

# Fund Our Future and Build a Thriving New York:

An Action Plan for Investing in Public Infrastructure,  
Services, and Workforce



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# Executive Summary

There are approximately 150,000 Executive Branch employees in the civil service, including employees of certain authorities and corporations, who deliver critical public services to the state's 20 million residents daily. (This excludes Office of Court Administration employees, and teachers and professional staff at the State University of New York). These state employees are integral to the functioning of our state and help it to move forward. It is no understatement to say that state operations would grind to a halt without these workers -- imagine what New York would be like without the nurses and other medical professionals who take care of our aging veterans, the occupational and vocational therapists who help our children, the transportation engineers who keep our roads and bridges from collapsing, the construction managers who keep our buildings standing, the motor vehicle inspectors who make sure our cars are safe, the computer programmers who help us process information, the parole officers and public safety officers who keep our neighborhoods safe, the administrators who process child-support, retirement, and unemployment payments, and so many others. However, their ability to deliver services to their fellow New Yorkers is continuously threatened as a result of our state leaders' long-time practice of taking funding from state agencies and redirecting it to private contractors and consultants.

Every year, thousands of consultants are employed by private sector contractors to perform work for New York State agencies. And every year, those consultants work millions of hours and cost New York taxpayers hundreds of millions of dollars -- often doing work that is no different than the jobs performed by state employees. Almost always, the cost of the consultants is much greater than the cost of comparable state employees. While contracting out has been promoted by state leaders as an effective way to accomplish short-term, specialized work, the reality is that many contracts last for years and involve routine duties that are/or can be performed on an ongoing basis by state employees.

For this report, we reviewed consulting contracts over a period of three fiscal years -- FY 2016-2017, FY 2017-2018, and FY 2018-2019. Our findings reveal that thousands of consultants cost New York State more than \$100 an hour during that time. Significantly, our findings show that by using state employees instead of high-priced consultants, New York could save close to \$90 million each year. At the height of the coronavirus pandemic, when public safety workers were pushed to the brink because of a lack of staff, the \$90 million that was wasted on consulting contracts could have been used to hire 900 additional nurses.

In short, over the three-year period, if state employees had been used instead of consultants, the state could have saved hundreds of millions of dollars -- money that could have been used to fill critical vacancies and provide much needed services.

**At the height of the pandemic, the \$90 million that was paid to consultants could have been used to hire 900 additional nurses.**

Unfortunately, state leaders have either ignored or refused to acknowledge the harmful impact of their actions, and their reliance on contracting out means they have systematically deprived NYS residents of critical care and put communities at risk. The dangers to public health and safety posed by devastating staffing shortages at NYS agencies, facilities, and hospitals were painfully felt during the COVID-19 pandemic. Frontline healthcare and public service professionals were overwhelmed, and the lives of clients and workers were jeopardized by chronic short staffing and inadequate workplace protections. State and local government planning was politicized, privatized, ineffective, and chaotic. Many frontline state employees were mandated to work overtime, many without compensation. Healthcare workers, especially nurses, worked unconscionably long hours for months on end, many without a single day off. Personal protective equipment (PPE) was in short supply, placing many healthcare workers and their families at significant risk. The dangers of the coronavirus were unnecessarily amplified by New York's misuse of its resources. Instead of spending large sums of money on over-priced consultants, New York should have been strengthening its workforce and developing its public health infrastructure.

## The dangers of the coronavirus were unnecessarily amplified by New York's misuse of its resources.

Nevertheless, for decades, New York State has allowed consulting contracts to turn into a massive and expensive problem that has eroded public services to the detriment of New Yorkers and their communities. In fiscal years 2016, 2017 and 2018 alone, the consultants charging at least \$100 an hour cost the state more than \$600 million.

### Quick Facts – Fiscal Years 2016, 2017, 2018

56,200 Consultants
41,509,895 Hours
\$2,422,134,625 Paid
17,179 consultants Cost at least \$100/hour

Sadly, these challenges are not new. During the past 20 years, the following wasteful practices have only grown more prevalent and more costly:

- Using thousands of expensive consultants, vendors, and contractors each year to perform work for New York State agencies – work that was once done by a qualified, unionized public workforce selected on the basis of their knowledge, skills, and abilities.
- Paying thousands of consultants, vendors, and contractors inflated rates to work millions of hours, costing the state hundreds of millions of dollars each fiscal year.
- Ignoring the quality of the work performed by consultants, which is often inferior to the work done by State employees.

While contracting out is disingenuously touted as being more effective for short term or specialized work, many major, multi-million-dollar contracts have been sole source or renewed for several years, and involve routine work that is performed on an ongoing basis.

All too often, private sector contractors have

- become entrenched at agencies and public benefit corporations in NYS, through multi-year, renewable, and no-bid contracts;
- engendered a corrupt, profiteering 'pay to play' procurement system;
- eroded agency capacity to protect public safety and deliver quality services to New Yorkers, given understaffing and the loss of institutional knowledge due to contracting out coupled with attrition and hiring freezes;
- caused outsized dependence on often incompetent and overpriced private sector contractors without adequate accountability to the public, oversight of finances and deliverables, or even enforcement of contract terms.

Contract C025147, held by Maximus Incorporated for the operation of the NYS Health Insurance Enrollment Center, is an example of a large, expensive, long term contract that involves routine work. The type of work performed ranges from call center staffing and operation, to computer programming, to human resources – routine work that can clearly be done by state employees. These are significant state resources that are clearly being wasted under a false pretense. Additional details regarding the size and scope of this contract are provided in the table below.

## Maximus Incorporated – Contract C025147

Contract Term	2010 – 2023
Contract Amount	\$2,562,750,025
Amount spent as of June 7, 2021	\$1,770,819,870
FY 2018 - 2019 Employees	2,787
FY 2018 - 2019 Hours Worked	5,607,565
FY 2018 - 2019 Amount Paid	\$219,067,464

With more and more state funding going to expensive contracts, less and less funding is available to adequately staff agencies to deliver critical services. This means agencies are forced to operate with insufficient staff, which deprives New York communities and vulnerable populations of vital services. At the same time, because agency work has been shifted to contractors with less accountability and transparency, the public often has no recourse when something goes awry. In the Public Interest, a national nonprofit research and policy organization that studies how the privatization of public goods impacts service quality, democracy, equity, and government budgets, explains why we should be wary of privatization:



**Loss of democratic control.** Key decisions and day-to-day operations are controlled by private corporations, instead of publicly accountable public servants and decision-makers. For example, many public-private partnership contracts include “non-compete” and “compensation” clauses that limit or eliminate the public’s ability to make critical decisions necessary to improve our cities, address inequalities, and tackle climate change.



**Little or no cost savings.** In most cases, cost savings fail to materialize or do not reach levels promised by the contracted private entity. A private company may overestimate cost savings in an attempt to win a contract. Cost overruns and change orders may occur, driving up the cost to the locality. For example, New York City contracted with a private company on a project called CityTime, an effort to save money by consolidating and automating records of the time clocked by city workers. The CityTime project was originally supposed to cost \$63 million. But after 12 years and many missed deadlines, the project remained unfinished and cost taxpayers more than \$700 million — a 1,000% increase from the original contract amount.<sup>2</sup> In 2012, the company, repaid \$500 million to the city to avoid federal prosecution.



Reduced service quality. Because a private entity's primary concern is maximizing profits, there are inherent pressures to cut corners, such as paying employees less, employing fewer workers, using inferior materials, or making programmatic decisions that run counter to the public interest, resulting in diminished quality.



Loss of middle-class jobs. Private companies will often change jobs from ones that sustain families and include healthcare and retirement benefits to become low-wage jobs without benefits, most of which are no longer unionized, when transferred to the private sector.



Loss of accountability and transparency. Localities can lose routine information about the service or asset under a privatization scheme. The privatized service may not be subject to open records laws, taking away the public's access to key information they would otherwise have if the service were still being performed by the public sector. Governmental entities may not even have the information they need to adequately hold the contractor accountable for performance.

The NYS Public Employees Federation (PEF) has been tracking consultant contracts for over a decade and has noted the above issues first-hand, including its finding that the problem of wasteful spending is pervasive, entrenched, and longstanding. Indeed, research by credible, independent entities into the comparative costs of consultant contracts has routinely pointed to the same conclusions:

In 1997, the Office of the State Comptroller (OSC) found substantial evidence that contracting out by the Department of Transportation (DOT) was more expensive than using in-house staff. (Report 97-S-12, Department of Transportation: Use of Consultant Engineers, conducted by The NYS OSC Division of Management Audit and State Financial Services)

In 1999, a study conducted by KPMG showed that, in most cases, contracting out at DOT would be less cost effective than using State employees and at times would cost double. (This was a study commissioned by NYS DOT that PEF obtained via FOIL in December of 2000.)

In 2010, a New York State Senate Task Force estimated that by reducing contracting out, DOT could have saved close to \$50 million in fiscal year 2008-2009. (Task Force Report: An Investigation into the New York State Department of Transportation, April 2010, NYS Senate Task Force on Government Efficiency)

Given the power of private sector lobbying, the influence of political donations, and the inadequacy of weak ethics rules and enforcement, the systematic, expensive, and detrimental privatization of government services persists and remains unchecked. Over the years, legislation has been enacted that requires data collection and reporting on consultant contracts; but attempts to legislate more stringent oversight and controls have been defeated several times, often by gubernatorial veto. Most recently, on December 13, 2019, Governor Cuomo vetoed legislation that would have required cost-benefit analysis before a state agency enters into a contract for consultant services.

## Substantial Savings Available

If State employees had been used instead of consultants for the 210 high-value contracts, the estimated **savings** would have been more than **\$265 Million**.

(Saving estimated for the three-year period FY 2016-2017 - FY 2018-2019)

Not surprisingly, some of the biggest contractors have made large contributions to political campaigns. In 2004, a report written by Arbetman, Horner, et al. and endorsed by NYPIRG, Common Cause/NY, and the League of Women Voters NY, found that State contracts were “influence-able” and recommended significant reforms to address weaknesses in New York’s regulation of campaign contributions (Subject To Influence: New York State Agency Contracting, December 2004). Forbes reported in October 2020 that Gov. Cuomo received \$6.2 million in campaign contributions from 347 State vendors who received contracts worth a total of \$7 billion (<https://www.forbes.com/sites/adamandrzejewski/2020/10/28/new-york-gov-andrew-cuomo-reaped-62-million-in-campaign-cash-from-347-state-vendors-who-pocketed-7-billion-since-2014/?sh=128ee52569ca>). Politico and a number of other news outlets have also reported that Gov. Cuomo has received large donations from entities that have high-value contracts with New York State (<https://www.politico.com/states/new-york/albany/story/2018/07/19/cuomos-dozen-his-top-donors-and-their-six-figure-generosity-518533>; <https://www.cityandstateny.com/policy/2019/07/gov-andrew-cuomos-campaign-contributions-draw-scrutiny/177090/>).

Our review of data available on the web site of the Board of Elections showed a number of contractors (or individuals associated with contractors) who have been awarded large contracts or received significant financial benefits from New York State have made large campaign contributions to Gov. Cuomo over the past 10 years.

## Action Plan:

- Enact and enforce legislation that would require cost-benefit analysis be conducted before a consultant contract can be awarded.
- Pursue increased public accountability and transparency in data collection and reporting, including aggressive fines on contractors for non-compliance with oversight provisions.
  - Working with OSC reports requires significant manual intervention prior to analysis.
  - Require the Office of the State Comptroller to maintain Form A and Form B consultant data in a searchable database on its website.
    - > State Finance Law Section 163 14. e states that the information reported “shall be provided in electronic format... such that the data can be searched and sorted.”
- Ensure enforcement and collection of penalties for non-compliance with reporting requirements. Currently, State Contractors who do not provide the legally required contract information can still be awarded additional contracts.
  - Contractors who fail to comply with reporting requirements should be prohibited from bidding on future projects until they come into compliance.
- End wasteful consultant contracting to perform duties that state agents can clearly accomplish
- Strengthen the State workforce by filling critical vacancies and investing in staff development and training.
- Invest in public infrastructure, health, and safety, especially healthcare workers.

## The misuse of consultant contracts

Proponents of consultant contracts claim that it is more costly to hire permanent employees when work is expected to be performed on a temporary basis. Proponents also argue that consultant contracts are more effective when specialized knowledge and skills are needed for a project of limited duration, such as when new systems need to be developed using technology that current employees do not possess. However, our evidence shows a very large number of consultant contracts are used for work that meets none of these circumstances.

The following characteristics, found in many consultant contracts, indicate that a consultant contract is not being used to meet the circumstances described above and therefore is not necessarily the most cost-effective approach to having the work performed. When found together, as they often are, they indicate that a consultant contract is inappropriate and potentially a significant waste of taxpayer money.

## Characteristics Suggesting Inappropriate Use of Consultant Contracts

- A long duration -- During fiscal year 2018, 2,081 consultant contracts had a contract term that was at least 4 years and 463 had a contract term that was more than 5 years (Table 1). 951 consultant contracts had been in effect for at least 5 years and 193 had been in effect for at least 10 years (Table 3).
  - A long duration clearly undermines the argument that contracts are used for short-term engagements and therefore are more effective and efficient than hiring permanent employees.
- A large number of consultants and a large number of hours worked -- During fiscal year 2018, 12,181 consultants worked 11,102,924 hours (Table 4).
  - A contract that requires many employees and/or many hours of work indicates that a substantial amount of work is being performed, which undermines the argument that contracts are used for limited engagements, especially when coupled with a long duration
- Work that is of a routine nature – The 12,181 consultants referenced above performed work such as computer programming, engineering, and administrative support that is akin to the same work performed by State employees (Table 4)
  - When the work performed under a contract is of a relatively routine nature, it undermines the argument that the work is so specialized that outside consultants are needed.
- High labor cost --During fiscal year 2018, 215 consultant contracts had a value of at least \$10 million (Table 2). \$690,350,513 was spent on services very similar to those provided by State employees (Table 4). Table 6 (further below) provides more information on the hourly rates paid for consultants.
  - A high labor cost clearly undermines the argument that consultant contracts are cheaper than using permanent employees.

This information, obtained from the Comptroller's Active Contract Reports, suggests that a large number of consultant contracts are being used in circumstances that do not justify their use. Perhaps most significantly, the fact that New York State uses such a large number of consultant contracts undermines the argument that consultant contracts are used to address special circumstances.

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Table 1

## Number of Consultant Contracts by Contract Term

FY 2018-2019

Contract Term	Number of Contracts
More than 20 years	81
11-20 years	52
8-10 years	147
6-7 years	183
4-5 years	1618
2-3 years	723
1 year	243
Less than 1 year	108
N/A	5
<b>Total</b>	<b>3,160</b>

Table 2

## Number of Consultant Contracts by Contract Amount

FY 2018-2019

Contract Amount	Number of Contracts
\$1B+	1
\$500M-\$999M	4
\$100M-\$499M	19
\$20M-\$99.9M	92
\$10M-\$19.9M	99
\$5M-\$9.9M	226
\$1M-\$4.9M	1291
\$500K-\$999K	382
\$100K-\$499K	741
\$10K-\$99K	181
Less than \$10,000	33
N/A	91
<b>Total</b>	<b>3,160</b>

Table 3  
**Number of Consultant Contracts  
 by Contract Start Date**

FY 2018-2019

Contract Start Date	Number of Contracts
Before 2009	193
2009	12
2010	29
2011	40
2012	91
2013	220
2014	366
2015	360
2016	423
2017	533
2018	725
2019	168
<b>Total</b>	<b>3,160</b>

Table 4  
**Contract Amounts by Contract Scope**

Fiscal Year 2018-2019 – 425 Contracts

Contract Scope	Total Amount Payable	Total Hours Worked	Total Employees
Other Consulting*	\$271,961,818	6,084,516	3,882
Other IT Consulting	\$116,272,895	1,235,136	1,257
Computer Programming	\$112,185,541	800,545	689
Health Services	\$104,355,408	2,048,039	1,998
Engineering	\$48,890,955	447,291	2,862
Analysis	\$16,314,224	208,971	197
Training	\$4,767,558	116,179	154
Undefined	\$4,533,639	52,854	188
Architect Services	\$3,248,450	28,074	400
Environmental Services	\$2,192,662	23,590	247
All Other	\$5,627,364	57,729	307
<b>Grand Total</b>	<b>\$690,350,513</b>	<b>11,102,924</b>	<b>12,181</b>

\*This includes a wide variety of general job titles such as computer programmer, graphic designer, civil engineer, and office clerk.

# The high cost of consultant contracts and the savings to be gained

Data for 1,490 consultant contracts was reviewed for the analysis presented below. The data was obtained from the New York State Comptroller’s Form B reports for fiscal years 2016-2017, 2017-2018, and 2018-2019. And while our analysis ultimately focused on 210 large, high-value contracts, there were smaller contracts that paid high hourly rates for the work performed. They too would provide savings if the associated work were performed by State employees. However, this report did not include them in its more detailed analysis. The focus of this report was on large, high-value contracts that could provide substantial savings.

Nonetheless, before presenting information regarding the 210 large, high-value contracts, it will be instructive to present an overview of what was found for the 1,490 consultant contracts. As shown in Table 5 (below), the number of consultants, the number of hours worked, and the amount payable over the three fiscal years were very large.

Table 5

## Summary for 1,490 Consultant Contracts Over 3 Fiscal Years

FY 2016-2017 – FY 2018-2019

	Number of Consultant Contracts*	Total Hours Worked	Total Number of Consultants	Total Amount Payable
2016-2017	994	15,686,322	25,795	\$932,829,148
2017-2018	448	14,720,649	18,224	\$798,954,964
2018-2019	425	11,102,924	12,181	\$690,350,513

\* Some of the contracts extended over multiple years, and therefore the sum of the contracts over the three years is greater than 1,490.

Table 6 (below) presents information on the hourly rates that were paid for consultants from FY 2016-2017 through FY 2018-2019. As can be seen, there were thousands of consultants that cost New York more than \$100 per hour.

- In FY 2016-2017
  - o 7,966 consultants had an hourly rate of at least \$100 an hour
  - o 1,539 consultants had an hourly rate of at least \$200 an hour
- In FY 2017-2018
  - o 5,644 consultants had an hourly rate of at least \$100 an hour
  - o 630 consultants had an hourly rate of at least \$200 an hour
- In FY 2018-2019
  - o 3,569 consultants had an hourly rate of at least \$100 an hour
  - o 629 consultants had an hourly rate of at least \$200 an hour

Table 6

## Consultant Hourly Rates

Hourly Rate	FY 2018-2019 Number of Consultants	FY 2017-2018 Number of Consultants	FY 2016-2017 Number of Consultants
\$400 and above	104	324	268
\$300-\$399	80	55	161
\$200-\$299	445	251	1,110
\$150-\$199	658	1,307	1,882
\$100-\$149	2,282	3,707	4,545
\$90-\$99	890	871	1,819
\$80-\$89	818	1,174	1,564
\$70-\$79	1,312	1,660	2,007
Below \$70	5,508	8,825	12,318
Unknown	84	52	120
<b>Total</b>	<b>12,181</b>	<b>18,224</b>	<b>25,794</b>

To provide an overview of the magnitude of the problem found in the 210 large, high-value contracts, a summary of costs and potential savings is presented in Table 7 (below). As can be seen, large numbers of contract workers were employed at a cost that far exceeded the cost of comparable State employees. If State employees had been used instead of consultants for these contracts, the estimated **savings** would have been **\$265,023,687**. This is not surprising given the high hourly rates that were paid for so many consultants. The method for computing estimated savings is presented in the appendix.

Table 7

## Consultant Costs and Estimated Savings 210 High-Value Consultant Contracts

Agency	Cost of Consultants	Cost of Comparable State Employees	Estimated Savings
DOH	\$283,377,166	\$112,210,734	\$171,166,432
DOT	\$151,697,476	\$96,491,693	\$55,205,782
OITS	\$64,248,811	\$36,050,490	\$28,198,322
EnCon	\$21,794,251	\$13,419,195	\$8,375,056
OGS	\$5,661,414	\$3,583,319	\$2,078,095
	<b>Total Estimated Savings</b>		<b>\$265,023,687</b>

Examples of the high hourly rates found in the 210 large, high-value contracts are presented in Table 8 (below). As can be seen, New York has paid very high hourly rates for a large number of consultants. Detailed examples showing hourly rates and estimated savings by job title and agency are presented in the Appendix.

**Table 8**  
**High Hourly Rates – Examples**

<b>Job Title</b>	<b>Number of Consultants</b>	<b>Number of Hours Worked</b>	<b>Average Hourly Rate</b>	<b>Estimated</b>
Management Analyst (DOH)	20	28,205	\$346	\$82
Computer Systems Engineer/ Architect (OITS)	123	180,526	\$194	\$90
Computer Programmer (DOH)	1,003	1,108,085	\$188	\$63
Computer and Information Systems Manager (DOH)	395	277,505	\$140	\$98
Civil Engineer (OGS)	396	41,667	\$136	\$86
Environmental Engineering Technician (EnCon)	172	45,094	\$134	\$48
Computer Systems Analyst (OITS)	128	141,315	\$133	\$82
Software Quality Assurance Engineers and Tester (DOH)	148	204,651	\$129	\$63
Computer Software Engineer/ Applications (OITS)	25	33,038	\$125	\$63
Civil Engineer (DOT)	1,808	633,833	\$121	\$96
Construction Inspector (DOT)	614	536,298	\$90	\$48
Civil Engineering Technician	499	236,618	\$85	\$48

## Conclusion

We are at a critical crossroads in our state’s history where we face unprecedented need and virtually unlimited opportunity to strengthen our community, our economy, and our infrastructure. Now is the time for a paradigm shift. In order to fund our future, we must invest in the state’s infrastructure and long-neglected essential public services.

As documented in this report, reining in consultant contracts can save New York State hundreds of millions of dollars and allow it to invest in building a better and stronger New York. Money that is now wasted on high-priced consultants can instead be used to fill long-term vacancies at state agencies, so New Yorkers can get the services they deserve and desperately need.

# Appendices

## A. Computation of estimated hourly rate for State employees

A moderately conservative method was used to estimate the hourly rates for State employees. It was assumed that all employees are at the job rate for their salary grade (the highest salary for the job title), which is unlikely. It was assumed that on average, employees would use three weeks of vacation leave and all of their personal leave. It was also assumed that, as sick leave can be used to offset the cost of health insurance in retirement, most employees would save their sick leave and use personal or vacation leave to cover medical appointments and sick days. It was also assumed that the majority of the titles included in this analysis work 37.5 hours each week.

Using the above assumptions, the estimated hourly rate for State employees was computed as follows:

1) The average number of annual working hours per State employee was estimated to be 1,702.5 using the following approach:

A. 37.5 hours/week X 52 weeks = 1,950 hours

B. Total time off = 247.5

i. 3 weeks vacation leave = 112.5 hours

ii. 1 week personal leave = 37.5 hours

iii. 13 paid holidays = 97.5 hours

C. Difference between A and B = 1,702.5

i.  $1,950 - 247.5 = 1,702.5$

2) The annual cost of a State employee in each of the applicable salary grades was computed as salary plus benefits.

A. The job rate for each of the salary grades was multiple by 1.5

i. This adds 50% of salary to account for the cost of benefits

ii. Using the job rate makes the estimate somewhat more conservative.

3) The annual cost of a State employee was divided by 1702.5.

A. This estimates the hourly cost for a State employee, taking into account paid holidays and personal leave, and allowing for an average of three weeks of vacation per employee per year.

4) The following estimated hourly rates were computed:

Salary Grade	Estimated Hourly Rate	Salary Grade	Estimated Hourly Rate
13	\$48	24	\$86
18	\$63	25	\$90
23	\$82	27	\$98

## B. Estimated savings by agency and job title

In order to provide a clearer picture of the extent to which high hourly rates were charged in the 210 large, high-value consultant contracts, a detailed break down by agency and job title is presented below.

## 1. Department of Health (DOH) – \$171,166,432 in estimated savings

During this time period, DOH spent very large amounts of money on four job titles, paying extremely high rates for the consultants and costing taxpayers much more than necessary. The amounts paid and the savings that would have been achieved using State employees are shown in Table 8 (below). Below the table, details are shown for each of the job titles along with a brief explanation of the hourly rate for State employees.

Table 8

Job Title	Total Paid to Contractors	Estimated Cost Using State Employees	Estimated Savings Using State Employees
Computer Programmer	\$208,286,091	\$69,809,371	\$138,476,720
Computer and Information Systems Managers	\$38,987,683	\$27,195,515	\$11,792,168
Software Quality Assurance Engineers and Testers	\$26,339,446	\$12,893,038	\$13,446,408
Management Analysts	\$9,763,946	\$2,312,810	\$7,451,136
<b>Total</b>	<b>\$283,377,166</b>	<b>\$112,210,734</b>	<b>\$171,166,432</b>

### Computer Programmers

Estimated savings over three years (2016-2019) by using State employees: **\$138,476,720**

Information for two contracts for computer programmers was examined. As can be seen in Table 9, 1,003 consultants worked 1,108,085 hours, with an average hourly rate of \$188. Specific examples are presented in Table 10.

Table 9

## Computer Programmers at DOH

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
2	1,003	1,108,085	\$208,286,091	\$188	\$63	\$138,476,720

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of an Information Technology Specialist 2 (Programming) (SG-18) at the job rate of \$71,980. With benefits, the cost of a State Information Technology Specialist 2 (Programming) would be approximately \$107,970. When paid time off is taken into account, this results in an hourly rate of approximately \$63. Benefits are estimated to cost 50% of salary.

Table 10

## Computer Programmers at DOH – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2018 - 2019	Currier McCabe & Associates Inc.	274	256,862	\$67,992,745	\$265	\$51,810,423
2016 - 2017	Currier McCabe & Associates Inc.	331	425,683	\$75,699,564	\$178	\$48,881,520
2017 - 2018	Currier McCabe & Associates Inc.	360	370,486	\$60,196,421	\$162	\$36,855,787

### Computer and Information Systems Managers

Estimated savings over three years (2016-2019) by using State employees: **\$11,792,168**

Information for 21 contracts for Computer and Information Systems Managers was examined. As can be seen in Table 11, 395 consultants worked 277,505 hours, with an average hourly rate of \$140. Specific examples are presented in Table 12.

Table 11

## Computer and Information Systems Managers at DOH

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
21	395	277,505	\$38,987,683	\$140	\$98	\$11,792,168

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Manager Information Technology Services 1 (**SG-27**) at the job rate of \$111,316. With benefits, the cost of a State Manager Information Technology Services 1 would be approximately \$166,974. When paid time off is taken into account, this results in an hourly rate of approximately **\$98**. Benefits are estimated to cost 50% of salary.



Table 12

## Computer and Information Systems Managers at DOH – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2016 - 2017	New York State Technology Enterprise Corporation	45	37,596	\$5,732,397	\$152	\$2,047,989
2018 - 2019	New York State Technology Enterprise Corporation	38	29,433	\$4,490,615	\$153	\$1,606,181
2017 - 2018	New York State Technology Enterprise Corporation	41	29,415	\$4,409,303	\$150	\$1,526,633

### Software Quality Assurance Engineers and Testers

Estimated savings over three years (2016-2019) by using State employees: **\$13,446,408**

Information for four contracts for Software Quality Assurance Engineers and Testers was examined. As can be seen in Table 13, 148 consultants worked 204,651 hours, with an average hourly rate of \$129. Specific examples are presented in Table 14.

Table 13

## Software Quality Assurance Engineers and Testers at DOH

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
4	148	204,651	\$26,339,446	\$129	\$63	\$13,446,408

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of an Information Technology Specialist 2 (**SG-18**) at the job rate of \$71,980. With benefits, the cost of a State Information Technology Specialist 2 (Programming) would be approximately \$107,970. When paid time off is taken into account, this results in an hourly rate of approximately **\$63**. Benefits are estimated to cost 50% of salary.

Table 14

## Software Quality Assurance Engineers and Testers at DOH – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	Cognosante LLC	15	23,645	\$4,312,775	\$182	\$2,823,124
2018 - 2019	Cognosante LLC	26	25,758	\$3,654,442	\$164	\$2,031,704
2016 - 2017	Maximus Inc.	26	46,999	\$4,720,671	\$100	\$1,759,750

### Management Analysts

Estimated savings over three years (2016-2019) by using State employees: **\$7,451,136**

Information for one contract for Management Analysts was examined. As can be seen in Table 15, 20 consultants worked 28,205 hours, with an average hourly rate of \$346. The sole example is presented in Table 16.

Table 15

## Management Analysts at DOH

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
1	20	28,205	\$9,763,946	\$346	\$82	\$7,451,136

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of an Associate Administrative Analyst (**SG-23**) at the job rate of \$92,693. With benefits, the cost of a State Associate Administrative Analyst would be approximately \$139,040. When paid time off is taken into account, this results in an hourly rate of approximately **\$82**. Benefits are estimated to cost 50% of salary.

Table 16

## Management Analysts at DOH – Sole example

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2018 - 2019	Public Consulting Group Inc.	20	28,205	\$9,763,946	\$346	\$7,451,136

## 2. Department of Transportation (DOT) – \$57,323,859 in estimated savings

During this time period, DOT spent very large amounts of money on four job titles, paying extremely high rates for the consultants and costing taxpayers much more than necessary. The amounts paid and the savings that would have been achieved using State employees are shown in Table 17 (below). Below the table, details are shown for each of the job titles along with a brief explanation of the hourly rate for State employees.

Table 17

Job Title	Total Paid to Contractors	Estimated Cost Using State Employees	Estimated Savings Using State Employees
Civil Engineer	\$76,765,645	\$54,509,647	\$22,255,998
Construction Inspector	\$48,235,015	\$25,742,280	\$22,492,735
Civil Engineering Technician	\$20,165,236	\$11,357,647	\$8,807,588
Computer Programmer	\$6,531,580	\$4,882,119	\$1,649,461
<b>Total</b>	<b>\$151,697,476</b>	<b>\$96,491,693</b>	<b>\$55,205,782</b>

### Civil Engineers

Estimated savings over three years (2016-2019) by using State employees: **\$22,255,998**

Information for 60 contracts for Civil Engineers was examined. As can be seen in Table 18, 1,808 consultants worked 633,833 hours, with an average hourly rate of \$121. Specific examples are presented in Table 19.

Table 18

### Civil Engineers at DOT

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
60	1,808	633,833	\$76,765,645	\$121	\$86	\$22,255,998

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Professional Engineer (Civil) (**SG-24**) at the job rate of \$97,448. With benefits, the cost of a State Professional Engineer (Civil) would be approximately \$146,172. When paid time off is taken into account, this results in an hourly rate of approximately **\$86**. Benefits are estimated to cost 50% of the salary.

Table 19

## Civil Engineers at DOT – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	B & H Engineering, PC	10	15,458	\$2,235,693	\$145	\$906,305
2016 - 2017	Hardesty & Hanover, LLC	26	8,350	\$1,320,508	\$158	\$602,408
2016 - 2017	Stantec Consulting Services Inc.	11	7,402	\$1,129,516	\$153	\$492,922
2018 - 2019	Popli, Architecture + Engineering & LS, DPC	30	21,295	\$2,284,643	\$107	\$453,295
2017 - 2018	Popli, Architecture + Engineering & LS, DPC	27	19,083	\$2,070,831	\$109	\$429,736
2018 - 2019	B & H Engineering, PC	9	9,884	\$1,228,479	\$124	\$378,455

### Construction Inspectors

Estimated savings over three years (2016-2019) by using State employees: **\$22,492,735**

Information for 31 contracts for Construction Inspectors was examined. As can be seen in Table 20, 614 consultants worked 536,298 hours, with an average hourly rate of \$90. Specific examples are presented in Table 21.

Table 20

## Construction Inspectors at DOT

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
31	614	536,298	\$48,235,015	\$90	\$48	\$22,492,735

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Senior Engineering Technician (**SG-13**) at the job rate of \$55,008. With benefits, the cost of a State Senior Engineering Technician would be approximately \$82,512. When paid time off is taken into account, this results in an hourly rate of approximately **\$48**. Benefits are estimated to cost 50% of the salary.

(DOT uses a variety of titles, ranging from temporary Construction Inspectors to Principal Engineering Technicians, to conduct inspections. The Senior Engineering Technician appears to be a conservative estimate of the average cost of using State employees to conduct construction inspections.)

Table 21

## Construction Inspectors at DOT – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	Erdman Anthony and Associates Inc.	57	61,471	\$5,023,585	\$82	\$2,072,989
2017 - 2018	Greenman-Pedersen Inc.	15	22,843	\$2,534,703	\$111	\$1,438,227
2016 - 2017	Urban Engineers Of New York DPC	23	29,141	\$2,562,944	\$88	\$1,164,176
2018 - 2019	Urban Engineers of New York, DPC	15	20,616	\$2,086,317	\$101	\$1,096,749
2018 - 2019	C&S Engineers, Inc.	16	16,025	\$1,456,940	\$91	\$687,728
2016 - 2017	CHA Consulting Inc.	6	5,422	\$515,341	\$95	\$255,085

### Civil Engineering Technicians

Estimated savings over three years (2016-2019) by using State employees: **\$8,807,588**

Information for 31 contracts for Civil Engineering Technicians was examined. As can be seen in Table 22, 499 consultants worked 236,618 hours, with an average hourly rate of \$85. Specific examples are presented in Table 23.

Table 22

## Civil Engineering Technicians at DOT

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
35	499	236,618	20,165,236	\$85	\$48	\$8,807,588

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Senior Engineering Technician (**SG-13**) at the job rate of \$55,008. With benefits, the cost of a State Senior Engineering Technician would be approximately \$82,512. When paid time off is taken into account, this results in an hourly rate of approximately **\$48**. Benefits are estimated to cost 50% of the salary.

Table 23

## Civil Engineering Technicians at DOT – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2018 - 2019	CME Associates Inc.	43	21,770	\$1,893,661	\$87	\$848,725
2016 - 2017	Lockwood, Kessler, and Bartlett Inc.	13	13,046	\$1,322,986	\$101	\$696,778
2017 - 2018	Atlantic Testing Laboratories Limited	27	8,340	\$567,086	\$68	\$166,790

### Computer Programmers

Estimated savings over three years (2016-2019) by using State employees: **\$1,649,461**

Information for eight contracts for Computer Programmers was examined. As can be seen in Table 24, 99 consultants worked 77,494 hours, with an average hourly rate of \$84. Specific examples are presented in Table 25

Table 24

## Computer Programmers at DOT

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
8	99	77,494	\$6,531,580	\$84	\$63	\$1,649,461

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of an Information Technology Specialist 2 (Programming) (**SG-18**) at the job rate of \$71,980. With benefits, the cost of a State Information Technology Specialist 2 (Programming) would be approximately \$107,970. When paid time off is taken into account, this results in an hourly rate of approximately **\$63**. Benefits are estimated to cost 50% of the salary.

Table 25

## Computer Programmers at DOT – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2018 - 2019	Metaformers Inc.	3	2,815	\$574,580	\$204	\$397,235
2017 - 2018	ICF Incorporated LLC	14	3,140	\$497,478	\$158	\$299,658
2018 - 2019	IIT Inc.	11	8,867	\$737,173	\$83	\$178,584

### 3. Office of Information Technology (OITS) – \$28,198,322 in estimated savings

During this time period, OITS spent very large amounts of money on four job titles, paying extremely high rates for the consultants and costing taxpayers much more than necessary. The amounts paid and the savings that would have been achieved using State employees are shown in Table 26 (below). Below the table, details are shown for each of the job titles along with a brief explanation of the hourly rate for State employees.

Table 26

Job Title	Total Paid to Contractors	Estimated Cost Using State Employees	Estimated Savings Using State Employees
Computer Systems Engineers/Architects	\$35,017,636	\$16,247,363	\$18,770,273
Computer Systems Analysts	\$18,746,555	\$11,587,789	\$7,158,766
Computer Software Engineers/Applications	\$4,125,078	\$2,081,410	\$2,043,668
Information Technology Project Managers	\$6,359,542	\$6,133,928	\$225,615
<b>Total</b>	<b>\$64,248,811</b>	<b>\$36,050,490</b>	<b>\$28,198,322</b>



## Computer Systems Engineers/Architects

Estimated savings over three years (2016-2019) by using State employees: **\$18,770,273**

Information for three contracts for Computer Systems Engineers/Architects was examined. As can be seen in Table 27, 123 consultants worked 180,526 hours, with an average hourly rate of \$194. Specific examples are presented in Table 28.

Table 27

### Computer Systems Engineers/Architects at OITS

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
3	123	180,526	\$35,017,636	\$194	\$90	\$18,770,273

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of an Information Technology Specialist 4 (Data Communications) (**SG-25**) at the job rate of \$102,661. With benefits, the cost of a State Information Technology Specialist 4 (Data Communications) would be approximately \$153,992. When paid time off is taken into account, this results in an hourly rate of approximately **\$90**. Benefits are estimated to cost 50% of the salary.

Table 28

### Computer Systems Engineers/Architects at OITS – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	Unisys Corporation	45	69,819	\$13,462,952	\$193	\$7,179,287
2016 - 2017	Unisys Corporation	40	60,944	\$11,842,998	\$194	\$6,358,061
2018 - 2019	Unisys Corporation	35	45,337	\$9,216,306	\$203	\$5,135,976





## Computer Systems Analysts

Estimated savings over three years (2016-2019) by using State employees: **\$7,158,766**

Information for two contracts for Computer Systems Analysts was examined. As can be seen in Table 29, 128 consultants worked 141,315 hours, with an average hourly rate of \$133. Specific examples are presented in Table 30.

Table 29

### Computer Systems Analysts at OITS

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
2	128	141,315	\$18,746,555	\$133	\$82	\$7,158,766

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of an Information Technology Specialist 3 (Systems Programming) (**SG-23**) at the job rate of \$92,693. With benefits, the cost of a State Information Technology Specialist 3 (Systems Programming) would be approximately \$139,040. When paid time off is taken into account, this results in an hourly rate of approximately **\$82**. Benefits are estimated to cost 50% of the salary.

Table 30

### Computer Systems Analysts at OITS – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2018 - 2019	Unisys Corporation	47	56,550	\$8,113,417	\$143	\$3,476,317
2017 - 2018	Unisys Corporation	60	60,003	\$7,878,260	\$131	\$2,958,055
2016 - 2017	Unisys Corporation	18	22,629	\$2,556,765	\$113	\$701,228



## Computer Software Engineers/Applications

Estimated savings over three years (2016-2019) by using State employees: **\$2,043,668**

Information for one contract for Computer Software Engineers/Applications was examined. As can be seen in Table 31, 25 consultants worked 33,038 hours, with an average hourly rate of \$125. Specific examples are presented in Table 32.

Table 31

### Computer Software Engineers/Applications at OITS

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
1	25	33,038	\$4,125,078	\$125	\$63	\$2,043,668

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a State Information Technology Specialist 2 (Programming) (**SG-18**) at the job rate of \$71,980. With benefits, the cost of a State Information Technology Specialist 2 (Programming) would be approximately \$107,970. When paid time off is taken into account, this results in an hourly rate of approximately **\$63**. Benefits are estimated to cost 50% of the salary.

Table 32

### Computer Software Engineers/Applications at OITS – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	Unisys Corporation	9	16,584	\$1,950,860	\$118	\$906,068
2018 - 2019	Unisys Corporation	8	7,968	\$1,138,162	\$143	\$636,162
2016 - 2017	Unisys Corporation	8	8,486	\$1,036,056	\$122	\$501,438



## Information Technology Project Managers

Estimated savings over three years (2016-2019) by using State employees: **\$225,615**

Information for three contracts for Information Technology Project Managers was examined. As can be seen in Table 33, 53 consultants worked 68,155 hours, with an average hourly rate of \$93. Specific examples are presented in Table 34.

Table 33

### Information Technology Project Managers at OITS

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
3	53	68,155	\$6,359,542	\$93	\$90	\$225,615

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a State Project Manager 2 (**SG-25**) at the job rate of \$102,661. With benefits, the cost of a State Project Manager 2 would be approximately \$153,992. When paid time off is taken into account, this results in an hourly rate of approximately **\$90**. Benefits are estimated to cost 50% of the salary.

Table 34

### Information Technology Project Managers at OITS – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2016 - 2017	NTT Data Inc.	10	13,627	\$1,284,939	\$94	\$58,509
2017 - 2018	Knowledge Builders Inc.	16	20,842	\$1,908,345	\$92	\$32,610
2018 - 2019	NTT Data Inc.	6	7,984	\$761,011	\$95	\$42,474

#### 4. Department of Environmental Conservation (EnCon) – \$8,375,056 in estimated savings

During this time period, EnCon spent large amounts of money on four job titles, paying extremely high rates for the consultants and costing taxpayers much more than necessary. The amounts paid and the savings that would have been achieved using State employees are shown in Table 35 (below). Below the table, details are shown for each of the job titles along with a brief explanation of the hourly rate for State employees.

Table 35

Job Title	Total Paid to Contractors	Estimated Cost Using State Employees	Estimated Savings Using State Employees
Environmental Engineering Technicians	\$6,050,891	\$2,164,524	\$3,886,367
Environmental Scientists and Specialists, Including Health	\$3,650,446	\$2,138,229	\$1,512,217
Geoscientists, Except Hydrologists and Geographers	\$6,751,615	\$4,676,950	\$2,074,665
Environmental Engineers	\$5,341,299	\$4,439,492	\$901,807
<b>Total</b>	<b>\$21,794,251</b>	<b>\$13,419,195</b>	<b>\$8,375,056</b>

#### Environmental Engineering Technicians

Estimated savings over three years (2016-2019) by using State employees: **\$3,886,367**

Information for five contracts for Environmental Engineering Technicians was examined. As can be seen in Table 36, 172 consultants worked 45,094 hours, with an average hourly rate of \$134. Specific examples are presented in Table 37.

Table 36

### Environmental Engineering Technicians at EnCon

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
5	172	45,094	\$6,050,891	\$134	\$48	\$3,886,367

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of an Environmental Engineering Technician 2 (**SG-13**) at the job rate of \$55,008. With benefits, the cost of a State Environmental Engineering Technician 2 would be approximately \$82,512. When paid time off is taken into account, this results in an hourly rate of approximately **\$48**. Benefits are estimated to cost 50% of the salary.

Table 37

## Environmental Engineering Technicians at EnCon – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2016 - 2017	Aztech Technologies Inc.	32	8,746	\$2,531,705	\$289	\$2,111,897
2017 - 2018	Aztech Technologies Inc.	17	7,771	\$1,464,351	\$188	\$1,091,367
2016 - 2017	Aztech Technologies Inc.	23	2,798	\$525,232	\$188	\$390,916

### Environmental Scientists and Specialists, Including Health

Estimated savings over three years (2016-2019) by using State employees: **\$1,512,217**

Information for four contracts for Environmental Scientists and Specialists was examined. As can be seen in Table 38, 146 consultants worked 26,076 hours, with an average hourly rate of \$140. Specific examples are presented in Table 39.

Table 38

## Environmental Engineering Technicians at EnCon

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
4	146	26,076	\$3,650,446	\$140	\$82	\$1,512,217

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Environmental Program Specialist 2 (**SG-23**) at the job rate of \$92,693. With benefits, the cost of a State Environmental Program Specialist 2 would be approximately \$139,040. When paid time off is taken into account, this results in an hourly rate of approximately **\$82**. Benefits are estimated to cost 50% of the salary.

Table 39

## Environmental Scientists and Specialists at EnCon – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	Henningson Durham & Richardson PC	37	5,826	\$1,743,424	\$299	\$1,265,672
2017 - 2018	Parsons Engineering of New York Inc.	23	2,905	\$344,571	\$119	\$106,361
2017 - 2018	EA Engineering PC	47	11,155	\$1,004,084	\$90	\$89,336

### Geoscientists, Except Hydrologists and Geographers

Estimated savings over three years (2016-2019) by using State employees: **\$2,074,665**

Information for eight contracts for Environmental Scientists and Specialists was examined. As can be seen in Table 40, 161 consultants worked 54,383 hours, with an average hourly rate of \$124. Specific examples are presented in Table 41.

Table 40

## Geoscientists at EnCon

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
8	161	54,383	\$6,751,615	\$124	\$86	\$2,074,665

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Professional Geologist 1 (**SG-24**) at the job rate of \$97,448. With benefits, the cost of a State Professional Geologist 1 would be approximately \$146,172. When paid time off is taken into account, this results in an hourly rate of approximately **\$86**. Benefits are estimated to cost 50% of the salary.

Table 41

## Geoscientists at EnCon – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2016 - 2017	Aztech Technologies Inc.	13	4,660	\$874,729	\$188	\$473,947
2017 - 2018	Aecom Technical Services Northeast Inc.	41	6,311	\$699,280	\$111	\$156,555
2017 - 2018	Parsons Engineering of New York Inc.	17	5,631	\$566,812	\$101	\$82,546

### Environmental Engineers

Estimated savings over three years (2016-2019) by using State employees: **\$901,807**

Information for six contracts for Environmental Engineers was examined. As can be seen in Table 42, 179 consultants worked 51,622 hours, with an average hourly rate of \$103. Specific examples are presented in Table 43.

Table 42

## Environmental Engineers at EnCon

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
6	179	51,622	\$5,341,299	\$103	\$86	\$901,807

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Professional Engineer (Environmental) (**SG-24**) at the job rate of \$97,448. With benefits, the cost of a State Professional Engineer (Environmental) would be approximately \$146,172. When paid time off is taken into account, this results in an hourly rate of approximately **\$86**. Benefits are estimated to cost 50% of the salary.

Table 43

## Environmental Engineers at EnCon – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	Henningson Durham & Richardson PC	13	3,724	\$583,853	\$157	\$263,589
2017 - 2018	Ecology And Environment Engineering PC	15	17,185	\$1,696,228	\$99	\$218,339
2017 - 2018	EA Engineering PC	16	7,327	\$842,343	\$115	\$212,199

### 5. Office of General Services (OGS) – \$2,078,095 in estimated savings

During this time period, OGS had a number of consulting contracts that had high hourly rates, but they tended to be smaller than what was found for the other agencies included in this analysis. However, one job title, Civil Engineer, was included here, as OGS paid very high rates for these consultants, costing taxpayers much more than necessary. The amounts paid and the savings that would have been achieved using State employees are shown in Table 44 (below). Below the table, details are shown for the one job title along with a brief explanation of the hourly rate for State employees.

Table 44

Job Title	Total Paid to Contractors	Estimated Cost Using State Employees	Estimated Savings Using State Employees
Civil Engineer	\$5,661,414	\$3,583,319	\$2,078,095





## Civil Engineers

Estimated savings over three years (2016-2019) by using State employees: **\$2,078,095**

Information for 16 contracts for Civil Engineer was examined. As can be seen in Table 45, 396 consultants worked 41,667 hours, with an average hourly rate of \$136. Specific examples are presented in Table 46.

Table 45

### Civil Engineers at OGS

Number of Contracts	Number of Consultants	Number of Hours Worked	Total Paid	Average Hourly Rate Consultant	Estimated Hourly Rate State Employee	Estimated Savings
16	396	41,667	\$5,661,414	\$136	\$86	\$2,078,095

In computing the estimated savings using State employees, it was assumed that the average State wage would be that of a Professional Engineer (Civil) (**SG-24**) at the job rate of \$97,448. With benefits, the cost of a State Professional Engineer (Civil) would be approximately \$146,172. When paid time off is taken into account, this results in an hourly rate of approximately **\$86**. Benefits are estimated to cost 50% of the salary.

Table 46

### Civil Engineers at OGS – Examples

Fiscal Year	Contractor	Number of Consultants	Number of Hours Worked	Total Paid	Consultant Hourly Rate	Estimated Savings
2017 - 2018	M J Engineering And Land Surveying PC	21	3,907	\$718,400	\$184	\$382,441
2017 - 2018	CHA Consulting Inc.	29	2,895	\$431,537	\$149	\$182,546
2017 - 2018	CHA Consulting Inc.	42	4,002	\$452,815	\$113	\$108,686
2016 - 2017	Chazen Engineering Land Surveying & Landscape Architecture Co DPC	24	2,870	\$295,339	\$103	\$48,519

