

# STATE GOVERNMENT 2014 WORKFORCE PROFILE

with select local data



# Preface

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## **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/about/publications/workforce](http://www.state.nj.us/csc/about/publications/workforce).

**Respectfully yours,**

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

**Robert M. Czech**

**Chair/CEO, Civil Service Commission**

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# New Jersey State Government Workforce Profile

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**INTRODUCTION**

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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 10, 2014, comparisons of the workforce at the end of Fiscal Year 2013 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2013.

The Workforce Profile includes trend data where significant trends exist, and where data have been retained long enough to document trends. 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. However, we have reproduced total counts by agency for every year since 1960.

Workforce Profiles since 1995 reflect many changes in the structure of State Government. Where possible, we have noted changes in staffing that are due to these structural changes rather than to routine movement into and out of the State Government workforce. We annotate the current changes where they appear on the corresponding charts. Historically, changes include:

- The addition of county-level Judiciary (Superior Court) employees to the State Government workforce in 1995.
- The elimination of the Departments of Higher Education and Public Advocate in 1995, the reestablishment of the Department of the Public Advocate as a principal department in the Executive Branch in 2005, and its second elimination in 2010.
- The merger of the Departments of Banking and Insurance in 1996.
- The creation of the Juvenile Justice Commission in 1995.
- The transfer of the Division of Motor Vehicles from the Department of Law and Public Safety to the Department of Transportation in 1995, and its subsequent reorganization as the Motor Vehicle Commission, allocated in but not of the Department of Transportation, in 2003.
- The creation of the Higher Educational Student Assistance Authority to succeed the Office of Student Assistance in 1999.
- The creation of the Commerce and Economic Growth Commission in 1998 to replace the Department of Commerce and Economic Development (it was re-designated the New Jersey Commerce, Economic Growth, and Tourism Commission in 2006).
- The creation of the Office of Information Technology by executive order in 1998, evolving from the Office of Telecommunications and Information Systems (OTIS), which was created in 1984. OTIS was developed to centralize statewide information processing and data storage.
- The reallocation of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury in 1999.

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- The reorganization of the State Parole Board to an autonomous agency “in but not of” Corrections in 2001. The defining law changed the Bureau of Parole, Department of Corrections to the Division of Parole, State Parole Board.
- The establishment of the Office of the Child Advocate in 2003 and its inclusion as an independent office within the Department of the Public Advocate in 2006.
- 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.

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.

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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 12. 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 2012 and January 2013 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 2.7 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](http://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				
	1/13/2012	1/11/2013	1/10/2014	CHANGE OVER 2 YEARS	
<b>AGRICULTURE</b>	<b>208</b>	<b>212</b>	<b>210</b>	<b>+ 2</b>	<b>1.0%</b>
<b>BANKING &amp; INSURANCE</b>	<b>502</b>	<b>504</b>	<b>486</b>	<b>- 16</b>	<b>-3.2%</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,707</b>	<b>6,819</b>	<b>6,747</b>	<b>+ 40</b>	<b>+0.6%</b>
<b>COMMUNITY AFFAIRS</b>	<b>941</b>	<b>911</b>	<b>914</b>	<b>- 27</b>	<b>-2.9%</b>
<b>CORRECTIONS</b>	<b>9,123</b>	<b>9,033</b>	<b>8,791</b>	<b>- 332</b>	<b>-3.6%</b>
Corrections	8,508	8,414	8,196	- 312	-3.7%
State Parole Board	615	619	595	- 20	-3.3%
<b>EDUCATION</b>	<b>778</b>	<b>825</b>	<b>816</b>	<b>+ 38</b>	<b>+4.9%</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,776</b>	<b>2,749</b>	<b>2,778</b>	<b>+ 2</b>	<b>+0.1%</b>
<b>GOVERNOR'S OFFICE</b>	<b>127</b>	<b>128</b>	<b>130</b>	<b>+ 3</b>	<b>+2.4%</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,584</b>	<b>1,201</b>	<b>1,167</b>	<b>- 417</b>	<b>-26.3%</b>
<b>HUMAN SERVICES</b>	<b>16,482</b>	<b>16,181</b>	<b>15,826</b>	<b>- 656</b>	<b>-4.0%</b>
<b>INFORMATION TECHNOLOGY</b>	<b>721</b>	<b>717</b>	<b>748</b>	<b>+ 27</b>	<b>+3.7%</b>
<b>LABOR</b>	<b>3,691</b>	<b>3,602</b>	<b>3,536</b>	<b>- 155</b>	<b>-4.2%</b>
Labor	3,459	3,349	3,282	- 177	-5.1%
Civil Service Commission	232	253	254	+ 22	+9.5%
<b>LAW &amp; PUBLIC SAFETY</b>	<b>8,431</b>	<b>8,092</b>	<b>8,008</b>	<b>- 423</b>	<b>-5.0%</b>
Law & Public Safety	6,922	6,724	6,702	- 220	-3.2%
Homeland Security & Preparedness	100	105	102	+ 2	+2.0%
Juvenile Justice	1,409	1,263	1,204	- 205	-14.5%
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,538</b>	<b>1,571</b>	<b>1,552</b>	<b>+ 14</b>	<b>+0.9%</b>
<b>STATE</b>	<b>391</b>	<b>340</b>	<b>333</b>	<b>- 58</b>	<b>-14.8%</b>
State (Includes Comm on Higher Education)	238	187	185	- 53	-22.3%
Higher Educational Student Assistance	153	153	148	- 5	-3.3%
Public Broadcasting	0	0	0	+ 0	NA
<b>TRANSPORTATION</b>	<b>5,528</b>	<b>5,637</b>	<b>5,576</b>	<b>+ 48</b>	<b>+0.9%</b>
Transportation	3,038	3,166	3,177	+ 139	+4.6%
Motor Vehicles	2,490	2,471	2,399	- 91	-3.7%
<b>TREASURY</b>	<b>5,350</b>	<b>5,451</b>	<b>5,366</b>	<b>+ 16</b>	<b>+0.3%</b>
Treasury (Incl Minor Boards & Commissions)	3,846	3,889	3,795	- 51	-1.3%
Administrative Law	96	95	92	- 4	-4.2%
Casino Control	60	59	50	- 10	-16.7%
Public Defender	1,104	1,167	1,192	+ 88	+8.0%
Public Utilities	244	241	237	- 7	-2.9%
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>64,878</b>	<b>63,973</b>	<b>62,984</b>	<b>- 1,894</b>	<b>-2.9%</b>
<b>JUDICIARY</b>	<b>9,062</b>	<b>9,046</b>	<b>9,018</b>	<b>- 44</b>	<b>-0.5%</b>
<b>LEGISLATIVE STAFF</b>	<b>492</b>	<b>487</b>	<b>493</b>	<b>+ 1</b>	<b>+0.2%</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>74,432</b>	<b>73,506</b>	<b>72,495</b>	<b>- 1,937</b>	<b>-2.7%</b>

**DEMOGRAPHICS  
01/10/2014**

**AGE**

Average: 48 years  
Median: 48 years

**LENGTH OF SERVICE**

Average: 14 years  
Median: 14 years

**SALARY \***

Average: \$ 73,615  
Median: \$ 68,195

**GENDER**

Female: 40,765 ( 56.3%)  
Male: 31,730 ( 43.7%)

**MINORITY EMPLOYEES**

32,443 (44.7%)

**UNION REPRESENTATION**

64,316 (88.7%)

\* Salary of Full-time employees only.

# STATE OF NEW JERSEY

## STATISTICS BY AGENCY

### INTRODUCTION

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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 7 presents a breakdown of all employees who were in active status for the pay period that included December 31, 2013. 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 8. The chart on Page 8 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 9 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 10 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 or “average” 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 11 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 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.

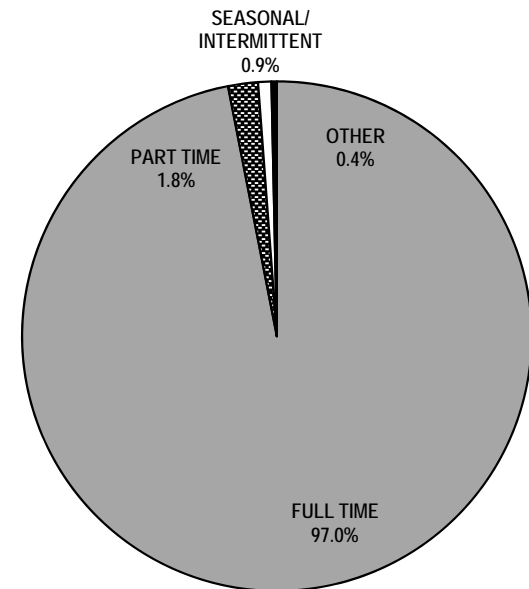
Page 12 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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 51 and 52.

STATE OF NEW JERSEY  
STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT

JANUARY 10, 2014

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>205</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>210</b>
<b>BANKING &amp; INSURANCE</b>	<b>479</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>486</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,685</b>	<b>62</b>	<b>0</b>	<b>0</b>	<b>6,747</b>
<b>COMMUNITY AFFAIRS</b>	<b>914</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>914</b>
<b>CORRECTIONS</b>	<b>8,787</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>8,791</b>
Corrections	8,193	3	0	0	8,196
State Parole Board	594	1	0	0	595
<b>EDUCATION</b>	<b>810</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>816</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,770</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>2,778</b>
<b>GOVERNORS OFFICE</b>	<b>130</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>130</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,166</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1,167</b>
<b>HUMAN SERVICES</b>	<b>14,847</b>	<b>977</b>	<b>0</b>	<b>2</b>	<b>15,826</b>
<b>INFORMATION TECHNOLOGY</b>	<b>745</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>748</b>
<b>LABOR</b>	<b>3,230</b>	<b>60</b>	<b>237</b>	<b>9</b>	<b>3,536</b>
Labor	2,982	57	237	6	3,282
Civil Service Commission	248	3	0	3	254
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,797</b>	<b>4</b>	<b>0</b>	<b>207</b>	<b>8,008</b>
Law & Public Safety	6,494	1	0	207	6,702
Homeland Security & Preparedness	102	0	0	0	102
Juvenile Justice	1,201	3	0	0	1,204
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,538</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>1,552</b>
<b>STATE</b>	<b>327</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>333</b>
State (Incl Comm on Higher Ed)	179	6	0	0	185
Higher Educational Student Assistance	148	0	0	0	148
<b>TRANSPORTATION</b>	<b>5,373</b>	<b>199</b>	<b>0</b>	<b>4</b>	<b>5,576</b>
Transportation	3,173	0	0	4	3,177
Motor Vehicles	2,200	199	0	0	2,399
<b>TREASURY</b>	<b>4,978</b>	<b>7</b>	<b>372</b>	<b>9</b>	<b>5,366</b>
Treasury	3,410	4	372	9	3,795
Administrative Law	92	0	0	0	92
Casino Control	50	0	0	0	50
Public Defender	1,189	3	0	0	1,192
Public Utilities	237	0	0	0	237
<b>TOTAL EXECUTIVE AGENCIES</b>	<b>60,781</b>	<b>1,351</b>	<b>614</b>	<b>238</b>	<b>62,984</b>
<b>JUDICIARY</b>	<b>9,001</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>9,018</b>
<b>LEGISLATIVE STAFF</b>	<b>490</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>493</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>70,272</b>	<b>1,371</b>	<b>614</b>	<b>238</b>	<b>72,495</b>



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

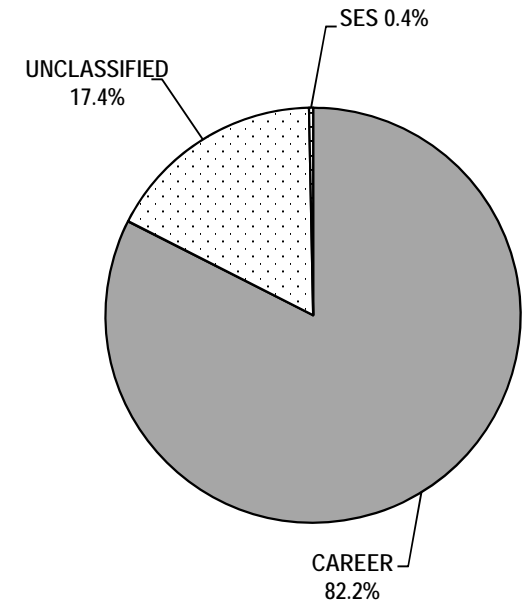
JANUARY 10, 2014

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>201</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>206</b>
<b>BANKING &amp; INSURANCE</b>	<b>465</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>465</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,492</b>	<b>57</b>	<b>0</b>	<b>0</b>	<b>6,549</b>
<b>COMMUNITY AFFAIRS</b>	<b>887</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>887</b>
<b>CORRECTIONS</b>	<b>8,397</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>8,401</b>
Corrections	7,818	3	0	0	7,821
State Parole Board	579	1	0	0	580
<b>EDUCATION</b>	<b>789</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>794</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,719</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2,723</b>
<b>GOVERNOR'S OFFICE</b>	<b>122</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>122</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,132</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1,133</b>
<b>HUMAN SERVICES</b>	<b>13,924</b>	<b>888</b>	<b>0</b>	<b>2</b>	<b>14,814</b>
<b>INFORMATION TECHNOLOGY</b>	<b>734</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>737</b>
<b>LABOR</b>	<b>3,121</b>	<b>59</b>	<b>204</b>	<b>2</b>	<b>3,386</b>
Labor	2,879	56	204	0	3,139
Civil Service Commission	242	3	0	2	247
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,508</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>7,512</b>
Law & Public Safety	6,279	1	0	0	6,280
Homeland Security & Preparedness	98	0	0	0	98
Juvenile Justice	1,131	3	0	0	1,134
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,464</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>1,477</b>
<b>STATE</b>	<b>318</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>324</b>
State	174	6	0	0	180
Higher Educational Student Assistance	144	0	0	0	144
<b>TRANSPORTATION</b>	<b>5,165</b>	<b>192</b>	<b>0</b>	<b>0</b>	<b>5,357</b>
Transportation	3,053	0	0	0	3,053
Motor Vehicles	2,112	192	0	0	2,304
<b>TREASURY</b>	<b>4,864</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>4,872</b>
Treasury	3,329	4	1	0	3,334
Administrative Law	89	0	0	0	89
Casino Control	50	0	0	0	50
Public Defender	1,165	3	0	0	1,168
Public Utilities	231	0	0	0	231
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>58,302</b>	<b>1,247</b>	<b>206</b>	<b>4</b>	<b>59,759</b>
<b>JUDICIARY</b>	<b>8,790</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>8,807</b>
<b>LEGISLATIVE STAFF</b>	<b>480</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>482</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>67,572</b>	<b>1,266</b>	<b>206</b>	<b>4</b>	<b>69,048</b>



**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEE TITLES BY SERVICE DIVISION**  
 JANUARY 10, 2014

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
<b>AGRICULTURE</b>	157	25	182	3	25	210
<b>BANKING &amp; INSURANCE</b>	381	34	415	1	70	486
<b>CHILDREN &amp; FAMILIES</b>	5,885	520	6,405	74	268 <sup>1</sup>	6,747
<b>COMMUNITY AFFAIRS</b>	836	28	864	0	50	914
<b>CORRECTIONS</b>	8,398	107	8,505	0	286	8,791
Corrections	7,837	99	7,936	0	260 <sup>2</sup>	8,196
State Parole Board	561	8	569	0	26	595
<b>EDUCATION</b>	215	373	588	0	228 <sup>3</sup>	816
<b>ENVIRONMENTAL PROTECTION</b>	2,288	399	2,687	4	87	2,778
<b>GOVERNORS OFFICE</b>	10	0	10	0	120	130
<b>HEALTH &amp; SENIOR SERVICES</b>	818	263	1,081	16	70	1,167
<b>HUMAN SERVICES</b>	10,051	5,261	15,312	15	499 <sup>4</sup>	15,826
<b>INFORMATION TECHNOLOGY</b>	582	123	705	9	34	748
<b>LABOR</b>	2,807	487	3,294	36	206	3,536
Labor	2,611	456	3,067	22	193 <sup>5</sup>	3,282
Civil Service Commission	196	31	227	14	13	254
<b>LAW &amp; PUBLIC SAFETY</b>	2,909	777	3,686	10	4,312	8,008
Law & Public Safety	1,928	655	2,583	9	4,110 <sup>6</sup>	6,702
Homeland Security & Preparedness	65	2	67	0	35	102
Juvenile Justice	916	120	1,036	1	167 <sup>7</sup>	1,204
<b>MILITARY &amp; VETERANS AFFAIRS</b>	683	689	1,372	0	180 <sup>8</sup>	1,552
<b>STATE</b>	182	9	191	0	142	333
State (Incl Commission on Higher Ed)	107	8	115	0	70	185
Higher Educational Student Assistance	75	1	76	0	72	148
<b>TRANSPORTATION</b>	4,737	700	5,437	42	97	5,576
Transportation	2,488	616	3,104	33	40	3,177
Motor Vehicles	2,249	84	2,333	9	57	2,399
<b>TREASURY</b>	3,573	664	4,237	52	1,077	5,366
Treasury	2,873	559	3,432	30	333 <sup>9</sup>	3,795
Administrative Law	45	1	46	0	46	92
Casino Control	5	0	5	0	45	50
Public Defender	485	93	578	1	613 <sup>10</sup>	1,192
Public Utilities	165	11	176	21	40	237
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>44,512</b>	<b>10,459</b>	<b>54,971</b>	<b>262</b>	<b>7,751</b>	<b>62,984</b>
<b>JUDICIARY</b>	<b>4,201</b>	<b>409</b>	<b>4,610</b>	<b>0</b>	<b>4,408 <sup>11</sup></b>	<b>9,018</b>
<b>LEGISLATIVE STAFF</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>493 <sup>12</sup></b>	<b>493</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>48,713</b>	<b>10,868</b>	<b>59,581</b>	<b>262</b>	<b>12,652</b>	<b>72,495</b>



- <sup>1</sup> Includes 198 educational, health care, and social services personnel.  
<sup>2</sup> Includes 191 educational, health care, and social services personnel.  
<sup>3</sup> Includes 67 professional employees at the Katzenbach School.  
<sup>4</sup> Includes 342 educational, health care, and social services personnel.  
<sup>5</sup> Includes 46 compensation judges and 58 educational, medical, and social services personnel.  
<sup>6</sup> Includes 2,560 uniformed State Police, 643 Deputy Attorneys General, and 236 Board Members.  
<sup>7</sup> Includes 128 educational, health care, and social services personnel.  
<sup>8</sup> Includes 166 military, educational, and medical personnel.  
<sup>9</sup> Includes 105 Board Members.  
<sup>10</sup> Includes 45 Deputy Public Defenders and 512 Assistant Deputy Public Defenders.  
<sup>11</sup> All judges and professional and confidential personnel unclassified.  
<sup>12</sup> All professional and technical personnel unclassified.

State of New Jersey  
**AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY**  
 January 10, 2014

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	<b>50</b>	<b>\$73,226</b>	<b>\$71,699</b>	<b>16</b>
<b>BANKING &amp; INSURANCE</b>	<b>52</b>	<b>\$79,517</b>	<b>\$81,474</b>	<b>16</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>42</b>	<b>\$68,375</b>	<b>\$67,714</b>	<b>11</b>
<b>COMMUNITY AFFAIRS</b>	<b>52</b>	<b>\$71,263</b>	<b>\$68,464</b>	<b>13</b>
<b>CORRECTIONS</b>	<b>43</b>	<b>79,276</b>	<b>\$83,486</b>	<b>13</b>
Corrections	42	\$71,774	\$74,247	12
State Parole Board	44	\$86,778	\$92,725	15
<b>EDUCATION</b>	<b>49</b>	<b>\$82,120</b>	<b>\$86,310</b>	<b>13</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>48</b>	<b>\$78,130</b>	<b>\$80,623</b>	<b>18</b>
<b>GOVERNOR'S OFFICE</b>	<b>39</b>	<b>\$72,052</b>	<b>\$60,000</b>	<b>5</b>
<b>HEALTH</b>	<b>52</b>	<b>\$79,567</b>	<b>\$82,362</b>	<b>16</b>
<b>HUMAN SERVICES</b>	<b>47</b>	<b>\$57,692</b>	<b>\$50,976</b>	<b>13</b>
<b>INFORMATION TECHNOLOGY</b>	<b>51</b>	<b>\$86,092</b>	<b>\$90,429</b>	<b>18</b>
<b>LABOR</b>	<b>49</b>	<b>\$67,979</b>	<b>\$64,977</b>	<b>16</b>
Labor	51	\$65,631	\$60,561	16
Civil Service Commission	48	\$70,326	\$69,393	16
<b>LAW &amp; PUBLIC SAFETY</b>	<b>46</b>	<b>\$76,291</b>	<b>\$75,230</b>	<b>12</b>
Law & Public Safety	44	\$76,702	\$75,230	13
Homeland Security & Preparedness	48	\$83,886	\$82,828	10
Juvenile Justice	46	\$68,285	\$68,330	14
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>49</b>	<b>\$51,752</b>	<b>\$47,042</b>	<b>11</b>
<b>STATE</b>	<b>51</b>	<b>\$71,853</b>	<b>\$69,352</b>	<b>14</b>
State (Includes Secretary of Higher Education)	50	\$75,421	\$72,520	12
Higher Educational Student Assistance	52	\$68,286	\$66,184	16
<b>TRANSPORTATION</b>	<b>48</b>	<b>\$60,801</b>	<b>\$54,727</b>	<b>15</b>
Transportation	49	\$66,204	\$59,681	17
Motor Vehicles	48	\$55,398	\$49,774	13
<b>TREASURY</b>	<b>49</b>	<b>\$78,876</b>	<b>\$72,624</b>	<b>16</b>
Treasury	48	\$68,705	\$64,680	15
Administrative Law	52	\$93,537	\$94,231	15
Casino Control	48	\$70,465	\$64,767	18
Public Defender	47	\$76,163	\$72,624	12
Public Utilities	52	\$85,511	\$90,000	18
<b>TOTAL EXECUTIVE AGENCIES</b>	<b>48</b>	<b>\$73,439</b>	<b>\$72,032</b>	<b>14</b>
<b>JUDICIARY</b>	<b>47</b>	<b>\$73,420</b>	<b>\$66,380</b>	<b>13</b>
<b>LEGISLATIVE STAFF</b>	<b>45</b>	<b>\$73,811</b>	<b>\$70,011</b>	<b>13</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>46</b>	<b>\$73,615</b>	<b>\$68,195</b>	<b>13</b>

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 10, 2014

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
<b>AGRICULTURE</b>	<b>112</b>	<b>61</b>	<b>0</b>	<b>37</b>	<b>210</b>
<b>BANKING &amp; INSURANCE</b>	<b>479</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>486</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>4,928</b>	<b>1,492</b>	<b>0</b>	<b>327</b>	<b>6,747</b>
<b>COMMUNITY AFFAIRS</b>	<b>562</b>	<b>273</b>	<b>20</b>	<b>59</b>	<b>914</b>
<b>CORRECTIONS</b>	<b>8,499</b>	<b>30</b>	<b>157</b>	<b>105</b>	<b>8,791</b>
Corrections	7,904	30	157	105	8,196
State Parole Board	595	0	0	0	595
<b>EDUCATION</b>	<b>409</b>	<b>220</b>	<b>7</b>	<b>180</b>	<b>816</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,658</b>	<b>43</b>	<b>4</b>	<b>73</b>	<b>2,778</b>
<b>GOVERNOR'S OFFICE</b>	<b>114</b>	<b>0</b>	<b>16</b>	<b>0</b>	<b>130</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>361</b>	<b>482</b>	<b>131</b>	<b>193</b>	<b>1,167</b>
<b>HUMAN SERVICES</b>	<b>10,422</b>	<b>5,337</b>	<b>3</b>	<b>64</b>	<b>15,826</b>
<b>INFORMATION TECHNOLOGY</b>	<b>0</b>	<b>0</b>	<b>748</b>	<b>0</b>	<b>748</b>
<b>LABOR</b>	<b>840</b>	<b>2,689</b>	<b>0</b>	<b>7</b>	<b>3,536</b>
Labor	586	2,689	0	7	3,282
Civil Service Commission	254	0	0	0	254
<b>LAW &amp; PUBLIC SAFETY</b>	<b>6,565</b>	<b>103</b>	<b>0</b>	<b>1,340</b>	<b>8,008</b>
Law & Public Safety	5,456	75	0	1,171	6,702
Homeland Security & Preparedness	80	22	0	0	102
Juvenile Justice	1,029	6	0	169	1,204
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,393</b>	<b>159</b>	<b>0</b>	<b>0</b>	<b>1,552</b>
<b>STATE</b>	<b>173</b>	<b>151</b>	<b>0</b>	<b>9</b>	<b>333</b>
State	173	12	0	0	185
Higher Educational Student Assistance	0	139	0	9	148
<b>TRANSPORTATION</b>	<b>2,314</b>	<b>859</b>	<b>0</b>	<b>2,403</b>	<b>5,576</b>
Transportation	2,312	859	0	6	3,177
Motor Vehicles	2	0	0	2,397	2,399
<b>TREASURY</b>	<b>4,467</b>	<b>54</b>	<b>351</b>	<b>494</b>	<b>5,366</b>
Treasury	2,971	53	351	420	3,795
Administrative Law	85	0	0	7	92
Casino Control	0	0	0	50	50
Public Defender	1,191	0	0	1	1,192
Public Utilities	220	1	0	16	237
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>44,296</b>	<b>11,957</b>	<b>1,437</b>	<b>5,294</b>	<b>62,984</b>
<b>JUDICIARY</b>	<b>7,477</b>	<b>1,325</b>	<b>0</b>	<b>216</b>	<b>9,018</b>
<b>LEGISLATIVE STAFF</b>	<b>493</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>493</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>52,266</b>	<b>13,282</b>	<b>1,437</b>	<b>5,510</b>	<b>72,495</b>

# STATE OF NEW JERSEY OTHER STATE GOVERNMENT EMPLOYMENT

JANUARY 10, 2014

AGENCY	FULL TIME	PART TIME	TOTAL 2014	TOTAL 2013	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY **				64		MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	114	7	121	62	59	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY <sup>1,4</sup>	118	0	118	117	1	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION <sup>1</sup>	43	4	47	46	1	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION <sup>1</sup>	339	74	413	423	-10	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY <sup>1,2</sup>	572	0	572	873	-301	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	308	0	308	278	30	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION <sup>1</sup>	5	1	6	8	-2	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	187	0	187	135	52	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	13	0	13	14	-1	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	27	-1	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,293	374	1,667	1,900	-233	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	98	1	99	113	-14	SELF FUNDED BY GENERATED FEES AND REVENUES
NEW JERSEY REDEVELOPMENT AUTHORITY	9	0	9	9	0	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	243	1	244	242	2	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	161	2,422	2,583	1,958	625	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	11,011	835	11,846	11,793	53	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,932	418	2,350	2,418	-68	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	110	0	110	111	-1	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	110	0	110	136	-26	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION <sup>1,4</sup>	86	28	114	81	33	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	492	0	492	488	4	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	192	0	192	191	1	WATER SALE REVENUES
PINELANDS COMMISSION	41	4	45	45	0	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY <sup>1,3</sup>	7,057	30	7,087	6,818	269	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	50	2	52	50	2	SEWAGE FEES
RUTGERS	17,788	4,652	22,440	15,022	7,418	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	96	6	102	88	14	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	282	115	397	389	8	TOLL REVENUE
STATE COLLEGES	11,469	6,703	18,172	16,569	1,603	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY <sup>5</sup>				13,775		FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR <sup>1,4</sup>	20	0	20	18	2	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>54,265</b>	<b>15,677</b>	<b>69,942</b>	<b>74,317</b>	<b>-4,375</b>	

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

5 On June 30, 2013, the University of Medicine and Dentistry ceased operations and merged into Rowan University and Rutgers University

\* Agency has not yet responded to our request for information

\*\*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*

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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 10, 2014 (the darkest columns) 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 years. 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 58 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, and 2012. 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 9,721, or 13.5 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 21,915 of the State’s 72,495 employees, approximately 30 percent, in that bracket.

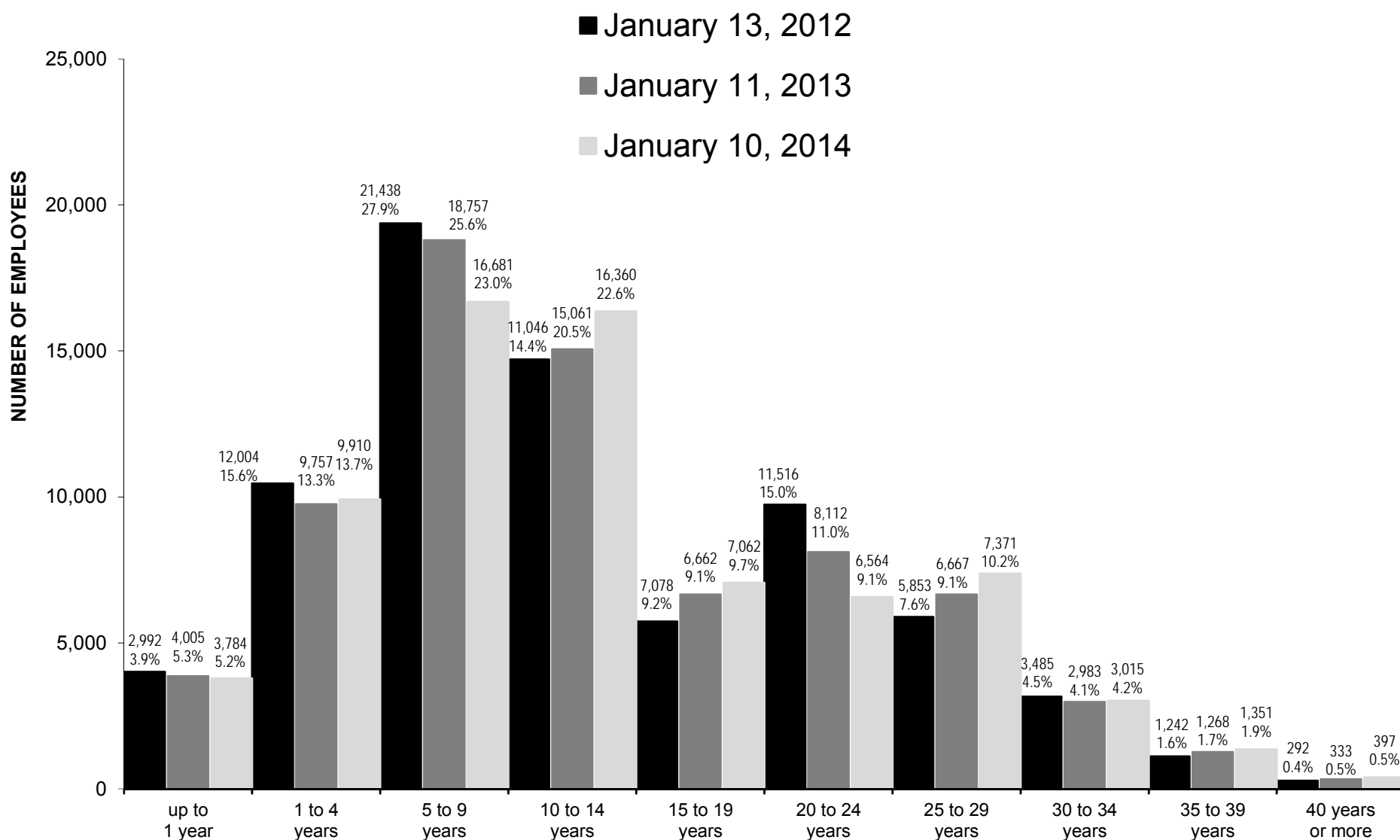
On Page 16, we compare separations during Fiscal Years 2009, 2010, and 2011 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the total number of separations in Fiscal Year 2013 decreased by 38 from the previous Fiscal Year. The separation remained at 8 percent from Fiscal Year 2012 to Fiscal Year 2013. Since 1995, the mean annual number of separations of full time employees has been 5,854. Pages 17 through 23 present additional data for separations from State Government service.

We present similar statistics for hiring activity in State Government on Pages 24 through 27. The overall number of hires during the last 24 fiscal years is presented on Pages 24 and 25, and the average annual salary for full-time employees hired since Fiscal Year 1991 is represented graphically on Pages 26 and 27. The average number of new hires in those years is 5,465; however, there was a significant drop in hiring beginning in 2005. 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, however, a slight decrease occurred in 2013. 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 2011, when they fell substantially.

# STATE OF NEW JERSEY

## DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE

JANUARY 10, 2014 (WITH EARLIER DATA FOR COMPARISON)

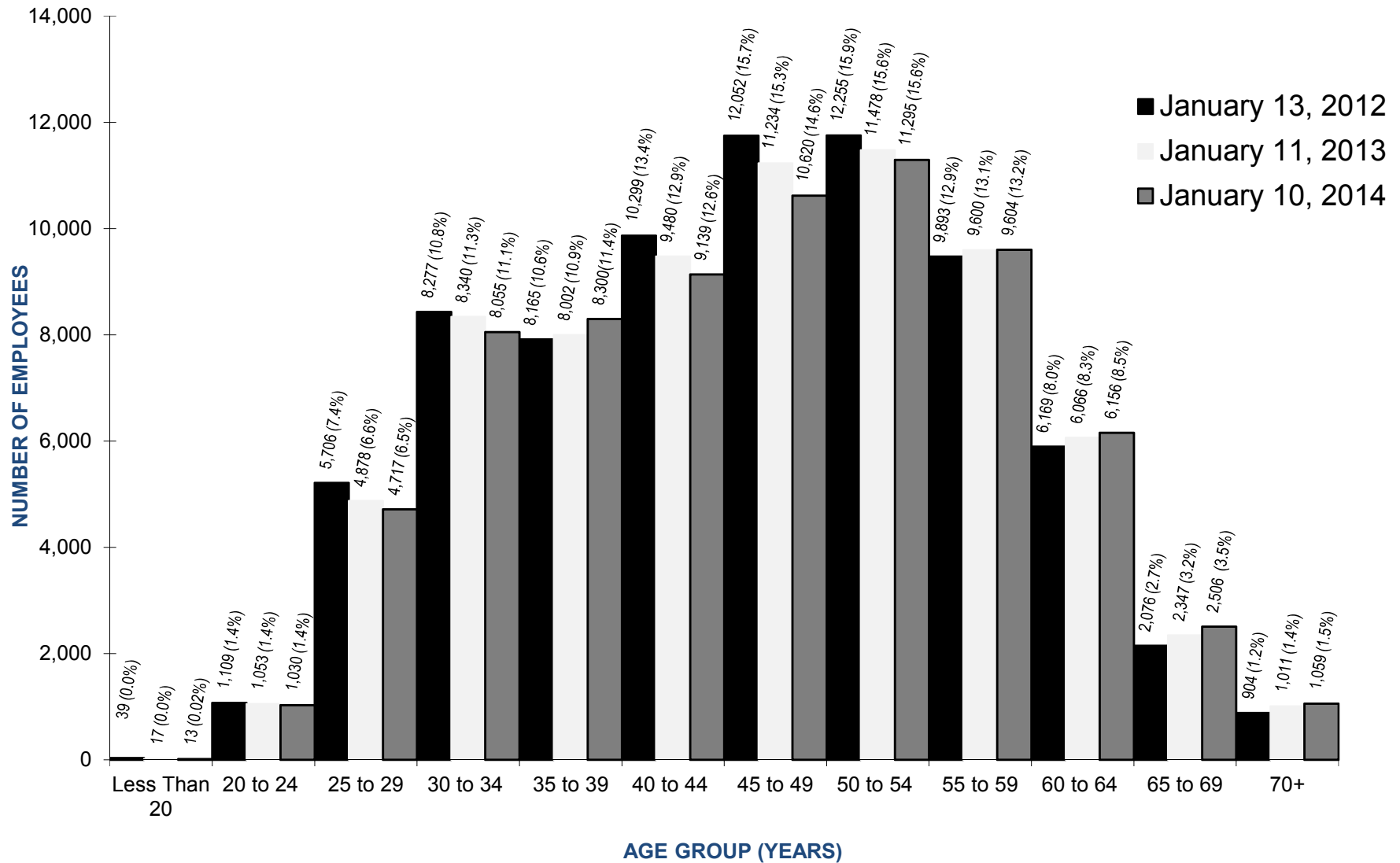


Data provided by the Civil Service Commission from automated personnel files.

Percents refer to the total State Government workforce (as of 12/31/2010, 74,432; as of 1/11/2013, 73,506; as of 1/10/2014, 72,495).

# STATE OF NEW JERSEY DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE

JANUARY 10, 2014 (WITH EARLIER DATA FOR COMPARISON)

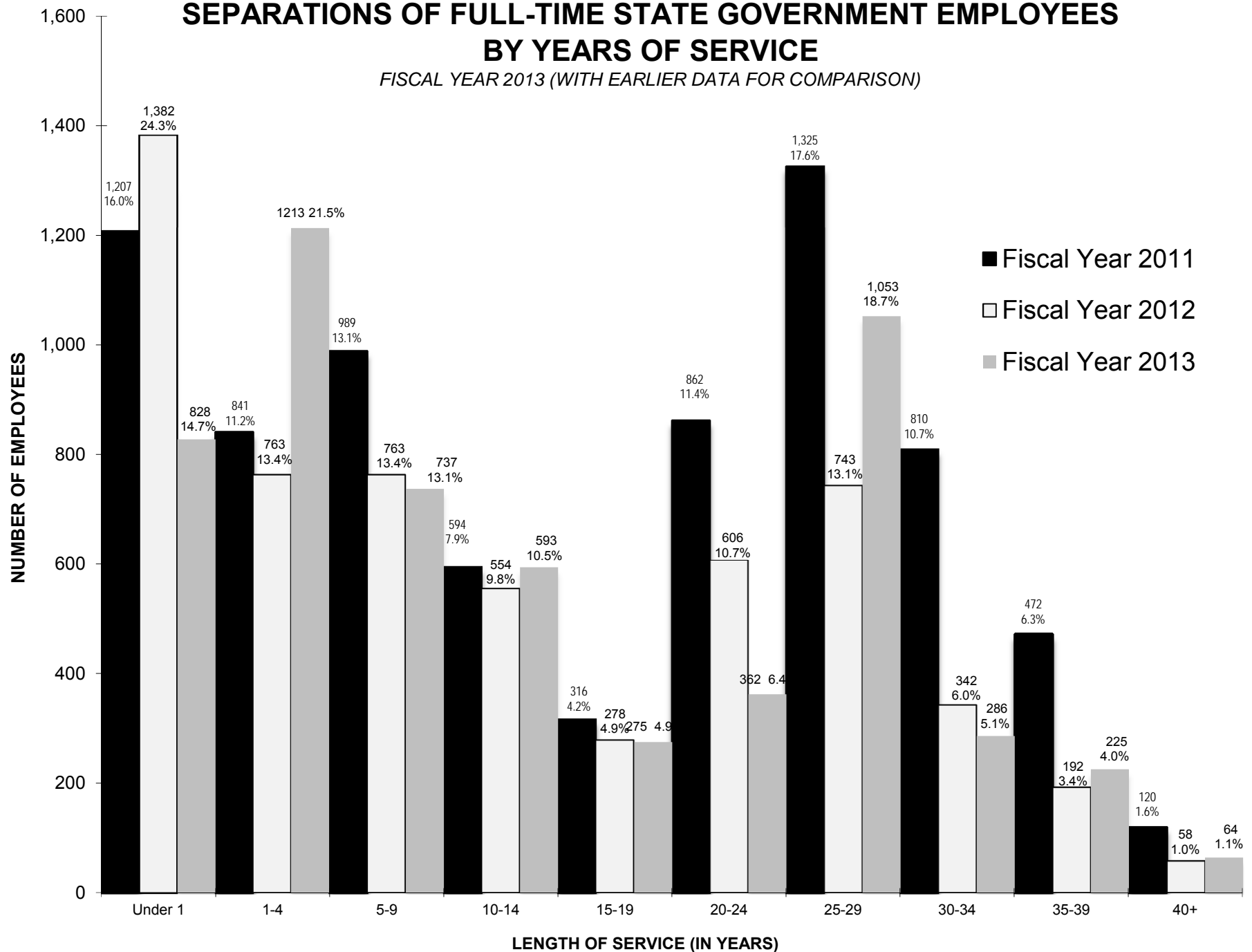


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 12/31/2010, 76,946.; as of 1/11/2013, 73,506; as of 1/10/14, 72,495 ).

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

FISCAL YEAR 2013 (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 (FY2011: 7,536; FY2012: 5,681; FY2013: 5636).



**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
FY1960 - FY1979**

VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
Fiscal Year	Resigned In Good Standing	Resigned Not In Good Standing	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1960	3,963		327	4,290	84%	681	24	705	14%	136	5,131	27,255	18.8%
1961	3,876	256	251	4,383	83%	714	43	757	14%	147	5,287	28,363	18.6%
1962	3,473	228	243	3,944	76%	1,024	64	1,088	21%	160	5,192	29,215	17.8%
1963	2,790	190	299	3,279	67%	1,373	9	1,382	28%	198	4,859	29,342	16.6%
1964	2,525	258	187	2,970	58%	1,984	3	1,987	39%	171	5,128	30,319	16.9%
1965	2,700	206	704	3,610	59%	2,299	2	2,301	38%	169	6,080	31,334	19.4%
1966	3,918	339	144	4,401	70%	1,687	1	1,688	27%	171	6,260	33,801	18.5%
1967	5,004	396	376	5,776	77%	1,520	3	1,523	20%	187	7,486	37,528	19.9%
1968	4,577	540	453	5,570	73%	1,875	0	1,875	25%	184	7,629	36,043	21.2%
1969	5,464	735	431	6,630	78%	1,618	11	1,629	19%	203	8,462	39,939	21.2%
1970	6,099	741	496	7,336	79%	1,711	26	1,737	19%	221	9,294	40,853	22.7%
1971	5,083	616	642	6,341	77%	1,616	27	1,643	20%	202	8,186	43,450	18.8%
1972	3,937	673	769	5,379	68%	2,334	6	2,340	29%	246	7,965	45,750	17.4%
1973	5,134	746	825	6,705	68%	2,992	11	3,003	30%	194	9,902	48,920	20.2%
1974	4,804	679	1,005	6,488	69%	2,744	22	2,766	29%	190	9,444	53,280	17.7%
1975	4,105	542	908	5,555	62%	3,035	142	3,177	36%	181	8,913	53,453	16.7%
1976	4,103	541	917	5,561	62%	3,065	129	3,194	36%	182	8,937	55,713	16.0%
1977	3,637	524	910	5,071	66%	2,196	199	2,395	31%	180	7,646	55,740	13.7%
1978	3,495	639	1,018	5,152	69%	2,172	1	2,173	29%	176	7,501	58,330	12.9%
1979	3,877	906	869	5,652	69%	2,383	30	2,413	29%	156	8,221	61,032	13.5%

*Some of the difference in separation rates between the earlier and later years in this table may reflect differences in methods of counting.*

*Data from DOP separation reports (1960-1979).*

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

# STATE OF NEW JERSEY

## SEPARATIONS FROM STATE SERVICE

### FY1980 - FY1994

VOLUNTARY SEPARATIONS							INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
Fiscal Year	Resigned In Good Standing	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1980	3,809	881	0	809	5,499	74%	1,734	8	1,742	24%	145	7,386	63,200	11.7%
1981	4,706	857	0	1,109	6,672	71%	2,570	16	2,586	27%	183	9,441	65,680	14.4%
1982	4,853	740	0	1,063	6,656	69%	2,706	122	2,828	29%	175	9,659	65,789	14.7%
1983	3,371	535	0	1,254	5,160	62%	2,651	292	2,943	35%	197	8,300	66,384	12.5%
1984	3,550	482	0	1,220	5,252	73%	1,692	24	1,716	24%	189	7,157	66,187	10.8%
1985	4,129	495	0	1,180	5,804	75%	1,560	214	1,774	23%	191	7,769	68,551	11.3%
1986	4,694	511	0	1,205	6,410	77%	1,667	32	1,699	20%	190	8,299	70,849	11.7%
1990	4,118	488	0	1,122	5,728	68%	2,500	14	2,514	30%	205	8,447	77,676	10.9%
1991	2,749	361	192	1,058	4,360	62%	2,206	239	2,445	35%	241	7,046	78,362	9.0%
1992	1,987	257	2,104	868	5,216	73%	1,449	229	1,678	24%	207	7,101	76,444	9.3%
1993	1,646	223	863	762	3,494	60%	1,172	965	2,137	37%	175	5,806	75,956	7.6%
1994	1,656	267	1,112	605	3,640	65%	1,714	6	1,720	31%	201	5,561	73,462	7.6%

*Some of the difference in separation rates between the earlier and later years in this table may reflect differences in methods of counting.*

*Data is from Civil Service Commission separation reports (1980-1986) and automated files (1990-1994).*

*Due to transition to a new recording system, data from 1987 through 1989 is incomplete.*

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

**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY1995 - FY2009**

VOLUNTARY SEPARATIONS							INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
Fiscal Year	Resigned In Good Standing	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1995	1,477	243	195	1,044	2,959	64%	1,328	123	1,451	31%	229	4,639	69,360	6.7%
1996	1,308	182	0	1,435	2,925	54%	1,512	850	2,362	43%	158	5,445	73,038	7.5%
1997	1,478	144	0	1,417	3,039	61%	1,454	315	1,769	36%	164	4,972	71,080	7.0%
1998	1,554	132	0	1,676	3,362	57%	1,973	395	2,368	40%	177	5,907	70,272	8.4%
1999	1,554	153	0	1,763	3,470	59%	2,073	204	2,277	39%	166	5,913	71,127	8.3%
2000	1,830	165	0	1,799	3,794	68%	1,568	0	1,568	28%	185	5,547	70,894	7.8%
2001	2,207	199	0	1,781	4,187	69%	1,698	0	1,698	28%	169	6,054	72,663	8.3%
2002	1,981	207	2,341	1,375	5,904	73%	2,055	8	2,063	25%	152	8,119	75,323	10.8%
2003	1,603	229	1,959	1,068	4,859	74%	1,578	0	1,578	24%	166	6,603	74,566	8.9%
2004	1,766	229	143	1,327	3,465	66%	1,629	0	1,629	31%	169	5,263	75,431	7.0%
2005	1,843	229	0	1,600	3,672	67%	1,636	0	1,636	30%	164	5,472	77,561	7.1%
2006	1,594	221	0	1,991	3,806	63%	2,019	34	2,053	34%	178	6,037	80,213	7.5%
2007	1,551	179	0	2,608	4,338	68%	1,847	0	1,847	29%	152	6,337	81,201	7.8%
2008	1,407	148	119	1,863	3,537	66%	1,625	2	1,627	31%	163	5,327	80,418	6.6%
2009	970	141	1,353	1,870	4,334	73%	1,469	12	1,481	25%	139	5,954	82,994	7.2%

*Early Retirement Incentive Programs (ERI) were signed into law in 2002 and 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.*

*Data from automated Personnel files.*

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

**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
FULL-TIME EMPLOYEES FY2010 -FY2013**

VOLUNTARY SEPARATIONS								INVOLUNTARY SEPARATIONS				OTHER			
Fiscal Year	Resigned In Good Standing	Resigned General	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths	Separations During FY	Employees At Start of FY	Separation Rate
2010	772	4	128	11	2,309	3,224	66%	1,533	0	1,533	31%	145	4,902	77,670	6.30%
2011	737	104	136	0	4,171	5,148	68%	2,011	243	2,254	30%	134	7,536	75,794	9.90%

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%

\* 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.

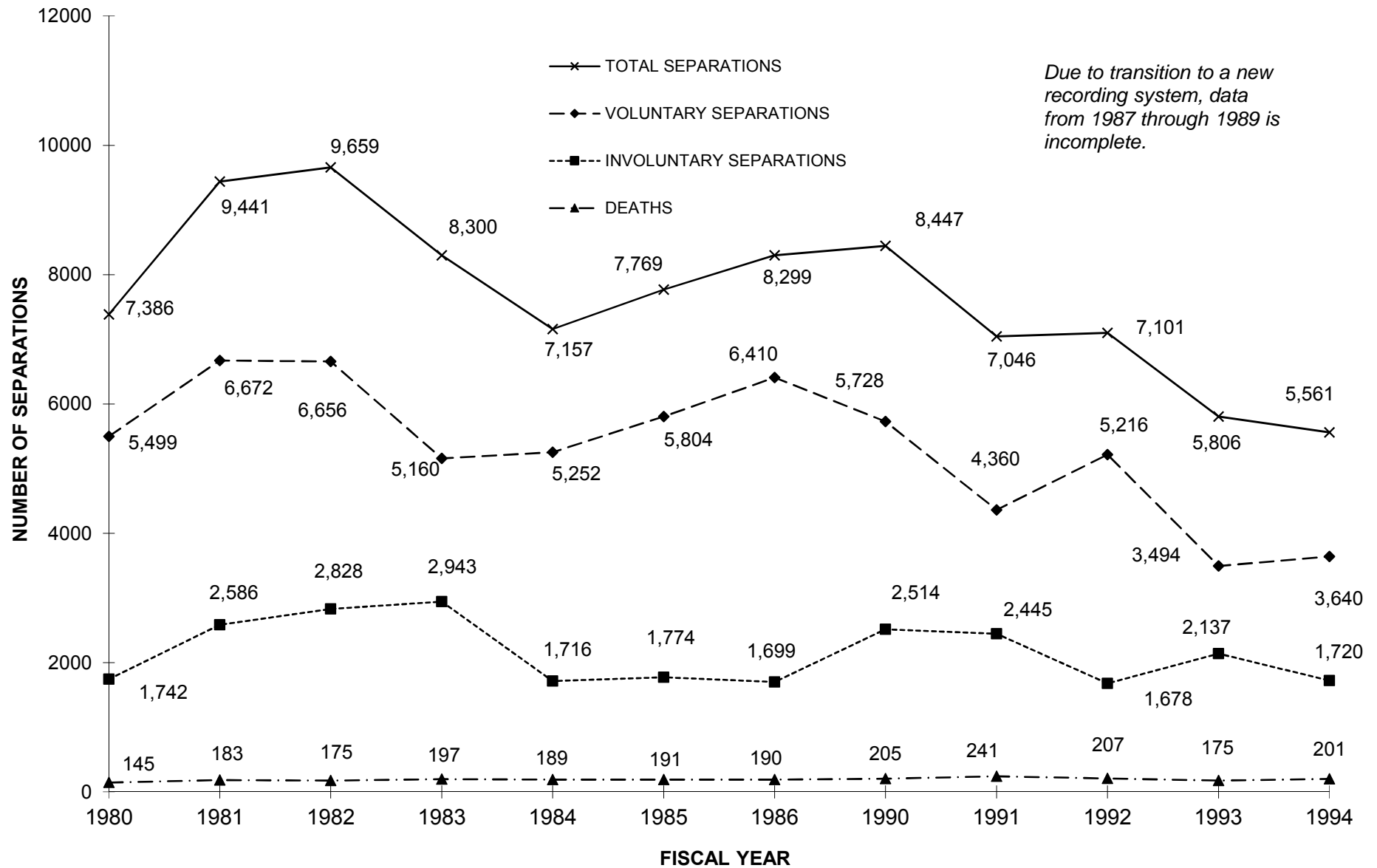
Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and August 1 of that calendar year and met age and service requirements.

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.

Data from automated Personnel files.

# STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FULL-TIME EMPLOYEES FY1980 - FY1994

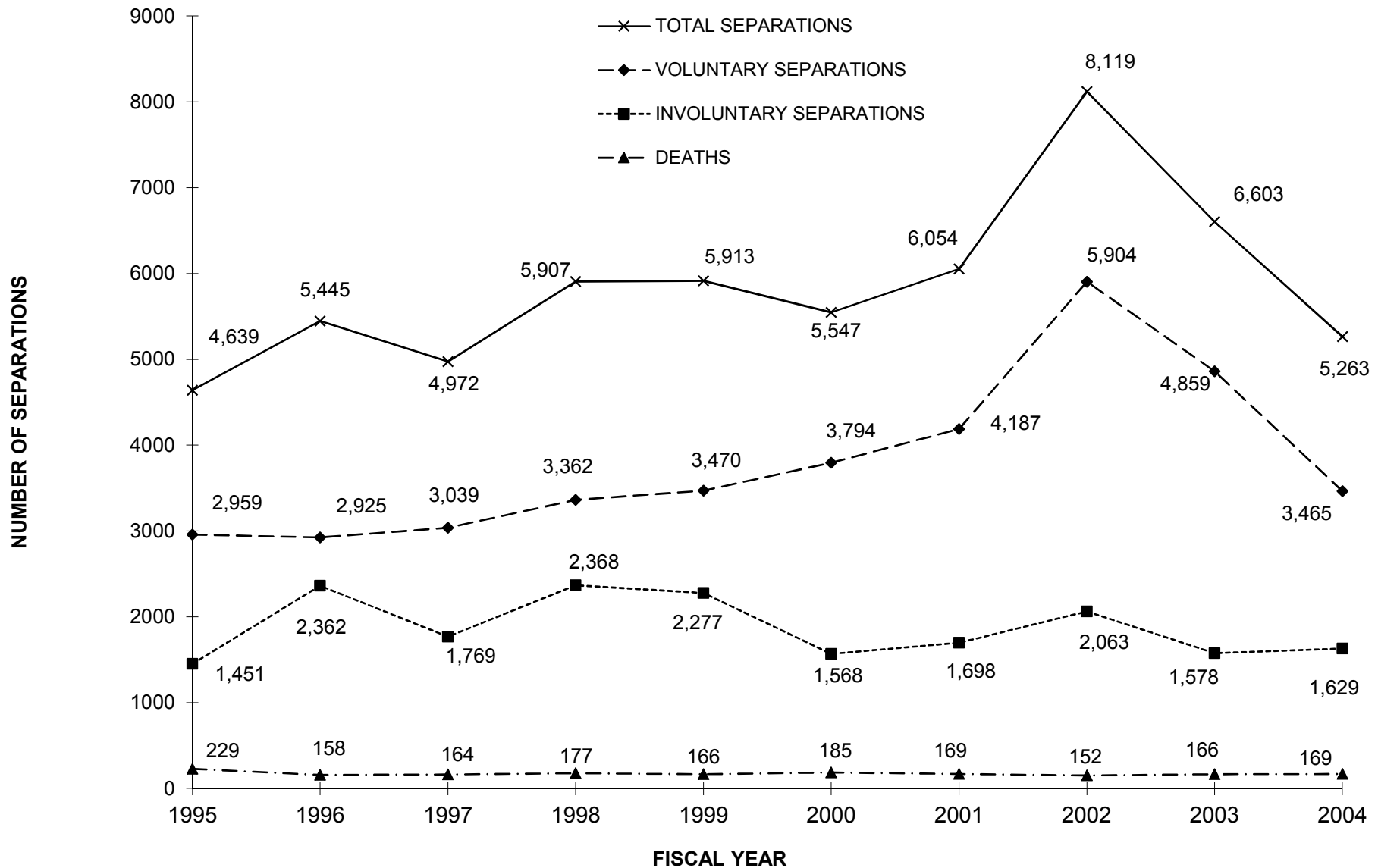


Data provided by the Civil Service Commission from separation reports (1980-1986) and automated personnel files 1990-1994).

# STATE OF NEW JERSEY

## SEPARATIONS FROM STATE SERVICE

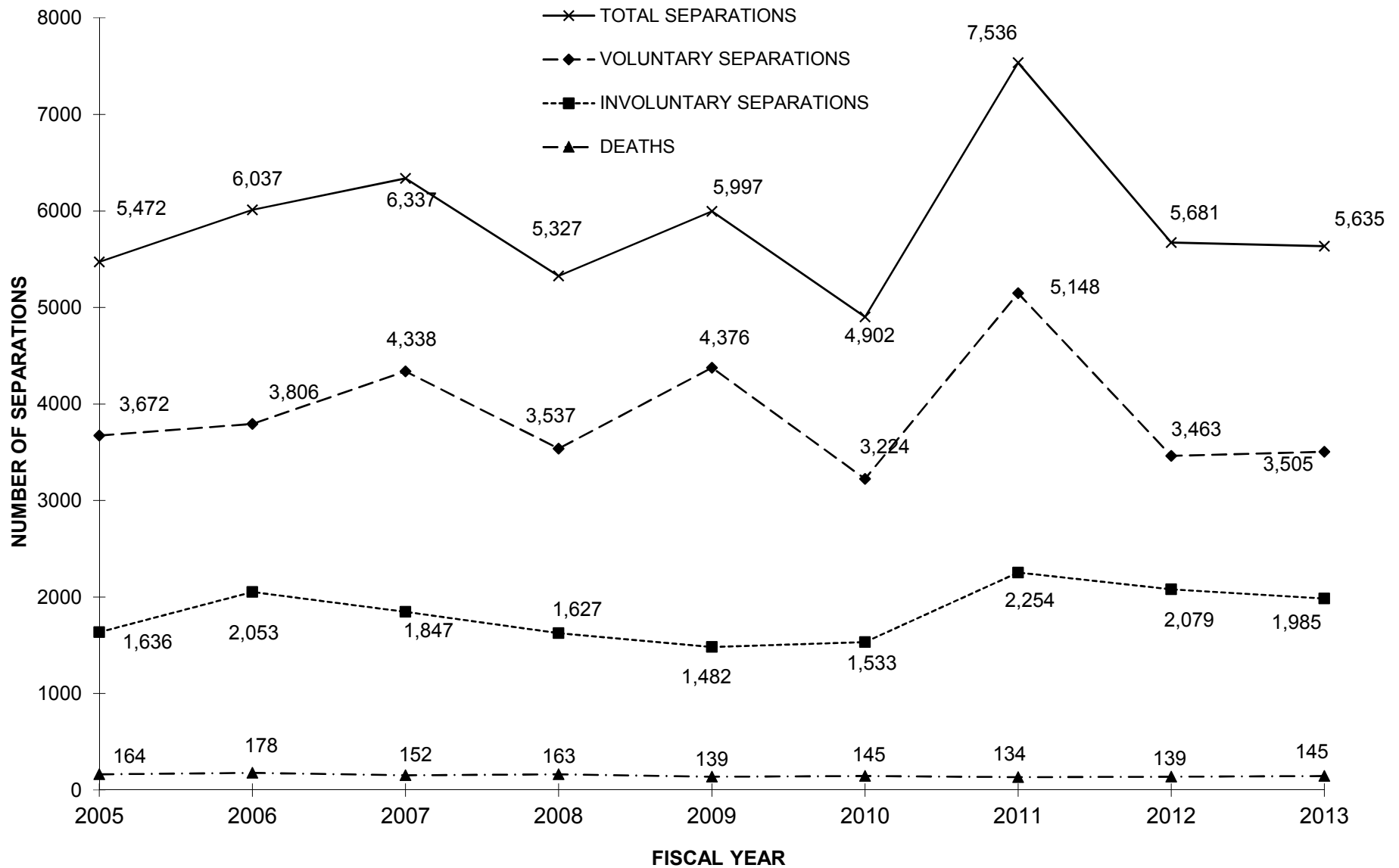
### FULL-TIME EMPLOYEES FY1995 - FY2004



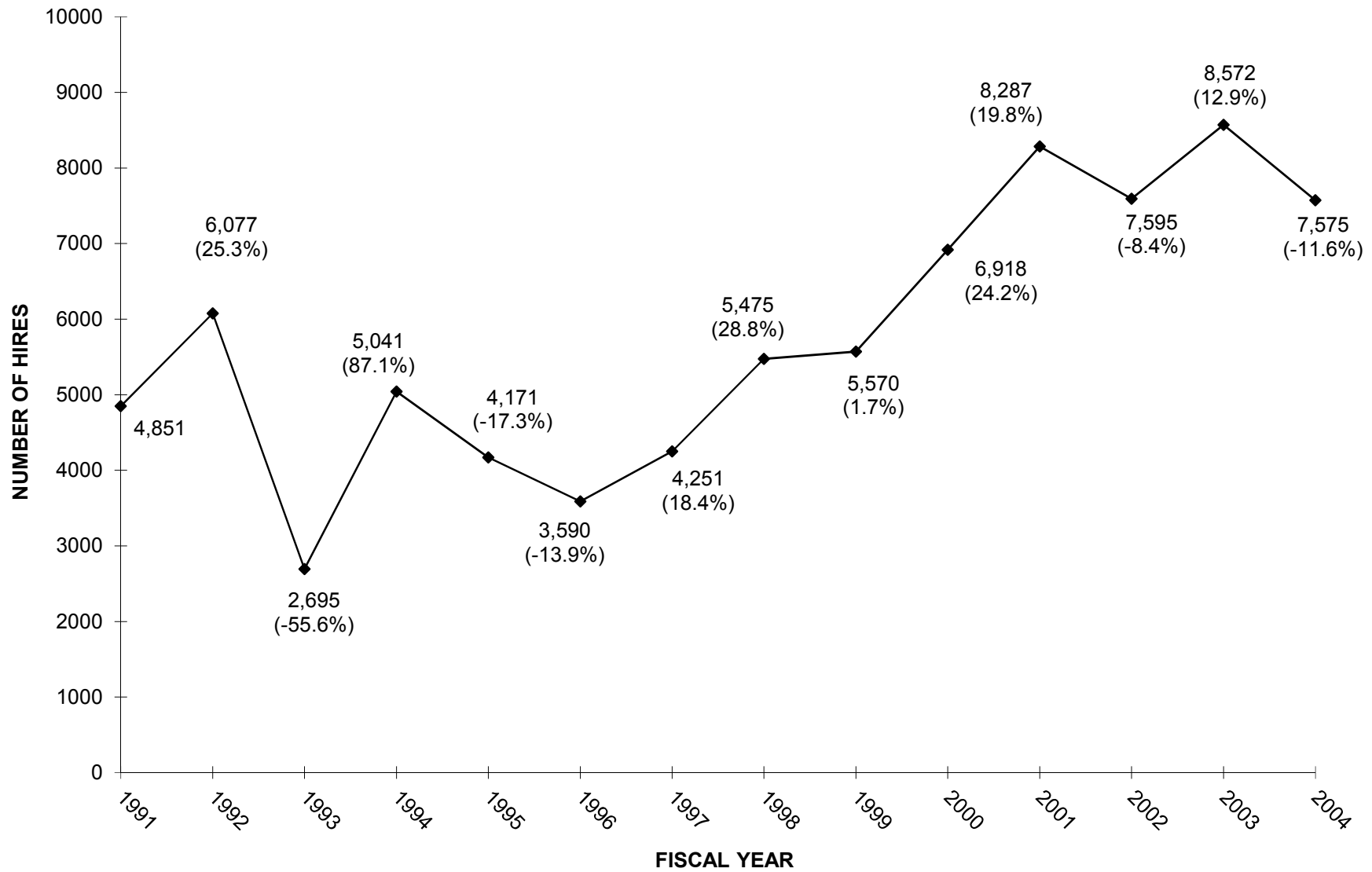
# STATE OF NEW JERSEY

## SEPARATIONS FROM STATE SERVICE

### FULL-TIME EMPLOYEES FY2005 - FY2013



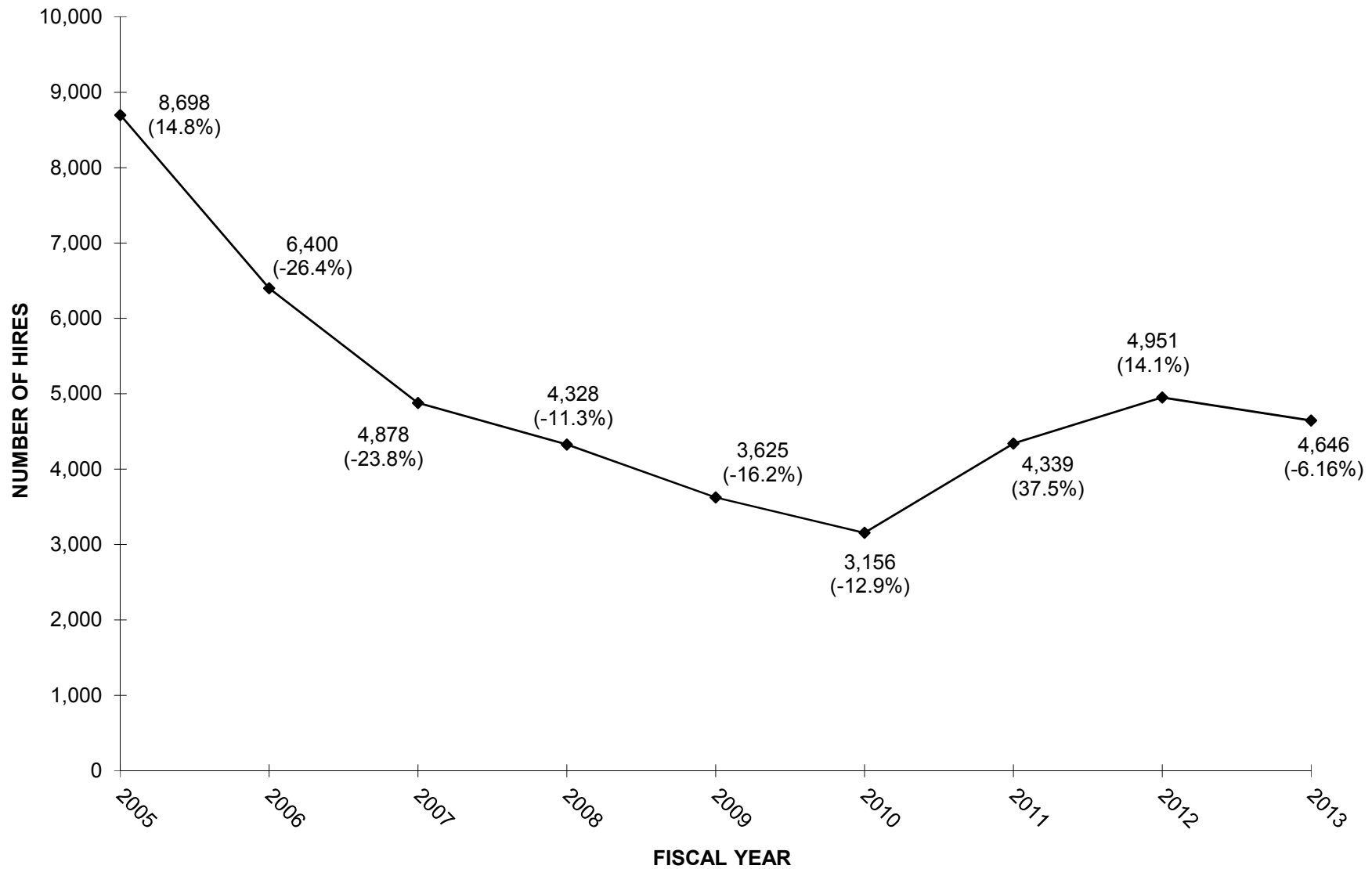
**STATE OF NEW JERSEY  
HIRING BY STATE GOVERNMENT  
FY1991 THROUGH FY2004**



*Data provided by the Civil Service Commission from automated personnel files.  
All figures now include resignation pickup actions.*



**STATE OF NEW JERSEY  
HIRING BY STATE GOVERNMENT  
FY2005 THROUGH FY2013**

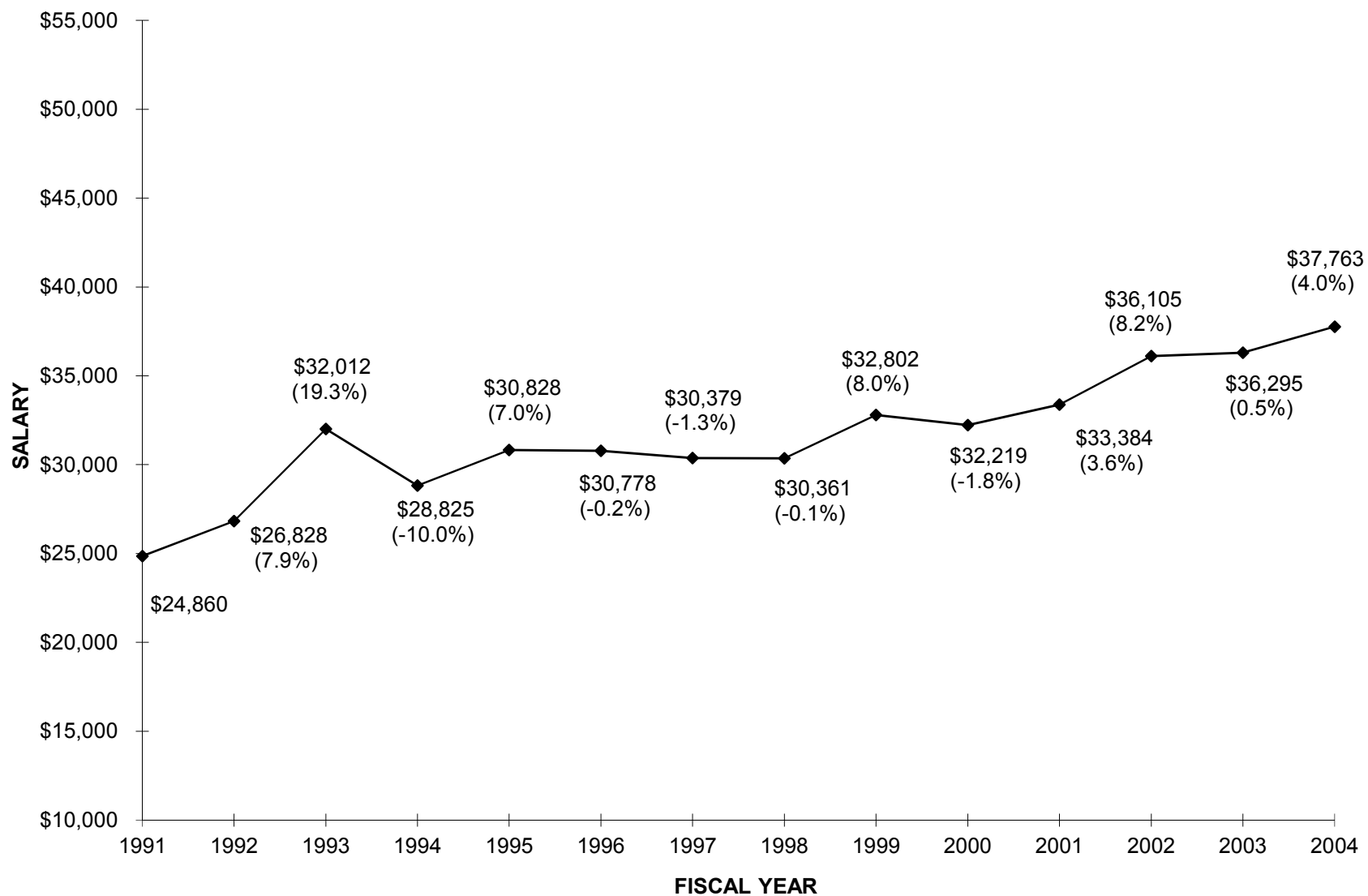


*Data provided by the Civil Service Commission from automated personnel files.  
All figures now include resignation pickup actions.*

# STATE OF NEW JERSEY

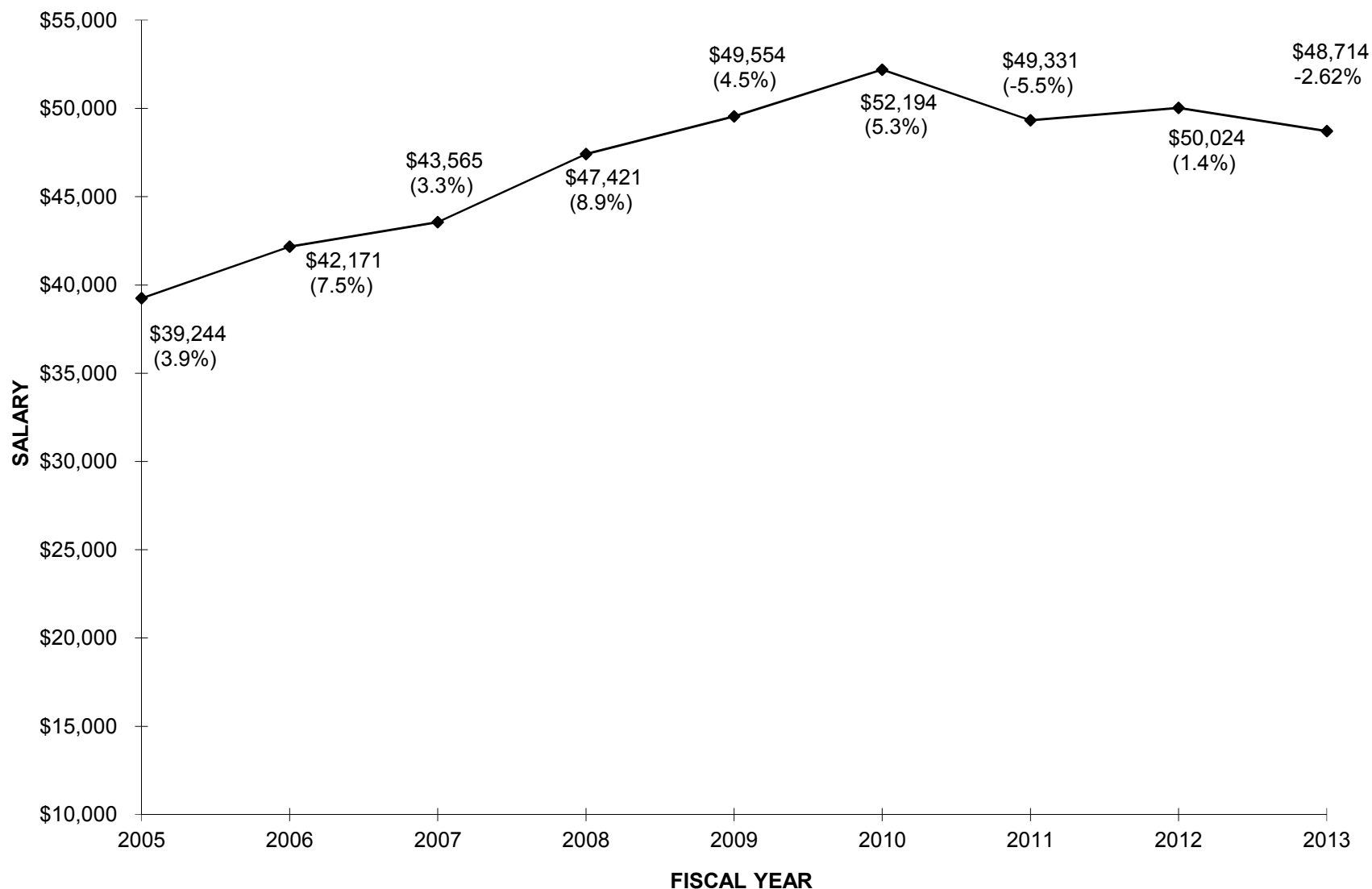
## AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT

### FY1991 THROUGH FY2004



Data provided by the Civil Service Commission from automated personnel files.  
All figures now include resignation pickup actions.

**STATE OF NEW JERSEY**  
**AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT**  
**FY2005 THROUGH FY2013**



*Data provided by the Civil Service Commission from automated personnel files.  
All figures now include resignation pickup actions.*

**STATE OF NEW JERSEY**  
**EDUCATION, LOCATION AND OCCUPATIONAL DATA**  
**FOR STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION*

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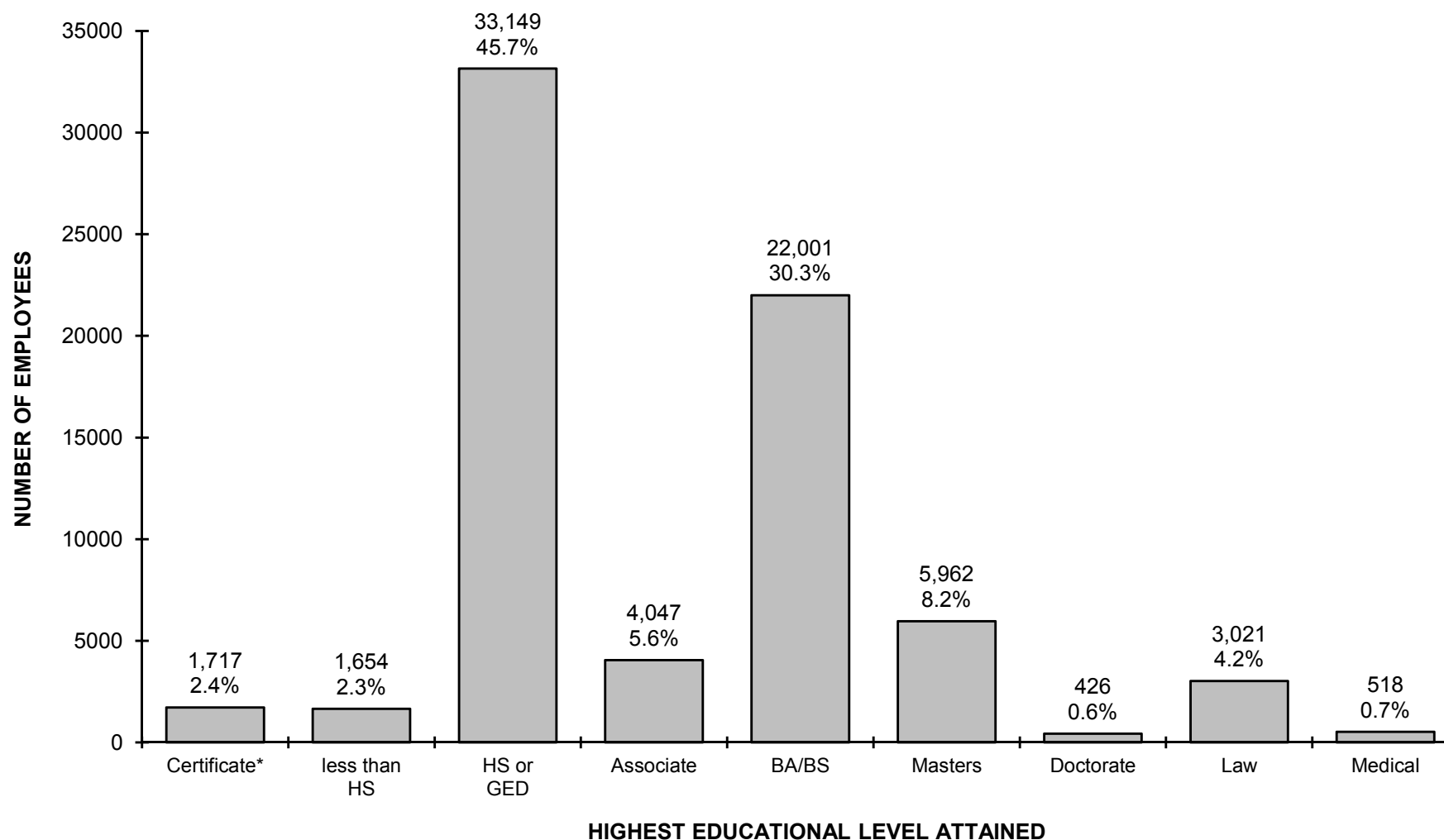
The table on Page 29 counts State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,001 employees, the true number of employees with a Bachelor's degree (or equivalent) is 31,928 (or 44 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 30) 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 31. Page 32 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 33 presents a pie 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 10, 2014



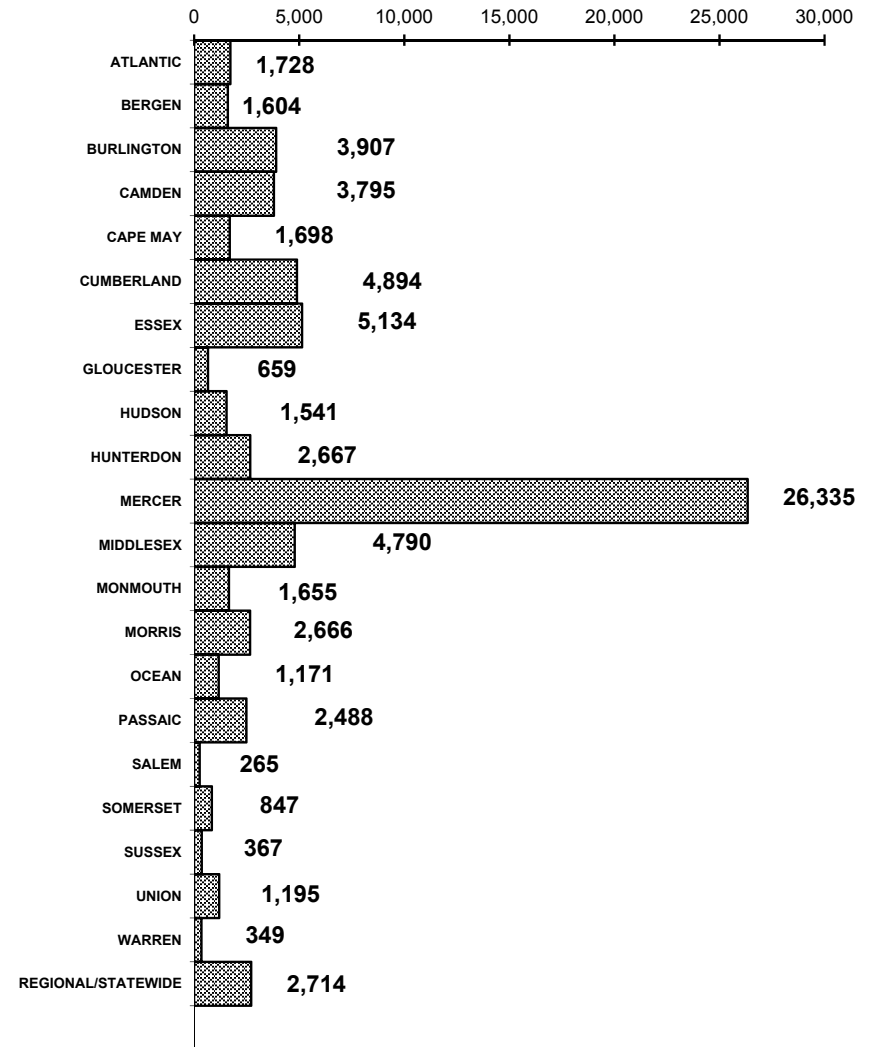
Percentages refer to the total State Government workforce (as of 01/10/2014, 72,495.)

\* 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 10, 2014

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,728	2.4
BERGEN	1,604	2.2
BURLINGTON	3,907	5.4
CAMDEN	3,795	5.2
CAPE MAY	1,698	2.3
CUMBERLAND	4,894	6.8
ESSEX	5,134	7.1
GLOUCESTER	659	0.9
HUDSON	1,541	2.1
HUNTERDON	2,667	3.7
MERCER	26,335	36.3
MIDDLESEX	4,790	6.6
MONMOUTH	1,655	2.3
MORRIS	2,666	3.7
OCEAN	1,171	1.6
PASSAIC	2,488	3.4
SALEM	265	0.4
SOMERSET	847	1.2
SUSSEX	367	0.5
UNION	1,195	1.6
WARREN	349	0.5
REGIONAL/STATEWIDE	2,714	3.7
<b>OUT OF STATE</b>		
CALIFORNIA	4	*
CONNECTICUT	0	*
MASSACHUSETTS	0	*
ILLINOIS	20	*
NEW YORK	0	*
WASHINGTON, DC	2	*
<b>TOTAL</b>	<b>72,495</b>	<b>100.0</b>

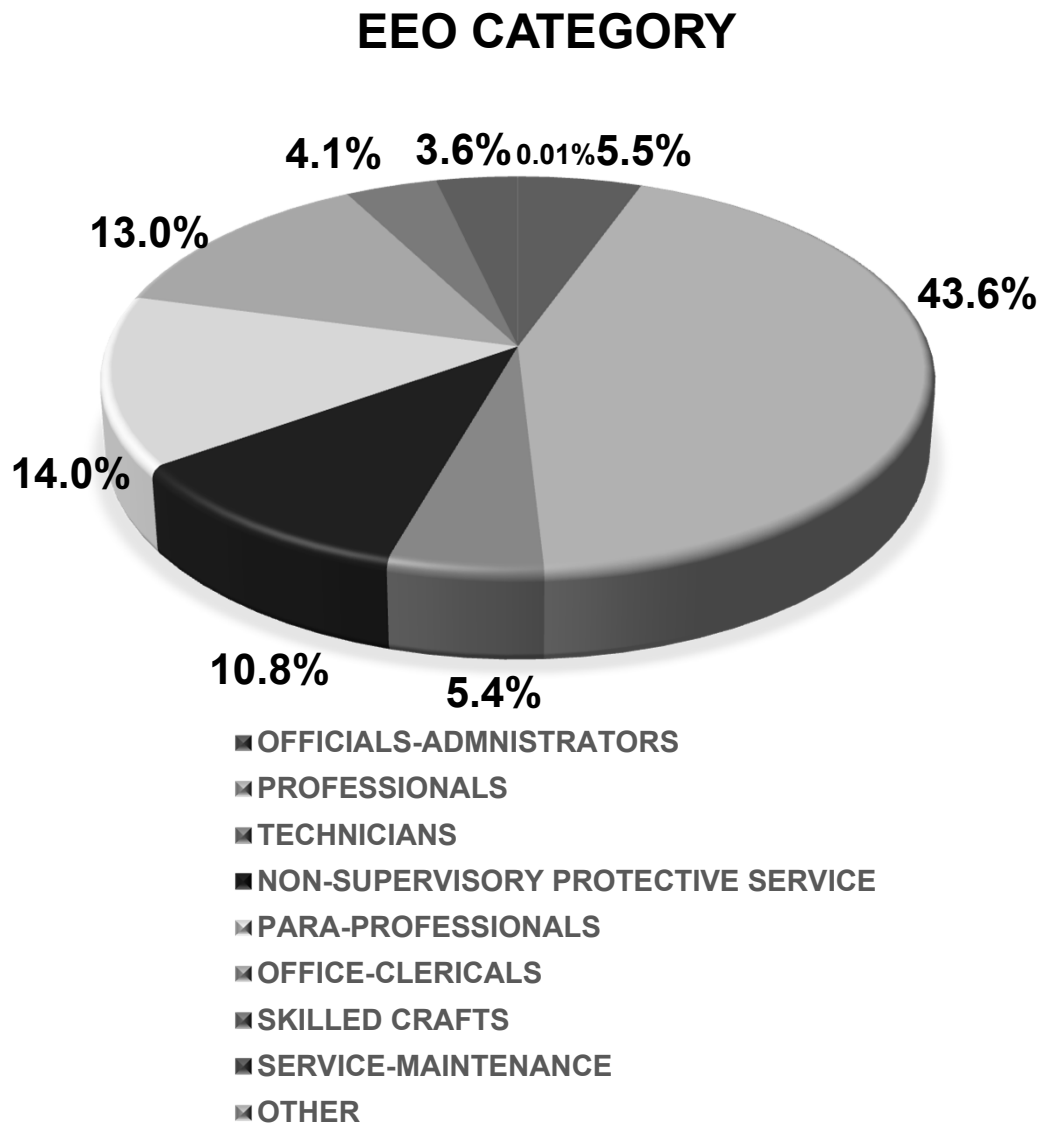


*Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 22 out-of-State positions.  
Data provided by the Civil Service Commission from automated personnel files.*

*\*Less than 0.1.*

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY**  
*JANUARY 10, 2014*

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,002 5.5%
PROFESSIONALS	31,601 43.6%
TECHNICIANS	3896 5.4%
NON-SUPERVISORY PROTECTIVE SERVICE	7,793 10.8%
PARA-PROFESSIONALS	10,154 14.0%
OFFICE-CLERICALS	9,448 13.0%
SKILLED CRAFTS	2,972 4.1%
SERVICE-MAINTENANCE	2,621 3.6%
OTHER	8 0.01%
<b>TOTAL</b>	<b>72,495</b>



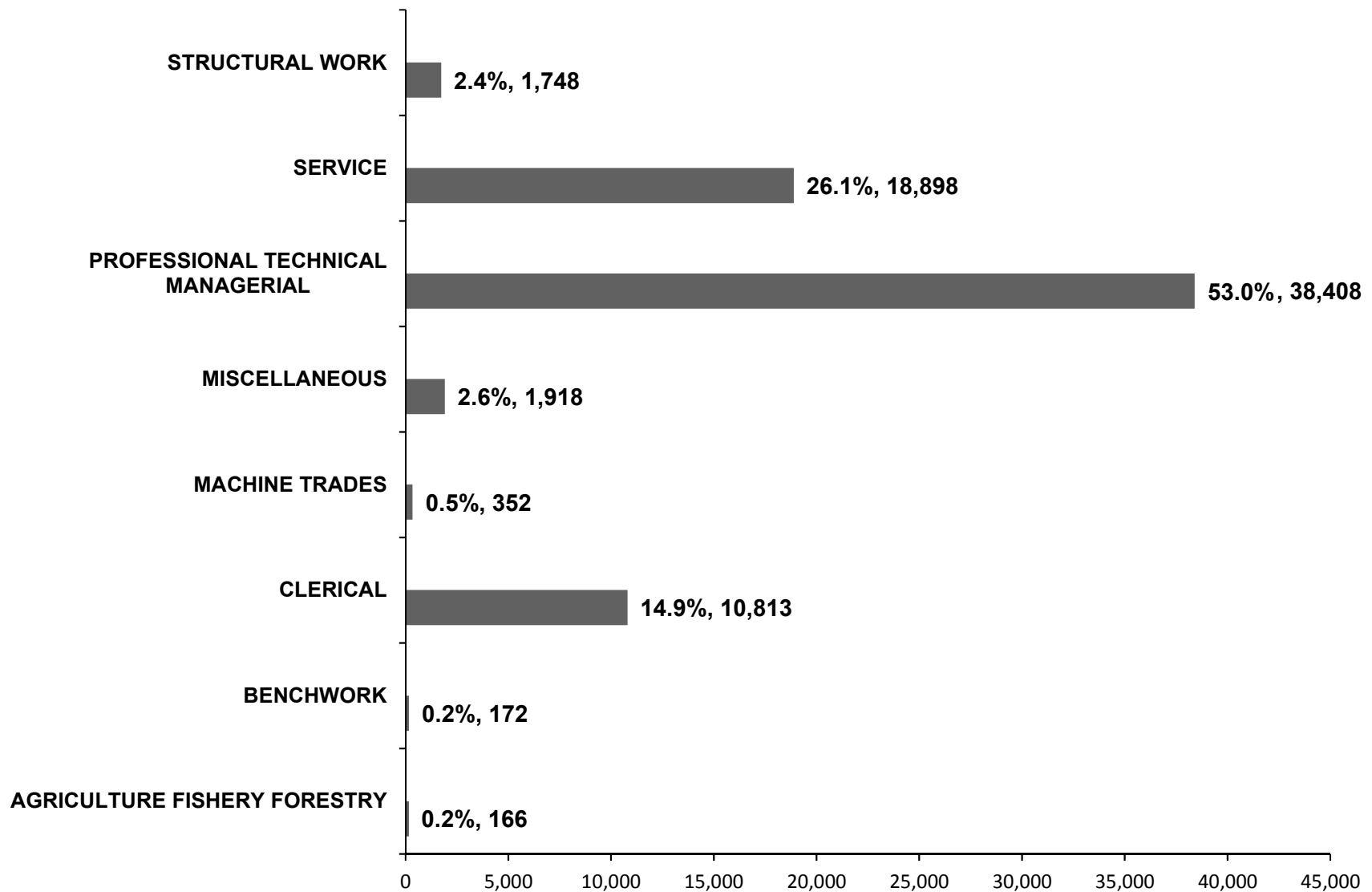
**State of New Jersey**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION**

JANUARY 10, 2014

CATEGORY		OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	1,072	0	0	1,072
	01	ENV ENGR-ARCHITECTURE	214	0	0	214
	02	PHYSICAL SCI-STATS	1,600	0	0	1,600
	04	LIFE SCIENCES	216	0	0	216
	05	SOCIAL SCIENCES	340	0	0	340
	06	SOCIAL-PSYCH SERVICES	7,048	2,330	0	9,378
	07	MEDICAL-HEALTH SERVICES	3,772	0	0	3,772
	09	EDUCATION	1,627	0	4	1,631
	10	MUSEUM/LIBRARY/ARCHIVES	125	5	5	135
	11	LAW	2,265	970	107	3,342
	12	INFO PROCESSING SYSTEMS	2,080	316	27	2,423
	13	WRITING	158	52	42	252
	14	ART	28	0	0	28
	15	FINANCE	1,853	88	113	2,054
	16	ADMINISTRATION	7,039	1,981	92	9,112
	17	INSPECTIONS/INVESTIGATIONS	2,482	252	13	2,747
	18	RECREATION	84	0	0	84
	19	BROADCASTING/TRANSMITTING	8	0	0	8
CLERICAL	20	GENERAL CLERICAL	6,571	2,879	67	9,517
	21	FINANCE CLERICAL	252	97	4	353
	22	STOCK-STORAGE-INVENTORY	264	0	4	268
	24	INFO-MSG DISTRIBUTION	675	0	0	675
SERVICE	30	BLDG-FACILITY SERVICES	1,176	0	0	1,176
	31	FOOD SERVICES	1,014	0	0	1,014
	33	BARBERING/COSMETOLOGY	14	0	0	14
	35	DIRECT CARE	6,273	0	0	6,273
	36	PROTECTIVE SERVICES	10,411	0	10	10,421
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	112	0	0	112
	41	ANIMAL FARMING	52	0	0	52
	43	FORESTRY	2	0	0	2
MACHINE TRADES	60	MACHINERY REPAIR	352	0	0	352
	65	PRINTING	43	9	0	52
BENCHWORK	70	TECHNICAL REPAIR	1	0	0	1
	72	ELECTRICAL REPAIR	169	0	2	171
STRUCTURAL WORK	80	SKILLED TRADES	405	0	0	405
	81	STRUCTURAL MAINTENANCE	1,341	0	2	1,343
MISCELLANEOUS	90	TRANSPORTATION	467	14	0	481
	91	UTILITIES	179	0	0	179
	92	MULTIPLE GROUPS	1,180	25	1	1,206
TOTAL			62,964	9,018	493	72,475



**STATE OF NEW JERSEY**  
**DISTRUBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL CATEGORY**  
*JANUARY 10, 2014*



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 1/10/2014: 72,495

# STATE OF NEW JERSEY

## **SALARY DATA FOR STATE GOVERNMENT WORKFORCE**

### *INTRODUCTION*

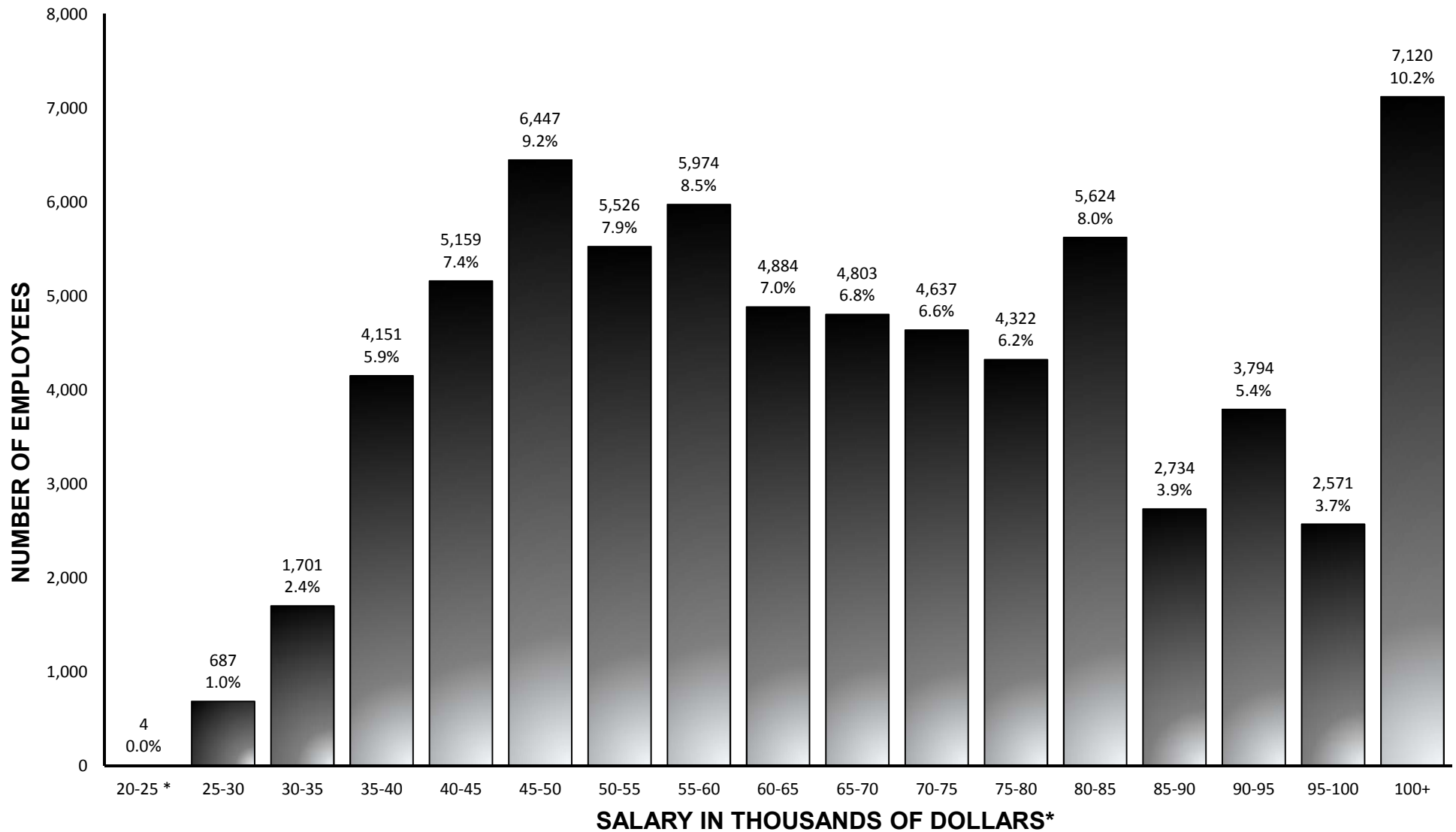
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We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$73,615) account for 60 percent of the full-time State Government workforce. The median salary is \$68,195. See Page 5 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 10 (by agency) and on Page 48 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on Page 35. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. For the third 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 36. 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.

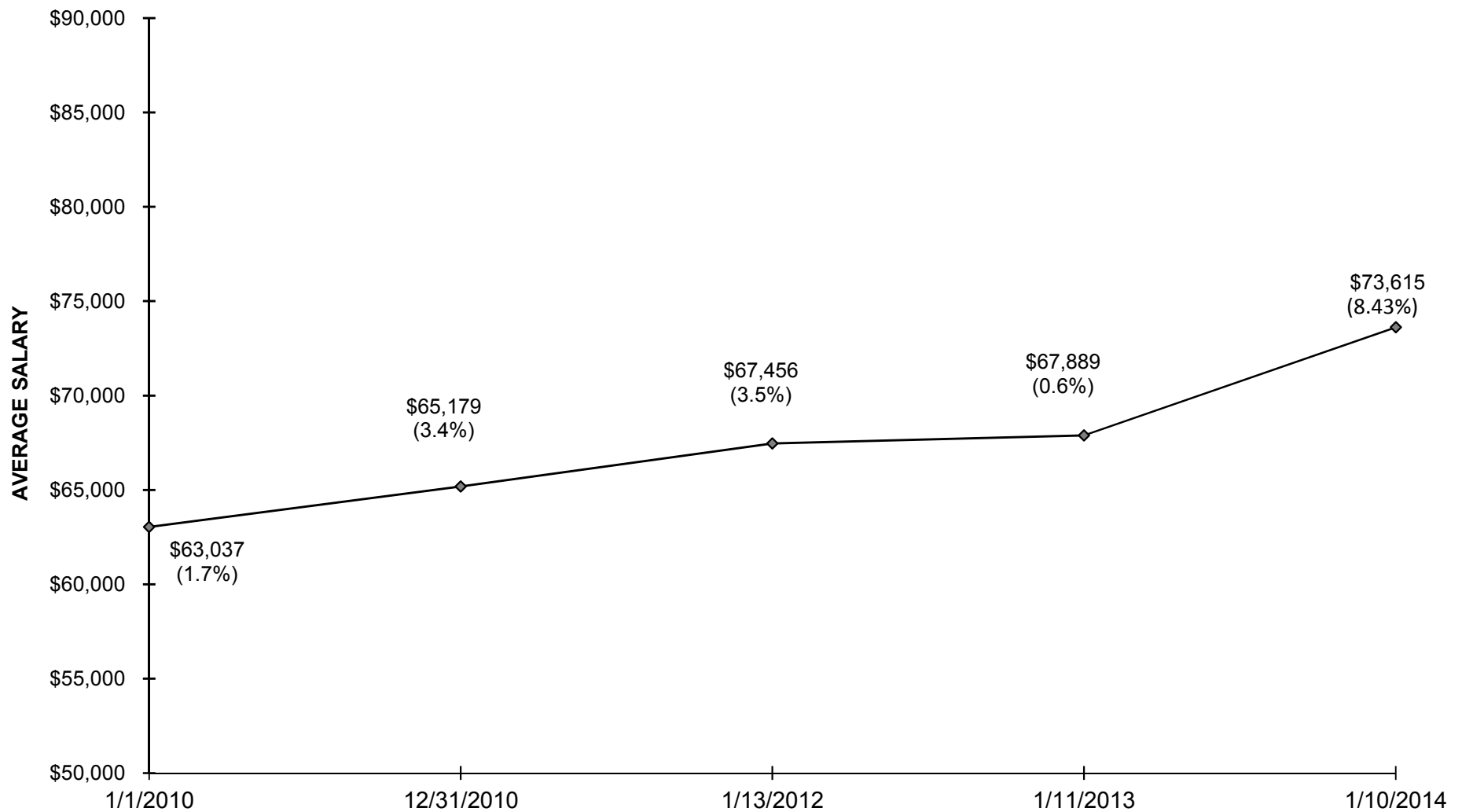
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY**  
 JANUARY 10, 2014



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 01/10/2014, 70,272).

\*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**  
*2010 through 2014*



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

*INTRODUCTION*

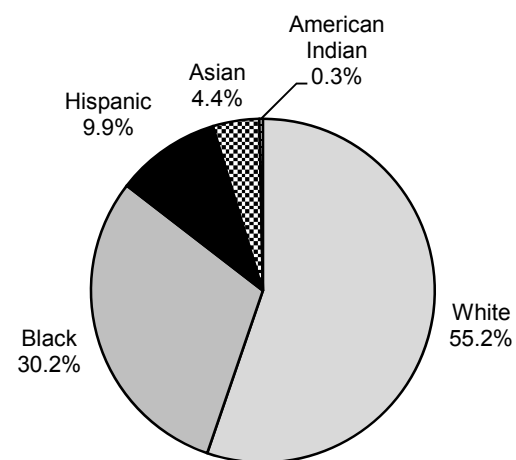
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We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied 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 40, there is a table giving the gender and race/ethnic distribution by agency.

Pages 41 and 42 show historic trends for minorities (Blacks, Hispanics, Asians, and American Indians), and Pages 43 and 44 show historic information for women. These charts are based on counts of full-time employees at Fiscal Year intervals, while the three preceding tables count all employees in a Calendar Year snapshot. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974. The dotted 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 43 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 56.2 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 Fiscal Year 2013 than in Fiscal Year 2012.

**STATE OF NEW JERSEY**  
**RACE/ETHNIC DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**  
 JANUARY 10, 2014

STATE AGENCY	White	Black	Hispanic	Asian	American Indian	Total
<b>AGRICULTURE</b>	<b>163</b>	<b>23</b>	<b>11</b>	<b>13</b>	<b>0</b>	<b>210</b>
<b>BANKING &amp; INSURANCE</b>	<b>347</b>	<b>91</b>	<b>27</b>	<b>18</b>	<b>3</b>	<b>486</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>2,631</b>	<b>2,869</b>	<b>1,114</b>	<b>120</b>	<b>13</b>	<b>6,747</b>
<b>COMMUNITY AFFAIRS</b>	<b>578</b>	<b>219</b>	<b>95</b>	<b>18</b>	<b>4</b>	<b>914</b>
<b>CORRECTIONS</b>	<b>4,976</b>	<b>2,543</b>	<b>1,123</b>	<b>113</b>	<b>36</b>	<b>8,791</b>
Corrections	4,609	2,414	1,038	101	34	8,196
State Parole Board	367	129	85	12	2	595
<b>EDUCATION</b>	<b>579</b>	<b>171</b>	<b>32</b>	<b>34</b>	<b>0</b>	<b>816</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,257</b>	<b>233</b>	<b>113</b>	<b>163</b>	<b>12</b>	<b>2,778</b>
<b>GOVERNOR'S OFFICE</b>	<b>108</b>	<b>10</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>130</b>
<b>HEALTH</b>	<b>740</b>	<b>256</b>	<b>71</b>	<b>97</b>	<b>3</b>	<b>1,167</b>
<b>HUMAN SERVICES</b>	<b>6,050</b>	<b>7,991</b>	<b>959</b>	<b>775</b>	<b>51</b>	<b>15,826</b>
<b>INFORMATION TECHNOLOGY</b>	<b>499</b>	<b>87</b>	<b>32</b>	<b>125</b>	<b>5</b>	<b>748</b>
<b>LABOR</b>	<b>1,965</b>	<b>934</b>	<b>479</b>	<b>154</b>	<b>4</b>	<b>3,536</b>
Labor	1,808	866	466	139	3	3,282
Civil Service Commission	157	68	13	15	1	254
<b>LAW &amp; PUBLIC SAFETY</b>	<b>5,735</b>	<b>1,377</b>	<b>662</b>	<b>211</b>	<b>23</b>	<b>8,008</b>
Law & Public Safety	5,078	858	552	193	21	6,702
Homeland Security & Preparedness	90	7	2	3	0	102
Juvenile Justice	567	512	108	15	2	1,204
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>566</b>	<b>609</b>	<b>174</b>	<b>195</b>	<b>8</b>	<b>1,552</b>
<b>STATE</b>	<b>235</b>	<b>52</b>	<b>29</b>	<b>16</b>	<b>1</b>	<b>333</b>
State	131	30	19	4	1	185
Higher Educational Student Assistance	104	22	10	12	0	148
<b>TRANSPORTATION</b>	<b>3,591</b>	<b>884</b>	<b>592</b>	<b>484</b>	<b>25</b>	<b>5,576</b>
Transportation	2,187	368	192	415	15	3,177
Motor Vehicles	1,404	516	400	69	10	2,399
<b>TREASURY</b>	<b>3,281</b>	<b>1,346</b>	<b>446</b>	<b>279</b>	<b>14</b>	<b>5,366</b>
Treasury	2,414	929	224	221	7	3,795
Administrative Law	61	24	6	1	0	92
Casino Control	27	17	4	1	1	50
Public Defender	657	306	183	40	6	1,192
Public Utilities	122	70	29	16	0	237
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>34,301</b>	<b>19,695</b>	<b>5,966</b>	<b>2,819</b>	<b>203</b>	<b>62,984</b>
<b>JUDICIARY</b>	<b>5,370</b>	<b>2,143</b>	<b>1,169</b>	<b>313</b>	<b>23</b>	<b>9,018</b>
<b>LEGISLATIVE STAFF</b>	<b>381</b>	<b>55</b>	<b>27</b>	<b>30</b>	<b>0</b>	<b>493</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>40,052</b>	<b>21,893</b>	<b>7,162</b>	<b>3,162</b>	<b>226</b>	<b>72,495</b>

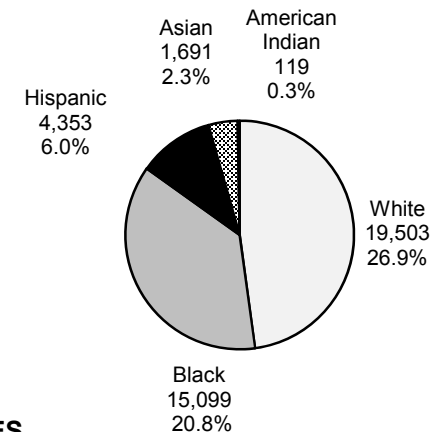


**STATE OF NEW JERSEY**  
**GENDER DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**  
**AND RACE/ETHNIC COMPOSITION OF EACH GENDER GROUP**

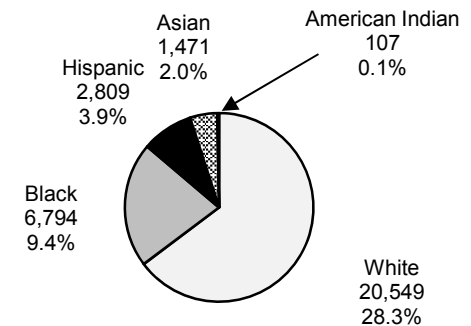
JANUARY 10, 2014

STATE AGENCY	MALE	FEMALE	TOTAL
<b>AGRICULTURE</b>	<b>95</b>	<b>115</b>	<b>210</b>
<b>BANKING &amp; INSURANCE</b>	<b>254</b>	<b>232</b>	<b>486</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>1,397</b>	<b>5,350</b>	<b>6,747</b>
<b>COMMUNITY AFFAIRS</b>	<b>498</b>	<b>416</b>	<b>914</b>
<b>CORRECTIONS</b>	<b>6,394</b>	<b>2,397</b>	<b>8,791</b>
Corrections	6,055	2,141	8,196
State Parole Board	339	256	595
<b>EDUCATION</b>	<b>266</b>	<b>550</b>	<b>816</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,667</b>	<b>1,111</b>	<b>2,778</b>
<b>GOVERNOR'S OFFICE</b>	<b>61</b>	<b>69</b>	<b>130</b>
<b>HEALTH</b>	<b>353</b>	<b>814</b>	<b>1,167</b>
<b>HUMAN SERVICES</b>	<b>5,120</b>	<b>10,706</b>	<b>15,826</b>
<b>INFORMATION TECHNOLOGY</b>	<b>443</b>	<b>305</b>	<b>748</b>
<b>LABOR</b>	<b>1,221</b>	<b>2,315</b>	<b>3,536</b>
Labor	1,130	2,152	3,282
Civil Service Commission	91	163	254
<b>LAW &amp; PUBLIC SAFETY</b>	<b>5,129</b>	<b>2,879</b>	<b>8,008</b>
Law & Public Safety	4,283	2,419	6,702
Homeland Security & Preparedness	65	37	102
Juvenile Justice	781	423	1,204
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>527</b>	<b>1,025</b>	<b>1,552</b>
<b>STATE</b>	<b>116</b>	<b>217</b>	<b>333</b>
State	69	116	185
Higher Educational Student Assistance	47	101	148
<b>TRANSPORTATION</b>	<b>3,337</b>	<b>2,239</b>	<b>5,576</b>
Transportation	2,582	595	3,177
Motor Vehicles	755	1,644	2,399
<b>TREASURY</b>	<b>2,186</b>	<b>3,180</b>	<b>5,366</b>
Treasury	1,616	2,179	3,795
Administrative Law	33	59	92
Casino Control	18	32	50
Public Defender	395	797	1,192
Public Utilities	124	113	237
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>29,064</b>	<b>33,920</b>	<b>62,984</b>
JUDICIARY	2,423	6595	9,018
LEGISLATIVE STAFF	243	250	493
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>31,730</b>	<b>40,765</b>	<b>72,495</b>

**FEMALES**



**MALES**



**MALE 43.8%**  
**FEMALE 56.2%**

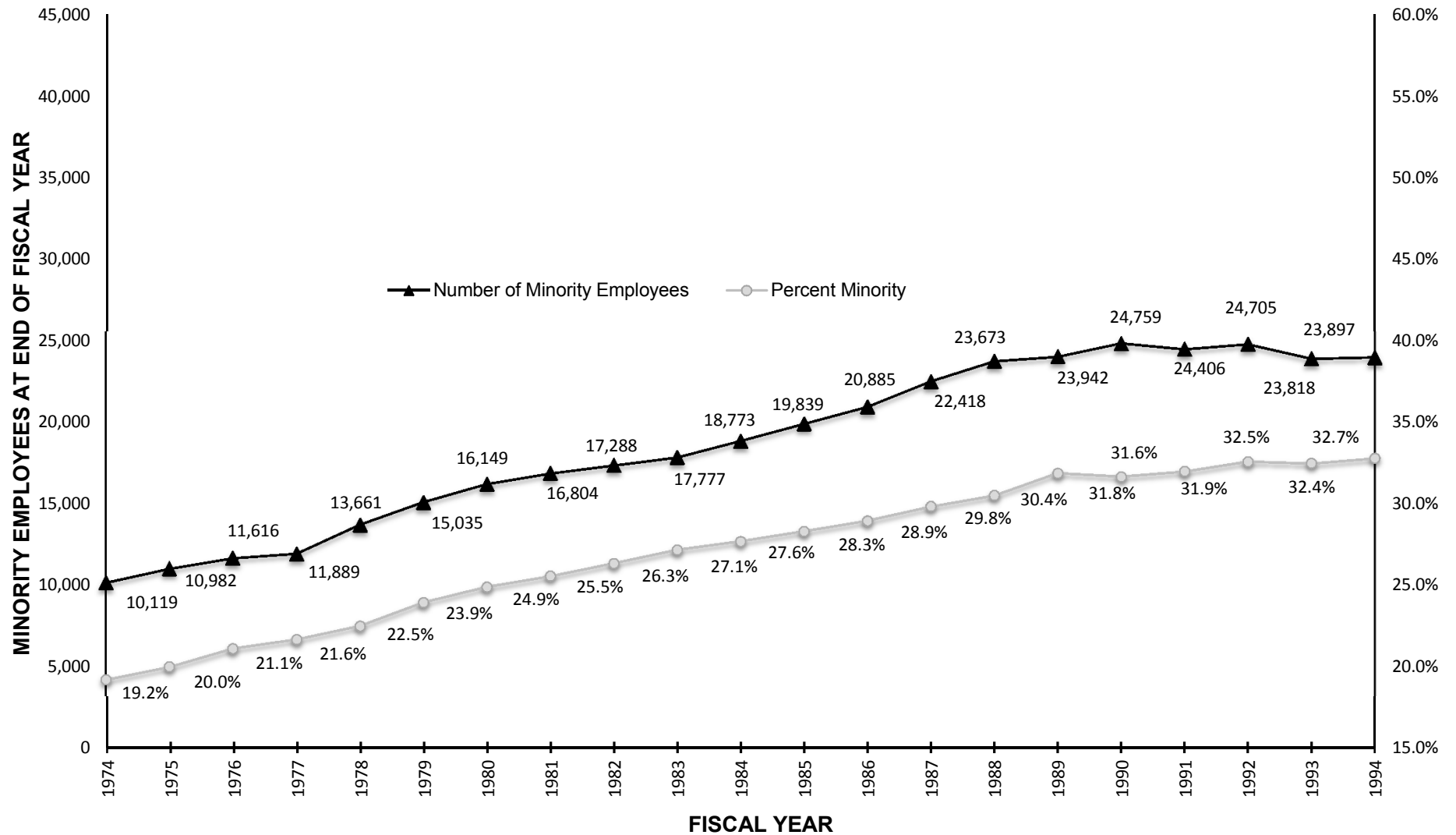
**STATE OF NEW JERSEY**  
**RACE/ETHNIC AND GENDER DISTRIBUTION OF STATE GOVERNMENT**  
**EMPLOYEES BY AGENCY**  
*JANUARY 10, 2014*

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian	Total	
AGRICULTURE	77	7	5	6	0	95	86	16	6	7	0	115	210
BANKING & INSURANCE	205	29	5	12	3	254	142	62	22	6	0	232	486
CHILDREN & FAMILIES	572	566	222	34	3	1,397	2,059	2,303	892	86	10	5,350	6,747
COMMUNITY AFFAIRS	387	56	42	11	2	498	191	163	53	7	2	416	914
CORRECTIONS	3,965	1,462	860	80	27	6,394	1,011	1,081	263	33	9	2,397	8,791
Corrections	3,724	1,418	813	74	26	6,055	885	996	225	27	8	2,141	8,196
State Parole Board	241	44	47	6	1	339	126	85	38	6	1	256	595
EDUCATION	208	36	11	11	0	266	371	135	21	23	0	550	816
ENVIRONMENTAL PROTECTION	1,402	93	62	105	5	1,667	855	140	51	58	7	1,111	2,778
GOVERNOR'S OFFICE	54	2	2	3	0	61	54	8	5	1	1	69	130
HEALTH & SENIOR SERVICES	245	48	27	31	2	353	495	208	44	66	1	814	1,167
HUMAN SERVICES	2,115	2,359	324	305	17	5,120	3,935	5,632	635	470	34	10,706	15,826
INFORMATION TECHNOLOGY	316	47	20	57	3	443	183	40	12	68	2	305	748
LABOR	852	203	103	63	0	1,221	1,113	731	376	91	4	2,315	3,536
Labor	787	186	99	58	0	1,130	1,021	680	367	81	3	2,152	3,282
Civil Service Commission	65	17	4	5	0	91	92	51	9	10	1	163	254
LAW & PUBLIC SAFETY	3,908	646	436	121	18	5,129	1,827	731	226	90	5	2,879	8,008
Law & Public Safety	3,461	333	361	110	18	4,283	1,617	525	191	83	3	2,419	6,702
Homeland Security & Preparedness	62	2	0	1	0	65	28	5	2	2	0	37	102
Juvenile Justice	385	311	75	10	0	781	182	201	33	5	2	423	1,204
MILITARY & VETERANS AFFAIRS	280	134	60	52	1	527	286	475	114	143	7	1,025	1,552
STATE	93	10	9	4	0	116	142	42	20	12	1	217	333
State	57	5	6	1	0	69	74	25	13	3	1	116	185
Higher Educational Student Assistance	36	5	3	3	0	47	68	17	7	9	0	101	148
TRANSPORTATION	2,340	378	243	360	16	3,337	1,251	506	349	124	9	2,239	5,576
Transportation	1,812	260	160	336	14	2,582	375	108	32	79	1	595	3,177
Motor Vehicles	528	118	83	24	2	755	876	398	317	45	8	1,644	2,399
TREASURY	1,625	327	136	93	5	2,186	1,656	1,019	310	186	9	3,180	5,366
Treasury	1,238	226	80	70	2	1,616	1,176	703	144	151	5	2,179	3,795
Administrative Law	27	5	1	0	0	33	34	19	5	1	0	59	92
Casino Control	10	6	1	1	0	18	17	11	3	0	1	32	50
Public Defender	269	66	46	11	3	395	388	240	137	29	3	797	1,192
Public Utilities	81	24	8	11	0	124	41	46	21	5	0	113	237
TOTAL EXECUTIVE DEPARTMENTS	18,644	6,403	2,567	1,348	102	29,064	15,657	13,292	3,399	1,471	101	33,920	62,984
JUDICIARY	1,710	370	234	104	5	2,423	3,660	1,773	935	209	18	6,595	9,018
LEGISLATIVE STAFF	195	21	8	19	0	243	186	34	19	11	0	250	493
TOTAL STATE GOVT WORKFORCE	20,549	6,794	2,809	1,471	107	31,730	19,503	15,099	4,353	1,691	119	40,765	72,495

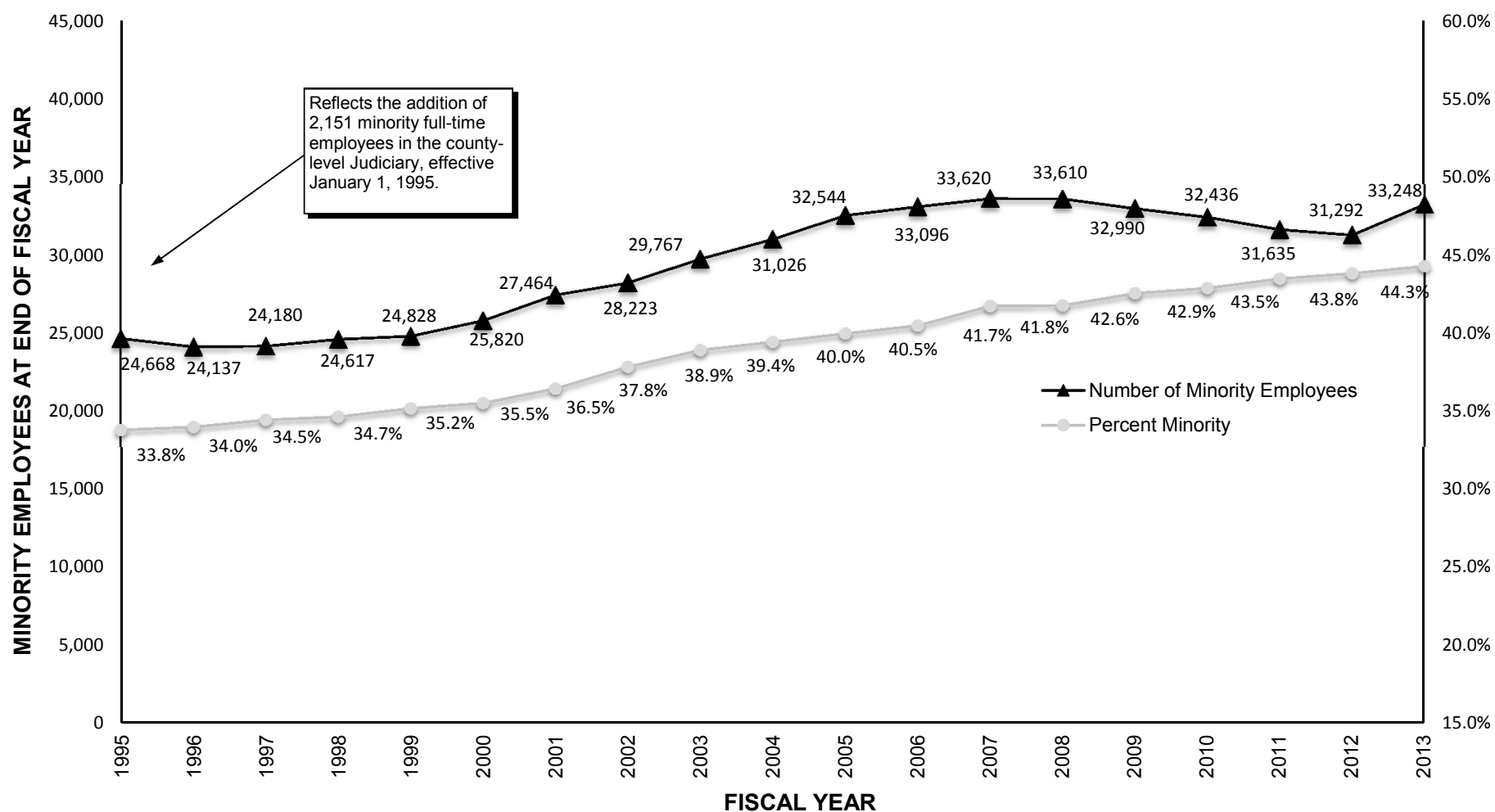


# STATE OF NEW JERSEY

## MINORITIES IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1974-1994)

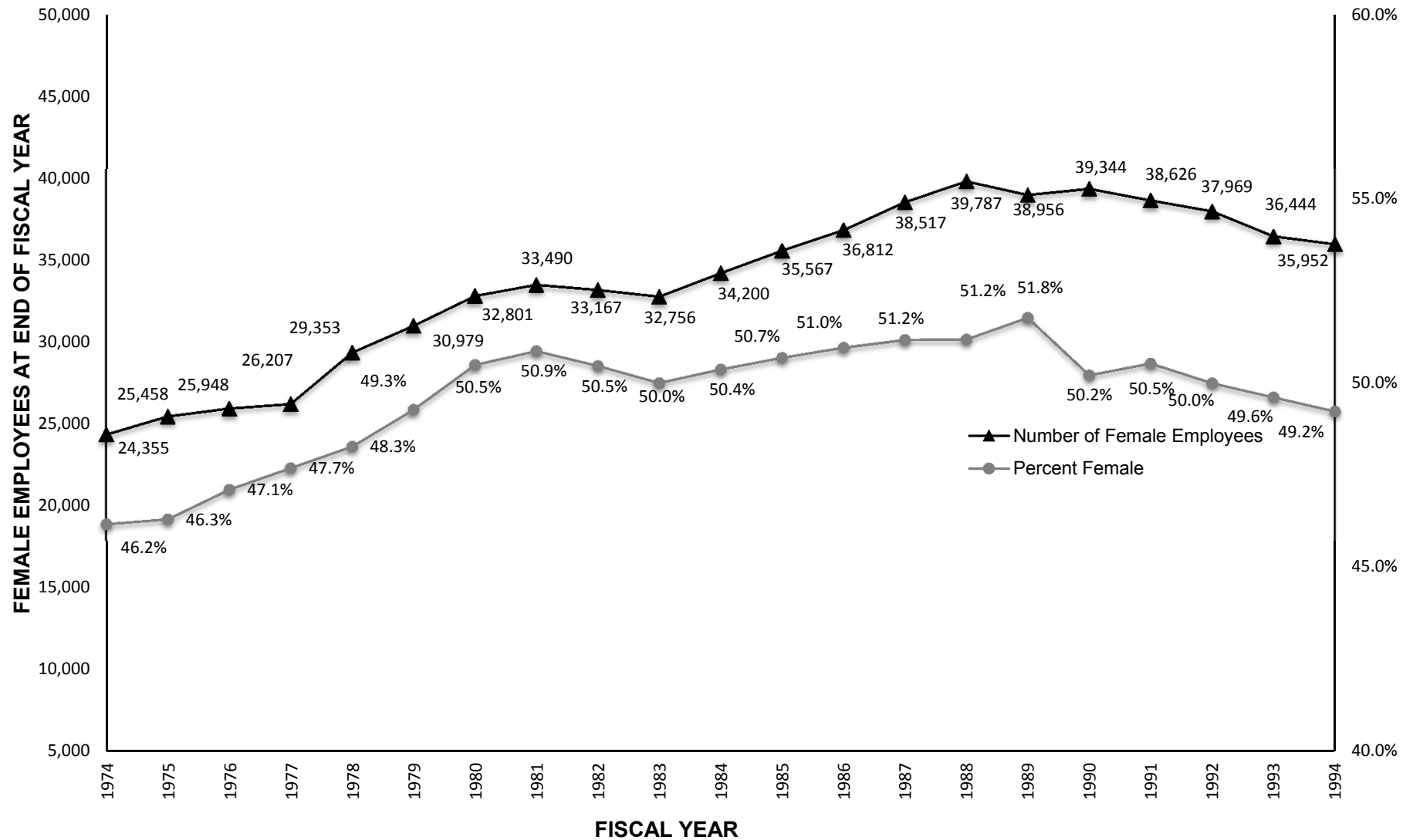


# STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2013)



Full-time employees only. Percentages refer to the total full-time State Government workforce (75,052 as of 7/2013)  
Data provided by the Civil Service Commission from automated personnel files (1995-present).

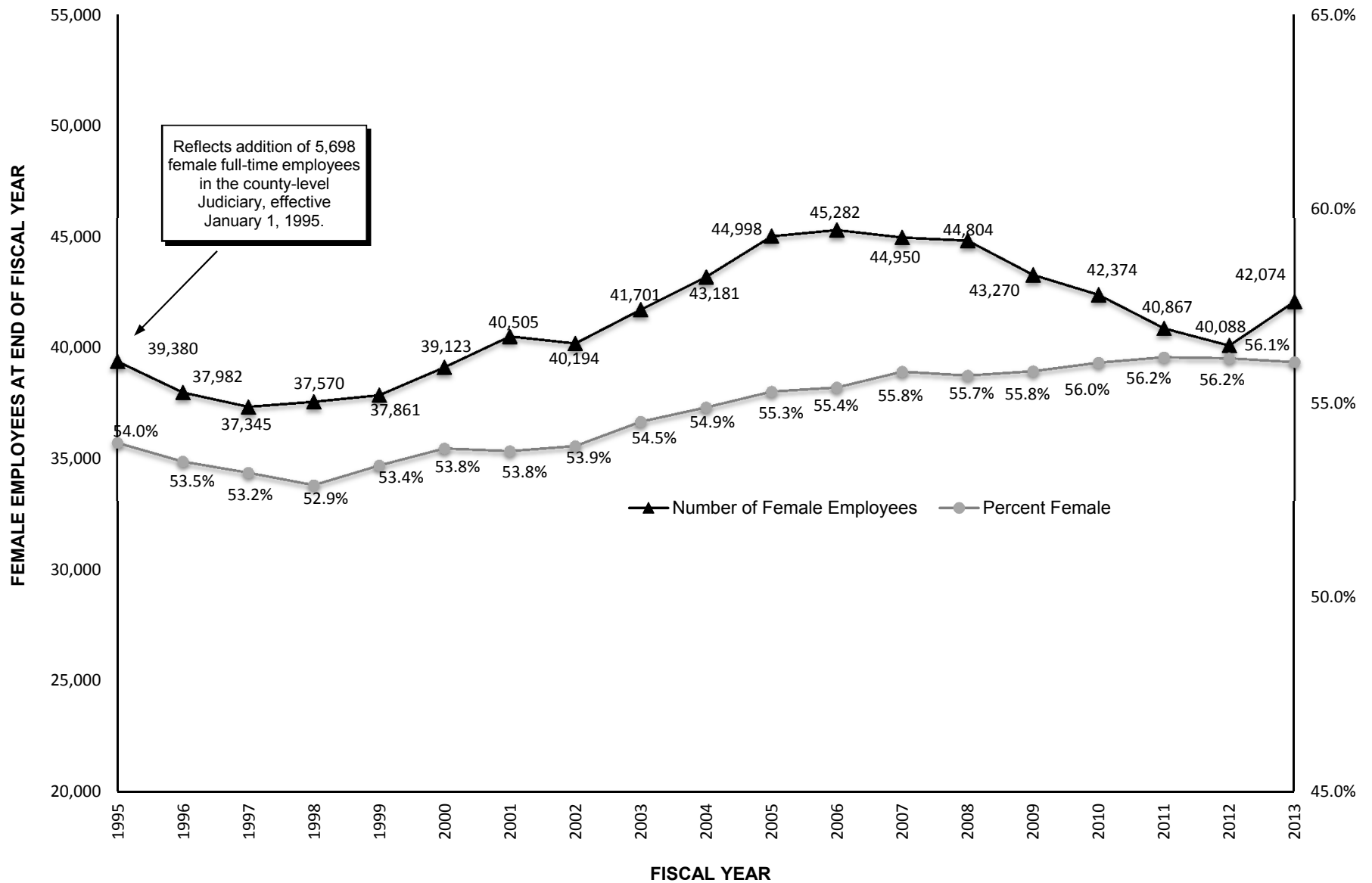
# STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1974-1994)



*Full-time employees only.*

*Data provided by the Civil Service Commission from reports for the Division of EEO/AA (1974-1994).*

# STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2013)



Full-time employees only. Percentages refer to the total full-time State Government workforce (75,052 as of 7/12/2013.)  
Data provided by the Civil Service Commission from automated personnel files (1995-Present).

**STATE OF NEW JERSEY**  
**UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES**  
***INTRODUCTION***

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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 43 employee relations groups, 30 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.

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 48.3 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 11.8 percent of the workforce; the PBA, with 8.3 percent; and IFPTE, with 6.4 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 34).

STATE OF NEW JERSEY  
UNION REPRESENTATION OF STATE GOVERNMENT  
EMPLOYEES BY AGENCY

JANUARY 10, 2014

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	140	0	28	0	0	0	0	0	0	0	0	0	0	0	0	168
BANKING & INSURANCE	318	0	73	0	0	0	0	0	0	0	0	0	0	0	0	391
CHILDREN & FAMILIES	5,825	464	200	0	0	0	0	0	0	0	0	0	0	0	0	6,489
COMMUNITY AFFAIRS	704	0	127	0	0	0	0	0	0	0	0	0	0	0	0	831
CORRECTIONS	1,463	318	362	0	0	0	0	0	5,461	379	540	41	0	0	0	8,564
(Corrections)	1,260	317	360	0	0	0	0	0	5,169	358	506	39	0	0	0	8,009
(State Parole Board)	203	1	2	0	0	0	0	0	292	21	34	2	0	0	0	555
EDUCATION	575	25	24	0	0	0	0	0	0	0	0	0	0	0	0	624
ENVIRONMENTAL PROTECTION	2,133	0	225	0	0	0	0	0	111	10	25	2	0	0	0	2,506
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	1,022	0	9	0	0	0	0	0	0	0	0	0	0	0	0	1,031
HUMAN SERVICES	6,974	6,762	1,425	0	0	0	0	0	77	1	14	0	0	0	0	15,253
INFORMATION TECHNOLOGY	669	0	1	0	0	0	0	0	0	0	0	0	0	0	0	670
LABOR	2,949	3	42	0	0	0	0	0	0	0	0	0	0	0	0	2,994
(Labor)	2,949	3	42	0	0	0	0	0	0	0	0	0	0	0	0	2,994
(Civil Service Commission)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LAW & PUBLIC SAFETY	2,087	263	594	629	0	1,414	901	221	337	32	34	3	0	0	0	6,515
(Law & Public Safety)	1,650	0	545	629	0	1,414	901	221	13	3	0	0	0	0	0	5,376
(Homeland Security & Preparedness)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(Juvenile Justice)	437	263	49	0	0	0	0	0	324	29	34	3	0	0	0	1,139
MILITARY & VETERANS AFFAIRS	555	746	191	0	0	0	0	0	0	0	0	0	0	0	0	1,492
STATE	238	0	3	0	0	0	0	0	0	0	0	0	0	0	0	241
(State)	123	0	3	0	0	0	0	0	0	0	0	0	0	0	0	126
(Higher Educational Student Assistance)	115	0	0	0	0	0	0	0	0	0	0	0	0	0	0	115
TRANSPORTATION	3,782	3	1,204	0	257	0	0	0	2	0	0	0	0	0	0	5,248
(Transportation)	1,892	0	1,118	0	0	0	0	0	2	0	0	0	0	0	0	3,012
(Motor Vehicles)	1,890	3	86	0	257	0	0	0	0	0	0	0	0	0	0	2,236
TREASURY	4,308	0	143	0	0	0	0	0	15	1	1	0	0	0	0	4,468
(Treasury)	3,005	0	138	0	0	0	0	0	15	1	1	0	0	0	0	3,160
(Administrative Law)	47	0	0	0	0	0	0	0	0	0	0	0	0	0	0	47
(Casino Control)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(Public Defender)	1,096	0	4	0	0	0	0	0	0	0	0	0	0	0	0	1,100
(Public Utilities)	160	0	1	0	0	0	0	0	0	0	0	0	0	0	0	161
<b>TOTAL EXECUTIVE BRANCH</b>	<b>33,742</b>	<b>8,584</b>	<b>4,651</b>	<b>629</b>	<b>257</b>	<b>1,414</b>	<b>901</b>	<b>221</b>	<b>6,003</b>	<b>423</b>	<b>614</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>57,485</b>
JUDICIARY	1,288	0	0	0	0	0	0	0	0	0	0	0	33	2,687	2,823	6,831
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>35,030</b>	<b>8,584</b>	<b>4,651</b>	<b>629</b>	<b>257</b>	<b>1,414</b>	<b>901</b>	<b>221</b>	<b>6,003</b>	<b>423</b>	<b>614</b>	<b>46</b>	<b>33</b>	<b>2,687</b>	<b>2,823</b>	<b>64,316</b>
<b>% OF UNION REPRESENTED</b>																
<b>EMPLOYEES</b>	<b>54.5%</b>	<b>13.3%</b>	<b>7.2%</b>	<b>1.0%</b>	<b>0.4%</b>	<b>2.2%</b>	<b>1.4%</b>	<b>0.3%</b>	<b>9.3%</b>	<b>0.7%</b>	<b>1.0%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>4.2%</b>	<b>4.4%</b>	<b>100.0%</b>
<b>% OF STATE GOVT WORKFORCE*</b>	<b>48.3%</b>	<b>11.8%</b>	<b>6.4%</b>	<b>0.9%</b>	<b>0.4%</b>	<b>2.0%</b>	<b>1.2%</b>	<b>0.3%</b>	<b>8.3%</b>	<b>0.6%</b>	<b>0.8%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>3.7%</b>	<b>3.9%</b>	<b>88.7%</b>

\*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 10, 2014

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Tech. 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	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	47	50
\$25,000-\$29,999.99	139	211	53	0	0	0	0	0	0	0	0	0	0	257	0	27	687
\$30,000-\$34,999.99	390	864	350	0	0	0	0	0	0	0	0	0	0	46	0	51	1,701
\$35,000-\$39,999.99	1,119	1,670	938	0	28	0	0	0	0	0	0	0	0	261	0	138	4,154
\$40,000-\$44,999.99	1,724	1,511	829	0	25	0	0	0	501	0	0	0	0	199	96	274	5,159
\$45,000-\$49,999.99	2,743	1,859	563	0	29	0	0	0	0	0	0	0	0	409	133	711	6,447
\$50,000-\$54,999.99	3,328	914	607	0	66	0	0	0	1	0	0	0	0	200	99	311	5,526
\$55,000-\$59,999.99	2,745	619	594	0	5	209	0	0	635	0	0	0	0	617	203	347	5,974
\$60,000-\$64,999.99	2,384	264	215	276	53	84	0	0	652	0	8	0	0	148	293	507	4,884
\$65,000-\$69,999.99	3,095	0	44	77	27	103	0	0	526	1	15	0	0	353	204	358	4,803
\$70,000-\$74,999.99	2,826	0	67	12	24	160	0	0	680	3	54	0	0	186	171	454	4,637
\$75,000-\$79,000.99	2,930	0	34	39	0	72	0	0	633	12	31	0	13	0	228	330	4,322
\$80,000-\$84,999.99	2,416	0	26	30	0	364	0	0	2,120	8	84	0	1	4	151	420	5,624
\$85,000-\$89,999.99	1,736	0	9	42	0	146	13	0	46	5	179	0	2	4	190	362	2,734
\$90,000-\$94,999.99	2,336	0	0	26	0	103	40	0	61	41	204	0	1	0	509	473	3,794
\$95,000-\$99,999.99	1,225	0	0	31	0	173	452	0	20	40	0	0	3	0	120	507	2,571
\$100,000-ABOVE	2,936	0	0	96	0	0	396	221	128	313	39	46	13	0	426	2,506	7,120
<b>TOTAL</b>	<b>34,075</b>	<b>7,912</b>	<b>4,329</b>	<b>629</b>	<b>257</b>	<b>1,414</b>	<b>901</b>	<b>221</b>	<b>6,003</b>	<b>423</b>	<b>614</b>	<b>46</b>	<b>33</b>	<b>2,684</b>	<b>2,823</b>	<b>7,823</b>	<b>70,187</b>

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

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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 2013 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 2013**

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	TOTAL
Banking and Insurance	0	0	0	1	0	1	0	1	2	1	0	0	6
Children and Families	0	0	0	0	0	0	3	3	4	2	2	1	15
Community Affairs	0	0	0	1	0	0	0	0	0	0	0	1	2
Corrections	33	49	45	28	24	27	46	45	39	31	30	13	410
State Parole Board	0	0	2	0	0	0	3	4	1	0	2	5	17
Education	0	1	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	43
Governor's Office	0	0	1	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	8
Human Services	4	14	11	8	4	5	9	5	4	3	3	5	75
Information Technology	0	0	0	0	0	0	0	0	2	1	0	0	3
Labor	1	1	0	0	0	0	0	0	1	1	1	1	6
Law and Public Safety	10	32	32	17	16	23	47	27	32	30	32	16	314
Juvenile Justice	2	9	10	6	4	9	8	7	3	2	1	1	62
Military and Veterans Affairs	7	8	17	16	7	5	15	8	10	7	4	1	105
Public Advocate	0	0	0	0	0	0	1	1	1	0	0	0	3
Transportation	7	12	0	1	1	0	1	2	1	1	2	2	30
Motor Vehicles	0	0	0	0	1	0	1	0	0	0	0	0	2
Treasury	1	2	4	3	1	0	3	3	1	4	1	0	23
Casino Control	0	1	0	0	0	1	0	0	0	0	0	0	2
Public Defender	0	1	1	2	2	3	2	5	3	9	0	0	28
Public Utilities	0	0	0	0	0	1	0	0	1	0	0	0	2
Subtotal Executive Agencies	69	140	134	85	64	77	143	115	108	97	78	48	1,158
Judiciary	3	3	4	3	1	1	2	4	1	1	2	2	27
Legislative Staff	0	0	1	0	0	1	0	0	0	0	0	1	3
TOTAL	72	143	139	88	65	79	145	119	109	98	80	51	1,188

**STATE OF NEW JERSEY**  
**STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM**

*INTRODUCTION*

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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 4,329 employees in State Colleges who hold positions with Merit System protections, 56 more than the previous year. As of January 10, 2014, there were 1,968 employees whose titles were in the competitive division and 2,361 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY

STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION

JANUARY 10, 2014

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	188	196	384
MONTCLAIR STATE UNIVERSITY	285	396	681
NEW JERSEY CITY UNIVERSITY	178	387	565
RAMAPO COLLEGE OF NEW JERSEY	95	147	242
ROWAN UNIVERSITY	388	418	806
STATE LIBRARY	49	17	66
THE COLLEGE OF NEW JERSEY	194	254	448
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	247	297	544
THOMAS EDISON STATE COLLEGE	42	20	62
WILLIAM PATERSON UNIVERSITY	302	229	531
<b>TOTAL STATE COLLEGES</b>	<b>1,968</b>	<b>2,361</b>	<b>4,329</b>

Our records indicate that there are 4,329 employees in State Colleges who hold positions with Civil Service protections. There are 1,968 employees whose titles are in the competitive division and 2,361 employees whose titles are in the non-competitive division. 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 12.

# STATE OF NEW JERSEY

## STATE GOVERNMENT WORKFORCE: HISTORICAL DATA

### INTRODUCTION

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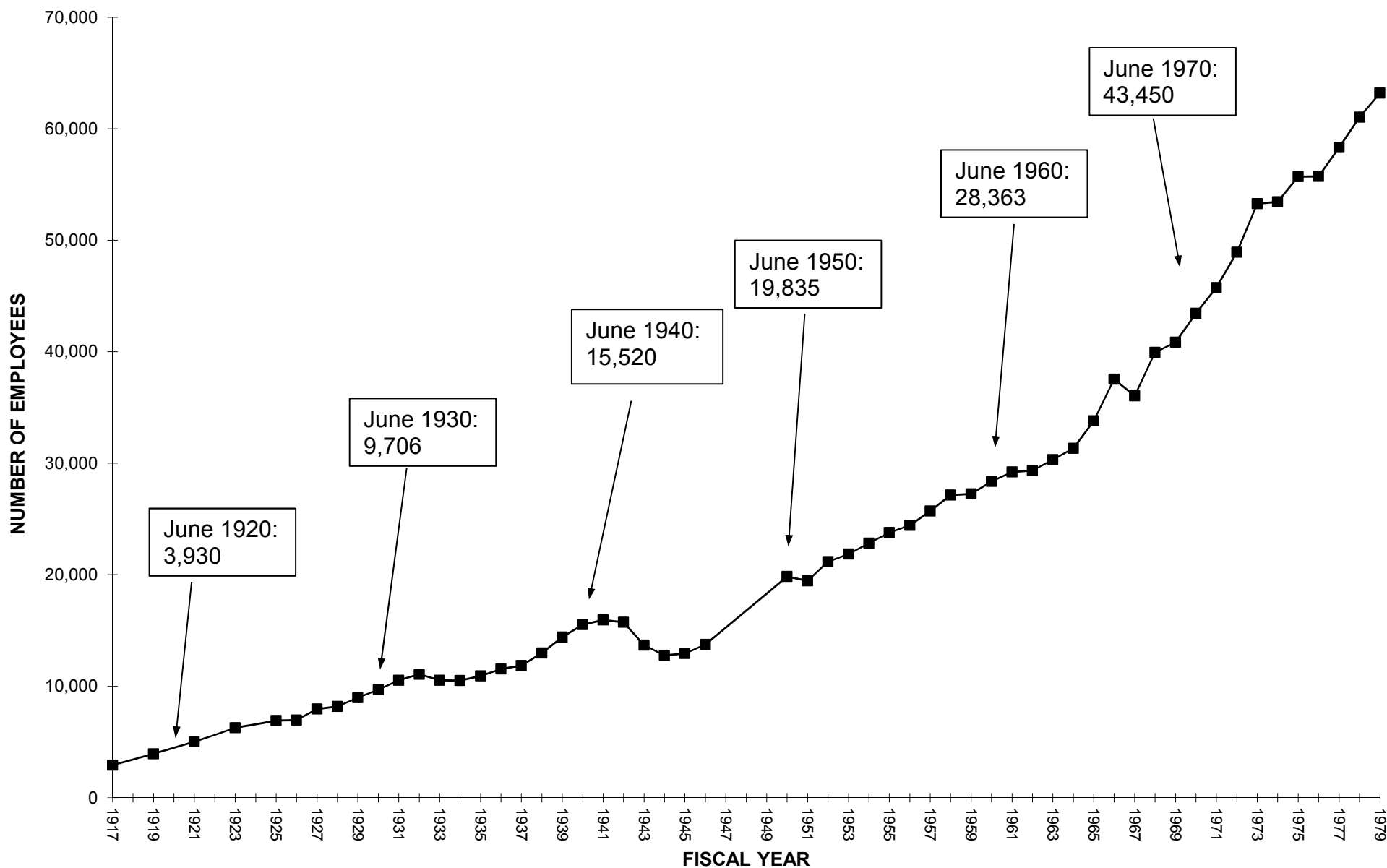
The following two pages present charts showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents a new decade, and the most recent point. Various commissions and authorities were included as a separate category until 1993. 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 12.

We follow with a two page analysis of the change in the size of the workforce from year to year since 1917. Pages 57 and 58 are based on the same data and show the net change in the number of employees from the previous year. The years when the workforce grew the most rapidly have the tallest columns; years when the workforce declined in number have columns extending below the baseline. In the second of the two types of charts depicting net change, beginning with 1980, we have labeled all of the columns with the change in the number of employees as well as the percentage of change from the previous year.

The remaining pages in this section present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile due to the discovery of inconsistent coding of certain historical transactions. This includes the column totals that represent Fiscal Years 1995 to 2002. Because the Higher Education Restructuring Act of 1994 abolished the Department of Higher Education and provided for State College autonomy over personnel matters, State Colleges are no longer included in those totals. In other cases, or 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 2013 are not reflected in the table.

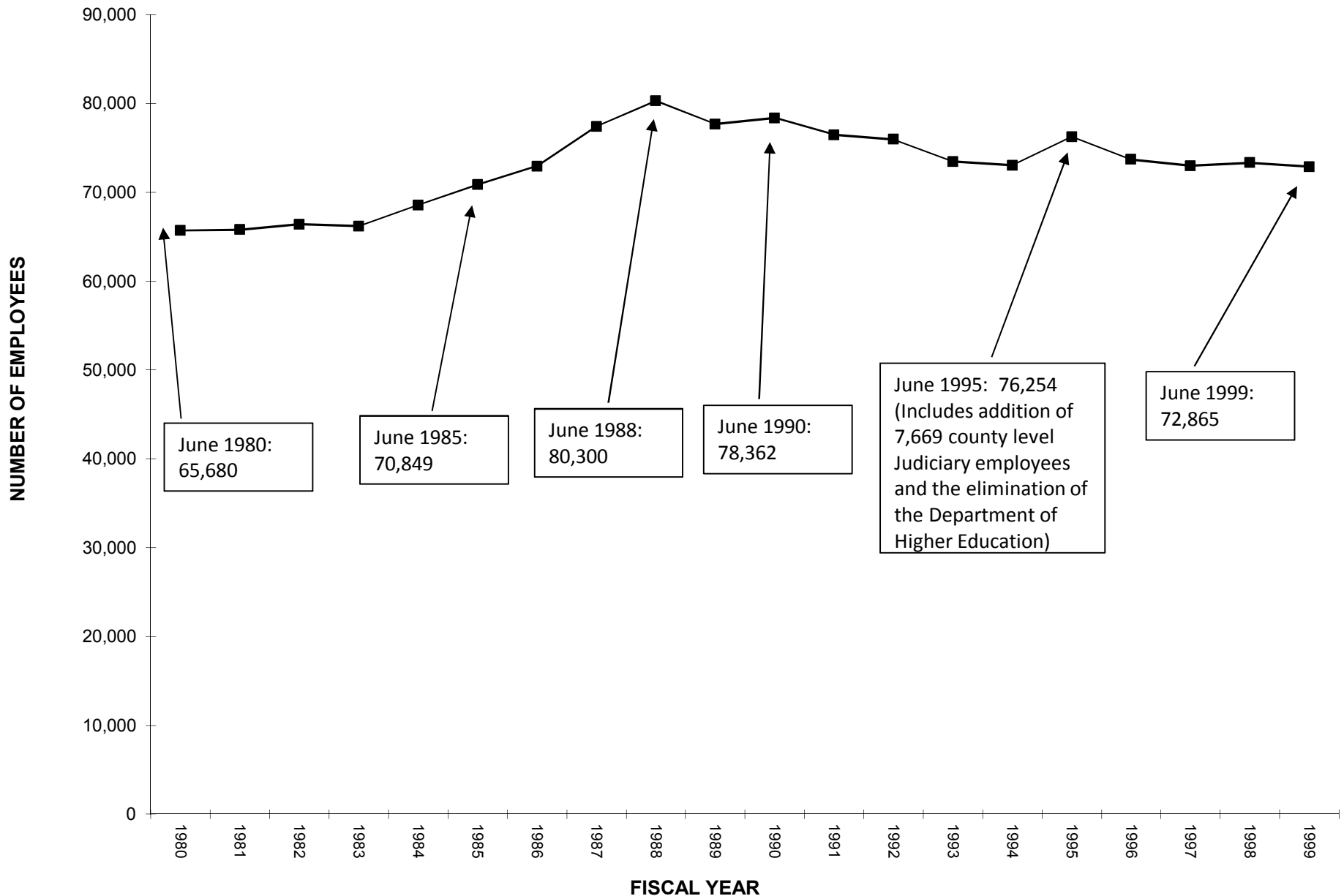
# STATE OF NEW JERSEY

## STATE GOVERNMENT EMPLOYMENT HISTORY FISCAL YEARS 1917 - 1979



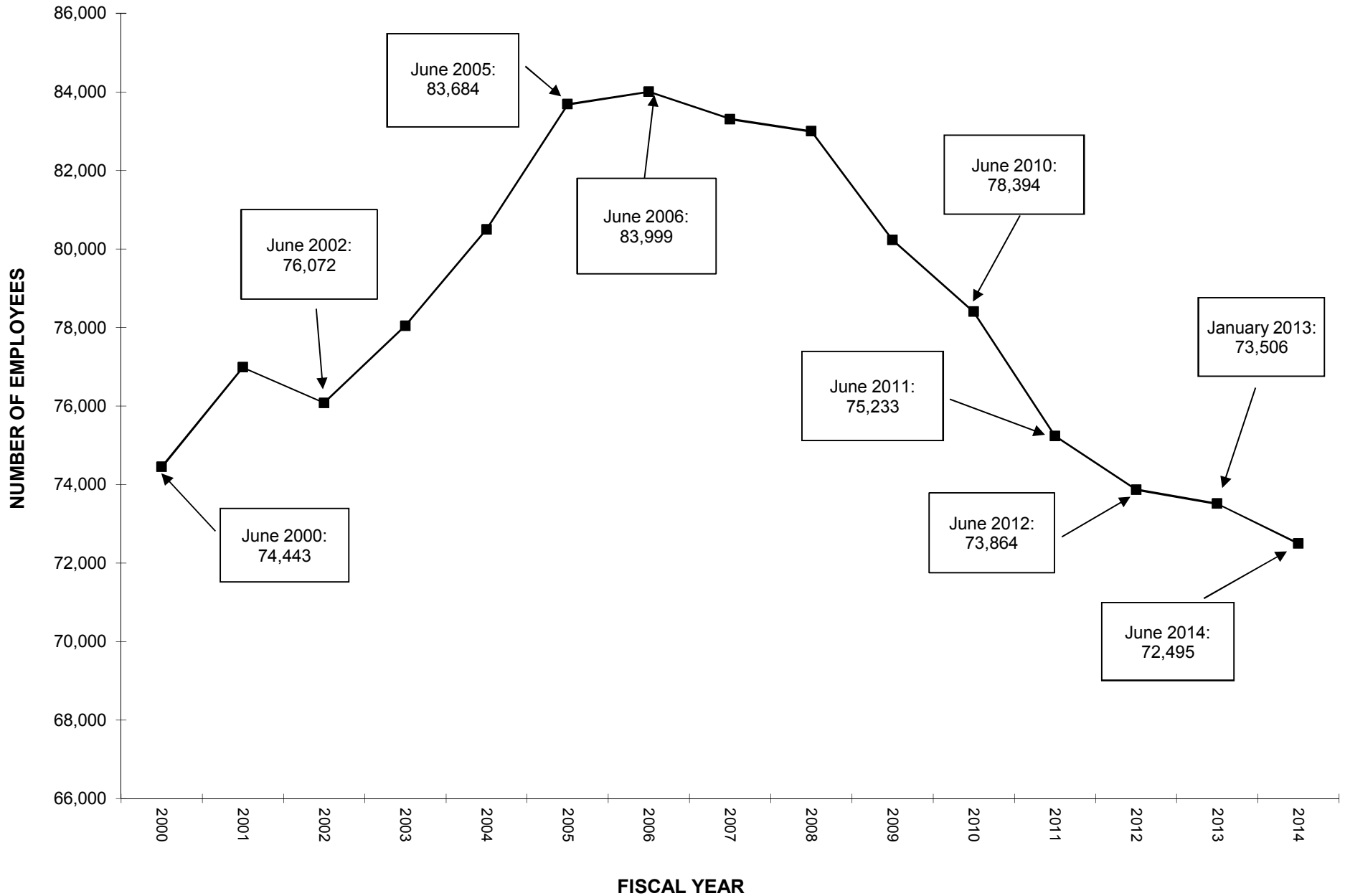
Data provided by the Civil Service Commission from Department of Civil Service annual reports (1917-1959) and separation reports (1960-1979).

# STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY (JUNE 1980 - JUNE 1999)



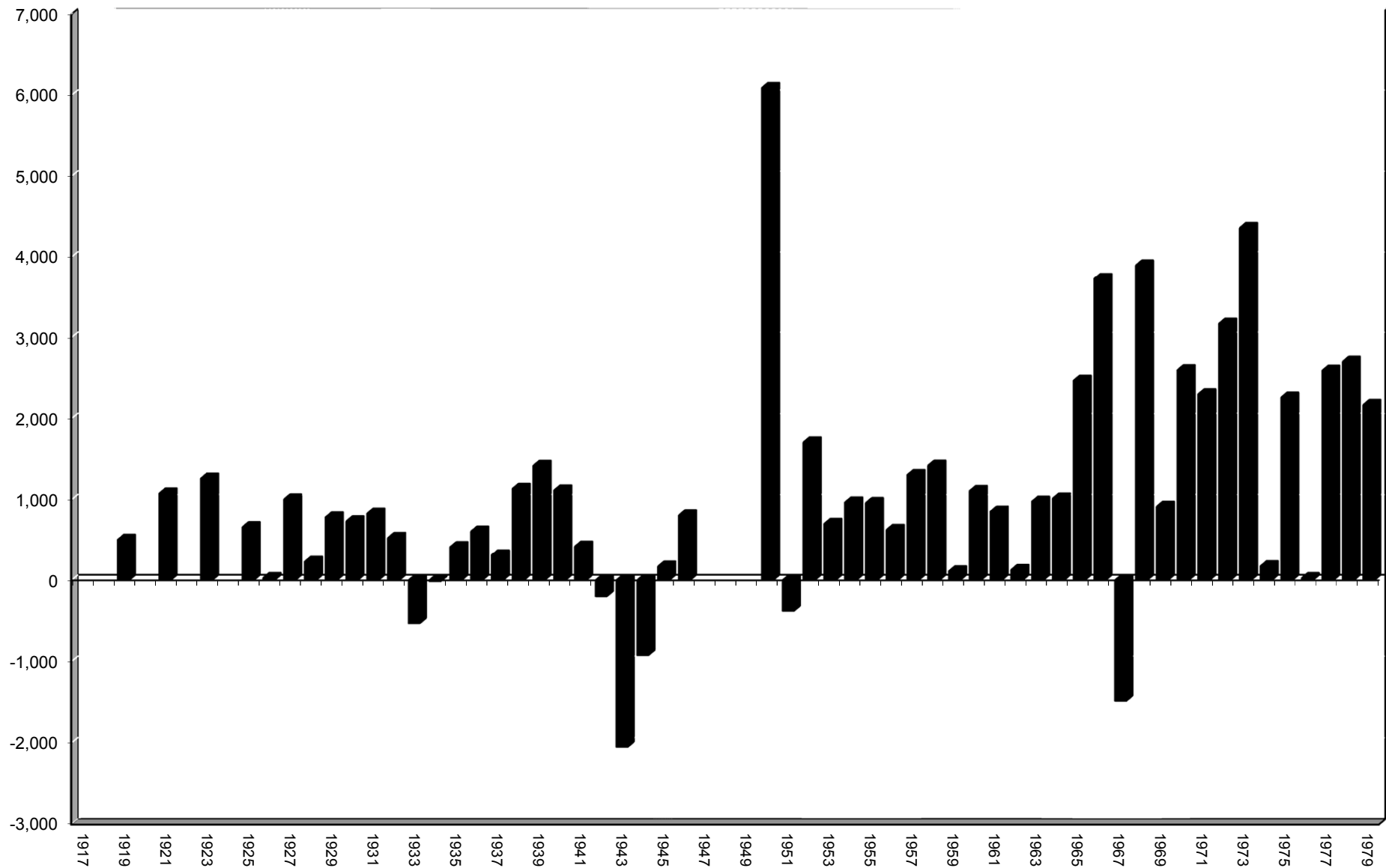
Data provided from Civil Service Commission annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-1999). Various Commissions and Authorities included before FY1993.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYMENT HISTORY (JUNE 2000 - JANUARY 2013)**



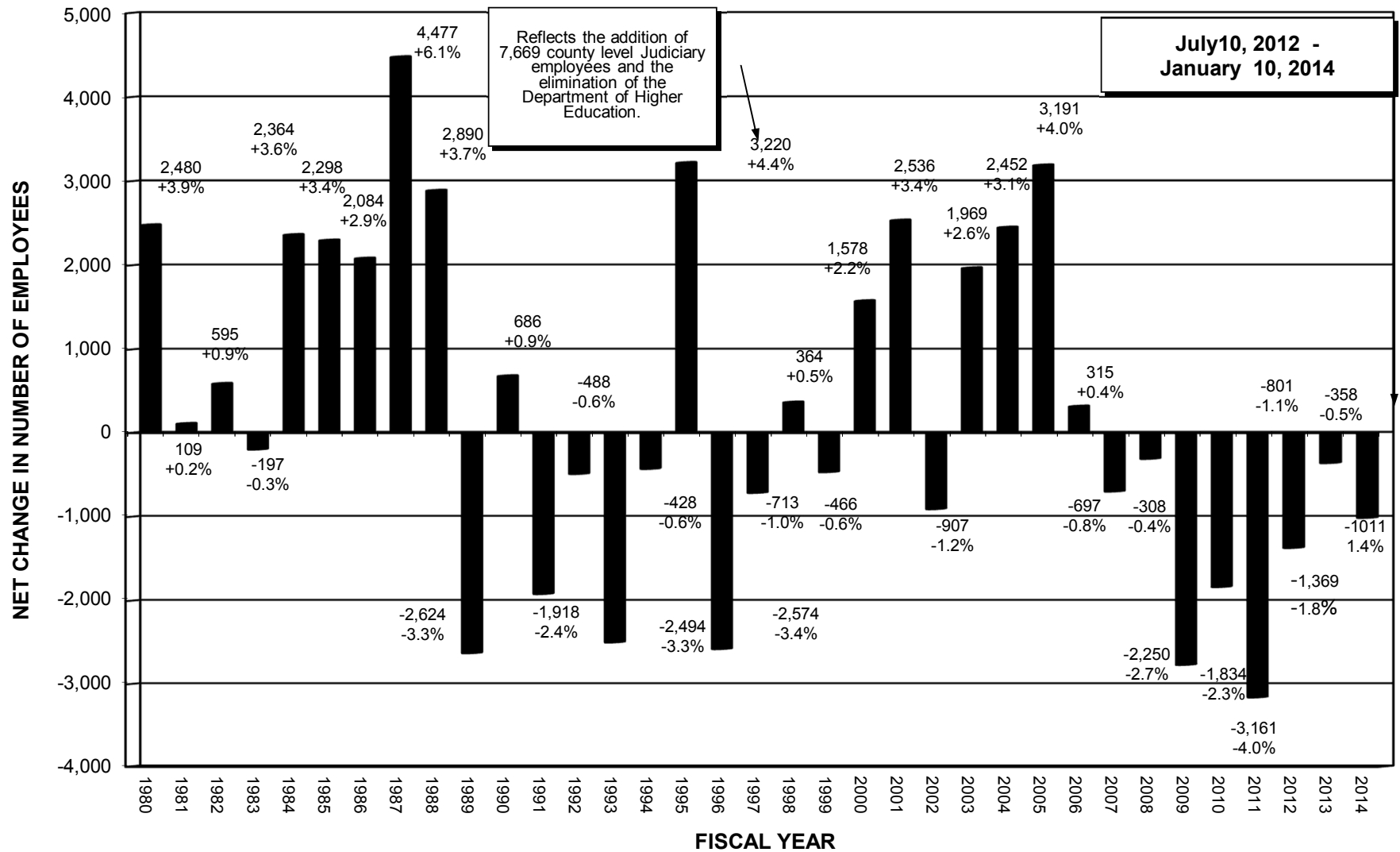


**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
**FISCAL YEARS 1917 - 1979**



Excludes 1918, 1920, 1922, 1924, 1947-1949

**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
 July 1979 to January 2013



Data provided by the Civil Service Commission from separation reports (1980-1987) and automated personnel files (1987-2014).  
 Various Commissions and Authorities included before FY1993.

**STATE OF NEW JERSEY**  
**EMPLOYMENT HISTORY**  
**Fiscal Years 1960 through 1969**

STATE AGENCY	Jun-60	Jun-61	Jun-62	Jun-63	Jun-64	Jun-65	Jun-66	Jun-67	Jun-68	Jun-69
AGRICULTURE	225	229	230	200	217	208	230	244	259	269
BANKING & INSURANCE	261	276	280	280	277	287	288	274	283	268
COMMUNITY AFFAIRS								358	399	367
CONSERVATION/ECONOMIC DEVELOPMENT	1,270	1,292	1,329	1,341	1,303	1,299	1,458	1,382	1,409	1,044
ECONOMIC OPPORTUNITY							160			
EDUCATION	1,753	2,001	2,056	2,374	2,533	2,860	3,778	980 <sup>1</sup>	1,077	1,108
EXECUTIVE/GOVERNOR'S OFFICE	25	23	24	23	26	27	37	36	36	53
HEALTH	540	582	560	610	679	754	760	793	882	941
HIGHER EDUCATION								2,609 <sup>1</sup>	2,969	3,541
INSTITUTIONS & AGENCIES	11,416	11,392	11,277	11,581	11,829	12,868	14,675	13,385	15,103	15,456
JUDICIARY	234	246	257	262	276	313	346	355	506	530
LABOR	2,972	3,308	3,375	3,398	3,555	3,797	4,003	3,655	4,299	4,281
LAW & PUBLIC SAFETY	3,382	3,384	3,417	3,435	3,648	3,946	3,773	3,903	4,176	4,463
LEGISLATIVE STAFF	48	50	48	83	49	47	51	46	94	45
MILITARY & VETERANS AFFAIRS (DEFENSE)	278	284	293	297	299	306	300	303	308	308
PERSONNEL (CIVIL SERVICE)	203	209	210	221	222	242	251	250	285	300
PUBLIC UTILITIES (ENERGY)	121	116	120	120	116	117	117	131	133	141
STATE	70	72	74	85	88	98	105	91	96	113
HIGHWAY/TRANSPORTATION	3,830	3,953	4,010	4,200	4,324	4,556	4,922	4,937	5,146	5,141
TREASURY	1,568	1,628	1,628	1,668	1,717	1,784	2,091	2,134	2,334	2,416
VARIOUS COMMISSIONS AND AUTHORITIES	167	170	154	141	176	292	183	177	145	68
SUB-TOTALS BY BRANCH OF GOVERNMENT										
EXECUTIVE	28,081	28,919	29,037	29,974	31,009	33,441	37,131	35,642	39,339	40,278
JUDICIAL	234	246	257	262	276	313	346	355	506	530
LEGISLATIVE	48	50	48	83	49	47	51	46	94	45
<b>TOTALS</b>	<b>28,363</b>	<b>29,215</b>	<b>29,342</b>	<b>30,319</b>	<b>31,334</b>	<b>33,801</b>	<b>37,528</b>	<b>36,043</b>	<b>39,939</b>	<b>40,853</b>

1 - Reflects the reorganization of the Department of Education into two departments, the Department of Education and the Department of Higher Education.

**STATE OF NEW JERSEY**  
**EMPLOYMENT HISTORY**  
Fiscal Years 1970 through 1979

STATE AGENCY	Jun-70	Jun-71	Jun-72	Jun-73	Jun-74	Jun-75	Jun-76	Jun-77	Jun-78	Jun-79
AGRICULTURE	291	301	343	326	322	322	262	261	268	256
BANKING	275	118 <sup>1</sup>	119	121	121	136	143	143	163	150
COMMUNITY AFFAIRS	398	397	443	471	484	507	487	494	527	551
CORRECTIONS									4,084 <sup>2</sup>	4,024
EDUCATION	1,241	1,250	1,346	1,415	1,437	1,552	1,504	1,535	1,650	1,598
ENVIRONMENTAL PROTECTION	1,027	1,219	1,383	1,427	1,477	1,546	1,646	1,779	1,926	2,033
EXECUTIVE/GOVERNOR'S OFFICE	55	53	67	156	168	39	35	43	53	67
HEALTH	1,004	794	1,094	1,118	1,147	1,249	1,200	1,266	1,354	1,483
HIGHER EDUCATION	4,235	4,460	5,117	6,472	6,482	6,723	6,481	6,769	6,989	6,470
INSTITUTIONS & AGENCIES (HUMAN SERVICES)	16,449	17,377	18,263	20,227	20,195	20,393	20,769	21,532	18,805 <sup>2</sup>	20,711
INSURANCE		191 <sup>1</sup>	186	198	193	209	217	219	221	225
JUDICIARY	539	574	622	758	775	827	809	857	928	1,148
LABOR	4,308	4,745	5,116	5,086	5,016	5,339	5,488	5,623	5,636	5,394
LAW & PUBLIC SAFETY	4,750	4,955	5,396	5,715	5,755	6,060	5,908	6,299	6,720	6,854
LEGISLATIVE STAFF	132	47	93	140	169	266	262	281	279	293
MILITARY & VETERANS AFFAIRS (DEFENSE)	302	305	340	340	349	325	304	272	274	327
PERSONNEL (CIVIL SERVICE)	304	323	325	405	407	433	455	495	506	543
PUBLIC ADVOCATE						634	647	687	616	711
PUBLIC BROADCASTING						114	109	128	174	178
PUBLIC UTILITIES (ENERGY)	164	244	255	291	297	211	223	263	319	301
STATE	107	117	127	97	101	114	113	121	123	218
TRANSPORTATION	5,283	5,344	5,207	5,304	5,343	5,424	5,346	5,549	5,618	5,724
TREASURY	2,446	2,695	2,843	3,048	3,025	3,122	3,160	3,551	3,632	3,782
VARIOUS COMMISSIONS AND AUTHORITIES	140	241	235	165	190	168	172	163	167	159
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE	42,779	45,129	48,205	52,382	52,509	54,620	54,669	57,192	59,825	61,759
JUDICIAL	539	574	622	758	775	827	809	857	928	1,148
LEGISLATIVE	132	47	93	140	169	266	262	281	279	293
<b>TOTALS</b>	<b>43,450</b>	<b>45,750</b>	<b>48,920</b>	<b>53,280</b>	<b>53,453</b>	<b>55,713</b>	<b>55,740</b>	<b>58,330</b>	<b>61,032</b>	<b>63,200</b>

1 - Reflects creation of the Department of Insurance from the Department of Banking & Insurance.

2 - Reflects creation of the Department of Corrections and the Department of Human Services from the Department of Institutions and Agencies.

**STATE OF NEW JERSEY**  
**EMPLOYMENT HISTORY**  
Fiscal Years 1980 through 1989

STATE AGENCY	Jun-80	Jun-81	Jun-82	Jun-83	Jun-84	Jun-85	Jun-86	Jun-87	Jun-88	Jun-89
AGRICULTURE	266	271	271	244	244	256	256	263	275	258
BANKING	152	156	153	137	127	128	133	143	144	144
COMMERCE/ECONOMIC DEVELOPMENT			81	89	97	110	118	195	276	269
COMMUNITY AFFAIRS	643	608	719	702	710	758	845	940	1,018	1,010
CORRECTIONS	4,219	4,266	4,656	5,663	6,443	6,846	7,251	7,830	8,670	9,063
EDUCATION	1,646	1,616	1,726	1,557	1,437	1,435	1,385	1,397	1,404	1,402
ENVIRONMENTAL PROTECTION	2,104	2,100	2,311	2,124	2,226	2,486	2,704	3,062	3,401	3,537
EXECUTIVE/GOVERNOR'S OFFICE	63	60	69	83	113	126	133	151	156	197
HEALTH	1,512	1,489	1,504	1,418	1,438	1,326	1,448	1,521	1,610	1,710
HIGHER EDUCATION	7,034	6,913	7,003	6,739	6,760	6,895	6,851	7,070	7,377	3,619 <sup>1</sup>
HUMAN SERVICES	21,243	21,636	21,487	21,766	22,212	22,401	23,002	24,087	24,067	23,879
INSURANCE	242	243	235	231	242	264	302	325	358	413
JUDICIARY	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LABOR	5,768	5,592	4,793	4,527	4,528	4,790	4,645	4,483	4,175	3,955
LAW & PUBLIC SAFETY	7,181	7,000	7,274	7,083	7,372	7,460	7,692	8,609	9,594	9,798
LEGISLATIVE STAFF	297	306	348	393	409	433	475	502	565	530
MILITARY & VETERANS AFFAIRS (DEFENSE)	299	296	302	318	335	338	335	362	366	1,412 <sup>2</sup>
PERSONNEL (CIVIL SERVICE) <sup>3</sup>	567	560	524	504	499	493	496	503	560	559
PUBLIC ADVOCATE	731	770	778	762	856	904	928	948	992	1,019
PUBLIC BROADCASTING	167	170	169	162	169	170	175	193	241	228
PUBLIC UTILITIES (ENERGY)	320	328	328	329	418	457	479	413	376	361
STATE	251	272	263	352	486	488	494	515	537	518
TRANSPORTATION	5,682	5,634	5,597	5,322	5,380	5,242	5,463	5,629	5,646	5,536
TREASURY	3,964	4,189	4,451	4,392	4,636	5,491	5,700	6,579	6,788	6,464
VARIOUS COMMISSIONS AND AUTHORITIES	157	136	101	95	95	98	96	97	102	104
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE	64,211	64,305	64,795	64,599	66,823	68,962	70,931	75,315	78,133	75,455
JUDICIAL	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LEGISLATIVE	297	306	348	393	409	433	475	502	565	530
<b>TOTALS</b>	<b>65,680</b>	<b>65,789</b>	<b>66,384</b>	<b>66,187</b>	<b>68,551</b>	<b>70,849</b>	<b>72,933</b>	<b>77,410</b>	<b>80,300</b>	<b>77,676</b>

1 - Reflects establishment of College Autonomy - Removal of State College unclassified employees from Personnel files.

2 - Reflects addition of Veterans Hospitals from Human Services.

3 - Name changed from the Department of Civil Service to the Department of Personnel in September of 1986.

# STATE OF NEW JERSEY

## EMPLOYMENT HISTORY

Fiscal Years 1990 through 1999

STATE AGENCY	Jun-90	Jun-91	Jun-92	Jun-93	Jun-94	Jun-95	Jun-96	Jun-97	Jun-98	Jun-99
AGRICULTURE	241	211	201	199	202	206	208	211	244	244
BANKING & INSURANCE	148	147	133	127	125	128	119	562 <sup>8</sup>	591	481
COMMERCE/ECONOMIC DEVELOPMENT	181	158	149	117	109	107	111	111	121	
COMMUNITY AFFAIRS	1,048	1,034	1,017	992	951	970	973	893	921	1,014
CORRECTIONS (and State Parole Board)	10,089	10,024	10,175	9,739	8,974	9,069	8,970	9,145	9,818	9,747
EDUCATION	1,318	1,256	1,131	1,005	942	977	965	862	864	895
ENVIRONMENTAL PROTECTION	3,801	3,677	3,906	3,773 <sup>2</sup>	3,764	3,557	3,394	3,152	3,134	3,217
EXECUTIVE/GOVERNOR'S OFFICE	202	195	203	204	162	166	163	158	161	151
HEALTH & SENIOR SERVICES	1,707	1,695	1,631	1,551	1,510	1,569	1,523	1,818	1,876	1,949
HIGHER EDUCATION	3,859	3,697	3,645	3,582	3,692	0 <sup>4</sup>				
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888	18,649
INSURANCE	438	494	517	537	519	518	492	0 <sup>8</sup>		
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327	4,147
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 <sup>7</sup>	7,731 <sup>9</sup>	8,036	8,539
MILITARY & VETERANS AFFAIRS	1,474	1,415	1,515	1,488	1,518	1,524	1,482	1,425	1,439	1,518
PERSONNEL	523	479	642 <sup>1</sup>	655	626	599	484	461	431	431
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 <sup>5</sup>				
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160
PUBLIC UTILITIES (ENERGY)	392	354	229	255 <sup>2</sup>	234	289	287	275	271	268
STATE (and associated autonomous agencies)	501	470	442	434	428	1,278 <sup>5</sup>	1,264 <sup>7</sup>	1,256	1,230	406 <sup>10</sup>
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114	5,537	5,813	5,111
TREASURY (and associated autonomous agencies)	6,133	5,889	5,872	5,812	5,616	5,872	5,628	5,821	5,484	6,303 <sup>10</sup>
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 <sup>3</sup>						
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE	76,144	74,257	73,780	71,297	70,850	66,364	63,870	63,570	63,791	63,230
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417 <sup>6</sup>	9,334	8,916	9,060	9,149
LEGISLATIVE STAFF	532	524	488	482	485	473	476	481	480	486
<b>TOTALS</b>	<b>78,362</b>	<b>76,444</b>	<b>75,956</b>	<b>73,462</b>	<b>73,034</b>	<b>76,254</b>	<b>73,680</b>	<b>72,967</b>	<b>73,331</b>	<b>72,865</b>

1 - Reflects the consolidation of State training and personnel management functions in the Department of Personnel.

2 - Employee counts for Public Utilities and Environmental Protection were combined during 1992 and 1993; separate counts for Public Utilities estimated from Centralized Payroll files.

3 - Various Commissions and Authorities now reported in "Other Government Employment" (see Page10).

4 - Reflects elimination of the Department of Higher Education.

5 - Reflects elimination of the Department of Public Advocate and the creation of the Office of the Public Defender within the Department of State.

6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective January 1995)

7 - Reflects transfer of the Division of Motor Vehicles from Law and Public Safety to Transportation, and the closure of two, and privatization of 23 Motor Vehicle agencies (July 1995).

8 - Reflects merger of the Department of Banking and the Department of Insurance in July 1996.

9 - Includes Juvenile Justice Commission.

10 - Reflects the reassignment of the Office of the Public Defender from the Department of State to the Department of the Treasury.

**STATE OF NEW JERSEY**  
**EMPLOYMENT HISTORY**  
Fiscal Years 2000 through 2009

STATE AGENCY	Jun-00	Jun-01	Jun-02	Jun-03	Jun-04	Jun-05	Jun-06	Jun-07	Jun-08	Jun-09
AGRICULTURE	257	259	243	255	263	273	269	256	245	222
BANKING & INSURANCE	503	523	496	495	500	497	500	484	464	427
CHILDREN & FAMILIES <sup>1</sup>								7,205	7,286	7,172
COMMUNITY AFFAIRS	1,061	1,103	1,105	1,049	1,110	1,152	1,170	1,166	1,136	1,082
CORRECTIONS	9,943	9,942	10,495	10,452	10,449	10,494	10,416	10,395	10,424	10,153
<i>Corrections</i>	9,757	9,757	9,757	9,757	9,757	9,757	9,667	9,681	9,726	9,447
<i>State Parole Board</i>	186	185	738	695	692	737	749	714	698	706
EDUCATION	905	996	922	965	983	973	982	919	889	851
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355	3,337	3,408	3,494	3,427	3,332	3,243	3,040
EXECUTIVE/GOVERNOR'S	150	156	144	143	130	123	109	107	104	104
HEALTH & SENIOR SERVICES	2,054	2,130	2,040	2,139	2,139	2,240	2,147	2,037	1,986	1,818
HOMELAND SECURITY <sup>2</sup>								107	111	95
HUMAN SERVICES	19,082	19,709	20,380	20,816	22,007	23,601	24,140	17,511	17,502	17,269
INFORMATION TECHNOLOGY <sup>3</sup>	1,020	1,033	981	935	944	958	926	916	891	811
LABOR & WORKFORCE DVLPT.	4,044	3,930	3,809	3,973	4,039	4,028	3,938	3,712	3,651	3,851
Labor and Workforce Development	4,044	3,930	3,809	3,973	4,039	4,028	3,938	3,712	3,651	3,604
Civil Service Commission <sup>4</sup>										247
LAW & PUBLIC SAFETY	11,262	9,260	9,270	9,414	9,690	10,114	10,242	9,774	9,650	9,340
<i>Law and Public Safety</i>	9,757	7,584	7,631	7,680	7,898	8,288	8,407	7,998	7,928	7,653
<i>Child Advocate</i> <sup>5, 6</sup>						22	11			
<i>Juvenile Justice Commission</i>	1,505	1,676	1,639	1,734	1,792	1,804	1,824	1,776	1,722	1,687
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490	1,487	1,534	1,547	1,576	1,564	1,595	1,583
PERSONNEL <sup>4</sup>	446	445	397	400	427	383	364	344	337	
PUBLIC ADVOCATE <sup>6</sup>							11	186	186	171
STATE	587	591	577	564	574	594	576	569	597	561
<i>State (Incl Comm on Higher Ed)</i>	222	224	219	200	213	223	214	218	250	240
<i>Higher Educational Student</i>	202	208	198	202	202	210	200	194	195	181
<i>Public Broadcasting</i>	163	159	160	162	159	161	162	157	152	140
TRANSPORTATION	5,279	5,574	5,190	5,885	6,434	6,885	6,908	6,627	6,542	6,082
<i>Transportation</i>	5,279	5,574	5,190	3,887	3,943	3,996	3,904	3,736	3,692	3,458
<i>Motor Vehicle Commission</i> <sup>7</sup>				1,998 <sup>2</sup>	2,491	2,889	3,004	2,891	2,850	2,624
TREASURY	5,717	5,920	5,685	5,875	5,907	6,097	6,053	5,943	6,006	5,734
<i>Treasury</i>	4,029	4,211	4,020	4,103	4,076	4,195	4,147	4,144	4,225	4,049
<i>Administrative Law</i>	117	116	118	114	118	114	113	107	105	96
<i>Casino Control Commission</i>	333	332	324	351	347	353	353	318	318	289
<i>Public Defender</i>	945	967	922	969	1,021	1,088	1,100	1,083	1,077	1,031
<i>Public Utilities</i>	255	254	260	298	306	304	300	291	281	269
<i>Ratepayer Advocate</i> <sup>6</sup>	38	40	41	40	39	43	40			
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE AGENCIES	67,241	66,559	66,579	68,184	70,538	73,453	73,754	73,154	72,845	70,366
JUDICIAL	9,287	9,472	9,165	9,495	9,574	9,692	9,721	9,625	9,625	9,342
LEGISLATIVE	504	499	503	517	508	516	524	523	527	520
TOTALS	77,032	76,530	76,247	78,196	80,620	83,661	83,999	83,302	82,997	80,228

<sup>1</sup> 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.

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

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

<sup>4</sup> 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.

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

<sup>6</sup> 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.

<sup>7</sup> 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**  
**EMPLOYMENT HISTORY**  
**Fiscal Years 2010 through 2013**

STATE AGENCY	Jun-10	Jun-11	Jun-12	Jun-13
AGRICULTURE	217	208	218	211
BANKING & INSURANCE	428	508	501	496
CHILDREN & FAMILIES	7,130	6,895	6,786	6,836
COMMUNITY AFFAIRS	1,068	997	920	912
CORRECTIONS	9,647	9,250	9,161	9,053
<i>Corrections</i>	8,970	8,619	8,539	8,448
<i>State Parole Board</i>	677	631	622	605
EDUCATION	818	773	772	832
ENVIRONMENTAL PROTECTION	2,960	2,790	2,762	2,737
EXECUTIVE/GOVERNOR'S	107	125	132	128
HEALTH	1,742	1,623	1,233	1,179
HUMAN SERVICES	17,112	16,630	16,338	16,071
INFORMATION TECHNOLOGY	815	758	730	726
LABOR & WORKFORCE DVLPT.	3,854	3,672	3,648	3,585
<i>Labor &amp; Workforce Development</i>	3,612	3,445	3,394	3,334
<i>Civil Service Commission</i>	242	227	254	251
LAW & PUBLIC SAFETY	9,143	8,577	8,271	7,939
<i>Law and Public Safety</i>	7,458	7,067	6,857	6,591
<i>Homeland Security</i>	96	98	99	104
<i>Juvenile Justice Commission</i>	1,589	1,412	1,315	1,244
MILITARY & VETERANS AFFAIRS	1,559	1,544	1,578	1,553
PUBLIC ADVOCATE <sup>1</sup>	142			
STATE	524	482	339	340
<i>State (Incl Comm on Higher Ed)</i>	219	205	185	186
<i>Higher Educational Student</i>	173	157	154	154
<i>Public Broadcasting</i> <sup>2</sup>	132	120		
TRANSPORTATION	5,830	5,504	5,627	5,607
<i>Transportation</i>	3,327	3,099	3,175	3,167
<i>Motor Vehicle Commission</i>	2,503	2,405	2,452	2,440
TREASURY	5,550	5,349	5,341	5,424
<i>Treasury</i>	3,926	3,892	3,839	3,881
<i>Administrative Law</i>	100	99	96	92
<i>Casino Control Commission</i>	278	59	60	51
<i>Public Defender</i>	988	1,046	1,099	1,166
<i>Public Utilities</i>	258	253	247	234
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>				
EXECUTIVE AGENCIES	68,646	65,685	64,357	63,629
JUDICIAL	9,260	9,057	9,019	9,017
LEGISLATIVE	488	491	488	488
<b>TOTALS</b>	<b>78,394</b>	<b>75,233</b>	<b>73,864</b>	<b>73,134</b>

<sup>1</sup> The Department of the Public Advocate was abolished in 2010.

<sup>2</sup> The Office of Public Broadcasting was abolished in 2011.



**STATE OF NEW JERSEY**  
**LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
***INTRODUCTION***

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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.

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 2013) indicate total employment of approximately 154,900. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 95,105 identified in our records) represent about 60 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 1,791 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 96,566 jobs rather than 95,105 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**

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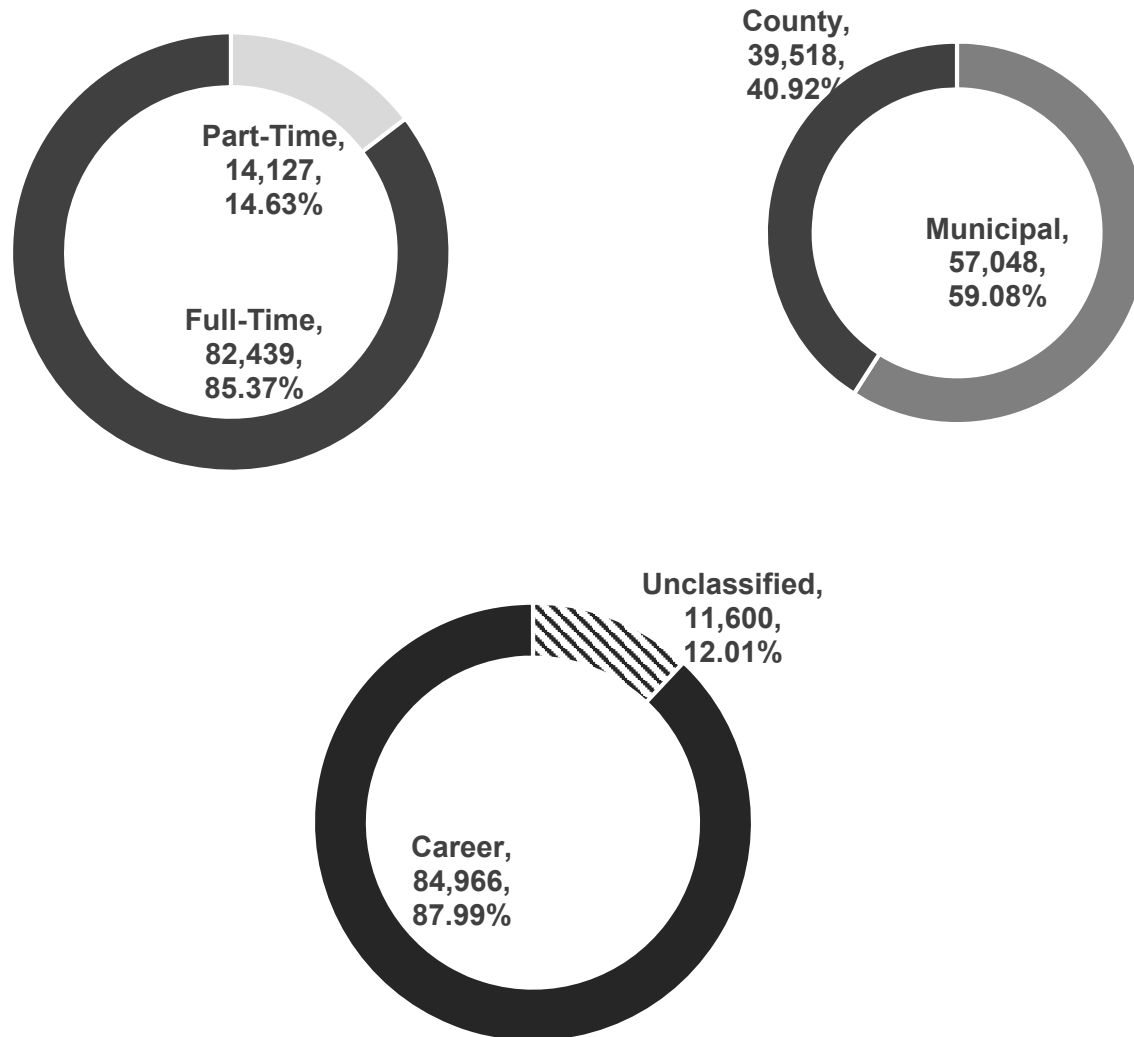
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which differ 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  
JANUARY 10, 2014



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

JANUARY 10, 2014

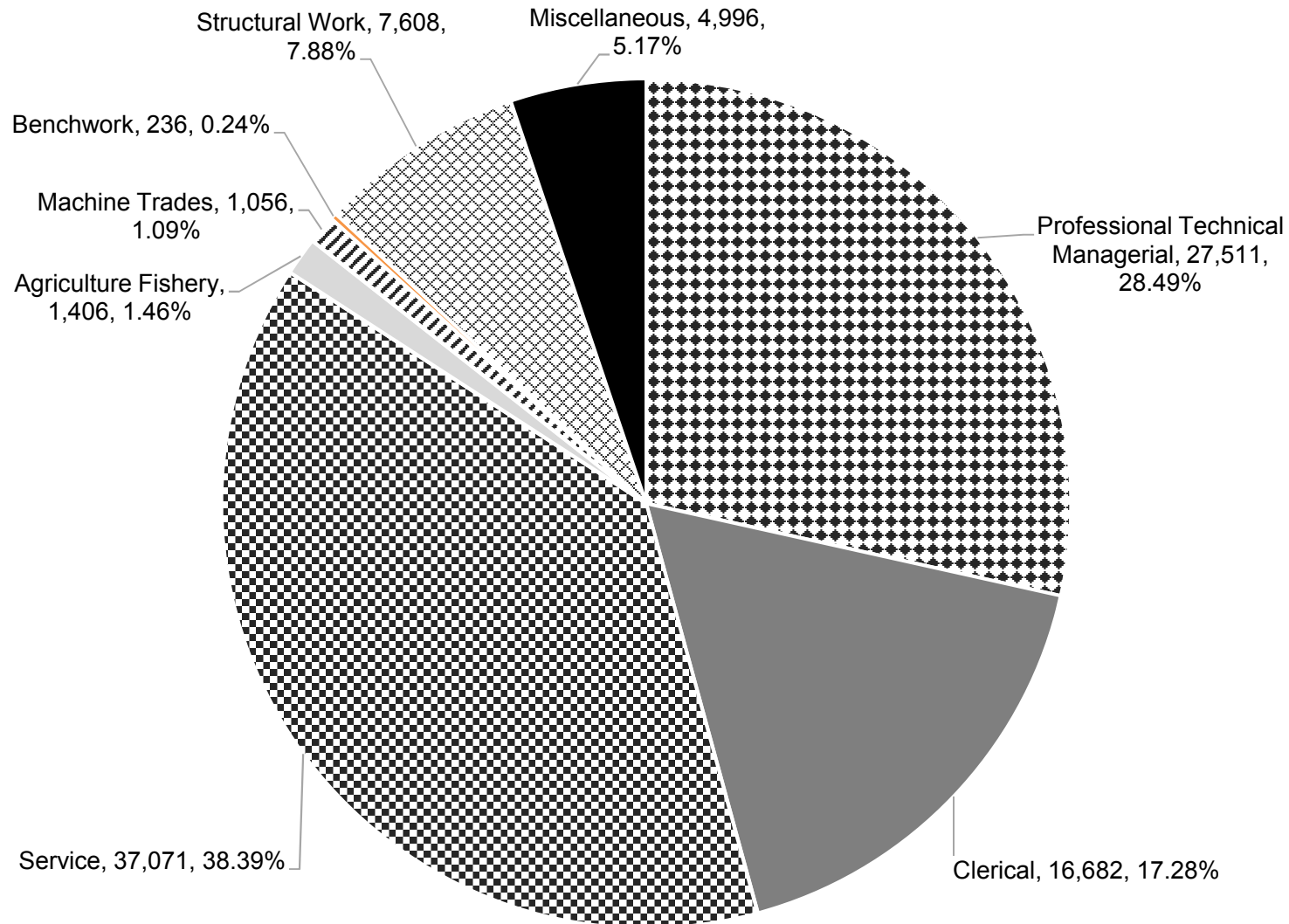
LOCATION	COUNTY					MUNICIPAL					TOTAL		GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	
ATLANTIC	1,175	389	1,564	222	1,786	1,714	613	2,327	276	2,603	3,891	498	4,389
BERGEN	1,828	574	2,402	327	2,729	2,213	1,100	3,313	619	3,932	5,715	946	6,661
BURLINGTON	1,214	326	1,540	206	1,746	1,093	449	1,542	431	1,973	3,082	637	3,719
CAMDEN	2,188	696	2,884	294	3,178	1,416	534	1,950	580	2,530	4,834	874	5,708
CAPE MAY	582	464	1,046	138	1,184	1,024	702	1,726	208	1,934	2,772	346	3,118
CUMBERLAND	727	168	895	142	1,037	1,199	1,270	2,469	204	2,673	3,364	346	3,710
ESSEX	2,479	811	3,290	529	3,819	5,999	2,268	8,267	811	9,078	11,557	1,340	12,897
GLOUCESTER	848	430	1,278	161	1,439	327	155	482	62	544	1,760	223	1,983
HUDSON	1,911	814	2,725	442	3,167	5,026	3,244	8,270	838	9,108	10,995	1,280	12,275
HUNTERDON	389	102	491	100	591	0	0	0	0	0	491	100	591
MERCER	1,258	343	1,601	244	1,845	1,683	433	2,116	250	2,366	3,717	494	4,211
MIDDLESEX	1,452	461	1,913	266	2,179	2,131	927	3,058	388	3,446	4,971	654	5,625
MONMOUTH	2,168	638	2,806	268	3,074	1,613	551	2,164	519	2,683	4,970	787	5,757
MORRIS	1,006	464	1,470	236	1,706	1,108	335	1,443	209	1,652	2,913	445	3,358
OCEAN	2,128	699	2,827	245	3,072	1,734	1,165	2,899	410	3,309	5,726	655	6,381
PASSAIC	1,320	893	2,213	273	2,486	2,529	840	3,369	461	3,830	5,582	734	6,316
SALEM	399	71	470	97	567	67	17	84	27	111	554	124	678
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	428	123	551	107	658	440	189	629	224	853	1,180	331	1,511
UNION	1,562	683	2,245	258	2,503	2,801	841	3,642	288	3,930	5,887	546	6,433
WARREN	454	183	637	104	741	232	125	357	136	493	994	240	1,234
<b>TOTAL</b>	<b>25,527</b>	<b>9,332</b>	<b>34,859</b>	<b>4,659</b>	<b>39,518</b>	<b>34,349</b>	<b>15,758</b>	<b>50,107</b>	<b>6,941</b>	<b>57,048</b>	<b>84,966</b>	<b>11,600</b>	<b>96,566</b>

\* 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**  
JANUARY 10, 2014

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,684	102	1,786	2,264	339	2,603	3,948	441	4,389
BERGEN	2,384	345	2,729	2,903	1,029	3,932	5,287	1,374	6,661
BURLINGTON	1,611	135	1,746	1,457	516	1,973	3,068	651	3,719
CAMDEN	2,848	330	3,178	1,794	736	2,530	4,642	1,066	5,708
CAPE MAY	1,036	148	1,184	1,306	628	1,934	2,342	776	3,118
CUMBERLAND	947	90	1,037	2,140	533	2,673	3,087	623	3,710
ESSEX	3,699	120	3,819	8,354	724	9,078	12,053	844	12,897
GLOUCESTER	1,226	213	1,439	451	93	544	1,677	306	1,983
HUDSON	3,021	146	3,167	7,261	1,847	9,108	10,282	1,993	12,275
HUNTERDON	521	70	591	0	0	0	521	70	591
MERCER	1,750	95	1,845	2,126	240	2,366	3,876	335	4,211
MIDDLESEX	2,089	90	2,179	2,799	647	3,446	4,888	737	5,625
MONMOUTH	2,946	128	3,074	1,973	710	2,683	4,919	838	5,757
MORRIS	1,579	127	1,706	1,243	409	1,652	2,822	536	3,358
OCEAN	2,659	413	3,072	2,564	745	3,309	5,223	1,158	6,381
PASSAIC	2,240	246	2,486	3,100	730	3,830	5,340	976	6,316
SALEM	477	90	567	85	26	111	562	116	678
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	554	104	658	503	350	853	1,057	454	1,511
UNION	2,395	108	2,503	3,479	451	3,930	5,874	559	6,433
WARREN	685	56	741	275	218	493	960	274	1,234
<b>TOTAL</b>	<b>36,362</b>	<b>3,156</b>	<b>39,518</b>	<b>46,077</b>	<b>10,971</b>	<b>57,048</b>	<b>82,439</b>	<b>14,127</b>	<b>96,566</b>

STATE OF NEW JERSEY  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS  
BY OCCUPATIONAL GROUP**  
JANUARY 10, 2014



Data provided by the Civil Service Commission from it's 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 1/10/14: 96,566

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATIONAL GROUP**  
JANUARY 10, 2014

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL TECHNICAL MANAGERIAL</b>	00 ENGINEERING/SURVEYING	311	211	522
	01 ENV ENGR-ARCHITECTURE	21	8	29
	02 PHYSICAL SCI-STATS	146	71	217
	04 LIFE SCIENCES	52	7	59
	05 SOCIAL SCIENCES	383	632	1,015
	06 SOCIAL-PSYCH SERVICES	2,038	142	2,180
	07 MEDICAL-HEALTH SERVICES	2,087	1,093	3,180
	09 EDUCATION	344	1,956	2,300
	10 MUSEUM/LIBRARY/ARCHIVES	1,569	1,876	3,445
	11 LAW	1,226	759	1,985
	12 INFO PROCESSING SYSTEMS	614	315	929
	13 WRITING	49	53	102
	14 ART	42	16	58
	15 FINANCE	424	603	1,027
	16 ADMINISTRATION	4,200	2,534	6,734
	17 INSPECTIONS/INVESTIGATIONS	681	2,057	2,738
	18 RECREATION	253	721	974
	19 BROADCASTING/TRANSMITTING	4	13	17
<b>CLERICAL</b>	20 GENERAL CLERICAL	5,931	6,364	12,295
	21 FINANCE CLERICAL	506	860	1,366
	22 STOCK-STORAGE-INVENTORY	112	55	167
	24 INFO-MSG DISTRIBUTION	1,188	1,666	2,854
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	904	1,993	2,897
	31 FOOD SERVICES	351	648	999
	33 BARBERING/COSMETOLOGY	1	0	1
	35 DIRECT CARE	1,044	4	1,048
	36 PROTECTIVE SERVICES	9,979	22,147	32,126
<b>AGRICULTURE FISHERY</b>	40 PLANTING-GARDENING	459	619	1,078
	41 ANIMAL FARMING	184	140	324
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	2	1	3
<b>MACHINE TRADES</b>	60 MACHINERY REPAIR	345	678	1,023
	65 PRINTING	29	4	33
<b>BENCHWORK</b>	70 TECHNICAL REPAIR	3	20	23
	72 ELECTRICAL REPAIR	94	119	213
<b>STRUCTURAL WORK</b>	80 SKILLED TRADES	324	356	680
	81 STRUCTURAL MAINTENANCE	1,637	5,291	6,928
<b>MISCELLANEOUS</b>	90 TRANSPORTATION	947	1,692	2,639
	91 UTILITIES	270	647	917
	92 NOT CODED ELSEWHERE	764	676	1,440
	<b>TOTAL</b>	<b>39,518</b>	<b>57,048</b>	<b>96,566</b>

# Appendix

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**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2014**

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

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2014**

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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 2014**

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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 2014**

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

Ridgewood Library  
Ringwood Borough  
Riverside Township  
Rockaway Township  
Rockaway Library  
Roselle Borough  
Roselle Library  
Runnemede Borough  
Rutherford Borough  
Rutherford Library  
Saddle Brook Township  
Saddle Brook Library  
Salem City  
Salem City Library  
Sayreville Borough  
Scotch Plains  
Scotch Plains Library  
Sea Isle City  
Seaside Heights  
Seaside Park  
Somerdale Borough  
Somers Point  
South Amboy  
South Amboy Library  
South Orange Village  
South Orange Library  
South Plainfield  
South Plainfield Library  
South Toms River  
Sparta Township  
Sparta Library  
Stanhope Borough  
Stillwater Township

Stratford Borough  
Teaneck Township  
Teaneck Library  
Trenton  
Trenton Library  
Union Beach  
Union City (Hudson County)  
Union City Library  
Union Township (Union County)  
Union Township Library (Union  
County)  
Upper Township (Cape May County)  
Ventnor City  
Vernon Township  
Verona Township  
Verona Township Library  
Vineland City  
Vineland Library  
Vineland School District  
Voorhees Township  
Voorhees Township Fire District (1)  
Waldwick Borough  
Waldwick Library  
Wallington Borough  
Wallington JFK Memorial Library  
Wanaque Borough  
Wanaque Library  
Wantage Township  
Washington Borough (Warren  
County)  
Weehawken Township  
Weehawken Library  
Weehawken School District

STATE OF NEW JERSEY  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
AS OF JANUARY 2014

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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