

New Jersey  
State Government

2010



**Work** **PROFILE**  
**force**

with selected local data

# Preface

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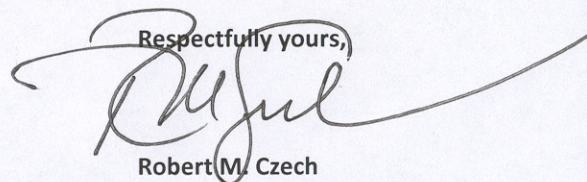
## PREFACE – A MESSAGE FROM THE CHAIR/CEO, CIVIL SERVICE COMMISSION

I am pleased to present the 2010 edition of the State Government Workforce Profile. Since 1992, when the first edition was published, this Profile has been one of the principal sources of information about the State Government workforce. I hope it continues to be a valuable resource for legislators, State and local government officials, researchers, students, and members of the general public.

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

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

Respectfully yours,

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

Robert M. Czech

Chair/CEO, Civil Service Commission

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# New Jersey State Government Workforce Profile

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STATE OF NEW JERSEY  
**STATE GOVERNMENT WORKFORCE PROFILE 2010**  
**INTRODUCTION**

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This Workforce Profile was compiled by the New Jersey Civil Service Commission from data captured by the Commission's automated personnel files, Office of Management and Budget automated payroll files, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 1, 2010, comparisons of the workforce at the end of Fiscal Year 2009 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2009.

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

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

- The addition of county-level Judiciary (Superior Court) employees to the State Government workforce in 1995.
- The elimination of the Departments of Higher Education and Public Advocate in 1995 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 re-designated the New Jersey Commerce, Economic Growth, and Tourism Commission in 2006).
- The creation of the Office of Information Technology by executive order in 1998, evolving from the Office of Telecommunications and Information Systems (OTIS), which was created in 1984. OTIS was developed to centralize statewide information processing and data storage.
- The reallocation of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury in 1999.

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- The reorganization of the State Parole Board to an autonomous agency “in but not of” Corrections in 2001. The defining law changed the Bureau of Parole, Department of Corrections to the Division of Parole, State Parole Board.
- The establishment of the Office of the Child Advocate in 2003 and its inclusion as an independent office within the Department of the Public Advocate in 2006.
- The reassignment 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 of the Department of Human Services.
- The creation of the Office of Homeland Security and Preparedness (OHSP) by Executive Order in 2006. OHSP absorbed the functions of the former State Office of Counter-Terrorism in the Department of Law and Public Safety. Although the Office is allocated “in but not of” the Department of Law and Public Safety, the Director reports directly to the Governor as a cabinet-level official.
- The elimination of the Department of Personnel in 2009 and the transfer of its functions and powers to the newly established Civil Service Commission “in but not of” the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.

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

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

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

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

A general overview of the number of State Government employees in each agency is provided, along with some important statistics for the entire State Government workforce. We have provided the January 2008 and January 2009 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 4.3 percent in the size of the State Government workforce over a two year period. The annual reduction in the workforce since 2007 reflects the hiring freeze instituted by Governor Jon S. Corzine.

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

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

DEPARTMENT	NUMBER OF EMPLOYEES				
	1/4/2008	1/2/2009	1/1/2010	CHANGE OVER 2 YEARS	
<b>AGRICULTURE</b>	<b>247</b>	<b>225</b>	<b>218</b>	<b>- 29</b>	<b>-11.7%</b>
<b>BANKING &amp; INSURANCE</b>	<b>470</b>	<b>431</b>	<b>430</b>	<b>- 40</b>	<b>-8.5%</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>7,285</b>	<b>7,197</b>	<b>7,172</b>	<b>- 113</b>	<b>-1.6%</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,151</b>	<b>1,095</b>	<b>1,085</b>	<b>- 66</b>	<b>-5.7%</b>
<b>CORRECTIONS</b>	<b>10,311</b>	<b>10,364</b>	<b>9,957</b>	<b>- 354</b>	<b>-3.4%</b>
Corrections	9,606	9,655	9,269	- 337	-3.5%
State Parole Board	705	709	688	-17	-2.4%
<b>EDUCATION</b>	<b>894</b>	<b>859</b>	<b>825</b>	<b>- 69</b>	<b>-7.7%</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>3,284</b>	<b>3,083</b>	<b>2,994</b>	<b>- 290</b>	<b>-8.8%</b>
<b>GOVERNOR'S OFFICE</b>	<b>105</b>	<b>102</b>	<b>108</b>	<b>+ 3</b>	<b>+2.9%</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,980</b>	<b>1,857</b>	<b>1,788</b>	<b>- 192</b>	<b>-9.7%</b>
<b>HUMAN SERVICES</b>	<b>17,527</b>	<b>17,379</b>	<b>17,182</b>	<b>- 345</b>	<b>-2.0%</b>
<b>INFORMATION TECHNOLOGY</b>	<b>901</b>	<b>823</b>	<b>815</b>	<b>- 86</b>	<b>-9.5%</b>
<b>LABOR</b>	<b>4,043</b>	<b>3,772</b>	<b>3,881</b>	<b>- 162</b>	<b>-4.0%</b>
Labor	3,709	3,468	3,637	- 72	-1.9%
Civil Service Commission	334	304	244	- 90	-26.9%
<b>LAW &amp; PUBLIC SAFETY</b>	<b>9,758</b>	<b>9,497</b>	<b>9,286</b>	<b>- 472</b>	<b>-4.8%</b>
Law & Public Safety	7,904	7,685	7,550	- 354	-4.5%
Homeland Security & Preparedness	115	113	94	- 21	-18.3%
Juvenile Justice	1,739	1,699	1,642	- 97	-5.6%
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,602</b>	<b>1,572</b>	<b>1,571</b>	<b>- 31</b>	<b>-1.9%</b>
<b>PUBLIC ADVOCATE</b>	<b>193</b>	<b>172</b>	<b>167</b>	<b>- 26</b>	<b>-13.5%</b>
<b>STATE</b>	<b>589</b>	<b>568</b>	<b>542</b>	<b>- 47</b>	<b>-8.0%</b>
State	224	221	215	- 9	-4.0%
Commission on Higher Education	18	18	16	- 2	-11.1%
Higher Educational Student Assistance	194	187	176	- 18	-9.3%
Public Broadcasting	153	142	135	- 18	-11.8%
<b>TRANSPORTATION</b>	<b>6,547</b>	<b>6,212</b>	<b>5,996</b>	<b>- 551</b>	<b>-8.4%</b>
Transportation	3,657	3,507	3,419	- 238	-6.5%
Motor Vehicles	2,890	2,705	2,577	- 313	-10.8%
<b>TREASURY</b>	<b>5,963</b>	<b>5,678</b>	<b>5,645</b>	<b>- 318</b>	<b>-5.3%</b>
Treasury	4,164	3,969	3,999	- 165	-4.0%
Administrative Law	106	96	95	- 11	-10.4%
Casino Control	314	295	284	- 30	-9.6%
Public Defender	1,094	1,048	1,000	- 94	-8.6%
Public Utilities	285	270	267	- 18	-6.3%
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>72,850</b>	<b>70,582</b>	<b>69,662</b>	<b>- 3,188</b>	<b>-4.4%</b>
<b>JUDICIARY</b>	<b>9,626</b>	<b>9,331</b>	<b>9,241</b>	<b>- 385</b>	<b>-4.0%</b>
<b>LEGISLATIVE STAFF</b>	<b>513</b>	<b>527</b>	<b>519</b>	<b>+ 6</b>	<b>+1.2%</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>82,989</b>	<b>80,440</b>	<b>79,422</b>	<b>- 3,567</b>	<b>-4.3%</b>

**DEMOGRAPHICS  
JANUARY 2010**

**AGE**

Average: 46 years  
Median: 46 years

**LENGTH OF SERVICE**

Average: 13 years  
Median: 10 years

**SALARY \***

Average: \$ 63,037  
Median: \$ 59,102

**GENDER**

Female: 44,587 ( 55.9%)  
Male: 34,835 ( 44.1%)

**MINORITY EMPLOYEES**

32,000 (43.1%)

**UNION REPRESENTATION**

69,232 (87.2%)

\* Full-time employees only.

# STATE OF NEW JERSEY

## STATISTICS BY AGENCY

### INTRODUCTION

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

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

This year, we continue to bridge the gap between the two publications. This is a worthwhile effort, because fiscal concerns are still prominent in the conduct of State Government. The chart on Page 7 presents a breakdown of all employees who were in active status for the pay period that included January 1, 2010. To get a feeling for the differences in results that are associated with the two different ways of reporting, compare that chart with the similar chart on Page 8. The chart on Page 8 addresses the same employee-related variables but includes only the employees who were drawing paychecks for the same pay period

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

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

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

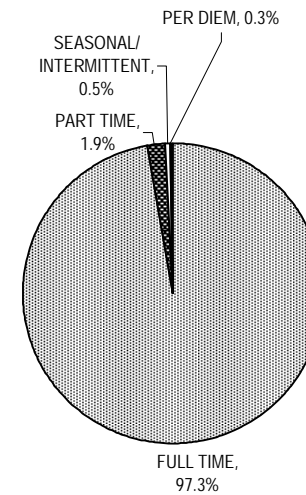
Page 12 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information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

For additional information on State College employees who fall under the Merit System, please see Page 48.

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

JANUARY 1, 2010

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
<b>AGRICULTURE</b>	<b>218</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>218</b>
<b>BANKING &amp; INSURANCE</b>	<b>430</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>430</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>7,076</b>	<b>96</b>	<b>0</b>	<b>0</b>	<b>7,172</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,085</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,085</b>
<b>CORRECTIONS</b>	<b>9,951</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>9,957</b>
Corrections	9,264	5	0	0	9,269
State Parole Board	687	1	0	0	688
<b>EDUCATION</b>	<b>822</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>825</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,982</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>2,994</b>
<b>GOVERNORS OFFICE</b>	<b>107</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>108</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,785</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1,788</b>
<b>HUMAN SERVICES</b>	<b>15,964</b>	<b>1,216</b>	<b>0</b>	<b>2</b>	<b>17,182</b>
<b>INFORMATION TECHNOLOGY</b>	<b>813</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>815</b>
<b>LABOR</b>	<b>3,481</b>	<b>73</b>	<b>321</b>	<b>6</b>	<b>3,881</b>
Labor	3,241	69	321	6	3,637
Civil Service Commission	240	4	0	0	244
<b>LAW &amp; PUBLIC SAFETY</b>	<b>9,094</b>	<b>6</b>	<b>0</b>	<b>186</b>	<b>9,286</b>
Law & Public Safety	7,361	3	0	186	7,550
Homeland Security & Preparedness	94	0	0	0	94
Juvenile Justice	1,639	3	0	0	1,642
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,555</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>1,571</b>
<b>PUBLIC ADVOCATE</b>	<b>167</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>167</b>
<b>STATE</b>	<b>535</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>542</b>
State	211	4	0	0	215
Commission on Higher Education	16	0	0	0	16
Higher Educational Student Assistance	176	0	0	0	176
Public Broadcasting	132	3	0	0	135
<b>TRANSPORTATION</b>	<b>5,853</b>	<b>143</b>	<b>0</b>	<b>0</b>	<b>5,996</b>
Transportation	3,419	0	0	0	3,419
Motor Vehicles	2,434	143	0	0	2,577
<b>TREASURY</b>	<b>5,219</b>	<b>11</b>	<b>407</b>	<b>8</b>	<b>5,645</b>
Treasury	3,579	5	407	8	3,999
Administrative Law	95	0	0	0	95
Casino Control	284	0	0	0	284
Public Defender	994	6	0	0	1,000
Public Utilities	267	0	0	0	267
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>67,137</b>	<b>1,588</b>	<b>734</b>	<b>203</b>	<b>69,662</b>
<b>STATE COLLEGES</b>					<b>0</b>
<b>DISPLACED WORKER POOL</b>					<b>0</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>67,137</b>	<b>1,588</b>	<b>734</b>	<b>203</b>	<b>69,662</b>
<b>JUDICIARY</b>	<b>9,220</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>9,241</b>
<b>LEGISLATIVE STAFF</b>	<b>519</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>519</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>76,876</b>	<b>1,606</b>	<b>736</b>	<b>204</b>	<b>79,422</b>



Data provided by the Civil Service Commission from automated personnel files.  
 Percentages refer to the total State Government workforce as of 1/1/2010: 79,422.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYEES IN PAY STATUS BY WORK SCHEDULE**  
**JANUARY 1, 2010**

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>216</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>216</b>
<b>BANKING &amp; INSURANCE</b>	<b>419</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>419</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,864</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>6,952</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,071</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,071</b>
<b>CORRECTIONS</b>	<b>9,574</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>9,580</b>
Corrections	8,898	5	0	0	8,903
State Parole Board	676	1	0	0	677
<b>EDUCATION</b>	<b>804</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>807</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,955</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>2,967</b>
<b>GOVERNOR'S OFFICE</b>	<b>106</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>106</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,764</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1,767</b>
<b>HUMAN SERVICES</b>	<b>15,159</b>	<b>1,110</b>	<b>0</b>	<b>2</b>	<b>16,271</b>
<b>INFORMATION TECHNOLOGY</b>	<b>809</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>811</b>
<b>LABOR</b>	<b>3,398</b>	<b>69</b>	<b>294</b>	<b>0</b>	<b>3,761</b>
Labor	3,161	68	294	0	3,523
Civil Service Commission	237	1	0	0	238
<b>LAW &amp; PUBLIC SAFETY</b>	<b>8,916</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>8,922</b>
Law & Public Safety	7,224	3	0	0	7,227
Homeland Security & Preparedness	94	0	0	0	94
Juvenile Justice	1,598	3	0	0	1,601
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,475</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>1,489</b>
<b>PUBLIC ADVOCATE</b>	<b>164</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>164</b>
<b>STATE</b>	<b>526</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>533</b>
State	208	4	0	0	212
Commission on Higher Education	16	0	0	0	16
Higher Educational Student Assistance	170	0	0	0	170
Public Broadcasting	132	3	0	0	135
<b>TRANSPORTATION</b>	<b>5,694</b>	<b>133</b>	<b>0</b>	<b>0</b>	<b>5,827</b>
Transportation	3,364	0	0	0	3,364
Motor Vehicles	2,330	133	0	0	2,463
<b>TREASURY</b>	<b>5,138</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>5,149</b>
Treasury	3,516	5	0	0	3,521
Administrative Law	93	0	0	0	93
Casino Control	281	0	0	0	281
Public Defender	981	6	0	0	987
Public Utilities	267	0	0	0	267
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>65,052</b>	<b>1,458</b>	<b>300</b>	<b>2</b>	<b>66,812</b>
<b>JUDICIARY</b>	<b>9,087</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>9,108</b>
<b>LEGISLATIVE STAFF</b>	<b>515</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>515</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>74,654</b>	<b>1,476</b>	<b>302</b>	<b>3</b>	<b>76,435</b>

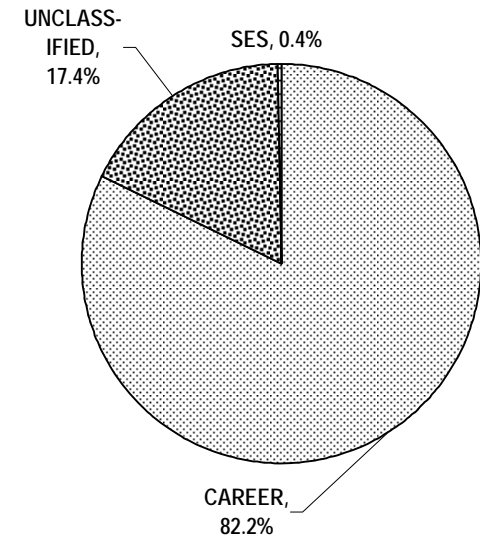


STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEE TITLES BY SERVICE DIVISION

JANUARY 1, 2010

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
<b>AGRICULTURE</b>	176	19	195	4	19	218
<b>BANKING &amp; INSURANCE</b>	340	34	374	1	55	430
<b>CHILDREN &amp; FAMILIES</b>	6,227	552	6,780	75	317 <sup>1</sup>	7,172
<b>COMMUNITY AFFAIRS</b>	984	47	1,031	0	54	1,085
<b>CORRECTIONS</b>	9,456	124	9,580	0	377	9,957
Corrections	8,815	107	8,922	0	347 <sup>2</sup>	9,269
State Parole Board	641	17	658	0	30	688
<b>EDUCATION</b>	244	396	640	0	185 <sup>3</sup>	825
<b>ENVIRONMENTAL PROTECTION</b>	2,621	290	2,911	7	76	2,994
<b>GOVERNORS OFFICE</b>	17	0	17	0	91	108
<b>HEALTH &amp; SENIOR SERVICES</b>	1,436	253	1,689	18	81	1,788
<b>HUMAN SERVICES</b>	11,456	5,165	16,621	14	547 <sup>4</sup>	17,182
<b>INFORMATION TECHNOLOGY</b>	667	126	793	7	15	815
<b>LABOR</b>	3,219	438	3,657	35	189	3,881
Labor	3,009	427	3,436	22	179 <sup>5</sup>	3,637
Civil Service Commission	210	11	221	13	10	244
<b>LAW &amp; PUBLIC SAFETY</b>	3,346	939	4,287	11	4,988	9,286
Law & Public Safety	2,091	806	2,899	9	4,642 <sup>6</sup>	7,550
Homeland Security & Preparedness	65	1	66	0	28	94
Juvenile Justice	1,190	132	1,322	2	318 <sup>7</sup>	1,642
<b>MILITARY &amp; VETERANS AFFAIRS</b>	765	585	1,350	0	221 <sup>8</sup>	1,571
<b>PUBLIC ADVOCATE</b>	73	4	77	0	90	167
<b>STATE</b>	267	25	292	0	250	542
State	152	19	171	0	44	215
Commission on Higher Education	6	0	6	0	10	16
Higher Educational Student Assistance	85	5	90	0	86	176
Public Broadcasting	24	1	25	0	110 <sup>9</sup>	135
<b>TRANSPORTATION</b>	5,422	430	5,852	53	91	5,996
Transportation	2,966	382	3,348	39	32	3,419
Motor Vehicles	2,456	48	2,504	14	59	2,577
<b>TREASURY</b>	3,810	612	4,422	51	1,172	5,645
Treasury	3,077	562	3,639	25	335 <sup>10</sup>	3,999
Administrative Law	51	1	52	0	43	95
Casino Control	28	3	31	0	253 <sup>11</sup>	284
Public Defender	466	34	500	1	499 <sup>12</sup>	1,000
Public Utilities	188	12	200	25	42	267
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>50,526</b>	<b>10,039</b>	<b>60,568</b>	<b>276</b>	<b>8,818</b>	<b>69,662</b>
<b>JUDICIARY<sup>13</sup></b>	<b>4,734</b>	<b>0</b>	<b>4,734</b>	<b>0</b>	<b>4,507<sup>1</sup></b>	<b>9,241</b>
<b>LEGISLATIVE STAFF</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>519<sup>14</sup></b>	<b>519</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>55,260</b>	<b>10,039</b>	<b>65,302</b>	<b>276</b>	<b>13,844</b>	<b>79,422</b>



<sup>1</sup> Includes 262 educational, health care, and social services personnel.  
<sup>2</sup> Includes 223 educational, health care, and social services personnel.  
<sup>3</sup> Includes 66 professional employees at the Katzenbach School.  
<sup>4</sup> Includes 419 educational, health care, and social services personnel.  
<sup>5</sup> Includes 46 compensation judges and 68 educational and medical personnel.  
<sup>6</sup> Includes 3,222 uniformed State Police, 640 Deputy Attorneys General, and 238 Board Members.  
<sup>7</sup> Includes 263 educational, health care, and social services personnel.  
<sup>8</sup> Includes 95 military, educational, and medical personnel.  
<sup>9</sup> All professional and technical personnel unclassified.  
<sup>10</sup> Includes 103 Board Members.  
<sup>11</sup> All professional and technical personnel unclassified by statute.  
<sup>12</sup> Includes 61 Deputy Public Defenders and 411 Assistant Deputy Public Defenders.  
<sup>13</sup> All professional and technical personnel unclassified.  
<sup>14</sup> All judges and professional and confidential personnel unclassified.

Data provided by the Civil Service Commission from automated personnel files.  
 Percentages refer to the total State Government workforce as of 1/1/2010: 79,422.

STATE OF NEW JERSEY

AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY

JANUARY 1, 2010

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	<b>49</b>	<b>\$67,409</b>	<b>\$65,489</b>	<b>16</b>
<b>BANKING &amp; INSURANCE</b>	<b>51</b>	<b>\$75,345</b>	<b>\$77,402</b>	<b>16</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>41</b>	<b>\$59,669</b>	<b>\$55,778</b>	<b>10</b>
<b>COMMUNITY AFFAIRS</b>	<b>50</b>	<b>\$64,740</b>	<b>\$64,006</b>	<b>12</b>
<b>CORRECTIONS</b>	<b>43</b>	<b>\$68,996</b>	<b>\$72,030</b>	<b>13</b>
Corrections	43	\$68,205	\$72,030	13
State Parole Board	44	\$79,659	\$85,823	13
<b>EDUCATION</b>	<b>50</b>	<b>\$75,919</b>	<b>\$80,260</b>	<b>13</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>47</b>	<b>\$72,428</b>	<b>\$74,518</b>	<b>17</b>
<b>GOVERNOR'S OFFICE</b>	<b>41</b>	<b>\$68,732</b>	<b>\$61,696</b>	<b>6</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>50</b>	<b>\$70,161</b>	<b>\$71,890</b>	<b>15</b>
<b>HUMAN SERVICES</b>	<b>46</b>	<b>\$51,962</b>	<b>\$45,499</b>	<b>13</b>
<b>INFORMATION TECHNOLOGY</b>	<b>50</b>	<b>\$80,139</b>	<b>\$83,581</b>	<b>20</b>
<b>LABOR</b>	<b>50</b>	<b>\$60,700</b>	<b>\$55,161</b>	<b>15</b>
Labor	51	\$60,111	\$55,161	15
Civil Service Commission	49	\$68,758	\$66,269	16
<b>LAW &amp; PUBLIC SAFETY</b>	<b>44</b>	<b>\$70,937</b>	<b>\$68,624</b>	<b>13</b>
Law & Public Safety	44	\$72,602	\$69,859	13
Homeland Security & Preparedness	46	\$77,200	\$75,029	8
Juvenile Justice	44	\$63,156	\$61,541	12
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>49</b>	<b>\$47,608</b>	<b>\$43,479</b>	<b>11</b>
<b>PUBLIC ADVOCATE</b>	<b>49</b>	<b>\$76,573</b>	<b>\$74,518</b>	<b>13</b>
<b>STATE</b>	<b>50</b>	<b>\$65,822</b>	<b>\$66,257</b>	<b>15</b>
State	49	\$60,614	\$58,000	13
Commission on Higher Education	51	\$68,331	\$66,905	14
Higher Educational Student Assistance	51	\$64,478	\$61,123	15
Public Broadcasting	51	\$75,636	\$76,125	18
<b>TRANSPORTATION</b>	<b>49</b>	<b>\$56,692</b>	<b>\$52,110</b>	<b>15</b>
Transportation	49	\$62,486	\$57,582	17
Motor Vehicles	47	\$48,567	\$42,049	12
<b>TREASURY</b>	<b>46</b>	<b>\$68,164</b>	<b>\$63,279</b>	<b>13</b>
Treasury	47	\$65,391	\$60,317	15
Administrative Law	52	\$89,876	\$83,581	15
Casino Control	50	\$59,547	\$56,871	18
Public Defender	48	\$74,640	\$71,890	14
Public Utilities	51	\$81,677	\$83,581	18
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>46</b>	<b>\$62,510</b>	<b>\$59,161</b>	<b>13</b>
<b>JUDICIARY</b>	<b>47</b>	<b>\$66,342</b>	<b>\$58,240</b>	<b>13</b>
<b>LEGISLATIVE STAFF</b>	<b>46</b>	<b>\$72,422</b>	<b>\$70,000</b>	<b>13</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>46</b>	<b>\$63,037</b>	<b>\$59,102</b>	<b>13</b>

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

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

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

JANUARY 1, 2010

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
<b>AGRICULTURE</b>	127	57	0	34	218
<b>BANKING &amp; INSURANCE</b>	426	0	0	4	430
<b>CHILDREN &amp; FAMILIES</b>	5,181	1,560	0	431	7,172
<b>COMMUNITY AFFAIRS</b>	678	275	28	104	1,085
<b>CORRECTIONS</b>	9,588	30	203	136	9,957
Corrections	8,900	30	203	136	9,269
State Parole Board	688	0	0	0	688
<b>EDUCATION</b>	436	190	11	188	825
<b>ENVIRONMENTAL PROTECTION</b>	2,857	62	4	71	2,994
<b>GOVERNOR'S OFFICE</b>	94	0	14	0	108
<b>HEALTH &amp; SENIOR SERVICES</b>	694	721	152	221	1,788
<b>HUMAN SERVICES</b>	11,811	5,322	4	45	17,182
<b>INFORMATION TECHNOLOGY</b>	0	0	815	0	815
<b>LABOR</b>	871	3,003	0	7	3,881
Labor	627	3,003	0	7	3,637
Civil Service Commission	244	0	0	0	244
<b>LAW &amp; PUBLIC SAFETY</b>	7,335	179	0	1,772	9,286
Law & Public Safety	6,012	130	0	1,408	7,550
Homeland Security & Preparedness	83	11	0	0	94
Juvenile Justice	1,240	38	0	364	1,642
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,412	159	0	0	1,571
<b>PUBLIC ADVOCATE</b>	164	2	0	1	167
<b>STATE</b>	272	171	43	56	542
State	150	16	43	6	215
Commission on Higher Education	12	4	0	0	16
Higher Educational Student Assistance	16	151	0	9	176
Public Broadcasting	94	0	0	41	135
<b>TRANSPORTATION</b>	0	912	0	2,585	5,996
Transportation	0	912	0	8	3,419
Motor Vehicles	0	0	0	2,577	2,577
<b>TREASURY</b>	4,601	29	248	767	5,645
Treasury	3,260	26	248	465	3,999
Administrative Law	87	0	0	8	95
Casino Control	0	0	0	284	284
Public Defender	1,000	0	0	0	1,000
Public Utilities	254	3	0	10	267
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>46,547</b>	<b>12,672</b>	<b>1,522</b>	<b>6,422</b>	<b>69,662</b>
<b>JUDICIARY</b>	<b>7,684</b>	<b>1,300</b>	<b>0</b>	<b>257</b>	<b>9,241</b>
<b>LEGISLATIVE STAFF</b>	<b>519</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>519</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>54,750</b>	<b>13,972</b>	<b>1,522</b>	<b>6,679</b>	<b>79,422</b>

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

JANUARY 2010

AGENCY	FULL TIME	PART TIME	TOTAL 2010	TOTAL 2009	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	61	7	68	71	-3	MARKETING FEE REVENUE
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	31	0	31	45	-14	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY 1, 4	137	3	140	135	5	TOLLS & FARES
DELAWARE RIVER BASIN COMMISSION 1	40	2	42	48	-6	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION <sup>1</sup>	347	52	399	400	-1	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY 1, 2	900	9	909	888	21	TOLLS & FARES, STATE & FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	292	0	292	285	7	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION 1	14	0	14	19	-5	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY 5	187	3	190	192	-2	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	17	0	17	16	1	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	26	0	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,247	649	1,896	1,879	17	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY MEADOWLANDS COMMISSION	119	5	124	127	-3	SELF FUNDED VIA GENERATED FEES AND REVENUES
NEW JERSEY REDEVELOPMENT AUTHORITY	15	1	16	15	1	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	332	2	334	298	36	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	682	2,176	2,858	2,833	25	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,702	994	11,696	11,579	117	STATE & FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	2,286	523	2,809	2,727	82	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	123	0	123	123	0	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	168	0	168	170	-2	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION 1, 4	80	3	83	83	0	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	584	11	595	607	-12	SEWERAGE FEES
PASSAIC VALLEY WATER COMMISSION	180	0	180	170	10	WATER SALE REVENUES
PINELANDS COMMISSION	54	3	57	57	0	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY 1, 3	7,131	25	7,156	7,195	-39	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	63	2	65	60	5	SEWAGE FEES
RUTGERS	9,542	3,926	13,468	13,271	197	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	84	3	87	90	-3	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	332	171	503	501	2	TOLL REVENUE
STATE COLLEGES	8,859	5,616	14,475	14,084	391	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	11,940	2,105	14,045	14,055	-10	FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR 1, 4	96	1	97	89	8	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>56,671</b>	<b>16,292</b>	<b>72,963</b>	<b>70,568</b>	<b>2,395</b>	

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

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

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

*INTRODUCTION*

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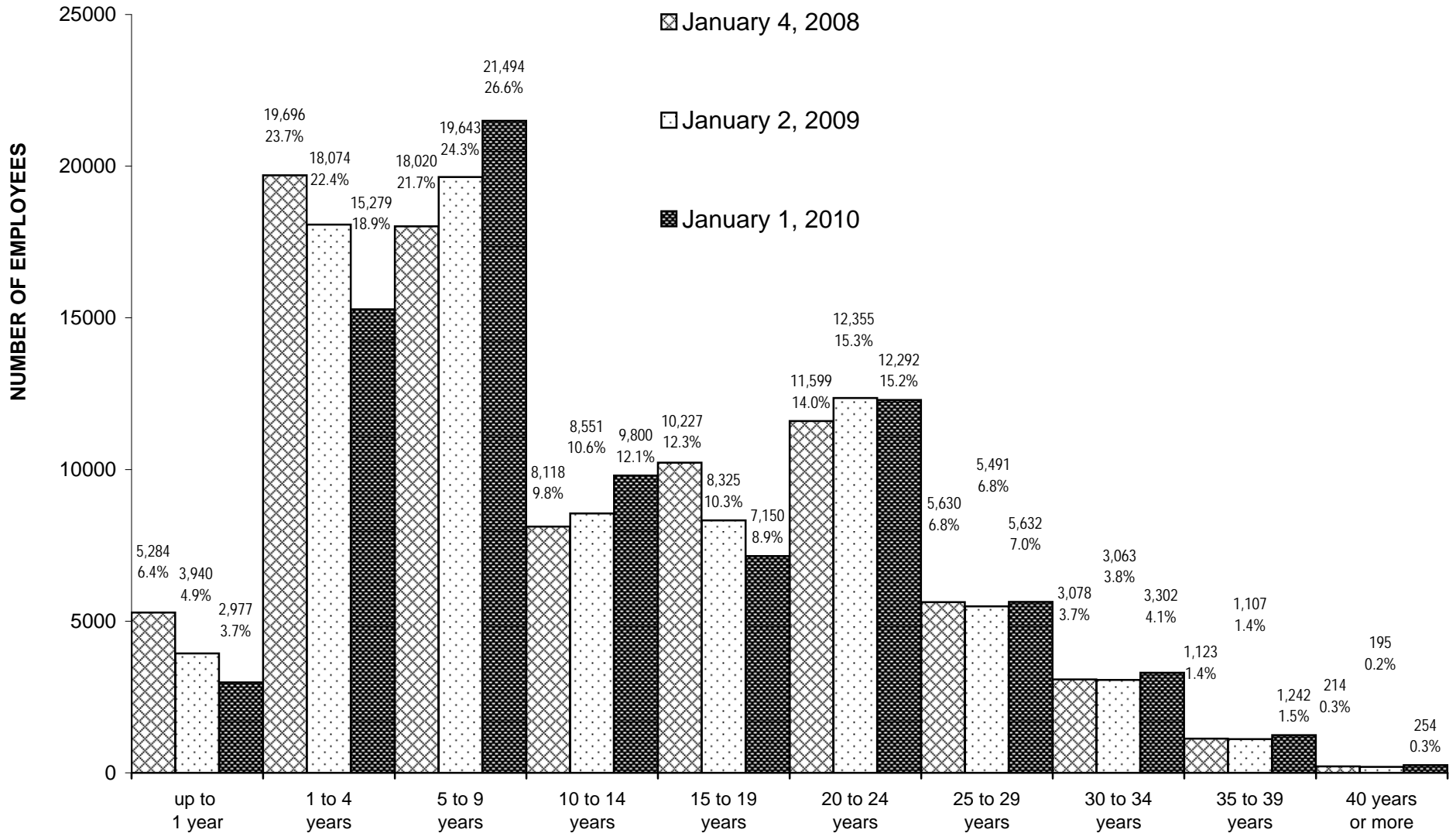
The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on January 1, 2010 (the darkest columns) compared with a similar “snapshots” from previous years. The length of service data indicates that the average length of service in the State Government workforce is 13 years, while the median length of service is 10 years. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to more than 60 percent. An Early Retirement Initiative program instituted in 2002 ended that trend, but that reversal was short-lived. Today, the number of employees with 10 years of service or greater represents 62.8 percent of the total workforce.

The number of employees age 60 or older has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, and 2008. There were decreases in 2001, 2002, 2003, and 2009. In 2000 there were 7,427 employees age 60 or older; two years ago there were 8,347 employees in that same group. The current employee count for age 60 or older is now 8,881 or 11.2 percent of the workforce. For 10 years before 2008, the age group 40 to 49 was the largest employee group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 24,996 of the State’s 79,422 employees, approximately 31.5 percent, in that bracket.

On Page 16, we compare separations during Fiscal Years 2007, 2008, and 2009 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the total number of separations in Fiscal Year 2009 increased by 627 from the previous Fiscal Year. The separation rate increased from 6.6 percent in Fiscal Year 2008 to 7.2 percent in Fiscal Year 2009. Since 1995, the mean annual number of separations of full time employees has been 5,839. Pages 15 through 19 present additional data for separations from State Government service.

We present similar statistics for hiring activity in State Government on Pages 22 and 23. The overall number of hires during the last 19 fiscal years is presented on Page 22, and the average annual salary for full-time employees hired since Fiscal Year 1991 is represented graphically on Page 23. The average number of new hires in those years is 5,715; however the most recent information shows a more significant drop in hiring during the past three years. Counts of new hires dropped from 8,698 in Fiscal Year 2005 to 3,616 in Fiscal Year 2009. From Fiscal Year 2005 to Fiscal Year 2009, there was a 58.4 percent drop in the number of employees hired. This reduction can be attributed to the hiring freeze in place since Governor Corzine’s first year in office. The average age of employees hired increased from 35 in Fiscal Year 2009 to 37 in Fiscal Year 2010. The median age of 33 indicates that half of the new hires were age 33 or below. The plotted average salaries of individuals hired during this period followed a relatively stable incline.

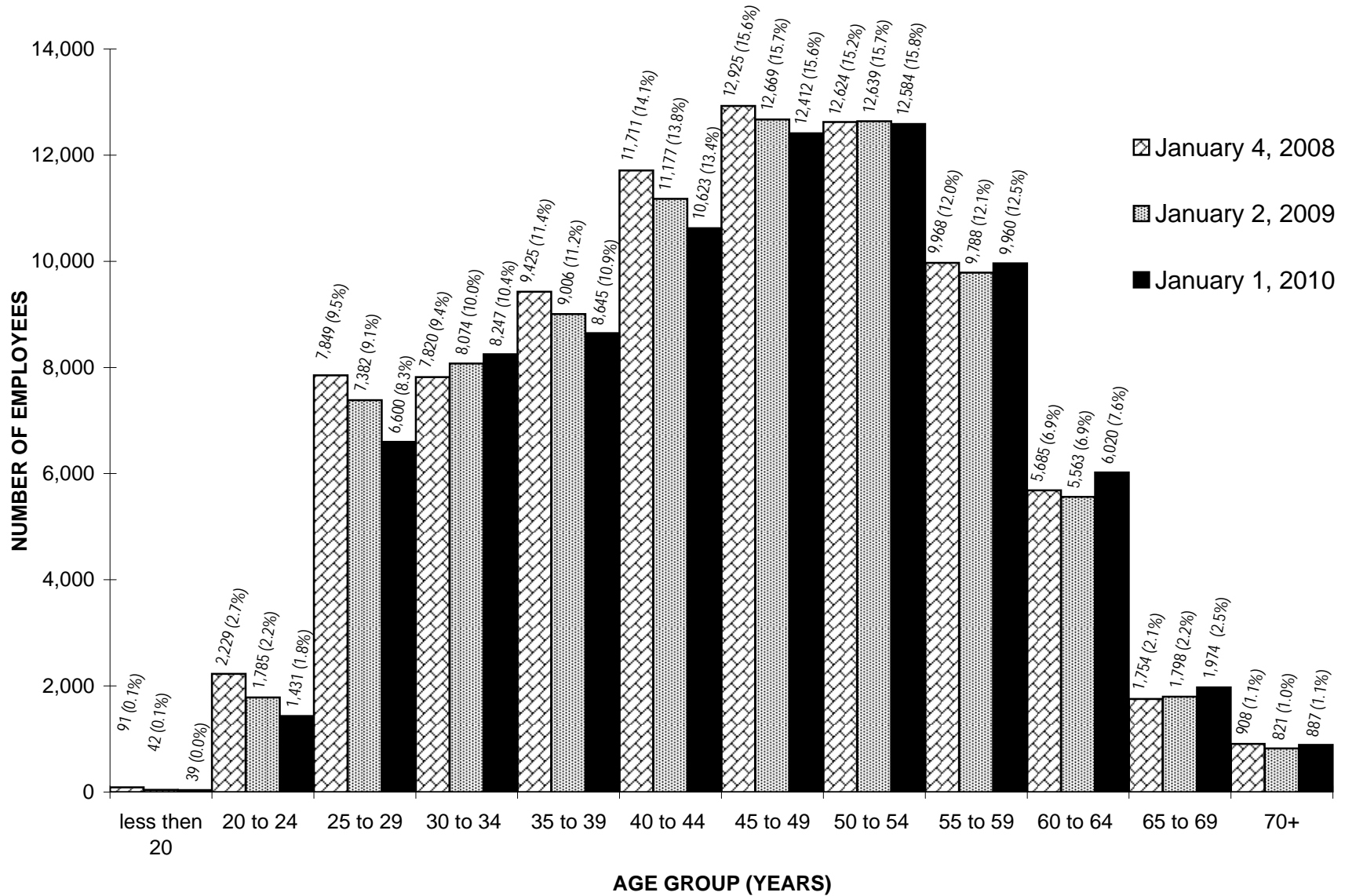
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE**  
*JANUARY 1, 2010 (WITH EARLIER DATA FOR COMPARISON)*



Data provided by the Civil Service Commission from automated personnel files.  
 Percentages refer to the total State Government workforce (as of 1/4/2008, 82,989; as of 1/2/2009, 80,744; as of 1/1/2010, 79,422.)

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

JANUARY 1, 2010 (WITH EARLIER DATA FOR COMPARISON)

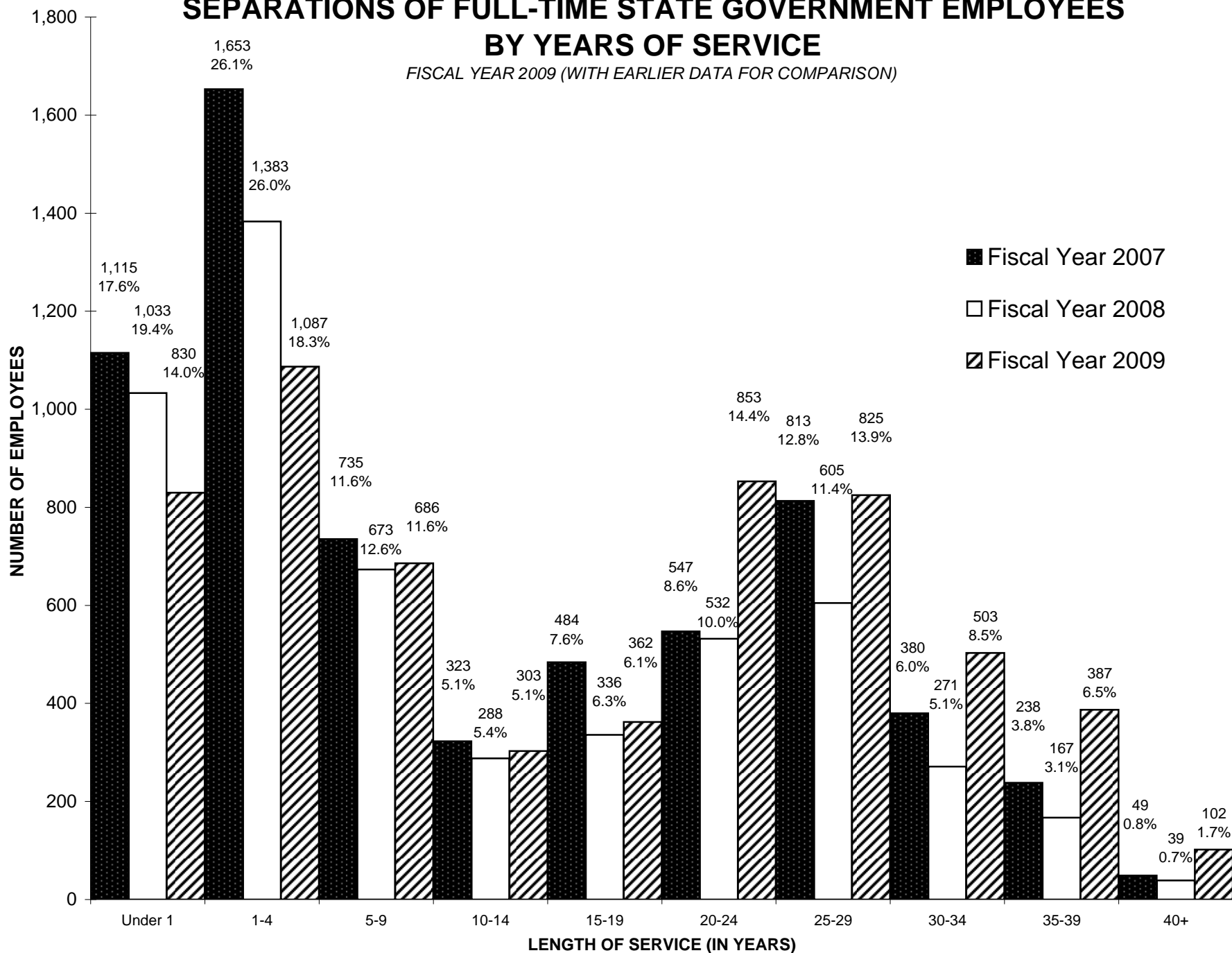


Data provided by the Civil Service Commission from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/4/2008, 82,989; as of 1/2/2009, 80,744; as of 1/1/2010, 79,422.)

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

*FISCAL YEAR 2009 (WITH EARLIER DATA FOR COMPARISON)*



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

Percentages refer to the number of separations of full-time State Government employees (FY2007, 6,337; FY2008, 5,327; FY2009, 5,938).



**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 Civil Service Commission separation reports (1960-1979).*

*Data is based on the effective date of the separation; however, differences between effective date and system entry date preclude calculation of the net change from a combination of hires and separations.*

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

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

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

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

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

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

*Data is based on the effective date of the separation; however, differences between effective date and system entry date preclude calculation of the net change from a combination of hires and separations.*

*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 - FY2009**

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%
2007	1,551	179	0	2,608	4,338	68%	1,847	0	1,847	29%	152	6,337	81,201	7.8%
2008	1,407	148	119	1,863	3,537	66%	1,625	2	1,627	31%	163	5,327	80,418	6.6%
2009	970	141	1,353	1,870	4,334	73%	1,469	12	1,481	25%	139	5,954	82,994	7.2%

*Early Retirement Incentive Programs (ERI) were signed into law in 2002 and 2008 in order to reduce the State's payroll.*

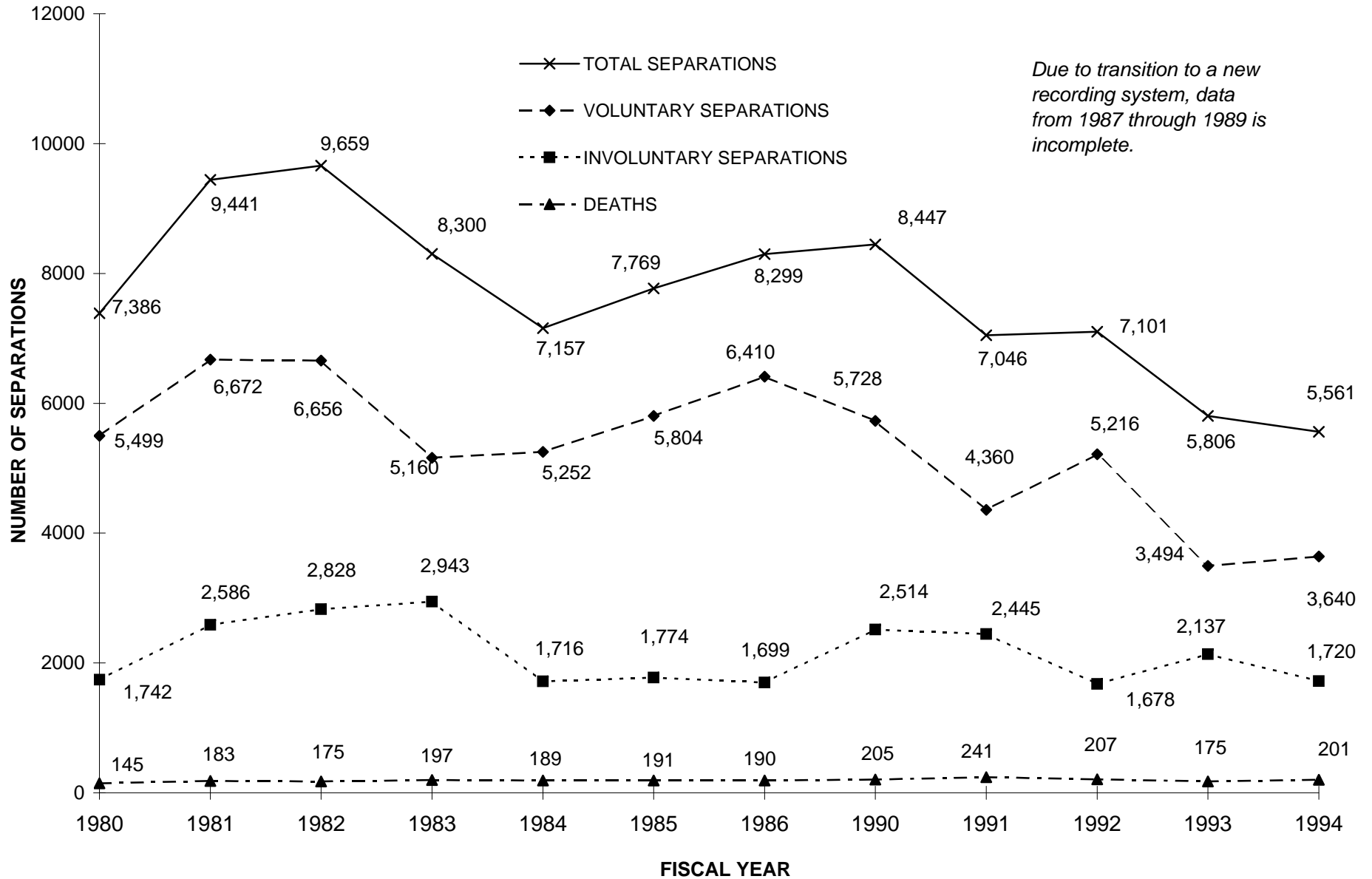
*Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and July 1 of that calendar year and met age and service requirements.*

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

*Data is based on the effective date of the separation; however, differences between effective date and system entry date preclude calculation of the net change from a combination of hires and separations.*

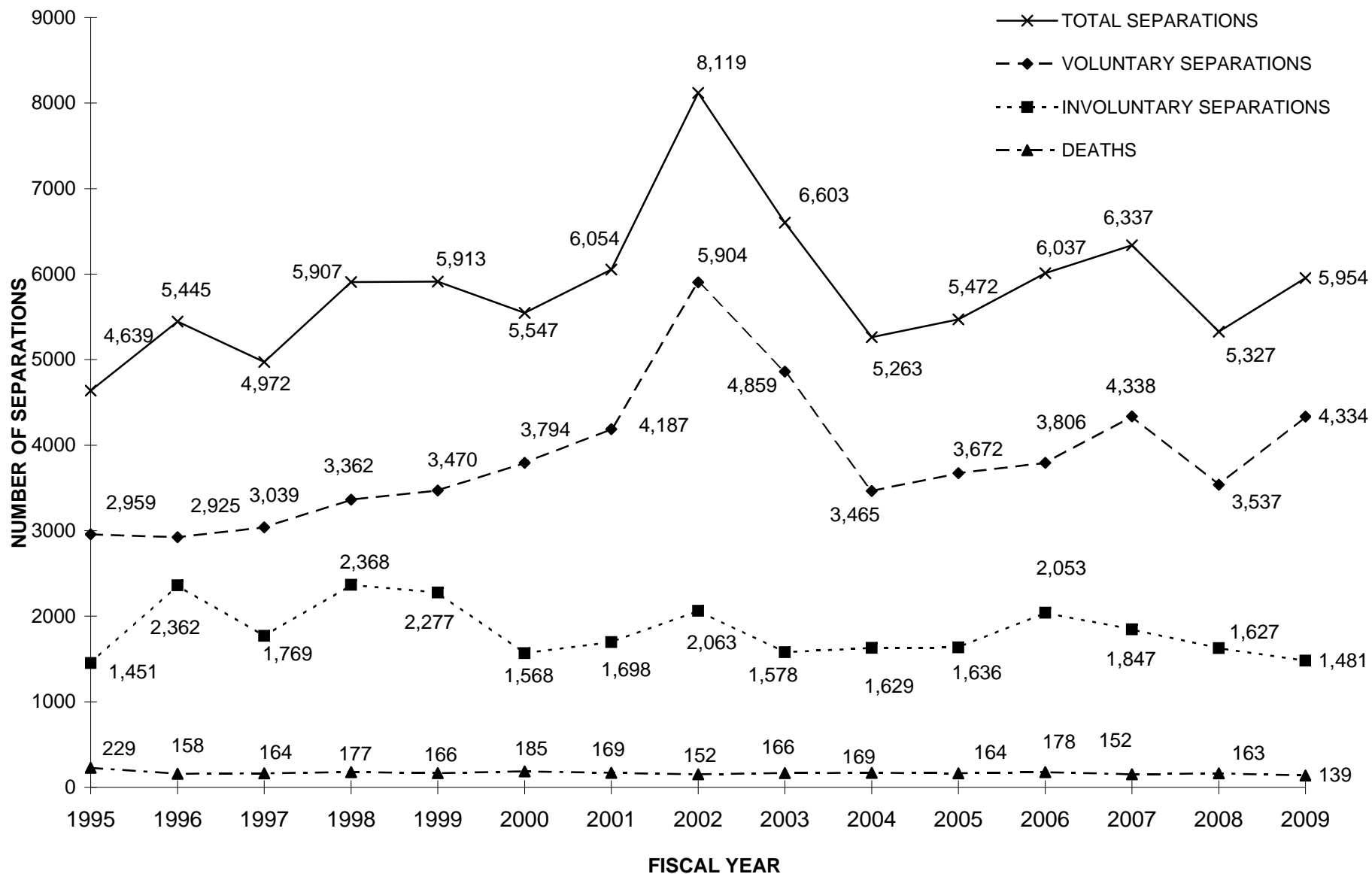
*Terminations include discontinuation of provisional, temporary, and unclassified appointments, term expirations, and some layoffs of employees without permanent Civil Service status.*

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



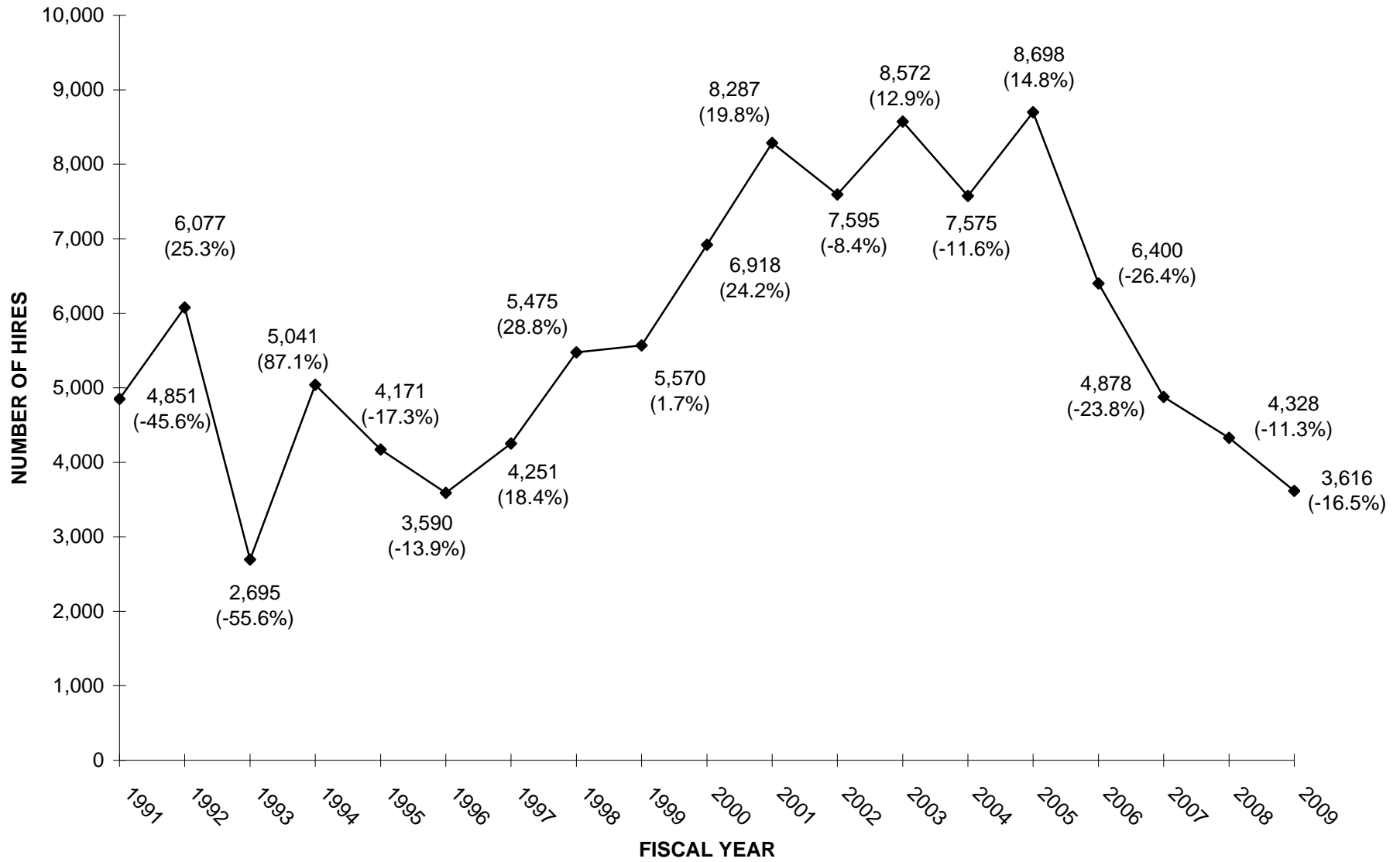
Data provided by the Civil Service Commission from separation reports (1980-1986) and automated personnel files 1990-1994).

**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY1995 - FY2009**



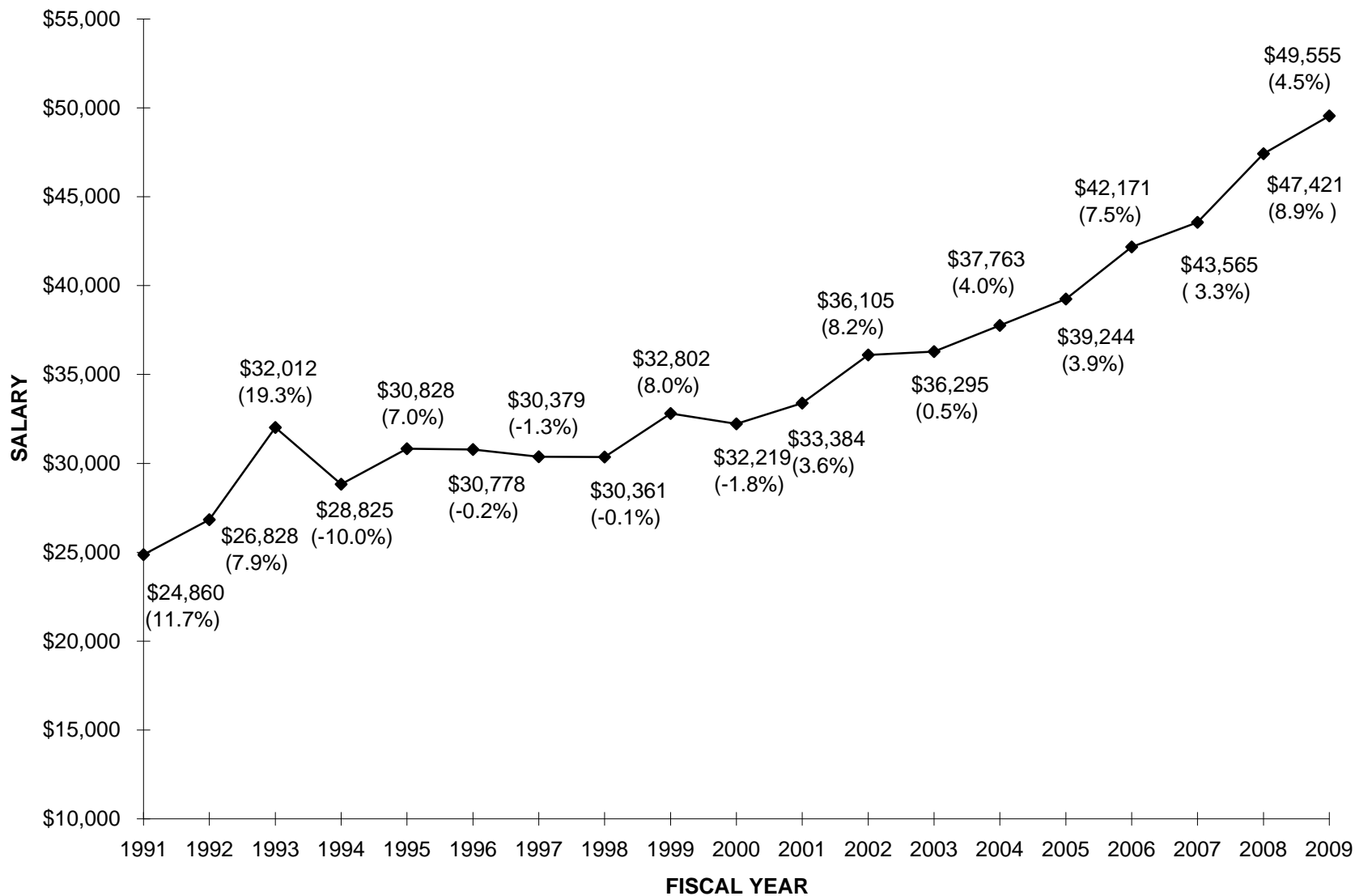
Separations under the 2002 Early Retirement Incentive Program continued through 2003.

**STATE OF NEW JERSEY  
HIRING BY STATE GOVERNMENT  
FY1991 THROUGH FY2009**



Data provided by the Civil Service Commission 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 FY2009



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

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

*INTRODUCTION*

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The table on Page 25 counts State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,806 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,319 (or 41 percent of the workforce). That is because people with Master's, Doctoral, Law, or Medical degrees almost always have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and may understate the education credentials of some employees who have continued their education since being hired and have not had their highest degree made a part of their personnel file..

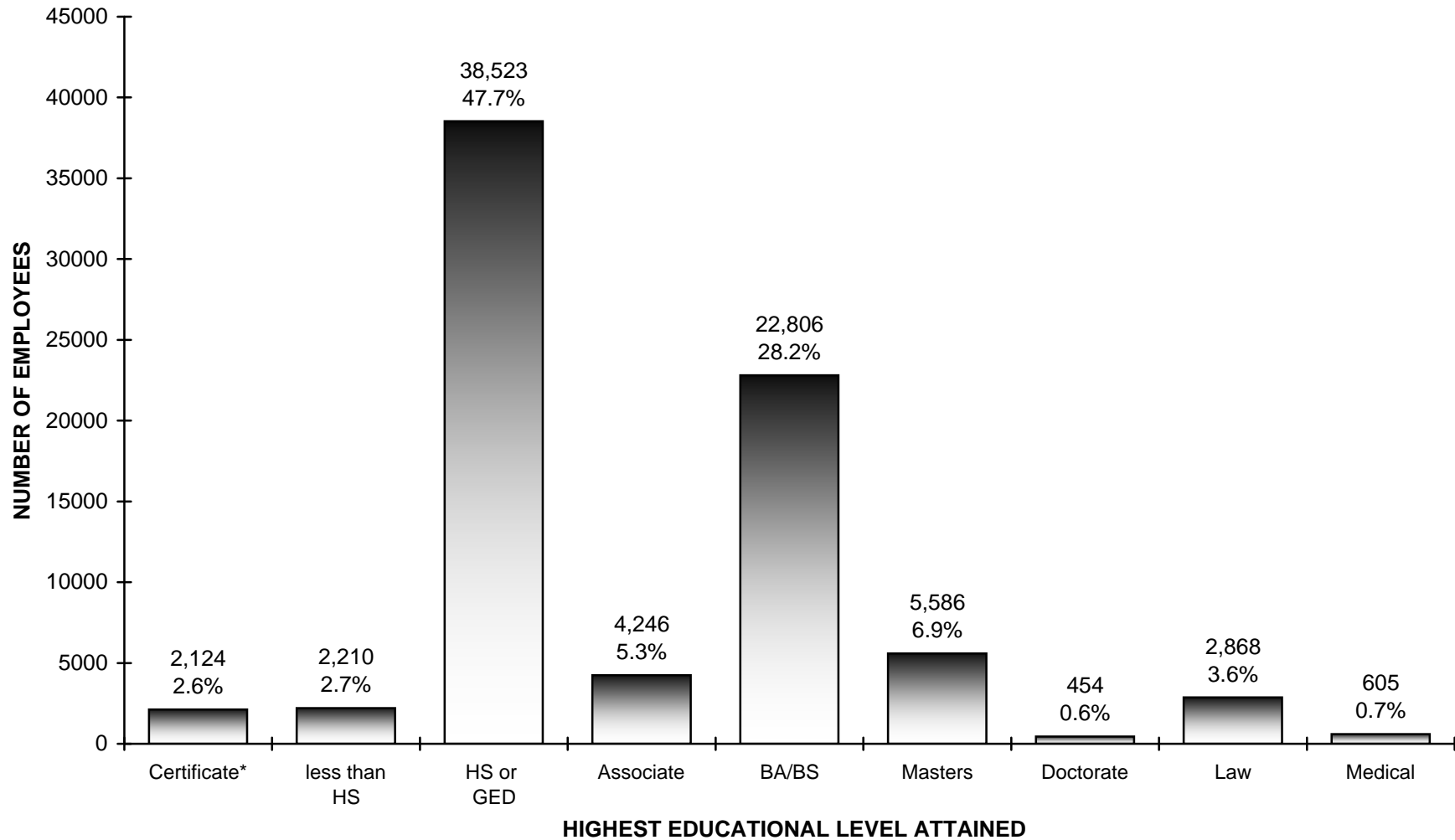
Our analysis of State Government employees by work location (Page 26) shows that more than a third of these employees are stationed in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the number of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., a liaison officer to the Federal Government.

There is a breakdown of the State Government workforce by EEO categories on Page 27. Page 28 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 29 presents a pie chart showing a breakdown of State Government employees by occupational categories. The employees' titles are categorized according to an Occupational Code Directory developed by Civil Service Commission's Classification and Compensation Unit. This taxonomy groups employees by the type of work performed. We do not show the employees' levels in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.



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

JANUARY 1, 2010



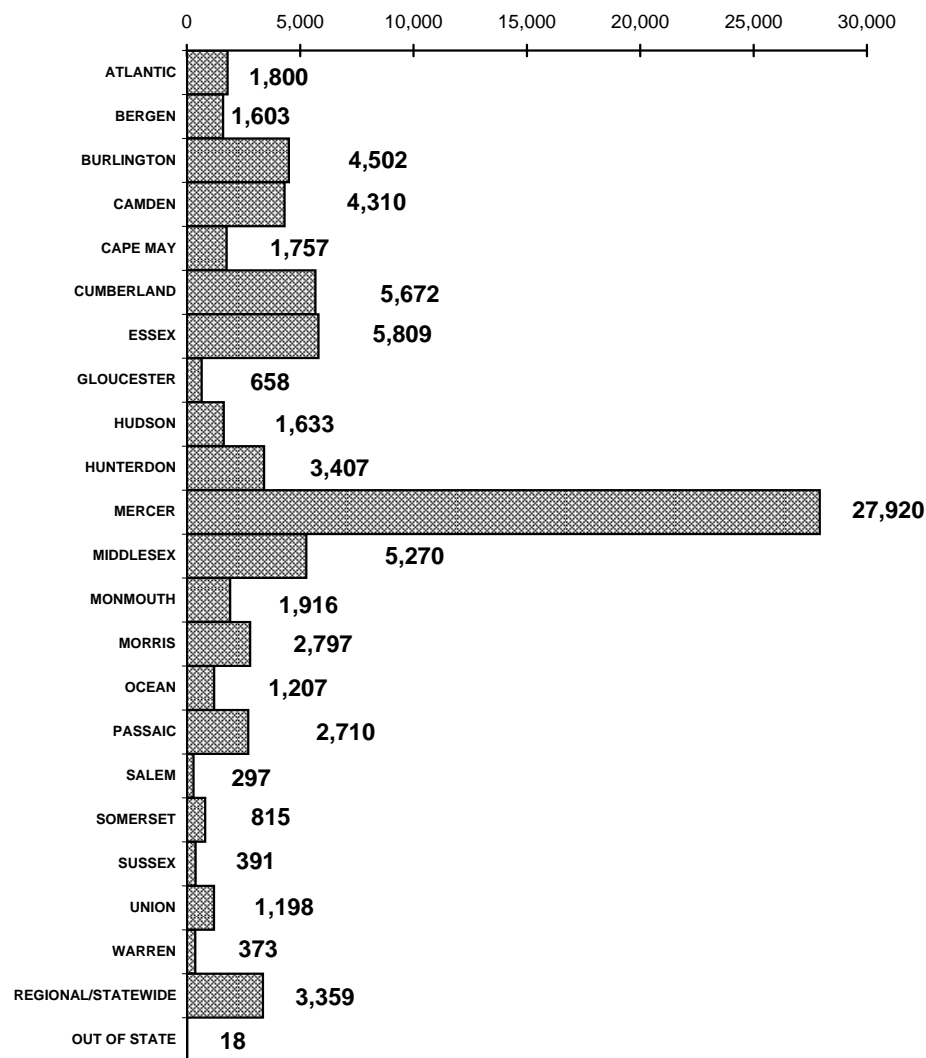
Percentages refer to the total State Government workforce (as of 1/1/2010, 79,422.)

\* These employees identified specialized certificates of proficiency as their highest level of education.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES**  
**BY WORK LOCATION**

JANUARY 1,, 2010

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,800	2.3
BERGEN	1,603	2.0
BURLINGTON	4,502	5.7
CAMDEN	4,310	5.4
CAPE MAY	1,757	2.2
CUMBERLAND	5,672	7.1
ESSEX	5,809	7.3
GLOUCESTER	658	0.8
HUDSON	1,633	2.1
HUNTERDON	3,407	4.3
MERCER	27,920	35.2
MIDDLESEX	5,270	6.6
MONMOUTH	1,916	2.4
MORRIS	2,797	3.5
OCEAN	1,207	1.5
PASSAIC	2,710	3.4
SALEM	297	0.4
SOMERSET	815	1.0
SUSSEX	391	0.5
UNION	1,198	1.5
WARREN	373	0.5
REGIONAL/STATEWIDE	3,359	4.2
<b>OUT OF STATE</b>		
CALIFORNIA	4	*
CONNECTICUT	0	*
MASSACHUSETTS	0	*
ILLINOIS	12	*
NEW YORK	0	*
WASHINGTON, DC	2	*
<b>TOTAL</b>	<b>79,422</b>	<b>100.0</b>



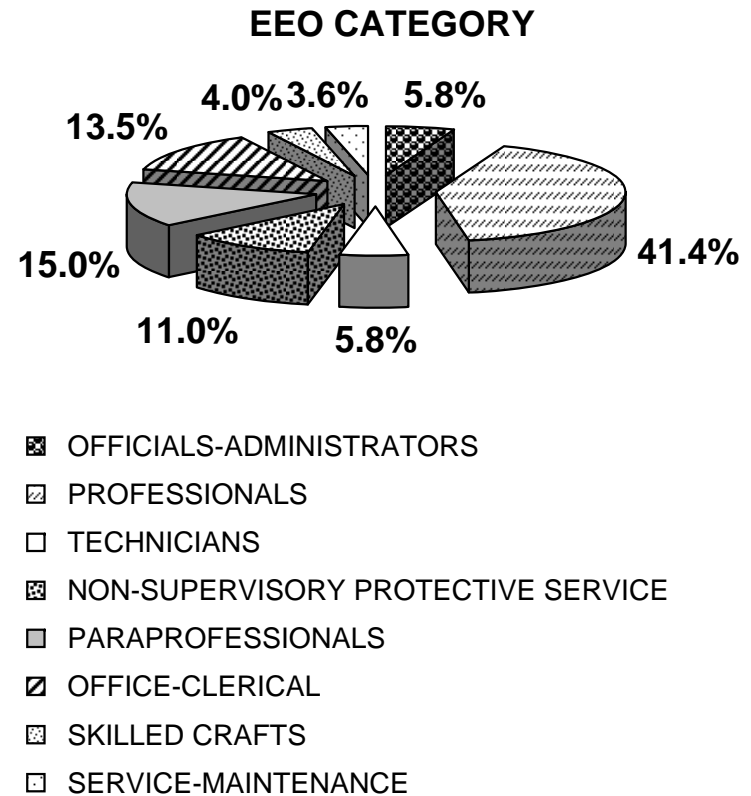
Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 18 out-of-State positions.

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

\*Less than 0.1.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY**  
 JANUARY 1, 2010

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,567 5.8%
PROFESSIONALS	32,900 41.4%
TECHNICIANS	4,634 5.8%
NON-SUPERVISORY PROTECTIVE SERVICE	8,759 11.0%
PARAPROFESSIONALS	11,886 15.0%
OFFICE-CLERICAL	10,685 13.5%
SKILLED CRAFTS	3,155 4.0%
SERVICE-MAINTENANCE	2,836 3.6%
<b>TOTAL</b>	<b>79,422</b>

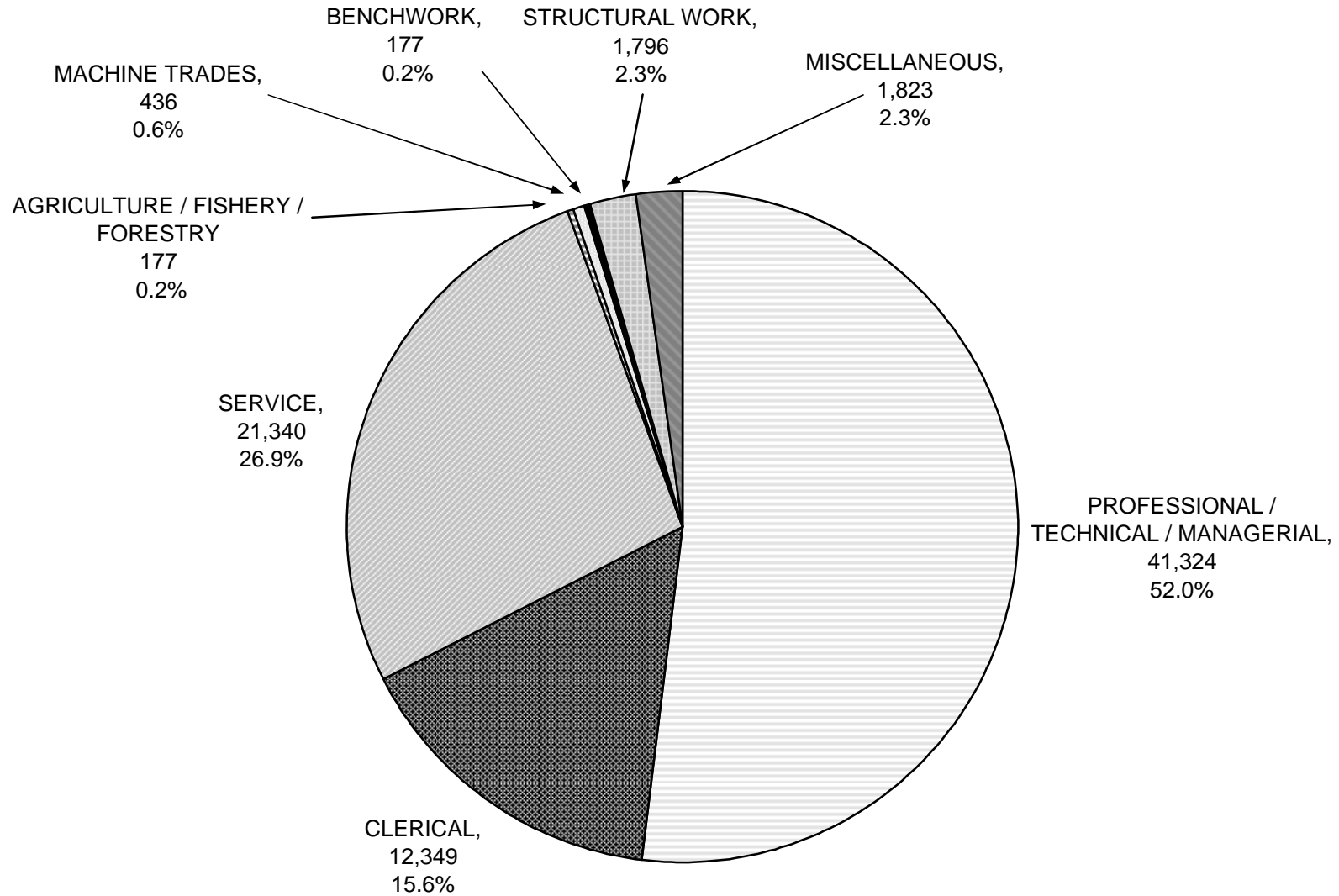


**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION**  
 JANUARY 1, 2010

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
<b>PROFESSIONAL / TECHNICAL / MANAGERIAL</b>	00 Surveying/Engineering	1,075	0	0	1,075
	01 Environmental Engineering/Architecture	233	0	0	233
	02 Physical Sciences/Statistics	1,766	0	0	1,766
	04 Life Sciences	263	0	0	263
	05 Community Development/Social Sciences	416	0	0	416
	06 Social & Psychological Services	7,274	2,242	0	9,516
	07 Medical and Health Services	4,090	0	0	4,090
	09 Education	2,128	0	4	2,132
	10 Museum, Library & Archival Sciences	125	10	4	139
	11 Law	2,156	970	108	3,234
	12 Information Processing	2,274	303	35	2,612
	13 Writing	174	49	42	265
	14 Art	39	0	0	39
	15 Finance	1,988	84	112	2,184
	16 Administration	8,025	2,064	102	10,191
	17 Inspections/Investigations	2,684	273	14	2,971
	18 Recreation	101	0	0	101
	19 Public Broadcasting	97	0	0	97
	<b>CLERICAL</b>	20 Stenography, Typing & Filing	7,750	3,018	74
21 Computing & Account Recording		314	118	4	436
22 Stock, Storage, & Inventory		276	0	3	279
24 Information & Message Distributor		788	0	4	792
<b>SERVICE</b>	30 Building/Institution/Facility Services	1,290	0	0	1,290
	31 Food/Beverage Preparation/Services	1,109	0	0	1,109
	33 Barbering/Cosmetology	7	0	0	7
	35 Direct Care/Personal & Health Services	7,246	0	0	7,246
	36 Protective Services	11,679	0	9	11,688
	40 Planting/Gardening	132	0	0	132
<b>AGRICULTURE / FISHERY / FORESTRY</b>	41 Animal Farming	42	0	0	42
	43 Forestry	3	0	0	3
	60 Machinery Repair	376	0	0	376
<b>MACHINE TRADES</b>	65 Printing	51	9	0	60
	70 Medical/Scientific Repair	2	0	0	2
<b>BENCHWORK</b>	72 Electrical Repair	174	0	1	175
	80 Skilled Trades	442	0	0	442
<b>STRUCTURAL WORK</b>	81 Infrastructure Repair/Maintenance	1,352	0	2	1,354
	90 Transportation	536	16	0	552
<b>MISCELLANEOUS</b>	91 Utilities Production/Distribution	180	0	0	180
	92 Multiple Groups	1,005	85	1	1,091
	<b>TOTAL</b>	<b>69,662</b>	<b>9,241</b>	<b>519</b>	<b>79,422</b>

Data provided by the Civil Service Commission from automated personnel files.  
 Classification system based on the CSC Occupational Code Dictionary.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL CATEGORY**  
 JANUARY 1, 2010



*Data provided by the Civil Service Commission from automated personnel files.  
 Classification system based on the CSC Occupational Code Dictionary.  
 Percentages refer to the total State Government workforce as of 1/1/2010: 79,422.*

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

*INTRODUCTION*

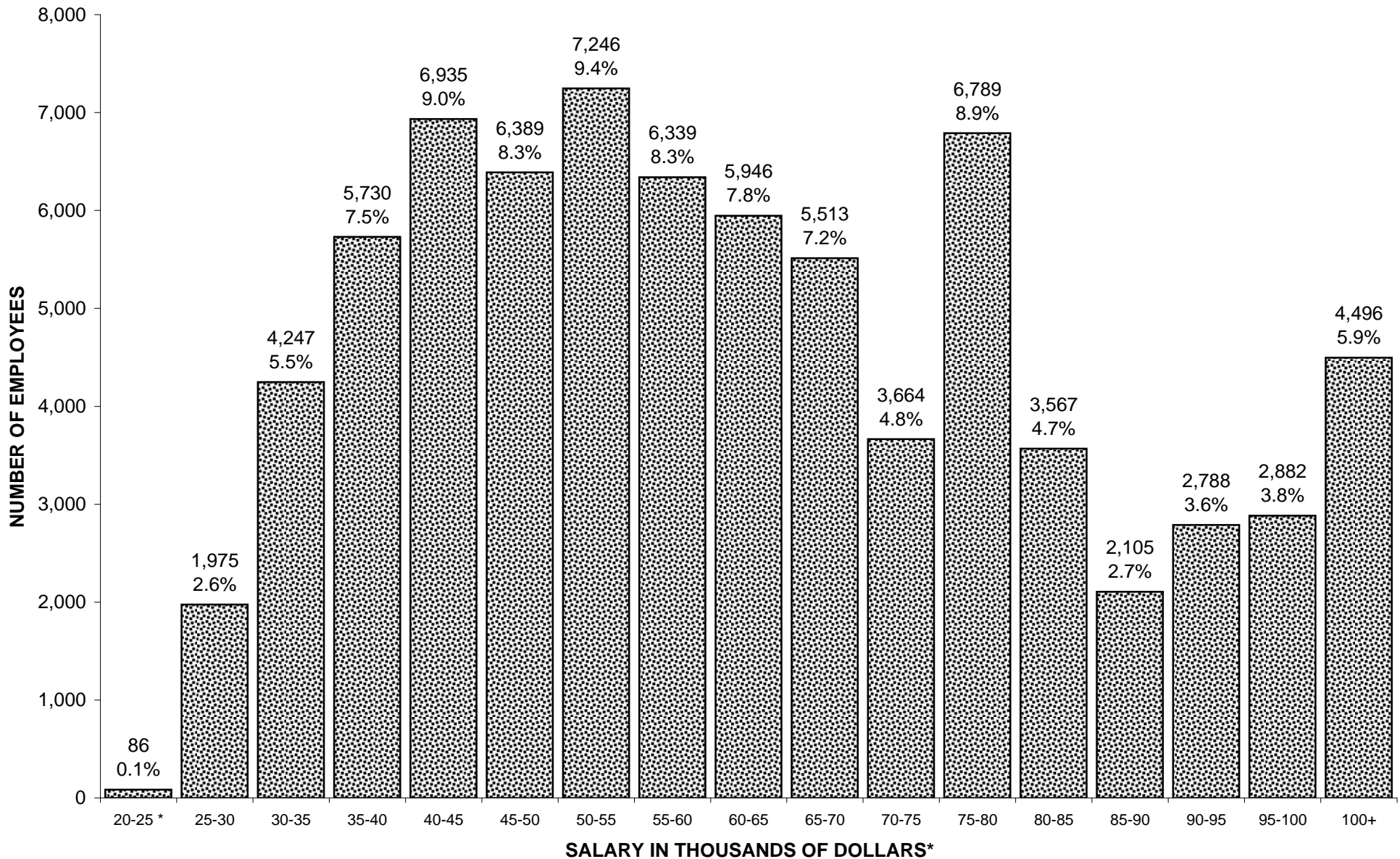
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We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$63,037) account for 56 percent of the full-time State Government workforce. The median salary is \$59,102. See Page 5 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 10 (by agency) and on Page 44 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on Page 31. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. The employees earning between \$50,000.00 and \$54,999.99 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 27 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for five years on Page 32. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage of change from the previous year.

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

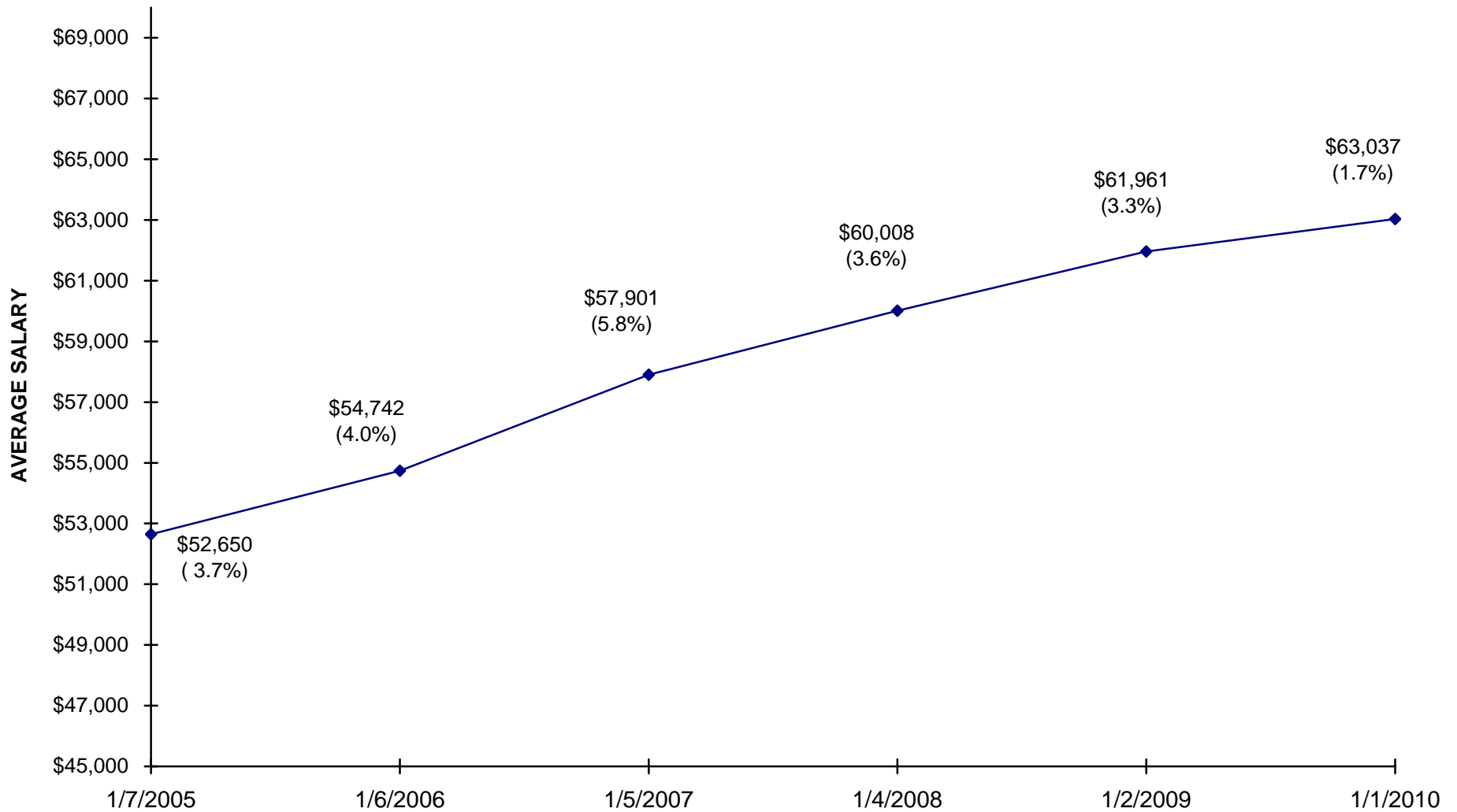
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY**  
 JANUARY 1, 2010



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 1/1/2010, 76,697).

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

STATE OF NEW JERSEY  
**FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES**  
2005 through 2010





## STATE OF NEW JERSEY

# STATE GOVERNMENT WORKFORCE: RACE/ETHNIC AND GENDER DATA

### INTRODUCTION

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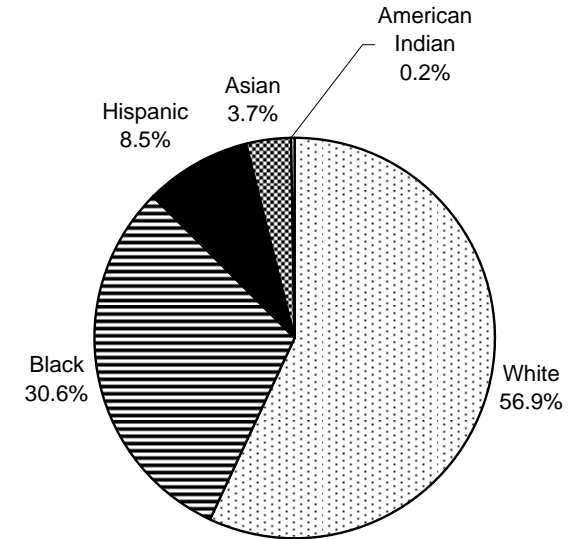
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic distribution for the entire State Government workforce. Next is a similar table giving the gender distribution by agency. To the right side of the chart, there are two pie charts showing the race/ethnic distributions for males and females and the overall gender distribution in the State Government workforce. On Page 36, there is a table giving the gender and race/ethnic distribution by agency.

Pages 37 and 38 show historic trends for minorities (Blacks, Hispanics, Asians, and American Indians), and Pages 39 and 40 show historic information for women. These charts are based on counts of full-time employees at Fiscal Year intervals, while the three preceding tables count all employees in a Calendar Year snapshot. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974. The dotted line on each chart shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) the number of minority or female employees represents. Although there has been growth in the representation of both minorities and women in the State Government workforce in the last thirty years, the increase in minorities is more dramatic. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, and represent more than 42 percent of that workforce today. Women, on the other hand, made up 46.2 percent of the full-time State Government workforce in 1974 and represent 55.8 percent of that workforce today. It would not be appropriate to show the changes in totals of minorities and women on the same chart, since this would result in “double counting” of minority women. It is also important to note that, although the total number of minority employees has declined slightly since the previous year, the total State workforce has also declined. The result is a slightly higher minority percentage in Fiscal Year 2009 than in Fiscal Year 2008.

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

JANUARY 1, 2010

STATE AGENCY	White	Black	Hispanic	Asian	American Indian	Total
<b>AGRICULTURE</b>	171	28	8	11	0	218
<b>BANKING &amp; INSURANCE</b>	290	104	20	16	0	430
<b>CHILDREN &amp; FAMILIES</b>	2,824	3,114	1,113	110	11	7,172
<b>COMMUNITY AFFAIRS</b>	700	275	85	22	3	1,085
<b>CORRECTIONS</b>	5,669	3,116	1,040	101	31	9,957
Corrections	5,238	2,952	956	92	31	9,269
State Parole Board	431	164	84	9	0	688
<b>EDUCATION</b>	595	168	31	31	0	825
<b>ENVIRONMENTAL PROTECTION</b>	2,469	265	78	171	11	2,994
<b>GOVERNOR'S OFFICE</b>	70	21	16	1	0	108
<b>HEALTH &amp; SENIOR SERVICES</b>	1,136	417	103	127	5	1,788
<b>HUMAN SERVICES</b>	6,785	8,565	1,024	763	45	17,182
<b>INFORMATION TECHNOLOGY</b>	588	91	26	109	1	815
<b>LABOR</b>	2,243	1,009	485	140	4	3,881
Labor	2,091	936	476	130	4	3,637
Civil Service Commission	152	73	9	10	0	244
<b>LAW &amp; PUBLIC SAFETY</b>	6,732	1,698	647	182	27	9,286
Law & Public Safety	5,826	1,021	515	163	25	7,550
Homeland Security & Preparedness	87	4	3	0	0	94
Juvenile Justice	819	673	129	19	2	1,642
<b>MILITARY &amp; VETERANS AFFAIRS</b>	606	599	182	182	2	1,571
<b>PUBLIC ADVOCATE</b>	103	35	21	7	1	167
<b>STATE</b>	366	109	35	32	0	542
State	129	53	19	14	0	215
Commission on Higher Education	9	6	0	1	0	16
Higher Educational Student Assistance	121	30	10	15	0	176
Public Broadcasting	107	20	6	2	0	135
<b>TRANSPORTATION</b>	4,058	1,019	470	440	9	5,996
Transportation	2,510	388	139	378	4	3,419
Motor Vehicles	1,548	631	331	62	5	2,577
<b>TREASURY</b>	3,665	1,410	333	228	9	5,645
Treasury	2,661	990	157	184	7	3,999
Administrative Law	65	23	6	1	0	95
Casino Control	204	63	11	6	0	284
Public Defender	579	263	138	18	2	1,000
Public Utilities	156	71	21	19	0	267
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>39,070</b>	<b>22,043</b>	<b>5,717</b>	<b>2,673</b>	<b>159</b>	<b>69,662</b>
<b>JUDICIARY</b>	<b>5728</b>	<b>2229</b>	<b>1004</b>	<b>263</b>	<b>17</b>	<b>9,241</b>
<b>LEGISLATIVE STAFF</b>	<b>424</b>	<b>57</b>	<b>27</b>	<b>11</b>	<b>0</b>	<b>519</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>45,222</b>	<b>24,329</b>	<b>6,748</b>	<b>2,947</b>	<b>176</b>	<b>79,422</b>

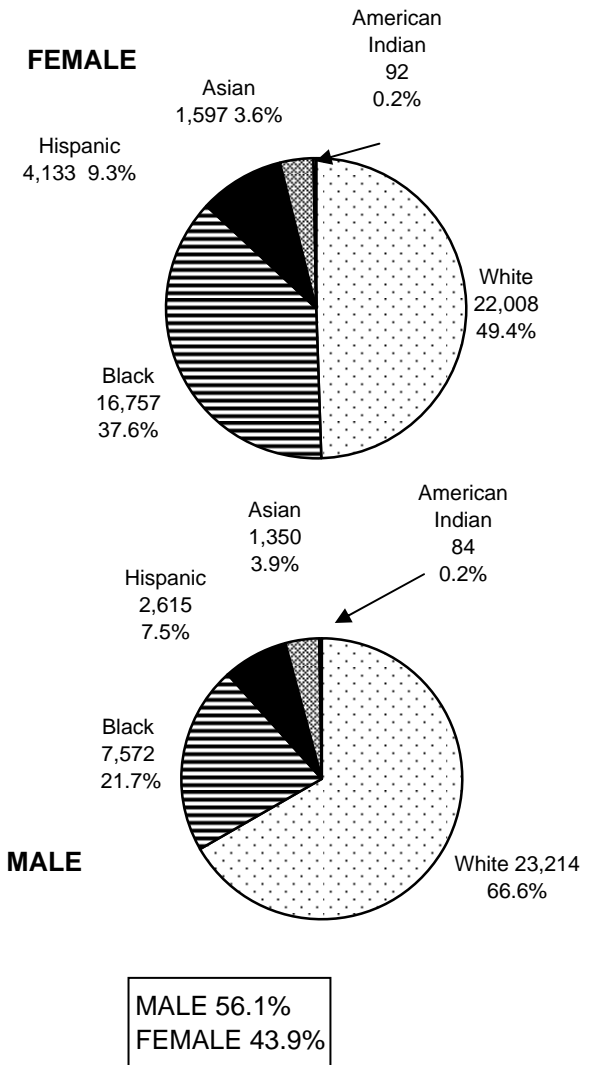


Data provided by the Civil Service Commission from automated personnel files.

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

JANUARY 1, 2010

STATE AGENCY	MALE	FEMALE	TOTAL
<b>AGRICULTURE</b>	<b>99</b>	<b>119</b>	<b>218</b>
<b>BANKING &amp; INSURANCE</b>	<b>216</b>	<b>214</b>	<b>430</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>1,590</b>	<b>5,582</b>	<b>7,172</b>
<b>COMMUNITY AFFAIRS</b>	<b>555</b>	<b>530</b>	<b>1,085</b>
<b>CORRECTIONS</b>	<b>7,169</b>	<b>2,788</b>	<b>9,957</b>
Corrections	6,787	2,482	9,269
State Parole Board	382	306	688
<b>EDUCATION</b>	<b>269</b>	<b>556</b>	<b>825</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,792</b>	<b>1,202</b>	<b>2,994</b>
<b>GOVERNOR'S OFFICE</b>	<b>39</b>	<b>69</b>	<b>108</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>517</b>	<b>1,271</b>	<b>1,788</b>
<b>HUMAN SERVICES</b>	<b>5,449</b>	<b>11,733</b>	<b>17,182</b>
<b>INFORMATION TECHNOLOGY</b>	<b>466</b>	<b>349</b>	<b>815</b>
<b>LABOR</b>	<b>1,327</b>	<b>2,554</b>	<b>3,881</b>
Labor	1,240	2,397	3,637
Civil Service Commission	87	157	244
<b>LAW &amp; PUBLIC SAFETY</b>	<b>5,945</b>	<b>3,341</b>	<b>9,286</b>
Law & Public Safety	4,865	2,685	7,550
Homeland Security & Preparedness	58	36	94
Juvenile Justice	1,022	620	1,642
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>525</b>	<b>1,046</b>	<b>1,571</b>
<b>PUBLIC ADVOCATE</b>	<b>53</b>	<b>114</b>	<b>167</b>
<b>STATE</b>	<b>226</b>	<b>316</b>	<b>542</b>
State	74	141	215
Commission on Higher Education	4	12	16
Public Broadcasting	60	116	176
Higher Educational Student Assistance	88	47	135
<b>TRANSPORTATION</b>	<b>3,530</b>	<b>2,466</b>	<b>5,996</b>
Transportation	2,755	664	3,419
Motor Vehicles	775	1,802	2,577
<b>TREASURY</b>	<b>2,335</b>	<b>3,310</b>	<b>5,645</b>
Treasury	1,657	2,342	3,999
Administrative Law	33	62	95
Casino Control	146	138	284
Public Defender	360	640	1,000
Public Utilities	139	128	267
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>32,102</b>	<b>37,560</b>	<b>69,662</b>
<b>JUDICIARY</b>	<b>2,475</b>	<b>6,766</b>	<b>9,241</b>
<b>LEGISLATIVE STAFF</b>	<b>258</b>	<b>261</b>	<b>519</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>34,835</b>	<b>44,587</b>	<b>79,422</b>

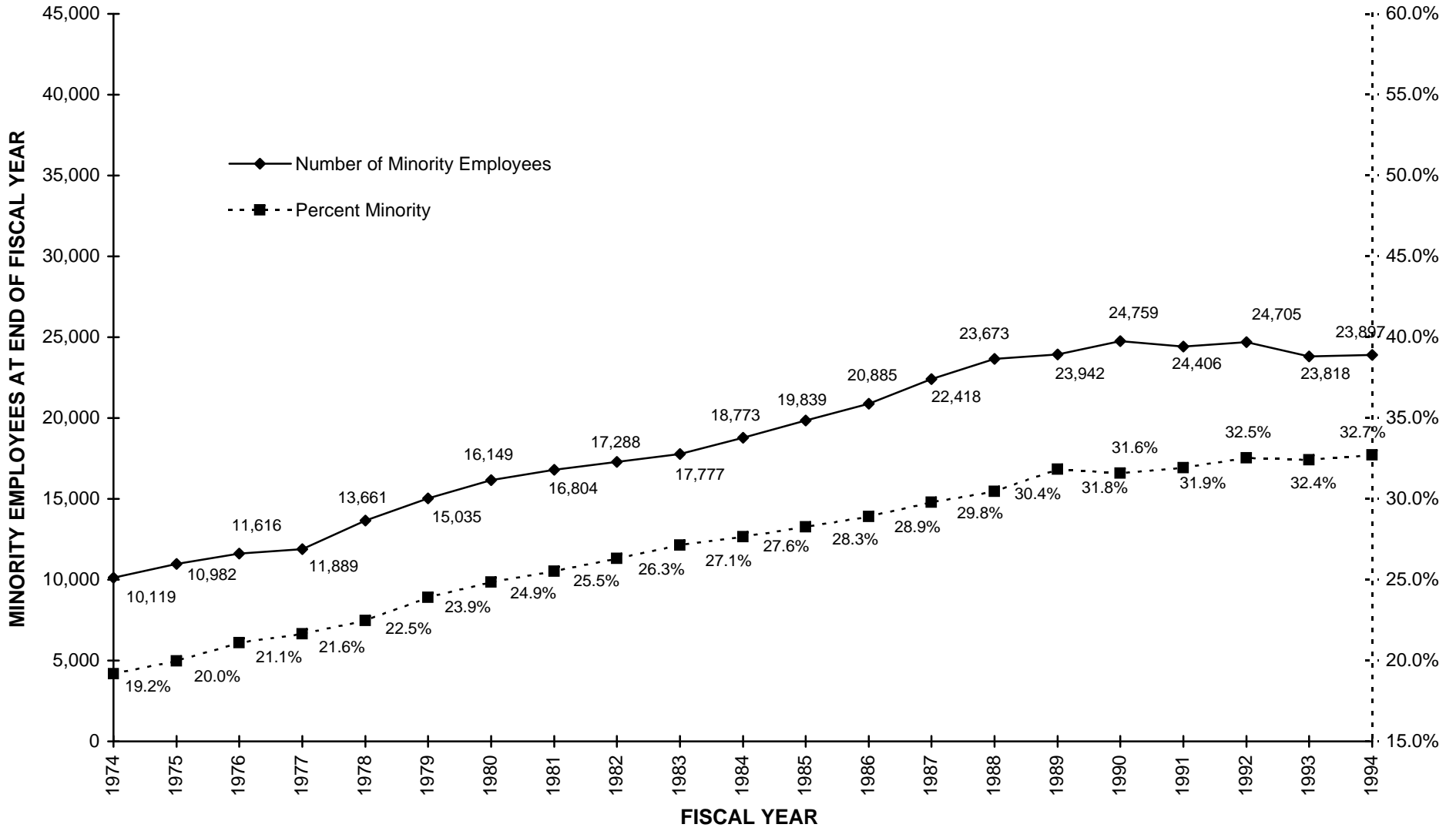


**STATE OF NEW JERSEY**  
**RACE/ETHNIC AND GENDER DISTRIBUTION OF STATE GOVERNMENT**  
**EMPLOYEES BY AGENCY**

JANUARY 1, 2010

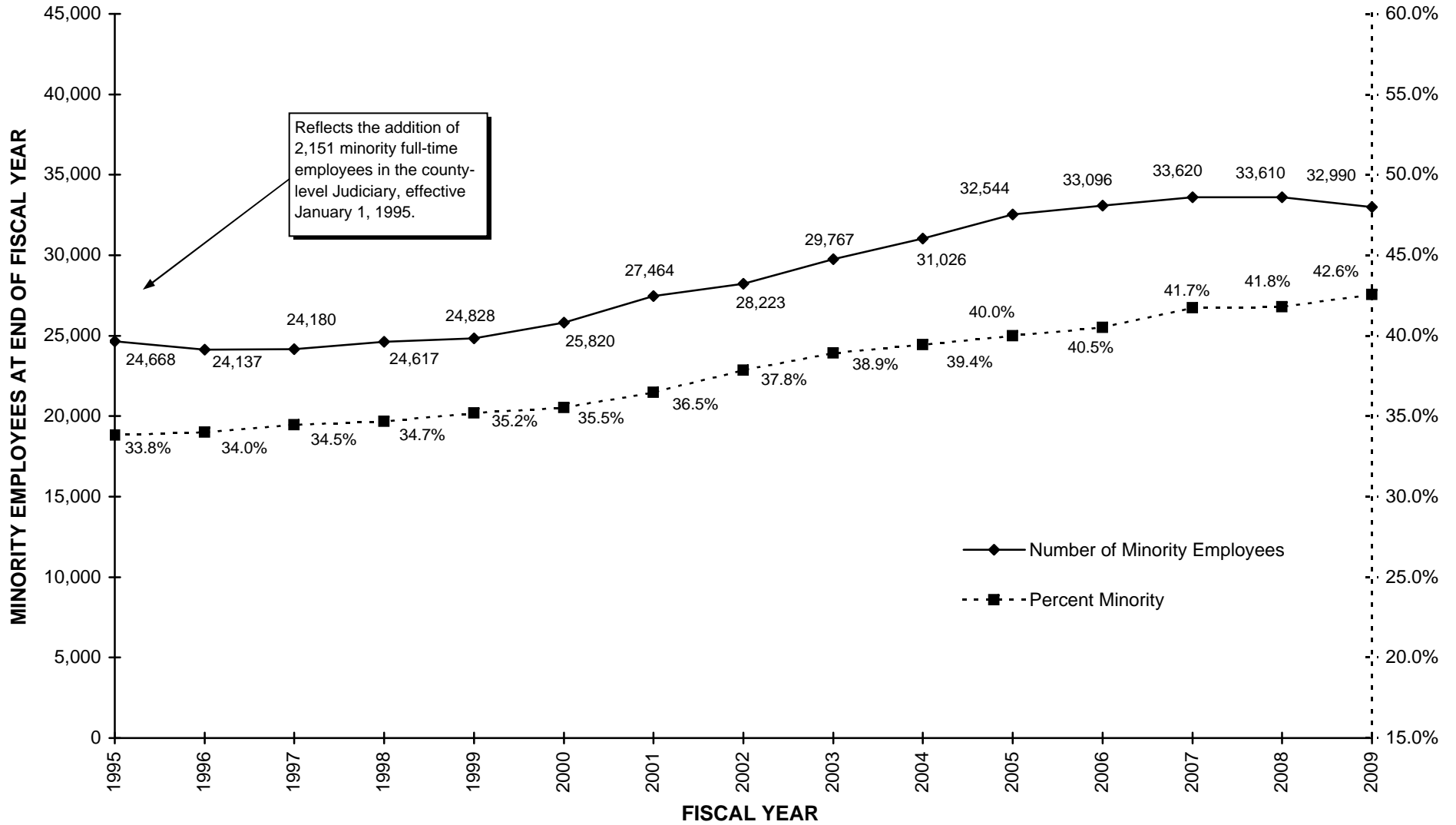
STATE AGENCY	MALE						FEMALE						GRAND
	White	Black	Hispanic	Asian	American Indian	Total	White	Black	Hispanic	Asian	American Indian	Total	TOTAL
<b>AGRICULTURE</b>	83	8	3	5	0	99	88	20	5	6	0	119	218
<b>BANKING &amp; INSURANCE</b>	166	37	4	9	0	216	124	67	16	7	0	214	430
<b>CHILDREN &amp; FAMILIES</b>	670	645	243	29	3	1,590	2,154	2,469	870	81	8	5,582	7,172
<b>COMMUNITY AFFAIRS</b>	442	63	33	16	1	555	258	212	52	6	2	530	1,085
<b>CORRECTIONS</b>	4,437	1,844	790	73	25	7,169	1,232	1,272	250	28	6	2,788	9,957
Corrections	4,162	1,787	743	70	25	6,787	1,076	1,165	213	22	6	2,482	9,269
State Parole Board	275	57	47	3	0	382	156	107	37	6	0	306	688
<b>EDUCATION</b>	209	33	14	13	0	269	386	135	17	18	0	556	825
<b>ENVIRONMENTAL PROTECTION</b>	1,544	96	34	114	4	1,792	925	169	44	57	7	1,202	2,994
<b>GOVERNOR'S OFFICE</b>	31	3	5	0	0	39	39	18	11	1	0	69	108
<b>HEALTH &amp; SENIOR SERVICES</b>	372	78	28	37	2	517	764	339	75	90	3	1,271	1,788
<b>HUMAN SERVICES</b>	2,355	2,431	362	288	13	5,449	4,430	6,134	662	475	32	11,733	17,182
<b>INFORMATION TECHNOLOGY</b>	363	40	16	46	1	466	225	51	10	63	0	349	815
<b>LABOR</b>	957	208	106	56	0	1,327	1,286	801	379	84	4	2,554	3,881
Labor	893	193	103	51	0	1,240	1,198	743	373	79	4	2,397	3,637
Civil Service Commission	64	15	3	5	0	87	88	58	6	5	0	157	244
<b>LAW &amp; PUBLIC SAFETY</b>	4,625	783	406	107	24	5,945	2,107	915	241	75	3	3,341	9,286
Law & Public Safety	4,027	401	317	97	23	4,865	1,799	620	198	66	2	2,685	7,550
Homeland Security & Preparedness	55	1	2	0	0	58	32	3	1	0	0	36	94
Juvenile Justice	543	381	87	10	1	1,022	276	292	42	9	1	620	1,642
<b>MILITARY &amp; VETERANS AFFAIRS</b>	300	116	67	42	0	525	306	483	115	140	2	1,046	1,571
<b>PUBLIC ADVOCATE</b>	39	6	5	2	1	53	64	29	16	5	0	114	167
<b>STATE</b>	169	34	15	8	0	226	197	75	20	24	0	316	542
State	52	13	6	3	0	74	77	40	13	11	0	141	215
Commission on Higher Education	2	2	0	0	0	4	7	4	0	1	0	12	16
Higher Educational Student Assistance	43	9	4	4	0	60	78	21	6	11	0	116	176
Public Broadcasting	72	10	5	1	0	88	35	10	1	1	0	47	135
<b>TRANSPORTATION</b>	2,610	405	178	332	5	3,530	1,448	614	292	108	4	2,466	5,996
Transportation	2,049	273	118	311	4	2,755	461	115	21	67	0	664	3,419
Motor Vehicles	561	132	60	21	1	775	987	499	271	41	4	1,802	2,577
<b>TREASURY</b>	1,794	347	108	85	1	2,335	1,871	1,063	225	143	8	3,310	5,645
Treasury	1,304	229	60	64	0	1,657	1,357	761	97	120	7	2,342	3,999
Administrative Law	29	3	1	0	0	33	36	20	5	1	0	62	95
Casino Control	103	31	6	6	0	146	101	32	5	0	0	138	284
Public Defender	260	60	37	2	1	360	319	203	101	16	1	640	1,000
Public Utilities	98	24	4	13	0	139	58	47	17	6	0	128	267
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	21,166	7,177	2,417	1,262	80	32,102	17,904	14,866	3,300	1,411	79	37,560	73,543
<b>JUDICIARY</b>	1,825	371	192	83	4	2,475	3,903	1,858	812	180	13	6,766	9,241
<b>LEGISLATIVE STAFF</b>	223	24	6	5	0	258	201	33	21	6	0	261	519
<b>TOTAL STATE GOVT WORKFORCE</b>	23,214	7,572	2,615	1,350	84	34,835	22,008	16,757	4,133	1,597	92	44,587	79,422

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



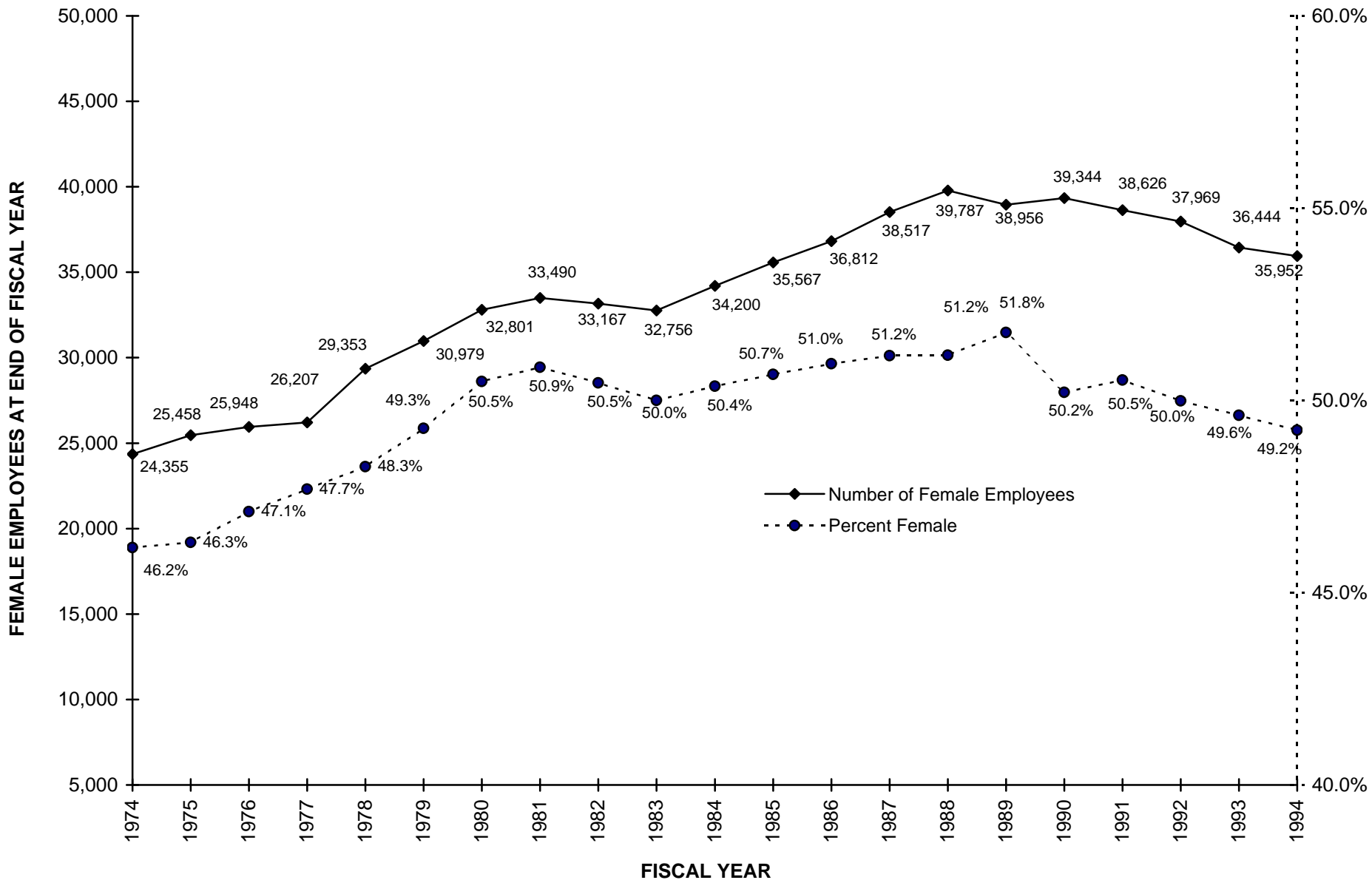
*Full-time employees only.  
 Data provided by the Civil Service Commission from reports for the Division of EEO/AA (1974-1994).*

## STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2009)



Full-time employees only. Percentages refer to the total full-time State Government workforce (77,511 as of 6/30/2009)  
Data provided by the Civil Service Commission from automated personnel files (1995-present).

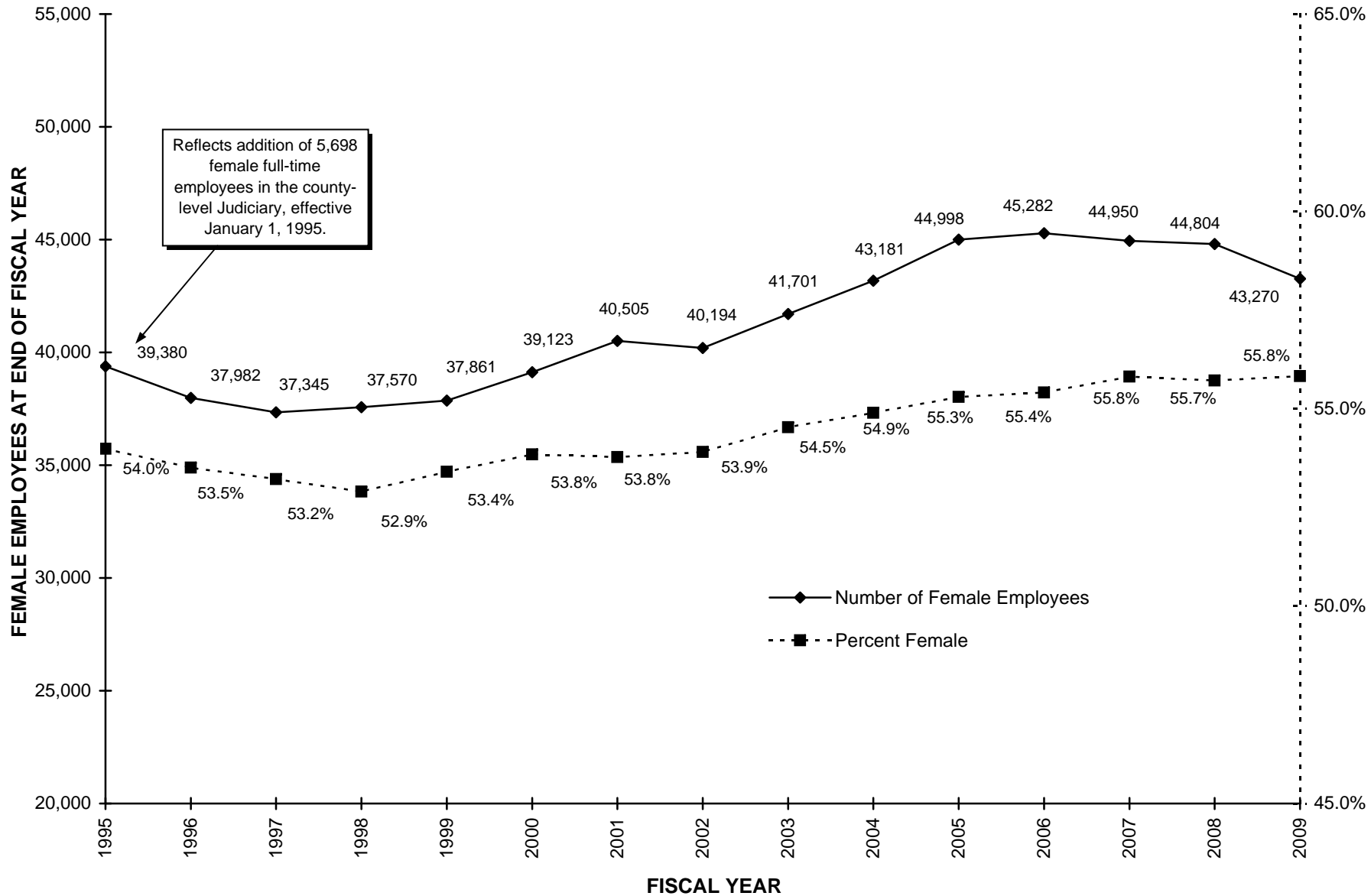
**STATE OF NEW JERSEY**  
**WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1974-1994)**



*Full-time employees only.*

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

## STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE (FISCAL YEARS 1995-2009)



Full-time employees only. Percentages refer to the total full-time State Government workforce (77,511 as of 6/30/2009.)  
Data provided by the Civil Service Commission from automated files (since 1995).



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

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Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 43 employee relations groups, 32 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 Civil Service Commission are considered confidential because Commission employees have access to information which is directly related to the conduct of labor negotiations.

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

The 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, bargaining code 5, are represented by the Office and Professional Employees International Union (OPEIU).

Bargaining Units 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" (JCAU) which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, OPEIU, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the 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 47.2 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 12.5 percent of the workforce; the PBA, with 8.3 percent; and IFPTE, with 6.4 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 table shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salary to full-time employees, and we use much the same criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 30).

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

JANUARY 1, 2010

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>	140	0	0	25	0	0	0	0	0	0	0	0	165
<b>BANKING &amp; INSURANCE</b>	320	0	0	21	0	0	0	0	0	0	0	0	341
<b>CHILDREN &amp; FAMILIES</b>	6,031	620	0	233	0	0	0	0	0	0	0	0	6,884
<b>COMMUNITY AFFAIRS</b>	839	0	0	143	0	0	0	0	0	0	0	0	982
<b>CORRECTIONS</b>	1,752	347	5,985	451	0	0	0	0	1,043	0	0	0	9,578
(Corrections)	(1,513)	(346)	(5,659)	(450)	(0)	(0)	(0)	(0)	(972)	(0)	(0)	(0)	8,940
(State Parole Board)	(239)	(1)	(326)	(1)	(0)	(0)	(0)	(0)	(71)	(0)	(0)	(0)	638
<b>EDUCATION</b>	621	33	0	25	0	0	0	0	0	0	0	0	679
<b>ENVIRONMENTAL PROTECTION</b>	2,309	0	95	232	0	0	0	0	38	0	0	0	2,674
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH &amp; SENIOR SERVICES</b>	1,554	3	0	20	0	0	0	0	0	0	0	0	1,577
<b>HUMAN SERVICES</b>	6,937	7,868	97	1,553	0	0	0	0	24	0	0	0	16,479
<b>INFORMATION TECHNOLOGY</b>	732	0	0	3	0	0	0	0	0	0	0	0	735
<b>LABOR</b>	3,229	5	0	39	0	0	0	0	0	0	0	0	3,273
(Labor)	(3,229)	(5)	(0)	(39)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	3,273
( Civil Service Commission)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0
<b>LAW &amp; PUBLIC SAFETY</b>	2,478	279	425	681	0	1,732	937	241	88	0	0	0	6,861
(Law & Public Safety)	(1,772)	(0)	(14)	(628)	(0)	(1,732)	(937)	(241)	(2)	(0)	(0)	(0)	5,326
(Homeland Security & Preparedness)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	4
(Juvenile Justice)	(702)	(279)	(411)	(53)	(0)	(0)	(0)	(0)	(86)	(0)	(0)	(0)	1,531
<b>MILITARY &amp; VETERANS AFFAIRS</b>	566	741	0	189	0	0	0	0	0	0	0	0	1,496
<b>PUBLIC ADVOCATE</b>	112	0	0	0	0	0	0	0	0	0	0	0	112
<b>STATE</b>	402	0	0	20	0	0	0	0	0	0	0	0	422
(State)	(170)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	174
(Commission on Higher Education)	(5)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	5
(Higher Educational Student Assistance)	(134)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	134
(Public Broadcasting)	(93)	(0)	(0)	(16)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	109
<b>TRANSPORTATION</b>	4,040	3	4	1,310	256	0	0	0	0	0	0	0	5,613
(Transportation)	(2,007)	(0)	(4)	(1,209)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	3,220
(Motor Vehicles)	(2,033)	(3)	(0)	(101)	(256)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	2,393
<b>TREASURY</b>	4,194	0	5	150	0	0	0	0	1	0	0	0	4,350
(Treasury)	(3,080)	(0)	(5)	(147)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	3,233
(Administrative Law)	(50)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	50
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	0
(Public Defender)	(889)	(0)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	892
(Public Utilities)	(175)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	175
<b>TOTAL EXECUTIVE BRANCH</b>	<b>36,256</b>	<b>9,899</b>	<b>6,611</b>	<b>5,095</b>	<b>256</b>	<b>1,732</b>	<b>937</b>	<b>241</b>	<b>1,194</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>62,221</b>
<b>JUDICIARY</b>	1,247	0	0	0	0	0	0	0	0	50	2,839	2,875	7,011
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>37,503</b>	<b>9,899</b>	<b>6,611</b>	<b>5,095</b>	<b>256</b>	<b>1,732</b>	<b>937</b>	<b>241</b>	<b>1,194</b>	<b>50</b>	<b>2,839</b>	<b>2,875</b>	<b>69,232</b>
<b>% OF UNION REPRESENTED EMPLOYEES</b>	54.2%	14.3%	9.5%	7.4%	0.4%	2.5%	1.4%	0.3%	1.7%	0.1%	4.1%	4.2%	100.0%
<b>% OF STATE GOVT WORKFORCE*</b>	47.2%	12.5%	8.3%	6.4%	0.3%	2.2%	1.2%	0.3%	1.5%	0.1%	3.6%	3.6%	87.2%

\*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 1, 2010

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
\$20,000-\$24,999.99	39	4	0	0	0	0	0	0	0	0	41	0	2	86
\$25,000-\$29,999.99	521	1,024	0	288	0	0	0	0	0	0	96	0	46	1,975
\$30,000-\$34,999.99	1,502	1,748	0	652	9	0	0	0	0	0	226	0	110	4,247
\$35,000-\$39,999.99	1,859	2,070	0	1,106	25	0	0	0	0	0	430	0	240	5,730
\$40,000-\$44,999.99	2,900	1,705	61	868	23	0	0	0	0	0	387	268	723	6,935
\$45,000-\$49,999.99	2,911	1,512	118	794	50	0	0	0	0	0	391	257	356	6,389
\$50,000-\$54,999.99	3,709	671	671	740	9	105	0	0	0	3	591	289	458	7,246
\$55,000-\$59,999.99	3,875	279	612	164	112	229	0	0	0	0	246	176	646	6,339
\$60,000-\$64,999.99	3,607	0	628	79	2	384	0	0	0	9	312	321	604	5,946
\$65,000-\$69,999.99	3,434	0	785	67	26	323	0	0	8	2	105	232	531	5,513
\$70,000-\$74,999.99	1,930	0	1,077	18	0	0	0	0	60	11	2	152	414	3,664
\$75,000-\$79,000.99	3,116	0	2,424	10	0	351	0	0	119	3	9	242	515	6,789
\$80,000-\$84,999.99	2,102	0	11	2	0	0	10	0	460	3	0	428	551	3,567
\$85,000-\$89,999.99	976	0	74	0	0	340	0	0	107	1	0	153	454	2,105
\$90,000-\$94,999.99	1,187	0	44	0	0	0	621	0	148	18	0	141	629	2,788
\$95,000-\$99,999.99	1,417	0	106	0	0	0	143	0	197	0	0	156	863	2,882
\$100,000-ABOVE	1,377	0	0	0	0	0	163	241	95	0	0	58	2,562	4,496
<b>TOTAL</b>	<b>36,462</b>	<b>9,013</b>	<b>6,611</b>	<b>4,788</b>	<b>256</b>	<b>1,732</b>	<b>937</b>	<b>241</b>	<b>1,194</b>	<b>50</b>	<b>2,836</b>	<b>2,873</b>	<b>9,704</b>	<b>76,697</b>

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

**STATE OF NEW JERSEY**

**MILITARY INVOLVEMENT OF STATE EMPLOYEES**

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

In the past, the State Government has not paid members of the National Guard or the Reserves beyond the 30 and 90 workday limits mentioned above while they are on extended active duty, whether for initial training or when their units have been activated by the Federal Government. However, as the role of the Reserve Components has changed and Federal activations have become more frequent, the State Government has begun to join other progressive employers who, during periods when Guard and Reserve units are activated by the Federal Government, and pay their employees the difference between their military salaries and their regular civilian salaries. Since many members of the Reserve Components are better paid in civilian life than they are on active duty, this policy avoids family hardships that reduce employees' military effectiveness. The policy was first adopted by Governor James J. Florio during Operation Desert Storm in 1991. More recently, it was adopted by Governor Donald T. DiFrancesco during Operation Noble Eagle (the reaction to the attack on the World Trade Center in September 2001), and extended by Governor James E. McGreevy 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 2009 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 2009

AGENCY	Calendar Year 2002	Calendar Year 2003	Calendar Year 2004	Calendar Year 2005	Calendar Year 2006	Calendar Year 2007	Calendar Year 2008	Calendar Year 2009	TOTAL
Banking and Insurance	0	0	0	1	0	1	0	1	3
Children and Families	0	1	0	0	0	0	3	3	7
Community Affairs	0	0	0	1	0	0	0	0	1
Corrections	33	49	46	28	24	27	46	41	294
State Parole Board	0	0	2	0	0	0	3	4	9
Education	0	1	0	0	0	0	0	0	1
Environmental Protection	2	8	8	1	4	2	4	0	29
Governor's Office	0	0	1	0	0	0	0	0	1
Health and Senior Services	2	2	3	1	0	0	0	0	8
Human Services	4	13	11	8	4	5	9	3	57
Labor	1	1	0	0	0	0	0	0	2
Law and Public Safety	10	32	32	17	16	23	46	24	200
Juvenile Justice	2	9	10	6	4	9	8	7	55
Military and Veteran Affairs	7	8	17	16	7	5	15	8	83
Public Advocate	0	0	0	0	0	0	1	1	2
Transportation	7	12	0	1	1	0	1	2	24
Motor Vehicles	0	0	0	0	1	0	1	0	2
Treasury	1	2	4	3	1	0	3	4	18
Casino Control	0	1	0	0	0	1	0	0	2
Public Defender	0	1	1	2	2	3	2	5	16
Public Utilities	0	0	0	0	0	1	0	0	1
<b>Subtotal Executive Agencies</b>	<b>69</b>	<b>140</b>	<b>135</b>	<b>85</b>	<b>64</b>	<b>77</b>	<b>142</b>	<b>103</b>	<b>815</b>
Judiciary	3	3	4	3	1	1	2	4	21
Legislative	0	0	1	0	0	1	0	0	2
<b>TOTAL</b>	<b>72</b>	<b>143</b>	<b>140</b>	<b>88</b>	<b>65</b>	<b>79</b>	<b>144</b>	<b>107</b>	<b>838</b>

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

*INTRODUCTION*

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

On the following page is a table analyzing the State College career workforce within each college by service division. Our records indicate that there are 4,447 employees in State Colleges who hold positions with Merit System protections: 56 fewer than the previous year. As of January 1, 2010, there were 2,203 employees whose titles are in the competitive division and 2,188 employees whose titles are in the non-competitive division.

STATE OF NEW JERSEY

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

JANUARY 1, 2010

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	311	268	579
MONTCLAIR STATE UNIVERSITY	319	374	693
NEW JERSEY CITY UNIVERSITY	177	369	546
RAMAPO COLLEGE OF NEW JERSEY	125	152	277
ROWAN UNIVERSITY	358	314	672
STATE LIBRARY	74	18	92
THE COLLEGE OF NEW JERSEY	225	213	438
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	266	237	503
THOMAS EDISON STATE COLLEGE	53	20	73
WILLIAM PATERSON UNIVERSITY	295	223	518
<b>TOTAL STATE COLLEGES</b>	<b>2,203</b>	<b>2,188</b>	<b>4,391</b>

Our records indicate that there are 4,391 employees in State Colleges who hold positions with Merit System protections. There are 2,203 employees whose titles are in the competitive division and 2,188 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 as part of the totals on Page 12.



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

*INTRODUCTION*

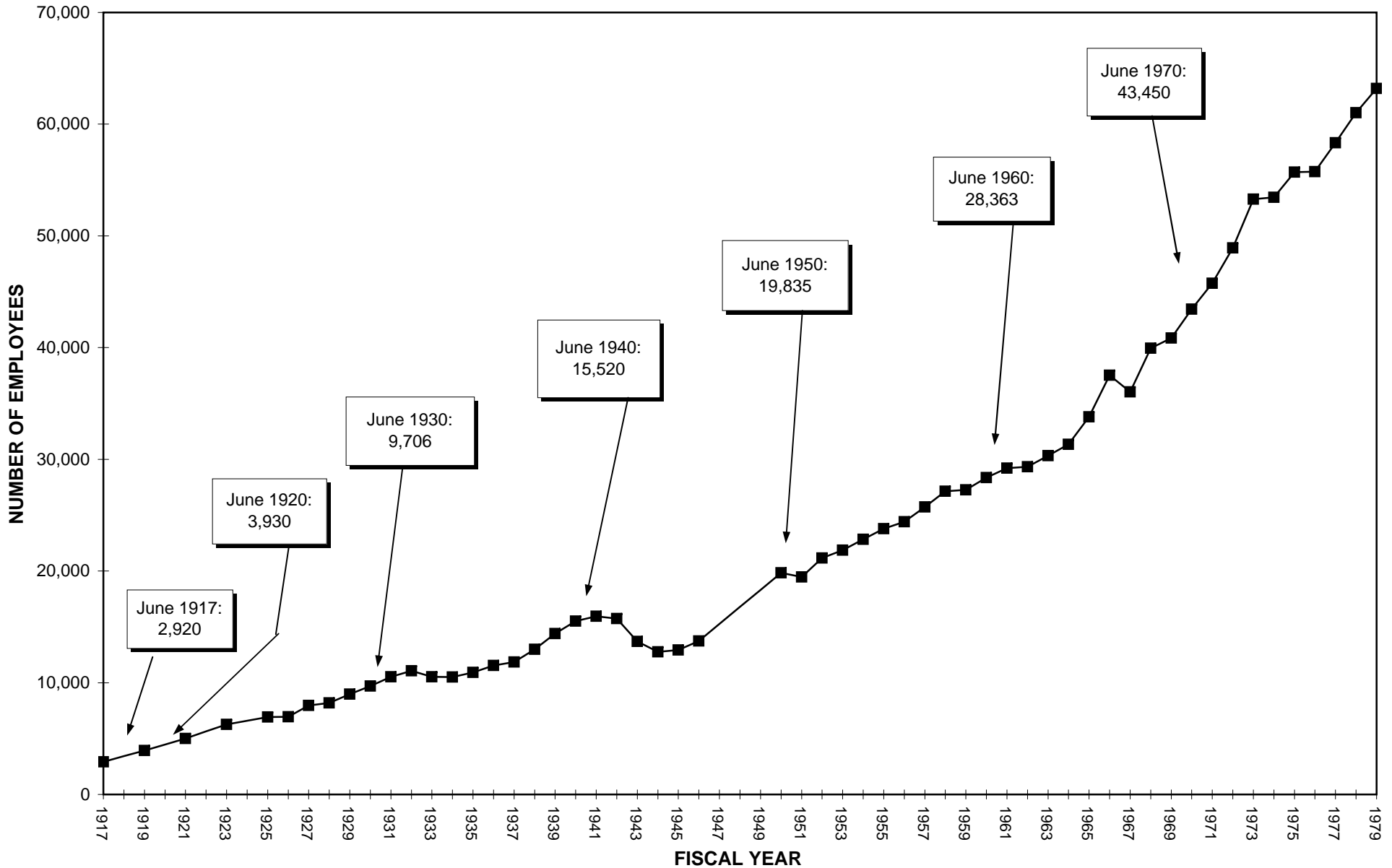
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The following two pages present charts showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents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

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

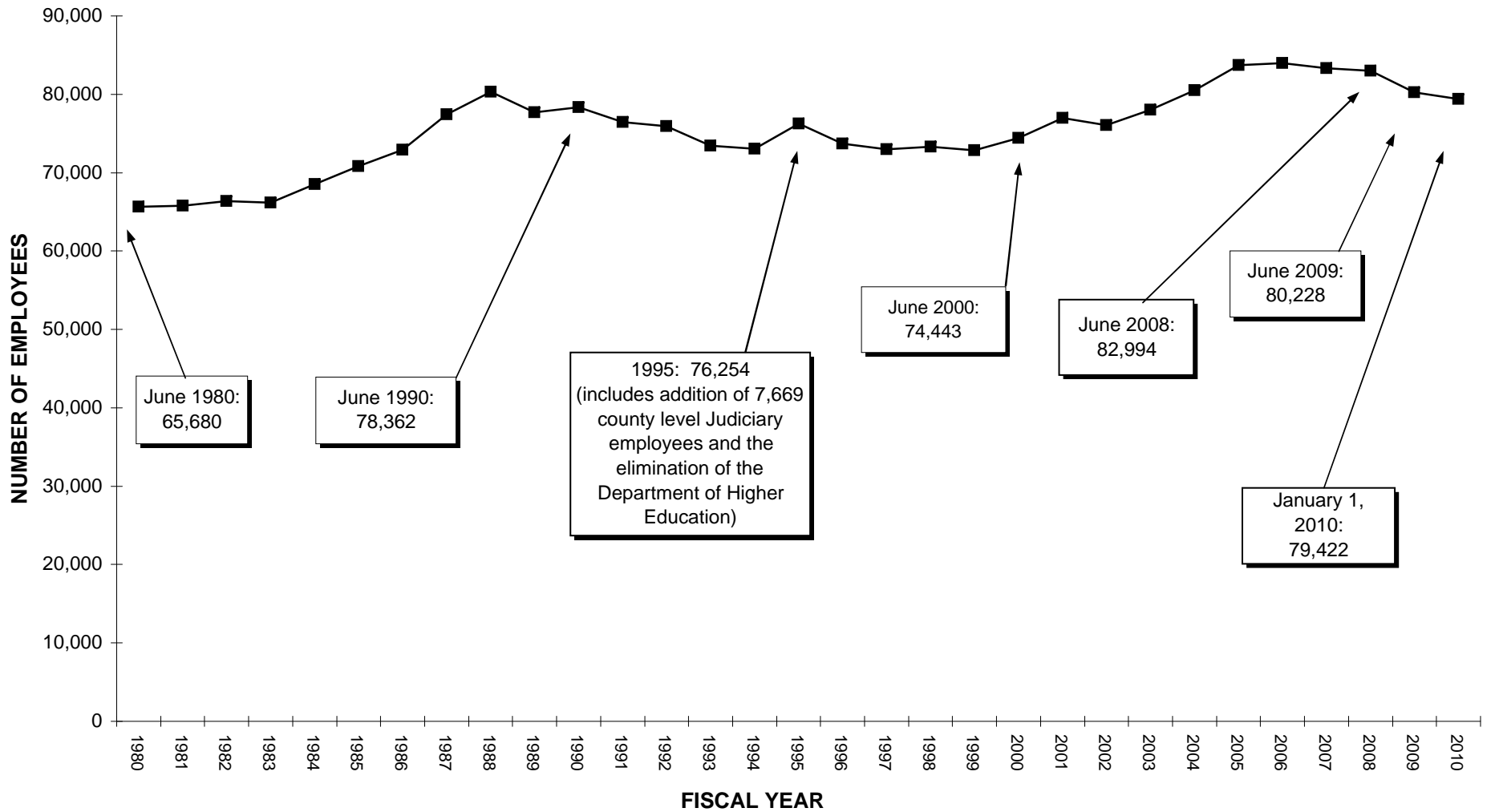
The remaining pages in this section present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile due to the discovery of inconsistent coding of certain historical transactions. This includes the column totals that represent Fiscal Years 1995 to 2002. Because the Higher Education Restructuring Act of 1994 abolished the Department of Higher Education and provided for State College autonomy over personnel matters, State Colleges are no longer included in those totals. In other cases, or where State Government structure was modified, we have added footnotes to comment on major changes. Most agencies that the statutes place "in but not of" various departments are included in the figures for those departments; the larger of these agencies are identified separately and listed adjacent to each department with which they are associated. All figures are from the close of each fiscal year, so that changes in the workforce since July of 2009 are not reflected in the table.

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



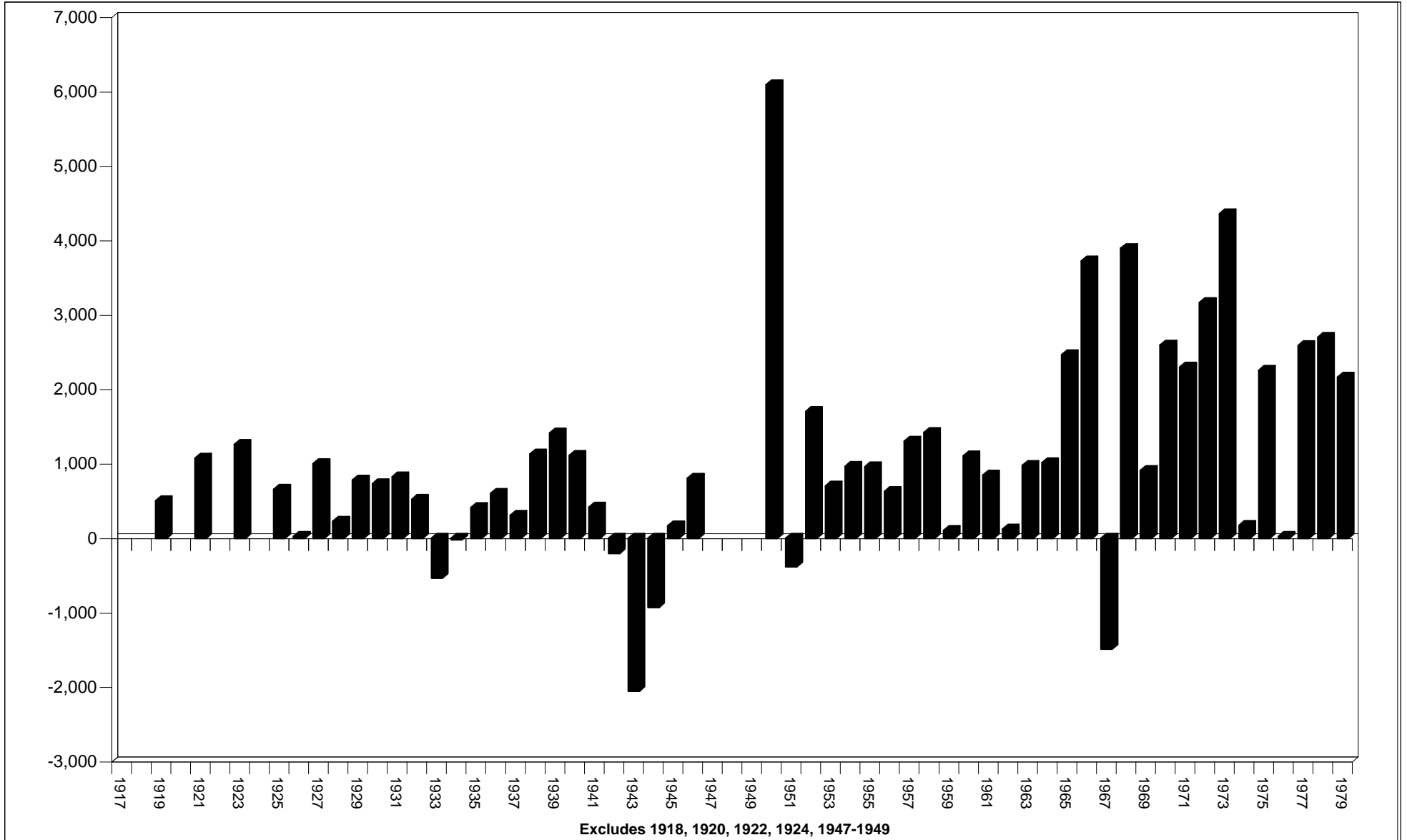
Data provided by the Civil Service Commission from Department of Civil Service annual reports (1917-1959) and separation reports (1960-1979).

## STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY (JUNE 1980 - JANUARY 2010)



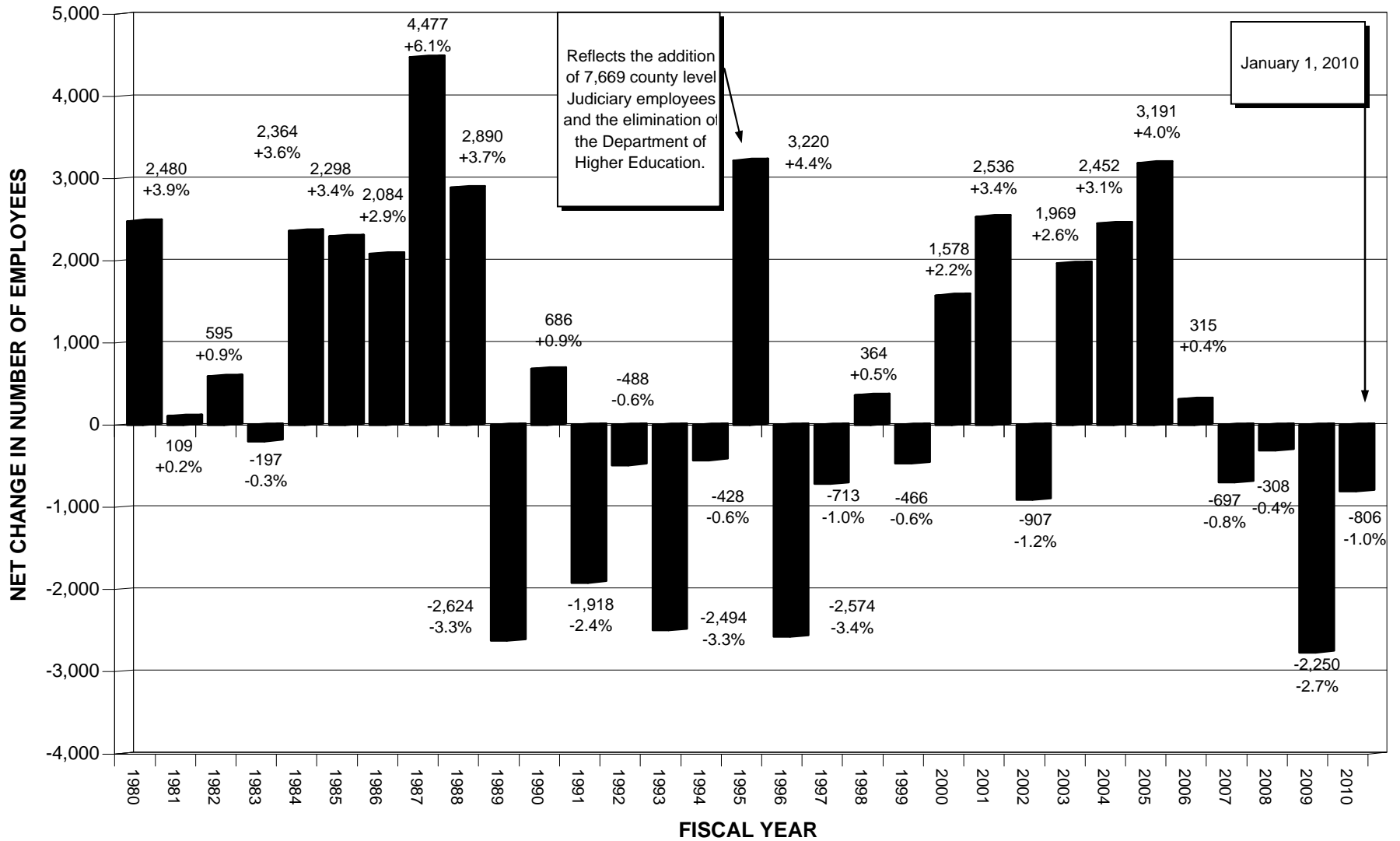
Data provided from Civil Service Commission annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2010) Various Commissions and Authorities included before FY1993.

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



*Data provided from Civil Service Commission 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**  
 July 1979 to January 2010



Data provided by the Civil Service Commission from separation reports (1980-1987) and automated personnel files (1987-2010). Various Commissions and Authorities included before FY1993.

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

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

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

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

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

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

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

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

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

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

2 - Reflects addition of Veterans Hospitals from Human Services.

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



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

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
)	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 Page10).

4 - Reflects elimination of the Department of Higher Education.

5 - Reflects elimination of the Department of Public Advocate and the creation of the Office of the Public Defender within the Department of State.

6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective January 1995)

7 - Reflects transfer of the Division of Motor Vehicles from Law and Public Safety to Transportation, and the closure of two, and privatization of 23 Motor Vehicle agencies (July 1995).

8 - Reflects merger of the Department of Banking and the Department of Insurance in July 1996.

9 - Includes Juvenile Justice Commission.

10 - Reflects the reassignment of the Office of the Public Defender from the Department of State to the Department of the Treasury.

**STATE OF NEW JERSEY  
EMPLOYMENT HISTORY  
Fiscal Years 2000 through 2009**

STATE AGENCY	Jun-00	Jun-01	Jun-02	Jun-03	Jun-04	Jun-05	Jun-06	Jun-07	Jun-08	Jun-09
AGRICULTURE	257	259	243	255	263	273	269	256	245	222
BANKING & INSURANCE	503	523	496	495	500	497	500	484	464	427
CHILDREN AND FAMILIES										
CHILDREN & FAMILIES <sup>1</sup>								7,205	7,286	7,172
COMMUNITY AFFAIRS	1,061	1,103	1,105	1,049	1,110	1,152	1,170	1,166	1,136	1,082
CORRECTIONS	9,943	9,942	10,495	10,452	10,449	10,494	10,416	10,395	10,424	10,153
<i>Corrections</i>	<i>9,757</i>	<i>9,757</i>	<i>9,757</i>	<i>9,757</i>	<i>9,757</i>	<i>9,757</i>	<i>9,667</i>	<i>9,681</i>	<i>9,726</i>	<i>9,447</i>
<i>State Parole Board</i>	<i>186</i>	<i>185</i>	<i>738</i>	<i>695</i>	<i>692</i>	<i>737</i>	<i>749</i>	<i>714</i>	<i>698</i>	<i>706</i>
EDUCATION	905	996	922	965	983	973	982	919	889	851
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355	3,337	3,408	3,494	3,427	3,332	3,243	3,040
EXECUTIVE/GOVERNOR'S	150	156	144	143	130	123	109	107	104	104
HEALTH & SENIOR SERVICES	2,054	2,130	2,040	2,139	2,139	2,240	2,147	2,037	1,986	1,818
HOMELAND SECURITY <sup>2</sup>								107	111	95
HUMAN SERVICES	19,082	19,709	20,380	20,816	22,007	23,601	24,140	17,511	17,502	17,269
INFORMATION TECHNOLOGY <sup>3</sup>	1,020	1,033	981	935	944	958	926	916	891	811
LABOR & WORKFORCE DVLPT.	4,044	3,930	3,809	3,973	4,039	4,028	3,938	3,712	3,651	3,851
<i>Labor and Workforce Development</i>	<i>4,044</i>	<i>3,930</i>	<i>3,809</i>	<i>3,973</i>	<i>4,039</i>	<i>4,028</i>	<i>3,938</i>	<i>3,712</i>	<i>3,651</i>	<i>3,604</i>
<i>Civil Service Commission</i> <sup>4</sup>										<i>247</i>
LAW & PUBLIC SAFETY	11,262	9,260	9,270	9,414	9,690	10,114	10,242	9,774	9,650	9,340
<i>Law and Public Safety</i>	<i>9,757</i>	<i>7,584</i>	<i>7,631</i>	<i>7,680</i>	<i>7,898</i>	<i>8,288</i>	<i>8,407</i>	<i>7,998</i>	<i>7,928</i>	<i>7,653</i>
<i>Child Advocate</i> <sup>5,6</sup>						22	11			
<i>Juvenile Justice Commission</i>	<i>1,505</i>	<i>1,676</i>	<i>1,639</i>	<i>1,734</i>	<i>1,792</i>	<i>1,804</i>	<i>1,824</i>	<i>1,776</i>	<i>1,722</i>	<i>1,687</i>
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490	1,487	1,534	1,547	1,576	1,564	1,595	1,583
PERSONNEL <sup>4</sup>	446	445	397	400	427	383	364	344	337	
PUBLIC ADVOCATE <sup>6</sup>							11	186	186	171
STATE	587	591	577	564	574	594	576	569	597	561
<i>State</i>	<i>197</i>	<i>200</i>	<i>196</i>	<i>180</i>	<i>194</i>	<i>204</i>	<i>197</i>	<i>199</i>	<i>232</i>	<i>223</i>
<i>Commission on Higher Education</i>	<i>25</i>	<i>24</i>	<i>23</i>	<i>20</i>	<i>19</i>	<i>19</i>	<i>17</i>	<i>19</i>	<i>18</i>	<i>17</i>
<i>Higher Educational Student</i>	<i>202</i>	<i>208</i>	<i>198</i>	<i>202</i>	<i>202</i>	<i>210</i>	<i>200</i>	<i>194</i>	<i>195</i>	<i>181</i>
<i>Public Broadcasting</i>	<i>163</i>	<i>159</i>	<i>160</i>	<i>162</i>	<i>159</i>	<i>161</i>	<i>162</i>	<i>157</i>	<i>152</i>	<i>140</i>
TRANSPORTATION	5,279	5,574	5,190	5,885	6,434	6,885	6,908	6,627	6,542	6,082
<i>Transportation</i>	<i>5,279</i>	<i>5,574</i>	<i>5,190</i>	<i>3,887</i>	<i>3,943</i>	<i>3,996</i>	<i>3,904</i>	<i>3,736</i>	<i>3,692</i>	<i>3,458</i>
<i>Motor Vehicle Commission</i> <sup>7</sup>				<i>1,998</i>	<i>2,491</i>	<i>2,889</i>	<i>3,004</i>	<i>2,891</i>	<i>2,850</i>	<i>2,624</i>
TREASURY	5,717	5,920	5,685	5,875	5,907	6,097	6,053	5,943	6,006	5,734
<i>Treasury</i>	<i>4,029</i>	<i>4,211</i>	<i>4,020</i>	<i>4,103</i>	<i>4,076</i>	<i>4,195</i>	<i>4,147</i>	<i>4,144</i>	<i>4,225</i>	<i>4,049</i>
<i>Administrative Law</i>	<i>117</i>	<i>116</i>	<i>118</i>	<i>114</i>	<i>118</i>	<i>114</i>	<i>113</i>	<i>107</i>	<i>105</i>	<i>96</i>
<i>Casino Control Commission</i>	<i>333</i>	<i>332</i>	<i>324</i>	<i>351</i>	<i>347</i>	<i>353</i>	<i>353</i>	<i>318</i>	<i>318</i>	<i>289</i>
<i>Public Defender</i>	<i>945</i>	<i>967</i>	<i>922</i>	<i>969</i>	<i>1,021</i>	<i>1,088</i>	<i>1,100</i>	<i>1,083</i>	<i>1,077</i>	<i>1,031</i>
<i>Public Utilities</i>	<i>255</i>	<i>254</i>	<i>260</i>	<i>298</i>	<i>306</i>	<i>304</i>	<i>300</i>	<i>291</i>	<i>281</i>	<i>269</i>
<i>Ratepayer Advocate</i> <sup>6</sup>	<i>38</i>	<i>40</i>	<i>41</i>	<i>40</i>	<i>39</i>	<i>43</i>	<i>40</i>			
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE AGENCIES	67,241	66,559	66,579	68,184	70,538	73,453	73,754	73,154	72,845	70,366
JUDICIAL	9,287	9,472	9,165	9,495	9,574	9,692	9,721	9,625	9,625	9,342
LEGISLATIVE	504	499	503	517	508	516	524	523	527	520
<b>TOTALS</b>	<b>77,032</b>	<b>76,530</b>	<b>76,247</b>	<b>78,196</b>	<b>80,620</b>	<b>83,661</b>	<b>83,999</b>	<b>83,302</b>	<b>82,997</b>	<b>80,228</b>

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

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

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

<sup>4</sup> In June 2008, P.L. 2008.c.29 abolished the Department of Personnel and transferred its functions and powers to the newly established Civil Service Commission in but not of the Department of Labor and Workforce Development and to the Office of Workforce Initiatives and Development in the Department of Labor and Workforce Development.

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

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

<sup>7</sup> 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 information on local government employment in New Jersey for the first time. The most important barrier to including all local government employment is the absence of a single uniform database that captures local government data in a degree of detail comparable to what we can provide about State Government employees. The most comprehensive database on local government employees to which we have access is the State Government Pensions database maintained by the Division of Pensions and Benefits, but this database is organized in a different manner. For the time being, the most useful database we have is the Civil Service Commission's Consolidated Employee File, which includes data on local government jobs that fall under the purview of the Merit System.

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

The most recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey (December 2009) indicate total employment of approximately 455,900, with about 287,500 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 106,233 identified in our records) represent about 60 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. There are 2,153 employees that hold more than one job in local government. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why the following tables and charts summarize 108,587 jobs rather than 106,233 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

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

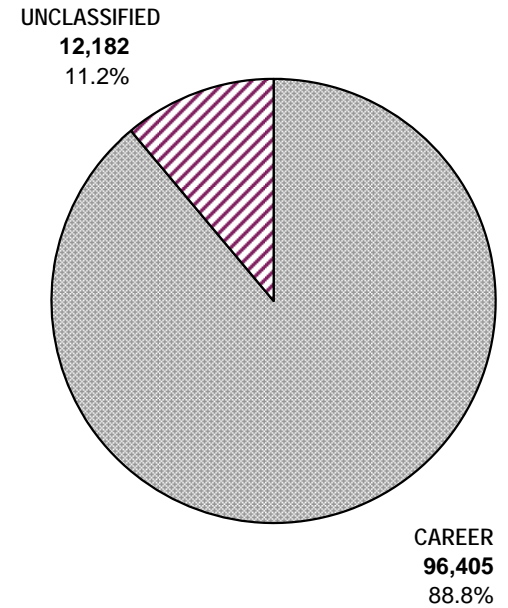
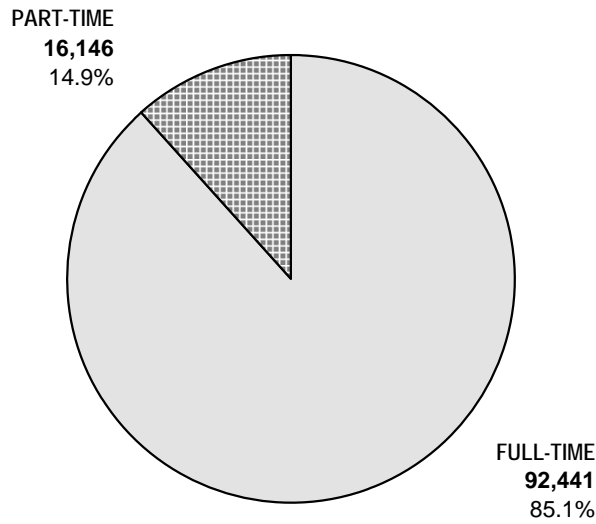
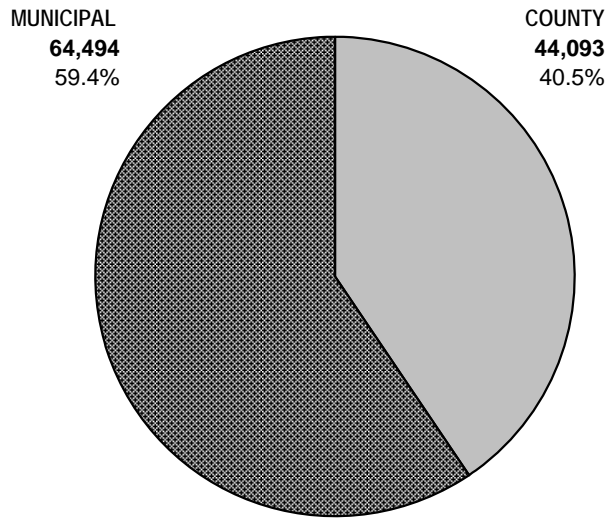
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You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government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

The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately 89 percent of local jobs are in the Career Service. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; about 46 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Although the number of local jobs has decreased by 2,749 since last year, these percentages remain about the same. Just over 28 percent of the local jobs are in the professional/technical/managerial occupations, while more than half of them are in clerical or service occupations.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. Approximately one out of six State Government jobs is in the Unclassified Service, compared with about one out of eight 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, 2010



Data from the Civil Service Commission Consolidated Employee File.  
 Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2010: 108,587.

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

JANUARY 1, 2010

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	1,352	272	1,624	235	1,859	2,079	462	2,541	219	2,760	4,165	454	4,619
BERGEN	2,101	394	2,495	337	2,832	2,638	890	3,528	525	4,053	6,023	862	6,885
BURLINGTON	1,657	487	2,144	265	2,409	1,429	409	1,838	476	2,314	3,982	741	4,723
CAMDEN	2,276	723	2,999	325	3,324	2,245	415	2,660	517	3,177	5,659	842	6,501
CAPE MAY	800	376	1,176	138	1,314	1,380	537	1,917	235	2,152	3,093	373	3,466
CUMBERLAND	929	348	1,277	145	1,422	1,676	1,017	2,693	257	2,950	3,970	402	4,372
ESSEX	2,676	793	3,469	551	4,020	7,783	2,519	10,302	953	11,255	13,771	1,504	15,275
GLOUCESTER	1,261	216	1,477	167	1,644	414	101	515	77	592	1,992	244	2,236
HUDSON	2,285	617	2,902	458	3,360	6,152	3,414	9,566	825	10,391	12,468	1,283	13,751
HUNTERDON	460	69	529	110	639	0	0	0	0	0	529	110	639
MERCER	1,459	405	1,864	212	2,076	2,271	394	2,665	261	2,926	4,529	473	5,002
MIDDLESEX	1,829	288	2,117	285	2,402	2,448	599	3,047	405	3,452	5,164	690	5,854
MONMOUTH	2,552	488	3,040	355	3,395	2,046	430	2,476	523	2,999	5,516	878	6,394
MORRIS	1,409	537	1,946	262	2,208	1,350	252	1,602	224	1,826	3,548	486	4,034
OCEAN	2,494	519	3,013	340	3,353	2,286	859	3,145	416	3,561	6,158	756	6,914
PASSAIC	1,582	772	2,354	252	2,606	3,116	690	3,806	466	4,272	6,160	718	6,878
SALEM	434	42	476	88	564	82	12	94	30	124	570	118	688
SOMERSET *	11	0	11	0	11	7	1	8	1	9	19	1	20
SUSSEX	601	155	756	109	865	580	128	708	208	916	1,464	317	1,781
UNION	1,824	777	2,601	291	2,892	3,232	620	3,852	348	4,200	6,453	639	7,092
WARREN	545	222	767	131	898	292	113	405	160	565	1,172	291	1,463
<b>TOTAL</b>	<b>30,537</b>	<b>8,500</b>	<b>39,037</b>	<b>5,056</b>	<b>44,093</b>	<b>43,506</b>	<b>13,862</b>	<b>57,368</b>	<b>7,126</b>	<b>64,494</b>	<b>96,405</b>	<b>12,182</b>	<b>108,587</b>

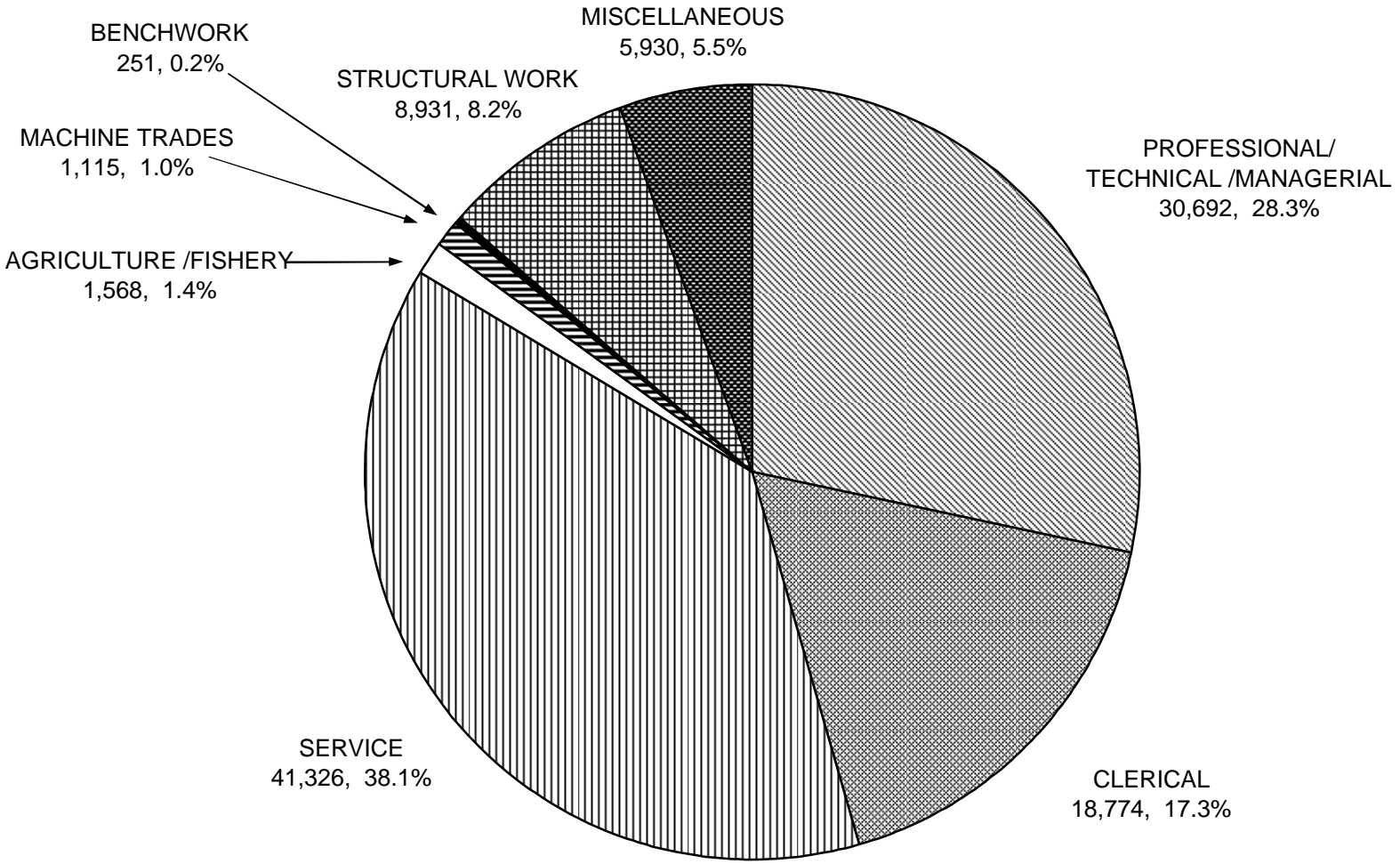
\* While Somerset County and its municipalities are not Merit System jurisdictions, some Federally funded jobs are subject to the State Merit System.  
 Data provided by the Civil Service Commission from its Consolidated Employee File.

**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE**  
 JANUARY 1, 2010

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,776	83	1,859	2,477	283	2,760	4,253	366	4,619
BERGEN	2,424	408	2,832	3,094	959	4,053	5,518	1,367	6,885
BURLINGTON	2,171	238	2,409	1,669	645	2,314	3,840	883	4,723
CAMDEN	2,918	406	3,324	2,476	701	3,177	5,394	1,107	6,501
CAPE MAY	1,162	152	1,314	1,521	631	2,152	2,683	783	3,466
CUMBERLAND	1,291	131	1,422	2,274	676	2,950	3,565	807	4,372
ESSEX	3,903	117	4,020	10,244	1,011	11,255	14,147	1,128	15,275
GLOUCESTER	1,421	223	1,644	464	128	592	1,885	351	2,236
HUDSON	3,206	154	3,360	8,219	2,172	10,391	11,425	2,326	13,751
HUNTERDON	564	75	639	0	0	0	564	75	639
MERCER	1,935	141	2,076	2,688	238	2,926	4,623	379	5,002
MIDDLESEX	2,286	116	2,402	2,818	634	3,452	5,104	750	5,854
MONMOUTH	3,168	227	3,395	2,265	734	2,999	5,433	961	6,394
MORRIS	2,007	201	2,208	1,372	454	1,826	3,379	655	4,034
OCEAN	2,800	553	3,353	2,691	870	3,561	5,491	1,423	6,914
PASSAIC	2,354	252	2,606	3,426	846	4,272	5,780	1,098	6,878
SALEM	454	110	564	92	32	124	546	142	688
SOMERSET	11	0	11	9	0	9	20	0	20
SUSSEX	700	165	865	575	341	916	1,275	506	1,781
UNION	2,740	152	2,892	3,663	537	4,200	6,403	689	7,092
WARREN	787	111	898	326	239	565	1,113	350	1,463
<b>TOTAL</b>	<b>40,078</b>	<b>4,015</b>	<b>44,093</b>	<b>52,363</b>	<b>12,131</b>	<b>64,494</b>	<b>92,441</b>	<b>16,146</b>	<b>108,587</b>

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

JANUARY 1, 2010



*Data provided by the Civil Service Commission from its Consolidated Employee File.  
 Classification system based on the Civil Service Commission Occupational Code Dictionary.  
 Percentages refer to the total number of local government Merit System jobs as of 1/1/2010: 108,587.*



**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATIONAL GROUP**  
 JANUARY 1, 2010

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL/ TECHNICAL/ MANAGERIAL</b>	00 ENGINEERING/SURVEYING	361	249	610
	01 ENV ENGR-ARCHITECTURE	23	13	36
	02 PHYSICAL SCI-STATS	172	88	260
	04 LIFE SCIENCES	65	19	84
	05 SOCIAL SCIENCES	416	766	1,182
	06 SOCIAL-PSYCH SERVICES	2,421	191	2,612
	07 MEDICAL-HEALTH SERVICES	2,374	1,117	3,491
	09 EDUCATION	357	2,364	2,721
	10 MUSEUM/LIBRARY/ARCHIVES	1,660	2,178	3,838
	11 LAW	1,236	880	2,116
	12 INFO PROCESSING SYSTEMS	675	386	1,061
	13 WRITING	55	58	113
	14 ART	48	21	69
	15 FINANCE	462	687	1,149
	16 ADMINISTRATION	4,218	2,786	7,004
	17 INSPECTIONS/INVESTIGATIONS	777	2,370	3,147
	18 RECREATION	296	887	1,183
	19 BROADCASTING/TRANSMITTING	3	13	16
	<b>CLERICAL</b>	20 GENERAL CLERICAL	6,678	7,423
21 FINANCE CLERICAL		602	981	1,583
22 STOCK-STORAGE-INVENTORY		141	68	209
24 INFO-MSG DISTRIBUTION		1,102	1,779	2,881
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	1,352	2,258	3,610
	31 FOOD SERVICES	590	1,022	1,612
	33 BARBERING/COSMETOLOGY	4	0	4
	35 DIRECT CARE	1,863	5	1,868
	36 PROTECTIVE SERVICES	10,213	24,019	34,232
<b>AGRICULTURE/ FISHERY</b>	40 PLANTING-GARDENING	543	701	1,244
	41 ANIMAL FARMING	157	165	322
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	1	0	1
<b>MACHINE TRADES</b>	60 MACHINERY REPAIR	360	715	1,075
	65 PRINTING	35	5	40
<b>BENCHWORK</b>	70 TECHNICAL REPAIR	4	30	34
	72 ELECTRICAL REPAIR	103	114	217
<b>STRUCTURAL WORK</b>	80 SKILLED TRADES	366	395	761
	81 STRUCTURAL MAINTENANCE	1,923	6,247	8,170
<b>MISCELLANEOUS</b>	90 TRANSPORTATION	1,088	1,786	2,874
	91 UTILITIES	316	699	1,015
	92 NOT CODED ELSEWHERE	770	755	1,525
	93 NONTITLE COMPENSATION CODES	262	249	511
	99 NOT CODED/UNASSIGNED	1	4	5
<b>TOTAL</b>		<b>44,093</b>	<b>64,494</b>	<b>108,587</b>

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

# Appendix

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**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2010**

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Atlantic County	Ocean County Board of Social Services	Berkeley Township
Bergen County	Passaic County	Berkeley School District
Bergen County Board of Social Services	Passaic County Board of Social Services	Beverly
Bergen County Utilities Authority	Salem County	Bloomfield
Burlington County	Salem County Board of Social Services	Bloomfield Library
Burlington County Board of Social Services	Sussex County	Boonton Town
Camden County	Union County	Boonton Library
Camden County Municipal Utilities Authority	Warren County	Bordentown City
Camden County Board of Social Services	Aberdeen Township	Bordentown Township
Cape May County	Aberdeen Fire Districts (2)	Bordentown Township Fire Districts (2)
Cape May County Board of Social Services	Allamuchy Township	Brick Township
Cumberland County	Alpha Borough	Brick Fire District (1)
Cumberland County Board of Social Services	Andover Township	Brick School District
Essex County	Asbury Park City	Bridgeton
Gloucester County	Atlantic City	Bridgeton Housing Authority
Hudson County	Atlantic City Library	Bridgeton Library
Hunterdon County	Atlantic City Municipal Utilities Authority	Brooklawn Borough
Mercer County	Bayonne	Buena Borough
Mercer County Board of Social Services	Bayonne Housing Authority	Buena Municipal Utilities Authority
Middlesex County	Bayonne Library	Burlington City
Middlesex County Board of Social Services	Beach Haven Borough	Burlington City Housing Authority
Monmouth County	Beachwood Borough	Burlington Township
Morris County	Belleville	Burlington Township Fire District (1)
Ocean County	Belleville Library	Butler Borough
	Belmar Borough	Butler Library
	Belmar Housing Authority	Byram Township
	Bergenfield Borough	Camden City
	Bergenfield Library	Camden City Library
		Camden City Redevelopment Agency
		Cape May City
		Carteret Borough

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2010**

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Carteret Library	Elizabeth Library	Hackensack Library
Cinnaminson Township	Elmwood Park Borough	Hackettstown
Cinnaminson Fire District (1)	Elmwood Park Borough Library	Hackettstown Municipal Utilities Authority
Clark Township	Ewing Township	Haddon Township Housing Authority
Clark Library	Ewing Township Fire Districts (3)	Hamilton Township (Mercer County)
Clementon Borough	Fair Lawn	Hamilton Fire Districts (8) (Mercer County)
Clifton	Fair Lawn Library	Hammonton
Clifton Library	Fairview	Hampton Township
Delanco Township	Fairview Library	Harmony Township
Delran Township	Florence Township	Harrison (Hudson)
Delran Fire District (1)	Florence Fire District (1)	Harrison Housing Authority
Dennis Township	Fort Lee	Harrison Library
Deptford Township	Fort Lee Library	Hazlet Township
Deptford Library	Franklin Township (Warren County)	Hazlet Fire District (1)
Deptford Municipal Utilities Authority	Franklin Township Housing Authority (Somerset County)	Highlands Borough (Monmouth County)
Deptford Township Fire District (1)	Freehold Borough	Hillside Township
Dover (Morris County)	Freehold Township	Hillside Library
Dover Housing Authority (Morris County)	Garfield	Hoboken
Dover Library	Garfield Library	Holmdel Township
East Orange	Glassboro Housing Authority	Hopatcong
East Orange Library	Gloucester City	Independence Township
East Rutherford Borough	Gloucester City Library	Independence Municipal Utilities Authority
East Rutherford Library	Gloucester Township	Irvington
Edgewater Borough	Gloucester Township Fire Districts (6)	Irvington Housing Authority
Edgewater Library	Gloucester Township Housing Authority	Irvington Library
Edgewater Park Township	Gloucester Township Municipal Utilities Authority	Jackson Township
Edgewater Park Fire District (1)	Green Township	Jackson Fire Districts (4)
Egg Harbor City	Hackensack	Jackson Municipal Utilities Authority

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2010**

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

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2010**

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

**STATE OF NEW JERSEY**  
**APPENDIX: LISTING OF AUTONOMOUS LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2010**

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