

## Workers' Compensation - Data dictionary

### Introduction

Included in this dataset: Data from the New York State Government Employees' Workers' Compensation Claims annual reports from fiscal years (FY) 2019-2024, which contains detailed information on work-related incidents that were reported to the Workers' Compensation Board and New York State Insurance Fund (NYSIF) by certain Executive Branch agencies' Classified Service employees. This includes employees represented by CSEA, PEF, NYSCOPBA, Council 82, PBANYS, and Management/Confidential. Each annual report contains five years of historical data, and this dataset pulls each year of data from the most recent report available. The dataset used here is limited to incidents reported at DOCCS facilities, and contains information on the number, type, cost, and outcomes of incidents filed by facility as well as the average number of Full Time Equivalents (FTE) at each facility during the fiscal year.

How this data is generated: Section 7 of Chapter 171 of the Laws of New York (2007) requires that the President of the New York State Civil Service Commission prepares an annual report on occupational injuries, illnesses, and workers' compensation claims in state agencies which are a part of the Executive Branch. The Department of Civil Service collects data on work-related incidents through the Accident Reporting System (ARS) and workers' compensation claims data is provided by NYSIF. Incidents are reported up to June 30th of the reporting year with incident dates occurring during the fiscal year, to combat delays in claims processing. The fiscal year runs from April 1 to March 31. Data on Full Time Equivalents is maintained by the Department of Civil Service in the New York State Personnel System (NYSTEP). For additional information on the data and how it was generated, please see the "Annual Report of New York State Government Employee's Workers' Compensation Claims" report, linked in the "related data, research, and analysis" section below.

Limitations and guidelines for use: This data is subject to several potential biases which can impact how this data should be used. For example, the data may be subject to limitations like the underreporting of incidents, delays in claim processing, and variation in how particular injuries are reported. Comparative analysis by facility should consider factors including the size of the facility and the composition of the population at the facility.

Why we're publishing this data: As "Security Service Unit" employees, DOCCS security staff are granted more generous Workers Compensation benefits than most other state employees. In the period analyzed, the number of work-related incidents has increased dramatically, exacerbating the persistent staffing shortages at DOCCS facilities and costing the state a significant amount of money in the form of workers' compensation costs and increased overtime costs.

By making this information public, we aim increase transparency regarding the use of this system, which is essential for identifying patterns of abuse and facilitating corrective actions that could prevent systemic abuse and protect both employees and taxpayers from the consequences of inappropriate practices.

### Dictionary

Field Name	Type	Description
REPORT_YEAR	Int	The year the report was published. Each report contains 5 years of data.
DATA_YEAR	Int	The year that the data is from. Each report contains 5 years of data. In this extract, the data is pulled from the most recent available report year.
FACILITY_NAME_RAW	String	Name of facility and unit (if applicable) corresponding to reported staffing levels in the table row, as it appears on the report.
FACILITY_NAME	String	Facility in which the incarcerated individual is housed, defined using the first two digits of the DOCCS facility code. This name represents the commonplace naming for facilities and excludes references to specific buildings or units seen in FACILITY_NAME_RAW.
FACILITY_REGION_NAME	String	Facility region, with regions defined by DOCCS as groups of adjacent counties.
FACILITY_HUB_NAME	String	Facility hub, with hubs defined by DOCCS as groups of facilities which are in close proximity. Hubs have an administrative function in DOCCS operations.
FACILITY_SECURITY_LEVEL	String	Security level of the facility the incarcerated individual is housed in, as designated in DOCCS public reporting or, if unavailable, in the NY Codes Rules and Regulations, Title 7. If there are multiple security levels for a given facility, the highest is reported here (Minimum, Medium, Maximum, Drug Treatment Center).
FACILITY_STATUS	String	Indicates if a facility is open or closed as of the publication of this data, Jan 2025 (Open, Closed).
FACILITY_GENDER	String	Gender-designation for a facility (Male, Female, Mixed).
FULL_TIME_EQUIVALENTS	Float	Average number of Full Time Equivalents as provided by the New York State Electronic Personnel System (NYSTEP), Department of Civil Service.
WORK_RELATED_INCIDENTS	Float	Incidents reported to the Workers' Compensation Board and the State Insurance Fund (NYSIF) up to June 30th of the reporting year with incident dates occurring during the fiscal year. A 15-month reporting period was used to capture more complete incident activity that occurred during the fiscal year because it allows for late reporting. Not all incidents result in claims. Note that incident counts for years 2016-17 and 2017-18 are different than in reports published prior to 2019 due to an error which excluded approximately 1,700 claims per year.
INCIDENT_RATE	Float	The number of incidents per 100 Full Time Equivalents. Not all incidents result in claims.
LOST_TIME_INCIDENTS	Float	Lost time incidents include work-related incidents which result in six or more work days lost. The data do not include information on lost time of five workdays or less, which is the workers' compensation waiting period. Note that incident counts for years 2016-17 and 2017-18 are different than in reports published prior to 2019 due to an error which excluded approximately 1,700 claims per year.
LOST_WORK_DAYS	Float	The number of days lost due to a work-related incident.
LOST_TIME_RATE	Float	The number of lost time incidents divided by the number of Full Time Equivalents. Note that incident counts for years 2016-17 and 2017-18 are different than in reports published prior to 2019 due to an error which excluded approximately 1,700 claims per year; however, it is reasonable to assume that these claims had lost time at the same rate as others.
LOST_TIME_CASE_RATE	Float	Calculated by dividing the number of lost time incidents by the number of incidents. Note that incident counts for years 2016-17 and 2017-18 are different than in reports published prior to 2019 due to an error which excluded approximately 1,700 claims per year; however, it is reasonable to assume that these claims had lost time at the same rate as others.
COMPENSATION_COSTS	Float	Workers' compensation wage replacements as reported by NYSIF. Amounts do not include supplemental pay paid through agency payroll. Note that incident counts for years 2016-17 and 2017-18 are different than in reports published prior to 2019 due to an error which excluded approximately 1,700 claims per year, which may cause an underreporting of compensation costs.
TOTAL_COMPENSATION_COSTS	Float	Workers' compensation wage replacements as reported by NYSIF - for all open claims with compensation paid in the reporting year. Amounts do not include supplemental pay paid through agency payroll.
MEDICAL_COSTS	Float	Workers' compensation medical costs as reported by NYSIF. Note that incident counts for years 2016-17 and 2017-18 are different than in reports published prior to 2019 due to an error which excluded approximately 1,700 claims per year, which may cause an underreporting of medical costs.
TOTAL_MEDICAL_COSTS	Float	Workers' compensation medical costs as reported by NYSIF - for all open claims with medical expenses paid in the reporting year.