

State Government

Workforce PROFILE 2008



Overview

Hiring Data

Distribution

Salary Data

History

with selected local data



Preface

PREFACE - A MESSAGE FROM THE COMMISSIONER OF PERSONNEL

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 1, 2008. 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.

Hope L. Cooper

Acting Commissioner of Personnel

STATE OF NEW JERSEY
STATE EMPLOYEES IN PAY STATUS BY WORK SCHEDULE
JANUARY 4, 2008

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	244	1	0	0	245
BANKING & INSURANCE	458	6	0	0	464
CHILDREN & FAMILIES	6,980	113	0	0	7,093
COMMUNITY AFFAIRS	1,129	7	0	0	1,136
CORRECTIONS	9,935	6	0	0	9,941
Corrections	9,240	5	0	0	9,245
State Parole Board	695	1	0	0	696
EDUCATION	883	3	0	0	886
ENVIRONMENTAL PROTECTION	3,240	10	5	0	3,255
GOVERNOR'S OFFICE	100	0	0	0	100
HEALTH & SENIOR SERVICES	1,950	6	0	0	1,956
HUMAN SERVICES	15,676	1,006	0	2	16,684
INFORMATION TECHNOLOGY	894	2	0	0	896
LABOR	3,454	61	69	0	3,584
LAW & PUBLIC SAFETY	9,343	9	0	0	9,352
Law & Public Safety	7,533	6	0	0	7,539
Homeland Security & Preparedness	115	0	0	0	115
Juvenile Justice	1,695	3	0	0	1,698
MILITARY & VETERANS AFFAIRS	1,510	17	0	0	1,527
PERSONNEL	322	7	0	0	329
PUBLIC ADVOCATE	190	0	0	0	190
STATE	574	8	0	0	582
State	215	5	0	0	220
Commission on Higher Education	18	0	0	0	18
Higher Educational Student Assistance	191	0	0	0	191
Public Broadcasting)	150	3	0	0	153
TRANSPORTATION	6,156	196	1	0	6,353
Transportation	3,591	6	0	0	3,597
Motor Vehicles	2,565	190	1	0	2,756
TREASURY	5,424	108	0	0	5,532
Treasury	3,656	103	0	0	3,759
Administrative Law	104	0	0	0	104
Casino Control)	312	0	0	0	312
Public Defender	1,070	5	0	0	1,075
Public Utilities	282	0	0	0	282
TOTAL EXECUTIVE DEPARTMENTS	68,462	1,566	75	2	70,105
JUDICIARY	9,479	26	2	0	9,507
LEGISLATIVE STAFF	505	5	0	0	510
TOTAL STATE GOVT WORKFORCE	78,446	1,597	77	2	80,122

Table of Contents

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2008
TABLE OF CONTENTS

State Government Workforce Profile: Introduction.....	Page 1
State Government Workforce At-a-Glance	Page 3
Statistics by Agency	Page 4
State Government Employee Work Schedules by Department	Page 5
Distribution of State Government Employees Titles by Service Division	Page 6
Age, Salary and Length of Service by State Agency	Page 7
Distribution of State Government Employees by Fund Source	Page 8
Other State Government Employment	Page 9
Age, Service Length, Separation and Hiring Data for State Government Employees	Page 10
Distribution of State Government Employees by Years of Service	Page 11
Distribution of State Government Employees by Age.....	Page 12
Separations of Full-Time State Government Employees by Years of Service	Page 13
Separations from State Service: FY1960 – FY1979	Page 14
Separations from State Service: FY1980 – FY1994.....	Page 15
Separations from State Service: Full-Time Employees FY1995 – FY2007.....	Page 16
Separations from State Service: FY1980 – FY1994 (Graph)	Page 17
Separations from State Service: Full-Time Employees FY1995 – FY2007 (Graph)	Page 18
Hiring by State Government FY1991 – FY2007	Page 19
Average Salary of Full-Time Employees Hired by State Government FY 1991 – FY2007	Page 20
Education, Location, and Occupational Data for State Government Employees	Page 21
Distribution of State Government Employees by Highest Level of Education Recorded	Page 22
Distribution of State Government Employees by Work Location.....	Page 23
Distribution of State Government Employees by EEO Job Category.....	Page 24
Distribution of State Government Employees by Occupation.....	Page 25
Distribution of State Government Employees by Occupational Category	Page 26
Salary Data for State Government Workforce.....	Page 27
Distribution of State Government Employees by Salary.....	Page 28
Five-Year Trend of Average Salaries for State Government Employees.....	Page 29

(continued)

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2008
TABLE OF CONTENTS

State Government Workforce Race/Ethnic and Gender Data.....	Page 30
Race/Ethnic Distribution of State Government Employees by Agency	Page 31
Gender Distribution of State Government Employees by Agency (With Race/Ethnic Composition of Each Gender Group).....	Page 32
Race/Ethnic and Gender Distribution of State Government Employees by Agency	Page 33
Minorities in the State Government Workforce (Fiscal Years 1974 - 2007)	Page 34
Minorities in the State Government Workforce (Fiscal Years 1995 - 2007)	Page 35
Women in the State Government Workforce (Fiscal Years 1974 - 1994 / Graph)	Page 36
Women in the State Government Workforce (Fiscal Years 1995 - 2007 / Graph)	Page 37
Union Representation of State Government Employees	Page 38
Union Representation of State Government Employees by Agency	Page 40
Distribution of State Government Employees by Salary and Union Representation.....	Page 41
Military Involvement of State Employees.....	Page 42
Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom	Page 43
State College Employees Under the Merit System	Page 44
State College Employees Under the Merit System by Service Division	Page 45
State Government Workforce: Historical Data	Page 46
State Government Employment History (Fiscal Years 1917 - 1979 / Graph).....	Page 47
State Government Employment History (June 1980 - January 2008 / Graph).....	Page 48
Net Change in Number of State Government Employees (Fiscal Years 1917-1979)	Page 49
Net Change in Number of State Government Employees (July 1979 – January 2008)	Page 50
Employment History (Fiscal Years 1960 - 1969)	Page 51
Employment History (Fiscal Years 1970 - 1979)	Page 52
Employment History (Fiscal Years 1980 - 1989)	Page 53
Employment History (Fiscal Years 1990 - 1999)	Page 54
Employment History (Fiscal Years 2000 - 2007)	Page 55

(continued)

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2008
TABLE OF CONTENTS

Local Government Merit System Jobs.....	Page 56
Local Government Merit System Jobs: Quantitative Summary	Page 58
Distribution by Location, Level of Government, and Work Schedule	Page 59
Distribution by Location, Level of Government, and Service Division	Page 60
Distribution of Local Government Merit System Jobs by Occupational Group (Table)	Page 61
Distribution of Local Government Merit System Jobs by Occupational Group (Pie Chart)	Page 62
Distribution of Local Government Employees by Length of Service.....	Page 63
Appendix: Listing of Autonomous Local Merit System Jurisdictions	Page A-1

STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE PROFILE 2007

INTRODUCTION

This Workforce Profile was compiled by the New Jersey Department of Personnel from data captured by the Department'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 4, 2008, comparisons of the workforce at the end of Fiscal Year 2007 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2007.

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 department 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 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 redesignated 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.
- 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.

STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE PROFILE 2008

INTRODUCTION

- 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.

Most of these reports are based on the Department of Personnel'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.
- 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 the “in but not of” agencies indented below the overall information for the DEPARTMENT shown in capital 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 2006 and January 2007 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 1.5 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 Department of Personnel welcomes your comments and questions regarding this report, which can also be found on the Department's website at www.state.nj.us/personnel/publication/index.htm. The Department's Office of Planning and Research can assist individual agencies with specific workforce analyses. For more information, contact Jeff Richter in the New Jersey Department of Personnel at (609) 984-1044.

New Jersey State Government Workforce Profile

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

DEPARTMENT	NUMBER OF EMPLOYEES				
	1/7/2006	1/5/2007	1/4/2008	CHANGE OVER 2 YEARS	
AGRICULTURE	271	263	247	- 24	-8.9%
BANKING & INSURANCE	511	492	470	- 41	-8.0%
CHILDREN & FAMILIES	0	6,799	7,285	+ 7,285	NA
COMMUNITY AFFAIRS	1,169	1,168	1,151	- 18	-1.5%
CORRECTIONS	10,461	10,346	10,311	- 150	-1.4%
Corrections	9,734	9,614	9,606	- 128	-1.3%
State Parole Board	727	732	705	0	0.0%
EDUCATION	982	943	894	- 88	-9.0%
ENVIRONMENTAL PROTECTION	3,473	3,360	3,284	- 189	-5.4%
GOVERNOR'S OFFICE	109	110	105	- 4	-3.7%
HEALTH & SENIOR SERVICES	2,216	2,071	1,980	- 236	-10.6%
HUMAN SERVICES	23,897	17,511	17,527	- 6,370	-26.7%
INFORMATION TECHNOLOGY	954	912	901	- 53	-5.6%
LABOR	4,040	3,817	3,709	- 331	-8.2%
LAW & PUBLIC SAFETY	10,430	10,154	9,758	- 672	-6.4%
Law & Public Safety	8,584	8,247	7,904	- 680	-7.9%
Child Advocate	23	0	0	- 23	-100.0%
Homeland Security & Preparedness	0	84	115	+ 115	NA
Juvenile Justice	1,823	1,823	1,739	- 84	-4.6%
MILITARY & VETERANS AFFAIRS	1,575	1,571	1,602	+ 27	+1.7%
PERSONNEL	379	347	334	- 45	-11.9%
PUBLIC ADVOCATE	0	161	193	+ 193	NA
STATE	586	574	589	+ 3	+0.5%
State	203	197	224	+ 21	+10.3%
Commission on Higher Education	17	18	18	+ 1	+5.9%
Higher Educational Student Assistance	204	199	194	- 10	-4.9%
Public Broadcasting	162	160	153	- 9	-5.6%
TRANSPORTATION	6,970	6,770	6,547	- 423	-6.1%
Transportation	3,967	3,851	3,657	- 310	-7.8%
Motor Vehicles	3,003	2,919	2,890	- 113	-3.8%
TREASURY	6,125	5,913	5,963	- 162	-2.6%
Treasury	4,246	4,129	4,164	- 82	-1.9%
Administrative Law	114	109	106	- 8	-7.0%
Casino Control	351	335	314	- 37	-10.5%
Public Defender	1,108	1,040	1,094	- 14	-1.3%
Public Utilities	306	300	285	- 21	-6.9%
Ratepayer Advocate	42	0	0	- 42	-100.0%
TOTAL EXECUTIVE DEPARTMENTS	74,148	73,282	72,850	- 1,298	-1.8%
JUDICIARY	9,560	9,703	9,626	+ 66	+0.7%
LEGISLATIVE STAFF	515	508	513	- 2	-0.4%
TOTAL STATE GOVT WORKFORCE	84,223	83,493	82,989	- 1,234	-1.5%

**DEMOGRAPHICS
JANUARY 2008**

AGE

Average: 45 years
Median: 46 years

LENGTH OF SERVICE

Average: 13 years
Median: 9 years

SALARY *

Average: \$ 60,008
Median: \$ 56,035

GENDER

Female: 46,433 (56.0%)
Male: 36,556 (44.0%)

MINORITY EMPLOYEES

34,906 (42.1%)

UNION REPRESENTATION

72,261 (87.1%)

* Full-time employees only.

STATE OF NEW JERSEY

STATISTICS BY AGENCY

INTRODUCTION

The following group of tables shows statistics for each of the Executive Departments, 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.

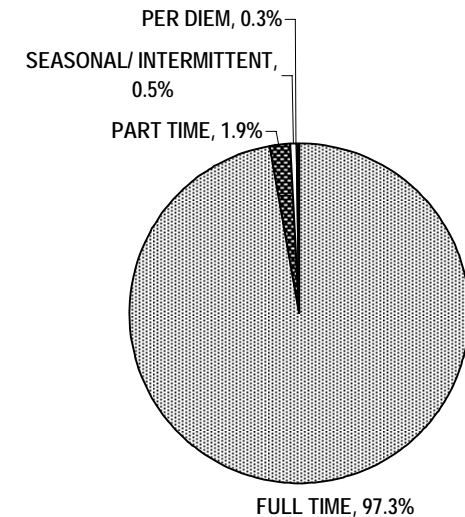
Page 9 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information into the Department of Personnel’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 4, 2008

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
AGRICULTURE	246	1	0	0	247
BANKING & INSURANCE	470	0	0	0	470
CHILDREN & FAMILIES	7,161	124	0	0	7,285
COMMUNITY AFFAIRS	1,151	0	0	0	1,151
CORRECTIONS	10,305	6	0	0	10,311
Corrections	9,601	5	0	0	9,606
State Parole Board	704	1	0	0	705
EDUCATION	891	3	0	0	894
ENVIRONMENTAL PROTECTION	3,268	10	6	0	3,284
GOVERNORS OFFICE	103	0	0	2	105
HEALTH & SENIOR SERVICES	1,974	6	0	0	1,980
HUMAN SERVICES	16,420	1,105	0	2	17,527
INFORMATION TECHNOLOGY	899	2	0	0	901
LABOR	3,551	62	92	4	3,709
LAW & PUBLIC SAFETY	9,527	6	0	225	9,758
Law & Public Safety	7,676	3	0	225	7,904
Homeland Security & Preparedness	115	0	0	0	115
Juvenile Justice	1,736	3	0	0	1,739
MILITARY & VETERANS AFFAIRS	1,583	19	0	0	1,602
PERSONNEL	331	3	0	0	334
PUBLIC ADVOCATE	193	0	0	0	193
STATE	581	8	0	0	589
State	219	5	0	0	224
Commission on Higher Education	18	0	0	0	18
Higher Educational Student Assistance	194	0	0	0	194
Public Broadcasting	150	3	0	0	153
TRANSPORTATION	6,326	202	19	0	6,547
Transportation	3,657	0	0	0	3,657
Motor Vehicles	2,669	202	19	0	2,890
TREASURY	5,613	11	332	7	5,963
Treasury	3,819	6	332	7	4,164
Administrative Law	106	0	0	0	106
Casino Control	314	0	0	0	314
Public Defender	1,089	5	0	0	1,094
Public Utilities	285	0	0	0	285
TOTAL EXECUTIVE DEPARTMENTS	70,593	1,568	449	240	72,850
JUDICIARY	9,605	19	2	0	9,626
LEGISLATIVE STAFF	512	1	0	0	513
TOTAL STATE GOVT WORKFORCE	80,710	1,588	451	240	82,989

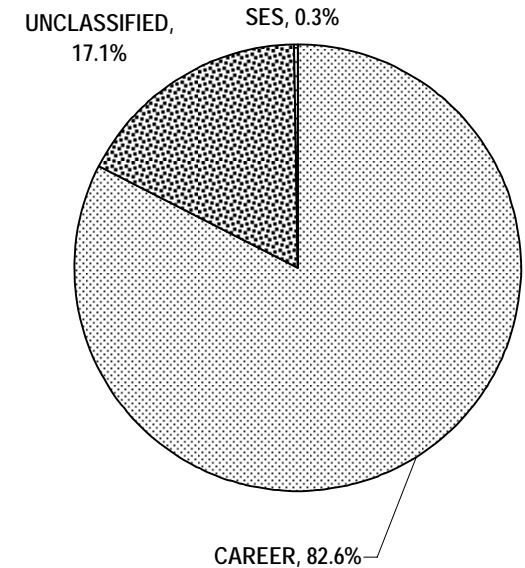


Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce as of 1/4/2008: 82,989.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEE TITLES BY SERVICE DIVISION

JANUARY 4, 2008

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	203	20	223	4	20	247
BANKING & INSURANCE	372	39	411	1	58	470
CHILDREN & FAMILIES	5,849	1,008	6,869	70	346	7,285
COMMUNITY AFFAIRS	1,039	43	1,082	0	69	1,151
CORRECTIONS	9,752	174	9,926	0	385	10,311
Corrections	9,092	156	9,248	0	358	9,606
State Parole Board	660	18	678	0	27	705
EDUCATION	270	432	702	0	192	894
ENVIRONMENTAL PROTECTION	2,818	368	3,186	7	91	3,284
GOVERNORS OFFICE	19	0	19	0	86	105
HEALTH & SENIOR SERVICES	1,604	273	1,877	22	81	1,980
HUMAN SERVICES	11,686	5,244	16,930	16	581	17,527
INFORMATION TECHNOLOGY	761	117	878	8	15	901
LABOR	3,296	198	3,494	33	182	3,709
LAW & PUBLIC SAFETY	3,601	1,056	4,659	14	5,085	9,756
Law & Public Safety	2,283	914	3,199	10	4,695	7,904
Homeland Security & Preparedness	61	3	64	0	51	115
Juvenile Justice	1,257	139	1,396	4	339	1,739
MILITARY & VETERANS AFFAIRS	811	536	1,347	0	255	1,602
PERSONNEL	277	27	304	14	16	334
PUBLIC ADVOCATE	84	5	89	0	104	193
STATE	288	29	317	0	272	589
State	159	22	181	0	43	224
Commission on Higher Education	6	0	6	0	12	18
Higher Educational Student Assistance	96	6	102	0	92	194
Public Broadcasting	27	1	28	0	125	153
TRANSPORTATION	5,848	558	6,406	45	96	6,547
Transportation	3,162	428	3,590	32	35	3,657
Motor Vehicles	2,686	130	2,816	13	61	2,890
TREASURY	4,186	518	4,705	56	1,202	5,963
Treasury	3,361	468	3,830	29	305	4,164
Administrative Law	59	1	60	0	46	106
Casino Control	34	3	37	0	277	314
Public Defender	529	33	562	1	531	1,094
Public Utilities	203	13	216	26	43	285
TOTAL EXECUTIVE DEPARTMENTS	52,764	10,645	63,424	290	9,136	72,850
JUDICIARY	5,097	0	5,097	0	4,529	9,626
LEGISLATIVE STAFF	0	0	0	0	513	513
TOTAL STATE GOVT WORKFORCE	57,861	10,645	68,521	290	14,178	82,989



Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce as of 1/4/2008: 82,989.

STATE OF NEW JERSEY
AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY
 JANUARY 4, 2008

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	48	\$63,856	\$61,436	15
BANKING & INSURANCE	50	\$73,148	\$74,899	16
CHILDREN & FAMILIES	40	\$55,694	\$51,950	9
COMMUNITY AFFAIRS	49	\$61,958	\$61,436	12
CORRECTIONS	43	\$65,332	\$67,241	12
Corrections	43	\$64,644	\$67,241	12
State Parole Board	43	\$74,718	\$80,117	13
EDUCATION	49	\$72,353	\$75,789	13
ENVIRONMENTAL PROTECTION	46	\$68,883	\$68,343	16
GOVERNOR'S OFFICE	40	\$66,659	\$55,000	6
HEALTH & SENIOR SERVICES	50	\$67,080	\$68,745	14
HUMAN SERVICES	46	\$49,726	\$43,738	12
INFORMATION TECHNOLOGY	50	\$78,181	\$81,147	19
LABOR	50	\$58,089	\$53,555	16
LAW & PUBLIC SAFETY	43	\$68,707	\$65,195	12
Law & Public Safety	43	\$70,749	\$69,094	13
Homeland Security & Preparedness	45	\$74,804	\$71,480	7
Juvenile Justice	43	\$59,325	\$57,449	11
MILITARY & VETERANS AFFAIRS	48	\$45,916	\$42,213	11
PERSONNEL	48	\$65,876	\$64,693	16
PUBLIC ADVOCATE	47	\$73,180	\$69,000	11
STATE	49	\$63,383	\$62,397	14
State	48	\$57,548	\$55,941	13
Commission on Higher Education	50	\$71,814	\$65,940	13
Higher Educational Student Assistance	49	\$60,977	\$56,035	14
Public Broadcasting	50	\$74,003	\$73,907	17
TRANSPORTATION	47	\$54,284	\$50,592	15
Transportation	48	\$60,318	\$55,415	17
Motor Vehicles	46	\$46,030	\$40,825	11
TREASURY	47	\$64,969	\$59,591	15
Treasury	47	\$62,071	\$56,035	15
Administrative Law	51	\$84,188	\$73,908	15
Casino Control	49	\$60,260	\$57,672	17
Public Defender	46	\$70,742	\$64,693	13
Public Utilities	49	\$78,177	\$81,147	16
TOTAL EXECUTIVE DEPARTMENTS	45	\$59,815	\$56,061	13
JUDICIARY	46	\$60,899	\$53,475	12
LEGISLATIVE STAFF	44	\$69,886	\$64,655	13
TOTAL STATE GOVT WORKFORCE	45	\$60,008	\$56,035	13

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

Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE

JANUARY 4, 2008

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	143	58	0	46	247
BANKING & INSURANCE	466	0	0	4	470
CHILDREN & FAMILIES	5,365	1,438	0	482	7,285
COMMUNITY AFFAIRS	752	263	38	98	1,151
CORRECTIONS	9,899	35	228	149	10,311
Corrections	9,194	35	228	149	9,606
State Parole Board	705	0	0	0	705
EDUCATION	464	212	12	206	894
ENVIRONMENTAL PROTECTION	3,112	83	5	84	3,284
GOVERNOR'S OFFICE	91	0	14	0	105
HEALTH & SENIOR SERVICES	809	767	159	245	1,980
HUMAN SERVICES	12,148	5,326	6	47	17,527
INFORMATION TECHNOLOGY	0	0	901	0	901
LABOR	683	3,019	0	7	3,709
LAW & PUBLIC SAFETY	7,646	212	0	1,900	9,758
Law & Public Safety	6,247	161	0	1,496	7,904
Homeland Security & Preparedness	106	9	0	0	115
Juvenile Justice	1,293	42	0	404	1,739
MILITARY & VETERANS AFFAIRS	1,427	175	0	0	1,602
PERSONNEL	334	0	0	0	334
PUBLIC ADVOCATE	189	2	0	2	193
STATE	305	175	44	65	589
State	159	14	44	7	224
Commission on Higher Education	14	4	0	0	18
Higher Educational Student Assistance	24	157	0	13	194
Public Broadcasting	108	0	0	45	153
TRANSPORTATION	2,705	944	0	2,898	6,547
Transportation	2,705	944	0	8	3,657
Motor Vehicles	0	0	0	2,890	2,890
TREASURY	4,834	8	277	844	5,963
Treasury	3,376	0	277	511	4,164
Administrative Law	97	0	0	9	106
Casino Control	0	0	0	314	314
Public Defender	1,093	1	0	0	1,094
Public Utilities	268	7	0	10	285
TOTAL EXECUTIVE DEPARTMENTS	51,372	12,717	1,684	7,077	72,850
JUDICIARY	8,026	1,329	0	271	9,626
LEGISLATIVE STAFF	513	0	0	0	513
TOTAL STATE GOVT WORKFORCE	59,911	14,046	1,684	7,348	82,989

STATE OF NEW JERSEY
OTHER STATE GOVERNMENT EMPLOYMENT

JANUARY 2008

AGENCY	FULL TIME	PART TIME	TOTAL 2008	TOTAL 2007	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	65	8	73	72	1	MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	31	0	31	29	2	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1, 4}	121	3	124	139	-15	TOLLS & FARES
DELAWARE RIVER BASIN COMMISSION ¹	41	1	42	49	-7	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	335	47	382	386	-4	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1, 2}	889	0	889	904	-15	TOLLS & FARES, STATE & FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	271	0	271	257	14	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ^{1, 4}	18	1	19	18	1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	172	0	172	135	37	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	16	0	16	13	3	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	26	0	FEES
NEW JERSEY COMMERCE COMMISSION	67	3	70	106	-36	STATE FUNDS, FEES, AND REVENUES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,226	644	1,870	1,805	65	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	116	3	119	120	-1	SELF FUNDED VIA GENERATED FEES AND REVENUES
NEW JERSEY REDEVELOPMENT AUTHORITY	14	0	14	14	0	SELF FUNDED
NEW JERSEY SCHOOL DEVELOPMENT AUTHORITY	271	0	271	242	29	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	1,095	1,850	2,945	2,650	295	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,719	852	11,571	11,376	195	STATE & FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	2,326	491	2,817	3,300	-483	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	119	1	120	128	-8	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	165	0	165	168	-3	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1, 4}	82	3	85	87	-2	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	620	0	620	650	-30	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	187	0	187	175	12	WATER SALE REVENUES
PINELANDS COMMISSION	59	3	62	62	0	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1, 3}	6,896	20	6,916	6,935	-19	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	58	2	60	59	1	SEWAGE FEES
RUTGERS	9,299	3,741	13,040	12,910	130	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	103	4	107	131	-24	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	342	175	517	509	8	TOLLS
STATE COLLEGES	8,539	5,133	13,672	13,689	-17	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	11,402	1,798	13,200	13,293	-93	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1, 4}	95	0	95	94	1	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	55,785	14,783	70,568	70,531	37	

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

STATE OF NEW JERSEY
AGE, SERVICE LENGTH, SEPARATION AND HIRING DATA
FOR STATE GOVERNMENT EMPLOYEES

INTRODUCTION

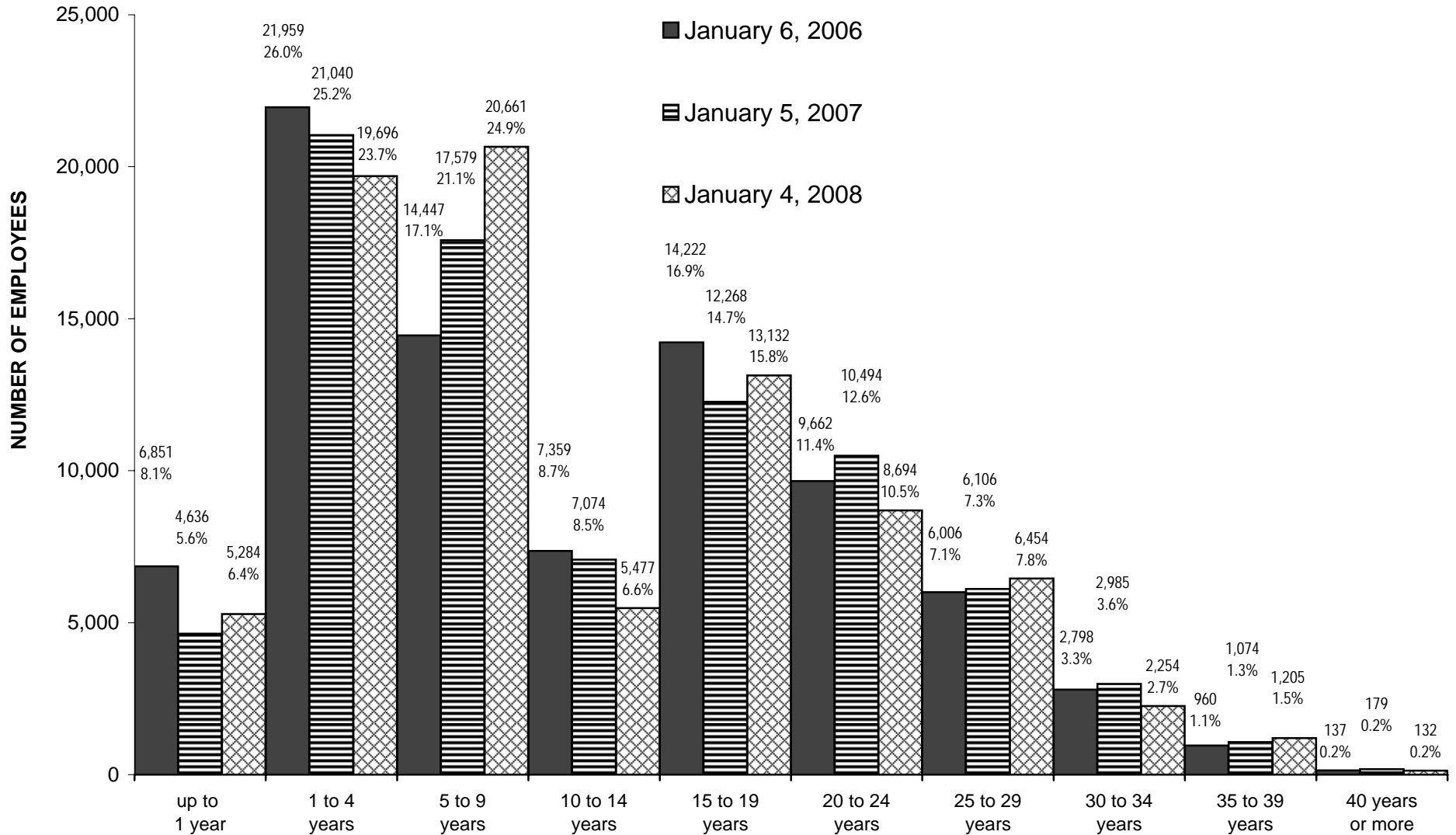
The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on January 4, 2008 (the 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, yet the median length of service is 9 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 greater than 10 years of service represents 45 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 1997, 1998, 2000, 2004, 2005, 2006, 2007, and 2008 and decreases in 1999, 2001, 2002, and 2003. In the year 2000 there were 7,427 employees age 60 and older; last year we reported 7,719 employees in that same group. The current employee count for age 60 and over is now 8,347, an 8.5 percent increase since 2000. For ten years before 2007, 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 25,549 of the State’s 82,989 employees, approximately 31 percent, in that age bracket.

On Page 13, we compare separations during Fiscal Years 2005, 2006, and 2007 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 increased by 865 over the past two fiscal years. Every five year group of employees with over 20 years of service shows a consecutive annual increase in separations. Since 1995, the mean annual number of separations was 5,870. In Fiscal Year 2007, there were a total of 6,337 separations. 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 most recent information shows a significant drop in hiring over the last two fiscal years. In Fiscal Year 2007 there were 4,878 new hires, compared to the 17 year average of 5,872 new hires. 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 4, 2008 (WITH EARLIER DATA FOR COMPARISON)

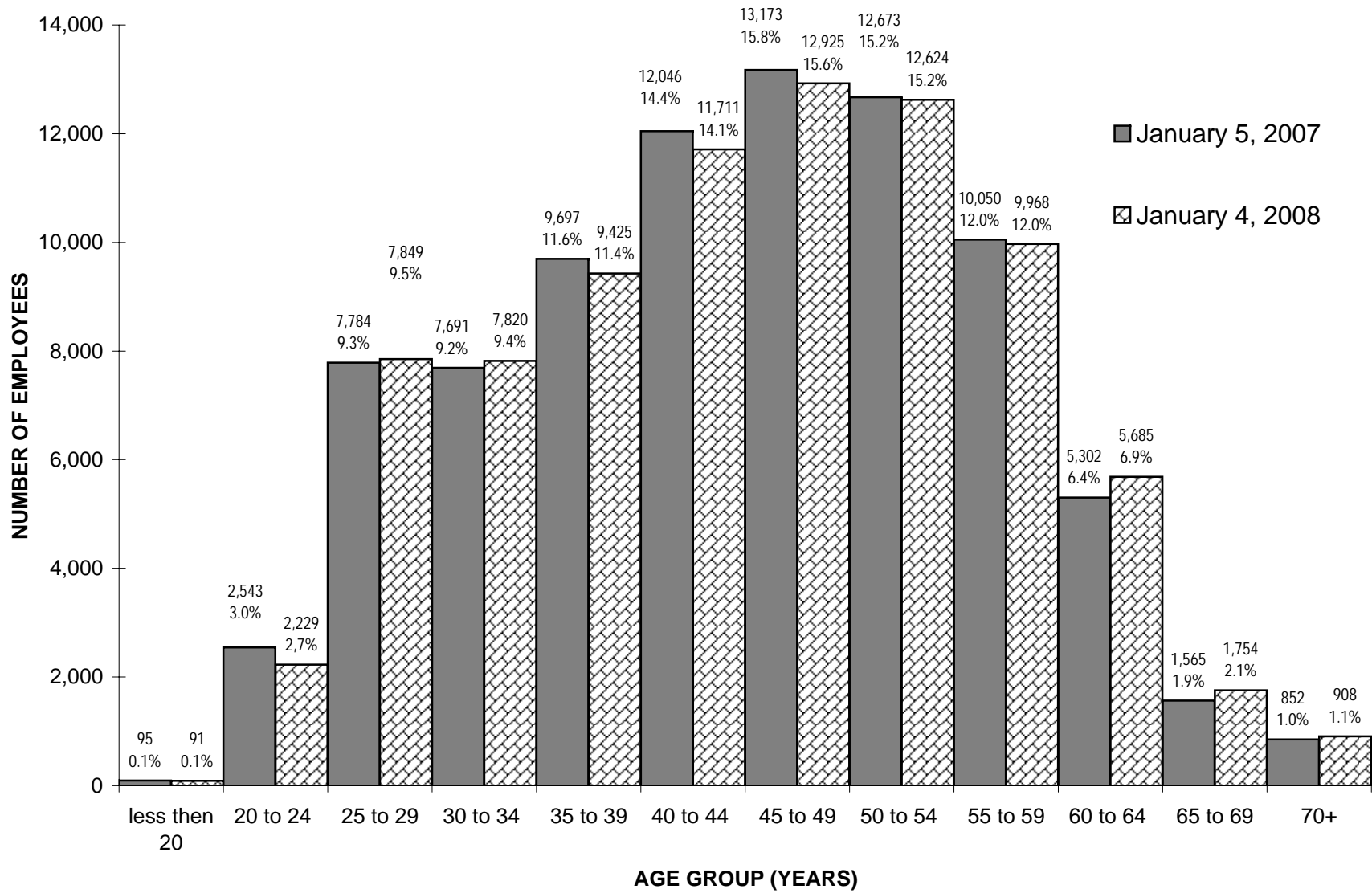


Data provided by the Department of Personnel from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/6/2006, 84,401; as of 1/5/2007, 83,435.; as of 1/4/2008, 82,989.)

STATE OF NEW JERSEY DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE

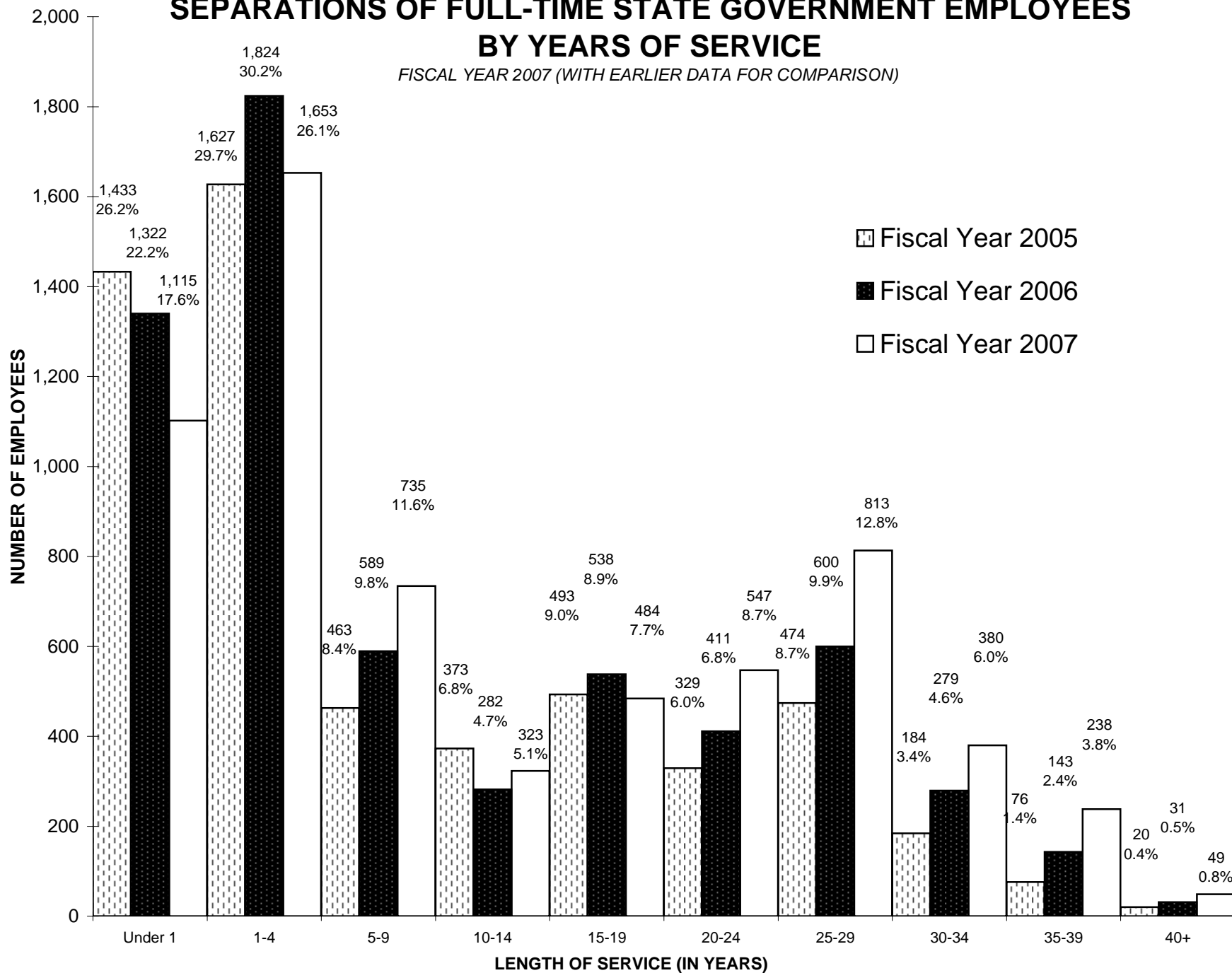
JANUARY 4, 2008 (WITH EARLIER DATA FOR COMPARISON)



Data provided by the Department of Personnel 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).

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

FISCAL YEAR 2007 (WITH EARLIER DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.

Percentages refer to the number of separations of full-time State Government employees (FY2005, 5,472; FY2006, 6,037; FY2007, 6,337).

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

Fiscal Year	VOLUNTARY SEPARATIONS:					INVOLUNTARY SEPARATIONS:				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	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**

Fiscal Year	VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	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 Department of Personnel separation reports (1980-1986) and automated files (1990-1994).
Due to transition to a new recording system, data from 1987 through 1989 is incomplete.*

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

**STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1995 - FY2007**

Fiscal Year	VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	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%

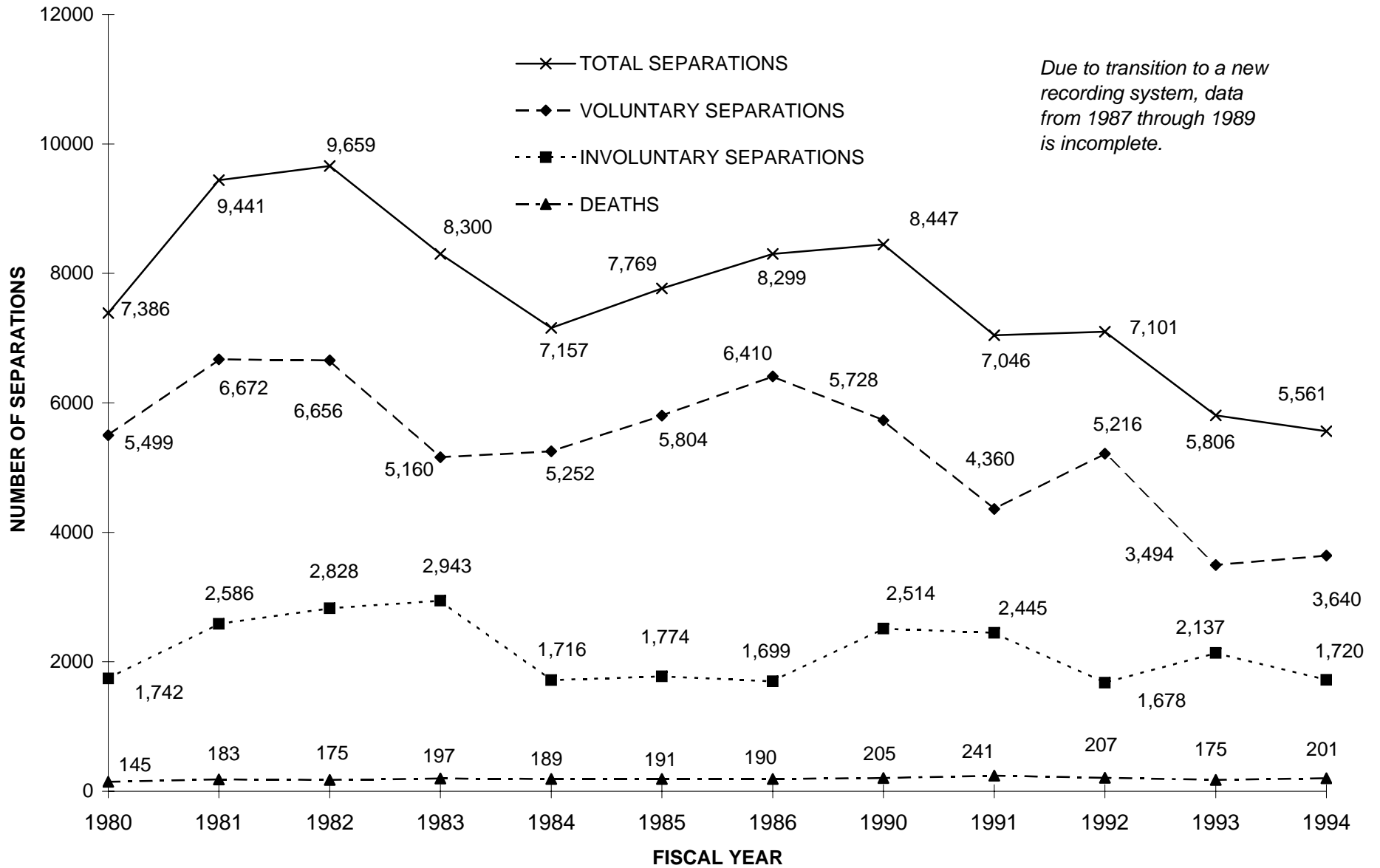
An Early Retirement Incentive Program (ERI) was signed into law on May 30, 2002 in order to reduce the State's payroll.

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.

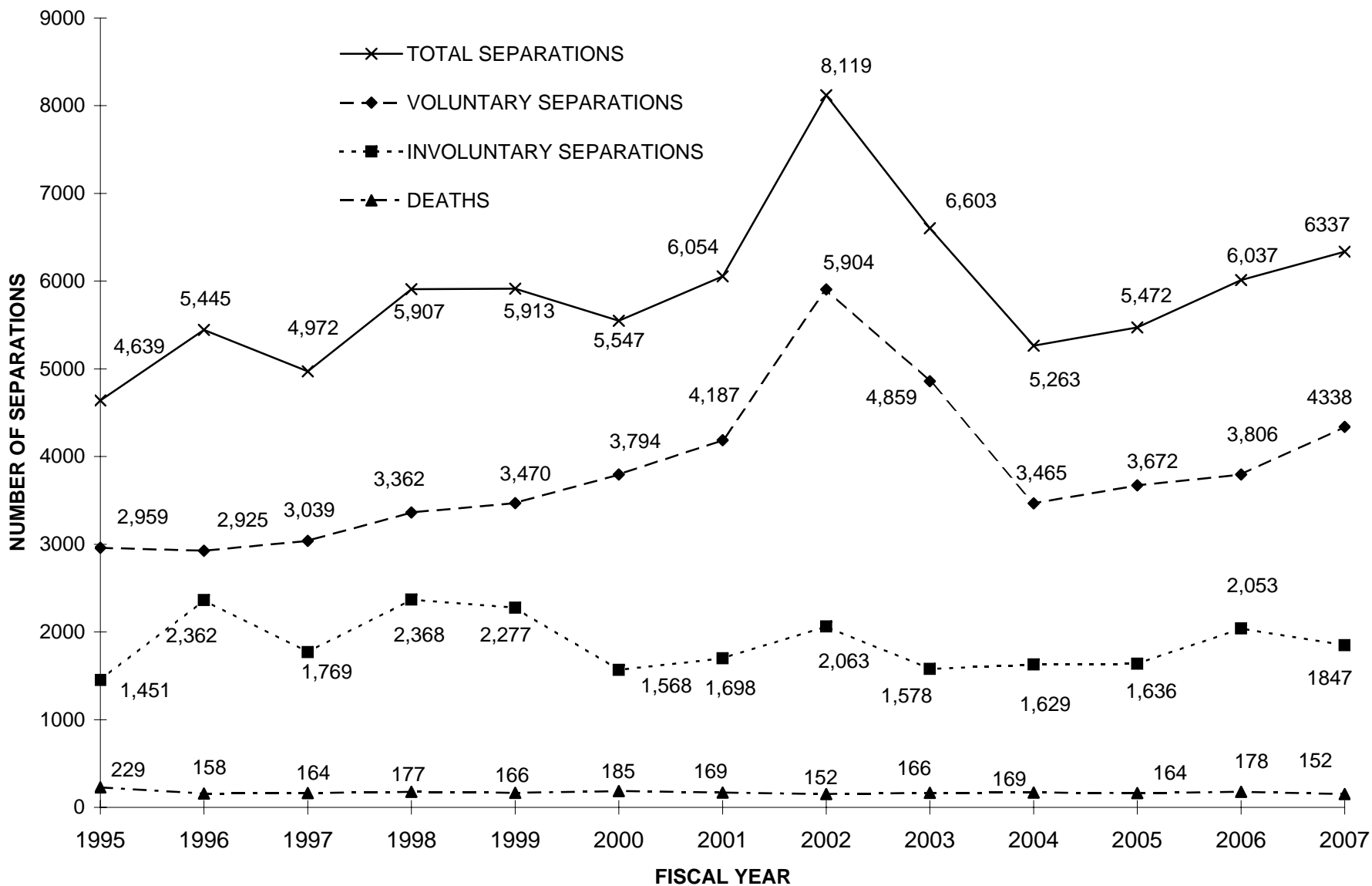
Terminations include discontinuation of provisional, temporary, and unclassified appointments, term expirations, and some layoffs of employees without permanent Civil Service status.

STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FY1980 - FY1994



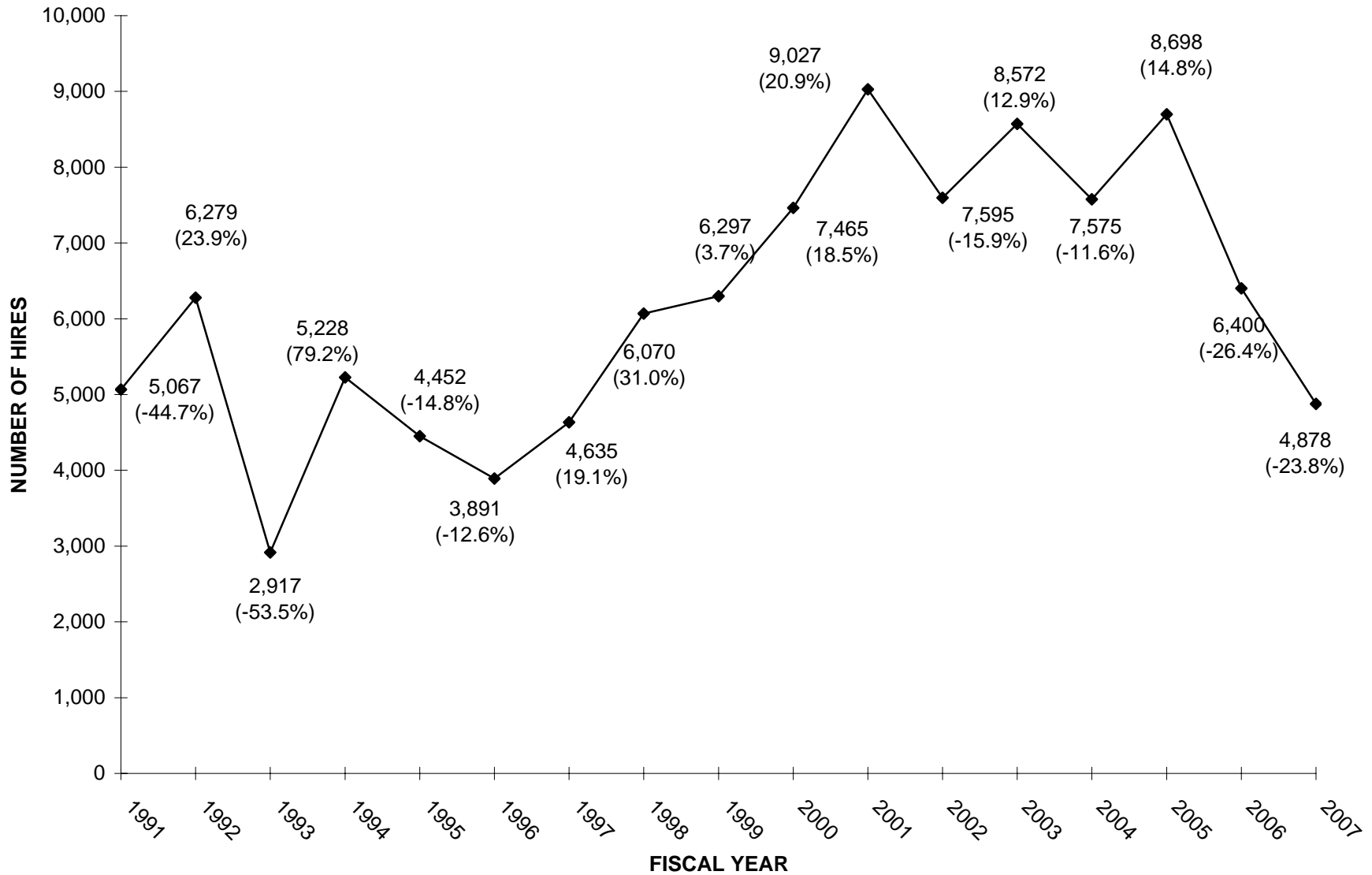
Data provided by the Dept. of Personnel from separation reports (1980-1986) and automated personnel files 1990-1994).

STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1995 - FY2007



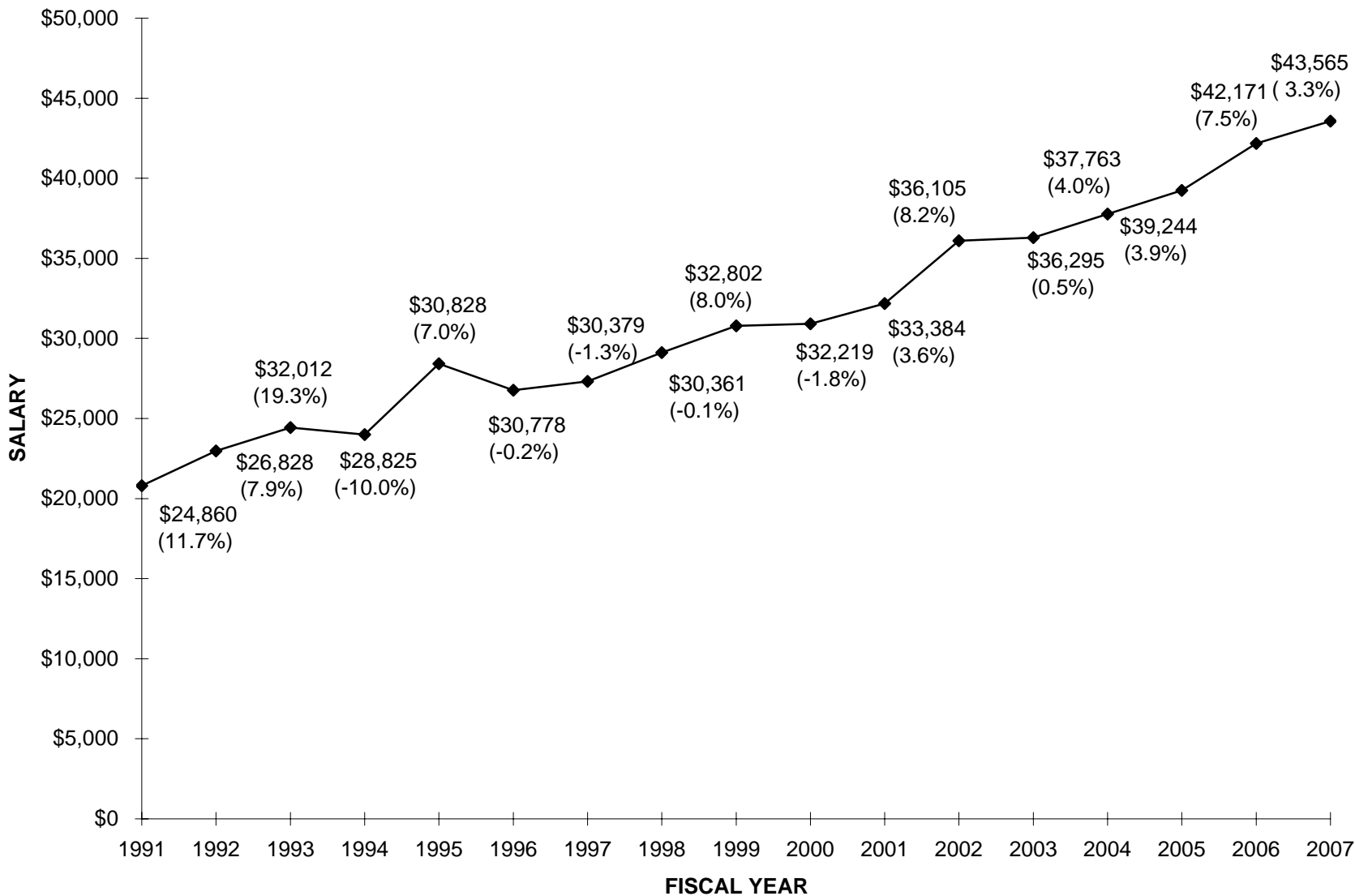
Separations under the 2002 Early Retirement Incentive Program continued through 2003.

**STATE OF NEW JERSEY
HIRING BY STATE GOVERNMENT
FY1991 THROUGH FY2007**



Data provided by the Department of Personnel 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 FY2007



Data provided by the Department of Personnel 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

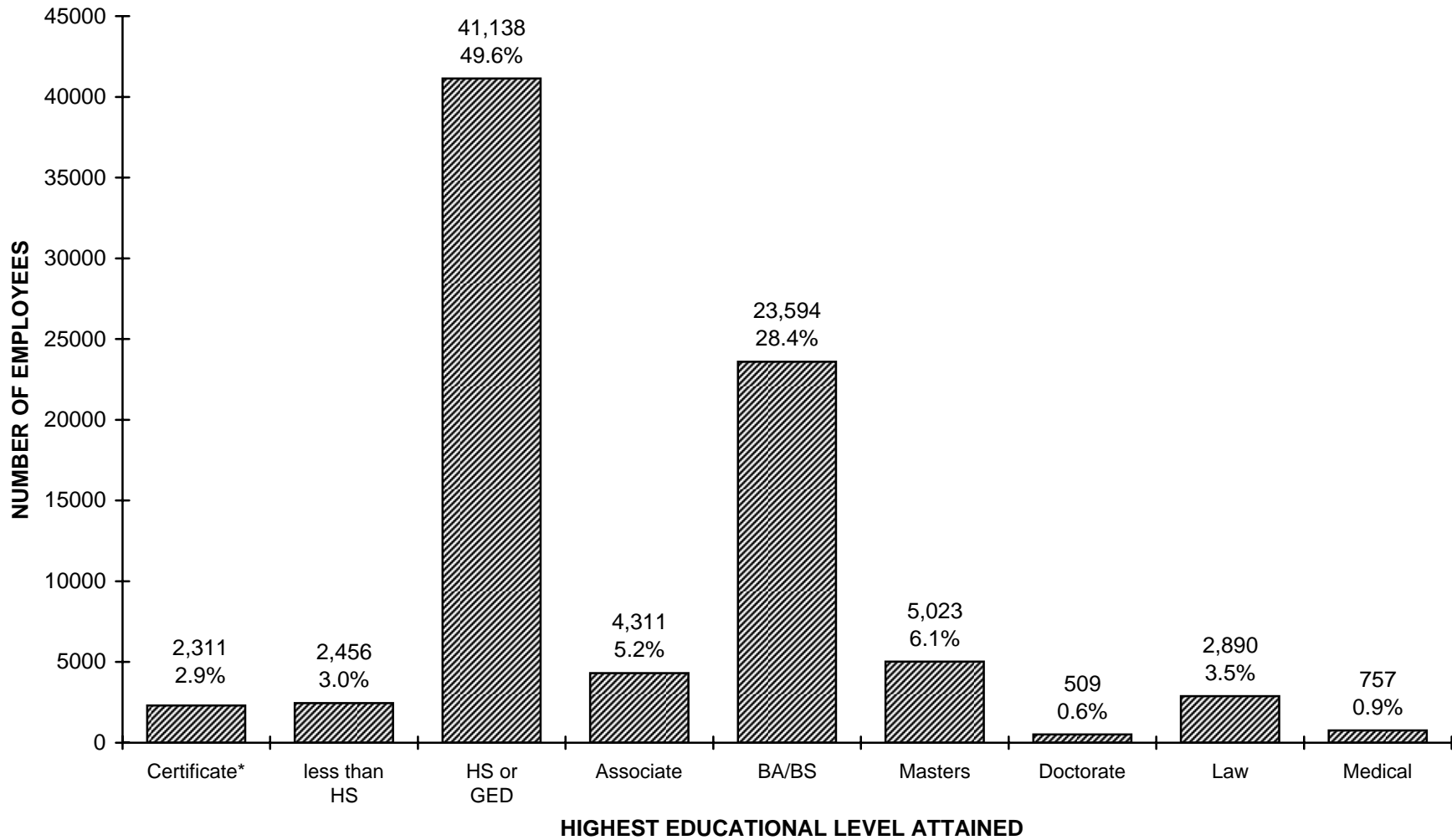
The table on Page 22 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 23,594 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,773 (more than 39 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 the Department of Personnel's Title Management 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 4, 2008

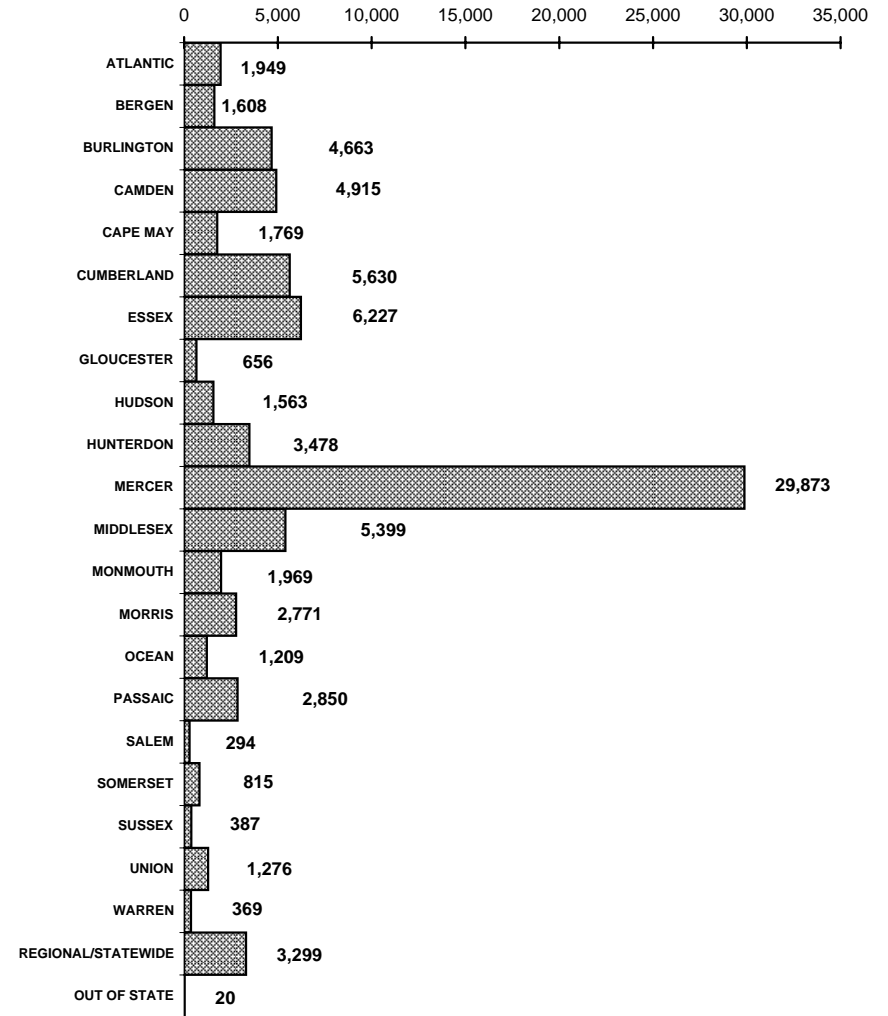


Percentages refer to the total State Government workforce (as of 1/4/2008, 82,989.)

* 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 4, 2008

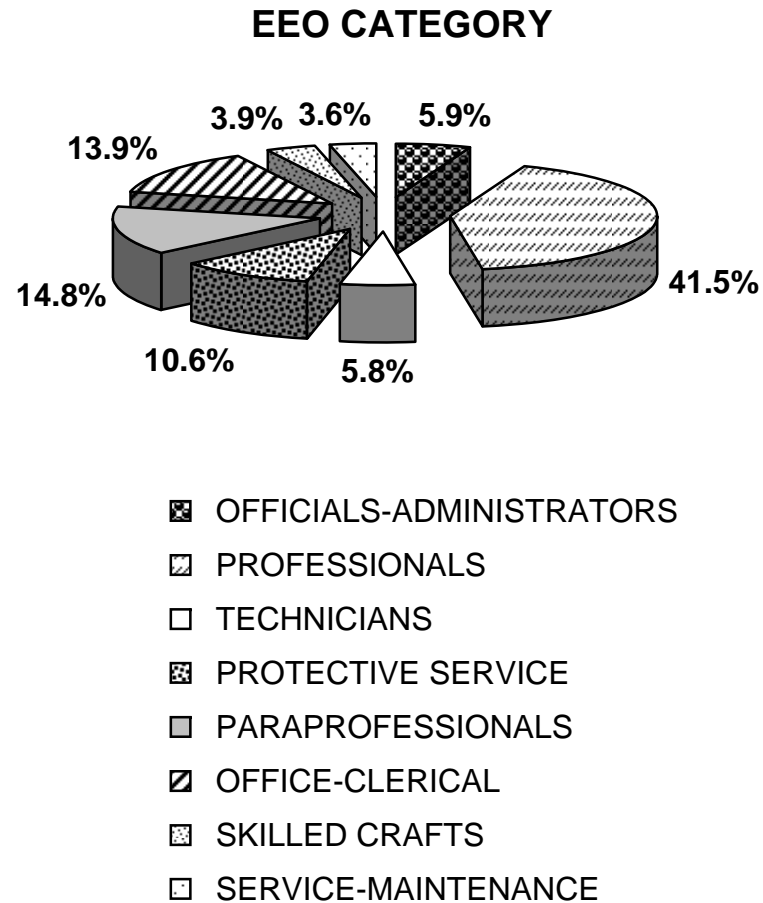
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,949	2.3%
BERGEN	1,608	1.9%
BURLINGTON	4,663	5.6%
CAMDEN	4,915	5.9%
CAPE MAY	1,769	2.1%
CUMBERLAND	5,630	6.8%
ESSEX	6,227	7.5%
GLOUCESTER	656	0.8%
HUDSON	1,563	1.9%
HUNTERDON	3,478	4.2%
MERCER	29,873	36.0%
MIDDLESEX	5,399	6.5%
MONMOUTH	1,969	2.4%
MORRIS	2,771	3.3%
OCEAN	1,209	1.5%
PASSAIC	2,850	3.4%
SALEM	294	0.4%
SOMERSET	815	1.0%
SUSSEX	387	0.5%
UNION	1,276	1.5%
WARREN	369	0.4%
REGIONAL/STATEWIDE	3,299	4.0%
OUT OF STATE		
CALIFORNIA	4	*
CONNECTICUT	1	*
MASSACHUSETTS	0	*
ILLINOIS	14	*
NEW YORK	0	*
WASHINGTON, DC	1	*
TOTAL	82,989	100.0%



Note: A Federal Liaison Officer and Tax Auditors hold 20 out-of-State positions.
 Data provided by the Department of Personnel from automated personnel files.
 *Less than 0.1%.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY
 JANUARY 4, 2008

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,904 5.9%
PROFESSIONALS	34,418 41.5%
TECHNICIANS	4,825 5.8%
PROTECTIVE SERVICE	8,807 10.6%
PARAPROFESSIONALS	12,288 14.8%
OFFICE-CLERICAL	11,564 13.9%
SKILLED CRAFTS	3,231 3.9%
SERVICE-MAINTENANCE	2,952 3.6%
TOTAL:	82,989

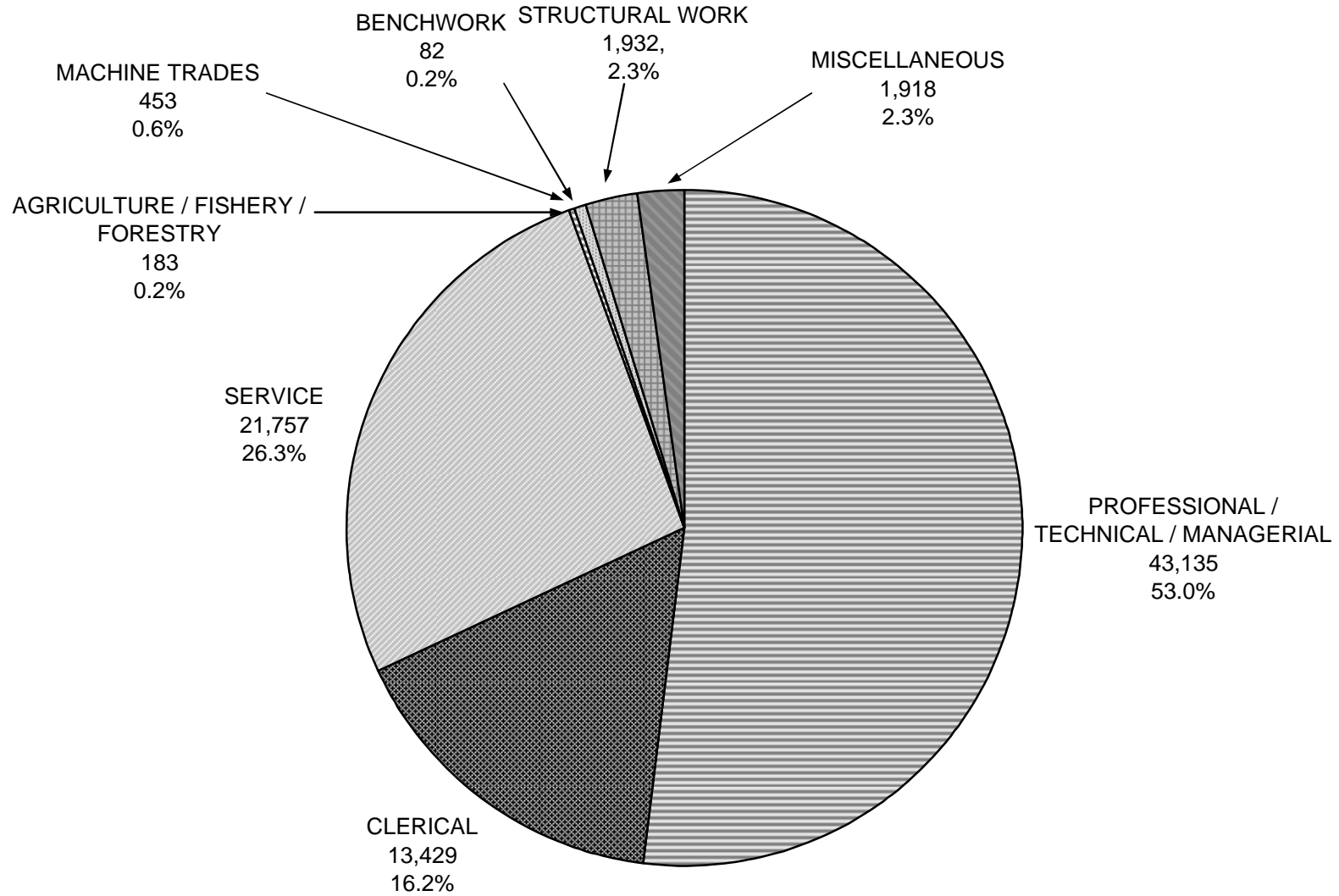


*Data provided by the Department of Personnel from automated personnel files.
 EEO Categories are the ones used in the Department's biennial EEO-4 Report to the Federal Equal Employment Opportunity Commission.*

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION
 JANUARY 4, 2008

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying/Engineering	1,122	0	0	1,122
	01 Environmental Engineering/Architecture	278	0	0	278
	02 Physical Sciences/Statistics	1,840	0	0	1,840
	04 Life Sciences	290	0	0	290
	05 Community Development/Social Sciences	428	0	0	428
	06 Social & Psychological Services	7,370	2,299	0	9,669
	07 Medical and Health Services	4,108	0	0	4,108
	09 Education	2,310	0	3	2,313
	10 Museum, Library & Archival Sciences	146	11	3	160
	11 Law	2,030	974	108	3,112
	12 Information Processing	2,474	302	27	2,803
	13 Writing	187	49	43	279
	14 Art	44	0	0	44
	15 Finance	2,111	82	116	2,309
	16 Administration	8,531	2,115	99	10,745
	17 Inspections/Investigations	3,103	298	11	3,412
	18 Recreation	116	0	0	116
	19 Public Broadcasting	107	0	0	107
	CLERICAL	20 Stenography, Typing & Filing	8,522	3,245	76
21 Computing & Account Recording		343	133	4	480
22 Stock, Storage, & Inventory		293	0	3	296
24 Information & Message Distribution		804	0	6	810
SERVICE	30 Building/Institution/Facility Services	1,273	0	0	1,273
	31 Food/Beverage Preparation/Services	1,090	0	0	1,090
	33 Barbering/Cosmetology	13	0	0	13
	35 Direct Care/Personal & Health Services	7,429	0	0	7,429
	36 Protective Services	11,942	0	10	11,952
AGRICULTURE / FISHERY / FORESTRY	40 Planting/Gardening	133	0	0	133
	41 Animal Farming	45	0	0	45
	43 Forestry	5	0	0	5
MACHINE TRADES	60 Machinery Repair	387	0	0	387
	65 Printing	57	9	0	66
BENCHWORK	70 Medical/Scientific Repair	2	0	0	2
	72 Electrical Repair	179	0	1	180
STRUCTURAL WORK	80 Skilled Trades	467	0	0	467
	81 Infrastructure Repair/Maintenance	1,463	0	2	1,465
MISCELLANEOUS	90 Transportation	574	15	0	589
	91 Utilities Production/Distribution	184	0	0	184
	92 Multiple Groups	1,050	94	1	1,145
TOTAL		72,850	9,626	513	82,989

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL CATEGORY
 JANUARY 4, 2008



*Data provided by the Department of Personnel from automated personnel files.
 Classification system based on the DOP Occupational Code Dictionary.
 Percentages refer to the total State Government workforce as of 1/4/2008: 82,989.*

STATE OF NEW JERSEY
SALARY DATA FOR STATE GOVERNMENT WORKFORCE

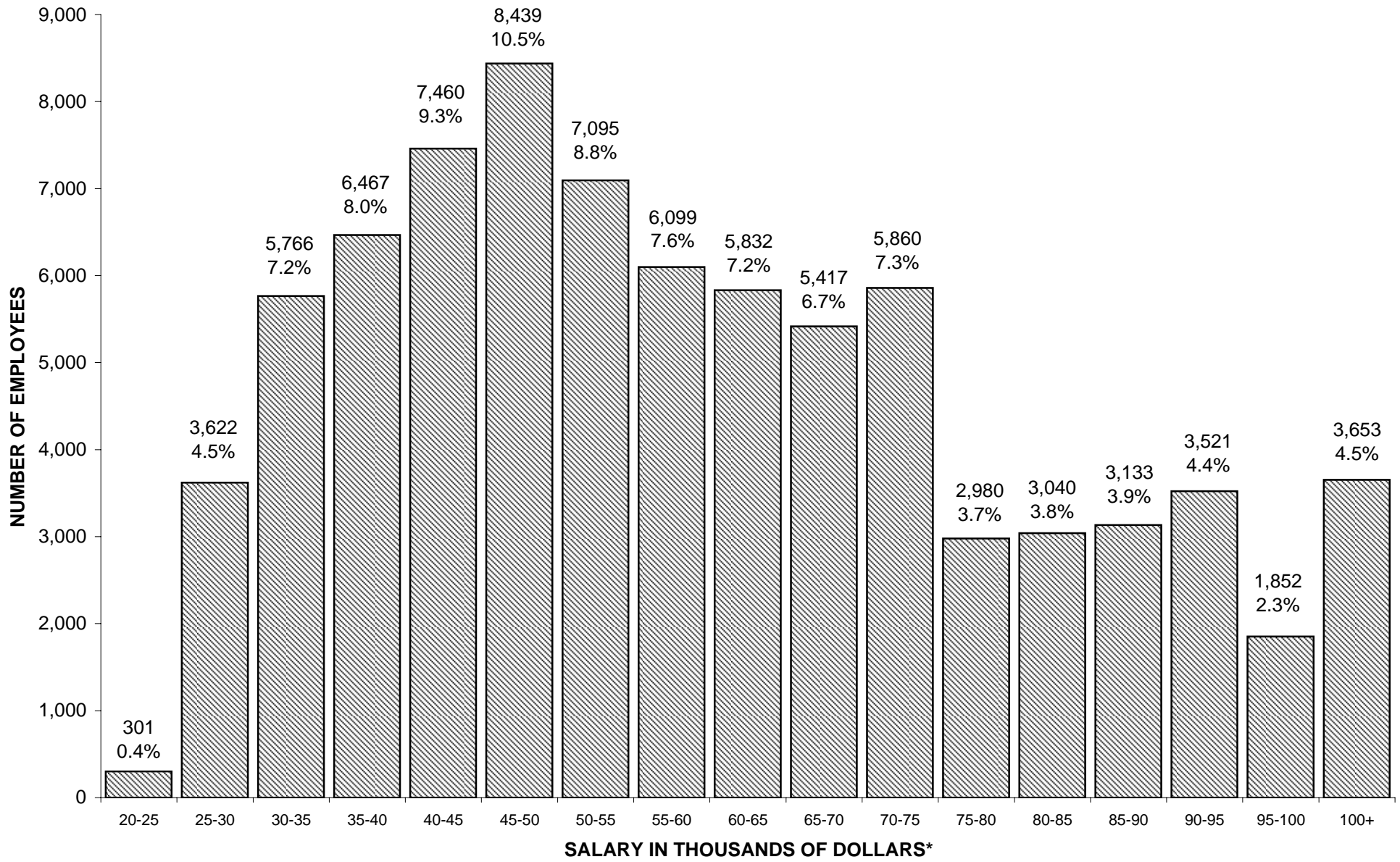
INTRODUCTION

We are continuing to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$60,008) account for 55 percent of the full-time State Government workforce. The median salary is \$56,035. 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 \$45,000.00 and \$49,999.99 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.

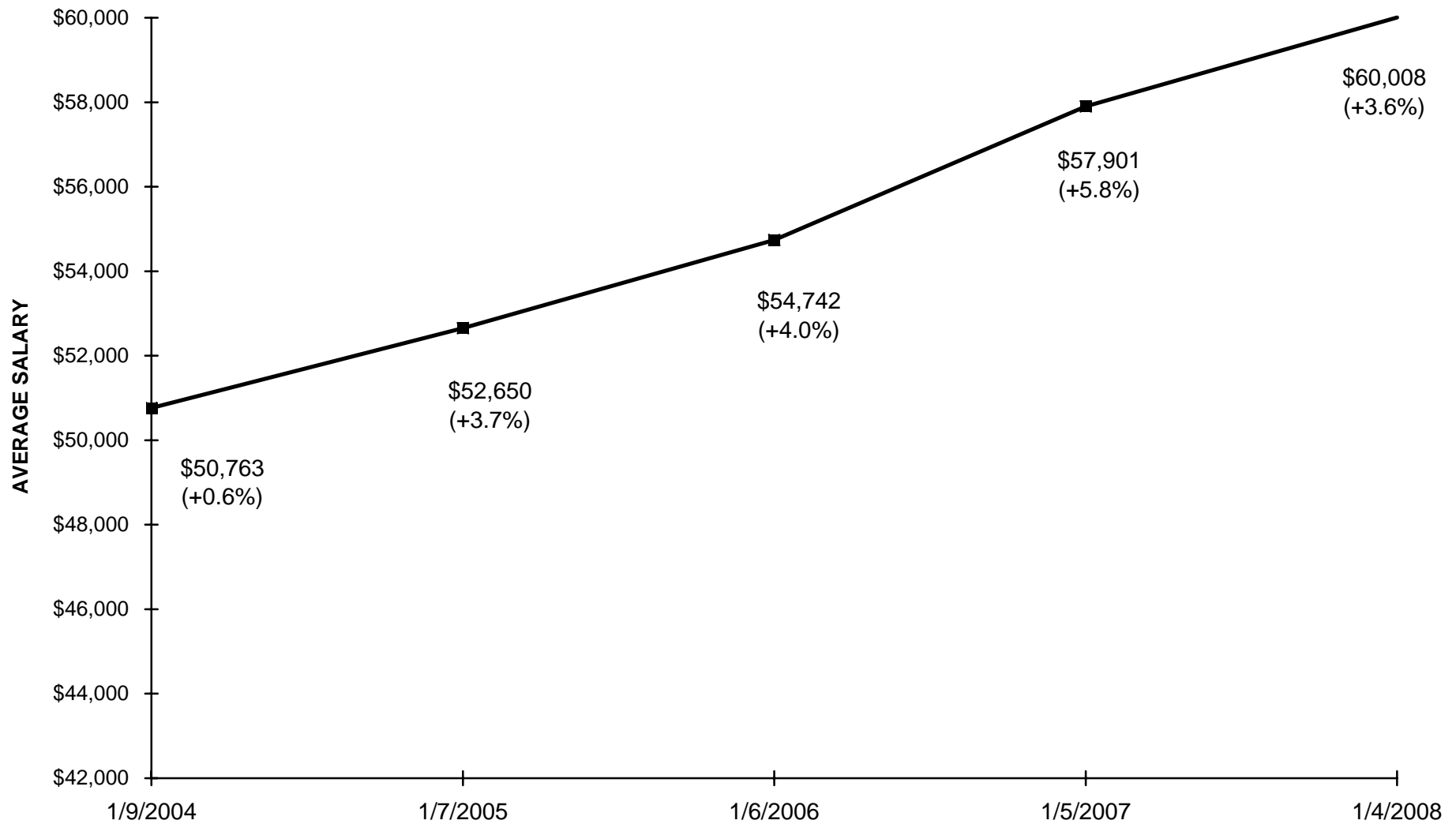
Part-time and hourly employees have always been excluded from our analysis of average annual salaries. Since 1995, we have also excluded per diem employees. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, 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 "full-time" employees in the Department of Personnel's automated files.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY
 JANUARY 4, 2008



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 1/4/2008, 80,536).
 *20-25 = \$20,000.00-\$29,999.99 and so on.

STATE OF NEW JERSEY
FOUR-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES
2004 through 2008



Full-time employees only (See text, Page 27). Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE: RACE/ETHNIC AND GENDER DATA

INTRODUCTION

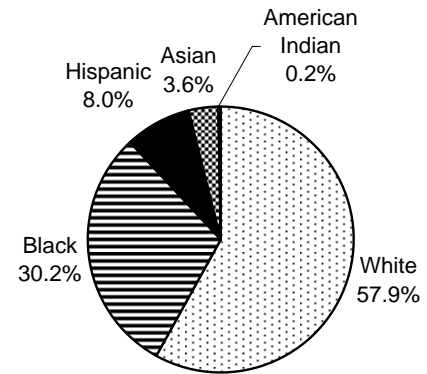
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic distribution for the entire State Government workforce. Next, 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 33, there is a table giving the gender and race/ethnic distribution by agency.

Pages 34 and 35 show historic trends for minorities (Blacks, Hispanics, Asians, and American Indians), and Pages 36 and 37 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 the workforce today. Female representation during this same time period increased from 46.2 percent to 55.8 percent. 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 4, 2008

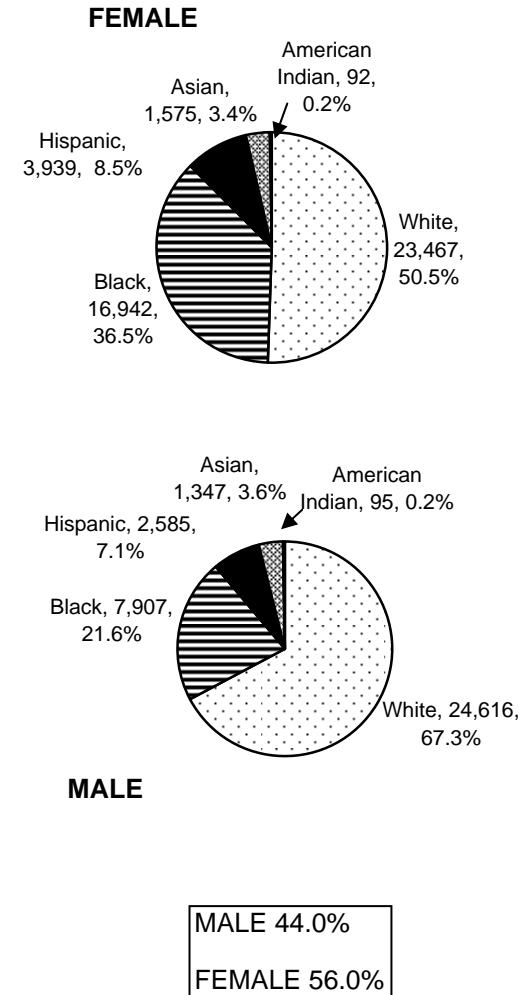
STATE AGENCY	White	Black	Hispanic	Asian	American Indian	Total
AGRICULTURE	191	35	7	14	0	247
BANKING & INSURANCE	320	112	22	16	0	470
CHILDREN & FAMILIES	2,921	3,143	1,094	116	11	7,285
COMMUNITY AFFAIRS	764	277	83	24	3	1,151
CORRECTIONS	5,943	3,248	986	102	32	10,311
Corrections	5,491	3,081	907	95	32	9,606
State Parole Board	452	167	79	7	0	705
EDUCATION	647	179	36	32	0	894
ENVIRONMENTAL PROTECTION	2,725	288	79	180	12	3,284
GOVERNOR'S OFFICE	71	16	18	0	0	105
HEALTH & SENIOR SERVICES	1,275	453	101	146	5	1,980
HUMAN SERVICES	7,021	8,675	1,033	751	47	17,527
INFORMATION TECHNOLOGY	670	102	25	103	1	901
LABOR	2,197	937	447	124	4	3,709
LAW & PUBLIC SAFETY	7,077	1,842	624	186	29	9,758
Law & Public Safety	6,114	1,106	494	164	26	7,904
Homeland Security & Preparedness	108	4	2	1	0	115
Juvenile Justice	855	732	128	21	3	1,739
MILITARY & VETERANS AFFAIRS	636	617	176	171	2	1,602
PERSONNEL	198	109	13	14	0	334
PUBLIC ADVOCATE	117	41	24	10	1	193
STATE	403	120	32	34	0	589
State	136	55	18	15	0	224
Commission on Higher Education	10	7	0	1	0	18
Higher Educational Student Assistance	135	35	8	16	0	194
Public Broadcasting	122	23	6	2	0	153
TRANSPORTATION	4,488	1,127	481	442	9	6,547
Transportation	2,738	410	135	370	4	3,657
Motor Vehicles	1,750	717	346	72	5	2,890
TREASURY	3,947	1,430	340	238	8	5,963
Treasury	2,839	973	156	190	6	4,164
Administrative Law	75	25	5	1	0	106
Casino Control	228	70	10	6	0	314
Public Defender	635	287	150	20	2	1,094
Public Utilities	170	75	19	21	0	285
TOTAL EXECUTIVE DEPARTMENTS	41,611	22,751	5,621	2,703	164	72,850
JUDICIARY	6055	2284	1009	262	16	9,626
LEGISLATIVE STAFF	417	61	23	11	1	513
TOTAL STATE GOVT WORKFORCE	48,083	25,096	6,653	2,976	181	82,989



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

JANUARY 4, 2008

STATE AGENCY	FEMALE	MALE	TOTAL
AGRICULTURE	138	109	247
BANKING & INSURANCE	241	229	470
CHILDREN & FAMILIES	5,631	1,654	7,285
COMMUNITY AFFAIRS	560	591	1,151
CORRECTIONS	2,860	7,451	10,311
Corrections	2,542	7,064	9,606
State Parole Board	318	387	705
EDUCATION	612	282	894
ENVIRONMENTAL PROTECTION	1,327	1,957	3,284
GOVERNOR'S OFFICE	69	36	105
HEALTH & SENIOR SERVICES	1,381	599	1,980
HUMAN SERVICES	12,011	5,516	17,527
INFORMATION TECHNOLOGY	393	508	901
LABOR	2,399	1,310	3,709
LAW & PUBLIC SAFETY	3,607	6,151	9,758
Law & Public Safety	2,904	5,000	7,904
Homeland Security & Preparedness	36	79	115
Juvenile Justice	667	1,072	1,739
MILITARY & VETERANS AFFAIRS	1,060	542	1,602
PERSONNEL	219	115	334
PUBLIC ADVOCATE	129	64	193
STATE	346	243	589
State	147	77	224
Commission on Higher Education	14	4	18
Public Broadcasting	130	64	194
Higher Educational Student Assistance	55	98	153
TRANSPORTATION	2,735	3,812	6,547
Transportation	728	2,929	3,657
Motor Vehicles	2,007	883	2,890
TREASURY	3,462	2,501	5,963
Treasury	2,417	1,747	4,164
Administrative Law	66	40	106
Casino Control	153	161	314
Public Defender	692	402	1,094
Public Utilities	134	151	285
TOTAL EXECUTIVE DEPARTMENTS	39,180	33,670	72,850
JUDICIARY	6,992	2,634	9,626
LEGISLATIVE STAFF	261	252	513
TOTAL STATE GOVT WORKFORCE	46,433	36,556	82,989

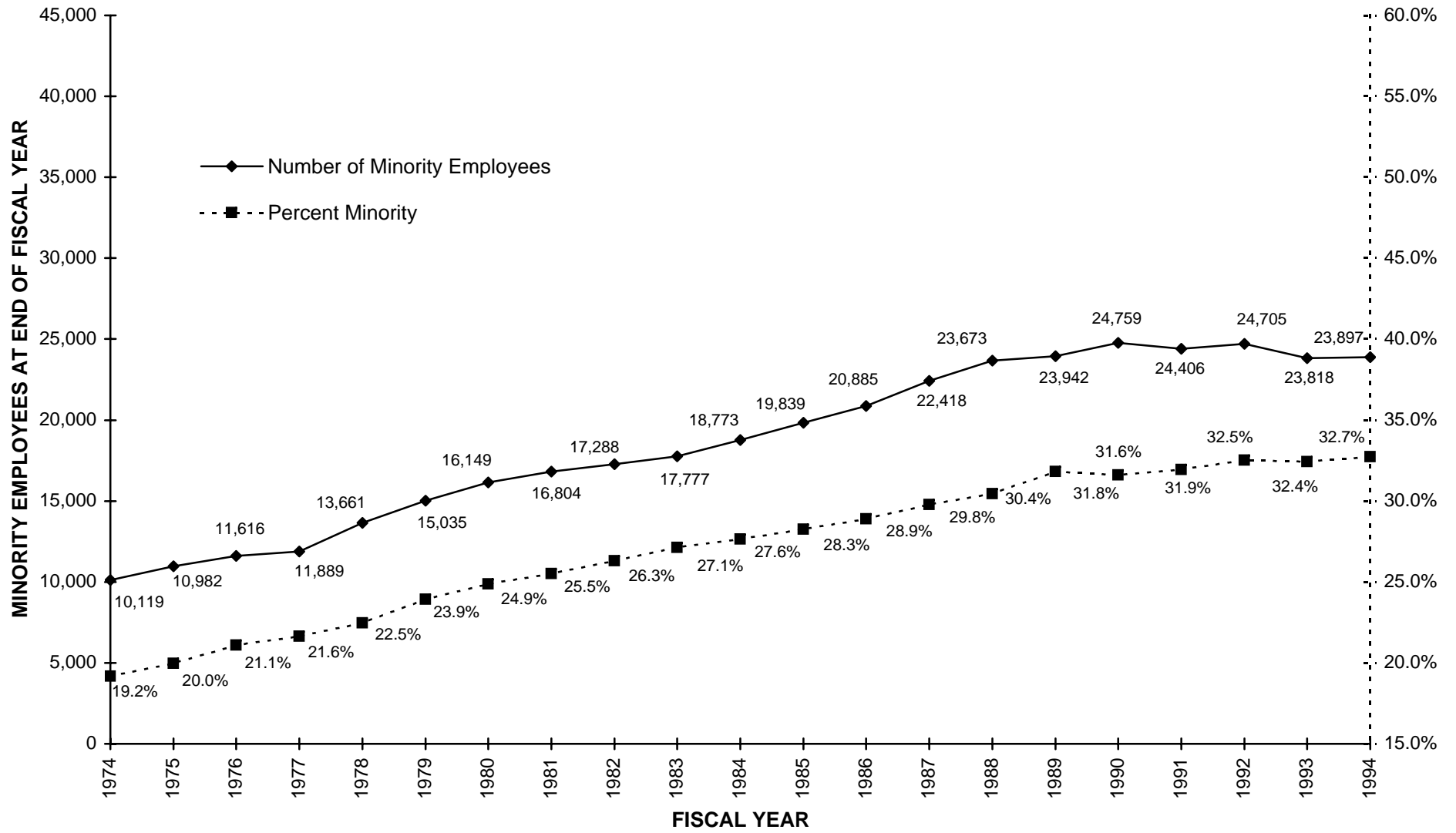


STATE OF NEW JERSEY
RACE/ETHNIC AND GENDER DISTRIBUTION OF STATE GOVERNMENT
EMPLOYEES BY AGENCY

JANUARY 4, 2008

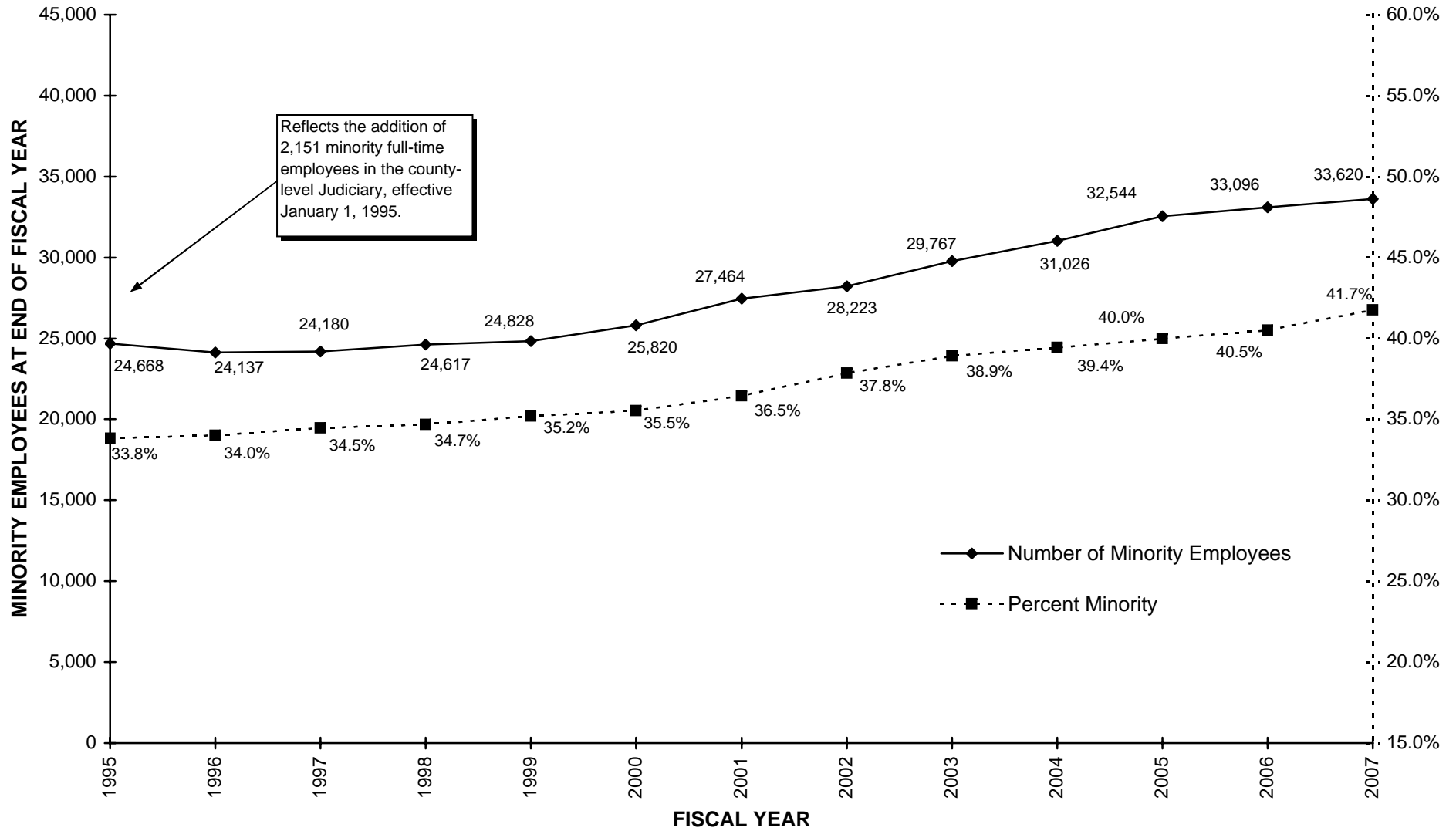
STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian	Total	
AGRICULTURE	91	10	2	6	0	109	100	25	5	8	0	138	247
BANKING & INSURANCE	177	39	5	8	0	229	143	73	17	8	0	241	470
CHILDREN & FAMILIES	700	660	256	34	4	1,654	2,221	2,483	838	82	7	5,631	7,285
COMMUNITY AFFAIRS	483	59	30	18	1	591	281	218	53	6	2	560	1,151
CORRECTIONS	4,660	1,945	748	72	26	7,451	1,283	1,303	238	30	6	2,860	10,311
Corrections	4,374	1,891	703	70	26	7,064	1,117	1,190	204	25	6	2,542	9,606
State Parole Board	286	54	45	2	0	387	166	113	34	5	0	318	705
EDUCATION	221	32	15	14	0	282	426	147	21	18	0	612	894
ENVIRONMENTAL PROTECTION	1,695	101	34	122	5	1,957	1,030	187	45	58	7	1,327	3,284
GOVERNOR'S OFFICE	27	4	5	0	0	36	44	12	13	0	0	69	105
HEALTH & SENIOR SERVICES	440	89	29	39	2	599	835	364	72	107	3	1,381	1,980
HUMAN SERVICES	2,390	2,462	372	277	15	5,516	4,631	6,213	661	474	32	12,011	17,527
INFORMATION TECHNOLOGY	413	41	14	39	1	508	257	61	11	64	0	393	901
LABOR	959	197	99	55	0	1,310	1,238	740	348	69	4	2,399	3,709
LAW & PUBLIC SAFETY	4,771	860	390	105	25	6,151	2,306	982	234	81	4	3,607	9,758
Law & Public Safety	4,149	434	301	92	24	5,000	1,965	672	193	72	2	2,904	7,904
Homeland Security & Preparedness	76	1	1	1	0	79	32	3	1	0	0	36	115
Juvenile Justice	546	425	88	12	1	1,072	309	307	40	9	2	667	1,739
MILITARY & VETERANS AFFAIRS	318	118	67	39	0	542	318	499	109	132	2	1,060	1,602
PERSONNEL	77	27	5	6	0	115	121	82	8	8	0	219	334
PUBLIC ADVOCATE	43	9	6	5	1	64	74	32	18	5	0	129	193
STATE	185	37	12	9	0	243	218	83	20	25	0	346	589
State	55	14	5	3	0	77	81	41	13	12	0	147	224
Commission on Higher Education	2	2	0	0	0	4	8	5	0	1	0	14	18
Higher Educational Student Assistance	47	10	2	5	0	64	88	25	6	11	0	130	194
Public Broadcasting	81	11	5	1	0	98	41	12	1	1	0	55	153
TRANSPORTATION	2,846	443	182	336	5	3,812	1,642	684	299	106	4	2,735	6,547
Transportation	2,212	286	114	313	4	2,929	526	124	21	57	0	(728)	3,657
Motor Vehicles	634	157	68	23	1	883	1,116	560	278	49	4	2,007	2,890
TREASURY	1,946	355	108	91	1	2,501	2,001	1,075	232	147	7	3,462	5,963
Treasury	1,402	224	56	65	0	1,747	1,437	749	100	125	6	2,417	4,164
Administrative Law	35	4	1	0	0	40	40	21	4	1	0	66	106
Casino Control	116	34	5	6	0	161	112	36	5	0	0	153	314
Public Defender	285	69	42	5	1	402	350	218	108	15	1	692	1,094
Public Utilities	108	24	4	15	0	151	62	51	15	6	0	134	285
TOTAL EXECUTIVE DEPARTMENTS	22,442	7,488	2,379	1,275	86	33,670	19,169	15,263	3,242	1,428	78	39,180	72,850
JUDICIARY	1,956	395	200	80	3	2,634	4,099	1,889	809	182	13	6,992	9,626
LEGISLATIVE STAFF	218	24	6	4	0	252	199	37	17	7	1	261	513
TOTAL STATE GOVT WORKFORCE	24,616	7,907	2,585	1,359	89	36,556	23,467	17,189	4,068	1,617	92	46,433	82,989

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



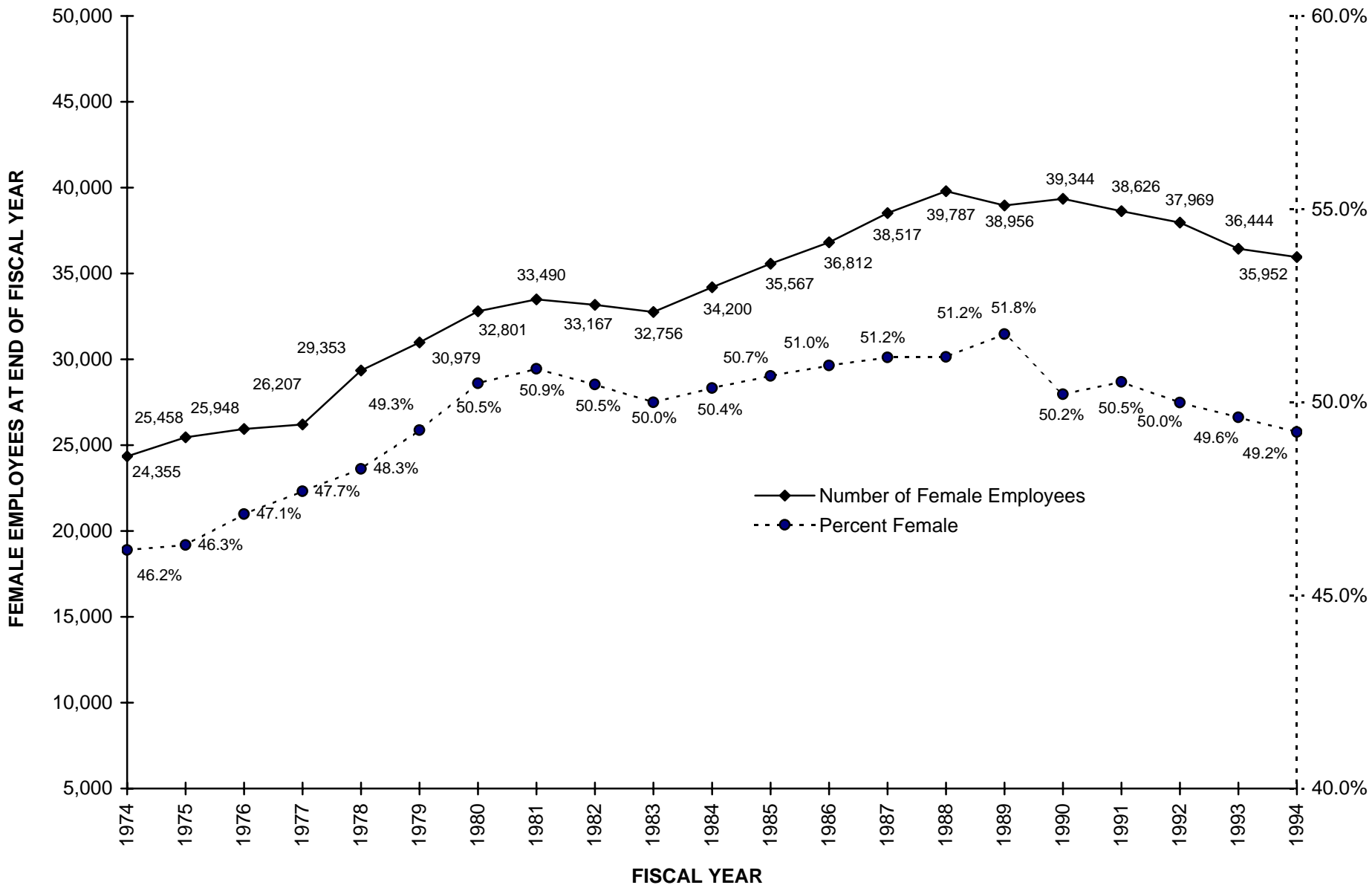
Full-time employees only.
Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994).

STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2007)



Full-time employees only. Percentages refer to the total full-time State Government workforce (80,536 as of 6/30/2007.)
Data provided by the Department of Personnel from automated personnel files (1995-present).

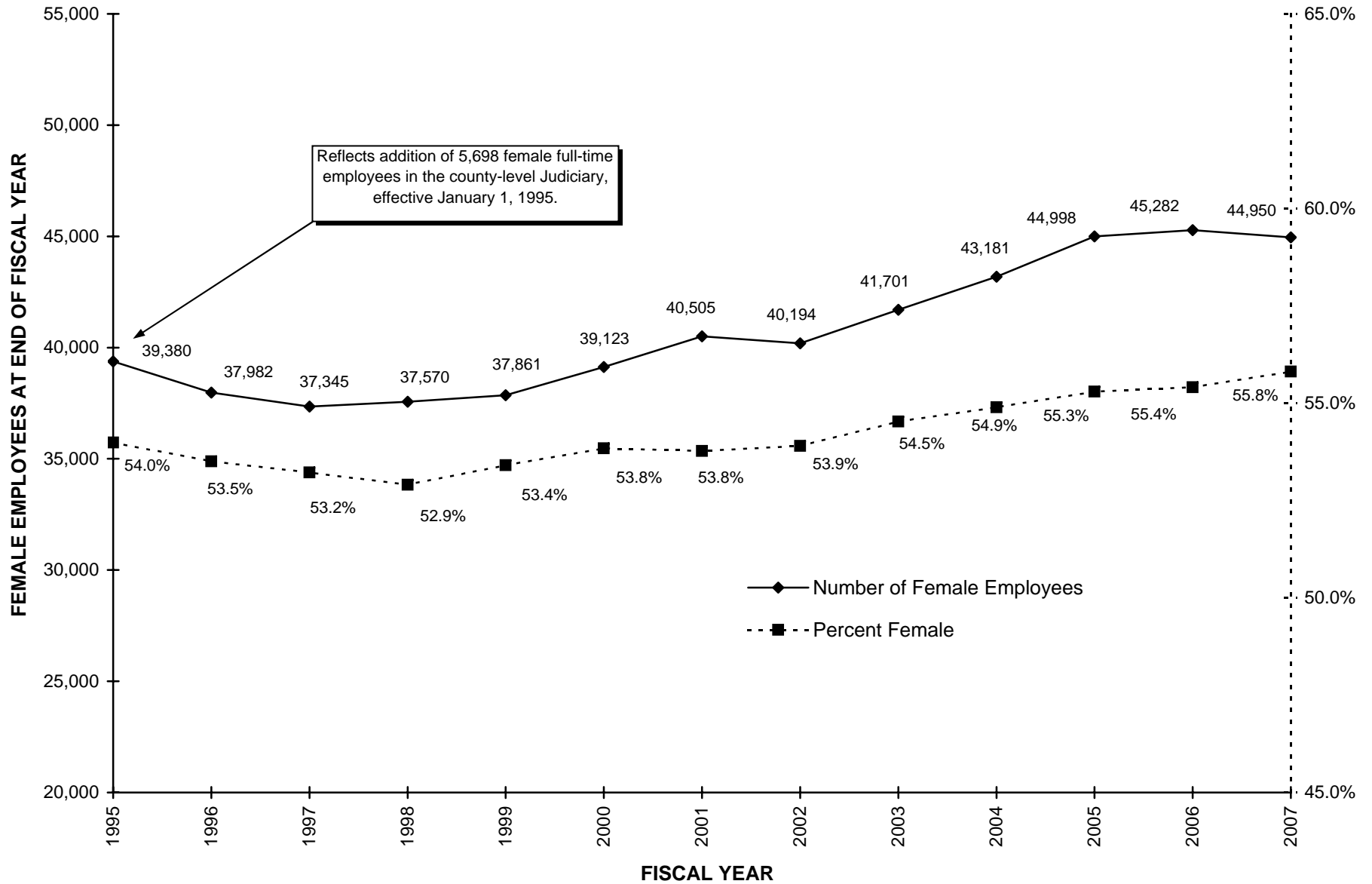
STATE OF NEW JERSEY
WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1974-1994)



Full-time employees only.

Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994).

STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2006)



Full-time employees only. Percentages refer to the total full-time State Government workforce (80,536 as of 6/30/2007.)
Data provided by the Department of Personnel 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 47.6 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 12.2 percent of the workforce; the PBA, with 8.2 percent; and IFPTE, with 6.3 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES
INTRODUCTION

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

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

The first of the following two tables gives counts by agency for State Government employees represented by the different unions. The second table shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salary to full-time employees, and we use much the same criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 27).

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

JANUARY 4, 2008

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	155	0	0	35	0	0	0	0	0	0	0	0	190
BANKING & INSURANCE	352	0	0	23	0	0	0	0	0	0	0	0	375
CHILDREN & FAMILIES	6,073	665	0	256	0	0	0	0	0	0	0	0	6,994
COMMUNITY AFFAIRS	871	0	0	152	0	0	0	0	0	0	0	0	1,023
CORRECTIONS	1,905	356	6,155	413	0	0	0	0	1,091	0	0	0	9,920
(Corrections)	(1,650)	(356)	(5,819)	(412)	(0)	(0)	(0)	(0)	(1,027)	(0)	(0)	(0)	9,264
(State Parole Board)	(255)	(0)	(336)	(1)	(0)	(0)	(0)	(0)	(64)	(0)	(0)	(0)	656
EDUCATION	683	38	0	26	0	0	0	0	0	0	0	0	747
ENVIRONMENTAL PROTECTION	2,541	0	94	260	0	0	0	0	47	0	0	0	2,942
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH & SENIOR SERVICES	1,723	7	0	21	0	0	0	0	0	0	0	0	1,751
HUMAN SERVICES	7,136	8,027	100	1,474	0	0	0	0	30	0	0	0	16,767
INFORMATION TECHNOLOGY	799	0	0	3	0	0	0	0	0	0	0	0	802
LABOR	3,261	6	0	35	0	0	0	0	0	0	0	0	3,302
LAW & PUBLIC SAFETY	2,736	287	433	741	0	1,777	955	192	92	0	0	0	7,213
(Law & Public Safety)	(1,956)	(0)	(16)	(683)	(0)	(1,777)	(955)	(192)	(2)	(0)	(0)	(0)	5,581
(Homeland Security & Preparedness)	(9)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	9
(Juvenile Justice)	(771)	(287)	(417)	(58)	(0)	(0)	(0)	(0)	(90)	(0)	(0)	(0)	1,623
MILITARY & VETERANS AFFAIRS	588	734	0	199	0	0	0	0	0	0	0	0	1,521
PERSONNEL	0	0	0	0	0	0	0	0	0	0	0	0	0
PUBLIC ADVOCATE	129	0	0	0	0	0	0	0	0	0	0	0	129
STATE	436	0	0	22	0	0	0	0	0	0	0	0	458
(State)	(179)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	183
(Commission on Higher Education)	(6)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	6
(Higher Educational Student Assistance)	(147)	(0)	(0)	(18)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	147
(Public Broadcasting)	(104)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	122
TRANSPORTATION	4,437	1	4	1,422	262	0	0	0	0	0	0	0	6,126
(Transportation)	(2,135)	(0)	(4)	(1,296)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	3,435
(Motor Vehicles)	(2,302)	(1)	(0)	(126)	(262)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	2,691
TREASURY	4,481	0	6	163	0	0	0	0	1	0	0	0	4,651
(Treasury)	(3,253)	(0)	(6)	(159)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	3,419
(Administrative Law)	(57)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	57
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0
(Public Defender)	(984)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	988
(Public Utilities)	(187)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	187
TOTAL EXECUTIVE BRANCH	38,306	10,121	6,792	5,245	262	1,777	955	192	1,261	0	0	0	64,911
JUDICIARY	1,195	0	0	0	0	0	0	0	0	50	3,104	3,001	7,350
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	39,501	10,121	6,792	5,245	262	1,777	955	192	1,261	50	3,104	3,001	72,261
% OF UNION REPRESENTED EMPLOYEES	54.7%	14.0%	9.4%	7.3%	0.4%	2.5%	1.3%	0.3%	1.7%	0.1%	4.3%	4.2%	100.0%
% OF STATE GOVT WORKFORCE*	47.6%	12.2%	8.2%	6.3%	0.3%	2.1%	1.2%	0.2%	1.5%	0.1%	3.7%	3.6%	87.1%

*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 4, 2008

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	147	14	0	0	0	0	0	0	0	0	129	0	11	301
\$25,000-\$29,999.99	1,182	1,708	0	521	0	0	0	0	0	0	126	0	85	3,622
\$30,000-\$34,999.99	2,042	2,218	0	834	5	0	0	0	0	0	505	0	162	5,766
\$35,000-\$39,999.99	2,411	1,565	0	1,126	27	0	0	0	0	0	430	237	671	6,467
\$40,000-\$44,999.99	3,076	2,050	5	969	10	0	0	0	0	0	535	389	426	7,460
\$45,000-\$49,999.99	4,974	1,063	437	613	53	0	0	0	0	0	662	186	451	8,439
\$50,000-\$54,999.99	3,920	485	688	639	56	70	0	0	0	0	174	392	671	7,095
\$55,000-\$59,999.99	3,188	191	1,032	147	83	394	0	0	0	0	353	184	527	6,099
\$60,000-\$64,999.99	3,547	0	901	66	11	324	0	0	10	1	170	253	549	5,832
\$65,000-\$69,999.99	2,935	0	1,217	28	17	370	0	0	49	19	5	283	494	5,417
\$70,000-\$74,999.99	2,709	0	2,241	9	0	1	0	0	113	3	11	281	492	5,860
\$75,000-\$79,000.99	2,023	0	43	4	0	1	0	0	147	0	0	261	501	2,980
\$80,000-\$84,999.99	1,717	0	80	1	0	140	0	0	422	4	0	173	503	3,040
\$85,000-\$89,999.99	1,659	0	148	0	0	447	4	0	148	23	0	166	538	3,133
\$90,000-\$94,999.99	1,824	0	0	0	0	30	650	0	108	0	0	127	782	3,521
\$95,000-\$99,999.99	681	0	0	0	0	0	89	0	175	0	0	67	840	1,852
\$100,000-ABOVE	645	0	0	0	0	0	211	192	89	0	0	0	2,515	3,652
TOTAL	38,680	9,294	6,792	4,957	262	1,777	954	192	1,261	50	3,100	2,999	10,218	80,536

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 2007 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.

STATE OF NEW JERSEY
OPERATIONS NOBLE EAGLE, ENDURING FREEDOM, AND IRAQI FREEDOM
FEDERAL MILITARY LEAVES IN STATE GOVERNMENT BY AGENCY
CALENDAR YEARS 2002 THROUGH 2007 *

AGENCY	Calendar Year 2002	Calendar Year 2003	Calendar Year 2004	Calendar Year 2005	Calendar Year 2006	Calendar Year 2007	TOTAL
Banking and Insurance	0	0	0	1	0	1	2
Children and Families	0	1	0	0	0	0	1
Community Affairs	0	0	0	1	0	0	1
Corrections	33	49	46	28	24	24	204
State Parole Board	0	0	2	0	0	0	2
Education	0	1	1	0	0	0	2
Environmental Protection	2	8	8	1	4	2	25
Governor's Office	0	0	1	0	0	0	1
Health and Senior Services	2	2	3	1	0	0	8
Human Services	4	13	11	7	3	4	42
Labor	1	1	0	0	0	0	2
Law and Public Safety	10	32	32	17	16	23	130
Juvenile Justice	2	9	10	6	4	9	40
Military and Veteran Affairs	7	8	17	16	7	4	59
Transportation	7	12	0	1	1	0	21
Motor Vehicles	0	0	0	0	1	0	1
Treasury	1	2	4	3	1	0	11
Casino Control	0	1	0	0	0	0	1
Public Defender	0	1	1	2	2	3	9
Subtotal Executive Agencies	69	140	136	84	63	70	562
Judiciary	3	3	4	2	1	1	14
Legislative	0	0	1	3	0	1	5
TOTAL	72	143	141	89	64	72	581

* NOTE: These figures have been adjusted from the ones in previous editions, which counted extensions as separate leaves.

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 College employees are reported separately. Starting with the 2003 Workforce Profile, Statewide 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 4,376 employees in State Colleges who hold positions with Merit System protections. There are 2,283 employees whose titles are in the competitive division and 2,093 employees whose titles are in the non-competitive division.

STATE OF NEW JERSEY

STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION

JANUARY 4, 2008

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	330	275	605
MONTCLAIR STATE UNIVERSITY	313	356	669
NEW JERSEY CITY UNIVERSITY	185	338	523
RAMAPO COLLEGE OF NEW JERSEY	159	118	277
ROWAN UNIVERSITY	360	323	683
STATE LIBRARY	76	17	93
THE COLLEGE OF NEW JERSEY	234	191	425
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	268	239	507
THOMAS EDISON STATE COLLEGE	53	16	69
WILLIAM PATERSON UNIVERSITY	305	220	525
TOTAL STATE COLLEGES	2,283	2,093	4,376

Our records indicate that there are 4,376 employees in State Colleges who hold positions with Merit System protections. There are 2,283 employees whose titles are in the competitive division and 2,093 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

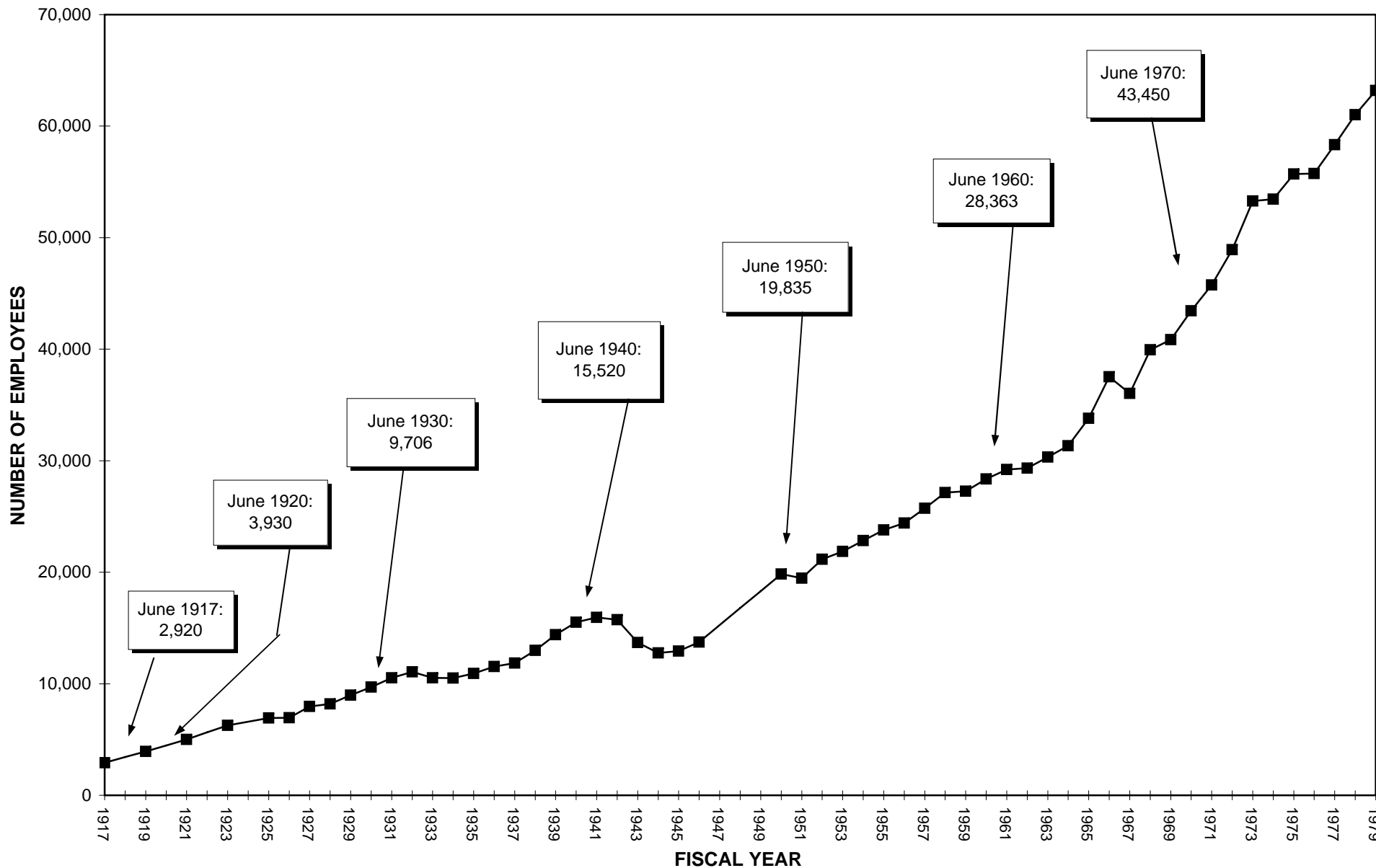
INTRODUCTION

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.

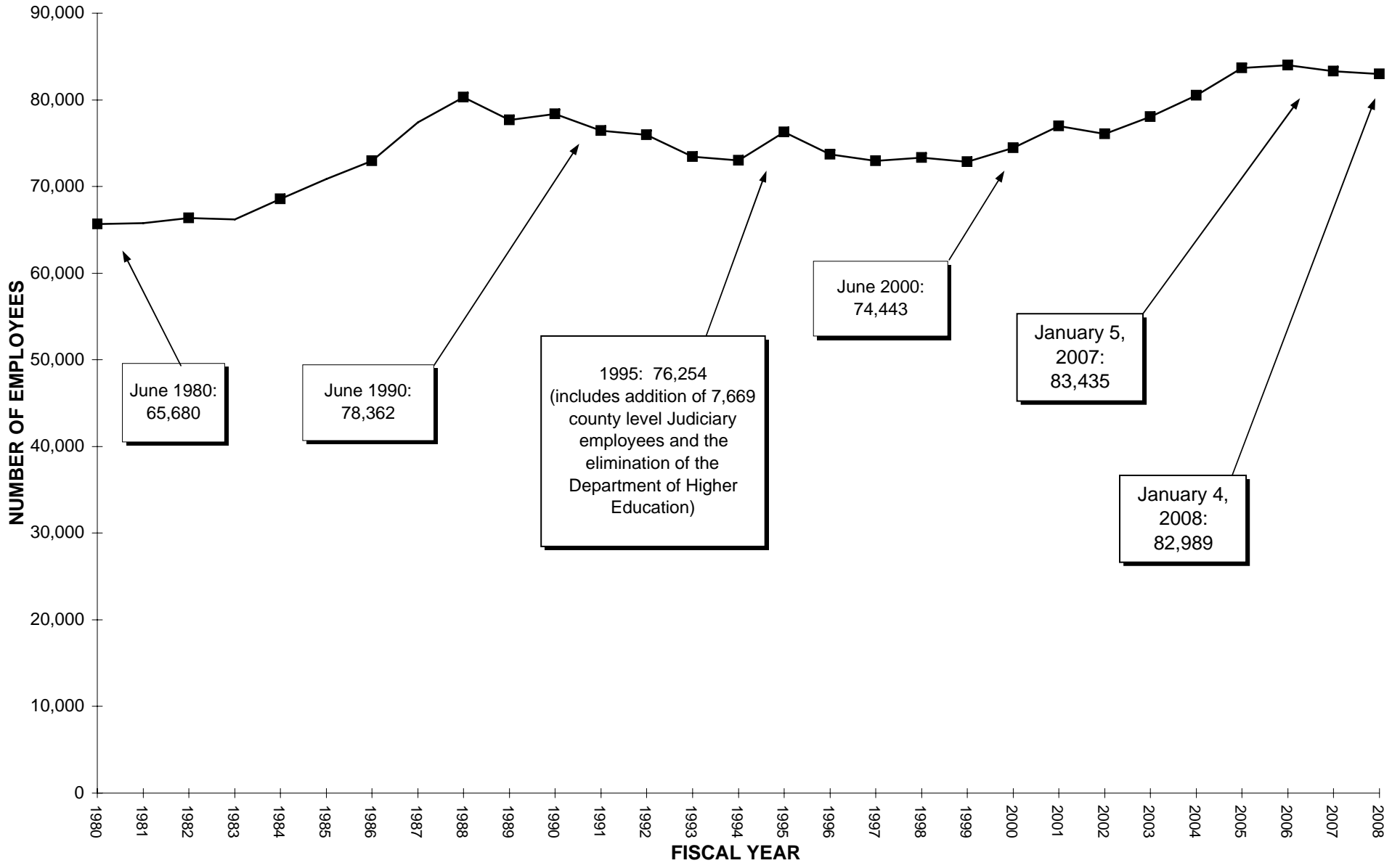
The remaining pages in this section present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile due to the discovery of inconsistent coding of certain historical transactions. 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 2007 are not reflected in the table.

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



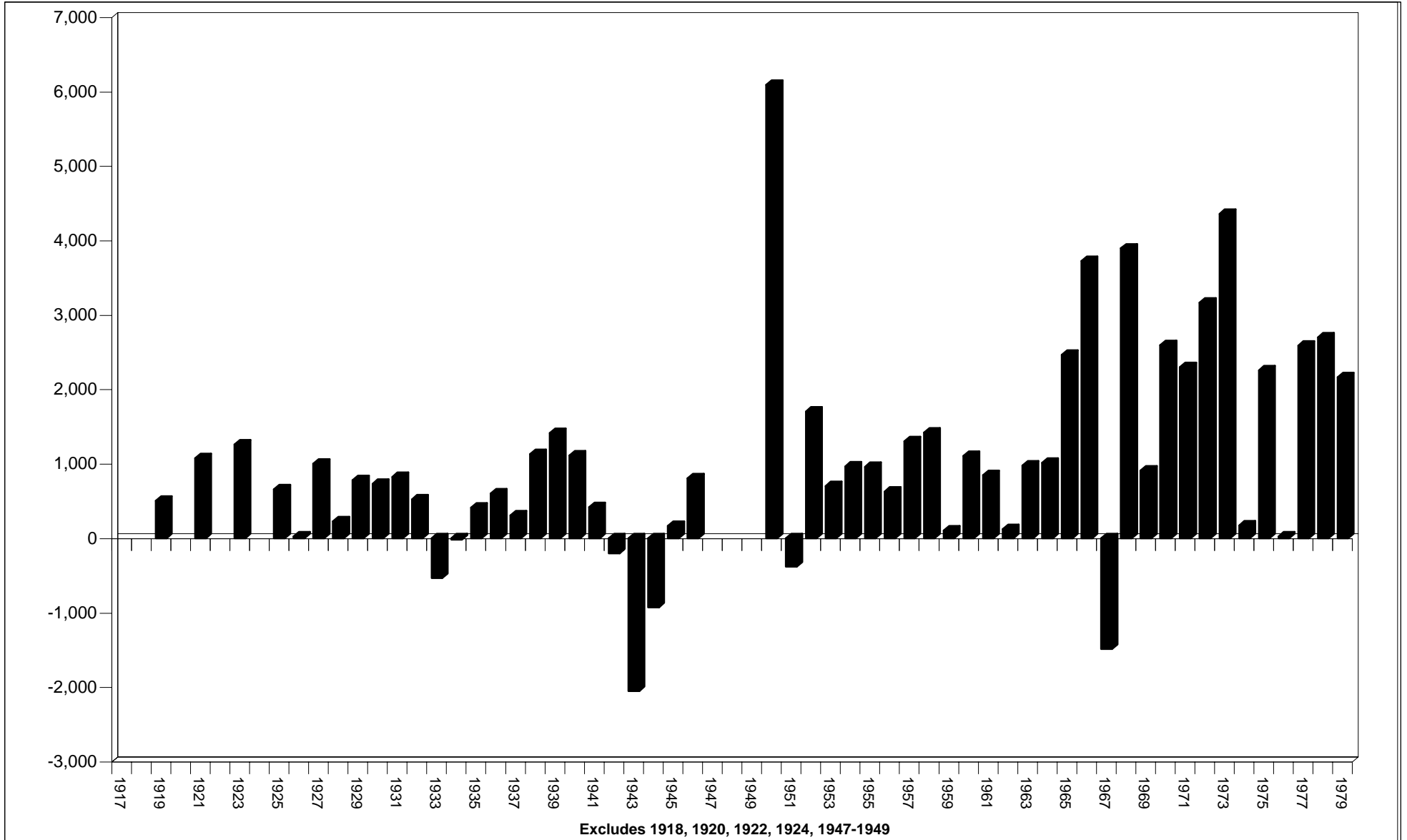
Data provided by the Department of Personnel from annual reports (1917-1959) and separation reports (1960-1979).

**STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYMENT HISTORY (JUNE 1980 - JANUARY 2008)**



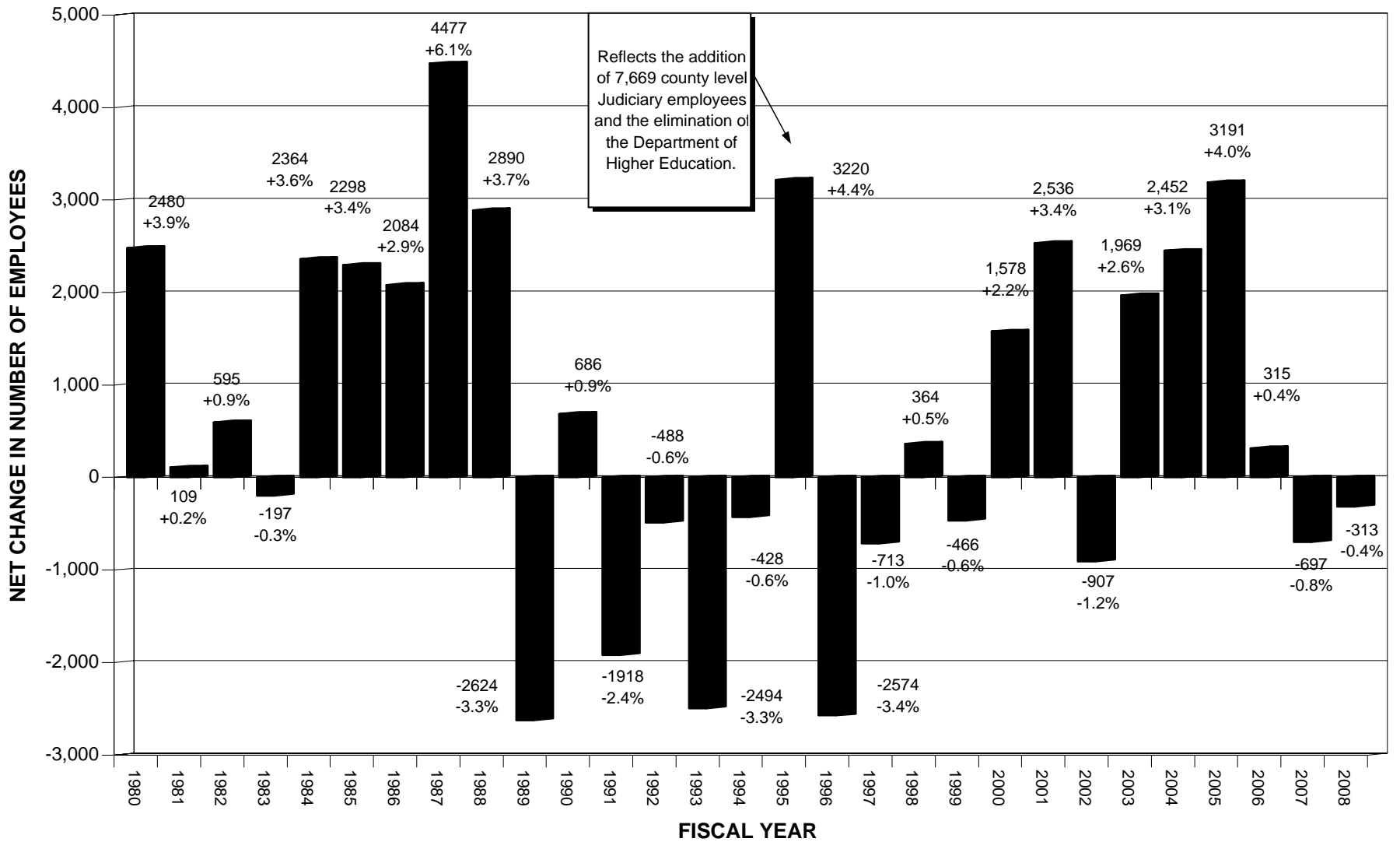
Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2008). Various Commissions and Authorities included before FY1993.

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



Data provided by the Dept. of Personnel from 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 2008



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2008). 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.

**STATE OF NEW JERSEY
EMPLOYMENT HISTORY
Fiscal Years 2000 through 2007**

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

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 2007) indicate total employment of approximately 443,700, with about 275,500 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 110,038 identified in our records) represent about 65 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. There are 2,724 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 112,989 jobs rather than 110,038 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.

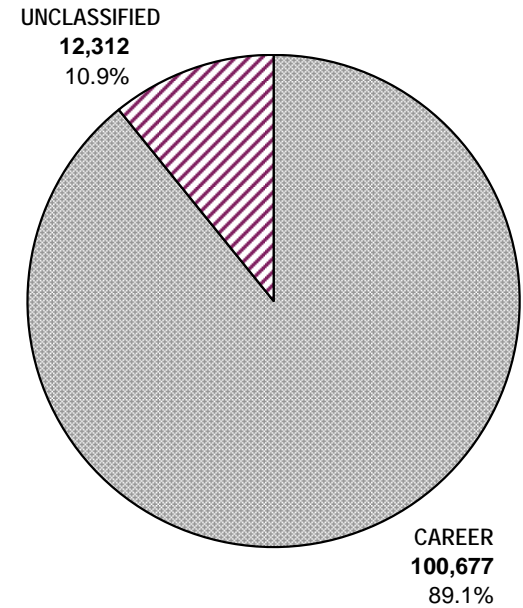
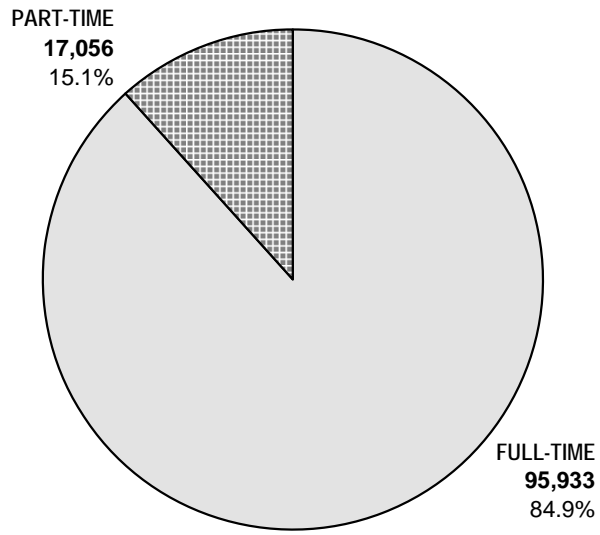
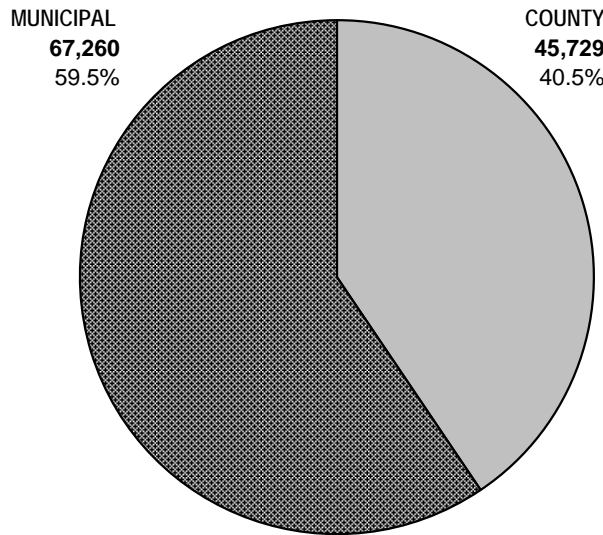
STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS
INTRODUCTION

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 1, 2008



Data from the Department of Personnel's Consolidated Employee File.
Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2008: 112,989.

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

JANUARY 1, 2008

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,779	95	1,874	2,582	518	3,100	4,361	613	4,974
BERGEN	2,638	525	3,163	3,163	977	4,140	5,801	1,502	7,303
BURLINGTON	2,269	274	2,543	1,722	775	2,497	3,991	1,049	5,040
CAMDEN	3,013	476	3,489	2,581	738	3,319	5,594	1,214	6,808
CAPE MAY	1,173	152	1,325	1,547	588	2,135	2,720	740	3,460
CUMBERLAND	1,285	152	1,437	2,165	747	2,912	3,450	899	4,349
ESSEX	3,897	122	4,019	10,795	1,154	11,949	14,692	1,276	15,968
GLOUCESTER	1,439	173	1,612	457	165	622	1,896	338	2,234
HUDSON	3,019	139	3,158	8,694	1,970	10,664	11,713	2,109	13,822
HUNTERDON	576	77	653	0	0	0	576	77	653
MERCER	2,009	177	2,186	2,828	281	3,109	4,837	458	5,295
MIDDLESEX	2,362	128	2,490	3,033	718	3,751	5,395	846	6,241
MONMOUTH	3,435	228	3,663	2,320	716	3,036	5,755	944	6,699
MORRIS	2,088	212	2,300	1,431	468	1,899	3,519	680	4,199
OCEAN	2,761	566	3,327	2,776	978	3,754	5,537	1,544	7,081
PASSAIC	2,783	317	3,100	3,602	648	4,250	6,385	965	7,350
SALEM	506	170	676	94	32	126	600	202	802
SOMERSET	11	0	11	9	0	9	20	0	20
SUSSEX	741	113	854	612	391	1,003	1,353	504	1,857
UNION	2,763	150	2,913	3,783	564	4,347	6,546	714	7,260
WARREN	824	112	936	368	270	638	1,192	382	1,574
TOTAL	41,371	4,358	45,729	54,562	12,698	67,260	95,933	17,056	112,989

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

JANUARY 1, 2008

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	1,350	295	1,645	229	1,874	2,096	743	2,839	261	3,100	4,484	490	4,974
BERGEN	2,312	505	2,817	346	3,163	2,716	877	3,593	547	4,140	6,410	893	7,303
BURLINGTON	1,708	588	2,296	247	2,543	1,502	506	2,008	489	2,497	4,304	736	5,040
CAMDEN	2,311	752	3,063	426	3,489	2,331	452	2,783	536	3,319	5,846	962	6,808
CAPE MAY	825	370	1,195	130	1,325	1,395	503	1,898	237	2,135	3,093	367	3,460
CUMBERLAND	908	385	1,293	144	1,437	1,628	1,024	2,652	260	2,912	3,945	404	4,349
ESSEX	2,623	824	3,447	572	4,019	8,144	2,821	10,965	984	11,949	14,412	1,556	15,968
GLOUCESTER	1,172	242	1,414	198	1,612	439	104	543	79	622	1,957	277	2,234
HUDSON	2,083	618	2,701	457	3,158	6,495	3,450	9,945	719	10,664	12,646	1,176	13,822
HUNTERDON	478	75	553	100	653	0	0	0	0	0	553	100	653
MERCER	1,462	495	1,957	229	2,186	2,400	414	2,814	295	3,109	4,771	524	5,295
MIDDLESEX	1,904	293	2,197	293	2,490	2,626	701	3,327	424	3,751	5,524	717	6,241
MONMOUTH	2,751	567	3,318	345	3,663	2,066	463	2,529	507	3,036	5,847	852	6,699
MORRIS	1,479	559	2,038	262	2,300	1,389	290	1,679	220	1,899	3,717	482	4,199
OCEAN	2,431	557	2,988	339	3,327	2,377	976	3,353	401	3,754	6,341	740	7,081
PASSAIC	1,911	891	2,802	298	3,100	3,259	648	3,907	343	4,250	6,709	641	7,350
SALEM	440	148	588	88	676	84	12	96	30	126	684	118	802
SOMERSET *	11	0	11	0	11	7	1	8	1	9	19	1	20
SUSSEX	576	163	739	115	854	618	161	779	224	1,003	1,518	339	1,857
UNION	1,834	792	2,626	287	2,913	3,350	658	4,008	339	4,347	6,634	626	7,260
WARREN	583	223	806	130	936	326	131	457	181	638	1,263	311	1,574
TOTAL	31,152	9,342	40,494	5,235	45,729	45,248	14,935	60,183	7,077	67,260	100,677	12,312	112,989

* 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 Department of Personnel from its Consolidated Employee File.

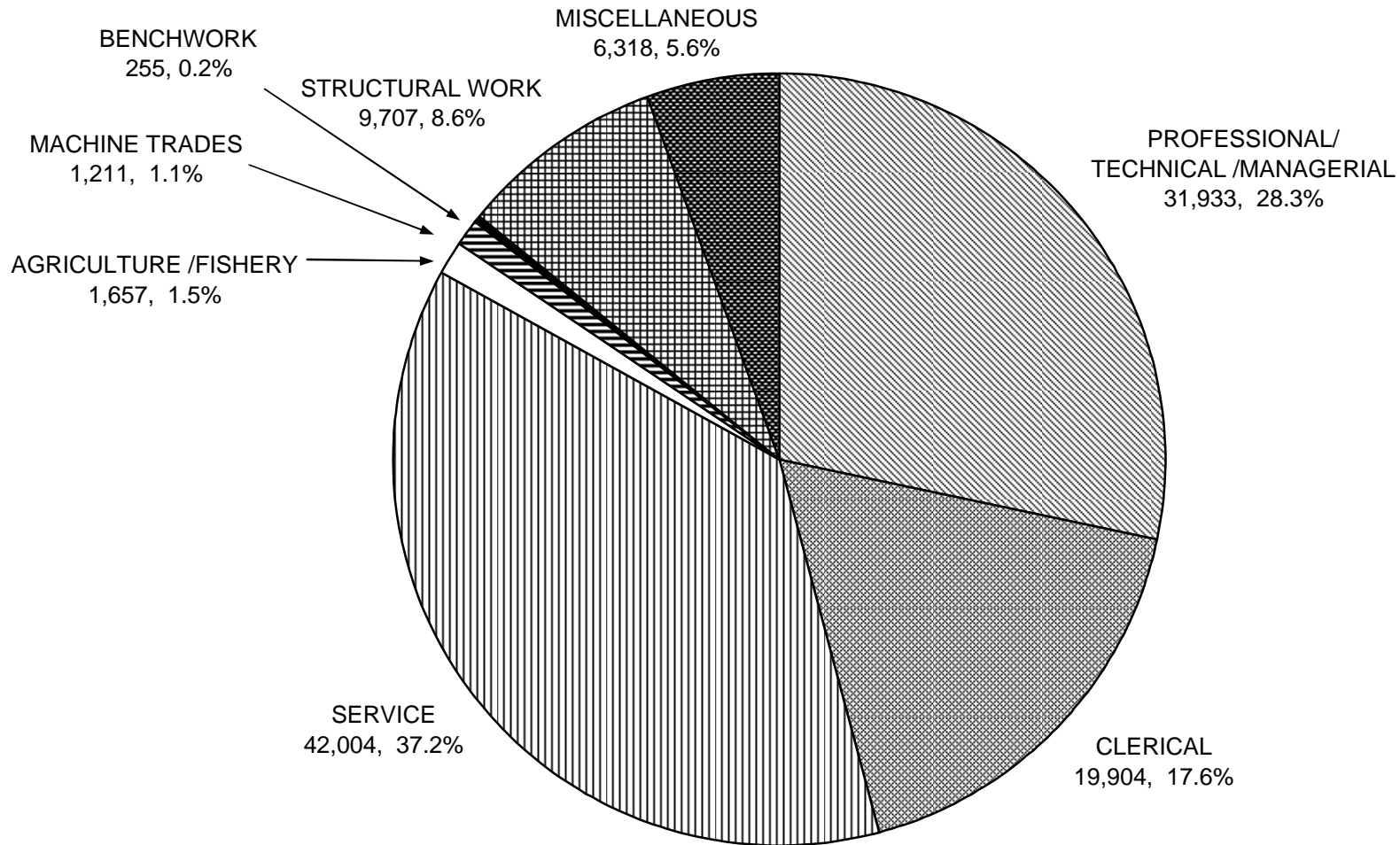
STATE OF NEW JERSEY
DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATIONAL GROUP
 JANUARY 1, 2008

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL /TECHNICAL /MANAGERIAL	00 ENGINEERING/SURVEYING	394	273	667
	01 ENV ENGR-ARCHITECTURE	28	11	39
	02 PHYSICAL SCI-STATS	181	94	275
	04 LIFE SCIENCES	61	24	85
	05 SOCIAL SCIENCES	446	838	1,284
	06 SOCIAL-PSYCH SERVICES	2,518	233	2,751
	07 MEDICAL-HEALTH SERVICES	2,374	1,140	3,514
	09 EDUCATION	356	2,493	2,849
	10 MUSEUM/LIBRARY/ARCHIVES	1,689	2,157	3,846
	11 LAW	1,271	992	2,263
	12 INFO PROCESSING SYSTEMS	682	389	1,071
	13 WRITING	51	59	110
	14 ART	50	26	76
	15 FINANCE	485	729	1,214
	16 ADMINISTRATION	4,296	3,003	7,299
	17 INSPECTIONS/INVESTIGATIONS	818	2,527	3,345
	18 RECREATION	324	910	1,234
	19 BROADCASTING/TRANSMITTING	2	9	11
	CLERICAL	20 GENERAL CLERICAL	7,044	7,954
21 FINANCE CLERICAL		624	1,055	1,679
22 STOCK-STORAGE-INVENTORY		154	75	229
24 INFO-MSG DISTRIBUTION		1,114	1,884	2,998
SERVICE	30 BLDG-FACILITY SERVICES	1,506	2,488	3,994
	31 FOOD SERVICES	643	1,047	1,690
	33 BARBERING/COSMETOLOGY	5	0	5
	35 DIRECT CARE	2,009	6	2,015
	36 PROTECTIVE SERVICES	10,294	24,006	34,300
AGRICULTURE /FISHERY	40 PLANTING-GARDENING	589	736	1,325
	41 ANIMAL FARMING	166	164	330
	42 FISHERY-SHELLFISH	0	1	1
	43	1	0	1
MACHINE TRADES	60 MACHINERY REPAIR	376	785	1,161
	65 PRINTING	43	7	50
BENCHWORK	70 TECHNICAL REPAIR	3	28	31
	72 ELECTRICAL REPAIR	105	119	224
STRUCTURAL WORK	80 SKILLED TRADES	366	414	780
	81 STRUCTURAL MAINTENANCE	2,125	6,802	8,927
MISCELLANEOUS	90 TRANSPORTATION	1,091	1,807	2,898
	91 UTILITIES	329	713	1,042
	92 NOT CODED ELSEWHERE	821	846	1,667
	93 NONTITLE COMPENSATION CODES	293	413	706
	99 NOT CODED/UNASSIGNED	2	3	5
TOTAL		45,729	67,260	112,989

Data provided by the Department of Personnel from its Consolidated Employee File.
 Classification system based on the Division of Human Resource Management Occupational Code Dictionary.

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

JANUARY 1, 2008



*Data provided by the Department of Personnel from its Consolidated Employee File.
Classification system based on the Division of Human Resource Management Occupational Code Dictionary.
Percentages refer to the total number of local government Merit System jobs as of 1/1/2008, 112,989.*

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2008

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 2008

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

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2008

Jackson Fire Districts (4)	Long Beach Township	Montville Township
Jackson Municipal Utilities Authority	Long Branch	Montville Fire Districts (3)
Jefferson Township	Lopatcong	Montville Library
Jefferson Township Library	Lower Township	Moonachie Borough
Jersey City	Lower Township Municipal Utilities Authority	Moorestown Township
Jersey City Library	Magnolia Borough	Moorestown Fire Districts (2)
Jersey City School District	Manasquan Borough	Moorestown Library
Keansburg	Manasquan Fire District (1)	Morristown
Kearny	Maple Shade	Mount Holly Township
Kearny Library	Margate City	Mount Holly Fire District (1)
Keyport Borough	Margate Library	Mount Laurel Township
Lacey Township	Marlboro Township	Mount Laurel Fire District (1)
Lake Como Borough (formerly So. Belmar)	Marlboro Municipal Utilities Authority	Mount Laurel Library
Lakehurst	Marlboro Fire District (1)	Mount Laurel Municipal Utilities Authority
Lakewood Township	Maurice River Township	Newark
Lakewood Fire District (1)	Maurice River School District	Newark Library
Lakewood Municipal Utilities Authority	Middle Township (Cape May County)	Newark School District
Lavallette	Middle Township School District	New Brunswick
Lawnside	Middletown Township (Monmouth County)	Newton
Lawrence Township (Mercer County)	Middletown Library	North Arlington Borough
Liberty Township	Millburn Township	North Arlington Library
Lincoln Park Borough	Millburn Library	North Bergen Township
Lincoln Park Library	Milltown Borough	North Bergen Housing Authority
Linden	Millville City	North Bergen Library
Linden Library	Millville School District	North Bergen Municipal Utilities Authority
Lindenwold Borough	Monroe (Gloucester County)	North Brunswick Township
Little Egg Harbor Township	Monroe Library (Gloucester County)	North Brunswick Library
Lodi Borough	Monroe Municipal Utilities Authority (Gloucester County)	North Hudson Regional Fire Rescue Service
Lodi Housing Authority		North Wildwood City
Lodi Library		
Lodi School District		

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2008

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

STATE OF NEW JERSEY
APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2008

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