



State Government Workforce Profile 2015 with selected local data



Preface

PREFACE – A MESSAGE FROM THE CHAIR/CEO, CIVIL SERVICE COMMISSION

The State of New Jersey employs over 70,000 people. They fill a broad spectrum of positions, providing essential support and services to the citizens of the State. As both recipients of these services and taxpayers who fund the operations of State government, our citizens expect transparency in government and accountability from elected officials and public sector agencies.

Since 1992 the Civil Service Commission has published the State Government Workforce Profile as a comprehensive resource for legislators, State and local government officials, researchers, students, and members of the general public seeking data about how public sector employees are managed. The Workforce Profile provides information about how and where State employees are deployed; their salaries; demographic data; agency hiring and separation statistics; and the organizations that represent State employees. It also provides basic information about employment in local jurisdictions under the Civil Service system, including certain counties, municipalities, school districts and special districts.

The Civil Service Commission welcomes your comments and questions regarding this report, which can also be found on the Commission's website at www.state.nj.us/csc/publication/index.htm.

Respectfully yours,

A handwritten signature in black ink, appearing to read 'R. Czech', with a long, sweeping flourish extending to the right.

Robert M. Czech

Chair/CEO, Civil Service Commission

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STATE GOVERNMENT WORKFORCE PROFILE 2015
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New Jersey State
Government
Workforce Profile

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2015

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, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 9, 2015, comparisons of the workforce at the end of Fiscal Year 2014 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2014.

The Workforce Profile includes trend data where significant trends exist. Unlike previous Profiles, the 2015 Workforce Profile documents ten year trends, as opposed to the entire recorded workforce history. 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
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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. We have provided the January 2013 and January 2014 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 5.4 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 www.state.nj.us/csc/publication/index.htm. The Commission's Division of Administrative Support and Logistics 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				
	1/11/2013	1/10/2014	1/9/2015	CHANGE OVER 2 YEARS	
AGRICULTURE	212	210	203	- 9	-4.2%
BANKING & INSURANCE	504	486	476	- 28	-5.6%
CHILDREN & FAMILIES	6,819	6,747	6,783	- 36	-0.5%
COMMUNITY AFFAIRS	911	914	923	+ 12	1.3%
CORRECTIONS	9,033	8,791	8,789	- 244	-2.7%
Corrections	8,414	8,196	8,184	- 230	-2.7%
State Parole Board	619	595	605	- 14	-2.3%
EDUCATION	825	816	783	- 42	-5.1%
ENVIRONMENTAL PROTECTION	2,749	2,778	2,786	+ 37	1.3%
GOVERNOR'S OFFICE	128	130	115	- 13	-10.2%
HEALTH	1,201	1,167	1,129	- 72	-6.0%
HUMAN SERVICES	16,181	15,826	13,586	- 2,595	-16.0%
INFORMATION TECHNOLOGY	717	748	723	+ 6	0.8%
LABOR	3,602	3,536	3,344	- 258	-7.2%
Labor	3,349	3,282	3,094	- 255	-7.6%
Civil Service Commission	253	254	250	- 3	-1.2%
LAW & PUBLIC SAFETY	8,092	8,008	7,867	- 225	-2.8%
Law & Public Safety	6,724	6,702	6,597	- 127	-1.9%
Homeland Security & Preparedness	105	102	89	- 16	-15.2%
Juvenile Justice	1,263	1,204	1,181	- 82	-6.5%
MILITARY & VETERANS AFFAIRS	1,571	1,552	1,511	- 60	-3.8%
STATE	340	333	318	- 22	-6.5%
State (Includes Comm on Higher Education)	187	185	184	- 3	-1.6%
Higher Educational Student Assistance	153	148	134	- 19	-12.4%
TRANSPORTATION	5,637	5,576	5,472	- 165	-2.9%
Transportation	3,166	3,177	3,125	- 41	-1.3%
Motor Vehicles	2,471	2,399	2,347	- 124	-5.0%
TREASURY	5,451	5,366	5,338	- 113	-2.1%
Treasury (Incl Minor Boards & Commissions)	3,889	3,795	3,773	- 116	-3.0%
Administrative Law	95	92	87	- 8	-8.4%
Casino Control	59	50	49	- 10	-16.9%
Public Defender	1,167	1,192	1,201	+ 34	2.9%
Public Utilities	241	237	228	- 13	-5.4%
TOTAL EXECUTIVE DEPARTMENTS	63,973	62,984	60,146	- 3,827	-6.0%
JUDICIARY	9,046	9,018	8,921	- 125	-1.4%
LEGISLATIVE STAFF	487	493	489	+ 2	0.4%
TOTAL STATE GOVT WORKFORCE	73,506	72,495	69,556	- 3,950	-5.4%

**DEMOGRAPHICS
01/9/2015**

AGE

Average: 47 years
Median: 47 years

LENGTH OF SERVICE

Average: 14 years
Median: 13 years

SALARY *

Average: \$74,287
Median: \$71,400

GENDER

Female: 38,836 (55.8%)
Male: 30,720 (44.2%)

MINORITY EMPLOYEES

30,866 (44.4%)

UNION REPRESENTATION

54,375 (78.2%)

* 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 7 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 full-time 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 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 December 31, 2014. 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 whose name 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.

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 is shown in the table: revolving funds. Revolving

STATE OF NEW JERSEY
STATISTICS BY AGENCY

INTRODUCTION

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.

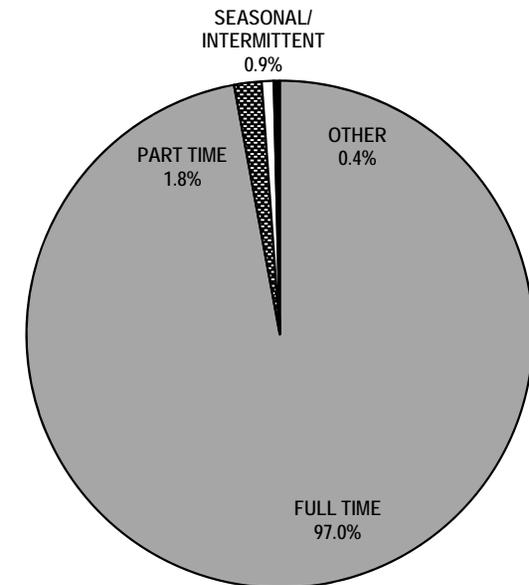
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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

JANUARY 9, 2015

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	198	5	0	0	203
BANKING & INSURANCE	469	0	0	7	476
CHILDREN & FAMILIES	6,717	66	0	0	6,783
COMMUNITY AFFAIRS	923	0	0	0	923
CORRECTIONS	8,784	5	0	0	8,789
Corrections	8,180	4	0	0	8,184
State Parole Board	604	1	0	0	605
EDUCATION	778	5	0	0	783
ENVIRONMENTAL PROTECTION	2,780	4	2	0	2,786
GOVERNOR'S OFFICE	114	1	0	0	115
HEALTH	1,128	1	0	0	1,129
HUMAN SERVICES	12,777	807	0	2	13,586
INFORMATION TECHNOLOGY	720	3	0	0	723
LABOR	3,102	62	172	8	3,344
Labor	2,857	59	172	6	3,094
Civil Service Commission	245	3	0	2	250
LAW & PUBLIC SAFETY	7,626	3	0	238	7,867
Law & Public Safety	6,358	1	0	238	6,597
Homeland Security & Preparedness	89	0	0	0	89
Juvenile Justice	1,179	2	0	0	1,181
MILITARY & VETERANS AFFAIRS	1,492	19	0	0	1,511
STATE	313	5	0	0	318
State (Includes Comm on Higher Education)	179	5	0	0	184
Higher Educational Student Assistance	134	0	0	0	134
TRANSPORTATION	5,258	210	0	4	5,472
Transportation	3,121	0	0	4	3,125
Motor Vehicles	2,137	210	0	0	2,347
TREASURY	4,973	6	350	9	5,338
Treasury (Incl Minor Boards & Commissions)	3,411	3	350	9	3,773
Administrative Law	87	0	0	0	87
Casino Control	49	0	0	0	49
Public Defender	1,198	3	0	0	1,201
Public Utilities	228	0	0	0	228
TOTAL EXECUTIVE DEPARTMENTS	58,152	1,202	524	268	60,146
JUDICIARY	8,905	16	0	0	8,921
LEGISLATIVE STAFF	485	4	0	0	489
TOTAL STATE GOVT WORKFORCE	67,542	1,222	524	268	69,556



Data provided by the Civil Service Commission from automated personnel files.
 Percentages refer to the total State Government workforce as of 01/9/2015: 69,556.

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEES IN PAY STATUS BY WORK SCHEDULE

JANUARY 9, 2015

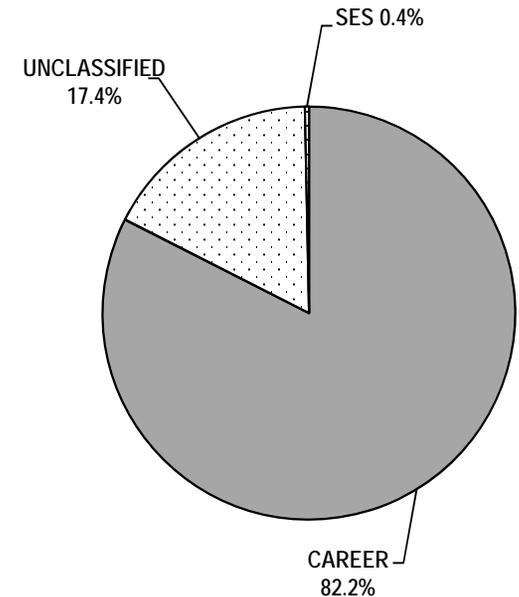
AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	195	5	0	0	200
BANKING & INSURANCE	466	0	0	0	466
CHILDREN & FAMILIES	6,565	66	0	0	6,631
COMMUNITY AFFAIRS	901	0	0	0	901
CORRECTIONS	8,363	5	0	0	8,368
Corrections	7,771	4	0	0	7,775
State Parole Board	592	1	0	0	593
EDUCATION	755	5	0	0	760
ENVIRONMENTAL PROTECTION	2,734	3	2	0	2,739
GOVERNOR'S OFFICE	95	1	0	0	96
HEALTH & SENIOR SERVICES	1,121	1	0	0	1,122
HUMAN SERVICES	11,886	838	0	2	12,726
INFORMATION TECHNOLOGY	719	0	0	0	719
LABOR	3,037	63	172	0	3,272
Labor	2,796	60	172	0	3,028
Civil Service Commission	241	3	0	0	244
LAW & PUBLIC SAFETY	7,471	3	0	0	7,474
Law & Public Safety	6,268	3	0	0	6,271
Homeland Security & Preparedness	89	0	0	0	89
Juvenile Justice	1,114	0	0	0	1,114
MILITARY & VETERANS AFFAIRS	1,440	19	0	0	1,459
STATE	304	5	0	0	309
State	173	5	0	0	178
Higher Educational Student Assistance	131	0	0	0	131
TRANSPORTATION	5,096	209	0	0	5,305
Transportation	3,019	0	0	0	3,019
Motor Vehicles	2,077	209	0	0	2,286
TREASURY	4,799	9	0	0	4,808
Treasury	3,262	6	0	0	3,268
Administrative Law	86	0	0	0	86
Casino Control	48	0	0	0	48
Public Defender	1,176	3	0	0	1,179
Public Utilities	227	0	0	0	227
TOTAL EXECUTIVE DEPARTMENTS	55,947	1,232	174	2	57,355
JUDICIARY	8,807	16	0	0	8,823
LEGISLATIVE STAFF	483	4	0	0	487
TOTAL STATE GOVT WORKFORCE	65,237	1,252	174	2	66,665

STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEE TITLES BY SERVICE DIVISION

JANUARY 9, 2015

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	151	25	176	2	25	203
BANKING & INSURANCE	364	48	412	0	64	476
CHILDREN & FAMILIES	5,806	634	6,440	69	274 ¹	6,783
COMMUNITY AFFAIRS	838	36	874	0	49	923
CORRECTIONS	8,385	119	8,504	0	285	8,789
Corrections	7,812	112	7,924	0	260 ²	8,184
State Parole Board	573	7	580	0	25	605
EDUCATION	203	354	557	0	226 ³	783
ENVIRONMENTAL PROTECTION	2,294	402	2,696	3	87	2,786
GOVERNOR'S OFFICE	10	0	10	0	105	115
HEALTH	801	246	1,047	12	70	1,129
HUMAN SERVICES	8,814	4,284	13,098	15	473 ⁴	13,586
INFORMATION TECHNOLOGY	565	119	684	7	32	723
LABOR	2,743	374	3,117	32	195	3,344
Labor	2,546	345	2,891	19	184 ⁵	3,094
Civil Service Commission	197	29	226	13	11	250
LAW & PUBLIC SAFETY	2,780	803	3,583	10	4,274 ⁶	7,867
Law & Public Safety	1,831	672	2,503	10	4,084 ⁶	6,597
Homeland Security & Preparedness	56	1	57	0	32	89
Juvenile Justice	893	130	1,023	0	158 ⁷	1,181
MILITARY & VETERANS AFFAIRS	674	670	1,344	0	167 ⁸	1,511
STATE	158	23	181	0	137	318
State (Includes Comm on Higher Education)	93	21	114	0	70	184
Higher Educational Student Assistance	65	2	67	0	67	134
TRANSPORTATION	4,614	719	5,333	45	94	5,472
Transportation	2,441	608	3,049	37	39	3,125
Motor Vehicles	2,173	111	2,284	8	55	2,347
TREASURY	3,409	791	4,200	55	1,083	5,338
Treasury (Incl Minor Boards & Commissions)	2,755	649	3,404	33	336 ⁹	3,773
Administrative Law	44	1	45	0	42	87
Casino Control	4	0	4	0	45	49
Public Defender	452	129	581	4	616 ¹⁰	1,201
Public Utilities	154	12	166	18	44	228
TOTAL EXECUTIVE DEPARTMENTS	42,609	9,647	52,256	250	7,640	60,146
JUDICIARY	4,166	364	4,530	0	4,391 ¹¹	8,921
LEGISLATIVE STAFF	0	0	0	0	489 ¹²	489
TOTAL STATE GOVT WORKFORCE	46,775	10,011	56,786	250	12,520	69,556



¹ Includes 201 educational, health care, and social services personnel.
² Includes 190 educational, health care, and social services personnel.
³ Includes 59 professional employees at the Katzenbach School.
⁴ Includes 313 educational, health care, and social services personnel.
⁵ Includes 54 compensation judges and 60 educational, medical, and social services personnel.
⁶ Includes 2,789 uniformed State Police, 638 Deputy Attorneys General, and 265 Board Members.
⁷ Includes 129 educational, health care, and social services personnel.
⁸ Includes 165 military, educational, and medical personnel.
⁹ Includes 81 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

January 9, 2015

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	49	\$73,771	\$72,953	16
BANKING & INSURANCE	52	\$79,058	\$77,395	16
CHILDREN & FAMILIES	42	\$70,099	\$71,397	11
COMMUNITY AFFAIRS	52	\$73,526	\$72,953	14
CORRECTIONS	43	79,246	\$84,671	13
Corrections	42	\$71,667	\$75,689	12
State Parole Board	44	\$86,824	\$93,653	15
EDUCATION	50	\$84,053	\$88,619	13
ENVIRONMENTAL PROTECTION	48	\$78,738	\$82,034	18
GOVERNOR'S OFFICE	39	\$75,172	\$64,768	7
HEALTH	52	\$80,389	\$83,614	17
HUMAN SERVICES	48	\$60,832	\$52,973	14
INFORMATION TECHNOLOGY	51	\$87,222	\$92,012	18
LABOR	49	\$68,249	\$64,994	16
Labor	51	\$66,422	\$60,726	16
Civil Service Commission	47	\$70,076	\$69,262	15
LAW & PUBLIC SAFETY	46	\$78,789	\$75,547	13
Law & Public Safety	44	\$77,671	\$75,547	13
Homeland Security & Preparedness	48	\$89,688	\$88,605	10
Juvenile Justice	46	\$69,008	\$67,423	14
MILITARY & VETERANS AFFAIRS	50	\$53,060	\$47,865	12
STATE	51	\$73,599	\$72,189	14
State (Includes Comm on Higher Education)	50	\$76,675	\$75,546	13
Higher Educational Student Assistance	52	\$70,522	\$68,831	16
TRANSPORTATION	48	\$61,705	\$55,685	15
Transportation	49	\$67,013	\$60,726	17
Motor Vehicles	48	\$56,396	\$50,645	13
TREASURY	49	\$79,367	\$73,356	16
Treasury (Incl Minor Boards & Commissions)	47	\$69,424	\$64,537	15
Administrative Law	53	\$94,780	\$98,860	16
Casino Control	49	\$70,311	\$63,886	18
Public Defender	46	\$77,233	\$73,356	13
Public Utilities	51	\$85,087	\$83,804	18
TOTAL EXECUTIVE DEPARTMENTS	48	\$73,934	\$72,953	14
JUDICIARY	47	\$74,048	\$67,512	14
LEGISLATIVE STAFF	45	\$74,878	\$71,400	14
TOTAL STATE GOVT WORKFORCE	47	\$74,287	\$71,400	14

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

JANUARY 9, 2015

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	109	60	0	34	203
BANKING & INSURANCE	471	2	0	3	476
CHILDREN & FAMILIES	4,910	1,545	0	328	6,783
COMMUNITY AFFAIRS	556	294	17	56	923
CORRECTIONS	8,538	26	154	71	8,789
Corrections	7,933	26	154	71	8,184
State Parole Board	605	0	0	0	605
EDUCATION	390	218	7	168	783
ENVIRONMENTAL PROTECTION	2,660	41	5	80	2,786
GOVERNOR'S OFFICE	98	0	17	0	115
HEALTH	365	453	120	191	1,129
HUMAN SERVICES	9,210	4,317	3	56	13,586
INFORMATION TECHNOLOGY	0	0	723	0	723
LABOR	805	2,532	0	7	3,344
Labor	555	2,532	0	7	3,094
Civil Service Commission	250	0	0	0	250
LAW & PUBLIC SAFETY	6,482	90	0	1,295	7,867
Law & Public Safety	5,393	69	0	1,135	6,597
Homeland Security & Preparedness	73	16	0	0	89
Juvenile Justice	1,016	5	0	160	1,181
MILITARY & VETERANS AFFAIRS	1,352	159	0	0	1,511
STATE	174	137	0	7	318
State (Includes Comm on Higher Education)	174	10	0	0	184
Higher Educational Student Assistance	0	127	0	7	134
TRANSPORTATION	2,272	848	0	2,352	5,472
Transportation	2,271	848	0	6	3,125
Motor Vehicles	1	0	0	2,346	2,347
TREASURY	4,433	51	356	498	5,338
Treasury (Incl Minor Boards & Commissions)	2,942	51	356	424	3,773
Administrative Law	81	0	0	6	87
Casino Control	0	0	0	49	49
Public Defender	1,200	0	0	1	1,201
Public Utilities	210	0	0	18	228
TOTAL EXECUTIVE DEPARTMENTS	42,825	10,773	1,402	5,146	60,146
JUDICIARY	7,468	1,237	0	216	8,921
LEGISLATIVE STAFF	489	0	0	0	489
TOTAL STATE GOVT WORKFORCE	50,782	12,010	1,402	5,362	69,556

STATE OF NEW JERSEY OTHER STATE GOVERNMENT EMPLOYMENT

JANUARY 9, 2015

AGENCY	FULL TIME	PART TIME	TOTAL 2015	TOTAL 2014	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY **						MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	86	6	92	121	-29	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1,4}	113	0	113	118	-5	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION ¹	43	4	47	47	0	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	350	58	408	413	-5	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1,2}	866	3	869	572	297	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	315	0	315	308	7	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	5	0	5	6	-1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY ⁵	215	0	215	187	28	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	12	1	13	13	0	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	25	0	25	26	-1	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,315	399	1,714	1,667	47	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	98	1	99	99	0	SELF FUNDED BY GENERATED FEES AND REVENUES
NEW JERSEY REDEVELOPMENT AUTHORITY	12	0	12	9	3	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	227	1	228	244	-16	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	157	2,367	2,524	2,583	-59	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,943	752	11,695	11,846	-151	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,956	428	2,384	2,350	34	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	107	0	107	110	-3	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	116	0	116	110	6	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1,4}	85	16	101	114	-13	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	508	0	508	492	16	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	192	0	192	192	0	WATER SALE REVENUES
PINELANDS COMMISSION	41	2	43	45	-2	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3}	7,337	33	7,370	7,087	283	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	50	2	52	52	0	SEWAGE FEES
RUTGERS	17,482	4,703	22,185	22,440	-255	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	104	11	115	102	13	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	269	114	383	397	-14	TOLL REVENUE
STATE COLLEGES	11,667	6,951	18,618	18,172	446	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4}	12	0	12	20	-8	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	54,708	15,852	70,560	74,317	-3,757	

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 January 9, 2015 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 14/13 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 67 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 9,469, or 13.6 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 20,774 of the State’s 69,556 employees, approximately 30 percent, in that bracket.

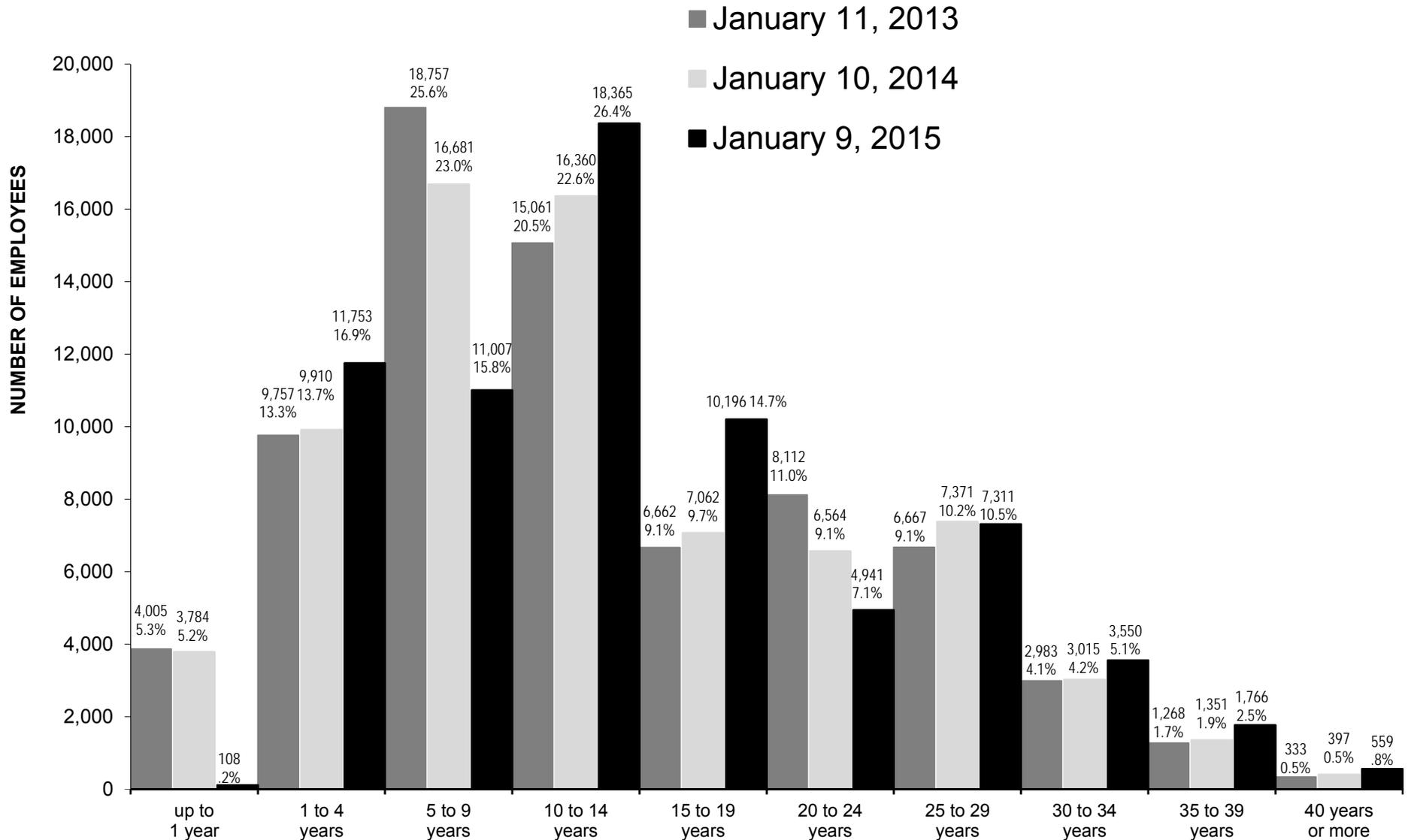
On Page 15, we compare separations during Fiscal Years 2012, 2013, and 2014 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the total number of separations in Fiscal Year 2014 increased by 544 from the previous Fiscal Year. The separation rate increased from 7.7 percent in FY2013 to 8.7 percent in FY2014.

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 15.3% in 2014 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

JANUARY 9, 2015 (WITH EARLIER DATA FOR COMPARISON)

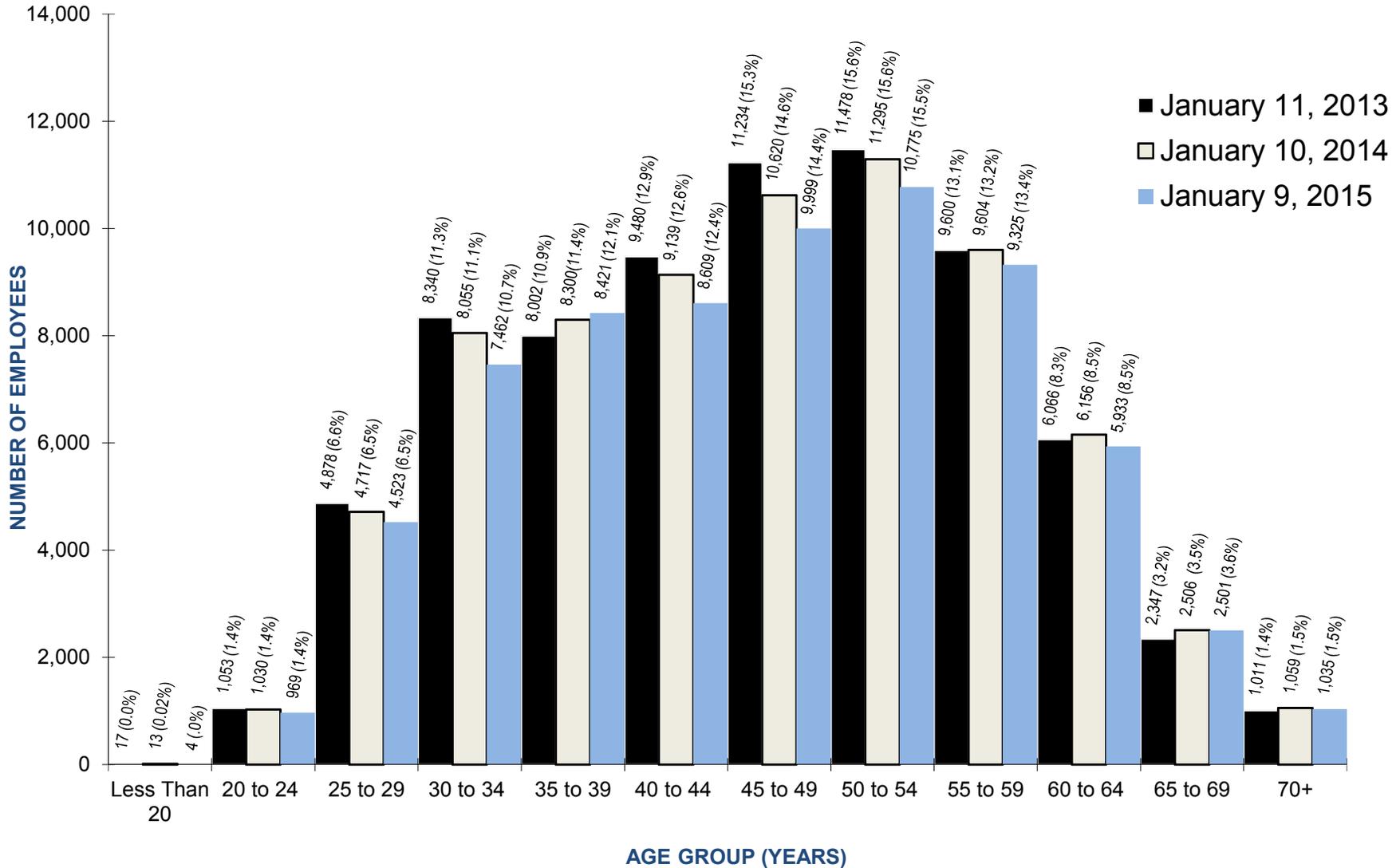


Data provided by the Civil Service Commission from automated personnel files.

Percents refer to the total State Government workforce (as of 1/11/2013, 73,506; as of 1/10/2014, 72,495; 1/09/2015, 69,556).

STATE OF NEW JERSEY DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE

JANUARY 9, 2015 (WITH EARLIER DATA FOR COMPARISON)

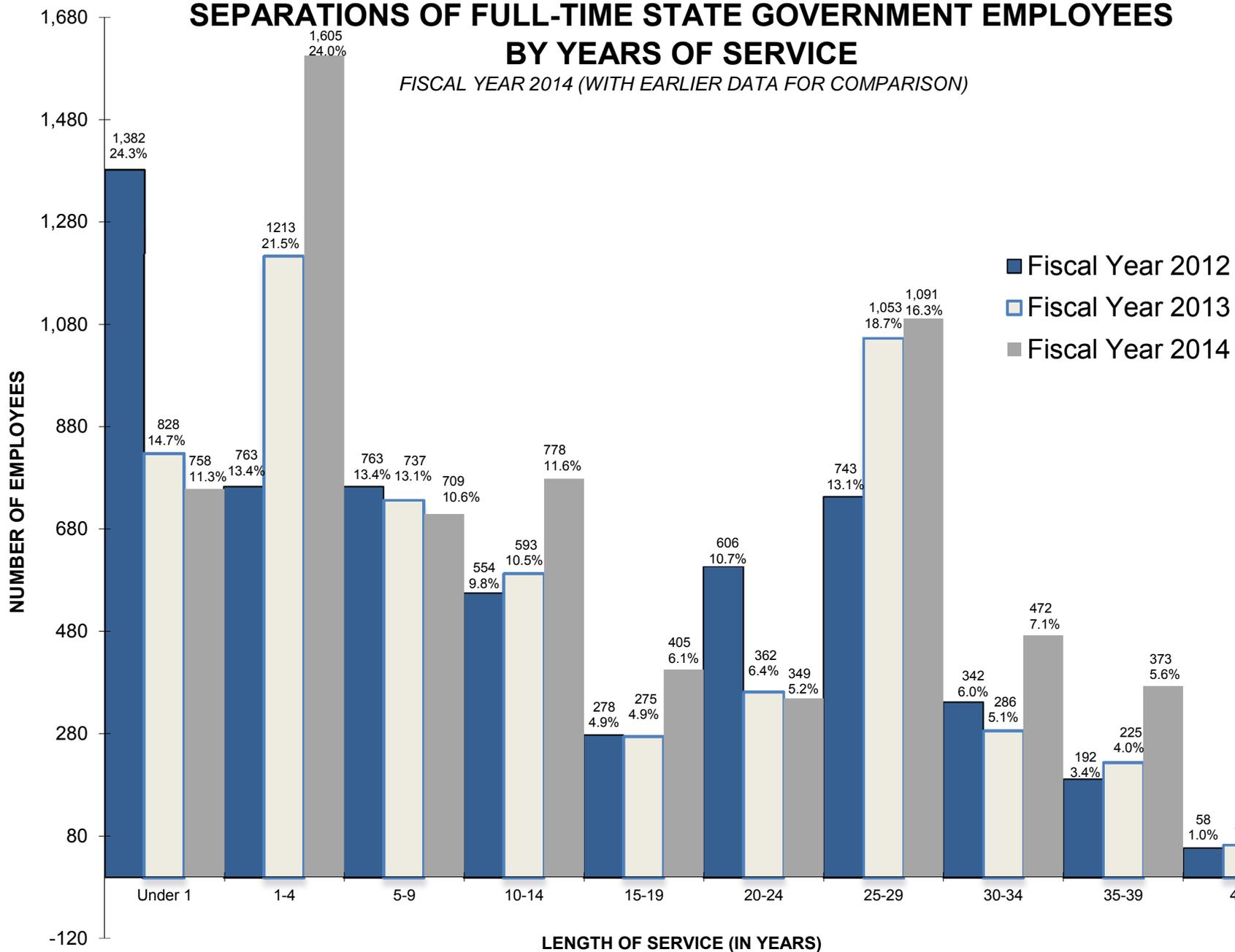


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/11/2013, 73,506; as of 1/10/14, 72,495; as of 1/9/2015, 69,556).

STATE OF NEW JERSEY SEPARATIONS OF FULL-TIME STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE

FISCAL YEAR 2014 (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 (FY2012: 5,681; FY2013: 5,636; FY2014: 6,179).

**STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY2005 - FY2014**

Fiscal Year	VOLUNTARY SEPARATIONS							INVOLUNTARY SEPARATIONS				OTHER	Separations During FY	Employees At Start of FY	Separation Rate
	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			
2005	1843	NA	229	0	1600	3,672	67%	1,636	0	1636	30%	164	5472	77,561	7.1%
2006	1594	NA	221	0	1991	3,806	63%	2,019	34	2053	34%	178	6037	80,213	7.5%
2007	1551	NA	179	0	2608	4,338	68%	1,847	0	1847	29%	152	6337	81,201	7.8%
2008	1407	NA	148	119	1863	3,537	66%	1,625	2	1627	31%	163	5327	80,418	6.6%
2009	970	NA	141	1353	1870	4,334	73%	1,469	12	1481	25%	139	5954	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	1	2,799	629	581	284	404	123	142	5	141	28	6,179	71,210	8.7%

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

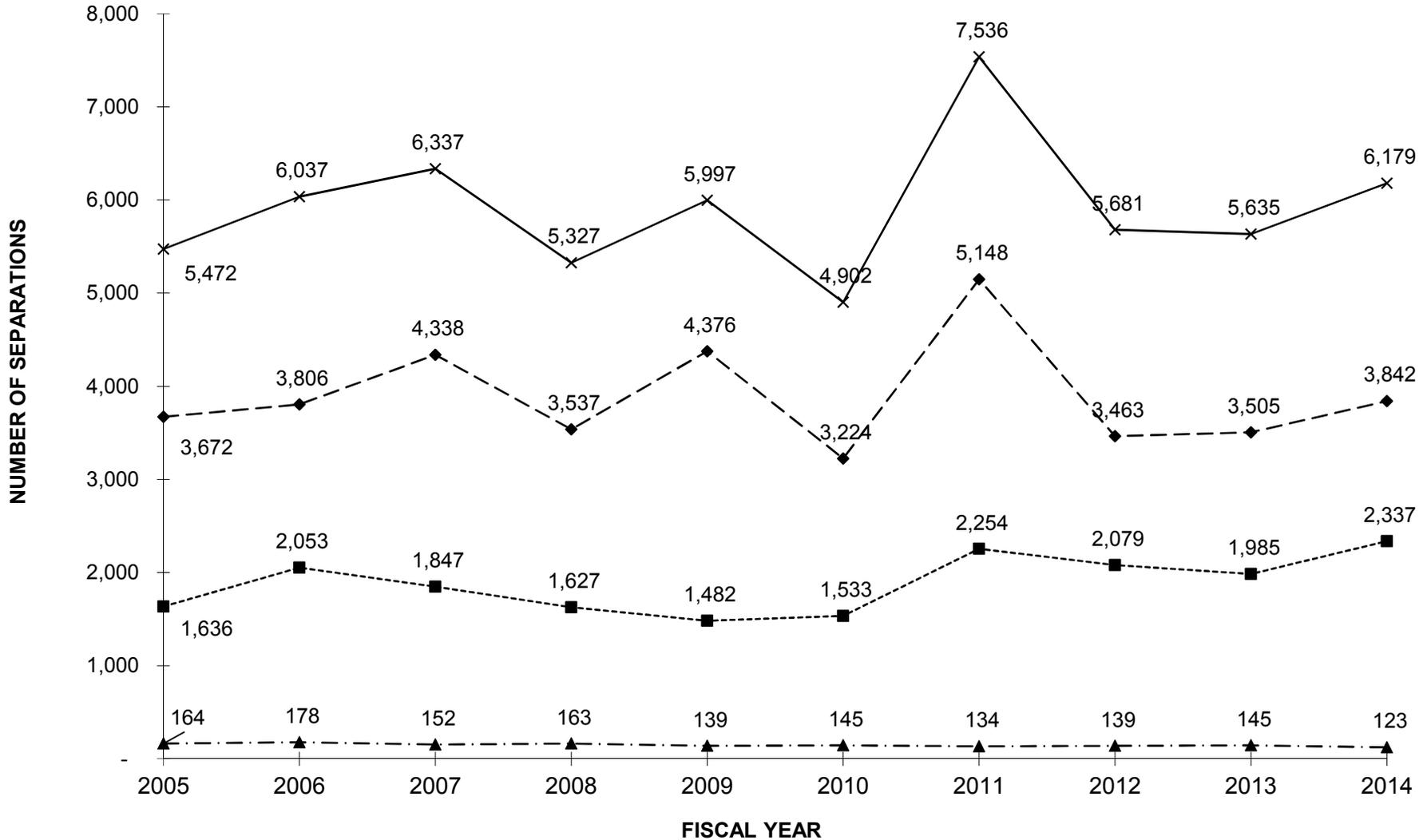
An Early Retirement Incentive Programs (ERI) was signed into law in 2008 in order to reduce the State's payroll.

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.

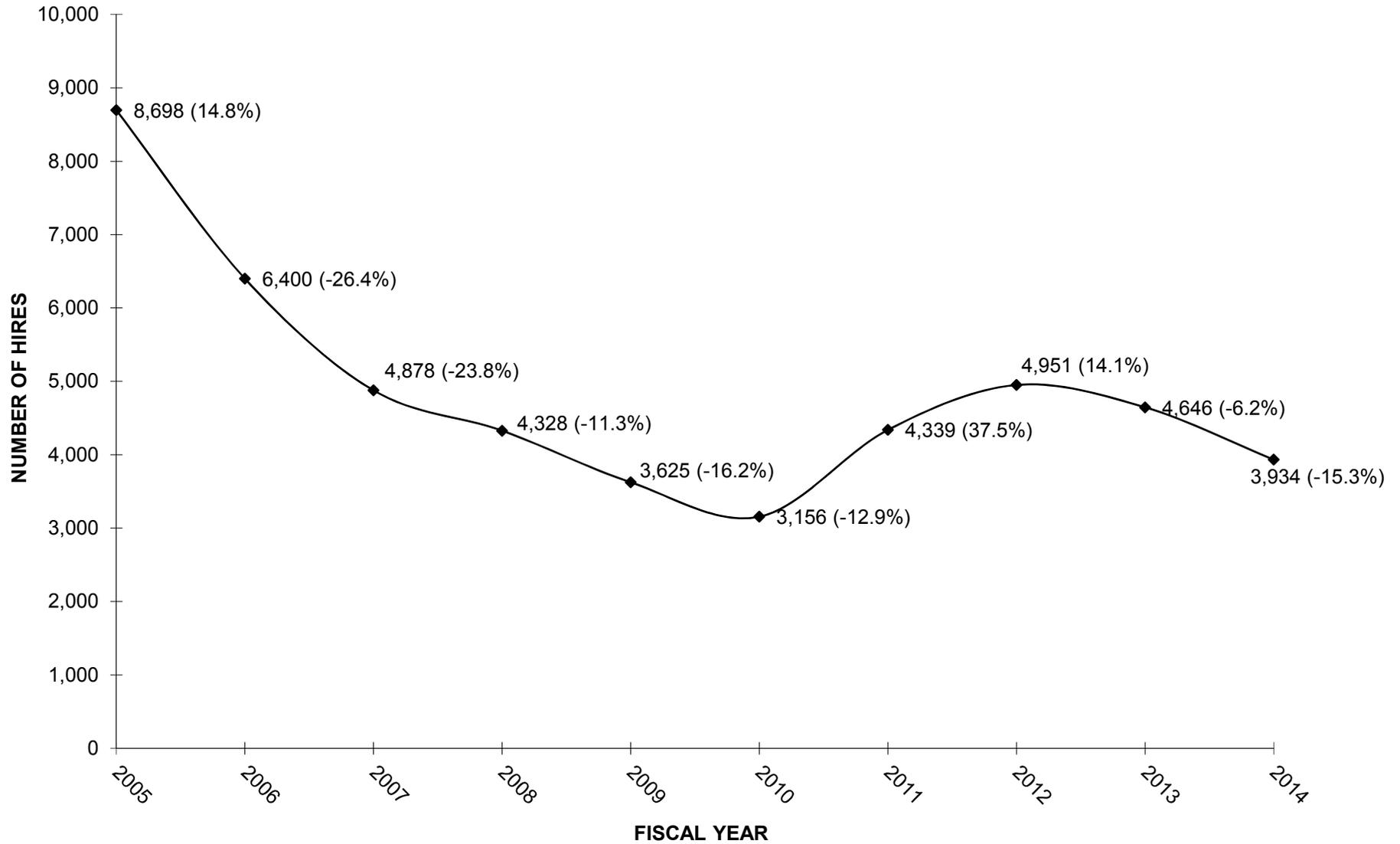
During Fiscal Year 2010, the Civil Service Commission established the general resignation as a means of reaching a settlement in the appeal of a disciplinary action.

STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY2005 - FY2014

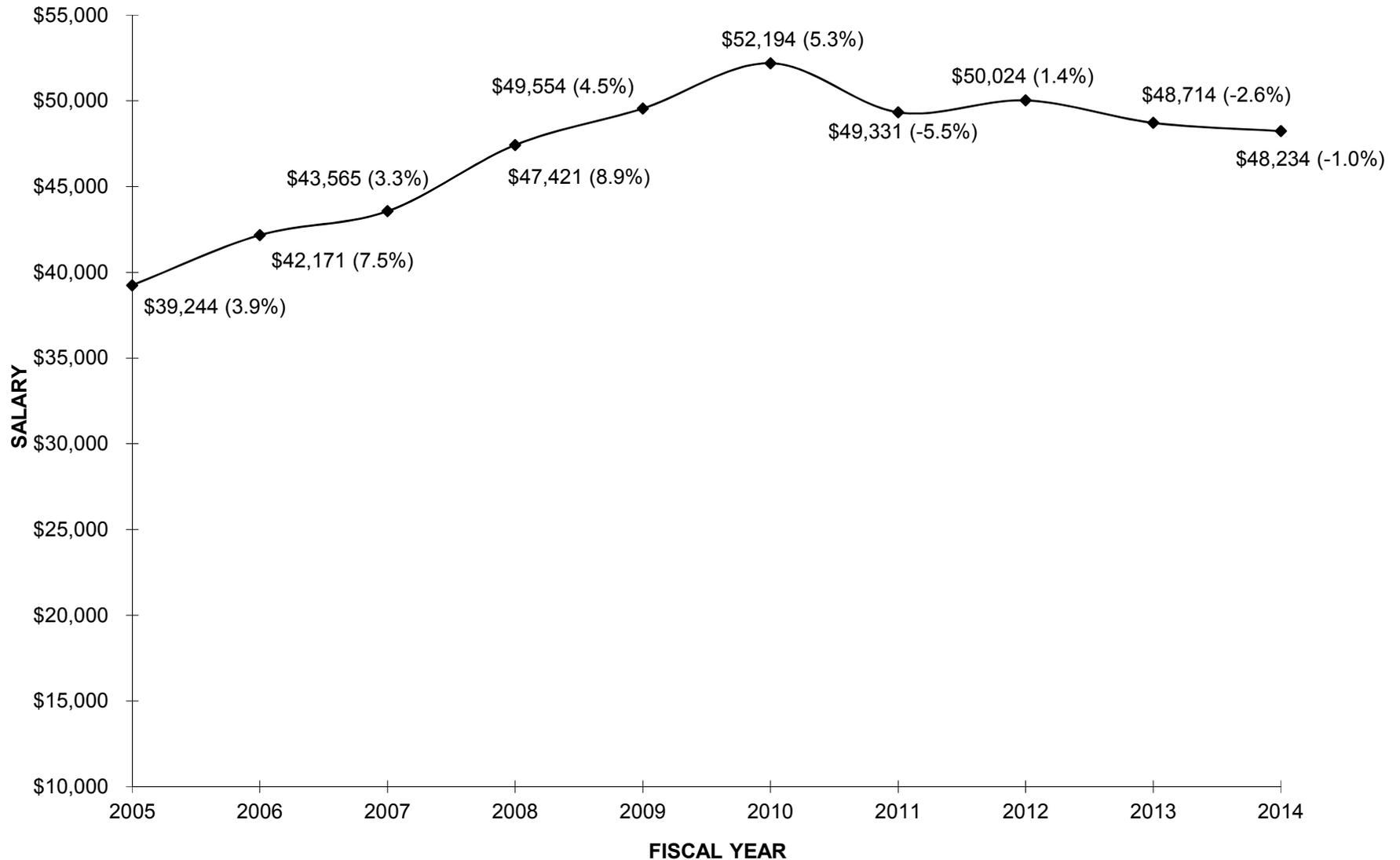


Separations under the 2008 Early Retirement Incentive Program continued into FY2010.

STATE OF NEW JERSEY HIRING BY STATE GOVERNMENT FY2005 THROUGH FY2014



STATE OF NEW JERSEY
AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT
FY2005 THROUGH FY2014



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

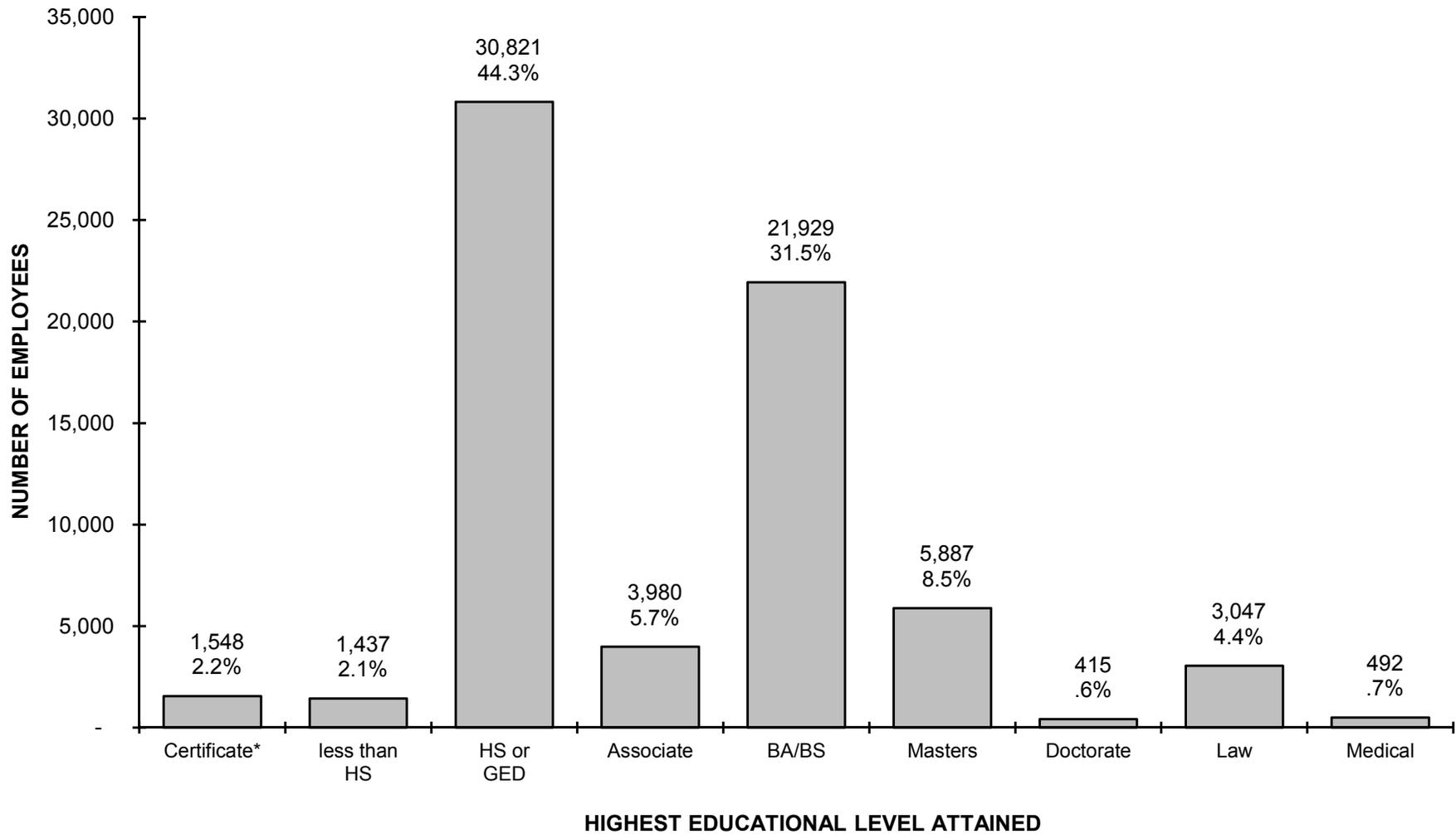
The table on Page 21 counts State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 21,929 employees, the true number of employees with a Bachelor's degree (or equivalent) is 31,770 (or 46 percent of the workforce). That is because people 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

JANUARY 9, 2015



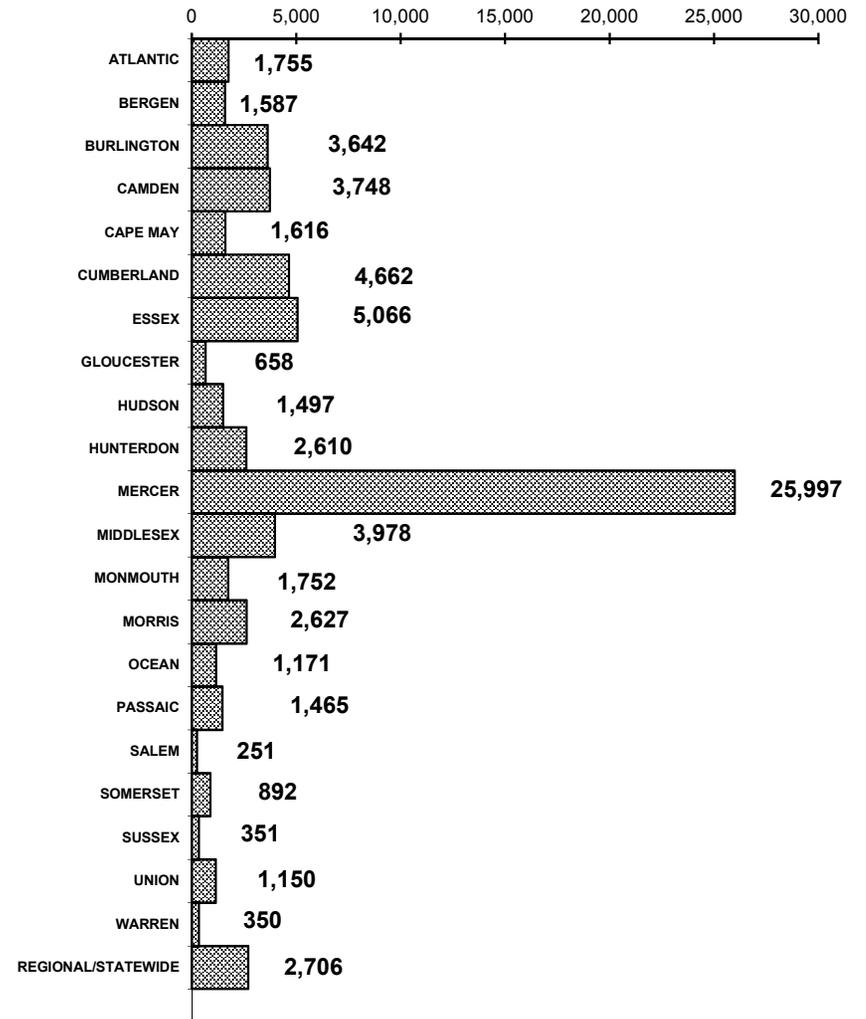
Percentages refer to the total State Government workforce (as of 01/09/2015, 69,556.)

* 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

JANUARY 9, 2015

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,755	2.5
BERGEN	1,587	2.3
BURLINGTON	3,642	5.2
CAMDEN	3,748	5.4
CAPE MAY	1,616	2.3
CUMBERLAND	4,662	6.7
ESSEX	5,066	7.3
GLOUCESTER	658	0.9
HUDSON	1,497	2.2
HUNTERDON	2,610	3.8
MERCER	25,997	37.4
MIDDLESEX	3,978	5.7
MONMOUTH	1,752	2.5
MORRIS	2,627	3.8
OCEAN	1,171	1.7
PASSAIC	1,465	2.1
SALEM	251	0.4
SOMERSET	892	1.3
SUSSEX	351	0.5
UNION	1,150	1.7
WARREN	350	0.5
REGIONAL/STATEWIDE	2,706	3.9
OUT OF STATE		
CALIFORNIA	4	*
ILLINOIS	19	*
WASHINGTON, DC	2	*
TOTAL	69,556	100.0



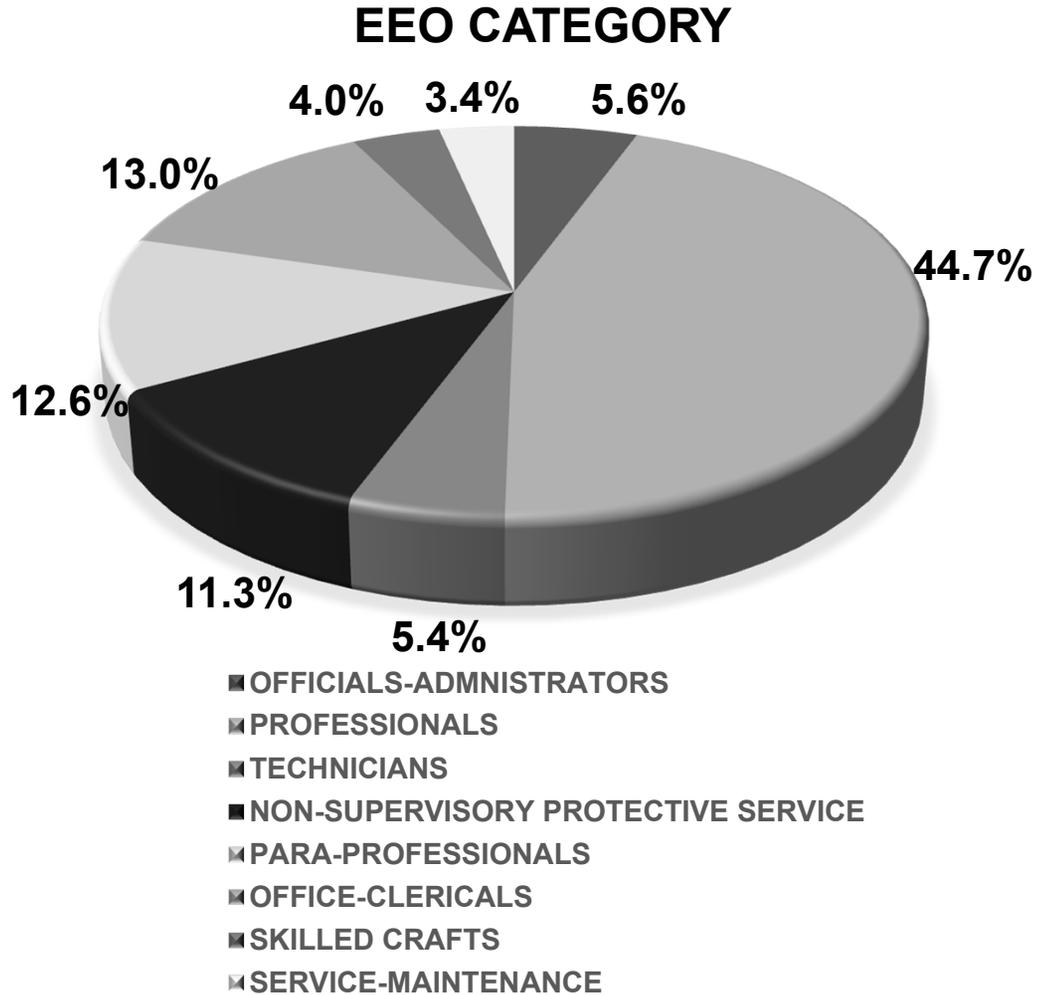
Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 25 out-of-State positions.

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
 JANUARY 9, 2015

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	3,893 5.6%
PROFESSIONALS	31,099 44.7%
TECHNICIANS	3,737 5.4%
NON-SUPERVISORY PROTECTIVE SERVICE	7,840 11.3%
PARA-PROFESSIONALS	8,785 12.6%
OFFICE-CLERICALS	9,065 13.0%
SKILLED CRAFTS	2,779 4.0%
SERVICE-MAINTENANCE	2,358 3.4%
TOTAL	69,556



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.

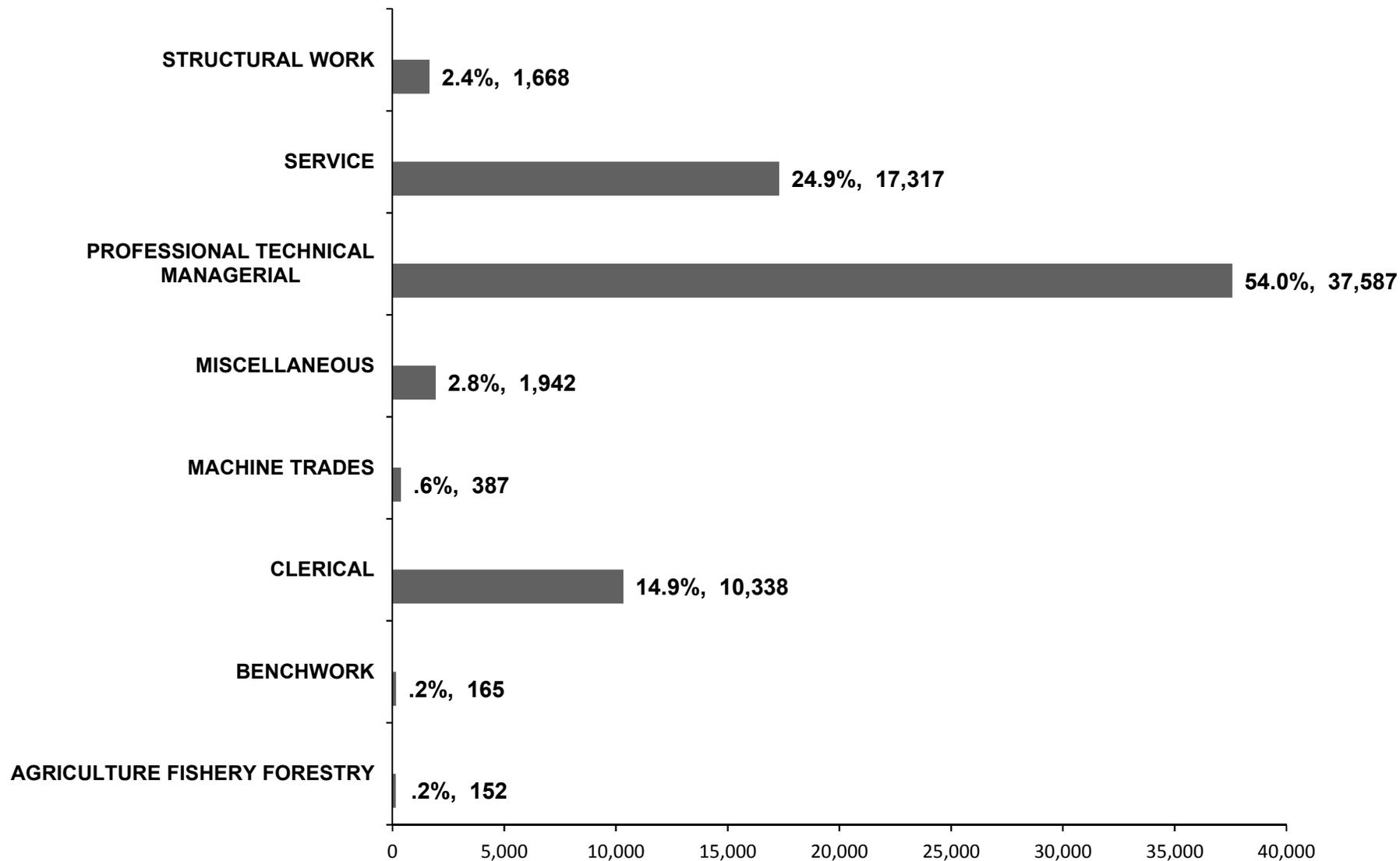
State of New Jersey
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION

JANUARY 9, 2015

CATEGORY		OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	1,059	0	0	1,059
	01	ENV ENGR-ARCHITECTURE	209	0	0	209
	02	PHYSICAL SCI-STATS	1,570	0	0	1,570
	04	LIFE SCIENCES	223	0	0	223
	05	SOCIAL SCIENCES	323	0	0	323
	06	SOCIAL-PSYCH SERVICES	6,989	2,338	0	9,327
	07	MEDICAL-HEALTH SERVICES	3,459	0	0	3,459
	09	EDUCATION	1,557	0	3	1,560
	10	MUSEUM/LIBRARY/ARCHIVES	121	4	5	130
	11	LAW	2,265	979	109	3,353
	12	INFO PROCESSING SYSTEMS	2,019	309	28	2,356
	13	WRITING	153	52	42	247
	14	ART	28	0	0	28
	15	FINANCE	1,834	89	105	2,028
	16	ADMINISTRATION	6,841	1,952	100	8,893
	17	INSPECTIONS/INVESTIGATIONS	2,493	245	13	2,751
	18	RECREATION	63	0	0	63
	19	BROADCASTING/TRANSMITTING	8	0	0	8
	CLERICAL	20	GENERAL CLERICAL	6,239	2,817	62
21		FINANCE CLERICAL	225	91	4	320
22		STOCK-STORAGE-INVENTORY	236	0	4	240
24		INFO-MSG DISTRIBUTION	659	0	1	660
SERVICE	30	BLDG-FACILITY SERVICES	983	0	0	983
	31	FOOD SERVICES	903	0	0	903
	33	BARBERING/COSMETOLOGY	9	0	0	9
	35	DIRECT CARE	5,094	0	0	5,094
	36	PROTECTIVE SERVICES	10,318	0	10	10,328
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	100	0	0	100
	41	ANIMAL FARMING	50	0	0	50
	43	FORESTRY	2	0	0	2
MACHINE TRADES	60	MACHINERY REPAIR	339	0	0	339
	65	PRINTING	39	9	0	48
BENCHWORK	70	TECHNICAL REPAIR	1	0	0	1
	72	ELECTRICAL REPAIR	164	0	0	164
STRUCTURAL WORK	80	SKILLED TRADES	374	0	0	374
	81	STRUCTURAL MAINTENANCE	1,292	0	2	1,294
MISCELLANEOUS	90	TRANSPORTATION	437	13	0	450
	91	UTILITIES	165	0	0	165
	92	MULTIPLE GROUPS	1,181	23	1	1,205
	93	NON TITLE	122	0	0	122
TOTAL			60,146	8,921	489	69,556

STATE OF NEW JERSEY DISTRUBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL CATEGORY

JANUARY 9, 2015



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 1/9/2015: 69,556

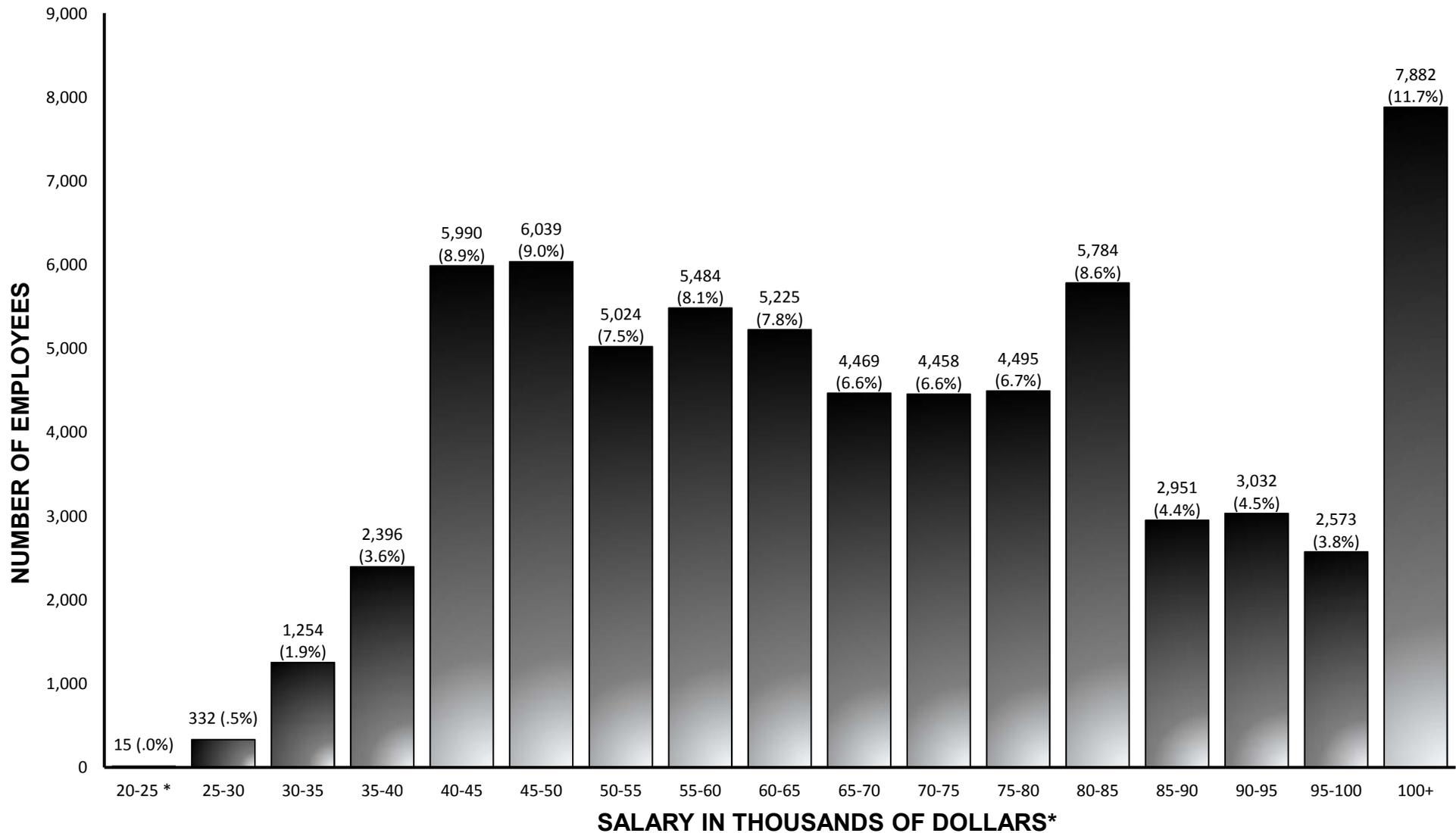
STATE OF NEW JERSEY
SALARY DATA FOR STATE GOVERNMENT WORKFORCE
INTRODUCTION

We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$74,287) account for over 50 percent of the full-time State Government workforce. The median salary is \$71,400. 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 fourth 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 \$216,924, 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.

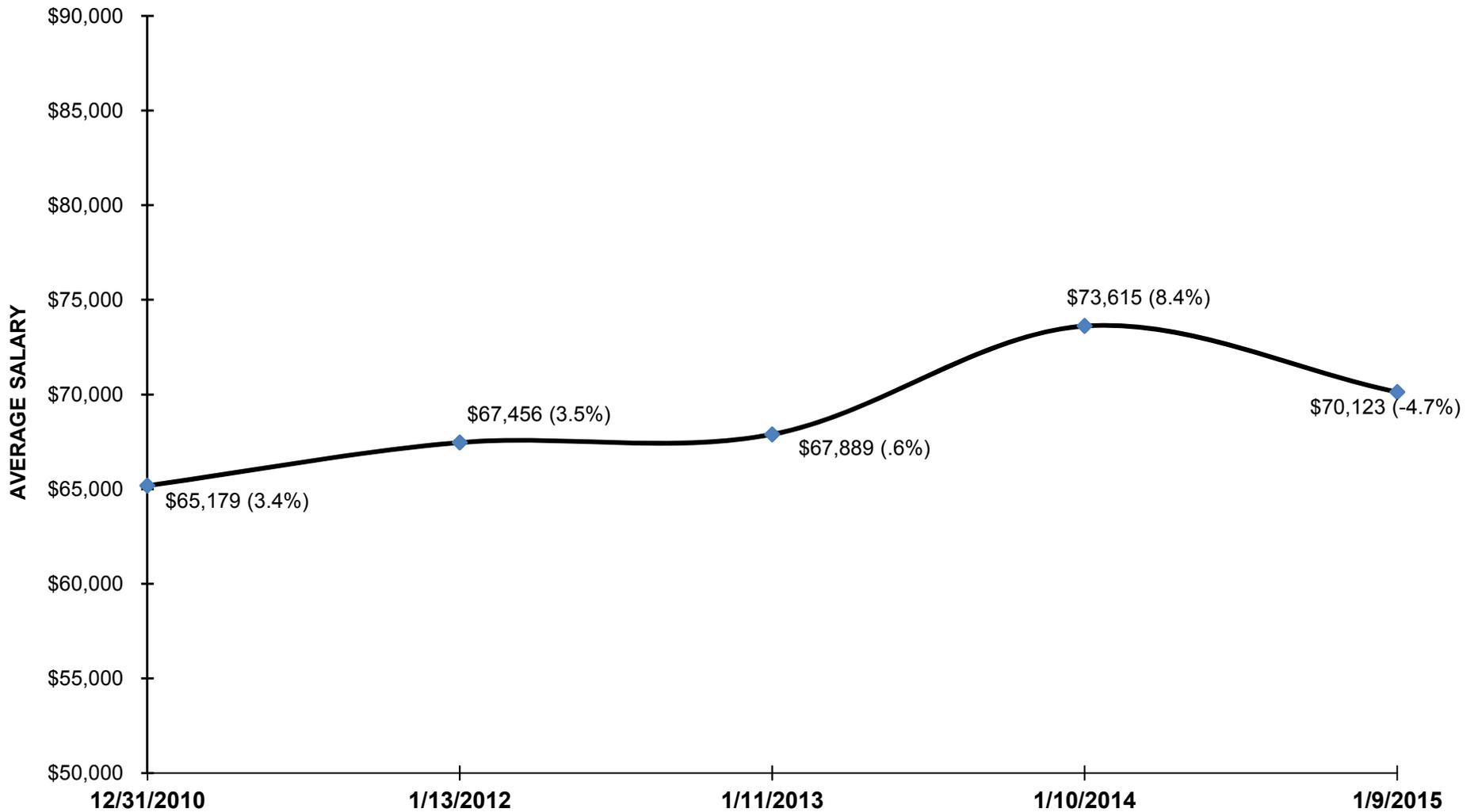
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY
 JANUARY 9, 2015



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 01/09/2015, 67,403).

*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
2011 through 2015



Full-time employees only (see text, Page 25). Data provided by the Civil Service Commission from automated personnel files.

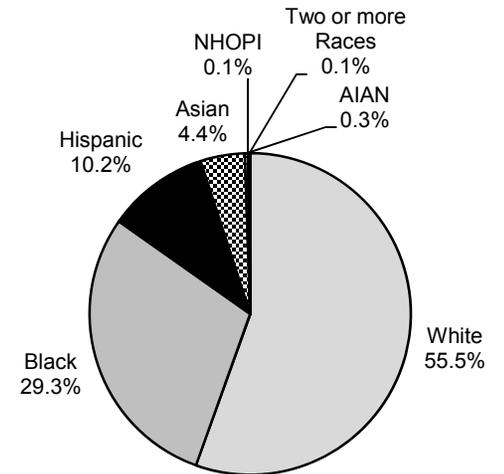
STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE: RACE/ETHNIC AND GENDER DATA
INTRODUCTION

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 represent more than 44 percent of that workforce today. Women, on the other hand, made up 46.2 percent of the full-time State Government workforce in 1974 and represent 56 percent of that workforce today. 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. It is also important to note that, although the total number of minority employees has declined slightly since the previous year, the total State workforce has also declined. The result is a slightly higher minority percentage in 2015 than in 2014.

STATE OF NEW JERSEY
RACE/ETHNIC DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY
 JANUARY 9, 2015

STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
AGRICULTURE	154	24	11	12	0	1	1	203
BANKING & INSURANCE	333	92	25	21	3	0	2	476
CHILDREN & FAMILIES	2,634	2,868	1,146	118	14	0	3	6,783
COMMUNITY AFFAIRS	594	214	88	18	5	0	4	923
CORRECTIONS	4,933	2,507	1,186	117	38	7	1	8,789
Corrections	4,558	2,383	1,097	104	37	5	0	8,184
State Parole Board	375	124	89	13	1	2	1	605
EDUCATION	552	162	35	33	0	0	1	783
ENVIRONMENTAL PROTECTION	2,247	247	105	164	12	0	11	2,786
GOVERNOR'S OFFICE	94	9	7	4	1	0	0	115
HEALTH	707	253	63	100	3	1	2	1,129
HUMAN SERVICES	5,302	6,703	848	682	43	7	1	13,586
INFORMATION TECHNOLOGY	464	84	35	130	8	0	2	723
LABOR	1,823	885	476	155	4	1	0	3,344
Labor	1,676	812	462	141	3	0	0	3,094
Civil Service Commission	147	73	14	14	1	1	0	250
LAW & PUBLIC SAFETY	5,614	1,339	659	212	25	6	12	7,867
Law & Public Safety	4,986	825	554	194	23	6	9	6,597
Homeland Security & Preparedness	80	6	1	2	0	0	0	89
Juvenile Justice	548	508	104	16	2	0	3	1,181
MILITARY & VETERANS AFFAIRS	551	586	177	187	6	4	0	1,511
STATE	226	48	27	17	0	0	0	318
State (Includes Comm on Higher Education)	132	30	18	4	0	0	0	184
Higher Educational Student Assistance	94	18	9	13	0	0	0	134
TRANSPORTATION	3,475	872	562	498	22	6	37	5,472
Transportation	2,114	368	180	428	14	5	16	3,125
Motor Vehicles	1,361	504	382	70	8	1	21	2,347
TREASURY	3,252	1,334	420	277	17	14	24	5,338
Treasury (Incl Minor Boards & Commissions)	2,403	916	206	219	7	2	20	3,773
Administrative Law	58	22	5	1	0	0	1	87
Casino Control	24	19	4	1	1	0	0	49
Public Defender	653	307	179	41	9	12	0	1,201
Public Utilities	114	70	26	15	0	0	3	228
TOTAL EXECUTIVE DEPARTMENTS	32,955	18,227	5,870	2,745	201	47	101	60,146
JUDICIARY	5,261	2,109	1,209	313	21	8	0	8,921
LEGISLATIVE STAFF	373	53	28	34	1	0	0	489
TOTAL STATE GOVT WORKFORCE	38,589	20,389	7,107	3,092	223	55	101	69,556



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

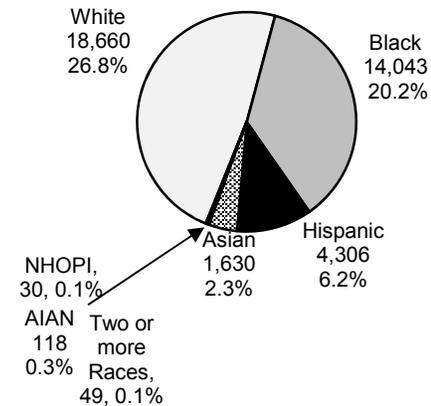
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

STATE OF NEW JERSEY
GENDER DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY
AND RACE/ETHNIC COMPOSITION OF EACH GENDER GROUP

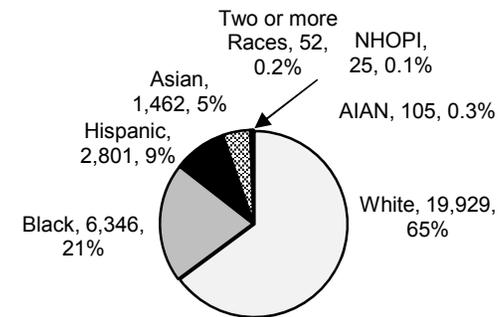
JANUARY 9, 2015

STATE AGENCY	MALE	FEMALE	TOTAL
AGRICULTURE	90	113	203
BANKING & INSURANCE	249	227	476
CHILDREN & FAMILIES	1,381	5,402	6,783
COMMUNITY AFFAIRS	499	424	923
CORRECTIONS	6,405	2,384	8,789
Corrections	6,050	2,134	8,184
State Parole Board	355	250	605
EDUCATION	262	521	783
ENVIRONMENTAL PROTECTION	1,657	1,129	2,786
GOVERNOR'S OFFICE	54	61	115
HEALTH	340	789	1,129
HUMAN SERVICES	4,424	9,162	13,586
INFORMATION TECHNOLOGY	419	304	723
LABOR	1,159	2,185	3,344
Labor	1,072	2,022	3,094
Civil Service Commission	87	163	250
LAW & PUBLIC SAFETY	5,070	2,797	7,867
Law & Public Safety	4,229	2,368	6,597
Homeland Security & Preparedness	58	31	89
Juvenile Justice	783	398	1,181
MILITARY & VETERANS AFFAIRS	511	1,000	1,511
STATE	114	204	318
State (Includes Comm on Higher Education)	69	115	184
Higher Educational Student Assistance	45	89	134
TRANSPORTATION	3,273	2,199	5,472
Transportation	2,534	591	3,125
Motor Vehicles	739	1,608	2,347
TREASURY	2,180	3,158	5,338
Treasury (Incl Minor Boards & Commissions)	1,628	2,145	3,773
Administrative Law	29	58	87
Casino Control	18	31	49
Public Defender	387	814	1,201
Public Utilities	118	110	228
TOTAL EXECUTIVE DEPARTMENTS	28,087	32,059	60,146
JUDICIARY	2,392	6,529	8,921
LEGISLATIVE STAFF	241	248	489
TOTAL STATE GOVT WORKFORCE	30,720	38,836	69,556

FEMALE



MALES



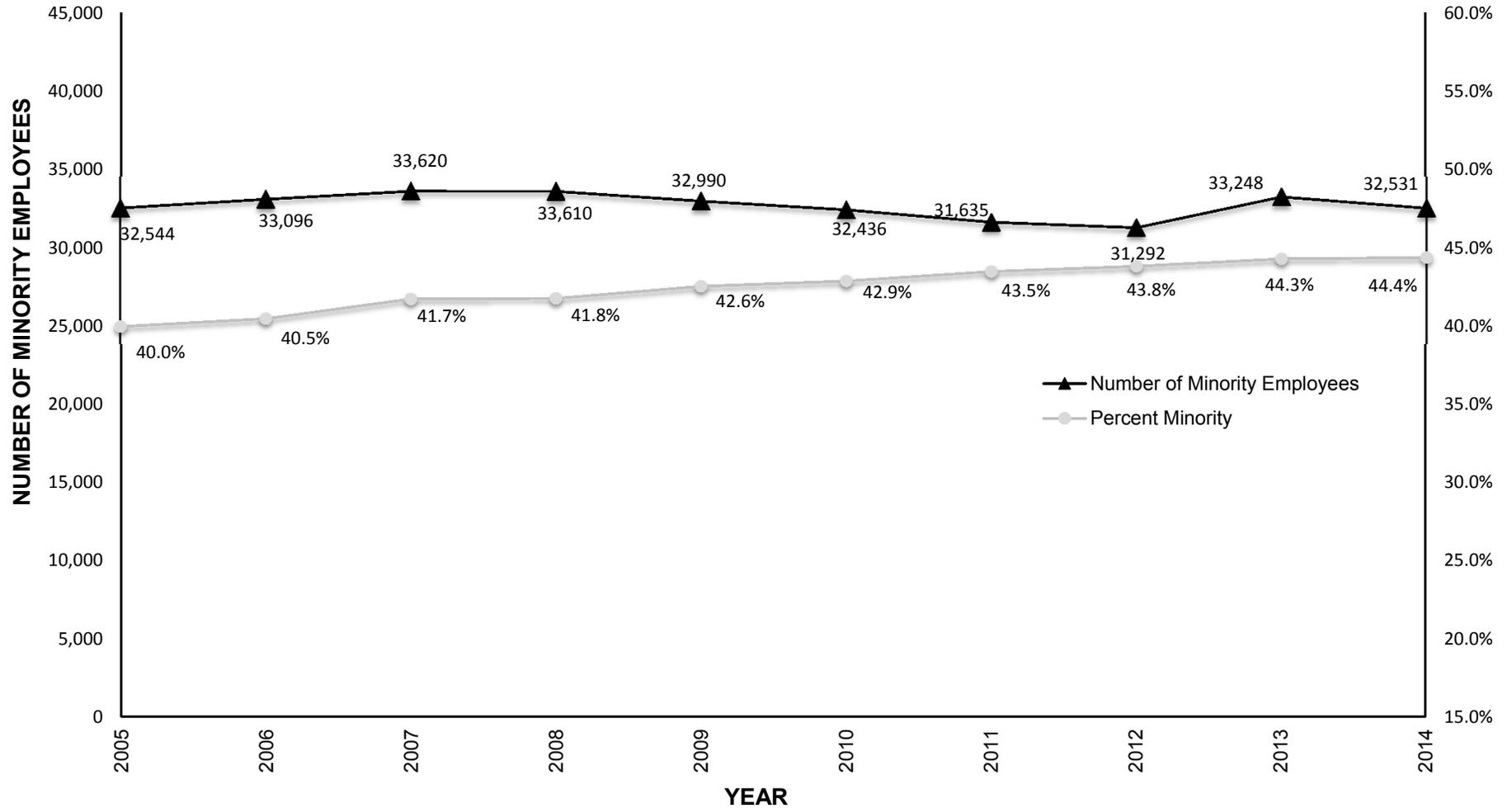
MALE 44.2%
FEMALE 55.8%

STATE OF NEW JERSEY
**RACE/ETHNIC AND GENDER DISTRIBUTION OF STATE GOVERNMENT
 EMPLOYEES BY AGENCY**
 JANUARY 9, 2015

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	6	0	0	0	90	82	17	6	6	0	1	1	113	203
BANKING & INSURANCE	199	30	4	12	3	0	1	249	134	62	21	9	0	0	1	227	476
CHILDREN & FAMILIES	562	558	225	33	3	0	0	1,381	2,072	2,310	921	85	11	0	3	5,402	6,783
COMMUNITY AFFAIRS	397	50	37	10	2	0	3	499	197	164	51	8	3	0	1	424	923
CORRECTIONS	3,940	1,438	907	86	28	6	0	6,405	993	1,069	279	31	10	1	1	2,384	8,789
Corrections	3,689	1,396	855	78	27	5	0	6,050	869	987	242	26	10	0	0	2,134	8,184
State Parole Board	251	42	52	8	1	1	0	355	124	82	37	5	0	1	1	250	605
EDUCATION	203	33	14	12	0	0	0	262	349	129	21	21	0	0	1	521	783
ENVIRONMENTAL PROTECTION	1,391	94	54	103	5	0	10	1,657	856	153	51	61	7	0	1	1,129	2,786
GOVERNOR'S OFFICE	47	2	1	4	0	0	0	54	47	7	6	0	1	0	0	61	115
HEALTH	232	49	25	32	2	0	0	340	475	204	38	68	1	1	2	789	1,129
HUMAN SERVICES	1,838	1,996	293	279	15	2	1	4,424	3,464	4,707	555	403	28	5	0	9,162	13,586
INFORMATION TECHNOLOGY	293	45	22	57	2	0	0	419	171	39	13	73	6	0	2	304	723
LABOR	798	194	102	65	0	0	0	1,159	1,025	691	374	90	4	1	0	2,185	3,344
Labor	739	175	98	60	0	0	0	1,072	937	637	364	81	3	0	0	2,022	3,094
Civil Service Commission	59	19	4	5	0	0	0	87	88	54	10	9	1	1	0	163	250
LAW & PUBLIC SAFETY	3,840	633	443	122	19	5	8	5,070	1,774	706	216	90	6	1	4	2,797	7,867
Law & Public Safety	3,399	319	372	110	19	5	5	4,229	1,587	506	182	84	4	1	4	2,368	6,597
Homeland Security & Preparedness	55	2	0	1	0	0	0	58	25	4	1	1	0	0	0	31	89
Juvenile Justice	386	312	71	11	0	0	3	783	162	196	33	5	2	0	0	398	1,181
MILITARY & VETERANS AFFAIRS	275	124	62	49	0	1	0	511	276	462	115	138	6	3	0	1,000	1,511
STATE	91	9	9	5	0	0	0	114	135	39	18	12	0	0	0	204	318
State (Includes Comm on Higher Education)	57	5	6	1	0	0	0	69	75	25	12	3	0	0	0	115	184
Higher Educational Student Assistance	34	4	3	4	0	0	0	45	60	14	6	9	0	0	0	89	134
TRANSPORTATION	2,269	376	223	368	15	5	17	3,273	1,206	496	339	130	7	1	20	2,199	5,472
Transportation	1,754	258	149	345	13	4	11	2,534	360	110	31	83	1	1	5	591	3,125
Motor Vehicles	515	118	74	23	2	1	6	739	846	386	308	47	6	0	15	1,608	2,347
TREASURY	1,603	328	129	100	5	3	12	2,180	1,649	1,006	291	177	12	11	12	3,158	5,338
Treasury (Incl Minor Boards & Commissions)	1,237	228	75	75	2	1	10	1,628	1,166	688	131	144	5	1	10	2,145	3,773
Administrative Law	24	4	1	0	0	0	0	29	34	18	4	1	0	0	1	58	87
Casino Control	9	7	1	1	0	0	0	18	15	12	3	0	1	0	0	31	49
Public Defender	255	67	46	14	3	2	0	387	398	240	133	27	6	10	0	814	1,201
Public Utilities	78	22	6	10	0	0	2	118	36	48	20	5	0	0	1	110	228
TOTAL EXECUTIVE DEPARTMENTS	18,050	5,966	2,555	1,343	99	22	52	28,087	14,905	12,261	3,315	1,402	102	25	49	32,059	60,146
JUDICIARY	1,683	362	239	100	5	3	0	2,392	3,578	1,747	970	213	16	5	0	6,529	8,921
LEGISLATIVE STAFF	196	18	7	19	1	0	0	241	177	35	21	15	0	0	0	248	489
TOTAL STATE GOVT WORKFORCE	19,929	6,346	2,801	1,462	105	25	52	30,720	18,660	14,043	4,306	1,630	118	30	49	38,836	69,556

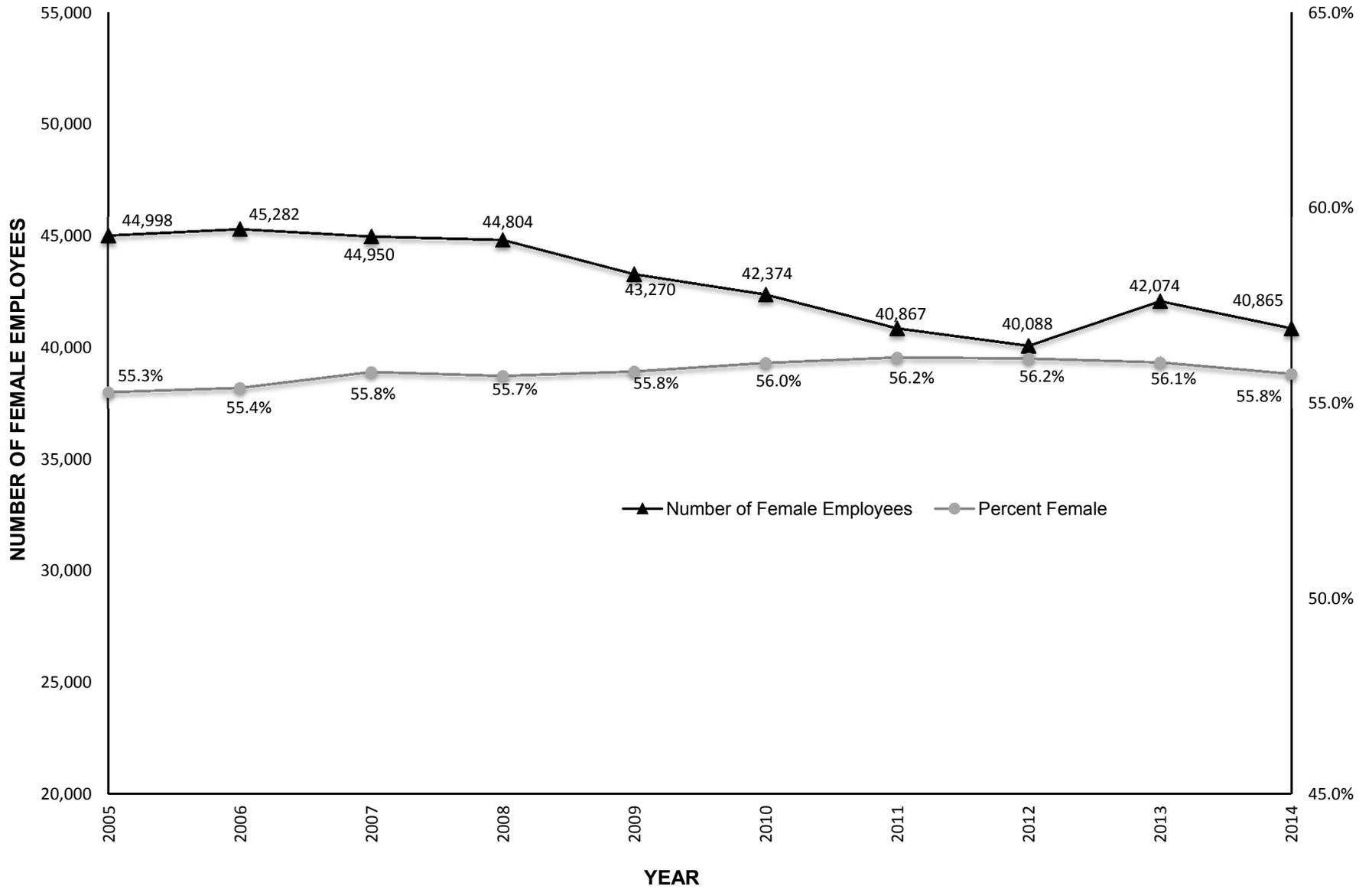
Data provided by the Civil Service Commission from automated personnel files.
 AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE (2005-2014)



Full-time employees only. Percentages refer to the total full-time State Government workforce (73,284 as of 7/2014)
Data provided by the Civil Service Commission from automated personnel files

**STATE OF NEW JERSEY
WOMEN IN THE STATE GOVERNMENT WORKFORCE (2005-2014)**



*Full-time employees only. Percentages refer to the total full-time State Government workforce (73,284 as of 7/2014)
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 44.3 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 8.9 percent of the workforce; the PBA, with 8.0 percent; and IFPTE, with 4.3 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
 JANUARY 9, 2015

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	135	0	24	1	0	0	0	0	0	0	0	0	0	0	0	160
BANKING & INSURANCE	315	0	71	7	0	0	0	0	0	0	0	0	0	0	0	393
CHILDREN & FAMILIES	4,947	396	202	1	0	0	0	0	0	0	0	0	0	0	0	5,546
COMMUNITY AFFAIRS	690	0	116	8	0	0	0	0	0	0	0	0	0	0	0	814
CORRECTIONS	1,297	267	269	15	0	0	0	0	5,129	359	494	37	0	0	0	7,867
Corrections	1,119	266	267	13	0	0	0	0	4,844	335	467	37	0	0	0	7,348
State Parole Board	178	1	2	2	0	0	0	0	285	24	27	0	0	0	0	519
EDUCATION	517	21	15	21	0	0	0	0	0	0	0	0	0	0	0	574
ENVIRONMENTAL PROTECTION	1,935	0	158	56	0	0	0	0	54	10	16	2	0	0	0	2,231
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	989	0	10	8	0	0	0	0	0	0	0	0	0	0	0	1,007
HUMAN SERVICES	5,651	4,708	994	33	0	0	0	0	51	5	9	0	0	0	0	11,451
INFORMATION TECHNOLOGY	612	0	1	6	0	0	0	0	0	0	0	0	0	0	0	619
LABOR	2,699	3	39	28	0	0	0	0	0	0	0	0	0	0	0	2,769
Labor	2,699	3	39	28	0	0	0	0	0	0	0	0	0	0	0	2,769
Civil Service Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LAW & PUBLIC SAFETY	1,847	163	456	418	0	956	514	208	326	30	29	3	0	0	0	4,950
Law & Public Safety	1,485	0	434	418	0	956	514	208	7	3	0	0	0	0	0	4,025
Homeland Security & Preparedness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Juvenile Justice	362	163	22	0	0	0	0	0	319	27	29	3	0	0	0	925
MILITARY & VETERANS AFFAIRS	476	601	145	13	0	0	0	0	0	0	0	0	0	0	0	1,235
STATE	218	0	3	10	0	0	0	0	0	0	0	0	0	0	0	231
State	120	0	3	6	0	0	0	0	0	0	0	0	0	0	0	129
Higher Educational Student Assistance	98	0	0	4	0	0	0	0	0	0	0	0	0	0	0	102
TRANSPORTATION	3,094	3	391	28	178	0	0	0	2	0	0	0	0	0	0	3,696
Transportation	1,360	0	250	14	0	0	0	0	2	0	0	0	0	0	0	1,626
Motor Vehicles	1,734	3	141	14	178	0	0	0	0	0	0	0	0	0	0	2,070
TREASURY	4,091	0	120	44	0	0	0	0	11	1	1	0	0	0	0	4,268
Treasury	2,816	0	117	27	0	0	0	0	11	1	1	0	0	0	0	2,973
Administrative Law	44	0	0	0	0	0	0	0	0	0	0	0	0	0	0	44
Casino Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Defender	1,083	0	3	16	0	0	0	0	0	0	0	0	0	0	0	1,102
Public Utilities	148	0	0	1	0	0	0	0	0	0	0	0	0	0	0	149
TOTAL EXECUTIVE DEPARTMENTS	29,513	6,162	3,014	697	178	956	514	208	5,573	405	549	42	0	0	0	47,811
JUDICIARY	1,285	0	0	0	0	0	0	0	0	0	0	0	30	2,562	2,687	6,564
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	30,798	6,162	3,014	697	178	956	514	208	5,573	405	549	42	30	2,562	2,687	54,375
% OF UNION REPRESENTED EMPLOYEES	56.6%	11.3%	5.5%	1.3%	0.3%	1.8%	0.9%	0.4%	10.2%	0.7%	1.0%	0.1%	0.1%	4.7%	4.9%	100.0%
% OF STATE GOVT WORKFORCE*	44.3%	8.9%	4.3%	1.0%	0.3%	1.4%	0.7%	0.3%	8.0%	0.6%	0.8%	0.1%	0.0%	3.7%	3.9%	78.2%

*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
JANUARY 9, 2015

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	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	15
\$25,000-\$29,999.99	80	7	6	0	0	0	0	0	0	0	0	0	0	182	0	57	332
\$30,000-\$34,999.99	362	265	132	0	0	0	0	0	0	0	0	0	0	124	0	366	1,249
\$35,000-\$39,999.99	599	733	399	0	25	0	0	0	0	0	0	0	0	149	0	493	2,398
\$40,000-\$44,999.99	1,603	1,590	700	0	26	0	0	0	683	0	0	0	0	257	169	960	5,988
\$45,000-\$49,999.99	2,443	1,479	337	0	18	0	0	0	127	0	0	0	0	198	123	1,322	6,047
\$50,000-\$54,999.99	2,273	856	512	0	65	0	0	0	4	0	0	0	0	292	95	977	5,074
\$55,000-\$59,999.99	2,640	430	339	0	4	150	0	0	249	0	0	0	0	683	210	762	5,467
\$60,000-\$64,999.99	2,628	285	203	55	40	220	0	0	391	0	1	0	0	58	269	1,109	5,259
\$65,000-\$69,999.99	2,216	124	162	45	0	0	0	0	496	1	13	0	0	397	195	817	4,466
\$70,000-\$74,999.99	2,532	0	36	176	0	66	0	0	455	2	55	0	0	71	163	898	4,454
\$75,000-\$79,999.99	2,247	0	79	28	0	99	0	0	879	4	29	0	1	144	215	747	4,472
\$80,000-\$84,999.99	2,533	0	42	36	0	98	0	0	2,049	20	64	0	1	0	146	766	5,755
\$85,000-\$89,999.99	1,739	0	17	35	0	157	2	0	27	10	169	0	8	6	182	562	2,914
\$90,000-\$94,999.99	1,734	0	1	34	0	70	20	0	72	20	9	0	1	0	439	629	3,029
\$95,000-\$99,999.99	879	0	0	75	0	96	307	0	20	49	180	0	2	0	115	841	2,564
\$100,000-ABOVE	3,484	0	0	213	0	0	185	208	121	299	29	42	17	0	366	2,831	7,795
TOTAL	29,994	5,769	2,965	697	178	956	514	208	5,573	405	549	42	30	2,561	2,687	14,150	67,278

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 2014 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 2002 THROUGH 2014**

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	TOTAL
Banking and Insurance	0	0	0	1	0	1	0	1	2	1	0	0	0	6
Children and Families	0	0	0	0	0	0	3	3	4	2	2	1	0	15
Community Affairs	0	0	0	1	0	0	0	0	0	0	0	1	0	2
Corrections	33	49	45	28	24	27	46	45	39	31	30	13	6	416
State Parole Board	0	0	2	0	0	0	3	4	1	0	2	5	1	18
Education	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Environmental Protection	2	8	8	1	4	2	4	4	3	5	0	2	0	43
Governor's Office	0	0	1	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	8
Human Services	4	14	11	8	4	5	9	5	4	3	3	5	5	80
Information Technology	0	0	0	0	0	0	0	0	2	1	0	0	0	3
Labor	1	1	0	0	0	0	0	0	1	1	1	1	1	7
Law and Public Safety	10	32	32	17	16	23	47	27	32	30	32	16	5	319
Juvenile Justice	2	9	10	6	4	9	8	7	3	2	1	1	1	63
Military and Veterans Affairs	7	8	17	16	7	5	15	8	10	7	4	1	0	105
Public Advocate	0	0	0	0	0	0	1	1	1	0	0	0	0	3
Transportation	7	12	0	1	1	0	1	2	1	1	2	2	1	31
Motor Vehicles	0	0	0	0	1	0	1	0	0	0	0	0	2	4
Treasury	1	2	4	3	1	0	3	3	1	4	1	0	0	23
Casino Control	0	1	0	0	0	1	0	0	0	0	0	0	0	2
Public Defender	0	1	1	2	2	3	2	5	3	9	0	0	0	28
Public Utilities	0	0	0	0	0	1	0	0	1	0	0	0	0	2
Subtotal Executive Agencies	69	140	134	85	64	77	143	115	108	97	78	48	22	1,180
Judiciary	3	3	4	3	1	1	2	4	1	1	2	2	2	29
Legislative Staff	0	0	1	0	0	1	0	0	0	0	0	1	0	3
TOTAL	72	143	139	88	65	79	145	119	109	98	80	51	24	1,212

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 4,303 employees in State Colleges who hold positions with Merit System protections, 26 fewer than the previous year. As of January 9, 2015, there were 1,886 employees whose titles were in the competitive division and 2,417 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY
STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION

JANUARY 9, 2015

COLLEGE	COMPETITIVE	NON- COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	176	175	351
MONTCLAIR STATE UNIVERSITY	279	403	682
NEW JERSEY CITY UNIVERSITY	173	397	570
RAMAPO COLLEGE OF NEW JERSEY	89	148	237
ROWAN UNIVERSITY	375	463	838
STATE LIBRARY	51	16	67
THE COLLEGE OF NEW JERSEY	175	273	448
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	238	302	540
THOMAS EDISON STATE COLLEGE	42	18	60
WILLIAM PATERSON UNIVERSITY	288	222	510
TOTAL STATE COLLEGES	1,886	2,417	4,303

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.

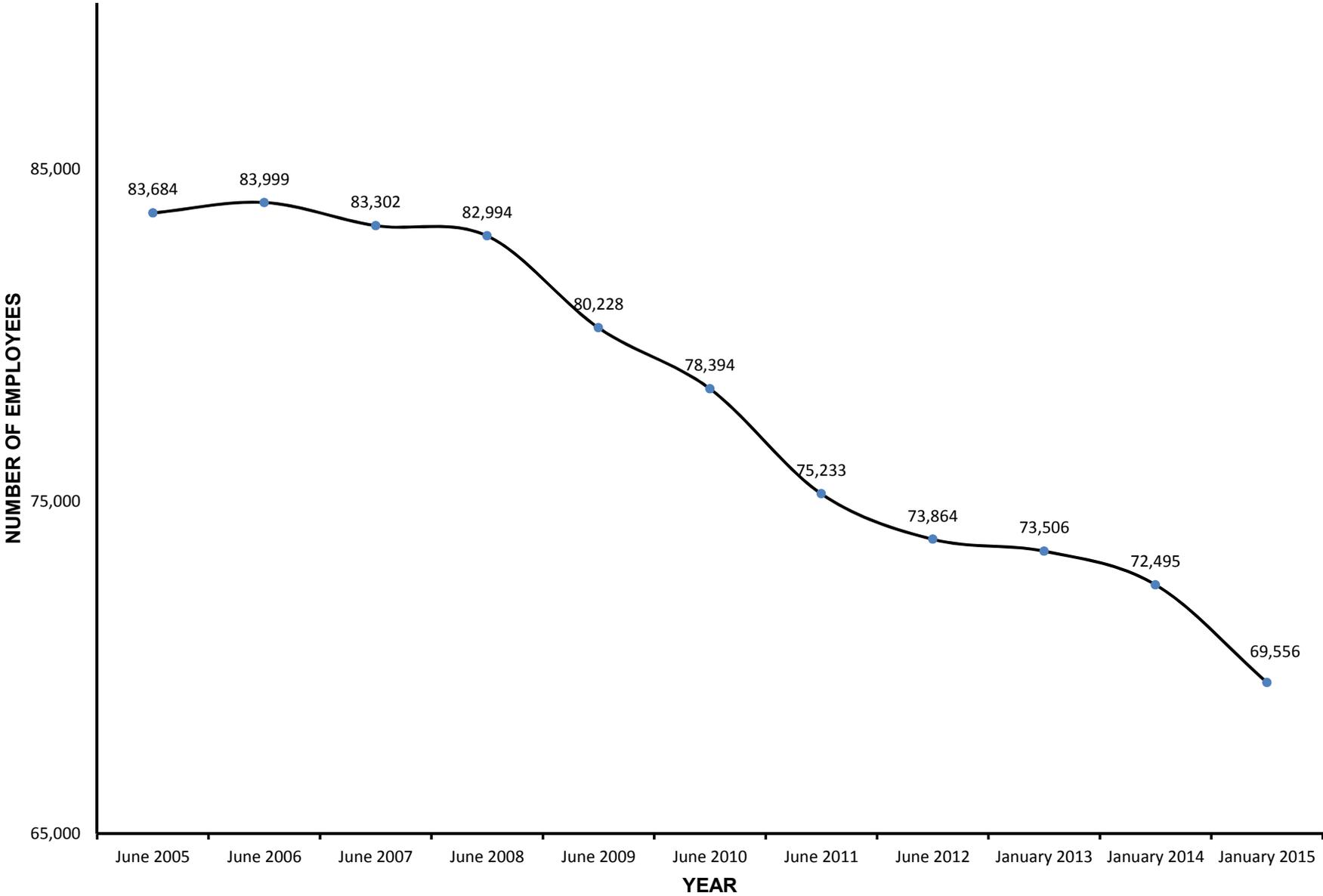
STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE:
TEN YEAR HISTORICAL TREND DATA
INTRODUCTION

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 has been 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

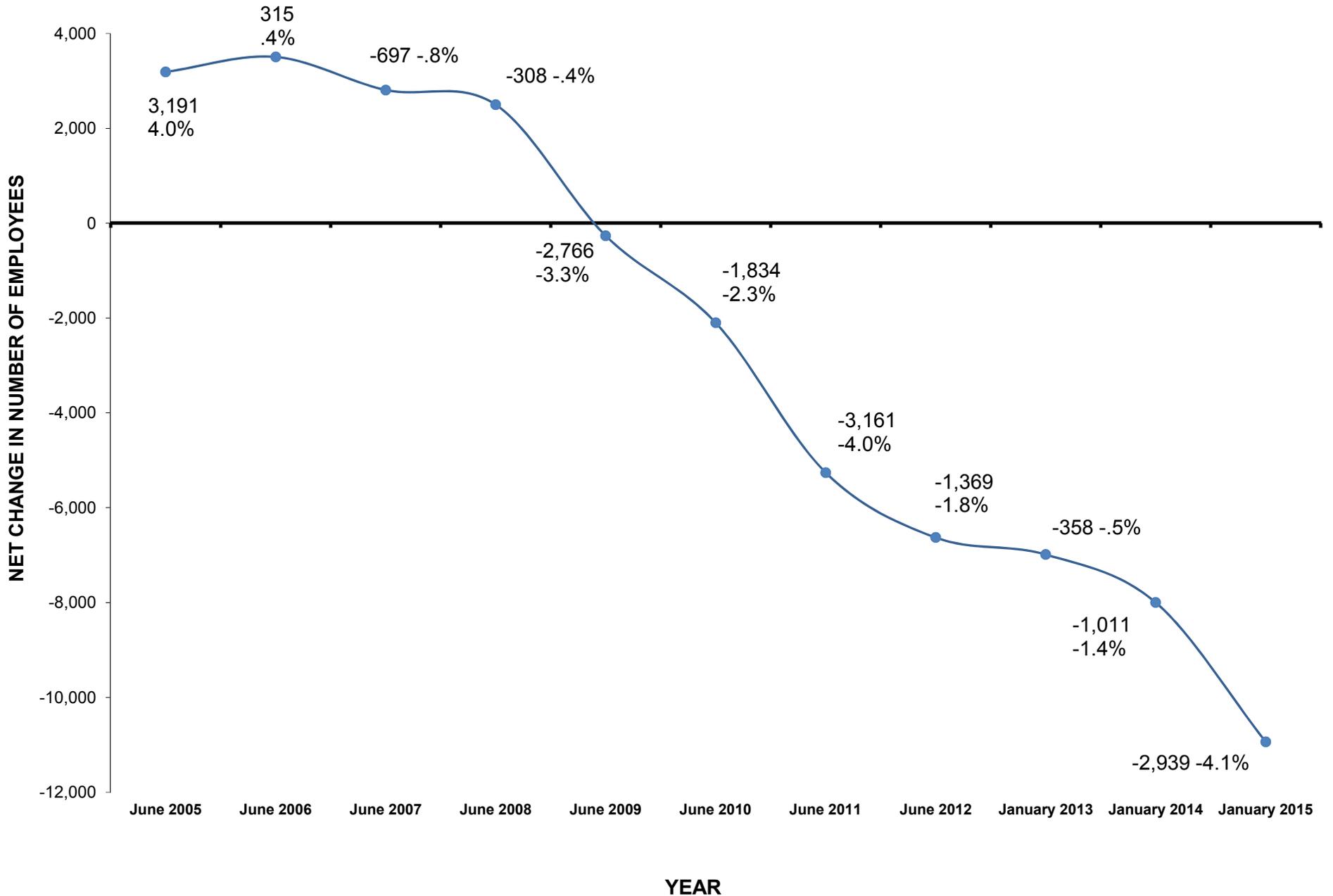
Page 46 presents fiscal year data for the different agencies over the last ten years. Where State Government structure was modified, we have added footnotes to comment on major changes. Most agencies that the statutes place "in but not of" various departments are included in the figures for those departments; 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 2014 are not reflected in the table.

STATE OF NEW JERSEY TEN YEAR TREND OF TOTAL WORKFORCE COUNTS



Data provided from Civil Service Commission automated personnel files.

STATE OF NEW JERSEY TEN YEAR TREND OF NET CHANGES IN NUMBER OF STATE GOVERNMENT EMPLOYEES



**STATE OF NEW JERSEY
EMPLOYMENT HISTORY
FY2005 THROUGH FY2014**

STATE AGENCY	Jun-05	Jun-06	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14
AGRICULTURE	273	269	256	245	222	217	208	218	211	213
BANKING & INSURANCE	497	500	484	464	427	428	508	501	496	487
CHILDREN & FAMILIES ¹			7,205	7,286	7,172	7,130	6,895	6,786	6,836	6,756
COMMUNITY AFFAIRS	1,152	1,170	1,166	1,136	1,082	1,068	997	920	912	933
CORRECTIONS	10,494	10,416	10,395	10,424	10,153	9,647	9,250	9,161	9,053	8,896
<i>Corrections</i>	9,757	9,667	9,681	9,726	9,447	8,970	8,619	8,539	8,448	8,300
<i>State Parole Board</i>	737	749	714	698	706	677	631	622	605	596
EDUCATION	973	982	919	889	851	818	773	772	832	801
ENVIRONMENTAL PROTECTION	3,494	3,427	3,332	3,243	3,040	2,960	2,790	2,762	2,737	2,805
EXECUTIVE/GOVERNOR'S	123	109	107	104	104	107	125	132	128	125
HEALTH & SENIOR SERVICES	2,240	2,147	2,037	1,986	1,818	1,742	1,623	1,233	1,179	1,165
HOMELAND SECURITY ²			107	111	95					
HUMAN SERVICES	23,601	24,140	17,511	17,502	17,269	17,112	16,630	16,338	16,071	14,768
INFORMATION TECHNOLOGY ³	958	926	916	891	811	815	758	730	726	751
LABOR & WORKFORCE DVLPT.	4,028	3,938	3,712	3,651	3,851	3,854	3,672	3,648	3,585	3,430
<i>Labor and Workforce Development</i>	4,028	3,938	3,712	3,651	3,604	3,612	3,445	3,394	3,334	3,184
<i>Civil Service Commission</i> ⁴					247	242	227	254	251	246
LAW & PUBLIC SAFETY	10,114	10,242	9,774	9,650	9,340	9,143	8,577	8,271	7,939	7,878
<i>Law and Public Safety</i>	8,288	8,407	7,998	7,928	7,653	7,458	7,067	6,857	6,591	6,590
<i>Homeland Security</i>						96	98	99	104	98
<i>Child Advocate</i> ^{5,6}	22	11								
<i>Juvenile Justice Commission</i>	1,804	1,824	1,776	1,722	1,687	1,589	1,412	1,315	1,244	1,190
MILITARY & VETERANS AFFAIRS	1,547	1,576	1,564	1,595	1,583	1,559	1,544	1,578	1,553	1,532
PERSONNEL ⁴	383	364	344	337						
PUBLIC ADVOCATE ⁶		11	186	186	171	142				
STATE	594	576	569	597	561	524	482	339	340	317
<i>State (Incl Comm on Higher Ed)</i>	223	214	218	250	240	219	205	185	186	180
<i>Higher Educational Student</i>	210	200	194	195	181	173	157	154	154	137
<i>Public Broadcasting</i>	161	162	157	152	140	132	120			
TRANSPORTATION	6,885	6,908	6,627	6,542	6,082	5,830	5,504	5,627	5,607	5,517
<i>Transportation</i>	3,996	3,904	3,736	3,692	3,458	3,327	3,099	3,175	3,167	3,127
<i>Motor Vehicle Commission</i> ⁷	2,889	3,004	2,891	2,850	2,624	2,503	2,405	2,452	2,440	2,390
TREASURY	6,097	6,053	5,943	6,006	5,734	5,550	5,349	5,341	5,424	5,318
<i>Treasury</i>	4,195	4,147	4,144	4,225	4,049	3,926	3,892	3,839	3,881	3,747
<i>Administrative Law</i>	114	113	107	105	96	100	99	96	92	92
<i>Casino Control Commission</i>	353	353	318	318	289	278	59	60	51	51
<i>Public Defender</i>	1,088	1,100	1,083	1,077	1,031	988	1,046	1,099	1,166	1,193
<i>Public Utilities</i>	304	300	291	281	269	258	253	247	234	235
<i>Ratepayer Advocate</i> ⁶	43	40								
SUB-TOTALS BY BRANCH OF GOVERNMENT										
EXECUTIVE AGENCIES	73,453	73,754	73,154	72,845	70,366	68,646	65,685	64,357	63,629	61,692
JUDICIAL	9,692	9,721	9,625	9,625	9,342	9,260	9,057	9,019	9,017	9,028
LEGISLATIVE	516	524	523	527	520	488	491	488	488	490
TOTALS	83,661	83,999	83,302	82,997	80,228	78,394	75,233	73,864	73,134	71,210

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 Consolidated Employee File, which includes data on local government jobs that fall under the purview of the Merit System. Because local data doesn't allow us the ability to view the local workforce as of a specific pay period the way state data does, the data for this publication reflects the local workforce as of November 19, 2015.

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 (December 2014) indicate total employment of approximately 147,557. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 96,327 identified in our records) represent about 65 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 1,869 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 97,835 jobs rather than 96,327 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 our consolidated files 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.

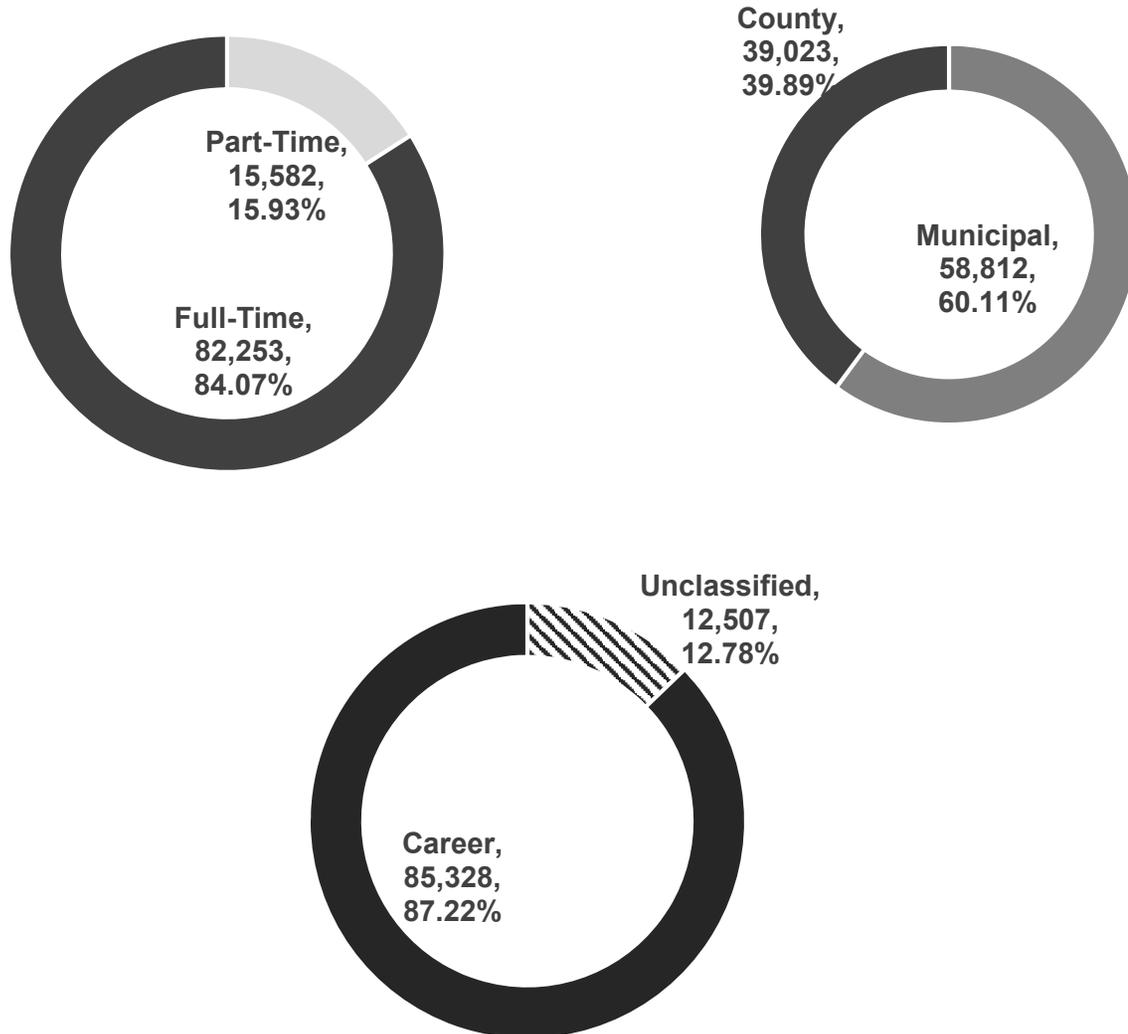
The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately 88 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 46 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. More than 28 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 nine 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
November 19, 2015



**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND SERVICE DIVISION**

November 19, 2015

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	1,129	424	1,553	232	1,785	1,500	520	2,020	307	2,327	3,573	539	4,112
BERGEN	1,772	1,006	2,778	335	3,113	2,252	1,213	3,465	683	4,148	6,243	1,018	7,261
BURLINGTON	1,112	406	1,518	201	1,719	1,116	648	1,764	479	2,243	3,282	680	3,962
CAMDEN	1,977	403	2,380	350	2,730	1,415	596	2,011	581	2,592	4,391	931	5,322
CAPE MAY	525	497	1,022	135	1,157	1,018	812	1,830	225	2,055	2,852	360	3,212
CUMBERLAND	714	167	881	148	1,029	1,080	1,095	2,175	197	2,372	3,056	345	3,401
ESSEX	2,436	850	3,286	516	3,802	5,558	2,298	7,856	895	8,751	11,142	1,411	12,553
GLOUCESTER	794	461	1,255	163	1,418	342	159	501	68	569	1,756	231	1,987
HUDSON	1,830	926	2,756	448	3,204	5,005	3,935	8,940	977	9,917	11,696	1,425	13,121
HUNTERDON	371	94	465	105	570	0	0	0	0	0	465	105	570
MERCER	1,203	364	1,567	250	1,817	1,710	505	2,215	241	2,456	3,782	491	4,273
MIDDLESEX	1,372	536	1,908	278	2,186	2,223	1,112	3,335	417	3,752	5,243	695	5,938
MONMOUTH	2,130	633	2,763	259	3,022	1,621	579	2,200	578	2,778	4,963	837	5,800
MORRIS	1,002	525	1,527	248	1,775	1,072	378	1,450	261	1,711	2,977	509	3,486
OCEAN	2,081	759	2,840	272	3,112	1,778	1,196	2,974	466	3,440	5,814	738	6,552
PASSAIC	1,298	922	2,220	276	2,496	2,560	932	3,492	506	3,998	5,712	782	6,494
SALEM	448	73	521	98	619	54	31	85	28	113	606	126	732
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	420	155	575	104	679	411	186	597	223	820	1,172	327	1,499
UNION	1,446	509	1,955	273	2,228	2,755	1,063	3,818	442	4,260	5,773	715	6,488
WARREN	382	72	454	97	551	230	135	365	145	510	819	242	1,061
TOTAL	24,453	9,782	34,235	4,788	39,023	33,700	17,393	51,093	7,719	58,812	85,328	12,507	97,835

* 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 Consolidated Employee File.

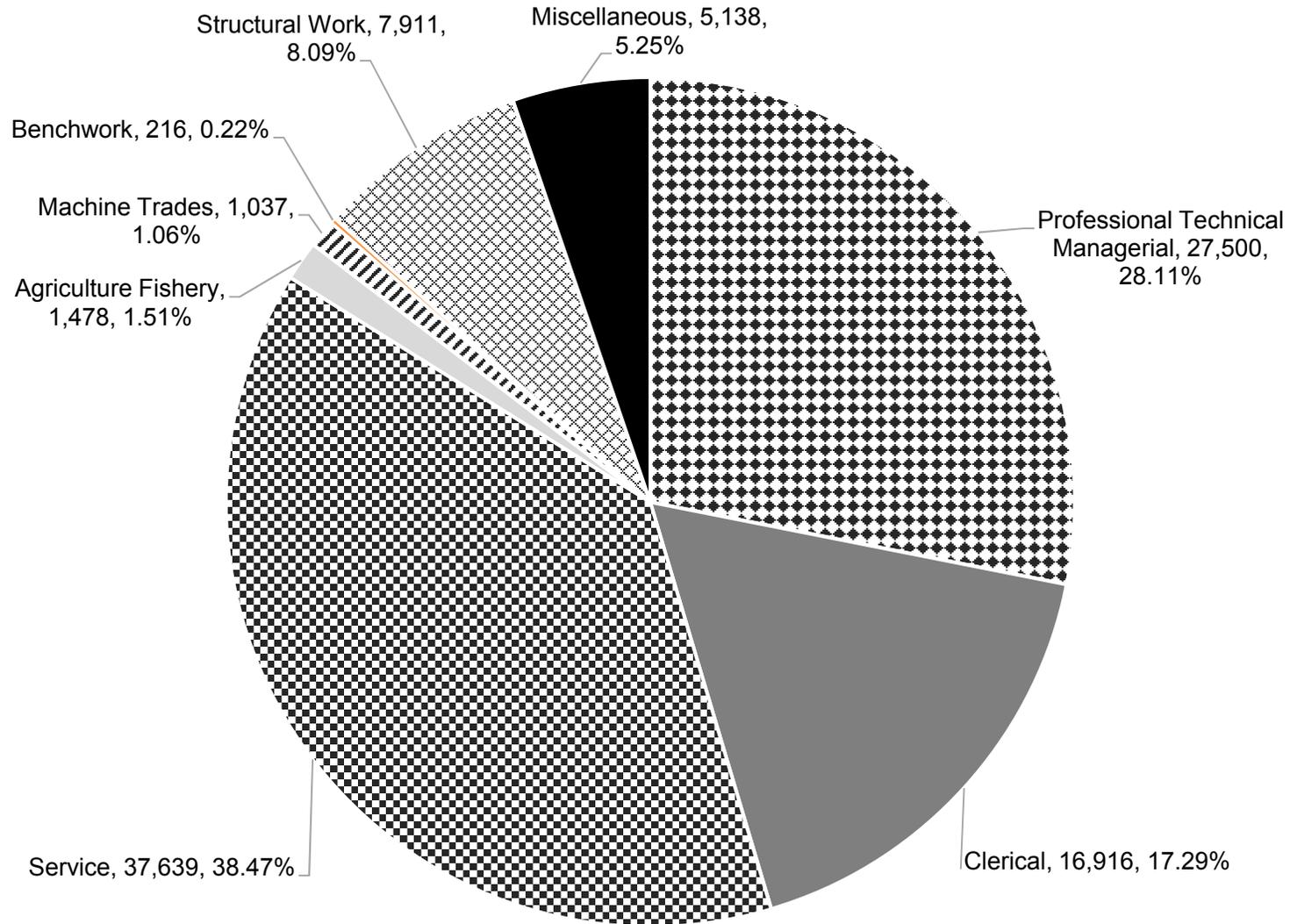
**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE**

November 19, 2015

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,665	120	1,785	2,007	320	2,327	3,672	440	4,112
BERGEN	2,455	658	3,113	2,984	1,164	4,148	5,439	1,822	7,261
BURLINGTON	1,595	124	1,719	1,533	710	2,243	3,128	834	3,962
CAMDEN	2,499	231	2,730	1,854	738	2,592	4,353	969	5,322
CAPE MAY	1,024	133	1,157	1,363	692	2,055	2,387	825	3,212
CUMBERLAND	939	90	1,029	1,911	461	2,372	2,850	551	3,401
ESSEX	3,689	113	3,802	7,951	800	8,751	11,640	913	12,553
GLOUCESTER	1,149	269	1,418	463	106	569	1,612	375	1,987
HUDSON	3,088	116	3,204	7,783	2,134	9,917	10,871	2,250	13,121
HUNTERDON	509	61	570	0	0	0	509	61	570
MERCER	1,700	117	1,817	2,164	292	2,456	3,864	409	4,273
MIDDLESEX	2,093	93	2,186	2,902	850	3,752	4,995	943	5,938
MONMOUTH	2,897	125	3,022	2,061	717	2,778	4,958	842	5,800
MORRIS	1,628	147	1,775	1,275	436	1,711	2,903	583	3,486
OCEAN	2,704	408	3,112	2,696	744	3,440	5,400	1,152	6,552
PASSAIC	2,274	222	2,496	3,222	776	3,998	5,496	998	6,494
SALEM	499	120	619	86	27	113	585	147	732
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	536	143	679	488	332	820	1,024	475	1,499
UNION	2,158	70	2,228	3,601	659	4,260	5,759	729	6,488
WARREN	517	34	551	280	230	510	797	264	1,061
TOTAL	35,629	3,394	39,023	46,624	12,188	58,812	82,253	15,582	97,835

STATE OF NEW JERSEY
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS
BY OCCUPATIONAL GROUP**

November 19, 2015



Data provided by the Civil Service Commission from its Consolidated Employee file.
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 11/19/15: 97,835

STATE OF NEW JERSEY
DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATIONAL GROUP

November 19, 2015

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	309	206	515
	01 ENV ENGR-ARCHITECTURE	19	8	27
	02 PHYSICAL SCI-STATS	136	78	214
	04 LIFE SCIENCES	44	5	49
	05 SOCIAL SCIENCES	402	699	1,101
	06 SOCIAL-PSYCH SERVICES	1,997	156	2,153
	07 MEDICAL-HEALTH SERVICES	1,675	1,159	2,834
	09 EDUCATION	385	1,795	2,180
	10 MUSEUM/LIBRARY/ARCHIVES	1,521	1,874	3,395
	11 LAW	1,259	729	1,988
	12 INFO PROCESSING SYSTEMS	571	308	879
	13 WRITING	42	51	93
	14 ART	42	21	63
	15 FINANCE	421	577	998
	16 ADMINISTRATION	4,315	2,481	6,796
	17 INSPECTIONS/INVESTIGATIONS	683	2,023	2,706
	18 RECREATION	356	1,138	1,494
	19 BROADCASTING/TRANSMITTING	5	10	15
	CLERICAL	20 GENERAL CLERICAL	5,996	6,298
21 FINANCE CLERICAL		489	858	1,347
22 STOCK-STORAGE-INVENTORY		102	54	156
24 INFO-MSG DISTRIBUTION		1,309	1,810	3,119
SERVICE	30 BLDG-FACILITY SERVICES	925	1,895	2,820
	31 FOOD SERVICES	331	593	924
	33 BARBERING/COSMETOLOGY	1	0	1
	35 DIRECT CARE	639	1	640
36 PROTECTIVE SERVICES	9,886	23,368	33,254	
AGRICULTURE FISHERY	40 PLANTING-GARDENING	527	611	1,138
	41 ANIMAL FARMING	195	137	332
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	4	3	7
MACHINE TRADES	60 MACHINERY REPAIR	354	650	1,004
	65 PRINTING	29	4	33
BENCHWORK	70 TECHNICAL REPAIR	4	17	21
	72 ELECTRICAL REPAIR	91	104	195
STRUCTURAL WORK	80 SKILLED TRADES	332	333	665
	81 STRUCTURAL MAINTENANCE	1,640	5,606	7,246
MISCELLANEOUS	90 TRANSPORTATION	925	1,684	2,609
	91 UTILITIES	278	665	943
	92 NOT CODED ELSEWHERE	784	802	1,586
	TOTAL	39,023	58,812	97,835

Appendix

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2015

Atlantic County	Services	Beverly
Bergen County	Passaic County	Bloomfield
Bergen County Board of Social Services	Passaic County Board of Social Services	Bloomfield Library
Bergen County Utilities Authority	Salem County	Boonton Town
Burlington County	Salem County Board of Social Services	Boonton Library
Burlington County Board of Social Services	Sussex County	Bordentown City
Camden County	Union County	Bordentown Township
Camden County Municipal Utilities Authority	Warren County	Bordentown Township Fire Districts (2)
Camden County Board of Social Services	Aberdeen Township	Brick Township
Cape May County	Aberdeen Fire Districts (2)	Brick Fire District (1)
Cape May County Board of Social Services	Allamuchy Township	Brick School District
Cumberland County	Alpha Borough	Bridgeton
Cumberland County Board of Social Services	Andover Township	Bridgeton Housing Authority
Essex County	Asbury Park City	Bridgeton Library
Gloucester County	Atlantic City	Brooklawn Borough
Hudson County	Atlantic City Library	Buena Borough
Hunterdon County	Atlantic City Municipal Utilities Authority	Buena Municipal Utilities Authority
Mercer County	Bayonne	Burlington City
Mercer County Board of Social Services	Bayonne Housing Authority	Burlington City Housing Authority
Middlesex County	Bayonne Library	Burlington Township
Middlesex County Board of Social Services	Beach Haven Borough	Burlington Township Fire District (1)
Monmouth County	Beachwood Borough	Butler Borough
Morris County	Belleville	Butler Library
Ocean County	Belleville Library	Byram Township
Ocean County Board of Social	Belmar Borough	Camden City
	Belmar Housing Authority	Camden City Library
	Bergenfield Borough	Camden City Redevelopment Agency
	Bergenfield Library	Cape May City
	Berkeley Township	Carteret Borough
	Berkeley School District	Carteret Library
		Cinnaminson Township
		Cinnaminson Fire District (1)

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2015

Clark Township	Ewing Township Fire Districts (3)	Hamilton Township (Mercer County)
Clark Library	Fair Lawn	Hamilton Fire Districts (8) (Mercer County)
Clementon Borough	Fair Lawn Library	Hammonton
Clifton	Fairview	Hampton Township
Clifton Library	Fairview Library	Harmony Township
Delanco Township	Florence Township	Harrison (Hudson)
Delran Township	Florence Fire District (1)	Harrison Housing Authority
Delran Fire District (1)	Fort Lee	Harrison Library
Dennis Township	Fort Lee Library	Hazlet Township
Deptford Township	Franklin Township (Warren County)	Hazlet Fire District (1)
Deptford Library	Franklin Township Housing Authority (Somerset County)	Highlands Borough (Monmouth County)
Deptford Municipal Utilities Authority	Freehold Borough	Hillside Township
Deptford Township Fire District (1)	Freehold Township	Hillside Library
Dover (Morris County)	Garfield	Hoboken
Dover Housing Authority (Morris County)	Garfield Library	Holmdel Township
Dover Library	Glassboro Housing Authority	Hopatcong
East Orange	Gloucester City	Independence Township
East Orange Library	Gloucester City Library	Independence Municipal Utilities Authority
East Rutherford Borough	Gloucester Township	Irvington
East Rutherford Library	Gloucester Township Fire Districts (6)	Irvington Housing Authority
Edgewater Borough	Gloucester Township Housing Authority	Irvington Library
Edgewater Library	Gloucester Township Municipal Utilities Authority	Jackson Township
Edgewater Park Township	Green Township	Jackson Fire Districts (4)
Edgewater Park Fire District (1)	Hackensack	Jackson Municipal Utilities Authority
Egg Harbor City	Hackensack Library	Jefferson Township
Elizabeth	Hackettstown	Jefferson Township Library
Elizabeth Housing Authority	Hackettstown Municipal Utilities Authority	Jersey City
Elizabeth Library	Haddon Township Housing Authority	Jersey City Library
Elmwood Park Borough		Jersey City School District
Elmwood Park Borough Library		Keansburg
Ewing Township		

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2015

Kearny	Manasquan Borough	Mount Holly Township
Kearny Library	Manasquan Fire District (1)	Mount Holly Fire District (1)
Keyport Borough	Maple Shade	Mount Laurel Township
Lacey Township	Margate City	Mount Laurel Fire District (1)
Lake Como Borough (formerly South Belmar)	Margate Library	Mount Laurel Library
Lakehurst	Marlboro Township	Mount Laurel Municipal Utilities Authority
Lakewood Township	Marlboro Municipal Utilities Authority	Newark
Lakewood Fire District (1)	Marlboro Fire District (1)	Newark Library
Lakewood Municipal Utilities Authority	Maurice River Township	Newark School District
Lavallette	Maurice River School District	New Brunswick
Lawnside	Middle Township (Cape May County)	Newton
Lawrence Township (Mercer County)	Middle Township School District	North Arlington Borough
Liberty Township	Middletown Township (Monmouth County)	North Arlington Library
Lincoln Park Borough	Middletown Library	North Bergen Township
Lincoln Park Library	Millburn Township	North Bergen Library
Linden	Millburn Library	North Bergen Municipal Utilities Authority
Linden Library	Milltown Borough	North Brunswick Township
Lindenwold Borough	Millville City	North Brunswick Library
Lindenwold Fire District (1)	Millville School District	North Hudson Regional Fire Rescue Service
Little Egg Harbor Township	Monroe (Gloucester County)	North Wildwood City
Lodi Borough	Monroe Library (Gloucester County)	Nutley
Lodi Housing Authority	Monroe Municipal Utilities Authority (Gloucester County)	Nutley Library
Lodi Library	Montville Township	Oakland Borough
Lodi School District	Montville Fire Districts (3)	Oakland Library
Long Beach Township	Montville Library	Ocean City
Long Branch	Moonachie Borough	Ocean City Housing Authority
Lopatcong	Moorestown Township	Ocean City Library
Lower Township (Cape May County)	Moorestown Fire Districts (2)	Ogdensburg Borough
Lower Township Municipal Utilities Authority	Moorestown Library	Orange
Magnolia Borough	Morristown	Orange Housing Authority

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2015

Orange City Library	Ridgewood Library	Stratford Borough
Park Ridge Borough	Ringwood Borough	Teaneck Township
Park Ridge Library	Riverside Township	Teaneck Library
Parsippany-Troy Hills Township	Rockaway Township	Trenton
Parsippany-Troy Hills Library	Rockaway Library	Trenton Library
Passaic City	Roselle Borough	Union Beach
Passaic City Library	Roselle Library	Union City (Hudson County)
Passaic Valley Water Commission	Runnemede Borough	Union City Library
Paterson	Rutherford Borough	Union Township (Union County)
Paterson Housing Authority	Rutherford Library	Union Township Library (Union
Paterson Library/Museum	Saddle Brook Township	County)
Pemberton Township	Saddle Brook Library	Upper Township (Cape May County)
Pennsauken Township	Salem City	Ventnor City
Pennsauken Library	Salem City Library	Vernon Township
Penns Grove Housing Authority	Sayreville Borough	Verona Township
Perth Amboy	Scotch Plains	Verona Township Library
Phillipsburg	Scotch Plains Library	Vineland City
Phillipsburg Library	Sea Isle City	Vineland Library
Plainfield	Seaside Heights	Vineland School District
Plainfield Housing Authority	Seaside Park	Voorhees Township
Plainfield Library	Somerdale Borough	Voorhees Township Fire District (1)
Pleasantville	Somers Point	Waldwick Borough
Pohatcong Township	South Amboy	Waldwick Library
Point Pleasant Borough	South Amboy Library	Wallington Borough
Point Pleasant Beach Borough	South Orange Village	Wallington JFK Memorial Library
Pompton Lakes Borough	South Orange Library	Wanaque Borough
Pompton Lakes Library	South Plainfield	Wanaque Library
Pompton Lakes Municipal Utilities	South Plainfield Library	Wantage Township
Authority	South Toms River	Washington Borough (Warren
Rahway	Sparta Township	County)
Rahway Library	Sparta Library	Weehawken Township
Red Bank Housing Authority	Stanhope Borough	Weehawken Library
Ridgewood Village	Stillwater Township	Weehawken School District

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2015

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
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