

State Government

Workforce

PROFILE

2001

with selected local data



Overview

Hiring Data

Distribution

Salary Data

History



Personnel

Shaping a quality workforce through competence, caring and commitment

Donald T. DiFrancesco, Acting Governor

Janice Mitchell Mintz, Commissioner

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2001

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STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2001

INTRODUCTION

The Office of Planning and Research in the Office of External Affairs has compiled this Workforce Profile from data captured by the Department of Personnel's automated personnel files, the Office of Management and Budget's automated payroll files, and a telephone survey. It includes profiles of the State Government workforce as of January 1, 2001, comparisons of the workforce at the end of Fiscal Year 2000 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2000.

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

The Workforce Profiles for the years since 1995 have been challenging due to 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. These changes include: the addition of the county-level Judiciary (Superior Court) employees to the State Government workforce in January of 1995; the elimination of the Departments of Higher Education and Public Advocate; the merger of the Departments of Banking and Insurance; the creation of the Juvenile Justice Commission; the transfer of the Division of Motor Vehicles from the Department of Law and Public Safety to the Department of Transportation; the creation of the Higher Educational Student Assistance Authority to succeed the Office of Student Assistance; the creation of the Commerce and Economic Growth Commission to succeed the Department of Commerce and Economic Development; and the creation of the Office of Information Technology. They also include the transfer 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. We have tried to annotate any figures that show significant changes as a result of these actions. As of January of 2001, there are no further structural changes to report.

Most of these reports are based on the Department of Personnel's own records. However, certain information is only available from the Centralized Payroll Office in the Department of the Treasury, particularly with regard to union representation of State government employees. The paycheck counts from Centralized Payroll do not, however, include exactly the same employees as the counts from the Department of Personnel's automated personnel files. In the Department of Personnel files, data are included for Career Service employees in the State colleges, who were formerly counted in the Department of Higher Education. These

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2001

INTRODUCTION (continued)

employees are not included in paycheck counts or reports based on payroll files. The same is true for certain employees on leave without pay. We include these employees because they are included in the State Government Merit System.

The Workforce Profile includes breakdown data for agencies that State law places “in but not of” the constitutionally authorized departments. The State Parole Board is “in but not of” the Department of Corrections. The Juvenile Justice Commission is “in but not of” the Department of Law and Public Safety. The Commission on Higher Education, the Higher Educational Student Assistance Authority, and Public Broadcasting are “in but not of” the Department of State. The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, the Board of Public Utilities, and the Ratepayer Advocate are all “in but not of” the Department of the Treasury. On all appropriate tables, Departments that include “in but not of” agencies have both the Department proper and the “in but not of” agencies (shown in parentheses) below the overall information for the Department (shown in capital letters).

The profile also includes a separate category for the Displaced Worker Pool. In 1996, the Department of Personnel established a temporary pool of displaced employees that met the temporary staffing needs of various State departments and agencies until the displaced workers found permanent employment. The appropriations act enabled the Department of the Treasury to transfer funds to the Department of Personnel from the other State departments to support the creation of the Displaced Workers Pool and the salaries of participants. The Pool was activated in 1996 to mitigate the effects of a layoff at the Department of Human Services. By February of 1997, all the employees in the Displaced Worker Pool had been placed in other permanent positions. In 1998, following the replacement of the Department of Commerce and Economic Development with a smaller, autonomous commission, additional employees entered the Displaced Worker Pool. By January 2000, all these employees had also been placed in other permanent positions. The Displaced Worker Pool is reactivated when it is needed.

The table on the next page provides a general overview of the number of State Government employees in each Department, along with some important statistics for the entire State Government workforce. We have provided the January 2000 employee counts for comparison, and shown the absolute and percentage increase or decrease alongside. Overall, there was an increase of 2.7 percent in the size of the State Government workforce during 2000.

The Department of Personnel welcomes your comments and questions regarding this report. The Office of Planning and Research is able to assist individual agencies with specific workforce analyses; for more information, contact Jeff Richter at (609) 633-7522.

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE OVERVIEW

JANUARY 1, 2001

DEPARTMENT	NUMBER OF EMPLOYEES		
	1/1/2000	1/1/2001	CHANGE OVER 1 YEAR
AGRICULTURE	248	259	+ 11 (+4.4%)
BANKING & INSURANCE	487	513	+ 26 (+5.3%)
COMMUNITY AFFAIRS	1,038	1,101	+ 63 (+6.1%)
CORRECTIONS	9,726	10,010	+ 284 (+2.9%)
(Corrections)	9,548	9,821	(+273) (+2.9%)
(State Parole Board)	178	189	(+11) (+6.2%)
EDUCATION	877	945	+ 68 (+7.8%)
ENVIRONMENTAL PROTECTION	3,282	3,378	+ 96 (+2.9%)
GOVERNOR'S OFFICE	154	151	- 3 (-1.9%)
HEALTH & SENIOR SERVICES	1,993	2,075	+ 82 (+4.1%)
HUMAN SERVICES	18,846	19,377	+ 531 (+2.8%)
INFORMATION TECHNOLOGY ¹	1,005	1,029	+ 24 (New Agency)
LABOR	4,081	4,011	- 70 (-1.7%)
LAW & PUBLIC SAFETY	8,578	8,880	+ 302 (+3.5%)
(Law & Public Safety)	7,087	7,286	(+199) (+2.8%)
(Juvenile Justice)	1,491	1,594	(+103) (+6.9%)
MILITARY & VETERANS AFFAIRS	1,554	1,586	+ 32 (+2.1%)
PERSONNEL	432	437	+ 5 (+1.2%)
STATE	567	590	+ 23 (+4.1%)
(State)	190	202	(+12) (+6.3%)
(Commission on Higher Education)	24	24	(+0) (+0.0%)
(Higher Educational Student Assistance) ²	194	203	(+9) (+4.6%)
(Public Broadcasting)	159	161	(+2) (+1.3%)
TRANSPORTATION	5,210	5,561	+ 351 (+6.7%)
TREASURY	5,633	5,696	+ 63 (+1.1%)
(Treasury)	3,955	4,005	(+50) (+1.3%)
(Administrative Law)	119	113	(-6) (-5.0%)
(Casino Control)	336	338	(+2) (+0.6%)
(Public Defender)	925	951	(+26) (+2.8%)
(Public Utilities)	263	251	(-12) (-4.6%)
(Ratepayer Advocate)	35	38	(+3) (+8.6%)
TOTAL EXECUTIVE DEPARTMENTS	63,711	65,599	1,888 (+3.0%)
STATE COLLEGES (Career Service Only)	3,675	3,718	+ 43 (+1.2%)
DISPLACED WORKER POOL ³	0	0	+ 0 (-100%)
TOTAL EXECUTIVE BRANCH	67,386	69,317	1,931 (+2.9%)
JUDICIARY	9,216	9,364	+ 148 (+1.6%)
LEGISLATIVE STAFF	489	510	+ 21 (+4.3%)
TOTAL STATE GOVT WORKFORCE	77,091	79,191	+ 2,100 (+2.7%)

AGE
Average: 45
Median: 45

LENGTH OF SERVICE
Average: 13 years
Median: 12 years ⁴

SALARY ⁵
Average: \$46,075
Median: \$42,131

GENDER
Female: 43,027 (54.3%)
Male: 36,164 (45.7%)

MINORITY EMPLOYEES
28,853 (36.4%)

UNION REPRESENTATION ⁶
63,496 (84.1%)

¹ The Office of Information Technology was created on September 4, 1998. A separate identity in PMIS was established in 1999.

² Effective April 26, 1999, the Higher Educational Student Assistance Authority was created and allocated in but not of the Department of State. It succeeds the Office of Student Assistance which was formerly allocated in but not of the Department of Treasury.

³ Displaced Worker Pool created October 1996.

⁴ The 2000 Workforce Profile reported the median length of service incorrectly as 13 years. The correct figure then was 12 years.

⁵ Full-time employees only.

⁶ Excludes State Colleges and employees on leave without pay.

Unless otherwise noted, all data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
STATISTICS BY AGENCY

INTRODUCTION

The following group of tables shows statistics for each of the Executive Departments, the Career Service employees in the State Colleges, all employees in the Judiciary, and the Office of Legislative Services. Page 5 presents counts of employees by work schedule. In addition to full-time and part-time salaried employees who are paid a percentage of a full-time salary, some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a “per diem” (daily) basis. A pie chart summarizes the totals for the entire State Government workforce.

Page 6 shows a similar breakdown for employees’ class of service. Again, we have included a pie chart to show the classification breakdown of the State Government workforce at a glance, but there is considerable variation in the proportion of career employees among the various agencies.

Page 7 presents a profile of the “average” State Government employee by agency. In addition to average age, length of service, and salary, we have also computed the median salary for each agency. The “average” or mean salary is the sum of all salaries divided by the number of salaries, while the median salary is the salary of the employee whose name appears at the exact middle of a list of employees sorted by salary, from the lowest to the highest. 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 in these agencies.

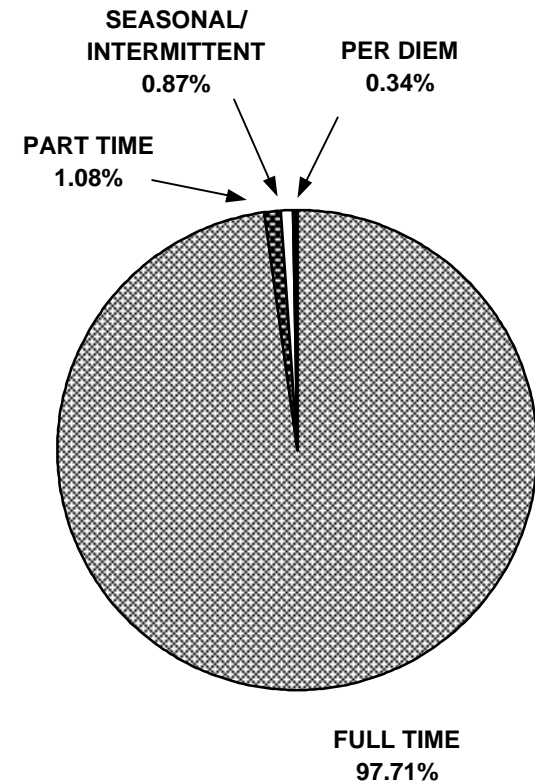
The table on Page 8 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the Property Tax Relief Fund and the Casino Revenue Fund. You will notice that, in addition to these three sources, two others are shown in the table: revolving funds and higher education funds. Revolving funds are funds that have been established from the General Fund at some point in time, 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. Higher Education funds represent a combination of appropriations from the General Fund, Federal funds, special purpose funds, and tuition receipts.

Page 9 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various Commissions and Authorities that do not enter employee information into the Department of Personnel’s automated files. We have presented data collected by a telephone survey, and have included information on the source(s) of funds for each agency.

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT

JANUARY 1, 2001

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
AGRICULTURE	258	1	0	0	259
BANKING & INSURANCE	510	3	0	0	513
COMMUNITY AFFAIRS	1,101	0	0	0	1,101
CORRECTIONS	9,996	14	0	0	10,010
(Corrections)	(9,810)	(11)	(0)	(0)	(9,821)
(State Parole Board)	(186)	(3)	(0)	(0)	(189)
EDUCATION	938	7	0	0	945
ENVIRONMENTAL PROTECTION	3,363	15	0	0	3,378
GOVERNOR'S OFFICE	150	1	0	0	151
HEALTH & SENIOR SERVICES	2,069	6	0	0	2,075
HUMAN SERVICES	18,814	559	2	2	19,377
INFORMATION TECHNOLOGY	1,029	0	0	0	1,029
LABOR	3,610	2	389	10	4,011
LAW & PUBLIC SAFETY	8,621	14	0	245	8,880
(Law & Public Safety)	(7,032)	(9)	(0)	(245)	(7,286)
(Juvenile Justice)	(1,589)	(5)	(0)	(0)	(1,594)
MILITARY & VETERANS AFFAIRS	1,546	40	0	0	1,586
PERSONNEL	433	4	0	0	437
STATE	583	7	0	0	590
(State)	(202)	(0)	(0)	(0)	(202)
(Commission on Higher Education)	(24)	(0)	(0)	(0)	(24)
(Student Assistance)	(203)	(0)	(0)	(0)	(203)
(Public Broadcasting)	(154)	(7)	(0)	(0)	(161)
TRANSPORTATION	5,540	21	0	0	5,561
TREASURY	5,389	14	285	8	5,696
(Treasury)	(3,710)	(2)	(285)	(8)	(4,005)
(Administrative Law)	(113)	(0)	(0)	(0)	(113)
(Casino Control)	(338)	(0)	(0)	(0)	(338)
(Public Defender)	(939)	(12)	(0)	(0)	(951)
(Public Utilities)	(251)	(0)	(0)	(0)	(251)
(Ratepayer Advocate)	(38)	(0)	(0)	(0)	(38)
TOTAL EXECUTIVE DEPARTMENTS	63,950	708	676	265	65,599
STATE COLLEGES (Career Service Only)	3,574	121	17	6	3,718
DISPLACED WORKER POOL	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	67,524	829	693	271	69,317
JUDICIARY	9,341	23	0	0	9,364
LEGISLATIVE STAFF	510	0	0	0	510
TOTAL STATE GOVT WORKFORCE	77,375	852	693	271	79,191

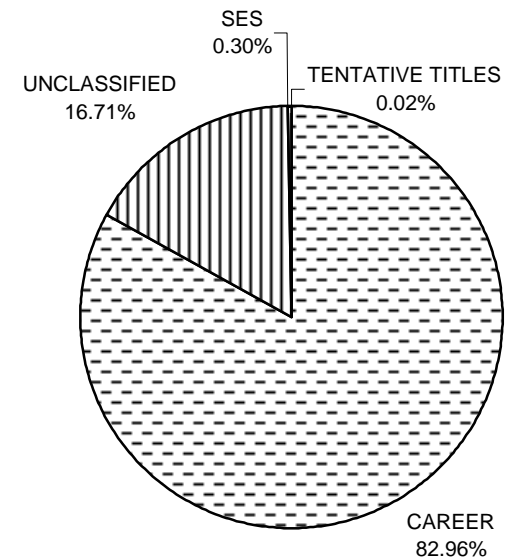


Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce as of 1/1/2001 : 79,191.

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE CLASSIFICATION BY DEPARTMENT

JANUARY 1, 2001

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	227	18	245	0	14	259
BANKING & INSURANCE	384	37	421	1	91	513
COMMUNITY AFFAIRS	986	38	1,024	0	77	1,101
CORRECTIONS	9,252	234	9,486	0	524	10,010
(Corrections)	(9,191)	(223)	(9,414)	(0)	(407)	(9,821)
(St Parole Bd)	(61)	(11)	(72)	(0)	(117)	(189)
EDUCATION	292	418	710	0	235	945
ENVIRONMENTAL PROTECTION	2,901	375	3,276	17	85	3,378
GOVERNORS OFFICE	24	0	24	0	127	151
HEALTH & SENIOR SERVICES	1,794	160	1,954	30	91	2,075
HUMAN SERVICES	14,070	4,425	18,495	28	854	19,377
INFORMATION TECHNOLOGY	911	99	1,010	2	17	1,029
LABOR	3,344	481	3,825	35	150	4,011 ¹
LAW & PUBLIC SAFETY	3,318	898	4,216	14	4,643	8,880
(Law & Public Safety)	(2,226)	(747)	(2,973)	(11)	(4,295)	(7,286) ²
(Juvenile Justice)	(1,092)	(151)	(1,243)	(3)	(348)	(1,594)
MILITARY & VETERANS AFFAIRS	743	531	1,274	0	312	1,586
PERSONNEL	361	34	395	20	22	437
STATE	291	20	311	2	270	590
(State)	(142)	(9)	(151)	(2)	(48)	(202) ³
(Commission on Higher Education)	(6)	(1)	(7)	(0)	(17)	(24)
(Higher Educational Student Assistance)	(127)	(9)	(136)	(0)	(67)	(203)
(Public Broadcasting)	(16)	(1)	(17)	(0)	(138)	(161) ⁴
TRANSPORTATION	(4,799)	(681)	(5,480)	(39)	(42)	(5,561)
TREASURY	4,119	451	4,570	55	1,071	5,696
(Treasury)	(3,291)	(410)	(3,701)	(28)	(276)	(4,005)
(Administrative Law)	(70)	(3)	(73)	(0)	(40)	(113)
(Casino Control)	(43)	(1)	(44)	(0)	(294)	(338)
(Public Defender)	(502)	(31)	(533)	(0)	(418)	(951)
(Public Utilities)	(200)	(6)	(206)	(27)	(18)	(251)
(Ratepayer Advocate)	(13)	(0)	(13)	(0)	(25)	(38)
TOTAL EXECUTIVE DEPARTMENTS	47,816	8,900	56,716	243	8,625	65,599⁵
STATE COLLEGES	2,218	1,498	3,716	0	2	3,718
DISPLACED WORKER POOL	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	50,034	10,398	60,432	243	8,627	69,317⁵
JUDICIARY	5,226	35	5,261	0	4,103	9,364
LEGISLATIVE STAFF	0	0	0	0	510	510
TOTAL STATE GOVT WORKFORCE	55,260	10,433	65,693	243	13,240	79,191⁵



Data provided by the Department of Personnel automated personnel files. Percentages refer to the total State Government workforce as of 1/1/2001: 79,191

¹Includes one employee in a tentative title
²Includes seven employees in tentative titles
³Includes one employee in a tentative title

⁴Includes six employees in tentative titles
⁵Includes fifteen employees in tentative titles

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

JANUARY 1, 2001

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY*	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$49,343	\$46,006	15
BANKING & INSURANCE	48	\$54,852	\$54,423	13
COMMUNITY AFFAIRS	48	\$49,463	\$47,952	12
CORRECTIONS	42	\$50,226	\$54,400	11
(Corrections)	(42)	(\$50,156)	(\$54,400)	(11)
(State Parole Board)	(42)	(\$53,923)	(\$52,612)	(11)
EDUCATION	47	\$56,410	\$54,685	12
ENVIRONMENTAL PROTECTION	44	\$52,188	\$51,962	14
GOVERNOR'S OFFICE	40	\$53,286	\$45,000	7
HEALTH & SENIOR SERVICES	48	\$51,019	\$49,752	14
HUMAN SERVICES	45	\$39,962	\$35,665	13
INFORMATION TECHNOLOGY	47	\$61,105	\$63,313	18
LABOR	49	\$46,166	\$41,324	15
LAW & PUBLIC SAFETY	43	\$52,524	\$51,887	11
(Law & Public Safety)	(41)	(\$54,362)	(\$53,010)	(12)
(Juvenile Justice)	(42)	(\$44,396)	(\$42,517)	(9)
MILITARY & VETERANS AFFAIRS	46	\$35,756	\$32,594	10
PERSONNEL	48	\$55,291	\$51,962	19
STATE	46	\$48,571	\$46,868	13
(State)	(44)	(\$43,869)	(\$38,758)	(14)
(Commission on Higher Education)	(48)	(\$60,908)	(\$59,319)	(9)
(Higher Educational Student Assistance)	(47)	(\$46,544)	(\$43,235)	(13)
(Public Broadcasting)	(45)	(\$55,487)	(\$55,965)	(12)
TRANSPORTATION	46	\$44,720	\$41,017	17
TREASURY	47	\$51,226	\$47,326	14
(Treasury)	(47)	(\$48,175)	(\$43,235)	(14)
(Administrative Law)	(49)	(\$66,094)	(\$47,392)	(16)
(Casino Control)	(46)	(\$51,042)	(\$47,921)	(15)
(Public Defender)	(46)	(\$58,277)	(\$57,686)	(14)
(Public Utilities)	(48)	(\$59,560)	(\$58,295)	(16)
(Ratepayer Advocate)	(42)	(\$62,837)	(\$63,815)	(7)
TOTAL EXECUTIVE DEPARTMENTS	45	\$46,978	\$44,498	13
STATE COLLEGES (Career Service Only)	47	\$33,536	\$31,838	11
DISPLACED WORKER POOL	NA	NA	NA	NA
TOTAL EXECUTIVE BRANCH	45	\$46,266	\$43,235	13
JUDICIARY	44	\$44,163	\$37,000	11
LEGISLATIVE STAFF	42	\$55,873	\$50,947	11
TOTAL STATE GOVT WORKFORCE	45	\$46,075	\$42,131	13

*Excludes part-time and per diem employees. Data provided by the Department of Personnel from automated personnel files.

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

JANUARY 1, 2001

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	HIGHER EDUCATION 900	TOTAL
AGRICULTURE	167	45	0	47	0	259
BANKING & INSURANCE	508	0	0	5	0	513
COMMUNITY AFFAIRS	703	270	40	88	0	1,101
CORRECTIONS	9,528	40	234	208	0	10,010
(Corrections)	(9,339)	(40)	(234)	(208)	(0)	(9,821)
(State Parole Board)	(189)	(0)	(0)	(0)	(0)	(189)
EDUCATION	502	246	28	169	0	945
ENVIRONMENTAL PROTECTION	3,178	104	6	90	0	3,378
GOVERNOR'S OFFICE	129	0	22	0	0	151
HEALTH & SENIOR SERVICES	841	840	115	279	0	2,075
HUMAN SERVICES	13,714	5,102	9	552	0	19,377
INFORMATION TECHNOLOGY	0	0	1,029	0	0	1,029
LABOR	697	3,307	0	7	0	4,011
LAW & PUBLIC SAFETY	6,837	192	5	1,846	0	8,880
(Law & Public Safety)	(5,677)	(138)	(5)	(1,466)	(0)	(7,286)
(Juvenile Justice)	(1,160)	(54)	(0)	(380)	(0)	(1,594)
MILITARY & VETERANS AFFAIRS	1,431	155	0	0	0	1,586
PERSONNEL	424	0	0	13	0	437
STATE	316	162	49	63	0	590
(State)	(141)	(4)	(49)	(8)	(0)	(202)
(Commission on Higher Education)	(23)	(1)	(0)	(0)	(0)	(24)
(Higher Educational Student Assistance)	(31)	(157)	(0)	(15)	(0)	(203)
(Public Broadcasting)	(121)	(0)	(0)	(40)	(0)	(161)
TRANSPORTATION	4,411	1,150	0	0	0	5,561
TREASURY	4,900	16	356	424	0	5,696
(Treasury)	(3,576)	(0)	(356)	(73)	(0)	(4,005)
(Administrative Law)	(102)	(0)	(0)	(11)	(0)	(113)
(Casino Control)	(0)	(0)	(0)	(338)	(0)	(338)
(Public Defender)	(949)	(0)	(0)	(2)	(0)	(951)
(Public Utilities)	(235)	(16)	(0)	(0)	(0)	(251)
(Ratepayer Advocate)	(38)	(0)	(0)	(0)	(0)	(38)
TOTAL EXECUTIVE DEPARTMENTS	48,286	11,629	1,893	3,791	0	65,599
STATE COLLEGES (Career Service Only)	2	0	0	0	3,716	3,718
DISPLACED WORKER POOL	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	48,288	11,629	1,893	3,791	3,716	69,317
JUDICIARY	7,815	1,364	0	185	0	9,364
LEGISLATIVE STAFF	510	0	0	0	0	510
TOTAL STATE GOVT WORKFORCE	56,613	12,993	1,893	3,976	3,716	79,191

STATE OF NEW JERSEY
OTHER GOVERNMENT EMPLOYMENT

JANUARY 2001

AGENCY	FULL TIME	PART TIME	TOTAL 2001	TOTAL 2000	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	57	6	63	61	2	MARKETING FEE REVENUE
CASINO REINVESTMENTS AUTHORITY	36	1	37	38	-1	CASINO REVENUE
COMMERCE & ECONOMIC GROWTH COMMISSION	116	7	123	129	-6	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY*	495	320	815	815	0	TOLLS
DELAWARE RIVER BASIN COMMISSION*	42	2	44	42	2	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION*	314	0	314	299	15	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY*	587	0	587	575	12	TOLLS & FARES
EDUCATIONAL FACILITIES AUTHORITY	10	0	11	8	3	FEE REVENUES
HACKENSACK MEADOWLANDS DEVELOPMENT COMM.	110	11	121	119	2	SELF FUNDED VIA GENERATED FEES AND REVENUES
HIGHER EDUCATION UNCLASSIFIED	7,484	456	7,940	4,547	3,393	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	228	0	228	216	12	BOND REVENUES
INTERSTATE SANITATION COMMISSION*	14	1	15	16	-1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	123	0	123	115	8	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY HIGHWAY AUTHORITY	1,168	122	1,290	1,316	-26	TOLLS
NEW JERSEY INSTITUTE OF TECHNOLOGY	979	207	1,186	1,068	118	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	1,260	1,500	2,760	2,491	269	SELF FUNDED
NEW JERSEY TURNPIKE AUTHORITY	1,510	642	2,152	2,223	-71	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	115	0	115	110	5	WATER SALE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	27	0	27	26	1	FEES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	156	0	156	150	6	WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION (NJ SECTION)	90	1	91	95	-4	STATE APPROPRIATIONS AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	588	0	588	579	9	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	205	2	207	224	-17	WATER SALE REVENUES
PINELANDS COMMISSION	51	2	53	51	2	STATE APPROPRIATIONS, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY†	6,970	55	7,025	7,025	0	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	55	0	55	54	1	SEWAGE FEES
RUTGERS	8,574	126	8,700	8,963	-263	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	126	11	137	132	5	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	255	108	363	354	9	TOLLS
UNIVERSITY OF MEDICINE AND DENTISTRY	9,747	1,406	11,153	11,284	-131	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR*	80	1	81	82	-1	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	41,572	4,987	46,560	43,207	3,353	

*Multi-State Authorities

†Includes figures for PATH

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

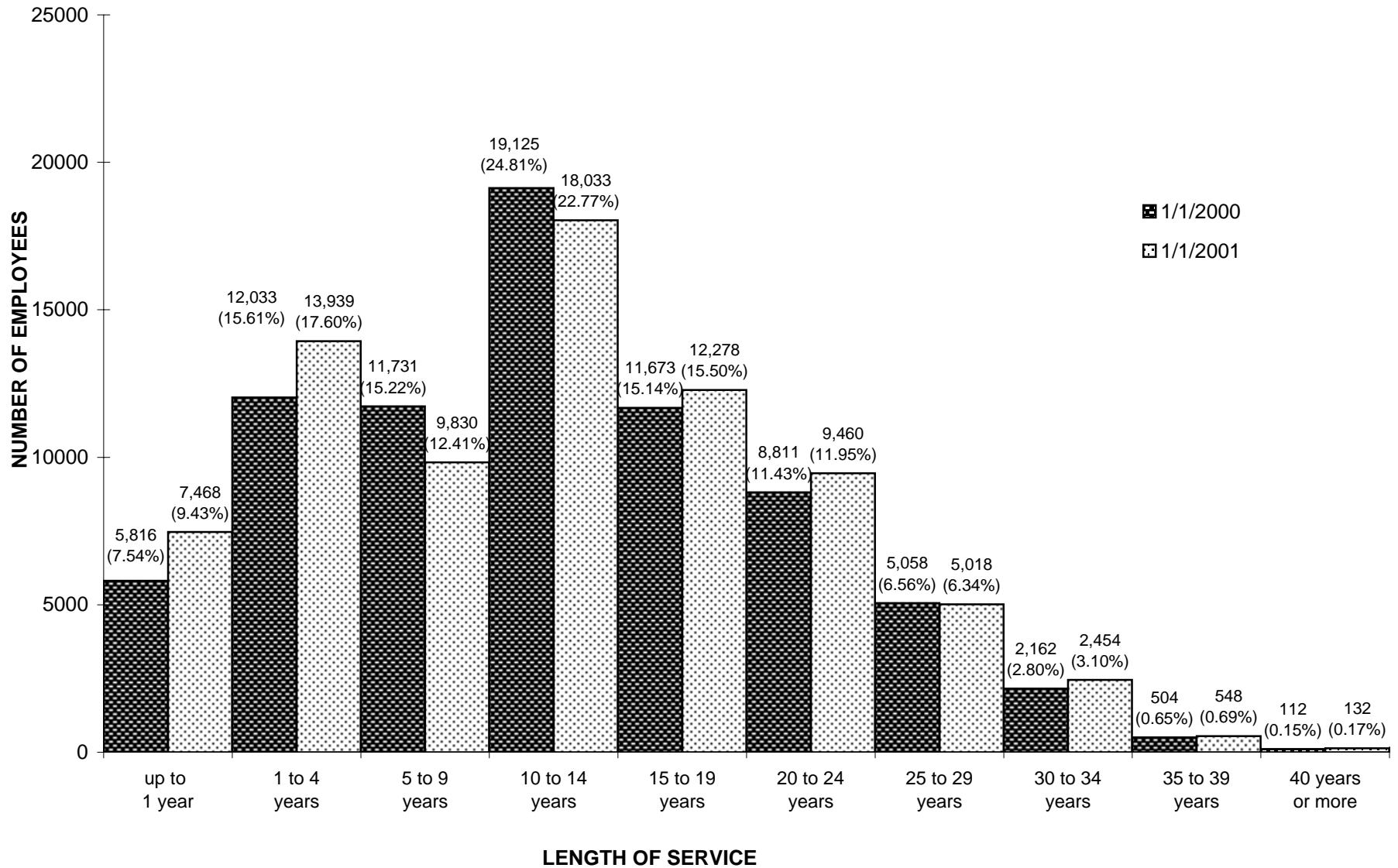
INTRODUCTION

The next group of charts shows the distribution of employees by length of service and age, and presents information on separations and hiring of employees in State Government service. The first two charts provide a “snapshot” of the age and length of service for State Government employees as of January 1, 2001 (the lighter-colored columns) compared with a similar “snapshot” from January 1, 2000 (the darker-colored columns). The length of service data indicate that the average length of service in the State Government workforce is still 13 years. There are more employees with less than ten years of service than there were last year, which reverses a five-year trend. There are fewer individuals aged 60 or older than there were last year, which reverses the direction indicated in last year’s profile.

On Page 13 we compare separations during Fiscal Years 1999 and 2000 sorted by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, separations decreased slightly during FY2000 as compared to FY1999, but the proportion of separations involving employees with one to four years of service rose dramatically. Pages 14, 15 and 16 present additional data for separations from State Government service.

We also present similar statistics for hiring activity in State Government. The overall number of hires during the last ten fiscal years is presented on Page 17, and the average salary for full-time employees hired during the same period is represented graphically on Page 18. The lowest number of hires and the highest average salary for new hires occurred in FY1993. The most recent information shows that while hiring was up each consecutive year since FY1996, the average salary of individuals hired has been approximately the same since FY1995. The most significant increases in hiring occurred in FY2000.

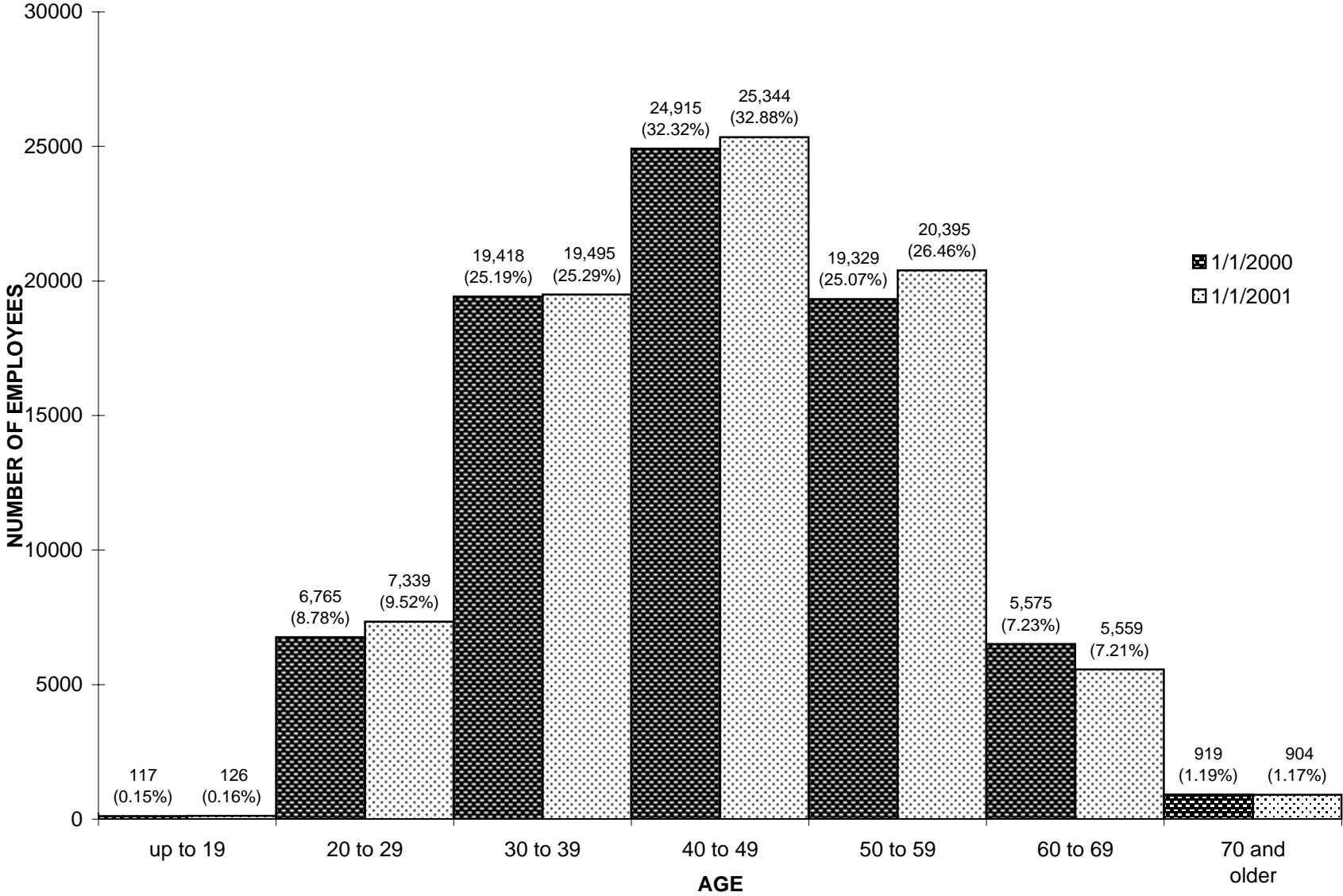
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE
JANUARY 1, 2001 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce (as of 1/1/2000, 77,091; as of 1/1/2001, 79,191.)

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE

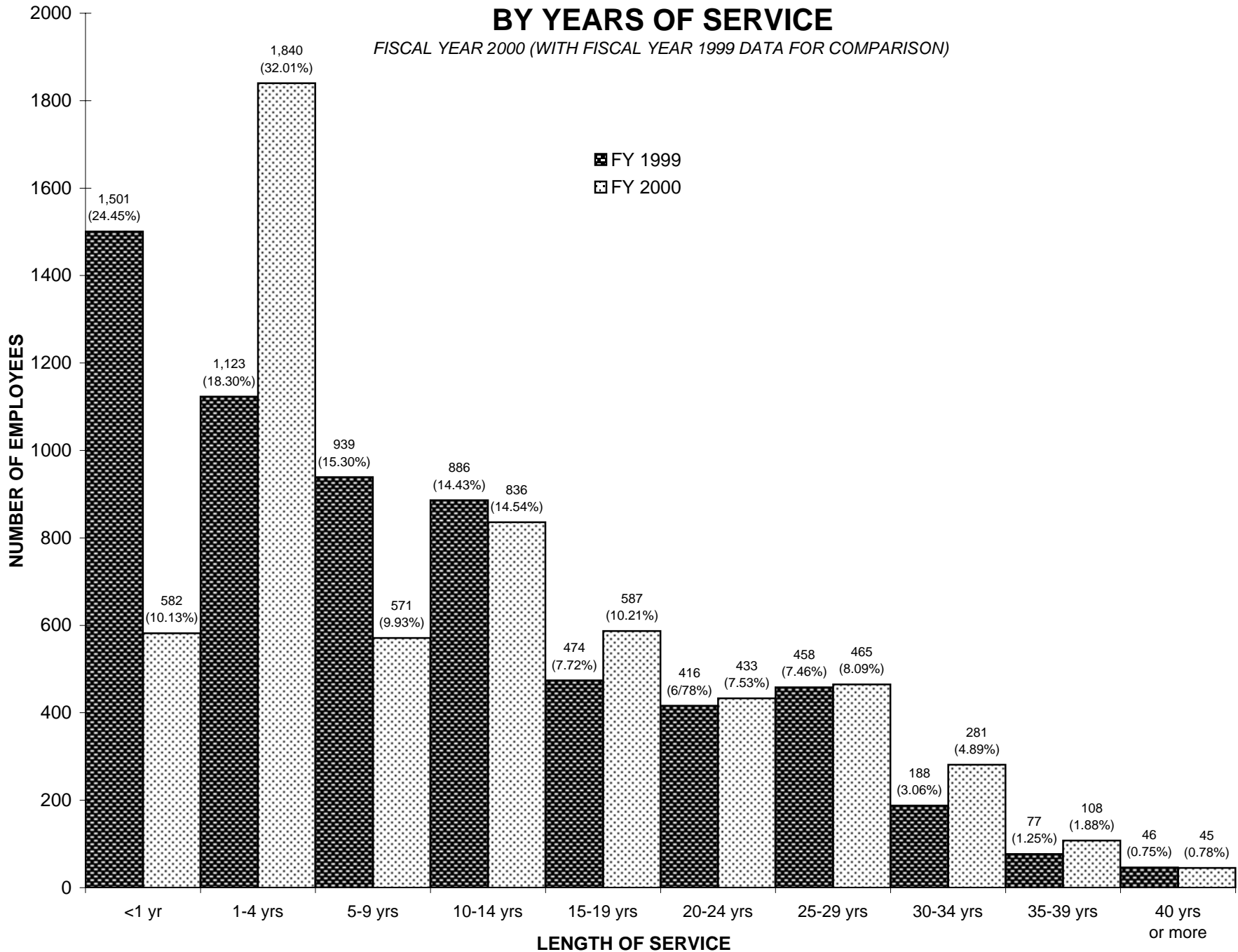
JANUARY 1, 2001 (WITH PRIOR YEAR DATA FOR COMPARISON)



*Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce (as of 1/1/2000, 77,091; as of 1/1/2001, 79,191).*

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

FISCAL YEAR 2000 (WITH FISCAL YEAR 1999 DATA FOR COMPARISON)



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

Percentages refer to the number of separations of State Government employees (during FY1999, 6,125; during FY2000, 5,748).

**STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL TIME EMPLOYEES 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	85%	586	43	629	12%	147	5,159	28,363	18.2%
1962	3,473	228	243	3,944	83%	599	64	663	14%	160	4,767	29,215	16.3%
1963	2,790	190	299	3,279	81%	555	9	564	14%	198	4,041	29,342	13.8%
1964	2,525	258	187	2,970	94%	0	3	3	0%	171	3,144	30,319	10.4%
1965	2,700	206	704	3,610	83%	590	2	592	14%	169	4,371	31,334	13.9%
1966	3,918	339	144	4,401	85%	612	1	613	12%	171	5,185	33,801	15.3%
1967	5,004	396	376	5,776	88%	604	3	607	9%	187	6,570	37,528	17.5%
1968	4,577	540	453	5,570	88%	588	0	588	9%	184	6,342	36,043	17.6%
1969	5,464	735	431	6,630	89%	572	11	583	8%	203	7,416	39,939	18.6%
1970	6,099	741	496	7,336	90%	576	26	602	7%	221	8,159	40,853	20.0%
1971	5,083	616	642	6,341	89%	592	27	619	9%	202	7,162	43,450	16.5%
1972	3,937	673	769	5,379	86%	620	6	626	10%	246	6,251	45,750	13.7%
1973	5,134	746	825	6,705	89%	647	11	658	9%	194	7,557	48,920	15.4%
1974	4,804	679	1,005	6,488	88%	685	22	707	10%	190	7,385	53,280	13.9%
1975	4,105	542	908	5,555	85%	687	142	829	13%	181	6,565	53,453	12.3%
1976	4,103	541	917	5,561	83%	798	129	927	14%	182	6,670	55,713	12.0%
1977	3,637	524	910	5,071	80%	852	199	1,051	17%	180	6,302	55,740	11.3%
1978	3,495	639	1,018	5,152	83%	860	1	861	14%	176	6,189	58,330	10.6%
1979	3,877	906	869	5,652	84%	879	30	909	14%	156	6,717	61,032	11.0%

*Terminations include some layoffs of employees without permanent Civil Service status.
Data provided by the Department of Personnel from separation reports (1960-1979).*

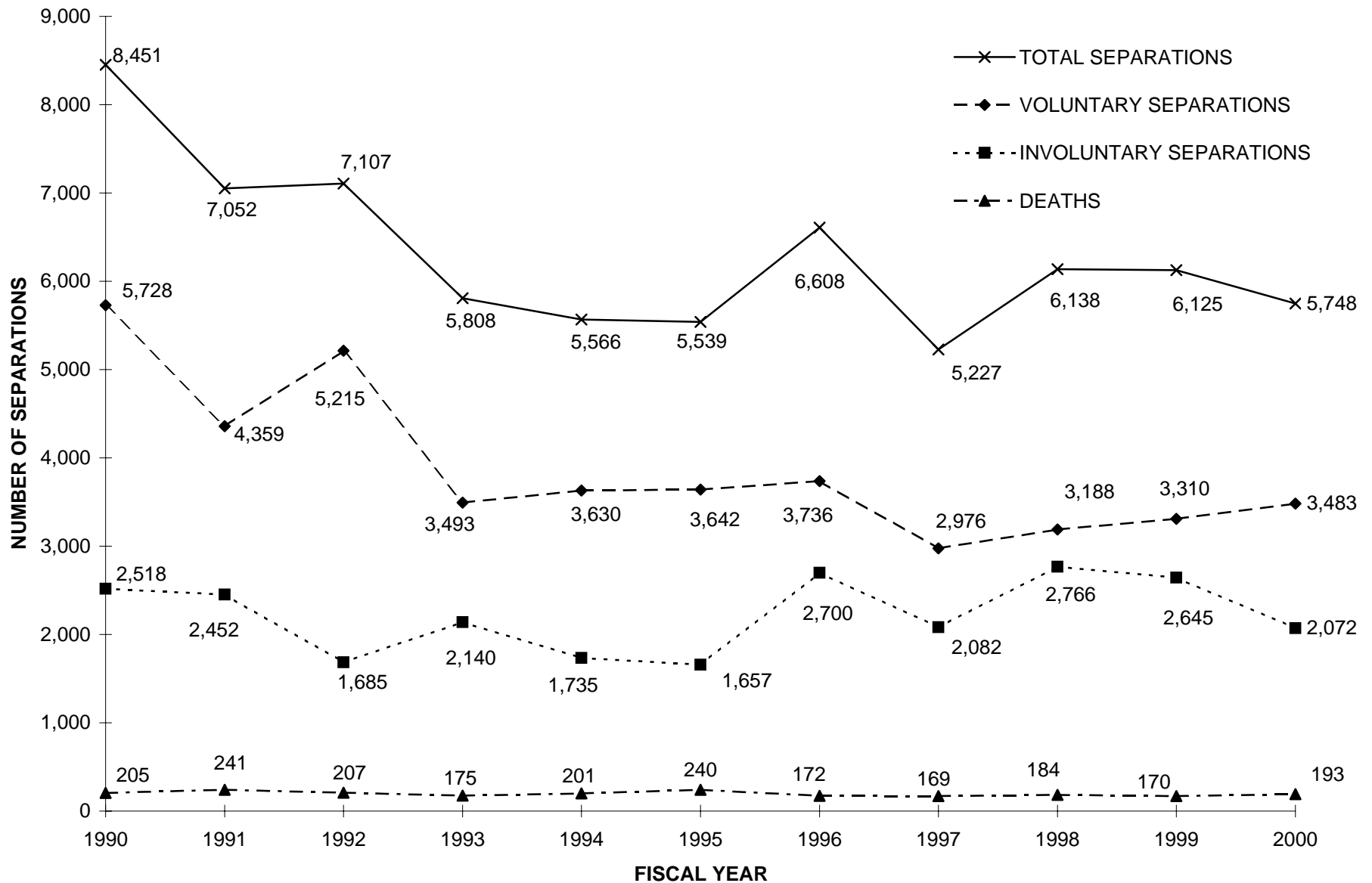
**STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1980 - FY2000**

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			
1980	3,809	881	809	5,499	85%	844	8	852	13%	145	6,496	63,200	10.3%
1981	4,706	857	1,109	6,672	85%	979	16	995	13%	183	7,850	65,680	12.0%
1982	4,853	740	1,063	6,656	83%	1,058	122	1,180	15%	175	8,011	65,789	12.2%
1983	3,371	535	1,254	5,160	77%	1,022	292	1,314	20%	197	6,671	66,384	10.0%
1984	3,550	482	1,220	5,252	82%	909	24	933	15%	189	6,374	66,187	9.6%
1985	4,129	495	1,180	5,804	82%	899	214	1,113	16%	191	7,108	68,551	10.4%
1986	4,694	511	1,205	6,410	85%	914	32	946	13%	190	7,546	70,849	10.7%
1990	4,117	488	1,123	5,728	68%	2,504	14	2,518	30%	205	8,451	72,933	11.6%
1991	2,748	361	1,250	4,359	62%	2,213	239	2,452	35%	241	7,052	78,362	9.0%
1992	1,986	258	2,971	5,215	73%	1,454	231	1,685	24%	207	7,107	76,444	9.3%
1993	1,644	224	1,625	3,493	60%	1,174	966	2,140	37%	175	5,808	75,956	7.6%
1994	1,646	268	1,716	3,630	65%	1,729	6	1,735	31%	201	5,566	73,462	7.6%
1995	2,007	376	1,259	3,642	66%	1,525	132	1,657	30%	240	5,539	73,034	7.6%
1996	1,921	279	1,536	3,736	57%	1,739	961	2,700	41%	172	6,608	79,662	8.3%
1997	1,311	160	1,505	2,976	57%	1,755	327	2,082	40%	169	5,227	76,743	6.8%
1998	1,316	137	1,735	3,188	52%	2,373	393	2,766	45%	184	6,138	73,315	8.4%
1999	1,309	156	1,845	3,310	54%	2,441	204	2,645	43%	170	6,125	76,889	8.0%
2000	1,451	176	1,856	3,483	61%	2,071	1	2,072	36%	193	5,748	76,499	7.5%

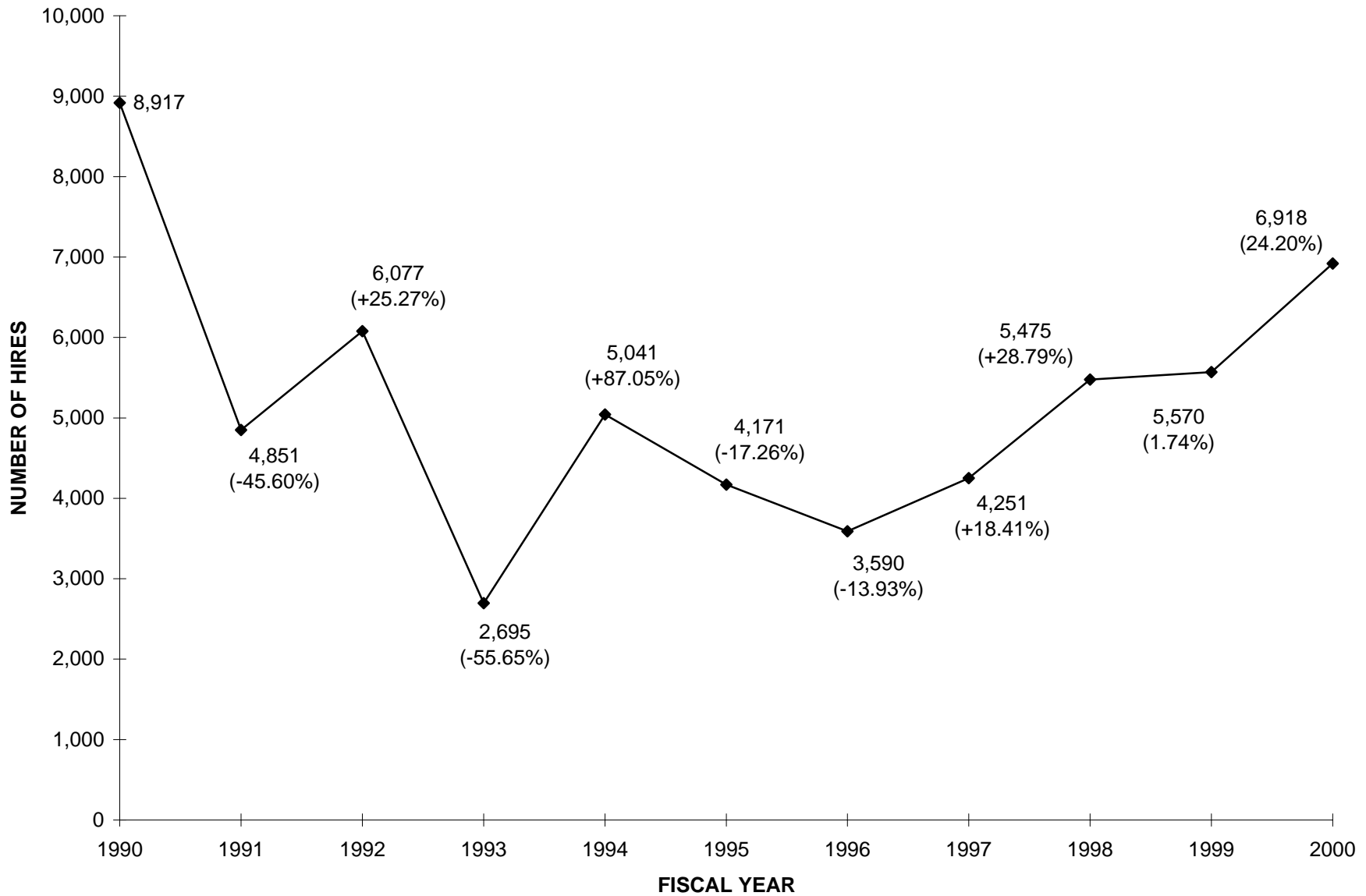
Terminations include some layoffs of employees without permanent Civil Service status.

Data provided by the Department of Personnel from separation reports (1979-1987) and automated personnel files (1987-2000).

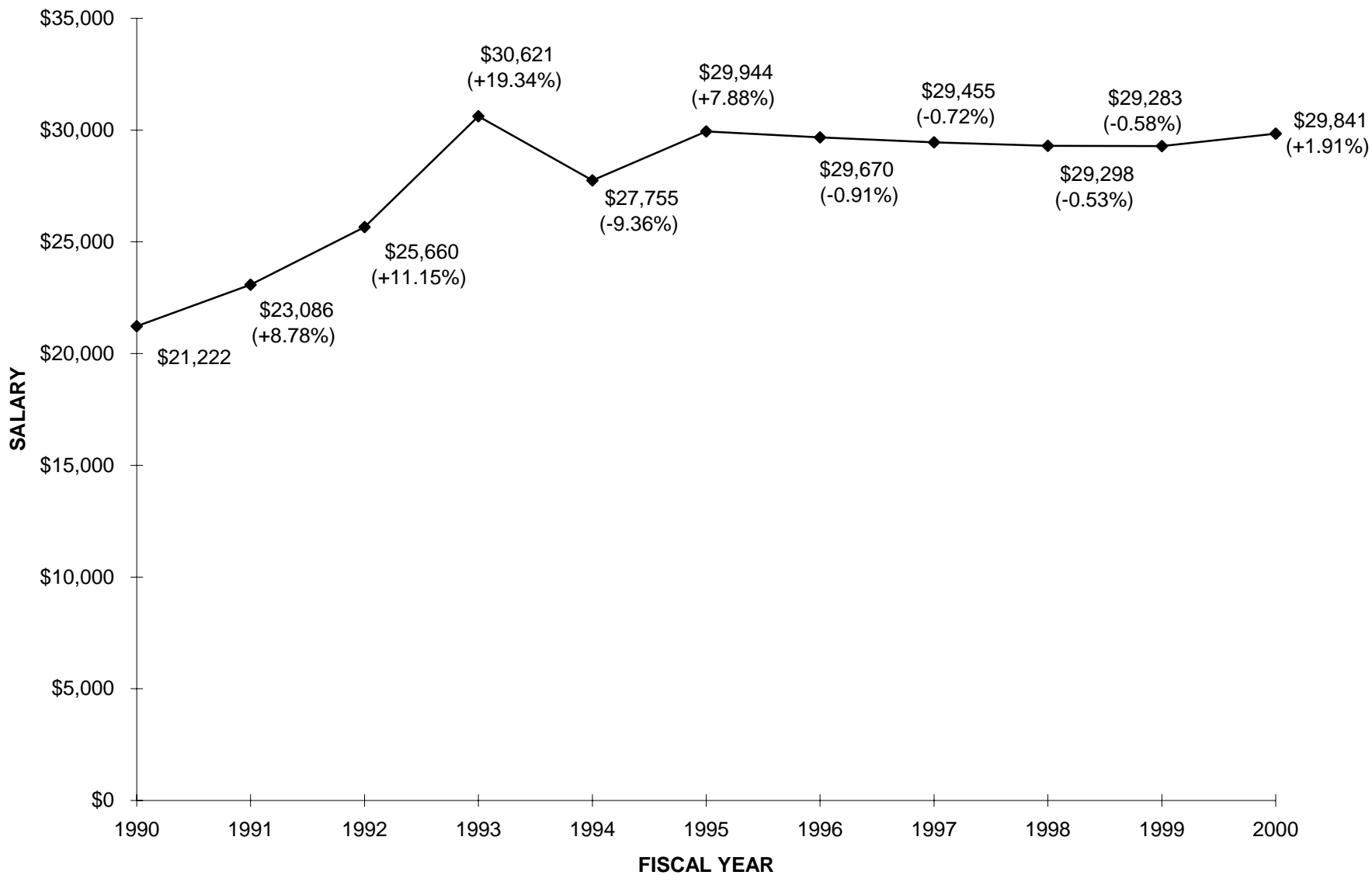
STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1990 - FY2000



STATE OF NEW JERSEY HIRING BY STATE GOVERNMENT FY1990 - FY2000



STATE OF NEW JERSEY
AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT
FY1990 THROUGH FY2000



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

INTRODUCTION

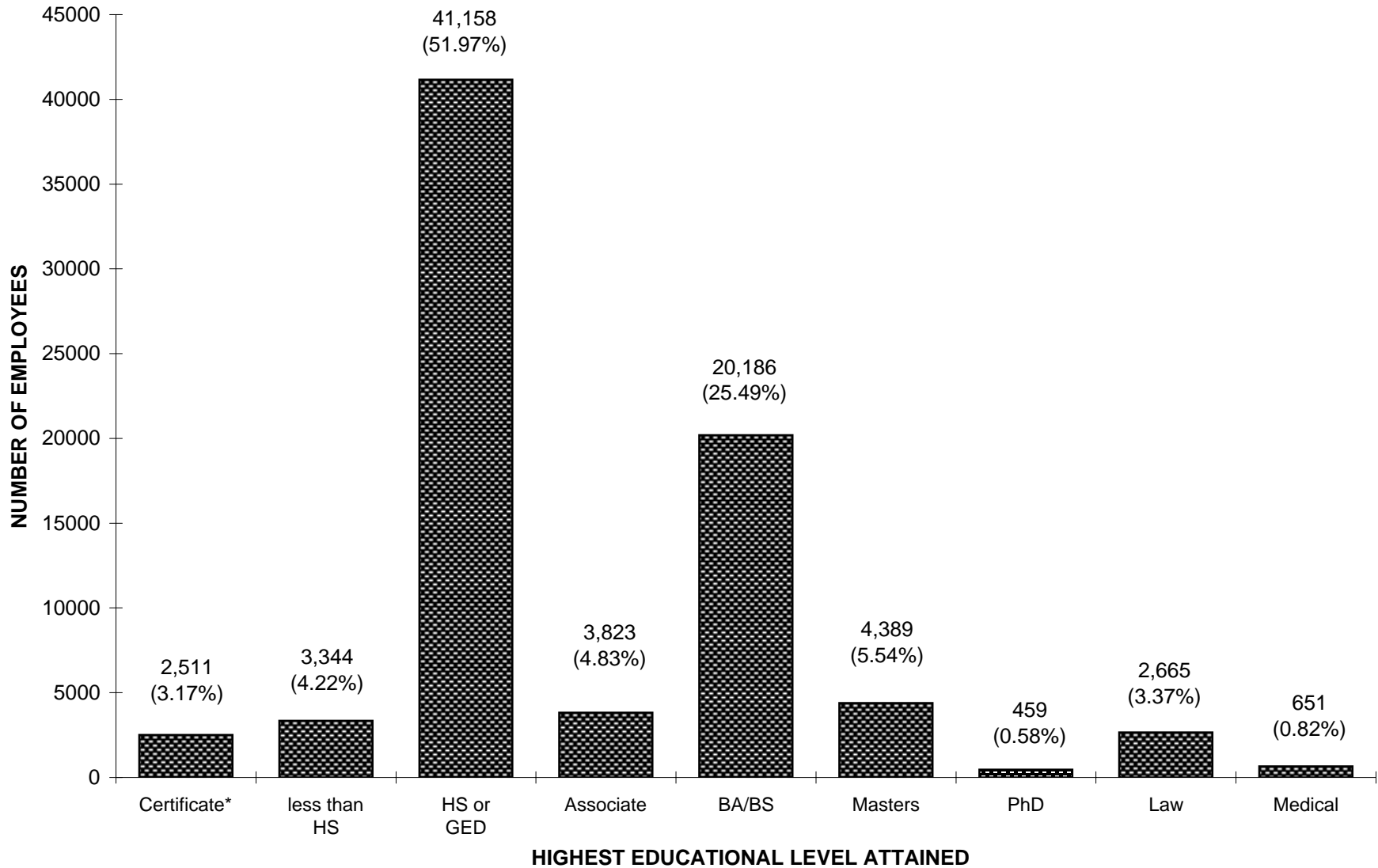
The table on Page 20 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 20,186 employees, the true number of employees with a Bachelor's degree (or equivalent) is 28,350 (over 36% of the workforce). This is because people with Master's, Ph.D., Law, or Medical degrees almost always also 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 so may understate the education credentials of some employees who continued their education since being hired.

Our analysis of State Government employees by work location (Page 21) shows over a third of these employees located in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the proportion of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., liaison officers to the Federal Government.

This year's Profile introduces a new chart on Page 22, a breakdown of the State Government workforce by EEO categories. Page 23 presents a pie chart showing a breakdown by occupational groups. The table on Page 24 shows the various occupations in each occupational group and a breakdown of occupations by branch of government. The titles of State Government employees are categorized according to the Occupational Code Directory developed by the Department of Personnel's Division of Human Resource Management. This taxonomy groups employees by the type of work performed, and, at the level of analysis developed for this Profile, does not consider the employee's level in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.

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

JANUARY 1, 2001



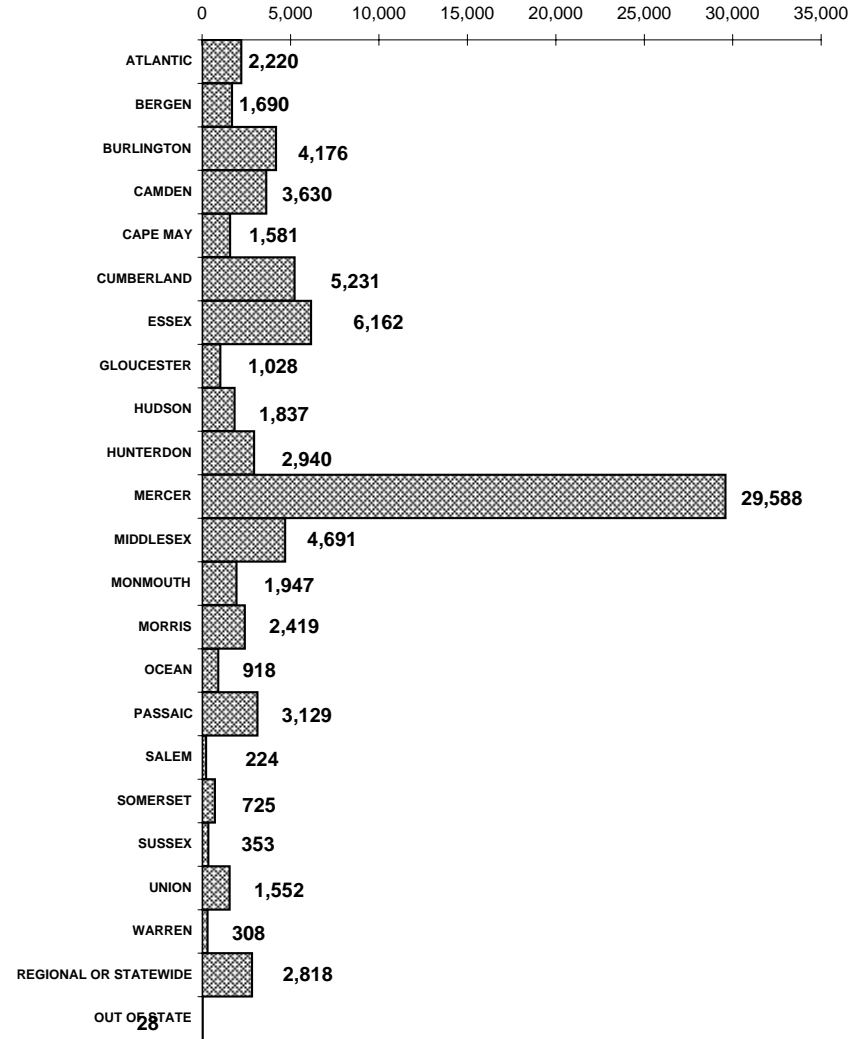
Percentages refer to the total State Government workforce (as of 1/1/2001, 79,191).

* 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 1, 2001

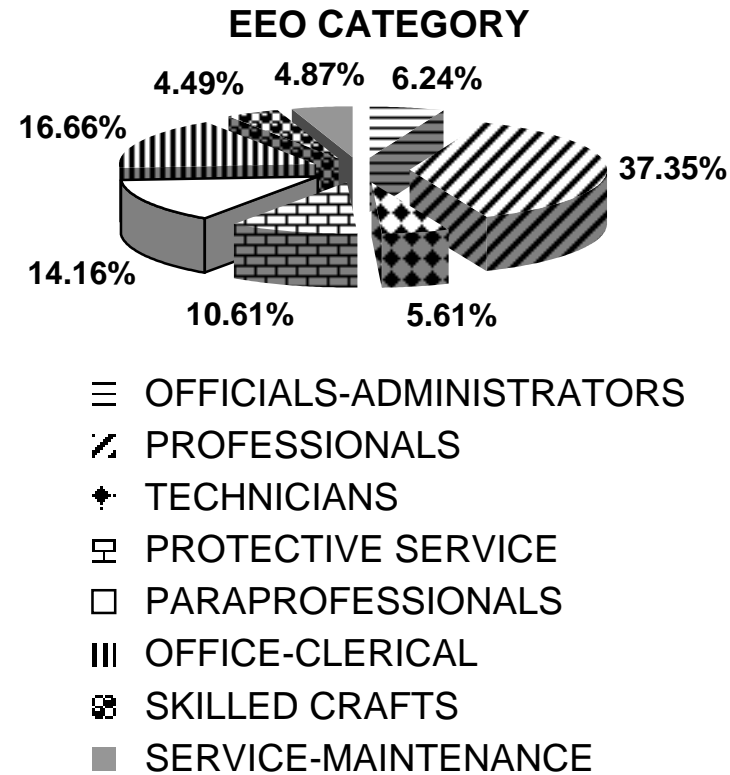
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	2,220	2.80%
BERGEN	1,690	2.13%
BURLINGTON	4,176	5.27%
CAMDEN	3,630	4.58%
CAPE MAY	1,581	2.00%
CUMBERLAND	5,231	6.61%
ESSEX	6,162	7.78%
GLOUCESTER	1,028	1.30%
HUDSON	1,837	2.32%
HUNTERDON	2,940	3.71%
MERCER	29,588	37.36%
MIDDLESEX	4,691	5.92%
MONMOUTH	1,947	2.46%
MORRIS	2,419	3.05%
OCEAN	918	1.16%
PASSAIC	3,129	3.95%
SALEM	224	0.28%
SOMERSET	725	0.92%
SUSSEX	353	0.45%
UNION	1,552	1.96%
WARREN	308	0.39%
REGIONAL OR STATEWIDE	2,818	3.56%
OUT OF STATE		
CALIFORNIA	4	*
CONNECTICUT	2	*
MASSACHUSETTS	0	*
ILLINOIS	13	0.02%
NEW YORK	0	*
WASHINGTON, DC	5	*
TOTAL	79,191	100.00%



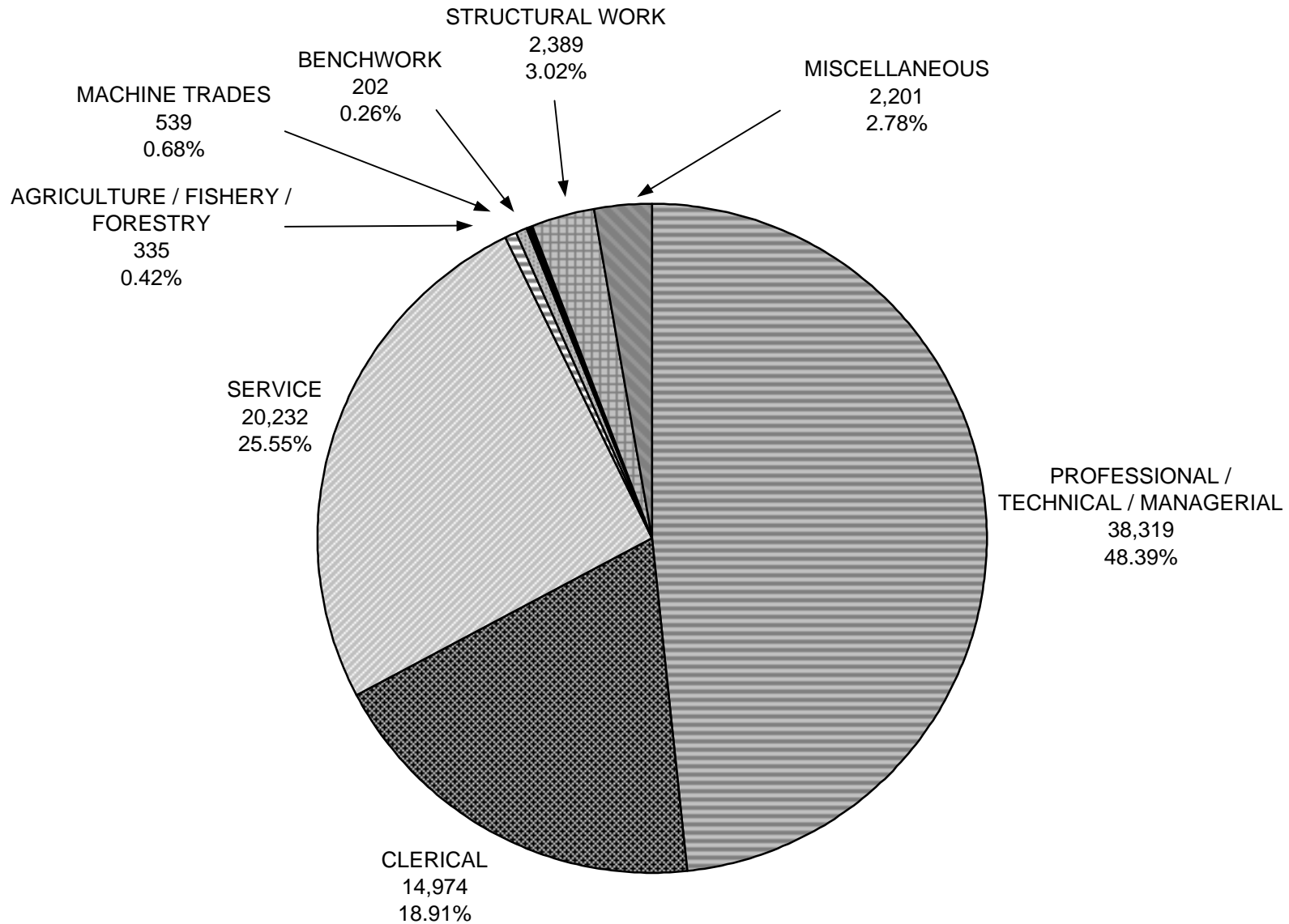
*Less than 0.01%.
 Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY
JANUARY 1, 2001

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,945 6.24%
PROFESSIONALS	29,581 37.35%
TECHNICIANS	4,442 5.61%
PROTECTIVE SERVICE	8,405 10.61%
PARAPROFESSIONALS	11,216 14.16%
OFFICE-CLERICAL	13,191 16.66%
SKILLED CRAFTS	3,556 4.49%
SERVICE-MAINTENANCE	3,855 4.87%
TOTAL:	79,191



STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL GROUP
 JANUARY 1, 2001



*Data provided by the Department of Personnel from automated personnel files.
 Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.
 Percentages refer to the total State Government workforce as of 1/1/2001: 79,191.*

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION

JANUARY 1, 2001

CATEGORY	OCCUPATION	EXECUTIVE	JUDICIARY	LEGISLATURE	STATE COLLEGES	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying / Engineering (other than Environmental)	1,271	0	0	3	1,274
	01 Environmental Engineering / Architecture	299	0	0	0	299
	02 Physical Sciences / Statistics	1,514	0	0	3	1,517
	04 Life Sciences	253	0	0	12	265
	05 Community Development / Social Sciences	505	0	0	0	505
	06 Social & Psychological Services	4,952	1,781	0	0	6,733
	07 Medical and Health Services	3,378	0	0	17	3,395
	09 Education	2,262	0	3	322	2,587
	10 Museum, Library & Archival Sciences	156	13	6	192	367
	11 Law	1,743	935	106	0	2,784
	12 Information Processing	2,205	224	26	72	2,527
	13 Writing	188	31	32	2	253
	14 Art	43	0	0	8	51
	15 Finance	2,168	62	105	63	2,398
	16 Administration	7,878	1,743	122	88	9,831
	17 Inspections / Investigation	2,781	498	6	1	3,286
	18 Recreation	109	0	0	2	111
	19 Public Broadcasting	116	0	0	20	136
	CLERICAL	20 Stenography, Typing & Filing	8,163	3,634	70	1,213
21 Computing & Account Recording		514	153	7	111	785
22 Stock, Storage, & Inventory		326	0	1	34	361
24 Information & Message Distribution		688	0	7	53	748
SERVICE	30 Building / Institution / Facility Services	1,198	1	0	598	1,797
	31 Food / Beverage Preparation/Services	1,115	0	0	23	1,138
	33 Barbering / Cosmetology	16	0	0	0	16
	35 Direct Care / Personal & Health Services	6,218	0	0	10	6,228
	36 Protective Services	10,760	0	14	279	11,053
AGRICULTURE / FISHERY / FORESTRY	40 Planting / Gardening	131	0	0	119	250
	41 Animal Farming	71	0	0	0	71
	43 Forestry	14	0	0	0	14
MACHINE TRADES	60 Machinery Repair	403	0	0	36	439
	65 Printing	71	10	0	19	100
BENCHWORK	70 Medical / Scientific Repair	8	0	0	1	9
	72 Electrical Repair	190	0	1	2	193
STRUCTURAL WORK	80 Skilled Trades	464	0	0	173	637
	81 Infrastructure Repair/Maintenance	1,599	0	3	150	1,752
MISCELLANEOUS	90 Transporting	529	0	0	24	553
	91 Utilities Production/Distribution	195	0	0	68	263
	92 Multiple Groups	1,104	276	1	0	1,381
	94 Not Coded Elsewhere	1	3	0	0	4
TOTAL		65,599	9,364	510	3,718	79,191

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

Classification system provided by the Division of Human Resource Management's Occupational Code Dictionary.

STATE OF NEW JERSEY
SALARY DATA FOR STATE GOVERNMENT WORKFORCE

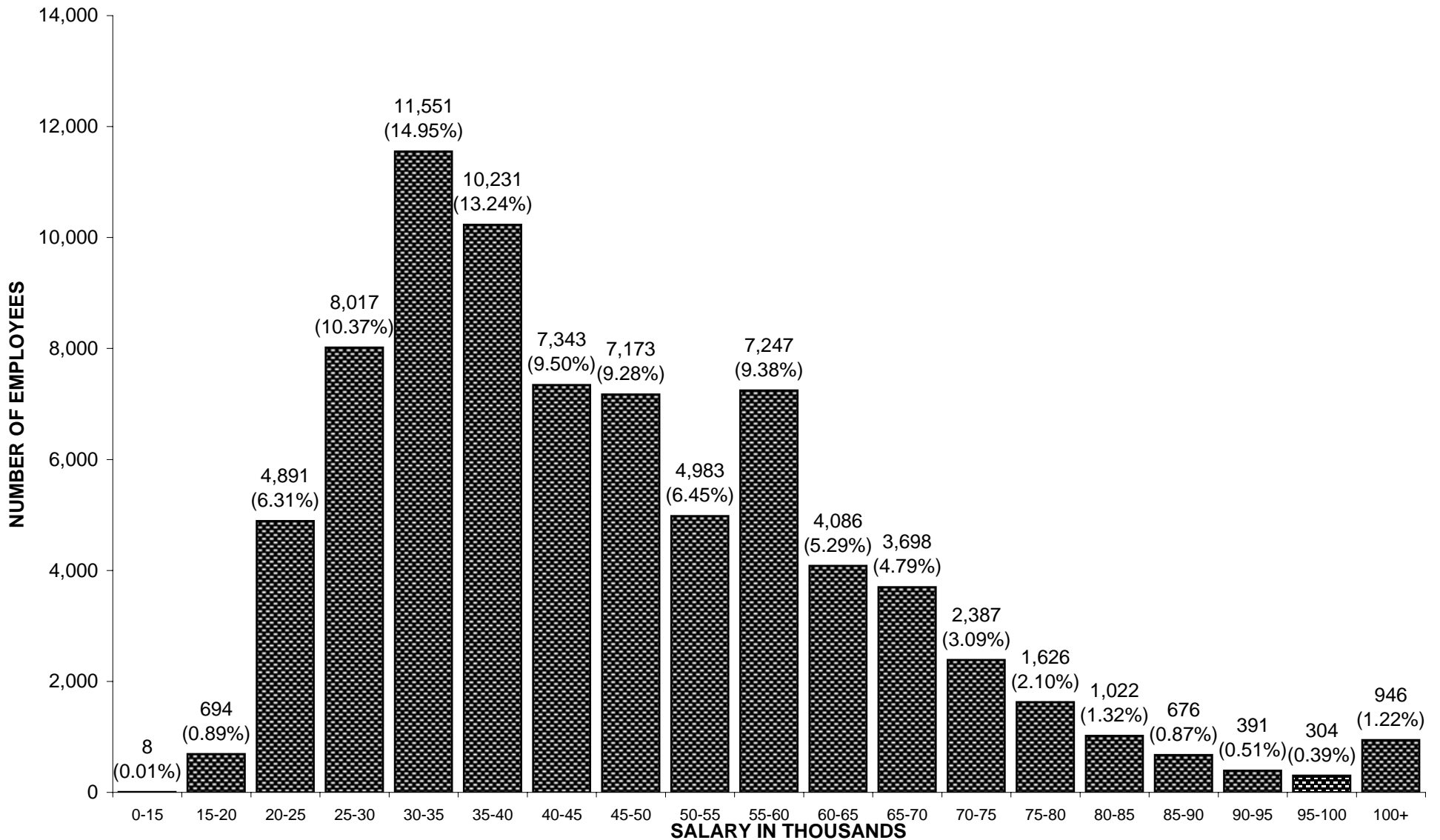
INTRODUCTION

We are continuing to expand our reporting of salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$46,075) account for over 54 percent of the full-time State Government workforce. The median salary is \$42,131. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 7 (by agency), and on Pages 46 and 47 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on the next page. We have retained the grouping by \$5,000 salary bands from last year's chart to maintain consistency and aid interpretation. The employees earning between \$30,000 and \$34,999 outnumber those whose earnings fall into any other \$5,000 salary interval, and employees earning from \$25,000 to \$39,999 account for about 39 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for the past five years on Page 27. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage change over the previous year.

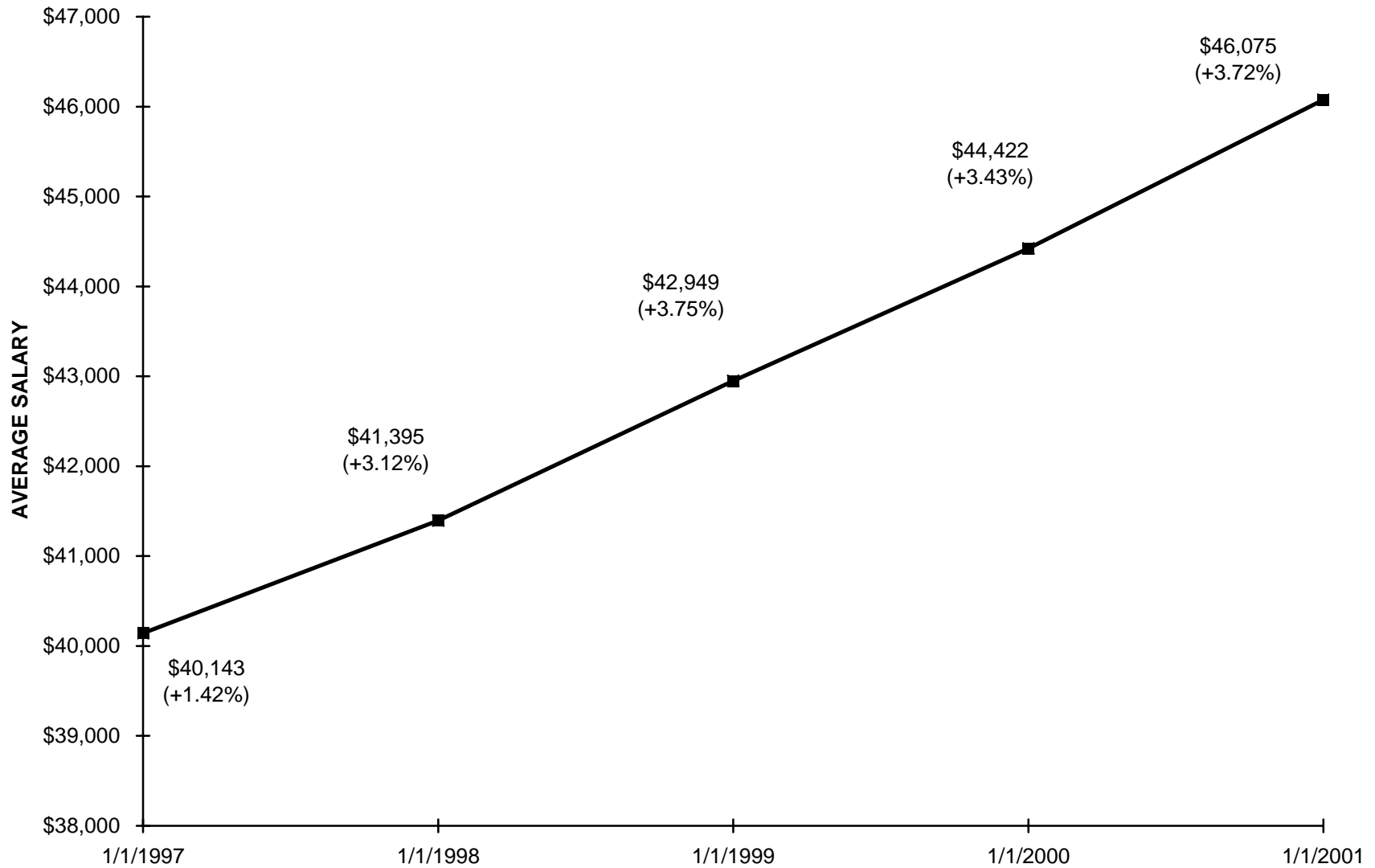
Since 1995, we have excluded *per diem* employees from any analysis of average annual salaries. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, the Merit System Board, County Boards of Taxation, and the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

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY
JANUARY 1, 2001



Number and percentages reflect full-time employees; exclude Board and Commission members (see text, Page 24). (As of 1/1/2001, 77,274).

STATE OF NEW JERSEY
FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES
1997 through 2001



STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE: HISTORICAL DATA

INTRODUCTION

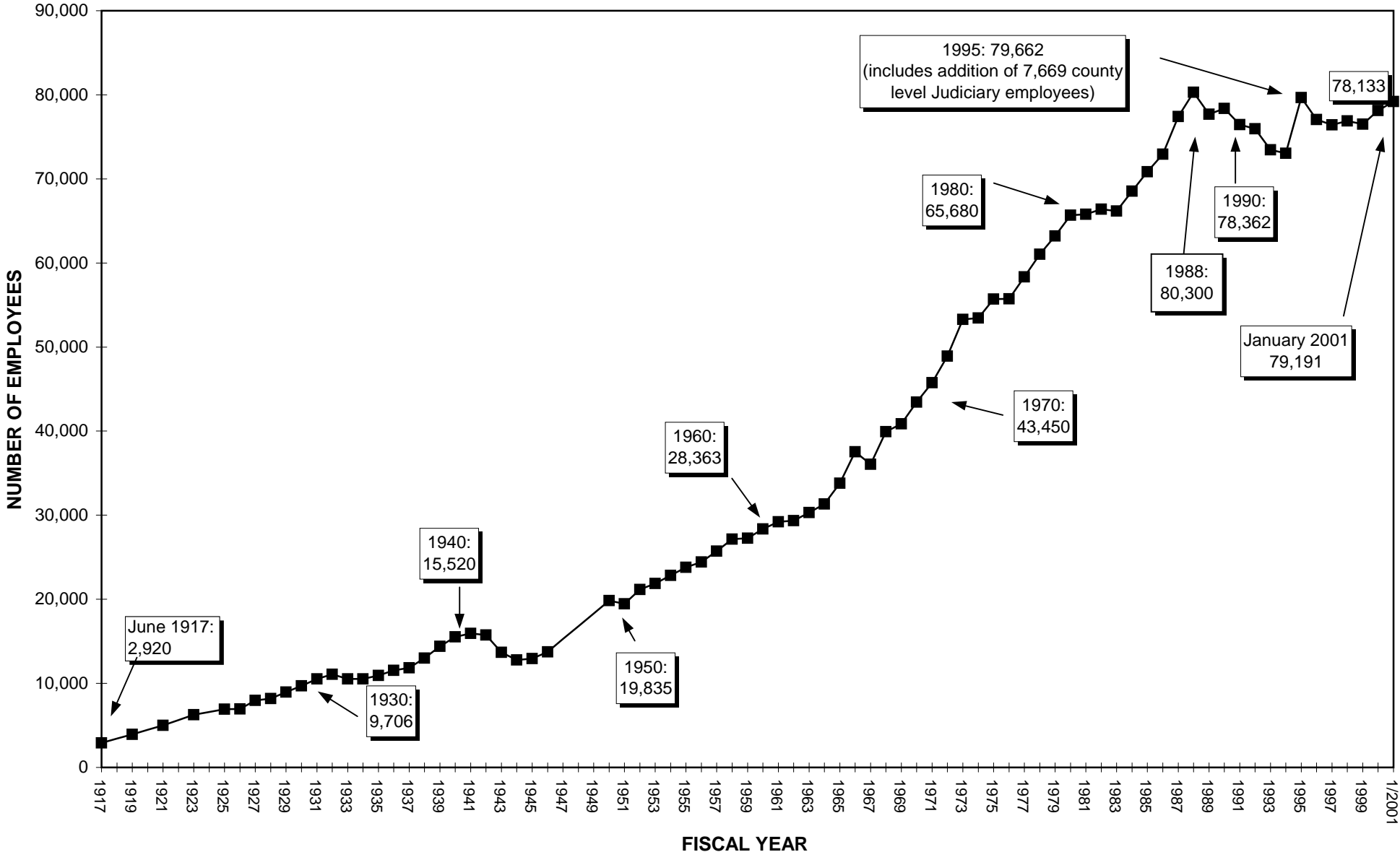
The following page presents a chart showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents a new decade, and the most recent point. Various Commissions and Authorities were included as a separate category until 1993. At present, counts for members of Commissions and Authorities of 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 Government Employment” on Page 9.

We present a more detailed look at the workforce since 1980 on Page 30. This chart excludes various Commissions and Authorities that are reported as “Other Government Employment” on Page 9 after FY1993, and all data points are labeled with employee counts. We also indicate where significant changes occurred in the structure of State Government and affected the size of the workforce.

We follow with an analysis of the change in the size of the workforce from year to year. Page 31 is based on the data from Page 29, and shows every year’s 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. We provide a closer look for 1980 to the present on Page 32, which is based on data from Page 30. In this chart, we have labeled all of the columns with the change in number of employees as well as the percentage change from the previous year.

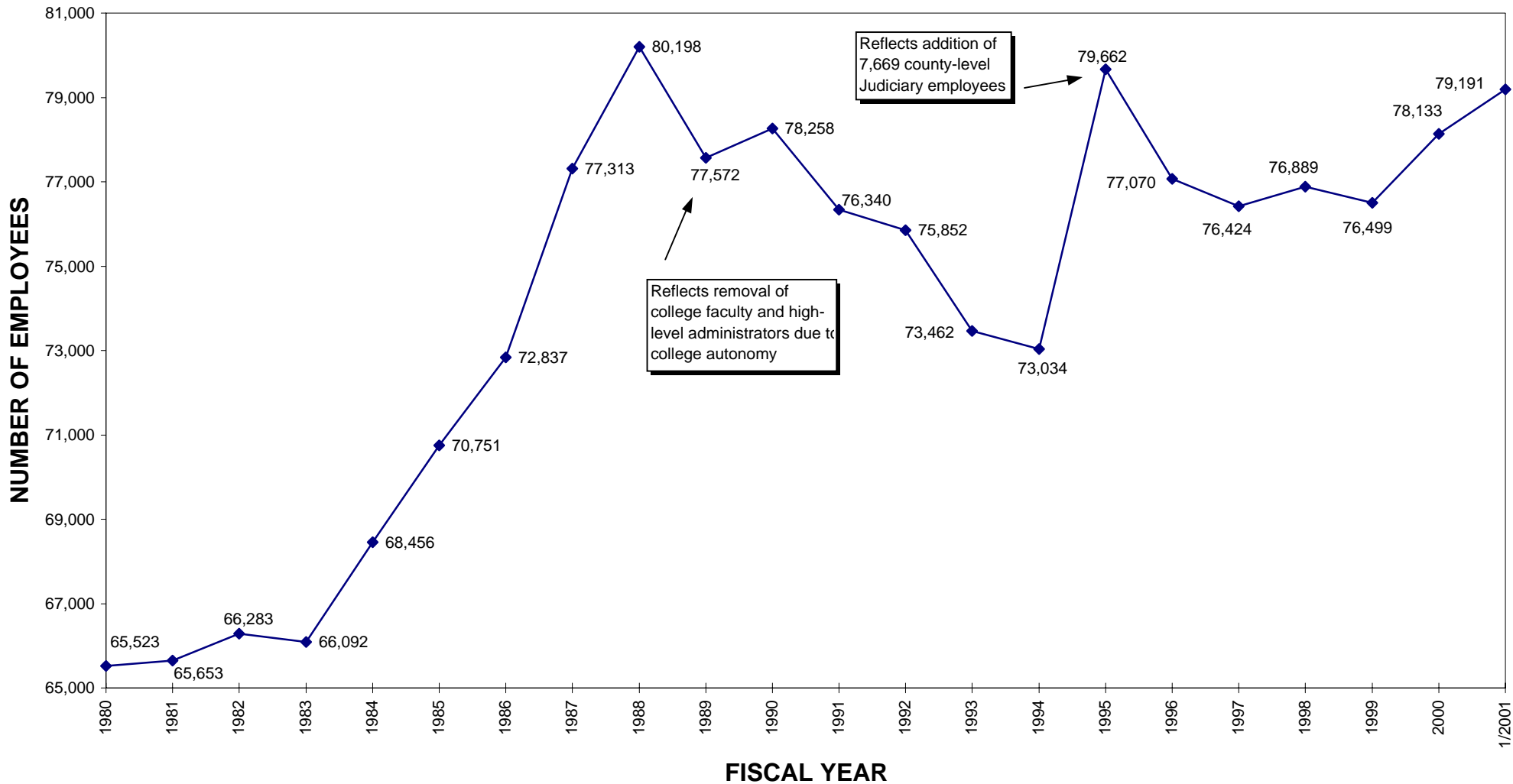
Pages 33 through 36 present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile, although overall totals remain the same. In such cases, or where State Government structure was modified, we have added footnotes to comment on major changes in employee counts. Most of the agencies that the statutes place “in but not of” various Departments are included in the figures for those Departments; the larger “in but not of” agencies are identified on the same line where we report the data for each Department with which they are associated. All figures are from close of each fiscal year, so that changes in the workforce since July of 2000 are not reflected in the table.

**STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1917 - JANUARY 2001**



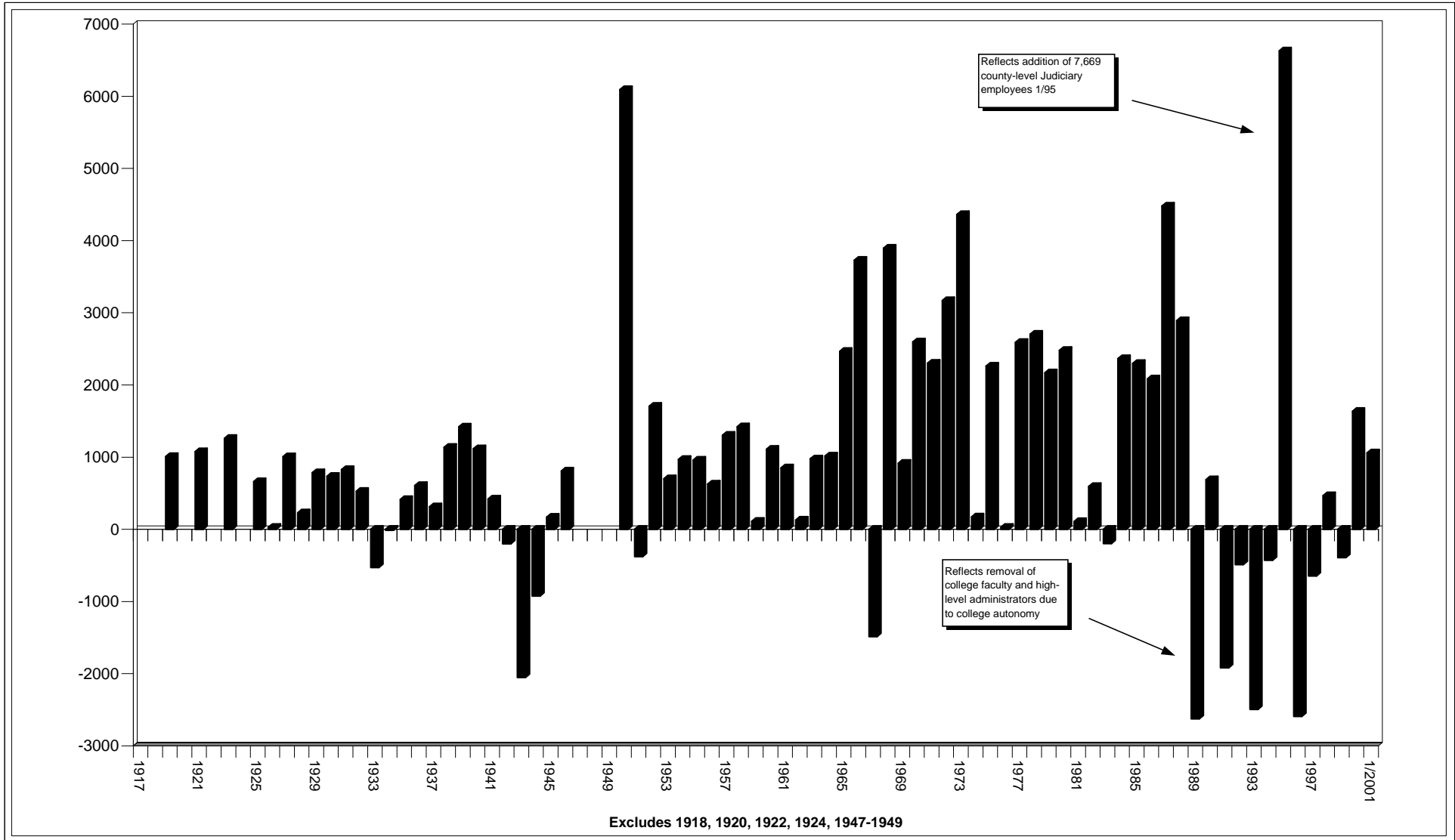
Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2001). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 2001



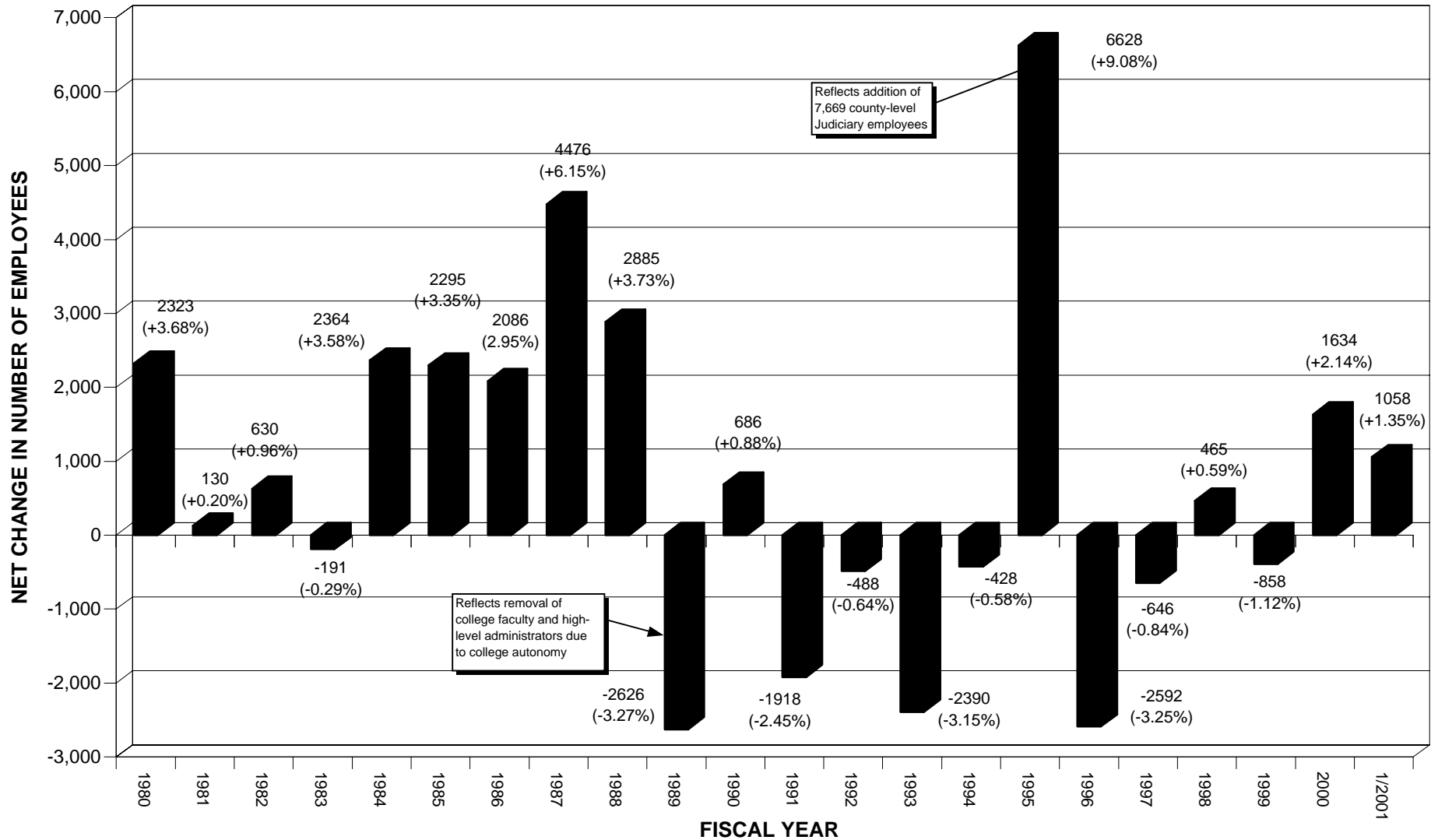
Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2001). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES
FISCAL YEARS 1917 - 2000
 (and first 6 months of FY 2001)



Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2001). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES
FISCAL YEARS 1980-2000
 (and first 6 months of FY 2001)



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2001). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
EMPLOYMENT HISTORY

1960 through 1969

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

SUB-TOTALS BY BRANCH OF GOVERNMENT

EXECUTIVE	28,081	28,919	29,037	29,974	31,009	33,441	37,131	35,642	39,339	40,278
JUDICIAL	234	246	257	262	276	313	346	355	506	530
LEGISLATIVE	48	50	48	83	49	47	51	46	94	45

TOTALS	28,363	29,215	29,342	30,319	31,334	33,801	37,528	36,043	39,939	40,853
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1 - Reflects the creation of the Department of Higher Education from the Department of Education.

STATE OF NEW JERSEY
EMPLOYMENT HISTORY

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 2	119	121	121	136	143	143	163	150
COMMUNITY AFFAIRS	398	397	443	471	484	507	487	494	527	551
CORRECTIONS									4,084 1	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 1	20,711
INSURANCE		191 2	186	198	193	209	217	219	221	225
JUDICIARY	539	574	622	758	775	827	809	857	928	1,148
LABOR	4,308	4,745	5,116	5,086	5,016	5,339	5,488	5,623	5,636	5,394
LAW & PUBLIC SAFETY	4,750	4,955	5,396	5,715	5,755	6,060	5,908	6,299	6,720	6,854
LEGISLATIVE STAFF	132	47	93	140	169	266	262	281	279	293
MILITARY & VETERANS AFFAIRS (DEFENSE)	302	305	340	340	349	325	304	272	274	327
PERSONNEL (CIVIL SERVICE)	304	323	325	405	407	433	455	495	506	543
PUBLIC ADVOCATE						634	647	687	616	711
PUBLIC BROADCASTING						114	109	128	174	178
PUBLIC UTILITIES (ENERGY)	164	244	255	291	297	211	223	263	319	301
STATE	107	117	127	97	101	114	113	121	123	218
TRANSPORTATION	5,283	5,344	5,207	5,304	5,343	5,424	5,346	5,549	5,618	5,724
TREASURY	2,446	2,695	2,843	3,048	3,025	3,122	3,160	3,551	3,632	3,782
VARIOUS COMMISSIONS AND AUTHORITIES	140	241	235	165	190	168	172	163	167	159

SUB-TOTALS BY BRANCH OF GOVERNMENT

EXECUTIVE	42,779	45,129	48,205	52,382	52,509	54,620	54,669	57,192	59,825	61,759
JUDICIAL	539	574	622	758	775	827	809	857	928	1,148
LEGISLATIVE	132	47	93	140	169	266	262	281	279	293
TOTALS	43,450	45,750	48,920	53,280	53,453	55,713	55,740	58,330	61,032	63,200

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

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

STATE OF NEW JERSEY
EMPLOYMENT HISTORY

1980 through 1989

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

1 - 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**

1990 through 2000

STATE AGENCY	Jun-90	Jun-91	Jun-92	Jun-93	Jun-94	Jun-95	Jun-96	Jun-97	Jun-98	Jun-99	Jun-00
AGRICULTURE	241	211	201	199	202	206	208	211	244	244	257
BANKING & INSURANCE	148	147	133	127	125	128	119	562 ⁸	591	481	503
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	1,061
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	9,943
EDUCATION	1,318	1,256	1,131	1,005	942	977	965	862	864	895	905
ENVIRONMENTAL PROTECTION	3,801	3,677	3,906 ²	3,773 ²	3,764	3,557	3,394	3,152	3,134	3,217	3,362
EXECUTIVE/GOVERNOR'S OFFICE	202	195	203	204	162	166	163	158	161	151	150
HEALTH & SENIOR SERVICES	1,707	1,695	1,631	1,551	1,510	1,569	1,523	1,818	1,876	1,949	2,054
HIGHER EDUCATION	3,859	3,697	3,645	3,582	3,692	0 ⁴					
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888	18,649	19,082
INFORMATION TECHNOLOGY											1,020 ¹¹
INSURANCE	438	494	517	537	519	518	492	0 ⁸			
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417 ⁶	9,334				
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327	4,147	4,044
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 ⁷	7,731 ⁹	8,036	8,539	8,673
LEGISLATIVE STAFF	532	524	488	482	485	473	476				
MILITARY & VETERANS AFFAIRS	1,474	1,415	1,515	1,488	1,518	1,524	1,482	1,425	1,439	1,518	1,569
PERSONNEL	523	479	642 ¹	655	626	599	484	461	431	431	446
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 ⁵					
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160	163
PUBLIC UTILITIES (ENERGY)	392	354	229 ²	255 ²	234	289	287	275	271	268	255
STATE (and associated autonomous agencies.)	501	470	442	434	428	1,278 ⁵	1,264	1,256	1,230	406 ¹⁰	424
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114 ⁷	5,537	5,813	5,111	5,279
TREASURY (and associated autonomous agencies.)	6,133	5,889	5,872	5,812	5,616	5,872	5,628	5,821	5,484	6,303 ¹⁰	5,462
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 ³							
SUB-TOTAL EXECUTIVE DEPARTMENTS	76,144	74,257	73,780	71,297	70,850	66,364	63,870	63,570	63,791	63,230	64,652
DISPLACED WORKER POOL							21	0	0	2	0
COLLEGES (Career Service only)						3,408	3,390	3,457	3,558	3,632	3,690
SUB-TOTALS BY BRANCH OF GOVERNMENT											
EXECUTIVE	76,144	74,257	73,780	71,297	70,850	69,772	67,260	67,027	67,349	66,864	68,342
JUDICIAL	1,686	1,663	1,688	1,683	1,699	9,417 ⁶	9,334	8,916	9,060	9,149	9,287
LEGISLATIVE	532	524	488	482	485	473	476	481	480	486	504
TOTALS	78,362	76,444	75,956	73,462	73,034	79,662	77,070	76,424	76,889	76,499	78,133

- 1 - Reflects the consolidation of State training & personnel management functions in the Department of Personnel.
- 2 - Employee counts for Public Utilities & Environmental Protection were combined during 1992 & 1993; separate counts for Public Utilities estimated from Centralized Payroll files.
- 3 - Various Commissions and Authorities now reported in "Other Government Employment" (see text, Page 26).
- 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 1/1/1995).

- 7 - Reflects transfer of the Division of Motor Vehicles from Law & Public Safety to Transportation, and the closure of two, and privatization of 23 Motor Vehicle agencies (effective 7/1/1995).
- 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.
- 11 - The Office of Information Technology was created on September 4, 1998. A separate identity in PMIS was established in 1999.

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

STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE: ETHNIC AND GENDER DATA

INTRODUCTION

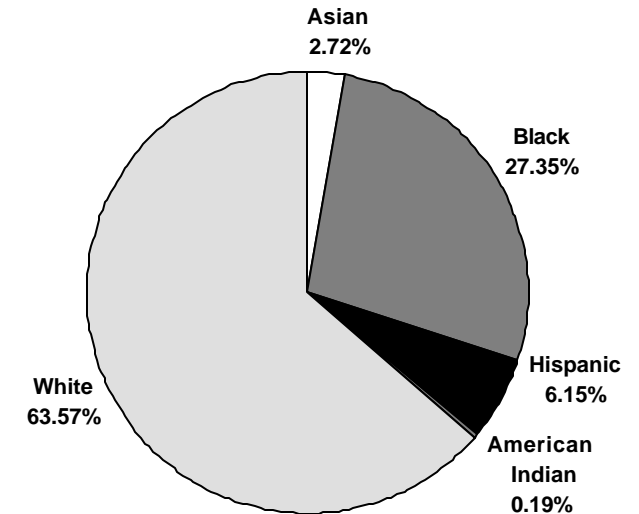
We include several charts and tables analyzing the State Government workforce by gender and ethnicity. There are three tables that give employee counts by agency. The first table gives the ethnic distribution by agency and includes a pie chart that gives the overall ethnic distribution for the entire State Government workforce. Next, there is a similar table giving the gender distribution by agency. To the right side of the chart, there are three pie charts showing the ethnic distributions for males and females and the overall gender distribution in the State Government workforce. These pie charts are not meant to be proportional; the user should draw no conclusions from the sizes of the pie charts themselves.

Pages 41 and 42 show historic trends for minorities (Asians, Blacks, Hispanics, and American Indians) and women, respectively. These charts are based on counts of full-time employees, while the three preceding tables count all employees. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974, and the dotted line shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) represents the number of minority or female employees. Although there has been growth in the representation of both minorities and women in the State Government workforce over the last twenty-five years, the increase in minorities is more dramatic. We chose different scales for each chart so that we would be able to display maximum detail. It would not have been appropriate to show the increases in minorities and women on the same chart, since this would result in “double counting” of minority women.

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

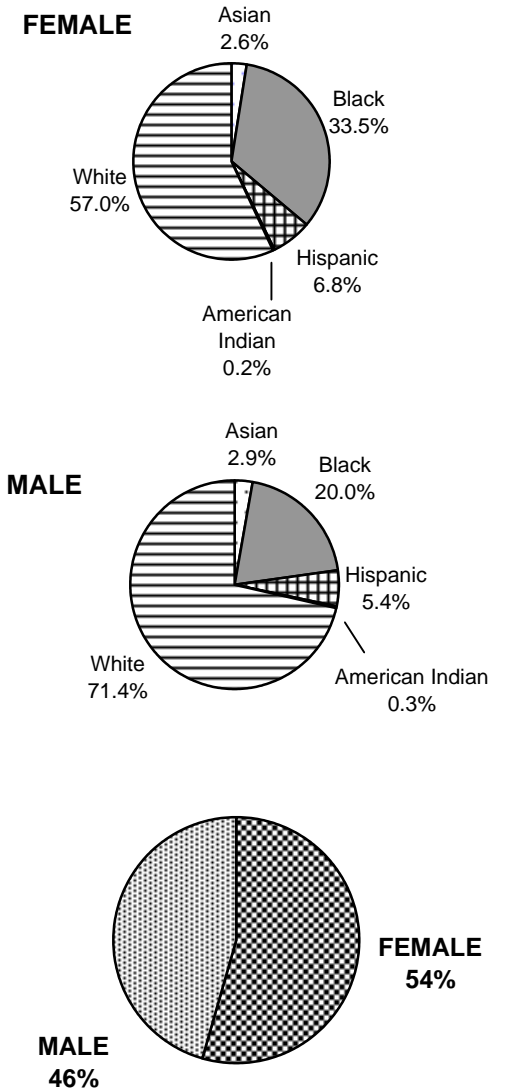
JANUARY 1, 2001

STATE AGENCY	Asian	Black	Hispanic	American Indian	White	Total
AGRICULTURE	14	32	5	0	208	259
BANKING & INSURANCE	15	102	17	0	379	513
COMMUNITY AFFAIRS	23	236	62	1	779	1,101
CORRECTIONS	69	3,113	674	28	6,126	10,010
(Corrections)	(69)	(3,079)	(659)	(28)	(5,986)	(9,821)
(State Parole Board)	(0)	(34)	(15)	(0)	(140)	(189)
EDUCATION	22	170	29	1	723	945
ENVIRONMENTAL PROTECTION	149	251	61	12	2,905	3,378
GOVERNOR'S OFFICE	1	21	6	0	123	151
HEALTH & SENIOR SERVICES	104	424	77	4	1,466	2,075
HUMAN SERVICES	548	8,635	1,340	34	8,820	19,377
INFORMATION TECHNOLOGY	63	115	21	2	828	1,029
LABOR	91	984	382	6	2,548	4,011
LAW & PUBLIC SAFETY	132	1,652	418	27	6,651	8,880
(Law & Public Safety)	(121)	(1,017)	(327)	(23)	(5,798)	(7,286)
(Juvenile Justice)	(11)	(635)	(91)	(4)	(853)	(1,594)
MILITARY & VETERANS AFFAIRS	137	560	173	4	712	1,586
PERSONNEL	7	124	11	0	295	437
STATE	27	115	24	2	422	590
(State)	(6)	(56)	(12)	(1)	(127)	(202)
(Commission on Higher Education)	(3)	(5)	(0)	(0)	(16)	(24)
(Public Broadcasting)	(2)	(22)	(4)	(1)	(132)	(161)
(Higher Educational Student Assistance)	(16)	(32)	(8)	(0)	(147)	(203)
TRANSPORTATION	303	866	183	9	4,200	5,561
TREASURY	160	1,222	243	10	4,061	5,696
(Treasury)	(124)	(837)	(94)	(6)	(2,944)	(4,005)
(Administrative Law)	(1)	(26)	(4)	(3)	(79)	(113)
(Casino Control)	(4)	(73)	(9)	(0)	(252)	(338)
(Public Defender)	(6)	(208)	(121)	(1)	(615)	(951)
(Public Utilities)	(22)	(69)	(13)	(0)	(147)	(251)
(Ratepayer Advocate)	(3)	(9)	(2)	(0)	(24)	(38)
TOTAL EXECUTIVE DEPARTMENTS	1,865	18,622	3,726	140	41,246	65,599
STATE COLLEGES (Career Svc Only)	121	922	402	10	2,263	3,718
DISPLACED WORKER POOL	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	1,986	19,544	4,128	150	43,509	69,317
JUDICIARY	169	2,063	728	15	6,389	9,364
LEGISLATIVE STAFF	2	51	17	0	440	510
TOTAL STATE GOVT WORKFORCE	2,157	21,658	4,873	165	50,338	79,191



STATE OF NEW JERSEY
GENDER DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY
AND ETHNIC COMPOSITION OF EACH GENDER GROUP
 JANUARY 1, 2001

	FEMALE	MALE	TOTAL
AGRICULTURE	144	115	259
BANKING & INSURANCE	259	254	513
COMMUNITY AFFAIRS	566	535	1,101
CORRECTIONS	2,610	7,400	10,010
(Corrections)	(2,519)	(7,302)	(9,821)
(State Parole Board)	(91)	(98)	(189)
EDUCATION	649	296	945
ENVIRONMENTAL PROTECTION	1,290	2,088	3,378
GOVERNOR'S OFFICE	112	39	151
HEALTH & SENIOR SERVICES	1,462	613	2,075
HUMAN SERVICES	13,811	5,566	19,377
INFORMATION TECHNOLOGY	457	572	1,029
LABOR	2,636	1,375	4,011
LAW & PUBLIC SAFETY	3,324	5,556	8,880
(Law & Public Safety)	(2,748)	(4,538)	(7,286)
(Juvenile Justice)	(576)	(1,018)	(1,594)
MILITARY & VETERANS AFFAIRS	1,031	555	1,586
PERSONNEL	295	142	437
STATE	353	237	590
(State)	(128)	(74)	(202)
(Commission on Higher Education)	(17)	(7)	(24)
(Public Broadcasting)	(63)	(98)	(161)
(Higher Educational Student Assistance)	(145)	(58)	203
TRANSPORTATION	1,665	3,896	5,561
TREASURY	3,225	2,471	5,696
(Treasury)	(2,292)	(1,713)	(4,005)
(Administrative Law)	(72)	(41)	(113)
(Casino Control)	(176)	(162)	(338)
(Public Defender)	(548)	(403)	(951)
(Public Utilities)	(114)	(137)	(251)
(Ratepayer Advocate)	(23)	(15)	(38)
TOTAL EXECUTIVE DEPARTMENTS	33,889	31,710	65,599
STATE COLLEGES (Career Svc Only)	2,136	1582	3,718
DISPLACED WORKER POOL	0	0	0
TOTAL EXECUTIVE BRANCH	36,025	33,292	69,317
JUDICIARY	6,733	2,631	9,364
LEGISLATIVE STAFF	269	241	510
TOTAL STATE GOVT WORKFORCE	43,027	36,164	79,191

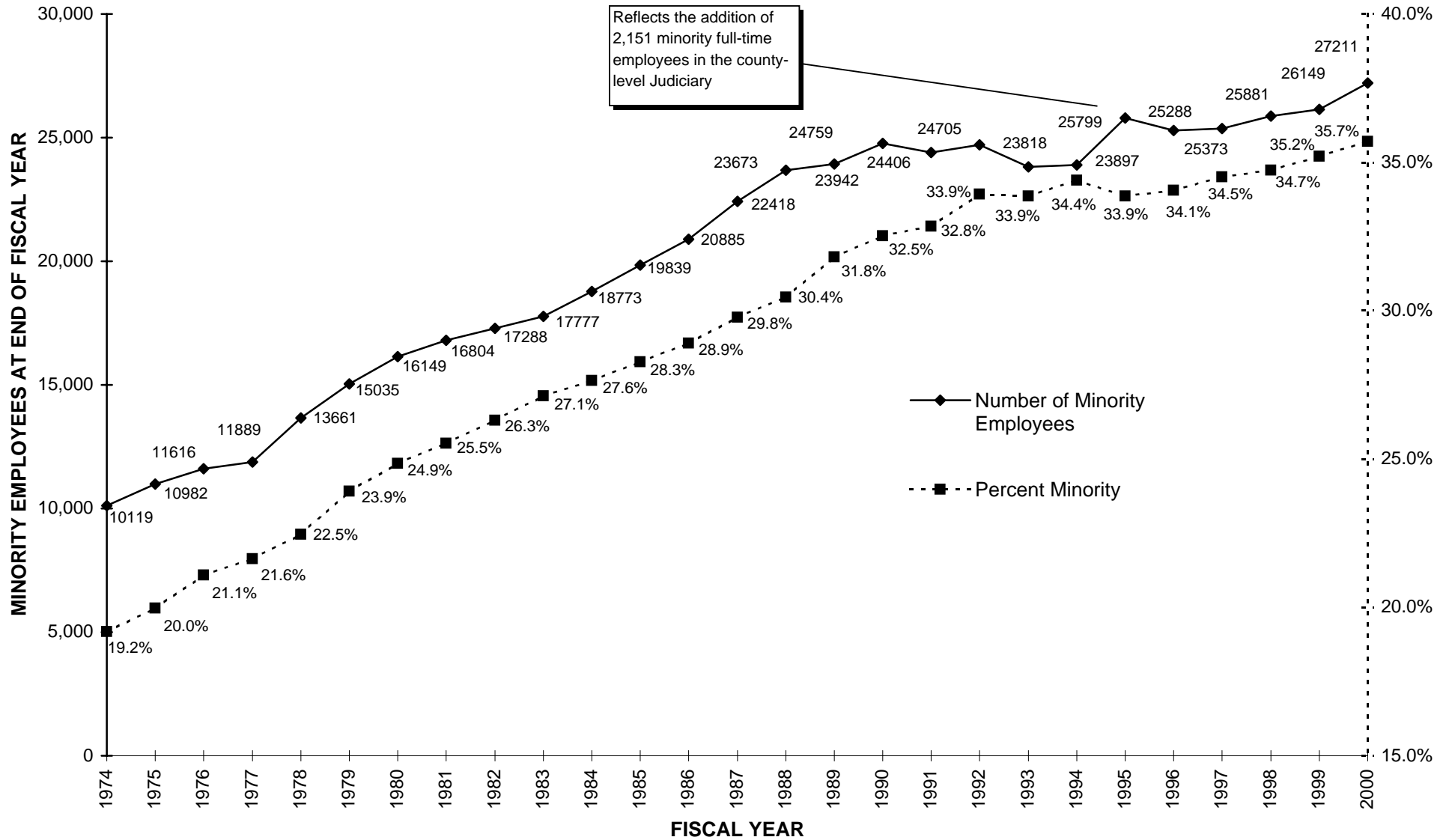


STATE OF NEW JERSEY
ETHNIC/GENDER DISTRIBUTION OF STATE GOVERNMENT
EMPLOYEES BY AGENCY

JANUARY 1, 2001

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	Asian	Black	Hispanic	American Indian	White	Total	Asian	Black	Hispanic	American Indian	White	Total	
AGRICULTURE	6	10	2	0	97	115	8	22	3	0	111	144	259
BANKING & INSURANCE	11	31	3	0	209	254	4	71	14	0	170	259	513
COMMUNITY AFFAIRS	18	43	21	0	453	535	5	193	41	1	326	566	1,101
CORRECTIONS	49	2,008	517	24	4,802	7,400	20	1,105	157	4	1,324	2,610	10,010
(Corrections)	(49)	(1,995)	(511)	(24)	(4,723)	(7,302)	(20)	(1,084)	(148)	(4)	(1,263)	(2,519)	(9,821)
(State Parole Board)	(0)	(13)	(6)	(0)	(79)	(98)	(0)	(21)	(9)	(0)	(61)	(91)	(189)
EDUCATION	13	38	8	0	237	296	9	132	21	1	486	649	945
ENVIRONMENTAL PROTECTION	110	74	22	5	1,877	2,088	39	177	39	7	1,028	1,290	3,378
GOVERNOR'S OFFICE	0	5	0	0	34	39	1	16	6	0	89	112	151
HEALTH & SENIOR SERVICES	35	77	20	1	480	613	69	347	57	3	986	1,462	2,075
HUMAN SERVICES	177	2,202	416	14	2,757	5,566	371	6,433	924	20	6,063	13,811	19,377
INFORMATION TECHNOLOGY	16	42	10	1	503	572	47	73	11	1	325	457	1,029
LABOR	43	207	78	2	1,045	1,375	48	777	304	4	1,503	2,636	4,011
LAW & PUBLIC SAFETY	76	807	252	23	4,398	5,556	56	845	166	4	2,253	3,324	8,880
(Law & Public Safety)	(71)	(423)	(188)	(20)	(3,836)	(4,538)	(50)	(594)	(139)	(3)	(1,962)	(2,748)	(7,286)
(Juvenile Justice)	(5)	(384)	(64)	(3)	(562)	(1,018)	(6)	(251)	(27)	(1)	(291)	(576)	(1,594)
MILITARY & VETERANS AFFAIRS	25	111	70	1	348	555	112	449	103	3	364	1,031	1,586
PERSONNEL	2	26	4	0	110	142	5	98	7	0	185	295	437
STATE	7	35	10	2	183	237	20	80	14	0	239	353	590
(State)	(3)	(11)	(5)	(1)	(54)	(74)	(3)	(45)	(7)	(0)	(73)	(128)	(202)
(Commission on Higher Education)	(1)	(2)	(0)	(0)	(4)	(7)	(2)	(3)	(0)	(0)	(12)	(17)	(24)
(Higher Educational Student Assistance)	(2)	(9)	(2)	(0)	(45)	(58)	(14)	(23)	(6)	(0)	(102)	(145)	(203)
(Public Broadcasting)	(1)	(13)	(3)	(1)	(80)	(98)	(1)	(9)	(1)	(0)	(52)	(63)	(161)
TRANSPORTATION	266	407	107	7	3,109	3,896	37	459	76	2	1,091	1,665	5,561
TREASURY	75	317	84	4	1,991	2,471	85	905	159	6	2,070	3,225	5,696
(Treasury)	(49)	(207)	(34)	(2)	(1,421)	(1,713)	(75)	(630)	(60)	(4)	(1,523)	(2,292)	(4,005)
(Administrative Law)	(0)	(3)	(1)	(1)	(36)	(41)	(1)	(23)	(3)	(2)	(43)	(72)	(113)
(Casino Control)	(4)	(28)	(6)	(0)	(124)	(162)	(0)	(45)	(3)	(0)	(128)	(176)	(338)
(Public Defender)	(2)	(57)	(39)	(1)	(304)	(403)	(4)	(151)	(82)	(0)	(311)	(548)	(951)
(Public Utilities)	(18)	(21)	(2)	(0)	(96)	(137)	(4)	(48)	(11)	(0)	(51)	(114)	(251)
(Ratepayer Advocate)	(2)	(1)	(2)	(0)	(10)	(15)	(1)	(8)	(0)	(0)	(14)	(23)	(38)
TOTAL EXECUTIVE DEPARTMENTS	929	6,440	1,624	84	22,633	31,710	936	12,182	2,102	56	18,613	33,889	65,599
STATE COLLEGES (Career Svc Only)	56	410	195	3	918	1,582	65	512	207	7	1,345	2,136	3,718
DISPLACED WORKER POOL	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	985	6,850	1,819	87	23,551	33,292	1,001	12,694	2,309	63	19,958	36,025	69,317
JUDICIARY	51	371	141	5	2,063	2,631	118	1,692	587	10	4,326	6,733	9,364
LEGISLATIVE STAFF	2	15	7	0	217	241	0	36	10	0	223	269	510
TOTAL STATE GOVT WORKFORCE	1,038	7,236	1,967	92	25,831	36,164	1,119	14,422	2,906	73	24,507	43,027	79,191

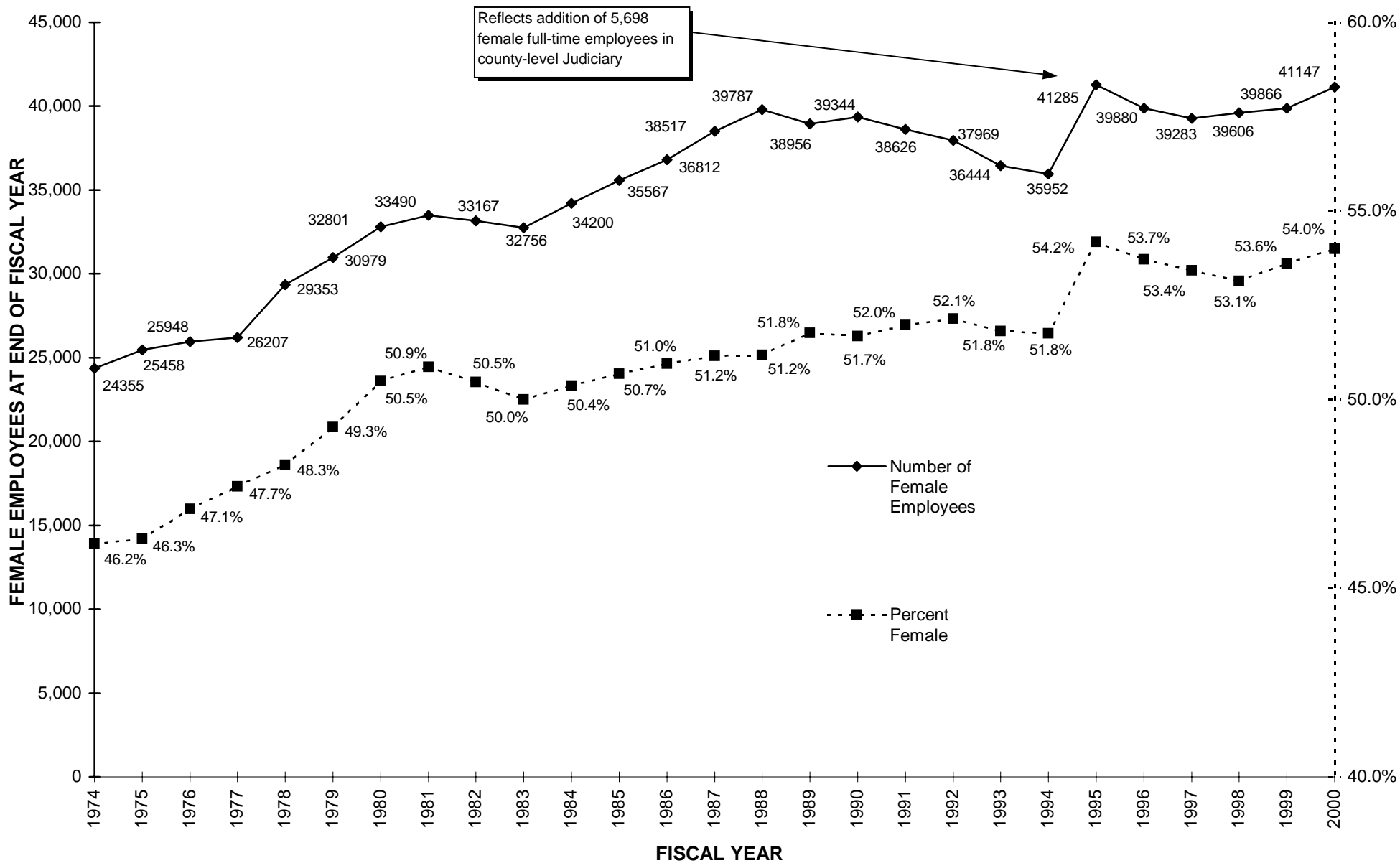
STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2000



Full-time employees only.

Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-2000).

STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2000



Full-time employees only.

Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-2000).

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employee Relations Commission has approved the division of the State Government workforce into 41 employee relations groups, 28 of which are represented by unions. The other thirteen groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Department of Personnel are considered confidential because the Department has everyday access to information that is directly related to the conduct of labor negotiations.

Each bargaining unit in State Government is entirely represented by a particular union. 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 Patrolmen's Benevolent Association (PBA) represents the State's Correction Officers and some other law enforcement employees. Independent organizations represent uniformed State Police officers, probation officers, and court reporters.

Bargaining Units @, 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, the Office and Professional Employees International Union, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the eleventh column of the tables of union representation on pages 45 and 46.

The tables show that CWA represents more State Government employees than any other union, with more than 44 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with about 11 percent of the workforce; the PBA, with approximately 10 percent; and IFPTE, with over six 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 many of the nonrepresented managers and executives.

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION (continued)

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.”

Union representation is a fairly recent development in the history of the State Government workforce. 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.

The table on Page 45 gives counts by agency for State Government employees represented by the different unions, and Page 46 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 25). Page 47 shows union representation of State Government employees earning salaries of \$50,000 or greater since January 1995. It is apparent from this chart that the significant factors increasing the number of union-represented employees earning \$50,000 or more were an \$840 across the board increase (negotiated in 1994) which took effect in June 1997 and across the board increases which took effect in July 1998, July 1999, and July 2000.

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

JANUARY 1, 2001

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	Patrolmens Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Assoc.	TOTAL
AGRICULTURE	156	0	0	39	0	0	0	0	0	0	0	195
BANKING & INSURANCE	375	0	0	13	0	0	0	0	0	0	0	388
COMMUNITY AFFAIRS	790	0	0	145	0	0	0	0	0	0	0	935
CORRECTIONS	2,021	305	6,831	355	0	0	0	0	0	0	0	9,512
(Corrections)	(1,861)	(305)	(6,831)	(351)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(9,348)
(State Parole Board)	(160)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(164)
EDUCATION	695	41	0	26	0	0	0	0	0	0	0	762
ENVIRONMENTAL PROTECTION	2,471	0	164	324	0	0	0	0	0	0	0	2,959
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH & SENIOR SERVICES	1,707	13	0	21	0	0	0	0	0	0	0	1,741
HUMAN SERVICES	9,509	6,934	80	1,534	0	0	0	0	0	0	0	18,057
INFORMATION TECHNOLOGY	841	0	0	12	0	0	0	0	0	0	0	853
LABOR	3,510	9	0	22	0	0	0	0	0	0	0	3,541
LAW & PUBLIC SAFETY	2,537	285	458	580	0	1,584	717	167	0	0	0	6,328
(Law & Public Safety)	(2,119)	(33)	(18)	(577)	(0)	(1,584)	(717)	(167)	(0)	(0)	(0)	(5,215)
(Juvenile Justice)	(418)	(252)	(440)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1,113)
MILITARY & VETERANS AFFAIRS	539	653	0	193	0	0	0	0	0	0	0	1,385
PERSONNEL	0	0	0	0	0	0	0	0	0	0	0	0
STATE	372	0	0	33	0	0	0	0	0	0	0	405
(State)	(138)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(142)
(Commission on Higher Education)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(4)
(Higher Educational Student Assistance)	(134)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(135)
(Public Broadcasting)	(96)	(0)	(0)	(28)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(124)
TRANSPORTATION	3,256	0	4	1,523	253	0	0	0	0	0	0	5,036
TREASURY	4,028	0	3	172	0	0	0	0	0	0	0	4,203
(Treasury)	(2,966)	(0)	(3)	(161)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(3,130)
(Administrative Law)	(64)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(64)
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Public Defender)	(799)	(0)	(0)	(9)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(808)
(Public Utilities)	(174)	(0)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(176)
(Ratepayer Advocate)	(25)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(25)
TOTAL EXECUTIVE DEPARTMENTS	32,807	8,240	7,540	4,992	253	1,584	717	167	0	0	0	56,300
DISPLACED WORKER POOL	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EXECUTIVE BRANCH	32,807	8,240	7,540	4,992	253	1,584	717	167	0	0	0	56,300
JUDICIARY	820	0	0	0	0	0	0	0	71	3,802	2,503	7,196
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	33,627	8,240	7,540	4,992	253	1,584	717	167	71	3,802	2,503	63,496
% OF UNION REPRESENTED EMPLOYEES	53.0%	13.0%	11.9%	7.9%	0.4%	2.5%	1.1%	0.3%	0.1%	6.0%	3.9%	100.0%
% OF STATE GOVT WORKFORCE*	44.4%	10.9%	10.0%	6.6%	0.3%	2.1%	0.9%	0.2%	0.1%	5.0%	3.3%	83.9%

*Table based on data from Centralized Payroll files. Includes full-time and part-time employees; excludes employees in the State colleges and employees on leave without pay.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES
BY SALARY AND UNION REPRESENTATION

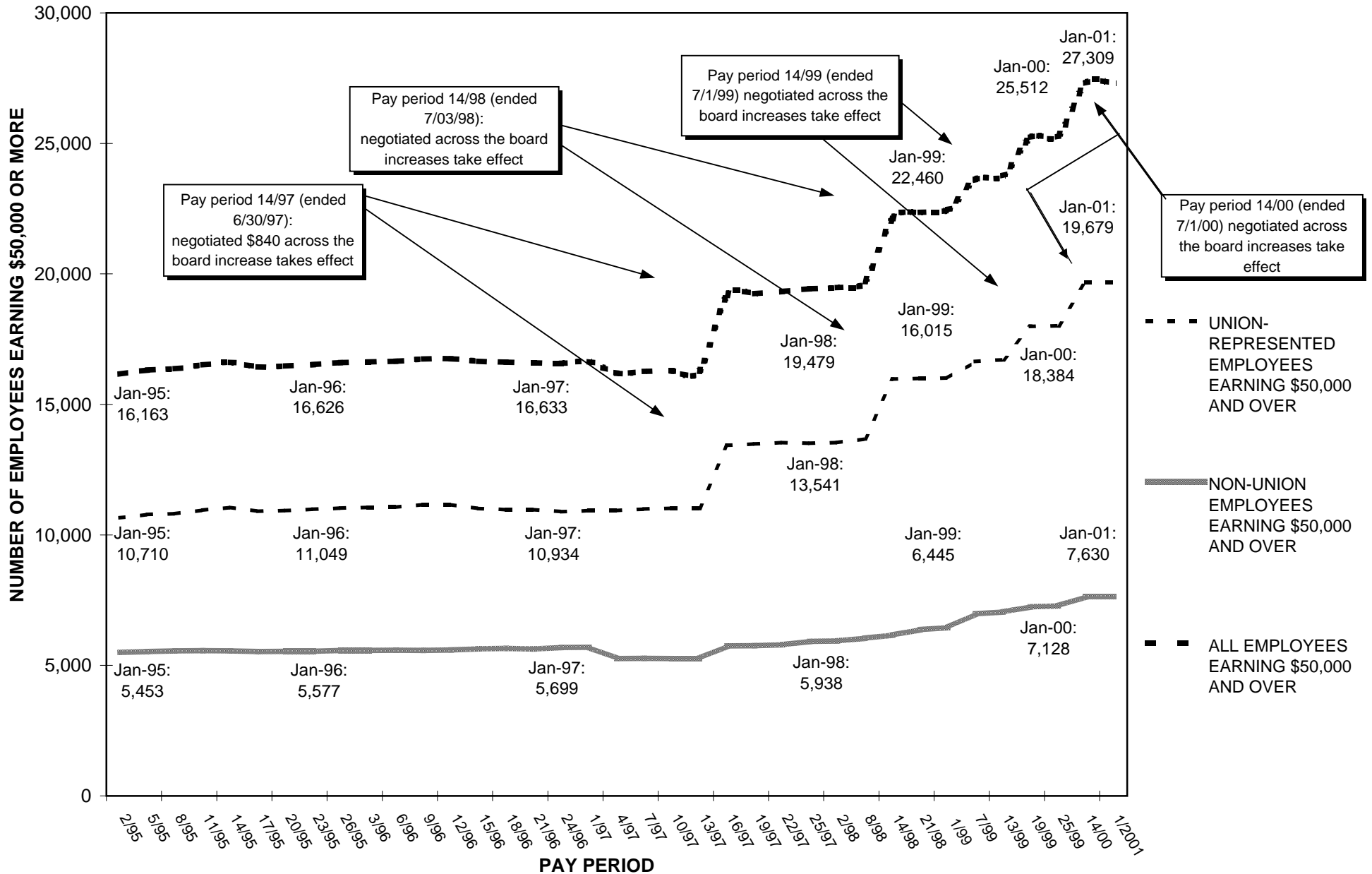
JANUARY 1, 2001

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	Patrolmens Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association of New Jersey	Non- Union	Total
BELOW 15,000	0	0	0	0	0	0	0	0	0	0	0	8	8
15,000 - 19,999	288	11	0	20	0	0	0	0	0	178	0	189	686
20,000 - 24,999	1,342	1,764	0	527	0	0	0	0	0	483	0	315	4,431
25,000 - 29,999	1,793	1,945	0	1,653	0	0	0	0	0	1,064	196	200	6,851
30,000 - 34,999	5,073	2,671	5	988	0	0	0	0	0	910	199	843	10,689
35,000 - 39,999	4,706	1,378	654	1,064	92	0	0	0	0	764	485	669	9,812
40,000 - 44,999	3,353	271	1,375	410	139	0	0	0	0	261	399	977	7,185
45,000 - 49,999	4,623	0	514	35	8	351	0	0	0	123	362	960	6,976
50,000 - 54,999	2,944	0	728	35	14	345	1	0	0	6	277	601	4,951
55,000 - 59,999	3,033	0	3,195	5	0	76	0	0	1	6	162	692	7,170
60,000 - 64,999	1,803	0	535	3	0	812	0	0	70	0	198	661	4,082
65,000 - 69,999	1,624	0	424	0	0	0	476	0	0	0	150	986	3,660
70,000 - 74,999	1,273	0	31	0	0	0	89	0	0	0	58	939	2,390
75,000 - 79,999	486	0	64	0	0	0	151	4	0	0	15	932	1,652
80,000 - 84,999	73	0	15	0	0	0	0	84	0	0	0	873	1,045
85,000 - 89,999	141	0	0	0	0	0	0	79	0	0	0	463	683
90,000 - 94,999	5	0	0	0	0	0	0	0	0	0	0	399	404
95,000 - 99,999	9	0	0	0	0	0	0	0	0	0	0	303	312
100,000 - ABOVE	179	0	0	0	0	0	0	0	0	0	0	781	960
TOTAL	32,748	8,040	7,540	4,740	253	1,584	717	167	71	3,795	2,501	11,791	73,947

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

STATE OF NEW JERSEY UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES WITH SALARIES OF \$50,000 OR GREATER

JANUARY 1995 THROUGH JANUARY 2001



Data provided from Centralized Payroll files.

Excludes part-time employees, employees on leave without pay, and employees in State colleges.

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS

INTRODUCTION

In 1996, we expanded the Workforce Profile to include comprehensive information on local government employment in New Jersey for the first time. The most important barrier to achieving this goal 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 and work to reconcile the two databases is still underway. For the time being, the most useful database we have is the Department of Personnel's Consolidated Employee File, which includes data on local government jobs that fall under the purview of the Merit System. This year we examine the same statistics as we did in prior years.

The New Jersey Department of Personnel administers a merit system of employment for both the State Government and the local jurisdictions that have adopted Title 11A of the Revised Statutes by referendum. 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 figures for local government employment in New Jersey (December 2000) indicate total employment of approximately 383,000, with about 226,200 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 107,281 identified in our records) represent about 63% of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following tables and charts (with the exception of Page 50) 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. 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 most of the following tables and charts summarize 110,704 jobs rather than 107,281 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 (continued)

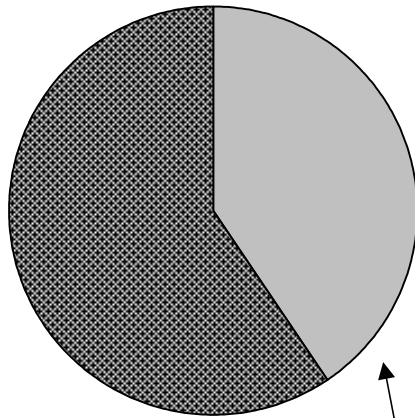
You will also note that the tables do not address a number of the issues that are covered in tables dealing with State Government employees, such as age, length of service, ethnic identity, gender, and salary. That is because the data files we use for local government are a consolidation of various local files, which differ from each other in the formats used for these types of data. Because the Department of Personnel's responsibilities with respect to local jurisdictions are 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. We also offer local jurisdictions the opportunity to access our automated database, not only in order to provide a service but in hopes that this will motivate them to maintain more data fields on a current basis.

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. Almost ninety percent of these jobs are in the Career Service. The vast majority are full-time, although at the municipal level one job out of every six is part-time. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; almost half of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Over one third of the jobs are in the service occupations, while slightly more than a quarter of them are categorized as professional, technical or managerial.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. More than one out of six local government Merit System jobs is part-time, compared with less than one out of forty State Government jobs. More than one out of six State Government jobs is in the Unclassified Service, compared with one out of ten local government merit system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the more even 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 the 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. While clerical jobs are about one-fifth of the total at both the State and local levels, structural work is much more important at the local level than at the State level.

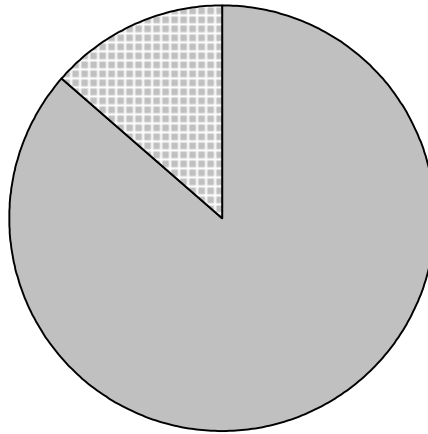
**STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS
QUANTITATIVE SUMMARY
JANUARY 1, 2001**

MUNICIPAL
65,959
(59.6%)



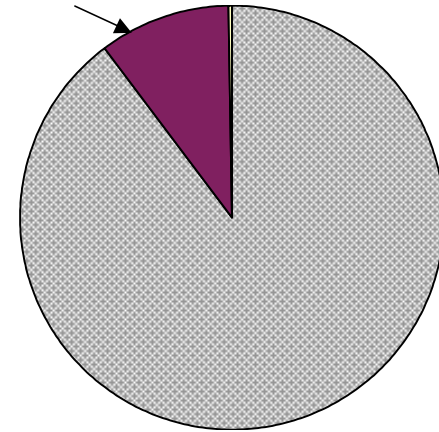
COUNTY
44,744
(40.4%)

PART-TIME
15,283
(13.8%)



FULL-TIME
95,107
(86.2%)

UNCLASSIFIED
11,154
(10.1%)

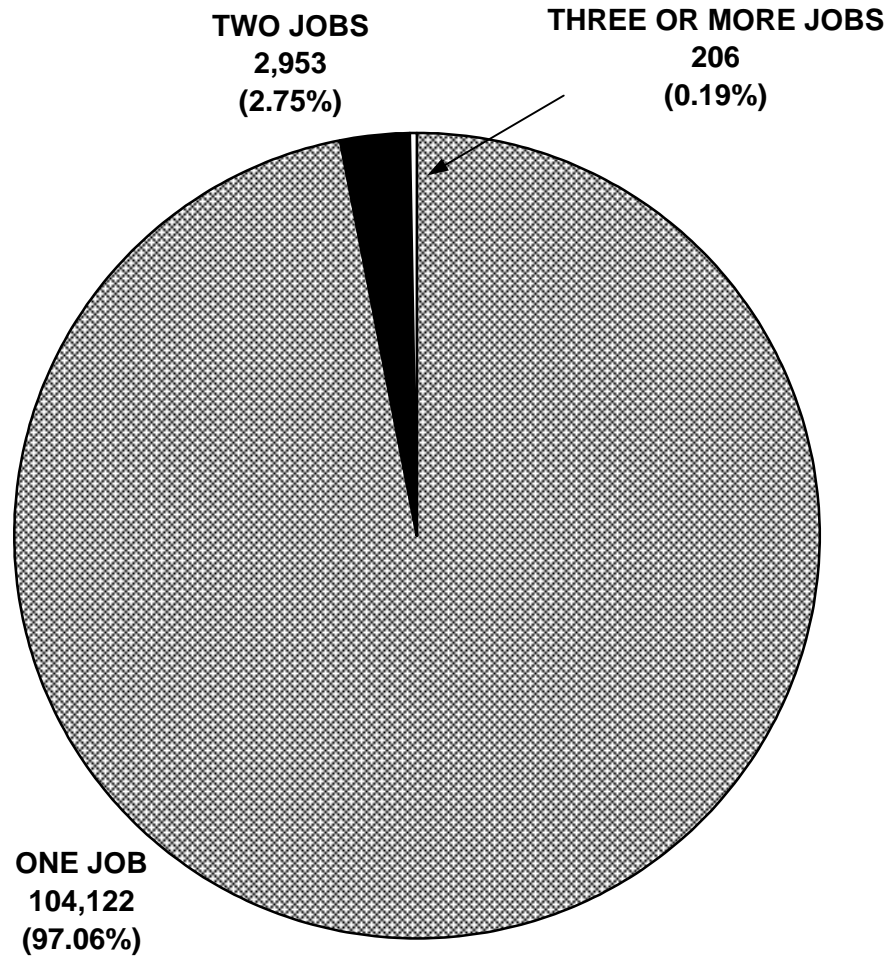


CAREER
99,346
(89.7%)

UNDETERMINED
203
(0.2%)

Data from the Department of Personnel's Consolidated Employee File.
Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2000: 110,703.

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM EMPLOYEES
NUMBER OF JOBS PER EMPLOYEE
JANUARY 1, 2001



Percentages refer to the total number of employees holding local government Merit System jobs: 107,281.

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

JANUARY 1, 2001

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL COUNTY	FULL-TIME	PART-TIME	SUBTOTAL MUNICIPAL	FULL-TIME	PART-TIME	
ATLANTIC	1,660	86	1,746	2,522	440	2,962	4,182	526	4,708
BERGEN	2,686	334	3,020	3,085	921	4,006	5,771	1,255	7,026
BURLINGTON	2,036	245	2,281	1,801	643	2,444	3,837	888	4,725
CAMDEN	3,372	290	3,662	2,655	648	3,303	6,027	938	6,965
CAPE MAY	1,164	67	1,231	1,515	463	1,978	2,679	530	3,209
CUMBERLAND	1,112	155	1,267	2,113	583	2,696	3,225	738	3,963
ESSEX	4,105	146	4,251	11,070	1,499	12,569	15,175	1,645	16,820
GLOUCESTER	1,431	140	1,571	485	146	631	1,916	286	2,202
HUDSON	2,676	127	2,803	8,480	1,467	9,947	11,156	1,594	12,750
HUNTERDON	571	142	713	0	0	0	571	142	713
MERCER	1,927	214	2,141	2,840	278	3,118	4,767	492	5,259
MIDDLESEX	2,511	133	2,644	2,892	591	3,483	5,403	724	6,127
MONMOUTH	3,263	199	3,462	2,304	554	2,858	5,567	753	6,320
MORRIS	2,103	212	2,315	1,430	406	1,836	3,533	618	4,151
OCEAN	2,536	480	3,016	2,876	822	3,698	5,412	1,302	6,714
PASSAIC	2,820	345	3,165	3,553	635	4,188	6,373	980	7,353
SALEM	563	95	658	93	36	129	656	131	787
SOMERSET	22	0	22	9	0	9	31	0	31
SUSSEX	710	123	833	614	324	938	1,324	447	1,771
UNION	2,800	154	2,954	3,939	562	4,501	6,739	716	7,455
WARREN	849	141	990	356	308	664	1,205	449	1,654
TOTAL	40,917	3,828	44,745	54,632	11,326	65,958	95,549	15,154	110,703

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

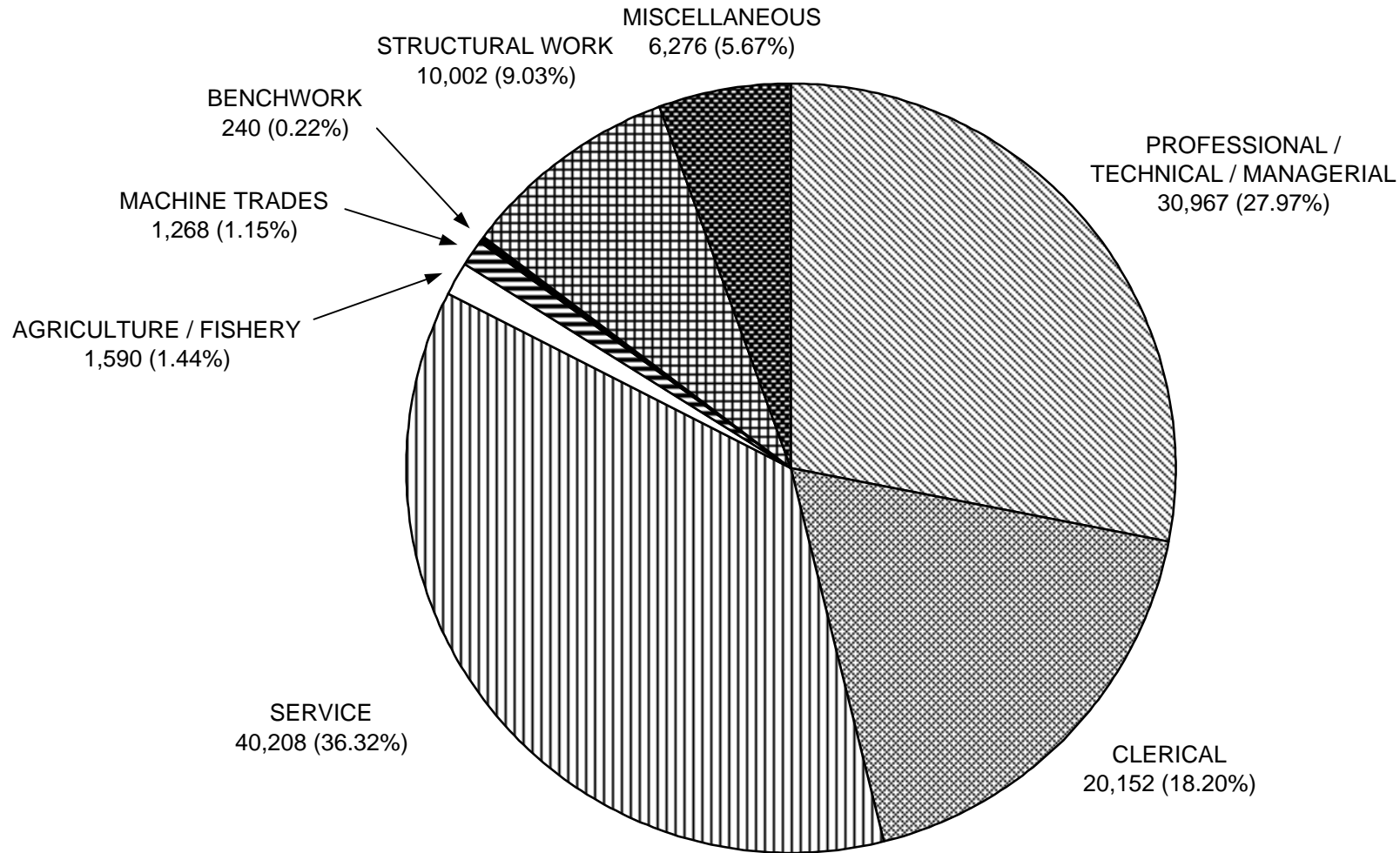
JANUARY 1, 2001

LOCATION	COUNTY						MUNICIPAL						TOTAL			GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	TOTAL UNDETERMINED*	
ATLANTIC	1,180	321	1,501	243	2	1,746	2,052	639	2,691	267	4	2,962	4,192	510	6	4,708
BERGEN	2,193	459	2,652	366	2	3,020	2,622	886	3,508	498	0	4,006	6,160	864	2	7,026
BURLINGTON	1,494	545	2,039	235	7	2,281	1,456	627	2,083	359	2	2,444	4,122	594	9	4,725
CAMDEN	2,487	738	3,225	432	5	3,662	2,222	525	2,747	553	3	3,303	5,972	985	8	6,965
CAPE MAY	789	319	1,108	122	1	1,231	1,292	458	1,750	228	0	1,978	2,858	350	1	3,209
CUMBERLAND	787	367	1,154	113	0	1,267	1,531	913	2,444	245	7	2,696	3,598	358	7	3,963
ESSEX	2,882	788	3,670	572	9	4,251	8,656	3,132	11,788	727	54	12,569	15,458	1,299	63	16,820
GLOUCESTER	1,059	314	1,373	195	3	1,571	404	114	518	113	0	631	1,891	308	3	2,202
HUDSON	1,800	577	2,377	423	2	2,802	6,244	3,254	9,498	446	4	9,948	11,875	869	6	12,750
HUNTERDON	475	111	586	119	8	713	0	0	0	0	0	0	586	119	8	713
MERCER	1,472	469	1,941	198	2	2,141	2,441	437	2,878	232	8	3,118	4,819	430	10	5,259
MIDDLESEX	2,055	262	2,317	324	3	2,644	2,454	702	3,156	324	3	3,483	5,473	648	6	6,127
MONMOUTH	2,478	684	3,162	287	13	3,462	1,983	499	2,482	370	6	2,858	5,644	657	19	6,320
MORRIS	1,397	637	2,034	279	2	2,315	1,329	299	1,628	206	2	1,836	3,662	485	4	4,151
OCEAN	2,205	521	2,726	285	5	3,016	2,205	1,095	3,300	391	7	3,698	6,026	676	12	6,714
PASSAIC	1,924	953	2,877	272	16	3,165	3,257	660	3,917	259	12	4,188	6,794	531	28	7,353
SALEM	448	140	588	68	2	658	75	19	94	35	0	129	682	103	2	787
SOMERSET	22	0	22	0	0	22	5	1	6	1	2	9	28	1	2	31
SUSSEX	555	166	721	112	0	833	536	173	709	227	2	938	1,430	339	2	1,771
UNION	1,919	716	2,635	317	2	2,954	3,402	677	4,079	419	3	4,501	6,714	736	5	7,455
WARREN	565	306	871	119	0	990	354	137	491	173	0	664	1,362	292	0	1,654
TOTAL	30,186	9,393	39,579	5,081	84	44,744	44,520	15,247	59,767	6,073	119	65,959	99,346	11,154	203	110,703

*Indicates jobs classified in tentative titles. The Department is taking action to resolve these cases and to classify all jobs in approved titles. Data provided by the Department of Personnel from its Consolidated Employee File.

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

JANUARY 1, 2001



Data provided by the Department of Personnel from its Consolidated Employee File.
Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.
Percentages refer to the total number of local government Merit System jobs as of 1/1/2001: 110,703.

STATE OF NEW JERSEY
DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATION

JANUARY 1, 2001

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL /TECHNICAL /MANAGERIAL	00 Surveying / Engineering (other than	387	286	673
	01 Environmental Engineering / Architecture	28	21	49
	02 Physical Sciences / Statistics	161	98	259
	04 Life Sciences	33	32	65
	05 Community Development / Social Sciences	438	884	1,322
	06 Social & Psychological Services	2,282	333	2,615
	07 Medical and Health Services	2,416	1,277	3,693
	09 Education	378	2,404	2,782
	10 Museum, Library & Archival Sciences	1,540	2,041	3,581
	11 Law	1,202	968	2,170
	12 Information Processing	431	275	706
	13 Writing	52	51	103
	14 Art	40	17	57
	15 Finance	438	750	1,188
	16 Administration	4,010	3,086	7,096
	17 Inspections / Investigation	850	2,295	3,145
	18 Recreation	345	1,112	1,457
	19 Public Broadcasting	1	5	6
	CLERICAL	20 Stenography, Typing & Filing	7,041	8,182
21 Computing & Account Recording		704	1,297	2,001
22 Stock, Storage, & Inventory		156	85	241
24 Information & Message Distribution		973	1,714	2,687
SERVICE	30 Building / Institution / Facility Services	1,531	2,751	4,282
	31 Food / Beverage Preparation/Services	713	1,273	1,986
	33 Barbering / Cosmetology	8	0	8
	35 Direct Care / Personal & Health Services	2,159	55	2,214
AGRICULTURE /FISHERY	36 Protective Services	9,613	22,105	31,718
	40 Planting / Gardening	599	729	1,328
	41 Animal Farming	127	134	261
MACHINE TRADES	42 Fishery	0	1	1
	60 Machinery Repair	382	822	1,204
BENCHWORK	65 Printing	56	8	64
	70 Medical / Scientific Repair	8	41	49
STRUCTURAL WORK	72 Electrical Repair	90	101	191
	80 Skilled Trades	394	445	839
	81 Infrastructure Repair/Maintenance	2,147	7,016	9,163
MISCELLANEOUS	90 Transporting	986	1,948	2,934
	91 Utilities Production/Distribution	358	730	1,088
	92 Multiple Groups	747	707	1,454
	93 Student Assistants	128	404	532
	99 Not Coded	134	134	268
TOTAL		44,086	66,617	110,703

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2001

Atlantic County
Bergen County
Burlington County
Camden County
Camden County Municipal Utilities Authority
Cape May County
Cumberland County
Essex County
Gloucester County
Hudson County
Hudson County Utilities Authority
Hunterdon County
Mercer County
Middlesex County
Monmouth County
Morris County
Ocean County
Passaic County
Salem County
Sussex County
Union County
Warren County
Aberdeen Township
Aberdeen Fire Districts 1, 2
Allamuchy Township
Alpha Borough
Andover Township
Asbury Park City
Atlantic City
Deptford Municipal Utilities

Atlantic City Housing Authority
Atlantic City Municipal Utilities Authority
Bayonne
Bayonne Housing Authority
Beach Haven Borough
Beachwood Borough
Belleville
Belmar Borough
Belmar Housing Authority
Bergenfield Borough
Bergenfield Board of Health
Berkeley Township
Berkeley Housing Authority
Berkeley School District
Beverly
Beverly Housing Authority
Bloomfield
Boonton
Bordentown City
Bordentown Township
Bordentown Township Fire Districts 1, 2
Brick Township
Brick Housing Authority
Brick Fire District
Brick School District
Bridgeton
Bridgeton Housing Authority
Bridgeton Municipal Port Authority
Authority

Brooklawn Borough
Buena Borough
Buena Housing Authority
Buena Municipal Utilities Authority
Burlington City
Burlington City Board of Health
Burlington City Housing Authority
Burlington Township
Burlington Township Fire District 1
Butler Borough
Byram Township
Camden City
Camden Redevelopment Agency
Cape May City
Cape May Housing Authority
Carteret Borough
Carteret Board of Health
Carteret Housing Authority
Cinnaminson Township
Cinnaminson Fire District 1
Clark Township
Clementon Borough
Clementon Housing Authority
Clifton
Cliffside Park Housing Authority
Delanco Township
Delran Township
Delran Fire District 1
Dennis Township
Deptford Township Fire District 1
Dover

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2001
(continued)

Dover Housing Authority
East Orange
East Orange Housing Authority
East Rutherford Borough
East Rutherford Housing Authority
Edgewater Borough
Edgewater Park Township
Edgewater Park Fire District 1
Edison Housing Authority
Egg Harbor City
Elizabeth
Elizabeth Housing Authority
Elmwood Park Borough
Englewood Housing Authority
Elmwood Park Borough
Ewing Township
Ewing Township Fire Districts 1, 2, 3
Fair Lawn
Fairview
Florence Township
Florence Housing Authority
Fort Lee
Fort Lee Housing Authority
Franklin Township
Franklin Housing Authority
Freehold
Freehold Housing Authority
Freehold Township
Garfield
Garfield Housing Authority

Glassboro Housing Authority
Gloucester City
Gloucester Township
Gloucester Township Fire Districts
1, 2, 3, 4, 5, 6
Gloucester Housing Authority.
Gloucester Township Municipal
Utilities Authority
Green Township
Guttenberg Housing Authority
Hackensack
Hackensack Housing Authority
Hackettstown
Hackettstown Municipal Utilities
Authority
Haddon Township Housing Authority
Hamilton Township
Hamilton Fire Districts
2, 3, 4, 5, 6, 7, 8, 9
Hammonton
Hampton Township
Harmony Township
Harrison
Harrison Housing Authority
Hazlet Township
Hazlet Board of Health
Hazlet Fire District 1
Highland Park Housing Authority
Highlands Borough
Highlands Housing Authority

Hightstown Borough Housing
Authority
Hillside Township
Hoboken
Hoboken Housing Authority
Holmdel Township
Hopatcong
Independence Township
Independence Municipal Utilities
Authority
Irvington
Irvington Housing Authority
Jackson Township
Jackson Fire Districts 2, 3, 4
Jackson Municipal Utilities Authority
Jefferson Township
Jersey City
Jersey City Housing Authority
Jersey City School District
Keansburg
Keansburg Housing Authority
Keansburg Municipal Utilities
Authority
Kearny
Keyport Borough
Kinnelon Civil Defense
Kresson Fire District
Lacey Township
Lakehurst
Lakewood Township

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2001
(continued)

Lakewood Fire District 1
Lakewood Housing Authority
Lakewood Municipal Utilities Authority
Lavallette
Lawnside
Lawrence Township
Liberty Township
Lincoln Park
Linden
Linden Housing Authority
Lindenwold Borough
Lindenwold Municipal Utilities Authority
Little Egg Harbor Township
Lodi Borough
Lodi Housing Authority
Lodi School District
Long Beach Township
Long Branch
Long Branch Housing Authority
Lopatcong
Lower Township
Madison Housing Authority
Magnolia Borough
Mahwah Civil Defense
Manasquan Borough
Manasquan Fire District 1
Maple Shade
Margate City

Marlboro Township
Marlboro Municipal Utilities Authority
Marlboro Fire District 1
Maurice River Township
Maurice River School District
Middle Township
Middle School District
Middletown Township
Middletown Housing Authority
Millburn Township
Milltown Borough
Millville City
Millville Housing Authority
Millville School District
Monroe Township
Monroe Municipal Utilities Authority
Montville Township
Montville Fire Districts 1, 2, 3
Moonachie Borough
Moorestown Township
Moorestown Fire Districts 1, 2
Morristown
Morristown Housing Authority
Morris Plains Civil Defense
Mount Holly Township
Mount Holly Fire District 1
Mount Laurel Township
Mount Laurel Fire District 1
Mount Laurel Municipal Utilities Authority

Neptune City Housing Authority
Neptune Township Housing Authority
Newark
Newark Housing Authority
Newark School District
New Brunswick
New Brunswick Housing Authority
Newton
Newton Civil Defense
Newton Housing Authority
North Arlington Borough
North Bergen Township
North Bergen Housing Authority
North Bergen Municipal Utilities Authority
North Brunswick Township
North Wildwood City
Nutley
Oakland Borough
Ocean City
Ocean City Housing Authority
Ogdensburg Borough
Orange
Orange Housing Authority
Park Ridge Borough
Parsippany-Troy Hills Borough
Passaic
Passaic Valley Water Commission

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2001
(continued)

Paterson
Paterson Housing Authority
Pemberton Township
Pennsauken Township
Pennsauken Housing Authority
Penns Grove Housing Authority
Perth Amboy
Perth Amboy Housing Authority
Phillipsburg
Phillipsburg Housing Authority
Plainfield
Plainfield Housing Authority
Pleasantville Housing Authority
Pohatcong Township
Point Pleasant Borough
Point Pleasant Beach Borough
Pompton Lakes Borough
Princeton Borough Housing Authority
Rahway
Rahway Housing Authority
Red Bank Housing Authority
Ridgewood Village
Ringwood Borough
Riverside Township
Rockaway Township
Roselle Borough
Rutherford Borough
Saddle Brook Township
Salem
Salem City Housing Authority

Salem City Port Authority
Sayreville Borough
Sayreville Housing Authority
Scotch Plains
Sea Isle City
Seaside Heights
Seaside Park
Secaucus Housing Authority
Somerville Borough
Somers Point
South Amboy
South Amboy Housing Authority
South Belmar Borough
South Orange
South Plainfield
South Toms River
Sparta Township
Stanhope Borough
Stillwater Township
Stratford Borough
Summit Housing Authority
Teaneck Township
Trenton
Trenton/Mercer County Building
Commission
Union Beach
Union City
Union City Housing Authority
Union Township
Upper Township

Ventnor City
Vernon Township
Verona Borough
Vineland City
Vineland Housing Authority
Vineland School District
Voorhees Township
Voorhees Township Fire District
Waldwick Borough
Wallington Borough
Wanaque Borough
Wantage Township
Washington Borough
Weehawken Township
Weehawken Housing Authority
Weehawken School District
West Milford Township
West Milford Municipal Utilities
Authority
West New York
West New York Housing Authority
West New York Municipal Utilities
Authority
West Orange
West Paterson Borough
White Township
Wildwood City
Wildwood City Housing
Authority
Wildwood Crest Borough

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2001
(continued)

Wildwood Joint Construction
Office
Willingboro
Willingboro Municipal Utilities
Authority
Winslow Township
Winslow Township Fire District 1
Woodbine Borough
Woodbridge Township
Woodbridge Fire Districts 1, 2, 4, 5,
7, 8, 9, 12
Woodbridge Housing Authorities
Woodlynne Borough
Wood Ridge Borough