



# Statewide Ethics Training Compliance Report

2024 | Second Quarter



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October 29, 2024

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Dear Governor Hochul and Legislative Leaders:

On behalf of the Commissioners and Staff of the New York State Commission on Ethics and Lobbying in Government, I am pleased to present you with the attached report for the second calendar quarter of 2024. Also included is a summary of the steps we continue to take to address and meet the requirements of the Ethics Commission Reform Act for workforce and leadership-wide ethics training for the State's Executive and Legislative branches.

Respectfully,

Sanford N. Berland  
Executive Director

Copy to Leonard B. Austin, Chair





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## STATEWIDE ETHICS TRAINING COMPLIANCE REPORT

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The Ethics Commission Reform Act of 2022 (ECRA) mandates that all executive and legislative branch state officers and employees – approximately 347,000 individuals – are required to complete ethics training every year by attending live comprehensive ethics training biennially and taking online ethics refresher training in the intervening years. Prior to July 8, 2022, the Public Integrity Reform Act of 2011 (PIRA) mandated live ethics training for a significantly smaller population of approximately 30,000 Financial Disclosure Statement filers triennially. The Commission on Ethics and Lobbying in Government (“COELIG,” or “the Commission”) is the first state ethics commission in the nation that is required to implement and oversee a program of mandated live ethics training for its entire executive branch workforce.

The expansion of mandatory ethics training ensures that all State employees are aware of their obligations under the ethics laws and directly aligns with the Commission’s mandate to foster public trust in government. ECRA provides a degree of flexibility to agency ethics officers and trainers in delivering the Comprehensive Ethics Training Course (CETC). The CETC remains a live instructor-led course that can now be provided to employees in person or utilizing remote technology. In addition, all new executive and legislative branch hires are required to take the CETC within 90 days of commencing employment, ensuring individuals are promptly provided with the training needed to ensure they comply with the State’s ethics laws.

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## **Statewide Ethics Training Mandate**

Pursuant to Section 94(8) of the Executive Law, the Commission is required to establish a training unit and to administer the Statewide ethics training program. In addition, the Commission must determine State agencies' compliance with the training requirements by reporting aggregate statistics on participation in ethics training on a quarterly basis to the Governor and the Legislature in writing, in coordination with the Legislative Ethics Commission (LEC), and in more detail annually.<sup>1</sup>

## **Statewide Ethics Training Application ('SETA') Initiative**

Executive Law Section 94(8)(f) requires the Commission to provide aggregate statistics regarding participation in ethics training on a quarterly basis to the Governor and the Legislature. In conjunction with the New York State Office of Information Technology Services (ITS), the Education Unit launched an online application for agencies to track, record and report their aggregate quarterly training statistics. This application largely eliminated labor-intensive information-gathering and reporting methods by both Commission staff and agency ethics officers and contacts.

## **SETA | Phase 2 application updates**

On June 13, 2024, the Commission's Training Team launched phase 2 of the Statewide Ethics Training Application. SETA Phase 2 focuses on training compliance at the individual employee level to create, for the first time, a record of each of the more than 347,000 state officers and employees required to complete ethics training. When fully populated, the application will identify, schedule, track, and report ethics training compliance at the individual employee level across the more than 370 departments, commissions, and agencies that make up the state's executive branch. As of the latest data refresh, which occurred on October 9<sup>th</sup>, SETA contains the names of over 273,000 executive branch employees, email addresses for 110,000 state employees, and over 82,800 employee 2024 training completion dates. Employment data is refreshed monthly through a data sharing agreement between the Commission and the Office of State Comptroller, and the Commission

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<sup>1</sup> ECRA permits the LEC to provide training to the legislature and its employees in lieu of COELIG.

continues to work with ‘outlier’ state entities — those agencies that do not receive payroll services from OSC — to obtain both employee data and training information.

Agencies whose employee data are automatically updated through the OSC data sharing agreement are actively working to update employee training records and were given a September 30, 2024 deadline to update their agency profiles with the most up-to-date training completion data. Outlier agencies have a December 31, 2024 deadline to provide the Commission with their employee personnel and training data. Both groups are also continuing to provide aggregate training data during the second phase of this substantial data undertaking.

### **SETA | 2024 Second Quarter Statewide Agency Participation**

The chart that follows represents ethics training data for the second quarter of calendar year 2024, beginning April 1, 2024 and continuing through June 30, 2024, as reflected in our Statewide Ethics Training Application and in the Statewide Learning Management System (“SLMS”), which provides the platform for the Commission’s on-demand training module, as of October 23, 2024.

<b>Statewide Agency Information</b>	
Total Number of Statewide Agencies:	374
Total Number of Reporting Statewide Agencies:	187
Total Number of Statewide Parent Agencies:	27
Total Number of Statewide Subsidiary Agencies:	187
<b>Agency Compliance Information</b>	
Total Number of Agencies Reporting Quarter 2 Training Statistics:	166
Total Number of Agencies with Partial Training Statistics:	8
Total Number of Agencies with Outstanding <sup>2</sup> Training Statistics:	13

<sup>2</sup> Outstanding refers to an agency that has not submitted monthly training statistics for the entire quarter, in contrast, partial statistics refers to an agency that has submitted at least one monthly training report for the quarter.

<b>Statewide Ethics Training Information</b>	
Total Number of Statewide Employees <sup>3</sup> :	347,000
Number of Statewide Employee for Whom Data Has Been Uploaded to Date:	273,028
Total Number of CETC Sessions Conducted:	3,130
Total Number of Employees who Completed Instructor-Led CETC:	23,573
Total Number of Employees who Completed On-Demand CETC in SLMS:	21,862
Combined Total of Instructor-Led and On-Demand CETC:	45,435

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<sup>3</sup> Total number of statewide employees is estimated by combining the number of active employee records provided by the Office of the State Comptroller ('OSC') data refresh and the number of active employees submitted by outlier agencies.

## SETA | 2024 Statewide Agency Participation Year-To-Date

The first chart that follows represents statewide ethics training that occurred during the first and second calendar quarters of 2024. Data is compiled from in our Statewide Ethics Training Application and in the Statewide Learning Management System ('SLMS'), which provides the platform for the Commission's on-demand ethics training module, as of October 23, 2024. The second chart shows live online CETC trainings conducted by COELIG from January 1, 2024 through October 23, 2024.

Quarterly Ethics Training Compliance Report	2024 First Quarter (January/February/March)	2024 Second Quarter (April/May/June)	YTD Totals:
Total Number of Statewide Agencies:	374	374	
Total Number of Reporting Statewide Agencies:	187	187	
Total Number of Statewide Parent Agencies:	27	27	
Total Number of Statewide Subsidiary Agencies:	187	187	
Total Number of Statewide Exec. Branch Employees	347,000	347,000	
Number of Statewide Exec. Branch Employees Uploaded:	231,665	229,497	
Total Number of Agencies Reporting Training Statistics:	175	166	
Total Number of Agencies with Partial Training Statistics:	2	8	
Total Number of Agencies with Outstanding Training Statistics:	10	13	
Total Number of CETC Sessions Conducted:	564	1,574	2,138
Total Number of Employees who Completed Instructor-Led CETC:	15,210	23,574	38,784
Total Number of Employees who Completed On-Demand CETC (SETA self-reported):	20,899	18,751	39,650
Total Number of Employees who Completed On-Demand CETC (SLMS Query totals):	24,630	21,862	46,492
Combined Total of Instructor-Led and On-Demand CETC <sup>4</sup>	<b>39,840</b>	<b>45,436</b>	<b>85,276</b>

<sup>4</sup> Combined total calculated from the total number of employees who completed a live CETC training and the on-demand online ethics training available in the Statewide Learning Management System ('SLMS').

## COELIG-Conducted Trainings

2024 | January through October 23



# of Agency Specific Trainings conducted: 44



# of employees who attended an Agency Specific Training:  
5,742



# of 'Open' CETC Sessions Conducted:  
59



# of employees who attended a live CETC training: 6,659

## Outreach Efforts

ECRA mandates that the Commission provide and conduct an online live question and answer course for the more than 167 agency ethics officers who represent the nearly 400 state agencies, public authorities, commissions, councils, and boards (collectively known in the law as “State agencies”).

The Education Unit conducted an Ethics Officer Forum on July 11, 2024, attended by nearly 200 Ethics Officers, Training Compliance Officers and Agency Contacts from across New York State, to introduce the phase 2 launch of the Statewide Ethics Training Application and reinforce the statewide ethics training initiative. The forum concluded with a demonstration and energetic question and answer session that provided agency users with an opportunity to discuss their unique training challenges.

In order to further augment overall training capabilities and to assist those agencies with low training-completion statistics, since the start of 2024, the Unit has offered ongoing agency-specific training sessions. As of October 2024, the Education Unit has trained 5,742 employees in the agency-specific sessions alone. The Training Team has focused their agency-specific training efforts during the summer months on hosting campus-specific trainings for academic employees of both the State University of New York (SUNY) and the City University of New York (CUNY).

### **Ethics for Lobbyists Training Mandate**

As of August 14, 2024, over 12,200 lobbyists and clients are required to complete the triennial *'Ethical Standards for Lobbyists and Clients'* online training. The *Ethical Standards for Lobbyists and Clients* training course is built using responsive technology that allows users to view the online course utilizing a variety of devices, including desktop computers, tablets, or mobile devices. During the second quarter of 2024, 588 lobbyists and lobbying clients completed training, bringing the total to 10,008 lobbyists and clients, representing an 81.51% overall compliance rate for the current 2023-2024 lobbying biennial period.

### **COELIG Training Team**

The Commission's Education Unit currently consists of the Director of Ethics, the Deputy Director of Education, the Deputy Director of Learning Innovation, and three Training Associates, reporting to the Executive Director. The Commission is in the process of recruiting two Training Assistants to handle the Unit's administrative functions and plans to expand its staffing further in 2025.



## TRAINING STATISTICS BY AGENCY

### Statewide Ethics Training Efforts

Agency Performance from April 1, 2024 through June 30, 2024<sup>5</sup>

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
Adirondack Park Agency	59	0	1	0	1	Submitted
Agriculture & NYS Horse Breeding Development Fund	1	0	0	0	0	Submitted
Albany Convention Center Authority	10	0	0	0	0	Submitted
Albany Municipal Water Finance Authority	0	0	0	0	0	Not Submitted
Albany Pine Bush Commission	45	3	14	0	14	Submitted
Albany Port District Commission	1	0	0	0	0	Submitted
Battery Park City Authority	0	0	0	0	0	Not Submitted
Board of Commissioners Pilots	8	0	0	0	0	Submitted
Bridge Authority	148	0	0	0	0	Submitted
Buffalo & Fort Erie Public Bridge Authority	0	0	0	0	0	Not Submitted
Buffalo Fiscal Stability Authority	10	1	0	2	2	Submitted

<sup>5</sup> Total number of Officers and Employees as reported in Second Quarter 2024 submissions from agency Ethics Officers.

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
Buffalo Municipal Water Finance Authority	0	0	0	0	0	Not Submitted
Capital District Transportation Authority	2	0	0	0	0	Submitted
Central New York Regional Transportation Authority	579	0	0	139	139	Submitted
Central Pine Barrens Joint Planning & Policy Commission	11	1	1	0	1	Submitted
City University Construction Fund	2	0	0	0	0	Submitted
City University of New York Board of Trustees	17	0	0	0	0	Submitted
City University of New York Central Office	820	1	85	0	85	Partial
Commission of Correction	45	0	0	0	0	Submitted
Commission on Ethics and Lobbying in Government	62	5	45	0	45	Submitted
Commission on National & Community Service	11	0	0	0	0	Submitted
Convention Center Operating Corporation	145	0	29	0	29	Submitted
Council on Children and Families	22	0	1	0	1	Submitted
Council on the Arts, NYS	30	0	0	7	7	Submitted
Court Facilities Capitol Review Board	0	0	0	0	0	Not Submitted
Craig Newmark Graduate School of Journalism	1	2	9	0	9	Submitted
Criminal Justice Services, Division of	477	0	27	78	105	Submitted
CUNY Baruch College	1,172	18	56	0	56	Submitted
CUNY Bronx Community College	159	2	49	0	49	Submitted
CUNY Brooklyn College	0	0	0	0	0	Not Submitted
CUNY City College of New York	1,156	1	850	0	850	Submitted

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
CUNY College of Staten Island	2,159	3	184	0	184	Submitted
CUNY College of Technology, NYC	797	1	104	0	104	Submitted
CUNY Graduate College	1,839	2	127	2	129	Submitted
CUNY Graduate College - Lag	22	2	0	0	0	Submitted
CUNY Guttman Community College	267	1	4	0	4	Submitted
CUNY Hostos Community College	0	0	0	0	0	Not Submitted
CUNY Hunter Campus	0	0	0	0	0	Not Submitted
CUNY Hunter College	1,379	3	86	0	86	Submitted
CUNY John Jay College	913	26	403	1	404	Partial
CUNY John Jay College - Lag	0	0	0	0	0	Not Submitted
CUNY Kingsborough Community College	158	22	259	1	260	Submitted
CUNY LaGuardia Community College	2,041	1	192	0	192	Submitted
CUNY Lehman College	920	1	2	0	2	Submitted
CUNY Lehman College - Lag	0	0	0	0	0	Not Submitted
CUNY Macaulay Honors College	0	2	1	0	1	Submitted
CUNY Management - Lag	93	1	10	0	10	Partial
CUNY Manhattan Community College	2,808	10	364	0	364	Submitted
CUNY Medgar Evers College	409	0	0	1	1	Submitted
CUNY Queens College	1,142	4	114	0	114	Submitted
CUNY Queensborough Community College	72	0	1	0	1	Submitted

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
CUNY School of Labor and Urban Studies	1	1	5	0	5	Partial
CUNY School of Labor and Urban Studies - Faculty	14	1	1	0	1	Partial
CUNY School of Law	146	1	6	0	6	Submitted
CUNY School of Professional Studies	0	0	0	0	0	Not Submitted
CUNY School of Public Health	35	0	0	45	45	Partial
CUNY York College	518	13	134	0	134	Submitted
Deferred Compensation Board	4	0	0	0	0	Submitted
Department of Agriculture & Markets	1,279	0	11	11	22	Submitted
Department of Civil Service	427	1	79	98	177	Submitted
Department of Corrections and Community Supervision	22,681	747	5,273	0	5,273	Submitted
Department of Environmental Conservation	3,907	7	383	659	1,042	Submitted
Department of Financial Services	1,326	1	205	1	206	Submitted
Department of Health	5,607	12	193	17	210	Submitted
Department of Homeland Security and Emergency Services	1,628	3	61	589	650	Submitted
Department of Labor	3,145	6	155	480	635	Submitted
Department of Motor Vehicles	3,315	0	0	774	774	Submitted
Department of State	817	1	74	1	75	Submitted
Department of Taxation and Finance	3,885	3	263	546	809	Submitted
Department of Transportation	8,229	6	670	0	670	Submitted
Department of Veterans' Services	90	0	0	0	0	Submitted

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
Development Authority of the North Country	93	0	0	0	0	Submitted
Developmental Disabilities Planning Council	12	0	0	0	0	Submitted
Division of Housing & Community Renewal	617	6	313	0	313	Submitted
Division of Human Rights	161	0	0	0	0	Submitted
Division of Tax Appeals	27	0	2	6	8	Submitted
Division of the Budget	295	1	3	111	114	Submitted
Dormitory Authority of the State of New York	504	2	31	1	32	Submitted
Education Department	2,422	77	77	1,904	1,981	Submitted
Election Law Enforcement Unit	13	0	0	3	3	Submitted
Empire State Development	708	17	17	0	17	Submitted
Energy Research & Development Authority	463	4	101	0	101	Submitted
Environmental Facilities Corporation	111	5	63	0	63	Submitted
Erie County Fiscal Stability Authority	3	0	0	0	0	Submitted
Erie County Medical Center	4,034	7	187	0	187	Submitted
Executive Chamber	158	3	37	0	37	Submitted
Financial Control Board, NYS	10	12	0	0	0	Submitted
Franchise Oversight Board	0	0	0	0	0	Not Submitted
Gaming Commission, NYS	456	1	37	31	68	Submitted
Higher Education Capital Matching Grant Board	3	0	0	0	0	Submitted
Higher Education Services Corporation	121	0	0	4	4	Partial

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
Hudson River Park Trust	113	1	29	0	29	Submitted
Hudson River Valley Greenways Community Council	4	0	0	0	0	Submitted
Hudson River-Black River Regulating District	28	3	3	4	7	Submitted
Iola Fund	15	0	0	0	0	Submitted
Justice Center	497	1	8	41	49	Submitted
Labor Management Committee	66	0	0	6	6	Submitted
Lake George Park Commission	34	0	0	0	0	Submitted
Liquidation Bureau, NYS	105	0	4	0	4	Submitted
Liquor Authority	163	0	2	0	2	Submitted
Long Island Power Authority	92	1	15	0	15	Submitted
Metropolitan Transportation Authority (Headquarters)	72,878	6	1,059	0	1,059	Submitted
Military and Naval Affairs, Division of	396	0	0	1	1	Submitted
MTA Inspector General's Office	75	3	9	0	9	Submitted
Municipal Water Finance Authority, NYC	23	1	6	8	14	Submitted
Nassau Healthcare Corporation/ Nassau University Medical Center	3,641	5	333	0	333	Submitted
Nelson A. Rockefeller ESP Performing Arts Center Corporation	25	0	0	0	0	Partial
Niagara Falls Public Water Board	106	1	24	0	24	Submitted
Niagara Frontier Transportation Authority	1,450	41	408	0	408	Submitted
Office for the Aging	94	0	1	0	1	Submitted
Office for the Prevention of Domestic Violence	38	2	31	0	31	Submitted

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
Office of Addiction Services and Supports	314	1	25	228	253	Submitted
Office of Cannabis Management	193	0	0	0	0	Submitted
Office of Children and Family Services	3,050	5	172	100	272	Submitted
Office of Employee Relations	83	0	5	9	14	Submitted
Office of General Services	1,951	3	86	458	544	Submitted
Office of Indigent Legal Services	46	1	49	0	49	Submitted
Office of Information Technology Services	3,967	3	535	835	1,370	Submitted
Office of Mental Health	14,458	12	459	2,930	3,389	Submitted
Office of Parks and Recreation	2,446	25	775	384	1,159	Submitted
Office of Temporary & Disability Assistance	1,981	10	816	0	816	Submitted
Office of the Attorney General	1,733	3	71	1,497	1,568	Submitted
Office of the Inspector General	109	0	1	0	1	Submitted
Office of the Lieutenant Governor	6	2	2	0	2	Submitted
Office of the Medicaid Inspector General	525	0	0	335	335	Submitted
Office of the State Comptroller	2,438	3	133	9	142	Submitted
Office of Victim Services	93	0	17	0	17	Submitted
Ogdensburg Bridge & Port Authority	13	27	27	0	27	Submitted
Olympic Regional Development Authority	1	0	0	0	0	Submitted
People With Developmental Disabilities, Office for	19,349	11	774	4,527	5,301	Submitted
Police, Division of State	6,006	1	198	0	198	Submitted

Agency	Employee Count	Number of CETC Sessions Conducted	Live CETC	On-demand CETC	Combined Total	Submission Status
Port of Oswego Authority	23	3	5	7	12	Submitted
Power Authority of the State of New York	2,207	4	163	24	187	Submitted
Public Authorities Budget Office	0	0	0	0	0	Not Submitted
Public Employment Relations Board	35	0	0	0	0	Submitted
Public Service Commission	553	2	44	89	133	Submitted
Rochester-Genesee Regional Transportation Authority	1	9	68	5	73	Submitted
Roosevelt Island Operating Corporation	1	0	0	0	0	Submitted
Roswell Park Cancer Institute	3,384	4	261	195	456	Submitted
Soil & Water Conservation Committee	5	0	0	0	0	Submitted
State Board of Elections	163	0	0	0	0	Submitted
State Commission on Judicial Conduct	61	0	0	0	0	Submitted
State Council for Interstate Juvenile Supervision	4	1	1	0	1	Submitted
State Council of the Interstate Compact on Educational Opportunity for Military Children	7	0	1	0	1	Submitted
State Insurance Fund	2,024	0	0	912	912	Submitted
State University College at Oswego	1,241	0	2	2	4	Submitted
State University Construction Fund	149	0	1	0	1	Submitted
State University of New York Board of Trustees	16	0	0	0	0	Submitted
Statewide Financial System	142	1	4	0	4	Submitted
SUNY Albany	2,916	14	321	0	321	Submitted
SUNY Alfred College of Technology	663	2	117	1	118	Submitted

<b>Agency</b>	<b>Employee Count</b>	<b>Number of CETC Sessions Conducted</b>	<b>Live CETC</b>	<b>On-demand CETC</b>	<b>Combined Total</b>	<b>Submission Status</b>
<b>SUNY at Buffalo</b>	5,599	0	8	0	8	Submitted
<b>SUNY Binghamton</b>	3,073	150	895	0	895	Submitted
<b>SUNY Brockport</b>	1,264	2	26	36	62	Submitted
<b>SUNY Canton College of Technology</b>	502	11	3	0	3	Submitted
<b>SUNY Cobleskill College of Agriculture &amp; Technology</b>	474	0	25	0	25	Submitted
<b>SUNY College at Buffalo (Buffalo State)</b>	1,310	14	549	272	821	Submitted
<b>SUNY College of Environmental Science &amp; Forestry</b>	452	1	113	1	114	Submitted
<b>SUNY Cortland</b>	1,224	0	3	20	23	Submitted
<b>SUNY Delhi College of Technology</b>	483	0	0	5	5	Submitted
<b>SUNY Downstate Medical University</b>	3,457	22	94	0	94	Submitted
<b>SUNY Empire State University</b>	864	0	0	7	7	Submitted
<b>SUNY Farmingdale</b>	1,539	2	16	0	16	Submitted
<b>SUNY Fredonia</b>	767	0	20	0	20	Submitted
<b>SUNY Geneseo</b>	834	0	3	0	3	Submitted
<b>SUNY Maritime College</b>	330	7	9	3	12	Submitted
<b>SUNY Morrisville</b>	536	0	0	137	137	Submitted
<b>SUNY New Paltz</b>	1,853	8	376	0	376	Submitted
<b>SUNY Old Westbury</b>	693	0	0	0	0	Submitted
<b>SUNY Oneonta</b>	1,119	1	25	1	26	Submitted
<b>SUNY Optometry</b>	374	38	38	0	38	Submitted

<b>Agency</b>	<b>Employee Count</b>	<b>Number of CETC Sessions Conducted</b>	<b>Live CETC</b>	<b>On-demand CETC</b>	<b>Combined Total</b>	<b>Submission Status</b>
<b>SUNY Plattsburgh</b>	242	0	0	0	0	Submitted
<b>SUNY Polytechnic Institute</b>	496	0	0	24	24	Submitted
<b>SUNY Potsdam</b>	647	4	13	0	13	Submitted
<b>SUNY Purchase</b>	951	0	1	0	1	Submitted
<b>SUNY Stonybrook</b>	14,107	22	2,241	0	2,241	Submitted
<b>SUNY System Administration</b>	552	0	5	33	38	Submitted
<b>SUNY Upstate Medical University</b>	8,491	26	561	2	563	Submitted
<b>Thoroughbred Breeding and Development Fund Corporation</b>	5	1	5	0	5	Submitted
<b>Thruway Authority</b>	1,771	2	78	20	98	Submitted
<b>Tug Hill Commission</b>	13	0	0	0	0	Submitted
<b>United Nations Development Corporation</b>	23	0	0	0	0	Submitted
<b>Utility Debt Securitization Authority</b>	4	0	1	0	1	Submitted
<b>Waterfront Commission</b>	27	0	0	0	0	Submitted
<b>Welfare Inspector General's Office</b>	6	0	0	0	0	Submitted
<b>Westchester County Healthcare Corporation</b>	3,453	0	0	1	1	Submitted
<b>Workers Compensation Board</b>	1,023	0	1	65	66	Submitted