

# NEW JERSEY STATE GOVERNMENT



## Profile



with selected local data

[www.state.nj.us/personnel](http://www.state.nj.us/personnel)

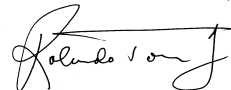
## **PREFACE - A MESSAGE FROM THE COMMISSIONER OF PERSONNEL**

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

This year, I have decided to take the initiative to bridge the gap between the two publications. This is a particularly good time to be taking this action, because fiscal concerns are so prominent in the conduct of State Government. The chart on the following page presents a breakdown of the employees who were actually drawing paychecks for the pay period that included January 1, 2007. If you want to get a feeling for the differences in results that are associated with the two different ways of reporting, compare that chart with the similar chart on Page 5, which addresses the same employee-related variables but includes both the employees who were drawing paychecks for the pay period on which the Profile counts are based, and the employees who were not drawing paychecks.

Thank you very much for your attention. I hope that you will find this Profile useful, and I look forward to receiving your feedback.

Rolando Torres, Jr.



Commissioner of Personnel

**STATE OF NEW JERSEY**  
**STATE EMPLOYEES IN PAY STATUS BY WORK SCHEDULE**  
**JANUARY 1, 2007**

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>256</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>257</b>
<b>BANKING &amp; INSURANCE</b>	<b>480</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>480</b>
<b>CHILDREN &amp; FAMILIES</b> <sup>1</sup>	<b>6,481</b>	<b>0</b>	<b>114</b>	<b>0</b>	<b>6,595</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,149</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1,155</b>
<b>CORRECTIONS</b>	<b>10,047</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>10,054</b>
Corrections	9,323	0	6	0	9,329
State Parole Board	724	0	1	0	725
<b>EDUCATION</b>	<b>918</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>922</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>3,304</b>	<b>0</b>	<b>25</b>	<b>4</b>	<b>3,333</b>
<b>GOVERNOR'S OFFICE</b>	<b>106</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>107</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>2,037</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>2,043</b>
<b>HUMAN SERVICES</b> <sup>1</sup>	<b>15,633</b>	<b>2</b>	<b>1,041</b>	<b>0</b>	<b>16,676</b>
<b>INFORMATION TECHNOLOGY</b>	<b>907</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>909</b>
<b>LABOR</b>	<b>3,616</b>	<b>0</b>	<b>1</b>	<b>72</b>	<b>3,689</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>9,743</b>	<b>8</b>	<b>7</b>	<b>0</b>	<b>9,758</b>
Law & Public Safety	7,878	8	5	0	7,891
Homeland Security & Preparedness <sup>2</sup>	84	0	0	0	84
Juvenile Justice	1,781	0	2	0	1,783
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,493</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>1,510</b>
<b>PERSONNEL</b>	<b>338</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>340</b>
<b>PUBLIC ADVOCATE</b> <sup>3</sup>	<b>158</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>158</b>
<b>STATE</b>	<b>566</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>570</b>
State	196	0	0	0	196
Commission on Higher Education	18	0	0	0	18
Higher Educational Student Assistance	196	0	0	0	196
Public Broadcasting)	156	0	4	0	160
<b>TRANSPORTATION</b>	<b>6,414</b>	<b>0</b>	<b>204</b>	<b>0</b>	<b>6,618</b>
Transportation	3,799	0	0	0	3,799
Motor Vehicles	2,615	0	204	0	2,819
<b>TREASURY</b>	<b>5,438</b>	<b>98</b>	<b>12</b>	<b>0</b>	<b>5,548</b>
Treasury	3,676	98	5	0	3,779
Administrative Law	107	0	0	0	107
Casino Control)	333	0	0	0	333
Public Defender	1,022	0	7	0	1,029
Public Utilities	300	0	0	0	300
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>69,084</b>	<b>114</b>	<b>1,448</b>	<b>76</b>	<b>70,722</b>
<b>JUDICIARY</b>	<b>9,480</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>9,499</b>
<b>LEGISLATIVE STAFF</b>	<b>523</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>523</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>79,087</b>	<b>114</b>	<b>1,467</b>	<b>76</b>	<b>80,744</b>

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

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

<sup>3</sup> In 2005, the Department of the Public Advocate was restored as a principal department in the executive branch of State government. The Offices of the Child Advocate and the Ratepayer Advocate were allocated within the restored Department.

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STATE OF NEW JERSEY

**STATE GOVERNMENT WORKFORCE PROFILE 2007**

**INTRODUCTION**

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This Workforce Profile was compiled by the New Jersey Department of Personnel from data captured by the Department's automated personnel files, Office of Management and Budget automated payroll files, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 5, 2007, comparisons of the workforce at the end of Fiscal Year 2006 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2006.

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

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

- The addition of the county-level Judiciary (Superior Court) employees to the State Government workforce in 1995.
- The elimination of the Departments of Higher Education and Public Advocate in 1995 and the reestablishment of the Department of the Public Advocate as a principal department in the Executive Branch in 2005.
- The merger of the Departments of Banking and Insurance in 1996.
- The creation of the Juvenile Justice Commission in 1995.
- The transfer of the Division of Motor Vehicles from the Department of Law and Public Safety to the Department of Transportation in 1995, and its subsequent reorganization as the Motor Vehicles Commission, allocated in but not of the Department of Transportation, in 2003.
- The creation of the Higher Educational Student Assistance Authority to succeed the Office of Student Assistance in 1999.
- The creation of the Commerce and Economic Growth Commission in 1998 to replace the Department of Commerce and Economic Development. It was redesignated the New Jersey Commerce, Economic Growth, and Tourism Commission in 2006.
- The creation of the Office of Information Technology was created by executive order in 1998, evolving from the Office of Telecommunications and Information Systems (OTIS), which was created in 1984. OTIS was developed to centralize statewide information processing and data storage.
- The 1999 reallocation of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury.
- The reorganization of the State Parole Board to an autonomous agency in but not of Corrections in 2001. The dictating law changed the Bureau of Parole, Department of Corrections to the Division of Parole, State Parole Board.
- The establishment of the Office of the Child Advocate and its subsequent inclusion as an independent office within the Department of the Public Advocate in 2006.
- The assignment of the Office of the Ratepayer Advocate in 2006 as the Division of Rate Counsel in the Department of the Public Advocate.
- The establishment of the Department of Children and Families in 2006. The new department was staffed by over 6,600 state child welfare employees who were already working in divisions within the Department of Human Services.



STATE OF NEW JERSEY

**STATE GOVERNMENT WORKFORCE PROFILE 2007**

**INTRODUCTION**

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- The creation of the Office of Homeland Security and Preparedness (OHSP) by Executive Order in 2006. OHSP absorbed the functions of the former State Office of Counter-Terrorism in the Department of Law and Public Safety. Although the Office is allocated in but not of the Department of Law and Public Safety, the Director reports directly to the Governor as a cabinet-level official.

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

This Workforce Profile includes breakdown data for agencies whose employees are paid through Centralized Payroll and that State law places "in but not of" the constitutionally authorized departments. One exception is the Palisades Interstate Park Commission (PIP), which was established by compact between New Jersey and New York, but is allocated within the State Department of Environmental Protection. Data on PIP employment is limited to employee counts from their payroll office records. It is reported in our "Other Government" section on page 9. The following breakdowns are included in the main body of this publication:

- The State Parole Board is "in but not of" the Department of Corrections.
- The Juvenile Justice Commission and the Office of Homeland Security and Preparedness are "in but not of" the Department of Law and Public Safety.
- The Commission on Higher Education, the Higher Education Student Assistance Authority, and Public Broadcasting are "in but not of" the Department of State.
- The Motor Vehicle Commission is "in but not of" the Department of Transportation.
- The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, and the Board of Public Utilities are all "in but not of" the Department of the Treasury.

On all appropriate tables, departments that include "in but not of" agencies have the department proper in boldface and the "in but not of" agencies indented below the overall information for the DEPARTMENT shown in capital letters.

A general overview of the number of State Government employees in each department is provided, along with some important statistics for the entire State Government workforce. We have provided the January 2005 and January 2006 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been an increase of 1.2 percent in the size of the State Government workforce over a two year period. Since January 2006, however, there has been a steady decrease in employee counts. The 1.1% reduction in the workforce since 2006 can be attributed to the hiring freeze instituted by Governor Corzine.

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

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

DEPARTMENT	NUMBER OF EMPLOYEES				
	1/9/2005	1/7/2006	1/5/2007	CHANGE OVER 2 YEARS	
<b>AGRICULTURE</b>	263	271	263	+ 0	0.0%
<b>BANKING &amp; INSURANCE</b>	507	511	492	- 15	-3.0%
<b>CHILDREN &amp; FAMILIES</b> <sup>1</sup>	0	0	6,799	+ 6,799	NA
<b>COMMUNITY AFFAIRS</b>	1,116	1,169	1,168	+ 52	+4.7%
<b>CORRECTIONS</b>	10,437	10,461	10,346	- 91	-0.9%
Corrections	9,706	9,734	9,614	- 92	-0.9%
State Parole Board	731	727	732	+ 0	+0.0%
<b>EDUCATION</b>	980	982	943	- 37	-3.8%
<b>ENVIRONMENTAL PROTECTION</b>	3,479	3,473	3,360	- 119	-3.4%
<b>GOVERNOR'S OFFICE</b>	127	109	110	- 17	-13.4%
<b>HEALTH &amp; SENIOR SERVICES</b>	2,186	2,216	2,071	- 115	-5.3%
<b>HUMAN SERVICES</b> <sup>1</sup>	22,871	23,897	17,511	- 5,360	-23.4%
<b>INFORMATION TECHNOLOGY</b>	942	954	912	- 30	-3.2%
<b>LABOR</b>	4,094	4,040	3,817	- 277	-6.8%
<b>LAW &amp; PUBLIC SAFETY</b>	10,065	10,430	10,154	+ 89	+0.9%
Law & Public Safety	8,203	8,584	8,247	+ 44	+0.5%
Child Advocate <sup>2</sup>	21	23	0	- 21	-100.0%
Homeland Security & Preparedness <sup>3</sup>	0	0	84	+ 84	NA
Juvenile Justice	1,841	1,823	1,823	- 18	-1.0%
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,556	1,575	1,571	+ 15	+1.0%
<b>PERSONNEL</b>	450	379	347	- 103	-22.9%
<b>PUBLIC ADVOCATE</b> <sup>2</sup>	0	0	161	+ 161	NA
<b>STATE</b>	588	586	574	- 14	-2.4%
State	201	203	197	- 4	-2.0%
Commission on Higher Education	19	17	18	- 1	-5.3%
Higher Educational Student Assistance	207	204	199	- 8	-3.9%
Public Broadcasting	161	162	160	- 1	-0.6%
<b>TRANSPORTATION</b>	6,737	6,970	6,770	+ 33	+0.5%
Transportation	3,973	3,967	3,851	- 122	-3.1%
Motor Vehicles	2,764	3,003	2,919	+ 155	+5.6%
<b>TREASURY</b>	6,022	6,125	5,913	- 109	-1.8%
Treasury	4,186	4,246	4,129	- 57	-1.4%
Administrative Law	115	114	109	- 6	-5.2%
Casino Control	350	351	335	- 15	-4.3%
Public Defender	1,064	1,108	1,040	- 24	-2.3%
Public Utilities	307	306	300	- 7	-2.3%
Ratepayer Advocate <sup>2</sup>	43	42	0	- 43	-100.0%
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>72,420</b>	<b>74,148</b>	<b>73,282</b>	<b>- 862</b>	<b>-1.2%</b>
<b>JUDICIARY</b>	<b>9,560</b>	<b>9,703</b>	<b>9,625</b>	<b>+ 65</b>	<b>+0.7%</b>
<b>LEGISLATIVE STAFF</b>	<b>515</b>	<b>508</b>	<b>528</b>	<b>+ 13</b>	<b>+2.5%</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>82,495</b>	<b>84,359</b>	<b>83,435</b>	<b>+ 940</b>	<b>+1.1%</b>

**DEMOGRAPHICS  
JANUARY 2007**

**AGE**

Average: 45  
Median: 46

**LENGTH OF SERVICE**

Average: 12 years  
Median: 9 years

**SALARY** <sup>4</sup>

Average: \$57,901  
Median: \$54,243

**GENDER**

Female: 46,414 (55.6%)  
Male: 37,021 (44.4%)

**MINORITY EMPLOYEES**

34,371 (41.2%)

**UNION REPRESENTATION**

71,979 (86.3%)

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

<sup>2</sup> In 2005, the Department of the Public Advocate was restored as a principal department in the executive branch of State government. The Offices of the Child Advocate and the Ratepayer Advocate were allocated within the restored Department.

<sup>3</sup> In March 2006, Governor Corzine signed an Executive Order establishing the Office of Homeland Security and Preparedness.

<sup>4</sup> Full-time employees only.

# STATE OF NEW JERSEY

## STATISTICS BY AGENCY

### *INTRODUCTION*

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

Page 6 shows a similar breakdown for employees’ titles by class of service. Again, we have included a pie chart to show the classification breakdown of State Government titles at a glance, but there is considerable variation in the proportion of employees in career titles among the various agencies. The employee’s appointment does not always match the class of service to which the title is assigned.

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

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

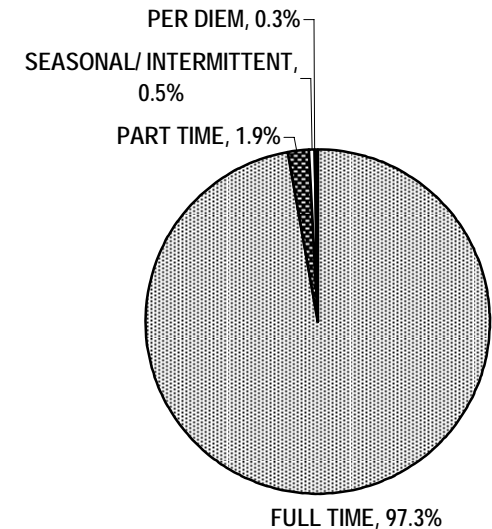
Page 9 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information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

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

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

JANUARY 5, 2007

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
<b>AGRICULTURE</b>	262	1	0	0	263
<b>BANKING &amp; INSURANCE</b>	492	0	0	0	492
<b>CHILDREN &amp; FAMILIES</b>	6,667	132	0	0	6,799
<b>COMMUNITY AFFAIRS</b>	1,168	0	0	0	1,168
<b>CORRECTIONS</b>	10,339	7	0	0	10,346
Corrections	9,608	6	0	0	9,614
State Parole Board	731	1	0	0	732
<b>EDUCATION</b>	939	4	0	0	943
<b>ENVIRONMENTAL PROTECTION</b>	3,328	25	7	0	3,360
<b>GOVERNORS OFFICE</b>	107	2	0	1	110
<b>HEALTH &amp; SENIOR SERVICES</b>	2,065	6	0	0	2,071
<b>HUMAN SERVICES</b>	16,368	1,141	0	2	17,511
<b>INFORMATION TECHNOLOGY</b>	910	2	0	0	912
<b>LABOR</b>	3,699	1	112	5	3,817
<b>LAW &amp; PUBLIC SAFETY</b>	9,926	7	0	221	10,154
Law & Public Safety	8,021	5	0	221	8,247
Homeland Security & Preparedness	84	0	0	0	84
Juvenile Justice	1,821	2	0	0	1,823
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,552	19	0	0	1,571
<b>PERSONNEL</b>	345	2	0	0	347
<b>PUBLIC ADVOCATE</b>	161	0	0	0	161
<b>STATE</b>	570	4	0	0	574
State	197	0	0	0	197
Commission on Higher Education	18	0	0	0	18
Higher Educational Student Assistance	199	0	0	0	199
Public Broadcasting	156	4	0	0	160
<b>TRANSPORTATION</b>	6,557	213	0	0	6,770
Transportation	3,851	0	0	0	3,851
Motor Vehicles	2,706	213	0	0	2,919
<b>TREASURY</b>	5,612	12	281	8	5,913
Treasury	3,835	5	281	8	4,129
Administrative Law	109	0	0	0	109
Casino Control	335	0	0	0	335
Public Defender	1,033	7	0	0	1,040
Public Utilities	300	0	0	0	300
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>71,067</b>	<b>1,578</b>	<b>400</b>	<b>237</b>	<b>73,282</b>
<b>JUDICIARY</b>	9,606	19	0	0	9,625
<b>LEGISLATIVE STAFF</b>	528	0	0	0	528
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>81,201</b>	<b>1,597</b>	<b>400</b>	<b>237</b>	<b>83,435</b>

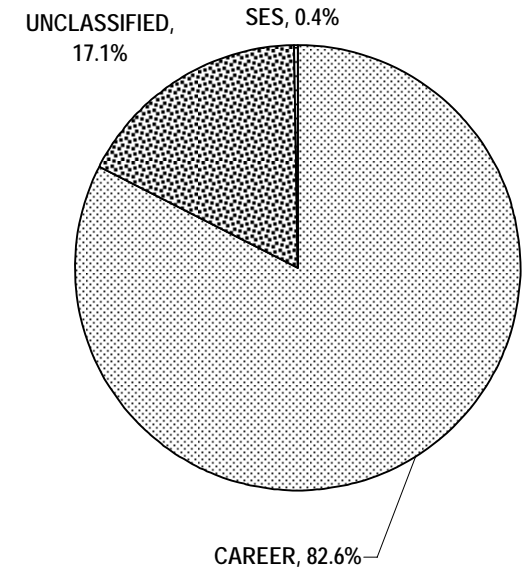


Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce as of 1/5/2007: 83,435.

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

JANUARY 5, 2007

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
<b>AGRICULTURE</b>	<b>218</b>	<b>21</b>	<b>239</b>	<b>4</b>	<b>20</b>	<b>263</b>
<b>BANKING &amp; INSURANCE</b>	<b>398</b>	<b>37</b>	<b>435</b>	<b>1</b>	<b>56</b>	<b>492</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>5,246</b>	<b>1,150</b>	<b>6,396</b>	<b>64</b>	<b>339</b>	<b>6,799</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,050</b>	<b>48</b>	<b>1,098</b>	<b>0</b>	<b>70</b>	<b>1,168</b>
<b>CORRECTIONS</b>	<b>9,809</b>	<b>160</b>	<b>9,969</b>	<b>0</b>	<b>377</b>	<b>10,346</b>
Corrections	9,122	142	9,264	0	350	9,614
State Parole Board	687	18	705	0	27	732
<b>EDUCATION</b>	<b>280</b>	<b>454</b>	<b>734</b>	<b>0</b>	<b>209</b>	<b>943</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,923</b>	<b>341</b>	<b>3,264</b>	<b>7</b>	<b>89</b>	<b>3,360</b>
<b>GOVERNORS OFFICE</b>	<b>24</b>	<b>0</b>	<b>24</b>	<b>0</b>	<b>86</b>	<b>110</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,683</b>	<b>279</b>	<b>1,962</b>	<b>24</b>	<b>85</b>	<b>2,071</b>
<b>HUMAN SERVICES</b>	<b>11,879</b>	<b>5,052</b>	<b>16,931</b>	<b>18</b>	<b>562</b>	<b>17,511</b>
<b>INFORMATION TECHNOLOGY</b>	<b>808</b>	<b>91</b>	<b>899</b>	<b>4</b>	<b>9</b>	<b>912</b>
<b>LABOR</b>	<b>3,464</b>	<b>192</b>	<b>3,656</b>	<b>37</b>	<b>124</b>	<b>3,817</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>3,763</b>	<b>1,075</b>	<b>4,843</b>	<b>18</b>	<b>5,293</b>	<b>10,154</b>
Law & Public Safety	2,417	932	3,354	14	4,879	8,247
Homeland Security & Preparedness	40	1	41	0	43	84
Juvenile Justice	1,306	142	1,448	4	371	1,823
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>803</b>	<b>504</b>	<b>1,307</b>	<b>0</b>	<b>264</b>	<b>1,571</b>
<b>PERSONNEL</b>	<b>286</b>	<b>29</b>	<b>315</b>	<b>18</b>	<b>14</b>	<b>347</b>
<b>PUBLIC ADVOCATE</b>	<b>68</b>	<b>2</b>	<b>70</b>	<b>0</b>	<b>91</b>	<b>161</b>
<b>STATE</b>	<b>269</b>	<b>22</b>	<b>295</b>	<b>0</b>	<b>279</b>	<b>574</b>
State	137	15	152	0	45	197
Commission on Higher Education	6	0	6	0	12	18
Higher Educational Student Assistance	98	6	104	0	95	199
Public Broadcasting	28	1	33	0	127	160
<b>TRANSPORTATION</b>	<b>6,017</b>	<b>614</b>	<b>6,631</b>	<b>47</b>	<b>92</b>	<b>6,770</b>
Transportation	3,272	509	3,781	35	35	3,851
Motor Vehicles	2,745	105	2,850	12	57	2,919
<b>TREASURY</b>	<b>4,246</b>	<b>442</b>	<b>4,689</b>	<b>57</b>	<b>1,167</b>	<b>5,913</b>
Treasury	3,440	393	3,834	30	265	4,129
Administrative Law	62	1	63	0	46	109
Casino Control	37	3	40	0	295	335
Public Defender	495	31	526	0	514	1,040
Public Utilities	212	14	226	27	47	300
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>53,234</b>	<b>10,513</b>	<b>63,757</b>	<b>299</b>	<b>9,226</b>	<b>73,282</b>
<b>JUDICIARY</b>	<b>5,141</b>	<b>1</b>	<b>5,142</b>	<b>0</b>	<b>4,483</b>	<b>9,625</b>
<b>LEGISLATIVE STAFF</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>528</b>	<b>528</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>58,375</b>	<b>10,514</b>	<b>68,899</b>	<b>299</b>	<b>14,237</b>	<b>83,435</b>



Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce as of 1/5/2007: 83,435.

STATE OF NEW JERSEY  
**AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY**  
 JANUARY 5, 2007

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	47	\$60,389	\$58,388	14
<b>BANKING &amp; INSURANCE</b>	50	\$69,457	\$70,688	15
<b>CHILDREN &amp; FAMILIES</b>	41	\$53,793	\$48,298	9
<b>COMMUNITY AFFAIRS</b>	48	\$59,416	\$57,979	11
<b>CORRECTIONS</b>	43	\$64,807	\$67,241	12
Corrections	43	64,241	67,241	12
State Parole Board	43	77,034	72,241	12
<b>EDUCATION</b>	48	\$68,489	\$70,981	12
<b>ENVIRONMENTAL PROTECTION</b>	46	\$66,340	\$66,694	15
<b>GOVERNOR'S OFFICE</b>	39	\$63,666	\$63,666	5
<b>HEALTH &amp; SENIOR SERVICES</b>	49	\$63,955	\$65,410	14
<b>HUMAN SERVICES</b>	45	\$47,998	\$42,464	12
<b>INFORMATION TECHNOLOGY</b>	45	\$75,182	\$78,783	12
<b>LABOR</b>	50	\$55,709	\$51,923	15
<b>LAW &amp; PUBLIC SAFETY</b>	43	\$65,739	\$62,465	12
Law & Public Safety	43	67,569	64,586	12
Homeland Security & Preparedness	44	73,180	71,269	7
Juvenile Justice	43	57,371	55,001	10
<b>MILITARY &amp; VETERANS AFFAIRS</b>	48	\$44,453	\$40,983	11
<b>PERSONNEL</b>	48	\$64,051	\$63,271	0
<b>PUBLIC ADVOCATE</b>	47	\$73,201	\$71,755	11
<b>STATE</b>	48	\$60,817	\$59,563	14
State	47	55,839	52,644	14
Commission on Higher Education	51	70,518	64,389	13
Higher Educational Student Assistance	49	56,947	51,923	13
Public Broadcasting	49	70,919	71,755	16
<b>TRANSPORTATION</b>	46	\$52,204	\$48,640	14
Transportation	48	58,127	53,259	17
Motor Vehicles	44	43,787	39,582	10
<b>TREASURY</b>	47	\$62,552	\$57,855	14
Treasury	46	59,770	54,715	14
Administrative Law	51	79,799	71,755	14
Casino Control	48	56,301	53,589	16
Public Defender	46	69,480	63,271	13
Public Utilities	49	73,270	74,796	13
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	45	\$57,899	\$54,403	12
<b>JUDICIARY</b>	46	\$57,440	\$50,138	12
<b>LEGISLATIVE STAFF</b>	44	\$66,719	\$60,245	12
<b>TOTAL STATE GOVT WORKFORCE</b>	45	\$57,901	\$54,243	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 5, 2007

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
<b>AGRICULTURE</b>	<b>150</b>	<b>64</b>	<b>0</b>	<b>49</b>	<b>263</b>
<b>BANKING &amp; INSURANCE</b>	<b>488</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>492</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>5,397</b>	<b>908</b>	<b>0</b>	<b>494</b>	<b>6,799</b>
<b>COMMUNITY AFFAIRS</b>	<b>769</b>	<b>265</b>	<b>39</b>	<b>95</b>	<b>1,168</b>
<b>CORRECTIONS</b>	<b>9,930</b>	<b>33</b>	<b>229</b>	<b>154</b>	<b>10,346</b>
Corrections	9,198	33	229	154	9,614
State Parole Board	732	0	0	0	732
<b>EDUCATION</b>	<b>464</b>	<b>230</b>	<b>28</b>	<b>221</b>	<b>943</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>3,187</b>	<b>94</b>	<b>5</b>	<b>74</b>	<b>3,360</b>
<b>GOVERNOR'S OFFICE</b>	<b>97</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>110</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>0</b>	<b>0</b>	<b>912</b>	<b>0</b>	<b>912</b>
<b>HUMAN SERVICES</b>	<b>802</b>	<b>832</b>	<b>169</b>	<b>268</b>	<b>2,071</b>
<b>INFORMATION TECHNOLOGY</b>	<b>12,061</b>	<b>5,398</b>	<b>5</b>	<b>47</b>	<b>17,511</b>
<b>LABOR</b>	<b>708</b>	<b>3,101</b>	<b>0</b>	<b>8</b>	<b>3,817</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,918</b>	<b>250</b>	<b>2</b>	<b>1,984</b>	<b>10,154</b>
Law & Public Safety	6,486	201	2	1,558	8,247
Homeland Security & Preparedness	81	3	0	0	84
Juvenile Justice	1,351	46	0	426	1,823
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,415</b>	<b>156</b>	<b>0</b>	<b>0</b>	<b>1,571</b>
<b>PERSONNEL</b>	<b>347</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>347</b>
<b>PUBLIC ADVOCATE</b>	<b>157</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>161</b>
<b>STATE</b>	<b>280</b>	<b>176</b>	<b>44</b>	<b>74</b>	<b>574</b>
State	131	11	44	11	197
Commission on Higher Education	15	3	0	0	18
Higher Educational Student Assistance	24	162	0	13	199
Public Broadcasting	110	0	0	50	160
<b>TRANSPORTATION</b>	<b>2,826</b>	<b>1,019</b>	<b>0</b>	<b>2,925</b>	<b>6,770</b>
Transportation	2,826	1,019	0	6	3,851
Motor Vehicles	0	0	0	2,919	2,919
<b>TREASURY</b>	<b>4,825</b>	<b>10</b>	<b>274</b>	<b>804</b>	<b>5,913</b>
Treasury	3,404	0	274	451	4,129
Administrative Law	99	0	0	10	109
Casino Control	0	0	0	335	335
Public Defender	1,038	2	0	0	1,040
Public Utilities	284	8	0	8	300
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>51,821</b>	<b>12,538</b>	<b>1,720</b>	<b>7,203</b>	<b>73,282</b>
<b>JUDICIARY</b>	<b>8,056</b>	<b>1,306</b>	<b>0</b>	<b>263</b>	<b>9,625</b>
<b>LEGISLATIVE STAFF</b>	<b>528</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>528</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>60,405</b>	<b>13,844</b>	<b>1,720</b>	<b>7,466</b>	<b>83,435</b>

**STATE OF NEW JERSEY  
OTHER GOVERNMENT EMPLOYMENT**

JANUARY 2007

AGENCY	FULL TIME	PART TIME	TOTAL 2007	TOTAL 2006	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	65	7	72	74	-2	MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	29	0	29	32	-3	CASINO REVENUE
COMMERCE, ECONOMIC GROWTH, & TOURISM COMMISSION	101	5	106	112	-6	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY <sup>1, 4</sup>	135	4	139	146	-7	TOLLS
DELAWARE RIVER BASIN COMMISSION <sup>1</sup>	41	8	49	43	6	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION	333	53	386	377	9	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY <sup>1, 2</sup>	904	0	904	910	-6	TOLLS & FARES, STATE & FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	257	0	257	248	9	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION <sup>1, 4</sup>	17	1	18	19	-1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	135	0	135	133	2	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	13	0	13	16	-3	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	26	0	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,214	591	1,805	1,847	-42	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	116	4	120	119	1	SELF FUNDED VIA GENERATED FEES AND REVENUES
NEW JERSEY REDEVELOPMENT AUTHORITY	14	0	14	16	-2	SELF FUNDED
NEW JERSEY SCHOOL CONSTRUCTION CORPORATION	241	1	242	251	-9	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	940	1,710	2,650	2,700	-50	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,552	824	11,376	11,205	171	STATE & FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	2,452	848	3,300	3,421	-121	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	125	3	128	136	-8	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	168	0	168	168	0	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION <sup>1, 4</sup>	84	3	87	87	0	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	650	0	650	665	-15	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	175	0	175	176	-1	WATER SALE REVENUES
PINELANDS COMMISSION	60	2	62	62	0	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY <sup>3</sup>	6,908	27	6,935	6,980	-45	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	59	0	59	61	-2	SEWAGE FEES
RUTGERS	9,263	3,647	12,910	12,998	-88	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	127	4	131	140	-9	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	350	159	509	515	-6	TOLLS
STATE COLLEGES	8,431	5,258	13,689	13,409	280	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	11,513	1,780	13,293	13,840	-547	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR <sup>1, 4, 5</sup>	94	0	94	98	-4	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>55,592</b>	<b>14,939</b>	<b>70,531</b>	<b>71,030</b>	<b>-499</b>	

1 Multi-State Authorities    2 Includes figures for PATCO not previously listed    3 Includes figures for PATH    4 Employees working in NJ only    5 Not Previously Listed



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

*INTRODUCTION*

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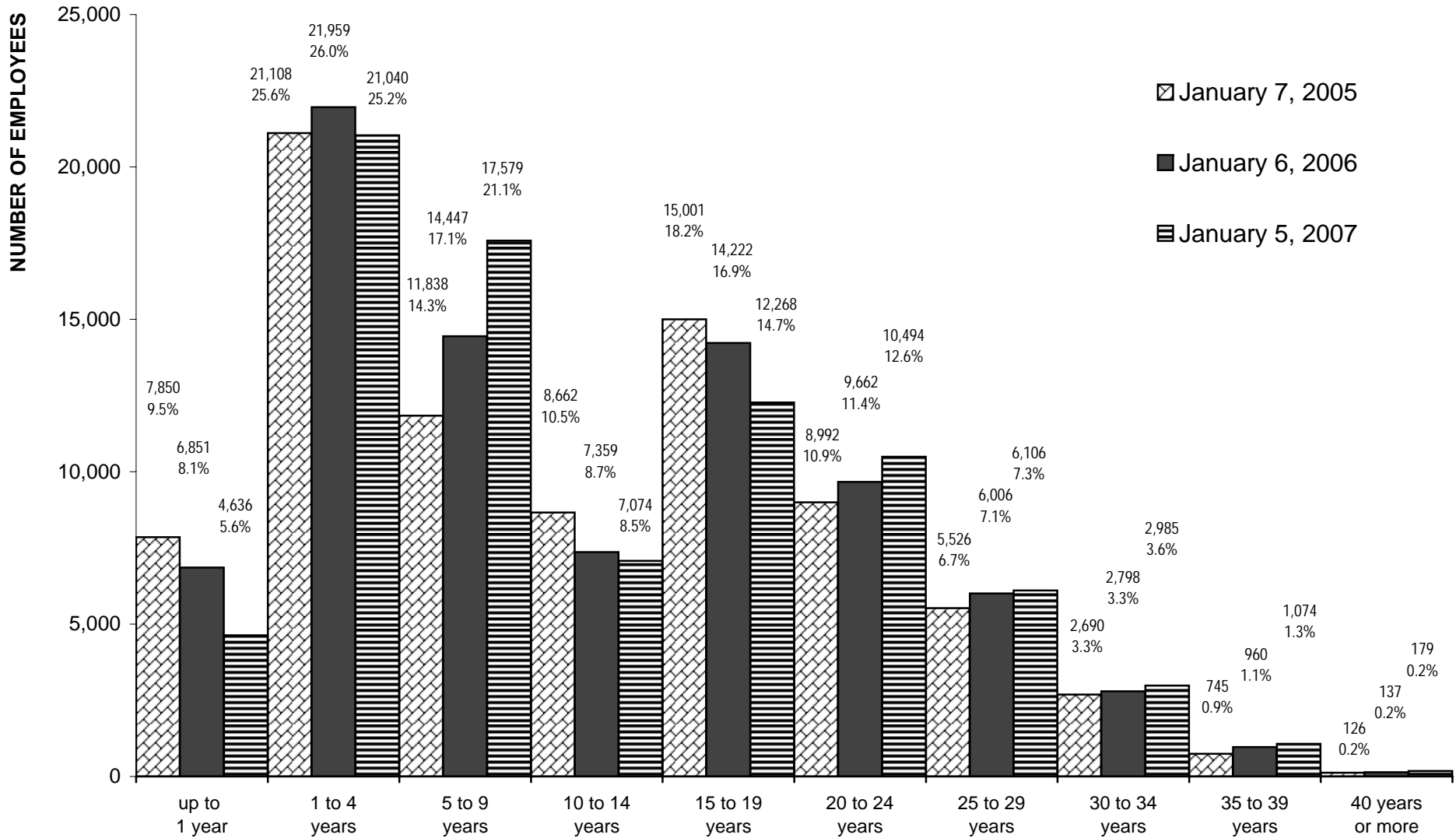
The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on January 5, 2007 (the striped columns) compared with a similar “snapshots” from previous years. The length of service data indicates that the average length of service in the State Government workforce is 12 years, yet the median length of service is 9 years. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50% 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 10 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, 2005, and 2006 and decreases in 1999, 2001, 2002, and 2003. Until now, the highest total was for the year 2000, with 7,427 employees age 60 and older. The current employee count for that group has increased to 7,719. Because we expanded the chart to reflect five-year increments instead of ten-year groupings, we now see a distinct drop in the highest age group. Over the last ten years the age group 40 to 49 has consistently been the largest employee group. That trend is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with almost 26,000 of the State’s 83,435 employees, or over 31 percent, in that age bracket.

On Page 13, we compare separations during Fiscal Years 2004, 2005, and 2006 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the total number of separations increased from the past year by 565. Other than employees with less than one year of service, or between 10 and 14 years of service, every other five year group shows an increase in separations from the two previous years. Since 1995, the mean number of separations annually was 5,830. In calendar year 2006, there were a total of 6,037 separations. Pages 14 through 18 present additional data for separations from State Government service.

We present similar statistics for hiring activity in State Government on the following two pages. The overall number of hires during the last sixteen 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 a significant drop in hiring over the last year. Before that, hiring increased in each consecutive year since Fiscal Year 1996, with the exception of less 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 annual increase in hiring occurred in Fiscal Year 1994, following a State Government-wide layoff action.

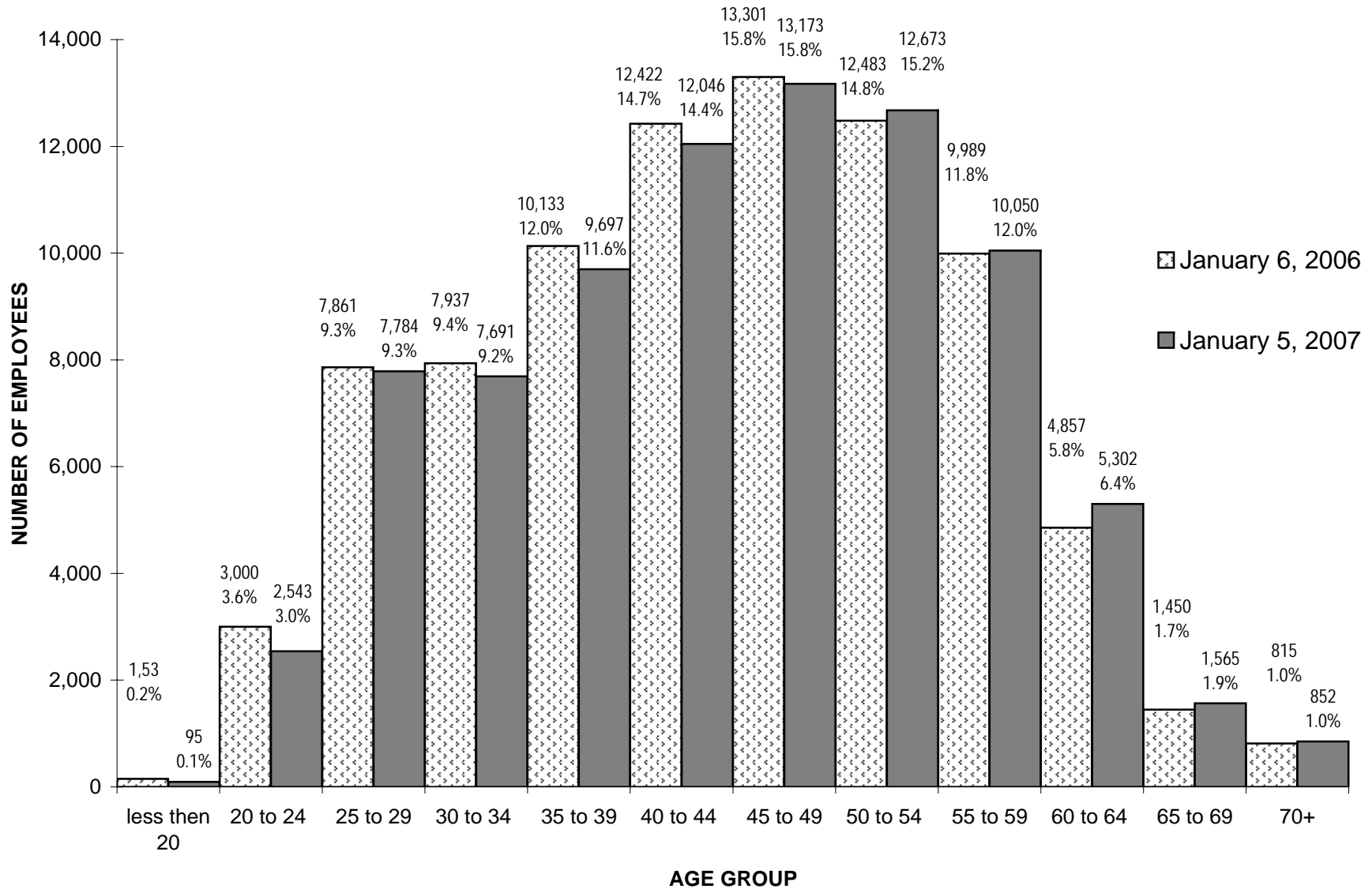
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE**  
*JANUARY 5, 2007 (WITH EARLIER DATA FOR COMPARISON)*



Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce (as of 1/7/2005, 82,538; as of 1/6/2006, 84,401; as of 1/5/2007, 83,435.)

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

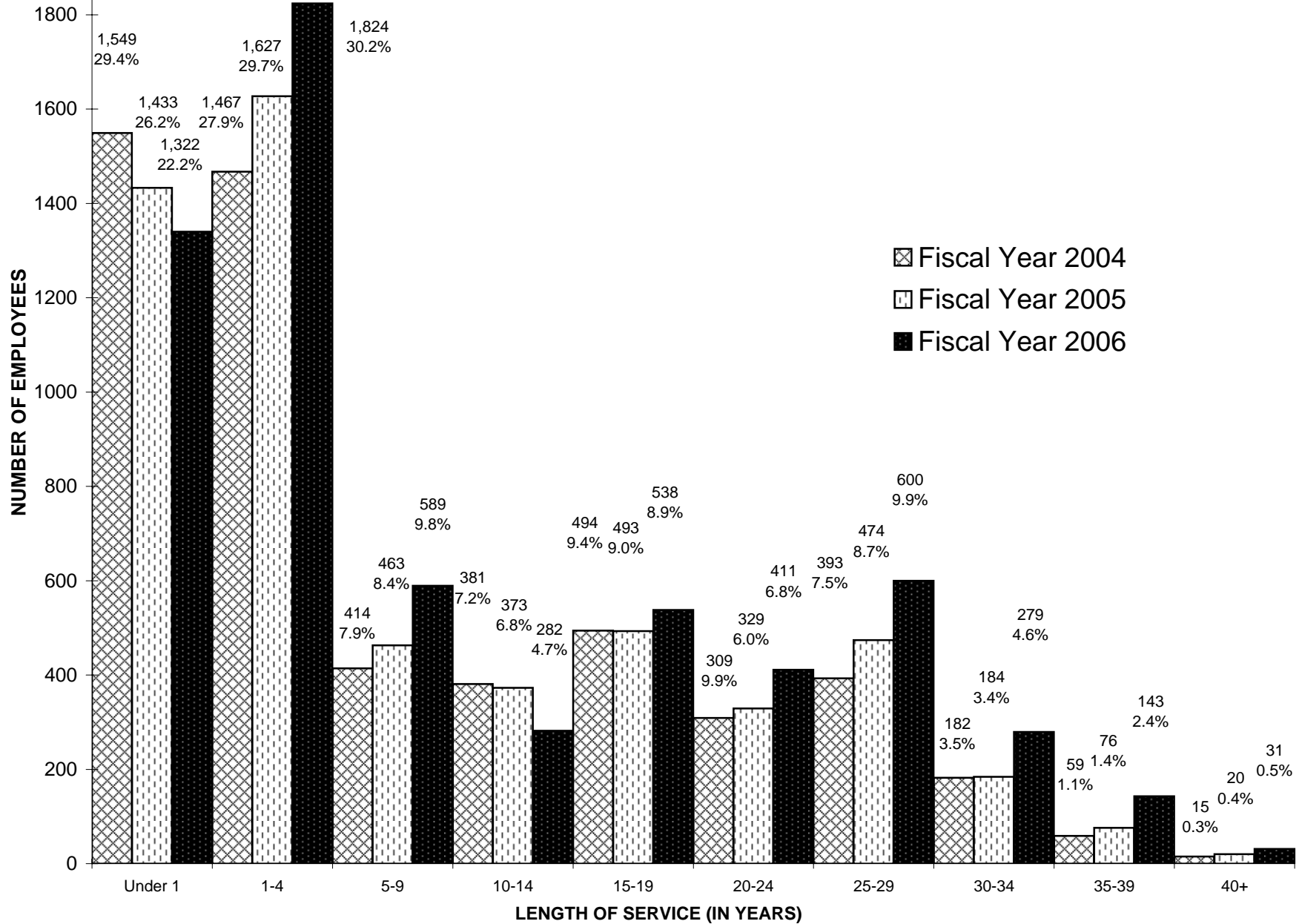
JANUARY 5, 2007 (WITH EARLIER DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.  
Percentages refer to the total State Government workforce (as of 1/6/2006, 84,401; as of 1/5/2007, 83,435).

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

*FISCAL YEAR 2006 (WITH EARLIER DATA FOR COMPARISON)*



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

Percentages refer to the number of separations of full-time State Government employees (FY2006, 6,037; FY2005, 5,472; FY2004, 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.*

*Data from DOP separation reports (1960-1979).*

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

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

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

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

*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 - FY2006**

Fiscal Year	VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1995	1,477	243	195	1,044	2,959	64%	1,328	123	1,451	31%	229	4,639	69,360	6.7%
1996	1,308	182	0	1,435	2,925	54%	1,512	850	2,362	43%	158	5,445	73,038	7.5%
1997	1,478	144	0	1,417	3,039	61%	1,454	315	1,769	36%	164	4,972	71,080	7.0%
1998	1,554	132	0	1,676	3,362	57%	1,973	395	2,368	40%	177	5,907	70,272	8.4%
1999	1,554	153	0	1,763	3,470	59%	2,073	204	2,277	39%	166	5,913	71,127	8.3%
2000	1,830	165	0	1,799	3,794	68%	1,568	0	1,568	28%	185	5,547	70,894	7.8%
2001	2,207	199	0	1,781	4,187	69%	1,698	0	1,698	28%	169	6,054	72,663	8.3%
2002	1,981	207	2,341	1,375	5,904	73%	2,055	8	2,063	25%	152	8,119	75,323	10.8%
2003	1,603	229	1,959	1,068	4,859	74%	1,578	0	1,578	24%	166	6,603	74,566	8.9%
2004	1,766	229	143	1,327	3,465	66%	1,629	0	1,629	31%	169	5,263	75,431	7.0%
2005	1,843	229	0	1,600	3,672	67%	1,636	0	1,636	30%	164	5,472	77,561	7.1%
2006	1,594	221	0	1,991	3,806	63%	2,019	34	2,053	34%	178	6,037	80,213	7.5%

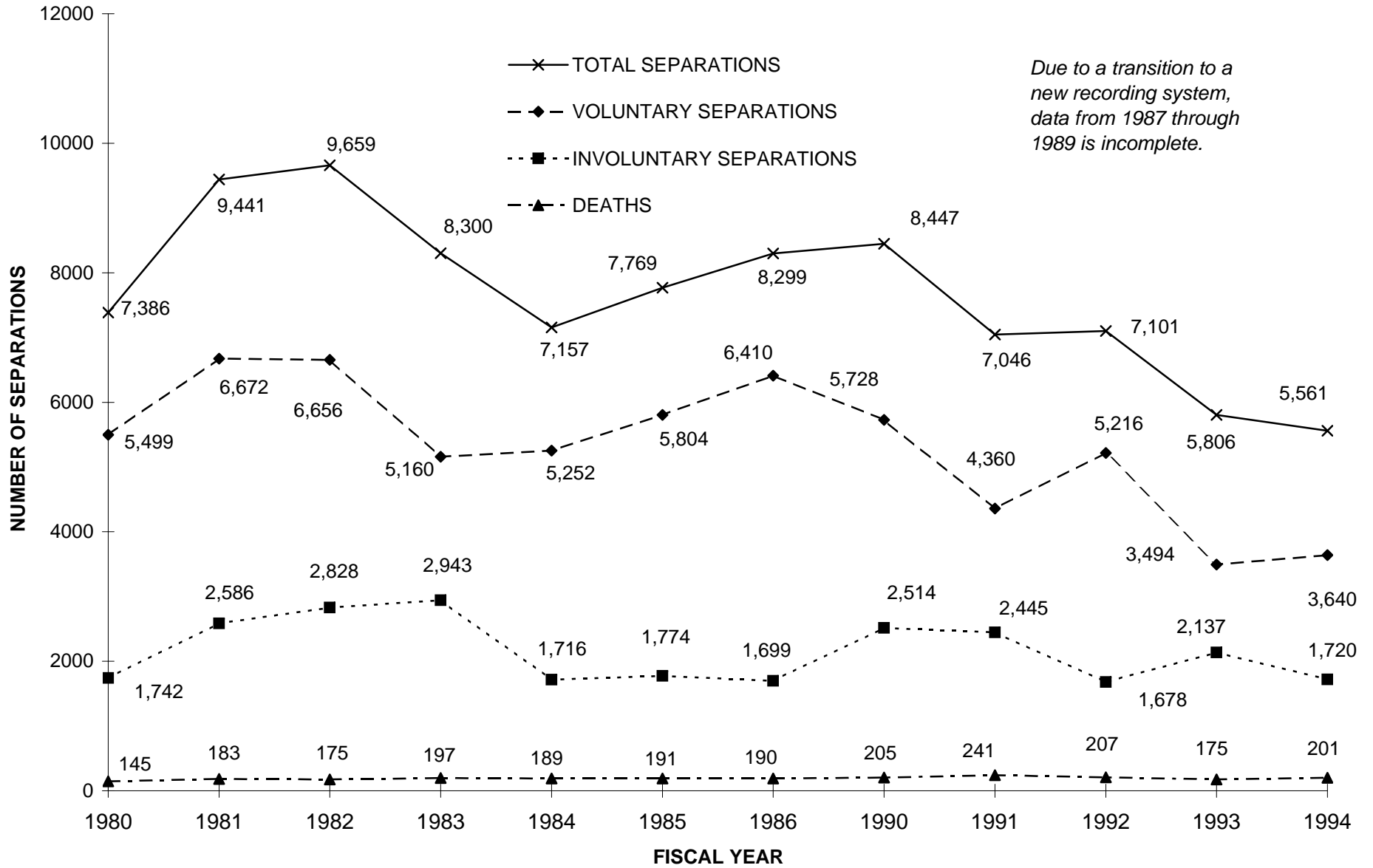
*The Early Retirement Incentive Program (ERI) was signed into law on May 30, 2002 in order to reduce the State's payroll.*

*Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and July 1, 2002 and met age and service requirements. Some extensions beyond July 1, 2002 were granted at the convenience of the State Government.*

*Data from automated Personnel files.*

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

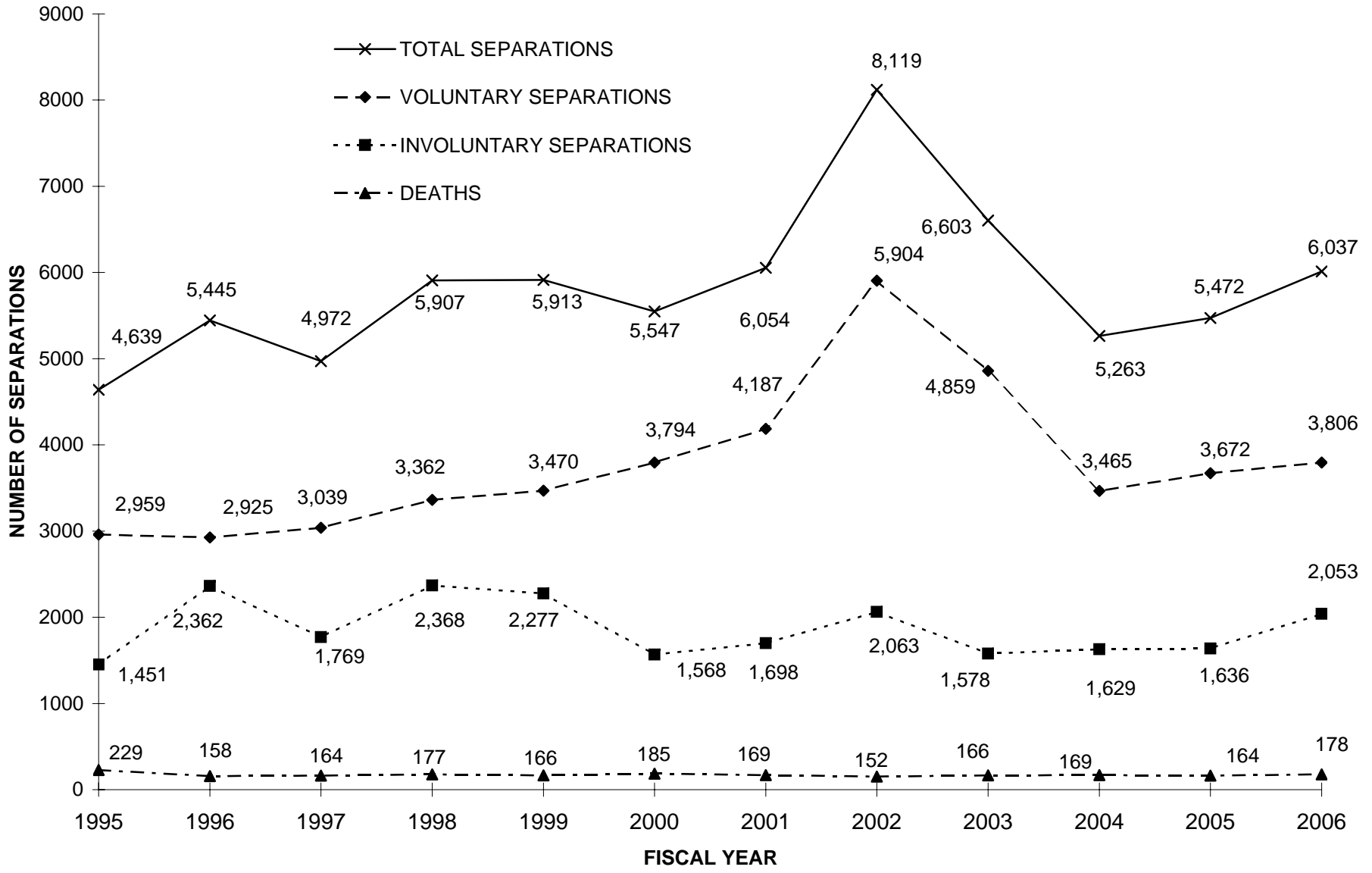
# STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FY1980 - FY1994



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

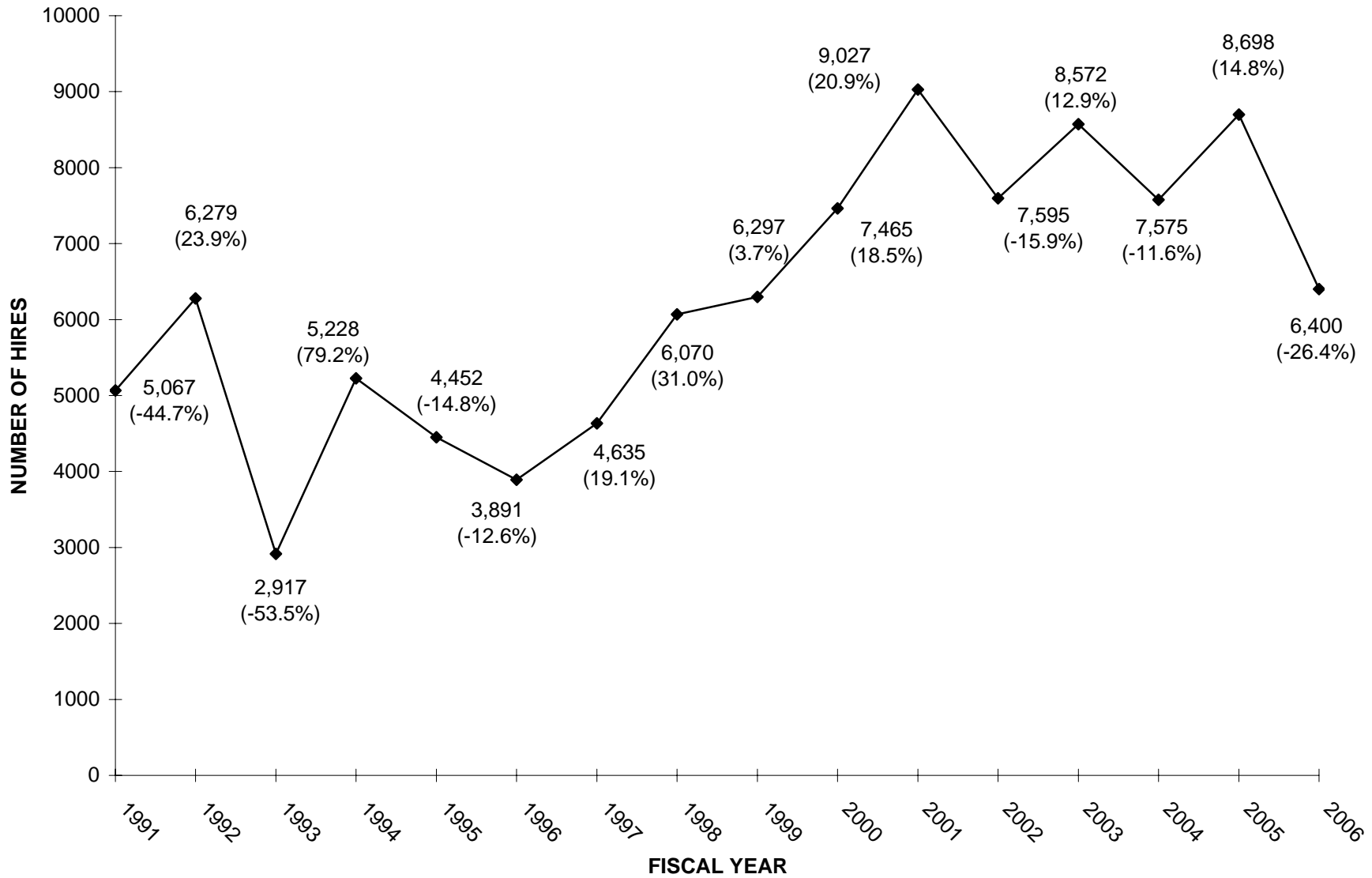


**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY1995 - FY2006**



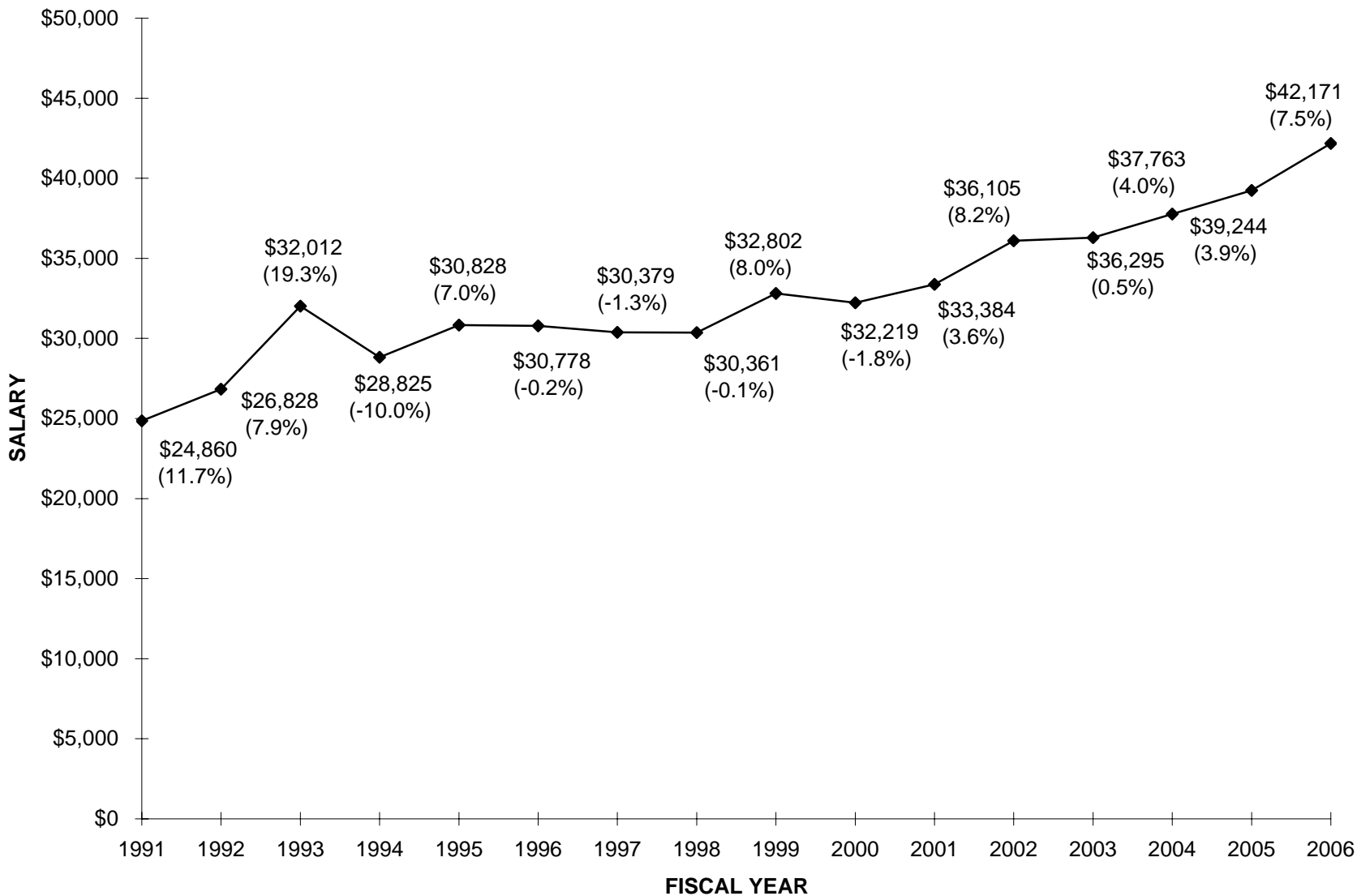
*Separations under the 2002 Early Retirement Incentive Program continued through 2003.*

**STATE OF NEW JERSEY  
HIRING BY STATE GOVERNMENT  
FY1991 THROUGH FY2006**



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 FY2006



*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*

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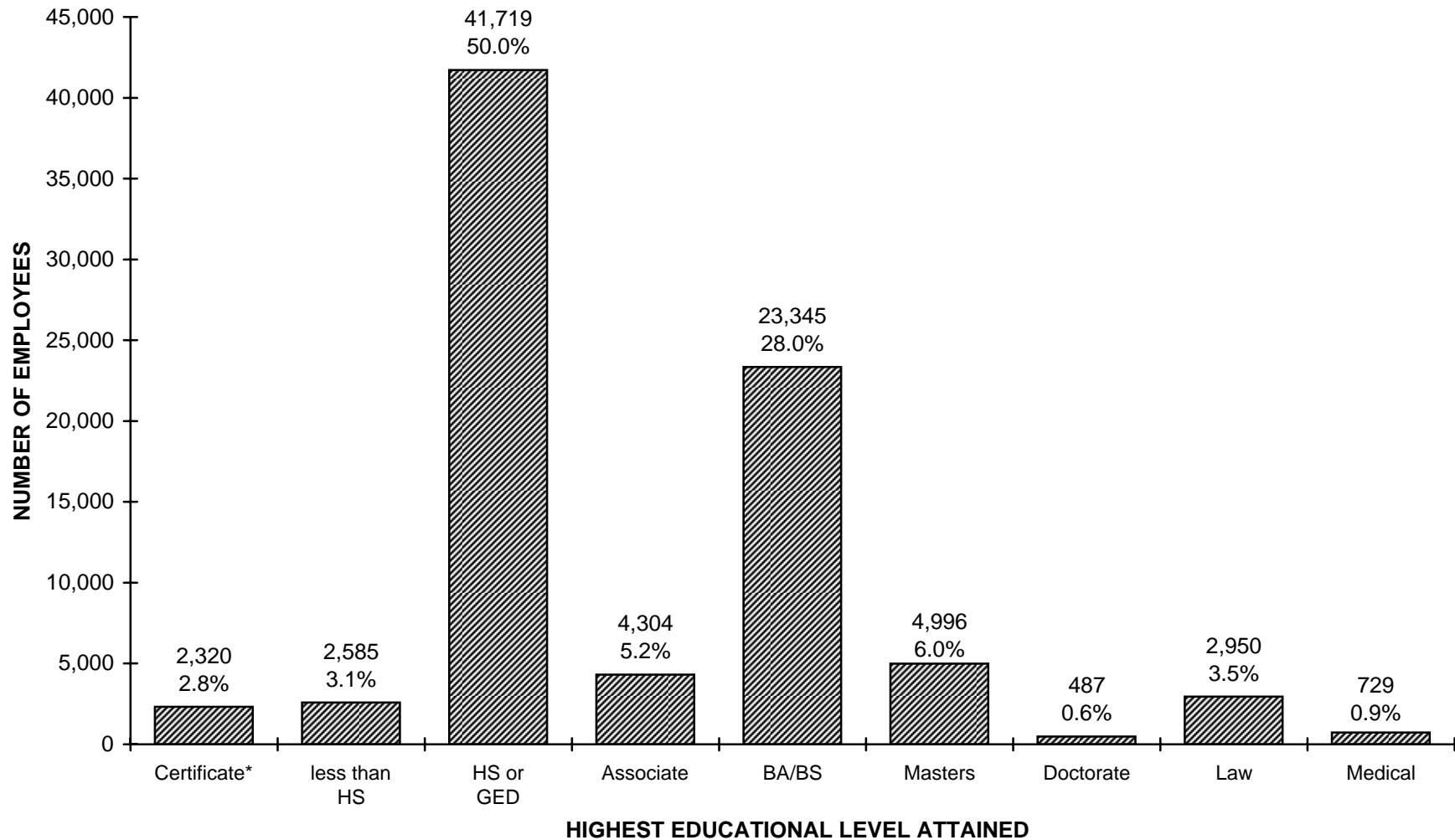
The table on Page 22 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 23,345 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,507 (approximately 39 percent of the workforce). This is because people with Master's, Doctoral, Law, or Medical degrees almost always have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and may understate the education credentials of some employees who have continued their education since being hired.

Our analysis of State Government employees by work location (Page 23) shows that 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., a liaison officer to the Federal Government.

There is a breakdown of the State Government workforce by EEO categories on Page 24. Page 25 shows the various occupations in each occupational 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 5, 2007



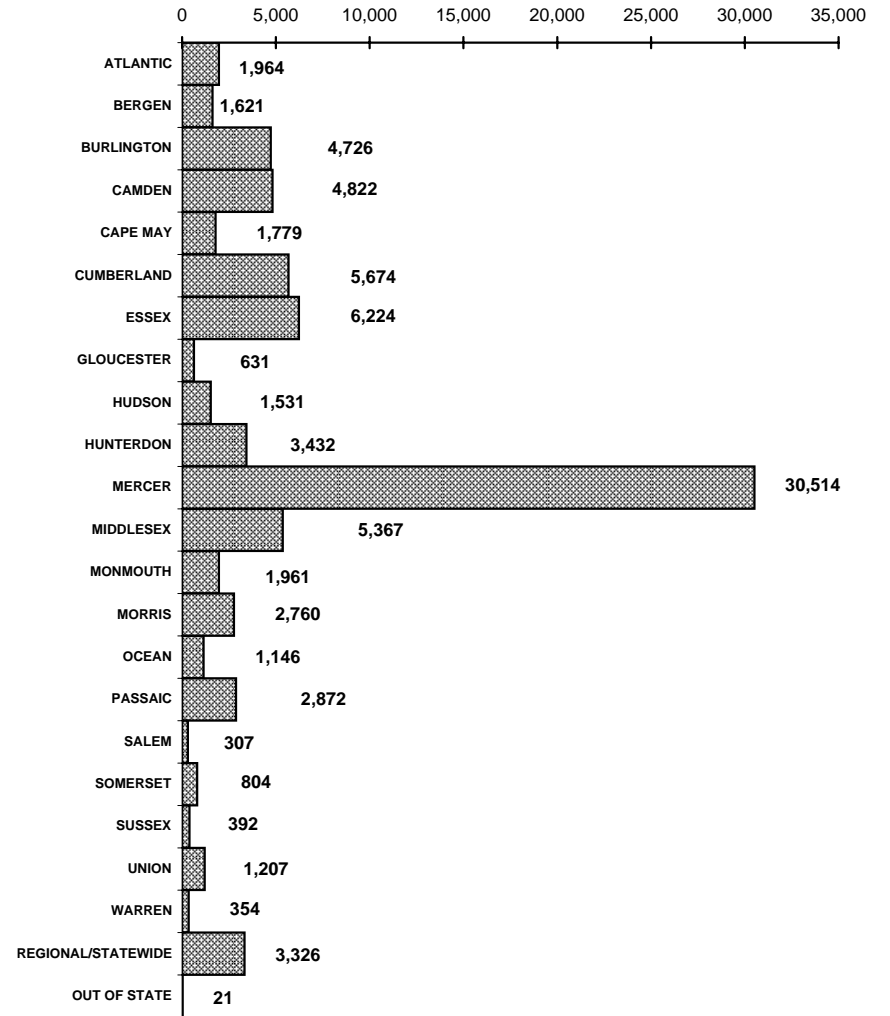
Percentages refer to the total State Government workforce (as of 1/5/2007, 83,435.)

\* 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 5, 2007

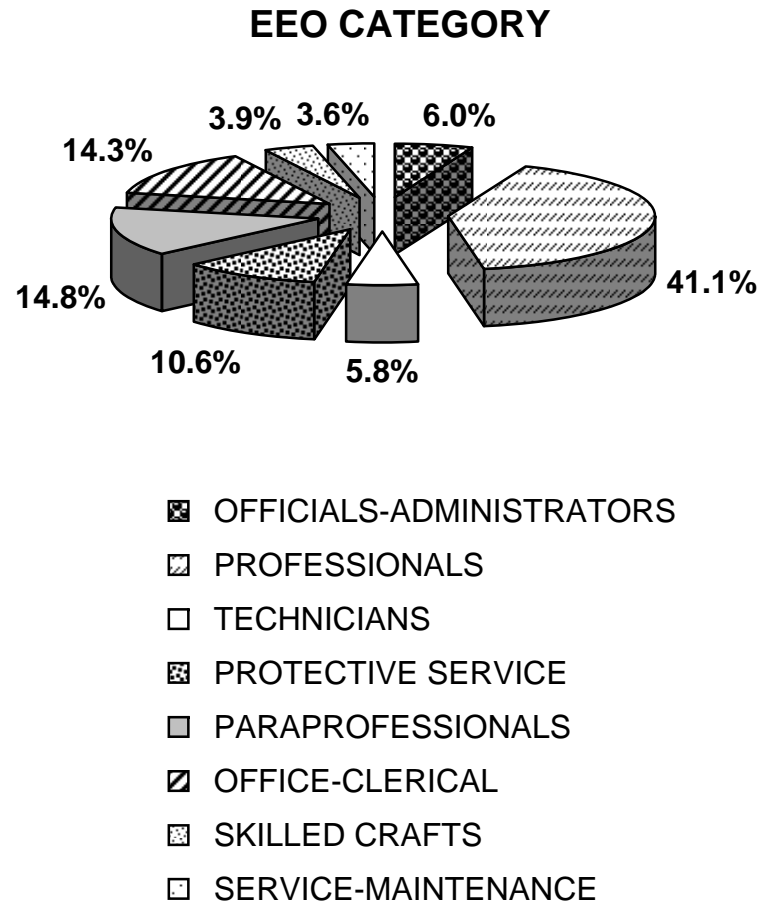
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,964	2.4%
BERGEN	1,621	1.9%
BURLINGTON	4,726	5.7%
CAMDEN	4,822	5.8%
CAPE MAY	1,779	2.1%
CUMBERLAND	5,674	6.8%
ESSEX	6,224	7.5%
GLOUCESTER	631	0.8%
HUDSON	1,531	1.8%
HUNTERDON	3,432	4.1%
MERCER	30,514	36.6%
MIDDLESEX	5,367	6.4%
MONMOUTH	1,961	2.4%
MORRIS	2,760	3.3%
OCEAN	1,146	1.4%
PASSAIC	2,872	3.4%
SALEM	307	0.4%
SOMERSET	804	1.0%
SUSSEX	392	0.5%
UNION	1,207	1.4%
WARREN	354	0.4%
REGIONAL/STATEWIDE	3,326	4.0%
<b>OUT OF STATE</b>		
CALIFORNIA	5	*
CONNECTICUT	1	*
MASSACHUSETTS	0	*
ILLINOIS	14	*
NEW YORK	0	*
WASHINGTON, DC	1	*
<b>TOTAL</b>	<b>83,435</b>	<b>100.0%</b>



Note: A Federal Liaison Officer and Tax Auditors hold 21 out-of-State positions.  
 Data provided by the Department of Personnel from automated personnel files.  
 \*Less than 0.1%.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY**  
 JANUARY 5, 2007

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	5,009 6.0%
PROFESSIONALS	34,303 41.1%
TECHNICIANS	4,836 5.8%
PROTECTIVE SERVICE	8,814 10.6%
PARAPROFESSIONALS	12,318 14.8%
OFFICE-CLERICAL	11,949 14.3%
SKILLED CRAFTS	3,224 3.9%
SERVICE-MAINTENANCE	2,982 3.6%
<b>TOTAL:</b>	<b>83,435</b>



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

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

JANUARY 5, 2007

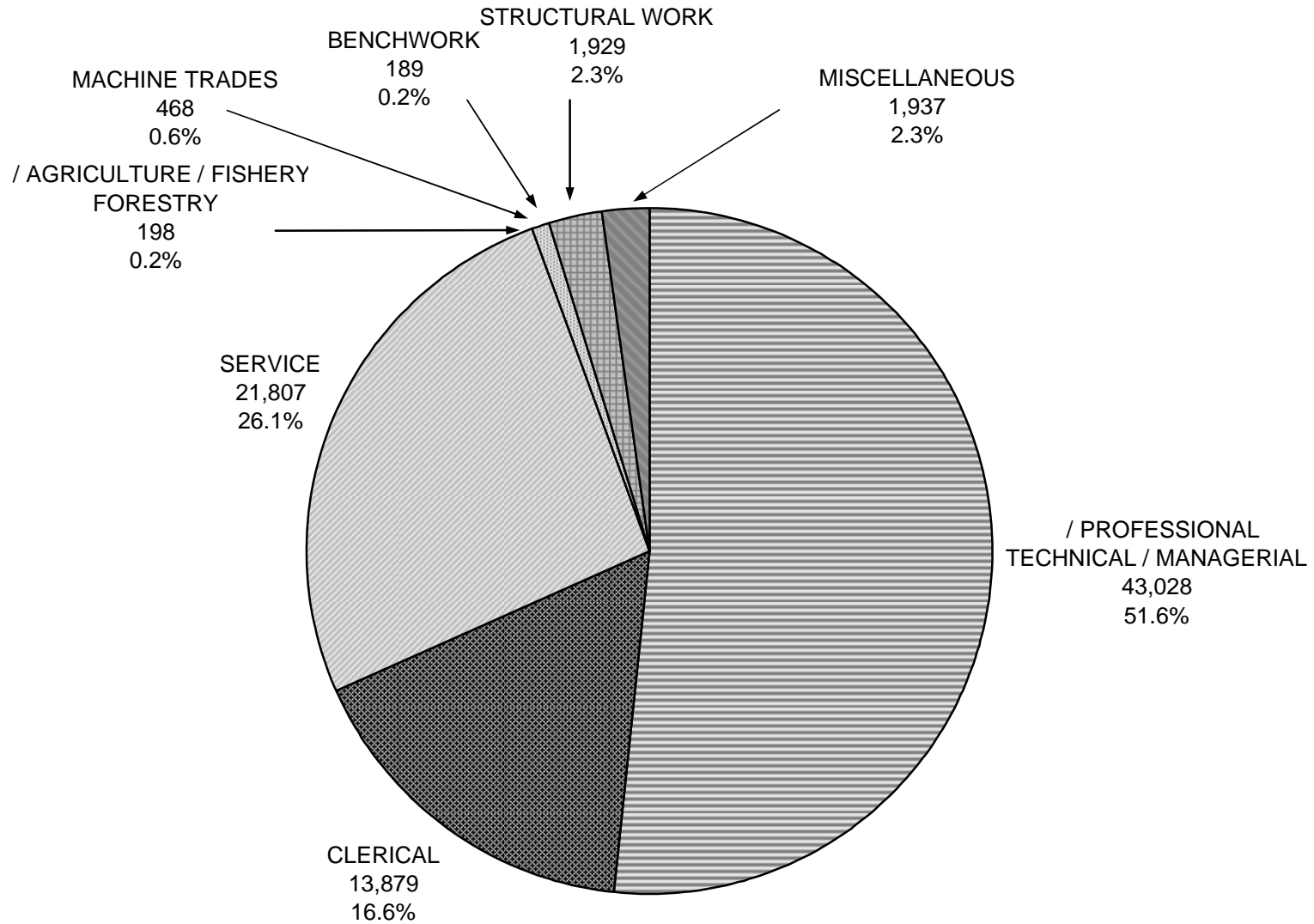
CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
<b>PROFESSIONAL / TECHNICAL / MANAGERIAL</b>	00 Surveying/Engineering	1,191	0	0	1,191
	01 Environmental Engineering/Architecture	287	0	0	287
	02 Physical Sciences/Statistics	1,870	0	0	1,870
	04 Life Sciences	291	0	0	291
	05 Community Development/Social Sciences	430	0	0	430
	06 Social & Psychological Services	7,038	2,249	0	9,287
	07 Medical and Health Services	3,924	0	0	3,924
	09 Education	2,341	0	3	2,344
	10 Museum, Library & Archival Sciences	148	11	3	162
	11 Law	2,046	980	110	3,136
	12 Information Processing	2,559	305	29	2,893
	13 Writing	195	44	43	282
	14 Art	47	0	0	47
	15 Finance	2,191	75	117	2,383
	16 Administration	8,606	2,073	102	10,781
	17 Inspections/Investigations	3,144	331	12	3,487
	18 Recreation	121	0	0	121
	19 Public Broadcasting	112	0	0	112
	<b>CLERICAL</b>	20 Stenography, Typing & Filing	8,854	3,287	79
21 Computing & Account Recording		380	143	5	528
22 Stock, Storage, & Inventory		322	0	3	325
24 Information & Message Distribution		800	0	6	806
<b>SERVICE</b>	30 Building/Institution/Facility Services	1,272	0	0	1,272
	31 Food/Beverage Preparation/Services	1,100	0	0	1,100
	33 Barbering/Cosmetology	13	0	0	13
	35 Direct Care/Personal & Health Services	7,417	0	0	7,417
	36 Protective Services	11,993	0	12	12,005
<b>AGRICULTURE / FISHERY / FORESTRY</b>	40 Planting/Gardening	138	0	0	138
	41 Animal Farming	52	0	0	52
	43 Forestry	8	0	0	8
<b>MACHINE TRADES</b>	60 Machinery Repair	395	0	0	395
	65 Printing	64	9	0	73
<b>BENCHWORK</b>	70 Medical/Scientific Repair	2	0	0	2
	72 Electrical Repair	186	0	1	187
<b>STRUCTURAL WORK</b>	80 Skilled Trades	456	0	0	456
	81 Infrastructure Repair/Maintenance	1,471	0	2	1,473
<b>MISCELLANEOUS</b>	90 Transportation	583	15	0	598
	91 Utilities Production/Distribution	190	0	0	190
	92 Multiple Groups	1,045	103	1	1,149
<b>TOTAL</b>		<b>73,282</b>	<b>9,625</b>	<b>528</b>	<b>83,435</b>

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

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



**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL CATEGORY**  
 JANUARY 5, 2007



*Data provided by the Department of Personnel from automated personnel files.  
 Classification system based on the Division of Human Resource Management Occupational Code Dictionary.  
 Percentages refer to the total State Government workforce as of 1/5/2007: 83,435.*

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

*INTRODUCTION*

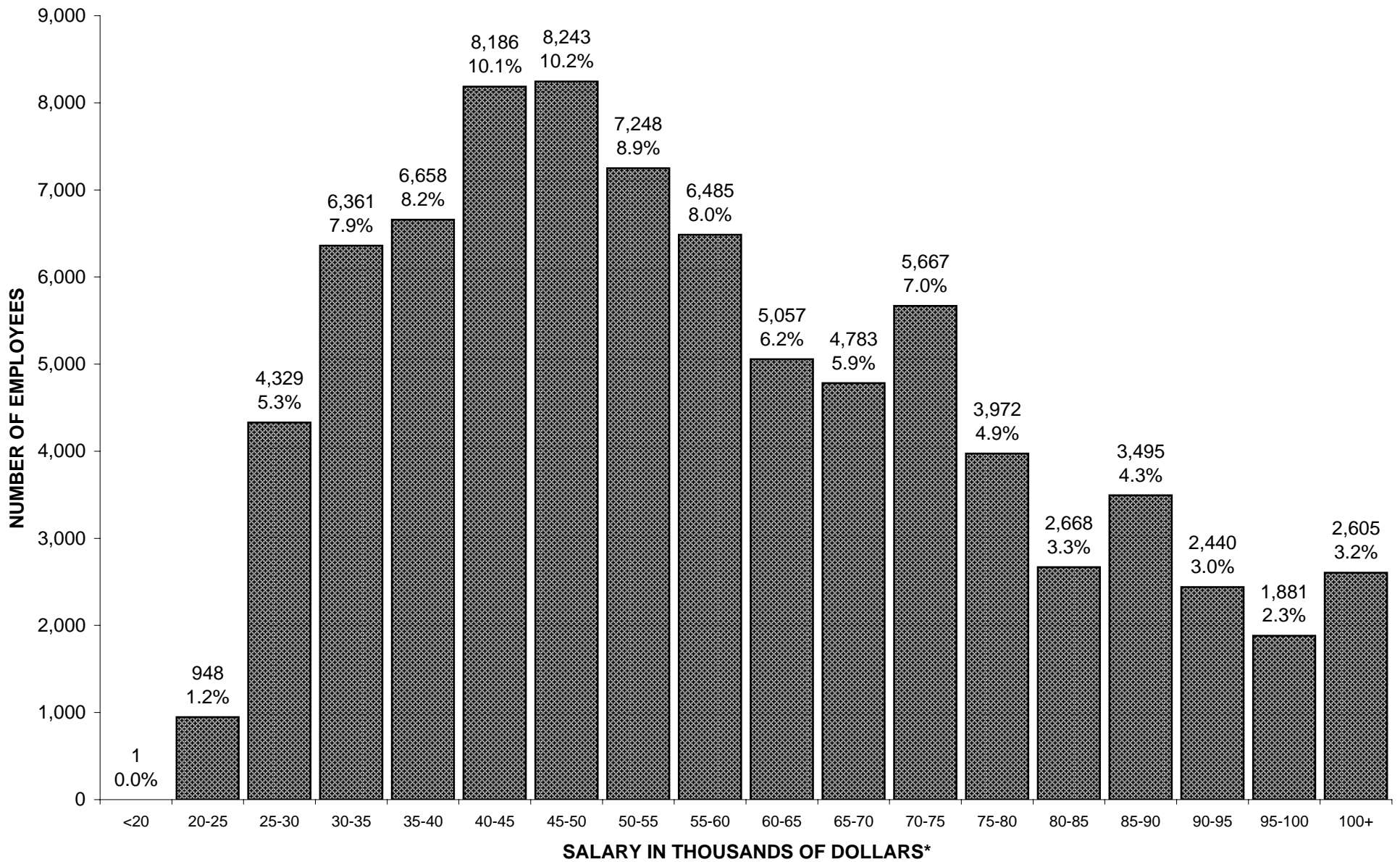
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We are continuing to expand our reporting of salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$57,901) account for 56 percent of the full-time State Government workforce. The median salary is \$54,243. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 7 (by agency), and on Page 41 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on the next page. We have retained the grouping by \$5,000 salary bands\* to maintain consistency and aid interpretation. The employees earning between \$45,000.00 and \$49,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$40,000.00 to \$54,999.99 account for approximately 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.

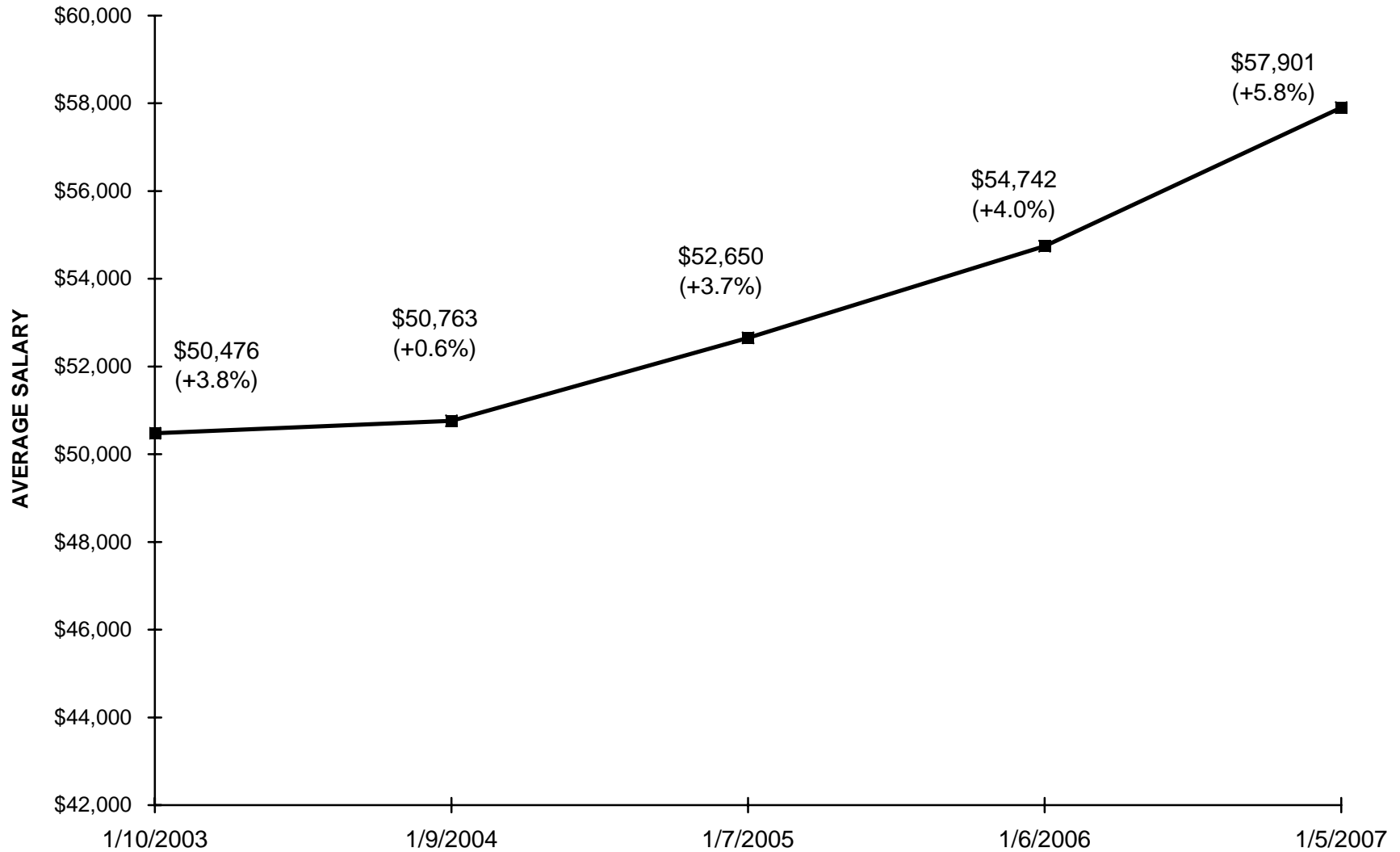
Part-time and hourly employees have always been excluded from our analysis of average annual salaries. Since 1995, we have also excluded per diem employees. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, 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 5, 2007



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 1/5/2007, 81,027).  
 \*20-25 = \$20,000.00-\$29,999.99 and so on.

**STATE OF NEW JERSEY**  
**FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES**  
*2003 through 2007*



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

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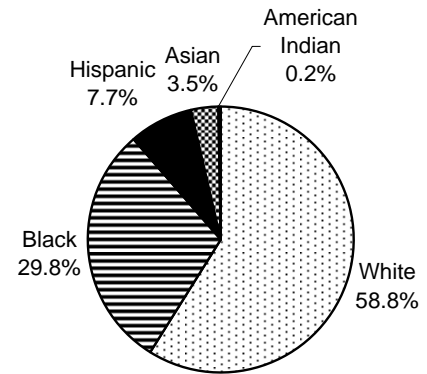
We include several charts and tables analyzing the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and includes a pie chart that gives the overall race/ethnic distribution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

Pages 34 and 35 show historic trends for minorities (Blacks, Hispanics, Asians, and American Indians), and pages 36 and 37 show historic information for women. These charts are based on counts of full-time employees, while the three preceding tables count all employees. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974. The dotted line on each chart shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) the number of minority or female employees represents. Although there has been growth in the representation of both minorities and women in the State Government workforce over the last thirty years, the increase in minorities is more dramatic. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, climbing to more than 40 percent in the workforce today. Female representation during this same time period increased from 46.2 percent to 55.4 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 5, 2007

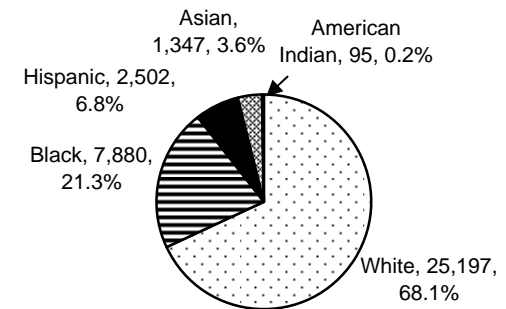
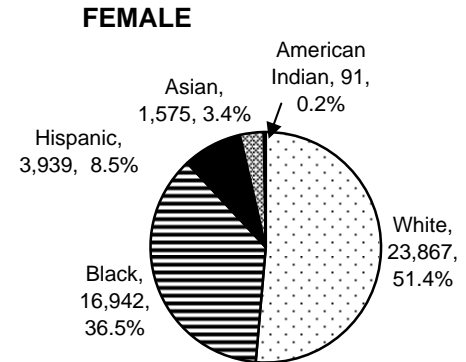
STATE AGENCY	White	Black	Hispanic	Asian	American Indian	Total
<b>AGRICULTURE</b>	209	38	5	11	0	263
<b>BANKING &amp; INSURANCE</b>	339	116	20	17	0	492
<b>CHILDREN &amp; FAMILIES</b>	2,822	2,902	961	104	10	6,799
<b>COMMUNITY AFFAIRS</b>	784	274	83	25	2	1,168
<b>CORRECTIONS</b>	6,011	3,263	940	99	33	10,346
Corrections	5,538	3,092	859	92	33	9,614
State Parole Board	473	171	81	7	0	732
<b>EDUCATION</b>	679	196	34	34	0	943
<b>ENVIRONMENTAL PROTECTION</b>	2,808	284	74	179	15	3,360
<b>GOVERNOR'S OFFICE</b>	70	23	16	1	0	110
<b>HEALTH &amp; SENIOR SERVICES</b>	1,342	469	105	150	5	2,071
<b>HUMAN SERVICES</b>	7,092	8,598	1,042	733	46	17,511
<b>INFORMATION TECHNOLOGY</b>	686	102	27	96	1	912
<b>LABOR</b>	2,270	956	466	121	4	3,817
<b>LAW &amp; PUBLIC SAFETY</b>	7,393	1,898	633	199	31	10,154
Law & Public Safety	6,391	1,150	500	178	28	8,247
Homeland Security & Preparedness	78	3	2	1	0	84
Juvenile Justice	924	745	131	20	3	1,823
<b>MILITARY &amp; VETERANS AFFAIRS</b>	643	592	176	158	2	1,571
<b>PERSONNEL</b>	212	107	14	14	0	347
<b>PUBLIC ADVOCATE</b>	101	28	20	11	1	161
<b>STATE</b>	390	116	32	36	0	574
State	114	50	18	15	0	197
Commission on Higher Education	11	6	0	1	0	18
Public Broadcasting	129	23	6	2	0	160
Higher Educational Student Assistance	136	37	8	18	0	199
<b>TRANSPORTATION</b>	4,700	1,140	477	440	13	6,770
Transportation	2,921	418	136	369	7	3,851
Motor Vehicles	1,779	722	341	71	6	2,919
<b>TREASURY</b>	3,957	1,393	326	228	9	5,913
Treasury	2,856	941	145	181	6	4,129
Administrative Law	77	25	5	2	0	109
Casino Control	245	73	11	6	0	335
Public Defender	600	276	144	17	3	1,040
Public Utilities	179	78	21	22	0	300
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>42,508</b>	<b>22,495</b>	<b>5,451</b>	<b>2,656</b>	<b>172</b>	<b>73,282</b>
<b>JUDICIARY</b>	<b>6126</b>	<b>2266</b>	<b>964</b>	<b>255</b>	<b>14</b>	<b>9,625</b>
<b>LEGISLATIVE STAFF</b>	<b>430</b>	<b>61</b>	<b>26</b>	<b>11</b>	<b>0</b>	<b>528</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>49,064</b>	<b>24,822</b>	<b>6,441</b>	<b>2,922</b>	<b>186</b>	<b>83,435</b>



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

JANUARY 5, 2007

STATE AGENCY	FEMALE	MALE	TOTAL
<b>AGRICULTURE</b>	<b>143</b>	<b>120</b>	<b>263</b>
<b>BANKING &amp; INSURANCE</b>	<b>261</b>	<b>231</b>	<b>492</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>5,228</b>	<b>1,571</b>	<b>6,799</b>
<b>COMMUNITY AFFAIRS</b>	<b>575</b>	<b>593</b>	<b>1,168</b>
<b>CORRECTIONS</b>	<b>2,836</b>	<b>7,510</b>	<b>10,346</b>
Corrections	2,508	7,106	9,614
State Parole Board	328	404	732
<b>EDUCATION</b>	<b>648</b>	<b>295</b>	<b>943</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,354</b>	<b>2,006</b>	<b>3,360</b>
<b>GOVERNOR'S OFFICE</b>	<b>76</b>	<b>34</b>	<b>110</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,444</b>	<b>627</b>	<b>2,071</b>
<b>HUMAN SERVICES</b>	<b>12,008</b>	<b>5,503</b>	<b>17,511</b>
<b>INFORMATION TECHNOLOGY</b>	<b>401</b>	<b>511</b>	<b>912</b>
<b>LABOR</b>	<b>2,487</b>	<b>1,330</b>	<b>3,817</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>3,817</b>	<b>6,337</b>	<b>10,154</b>
Law & Public Safety	3,084	5,163	8,247
Homeland Security & Preparedness	28	56	84
Juvenile Justice	705	1,118	1,823
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,037</b>	<b>534</b>	<b>1,571</b>
<b>PERSONNEL</b>	<b>230</b>	<b>117</b>	<b>347</b>
<b>PUBLIC ADVOCATE</b>	<b>107</b>	<b>54</b>	<b>161</b>
<b>STATE</b>	<b>339</b>	<b>235</b>	<b>574</b>
State	127	70	197
Commission on Higher Education	15	3	18
Public Broadcasting	59	101	160
Higher Educational Student Assistance	138	61	199
<b>TRANSPORTATION</b>	<b>2,804</b>	<b>3,966</b>	<b>6,770</b>
Transportation	774	3,077	3,851
Motor Vehicles	2,030	889	2,919
<b>TREASURY</b>	<b>3,393</b>	<b>2,520</b>	<b>5,913</b>
Treasury	2,379	1,750	4,129
Administrative Law	68	41	109
Casino Control	164	171	335
Public Defender	644	396	1,040
Public Utilities	138	162	300
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>39,188</b>	<b>34,094</b>	<b>73,282</b>
<b>JUDICIARY</b>	<b>6,955</b>	<b>2,670</b>	<b>9,625</b>
<b>LEGISLATIVE STAFF</b>	<b>271</b>	<b>257</b>	<b>528</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>46,414</b>	<b>37,021</b>	<b>83,435</b>



**MALE**

MALE 44.4%
FEMALE 55.6%

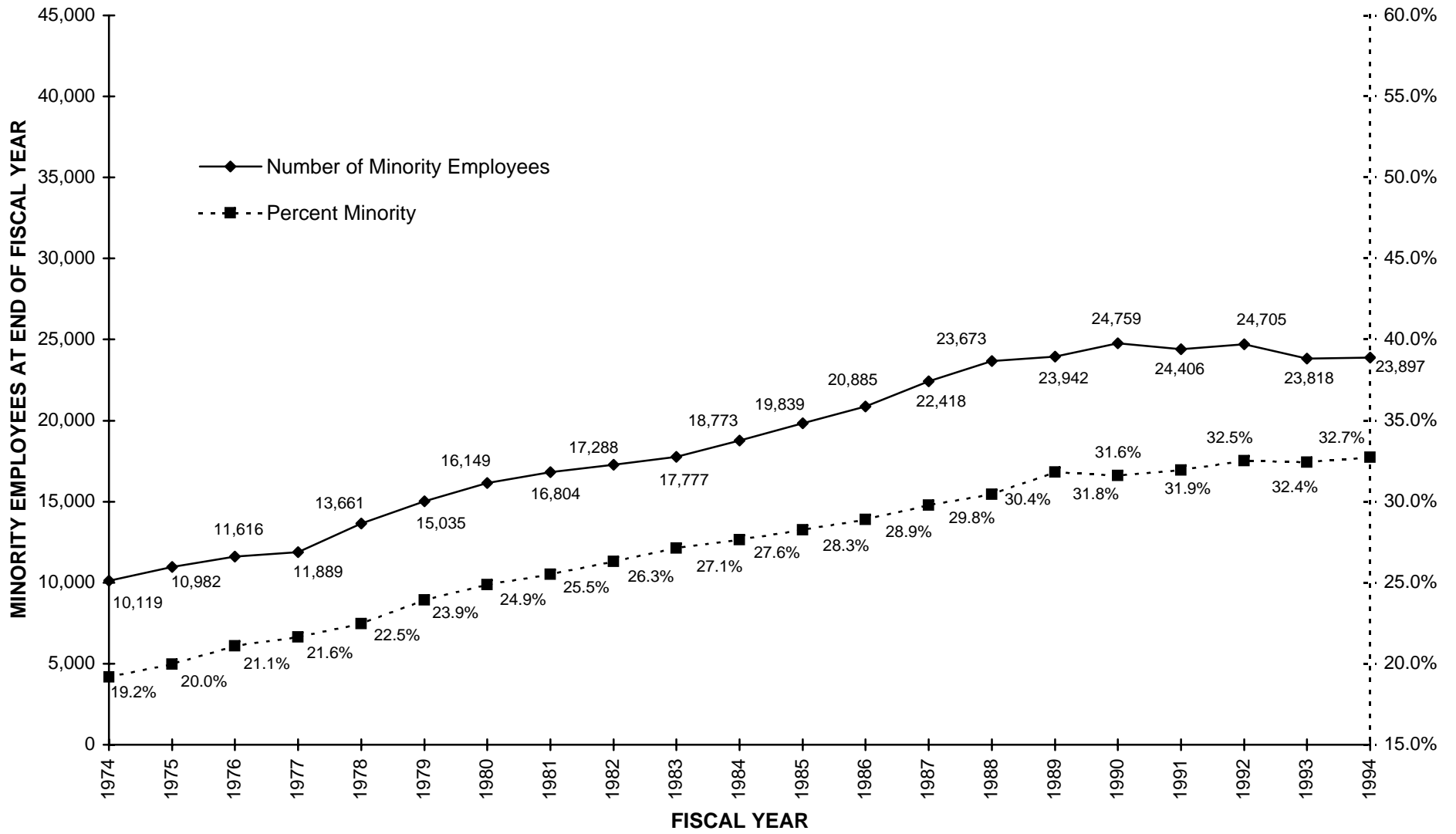
**STATE OF NEW JERSEY**  
**RACE/ETHNIC AND GENDER DISTRIBUTION OF STATE GOVERNMENT**  
**EMPLOYEES BY AGENCY**

JANUARY 5, 2007

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian	Total	
<b>AGRICULTURE</b>	102	10	2	6	0	120	107	28	3	5	0	143	263
<b>BANKING &amp; INSURANCE</b>	181	38	3	9	0	231	158	78	17	8	0	261	492
<b>CHILDREN &amp; FAMILIES</b>	688	611	239	29	4	1,571	2,134	2,291	722	75	6	5,228	6,799
<b>COMMUNITY AFFAIRS</b>	494	53	28	18	0	593	290	221	55	7	2	575	1,168
<b>CORRECTIONS</b>	4,725	1,977	712	69	27	7,510	1,286	1,286	228	30	6	2,836	10,346
Corrections	4,424	1,922	666	67	27	7,106	1,114	1,170	193	25	6	2,508	9,614
State Parole Board	301	55	46	2	0	404	172	116	35	5	0	328	732
<b>EDUCATION</b>	230	37	13	15	0	295	449	159	21	19	0	648	943
<b>ENVIRONMENTAL PROTECTION</b>	1,750	93	33	124	6	2,006	1,058	191	41	55	9	1,354	3,360
<b>GOVERNOR'S OFFICE</b>	23	7	3	1	0	34	47	16	13	0	0	76	110
<b>HEALTH &amp; SENIOR SERVICES</b>	463	93	29	40	2	627	879	376	76	110	3	1,444	2,071
<b>HUMAN SERVICES</b>	2,420	2,431	369	269	14	5,503	4,672	6,167	673	464	32	12,008	17,511
<b>INFORMATION TECHNOLOGY</b>	418	41	15	36	1	511	268	61	12	60	0	401	912
<b>LABOR</b>	973	199	105	53	0	1,330	1,297	757	361	68	4	2,487	3,817
<b>LAW &amp; PUBLIC SAFETY</b>	4,941	880	382	108	26	6,337	2,452	1,018	251	91	5	3,817	10,154
Law & Public Safety	4,297	451	294	96	25	5,163	2,094	699	206	82	3	3,084	8,247
Homeland Security & Preparedness	53	1	1	1	0	56	25	2	1	0	0	28	84
Juvenile Justice	591	428	87	11	1	1,118	333	317	44	9	2	705	1,823
<b>MILITARY &amp; VETERANS AFFAIRS</b>	316	112	68	38	0	534	327	480	108	120	2	1,037	1,571
<b>PERSONNEL</b>	79	27	5	6	0	117	133	80	9	8	0	230	347
<b>PUBLIC ADVOCATE</b>	35	7	6	5	1	54	66	21	14	6	0	107	161
<b>STATE</b>	181	34	10	10	0	235	209	82	22	26	0	339	574
State	49	13	5	3	0	70	65	37	13	12	0	127	197
Commission on Higher Education	2	1	0	0	0	3	9	5	0	1	0	15	18
Higher Educational Student Assistance	85	11	4	1	0	101	44	12	2	1	0	59	160
Public Broadcasting	45	9	1	6	0	61	91	28	7	12	0	138	199
<b>TRANSPORTATION</b>	2,992	448	184	334	8	3,966	1,708	692	293	106	5	2,804	6,770
Transportation	2,357	286	116	311	7	3,077	564	132	20	58	0	(774)	3,851
Motor Vehicles	635	162	68	23	1	889	1,144	560	273	48	5	2,030	2,919
<b>TREASURY</b>	1,964	360	105	88	3	2,520	1,993	1,033	221	140	6	3,393	5,913
Treasury	1,412	223	53	61	1	1,750	1,444	718	92	120	5	2,379	4,129
Administrative Law	35	5	1	0	0	41	42	20	4	2	0	68	109
Casino Control	126	33	6	6	0	171	119	40	5	0	0	164	335
Public Defender	276	74	39	5	2	396	324	202	105	12	1	644	1,040
Public Utilities	115	25	6	16	0	162	64	53	15	6	0	138	300
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>22,975</b>	<b>7,458</b>	<b>2,311</b>	<b>1,258</b>	<b>92</b>	<b>34,094</b>	<b>19,533</b>	<b>15,037</b>	<b>3,140</b>	<b>1,398</b>	<b>80</b>	<b>39,188</b>	<b>73,282</b>
<b>JUDICIARY</b>	<b>1,999</b>	<b>398</b>	<b>184</b>	<b>86</b>	<b>3</b>	<b>2,670</b>	<b>4,127</b>	<b>1,868</b>	<b>780</b>	<b>169</b>	<b>11</b>	<b>6,955</b>	<b>9,625</b>
<b>LEGISLATIVE STAFF</b>	<b>223</b>	<b>24</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>257</b>	<b>207</b>	<b>37</b>	<b>19</b>	<b>8</b>	<b>0</b>	<b>271</b>	<b>528</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>25,197</b>	<b>7,880</b>	<b>2,502</b>	<b>1,347</b>	<b>95</b>	<b>37,021</b>	<b>23,867</b>	<b>16,942</b>	<b>3,939</b>	<b>1,575</b>	<b>91</b>	<b>46,414</b>	<b>83,435</b>



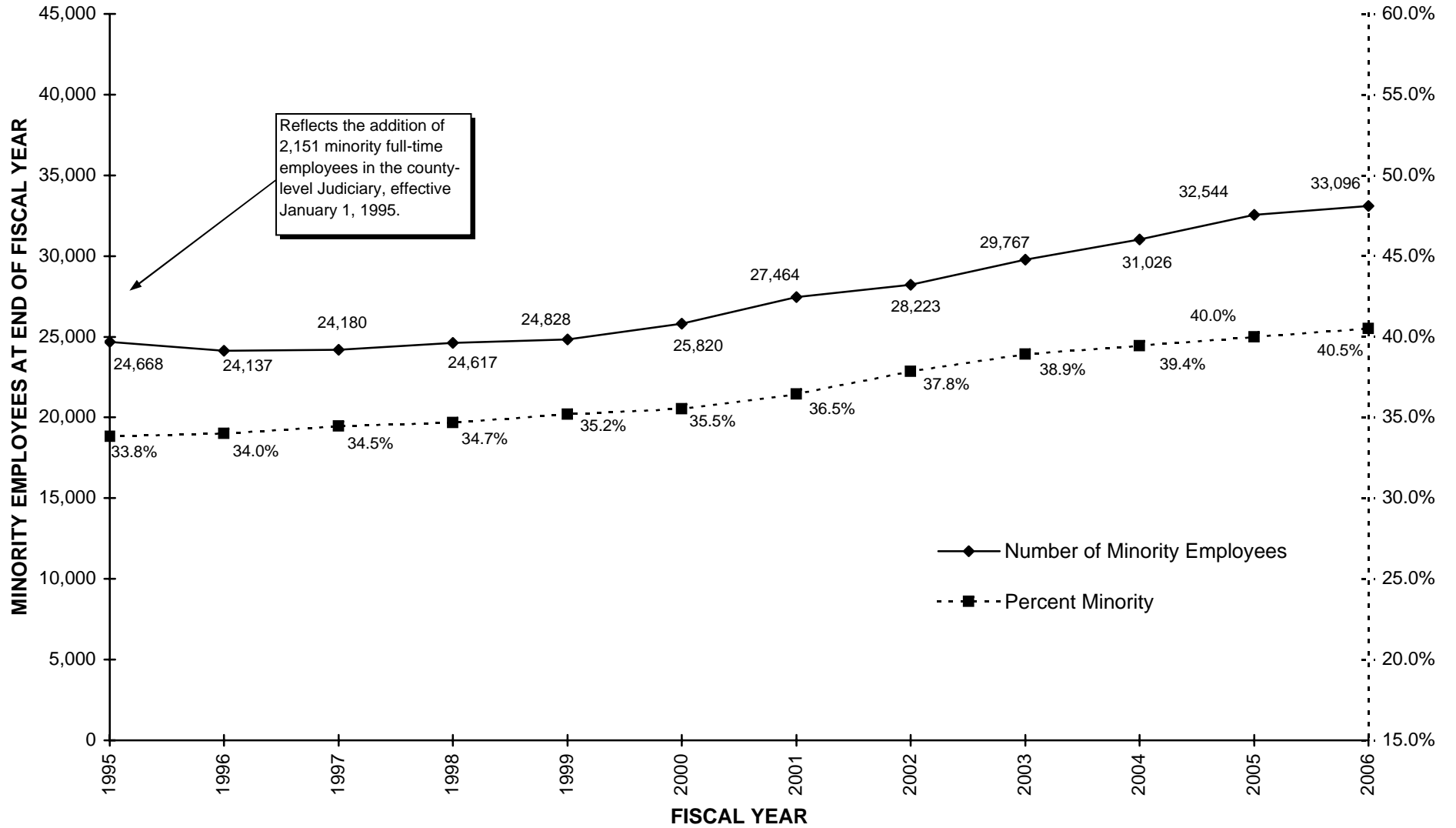
## STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-1994



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

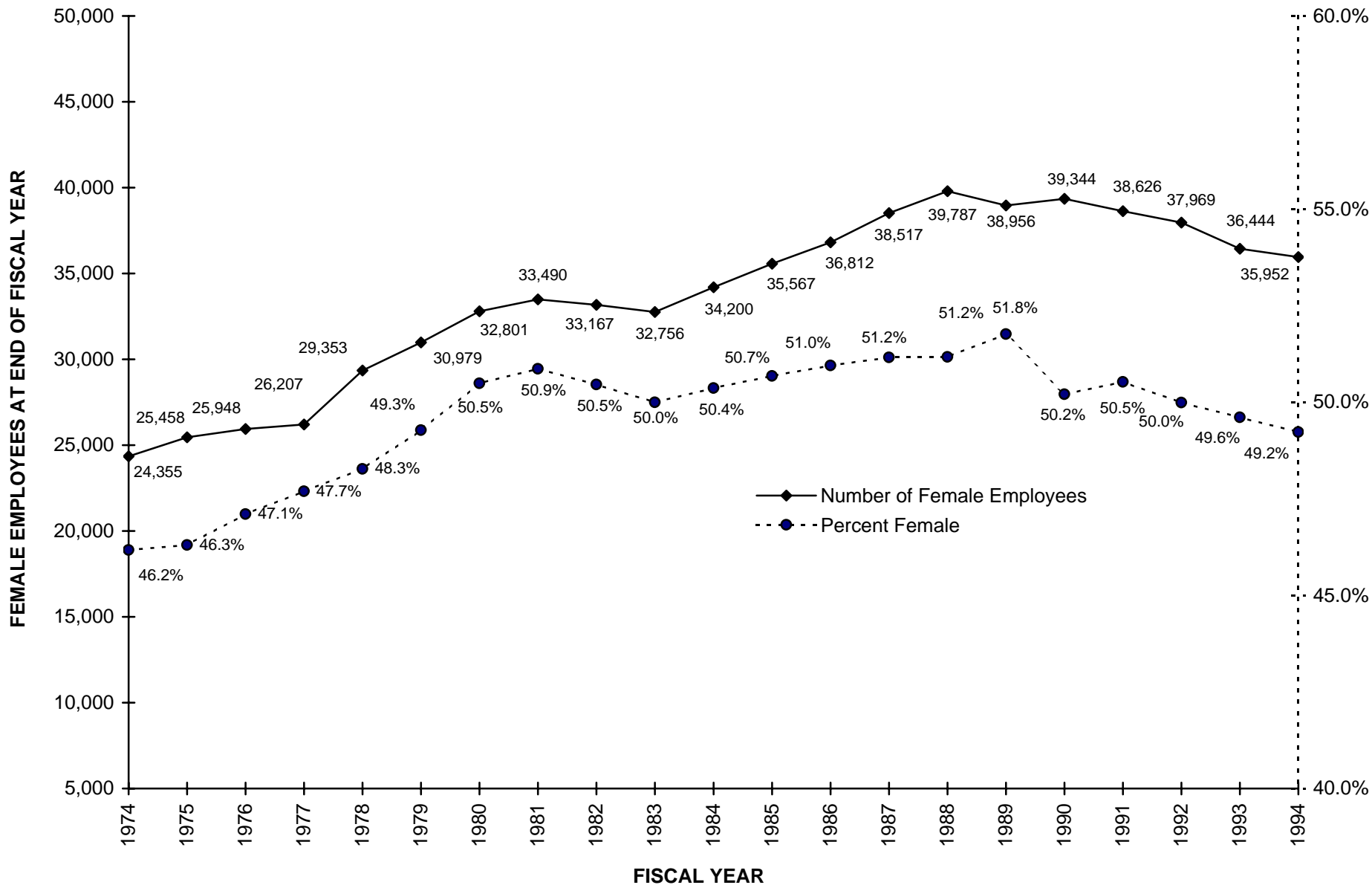
## MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1995-2006



Full-time employees only.

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

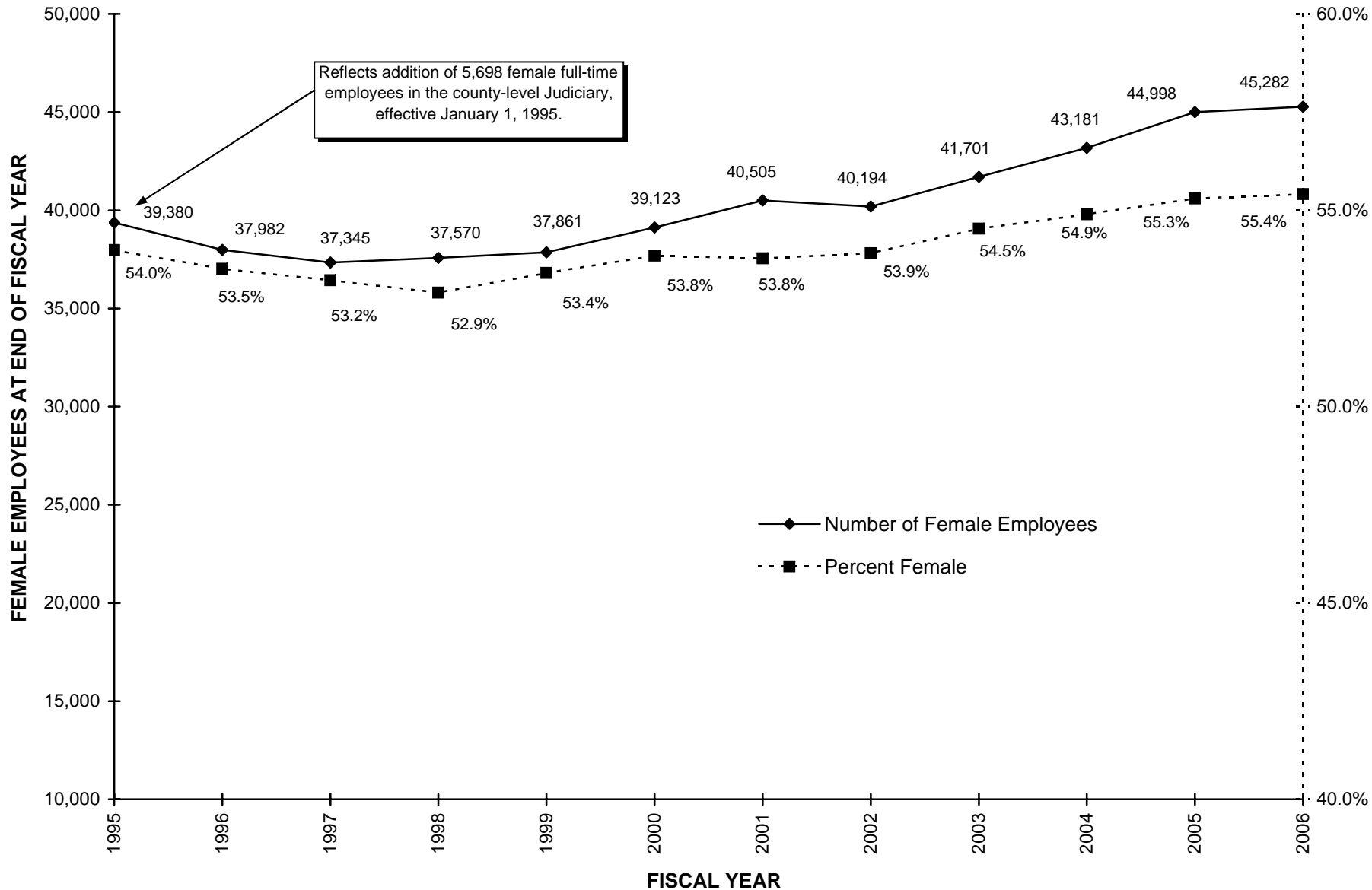
# STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-1994



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 1995-2006**



*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***

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

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

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

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

The tables show that CWA represents more State Government employees than any other union, with 47.1 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 11.9 percent of the workforce; the PBA, with 9.5 percent; and IFPTE, with 6.2 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***

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

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

The first of the following two tables gives counts by agency for State Government employees represented by the different unions. The second 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 5, 2007

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	Police Benevolent Association	International Federation of Professional & Technical Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	TOTAL
<b>AGRICULTURE</b>	167	0	0	36	0	0	0	0	0	0	0	0	203
<b>BANKING &amp; INSURANCE</b>	366	0	0	23	0	0	0	0	0	0	0	0	389
<b>CHILDREN &amp; FAMILIES</b>	5,708	594	0	245	0	0	0	0	0	0	0	0	6,547
<b>COMMUNITY AFFAIRS</b>	881	0	0	153	0	0	0	0	0	0	0	0	1,034
<b>CORRECTIONS</b>	1,906	337	6,197	405	0	0	0	0	1,093	0	0	0	9,938
(Corrections)	(1,646)	(337)	(5,842)	(404)	(0)	(0)	(0)	(0)	(1,027)	(0)	(0)	(0)	9,256
(State Parole Board)	(260)	(0)	(355)	(1)	(0)	(0)	(0)	(0)	(66)	(0)	(0)	(0)	682
<b>EDUCATION</b>	712	37	0	31	0	0	0	0	0	0	0	0	780
<b>ENVIRONMENTAL PROTECTION</b>	2,591	0	108	266	0	0	0	0	42	0	0	0	3,007
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH &amp; SENIOR SERVICES</b>	1,768	12	0	20	0	0	0	0	0	0	0	0	1,800
<b>HUMAN SERVICES</b>	6,991	7,950	101	1,476	0	0	0	0	31	0	0	0	16,549
<b>INFORMATION TECHNOLOGY</b>	760	0	0	5	0	0	0	0	0	0	0	0	765
<b>LABOR</b>	3,369	6	0	33	0	0	0	0	0	0	0	0	3,408
<b>LAW &amp; PUBLIC SAFETY</b>	2,919	297	450	709	0	1,764	974	210	94	0	0	0	7,417
(Law & Public Safety)	(2,103)	(0)	(16)	(652)	(0)	(1,764)	(974)	(210)	(2)	(0)	(0)	(0)	5,721
(Homeland Security & Preparedness)	(6)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	6
(Juvenile Justice)	(810)	(297)	(434)	(57)	(0)	(0)	(0)	(0)	(92)	(0)	(0)	(0)	1,690
<b>MILITARY &amp; VETERANS AFFAIRS</b>	555	707	0	190	0	0	0	0	0	0	0	0	1,452
<b>PERSONNEL</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>PUBLIC ADVOCATE</b>	104	0	0	0	0	0	0	0	0	0	0	0	104
<b>STATE</b>	361	0	0	22	0	0	0	0	0	0	0	0	383
(State)	(145)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	149
(Commission on Higher Education)	(5)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	5
(Higher Educational Student Assistance)	(108)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	108
(Public Broadcasting)	(103)	(0)	(0)	(18)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	121
<b>TRANSPORTATION</b>	4,590	2	4	1,433	271	0	0	0	0	0	0	0	6,300
(Transportation)	(2,254)	(0)	(4)	(1,336)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	3,594
(Motor Vehicles)	(2,336)	(2)	(0)	(97)	(271)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	2,706
<b>TREASURY</b>	4,400	0	7	154	0	0	0	0	2	0	0	0	4,563
(Treasury)	(3,217)	(0)	(7)	(146)	(0)	(0)	(0)	(0)	(2)	(0)	(0)	(0)	3,372
(Administrative Law)	(58)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	58
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0
(Public Defender)	(933)	(0)	(0)	(5)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	938
(Public Utilities)	(192)	(0)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	195
<b>TOTAL EXECUTIVE BRANCH</b>	<b>38,148</b>	<b>9,942</b>	<b>6,867</b>	<b>5,201</b>	<b>271</b>	<b>1,764</b>	<b>974</b>	<b>210</b>	<b>1,262</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>64,639</b>
<b>JUDICIARY</b>	1,152	0	0	0	0	0	0	0	0	55	3,188	2,945	7,340
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>39,300</b>	<b>9,942</b>	<b>6,867</b>	<b>5,201</b>	<b>271</b>	<b>1,764</b>	<b>974</b>	<b>210</b>	<b>1,262</b>	<b>55</b>	<b>3,188</b>	<b>2,945</b>	<b>71,979</b>
<b>% OF UNION REPRESENTED EMPLOYEES</b>	<b>54.6%</b>	<b>13.8%</b>	<b>9.5%</b>	<b>7.2%</b>	<b>0.4%</b>	<b>2.5%</b>	<b>1.4%</b>	<b>0.3%</b>	<b>1.8%</b>	<b>0.1%</b>	<b>4.4%</b>	<b>4.1%</b>	<b>100.0%</b>
<b>% OF STATE GOVT WORKFORCE*</b>	<b>47.1%</b>	<b>11.9%</b>	<b>8.2%</b>	<b>6.2%</b>	<b>0.3%</b>	<b>2.1%</b>	<b>1.2%</b>	<b>0.3%</b>	<b>1.5%</b>	<b>0.1%</b>	<b>3.8%</b>	<b>3.5%</b>	<b>86.3%</b>

\*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 5, 2007

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	Police Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	Non-Union	Total
BELOW \$15,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$19,999.99	0	1	0	0	0	0	0	0	0	0	0	0	0	1
\$20,000-\$24,999.99	379	307	0	74	0	0	0	0	0	0	161	0	27	948
\$25,000-\$29,999.99	1,721	1,745	0	553	0	0	0	0	0	0	171	0	139	4,329
\$30,000-\$34,999.99	1,975	2,318	0	1,189	20	0	0	0	0	0	640	0	219	6,361
\$35,000-\$39,999.99	2,511	1,303	0	1,092	12	0	0	0	0	0	635	425	680	6,658
\$40,000-\$44,999.99	3,831	2,400	16	757	14	0	0	0	0	0	443	263	462	8,186
\$45,000-\$49,999.99	4,919	642	365	817	69	0	0	0	0	0	526	314	591	8,243
\$50,000-\$54,999.99	3,971	256	796	289	90	398	0	0	0	0	397	256	795	7,248
\$55,000-\$59,999.99	3,535	102	1,217	85	44	323	0	0	0	1	191	285	702	6,485
\$60,000-\$64,999.99	3,016	0	725	40	22	373	0	0	2	3	5	327	544	5,057
\$65,000-\$69,999.99	2,724	0	1,142	4	0	1	0	0	17	21	13	267	594	4,783
\$70,000-\$74,999.99	2,197	0	2,358	6	0	1	0	0	123	0	0	335	647	5,667
\$75,000-\$79,000.99	2,858	0	43	2	0	144	0	0	118	3	0	143	661	3,972
\$80,000-\$84,999.99	1,244	0	77	0	0	102	3	0	461	27	0	80	674	2,668
\$85,000-\$89,999.99	1,274	0	128	0	0	422	553	0	128	0	0	211	779	3,495
\$90,000-\$94,999.99	1,131	0	0	0	0	0	220	0	119	0	0	39	931	2,440
\$95,000-\$99,999.99	775	0	0	0	0	0	198	0	188	0	0	0	720	1,881
\$100,000-ABOVE	447	0	0	0	0	0	0	210	106	0	0	0	1,842	2,605
<b>TOTAL</b>	<b>38,508</b>	<b>9,074</b>	<b>6,867</b>	<b>4,908</b>	<b>271</b>	<b>1,764</b>	<b>974</b>	<b>210</b>	<b>1,262</b>	<b>55</b>	<b>3,182</b>	<b>2,945</b>	<b>11,007</b>	<b>81,027</b>

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



**STATE OF NEW JERSEY**

**MILITARY INVOLVEMENT OF STATE EMPLOYEES**

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Traditionally, large employers have taken a relatively liberal view toward the participation of their employees in the Reserve Components of the United States Armed Forces. This is partly because their size mitigates the impact of absences. The State Government of New Jersey is no exception. It has been a long-standing State Government policy to pay employees who are members of the Reserves or National Guard while they perform their statutory two weeks of annual training. To achieve this objective, current policy provides that members of the Reserves (or of the National Guards of other States) may be paid for any period of active duty that does not exceed 30 workdays in a single calendar year (because annual training is scheduled by Federal fiscal year, it is possible for a member to have two annual training periods in one calendar year). Because the New Jersey National Guard is part of the State Armed Forces, the State Government has paid employees who are members of the New Jersey Guard for up to 90 workdays in a calendar year while they are engaged in Federal active duty service. 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 2006 in conjunction with Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom. It is no exaggeration to report that everyone in State Government is proud of the State employees who have served and are continuing to serve. It is also worth mentioning that many State employees are working harder than ever to provide essential services while their co-workers are absent on Guard and Reserve deployments.

STATE OF NEW JERSEY  
**OPERATIONS NOBLE EAGLE, ENDURING FREEDOM, AND IRAQI FREEDOM**  
**FEDERAL MILITARY LEAVES IN STATE GOVERNMENT BY AGENCY**  
**CALENDAR YEARS 2002 THROUGH 2006**

AGENCY	Calendar Year 2002	Calendar Year 2003	Calendar Year 2004	Calendar Year 2005	Calendar Year 2006	TOTAL
Banking and Insurance	0	0	0	0	1	1
Children and Families	0	0	1	1	0	2
Community Affairs	0	0	0	1	0	1
Corrections	60	65	77	76	49	327
State Parole Board	0	0	3	1	0	4
Education	0	2	1	0	0	3
Environmental Protection	6	9	14	7	3	39
Governor's Office	0	0	1	1	0	2
Health and Senior Services	2	3	8	3	1	17
Human Services	8	23	38	15	6	90
Labor	1	1	0	0	0	2
Law and Public Safety	24	38	40	23	22	147
Juvenile Justice	12	16	11	8	7	54
Military and Veteran Affairs	44	16	22	23	14	119
Transportation	11	12	5	1	2	31
Treasury	1	3	4	6	2	16
Casino Control	0	1	0	0	0	1
Public Defender	0	1	2	4	2	9
Subtotal Executive Agencies	169	190	227	170	109	865
Judiciary	6	2	8	5	1	22
Legislative	0	0	1	1	0	2
<b>TOTAL</b>	<b>175</b>	<b>192</b>	<b>236</b>	<b>176</b>	<b>110</b>	<b>779</b>

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

*INTRODUCTION*

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In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. Under the State Merit System, career classified employees retained their rights. As a result of State College autonomy, State 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 4,282 employees in State Colleges who hold positions with Merit System protections. There are 2,335 employees whose titles are in the competitive division and 1,947 employees whose titles are in the non-competitive division.

STATE OF NEW JERSEY

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

JANUARY 5, 2007

<b>COLLEGE</b>	<b>COMPETITIVE</b>	<b>NON-COMPETITIVE</b>	<b>GRAND TOTAL</b>
KEAN UNIVERSITY	336	274	616
MONTCLAIR STATE UNIVERSITY	339	328	642
NEW JERSEY CITY UNIVERSITY	191	323	512
RAMAPO COLLEGE OF NEW JERSEY	158	124	281
ROWAN UNIVERSITY	345	275	590
STATE LIBRARY	76	18	92
THE COLLEGE OF NEW JERSEY	251	179	456
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	275	206	462
THOMAS EDISON STATE COLLEGE	54	12	71
WILLIAM PATERSON UNIVERSITY	310	208	518
<b>TOTAL STATE COLLEGES</b>	<b>2,335</b>	<b>1,947</b>	<b>4,282</b>

Our records indicate that there are 4,282 employees in State Colleges who hold positions with Merit System protections. There are 2,335 employees whose titles are in the competitive division and 1,947 employees whose titles are in the non-competitive division. As a result of the State College autonomy over personnel matters which was granted in June 1994, State College employees who do not retain rights under the State Merit System are reported separately on page 9.

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

*INTRODUCTION*

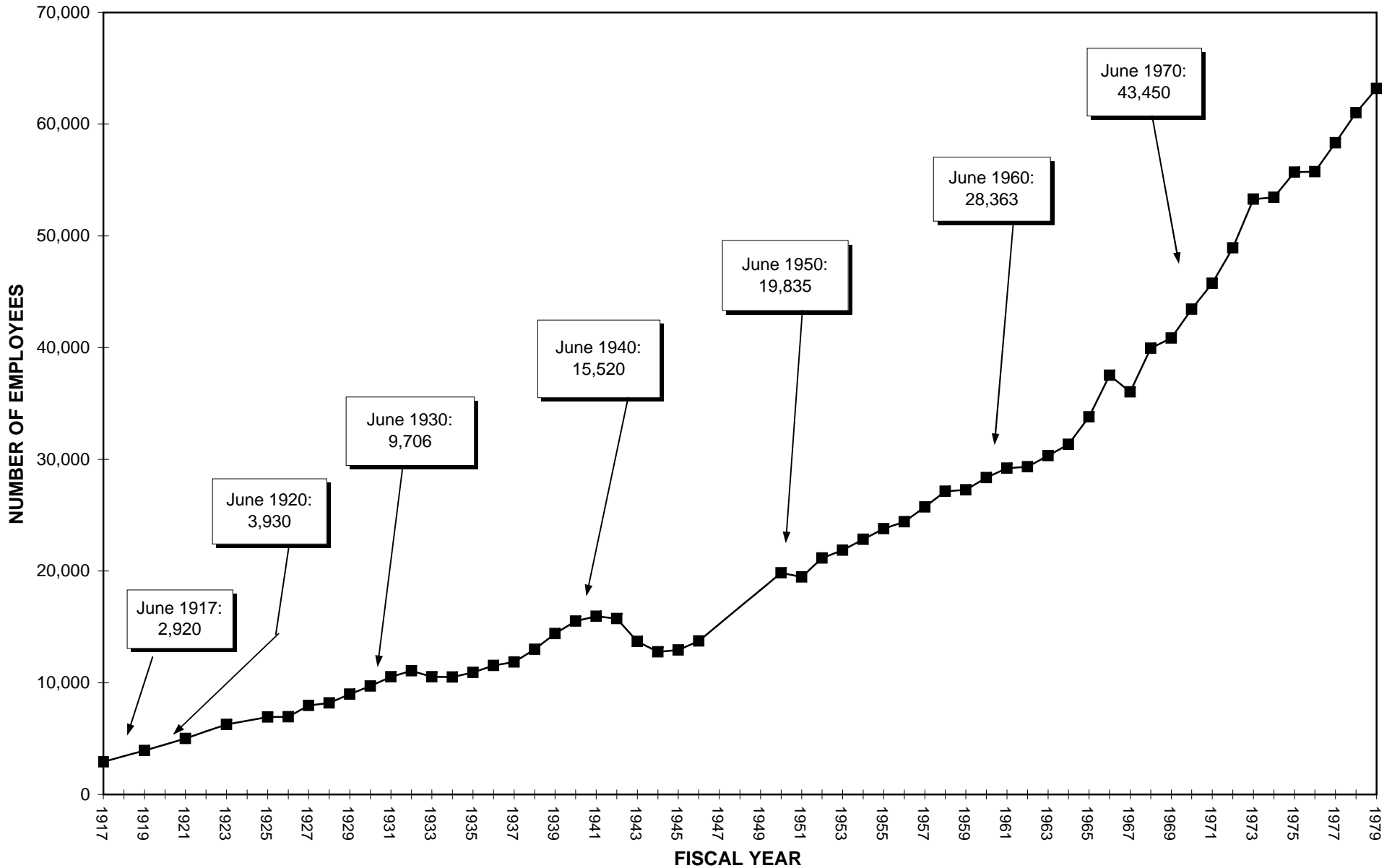
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The following two pages present charts showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents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

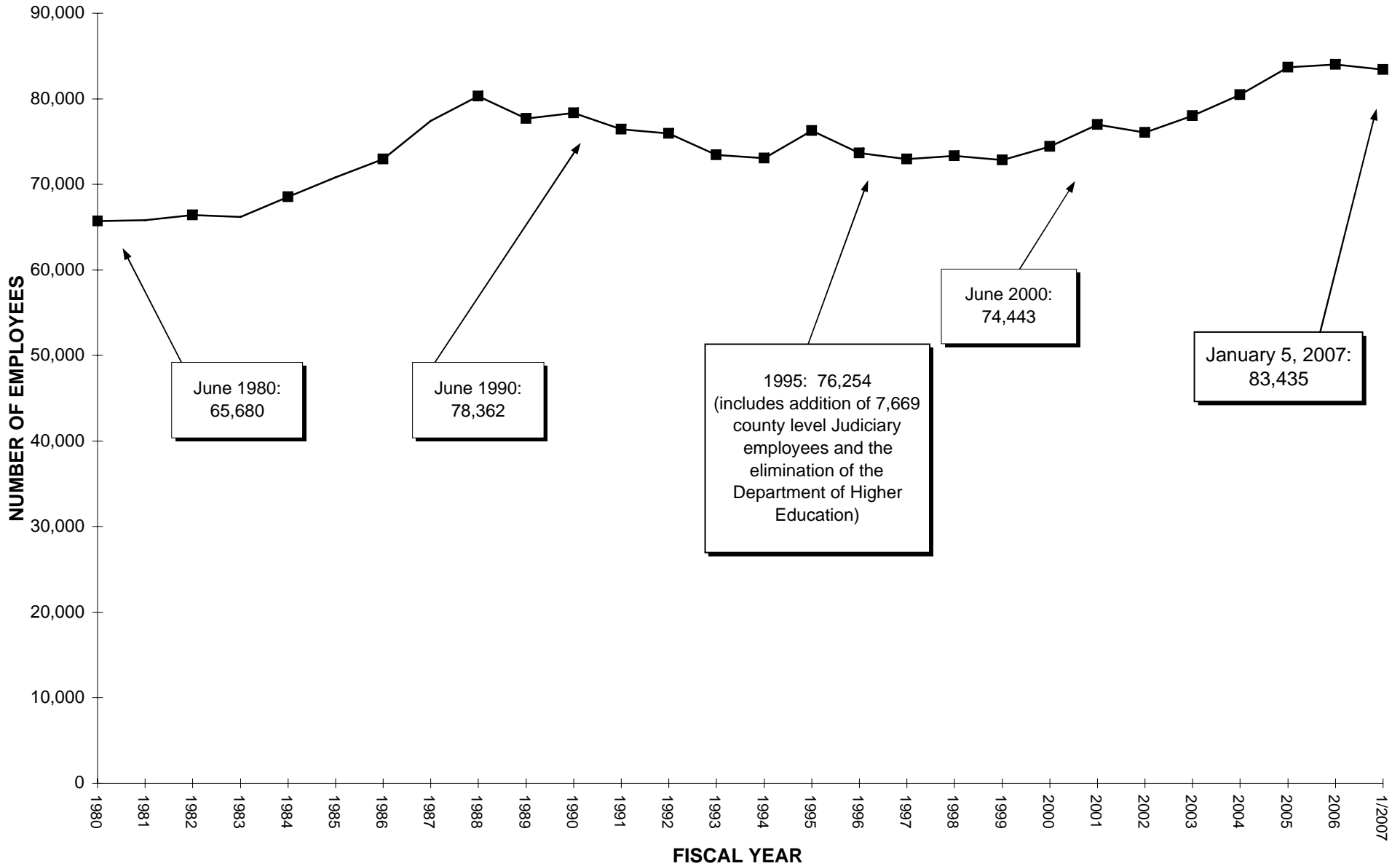
The remaining pages in this section present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile due to the discovery of inconsistent coding of certain historical transactions. 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 these agencies are identified separately and listed adjacent to each department with which they are associated. All figures are from the close of each fiscal year, so that changes in the workforce since July of 2006 are not reflected in the table.

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



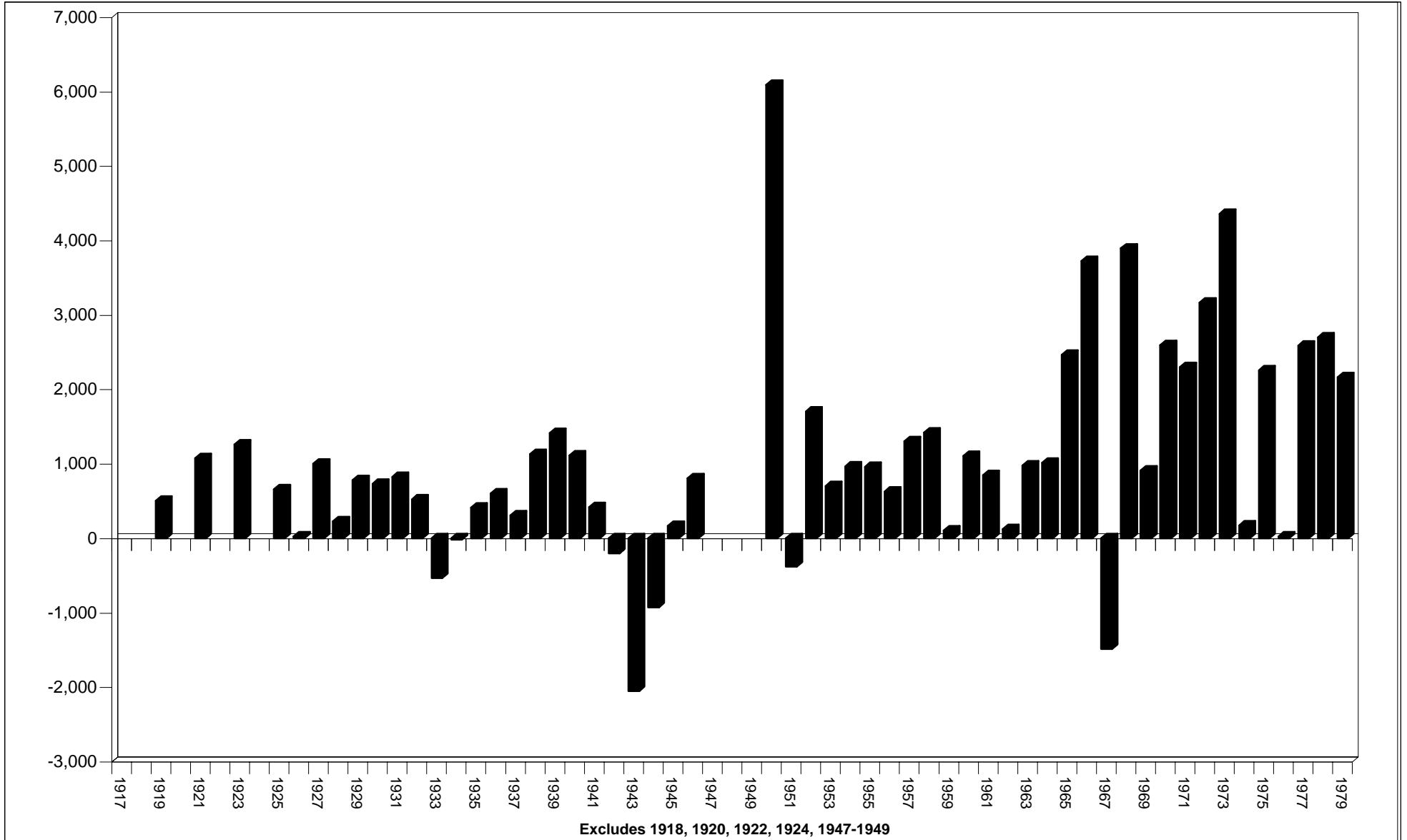
Data provided by the Department of Personnel from annual reports (1917-1959) and separation reports (1960-1979).

**STATE OF NEW JERSEY  
STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 2007**



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.

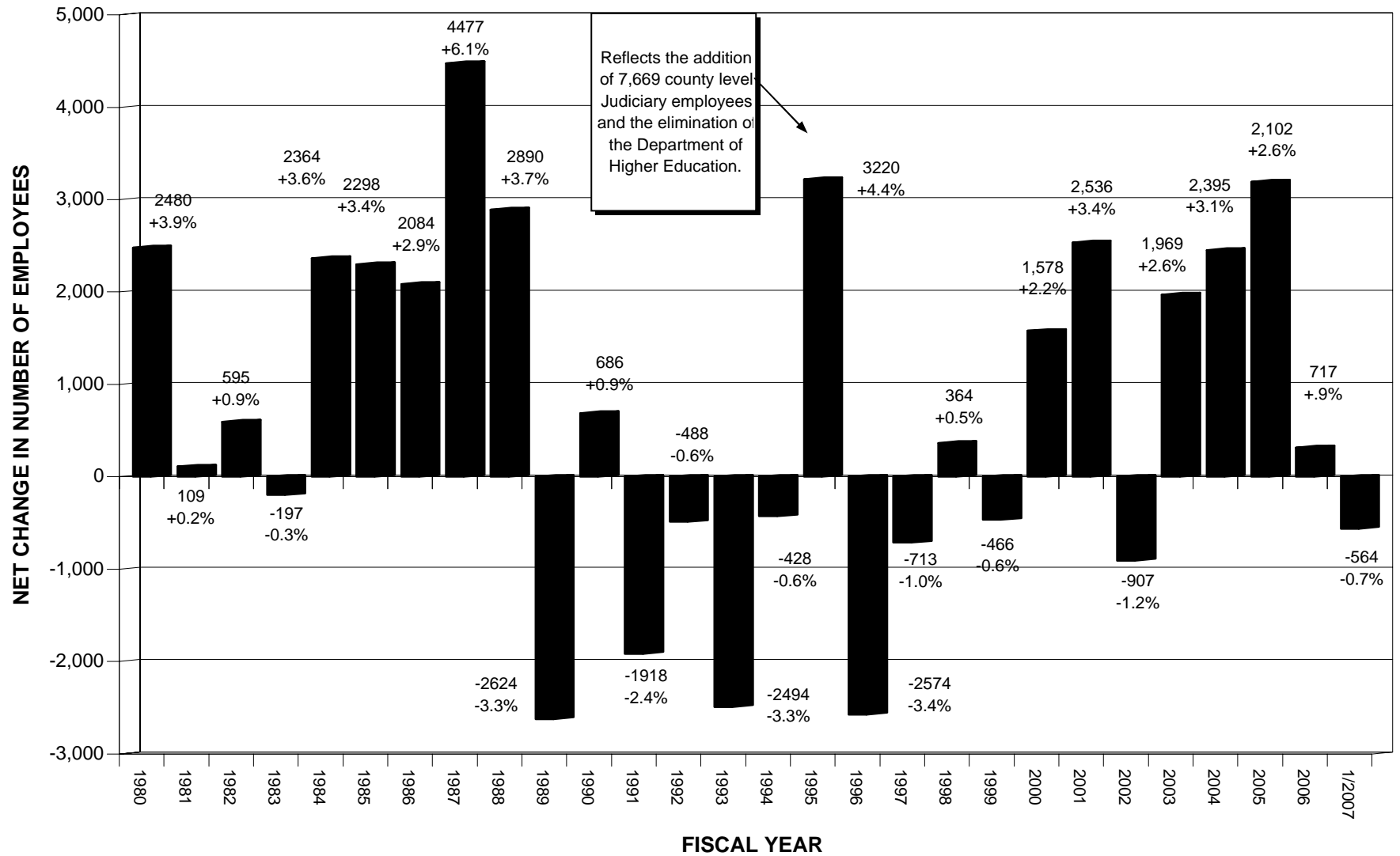
**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
**FISCAL YEARS 1917 - 1979**



*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 1980-2006**  
 (and first 6 months of FY 2007)



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**

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

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

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

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

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

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

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

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 <sup>1</sup>
HUMAN SERVICES	21,243	21,636	21,487	21,766	22,212	22,401	23,002	24,087	24,067	23,879
INSURANCE	242	243	235	231	242	264	302	325	358	413
JUDICIARY	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LABOR	5,768	5,592	4,793	4,527	4,528	4,790	4,645	4,483	4,175	3,955
LAW & PUBLIC SAFETY	7,181	7,000	7,274	7,083	7,372	7,460	7,692	8,609	9,594	9,798
LEGISLATIVE STAFF	297	306	348	393	409	433	475	502	565	530
MILITARY & VETERANS AFFAIRS (DEFENSE)	299	296	302	318	335	338	335	362	366	1,412 <sup>2</sup>
PERSONNEL (CIVIL SERVICE) <sup>3</sup>	567	560	524	504	499	493	496	503	560	559
PUBLIC ADVOCATE	731	770	778	762	856	904	928	948	992	1,019
PUBLIC BROADCASTING	167	170	169	162	169	170	175	193	241	228
PUBLIC UTILITIES (ENERGY)	320	328	328	329	418	457	479	413	376	361
STATE	251	272	263	352	486	488	494	515	537	518
TRANSPORTATION	5,682	5,634	5,597	5,322	5,380	5,242	5,463	5,629	5,646	5,536
TREASURY	3,964	4,189	4,451	4,392	4,636	5,491	5,700	6,579	6,788	6,464
VARIOUS COMMISSIONS AND AUTHORITIES	157	136	101	95	95	98	96	97	102	104
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE	64,211	64,305	64,795	64,599	66,823	68,962	70,931	75,315	78,133	75,455
JUDICIAL	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LEGISLATIVE	297	306	348	393	409	433	475	502	565	530
<b>TOTALS</b>	<b>65,680</b>	<b>65,789</b>	<b>66,384</b>	<b>66,187</b>	<b>68,551</b>	<b>70,849</b>	<b>72,933</b>	<b>77,410</b>	<b>80,300</b>	<b>77,676</b>

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

2 - Reflects addition of Veterans Hospitals from Human Services.

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

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

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

- 1 - Reflects the consolidation of State training and personnel management functions in the Department of Personnel.
- 2 - Employee counts for Public Utilities and Environmental Protection were combined during 1992 and 1993; separate counts for Public Utilities estimated from Centralized Payroll files.
- 3 - Various Commissions and Authorities now reported in "Other Government Employment" (see Page 9).
- 4 - Reflects elimination of the Department of Higher Education.
- 5 - Reflects elimination of the Department of Public Advocate and the creation of the Office of the Public Defender within the Department of State.
- 6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective January 1995)

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

**STATE OF NEW JERSEY  
EMPLOYMENT HISTORY  
Fiscal Years 2000 through 2006**

STATE AGENCY	Jun-00	Jun-01	Jun-02	Jun-03	Jun-04	Jun-05	Jun-06
AGRICULTURE	257	259	243	255	263	273	269
BANKING & INSURANCE	503	523	496	495	500	497	500
COMMUNITY AFFAIRS	1,061	1,103	1,105	1,049	1,110	1,152	1,170
CORRECTIONS	9,943	9,942	10,495	10,452	10,449	10,494	10,416
Corrections	9,757	9,757	9,757	9,757	9,757	9,757	9,667
State Parole Board	186	185	738	695	692	737	749
EDUCATION	905	996	922	965	983	973	982
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355	3,337	3,408	3,494	3,427
EXECUTIVE/GOVERNOR'S OFFICE	150	156	144	143	130	123	109
HEALTH & SENIOR SERVICES	2,054	2,130	2,040	2,139	2,139	2,240	2,147
HUMAN SERVICES	19,082	19,709	20,380	20,816	22,007	23,601	24,140
INFORMATION TECHNOLOGY <sup>1</sup>	1,020	1,033	981	935	944	958	926
LABOR	4,044	3,930	3,809	3,973	4,039	4,028	3,938
LAW & PUBLIC SAFETY	11,262	9,260	9,270	9,414	9,690	10,114	10,242
Law and Public Safety	9,757	7,584	7,631	7,680	7,898	8,288	8,407
Child Advocate <sup>2</sup>						22	11
Juvenile Justice Commission	1,505	1,676	1,639	1,734	1,792	1,804	1,824
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490	1,487	1,534	1,547	1,576
PERSONNEL	446	445	397	400	427	383	364
PUBLIC ADVOCATE <sup>3</sup>							11
STATE	587	591	577	564	574	594	576
State	197	200	196	180	194	204	197
(Commission on Higher Education)	25	24	23	20	19	19	17
Higher Educational Student Assistance	202	208	198	202	202	210	200
Public Broadcasting	163	159	160	162	159	161	162
TRANSPORTATION	5,279	5,574	5,190	5,885	6,434	6,885	6,908
Transportation	5,279	5,574	5,190	3,887	3,943	3,996	3,904
Motor Vehicle Commission <sup>4</sup>				1,998	2,491	2,889	3,004
TREASURY	5,717	5,920	5,685	5,875	5,907	6,097	6,053
Treasury	4,029	4,211	4,020	4,103	4,076	4,195	4,147
Administrative Law	117	116	118	114	118	114	113
Casino Control Commission	333	332	324	351	347	353	353
Public Defender	945	967	922	969	1,021	1,088	1,100
Public Utilities	255	254	260	298	306	304	300
Ratepayer Advocate	38	40	41	40	39	43	40
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>							
EXECUTIVE AGENCIES	67,241	66,559	66,579	68,184	70,538	73,453	73,754
JUDICIAL	9,287	9,472	9,165	9,495	9,574	9,692	9,721
LEGISLATIVE	504	499	503	517	508	516	524
<b>TOTALS</b>	<b>77,032</b>	<b>76,530</b>	<b>76,247</b>	<b>78,196</b>	<b>80,620</b>	<b>83,661</b>	<b>83,999</b>

1 - The Office of Information Technology was created in September 1998. A separate identity in PMIS was established in Fiscal Year 2000.

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

The Office of the Child Advocate was allocated within the Department of the Public Advocate. The separate PMIS identity in the Department of Law and Public Safety was eliminated.

3 - In 2005, the Department of the Public Advocate was restored as a principal department in the executive branch of State government.

4 - In 2003, the Division of Motor Vehicles in the Department of Transportation was abolished and the New Jersey Motor Vehicle Commission established. The Commission is allocated in but not of the Department of Transportation.

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

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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 with one addition. We added a sixth page in the section, covering local government employee distribution by length of service.

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

The most recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey (December 2006) indicate total employment of approximately 444,100, with about 274,600 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 110,708 identified in our records) represent about 65 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. 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 113,910 jobs rather than 110,708 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

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

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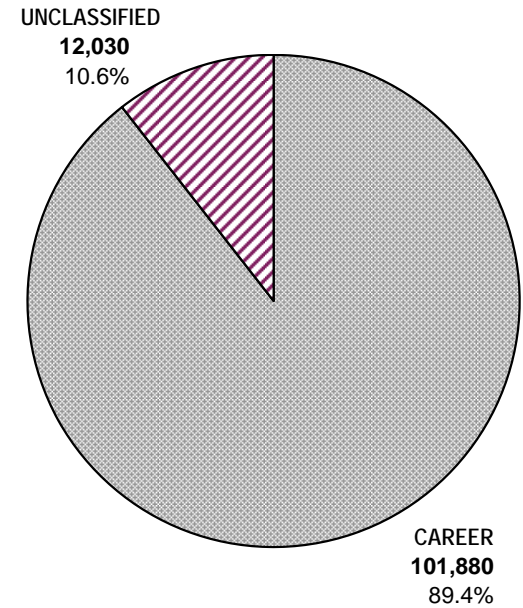
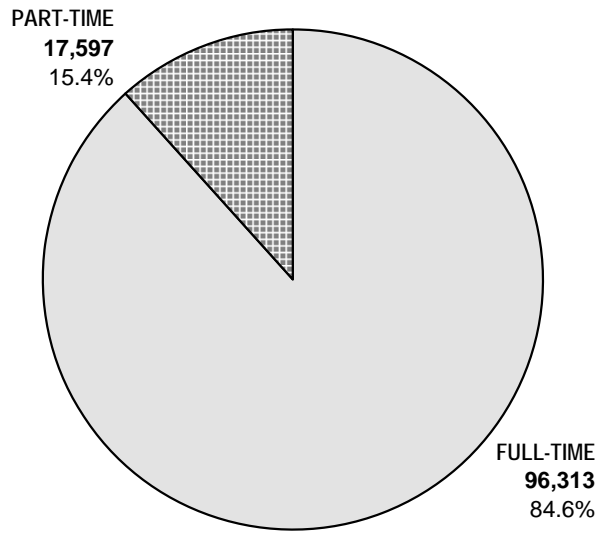
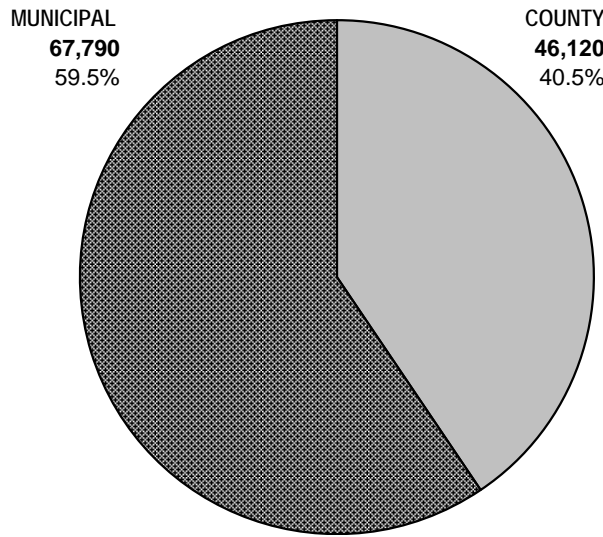
You will also note that the local government tables do not address a number of the issues that are covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. That is because the data files we use for local government are a consolidation of various local 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. Because data in our consolidated files is supplied by the local jurisdictions, it is not always as current or complete as the State employee data. This is due to the fact that the State does not regulate the salaries of local government employees. Thus there is less urgency in submitting updates to the records than there is in State Government service. With the implementation of new recording systems, we hope to be able to capture more data with greater accuracy.

The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately ninety percent of local jobs are in the Career Service. You may notice the reintroduction 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 when the 2006 Workforce Profile was developed. 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. The service group is the second largest occupational group in State Government, while the second largest in local government is the professional/technical/managerial group. Clerical jobs are proportionally similar at both the State and local levels, coming in third in number in both State and local government. Employees engaged in structural work are much more significant at the local level than at the State level.



**STATE OF NEW JERSEY  
LOCAL GOVERNMENT MERIT SYSTEM JOBS  
QUANTITATIVE SUMMARY  
JANUARY 1, 2007**



Data from the Department of Personnel's Consolidated Employee File.  
Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2007: 113,910.

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

JANUARY 1, 2007

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,776	119	1,895	2,579	526	3,105	4,355	645	5,000
BERGEN	2,618	518	3,136	3,152	995	4,147	5,770	1,513	7,283
BURLINGTON	2,280	273	2,553	1,664	779	2,443	3,944	1,052	4,996
CAMDEN	3,105	509	3,614	2,660	793	3,453	5,765	1,302	7,067
CAPE MAY	1,157	166	1,323	1,527	626	2,153	2,684	792	3,476
CUMBERLAND	1,215	154	1,369	2,142	779	2,921	3,357	933	4,290
ESSEX	3,936	124	4,060	11,180	1,120	12,300	15,116	1,244	16,360
GLOUCESTER	1,429	168	1,597	475	209	684	1,904	377	2,281
HUDSON	3,005	153	3,158	8,681	1,851	10,532	11,686	2,004	13,690
HUNTERDON	563	73	636	0	0	0	563	73	636
MERCER	1,962	186	2,148	2,811	285	3,096	4,773	471	5,244
MIDDLESEX	2,382	131	2,513	3,020	756	3,776	5,402	887	6,289
MONMOUTH	3,429	226	3,655	2,295	707	3,002	5,724	933	6,657
MORRIS	2,141	236	2,377	1,435	463	1,898	3,576	699	4,275
OCEAN	2,805	604	3,409	2,766	1,129	3,895	5,571	1,733	7,304
PASSAIC	2,844	413	3,257	3,574	659	4,233	6,418	1,072	7,490
SALEM	456	202	658	93	34	127	549	236	785
SOMERSET	25	0	25	9	0	9	34	0	34
SUSSEX	748	118	866	616	393	1,009	1,364	511	1,875
UNION	2,780	165	2,945	3,800	563	4,363	6,580	728	7,308
WARREN	811	115	926	367	277	644	1,178	392	1,570
<b>TOTAL</b>	<b>41,467</b>	<b>4,653</b>	<b>46,120</b>	<b>54,846</b>	<b>12,944</b>	<b>67,790</b>	<b>96,313</b>	<b>17,597</b>	<b>113,910</b>

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

JANUARY 1, 2007

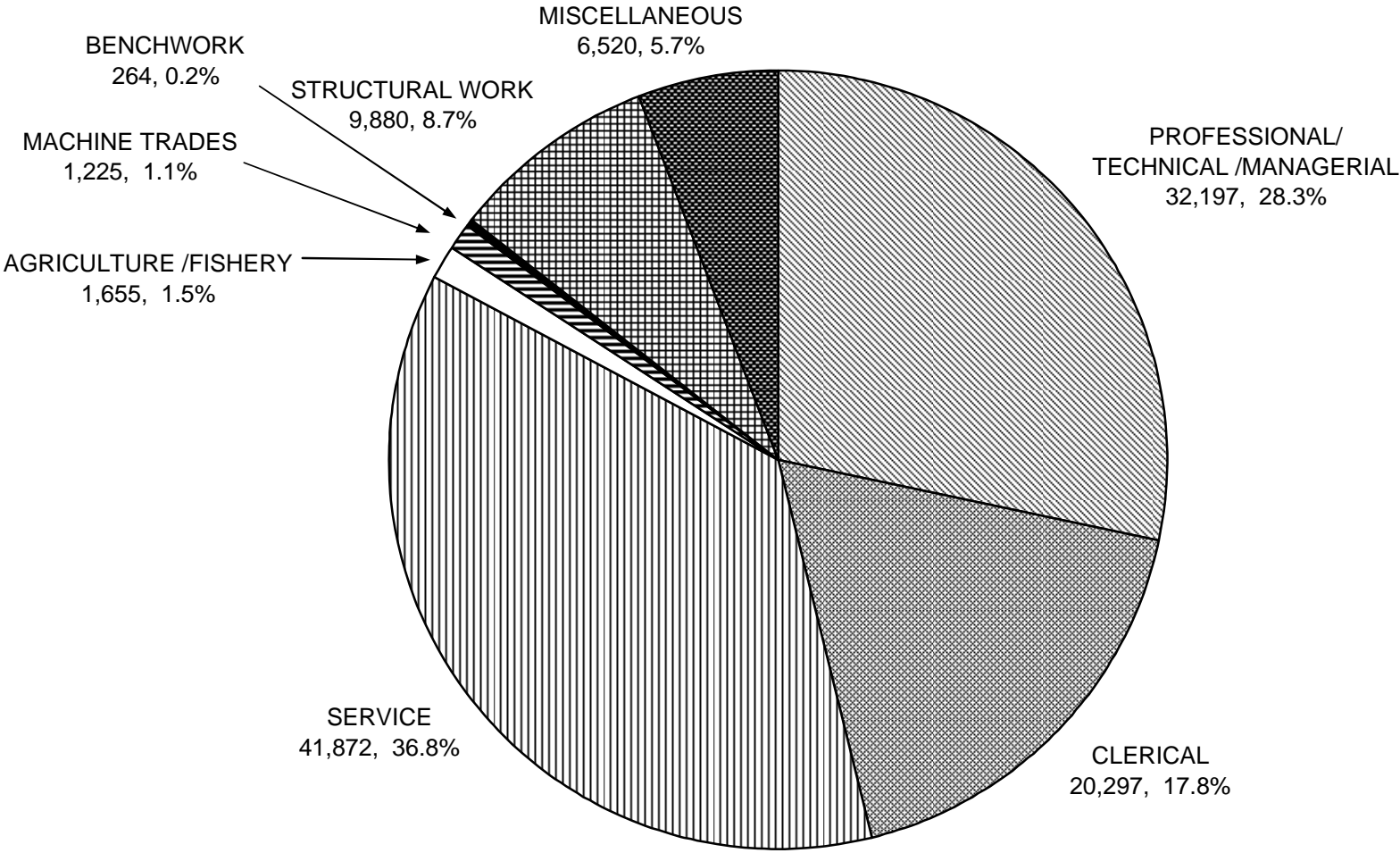
LOCATION	COUNTY					MUNICIPAL					TOTAL		GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	
ATLANTIC	1,331	322	1,653	242	1,895	2,096	760	2,856	249	3,105	4,509	491	5,000
BERGEN	2,290	499	2,789	347	3,136	2,704	892	3,596	551	4,147	6,385	898	7,283
BURLINGTON	1,702	609	2,311	242	2,553	1,489	493	1,982	461	2,443	4,293	703	4,996
CAMDEN	2,383	786	3,169	445	3,614	2,428	509	2,937	516	3,453	6,106	961	7,067
CAPE MAY	809	384	1,193	130	1,323	1,386	532	1,918	235	2,153	3,111	365	3,476
CUMBERLAND	871	371	1,242	127	1,369	1,619	1,034	2,653	268	2,921	3,895	395	4,290
ESSEX	2,688	821	3,509	551	4,060	8,404	3,021	11,425	875	12,300	14,934	1,426	16,360
GLOUCESTER	1,148	237	1,385	212	1,597	462	122	584	100	684	1,969	312	2,281
HUDSON	2,068	623	2,691	467	3,158	6,483	3,504	9,987	545	10,532	12,678	1,012	13,690
HUNTERDON	461	70	531	105	636	0	0	0	0	0	531	105	636
MERCER	1,438	499	1,937	211	2,148	2,386	421	2,807	289	3,096	4,744	500	5,244
MIDDLESEX	1,926	279	2,205	308	2,513	2,638	707	3,345	431	3,776	5,550	739	6,289
MONMOUTH	2,780	553	3,333	322	3,655	2,050	470	2,520	482	3,002	5,853	804	6,657
MORRIS	1,510	596	2,106	271	2,377	1,396	284	1,680	218	1,898	3,786	489	4,275
OCEAN	2,457	576	3,033	376	3,409	2,429	1,049	3,478	417	3,895	6,511	793	7,304
PASSAIC	1,999	968	2,967	290	3,257	3,268	620	3,888	345	4,233	6,855	635	7,490
SALEM	438	148	586	72	658	81	14	95	32	127	681	104	785
SOMERSET	25	0	25	0	25	7	1	8	1	9	33	1	34
SUSSEX	586	169	755	111	866	615	167	782	227	1,009	1,537	338	1,875
UNION	1,864	773	2,637	308	2,945	3,373	648	4,021	342	4,363	6,658	650	7,308
WARREN	587	210	797	129	926	329	135	464	180	644	1,261	309	1,570
<b>TOTAL</b>	<b>31,361</b>	<b>9,493</b>	<b>40,854</b>	<b>5,266</b>	<b>46,120</b>	<b>45,643</b>	<b>15,383</b>	<b>61,026</b>	<b>6,764</b>	<b>67,790</b>	<b>101,880</b>	<b>12,030</b>	<b>113,910</b>

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATIONAL GROUP**  
 JANUARY 1, 2007

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL /TECHNICAL /MANAGERIAL</b>	00 ENGINEERING/SURVEYING	411	277	688
	01 ENV ENGR-ARCHITECTURE	27	17	44
	02 PHYSICAL SCI-STATS	178	96	274
	04 LIFE SCIENCES	65	27	92
	05 SOCIAL SCIENCES	461	866	1,327
	06 SOCIAL-PSYCH SERVICES	2,518	245	2,763
	07 MEDICAL-HEALTH SERVICES	2,378	1,161	3,539
	09 EDUCATION	354	2,551	2,905
	10 MUSEUM/LIBRARY/ARCHIVES	1,667	2,156	3,823
	11 LAW	1,237	989	2,226
	12 INFO PROCESSING SYSTEMS	669	374	1,043
	13 WRITING	51	62	113
	14 ART	49	24	73
	15 FINANCE	481	740	1,221
	16 ADMINISTRATION	4,300	3,037	7,337
	17 INSPECTIONS/INVESTIGATIONS	846	2,556	3,402
	18 RECREATION	352	964	1,316
	19 BROADCASTING/TRANSMITTING	1	10	11
	<b>CLERICAL</b>	20 GENERAL CLERICAL	7,152	8,191
21 FINANCE CLERICAL		654	1,084	1,738
22 STOCK-STORAGE-INVENTORY		145	82	227
24 INFO-MSG DISTRIBUTION		1,093	1,896	2,989
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	1,520	2,588	4,108
	31 FOOD SERVICES	714	1,076	1,790
	33 BARBERING/COSMETOLOGY	5	0	5
	35 DIRECT CARE	2,096	5	2,101
	36 PROTECTIVE SERVICES	10,293	23,575	33,868
<b>AGRICULTURE /FISHERY</b>	40 PLANTING-GARDENING	596	726	1,322
	41 ANIMAL FARMING	164	168	332
	42 FISHERY-SHELLFISH	0	1	1
<b>MACHINE TRADES</b>	60 MACHINERY REPAIR	386	789	1,175
	65 PRINTING	43	7	50
<b>BENCHWORK</b>	70 TECHNICAL REPAIR	4	27	31
	72 ELECTRICAL REPAIR	107	126	233
<b>STRUCTURAL WORK</b>	80 SKILLED TRADES	358	418	776
	81 STRUCTURAL MAINTENANCE	2,150	6,954	9,104
<b>MISCELLANEOUS</b>	90 TRANSPORTATION	1,103	1,881	2,984
	91 UTILITIES	334	717	1,051
	92 NOT CODED ELSEWHERE	844	897	1,741
	93 NONTITLE COMPENSATION CODES	310	425	735
	99 NOT CODED/UNASSIGNED	4	5	9
	<b>TOTAL</b>	<b>46,120</b>	<b>67,790</b>	<b>113,910</b>

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

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**BY OCCUPATIONAL GROUP**  
*JANUARY 1, 2007*



*Data provided by the Department of Personnel from its Consolidated Employee File.  
 Classification system based on the Division of Human Resource Management Occupational Code Dictionary.  
 Percentages refer to the total number of local government Merit System jobs as of 1/1/2007, 113,910.*

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2007**

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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  
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 Districts (3)  
Brick School District  
Bridgeton  
Bridgeton Housing Authority  
Bridgeton Library  
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  
Butler Library  
Byram Township  
Camden City  
Camden City Library  
Camden City Redevelopment Agency

**STATE OF NEW JERSEY**  
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**AS OF JANUARY 2007**

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

**STATE OF NEW JERSEY**  
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**AS OF JANUARY 2007**

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



**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2007**

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

**STATE OF NEW JERSEY**  
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**AS OF JANUARY 2007**

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