



STATE GOVERNMENT

2017 WORKFORCE PROFILE

with select local data



Table of Contents

STATE OF NEW JERSEY
State Government Workforce Profile 2017

TABLE OF CONTENTS

State Government Workforce Profile: Introduction	Page 1
State Government Workforce At-a-Glance	Page 3
Statistics by Agency	Page 4
State Government Employee Work Schedules by Department	Page 6
State Government Employees in Pay Status by Work Schedule	Page 7
Distribution of State Government Employees Titles by Service Division	Page 8
Age, Salary and Length of Service by State Agency	Page 9
Distribution of State Government Employees by Fund Source	Page 10
Other State Government Employment	Page 11
Age, Service Length, Separation and Hiring Data for State Government Employees	Page 12
Distribution of State Government Employees by Years of Service.....	Page 13
Distribution of State Government Employees by Age.....	Page 14
Separations of Full-Time State Government Employees by Years of Service	Page 15
Separations from State Service: Full-Time Employees FY2006 – FY2017	Page 16
Separations from State Service: Full-Time Employees FY2006 – FY2017 (Graph)	Page 17
Hiring by State Government FY2006 – FY2017.....	Page 18
Average Salary of Full-Time Employees Hired by State Government FY2006 – FY2017.....	Page 19
Education, Location, and Occupational Data for State Government Employees	Page 20
Distribution of State Government Employees by Highest Level of Education Recorded	Page 21
Distribution of State Government Employees by Work Location	Page 22
Distribution of State Government Employees by EEO Job Category	Page 23
Distribution of State Government Employees by Occupation	Page 24
Distribution of State Government Employees by Occupational Category	Page 25

STATE OF NEW JERSEY
State Government Workforce Profile 2017

TABLE OF CONTENTS

Salary Data for State Government Workforce	Page 26
Distribution of State Government Employees by Salary	Page 27
Five-Year Trend of Average Salaries for State Government Employees	Page 28
State Government Workforce Race/Ethnic and Gender Data	Page 29
Race/Ethnic Distribution of State Government Employees by Agency	Page 30
Gender Distribution of State Government Employees by Agency (With Race/Ethnic Composition of Each Gender Group)	Page 31
Race/Ethnic and Gender Distribution of State Government Employees by Agency	Page 32
Minorities in the State Government Workforce (2008 - 2017)	Page 33
Women in the State Government Workforce (2008 - 2017 / Graph)	Page 34
Union Representation of State Government Employees	Page 35
Union Representation of State Government Employees by Agency	Page 37
Distribution of State Government Employees by Salary and Union Representation	Page 38
Military Involvement of State Employees	Page 39
Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom	Page 40
State College Employees Under the Merit System	Page 41
State College Employees Under the Merit System by Service Division	Page 42
State Government Workforce: Ten Year Historical Trend Data	Page 43
Ten Year Trend of Total Workforce Counts (Line Graph)	Page 44
Ten Year Trend of Workforce Net Changes	Page 45
Employment History (Fiscal Years 2007 - 2017)	Page 46
Local Government Merit System Jobs	Page 47
Local Government Merit System Jobs: Quantitative Summary	Page 49
Distribution by Location, Level of Government, and Service Division	Page 50
Distribution by Location, Level of Government, and Work Schedule	Page 51
Distribution of Local Government Merit System Jobs by Occupational Group (Pie Chart)	Page 52
Distribution of Local Government Merit System Jobs by Occupational Group (Table)	Page 53
Appendix: Listing of Autonomous Local Merit System Jurisdictions	Page A-1

New Jersey
State Government
Workforce Profile

STATE OF NEW JERSEY

State Government Workforce Profile 2017

Introduction

This Workforce Profile was compiled by the New Jersey Civil Service Commission from data captured by the Commission's automated personnel files, Office of Management and Budget automated payroll files, emails, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of July 14, 2016, comparisons of the workforce at the end of Fiscal Year 2016 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2016.

The Workforce Profile includes trend data where significant trends exist. In cases where we have charted a distribution of employees by some variable (for example, by age or by salary), we have compared the most recent distribution with the previous year's distribution where possible. Longer-term trend charts typically plot a single value (an average, total, or net change) by year, to avoid excessive complexity.

Since 1995, Workforce Profiles have reflected structural changes in State Government, however, these changes are not reflective of routine movements into and out of the workforce. Changes within the last ten years include:

- The reorganization of the Office of the Ratepayer Advocate in 2006 as the Division of Rate Counsel in the Department of the Public Advocate, and the reassignment of the Division of Rate Counsel to the Department of the Treasury in 2010.
- The establishment of the Department of Children and Families in 2006. The new department was staffed by over 6,600 state child welfare employees who were already working in divisions of the Department of Human Services.
- The creation of the Office of Homeland Security and Preparedness (OHSP) by Executive Order in 2006. OHSP absorbed the functions of the former State Office of Counter-Terrorism in the Department of Law and Public Safety. Although the Office is allocated "in but not of" the Department of Law and Public Safety, the Director reports directly to the Governor as a cabinet-level official.
- The elimination of the Department of Personnel in 2008 and the transfer of its functions and powers to the newly established Civil Service Commission, allocated in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.
- The transfer of the Office of Insurance Fraud Prevention from the Department of the Treasury to the Department of Banking and Insurance in 2010.
- The elimination of the Department of the Public Advocate in 2010 and of the Office of Public Broadcasting, and New Jersey Network in 2011.
- The transfer of the Office of Workforce Initiatives and Development to the Civil Service Commission in 2012.
- The transfer of the Division on Aging from the Department of Health and Senior Services to the Department of Human Services in 2012.
- The replacement of the Commission on Higher Education with the Office of the Secretary of Higher Education in 2011.

STATE OF NEW JERSEY

State Government Workforce Profile 2017

Introduction

Most of these reports are based on the Civil Service Commission's own records. However, some of this information, such as union representation of State Government employees, is available only from the Department of the Treasury's Centralized Payroll Office. The Centralized Payroll system, which produces data that frequently appears in budget documents, tracks different information than the Civil Service Commission's automated personnel files. Civil Service Commission counts include all employees, including those on leave without pay. Employees on leave without pay are not included in paycheck counts from Centralized Payroll. We count these employees because they are still legally employees while they are on leave.

This Workforce Profile includes breakdown data for agencies whose employees are paid through Centralized Payroll and that State law places "in but not of" the constitutionally authorized departments. One exception is the Palisades Interstate Park Commission (PIP), which was established by compact between New Jersey and New York, but is allocated within the State Department of Environmental Protection. Data on PIP employment is limited to employee counts from their payroll office records. It is reported in our "Other State Government" section on Page 10. The following breakdowns are included in the main body of this publication:

- The State Parole Board is "in but not of" the Department of Corrections.
- The Juvenile Justice Commission and the Office of Homeland Security and Preparedness are "in but not of" the Department of Law and Public Safety.
- The Office of the Secretary of Higher Education and the Higher Education Student Assistance Authority are "in but not of" the Department of State.
- The Motor Vehicle Commission is "in but not of" the Department of Transportation.
- The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, and the Board of Public Utilities are all "in but not of" the Department of the Treasury.
- The Civil Service Commission is "in but not of" the Department of Labor and Workforce Development.

On all appropriate tables, departments that include "in but not of" agencies have the department proper in boldface and all capital letters and the "in but not of" agencies indented and shown in regular typeface and letters.

A general overview of the number of State Government employees in each agency is provided, along with some important statistics for the entire State Government workforce. With this year's publication, we've begun efforts to move toward fiscal year reporting, as reflected in our July 14, 2016 dataset. We have also provided the January 2015 and January 2016 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 2.4 percent in the size of the State Government workforce over a two-year period.

The Civil Service Commission welcomes your comments and questions regarding this report, which can also be found on the Commission's website at <http://www.state.nj.us/csc/about/publications/workforce>. The Commission's Division of Agency Services can assist individual agencies with specific workforce analyses. For more information, contact John Griffith at (609) 633-3739.

STATE OF NEW JERSEY
State Government Workforce At-A-Glance

DEPARTMENT	NUMBER OF EMPLOYEES				
	1/9/2015	1/7/2016	7/14/2016	CHANGE OVER 2 YEARS	
AGRICULTURE	203	213	206	+ 3	1.5%
BANKING & INSURANCE	476	467	460	- 16	-3.4%
CHILDREN & FAMILIES	6,783	6,733	6,783	+ 0	0.0%
COMMUNITY AFFAIRS	923	920	909	- 14	-1.5%
CORRECTIONS	8,789	8,612	8,586	- 203	-2.3%
<i>Corrections</i>	8,184	8,030	8,009	- 175	-2.1%
State Parole Board	605	582	577	- 28	-4.6%
EDUCATION	783	776	747	- 36	-4.6%
ENVIRONMENTAL PROTECTION	2,786	2,738	2,732	- 54	-1.9%
GOVERNOR'S OFFICE	115	113	111	- 4	-3.5%
HEALTH	1,129	1,080	1,073	- 56	-5.0%
HUMAN SERVICES	13,586	12,811	12,684	- 902	-6.6%
INFORMATION TECHNOLOGY	723	741	729	+ 6	0.8%
LABOR	3,344	3,223	3,214	- 130	-3.9%
<i>Labor</i>	3,094	2,970	2,965	- 129	-4.2%
Civil Service Commission	250	253	249	- 1	-0.4%
LAW & PUBLIC SAFETY	7,867	7,871	7,925	+ 58	0.7%
<i>Law & Public Safety</i>	6,597	6,601	6,646	+ 49	0.7%
Homeland Security & Preparedness	89	92	97	+ 8	9.0%
Juvenile Justice	1,181	1,178	1,182	+ 1	0.1%
MILITARY & VETERANS AFFAIRS	1,511	1,496	1,495	- 16	-1.1%
STATE	318	309	305	- 13	-4.1%
<i>State (Includes Comm on Higher Education)</i>	184	179	172	- 12	-6.5%
Higher Educational Student Assistance	134	130	133	- 1	-0.7%
TRANSPORTATION	5,472	5,483	5,485	+ 13	0.2%
<i>Transportation</i>	3,125	3,174	3,190	+ 65	2.1%
Motor Vehicles	2,347	2,309	2,295	- 52	-2.2%
TREASURY	5,338	5,193	5,131	- 207	-3.9%
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,773	3,621	3,563	- 210	-5.6%
Administrative Law	87	91	85	- 2	-2.3%
Casino Control	49	44	41	- 8	-16.3%
Public Defender	1,201	1,207	1,212	+ 11	0.9%
Public Utilities	228	230	230	+ 2	0.9%
TOTAL EXECUTIVE DEPARTMENTS	60,146	58,779	58,575	- 1,571	-2.6%
JUDICIARY	8,921	8,902	8,802	- 119	-1.3%
LEGISLATIVE STAFF	489	492	487	- 2	-0.4%
TOTAL STATE GOVT WORKFORCE	69,556	68,173	67,864	- 1,692	-2.4%

DEMOGRAPHICS
07/14/2016

AGE

Average: 47 years
Median: 47 years

LENGTH OF SERVICE

Average: 14 years
Median: 12 years

SALARY *

Average: \$74,601
Median: \$71,397

GENDER

Female: 37,622 (55.4%)
Male: 30,242 (44.6%)

MINORITY EMPLOYEES

30,488 (44.9%)

UNION REPRESENTATION

61,707 (90.9%)

* Salary of Full-time employees only.

STATE OF NEW JERSEY

Statistics by Agency

Introduction

The following group of tables shows statistics for each of the Executive Agencies, the Judiciary, and the Office of Legislative Services. Page 6 presents counts of employees by work schedule. In addition to full-time salaried employees and part-time salaried employees (who are paid a percentage of a fulltime salary), some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a “per diem” (daily) basis. A pie chart on Page 6 summarizes the totals for the entire State Government workforce.

Since 1992, when the Department of Personnel – the predecessor agency of the Civil Service Commission - first published a State Government Workforce Profile, the public has had two principal sources of information about the State Government workforce. One is the Workforce Profile and the other is the annual Budget Recommendation which is prepared by the Office of Management and Budget (OMB). For cogent administrative reasons, these two publications, and the organizations that prepare them, report employees differently. Because OMB’s primary concern with employees is their impact on the State Government’s fiscal resources, it counts only those employees who actually draw paychecks during the pay period in which they take the measurement. Because the Civil Service Commission’s primary concern with employees is their legal and administrative status, we count all employees who are in active status, regardless of whether they are drawing a paycheck during the pay period in which we take the measurement. It would not be an advantage for either publication to abandon the way in which it counts, because it would then sacrifice this historical perspective.

This year, we continue to bridge the gap between the two publications. This is a worthwhile effort, because fiscal concerns are still prominent in the conduct of State Government. The chart on Page 6 presents a breakdown of all employees who were in active status for the pay period that included June 30, 2016. To get a feeling for the differences in results that are associated with the two different ways of reporting, compare that chart with the similar chart on Page 7. The chart on Page 7 addresses the same employee-related variables but includes only the employees who were drawing paychecks for the same pay period. Employees may be in non-pay status for a variety of reasons, including unpaid personal and family leave.

Page 8 shows a breakdown of employees’ titles by class of service. It includes a pie chart to show the classification breakdown of State Government titles at a glance, but there is considerable variation in the proportion of employees in career titles among the various agencies. In addition, the employee’s appointment does not always match the class of service to which the title is assigned.

Page 9 presents a profile of the average State Government employee by agency. In addition to average age, length of service, and salary, we have also computed the median salary for each agency. The “average” or mean salary is the sum of all salaries divided by the number of salaries, while the median salary is the salary of the employee who appears at the exact middle of a list of employees sorted by salary. Most employees earn a salary that is below the average, because most jobs are at the lower levels of organizations. As a result, the median salary is usually lower than the mean salary. Some agencies have a median salary that approaches or exceeds the average; this may indicate a narrower or more uniform distribution of salaries, or a greater proportion of high-level employees.

STATE OF NEW JERSEY

Statistics by Agency

Introduction

The table on Page 10 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the Property Tax Relief Fund and the Casino Revenue Fund. In addition to these three sources, one other fund source is shown in the table: revolving funds. Revolving funds are funds that have been established from the General Fund at some point, but sustain themselves from year to year as the organizations that they support charge other State agencies for their services. Examples of organizations supported by revolving funds include the State Government Distribution Center and the Office of Information Technology.

Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information into the Civil Service Commission's automated files and are not on the State Government Centralized Payroll. We have presented data on these employers collected by an email survey, and have included information on the sources of funds for each agency.

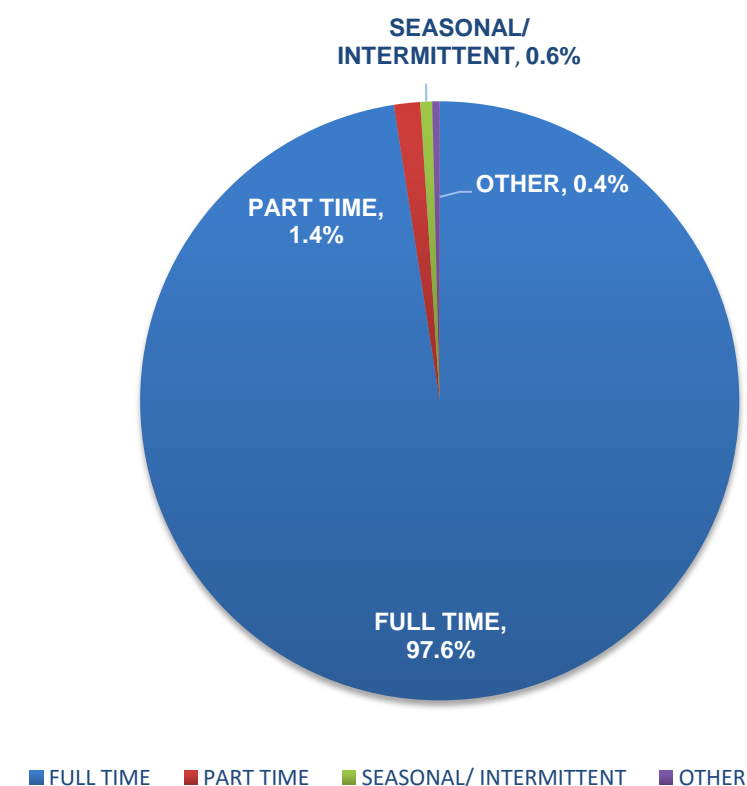
For additional information on State College employees who fall under the Civil Service Commission, please see Pages 41 and 42.

STATE OF NEW JERSEY

State Government Employee Work Schedules by Department

July 14, 2016

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	203	3	0	0	206
BANKING & INSURANCE	454	2	0	4	460
CHILDREN & FAMILIES	6,721	62	0	0	6,783
COMMUNITY AFFAIRS	909	0	0	0	909
CORRECTIONS	8,583	3	0	0	8,586
<i>Corrections</i>	8,006	3	0	0	8,009
State Parole Board	577	0	0	0	577
EDUCATION	745	2	0	0	747
ENVIRONMENTAL PROTECTION	2,724	4	4	0	2,732
GOVERNOR'S OFFICE	111	0	0	0	111
HEALTH	1,073	0	0	0	1,073
HUMAN SERVICES	12,132	552	0	0	12,684
INFORMATION TECHNOLOGY	726	3	0	0	729
LABOR	3,010	72	126	6	3,214
<i>Labor</i>	2,765	69	126	5	2,965
Civil Service Commission	245	3	0	1	249
LAW & PUBLIC SAFETY	7,674	2	0	249	7,925
<i>Law & Public Safety</i>	6,397	0	0	249	6,646
Homeland Security & Preparedness	97	0	0	0	97
Juvenile Justice	1,180	2	0	0	1,182
MILITARY & VETERANS AFFAIRS	1,472	23	0	0	1,495
STATE	300	5	0	0	305
<i>State (Includes Comm on Higher Education)</i>	167	5	0	0	172
Higher Educational Student Assistance	133	0	0	0	133
TRANSPORTATION	5,283	198	0	4	5,485
<i>Transportation</i>	3,186	0	0	4	3,190
Motor Vehicles	2,097	198	0	0	2,295
TREASURY	4,813	5	304	9	5,131
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,248	2	304	9	3,563
Administrative Law	85	0	0	0	85
Casino Control	41	0	0	0	41
Public Defender	1,209	3	0	0	1,212
Public Utilities	230	0	0	0	230
TOTAL EXECUTIVE DEPARTMENTS	56,933	936	434	272	58,575
JUDICIARY	8,785	17	0	0	8,802
LEGISLATIVE STAFF	484	3	0	0	487
TOTAL STATE GOVT WORKFORCE	66,202	956	434	272	67,864



Data provided by the Civil Service Commission from automated personnel files.
Percentages refer to the total State Government workforce as of 07/14/2016 67,864.

STATE OF NEW JERSEY
State Government Employees in Pay Status by Work Schedule
 July 14, 2016

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	203	3	0	0	206
BANKING & INSURANCE	455	2	0	0	457
CHILDREN & FAMILIES	6,705	62	0	0	6,767
COMMUNITY AFFAIRS	906	0	0	0	906
CORRECTIONS	8,554	3	0	0	8,557
<i>Corrections</i>	7,988	3	0	0	7,991
State Parole Board	566	0	0	0	566
EDUCATION	742	2	0	0	744
ENVIRONMENTAL PROTECTION	2,726	4	4	0	2,734
GOVERNOR'S OFFICE	95	0	0	0	95
HEALTH	1,067	0	0	0	1,067
HUMAN SERVICES	12,135	541	0	0	12,676
INFORMATION TECHNOLOGY	722	3	0	0	725
LABOR	3,009	72	125	0	3,206
<i>Labor</i>	2,764	69	125	0	2,958
Civil Service Commission	245	3	0	0	248
LAW & PUBLIC SAFETY	7,636	2	0	0	7,638
<i>Law & Public Safety</i>	6,360	0	0	0	6,360
Homeland Security & Preparedness	98	0	0	0	98
Juvenile Justice	1,178	2	0	0	1,180
MILITARY & VETERANS AFFAIRS	1,475	23	0	0	1,498
STATE	301	5	0	0	306
<i>State (Includes Comm on Higher Education)</i>	168	5	0	0	173
Higher Educational Student Assistance	133	0	0	0	133
TRANSPORTATION	5,283	196	0	0	5,479
<i>Transportation</i>	3,195	0	0	0	3,195
Motor Vehicles	2,088	196	0	0	2,284
TREASURY	4,750	5	304	0	5,059
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,188	2	304	0	3,494
Administrative Law	85	0	0	0	85
Casino Control	41	0	0	0	41
Public Defender	1,209	3	0	0	1,212
Public Utilities	227	0	0	0	227
TOTAL EXECUTIVE DEPARTMENTS	56,764	923	433	0	58,120
JUDICIARY	8,788	18	0	0	8,806
LEGISLATIVE STAFF	485	3	0	0	488
TOTAL STATE GOVT WORKFORCE	66,037	944	433	0	67,414

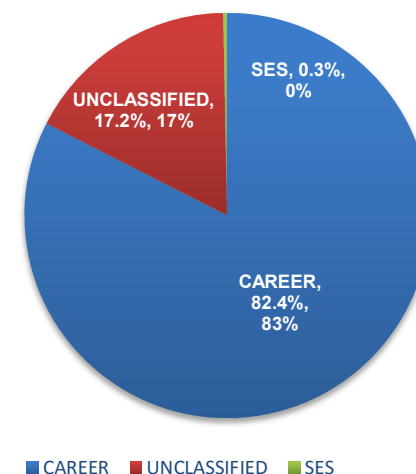
Data provided by the Civil Service Commission from automated personnel and payroll files.

STATE OF NEW JERSEY

Distribution of State Government Employee Titles by Service Division

July 14, 2016

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	150	26	176	3	27	206
BANKING & INSURANCE	355	48	403	0	57	460
CHILDREN & FAMILIES	5,699	736	6,435	83	265 ¹	6,783
COMMUNITY AFFAIRS	837	31	868	0	41	909
CORRECTIONS	8,162	131	8,293	0	293	8,586
<i>Corrections</i>	7,620	122	7,742	0	267 ²	8,009
State Parole Board	542	9	551	0	26	577
EDUCATION	190	336	526	0	221 ³	747
ENVIRONMENTAL PROTECTION	2,215	419	2,634	3	95	2,732
GOVERNOR'S OFFICE	8	0	8	0	103	111
HEALTH	771	236	1,007	14	52	1,073
HUMAN SERVICES	8,285	3,930	12,215	19	450 ⁴	12,684
INFORMATION TECHNOLOGY	528	164	692	7	30	729
LABOR	2,612	374	2,986	32	196	3,214
<i>Labor</i>	2,405	354	2,759	18	188 ⁵	2,965
Civil Service Commission	207	20	227	14	8	249
LAW & PUBLIC SAFETY	2,704	838	3,542	9	4,374 ⁶	7,925
<i>Law & Public Safety</i>	1,734	712	2,446	9	4,191 ⁶	6,646
Homeland Security & Preparedness	56	6	62	0	35	97
Juvenile Justice	914	120	1,034	0	148 ⁷	1,182
MILITARY & VETERANS AFFAIRS	659	680	1,339	0	156 ⁸	1,495
STATE	145	25	170	0	135	305
<i>State (Includes Comm on Higher Education)</i>	86	21	107	0	65	172
Higher Educational Student Assistance	59	4	63	0	70	133
TRANSPORTATION	4,825	509	5,334	52	99	5,485
<i>Transportation</i>	2,745	359	3,104	43	43	3,190
Motor Vehicles	2,080	150	2,230	9	56	2,295
TREASURY	3,414	606	4,020	63	1,048	5,131
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,745	467	3,212	38	313 ⁹	3,563
Administrative Law	43	5	48	0	37	85
Casino Control	4	0	4	0	37	41
Public Defender	478	115	593	6	613 ¹⁰	1,212
Public Utilities	144	19	163	19	48	230
TOTAL EXECUTIVE DEPARTMENTS	41,559	9,089	50,648	285	7,642	58,575
JUDICIARY	3,852	513	4,365	0	4,437 ¹¹	8,802
LEGISLATIVE STAFF	0	0	0	0	487 ¹¹	487
TOTAL STATE GOVT WORKFORCE	45,411	9,602	55,013	285	12,566	67,864

¹ Includes 193 educational, health care, and social services personnel.² Includes 195 educational, health care, and social services personnel.³ Includes 53 professional employees at the Katzenbach School.⁴ Includes 303 educational, health care, and social services personnel.⁵ Includes 52 compensation judges and 70 educational, medical, and social services personnel.⁶ Includes 2,899 uniformed State Police, 638 Deputy Attorneys General, and 275 Board Members.⁷ Includes 123 educational, health care, and social services personnel.⁸ Includes 153 military, educational, and medical personnel.⁹ Includes 78 Board Members.¹⁰ Includes 49 Deputy Public Defenders and 530 Assistant Deputy Public Defenders.¹¹ All judges and professional and confidential personnel unclassified.¹² All professional and technical personnel unclassified.

STATE OF NEW JERSEY
Age, Salary and Length of Service by State Agency

July 14, 2016

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	49	\$71,962	\$71,397	14
BANKING & INSURANCE	51	\$78,038	\$76,249	14
CHILDREN & FAMILIES	42	\$69,224	\$71,397	10
COMMUNITY AFFAIRS	52	\$71,920	\$69,662	12
CORRECTIONS	43	77,729	\$82,473	12
<i>Corrections</i>	42	\$69,820	\$72,934	11
State Parole Board	43	\$85,638	\$92,012	13
EDUCATION	50	\$84,169	\$87,820	12
ENVIRONMENTAL PROTECTION	47	\$77,169	\$78,838	16
GOVERNOR'S OFFICE	39	\$74,777	\$60,000	5
HEALTH	51	\$79,989	\$82,034	15
HUMAN SERVICES	48	\$60,441	\$52,389	13
INFORMATION TECHNOLOGY	51	\$85,097	\$88,975	15
LABOR	49	\$67,764	\$64,994	14
<i>Labor</i>	51	\$65,997	\$60,726	14
Civil Service Commission	47	\$69,531	\$69,262	14
LAW & PUBLIC SAFETY	45	\$76,915	\$75,230	11
<i>Law & Public Safety</i>	44	\$77,983	\$75,230	12
Homeland Security & Preparedness	45	\$85,279	\$83,821	8
Juvenile Justice	46	\$67,482	\$66,145	13
MILITARY & VETERANS AFFAIRS	50	\$52,472	\$47,865	11
STATE	51	\$72,860	\$71,308	13
<i>State (Includes Comm on Higher Education)</i>	50	\$75,216	\$72,953	11
Higher Educational Student Assistance	52	\$70,504	\$69,662	14
TRANSPORTATION	47	\$60,386	\$54,824	13
<i>Transportation</i>	48	\$65,373	\$60,054	14
Motor Vehicles	47	\$55,399	\$49,594	11
TREASURY	50	\$79,786	\$71,397	14
<i>Treasury (Incl Minor Boards & Commissions)</i>	48	\$69,135	\$64,537	14
Administrative Law	53	\$96,277	\$96,416	13
Casino Control	51	\$73,216	\$66,860	17
Public Defender	46	\$76,091	\$71,397	11
Public Utilities	51	\$84,213	\$83,804	16
TOTAL EXECUTIVE DEPARTMENTS	48	\$72,982	\$71,397	13
JUDICIARY	47	\$74,792	\$67,542	12
LEGISLATIVE STAFF	45	\$76,030	\$73,185	12
TOTAL STATE GOVT WORKFORCE	47	\$74,601	\$71,397	12

Excludes part time, hourly and per diem employees.

Data provided by the Civil Service Commission from automated personnel files.

STATE OF NEW JERSEY

Distribution of State Government Employees by Fund Source

July 14, 2016

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	118	55	0	33	206
BANKING & INSURANCE	455	2	0	3	460
CHILDREN & FAMILIES	4,949	1,516	0	318	6,783
COMMUNITY AFFAIRS	556	285	17	51	909
CORRECTIONS	8,359	19	132	76	8,586
<i>Corrections</i>	7,782	19	132	76	8,009
State Parole Board	577	0	0	0	577
EDUCATION	395	194	6	152	747
ENVIRONMENTAL PROTECTION	2,608	42	4	78	2,732
GOVERNOR'S OFFICE	96	0	15	0	111
HEALTH	364	407	139	163	1,073
HUMAN SERVICES	8,789	3,834	5	56	12,684
INFORMATION TECHNOLOGY	0	0	729	0	729
LABOR	769	2,438	0	7	3,214
<i>Labor</i>	520	2,438	0	7	2,965
Civil Service Commission	249	0	0	0	249
LAW & PUBLIC SAFETY	6,523	95	0	1,307	7,925
<i>Law & Public Safety</i>	5,431	66	0	1,149	6,646
Homeland Security & Preparedness	71	26	0	0	97
Juvenile Justice	1,021	3	0	158	1,182
MILITARY & VETERANS AFFAIRS	1,332	163	0	0	1,495
STATE	163	135	0	7	305
<i>State (Includes Comm on Higher Education)</i>	163	9	0	0	172
Higher Educational Student Assistance	0	126	0	7	133
TRANSPORTATION	2,361	825	0	2,299	5,485
<i>Transportation</i>	2,359	825	0	6	3,190
Motor Vehicles	2	0	0	2,293	2,295
TREASURY	4,351	49	243	488	5,131
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,852	45	243	423	3,563
Administrative Law	76	4	0	5	85
Casino Control	0	0	0	41	41
Public Defender	1,211	0	0	1	1,212
Public Utilities	212	0	0	18	230
TOTAL EXECUTIVE DEPARTMENTS	42,188	10,059	1,290	5,038	58,575
JUDICIARY	7,362	1,205	0	235	8,802
LEGISLATIVE STAFF	487	0	0	0	487
TOTAL STATE GOVT WORKFORCE	50,037	11,264	1,290	5,273	67,864

STATE OF NEW JERSEY
Other State Government Employment

July 14, 2016

AGENCY	FULL TIME	PART TIME	TOTAL 2017	TOTAL 2016	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	74	3	77	77	0	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1,4}	125	0	125	124	1	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION ¹	33	6	39	50	-11	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	294	11	305	404	-99	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1,2}	874	2	876	874	2	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	299	0	299	303	-4	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	4	0	4	3	1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY ⁵	219	0	219	213	6	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	17	1	18	14	4	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	23	0	23	24	-1	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,368	405	1,773	1,608	165	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	12	0	12	12	0	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	233	1	234	232	2	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	137	233	370	2,316	-1,946	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,647	717	11,364	11,480	-116	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,954	473	2,427	2,429	-2	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	109	0	109	108	1	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	124	0	124	122	2	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1,4}	81	37	118	99	19	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	541	0	541	524	17	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	202	0	202	202	0	WATER SALE REVENUES
PINELANDS COMMISSION	41	2	43	41	2	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3}	7,400	33	7,433	7,377	56	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	56	1	57	54	3	SEWAGE FEES
RUTGERS	18,799	6,508	25,307	24,478	829	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	117	7	124	123	1	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	264	124	388	383	5	TOLL REVENUE
STATE COLLEGES	11,757	8,124	19,881	19,440	441	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4}	22	0	22	19	3	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	55,826	16,688	72,514	73,212	-698	

1 Multi-State Authorities 2 Includes figures for PATCO 3 Includes figures for PATH 4 Employees working in NJ only

5 On June 30, 2008, the New Jersey Commerce Commission was abolished and the functions were transferred to the New Jersey Economic Development Authority.

**Atlantic City Convention & Visitors Authority is now a division of Casino Reinvestment Development Authority, employment counts are now combined

STATE OF NEW JERSEY

Age, Service Length, Separation and Hiring Data for State Government Employees

Introduction

The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on July 14, 2016 compared with a similar “snapshots” from previous years. The length of service data indicates that the average and median length of service in the State Government workforce is 14/12 years respectively. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to more than 60 percent. An Early Retirement Initiative program instituted in 2002 ended that trend, and that reversal continued until 2007 and 2008, when 48.2 percent of the workforce had more than ten years of service. Today, the number of employees with 10 years of service or greater represents 69 percent of the total workforce.

The number of employees age 60 or older has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, 2008, 2010, 2011, 2013, and 2014. There were decreases in 2001, 2002, 2003, 2009, 2012, and 2015. In 2000 there were 7,427 employees age 60 or older; three years ago there were 8,881 employees in that same group. The current employee count for age 60 or older is now 9,400, or 14 percent of the workforce. For 10 years before 2006, the age group 40 to 49 was the largest employee age group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 19,919 of the State’s 67,864 employees, approximately 30 percent, in that bracket.

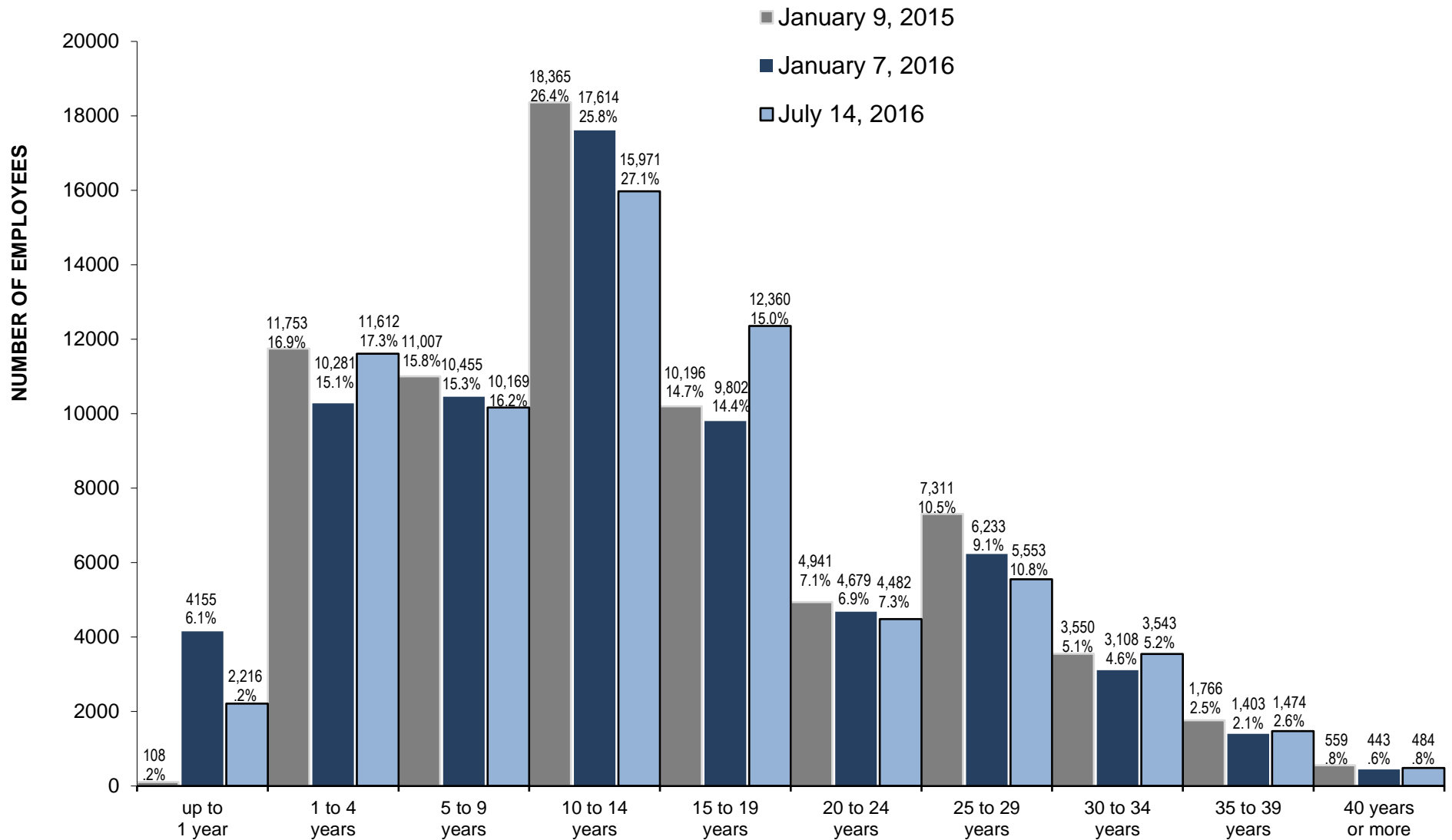
On Page 15, we compare separations during Fiscal Years 2015, 2016, and 2017 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. The separation rate increased from 9.4 percent in FY2016 to 9.8 percent in FY2017.

With Pages 18 and 19 we present charts pertaining to hiring trends. Counts of new hires dropped from 8,698 in Fiscal Year 2005 to 3,156 in Fiscal Year 2010. From Fiscal Year 2005 to Fiscal Year 2010, there was a 63.7 percent drop in the number of employees hired. Fiscal Year 2011 showed the first year-to-year increase in hiring since 2005. As of 2013, it is on a downward trend, decreasing by .8% in 2015 from the previous year. The average age of employees hired held steady at 37 years from Fiscal Year 2009 through Fiscal Year 2010, but dropped to 34 years in Fiscal Year 2011. The median age in Fiscal Years 2009 and 2010 was 33, which indicates that half of the new hires were age 33 or below; following the trend in average age, it fell to 30 years in Fiscal Year 2011 and 2012. The plotted average salaries of individuals hired during this period likewise followed a relatively stable incline until Fiscal Year 2010.

STATE OF NEW JERSEY

Distribution of State Government Employees by Years of Service

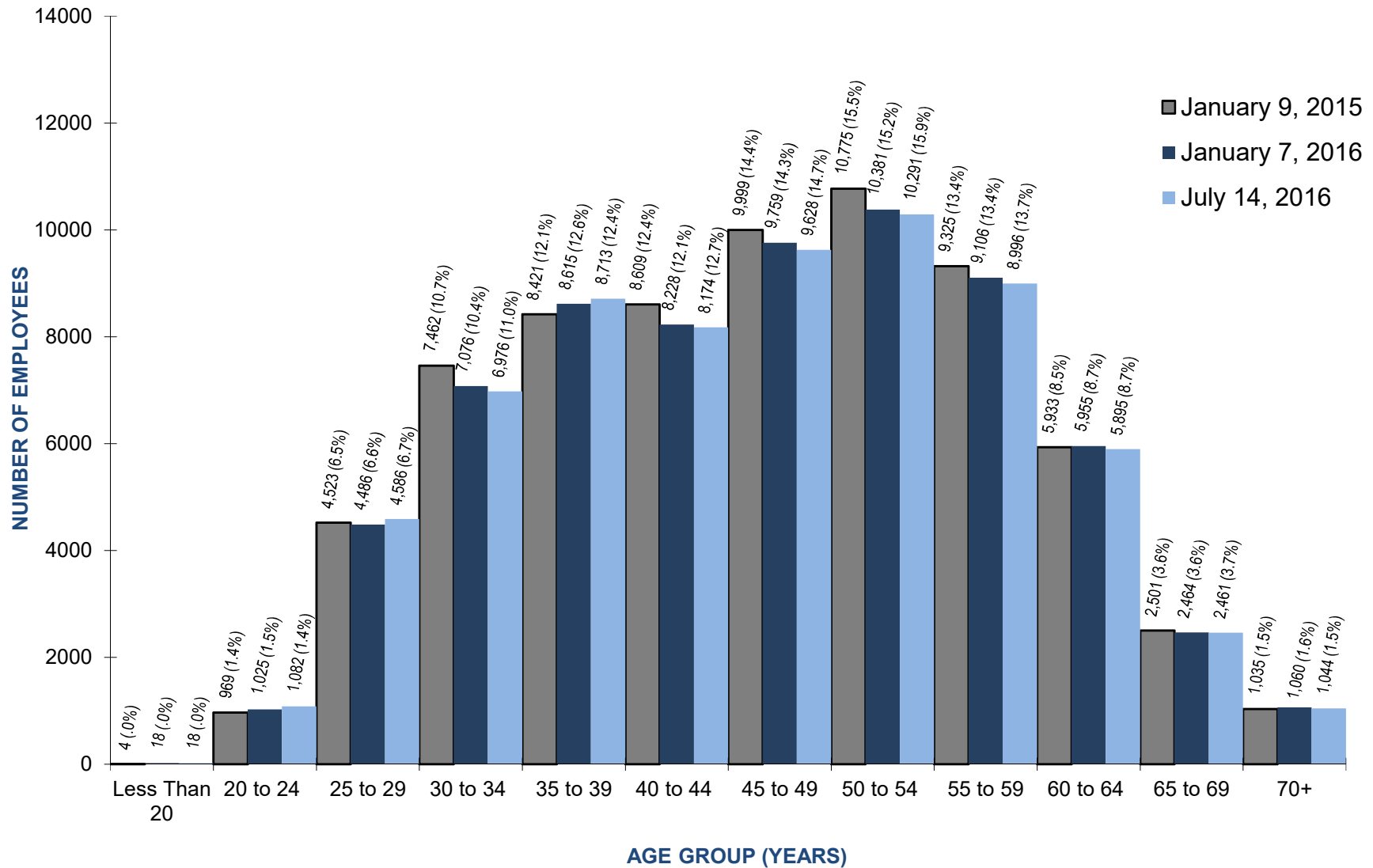
July 14, 2016
(with earlier data for comparison)



Data provided by the Civil Service Commission from automated personnel files.

Percents refer to the total State Government workforce (as of 1/09/2015, 69,556; 1/07/2016, 68,173; 7/14/2016, 67,864).

STATE OF NEW JERSEY
Distribution of State Government Employees by Age
July 14, 2016 (WITH EARLIER DATA FOR COMPARISON)



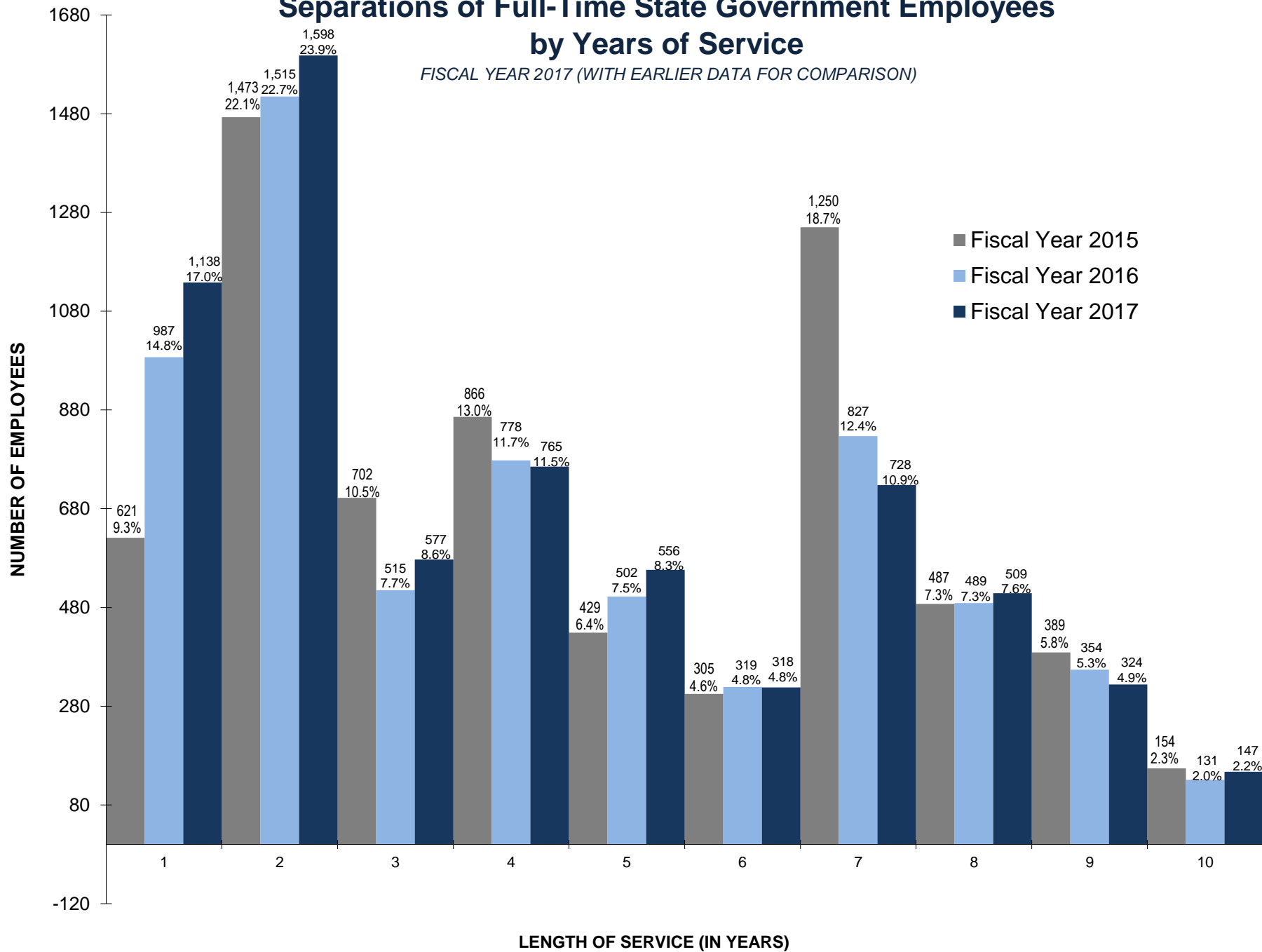
Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/09/2015, 69,556; 1/07/2016, 68,173; 7/14/2016, 67,864).

STATE OF NEW JERSEY

Separations of Full-Time State Government Employees by Years of Service

FISCAL YEAR 2017 (WITH EARLIER DATA FOR COMPARISON)



Data provided by the Civil Service Commission from automated personnel files.

Percentages refer to the number of separations of full-time State Government employees (FY2015: 6,676; FY2016: 6,417; FY2017: 6,660).

STATE OF NEW JERSEY

Separations From State Service

Full-Time Employees FY2006 - FY2017

VOLUNTARY SEPARATIONS								INVOLUNTARY SEPARATIONS				OTHER	Separations During FY	Employees At Start of FY	Separation Rate
Fiscal Year	Resigned In Good Standing	Resigned General	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
2006	1594	NA	221	0	1991	3,806	63%	2,019	34	2053	34%	178	6,037	80,213	7.5%
2007	1551	NA	179	0	2608	4,338	68%	1,847	0	1847	29%	152	6,337	81,201	7.8%
2008	1407	NA	148	119	1863	3,537	66%	1,625	2	1627	31%	163	5,327	80,418	6.6%
2009	970	NA	141	1353	1870	4,334	73%	1,469	12	1481	25%	139	5,954	82,994	7.2%
2010	772	4	128	11	2,309	3,224	66%	1,533	0	1,533	31%	145	4,902	77,670	6.3%
2011	737	104	136	0	4,171	5,148	68%	2,011	243	2,254	30%	134	7,536	75,794	9.9%

Fiscal Year	Resigned in Good Standing	General Resignations	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Discontinued UnClassified Appts	Discontinued Temp / Provisional / Interim Appts	Expiration Of Term	Laid Off	Deaths	Discontinued Prob Appt / Incomplete WTP	Discontinued SES appt	Removal - NJAC 4A	Removal After WTP	Total Separations	Employees at start of FY	Separation Rate
2012	772	151	113	0	2,428	693	624	302	119	139	129	5	171	27	5,673	72,887	7.8%
2013	791	113	126	0	2,475	666	737	281	1	145	135	3	144	18	5,635	73,506	7.7%
2014	833	143	66	0	2,799	629	581	284	404	123	142	5	141	28	6,179	71,210	8.7%
2015	941	103	99	0	3,258	742	502	285	308	121	142	6	116	22	6,645	68,541	9.7%
2016	1090	129	84	0	2,792	772	759	260	0	117	252	8	95	17	6,375	67,991	9.4%
2017	1191	131	100	0	2,663	824	909	304	1	112	239	5	117	23	6,619	67,745	9.8%

* Beginning FY2012 reporting period, Separation counts are further broken down to clarify the categories of Separations.

An Early Retirement Incentive Programs (ERI) was signed into law in 2008 in order to reduce the State's payroll.

Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and August 1 of that calendar year and met age and service requirements.

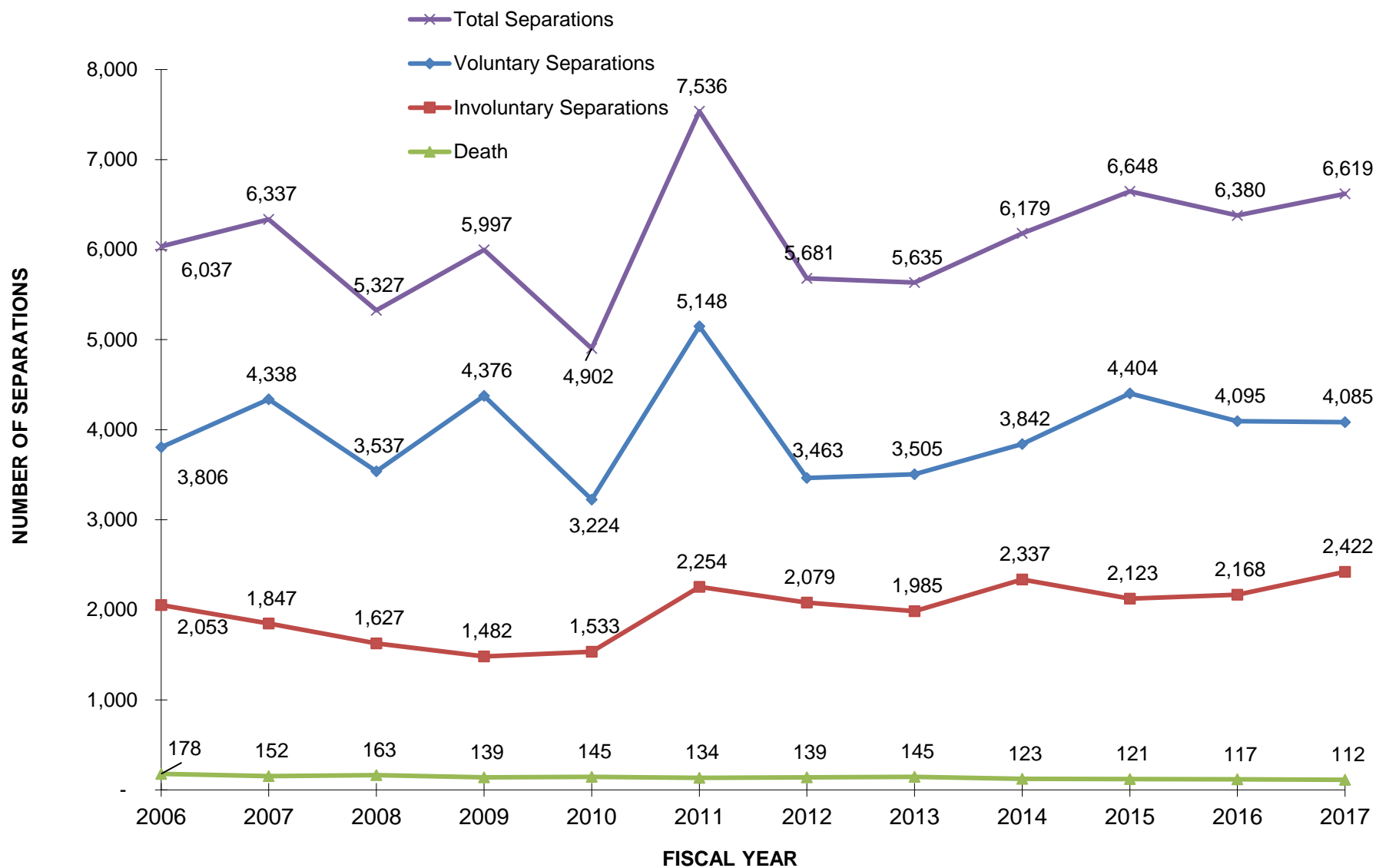
Some extensions beyond the July 1st deadlines were granted. These extensions were made at the convenience of the State Government.

In Workforce Profile 2015, we accounted for one Early Retirement Incentive employee for FY2014 based upon user error in our Personnel Files. We have corrected this error in this Publication

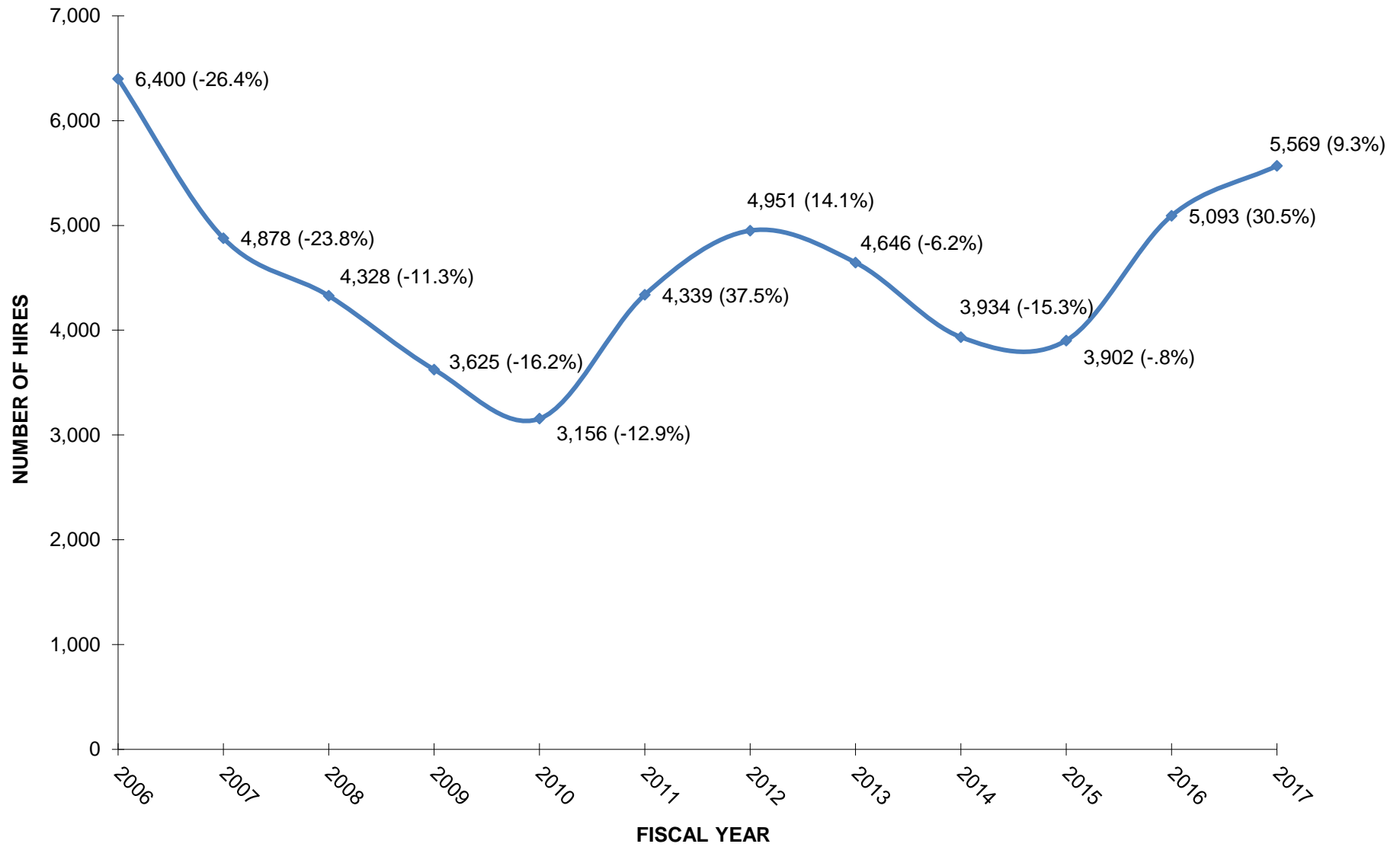
During Fiscal Year 2010, the Civil Service Commission established the general resignation as a means of reaching a settlement in the appeal of a disciplinary action.

Separations include discontinuation of provisional, temporary, and unclassified appointments, term expirations and some layoffs of employees without permanent Civil Service status.

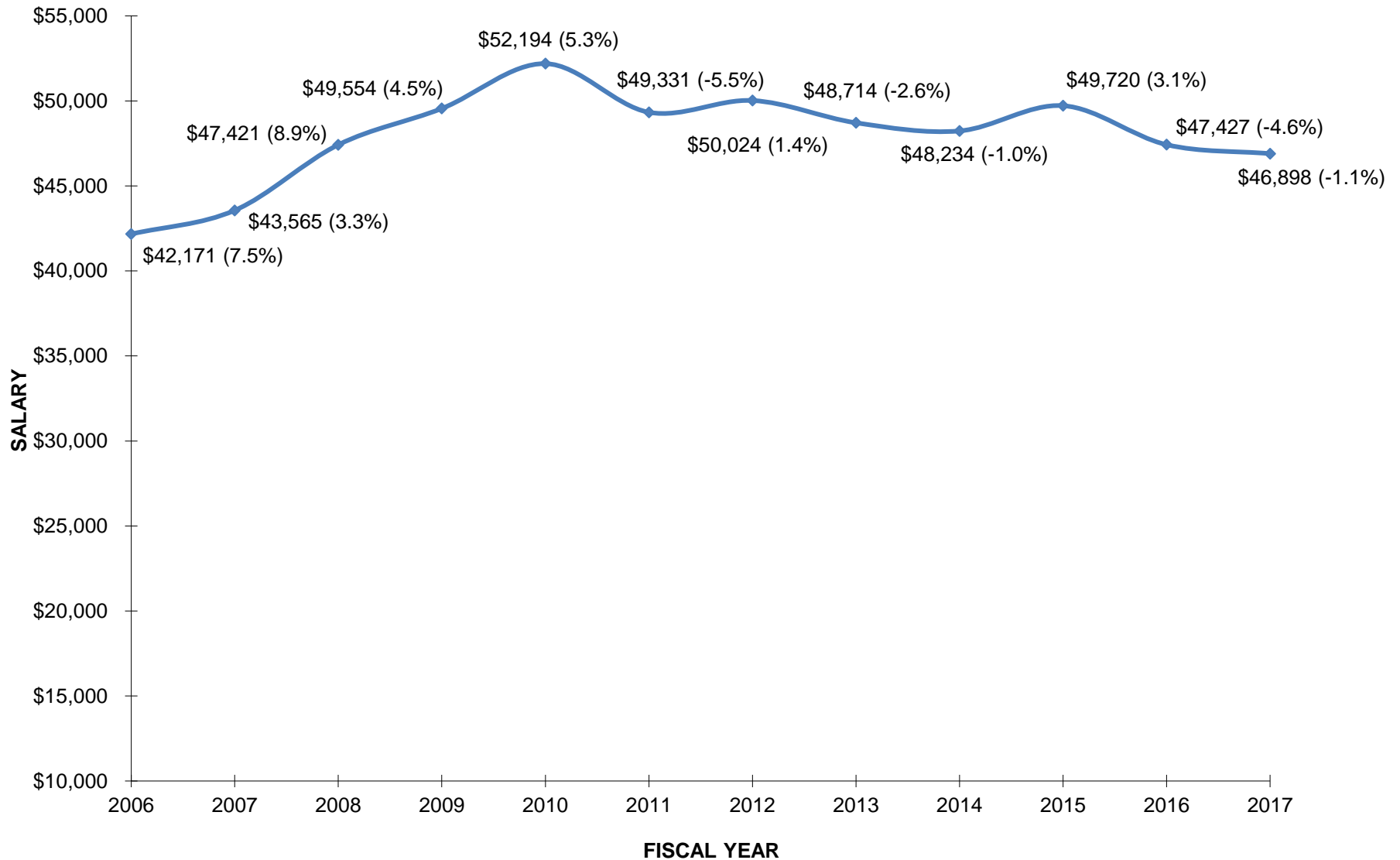
STATE OF NEW JERSEY
Separations from State Service
Full-Time Employees FY2006 - FY2017



STATE OF NEW JERSEY
Hiring by State Government
FY2006 Through FY2017



STATE OF NEW JERSEY
Average Salary of Full-Time Employees Hired by State Government
FY2006 Through FY2017



Data provided by the Civil Service Commission from automated personnel files.

STATE OF NEW JERSEY

Education, Location and Occupational Data for State Government Employees

Introduction

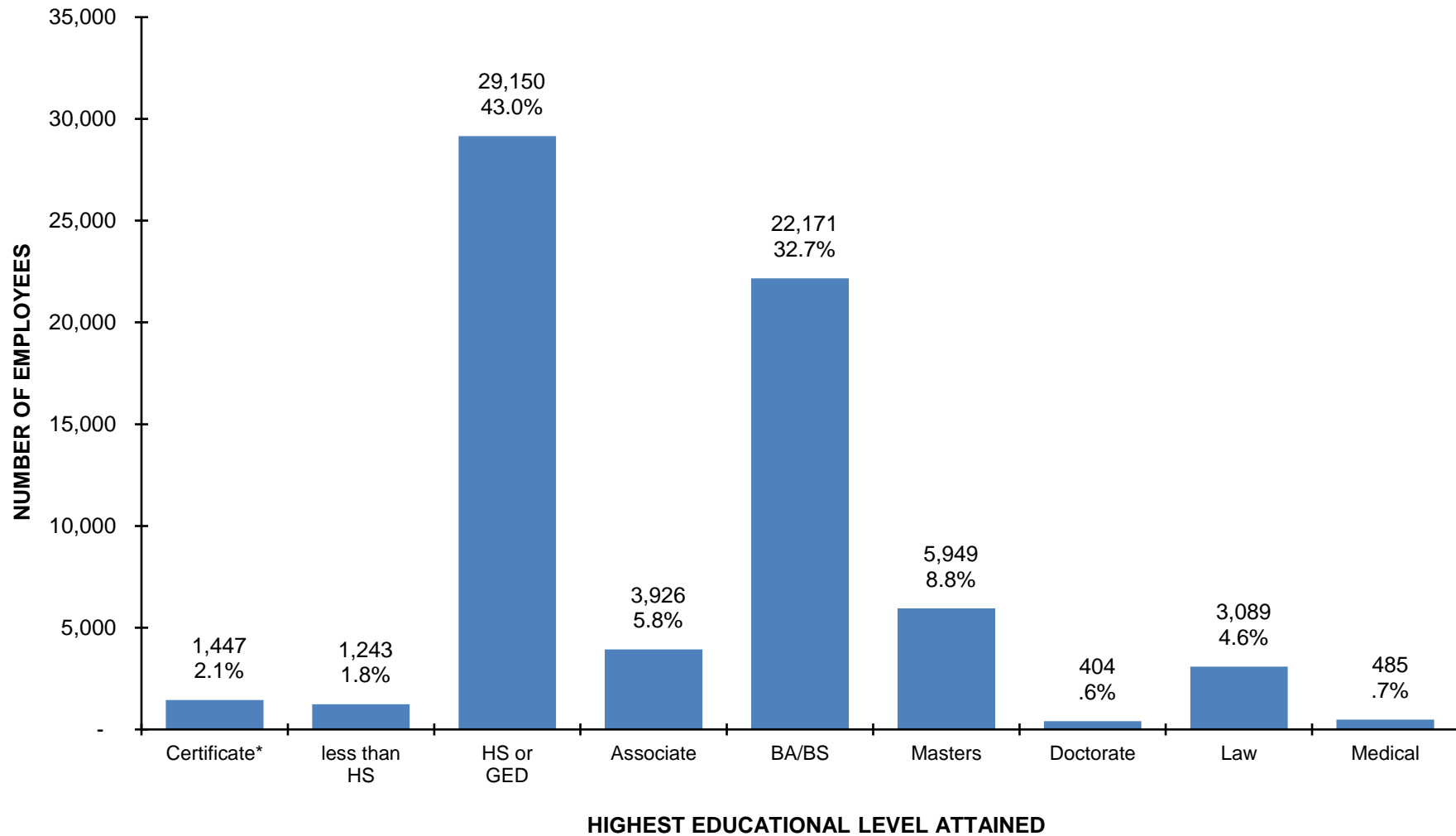
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 21,171 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,098 (or 47 percent of the workforce). That is because employees with Master's, Doctoral, Law, or Medical degrees almost always have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and may understate the education credentials of some employees who have continued their education since being hired and have not had their highest degree made a part of their personnel file.

Our analysis of State Government employees by work location (Page 22) shows that more than a third of these employees are stationed in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the number of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., a liaison officer to the Federal Government.

There is a breakdown of the State Government workforce by EEO categories on Page 23. Page 24 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 25 presents a bar chart showing a breakdown of State Government employees by occupational categories. The employees' titles are categorized according to an Occupational Code Directory developed by Civil Service Commission's Classification and Compensation Division. This taxonomy groups employees by the type of work performed. We do not show the employees' levels in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.

STATE OF NEW JERSEY
Distribution of State Government Employees
by Highest Level of Education Recorded

July 14, 2016



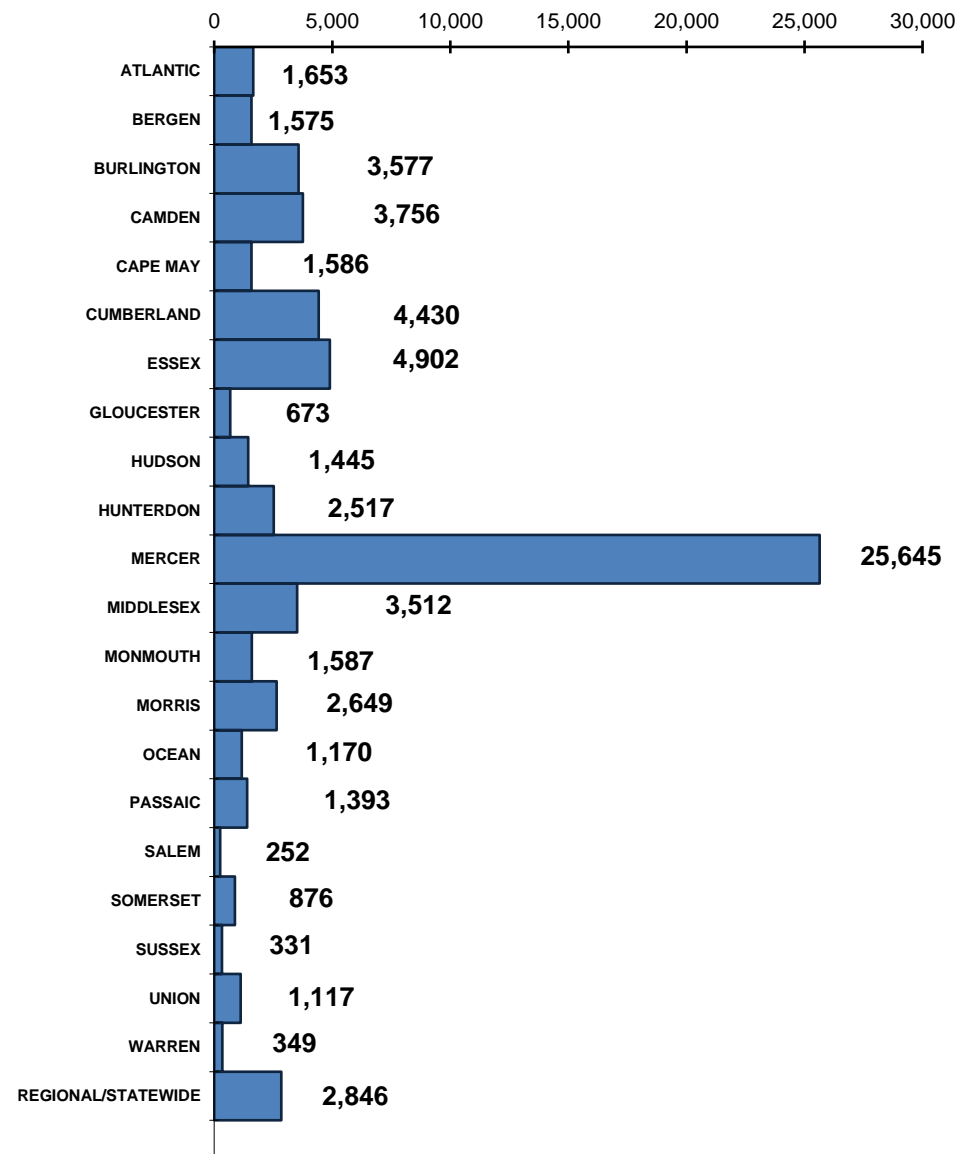
Percentages refer to the total State Government workforce (as of 07/14/2016, 67,864.)

** These employees identified specialized certificates of proficiency as their highest level of education.*

STATE OF NEW JERSEY
Distribution of State Government Employees
by Work Location

July 14, 2016

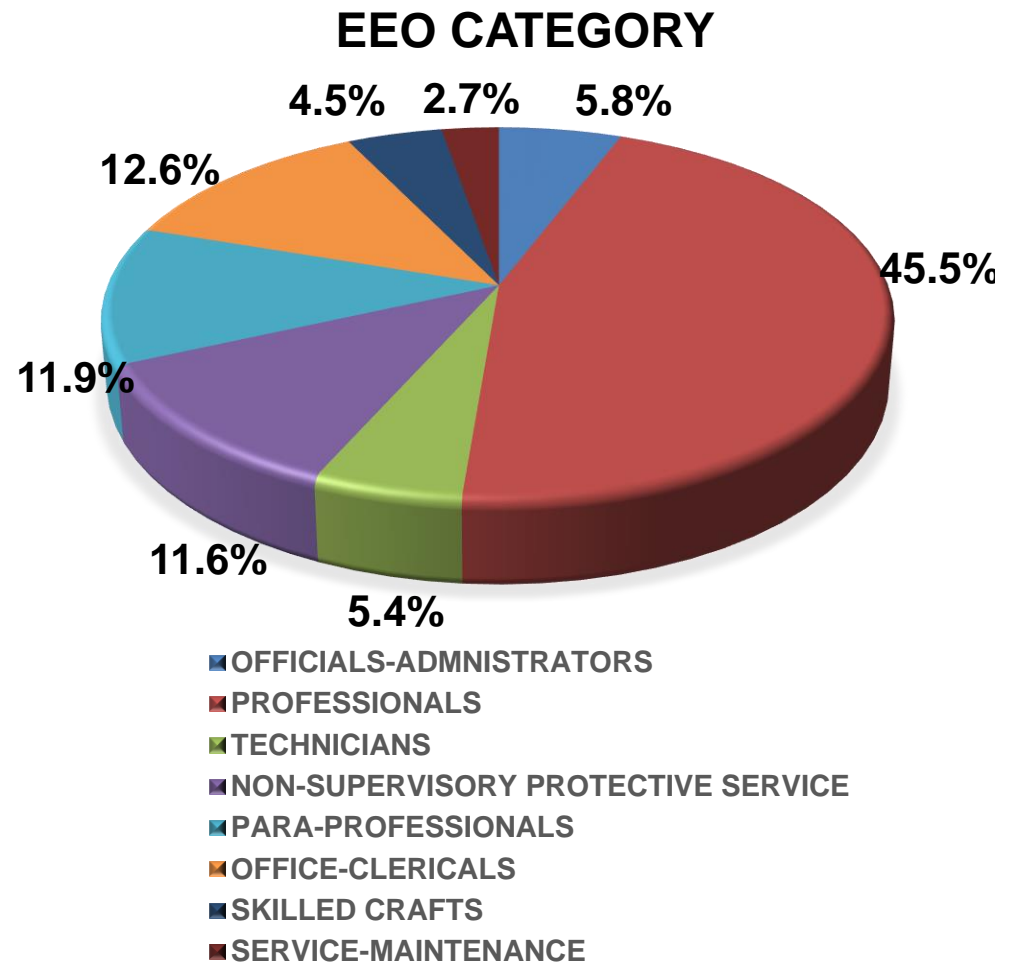
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,653	2.4
BERGEN	1,575	2.3
BURLINGTON	3,577	5.3
CAMDEN	3,756	5.5
CAPE MAY	1,586	2.3
CUMBERLAND	4,430	6.5
ESSEX	4,902	7.2
GLOUCESTER	673	1.0
HUDSON	1,445	2.1
HUNTERDON	2,517	3.7
MERCER	25,645	37.8
MIDDLESEX	3,512	5.2
MONMOUTH	1,587	2.3
MORRIS	2,649	3.9
OCEAN	1,170	1.7
PASSAIC	1,393	2.1
SALEM	252	0.4
SOMERSET	876	1.3
SUSSEX	331	0.5
UNION	1,117	1.6
WARREN	349	0.5
REGIONAL/STATEWIDE	2,846	4.2
OUT OF STATE		
CALIFORNIA	4	*
ILLINOIS	17	*
WASHINGTON, DC	2	*
TOTAL	67,864	100.0



*Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 23 out-of-State positions.
Data provided by the Civil Service Commission from automated personnel files. *Less than 0.1.*

STATE OF NEW JERSEY
Distribution of State Government Employees by EEO Job Category
July 14, 2016

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	3,943 5.8%
PROFESSIONALS	30,867 45.5%
TECHNICIANS	3,657 5.4%
NON-SUPERVISORY PROTECTIVE SERVICE	7,856 11.6%
PARA-PROFESSIONALS	8,094 11.9%
OFFICE-CLERICALS	8,548 12.6%
SKILLED CRAFTS	3,059 4.5%
SERVICE-MAINTENANCE	1,840 2.7%
TOTAL	67,864



Data provided by the Civil Service Commission from automated personnel files.

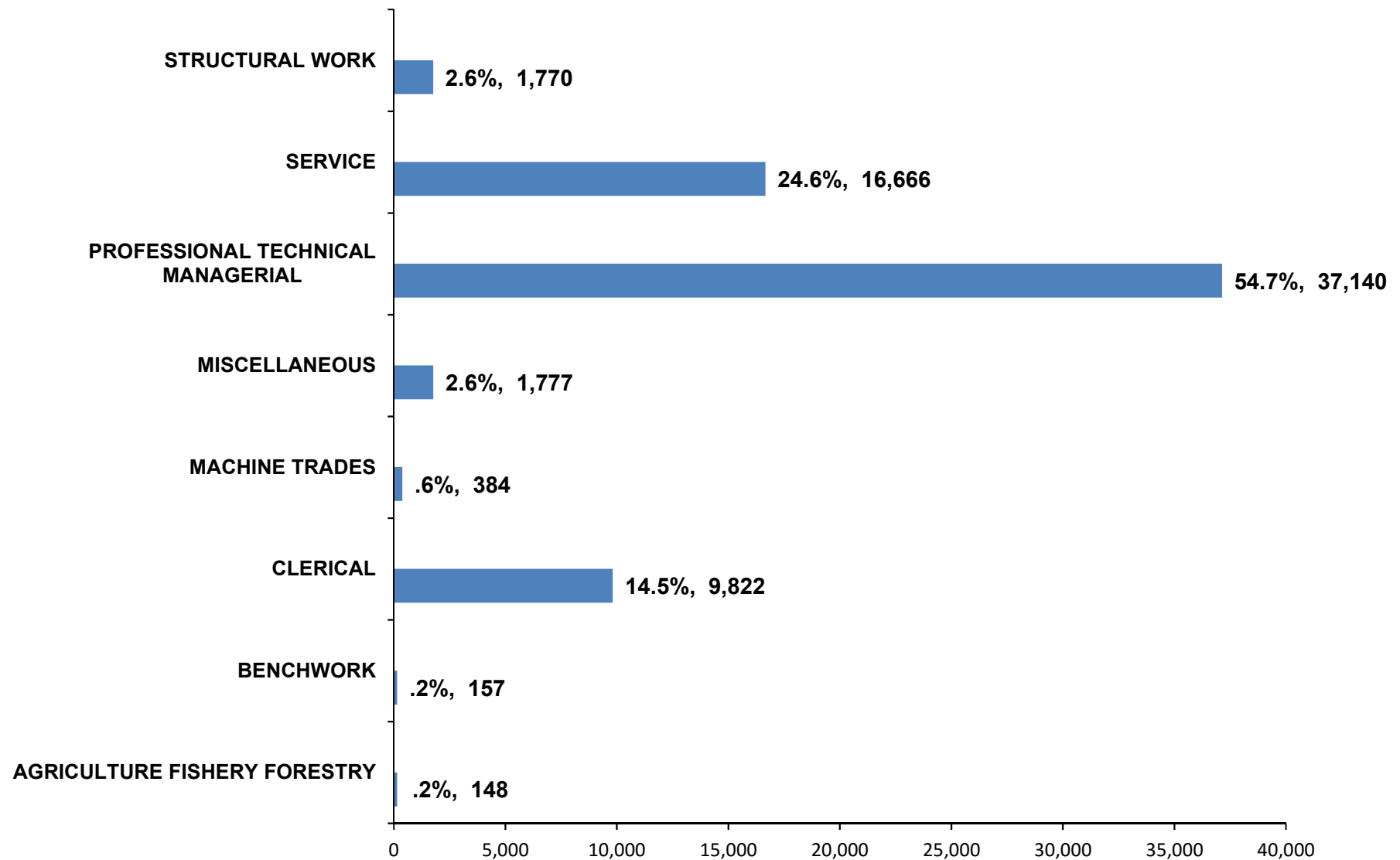
EEO Categories are the ones used in the Department's biennial EEO-4 Report to the Federal Equal Employment Opportunity Commission.

STATE OF NEW JERSEY
Distribution of State Government Employees by Occupation
July 14, 2016

CATEGORY	OCCUPATIONAL GROUP		EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	1,099	0	0	1,099
	01	ENV ENGR-ARCHITECTURE	205	0	0	205
	02	PHYSICAL SCI-STATS	1,540	0	0	1,540
	04	LIFE SCIENCES	206	0	0	206
	05	SOCIAL SCIENCES	293	0	0	293
	06	SOCIAL-PSYCH SERVICES	7,085	2,298	0	9,383
	07	MEDICAL-HEALTH SERVICES	3,293	0	0	3,293
	09	EDUCATION	1,500	0	4	1,504
	10	MUSEUM/LIBRARY/ARCHIVES	112	5	5	122
	11	LAW	2,260	1,024	109	3,393
	12	INFO PROCESSING SYSTEMS	2,007	329	26	2,362
	13	WRITING	146	53	41	240
	14	ART	28	0	0	28
	15	FINANCE	1,787	94	104	1,985
	16	ADMINISTRATION	6,636	1,908	106	8,650
	17	INSPECTIONS/INVESTIGATIONS	2,522	239	11	2,772
	18	RECREATION	57	0	0	57
	19	BROADCASTING/TRANSMITTING	8	0	0	8
CLERICAL	20	GENERAL CLERICAL	5,877	2,723	58	8,658
	21	FINANCE CLERICAL	224	87	4	315
	22	STOCK-STORAGE-INVENTORY	216	0	3	219
	24	INFO-MSG DISTRIBUTION	628	0	2	630
SERVICE	30	BLDG-FACILITY SERVICES	906	0	0	906
	31	FOOD SERVICES	848	0	0	848
	33	BARBERING/COSMETOLOGY	11	0	0	11
	35	DIRECT CARE	4,604	0	0	4,604
	36	PROTECTIVE SERVICES	10,288	0	9	10,297
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	100	0	0	100
	41	ANIMAL FARMING	46	0	0	46
	43	FORESTRY	2	0	0	2
MACHINE TRADES	60	MACHINERY REPAIR	337	0	1	338
	65	PRINTING	37	9	0	46
BENCHWORK	70	TECHNICAL REPAIR	1	0	0	1
	72	ELECTRICAL REPAIR	155	0	1	156
STRUCTURAL WORK	80	SKILLED TRADES	381	0	0	381
	81	STRUCTURAL MAINTENANCE	1,387	0	2	1,389
MISCELLANEOUS	90	TRANSPORTATION	280	14	0	294
	91	UTILITIES	157	0	0	157
	92	MULTIPLE GROUPS	1,155	19	1	1,175
	93	NON TITLE	151	0	0	151
TOTAL			58,575	8,802	487	67,864

STATE OF NEW JERSEY
Distribution of State Government Employees by Occupational Category

July 14, 2016



Date based on CSC automated personnel files. Classification based of the CSC Occupational Code Dictionary.
Percentages refer to the total State Government workforce as of 7/14/2016: 67,864

STATE OF NEW JERSEY

Salary Data for State Government Workforce

Introduction

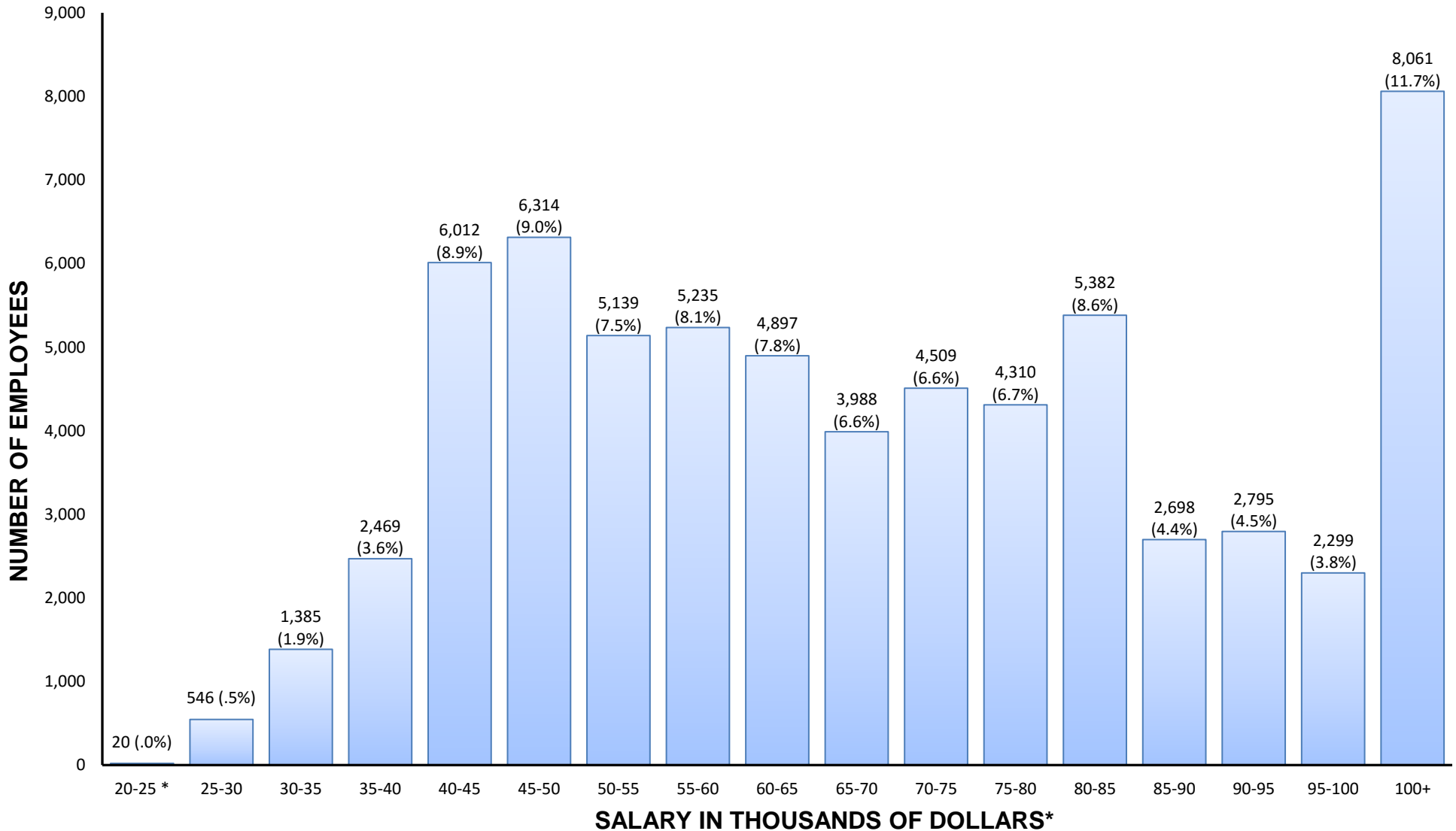
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$74,601) account for over 50 percent of the full-time State Government workforce. The median salary is \$71,397. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 9 (by agency) and on Page 38 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on Page 27. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. For the fifth year in a row, the employees earning over \$100,000 or more outnumber the employees in any of the \$5,000 salary intervals below \$100,000. This group earns between \$100,000 and \$250,000, and includes a large number of highly qualified professional employees, such as physicians, judges, executives, senior law enforcement officers, and information technology professionals. The employees earning between \$45,000.00 and \$49,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$45,000.00 to \$59,999.99 account for approximately 25 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for five years on Page 28. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage of change from the previous year.

Part-time and hourly employees have always been excluded from our analysis of average annual salaries. Since 1995, we have also excluded per diem employees. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, the Civil Service Commission, County Boards of Taxation, and the Labor Department's Board of Mediation, to name a few examples. These employees typically receive compensation based on attendance at meetings which are held intermittently, but are nonetheless categorized as "annual salary" employees in the Civil Service Commission's automated files.

STATE OF NEW JERSEY
Distribution of State Government Employees by Salary

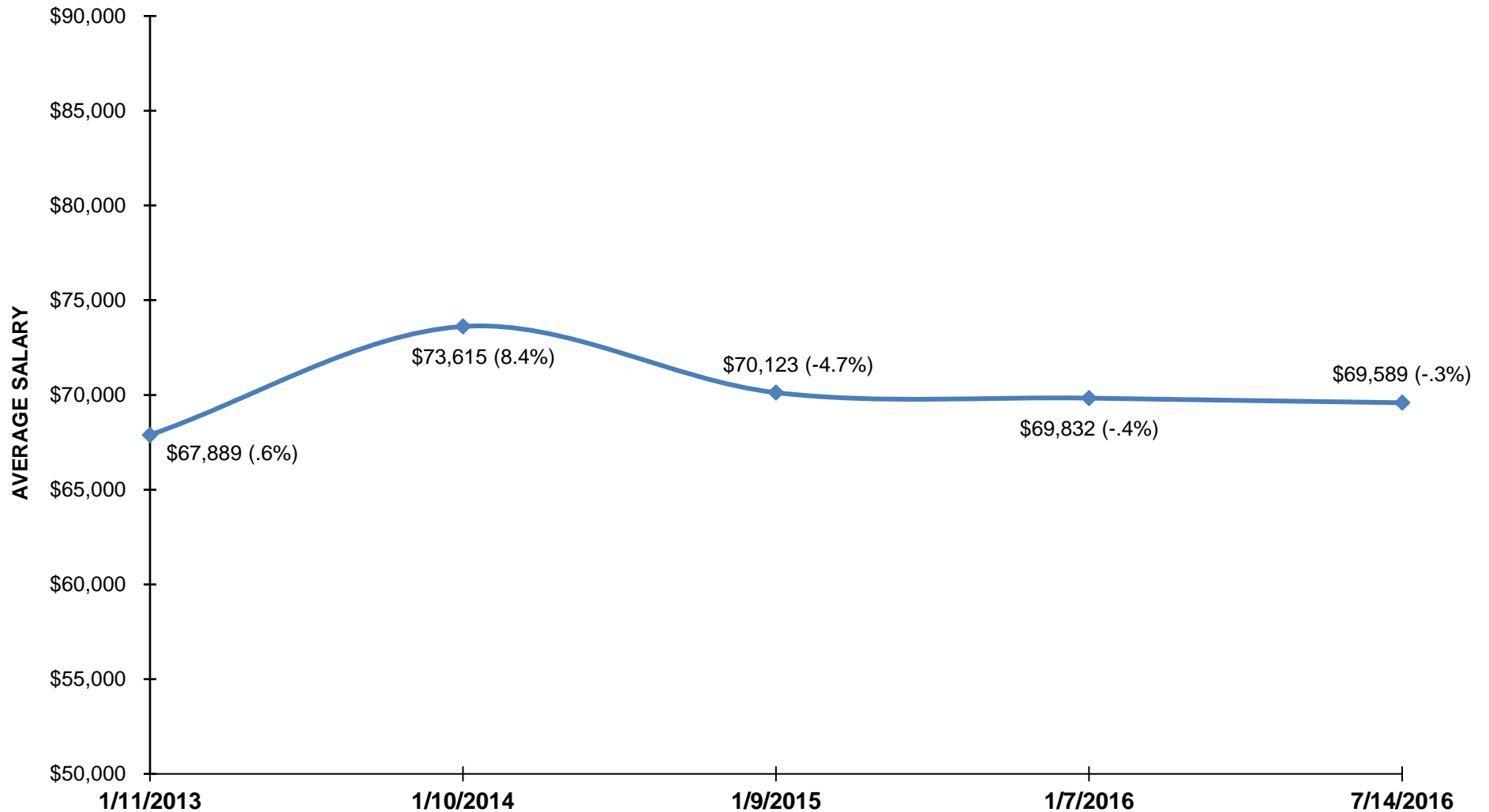
July 14, 2016



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 07/14/2016, 66,059).

*20-25 = \$20,000.00-\$24,999.99 and so on.

STATE OF NEW JERSEY
Five-Year Trend of Average Salaries for State Government Employees
2013 through 2016



STATE OF NEW JERSEY

State Government Workforce: Race/Ethnic and Gender Data

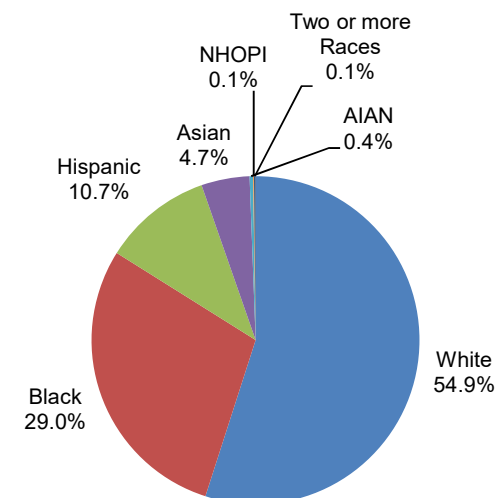
Introduction

We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic distribution for the entire State Government workforce. Next is a similar table giving the gender distribution by agency. To the right side of the chart, there are two pie charts showing the race/ethnic distributions for males and females and the overall gender distribution in the State Government workforce. On Page 32, there is a table giving the gender and race/ethnic distribution by agency.

Page 33 and 34 shows historic trends for both minorities (Blacks, Hispanics, Asians, and American Indians), and women. The darker line on each chart plots the number of minority or female employees (as measured by the scale on the left side) for each year since 2007. The lighter line on each chart shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) the number of minority or female employees represents. Although there has been growth in the representation of both minorities and women in the State Government workforce in the last thirty years, the increase in minorities is more dramatic. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, and represents 45 percent of that workforce as of July 14, 2016. Women, on the other hand, made up 46.2 percent of the full-time State Government workforce in 1974 and represent 55 percent of that workforce as of July 14, 2016. It would not be appropriate to show the changes in totals of minorities and women on the same chart, since this would result in “double counting” of minority women

STATE OF NEW JERSEY
Race/Ethnic Distribution of State Government Employees by Agency
July 14, 2016

STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
AGRICULTURE	157	25	12	11	0	0	1	206
BANKING & INSURANCE	309	92	26	28	2	1	2	460
CHILDREN & FAMILIES	2,601	2,830	1,210	124	15	0	3	6,783
COMMUNITY AFFAIRS	576	223	82	18	4	2	4	909
CORRECTIONS	4,757	2,377	1,265	125	52	10	0	8,586
<i>Corrections</i>	4,412	2,254	1,175	110	51	7	0	8,009
State Parole Board	345	123	90	15	1	3	0	577
EDUCATION	517	156	35	38	0	0	1	747
ENVIRONMENTAL PROTECTION	2,187	249	113	164	10	0	9	2,732
GOVERNOR'S OFFICE	93	6	7	4	1	0	0	111
HEALTH	657	244	60	106	4	1	1	1,073
HUMAN SERVICES	4,897	6,248	800	680	48	9	2	12,684
INFORMATION TECHNOLOGY	453	81	32	153	8	0	2	729
LABOR	1,714	864	469	159	6	2	0	3,214
<i>Labor</i>	1,566	797	455	143	3	1	0	2,965
Civil Service Commission	148	67	14	16	3	1	0	249
LAW & PUBLIC SAFETY	5,626	1,340	694	225	25	4	11	7,925
<i>Law & Public Safety</i>	4,997	828	578	208	23	4	8	6,646
Homeland Security & Preparedness	87	5	3	2	0	0	0	97
Juvenile Justice	542	507	113	15	2	0	3	1,182
MILITARY & VETERANS AFFAIRS	540	591	173	183	6	2	0	1,495
STATE	212	48	29	16	0	0	0	305
<i>State (Includes Comm on Higher Education)</i>	122	26	20	4	0	0	0	172
Higher Educational Student Assistance	90	22	9	12	0	0	0	133
TRANSPORTATION	3,419	881	581	546	20	5	33	5,485
<i>Transportation</i>	2,109	377	198	476	10	4	16	3,190
Motor Vehicles	1,310	504	383	70	10	1	17	2,295
TREASURY	3,072	1,312	410	277	20	17	23	5,131
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,261	857	199	217	8	2	19	3,563
Administrative Law	57	19	6	2	0	0	1	85
Casino Control	19	18	2	1	1	0	0	41
Public Defender	621	348	177	41	10	15	0	1,212
Public Utilities	114	70	26	16	1	0	3	230
TOTAL EXECUTIVE DEPARTMENTS	31,787	17,567	5,998	2,857	221	53	92	58,575
JUDICIARY	5,128	2,062	1,247	329	24	12	0	8,802
LEGISLATIVE STAFF	369	50	33	34	1	0	0	487
TOTAL STATE GOVT WORKFORCE	37,284	19,679	7,278	3,220	246	65	92	67,864

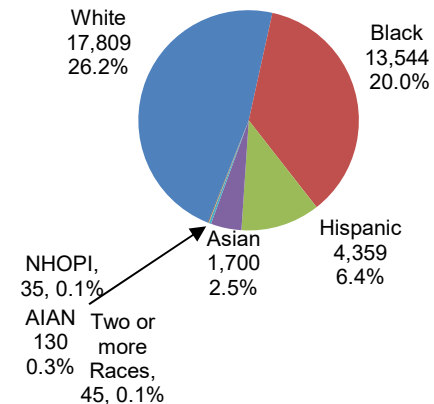


STATE OF NEW JERSEY
Gender Distribution of State Government Employees by Agency
 AND RACE/ETHNIC COMPOSITION OF EACH GENDER GROUP

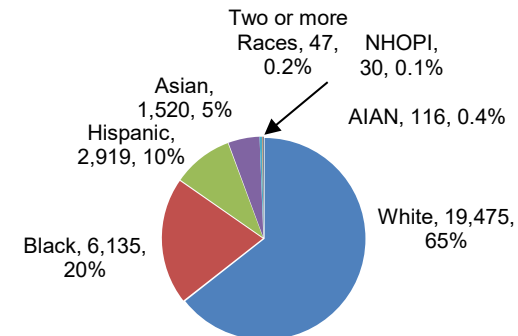
July 14, 2016

STATE AGENCY	MALE	FEMALE	TOTAL
AGRICULTURE	88	118	206
BANKING & INSURANCE	241	219	460
CHILDREN & FAMILIES	1,357	5,426	6,783
COMMUNITY AFFAIRS	508	401	909
CORRECTIONS	6,252	2,334	8,586
<i>Corrections</i>	5,910	2,099	8,009
State Parole Board	342	235	577
EDUCATION	247	500	747
ENVIRONMENTAL PROTECTION	1,604	1,128	2,732
GOVERNOR'S OFFICE	53	58	111
HEALTH	318	755	1,073
HUMAN SERVICES	4,195	8,489	12,684
INFORMATION TECHNOLOGY	416	313	729
LABOR	1,118	2,096	3,214
<i>Labor</i>	1,027	1,938	2,965
Civil Service Commission	91	158	249
LAW & PUBLIC SAFETY	5,195	2,730	7,925
<i>Law & Public Safety</i>	4,330	2,316	6,646
Homeland Security & Preparedness	64	33	97
Juvenile Justice	801	381	1,182
MILITARY & VETERANS AFFAIRS	505	990	1,495
STATE	119	186	305
<i>State (Includes Comm on Higher Education)</i>	71	101	172
Higher Educational Student Assistance	48	85	133
TRANSPORTATION	3,309	2,176	5,485
<i>Transportation</i>	2,575	615	3,190
Motor Vehicles	734	1,561	2,295
TREASURY	2,089	3,042	5,131
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,561	2,002	3,563
Administrative Law	28	57	85
Casino Control	15	26	41
Public Defender	370	842	1,212
Public Utilities	115	115	230
TOTAL EXECUTIVE DEPARTMENTS	27,614	30,961	58,575
JUDICIARY	2,390	6412	8,802
LEGISLATIVE STAFF	238	249	487
TOTAL STATE GOVT WORKFORCE	30,242	37,622	67,864

FEMALE



MALES



MALE 44.6%
FEMALE 55.4%

STATE OF NEW JERSEY

Race/Ethnic and Gender Distribution of State Government Employees by Agency

July 14, 2016

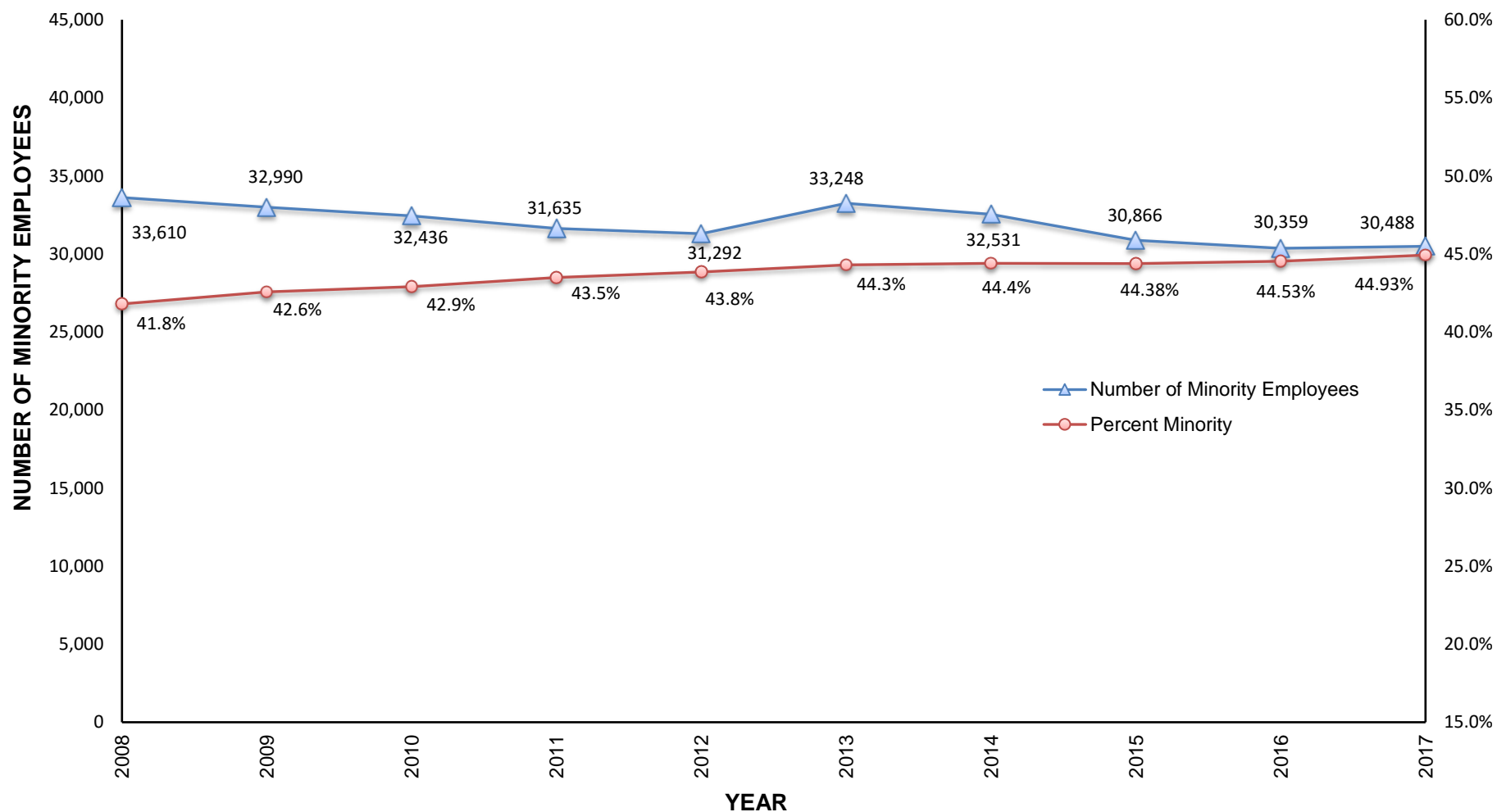
STATE AGENCY	MALE								FEMALE								GRAND TOTAL
	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	
AGRICULTURE	72	7	5	4	0	0	0	88	85	18	7	7	0	0	1	118	206
BANKING & INSURANCE	186	31	6	15	2	0	1	241	123	61	20	13	0	1	1	219	460
CHILDREN & FAMILIES	541	550	226	36	4	0	0	1,357	2,060	2,280	984	88	11	0	3	5,426	6,783
COMMUNITY AFFAIRS	400	57	38	8	1	1	3	508	176	166	44	10	3	1	1	401	909
CORRECTIONS	3,805	1,342	966	93	37	9	0	6,252	952	1,035	299	32	15	1	0	2,334	8,586
Corrections	3,572	1,298	914	83	36	7	0	5,910	840	956	261	27	15	0	0	2,099	8,009
State Parole Board	233	44	52	10	1	2	0	342	112	79	38	5	0	1	0	235	577
EDUCATION	187	35	11	14	0	0	0	247	330	121	24	24	0	0	1	500	747
ENVIRONMENTAL PROTECTION	1,341	92	57	102	4	0	8	1,604	846	157	56	62	6	0	1	1,128	2,732
GOVERNOR'S OFFICE	47	1	1	4	0	0	0	53	46	5	6	0	1	0	0	58	111
HEALTH	220	43	23	30	2	0	0	318	437	201	37	76	2	1	1	755	1,073
HUMAN SERVICES	1,726	1,892	278	277	16	4	2	4,195	3,171	4,356	522	403	32	5	0	8,489	12,684
INFORMATION TECHNOLOGY	282	44	20	68	2	0	0	416	171	37	12	85	6	0	2	313	729
LABOR	751	192	108	65	1	1	0	1,118	963	672	361	94	5	1	0	2,096	3,214
Labor	694	171	103	58	0	1	0	1,027	872	626	352	85	3	0	0	1,938	2,965
Civil Service Commission	57	21	5	7	1	0	0	91	91	46	9	9	2	1	0	158	249
LAW & PUBLIC SAFETY	3,918	644	475	128	20	3	7	5,195	1,708	696	219	97	5	1	4	2,730	7,925
Law & Public Safety	3,469	325	391	118	20	3	4	4,330	1,528	503	187	90	3	1	4	2,316	6,646
Homeland Security & Preparedness	59	2	2	1	0	0	0	64	28	3	1	1	0	0	0	33	97
Juvenile Justice	390	317	82	9	0	0	3	801	152	190	31	6	2	0	0	381	1,182
MILITARY & VETERANS AFFAIRS	268	124	62	50	1	0	0	505	272	467	111	133	5	2	0	990	1,495
STATE	93	12	10	4	0	0	0	119	119	36	19	12	0	0	0	186	305
State (Includes Comm on Higher Education)	58	6	7	0	0	0	0	71	64	20	13	4	0	0	0	101	172
Higher Educational Student Assistance	35	6	3	4	0	0	0	48	55	16	6	8	0	0	0	85	133
TRANSPORTATION	2,260	376	239	403	12	4	15	3,309	1,159	505	342	143	8	1	18	2,176	5,485
Transportation	1,757	257	160	378	9	3	11	2,575	352	120	38	98	1	1	5	615	3,190
Motor Vehicles	503	119	79	25	3	1	4	734	807	385	304	45	7	0	13	1,561	2,295
TREASURY	1,526	317	122	101	8	4	11	2,089	1,546	995	288	176	12	13	12	3,042	5,131
Treasury (Incl Minor Boards & Commissions)	1,191	212	70	75	3	1	9	1,561	1,070	645	129	142	5	1	10	2,002	3,563
Administrative Law	23	4	1	0	0	0	0	28	34	15	5	2	0	0	1	57	85
Casino Control	7	6	1	1	0	0	0	15	12	12	1	0	1	0	0	26	41
Public Defender	233	70	44	16	4	3	0	370	388	278	133	25	6	12	0	842	1,212
Public Utilities	72	25	6	9	1	0	2	115	42	45	20	7	0	0	1	115	230
TOTAL EXECUTIVE DEPARTMENTS	17,623	5,759	2,647	1,402	110	26	47	27,614	14,164	11,808	3,351	1,455	111	27	45	30,961	58,575
JUDICIARY	1,660	357	265	99	5	4	0	2,390	3,468	1,705	982	230	19	8	0	6,412	8,802
LEGISLATIVE STAFF	192	19	7	19	1	0	0	238	177	31	26	15	0	0	0	249	487
TOTAL STATE GOVT WORKFORCE	19,475	6,135	2,919	1,520	116	30	47	30,242	17,809	13,544	4,359	1,700	130	35	45	37,622	67,864

Data provided by the Civil Service Commission from automated personnel files.

AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

STATE OF NEW JERSEY

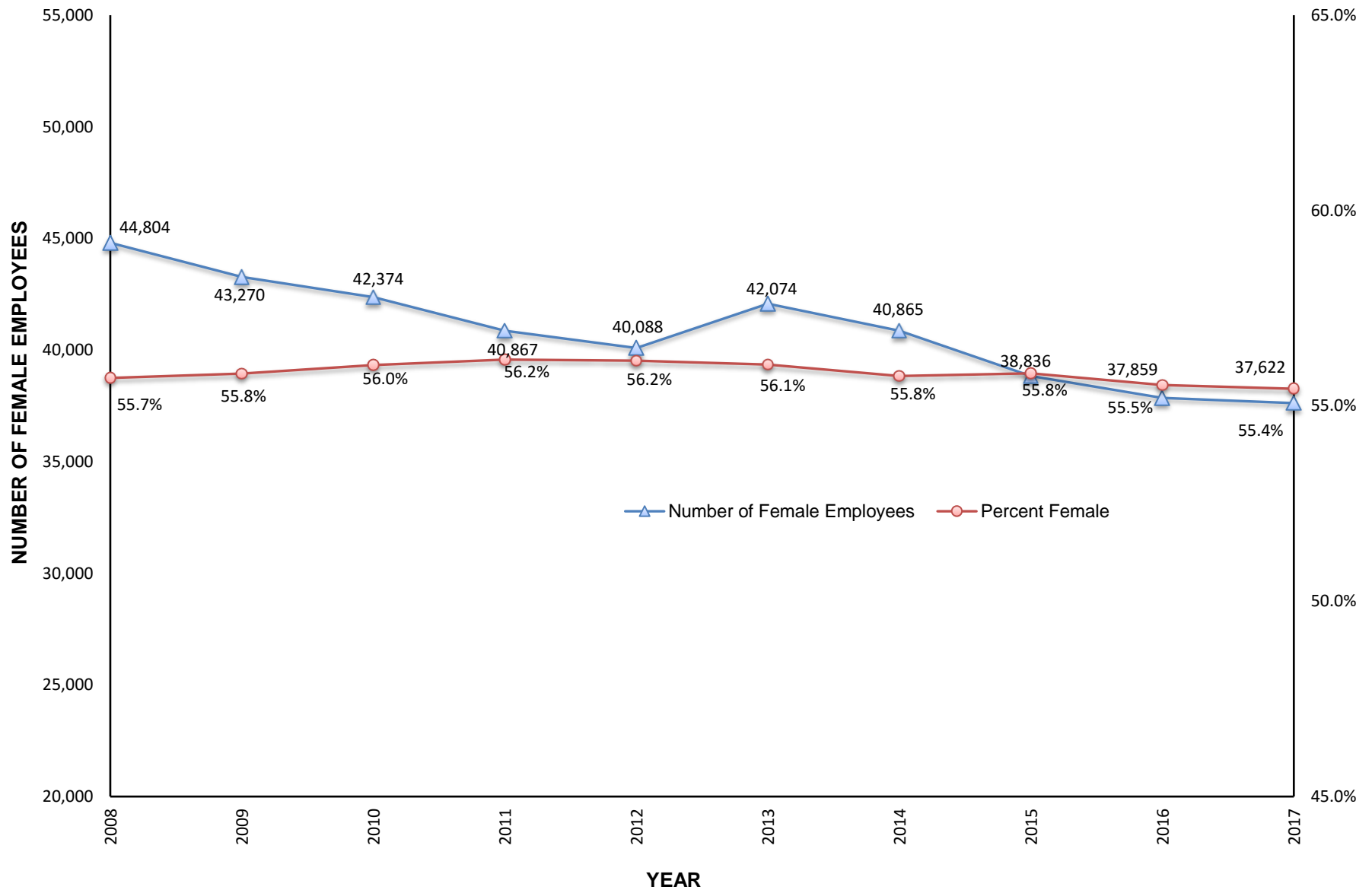
Minorities in the State Government Workforce (2008-2017)



Full-time employees only. Percentages refer to the total full-time State Government workforce (67,864 as of 7/2016)
Data provided by the Civil Service Commission from automated personnel files

STATE OF NEW JERSEY

Women in the State Government Workforce (2008-2017)



Full-time employees only. Percentages refer to the total full-time State Government workforce (67,864 as of 7/2016)
Data provided by the Civil Service Commission from automated personnel files.

STATE OF NEW JERSEY

Union Representation of State Government Employees

Introduction

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 44 employee relations groups, 31 of which are represented by unions. The other thirteen groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Civil Service Commission are considered confidential because Commission employees have access to information which is directly related to the conduct of labor negotiations.

Most bargaining units in State Government are represented by particular unions. The Communications Workers of America (CWA) represents the professional, supervisory, clerical, and administrative bargaining units. The American Federation of State, County, and Municipal Employees (AFSCME) represents the direct care workers in State institutions, most of whom are employed by the Department of Human Services and the Department of Military and Veterans Affairs. The International Federation of Professional and Technical Engineers (IFPTE) represents the workers who maintain State highways and the State Government's physical facilities. The International Brotherhood of Electrical Workers has been chosen to represent the Deputy Attorneys General who provide the State Government with legal representation, and represented managers.

The Fraternal Order of Police (FOP) represents employees in Bargaining Codes 1, 8, and J, and the Police Benevolent Association (PBA) represents Bargaining Codes F, FA, and L. Both of these unions represent employees involved in State law enforcement activities. Independent organizations represent uniformed State Police officers, probation officers, and some correction officers. Court reporters, Bargaining Code 5, are represented by the Office and Professional Employees International Union (OPEIU).

Bargaining Units 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" (JCAU), which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, OPEIU, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the fourteenth column of the tables of union representation on the next two pages.

The tables show that CWA represents more State Government employees than any other union, with 50 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 10 percent of the workforce; the PBA, with 8.8 percent; and IFPTE, with 6.2 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

STATE OF NEW JERSEY

Union Representation of State Government Employees

Introduction

It is important to note that not all employees who are represented by unions are union members. Represented employees who do not choose to join a union are obliged to pay a representation fee that may not exceed 85 percent of union dues. This arrangement is known as “agency shop.”

The Employer-Employee Relations Act was adopted in 1968, and the first collective bargaining agreements date from the early 1970s. Later in the 1970s the impact of the negotiation process became more pronounced, supplementing market research as a factor affecting pay levels. Higher-level supervisors were unionized in 1979, and in 1980 collective bargaining led to several different pay schedules instead of just one. In 1981, after a representation election organized by the Public Employee Relations Commission, CWA became the bargaining agent for the professional, supervisory, clerical, and administrative bargaining units. In 2001, the compensation of individual titles was made subject to negotiation.

The first of the following two tables gives counts by agency for State Government employees represented by the different unions. The second table shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salary to full-time employees, and we use much the same criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 26).

STATE OF NEW JERSEY

Union Representation of State Government

Employees by Agency

July 14, 2016

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Law Enforcement Supervisors	Law Enforcement Commanding Officers	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	TOTAL
AGRICULTURE	139	0	27	5	0	0	0	0	0	0	0	0	0	0	0	171
BANKING & INSURANCE	305	0	73	27	0	0	0	0	0	0	0	0	0	0	0	405
CHILDREN & FAMILIES	5,871	476	203	21	0	0	0	0	0	0	0	0	0	0	0	6,571
COMMUNITY AFFAIRS	712	0	127	17	0	0	0	0	0	0	0	0	0	0	0	856
CORRECTIONS	1,365	298	313	39	0	0	0	0	5,451	363	528	39	0	0	0	8,396
Corrections	1,208	298	311	37	0	0	0	0	5,134	342	492	35	0	0	0	7,857
State Parole Board	157	0	2	2	0	0	0	0	317	21	36	4	0	0	0	539
EDUCATION	518	21	19	44	0	0	0	0	0	0	0	0	0	0	0	602
ENVIRONMENTAL PROTECTION	2,109	0	222	92	0	0	0	0	97	10	27	3	0	0	0	2,560
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	956	0	9	29	0	0	0	0	0	0	0	0	0	0	0	994
HUMAN SERVICES	6,014	5,039	1,071	111	0	0	0	0	72	5	15	0	0	0	0	12,327
INFORMATION TECHNOLOGY	662	0	2	18	0	0	0	0	0	0	0	0	0	0	0	682
LABOR	2,676	3	41	71	0	0	0	0	0	0	0	0	0	0	0	2,791
Labor	2,676	3	41	71	0	0	0	0	0	0	0	0	0	0	0	2,791
Civil Service Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LAW & PUBLIC SAFETY	2,144	275	573	679	0	1,506	893	216	339	36	38	4	0	0	0	6,703
Law & Public Safety	1,688	0	532	647	0	1,506	893	216	15	3	0	0	0	0	0	5,500
Homeland Security & Preparedness	54	0	0	6	0	0	0	0	0	0	0	0	0	0	0	60
Juvenile Justice	402	275	41	26	0	0	0	0	324	33	38	4	0	0	0	1,143
MILITARY & VETERANS AFFAIRS	544	702	186	24	0	0	0	0	0	0	0	0	0	0	0	1,456
STATE	219	0	3	30	0	0	0	0	0	0	0	0	0	0	0	252
State (Includes Comm on Higher Education)	116	0	3	10	0	0	0	0	0	0	0	0	0	0	0	129
Higher Educational Student Assistance	103	0	0	20	0	0	0	0	0	0	0	0	0	0	0	123
TRANSPORTATION	3,696	1	1,201	59	125	0	0	0	3	0	0	0	0	0	0	5,085
Transportation	1,893	0	1,141	35	0	0	0	0	3	0	0	0	0	0	0	3,072
Motor Vehicles	1,803	1	60	24	125	0	0	0	0	0	0	0	0	0	0	2,013
TREASURY	4,135	0	140	131	0	0	0	0	14	1	4	0	0	0	0	4,425
Treasury (Incl Minor Boards & Commissions)	2,810	0	136	75	0	0	0	0	14	1	4	0	0	0	0	3,040
Administrative Law	48	0	0	2	0	0	0	0	0	0	0	0	0	0	0	50
Casino Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Defender	1,126	0	4	50	0	0	0	0	0	0	0	0	0	0	0	1,180
Public Utilities	151	0	0	4	0	0	0	0	0	0	0	0	0	0	0	155
TOTAL EXECUTIVE DEPARTMENTS	32,065	6,815	4,210	1,397	125	1,506	893	216	5,976	415	612	46	0	0	0	54,276
JUDICIARY	2,022	0	0	0	0	0	0	0	0	0	0	0	25	2,595	2,789	7,431
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	34,087	6,815	4,210	1,397	125	1,506	893	216	5,976	415	612	46	25	2,595	2,789	61,707
% OF UNION REPRESENTED EMPLOYEES	55.2%	11.0%	6.8%	2.3%	0.2%	2.4%	1.4%	0.4%	9.7%	0.7%	1.0%	0.1%	0.0%	4.2%	4.5%	100.0%
% OF STATE GOVT WORKFORCE*	50.2%	10.0%	6.2%	2.1%	0.2%	2.2%	1.3%	0.3%	8.8%	0.6%	0.9%	0.1%	0.0%	3.8%	4.1%	90.9%

*Table based on data from Centralized Payroll files. Includes full-time and part-time employees.

STATE OF NEW JERSEY
Distribution of State Government Employees
by Salary and Union Representation
July 14, 2016

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Law Enforcement Supervisors	Law Enforcement Commanding Officers	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	Non- Union	Total
\$20,000-\$24,999.99	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
\$25,000-\$29,999.99	193	58	18	0	0	0	0	0	0	0	0	0	0	227	0	4	500
\$30,000-\$34,999.99	447	463	322	0	0	0	0	0	0	0	0	0	0	108	0	19	1,359
\$35,000-\$39,999.99	644	902	618	0	49	0	0	0	0	0	0	0	0	212	0	27	2,452
\$40,000-\$44,999.99	1,699	1,715	907	0	8	0	0	0	1,079	0	0	0	0	273	76	45	5,802
\$45,000-\$49,999.99	3,221	1,543	631	0	7	0	0	0	351	0	0	0	0	188	147	58	6,146
\$50,000-\$54,999.99	2,827	933	735	0	36	0	0	0	3	0	0	0	0	263	160	52	5,009
\$55,000-\$59,999.99	2,893	427	454	0	5	388	0	0	73	0	0	0	0	659	125	45	5,069
\$60,000-\$64,999.99	2,858	269	249	93	20	206	0	0	581	0	1	0	0	100	118	68	4,563
\$65,000-\$69,999.99	2,432	121	157	108	0	81	0	0	231	3	13	0	0	381	223	45	3,795
\$70,000-\$74,999.99	2,961	0	35	150	0	0	0	0	686	3	95	0	0	66	221	56	4,273
\$75,000-\$79,999.99	2,587	0	76	75	0	108	0	0	839	8	53	0	0	111	231	43	4,131
\$80,000-\$84,999.99	2,631	0	35	53	0	227	0	0	1,888	26	127	0	0	0	128	56	5,171
\$85,000-\$89,999.99	1,710	0	17	83	0	239	0	0	37	17	149	0	9	4	193	37	2,495
\$90,000-\$94,999.99	1,838	0	1	80	0	137	2	0	43	41	13	0	1	0	352	34	2,542
\$95,000-\$99,999.99	1,017	0	0	137	0	120	123	0	53	76	129	0	0	0	349	63	2,067
\$100,000-ABOVE	3,404	0	0	618	0	0	768	216	112	241	32	45	15	0	465	110	6,026
TOTAL	33,368	6,431	4,255	1,397	125	1,506	893	216	5,976	415	612	45	25	2,592	2,788	762	61,406

Data provided from Centralized Payroll files. Does not include part-time employees, Bar Examiners, or members of various Commissions and Boards.

STATE OF NEW JERSEY

MILITARY INVOLVEMENT OF STATE EMPLOYEES

Traditionally, large employers have taken a relatively liberal view toward the participation of their employees in the Reserve Components of the United States Armed Forces. This is partly because their size mitigates the impact of absences. The State Government of New Jersey is no exception. It has been a long-standing State Government policy to pay employees who are members of the Reserves or National Guard while they perform their statutory two weeks of annual training. To achieve this objective, current policy provides that members of the Reserves (or of the National Guards of other States) may be paid for any period of active duty that does not exceed 30 workdays in a single calendar year (because annual training is scheduled by Federal fiscal year, it is possible for a member to have two annual training periods in one calendar year). Because the New Jersey National Guard is part of the State Armed Forces, the State Government has paid employees who are members of the New Jersey Guard for up to 90 workdays in a calendar year while they are engaged in Federal active duty service. State Government also has paid their salaries when the New Jersey National Guard has been called out in response to State emergencies – the amount of paid Military Leave in a calendar year for this purpose (State Active Duty) is unlimited.

In the past, the State Government has not paid members of the National Guard or the Reserves beyond the 30 and 90 workday limits mentioned above while they are on extended active duty, whether for initial training or when their units have been activated by the Federal Government. However, as the role of the Reserve Components has changed and Federal activations have become more frequent, the State Government has begun to join other progressive employers who, during periods when Guard and Reserve units are activated by the Federal Government, and pay their employees the difference between their military salaries and their regular civilian salaries. Since many members of the Reserve Components are better paid in civilian life than they are on active duty, this policy avoids family hardships that reduce employees' military effectiveness. The policy was first adopted by Governor James J. Florio during Operation Desert Storm in 1991. More recently, it was adopted by Governor Donald T. DiFrancesco during Operation Noble Eagle (the reaction to the attack on the World Trade Center in September 2001), and extended by Governor James E. McGreevey to cover the global war on terrorism, including Operation Enduring Freedom (Afghanistan) and Operation Iraqi Freedom.

The following chart shows the number of military leaves granted by the State Government during Calendar Years 2002 through 2016 in conjunction with Operations Noble Eagle, Enduring Freedom, Iraqi Freedom, and others. It is no exaggeration to report that everyone in State Government is proud of the State employees who have served and are continuing to serve. It is also worth mentioning that many State employees are working harder than ever to provide essential services while their co-workers are absent on Guard and Reserve deployments.

STATE OF NEW JERSEY
Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom
Extended Federal Military Leaves in State Government by Agency
Calendar Years 2004 through 2016

AGENCY	Calendar Year 2002	Calendar Year 2003	Calendar Year 2004	Calendar Year 2005	Calendar Year 2006	Calendar Year 2007	Calendar Year 2008	Calendar Year 2009	Calendar Year 2010	Calendar Year 2011	Calendar Year 2012	Calendar Year 2013	Calendar Year 2014	Calendar Year 2015	Calendar Year 2016	TOTAL
Banking and Insurance	0	0	0	1	0	1	0	1	2	1	0	0	0	0	0	6
Children and Families	0	0	0	0	0	0	3	3	4	2	2	1	0	1	1	19
Community Affairs	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2
Corrections	33	49	45	28	24	27	46	45	39	31	30	13	6	6	6	433
State Parole Board	0	0	2	0	0	0	3	4	1	0	2	5	1	2	2	24
Education	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	3
Environmental Protection	2	8	8	1	4	2	4	4	3	5	0	2	0	1	1	45
Governor's Office	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Health and Senior Services	2	2	3	1	0	0	0	0	0	0	0	0	0	0	0	8
Human Services	4	14	11	8	4	5	9	5	4	3	3	5	5	1	1	84
Information Technology	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	3
Labor	1	1	0	0	0	0	0	0	1	1	1	1	1	0	0	7
Law and Public Safety	10	32	32	17	16	23	47	27	32	30	32	16	5	3	3	328
Juvenile Justice	2	9	10	6	4	9	8	7	3	2	1	1	1	1	1	65
Military and Veterans Affairs	7	8	17	16	7	5	15	8	10	7	4	1	0	1	1	107
Public Advocate	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	3
Transportation	7	12	0	1	1	0	1	2	1	1	2	2	1	2	2	35
Motor Vehicles	0	0	0	0	1	0	1	0	0	0	0	0	2	2	2	8
Treasury	1	2	4	3	1	0	3	3	1	4	1	0	0	0	0	23
Casino Control	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2
Public Defender	0	1	1	2	2	3	2	5	3	9	0	0	0	0	0	28
Public Utilities	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	2
Subtotal Executive Agencies	69	140	134	85	64	77	143	115	108	97	78	48	22	20	21	1,236
Judiciary	3	3	4	3	1	1	2	4	1	1	2	2	2	1	1	33
Legislative Staff	0	0	1	0	0	1	0	0	0	0	0	1	0	0	0	4
TOTAL	72	143	139	88	65	79	145	119	109	98	80	51	24	21	22	1,273

STATE OF NEW JERSEY

State College Employees Under the Merit System

Introduction

In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. Under the State Merit System, career classified employees retained their rights. As a result of State College autonomy, State Colleges are separate employers and their employees are reported separately. Starting with the *2003 Workforce Profile*, State Government tables and charts that previously included State College totals have been modified accordingly.

On the following page is a table analyzing the State College career workforce within each college by service division. Our records indicate that there are 4,234 employees in State Colleges who hold positions with Merit System protections. As of July 14, 2016, there were 1,791 employees whose titles were in the competitive division and 2,443 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY
State College Employees Under the Merit System by Service Division

July 14, 2016

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	156	104	260
MONTCLAIR STATE UNIVERSITY	278	433	711
NEW JERSEY CITY UNIVERSITY	167	408	575
RAMAPO COLLEGE OF NEW JERSEY	85	142	227
ROWAN UNIVERSITY	366	505	871
STATE LIBRARY	49	19	68
THE COLLEGE OF NEW JERSEY	155	308	463
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	225	301	526
THOMAS EDISON STATE COLLEGE	38	16	54
WILLIAM PATERSON UNIVERSITY	272	207	479
TOTAL STATE COLLEGES	1,791	2,443	4,234

As a result of the State College autonomy over personnel matters which was granted in June 1994, State College employees who do not retain rights under the Civil Service Commission are reported only as part of the totals on Page 11.

STATE OF NEW JERSEY

State Government Workforce Ten Year Historical Trend Data

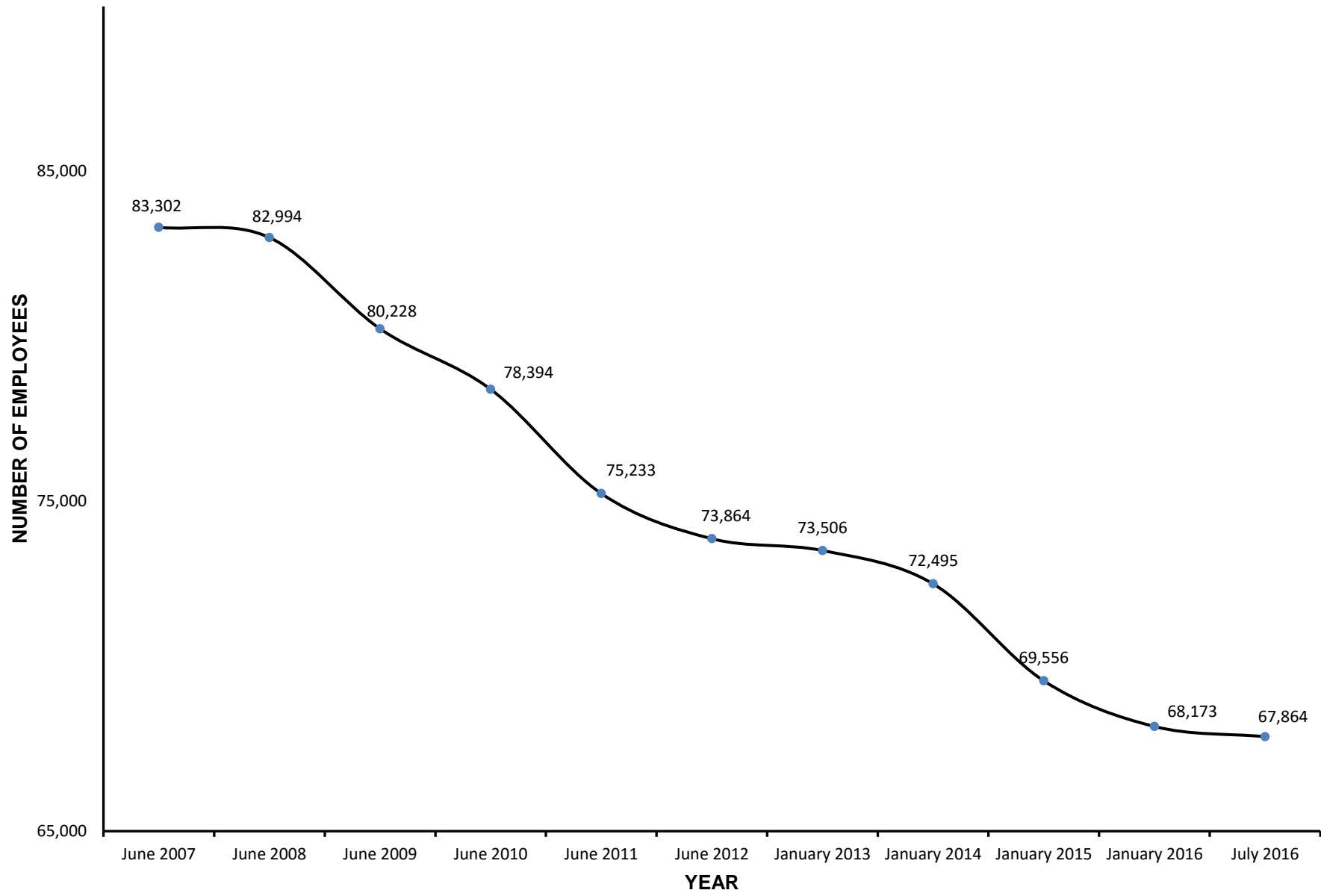
Introduction

The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments that house them or are reported as "Other State Government Employment" on Page 11.

Page 45 presents net changes in number of state government employees over a ten year period. With the 2015 Profile, this graph was changed to a line graph to better reflect the visual representation of change. On the data labels, the number reflects the actual change in headcount compared to the previous year, while percentage reflects the percentage change.

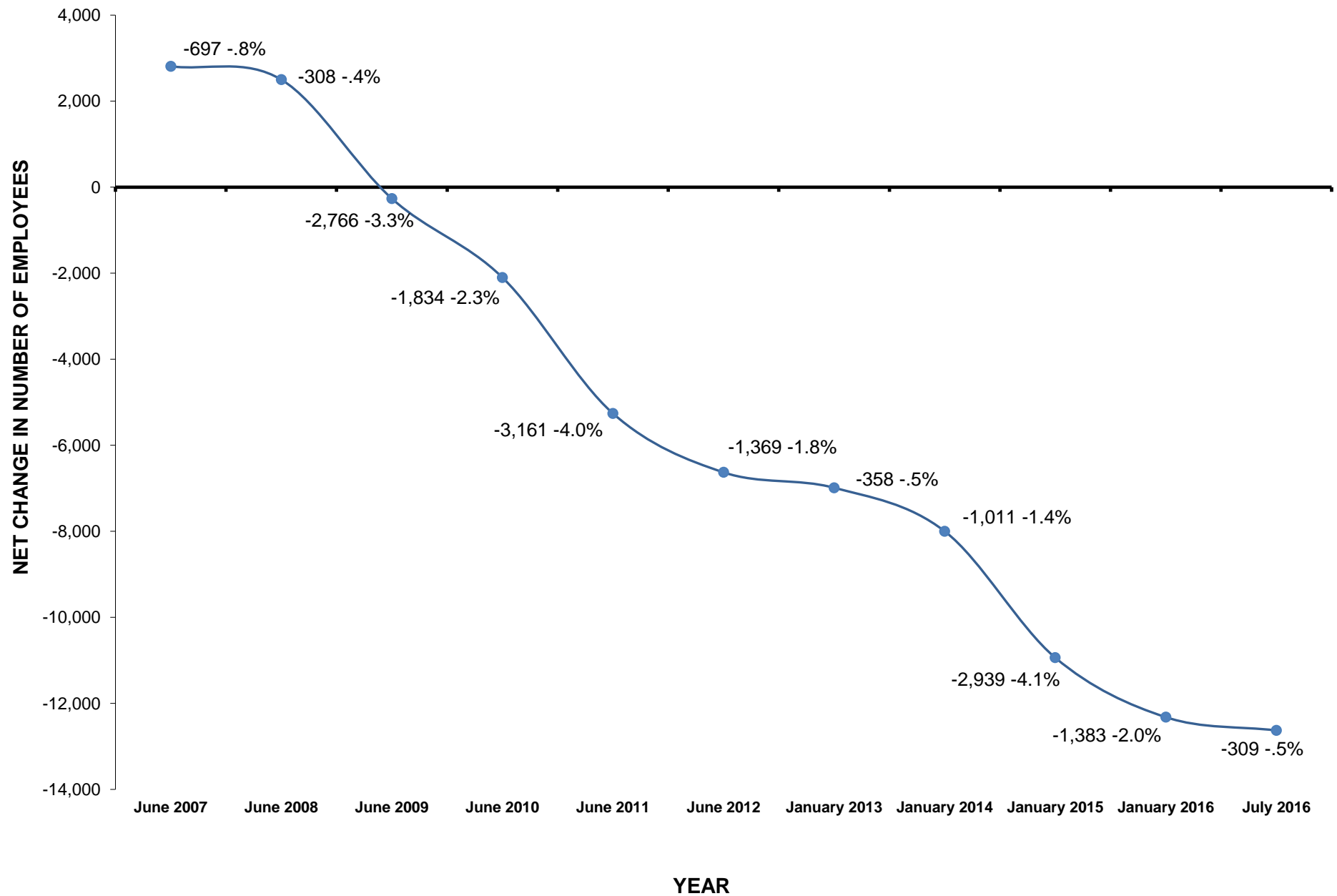
Page 46 presents fiscal year data for the different agencies over the last ten years. Where State Government structure was modified, we have added footnotes to comment on major changes. Most agencies that the statutes place "in but not of" various departments are included in the figures for those departments; the larger of these agencies are identified separately and listed adjacent to each department with which they are associated. All figures are from the close of each fiscal year, so that changes in the workforce since July of 2017 are not reflected in the table.

STATE OF NEW JERSEY TEN YEAR TREND OF TOTAL WORKFORCE COUNTS



STATE OF NEW JERSEY

Ten Year Trend of Net Changes in Number of State Government Employees



STATE OF NEW JERSEY
Employment History
FY2007 THROUGH FY2017

STATE AGENCY	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Jun-15	Jun-16	Jun-17
AGRICULTURE	256	245	222	217	208	218	211	213	213	204	202
BANKING & INSURANCE	484	464	427	428	508	501	496	487	476	461	465
CHILDREN & FAMILIES ¹	7,205	7,286	7,172	7,130	6,895	6,786	6,836	6,756	6,747	6,775	6,824
COMMUNITY AFFAIRS	1,166	1,136	1,082	1,068	997	920	912	933	926	917	870
CORRECTIONS	10,395	10,424	10,153	9,647	9,250	9,161	9,053	8,896	8,782	8,609	8,768
<i>Corrections</i>	9,681	9,726	9,447	8,970	8,619	8,539	8,448	8,300	8,191	8,027	8,190
<i>State Parole Board</i>	714	698	706	677	631	622	605	596	591	582	578
EDUCATION	919	889	851	818	773	772	832	801	781	754	735
ENVIRONMENTAL PROTECTION	3,332	3,243	3,040	2,960	2,790	2,762	2,737	2,805	2,738	2,735	2,705
EXECUTIVE/GOVERNOR'S	107	104	104	107	125	132	128	125	119	112	95
HEALTH & SENIOR SERVICES	2,037	1,986	1,818	1,742	1,623	1,233	1,179	1,165	1,131	1,073	1,090
HOMELAND SECURITY ²	107	111	95								
HUMAN SERVICES	17,511	17,502	17,269	17,112	16,630	16,338	16,071	14,768	12,946	12,695	12,263
INFORMATION TECHNOLOGY ³	916	891	811	815	758	730	726	751	729	726	730
LABOR & WORKFORCE DVLPT.	3,712	3,651	3,851	3,854	3,672	3,648	3,585	3,430	3,254	3,228	3,132
<i>Labor and Workforce Development</i>	3,712	3,651	3,604	3,612	3,445	3,394	3,334	3,184	3,002	2,978	2,892
<i>Civil Service Commission</i> ⁴			247	242	227	254	251	246	252	250	240
LAW & PUBLIC SAFETY	9,774	9,650	9,340	9,143	8,577	8,271	7,939	7,878	7,932	7,935	7,963
<i>Law and Public Safety</i>	7,998	7,928	7,653	7,458	7,067	6,857	6,591	6,590	6,653	6,646	6,677
<i>Homeland Security</i>				96	98	99	104	98	91	97	97
Child Advocate ^{5,6}											
<i>Juvenile Justice Commission</i>	1,776	1,722	1,687	1,589	1,412	1,315	1,244	1,190	1,188	1,192	1,189
MILITARY & VETERANS AFFAIRS	1,564	1,595	1,583	1,559	1,544	1,578	1,553	1,532	1,494	1,484	1,501
PERSONNEL ⁴	344	337									
PUBLIC ADVOCATE ⁶	186	186	171	142							
STATE	569	597	561	524	482	339	340	317	310	306	306
<i>State (Incl Comm on Higher Ed)</i>	218	250	240	219	205	185	186	180	179	173	168
<i>Higher Educational Student</i>	194	195	181	173	157	154	154	137	131	133	138
Public Broadcasting	157	152	140	132	120						
TRANSPORTATION	6,627	6,542	6,082	5,830	5,504	5,627	5,607	5,517	5,372	5,502	5,569
<i>Transportation</i>	3,736	3,692	3,458	3,327	3,099	3,175	3,167	3,127	3,041	3,214	3,231
<i>Motor Vehicle Commission</i> ⁷	2,891	2,850	2,624	2,503	2,405	2,452	2,440	2,390	2,331	2,288	2,338
TREASURY	5,943	6,006	5,734	5,550	5,349	5,341	5,424	5,318	5,248	5,156	5,206
<i>Treasury</i>	4,144	4,225	4,049	3,926	3,892	3,839	3,881	3,747	3,693	3,581	3,626
<i>Administrative Law</i>	107	105	96	100	99	96	92	92	85	87	92
<i>Casino Control Commission</i>	318	318	289	278	59	60	51	51	43	41	38
<i>Public Defender</i>	1,083	1,077	1,031	988	1,046	1,099	1,166	1,193	1,199	1,217	1,228
<i>Public Utilities</i>	291	281	269	258	253	247	234	235	228	230	222
Ratepayer Advocate ⁶											
SUB-TOTALS BY BRANCH OF GOVERNMENT											
EXECUTIVE AGENCIES	73,154	72,845	70,366	68,646	65,685	64,357	63,629	61,692	59,198	58,672	58,424
JUDICIAL	9,625	9,625	9,342	9,260	9,057	9,019	9,017	9,028	8,853	8,831	8,972
LEGISLATIVE	523	527	520	488	491	488	488	490	490	488	489
TOTALS	83,302	82,997	80,228	78,394	75,233	73,864	73,134	71,210	68,541	67,991	67,885

¹ In July 2006, Governor Corzine signed legislation that established the Department of Children and Families. The agency was primarily staffed by the transfer of employees from the Department of Human Services.

² In March 2006, Governor Corzine signed an Executive Order establishing the Office of Homeland Security and Preparedness.

³ The Office of Information Technology was created in September 1998. A separate identity in PMIS was established in Fiscal Year 2000.

⁴ In June 2008, the Department of Personnel was abolished, and its function and powers were transferred to the newly established Civil Service Commission, which is in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.

⁵ The Office of the Child Advocate was created in September 2003. A separate PMIS identity was established the following year.

⁶ In 2005, the Department of the Public Advocate was restored as a principal department in the Executive branch of State government. The Offices of the Child Advocate and the Ratepayer Advocate were allocated within the restored Department. The Department was abolished again in 2010.

⁷ In 2003 the Division of Motor Vehicles in the Department of Transportation was abolished and the New Jersey Motor Vehicle Commission was established. The Commission is allocated in but not of the Department of Transportation.

STATE OF NEW JERSEY

Local Government Merit System Jobs

Introduction

In 1996, we expanded the *Workforce Profile* to include information on local government employment in New Jersey for the first time. The most important barrier to including all local government employment is the absence of a single uniform database that captures local government data in a degree of detail comparable to what we can provide about State Government employees. The most comprehensive database on local government employees to which we have access is the State Government Pensions database maintained by the Division of Pensions and Benefits, but this database is organized in a different manner. For the time being, the most useful database we have is the Civil Service Commission's CAMPS, which includes data on local government jobs that fall under the purview of the Merit System.

The New Jersey Civil Service Commission administers a merit system of employment for both the State Government and the local jurisdictions that have, by referendum, adopted Title 11A of the Revised Statutes. These jurisdictions comprise 20 of the State's 21 counties and more than 350 other jurisdictions, including both municipalities and special-purpose authorities and districts. Approximately a third of the State's 566 municipalities belong to the system, including most of the larger, older, and more urban ones. In addition, a small number of school districts have adopted the Merit System legislation.

Recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey excluding education (June 2017) indicate total employment of approximately 149,144. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 98,514 identified in our records) represent about 66 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. There are 1,919 employees who hold more than one job in local government. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why the following tables and charts summarize 100,041 jobs rather than 98,514 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

STATE OF NEW JERSEY

Local Government Merit System Jobs

Introduction

You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which differ from each other in the formats used for these types of information. Since the Civil Service Commission's responsibilities with respect to local jurisdictions have been largely confined to position classification and examinations, we have directed our most strenuous efforts in record maintenance to insuring the accuracy of data concerning class of service and title. Because data in CAMPS is supplied by the local jurisdictions, it is not always as current or complete as the State employee data. This is due to the fact that the State does not regulate the salaries of local government employees. Thus there is less urgency in submitting updates to the records than there is in State Government service. With the implementation of new recording systems, we hope to be able to capture more data with greater accuracy.

The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately 87 percent of local jobs are in the Career Service. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; about 47 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. More than 27 percent of the local jobs are in the professional/technical/managerial occupations, while more than half of them are in clerical or service occupations.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. Approximately one out of six State Government jobs is in the Unclassified Service, compared with about one out of eight local government merit system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the wider geographic distribution of local government merit system jobs. Finally, the occupational breakdown of local government merit system jobs is significantly different from that of State Government jobs. While the professional/technical/managerial group is by far the largest in State government, in the local jurisdictions the service occupations, which consist largely of protective services like police, fire fighting, and corrections, are most heavily represented. The service group is the second largest occupational group in State Government, while the second largest in local government is the professional/technical/managerial group. Clerical jobs are proportionally similar at both the State and local levels, coming in third in number in both State and local government. Employees engaged in structural work are much more significant at the local level than at the State level.

NOTE: For a number of years, we have included in the count of local government Merit System jobs some temporary engagements like Monitor and Student Assistant that are not subject to unemployment compensation. Our classification and compensation experts have now concluded that these engagements do not constitute regular jobs, so we are no longer counting them. As of December 13, 2012, these engagements amounted to 460 jobs with 447 incumbents.

STATE OF NEW JERSEY
Local Government Merit System Jobs
Quantitative Summary
July 14, 2016



Date from the Civil Service Commission CAMPS.

Percentages refer to the Number of Local Govt. Merit System Jobs as of July 14, 2016: 100,041.

STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
Distribution by Location, Level of Government, and Service Division

July 14,2016

LOCATION	COUNTY					MUNICIPAL					TOTAL		GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	
ATLANTIC	1,081	408	1,489	237	1,726	1,462	577	2,039	331	2,370	3,528	568	4,096
BERGEN	1,768	974	2,742	336	3,078	2,272	1,489	3,761	784	4,545	6,503	1,120	7,623
BURLINGTON	1,119	408	1,527	199	1,726	1,084	718	1,802	519	2,321	3,329	718	4,047
CAMDEN	2,026	442	2,468	470	2,938	1,386	651	2,037	602	2,639	4,505	1,072	5,577
CAPE MAY	536	507	1,043	139	1,182	1,029	1,053	2,082	282	2,364	3,125	421	3,546
CUMBERLAND	683	170	853	147	1,000	1,074	1,092	2,166	190	2,356	3,019	337	3,356
ESSEX	2,479	859	3,338	497	3,835	5,671	2,441	8,112	1,033	9,145	11,450	1,530	12,980
GLOUCESTER	789	500	1,289	169	1,458	353	195	548	75	623	1,837	244	2,081
HUDSON	1,770	914	2,684	457	3,141	5,150	3,636	8,786	1,017	9,803	11,470	1,474	12,944
HUNTERDON	386	90	476	107	583	0	0	0	0	0	476	107	583
MERCER	1,179	362	1,541	255	1,796	1,752	505	2,257	271	2,528	3,798	526	4,324
MIDDLESEX	1,363	593	1,956	279	2,235	2,187	1,219	3,406	455	3,861	5,362	734	6,096
MONMOUTH	2,096	442	2,538	255	2,793	1,623	747	2,370	655	3,025	4,908	910	5,818
MORRIS	960	541	1,501	246	1,747	1,071	431	1,502	298	1,800	3,003	544	3,547
OCEAN	2,080	814	2,894	273	3,167	1,777	1,286	3,063	491	3,554	5,957	764	6,721
PASSAIC	1,312	927	2,239	290	2,529	2,524	961	3,485	528	4,013	5,724	818	6,542
SALEM	442	72	514	100	614	59	31	90	32	122	604	132	736
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	406	168	574	106	680	402	226	628	223	851	1,202	329	1,531
UNION	1,407	524	1,931	284	2,215	2,769	1,241	4,010	544	4,554	5,941	828	6,769
WARREN	385	80	465	100	565	229	160	389	159	548	854	259	1,113
TOTAL	24,278	9,795	34,073	4,946	39,019	33,874	18,659	52,533	8,489	61,022	86,606	13,435	100,041

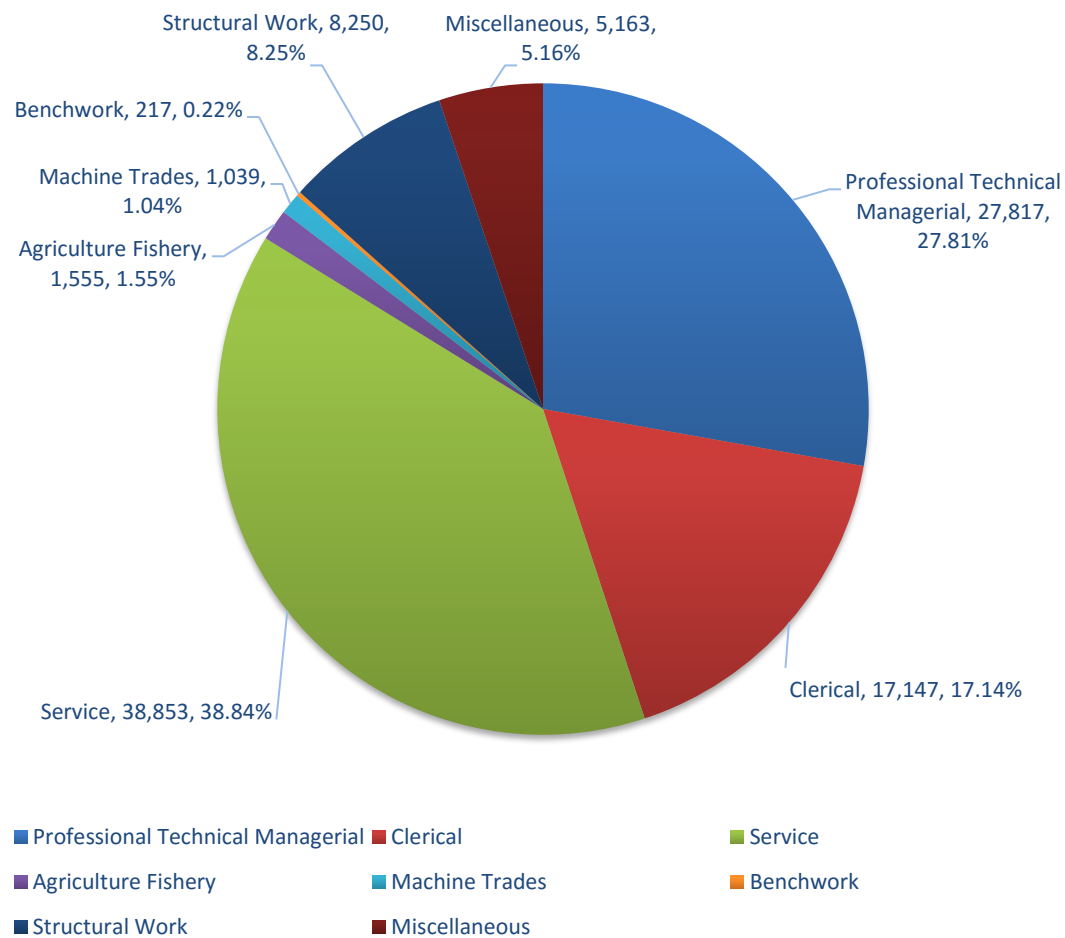
* While Somerset County and its municipalities are not Merit System jurisdictions, some Federally funded jobs are subject to the State Merit System.
Data provided by the Civil Service Commission from its CAMPS.

STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
Distribution by Location, Level of Government, and Work Schedule

July 14, 2016

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,622	104	1,726	2,026	344	2,370	3,648	448	4,096
BERGEN	2,414	664	3,078	3,137	1,408	4,545	5,551	2,072	7,623
BURLINGTON	1,583	143	1,726	1,543	778	2,321	3,126	921	4,047
CAMDEN	2,619	319	2,938	1,862	777	2,639	4,481	1,096	5,577
CAPE MAY	1,045	137	1,182	1,546	818	2,364	2,591	955	3,546
CUMBERLAND	914	86	1,000	1,893	463	2,356	2,807	549	3,356
ESSEX	3,716	119	3,835	8,105	1,040	9,145	11,821	1,159	12,980
GLOUCESTER	1,176	282	1,458	487	136	623	1,663	418	2,081
HUDSON	3,011	130	3,141	7,881	1,922	9,803	10,892	2,052	12,944
HUNTERDON	518	65	583	0	0	0	518	65	583
MERCER	1,678	118	1,796	2,201	327	2,528	3,879	445	4,324
MIDDLESEX	2,144	91	2,235	2,964	897	3,861	5,108	988	6,096
MONMOUTH	2,664	129	2,793	2,108	917	3,025	4,772	1,046	5,818
MORRIS	1,602	145	1,747	1,305	495	1,800	2,907	640	3,547
OCEAN	2,732	435	3,167	2,762	792	3,554	5,494	1,227	6,721
PASSAIC	2,314	215	2,529	3,181	832	4,013	5,495	1,047	6,542
SALEM	486	128	614	93	29	122	579	157	736
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	544	136	680	488	363	851	1,032	499	1,531
UNION	2,141	74	2,215	3,689	865	4,554	5,830	939	6,769
WARREN	518	47	565	291	257	548	809	304	1,113
TOTAL	35,452	3,567	39,019	47,562	13,460	61,022	83,014	17,027	100,041

STATE OF NEW JERSEY
Distribution of Local Government Merit System Jobs by Occupational Group
July 14, 2016



Data provided by the Civil Service Commission from it's CAMPS.
Classification system based on the Civil Service Commission Occupational Code Dictionary.
Percentages refer to the total number of local government Merit System jobs as of 7/14/16: 100,041

STATE OF NEW JERSEY
Distribution of Local Government Merit System Jobs by Occupational Group

July 14, 2016

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	314	211	525
	01 ENV ENGR-ARCHITECTURE	18	9	27
	02 PHYSICAL SCI-STATS	136	76	212
	04 LIFE SCIENCES	45	5	50
	05 SOCIAL SCIENCES	408	702	1,110
	06 SOCIAL-PSYCH SERVICES	1,973	163	2,136
	07 MEDICAL-HEALTH SERVICES	1,457	1,232	2,689
	09 EDUCATION	399	1,679	2,078
	10 MUSEUM/LIBRARY/ARCHIVES	1,535	1,940	3,475
	11 LAW	1,263	765	2,028
	12 INFO PROCESSING SYSTEMS	564	318	882
	13 WRITING	40	54	94
	14 ART	39	23	62
	15 FINANCE	417	576	993
	16 ADMINISTRATION	4,305	2,565	6,870
	17 INSPECTIONS/INVESTIGATIONS	693	2,053	2,746
	18 RECREATION	395	1,428	1,823
	19 BROADCASTING/TRANSMITTING	5	12	17
CLERICAL	20 GENERAL CLERICAL	5,973	6,476	12,449
	21 FINANCE CLERICAL	467	888	1,355
	22 STOCK-STORAGE-INVENTORY	97	57	154
	24 INFO-MSG DISTRIBUTION	1,332	1,857	3,189
SERVICE	30 BLDG-FACILITY SERVICES	914	1,958	2,872
	31 FOOD SERVICES	284	486	770
	33 BARBERING/COSMETOLOGY	1	0	1
	35 DIRECT CARE	594	30	624
	36 PROTECTIVE SERVICES	10,114	24,472	34,586
AGRICULTURE FISHERY	40 PLANTING-GARDENING	565	620	1,185
	41 ANIMAL FARMING	212	151	363
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	3	3	6
MACHINE TRADES	60 MACHINERY REPAIR	355	653	1,008
	65 PRINTING	27	4	31
BENCHWORK	70 TECHNICAL REPAIR	4	18	22
	72 ELECTRICAL REPAIR	87	108	195
STRUCTURAL WORK	80 SKILLED TRADES	329	327	656
	81 STRUCTURAL MAINTENANCE	1,671	5,923	7,594
MISCELLANEOUS	90 TRANSPORTATION	920	1,709	2,629
	91 UTILITIES	271	655	926
	92 NOT CODED ELSEWHERE	793	815	1,608
	TOTAL	39,019	61,022	100,041

Appendix

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Atlantic County
Bergen County
Bergen County Board of Social
Services
Bergen County Utilities Authority
Burlington County
Burlington County Board of Social
Services
Camden County
Camden County Municipal Utilities
Authority
Camden County Board of Social
Services
Cape May County
Cape May County Board of Social
Services
Cumberland County
Cumberland County Board of Social
Services
Essex County
Gloucester County
Hudson County
Hunterdon County
Mercer County
Mercer County Board of Social
Services
Middlesex County

Middlesex County Board of Social
Services
Monmouth County
Morris County
Ocean County
Ocean County Board of Social
Services
Passaic County
Passaic County Board of Social
Services
Salem County
Salem County Board of Social
Services
Sussex County
Union County
Warren County
Aberdeen Township
Aberdeen Fire Districts (2)
Allamuchy Township
Alpha Borough
Andover Township
Asbury Park City
Atlantic City
Atlantic City Library
Atlantic City Municipal Utilities
Authority
Bayonne

Bayonne Housing Authority
Bayonne Library
Beach Haven Borough
Beachwood Borough
Belleville
Belleville Library
Belmar Borough
Belmar Housing Authority
Bergenfield Borough
Bergenfield Library
Berkeley Township
Berkeley School District
Beverly
Bloomfield
Bloomfield Library
Boonton Town
Boonton Library
Bordentown City
Bordentown Township
Bordentown Township Fire
Districts (2)
Brick Township
Brick Fire District (1)
Brick School District
Bridgeton
Bridgeton Housing Authority
Bridgeton Library

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Brooklawn Borough
Buena Borough
Buena Municipal Utilities Authority
Burlington City
Burlington City Housing Authority
Burlington Township
Burlington Township Fire District (1)
Butler Borough
Butler Library
Byram Township
Camden City
Camden City Library
Camden City Redevelopment Agency
Cape May City
Carteret Borough
Carteret Library
Cinnaminson Township
Cinnaminson Fire District (1)
Clark Township
Clark Library
Clementon Borough
Clifton
Clifton Library
Delanco Township
Delran Township
Delran Fire District (1)
Dennis Township

Deptford Township
Deptford Library
Deptford Municipal Utilities
Authority
Deptford Township Fire District (1)
Dover (Morris County)
Dover Housing Authority (Morris
County)
Dover Library
East Orange
East Orange Library
East Rutherford Borough
East Rutherford Library
Edgewater Borough
Edgewater Library
Edgewater Park Township
Edgewater Park Fire District (1)
Egg Harbor City
Elizabeth
Elizabeth Housing Authority
Elizabeth Library
Elmwood Park Borough
Elmwood Park Borough Library
Ewing Township
Ewing Township Fire Districts (3)
Fair Lawn
Fair Lawn Library

Fairview
Fairview Library
Florence Township
Florence Fire District (1)
Fort Lee
Fort Lee Library
Franklin Township (Warren County)
Franklin Township Housing Authority
(Somerset County)
Freehold Borough
Freehold Township
Garfield
Garfield Library
Glassboro Housing Authority
Gloucester City
Gloucester City Library
Gloucester Township
Gloucester Township Fire
Districts (6)
Gloucester Township Housing
Authority
Gloucester Township Municipal
Utilities Authority
Green Township
Hackensack
Hackensack Library
Hackettstown

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Hackettstown Municipal Utilities
Authority
Haddon Township Housing Authority
Hamilton Township (Mercer County)
Hamilton Fire Districts (8) (Mercer
County)
Hammonton
Hampton Township
Harmony Township
Harrison (Hudson)
Harrison Housing Authority
Harrison Library
Hazlet Township
Hazlet Fire District (1)
Highlands Borough (Monmouth
County)
Hillside Township
Hillside Library
Hoboken
Holmdel Township
Hopatcong
Independence Township
Independence Municipal Utilities
Authority
Irvington
Irvington Housing Authority
Irvington Library

Jackson Township
Jackson Fire Districts (4)
Jackson Municipal Utilities Authority
Jefferson Township
Jefferson Township Library
Jersey City
Jersey City Library
Jersey City School District
Keansburg
Kearny
Kearny Library
Keyport Borough
Lacey Township
Lake Como Borough (formerly South
Belmar)
Lakehurst
Lakewood Township
Lakewood Fire District (1)
Lakewood Municipal Utilities
Authority
Lavallette
Lawnside
Lawrence Township (Mercer County)
Liberty Township
Lincoln Park Borough
Lincoln Park Library
Linden

Linden Library
Lindenwold Borough
Lindenwold Fire District (1)
Little Egg Harbor Township
Lodi Borough
Lodi Housing Authority
Lodi Library
Lodi School District
Long Beach Township
Long Branch
Lopatcong
Lower Township (Cape May County)
Lower Township Municipal Utilities
Authority
Magnolia Borough
Manasquan Borough
Manasquan Fire District (1)
Maple Shade
Margate City
Margate Library
Marlboro Township
Marlboro Municipal Utilities
Authority
Marlboro Fire District (1)
Maurice River Township
Maurice River School District
Middle Township (Cape May County)

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Middle Township School District
Middletown Township (Monmouth County)
Middletown Library
Millburn Township
Millburn Library
Milltown Borough
Millville City
Millville School District
Monroe (Gloucester County)
Monroe Library (Gloucester County)
Monroe Municipal Utilities Authority (Gloucester County)
Montville Township
Montville Fire Districts (3)
Montville Library
Moonachie Borough
Moorestown Township
Moorestown Fire Districts (2)
Moorestown Library
Morristown
Mount Holly Township
Mount Holly Fire District (1)
Mount Laurel Township
Mount Laurel Fire District (1)
Mount Laurel Library
Mount Laurel Municipal Utilities Authority

Newark
Newark Library
Newark School District
New Brunswick
Newton
North Arlington Borough
North Arlington Library
North Bergen Township
North Bergen Library
North Bergen Municipal Utilities Authority
North Brunswick Township
North Brunswick Library
North Hudson Regional Fire Rescue Service
North Wildwood City
Nutley
Nutley Library
Oakland Borough
Oakland Library
Ocean City
Ocean City Housing Authority
Ocean City Library
Ogdensburg Borough
Orange
Orange Housing Authority
Orange City Library

Park Ridge Borough
Park Ridge Library
Parsippany-Troy Hills Township
Parsippany-Troy Hills Library
Passaic City
Passaic City Library
Passaic Valley Water Commission
Paterson
Paterson Housing Authority
Paterson Library/Museum
Pemberton Township
Pennsauken Township
Pennsauken Library
Penns Grove Housing Authority
Perth Amboy
Phillipsburg
Phillipsburg Library
Plainfield
Plainfield Housing Authority
Plainfield Library
Pleasantville
Pohatcong Township
Point Pleasant Borough
Point Pleasant Beach Borough
Pompton Lakes Borough
Pompton Lakes Library
Pompton Lakes Municipal Utilities

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Authority
Rahway
Rahway Library
Red Bank Housing Authority
Ridgewood Village
Ridgewood Library
Ringwood Borough
Riverside Township
Rockaway Township
Rockaway Library
Roselle Borough
Roselle Library
Runnemede Borough
Rutherford Borough
Rutherford Library
Saddle Brook Township
Saddle Brook Library
Salem City
Salem City Library
Sayreville Borough
Scotch Plains
Scotch Plains Library
Sea Isle City
Seaside Heights
Seaside Park
Somerdale Borough
Somers Point

South Amboy
South Amboy Library
South Orange Village
South Orange Library
South Plainfield
South Plainfield Library
South Toms River
Sparta Township
Sparta Library
Stanhope Borough
Stillwater Township
Stratford Borough
Teaneck Township
Teaneck Library
Trenton
Trenton Library
Union Beach
Union City (Hudson County)
Union City Library
Union Township (Union County)
Union Township Library (Union County)
Upper Township (Cape May County)
Ventnor City
Vernon Township
Verona Township
Verona Township Library

Vineland City
Vineland Library
Vineland School District
Voorhees Township
Voorhees Township Fire District (1)
Waldwick Borough
Waldwick Library
Wallington Borough
Wallington JFK Memorial Library
Wanaque Borough
Wanaque Library
Wantage Township
Washington Borough (Warren County)
Weehawken Township
Weehawken Library
Weehawken School District
West Milford Township
West Milford Library
West Milford Municipal Utilities Authority
West New York
West New York Library
West Orange Township
West Orange Library
White Township
Wildwood City

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Wildwood City Housing
Authority
Wildwood Crest Borough
Willingboro
Willingboro Library
Willingboro Municipal Utilities
Authority
Winslow Township
Winslow Township Fire District (1)
Woodbine Borough
Woodbridge Township
Woodbridge Library
Woodbridge Fire Districts (9)
Woodland Park Borough (formerly West
Paterson)
Woodland Park - Alfred H. Baumann Free
Public Library
Woodlynne Borough
Wood-Ridge Borough
Wood-Ridge Library