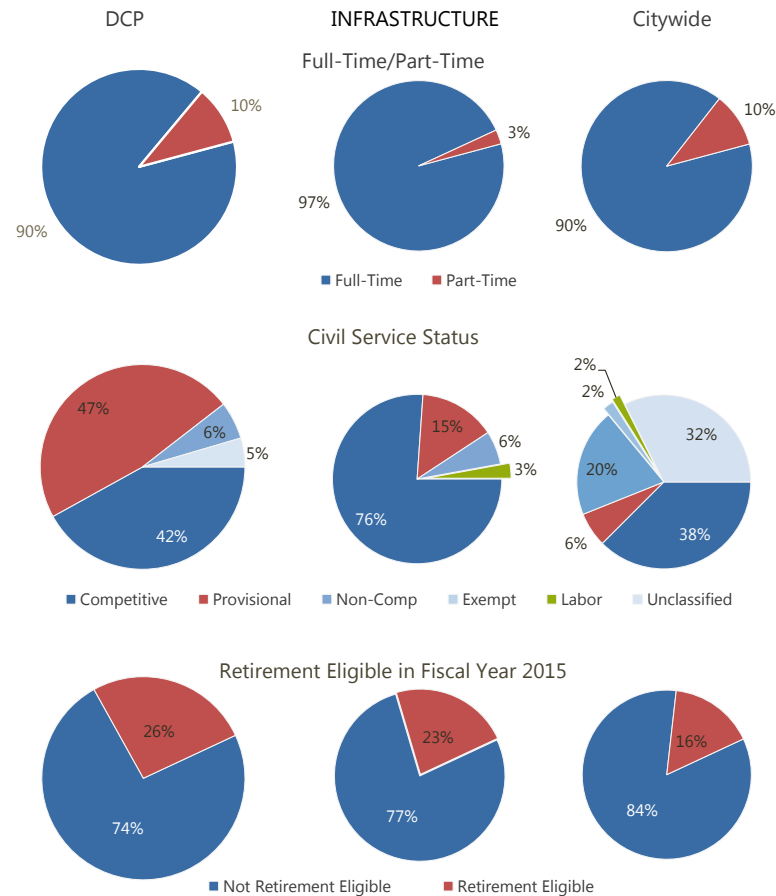
Infrastructure & Sustainability Agency Group

Summary Indicators	DCP	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	259 / 28	22,210 / 622	325,588 / 37,293
Median Age / Years of Service	43 / 9	46 / 11	44 / 10
% Male / Female	48% / 52%	81% / 19%	42% / 58%
% White / Minority	58% / 42%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$70,000	\$72,153	\$67,372
% Eligible to Retire	26%	23%	16%
% Hires	17%	8%	9%
% Union Represented	78%	95%	91%

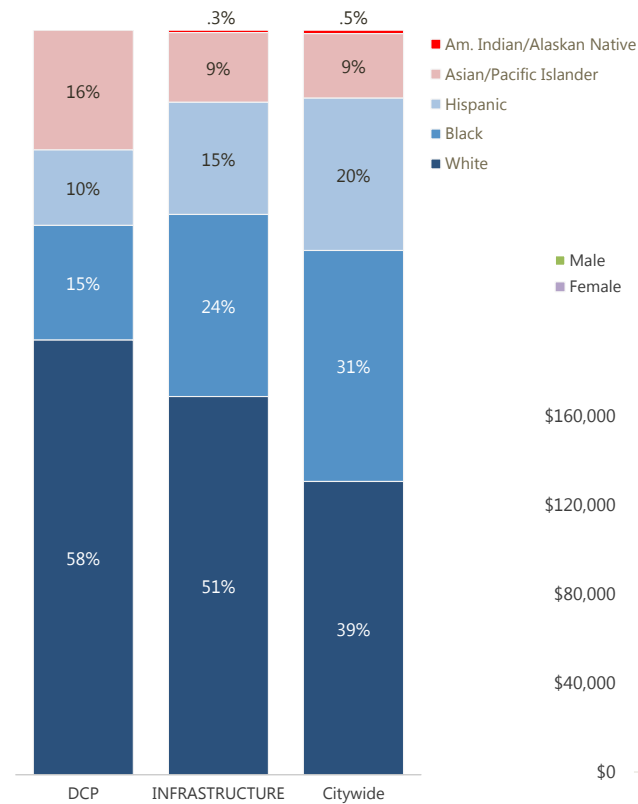
Hires	DCP	INFRASTRUCTURE	Citywide
Total Hires	48	1,713	32,057
New Hires	45	1,660	27,116
Rehires	3	53	4,941

Separations	DCP	INFRASTRUCTURE	Citywide
Total Separations	30	1,240	23,422
Retirement	8	677	8,452
Resignation	13	299	8,673
Dismissal	0	89	2,816
Layoff	0	0	3
Deceased	0	26	415
Other	9	149	3,063

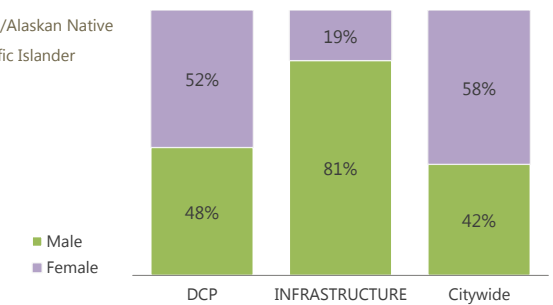
Employee Type by Agency, Agency Group, and Citywide



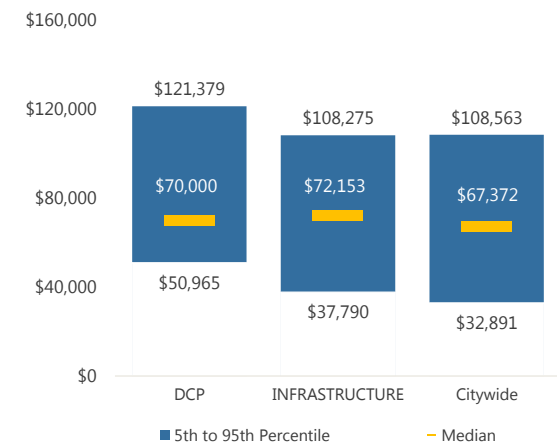
Ethnicity



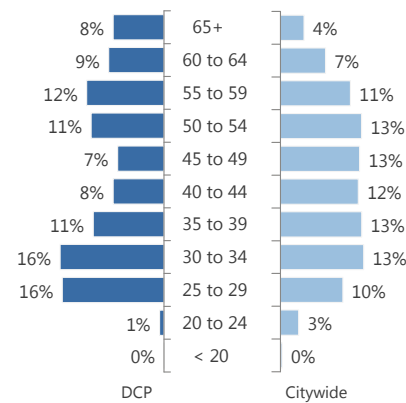
Gender



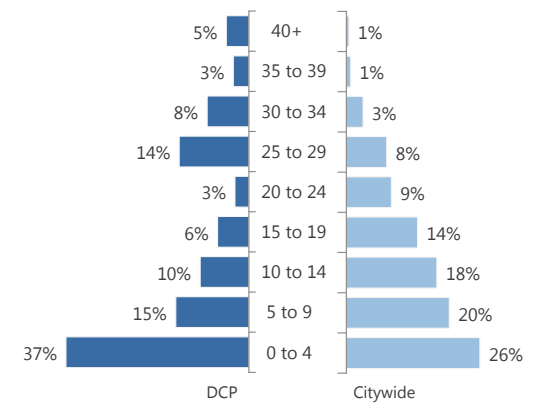
Full-Time Annual Salary Range



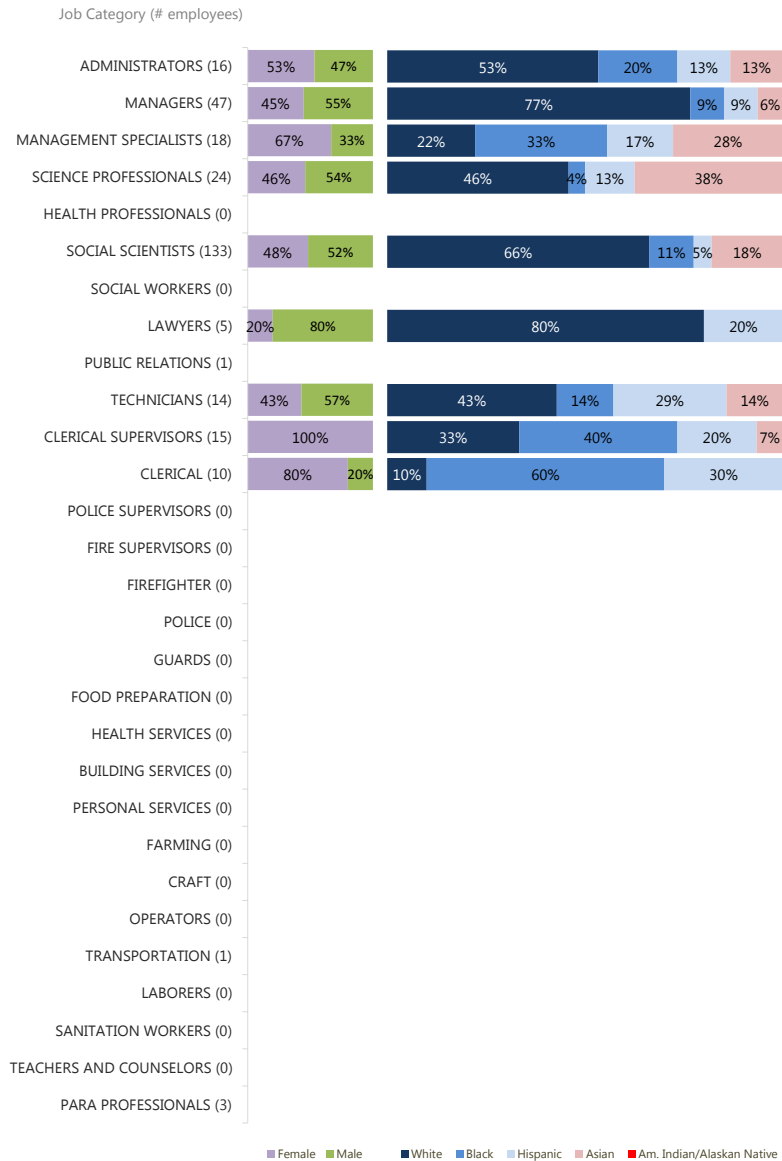
Age



Years of Service



Gender and Ethnicity by Job Category for: DCP

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	16	25.0%	52	3	\$194,774	25.0%	4.7%	4.7%
MANAGERS	47	100.0%	47	13	\$109,805	31.9%	21.3%	4.3%
MANAGEMENT SPECIALISTS	18	94.4%	54.5	25	\$65,991	52.9%	0.0%	0.0%
SCIENCE PROFESSIONALS	24	83.3%	53	23.5	\$83,140	50.0%	13.9%	3.5%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	133	97.7%	34	4	\$66,200	16.2%	5.1%	23.5%
SOCIAL WORKERS	0							
LAWYERS	5	100.0%	36	3	\$75,000	0.0%	20.0%	40.0%
PUBLIC RELATIONS	1	100.0%	n/a	28	\$70,438	100.0%	100.0%	0.0%
TECHNICIANS	14	64.3%	30.5	1.5	\$45,940	11.1%	9.2%	13.8%
CLERICAL SUPERVISORS	15	93.3%	62	35	\$57,537	71.4%	6.2%	0.0%
CLERICAL	10	90.0%	56	30	\$47,659	66.7%	9.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	15	\$51,119	100.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	3	66.7%	n/a	0	\$58,679	0.0%	0.0%	44.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CITY PLANNER	122	42.5%	34	4.5	15.6%	8	29
ADMINISTRATIVE CITY PLANNER	34	11.8%	49.5	15.0	32.4%	7	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	15	5.2%	62	35.0	66.7%	1	0
COMPUTER SPECIALIST (SOFTWARE)	12	4.2%	57	25.5	58.3%	3	0
CLERICAL ASSOCIATE	8	2.8%	56	31.0	75.0%	1	0
CITY PLANNING TECHNICIAN	12	4.2%	28	1.0	0.0%	2	3
ASSOCIATE URBAN DESIGNER	7	2.4%	38	4.0	28.6%	2	0
ASSOCIATE STAFF ANALYST	5	1.7%	63	28.0	80.0%	0	0
ASSISTANT HIGHWAY TRANSPORTATION SPECIALIST	5	1.7%	27	1.0	0.0%	0	0
ADMINISTRATIVE MANAGER	4	1.4%	n/a	28.5	75.0%	0	0

DEPARTMENT OF CITY PLANNING is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

Workforce Profile: DEPARTMENT OF DESIGN & CONSTRUCTION (DDC) : FY2015

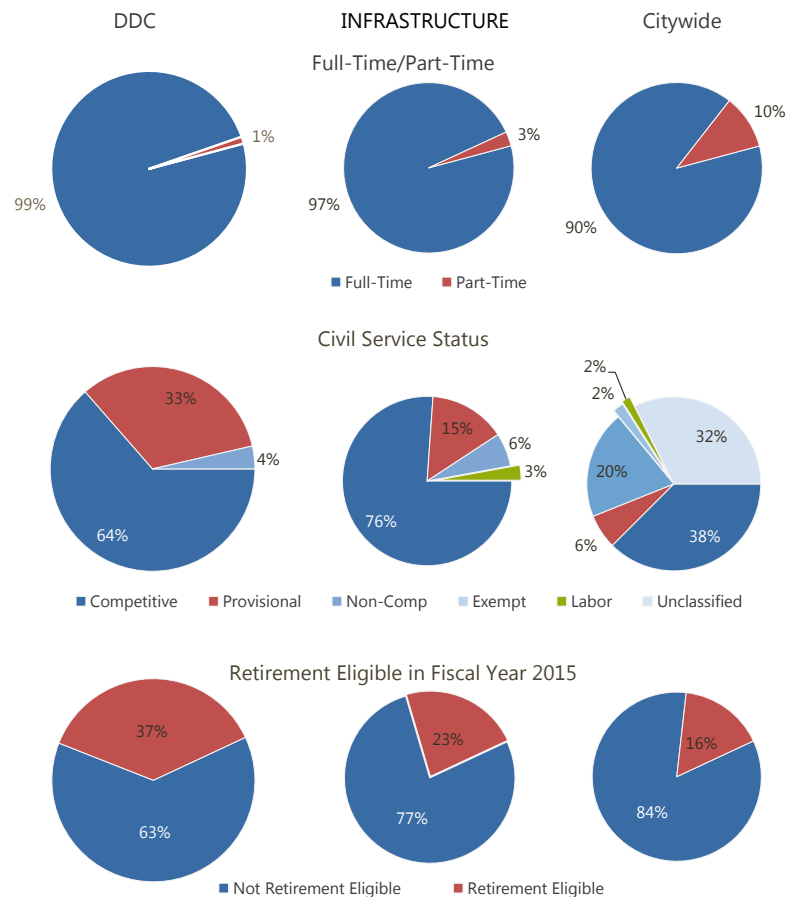
Infrastructure & Sustainability Agency Group

Summary Indicators	DDC	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	1,218 / 14	22,210 / 622	325,588 / 37,293
Median Age / Years of Service	52 / 14	46 / 11	44 / 10
% Male / Female	66% / 34%	81% / 19%	42% / 58%
% White / Minority	35% / 65%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$71,659	\$72,153	\$67,372
% Eligible to Retire	37%	23%	16%
% Hires	9%	8%	9%
% Union Represented	82%	95%	91%

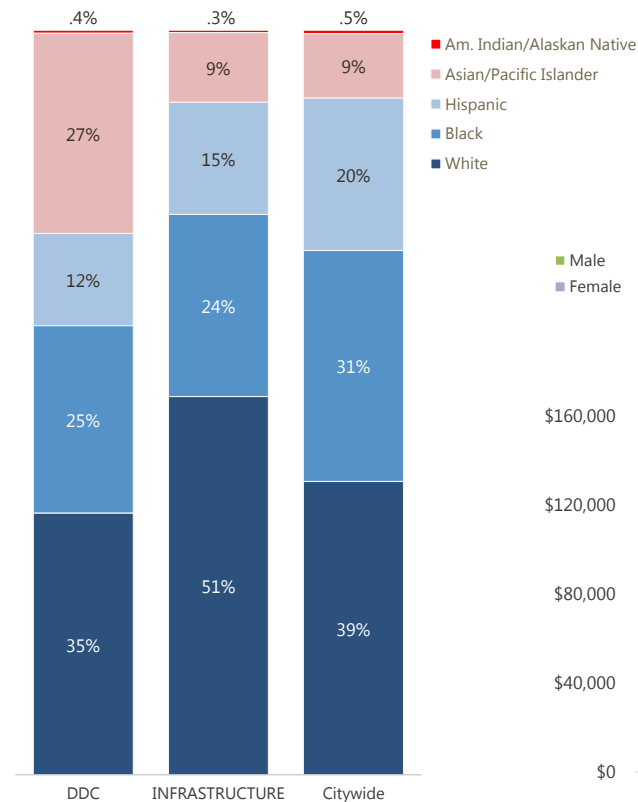
Hires	DDC	INFRASTRUCTURE	Citywide
Total Hires	116	1,713	32,057
New Hires	108	1,660	27,116
Rehires	8	53	4,941

Separations	DDC	INFRASTRUCTURE	Citywide
Total Separations	94	1,240	23,422
Retirement	35	677	8,452
Resignation	36	299	8,673
Dismissal	10	89	2,816
Layoff	0	0	3
Deceased	0	26	415
Other	13	149	3,063

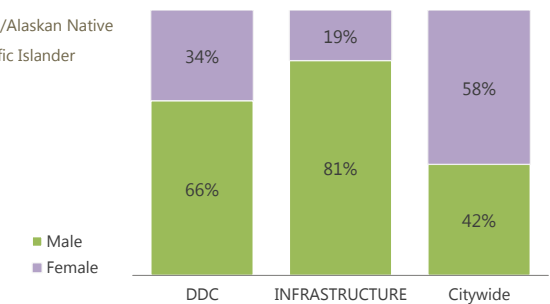
Employee Type by Agency, Agency Group, and Citywide



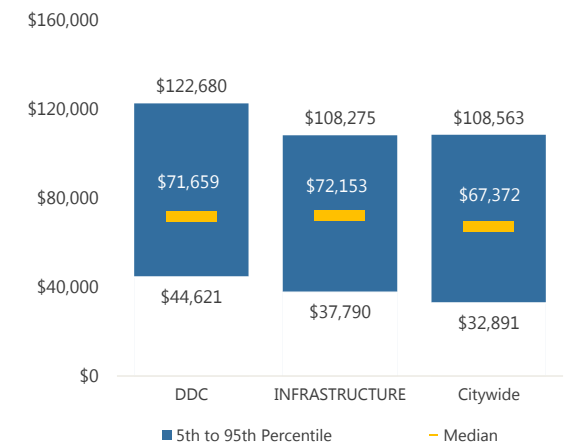
Ethnicity



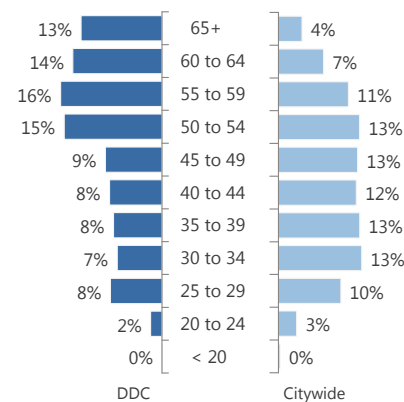
Gender



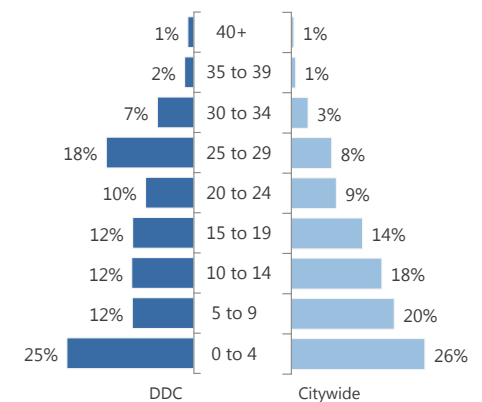
Full-Time Annual Salary Range



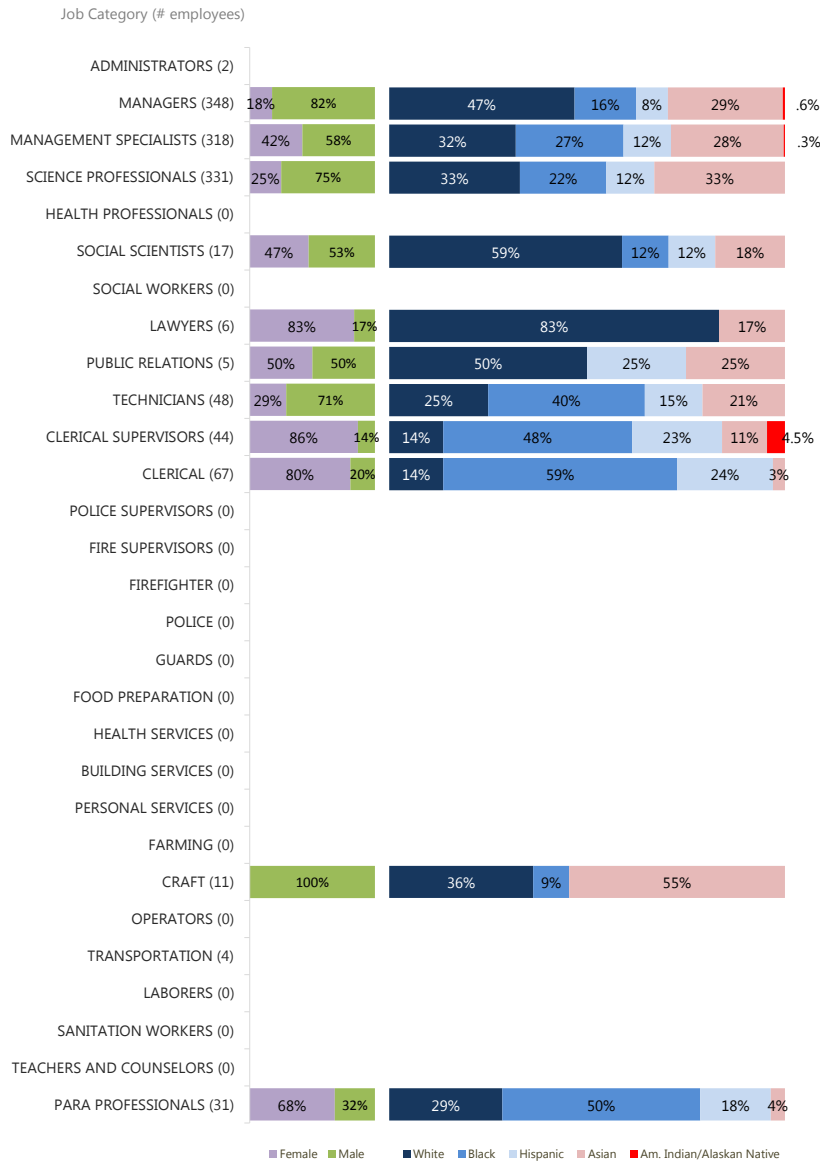
Age



Years of Service



Gender and Ethnicity by Job Category for: DDC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	13	\$201,324	50.0%	0.0%	0.0%
MANAGERS	348	98.0%	55	15.5	\$96,169	45.5%	5.6%	6.2%
MANAGEMENT SPECIALISTS	318	100.0%	53	17	\$71,996	39.6%	8.8%	9.1%
SCIENCE PROFESSIONALS	331	100.0%	52	13	\$68,704	34.7%	10.0%	7.6%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	17	100.0%	37	2	\$75,000	11.8%	11.8%	23.5%
SOCIAL WORKERS	0							
LAWYERS	6	83.3%	35	6	\$72,245	0.0%	13.9%	13.9%
PUBLIC RELATIONS	5	100.0%	41	7	\$68,529	0.0%	0.0%	20.0%
TECHNICIANS	48	100.0%	52	14	\$56,592	35.4%	10.4%	2.1%
CLERICAL SUPERVISORS	44	100.0%	47.5	16.5	\$59,214	29.5%	0.0%	0.0%
CLERICAL	67	100.0%	44	11	\$44,044	20.9%	6.0%	11.9%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	11	100.0%	59	28	\$74,777	63.6%	0.0%	0.0%
OPERATORS	0							
TRANSPORTATION	4	100.0%	n/a	14.5	\$46,899	50.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	31	80.6%	33	0	\$49,703	20.0%	2.6%	44.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CONSTRUCTION PROJECT MANAGER	121	9.8%	55	15.0	51.2%	6	3
ASSOCIATE PROJECT MANAGER	107	8.7%	56	22.0	51.4%	8	4
ADMINISTRATIVE PROJECT MANAGER	85	6.9%	52	8.0	31.8%	5	9
CIVIL ENGINEER	72	5.8%	56	22.0	48.6%	6	0
ASSISTANT CIVIL ENGINEER	69	5.6%	54	13.0	43.5%	6	1
CIVIL ENGINEERING INTERN	65	5.3%	26	1.0	0.0%	15	22
ADMINISTRATIVE ENGINEER	51	4.1%	58	26.0	72.5%	6	2
PRINCIPAL ADMINISTRATIVE ASSOCIATE	44	3.6%	47.5	16.5	29.5%	1	0
ADMINISTRATIVE STAFF ANALYST	43	3.5%	52	25.0	34.9%	7	3
CLERICAL ASSOCIATE	35	2.8%	41	10.0	25.7%	2	4

DEPARTMENT OF DESIGN & CONSTRUCTION is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

Workforce Profile: DEPARTMENT OF ENVIRONMENT PROTECTION (DEP) : FY2015

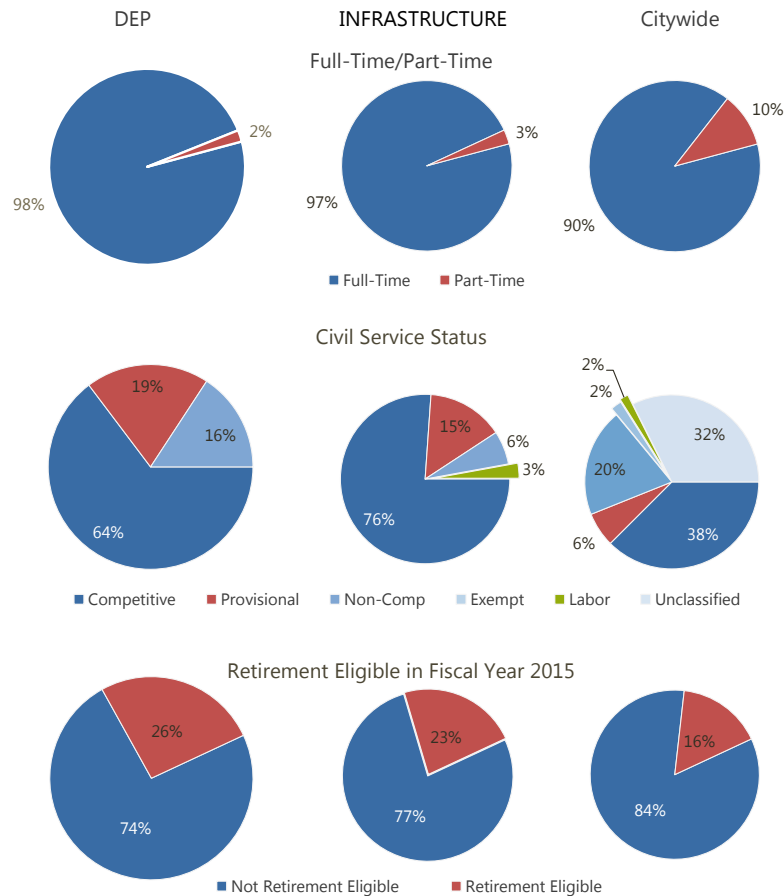
Infrastructure & Sustainability Agency Group

Summary Indicators	DEP	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	5,652 / 110	22,210 / 622	325,588 / 37,293
Median Age / Years of Service	49 / 13	46 / 11	44 / 10
% Male / Female	76% / 24%	81% / 19%	42% / 58%
% White / Minority	54% / 46%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$72,989	\$72,153	\$67,372
% Eligible to Retire	26%	23%	16%
% Hires	7%	8%	9%
% Union Represented	93%	95%	91%

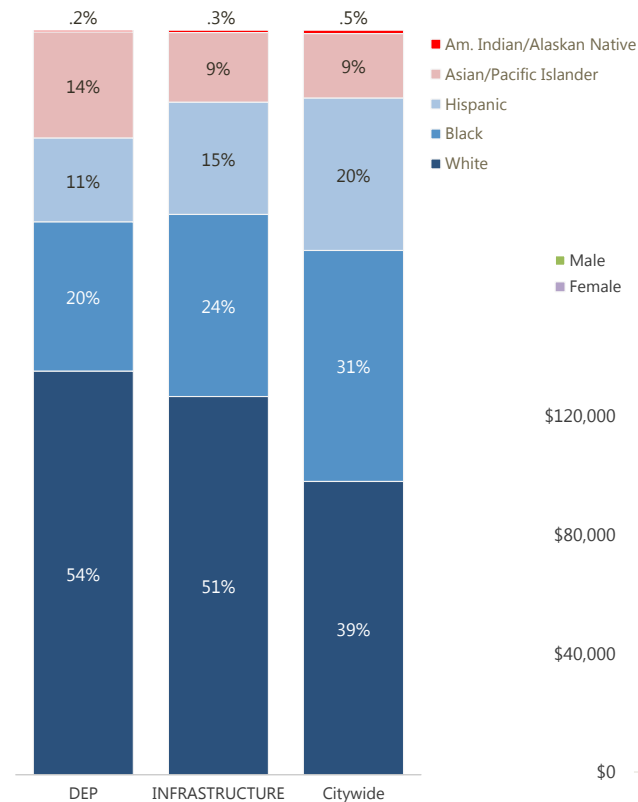
Hires	DEP	INFRASTRUCTURE	Citywide
Total Hires	390	1,713	32,057
New Hires	373	1,660	27,116
Rehires	17	53	4,941

Separations	DEP	INFRASTRUCTURE	Citywide
Total Separations	376	1,240	23,422
Retirement	173	677	8,452
Resignation	94	299	8,673
Dismissal	31	89	2,816
Layoff	0	0	3
Deceased	12	26	415
Other	66	149	3,063

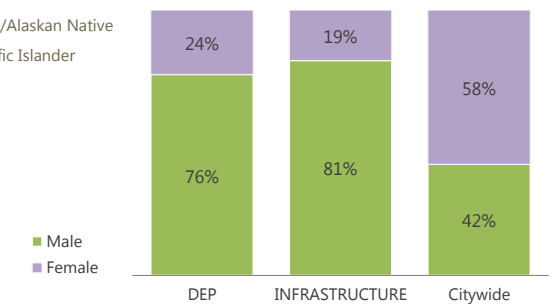
Employee Type by Agency, Agency Group, and Citywide



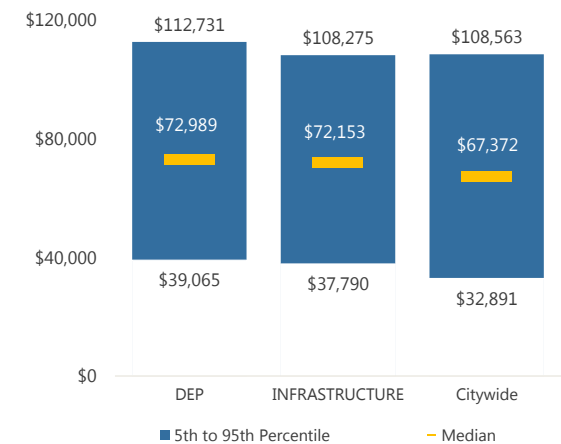
Ethnicity



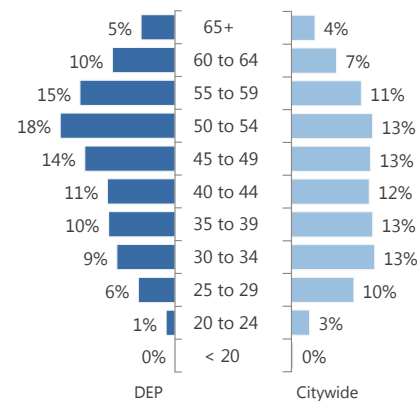
Gender



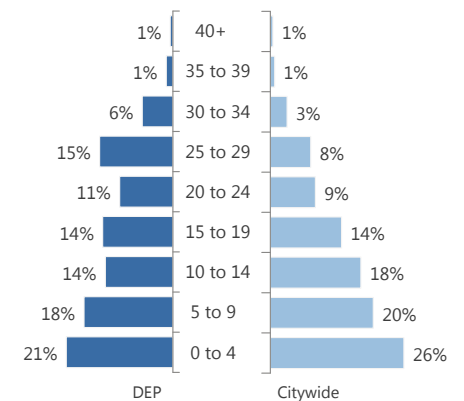
Full-Time Annual Salary Range



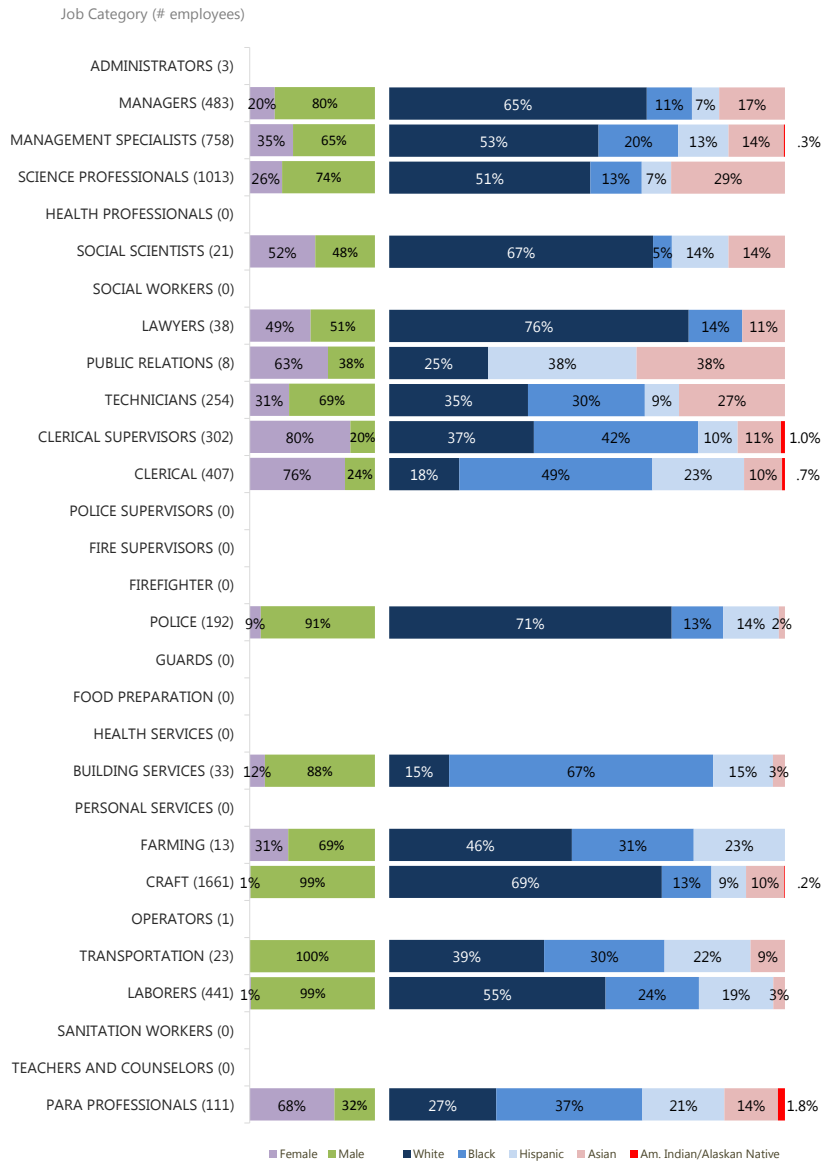
Age



Years of Service



Gender and Ethnicity by Job Category for: DEP

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	3	\$210,768	33.3%	33.3%	0.0%
MANAGERS	483	99.8%	51	19	\$112,015	28.0%	10.5%	6.8%
MANAGEMENT SPECIALISTS	758	99.5%	50	16	\$69,146	28.0%	6.3%	5.6%
SCIENCE PROFESSIONALS	1013	99.5%	50	12	\$68,704	30.3%	5.9%	6.9%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	21	100.0%	41	13	\$74,320	28.6%	19.0%	4.8%
SOCIAL WORKERS	0							
LAWYERS	38	97.4%	41	8	\$85,000	16.2%	2.6%	17.9%
PUBLIC RELATIONS	8	37.5%	49.5	8.5	\$49,557	66.7%	4.7%	0.0%
TECHNICIANS	254	99.2%	44	6.5	\$56,825	23.0%	6.6%	12.5%
CLERICAL SUPERVISORS	302	99.7%	52	19	\$53,920	32.9%	4.0%	1.7%
CLERICAL	407	81.8%	46	9	\$40,577	28.2%	5.2%	5.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	192	100.0%	37.5	11	\$54,958	2.1%	6.3%	8.3%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	33	93.9%	51	2	\$32,834	12.9%	11.4%	14.2%
PERSONAL SERVICES	0							
FARMING	13	61.5%	41	1	\$41,148	0.0%	4.7%	23.7%
CRAFT	1661	100.0%	50	15	\$73,017	28.8%	6.4%	4.2%
OPERATORS	1	100.0%	n/a	33	\$105,402	100.0%	0.0%	0.0%
TRANSPORTATION	23	100.0%	47	7	\$44,021	13.0%	4.3%	13.0%
LABORERS	441	100.0%	47	15	\$77,402	16.8%	5.4%	7.5%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	111	91.0%	46	11	\$47,263	23.8%	5.7%	18.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
SEWAGE TREATMENT WORKER	583	10.1%	48	9.0	20.6%	37	36
CONSTRUCTION LABORER	314	5.4%	48	18.0	18.8%	22	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	302	5.2%	52	19.0	32.8%	16	5
CLERICAL ASSOCIATE	342	5.9%	46	9.0	23.7%	25	23
ASSOCIATE PROJECT MANAGER	249	4.3%	48	14.0	22.1%	14	14
WATERSHED MAINTAINER	248	4.3%	46	9.0	19.8%	15	24
ENVIRONMENTAL POLICE OFFICER	197	3.4%	38	11.0	3.6%	18	16
ADMINISTRATIVE ENGINEER	189	3.3%	51	22.0	28.0%	13	3
SENIOR SEWAGE TREATMENT WORKER	166	2.9%	55	23.0	48.8%	9	0
ASSOCIATE CHEMIST	155	2.7%	49	11.0	31.6%	7	8

DEPARTMENT OF ENVIRONMENT PROTECTION is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

Workforce Profile: DEPARTMENT FOR THE AGING (DFTA) : FY2015

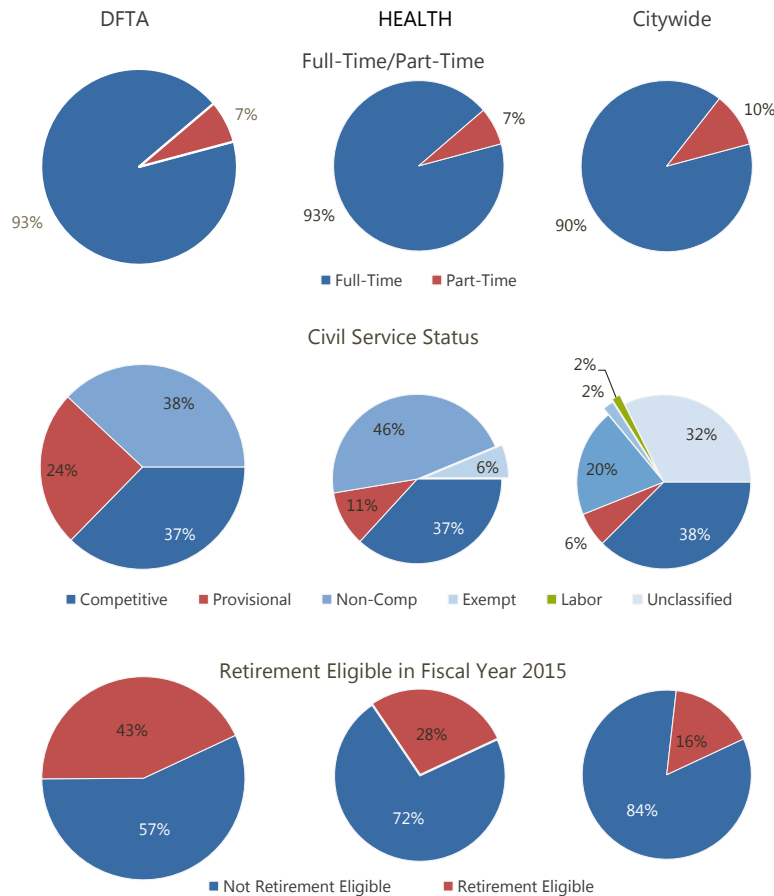
Health & Human Services Agency Group

Summary Indicators	DFTA	HEALTH	Citywide
Headcount (FT / PT)	278 / 21	63,797 / 4,904	325,588 / 37,293
Median Age / Years of Service	55 / 15	49 / 10	44 / 10
% Male / Female	26% / 74%	31% / 69%	42% / 58%
% White / Minority	31% / 69%	17% / 83%	39% / 61%
Median Annual Base Salary (FT)	\$60,981	\$52,045	\$67,372
% Eligible to Retire	43%	28%	16%
% Hires	4%	10%	9%
% Union Represented	87%	91%	91%

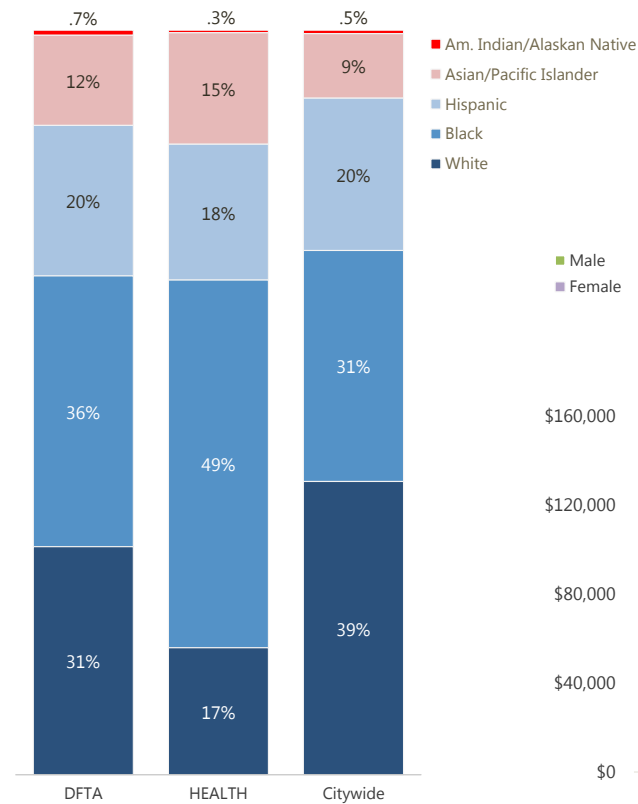
Hires	DFTA	HEALTH	Citywide
Total Hires	12	7,189	32,057
New Hires	12	7,113	27,116
Rehires	0	76	4,941

Separations	DFTA	HEALTH	Citywide
Total Separations	16	6,063	23,422
Retirement	10	1,817	8,452
Resignation	3	2,452	8,673
Dismissal	1	522	2,816
Layoff	0	1	3
Deceased	2	142	415
Other	0	1,129	3,063

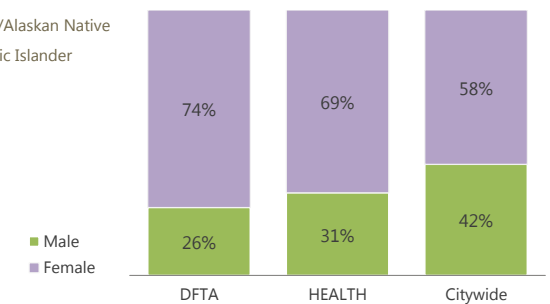
Employee Type by Agency, Agency Group, and Citywide



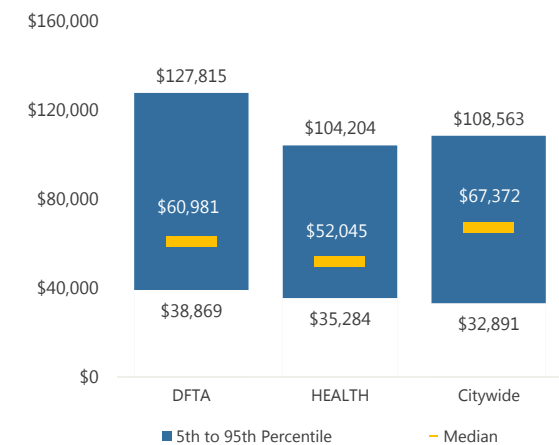
Ethnicity



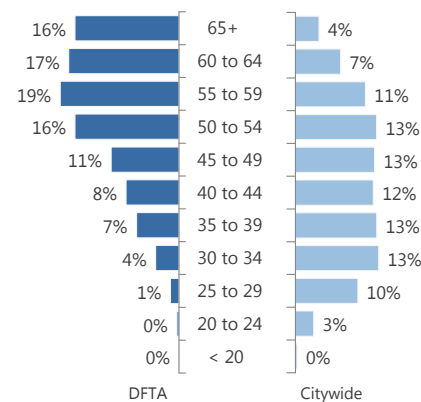
Gender



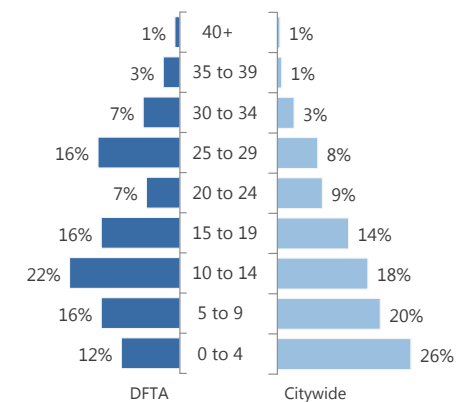
Full-Time Annual Salary Range



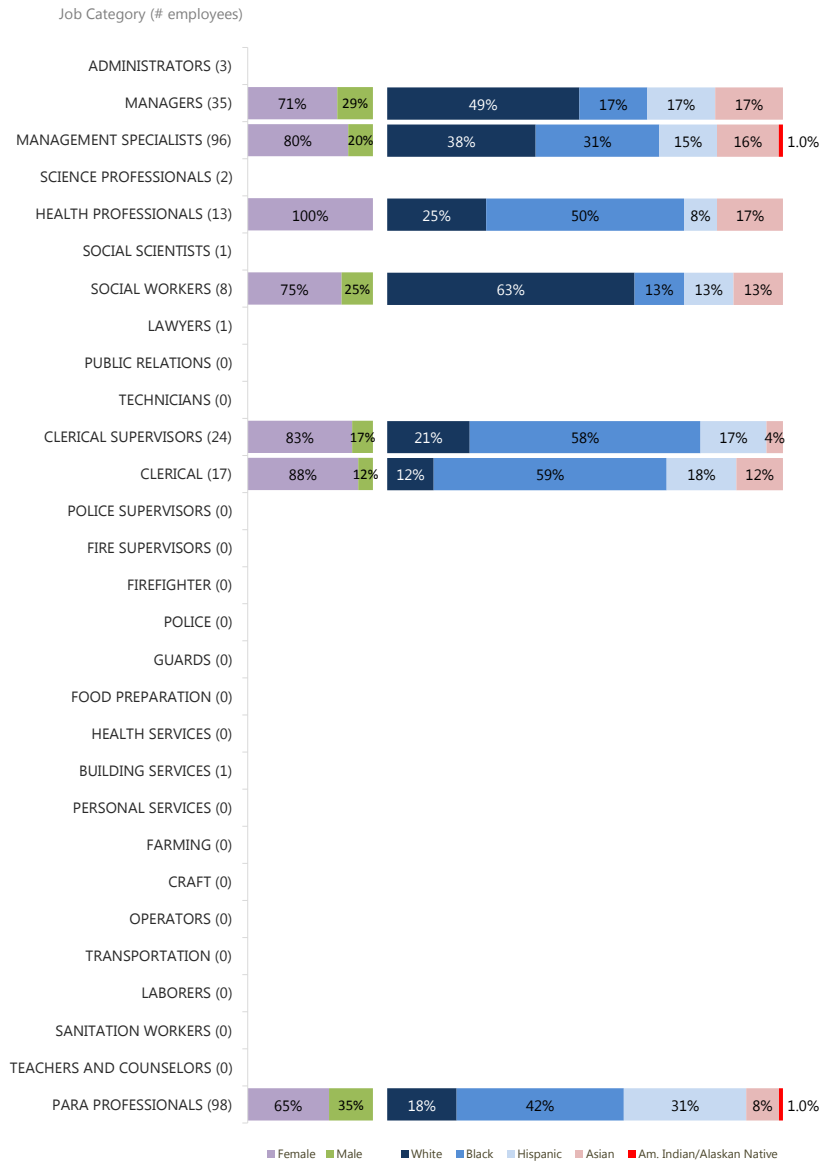
Age



Years of Service



Gender and Ethnicity by Job Category for: DFTA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	18	\$162,415	33.3%	0.0%	0.0%
MANAGERS	35	97.1%	53	14	\$112,473	44.1%	0.0%	2.8%
MANAGEMENT SPECIALISTS	96	99.0%	54	16	\$69,372	38.9%	2.1%	2.1%
SCIENCE PROFESSIONALS	2	100.0%	n/a	7	\$68,889	50.0%	0.0%	0.0%
HEALTH PROFESSIONALS	13	100.0%	59	18	\$62,704	46.2%	15.4%	15.4%
SOCIAL SCIENTISTS	1	100.0%	n/a	32	\$57,877	100.0%	0.0%	0.0%
SOCIAL WORKERS	8	75.0%	48	8	\$71,184	33.3%	9.4%	0.0%
LAWYERS	1	100.0%	n/a	29	\$83,626	100.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	24	100.0%	58.5	28.5	\$53,811	66.7%	12.5%	0.0%
CLERICAL	17	82.4%	63	20	\$40,669	85.7%	9.7%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	100.0%	n/a	14	\$34,956	100.0%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	98	85.7%	55.5	12	\$53,541	42.9%	5.2%	6.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY COORDINATOR	44	14.7%	54.5	9.5	40.9%	4	6
PROGRAM OFFICER (DEPARTMENT FOR THE AGING)	40	13.4%	56	15.0	50.0%	1	1
COMMUNITY ASSOCIATE	40	13.4%	55.5	13.0	37.5%	4	1
ADMINISTRATIVE STAFF ANALYST	33	11.0%	54	16.0	33.3%	0	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	24	8.0%	58.5	28.5	66.7%	4	0
ADMINISTRATIVE PROGRAM OFFICER (DEPT. FOR THE AGING)	20	6.7%	53	11.5	40.0%	0	1
MANAGEMENT AUDITOR	12	4.0%	52.5	12.5	16.7%	0	0
NUTRITION CONSULTANT	11	3.7%	54	18.0	36.4%	2	2
SECRETARY	9	3.0%	63	20.0	77.8%	1	0
ASSOCIATE STAFF ANALYST	8	2.7%	53.5	18.0	25.0%	1	0

DEPARTMENT FOR THE AGING is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: DEPARTMENT OF HOMELESS SERVICES (DHS) : FY2015

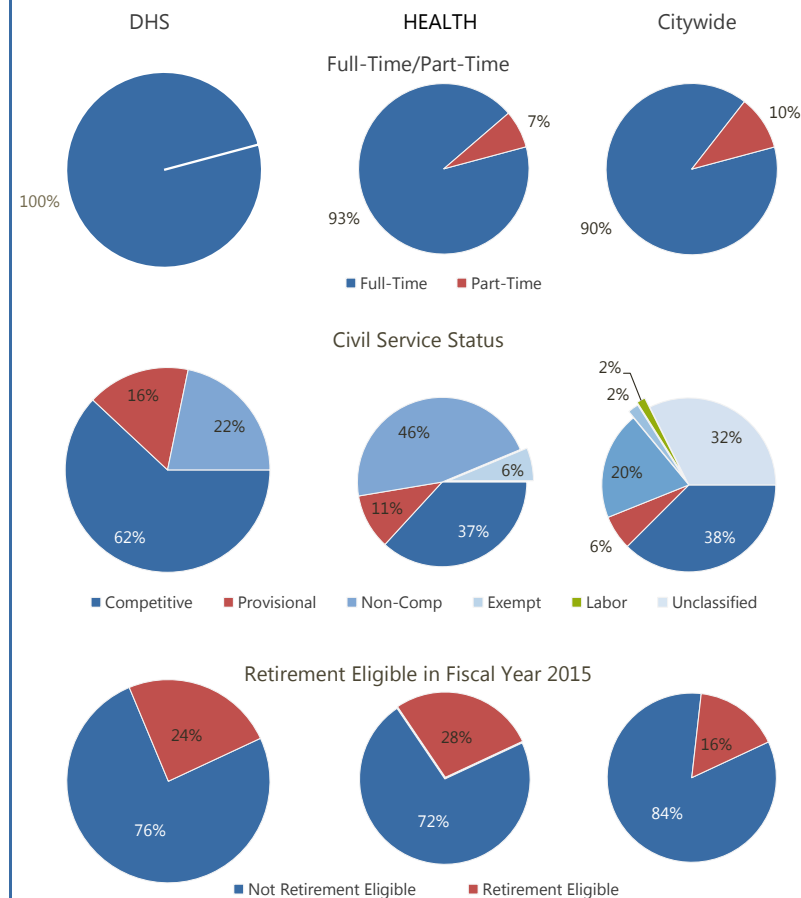
Health & Human Services Agency Group

Summary Indicators	DHS	HEALTH	Citywide
Headcount (FT / PT)	2,025 / 0	63,797 / 4,904	325,588 / 37,293
Median Age / Years of Service	48 / 11	49 / 10	44 / 10
% Male / Female	51% / 49%	31% / 69%	42% / 58%
% White / Minority	14% / 86%	17% / 83%	39% / 61%
Median Annual Base Salary (FT)	\$49,528	\$52,045	\$67,372
% Eligible to Retire	24%	28%	16%
% Hires	10%	10%	9%
% Union Represented	92%	91%	91%

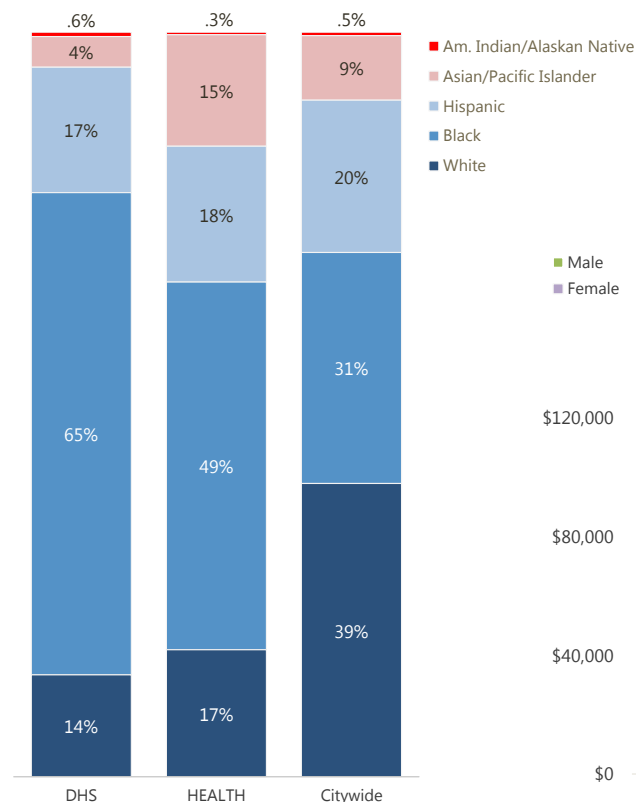
Hires	DHS	HEALTH	Citywide
Total Hires	211	7,189	32,057
New Hires	206	7,113	27,116
Rehires	5	76	4,941

Separations	DHS	HEALTH	Citywide
Total Separations	102	6,063	23,422
Retirement	35	1,817	8,452
Resignation	34	2,452	8,673
Dismissal	11	522	2,816
Layoff	0	1	3
Deceased	0	142	415
Other	22	1,129	3,063

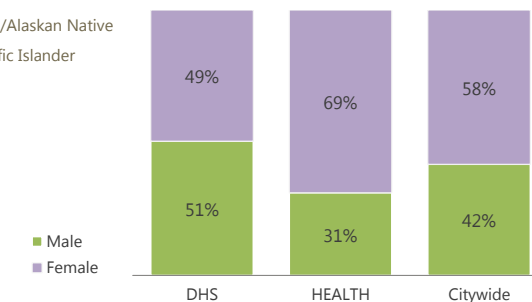
Employee Type by Agency, Agency Group, and Citywide



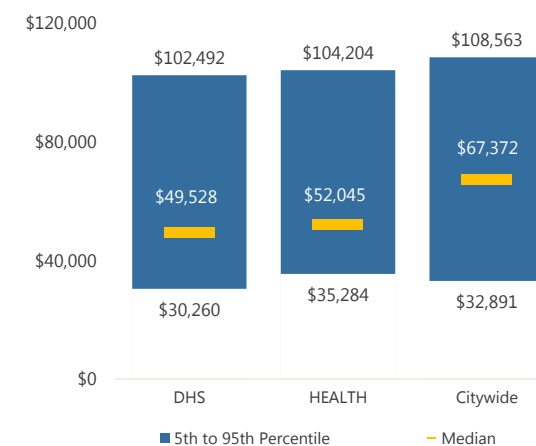
Ethnicity



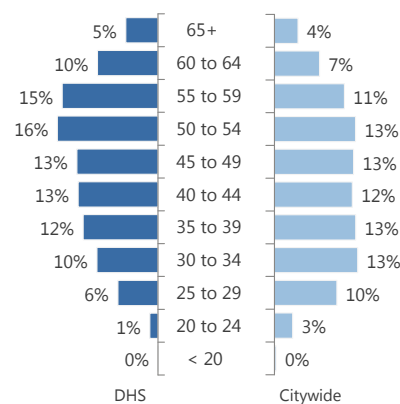
Gender



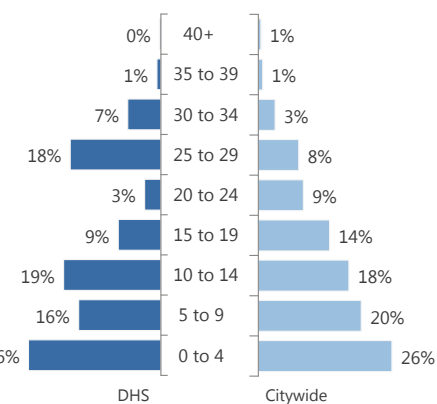
Full-Time Annual Salary Range



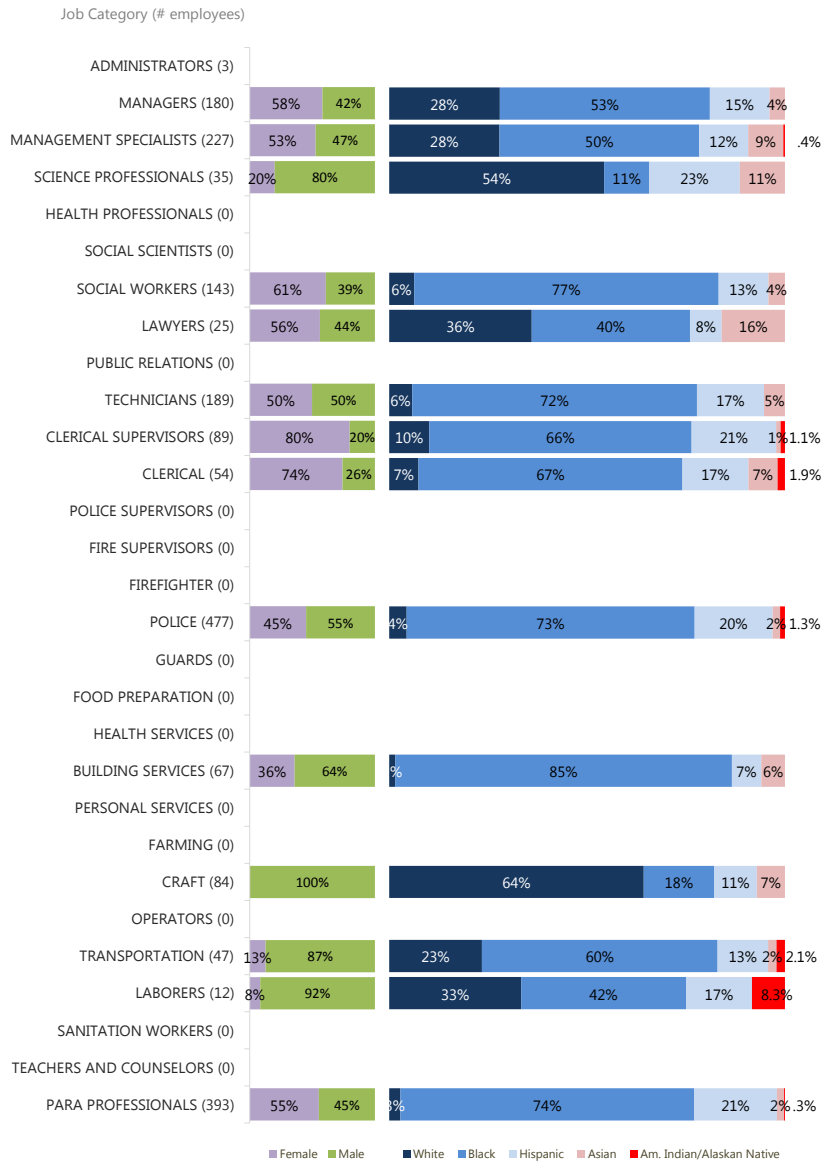
Age



Years of Service



Gender and Ethnicity by Job Category for: DHS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	9	\$194,377	0.0%	33.3%	0.0%
MANAGERS	180	100.0%	51	14	\$97,542	30.0%	8.3%	5.6%
MANAGEMENT SPECIALISTS	227	100.0%	48	14	\$71,683	27.8%	5.7%	6.2%
SCIENCE PROFESSIONALS	35	100.0%	49	10	\$91,358	22.9%	0.0%	2.9%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	143	100.0%	53	14	\$42,225	37.1%	9.1%	3.5%
LAWYERS	25	100.0%	36	7	\$72,247	8.0%	0.0%	4.0%
PUBLIC RELATIONS	0							
TECHNICIANS	189	100.0%	47	12	\$51,793	19.0%	1.6%	1.6%
CLERICAL SUPERVISORS	89	100.0%	53	25	\$53,831	42.7%	4.5%	0.0%
CLERICAL	54	100.0%	54	19.5	\$41,679	44.4%	7.4%	1.9%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	477	100.0%	36	6	\$42,332	2.7%	4.4%	23.1%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	67	100.0%	57	25	\$60,988	53.7%	9.0%	1.5%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	84	100.0%	53.5	26	\$91,131	42.9%	2.4%	7.1%
OPERATORS	0							
TRANSPORTATION	47	100.0%	52	12	\$44,021	29.8%	6.4%	14.9%
LABORERS	12	100.0%	53	27	\$66,046	33.3%	8.3%	25.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	393	100.0%	50	12	\$38,869	28.5%	4.1%	11.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
SPECIAL OFFICER	384	19.0%	35	2.0	2.6%	25	110
COMMUNITY COORDINATOR	147	7.3%	43	7.0	12.9%	6	25
COMMUNITY ASSISTANT	137	6.8%	56	29.0	53.3%	7	11
FRAUD INVESTIGATOR	123	6.1%	48	10.0	20.3%	6	3
ADMINISTRATIVE STAFF ANALYST	114	5.6%	45.5	12.0	27.2%	19	13
ADMINISTRATIVE DIRECTOR OF SOCIAL SERVICES	113	5.6%	49	13.0	25.7%	13	4
COMMUNITY ASSOCIATE	109	5.4%	46	9.0	18.3%	7	8
SUPERVISING SPECIAL OFFICER	93	4.6%	41	10.0	3.2%	6	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	89	4.4%	53	25.0	42.7%	7	0
CASEWORKER	74	3.7%	53.5	12.5	33.8%	10	4

DEPARTMENT OF HOMELESS SERVICES is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: DEPARTMENT OF BUILDINGS (DOB) : FY2015

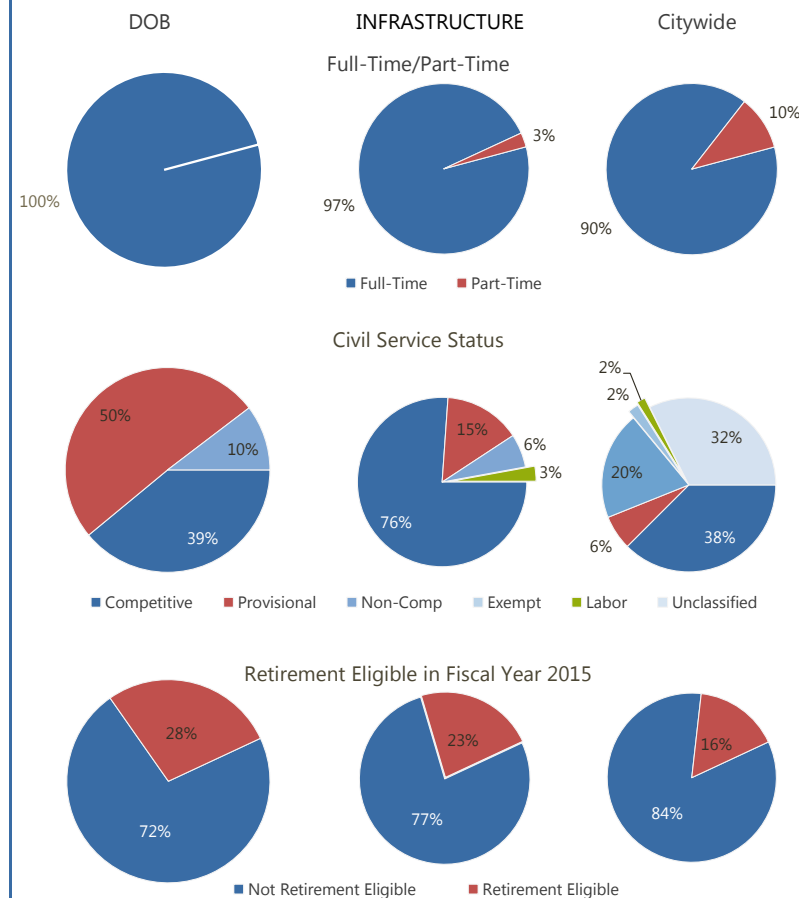
Infrastructure & Sustainability Agency Group

Summary Indicators	DOB	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	1,120 / 3	22,210 / 622	325,588 / 37,293
Median Age / Years of Service	50 / 9	46 / 11	44 / 10
% Male / Female	63% / 37%	81% / 19%	42% / 58%
% White / Minority	41% / 59%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$67,475	\$72,153	\$67,372
% Eligible to Retire	28%	23%	16%
% Hires	10%	8%	9%
% Union Represented	85%	95%	91%

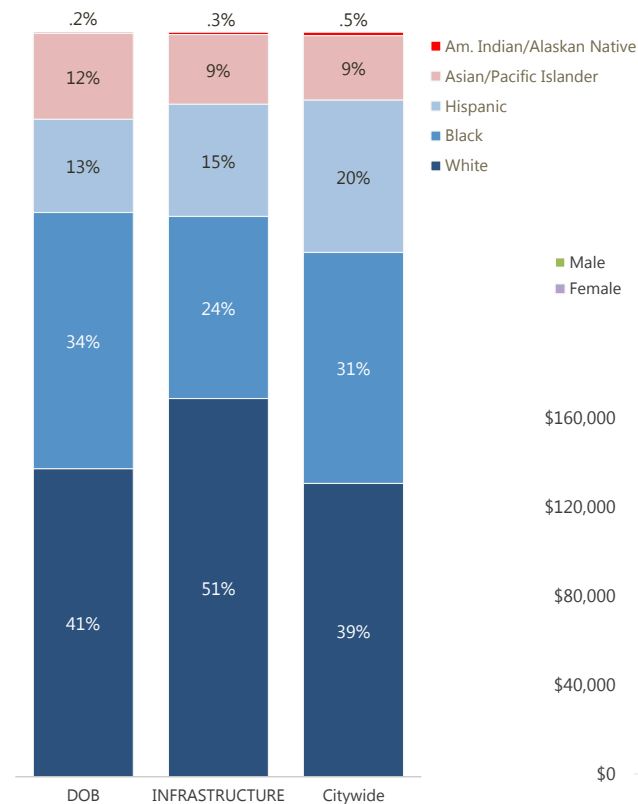
Hires	DOB	INFRASTRUCTURE	Citywide
Total Hires	111	1,713	32,057
New Hires	110	1,660	27,116
Rehires	1	53	4,941

Separations	DOB	INFRASTRUCTURE	Citywide
Total Separations	65	1,240	23,422
Retirement	13	677	8,452
Resignation	32	299	8,673
Dismissal	5	89	2,816
Layoff	0	0	3
Deceased	1	26	415
Other	14	149	3,063

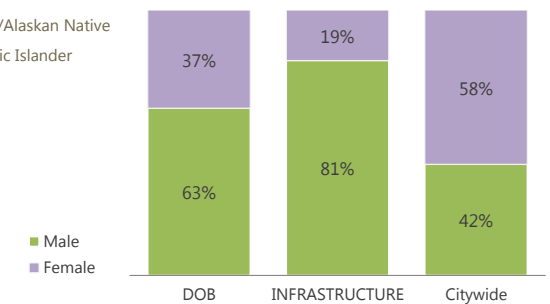
Employee Type by Agency, Agency Group, and Citywide



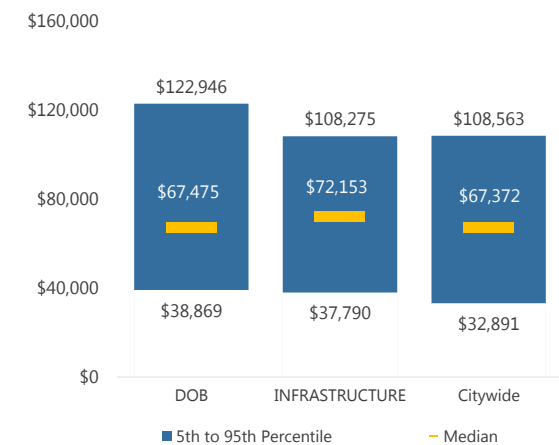
Ethnicity



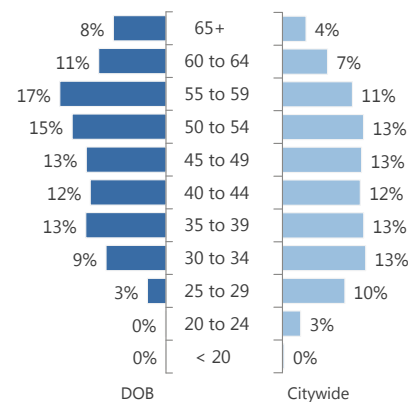
Gender



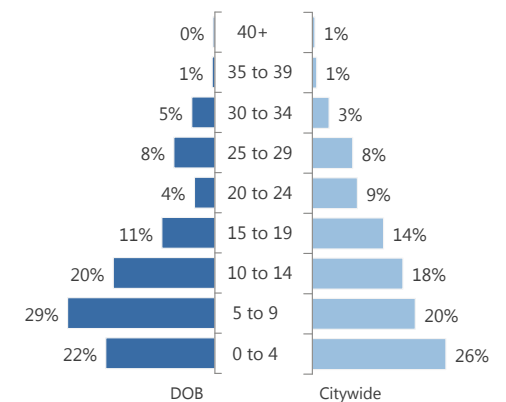
Full-Time Annual Salary Range



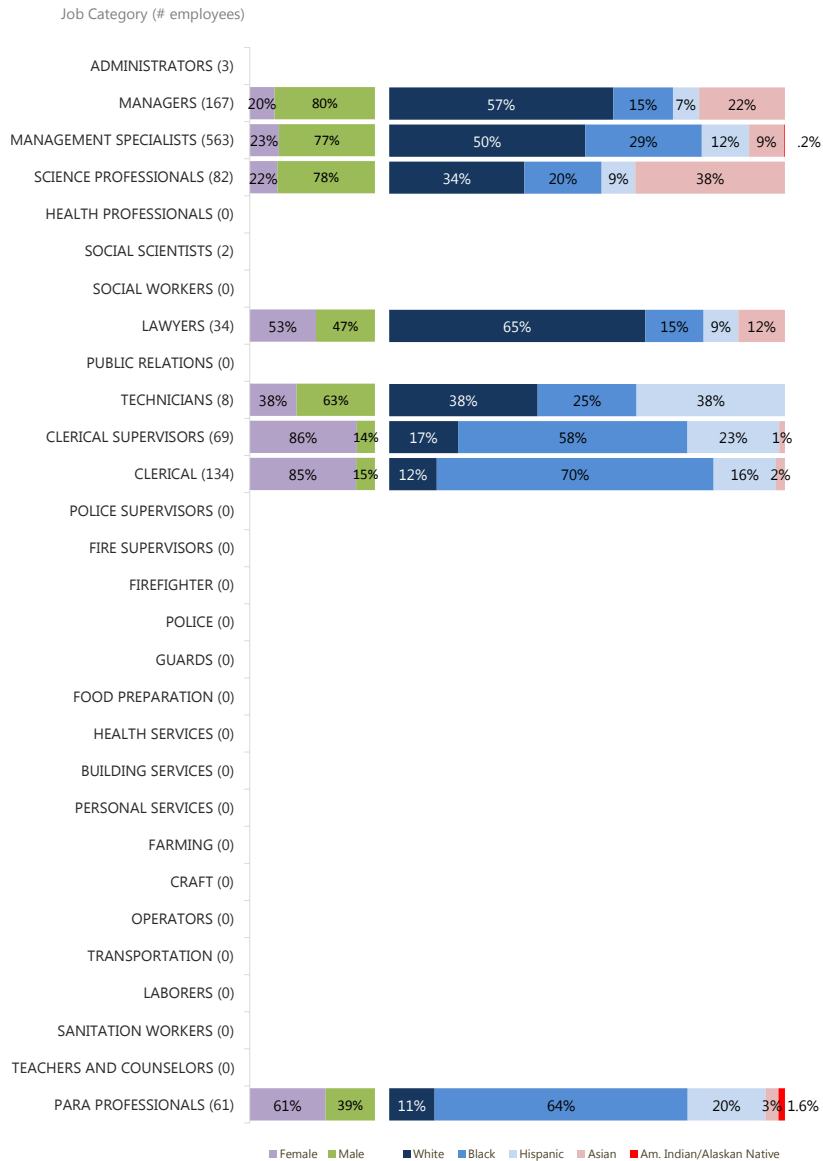
Age



Years of Service



Gender and Ethnicity by Job Category for: DOB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	0	\$182,700	0.0%	0.0%	100.0%
MANAGERS	167	100.0%	53	10	\$104,909	34.1%	8.4%	8.4%
MANAGEMENT SPECIALISTS	563	100.0%	50	9	\$66,670	23.8%	6.4%	13.9%
SCIENCE PROFESSIONALS	82	100.0%	58	9.5	\$82,379	57.3%	4.9%	1.2%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	2	100.0%	n/a	27.5	\$94,887	50.0%	0.0%	0.0%
SOCIAL WORKERS	0							
LAWYERS	34	100.0%	37	8	\$73,333	2.9%	8.8%	17.6%
PUBLIC RELATIONS	0							
TECHNICIANS	8	100.0%	40	10.5	\$52,393	12.5%	12.5%	25.0%
CLERICAL SUPERVISORS	69	100.0%	50	14	\$53,799	26.1%	1.4%	0.0%
CLERICAL	134	100.0%	43	10	\$41,164	26.9%	2.2%	1.5%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	61	95.1%	47	9	\$40,369	29.3%	4.7%	6.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSOCIATE INSPECTOR (CONSTRUCTION)	114	10.2%	53	12.0	37.7%	4	1
CLERICAL ASSOCIATE	110	9.8%	40.5	10.0	25.5%	8	1
ADMINISTRATIVE MANAGER	108	9.6%	42.5	13.0	17.6%	13	5
INSPECTOR (CONSTRUCTION)	74	6.6%	50	1.0	18.9%	7	23
PRINCIPAL ADMINISTRATIVE ASSOCIATE	69	6.1%	50	14.0	26.1%	1	0
ADMINISTRATIVE ENGINEER	40	3.6%	46	6.0	27.5%	3	4
INSPECTOR (ELECTRICAL)	39	3.5%	44	1.0	12.8%	3	13
ADMINISTRATIVE INSPECTOR (BUILDINGS)	36	3.2%	54	15.0	38.9%	4	0
COMMUNITY ASSOCIATE	39	3.5%	47	12.0	28.2%	3	0
PLAN EXAMINER (BUILDINGS)	30	2.7%	54.5	5.0	30.0%	0	11

DEPARTMENT OF BUILDINGS is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

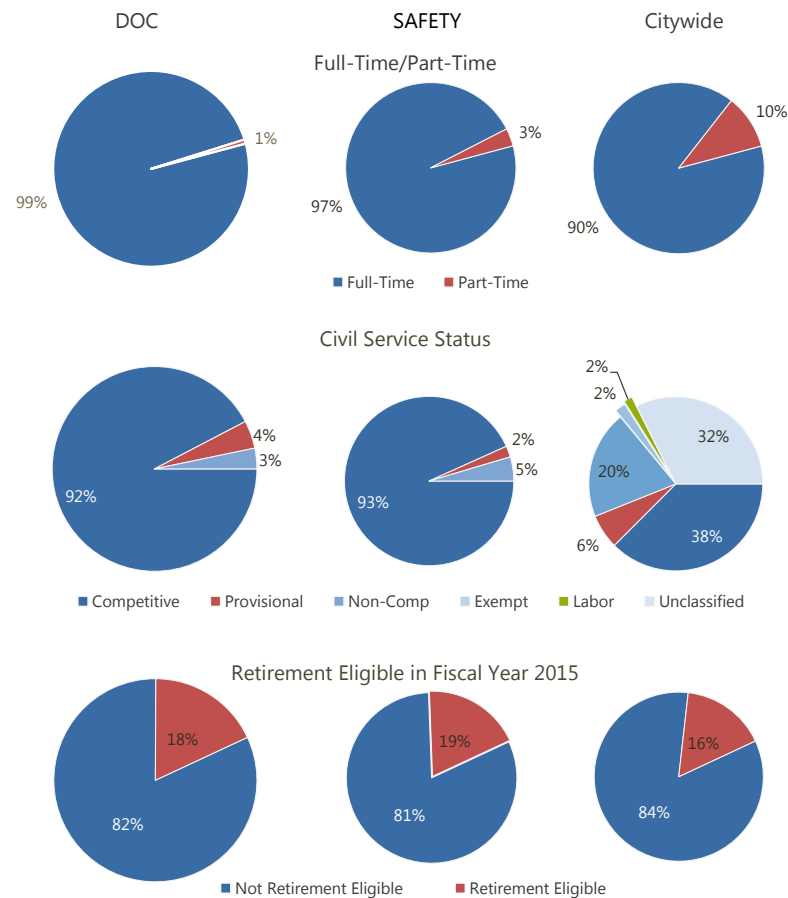
Workforce Profile: DEPARTMENT OF CORRECTION (DOC) : FY2015

Summary Indicators	DOC	SAFETY	Citywide
Headcount (FT / PT)	10,294 / 68	77,858 / 2,720	325,588 / 37,293
Median Age / Years of Service	43 / 10	40 / 10	44 / 10
% Male / Female	56% / 44%	69% / 31%	42% / 58%
% White / Minority	14% / 86%	42% / 58%	39% / 61%
Median Annual Base Salary (FT)	\$76,488	\$76,488	\$67,372
% Eligible to Retire	18%	19%	16%
% Hires	6%	6%	9%
% Union Represented	99%	99%	91%

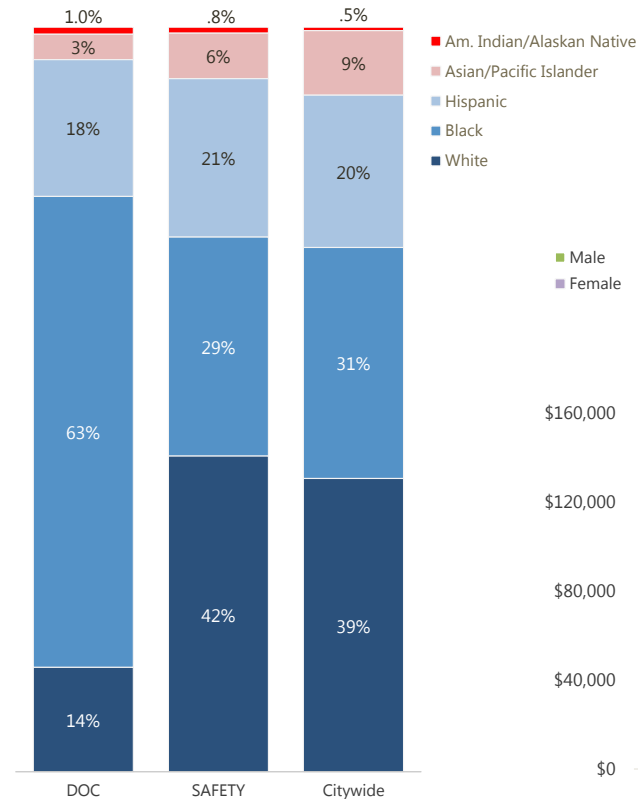
Hires	DOC	SAFETY	Citywide
Total Hires	600	4,976	32,057
New Hires	495	4,698	27,116
Rehires	105	278	4,941

Separations	DOC	SAFETY	Citywide
Total Separations	724	4,000	23,422
Retirement	427	2,498	8,452
Resignation	140	889	8,673
Dismissal	92	211	2,816
Layoff	0	0	3
Deceased	19	78	415
Other	46	324	3,063

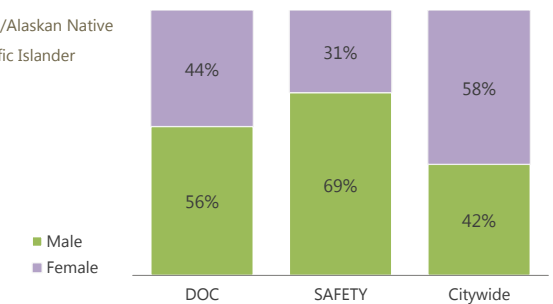
Employee Type by Agency, Agency Group, and Citywide



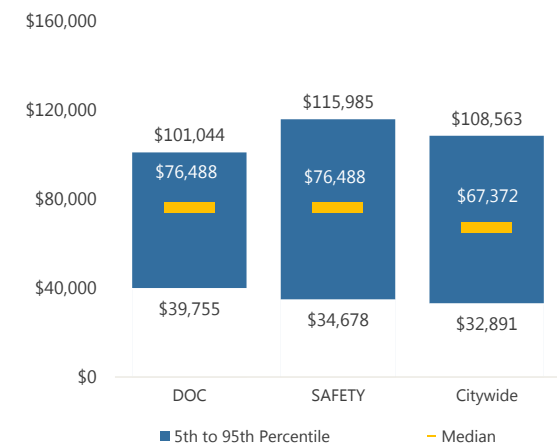
Ethnicity



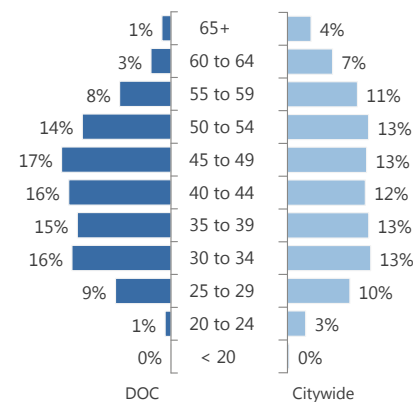
Gender



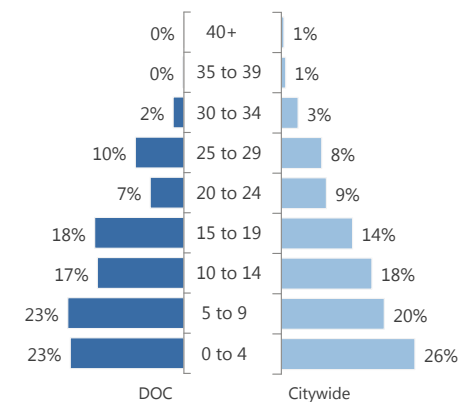
Full-Time Annual Salary Range



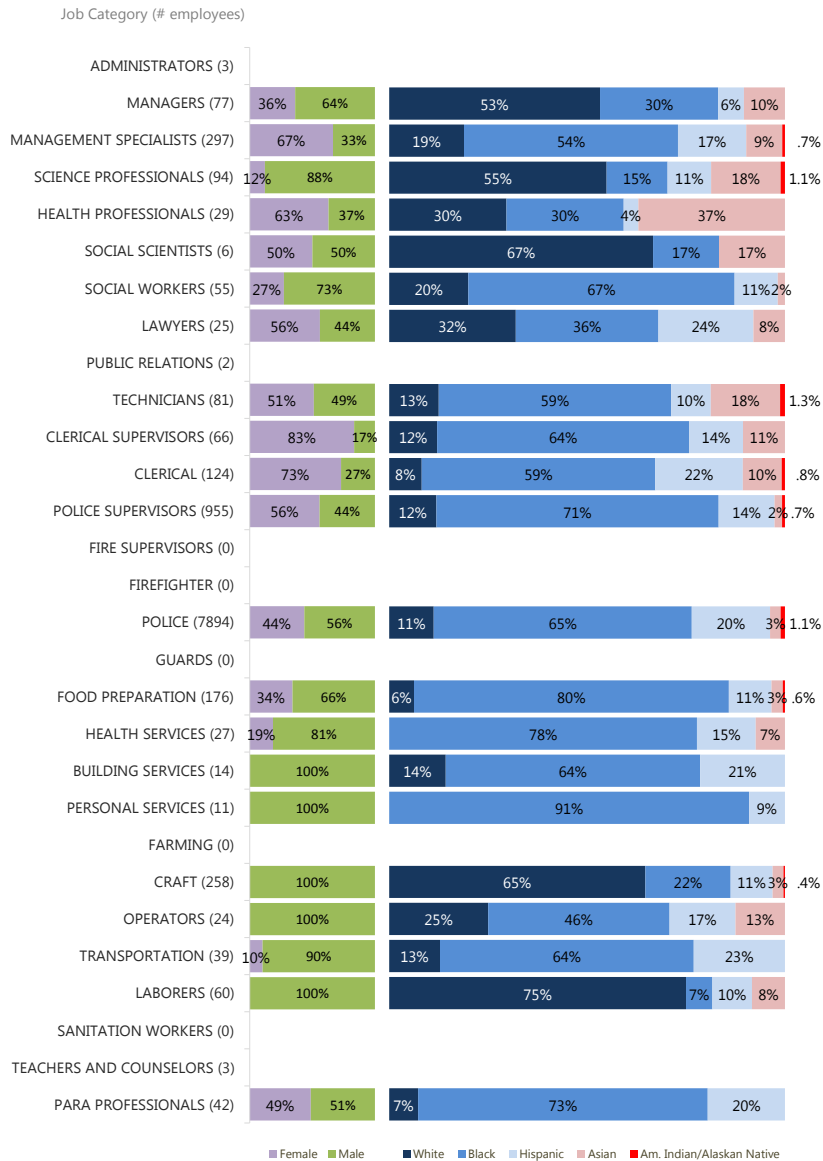
Age



Years of Service



Gender and Ethnicity by Job Category for: DOC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	0	\$185,000	0.0%	0.0%	66.7%
MANAGERS	77	100.0%	50	11	\$121,800	16.9%	14.3%	11.7%
MANAGEMENT SPECIALISTS	297	99.7%	51	18	\$66,347	29.7%	6.4%	1.3%
SCIENCE PROFESSIONALS	94	96.8%	51	14	\$96,549	35.2%	11.3%	11.3%
HEALTH PROFESSIONALS	29	58.6%	59	14	\$48,904	82.4%	4.0%	4.0%
SOCIAL SCIENTISTS	6	0.0%	33.5	1	n/a	0.0%	0.0%	0.0%
SOCIAL WORKERS	55	67.3%	61	20	\$52,013	73.0%	3.7%	8.6%
LAWYERS	25	100.0%	40	6	\$95,680	4.0%	24.0%	24.0%
PUBLIC RELATIONS	2	50.0%	n/a	7.5	\$77,944	0.0%	0.0%	0.0%
TECHNICIANS	81	96.3%	48	13	\$58,995	23.1%	1.2%	7.1%
CLERICAL SUPERVISORS	66	98.5%	50	10.5	\$52,739	20.0%	9.0%	1.5%
CLERICAL	124	93.5%	44	6	\$38,700	20.7%	7.5%	24.9%
POLICE SUPERVISORS	955	100.0%	45	16	\$101,044	27.1%	9.5%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	7894	100.0%	41	10	\$76,488	14.6%	6.7%	4.6%
GUARDS	0							
FOOD PREPARATION	176	100.0%	53	13	\$36,556	31.8%	4.5%	4.0%
HEALTH SERVICES	27	100.0%	49	9	\$35,098	25.9%	3.7%	3.7%
BUILDING SERVICES	14	100.0%	52	14	\$35,796	35.7%	7.1%	7.1%
PERSONAL SERVICES	11	100.0%	48	15	\$35,690	27.3%	0.0%	27.3%
FARMING	0							
CRAFT	258	98.4%	55	15	\$89,523	40.9%	6.5%	3.4%
OPERATORS	24	100.0%	55	15	\$105,402	45.8%	0.0%	0.0%
TRANSPORTATION	39	100.0%	56	9	\$44,021	35.9%	15.4%	0.0%
LABORERS	60	100.0%	49.5	7	\$66,046	28.3%	1.7%	11.7%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	3	100.0%	n/a	0	\$35,315	33.3%	0.0%	66.7%
PARA PROFESSIONALS	42	73.8%	36	1.5	\$60,000	0.0%	1.8%	31.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CORRECTION OFFICER	7,880	76.0%	41	10.0	14.6%	560	364
CAPTAIN (CORRECTION)	806	7.8%	45	15.0	21.8%	70	0
WARDEN (CORRECTION)/(MANAGERIAL ASSIGNMENTS)	149	1.4%	48	24.0	55.7%	21	0
PROGRAM SPECIALIST (CORRECTION)	141	1.4%	50	15.0	28.4%	9	0
COOK (740,072,067 AND 069)	130	1.3%	54	13.0	32.3%	7	4
ADMINISTRATIVE STAFF ANALYST	65	0.6%	48	13.0	18.5%	5	6
PRINCIPAL ADMINISTRATIVE ASSOCIATE	66	0.6%	50	10.5	19.7%	10	1
CLERICAL ASSOCIATE	60	0.6%	44.5	6.0	16.7%	2	12
OILER	45	0.4%	51	10.0	26.7%	5	7
MAINTENANCE WORKER	42	0.4%	54	9.0	35.7%	4	3

DEPARTMENT OF CORRECTION is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: DEPARTMENT OF EDUCATION (DOE) : FY2015

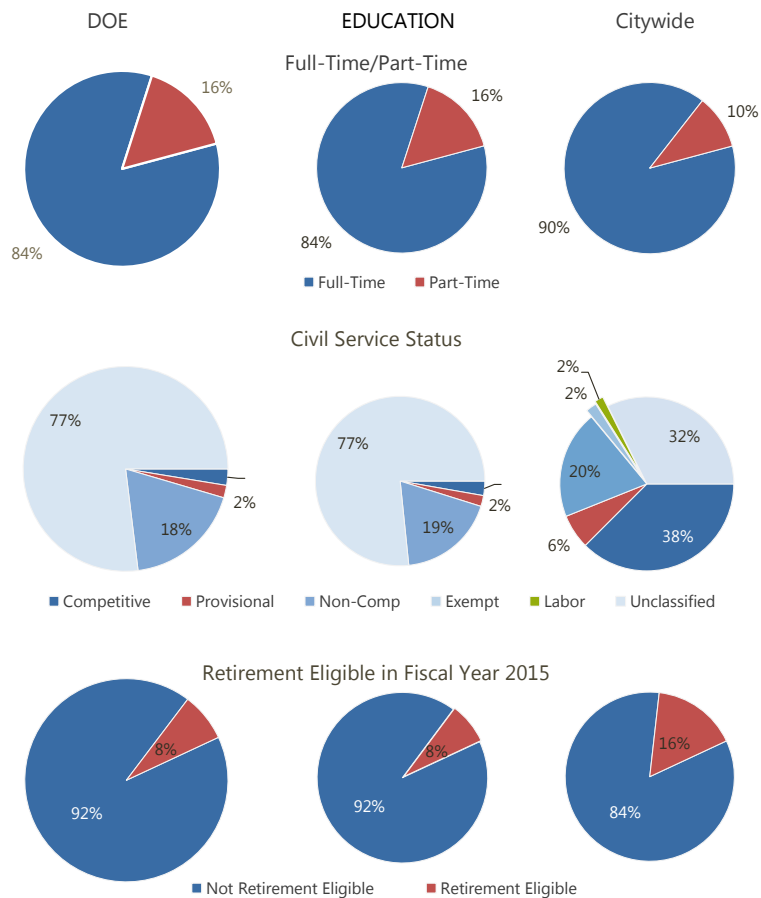
Education Agency Group

Summary Indicators	DOE	EDUCATION	Citywide
Headcount (FT / PT)	126,208 / 23,860	126,891 / 23,860	325,588 / 37,293
Median Age / Years of Service	43 / 10	43 / 10	44 / 10
% Male / Female	22% / 78%	22% / 78%	42% / 58%
% White / Minority	48% / 52%	48% / 52%	39% / 61%
Median Annual Base Salary (FT)	\$73,460	\$73,460	\$67,372
% Eligible to Retire	8%	8%	16%
% Hires	9%	9%	9%
% Union Represented	89%	89%	91%

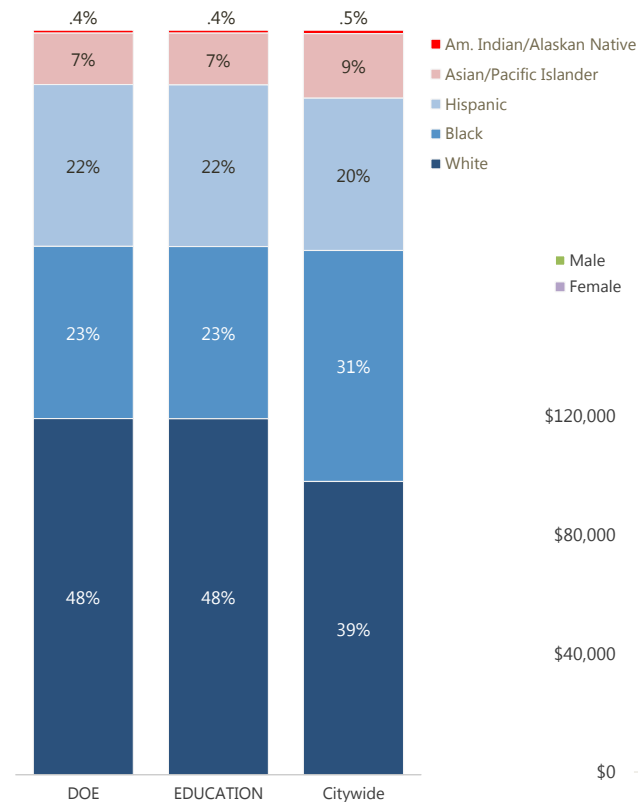
Hires	DOE	EDUCATION	Citywide
Total Hires	13,672	13,727	32,057
New Hires	9,444	9,499	27,116
Rehires	4,228	4,228	4,941

Separations	DOE	EDUCATION	Citywide
Total Separations	8,817	8,867	23,422
Retirement	2,603	2,625	8,452
Resignation	3,748	3,772	8,673
Dismissal	1,269	1,267	2,816
Layoff	2	2	3
Deceased	109	112	415
Other	1,086	1,089	3,063

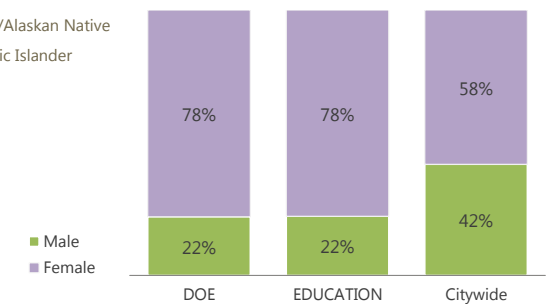
Employee Type by Agency, Agency Group, and Citywide



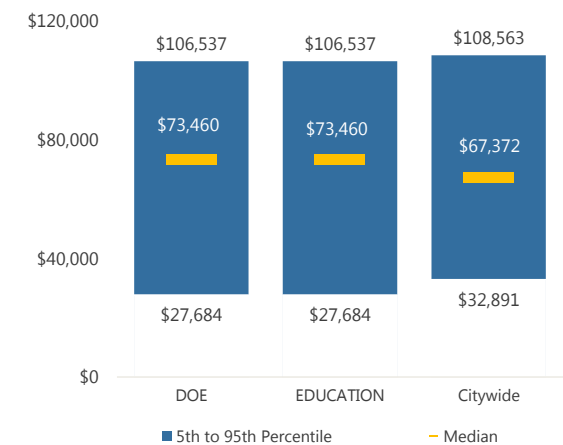
Ethnicity



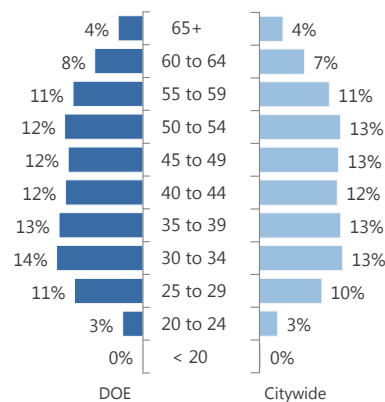
Gender



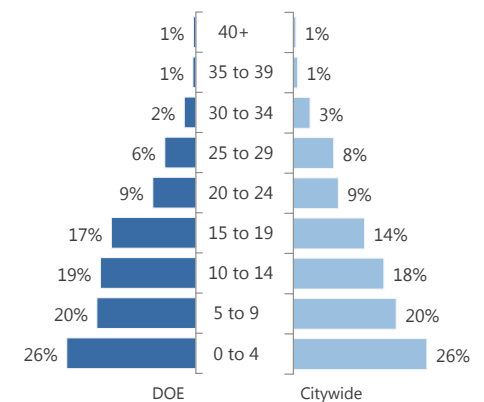
Full-Time Annual Salary Range



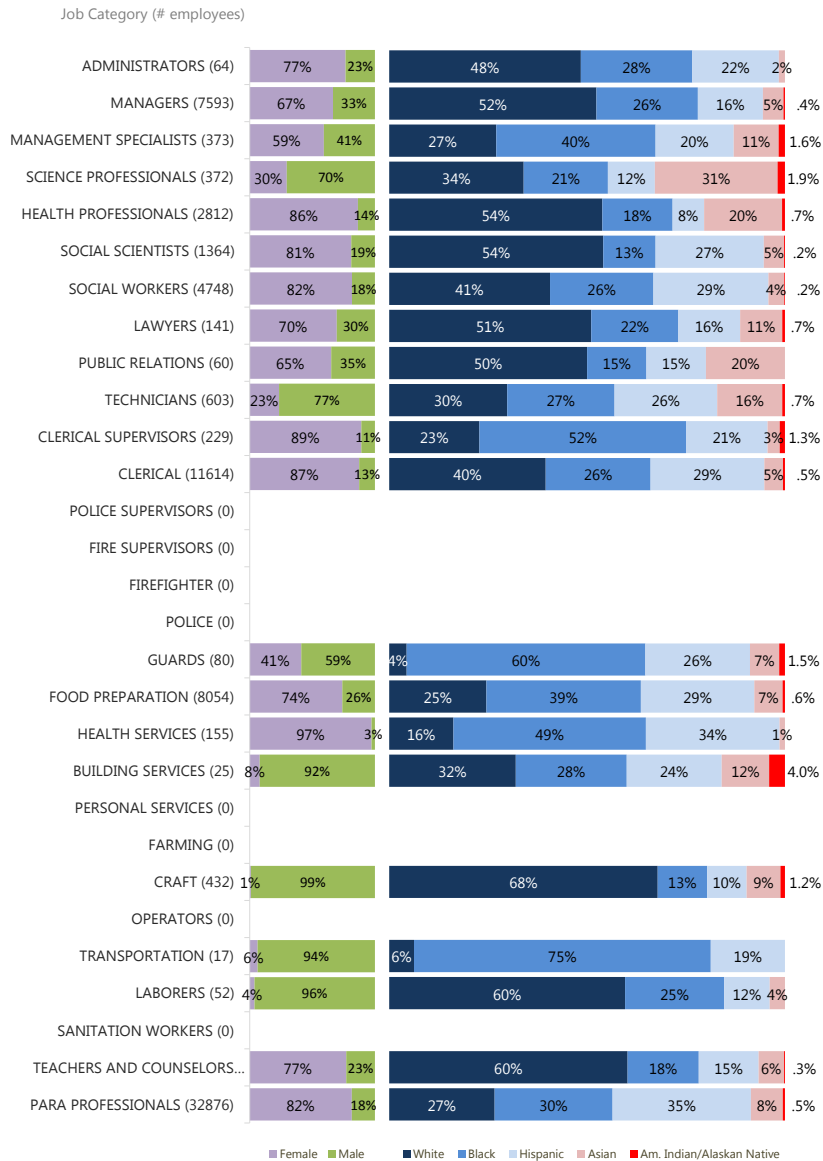
Age



Years of Service



Gender and Ethnicity by Job Category for: DOE

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	64	100.0%	52	17.5	\$162,694	14.1%	14.1%	0.0%
MANAGERS	7593	97.4%	45	13	\$113,081	7.0%	11.2%	1.2%
MANAGEMENT SPECIALISTS	373	100.0%	44	10	\$61,178	11.3%	9.9%	4.6%
SCIENCE PROFESSIONALS	372	99.7%	49	9	\$87,007	10.8%	3.2%	6.7%
HEALTH PROFESSIONALS	2812	97.2%	42	7	\$65,974	9.7%	3.3%	7.4%
SOCIAL SCIENTISTS	1364	95.2%	42	10	\$87,849	9.6%	4.2%	4.4%
SOCIAL WORKERS	4748	96.7%	45	11	\$88,487	8.9%	3.9%	4.1%
LAWYERS	141	99.3%	38	7	\$88,890	2.9%	8.5%	6.3%
PUBLIC RELATIONS	60	61.7%	48	8.5	\$58,816	21.6%	7.2%	1.0%
TECHNICIANS	603	95.9%	44	10	\$55,570	16.4%	7.2%	7.5%
CLERICAL SUPERVISORS	229	99.6%	54	27	\$54,054	9.2%	5.2%	1.7%
CLERICAL	11614	32.5%	53	15	\$52,986	51.0%	1.9%	1.3%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	80	0.0%	54.5	25.5	n/a	0.0%	0.0%	0.0%
FOOD PREPARATION	8054	6.6%	52	9	\$53,914	226.3%	0.5%	0.6%
HEALTH SERVICES	155	1.3%	56	17	\$38,738	1400.0%	0.1%	0.0%
BUILDING SERVICES	25	100.0%	53	12	\$36,822	12.0%	0.0%	4.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	432	100.0%	54	23.5	\$89,523	15.7%	7.6%	6.0%
OPERATORS	0							
TRANSPORTATION	17	100.0%	61	13	\$40,521	23.5%	23.5%	17.6%
LABORERS	52	100.0%	54	20	\$75,252	13.5%	7.7%	1.9%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	78404	99.8%	40	11	\$79,654	5.0%	5.3%	5.1%
PARA PROFESSIONALS	32876	77.0%	45	8	\$34,247	11.4%	4.5%	8.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
TEACHER	77,941	51.9%	40	11.0	5.0%	4,130	3,949
EDUCATION PARAPROFESSIONAL	27,947	18.6%	44	8.0	7.8%	1,512	3,195
ASSISTANT PRINCIPAL	3,506	2.3%	44	13.0	4.6%	336	4
GUIDANCE COUNSELOR	3,048	2.0%	42	11.0	6.8%	121	88
SCHOOL SECRETARY	3,039	2.0%	55	16.0	20.5%	131	53
COMMUNITY ASSOCIATE	1,927	1.3%	48	8.0	17.1%	194	142
PRINCIPAL	1,666	1.1%	48	14.0	6.2%	195	1
SCHOOL SOCIAL WORKER	1,446	1.0%	48	10.0	10.9%	55	106
OCCUPATIONAL THERAPIST (DOE)	1,440	1.0%	39	5.0	5.1%	0	159
SCHOOL PSYCHOLOGIST	1,365	0.9%	42	10.0	9.2%	60	63

DEPARTMENT OF EDUCATION is part of the Education agency group, which includes: DEPARTMENT OF EDUCATION, SCHOOL CONSTRUCTION AUTHORITY

Workforce Profile: DEPARTMENT OF FINANCE (DOF) : FY2015

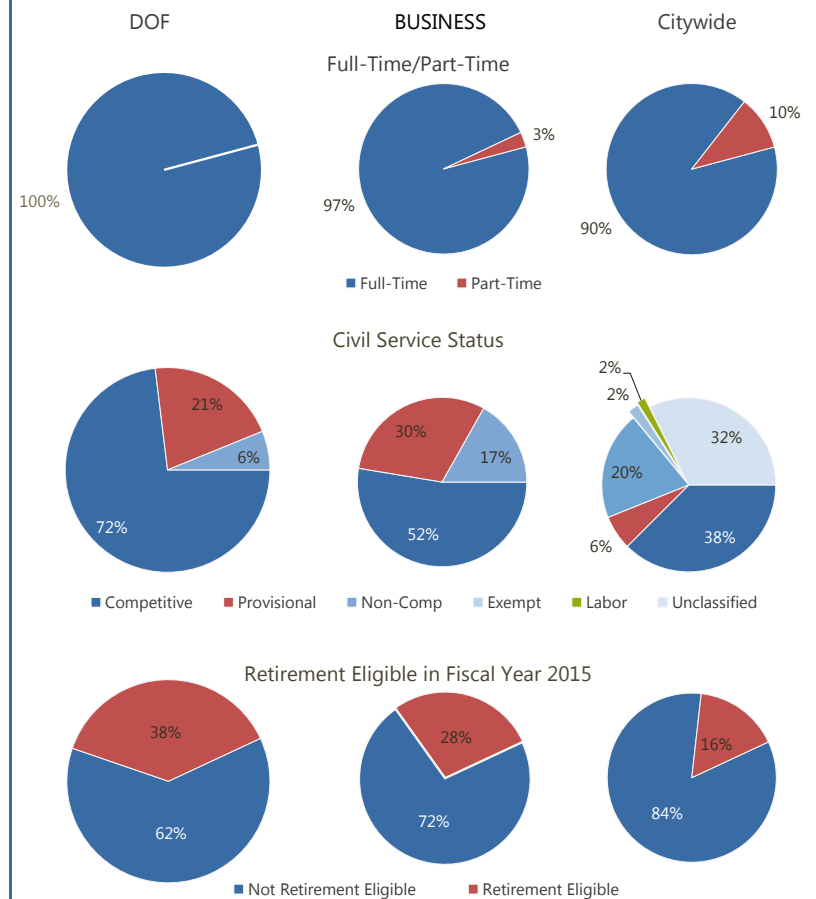
Business, Finance & Economy Agency Group

Summary Indicators	DOF	BUSINESS	Citywide
Headcount (FT / PT)	1,877 / 2	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	53 / 19	49 / 11	44 / 10
% Male / Female	48% / 52%	50% / 50%	42% / 58%
% White / Minority	31% / 69%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$65,873	\$63,864	\$67,372
% Eligible to Retire	38%	28%	16%
% Hires	7%	9%	9%
% Union Represented	87%	79%	91%

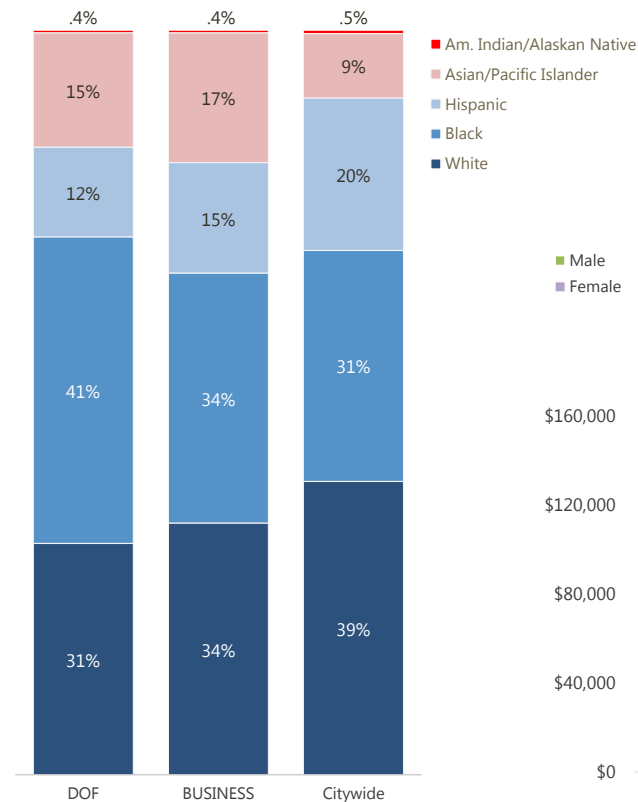
Hires	DOF	BUSINESS	Citywide
Total Hires	132	414	32,057
New Hires	110	381	27,116
Rehires	22	33	4,941

Separations	DOF	BUSINESS	Citywide
Total Separations	118	338	23,422
Retirement	68	114	8,452
Resignation	29	134	8,673
Dismissal	10	36	2,816
Layoff	0	0	3
Deceased	2	7	415
Other	9	47	3,063

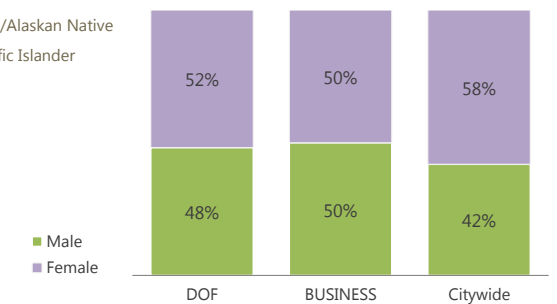
Employee Type by Agency, Agency Group, and Citywide



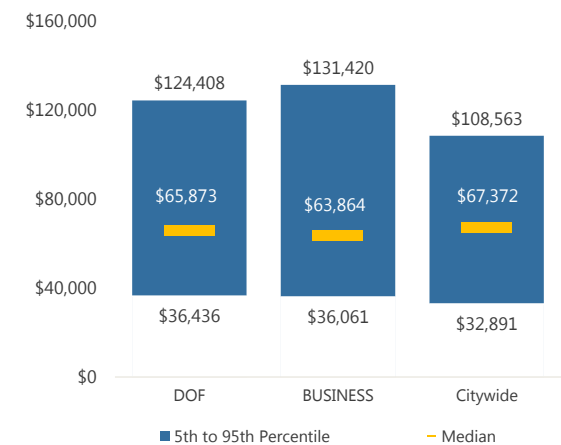
Ethnicity



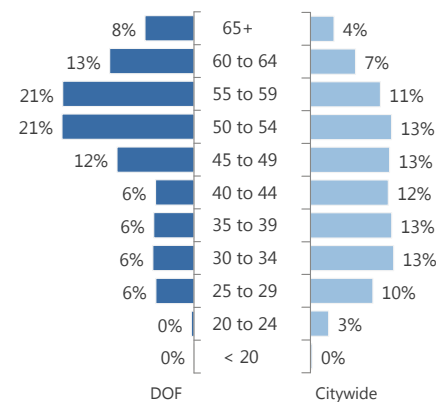
Gender



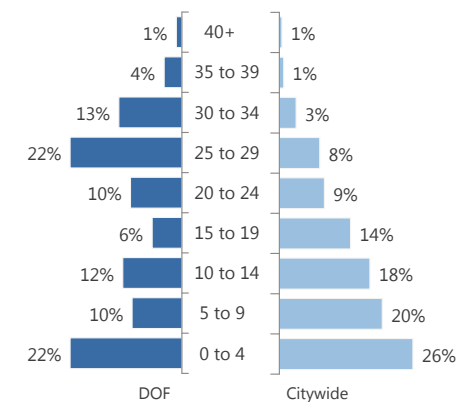
Full-Time Annual Salary Range



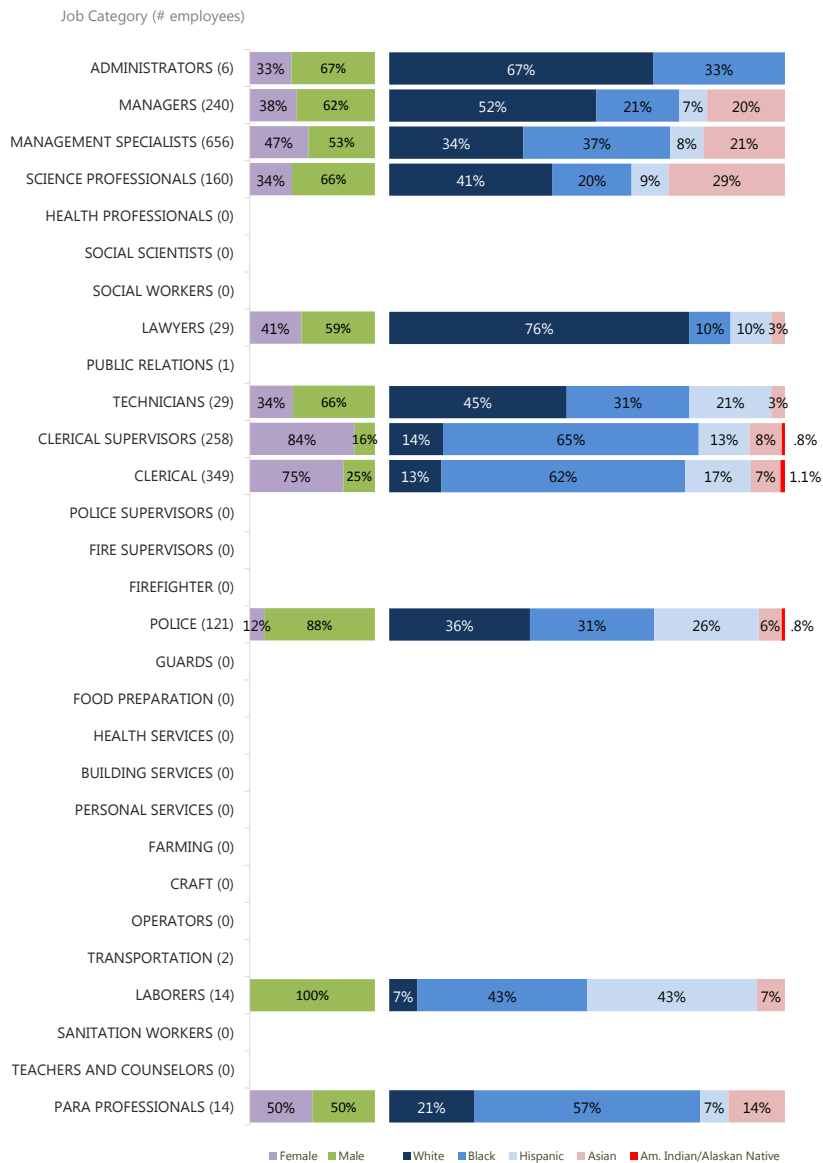
Age



Years of Service



Gender and Ethnicity by Job Category for: DOF

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	6	100.0%	51	24.5	\$181,295	33.3%	0.0%	0.0%
MANAGERS	240	100.0%	53	6.5	\$116,692	32.1%	5.0%	7.5%
MANAGEMENT SPECIALISTS	656	99.8%	54	25	\$67,186	40.6%	6.8%	7.0%
SCIENCE PROFESSIONALS	160	100.0%	55	19	\$86,108	45.6%	8.8%	5.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	29	100.0%	54	22	\$88,086	44.8%	20.7%	13.8%
PUBLIC RELATIONS	1	100.0%	n/a	26	\$53,983	100.0%	0.0%	0.0%
TECHNICIANS	29	100.0%	40	7	\$60,975	31.0%	3.4%	10.3%
CLERICAL SUPERVISORS	258	100.0%	52	23	\$53,827	38.8%	3.9%	1.9%
CLERICAL	349	99.7%	52	11	\$37,024	37.6%	5.1%	5.7%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	121	100.0%	49	20	\$76,488	24.8%	8.3%	2.5%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	1.5	\$39,629	0.0%	0.0%	50.0%
LABORERS	14	100.0%	51.5	15	\$68,361	28.6%	7.1%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	14	100.0%	48.5	12.5	\$42,088	28.6%	7.1%	14.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CITY TAX AUDITOR	310	16.5%	53	22.0	41.3%	27	26
CLERICAL ASSOCIATE	301	16.0%	52	12.0	36.2%	19	19
PRINCIPAL ADMINISTRATIVE ASSOCIATE	258	13.7%	52	23.0	38.8%	13	5
ADMINISTRATIVE STAFF ANALYST	128	6.8%	50.5	12.0	28.9%	11	6
COMPUTER SYSTEMS MANAGER	118	6.3%	50	4.5	20.3%	10	11
DEPUTY CITY SHERIFF	103	5.5%	49	20.0	23.3%	11	3
COMPUTER SPECIALIST (SOFTWARE)	93	4.9%	57	21.0	58.1%	10	4
CITY ASSESSOR	93	4.9%	57	29.0	55.9%	12	4
ADMINISTRATIVE MANAGER	65	3.5%	54	28.0	43.1%	0	0
ADMINISTRATIVE TAX AUDITOR	33	1.8%	57	31.0	63.6%	2	0

DEPARTMENT OF FINANCE is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: DEPARTMENT OF HEALTH/MENTAL HYGIENE (DOHMH) : FY2015

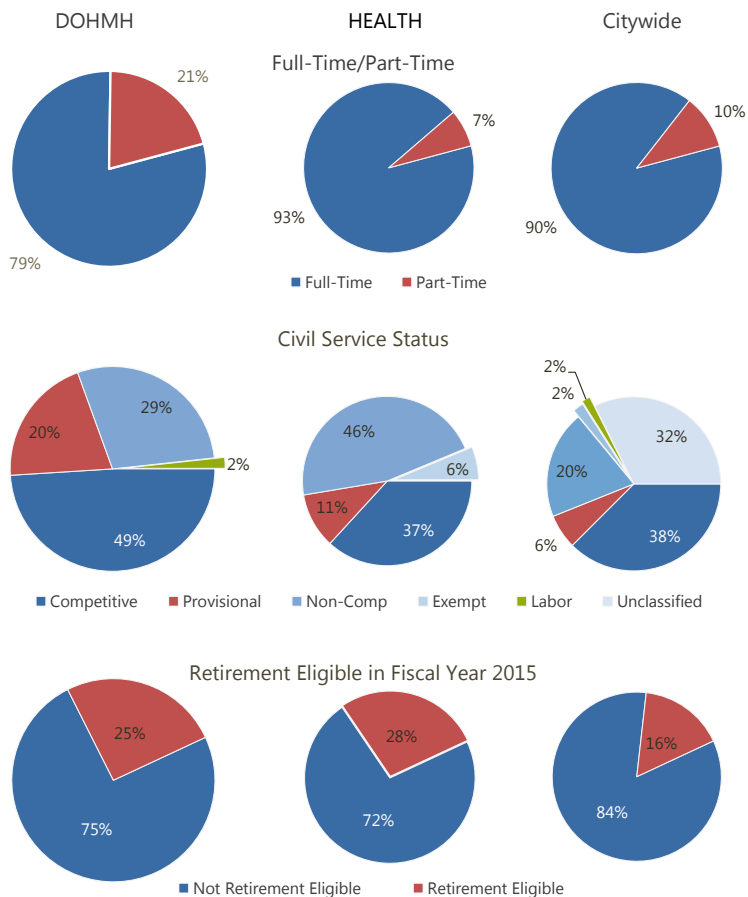
Health & Human Services Agency Group

Summary Indicators	DOHMH	HEALTH	Citywide
Headcount (FT / PT)	4,443 / 1,153	63,797 / 4,904	325,588 / 37,293
Median Age / Years of Service	48 / 10	49 / 10	44 / 10
% Male / Female	29% / 71%	31% / 69%	42% / 58%
% White / Minority	27% / 73%	17% / 83%	39% / 61%
Median Annual Base Salary (FT)	\$59,743	\$52,045	\$67,372
% Eligible to Retire	25%	28%	16%
% Hires	11%	10%	9%
% Union Represented	91%	91%	91%

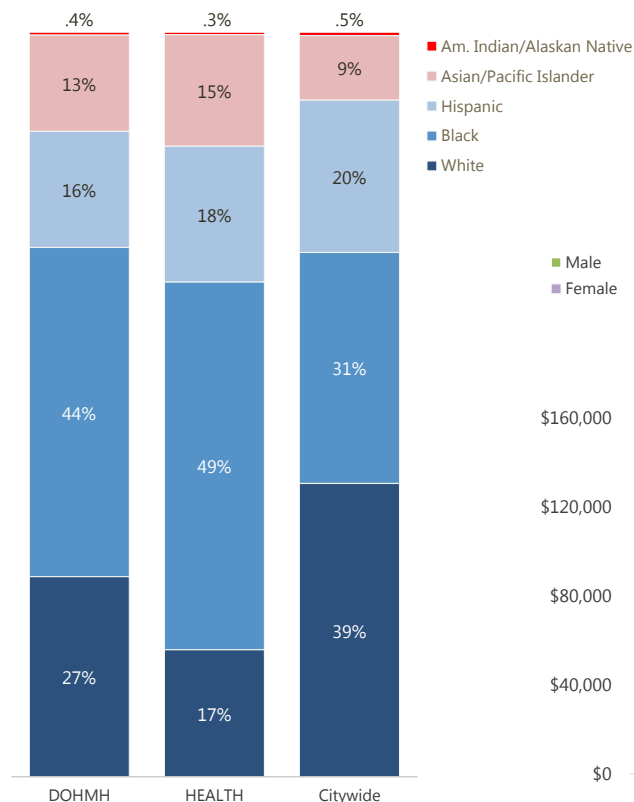
Hires	DOHMH	HEALTH	Citywide
Total Hires	601	7,189	32,057
New Hires	593	7,113	27,116
Rehires	8	76	4,941

Separations	DOHMH	HEALTH	Citywide
Total Separations	476	6,063	23,422
Retirement	151	1,817	8,452
Resignation	196	2,452	8,673
Dismissal	19	522	2,816
Layoff	0	1	3
Deceased	8	142	415
Other	102	1,129	3,063

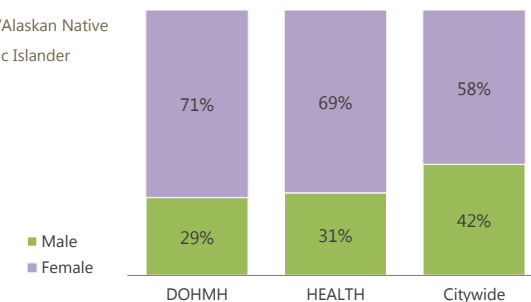
Employee Type by Agency, Agency Group, and Citywide



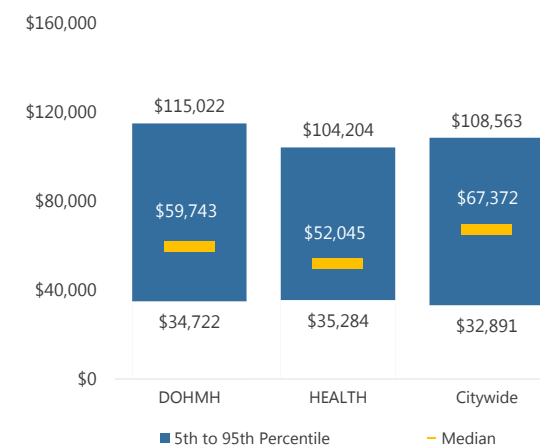
Ethnicity



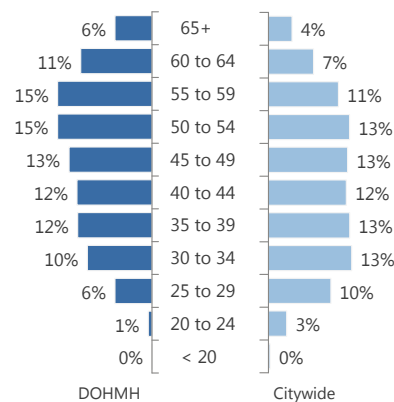
Gender



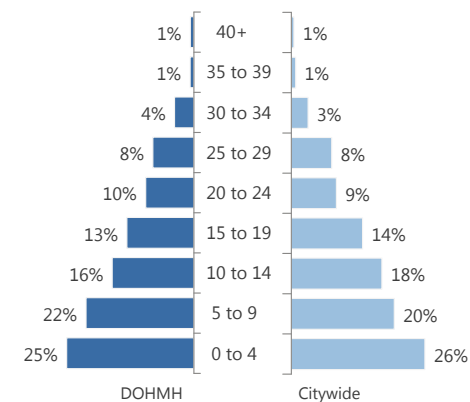
Full-Time Annual Salary Range



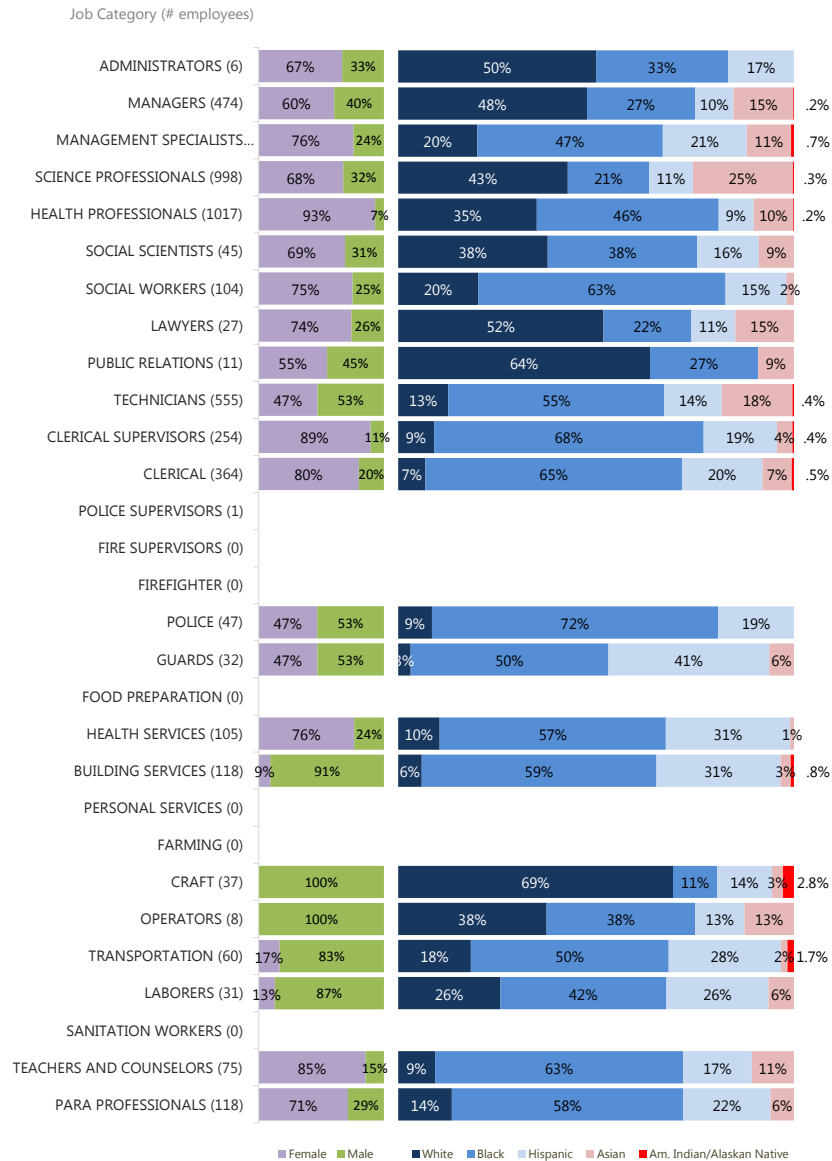
Age



Years of Service



Gender and Ethnicity by Job Category for: DOHMH

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	6	100.0%	53	4.5	\$195,278	16.7%	0.0%	16.7%
MANAGERS	474	99.8%	49	9	\$104,400	26.0%	7.6%	9.3%
MANAGEMENT SPECIALISTS	1109	85.2%	49	15	\$59,542	34.1%	8.1%	3.6%
SCIENCE PROFESSIONALS	998	97.8%	40	8	\$74,806	15.7%	7.6%	15.1%
HEALTH PROFESSIONALS	1017	16.3%	53	7	\$74,064	195.8%	1.5%	3.3%
SOCIAL SCIENTISTS	45	97.8%	42	3	\$72,420	29.5%	6.5%	28.2%
SOCIAL WORKERS	104	100.0%	44	6	\$53,334	14.4%	13.5%	19.2%
LAWYERS	27	92.6%	42	7	\$82,587	24.0%	3.4%	3.4%
PUBLIC RELATIONS	11	100.0%	42	3	\$50,426	9.1%	18.2%	0.0%
TECHNICIANS	555	97.1%	42	9	\$54,973	17.6%	5.1%	5.9%
CLERICAL SUPERVISORS	254	98.8%	52	22	\$51,817	30.7%	3.5%	0.0%
CLERICAL	364	94.2%	50	14	\$37,302	33.2%	4.9%	1.3%
POLICE SUPERVISORS	1	100.0%	n/a	13	\$78,226	0.0%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	47	97.9%	43	6	\$42,332	4.3%	25.0%	10.4%
GUARDS	32	100.0%	47.5	14	\$54,882	15.6%	9.4%	0.0%
FOOD PREPARATION	0							
HEALTH SERVICES	105	61.9%	52	8	\$35,062	50.8%	22.4%	10.6%
BUILDING SERVICES	118	87.3%	53.5	16.5	\$34,173	36.9%	8.9%	7.4%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	37	100.0%	52	8	\$96,470	16.2%	10.8%	10.8%
OPERATORS	8	62.5%	59	27.5	\$76,922	80.0%	0.0%	0.0%
TRANSPORTATION	60	91.7%	45.5	12.5	\$44,021	23.6%	4.6%	1.5%
LABORERS	31	96.8%	49	11	\$68,361	16.7%	6.2%	15.6%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	75	100.0%	57	15	\$65,891	54.7%	8.0%	4.0%
PARA PROFESSIONALS	118	94.1%	51	15.5	\$54,142	30.6%	2.4%	18.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CITY RESEARCH SCIENTIST (ALL CITY AGENCIES)	441	7.9%	38	6.0	7.7%	45	86
PUBLIC HEALTH ADVISER	276	4.9%	49	17.0	27.2%	14	4
PRINCIPAL ADMINISTRATIVE ASSOCIATE	254	4.5%	52	22.0	30.3%	12	0
PUBLIC HEALTH SANITARIAN	244	4.4%	37.5	6.0	11.9%	18	18
ADMINISTRATIVE STAFF ANALYST	244	4.4%	46	8.0	22.5%	23	15
HEALTH SERVICES MANAGER	214	3.8%	49	9.0	27.1%	21	21
CRIMINALIST	208	3.7%	33	7.0	3.4%	16	49
CLERICAL ASSOCIATE	218	3.9%	49	16.0	32.1%	20	0
ASSOCIATE PUBLIC HEALTH SANITARIAN	118	2.1%	47.5	16.5	29.7%	7	0
ASSOCIATE STAFF ANALYST	79	1.4%	54	22.0	46.8%	10	0

DEPARTMENT OF HEALTH/MENTAL HYGIENE is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: DEPARTMENT OF INVESTIGATION (DOI) : FY2015

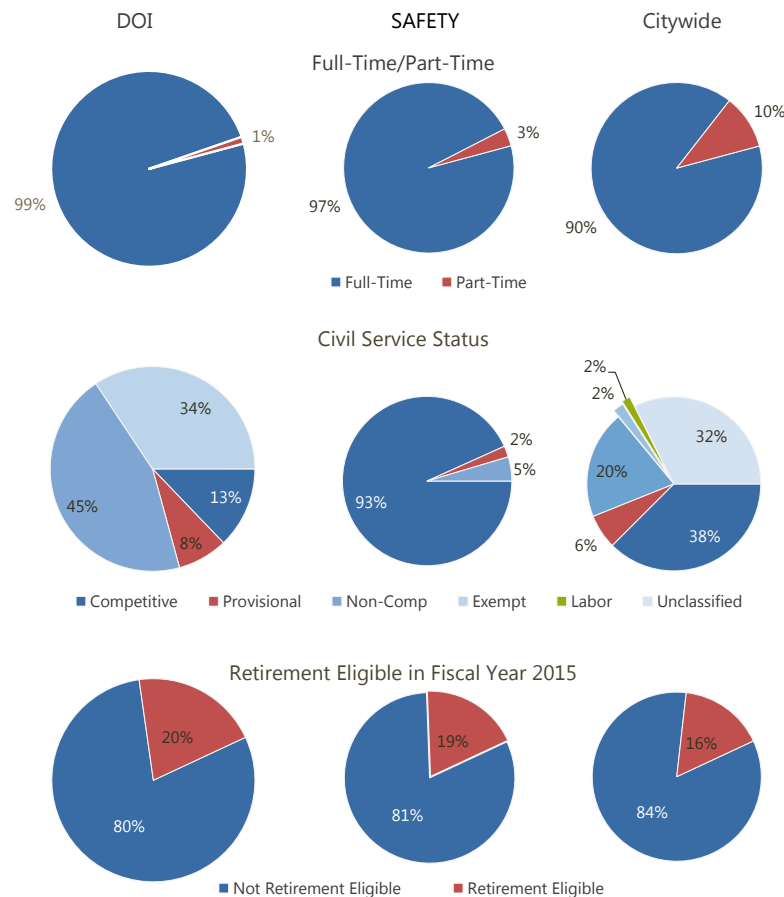
Public Safety & Law Enforcement Agency Group

Summary Indicators	DOI	SAFETY	Citywide
Headcount (FT / PT)	263 / 3	77,858 / 2,720	325,588 / 37,293
Median Age / Years of Service	42 / 8	40 / 10	44 / 10
% Male / Female	44% / 56%	69% / 31%	42% / 58%
% White / Minority	42% / 58%	42% / 58%	39% / 61%
Median Annual Base Salary (FT)	\$67,199	\$76,488	\$67,372
% Eligible to Retire	20%	19%	16%
% Hires	21%	6%	9%
% Union Represented	26%	99%	91%

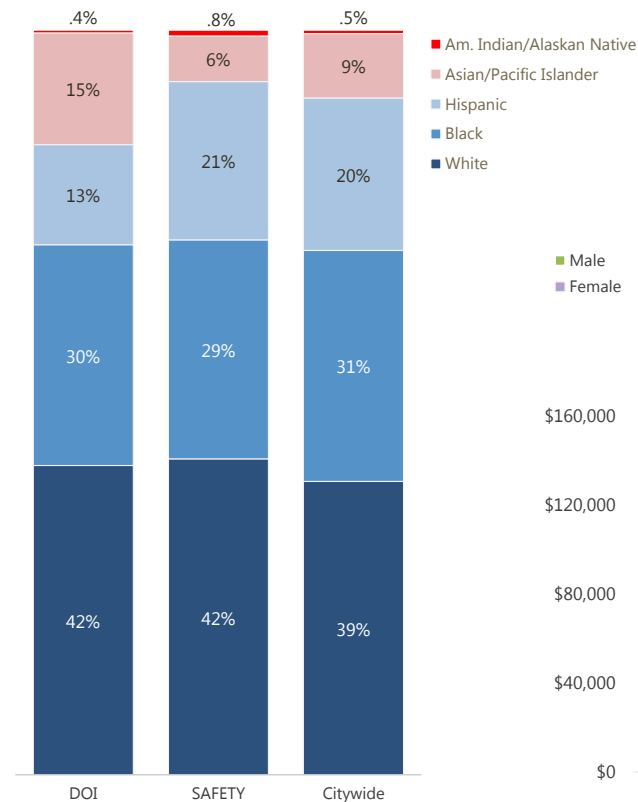
Hires	DOI	SAFETY	Citywide
Total Hires	55	4,976	32,057
New Hires	52	4,698	27,116
Rehires	3	278	4,941

Separations	DOI	SAFETY	Citywide
Total Separations	22	4,000	23,422
Retirement	2	2,498	8,452
Resignation	7	889	8,673
Dismissal	1	211	2,816
Layoff	0	0	3
Deceased	0	78	415
Other	12	324	3,063

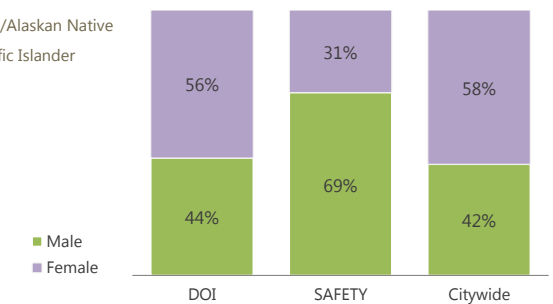
Employee Type by Agency, Agency Group, and Citywide



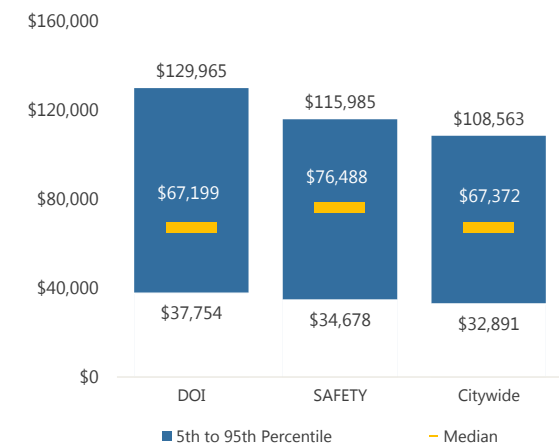
Ethnicity



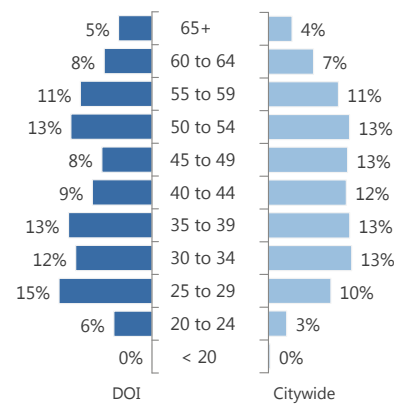
Gender



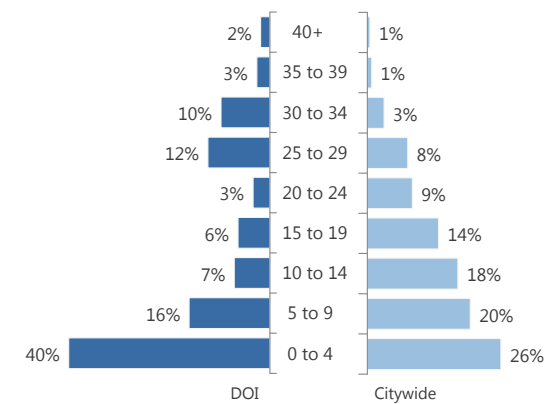
Full-Time Annual Salary Range



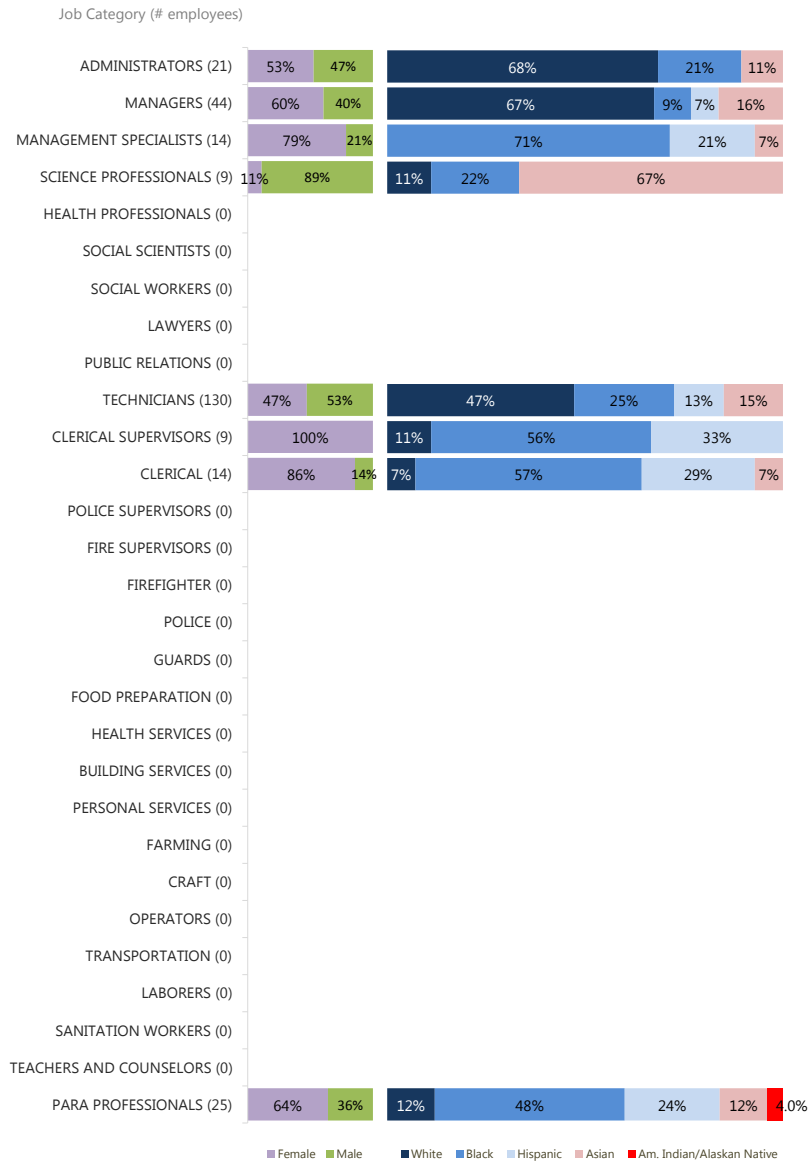
Age



Years of Service



Gender and Ethnicity by Job Category for: DOI

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	21	100.0%	40	1	\$112,767	9.5%	47.6%	28.6%
MANAGERS	44	100.0%	43.5	10	\$99,275	18.2%	13.6%	18.2%
MANAGEMENT SPECIALISTS	14	100.0%	50	27	\$68,729	28.6%	0.0%	0.0%
SCIENCE PROFESSIONALS	9	100.0%	36	2	\$89,320	22.2%	0.0%	22.2%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	130	100.0%	37	6	\$61,496	20.0%	3.1%	21.5%
CLERICAL SUPERVISORS	9	100.0%	51	31	\$58,337	44.4%	0.0%	0.0%
CLERICAL	14	100.0%	55	26.5	\$43,726	42.9%	7.1%	14.3%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	25	88.0%	37	5	\$38,000	9.1%	3.5%	21.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
SPECIAL INVESTIGATOR	73	27.4%	36	4.0	20.5%	0	22
CONFIDENTIAL INVESTIGATOR	56	21.1%	38.5	8.0	19.6%	5	6
INSPECTOR GENERAL	18	6.8%	37.5	1.0	5.6%	11	6
DEPUTY INSPECTOR GENERAL	17	6.4%	51	23.0	29.4%	1	3
EXAMINING ATTORNEY	14	5.3%	40	6.5	7.1%	5	4
COMMUNITY ASSOCIATE	12	4.5%	33	1.0	8.3%	1	5
ADMINISTRATIVE MANAGER	10	3.8%	51.5	28.0	30.0%	0	0
ADMINISTRATIVE STAFF ANALYST	9	3.4%	37	8.0	11.1%	0	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	9	3.4%	51	31.0	44.4%	0	0
COMMUNITY ASSISTANT	12	4.5%	42.5	5.0	8.3%	0	1

DEPARTMENT OF INVESTIGATION is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: DEPARTMENT OF INFO TECH & TELECOMM (DOITT) : FY2015

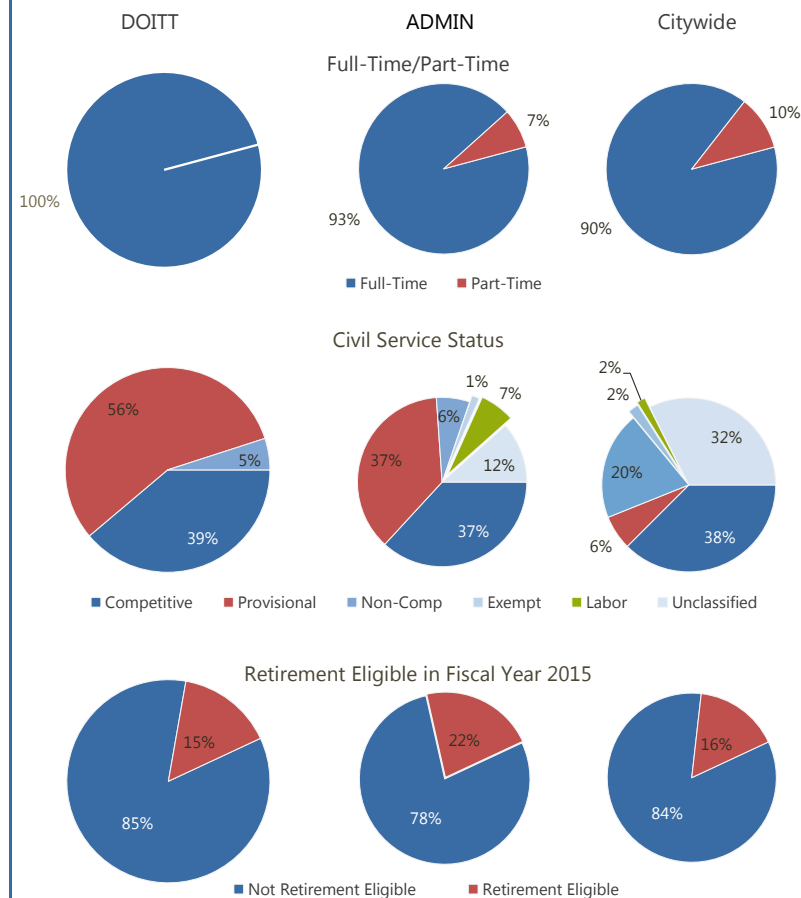
Administrative Services Agency Group

Summary Indicators	DOITT	ADMIN	Citywide
Headcount (FT / PT)	1,243 / 6	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	44 / 7	47 / 8	44 / 10
% Male / Female	57% / 43%	53% / 47%	42% / 58%
% White / Minority	38% / 62%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$73,784	\$61,978	\$67,372
% Eligible to Retire	15%	22%	16%
% Hires	14%	12%	9%
% Union Represented	75%	72%	91%

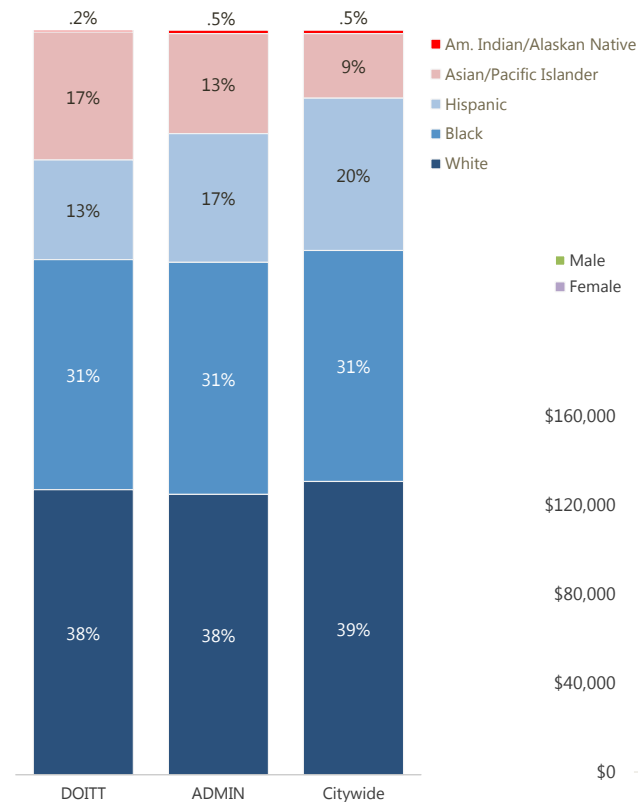
Hires	DOITT	ADMIN	Citywide
Total Hires	176	722	32,057
New Hires	176	680	27,116
Rehires	0	42	4,941

Separations	DOITT	ADMIN	Citywide
Total Separations	86	499	23,422
Retirement	11	100	8,452
Resignation	40	181	8,673
Dismissal	25	136	2,816
Layoff	0	0	3
Deceased	2	8	415
Other	8	74	3,063

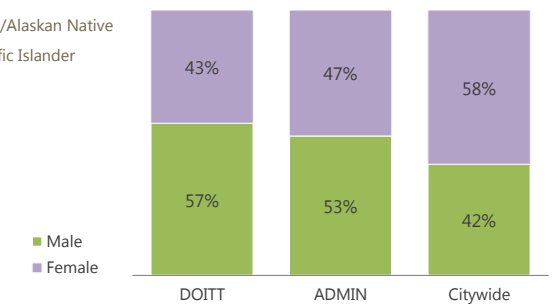
Employee Type by Agency, Agency Group, and Citywide



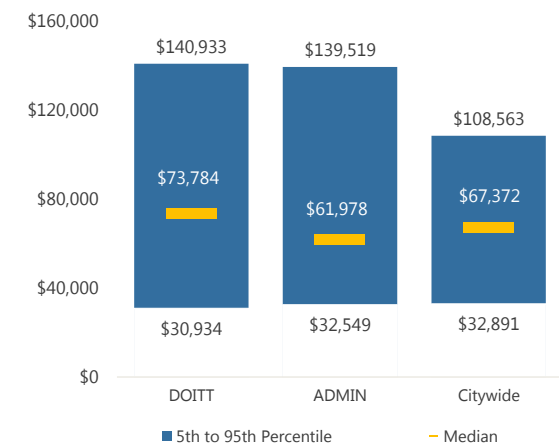
Ethnicity



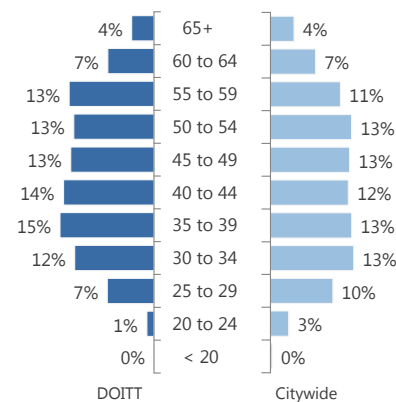
Gender



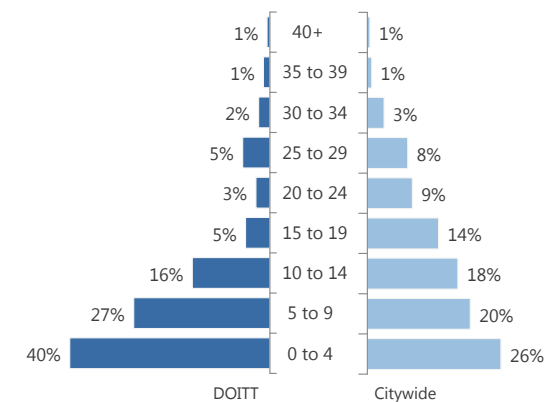
Full-Time Annual Salary Range



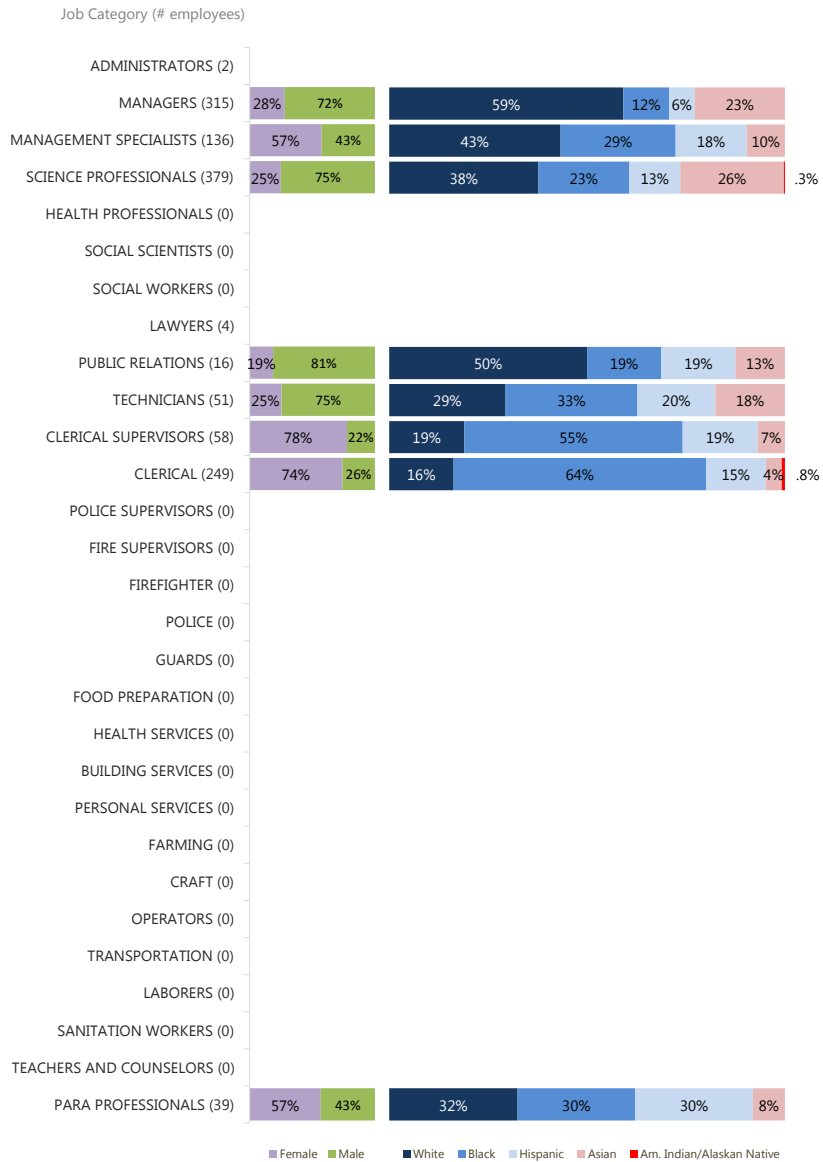
Age



Years of Service



Gender and Ethnicity by Job Category for: DOITT

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	0.5	\$187,207	0.0%	0.0%	50.0%
MANAGERS	315	99.7%	49	7	\$116,502	16.6%	7.0%	6.6%
MANAGEMENT SPECIALISTS	136	99.3%	42.5	9	\$75,196	19.3%	5.1%	9.5%
SCIENCE PROFESSIONALS	379	99.7%	46	6	\$82,836	15.3%	4.5%	15.5%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	4	100.0%	n/a	3	\$99,822	25.0%	50.0%	50.0%
PUBLIC RELATIONS	16	100.0%	43	6	\$59,449	6.3%	6.3%	12.5%
TECHNICIANS	51	98.0%	40	9	\$48,619	10.0%	3.8%	9.6%
CLERICAL SUPERVISORS	58	100.0%	42.5	11.5	\$64,469	22.4%	1.7%	3.4%
CLERICAL	249	99.6%	40	2	\$35,574	12.5%	12.4%	27.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	39	97.4%	34	7	\$46,078	10.5%	7.5%	7.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMPUTER SYSTEMS MANAGER	247	19.8%	49	7.0	14.2%	25	13
CALL CENTER REPRESENTATIVE	218	17.5%	40	2.0	10.6%	42	68
COMPUTER SPECIALIST (SOFTWARE)	128	10.2%	49	3.0	19.5%	6	34
ADMINISTRATIVE STAFF ANALYST	69	5.5%	46	9.0	20.3%	8	11
ADMINISTRATIVE MANAGER	62	5.0%	39	9.5	17.7%	5	5
TELECOMMUNICATIONS ASSOCIATE (DATA)	51	4.1%	50	11.0	29.4%	1	1
ASSOCIATE CALL CENTER REPRESENTATIVE	38	3.0%	40	10.0	15.8%	1	2
COMPUTER ASSOCIATE (OPERATIONS)	38	3.0%	51.5	6.5	21.1%	5	6
COMPUTER ASSOCIATE (SOFTWARE)	32	2.6%	47	2.5	3.1%	2	1
COMPUTER ASSOCIATE (TECHNICAL SUPPORT)	30	2.4%	33	4.0	13.3%	4	7

DEPARTMENT OF INFO TECH & TELECOMM is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

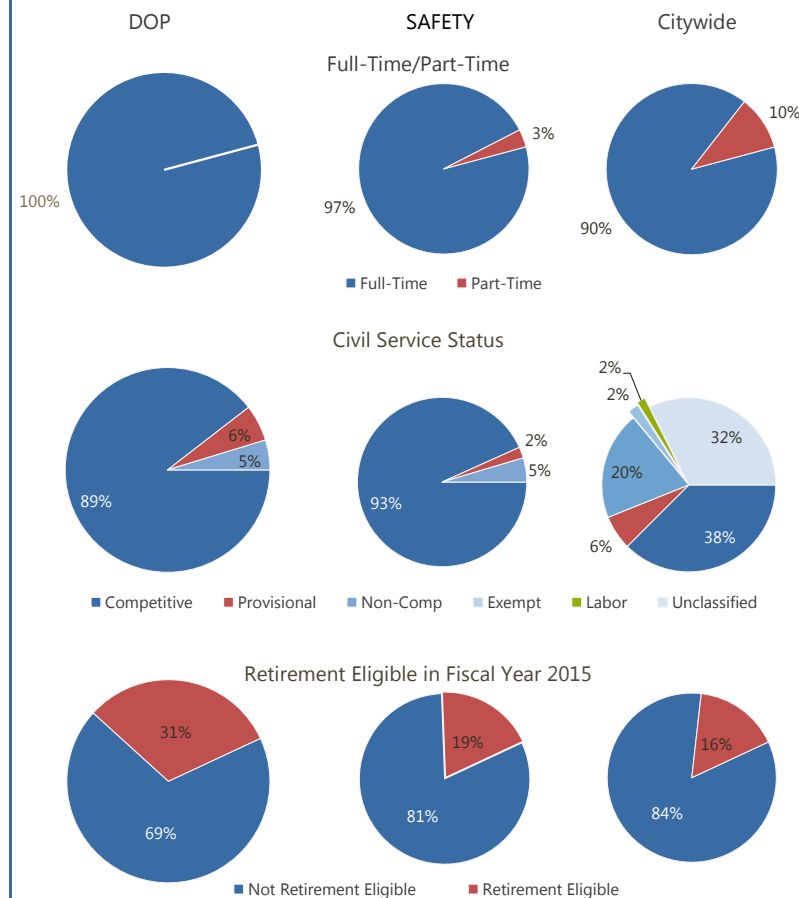
Workforce Profile: DEPARTMENT OF PROBATION (DOP) : FY2015

Summary Indicators	DOP	SAFETY	Citywide
Headcount (FT / PT)	954 / 4	77,858 / 2,720	325,588 / 37,293
Median Age / Years of Service	51 / 24	40 / 10	44 / 10
% Male / Female	29% / 71%	69% / 31%	42% / 58%
% White / Minority	17% / 83%	42% / 58%	39% / 61%
Median Annual Base Salary (FT)	\$60,824	\$76,488	\$67,372
% Eligible to Retire	31%	19%	16%
% Hires	4%	6%	9%
% Union Represented	94%	99%	91%

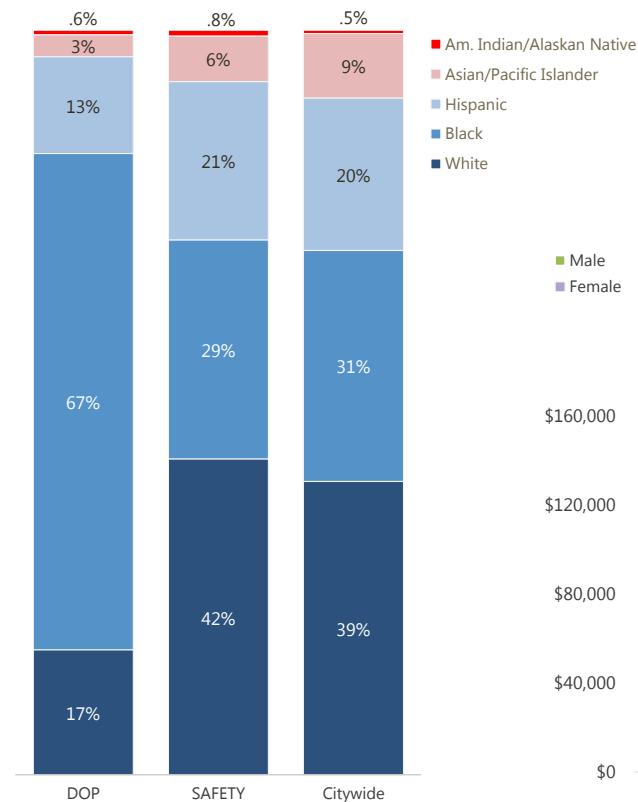
Hires	DOP	SAFETY	Citywide
Total Hires	36	4,976	32,057
New Hires	36	4,698	27,116
Rehires	0	278	4,941

Separations	DOP	SAFETY	Citywide
Total Separations	55	4,000	23,422
Retirement	23	2,498	8,452
Resignation	24	889	8,673
Dismissal	1	211	2,816
Layoff	0	0	3
Deceased	3	78	415
Other	4	324	3,063

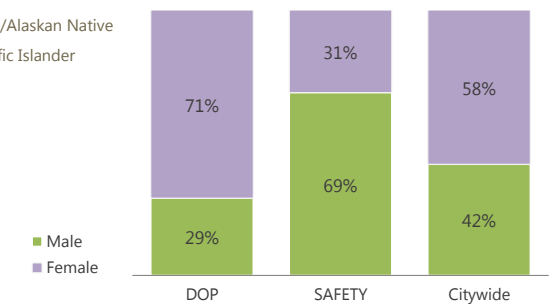
Employee Type by Agency, Agency Group, and Citywide



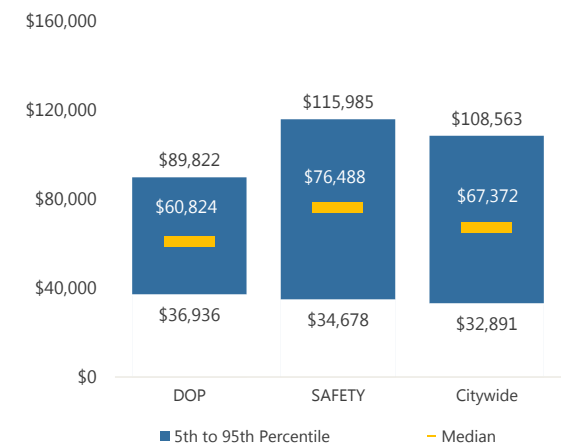
Ethnicity



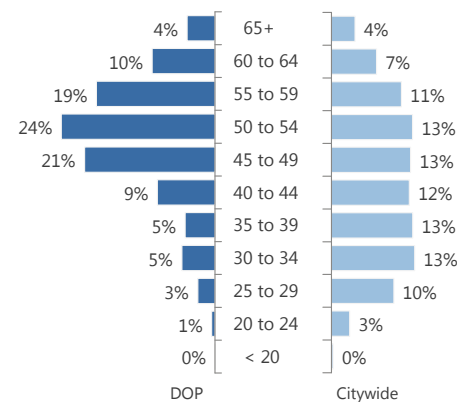
Gender



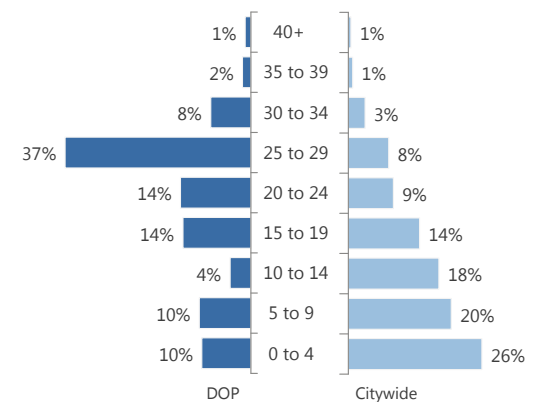
Full-Time Annual Salary Range



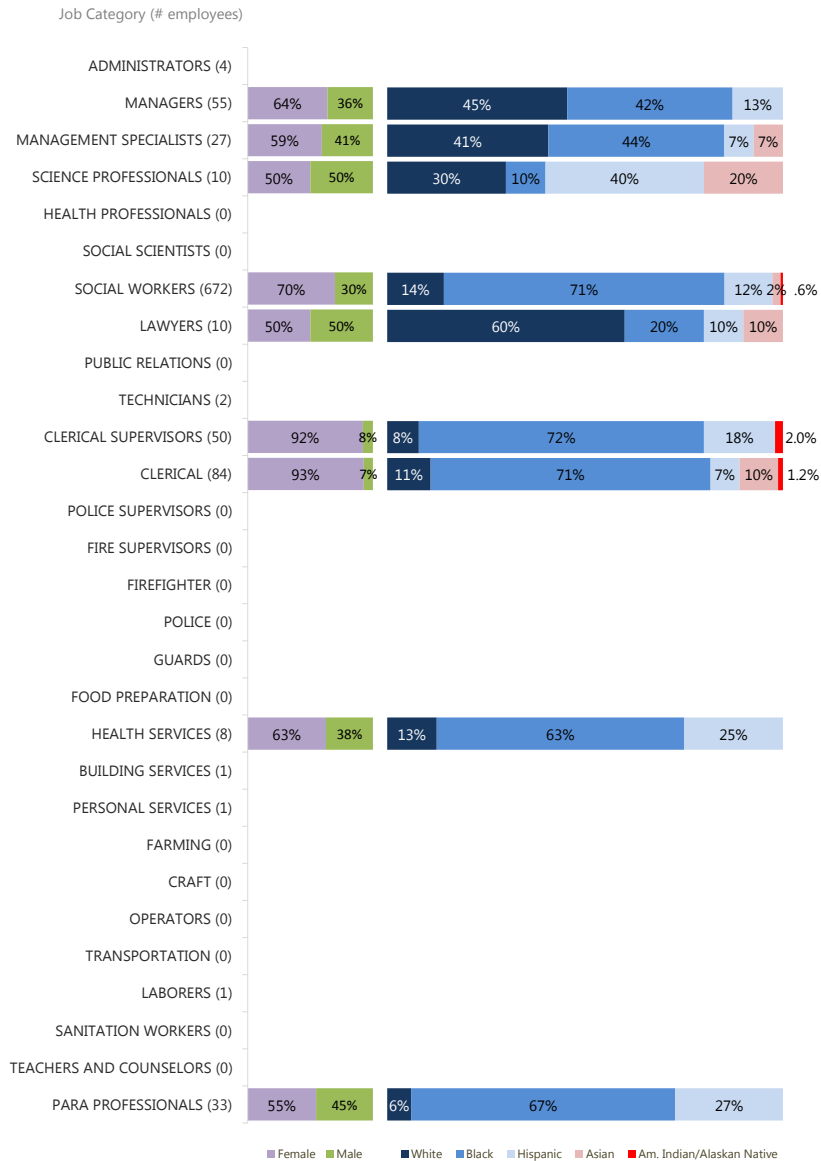
Age



Years of Service



Gender and Ethnicity by Job Category for: DOP

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	4.5	\$179,901	0.0%	25.0%	0.0%
MANAGERS	55	100.0%	50	25	\$89,555	32.7%	1.8%	3.6%
MANAGEMENT SPECIALISTS	27	100.0%	56	25	\$82,773	48.1%	11.1%	0.0%
SCIENCE PROFESSIONALS	10	100.0%	52.5	17	\$89,942	30.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	672	100.0%	50	23	\$61,259	26.6%	5.7%	3.1%
LAWYERS	10	100.0%	52	17.5	\$80,539	30.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	2	100.0%	n/a	15	\$65,159	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	50	100.0%	54	26.5	\$48,480	46.0%	2.0%	0.0%
CLERICAL	84	100.0%	57	27	\$37,049	64.3%	8.3%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	8	50.0%	33.5	0	\$42,076	0.0%	12.5%	31.3%
BUILDING SERVICES	1	100.0%	n/a	16	\$70,000	100.0%	0.0%	0.0%
PERSONAL SERVICES	1	100.0%	n/a	12	\$36,602	0.0%	0.0%	0.0%
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	1	100.0%	n/a	0	\$68,361	0.0%	0.0%	100.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	33	100.0%	33	7	\$38,899	18.2%	6.1%	21.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
PROBATION OFFICER	504	52.6%	50	22.0	26.0%	30	12
SUPERVISING PROBATION OFFICER	147	15.3%	51	26.0	32.7%	6	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	50	5.2%	54	26.5	46.0%	3	0
CLERICAL ASSOCIATE	48	5.0%	56.5	26.0	56.3%	6	0
ADMINISTRATIVE PROBATION OFFICER	40	4.2%	51.5	26.0	37.5%	0	0
SECRETARY	34	3.5%	57	27.0	76.5%	1	0
COMMUNITY ASSOCIATE	18	1.9%	49	15.0	22.2%	1	1
ADMINISTRATIVE STAFF ANALYST	16	1.7%	57.5	28.5	56.3%	4	0
PROBATION OFFICER TRAINEE	15	1.6%	30	1.0	0.0%	6	5
COMMUNITY SERVICE AIDE	9	0.9%	26	0.0	0.0%	0	5

DEPARTMENT OF PROBATION is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: DEPARTMENT OF RECORDS & INFO SERVICE (DORIS) : FY2015

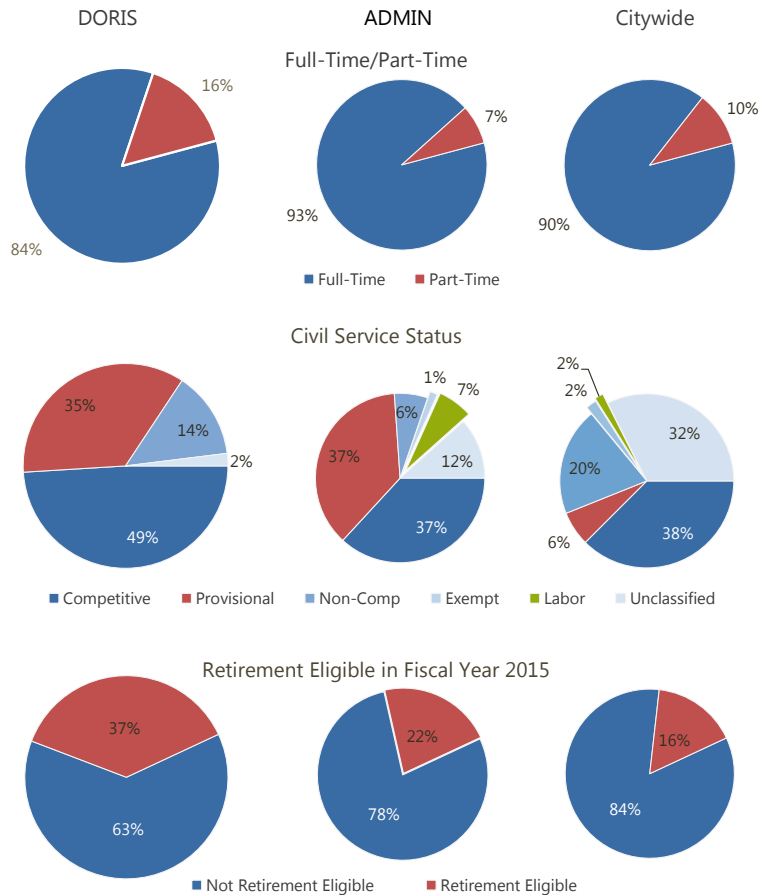
Administrative Services Agency Group

Summary Indicators	DORIS	ADMIN	Citywide
Headcount (FT / PT)	43 / 8	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	50 / 11	47 / 8	44 / 10
% Male / Female	46% / 54%	53% / 47%	42% / 58%
% White / Minority	38% / 62%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$53,795	\$61,978	\$67,372
% Eligible to Retire	37%	22%	16%
% Hires	16%	12%	9%
% Union Represented	94%	72%	91%

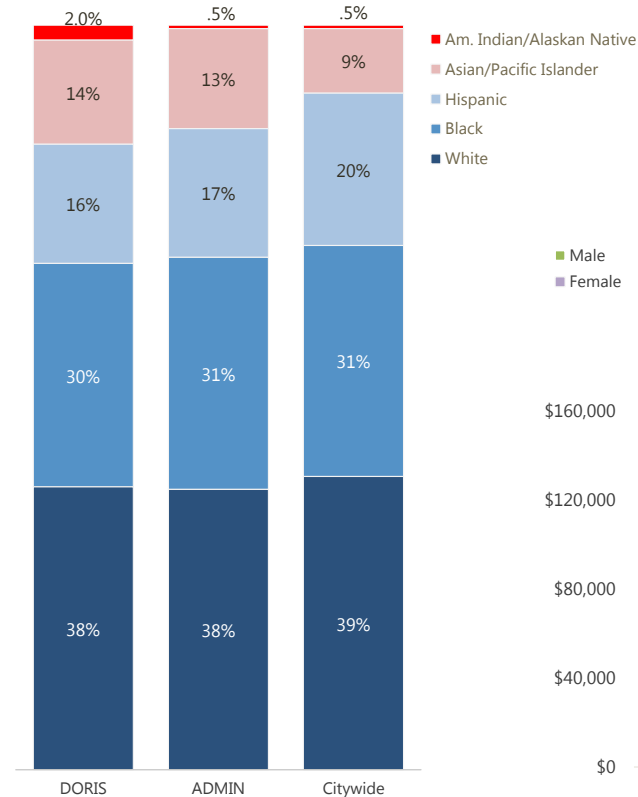
Hires	DORIS	ADMIN	Citywide
Total Hires	8	722	32,057
New Hires	4	680	27,116
Rehires	4	42	4,941

Separations	DORIS	ADMIN	Citywide
Total Separations	4	499	23,422
Retirement	1	100	8,452
Resignation	0	181	8,673
Dismissal	1	136	2,816
Layoff	0	0	3
Deceased	0	8	415
Other	2	74	3,063

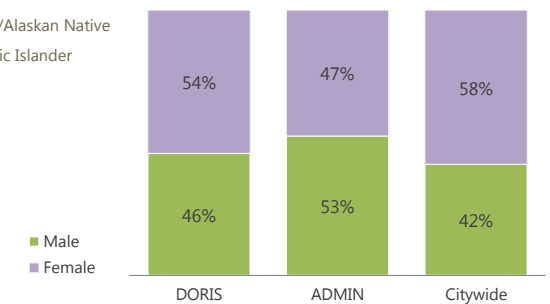
Employee Type by Agency, Agency Group, and Citywide



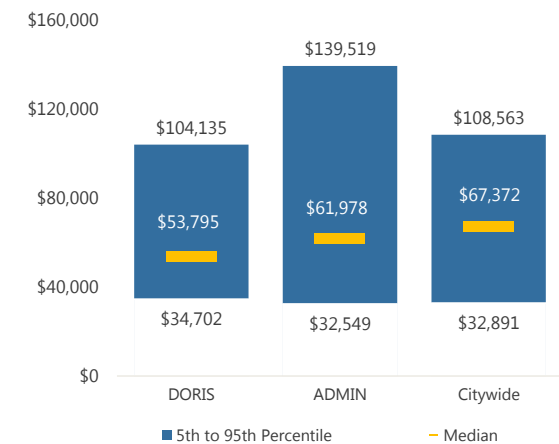
Ethnicity



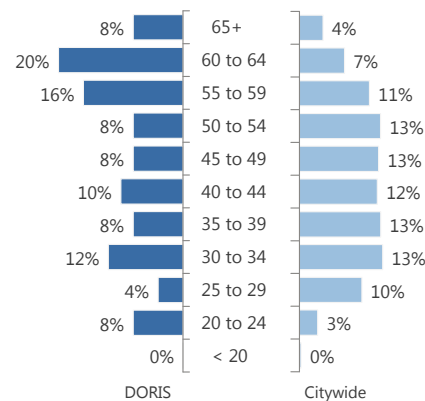
Gender



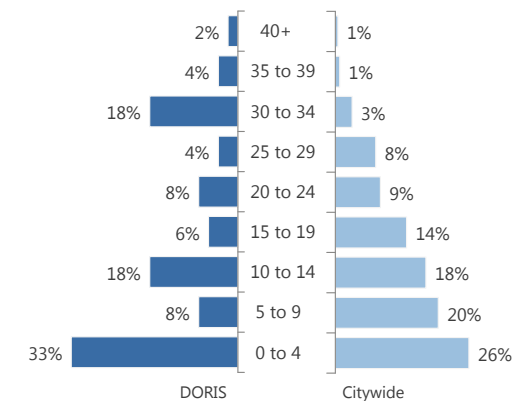
Full-Time Annual Salary Range



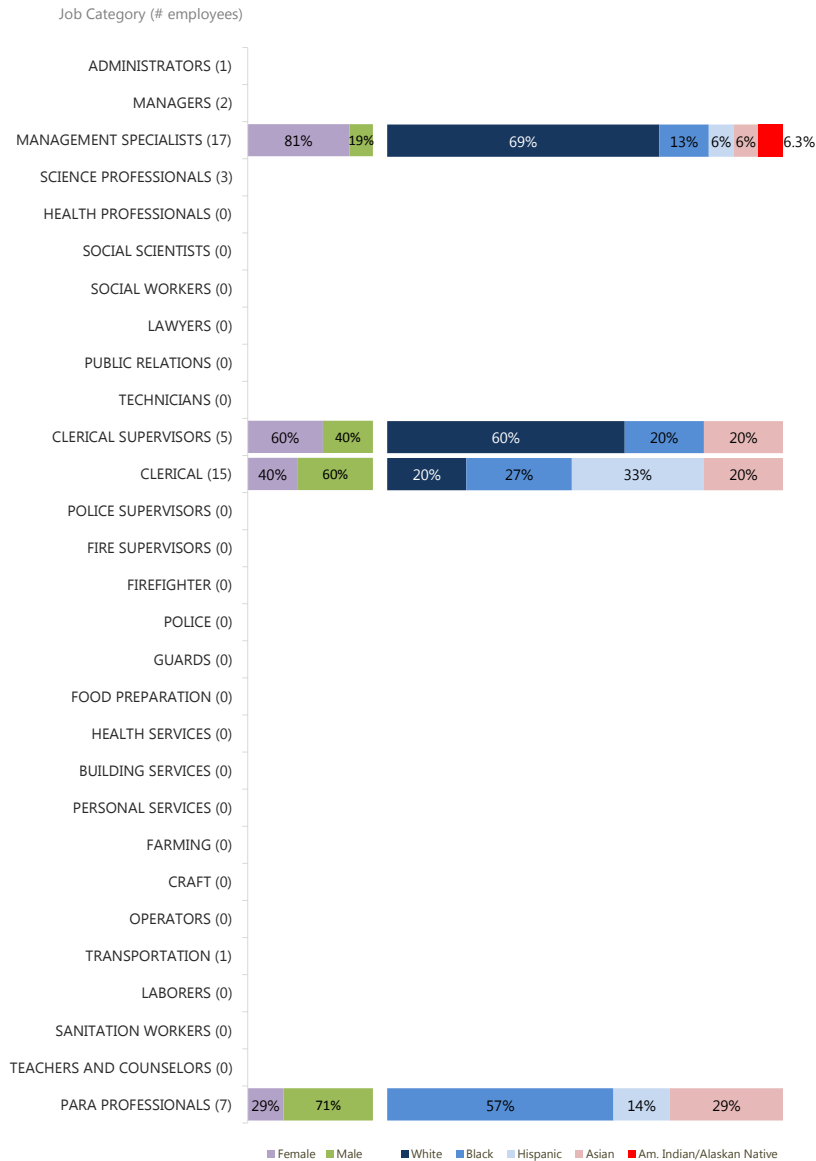
Age



Years of Service



Gender and Ethnicity by Job Category for: DORIS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	3	\$149,614	0.0%	0.0%	0.0%
MANAGERS	2	100.0%	n/a	23	\$103,297	50.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	17	94.1%	42	4	\$61,512	18.8%	0.0%	11.1%
SCIENCE PROFESSIONALS	3	100.0%	n/a	30	\$55,837	33.3%	0.0%	33.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	5	100.0%	60	31	\$54,147	60.0%	0.0%	0.0%
CLERICAL	15	73.3%	56	14	\$37,119	81.8%	14.7%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	30	\$44,274	100.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	7	57.1%	33	8	\$34,851	25.0%	8.2%	8.2%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CLERICAL ASSOCIATE	6	11.8%	56	27.0	83.3%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	5	9.8%	60	31.0	60.0%	0	0
PUBLIC RECORDS AIDE	6	11.8%	47.5	9.0	33.3%	3	0
ASSOCIATE PUBLIC RECORDS OFFICER	5	9.8%	36	3.0	0.0%	0	0
ADMINISTRATIVE MANAGER	3	5.9%	n/a	11.0	0.0%	0	1
ASSOCIATE STAFF ANALYST	3	5.9%	n/a	17.0	66.7%	0	0
COMMUNITY ASSISTANT	4	7.8%	n/a	8.0	25.0%	0	1
PUBLIC RECORDS OFFICER	4	7.8%	n/a	2.5	0.0%	0	1
RESEARCH ASSISTANT	2	3.9%	n/a	32.0	50.0%	0	0
ASSISTANT COMMISSIONER (ADMINISTRATIVE SERVICES-DORIS)	1	2.0%	n/a	35.0	100.0%	0	0

DEPARTMENT OF RECORDS & INFO SERVICE is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: DEPARTMENT OF TRANSPORTATION (DOT) : FY2015

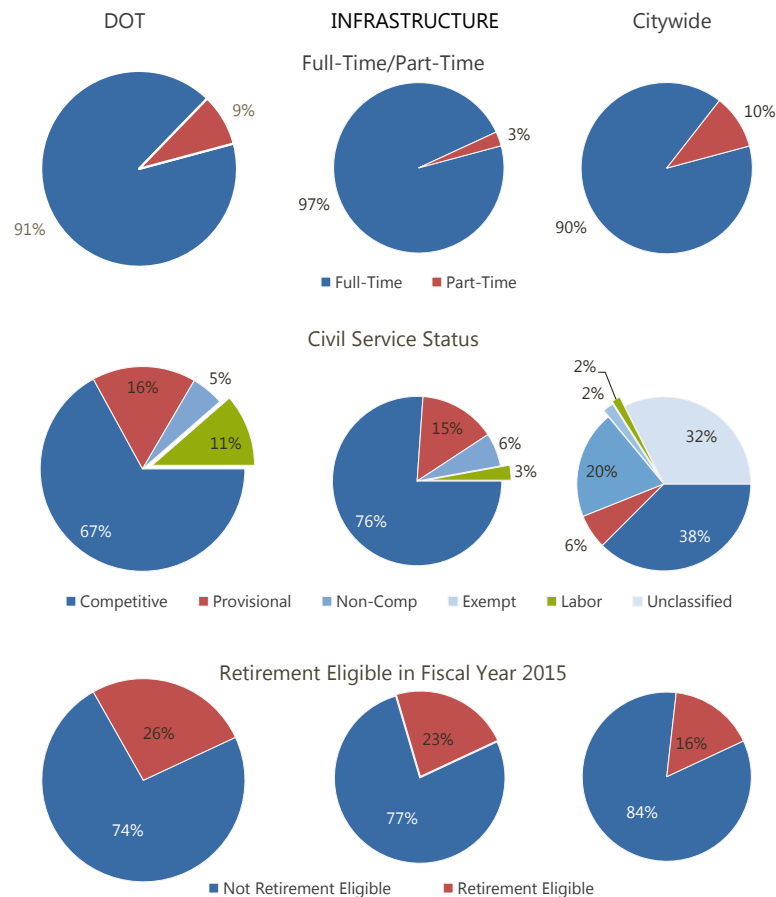
Infrastructure & Sustainability Agency Group

Summary Indicators	DOT	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	4,526 / 425	22,210 / 622	325,588 / 37,293
Median Age / Years of Service	49 / 12	46 / 11	44 / 10
% Male / Female	77% / 23%	81% / 19%	42% / 58%
% White / Minority	46% / 54%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$65,292	\$72,153	\$67,372
% Eligible to Retire	26%	23%	16%
% Hires	7%	8%	9%
% Union Represented	95%	95%	91%

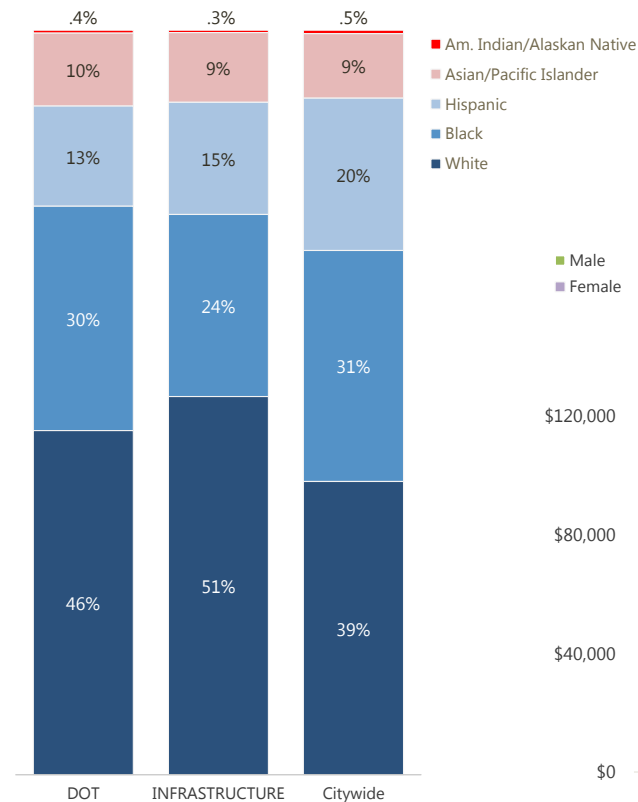
Hires	DOT	INFRASTRUCTURE	Citywide
Total Hires	350	1,713	32,057
New Hires	336	1,660	27,116
Rehires	14	53	4,941

Separations	DOT	INFRASTRUCTURE	Citywide
Total Separations	258	1,240	23,422
Retirement	125	677	8,452
Resignation	66	299	8,673
Dismissal	31	89	2,816
Layoff	0	0	3
Deceased	6	26	415
Other	30	149	3,063

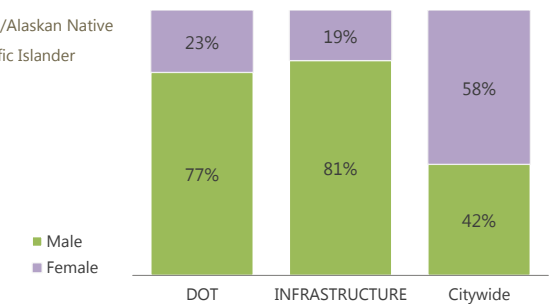
Employee Type by Agency, Agency Group, and Citywide



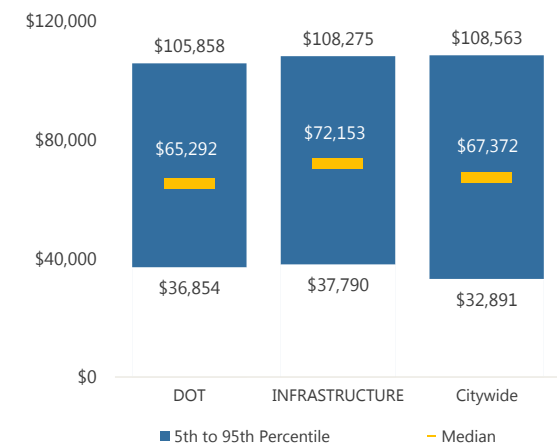
Ethnicity



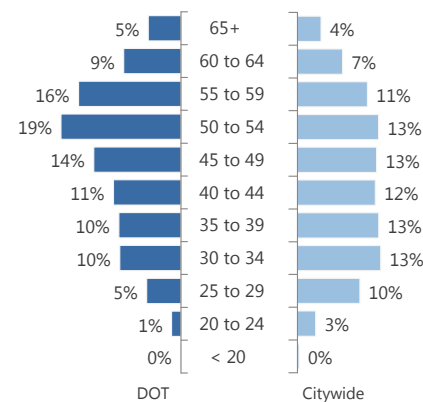
Gender



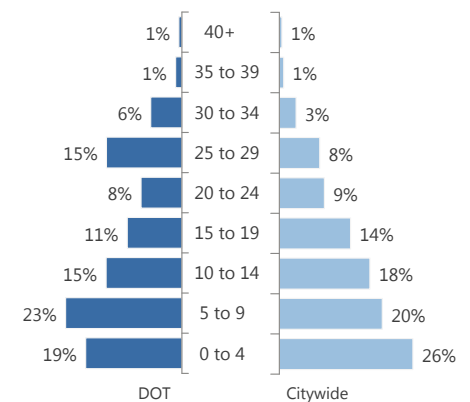
Full-Time Annual Salary Range



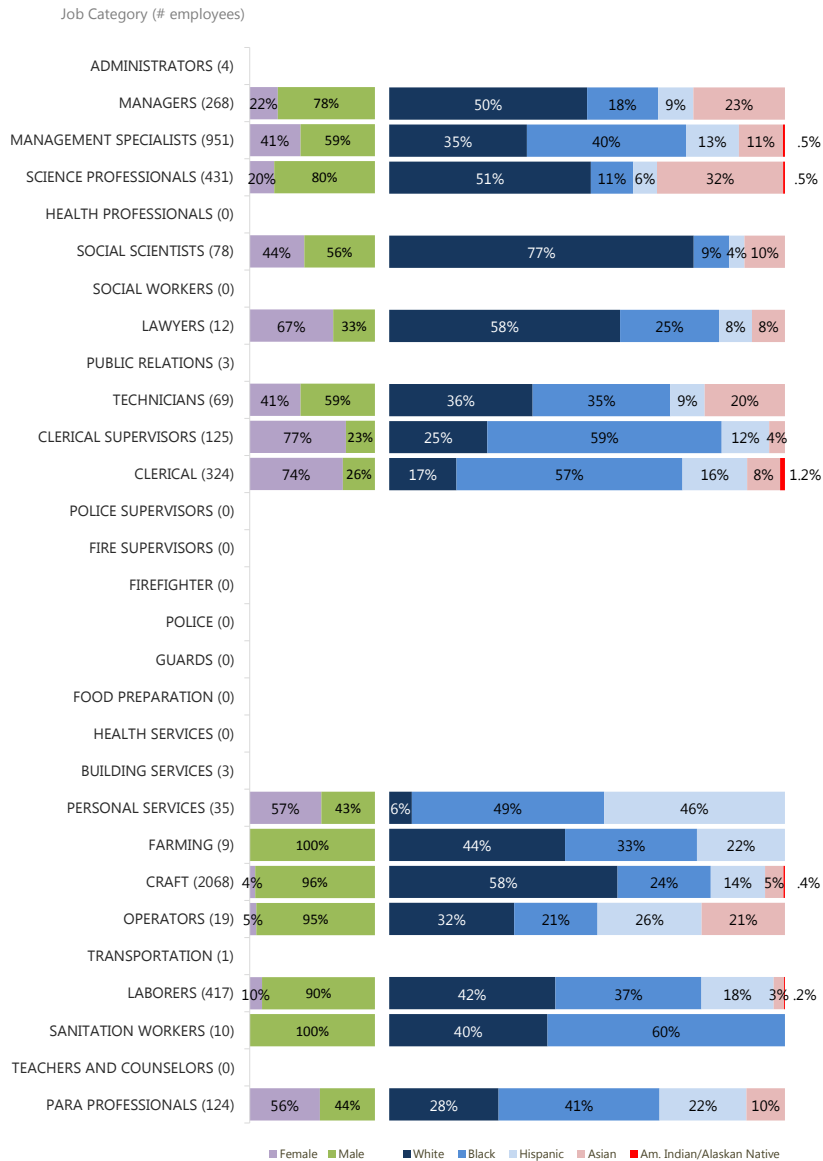
Age



Years of Service



Gender and Ethnicity by Job Category for: DOT

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	19	\$210,545	50.0%	0.0%	0.0%
MANAGERS	268	100.0%	53.5	22	\$116,887	38.8%	5.2%	1.5%
MANAGEMENT SPECIALISTS	951	99.5%	50	15	\$61,793	29.3%	4.7%	7.7%
SCIENCE PROFESSIONALS	431	99.1%	53	12	\$68,704	40.3%	8.5%	5.5%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	78	98.7%	40.5	7	\$74,376	22.1%	13.9%	8.9%
SOCIAL WORKERS	0							
LAWYERS	12	100.0%	36	2	\$83,575	0.0%	16.7%	25.0%
PUBLIC RELATIONS	3	100.0%	n/a	18	\$59,673	33.3%	33.3%	33.3%
TECHNICIANS	69	97.1%	36	4	\$46,902	16.4%	19.7%	18.3%
CLERICAL SUPERVISORS	125	94.4%	51	18	\$53,825	35.6%	6.0%	1.5%
CLERICAL	324	86.1%	48	10	\$38,899	27.2%	2.9%	10.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	3	0.0%	n/a	16	n/a	0.0%	0.0%	0.0%
PERSONAL SERVICES	35	60.0%	46	8	\$32,945	33.3%	5.1%	1.7%
FARMING	9	100.0%	45	8	\$60,050	33.3%	11.1%	0.0%
CRAFT	2068	97.3%	50	14	\$80,388	26.1%	4.4%	2.4%
OPERATORS	19	100.0%	54	8	\$63,032	36.8%	0.0%	5.3%
TRANSPORTATION	1	100.0%	n/a	0	\$35,236	0.0%	0.0%	100.0%
LABORERS	417	35.0%	40	4	\$48,134	16.4%	0.8%	8.3%
SANITATION WORKERS	10	90.0%	55.5	11	\$37,911	55.6%	18.0%	0.0%
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	124	86.3%	41	7	\$52,591	21.5%	4.2%	11.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
HIGHWAY REPAIRER	499	10.1%	50	16.0	23.6%	27	0
TRAFFIC DEVICE MAINTAINER	230	4.6%	51	12.0	29.6%	15	4
CLERICAL ASSOCIATE	255	5.2%	45	8.0	18.4%	14	38
DECKHAND	212	4.3%	47	9.0	22.2%	9	1
HIGHWAY TRANSPORTATION SPECIALIST	175	3.5%	52	21.0	36.0%	8	0
SUPERVISOR HIGHWAY REPAIRER	144	2.9%	49	24.0	22.9%	6	0
ADMINISTRATIVE MANAGER	132	2.7%	52	26.0	34.1%	2	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	125	2.5%	51	18.0	33.6%	12	2
ASSISTANT CITY HIGHWAY REPAIRER	389	7.9%	39	3.0	4.1%	14	97
HIGHWAYS AND SEWERS INSPECTOR	108	2.2%	47	8.0	22.2%	5	1

DEPARTMENT OF TRANSPORTATION is part of the Infrastructure & Sustainability agency group, which includes: DEPARTMENT OF CITY PLANNING, DEPARTMENT OF DESIGN & CONSTRUCTION, DEPARTMENT OF ENVIRONMENT PROTECTION, DEPARTMENT OF BUILDINGS, DEPARTMENT OF TRANSPORTATION, DEPARTMENT OF SANITATION, NYC TRANSIT AUTHORITY, TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

Workforce Profile: DEPARTMENT OF SANITATION (DSNY) : FY2015

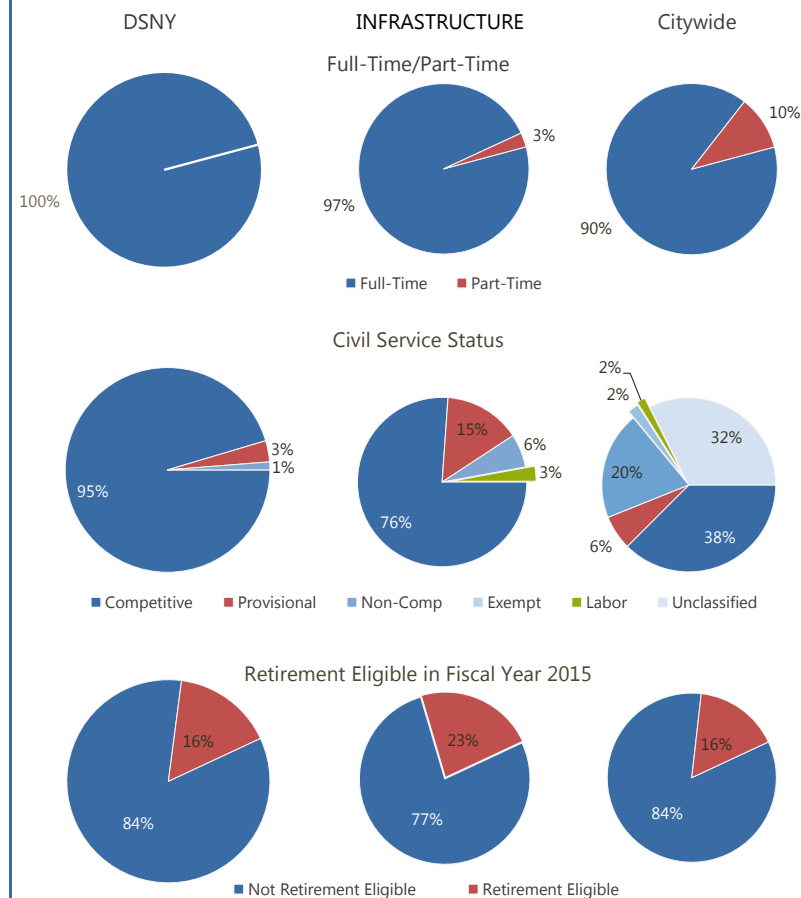
Infrastructure & Sustainability Agency Group

Summary Indicators	DSNY	INFRASTRUCTURE	Citywide
Headcount (FT / PT)	9,435 / 42	22,210 / 622	325,588 / 37,293
Median Age / Years of Service	43 / 10	46 / 11	44 / 10
% Male / Female	92% / 8%	81% / 19%	42% / 58%
% White / Minority	54% / 46%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$72,153	\$72,153	\$67,372
% Eligible to Retire	16%	23%	16%
% Hires	7%	8%	9%
% Union Represented	99%	95%	91%

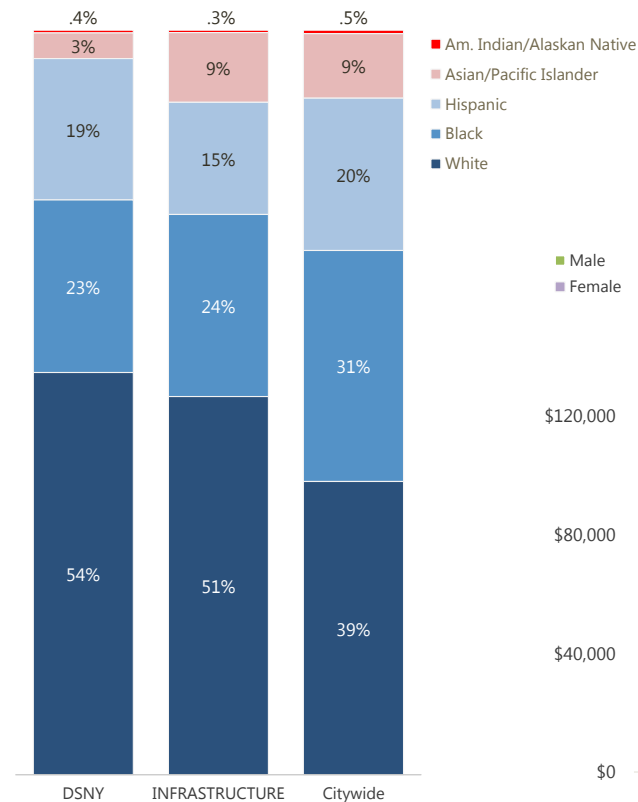
Hires	DSNY	INFRASTRUCTURE	Citywide
Total Hires	698	1,713	32,057
New Hires	688	1,660	27,116
Rehires	10	53	4,941

Separations	DSNY	INFRASTRUCTURE	Citywide
Total Separations	430	1,240	23,422
Retirement	323	677	8,452
Resignation	58	299	8,673
Dismissal	25	89	2,816
Layoff	0	0	3
Deceased	7	26	415
Other	17	149	3,063

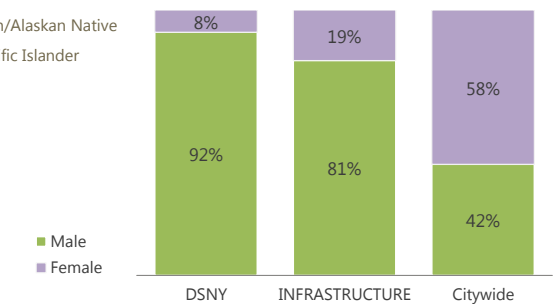
Employee Type by Agency, Agency Group, and Citywide



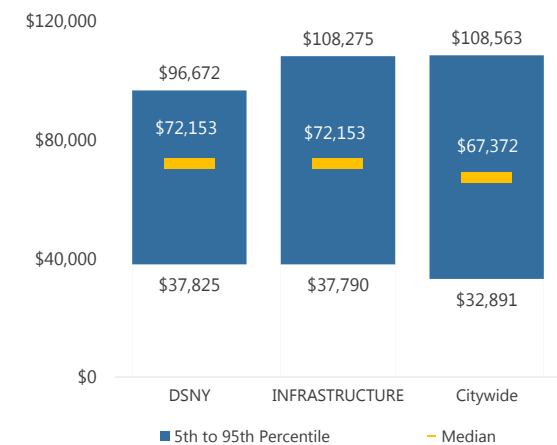
Ethnicity



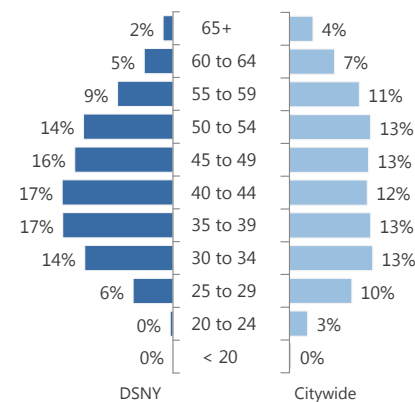
Gender



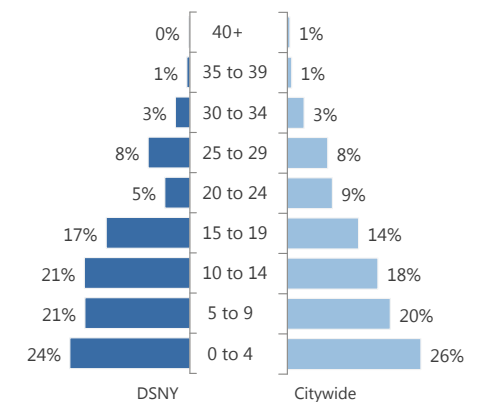
Full-Time Annual Salary Range



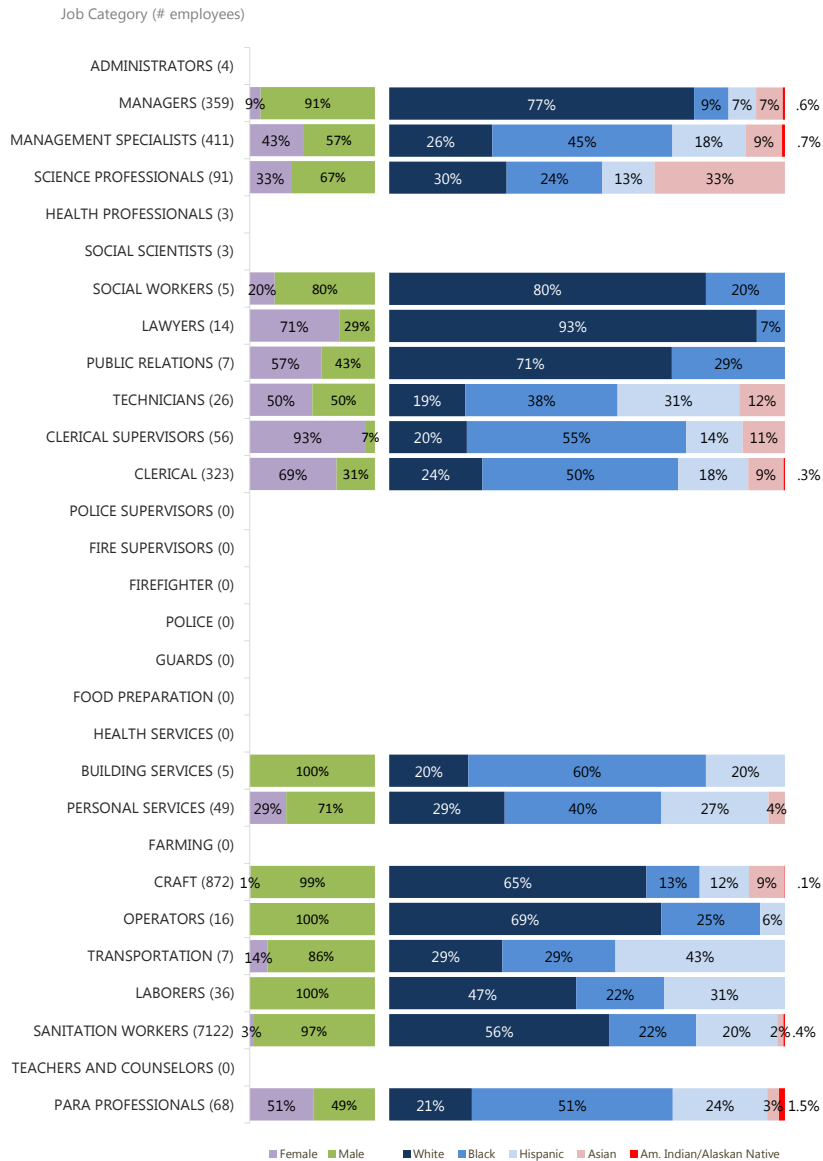
Age



Years of Service



Gender and Ethnicity by Job Category for: DSNY

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	15.5	\$204,539	25.0%	0.0%	0.0%
MANAGERS	359	99.7%	47	16	\$116,643	39.1%	6.9%	1.7%
MANAGEMENT SPECIALISTS	411	99.3%	46	9	\$43,249	25.5%	7.7%	9.4%
SCIENCE PROFESSIONALS	91	100.0%	54	14	\$78,432	38.5%	6.6%	3.3%
HEALTH PROFESSIONALS	3	100.0%	n/a	0	\$70,802	0.0%	33.3%	66.7%
SOCIAL SCIENTISTS	3	100.0%	n/a	15	\$62,678	0.0%	0.0%	0.0%
SOCIAL WORKERS	5	20.0%	67	15	\$73,689	100.0%	0.0%	0.0%
LAWYERS	14	100.0%	54	16	\$89,017	42.9%	0.0%	7.1%
PUBLIC RELATIONS	7	100.0%	44	2	\$69,546	28.6%	28.6%	14.3%
TECHNICIANS	26	100.0%	49	10	\$44,906	15.4%	7.7%	19.2%
CLERICAL SUPERVISORS	56	100.0%	51	20.5	\$50,858	25.0%	7.1%	0.0%
CLERICAL	323	100.0%	50	11	\$37,040	26.3%	5.9%	6.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	5	100.0%	50	13	\$39,394	40.0%	0.0%	0.0%
PERSONAL SERVICES	49	100.0%	47	5	\$32,945	22.4%	8.2%	36.7%
FARMING	0							
CRAFT	872	96.2%	49	9	\$79,720	21.3%	7.1%	14.6%
OPERATORS	16	100.0%	58	29	\$65,459	62.5%	0.0%	6.3%
TRANSPORTATION	7	100.0%	52	9	\$44,214	28.6%	14.3%	0.0%
LABORERS	36	100.0%	47.5	10	\$68,361	16.7%	8.3%	8.3%
SANITATION WORKERS	7122	100.0%	42	10	\$72,153	12.5%	3.7%	6.2%
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	68	98.5%	48.5	9	\$43,012	29.9%	5.8%	17.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
SANITATION WORKER	6,156	65.0%	41	10.0	11.3%	219	445
SUPERVISOR (SANITATION)	966	10.2%	43	14.0	20.7%	54	0
AUTO MECHANIC	411	4.3%	48	9.0	19.2%	35	57
GENERAL SUPERINTENDENT (SANITATION)	266	2.8%	44	15.0	33.5%	19	0
CLERICAL ASSOCIATE	244	2.6%	50	14.0	25.0%	13	10
SANITATION ENFORCEMENT AGENT	179	1.9%	38	3.0	6.1%	19	30
AUTO MECHANIC (DIESEL)	101	1.1%	47	8.0	6.9%	1	8
SUPERVISOR OF MECHANICS (MECHANICAL EQUIPMENT)	72	0.8%	55.5	27.5	54.2%	3	0
ADMINISTRATIVE STAFF ANALYST	63	0.7%	53	24.0	41.3%	7	3
PRINCIPAL ADMINISTRATIVE ASSOCIATE	56	0.6%	51	20.5	25.0%	5	0

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Workforce Profile: DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT (DYCD) : FY2015

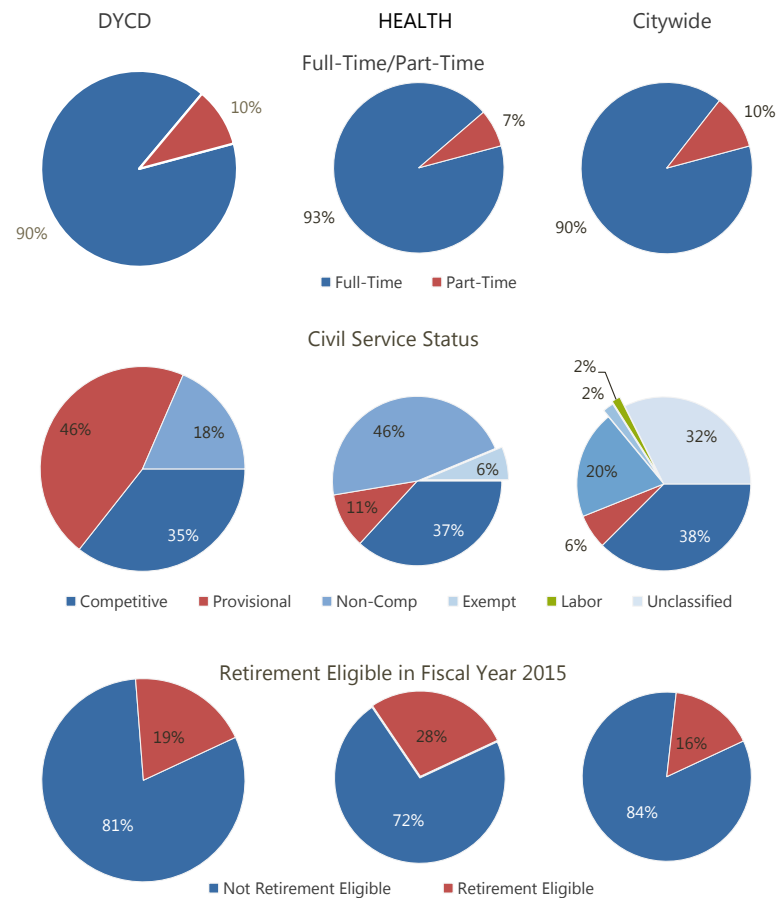
Health & Human Services Agency Group

Summary Indicators	DYCD	HEALTH	Citywide
Headcount (FT / PT)	454 / 49	63,797 / 4,904	325,588 / 37,293
Median Age / Years of Service	44 / 7	49 / 10	44 / 10
% Male / Female	35% / 65%	31% / 69%	42% / 58%
% White / Minority	21% / 79%	17% / 83%	39% / 61%
Median Annual Base Salary (FT)	\$66,537	\$52,045	\$67,372
% Eligible to Retire	19%	28%	16%
% Hires	20%	10%	9%
% Union Represented	78%	91%	91%

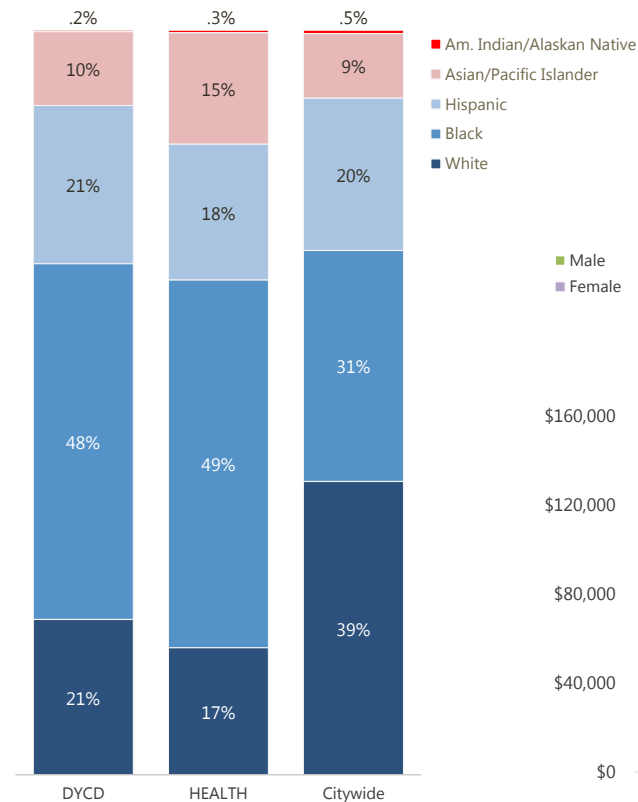
Hires	DYCD	HEALTH	Citywide
Total Hires	100	7,189	32,057
New Hires	92	7,113	27,116
Rehires	8	76	4,941

Separations	DYCD	HEALTH	Citywide
Total Separations	30	6,063	23,422
Retirement	9	1,817	8,452
Resignation	18	2,452	8,673
Dismissal	2	522	2,816
Layoff	0	1	3
Deceased	0	142	415
Other	1	1,129	3,063

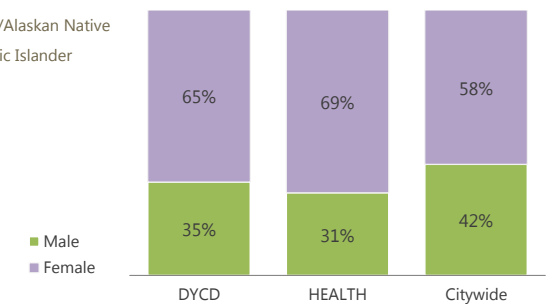
Employee Type by Agency, Agency Group, and Citywide



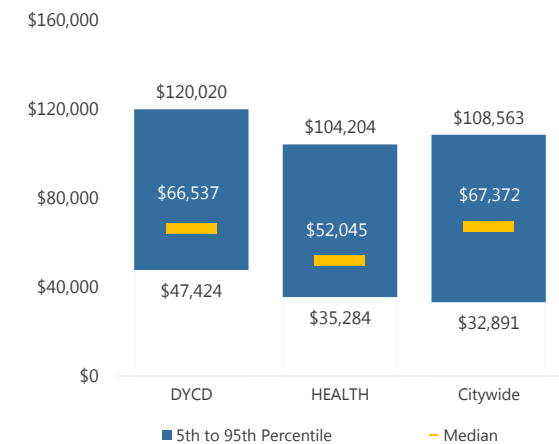
Ethnicity



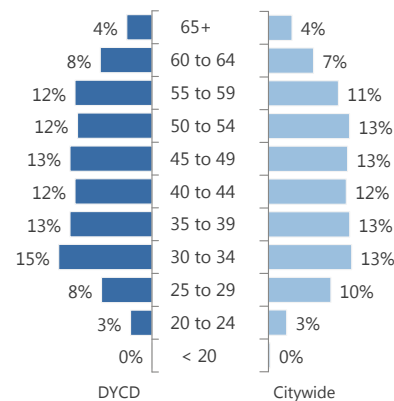
Gender



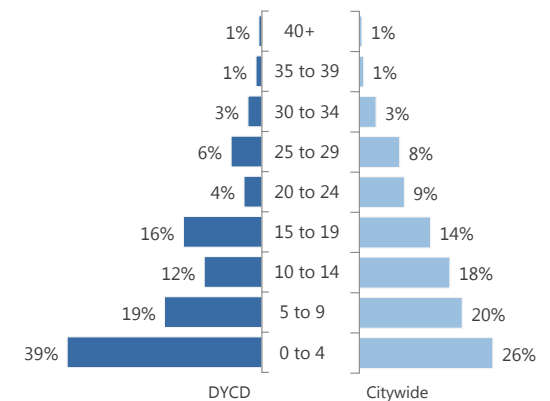
Full-Time Annual Salary Range



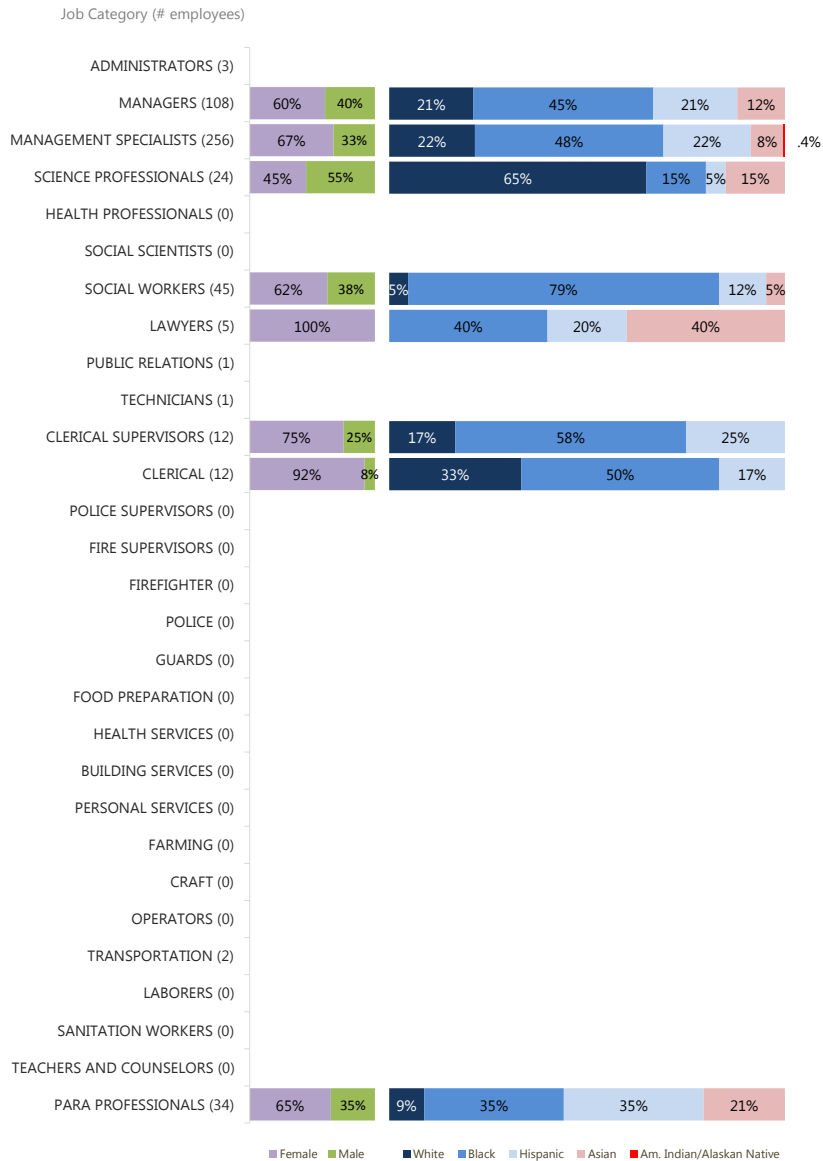
Age



Years of Service



Gender and Ethnicity by Job Category for: DYCD

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	1	\$164,938	33.3%	0.0%	33.3%
MANAGERS	108	100.0%	42	8	\$88,445	13.9%	4.6%	15.7%
MANAGEMENT SPECIALISTS	256	98.8%	45	9	\$64,000	22.5%	2.7%	17.8%
SCIENCE PROFESSIONALS	24	95.8%	53	10	\$93,256	34.8%	8.0%	4.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	45	0.0%	30	0	n/a	0.0%	0.0%	0.0%
LAWYERS	5	100.0%	37	0	\$85,000	0.0%	0.0%	60.0%
PUBLIC RELATIONS	1	100.0%	n/a	0	\$55,000	0.0%	0.0%	100.0%
TECHNICIANS	1	100.0%	n/a	0	\$58,096	0.0%	0.0%	100.0%
CLERICAL SUPERVISORS	12	100.0%	50	26	\$58,822	33.3%	0.0%	0.0%
CLERICAL	12	100.0%	52	15	\$47,304	33.3%	8.3%	8.3%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	2	100.0%	n/a	13	\$51,770	50.0%	50.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	34	100.0%	39	7.5	\$54,880	20.6%	5.9%	8.8%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSOCIATE CONTRACT SPECIALIST	78	15.5%	39.5	4.0	10.3%	3	28
ADMINISTRATIVE CONTRACT SPECIALIST	73	14.5%	41	7.0	8.2%	2	12
CONTRACT SPECIALIST	54	10.7%	51	13.5	27.8%	4	1
ADMINISTRATIVE STAFF ANALYST	50	9.9%	46	9.0	28.0%	4	3
ADMINISTRATIVE MANAGER	45	8.9%	44	13.0	26.7%	3	6
COMPUTER SPECIALIST (SOFTWARE)	16	3.2%	57	13.5	43.8%	1	0
COMMUNITY COORDINATOR	13	2.6%	51	12.0	23.1%	2	1
COMPUTER SYSTEMS MANAGER	12	2.4%	42.5	6.5	16.7%	2	3
PRINCIPAL ADMINISTRATIVE ASSOCIATE	12	2.4%	50	26.0	33.3%	0	0
PROCUREMENT ANALYST	12	2.4%	38	0.0	0.0%	0	7

DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: EQUAL EMPLOYMENT PRACTICES COMMISSION (EEPC) : FY2015

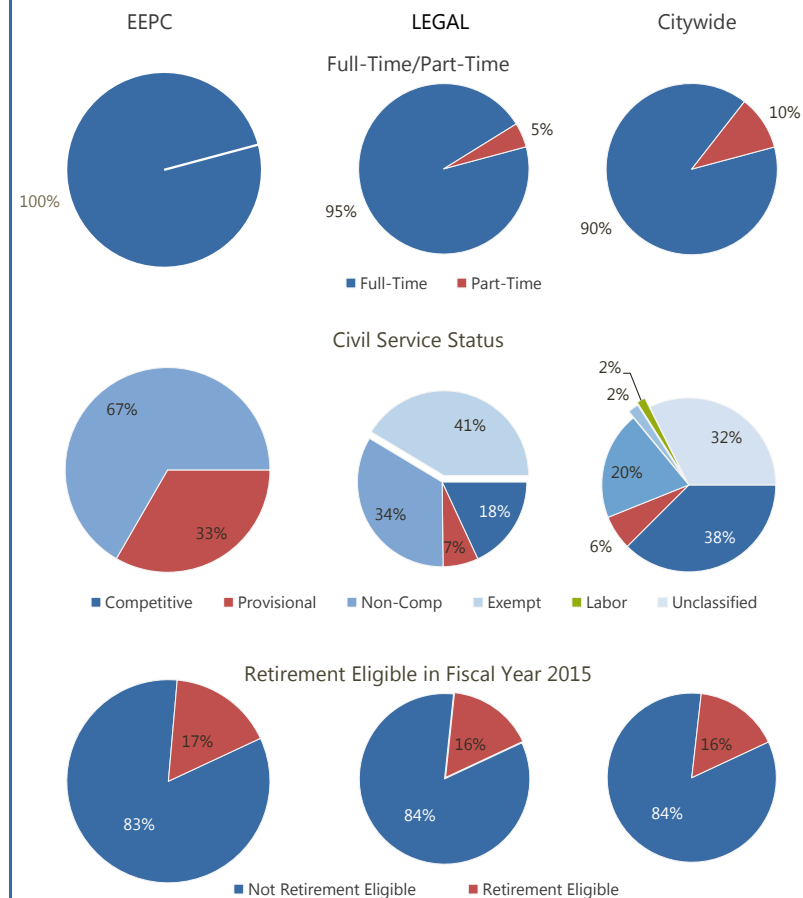
Legal Affairs & Access to Justice Agency Group

Summary Indicators	EEPC	LEGAL	Citywide
Headcount (FT / PT)	6 / 0	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	31.5 / 5	40 / 7	44 / 10
% Male / Female	0% / 100%	41% / 59%	42% / 58%
% White / Minority	17% / 83%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$68,604	\$63,654	\$67,372
% Eligible to Retire	17%	16%	16%
% Hires	0%	13%	9%
% Union Represented	50%	54%	91%

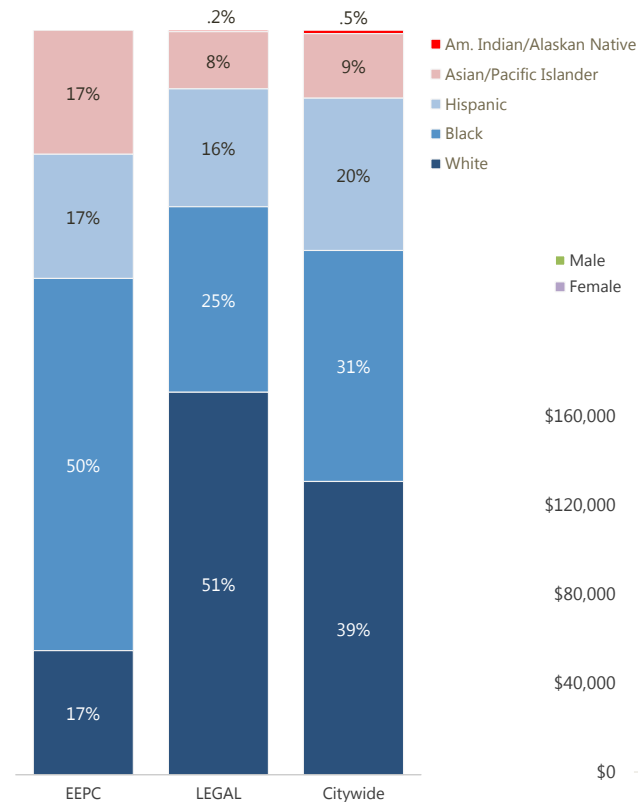
Hires	EEPC	LEGAL	Citywide
Total Hires	0	814	32,057
New Hires	0	773	27,116
Rehires	0	41	4,941

Separations	EEPC	LEGAL	Citywide
Total Separations	0	619	23,422
Retirement	0	77	8,452
Resignation	0	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	0	39	3,063

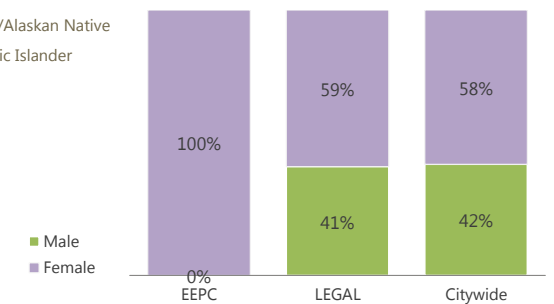
Employee Type by Agency, Agency Group, and Citywide



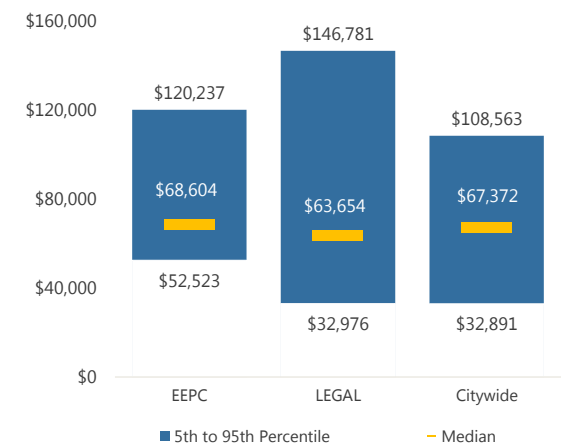
Ethnicity



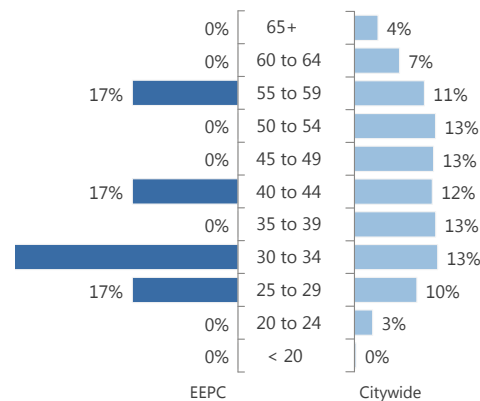
Gender



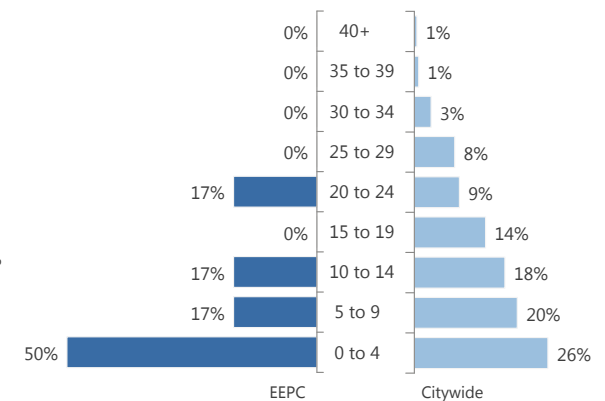
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: EEPC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	2	100.0%	n/a	14	\$114,995	50.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	1	100.0%	n/a	1	\$78,663	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	2	\$51,750	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	2	100.0%	n/a	8	\$56,693	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY COORDINATOR	2	33.3%	n/a	8.0	0.0%	0	0
EXECUTIVE SECRETARY (EQUAL EMPLOYMENT PRACTICES COM)	1	16.7%	n/a	2.0	0.0%	0	0
ADMINISTRATIVE MANAGER	1	16.7%	n/a	6.0	0.0%	0	0
CITY RESEARCH SCIENTIST (ALL CITY AGENCIES)	1	16.7%	n/a	1.0	0.0%	0	0
EXECUTIVE AGENCY COUNSEL	1	16.7%	n/a	22.0	100.0%	0	0

EQUAL EMPLOYMENT PRACTICES COMMISSION is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: FIRE DEPARTMENT (FDNY) : FY2015

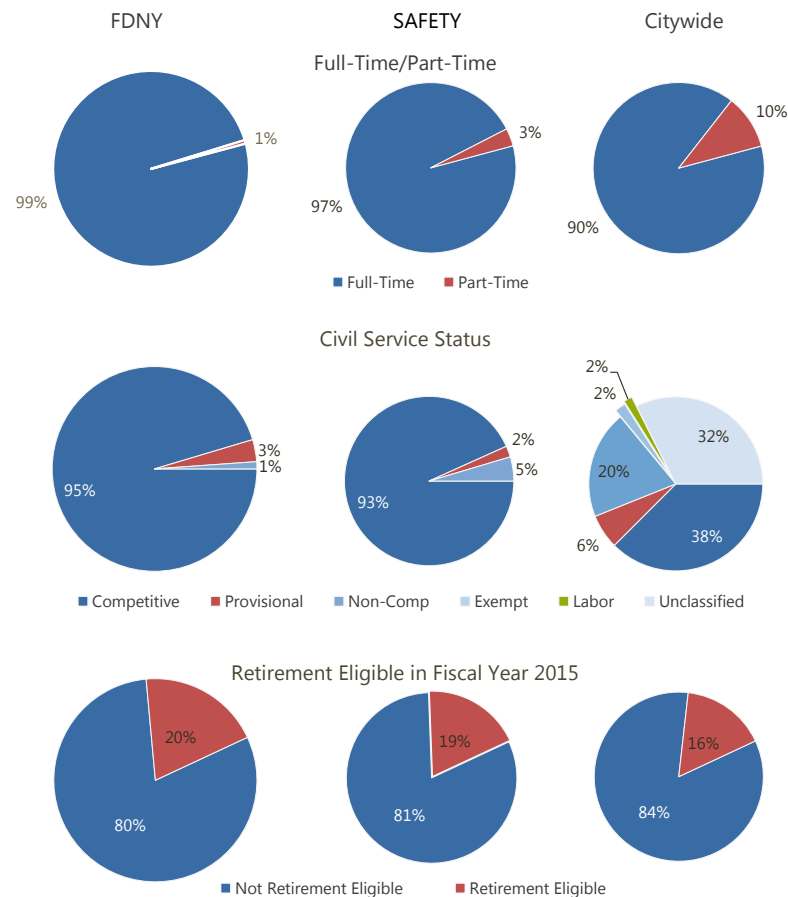
Public Safety & Law Enforcement Agency Group

Summary Indicators	FDNY	SAFETY	Citywide
Headcount (FT / PT)	16,323 / 94	77,858 / 2,720	325,588 / 37,293
Median Age / Years of Service	39 / 12	40 / 10	44 / 10
% Male / Female	90% / 10%	69% / 31%	42% / 58%
% White / Minority	70% / 30%	42% / 58%	39% / 61%
Median Annual Base Salary (FT)	\$76,488	\$76,488	\$67,372
% Eligible to Retire	20%	19%	16%
% Hires	8%	6%	9%
% Union Represented	99%	99%	91%

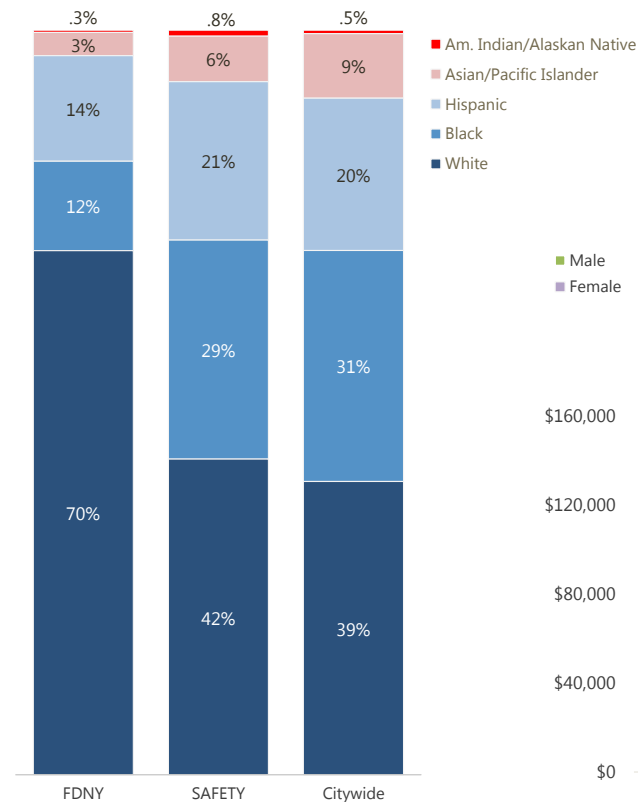
Hires	FDNY	SAFETY	Citywide
Total Hires	1,352	4,976	32,057
New Hires	1,317	4,698	27,116
Rehires	35	278	4,941

Separations	FDNY	SAFETY	Citywide
Total Separations	701	4,000	23,422
Retirement	503	2,498	8,452
Resignation	132	889	8,673
Dismissal	28	211	2,816
Layoff	0	0	3
Deceased	12	78	415
Other	26	324	3,063

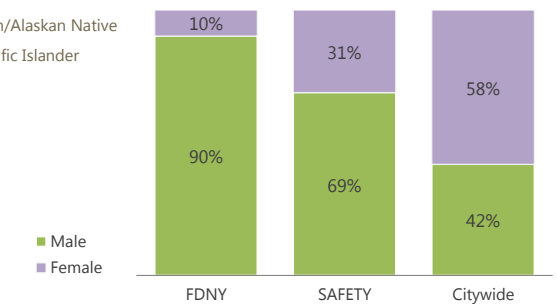
Employee Type by Agency, Agency Group, and Citywide



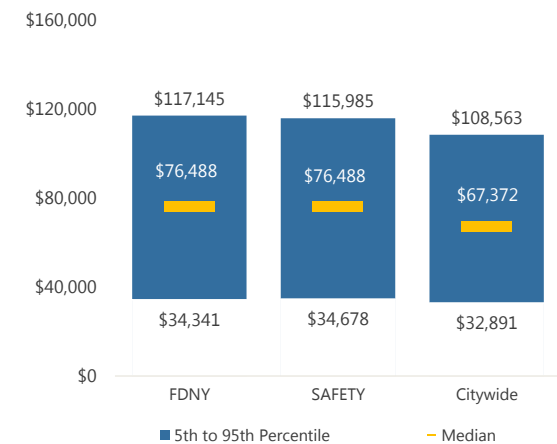
Ethnicity



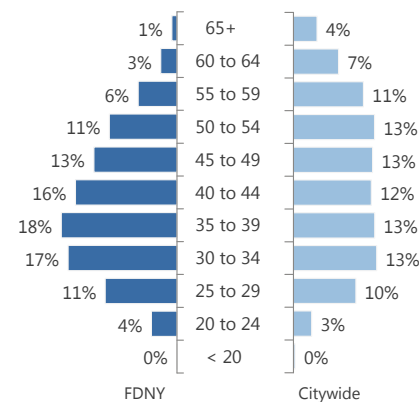
Gender



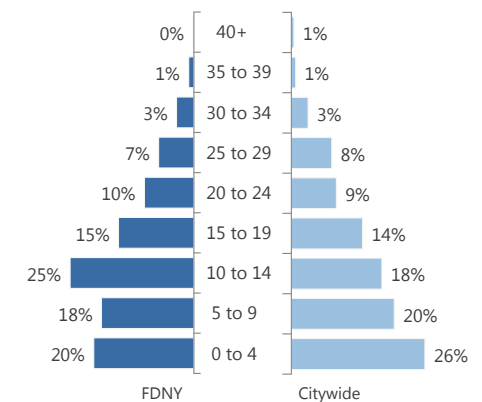
Full-Time Annual Salary Range



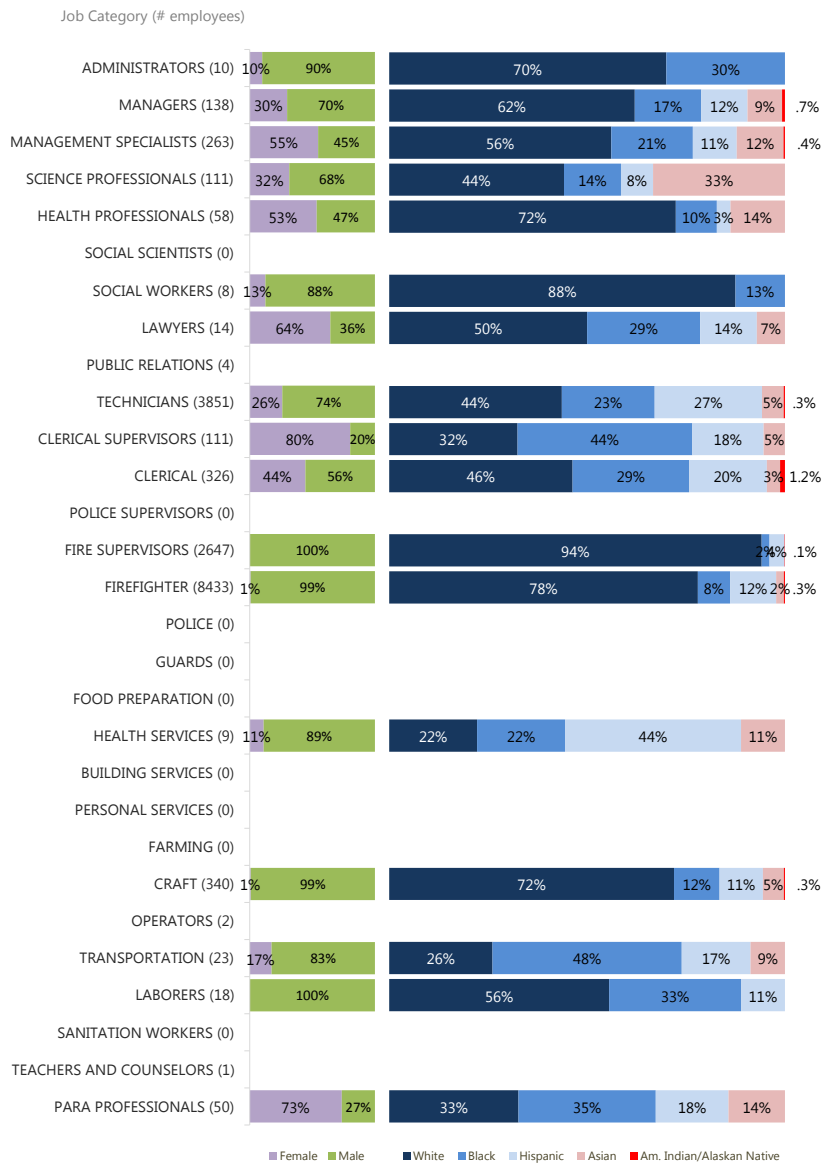
Age



Years of Service



Gender and Ethnicity by Job Category for: FDNY

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	10	100.0%	57	28	\$201,937	60.0%	10.0%	20.0%
MANAGERS	138	100.0%	54	24.5	\$113,736	55.1%	6.5%	3.6%
MANAGEMENT SPECIALISTS	263	87.5%	50	11	\$68,508	31.3%	5.3%	6.3%
SCIENCE PROFESSIONALS	111	93.7%	51	12	\$83,109	30.8%	7.6%	9.3%
HEALTH PROFESSIONALS	58	67.2%	54	9.5	\$112,555	48.7%	1.2%	1.2%
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	8	0.0%	61	13	n/a	0.0%	0.0%	0.0%
LAWYERS	14	92.9%	43.5	8	\$88,797	23.1%	13.3%	0.0%
PUBLIC RELATIONS	4	50.0%	n/a	4	\$66,704	0.0%	0.0%	0.0%
TECHNICIANS	3851	100.0%	34	7	\$48,153	9.5%	4.6%	13.0%
CLERICAL SUPERVISORS	111	92.8%	53	17	\$54,235	40.8%	5.9%	0.0%
CLERICAL	326	98.5%	44	12	\$51,929	21.2%	6.3%	6.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	2647	100.0%	47	19	\$102,054	49.2%	5.4%	0.0%
FIREFIGHTER	8433	100.0%	38	11	\$76,488	12.9%	3.4%	8.5%
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	9	100.0%	55	24	\$35,205	44.4%	0.0%	0.0%
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	340	100.0%	50	14	\$79,720	29.4%	5.6%	7.4%
OPERATORS	2	100.0%	n/a	28.5	\$105,402	100.0%	0.0%	0.0%
TRANSPORTATION	23	91.3%	51	13	\$44,021	38.1%	4.0%	0.0%
LABORERS	18	100.0%	51.5	13	\$68,361	33.3%	11.1%	5.6%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	1	0.0%	n/a	23	n/a	0.0%	0.0%	0.0%
PARA PROFESSIONALS	50	86.0%	34	4	\$54,858	9.3%	3.4%	18.9%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
FIREFIGHTER	7,997	48.7%	37	11.0	11.6%	264	703
EMERGENCY MEDICAL SPECIALIST-EMT	2,428	14.8%	31	3.0	6.6%	135	458
LIEUTENANT (FIRE)	1,563	9.5%	44	16.0	32.2%	68	0
EMERGENCY MEDICAL SPECIALIST-PARAMEDIC	898	5.5%	35	8.0	6.9%	35	36
CAPTAIN (FIRE)	622	3.8%	48	21.0	60.6%	41	0
SUPERVISING EMERGENCY MEDICAL SERVICE SPECIALIST	535	3.3%	46	21.0	31.0%	32	0
BATTALION CHIEF	337	2.1%	53	28.0	92.0%	22	0
ASSOCIATE FIRE PROTECTION INSPECTOR	205	1.2%	54	14.0	42.4%	3	0
FIRE ALARM DISPATCHER	151	0.9%	39	9.0	10.6%	14	17
FIRE PROTECTION INSPECTOR	112	0.7%	46.5	4.0	20.5%	9	16

FIRE DEPARTMENT is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: FINANCIAL INFORMATION SERVICES AGENCY (FISA) : FY2015

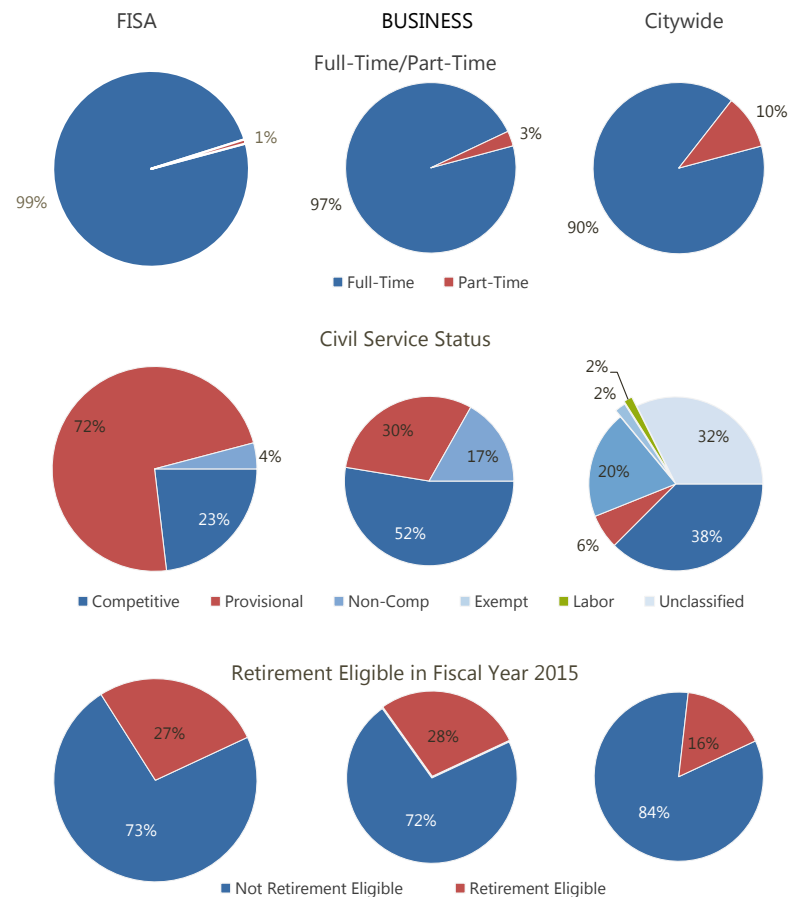
Business, Finance & Economy Agency Group

Summary Indicators	FISA	BUSINESS	Citywide
Headcount (FT / PT)	426 / 3	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	50 / 7	49 / 11	44 / 10
% Male / Female	65% / 35%	50% / 50%	42% / 58%
% White / Minority	42% / 58%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$103,321	\$63,864	\$67,372
% Eligible to Retire	27%	28%	16%
% Hires	9%	9%	9%
% Union Represented	47%	79%	91%

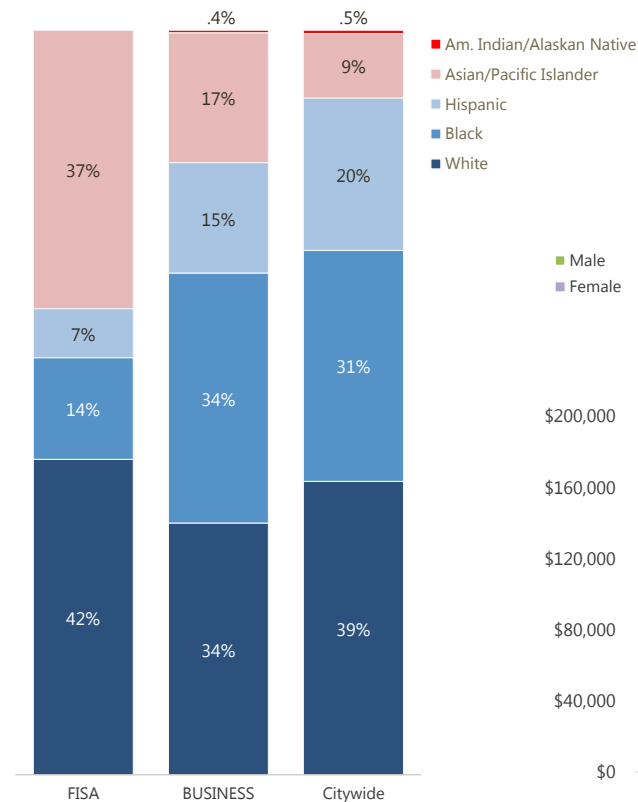
Hires	FISA	BUSINESS	Citywide
Total Hires	39	414	32,057
New Hires	39	381	27,116
Rehires	0	33	4,941

Separations	FISA	BUSINESS	Citywide
Total Separations	25	338	23,422
Retirement	10	114	8,452
Resignation	5	134	8,673
Dismissal	5	36	2,816
Layoff	0	0	3
Deceased	2	7	415
Other	3	47	3,063

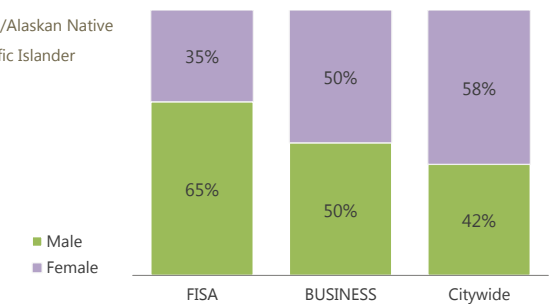
Employee Type by Agency, Agency Group, and Citywide



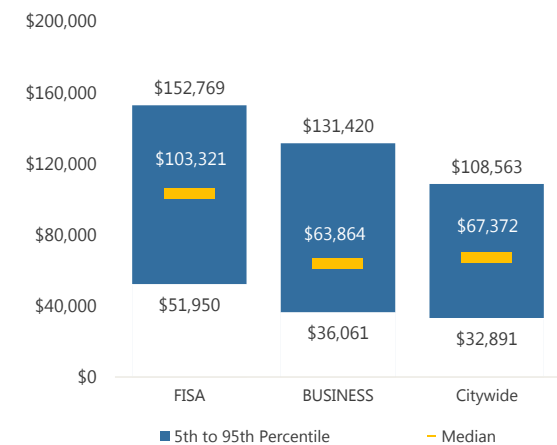
Ethnicity



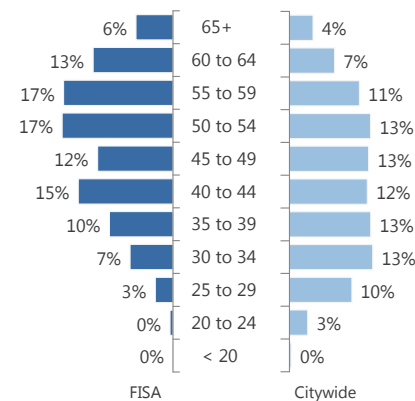
Gender



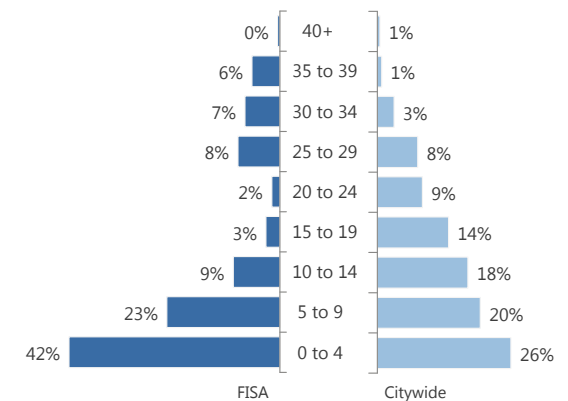
Full-Time Annual Salary Range



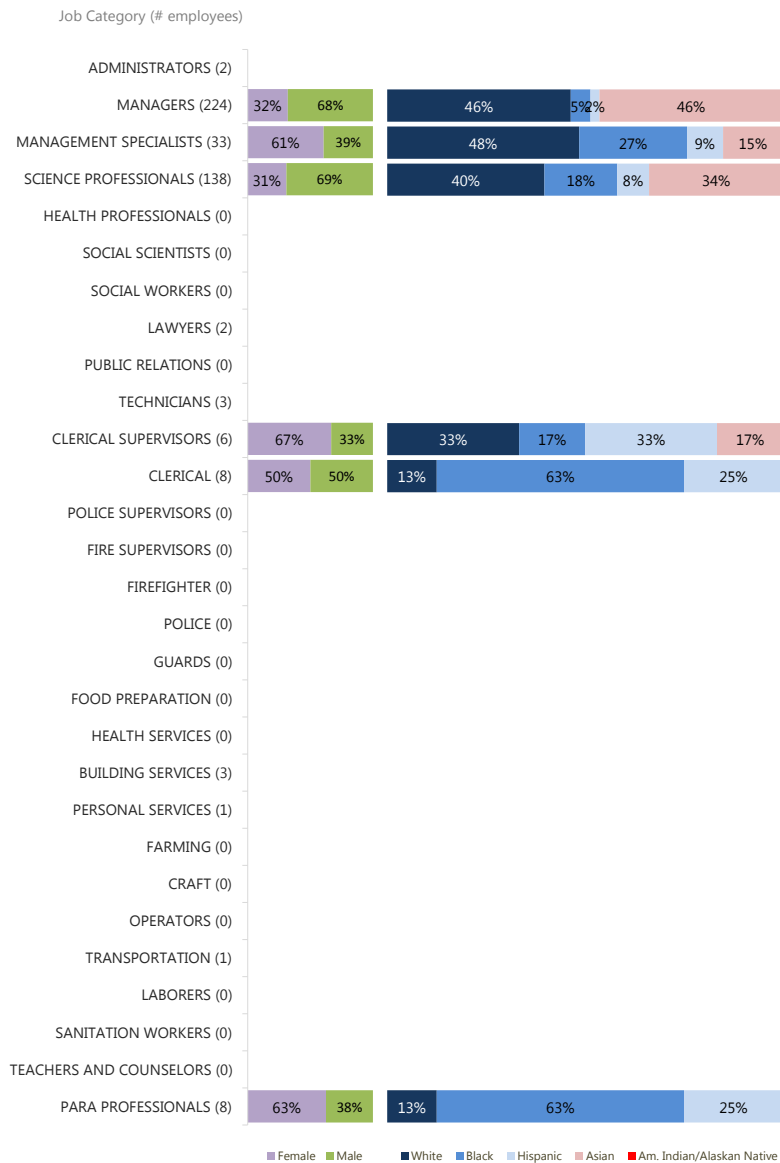
Age



Years of Service



Gender and Ethnicity by Job Category for: FISA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	30	\$209,797	100.0%	0.0%	0.0%
MANAGERS	224	99.6%	48.5	5	\$119,634	19.3%	4.4%	6.2%
MANAGEMENT SPECIALISTS	33	100.0%	46	11	\$77,273	18.2%	3.0%	6.1%
SCIENCE PROFESSIONALS	138	100.0%	54	9	\$83,230	39.9%	5.8%	15.2%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	2.5	\$82,517	0.0%	50.0%	50.0%
PUBLIC RELATIONS	0							
TECHNICIANS	3	100.0%	n/a	26	\$49,502	33.3%	0.0%	0.0%
CLERICAL SUPERVISORS	6	100.0%	55.5	30	\$53,825	66.7%	16.7%	0.0%
CLERICAL	8	87.5%	54	30	\$42,445	57.1%	21.9%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	3	100.0%	n/a	7	\$32,549	0.0%	0.0%	0.0%
PERSONAL SERVICES	1	100.0%	n/a	9	\$33,332	0.0%	0.0%	0.0%
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	8	\$44,021	100.0%	0.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	8	87.5%	36.5	4.5	\$50,900	0.0%	21.9%	10.9%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMPUTER SYSTEMS MANAGER	209	48.7%	47	3.0	16.7%	10	14
COMPUTER SPECIALIST (SOFTWARE)	65	15.2%	54	5.0	38.5%	2	10
COMPUTER ASSOCIATE (OPERATIONS)	30	7.0%	53.5	10.0	30.0%	3	6
COMPUTER ASSOCIATE (TECHNICAL SUPPORT)	17	4.0%	57	12.0	58.8%	1	2
ADMINISTRATIVE MANAGER	13	3.0%	44	7.0	7.7%	2	1
ADMINISTRATIVE STAFF ANALYST	12	2.8%	57.5	23.0	58.3%	1	1
COMPUTER ASSOCIATE (SOFTWARE)	12	2.8%	48.5	4.5	33.3%	1	2
ASSOCIATE STAFF ANALYST	8	1.9%	51.5	15.5	37.5%	0	0
COMPUTER SPECIALIST (OPERATIONS)	7	1.6%	57	34.0	71.4%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	6	1.4%	55.5	30.0	66.7%	1	0

FINANCIAL INFORMATION SERVICES AGENCY is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: HOUSING PRESERVATION & DEVELOPMENT (HPD) : FY2015

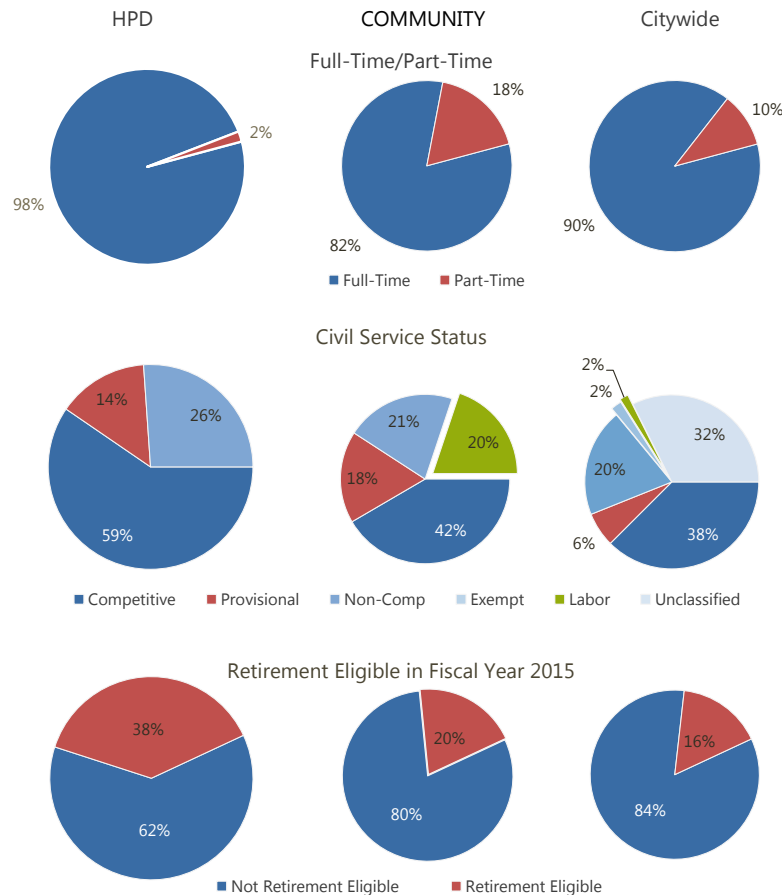
Communities & Neighborhoods Agency Group

Summary Indicators	HPD	COMMUNITY	Citywide
Headcount (FT / PT)	2,133 / 37	17,721 / 3,843	325,588 / 37,293
Median Age / Years of Service	53 / 13	46 / 10	44 / 10
% Male / Female	50% / 50%	63% / 37%	42% / 58%
% White / Minority	26% / 74%	28% / 72%	39% / 61%
Median Annual Base Salary (FT)	\$56,912	\$55,872	\$67,372
% Eligible to Retire	38%	20%	16%
% Hires	11%	10%	9%
% Union Represented	93%	95%	91%

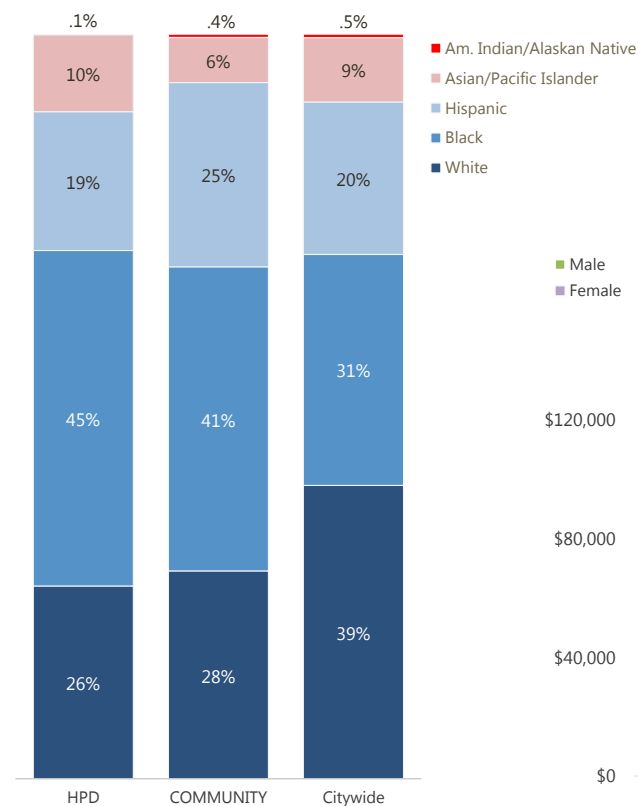
Hires	HPD	COMMUNITY	Citywide
Total Hires	241	2,236	32,057
New Hires	237	2,094	27,116
Rehires	4	142	4,941

Separations	HPD	COMMUNITY	Citywide
Total Separations	132	1,574	23,422
Retirement	79	524	8,452
Resignation	30	397	8,673
Dismissal	4	418	2,816
Layoff	0	0	3
Deceased	4	36	415
Other	15	199	3,063

Employee Type by Agency, Agency Group, and Citywide



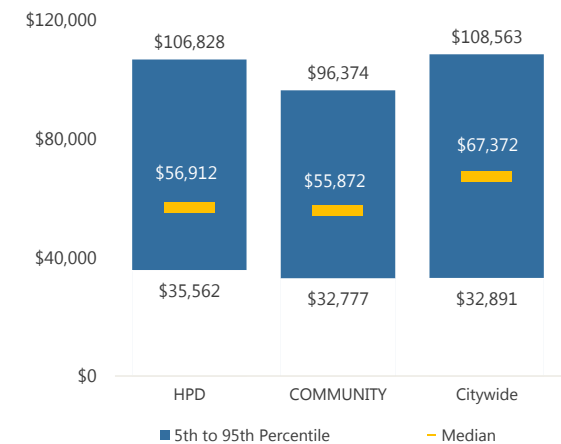
Ethnicity



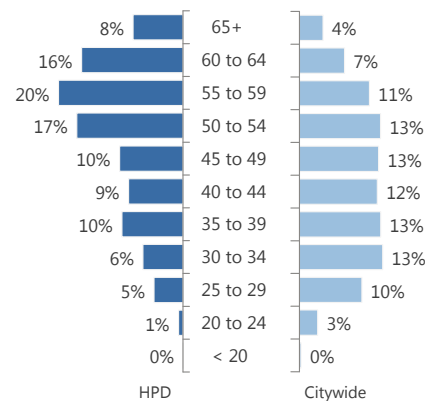
Gender



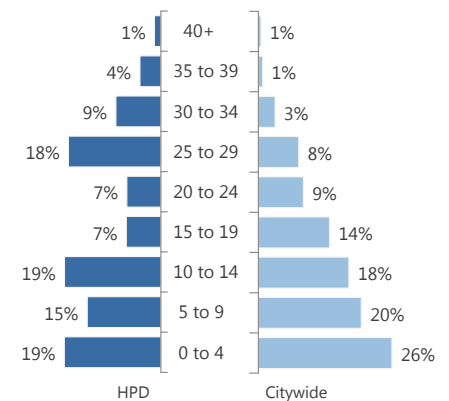
Full-Time Annual Salary Range



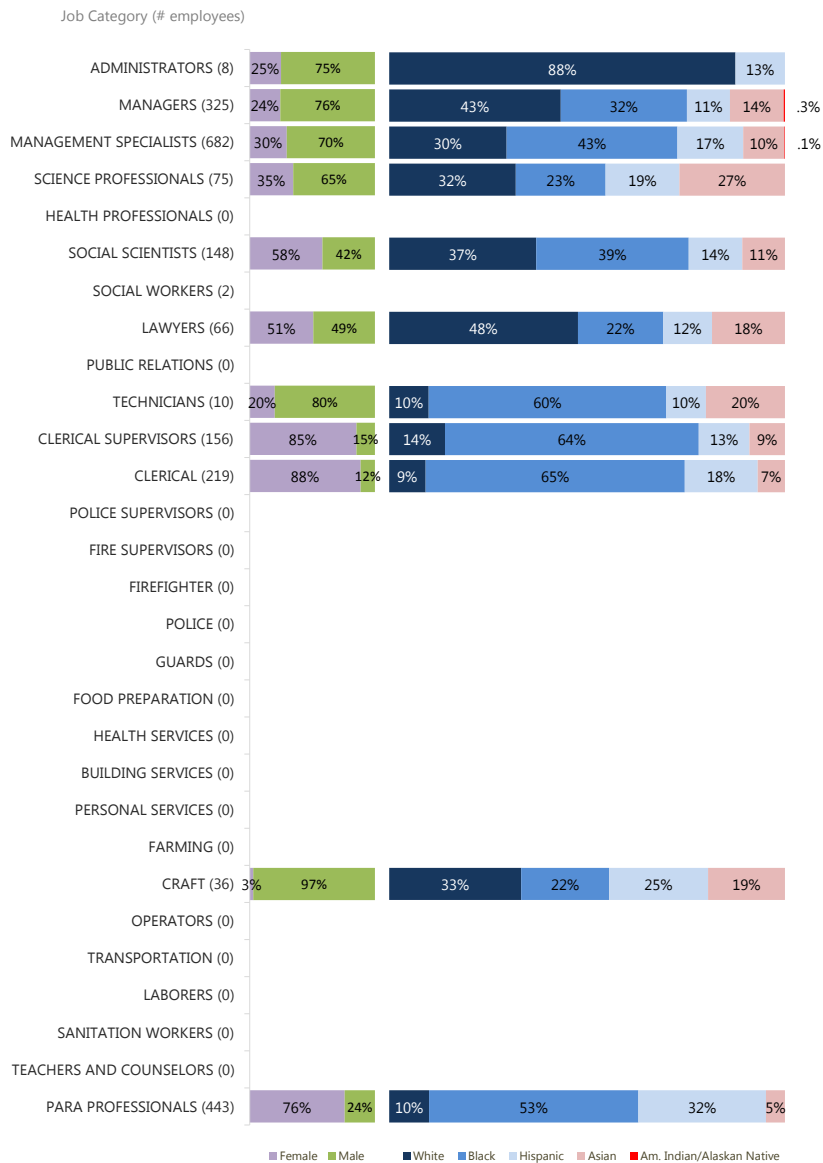
Age



Years of Service



Gender and Ethnicity by Job Category for: HPD

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	8	100.0%	53.5	9.5	\$183,996	12.5%	25.0%	12.5%
MANAGERS	325	99.7%	55	21	\$79,945	48.8%	5.5%	8.6%
MANAGEMENT SPECIALISTS	682	99.6%	55	15	\$55,767	43.2%	7.6%	6.4%
SCIENCE PROFESSIONALS	75	100.0%	48	9	\$78,643	26.7%	6.7%	20.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	148	100.0%	50	12.5	\$70,625	37.2%	9.5%	12.2%
SOCIAL WORKERS	2	100.0%	n/a	18.5	\$42,473	50.0%	0.0%	0.0%
LAWYERS	66	93.9%	43	10.5	\$78,027	29.0%	5.7%	8.5%
PUBLIC RELATIONS	0							
TECHNICIANS	10	100.0%	42	12	\$52,233	20.0%	0.0%	10.0%
CLERICAL SUPERVISORS	156	100.0%	55.5	27	\$52,434	53.2%	3.2%	0.0%
CLERICAL	219	95.0%	52	16	\$40,577	40.9%	6.1%	3.9%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	36	100.0%	58	21	\$65,926	55.6%	8.3%	2.8%
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	443	95.9%	45	8	\$46,411	21.2%	3.2%	24.7%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
INSPECTOR (HOUSING)	290	13.4%	54	11.0	35.5%	18	26
COMMUNITY ASSOCIATE	251	11.6%	46	7.0	17.1%	7	75
CONSTRUCTION PROJECT MANAGER	176	8.1%	56.5	22.0	55.1%	13	14
CLERICAL ASSOCIATE	180	8.3%	51	14.0	36.7%	9	8
PRINCIPAL ADMINISTRATIVE ASSOCIATE	156	7.2%	55.5	27.0	53.2%	5	0
COMMUNITY COORDINATOR	130	6.0%	39	7.0	18.5%	11	37
ADMINISTRATIVE STAFF ANALYST	97	4.5%	49	13.0	34.0%	10	13
HOUSING DEVELOPMENT SPECIALIST	74	3.4%	54	21.5	43.2%	6	1
ASSOCIATE REAL PROPERTY MANAGER	49	2.3%	57	29.0	65.3%	6	0
AGENCY ATTORNEY	48	2.2%	42	9.5	12.5%	3	5

HOUSING PRESERVATION & DEVELOPMENT is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

Workforce Profile: HUMAN RESOURCES ADMINISTRATION (HRA) : FY2015

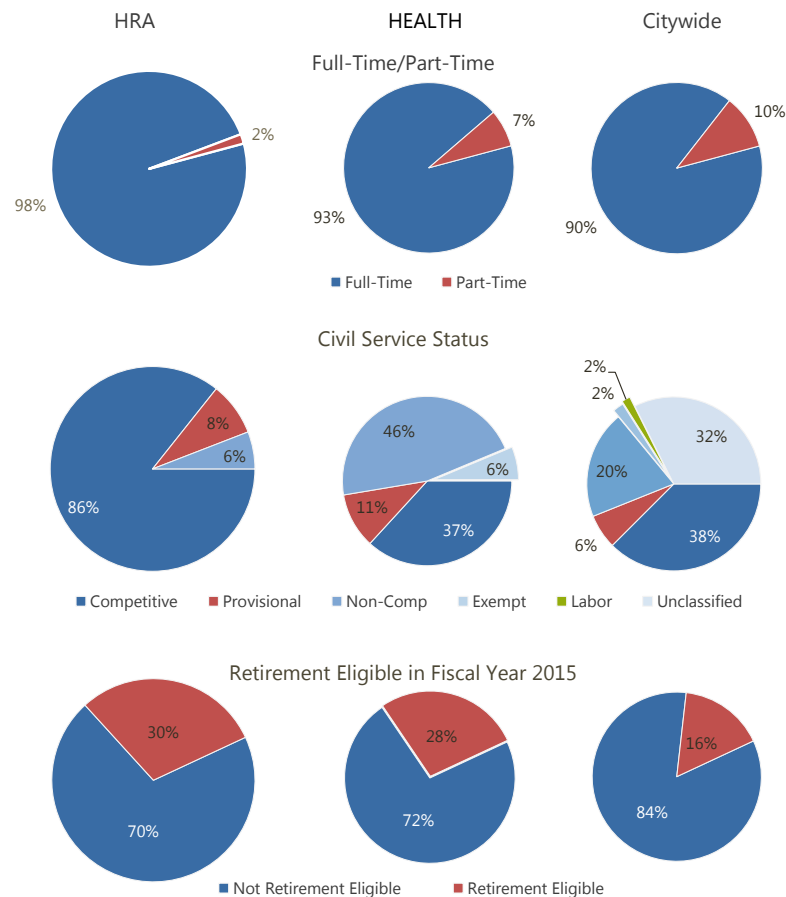
Health & Human Services Agency Group

Summary Indicators	HRA	HEALTH	Citywide
Headcount (FT / PT)	13,770 / 220	63,797 / 4,904	325,588 / 37,293
Median Age / Years of Service	51 / 13	49 / 10	44 / 10
% Male / Female	29% / 71%	31% / 69%	42% / 58%
% White / Minority	15% / 85%	17% / 83%	39% / 61%
Median Annual Base Salary (FT)	\$42,981	\$52,045	\$67,372
% Eligible to Retire	30%	28%	16%
% Hires	7%	10%	9%
% Union Represented	96%	91%	91%

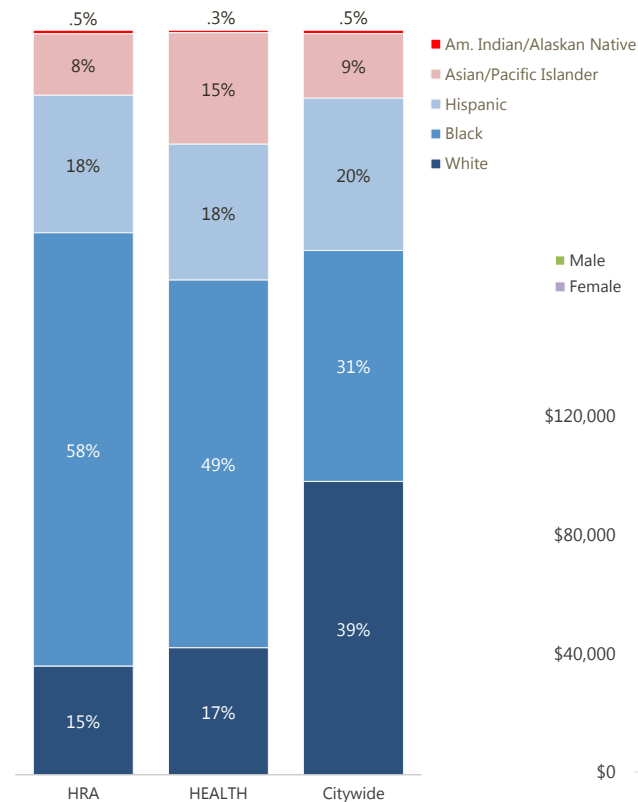
Hires	HRA	HEALTH	Citywide
Total Hires	1,003	7,189	32,057
New Hires	961	7,113	27,116
Rehires	42	76	4,941

Separations	HRA	HEALTH	Citywide
Total Separations	791	6,063	23,422
Retirement	404	1,817	8,452
Resignation	198	2,452	8,673
Dismissal	84	522	2,816
Layoff	0	1	3
Deceased	49	142	415
Other	56	1,129	3,063

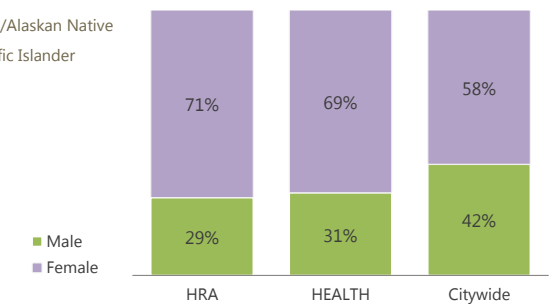
Employee Type by Agency, Agency Group, and Citywide



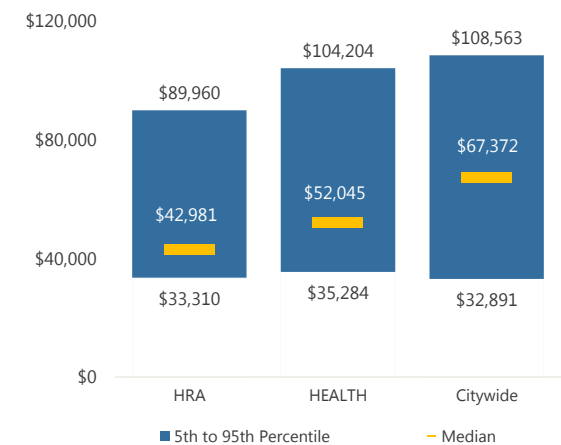
Ethnicity



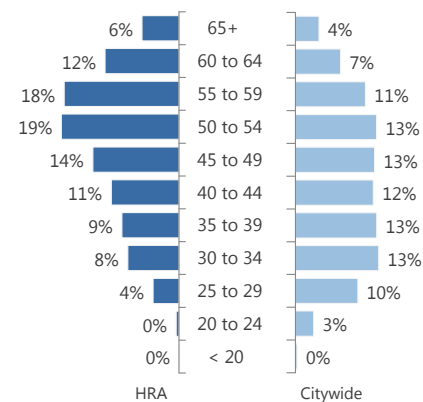
Gender



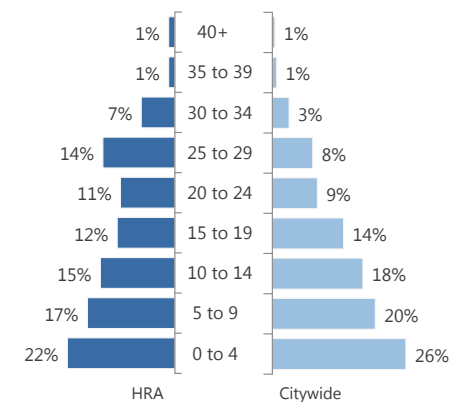
Full-Time Annual Salary Range



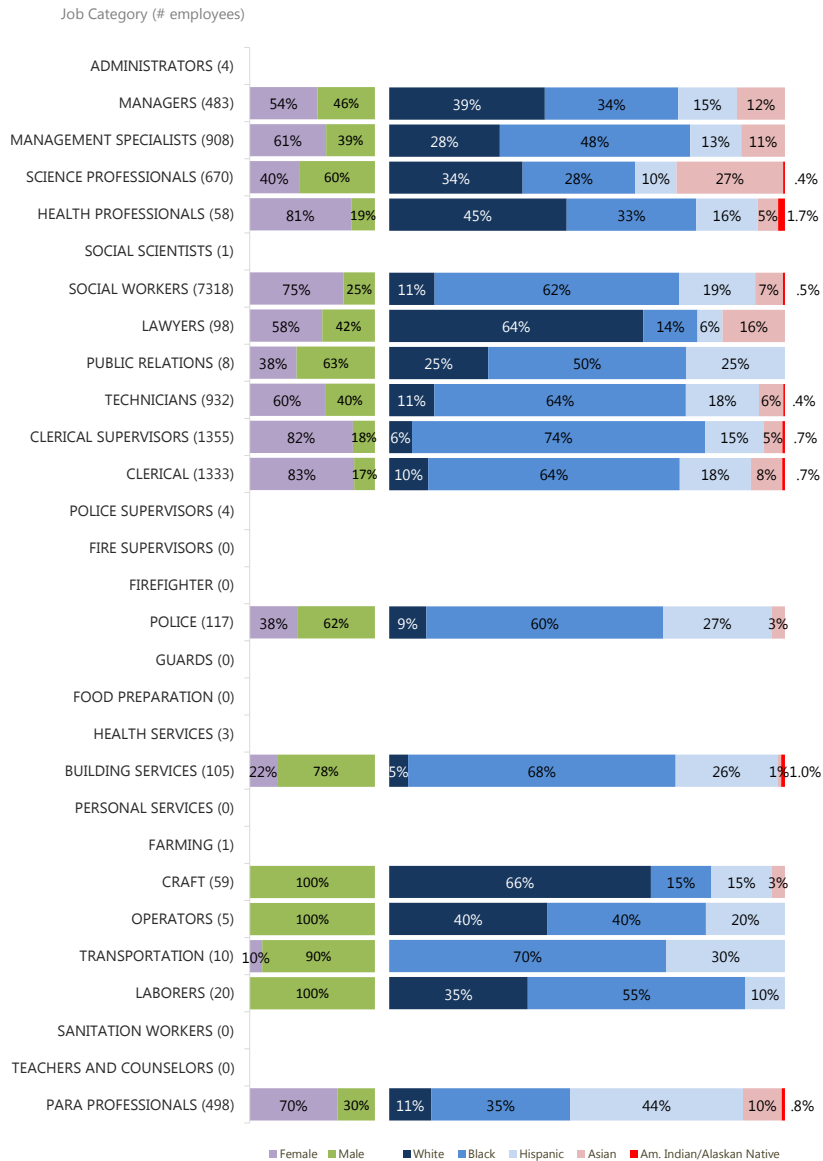
Age



Years of Service



Gender and Ethnicity by Job Category for: HRA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	4	100.0%	n/a	19.5	\$176,049	50.0%	50.0%	0.0%
MANAGERS	483	99.6%	51	14	\$100,744	31.0%	6.2%	6.6%
MANAGEMENT SPECIALISTS	908	99.4%	53	19	\$71,755	39.6%	6.0%	5.6%
SCIENCE PROFESSIONALS	670	99.9%	50	11	\$83,258	32.4%	5.4%	5.2%
HEALTH PROFESSIONALS	58	94.8%	53.5	3	\$67,559	20.0%	6.5%	16.3%
SOCIAL SCIENTISTS	1	100.0%	n/a	17	\$76,877	0.0%	0.0%	0.0%
SOCIAL WORKERS	7318	100.0%	51	13	\$42,064	29.4%	5.3%	6.6%
LAWYERS	98	100.0%	35	6.5	\$72,247	18.4%	8.2%	10.2%
PUBLIC RELATIONS	8	100.0%	45	9	\$48,497	37.5%	0.0%	12.5%
TECHNICIANS	932	99.7%	48	16	\$51,793	25.5%	6.0%	0.2%
CLERICAL SUPERVISORS	1355	100.0%	53	22	\$48,584	39.0%	5.2%	0.2%
CLERICAL	1333	99.8%	50	11	\$36,899	28.0%	6.5%	3.7%
POLICE SUPERVISORS	4	100.0%	n/a	7.5	\$84,838	0.0%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	117	100.0%	39	4	\$42,332	2.6%	6.8%	3.4%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	3	100.0%	n/a	23	\$35,205	66.7%	0.0%	0.0%
BUILDING SERVICES	105	100.0%	54	11	\$36,242	34.3%	10.5%	2.9%
PERSONAL SERVICES	0							
FARMING	1	100.0%	n/a	31	\$61,262	100.0%	0.0%	0.0%
CRAFT	59	100.0%	53	10	\$91,131	32.2%	15.3%	3.4%
OPERATORS	5	100.0%	54	11	\$54,527	0.0%	20.0%	0.0%
TRANSPORTATION	10	100.0%	64	17	\$51,125	80.0%	0.0%	0.0%
LABORERS	20	100.0%	44.5	8	\$68,361	25.0%	10.0%	10.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	498	59.2%	39	0	\$42,000	15.9%	2.7%	32.8%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ELIGIBILITY SPECIALIST	2,632	18.8%	47	6.5	19.4%	170	206
JOB OPPORTUNITY SPECIALIST	1,530	10.9%	48	7.0	20.8%	83	203
CASEWORKER	1,511	10.8%	53	15.0	37.7%	86	62
PRINCIPAL ADMINISTRATIVE ASSOCIATE	1,350	9.6%	53	22.0	39.1%	91	2
CLERICAL ASSOCIATE	1,122	8.0%	50	11.0	28.1%	94	43
ASSOCIATE JOB OPPORTUNITY SPECIALIST	790	5.6%	54	24.0	45.8%	46	0
FRAUD INVESTIGATOR	635	4.5%	47	14.0	25.4%	67	0
SUPERVISOR I (SOCIAL SERVICES)	439	3.1%	53	22.0	41.5%	17	0
ADMINISTRATIVE STAFF ANALYST	390	2.8%	52	18.0	36.9%	50	33
COMPUTER SPECIALIST (SOFTWARE)	351	2.5%	53	11.0	39.6%	21	17

HUMAN RESOURCES ADMINISTRATION is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: INDEPENDENT BUDGET OFFICE (IBO) : FY2015

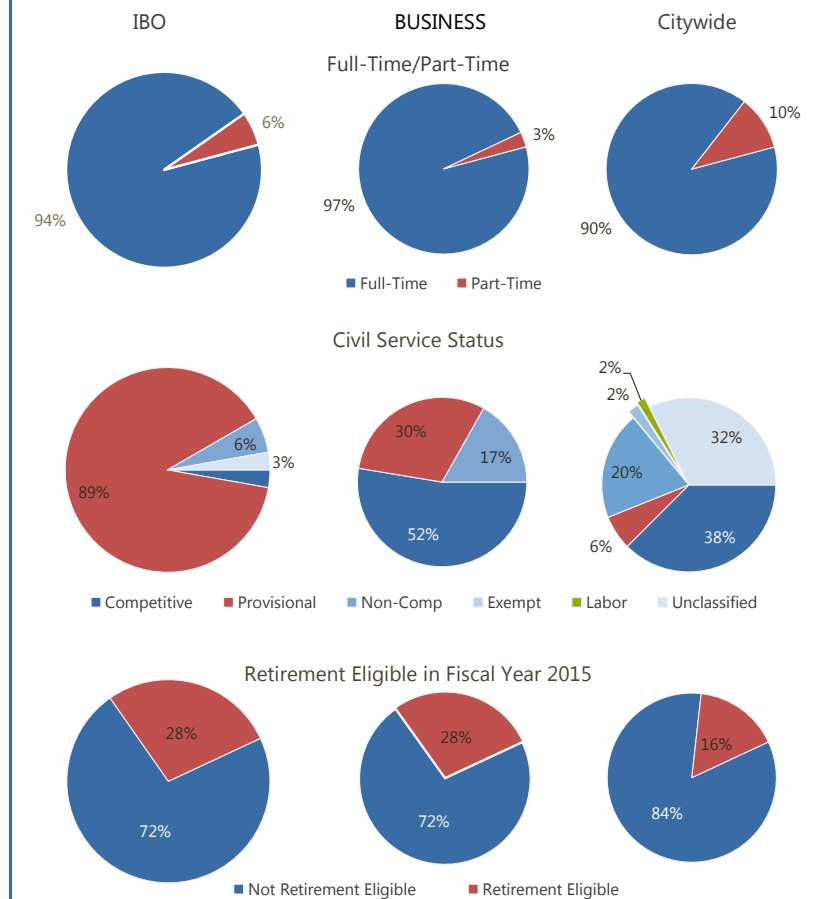
Business, Finance & Economy Agency Group

Summary Indicators	IBO	BUSINESS	Citywide
Headcount (FT / PT)	34 / 2	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	40.5 / 8.5	49 / 11	44 / 10
% Male / Female	46% / 54%	50% / 50%	42% / 58%
% White / Minority	69% / 31%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$88,000	\$63,864	\$67,372
% Eligible to Retire	28%	28%	16%
% Hires	25%	9%	9%
% Union Represented	17%	79%	91%

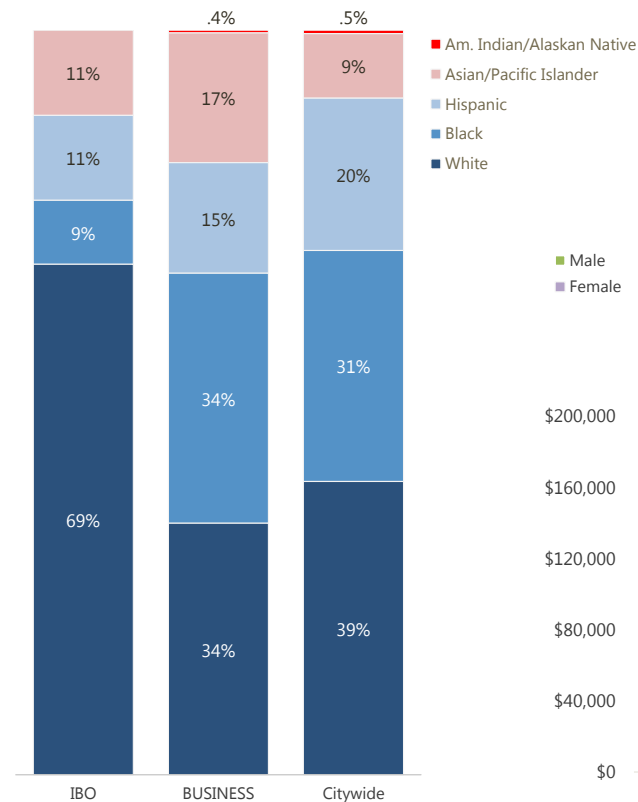
Hires	IBO	BUSINESS	Citywide
Total Hires	9	414	32,057
New Hires	9	381	27,116
Rehires	0	33	4,941

Separations	IBO	BUSINESS	Citywide
Total Separations	5	338	23,422
Retirement	0	114	8,452
Resignation	4	134	8,673
Dismissal	1	36	2,816
Layoff	0	0	3
Deceased	0	7	415
Other	0	47	3,063

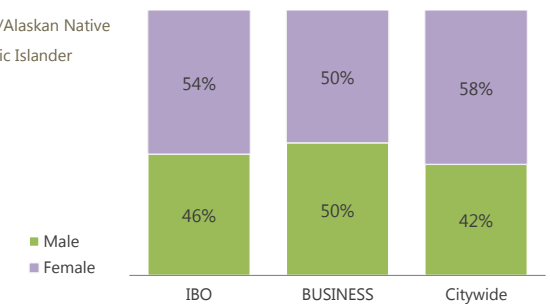
Employee Type by Agency, Agency Group, and Citywide



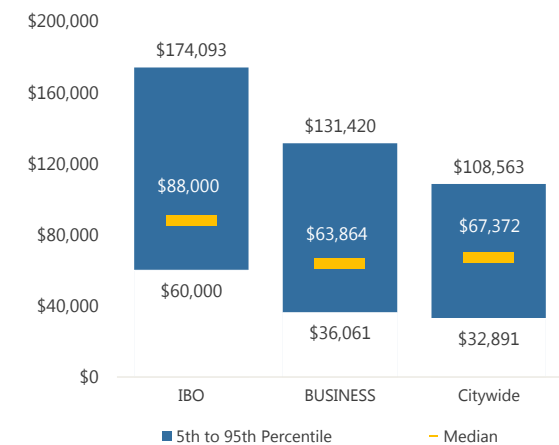
Ethnicity



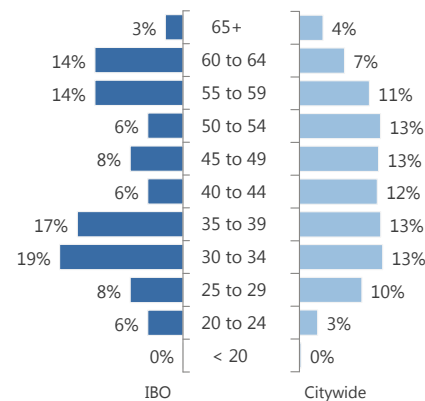
Gender



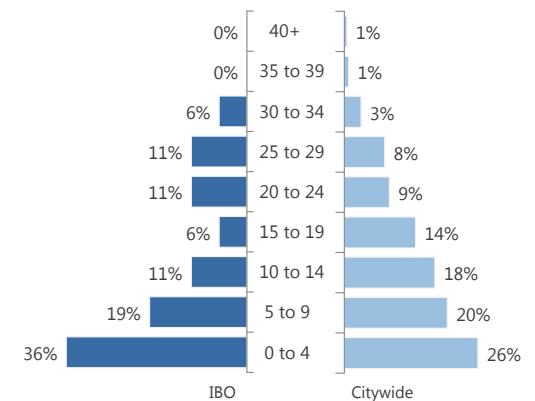
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: IBO

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	9	88.9%	58	22	\$125,097	62.5%	9.9%	0.0%
MANAGEMENT SPECIALISTS	25	96.0%	36	6	\$82,558	16.7%	15.4%	30.7%
SCIENCE PROFESSIONALS	1	100.0%	n/a	0	\$67,000	0.0%	0.0%	100.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	31	\$76,441	100.0%	0.0%	0.0%
CLERICAL	0							
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
BUDGET ANALYST (IBO)	24	66.7%	38	5.5	29.2%	7	6
ADMINISTRATIVE STAFF ANALYST	3	8.3%	n/a	14.0	33.3%	0	0
ASSISTANT BUDGET ANALYST (IBO)	3	8.3%	n/a	0.0	0.0%	2	2
ADMINISTRATIVE MANAGER	1	2.8%	n/a	14.0	0.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	1	2.8%	n/a	31.0	100.0%	0	0
CERTIFIED IT ADMINISTRATOR (LAN)	1	2.8%	n/a	0.0	0.0%	0	1
AGENCY CHIEF CONTRACTING OFFICER	1	2.8%	n/a	26.0	0.0%	0	0
DIRECTOR OF INDEPENDENT BUDGET OFFICE_(132)	1	2.8%	n/a	19.0	100.0%	0	0
EXECUTIVE AGENCY COUNSEL	1	2.8%	n/a	21.0	0.0%	0	0

INDEPENDENT BUDGET OFFICE is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: LAW DEPARTMENT (LAW) : FY2015

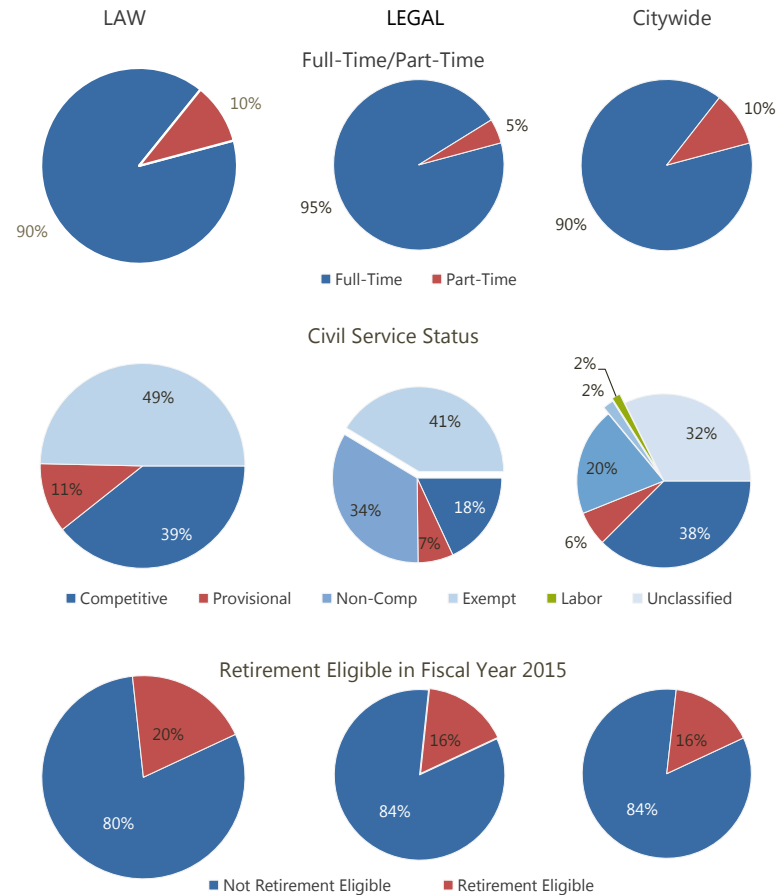
Legal Affairs & Access to Justice Agency Group

Summary Indicators	LAW	LEGAL	Citywide
Headcount (FT / PT)	1,415 / 158	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	42 / 8	40 / 7	44 / 10
% Male / Female	37% / 63%	41% / 59%	42% / 58%
% White / Minority	52% / 48%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$67,211	\$63,654	\$67,372
% Eligible to Retire	20%	16%	16%
% Hires	11%	13%	9%
% Union Represented	49%	54%	91%

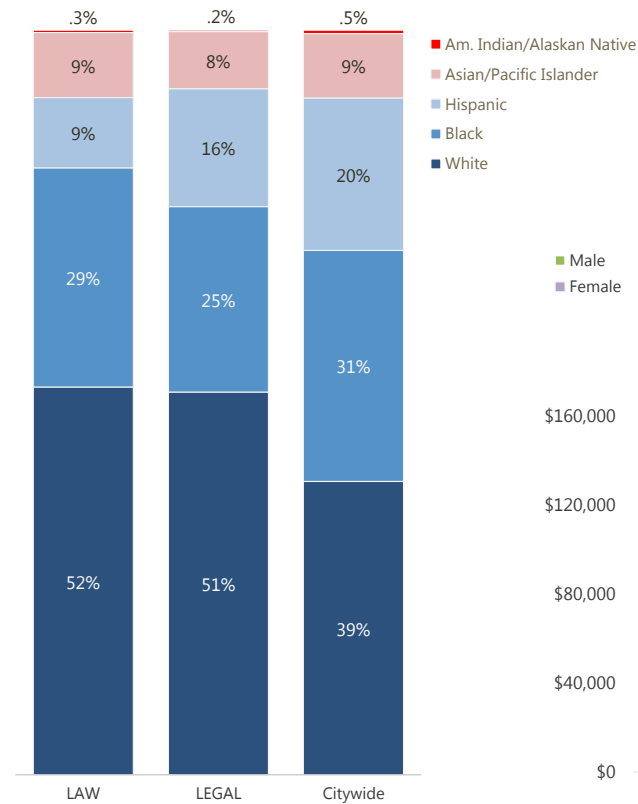
Hires	LAW	LEGAL	Citywide
Total Hires	172	814	32,057
New Hires	165	773	27,116
Rehires	7	41	4,941

Separations	LAW	LEGAL	Citywide
Total Separations	128	619	23,422
Retirement	21	77	8,452
Resignation	86	446	8,673
Dismissal	11	51	2,816
Layoff	0	0	3
Deceased	1	6	415
Other	9	39	3,063

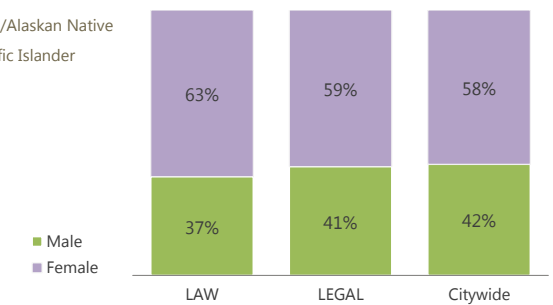
Employee Type by Agency, Agency Group, and Citywide



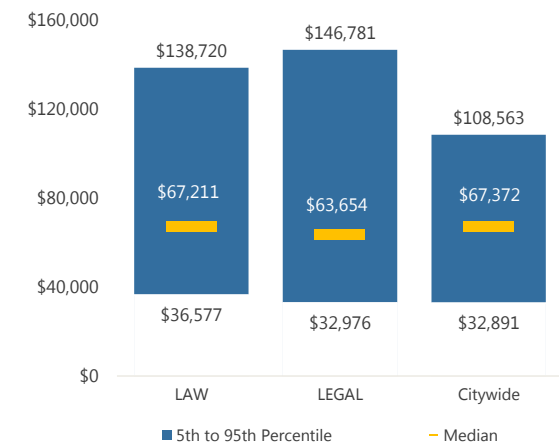
Ethnicity



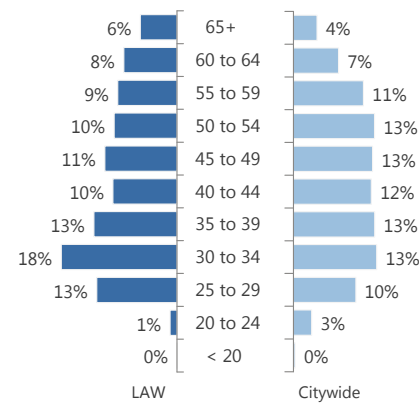
Gender



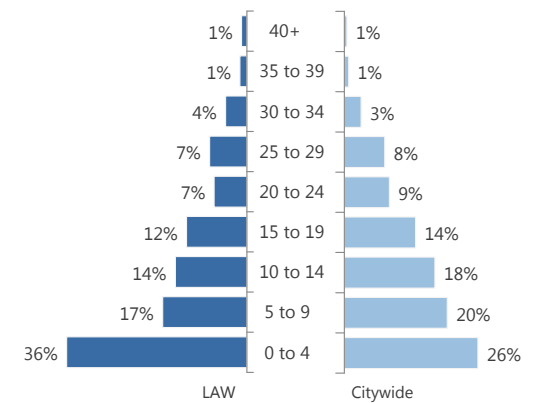
Full-Time Annual Salary Range



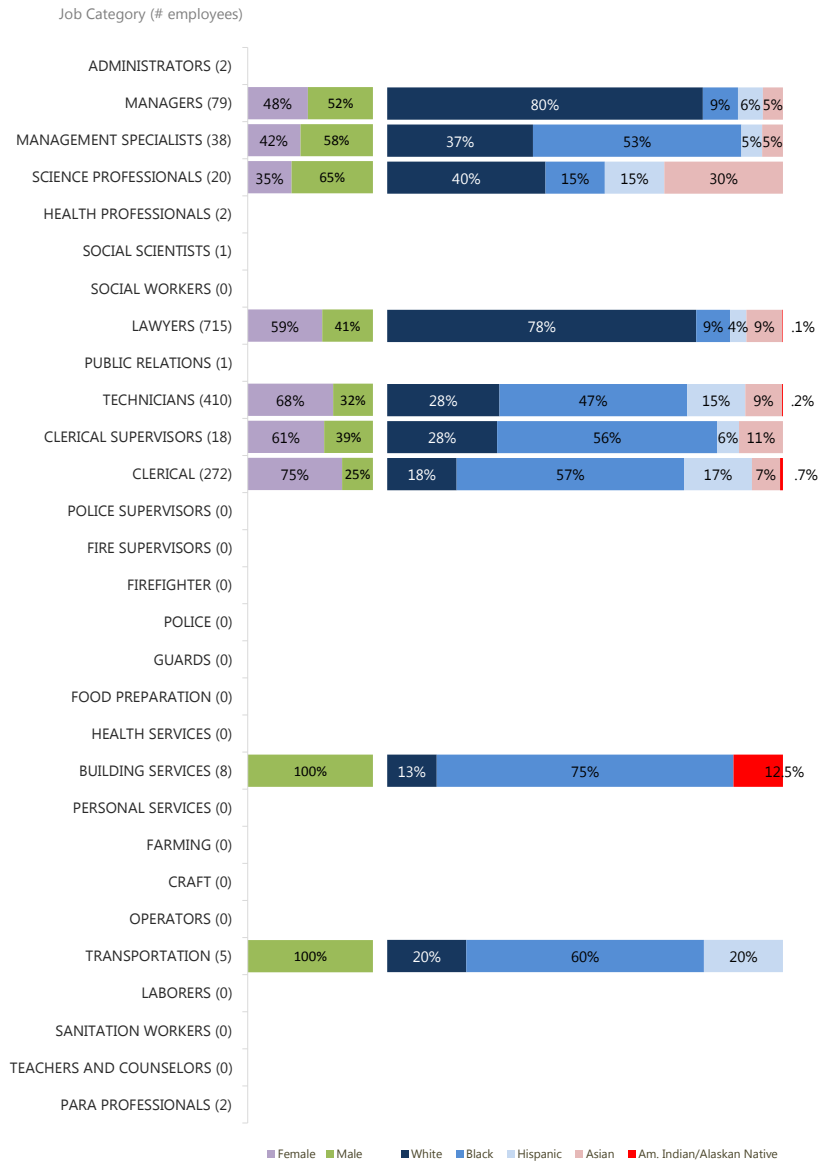
Age



Years of Service



Gender and Ethnicity by Job Category for: LAW

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	22.5	\$214,457	50.0%	0.0%	0.0%
MANAGERS	79	100.0%	54	20	\$144,714	43.0%	6.3%	1.3%
MANAGEMENT SPECIALISTS	38	94.7%	52.5	19	\$71,695	33.3%	0.0%	0.0%
SCIENCE PROFESSIONALS	20	90.0%	52	12.5	\$81,794	44.4%	4.5%	4.5%
HEALTH PROFESSIONALS	2	100.0%	n/a	14.5	\$66,419	100.0%	0.0%	0.0%
SOCIAL SCIENTISTS	1	0.0%	n/a	8	n/a	0.0%	0.0%	0.0%
SOCIAL WORKERS	0							
LAWYERS	715	95.5%	36	6	\$89,123	14.6%	9.9%	13.4%
PUBLIC RELATIONS	1	100.0%	n/a	0	\$45,675	0.0%	0.0%	100.0%
TECHNICIANS	410	91.0%	43	9	\$43,802	18.0%	6.0%	7.1%
CLERICAL SUPERVISORS	18	94.4%	59.5	27	\$54,047	82.4%	5.2%	0.0%
CLERICAL	272	71.0%	45	12	\$37,058	35.8%	5.0%	7.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	8	87.5%	52	20.5	\$39,788	28.6%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	5	40.0%	35	7	\$44,021	50.0%	8.0%	0.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	2	100.0%	n/a	6	\$59,525	0.0%	0.0%	50.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT CORPORATION COUNSEL	771	49.0%	37	7.0	16.3%	88	101
PARALEGAL AIDE	224	14.2%	42	10.0	14.3%	20	6
CLERICAL ASSOCIATE	216	13.7%	43.5	10.0	21.3%	20	27
CLAIM SPECIALIST	86	5.5%	44	2.5	22.1%	10	18
WORKERS' COMPENSATION BENEFITS EXAMINER	65	4.1%	44	8.0	16.9%	6	5
LEGAL SECRETARIAL ASSISTANT	31	2.0%	54	26.0	45.2%	3	2
PRINCIPAL ADMINISTRATIVE ASSOCIATE	18	1.1%	59.5	27.0	77.8%	1	0
ASSOCIATE STAFF ANALYST	12	0.8%	55	23.0	50.0%	0	0
STAFF ANALYST	10	0.6%	48.5	22.0	20.0%	0	0
SUPERVISING COMPUTER SERVICE TECHNICIAN	8	0.5%	44	14.5	12.5%	0	0

LAW DEPARTMENT is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

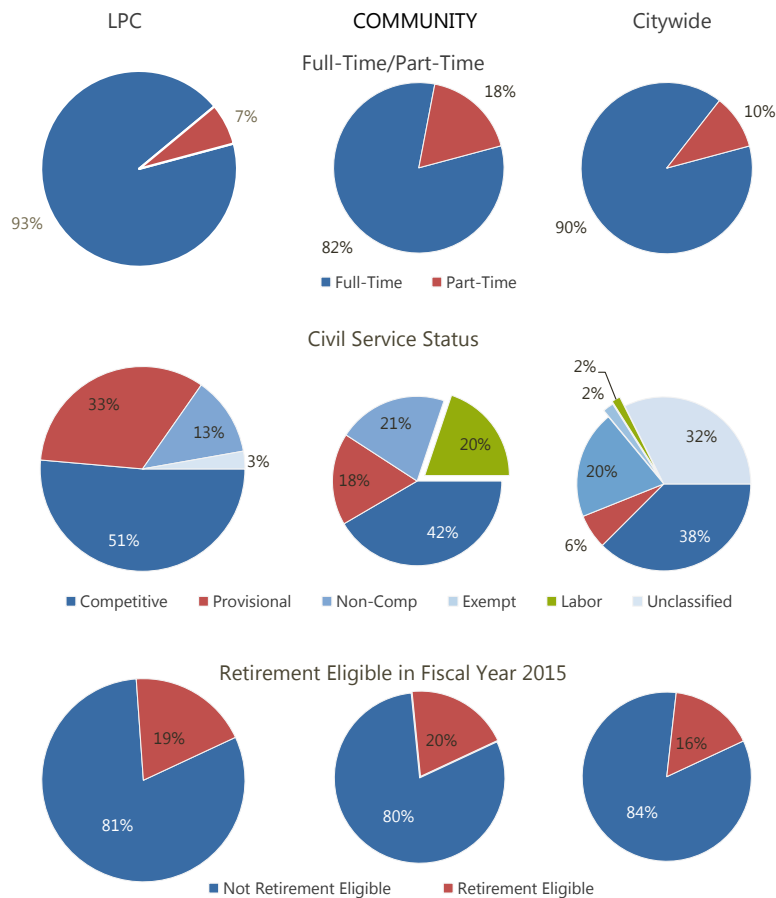
Workforce Profile: LANDMARKS PRESERVATION COMMISSION (LPC) : FY2015

Summary Indicators	LPC	COMMUNITY	Citywide
Headcount (FT / PT)	68 / 5	17,721 / 3,843	325,588 / 37,293
Median Age / Years of Service	42 / 7	46 / 10	44 / 10
% Male / Female	38% / 62%	63% / 37%	42% / 58%
% White / Minority	74% / 26%	28% / 72%	39% / 61%
Median Annual Base Salary (FT)	\$56,847	\$55,872	\$67,372
% Eligible to Retire	19%	20%	16%
% Hires	21%	10%	9%
% Union Represented	78%	95%	91%

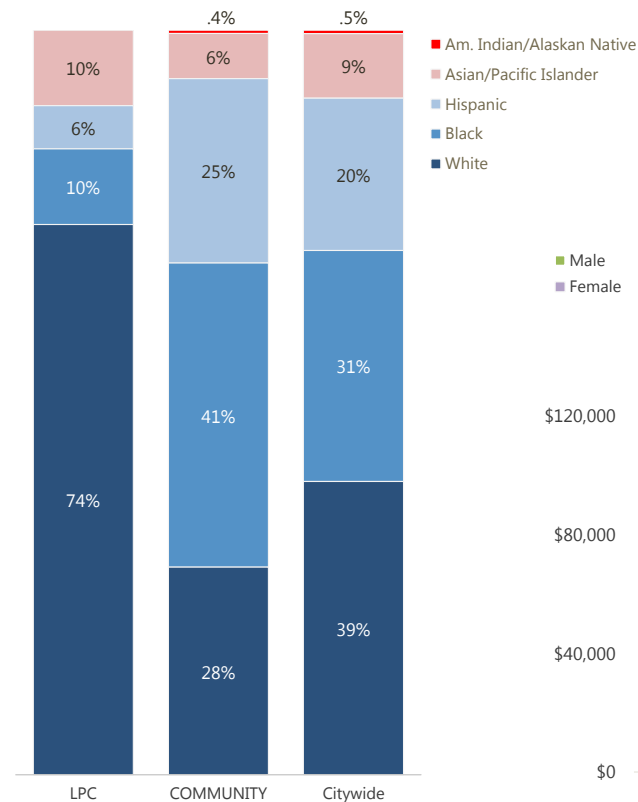
Hires	LPC	COMMUNITY	Citywide
Total Hires	15	2,236	32,057
New Hires	15	2,094	27,116
Rehires	0	142	4,941

Separations	LPC	COMMUNITY	Citywide
Total Separations	11	1,574	23,422
Retirement	3	524	8,452
Resignation	6	397	8,673
Dismissal	0	418	2,816
Layoff	0	0	3
Deceased	1	36	415
Other	1	199	3,063

Employee Type by Agency, Agency Group, and Citywide

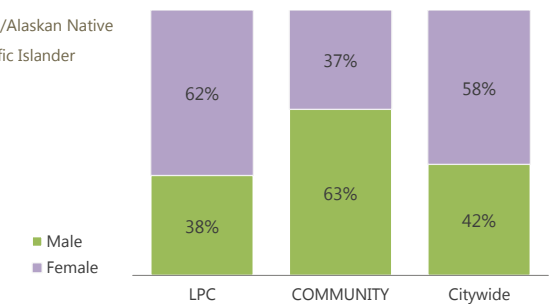


Ethnicity

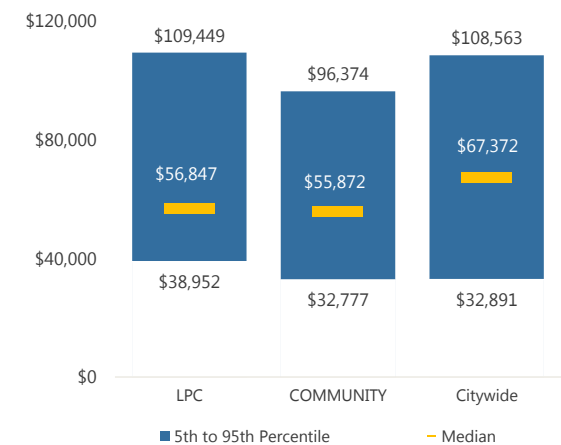


Communities & Neighborhoods Agency Group

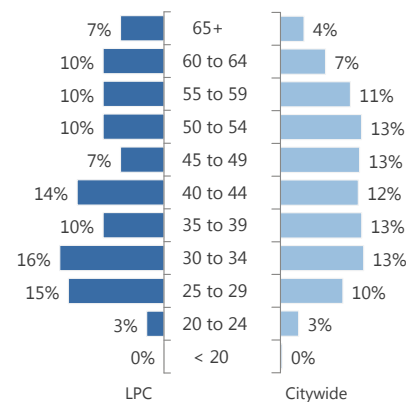
Gender



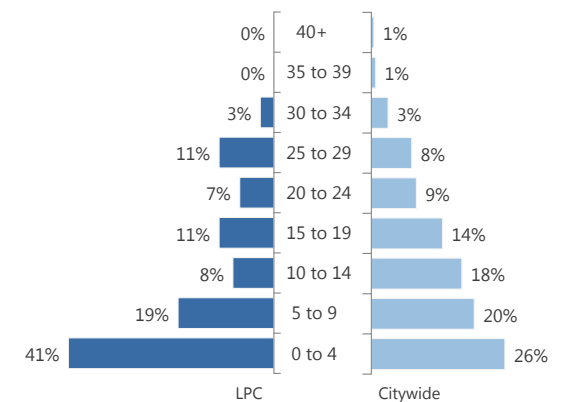
Full-Time Annual Salary Range



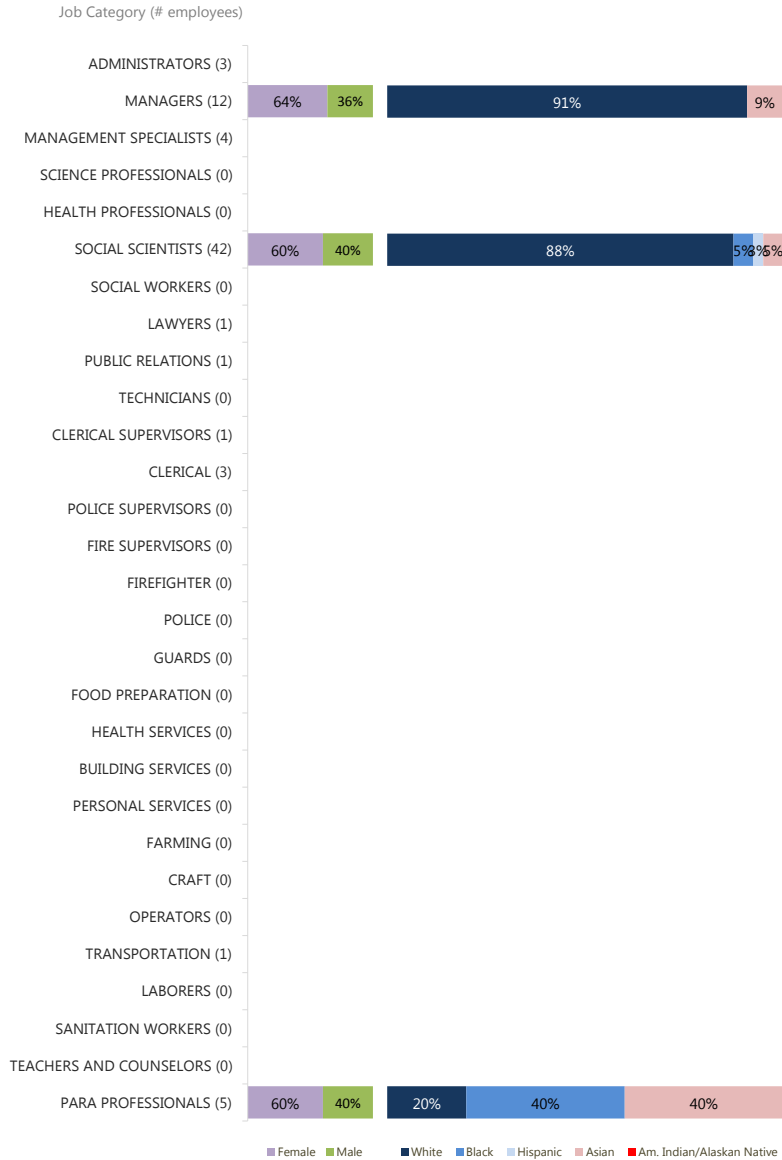
Age



Years of Service



Gender and Ethnicity by Job Category for: LPC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	20	\$139,709	33.3%	66.7%	0.0%
MANAGERS	12	91.7%	46.5	16.5	\$88,345	27.3%	0.0%	7.6%
MANAGEMENT SPECIALISTS	4	100.0%	n/a	15.5	\$84,505	50.0%	25.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	42	90.5%	39	4.5	\$56,693	15.8%	10.8%	19.4%
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	25	\$80,539	0.0%	0.0%	0.0%
PUBLIC RELATIONS	1	100.0%	n/a	1	\$70,000	0.0%	100.0%	0.0%
TECHNICIANS	0							
CLERICAL SUPERVISORS	1	100.0%	n/a	27	\$57,837	0.0%	0.0%	0.0%
CLERICAL	3	100.0%	n/a	14	\$42,953	66.7%	33.3%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	1	100.0%	n/a	0	\$35,236	0.0%	0.0%	100.0%
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	5	100.0%	27	0	\$38,000	0.0%	20.0%	80.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
LANDMARKS PRESERVATIONIST	39	53.4%	37	3.0	10.3%	7	9
ADMINISTRATIVE LANDMARKS PRESERVATIONIST	9	12.3%	46	17.0	22.2%	0	1
COMMUNITY ASSOCIATE	4	5.5%	n/a	0.0	0.0%	1	3
ADMINISTRATIVE STAFF ANALYST	2	2.7%	n/a	5.0	0.0%	1	0
CLERICAL ASSOCIATE	2	2.7%	n/a	16.5	50.0%	1	0
DIRECTOR OF URBAN ARCHAEOLOGY (LPC)	1	1.4%	n/a	20.0	0.0%	0	0
COMPUTER SYSTEMS MANAGER	1	1.4%	n/a	1.0	0.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	1	1.4%	n/a	27.0	0.0%	0	0
LEGAL SECRETARIAL ASSISTANT	1	1.4%	n/a	14.0	100.0%	0	0
STAFF ANALYST	1	1.4%	n/a	22.0	100.0%	0	0

LANDMARKS PRESERVATION COMMISSION is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

Workforce Profile: MAYORALTY: FY2015

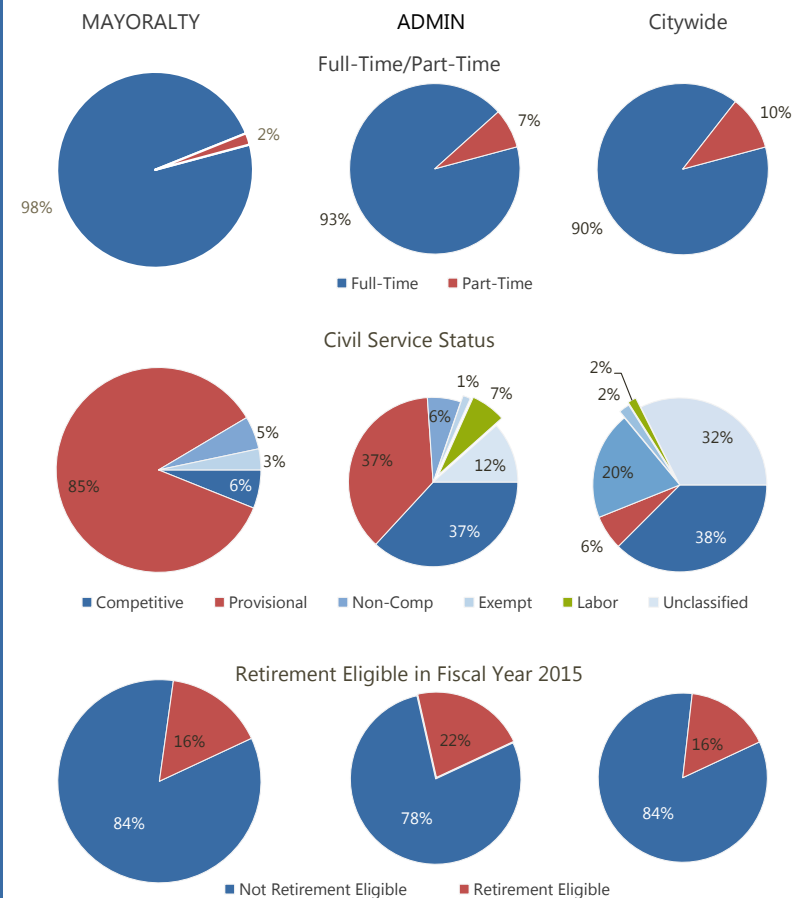
Administrative Services Agency Group

Summary Indicators	MAYORALTY	ADMIN	Citywide
Headcount (FT / PT)	922 / 18	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	37 / 4	47 / 8	44 / 10
% Male / Female	40% / 60%	53% / 47%	42% / 58%
% White / Minority	50% / 50%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$71,707	\$61,978	\$67,372
% Eligible to Retire	16%	22%	16%
% Hires	20%	12%	9%
% Union Represented	9%	72%	91%

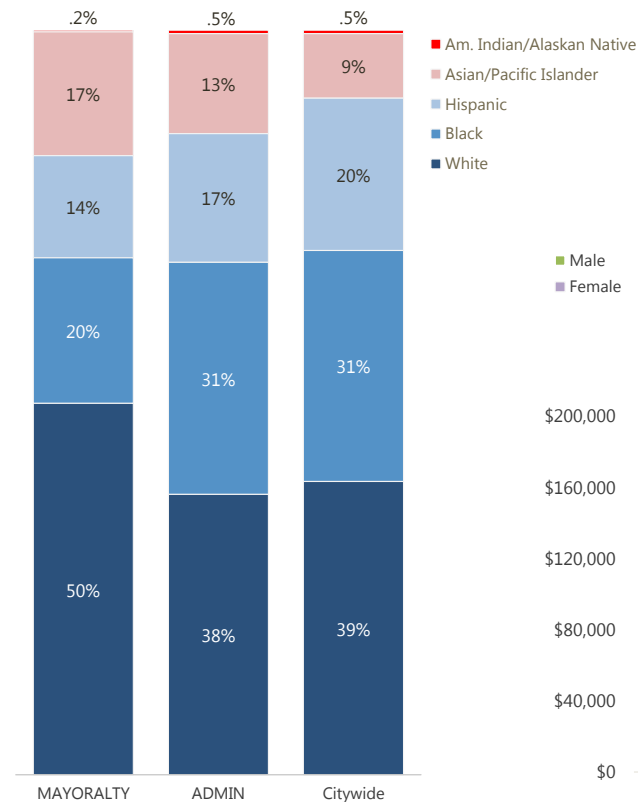
Hires	MAYORALTY	ADMIN	Citywide
Total Hires	184	722	32,057
New Hires	179	680	27,116
Rehires	5	42	4,941

Separations	MAYORALTY	ADMIN	Citywide
Total Separations	105	499	23,422
Retirement	12	100	8,452
Resignation	70	181	8,673
Dismissal	0	136	2,816
Layoff	0	0	3
Deceased	1	8	415
Other	22	74	3,063

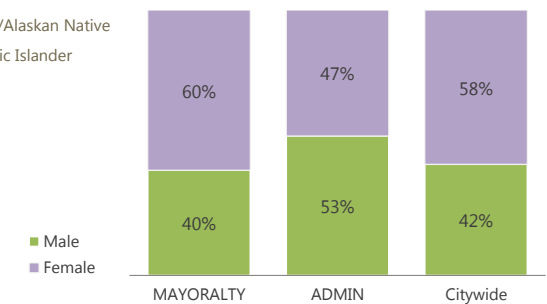
Employee Type by Agency, Agency Group, and Citywide



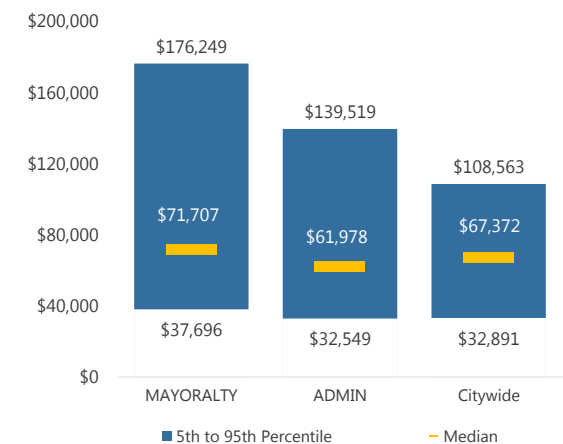
Ethnicity



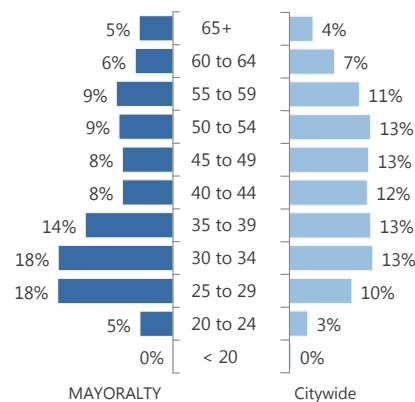
Gender



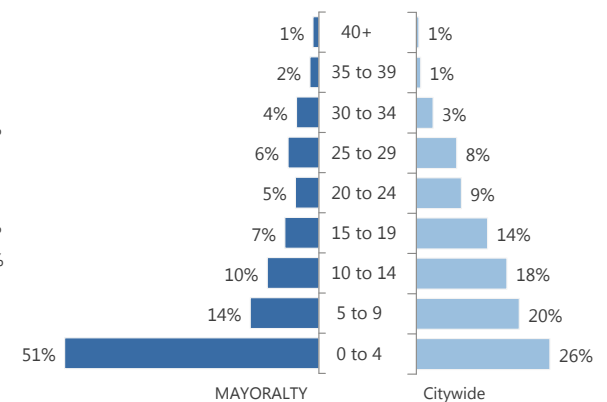
Full-Time Annual Salary Range



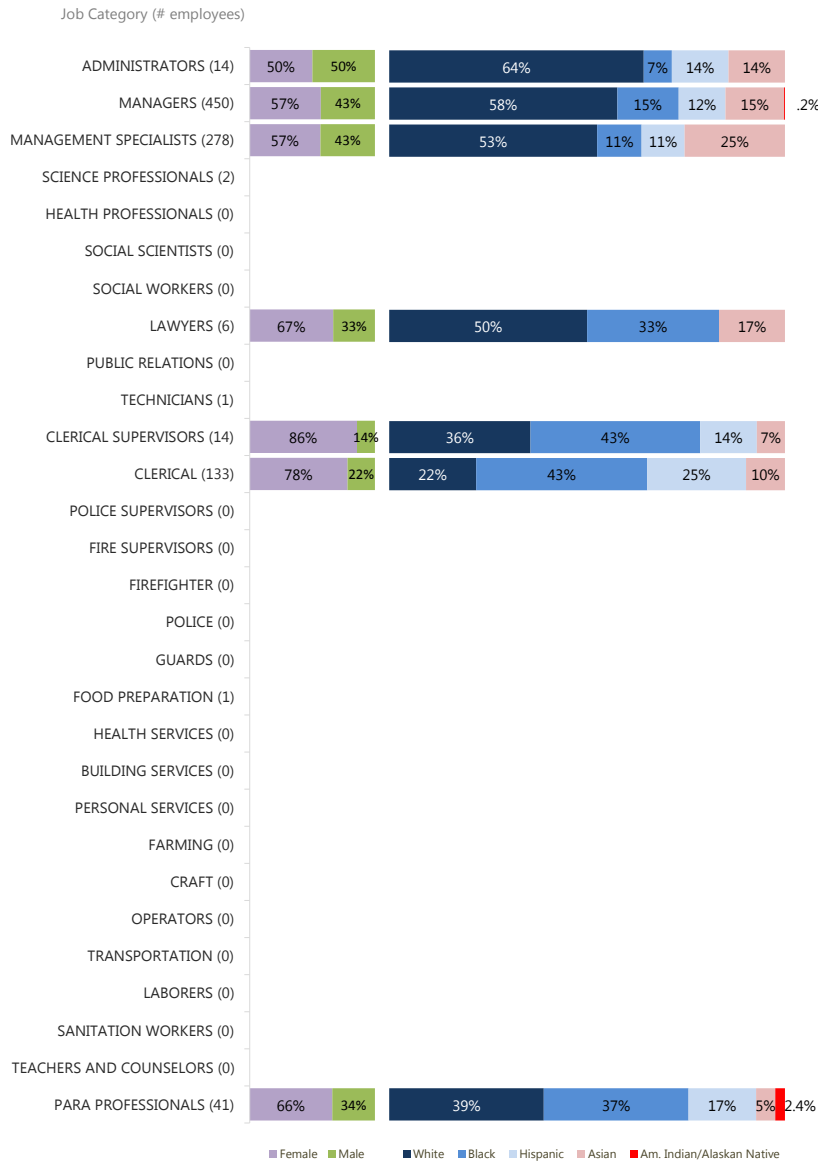
Age



Years of Service



Gender and Ethnicity by Job Category for: MAYORALTY

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	14	100.0%	56	1	\$214,413	21.4%	14.3%	14.3%
MANAGERS	450	98.7%	38	3	\$104,576	13.7%	9.6%	20.2%
MANAGEMENT SPECIALISTS	278	97.8%	31.5	2	\$61,693	9.2%	13.0%	20.8%
SCIENCE PROFESSIONALS	2	50.0%	n/a	34	\$72,508	100.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	6	100.0%	35	4.5	\$85,335	16.7%	33.3%	16.7%
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	26	\$80,094	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	14	92.9%	58.5	26	\$53,799	76.9%	6.6%	0.0%
CLERICAL	133	98.5%	49	12	\$43,921	29.0%	11.1%	12.6%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	1	100.0%	n/a	13	\$102,011	0.0%	0.0%	0.0%
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	41	95.1%	45	11	\$50,000	25.6%	2.3%	18.6%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
BUDGET ANALYST (OMB)	304	32.3%	32.5	3.0	8.9%	55	60
SPECIAL ASSISTANT (OFFICE OF THE MAYOR)	168	17.9%	34	1.0	7.1%	26	43
RESEARCH PROJECTS COORDINATOR (MA)	107	11.4%	34	1.0	3.7%	14	34
MAYORAL OFFICE ASSISTANT (MA)	81	8.6%	46	10.0	18.5%	15	12
MAYORAL PROGRAM COORDINATOR (MA)	21	2.2%	49	23.0	33.3%	0	2
EXECUTIVE AGENCY COUNSEL	18	1.9%	38.5	2.5	5.6%	1	2
ADMINISTRATIVE STAFF ANALYST	17	1.8%	57	32.0	70.6%	5	1
STATISTICAL SECRETARY (OMB)	16	1.7%	55	24.5	50.0%	3	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	14	1.5%	58.5	26.0	71.4%	1	0
CLERICAL ASSOCIATE	13	1.4%	56	28.0	53.8%	1	0

MAYORALTY is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

The Mayorality includes the Office of Management and Budget and the Office of Labor Relations

Workforce Profile: MUNICIPAL WATER FIN AUTHORITY (MWFA) : FY2015

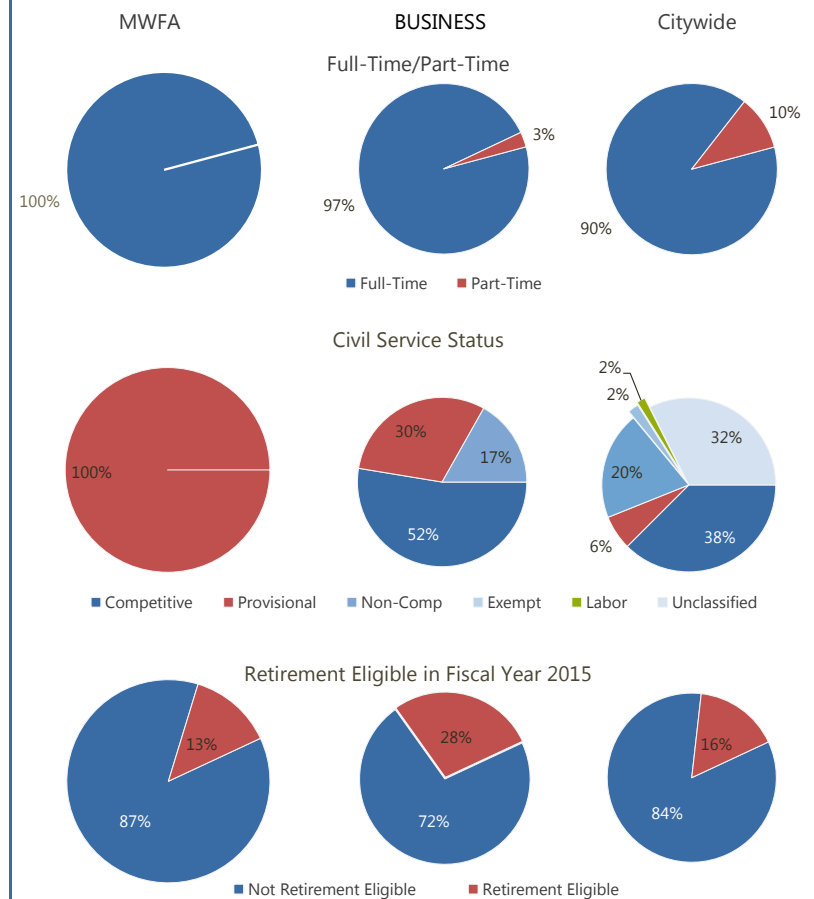
Business, Finance & Economy Agency Group

Summary Indicators	MWFA	BUSINESS	Citywide
Headcount (FT / PT)	15 / 0	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	46 / 7	49 / 11	44 / 10
% Male / Female	40% / 60%	50% / 50%	42% / 58%
% White / Minority	53% / 47%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$86,352	\$63,864	\$67,372
% Eligible to Retire	13%	28%	16%
% Hires	0%	9%	9%
% Union Represented	7%	79%	91%

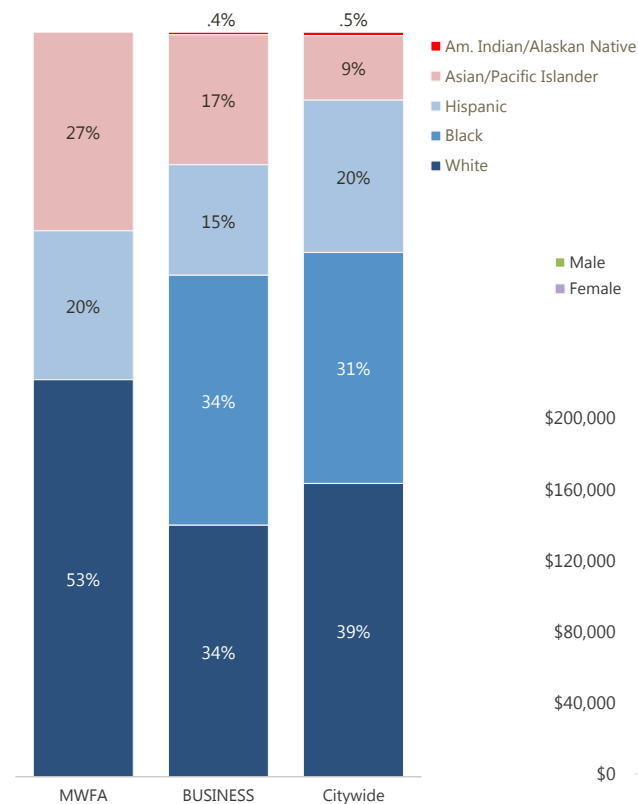
Hires	MWFA	BUSINESS	Citywide
Total Hires	0	414	32,057
New Hires	0	381	27,116
Rehires	0	33	4,941

Separations	MWFA	BUSINESS	Citywide
Total Separations	1	338	23,422
Retirement	0	114	8,452
Resignation	1	134	8,673
Dismissal	0	36	2,816
Layoff	0	0	3
Deceased	0	7	415
Other	0	47	3,063

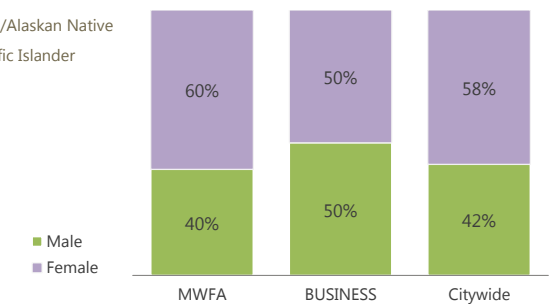
Employee Type by Agency, Agency Group, and Citywide



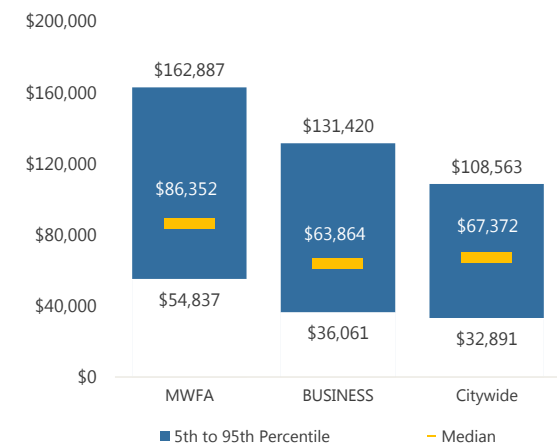
Ethnicity



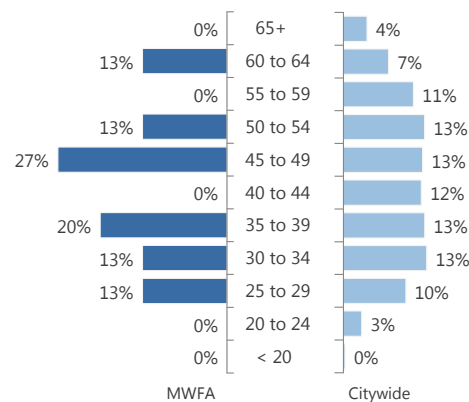
Gender



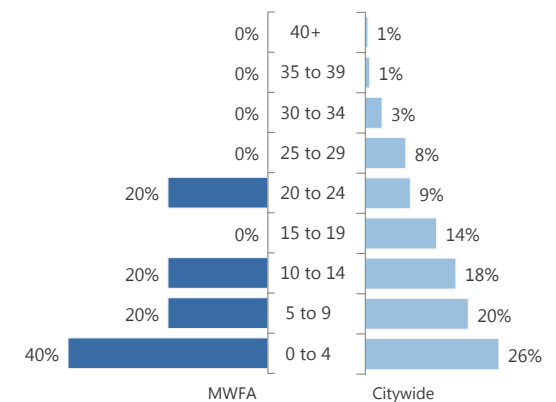
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: MWFA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	6	100.0%	49	13.5	\$121,521	16.7%	0.0%	0.0%
MANAGEMENT SPECIALISTS	8	100.0%	34.5	4	\$61,693	12.5%	12.5%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	12	\$59,672	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
BUDGET ANALYST (OMB)	14	93.3%	42.5	6.5	14.3%	1	0
STATISTICAL SECRETARY (OMB)	1	6.7%	n/a	12.0	0.0%	0	0

MUNICIPAL WATER FIN AUTHORITY is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: NYC CIVIL SERVICE COMMISSION (NYCCSC) : FY2015

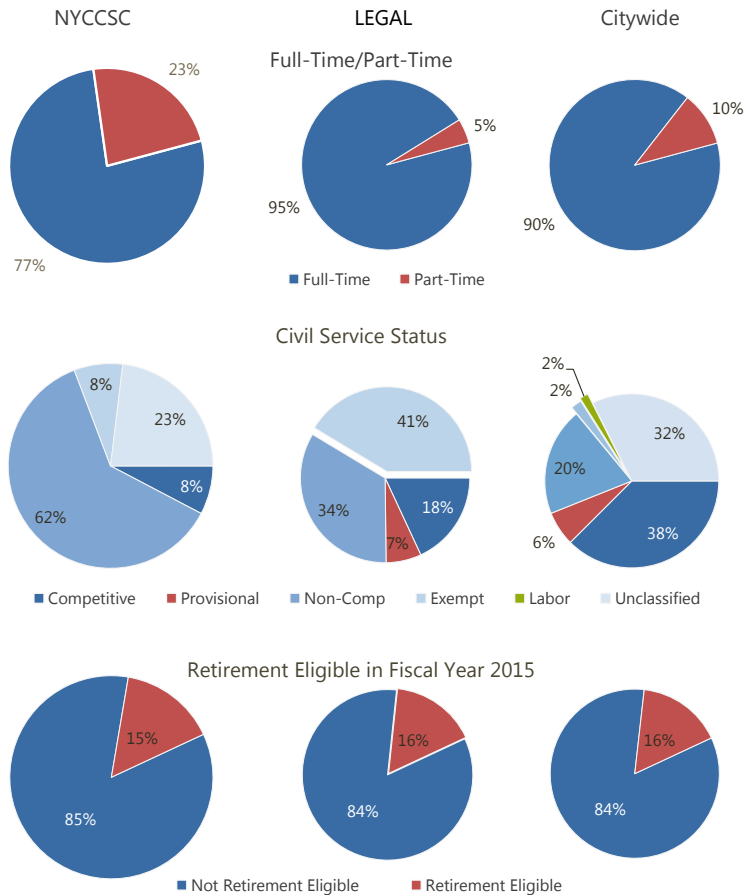
Legal Affairs & Access to Justice Agency Group

Summary Indicators	NYCCSC	LEGAL	Citywide
Headcount (FT / PT)	10 / 3	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	56 / 6	40 / 7	44 / 10
% Male / Female	15% / 85%	41% / 59%	42% / 58%
% White / Minority	38% / 62%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$61,653	\$63,654	\$67,372
% Eligible to Retire	15%	16%	16%
% Hires	8%	13%	9%
% Union Represented	54%	54%	91%

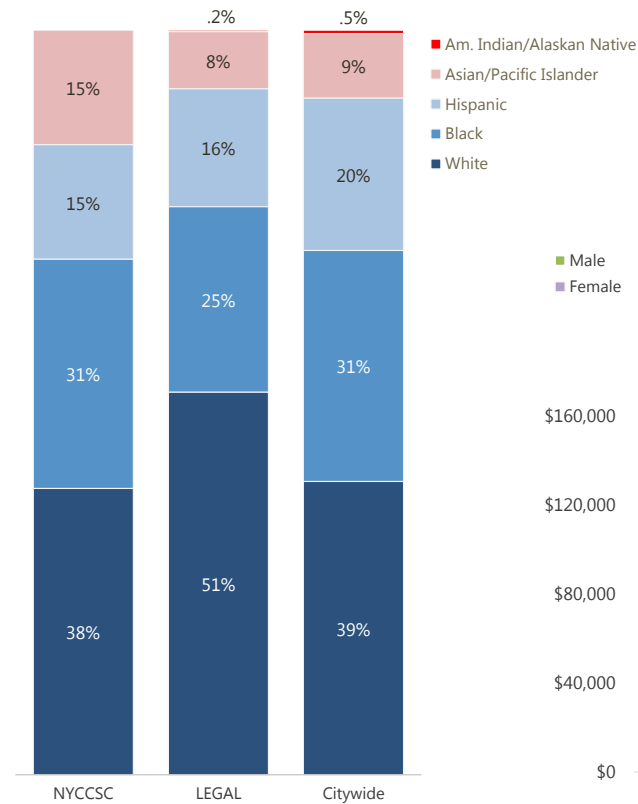
Hires	NYCCSC	LEGAL	Citywide
Total Hires	1	814	32,057
New Hires	1	773	27,116
Rehires	0	41	4,941

Separations	NYCCSC	LEGAL	Citywide
Total Separations	2	619	23,422
Retirement	0	77	8,452
Resignation	1	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	1	39	3,063

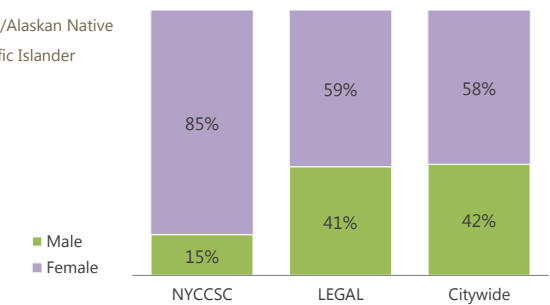
Employee Type by Agency, Agency Group, and Citywide



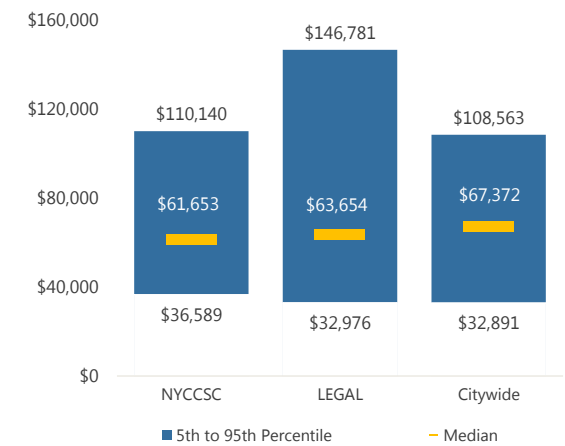
Ethnicity



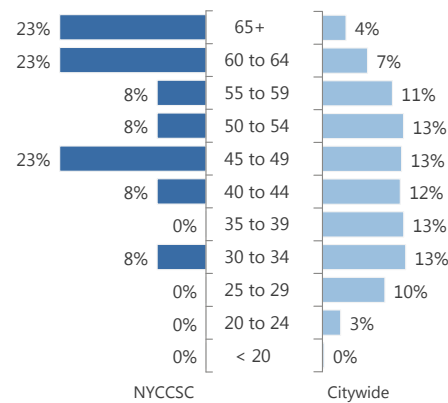
Gender



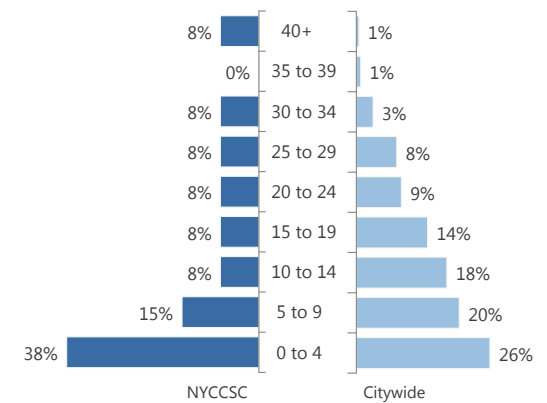
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: NYCCSC

Job Category (# employees)

ADMINISTRATORS (3)

MANAGERS (3)

MANAGEMENT SPECIALISTS (0)

SCIENCE PROFESSIONALS (0)

HEALTH PROFESSIONALS (0)

SOCIAL SCIENTISTS (0)

SOCIAL WORKERS (0)

LAWYERS (3)

PUBLIC RELATIONS (0)

TECHNICIANS (0)

CLERICAL SUPERVISORS (0)

CLERICAL (1)

POLICE SUPERVISORS (0)

FIRE SUPERVISORS (0)

FIREFIGHTER (0)

POLICE (0)

GUARDS (0)

FOOD PREPARATION (0)

HEALTH SERVICES (0)

BUILDING SERVICES (0)

PERSONAL SERVICES (0)

FARMING (0)

CRAFT (0)

OPERATORS (0)

TRANSPORTATION (0)

LABORERS (0)

SANITATION WORKERS (0)

TEACHERS AND COUNSELORS (0)

PARA PROFESSIONALS (3)

Female Male White Black Hispanic Asian Am. Indian/Alaskan Native

Notes:

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	0.0%	n/a	21	n/a	0.0%	0.0%	0.0%
MANAGERS	3	100.0%	n/a	26	\$79,568	33.3%	33.3%	0.0%
MANAGEMENT SPECIALISTS	0							
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	3	100.0%	n/a	1	\$55,615	0.0%	33.3%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	14	\$80,461	0.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	3	100.0%	n/a	4	\$40,000	0.0%	0.0%	33.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
AGENCY ATTORNEY	3	23.1%	n/a	1.0	0.0%	1	0
COMMUNITY ASSOCIATE	3	23.1%	n/a	4.0	0.0%	0	1
EXECUTIVE AGENCY COUNSEL	2	15.4%	n/a	22.0	0.0%	0	0
SECRETARY OF THE COMMISSION	1	7.7%	n/a	34.0	100.0%	1	0
BOOKKEEPER	1	7.7%	n/a	14.0	0.0%	0	0
COMMISSIONER	2	15.4%	n/a	33.5	50.0%	0	0
CHAIRMAN	1	7.7%	n/a	6.0	0.0%	0	0

NYC CIVIL SERVICE COMMISSION is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: NYC EMERGENCY MANAGEMENT (NYCEM) : FY2015

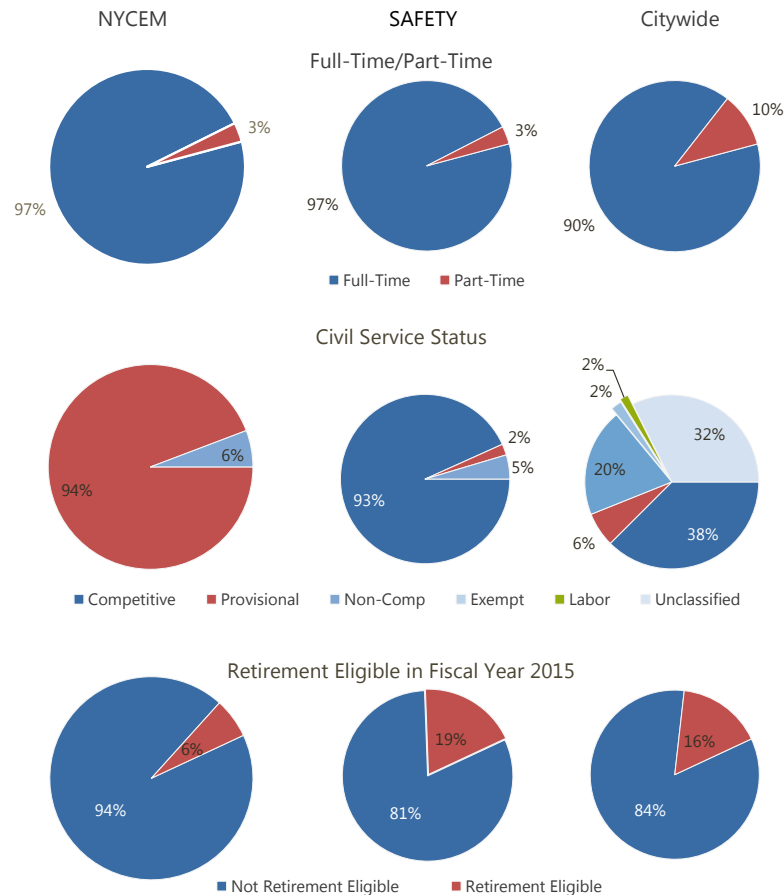
Public Safety & Law Enforcement Agency Group

Summary Indicators	NYCEM	SAFETY	Citywide
Headcount (FT / PT)	152 / 5	77,858 / 2,720	325,588 / 37,293
Median Age / Years of Service	36 / 3	40 / 10	44 / 10
% Male / Female	51% / 49%	69% / 31%	42% / 58%
% White / Minority	63% / 37%	42% / 58%	39% / 61%
Median Annual Base Salary (FT)	\$71,983	\$76,488	\$67,372
% Eligible to Retire	6%	19%	16%
% Hires	24%	6%	9%
% Union Represented	7%	99%	91%

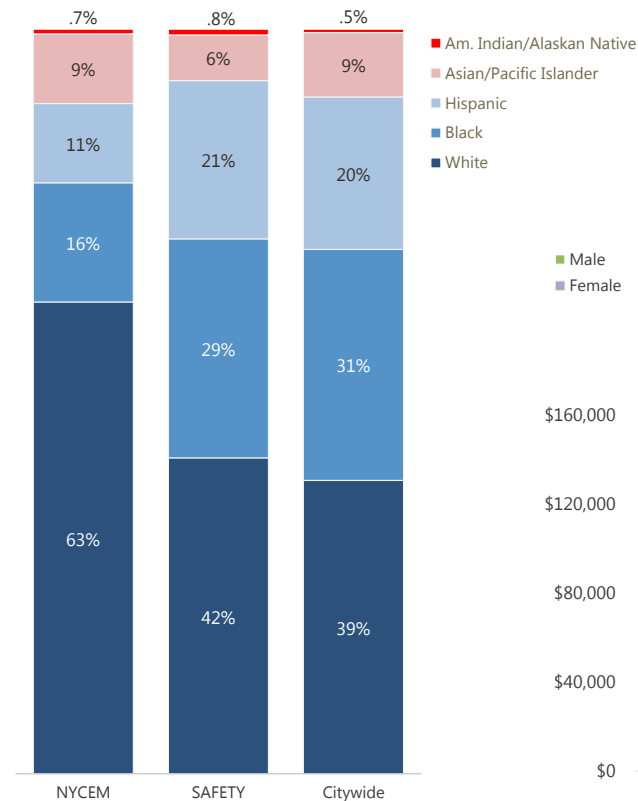
Hires	NYCEM	SAFETY	Citywide
Total Hires	37	4,976	32,057
New Hires	37	4,698	27,116
Rehires	0	278	4,941

Separations	NYCEM	SAFETY	Citywide
Total Separations	16	4,000	23,422
Retirement	0	2,498	8,452
Resignation	7	889	8,673
Dismissal	1	211	2,816
Layoff	0	0	3
Deceased	0	78	415
Other	8	324	3,063

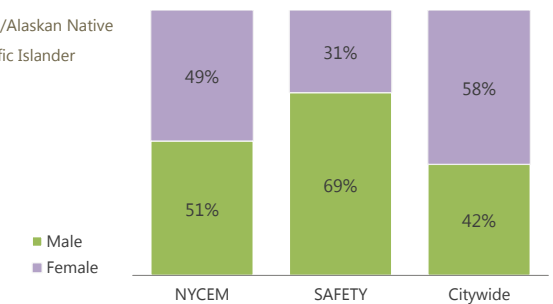
Employee Type by Agency, Agency Group, and Citywide



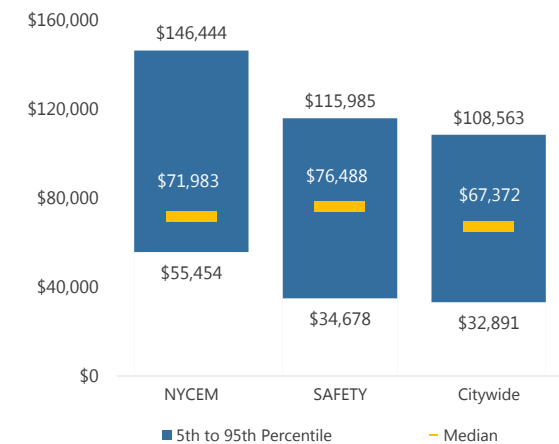
Ethnicity



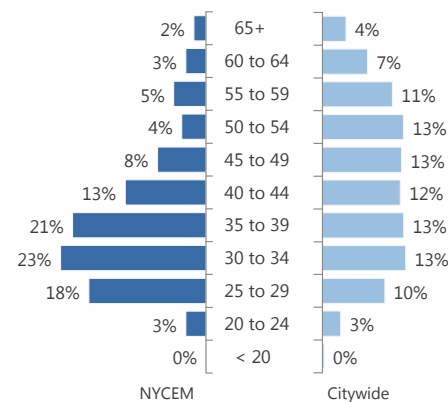
Gender



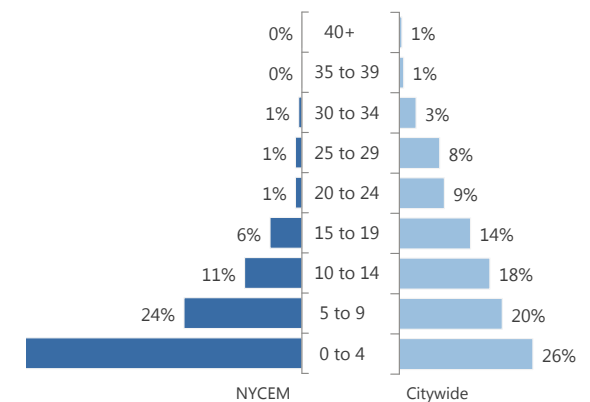
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: NYCEM

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	3	\$203,922	33.3%	33.3%	0.0%
MANAGERS	57	98.2%	39	7	\$95,500	8.9%	10.3%	10.3%
MANAGEMENT SPECIALISTS	87	96.6%	33	1	\$65,000	2.4%	7.8%	34.4%
SCIENCE PROFESSIONALS	1	100.0%	n/a	11	\$118,173	0.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	1	100.0%	n/a	10	\$73,863	0.0%	0.0%	0.0%
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	1	\$65,975	0.0%	100.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	1	100.0%	n/a	12	\$86,603	100.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	6	83.3%	40.5	6	\$56,831	20.0%	13.9%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
EMERGENCY PREPAREDNESS SPECIALIST (OEM)	85	54.1%	32	1.0	1.2%	11	31
EMERGENCY PREPAREDNESS MANAGER (OEM)	49	31.2%	38	7.0	8.2%	6	6
COMMUNITY COORDINATOR	4	2.5%	n/a	6.0	25.0%	0	0
ADMINISTRATIVE STAFF ANALYST	2	1.3%	n/a	15.5	0.0%	1	0
COMPUTER SYSTEMS MANAGER	2	1.3%	n/a	7.5	0.0%	0	0
COMMUNITY ASSOCIATE	2	1.3%	n/a	6.0	0.0%	1	0
EXECUTIVE AGENCY COUNSEL	2	1.3%	n/a	8.0	50.0%	0	0
FIRST DEPUTY COMMISSIONER (OEM)	1	0.6%	n/a	18.0	100.0%	0	0
DEPUTY COMMISSIONER (OEM)	1	0.6%	n/a	3.0	0.0%	0	0
SECRETARY TO THE COMMISSIONER (OEM)	1	0.6%	n/a	12.0	100.0%	0	0

NYC EMERGENCY MANAGEMENT is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: NYC EMPLOYEES RETIREMENT SYSTEM (NYCERS) : FY2015

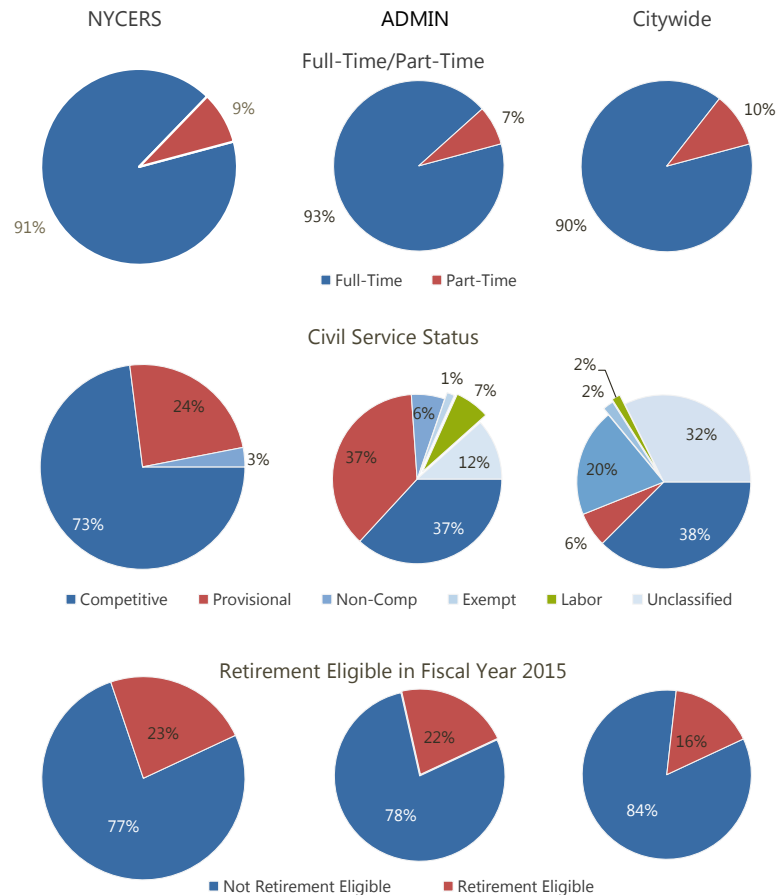
Administrative Services Agency Group

Summary Indicators	NYCERS	ADMIN	Citywide
Headcount (FT / PT)	393 / 37	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	47 / 9.5	47 / 8	44 / 10
% Male / Female	40% / 60%	53% / 47%	42% / 58%
% White / Minority	31% / 69%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$52,034	\$61,978	\$67,372
% Eligible to Retire	23%	22%	16%
% Hires	9%	12%	9%
% Union Represented	88%	72%	91%

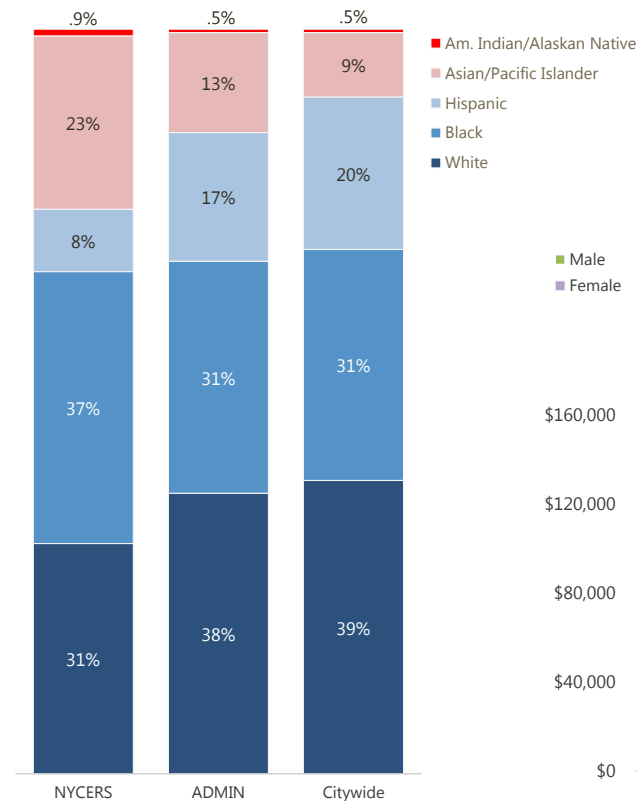
Hires	NYCERS	ADMIN	Citywide
Total Hires	37	722	32,057
New Hires	36	680	27,116
Rehires	1	42	4,941

Separations	NYCERS	ADMIN	Citywide
Total Separations	28	499	23,422
Retirement	10	100	8,452
Resignation	11	181	8,673
Dismissal	4	136	2,816
Layoff	0	0	3
Deceased	0	8	415
Other	3	74	3,063

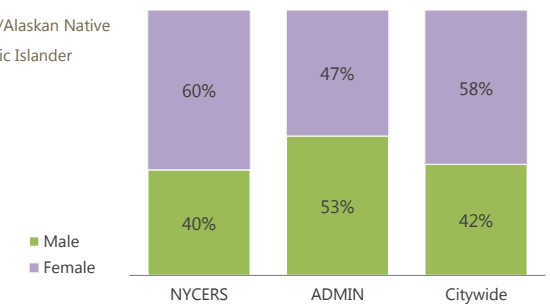
Employee Type by Agency, Agency Group, and Citywide



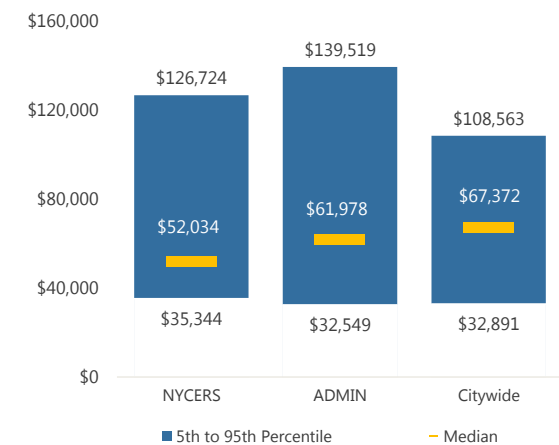
Ethnicity



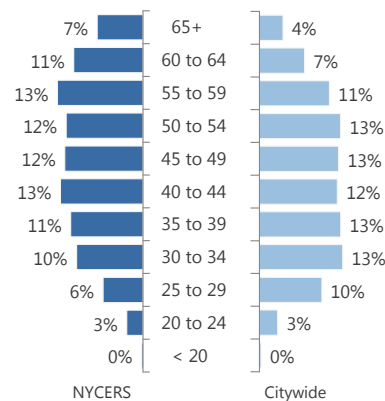
Gender



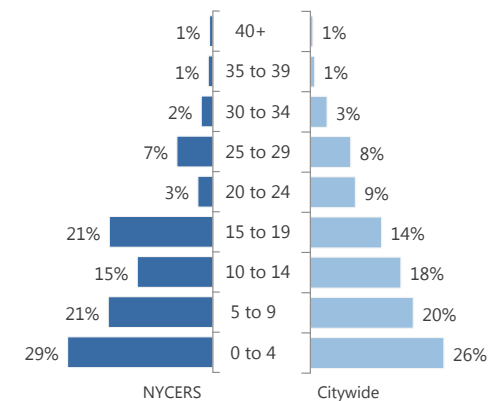
Full-Time Annual Salary Range



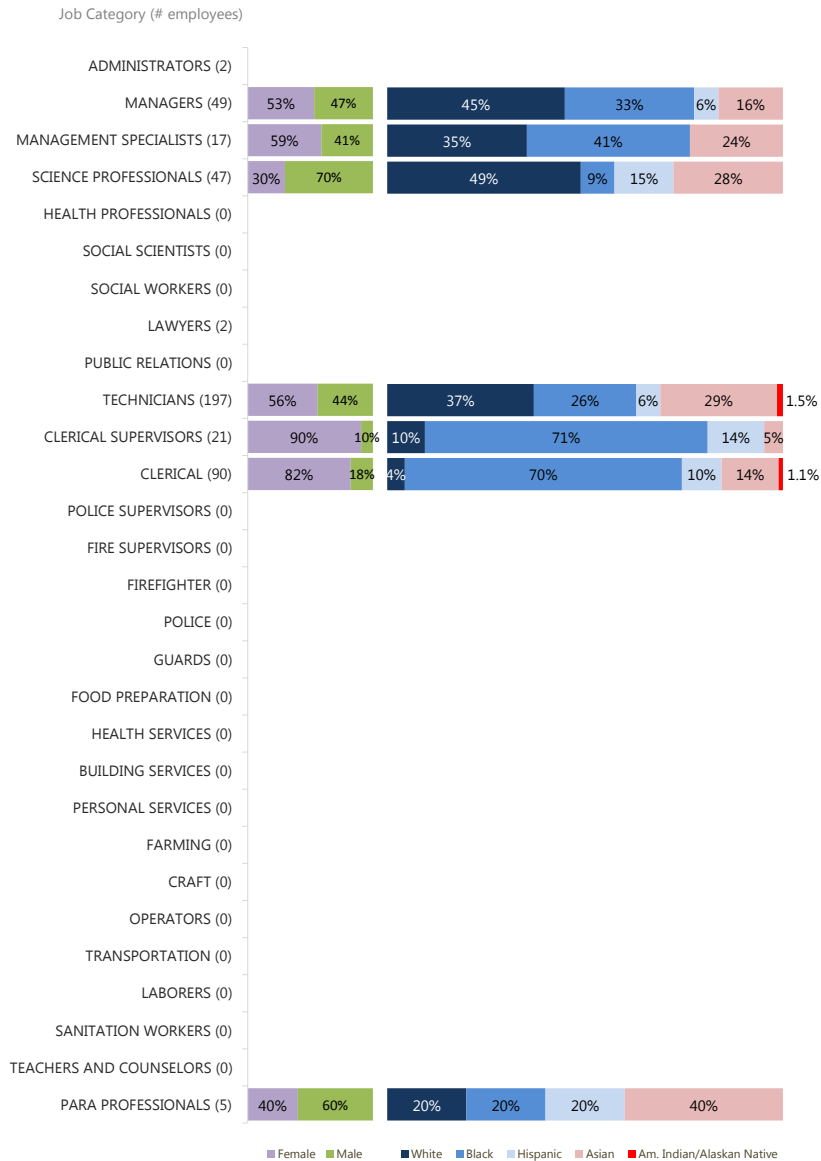
Age



Years of Service



Gender and Ethnicity by Job Category for: NYCERS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	23.5	\$200,362	100.0%	0.0%	0.0%
MANAGERS	49	100.0%	52	17	\$117,656	34.7%	6.1%	0.0%
MANAGEMENT SPECIALISTS	17	100.0%	53	16	\$62,766	35.3%	11.8%	0.0%
SCIENCE PROFESSIONALS	47	100.0%	52	10	\$83,099	29.8%	4.3%	10.6%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	5	\$76,393	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	197	100.0%	48	10	\$48,157	26.9%	6.1%	8.1%
CLERICAL SUPERVISORS	21	100.0%	45	18	\$61,882	9.5%	0.0%	0.0%
CLERICAL	90	58.9%	39.5	3	\$37,151	11.3%	5.9%	9.2%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	5	100.0%	40	2	\$35,000	0.0%	0.0%	20.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSOCIATE RETIREMENT BENEFITS EXAMINER	118	27.4%	47	10.0	26.3%	5	0
ASSISTANT RETIREMENT BENEFITS EXAMINER	74	17.2%	49.5	8.0	28.4%	7	15
CLERICAL ASSOCIATE	44	10.2%	45.5	8.5	13.6%	5	2
PRINCIPAL ADMINISTRATIVE ASSOCIATE	21	4.9%	45	18.0	9.5%	1	0
ADMINISTRATIVE RETIREMENT BENEFITS SPECIALIST	21	4.9%	49	18.0	33.3%	2	0
COMPUTER SPECIALIST (SOFTWARE)	16	3.7%	53	12.0	37.5%	0	2
COMPUTER ASSOCIATE (SOFTWARE)	14	3.3%	57	8.5	28.6%	1	2
COMPUTER SYSTEMS MANAGER	13	3.0%	52	11.0	38.5%	0	0
ACCOUNTANT	10	2.3%	53	16.0	40.0%	1	0
CERTIFIED IT ADMINISTRATOR (LAN)	7	1.6%	36	6.0	0.0%	1	1

NYC EMPLOYEES RETIREMENT SYSTEM is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: NYC HOUSING AUTHORITY (NYCHA) : FY2015

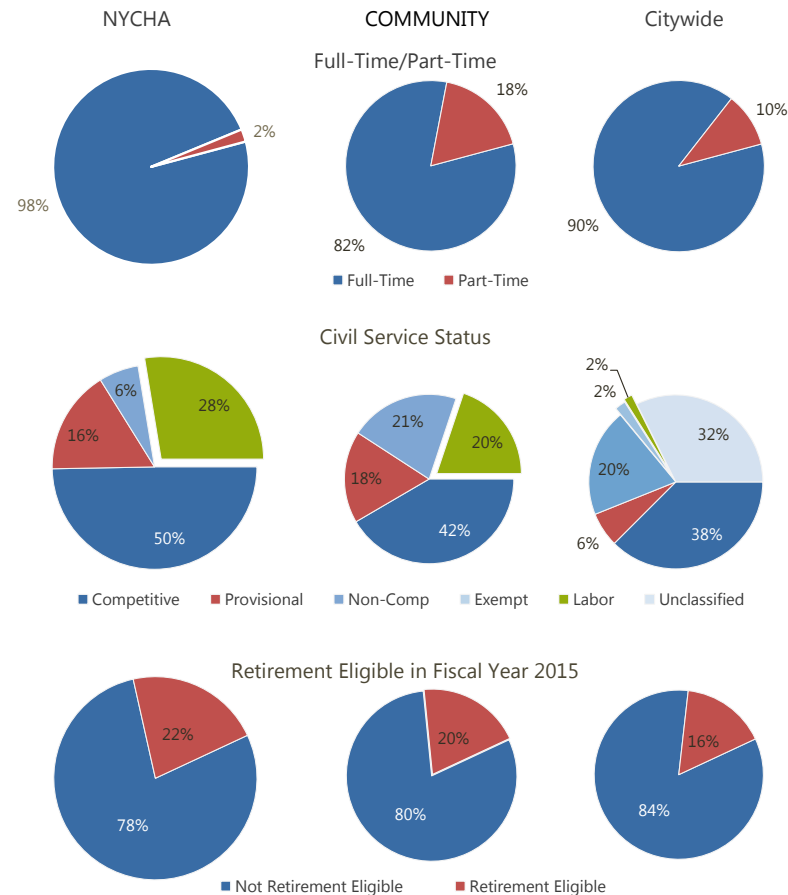
Communities & Neighborhoods Agency Group

Summary Indicators	NYCHA	COMMUNITY	Citywide
Headcount (FT / PT)	11,487 / 242	17,721 / 3,843	325,588 / 37,293
Median Age / Years of Service	48 / 14	46 / 10	44 / 10
% Male / Female	61% / 39%	63% / 37%	42% / 58%
% White / Minority	19% / 81%	28% / 72%	39% / 61%
Median Annual Base Salary (FT)	\$55,872	\$55,872	\$67,372
% Eligible to Retire	22%	20%	16%
% Hires	7%	10%	9%
% Union Represented	95%	95%	91%

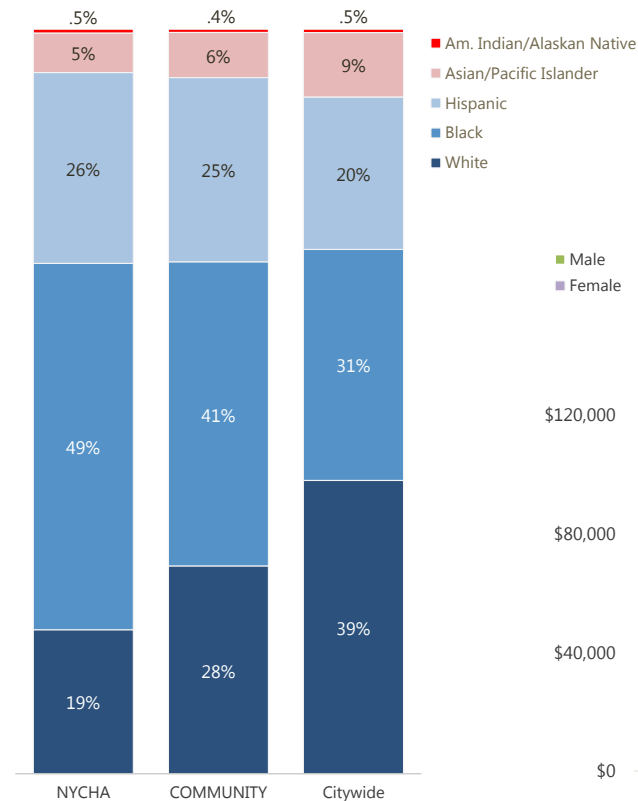
Hires	NYCHA	COMMUNITY	Citywide
Total Hires	855	2,236	32,057
New Hires	816	2,094	27,116
Rehires	39	142	4,941

Separations	NYCHA	COMMUNITY	Citywide
Total Separations	896	1,574	23,422
Retirement	366	524	8,452
Resignation	224	397	8,673
Dismissal	225	418	2,816
Layoff	0	0	3
Deceased	23	36	415
Other	58	199	3,063

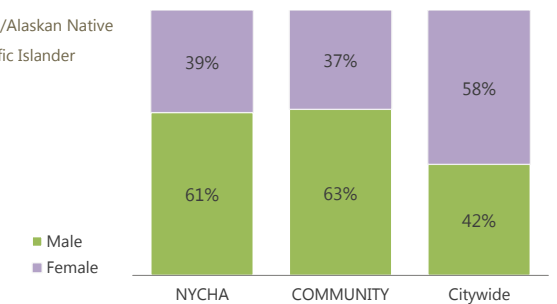
Employee Type by Agency, Agency Group, and Citywide



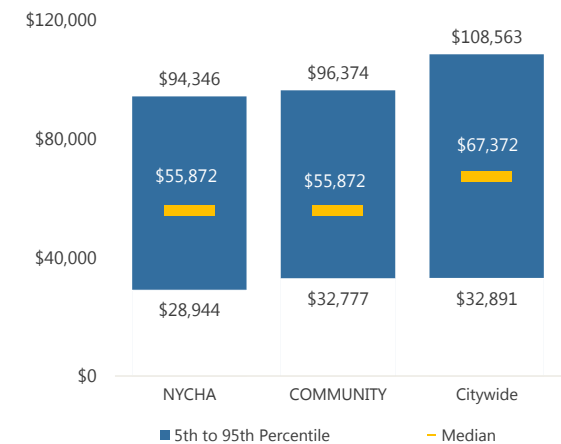
Ethnicity



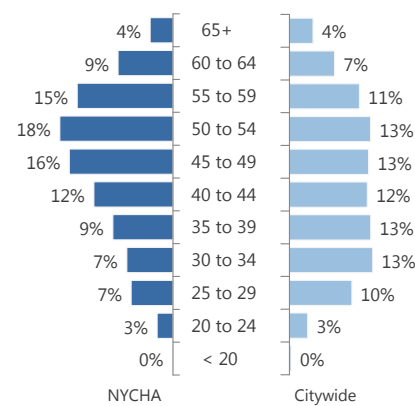
Gender



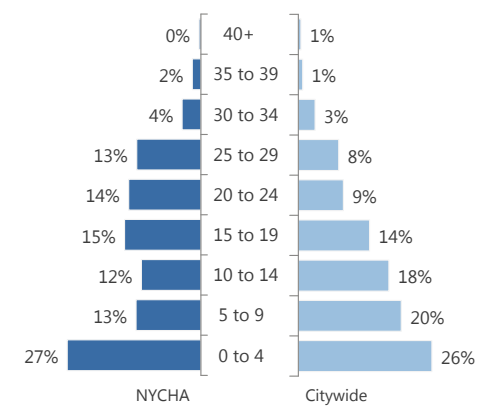
Full-Time Annual Salary Range



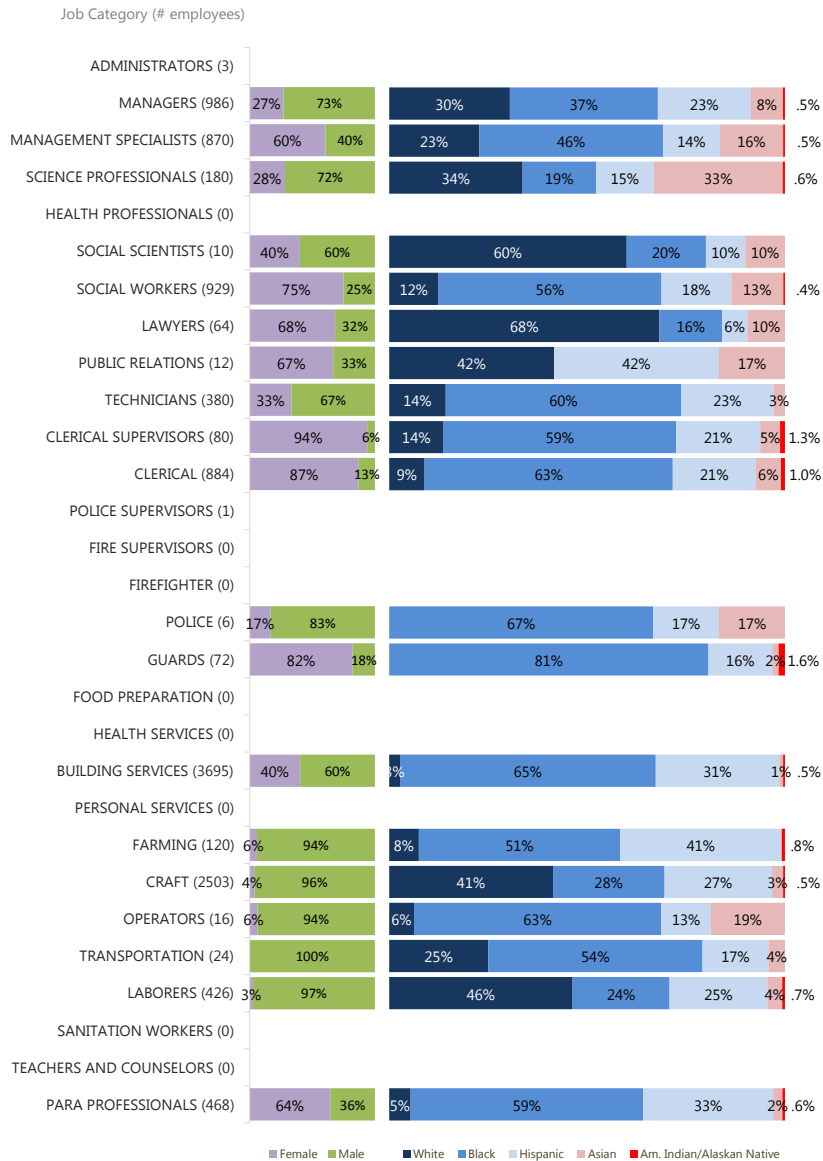
Age



Years of Service



Gender and Ethnicity by Job Category for: NYCHA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	10	\$144,834	66.7%	100.0%	0.0%
MANAGERS	986	100.0%	50.5	22	\$82,557	28.8%	7.2%	3.8%
MANAGEMENT SPECIALISTS	870	100.0%	53	23	\$71,683	39.3%	6.4%	1.8%
SCIENCE PROFESSIONALS	180	100.0%	55.5	18.5	\$82,136	49.4%	5.6%	1.7%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	10	90.0%	56	16.5	\$72,050	55.6%	27.0%	9.0%
SOCIAL WORKERS	929	100.0%	51	15	\$55,872	29.8%	4.7%	6.7%
LAWYERS	64	98.4%	37	5	\$80,539	17.5%	7.7%	7.7%
PUBLIC RELATIONS	12	100.0%	52	10.5	\$47,259	25.0%	8.3%	0.0%
TECHNICIANS	380	99.7%	44	12	\$47,719	12.9%	8.4%	6.8%
CLERICAL SUPERVISORS	80	100.0%	54.5	26	\$54,033	50.0%	5.0%	0.0%
CLERICAL	884	100.0%	49	15	\$36,936	25.8%	8.1%	3.8%
POLICE SUPERVISORS	1	100.0%	n/a	8	\$136,931	0.0%	0.0%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	6	100.0%	41.5	12	\$47,005	0.0%	66.7%	0.0%
GUARDS	72	0.0%	60	3	n/a	0.0%	0.0%	0.0%
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	3695	97.1%	42	8	\$40,804	12.5%	7.6%	9.1%
PERSONAL SERVICES	0							
FARMING	120	100.0%	44	19	\$57,708	10.8%	7.5%	0.8%
CRAFT	2503	100.0%	50	15	\$63,945	22.7%	8.6%	6.8%
OPERATORS	16	100.0%	48.5	15.5	\$91,162	31.3%	6.3%	12.5%
TRANSPORTATION	24	100.0%	53	13.5	\$44,021	33.3%	4.2%	0.0%
LABORERS	426	100.0%	46	6	\$60,552	15.0%	2.3%	7.5%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	468	87.6%	49	14	\$40,804	20.7%	10.3%	9.9%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CARETAKER (HOUSING AUTHORITY)	3,164	27.0%	42	7.0	11.0%	248	304
MAINTENANCE WORKER	1,064	9.1%	49	16.0	22.4%	115	109
HOUSING ASSISTANT	858	7.3%	51	15.0	30.2%	47	52
SECRETARY	546	4.7%	50	16.0	27.8%	40	7
HEATING PLANT TECHNICIAN (HOUSING AUTHORITY)	293	2.5%	44	13.0	12.6%	25	14
PLASTERER	273	2.3%	51	17.0	22.3%	15	25
CARPENTER	238	2.0%	51	6.0	23.1%	17	14
ELEVATOR MECHANIC	223	1.9%	48	15.0	20.2%	13	0
ELEVATOR MECHANIC'S HELPER	212	1.8%	44.5	5.0	13.2%	6	22
ASSISTANT RESIDENT BUILDINGS SUPERINTENDENT	210	1.8%	47	22.0	16.2%	17	0

NYC HOUSING AUTHORITY is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

Workforce Profile: NYC HEALTH AND HOSPITALS (NYCHH) : FY2015

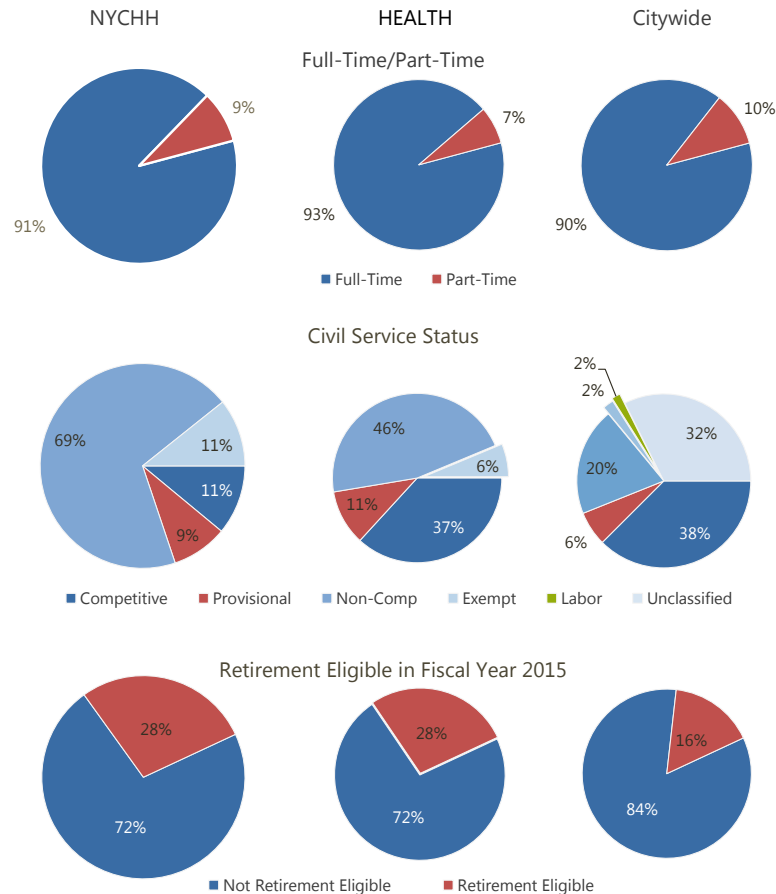
Health & Human Services Agency Group

Summary Indicators	NYCHH	HEALTH	Citywide
Headcount (FT / PT)	36,714 / 3,453	63,797 / 4,904	325,588 / 37,293
Median Age / Years of Service	49 / 9	49 / 10	44 / 10
% Male / Female	32% / 68%	31% / 69%	42% / 58%
% White / Minority	17% / 83%	17% / 83%	39% / 61%
Median Annual Base Salary (FT)	\$56,802	\$52,045	\$67,372
% Eligible to Retire	28%	28%	16%
% Hires	12%	10%	9%
% Union Represented	89%	91%	91%

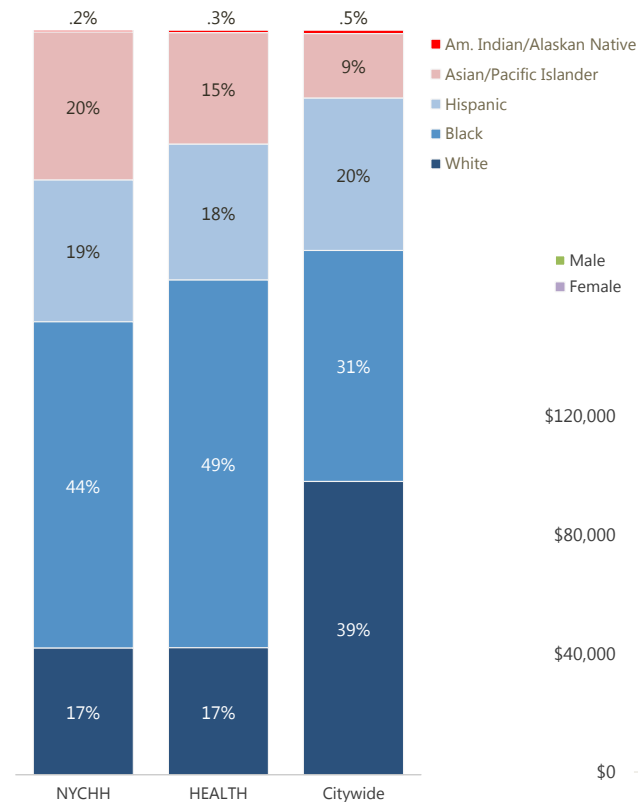
Hires	NYCHH	HEALTH	Citywide
Total Hires	4,769	7,189	32,057
New Hires	4,769	7,113	27,116
Rehires	0	76	4,941

Separations	NYCHH	HEALTH	Citywide
Total Separations	4,245	6,063	23,422
Retirement	1,104	1,817	8,452
Resignation	1,802	2,452	8,673
Dismissal	350	522	2,816
Layoff	1	1	3
Deceased	71	142	415
Other	917	1,129	3,063

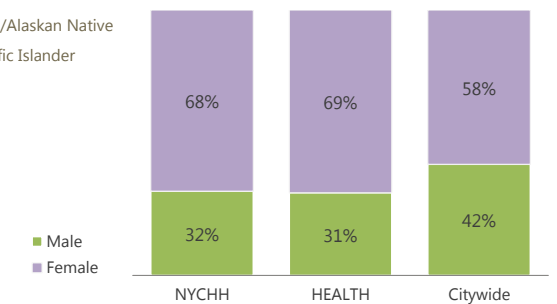
Employee Type by Agency, Agency Group, and Citywide



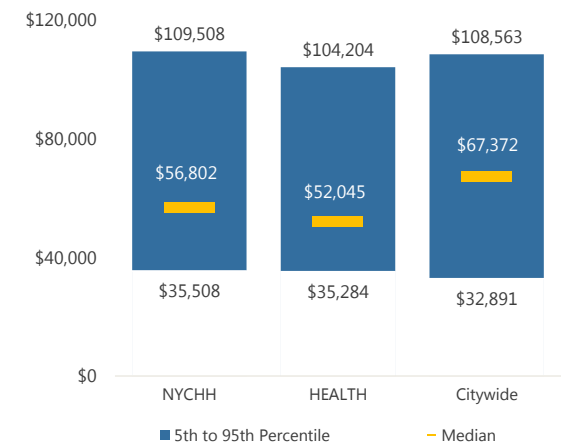
Ethnicity



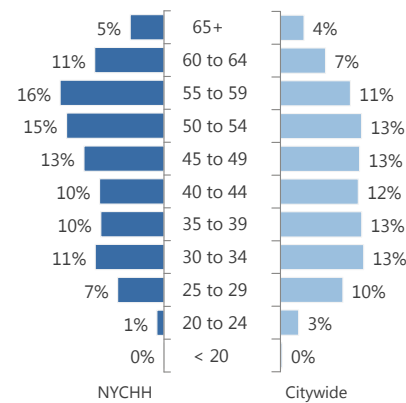
Gender



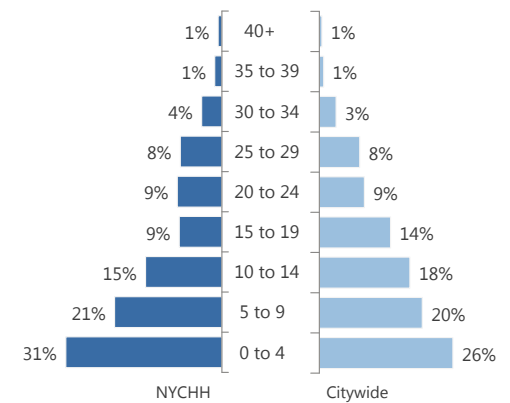
Full-Time Annual Salary Range



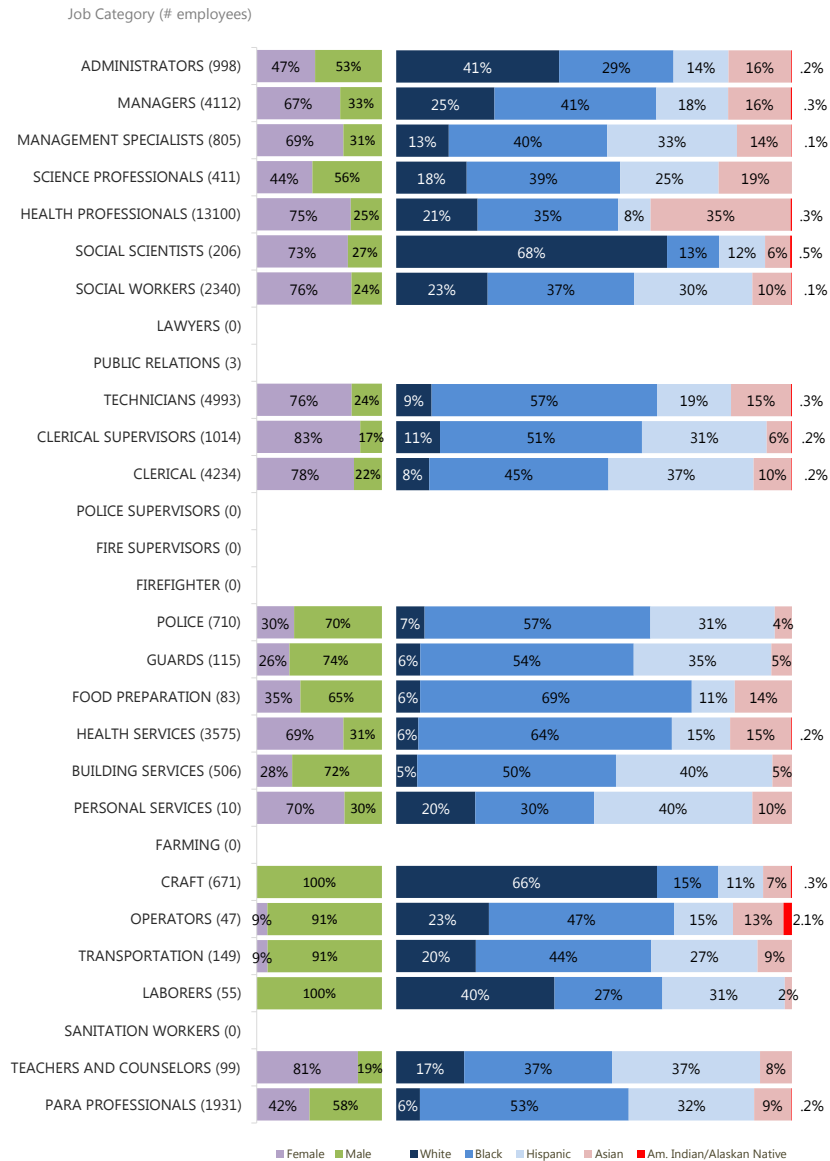
Age



Years of Service



Gender and Ethnicity by Job Category for: NYCHH

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	998	98.7%	53	8	\$128,150	31.7%	10.8%	12.1%
MANAGERS	4112	95.4%	51	10	\$80,000	31.5%	8.7%	9.2%
MANAGEMENT SPECIALISTS	805	93.2%	47	9	\$48,258	25.5%	8.2%	10.1%
SCIENCE PROFESSIONALS	411	95.4%	50	12	\$55,154	32.9%	5.1%	8.6%
HEALTH PROFESSIONALS	13100	93.1%	45	7	\$74,984	26.7%	13.1%	13.6%
SOCIAL SCIENTISTS	206	89.8%	41	5	\$81,001	26.5%	28.8%	20.1%
SOCIAL WORKERS	2340	92.1%	45	8	\$49,311	26.1%	10.6%	10.0%
LAWYERS	0							
PUBLIC RELATIONS	3	100.0%	n/a	26	\$51,016	33.3%	33.3%	0.0%
TECHNICIANS	4993	92.7%	50	10	\$39,866	33.1%	6.1%	7.8%
CLERICAL SUPERVISORS	1014	96.8%	50	14	\$51,018	32.4%	6.0%	7.1%
CLERICAL	4234	91.1%	48	10	\$39,194	31.0%	9.5%	10.7%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	710	99.9%	45	8	\$44,269	15.9%	12.4%	12.1%
GUARDS	115	60.0%	38	0	\$33,762	5.8%	7.3%	33.9%
FOOD PREPARATION	83	96.4%	57	21	\$37,339	53.8%	8.1%	5.8%
HEALTH SERVICES	3575	84.2%	52	10	\$35,984	40.5%	7.1%	9.3%
BUILDING SERVICES	506	92.7%	56	21	\$36,841	51.8%	7.0%	8.4%
PERSONAL SERVICES	10	100.0%	60.5	12	\$35,691	80.0%	20.0%	0.0%
FARMING	0							
CRAFT	671	98.1%	53	15	\$84,480	39.1%	9.2%	7.2%
OPERATORS	47	100.0%	55	9	\$57,276	40.4%	12.8%	8.5%
TRANSPORTATION	149	89.3%	51	11	\$45,444	36.1%	13.2%	13.2%
LABORERS	55	100.0%	52	25	\$59,816	36.4%	5.5%	1.8%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	99	94.9%	50	12	\$55,888	34.0%	8.6%	5.8%
PARA PROFESSIONALS	1931	68.4%	48	8	\$35,508	33.9%	3.8%	8.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
STAFF NURSE	6,970	17.4%	48	8.0	27.2%	590	741
CLERICAL ASSOCIATE	3,363	8.4%	49	11.0	30.0%	266	331
RESIDENT	1,945	4.8%	31	1.0	0.0%	780	786
PATIENT CARE ASSOCIATE	1,896	4.7%	47	9.0	22.0%	104	172
SERVICE AIDE	1,798	4.5%	49	8.0	23.6%	96	220
COORDINATING MANAGER	1,047	2.6%	51	14.0	34.0%	60	59
LICENSED PRACTICAL NURSE	918	2.3%	50	11.0	34.0%	73	78
PATIENT CARE TECHNICIAN	973	2.4%	50.5	8.0	29.0%	92	130
SOCIAL WORKER	831	2.1%	42	6.0	20.0%	124	129
NURSE'S AIDE	939	2.3%	53	10.0	39.1%	78	150

NYC HEALTH AND HOSPITALS is part of the Health & Human Services agency group, which includes: ADMINISTRATION FOR CHILDREN'S SERVICES, DEPARTMENT FOR THE AGING, DEPARTMENT OF HOMELESS SERVICES, DEPARTMENT OF HEALTH/MENTAL HYGIENE, DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT, NYC HEALTH AND HOSPITALS, HUMAN RESOURCES ADMINISTRATION

Workforce Profile: NEW YORK CITY POLICE PENSION FUND (NYCPPF) : FY2015

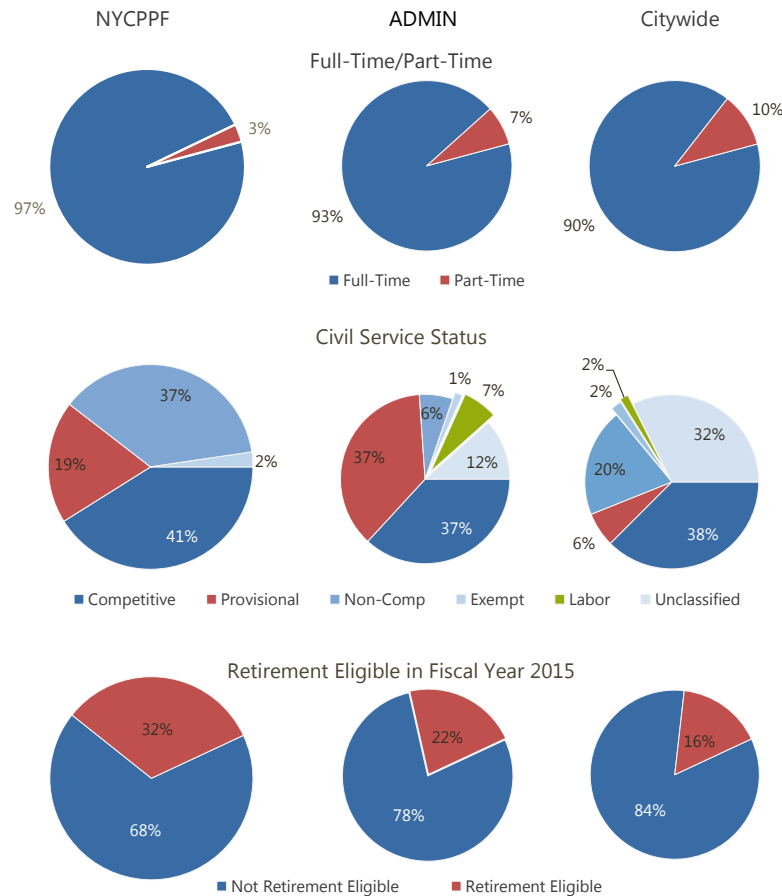
Administrative Services Agency Group

Summary Indicators	NYCPPF	ADMIN	Citywide
Headcount (FT / PT)	132 / 4	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	50 / 11	47 / 8	44 / 10
% Male / Female	47% / 53%	53% / 47%	42% / 58%
% White / Minority	45% / 55%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$61,169	\$61,978	\$67,372
% Eligible to Retire	32%	22%	16%
% Hires	4%	12%	9%
% Union Represented	81%	72%	91%

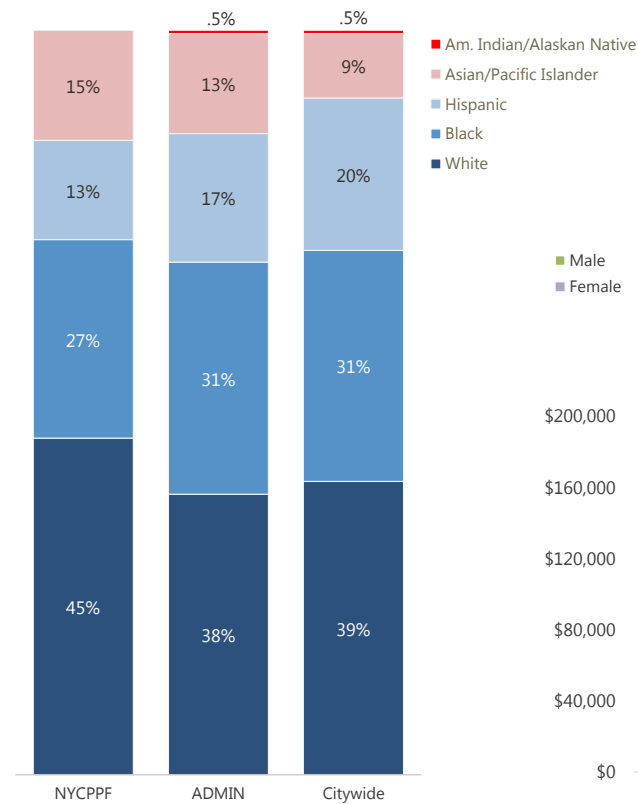
Hires	NYCPPF	ADMIN	Citywide
Total Hires	6	722	32,057
New Hires	6	680	27,116
Rehires	0	42	4,941

Separations	NYCPPF	ADMIN	Citywide
Total Separations	7	499	23,422
Retirement	3	100	8,452
Resignation	3	181	8,673
Dismissal	0	136	2,816
Layoff	0	0	3
Deceased	0	8	415
Other	1	74	3,063

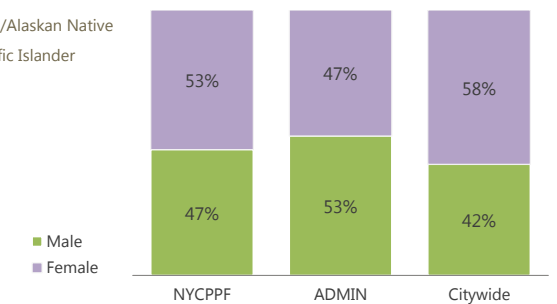
Employee Type by Agency, Agency Group, and Citywide



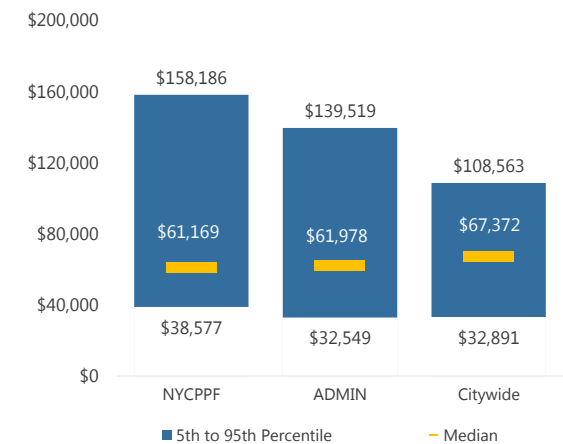
Ethnicity



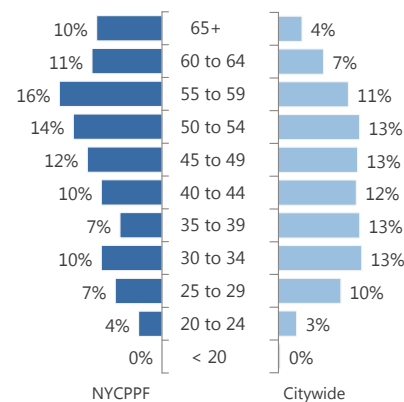
Gender



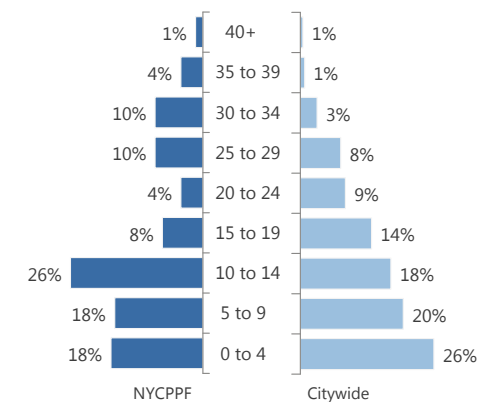
Full-Time Annual Salary Range



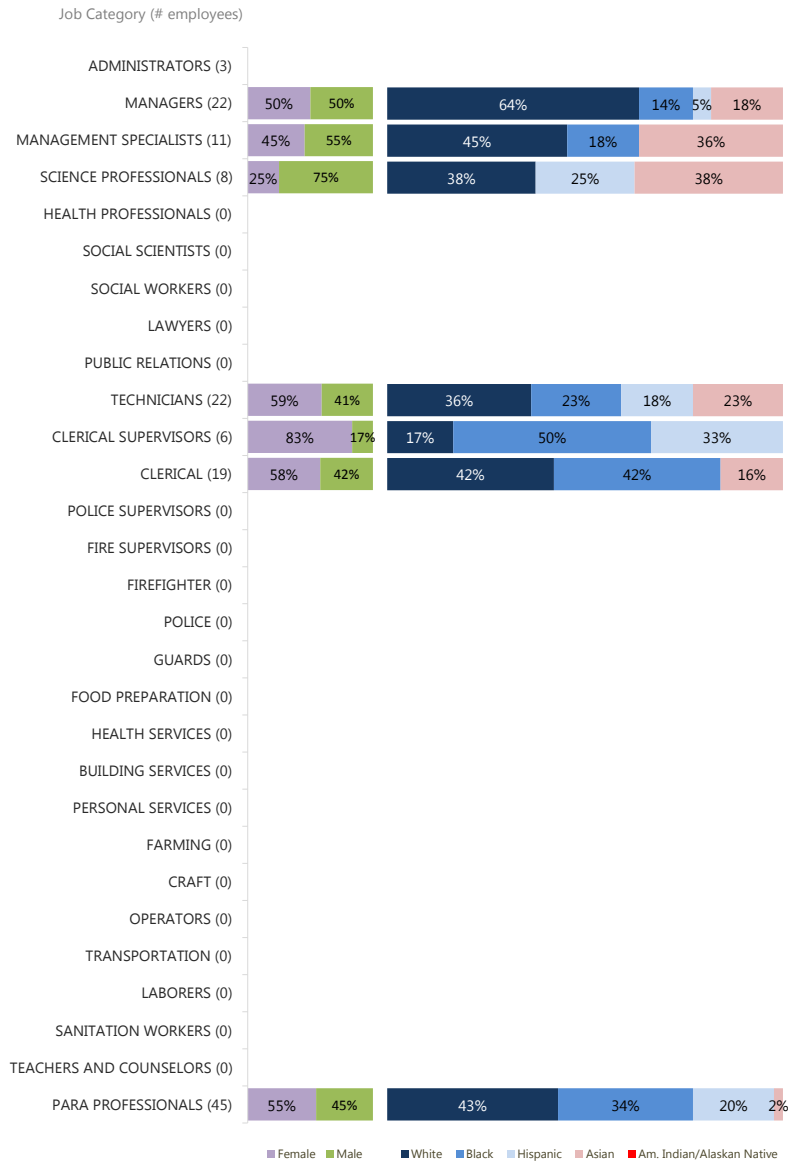
Age



Years of Service



Gender and Ethnicity by Job Category for: NYCPPF

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	3	100.0%	n/a	28	\$198,419	33.3%	0.0%	0.0%
MANAGERS	22	100.0%	55	28.5	\$121,426	54.5%	0.0%	0.0%
MANAGEMENT SPECIALISTS	11	100.0%	61	13	\$76,774	63.6%	9.1%	0.0%
SCIENCE PROFESSIONALS	8	100.0%	44	4.5	\$103,540	0.0%	0.0%	12.5%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	22	100.0%	50.5	13	\$63,539	36.4%	9.1%	0.0%
CLERICAL SUPERVISORS	6	100.0%	53.5	15	\$60,383	50.0%	16.7%	0.0%
CLERICAL	19	94.7%	49	11	\$53,831	27.8%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	45	93.3%	44	8	\$43,640	19.0%	6.2%	10.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMMUNITY ASSOCIATE	27	19.9%	35	8.0	18.5%	2	2
CLERICAL ASSOCIATE	16	11.8%	47	11.0	25.0%	0	0
ASSOCIATE RETIREMENT BENEFITS EXAMINER	15	11.0%	54	16.0	46.7%	2	0
ADMINISTRATIVE RETIREMENT BENEFITS SPECIALIST	11	8.1%	58	31.0	63.6%	0	0
COMMUNITY ASSISTANT	10	7.4%	46.5	6.5	20.0%	1	2
COMMUNITY COORDINATOR	8	5.9%	48	12.5	12.5%	0	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	6	4.4%	53.5	15.0	50.0%	1	0
ASSISTANT RETIREMENT BENEFITS EXAMINER	6	4.4%	37	8.5	16.7%	0	0
ADMINISTRATIVE STAFF ANALYST	5	3.7%	64	20.0	60.0%	0	0
COMPUTER SPECIALIST (SOFTWARE)	5	3.7%	45	3.0	0.0%	0	0

NEW YORK CITY POLICE PENSION FUND is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: NEW YORK CITY TAX COMMISSION (NYCTAX) : FY2015

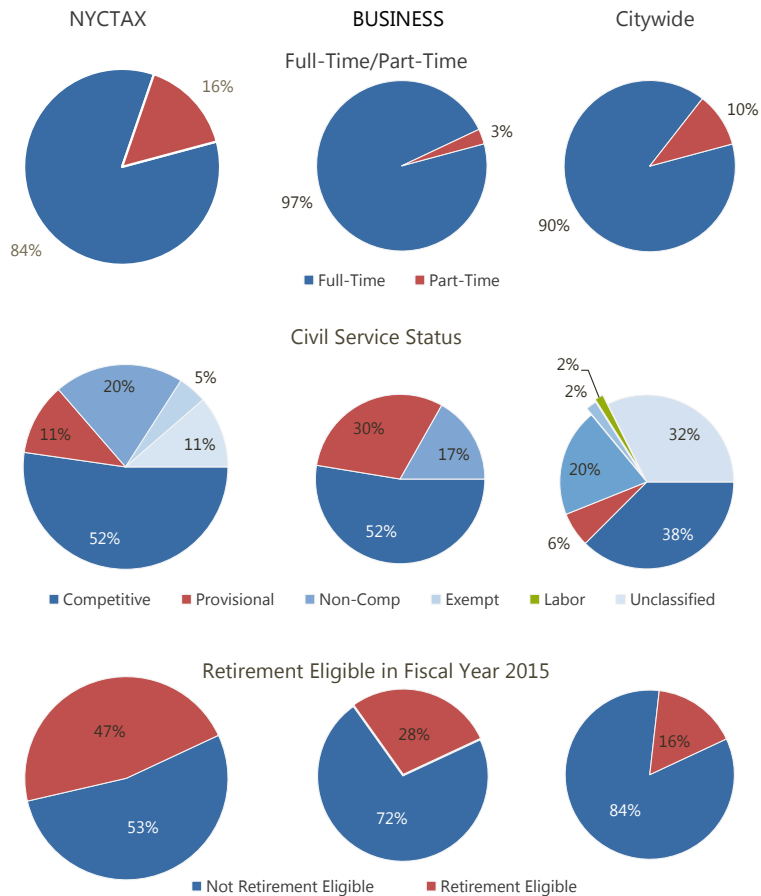
Business, Finance & Economy Agency Group

Summary Indicators	NYCTAX	BUSINESS	Citywide
Headcount (FT / PT)	38 / 7	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	57 / 28	49 / 11	44 / 10
% Male / Female	50% / 50%	50% / 50%	42% / 58%
% White / Minority	52% / 48%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$85,098	\$63,864	\$67,372
% Eligible to Retire	47%	28%	16%
% Hires	0%	9%	9%
% Union Represented	76%	79%	91%

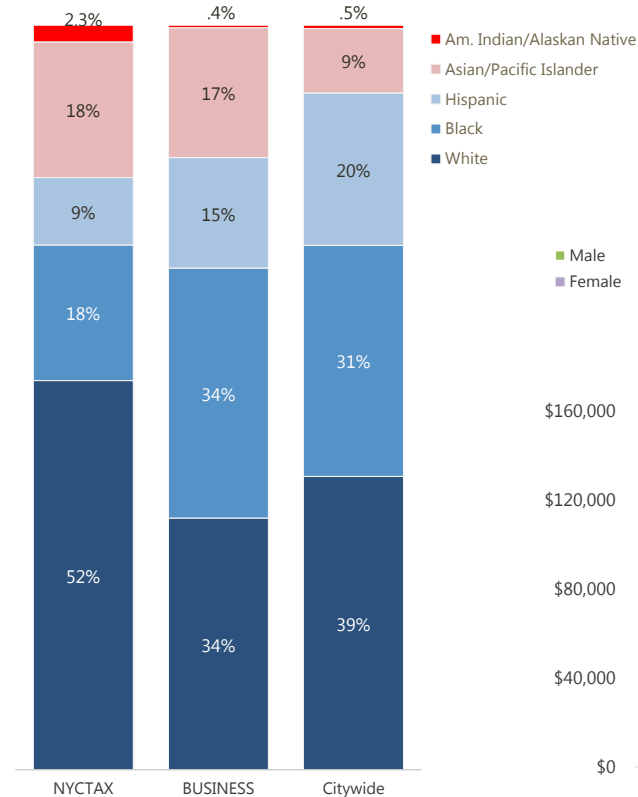
Hires	NYCTAX	BUSINESS	Citywide
Total Hires	0	414	32,057
New Hires	0	381	27,116
Rehires	0	33	4,941

Separations	NYCTAX	BUSINESS	Citywide
Total Separations	2	338	23,422
Retirement	1	114	8,452
Resignation	0	134	8,673
Dismissal	0	36	2,816
Layoff	0	0	3
Deceased	0	7	415
Other	1	47	3,063

Employee Type by Agency, Agency Group, and Citywide



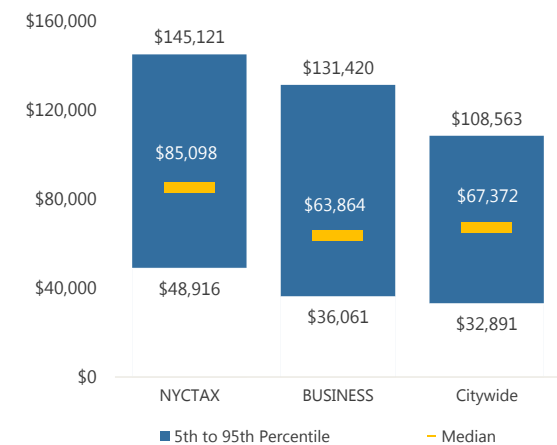
Ethnicity



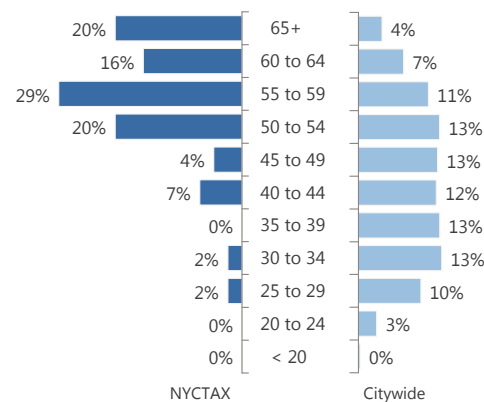
Gender



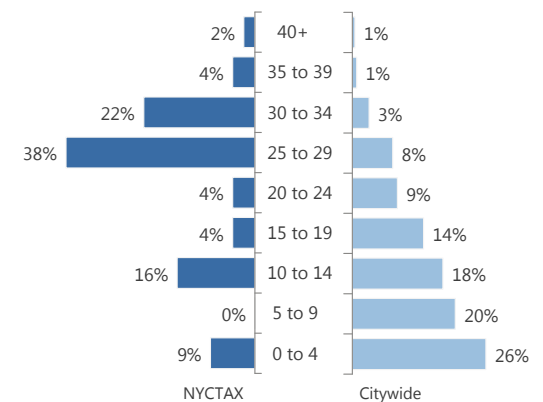
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: NYCTAX

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	5	40.0%	63	21	\$159,900	100.0%	8.0%	0.0%
MANAGERS	7	85.7%	57	26	\$122,676	66.7%	0.0%	0.0%
MANAGEMENT SPECIALISTS	15	100.0%	57	29	\$88,366	60.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	5	100.0%	49	27	\$72,930	20.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	4	50.0%	n/a	19.5	\$109,396	50.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	11	\$49,000	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	4	100.0%	n/a	28	\$61,726	75.0%	25.0%	0.0%
CLERICAL	3	100.0%	n/a	14	\$54,379	33.3%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	1	0.0%	n/a	17	n/a	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CITY ASSESSOR	12	26.7%	57	29.0	66.7%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	4	8.9%	n/a	28.0	75.0%	1	0
COMPUTER ASSOCIATE (SOFTWARE)	3	6.7%	n/a	27.0	33.3%	0	0
ADMINISTRATIVE MANAGER	2	4.4%	n/a	23.0	50.0%	0	0
AGENCY ATTORNEY	4	8.9%	n/a	19.5	25.0%	0	0
COMMISSIONER (TAX APPEALS TRIBUNAL)(836)	2	4.4%	n/a	23.0	100.0%	0	0
*ADMINISTRATIVE ATTORNEY	1	2.2%	n/a	21.0	100.0%	0	0
COMPUTER SYSTEMS MANAGER	1	2.2%	n/a	26.0	0.0%	0	0
CLERICAL ASSOCIATE	1	2.2%	n/a	14.0	0.0%	0	0
SECRETARY	1	2.2%	n/a	4.0	0.0%	0	0

NEW YORK CITY TAX COMMISSION is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: POLICE DEPARTMENT (NYPD) : FY2015

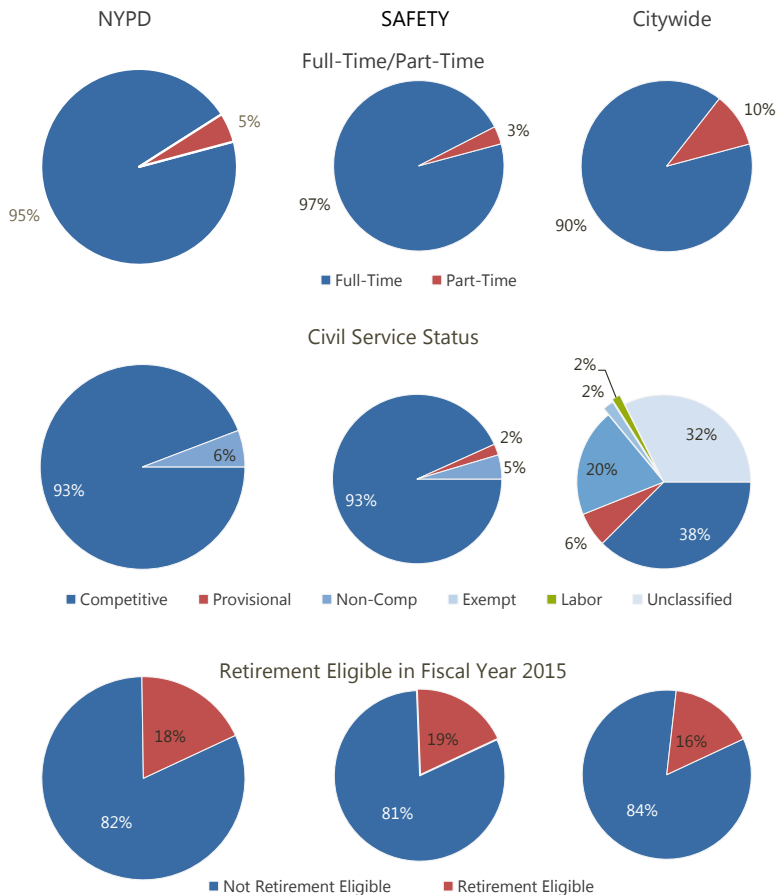
Public Safety & Law Enforcement Agency Group

Summary Indicators	NYPD	SAFETY	Citywide
Headcount (FT / PT)	49,872 / 2,546	77,858 / 2,720	325,588 / 37,293
Median Age / Years of Service	39 / 10	40 / 10	44 / 10
% Male / Female	66% / 34%	69% / 31%	42% / 58%
% White / Minority	40% / 60%	42% / 58%	39% / 61%
Median Annual Base Salary (FT)	\$78,026	\$76,488	\$67,372
% Eligible to Retire	18%	19%	16%
% Hires	6%	6%	9%
% Union Represented	99%	99%	91%

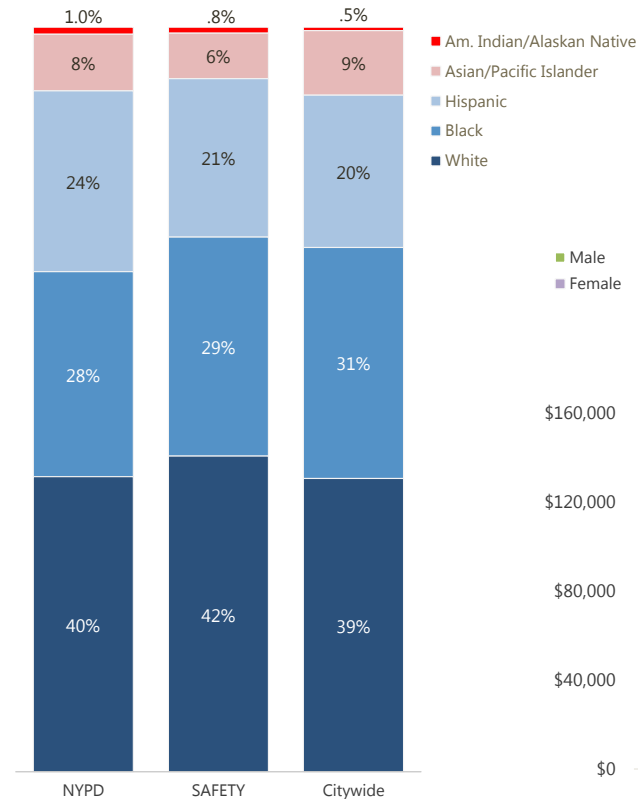
Hires	NYPD	SAFETY	Citywide
Total Hires	2,896	4,976	32,057
New Hires	2,761	4,698	27,116
Rehires	135	278	4,941

Separations	NYPD	SAFETY	Citywide
Total Separations	2,483	4,000	23,422
Retirement	1,543	2,498	8,452
Resignation	579	889	8,673
Dismissal	89	211	2,816
Layoff	0	0	3
Deceased	44	78	415
Other	228	324	3,063

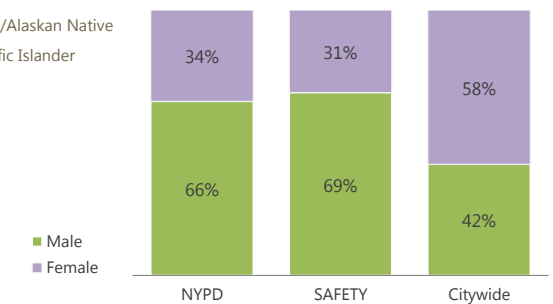
Employee Type by Agency, Agency Group, and Citywide



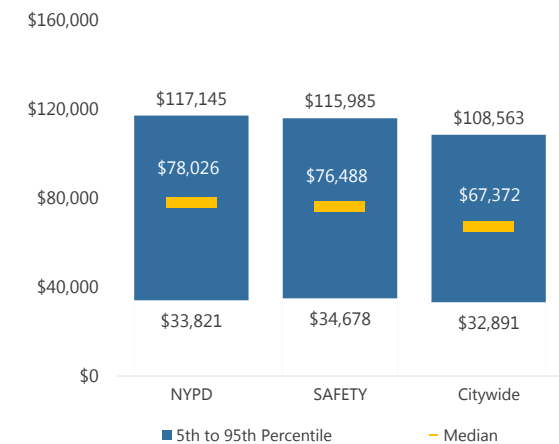
Ethnicity



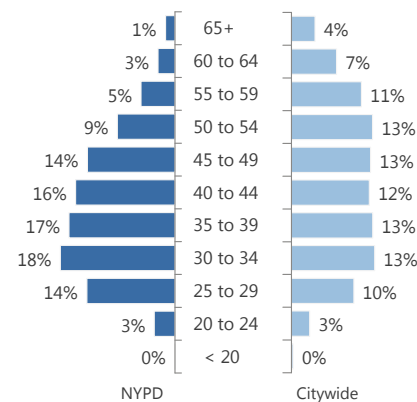
Gender



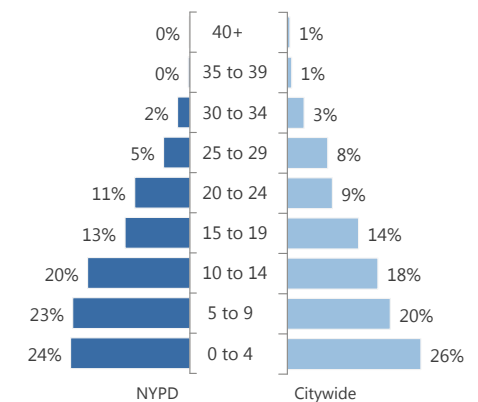
Full-Time Annual Salary Range



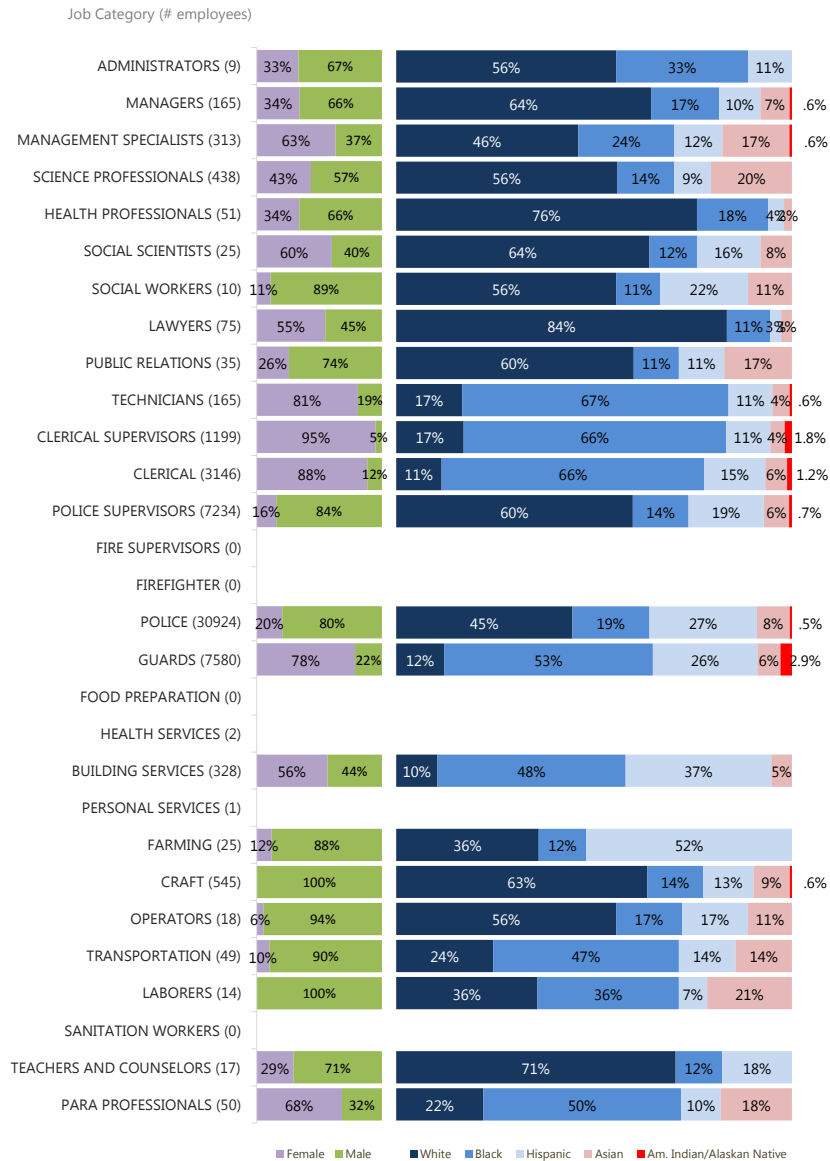
Age



Years of Service



Gender and Ethnicity by Job Category for: NYPD

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	9	100.0%	63	1	\$208,105	11.1%	55.6%	22.2%
MANAGERS	165	99.4%	55	22	\$122,579	45.7%	7.2%	8.4%
MANAGEMENT SPECIALISTS	313	99.7%	50	15	\$72,087	31.1%	6.4%	5.7%
SCIENCE PROFESSIONALS	438	100.0%	47	9	\$72,535	31.3%	5.7%	5.9%
HEALTH PROFESSIONALS	51	98.0%	59	13	\$131,361	34.0%	7.7%	9.6%
SOCIAL SCIENTISTS	25	88.0%	42	8	\$65,036	22.7%	17.6%	10.6%
SOCIAL WORKERS	10	20.0%	61.5	12	\$55,937	150.0%	0.0%	4.0%
LAWYERS	75	100.0%	37	8	\$80,539	5.3%	4.0%	10.7%
PUBLIC RELATIONS	35	100.0%	51	7	\$44,335	34.3%	0.0%	2.9%
TECHNICIANS	165	90.3%	51	18	\$42,384	31.5%	4.9%	3.8%
CLERICAL SUPERVISORS	1199	100.0%	53	23	\$44,613	42.1%	4.9%	0.1%
CLERICAL	3146	99.9%	46	9	\$37,005	22.0%	5.7%	9.8%
POLICE SUPERVISORS	7234	100.0%	42	16	\$102,054	35.9%	5.1%	0.0%
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	30924	99.5%	36	9	\$78,026	13.4%	4.4%	5.9%
GUARDS	7580	69.2%	45	9	\$37,881	19.0%	3.5%	4.1%
FOOD PREPARATION	0							
HEALTH SERVICES	2	100.0%	n/a	13.5	\$32,486	50.0%	0.0%	0.0%
BUILDING SERVICES	328	93.9%	49	9	\$32,549	27.9%	5.2%	8.3%
PERSONAL SERVICES	1	100.0%	n/a	26	\$33,139	100.0%	0.0%	0.0%
FARMING	25	96.0%	52	9	\$35,825	33.3%	3.8%	3.8%
CRAFT	545	100.0%	52	13	\$79,720	25.3%	4.0%	7.5%
OPERATORS	18	100.0%	52	11	\$76,922	27.8%	0.0%	0.0%
TRANSPORTATION	49	100.0%	51	11	\$44,021	34.7%	16.3%	16.3%
LABORERS	14	100.0%	50	18	\$68,361	14.3%	7.1%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	17	100.0%	39	1	\$53,351	5.9%	0.0%	35.3%
PARA PROFESSIONALS	50	90.0%	48	12.5	\$45,345	26.7%	5.4%	5.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
POLICE OFFICER	27,500	52.5%	35	9.0	13.1%	1,178	1,439
SCHOOL SAFETY AGENT	5,149	9.8%	41	9.0	10.5%	271	211
SERGEANT (POLICE)	4,651	8.9%	40	15.0	25.8%	205	0
TRAFFIC ENFORCEMENT AGENT	2,722	5.2%	41	6.0	11.1%	214	345
LIEUTENANT (POLICE)	1,754	3.3%	44	19.5	50.0%	120	0
POLICE ADMINISTRATIVE AIDE	1,439	2.7%	50	9.0	27.9%	71	167
POLICE COMMUNICATIONS TECHNICIAN	1,263	2.4%	38	7.0	10.3%	98	120
SENIOR POLICE ADMINISTRATIVE AIDE	904	1.7%	53	22.0	39.9%	36	1
CAPTAIN (POLICE)	782	1.5%	47	24.0	73.4%	56	0
ASSOCIATE TRAFFIC ENFORCEMENT AGENT	431	0.8%	51	16.0	29.0%	17	0

POLICE DEPARTMENT is part of the Public Safety & Law Enforcement agency group, which includes: DEPARTMENT OF CORRECTION, DEPARTMENT OF INVESTIGATION, DEPARTMENT OF PROBATION, FIRE DEPARTMENT, POLICE DEPARTMENT, NYC EMERGENCY MANAGEMENT

Workforce Profile: OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS (OATH) : FY2015

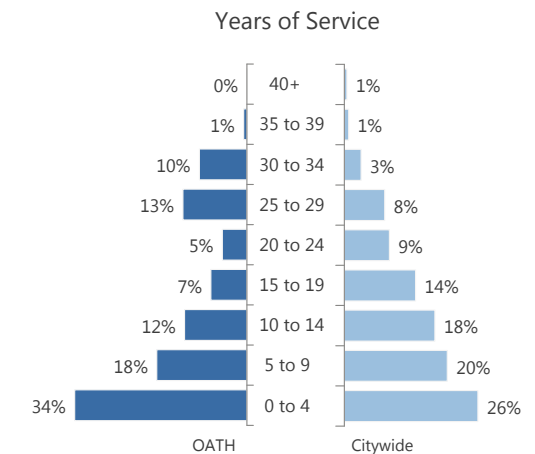
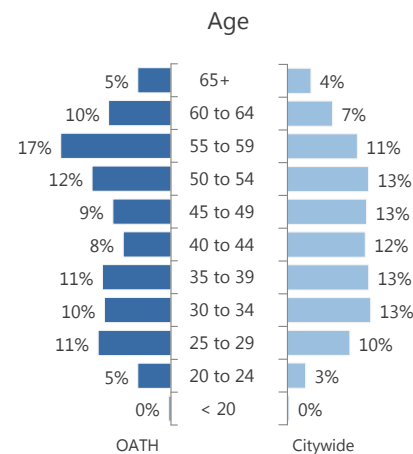
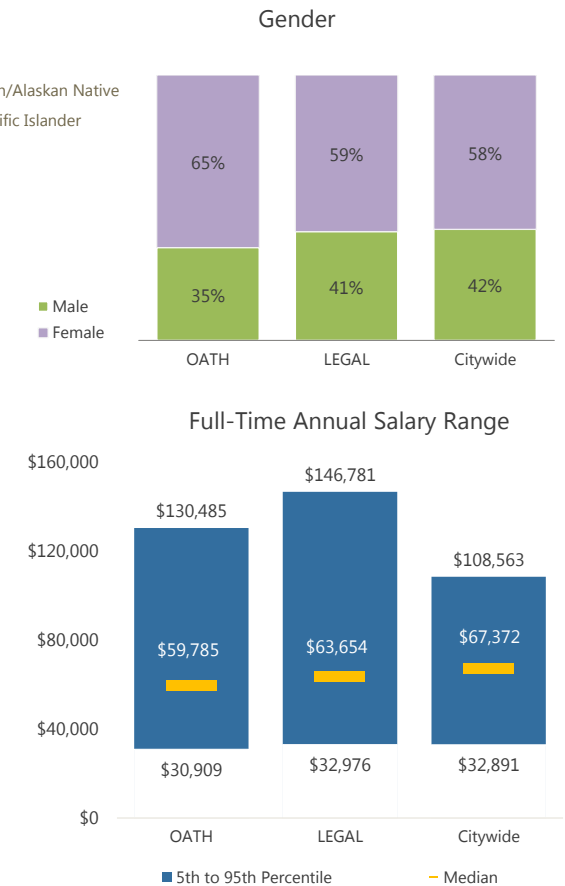
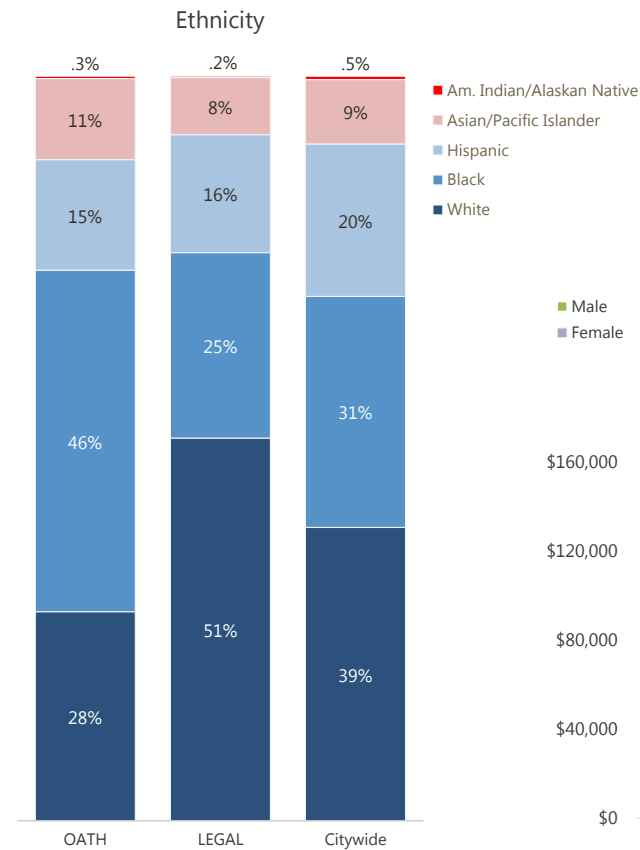
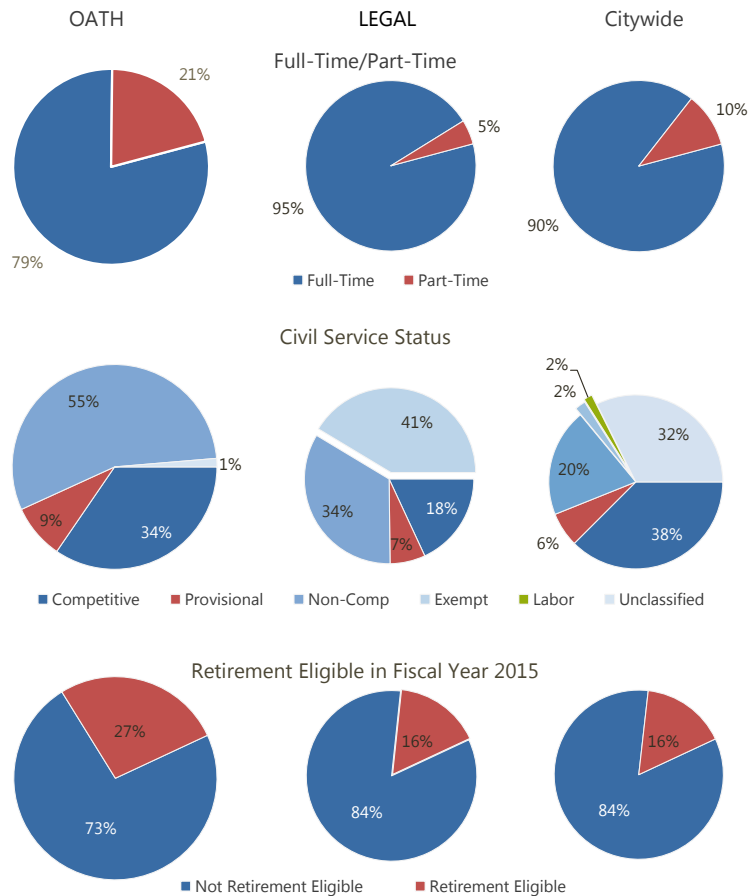
Legal Affairs & Access to Justice Agency Group

Summary Indicators	OATH	LEGAL	Citywide
Headcount (FT / PT)	242 / 63	6,138 / 300	325,588 / 37,293
Median Age / Years of Service	47 / 9	40 / 7	44 / 10
% Male / Female	35% / 65%	41% / 59%	42% / 58%
% White / Minority	28% / 72%	51% / 49%	39% / 61%
Median Annual Base Salary (FT)	\$59,785	\$63,654	\$67,372
% Eligible to Retire	27%	16%	16%
% Hires	13%	13%	9%
% Union Represented	84%	54%	91%

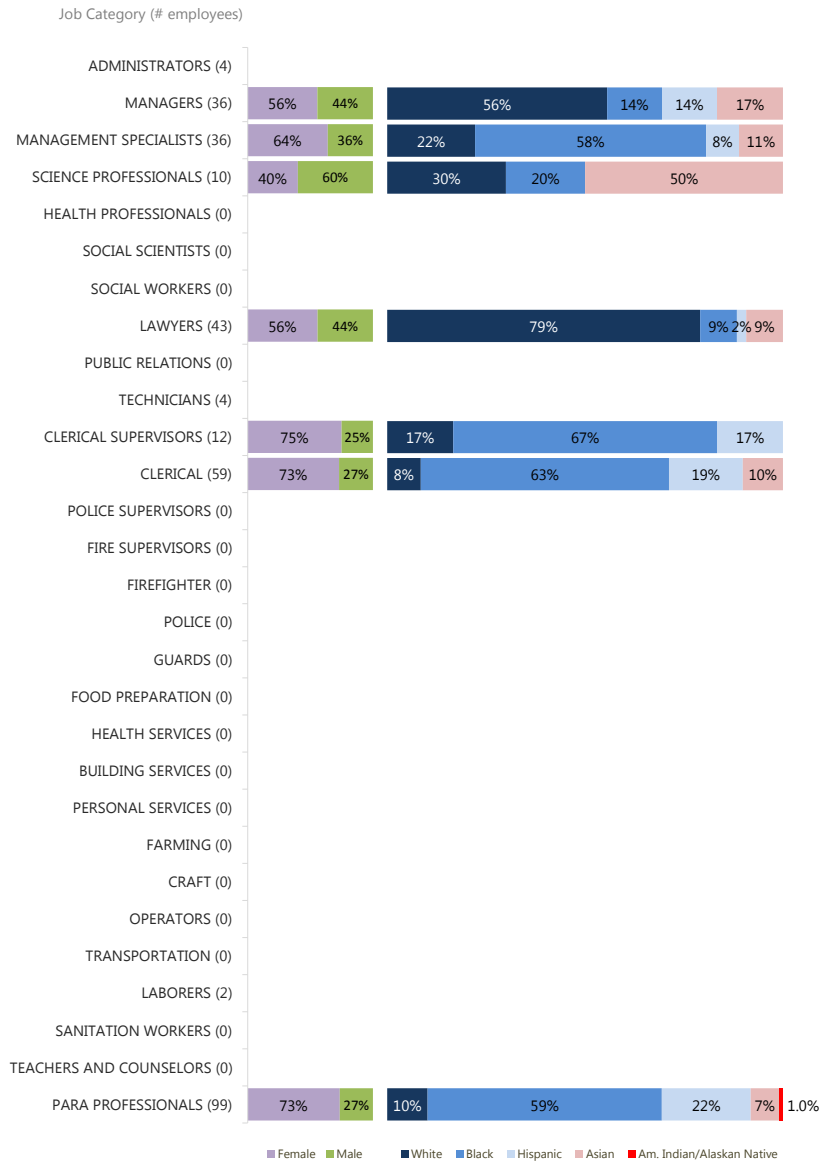
Hires	OATH	LEGAL	Citywide
Total Hires	40	814	32,057
New Hires	28	773	27,116
Rehires	12	41	4,941

Separations	OATH	LEGAL	Citywide
Total Separations	15	619	23,422
Retirement	2	77	8,452
Resignation	7	446	8,673
Dismissal	0	51	2,816
Layoff	0	0	3
Deceased	0	6	415
Other	6	39	3,063

Employee Type by Agency, Agency Group, and Citywide



Gender and Ethnicity by Job Category for: OATH

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	4	0.0%	n/a	3.5	n/a	0.0%	0.0%	0.0%
MANAGERS	36	100.0%	46.5	5	\$111,122	19.4%	5.6%	8.3%
MANAGEMENT SPECIALISTS	36	100.0%	54	27	\$73,435	41.7%	0.0%	0.0%
SCIENCE PROFESSIONALS	10	100.0%	59.5	25.5	\$83,304	70.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	43	95.3%	55	10	\$87,325	43.9%	6.7%	8.9%
PUBLIC RELATIONS	0							
TECHNICIANS	4	100.0%	n/a	5	\$49,966	0.0%	25.0%	0.0%
CLERICAL SUPERVISORS	12	100.0%	53	25.5	\$53,558	25.0%	0.0%	0.0%
CLERICAL	59	91.5%	52	11	\$36,899	38.9%	3.1%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	2	50.0%	n/a	14	\$68,361	0.0%	0.0%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	99	48.5%	31	3	\$43,238	22.9%	2.9%	10.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CLERICAL ASSOCIATE	40	13.1%	51	9.5	32.5%	6	0
AGENCY ATTORNEY	27	8.9%	54	8.0	37.0%	0	1
EXECUTIVE AGENCY COUNSEL	24	7.9%	45.5	4.0	16.7%	2	2
COMMUNITY ASSOCIATE	25	8.2%	42	7.0	16.0%	4	2
ADMINISTRATIVE MANAGER	18	5.9%	54	27.5	44.4%	0	0
ADMINISTRATIVE STAFF ANALYST	13	4.3%	52	10.0	38.5%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	12	3.9%	53	25.5	25.0%	0	0
ADMINISTRATIVE LAW JUDGE	10	3.3%	55	14.0	50.0%	1	1
COMMUNITY SERVICE AIDE	49	16.1%	28	2.0	2.0%	10	15
COMMUNITY COORDINATOR	9	3.0%	55	20.0	55.6%	0	1

OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS is part of the Legal Affairs & Access to Justice agency group, which includes: BOARD OF CORRECTIONS, CITY COMMISSION ON HUMAN RIGHTS, CIVILIAN COMPLAINT REVIEW BOARD, CONFLICTS OF INTEREST BOARD, DISTRICT ATTORNEY - KINGS COUNTY, DISTRICT ATTORNEY - BRONX COUNTY, DISTRICT ATTORNEY - MANHATTAN, DISTRICT ATTORNEY - SPECIAL NARCOTICS, DISTRICT ATTORNEY - QUEENS COUNTY, DISTRICT ATTORNEY - RICHMOND COUNTY, EQUAL EMPLOY PRACTICES COMMISSION, LAW DEPARTMENT

Workforce Profile: OFFICE OF COLLECTIVE BARGAINING (OCB) : FY2015

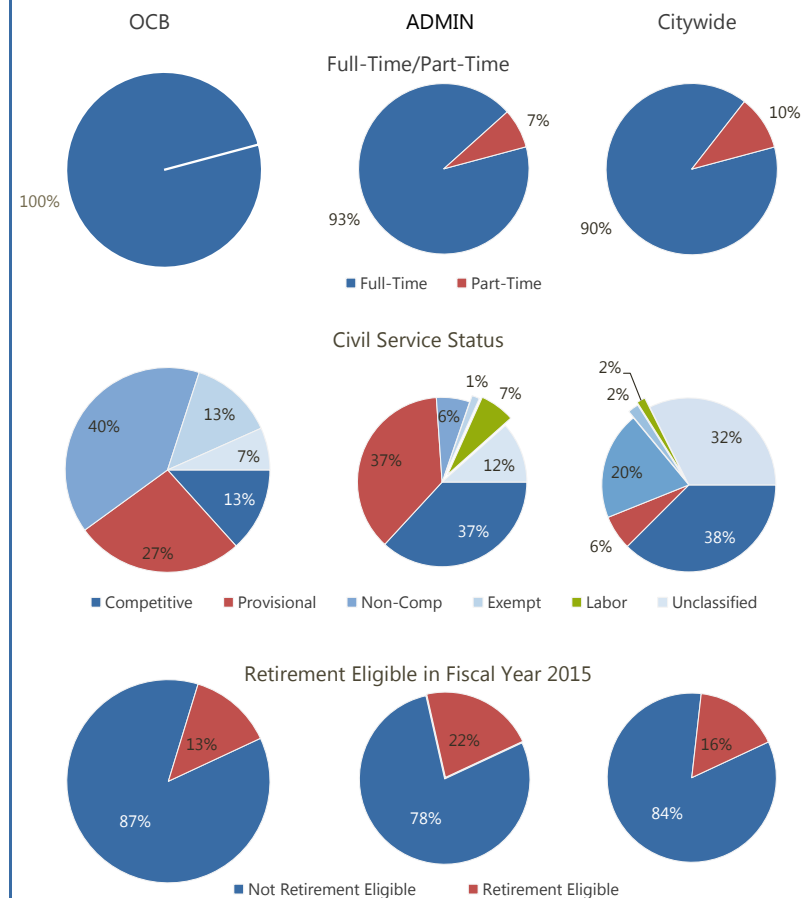
Administrative Services Agency Group

Summary Indicators	OCB	ADMIN	Citywide
Headcount (FT / PT)	15 / 0	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	45 / 8	47 / 8	44 / 10
% Male / Female	29% / 71%	53% / 47%	42% / 58%
% White / Minority	71% / 29%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$95,000	\$61,978	\$67,372
% Eligible to Retire	13%	22%	16%
% Hires	20%	12%	9%
% Union Represented	13%	72%	91%

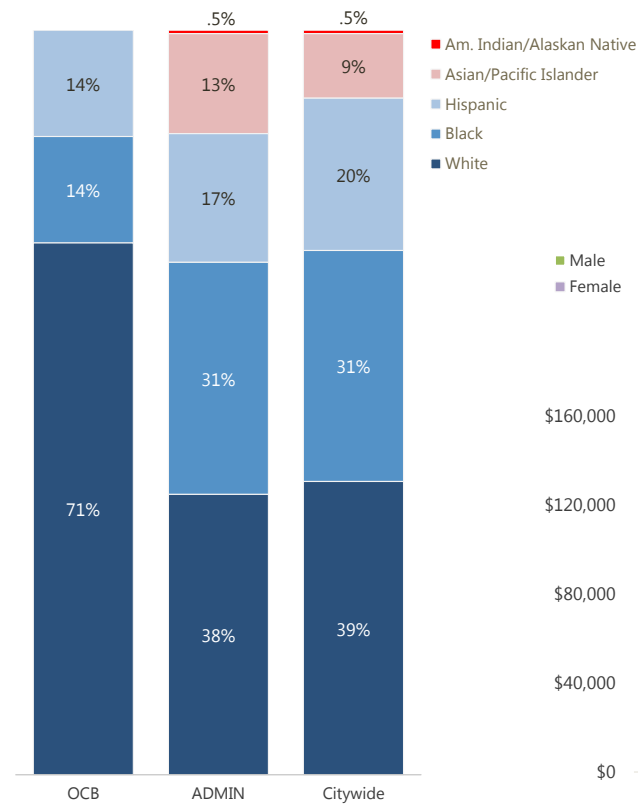
Hires	OCB	ADMIN	Citywide
Total Hires	3	722	32,057
New Hires	2	680	27,116
Rehires	1	42	4,941

Separations	OCB	ADMIN	Citywide
Total Separations	3	499	23,422
Retirement	1	100	8,452
Resignation	1	181	8,673
Dismissal	0	136	2,816
Layoff	0	0	3
Deceased	0	8	415
Other	1	74	3,063

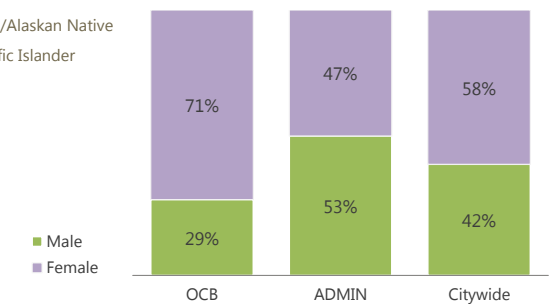
Employee Type by Agency, Agency Group, and Citywide



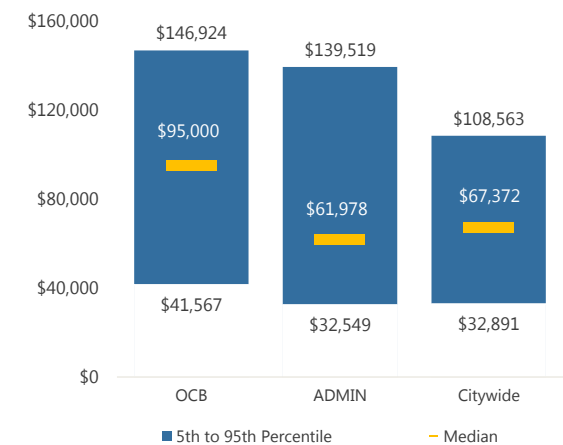
Ethnicity



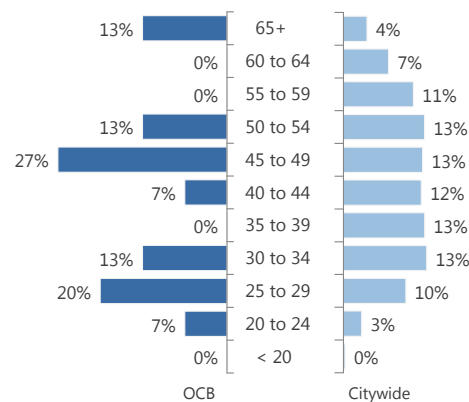
Gender



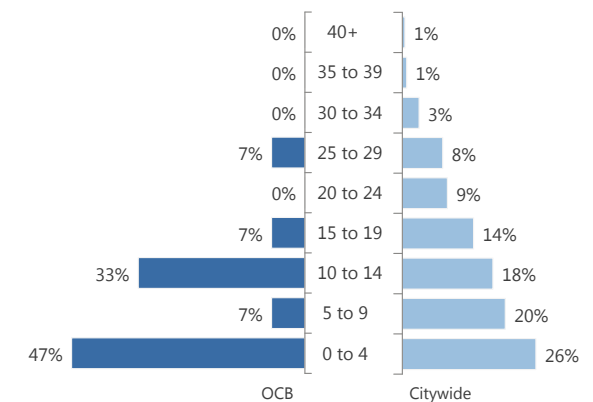
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: OCB

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	0							
MANAGERS	10	100.0%	43.5	6	\$105,500	0.0%	30.0%	20.0%
MANAGEMENT SPECIALISTS	1	100.0%	n/a	14	\$63,228	100.0%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	4	100.0%	n/a	7	\$43,449	25.0%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
LABOR RELATIONS TRIAL EXAMINER (OCB)	5	33.3%	45	3.0	0.0%	1	1
SECRETARY TO THE DEPUTY CHAIR (OCB)	2	13.3%	n/a	2.0	0.0%	0	0
ADMINISTRATIVE STAFF ANALYST	1	6.7%	n/a	17.0	0.0%	0	0
COMPUTER SYSTEMS MANAGER	1	6.7%	n/a	11.0	0.0%	0	0
CLERICAL ASSOCIATE	1	6.7%	n/a	12.0	100.0%	0	0
STAFF ANALYST	1	6.7%	n/a	14.0	100.0%	0	0
SECRETARY TO THE DIRECTOR (OFFICE OF COLLECTIVE BARGAINING)	1	6.7%	n/a	26.0	0.0%	0	0
EXECUTIVE ASSISTANT TO THE DIRECTOR (OCB)	1	6.7%	n/a	0.0	0.0%	1	1
DIRECTOR OF INFORMATION AND RESEARCH (OCB)	1	6.7%	n/a	12.0	0.0%	0	0
DIRECTOR OF THE OFFICE OF COLLECTIVE BARGAINING	1	6.7%	n/a	14.0	0.0%	0	0

OFFICE OF COLLECTIVE BARGAINING is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: OFFICE OF PAYROLL ADMINISTRATION (OPA) : FY2015

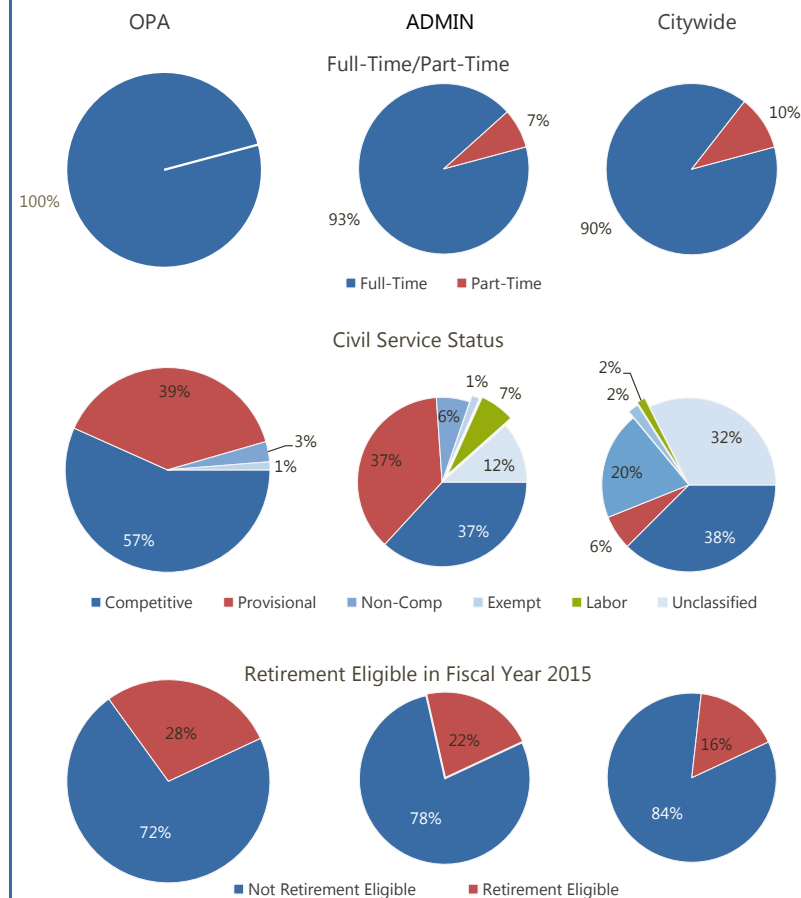
Administrative Services Agency Group

Summary Indicators	OPA	ADMIN	Citywide
Headcount (FT / PT)	157 / 0	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	51 / 12	47 / 8	44 / 10
% Male / Female	43% / 57%	53% / 47%	42% / 58%
% White / Minority	32% / 68%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$71,253	\$61,978	\$67,372
% Eligible to Retire	28%	22%	16%
% Hires	5%	12%	9%
% Union Represented	80%	72%	91%

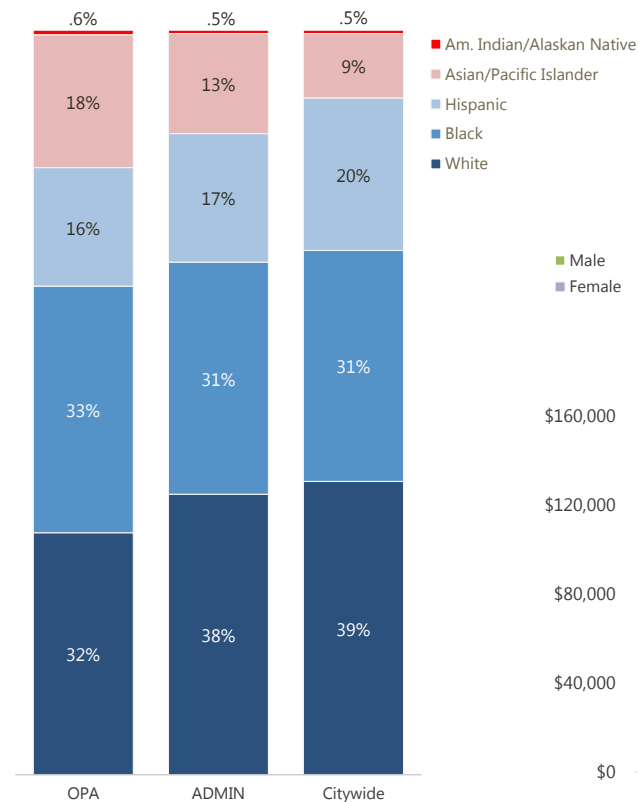
Hires	OPA	ADMIN	Citywide
Total Hires	8	722	32,057
New Hires	7	680	27,116
Rehires	1	42	4,941

Separations	OPA	ADMIN	Citywide
Total Separations	6	499	23,422
Retirement	3	100	8,452
Resignation	1	181	8,673
Dismissal	0	136	2,816
Layoff	0	0	3
Deceased	0	8	415
Other	2	74	3,063

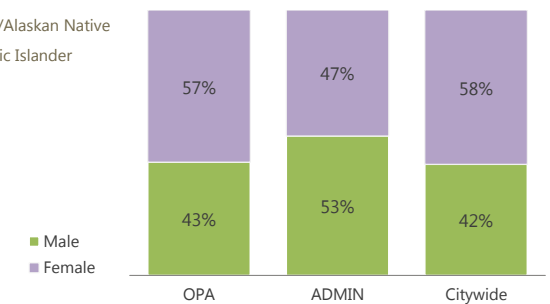
Employee Type by Agency, Agency Group, and Citywide



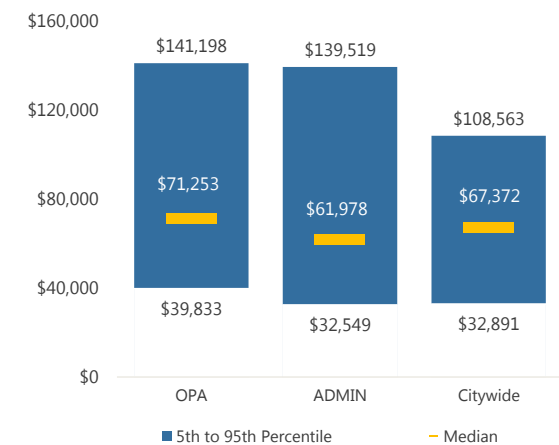
Ethnicity



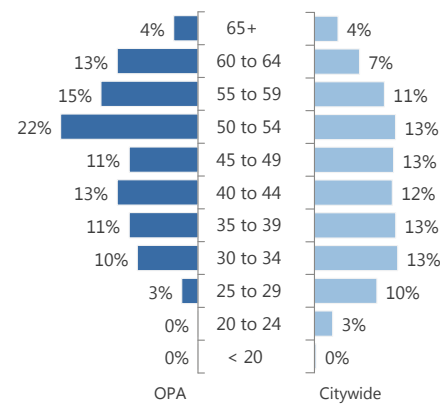
Gender



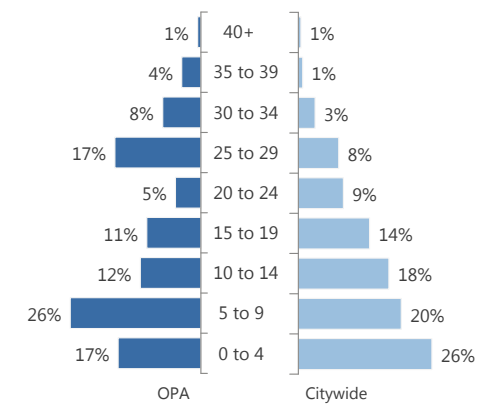
Full-Time Annual Salary Range



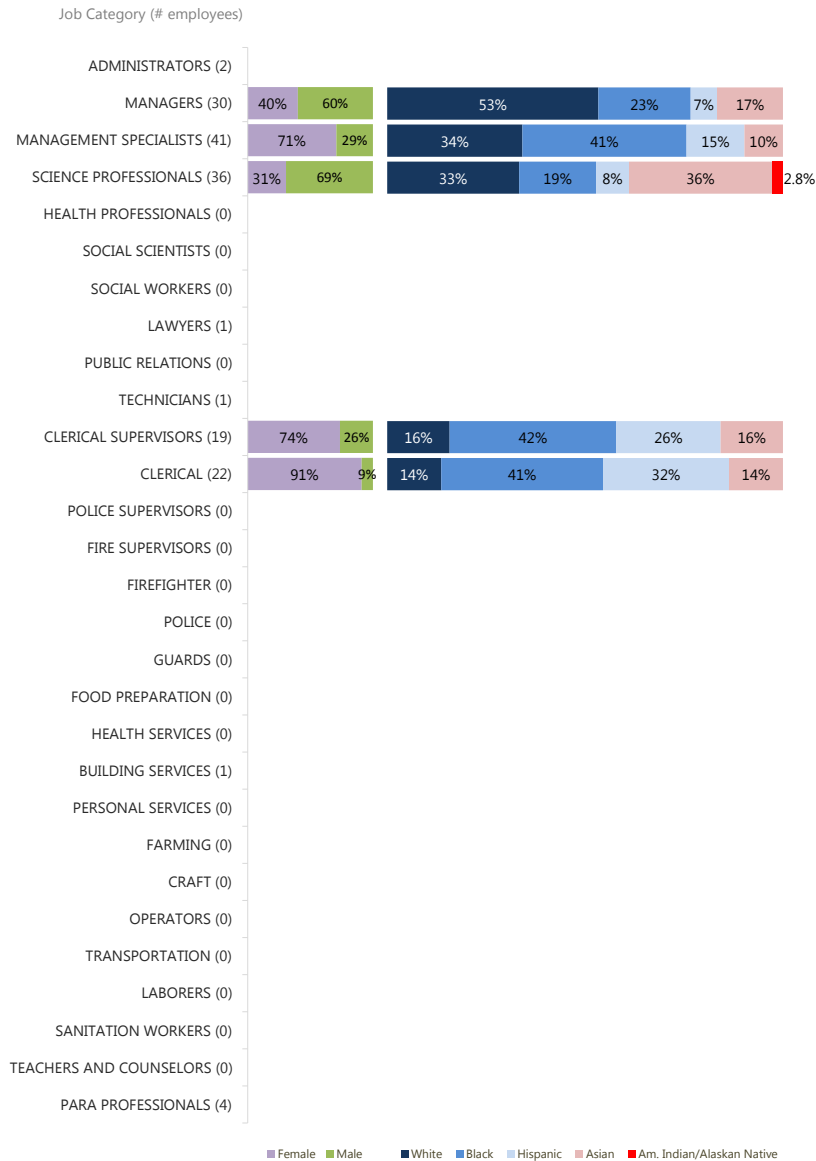
Age



Years of Service



Gender and Ethnicity by Job Category for: OPA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	22.5	\$199,570	100.0%	0.0%	0.0%
MANAGERS	30	100.0%	51.5	10	\$119,619	20.0%	10.0%	10.0%
MANAGEMENT SPECIALISTS	41	100.0%	48	13	\$72,846	26.8%	4.9%	2.4%
SCIENCE PROFESSIONALS	36	100.0%	42.5	6.5	\$75,521	25.0%	2.8%	8.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	1	100.0%	n/a	6	\$102,832	0.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	1	100.0%	n/a	8	\$41,579	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	19	100.0%	52	25	\$59,482	36.8%	0.0%	0.0%
CLERICAL	22	100.0%	54	14	\$44,052	36.4%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	100.0%	n/a	12	\$53,777	0.0%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	4	100.0%	n/a	13	\$52,393	25.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
COMPUTER SYSTEMS MANAGER	21	13.4%	52	5.0	23.8%	0	2
CLERICAL ASSOCIATE	20	12.7%	54	14.0	35.0%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	19	12.1%	52	25.0	36.8%	0	0
ADMINISTRATIVE STAFF ANALYST	17	10.8%	44	13.0	11.8%	2	1
COMPUTER SPECIALIST (SOFTWARE)	15	9.6%	42	5.0	20.0%	1	2
COMPUTER ASSOCIATE (SOFTWARE)	11	7.0%	54	7.0	45.5%	0	0
STAFF ANALYST	8	5.1%	52	11.0	12.5%	2	0
ASSOCIATE STAFF ANALYST	8	5.1%	58.5	20.0	62.5%	3	0
ADMINISTRATIVE ACCOUNTANT	5	3.2%	45	17.0	0.0%	1	1
COMPUTER ASSOCIATE (TECHNICAL SUPPORT)	5	3.2%	34	4.0	0.0%	0	1

OFFICE OF PAYROLL ADMINISTRATION is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

Workforce Profile: OFFICE OF THE PUBLIC ADVOCATE (PA) : FY2015

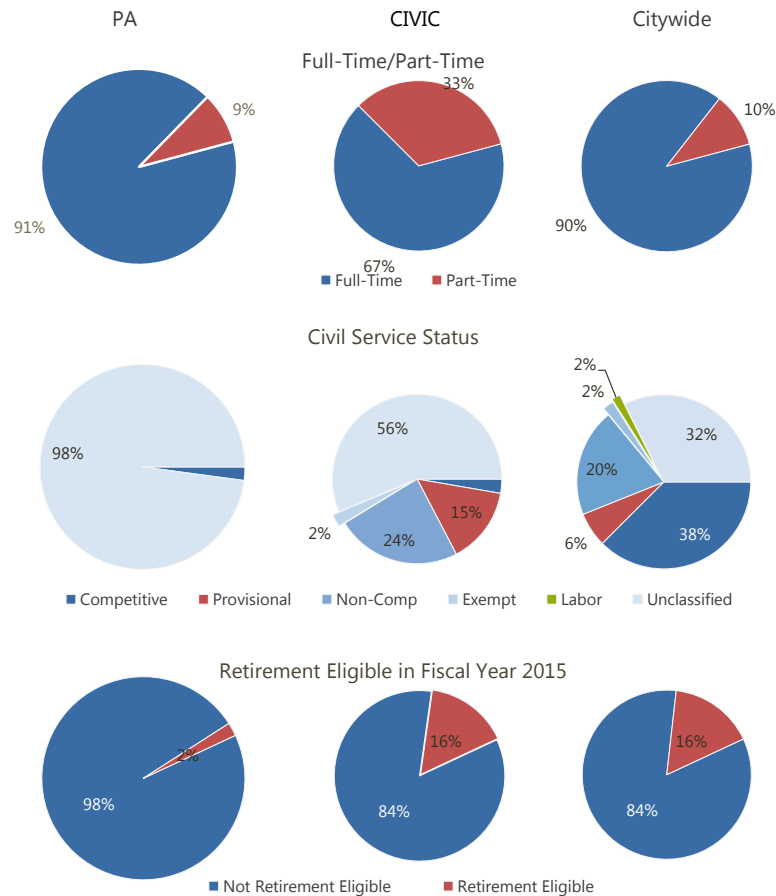
Civic Engagement Agency Group

Summary Indicators	PA	CIVIC	Citywide
Headcount (FT / PT)	43 / 4	914 / 457	325,588 / 37,293
Median Age / Years of Service	33 / 1	39 / 5	44 / 10
% Male / Female	55% / 45%	45% / 55%	42% / 58%
% White / Minority	39% / 61%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$55,550	\$65,000	\$67,372
% Eligible to Retire	2%	16%	16%
% Hires	38%	19%	9%
% Union Represented	0%	54%	91%

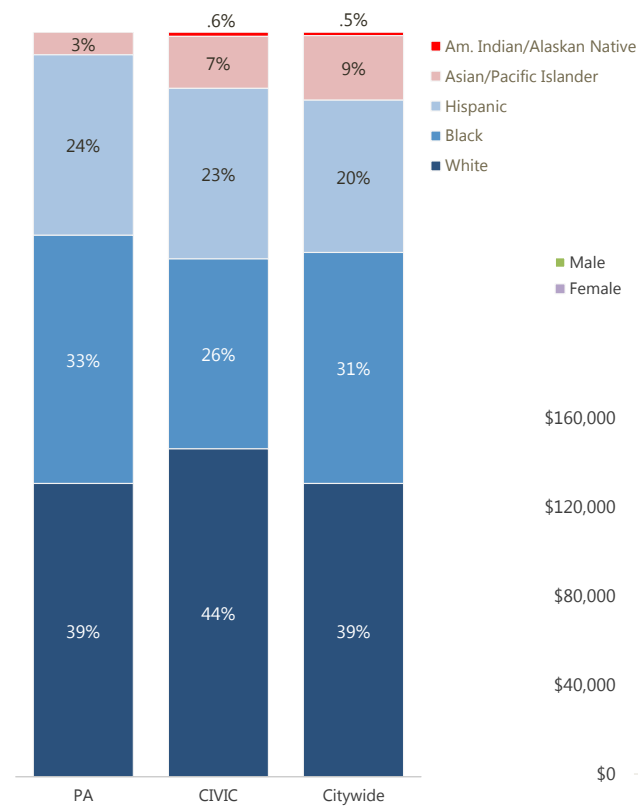
Hires	PA	CIVIC	Citywide
Total Hires	18	266	32,057
New Hires	12	218	27,116
Rehires	6	48	4,941

Separations	PA	CIVIC	Citywide
Total Separations	2	182	23,422
Retirement	0	20	8,452
Resignation	2	103	8,673
Dismissal	0	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	0	13	3,063

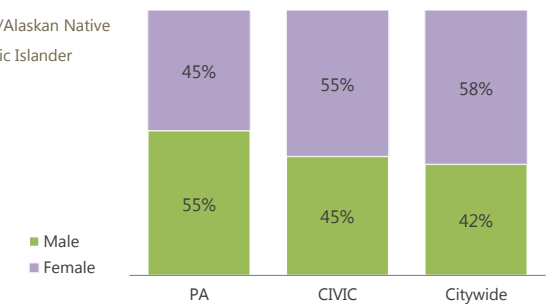
Employee Type by Agency, Agency Group, and Citywide



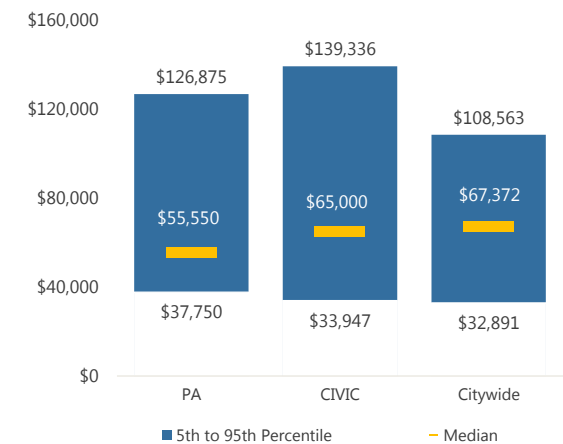
Ethnicity



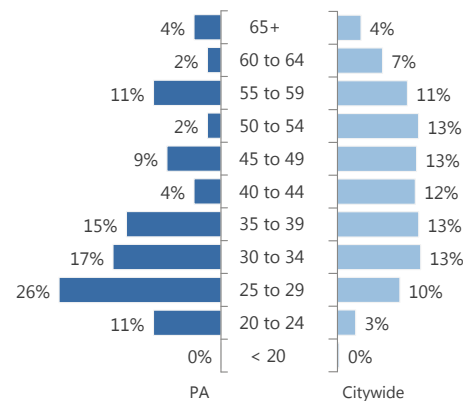
Gender



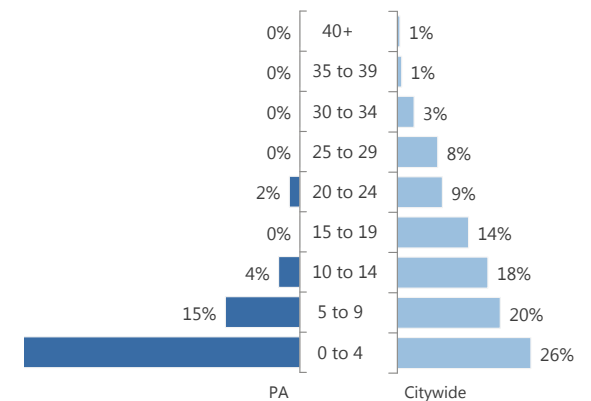
Full-Time Annual Salary Range



Age



Years of Service



Gender and Ethnicity by Job Category for: PA

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	6	100.0%	44	2	\$110,938	16.7%	16.7%	16.7%
MANAGERS	12	100.0%	34	2.5	\$75,600	0.0%	0.0%	0.0%
MANAGEMENT SPECIALISTS	25	88.0%	30	1	\$50,500	0.0%	0.0%	31.7%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	0							
CLERICAL	4	75.0%	n/a	0.5	\$50,500	0.0%	18.8%	37.5%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	0							

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSISTANT TO THE PUBLIC ADVOCATE (RSRCH & PLANNING)	13	27.7%	28	1.0	0.0%	2	5
ASSISTANT TO THE PUBLIC ADVOCATE	10	21.3%	46.5	1.0	0.0%	0	3
OFFICE MANAGER (PUBLIC ADVOCATE)	5	10.6%	35	2.0	0.0%	0	0
LEGISLATIVE INFORMATION OFFICER (CITY COUNCIL)	4	8.5%	n/a	4.0	0.0%	1	0
EXECUTIVE ASSISTANT AND COUNSEL TO THE PUBLIC ADVOC	3	6.4%	n/a	3.0	0.0%	0	0
DIRECTOR OF THE OMBUDSMAN PROGRAM	2	4.3%	n/a	1.5	0.0%	0	0
COUNSEL TO THE PUBLIC ADVOCATE	2	4.3%	n/a	0.5	0.0%	1	1
EXECUTIVE SECRETARY TO THE PUBLIC ADVOCATE	2	4.3%	n/a	0.5	0.0%	1	1
PUBLIC ADVOCATE	1	2.1%	n/a	24.0	100.0%	0	0
FIRST ASSISTANT TO THE PUBLIC ADVOCATE	1	2.1%	n/a	1.0	0.0%	0	0

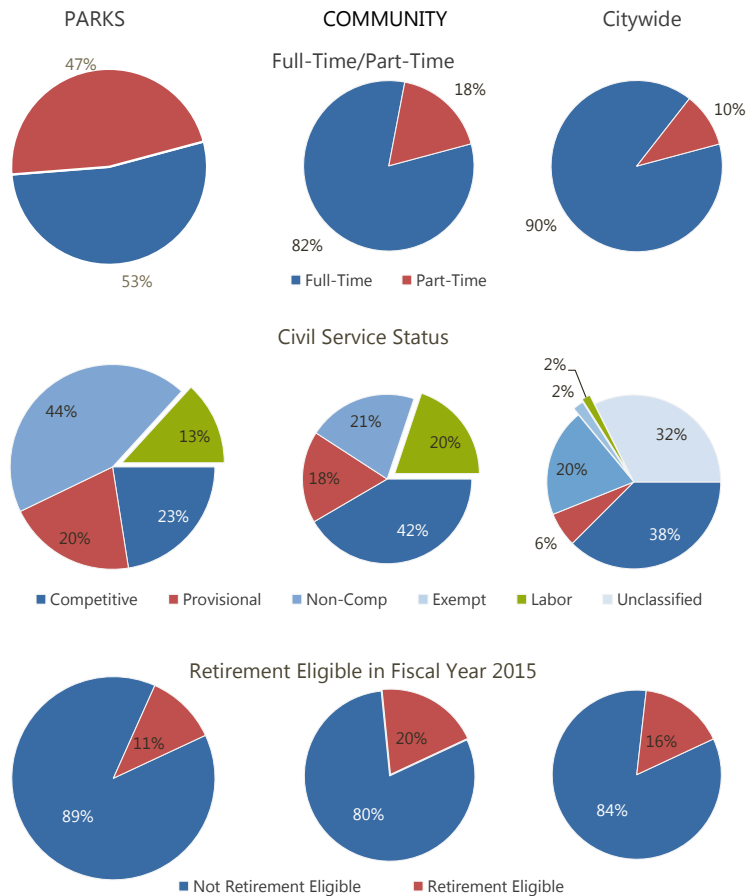
OFFICE OF THE PUBLIC ADVOCATE is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

Workforce Profile: DEPARTMENT OF PARKS & RECREATION (PARKS) : FY2015

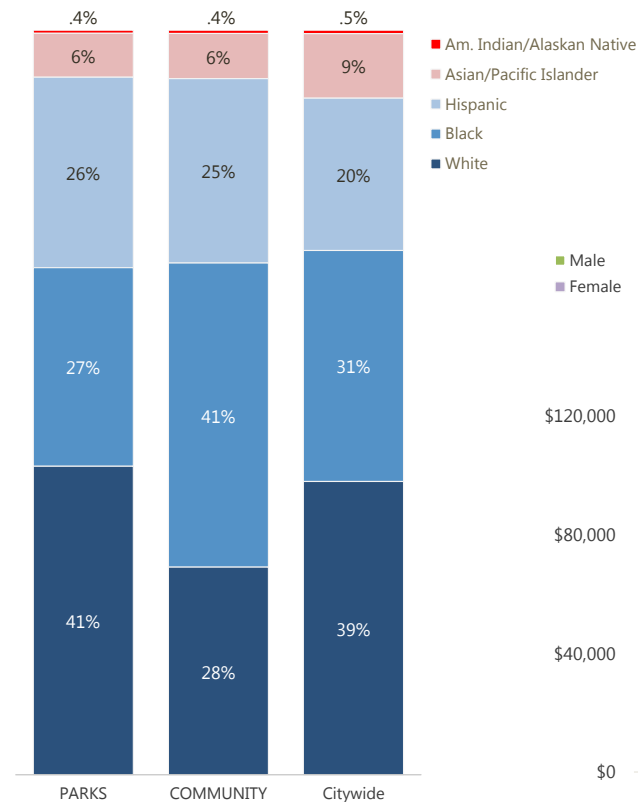
Communities & Neighborhoods Agency Group

Summary Indicators	PARKS	COMMUNITY	Citywide
Headcount (FT / PT)	3,981 / 3,542	17,721 / 3,843	325,588 / 37,293
Median Age / Years of Service	34 / 6	46 / 10	44 / 10
% Male / Female	69% / 31%	63% / 37%	42% / 58%
% White / Minority	41% / 59%	28% / 72%	39% / 61%
Median Annual Base Salary (FT)	\$55,825	\$55,872	\$67,372
% Eligible to Retire	11%	20%	16%
% Hires	15%	10%	9%
% Union Represented	97%	95%	91%
Hires	PARKS	COMMUNITY	Citywide
Total Hires	1,115	2,236	32,057
New Hires	1,016	2,094	27,116
Rehires	99	142	4,941
Separations	PARKS	COMMUNITY	Citywide
Total Separations	540	1,574	23,422
Retirement	76	524	8,452
Resignation	128	397	8,673
Dismissal	203	418	2,816
Layoff	0	0	3
Deceased	8	36	415
Other	125	199	3,063

Employee Type by Agency, Agency Group, and Citywide



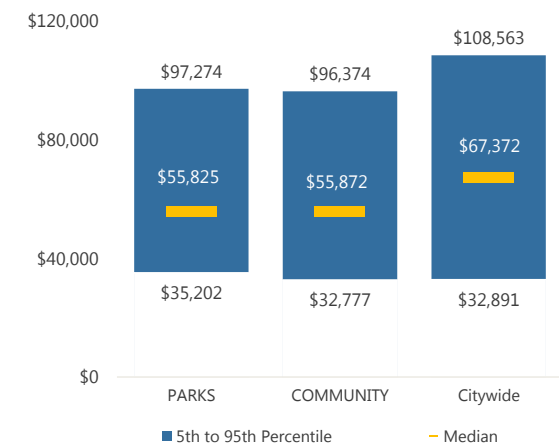
Ethnicity



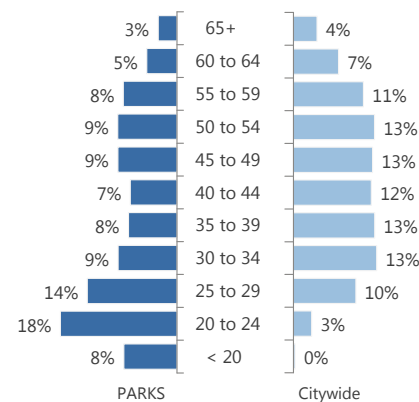
Gender



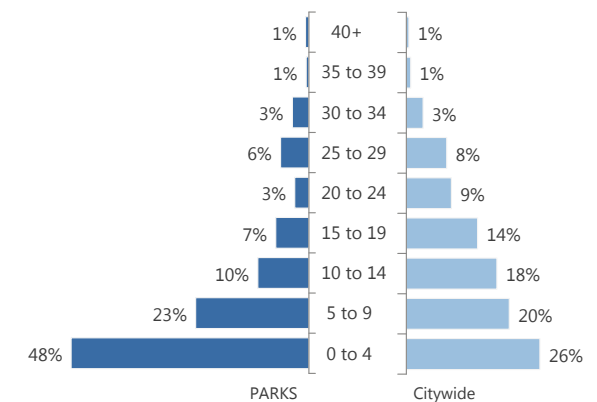
Full-Time Annual Salary Range



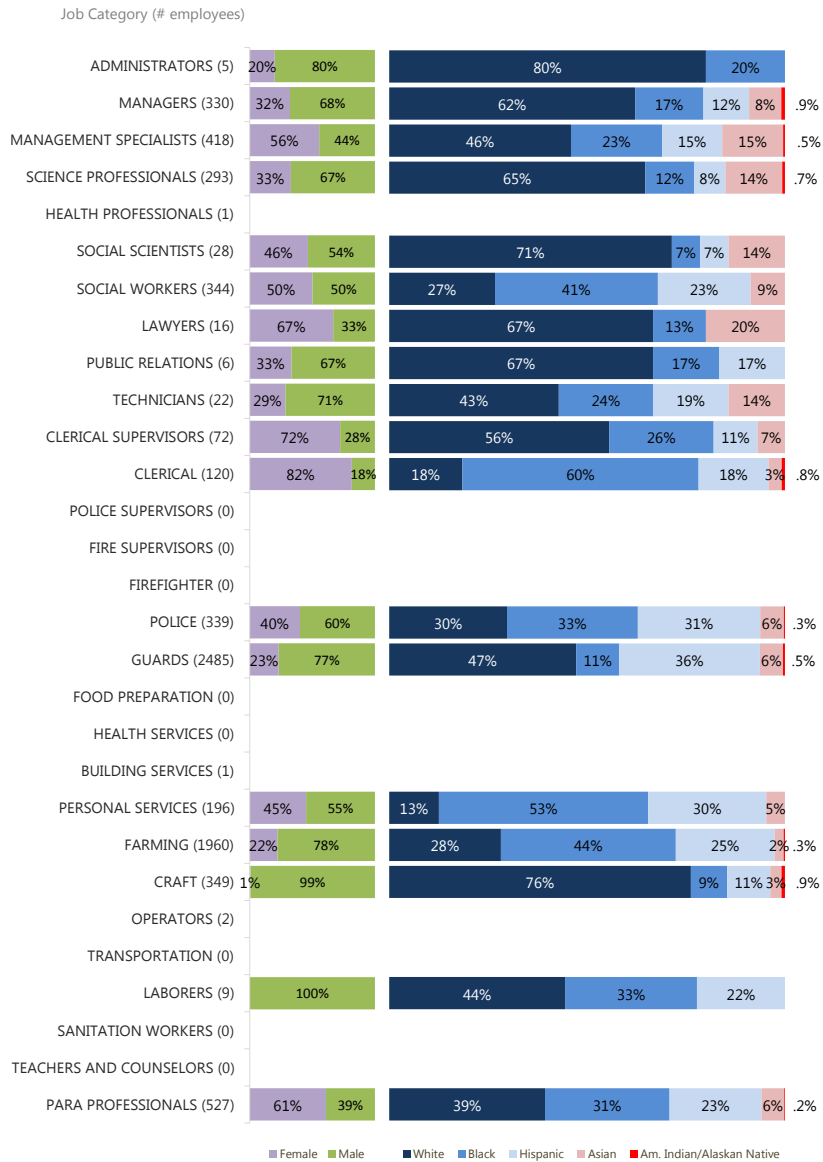
Age



Years of Service



Gender and Ethnicity by Job Category for: PARKS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	5	100.0%	55	32	\$175,237	40.0%	20.0%	0.0%
MANAGERS	330	97.6%	48	13	\$84,039	23.0%	5.6%	1.2%
MANAGEMENT SPECIALISTS	418	97.8%	40	8	\$67,000	15.2%	7.0%	16.4%
SCIENCE PROFESSIONALS	293	94.2%	41	6	\$67,418	14.1%	2.9%	16.4%
HEALTH PROFESSIONALS	1	0.0%	n/a	0	n/a	0.0%	0.0%	0.0%
SOCIAL SCIENTISTS	28	96.4%	37	7.5	\$71,050	7.4%	17.2%	3.4%
SOCIAL WORKERS	344	54.4%	38	2	\$42,116	24.6%	8.1%	8.4%
LAWYERS	16	100.0%	34.5	2	\$76,490	6.3%	12.5%	25.0%
PUBLIC RELATIONS	6	100.0%	44	12.5	\$54,440	16.7%	0.0%	0.0%
TECHNICIANS	22	86.4%	48	7	\$52,133	21.1%	7.9%	11.8%
CLERICAL SUPERVISORS	72	95.8%	52	14	\$55,788	34.8%	6.7%	0.0%
CLERICAL	120	85.8%	45	10	\$45,000	28.2%	8.6%	14.3%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	339	77.3%	29	1	\$37,907	5.3%	10.5%	31.2%
GUARDS	2485	0.0%	22	4	n/a	0.0%	0.0%	0.0%
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	100.0%	n/a	0	\$30,002	0.0%	0.0%	100.0%
PERSONAL SERVICES	196	21.9%	26	0	\$32,748	11.6%	3.8%	10.5%
FARMING	1960	80.8%	49	8	\$46,067	26.3%	9.0%	9.7%
CRAFT	349	81.9%	50	7	\$89,231	25.9%	8.7%	9.6%
OPERATORS	2	100.0%	n/a	23.5	\$64,245	50.0%	0.0%	0.0%
TRANSPORTATION	0							
LABORERS	9	88.9%	52	18	\$66,905	25.0%	19.8%	0.0%
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	527	67.7%	33	3	\$54,858	10.9%	5.9%	15.4%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
CITY PARK WORKER	914	12.1%	48.5	2.0	18.8%	91	167
PARK SUPERVISOR	433	5.8%	50	15.0	25.6%	21	3
ASSOCIATE PARK SERVICE WORKER	343	4.6%	51	8.0	25.1%	28	31
ADMINISTRATIVE MANAGER	211	2.8%	33	2.0	6.6%	18	58
COMMUNITY COORDINATOR	204	2.7%	38	8.0	8.8%	12	21
COMMUNITY ASSOCIATE	254	3.4%	33	2.0	5.5%	36	64
URBAN PARK RANGER	235	3.1%	27	0.0	3.0%	48	125
CLIMBER AND PRUNER	119	1.6%	47	8.0	20.2%	6	10
GARDENER	146	1.9%	47	3.0	13.7%	14	24
CLERICAL ASSOCIATE	112	1.5%	44.5	9.5	24.1%	11	19

DEPARTMENT OF PARKS & RECREATION is part of the Communities & Neighborhoods agency group, which includes: DEPARTMENT OF CULTURAL AFFAIRS, HOUSING PRESERVATION & DEVELOPMENT, LANDMARKS PRESERVATION COMMISSION, NYC HOUSING AUTHORITY, DEPARTMENT OF PARKS & RECREATION

Workforce Profile: OFFICES OF THE PUBLIC ADMINISTRATORS (PUBADMIN) : FY2015

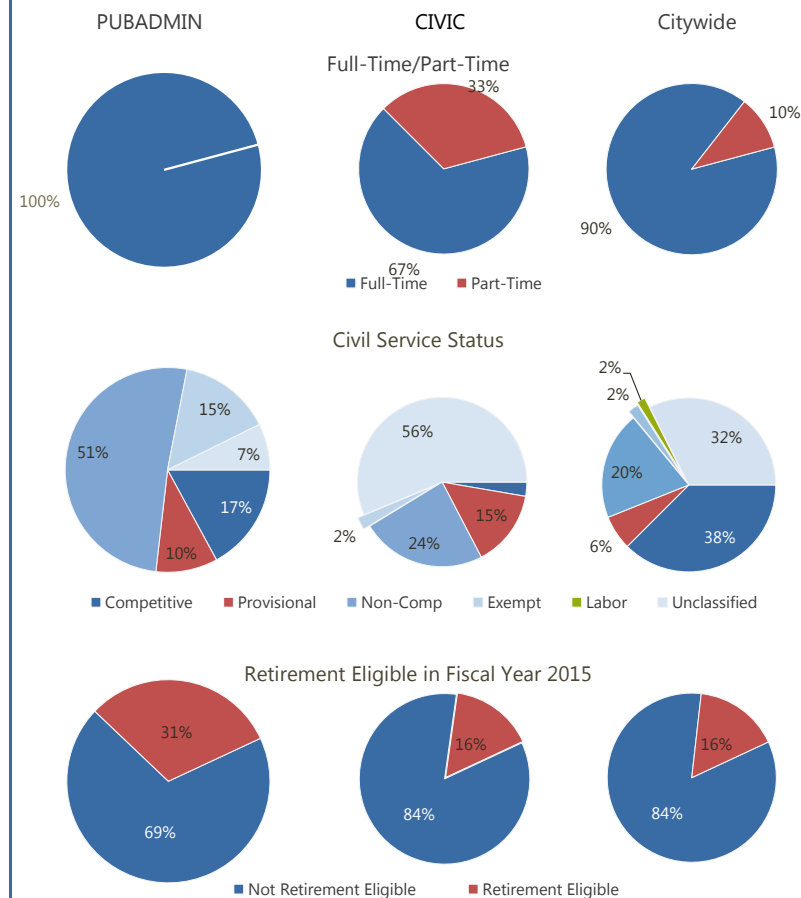
Civic Engagement Agency Group

Summary Indicators	PUBADMIN	CIVIC	Citywide
Headcount (FT / PT)	42 / 0	914 / 457	325,588 / 37,293
Median Age / Years of Service	52.5 / 10	39 / 5	44 / 10
% Male / Female	41% / 59%	45% / 55%	42% / 58%
% White / Minority	44% / 56%	44% / 56%	39% / 61%
Median Annual Base Salary (FT)	\$45,414	\$65,000	\$67,372
% Eligible to Retire	31%	16%	16%
% Hires	12%	19%	9%
% Union Represented	69%	54%	91%

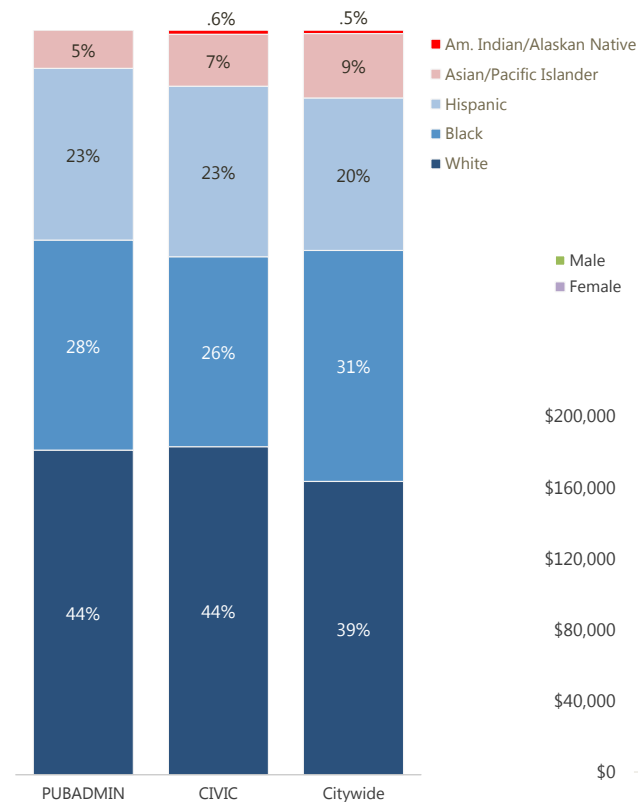
Hires	PUBADMIN	CIVIC	Citywide
Total Hires	5	266	32,057
New Hires	3	218	27,116
Rehires	2	48	4,941

Separations	PUBADMIN	CIVIC	Citywide
Total Separations	6	182	23,422
Retirement	1	20	8,452
Resignation	4	103	8,673
Dismissal	0	46	2,816
Layoff	0	0	3
Deceased	0	0	415
Other	1	13	3,063

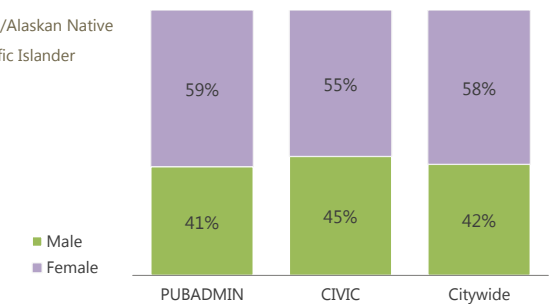
Employee Type by Agency, Agency Group, and Citywide



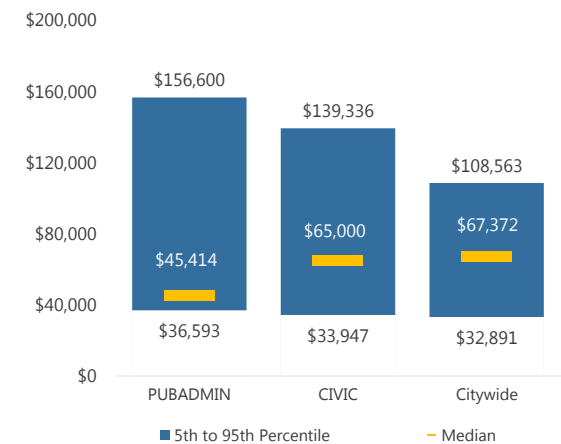
Ethnicity



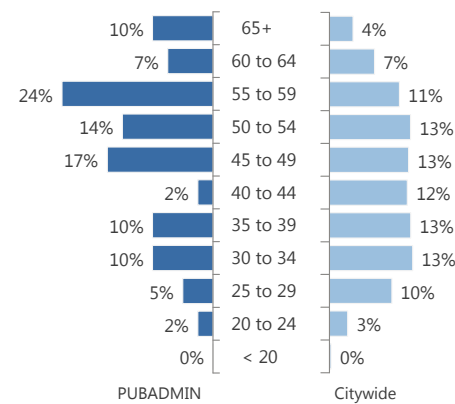
Gender



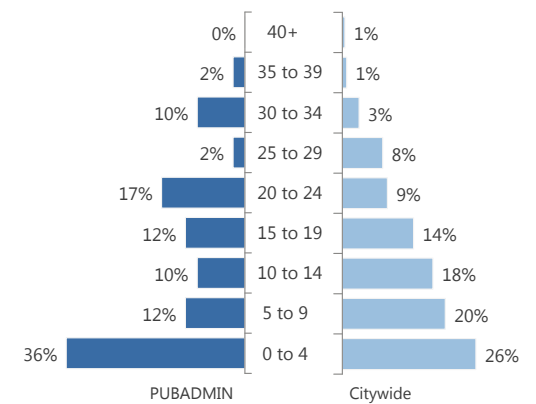
Full-Time Annual Salary Range



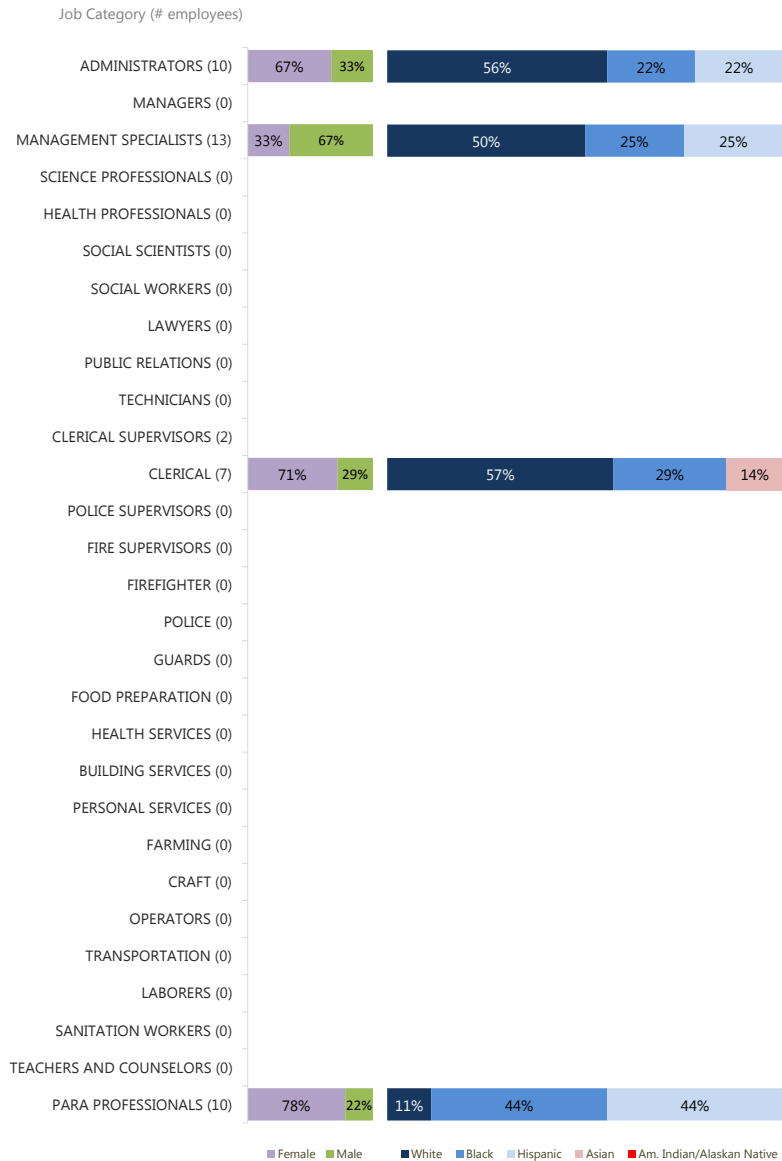
Age



Years of Service



Gender and Ethnicity by Job Category for: PUBADMIN

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	10	100.0%	55.5	14	\$113,976	40.0%	20.0%	0.0%
MANAGERS	0							
MANAGEMENT SPECIALISTS	13	100.0%	55	10	\$42,096	30.8%	0.0%	0.0%
SCIENCE PROFESSIONALS	0							
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	0							
PUBLIC RELATIONS	0							
TECHNICIANS	0							
CLERICAL SUPERVISORS	2	100.0%	n/a	34	\$55,323	100.0%	0.0%	0.0%
CLERICAL	7	100.0%	52	15	\$36,911	28.6%	0.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	10	100.0%	33	4	\$40,500	10.0%	40.0%	30.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
DECEDENT PROPERTY AGENT	10	23.8%	50	8.0	20.0%	0	0
COMMUNITY ASSOCIATE	8	19.0%	32.5	4.0	12.5%	2	2
DEPUTY PUBLIC ADMINISTRATOR	5	11.9%	48	4.0	0.0%	0	0
PUBLIC ADMINISTRATOR	5	11.9%	58	23.0	80.0%	2	0
SECRETARY TO PUBLIC ADMINISTRATOR (RICHMOND COUNT	3	7.1%	n/a	12.0	33.3%	0	0
CLERICAL ASSOCIATE	3	7.1%	n/a	21.0	33.3%	0	0
DECEDENT PROPERTY AGENT (QUEENS COUNTY)	2	4.8%	n/a	19.5	50.0%	0	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	2	4.8%	n/a	34.0	100.0%	0	0
SECRETARY	1	2.4%	n/a	1.0	0.0%	0	0
ACCOUNTANT	1	2.4%	n/a	32.0	100.0%	0	0

OFFICES OF THE PUBLIC ADMINISTRATORS is part of the Civic Engagement agency group, which includes: BOROUGH PRESIDENT-BROOKLYN, BOROUGH PRESIDENT-BRONX, BOROUGH PRESIDENT-MANHATTAN, BOROUGH PRESIDENT-QUEENS, BOROUGH PRESIDENT-STATEN IS, CAMPAIGN FINANCE BOARD, NEW YORK CITY COUNCIL, OFFICE OF THE PUBLIC ADVOCATE, OFFICES OF THE PUBLIC ADMINISTRATORS

The Public Administrators of all five boroughs have been grouped under a single entity

Workforce Profile: DEPARTMENT OF SMALL BUSINESS SERVICES (SBS) : FY2015

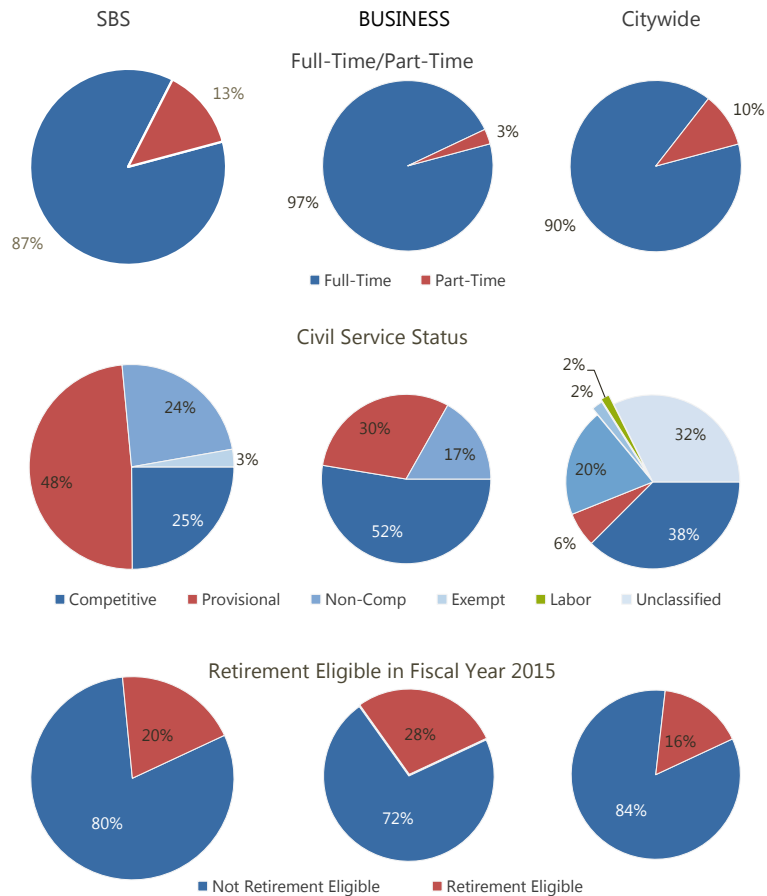
Business, Finance & Economy Agency Group

Summary Indicators	SBS	BUSINESS	Citywide
Headcount (FT / PT)	221 / 34	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	41 / 7	49 / 11	44 / 10
% Male / Female	45% / 55%	50% / 50%	42% / 58%
% White / Minority	30% / 70%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$67,986	\$63,864	\$67,372
% Eligible to Retire	20%	28%	16%
% Hires	13%	9%	9%
% Union Represented	75%	79%	91%

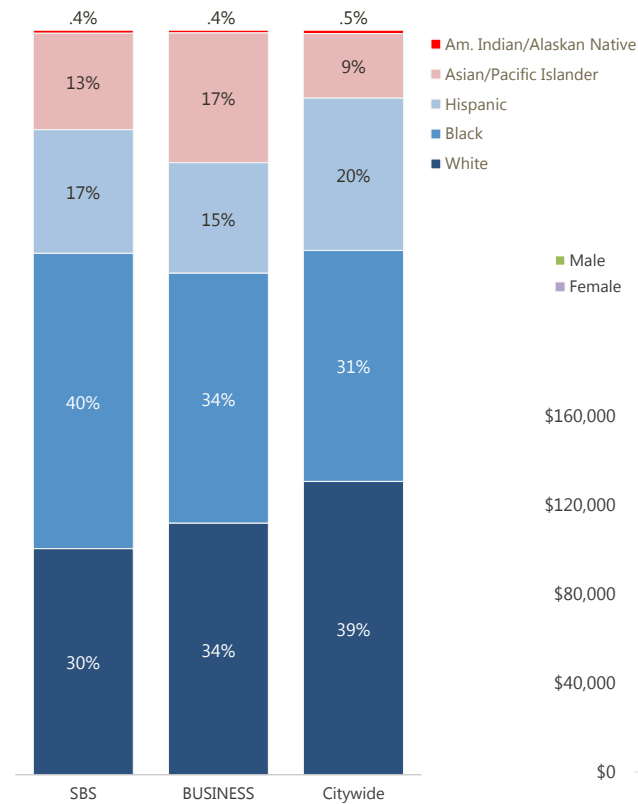
Hires	SBS	BUSINESS	Citywide
Total Hires	33	414	32,057
New Hires	31	381	27,116
Rehires	2	33	4,941

Separations	SBS	BUSINESS	Citywide
Total Separations	28	338	23,422
Retirement	4	114	8,452
Resignation	16	134	8,673
Dismissal	2	36	2,816
Layoff	0	0	3
Deceased	0	7	415
Other	6	47	3,063

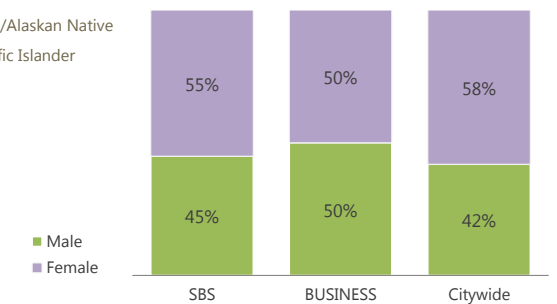
Employee Type by Agency, Agency Group, and Citywide



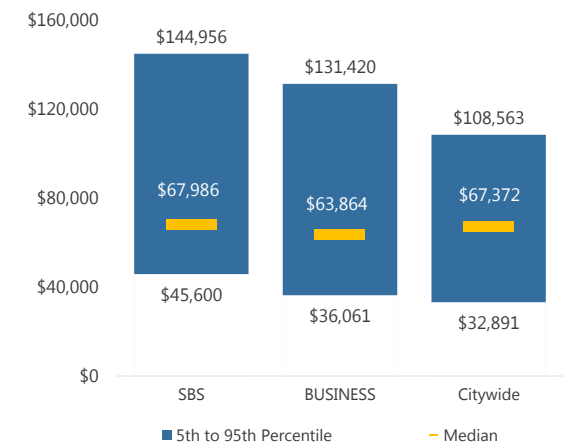
Ethnicity



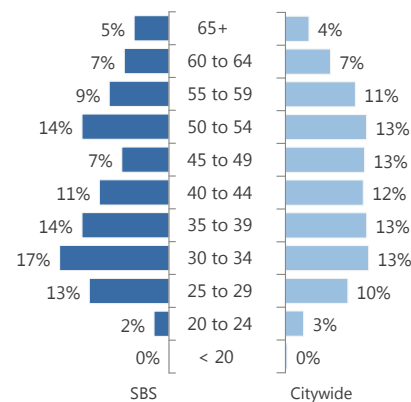
Gender



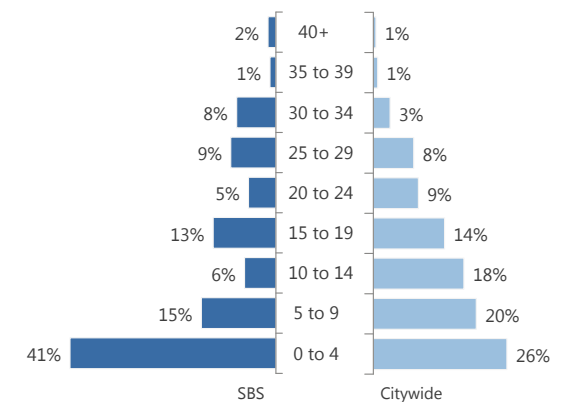
Full-Time Annual Salary Range



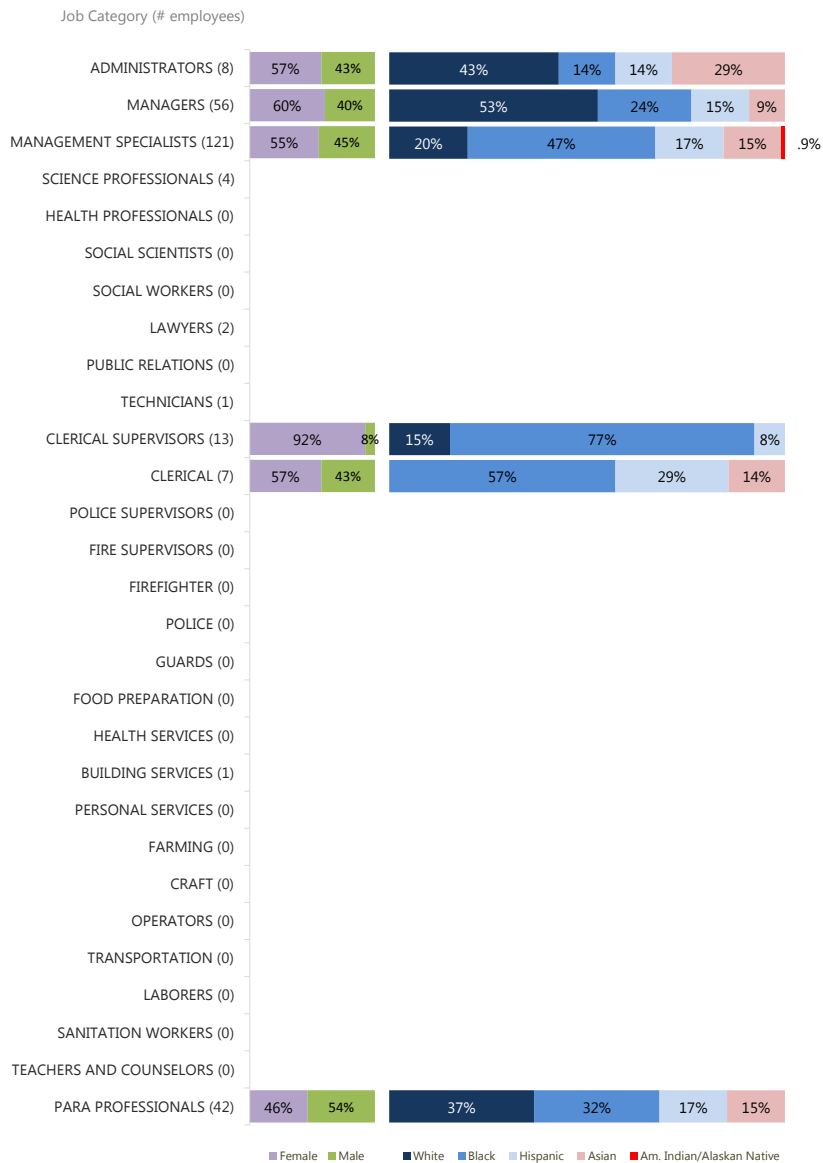
Age



Years of Service



Gender and Ethnicity by Job Category for: SBS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	8	100.0%	44	1	\$166,806	12.5%	0.0%	12.5%
MANAGERS	56	100.0%	38	5	\$93,499	12.5%	12.5%	8.9%
MANAGEMENT SPECIALISTS	121	82.6%	44	12	\$63,971	29.0%	9.6%	8.2%
SCIENCE PROFESSIONALS	4	100.0%	n/a	7.5	\$81,108	25.0%	0.0%	0.0%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	29	\$67,620	50.0%	0.0%	0.0%
PUBLIC RELATIONS	0							
TECHNICIANS	1	0.0%	n/a	17	n/a	0.0%	0.0%	0.0%
CLERICAL SUPERVISORS	13	84.6%	59	31	\$64,342	72.7%	0.0%	0.0%
CLERICAL	7	85.7%	53	28	\$42,596	33.3%	12.2%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	1	0.0%	n/a	0	n/a	0.0%	0.0%	0.0%
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	42	81.0%	32	1	\$50,750	2.9%	11.6%	23.1%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ADMINISTRATIVE MANAGER	41	16.1%	35	5.0	9.8%	12	2
ADMINISTRATIVE BUSINESS PROMOTION COORDINATOR	30	11.8%	36	3.0	6.7%	6	4
CONTRACT REVIEWER (OFFICE OF LABOR SERVICES)	28	11.0%	40	2.0	10.7%	2	6
COMMUNITY ASSOCIATE	23	9.0%	36	2.0	0.0%	2	5
BUSINESS PROMOTION COORDINATOR	20	7.8%	40.5	11.5	25.0%	1	3
ADMINISTRATIVE STAFF ANALYST	15	5.9%	59	23.0	60.0%	0	0
COMMUNITY COORDINATOR	18	7.1%	29.5	1.0	5.6%	5	6
PRINCIPAL ADMINISTRATIVE ASSOCIATE	13	5.1%	59	31.0	61.5%	0	0
ASSISTANT COMMISSIONER (DBS)	11	4.3%	37	6.0	18.2%	1	1
DEPUTY COMMISSIONER (DBS)	7	2.7%	46	1.0	14.3%	0	1

DEPARTMENT OF SMALL BUSINESS SERVICES is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: SCHOOL CONSTRUCTION AUTHORITY (SCA) : FY2015

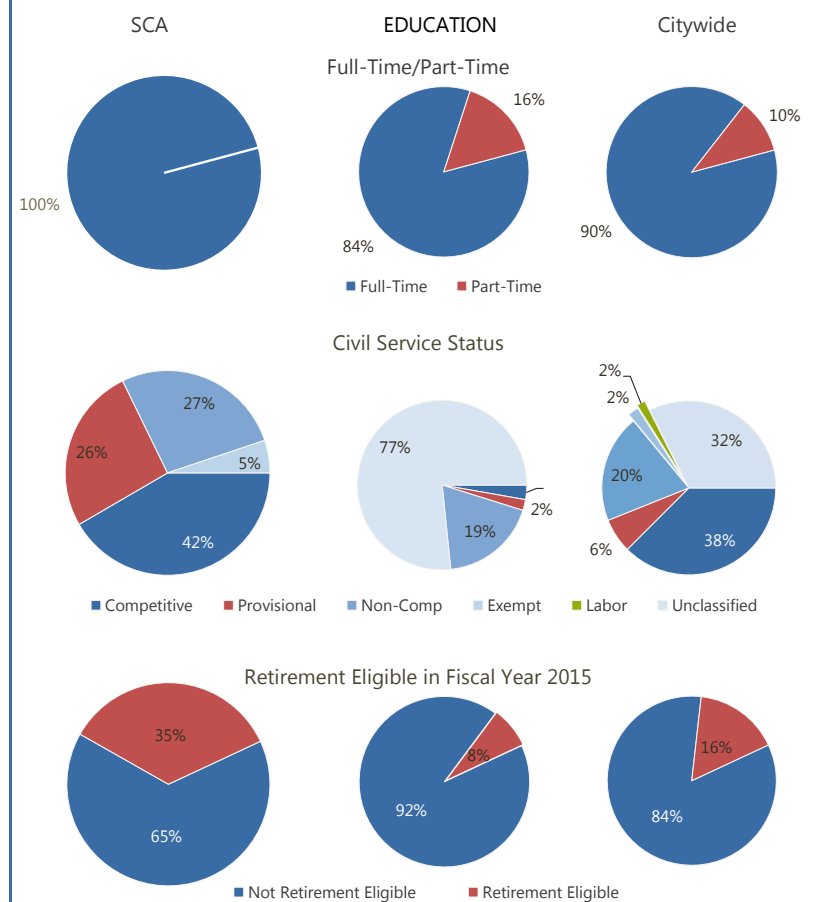
Education Agency Group

Summary Indicators	SCA	EDUCATION	Citywide
Headcount (FT / PT)	683 / 0	126,891 / 23,860	325,588 / 37,293
Median Age / Years of Service	52 / 13	43 / 10	44 / 10
% Male / Female	65% / 35%	22% / 78%	42% / 58%
% White / Minority	44% / 56%	48% / 52%	39% / 61%
Median Annual Base Salary (FT)	\$99,291	\$73,460	\$67,372
% Eligible to Retire	35%	8%	16%
% Hires	8%	9%	9%
% Union Represented	49%	89%	91%

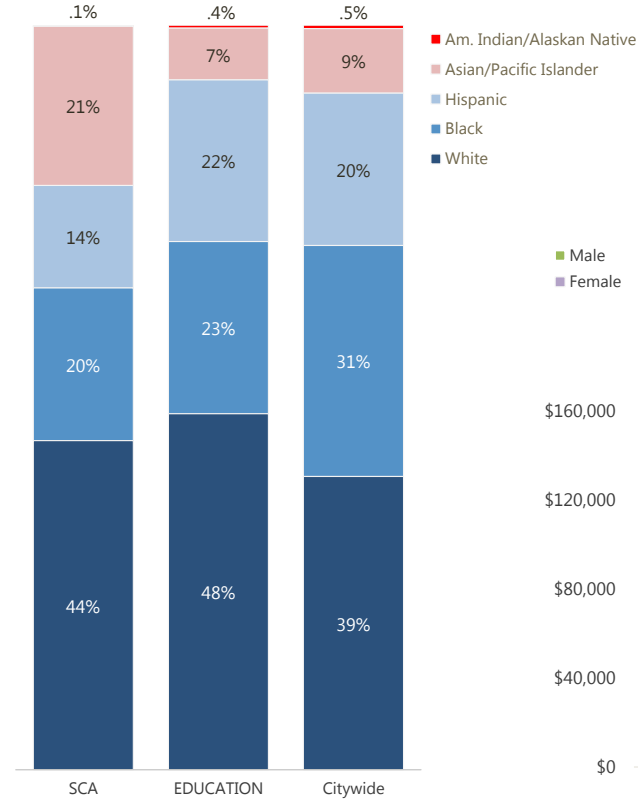
Hires	SCA	EDUCATION	Citywide
Total Hires	55	13,727	32,057
New Hires	55	9,499	27,116
Rehires	0	4,228	4,941

Separations	SCA	EDUCATION	Citywide
Total Separations	52	8,867	23,422
Retirement	22	2,625	8,452
Resignation	24	3,772	8,673
Dismissal	0	1,267	2,816
Layoff	0	2	3
Deceased	3	112	415
Other	3	1,089	3,063

Employee Type by Agency, Agency Group, and Citywide



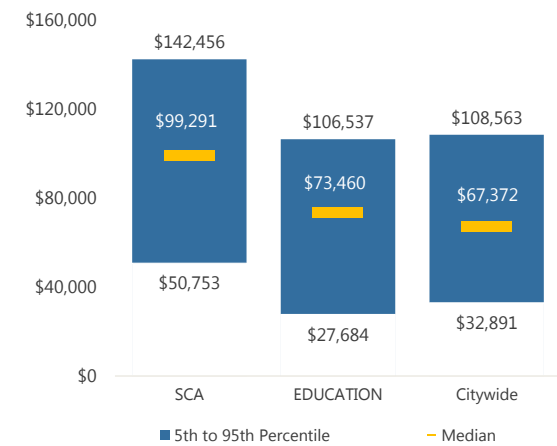
Ethnicity



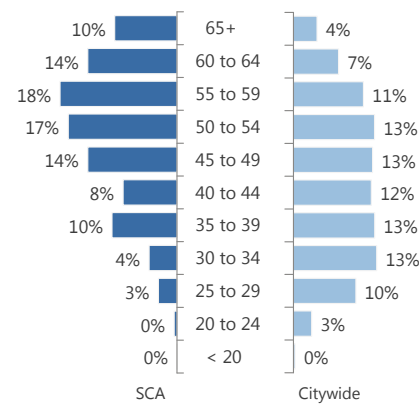
Gender



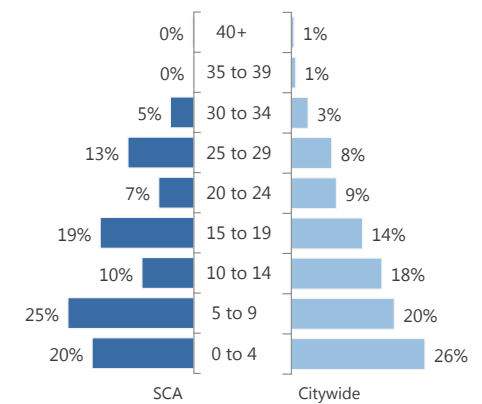
Full-Time Annual Salary Range



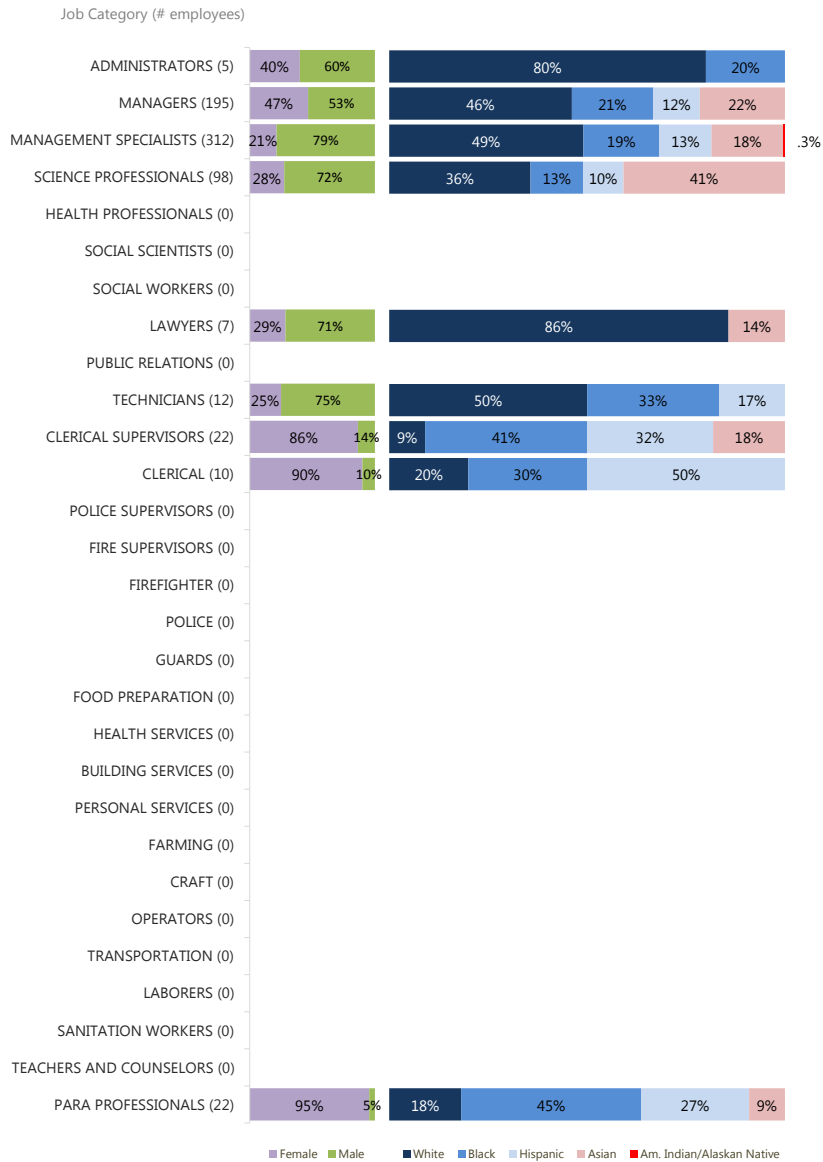
Age



Years of Service



Gender and Ethnicity by Job Category for: SCA

Notes:

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	5	100.0%	61	17	\$177,625	60.0%	20.0%	0.0%
MANAGERS	195	100.0%	53	16	\$112,785	39.5%	5.1%	1.0%
MANAGEMENT SPECIALISTS	312	100.0%	54	8	\$98,980	37.5%	8.3%	9.9%
SCIENCE PROFESSIONALS	98	100.0%	50.5	8	\$90,512	31.6%	10.2%	13.3%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	7	100.0%	48	8	\$124,331	28.6%	0.0%	14.3%
PUBLIC RELATIONS	0							
TECHNICIANS	12	100.0%	44	6	\$47,578	8.3%	0.0%	25.0%
CLERICAL SUPERVISORS	22	100.0%	46.5	13	\$48,462	13.6%	9.1%	18.2%
CLERICAL	10	100.0%	50	15.5	\$65,491	30.0%	30.0%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	22	100.0%	44	11	\$54,185	4.5%	0.0%	4.5%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
Project Officer	105	15.4%	54	7.0	43.8%	10	13
Manager, Operations	44	6.4%	51	16.0	36.4%	1	2
Technical Inspector	44	6.4%	53.5	15.0	29.5%	4	8
Engineer	28	4.1%	55	26.0	50.0%	4	0
Senior Construction Assessment Specialist	28	4.1%	57.5	7.0	42.9%	2	1
Director, Operations	26	3.8%	54	16.0	42.3%	1	0
Senior Project Officer	24	3.5%	54.5	15.0	41.7%	0	0
Architect	20	2.9%	54.5	21.5	45.0%	0	0
Associate Architect	20	2.9%	39.5	7.0	20.0%	2	1
Associate Engineer	19	2.8%	34	6.0	21.1%	3	5

SCHOOL CONSTRUCTION AUTHORITY is part of the Education agency group, which includes: DEPARTMENT OF EDUCATION, SCHOOL CONSTRUCTION AUTHORITY

Workforce Profile: TAXI & LIMOUSINE COMMISSION (TLC) : FY2015

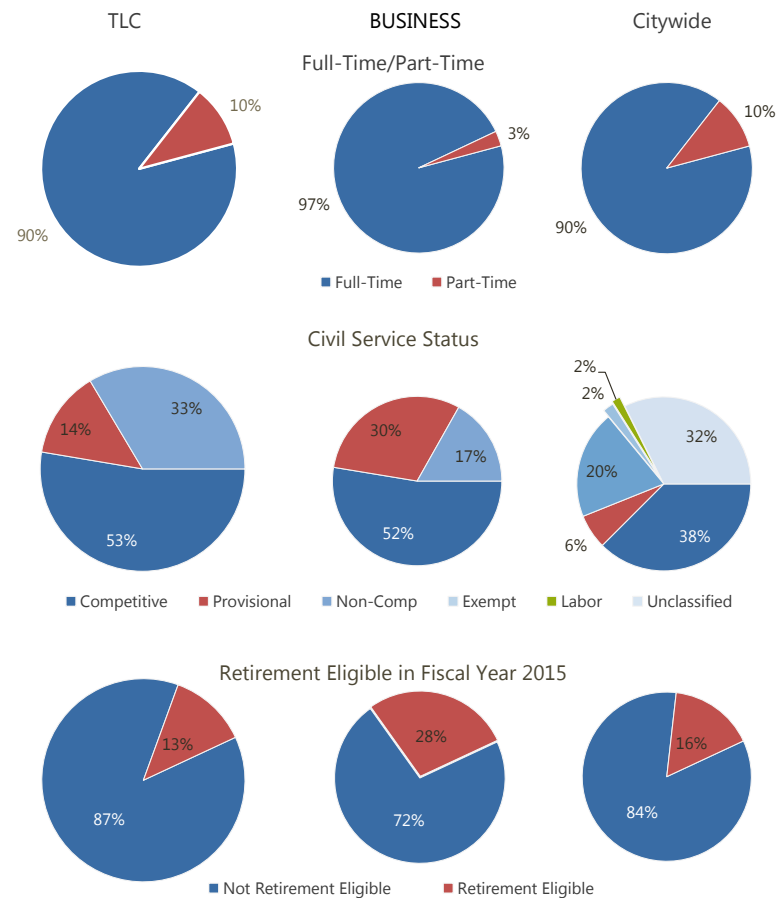
Business, Finance & Economy Agency Group

Summary Indicators	TLC	BUSINESS	Citywide
Headcount (FT / PT)	560 / 64	4,388 / 129	325,588 / 37,293
Median Age / Years of Service	39 / 4	49 / 11	44 / 10
% Male / Female	58% / 42%	50% / 50%	42% / 58%
% White / Minority	26% / 74%	34% / 66%	39% / 61%
Median Annual Base Salary (FT)	\$40,617	\$63,864	\$67,372
% Eligible to Retire	13%	28%	16%
% Hires	13%	9%	9%
% Union Represented	94%	79%	91%

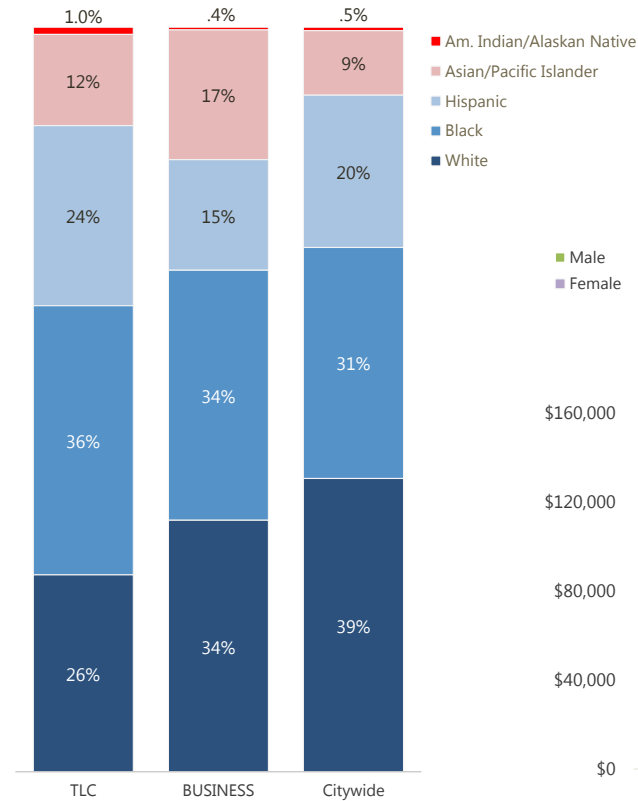
Hires	TLC	BUSINESS	Citywide
Total Hires	78	414	32,057
New Hires	76	381	27,116
Rehires	2	33	4,941

Separations	TLC	BUSINESS	Citywide
Total Separations	56	338	23,422
Retirement	11	114	8,452
Resignation	32	134	8,673
Dismissal	8	36	2,816
Layoff	0	0	3
Deceased	2	7	415
Other	3	47	3,063

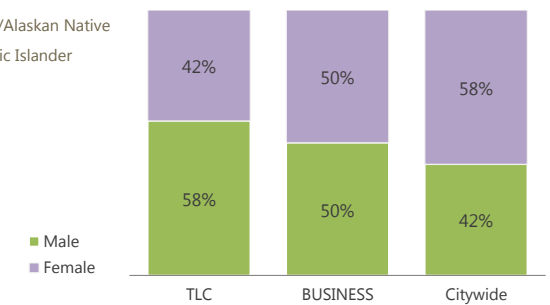
Employee Type by Agency, Agency Group, and Citywide



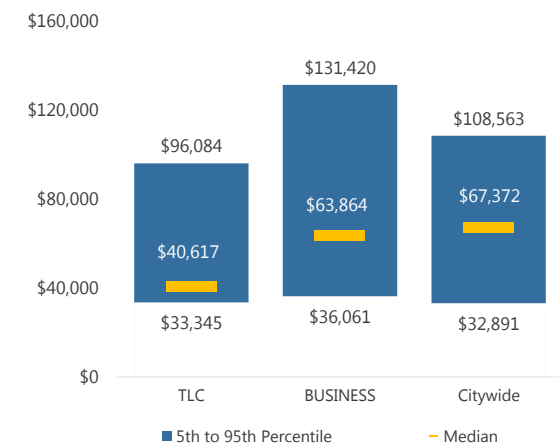
Ethnicity



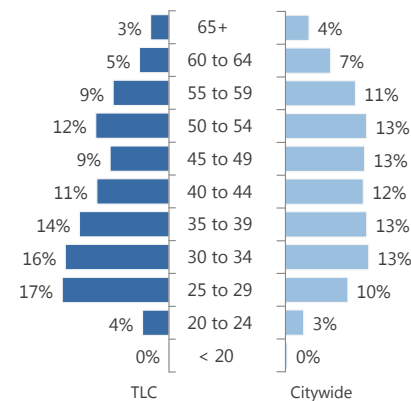
Gender



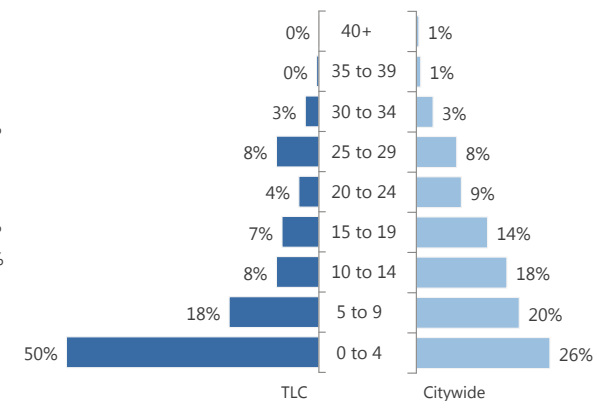
Full-Time Annual Salary Range



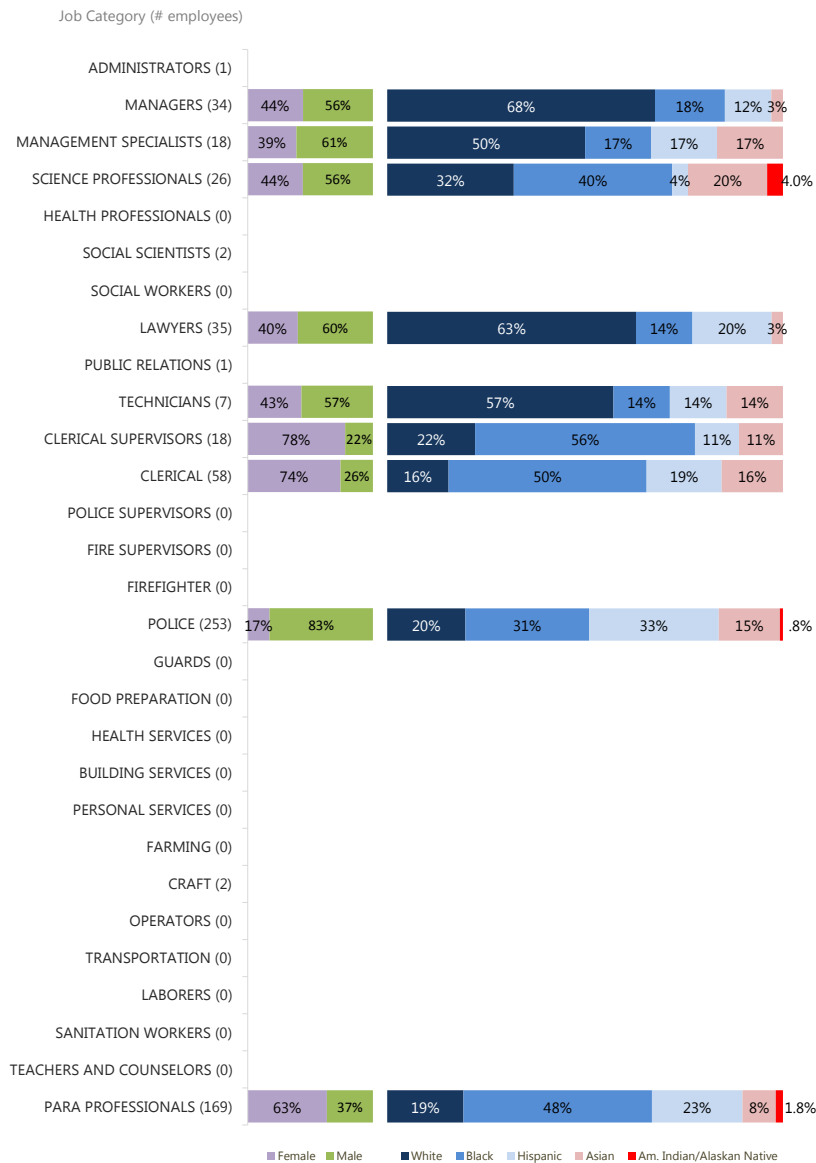
Age



Years of Service



Gender and Ethnicity by Job Category for: TLC

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	1	100.0%	n/a	1	\$200,847	0.0%	0.0%	0.0%
MANAGERS	34	100.0%	52	9	\$117,966	41.2%	2.9%	2.9%
MANAGEMENT SPECIALISTS	18	100.0%	41.5	9	\$78,893	16.7%	0.0%	0.0%
SCIENCE PROFESSIONALS	26	88.5%	47.5	3	\$83,099	8.7%	0.0%	20.4%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	2	100.0%	n/a	0	\$52,340	0.0%	0.0%	100.0%
SOCIAL WORKERS	0							
LAWYERS	35	100.0%	31	0	\$55,615	0.0%	5.7%	48.6%
PUBLIC RELATIONS	1	100.0%	n/a	25	\$65,221	0.0%	0.0%	0.0%
TECHNICIANS	7	85.7%	32	8	\$48,216	16.7%	0.0%	0.0%
CLERICAL SUPERVISORS	18	100.0%	53	26	\$58,647	44.4%	11.1%	0.0%
CLERICAL	58	89.7%	44	9.5	\$39,924	28.8%	9.3%	1.5%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	253	100.0%	41	5	\$39,205	10.7%	15.0%	6.3%
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	2	100.0%	n/a	6	\$55,985	0.0%	0.0%	0.0%
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	169	68.0%	33	2	\$38,869	7.0%	2.8%	13.3%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
TAXI AND LIMOUSINE INSPECTOR	182	29.2%	37.5	3.0	4.9%	38	16
ASSOCIATE TAXI AND LIMOUSINE INSPECTOR	71	11.4%	49	18.0	25.4%	6	0
COMMUNITY ASSOCIATE	90	14.4%	35	3.0	4.4%	5	11
CLERICAL ASSOCIATE	38	6.1%	44	12.0	21.1%	3	0
COMMUNITY ASSISTANT	57	9.1%	28	1.0	3.5%	4	19
AGENCY ATTORNEY	19	3.0%	32	2.0	0.0%	2	1
ADMINISTRATIVE STAFF ANALYST	18	2.9%	45	11.0	22.2%	1	1
PRINCIPAL ADMINISTRATIVE ASSOCIATE	18	2.9%	53	26.0	44.4%	3	0
AGENCY ATTORNEY INTERNE	16	2.6%	28.5	0.0	0.0%	3	16
COMMUNITY COORDINATOR	16	2.6%	33.5	5.0	12.5%	0	3

TAXI & LIMOUSINE COMMISSION is part of the Business, Finance & Economy agency group, which includes: OFFICE OF THE ACTUARY, BUSINESS INTEGRITY COMMISSION, OFFICE OF THE COMPTROLLER, DEPARTMENT OF CONSUMER AFFAIRS, DEPARTMENT OF FINANCE, FINANCIAL INFORMATION SERVICES AGENCY, INDEPENDENT BUDGET OFFICE, NEW YORK CITY TAX COMMISSION, MUNICIPAL WATER FIN AUTHORITY, DEPARTMENT OF BUSINESS SERVICES, TAXI & LIMOUSINE COMMISSION

Workforce Profile: TEACHERS RETIREMENT SYSTEM (TRS) : FY2015

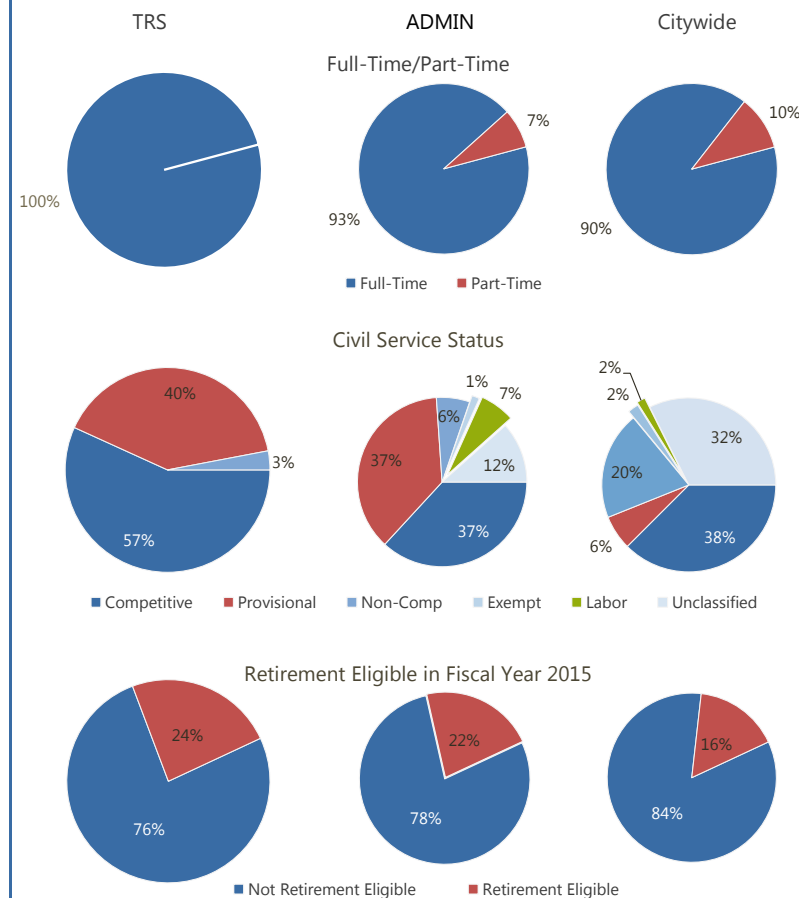
Administrative Services Agency Group

Summary Indicators	TRS	ADMIN	Citywide
Headcount (FT / PT)	374 / 0	5,671 / 458	325,588 / 37,293
Median Age / Years of Service	49.5 / 11	47 / 8	44 / 10
% Male / Female	43% / 57%	53% / 47%	42% / 58%
% White / Minority	40% / 60%	38% / 62%	39% / 61%
Median Annual Base Salary (FT)	\$62,015	\$61,978	\$67,372
% Eligible to Retire	24%	22%	16%
% Hires	3%	12%	9%
% Union Represented	75%	72%	91%

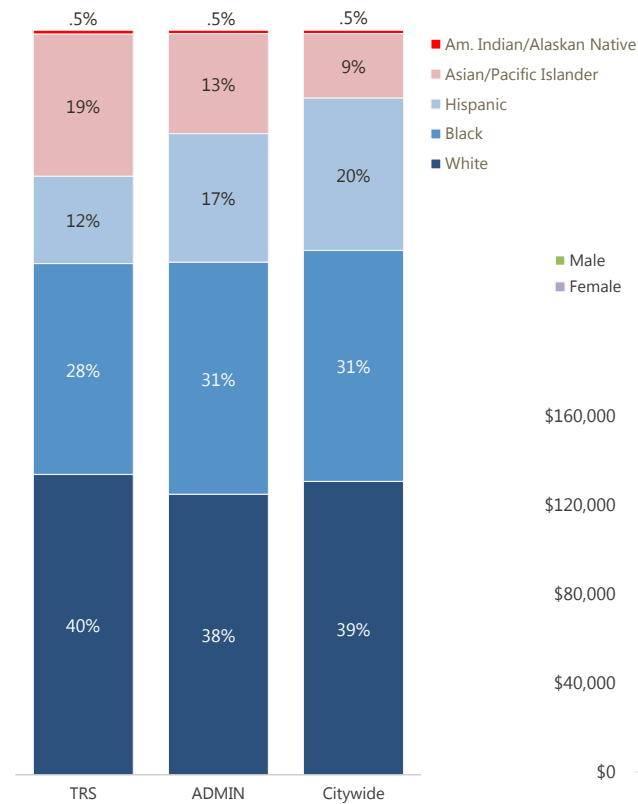
Hires	TRS	ADMIN	Citywide
Total Hires	10	722	32,057
New Hires	10	680	27,116
Rehires	0	42	4,941

Separations	TRS	ADMIN	Citywide
Total Separations	16	499	23,422
Retirement	5	100	8,452
Resignation	4	181	8,673
Dismissal	1	136	2,816
Layoff	0	0	3
Deceased	2	8	415
Other	4	74	3,063

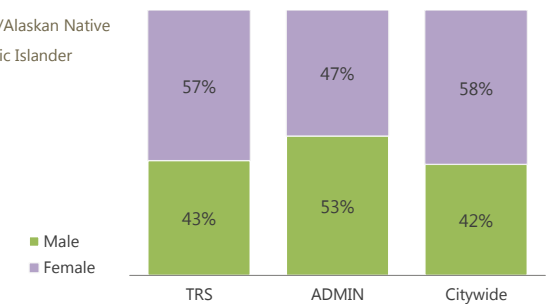
Employee Type by Agency, Agency Group, and Citywide



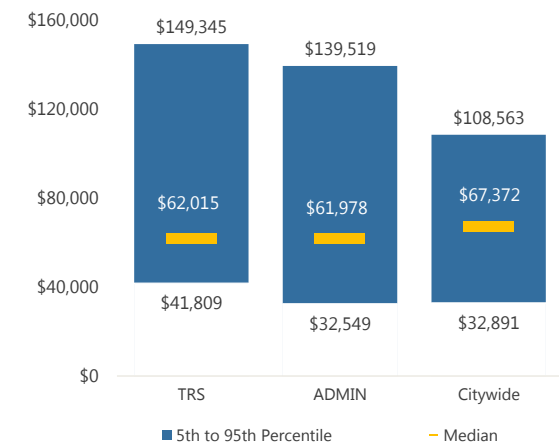
Ethnicity



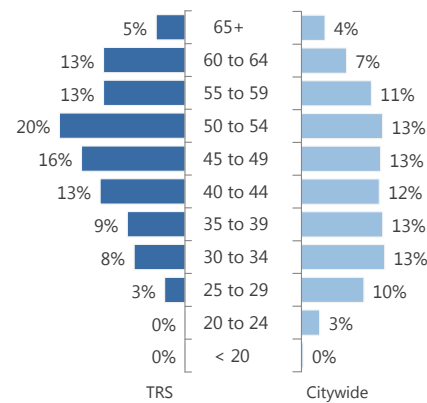
Gender



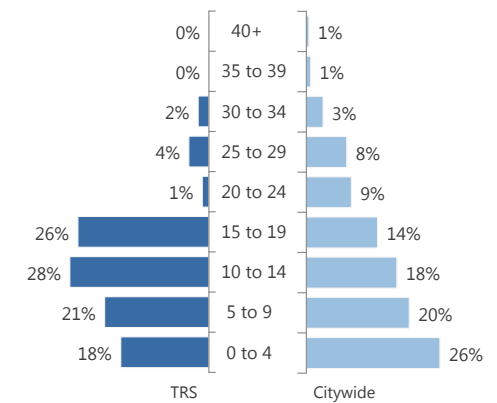
Full-Time Annual Salary Range



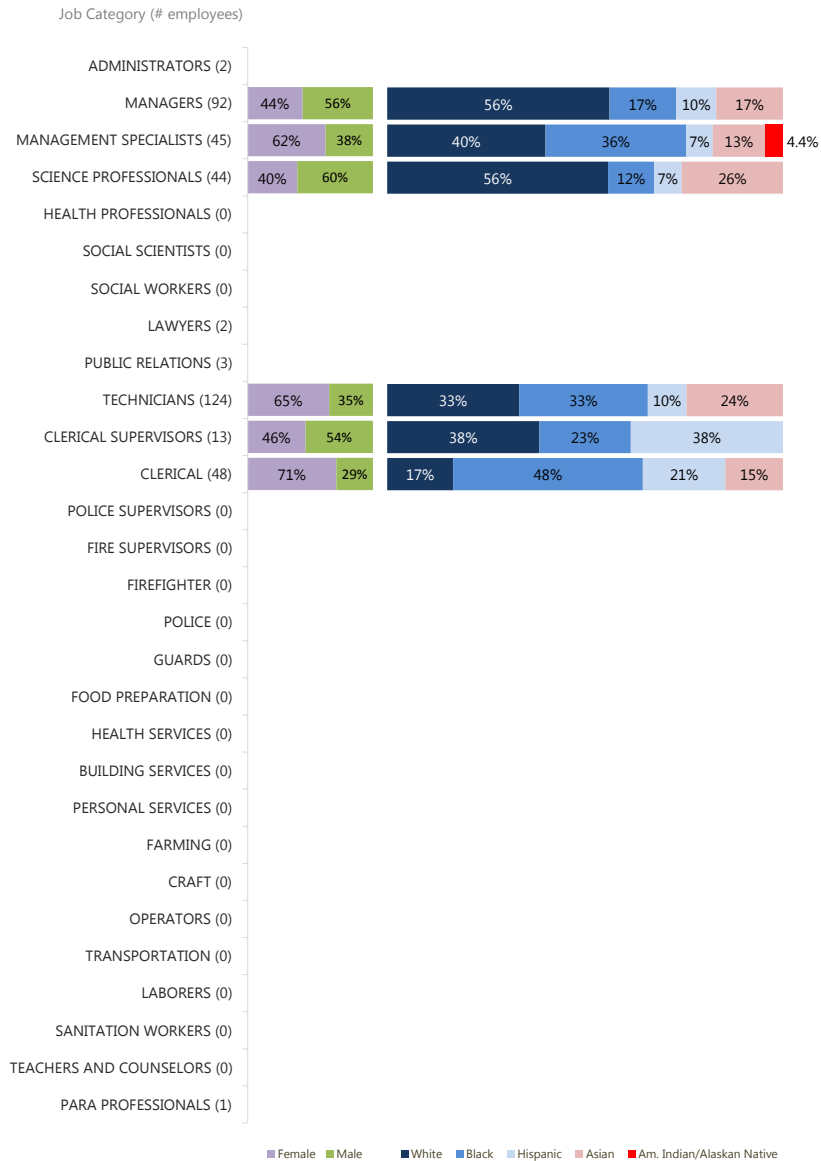
Age



Years of Service



Gender and Ethnicity by Job Category for: TRS

**Notes:**

Percentages of gender and ethnicity exclude employees with "Unknown" or "Unspecified" values.

Gender, Ethnicity, and Age metrics are only reported for categories where there are five or more employees.

Key Indicators by Job Category

Category Description	Headcount	% FT	Median Age	Median YOS	Median Salary	Retire Eligible (2015)	% Separation	% New Hires
ADMINISTRATORS	2	100.0%	n/a	19.5	\$206,631	50.0%	0.0%	0.0%
MANAGERS	92	100.0%	52	12	\$121,709	29.3%	5.4%	3.3%
MANAGEMENT SPECIALISTS	45	100.0%	48	13	\$67,452	24.4%	4.4%	0.0%
SCIENCE PROFESSIONALS	44	100.0%	54.5	12.5	\$89,767	38.6%	4.5%	4.5%
HEALTH PROFESSIONALS	0							
SOCIAL SCIENTISTS	0							
SOCIAL WORKERS	0							
LAWYERS	2	100.0%	n/a	0	\$71,442	0.0%	100.0%	100.0%
PUBLIC RELATIONS	3	100.0%	n/a	15	\$60,110	33.3%	0.0%	0.0%
TECHNICIANS	124	100.0%	46	10	\$49,387	13.7%	3.2%	2.4%
CLERICAL SUPERVISORS	13	100.0%	46	9	\$58,969	15.4%	0.0%	0.0%
CLERICAL	48	100.0%	49.5	10	\$43,383	27.1%	2.1%	0.0%
POLICE SUPERVISORS	0							
FIRE SUPERVISORS	0							
FIREFIGHTER	0							
POLICE	0							
GUARDS	0							
FOOD PREPARATION	0							
HEALTH SERVICES	0							
BUILDING SERVICES	0							
PERSONAL SERVICES	0							
FARMING	0							
CRAFT	0							
OPERATORS	0							
TRANSPORTATION	0							
LABORERS	0							
SANITATION WORKERS	0							
TEACHERS AND COUNSELORS	0							
PARA PROFESSIONALS	1	100.0%	n/a	6	\$37,201	0.0%	0.0%	0.0%

Top 10 Most Populous Titles

Title	Headcount	% of Agency	Median Age	Median YOS	Retire Eligible (2015)	# Separations	# Hires
ASSOCIATE RETIREMENT BENEFITS EXAMINER	114	30.5%	46	9.5	10.5%	4	3
COMPUTER SYSTEMS MANAGER	50	13.4%	52	12.0	26.0%	1	2
COMPUTER SPECIALIST (SOFTWARE)	30	8.0%	57.5	13.0	50.0%	2	1
ADMINISTRATIVE MANAGER	26	7.0%	45.5	13.0	19.2%	2	0
ADMINISTRATIVE RETIREMENT BENEFITS SPECIALIST	22	5.9%	52.5	18.0	40.9%	3	0
CLERICAL ASSOCIATE	20	5.3%	50	14.5	30.0%	1	0
PRINCIPAL ADMINISTRATIVE ASSOCIATE	13	3.5%	46	9.0	15.4%	0	0
OFFICE MACHINE AIDE	10	2.7%	55	13.5	40.0%	0	0
ACCOUNTANT	10	2.7%	55.5	10.5	40.0%	0	0
ASSISTANT RETIREMENT BENEFITS EXAMINER	9	2.4%	56	15.0	44.4%	1	0

TEACHERS RETIREMENT SYSTEM is part of the Administrative Services agency group, which includes: BOARD OF ELECTION, OFFICE OF THE CITY CLERK, DEPARTMENT OF CITYWIDE ADMIN SVCS, DEPARTMENT OF INFO TECH & TELECOMM, DEPARTMENT OF RECORDS & INFO SERVICE, MAYORALTY, NYC EMPLOYEES RETIREMENT SYSTEM, NEW YORK CITY POLICE PENSION FUND, OFFICE OF COLLECTIVE BARGAINING, OFFICE OF PAYROLL ADMINISTRATION, TEACHERS RETIREMENT SYSTEM

City of New York

Bill de Blasio, Mayor

Anthony E. Shorris, First Deputy Mayor

Lisette Camilo, Commissioner

Department of Citywide Administrative Services

