

New Jersey
State Government

2009

Workforce **PROFILE** force

with selected local data



Preface

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

Since 1992, when the Department of Personnel first published a State Government Workforce Profile, the public has had two principal sources of information about the State Government workforce – the Profile and 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 Department of Personnel's primary concern with employees is their legal and administrative status, we count all employees who are in active status, whether or not 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 its historical perspective.

This year, we continue to bridge the gap between the two publications. This is a worthwhile effort, because fiscal concerns are still so prominent in the conduct of State Government. The chart on the following page presents a breakdown of the employees who were actually drawing paychecks for the pay period that included January 2, 2009. If you want 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 5, which addresses the same employee-related variables but includes both the employees who were drawing paychecks for the pay period on which the Profile counts are based, and the employees who were not drawing paychecks.

Thank you very much for your attention. I hope that you will find this Profile useful, and I look forward to receiving your feedback.

A handwritten signature in cursive script, reading "Hope L. Cooper".

Hope L. Cooper
Chair/CEO, Civil Service Commission

STATE OF NEW JERSEY
STATE EMPLOYEES IN PAY STATUS BY WORK SCHEDULE
JANUARY 2, 2009

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	224	1	0	0	225
BANKING & INSURANCE	423	0	0	0	423
CHILDREN & FAMILIES	6,912	102	0	0	7,014
COMMUNITY AFFAIRS	1,081	0	0	0	1,081
CORRECTIONS	9,990	6	0	0	9,996
Corrections	9,294	5	0	0	9,299
State Parole Board	696	1	0	0	697
EDUCATION	849	2	0	0	851
ENVIRONMENTAL PROTECTION	3,050	9	5	0	3,064
GOVERNOR'S OFFICE	99	0	0	0	99
HEALTH & SENIOR SERVICES	1,825	4	0	0	1,829
HUMAN SERVICES	15,443	1,104	0	2	16,549
INFORMATION TECHNOLOGY	816	2	0	0	818
LABOR	3,201	59	125	0	3,385
LAW & PUBLIC SAFETY	9,093	7	0	0	9,100
Law & Public Safety	7,331	3	0	0	7,334
Homeland Security & Preparedness	113	0	0	0	113
Juvenile Justice	1,649	4	0	0	1,653
MILITARY & VETERANS AFFAIRS	1,486	16	0	0	1,502
PERSONNEL	294	4	0	0	298
PUBLIC ADVOCATE	190	0	0	0	190
STATE	551	7	0	0	558
State	212	4	0	0	216
Commission on Higher Education	18	0	0	0	18
Higher Educational Student Assistance	183	0	0	0	183
Public Broadcasting)	138	3	0	0	141
TRANSPORTATION	5,880	148	1	0	6,029
Transportation	3,448	0	0	0	3,448
Motor Vehicles	2,432	148	1	0	2,581
TREASURY	5,225	12	0	0	5,237
Treasury	3,539	6	0	0	3,545
Administrative Law	95	0	0	0	95
Casino Control)	293	0	0	0	293
Public Defender	1,031	6	0	0	1,037
Public Utilities	267	0	0	0	267
TOTAL EXECUTIVE DEPARTMENTS	66,632	1,483	131	2	68,248
JUDICIARY	9,203	18	2	0	9,223
LEGISLATIVE STAFF	520	0	0	0	520
TOTAL STATE GOVT WORKFORCE	76,355	1,501	133	2	77,991

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

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New Jersey State Government Workforce Profile

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2009
INTRODUCTION

This Workforce Profile was compiled by the New Jersey Civil Service Commission from data captured by the Commission's automated personnel files, Office of Management and Budget automated payroll files, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 2, 2009, comparisons of the workforce at the end of Fiscal Year 2008 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2008.

We have included 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 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 and the reestablishment of the Department of the Public Advocate as a principal department in the Executive Branch in 2005.
- 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 Vehicles 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 1999 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.

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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 reassignment of the Office of the Ratepayer Advocate in 2006 as the Division of Rate Counsel in the Department of the Public Advocate.
- 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 2010 Workforce Profile will reflect another change: the elimination of the Department of Personnel and the creation of the Civil Service Commission. This edition of the profile still reflects the Department of Personnel as it existed on January 2, 2009.

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 only available from the Department of the Treasury’s Centralized Payroll Office. As noted in the Preface, the Centralized Payroll system, which produces data that frequently appears in budget documents, tracks different information than the Department of Personnel’s automated personnel files. Department of Personnel counts include all employees, including those on leave without pay. Employees on leave without pay are not included in paycheck counts from Centralized Payroll. We count these employees because they are still legally employees while they are on leave.

This Workforce Profile includes breakdown data for agencies whose employees are paid through Centralized Payroll and that State law places “in but not of” the constitutionally authorized departments. One exception is the Palisades Interstate Park Commission (PIP), which was established by compact between New Jersey and New York, but is allocated within the State Department of Environmental Protection. Data on PIP employment is limited to employee counts from their payroll office records. It is reported in our “Other State Government” section on page 9. 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.

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INTRODUCTION

- The Commission on Higher Education, the Higher Education Student Assistance Authority, and Public Broadcasting 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.

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 2007 and January 2008 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 3.3 percent in the size of the State Government workforce over a two year period. The reduction in the workforce since 2006 reflects the hiring freeze instituted by Governor Corzine.

The Civil Service Commission welcomes your comments and questions regarding this report, which can also be found on the Commission’s website at **www.state.nj.us/csc/publication/index.htm**. The Commission’s Office of Planning and Research can assist individual agencies with specific workforce analyses. For more information, contact Jeff Richter in the New Jersey Civil Service Commission at (609) 984-1044.

STATE OF NEW JERSEY STATE GOVERNMENT WORKFORCE AT-A-GLANCE

DEPARTMENT	NUMBER OF EMPLOYEES				
	1/5/2007	1/4/2008	1/2/2009	CHANGE OVER 2 YEARS	
AGRICULTURE	263	247	225	- 38	-14.4%
BANKING & INSURANCE	492	470	431	- 61	-12.4%
CHILDREN & FAMILIES	6,799	7,285	7,197	+ 398	+5.9%
COMMUNITY AFFAIRS	1,168	1,151	1,095	- 73	-6.3%
CORRECTIONS	10,346	10,311	10,364	+ 18	+0.2%
Corrections	9,614	9,606	9,655	+ 41	+0.4%
State Parole Board	732	705	709	0	0.0%
EDUCATION	943	894	859	- 84	-8.9%
ENVIRONMENTAL PROTECTION	3,360	3,284	3,083	- 277	-8.2%
GOVERNOR'S OFFICE	110	105	102	- 8	-7.3%
HEALTH & SENIOR SERVICES	2,071	1,980	1,857	- 214	-10.3%
HUMAN SERVICES	17,511	17,527	17,379	- 132	-0.8%
INFORMATION TECHNOLOGY	912	901	823	- 89	-9.8%
LABOR	3,817	3,709	3,468	- 349	-9.1%
LAW & PUBLIC SAFETY	10,154	9,758	9,497	- 657	-6.5%
Law & Public Safety	8,247	7,904	7,685	- 562	-6.8%
Child Advocate	0	0	0	+ 0	NA
Homeland Security & Preparedness	84	115	113	+ 29	+34.5%
Juvenile Justice	1,823	1,739	1,699	- 124	-6.8%
MILITARY & VETERANS AFFAIRS	1,571	1,602	1,572	+ 1	+0.1%
PERSONNEL	347	334	304	- 43	-12.4%
PUBLIC ADVOCATE	161	193	172	+ 11	+6.8%
STATE	574	589	568	- 6	-1.0%
State	197	224	221	+ 24	+12.2%
Commission on Higher Education	18	18	18	+ 0	+0.0%
Higher Educational Student Assistance	199	194	187	- 12	-6.0%
Public Broadcasting	160	153	142	- 18	-11.3%
TRANSPORTATION	6,770	6,547	6,212	- 558	-8.2%
Transportation	3,851	3,657	3,507	- 344	-8.9%
Motor Vehicles	2,919	2,890	2,705	- 214	-7.3%
TREASURY	5,913	5,963	5,678	- 235	-4.0%
Treasury	4,129	4,164	3,969	- 160	-3.9%
Administrative Law	109	106	96	- 13	-11.9%
Casino Control	335	314	295	- 40	-11.9%
Public Defender	1,040	1,094	1,048	+ 8	+0.8%
Public Utilities	300	285	270	- 30	-10.0%
Ratepayer Advocate	0	0	0	+ 0	NA
TOTAL EXECUTIVE DEPARTMENTS	73,282	72,850	70,886	- 2,396	-3.3%
JUDICIARY	9,703	9,626	9,331	- 372	-3.8%
LEGISLATIVE STAFF	508	513	527	+ 19	+3.7%
TOTAL STATE GOVT WORKFORCE	83,493	82,989	80,744	- 2,749	-3.3%

DEMOGRAPHICS JANUARY 2009

AGE

Average: 46 years
Median: 46 years

LENGTH OF SERVICE

Average: 13 years
Median: 10 years

SALARY *

Average: \$ 61,961
Median: \$ 57,716

GENDER

Female: 45,157 (55.9%)
Male: 35,587 (44.1%)

MINORITY EMPLOYEES

34,554 (42.8%)

UNION REPRESENTATION

70,274 (87.0%)

* Full-time employees only.

STATE OF NEW JERSEY STATISTICS BY AGENCY

INTRODUCTION

The following group of tables shows statistics for each of the Executive Agencies, the Judiciary, and the Office of Legislative Services. Page 5 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.

Page 6 shows a similar breakdown for employees’ titles by class of service. Again, we have included 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. The employee’s appointment does not always match the class of service to which the title is assigned.

Page 7 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 8 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. You will notice that, 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 9 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 a telephone survey, and have included information on the sources of funds for each agency.

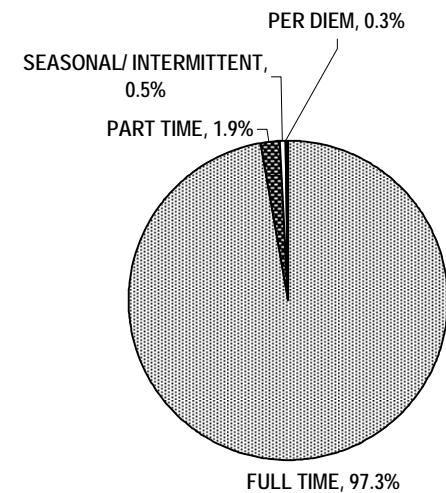
For additional information on State College employees who fall under the Merit System, please see Page 45.

STATE OF NEW JERSEY

STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT

JANUARY 2, 2009

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
AGRICULTURE	224	1	0	0	225
BANKING & INSURANCE	425	6	0	0	431
CHILDREN & FAMILIES	7,081	116	0	0	7,197
COMMUNITY AFFAIRS	1,090	5	0	0	1,095
CORRECTIONS	10,358	6	0	0	10,364
Corrections	9,650	5	0	0	9,655
State Parole Board	708	1	0	0	709
EDUCATION	856	3	0	0	859
ENVIRONMENTAL PROTECTION	3,068	9	6	0	3,083
GOVERNORS OFFICE	101	0	0	1	102
HEALTH & SENIOR SERVICES	1,853	4	0	0	1,857
HUMAN SERVICES	16,184	1,193	0	2	17,379
INFORMATION TECHNOLOGY	821	2	0	0	823
LABOR	3,254	65	149	0	3,468
LAW & PUBLIC SAFETY	9,230	267	0	0	9,497
Law & Public Safety	7,422	263	0	0	7,685
Homeland Security & Preparedness	113	0	0	0	113
Juvenile Justice	1,695	4	0	0	1,699
MILITARY & VETERANS AFFAIRS	1,555	17	0	0	1,572
PERSONNEL	297	7	0	0	304
PUBLIC ADVOCATE	172	0	0	0	172
STATE	561	7	0	0	568
State	217	4	0	0	221
Commission on Higher Education	18	0	0	0	18
Higher Educational Student Assistance	187	0	0	0	187
Public Broadcasting	139	3	0	0	142
TRANSPORTATION	6,020	171	21	0	6,212
Transportation	3,501	6	0	0	3,507
Motor Vehicles	2,519	165	21	0	2,705
TREASURY	5,201	102	375	0	5,678
Treasury	3,498	96	375	0	3,969
Administrative Law	96	0	0	0	96
Casino Control	295	0	0	0	295
Public Defender	1,042	6	0	0	1,048
Public Utilities	270	0	0	0	270
TOTAL EXECUTIVE DEPARTMENTS	68,351	1,981	551	3	70,886
JUDICIARY	9,304	25	2	0	9,331
LEGISLATIVE STAFF	523	4	0	0	527
TOTAL STATE GOVT WORKFORCE	78,178	2,010	553	3	80,744

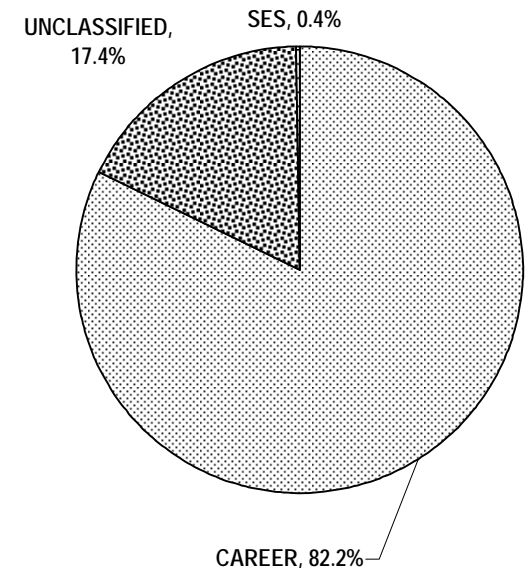


STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEE TITLES BY SERVICE DIVISION

JANUARY 2, 2009

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	182	20	202	4	19	225
BANKING & INSURANCE	337	36	373	1	57	431
CHILDREN & FAMILIES	6,119	673	6,792	73	332	7,197
COMMUNITY AFFAIRS	990	40	1,030	0	65	1,095
CORRECTIONS	9,805	170	9,975	0	389	10,364
Corrections	9,140	152	9,292	0	363	9,655
State Parole Board	665	18	683	0	26	709
EDUCATION	252	408	660	0	199	859
ENVIRONMENTAL PROTECTION	2,688	304	2,992	7	84	3,083
GOVERNORS OFFICE	15	0	15	0	87	102
HEALTH & SENIOR SERVICES	1,492	262	1,754	19	84	1,857
HUMAN SERVICES	11,756	5,039	16,795	15	569	17,379
INFORMATION TECHNOLOGY	692	109	801	7	15	823
LABOR	3,012	251	3,263	27	178	3,468
LAW & PUBLIC SAFETY	3,436	972	4,408	11	5,078	9,497
Law & Public Safety	2,140	838	2,978	8	4,699	7,685
Homeland Security & Preparedness	60	1	61	0	52	113
Juvenile Justice	1,236	133	1,369	3	327	1,699
MILITARY & VETERANS AFFAIRS	787	551	1,338	0	234	1,572
PERSONNEL	250	23	273	14	17	304
PUBLIC ADVOCATE	76	4	80	0	92	172
STATE	281	23	304	0	264	568
State	159	16	175	0	46	221
Commission on Higher Education	6	0	6	0	12	18
Higher Educational Student Assistance	91	6	97	0	90	187
Public Broadcasting	25	1	26	0	116	142
TRANSPORTATION	5,529	536	6,065	55	92	6,212
Transportation	2,963	470	3,433	42	32	3,507
Motor Vehicles	2,566	66	2,632	13	60	2,705
TREASURY	3,870	584	4,454	50	1,174	5,678
Treasury	3,101	532	3,633	24	312	3,969
Administrative Law	54	1	55	0	41	96
Casino Control	28	4	32	0	263	295
Public Defender	495	35	530	1	517	1,048
Public Utilities	192	12	204	25	41	270
TOTAL EXECUTIVE DEPARTMENTS	51,569	10,005	61,574	283	9,029	70,886
JUDICIARY	4,839	0	4,839	0	4,492	9,331
LEGISLATIVE STAFF	0	0	0	0	527	527
TOTAL STATE GOVT WORKFORCE	56,408	10,005	66,413	283	14,048	80,744



STATE OF NEW JERSEY

AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY

JANUARY 2, 2009

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	48	\$66,602	\$64,107	15
BANKING & INSURANCE	51	\$75,676	\$77,660	16
CHILDREN & FAMILIES	41	\$58,675	\$55,778	9
COMMUNITY AFFAIRS	49	\$64,091	\$63,279	12
CORRECTIONS	43	\$65,635	\$67,241	12
Corrections	43	\$64,899	\$67,241	12
State Parole Board	43	\$75,663	\$80,117	13
EDUCATION	49	\$75,556	\$80,260	13
ENVIRONMENTAL PROTECTION	47	\$71,447	\$71,890	16
GOVERNOR'S OFFICE	41	\$68,571	\$59,533	6
HEALTH & SENIOR SERVICES	49	\$69,342	\$71,124	14
HUMAN SERVICES	46	\$51,744	\$45,499	12
INFORMATION TECHNOLOGY	50	\$80,559	\$83,581	19
LABOR	50	\$59,864	\$55,161	15
LAW & PUBLIC SAFETY	44	\$70,205	\$67,170	12
Law & Public Safety	44	\$72,116	\$69,786	13
Homeland Security & Preparedness	45	\$78,462	\$75,474	7
Juvenile Justice	44	\$61,286	\$59,897	11
MILITARY & VETERANS AFFAIRS	49	\$47,559	\$43,479	11
PERSONNEL	48	\$68,202	\$67,921	15
PUBLIC ADVOCATE	48	\$75,605	\$73,340	12
STATE	49	\$65,627	\$64,269	15
State	48	\$60,475	\$57,716	13
Commission on Higher Education	51	\$72,675	\$66,905	14
Higher Educational Student Assistance	50	\$63,021	\$58,623	14
Public Broadcasting	50	\$76,262	\$76,125	17
TRANSPORTATION	47	\$55,993	\$51,032	14
Transportation	48	\$61,900	\$56,471	17
Motor Vehicles	46	\$47,783	\$42,049	11
TREASURY	47	\$67,252	\$62,586	14
Treasury	47	\$64,250	\$58,047	14
Administrative Law	52	\$91,571	\$87,581	16
Casino Control	49	\$59,360	\$56,708	17
Public Defender	47	\$73,717	\$69,262	14
Public Utilities	50	\$81,164	\$83,581	17
TOTAL EXECUTIVE DEPARTMENTS	45	\$61,576	\$57,815	13
JUDICIARY	46	\$64,274	\$56,945	13
LEGISLATIVE STAFF	45	\$71,087	\$67,509	13
TOTAL STATE GOVT WORKFORCE	46	\$61,961	\$57,716	13

* Excludes part-time, hourly, and per diem employees.

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

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE

JANUARY 2, 2009

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	133	57	0	35	225
BANKING & INSURANCE	427	0	0	4	431
CHILDREN & FAMILIES	5,229	1,507	0	461	7,197
COMMUNITY AFFAIRS	703	249	35	108	1,095
CORRECTIONS	9,970	34	217	143	10,364
Corrections	9,261	34	217	143	9,655
State Parole Board	709	0	0	0	709
EDUCATION	449	198	12	200	859
ENVIRONMENTAL PROTECTION	2,919	76	5	83	3,083
GOVERNOR'S OFFICE	86	0	16	0	102
HEALTH & SENIOR SERVICES	739	733	156	229	1,857
HUMAN SERVICES	12,038	5,290	5	46	17,379
INFORMATION TECHNOLOGY	0	0	823	0	823
LABOR	646	2,815	0	7	3,468
LAW & PUBLIC SAFETY	7,479	180	0	1,838	9,497
Law & Public Safety	6,099	132	0	1,454	7,685
Homeland Security & Preparedness	103	10	0	0	113
Juvenile Justice	1,277	38	0	384	1,699
MILITARY & VETERANS AFFAIRS	1,410	162	0	0	1,572
PERSONNEL	304	0	0	0	304
PUBLIC ADVOCATE	169	2	0	1	172
STATE	294	172	42	60	568
State	158	15	42	6	221
Commission on Higher Education	14	4	0	0	18
Higher Educational Student Assistance	22	153	0	12	187
Public Broadcasting	100	0	0	42	142
TRANSPORTATION	2,610	889	0	2,713	6,212
Transportation	2,610	889	0	8	3,507
Motor Vehicles	0	0	0	2,705	2,705
TREASURY	4,611	6	258	803	5,678
Treasury	3,223	0	258	488	3,969
Administrative Law	88	0	0	8	96
Casino Control	0	0	0	295	295
Public Defender	1,048	0	0	0	1,048
Public Utilities	252	6	0	12	270
TOTAL EXECUTIVE DEPARTMENTS	50,216	12,370	1,569	6,731	70,886
JUDICIARY	7,775	1,297	0	259	9,331
LEGISLATIVE STAFF	527	0	0	0	527
TOTAL STATE GOVT WORKFORCE	58,518	13,667	1,569	6,990	80,744

OTHER STATE GOVERNMENT EMPLOYMENT

JANUARY 2009

AGENCY	FULL TIME	PART TIME	TOTAL 2009	TOTAL 2008	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	62	9	71	73	-2	MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	35	10	45	31	14	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1, 4}	135	0	135	124	11	TOLLS & FARES
DELAWARE RIVER BASIN COMMISSION ¹	44	4	48	42	6	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	346	54	400	382	18	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1, 2}	884	4	888	889	-1	TOLLS & FARES, STATE & FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	285	0	285	271	14	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	18	1	19	19	0	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY ⁵	185	7	192	172	20	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	16	0	16	16	0	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	26	0	FEES
NEW JERSEY COMMERCE COMMISSION ⁵	0	0	0	70	-70	STATE FUNDS, FEES, AND REVENUES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,216	663	1,879	1,870	9	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	123	4	127	119	8	SELF FUNDED VIA GENERATED FEES AND REVENUES
NEW JERSEY REDEVELOPMENT AUTHORITY	15	0	15	14	1	SELF FUNDED
NEW JERSEY SCHOOL DEVELOPMENT AUTHORITY	298	0	298	271	27	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	786	2,047	2,833	2,945	-112	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,654	925	11,579	11,571	8	STATE & FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	2,308	419	2,727	2,817	-90	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	121	2	123	120	3	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	170	0	170	165	5	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1, 4}	80	3	83	85	-2	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	607	0	607	620	-13	SEWERAGE FEES
PASSAIC VALLEY WATER COMMISSION	170	0	170	187	-17	WATER SALE REVENUES
PINELANDS COMMISSION	54	3	57	62	-5	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1, 3}	7,176	19	7,195	6,916	279	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	58	2	60	60	0	SEWAGE FEES
RUTGERS	9,422	3,849	13,271	13,040	231	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	89	1	90	107	-17	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	331	170	501	517	-16	TOLL REVENUE
STATE COLLEGES	8,798	5,286	14,084	13,672	412	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	11,997	2,058	14,055	13,200	855	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1, 4}	89	0	89	95	-6	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	56,598	15,540	72,138	70,568	1,570	

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

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

STATE OF NEW JERSEY

AGE, SERVICE LENGTH, SEPARATION AND HIRING DATA

FOR STATE GOVERNMENT EMPLOYEES

INTRODUCTION

The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on January 2, 2009 (the cross-hatched columns) compared with a similar “snapshots” from previous years. The length of service data indicates that the average length of service in the State Government workforce is 13 years, while the median length of service is 10 years. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to over 60 percent. This trend reversed itself in 2002, when an early retirement incentive program was instituted. Today, the number of employees with 10 years of service or greater represents 48.4 percent of the total workforce.

The number of employees age 60 and over has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, and 2008 and decreases in 2001, 2002, 2003, and 2008. In the year 2000 there were 7,427 employees age 60 and older; last year we reported 8,347 employees in that same group. The current employee count for age 60 and over is now 8,182, a 9.2 percent increase since 2000. For ten years before 2008, the age group 40 to 49 was the largest employee group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 25,308 of the State's 80,744 employees, approximately 31.3 percent, in that age bracket.

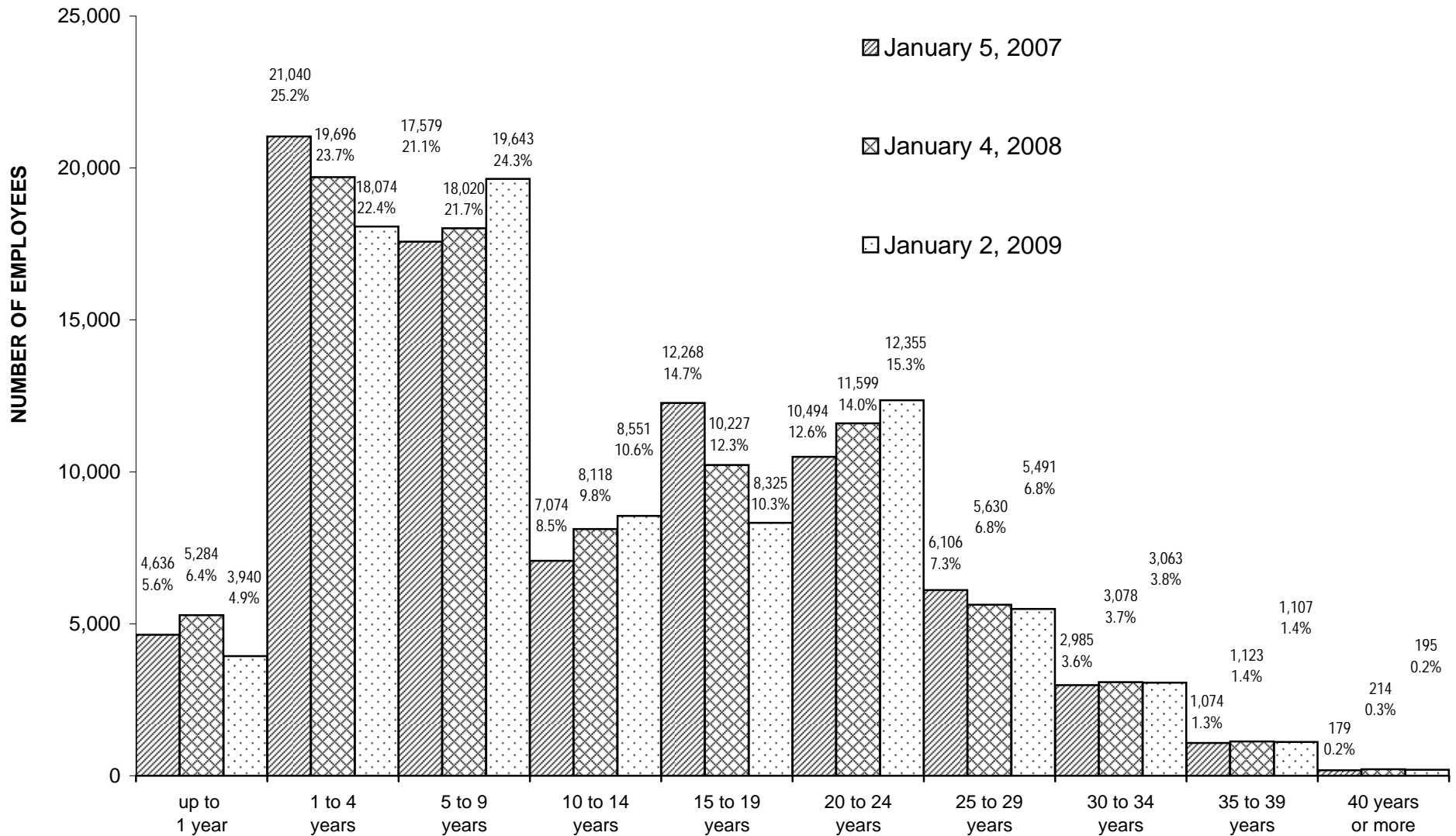
On Page 13, we compare separations during Fiscal Years 2006, 2007, and 2008 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the total number of separations decreased by 1,010 since fiscal year '07. In Fiscal Year 2008, there were a total of 5,327 separations. Since 1995, the mean annual number of separations has been 5,043. Pages 14 through 18 present additional data for separations from State Government service.

We present similar statistics for hiring activity in State Government on Pages 19 and 20. The overall number of hires during the last 17 fiscal years is presented on Page 19, and the average annual salary for full-time employees hired since Fiscal Year 1991 is represented graphically on Page 20. The average number of new hires for those 17 years is 5,832; however the most recent information shows a more significant drop in hiring over the past three years. Counts of new hires dropped from 8,698 new hires in 2005 to 4,328 in 2008. This reduction can be attributed to the hiring freeze implemented by Governor Corzine during his first year in office. The average age of employees hired in Calendar Year 2008 was 35. The median age of 30, however, indicates that half of the new hires were age 30 or below. The plotted average salaries of individuals hired during this same period followed a relatively stable incline. The most significant annual increase in hiring occurred in Fiscal Year 1994, following a State Government-wide layoff action.

STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE

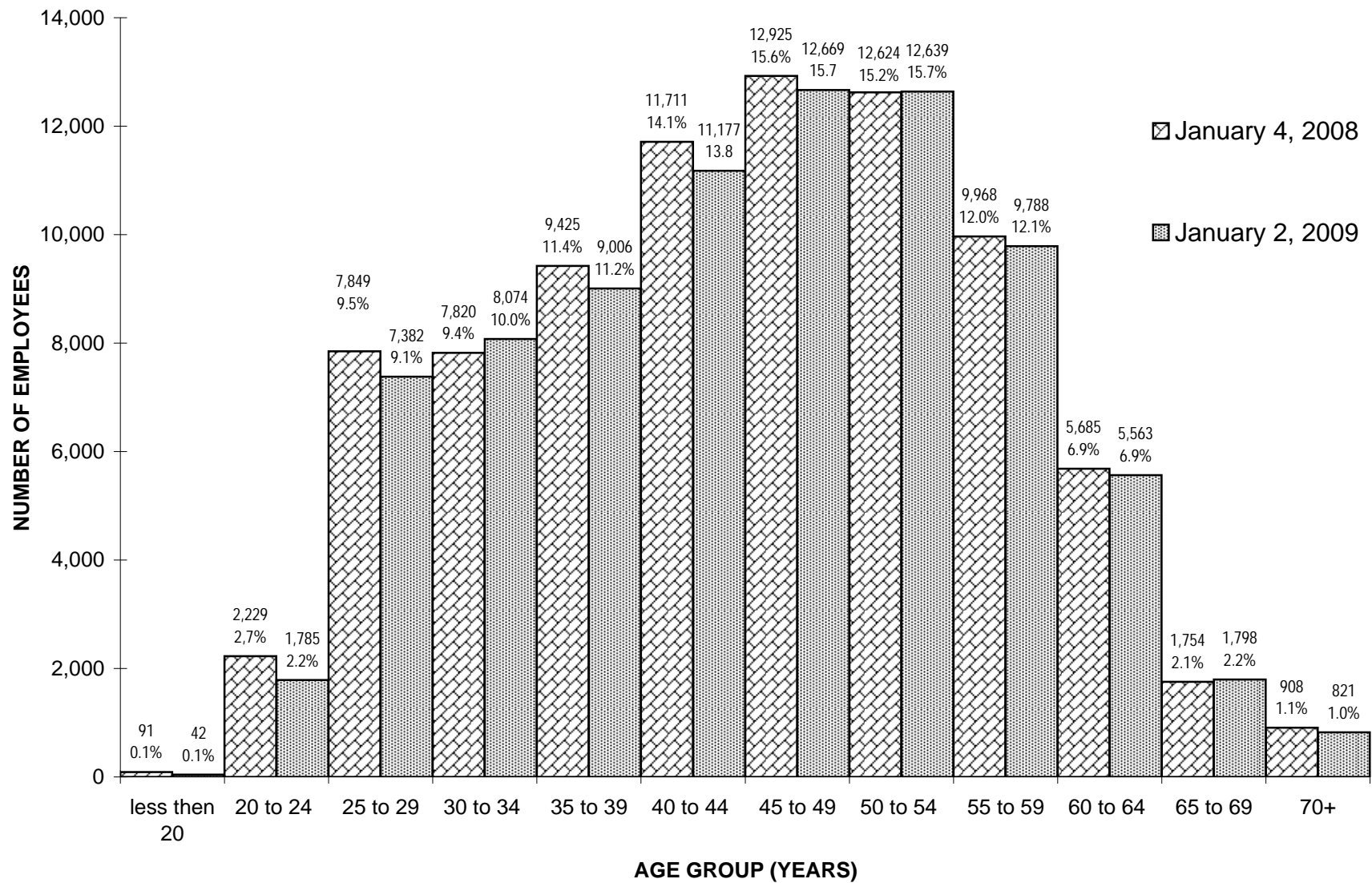
JANUARY 2, 2009 (WITH EARLIER DATA FOR COMPARISON)



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

Percentages refer to the total State Government workforce (as of 1/5/2007, 83,435; as of 1/4/2008, 82,989; as of 1/2/2009, 80,744)

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE
JANUARY 2, 2009 (WITH EARLIER DATA FOR COMPARISON)

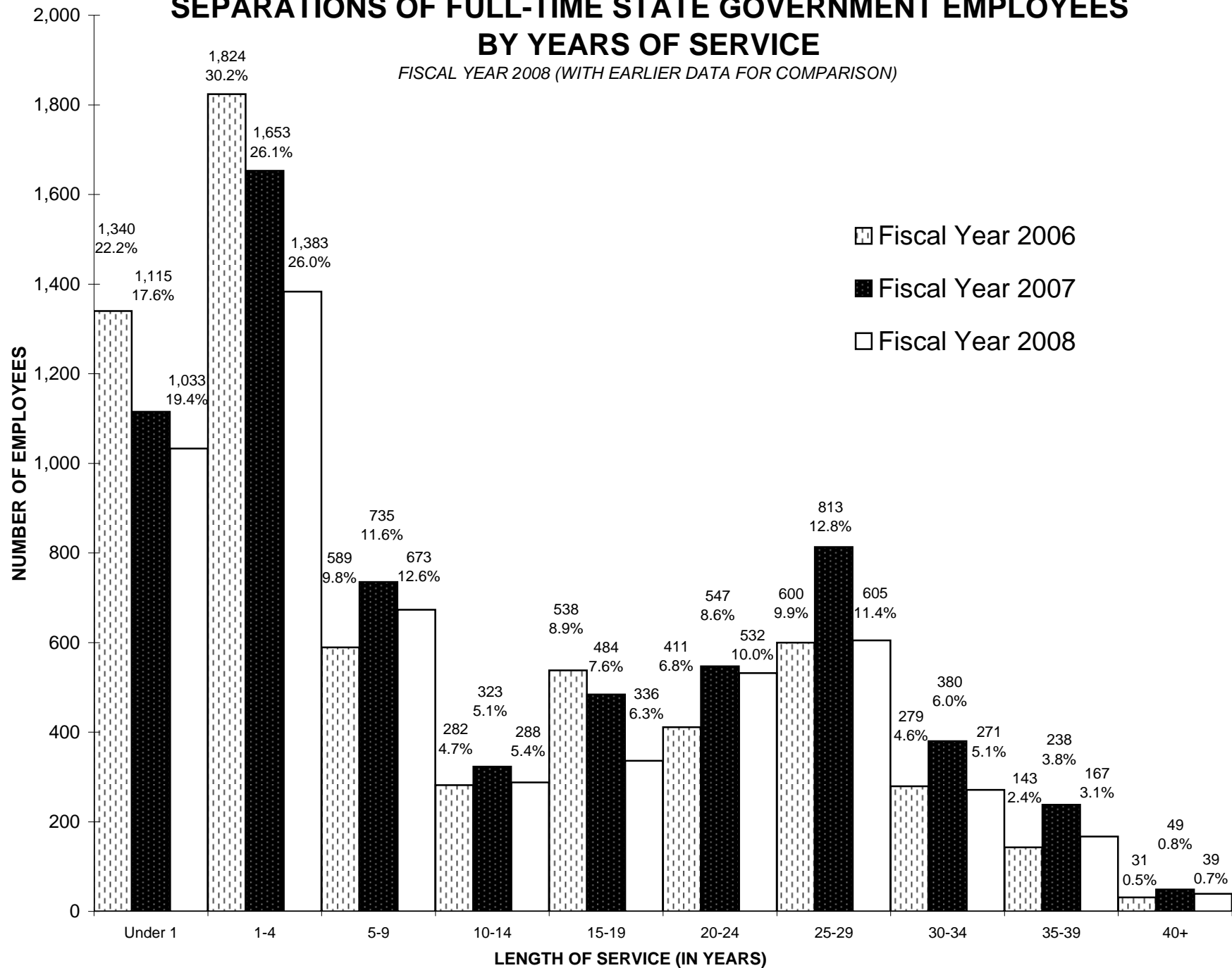


Data provided by the Civil Service Commission from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/4/2008, 82,989; as of 1/2/2009, 80,744)

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

FISCAL YEAR 2008 (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 (FY2006, 6,037; FY2007, 6,337; FY2008, 5,327).

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 1887 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 - FY2008

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%

An Early Retirement Incentive Program (ERI) was signed into law on May 30, 2002 in order to reduce the State's payroll.

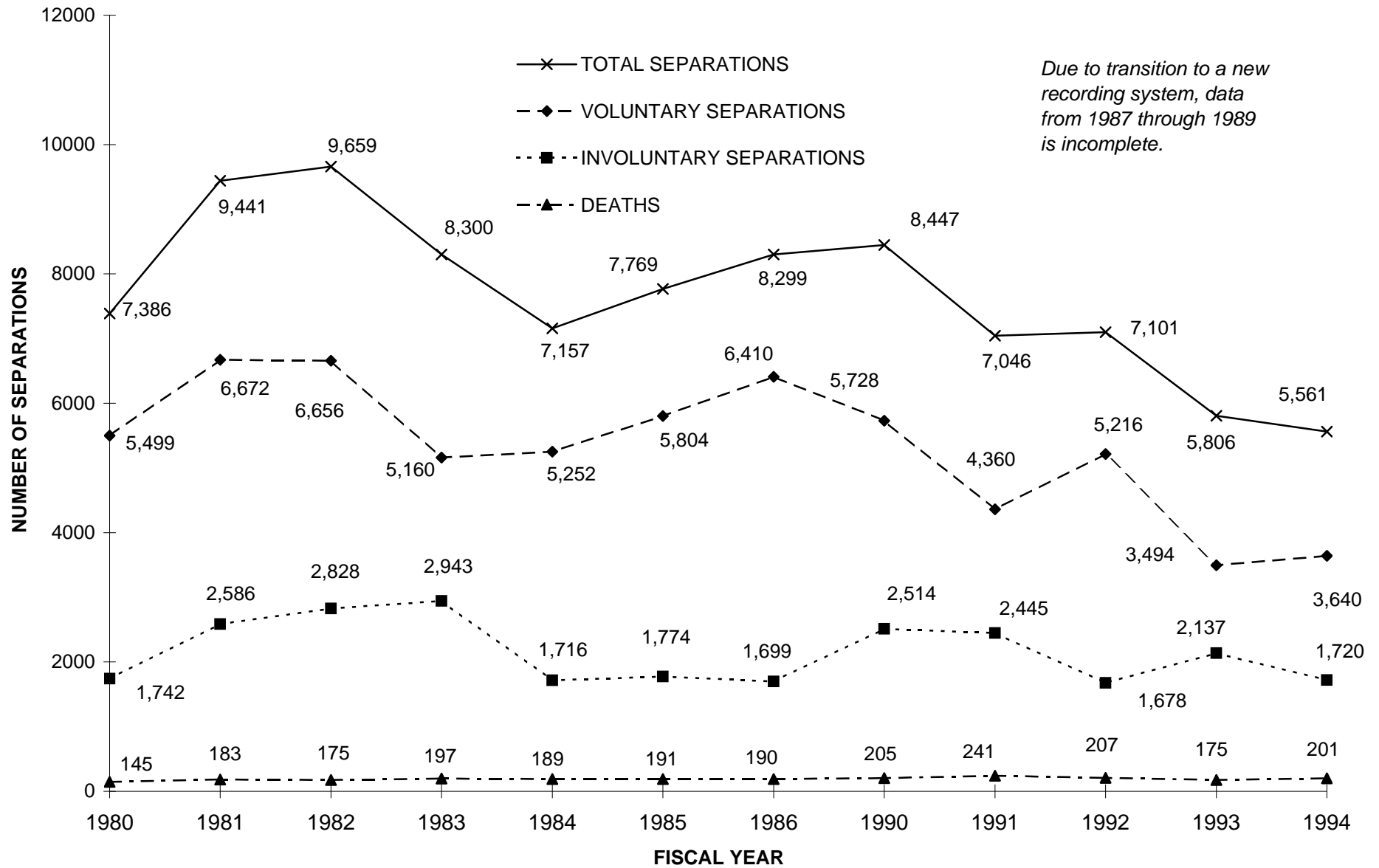
Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and July 1, 2002 and met age and service requirements.

Some extensions beyond July 1, 2002 were granted at the convenience of the State Government.

Data from automated personnel files.

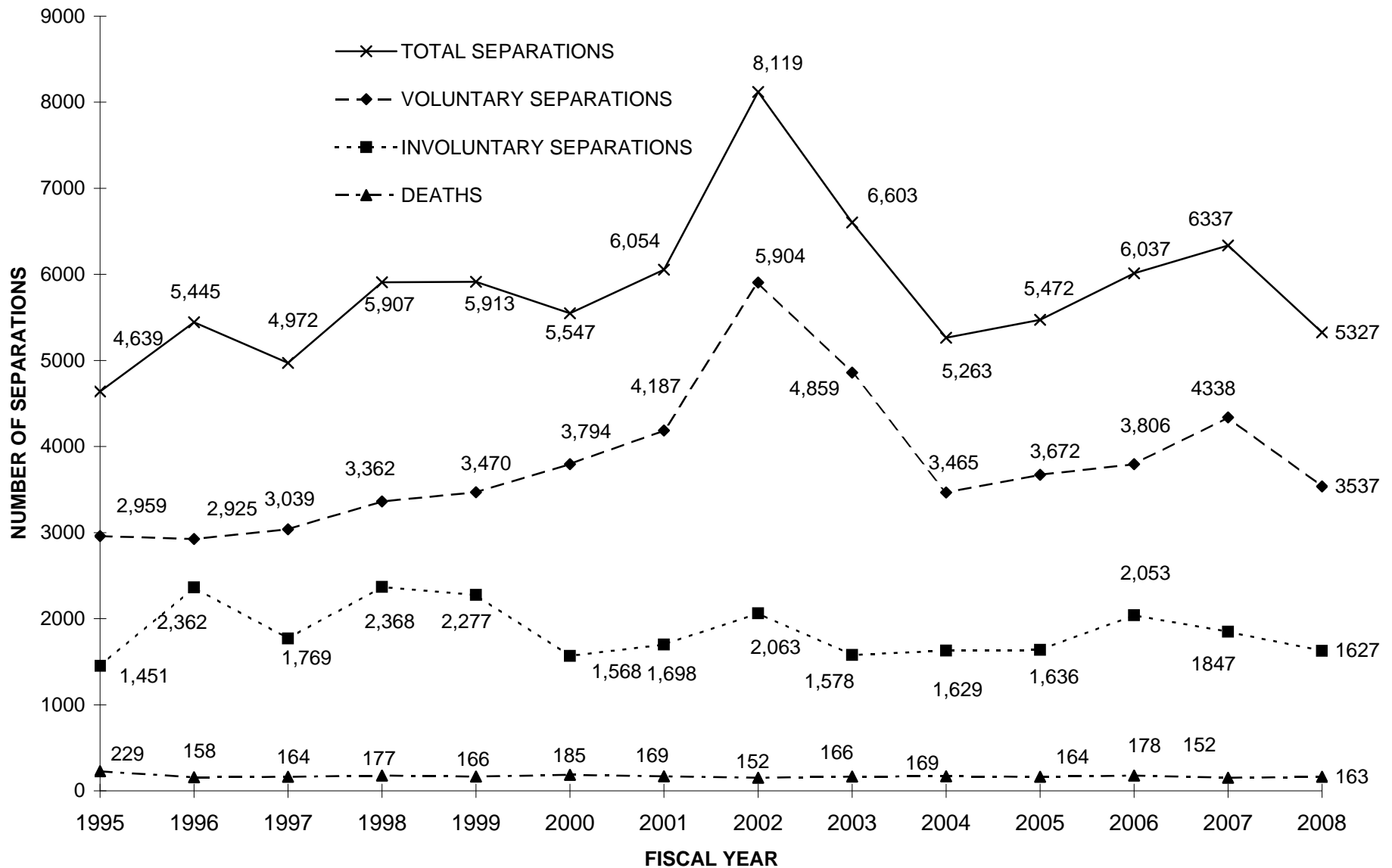
Terminations include discontinuation of provisional, temporary, and unclassified appointments, term expirations, and some layoffs of employees without permanent Civil Service status.

STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FY1980 - FY1994

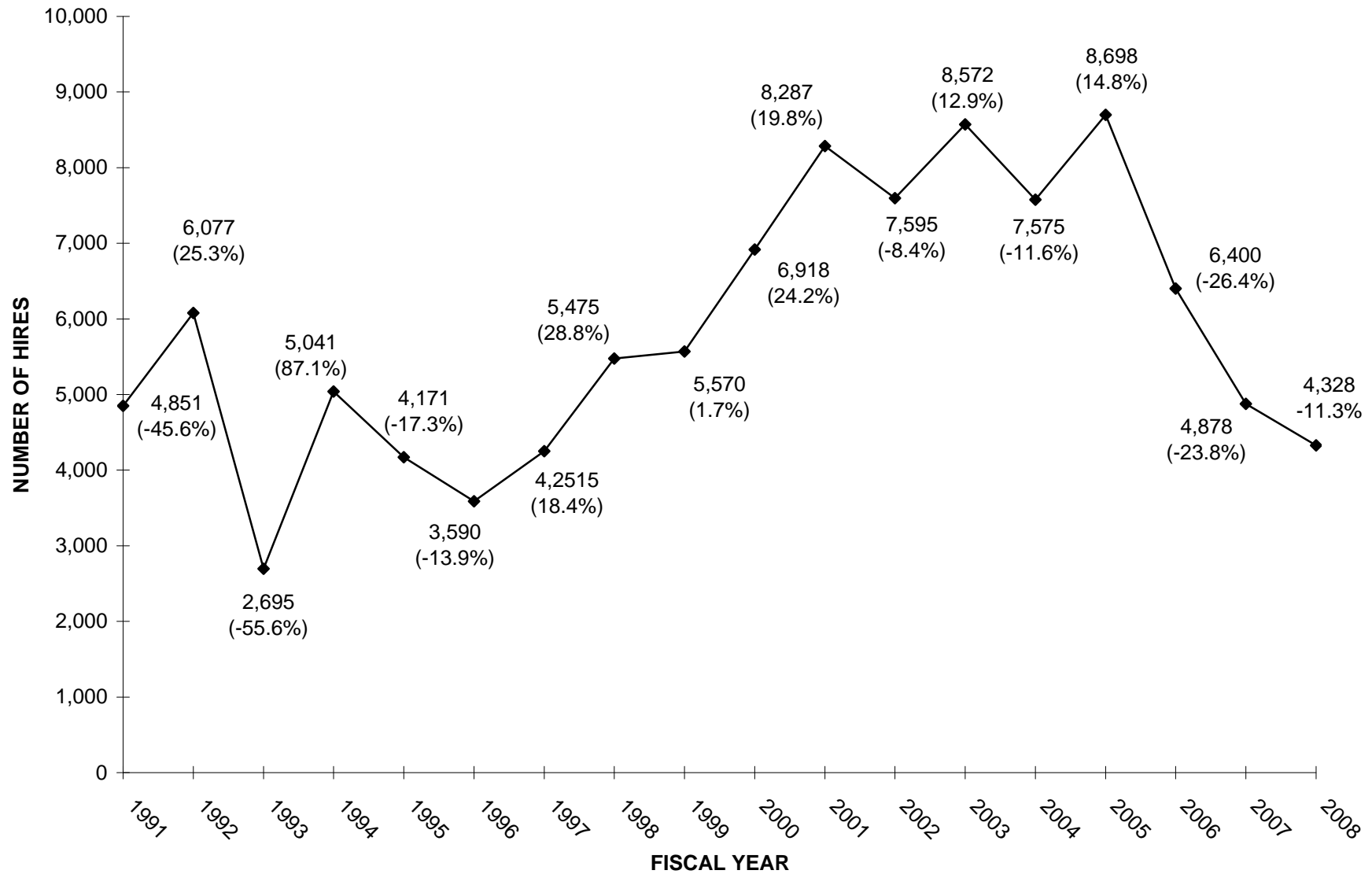


Data provided by the Civil Service Commission from separation reports (1980-1986) and automated personnel files 1990-1994).

STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FULL-TIME EMPLOYEES FY1995 - FY2008

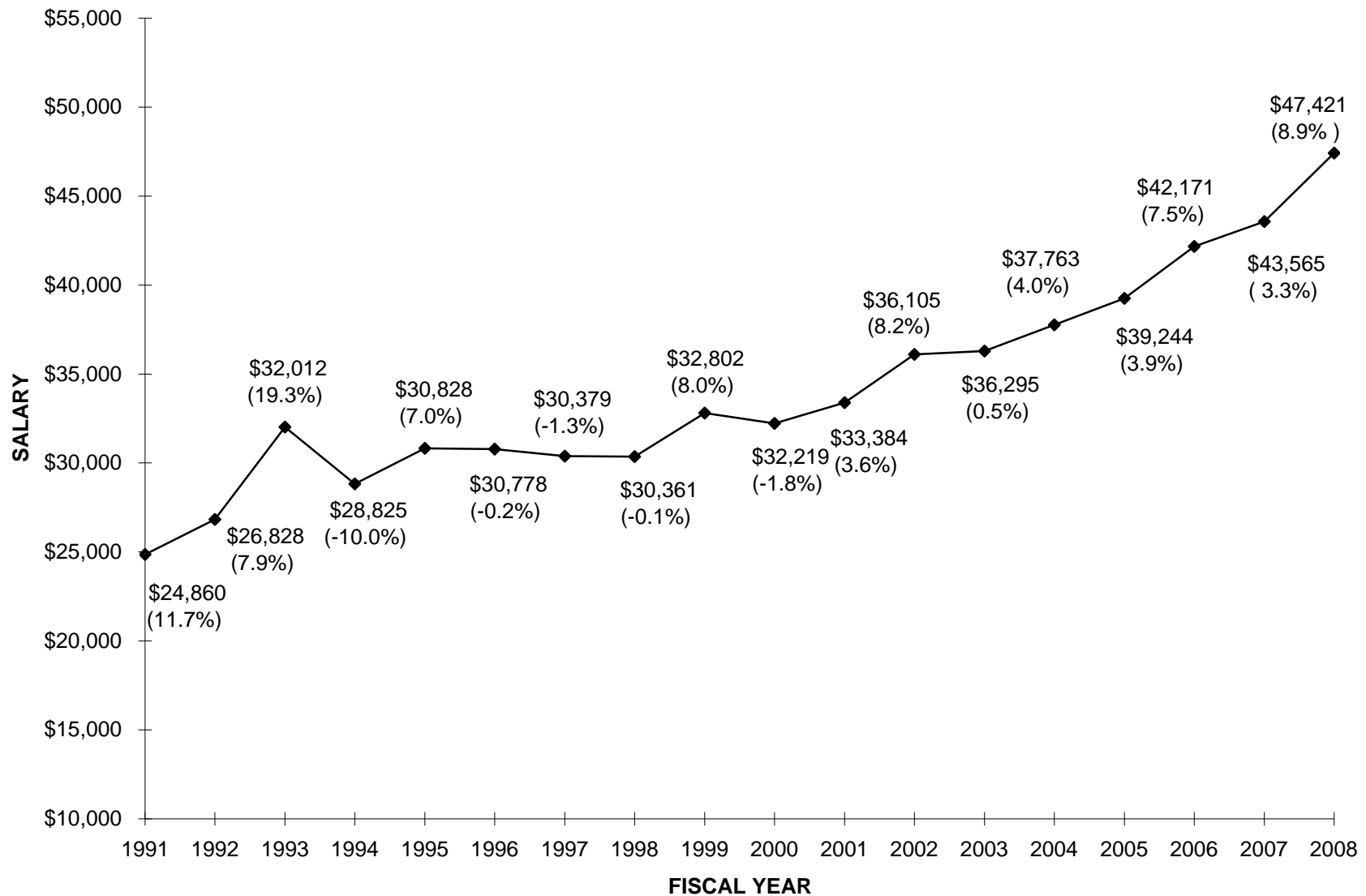


STATE OF NEW JERSEY HIRING BY STATE GOVERNMENT FY1991 THROUGH FY2008



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 FY2008



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

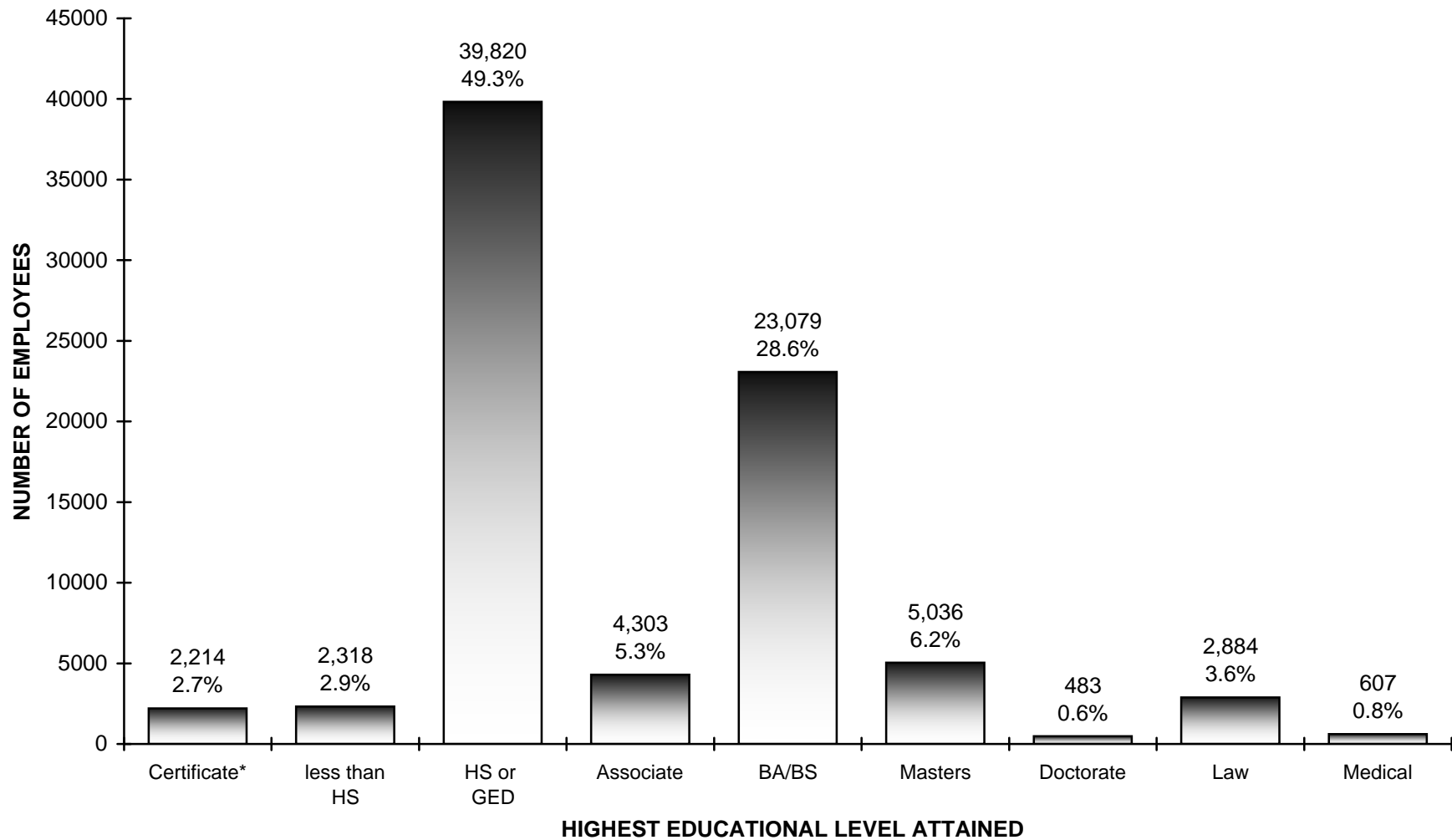
The table on Page 22 counts State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 23,079 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,089 (or 40 percent of the workforce). This 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.

Our analysis of State Government employees by work location (Page 23) 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 proportion 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 24. Page 25 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 26 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 Unit. This taxonomy groups employees by the type of work performed, and, at the level of analysis developed for this Profile, does not consider the employee's level 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 2, 2009



Percentages refer to the total State Government workforce (as of 1/2/2009, 80,744)

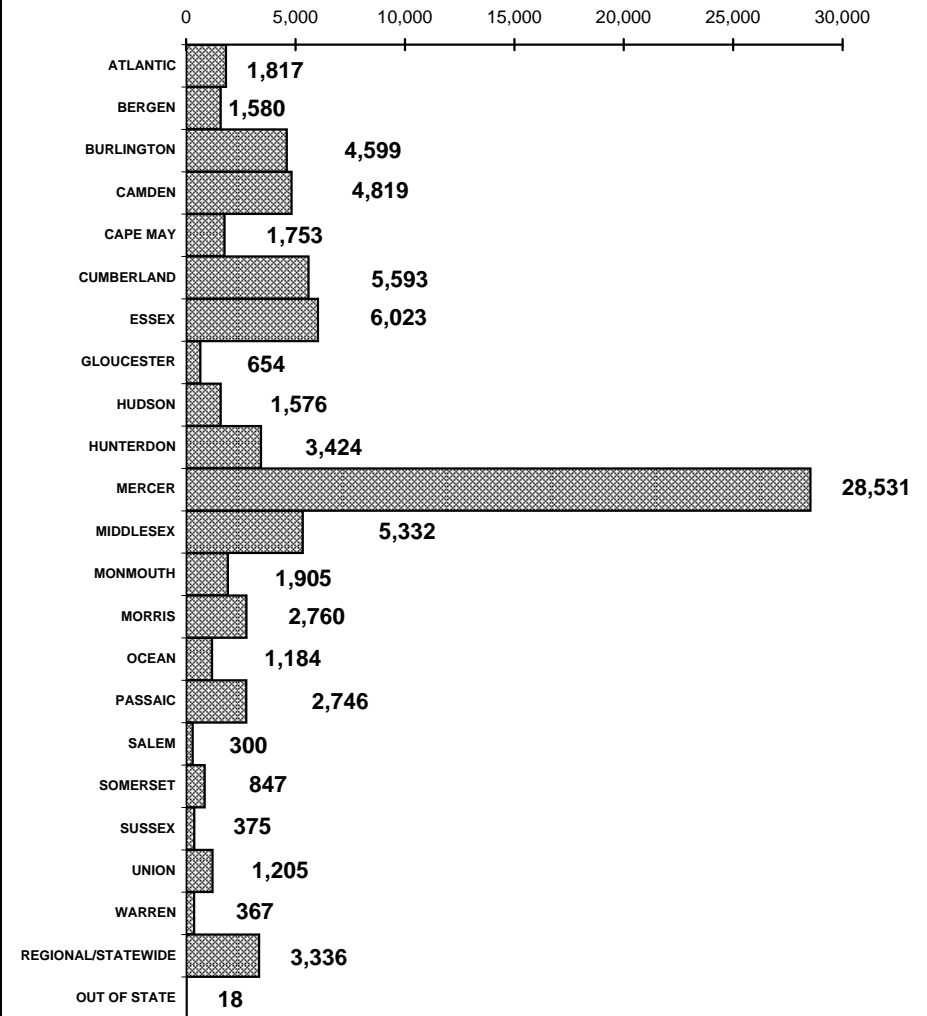
* These employees identified specialized certificates of proficiency as their highest level of education.

STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY WORK LOCATION

JANUARY 2 , 2009

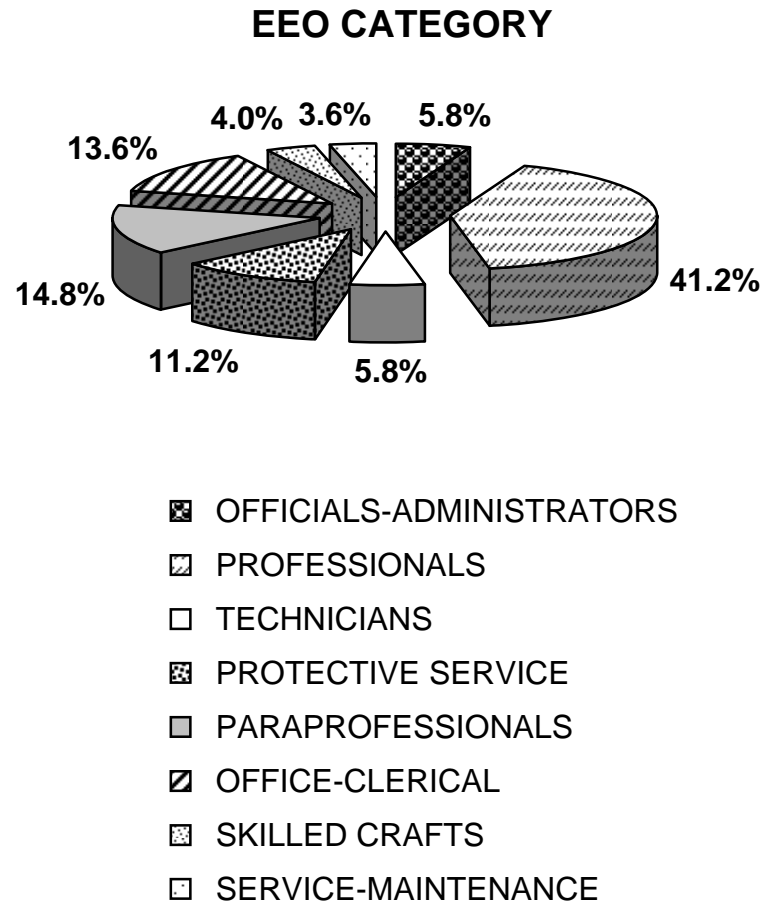
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,817	2.3%
BERGEN	1,580	2.0%
BURLINGTON	4,599	5.7%
CAMDEN	4,819	6.0%
CAPE MAY	1,753	2.2%
CUMBERLAND	5,593	6.9%
ESSEX	6,023	7.5%
GLOUCESTER	654	0.8%
HUDSON	1,576	2.0%
HUNTERDON	3,424	4.2%
MERCER	28,531	35.3%
MIDDLESEX	5,332	6.6%
MONMOUTH	1,905	2.4%
MORRIS	2,760	3.4%
OCEAN	1,184	1.5%
PASSAIC	2,746	3.4%
SALEM	300	0.4%
SOMERSET	847	1.0%
SUSSEX	375	0.5%
UNION	1,205	1.5%
WARREN	367	0.5%
REGIONAL/STATEWIDE	3,336	4.1%
OUT OF STATE		
CALIFORNIA	4	*
CONNECTICUT	0	*
MASSACHUSETTS	0	*
ILLINOIS	13	*
NEW YORK	0	*
WASHINGTON, DC	1	*
TOTAL	80,744	100.0%



Note: A Federal Liaison Officer and Tax Auditors hold 20 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 2, 2009

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,686 5.8%
PROFESSIONALS	33,245 41.2%
TECHNICIANS	4,710 5.8%
PROTECTIVE SERVICE	9,054 11.2%
PARAPROFESSIONALS	11,914 14.8%
OFFICE-CLERICAL	11,001 13.6%
SKILLED CRAFTS	3,201 4.0%
SERVICE-MAINTENANCE	2,933 3.6%
TOTAL	80,744



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

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

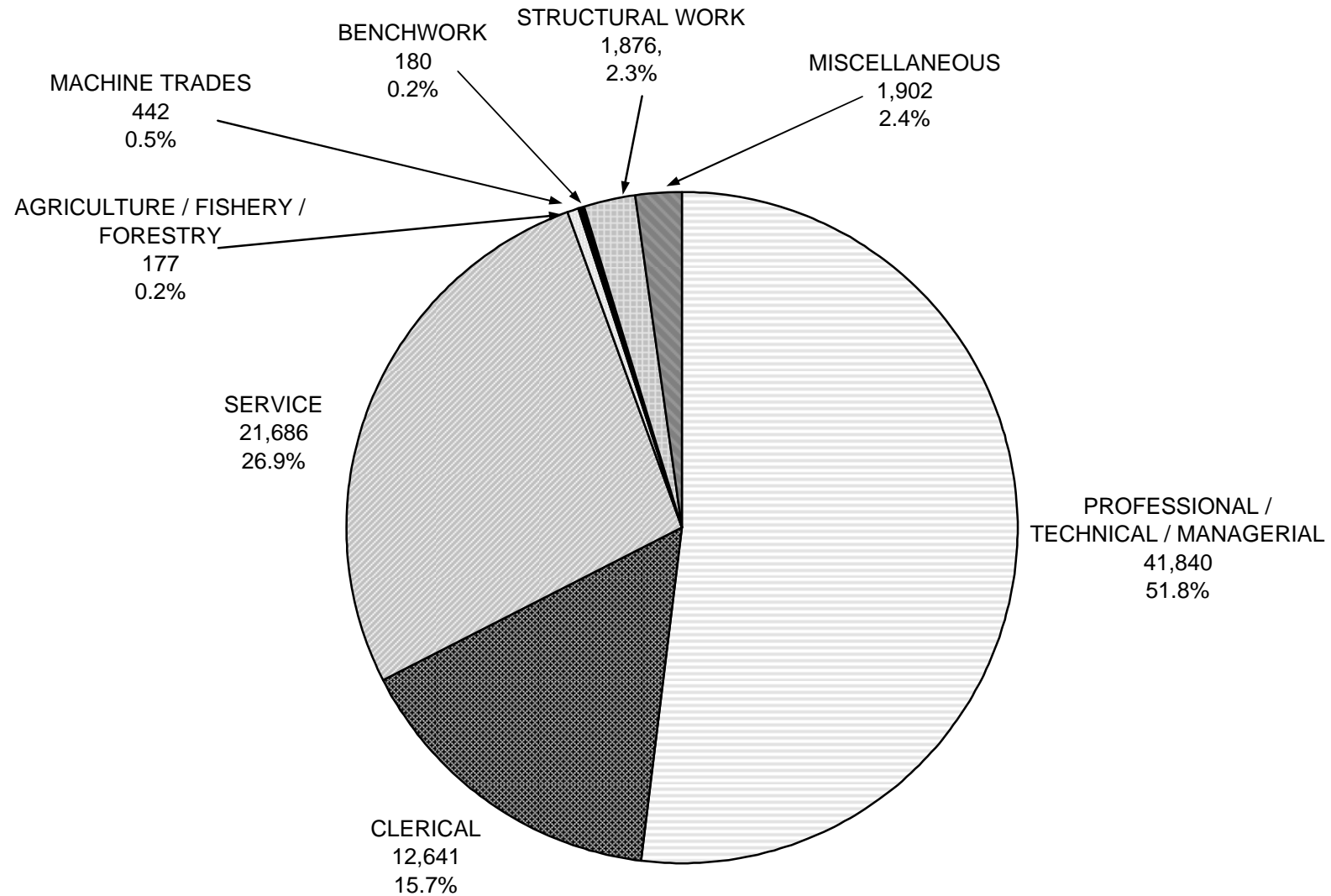
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION
 JANUARY 2, 2009

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying/Engineering	1,078	0	0	1,078
	01 Environmental Engineering/Architecture	245	0	0	245
	02 Physical Sciences/Statistics	1,806	0	0	1,806
	04 Life Sciences	269	0	0	269
	05 Community Development/Social Sciences	394	0	0	394
	06 Social & Psychological Services	7,310	2,227	0	9,537
	07 Medical and Health Services	4,158	0	0	4,158
	09 Education	2,235	0	4	2,239
	10 Museum, Library & Archival Sciences	130	9	3	142
	11 Law	2,177	978	113	3,268
	12 Information Processing	2,321	308	38	2,667
	13 Writing	173	47	42	262
	14 Art	41	0	0	41
	15 Finance	2,003	82	111	2,196
	16 Administration	8,110	2,073	102	10,285
	17 Inspections/Investigations	2,741	287	14	3,042
	18 Recreation	111	0	0	111
	19 Public Broadcasting	100	0	0	100
CLERICAL	20 Stenography, Typing & Filing	7,925	3,076	73	11,074
	21 Computing & Account Recording	323	130	4	457
	22 Stock, Storage, & Inventory	288	0	3	291
	24 Information & Message Distribution	813	0	6	819
SERVICE	30 Building/Institution/Facility Services	1,278	0	0	1,278
	31 Food/Beverage Preparation/Services	1,096	0	0	1,096
	33 Barbering/Cosmetology	11	0	0	11
	35 Direct Care/Personal & Health Services	7,304	0	0	7,304
	36 Protective Services	11,987	0	10	11,997
AGRICULTURE / FISHERY / FORESTRY	40 Planting/Gardening	131	0	0	131
	41 Animal Farming	43	0	0	43
	43 Forestry	3	0	0	3
MACHINE TRADES	60 Machinery Repair	380	0	0	380
	65 Printing	53	9	0	62
BENCHWORK	70 Medical/Scientific Repair	2	0	0	2
	72 Electrical Repair	177	0	1	178
STRUCTURAL WORK	80 Skilled Trades	455	0	0	455
	81 Infrastructure Repair/Maintenance	1,419	0	2	1,421
MISCELLANEOUS	90 Transportation	582	14	0	596
	91 Utilities Production/Distribution	184	0	0	184
	92 Multiple Groups	1,030	91	1	1,122
TOTAL		70,886	9,331	527	80,744

STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL CATEGORY

JANUARY 2, 2009



Data provided by the Civil Service Commission from automated personnel files.
Classification system based on the CSC Occupational Code Dictionary.
Percentages refer to the total State Government workforce as of 1/1/2009: 80,744.

STATE OF NEW JERSEY

SALARY DATA FOR STATE GOVERNMENT WORKFORCE

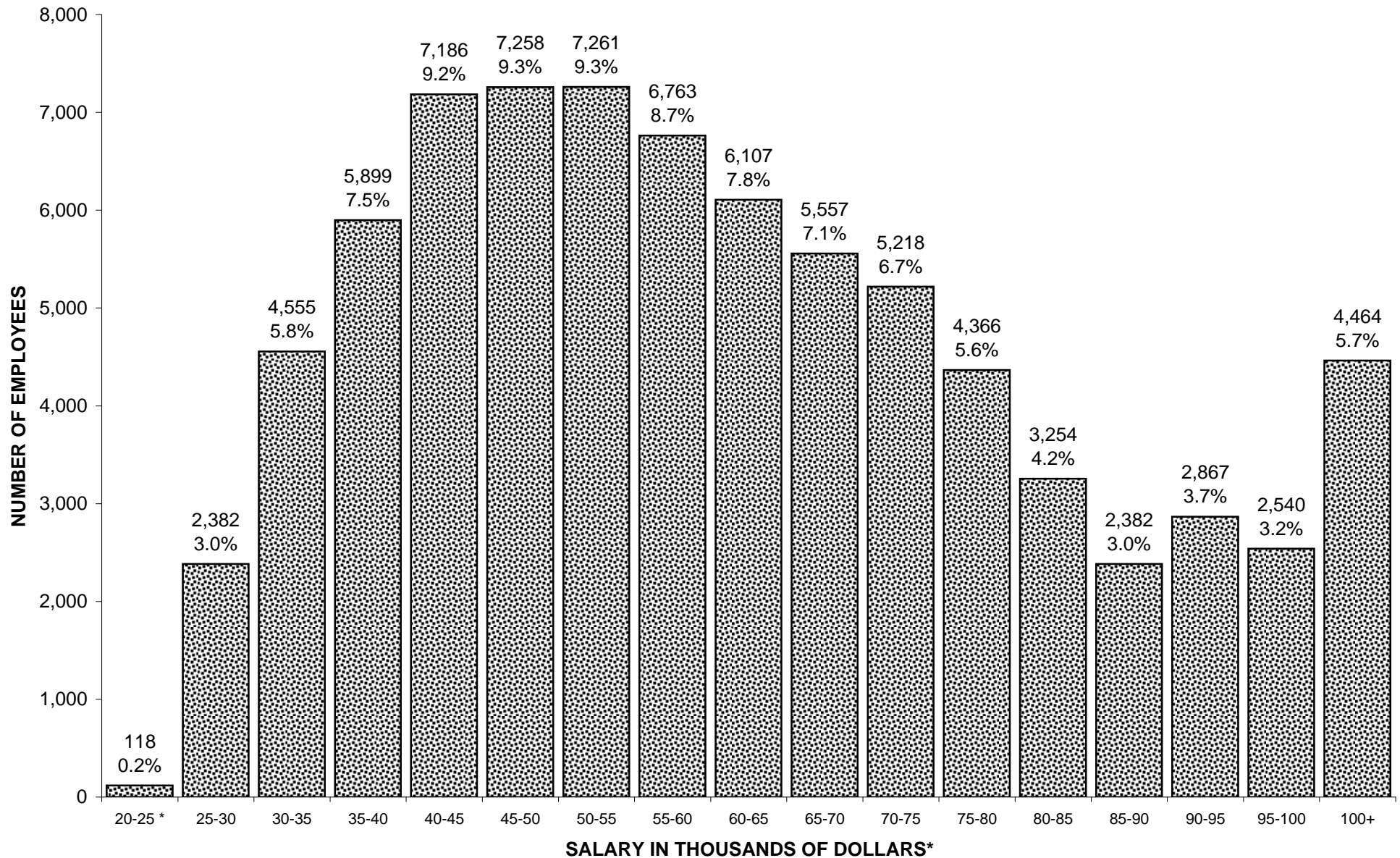
INTRODUCTION

We are continuing to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$61,961) account for 56 percent of the full-time State Government workforce. The median salary is \$57,716. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 7 (by agency) and on Page 41 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on Page 28. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. The employees earning between \$50,000.00 and \$54,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$40,000.00 to \$54,999.99 account for approximately 28 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for the past four years on Page 29. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage change over 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 Merit System Board, 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 Department of Personnel's automated files.

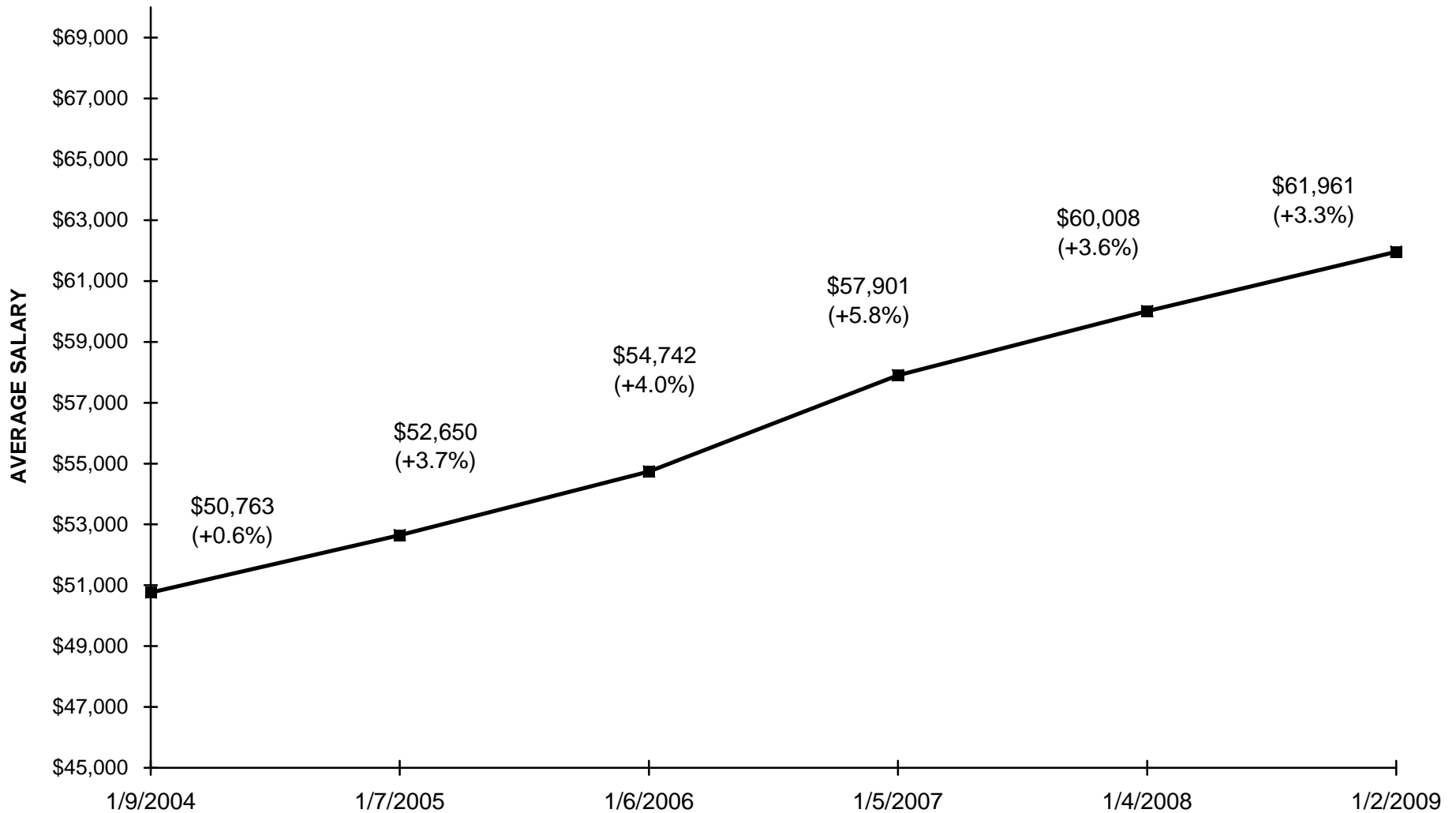
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY
JANUARY 2, 2009



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 1/2/2009, 78,177).

*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
2004 through 2009



STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE: RACE/ETHNIC AND GENDER DATA

INTRODUCTION

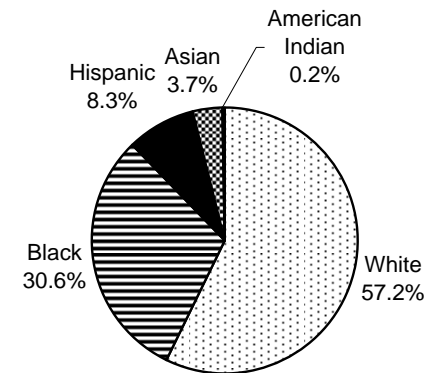
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic distribution for the entire State Government workforce. Next, there 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 34, there is a table giving the gender and race/ethnic distribution by agency.

Pages 35 and 36 show historic trends for minorities (Blacks, Hispanics, Asians, and American Indians), and Pages 37 and 38 show historic information for women. These charts are based on counts of full-time employees, while the three preceding tables count all employees. 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 over 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 41 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 55.7 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.

STATE OF NEW JERSEY RACE/ETHNIC DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY

JANUARY 2, 2009

STATE AGENCY	White	Black	Hispanic	Asian	American Indian	Total
AGRICULTURE	175	31	8	11	0	225
BANKING & INSURANCE	294	102	20	15	0	431
CHILDREN & FAMILIES	2,858	3,123	1,094	111	11	7,197
COMMUNITY AFFAIRS	719	271	80	22	3	1,095
CORRECTIONS	5,911	3,258	1,058	105	32	10,364
Corrections	5,466	3,090	970	97	32	9,655
State Parole Board	445	168	88	8	0	709
EDUCATION	623	172	32	32	0	859
ENVIRONMENTAL PROTECTION	2,546	274	80	173	10	3,083
GOVERNOR'S OFFICE	67	18	16	1	0	102
HEALTH & SENIOR SERVICES	1,186	432	103	131	5	1,857
HUMAN SERVICES	6,888	8,648	1,021	776	46	17,379
INFORMATION TECHNOLOGY	605	94	25	98	1	823
LABOR	2,008	898	438	120	4	3,468
LAW & PUBLIC SAFETY	6,884	1,766	633	186	28	9,497
Law & Public Safety	5,942	1,053	499	165	26	7,685
Homeland Security & Preparedness	106	4	2	1	0	113
Juvenile Justice	836	709	132	20	2	1,699
MILITARY & VETERANS AFFAIRS	605	609	179	176	3	1,572
PERSONNEL	183	97	11	13	0	304
PUBLIC ADVOCATE	107	37	20	7	1	172
STATE	388	112	35	33	0	568
State	134	53	19	15	0	221
Commission on Higher Education	10	7	0	1	0	18
Higher Educational Student Assistance	131	31	10	15	0	187
Public Broadcasting	113	21	6	2	0	142
TRANSPORTATION	4,219	1,067	486	431	9	6,212
Transportation	2,592	400	145	366	4	3,507
Motor Vehicles	1,627	667	341	65	5	2,705
TREASURY	3,698	1,404	338	230	8	5,678
Treasury	2,655	969	157	182	6	3,969
Administrative Law	66	24	5	1	0	96
Casino Control	212	66	11	6	0	295
Public Defender	606	274	145	21	2	1,048
Public Utilities	159	71	20	20	0	270
TOTAL EXECUTIVE DEPARTMENTS	39,964	22,413	5,677	2,671	161	70,886
JUDICIARY	5799	2246	1000	272	14	9,331
LEGISLATIVE STAFF	427	61	27	12	0	527
TOTAL STATE GOVT WORKFORCE	46,190	24,720	6,704	2,955	175	80,744



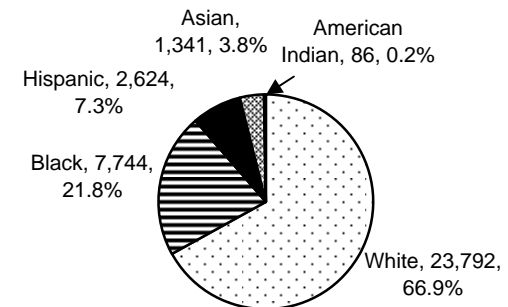
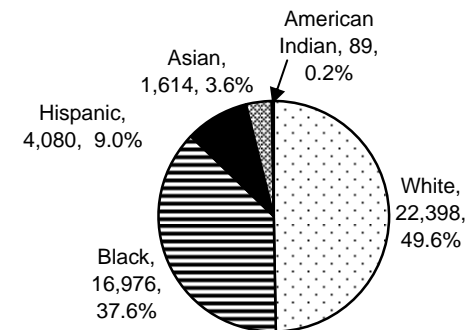
STATE OF NEW JERSEY

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

JANUARY 2, 2009

STATE AGENCY	FEMALE	MALE	TOTAL
AGRICULTURE	125	100	225
BANKING & INSURANCE	215	216	431
CHILDREN & FAMILIES	5,575	1,622	7,197
COMMUNITY AFFAIRS	530	565	1,095
CORRECTIONS	2,903	7,461	10,364
Corrections	2,584	7,071	9,655
State Parole Board	319	390	709
EDUCATION	586	273	859
ENVIRONMENTAL PROTECTION	1,243	1,840	3,083
GOVERNOR'S OFFICE	67	35	102
HEALTH & SENIOR SERVICES	1,316	541	1,857
HUMAN SERVICES	11,914	5,465	17,379
INFORMATION TECHNOLOGY	363	460	823
LABOR	2,254	1,214	3,468
LAW & PUBLIC SAFETY	3,434	6,063	9,497
Law & Public Safety	2,750	4,935	7,685
Homeland Security & Preparedness	38	75	113
Juvenile Justice	646	1,053	1,699
MILITARY & VETERANS AFFAIRS	1,056	516	1,572
PERSONNEL	196	108	304
PUBLIC ADVOCATE	117	55	172
STATE	331	237	568
State	146	75	221
Commission on Higher Education	14	4	18
Public Broadcasting	123	64	187
Higher Educational Student Assistance	48	94	142
TRANSPORTATION	2,564	3,648	6,212
Transportation	685	2,822	3,507
Motor Vehicles	1,879	826	2,705
TREASURY	3,313	2,365	5,678
Treasury	2,317	1,652	3,969
Administrative Law	60	36	96
Casino Control	142	153	295
Public Defender	666	382	1,048
Public Utilities	128	142	270
TOTAL EXECUTIVE DEPARTMENTS	38,102	32,784	70,886
JUDICIARY	6,794	2,537	9,331
LEGISLATIVE STAFF	261	266	527
TOTAL STATE GOVT WORKFORCE	45,157	35,587	80,744

FEMALE



MALE

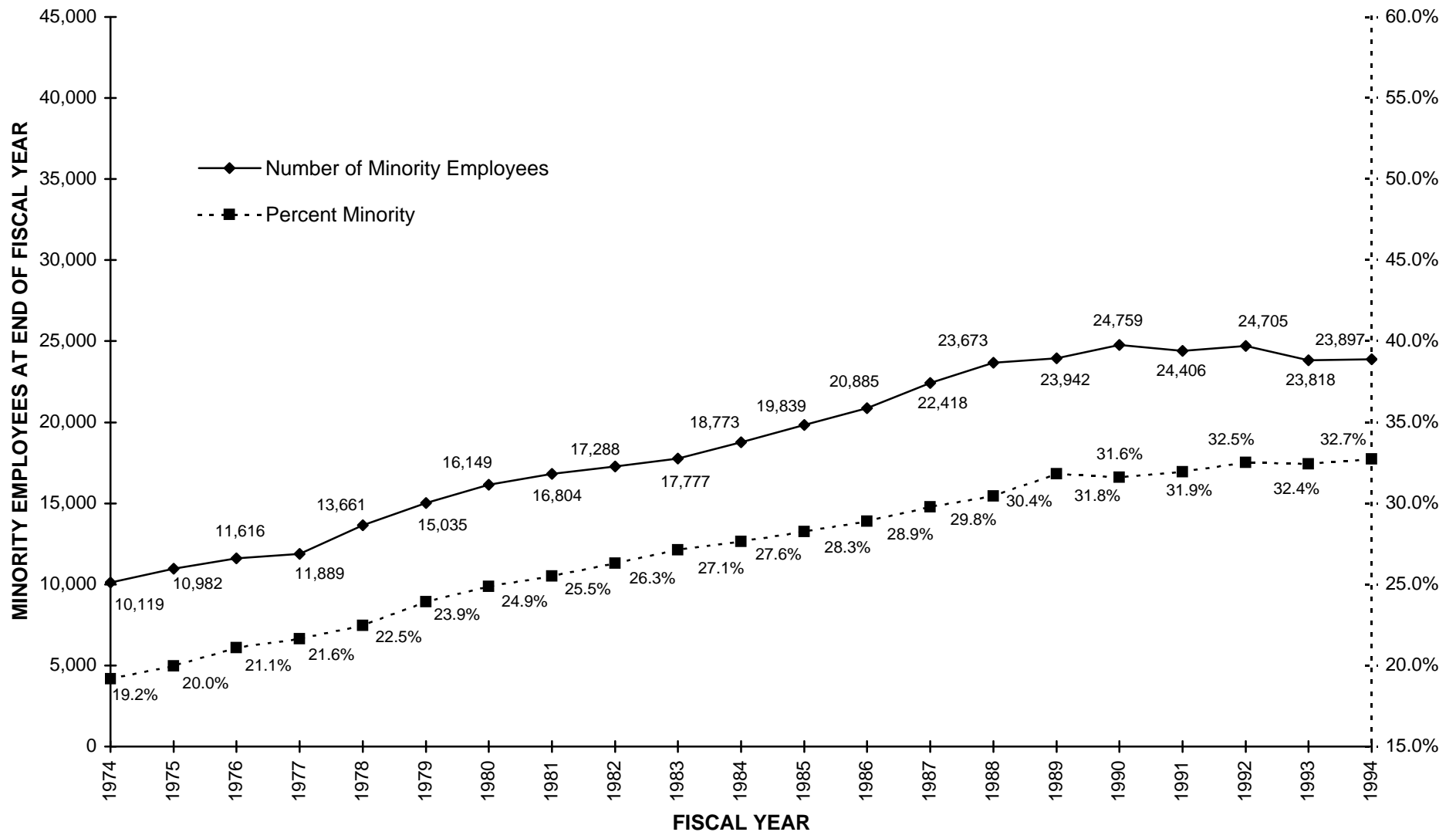
MALE 44.1%
FEMALE 55.9%

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

JANUARY 2, 2009

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian	Total	
AGRICULTURE	84	8	3	5	0	100	91	23	5	6	0	125	225
BANKING & INSURANCE	168	36	4	8	0	216	126	66	16	7	0	215	431
CHILDREN & FAMILIES	682	653	249	34	4	1,622	2,176	2,470	845	77	7	5,575	7,197
COMMUNITY AFFAIRS	457	61	30	16	1	565	262	210	50	6	2	530	1,095
CORRECTIONS	4,625	1,935	801	74	26	7,461	1,286	1,323	257	31	6	2,903	10,364
Corrections	4,343	1,878	752	72	26	7,071	1,123	1,212	218	25	6	2,584	9,655
State Parole Board	282	57	49	2	0	390	163	111	39	6	0	319	709
EDUCATION	214	32	14	13	0	273	409	140	18	19	0	586	859
ENVIRONMENTAL PROTECTION	1,589	98	35	115	3	1,840	957	176	45	58	7	1,243	3,083
GOVERNOR'S OFFICE	28	2	5	0	0	35	39	16	11	1	0	67	102
HEALTH & SENIOR SERVICES	390	83	28	38	2	541	796	349	75	93	3	1,316	1,857
HUMAN SERVICES	2,369	2,430	363	289	14	5,465	4,519	6,218	658	487	32	11,914	17,379
INFORMATION TECHNOLOGY	369	39	14	37	1	460	236	55	11	61	0	363	823
LABOR	877	191	95	51	0	1,214	1,131	707	343	69	4	2,254	3,468
LAW & PUBLIC SAFETY	4,713	824	396	105	25	6,063	2,171	942	237	81	3	3,434	9,497
Law & Public Safety	4,094	418	306	93	24	4,935	1,848	635	193	72	2	2,750	7,685
Homeland Security & Preparedness	72	1	1	1	0	75	34	3	1	0	0	38	113
Juvenile Justice	547	405	89	11	1	1,053	289	304	43	9	1	646	1,699
MILITARY & VETERANS AFFAIRS	294	113	69	40	0	516	311	496	110	136	3	1,056	1,572
PERSONNEL	75	23	4	6	0	108	108	74	7	7	0	196	304
PUBLIC ADVOCATE	42	6	4	2	1	55	65	31	16	5	0	117	172
STATE	181	34	14	8	0	237	207	78	21	25	0	331	568
State	55	12	5	3	0	75	79	41	14	12	0	146	221
Commission on Higher Education	2	2	0	0	0	4	8	5	0	1	0	14	18
Higher Educational Student Assistance	47	9	4	4	0	64	84	22	6	11	0	123	187
Public Broadcasting	77	11	5	1	0	94	36	10	1	1	0	48	142
TRANSPORTATION	2,705	426	188	324	5	3,648	1,514	641	298	107	4	2,564	6,212
Transportation	2,106	285	124	303	4	2,822	486	115	21	63	0	685	3,507
Motor Vehicles	599	141	64	21	1	826	1,028	526	277	44	4	1,879	2,705
TREASURY	1,823	344	108	89	1	2,365	1,875	1,060	230	141	7	3,313	5,678
Treasury	1,312	220	56	64	0	1,652	1,343	749	101	118	6	2,317	3,969
Administrative Law	31	4	1	0	0	36	35	20	4	1	0	60	96
Casino Control	109	32	6	6	0	153	103	34	5	0	0	142	295
Public Defender	271	64	41	5	1	382	335	210	104	16	1	666	1,048
Public Utilities	100	24	4	14	0	142	59	47	16	6	0	128	270
TOTAL EXECUTIVE DEPARTMENTS	21,685	7,338	2,424	1,254	83	32,784	18,279	15,075	3,253	1,417	78	38,102	70,886
JUDICIARY	1,877	381	194	82	3	2,537	3,922	1,865	806	190	11	6,794	9,331
LEGISLATIVE STAFF	230	25	6	5	0	266	197	36	21	7	0	261	527
TOTAL STATE GOVT WORKFORCE	23,792	7,744	2,624	1,341	86	35,587	22,398	16,976	4,080	1,614	89	45,157	80,744

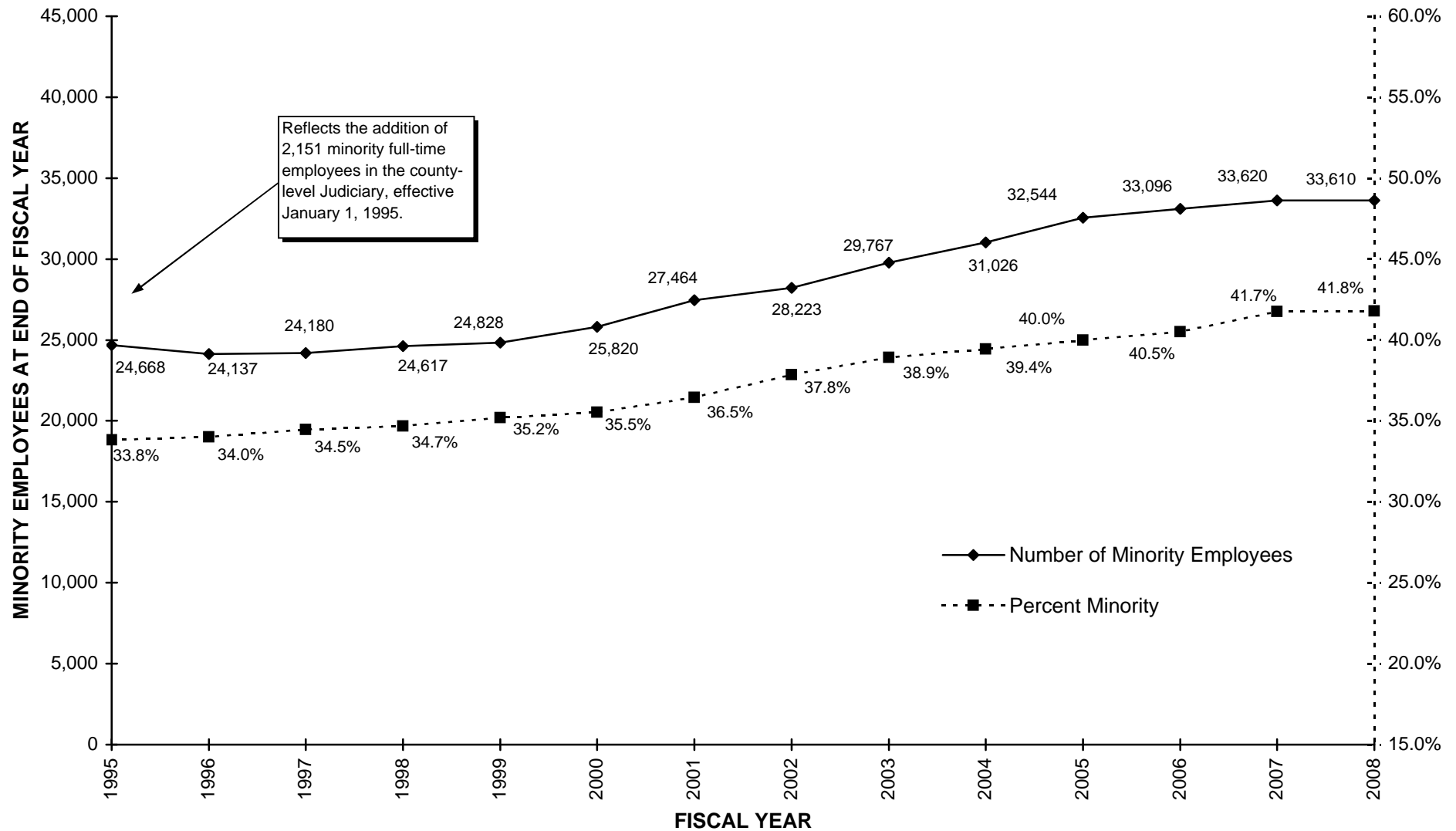
STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1974-1994)



Full-time employees only.

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

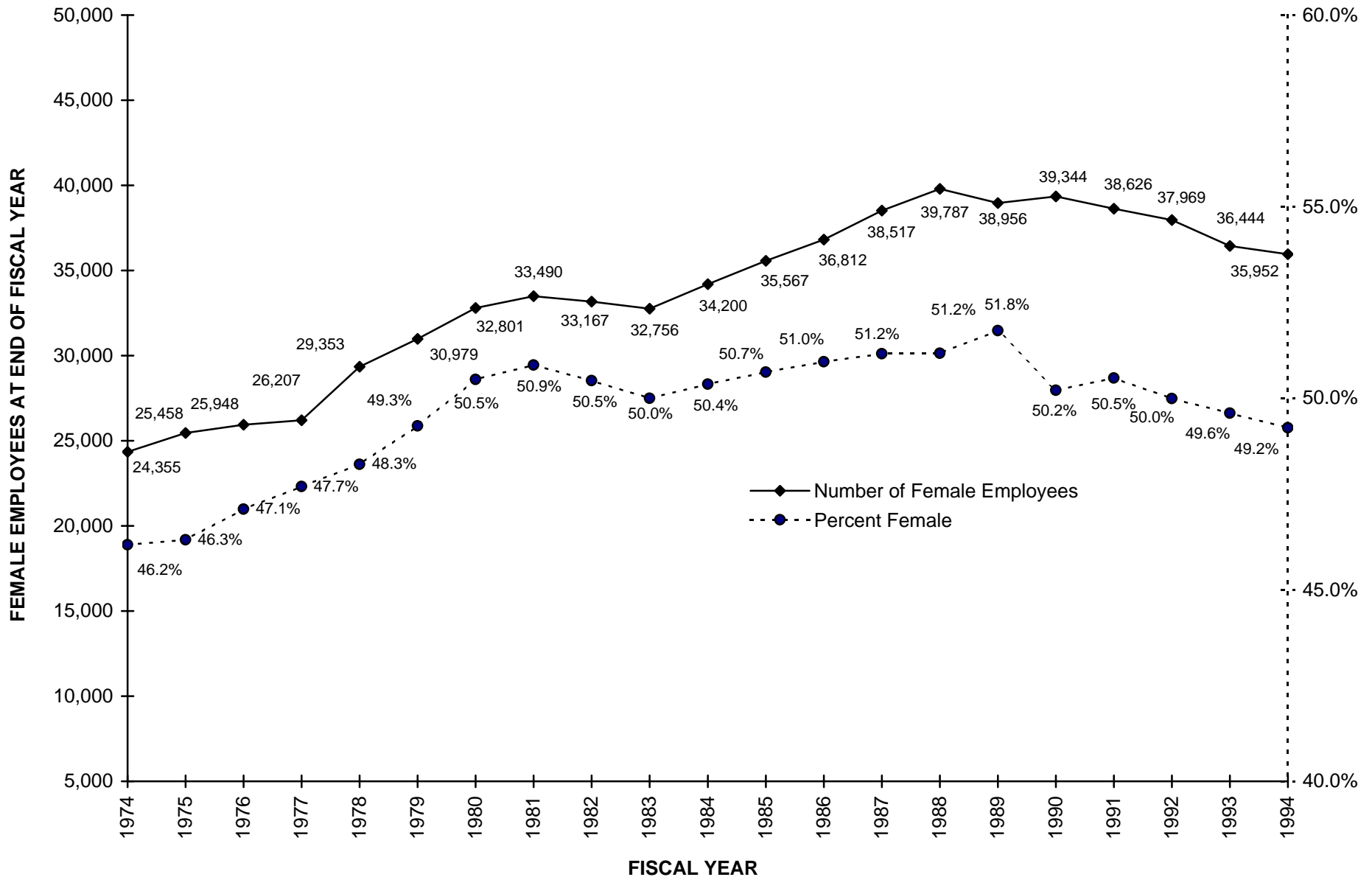
STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2008)



Full-time employees only. Percentages refer to the total full-time State Government workforce (80,418 as of 6/30/2008)
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)

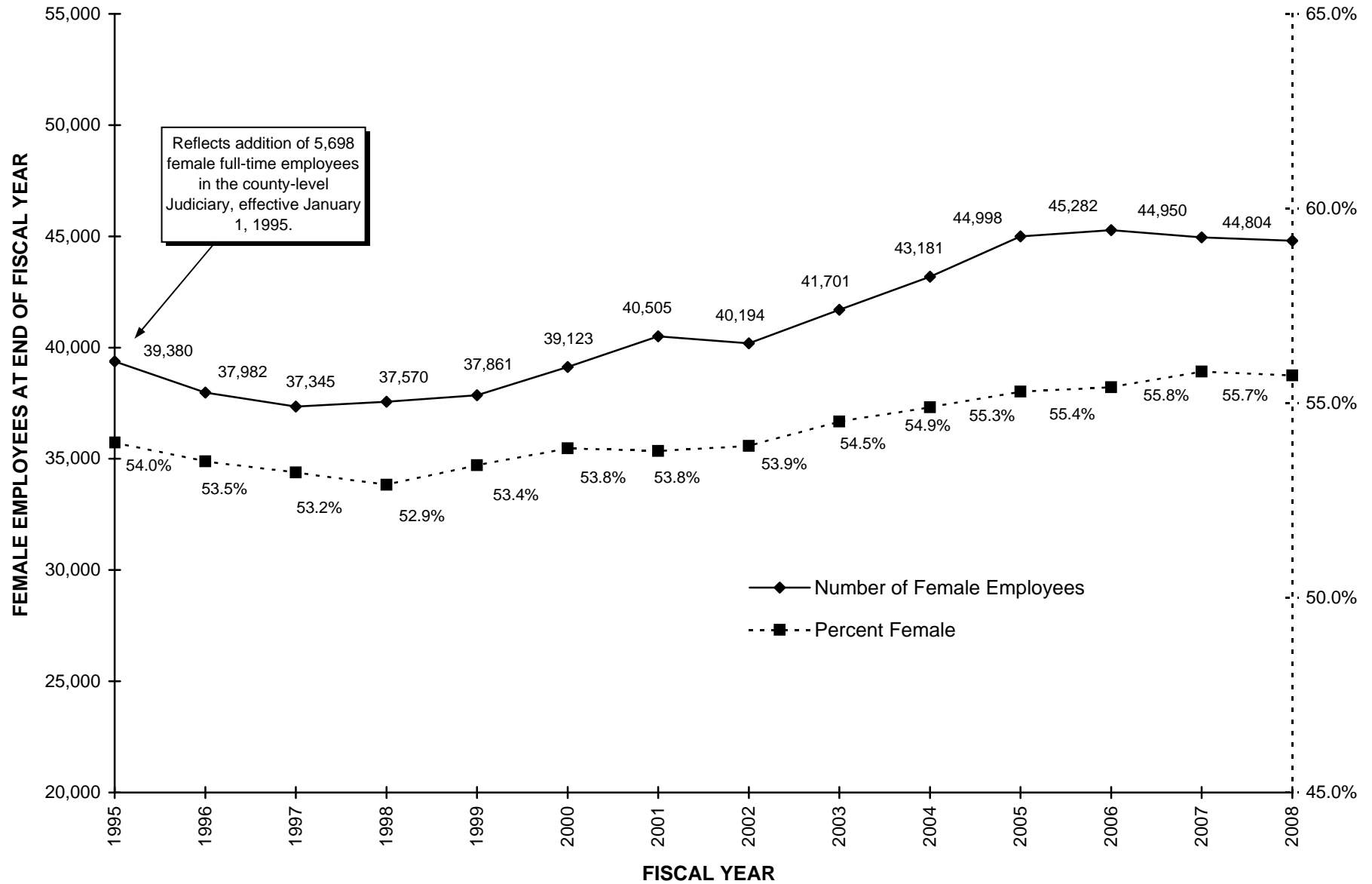


Full-time employees only.

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 1995-2008)



Full-time employees only. Percentages refer to the total full-time State Government workforce (80,418 as of 6/30/2008.)
 Data provided by the Civil Service Commission from automated files (since 1995).

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES
INTRODUCTION

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 42 employee relations groups, 31 of which are represented by unions. The other eleven 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 Department of Personnel are considered confidential because the Department has everyday access to information that 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 Fraternal Order of Police (FOP) represents employees in bargaining codes 1, 8, J, 2, K, 4, and 4A, and the Police Benevolent Association (PBA) represents bargaining codes F and L. Both of these unions represent employees involved in State Law Enforcement. Independent organizations represent uniformed State Police officers and probation officers. Court reporters are represented by the Office and Professional Employees International Union (OPEIU).

Bargaining Units @, 3, 5, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" (JCAU) which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, the Office and Professional Employees International Union, 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 eleventh 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 47.0 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 12.3 percent of the workforce; the PBA, with 8.5 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 27).

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

JANUARY 2, 2009

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	Police Benevolent Association	International Federation of Professional & Technical Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	TOTAL
AGRICULTURE	144	0	0	27	0	0	0	0	0	0	0	0	171
BANKING & INSURANCE	322	0	0	22	0	0	0	0	0	0	0	0	344
CHILDREN & FAMILIES	6,058	599	0	250	0	0	0	0	0	0	0	0	6,907
COMMUNITY AFFAIRS	832	0	0	146	0	0	0	0	0	0	0	0	978
CORRECTIONS	1,864	367	6,212	433	0	0	0	0	1,092	0	0	0	9,968
(Corrections)	(1,617)	(366)	(5,868)	(432)	(0)	(0)	(0)	(0)	(1,022)	(0)	(0)	(0)	9,305
(State Parole Board)	(247)	(1)	(344)	(1)	(0)	(0)	(0)	(0)	(70)	(0)	(0)	(0)	663
EDUCATION	644	37	0	24	0	0	0	0	0	0	0	0	705
ENVIRONMENTAL PROTECTION	2,364	0	99	245	0	0	0	0	44	0	0	0	2,752
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH & SENIOR SERVICES	1,614	5	0	21	0	0	0	0	0	0	0	0	1,640
HUMAN SERVICES	7,087	7,914	101	1,516	0	0	0	0	30	0	0	0	16,648
INFORMATION TECHNOLOGY	732	0	0	3	0	0	0	0	0	0	0	0	735
LABOR	3,052	6	0	43	0	0	0	0	0	0	0	0	3,101
LAW & PUBLIC SAFETY	2,553	292	430	716	0	1,782	899	204	91	0	0	0	6,967
(Law & Public Safety)	(1,815)	(0)	(14)	(658)	(0)	(1,782)	(899)	(204)	(2)	(0)	(0)	(0)	5,374
(Homeland Security & Preparedness)	(6)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	6
(Juvenile Justice)	(732)	(292)	(416)	(58)	(0)	(0)	(0)	(0)	(89)	(0)	(0)	(0)	1,587
MILITARY & VETERANS AFFAIRS	572	734	0	187	0	0	0	0	0	0	0	0	1,493
PERSONNEL	0	0	0	0	0	0	0	0	0	0	0	0	0
PUBLIC ADVOCATE	115	0	0	0	0	0	0	0	0	0	0	0	115
STATE	420	0	0	19	0	0	0	0	0	0	0	0	439
(State)	(174)	(0)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	177
(Commission on Higher Education)	(5)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	5
(Higher Educational Student Assistance)	(144)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	144
(Public Broadcasting)	(97)	(0)	(0)	(16)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	113
TRANSPORTATION	4,141												4,141
(Transportation)	(2,008)	(0)	(4)	(1,276)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	3,288
(Motor Vehicles)	(2,133)	(3)	(0)	(126)	(257)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	2,519
TREASURY	4,255												4,255
(Treasury)	(3,093)	(0)	(6)	(148)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	3,248
(Administrative Law)	(49)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	49
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0
(Public Defender)	(937)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	941
(Public Utilities)	(176)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	176
TOTAL EXECUTIVE BRANCH	36,769	9,957	6,852	5,206	257	1,782	899	204	1,258	0	0	0	63,184
JUDICIARY	1,216	0	0	0	0	0	0	0	0	48	2,937	2,889	7,090
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	37,985	9,957	6,852	5,206	257	1,782	899	204	1,258	48	2,937	2,889	70,274
% OF UNION REPRESENTED EMPLOYEES	54.1%	14.2%	9.8%	7.4%	0.4%	2.5%	1.3%	0.3%	1.8%	0.1%	4.2%	4.1%	100.0%
% OF STATE GOVT WORKFORCE*	47.0%	12.3%	8.5%	6.4%	0.3%	2.2%	1.1%	0.3%	1.6%	0.1%	3.6%	3.6%	87.0%

*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 2, 2009

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	Police Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	Non- Union	Total
\$20,000-\$24,999.99	31	3	0	0	0	0	0	0	0	0	77	0	7	118
\$25,000-\$29,999.99	754	1,124	0	346	0	0	0	0	0	0	91	0	67	2,382
\$30,000-\$34,999.99	1,608	1,841	0	715	20	0	0	0	0	0	239	0	132	4,555
\$35,000-\$39,999.99	1,909	1,996	0	1,113	25	0	0	0	0	0	508	110	238	5,899
\$40,000-\$44,999.99	3,077	1,615	10	924	8	0	0	0	0	0	371	388	793	7,186
\$45,000-\$49,999.99	3,347	1,595	542	735	51	0	0	0	0	0	453	143	392	7,258
\$50,000-\$54,999.99	3,732	629	722	739	16	160	0	0	0	0	550	285	428	7,261
\$55,000-\$59,999.99	3,862	265	916	165	110	168	0	0	1	0	247	356	673	6,763
\$60,000-\$64,999.99	3,470	0	925	83	5	481	0	0	3	1	293	235	611	6,107
\$65,000-\$69,999.99	3,516	0	1,012	45	22	178	0	0	38	14	89	152	491	5,557
\$70,000-\$74,999.99	1,878	0	2,472	13	0	1	0	0	133	5	5	268	443	5,218
\$75,000-\$79,000.99	2,925	0	14	6	0	323	0	0	164	2	10	360	562	4,366
\$80,000-\$84,999.99	2,069	0	78	2	0	1	0	0	381	0	0	204	519	3,254
\$85,000-\$89,999.99	1,011	0	158	0	0	452	5	0	151	26	0	94	485	2,382
\$90,000-\$94,999.99	1,260	0	0	0	0	18	589	0	129	0	0	230	641	2,867
\$95,000-\$99,999.99	1,327	0	3	0	0	0	134	0	169	0	0	28	879	2,540
\$100,000-ABOVE	1,344	0	0	0	0	0	170	204	89	0	0	34	2,623	4,464
TOTAL	37,120	9,068	6,852	4,886	257	1,782	898	204	1,258	48	2,933	2,887	9,984	78,177

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

STATE OF NEW JERSEY

MILITARY INVOLVEMENT OF STATE EMPLOYEES

Traditionally, large employers have taken a relatively liberal view toward the participation of their employees in the Reserve Components of the United States Armed Forces. This is partly because their size mitigates the impact of absences. The State Government of New Jersey is no exception. It has been a long-standing State Government policy to pay employees who are members of the Reserves or National Guard while they perform their statutory two weeks of annual training. To achieve this objective, current policy provides that members of the Reserves (or of the National Guards of other States) may be paid for any period of active duty that does not exceed 30 workdays in a single calendar year (because annual training is scheduled by Federal fiscal year, it is possible for a member to have two annual training periods in one calendar year). Because the New Jersey National Guard is part of the State Armed Forces, the State Government has paid employees who are members of the New Jersey Guard for up to 90 workdays in a calendar year while they are engaged in Federal active duty service. It has also 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, 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 Florio during Operation Desert Storm in 1991. More recently, it was adopted by Governor DiFrancesco during Operation Noble Eagle (the reaction to the attack on the World Trade Center in September 2001), and extended by Governor 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 2008 in conjunction with Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom. 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.

**OPERATIONS NOBLE EAGLE, ENDURING FREEDOM, AND IRAQI FREEDOM
FEDERAL MILITARY LEAVES IN STATE GOVERNMENT BY AGENCY
CALENDAR YEARS 2002 THROUGH 2008**

AGENCY	Calendar Year 2002	Calendar Year 2003	Calendar Year 2004	Calendar Year 2005	Calendar Year 2006	Calendar Year 2007	Calendar Year 2008	TOTAL
Banking and Insurance	0	0	0	1	0	1	0	2
Children and Families	0	1	0	0	0	0	3	4
Community Affairs	0	0	0	1	0	0	0	1
Corrections	33	49	46	28	24	27	41	248
State Parole Board	0	0	2	0	0	0	2	4
Education	0	1	0	0	0	0	0	1
Environmental Protection	2	8	8	1	4	2	4	29
Governor's Office	0	0	1	0	0	0	0	1
Health and Senior Services	2	2	3	1	0	0	0	8
Human Services	4	13	11	8	4	5	7	52
Labor	1	1	0	0	0	0	0	2
Law and Public Safety	10	32	32	17	16	23	43	173
Juvenile Justice	2	9	10	6	4	9	8	48
Military and Veteran Affairs	7	8	17	16	7	5	15	75
Public Advocate	0	0	0	0	0	0	1	1
Transportation	7	12	0	1	1	0	1	22
Motor Vehicles	0	0	0	0	1	0	1	2
Treasury	1	2	4	3	1	0	3	14
Casino Control	0	1	0	0	0	1	0	2
Public Defender	0	1	1	2	2	3	2	11
Public Utilities	0	1	1	2	2	1	0	7
Subtotal Executive Agencies	69	141	136	87	66	77	131	707
Judiciary	3	3	4	3	1	1	2	17
Legislative	0	0	1	0	0	1	0	2
TOTAL	72	144	141	90	67	79	133	726

STATE OF NEW JERSEY
STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM

INTRODUCTION

In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. Under the State Merit System, career classified employees retained their rights. As a result of State College autonomy, State Colleges are separate employers and their employees are reported separately. Starting with the 2003 Workforce Profile, State Government tables and charts that previously included State College totals (Fiscal Years 1995 to the present) 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 4,447 employees in State Colleges who hold positions with Merit System protections. There are 2,245 employees whose titles are in the competitive division and 2,202 employees whose titles are in the non-competitive division.

STATE OF NEW JERSEY
STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION
JANUARY 2, 2009

COLLEGE	COMPETITIVE	NON- COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	322	286	608
MONTCLAIR STATE UNIVERSITY	322	360	682
NEW JERSEY CITY UNIVERSITY	178	344	522
RAMAPO COLLEGE OF NEW JERSEY	142	158	300
ROWAN UNIVERSITY	360	343	703
STATE LIBRARY	73	20	93
THE COLLEGE OF NEW JERSEY	230	209	439
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	267	241	508
THOMAS EDISON STATE COLLEGE	51	17	68
WILLIAM PATERSON UNIVERSITY	300	224	524
TOTAL STATE COLLEGES	2,245	2,202	4,447

Our records indicate that there are 4,447 employees in State Colleges who hold positions with Merit System protections. There are 2,245 employees whose titles are in the competitive division and 2,202 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 State Merit System are reported separately on Page 9.

STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE: HISTORICAL DATA

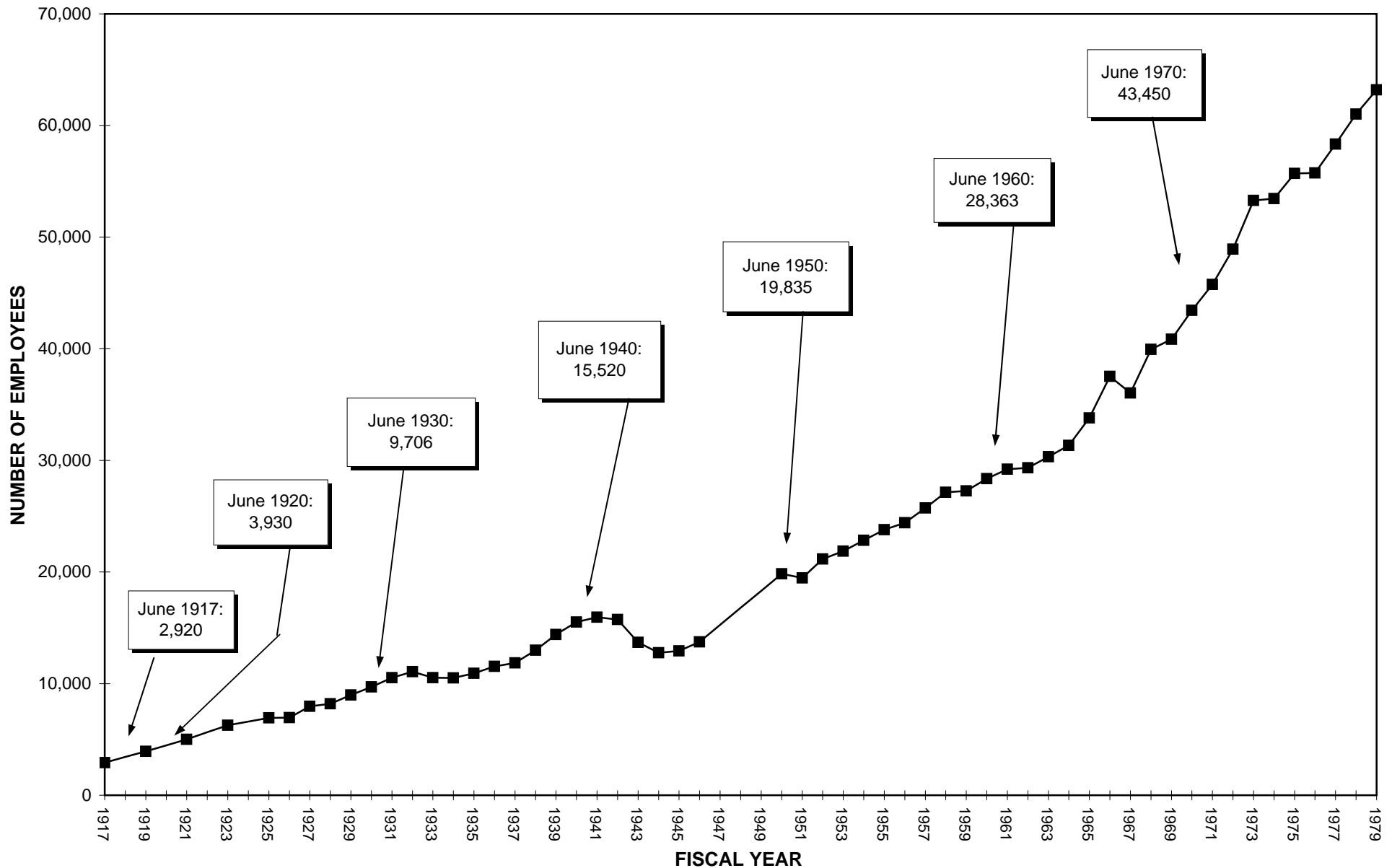
INTRODUCTION

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 9.

We follow with an analysis of the change in the size of the workforce from year to year. Pages 49 and 50 are based on the 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 change from the previous year.

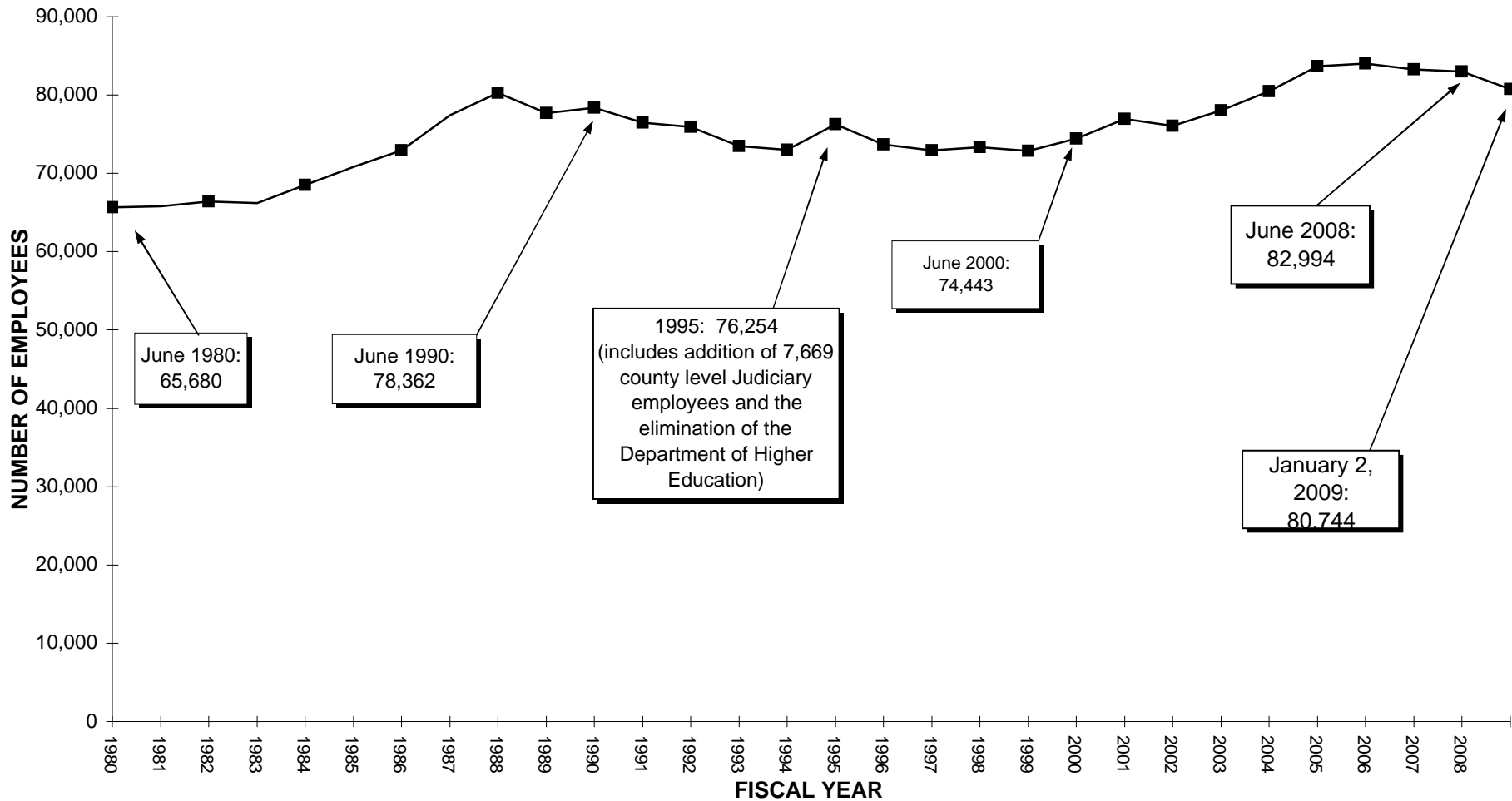
The remaining pages in this section present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile due to the discovery of inconsistent coding of certain historical transactions. 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 2008 are not reflected in the table.

STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY FISCAL YEARS 1917 - 1979



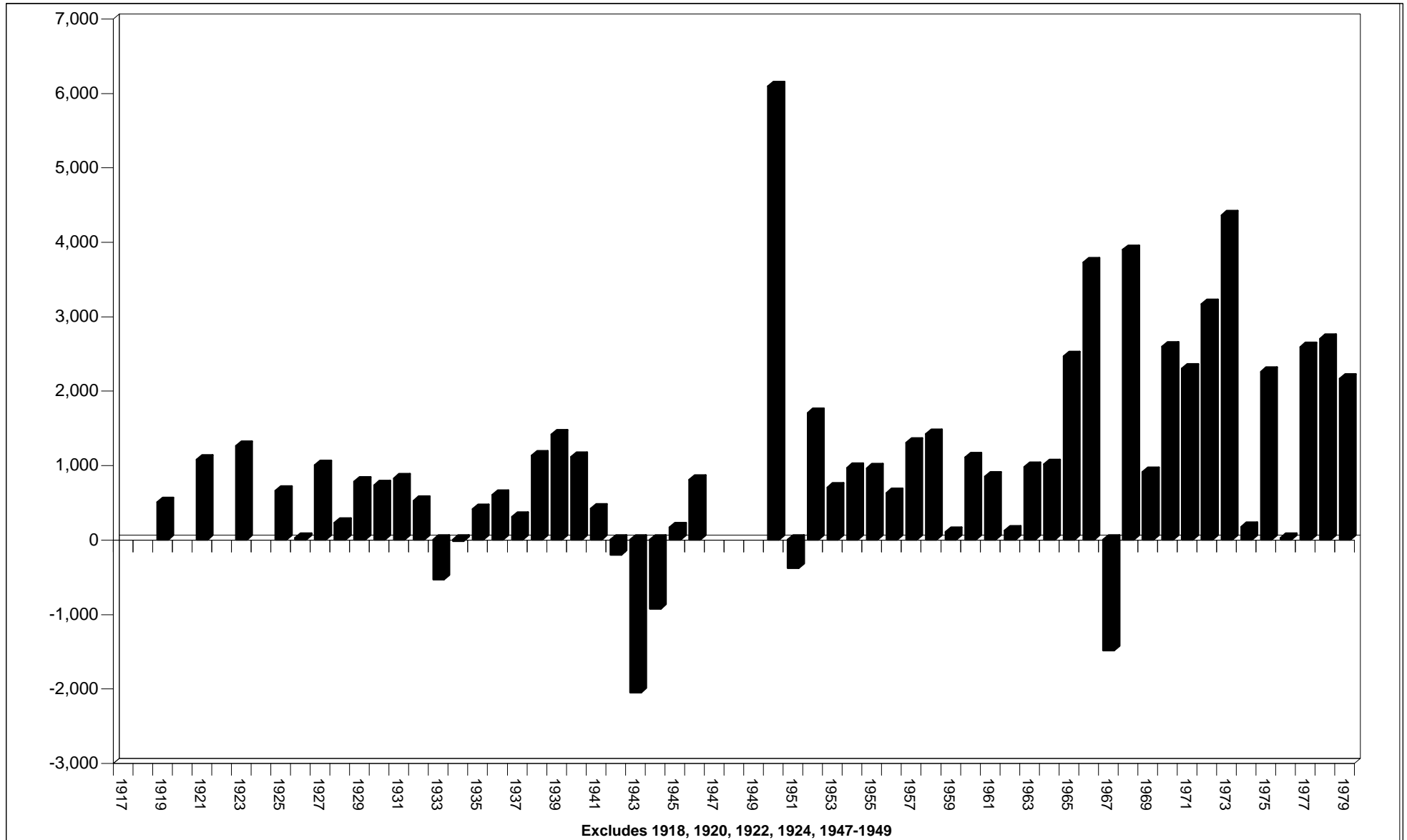
Data provided by the Civil Service Commission from Department of Civil Service annual reports (1917-1959) and separation reports (1960-1979).

STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY (JUNE 1980 - JANUARY 2009)



Data provided from Civil Service Commission annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2009) Various Commissions and Authorities included before FY1993.

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

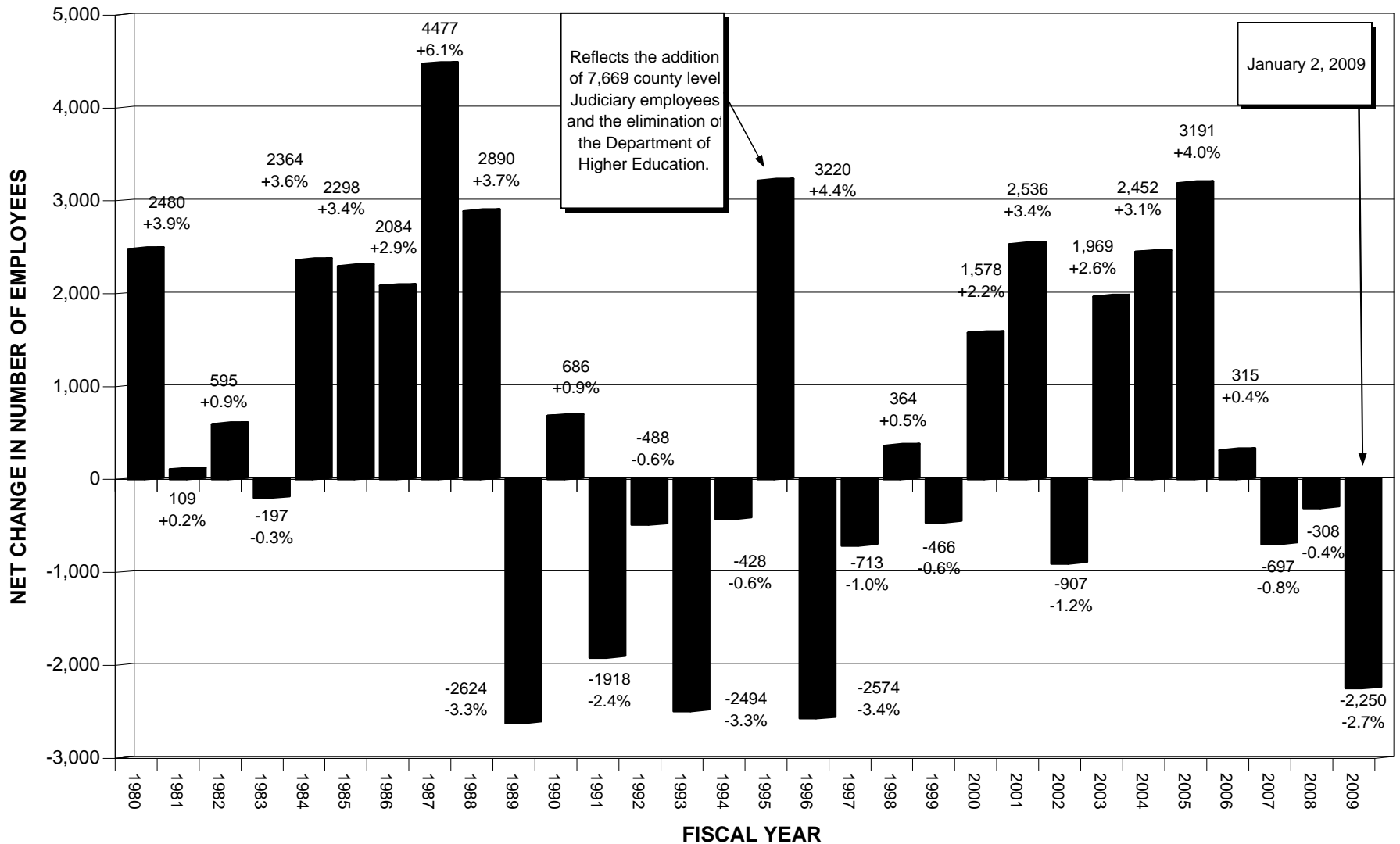


Data provided from Civil Service Commission annual reports (1917-1959), and separation reports (1960-1969).
Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY

NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES

July 1979 to January 2009



Data provided by the Civil Service Commission from separation reports (1980-1987) and automated personnel files (1987-2009).
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 ¹	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								2609 ¹	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
TOTALS	28,363	29,215	29,342	30,319	31,334	33,801	37,528	36,043	39,939	40,853

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 ¹	119	121	121	136	143	143	163	150
COMMUNITY AFFAIRS	398	397	443	471	484	507	487	494	527	551
CORRECTIONS									4,084 ²	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 ²	20,711
INSURANCE		191 ¹	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
SUB-TOTALS BY BRANCH OF GOVERNMENT										
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
TOTALS	43,450	45,750	48,920	53,280	53,453	55,713	55,740	58,330	61,032	63,200

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 ¹
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 ²
PERSONNEL (CIVIL SERVICE) ³	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
SUB-TOTALS BY BRANCH OF GOVERNMENT										
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
TOTALS	65,680	65,789	66,384	66,187	68,551	70,849	72,933	77,410	80,300	77,676

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 ⁸	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 ²	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 ⁴				
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 ⁸		
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 ⁷	7,731 ⁹	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 ¹	655	626	599	484	461	431	431
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 ⁵				
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160
PUBLIC UTILITIES (ENERGY)	392	354	229	255 ²	234	289	287	275	271	268
STATE (and associated autonomous agencies.)	501	470	442	434	428	1,278 ⁵	1,264 ⁷	1,256	1,230	406 ¹⁰
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 ¹⁰
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 ³						
SUB-TOTALS BY BRANCH OF GOVERNMENT										
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 ⁶	9,334	8,916	9,060	9,149
LEGISLATIVE STAFF	532	524	488	482	485	473	476	481	480	486
TOTALS	78,362	76,444	75,956	73,462	73,034	76,254	73,680	72,967	73,331	72,865

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 Page 9).

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.

EMPLOYMENT HISTORY

Fiscal Years 2000 through 2008

STATE AGENCY	Jun-00	Jun-01	Jun-02	Jun-03	Jun-04	Jun-05	Jun-06	Jun-07	Jun-08
AGRICULTURE	257	259	243	255	263	273	269	256	245
BANKING & INSURANCE	503	523	496	495	500	497	500	484	464
CHILDREN & FAMILIES ¹								7,205	7,286
COMMUNITY AFFAIRS	1,061	1,103	1,105	1,049	1,110	1,152	1,170	1,166	1,136
CORRECTIONS	9,943	9,942	10,495	10,452	10,449	10,494	10,416	10,395	10,424
Corrections	9,757	9,757	9,757	9,757	9,757	9,757	9,667	9,681	9,726
State Parole Board	186	185	738	695	692	737	749	714	698
EDUCATION	905	996	922	965	983	973	982	919	889
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355	3,337	3,408	3,494	3,427	3,332	3,243
EXECUTIVE/GOVERNOR'S OFFICE	150	156	144	143	130	123	109	107	104
HEALTH & SENIOR SERVICES	2,054	2,130	2,040	2,139	2,139	2,240	2,147	2,037	1,986
HOMELAND SECURITY ²								107	111
HUMAN SERVICES	19,082	19,709	20,380	20,816	22,007	23,601	24,140	17,511	17,502
INFORMATION TECHNOLOGY ³	1,020 ¹	1,033	981	935	944	958	926	916	891
LABOR	4,044	3,930	3,809	3,973	4,039	4,028	3,938	3,712	3,651
LAW & PUBLIC SAFETY	11,262	9,260	9,270	9,414	9,690	10,114	10,242	9,774	9,650
Law and Public Safety	9,757	7,584	7,631	7,680	7,898	8,288	8,407	7,998	7,928
Child Advocate ^{4,5}						22	11		
Juvenile Justice Commission	1,505	1,676	1,639	1,734	1,792	1,804	1,824	1,776	1,722
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490	1,487	1,534	1,547	1,576	1,564	1,595
PERSONNEL	446	445	397	400	427	383	364	344	337
PUBLIC ADVOCATE ⁵							11	186	186
STATE	587	591	577	564	574	594	576	569	597
State	197	200	196	180	194	204	197	199	232
Commission on Higher Education	25	24	23	20	19	19	17	19	18
Higher Educational Student Assistance	202	208	198	202	202	210	200	194	195
Public Broadcasting	163	159	160	162	159	161	162	157	152
TRANSPORTATION	5,279	5,574	5,190	5,885	6,434	6,885	6,908	6,627	6,542
Transportation	5,279	5,574	5,190	3,887	3,943	3,996	3,904	3,736	3,692
Motor Vehicle Commission ⁶				1,998	2,491	2,889	3,004	2,891	2,850
TREASURY	5,717	5,920	5,685	5,875	5,907	6,097	6,053	5,943	6,006
Treasury	4,029	4,211	4,020	4,103	4,076	4,195	4,147	4,144	4,225
Administrative Law	117	116	118	114	118	114	113	107	105
Casino Control Commission	333	332	324	351	347	353	353	318	318
Public Defender	945	967	922	969	1,021	1,088	1,100	1,083	1,077
Public Utilities	255	254	260	298	306	304	300	291	281
Ratepayer Advocate ⁵	38	40	41	40	39	43	40		
SUB-TOTALS BY BRANCH OF GOVERNMENT									
EXECUTIVE AGENCIES	67,241	66,559	66,579	68,184	70,538	73,453	73,754	73,154	72,845
JUDICIAL	9,287	9,472	9,165	9,495	9,574	9,692	9,721	9,625	9,625
LEGISLATIVE	504	499	503	517	508	516	524	523	527
TOTALS	77,032	76,530	76,247	78,196	80,620	83,661	83,999	83,302	82,997

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

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

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

⁴ The Office of the Child Advocate was created in September 2003. A separate PMIS identity was established the following year.

⁵ 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.

⁶ In 2003 the Division of Motor Vehicles in the Department of Transportation was abolished and the New Jersey Motor Vehicle Commission established. The Commission is allocated in but not of the Department of Transportation.

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS
INTRODUCTION

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

The New Jersey Department of Personnel 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.

The most recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey (December 2008) indicate total employment of approximately 454,400, with about 283,900 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 108,755 identified in our records) represent about 64 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 2,377 employees that 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 111,336 jobs rather than 108,755 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

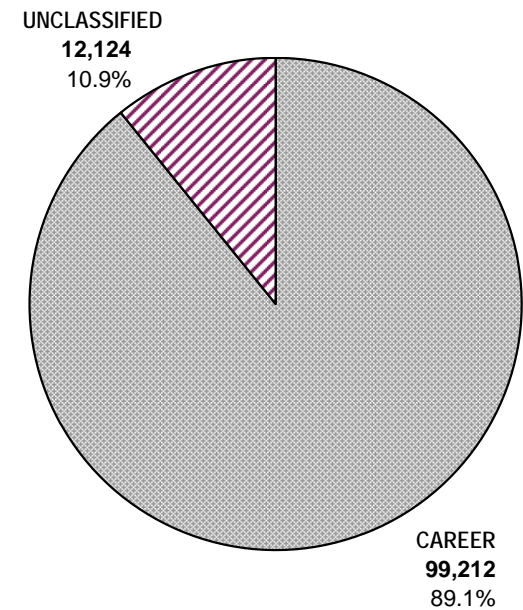
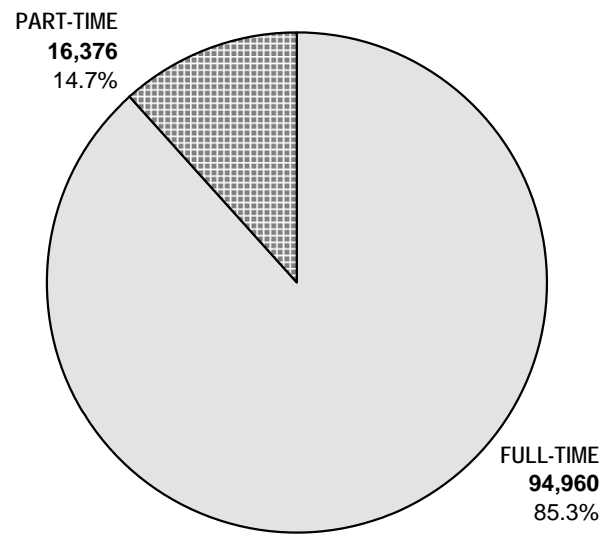
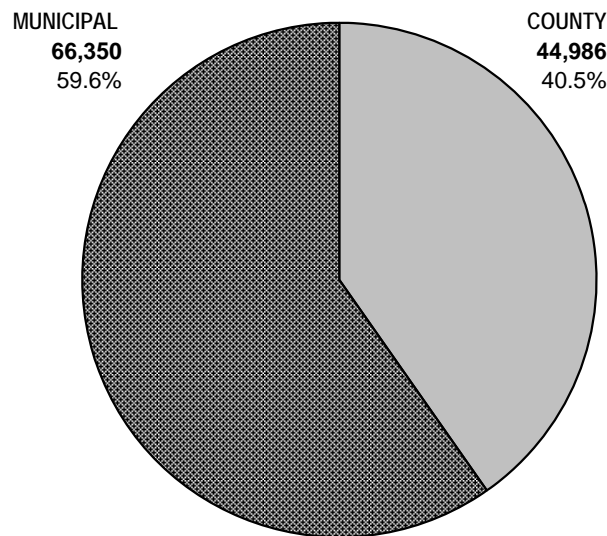
STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS
INTRODUCTION

You will also note that the local government tables do not address a number of the issues that are covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. That 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 data. Since the Department of Personnel'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 ninety 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. Almost 30 percent of the 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 five State Government jobs is in the Unclassified Service, compared with about one out of ten 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.

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS
QUANTITATIVE SUMMARY
JANUARY 2, 2009



STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND SERVICE DIVISION
 JANUARY 2, 2009

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	1,370	278	1,648	230	1,878	2,135	484	2,619	231	2,850	4,267	461	4,728
BERGEN	2,117	390	2,507	336	2,843	2,708	885	3,593	561	4,154	6,100	897	6,997
BURLINGTON	1,645	505	2,150	246	2,396	1,485	451	1,936	500	2,436	4,086	746	4,832
CAMDEN	2,258	721	2,979	357	3,336	2,318	439	2,757	526	3,283	5,736	883	6,619
CAPE MAY	823	389	1,212	135	1,347	1,376	507	1,883	235	2,118	3,095	370	3,465
CUMBERLAND	922	362	1,284	140	1,424	1,639	1,059	2,698	261	2,959	3,982	401	4,383
ESSEX	2,632	824	3,456	573	4,029	8,064	2,794	10,858	970	11,828	14,314	1,543	15,857
GLOUCESTER	1,286	230	1,516	178	1,694	435	100	535	79	614	2,051	257	2,308
HUDSON	2,188	624	2,812	471	3,283	6,415	3,515	9,930	781	10,711	12,742	1,252	13,994
HUNTERDON	481	77	558	113	671	0	0	0	0	0	558	113	671
MERCER	1,531	486	2,017	223	2,240	2,328	418	2,746	263	3,009	4,763	486	5,249
MIDDLESEX	1,875	282	2,157	291	2,448	2,590	642	3,232	418	3,650	5,389	709	6,098
MONMOUTH	2,770	554	3,324	359	3,683	2,057	448	2,505	520	3,025	5,829	879	6,708
MORRIS	1,433	542	1,975	257	2,232	1,362	270	1,632	217	1,849	3,607	474	4,081
OCEAN	2,497	579	3,076	314	3,390	2,338	927	3,265	409	3,674	6,341	723	7,064
PASSAIC	1,720	812	2,532	256	2,788	3,281	636	3,917	352	4,269	6,449	608	7,057
SALEM	412	42	454	92	546	81	12	93	30	123	547	122	669
SOMERSET *	11	0	11	0	11	7	1	8	1	9	19	1	20
SUSSEX	593	155	748	115	863	579	144	723	203	926	1,471	318	1,789
UNION	1,908	774	2,682	288	2,970	3,331	634	3,965	299	4,264	6,647	587	7,234
WARREN	568	220	788	126	914	311	120	431	168	599	1,219	294	1,513
TOTAL	31,040	8,846	39,886	5,100	44,986	44,840	14,486	59,326	7,024	66,350	99,212	12,124	111,336

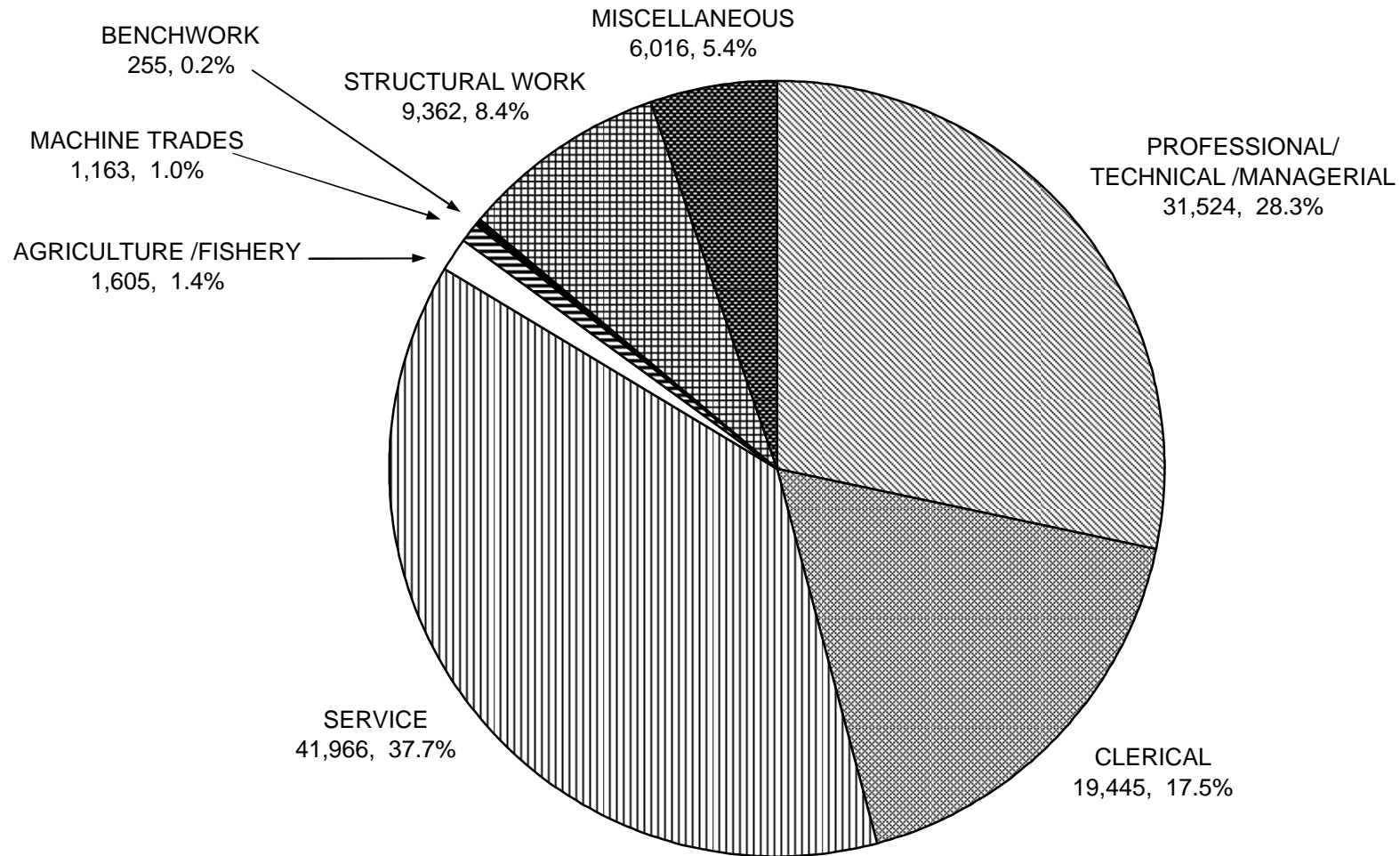
* While Somerset County and its municipalities are Merit System jurisdictions, some Federally funded jobs are subject to the State Merit System.
 Data provided by the Civil Service Commission from its Consolidated Employee File.

STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE
 JANUARY 2, 2009

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,790	88	1,878	2,532	318	2,850	4,322	406	4,728
BERGEN	2,447	396	2,843	3,163	991	4,154	5,610	1,387	6,997
BURLINGTON	2,164	232	2,396	1,696	740	2,436	3,860	972	4,832
CAMDEN	2,927	409	3,336	2,562	721	3,283	5,489	1,130	6,619
CAPE MAY	1,190	157	1,347	1,525	593	2,118	2,715	750	3,465
CUMBERLAND	1,290	134	1,424	2,221	738	2,959	3,511	872	4,383
ESSEX	3,911	118	4,029	10,699	1,129	11,828	14,610	1,247	15,857
GLOUCESTER	1,465	229	1,694	464	150	614	1,929	379	2,308
HUDSON	3,124	159	3,283	8,612	2,099	10,711	11,736	2,258	13,994
HUNTERDON	589	82	671	0	0	0	589	82	671
MERCER	2,071	169	2,240	2,770	239	3,009	4,841	408	5,249
MIDDLESEX	2,329	119	2,448	2,973	677	3,650	5,302	796	6,098
MONMOUTH	3,443	240	3,683	2,302	723	3,025	5,745	963	6,708
MORRIS	2,027	205	2,232	1,401	448	1,849	3,428	653	4,081
OCEAN	2,813	577	3,390	2,737	937	3,674	5,550	1,514	7,064
PASSAIC	2,518	270	2,788	3,620	649	4,269	6,138	919	7,057
SALEM	428	118	546	91	32	123	519	150	669
SOMERSET	11	0	11	9	0	9	20	0	20
SUSSEX	733	130	863	583	343	926	1,316	473	1,789
UNION	2,820	150	2,970	3,764	500	4,264	6,584	650	7,234
WARREN	800	114	914	346	253	599	1,146	367	1,513
TOTAL	40,890	4,096	44,986	54,070	12,280	66,350	94,960	16,376	111,336

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

JANUARY 2, 2009



Data provided by the Civil Service Commission from its Consolidated Employee File.
Classification system based on the Civil Service Commission Occupational Code Dictionary.
Percentages refer to the total number of local government Merit System jobs as of 1/2/2009: 111,336.

DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATIONAL GROUP

JANUARY 2, 2009

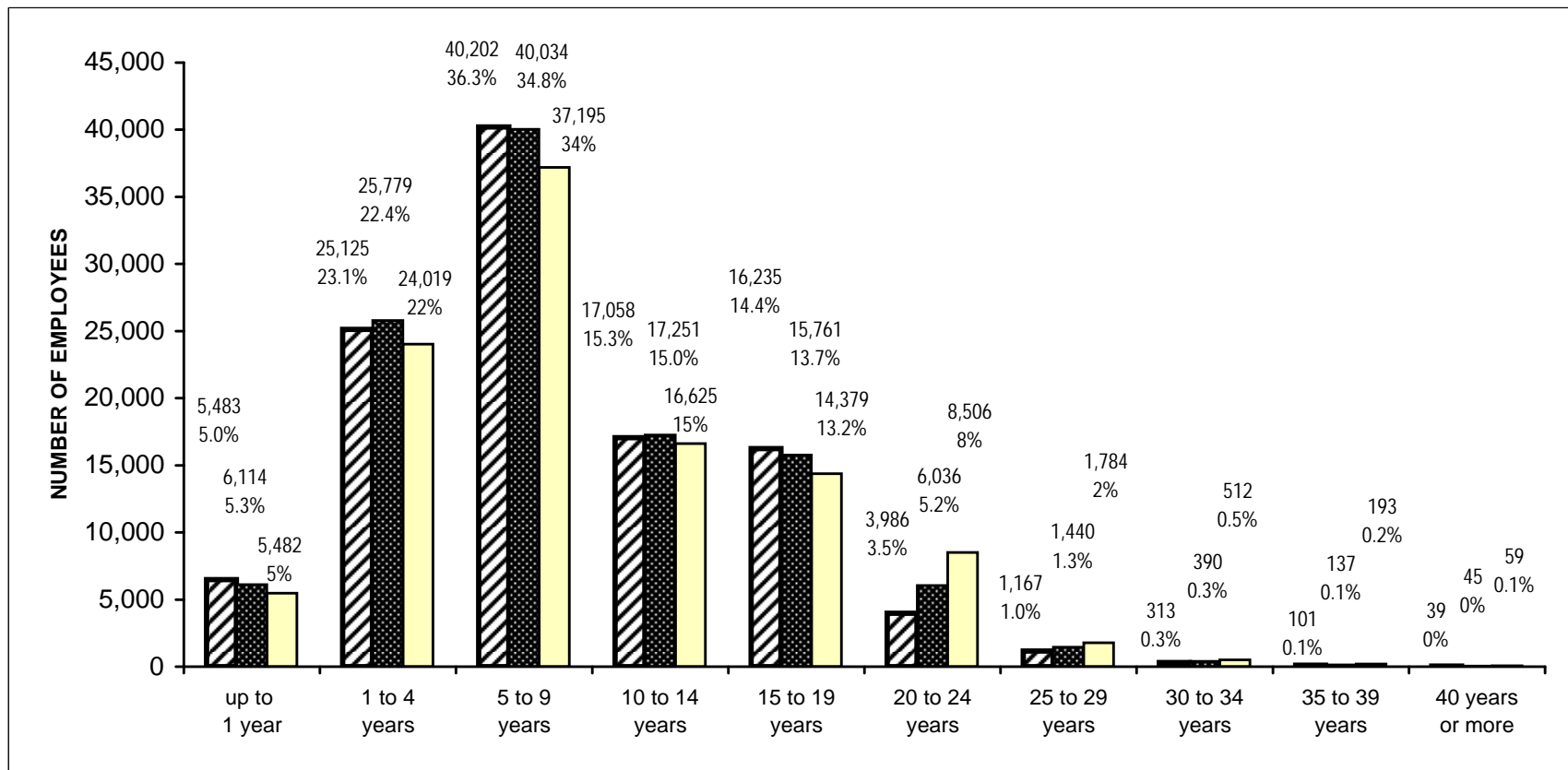
CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL /TECHNICAL /MANAGERIAL	00 ENGINEERING/SURVEYING	392	259	651
	01 ENV ENGR-ARCHITECTURE	27	13	40
	02 PHYSICAL SCI-STATS	183	93	276
	04 LIFE SCIENCES	64	24	88
	05 SOCIAL SCIENCES	427	796	1,223
	06 SOCIAL-PSYCH SERVICES	2,531	198	2,729
	07 MEDICAL-HEALTH SERVICES	2,393	1,123	3,516
	09 EDUCATION	347	2,509	2,856
	10 MUSEUM/LIBRARY/ARCHIVES	1,700	2,195	3,895
	11 LAW	1,263	940	2,203
	12 INFO PROCESSING SYSTEMS	685	391	1,076
	13 WRITING	53	58	111
	14 ART	48	23	71
	15 FINANCE	468	698	1,166
	16 ADMINISTRATION	4,257	2,882	7,139
	17 INSPECTIONS/INVESTIGATIONS	796	2,464	3,260
	18 RECREATION	310	895	1,205
	19 BROADCASTING/TRANSMITTING	3	16	19
CLERICAL	20 GENERAL CLERICAL	6,848	7,769	14,617
	21 FINANCE CLERICAL	605	1,031	1,636
	22 STOCK-STORAGE-INVENTORY	148	65	213
	24 INFO-MSG DISTRIBUTION	1,120	1,859	2,979
SERVICE	30 BLDG-FACILITY SERVICES	1,399	2,415	3,814
	31 FOOD SERVICES	605	1,095	1,700
	33 BARBERING/COSMETOLOGY	4	0	4
	35 DIRECT CARE	1,879	5	1,884
	36 PROTECTIVE SERVICES	10,301	24,263	34,564
AGRICULTURE /FISHERY	40 PLANTING-GARDENING	571	717	1,288
	41 ANIMAL FARMING	146	169	315
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	1	0	1
MACHINE TRADES	60 MACHINERY REPAIR	378	738	1,116
	65 PRINTING	41	6	47
BENCHWORK	70 TECHNICAL REPAIR	4	31	35
	72 ELECTRICAL REPAIR	105	115	220
STRUCTURAL WORK	80 SKILLED TRADES	381	422	803
	81 STRUCTURAL MAINTENANCE	2,048	6,511	8,559
MISCELLANEOUS	90 TRANSPORTATION	1,090	1,811	2,901
	91 UTILITIES	327	708	1,035
	92 NOT CODED ELSEWHERE	788	759	1,547
	93 NONTITLE COMPENSATION CODES	249	279	528
	99 NOT CODED/UNASSIGNED	1	4	5
TOTAL		44,986	66,350	111,336

STATE OF NEW JERSEY

LOCAL GOVERNMENT MERIT SYSTEM EMPLOYEES

DISTRIBUTION BY LENGTH OF SERVICE

January 2, 2009



Data provided by the Civil Service Commission automated personnel files.

The earliest hire date is used to calculate the length of service when multiple jobs are held concurrently by an employee.

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2009

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

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2009

Carteret Library
Cinnaminson Township
Cinnaminson Fire District (1)
Clark Township
Clark Library
Clementon Borough
Clifton
Clifton Library
Delanco Township
Delran Township
Delran Fire District (1)
Dennis Township
Deptford Township
Deptford Library
Deptford Municipal Utilities
Authority
Deptford Township Fire District (1)
Dover Town (Morris County)
Dover Housing Authority (Morris
County)
Dover Library
East Orange
East Orange Library
East Rutherford Borough
East Rutherford Library
Edgewater Borough
Edgewater Library
Edgewater Park Township
Edgewater Park Fire District (1)
Egg Harbor City
Elizabeth
Elizabeth Housing Authority

Elizabeth Library
Elmwood Park Borough
Elmwood Park Borough Library
Ewing Township
Ewing Township Fire Districts (3)
Fair Lawn
Fair Lawn Library
Fairview
Fairview Library
Florence Township
Florence Fire District (1)
Fort Lee
Fort Lee Library
Franklin Township (Warren County)
Franklin Township Housing Authority
(Somerset County)
Freehold Borough
Freehold Township
Garfield
Garfield Library
Glassboro Housing Authority
Gloucester City
Gloucester City Library
Gloucester Township
Gloucester Township Fire
Districts (6)
Gloucester Township Housing
Authority
Gloucester Township Municipal
Utilities Authority
Green Township
Hackensack

Hackensack Library
Hackettstown
Hackettstown Municipal Utilities
Authority
Haddon Township Housing Authority
Hamilton Township (Mercer County)
Hamilton Fire Districts (8) (Mercer
County)
Hammonton
Hampton Township
Harmony Township
Harrison Town (Hudson)
Harrison Housing Authority
Harrison Library
Hazlet Township
Hazlet Fire District (1)
Highlands Borough (Monmouth
County)
Hillside Township
Hillside Library
Hoboken
Holmdel Township
Hopatcong
Independence Township
Independence Municipal Utilities
Authority
Irvington
Irvington Housing Authority
Irvington Library
Jackson Township
Jackson Fire Districts (4)
Jackson Municipal Utilities Authority

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2009

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

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2009

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

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2009

Waldwick Borough	Woodbridge Township
Waldwick Library	Woodbridge Library
Wallington Borough	Woodbridge Fire Districts (9)
Wallington JFK Memorial Library	Woodland Park Borough (formerly West Paterson)
Wanaque Borough	Woodland Park - Alfred H. Baumann Free Public Library
Wanaque Library	Woodlynne Borough
Wantage Township	Wood-Ridge Borough
Washington Borough (Warren County)	Wood-Ridge Library
Weehawken Township	
Weehawken Library	
Weehawken School District	
West Milford Township	
West Milford Library	
West Milford Municipal Utilities Authority	
West New York	
West New York Library	
West Orange Township	
West Orange Library	
White Township	
Wildwood City	
Wildwood City Housing Authority	
Wildwood Crest Borough	
Willingboro	
Willingboro Library	
Willingboro Municipal Utilities Authority	
Winslow Township	
Winslow Township Fire District (1)	
Woodbine Borough	