

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT OVERVIEW

Mission

The Department of Labor and Workforce Development (LWD) helps broaden the skills of the State's world-class workforce through the statewide One-Stop Career Center system; provides vital income security to workers who are unemployed or unable to work due to illness, accident, or injury; equitably enforces New Jersey's labor laws and standards; analyzes the State's labor market and demographic information; helps individuals with disabilities succeed in the workplace; promotes labor management harmony; and protects the health and safety of workers on the job. The Department also provides funding for job training to employed, unemployed, and underemployed workers, enabling them to align their skills with the needs of businesses.

Budget Highlights

The Fiscal 2012 Budget for the Department of Labor and Workforce Development totals \$150.7 million, an increase of \$7.8 million, or 5.5% over the fiscal 2011 adjusted appropriation of \$142.9 million. This increase is the result of a technical change in budget display and does not represent an increase in funding for the department.

Unemployment Insurance

The New Jersey Department of Labor and Workforce Development administers the Unemployment Insurance (UI) program through federal administrative funding. The primary function of UI is to provide wage replacement benefits to workers who have become involuntarily unemployed. The program provides a safety net for New Jersey workers and their families during periods of economic downturn.

Workforce Development

The Workforce Development Partnership Fund provides funding that supports our job training efforts. The Workforce Development Partnership (WDP) program, which is funded through a dedicated assessment on workers and their employers, is a key component in the State's effort to train workers and job seekers and to help individuals move from welfare to work. In addition, the customized training segment of the WDP program provides matching grants to employers to upgrade the skills of their workforce and provides funding to prepare New Jersey's workforce for emerging industries such as those in the "Green Economy."

New Jersey's One-Stop Career Center system provides customers with a preliminary assessment of their employment skills and allows them to obtain information on an array of employment-related services, including contacts to local education and training service providers, help in filing claims for unemployment insurance or student financial aid, job search and placement assistance, career counseling and up-to-date information on job vacancies and employment trends. For employers, the system provides a single point of contact, information about current and future skills needed by their workers and a way to list job openings.

Supplemental Workforce Fund for Basic Skills

The New Jersey Supplemental Workforce Fund for Basic Skills (SWFBS) is funded from a portion of employer and employee tax contributions to support a Basic Skills program. The primary goal of the Basic Skills program is to promote adult literacy in the workplace by providing basic skills training for unemployed and employed workers.

Labor Standards and Safety Enforcement

The Labor Standards and Safety Enforcement program is responsible, in part, for the Prevailing Wage Act, which addresses most publicly funded construction projects, including school construction. The Divisions of Wage and Hour Compliance and Public Safety and Occupational Safety and Health are responsible for

administering and enforcing a wide variety of labor laws. These programs provide employees with safe and equitable working conditions, protect good faith employers from unfair competition by employers who willfully violate our labor laws and protect workers and the general public from various hazardous business operations.

Vocational Rehabilitation Services

The Division of Vocational Rehabilitation Services' (DVRS) programs enable individuals with disabilities to prepare for, obtain, and maintain employment. A broad range of employment and rehabilitative services are provided by the Division, including counseling and guidance, evaluations, therapy, treatment, training, education, job coaching, assistive technology and job placement.

Temporary Disability Insurance

The primary purpose of the Division of Temporary Disability Insurance is to provide protection against wage loss to persons who meet certain requirements when an accident or sickness occurs that is not work related. Workers who become disabled may be eligible for cash benefits under the State Plan or an approved Private Plan. A third program, Disability During Unemployment, is designed for those who become disabled during the period they are eligible for unemployment insurance benefits. Effective July 1, 2009, New Jersey began providing Family Leave Insurance benefits to covered workers to bond with newborn or newly adopted children and to care for sick family members. Each program is independent and all are funded from dedicated taxes paid by employers and/or employees.

Workers' Compensation

The Division of Workers' Compensation provides services relating to the adjudication of benefits to the injured workers of New Jersey. Most importantly, the Division provides a forum in which a fair and impartial hearing can determine whether compensation is warranted. The Division is supported by dedicated funding from surcharges paid by employers

Labor Planning and Analysis

The Office of Labor Planning and Analysis (LPA) conducts statistical surveys, compiles management reports, provides projections of labor market information, monitors and produces reports on employment and population trends, oversees data pertaining to occupational supply and demand, evaluates training programs and vendors and disseminates Census information. The Office of Grants Operations, a division of LPA, supports training programs that improve workers' capabilities, provides financial assistance for basic skills training (English language proficiency and work readiness skills), and implements workforce development strategies and programs.

Civil Service Commission

The core mission of the Civil Service Commission is to provide a fair and efficient human resource delivery system that rewards quality, merit and productivity. It does so in a framework that allows Civil Service jurisdictions the flexibility necessary to manage their workforce, improve productivity and provide a more cost effective service delivery for state taxpayers by achieving the following:

Providing an employee selection system designed to attract and retain a high-quality, diverse workforce, in consultation with Civil Service jurisdictions, and in accordance with established merit system principles and guidelines;

Providing the regulatory framework for the administration of an equitable and expeditious dispute resolution process between Civil Service jurisdictions and their employees;

Providing services in the areas of classification, employee compensation, personnel records management, layoff administration, policy development and interpretation rules compliance and organizational design;

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Providing strategic, operational and technical support on a wide range of issues related to the Civil Service system which include: review and establishment of new position classifications, reclassification of existing positions to different titles, the review and approval of reductions-in-force; job classification reviews and appeals, assistance with organizational review and title structures; and placement services through the administration of the certification process and determination of certification appeals.

The Civil Service Commission is organizationally in-but-not-of the Department of Labor and Workforce Development.

Public Employment Relations Commission

The Public Employment Relations Commission (PERC), which is

concerned with the scope of public sector negotiations, unfair practices, mediation, fact-finding and arbitration, is organizationally in-but-not-of the Department. The Board of Mediation and the State Employment and Training Commission (SETC) also retain similar in-but-not-of status. Specifically, the Board of Mediation monitors labor negotiations, resolves disputes by providing arbitrators and conducts consent elections to determine matters of union representation in the private sector. The State Employment and Training Commission serves as the Statewide Workforce Investment Board established under federal and State law to provide strategic guidance and assist in the implementation of a coordinated State employment, training and education policy.

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

SUMMARY OF APPROPRIATIONS BY FUND

(thousands of dollars)

Year Ending June 30, 2010					Year Ending June 30, 2012		
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	2011 Adjusted Approp.	Requested	Recommended
GENERAL FUND							
81,851	58,746	-1,322	139,275	131,850	81,982	89,778	89,778
62,982	1	---	62,983	58,667	58,756	58,756	58,756
---	---	---	---	---	---	---	---
144,833	58,747	-1,322	202,258	190,517	140,738	148,534	148,534
CASINO REVENUE FUND							
2,196	---	---	2,196	2,196	2,196	2,196	2,196
2,196	---	---	2,196	2,196	2,196	2,196	2,196
147,029	58,747	-1,322	204,454	192,713	142,934	150,730	150,730
Total Appropriation, Department of Labor and Workforce Development					142,934	150,730	150,730

SUMMARY OF APPROPRIATIONS BY PROGRAM

(thousands of dollars)

Year Ending June 30, 2010					Year Ending June 30, 2012		
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	2011 Adjusted Approp.	Requested	Recommended
DIRECT STATE SERVICES - GENERAL FUND							
Economic Planning and Development							
777	14	1	792	751	744	715	715
Economic Assistance and Security							
23,253	11,929	1	35,183	34,460	23,801	31,838	31,838
4,641	76	---	4,717	4,620	4,819	4,819	4,819
12,829	8,897	---	21,726	21,635	13,183	13,183	13,183
1,798	281	---	2,079	1,967	1,862	1,862	1,862
42,521	21,183	1	63,705	62,682	43,665	51,702	51,702
Manpower and Employment Services							
2,446	---	---	2,446	2,446	2,446	2,446	2,446
9,614	---	---	9,614	7,635	9,827	9,827	9,827
23	21,885	108	22,016	21,962	---	---	---
4,821	14,349	-917	18,253	14,629	4,696	4,696	4,696
3,481	---	-47	3,434	3,271	3,408	3,408	3,408
484	---	13	497	495	484	484	484
20,869	36,234	-843	56,260	50,438	20,861	20,861	20,861

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Year Ending June 30, 2010					Year Ending June 30, 2012			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended		2011 Adjusted Approp.	Requested	Recom- mended
15,523	1,315	-459	16,379	15,841	General Government Services			
					General Administration and State and Local			
					Government Operations	14,666	14,454	14,454
2,161	---	-22	2,139	2,138	Commission Services	2,046	2,046	2,046
<u>17,684</u>	<u>1,315</u>	<u>-481</u>	<u>18,518</u>	<u>17,979</u>	<i>Subtotal</i>	<u>16,712</u>	<u>16,500</u>	<u>16,500</u>
<u>81,851</u>	<u>58,746</u>	<u>-1,322</u>	<u>139,275</u>	<u>131,850</u>	<i>Total Direct State Services - General Fund</i>	<u>81,982</u>	<u>89,778</u>	<u>89,778</u>
<u>81,851</u>	<u>58,746</u>	<u>-1,322</u>	<u>139,275</u>	<u>131,850</u>	TOTAL DIRECT STATE SERVICES	<u>81,982</u>	<u>89,778</u>	<u>89,778</u>
					GRANTS-IN-AID - GENERAL FUND			
					Manpower and Employment Services			
29,180	1	---	29,181	29,180	Vocational Rehabilitation Services	28,680	28,680	28,680
33,802	---	---	33,802	29,487	Employment and Training Services	30,076	30,076	30,076
<u>62,982</u>	<u>1</u>	<u>---</u>	<u>62,983</u>	<u>58,667</u>	<i>Subtotal</i>	<u>58,756</u>	<u>58,756</u>	<u>58,756</u>
<u>62,982</u>	<u>1</u>	<u>---</u>	<u>62,983</u>	<u>58,667</u>	<i>Total Grants-In-Aid - General Fund</i>	<u>58,756</u>	<u>58,756</u>	<u>58,756</u>
					GRANTS-IN-AID - CASINO REVENUE FUND			
					Manpower and Employment Services			
2,196	---	---	2,196	2,196	Vocational Rehabilitation Services	2,196	2,196	2,196
<u>2,196</u>	<u>---</u>	<u>---</u>	<u>2,196</u>	<u>2,196</u>	<i>Total Grants-In-Aid - Casino Revenue Fund</i>	<u>2,196</u>	<u>2,196</u>	<u>2,196</u>
<u>65,178</u>	<u>1</u>	<u>---</u>	<u>65,179</u>	<u>60,863</u>	TOTAL GRANTS-IN-AID	<u>60,952</u>	<u>60,952</u>	<u>60,952</u>
<u>147,029</u>	<u>58,747</u>	<u>-1,322</u>	<u>204,454</u>	<u>192,713</u>	<i>Total Appropriation, Department of Labor and Workforce Development</i>	<u>142,934</u>	<u>150,730</u>	<u>150,730</u>

50. ECONOMIC PLANNING, DEVELOPMENT, AND SECURITY

51. ECONOMIC PLANNING AND DEVELOPMENT

OBJECTIVES

1. To compile, analyze, and disseminate labor market and economic data for distribution; to facilitate decision-making in the private and public sectors; and to provide statistical services to aid departmental managers in planning, operating, and evaluating programs under their jurisdiction.
2. To provide centralized support services for the Department.
3. To develop policy, evaluate performance, and implement and coordinate programs of the Department.

PROGRAM CLASSIFICATIONS

18. **Planning and Analysis.** Charged with coordinating departmental planning, evaluating programs, assisting in the formulation of policy and compiling, analyzing, and disseminating operational, labor market, and demographic data.

99. **Administration and Support Services.** The Office of the Commissioner formulates the policies and priorities of the Department, including strategic planning.

The Office of Internal Audit is charged with safeguarding assets, preventing and/or detecting fraud and abuse, and assuring that the Department conforms to established laws, rules, regulations, and procedures.

The Division of Administrative Services provides the following services: personnel; affirmative action and equal employment opportunity; training; program analysis and development; and central support, such as word processing, printing, supplies and mail distribution, and equipment and building management.

The Division of Finance and Accounting and the Division of Procurement provide for all accounting, budgeting, and purchasing functions for the Department, including evaluation of operating programs from a financial management viewpoint.

LABOR AND WORKFORCE DEVELOPMENT

EVALUATION DATA

	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
PERSONNEL DATA				
Affirmative Action Data (a)				
Male Minority	345	322	329	329
Male Minority %	9.7	10.0	10.5	10.5
Female Minority	1,181	1,062	1,052	1,052
Female Minority %	33.2	33.1	33.6	33.6
Total Minority	1,526	1,384	1,381	1,381
Total Minority %	42.9	43.1	43.1	43.1
Position Data				
Filled Positions by Funding Source				
State Supported	31	29	25	27
Federal	380	364	344	331
Total Positions	411	393	369	358
Filled Positions by Program Class				
Planning and Analysis	84	78	73	52
Administration and Support Services	327	315	296	306
Total Positions	411	393	369	358

Notes:

Actual payroll counts are reported for fiscal years 2009 and 2010 as of December and revised fiscal year 2011 as of January.
 The Budget Estimate for fiscal year 2012 reflects the number of positions funded.
 (a) Affirmative action data excludes the Civil Service Commission, which is reported separately.

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2010					Year Ending June 30, 2012				
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Total Expended	Prog. Class.	2011 Adjusted Approp.	Requested	Recom- mended	
DIRECT STATE SERVICES									
Distribution by Fund and Program									
777	14	1	792	751	Administration and Support Services	99	744	715	715
777	14	1	792	751	Total Direct State Services		744	715	715
Distribution by Fund and Object									
507	---	38	545	513	Personal Services: Salaries and Wages		507	507	507
507	---	38	545	513	Total Personal Services		507	507	507
11	---	---	11	3	Materials and Supplies		11	11	11
172	---	-17	155	154	Services Other Than Personal		172	172	172
25	---	-20	5	5	Maintenance and Fixed Charges		25	25	25
Special Purpose:									
---	14 ^R	---	14	14	Urban Enterprise Zone - Administrative Costs	99	---	---	---
62	---	---	62	62	Affirmative Action and Equal Employment Opportunity	99	29	---	---
777	14	1	792	751	Grand Total State Appropriation		744	715	715

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Year Ending June 30, 2010					Year Ending June 30, 2012			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2011 Adjusted Approp.	Requested	Recommended
OTHER RELATED APPROPRIATIONS								
Federal Funds								
8,092								
1,250 ^S	1,894	198	11,434	6,380	Planning and Analysis	18	9,929	9,929
---	3,318	---	3,318	---	Administration and Support Services	99	---	---
9,342	5,212	198	14,752	6,380	Total Federal Funds		9,929	9,929
All Other Funds								
---	468	---	579	111	Administration and Support Services	99	---	---
---	111 ^R	---	579	111	Total All Other Funds		---	---
---	579	---	579	111	GRAND TOTAL ALL FUNDS		10,673	10,644
10,119	5,805	199	16,123	7,242			10,644	10,644

Language Recommendations -- Direct State Services - General Fund

- Of the amount hereinabove appropriated for the Administration and Support Services program classification, \$538,000 is appropriated from the Unemployment Compensation Auxiliary Fund.
- In addition to the amount hereinabove appropriated for the Administration and Support Services program, an amount not to exceed \$550,000 is appropriated from the Unemployment Compensation Auxiliary Fund, subject to the approval of the Director of the Division of Budget and Accounting.
- Of the amount hereinabove appropriated for the Administration and Support Services program, \$31,000 is payable out of the State Disability Benefits Fund and, in addition to the amount hereinabove appropriated for the Administration and Support Services program, there are appropriated out of the State Disability Benefits Fund such additional sums as may be required to administer the program, subject to the approval of the Director of the Division of Budget and Accounting.
- The amount necessary to provide administrative costs incurred by the Department of Labor and Workforce Development to meet the statutory requirements of the "New Jersey Urban Enterprise Zones Act," P.L.1983, c.303 (C.52:27H-60 et seq.) is appropriated from the Enterprise Zone Assistance Fund, subject to the approval of the Director of the Division of Budget and Accounting.
- Notwithstanding the provisions of the "New Jersey Urban Enterprise Zones Act," P.L. 1983, c.303 (C.52:27H-60 et seq.), there is appropriated to the Department of Labor and Workforce Development from the Enterprise Zone Assistance Fund, subject to the approval of the Director of the Division of Budget and Accounting, such sums as are necessary to pay for employer rebate awards as approved by the Commissioner of the Department of Community Affairs.

50. ECONOMIC PLANNING, DEVELOPMENT, AND SECURITY
53. ECONOMIC ASSISTANCE AND SECURITY

OBJECTIVES

1. To accumulate adequate reserves for the payment of benefits to temporarily and involuntarily unemployed and disabled individuals and to individuals who are unable to work due to the need to care for an ill family member or to bond with a newborn or newly adopted child.
2. To provide prompt, efficient payment of benefits to eligible individuals.
3. To ensure the integrity of trust funds by utilizing modern fraud control techniques in cooperation with other State and federal agencies.
4. To act as an agent for the federal government in payment of unemployment insurance to federal employees and recently discharged veterans.
5. To provide prompt and efficient economic assistance to workers disabled by non-occupational sickness or accident.
6. To assure prompt, equitable adjudication of claims by employees for job-related illnesses and injuries and to expedite the return of employees to useful employment.

7. To make prompt and efficient determinations of disability claims under Title II and Title XVI of the Social Security Act.

PROGRAM CLASSIFICATIONS

01. **Unemployment Insurance.** C.43:21 et seq. establishes the State-administered, federally-funded programs of unemployment insurance covering virtually all non-agricultural units employing one or more persons. Claims are filed, monetary and eligibility determinations made, and benefits paid through communication terminals in 35 offices located throughout the state.
 All unemployment benefit claims are based upon wage information collected by the Department of Labor and Workforce Development. In addition, automated cross matches are performed to identify fraudulent collection of unemployment and public assistance benefits.
02. **Disability Determination.** The federal government fully funds the Division of Disability Determinations from the Social Security Act for the purpose of adjudicating long-term disability claims. Activities include medical, legal, and qualitative review of claims.

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03. **State Disability Insurance Plan.** The State's Temporary Disability Insurance program was established in 1948, at a time when private insurance of this type was not widely available. It provides direct, temporary cash benefits to nearly all workers covered under the Unemployment Compensation Law to insure against loss of earnings due to non-occupational sickness or accident. Family Leave Insurance is administered by the Division of Temporary Disability Insurance. The program provides monetary benefits to covered individuals who need to provide care for an eligible family member with a serious health condition or bond with a newborn or newly adopted child.
04. **Private Disability Insurance Plan.** Employers may, with the approval of the Director of Temporary Disability Insurance, select coverage under a private plan; otherwise coverage must be under the State Plan. Activities are comparable to those under the State Plan program, including oversight of the initiation and modification of plans. Benefit costs of this activity are charged to the State Disability Benefits Fund. Administrative costs are charged partly to the State Plan administrative fund and assessed proportionately against the private plans.

05. **Workers' Compensation.** Workers' Compensation benefits are provided through three procedures: voluntary direct settlements, informal hearings, and formal hearings. Voluntary payments made by insurance carriers and self-insurers are reviewed as to adequacy of payments and, if deemed potentially inadequate, an informal hearing is scheduled. If an equitable settlement cannot be made at the informal hearing, a formal claim may be filed. Judges hear formal claims at 17 different statewide locations. As the result of legislation enacted during 1990, funding for the Workers' Compensation program is derived from the Second Injury Fund created by the Workers' Compensation Law (C.34:15-1 et seq.) through an assessment against carriers of workers' compensation insurance and self-insurers.
06. **Special Compensation.** This fund, paid for entirely by self-insurers and insurance companies, provides benefits to totally and permanently disabled workers with prior disabilities to encourage employment of individuals with disabilities. Special Compensation also determines special adjustment benefits payable to qualified persons under C.34:15-95.4. The purpose of this legislation is to increase benefits to pre-1980 victims of occupational injuries.

EVALUATION DATA

PROGRAM DATA	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
Unemployment Insurance				
Unemployment Insurance Program				
Covered workers	3,794,084 ^(a)	3,684,800	3,711,900	3,753,700
Net benefits paid (millions)	\$3,225	\$3,333	\$3,352	\$3,273
Average insured unemployed rate	4.50%	4.70%	4.50%	4.20%
Initial claims	742,013	650,327	616,600	595,400
Average weekly benefit payment	\$374	\$377	\$379	\$383
Federal Emergency Unemployment Compensation (b)				
Initial Claims	302,182	308,765	278,800	145,100
Unemployment Insurance Extended Benefits (c)				
Initial Claims	62,920 ^(a)	80,147	116,500	---
Benefit Payments - State Share (millions)	\$7	\$22	\$22	---
Disability Determination				
Total claims adjudicated	77,724	82,343	91,361	95,000
Social Security Disability payments (millions)	\$2,882	\$2,948	\$3,088	\$3,235
Average cost per case	\$680	\$672	\$687	\$689
State Disability Insurance Plan				
Covered workers	2,776,000 ^(a)	2,696,100	2,716,000	2,746,700
Claims received	171,241	171,100	171,100	171,100
Benefits paid (millions)	\$438 ^(a)	\$431	\$440	\$452
Cost per claim processed	\$113	\$107	\$109	\$109
Average weekly benefit payment	\$403	\$411	\$411	\$412
Private Disability Insurance Plan				
Covered workers	584,700 ^(a)	567,900	572,100	578,600
Plans in force	5,660	5,838	5,900	5,950
Disability During Unemployment				
Claims received	10,229	10,652	10,652	10,652
Benefits paid (millions)	\$24	\$23	\$23	\$23
Cost per claim processed	\$314	\$269	\$270	\$272
Family Leave Insurance (d)				
State Plan				
Covered workers	---	3,672,300	3,698,100	3,738,600
Claims received	---	50,172	50,172	50,172
Benefits paid (millions)	---	\$67	\$67	\$67
Cost per claim processed	---	\$156	\$157	\$160

LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
Private Plan				
Covered workers	---	12,516	13,800	15,100
Plans in force	---	82	90	100
Workers' Compensation				
First reports of accident received	164,000	186,384	175,324	180,854
Cases pending July 1	96,146	94,086	93,922	93,018
Cases filed, reopened, reassigned	42,776	42,193	41,880	41,536
Cases closed	44,836	42,287	42,854	43,083
Cases pending June 30	94,086	93,992	93,018	91,471
Special Compensation				
Balance July 1	1,374	1,399	1,394	1,416
Verified petitions assigned	1,249	1,165	1,216	1,374
Advisory reports recovered	1,224	1,170	1,194	1,270
Balance June 30	1,399	1,394	1,416	1,520
Beneficiaries	8,083	8,362	8,419	8,474

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

Federal	1,329	1,375	1,361	1,389
All Other	358	346	348	342
Total Positions	1,687	1,721	1,709	1,731

Filled Positions by Program Class

Unemployment Insurance	1,016	1,053	1,012	1,059
Disability Determinations	313	322	349	330
State Disability Insurance Plan	148	145	148	127
Private Disability Insurance Plan	56	55	51	46
Workers' Compensation	135	129	131	150
Special Compensation Fund	19	17	18	19
Total Positions	1,687	1,721	1,709	1,731

Notes:

Actual payroll counts are reported for fiscal years 2009 and 2010 as of December and revised fiscal year 2011 as of January. The Budget Estimate for fiscal year 2012 reflects the number of positions funded.

(a) Actuals have been updated with finalized amounts.

(b) The Federal Emergency Unemployment Compensation (EUC) Program became effective in July 2008 and the last date to establish a tier of eligibility is January 3, 2012. No EUC benefits are payable for any week of unemployment beginning after June 9, 2012.

(c) Extended Benefits is expected to end in April 2011.

(d) Benefits under the Family Leave Insurance Program began July 1, 2009.

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2010					Year Ending June 30, 2012				
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	2011 Prog. Class.	2011 Adjusted Approp.	Requested	Recom- mended	
<u>DIRECT STATE SERVICES</u>									
Distribution by Fund and Program									
23,253	11,929	1	35,183	34,460	03	23,801	31,838	31,838	
4,641	76	---	4,717	4,620	04	4,819	4,819	4,819	
12,829	8,897	---	21,726	21,635	05	13,183	13,183	13,183	
1,798	281	---	2,079	1,967	06	1,862	1,862	1,862	
42,521	21,183	1	63,705	62,682	Total Direct State Services		43,665^(a)	51,702	51,702

LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2010					Year Ending June 30, 2012			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2011 Adjusted Approp.	Requested	Recommended
DIRECT STATE SERVICES								
Distribution by Fund and Object								
27,664	20,757 ^R	-13,040	35,381	35,381				
						28,808	31,108	31,108
27,664	20,757	-13,040	35,381	35,381		28,808	31,108	31,108
257	---	9	266	164		257	269	269
5,340	---	4,163	9,503	9,267		5,340	5,895	5,895
3,007	---	1,552	4,559	4,554		3,007	3,137	3,137
Special Purpose:								
300	---	---	300	186	03	300	300	300
5,500	---	7,000	12,500	12,343				
---	---	47	47	40	03	5,500	5,500	5,500
50	---	---	50	45	03	---	5,040	5,040
---	---	---	---	---	04	50	50	50
363	---	---	363	363	05	363	363	363
---	12	265	277	265				
---	---	---	---	---	05	---	---	---
40	---	---	40	40	06	40	40	40
---	414	5	419	34		---	---	---
42,521	21,183	1	63,705	62,682		43,665	51,702	51,702
OTHER RELATED APPROPRIATIONS								
Federal Funds								
149,633								
13,721 ^S	29,857	---	193,211	143,398	01	169,240	182,665	182,665
57,025	13,542	---	70,567	51,643	02	61,182	66,771	66,771
220,379	43,399	---	263,778	195,041		230,422	249,436	249,436
All Other Funds								
---	---	---	---	---	01	2,500	2,500	2,500
---	---	---	---	---	03	17,842	16,842	16,842
---	---	---	---	---	04	1,524	1,433	1,433
---	---	---	---	---	05	8,386	8,386	8,386
---	41,726	---	---	---				
---	163,518 ^R	---	205,244	177,402	06	171,240	171,240	171,240
---	205,244	---	205,244	177,402		201,492	200,401	200,401
262,900	269,826	1	532,727	435,125		475,579	501,539	501,539

Notes -- Direct State Services - General Fund

(a) The fiscal year 2011 appropriation has been adjusted for the allocation of salary program, which includes \$916,000 in appropriated receipts.

Language Recommendations -- Direct State Services - General Fund

The amounts hereinabove appropriated for the State Disability Insurance Plan and Private Disability Insurance Plan are payable out of the State Disability Benefits Fund.

In addition to the amounts hereinabove appropriated for the State Disability Insurance Plan and Private Disability Insurance Plan, there are appropriated out of the State Disability Benefits Fund such additional sums as may be required to pay disability benefits, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amount hereinabove appropriated for administrative costs associated with the State Disability Insurance Plan, there is appropriated from the State Disability Benefits Fund an amount not to exceed \$10,000,000, such amount to include \$1,000,000 for a reengineering study of the business process, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts hereinabove appropriated for the State Disability Insurance Plan and the Private Disability Insurance Plan, there are appropriated from the State Disability Benefits Fund such additional sums as may be required to administer the Private Disability Insurance Plan.

In addition to the amounts hereinabove appropriated for the State Disability Insurance Plan, there are appropriated from the Family Temporary Disability Leave account within the State Disability Benefits Fund such sums as may be required to pay benefits during

LABOR AND WORKFORCE DEVELOPMENT

periods of family temporary disability leave and the associated administrative costs subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts hereinabove appropriated for the Workers' Compensation program, there are appropriated receipts in excess of the amount anticipated for the same purpose, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts hereinabove appropriated for the Special Compensation program, there are appropriated receipts in excess of the amount anticipated for the same purpose, subject to the approval of the Director of the Division of Budget and Accounting.

The amount hereinabove appropriated for the Special Compensation program shall be payable out of the Second Injury Fund and, notwithstanding the \$12,500 limitation set forth in R.S.34:15-95, in addition to the amounts hereinabove appropriated for the Special Compensation program, there are appropriated from the Second Injury Fund such additional sums as may be required for costs of administration and beneficiary payments.

There is appropriated out of the balance in the Second Injury Fund an amount not to exceed \$1,000,000 to be deposited to the credit of the Uninsured Employers Fund for the payment of benefits as determined in accordance with section 11 of P.L.1966, c.126 (C.34:15-120.2). Any amount so transferred shall be included in the next Uninsured Employers Fund surcharge imposed in accordance with section 10 of P.L.1966, c.126 (C.34:15-120.1) and any amount so transferred shall be returned to the Second Injury Fund without interest and shall be included in net assets of the Second Injury Fund pursuant to paragraph (4) of subsection c. of R.S.34:15-94.

Notwithstanding the provisions of any law or regulation to the contrary, the funds appropriated for Second Injury Fund benefits are available for the payment of obligations applicable to prior fiscal years.

Amounts to administer the Uninsured Employers Fund are appropriated from the Uninsured Employers Fund, subject to the approval of the Director of the Division of Budget and Accounting.

An amount not to exceed \$150,000 for the cost of notifying unemployment compensation recipients of the availability of New Jersey Earned Income Tax Credit information, pursuant to P.L.2005, c.210 (C.43:21-4.2), is appropriated from the Unemployment Compensation Auxiliary Fund, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts hereinabove appropriated, there is appropriated out of the Unemployment Compensation Auxiliary Fund, an amount not to exceed \$2,500,000 to support collection activities in the program as well as costs associated with certain State required notifications to UI claimants, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of R.S.34:15-49 to the contrary, including the reference therein to salaries of judges of the Division of Workers' Compensation determined as a percentage of the annual salary of judges of Superior Court, there shall be no increase paid from appropriations made herein for an annual salary increase for judges of the Division of Workers' Compensation.

The amount necessary to pay interest due on any advances made from the federal unemployment account under Title XII of the Social Security Act (42 U.S.C. 1321 et seq.) is hereby appropriated from the Unemployment Compensation Interest Repayment Fund established in the Department of Labor and Workforce Development subject to the approval of the Director of the Division of Budget and Accounting.

50. ECONOMIC PLANNING, DEVELOPMENT, AND SECURITY

54. MANPOWER AND EMPLOYMENT SERVICES

OBJECTIVES

1. To develop and implement a workforce investment system that meets the current and future needs of New Jersey businesses and government and allows its citizens to compete in the global marketplace and to be employed to their fullest potential.
2. To minimize public employer-employee disputes, to resolve such disputes when they arise, and to enforce statutory rights of public employees.
3. To promote permanent harmony and stability in labor relations.
4. To prevent employment practices which are injurious to workers or which abrogate workers' rights and to assure equitable wages and working hours.
5. To prevent injuries to persons and damage to property from explosives, hazardous materials, and mining operations; and to prevent injuries and fatalities to the public from high voltage lines.
6. To prevent injuries and illnesses to public employees.
7. To provide on-site consultation service to employers on matters of safety and health of employees.

PROGRAM CLASSIFICATIONS

07. **Vocational Rehabilitation Services.** The Vocational Rehabilitation Program (P.L.1993, c.112 as amended; P.L.1997, c.35) provides services to individuals with disabilities who are unable to work. A broad range of medical and training services are provided to assist in preparing for and acquiring employment. Funding is provided primarily on an approximate 77%/23% federal/State matching basis. The Sheltered Workshop Support program (P.L.1971, c.272), through 100% State funds, is designed to provide long-term employment and rehabilitation services to severely disabled individuals who cannot be placed in open competitive employment.
09. **Employment Services.** Under the New Jersey Workforce Development Partnership Act, job training services are provided through training grants for displaced and disadvantaged individuals. In addition, customized training grants are awarded to employers to sustain employment in the State and to make the workforce more competitive.

Labor exchange services match unemployed workers with job openings. Placement is facilitated through interviewing, classification, and counseling.

Other federally-funded programs include Alien Labor Certification, Disabled Veterans Outreach Program, and the Trade Act Program. These programs are authorized by the Wagner-Peyser Act, as amended by the Jobs Training Partnership Act (P.L.97-300).

LABOR AND WORKFORCE DEVELOPMENT

10. **Employment and Training Services.** Under the auspices of the Federal Workforce Investment Act (WIA), and related federal and State legislation, contracts with federal, State, and local governments and other institutions provide services to train the workforce, which include: counseling, recruitment for Job Corps, intake and certification for WIA, job search assistance, referral and placement for General Assistance recipients, and job search to enhance economic development activities.

The State Employment and Training Commission is an administrative body created by P.L.1989, c.293, to design and assist in the implementation of a State-based, locally-delivered employment, training, and education system. The Commission is responsible for the implementation and evaluation of an employment and training policy for the State.

12. **Workplace Standards.** Enforces statutes and rules by inspecting work premises and conditions. Covered are places of public employment (C.39:6A-25 et seq.); certain provisions of the Worker and Community Right to Know Act (C.39:5A-18 et seq.); boilers (including nuclear components), pressure vessels, and refrigeration plants (C.34:7-14 et seq.); mines, pits, and quarries (C.34:6-98.1 et seq.); explosives (C.21:1A-128 et seq.); proximity to high voltage lines (C.34:6-47.1 et seq.); fireworks (C.21:2-1 et seq. and C.21:3-1 et seq.); and service stations (C.34A-1 et seq.).

Develops and interprets rules, issues formal variances, and hears appeals. Issues licenses to long boom crane operators, power plant engineers, and boiler operators, and issues approvals for operation of boilers, pressure vessels, and nuclear components.

Also covered are minimum wage and overtime (C.34:11-56A et seq.); wage payment (C.34:11-4.1 et seq.); child labor

(C.34:2-21.1 et seq.); industrial homework (C.34:6-120 et seq.); lie detectors (C.2A:170.90.1); wage collection (C.34:11-57 et seq.); prevailing wage (C.34:11-56.25 et seq.); crew leaders (C.34:8A-7 et seq.); drinking water and toilet facilities (C.34:9A-37 et seq.); and contract labor camps subject to the Wagner-Peyser Act.

Provides on-site occupational health and safety consultation services to employers by agreement with the Federal Occupational Safety and Health Administration (OSHA).

16. **Public Sector Labor Relations.** Provides services through the Public Employment Relations Commission (C.34:13A-1 et seq.), which establishes policy, rules, and regulations concerning employer-employee relations in the public sector, and resolves disputes involving unit determinations, representation, unfair practices, and scope of negotiations. Upon request, provides mediators and fact-finders to help resolve collective negotiation disputes and designates arbitrators to resolve disputes over collective bargaining rights.

The Public Employment Relations Commission Appeal Board is an administrative body created by P.L.1979, c.477, and is authorized to review and decide appeals filed by non-member employees as to the appropriateness of representation fees set by their majority representatives.

17. **Private Sector Labor Relations.** Provides services through the State Board of Mediation (C.34:13A-4 and C.34:1A-23), which monitors labor negotiations throughout the State and conducts separate and joint conferences with labor and management during negotiations of labor contracts, resolves disputes by providing arbitrators at the request of the parties, and conducts consent elections to determine matters of union representation.

EVALUATION DATA

PROGRAM DATA	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
Vocational Rehabilitation Services				
Total persons served	30,372	27,239	27,784	28,340
Total persons rehabilitated	4,022	3,926	4,005	4,085
Total continuing to be served	16,098	14,637	14,929	15,228
Average cost per rehabilitation (a)	\$4,095	\$4,117	\$4,199	\$4,283
Earnings (Weekly)				
Before rehabilitation	\$80	\$71	\$71	\$71
After rehabilitation	\$378	\$379	\$379	\$379
Sheltered Workshops				
Client slots	2,699	2,699	2,699	2,699
Appropriation per client slot	\$7,239	\$6,560	\$6,560	\$6,560
Independent Living Rehabilitation				
Persons served	14,500	14,500	14,500	14,500
Cost per person	\$70	\$70	\$70	\$70
Employment Services				
Job openings received	74,886	64,909	66,300	66,300
Individuals entered employment	103,945	84,555	85,800	85,800
Individuals receiving career guidance	55,800	70,815	71,900	71,900
Disabled Veterans Outreach Program				
Veterans entered employment	6,663	5,518	5,600	5,600
Veterans receiving career guidance	2,611	2,806	2,900	2,900

LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
Employment and Training Services				
Workforce Development Partnership Project				
Customized training grants	\$25,448,129	\$26,118,819	\$9,800,000	\$9,800,000
Individuals trained	56,824	58,737	59,000	59,000
Cost per individual	\$457	\$444	\$167	\$167
Companies served	400	300	300	300
Individual training grants-displaced workers	\$9,413,542	\$8,120,000	\$5,000,000	\$5,000,000
Individuals trained	2,681	2,129	1,296	1,300
Cost per individual	\$3,511	\$3,814	\$3,858	\$3,846
Workforce Investment Act				
Total enrollments	60,687	69,920 ^(b)	61,000	61,000
Total job placements	6,009	4,768	5,250	5,250
Work First New Jersey (WFNJ) Activities (c)				
Individuals receiving Temporary Assistance for Needy Families (TANF) participating in:				
Educational programs	5,849	3,767	4,000	4,000
Job search activities	3,960	5,690	6,000	6,000
On-the-job training	378	500	700	700
Vocational training programs	5,712	5,726	5,800	5,800
Community Work Experience Program	4,011	3,203	4,000	4,000
Alternative Work Experience Program	5,796	4,804	5,000	5,000
Individuals receiving General Assistance (GA), and/or Food Stamps, participating in:				
Educational programs	1,533	2,790	3,000	3,000
Job search activities	2,825	5,478	5,500	5,500
On-the-job training	147	292	300	300
Vocational training programs	2,768	3,569	3,000	3,000
Community Work Experience Program	1,529	1,257	1,500	1,500
Alternative Work Experience Program	1,699	1,431	1,500	1,500
Cases closed due to employment				
Temporary Assistance for Needy Families (TANF)	4,473	1,939	3,000	3,000
General Assistance (GA)	4,289	2,932	3,500	3,500
Workplace Standards				
Mine, pit, and quarry inspections	1,800	2,721	2,700	2,700
Mechanical Inspection				
Boilers inspected by State	18,000	23,368	24,000	24,000
Boilers inspected by insurance inspectors	50,000	58,620	58,620	60,000
Asbestos Control and Licensing				
Employer licenses issued	140	176	140	140
Employee permits issued	1,559	810	2,100	2,100
Crane Operator Inspections	980	683	700	700
Dry Cutting (Masonry)	60	50	60	60
OSHA On-site Consultant Services				
Consultations	581	524	460	460
Hazards identified	1,559	1,083	950	950
Mine Safety Training				
Persons trained	2,206	2,343	2,300	2,300
Wage and Hour, Child Labor, and Public Contracts				
Complaints received	9,944	10,758	10,000	10,000
Formal complaints filed	2,521	2,251	2,500	3,000
Employees receiving back wages	9,441	10,758	9,500	9,500
Net back wages paid to employees	\$8,136,330	\$7,784,220	\$6,000,000	\$6,000,000
Public Employees Safety				
Inspections	823	736	800	800
Hazards identified	7,877	5,777	6,000	6,500
Apparel Registration				
Registrations issued	386	365	350	350
Firms with violations	16	12	15	15
Public Works Contractor Registration Act				
Registrations issued	8,345	8,853	8,500	8,500

LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
Public Sector Labor Relations				
Dispute Disposition				
Balance July 1	2,003	2,158	2,313	2,678
Filed	2,197	2,359	2,570	2,780
Disposed	2,042	2,204	2,205	2,180
Unfair practices and representation	679	647	595	535
Mediation, fact-finding, and arbitration	1,167	1,309	1,370	1,390
Scope of negotiation and issue definition	70	87	90	95
Other formal decisions	126	161	150	160
Balance June 30	2,158	2,313	2,678	3,278
Appeal Board				
Balance July 1	190	211	34	60
Petitions filed	25	11	60	55
Petitions disposed	4	188	34	48
Balance June 30	211	34	60	67

PERSONNEL DATA

Position Data

Filled Positions by Funding Source

State Supported	216	207	191	198
Federal	855	819	799	773
All Other	33	32	28	22
Total Positions	1,104	1,058	1,018	993

Filled Positions by Program Class

Vocational Rehabilitation Services	283	271	257	228
Employment Services	532	500	495	490
Employment and Training Services	47	54	52	57
Workplace Standards	204	196	181	181
Public Sector Labor Relations	34	33	30	34
Private Sector Labor Relations	4	4	3	3
Total Positions	1,104	1,058	1,018	993

Notes:

Actual payroll counts are reported for fiscal years 2009 and 2010 as of December and revised fiscal year 2011 as of January. The Budget Estimate for fiscal year 2012 reflects the number of positions funded.

(a) Prior year actuals have been adjusted to more accurately reflect the average cost per rehabilitation.

(b) Enrollment increase is due to one-time federal stimulus funding.

(c) Temporary Assistance to Needy Families (TANF) and General Assistance (GA) data provided by the Department of Human Services, Division of Family Development (DFD).

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2010					Year Ending June 30, 2012			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2011 Adjusted Approp.	Requested	Recommended
DIRECT STATE SERVICES								
Distribution by Fund and Program								
2,446	---	---	2,446	2,446				
9,614	---	---	9,614	7,635	07	2,446	2,446	2,446
23	21,885	108	22,016	21,962	09	9,827	9,827	9,827
4,821	14,349	-917	18,253	14,629	10	---	---	---
3,481	---	-47	3,434	3,271	12	4,696	4,696	4,696
484	---	13	497	495	16	3,408	3,408	3,408
					17	484	484	484
20,869	36,234	-843	56,260	50,438		20,861 ^(a)	20,861	20,861
Total Direct State Services								

LABOR AND WORKFORCE DEVELOPMENT

Orig. & (S)Supple- mental	Year Ending June 30, 2010				2011 Prog. Class.	2011 Adjusted Approp.	Year Ending June 30, 2012		
	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended			Requested	Recom- mended	
<u>DIRECT STATE SERVICES</u>									
Distribution by Fund and Object									
Personal Services:									
15,501	8,851 ^R	-4,622	19,730	17,330		15,691	15,402	15,402	
						Salaries and Wages			
<i>15,501</i>	<i>8,851</i>	<i>-4,622</i>	<i>19,730</i>	<i>17,330</i>		<i>15,691</i>	<i>15,402</i>	<i>15,402</i>	
38	---	78	116	77		38	38	38	
						Total Personal Services			
240	---	2,050	2,290	2,072		240	240	240	
						Materials and Supplies			
28	---	498	526	499		28	28	28	
						Services Other Than Personal			
Special Purpose:									
1,909	---	---	1,909	1,735					
						Workforce Development			
81	---	---	81	35	09	1,909	1,909	1,909	
						Partnership Program			
2,000	---	---	2,000	1,463	09	81	373	373	
						Workforce Development			
23	---	---	23	23	09	2,000	2,000	2,000	
						Partnership - Counselors			
---	21,885 ^R	---	21,885	21,885	10	---	---	---	
						Workforce Literacy and Basic			
---	---	108	108	54	10	---	---	---	
						Skills Program			
38	---	---	38	5	10	---	---	---	
						Council on Gender Parity			
---	---	1,442	1,442	1,442	10	---	---	---	
						Work First New Jersey			
378	---	-378	---	---	10	---	---	---	
						State Match for Federal Grants			
450	2,891	---	5,943	3,657	12	38	38	38	
						Worker and Community Right			
144	2,602 ^R	---	144	144	12	---	---	---	
						to Know Act			
3	---	---	3	3	12	---	---	---	
						Workplace Standards State			
36	5	-19	22	14	12	---	---	---	
						Match			
Public Employees Occupational									
						Safety			
						Public Works Contractor			
						Registration			
						Mine Safety Program			
						Expansion			
						Safety Commission			
						Additions, Improvements and			
						Equipment	5	2	2
<u>GRANTS-IN-AID</u>									
Distribution by Fund and Program									
31,376	1	---	31,377	31,376					
						Vocational Rehabilitation			
29,180	1	---	29,181	29,180	07	30,876	30,876	30,876	
						Services			
2,196	---	---	2,196	2,196		28,680	28,680	28,680	
						(From General Fund)			
33,802	---	---	33,802	29,487		2,196	2,196	2,196	
						(From Casino Revenue Fund)			
						Employment and Training			
						Services			
						10	30,076	30,076	30,076
65,178	1	---	65,179	60,863		60,952	60,952	60,952	
						Total Grants-in-Aid			
62,982	1	---	62,983	58,667		58,756	58,756	58,756	
						(From General Fund)			
2,196	---	---	2,196	2,196		2,196	2,196	2,196	
						(From Casino Revenue Fund)			
Distribution by Fund and Object									
Grants:									
---	---	---	---	---					
						Vocational Rehabilitation			
---	---	---	---	---	07	24,394	24,394	24,394	
						Services			
4,286	---	---	4,286	4,286	07	2,196	2,196	2,196	
						Vocational Rehabilitation			
1,764	---	---	1,764	1,764	07	4,286	4,286	4,286	
						Services (CRF)			
2,196	---	---	2,196	2,196	07	---	---	---	
						Sheltered Workshop			
4,550	---	---	4,550	4,550	07	---	---	---	
						Transportation			
17,906	---	---	17,906	17,906	07	---	---	---	
						Sheltered Workshop			
						Transportation (CRF) ^(b)			
						Supported Employment			
						Services ^(b)			
						Sheltered Workshop Support ^(b)			

LABOR AND WORKFORCE DEVELOPMENT

Receipts in excess of the amount anticipated for the Public Works Contractor Registration Program and the unexpended balance at the end of the preceding fiscal year are appropriated for the Public Works Contractor Registration Program, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the "Worker and Community Right To Know Act," P.L.1983, c.315 (C.34:5A-1 et seq.), the amount hereinabove appropriated for the Worker and Community Right To Know Act account is payable from the Worker and Community Right To Know Fund. If receipts to that fund are less than anticipated, the appropriation shall be reduced proportionately.

In addition to the amounts hereinabove appropriated for the Employment and Training Services program classification, an amount not to exceed \$50,000 is appropriated from the Unemployment Compensation Auxiliary Fund for costs incurred by the Disadvantaged Youth Employment Opportunities Council, subject to the approval of the Director of the Division of Budget and Accounting.

There are appropriated out of the Wage and Hour Trust Fund and the Prevailing Wage Act Trust Fund such sums as may be necessary for payments.

The amount hereinabove appropriated for the Private Sector Labor Relations program classification is appropriated from the Unemployment Compensation Auxiliary Fund.

From the appropriation provided hereinabove in support of office leases, and notwithstanding the provisions of P.L.1992, c.130 (C.52:18A-191.1 et seq.), the State Treasurer, in consultation with the Commissioner of Labor and Workforce Development, is hereby authorized to enter into cost-sharing agreements with any authorized non-State partner that offers programs and activities supported primarily by federal funds from the United States Departments of Labor and Education in the State's one-stop centers for the purpose of co-locating such partner in an office with the Department of Labor and Workforce Development providing rent costs shall be equitably shared in accordance with a cost allocation plan approved by the Commissioner of Labor and Workforce Development.

Notwithstanding the provisions of any law or regulation to the contrary, in addition to the amount hereinabove appropriated for the Council on Gender Parity, an amount not to exceed \$72,000 is appropriated from the Unemployment Compensation Auxiliary Fund for the same purpose, subject to the approval of the Director of the Division of Budget and Accounting.

Language Recommendations -- Grants-In-Aid - General Fund

Notwithstanding the provisions of any law or regulation to the contrary, the amount hereinabove appropriated for the Vocational Rehabilitation Services program classification is available for the payment of obligations applicable to prior fiscal years.

Of the amount hereinabove appropriated for the Vocational Rehabilitation Services program classification, an amount not to exceed \$14,114,000 is appropriated from the Unemployment Compensation Auxiliary Fund.

Notwithstanding the provisions of any law or regulation to the contrary, in addition to the amounts hereinabove appropriated for the Work First New Jersey-Work Activities and Work First New Jersey-Training Related Expenses accounts, an amount not to exceed \$25,500,000 is appropriated from the New Jersey Workforce Development Partnership Fund, section 9 of P.L.1992, c.43 (C.34:15D-9), subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of any law or regulation to the contrary, of the amounts hereinabove appropriated for Work First New Jersey-Work Activities and Work First New Jersey-Training Related Expenses, \$8,190,000 is appropriated from the New Jersey Workforce Development Partnership Fund, section 9 of P.L.1992, c.43 (C.34:15D-9), subject to the approval of the Director of the Division of Budget and Accounting.

Of the amounts hereinabove appropriated for Work First New Jersey-Work Activities, an amount not to exceed 3% shall be made available for administrative costs incurred by the Department of Labor and Workforce Development.

Notwithstanding the provisions of any law or regulation to the contrary, of the amount hereinabove appropriated for New Jersey Youth Corps, \$1,850,000 is appropriated from the New Jersey Workforce Development Partnership Fund, section 9 of P.L.1992, c.43 (C.34:15D-9) and an amount not to exceed 10% from all funds available to the program shall be made available for administrative costs incurred by the Department of Labor and Workforce Development.

Notwithstanding the provisions of any law or regulation to the contrary, in addition to the amounts hereinabove appropriated for New Jersey Youth Corps, there is appropriated an amount not to exceed \$2,200,000 from the Supplemental Workforce Fund for Basic Skills, P.L.2001, c.152 (C.34:15D-21 et seq.), subject to the approval of the Director of the Division of Budget and Accounting.

Of the amount hereinabove appropriated for the New Jersey Youth Corps program, \$475,000 is appropriated from the Unemployment Compensation Auxiliary Fund.

Notwithstanding the provisions of any law or regulation to the contrary, up to 15% of the amount available from the Workforce Development Partnership Fund for the Supplemental Workforce Development Benefits Program shall be appropriated as necessary to fund additional administrative costs relating to the processing and payment of benefits, subject to the approval of the Director of the Division of Budget and Accounting.

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70. GOVERNMENT DIRECTION, MANAGEMENT, AND CONTROL

74. GENERAL GOVERNMENT SERVICES

OBJECTIVES

1. To continue to support the Civil Service and human resource needs of its primary stakeholders, including the approximately 190,000 State and local Civil Service employees; all State, county, and local employers in the Civil Service; and those NJ residents seeking public sector employment.
2. To administer a fair, equitable, and secure recruitment and selection process, providing qualified eligibles to address the staffing needs of State, county, and local employers.
3. To maintain and coordinate the Classification Plan (titles, job descriptions, job requirements, layoff rights, and related compensation factors) for approximately 190,000 State, county, and local employees.
4. To establish, interpret, and enforce workforce policies and provide technical assistance to agencies in their administration of these policies.
5. To administer multiple State employee compensation plans for approximately 70,000 career, senior executive, and unclassified employees.
6. To provide a fair and impartial administrative forum for appellate and dispute resolution activities.
7. To ensure that employee rights are protected during any workforce reduction affecting State or local jurisdictions, while minimizing the impact of budget reductions by identifying potential alternate employment opportunities and providing outplacement counseling.
8. To provide workforce information systems to government jurisdictions, thereby improving their management of personnel operations through availability of quality workforce information and timely transactions.

PROGRAM CLASSIFICATIONS

22. **General Administration and State and Local Government Operations.** General Administration exercises overall direction and control of the Commission's operations; develops proposals for revised legislation governing the public career system; issues official rules and regulations, which implement the Civil Service statutes; develops, evaluates, and adjusts personnel programs; and provides general administrative support. State and Local Government Operations provides government agencies with guidance and support in organizational design, classification of job titles, and equitable compensation of staff. Responsible for recruitment of applicants; the planning, scheduling, and conducting of examinations; and the preparation of lists of eligible candidates for State and local government positions. The program administers all reductions in force in State and local government, as well as the Senior Executive Service and performance appraisal systems. Responsible for monitoring and processing all new hires and promotions to ensure compliance with Civil Service rules. Develops and publishes job specifications for all classified titles in all levels of government, while maintaining employment records and monitoring all personnel transactions to ensure compliance with Civil Service law and Commission rules. Provides information processing support to the Commission and its appointing authorities.
24. **Commission Services.** Provides professional, technical, and clerical support services for the Civil Service Commission; investigates and responds to appeals; maintains agendas and schedules Commission meetings; resolves disputes by providing alternate avenues of resolution; prepares and reviews Civil Service rules for inclusion in the New Jersey Administrative Code; and ensures compliance with laws and rules governing appointments and determinations.

EVALUATION DATA

PROGRAM DATA	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
General Administration and State and Local Government Operations				
Open Competitive Examinations Announced	1,305	1,087	1,000	1,000
Applications received	34,903	62,244	50,000	25,000
Candidates scheduled	12,739	20,167	70,000	9,000
Eligibles produced	60,242	28,728	55,000	25,000
Appointments from Certifications				
State	2,631	2,639	1,500	2,000
Local	5,423	4,137	2,000	3,000
State Service Provisional Appointees Pending Open				
Competitive Examination	950	412	400	400
Promotional Examinations Announced	2,661	2,398	2,100	2,300
Applications received	20,795	14,246	12,000	14,000
Candidates scheduled	16,662	8,743	8,000	9,000
Eligibles produced	15,964	10,568	6,000	7,000
Promotions made (State)	4,500	1,986	1,100	1,500
Titles consolidated or abolished	51	400	1,000	500
State service	26	294	500	250
Local service	25	106	500	250
Calendar Days from Request to Test Announcement				
Active job announcements older than 6 months	16.0%	14.2%	12.6%	12.0%
Calendar days to date of list issuance - Non-Public Safety	163	154	143	136

LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2009	Actual FY 2010	Revised FY 2011	Budget Estimate FY 2012
Calendar Days to Date of List Issuance – Public Safety				
Law enforcement open competitive	180	---	150	---
Law enforcement promotional	230	200	260	260
Fire service open competitive	---	---	---	390
Fire service promotional	350	335	335	335
Examinations Developed and Processed				
Assembled open competitive	284	322	250	200
Assembled promotional	1,278	926	650	600
Unassembled open competitive	839	825	750	800
Unassembled promotional	1,844	1,020	900	1,000
Lists Issued				
Open competitive examinations	1,160	1,142	1,000	1,000
Promotional examinations	3,093	2,030	1,500	1,700
Announcements Processed Under Promotional Examination Waivers				
State symbols	31	22	25	30
Local symbols	28	43	40	45
Separate Test Dates	94	87	142	90
Applicants administered make-up examinations	1,333	485	1,032	500
Applicants administered exam review	787	615	316	700
Layoff plans acted upon within 30 days	N/A	100.0%	100.0%	100.0%
Commission Services				
Written Record Appeals				
Total received	4,000	3,135	3,700	3,700
Total disposed	4,000	3,461	3,700	3,700
Pending	1,812 (a)	1,486	1,486	1,486
Written record appeals completed within 6 months	N/A	58.5%	60.0%	60.0%
Hearings and Major Disciplinary Matters	850	1,122	1,200	1,200
PERSONNEL DATA				
Affirmative Action Data				
Male Minority	23	23	22	22
Male Minority %	9.3	9.6	9.9	9.7
Female Minority	69	68	61	61
Female Minority %	28.1	28.3	27.5	26.9
Total Minority	92	91	83	83
Total Minority %	37.4	37.9	37.4	36.6
Position Data				
Filled Positions by Funding Source				
State Supported	246	237	222	227
Total Positions	246	237	222	227
Filled Positions by Program Class				
General Administration and State and Local Government				
Operations	220	208	198	197
Commission Services	26	29	24	30
Total Positions	246	237	222	227

Notes:

Actual payroll counts are reported for fiscal years 2009 and 2010 as of December and revised fiscal year 2011 as of January. The Budget Estimate for fiscal year 2012 reflects the number of positions funded.

The Civil Service Commission was created in fiscal year 2009 pursuant to P.L.2008, c.29. For comparison purposes, evaluation data from fiscal year 2009 were transferred from the Department of Personnel.

(a) Revised to reflect finalized data.

LABOR AND WORKFORCE DEVELOPMENT

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2010					Year Ending June 30, 2012			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2011 Adjusted Approp.	Requested	Recommended
DIRECT STATE SERVICES								
Distribution by Fund and Program								
15,523	1,315	-459	16,379	15,841				
2,161	---	-22	2,139	2,138	22	14,666	14,454	14,454
					24	2,046	2,046	2,046
<u>17,684</u>	<u>1,315</u>	<u>-481</u>	<u>18,518</u>	<u>17,979</u>		<u>16,712</u>	<u>16,500</u>	<u>16,500</u>
Distribution by Fund and Object								
Personal Services:								
---	---	---	---	---		21	10	10
15,112	616 ^R	-426	15,302	15,301		14,212	14,111	14,111
<u>15,112</u>	<u>616</u>	<u>-426</u>	<u>15,302</u>	<u>15,301</u>		<u>14,233</u>	<u>14,121</u>	<u>14,121</u>
247	---	-247	---	---		247	147	147
1,621	---	-49	1,572	1,572		1,621	1,621	1,621
88	---	---	88	88		88	88	88
Special Purpose:								
29	---	---	29	29	22	29	29	29
93	---	---	93	93	22	---	---	---
---	699 ^R	241	940	404				
					22	---	---	---
434	---	---	434	432	22	434	434	434
60	---	---	60	60	22	60	60	60
<u>17,684</u>	<u>1,315</u>	<u>-481</u>	<u>18,518</u>	<u>17,979</u>		<u>16,712</u>	<u>16,500</u>	<u>16,500</u>
OTHER RELATED APPROPRIATIONS								
All Other Funds								
---	---	---	---	---				
					22	1,665	1,645	1,645
---	---	---	---	---	24	80	80	80
<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>		<u>1,745</u>	<u>1,725</u>	<u>1,725</u>
<u>17,684</u>	<u>1,315</u>	<u>-481</u>	<u>18,518</u>	<u>17,979</u>		<u>18,457</u>	<u>18,225</u>	<u>18,225</u>

Language Recommendations -- Direct State Services - General Fund

Receipts derived from fees charged to applicants for open competitive or promotional examinations, and the unexpended fee balance at the end of the preceding fiscal year, collected from firefighter and law enforcement examination receipts, are appropriated for the costs of administering these exams, subject to the approval of the Director of the Division of Budget and Accounting.

Receipts derived from fees charged for appeals to the Merit Systems Board are appropriated for the costs of administering the appeals process, subject to the approval of the Director of the Division of Budget and Accounting.