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EXECUTIVE SUMMARY

Work force and succession planning have taken on a new, nationwide sense of urgency. The large-scale retirement of the baby boom generation will soon begin. It is reported that, every seven seconds, someone in the United States turns 50 years old. Organizations of all sizes and purposes will be impacted by the loss of experienced workers and the knowledge that will leave with them. While the impact of these demographic changes will not be felt overnight, it is crucial that we understand the composition of the existing work force and begin planning for the State work force of tomorrow.

The Department of Civil Service began studying the State's work force almost a decade ago with the publication of the first work force plan. While changes have occurred since that first report, it is clear that the magnitude of change will be significantly different in the coming years. In addition to projected changes in the existing work force as a whole, there will also be issues with the availability of trained workers to fill some crucial occupations. These demographic facts will require creative solutions from all employers.

This annual report has, traditionally, been labeled a work force management plan. The report actually provides a detailed snapshot of the composition of the State work force as of January 1 of the report year. Specifically, the report contains information on the employee population, including the regional distribution of the work force, its age and length of State service. In addition, aggregate data on such factors as agency size and most populous titles are included. The final section includes demographic information on each agency.

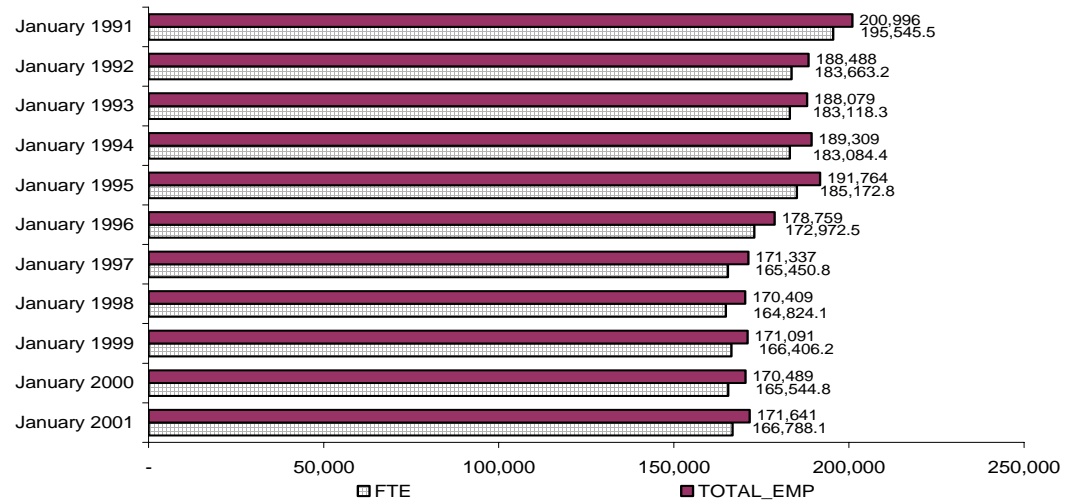
STATISTICAL OVERVIEW – THE SIZE OF THE STATE WORK FORCE

The annual Work Force Management Report is a statistical report of the composition of the Classified Service of the Executive Branch of New York State government. The report does not include positions in the Unified Courts System, the State Legislature or the Division of State Police, nor does it include faculty positions in the State University.

The Work Force Management Report is a “snapshot” of the demographics of the State work force taken on January 1, 2001. On that date, there were 171,641 employees (166,788 FTEs*) in the classified service. This was a 15 percent decrease since 1991 and a slight increase of 1,152 employees since 2000. Twenty six percent of the work force was located in the Capital District, a figure that has remained relatively stable over the past ten years with a slight increase of 1.6 percent since 1991. The ten largest agencies employed 75.1 percent of the work force; 52.2 percent of which were male and 47.5 percent female. The average age of all employees was 45.40. Only 13.63 percent of the work force were under 35 years old. Employees age 55 or older comprised 14.83 percent of the work force.

*Please refer to footnote on page 3 for explanation of FTE.

New York State Classified Work Force: January, 1991 - January, 2001



*For purposes of calculating full-time equivalents (FTEs) annual-salaried employees working less than full-time and employees on leave with half-pay are counted by the actual fractional portion of time paid for, i.e., an employee working half-time = .5 FTEs.

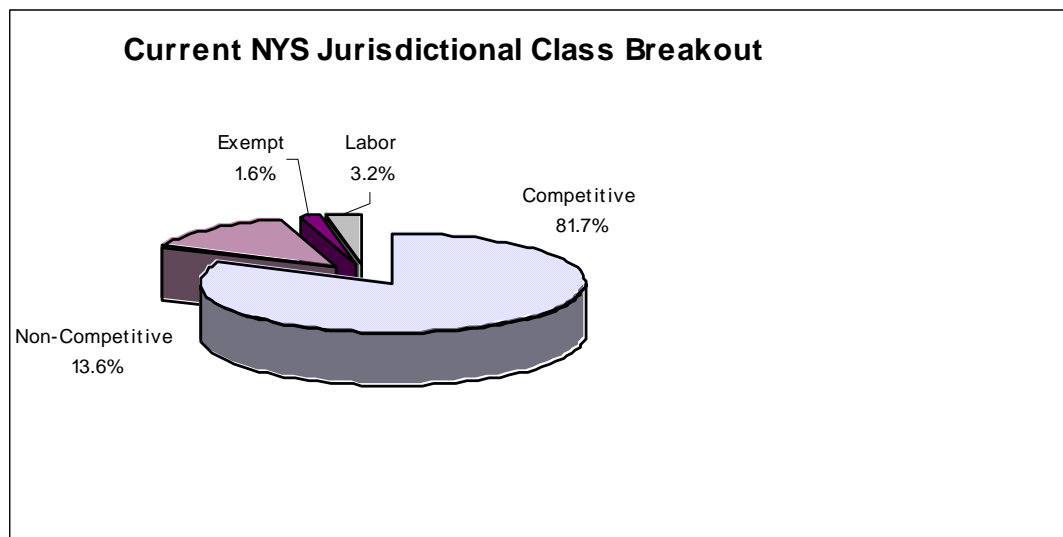
JURISDICTIONAL CLASSIFICATION

The Classified Service of the Executive Branch includes all positions in State service in the Competitive, Non-Competitive, Exempt and Labor jurisdictional classifications.

The composition of all the jurisdictional classes has remained relatively unchanged in the past ten years. The Competitive class remains the largest class with 81.7 percent of the positions. This is a .1% decrease from 1991. The Non-Competitive class has increased by 1 percent. The Exempt class remains stable at 1.6 percent compared to 1.5 percent in 1991, and the labor class has decreased in size by .9 percent.

Classified Service Employees: January 1991, 2000 and 2001

Jurisdictional Classification	1991		2000		2001	
Competitive	164,354	81.8%	139,412	81.8%	140,181	81.7%
Non-Competitive	25,381	12.6%	22,907	13.4%	23,319	13.6%
Exempt	2,930	1.5%	2,669	1.6%	2,729	1.6%
Labor	8,331	4.1%	5,501	3.2%	5,412	3.2%
Total	200,996		170,489		171,641	



REGIONAL WORK FORCE DISTRIBUTION

Albany is New York's capital city and the seat of State government. The city and its surrounding area are referred to as the "Capital District." Not surprisingly, the single largest number of State employees (45,711) is located in this area. The proportion of the work force located in the Capital District has remained relatively stable over the past ten years with a slight increase of 1.6 percent since 1991 and no change since 2000. The Capital District and the two largest metropolitan areas of Buffalo and New York City employ 53.1 percent of all State employees. This represents a very slight increase since 1991 of .4 percent.

Employment statistics within the various geographic locations have stayed fairly constant over the past ten years with only four areas – the Capital District, Syracuse/Binghamton, Long island and New York City – showing a one percent or greater change.

Regional Work Force Distribution: January 1991, 2000 and 2001

Region	1991		2000		2001	
Capital District	50,311	25.0%	45,293	26.6%	45,711	26.6%
Northern Upstate	6,203	3.1%	6,506	3.8%	6,621	3.9%
St. Lawrence/Utica	13,209	6.6%	11,981	7.0%	11,945	7.0%
Syracuse/Binghamton	14,545	7.2%	14,072	8.3%	14,290	8.3%
Rochester/Corning	13,135	6.5%	11,068	6.5%	11,672	6.8%
Buffalo/Jamestown	20,003	10.0%	17,064	10.0%	17,080	10.0%
Mid-Hudson	18,262	9.1%	14,708	8.6%	14,778	8.6%
Rockland/Westchester	11,138	5.5%	8,291	4.9%	8,326	4.9%
Long Island	18,475	9.2%	12,608	7.4%	12,678	7.4%
New York City	35,547	17.7%	28,582	16.8%	28,278	16.5%
Out of State	48	0.0%	0	0.0%	0	0.0%
Unassigned	120	0.1%	316	0.2%	262	0.2%
Total	200,996		170,489		171,641	

EMPLOYEE GENDER

While remaining almost constant last year, over the past ten years, the number of male employees has grown 2 percent while the number of female employees has decreased by 2.1 percent.

Employee Gender: January 1991, 2000 and 2001

	1991		2000		2001	
Female	99,740	49.6%	80,851	47.4%	81,533	47.5%
Male	100,933	50.2%	89,158	52.3%	89,624	52.2%
Unknown	323	0.2%	480	0.3%	484	0.3%
Total	200,996		170,489		171,641	



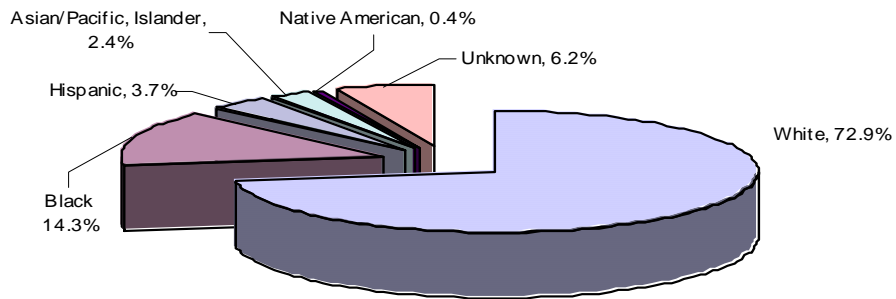
EMPLOYEE ETHNICITY

While the number of employees of unknown ethnicity decreased by 2.55 percent since the 2000 report, there remains 6.2 percent of the work force of unknown ethnicity; a statistic that may impact the percentages in any or all of the other categories.

Employee Ethnicity: January 1991, 2000 and 2001

	1991		2000		2001	
White	151,849	75.5%	121,433	71.23	125,100	72.9%
Black	33,173	16.5%	23,495	13.78	24,623	14.3%
Hispanic	7,415	3.7%	6,090	3.57	6,420	3.7%
Asian/Pacific Islander	3,971	2.0%	3,935	2.31	4,137	2.4%
Native American	768	0.4%	625	0.37	654	0.4%
Unknown	3,820	1.9%	14,911	8.75	10,707	6.2%
Total	200,996		170,489		171,641	

NYS Workforce 2001 Ethnicity



Employee Ethnicity and Gender by Agency: January 1991, 2000 and 2001

Agency	1991				2000				2001			
	# EMPS	% Female	% Male	% Minority	# EMPS	% Female	% Male	% Minority	# EMPS	% Female	% Male	% Minority
Adirondack Park Agency	71	45.1%	53.5%	0.0%	74	44.59	55.41	1.35	68	45.59	54.41	1.47
Advocate for Persons with Disabilities,Office of	23	65.2%	34.8%	8.7%	18	66.67	33.33	16.67	19	68.42	31.58	15.79
Aging, Office for the	199	65.3%	34.7%	13.1%	155	63.87	36.13	9.03	155	61.94	38.06	9.03
Agriculture & Markets, Dept of	685	36.2%	63.8%	8.5%	500	39.60	60.00	8.20	516	39.73	59.69	8.53
Alcoholic Beverage Control Board	333	51.1%	48.6%	27.9%	191	54.45	45.55	29.32	198	55.56	44.44	29.29
Alcohol & Subst Abuse Svs,Off of	759	57.8%	42.2%	27.8%	1,053	53.75	45.39	30.10	1,038	53.95	45.86	32.56
Arts, Council On The	86	64.0%	36.0%	46.5%	62	67.74	32.26	37.10	62	67.74	32.26	35.48
Banking, Department of	502	30.7%	69.3%	32.7%	613	32.95	67.05	40.13	598	33.78	66.22	43.31
Black Affairs	5	80.0%	20.0%	100.0%	-	-	-	-	-	-	-	-
Bridge Authority	153	31.4%	68.6%	5.9%	143	32.17	67.83	4.20	142	33.80	66.20	4.23
Budget,Division of the	443	56.0%	44.0%	10.8%	396	56.06	43.94	10.61	408	58.09	41.91	10.29
Cable TV Comm	57	42.1%	57.9%	12.3%	-	-	-	-	-	-	-	-
Canal Corporation	-	-	-	-	558	9.32	90.68	6.45	579	9.84	89.98	6.39
Capital Defenders Office	-	-	-	-	71	59.15	40.85	19.72	74	58.11	41.89	18.92
Children and Families,Council on	58	79.3%	20.7%	19.0%	19	63.16	36.84	5.26	20	80.00	20.00	5.00
Children&Family Svcs,Off of	-	-	-	-	4,819	41.00	57.75	27.18	4,877	41.30	57.41	35.51
Civil Service, Department of	957	64.8%	34.6%	11.3%	751	65.91	33.95	9.59	683	66.76	33.24	10.54
Comptroller,Office of	2,211	51.7%	48.3%	7.6%	2,223	53.85	46.11	8.73	2,331	54.74	45.05	10.17
Consumer Protection Board	43	53.5%	46.5%	14.0%	25	60.00	40.00	12.00	30	56.67	43.33	13.33
Correction, Commission of	67	53.7%	46.3%	17.9%	36	44.44	55.56	8.33	36	38.89	61.11	11.11
Corrections	30,661	22.9%	77.1%	14.2%	33,145	21.90	78.01	12.80	33,561	22.12	77.80	12.51
Crime Victims Compensation Brd	80	65.0%	35.0%	28.8%	85	77.65	22.35	25.88	85	82.35	17.65	24.71
Criminal Justice Services, Div of	895	62.2%	37.8%	6.0%	748	60.70	39.17	5.61	784	60.20	39.67	5.10
DSAS Cntrl Adm	479	48.6%	51.4%	31.9%	-	-	-	-	-	-	-	-
Economic Development, Dept of	402	53.5%	46.5%	15.4%	239	54.81	45.19	14.64	248	57.26	42.74	13.31
Education	4,042	60.6%	39.3%	12.9%	3,205	63.18	36.51	12.01	3,315	62.53	37.13	11.83
Elections, Board of	50	44.0%	56.0%	6.0%	43	46.51	53.49	9.30	43	46.51	53.49	9.30
Employee Relations, Office Of	157	72.0%	28.0%	10.2%	92	61.96	38.04	8.70	89	64.04	35.96	7.87
Energy Office	243	47.3%	51.0%	6.2%	-	-	-	-	-	-	-	-
Environmental Conservatn,Dept of	4,442	27.4%	70.3%	5.4%	4,251	28.63	70.76	5.22	4,314	28.58	70.98	5.31
Executive Chamber	179	75.4%	24.6%	14.0%	192	69.27	30.73	8.85	197	69.54	29.44	7.61
Financial Control Board For NYC	25	52.0%	48.0%	48.0%	19	57.89	42.11	52.63	17	58.82	41.18	52.94
General Services, Office Of	4,063	32.8%	67.1%	19.6%	2,298	30.07	69.54	12.23	2,304	30.21	69.36	11.41
Gov Ethcs, Comm on	6	50.0%	50.0%	16.7%	-	-	-	-	-	-	-	-
Gov Jud Nom Cm	7	57.1%	42.9%	0.0%	-	-	-	-	-	-	-	-
Health	6,423	59.6%	40.4%	17.5%	6,212	60.85	39.09	17.26	6,193	61.65	38.22	17.63
Higher Education Services Corp	926	65.8%	34.2%	14.9%	843	60.26	39.74	15.07	813	61.13	38.87	15.13
Hisp Affrs, Comm	7	85.7%	14.3%	100.0%	-	-	-	-	-	-	-	-
Housing & Comm Renewal,Div of	1,326	50.4%	49.6%	48.7%	1,031	49.47	50.44	47.82	1,027	50.34	49.46	48.10
Housing Finance Agency	157	47.1%	52.9%	30.6%	79	48.10	51.90	30.38	73	45.21	54.79	31.51

Agency	1991				2000				2001			
	#	%	%	%	#	%	%	%	#	%	%	%
	EMPS	Female	Male	Minority	EMPS	Female	Male	Minority	EMPS	Female	Male	Minority
Human Rights, Division of	240	62.1%	37.5%	55.4%	198	60.61	38.89	46.97	194	59.79	40.21	56.19
Insurance, Department of	807	45.5%	54.5%	34.2%	924	45.56	54.33	35.28	910	45.38	54.62	37.47
Investigation,Commission of	29	48.3%	51.7%	17.2%	25	36.00	64.00	20.00	24	41.67	58.33	25.00
Job Devel Auth	6	33.3%	66.7%	0.0%	-	-	-	-	-	-	-	-
Labor Management Committee	58	67.2%	32.8%	6.9%	54	68.52	31.48	7.41	49	71.43	28.57	8.16
Labor Rels Board	13	46.2%	53.8%	23.1%	-	-	-	-	-	-	-	-
Labor, Department of	5,336	55.6%	44.4%	22.0%	4,354	54.78	45.18	20.76	4,301	55.38	44.55	21.55
Lake George Park Comm	8	50.0%	50.0%	0.0%	9	44.44	55.56	0.00	9	44.44	55.56	0.00
Law Inv NYC CJS	20	30.0%	65.0%	15.0%	-	-	-	-	-	-	-	-
Law, Department of	1,376	58.6%	41.4%	19.3%	1,719	57.48	41.83	15.88	1,706	56.51	42.97	16.41
Lieutenant Governor,Office of the	8	62.5%	37.5%	12.5%	6	83.33	16.67	0.00	6	83.33	16.67	0.00
LL RAD WST	20	45.0%	55.0%	0.0%	-	-	-	-	-	-	-	-
Lottery, Division of	258	47.3%	52.7%	14.0%	335	44.78	55.22	13.43	322	43.79	56.21	13.35
Med Fraud Contrl,Dep Att Gen for	340	38.8%	61.2%	18.5%	281	45.91	54.09	15.66	289	45.67	54.33	18.69
Mental Health, Office of	36,199	60.6%	39.4%	36.9%	19,195	58.03	41.73	38.71	19,168	57.75	41.93	38.75
Mental Ret DD, Office of	30,405	67.5%	32.2%	29.0%	23,715	68.46	31.14	25.25	23,862	68.90	30.72	26.90
Military&Naval Affairs,Div of	70	34.3%	65.7%	2.9%	73	32.88	67.12	5.48	70	34.29	65.71	5.71
MIN&WMN DEV	49	63.3%	36.7%	67.3%	-	-	-	-	-	-	-	-
Motor Vehicles, Department of	3,464	67.0%	33.0%	19.9%	3,476	65.65	34.12	24.11	3,475	66.42	33.38	25.90
Ne Queens Nature & Hist Presrv	3	100.0%	0.0%	33.3%	2	100.00	0.00	0.00	2	100.00	0.00	0.00
Org Crm Tsk Fce	147	40.1%	59.9%	8.8%	-	-	-	-	-	-	-	-
Parks and Recreation	2,459	24.4%	75.6%	10.8%	3,023	27.42	72.41	16.61	3,065	27.01	72.82	16.22
Parole,Division of	2,023	48.8%	51.2%	40.6%	2,367	52.81	47.11	43.77	2,324	53.49	46.30	44.15
Prevnt of Domest Violnce,Off of	-	-	-	-	35	85.71	11.43	28.57	33	87.88	9.09	30.30
Prob&Corr Alternatives,Div of	88	48.9%	51.1%	12.5%	28	67.86	32.14	7.14	32	65.63	34.38	6.25
Public Employees Pension	3	66.7%	33.3%	33.3%	-	-	-	-	-	-	-	-
Public Employment Relations Brd	50	66.0%	34.0%	8.0%	48	58.33	41.67	6.25	45	55.56	44.44	6.67
Public Service, Department of	728	36.0%	64.0%	14.0%	586	39.76	60.24	13.82	594	40.74	59.09	13.64
Qual of Care Ment Disab,Com on	112	64.3%	35.7%	12.5%	89	60.67	39.33	8.99	88	60.23	39.77	10.23
Racing And Wagering Board	216	22.7%	77.3%	11.6%	160	25.63	74.38	7.50	177	24.29	75.71	6.21
Real Property Services,Office of	588	41.7%	58.3%	3.7%	469	42.22	57.57	3.62	473	43.13	56.87	4.86
Reg Mgt Ast, Off of	30	53.3%	46.7%	6.7%	35	54.29	45.71	0.00	36	58.33	41.67	0.00
Rural Affairs, Off of	13	69.2%	30.8%	7.7%	-	-	-	-	-	-	-	-
Science Technology and Academic Research,Office of	-	-	-	-	-	-	-	-	22	54.55	45.45	4.55
Social Services, Dept of	5,069	51.7%	48.3%	21.7%	-	-	-	-	-	-	-	-
St. Lawrence-East Ontario Cmm	12	25.0%	75.0%	0.0%	-	-	-	-	-	-	-	-
State Ins Fund	2,770	58.8%	41.2%	45.2%	2,876	57.30	42.42	41.76	2,757	57.34	42.26	40.59
State Inspector General,Off of	29	34.5%	65.5%	13.8%	83	31.33	68.67	18.07	84	38.10	61.90	15.48
State, Department of	882	56.8%	43.2%	14.2%	853	52.87	46.78	11.25	887	50.73	48.48	11.84

Agency	1991				2000				2001			
	#	%	%	%	#	%	%	%	#	%	%	%
	EMPS	Female	Male	Minority	EMPS	Female	Male	Minority	EMPS	Female	Male	Minority
SUNY	17,418	65.3%	34.1%	16.8%	15,951	65.26	34.04	15.80	16,096	65.48	33.88	20.71
Tax Department	6,409	57.6%	42.3%	10.9%	5,811	56.60	43.25	11.10	5,666	56.51	43.31	11.56
Teachers Retirement System	269	67.7%	32.3%	2.2%	268	68.28	30.97	3.36	271	69.37	30.26	3.32
Technology Data Center,Office for	-	-	-	-	-	-	-	-	336	32.44	67.56	6.85
Technology,Office for	-	-	-	-	34	41.18	58.82	2.94	222	44.14	55.86	5.41
Temp&Disability Asst,Office of	-	-	-	-	2,700	56.81	42.96	22.89	2,584	58.44	41.33	23.41
Thruway Authority	3,423	31.9%	68.1%	11.1%	3,772	35.42	64.53	11.19	3,918	35.60	64.34	10.18
Transportation	12,727	16.2%	83.8%	10.0%	10,862	17.09	82.82	10.37	10,800	17.00	82.94	10.26
Veterans Affairs, Division Of	130	46.9%	53.1%	10.8%	123	39.84	60.16	19.51	123	37.40	62.60	18.70
Vol Serv	13	84.6%	15.4%	23.1%	-	-	-	-	-	-	-	-
Welfare Inspector Gen,Off of	-	-	-	-	7	28.57	71.43	28.57	10	20.00	80.00	20.00
Women , Div for	13	100.0%	0.0%	46.2%	-	-	-	-	-	-	-	-
Workers Compensation Board	1,630	68.0%	32.0%	36.5%	1,754	68.07	31.93	26.91	1,714	66.63	33.37	24.39
Youth, Division for	3,814	37.6%	62.4%	41.6%	-	-	-	-	-	-	-	-
Total	200,996	37.6%	62.4%	41.6%	170,489	47.42	52.30	20.03	171,641	47.5	52.2	20.9

January 2001 Agency Ethnic Information: Detail

Agency	EMPS	WHITE		BLACK		HISPANIC		ASIAN		NAT. AMER		UNKNOWN	
		#	%	#	%	#	%	#	%	#	%	#	%
State Insurance Fund	2,757	1,460	52.96	753	27.31	120	4.35	240	8.71	6	0.22	178	6.46
Executive Chamber	197	178	90.36	7	3.55	4	2.03	4	2.03	0	0.00	4	2.03
Budget,Division of the	408	320	78.43	26	6.37	8	1.96	8	1.96	0	0.00	46	11.27
Parole,Division of	2,324	1,247	53.66	739	31.80	241	10.37	34	1.46	12	0.52	51	2.19
Alcoholic Beverage Control Board	198	134	67.68	41	20.71	15	7.58	2	1.01	0	0.00	6	3.03
Lieutenant Governor,Office of the	6	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
General Services, Office Of	2,304	1,634	70.92	171	7.42	44	1.91	43	1.87	5	0.22	407	17.66
Military&Naval Affairs,Div of	70	65	92.86	4	5.71	0	0.00	0	0.00	0	0.00	1	1.43
Housing & Comm Renewal,Div of	1,027	487	47.42	314	30.57	97	9.44	82	7.98	1	0.10	46	4.48
Human Rights, Division of	194	82	42.27	77	39.69	26	13.40	6	3.09	0	0.00	3	1.55
Technology,Office for	222	210	94.59	9	4.05	2	0.90	0	0.00	1	0.45	0	0.00
Technology Data Center,Office for	336	313	93.15	18	5.36	2	0.60	3	0.89	0	0.00	0	0.00
Consumer Protection Board	30	23	76.67	2	6.67	1	3.33	1	3.33	0	0.00	3	10.00
Employee Relations, Office Of	89	82	92.13	6	6.74	1	1.12	0	0.00	0	0.00	0	0.00
Veterans Affairs, Division Of	123	100	81.30	17	13.82	5	4.07	0	0.00	1	0.81	0	0.00
Prob&Corr Alternatives,Div of	32	26	81.25	2	6.25	0	0.00	0	0.00	0	0.00	4	12.50
Adirondack Park Agency	68	64	94.12	0	0.00	1	1.47	0	0.00	0	0.00	3	4.41
Real Property Services,Office of	473	450	95.14	12	2.54	2	0.42	8	1.69	1	0.21	0	0.00
Arts, Council On The	62	33	53.23	16	25.81	1	1.61	5	8.06	0	0.00	7	11.29
Aging, Office for the	155	140	90.32	6	3.87	5	3.23	3	1.94	0	0.00	1	0.65
Crime Victims Board	85	54	63.53	15	17.65	5	5.88	1	1.18	0	0.00	10	11.76
Criminal Justice Services, Div of	784	693	88.39	24	3.06	4	0.51	6	0.77	6	0.77	51	6.51
Racing And Wagering Board	177	166	93.79	6	3.39	2	1.13	3	1.69	0	0.00	0	0.00
Correction, Commission of	36	30	83.33	4	11.11	0	0.00	0	0.00	0	0.00	2	5.56
Elections, Board of	43	38	88.37	3	6.98	0	0.00	1	2.33	0	0.00	1	2.33
Advocate for Persons with Disabilities,Office of	19	16	84.21	2	10.53	1	5.26	0	0.00	0	0.00	0	0.00
Children and Families,Council on	20	19	95.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.00
Qual of Care Ment Disab,Com on	88	79	89.77	4	4.55	3	3.41	1	1.14	1	1.14	0	0.00
Prevnt of Domest Violnce,Off of	33	23	69.70	7	21.21	2	6.06	1	3.03	0	0.00	0	0.00
Science Technology and Academic Research,Office of	22	11	50.00	1	4.55	0	0.00	0	0.00	0	0.00	10	45.45
Comptroller,Office of	2,331	2,005	86.01	161	6.91	31	1.33	43	1.84	2	0.09	89	3.82
Law, Department of	1,706	1,053	61.72	182	10.67	69	4.04	28	1.64	1	0.06	373	21.86
Med Fraud Contrl,Dep Att Gen for	289	231	79.93	37	12.80	11	3.81	5	1.73	1	0.35	4	1.38
Agriculture & Markets, Dept of	516	470	91.09	20	3.88	12	2.33	12	2.33	0	0.00	2	0.39
Banking, Department of	598	335	56.02	123	20.57	34	5.69	102	17.06	0	0.00	4	0.67

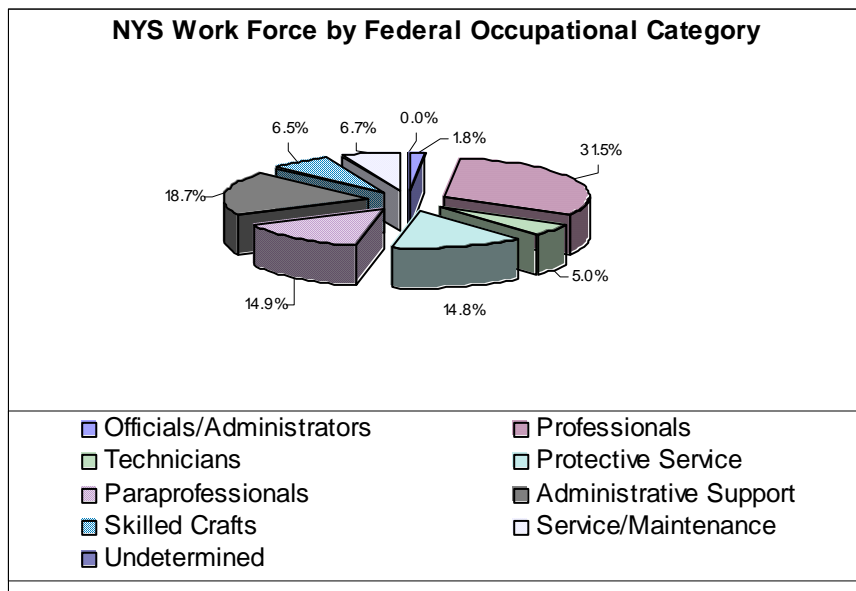
Agency	EMPS	WHITE		BLACK		HISPANIC		ASIAN		NAT. AMER		UNKNOWN	
		#	%	#	%	#	%	#	%	#	%	#	%
Housing Finance Agency	73	50	68.49	14	19.18	5	6.85	4	5.48	0	0.00	0	0.00
Civil Service, Department of	683	611	89.46	47	6.88	18	2.64	5	0.73	2	0.29	0	0.00
Public Employment Relations Brd	45	42	93.33	1	2.22	1	2.22	1	2.22	0	0.00	0	0.00
Environmental Conservatn,Dept of	4,314	3,364	77.98	77	1.78	50	1.16	95	2.20	7	0.16	721	16.71
Corrections	33,561	27,118	80.80	2,825	8.42	1,038	3.09	209	0.62	128	0.38	2,243	6.68
Education	3,315	2,327	70.20	270	8.14	77	2.32	37	1.12	8	0.24	596	17.98
Higher Education Services Corp	813	690	84.87	87	10.70	23	2.83	12	1.48	1	0.12	0	0.00
Teachers Retirement System	271	254	93.73	5	1.85	3	1.11	1	0.37	0	0.00	8	2.95
Health	6,193	4,890	78.96	652	10.53	205	3.31	221	3.57	14	0.23	211	3.41
Insurance, Department of	910	564	61.98	191	20.99	35	3.85	114	12.53	1	0.11	5	0.55
Workers Compensation Board	1,714	1,184	69.08	294	17.15	71	4.14	45	2.63	8	0.47	112	6.53
Labor, Department of	4,301	3,346	77.80	584	13.58	242	5.63	88	2.05	13	0.30	28	0.65
Public Service, Department of	594	509	85.69	51	8.59	14	2.36	14	2.36	2	0.34	4	0.67
Transportation	10,800	9,444	87.44	471	4.36	228	2.11	313	2.90	96	0.89	248	2.30
State, Department of	887	740	83.43	79	8.91	15	1.69	11	1.24	0	0.00	42	4.74
Lake George Park Comm	9	9	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Tax Department	5,666	4,900	86.48	367	6.48	104	1.84	173	3.05	11	0.19	111	1.96
Lottery, Division of	322	279	86.65	18	5.59	12	3.73	12	3.73	1	0.31	0	0.00
Welfare Inspector Gen,Off of	10	4	40.00	1	10.00	1	10.00	0	0.00	0	0.00	4	40.00
Regulatory Reform,Office of	36	35	97.22	0	0.00	0	0.00	0	0.00	0	0.00	1	2.78
Labor Management Committee	49	44	89.80	3	6.12	0	0.00	0	0.00	1	2.04	1	2.04
Capital Defenders Office	74	20	27.03	8	10.81	6	8.11	0	0.00	0	0.00	40	54.05
Investigation,Commission of	24	18	75.00	2	8.33	4	16.67	0	0.00	0	0.00	0	0.00
State Inspector General,Off of	84	63	75.00	8	9.52	5	5.95	0	0.00	0	0.00	8	9.52
Ne Queens Nature & Hist Presrv	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Financial Control Board For NYC	17	8	47.06	6	35.29	1	5.88	2	11.76	0	0.00	0	0.00
Economic Development, Dept of	248	208	83.87	21	8.47	8	3.23	4	1.61	0	0.00	7	2.82
Motor Vehicles, Department of	3,475	2,487	71.57	643	18.50	185	5.32	63	1.81	9	0.26	88	2.53
Children&Family Svcs,Off of	4,877	3,105	63.67	1,432	29.36	251	5.15	23	0.47	26	0.53	40	0.82
Temp&Disability Asst,Office of	2,584	1,793	69.39	404	15.63	137	5.30	63	2.44	1	0.04	186	7.20
SUNY	16,096	11,811	73.38	2,318	14.40	649	4.03	296	1.84	70	0.43	952	5.91
Parks and Recreation	3,065	2,529	82.51	243	7.93	208	6.79	19	0.62	27	0.88	39	1.27
OMH	19,168	10,711	55.88	4,982	25.99	1,128	5.88	1,255	6.55	63	0.33	1,029	5.37
OMRDD	23,862	15,410	64.58	5,224	21.89	760	3.18	340	1.42	94	0.39	2,034	8.52
ODAS	1,038	699	67.34	225	21.68	65	6.26	41	3.95	7	0.67	1	0.10
Bridge Authority	142	121	85.21	3	2.11	2	1.41	1	0.70	0	0.00	15	10.56
Thruway Authority	3,918	2,941	75.06	239	6.10	107	2.73	32	0.82	21	0.54	578	14.75
Canal Corporation	579	493	85.15	19	3.28	12	2.07	1	0.17	5	0.86	49	8.46
Totals	171,641	125,100	72.88	24,623	14.35	6,420	3.74	4,137	2.41	654	0.38	10,707	6.24

FEDERAL OCCUPATIONAL CATEGORIES

These tables reflect occupational data based on the Federal Occupational Categories established by the U.S. Bureau of Labor Statistics.

Federal Occupational Categories: Number of Employees in January 2001

FOC	# Employees	%
Officials/Administrators	3,033	1.8%
Professionals	54,060	31.5%
Technicians	8,643	5.0%
Protective Service	25,469	14.8%
Paraprofessionals	25,607	14.9%
Administrative Support	32,161	18.7%
Skilled Crafts	11,166	6.5%
Service/Maintenance	11,500	6.7%
Undetermined	2	0.0%
Total	171,641	



10 Largest Agencies: January 1991, 2000 and 2001

1991			2000			2001		
OMH	36,199	18.0%	Correctional Services	33,145	19.4%	Corrections	33,561	19.6%
Correctional Services	30,661	15.3%	OMRDD	23,715	13.9%	OMRDD	23,862	13.9%
OMRDD	30,405	15.1%	OMH	19,195	11.3%	OMH	19,168	11.2%
SUNY (Classified)	17,418	8.7%	SUNY (Classified)	15,951	9.4%	SUNY	16,096	9.4%
Transportation	12,727	6.3%	Transportation	10,862	6.4%	Transportation	10,800	6.3%
Tax & Finance	6,409	3.2%	Health	6,212	3.6%	Health	6,193	3.6%
Health	6,423	3.2%	Tax & Finance	5,811	3.4%	Tax Department	5,666	3.3%
Labor	5,336	2.7%	Children&Family Svcs	4,819	2.8%	Children&Family Svcs	4,877	2.8%
Social Services	5,069	2.5%	Labor, Department of	4,354	2.6%	Environmental Conservation	4,314	2.5%
Environmental Conservation	4,442	2.2%	Environmental Conservation	4,251	2.5%	Labor, Department of	4,301	2.5%
Total 10 largest agencies	155,089	77.2%		128,315	75.3%		128,838	75.1%
All Other Agencies	45,907	22.8%	All Other Agencies	42,174		All Other Agencies	42,803	24.9%
Total all agencies	200,996			170,489			171,641	

This table shows the number of employees in the ten largest agencies and the percentage of the Classified Service work force they represent. These ten agencies represent 75 percent of the Executive Branch work force and have remained the most populous over the past ten years. The remaining 25 percent of the work force is distributed among 63 other agencies, as indicated on the next chart. (Note: Children and Family Services was created through the merger of the Department of Social Services (DSS) and the Division for Youth and replaced DSS on the list.)

63 Agencies Not Included Among 10 Largest (year 2001)

Thruway Authority	3,918
Motor Vehicles, Department of	3,475
Education	3,315
Parks and Recreation	3,065
State Insurance Fund	2,757
Temp&Disability Asst,Office of	2,584
Comptroller,Office of	2,331
Parole,Division of	2,324
General Services, Office Of	2,304
Workers Compensation Board	1,714
Law, Department of	1,706
ODAS	1,038
Housing & Comm Renewal,Div of	1,027
Insurance, Department of	910
State, Department of	887
Higher Education Services Corp	813
Criminal Justice Services, Div of	784
Civil Service, Department of	683
Banking, Department of	598
Public Service, Department of	594
Canal Corporation	579
Agriculture & Markets, Dept of	516
Real Property Services,Office of	473
Budget,Division of the	408
Technology Data Center,Office for	336
Lottery, Division of	322
Med Fraud Contrl,Dep Att Gen for	289
Teachers Retirement System	271
Economic Development, Dept of	248
Technology,Office for	222
Alcoholic Beverage Control Board	198
Executive Chamber	197
Human Rights, Division of	194
Racing And Wagering Board	177

Aging, Office for the	155
Bridge Authority	142
Veterans Affairs, Division Of	123
Employee Relations, Office Of	89
Qual of Care Ment Disab,Com on	88
Crime Victims Board	85
State Inspector General,Off of	84
Capital Defenders Office	74
Housing Finance Agency	73
Military&Naval Affairs,Div of	70
Adirondack Park Agency	68
Arts, Council On The	62
Labor Management Committee	49
Public Employment Relations Brd	45
Elections, Board of	43
Correction, Commission of	36
Regulatory Reform,Office of	36
Prevnt of Domest Violnce,Off of	33
Prob&Corr Alternatives,Div of	32
Consumer Protection Board	30
Investigation,Commission of	24
Science Technology and Academic Research,Office of	22
Children and Families,Council on	20
Advocate for Persons with Disabilities,Office of	19
Financial Control Board For NYC	17
Welfare Inspector Gen,Off of	10
Lake George Park Comm	9
Lieutenant Governor,Office of the	6
Ne Queens Nature & Hist Presrv	2
Total Employees	42,803

20 Most Populous Titles: January 1991, 2000 and 2001

1991		2000		2001	
Titles	# Emps.	Titles	# Emps.	Titles	# Emps.
Correction Officer	18,464	Corr Officer and (Trainee)	20,337	Corr Officer and (Trainee)	20,648
Mental Hygiene Therapy Aide	14,765	Dev Aide (and Trainee)	11,268	Dev Aide (and Trainee)	11,253
Keyboard Specialist 1	9,783	Keyboard Spec 1	6,736	Keyboard Spec 1	6,400
Clerk 1	5,477	Nurse 2 (and Nurse 2 Psychiatric)	3,753	Nurse 2 (and Nurse 2 Psychiatric)	3,711
Community Residence Aide	5,272	Clerk 1	3,686	Secy 1	3,644
Cleaner	4,854	Secretary 1	3,575	Clerk 1	3,529
Nurse 2	4,272	Mental Health Th A (and Trainee)	3,529	Mental Health Th A (and Trainee)	3,493
Secretary 1	3,408	Cleaner	3,002	Cleaner	3,000
Food Service Worker	2,478	Calculation Clerk 2	2,269	Highway Mtc Worker 1	2,207
Calculations Clerk 1	2,313	Highway Maintenance Worker 1	2,217	Calcultns Clerk 2	2,187
Laborer	1,823	Clerk 2	1,784	Teaching&Rsch Ctr N 2	1,781
Licensed Practical Nurse	1,780	Teaching&Rsch Ctr N 2	1,758	Clerk 2	1,727
Data Entry Machine Operator	1,723	Toll Collector	1,609	Toll Collector	1,685
Senior Clerk	1,692	Licensed Prac Nrs	1,531	Licensed Prac Nrs	1,568
Senior Stenographer	1,635	Civil Engr 1	1,530	Civil Engr 1	1,523
Teachng & Researc Center Nr 2	1,582	Maintce Assnt	1,419	Maintce Assnt	1,434
Toll Collector	1,544	Calcultns Clerk 1	1,345	Gen Mechanic	1,349
Highway Equipment Operator	1,491	Gen Mechanic	1,305	Corr Sergeant	1,309
Civil Engineer 1	1,467	Corr Sergeant	1,288	Calcultns Clerk 1	1,300
Mental Hygiene Therapy Asst 2	1,340	Dev Assnt 2	1,129	Secy 2	1,136

The 20 most populous titles represent 44 percent of the State work force – a percentage that has remained constant over the past decade. The health care titles on this list represent 12.7 percent of the total work force.

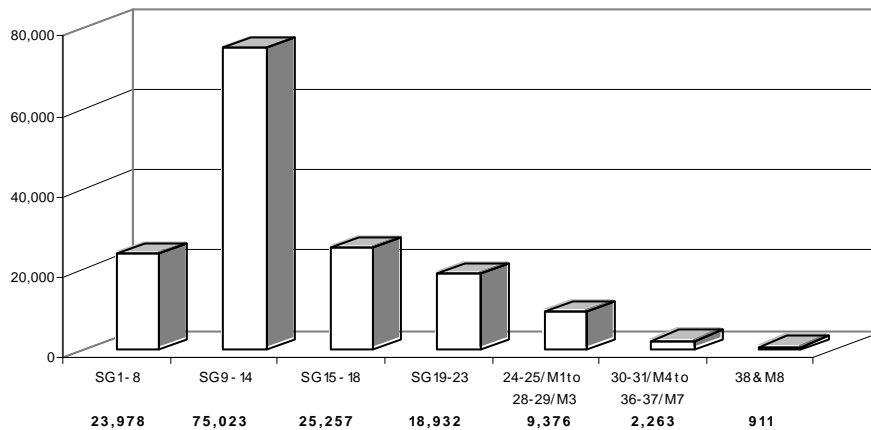
SALARY GRADE DISTRIBUTION

Salary Grades/Ranges	1991		2000		2001	
1 - 5	8,926	4.4%	4,668	2.7%	4,667	2.7%
6	22,507	11.2%	13,728	8.1%	13,038	7.6%
7 - 8	7,387	3.7%	6,351	3.7%	6,273	3.7%
9	32,736	16.3%	25,663	15.1%	25,536	14.9%
10 - 11	10,090	5.0%	8,993	5.3%	9,256	5.4%
12	9,292	4.6%	7,077	4.2%	6,934	4.0%
13	4,052	2.0%	3,553	2.1%	3,656	2.1%
14	27,445	13.7%	29,454	17.3%	29,641	17.3%
15 - 18	26,426	13.1%	24,861	14.6%	25,257	14.7%
19 - 23	20,051	10.0%	18,566	10.9%	18,932	11.0%
24 - 25 & M1	4,373	2.2%	4,826	2.8%	5,020	2.9%
26 - 27 & M2	3,172	1.6%	2,887	1.7%	2,967	1.7%
28 - 29 & M3	1,211	0.6%	1,363	0.8%	1,389	0.8%
30 - 31 & M4	1,169	0.6%	1,001	0.6%	1,015	0.6%
32 - 33 & M5	607	0.3%	394	0.2%	411	0.2%
34 - 35 & M6	908	0.5%	606	0.4%	609	0.4%
36 - 37 & M7	347	0.2%	223	0.1%	228	0.1%
38 & M8	1,503	0.7%	909	0.5%	911	0.5%
NS*	18,727	9.3%	15,296	9.0%	15,829	9.2%
OS**	67	0.0%	70	0.0%	72	0.0%
Total	200,996		170,489		171,641	

* Counts of employees in NS Trainee positions are reported in the salary grade of the associated journey level title.

** The count of OS positions does not include the OS positions in the State Police, court system employees or positions in the Unclassified Service. Most of the reported OS positions are Superintendents of Correctional Facilities.

January 2001



The work force declined by 15 percent between 1991 and 2001. During the same period, there was a significant shift in the salary grade distribution, particularly in the populous Grade 6 and Grade 9 categories, which had a 42 percent and 22 percent decline, respectively.

In 1991, Grades 1-13 represented 47.2 percent of the work force. In 2001, these grades represented a 40.4 percent of the work force - a decline of 6.8 percent. In 1991, Grades 14-23 represented 36.8 percent of the work force; in 2001, 43 percent – an increase of 6.2 percent. Grades 24 and above showed a small increase of 5 percent.

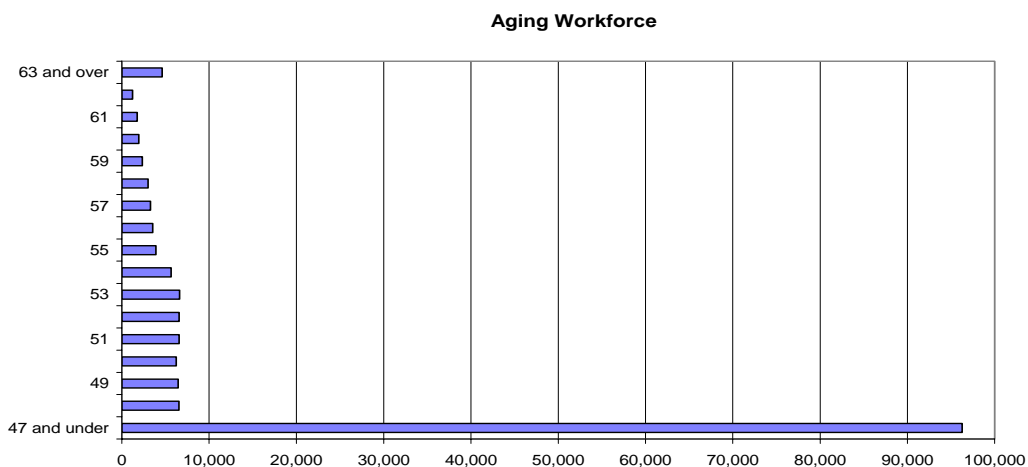
THE AGING WORK FORCE

The advancing age of the nation's work force has become a growing concern for employers in both the public and the private sectors. While New York State is not facing a devastating problem immediately, the demographic reality is that there will be a major shift in the work force throughout the next decade. In response to this situation, the Department of Civil Service and the Governor's Office of Employee Relations have entered into a partnership designed to provide information and assistance to all State agencies as they prepare their own specific response to these trends. This decentralized approach recognizes the differences among agencies, not least of which is the variety of occupations that they employ.

At the same time that agencies are addressing their specific titles, there are occupations suffering worker shortages, which will impact vital State services. The nationwide shortage of Nurses, for example, is having a major impact on several State agencies. A systemic response to this shortage must be found, and, again, the Governor's Office of Employee Relations and the Department of Civil Service are addressing this issue together.

- Of the 171,641 New York State employees, 162,636 are enrolled in the Employee Retirement System (ERS).
- In 2001, 4,053 employees retired. The average age at retirement over the past five years was 59.4 with an average length of service of 24.9 years. This "retirement profile" will be referred to on subsequent charts.

Aging Work Force – All Employees



Agencies: Employee Average Age and Average Length of Service (LOS) in January 2001

Agency	# EMPS	AVG AGE	AVG LOS
State Insurance Fund	2,757	46.43	13.96
Executive Chamber	197	37.63	6.41
Budget,Division of the	408	41.95	14.17
Parole,Division of	2,324	46.88	15.32
Alcoholic Beverage Control Board	198	48.24	17.78
Lieutenant Governor,Office of the	6	37.42	3.33
General Services, Office Of	2,304	47.06	16.54
Military&Naval Affairs,Div of	70	51.56	20.89
Housing & Comm Renewal,Div of	1,027	48.79	15.86
Human Rights, Division of	194	47.71	13.82
Technology,Office for	222	44.81	18.68
Technology Data Center,Office for	336	46.80	20.96
Consumer Protection Board	30	45.27	11.43
Employee Relations, Office Of	89	44.28	14.38
Veterans Affairs, Division Of	123	50.31	14.94
Prob&Corr Alternatives,Div of	32	47.01	17.24
Adirondack Park Agency	68	45.74	14.58
Real Property Services,Office of	473	46.31	18.08
Arts, Council On The	62	46.09	13.32
Aging, Office for the	155	51.60	19.17
Crime Victims Board	85	46.61	13.43
Criminal Justice Services, Div of	784	46.03	18.05
Racing And Wagering Board	177	47.83	9.74
Correction, Commission of	36	43.37	14.98
Elections, Board of	43	47.13	15.43
Advocate for Persons with Disabilities,Office of	19	46.37	16.66
Children and Families,Council on	20	44.34	10.83
Qual of Care Ment Disab,Com on	88	47.67	16.33
Prevnt of Domestic Violnce,Off of	33	43.77	10.92
Science Technology and Academic Research,Office of	22	40.53	3.81
Comptroller,Office of	2,331	45.58	17.49
Law, Department of	1,706	43.71	10.97
Med Fraud Contrl,Dep Att Gen for	289	45.25	13.28
Agriculture & Markets, Dept of	516	47.48	16.89
Banking, Department of	598	47.55	11.06
Housing Finance Agency	73	48.19	15.98
Civil Service, Department of	683	48.24	20.54
Public Employment Relations Brd	45	49.84	18.38
Environmental Conservatn,Dept of	4,314	45.37	16.03
Corrections	33,561	43.07	13.13
Education	3,315	48.08	17.13
Higher Education Services Corp	813	46.24	17.37
Teachers Retirement System	271	45.58	18.35
Health	6,193	46.82	15.37
Insurance, Department of	910	45.89	15.32
Workers Compensation Board	1,714	45.79	13.73
Labor, Department of	4,301	49.21	18.82
Public Service, Department of	594	48.01	19.92
Transportation	10,800	45.13	16.04
State, Department of	887	46.00	13.39

Agency	# EMPS	AVG AGE	AVG LOS
Lake George Park Comm	9	46.97	18.85
Tax Department	5,666	46.21	17.36
Lottery, Division of	322	46.78	12.83
Welfare Inspector Gen,Off of	10	39.88	4.46
Regulatory Reform,Office of	36	44.19	13.84
Labor Management Committee	49	47.33	16.32
Capital Defenders Office	74	39.35	4.40
Investigation,Commission of	24	48.59	11.18
State Inspector General,Off of	84	42.54	6.17
Ne Queens Nature & Hist Presrv	2	62.66	5.87
Financial Control Board For NYC	17	46.40	14.23
Economic Development, Dept of	248	47.22	14.94
Motor Vehicles, Department of	3,475	45.52	14.53
Children&Family Svcs,Off of	4,877	43.94	12.62
Temp&Disability Asst,Office of	2,584	48.70	17.43
SUNY	16,096	44.66	12.41
Parks and Recreation	3,065	43.02	12.25
OMH	19,168	48.10	17.13
OMRDD	23,862	44.94	15.25
ODAS	1,038	49.25	15.54
Bridge Authority	142	45.08	14.44
Thruway Authority	3,918	43.44	12.92
Canal Corporation	579	45.58	14.10
Total	171,641	45.40	14.89

**Classified Service Employees by age and Retirement Service credit as of January 1, 2001
Employee Retirement System (ERS) Members – All**

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
Under 25	2,274	1.40	2,256	1.39	18	0.01	0	0.00	0	0.00	0	0.00
25-34	19,887	12.23	10,514	6.46	5,772	3.55	3,601	2.21	0	0.00	0	0.00
35-44	51,073	31.40	8,103	4.98	7,929	4.88	29,343	18.04	5,697	3.50	1	0.00
45-54	61,715	37.95	4,921	3.03	5,106	3.14	20,853	12.82	24,010	14.76	6,825	4.20
55-64	21,735	13.36	1,473	0.91	1,927	1.18	7,981	4.91	6,717	4.13	3,637	2.24
65 & Over	2,394	1.47	161	0.10	348	0.21	927	0.57	582	0.36	376	0.23
Unknown Age	3,558	2.19	2,652	1.63	294	0.18	434	0.27	130	0.08	48	0.03
Total	162,636	100.00	30,080	18.50	21,394	13.15	63,139	38.82	37,136	22.83	10,887	6.69

**NYS Work force by Age and Length of Service –
All Employee Retirement Services (ERS) Members**

<u>Age</u>	<u>Total Number</u>	<u>Years of Service</u>																
		<u>0-24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>	<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40 & Over</u>
47.9 years and Under	91,272	88,612	849	719	565	402	83	35	4	1	2	0	0	0	0	0	0	0
48.0 - 48.9 years	6,396	4,920	257	272	252	281	199	180	29	4	0	2	0	0	0	0	0	0
49.0 - 49.9 years	6,315	4,487	255	366	292	274	187	254	163	28	7	2	0	0	0	0	0	0
50.0 - 50.9 years	6,098	4,000	248	316	350	300	199	271	228	153	30	1	2	0	0	0	0	0
51.0 - 51.9 years	6,436	3,886	237	311	350	385	255	285	284	235	179	19	5	3	2	0	0	0
52.0 - 52.9 years	6,436	3,752	202	275	284	323	292	412	255	254	246	118	18	3	0	2	0	0
53.0 - 53.9 years	6,478	3,542	210	260	278	315	247	386	357	275	270	199	116	14	4	4	1	0
54.0 - 54.9 years	5,518	3,058	155	226	182	230	183	318	292	317	197	172	123	51	8	5	0	1
55.0 - 55.9 years	3,798	2,396	111	127	113	144	117	161	125	162	120	96	70	31	18	6	1	0
56.0 - 56.9 years	3,419	2,280	96	129	119	84	84	112	86	110	114	81	40	28	24	26	5	1
57.0 - 57.9 years	3,153	2,131	83	107	106	82	44	101	82	68	85	89	63	30	33	32	10	7
58.0 - 58.9 years	2,897	2,034	73	96	91	58	51	78	65	50	72	71	49	40	20	21	19	9
59.0 - 59.9 years	2,220	1,585	65	85	59	48	33	61	40	50	30	42	27	33	20	15	9	18
60.0 - 60.9 years	1,846	1,383	58	70	46	41	18	42	26	20	26	20	18	20	19	14	8	17
61.0 - 61.9 years	1,669	1,223	51	60	58	35	21	39	24	25	22	17	21	18	15	12	16	12
62.0 - 62.9 years	1,175	909	21	33	28	19	28	19	21	21	17	9	8	10	3	5	7	17
63.0 years & Over	3,952	3,023	82	96	62	66	54	78	48	48	56	63	42	24	18	23	16	153
Unknown Age	3,558	3,463	13	12	14	4	4	10	8	9	11	5	0	2	0	1	1	1
Total	162,636	136,684	3,066	3,560	3,249	3,091	2,099	2,842	2,137	1,830	1,484	1,006	602	307	184	166	93	236

Only 1.7 percent of the ERS members meets the “retirement profile”, i.e., 59 years old with 24 or more years of service. Within the next five years, 10.9 percent, or 13,267, of ERS members will become 59. In that same period, 30,966 employees (19 percent) will reach age 55.

**NYS Work Force by Age and Length of Service –
Employee Retirement System (ERS) members enrolled in Tier 1**

<u>Age</u>	<u>Total Number</u>	<u>Years of Service</u>																
		<u>0-24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>	<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40 & Over</u>
47.9 years and Under	1,249	208	64	110	353	392	81	35	4	1	1	0	0	0	0	0	0	0
48.0 - 48.9 years	1,075	133	24	68	165	274	198	179	29	4	0	1	0	0	0	0	0	0
49.0 - 49.9 years	1,379	168	34	81	192	266	186	253	162	28	7	2	0	0	0	0	0	0
50.0 - 50.9 years	1,736	204	46	70	236	298	198	271	228	153	30	1	1	0	0	0	0	0
51.0 - 51.9 years	2,223	237	48	66	230	380	252	285	282	235	179	19	5	3	2	0	0	0
52.0 - 52.9 years	2,473	255	49	70	185	320	288	411	254	254	246	118	18	3	0	2	0	0
53.0 - 53.9 years	2,702	257	42	55	181	299	242	386	357	275	270	199	116	14	4	4	1	0
54.0 - 54.9 years	2,318	224	36	56	120	223	180	315	291	316	197	172	123	51	8	5	0	1
55.0 - 55.9 years	1,300	143	17	25	78	137	113	160	125	162	119	96	69	31	18	6	1	0
56.0 - 56.9 years	1,007	133	18	18	53	81	82	111	85	109	112	81	40	28	24	26	5	1
57.0 - 57.9 years	952	140	14	23	59	78	42	97	82	68	85	89	63	30	33	32	10	7
58.0 - 58.9 years	796	124	15	20	50	55	43	74	64	50	72	71	49	40	20	21	19	9
59.0 - 59.9 years	560	76	10	20	39	46	27	59	40	49	30	42	27	33	20	15	9	18
60.0 - 60.9 years	389	68	12	8	19	38	18	40	26	20	25	20	18	19	19	14	8	17
61.0 - 61.9 years	357	53	10	7	21	31	20	36	23	23	22	17	21	18	15	12	16	12
62.0 - 62.9 years	251	44	4	9	15	17	25	19	21	21	17	9	8	10	3	5	7	17
63.0 years & Over	826	98	11	7	36	61	49	75	48	47	55	63	42	24	18	23	16	153
Unknown Age	114	45	2	2	10	3	4	10	8	9	11	5	0	2	0	1	1	1
Total	21,707	2,610	456	715	2,042	2,999	2,048	2,816	2,129	1,824	1,478	1,005	600	306	184	166	93	236

To qualify for Tier 1, employees must have enrolled prior to July 1, 1973. (Tier 1 employees with fewer than 27 years of service credit may have missed accruing service credit while on leave of absence; worked part-time and accrued prorated service credit, or otherwise not accrued service credit for the entire span of years between 1973 and 2000). By definition, Tier 1 employees are closest to retirement age and have the most years of service credit and are, therefore, most likely to retire within the next few years.

- Tier 1 employees with 10 years of service may retire at age 55.
- The percentage of the enrolled classified service work force in Tier 1 is 13.3 percent.
- There are 2,044 Tier 1 employees (1.26 percent) that currently meet the retirement profile and are most likely to retire in the next year or so.
- There are 6,438 or 30 percent of Tier 1 employees 55 or older.
- In the next five years, 53 percent (11,452) will become 55.

**NYS Work Force by Age and length of Service –
Employee Retirement System (ERS) Members Enrolled in Tier 2**

<u>Age</u>	<u>Total Number</u>	<u>Years of Service</u>																
		<u>0-24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>	<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40 & Over</u>
47.9 years and Under	3,708	2,103	774	607	212	10	2	0	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	973	446	228	204	86	7	1	0	0	0	0	1	0	0	0	0	0	0
49.0 - 49.9 years	1,012	399	220	283	100	8	0	1	1	0	0	0	0	0	0	0	0	0
50.0 - 50.9 years	892	334	197	243	114	2	1	0	0	0	0	0	1	0	0	0	0	0
51.0 - 51.9 years	801	242	185	245	120	5	2	0	2	0	0	0	0	0	0	0	0	0
52.0 - 52.9 years	681	230	145	201	98	3	3	1	0	0	0	0	0	0	0	0	0	0
53.0 - 53.9 years	694	217	164	205	92	12	4	0	0	0	0	0	0	0	0	0	0	0
54.0 - 54.9 years	510	159	110	169	61	6	2	2	0	1	0	0	0	0	0	0	0	0
55.0 - 55.9 years	343	111	89	99	34	5	2	1	0	0	1	0	1	0	0	0	0	0
56.0 - 56.9 years	355	103	72	107	65	3	1	1	0	1	2	0	0	0	0	0	0	0
57.0 - 57.9 years	303	103	66	81	45	3	2	3	0	0	0	0	0	0	0	0	0	0
58.0 - 58.9 years	244	72	50	72	37	3	8	1	1	0	0	0	0	0	0	0	0	0
59.0 - 59.9 years	195	52	51	65	19	2	3	2	0	1	0	0	0	0	0	0	0	0
60.0 - 60.9 years	194	62	43	61	22	3	0	1	0	0	1	0	0	1	0	0	0	0
61.0 - 61.9 years	186	53	40	50	36	1	1	3	1	1	0	0	0	0	0	0	0	0
62.0 - 62.9 years	103	48	15	24	13	2	1	0	0	0	0	0	0	0	0	0	0	0
63.0 years & Over	298	116	62	87	24	2	4	2	0	0	1	0	0	0	0	0	0	0
Unknown Age	61	35	11	10	4	1	0	0	0	0	0	0	0	0	0	0	0	0
Total	11,553	4,885	2,522	2,813	1,182	78	37	18	5	4	5	1	2	1	0	0	0	0

Tier 2 employees may retire without penalty at age 55 with 30 years of service. To qualify for Tier 2, employees must have enrolled after July 1, 1973, and through July 26, 1976.

- There are 11,553 (6.7 percent) enrolled employees in Tier 2.
- There are 645 (5.6 percent) Tier 2 employees that currently meet the retirement profile and are most likely to retire in the next year or so.
- There are 2,221 (19 percent) tier 2 employees 55 or older.
- In the next five years, 31 percent (3,578) will become 55.

**NYS Work force by Age and Length of Service –
Employee Retirement System (ERS) Members Enrolled in Tiers 3 and 4**

<u>Age</u>	<u>Total Number</u>	<u>Years of Service</u>																
		<u>0-24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>	<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40 & Over</u>
47.9 years and Under	86,315	86,301	11	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0
48.0 - 48.9 years	4,348	4,341	5	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	3,924	3,920	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
50.0 - 50.9 years	3,470	3,462	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
51.0 - 51.9 years	3,412	3,407	4	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
52.0 - 52.9 years	3,282	3,267	8	4	1	0	1	0	1	0	0	0	0	0	0	0	0	0
53.0 - 53.9 years	3,082	3,068	4	0	5	4	1	0	0	0	0	0	0	0	0	0	0	0
54.0 - 54.9 years	2,690	2,675	9	1	1	1	1	1	1	0	0	0	0	0	0	0	0	0
55.0 - 55.9 years	2,155	2,142	5	3	1	2	2	0	0	0	0	0	0	0	0	0	0	0
56.0 - 56.9 years	2,057	2,044	6	4	1	0	1	0	1	0	0	0	0	0	0	0	0	0
57.0 - 57.9 years	1,898	1,888	3	3	2	1	0	1	0	0	0	0	0	0	0	0	0	0
58.0 - 58.9 years	1,857	1,838	8	4	4	0	0	3	0	0	0	0	0	0	0	0	0	0
59.0 - 59.9 years	1,465	1,457	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
60.0 - 60.9 years	1,263	1,253	3	1	5	0	0	1	0	0	0	0	0	0	0	0	0	0
61.0 - 61.9 years	1,126	1,117	1	3	1	3	0	0	0	1	0	0	0	0	0	0	0	0
62.0 - 62.9 years	821	817	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
63.0 years & Over	2,828	2,809	9	2	2	3	1	1	0	1	0	0	0	0	0	0	0	0
Unknown Age	3,383	3,383	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	129,376	129,189	88	32	25	14	14	8	3	2	1	0	0	0	0	0	0	0

Tiers 3 and 4 include employees enrolled in the Retirement System on or after July 27, 1976. Eligibility for retirement without penalty requires 30 years of service and attainment of age 55.

- Seventy-five percent of the enrolled classified service work force are in Tier 3 or Tier 4.
- Only a small number of Tier 3/4 employees will be eligible to retire with full benefits in the next five years.
- Within the next five years, 25 percent of these employees will be 55 years or older.

**NYS Work Force by Age and Length of Service –
Employee Retirement System (ERS) members in the NYC Metropolitan Area**

<u>Age</u>	<u>Total Number</u>	<u>Years of Service</u>																
		<u>0-24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>	<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40 & Over</u>
47.9 years and Under	23,075	22,448	200	167	128	96	20	13	1	0	2	0	0	0	0	0	0	0
48.0 - 48.9 years	1,723	1,364	66	66	49	80	48	39	11	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	1,692	1,316	58	78	64	60	43	38	23	9	2	1	0	0	0	0	0	0
50.0 - 50.9 years	1,702	1,204	64	85	88	74	43	57	47	28	11	1	0	0	0	0	0	0
51.0 - 51.9 years	1,723	1,171	68	82	86	79	51	65	55	37	20	7	1	1	0	0	0	0
52.0 - 52.9 years	1,710	1,102	54	72	87	79	70	82	59	44	33	20	7	1	0	0	0	0
53.0 - 53.9 years	1,817	1,110	52	71	79	81	72	118	72	57	42	38	19	1	1	3	1	0
54.0 - 54.9 years	1,582	983	48	67	52	67	47	70	77	71	28	38	18	10	4	1	0	1
55.0 - 55.9 years	1,208	814	37	40	55	43	43	36	32	32	27	24	10	8	4	3	0	0
56.0 - 56.9 years	1,166	824	39	46	43	24	36	27	24	30	30	17	9	5	4	6	2	0
57.0 - 57.9 years	1,093	777	33	36	32	28	18	25	33	21	20	30	13	9	7	8	2	1
58.0 - 58.9 years	1,037	769	23	41	38	16	16	25	23	10	15	18	9	9	7	7	6	5
59.0 - 59.9 years	791	575	28	34	19	19	10	23	14	14	10	14	11	10	2	3	2	3
60.0 - 60.9 years	676	525	21	24	21	15	5	16	9	5	9	4	5	4	5	5	0	3
61.0 - 61.9 years	677	496	25	26	32	17	13	10	7	7	8	6	12	3	6	3	4	2
62.0 - 62.9 years	519	395	10	20	13	10	12	9	10	9	6	3	4	3	2	3	3	7
63.0 years & Over	1,965	1,480	52	55	38	38	26	46	21	23	29	34	23	13	12	12	5	58
Unknown Age	1,206	1,133	11	9	12	4	4	9	6	6	6	4	0	1	0	0	1	0
Total	45,362	38,486	889	1,019	936	830	577	708	524	403	298	259	141	78	54	54	26	80

These figures for the NYC metropolitan area include all retirement tiers.

- Employees under the age 47.9 represent 51 percent.
- Nineteen percent are between the ages of 50 and 55.
- Twenty-one percent are over the age of 55.

**NYS Work Force by Age and length of Service –
Employee Retirement System (ERS) Members Outside the NYC Metropolitan Area**

<u>Age</u>	<u>Total</u>	<u>Years of Service</u>																
	<u>Number</u>	<u>0-24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>	<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40 & Over</u>
47.9 years and Under	68,197	66,164	649	552	437	306	63	22	3	1	0	0	0	0	0	0	0	0
48.0 - 48.9 years	4,673	3,556	191	206	203	201	151	141	18	4	0	2	0	0	0	0	0	0
49.0 - 49.9 years	4,623	3,171	197	288	228	214	144	216	140	19	5	1	0	0	0	0	0	0
50.0 - 50.9 years	4,396	2,796	184	231	262	226	156	214	181	125	19	0	2	0	0	0	0	0
51.0 - 51.9 years	4,713	2,715	169	229	264	306	204	220	229	198	159	12	4	2	2	0	0	0
52.0 - 52.9 years	4,726	2,650	148	203	197	244	222	330	196	210	213	98	11	2	0	2	0	0
53.0 - 53.9 years	4,661	2,432	158	189	199	234	175	268	285	218	228	161	97	13	3	1	0	0
54.0 - 54.9 years	3,936	2,075	107	159	130	163	136	248	215	246	169	134	105	41	4	4	0	0
55.0 - 55.9 years	2,590	1,582	74	87	58	101	74	125	93	130	93	72	60	23	14	3	1	0
56.0 - 56.9 years	2,253	1,456	57	83	76	60	48	85	62	80	84	64	31	23	20	20	3	1
57.0 - 57.9 years	2,060	1,354	50	71	74	54	26	76	49	47	65	59	50	21	26	24	8	6
58.0 - 58.9 years	1,860	1,265	50	55	53	42	35	53	42	40	57	53	40	31	13	14	13	4
59.0 - 59.9 years	1,429	1,010	37	51	40	29	23	38	26	36	20	28	16	23	18	12	7	15
60.0 - 60.9 years	1,170	858	37	46	25	26	13	26	17	15	17	16	13	16	14	9	8	14
61.0 - 61.9 years	992	727	26	34	26	18	8	29	17	18	14	11	9	15	9	9	12	10
62.0 - 62.9 years	656	514	11	13	15	9	16	10	11	12	11	6	4	7	1	2	4	10
63.0 years & Over	1,987	1,543	30	41	24	28	28	32	27	25	27	29	19	11	6	11	11	95
Unknown Age	2,352	2,330	2	3	2	0	0	1	2	3	5	1	0	1	0	1	0	1
Total	117,274	98,198	2,177	2,541	2,313	2,261	1,522	2,134	1,613	1,427	1,186	747	461	229	130	112	67	156

These figures for New York State outside of the NYC Metropolitan area include all retirement tiers.

- Fifty-eight percent of employees are under age 47.9.
- Nineteen percent are between the ages of 50 and 55.
- Thirteen percent are over the age of 55.

FIVE OCCUPATIONAL GROUPS CRITICAL TO THE NEW YORK STATE WORK FORCE

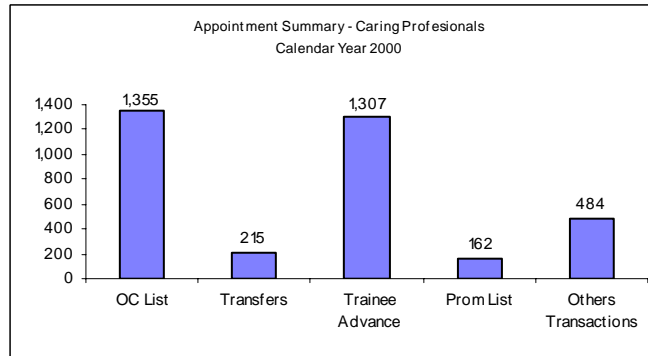
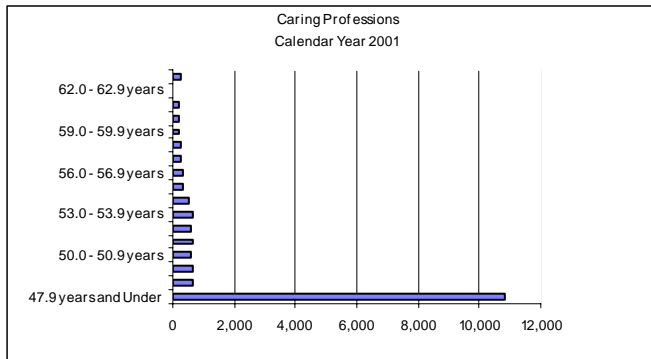
This section provides information about age, length of service, and appointment activity among five occupational categories we have chosen as particularly crucial to the state public service: Nursing Professions, Caring Professions, Public Safety, Information Technology and Managerial-Confidential.

- **Nursing Professions** include licensed and professional nursing titles.
- **Caring Professions** include direct care titles (which are not nursing professionals) that usually serve in institutional settings. Representative titles would be Developmental Aide, Mental Hygiene Therapy Aide and Developmental Assistant.
- **Public Safety** titles include peace officers; the bulk of positions in this category serve as Correction Officers and Correction Sergeants.
- **Information Technology** titles include Computer Programmers, Computer Operators and Computer Programmer Analysts.
- **Managerial-Confidential** titles include agency executives (including appointed positions), managers and supervisors. We do not include all titles designated Management-Confidential in the State Title and Salary Plan. Rather, we define this category at first-level supervisor and above (generally, SG-23 and above).

We summarized the data for each with a table providing age and retirement service credit, a bar chart to help visualize relative ages of employees in this group and a second bar chart representing appointment activity for calendar year 2000.

**Classified Service Employees by Age and Retirement Service Credit as of January 1, 2001
ERS members – Nursing Professions**

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
Under 25	214	2.13	213	2.12	1	0.01	0	0.00	0	0.00	0	0.00
25-34	1,335	13.29	875	8.71	366	3.64	94	0.94	0	0.00	0	0.00
35-44	2,880	28.68	955	9.51	633	6.30	1,107	11.02	185	1.84	0	0.00
45-54	3,552	35.37	596	5.93	540	5.38	1,234	12.29	918	9.14	264	2.63
55-64	1,410	14.04	140	1.39	208	2.07	619	6.16	357	3.55	86	0.86
65 & Over	94	0.94	6	0.06	26	0.26	40	0.40	16	0.16	6	0.06
Unknown Age	558	5.56	268	2.67	90	0.90	150	1.49	41	0.41	9	0.09
Total	10,043	100.00	3,053	30.40	1,864	18.56	3,244	32.30	1,517	15.11	365	3.63



Fifty percent of Nurses are over the age of 45. Fifteen percent are 55 or older.

The number of appointments indicates a high level of turnover, which is part of a national trend in this profession.

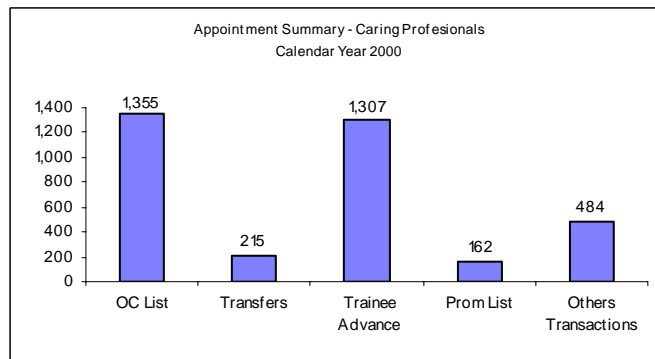
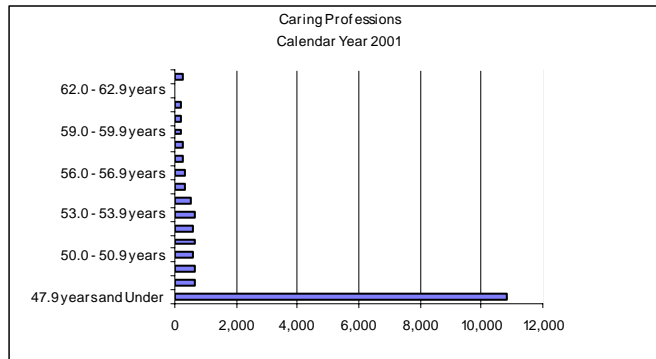
The categories of "other appointments" includes temporary appointments, permanent appointments to other-than-competitive class positions, etc.

**Classified Service Employees by Age and Retirement Service Credit as of January 1, 2001
ERS Members – Nursing Professions**

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
47.9 years and Under	5,488	5,404	34	22	13	11	1	3	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	370	310	6	12	15	16	5	6	0	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	367	299	8	9	14	11	11	7	7	1	0	0	0	0	0	0	0	0
50.0 - 50.9 years	351	275	14	8	6	10	7	15	9	6	1	0	0	0	0	0	0	0
51.0 - 51.9 years	328	232	9	6	14	13	12	11	6	13	10	1	0	1	0	0	0	0
52.0 - 52.9 years	379	284	8	7	7	10	11	11	13	9	13	5	0	1	0	0	0	0
53.0 - 53.9 years	382	270	3	9	10	16	10	11	12	12	15	8	6	0	0	0	0	0
54.0 - 54.9 years	316	238	5	8	6	4	4	7	8	12	6	2	11	5	0	0	0	0
55.0 - 55.9 years	219	181	6	2	4	2	3	4	3	4	3	5	2	0	0	0	0	0
56.0 - 56.9 years	213	175	9	3	3	1	0	4	2	3	5	2	5	1	0	0	0	0
57.0 - 57.9 years	213	183	3	5	3	4	0	2	1	2	0	2	1	1	3	1	1	1
58.0 - 58.9 years	204	187	6	2	3	2	2	0	1	1	0	0	0	0	0	0	0	0
59.0 - 59.9 years	160	144	2	1	2	3	0	2	3	2	0	0	0	1	0	0	0	0
60.0 - 60.9 years	108	91	2	4	2	2	0	1	2	1	2	1	0	0	0	0	0	0
61.0 - 61.9 years	114	98	3	4	3	3	0	0	0	2	0	0	1	0	0	0	0	0
62.0 - 62.9 years	81	68	3	1	1	0	2	0	3	1	1	0	0	0	0	0	0	1
63.0 years & Over	192	166	5	2	6	4	1	1	1	1	0	2	0	0	0	2	0	1
Unknown Age	558	531	8	3	3	1	3	0	3	2	3	1	0	0	0	0	0	0
Total	10,043	9,136	134	108	115	113	72	85	74	72	59	29	26	10	3	3	1	3

**Classified Service Employees by age and Retirement Service Credit as of January 1, 2001
ERS Members – Caring Professionals**

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
Under 25	483	2.75	479	2.73	4	0.02	0	0.00	0	0.00	0	0.00
25-34	2,572	14.66	1,391	7.93	695	3.96	486	2.77	0	0.00	0	0.00
35-44	5,844	33.32	1,040	5.93	861	4.91	3,165	18.04	778	4.44	0	0.00
45-54	6,233	35.54	442	2.52	483	2.75	2,225	12.69	2,269	12.94	814	4.64
55-64	2,058	11.73	82	0.47	181	1.03	905	5.16	666	3.80	224	1.28
65 & Over	142	0.81	9	0.05	20	0.11	70	0.40	30	0.17	13	0.07
Unknown Age	208	1.19	191	1.09	6	0.03	3	0.02	3	0.02	5	0.03
Total	17,540	100.00	3,634	20.72	2,250	12.83	6,854	39.08	3,746	21.36	1,056	6.02



Forty-eight percent of the employees in these job titles are 45 years or older.

Most appointments to these positions are from outside the State service, primarily open competitive appointments.

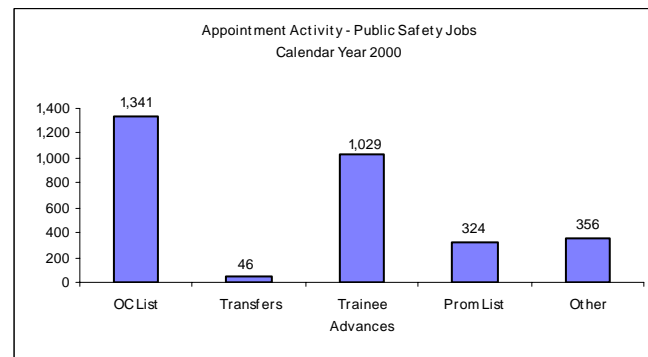
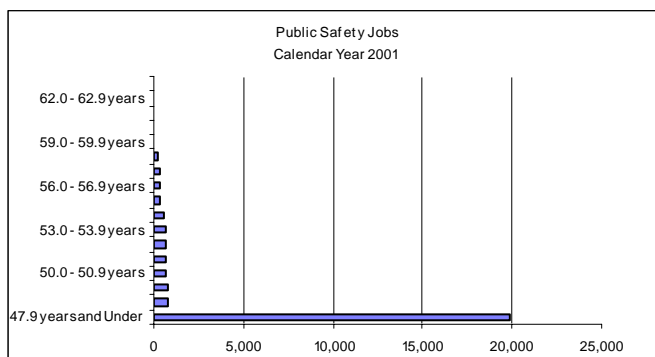
The number of appointments from these sources indicates substantial turnover among positions in this field, as there has been no corresponding increase in the total number of positions in the last year. "Other Appointments" include temporary appointments, permanent appointments to other-than-competitive positions. etc.

**Classified Service Employees by Age and Retirement Service Credit as of January 1, 2001
ERS Members – Caring Professionals**

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
47.9 years and Under	10,857	10,448	140	107	67	74	13	6	1	0	1	0	0	0	0	0	0	0
48.0 - 48.9 years	671	486	25	38	25	39	32	16	9	1	0	0	0	0	0	0	0	0
49.0 - 49.9 years	635	417	30	28	26	40	33	38	16	5	1	1	0	0	0	0	0	0
50.0 - 50.9 years	602	394	17	17	22	26	27	48	37	11	2	0	1	0	0	0	0	0
51.0 - 51.9 years	624	362	15	32	20	35	17	41	50	33	18	0	0	1	0	0	0	0
52.0 - 52.9 years	575	343	21	18	16	21	18	24	36	40	30	6	0	2	0	0	0	0
53.0 - 53.9 years	641	358	13	19	18	27	20	37	44	38	34	24	6	2	1	0	0	0
54.0 - 54.9 years	527	302	17	18	6	17	14	32	32	26	27	24	8	1	1	2	0	0
55.0 - 55.9 years	356	250	15	7	4	7	7	14	13	13	6	6	10	3	0	0	1	0
56.0 - 56.9 years	340	256	13	13	12	4	6	6	9	4	9	5	1	1	1	0	0	0
57.0 - 57.9 years	275	207	4	11	13	6	3	5	6	3	4	3	6	2	1	0	1	0
58.0 - 58.9 years	276	220	4	8	8	9	1	8	5	2	2	3	2	1	3	0	0	0
59.0 - 59.9 years	208	153	13	9	4	4	2	5	5	3	3	3	0	4	0	0	0	0
60.0 - 60.9 years	201	168	4	6	7	4	1	4	0	1	2	0	0	1	2	0	0	1
61.0 - 61.9 years	170	142	4	3	5	4	1	3	1	1	3	0	1	1	1	0	0	0
62.0 - 62.9 years	97	71	2	7	3	2	2	3	2	0	2	0	0	0	2	0	0	1
63.0 years & Over	277	233	4	8	4	3	2	7	1	1	2	2	2	0	1	2	1	4
Unknown Age	208	203	0	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0
Total	17,540	15,013	341	349	260	322	199	298	267	183	149	77	37	19	13	4	3	6

**Classified Service Employees by age and Retirement Service Credit as of January 1, 2001
ERS Members – Public Safety**

Age	Total		Years of Service									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
Under 25	433	1.62	433	1.62	0	0.00	0	0.00	0	0.00	0	0.00
25-34	5,403	20.22	2,884	10.79	1,534	5.74	985	3.69	0	0.00	0	0.00
35-44	11,372	42.56	932	3.49	1,316	4.92	8,572	32.08	552	2.07	0	0.00
45-54	7,437	27.83	249	0.93	389	1.46	3,797	14.21	2,626	9.83	376	1.41
55-64	1,742	6.52	50	0.19	63	0.24	764	2.86	489	1.83	376	1.41
65 & Over	73	0.27	4	0.01	4	0.01	37	0.14	8	0.03	20	0.07
Unknown Age	262	0.98	198	0.74	25	0.09	33	0.12	6	0.02	0	0.00
Total	26,722	100.00	4,750	17.78	3,331	12.47	14,188	53.09	3,681	13.78	772	2.89



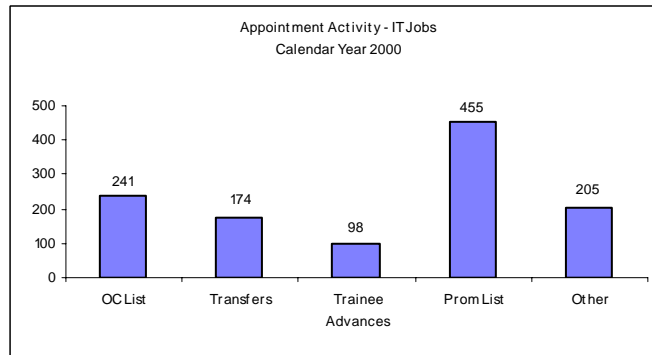
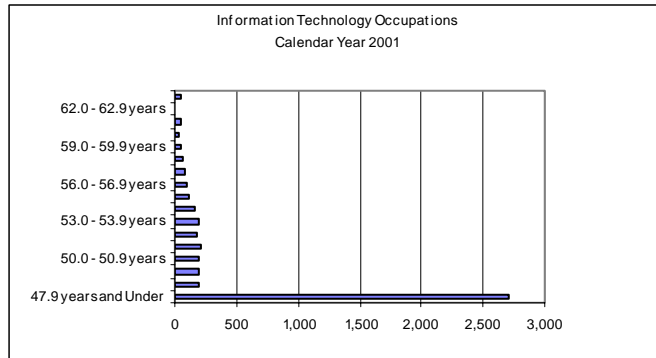
Public Safety jobs include Correction Officers and Sergeants, which together comprise over 80 percent of this category. As the table and the first graph above indicate, 64 percent of this population is under the age of 45. The second graph indicates that the greatest source for positions in this category is from outside State service, through open competitive examination. (Trainees who advance into Correction Officer positions are recruited through OC examination). "Other Appointments" include temporary appointments, permanent appointments to other-than-competitive class positions, etc.

**Classified Service Employees by Age and Retirement Service Credit as of January 1, 2001
ERS Members – Public Safety Jobs**

Age	Total Number	Years of Service																
		0-24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40 & Over
47.9 years and Under	19,863	19,679	70	54	32	24	2	1	1	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	808	694	26	29	24	18	9	8	0	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	822	666	28	48	17	29	11	12	9	0	2	0	0	0	0	0	0	0
50.0 - 50.9 years	694	532	26	35	32	29	12	11	10	6	1	0	0	0	0	0	0	0
51.0 - 51.9 years	639	459	27	32	19	41	30	14	8	6	2	1	0	0	0	0	0	0
52.0 - 52.9 years	640	425	17	30	31	36	26	42	14	8	8	2	1	0	0	0	0	0
53.0 - 53.9 years	663	425	17	30	25	33	32	37	30	22	4	2	4	1	1	0	0	0
54.0 - 54.9 years	516	312	10	31	12	23	20	41	25	24	11	3	2	0	0	1	0	1
55.0 - 55.9 years	360	222	7	14	16	15	17	18	14	19	11	3	3	1	0	0	0	0
56.0 - 56.9 years	301	200	7	9	7	6	20	7	8	15	12	5	2	2	0	1	0	0
57.0 - 57.9 years	295	185	6	8	15	7	5	13	15	10	14	9	3	2	1	2	0	0
58.0 - 58.9 years	217	131	6	7	3	4	13	9	7	11	7	8	7	4	0	0	0	0
59.0 - 59.9 years	164	109	3	2	7	2	3	5	7	12	3	1	2	3	2	2	0	1
60.0 - 60.9 years	155	98	4	4	3	4	3	8	7	3	8	3	2	3	2	0	1	2
61.0 - 61.9 years	105	67	4	0	4	3	2	2	0	6	3	2	3	4	2	0	2	1
62.0 - 62.9 years	74	50	0	0	3	0	3	2	1	4	4	1	1	3	0	0	1	1
63.0 years & Over	144	101	3	0	1	2	4	6	6	2	2	3	1	3	1	0	2	7
Unknown Age	262	261	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	26,722	24,616	261	334	251	276	212	236	162	148	92	43	31	26	9	6	6	13

**Classified Service Employees by age and Retirement Service Credit as of January 1, 2001
ERS Members – Information Technology**

Age	Total		-----Years of Service-----									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
Under 25	51	1.08	51	1.08	0	0.00	0	0.00	0	0.00	0	0.00
25-34	451	9.51	194	4.09	132	2.78	125	2.63	0	0.00	0	0.00
35-44	1,643	34.63	188	3.96	165	3.48	963	20.30	327	6.89	0	0.00
45-54	1,895	39.95	128	2.70	107	2.26	461	9.72	896	18.89	303	6.39
55-64	515	10.86	35	0.74	31	0.65	157	3.31	167	3.52	125	2.63
65 & Over	33	0.70	2	0.04	6	0.13	11	0.23	7	0.15	7	0.15
Unknown Age	156	3.29	131	2.76	6	0.13	16	0.34	3	0.06	0	0.00
Total	4,744	100.00	729	15.37	447	9.42	1,733	36.53	1,400	29.51	435	9.17



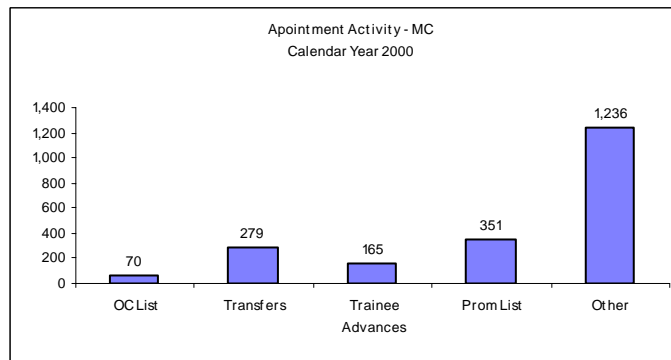
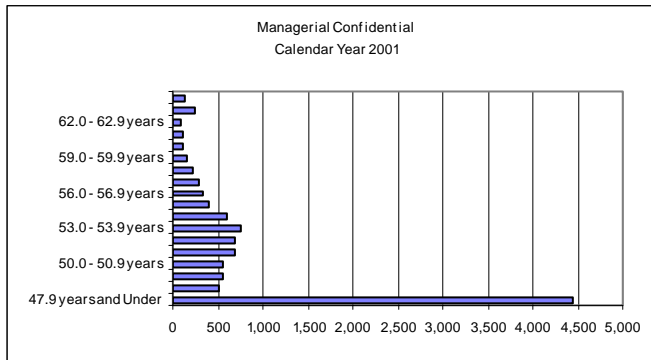
Like most governmental entities, New York State’s IT work force is older than the comparable private sector work force. Fifty-one percent of New York State’s IT work force is age 45 or older. Twelve percent are 55 or older. The majority of appointments to this field result from internal promotions. “Other Appointments” include temporary appointments, permanent appointments to other-than-competitive class positions, etc.

**Classified Service Employees by Age and Retirement Service Credit as of January 1, 2001
ERS Members – Information Technology**

<u>Age</u>	<u>Total Number</u>	<u>Years of Service</u>																
		<u>0-24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30</u>	<u>31</u>	<u>32</u>	<u>33</u>	<u>34</u>	<u>35</u>	<u>36</u>	<u>37</u>	<u>38</u>	<u>39</u>	<u>40 & Over</u>
47.9 years and Under	2,708	2,585	47	31	25	16	4	0	0	0	0	0	0	0	0	0	0	0
48.0 - 48.9 years	192	131	11	11	9	11	10	9	0	0	0	0	0	0	0	0	0	0
49.0 - 49.9 years	196	118	9	16	14	7	11	17	3	1	0	0	0	0	0	0	0	0
50.0 - 50.9 years	199	103	8	23	11	9	14	14	10	5	2	0	0	0	0	0	0	0
51.0 - 51.9 years	213	101	14	11	13	14	6	18	13	10	11	2	0	0	0	0	0	0
52.0 - 52.9 years	182	74	9	13	13	7	9	13	10	10	18	5	1	0	0	0	0	0
53.0 - 53.9 years	188	80	7	11	11	11	3	8	15	11	12	10	6	2	1	0	0	0
54.0 - 54.9 years	162	73	4	2	7	4	6	15	13	10	10	12	5	1	0	0	0	0
55.0 - 55.9 years	118	67	3	6	1	4	1	6	6	6	2	5	7	2	2	0	0	0
56.0 - 56.9 years	91	54	3	2	3	0	3	6	5	3	3	4	1	2	1	1	0	0
57.0 - 57.9 years	83	47	4	4	5	1	1	5	2	1	3	4	2	2	1	0	0	1
58.0 - 58.9 years	64	48	1	2	2	0	0	0	2	1	2	1	0	0	2	0	2	1
59.0 - 59.9 years	44	34	0	2	1	1	0	2	2	2	0	0	0	0	0	0	0	0
60.0 - 60.9 years	35	23	0	0	1	1	1	2	0	1	1	0	1	1	1	1	0	1
61.0 - 61.9 years	41	27	2	0	2	1	1	1	1	1	0	0	1	0	2	0	0	2
62.0 - 62.9 years	16	11	1	1	0	0	0	0	0	1	0	1	1	0	0	0	0	0
63.0 years & Over	56	41	2	0	0	1	0	2	0	0	1	1	2	0	0	0	2	4
Unknown Age	156	156	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	4,744	3,773	125	135	118	88	70	118	82	63	65	45	27	10	10	2	4	9

**Classified Service Employees by age and Retirement Service Credit as of January 1, 2001
ERS Members – MC Employees, Grade 18 and Above**

Age	Total		-----Years of Service-----									
	Number	Percent	0 - 4	Percent	5 - 9	Percent	10 - 19	Percent	20 - 29	Percent	30 & Over	Percent
Under 25	58	0.53	58	0.53	0	0.00	0	0.00	0	0.00	0	0.00
25-34	766	7.05	420	3.87	233	2.14	113	1.04	0	0.00	0	0.00
35-44	2,321	21.36	328	3.02	298	2.74	1,264	11.63	431	3.97	0	0.00
45-54	5,612	51.65	232	2.14	214	1.97	1,061	9.77	3,081	28.36	1,024	9.42
55-64	1,805	16.61	99	0.91	77	0.71	311	2.86	679	6.25	639	5.88
65 & Over	172	1.58	15	0.14	19	0.17	32	0.29	50	0.46	56	0.52
Unknown Age	131	1.21	94	0.87	19	0.17	13	0.12	4	0.04	1	0.01
Total	10,865	100.00	1,246	11.47	860	7.92	2,794	25.72	4,245	39.07	1,720	15.83



This chart represents the full progression of managerial titles from the Grade 18 (attained after the completion of an entry-level traineeship) to the M-8 (the highest level in the Classified Service). In a system designed for “promotion from within,” it is not unexpected that the incumbents of managerial positions would, on average, be older than the rest of the employee population. Nor is it unexpected that the largest amount of appointment activity is internal movement rather than open competitive appointments from outside State service. Even with this understanding of the State’s system, the composition of the

managerial/confidential (M/C) ranks is indicative of the emerging problem related to the mass retirements of baby boomers. Seventy percent of the M/C work force is already 45 years or older. Eighteen percent have already attained the age of 55. In the 55 and over age group, 6.4 percent have the service credit required for full retirement benefits and in the over 45 age group, 9.2 percent already have those credits.

AGENCY INFORMATION

Introduction

This section provides more detailed information on each agency's work force. The following is a brief description of each data category.

Jurisdictional Classification	The number of Classified Service employees serving in Competitive, Non-Competitive, Exempt and labor Class positions. Individuals serving in the Unclassified Service are not included in this count.
Employee Status	The number of Competitive Class employees whose current status in their position is permanent, temporary or provisional.
Gender	The number of men and women serving in the agency. This count includes both Classified and Unclassified Service employees.
Average Age	The average age of the agency's employees.
Ethnicity	The number of employees serving in the agency who have identified their ethnic background. This count includes both Classified and Unclassified Service employees. Employees who have not identified their ethnic background are reported as unknowns.
Federal Occupational Categories (FOC)	The number of classified and Unclassified Service employees serving in positions assigned to the various FOCs. In a few cases, a position may not yet have been assigned to the various FOCs.
Employee Representation	The number of employees serving in positions represented by the main bargaining organizations or in positions designated as management/confidential (M/C).
Most Populous Titles	Depending on the size of the agency, identifies up to ten titles having the most employees.
Top Titles with Part-Time Employees	Those titles having the most part-time employees. Depending on the number of agency employees working part-time, information may be provided on one or more titles.
Top Titles with Provisions Employees	Depending on the size of the agency, identifies up to ten titles having the greatest number of employees serving on a provisional basis.
Note: Due to differing methodologies, there may be minor discrepancies between data in the Statistical Overview and the Agency Profiles. The Statistical Overview reflects the most recent data available.	