



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

# State Government Workforce Profile 2012

with selected local data



# Preface

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

I am pleased to present the 2012 edition of the State Government Workforce Profile. Since 1992, when the first edition was published, this Profile has been one of the principal sources of information about the State Government workforce. I hope it continues to be a valuable resource for legislators, State and local government officials, researchers, students, and members of the general public.

It is important that stakeholders and the general public know how public sector employees are managed. The Workforce Profile gives information about how State employees are deployed, what kind of salaries they are paid, their distribution by age, length of service, race/ethnic identification, gender, and occupational specialty, and the employee organizations that represent them. It also monitors human resources dynamics such as hiring and separation. In addition, it gives some basic information about employment in local jurisdictions that operate under the Civil Service system (counties, municipalities, and a number of school districts and special districts).

I hope that you will find this Profile useful, and I look forward to receiving your feedback.

Respectfully yours,

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

**Robert M. Czech**  
Chair/CEO, Civil Service Commission

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New Jersey State  
Government  
Workforce Profile

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STATE OF NEW JERSEY  
**STATE GOVERNMENT WORKFORCE PROFILE 2012**  
**INTRODUCTION**

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This Workforce Profile was compiled by the New Jersey Civil Service Commission from data captured by the Commission's automated personnel files, Office of Management and Budget automated payroll files, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 13, 2012, comparisons of the workforce at the end of Fiscal Year 2011 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2011.

The Workforce Profile includes trend data where significant trends exist, and where data have been retained long enough to document trends. In cases where we have charted a distribution of employees by some variable (for example, by age or by salary), we have compared the most recent distribution with the previous year's distribution where possible. Longer-term trend charts typically plot a single value (an average, total, or net change) by year, to avoid excessive complexity. However, we have reproduced total counts by agency for every year since 1960.

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

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

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- The reorganization of the State Parole Board to an autonomous agency “in but not of” Corrections in 2001. The defining law changed the Bureau of Parole, Department of Corrections to the Division of Parole, State Parole Board.
- The establishment of the Office of the Child Advocate in 2003 and its inclusion as an independent office within the Department of the Public Advocate in 2006.
- The reorganization of the Office of the Ratepayer Advocate in 2006 as the Division of Rate Counsel in the Department of the Public Advocate, and the reassignment of the Division of Rate Counsel to the Department of the Treasury in 2010.
- The establishment of the Department of Children and Families in 2006. The new department was staffed by over 6,600 state child welfare employees who were already working in divisions of the Department of Human Services.
- The creation of the Office of Homeland Security and Preparedness (OHSP) by Executive Order in 2006. OHSP absorbed the functions of the former State Office of Counter-Terrorism in the Department of Law and Public Safety. Although the Office is allocated “in but not of” the Department of Law and Public Safety, the Director reports directly to the Governor as a cabinet-level official.
- The elimination of the Department of Personnel in 2008 and the transfer of its functions and powers to the newly established Civil Service Commission, allocated in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.
- The elimination of the Office of Public Broadcasting and New Jersey Network in 2011.
- The replacement of the Commission on Higher Education with the Office of the Secretary of Higher Education in 2011.

Most of these reports are based on the Civil Service Commission’s own records. However, some of this information, such as union representation of State Government employees, is available only from the Department of the Treasury’s Centralized Payroll Office. The Centralized Payroll system, which produces data that frequently appears in budget documents, tracks different information than the Civil Service Commission’s automated personnel files. Civil Service Commission counts include all employees, including those on leave without pay. Employees on leave without pay are not included in paycheck counts from Centralized Payroll. We count these employees because they are still legally employees while they are on leave.

STATE OF NEW JERSEY  
**STATE GOVERNMENT WORKFORCE PROFILE 2012**  
**INTRODUCTION**

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This Workforce Profile includes breakdown data for agencies whose employees are paid through Centralized Payroll and that State law places “in but not of” the constitutionally authorized departments. One exception is the Palisades Interstate Park Commission (PIP), which was established by compact between New Jersey and New York, but is allocated within the State Department of Environmental Protection. Data on PIP employment is limited to employee counts from their payroll office records. It is reported in our “Other State Government” section on Page 12. The following breakdowns are included in the main body of this publication:

- The State Parole Board is “in but not of” the Department of Corrections.
- The Juvenile Justice Commission and the Office of Homeland Security and Preparedness are “in but not of” the Department of Law and Public Safety.
- The Secretary of Higher Education and the Higher Education Student Assistance Authority are “in but not of” the Department of State.
- The Motor Vehicle Commission is “in but not of” the Department of Transportation.
- The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, and the Board of Public Utilities are all “in but not of” the Department of the Treasury.
- The Civil Service Commission is “in but not of” the Department of Labor and Workforce Development.

On all appropriate tables, departments that include “in but not of” agencies have the department proper in boldface and all capital letters and the “in but not of” agencies indented and shown in regular typeface and letters.

A general overview of the number of State Government employees in each agency is provided, along with some important statistics for the entire State Government workforce. We have provided the January 2010 and January 2011 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 6.3 percent in the size of the State Government workforce over a two year period.

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

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

DEPARTMENT	NUMBER OF EMPLOYEES				
	1/1/2010	12/31/2010	1/13/2012	CHANGE OVER 2 YEARS	
<b>AGRICULTURE</b>	<b>218</b>	<b>212</b>	<b>208</b>	<b>- 10</b>	<b>-4.6%</b>
<b>BANKING &amp; INSURANCE</b>	<b>430</b>	<b>517</b>	<b>502</b>	<b>+ 72</b>	<b>+16.7%</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>7,172</b>	<b>7,049</b>	<b>6,707</b>	<b>- 465</b>	<b>-6.5%</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,085</b>	<b>1,040</b>	<b>941</b>	<b>- 144</b>	<b>-13.3%</b>
<b>CORRECTIONS</b>	<b>9,957</b>	<b>9,362</b>	<b>9,123</b>	<b>- 834</b>	<b>-8.4%</b>
Corrections	9,269	8,713	8,508	- 761	-8.2%
State Parole Board	688	649	615	-73	-10.6%
<b>EDUCATION</b>	<b>825</b>	<b>789</b>	<b>778</b>	<b>- 47</b>	<b>-5.7%</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,994</b>	<b>2,882</b>	<b>2,776</b>	<b>- 218</b>	<b>-7.3%</b>
<b>GOVERNOR'S OFFICE</b>	<b>108</b>	<b>120</b>	<b>127</b>	<b>+ 19</b>	<b>+17.6%</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,788</b>	<b>1,691</b>	<b>1,584</b>	<b>- 204</b>	<b>-11.4%</b>
<b>HUMAN SERVICES</b>	<b>17,182</b>	<b>16,840</b>	<b>16,482</b>	<b>- 700</b>	<b>-4.1%</b>
<b>INFORMATION TECHNOLOGY</b>	<b>815</b>	<b>784</b>	<b>721</b>	<b>- 94</b>	<b>-11.5%</b>
<b>LABOR</b>	<b>3,881</b>	<b>3,771</b>	<b>3,691</b>	<b>- 190</b>	<b>-4.9%</b>
Labor	3,637	3,542	3,459	- 178	-4.9%
Civil Service Commission	244	229	232	- 12	-4.9%
<b>LAW &amp; PUBLIC SAFETY</b>	<b>9,286</b>	<b>8,820</b>	<b>8,431</b>	<b>- 855</b>	<b>-9.2%</b>
Law & Public Safety	7,550	7,200	6,922	- 628	-8.3%
Homeland Security & Preparedness	94	98	100	+ 6	+6.4%
Juvenile Justice	1,642	1,522	1,409	- 233	-14.2%
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,571</b>	<b>1,563</b>	<b>1,538</b>	<b>- 33</b>	<b>-2.1%</b>
<b>PUBLIC ADVOCATE</b>	<b>167</b>	<b>0</b>	<b>0</b>	<b>- 167</b>	<b>-100.0%</b>
<b>STATE</b>	<b>542</b>	<b>506</b>	<b>391</b>	<b>- 151</b>	<b>-27.9%</b>
State (Includes Sec of Higher Education)	231	214	238	+ 7	+3.0%
Higher Educational Student Assistance	176	164	153	- 23	-13.1%
Public Broadcasting	135	128	0	- 135	-100.0%
<b>TRANSPORTATION</b>	<b>5,996</b>	<b>5,719</b>	<b>5,528</b>	<b>- 468</b>	<b>-7.8%</b>
Transportation	3,419	3,228	3,038	- 381	-11.1%
Motor Vehicles	2,577	2,491	2,490	- 87	-3.4%
<b>TREASURY</b>	<b>5,645</b>	<b>5,687</b>	<b>5,350</b>	<b>- 295</b>	<b>-5.2%</b>
Treasury (Incl Minor Boards & Commissions)	3,999	3,981	3,846	- 153	-3.8%
Administrative Law	95	101	96	+ 1	+1.1%
Casino Control	284	269	60	- 224	-78.9%
Public Defender	1,000	1,074	1,104	+ 104	+10.4%
Public Utilities	267	262	244	- 23	-8.6%
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>69,662</b>	<b>67,352</b>	<b>64,878</b>	<b>- 4,784</b>	<b>-6.9%</b>
<b>JUDICIARY</b>	<b>9,241</b>	<b>9,104</b>	<b>9,062</b>	<b>- 179</b>	<b>-1.9%</b>
<b>LEGISLATIVE STAFF</b>	<b>519</b>	<b>490</b>	<b>492</b>	<b>- 27</b>	<b>-5.2%</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>79,422</b>	<b>76,946</b>	<b>74,432</b>	<b>- 4,990</b>	<b>-6.3%</b>

**DEMOGRAPHICS  
01/13/2012**

**AGE**

Average: 46 years  
Median: 47 years

**LENGTH OF SERVICE**

Average: 13 years  
Median: 11 years

**SALARY \***

Average: \$ 67,456  
Median: \$ 64,260

**GENDER**

Female: 41,967 ( 56.4%)  
Male: 32,465 ( 43.6%)

**MINORITY EMPLOYEES**

32,780 (44.0%)

**UNION REPRESENTATION**

66,004 (88.7%)

\* Full-time employees only.

# STATE OF NEW JERSEY

## STATISTICS BY AGENCY

### INTRODUCTION

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The following group of tables shows statistics for each of the Executive Agencies, the Judiciary, and the Office of Legislative Services. Page 7 presents counts of employees by work schedule. In addition to full-time salaried employees and part-time salaried employees (who are paid a percentage of a full-time salary), some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a “per diem” (daily) basis. A pie chart summarizes the totals for the entire State Government workforce.

Since 1992, when the Department of Personnel – the predecessor agency of the Civil Service Commission - first published a State Government Workforce Profile, the public has had two principal sources of information about the State Government workforce. One is the Workforce Profile and the other is the annual Budget Recommendation which is prepared by the Office of Management and Budget (OMB). For cogent administrative reasons, these two publications, and the organizations that prepare them, report employees differently. Because OMB’s primary concern with employees is their impact on the State Government’s fiscal resources, it counts only those employees who actually draw paychecks during the pay period in which they take the measurement. Because the Civil Service Commission’s primary concern with employees is their legal and administrative status, we count all employees who are in active status, regardless of whether they are drawing a paycheck during the pay period in which we take the measurement. It would not be an advantage for either publication to abandon the way in which it counts, because it would then sacrifice this historical perspective.

This year, we continue to bridge the gap between the two publications. This is a worthwhile effort, because fiscal concerns are still prominent in the conduct of State Government. The chart on Page 7 presents a breakdown of all employees who were in active status for the pay period that included December 31, 2011. To get a feeling for the differences in results that are associated with the two different ways of reporting, compare that chart with the similar chart on Page 8. The chart on Page 8 addresses the same employee-related variables but includes only the employees who were drawing paychecks for the same pay period. Employees may be in non-pay status for a variety of reasons, including unpaid personal and family leave.

Page 9 shows a breakdown of employees’ titles by class of service. It includes a pie chart to show the classification breakdown of State Government titles at a glance, but there is considerable variation in the proportion of employees in career titles among the various agencies. In addition, the employee’s appointment does not always match the class of service to which the title is assigned.

Page 10 presents a profile of the “average” State Government employee by agency. In addition to average age, length of service, and salary, we have also computed the median salary for each agency. The “average” or mean salary is the sum of all salaries divided by the number of salaries, while the median salary is the salary of the employee whose name appears at the exact middle of a list of employees sorted by salary. Most employees earn a salary that is below the average, because most jobs are at the lower levels of organizations. As a result, the median salary is usually lower than the mean or “average” salary. Some agencies have a median salary that approaches or exceeds the average; this may indicate a narrower or more uniform distribution of salaries, or a greater proportion of high-level employees.

The table on Page 11 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the Property Tax Relief Fund and the Casino Revenue Fund. In addition to these three sources, one other is shown in the table: revolving funds. Revolving funds are funds that have been established from the General Fund at some point, but sustain themselves from year to year as the organizations that they support charge other State agencies for their services. Examples of organizations supported by revolving funds include the State Government Distribution Center and the Office of Information Technology.

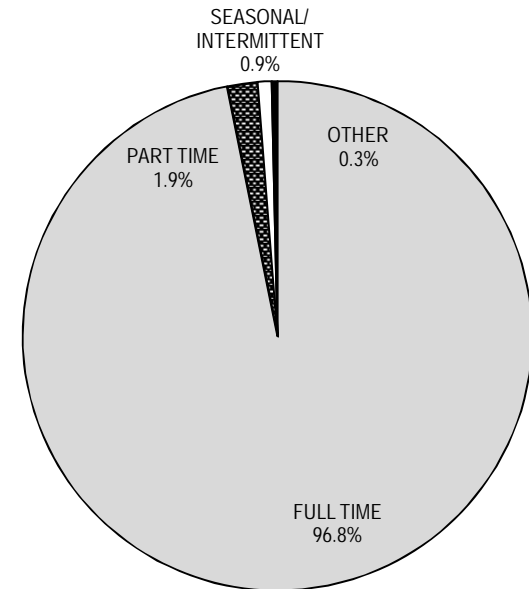
Page 12 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information into the Civil Service Commission's automated files and are not on the State Government Centralized Payroll. We have presented data on these employers collected by 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 Pages 49 and 50.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT**

JANUARY 13, 2012

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>205</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>208</b>
<b>BANKING &amp; INSURANCE</b>	<b>495</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>502</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,648</b>	<b>59</b>	<b>0</b>	<b>0</b>	<b>6,707</b>
<b>COMMUNITY AFFAIRS</b>	<b>941</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>941</b>
<b>CORRECTIONS</b>	<b>9,118</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>9,123</b>
Corrections	8,504	4	0	0	8,508
State Parole Board	614	1	0	0	615
<b>EDUCATION</b>	<b>775</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>778</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,766</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>2,776</b>
<b>GOVERNORS OFFICE</b>	<b>127</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>127</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,582</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1,584</b>
<b>HUMAN SERVICES</b>	<b>15,473</b>	<b>1,007</b>	<b>0</b>	<b>2</b>	<b>16,482</b>
<b>INFORMATION TECHNOLOGY</b>	<b>718</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>721</b>
<b>LABOR</b>	<b>3,309</b>	<b>67</b>	<b>306</b>	<b>9</b>	<b>3,691</b>
Labor	3,083	64	306	6	3,459
Civil Service Commission	226	3	0	3	232
<b>LAW &amp; PUBLIC SAFETY</b>	<b>8,201</b>	<b>5</b>	<b>0</b>	<b>225</b>	<b>8,431</b>
Law & Public Safety	6,696	1	0	225	6,922
Homeland Security & Preparedness	100	0	0	0	100
Juvenile Justice	1,405	4	0	0	1,409
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,522</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>1,538</b>
<b>STATE</b>	<b>385</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>391</b>
State (Incl Comm on Higher Ed)	232	6	0	0	238
Higher Educational Student Assistance	153	0	0	0	153
<b>TRANSPORTATION</b>	<b>5,309</b>	<b>215</b>	<b>0</b>	<b>4</b>	<b>5,528</b>
Transportation	3,034	0	0	4	3,038
Motor Vehicles	2,275	215	0	0	2,490
<b>TREASURY</b>	<b>4,961</b>	<b>6</b>	<b>374</b>	<b>9</b>	<b>5,350</b>
Treasury	3,460	3	374	9	3,846
Administrative Law	96	0	0	0	96
Casino Control	60	0	0	0	60
Public Defender	1,101	3	0	0	1,104
Public Utilities	244	0	0	0	244
<b>TOTAL EXECUTIVE AGENCIES</b>	<b>62,535</b>	<b>1,402</b>	<b>685</b>	<b>256</b>	<b>64,878</b>
<b>JUDICIARY</b>	<b>9,045</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>9,062</b>
<b>LEGISLATIVE STAFF</b>	<b>492</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>492</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>72,072</b>	<b>1,419</b>	<b>685</b>	<b>256</b>	<b>74,432</b>



Data provided by the Civil Service Commission from automated personnel files.  
 Percentages refer to the total State Government workforce as of 01/13/2012: 74,432.

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

JANUARY 13, 2012

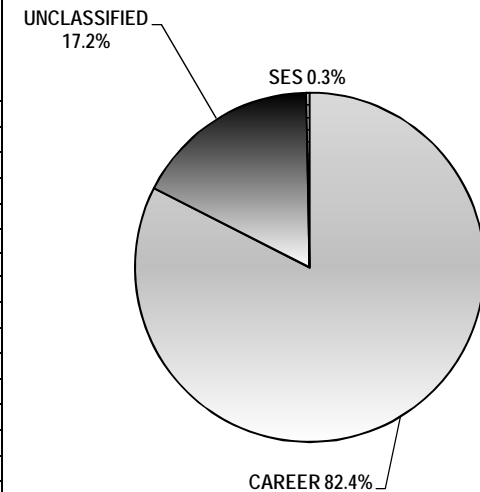
AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>203</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>206</b>
<b>BANKING &amp; INSURANCE</b>	<b>486</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>490</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,486</b>	<b>52</b>	<b>0</b>	<b>0</b>	<b>6,538</b>
<b>COMMUNITY AFFAIRS</b>	<b>931</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>931</b>
<b>CORRECTIONS</b>	<b>8,809</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>8,814</b>
Corrections	8,196	4	0	0	8,200
State Parole Board	613	1	0	0	614
<b>EDUCATION</b>	<b>762</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>765</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,740</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>2,749</b>
<b>GOVERNOR'S OFFICE</b>	<b>127</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>127</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,560</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1,562</b>
<b>HUMAN SERVICES</b>	<b>14,626</b>	<b>923</b>	<b>0</b>	<b>2</b>	<b>15,551</b>
<b>INFORMATION TECHNOLOGY</b>	<b>714</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>717</b>
<b>LABOR</b>	<b>3,238</b>	<b>67</b>	<b>231</b>	<b>3</b>	<b>3,539</b>
Labor	3,013	64	231	0	3,308
Civil Service Commission	225	3	0	3	231
<b>LAW &amp; PUBLIC SAFETY</b>	<b>8,041</b>	<b>4</b>	<b>0</b>	<b>86</b>	<b>8,131</b>
Law & Public Safety	6,593	1	0	86	6,680
Homeland Security & Preparedness	99	0	0	0	99
Juvenile Justice	1,349	3	0	0	1,352
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,463</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>1,479</b>
<b>STATE</b>	<b>382</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>388</b>
State	230	6	0	0	236
Higher Educational Student Assistance	152	0	0	0	152
<b>TRANSPORTATION</b>	<b>5,177</b>	<b>207</b>	<b>0</b>	<b>4</b>	<b>5,388</b>
Transportation	2,982	0	0	4	2,986
Motor Vehicles	2,195	207	0	0	2,402
<b>TREASURY</b>	<b>4,902</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>4,908</b>
Treasury	3,416	3	0	0	3,419
Administrative Law	95	0	0	0	95
Casino Control	57	0	0	0	57
Public Defender	1,091	3	0	0	1,094
Public Utilities	243	0	0	0	243
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>60,647</b>	<b>1,302</b>	<b>235</b>	<b>99</b>	<b>62,283</b>
<b>JUDICIARY</b>	<b>8,950</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>8,967</b>
<b>LEGISLATIVE STAFF</b>	<b>488</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>488</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>70,085</b>	<b>1,319</b>	<b>235</b>	<b>99</b>	<b>71,738</b>



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

JANUARY 13, 2012

	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
<b>DEPARTMENT</b>						
<b>AGRICULTURE</b>	168	19	187	3	18	208
<b>BANKING &amp; INSURANCE</b>	395	35	430	1	71	502
<b>CHILDREN &amp; FAMILIES</b>	5,861	503	6,364	69	274 <sup>1</sup>	6,707
<b>COMMUNITY AFFAIRS</b>	853	36	889	0	52	941
<b>CORRECTIONS</b>	8,750	81	8,831	0	292	9,123
Corrections	8,169	72	8,241	0	267 <sup>2</sup>	8,508
State Parole Board	581	9	590	0	25	615
<b>EDUCATION</b>	228	379	607	0	171 <sup>3</sup>	778
<b>ENVIRONMENTAL PROTECTION</b>	2,412	273	2,685	4	87	2,776
<b>GOVERNORS OFFICE</b>	11	0	11	0	116	127
<b>HEALTH &amp; SENIOR SERVICES</b>	1,271	232	1,503	14	67	1,584
<b>HUMAN SERVICES</b>	11,142	4,816	15,958	13	511 <sup>4</sup>	16,482
<b>INFORMATION TECHNOLOGY</b>	581	112	693	7	21	721
<b>LABOR</b>	3,023	440	3,463	33	195	3,691
Labor	2,822	433	3,255	19	185 <sup>5</sup>	3,459
Civil Service Commission	201	7	208	14	10	232
<b>LAW &amp; PUBLIC SAFETY</b>	3,085	834	3,920	9	4,502	8,431
Law & Public Safety	1,969	702	2,672	8	4,242 <sup>6</sup>	6,922
Homeland Security & Preparedness	65	1	66	0	34	100
Juvenile Justice	1,051	131	1,182	1	226 <sup>7</sup>	1,409
<b>MILITARY &amp; VETERANS AFFAIRS</b>	779	561	1,340	0	198 <sup>8</sup>	1,538
<b>STATE</b>	218	40	258	0	133	391
State (Incl Secretary of Higher Ed)	143	36	179	0	59	238
Higher Educational Student Assistance	75	4	79	0	74	153
<b>TRANSPORTATION</b>	4,860	526	5,386	46	96	5,528
Transportation	2,623	351	2,974	35	29	3,038
Motor Vehicles	2,237	175	2,412	11	67	2,490
<b>TREASURY</b>	3,680	564	4,244	48	1,058	5,350
Treasury	2,986	485	3,471	25	350 <sup>9</sup>	3,846
Administrative Law	47	1	48	0	48	96
Casino Control	7	0	7	0	53	60
Public Defender	466	65	531	1	572 <sup>10</sup>	1,104
Public Utilities	174	13	187	22	35	244
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	47,317	9,451	56,769	247	7,862	64,878
<b>JUDICIARY<sup>13</sup></b>	4,594	1	4,595	0	4,467 <sup>11</sup>	9,062
<b>LEGISLATIVE STAFF</b>	0	0	0	0	492 <sup>12</sup>	492
<b>TOTAL STATE GOVT WORKFORCE</b>	51,911	9,452	61,364	247	12,821	74,432



<sup>1</sup> Includes 212 educational, health care, and social services personnel.  
<sup>2</sup> Includes 201 educational, health care, and social services personnel.  
<sup>3</sup> Includes 68 professional employees at the Katzenbach School.  
<sup>4</sup> Includes 371 educational, health care, and social services personnel.  
<sup>5</sup> Includes 49 compensation judges and 69 educational, medical, and social services personnel.  
<sup>6</sup> Includes 2,702 uniformed State Police, 627 Deputy Attorneys General, and 269 Board Members.  
<sup>7</sup> Includes 197 educational, health care, and social services personnel.  
<sup>8</sup> Includes 151 military, educational, and medical personnel.  
<sup>9</sup> Includes 105 Board Members.  
<sup>10</sup> Includes 48 Deputy Public Defenders and 470 Assistant Deputy Public Defenders.  
<sup>11</sup> All judges and professional and confidential personnel unclassified.  
<sup>12</sup> All professional and technical personnel unclassified.

## STATE OF NEW JERSEY

## AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY

JANUARY 13, 2012

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	<b>50</b>	<b>\$71,863</b>	<b>\$70,989</b>	<b>16</b>
<b>BANKING &amp; INSURANCE</b>	<b>52</b>	<b>\$79,178</b>	<b>\$81,547</b>	<b>16</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>42</b>	<b>\$66,143</b>	<b>\$64,613</b>	<b>10</b>
<b>COMMUNITY AFFAIRS</b>	<b>52</b>	<b>\$70,259</b>	<b>\$67,786</b>	<b>14</b>
<b>CORRECTIONS</b>	<b>43</b>	<b>\$72,359</b>	<b>\$74,940</b>	<b>13</b>
Corrections	43	\$71,357	\$74,940	13
State Parole Board	45	\$86,225	\$89,412	15
<b>EDUCATION</b>	<b>50</b>	<b>\$80,323</b>	<b>\$85,455</b>	<b>14</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>48</b>	<b>\$77,762</b>	<b>\$80,668</b>	<b>18</b>
<b>GOVERNOR'S OFFICE</b>	<b>39</b>	<b>\$71,916</b>	<b>\$65,000</b>	<b>5</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>51</b>	<b>\$75,588</b>	<b>\$79,773</b>	<b>16</b>
<b>HUMAN SERVICES</b>	<b>46</b>	<b>\$55,484</b>	<b>\$48,739</b>	<b>12</b>
<b>INFORMATION TECHNOLOGY</b>	<b>51</b>	<b>\$85,264</b>	<b>\$89,534</b>	<b>20</b>
<b>LABOR</b>	<b>51</b>	<b>\$64,562</b>	<b>\$59,090</b>	<b>15</b>
Labor	51	\$64,196	\$59,090	15
Civil Service Commission	48	\$69,560	\$67,786	16
<b>LAW &amp; PUBLIC SAFETY</b>	<b>45</b>	<b>\$75,671</b>	<b>\$75,230</b>	<b>14</b>
Law & Public Safety	45	\$77,472	\$75,473	14
Homeland Security & Preparedness	47	\$80,536	\$78,152	9
Juvenile Justice	45	\$66,796	\$65,195	13
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>49</b>	<b>\$50,944</b>	<b>\$46,576</b>	<b>11</b>
<b>STATE</b>	<b>51</b>	<b>\$67,625</b>	<b>\$67,786</b>	<b>15</b>
State (Includes Secretary of Higher Education)	<b>50</b>	<b>\$67,349</b>	<b>\$67,786</b>	<b>13</b>
Higher Educational Student Assistance	52	\$68,043	\$66,257	16
<b>TRANSPORTATION</b>	<b>48</b>	<b>\$61,287</b>	<b>\$55,831</b>	<b>15</b>
Transportation	49	\$66,992	\$61,170	18
Motor Vehicles	47	\$53,679	\$48,259	12
<b>TREASURY</b>	<b>48</b>	<b>\$72,536</b>	<b>\$68,846</b>	<b>15</b>
Treasury	48	\$69,407	\$64,723	15
Administrative Law	52	\$94,331	\$96,914	15
Casino Control	50	\$69,426	\$63,817	18
Public Defender	48	\$77,605	\$74,195	14
Public Utilities	51	\$84,991	\$89,245	18
<b>TOTAL EXECUTIVE AGENCIES</b>	<b>46</b>	<b>\$66,640</b>	<b>\$64,027</b>	<b>13</b>
<b>JUDICIARY</b>	<b>47</b>	<b>\$72,760</b>	<b>\$65,853</b>	<b>14</b>
<b>LEGISLATIVE STAFF</b>	<b>46</b>	<b>\$73,438</b>	<b>\$71,407</b>	<b>13</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>46</b>	<b>\$67,456</b>	<b>\$64,260</b>	<b>13</b>

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

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

## STATE OF NEW JERSEY

## DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE

JANUARY 13, 2012

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
<b>AGRICULTURE</b>	115	58	0	35	208
<b>BANKING &amp; INSURANCE</b>	492	3	0	7	502
<b>CHILDREN &amp; FAMILIES</b>	4,825	1,521	0	361	6,707
<b>COMMUNITY AFFAIRS</b>	580	267	22	72	941
<b>CORRECTIONS</b>	8,804	28	176	115	9,123
Corrections	8,189	28	176	115	8,508
State Parole Board	615	0	0	0	615
<b>EDUCATION</b>	408	173	9	188	778
<b>ENVIRONMENTAL PROTECTION</b>	2,660	49	4	63	2,776
<b>GOVERNOR'S OFFICE</b>	112	0	15	0	127
<b>HEALTH &amp; SENIOR SERVICES</b>	592	648	137	207	1,584
<b>HUMAN SERVICES</b>	10,973	5,466	4	39	16,482
<b>INFORMATION TECHNOLOGY</b>	0	0	721	0	721
<b>LABOR</b>	849	2,835	0	7	3,691
Labor	617	2,835	0	7	3,459
Civil Service Commission	232	0	0	0	232
<b>LAW &amp; PUBLIC SAFETY</b>	6,750	138	0	1,543	8,431
Law & Public Safety	5,519	109	0	1,294	6,922
Homeland Security & Preparedness	79	21	0	0	100
Juvenile Justice	1,152	8	0	249	1,409
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,363	175	0	0	1,538
<b>STATE</b>	182	158	41	10	391
State	182	15	41	0	238
Higher Educational Student Assistance	0	143	0	10	153
<b>TRANSPORTATION</b>	2,226	799	7	2,496	5,528
Transportation	2,226	799	7	6	3,038
Motor Vehicles	0	0	0	2,490	2,490
<b>TREASURY</b>	4,573	28	224	525	5,350
Treasury	3,159	24	224	439	3,846
Administrative Law	88	0	0	8	96
Casino Control	0	0	0	60	60
Public Defender	1,103	0	0	1	1,104
Public Utilities	223	4	0	17	244
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>45,504</b>	<b>12,346</b>	<b>1,360</b>	<b>5,668</b>	<b>64,878</b>
<b>JUDICIARY</b>	<b>7,471</b>	<b>1,329</b>	<b>0</b>	<b>262</b>	<b>9,062</b>
<b>LEGISLATIVE STAFF</b>	<b>492</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>492</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>53,467</b>	<b>13,675</b>	<b>1,360</b>	<b>5,930</b>	<b>74,432</b>

**STATE OF NEW JERSEY**  
**OTHER STATE GOVERNMENT EMPLOYMENT**

JANUARY 13, 2012

AGENCY	FULL TIME	PART TIME	TOTAL 2012	TOTAL 2011	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	58	6	64	66	-2	MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	47	0	47	29	18	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY 1, 4	118	3	121	132	-11	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION 1	43	3	46	43	3	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION <sup>1</sup>	341	53	394	401	-7	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY 1, 2	866	3	869	897	-28	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	282	0	282	292	-10	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION 1	9	1	10	14	-4	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY 5	146	1	147	180	-33	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	13	0	13	16	-3	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	26	0	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,227	637	1,864	1,865	-1	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	115	3	118	119	-1	SELF FUNDED BY GENERATED FEES AND REVENUES
NEW JERSEY REDEVELOPMENT AUTHORITY	13	0	13	16	-3	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	255	1	256	306	-50	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	525	2,194	2,719	2,654	65	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,836	944	11,780	11,785	-5	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,919	494	2,413	2,504	-91	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	113	0	113	115	-2	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	153	0	153	168	-15	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION 1, 4	78	3	81	82	-1	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	487	3	490	572	-82	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	185	0	185	190	-5	WATER SALE REVENUES
PINELANDS COMMISSION	40	4	44	45	-1	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY 1, 3	6,878	29	6,907	6,841	66	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	52	0	52	59	-7	SEWAGE FEES
RUTGERS	10,077	4,152	14,229	13,647	582	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	81	7	88	85	3	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	299	197	496	484	12	TOLL REVENUE
STATE COLLEGES	8,735	6,110	14,845	14,733	112	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	11,680	1,997	13,677	13,436	241	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR 1, 4	77	0	77	87	-10	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>55,774</b>	<b>16,845</b>	<b>72,619</b>	<b>71,889</b>	<b>730</b>	

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

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

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

*INTRODUCTION*

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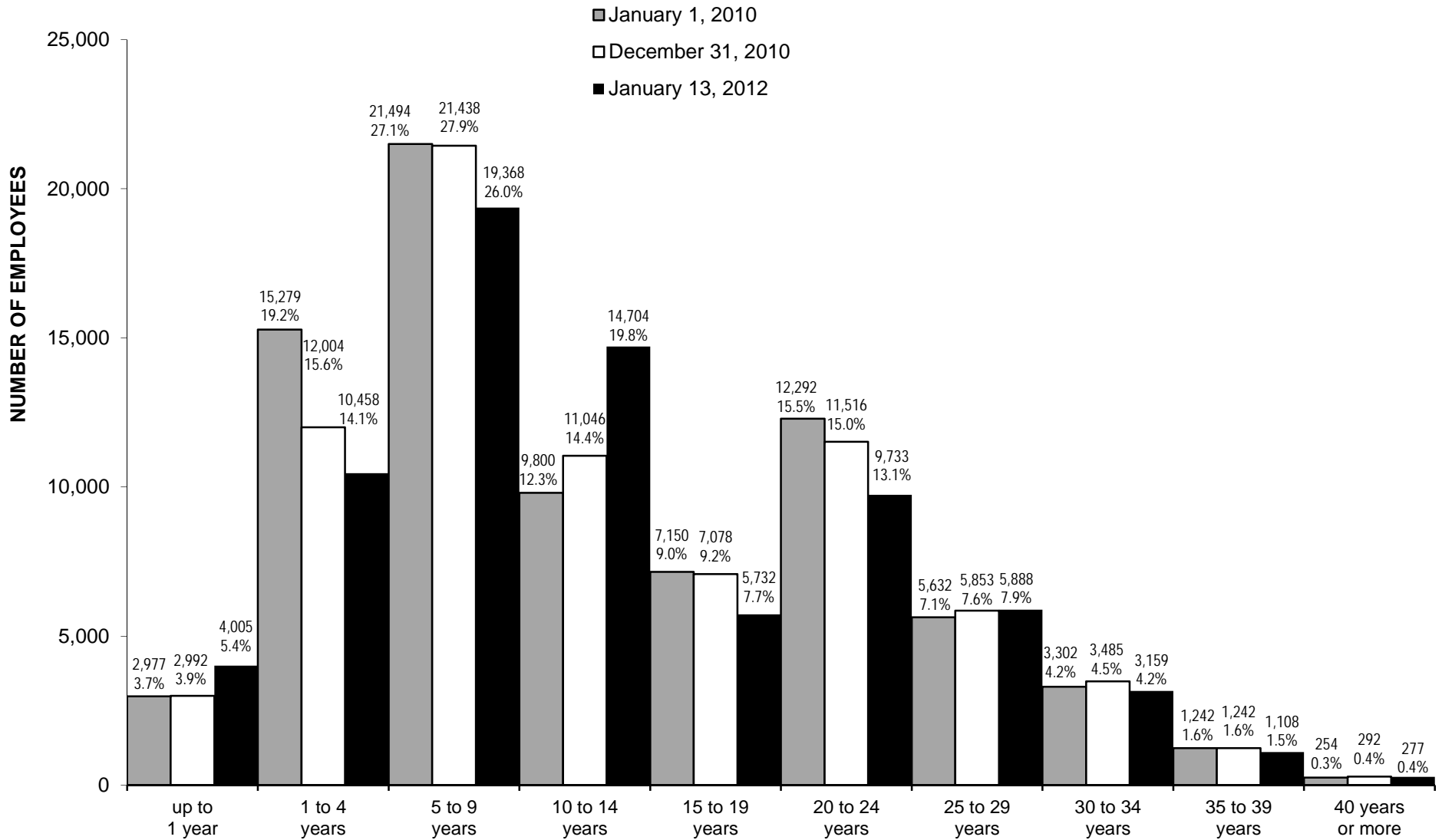
The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on January 13, 2012 (the darkest columns) compared with a similar “snapshots” from previous years. The length of service data indicates that the average length of service in the State Government workforce is 13 years, while the median length of service is 11 years. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to more than 60 percent. An Early Retirement Initiative program instituted in 2002 ended that trend, and that reversal continued until 2007 and 2008, when 48.2 percent of the workforce had more than ten years of service. Today, the number of employees with 10 years of service or greater represents 54.5 percent of the total workforce.

The number of employees age 60 or older has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, 2008, 2010, and 2011. There were decreases in 2001, 2002, 2003, and 2009. In 2000 there were 7,427 employees age 60 or older; three years ago there were 8,182 employees in that same group. The current employee count for age 60 or older is now 8,923, or 12.0 percent of the workforce. For 10 years before 2006, the age group 40 to 49 was the largest employee age group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 23,504 of the State’s 74,432 employees, approximately 31.6 percent, in that bracket.

On Page 16, we compare separations during Fiscal Years 2009, 2010, and 2011 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the total number of separations in Fiscal Year 2011 increased by 3,634 from the previous Fiscal Year. The separation rate increased from 6.3 percent in Fiscal Year 2010 to 9.9 percent in Fiscal Year 2011. Since 1995, the mean annual number of separations of full time employees has been 5,539. Pages 17 through 23 present additional data for separations from State Government service.

We present similar statistics for hiring activity in State Government on Pages 24 and 25. The overall number of hires during the last 20 fiscal years is presented on Page 24, and the average annual salary for full-time employees hired since Fiscal Year 1991 is represented graphically on Page 25. The average number of new hires in those years is 5,528; however, there was a significant drop in hiring beginning in 2005. Counts of new hires dropped from 8,698 in Fiscal Year 2005 to 3,156 in Fiscal Year 2010. From Fiscal Year 2005 to Fiscal Year 2010, there was a 63.7 percent drop in the number of employees hired. Fiscal Year 2011 showed the first year-to-year increase in hiring since Fiscal Year 2005; but hiring in that Fiscal Year was far below the levels reached between Fiscal Year 1998 and Fiscal Year 2007, and was offset by a greater number of separations. The average age of employees hired held steady at 37 years from Fiscal Year 2009 through Fiscal Year 2010, but dropped to 34 years in Fiscal Year 2011. The median age in Fiscal Years 2009 and 2010 was 33, which indicates that half of the new hires were age 33 or below; following the trend in average age, it fell to 30 years in Fiscal Year 2011. The plotted average salaries of individuals hired during this period likewise followed a relatively stable incline until Fiscal Year 2011, when they fell substantially.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE**  
*JANUARY 13, 2012 (WITH EARLIER DATA FOR COMPARISON)*

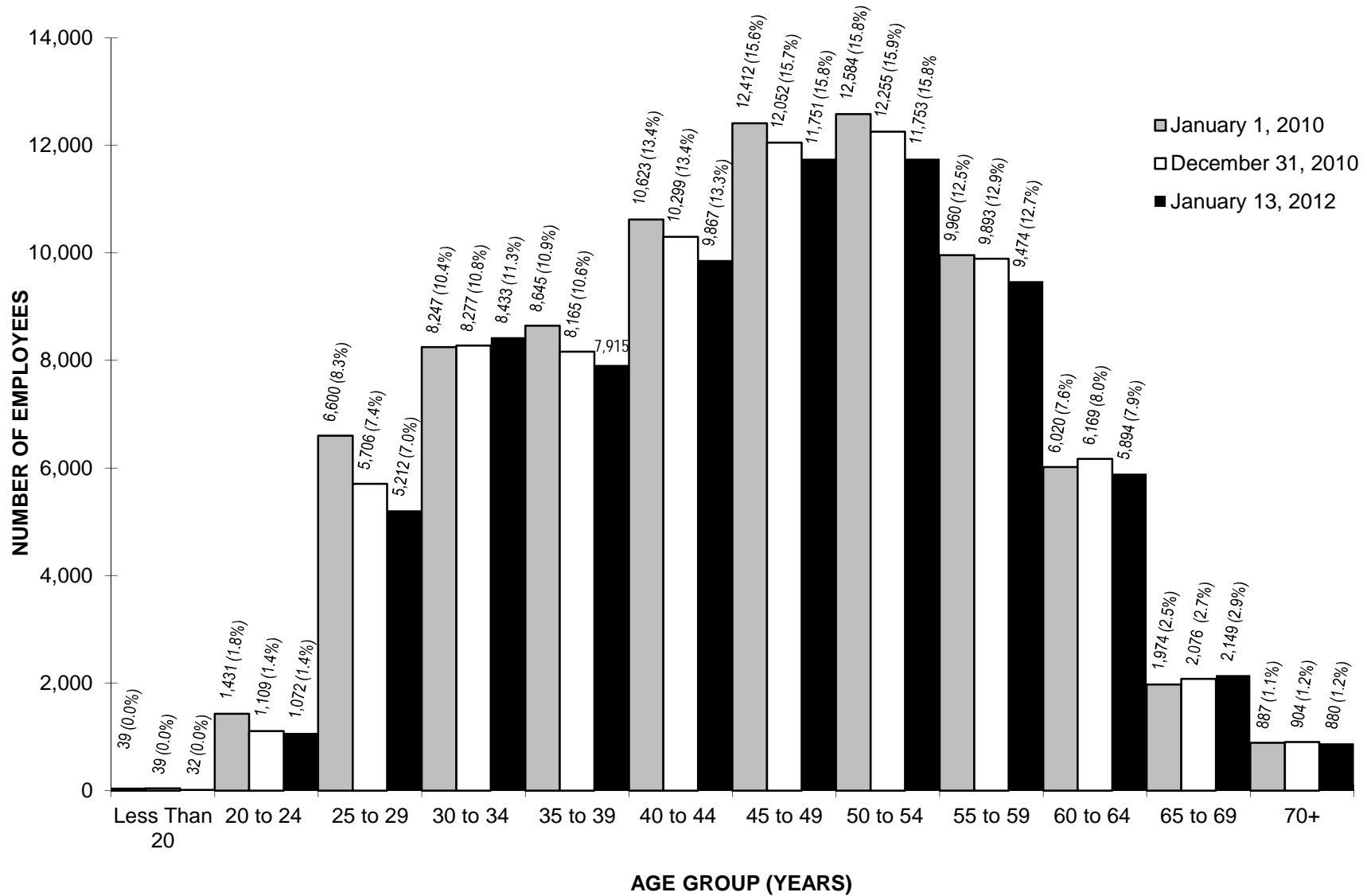


Data provided by the Civil Service Commission from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/1/2010, 79,422; as of 12/31/2010, 76,946.; as of 1/13/2012, 74,432)

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

JANUARY 13, 2012 (WITH EARLIER DATA FOR COMPARISON)

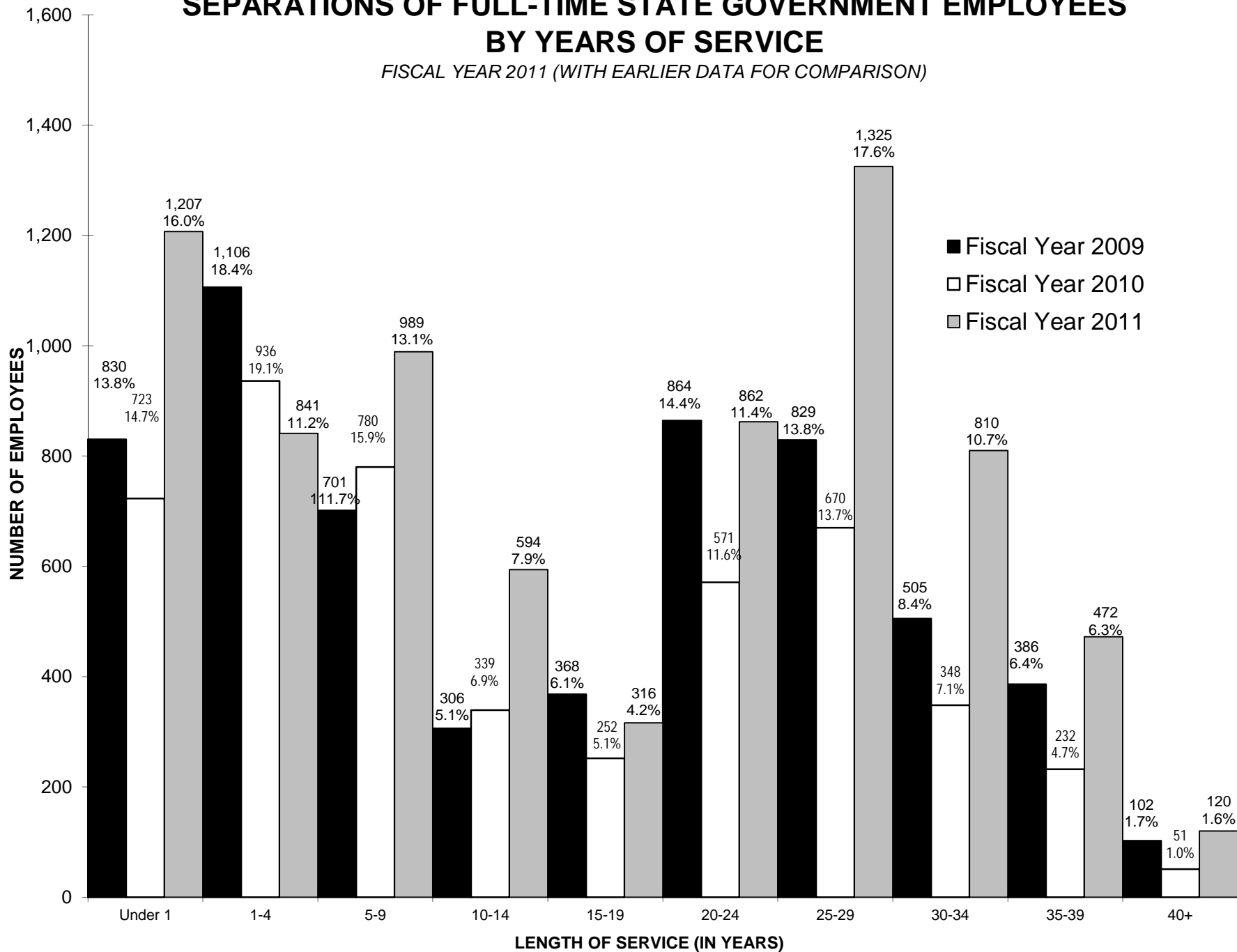


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/1/2010, 79,422; as of 12/31/2010, 76,946.; as of 1/13/2012, 74,432)

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

*FISCAL YEAR 2011 (WITH EARLIER DATA FOR COMPARISON)*



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

Percentages refer to the number of separations of full-time State Government employees (FY2009, 5,997; FY2010, 4,902; FY2011, 7,536).



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

*Due to transition to a new recording system, data from 1887 through 1989 is incomplete.*

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

**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
FULL-TIME EMPLOYEES FY1995 - FY2004**

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%

*An Early Retirement Incentive Program (ERI) was signed into law in 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 August 1 of that calendar year and met age and service requirements.*

*Some extensions beyond the July 1st deadlines were granted. These extensions were made at the convenience of the State Government.*

*Data from automated Personnel files.*

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

**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
FULL-TIME EMPLOYEES FY2005 - FY2011**

Fiscal Year	VOLUNTARY SEPARATIONS							INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned General	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
2005	1,843	NA	229	0	1,600	3,672	67%	1,636	0	1,636	30%	164	5,472	77,561	7.1%
2006	1,594	NA	221	0	1,991	3,806	63%	2,019	34	2,053	34%	178	6,037	80,213	7.5%
2007	1,551	NA	179	0	2,608	4,338	68%	1,847	0	1,847	29%	152	6,337	81,201	7.8%
2008	1,407	NA	148	119	1,863	3,537	66%	1,625	2	1,627	31%	163	5,327	80,418	6.6%
2009	993	1	144	1,353	1,885	4,376	73%	1,470	12	1,482	25%	139	5,997	80,579	7.4%
2010	772	4	128	11	2,309	3,224	66%	1,533	0	1,533	31%	145	4,902	77,670	6.3%
2011	737	104	136	0	4,171	5,148	68%	2,011	243	2,254	30%	134	7,536	75,794	9.9%

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

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

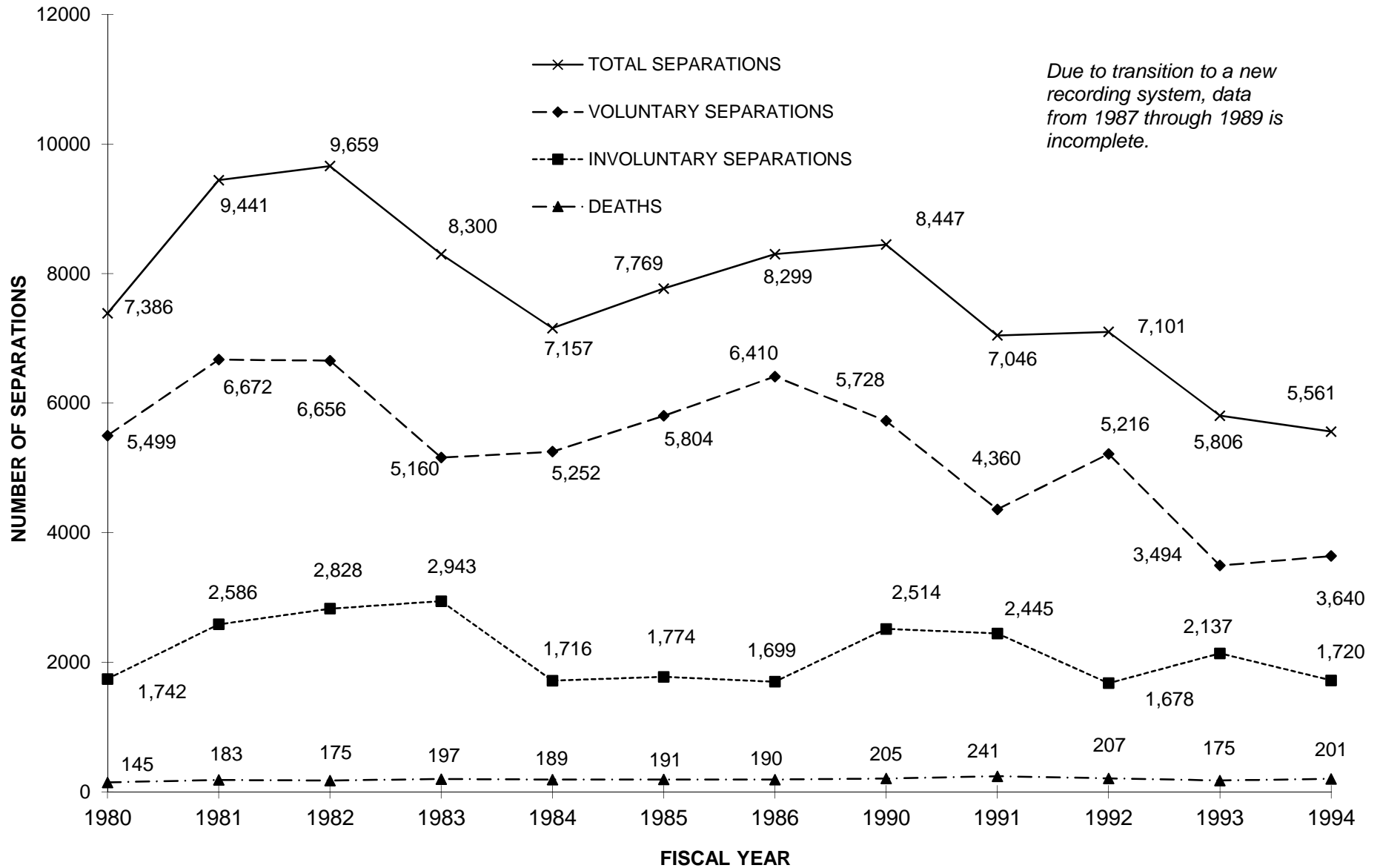
*Some extensions beyond the July 1st deadlines were granted. These extensions were made at the convenience of the State Government.*

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

*Data from automated Personnel files.*

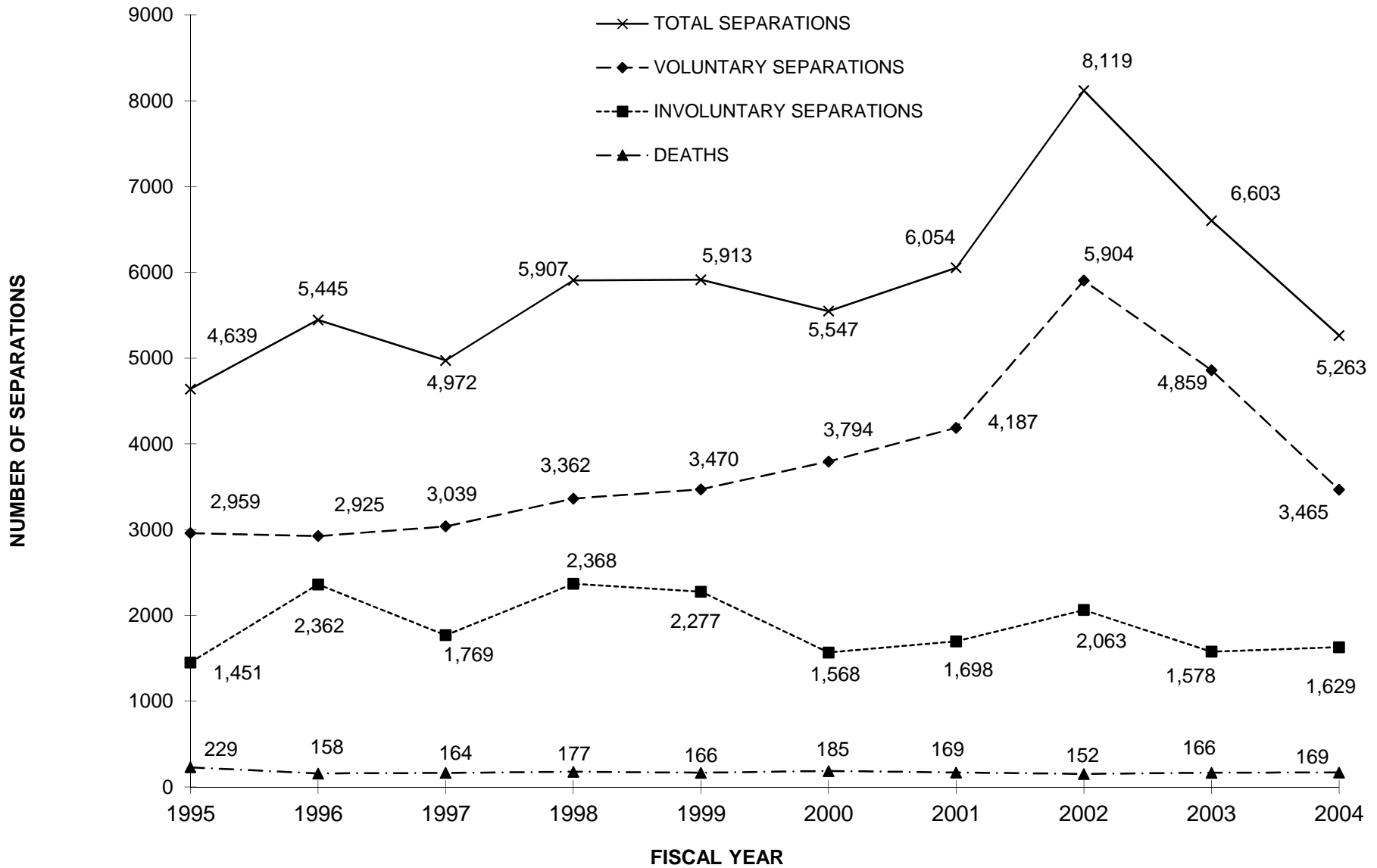
*Terminations include discontinuation of provisional, temporary, and unclassified appointments, term expirations, and some layoffs of employees without permanent Civil Service status.*

# STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FY1980 - FY1994



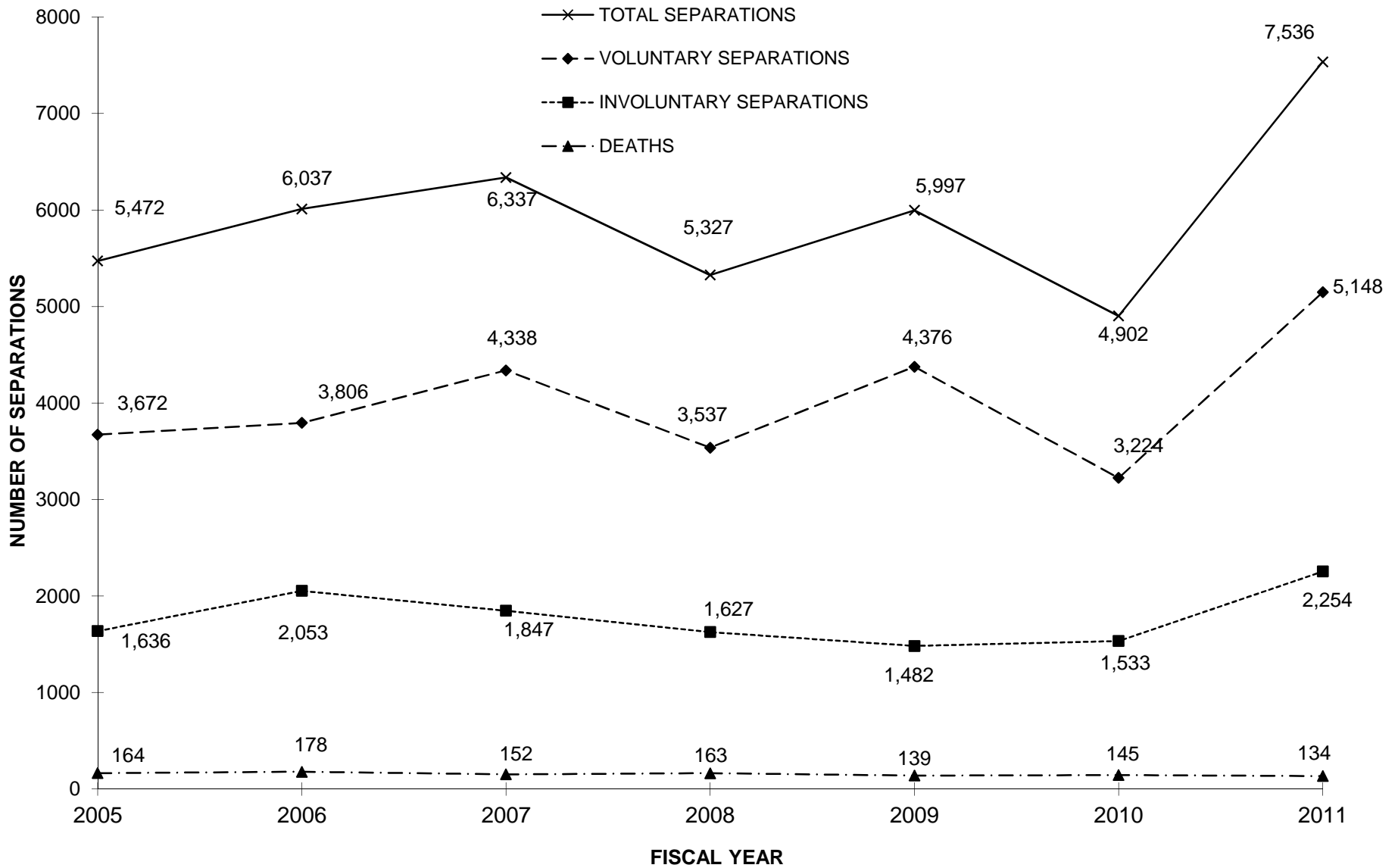
Data provided by the Civil Service Commission from separation reports (1980-1986) and automated personnel files 1990-1994).

**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY1995 - FY2004**



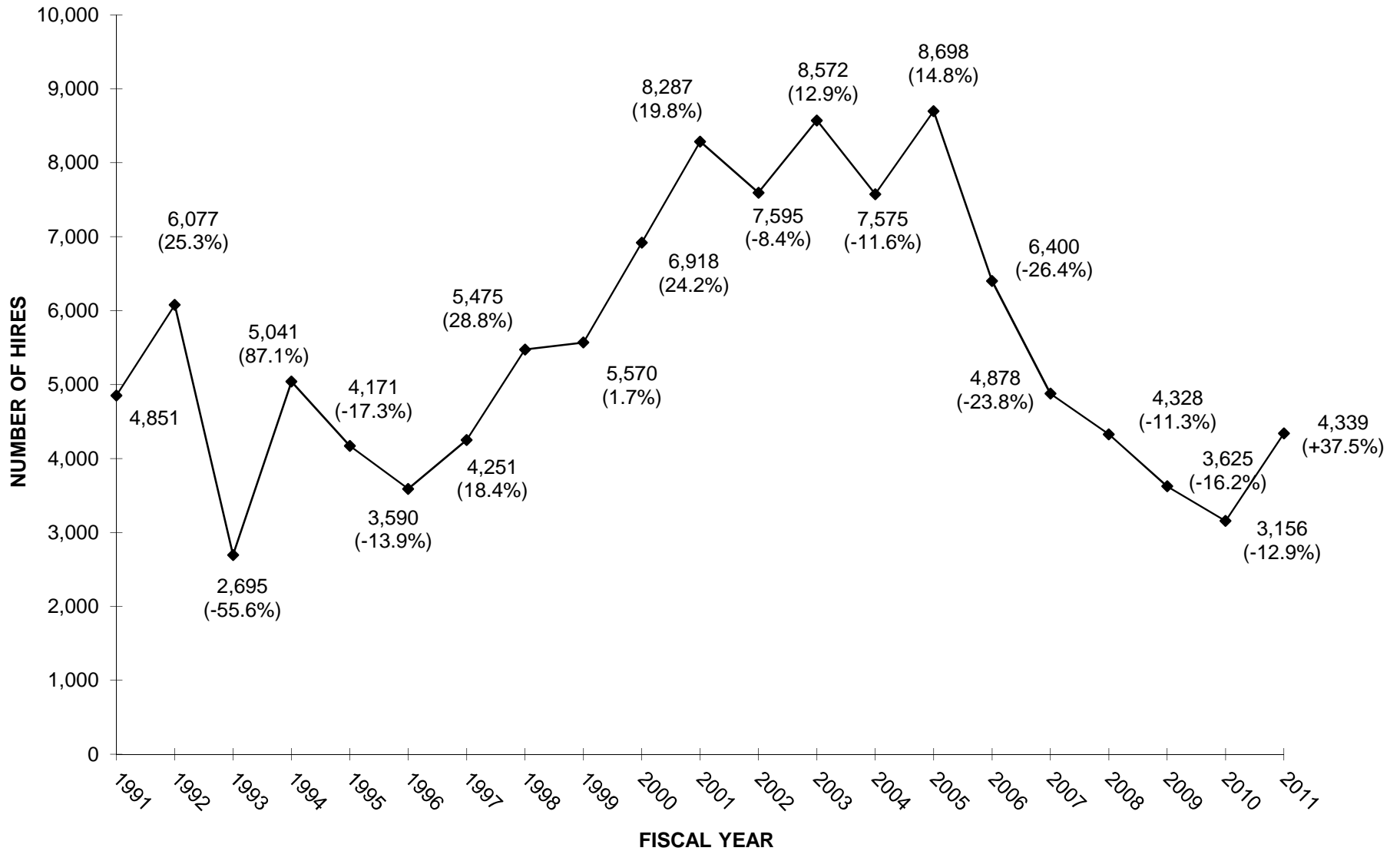
Separations under the 2002 Early Retirement Incentive Program continued into FY2004.

**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY2005 - FY2011**



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

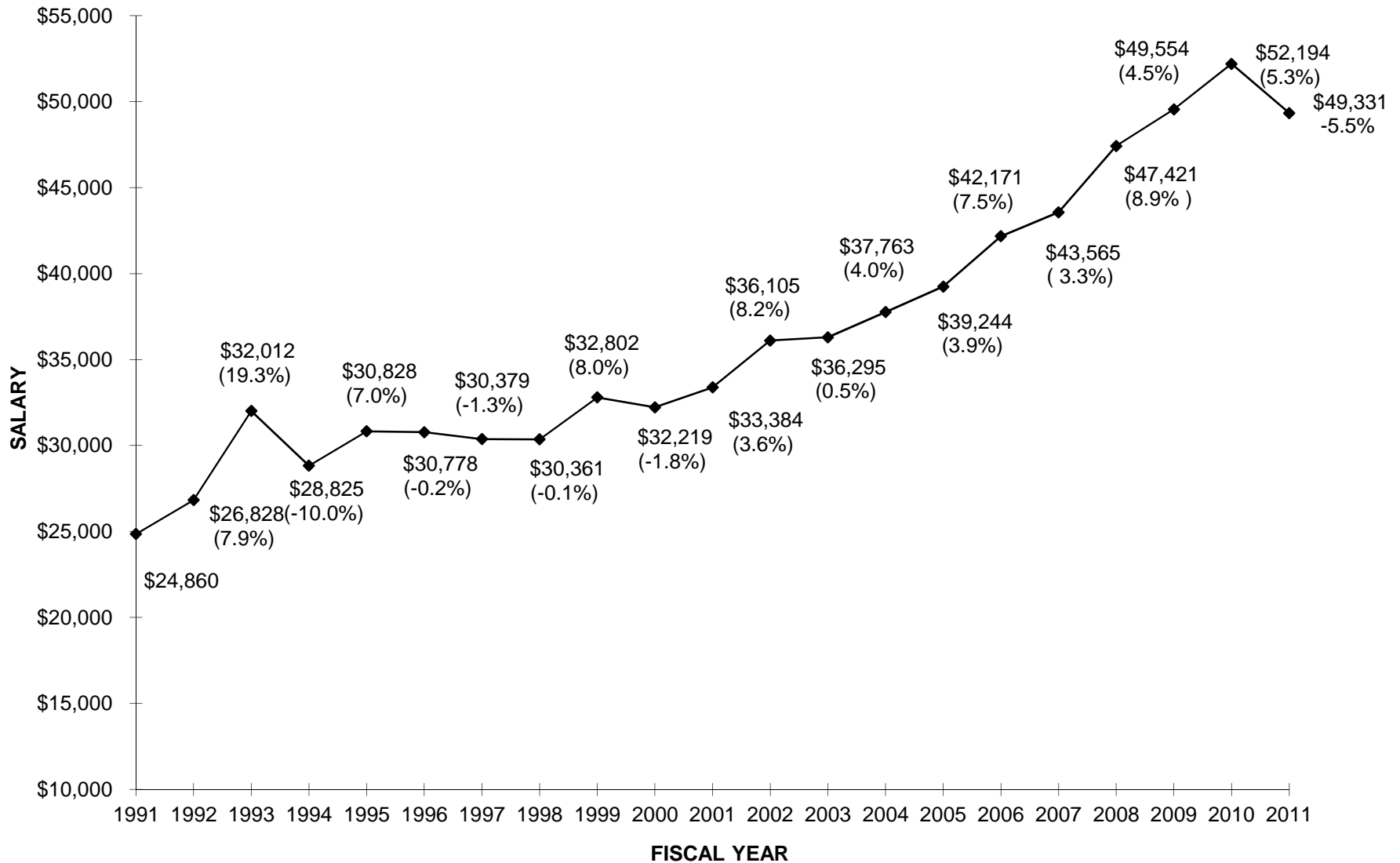
**STATE OF NEW JERSEY  
HIRING BY STATE GOVERNMENT  
FY1991 THROUGH FY2011**



Data provided by the Civil Service Commission from automated personnel files.  
 All figures now include resignation pickup actions.  
 The increase in hiring during Fiscal Year 2011 was offset by separations.



**STATE OF NEW JERSEY**  
**AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT**  
 FY1991 THROUGH FY2011



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

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

*INTRODUCTION*

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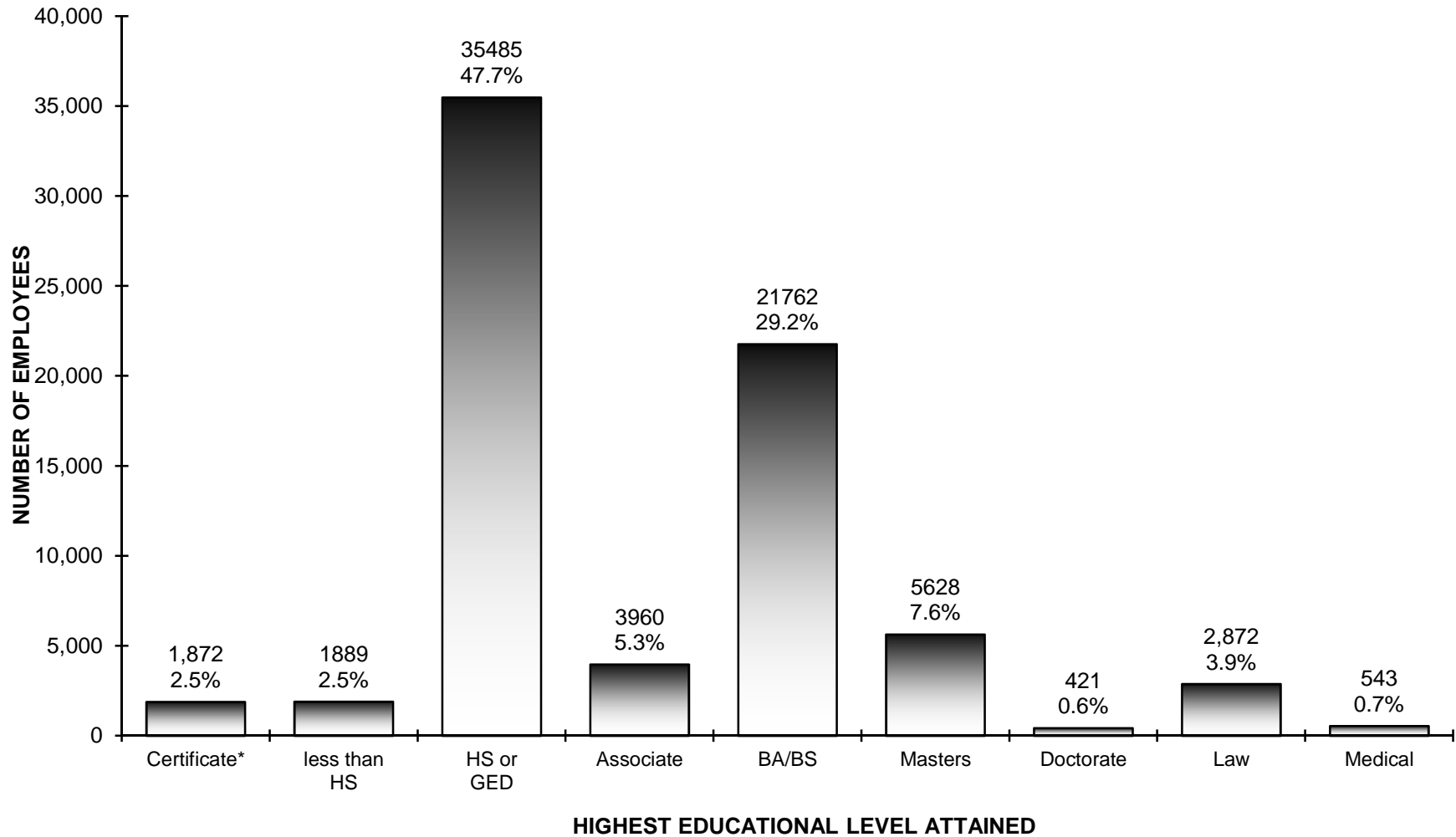
The table on Page 27 counts State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 21,762 employees, the true number of employees with a Bachelor's degree (or equivalent) is 31,226 (or 42 percent of the workforce). That is because people with Master's, Doctoral, Law, or Medical degrees almost always have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and may understate the education credentials of some employees who have continued their education since being hired and have not had their highest degree made a part of their personnel file.

Our analysis of State Government employees by work location (Page 28) shows that more than a third of these employees are stationed in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the number of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., liaison officers to the Federal Government.

There is a breakdown of the State Government workforce by EEO categories on Page 29. Page 30 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 31 presents a pie chart showing a breakdown of State Government employees by occupational categories. The employees' titles are categorized according to an Occupational Code Directory developed by Civil Service Commission's Classification and Compensation Division. This taxonomy groups employees by the type of work performed. We do not show the employees' levels in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES**  
**BY HIGHEST LEVEL OF EDUCATION RECORDED**

JANUARY 13, 2012



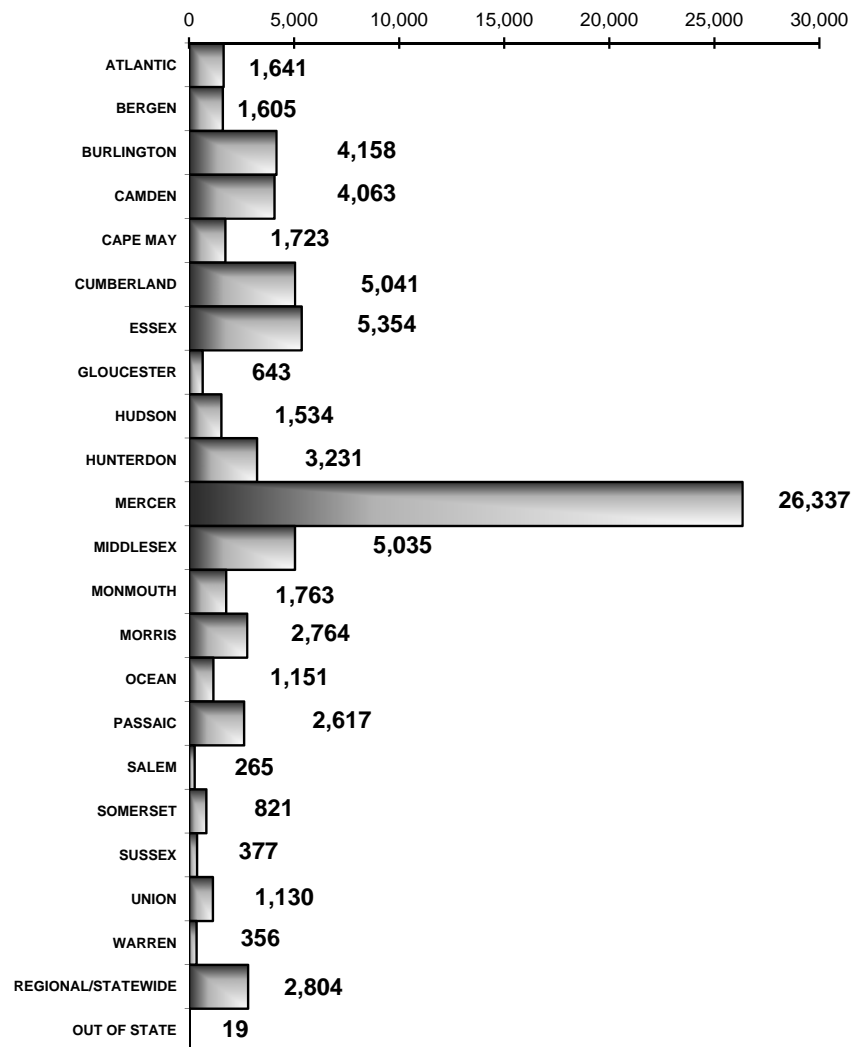
Percentages refer to the total State Government workforce (as of 01/13/2012, 74,432.)

\* 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 13, 2012

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,641	2.2
BERGEN	1,605	2.2
BURLINGTON	4,158	5.6
CAMDEN	4,063	5.5
CAPE MAY	1,723	2.3
CUMBERLAND	5,041	6.8
ESSEX	5,354	7.2
GLOUCESTER	643	0.9
HUDSON	1,534	2.1
HUNTERDON	3,231	4.3
MERCER	26,337	35.4
MIDDLESEX	5,035	6.8
MONMOUTH	1,763	2.4
MORRIS	2,764	3.7
OCEAN	1,151	1.5
PASSAIC	2,617	3.5
SALEM	265	0.4
SOMERSET	821	1.1
SUSSEX	377	0.5
UNION	1,130	1.5
WARREN	356	0.5
REGIONAL/STATEWIDE	2,804	3.8
<b>OUT OF STATE</b>		
CALIFORNIA	4	*
CONNECTICUT	0	*
MASSACHUSETTS	0	*
ILLINOIS	11	*
NEW YORK	0	*
WASHINGTON, DC	4	*
<b>TOTAL</b>	<b>74,432</b>	<b>100.0</b>



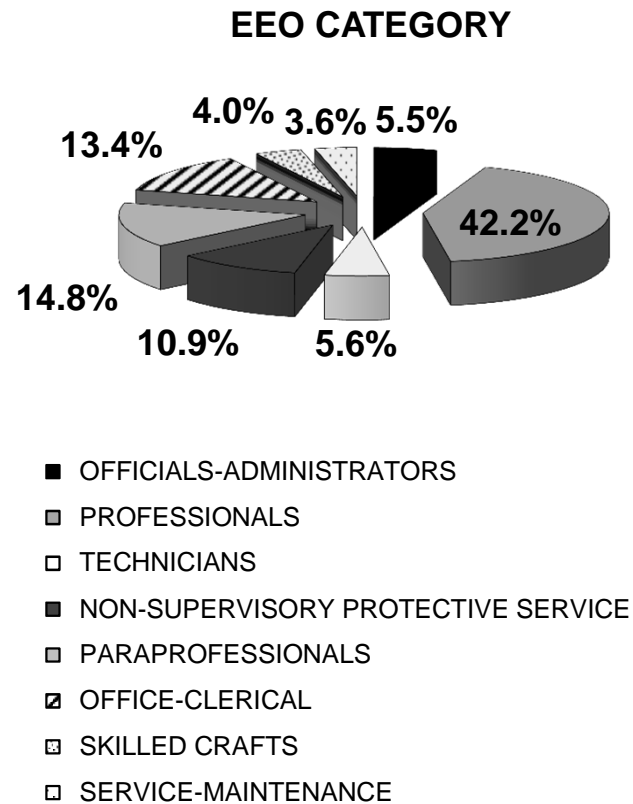
Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 19 out-of-State positions.

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

\*Less than 0.1.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY**  
*JANUARY 13, 2012*

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,075 5.5%
PROFESSIONALS	31,384 42.2%
TECHNICIANS	4,169 5.6%
NON-SUPERVISORY PROTECTIVE SERVICE	8,091 10.9%
PARAPROFESSIONALS	11,043 14.8%
OFFICE-CLERICAL	9,952 13.4%
SKILLED CRAFTS	3,009 4.0%
SERVICE-MAINTENANCE	2,709 3.6%
<b>TOTAL</b>	<b>74,432</b>

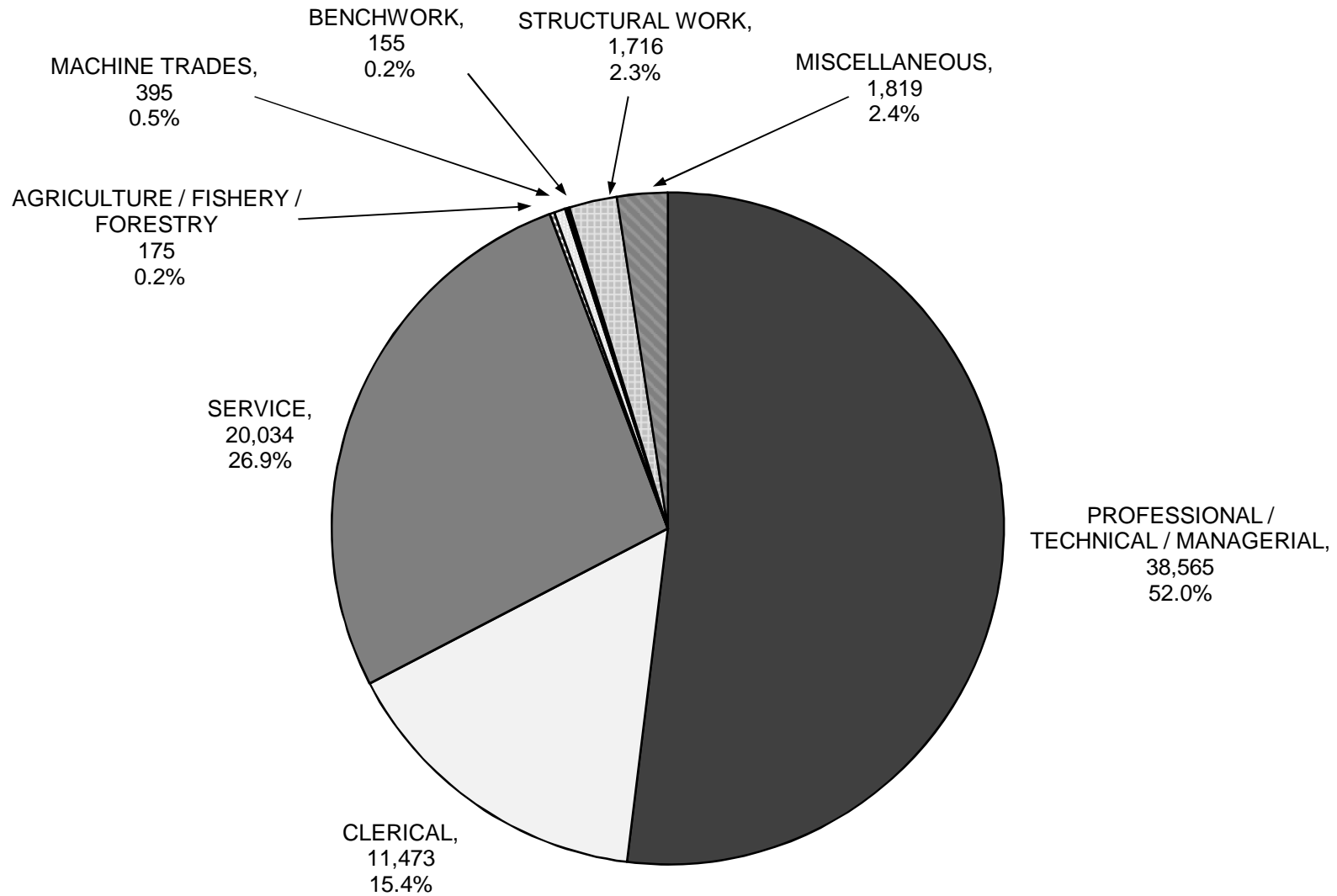


**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION**

JANUARY 13, 2012

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
<b>PROFESSIONAL / TECHNICAL / MANAGERIAL</b>	00 Surveying/Engineering	953	0	0	953
	01 Environmental Engineering/Architecture	218	0	0	218
	02 Physical Sciences/Statistics	1,637	0	0	1,637
	04 Life Sciences	235	0	0	235
	05 Community Development/Social Sciences	363	0	0	363
	06 Social & Psychological Services	7,050	2,221	0	9,271
	07 Medical and Health Services	3,914	0	0	3,914
	09 Education	1,779	0	4	1,783
	10 Museum, Library & Archival Sciences	120	6	5	131
	11 Law	2,159	962	102	3,223
	12 Information Processing	2,094	306	27	2,427
	13 Writing	158	50	41	249
	14 Art	30	0	0	30
	15 Finance	1,867	84	115	2,066
	16 Administration	7,278	2,023	97	9,398
	17 Inspections/Investigations	2,396	272	12	2,680
	18 Recreation	82	0	0	82
	19 Public Broadcasting	5	0	0	5
	<b>CLERICAL</b>	20 Stenography, Typing & Filing	7,075	2,942	66
21 Computing & Account Recording		281	98	4	383
22 Stock, Storage, & Inventory		267	0	3	270
24 Information & Message Distribution		735	0	2	737
<b>SERVICE</b>	30 Building/Institution/Facility Services	1,247	0	0	1,247
	31 Food/Beverage Preparation/Services	1,082	0	0	1,082
	33 Barbering/Cosmetology	9	0	0	9
	35 Direct Care/Personal & Health Services	6,883	0	0	6,883
	36 Protective Services	10,804	0	9	10,813
<b>AGRICULTURE / FISHERY / FORESTRY</b>	40 Planting/Gardening	116	0	0	116
	41 Animal Farming	57	0	0	57
	43 Forestry	2	0	0	2
<b>MACHINE TRADES</b>	60 Machinery Repair	340	0	0	340
	65 Printing	48	7	0	55
<b>BENCHWORK</b>	70 Medical/Scientific Repair	1	0	0	1
	72 Electrical Repair	152	0	2	154
<b>STRUCTURAL WORK</b>	80 Skilled Trades	402	0	0	402
	81 Infrastructure Repair/Maintenance	1,312	0	2	1,314
<b>MISCELLANEOUS</b>	90 Transportation	473	15	0	488
	91 Utilities Production/Distribution	188	0	0	188
	92 Multiple Groups	1,066	76	1	1,143
<b>TOTAL</b>		<b>64,878</b>	<b>9,062</b>	<b>492</b>	<b>74,432</b>

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL CATEGORY**  
JANUARY 13, 2012



*Data provided by the Civil Service Commission from automated personnel files.  
Classification system based on the CSC Occupational Code Dictionary.  
Percentages refer to the total State Government workforce as of 1/13/2012: 74,432.*

**STATE OF NEW JERSEY**  
**SALARY DATA FOR STATE GOVERNMENT WORKFORCE**

*INTRODUCTION*

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We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$67,456) account for 52.7 percent of the full-time State Government workforce. The median salary is \$64,260. See Page 5 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 10 (by agency) and on Page 46 (for union-represented employees).

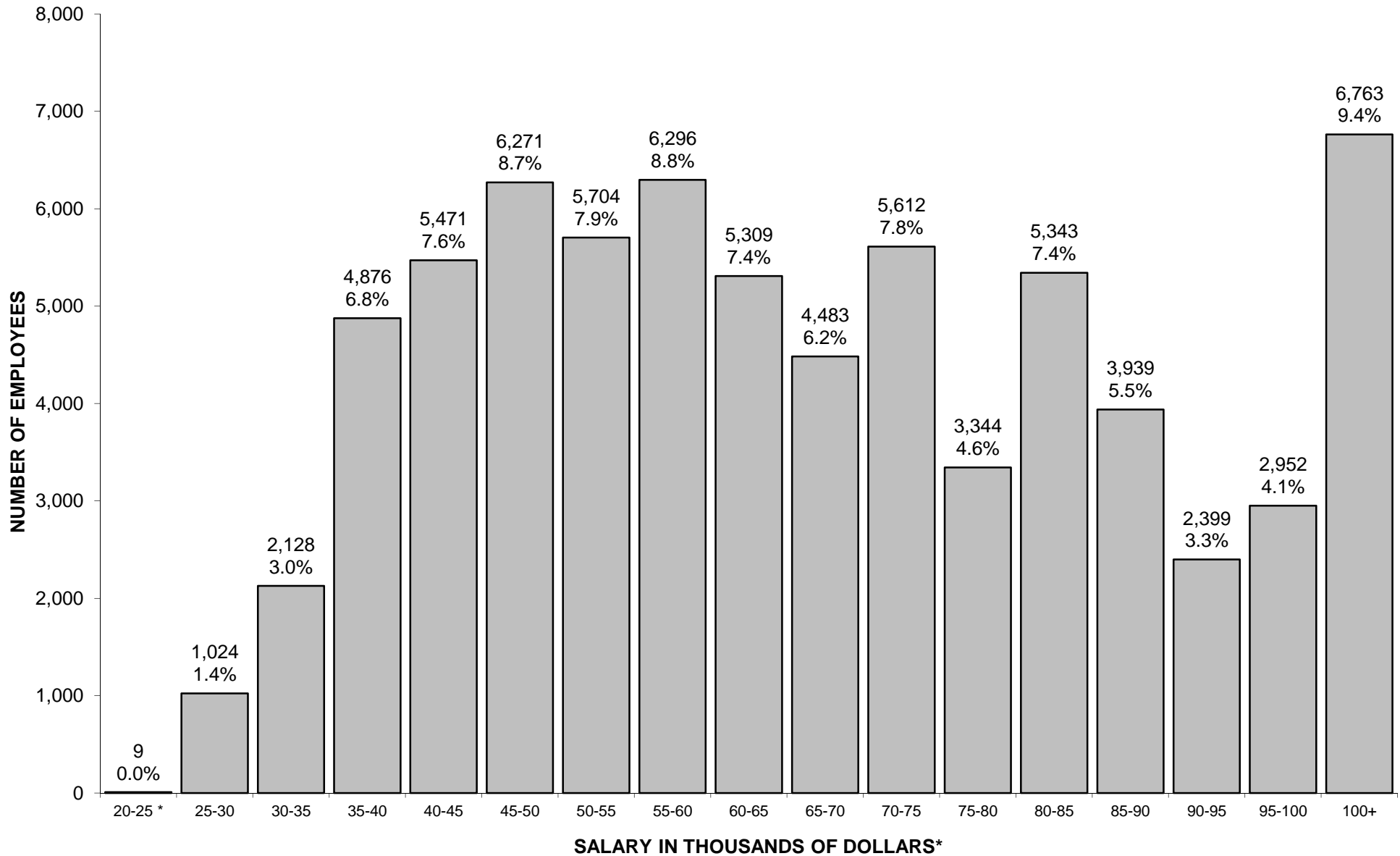
A distribution of the entire State Government workforce by salary appears on Page 33. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. For the first time, the employees earning over \$100,000 or more outnumber the employees in any of the \$5,000 salary intervals below \$100,000. This group earns between \$100,000 and \$216,924, and includes a large number of highly qualified professional employees, such as physicians, judges, executives, senior law enforcement officers, and information technology professionals. The employees earning between \$55,000.00 and \$59,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$45,000.00 to \$59,999.99 account for approximately 25 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for five years on Page 34. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage of change from the previous year.

Part-time and hourly employees have always been excluded from our analysis of average annual salaries. Since 1995, we have also excluded per diem employees. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, the Merit System Board (now the Civil Service Commission), County Boards of Taxation, and the Labor Department's Board of Mediation, to name a few examples. These employees typically receive compensation based on attendance at meetings which are held intermittently, but are nonetheless categorized as "annual salary" employees in the Civil Service Commission's automated files.



**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY**

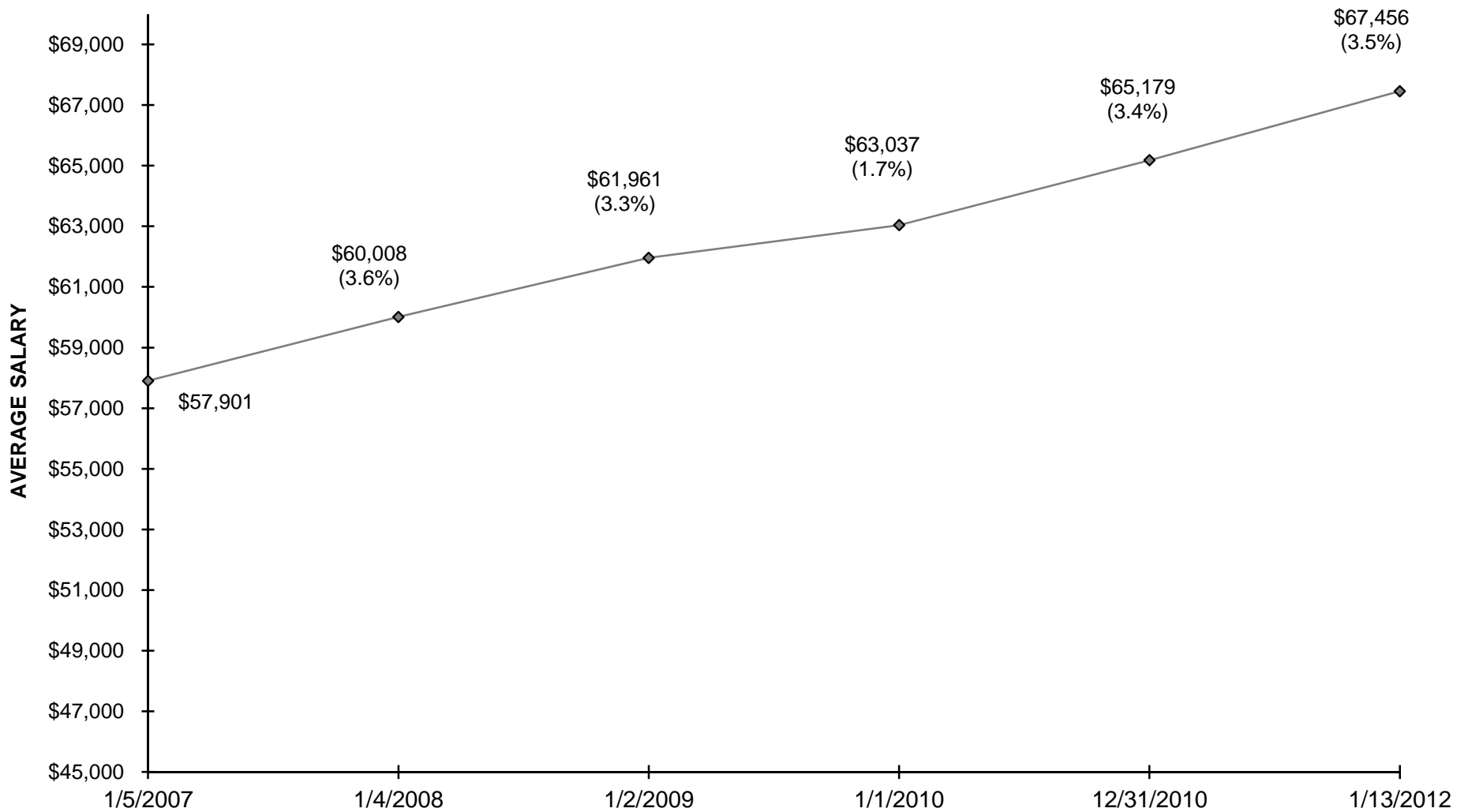
JANUARY 13, 2012



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 01/13/2012, 71,923).

\*20-25 = \$20,000.00-\$24,999.99 and so on.

STATE OF NEW JERSEY  
**FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES**  
2007 through 2012



## STATE OF NEW JERSEY

# STATE GOVERNMENT WORKFORCE: RACE/ETHNIC AND GENDER DATA

### INTRODUCTION

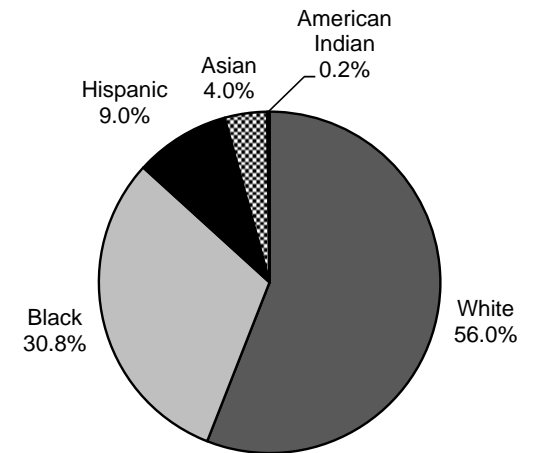
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We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic distribution for the entire State Government workforce. Next is a similar table giving the gender distribution by agency. To the right side of the chart, there are two pie charts showing the race/ethnic distributions for males and females and the overall gender distribution in the State Government workforce. On Page 38, there is a table giving the gender and race/ethnic distribution by agency.

Pages 39 and 40 show historic trends for minorities (Blacks, Hispanics, Asians, and American Indians), and Pages 41 and 42 show historic information for women. These charts are based on counts of full-time employees at Fiscal Year intervals, while the three preceding tables count all employees in a Calendar Year snapshot. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974. The dotted line on each chart shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) the number of minority or female employees represents. Although there has been growth in the representation of both minorities and women in the State Government workforce in the last thirty years, the increase in minorities is more dramatic. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, and represent more than 43 percent of that workforce today. Women, on the other hand, made up 46.2 percent of the full-time State Government workforce in 1974 and represent 56.2 percent of that workforce today. It would not be appropriate to show the changes in totals of minorities and women on the same chart, since this would result in “double counting” of minority women. It is also important to note that, although the total number of minority employees has declined slightly since the previous year, the total State workforce has also declined. The result is a slightly higher minority percentage in Fiscal Year 2011 than in Fiscal Year 2010.

**STATE OF NEW JERSEY**  
**RACE/ETHNIC DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**  
 JANUARY 13, 2012

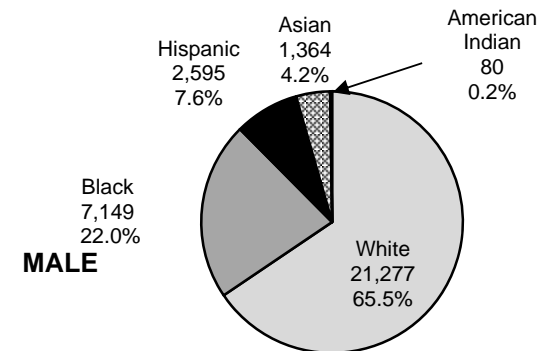
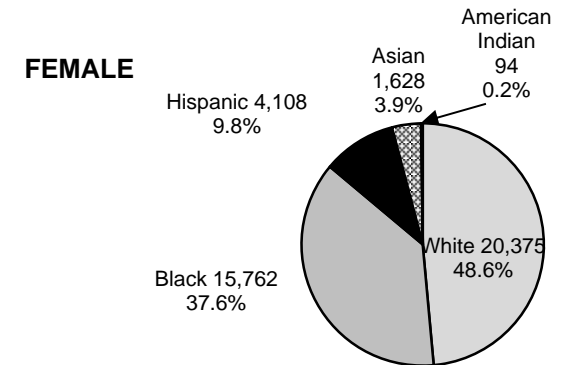
STATE AGENCY	White	Black	Hispanic	Asian	American Indian	Total
<b>AGRICULTURE</b>	161	26	9	12	0	208
<b>BANKING &amp; INSURANCE</b>	363	98	23	17	1	502
<b>CHILDREN &amp; FAMILIES</b>	2,623	2,866	1,098	110	10	6,707
<b>COMMUNITY AFFAIRS</b>	600	244	77	18	2	941
<b>CORRECTIONS</b>	5,149	2,794	1,051	97	32	9,123
Corrections	4,766	2,648	973	90	31	8,508
State Parole Board	383	146	78	7	1	615
<b>EDUCATION</b>	556	161	30	31	0	778
<b>ENVIRONMENTAL PROTECTION</b>	2,290	234	80	162	10	2,776
<b>GOVERNOR'S OFFICE</b>	104	11	11	1	0	127
<b>HEALTH &amp; SENIOR SERVICES</b>	987	375	95	123	4	1,584
<b>HUMAN SERVICES</b>	6,313	8,344	983	799	43	16,482
<b>INFORMATION TECHNOLOGY</b>	506	79	27	107	2	721
<b>LABOR</b>	2,079	990	473	145	4	3,691
Labor	1,930	928	463	134	4	3,459
Civil Service Commission	149	62	10	11	0	232
<b>LAW &amp; PUBLIC SAFETY</b>	6,087	1,532	610	178	24	8,431
Law & Public Safety	5,314	935	493	159	21	6,922
Homeland Security & Preparedness	91	6	2	1	0	100
Juvenile Justice	682	591	115	18	3	1,409
<b>MILITARY &amp; VETERANS AFFAIRS</b>	571	589	180	191	7	1,538
<b>STATE</b>	262	76	24	29	0	391
State	156	50	16	16	0	238
Higher Educational Student Assistance	106	26	8	13	0	153
<b>TRANSPORTATION</b>	3,655	958	480	426	9	5,528
Transportation	2,180	360	136	359	3	3,038
Motor Vehicles	1,475	598	344	67	6	2,490
<b>TREASURY</b>	3,409	1,335	356	242	8	5,350
Treasury	2,532	939	175	195	5	3,846
Administrative Law	64	26	5	1	0	96
Casino Control	42	13	4	1	0	60
Public Defender	632	288	155	26	3	1,104
Public Utilities	139	69	17	19	0	244
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>35,715</b>	<b>20,712</b>	<b>5,607</b>	<b>2,688</b>	<b>156</b>	<b>64,878</b>
<b>JUDICIARY</b>	<b>5,543</b>	<b>2,153</b>	<b>1,066</b>	<b>282</b>	<b>18</b>	<b>9,062</b>
<b>LEGISLATIVE STAFF</b>	<b>394</b>	<b>46</b>	<b>30</b>	<b>22</b>	<b>0</b>	<b>492</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>41,652</b>	<b>22,911</b>	<b>6,703</b>	<b>2,992</b>	<b>174</b>	<b>74,432</b>



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

JANUARY 13, 2012

STATE AGENCY	MALE	FEMALE	TOTAL
<b>AGRICULTURE</b>	<b>94</b>	<b>114</b>	<b>208</b>
<b>BANKING &amp; INSURANCE</b>	<b>261</b>	<b>241</b>	<b>502</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>1,411</b>	<b>5,296</b>	<b>6,707</b>
<b>COMMUNITY AFFAIRS</b>	<b>484</b>	<b>457</b>	<b>941</b>
<b>CORRECTIONS</b>	<b>6,617</b>	<b>2,506</b>	<b>9,123</b>
Corrections	6,274	2,234	8,508
State Parole Board	343	272	615
<b>EDUCATION</b>	<b>254</b>	<b>524</b>	<b>778</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,663</b>	<b>1,113</b>	<b>2,776</b>
<b>GOVERNOR'S OFFICE</b>	<b>63</b>	<b>64</b>	<b>127</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>456</b>	<b>1,128</b>	<b>1,584</b>
<b>HUMAN SERVICES</b>	<b>5,352</b>	<b>11,130</b>	<b>16,482</b>
<b>INFORMATION TECHNOLOGY</b>	<b>420</b>	<b>301</b>	<b>721</b>
<b>LABOR</b>	<b>1,243</b>	<b>2,448</b>	<b>3,691</b>
Labor	1,160	2,299	3,459
Civil Service Commission	83	149	232
<b>LAW &amp; PUBLIC SAFETY</b>	<b>5,406</b>	<b>3,025</b>	<b>8,431</b>
Law & Public Safety	4,428	2,494	6,922
Homeland Security & Preparedness	65	35	100
Juvenile Justice	913	496	1,409
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>517</b>	<b>1,021</b>	<b>1,538</b>
<b>STATE</b>	<b>138</b>	<b>253</b>	<b>391</b>
State	88	150	238
Higher Educational Student Assistance	50	103	153
<b>TRANSPORTATION</b>	<b>3,202</b>	<b>2,326</b>	<b>5,528</b>
Transportation	2,449	589	3,038
Motor Vehicles	753	1,737	2,490
<b>TREASURY</b>	<b>2,201</b>	<b>3,149</b>	<b>5,350</b>
Treasury	1,629	2,217	3,846
Administrative Law	36	60	96
Casino Control	23	37	60
Public Defender	382	722	1,104
Public Utilities	131	113	244
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>29,782</b>	<b>35,096</b>	<b>64,878</b>
<b>JUDICIARY</b>	<b>2,435</b>	<b>6,627</b>	<b>9,062</b>
<b>LEGISLATIVE STAFF</b>	<b>248</b>	<b>244</b>	<b>492</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>32,465</b>	<b>41,967</b>	<b>74,432</b>

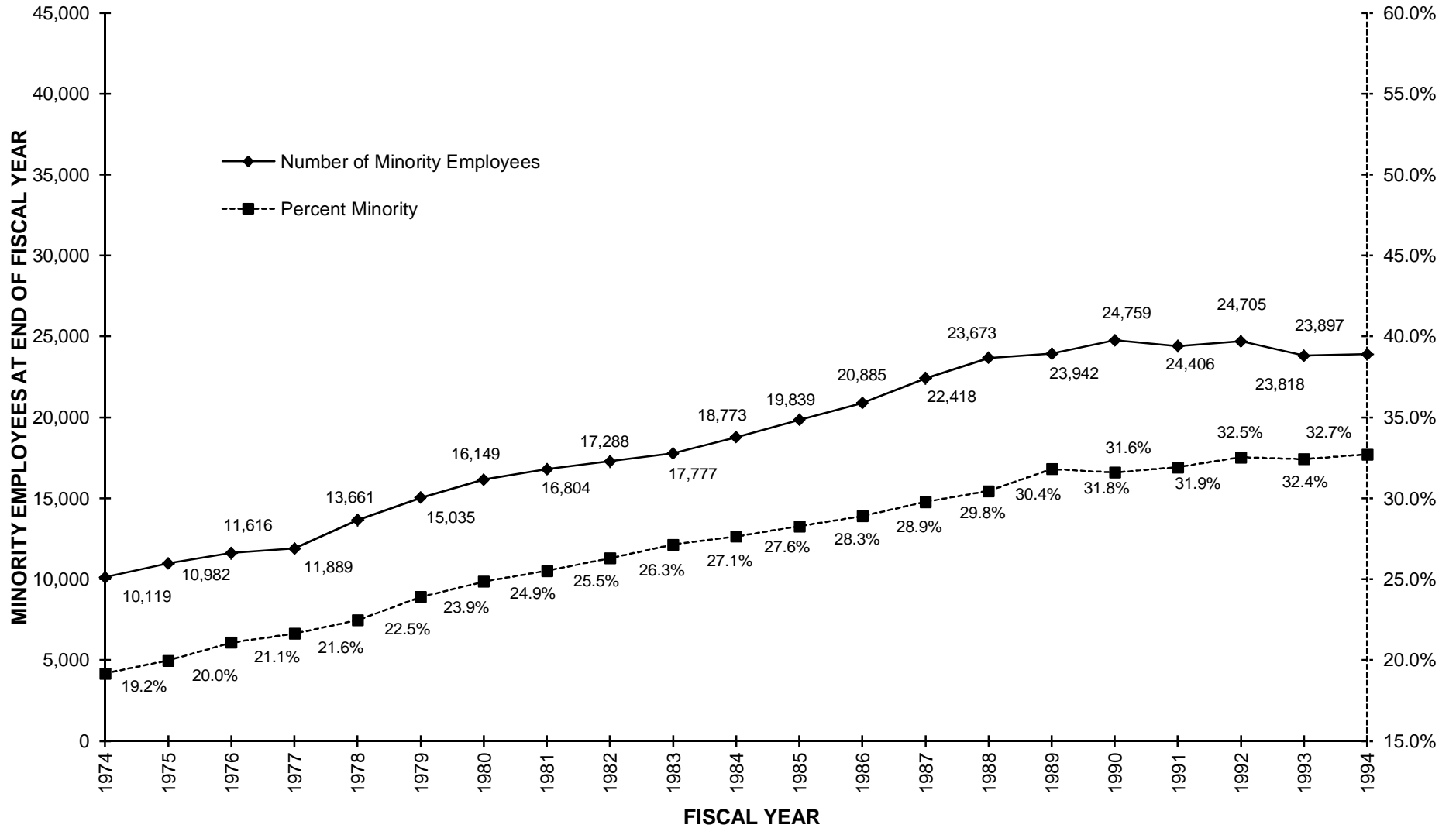


**MALE 43.6%**  
**FEMALE 56.4%**

**STATE OF NEW JERSEY**

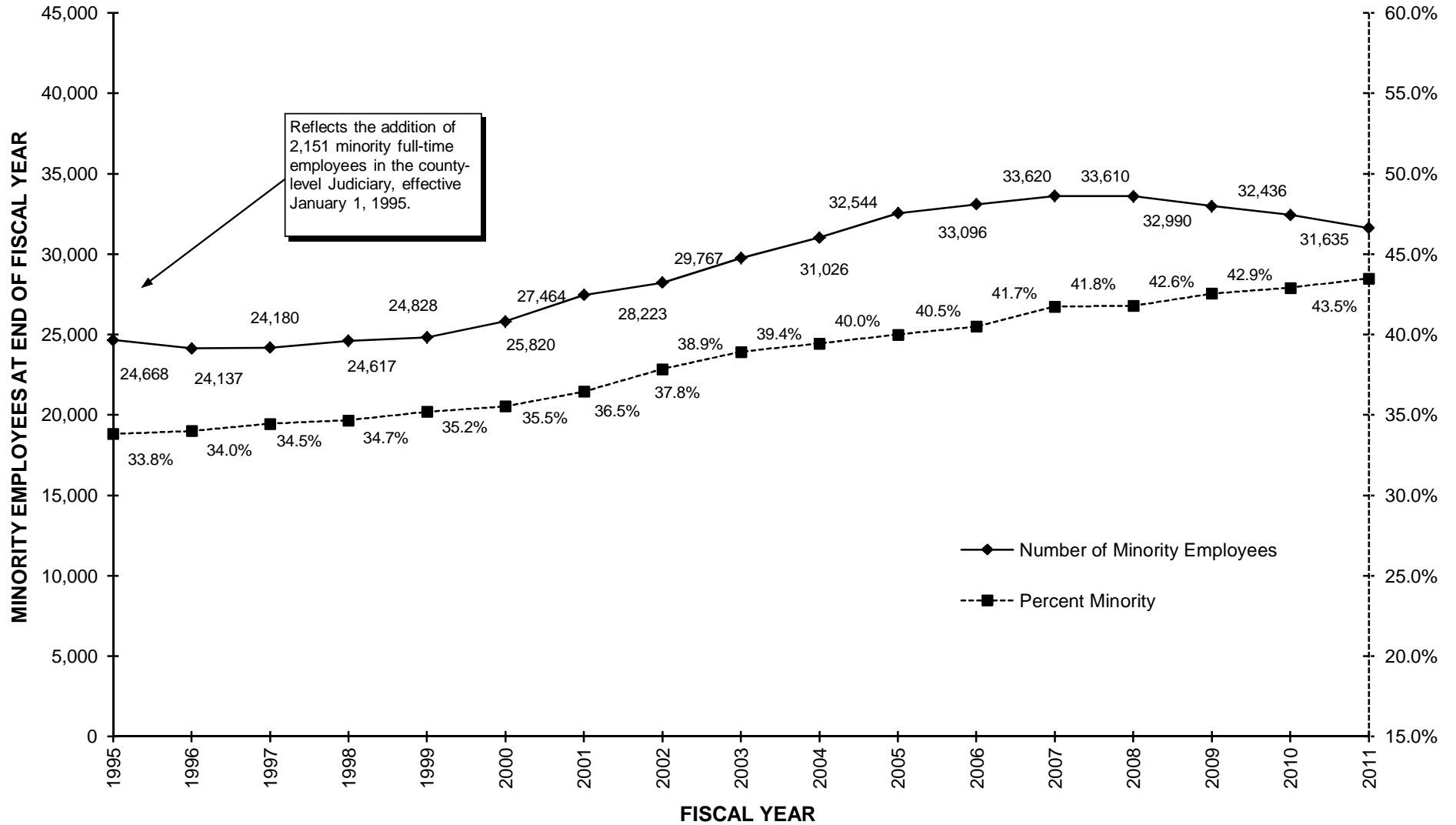
STATE AGENCY	MALE						FEMALE						GRAND
	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian	Total	TOTAL
<b>AGRICULTURE</b>	77	7	4	6	0	94	84	19	5	6	0	114	208
<b>BANKING &amp; INSURANCE</b>	213	35	2	10	1	261	150	63	21	7	0	241	502
<b>CHILDREN &amp; FAMILIES</b>	580	566	232	30	3	1,411	2,043	2,300	866	80	7	5,296	6,707
<b>COMMUNITY AFFAIRS</b>	384	56	30	13	1	484	216	188	47	5	1	457	941
<b>CORRECTIONS</b>	4,076	1,642	804	71	24	6,617	1,073	1,152	247	26	8	2,506	9,123
Corrections	3,831	1,592	759	69	23	6,274	935	1,056	214	21	8	2,234	8,508
State Parole Board	245	50	45	2	1	343	138	96	33	5	0	272	615
<b>EDUCATION</b>	196	32	13	13	0	254	360	129	17	18	0	524	778
<b>ENVIRONMENTAL PROTECTION</b>	1,426	89	36	108	4	1,663	864	145	44	54	6	1,113	2,776
<b>GOVERNOR'S OFFICE</b>	55	3	4	1	0	63	49	8	7	0	0	64	127
<b>HEALTH &amp; SENIOR SERVICES</b>	321	67	29	37	2	456	666	308	66	86	2	1,128	1,584
<b>HUMAN SERVICES</b>	2,211	2,467	346	316	12	5,352	4,102	5,877	637	483	31	11,130	16,482
<b>INFORMATION TECHNOLOGY</b>	317	39	16	46	2	420	189	40	11	61	0	301	721
<b>LABOR</b>	879	204	101	59	0	1,243	1,200	786	372	86	4	2,448	3,691
Labor	817	192	98	53	0	1,160	1,113	736	365	81	4	2,299	3,459
Civil Service Commission	62	12	3	6	0	83	87	50	7	5	0	149	232
<b>LAW &amp; PUBLIC SAFETY</b>	4,174	722	386	105	19	5,406	1,913	810	224	73	5	3,025	8,431
Law & Public Safety	3,648	362	307	94	17	4,428	1,666	573	186	65	4	2,494	6,922
Homeland Security & Preparedness	63	2	0	0	0	65	28	4	2	1	0	35	100
Juvenile Justice	463	358	79	11	2	913	219	233	36	7	1	496	1,409
<b>MILITARY &amp; VETERANS AFFAIRS</b>	283	124	64	46	0	517	288	465	116	145	7	1,021	1,538
<b>STATE</b>	104	20	7	7	0	138	158	56	17	22	0	253	391
State	67	12	5	4	0	88	89	38	11	12	0	150	238
Higher Educational Student Assistance	37	8	2	3	0	50	69	18	6	10	0	103	153
<b>TRANSPORTATION</b>	2,320	375	187	315	5	3,202	1,335	583	293	111	4	2,326	5,528
Transportation	1,786	249	118	293	3	2,449	394	111	18	66	0	589	3,038
Motor Vehicles	534	126	69	22	2	753	941	472	275	45	4	1,737	2,490
<b>TREASURY</b>	1,688	318	109	84	2	2,201	1,721	1,017	247	158	6	3,149	5,350
Treasury	1,279	219	66	65	0	1,629	1,253	720	109	130	5	2,217	3,846
Administrative Law	30	5	1	0	0	36	34	21	4	1	0	60	96
Casino Control	17	4	1	1	0	23	25	9	3	0	0	37	60
Public Defender	270	67	37	6	2	382	362	221	118	20	1	722	1,104
Public Utilities	92	23	4	12	0	131	47	46	13	7	0	113	244
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	19,304	6,766	2,370	1,267	75	29,782	16,411	13,946	3,237	1,421	81	35,096	64,878
<b>JUDICIARY</b>	1,763	365	218	84	5	2,435	3,780	1,788	848	198	13	6,627	9,062
<b>LEGISLATIVE STAFF</b>	210	18	7	13	0	248	184	28	23	9	0	244	492
<b>TOTAL STATE GOVT WORKFORCE</b>	21,277	7,149	2,595	1,364	80	32,465	20,375	15,762	4,108	1,628	94	41,967	74,432

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



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

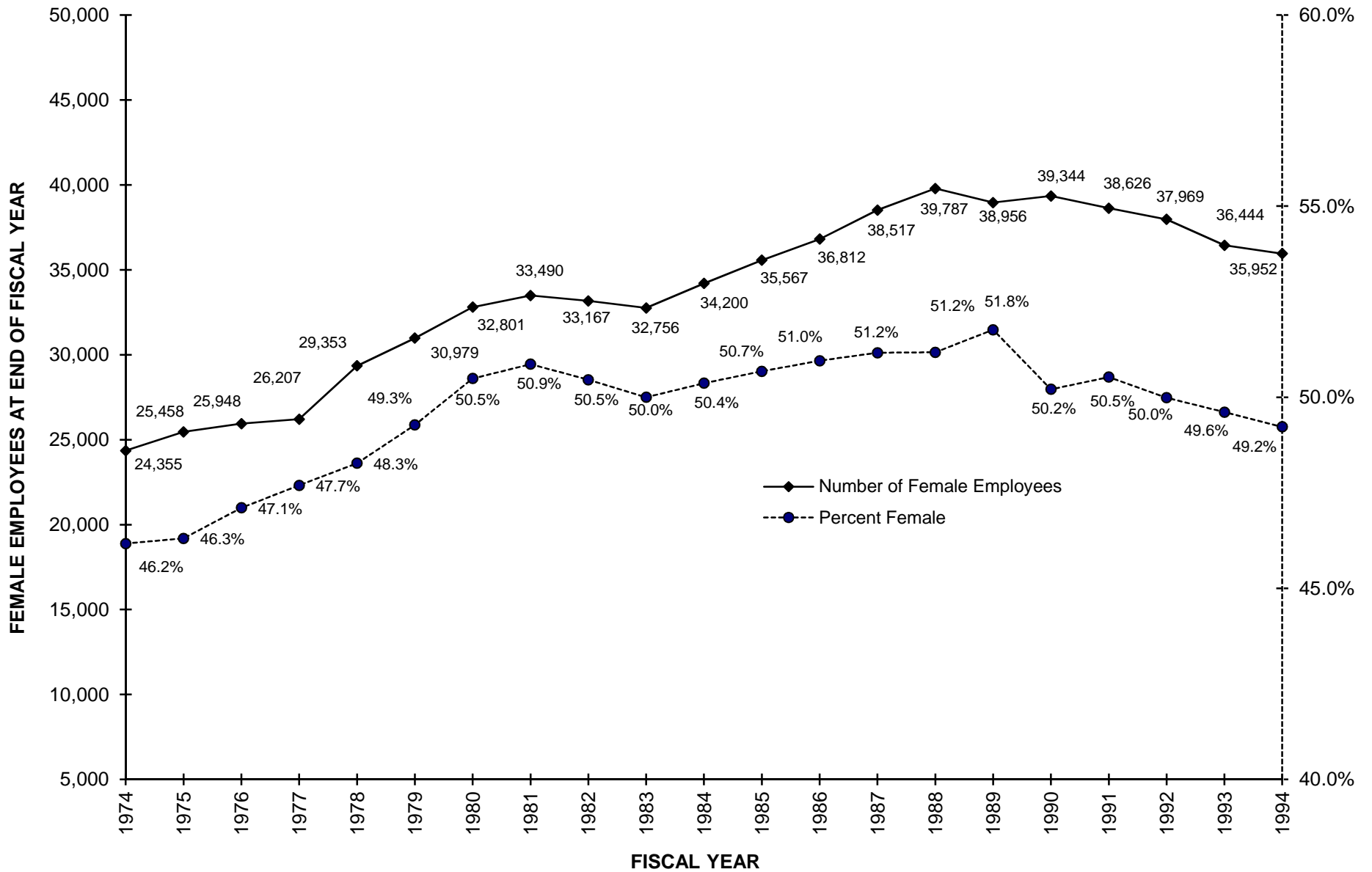
## STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2011)



Full-time employees only. Percentages refer to the total full-time State Government workforce (72,737 as of 7/1/2011)  
Data provided by the Civil Service Commission from automated personnel files (1995-present).



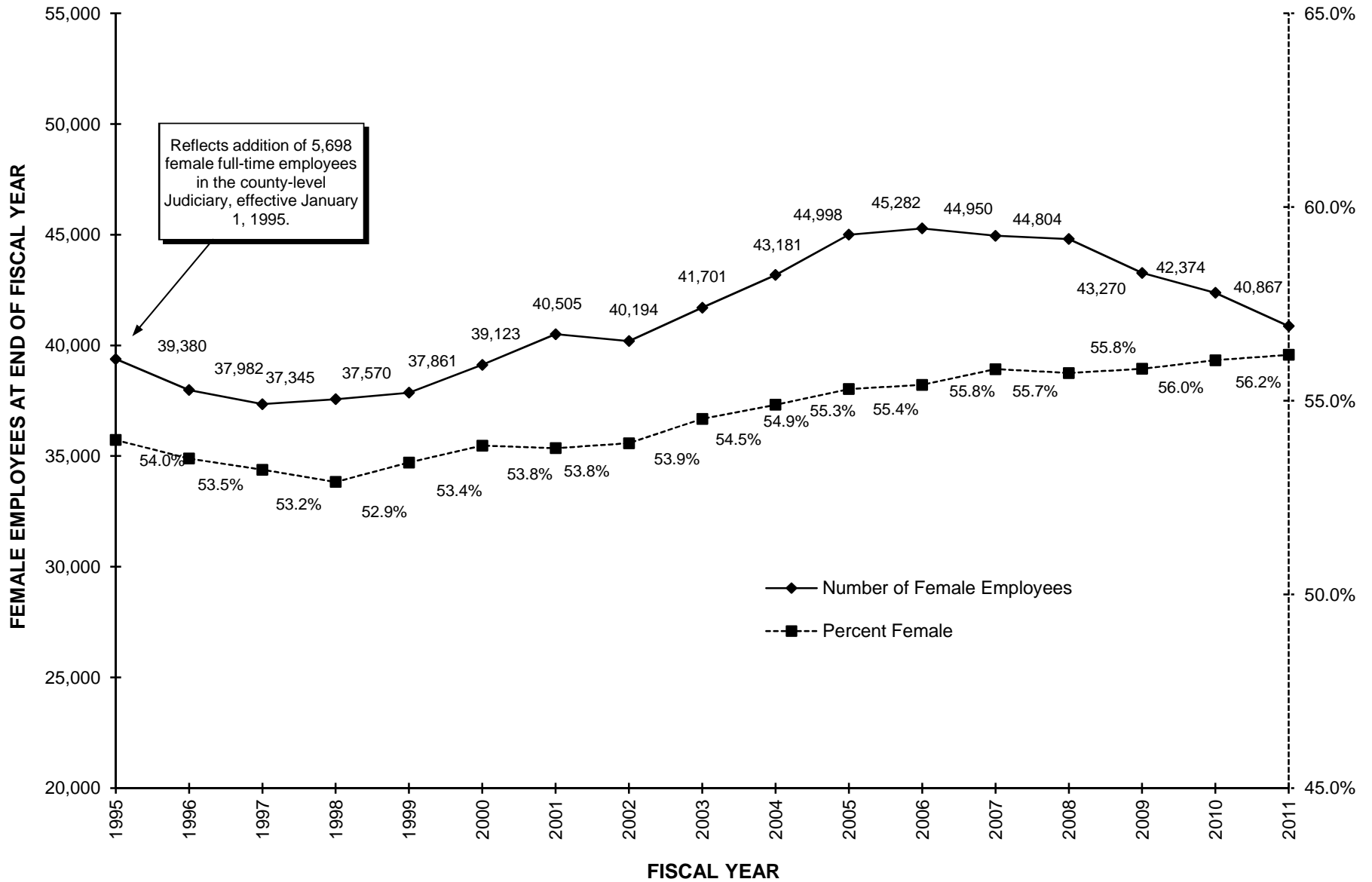
**STATE OF NEW JERSEY**  
**WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1974-1994)**



*Full-time employees only.*

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

**STATE OF NEW JERSEY**  
**WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2011)**



Full-time employees only. Percentages refer to the total full-time State Government workforce (72,737 as of 7/1/2011.)  
 Data provided by the Civil Service Commission from automated files (since 1995).

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

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Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 43 employee relations groups, 33 of which are represented by unions. The other ten groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Civil Service Commission are considered confidential because Commission employees have access to information which is directly related to the conduct of labor negotiations.

Most bargaining units in State Government are represented by particular unions. The Communications Workers of America (CWA) represents the professional, supervisory, clerical, and administrative bargaining units. The American Federation of State, County, and Municipal Employees (AFSCME) represents the direct care workers in State institutions, most of whom are employed by the Department of Human Services and the Department of Military and Veterans Affairs. The International Federation of Professional and Technical Engineers (IFPTE) represents the workers who maintain State highways and the State Government's physical facilities. The International Brotherhood of Electrical Workers has been chosen to represent the Deputy Attorneys General who provide the State Government with legal representation.

The Fraternal Order of Police (FOP) represents employees in Bargaining Codes 1, 8, J, 2, K, 4, and 4A, and the Police Benevolent Association (PBA) represents Bargaining Codes F, FA, and L. Both of these unions represent employees involved in State law enforcement activities. Independent organizations represent uniformed State Police officers and probation officers. Court reporters, Bargaining Code 5, are represented by the Office and Professional Employees International Union (OPEIU).

Bargaining Units 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" (JCAU) which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, OPEIU, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the twelfth 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 47.4 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 12.6 percent of the workforce; the PBA, with 8.3 percent; and IFPTE, with 6.6 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 32).

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

JANUARY 13, 2012

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	TOTAL
<b>AGRICULTURE</b>	136	0	26	0	0	0	0	0	0	0	0	0	0	162
<b>BANKING &amp; INSURANCE</b>	331	0	69	0	0	0	0	0	0	0	0	0	0	400
<b>CHILDREN &amp; FAMILIES</b>	5,773	482	193	0	0	0	0	0	0	0	0	0	0	6,448
<b>COMMUNITY AFFAIRS</b>	730	0	121	0	0	0	0	0	0	0	0	0	0	851
<b>CORRECTIONS</b>	1,475	335	419	0	0	0	0	0	5,643	966	0	0	0	8,838
(Corrections)	(1,257)	(334)	(418)	(0)	(0)	(0)	(0)	(0)	(5,350)	(906)	(0)	(0)	(0)	8,265
(State Parole Board)	(218)	(1)	(1)	(0)	(0)	(0)	(0)	(0)	(293)	(60)	(0)	(0)	(0)	573
<b>EDUCATION</b>	597	26	23	0	0	0	0	0	0	0	0	0	0	646
<b>ENVIRONMENTAL PROTECTION</b>	2,120	0	230	0	0	0	0	0	95	38	0	0	0	2,483
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH &amp; SENIOR SERVICES</b>	1,394	1	18	0	0	0	0	0	0	0	0	0	0	1,413
<b>HUMAN SERVICES</b>	6,756	7,501	1,512	0	0	0	0	0	81	19	0	0	0	15,869
<b>INFORMATION TECHNOLOGY</b>	650	0	3	0	0	0	0	0	0	0	0	0	0	653
<b>LABOR</b>	3,132	5	38	0	0	0	0	0	0	0	0	0	0	3,175
(Labor)	(3,132)	(5)	(38)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	3,175
( Civil Service)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0
<b>LAW &amp; PUBLIC SAFETY</b>	2,199	290	635	616	0	1,465	956	234	378	75	0	0	0	6,848
(Law & Public Safety)	(1,658)	(0)	(581)	(616)	(0)	(1,465)	(956)	(234)	(13)	(3)	(0)	(0)	(0)	5,526
(Homeland Security & Preparedness)	(7)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	7
(Juvenile Justice)	(534)	(290)	(54)	(0)	(0)	(0)	(0)	(0)	(365)	(72)	(0)	(0)	(0)	1,315
<b>MILITARY &amp; VETERANS AFFAIRS</b>	555	732	185	0	0	0	0	0	0	0	0	0	0	1,472
<b>STATE</b>	301	0	3	0	0	0	0	0	0	0	0	0	0	304
(State)	(182)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	185
(Higher Educational Student Assistance)	(119)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	119
<b>TRANSPORTATION</b>	3,657	3	1,265	0	266	0	0	0	3	0	0	0	0	5,194
(Transportation)	(1,782)	(0)	(1,094)	(0)	(0)	(0)	(0)	(0)	(3)	(0)	(0)	(0)	(0)	2,879
(Motor Vehicles)	(1,875)	(3)	(171)	(0)	(266)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	2,315
<b>TREASURY</b>	4,222	0	138	0	0	0	0	0	8	2	0	0	0	4,370
(Treasury)	(3,004)	(0)	(133)	(0)	(0)	(0)	(0)	(0)	(8)	(2)	(0)	(0)	(0)	3,147
(Administrative Law)	(47)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	47
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0
(Public Defender)	(1,005)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	1,009
(Public Utilities)	(166)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	167
<b>TOTAL EXECUTIVE BRANCH</b>	34,028	9,375	4,878	616	266	1,465	956	234	6,208	1,100	0	0	0	59,126
<b>JUDICIARY</b>	1,253	0	0	0	0	0	0	0	0	0	44	2,753	2,828	6,878
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	35,281	9,375	4,878	616	266	1,465	956	234	6,208	1,100	44	2,753	2,828	66,004
<b>% OF UNION REPRESENTED EMPLOYEES</b>	53.5%	14.2%	7.4%	0.9%	0.4%	2.2%	1.4%	0.4%	9.4%	1.7%	0.1%	4.2%	4.3%	100.0%
<b>% OF STATE GOVT WORKFORCE*</b>	47.4%	12.6%	6.6%	0.8%	0.4%	2.0%	1.3%	0.3%	8.3%	1.5%	0.1%	3.7%	3.8%	88.7%

\*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 13, 2012

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Tech. Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	Non-Union	Total
\$20,000-\$24,999.99	9	0	0	0	0	0	0	0	0	0	0	0	0	0	9
\$25,000-\$29,999.99	151	581	110	0	0	0	0	0	0	0	0	164	0	18	1,024
\$30,000-\$34,999.99	441	1,115	442	0	0	0	0	0	0	0	0	67	0	63	2,128
\$35,000-\$39,999.99	1,610	1,904	959	0	30	0	0	0	0	0	0	224	0	149	4,876
\$40,000-\$44,999.99	1,740	1,417	819	0	33	0	0	0	435	0	0	324	72	631	5,471
\$45,000-\$49,999.99	2,927	1,818	575	0	35	0	0	0	0	0	0	446	131	339	6,271
\$50,000-\$54,999.99	3,302	987	622	0	40	0	0	0	7	0	0	224	166	356	5,704
\$55,000-\$59,999.99	3,082	580	629	0	18	0	0	0	692	0	0	590	304	401	6,296
\$60,000-\$64,999.99	3,029	240	175	161	85	103	0	0	570	2	0	221	214	509	5,309
\$65,000-\$69,999.99	2,524	0	37	105	3	232	0	0	667	15	1	281	184	434	4,483
\$70,000-\$74,999.99	3,597	0	81	18	22	104	0	0	764	36	9	197	291	493	5,612
\$75,000-\$79,000.99	1,809	0	31	50	0	376	0	0	609	29	8	2	117	313	3,344
\$80,000-\$84,999.99	2,172	0	17	37	0	217	0	0	2,207	91	2	3	184	413	5,343
\$85,000-\$89,999.99	2,973	0	1	50	0	27	13	0	74	207	1	7	140	446	3,939
\$90,000-\$94,999.99	863	0	0	37	0	248	35	0	26	256	3	0	492	439	2,399
\$95,000-\$99,999.99	1,278	0	0	41	0	158	520	0	156	55	3	0	155	586	2,952
\$100,000-ABOVE	2,818	0	0	117	0	0	388	234	1	409	17	0	378	2,401	6,763
<b>TOTAL</b>	<b>34,325</b>	<b>8,642</b>	<b>4,498</b>	<b>616</b>	<b>266</b>	<b>1,465</b>	<b>956</b>	<b>234</b>	<b>6,208</b>	<b>1,100</b>	<b>44</b>	<b>2,750</b>	<b>2,828</b>	<b>7,991</b>	<b>71,923</b>

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

**STATE OF NEW JERSEY**

**MILITARY INVOLVEMENT OF STATE EMPLOYEES**

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Traditionally, large employers have taken a relatively liberal view toward the participation of their employees in the Reserve Components of the United States Armed Forces. This is partly because their size mitigates the impact of absences. The State Government of New Jersey is no exception. It has been a long-standing State Government policy to pay employees who are members of the Reserves or National Guard while they perform their statutory two weeks of annual training. To achieve this objective, current policy provides that members of the Reserves (or of the National Guards of other States) may be paid for any period of active duty that does not exceed 30 workdays in a single calendar year (because annual training is scheduled by Federal fiscal year, it is possible for a member to have two annual training periods in one calendar year). Because the New Jersey National Guard is part of the State Armed Forces, the State Government has paid employees who are members of the New Jersey Guard for up to 90 workdays in a calendar year while they are engaged in Federal active duty service. State Government also has paid their salaries when the New Jersey National Guard has been called out in response to State emergencies – the amount of paid Military Leave in a calendar year for this purpose (State Active Duty) is unlimited.

In the past, the State Government has not paid members of the National Guard or the Reserves beyond the 30 and 90 workday limits mentioned above while they are on extended active duty, whether for initial training or when their units have been activated by the Federal Government. However, as the role of the Reserve Components has changed and Federal activations have become more frequent, the State Government has begun to join other progressive employers who, during periods when Guard and Reserve units are activated by the Federal Government, and pay their employees the difference between their military salaries and their regular civilian salaries. Since many members of the Reserve Components are better paid in civilian life than they are on active duty, this policy avoids family hardships that reduce employees' military effectiveness. The policy was first adopted by Governor James J. Florio during Operation Desert Storm in 1991. More recently, it was adopted by Governor Donald T. DiFrancesco during Operation Noble Eagle (the reaction to the attack on the World Trade Center in September 2001), and extended by Governor James E. McGreevey to cover the global war on terrorism, including Operation Enduring Freedom (Afghanistan) and Operation Iraqi Freedom.

The following chart shows the number of military leaves granted by the State Government during Calendar Years 2002 through 2011 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 2011

AGENCY	Calendar Year 2002	Calendar Year 2003	Calendar Year 2004	Calendar Year 2005	Calendar Year 2006	Calendar Year 2007	Calendar Year 2008	Calendar Year 2009	Calendar Year 2010	Calendar Year 2011	TOTAL
Banking and Insurance	0	0	0	1	0	1	0	1	2	1	6
Children and Families	0	0	0	0	0	0	3	3	4	2	12
Community Affairs	0	0	0	1	0	0	0	0	0	0	1
Corrections	33	49	45	28	24	27	46	45	39	31	367
State Parole Board	0	0	2	0	0	0	3	4	1	0	10
Education	0	1	0	0	0	0	0	0	0	0	1
Environmental Protection	2	8	8	1	4	2	4	4	3	5	41
Governor's Office	0	0	1	0	0	0	0	0	0	0	1
Health and Senior Services	2	2	3	1	0	0	0	0	0	0	8
Human Services	4	14	11	8	4	5	9	5	4	3	67
Information Technology	0	0	0	0	0	0	0	0	2	1	3
Labor	1	1	0	0	0	0	0	0	0	0	2
Law and Public Safety	10	32	32	17	16	23	47	27	32	30	266
Juvenile Justice	2	9	10	6	4	9	8	7	3	2	60
Military and Veterans Affairs	7	8	17	16	7	5	15	8	10	7	100
Public Advocate	0	0	0	0	0	0	1	1	1	0	3
Transportation	7	12	0	1	1	0	1	2	1	1	26
Motor Vehicles	0	0	0	0	1	0	1	0	0	0	2
Treasury	1	2	4	3	1	0	3	3	1	4	22
Casino Control	0	1	0	0	0	1	0	0	0	0	2
Public Defender	0	1	1	2	2	3	2	5	3	6	25
Public Utilities	0	0	0	0	0	1	0	0	0	0	1
Subtotal Executive Agencies	69	140	134	85	64	77	143	115	106	93	933
Judiciary	3	3	4	3	1	1	2	4	1	1	23
Legislative	0	0	1	0	0	1	0	0	0	0	2
<b>TOTAL</b>	<b>72</b>	<b>143</b>	<b>139</b>	<b>88</b>	<b>65</b>	<b>79</b>	<b>145</b>	<b>119</b>	<b>107</b>	<b>94</b>	<b>957</b>



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

*INTRODUCTION*

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In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. Under the State Merit System, career classified employees retained their rights. As a result of State College autonomy, State Colleges are separate employers and their employees are reported separately. Starting with the *2003 Workforce Profile*, State Government tables and charts that previously included State College totals have been modified accordingly.

On the following page is a table analyzing the State College career workforce within each college by service division. Our records indicate that there are 4,189 employees in State Colleges who hold positions with Merit System protections, 153 fewer than the previous year. As of December 31, 2010, there were 2,019 employees whose titles were in the competitive division and 2,170 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY

**STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION**

JANUARY 13, 2012

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	213	203	416
MONTCLAIR STATE UNIVERSITY	293	384	677
NEW JERSEY CITY UNIVERSITY	179	381	560
RAMAPO COLLEGE OF NEW JERSEY	104	139	243
ROWAN UNIVERSITY	359	339	698
STATE LIBRARY	56	13	69
THE COLLEGE OF NEW JERSEY	209	220	429
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	257	259	516
THOMAS EDISON STATE COLLEGE	46	15	61
WILLIAM PATERSON UNIVERSITY	303	217	520
<b>TOTAL STATE COLLEGES</b>	<b>2,019</b>	<b>2,170</b>	<b>4,189</b>

Our records indicate that there are 4,189 employees in State Colleges who hold positions with Merit System protections. There are 2,019 employees whose titles are in the competitive division and 2,170 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 only as part of the totals on Page 12.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE: HISTORICAL DATA**

*INTRODUCTION*

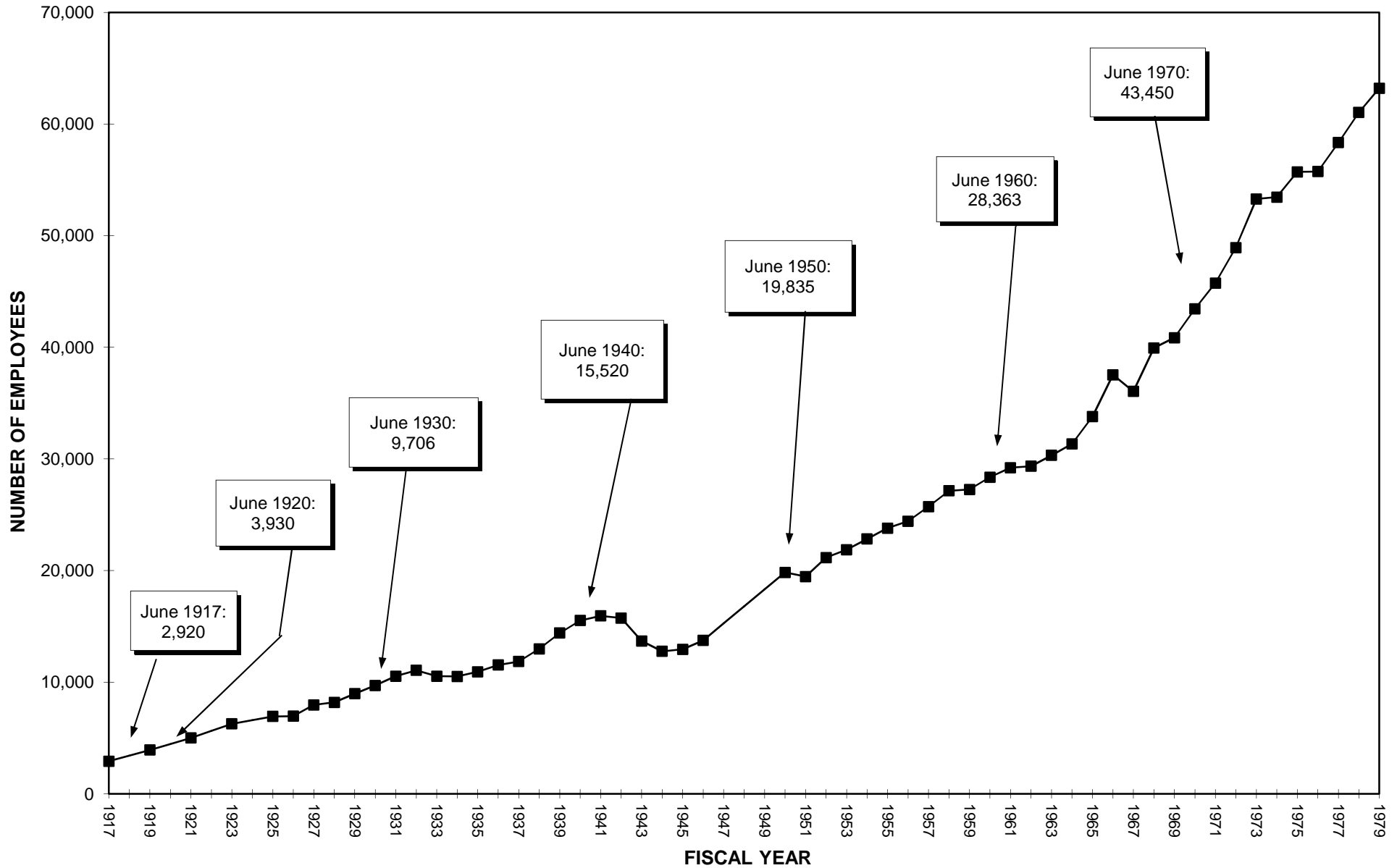
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The following two pages present charts showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents a new decade, and the most recent point. Various commissions and authorities were included as a separate category until 1993. At present, counts for members of commissions and authorities or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments that house them or are reported as "Other State Government Employment" on Page 12.

We follow with a two page analysis of the change in the size of the workforce from year to year since 1917. Pages 52 and 53 are based on the same data and show the net change in the number of employees from the previous year. The years when the workforce grew the most rapidly have the tallest columns; years when the workforce declined in number have columns extending below the baseline. In the second of the two types of charts depicting net change, beginning with 1980, we have labeled all of the columns with the change in the number of employees as well as the percentage of change from the previous year.

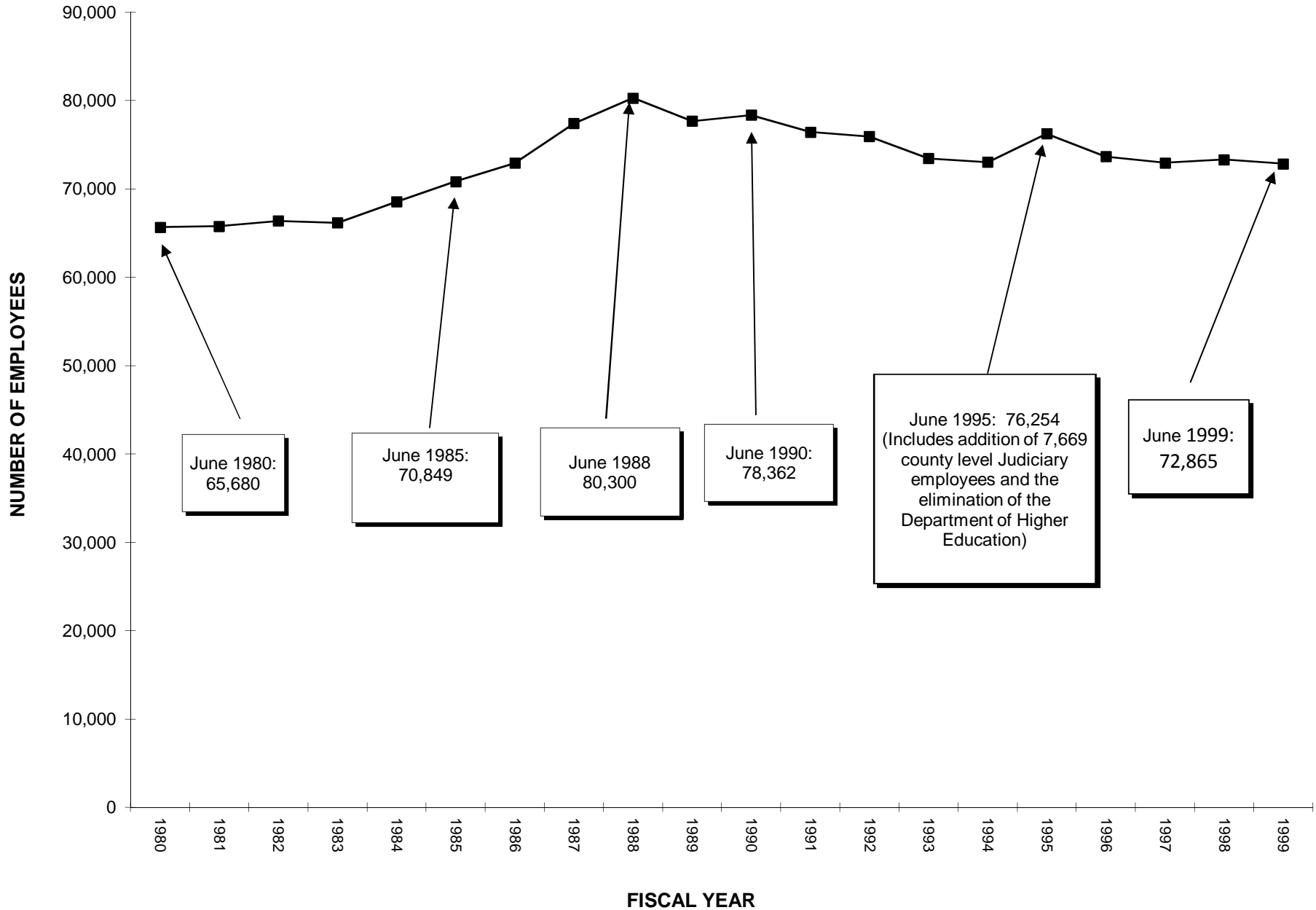
The remaining pages in this section present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile due to the discovery of inconsistent coding of certain historical transactions. This includes the column totals that represent Fiscal Years 1995 to 2002. Because the Higher Education Restructuring Act of 1994 abolished the Department of Higher Education and provided for State College autonomy over personnel matters, State Colleges are no longer included in those totals. In other cases, or where State Government structure was modified, we have added footnotes to comment on major changes. Most agencies that the statutes place "in but not of" various departments are included in the figures for those departments; the larger of these agencies are identified separately and listed adjacent to each department with which they are associated. All figures are from the close of each fiscal year, so that changes in the workforce since July of 2011 are not reflected in the table.

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



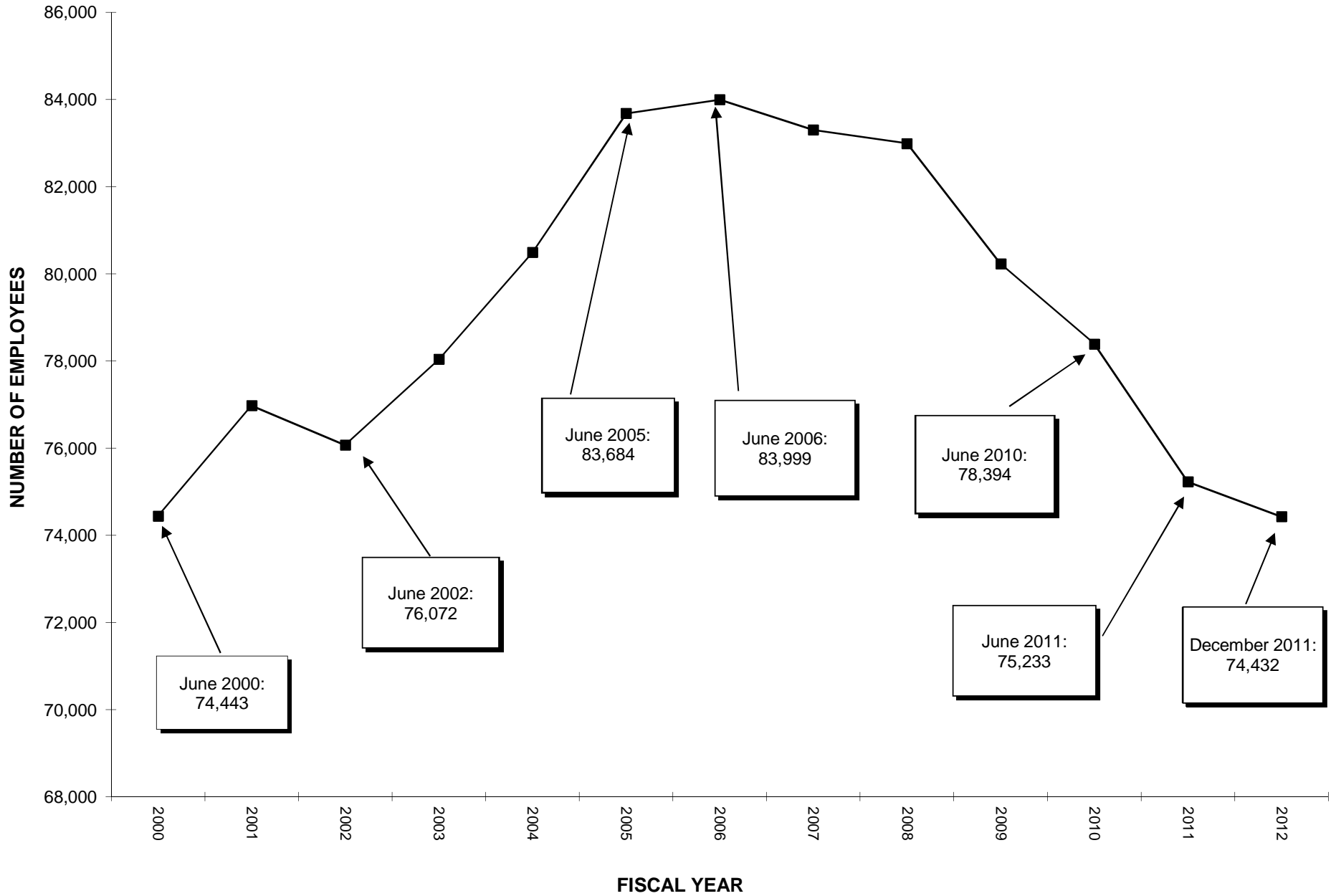
Data provided by the Civil Service Commission from Department of Civil Service annual reports (1917-1959) and separation reports (1960-1979).

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

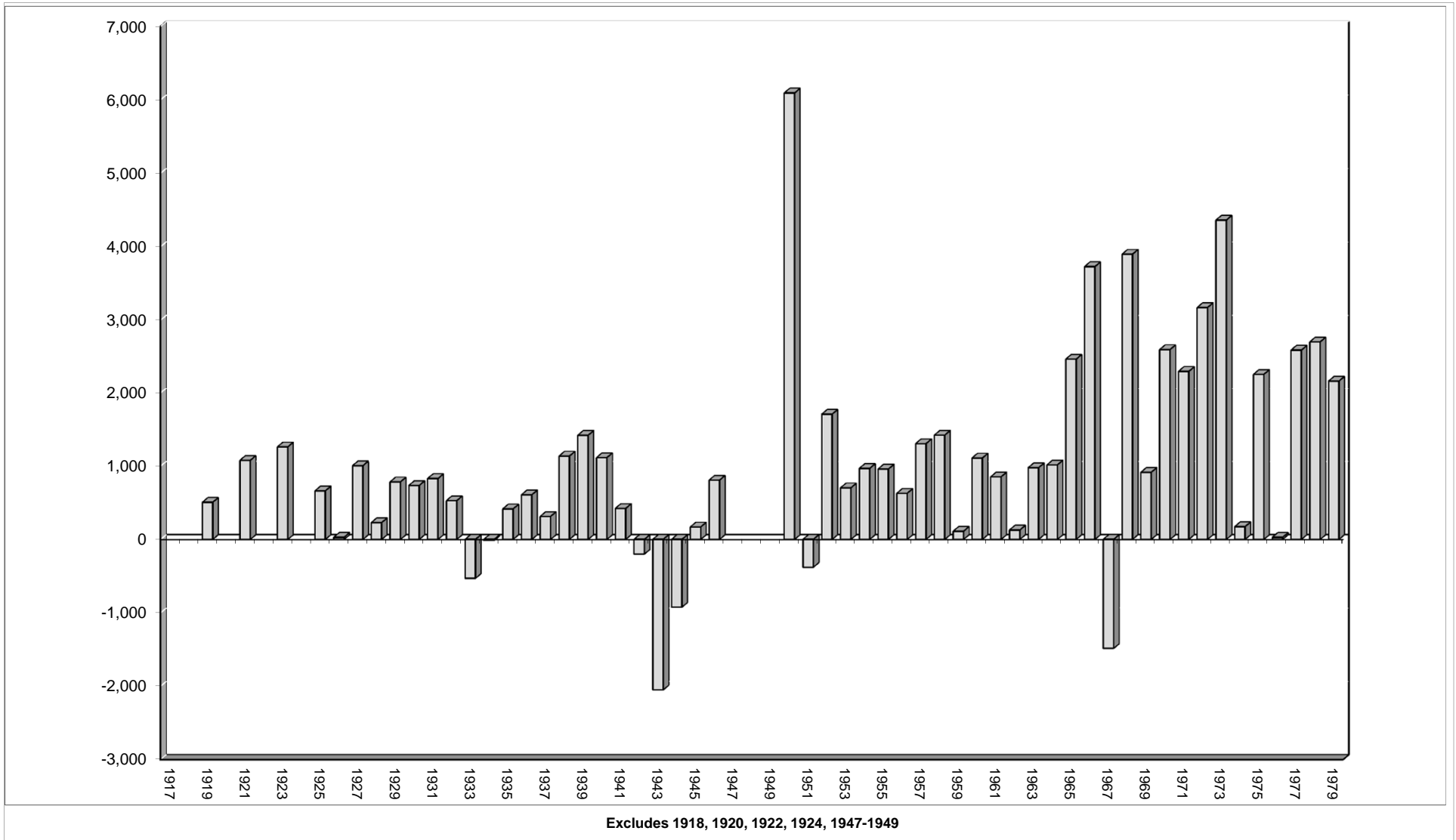


Data provided from Civil Service Commission annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-1999). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY  
**STATE GOVERNMENT EMPLOYMENT HISTORY (JUNE 2000 - DECEMBER 2011)**

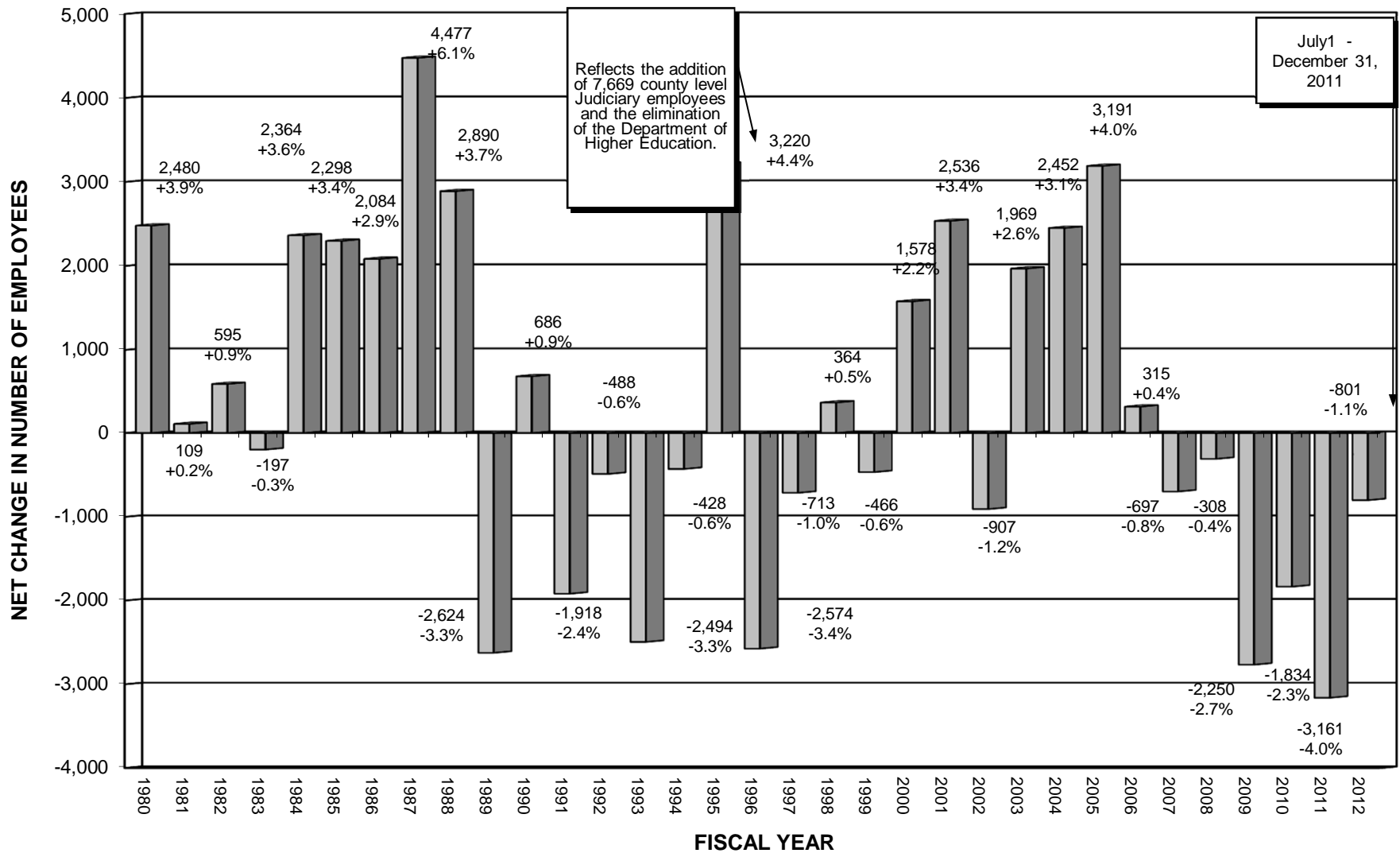


**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
**FISCAL YEARS 1917 - 1979**



Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1979), and automated personnel files (1987-2005). Various Commissions and Authorities included before FY1993.

**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
 July 1979 to December 2011



Data provided by the Civil Service Commission from separation reports (1980-1987) and automated personnel files (1987-2011). Various Commissions and Authorities included before FY1993.



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

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

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

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

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

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

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

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

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

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

2 - Reflects addition of Veterans Hospitals from Human Services.

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

**STATE OF NEW JERSEY  
EMPLOYMENT HISTORY  
Fiscal Years 1990 through 1999**

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

**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 <sup>6</sup>	9,334	8,916	9,060	9,149
LEGISLATIVE STAFF	532	524	488	482	485	473	476	481	480	486
<b>TOTALS</b>	<b>78,362</b>	<b>76,444</b>	<b>75,956</b>	<b>73,462</b>	<b>73,034</b>	<b>76,254</b>	<b>73,680</b>	<b>72,967</b>	<b>73,331</b>	<b>72,865</b>

- 1 - Reflects the consolidation of State training and personnel management functions in the Department of Personnel.
- 2 - Employee counts for Public Utilities and Environmental Protection were combined during 1992 and 1993; separate counts for Public Utilities estimated from Centralized Payroll files.
- 3 - Various Commissions and Authorities now reported in "Other Government Employment" (see Page10).
- 4 - Reflects elimination of the Department of Higher Education.
- 5 - Reflects elimination of the Department of Public Advocate and the creation of the Office of the Public Defender within the Department of State.
- 6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective January 1995)

- 7 - Reflects transfer of the Division of Motor Vehicles from Law and Public Safety to Transportation, and the closure of two, and privatization of 23 Motor Vehicle agencies (July 1995).
- 8 - Reflects merger of the Department of Banking and the Department of Insurance in July 1996.
- 9 - Includes Juvenile Justice Commission.
- 10 - Reflects the reassignment of the Office of the Public Defender from the Department of State to the Department of the Treasury.

**STATE OF NEW JERSEY  
EMPLOYMENT HISTORY  
Fiscal Years 2000 through 2011**

STATE AGENCY	Jun-00	Jun-01	Jun-02	Jun-03	Jun-04	Jun-05	Jun-06	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11
AGRICULTURE	257	259	243	255	263	273	269	256	245	222	217	208
BANKING & INSURANCE	503	523	496	495	500	497	500	484	464	427	428	508
CHILDREN & FAMILIES <sup>1</sup>								7,205	7,286	7,172	7,130	6,895
COMMUNITY AFFAIRS	1,061	1,103	1,105	1,049	1,110	1,152	1,170	1,166	1,136	1,082	1,068	997
CORRECTIONS	9,943	9,942	10,495	10,452	10,449	10,494	10,416	10,395	10,424	10,153	9,647	9,250
Corrections	9,757	9,757	9,757	9,757	9,757	9,757	9,667	9,681	9,726	9,447	8,970	8,619
State Parole Board	186	185	738	695	692	737	749	714	698	706	677	631
EDUCATION	905	996	922	965	983	973	982	919	889	851	818	773
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355	3,337	3,408	3,494	3,427	3,332	3,243	3,040	2,960	2,790
EXECUTIVE/GOVERNOR'S	150	156	144	143	130	123	109	107	104	104	107	125
HEALTH & SENIOR SERVICES	2,054	2,130	2,040	2,139	2,139	2,240	2,147	2,037	1,986	1,818	1,742	1,623
HOMELAND SECURITY <sup>2</sup>								107	111	95	96	98
HUMAN SERVICES	19,082	19,709	20,380	20,816	22,007	23,601	24,140	17,511	17,502	17,269	17,112	16,630
INFORMATION TECHNOLOGY <sup>3</sup>	1,020	1,033	981	935	944	958	926	916	891	811	815	758
LABOR & WORKFORCE DVLPT.	4,044	3,930	3,809	3,973	4,039	4,028	3,938	3,712	3,651	3,851	3,854	3,672
Labor and Workforce Development	4,044	3,930	3,809	3,973	4,039	4,028	3,938	3,712	3,651	3,604	3,612	3,445
Civil Service Commission <sup>4</sup>										247	242	227
LAW & PUBLIC SAFETY	11,262	9,260	9,270	9,414	9,690	10,114	10,242	9,774	9,650	9,340	9,047	8,479
Law and Public Safety	9,757	7,584	7,631	7,680	7,898	8,288	8,407	7,998	7,928	7,653	7,458	7,067
Child Advocate <sup>5,6</sup>						22	11					
Juvenile Justice Commission	1,505	1,676	1,639	1,734	1,792	1,804	1,824	1,776	1,722	1,687	1,589	1,412
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490	1,487	1,534	1,547	1,576	1,564	1,595	1,583	1,559	1,544
PERSONNEL <sup>4</sup>	446	445	397	400	427	383	364	344	337			
PUBLIC ADVOCATE <sup>6</sup>							11	186	186	171	142	
STATE	587	591	577	564	574	594	576	569	597	561	524	482
State (Incl Comm on Higher Ed)	222	224	219	200	213	223	214	218	250	240	219	205
Higher Educational Student	202	208	198	202	202	210	200	194	195	181	173	157
Public Broadcasting	163	159	160	162	159	161	162	157	152	140	132	120
TRANSPORTATION	5,279	5,574	5,190	5,885	6,434	6,885	6,908	6,627	6,542	6,082	5,830	5,504
Transportation	5,279	5,574	5,190	3,887	3,943	3,996	3,904	3,736	3,692	3,458	3,327	3,099
Motor Vehicle Commission <sup>7</sup>				1,998 <sup>2</sup>	2,491	2,889	3,004	2,891	2,850	2,624	2,503	2,405
TREASURY	5,717	5,920	5,685	5,875	5,907	6,097	6,053	5,943	6,006	5,734	5,550	5,349
Treasury	4,029	4,211	4,020	4,103	4,076	4,195	4,147	4,144	4,225	4,049	3,926	3,892
Administrative Law	117	116	118	114	118	114	113	107	105	96	100	99
Casino Control Commission	333	332	324	351	347	353	353	318	318	289	278	59
Public Defender	945	967	922	969	1,021	1,088	1,100	1,083	1,077	1,031	988	1,046
Public Utilities	255	254	260	298	306	304	300	291	281	269	258	253
Ratepayer Advocate <sup>6</sup>	38	40	41	40	39	43	40					
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>												
EXECUTIVE AGENCIES	67,241	66,559	66,579	68,184	70,538	73,453	73,754	73,154	72,845	70,366	68,646	65,685
JUDICIAL	9,287	9,472	9,165	9,495	9,574	9,692	9,721	9,625	9,625	9,342	9,260	9,057
LEGISLATIVE	504	499	503	517	508	516	524	523	527	520	488	491
<b>TOTALS</b>	<b>77,032</b>	<b>76,530</b>	<b>76,247</b>	<b>78,196</b>	<b>80,620</b>	<b>83,661</b>	<b>83,999</b>	<b>83,302</b>	<b>82,997</b>	<b>80,228</b>	<b>78,394</b>	<b>75,233</b>

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

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

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

<sup>4</sup> In June 2008, the Department of Personnel was abolished, and its function and powers were transferred to the newly established Civil Service Commission, which is in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.

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

<sup>6</sup> In 2005, the Department of the Public Advocate was restored as a principal department in the Executive branch of State government. The Offices of the Child Advocate and the Ratepayer Advocate were allocated within the restored Department. The Department was abolished again in 2010.

<sup>7</sup> In 2003 the Division of Motor Vehicles in the Department of Transportation was abolished and the New Jersey Motor Vehicle Commission was established. The Commission is allocated in but not of the Department of Transportation.

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

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

The New Jersey Civil Service Commission administers a merit system of employment for both the State Government and the local jurisdictions that have, by referendum, adopted Title 11A of the Revised Statutes. These jurisdictions comprise 20 of the State's 21 counties and more than 350 other jurisdictions, including both municipalities and special-purpose authorities and districts. Approximately a third of the State's 566 municipalities belong to the system, including most of the larger, older, and more urban ones. In addition, a small number of school districts have adopted the Merit System legislation.

The most recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey (December 2011) indicate total employment of approximately 432,700, with about 277,800 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 96,173 identified in our records) represent about 60 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. There are 1,806 employees who hold more than one job in local government. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why the following tables and charts summarize 98,143 jobs rather than 96,173 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

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

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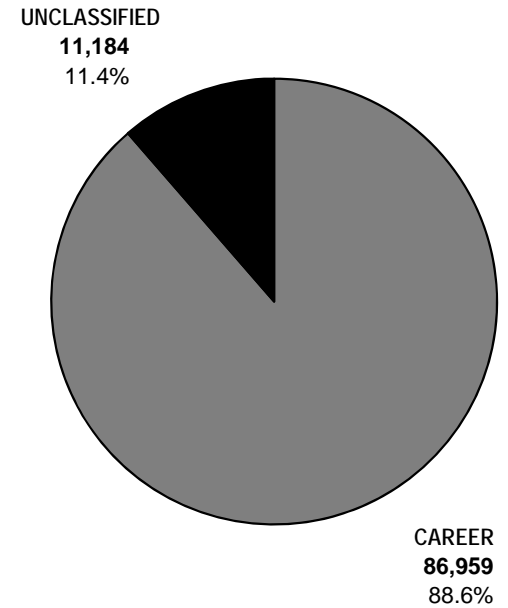
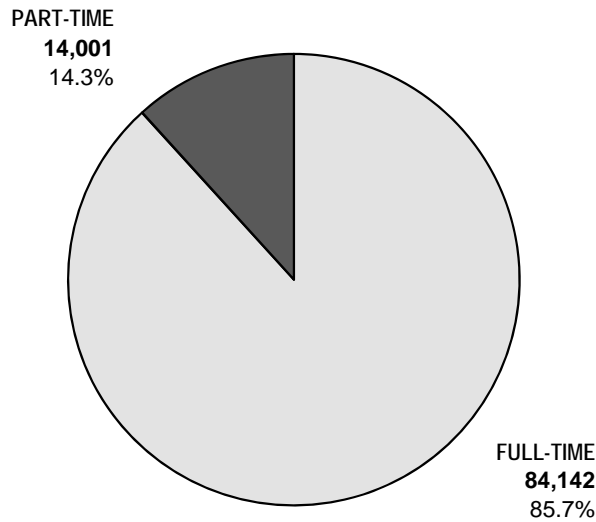
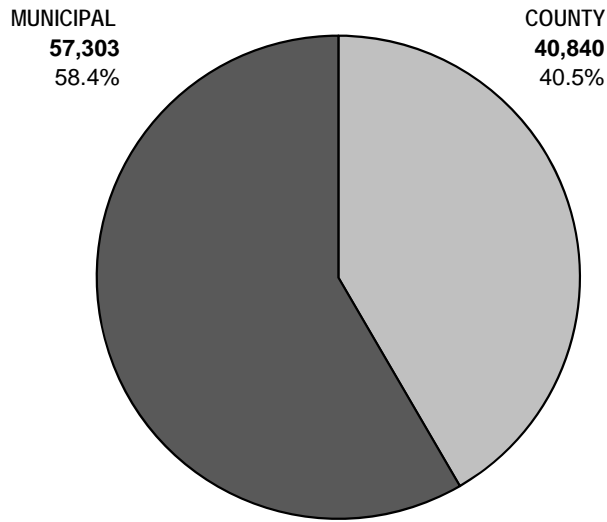
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which differ from each other in the formats used for these types of information. Since the Civil Service Commission's responsibilities with respect to local jurisdictions have been largely confined to position classification and examinations, we have directed our most strenuous efforts in record maintenance to insuring the accuracy of data concerning class of service and title. Because data in our consolidated files is supplied by the local jurisdictions, it is not always as current or complete as the State employee data. This is due to the fact that the State does not regulate the salaries of local government employees. Thus there is less urgency in submitting updates to the records than there is in State Government service. With the implementation of new recording systems, we hope to be able to capture more data with greater accuracy.

The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately 89 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. Although the number of local jobs has decreased by 4,835 since last year, these percentages remain about the same. More than 28 percent of the local jobs are in the professional/technical/managerial occupations, while more than half of them are in clerical or service occupations.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. Approximately one out of six State Government jobs is in the Unclassified Service, compared with about one out of nine local government merit system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the wider geographic distribution of local government merit system jobs. Finally, the occupational breakdown of local government merit system jobs is significantly different from that of State Government jobs. While the professional/technical/managerial group is by far the largest in State government, in the local jurisdictions the service occupations, which consist largely of protective services like police, fire fighting, and corrections, are most heavily represented. The service group is the second largest occupational group in State Government, while the second largest in local government is the professional/technical/managerial group. Clerical jobs are proportionally similar at both the State and local levels, coming in third in number in both State and local government. Employees engaged in structural work are much more significant at the local level than at the State level.

**NOTE:** *For a number of years, we have included in the count of local government Merit System jobs some temporary engagements like Monitor and Student Assistant that are not subject to unemployment compensation. Our classification and compensation experts have now concluded that these engagements do not constitute regular jobs, so we are no longer counting them. As of January 3, 2012, these engagements amounted to 476 jobs with 462 incumbents.*

STATE OF NEW JERSEY  
LOCAL GOVERNMENT MERIT SYSTEM JOBS  
QUANTITATIVE SUMMARY  
JANUARY 3, 2012



Data from the Civil Service Commission Consolidated Employee File.  
Percentages refer to the number of Local Government Merit System Jobs as of 1/3/2012: 98,143.



**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND SERVICE DIVISION**  
 JANUARY 3, 2012

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	1,287	275	1,562	220	1,782	1,858	446	2,304	221	2,525	3,866	441	4,307
BERGEN	1,977	369	2,346	331	2,677	2,482	811	3,293	543	3,836	5,639	874	6,513
BURLINGTON	1,526	406	1,932	204	2,136	1,251	340	1,591	423	2,014	3,523	627	4,150
CAMDEN	1,936	586	2,522	274	2,796	1,831	335	2,166	529	2,695	4,688	803	5,491
CAPE MAY	710	349	1,059	128	1,187	1,287	499	1,786	206	1,992	2,845	334	3,179
CUMBERLAND	805	267	1,072	148	1,220	1,534	1,008	2,542	209	2,751	3,614	357	3,971
ESSEX	2,575	770	3,345	523	3,868	6,626	2,033	8,659	829	9,488	12,004	1,352	13,356
GLOUCESTER	1,190	172	1,362	164	1,526	377	100	477	61	538	1,839	225	2,064
HUDSON	2,186	617	2,803	427	3,230	5,431	2,892	8,323	725	9,048	11,126	1,152	12,278
HUNTERDON	435	45	480	95	575	0	0	0	0	0	480	95	575
MERCER	1,384	246	1,630	229	1,859	1,886	306	2,192	209	2,401	3,822	438	4,260
MIDDLESEX	1,674	263	1,937	281	2,218	2,264	638	2,902	394	3,296	4,839	675	5,514
MONMOUTH	2,368	469	2,837	266	3,103	1,811	409	2,220	518	2,738	5,057	784	5,841
MORRIS	1,283	563	1,846	257	2,103	1,265	217	1,482	207	1,689	3,328	464	3,792
OCEAN	2,340	485	2,825	249	3,074	2,114	787	2,901	414	3,315	5,726	663	6,389
PASSAIC	1,464	757	2,221	242	2,463	2,716	535	3,251	405	3,656	5,472	647	6,119
SALEM	414	43	457	92	549	85	13	98	30	128	555	122	677
SOMERSET *	11	0	11	0	11	7	1	8	1	9	19	1	20
SUSSEX	504	163	667	96	763	485	110	595	216	811	1,262	312	1,574
UNION	1,815	762	2,577	279	2,856	2,958	604	3,562	297	3,859	6,139	576	6,715
WARREN	516	227	743	101	844	268	105	373	141	514	1,116	242	1,358
<b>TOTAL</b>	<b>28,400</b>	<b>7,834</b>	<b>36,234</b>	<b>4,606</b>	<b>40,840</b>	<b>38,536</b>	<b>12,189</b>	<b>50,725</b>	<b>6,578</b>	<b>57,303</b>	<b>86,959</b>	<b>11,184</b>	<b>98,143</b>

\* While Somerset County and its municipalities are not Merit System jurisdictions, some Federally funded jobs are subject to the State Merit System. Data provided by the Civil Service Commission from its Consolidated Employee File.

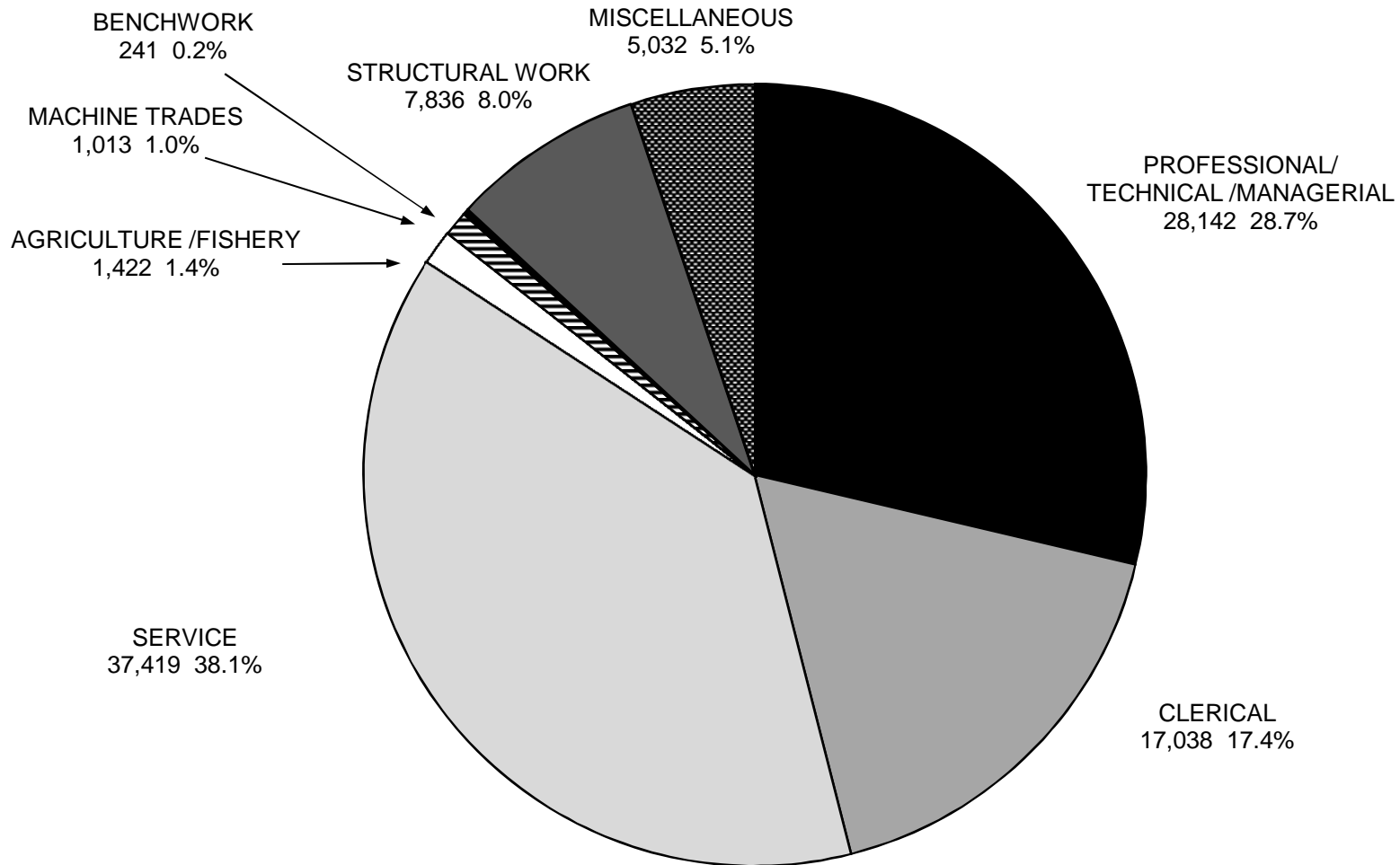
**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS  
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE**

JANUARY 3, 2012

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,698	84	1,782	2,254	271	2,525	3,952	355	4,307
BERGEN	2,331	346	2,677	2,901	935	3,836	5,232	1,281	6,513
BURLINGTON	1,951	185	2,136	1,471	543	2,014	3,422	728	4,150
CAMDEN	2,456	340	2,796	2,020	675	2,695	4,476	1,015	5,491
CAPE MAY	1,057	130	1,187	1,354	638	1,992	2,411	768	3,179
CUMBERLAND	1,112	108	1,220	2,169	582	2,751	3,281	690	3,971
ESSEX	3,747	121	3,868	8,751	737	9,488	12,498	858	13,356
GLOUCESTER	1,317	209	1,526	445	93	538	1,762	302	2,064
HUDSON	3,086	144	3,230	7,252	1,796	9,048	10,338	1,940	12,278
HUNTERDON	518	57	575	0	0	0	518	57	575
MERCER	1,761	98	1,859	2,222	179	2,401	3,983	277	4,260
MIDDLESEX	2,121	97	2,218	2,723	573	3,296	4,844	670	5,514
MONMOUTH	2,969	134	3,103	2,044	694	2,738	5,013	828	5,841
MORRIS	1,915	188	2,103	1,279	410	1,689	3,194	598	3,792
OCEAN	2,637	437	3,074	2,517	798	3,315	5,154	1,235	6,389
PASSAIC	2,211	252	2,463	3,015	641	3,656	5,226	893	6,119
SALEM	445	104	549	96	32	128	541	136	677
SOMERSET	11	0	11	9	0	9	20	0	20
SUSSEX	624	139	763	498	313	811	1,122	452	1,574
UNION	2,697	159	2,856	3,406	453	3,859	6,103	612	6,715
WARREN	764	80	844	288	226	514	1,052	306	1,358
<b>TOTAL</b>	<b>37,428</b>	<b>3,412</b>	<b>40,840</b>	<b>46,714</b>	<b>10,589</b>	<b>57,303</b>	<b>84,142</b>	<b>14,001</b>	<b>98,143</b>

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

JANUARY 3, 2012



Data provided by the Civil Service Commission from its Consolidated Employee File.  
Classification system based on the Civil Service Commission Occupational Code Dictionary.  
Percentages refer to the total number of local government Merit System jobs as of 1/3/2012: 98,143.

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

JANUARY 3, 2012

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL/ TECHNICAL/ MANAGERIAL</b>	00 ENGINEERING/SURVEYING	311	206	517
	01 ENV ENGR-ARCHITECTURE	21	9	30
	02 PHYSICAL SCI-STATS	159	78	237
	04 LIFE SCIENCES	57	8	65
	05 SOCIAL SCIENCES	393	639	1,032
	06 SOCIAL-PSYCH SERVICES	2,164	147	2,311
	07 MEDICAL-HEALTH SERVICES	2,430	1,012	3,442
	09 EDUCATION	339	2,069	2,408
	10 MUSEUM/LIBRARY/ARCHIVES	1,590	1,980	3,570
	11 LAW	1,213	820	2,033
	12 INFO PROCESSING SYSTEMS	645	336	981
	13 WRITING	47	51	98
	14 ART	43	17	60
	15 FINANCE	429	626	1,055
	16 ADMINISTRATION	4,028	2,563	6,591
	17 INSPECTIONS/INVESTIGATIONS	717	2,089	2,806
	18 RECREATION	257	636	893
	19 BROADCASTING/TRANSMITTING	3	10	13
	<b>CLERICAL</b>	20 GENERAL CLERICAL	6,115	6,546
21 FINANCE CLERICAL		552	870	1,422
22 STOCK-STORAGE-INVENTORY		125	58	183
24 INFO-MSG DISTRIBUTION		1,162	1,610	2,772
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	1,129	2,067	3,196
	31 FOOD SERVICES	557	806	1,363
	33 BARBERING/COSMETOLOGY	4	0	4
	35 DIRECT CARE	1,481	5	1,486
	36 PROTECTIVE SERVICES	9,678	21,692	31,370
<b>AGRICULTURE/ FISHERY</b>	40 PLANTING-GARDENING	486	636	1,122
	41 ANIMAL FARMING	161	137	298
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	1	0	1
<b>MACHINE TRADES</b>	60 MACHINERY REPAIR	343	636	979
	65 PRINTING	30	4	34
<b>BENCHWORK</b>	70 TECHNICAL REPAIR	3	26	29
	72 ELECTRICAL REPAIR	100	112	212
<b>STRUCTURAL WORK</b>	80 SKILLED TRADES	333	348	681
	81 STRUCTURAL MAINTENANCE	1,719	5,436	7,155
<b>MISCELLANEOUS</b>	90 TRANSPORTATION	970	1,698	2,668
	91 UTILITIES	297	651	948
	92 NOT CODED ELSEWHERE	748	665	1,413
	94 NOT CODED/UNASSIGNED	0	3	3
<b>TOTAL</b>		<b>40,840</b>	<b>57,303</b>	<b>98,143</b>

Data provided by the Civil Service Commission from its Consolidated Employee File.  
Classification system based on the Civil Service Commission Occupational Code Directory.

# Appendix

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**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2012**

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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 2012**

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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 (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	Hillside Township
Dover (Morris County)	Freehold Township	Hillside Library
Dover Housing Authority (Morris County)	Garfield	Hoboken
Dover Library	Garfield Library	Holmdel Township
East Orange	Glassboro Housing Authority	Hopatcong
East Orange Library	Gloucester City	Independence Township
East Rutherford Borough	Gloucester City Library	Independence Municipal Utilities Authority
East Rutherford Library	Gloucester Township	Irvington
Edgewater Borough	Gloucester Township Fire Districts (6)	Irvington Housing Authority
Edgewater Library	Gloucester Township Housing Authority	Irvington Library
Edgewater Park Township	Gloucester Township Municipal Utilities Authority	Jackson Township
Edgewater Park Fire District (1)	Green Township	Jackson Fire Districts (4)
Egg Harbor City	Hackensack	Jackson Municipal Utilities Authority

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2012**

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



**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2012**

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Nutley Library	Point Pleasant Borough	South Amboy
Oakland Borough	Point Pleasant Beach Borough	South Amboy Library
Oakland Library	Pompton Lakes Borough	South Orange Village
Ocean City	Pompton Lakes Library	South Orange Library
Ocean City Housing Authority	Pompton 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	Runnemede Borough	Union Beach
Paterson	Rutherford Borough	Union City (Hudson County)
Paterson Housing Authority	Rutherford Library	Union City Library
Paterson Library/Museum	Saddle Brook Township	Union Township (Union County)
Pemberton Township	Saddle Brook Library	Union Township Library (Union County)
Pennsauken Township	Salem City	Upper Township (Cape May County)
Pennsauken Library	Salem City Library	Ventnor City
Penns Grove Housing Authority	Sayreville Borough	Vernon Township
Perth Amboy	Scotch Plains	Verona Township
Phillipsburg	Scotch Plains Library	Verona Township Library
Phillipsburg Library	Sea Isle City	Vineland City
Plainfield	Seaside Heights	Vineland Library
Plainfield Housing Authority	Seaside Park	Vineland School District
Plainfield Library	Somerdale Borough	Voorhees Township
Pleasantville	Somers Point	Voorhees Township Fire District (1)
Pohatcong Township		

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2012**

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