

NEW JERSEY STATE GOVERNMENT

2006

Workforce
Profile



with selected local data

www.state.nj.us/personnel

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2006

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STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2006

INTRODUCTION

This Workforce Profile was compiled by the New Jersey Department of Personnel from data captured by the Department's automated personnel files, the Office of Management and Budget's automated payroll files, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 6, 2006, comparisons of the workforce at the end of Fiscal Year 2005 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2005.

We have included trend data where significant trends exist, and where data have been retained long enough to document trends. In cases where we have charted a distribution of employees by some variable (for example, by age or by salary), we have compared the most recent distribution with the previous year's where possible. Longer-term trend charts typically plot a single 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.

Workforce Profiles since 1995 reflect many changes in the structure of State Government. Where possible, we have noted changes in staffing due to these structural changes rather than to routine movement into and out of the State Government workforce. We have annotated any figures where indicated. 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 and its subsequent establishment as the Commission of Motor Vehicles.
- 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.
- The creation of the Office of Information Technology "in but not of" the Department of the Treasury.
- The reallocation of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury.
- The transfer of all employees in the Division of Parole from the Department of Corrections to the State Parole Board
- The establishment of the Office of the Child Advocate.

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2006

INTRODUCTION (continued)

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

This 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 and the Office of the Child Advocate are "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 Motor Vehicle Commission is "in but not of" the Department of Transportation.
- The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, 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.

A general overview of the number of State Government employees in each department is provided, along with some important statistics for the entire State Government workforce. We have provided the January 2004 and January 2005 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been an increase of 6.4 percent in the size of the State Government workforce over a two year period. The last significant decrease in employee counts occurred in 2002. Since then, the annual increase in employee counts has fluctuated between 2.2 percent and 4.1 percent.

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

**STATE OF NEW JERSEY
NEW JERSEY'S STATE WORKFORCE AT-A-GLANCE**

DEPARTMENT	NUMBER OF EMPLOYEES			
	1/9/2004	1/7/2005	1/6/2006	CHANGE OVER 2 YEARS
AGRICULTURE	259	263	271	+ 12 (+4.6%)
BANKING & INSURANCE	491	507	511	+ 20 (+4.1%)
COMMUNITY AFFAIRS	1,066	1,116	1,169	+ 103 (+9.7%)
CORRECTIONS	10,190	10,437	10,461	+ 271 (+2.7%)
(Corrections)	9,520	9,706	9,734	+ 214 (+2.2%)
(State Parole Board) ¹	670	731	727	+ 57 (+8.5%)
EDUCATION	999	980	982	- 17 (-1.7%)
ENVIRONMENTAL PROTECTION	3,345	3,479	3,473	+ 128 (+3.8%)
GOVERNOR'S OFFICE	137	127	109	- 28 (-20.4%)
HEALTH & SENIOR SERVICES	2,199	2,186	2,216	+ 17 (+0.8%)
HUMAN SERVICES	21,388	22,871	23,897	+ 2,509 (+11.7%)
INFORMATION TECHNOLOGY	930	942	954	+ 24 (+2.6%)
LABOR	4,003	4,094	4,040	+ 37 (+0.9%)
LAW & PUBLIC SAFETY	9,657	10,065	10,430	+ 773 (+8.0%)
(Law & Public Safety)	7,879	8,203	8,584	+ 705 (+8.9%)
(Juvenile Justice)	1,767	1,841	1,823	+ 56 (+3.2%)
(Child Advocacy) ²	11	21	23	+ 12 (+109.1%)
MILITARY & VETERANS AFFAIRS	1,509	1,556	1,575	+ 66 (+4.4%)
PERSONNEL	407	450	379	- 28 (-6.9%)
STATE	582	588	586	+ 4 (+0.7%)
(State)	190	201	203	+ 13 (+6.8%)
(Commission on Higher Education)	19	19	17	- 2 (-10.5%)
(Higher Educational Student Assistance)	213	207	204	- 9 (-4.2%)
(Public Broadcasting)	160	161	162	+ 2 (+1.3%)
TRANSPORTATION	6,266	6,737	6,970	+ 704 (+11.2%)
(Transportation)	3,878	3,973	3,967	+ 89 (+2.3%)
(Motor Vehicles) ³	2,388	2,764	3,003	+ 615 (+25.8%)
TREASURY	5,822	6,065	6,167	+ 345 (+5.9%)
(Treasury)	4,032	4,186	4,246	+ 214 (+5.3%)
(Administrative Law)	113	115	114	+ 1 (+0.9%)
(Casino Control)	354	350	351	- 3 (-0.8%)
(Public Defender)	979	1,064	1,108	+ 129 (+13.2%)
(Public Utilities)	305	307	306	+ 1 (+0.3%)
(Ratepayer Advocate)	39	43	42	+ 3 (+7.7%)
TOTAL EXECUTIVE DEPARTMENTS	69,250	72,463	74,190	+ 4,940 (+7.1%)
JUDICIARY	9,524	9,560	9,703	+ 179 (+1.9%)
LEGISLATIVE STAFF	524	515	508	- 16 (-3.1%)
TOTAL STATE GOVT WORKFORCE	79,298	82,538	84,401	+ 5,103 (+6.4%)

**DEMOGRAPHICS
JANUARY 2006**

AGE

Average: 45
Median: 45

LENGTH OF SERVICE

Average: 12 years
Median: 9 years

SALARY ⁴

Average: \$54,742
Median: \$50,444

GENDER

Female: 46,923 (55.6%)
Male: 37,478 (44.4%)

MINORITY EMPLOYEES

34,240 (40.6%)

UNION REPRESENTATION

72,313 (85.7%)

¹ N.J.S.A. 30:4 -123.47c, approved May 4, 2001, changed the name of the Bureau of Parole to the Division of Parole and transferred it from the Department of Corrections to the State Parole Board.

² The Office of the Child Advocate, established September 26, 2003, is allocated to the Department of Law and Public Safety but is independent of any supervision by the department.

³ Effective January 28, 2003, the Motor Vehicles Commission was established. Allocated in but not of the Department of Transportation, it succeeds the Division of Motor Vehicles.

⁴ Full-time employees only.

STATE OF NEW JERSEY

STATISTICS BY AGENCY

INTRODUCTION

The following group of tables shows statistics for each of the Executive Departments, 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 salaried employees and part-time salaried employees (who are paid a percentage of a full-time salary), some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a “per diem” (daily) basis. A pie chart summarizes the totals for the entire State Government workforce.

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

Page 7 presents a profile of the “average” State Government employee by agency. In addition to average age, length of service, and salary, we have also computed the median salary for each agency. The “average” or mean salary is the sum of all salaries divided by the number of salaries, while the median salary is the salary of the employee whose name appears at the exact middle of a list of employees sorted by salary. Most employees earn a salary that is below the average, because most jobs are at the lower levels of organizations. As a result, the median salary is usually lower than the mean or “average” salary. Some agencies have a median salary that approaches or exceeds the average; this may indicate a narrower or more uniform distribution of salaries, or a greater proportion of high-level employees.

The table on Page 8 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the Property Tax Relief Fund and the Casino Revenue Fund. You will notice that, in addition to these three sources, one other is shown in the table: revolving funds. Revolving funds are funds that have been established from the General Fund at some point, but sustain themselves from year to year as the organizations that they support charge other State agencies for their services. Examples of organizations supported by revolving funds include the State Government Distribution Center and the Office of Information Technology.

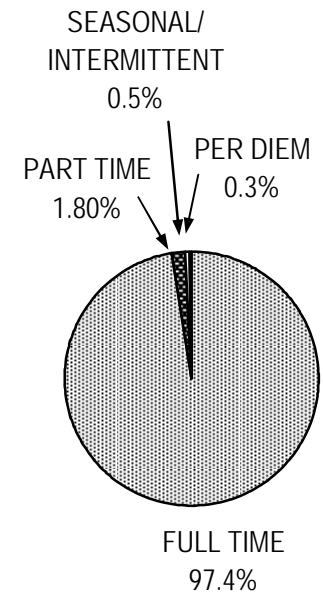
Page 9 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information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

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

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT

JANUARY 6, 2006

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
AGRICULTURE	270	1	0	0	271
BANKING & INSURANCE	511	0	0	0	511
COMMUNITY AFFAIRS	1,169	0	0	0	1,169
CORRECTIONS	10,453	8	0	0	10,461
(Corrections)	(9,727)	(7)	(0)	(0)	(9,734)
(State Parole Board)	(726)	(1)	(0)	(0)	(727)
EDUCATION	977	5	0	0	982
ENVIRONMENTAL PROTECTION	3,458	15	0	0	3,473
GOVERNOR'S OFFICE	107	2	0	0	109
HEALTH & SENIOR SERVICES	2,209	7	0	0	2,216
HUMAN SERVICES	22,658	1,236	0	3	23,897
INFORMATION TECHNOLOGY	952	2	0	0	954
LABOR	3,890	1	146	3	4,040
LAW & PUBLIC SAFETY	10,187	8	0	235	10,430
(Law & Public Safety)	(8,345)	(4)	(0)	(235)	(8,584)
(Child Advocate)	(22)	(1)	(0)	(0)	(23)
(Juvenile Justice)	(1,820)	(3)	(0)	(0)	(1,823)
MILITARY & VETERANS AFFAIRS	1,554	21	0	0	1,575
PERSONNEL	377	2	0	0	379
STATE	582	4	0	0	586
(State)	(203)	(0)	(0)	(0)	(203)
(Commission on Higher Education)	(17)	(0)	(0)	(0)	(17)
(Student Assistance)	(204)	(0)	(0)	(0)	(204)
(Public Broadcasting)	(158)	(4)	(0)	(0)	(162)
TRANSPORTATION	6,804	166	0	0	6,970
(Transportation)	(3,967)	(0)	(0)	(0)	(3,967)
(Motor Vehicles)	(2,837)	(166)	(0)	(0)	(3,003)
TREASURY	5,838	12	310	7	6,167
(Treasury)	(3,923)	(6)	(310)	(7)	(4,246)
(Administrative Law)	(114)	(0)	(0)	(0)	(114)
(Casino Control)	(351)	(0)	(0)	(0)	(351)
(Public Defender)	(1,102)	(6)	(0)	(0)	(1,108)
(Public Utilities)	(306)	(0)	(0)	(0)	(306)
(Ratepayer Advocate)	(42)	(0)	(0)	(0)	(42)
TOTAL EXECUTIVE DEPARTMENTS	71,996	1,490	456	248	74,190
JUDICIARY	9,682	21	0	0	9,703
LEGISLATIVE STAFF	508	0	0	0	508
TOTAL STATE GOVT WORKFORCE	82,186	1,511	456	248	84,401

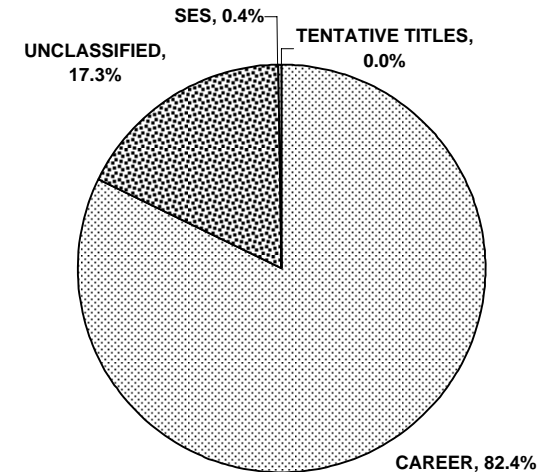


Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce as of 1/6/2006: 84,401.

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE TITLE CLASSIFICATIONS BY DEPARTMENT

JANUARY 6, 2006

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	227	19	246	5	20	271
BANKING & INSURANCE	415	40	455	1	55	511
COMMUNITY AFFAIRS	1,054	44	1,098	0	71	1,169
CORRECTIONS	9,828	172	10,000	0	461	10,461
(Corrections)	(9,205)	(155)	(9,360)	(0)	(374)	(9,734)
(St Parole Bd)	(623)	(17)	(640)	(0)	(87)	(727)
EDUCATION	291	448	739	0	243	982
ENVIRONMENTAL PROTECTION	2,957	410	3,367	8	98	3,473
GOVERNORS OFFICE	28	0	28	0	81	109
HEALTH & SENIOR SERVICES	1,804	297	2,101	27	88	2,216
HUMAN SERVICES	16,605	6,265	22,870	77	950	23,897
INFORMATION TECHNOLOGY	837	97	934	5	15	954
LABOR	3,636	234	3,870	38	132	4,040
LAW & PUBLIC SAFETY	3,836	1,128	4,969	21	5,440	10,430
(Law & Public Safety)	(2,539)	(978)	(3,522)	(17)	(5,045)	(8,584)
(Child Advocate)	(2)	(0)	(2)	(0)	(21)	(23)
(Juvenile Justice)	(1,295)	(150)	(1,445)	(4)	(374)	(1,823)
MILITARY & VETERANS AFFAIRS	766	528	1,294	0	281	1,575
PERSONNEL	310	29	339	24	16	379
STATE	271	23	298	0	288	586
(State)	(139)	(16)	(155)	(0)	(48)	(203)
(Commission on Higher Education)	(7)	(0)	(7)	(0)	(10)	(17)
(Higher Educational Student Assistance)	(98)	(6)	(104)	(0)	(100)	(204)
(Public Broadcasting)	(27)	(1)	(32)	(0)	(130)	(162)
TRANSPORTATION	6,088	717	6,821	43	106	6,970
(Transportation)	(3,386)	(485)	(3,887)	(37)	(43)	(3,967)
(Motor Vehicles)	(2,702)	(232)	(2,934)	(6)	(63)	(3,003)
TREASURY	4,348	496	4,845	58	1,264	6,167
(Treasury)	(3,486)	(430)	(3,917)	(30)	(299)	(4,246)
(Administrative Law)	(69)	(1)	(70)	(0)	(44)	(114)
(Casino Control)	(38)	(3)	(41)	(0)	(310)	(351)
(Public Defender)	(520)	(46)	(566)	(0)	(542)	(1,108)
(Public Utilities)	(220)	(15)	(235)	(28)	(43)	(306)
(Ratepayer Advocate)	(15)	(1)	(16)	(0)	(26)	(42)
TOTAL EXECUTIVE DEPARTMENTS	53,301	10,947	64,274	307	9,609	74,190
JUDICIARY	5,247	1	5,248	0	4,455	9,703
LEGISLATIVE STAFF	0	0	0	0	508	508
TOTAL STATE GOVT WORKFORCE	58,548	10,948	69,522	307	14,572	84,401



Data provided by the Department of Personnel from automated personnel files. Percentages refer to the total State Government workforce as of 1/6/2006: 84,401

STATE OF NEW JERSEY
AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY
 JANUARY 6, 2006

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$56,930	\$54,736	14
BANKING & INSURANCE	49	\$65,065	\$66,313	14
COMMUNITY AFFAIRS	48	\$56,109	\$55,140	11
CORRECTIONS	43	\$60,608	\$64,061	12
(Corrections)	(43)	(\$60,067)	(\$61,912)	(12)
(State Parole Board)	(42)	(\$67,853)	(\$71,056)	(12)
EDUCATION	47	\$65,519	\$66,664	11
ENVIRONMENTAL PROTECTION	45	\$61,599	\$61,175	15
GOVERNOR'S OFFICE	40	\$58,250	\$46,058	6
HEALTH & SENIOR SERVICES	48	\$59,606	\$60,458	13
HUMAN SERVICES	44	\$46,860	\$41,958	11
INFORMATION TECHNOLOGY	49	\$70,337	\$72,795	18
LABOR	49	\$52,078	\$48,080	15
LAW & PUBLIC SAFETY	42	\$62,417	\$59,616	11
(Law & Public Safety)	(42)	(\$64,204)	(\$59,616)	(11)
(Child Advocate)	(38)	(\$74,449)	(\$69,036)	(5)
(Juvenile Justice)	(43)	(\$54,115)	(\$52,556)	(10)
MILITARY & VETERANS AFFAIRS	48	\$41,674	\$37,923	10
PERSONNEL	48	\$60,735	\$58,414	15
STATE	48	\$57,307	\$55,945	14
(State)	(47)	(\$52,260)	(\$48,319)	(13)
(Commission on Higher Education)	(51)	(\$67,579)	(\$57,740)	(15)
(Higher Educational Student Assistance)	(48)	(\$54,247)	(\$49,815)	(12)
(Public Broadcasting)	(49)	(\$66,603)	(\$66,313)	(16)
TRANSPORTATION	46	\$48,816	\$45,426	14
(Transportation)	47	\$54,682	\$50,304	17
(Motor Vehicles)	44	\$40,625	\$36,631	10
TREASURY	46	\$59,269	\$55,064	14
(Treasury)	(46)	(\$56,493)	(\$52,283)	(14)
(Administrative Law)	(50)	(\$75,578)	(\$64,817)	(15)
(Casino Control)	(48)	(\$56,835)	(\$54,099)	(16)
(Public Defender)	(46)	(\$65,316)	(\$60,017)	(13)
(Public Utilities)	(48)	(\$68,760)	(\$70,683)	(15)
(Ratepayer Advocate)	(45)	(\$70,978)	(\$74,353)	(9)
TOTAL EXECUTIVE DEPARTMENTS	45	\$54,571	\$51,375	12
JUDICIARY	45	\$55,552	\$48,117	12
LEGISLATIVE STAFF	44	\$63,573	\$57,611	12
TOTAL STATE GOVT WORKFORCE	45	\$54,742	\$50,444	12

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

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

STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE

JANUARY 6, 2006

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	154	62	0	55	271
BANKING & INSURANCE	507	0	0	4	511
COMMUNITY AFFAIRS	767	263	42	97	1,169
CORRECTIONS	10,029	34	230	168	10,461
(Corrections)	(9,302)	(34)	(230)	(168)	(9,734)
(State Parole Board)	(727)	(0)	(0)	(0)	(727)
EDUCATION	498	253	31	200	982
ENVIRONMENTAL PROTECTION	3,275	99	5	94	3,473
GOVERNOR'S OFFICE	97	0	12	0	109
HEALTH & SENIOR SERVICES	887	871	182	276	2,216
HUMAN SERVICES	17,156	6,204	5	532	23,897
INFORMATION TECHNOLOGY	0	0	954	0	954
LABOR	723	3,309	0	8	4,040
LAW & PUBLIC SAFETY	8,139	268	3	2,020	10,430
(Law & Public Safety)	(6,766)	(215)	(3)	(1,600)	(8,584)
(Child Advocate)	(23)	(0)	(0)	(0)	(23)
(Juvenile Justice)	(1,350)	(53)	(0)	(420)	(1,823)
MILITARY & VETERANS AFFAIRS	1,421	154	0	0	1,575
PERSONNEL	379	0	0	0	379
STATE	300	175	46	65	586
(State)	(137)	(9)	(46)	(11)	(203)
(Commission on Higher Education)	(15)	(2)	(0)	(0)	(17)
(Higher Educational Student Assistance)	(28)	(164)	(0)	(12)	(204)
(Public Broadcasting)	(120)	(0)	(0)	(42)	(162)
TRANSPORTATION	2,903	1,058	0	3,009	6,970
(Transportation)	(2,903)	(1,058)	(0)	(6)	(3,967)
(Motor Vehicles)	(0)	(0)	(0)	(3,003)	(3,003)
TREASURY	5,407	11	277	472	6,167
(Treasury)	(3,868)	(0)	(277)	(101)	(4,246)
(Administrative Law)	(103)	(0)	(0)	(11)	(114)
(Casino Control)	(0)	(0)	(0)	(351)	(351)
(Public Defender)	(1,104)	(2)	(0)	(2)	(1,108)
(Public Utilities)	(290)	(9)	(0)	(7)	(306)
(Ratepayer Advocate)	(42)	(0)	(0)	(0)	(42)
TOTAL EXECUTIVE DEPARTMENTS	52,642	12,761	1,787	7,000	74,190
JUDICIARY	8,128	1,316	0	259	9,703
LEGISLATIVE STAFF	508	0	0	0	508
TOTAL STATE GOVT WORKFORCE	61,278	14,077	1,787	7,259	84,401

STATE OF NEW JERSEY
OTHER GOVERNMENT EMPLOYMENT

JANUARY 2006

AGENCY	FULL TIME	PART TIME	TOTAL 2006	TOTAL 2005	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	66	8	74	73	1	MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	32	0	32	37	-5	CASINO REVENUE
COMMERCE, ECONOMIC GROWTH, & TOURISM COMMISSION	109	3	112	120	-8	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY* ✦	139	7	146	139	7	TOLLS
DELAWARE RIVER BASIN COMMISSION *	40	3	43	45	-2	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION*	333	44	377	379	-2	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY *	554	0	554	576	-22	TOLLS & FARES
HOUSING MORTGAGE AND FINANCE AGENCY	248	0	248	241	7	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION*	17	2	19	18	1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	133	0	133	132	1	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	15	1	16	16	0	FEE REVENUES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,244	603	1,847	1,648	199	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	116	3	119	121	-2	SELF FUNDED VIA GENERATED FEES AND REVENUES
NEW JERSEY SCHOOL CONSTRUCTION CORPORATION	248	3	251	256	-5	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	990	1,710	2,700	2,720	-20	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,319	886	11,205	11,205	0	STATE & FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY †	2,548	873	3,421	3,441	-20	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	134	2	136	125	11	WATER SALE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	25	1	FEES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	168	0	168	165	3	WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ✦	83	4	87	85	2	STATE APPROPRIATIONS AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	665	0	665	699	-34	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	176	0	176	186	-10	WATER SALE REVENUES
PINELANDS COMMISSION	60	2	62	58	4	STATE APPROPRIATIONS, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY **	6,949	31	6,980	7,303	-323	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	61	0	61	60	1	SEWAGE FEES
RUTGERS	9,349	3,649	12,998	11,219	1,779	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	133	7	140	131	9	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	356	159	515	454	61	TOLLS
STATE COLLEGES	8,476	4,933	13,409	12,838	571	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	11,931	1,909	13,840	12,849	991	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR*	98	0	98	88	10	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	55,816	14,842	70,658	67,452	3,206	

* Multi-State Authorities ** Includes figures for PATH

✦ Employees working in NJ only

Data provided by the Department of Personnel from a survey of independent authorities conducted in January 2006.

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

INTRODUCTION

The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees as of January 6, 2006 (the darker-colored columns) compared with a similar “snapshots” from previous years (the lighter-colored columns). The length of service data indicates that the average length of service in the State Government workforce is 12 years. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50% to over 60%. This trend reversed itself in 2002, when an early retirement incentive program was instituted. Today, the number of employees with greater than ten years of service represents less than 50 percent of the total workforce.

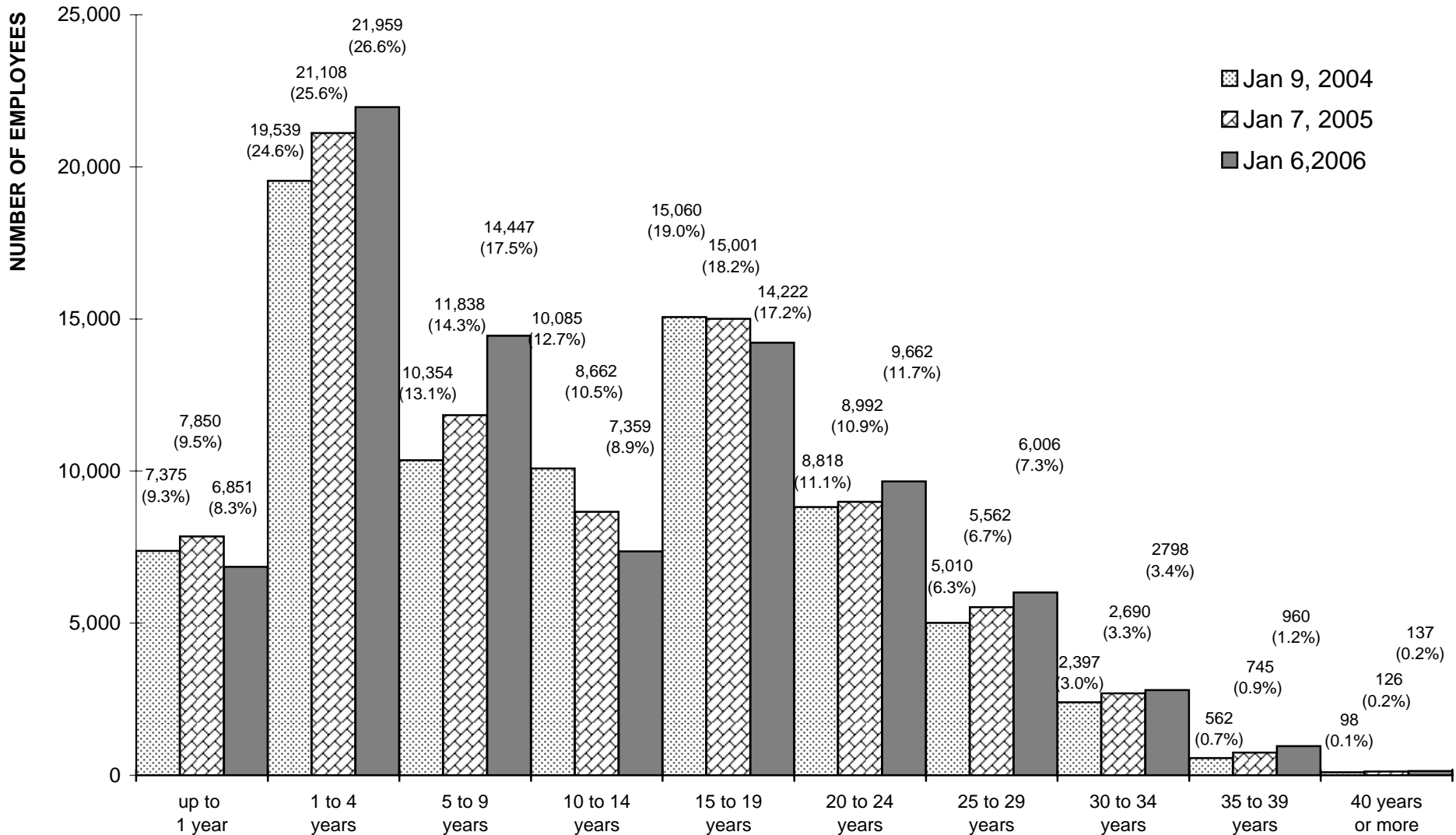
The number of employees age 60 and over has fluctuated slightly during the past several years. Year to year increases occurred in 1997, 1998, 2000, 2004, and 2005 and decreases in 1999, 2001, 2002, and 2003. The highest total was for the year 2000, with 7,427 employees age 60 and older. Because we expanded the chart to reflect five-year increments instead of ten-year groupings, we now see the distinct drop of employee counts at age 65. Over the last ten years the age group 40 to 49 has consistently been the largest employee group. The second largest group since 2001 has been employees aged 50 to 59; before 2001 the 30 to 39 age group was the second largest group. That trend continues today. The highest-to-lowest five-year age groups are 45 to 49, 50 to 54, 40 to 44, 35 to 39, 55 to 59, 30 to 34, and 25 to 29. The counts decrease significantly in the remaining five-year groupings.

On Page 13, we compare separations during Fiscal Years 2003, 2004, and 2005 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the number of separations during the past year dropped more than 17 percent from Fiscal Year 2003, yet it is just slightly below the mean for separations since Fiscal Year 1995. Pages 14 through 18 present additional data for separations from State Government service.

We present similar statistics for hiring activity in State Government on the following two pages. The overall number of hires during the last fifteen fiscal years is presented on Page 19, and the average salary for full-time employees hired since Fiscal Year 1991 is represented graphically on Page 20. The most recent information shows that, while hiring increased in each consecutive year since Fiscal Year 1996, with the exception of significant drops in Fiscal Years 2002 and 2004, the plotted average salaries of individuals hired during this same period followed a relatively stable incline. The most significant increase in hiring occurred in Fiscal Year 1994, following a State Government-wide layoff action.

STATE OF NEW JERSEY DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE

JANUARY 6, 2006 (WITH PRIOR YEARS' DATA FOR COMPARISON)

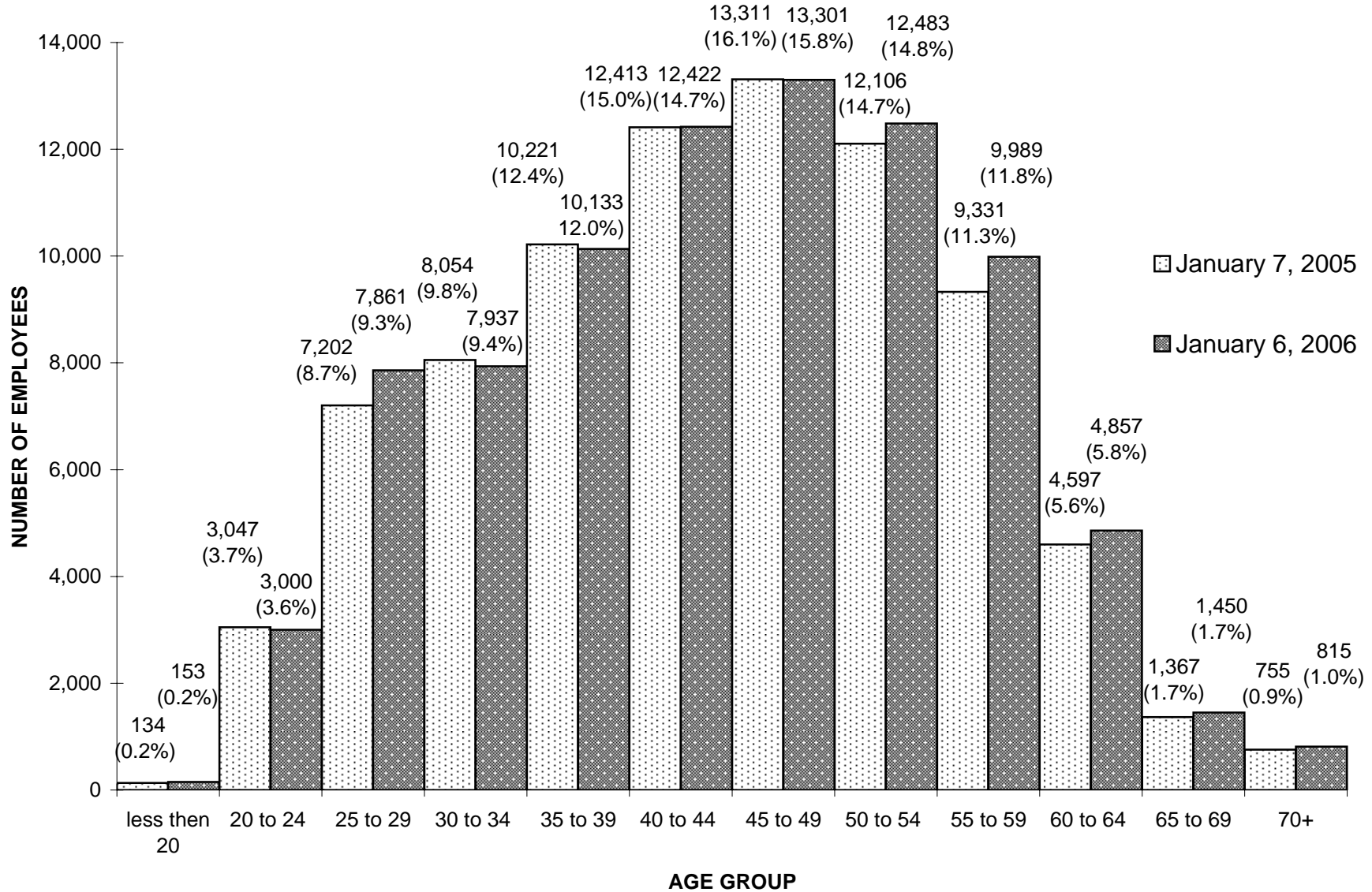


Data provided by the Department of Personnel from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/9/2004, 79,298; as of 1/7/2005, 82,538; as of 1/6/2006, 84,401)

STATE OF NEW JERSEY DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE

JANUARY 6, 2006 (WITH PRIOR YEAR DATA FOR COMPARISON)

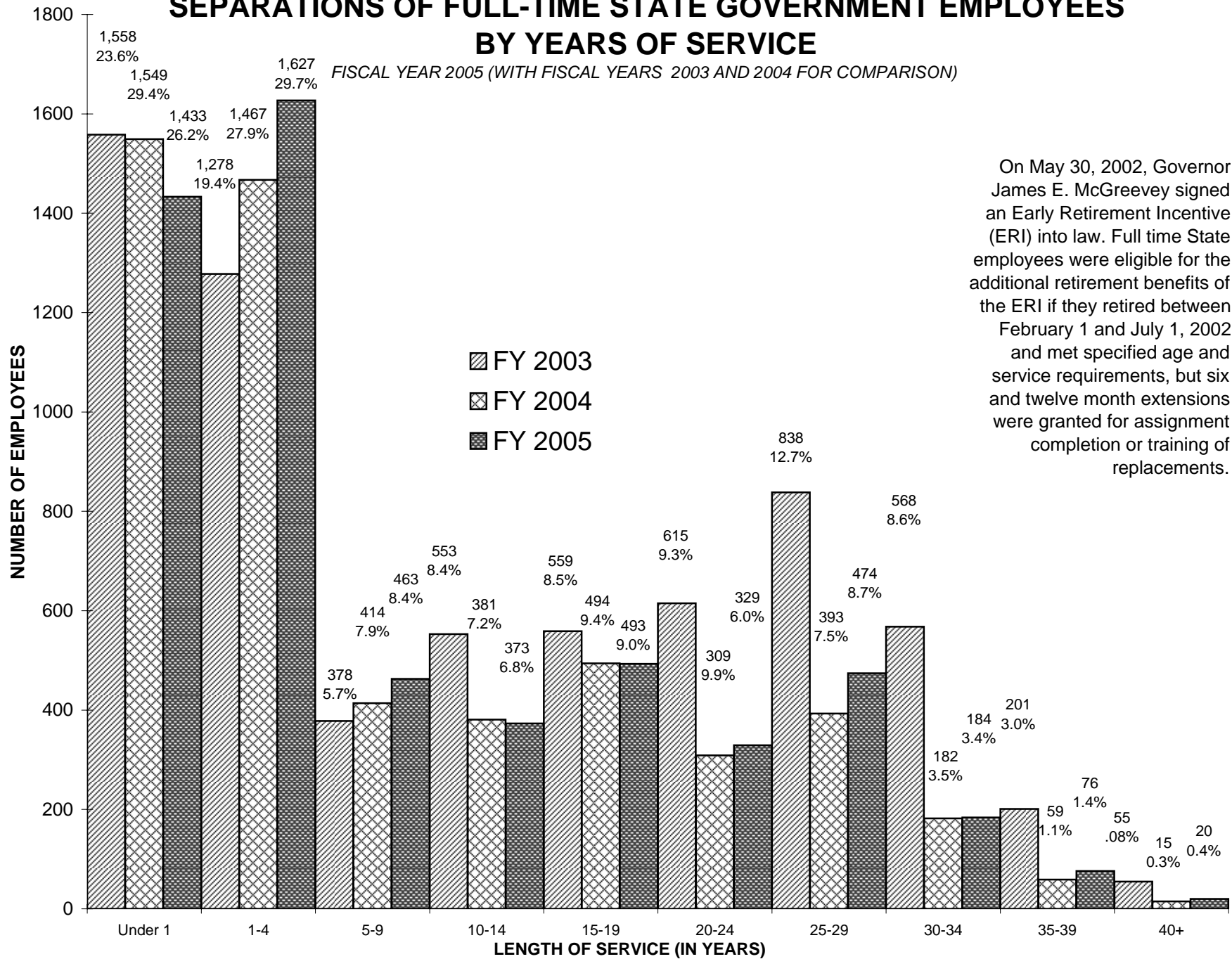


Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce (as of 1/7/2005, 82,538; as of 1/6/2006, 84,401).

STATE OF NEW JERSEY

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

FISCAL YEAR 2005 (WITH FISCAL YEARS 2003 AND 2004 FOR COMPARISON)



On May 30, 2002, Governor James E. McGreevey signed an Early Retirement Incentive (ERI) into law. Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and July 1, 2002 and met specified age and service requirements, but six and twelve month extensions were granted for assignment completion or training of replacements.

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

Percentages refer to the number of separations of State Government employees (during FY2005, 5,472; FY2004, 5,263; FY2003, 6,603).

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

Fiscal Year	VOLUNTARY SEPARATIONS					INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1960	3,963		327	4,290	84%	681	24	705	14%	136	5,131	27,255	18.8%
1961	3,876	256	251	4,383	83%	714	43	757	14%	147	5,287	28,363	18.6%
1962	3,473	228	243	3,944	76%	1,024	64	1,088	21%	160	5,192	29,215	17.8%
1963	2,790	190	299	3,279	67%	1,373	9	1,382	28%	198	4,859	29,342	16.6%
1964	2,525	258	187	2,970	58%	1,984	3	1,987	39%	171	5,128	30,319	16.9%
1965	2,700	206	704	3,610	59%	2,299	2	2,301	38%	169	6,080	31,334	19.4%
1966	3,918	339	144	4,401	70%	1,687	1	1,688	27%	171	6,260	33,801	18.5%
1967	5,004	396	376	5,776	77%	1,520	3	1,523	20%	187	7,486	37,528	19.9%
1968	4,577	540	453	5,570	73%	1,875	0	1,875	25%	184	7,629	36,043	21.2%
1969	5,464	735	431	6,630	78%	1,618	11	1,629	19%	203	8,462	39,939	21.2%
1970	6,099	741	496	7,336	79%	1,711	26	1,737	19%	221	9,294	40,853	22.7%
1971	5,083	616	642	6,341	77%	1,616	27	1,643	20%	202	8,186	43,450	18.8%
1972	3,937	673	769	5,379	68%	2,334	6	2,340	29%	246	7,965	45,750	17.4%
1973	5,134	746	825	6,705	68%	2,992	11	3,003	30%	194	9,902	48,920	20.2%
1974	4,804	679	1,005	6,488	69%	2,744	22	2,766	29%	190	9,444	53,280	17.7%
1975	4,105	542	908	5,555	62%	3,035	142	3,177	36%	181	8,913	53,453	16.7%
1976	4,103	541	917	5,561	62%	3,065	129	3,194	36%	182	8,937	55,713	16.0%
1977	3,637	524	910	5,071	66%	2,196	199	2,395	31%	180	7,646	55,740	13.7%
1978	3,495	639	1,018	5,152	69%	2,172	1	2,173	29%	176	7,501	58,330	12.9%
1979	3,877	906	869	5,652	69%	2,383	30	2,413	29%	156	8,221	61,032	13.5%

Some of the difference in separation rates between the earlier and later years in this table may reflect differences in methods of counting.

Terminations include the discontinuation of provisional, temporary, and unclassified appointments, the expiration of terms, and some layoffs of non-permanent employees. Data from DOP separation reports (1960-1979).

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

Fiscal Year	VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1980	3,809	881	0	809	5,499	74%	1,734	8	1,742	24%	145	7,386	63,200	11.7%
1981	4,706	857	0	1,109	6,672	71%	2,570	16	2,586	27%	183	9,441	65,680	14.4%
1982	4,853	740	0	1,063	6,656	69%	2,706	122	2,828	29%	175	9,659	65,789	14.7%
1983	3,371	535	0	1,254	5,160	62%	2,651	292	2,943	35%	197	8,300	66,384	12.5%
1984	3,550	482	0	1,220	5,252	73%	1,692	24	1,716	24%	189	7,157	66,187	10.8%
1985	4,129	495	0	1,180	5,804	75%	1,560	214	1,774	23%	191	7,769	68,551	11.3%
1986	4,694	511	0	1,205	6,410	77%	1,667	32	1,699	20%	190	8,299	70,849	11.7%
1990	4,118	488	0	1,122	5,728	68%	2,500	14	2,514	30%	205	8,447	77,676	10.9%
1991	2,749	361	192	1,058	4,360	62%	2,206	239	2,445	35%	241	7,046	78,362	9.0%
1992	1,987	257	2,104	868	5,216	73%	1,449	229	1,678	24%	207	7,101	76,444	9.3%
1993	1,646	223	863	762	3,494	60%	1,172	965	2,137	37%	175	5,806	75,956	7.6%
1994	1,656	267	1,112	605	3,640	65%	1,714	6	1,720	31%	201	5,561	73,462	7.6%

*Some of the difference in separation rates between the earlier and later years in this table may reflect differences in methods of counting:
Data is from Department of Personnel separation reports (1980-1986) and automated files (1990-1994).*

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

**STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1995 - FY2005**

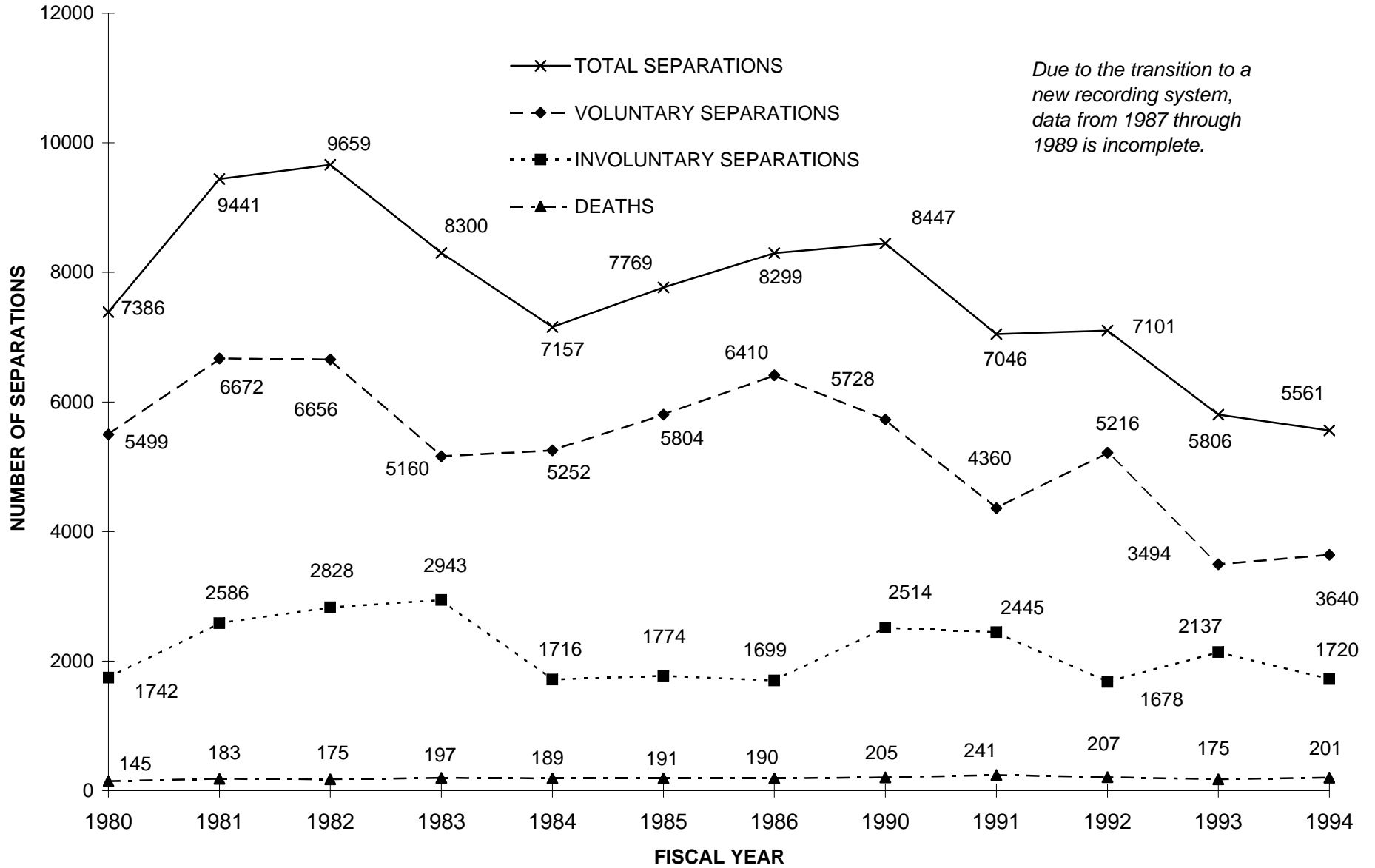
Fiscal Year	VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1995	1,477	243	195	1,044	2,959	64%	1,328	123	1,451	31%	229	4,639	69,360	6.7%
1996	1,308	182	0	1,435	2,925	54%	1,512	850	2,362	43%	158	5,445	73,038	7.5%
1997	1,478	144	0	1,417	3,039	61%	1,454	315	1,769	36%	164	4,972	71,080	7.0%
1998	1,554	132	0	1,676	3,362	57%	1,973	395	2,368	40%	177	5,907	70,272	8.4%
1999	1,554	153	0	1,763	3,470	59%	2,073	204	2,277	39%	166	5,913	71,127	8.3%
2000	1,830	165	0	1,799	3,794	68%	1,568	0	1,568	28%	185	5,547	70,894	7.8%
2001	2,207	199	0	1,781	4,187	69%	1,698	0	1,698	28%	169	6,054	72,663	8.3%
2002	1,981	207	2,341	1,375	5,904	73%	2,055	8	2,063	25%	152	8,119	75,323	10.8%
2003	1,603	229	1,959	1,068	4,859	74%	1,578	0	1,578	24%	166	6,603	74,566	8.9%
2004	1,766	229	143	1,327	3,465	66%	1,629	0	1,629	31%	169	5,263	75,431	7.0%
2005	1,843	229	0	1,600	3,672	67%	1,636	0	1,636	30%	164	5,472	77,561	7.1%

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

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

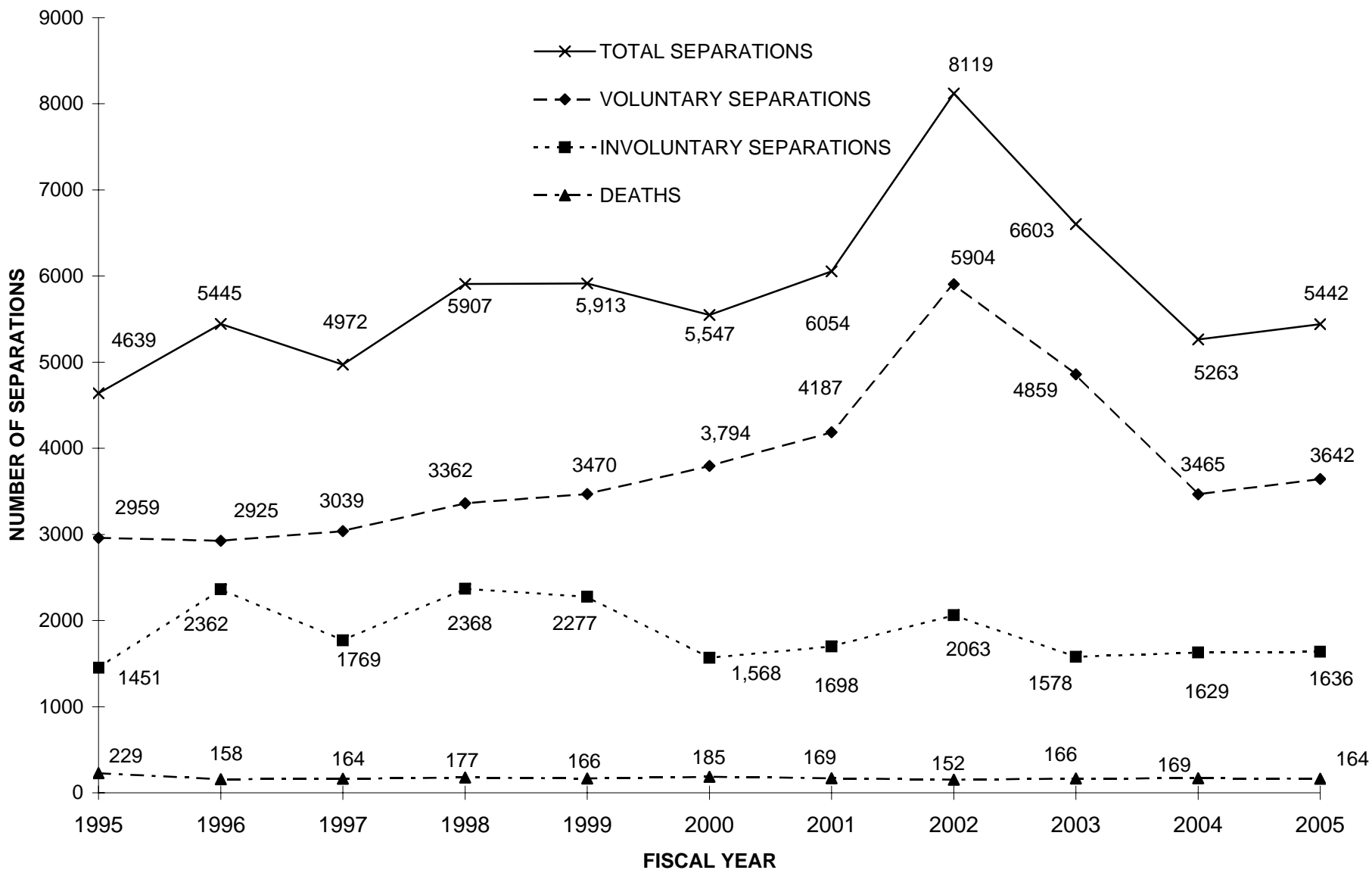
*Terminations include discontinuation of provisional, temporary, and unclassified appointments, and some layoffs of employees without permanent Civil Services status.
Data from automated personnel files (1995-2005).*

STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FY1980 - FY1994



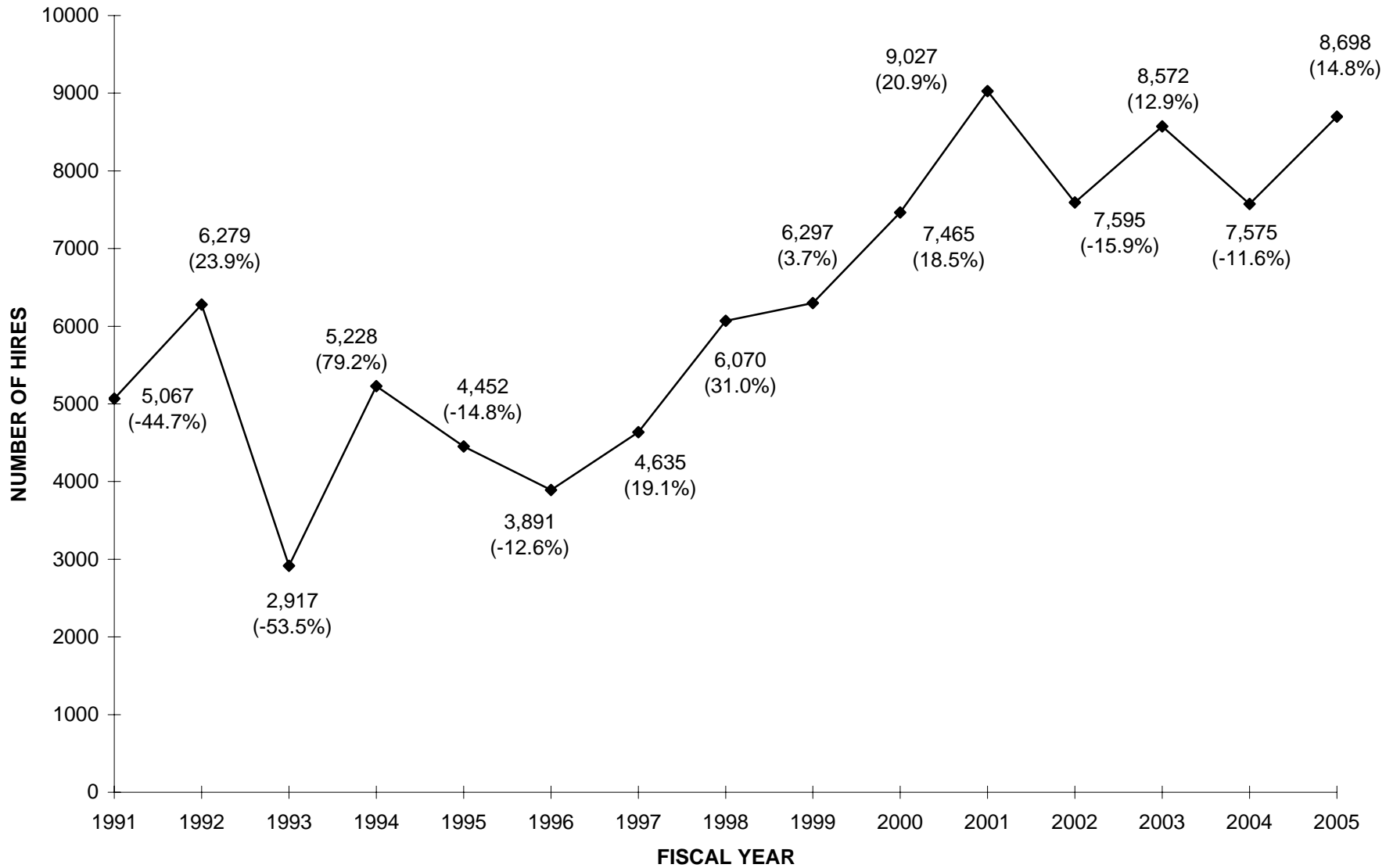
Data provided by the Dept. of Personnel from separation reports (1980-1986) and automated personnel files 1990-1994).

STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1995 - FY2005



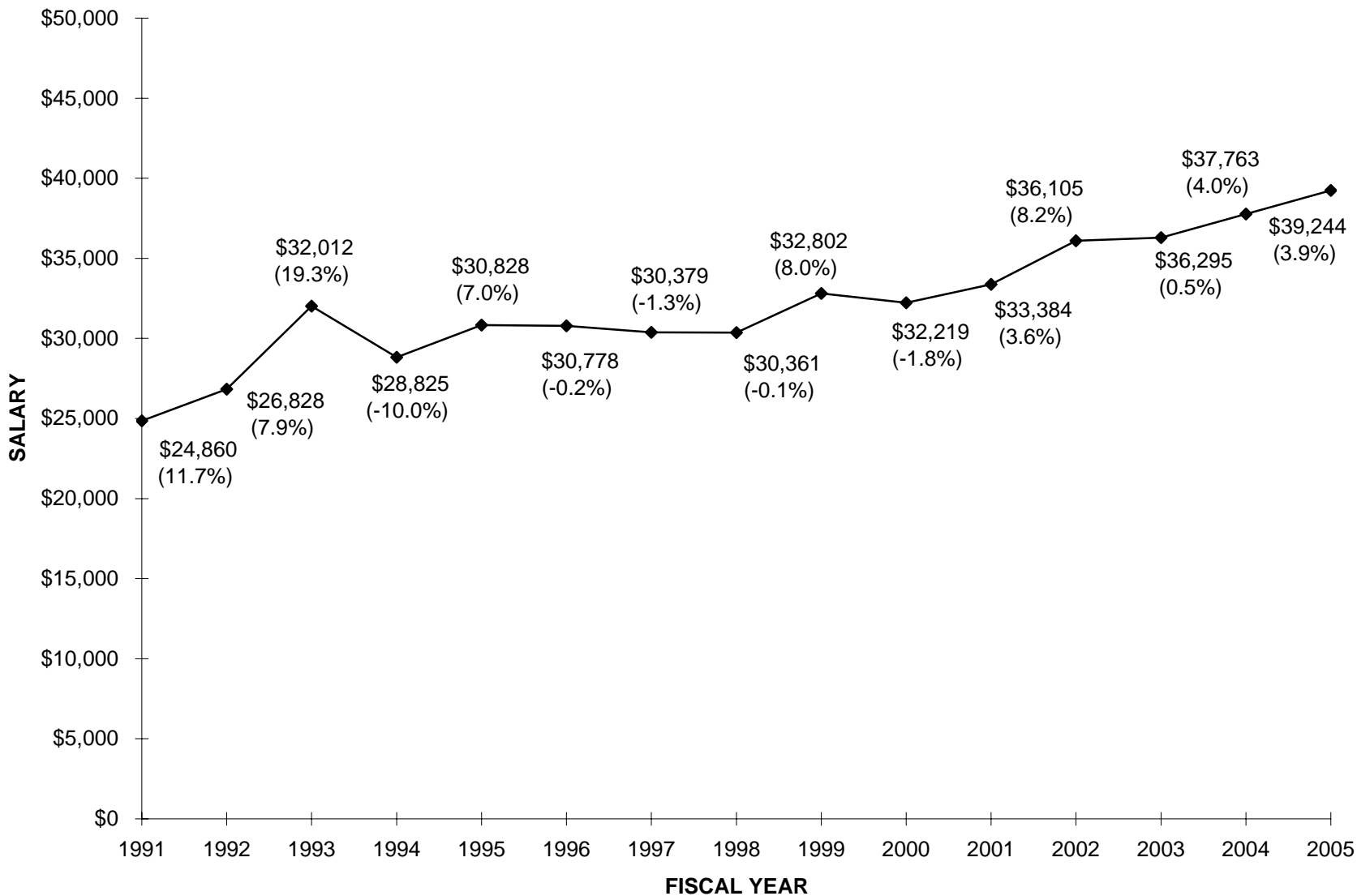
Separations involving the 2002 Early Retirement Incentive Program continued into 2003.

**STATE OF NEW JERSEY
HIRING BY STATE GOVERNMENT
FY1991 THROUGH FY2005**



Data provided by the Department of Personnel from automated personnel files.
All figures now include resignation pickup actions.

STATE OF NEW JERSEY
AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT
 FY1991 THROUGH FY2005



Data provided by the Department of Personnel from automated personnel files.
 All figures now include resignation pickup actions.

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

INTRODUCTION

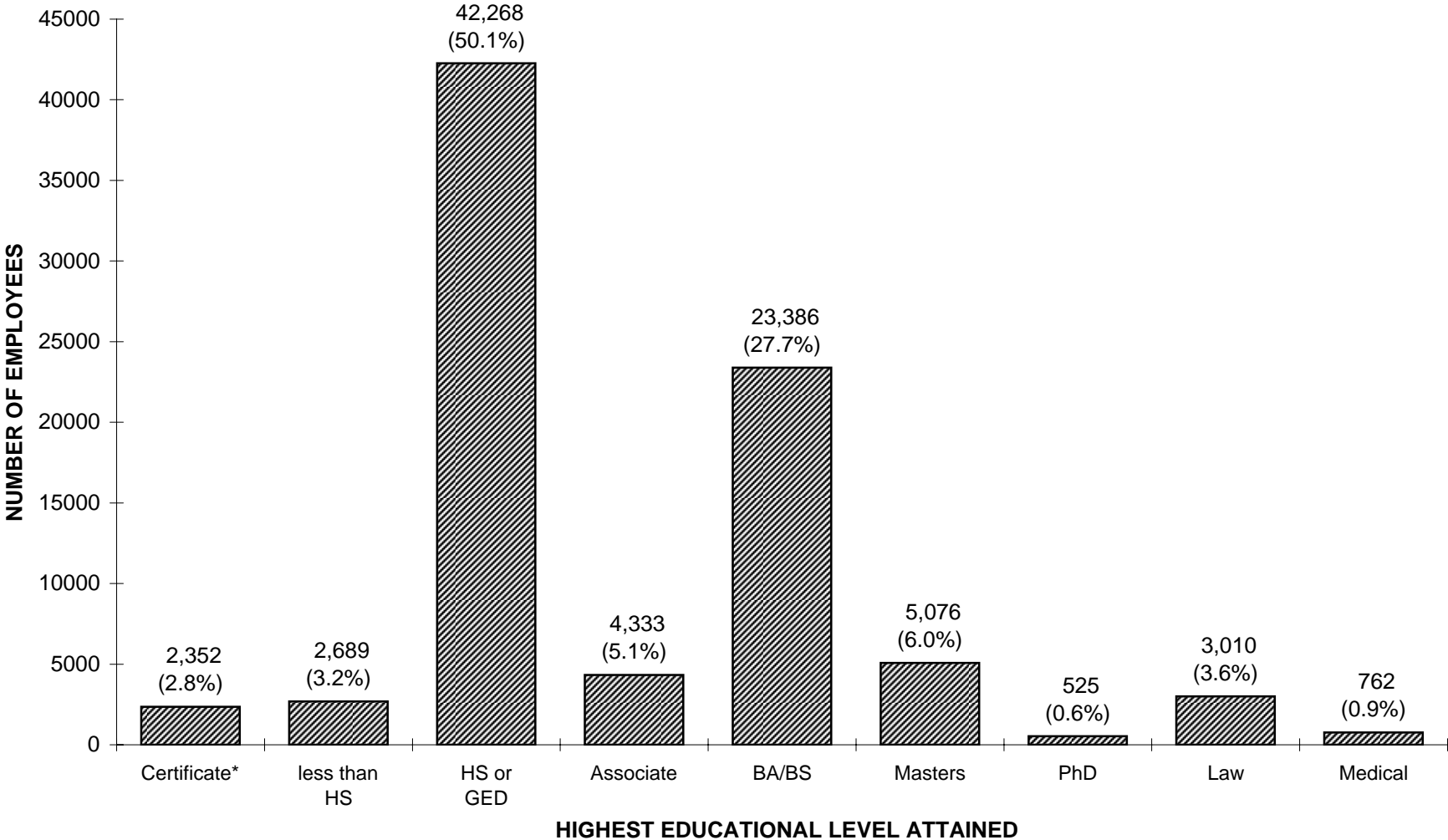
The table on Page 22 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 23,386 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,759 (approximately 39 percent of the workforce). This is because people with Master's, Ph.D., Law, or Medical degrees almost always have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and may understate the education credentials of some employees who have continued their education since being hired.

Our analysis of State Government employees by work location (Page 23) shows that over a third of these employees are stationed in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the proportion of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., liaison officers to the Federal Government.

There is a breakdown of the State Government workforce by EEO categories on Page 24. Page 25 shows the various occupations in each occupational group and a breakdown of occupations by branch of government. Page 26 presents a pie chart showing a breakdown of State Government employees by occupational groups. The employees' titles 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 6, 2006



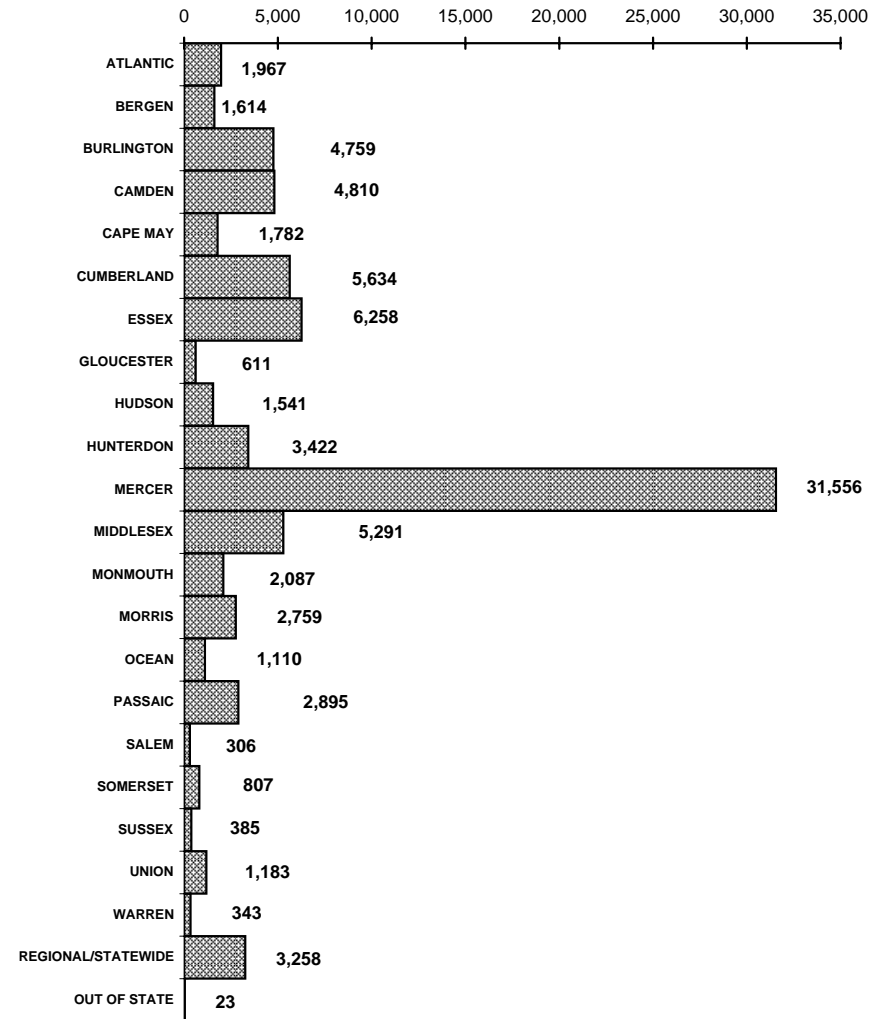
Percentages refer to the total State Government workforce (as of 1/6/2006, 84,401).

* 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 6, 2006

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,967	2.33%
BERGEN	1,614	1.91%
BURLINGTON	4,759	5.64%
CAMDEN	4,810	5.70%
CAPE MAY	1,782	2.11%
CUMBERLAND	5,634	6.68%
ESSEX	6,258	7.41%
GLOUCESTER	611	0.72%
HUDSON	1,541	1.83%
HUNTERDON	3,422	4.05%
MERCER	31,556	37.39%
MIDDLESEX	5,291	6.27%
MONMOUTH	2,087	2.47%
MORRIS	2,759	3.27%
OCEAN	1,110	1.32%
PASSAIC	2,895	3.43%
SALEM	306	0.36%
SOMERSET	807	0.96%
SUSSEX	385	0.46%
UNION	1,183	1.40%
WARREN	343	0.41%
REGIONAL/STATEWIDE	3,258	3.86%
OUT OF STATE		
CALIFORNIA	5	*
CONNECTICUT	2	*
MASSACHUSETTS	0	*
ILLINOIS	14	0.02%
NEW YORK	0	*
WASHINGTON, DC	2	*
TOTAL	84,401	100.00%

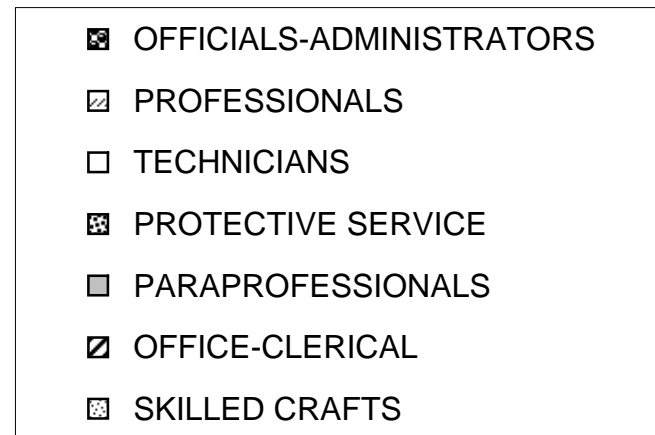
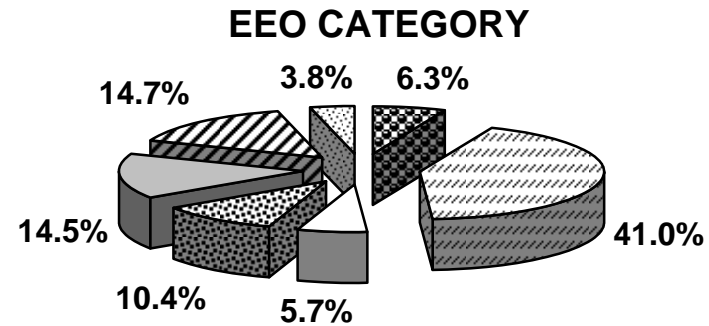


Data provided by the Department of Personnel from automated personnel files.

*Less than 0.01%.

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY
 JANUARY 6, 2006

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	5,285 6.3%
PROFESSIONALS	34,601 41.0%
TECHNICIANS	4,843 5.7%
PROTECTIVE SERVICE	8,778 10.4%
PARAPROFESSIONALS	12,278 14.5%
OFFICE-CLERICAL	12,446 14.7%
SKILLED CRAFTS	3,220 3.8%
SERVICE-MAINTENANCE	2,950 3.5%
TOTAL:	84,401



*Data provided by the Department of Personnel from automated personnel files.
 EEO Categories are those used in the Department's biennial EEO-4 Report to the Federal EEOC.*

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION

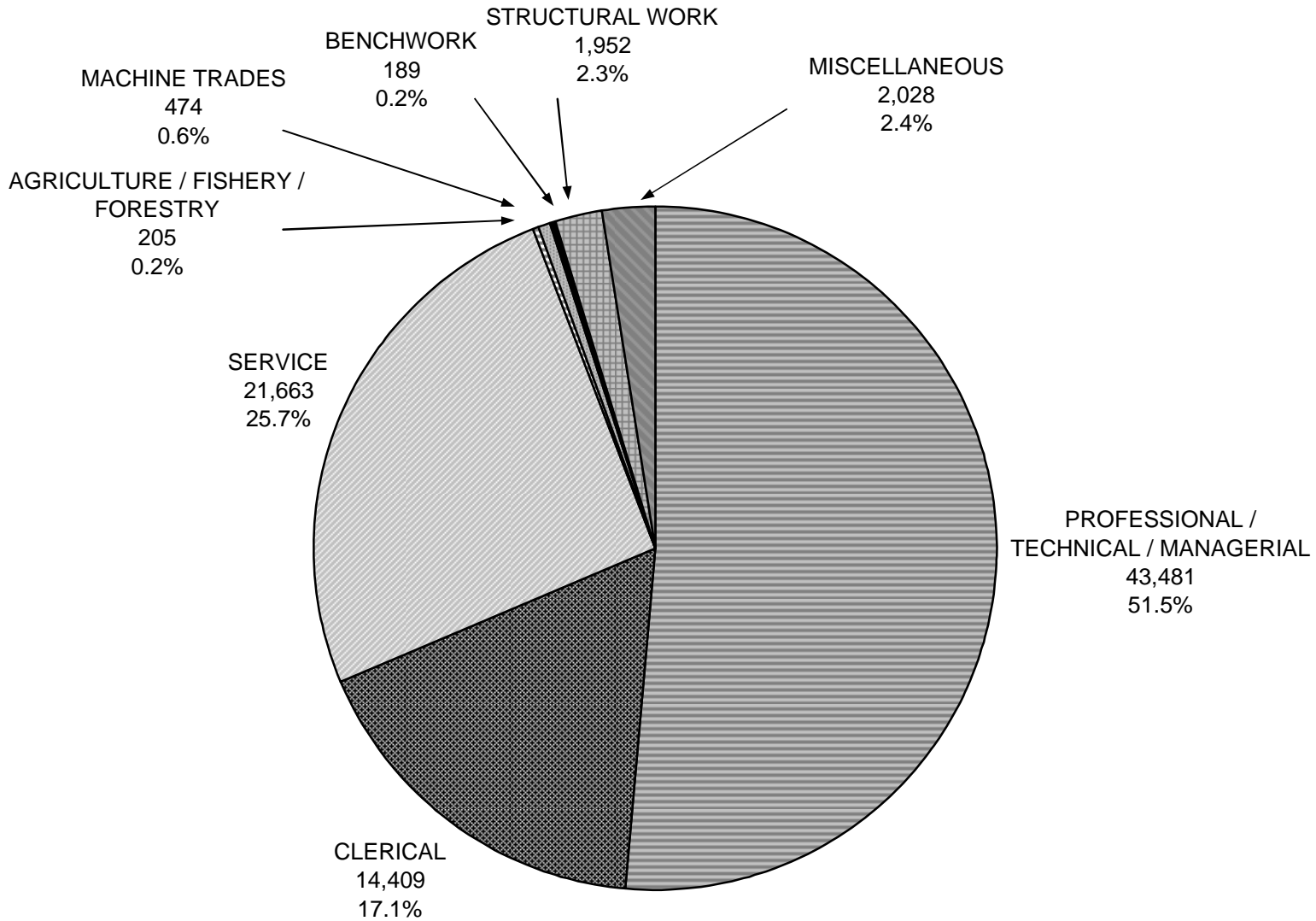
JANUARY 6, 2006

CATEGORY	OCCUPATION	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying/Engineering	1,254	0	0	1,254
	01 Environmental Engineering/Architecture	300	0	0	300
	02 Physical Sciences/Statistics	1,938	0	0	1,938
	04 Life Sciences	302	0	0	302
	05 Community Development/Social Sciences	447	0	0	447
	06 Social & Psychological Services	6,696	2,247	0	8,943
	07 Medical and Health Services	3,880	0	0	3,880
	09 Education	2,354	0	3	2,357
	10 Museum, Library & Archival Sciences	147	12	3	162
	11 Law	2,081	991	111	3,183
	12 Information Processing	2,648	300	29	2,977
	13 Writing	209	38	40	287
	14 Art	46	0	0	46
	15 Finance	2,238	72	109	2,419
	16 Administration	8,988	2,054	98	11,140
	17 Inspections/Investigations	3,256	347	10	3,613
	18 Recreation	117	0	0	117
	19 Public Broadcasting	116	0	0	116
	CLERICAL	20 Stenography, Typing & Filing	9,262	3,361	80
21 Computing & Account Recording		385	156	3	544
22 Stock, Storage, & Inventory		343	0	3	346
24 Information & Message Distribution		813	0	3	816
SERVICE	30 Building/Institution/Facility Services	1,256	0	0	1,256
	31 Food/Beverage Preparation/Services	1,093	0	0	1,093
	33 Barbering/Cosmetology	16	0	0	16
	35 Direct Care/Personal & Health Services	7,336	0	0	7,336
	36 Protective Services	11,950	0	12	11,962
AGRICULTURE / FISHERY / FORESTRY	40 Planting/Gardening	145	0	0	145
	41 Animal Farming	52	0	0	52
	43 Forestry	8	0	0	8
MACHINE TRADES	60 Machinery Repair	397	0	0	397
	65 Printing	68	9	0	77
BENCHWORK	70 Medical/Scientific Repair	2	0	0	2
STRUCTURAL WORK	72 Electrical Repair	186	0	1	187
	80 Skilled Trades	456	0	0	456
	81 Infrastructure Repair/Maintenance	1,494	0	2	1,496
MISCELLANEOUS	90 Transportation	540	0	0	540
	91 Utilities Production/Distribution	186	0	0	186
	92 Multiple Groups	1,185	116	1	1,302
TOTAL		74,190	9,703	508	84,401

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
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL GROUP
 JANUARY 6, 2006



*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 1/6/2006: 84,401.*

STATE OF NEW JERSEY
SALARY DATA FOR STATE GOVERNMENT WORKFORCE

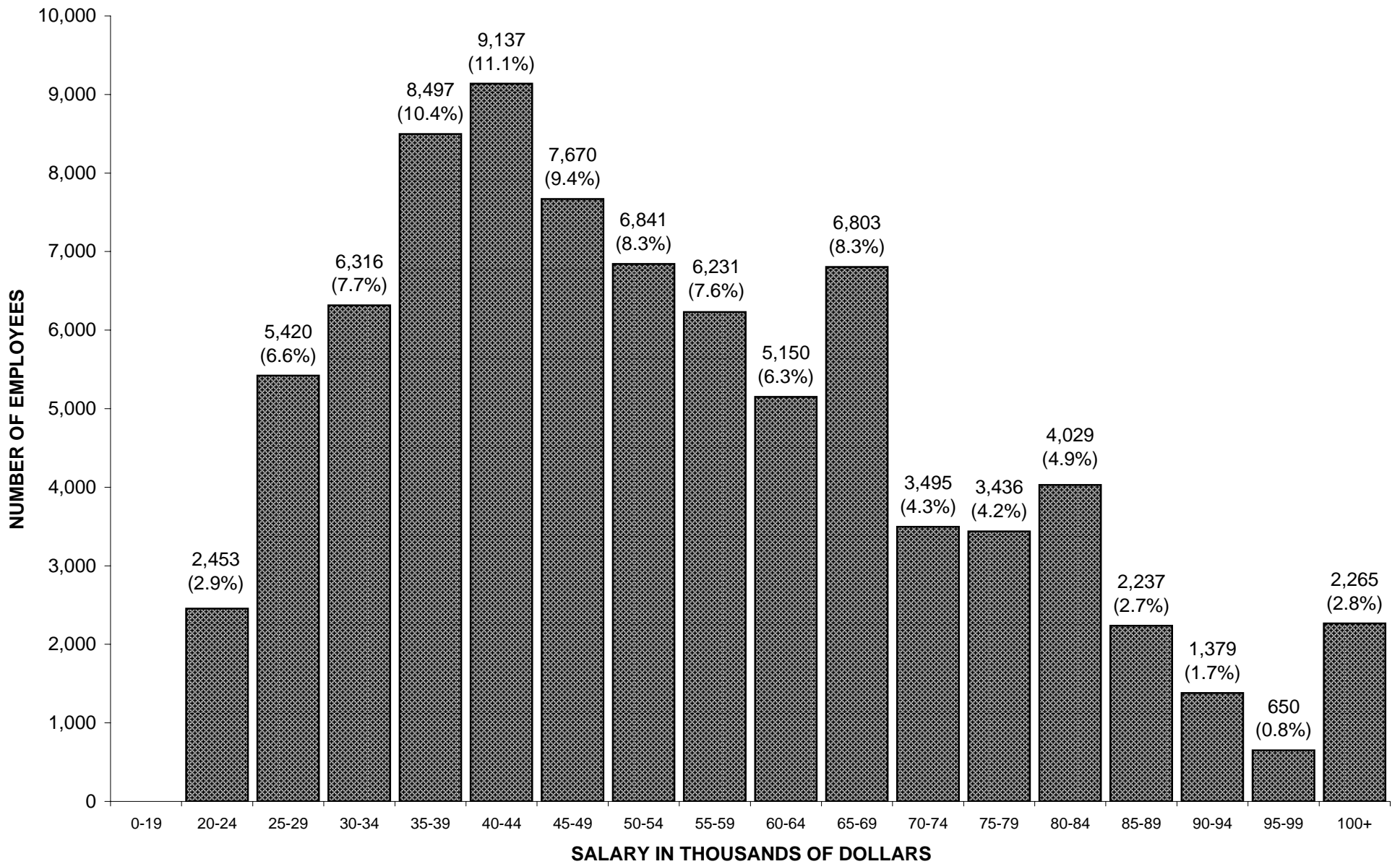
INTRODUCTION

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 (\$54,742) account for 56 percent of the full-time State Government workforce. The median salary is \$50,444. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 7 (by agency), and on Page 40 (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 to maintain consistency and aid interpretation. The employees earning between \$40,000 and \$44,999 outnumber those whose earnings fall into any other \$5,000 salary interval, and employees earning from \$35,000 to \$49,999 account for more than 30 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 the following page. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage change over the previous year.

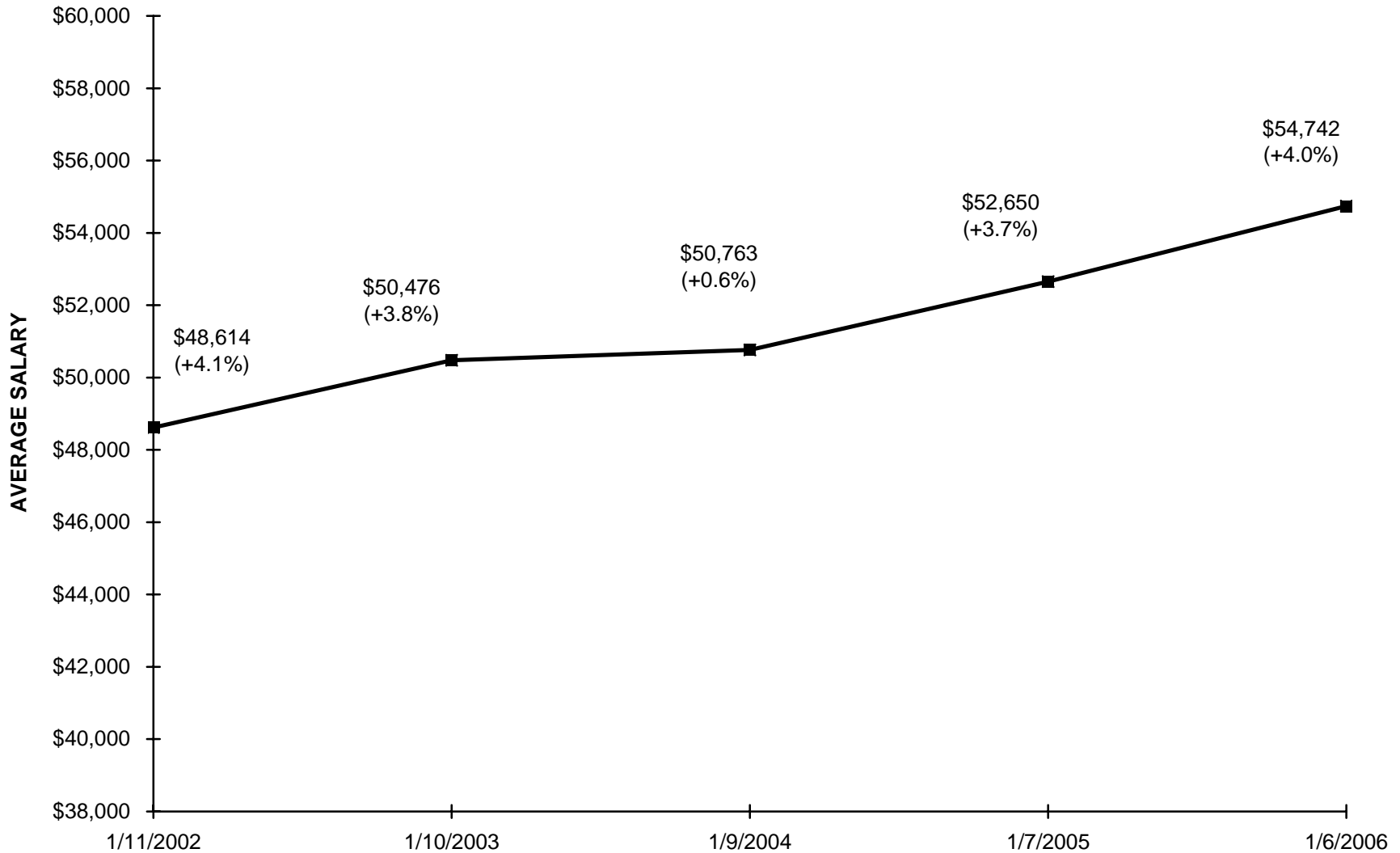
Part-time and hourly employees have always been excluded from our analysis of average annual salaries. Since 1995, we have also excluded per diem employees. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs,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

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY
 JANUARY 6, 2006



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 1/6/2006, 82,009).

STATE OF NEW JERSEY
FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES
2002 through 2006



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

STATE OF NEW JERSEY

STATE GOVERNMENT WORKFORCE: RACE/ETHNIC AND GENDER DATA

INTRODUCTION

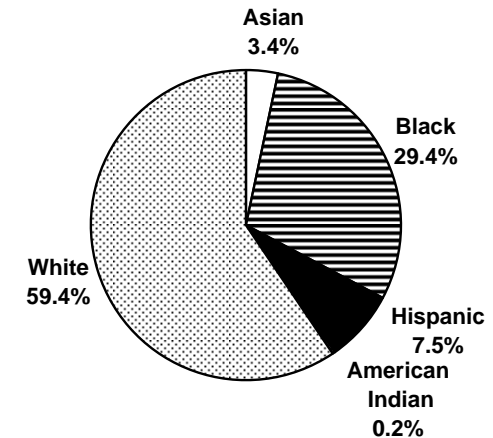
We include several charts and tables analyzing the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and includes a pie chart that gives the overall race/ethnic distribution for the entire State Government workforce. Next, there is a similar table giving the gender distribution by agency. To the right side of the chart, there are three pie charts showing the race/ethnic distributions for males and females and the overall gender distribution in the State Government workforce. On page 33, there is a table giving the gender and race/ethnic distribution by agency.

Pages 34 and 35 show historic trends for minorities (Asians, Blacks, Hispanics, and American Indians), and pages 36 and 37 show historic information for women. These charts are based on counts of full-time employees, while the three preceding tables count all employees. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974. The dotted line on each chart shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) the number of minority or female employees represents. Although there has been growth in the representation of both minorities and women in the State Government workforce over the last thirty years, the increase in minorities is more dramatic. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, climbing to 40 percent in FY2005. Female representation during this same time period increased from 46.2 percent to 55.3 percent. It would not have been appropriate to show the changes in totals of minorities and women on the same chart, since this would result in “double counting” of minority women.

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

JANUARY 6, 2006

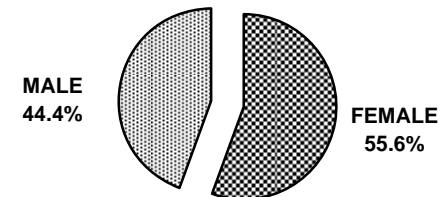
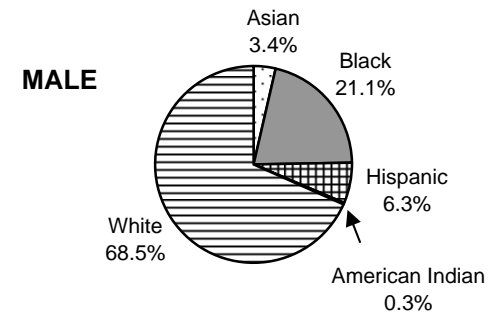
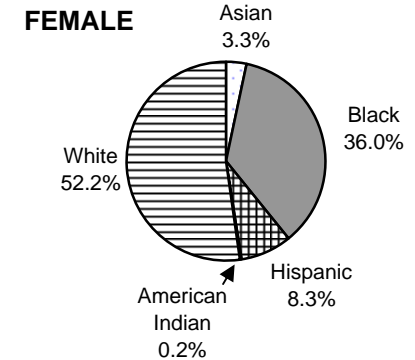
STATE AGENCY	Asian	Black	Hispanic	American Indian	White	Total
AGRICULTURE	11	41	5	0	214	271
BANKING & INSURANCE	17	117	21	1	355	511
COMMUNITY AFFAIRS	26	268	83	1	791	1,169
CORRECTIONS	99	3,309	932	32	6,089	10,461
(Corrections)	(92)	(3,139)	(852)	(32)	(5,619)	(9,734)
(State Parole Board)	(7)	(170)	(80)	(0)	(470)	(727)
EDUCATION	35	203	28	0	716	982
ENVIRONMENTAL PROTECTION	183	289	79	15	2,907	3,473
GOVERNOR'S OFFICE	1	16	11	1	80	109
HEALTH & SENIOR SERVICES	151	510	113	6	1,436	2,216
HUMAN SERVICES	796	11,236	1,922	55	9,888	23,897
INFORMATION TECHNOLOGY	98	115	28	2	711	954
LABOR	125	997	494	5	2,419	4,040
LAW & PUBLIC SAFETY	213	1,945	646	33	7,593	10,430
(Law & Public Safety)	(192)	(1,200)	(515)	(30)	(6,647)	(8,584)
(Child Advocate)	(0)	(4)	(2)	(0)	(17)	(23)
(Juvenile Justice)	(21)	(741)	(129)	(3)	(929)	(1,823)
MILITARY & VETERANS AFFAIRS	154	583	180	2	656	1,575
PERSONNEL	15	116	17	1	230	379
STATE	40	117	36	0	393	586
(State)	(16)	(52)	(19)	(0)	(116)	(203)
(Commission on Higher Education)	(2)	(4)	(1)	(0)	(10)	(17)
(Public Broadcasting)	(20)	(38)	(10)	(0)	(136)	(204)
(Higher Educational Student Assistance)	(2)	(23)	(6)	(0)	(131)	(162)
TRANSPORTATION	442	1,177	473	14	4,864	6,970
(Transportation)	(375)	(428)	(134)	(8)	(3,022)	(3,967)
(Motor Vehicles)	(67)	(749)	(339)	(6)	(1,842)	(3,003)
TREASURY	235	1,458	336	11	4,127	6,167
(Treasury)	(182)	(973)	(147)	(6)	(2,938)	(4,246)
(Administrative Law)	(2)	(26)	(5)	(1)	(80)	(114)
(Casino Control)	(6)	(77)	(11)	(0)	(257)	(351)
(Public Defender)	(19)	(289)	(144)	(4)	(652)	(1,108)
(Public Utilities)	(22)	(82)	(21)	(0)	(181)	(306)
(Ratepayer Advocate)	(4)	(11)	(8)	(0)	(19)	(42)
TOTAL EXECUTIVE DEPARTMENTS	2,641	22,497	5,404	179	43,469	74,190
JUDICIARY	232	2,259	925	17	6,270	9,703
LEGISLATIVE STAFF	7	57	22	0	422	508
TOTAL STATE GOVT WORKFORCE	2,880	24,813	6,351	196	50,161	84,401



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

JANUARY 6, 2006

STATE AGENCY	FEMALE	MALE	TOTAL
AGRICULTURE	146	125	271
BANKING & INSURANCE	273	238	511
COMMUNITY AFFAIRS	586	583	1,169
CORRECTIONS	2,878	7,583	10,461
(Corrections)	(2,543)	(7,191)	(9,734)
(State Parole Board)	(335)	(392)	(727)
EDUCATION	673	309	982
ENVIRONMENTAL PROTECTION	1,404	2,069	3,473
GOVERNOR'S OFFICE	78	31	109
HEALTH & SENIOR SERVICES	1,543	673	2,216
HUMAN SERVICES	16,896	7,001	23,897
INFORMATION TECHNOLOGY	418	536	954
LABOR	2,637	1,403	4,040
LAW & PUBLIC SAFETY	4,016	6,414	10,430
(Law & Public Safety)	(3,271)	(5,313)	(8,584)
(Child Advocate)	(18)	(5)	(23)
(Juvenile Justice)	(727)	(1,096)	(1,823)
MILITARY & VETERANS AFFAIRS	1,031	544	1,575
PERSONNEL	250	129	379
STATE	345	241	586
(State)	(134)	(69)	(203)
(Commission on Higher Education)	(13)	(4)	(17)
(Public Broadcasting)	(139)	(65)	(204)
(Higher Educational Student Assistance)	(59)	(103)	(162)
TRANSPORTATION	2,892	4,078	6,970
(Transportation)	(811)	(3,156)	(3,967)
(Motor Vehicles)	(2,081)	(922)	(3,003)
TREASURY	3,544	2,623	6,167
(Treasury)	(2,437)	(1,809)	(4,246)
(Administrative Law)	(75)	(39)	(114)
(Casino Control)	(174)	(177)	(351)
(Public Defender)	(684)	(424)	(1,108)
(Public Utilities)	(144)	(162)	(306)
(Ratepayer Advocate)	(30)	(12)	(42)
TOTAL EXECUTIVE DEPARTMENTS	39,610	34,580	74,190
JUDICIARY	7,053	2,650	9,703
LEGISLATIVE STAFF	260	248	508
TOTAL STATE GOVT WORKFORCE	46,923	37,478	84,401

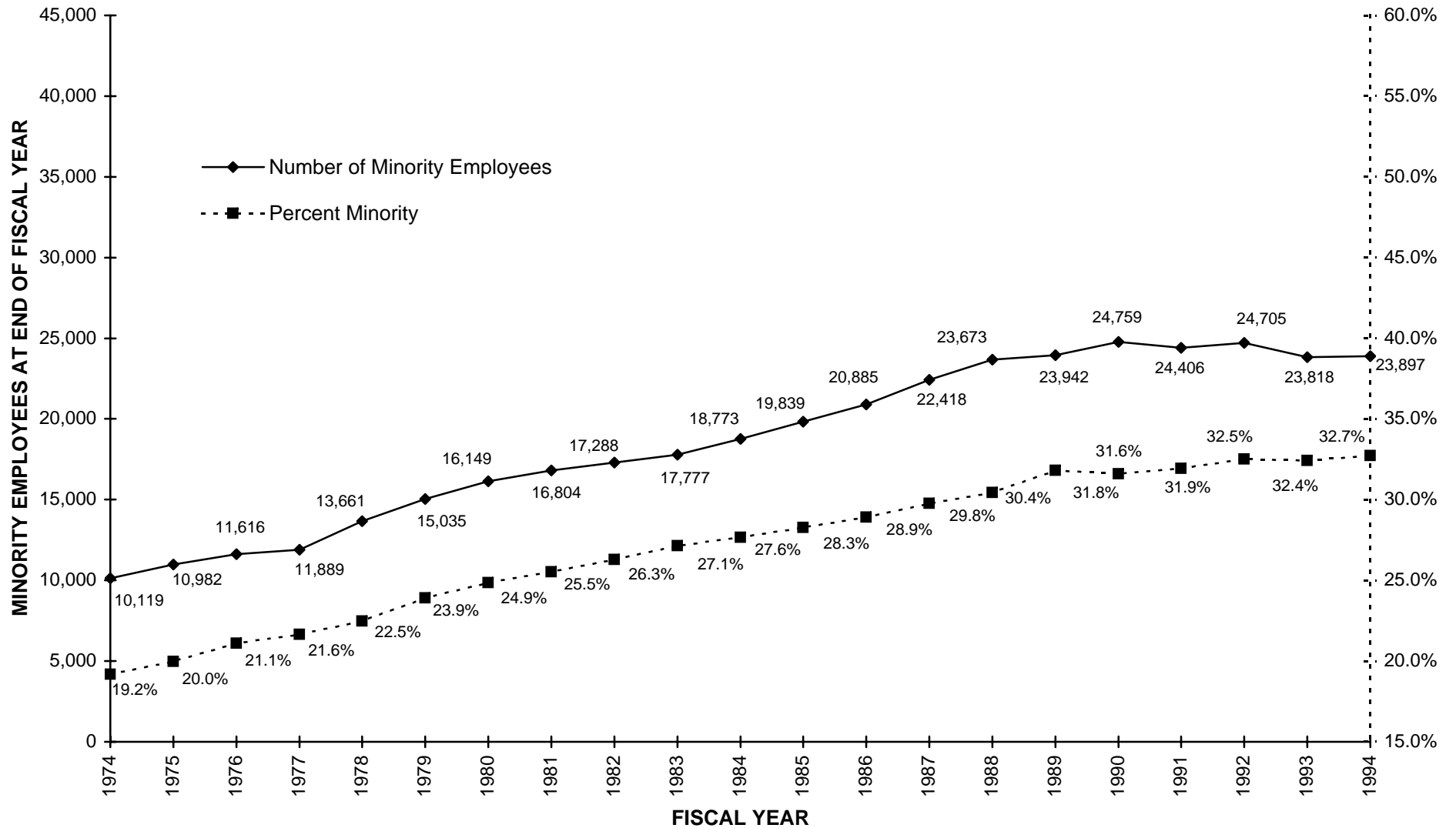


STATE OF NEW JERSEY
RACE/ETHNIC AND GENDER DISTRIBUTION OF STATE GOVERNMENT
EMPLOYEES BY AGENCY

JANUARY 6, 2006

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	Asian	Black	Hispanic	American Indian	White	Total	Asian	Black	Hispanic	American Indian	White	Total	
AGRICULTURE	6	11	2	0	106	125	5	30	3	0	108	146	271
BANKING & INSURANCE	9	37	4	0	188	238	8	80	17	1	167	273	511
COMMUNITY AFFAIRS	20	47	28	0	488	583	6	221	55	1	303	586	1,169
CORRECTIONS	68	2,016	704	27	4,768	7,583	31	1,293	228	5	1,321	2,878	10,461
(Corrections)	(66)	(1,964)	(662)	(27)	(4,472)	(7,191)	(26)	(1,175)	(190)	(5)	(1,147)	(2,543)	(9,734)
(State Parole Board)	(2)	(52)	(42)	(0)	(296)	(392)	(5)	(118)	(38)	(0)	(174)	(335)	(727)
EDUCATION	15	42	7	0	245	309	20	161	21	0	471	673	982
ENVIRONMENTAL PROTECTION	127	95	34	6	1,807	2,069	56	194	45	9	1,100	1,404	3,473
GOVERNOR'S OFFICE	0	4	1	0	26	31	1	12	10	1	54	78	109
HEALTH & SENIOR SERVICES	40	99	36	2	496	673	111	411	77	4	940	1,543	2,216
HUMAN SERVICES	286	2,990	603	20	3,102	7,001	510	8,246	1,319	35	6,786	16,896	23,897
INFORMATION TECHNOLOGY	38	49	15	1	433	536	60	66	13	1	278	418	954
LABOR	53	212	109	0	1,029	1,403	72	785	385	5	1,390	2,637	4,040
LAW & PUBLIC SAFETY	114	885	382	26	5,007	6,414	99	1,060	264	7	2,586	4,016	10,430
(Law & Public Safety)	(105)	(465)	(295)	(25)	(4,423)	(5,313)	(87)	(735)	(220)	(5)	(2,224)	(3,271)	(8,584)
(Child Advocate)	(0)	(0)	(0)	(0)	(5)	(5)	(0)	(4)	(2)	(0)	(12)	(18)	(23)
(Juvenile Justice)	(9)	(420)	(87)	(1)	(579)	(1,096)	(12)	(321)	(42)	(2)	(350)	(727)	(1,823)
MILITARY & VETERANS AFFAIRS	40	104	72	0	328	544	114	479	108	2	328	1,031	1,575
PERSONNEL	6	30	7	0	86	129	9	86	10	1	144	250	379
STATE	12	36	11	0	182	241	28	81	25	0	211	345	586
(State)	(3)	(12)	(4)	(0)	(50)	(69)	(13)	(40)	(15)	(0)	(66)	(134)	(203)
(Commission on Higher Education)	(1)	(1)	(0)	(0)	(2)	(4)	(1)	(3)	(1)	(0)	(8)	(13)	(17)
(Higher Educational Student Assistance)	(7)	(11)	(3)	(0)	(44)	(65)	(13)	(27)	(7)	(0)	(92)	(139)	(204)
(Public Broadcasting)	(1)	(12)	(4)	(0)	(86)	(103)	(1)	(11)	(2)	(0)	(45)	(59)	(162)
TRANSPORTATION	339	462	168	10	3,099	4,078	103	715	305	4	1,765	2,892	6,970
(Transportation)	314	291	110	8	2,433	(3,156)	61	137	24	0	589	(811)	(3,967)
(Motor Vehicles)	25	171	58	2	666	(922)	42	578	281	4	1,176	(2,081)	(3,003)
TREASURY	92	379	109	4	2,039	2,623	143	1,079	227	7	2,088	3,544	6,167
(Treasury)	(64)	(240)	(53)	(1)	(1,451)	(1,809)	(118)	(733)	(94)	(5)	(1,487)	(2,437)	(4,246)
(Administrative Law)	(0)	(4)	(1)	(0)	(34)	(39)	(2)	(22)	(4)	(1)	(46)	(75)	(114)
(Casino Control)	(6)	(34)	(6)	(0)	(131)	(177)	(0)	(43)	(5)	(0)	(126)	(174)	(351)
(Public Defender)	(4)	(74)	(40)	(3)	(303)	(424)	(15)	(215)	(104)	(1)	(349)	(684)	(1,108)
(Public Utilities)	(16)	(26)	(6)	(0)	(114)	(162)	(6)	(56)	(15)	(0)	(67)	(144)	(306)
(Ratepayer Advocate)	(2)	(1)	(3)	(0)	(6)	(12)	(2)	(10)	(5)	(0)	(13)	(30)	(42)
TOTAL EXECUTIVE DEPARTMENTS	1,265	7,498	2,292	96	23,429	34,580	1,376	14,999	3,112	83	20,040	39,610	74,190
JUDICIARY	79	387	174	3	2,007	2,650	153	1,872	751	14	4,263	7,053	9,703
LEGISLATIVE STAFF	3	20	7	0	218	248	4	37	15	0	204	260	508
TOTAL STATE GOVT WORKFORCE	1,347	7,905	2,473	99	25,654	37,478	1,533	16,908	3,878	97	24,507	46,923	84,401

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

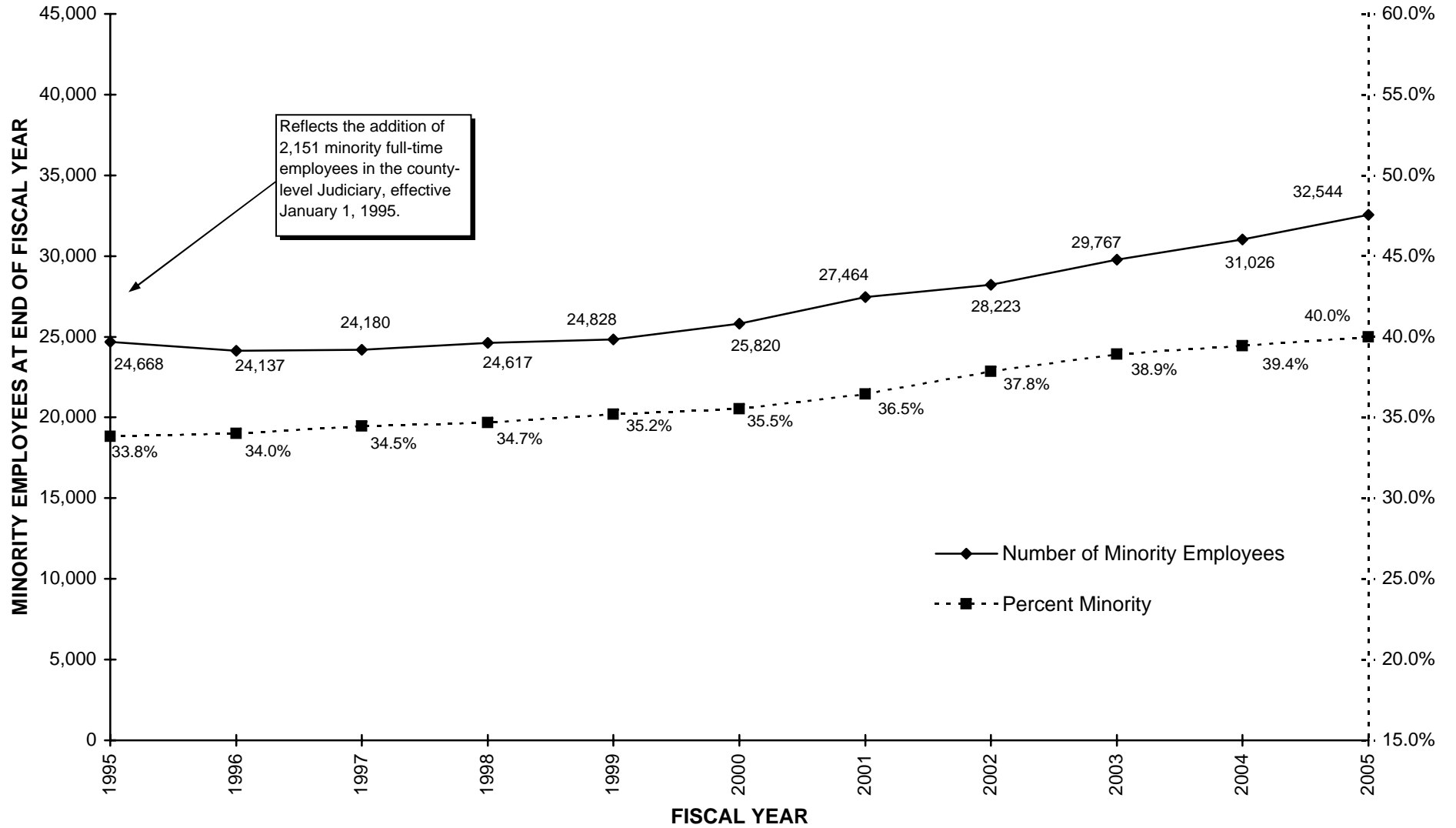


Full-time employees only.

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

STATE OF NEW JERSEY

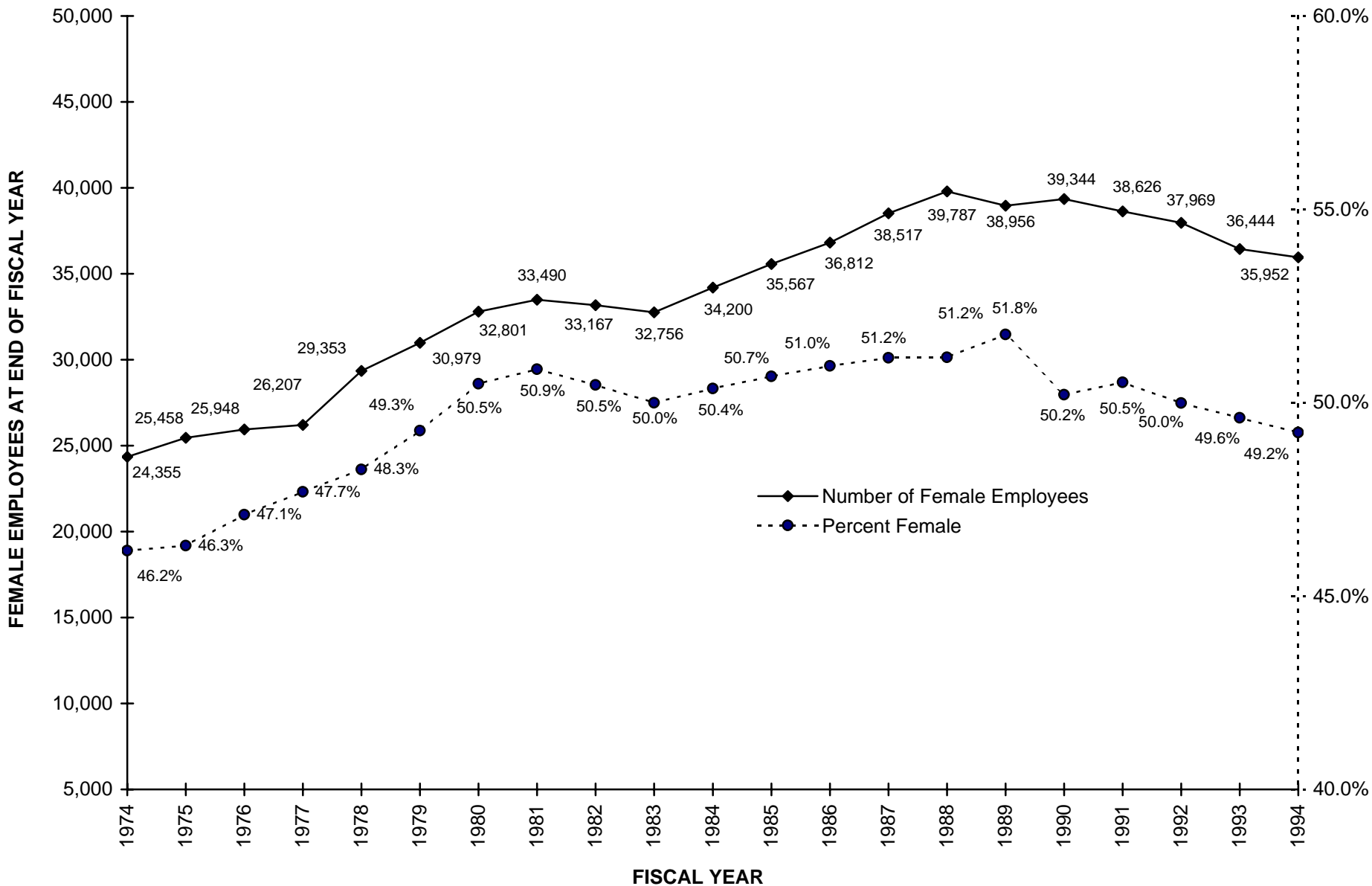
MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1995-2005



Full-time employees only.

Data provided by the Department of Personnel from automated personnel files (1995-present).

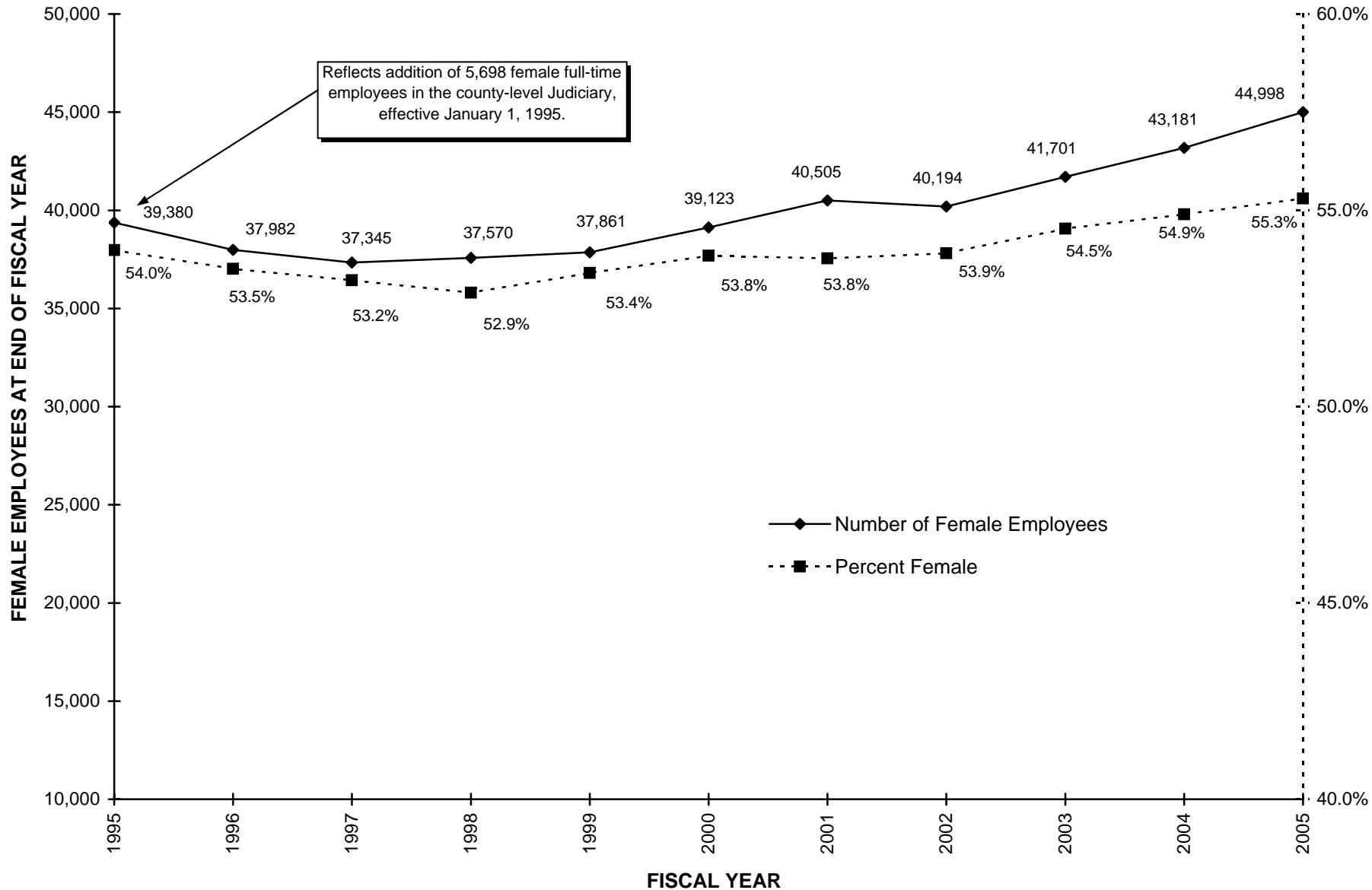
STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-1994



Full-time employees only.

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

STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1995-2005



Full-time employees only.
Data provided by the Department of Personnel from automated files (since 1995).

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 42 employee relations groups, 31 of which are represented by unions. The other eleven groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Department of Personnel are considered confidential because the Department has everyday access to information that is directly related to the conduct of labor negotiations.

Most bargaining units in State Government are represented by 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 Fraternal Order of Police (FOP) represents employees in bargaining codes F, L, 1, 8, J, 2, K, 4, and 4A (State Law Enforcement). Independent organizations represent uniformed State Police officers and probation officers. Court reporters are represented by the Office and Professional Employees International Union (OPEIU).

Bargaining Units @, 3, 5, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" (JCAU) which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, the Office and Professional Employees International Union, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the eleventh column of the tables of union representation on the next two pages.

The tables show that CWA represents more State Government employees than any other union, with 47.1 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 11.7 percent of the workforce; the FOP, with 9.6 percent; and IFPTE, with 6.1 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

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

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

JANUARY 6, 2006

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Assoc.	TOTAL
AGRICULTURE	169	0	38	0	0	0	0	0	0	0	0	207
BANKING & INSURANCE	378	0	26	0	0	0	0	0	0	0	0	404
COMMUNITY AFFAIRS	876	0	148	0	0	0	0	0	0	0	0	1,024
CORRECTIONS	1,997	341	406	0	0	0	0	7,264	0	0	0	10,008
(Corrections)	(1,720)	(341)	(405)	(0)	(0)	(0)	(0)	(6,873)	(0)	(0)	(0)	(9,339)
(State Parole Board)	(277)	(0)	(1)	(0)	(0)	(0)	(0)	(391)	(0)	(0)	(0)	(669)
EDUCATION	718	35	33	0	0	0	0	0	0	0	0	786
ENVIRONMENTAL PROTECTION	2,678	0	272	0	0	0	0	147	0	0	0	3,097
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH & SENIOR SERVICES	1,884	15	19	0	0	0	0	0	0	0	0	1,918
HUMAN SERVICES	12,323	8,460	1,667	0	0	0	0	128	0	0	0	22,578
INFORMATION TECHNOLOGY	790	0	6	0	0	0	0	0	0	0	0	796
LABOR	3,562	8	37	0	0	0	0	0	0	0	0	3,607
LAW & PUBLIC SAFETY	3,066	290	694	0	1,779	942	203	514	0	0	0	7,488
(Law & Public Safety)	(2,234)	(0)	(638)	(0)	(1,779)	(942)	(203)	(19)	(0)	(0)	(0)	(5,815)
(Child Advocate)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Juvenile Justice)	(832)	(290)	(56)	(0)	(0)	(0)	(0)	(495)	(0)	(0)	(0)	(1,673)
MILITARY & VETERANS AFFAIRS	553	695	199	0	0	0	0	0	0	0	0	1,447
PERSONNEL	0	0	0	0	0	0	0	0	0	0	0	0
STATE	365	0	22	0	0	0	0	0	0	0	0	387
(State)	(148)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(152)
(Commission on Higher Education)	(5)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(5)
(Higher Educational Student Assistance)	(107)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(107)
(Public Broadcasting)	(105)	(0)	(18)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(123)
TRANSPORTATION	4,725	2	1,442	283	0	0	0	4	0	0	0	6,456
(Transportation)	(2,329)	(0)	(1,330)	(0)	(0)	(0)	(0)	(4)	(0)	(0)	(0)	(3,663)
(Motor Vehicles)	(2,396)	(2)	(112)	(283)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(2,793)
TREASURY	4,562	0	145	0	0	0	0	11	0	0	0	4,718
(Treasury)	(3,282)	(0)	(136)	(0)	(0)	(0)	(0)	(11)	(0)	(0)	(0)	(3,429)
(Administrative Law)	(65)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(65)
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Public Defender)	(989)	(0)	(6)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(995)
(Public Utilities)	(198)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(201)
(Ratepayer Advocate)	(28)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(28)
TOTAL EXECUTIVE BRANCH	38,646	9,846	5,154	283	1,779	942	203	8,068	0	0	0	64,921
JUDICIARY	1,115	0	0	0	0	0	0	0	59	3,273	2,945	7,392
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	39,761	9,846	5,154	283	1,779	942	203	8,068	59	3,273	2,945	72,313
% OF UNION REPRESENTED EMPLOYEES	55.0%	13.6%	7.1%	0.4%	2.5%	1.3%	0.3%	11.2%	0.1%	4.5%	4.1%	100.0%
% OF STATE GOVT WORKFORCE*	47.1%	11.7%	6.1%	0.3%	2.1%	1.1%	0.2%	9.6%	0.1%	3.9%	3.5%	85.7%

*Table based on data from Centralized Payroll files. Includes full-time and part-time employees.

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

JANUARY 6, 2006

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association of New Jersey	Non-Union	Total
BELOW 15,000	0	0	0	0	0	0	0	0	0	0	0	0	0
15,000 - 19,999	0	0	0	0	0	0	0	0	0	0	0	0	0
20,000 - 24,999	1,097	813	228	0	0	0	0	0	0	244	0	71	2,453
25,000 - 29,999	2,118	2,182	629	0	0	0	0	0	0	336	0	155	5,420
30,000 - 34,999	2,120	1,952	1,401	29	0	0	0	0	0	544	0	270	6,316
35,000 - 39,999	3,226	2,119	1,080	12	0	0	0	9	0	699	559	793	8,497
40,000 - 44,999	5,457	1,264	607	67	0	0	0	388	0	459	282	613	9,137
45,000 - 49,999	3,946	574	762	99	297	0	0	475	0	488	262	767	7,670
50,000 - 54,999	3,719	150	132	50	324	0	0	1,246	0	334	305	581	6,841
55,000 - 59,999	3,729	0	42	26	376	0	0	732	2	150	298	876	6,231
60,000 - 64,999	3,083	0	7	0	0	0	0	1,064	2	4	346	644	5,150
65,000 - 69,999	3,166	0	8	0	3	0	0	2,730	21	11	250	614	6,803
70,000 - 74,999	2,157	0	1	0	143	0	0	247	3	0	250	694	3,495
75,000 - 79,999	1,917	0	0	0	108	1	0	538	31	0	116	725	3,436
80,000 - 84,999	1,676	0	0	0	528	520	0	206	0	0	197	902	4,029
85,000 - 89,999	796	0	0	0	0	136	0	310	0	0	73	922	2,237
90,000 - 94,999	228	0	0	0	0	285	0	30	0	0	5	831	1,379
95,000 - 99,999	58	0	0	0	0	0	39	36	0	0	0	517	650
100,000 - ABOVE	397	0	0	0	0	0	164	57	0	0	0	1,647	2,265
TOTAL	38,890	9,054	4,897	283	1,779	942	203	8,068	59	3,269	2,943	11,622	82,009

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

STATE OF NEW JERSEY

MILITARY INVOLVEMENT OF STATE EMPLOYEES

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

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

The following chart shows the number of military leaves granted by the State Government during Calendar Years 2002 through 2005 in conjunction with Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom. It is no exaggeration to report that everyone in State Government is proud of the State employees who have served and are continuing to serve. It is also worth mentioning that many State employees are working harder than ever to provide essential services while their co-workers are absent on Guard and Reserve deployments.

STATE OF NEW JERSEY
OPERATIONS NOBLE EAGLE, ENDURING FREEDOM, AND IRAQI FREEDOM
FEDERAL MILITARY LEAVES IN STATE GOVERNMENT BY AGENCY
CALENDAR YEARS 2002, 2003, 2004, AND 2005

AGENCY	Calendar Year 2002	Calendar Year 2003	Calendar Year 2004	Calendar Year 2005	TOTAL
Corrections	60	65	77	75	277
Education	0	2	1	0	3
Environmental Protection	6	9	14	7	36
Governor's Office	0	0	1	1	2
Health and Senior Services	2	3	8	3	16
Human Services	8	23	39	14	84
Labor	1	1	0	0	2
Law and Public Safety	24	38	40	20	122
Juvenile Justice	12	16	11	8	47
Military and Veteran Affairs	44	16	22	22	104
Transportation	11	12	5	1	29
Treasury	1	3	4	5	13
Casino Control	0	1	0	0	1
Public Defender	0	1	2	4	7
Subtotal Executive Agencies	169	190	224	160	743
Judiciary	6	2	8	4	20
TOTAL	175	192	232	164	763

STATE OF NEW JERSEY
STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM

INTRODUCTION

In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. Under the State Merit System, career classified employees retained their rights. As a result of State College autonomy, State College employees are reported separately. Starting with the 2003 Workforce Profile, Statewide tables and charts that previously included State College totals (Fiscal Years 1995 to the present) have been modified accordingly.

On the following page is a table analyzing the State College career workforce within each college by service division. Our records indicate that there are 4,240 employees in State Colleges who hold positions with Merit System protections. There are 2,321 employees whose titles are in the competitive division and 1,919 employees whose titles are in the non-competitive division.

STATE OF NEW JERSEY

STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION

JANUARY 6, 2006

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	345	271	616
MONTCLAIR STATE UNIVERSITY	342	300	642
NEW JERSEY CITY UNIVERSITY	197	315	512
RAMAPO COLLEGE OF NEW JERSEY	155	126	281
ROWAN UNIVERSITY	330	260	590
STATE LIBRARY	75	17	92
THE COLLEGE OF NEW JERSEY	254	202	456
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	261	201	462
THOMAS EDISON STATE COLLEGE	57	14	71
WILLIAM PATERSON UNIVERSITY	305	213	518
TOTAL STATE COLLEGES	2,321	1,919	4,240

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE: HISTORICAL DATA

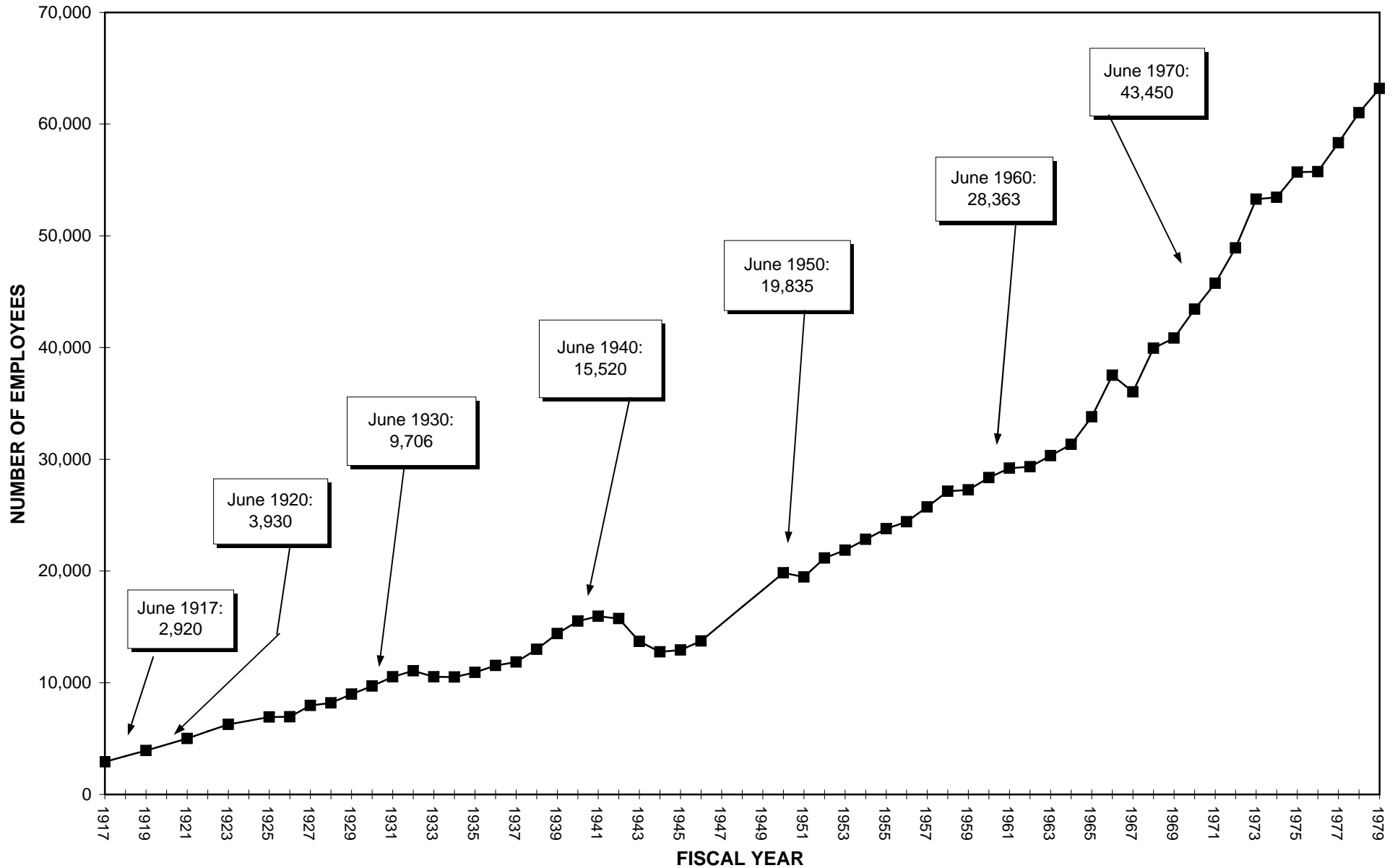
INTRODUCTION

The following two pages present charts showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents a new decade, and the most recent point. Various commissions and authorities were included as a separate category until 1993. At present, counts for members of commissions and authorities or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments that house them or are reported as "Other Government Employment" on Page 9.

We follow with an analysis of the change in the size of the workforce from year to year. Pages 49 and 50 are based on the data and show the net change in the number of employees from the previous year. The years when the workforce grew the most rapidly have the tallest columns; years when the workforce declined in number have columns extending below the baseline. In the second of the two charts depicting net change, beginning with 1980, we have labeled all of the columns with the change in the number of employees as well as the percentage change from the previous year.

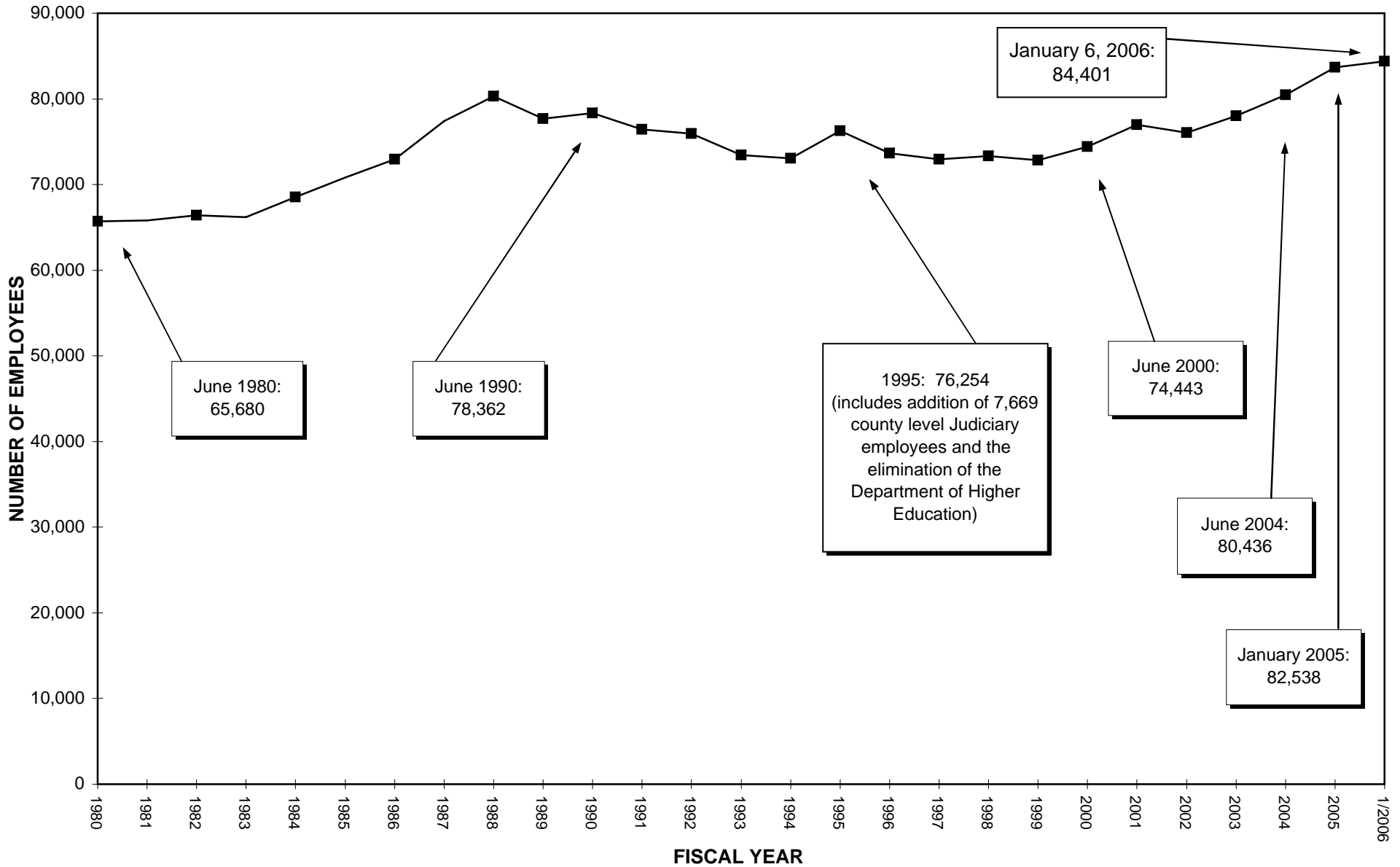
The remaining pages in this section present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile due to the discovery of inconsistent coding of certain historical transactions. This includes the column totals that represent Fiscal Years 1995 to 2002. Because the Higher Education Restructuring Act of 1994 abolished the Department of Higher Education and provided for State College autonomy over personnel matters, State Colleges are no longer included in those totals. In other cases, or where State Government structure was modified, we have added footnotes to comment on major changes. Most agencies that the statutes place "in but not of" various departments are included in the figures for those departments; the larger of such agencies are identified separately and listed adjacent to each department with which they are associated. All figures are from the close of each fiscal year, so that changes in the workforce since July of 2005 are not reflected in the table.

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



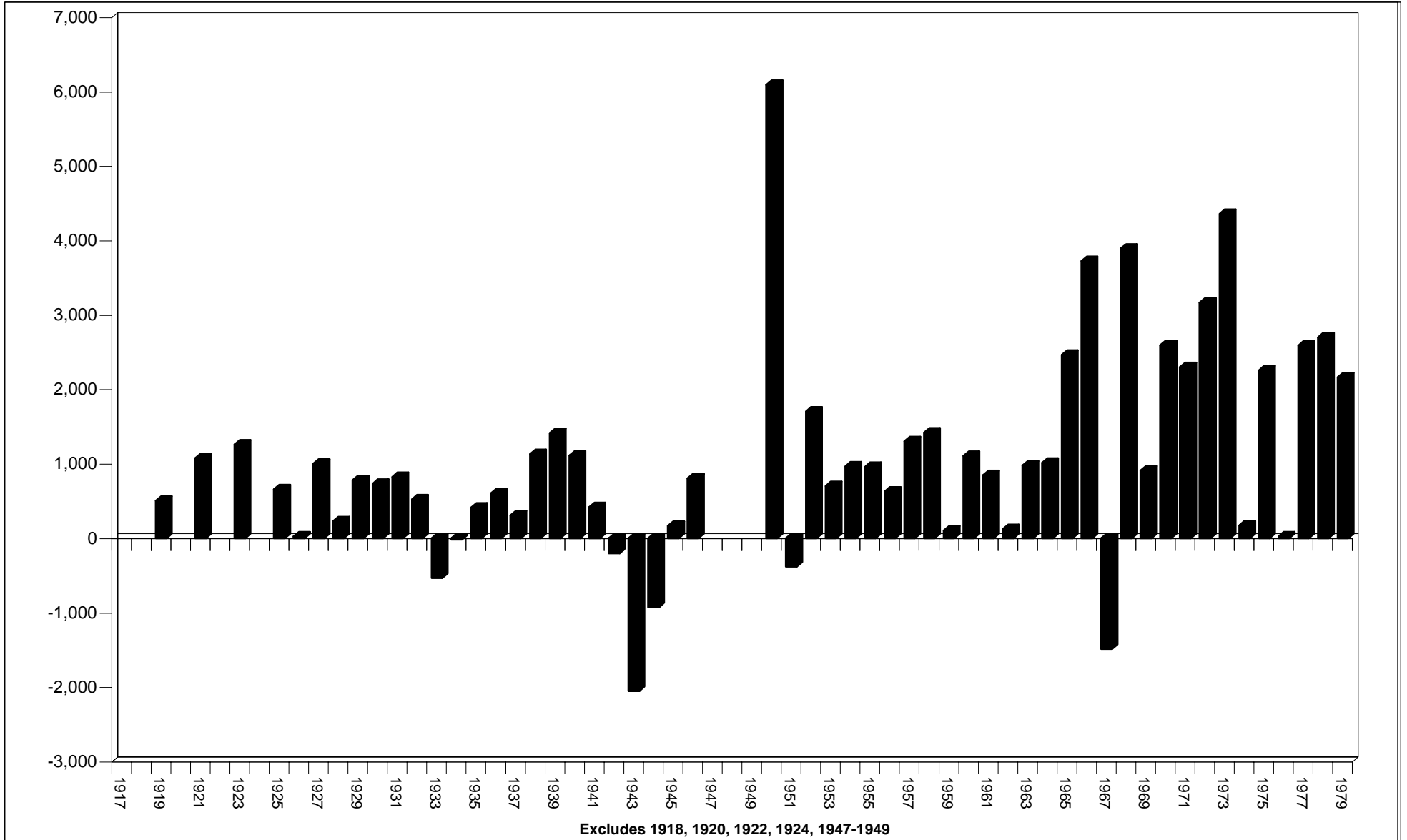
Data provided by the Department of Personnel from annual reports (1917-1959) and separation reports (1960-1979).

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 2006



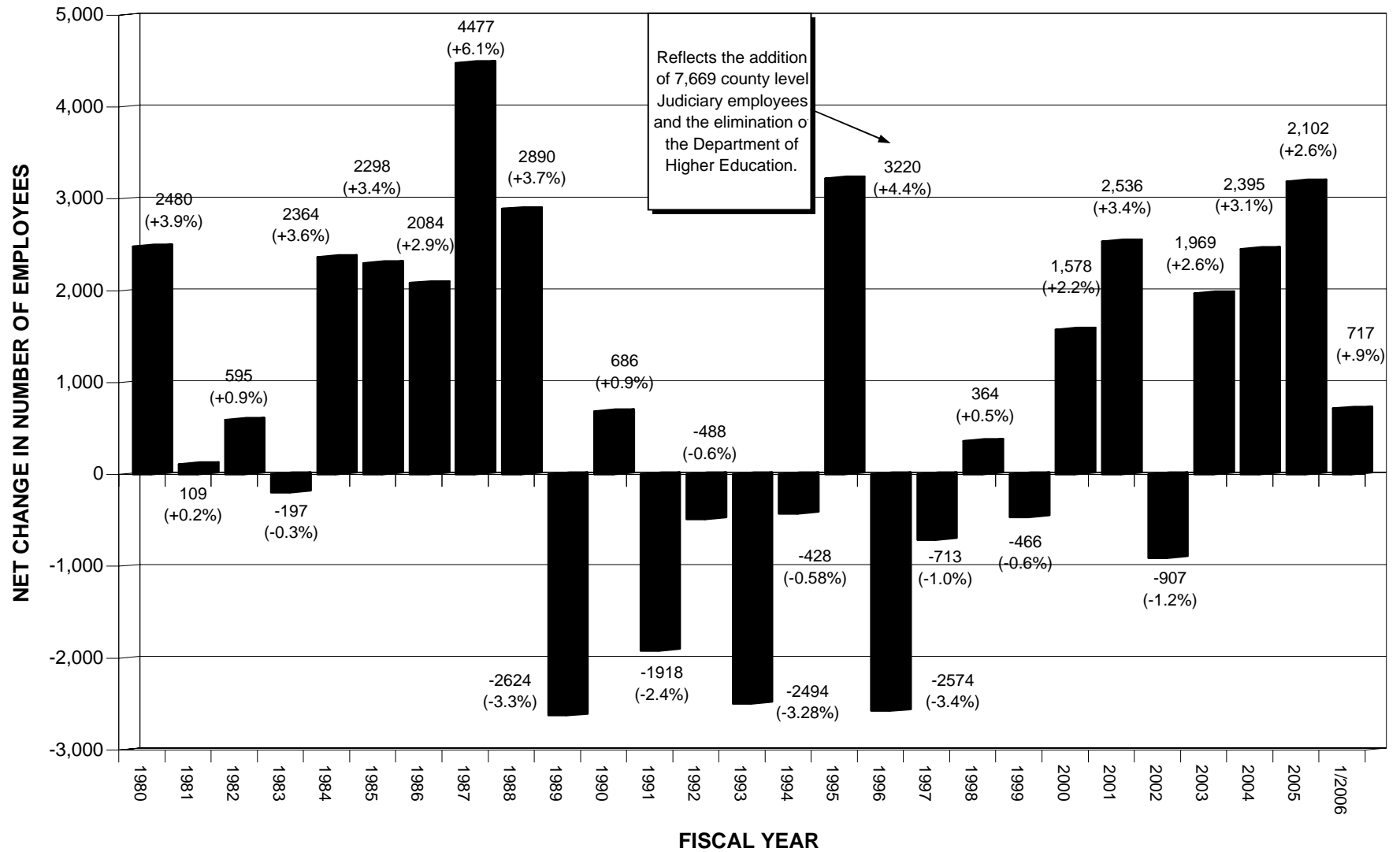
Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2006). Various Commissions and Authorities included before FY1993.

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



*Data provided by the Dept. of Personnel from annual reports (1917-1959) and separation reports (1960-1969).
 Various Commissions and Authorities included before FY1993.*

STATE OF NEW JERSEY
NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES
FISCAL YEARS 1980-2005
 (and first 6 months of FY 2006)



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2006). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
EMPLOYMENT HISTORY
Fiscal Years 1960 through 1969

STATE AGENCY	Jun-60	Jun-61	Jun-62	Jun-63	Jun-64	Jun-65	Jun-66	Jun-67	Jun-68	Jun-69
AGRICULTURE	225	229	230	200	217	208	230	244	259	269
BANKING & INSURANCE	261	276	280	280	277	287	288	274	283	268
COMMUNITY AFFAIRS								358	399	367
CONSERVATION/ECONOMIC DEVELOPMENT	1,270	1,292	1,329	1,341	1,303	1,299	1,458	1,382	1,409	1,044
ECONOMIC OPPORTUNITY							160			
EDUCATION	1,753	2,001	2,056	2,374	2,533	2,860	3,778	980 ¹	1,077	1,108
EXECUTIVE/GOVERNOR'S OFFICE	25	23	24	23	26	27	37	36	36	53
HEALTH	540	582	560	610	679	754	760	793	882	941
HIGHER EDUCATION								2609 ¹	2,969	3,541
INSTITUTIONS & AGENCIES	11,416	11,392	11,277	11,581	11,829	12,868	14,675	13,385	15,103	15,456
JUDICIARY	234	246	257	262	276	313	346	355	506	530
LABOR	2,972	3,308	3,375	3,398	3,555	3,797	4,003	3,655	4,299	4,281
LAW & PUBLIC SAFETY	3,382	3,384	3,417	3,435	3,648	3,946	3,773	3,903	4,176	4,463
LEGISLATIVE STAFF	48	50	48	83	49	47	51	46	94	45
MILITARY & VETERANS AFFAIRS (DEFENSE)	278	284	293	297	299	306	300	303	308	308
PERSONNEL (CIVIL SERVICE)	203	209	210	221	222	242	251	250	285	300
PUBLIC UTILITIES (ENERGY)	121	116	120	120	116	117	117	131	133	141
STATE	70	72	74	85	88	98	105	91	96	113
HIGHWAY/TRANSPORTATION	3,830	3,953	4,010	4,200	4,324	4,556	4,922	4,937	5,146	5,141
TREASURY	1,568	1,628	1,628	1,668	1,717	1,784	2,091	2,134	2,334	2,416
VARIOUS COMMISSIONS AND AUTHORITIES	167	170	154	141	176	292	183	177	145	68
SUB-TOTALS BY BRANCH OF GOVERNMENT										
EXECUTIVE	28,081	28,919	29,037	29,974	31,009	33,441	37,131	35,642	39,339	40,278
JUDICIAL	234	246	257	262	276	313	346	355	506	530
LEGISLATIVE	48	50	48	83	49	47	51	46	94	45
TOTALS	28,363	29,215	29,342	30,319	31,334	33,801	37,528	36,043	39,939	40,853

1 - Reflects the creation of the Department of Higher Education from the Department of Education.

STATE OF NEW JERSEY
EMPLOYMENT HISTORY
Fiscal Years 1970 through 1979

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

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

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

STATE OF NEW JERSEY
EMPLOYMENT HISTORY
Fiscal Years 1980 through 1989

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

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

2 - Reflects addition of Veterans Hospitals from Human Services.

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

STATE OF NEW JERSEY
EMPLOYMENT HISTORY
Fiscal Years 1990 through 1999

STATE AGENCY	Jun-90	Jun-91	Jun-92	Jun-93	Jun-94	Jun-95	Jun-96	Jun-97	Jun-98	Jun-99
AGRICULTURE	241	211	201	199	202	206	208	211	244	244
BANKING & INSURANCE	148	147	133	127	125	128	119	562 ⁸	591	481
COMMERCE/ECONOMIC DEVELOPMENT	181	158	149	117	109	107	111	111	121	
COMMUNITY AFFAIRS	1,048	1,034	1,017	992	951	970	973	893	921	1,014
CORRECTIONS (and State Parole Board)	10,089	10,024	10,175	9,739	8,974	9,069	8,970	9,145	9,818	9,747
EDUCATION	1,318	1,256	1,131	1,005	942	977	965	862	864	895
ENVIRONMENTAL PROTECTION	3,801	3,677	3,906	3,773 ²	3,764	3,557	3,394	3,152	3,134	3,217
EXECUTIVE/GOVERNOR'S OFFICE	202	195	203	204	162	166	163	158	161	151
HEALTH & SENIOR SERVICES	1,707	1,695	1,631	1,551	1,510	1,569	1,523	1,818	1,876	1,949
HIGHER EDUCATION	3,859	3,697	3,645	3,582	3,692	0 ⁴				
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888	18,649
INSURANCE	438	494	517	537	519	518	492	0 ⁸		
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327	4,147
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 ⁷	7,731 ⁹	8,036	8,539
MILITARY & VETERANS AFFAIRS	1,474	1,415	1,515	1,488	1,518	1,524	1,482	1,425	1,439	1,518
PERSONNEL	523	479	642 ¹	655	626	599	484	461	431	431
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 ⁵				
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160
PUBLIC UTILITIES (ENERGY)	392	354	229	255 ²	234	289	287	275	271	268
STATE (and associated autonomous agencies.)	501	470	442	434	428	1,278 ⁵	1,264 ⁷	1,256	1,230	406 ¹⁰
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114	5,537	5,813	5,111
TREASURY (and associated autonomous agencies.)	6,133	5,889	5,872	5,812	5,616	5,872	5,628	5,821	5,484	6,303 ¹⁰
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 ³						
SUB-TOTALS BY BRANCH OF GOVERNMENT										
EXECUTIVE	76,144	74,257	73,780	71,297	70,850	66,364	63,870	63,570	63,791	63,230
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417 ⁶	9,334	8,916	9,060	9,149
LEGISLATIVE STAFF	532	524	488	482	485	473	476	481	480	486
TOTALS	78,362	76,444	75,956	73,462	73,034	76,254	73,680	72,967	73,331	72,865

- 1 - Reflects the consolidation of State training & 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 Page 9).
- 4 - Reflects elimination of the Department of Higher Education.
- 5 - Reflects elimination of the Department of Public Advocate and the creation of the Office of the Public Defender within the Department of State.
- 6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective 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.

**STATE OF NEW JERSEY
EMPLOYMENT HISTORY
Fiscal Years 2000 through 2005**

STATE AGENCY	Jun-00	Jun-01	Jun-02	Jun-03	Jun-04	Jun-05
AGRICULTURE	257	259	243	255	263	273
BANKING & INSURANCE	503	523	496	495	500	497
COMMUNITY AFFAIRS	1,061	1,103	1,105	1,049	1,110	1,152
CORRECTIONS	9,943	10,391	10,320	10,297	10,322	10,510
(Corrections)	(9,757)	(10,206)	(9,582)	(9,602)	(9,630)	(9,773)
(State Parole Board)	(186)	(185)	(738)	(695)	(692)	(737)
EDUCATION	905	996	922	965	983	973
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355	3,337	3,408	3,494
EXECUTIVE/GOVERNOR'S OFFICE	150	156	144	143	130	123
HEALTH & SENIOR SERVICES	2,054	2,130	2,040	2,139	2,139	2,240
HUMAN SERVICES	19,082	19,709	20,380	20,816	22,007	23,601
INFORMATION TECHNOLOGY ¹	1,020	1,033	981	935	944	958
LABOR	4,044	3,930	3,809	3,973	4,039	4,028
LAW & PUBLIC SAFETY	8,673	9,260	9,270	9,414	9,690	10,114
(Law and Public Safety)	(7,168)	(7,584)	(7,631)	(7,680)	(7,898)	(8,288)
(Child Advocate) ²						(22)
(Juvenile Justice Commission)	(1,505)	(1,676)	(1,639)	(1,734)	(1,792)	(1,804)
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490	1,487	1,534	1,547
PERSONNEL	446	445	397	400	427	383
STATE	587	591	577	564	574	594
(State)	(197)	(200)	(196)	(180)	(194)	(204)
(Commission on Higher Education)	(25)	(24)	(23)	(20)	(19)	(19)
(Higher Educational Student Assistance)	(202)	(208)	(198)	(202)	(202)	(210)
(Public Broadcasting)	(163)	(159)	(160)	(162)	(159)	(161)
TRANSPORTATION	5,279	5,574	5,190	5,885	6,434	6,885
(Transportation)	(5,279)	(5,574)	(5,190)	(3,887)	(3,943)	(3,996)
(Motor Vehicle Commission) ³				(1,998)	(2,491)	(2,889)
TREASURY	5,717	5,920	5,685	5,875	5,907	6,097
(Treasury)	(4,029)	(4,211)	(4,020)	(4,103)	(4,076)	(4,195)
(Administrative Law)	(117)	(116)	(118)	(114)	(118)	(114)
(Casino Control Commission)	(333)	(332)	(324)	(351)	(347)	(353)
(Public Defender)	(945)	(967)	(922)	(969)	(1,021)	(1,088)
(Public Utilities)	(255)	(254)	(260)	(298)	(306)	(304)
(Ratepayer Advocate)	(38)	(40)	(41)	(40)	(39)	(43)
SUB-TOTALS BY BRANCH OF GOVERNMENT						
EXECUTIVE AGENCIES	64,652	67,008	66,404	68,029	70,411	73,469
JUDICIAL	9,287	9,472	9,165	9,495	9,574	9,692
LEGISLATIVE	504	499	503	517	508	516
TOTALS	74,443	76,979	76,072	78,041	80,493	83,677

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

2 - The Office of the Child Advocate was created on September 26, 2003. A separate PMIS identity was established the following year.

3 - Pursuant to Title 39:2A-4, the Division of Motor Vehicles in the Department of Transportation was abolished and the New Jersey Motor Vehicle Commission established. The Commission is allocated in but not of the Department of Transportation.

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS

INTRODUCTION

In 1996, we expanded the Workforce Profile to include 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. 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 types of statistics as we did in recent 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 and Workforce Development figures for local government employment in New Jersey (December 2005) indicate total employment of approximately 436,800 with about 267,600 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 109,547 identified in our records) represent about 64.7% of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why the following tables and charts summarize 113,058 jobs rather than 109,547 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

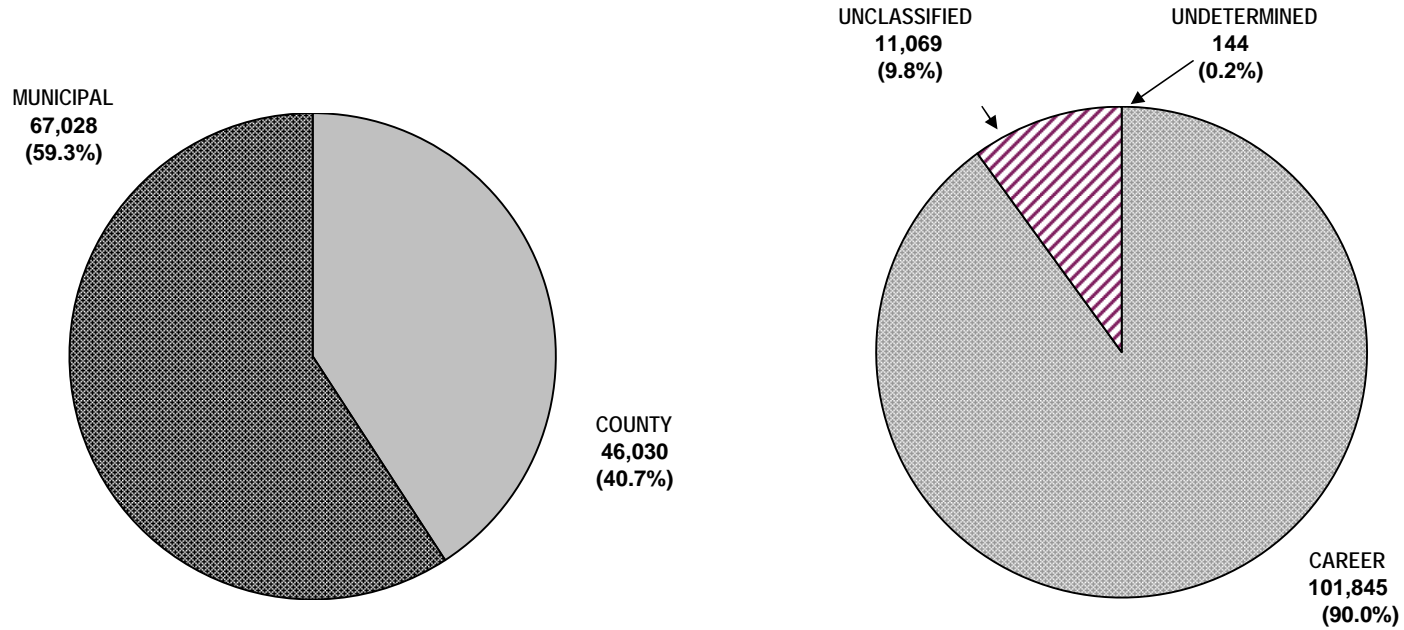
INTRODUCTION (continued)

You will also note that the local government 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. Since the Department of Personnel's responsibilities with respect to local jurisdictions have been largely confined to position classification and examinations, we have directed our most strenuous efforts in record maintenance to insuring the accuracy of data concerning class of service and title.

The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately ninety percent of local jobs are in the Career Service. You may notice the omission of part-time and full-time job counts in this edition of the Workforce Profile. Due to the transition of local employee records to a new database, that information was unavailable. We expect to resume reporting on this data in the next issue. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; about 46 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Almost thirty percent of the jobs are in the professional/technical/managerial occupations, while more than half of them are in clerical or service occupations.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. Approximately one out of five State Government jobs is in the Unclassified Service, compared with about one out of ten local government merit system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the wider geographic distribution of local government merit system jobs. Finally, the occupational breakdown of local government merit system jobs is significantly different from that of State Government jobs. While the professional/technical/managerial group is by far the largest in State government, in the local jurisdictions, the service occupations, which consist largely of protective services like police, fire fighting, and corrections, are most heavily represented. Clerical jobs are proportionally almost the same at both the State and local levels, with the State at 17 percent and local government at 18 percent. Employees engaged in structural work are much more significant at the local level than at the State level.

**STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS
QUANTITATIVE SUMMARY
JANUARY 1, 2006**



Data from the Department of Personnel's Consolidated Employee File.
Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2006: 113,058.

STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE
 JANUARY 1, 2006

LOCATION	SUBTOTAL COUNTY	SUBTOTAL MUNICIPAL	GRAND TOTAL
ATLANTIC	1,921	3,078	4,999
BERGEN	3,130	4,133	7,263
BURLINGTON	2,430	2,529	4,959
CAMDEN	3,662	3,303	6,965
CAPE MAY	1,311	2,088	3,399
CUMBERLAND	1,260	2,777	4,037
ESSEX	4,016	11,958	15,974
GLOUCESTER	1,619	696	2,315
HUDSON	3,004	10,372	13,376
HUNTERDON	688	0	688
MERCER	2,130	3,118	5,248
MIDDLESEX	2,526	3,538	6,064
MONMOUTH	3,558	3,005	6,563
MORRIS	2,441	1,918	4,359
OCEAN	3,385	4,161	7,546
PASSAIC	3,433	4,189	7,622
SALEM	655	138	793
SOMERSET	25	9	34
SUSSEX	911	980	1,891
UNION	2,978	4,382	7,360
WARREN	947	656	1,603
TOTAL	46,030	67,028	113,058

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

JANUARY 1, 2006

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	1,344	332	1,676	244	1	1,921	2,177	660	2,837	238	3	3,078	4,513	482	4	4,999
BERGEN	2,289	494	2,783	347	0	3,130	2,721	906	3,627	506	0	4,133	6,410	853	0	7,263
BURLINGTON	1,632	563	2,195	233	2	2,430	1,593	602	2,195	333	1	2,529	4,390	566	3	4,959
CAMDEN	2,437	801	3,238	421	3	3,662	2,343	499	2,842	461	0	3,303	6,080	882	3	6,965
CAPE MAY	790	391	1,181	129	1	1,311	1,359	508	1,867	221	0	2,088	3,048	350	1	3,399
CUMBERLAND	790	352	1,142	118	0	1,260	1,574	987	2,561	213	3	2,777	3,703	331	3	4,037
ESSEX	2,685	802	3,487	526	3	4,016	8,291	2,789	11,080	801	77	11,958	14,567	1,327	80	15,974
GLOUCESTER	1,161	233	1,394	225	0	1,619	462	124	586	110	0	696	1,980	335	0	2,315
HUDSON	1,953	622	2,575	428	1	3,004	6,405	3,484	9,889	479	4	10,372	12,464	907	5	13,376
HUNTERDON	478	100	578	106	4	688	0	0	0	0	0	0	578	106	4	688
MERCER	1,443	474	1,917	212	1	2,130	2,460	428	2,888	225	5	3,118	4,805	437	6	5,248
MIDDLESEX	1,968	263	2,231	295	0	2,526	2,535	667	3,202	335	1	3,538	5,433	630	1	6,064
MONMOUTH	2,696	606	3,302	255	1	3,558	2,083	498	2,581	421	3	3,005	5,883	676	4	6,563
MORRIS	1,518	656	2,174	266	1	2,441	1,399	316	1,715	200	3	1,918	3,889	466	4	4,359
OCEAN	2,408	600	3,008	376	1	3,385	2,484	1,271	3,755	405	1	4,161	6,763	781	2	7,546
PASSAIC	2,072	1,054	3,126	299	8	3,433	3,264	649	3,913	265	11	4,189	7,039	564	19	7,622
SALEM	438	142	580	75	0	655	84	17	101	37	0	138	681	112	0	793
SOMERSET	25	0	25	0	0	25	5	1	6	1	2	9	31	1	2	34
SUSSEX	588	188	776	135	0	911	592	187	779	200	1	980	1,555	335	1	1,891
UNION	1,895	784	2,679	298	1	2,978	3,364	692	4,056	325	1	4,382	6,735	623	2	7,360
WARREN	581	231	812	135	0	947	351	135	486	170	0	656	1,298	305	0	1,603
TOTAL	31,191	9,688	40,879	5,123	28	46,030	45,546	15,420	60,966	5,946	116	67,028	101,845	11,069	144	113,058

*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 OCCUPATION

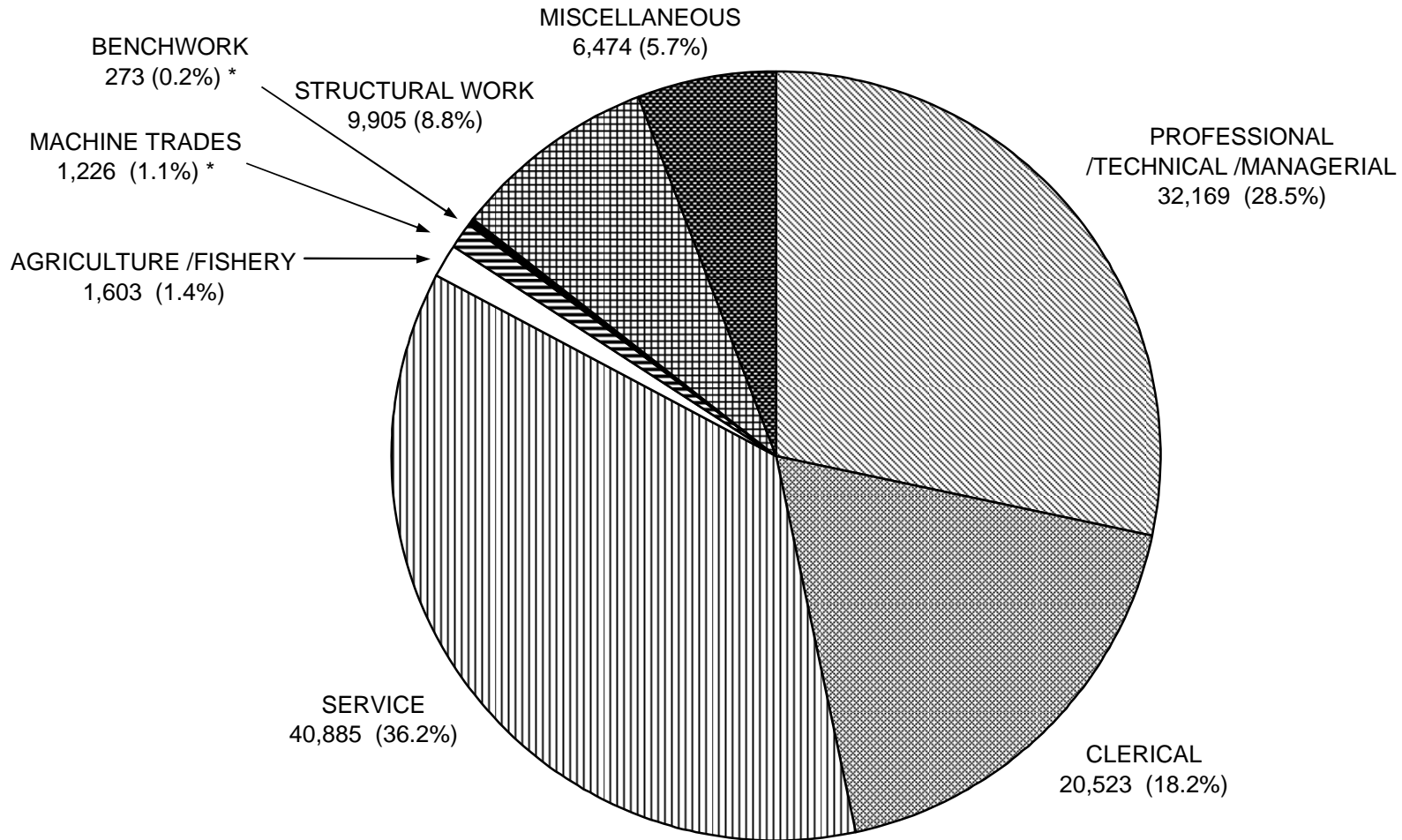
JANUARY 1, 2006

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL /TECHNICAL /MANAGERIAL	00 ENGINEERING/SURVEYING	406	275	681
	01 ENV ENGR-ARCHITECTURE	30	22	52
	02 PHYSICAL SCI-STATS	178	98	276
	04 LIFE SCIENCES	61	27	88
	05 SOCIAL SCIENCES	461	902	1,363
	06 SOCIAL-PSYCH SERVICES	2,487	263	2,750
	07 MEDICAL-HEALTH SERVICES	2,397	1,197	3,594
	09 EDUCATION	348	2,625	2,973
	10 MUSEUM/LIBRARY/ARCHIVES	1,675	2,184	3,859
	11 LAW	1,236	955	2,191
	12 INFO PROCESSING SYSTEMS	624	333	957
	13 WRITING	52	65	117
	14 ART	45	22	67
	15 FINANCE	496	767	1,263
	16 ADMINISTRATION	4,227	2,987	7,214
	17 INSPECTIONS/INVESTIGATIONS	869	2,517	3,386
	18 RECREATION	379	952	1,331
	19 BROADCASTING/TRANSMITTING	1	6	7
	CLERICAL	20 GENERAL CLERICAL	7,286	8,233
21 FINANCE CLERICAL		684	1,076	1,760
22 STOCK-STORAGE-INVENTORY		142	85	227
24 INFO-MSG DISTRIBUTION		1,092	1,925	3,017
SERVICE	30 BLDG-FACILITY SERVICES	1,572	2,591	4,163
	31 FOOD SERVICES	732	1,091	1,823
	33 BARBERING/COSMETOLOGY	4	0	4
	35 DIRECT CARE	2,211	3	2,214
	36 PROTECTIVE SERVICES	10,061	22,620	32,681
AGRICULTURE /FISHERY	40 PLANTING-GARDENING	593	694	1,287
	41 ANIMAL FARMING	150	165	315
	42 FISHERY-SHELLFISH	0	1	1
MACHINE TRADES	60 MACHINERY REPAIR	379	798	1,177
	65 PRINTING	42	7	49
BENCHWORK	70 TECHNICAL REPAIR	4	33	37
	72 ELECTRICAL REPAIR	110	126	236
STRUCTURAL WORK	80 SKILLED TRADES	377	419	796
	81 STRUCTURAL MAINTENANCE	2,156	6,953	9,109
MISCELLANEOUS	90 TRANSPORTATION	1,057	1,919	2,976
	91 UTILITIES	343	704	1,047
	92 NOT CODED ELSEWHERE	836	932	1,768
	93 NONTITLE COMPENSATION CODES	206	437	643
	99 NOT CODED/UNASSIGNED	21	19	40
	TOTAL	46,030	67,028	113,058

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.

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

JANUARY 1, 2006



* Percentage too low to display on pie

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 1/1/2006: 113,058.

STATE OF NEW JERSEY
LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
JANUARY 2006

Atlantic County
 Bergen County
 Bergen County Board of Social
 Services
 Bergen County Utilities Authority
 Burlington County
 Burlington County Board of Social
 Services
 Camden County
 Camden County Municipal Utilities
 Authority
 Camden County Board of Social
 Services
 Cape May County
 Cape May County Board of Social
 Services
 Cumberland County
 Cumberland County Board of Social
 Services
 Essex County
 Gloucester County
 Gloucester County Welfare Board
 Hudson County
 Hudson County Utilities Authority
 Hunterdon County
 Mercer County
 Mercer County Board of Social
 Services
 Middlesex County
 Middlesex County Board of Social
 Services

Monmouth County
 Morris County
 Ocean County
 Ocean County Board of Social
 Services
 Passaic County
 Passaic County Board of Social
 Services
 Salem County
 Salem County Board of Social
 Services
 Sussex County
 Union County
 Warren County
 Aberdeen Township
 Aberdeen Fire Districts (2)
 Allamuchy Township
 Alpha Borough
 Andover Township
 Asbury Park City
 Atlantic City
 Atlantic City Library
 Atlantic City Municipal Utilities
 Authority
 Bayonne
 Bayonne Housing Authority
 Bayonne Library
 Beach Haven Borough
 Beachwood Borough
 Belleville
 Belleville Library

Belmar Borough
 Belmar Housing Authority
 Bergenfield Borough
 Bergenfield Library
 Berkeley Township
 Berkeley School District
 Beverly
 Bloomfield
 Bloomfield Library
 Boonton Town
 Boonton Library
 Bordentown City
 Bordentown Township
 Bordentown Township Fire
 Districts (2)
 Brick Township
 Brick Fire District
 Brick School District
 Bridgeton
 Bridgeton Housing Authority
 Bridgeton Library
 Bridgeton Municipal Port Authority
 Brooklawn Borough
 Buena Borough
 Buena Housing Authority
 Buena Municipal Utilities Authority
 Burlington City
 Burlington City Housing Authority
 Burlington Township
 Burlington Township Fire District 1
 Butler Borough

STATE OF NEW JERSEY
LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
JANUARY 2006
(Continued)

Butler Library
Byram Township
Camden City
Camden City Library
Camden City Redevelopment Agency
Cape May City
Carteret Borough
Carteret Library
Cinnaminson Township
Cinnaminson Fire District 1
Clark Township
Clark Library
Clementon Borough
Clifton
Clifton Library
Delanco Township
Delran Township
Delran Fire District 1
Dennis Township
Deptford Township
Deptford Library
Deptford Municipal Utilities
Authority
Deptford Township Fire District 1
Dover Town (Morris County)
Dover Housing Authority (Morris
County)
Dover Library
East Orange

East Orange Library
East Rutherford Borough
East Rutherford Library
Edgewater Borough
Edgewater Library
Edgewater Park Township
Edgewater Park Fire District 1
Egg Harbor City
Elizabeth
Elizabeth Housing Authority
Elizabeth Library
Elmwood Park Borough
Elmwood Park Borough Library
Ewing Township
Ewing Township Fire Districts (3)
Fair Lawn
Fair Lawn Library
Fairview
Fairview Library
Florence Township
Florence Fire District 1
Fort Lee
Fort Lee Library
Franklin Township (Warren County)
Franklin Township Housing Authority
(Somerset County)
Freehold Borough
Freehold Borough Housing Authority
Freehold Township

Garfield
Garfield Library
Glassboro Housing Authority
Gloucester City
Gloucester City Library
Gloucester Township
Gloucester Township Fire
Districts (6)
Gloucester Township Housing
Authority
Gloucester Township Municipal
Utilities Authority
Green Township
Hackensack
Hackensack Library
Hackettstown
Hackettstown Municipal Utilities
Authority
Haddon Township Housing Authority
Hamilton Township (Mercer County)
Hamilton Fire Districts (9) (Mercer
County)
Hammonton
Hampton Township
Harmony Township
Harrison
Harrison Housing Authority
Harrison Library
Hazlet Township

STATE OF NEW JERSEY
LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
JANUARY 2006
(Continued)

Hazlet Fire District 1
Highlands Borough (Monmouth
County)
Highlands Borough Housing
Authority
Hillside Township
Hillside Library
Hoboken
Holmdel Township
Hopatcong
Independence Township
Independence Municipal Utilities
Authority
Irvington
Irvington Housing Authority
Irvington Library
Jackson Township
Jackson Fire Districts (4)
Jackson Municipal Utilities Authority
Jefferson Township
Jefferson Township Library
Jersey City
Jersey City Library
Jersey City School District
Keansburg
Kearny
Kearny Library
Keyport Borough
Lacey Township

Lake Como Borough (formerly South
Belmar)
Lakehurst
Lakewood Township
Lakewood Fire District 1
Lakewood Municipal Utilities
Authority
Lavallette
Lawnside
Lawrence Township (Mercer County)
Liberty Township
Lincoln Park Borough
Lincoln Park Library
Linden
Linden Library
Lindenwold Borough
Little Egg Harbor Township
Lodi Borough
Lodi Housing Authority
Lodi Library
Lodi School District
Long Beach Township
Long Branch
Long Branch Housing Authority
Lopatcong
Lower Township
Lower Township Municipal Utilities
Authority
Magnolia Borough

Manasquan Borough
Manasquan Fire District 1
Maple Shade
Margate City
Margate Library
Marlboro Township
Marlboro Municipal Utilities
Authority
Marlboro Fire District 1
Maurice River Township
Maurice River School District
Middle Township (Cape May
County)
Middle Township School District
Middletown Township (Monmouth
County)
Middletown Library
Millburn Township
Millburn Library
Milltown Borough
Millville City
Millville School District
Monroe (Gloucester County)
Monroe Library (Gloucester County)
Monroe Municipal Utilities Authority
(Gloucester County)
Montville Township
Montville Fire Districts (3)
Montville Library

STATE OF NEW JERSEY
LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
JANUARY 2006
(Continued)

Moonachie Borough
Moorestown Township
Moorestown Fire Districts (2)
Moorestown Library
Morristown
Mount Holly Township
Mount Holly Fire District 1
Mount Laurel Township
Mount Laurel Fire District 1
Mount Laurel Library
Mount Laurel Municipal Utilities
 Authority
Newark
Newark Library
Newark School District
New Brunswick
Newton
Newton Housing Authority
North Arlington Borough
North Arlington Library
North Bergen Township
North Bergen Housing Authority
North Bergen Library
North Bergen Municipal Utilities
 Authority
North Brunswick Township
North Brunswick Library
North Hudson Regional Fire Rescue
 Service

North Wildwood City
Nutley
Nutley Library
Oakland Borough
Oakland Library
Ocean City
Ocean City Library
Ogdensburg Borough
Orange
Orange Housing Authority
Orange City Library
Park Ridge Borough
Park Ridge Library
Parsippany-Troy Hills Township
Parsippany-Troy Hills Library
Passaic City (Passaic County)
Passaic City Library
Passaic Municipal Utilities Authority
Passaic Valley Water Commission
Paterson
Paterson Housing Authority
Paterson Library/Museum
Pemberton Township
Pennsauken Township
Pennsauken Library
Penns Grove Housing Authority
Perth Amboy
Phillipsburg
Phillipsburg Library

Plainfield
Plainfield Housing Authority
Plainfield Library
Pleasantville Township
Pohatcong Township
Point Pleasant Borough
Point Pleasant Beach Borough
Pompton Lakes Borough
Pompton Lakes Library
Pompton Lakes Municipal Utilities
 Authority
Rahway
Rahway Library
Red Bank Housing Authority
Ridgewood Village
Ridgewood Library
Ringwood Borough
Riverside Township
Rockaway Township
Rockaway Library
Roselle Borough
Roselle Library
Rutherford Borough
Rutherford Library
Saddle Brook Township
Saddle Brook Library
Salem City
Salem City Housing Authority
Salem City Library

STATE OF NEW JERSEY
LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS
JANUARY 2006
(Continued)

Salem City Port Authority
Sayreville Borough
Sayreville Housing Authority
Scotch Plains
Scotch Plains Library
Sea Isle City
Seaside Heights
Seaside Park
Somerdale Borough
Somers Point
South Amboy
South Amboy Library
South Orange Village
South Orange Library
South Plainfield
South Plainfield Library
South Toms River
Sparta Township
Sparta Library
Stanhope Borough
Stillwater Township
Stratford Borough
Teaneck Township
Teaneck Library
Trenton
Trenton Library
Union Beach
Union City (Hudson County)
Union City Housing Authority

Union City Library
Union Township (Union County)
Union Township Library (Union
County)
Upper Township
Ventnor City
Vernon Township
Verona Township
Verona Township Library
Vineland City
Vineland Library
Vineland School District
Voorhees Township
Voorhees Township Fire District
Waldwick Borough
Waldwick Library
Wallington Borough
Wallington JFK Memorial Library
Wanaque Borough
Wanaque Library
Wantage Township
Washington Borough (Warren
County)
Weehawken Township
Weehawken Library
Weehawken School District
West Milford Township
West Milford Library
West Milford Municipal Utilities

Authority
West New York
West New York Housing Authority
West New York Library
West New York Municipal Utilities
Authority
West Orange Township
West Orange Library
West Paterson Borough
West Paterson Library
White Township
Wildwood City
Wildwood City Housing
Authority
Wildwood Crest Borough
Wildwoods Joint Construction Office
Willingboro
Willingboro Library
Willingboro Municipal Utilities
Authority
Winslow Township
Winslow Township Fire District 1
Woodbine Borough
Woodbridge Township
Woodbridge Library
Woodbridge Fire Districts (12)
Woodlynne Borough
Wood-Ridge Borough
Wood-Ridge Library