



STATE GOVERNMENT

2017 WORKFORCE PROFILE

with select local data



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STATE OF NEW JERSEY
State Government Workforce Profile 2017

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New Jersey
State Government
Workforce Profile

STATE OF NEW JERSEY

State Government Workforce Profile 2017

Introduction

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, emails, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of July 14, 2016, comparisons of the workforce at the end of Fiscal Year 2016 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2016.

The Workforce Profile includes trend data where significant trends exist. 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.

Since 1995, Workforce Profiles have reflected structural changes in State Government, however, these changes are not reflective of routine movements into and out of the workforce. Changes within the last ten years include:

- The reorganization of the Office of the Ratepayer Advocate in 2006 as the Division of Rate Counsel in the Department of the Public Advocate, and the reassignment of the Division of Rate Counsel to the Department of the Treasury in 2010.
- The establishment of the Department of Children and Families in 2006. The new department was staffed by over 6,600 state child welfare employees who were already working in divisions of the Department of Human Services.
- The creation of the Office of Homeland Security and Preparedness (OHSP) by Executive Order in 2006. OHSP absorbed the functions of the former State Office of Counter-Terrorism in the Department of Law and Public Safety. Although the Office is allocated "in but not of" the Department of Law and Public Safety, the Director reports directly to the Governor as a cabinet-level official.
- The elimination of the Department of Personnel in 2008 and the transfer of its functions and powers to the newly established Civil Service Commission, allocated in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.
- The transfer of the Office of Insurance Fraud Prevention from the Department of the Treasury to the Department of Banking and Insurance in 2010.
- The elimination of the Department of the Public Advocate in 2010 and of the Office of Public Broadcasting, and New Jersey Network in 2011.
- The transfer of the Office of Workforce Initiatives and Development to the Civil Service Commission in 2012.
- The transfer of the Division on Aging from the Department of Health and Senior Services to the Department of Human Services in 2012.
- The replacement of the Commission on Higher Education with the Office of the Secretary of Higher Education in 2011.

STATE OF NEW JERSEY

State Government Workforce Profile 2017

Introduction

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

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 10. The following breakdowns are included in the main body of this publication:

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

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

A general overview of the number of State Government employees in each agency is provided, along with some important statistics for the entire State Government workforce. With this year's publication, we've begun efforts to move toward fiscal year reporting, as reflected in our July 14, 2016 dataset. We have also provided the January 2015 and January 2016 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 2.4 percent in the size of the State Government workforce over a two-year period.

The Civil Service Commission welcomes your comments and questions regarding this report, which can also be found on the Commission's website at <http://www.state.nj.us/csc/about/publications/workforce>. The Commission's Division of Agency Services can assist individual agencies with specific workforce analyses. For more information, contact John Griffith at (609) 633-3739.

STATE OF NEW JERSEY
State Government Workforce At-A-Glance

| DEPARTMENT | NUMBER OF EMPLOYEES | | | | |
|---|---------------------|----------|-----------|---------------------|--------|
| | 1/9/2015 | 1/7/2016 | 7/14/2016 | CHANGE OVER 2 YEARS | |
| AGRICULTURE | 203 | 213 | 206 | + 3 | 1.5% |
| BANKING & INSURANCE | 476 | 467 | 460 | - 16 | -3.4% |
| CHILDREN & FAMILIES | 6,783 | 6,733 | 6,783 | + 0 | 0.0% |
| COMMUNITY AFFAIRS | 923 | 920 | 909 | - 14 | -1.5% |
| CORRECTIONS | 8,789 | 8,612 | 8,586 | - 203 | -2.3% |
| <i>Corrections</i> | 8,184 | 8,030 | 8,009 | - 175 | -2.1% |
| State Parole Board | 605 | 582 | 577 | - 28 | -4.6% |
| EDUCATION | 783 | 776 | 747 | - 36 | -4.6% |
| ENVIRONMENTAL PROTECTION | 2,786 | 2,738 | 2,732 | - 54 | -1.9% |
| GOVERNOR'S OFFICE | 115 | 113 | 111 | - 4 | -3.5% |
| HEALTH | 1,129 | 1,080 | 1,073 | - 56 | -5.0% |
| HUMAN SERVICES | 13,586 | 12,811 | 12,684 | - 902 | -6.6% |
| INFORMATION TECHNOLOGY | 723 | 741 | 729 | + 6 | 0.8% |
| LABOR | 3,344 | 3,223 | 3,214 | - 130 | -3.9% |
| <i>Labor</i> | 3,094 | 2,970 | 2,965 | - 129 | -4.2% |
| Civil Service Commission | 250 | 253 | 249 | - 1 | -0.4% |
| LAW & PUBLIC SAFETY | 7,867 | 7,871 | 7,925 | + 58 | 0.7% |
| <i>Law & Public Safety</i> | 6,597 | 6,601 | 6,646 | + 49 | 0.7% |
| Homeland Security & Preparedness | 89 | 92 | 97 | + 8 | 9.0% |
| Juvenile Justice | 1,181 | 1,178 | 1,182 | + 1 | 0.1% |
| MILITARY & VETERANS AFFAIRS | 1,511 | 1,496 | 1,495 | - 16 | -1.1% |
| STATE | 318 | 309 | 305 | - 13 | -4.1% |
| <i>State (Includes Comm on Higher Education)</i> | 184 | 179 | 172 | - 12 | -6.5% |
| Higher Educational Student Assistance | 134 | 130 | 133 | - 1 | -0.7% |
| TRANSPORTATION | 5,472 | 5,483 | 5,485 | + 13 | 0.2% |
| <i>Transportation</i> | 3,125 | 3,174 | 3,190 | + 65 | 2.1% |
| Motor Vehicles | 2,347 | 2,309 | 2,295 | - 52 | -2.2% |
| TREASURY | 5,338 | 5,193 | 5,131 | - 207 | -3.9% |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 3,773 | 3,621 | 3,563 | - 210 | -5.6% |
| Administrative Law | 87 | 91 | 85 | - 2 | -2.3% |
| Casino Control | 49 | 44 | 41 | - 8 | -16.3% |
| Public Defender | 1,201 | 1,207 | 1,212 | + 11 | 0.9% |
| Public Utilities | 228 | 230 | 230 | + 2 | 0.9% |
| TOTAL EXECUTIVE DEPARTMENTS | 60,146 | 58,779 | 58,575 | - 1,571 | -2.6% |
| JUDICIARY | 8,921 | 8,902 | 8,802 | - 119 | -1.3% |
| LEGISLATIVE STAFF | 489 | 492 | 487 | - 2 | -0.4% |
| TOTAL STATE GOVT WORKFORCE | 69,556 | 68,173 | 67,864 | - 1,692 | -2.4% |

DEMOGRAPHICS
07/14/2016

AGE

Average: 47 years
Median: 47 years

LENGTH OF SERVICE

Average: 14 years
Median: 12 years

SALARY *

Average: \$74,601
Median: \$71,397

GENDER

Female: 37,622 (55.4%)
Male: 30,242 (44.6%)

MINORITY EMPLOYEES

30,488 (44.9%)

UNION REPRESENTATION

61,707 (90.9%)

* Salary of Full-time employees only.

STATE OF NEW JERSEY

Statistics by Agency

Introduction

The following group of tables shows statistics for each of the Executive Agencies, the Judiciary, and the Office of Legislative Services. Page 6 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 fulltime 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 on Page 6 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 6 presents a breakdown of all employees who were in active status for the pay period that included June 30, 2016. 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 7. The chart on Page 7 addresses the same employee-related variables but includes only the employees who were drawing paychecks for the same pay period. Employees may be in non-pay status for a variety of reasons, including unpaid personal and family leave.

Page 8 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 9 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 who 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 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.

STATE OF NEW JERSEY

Statistics by Agency

Introduction

The table on Page 10 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 fund source 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.

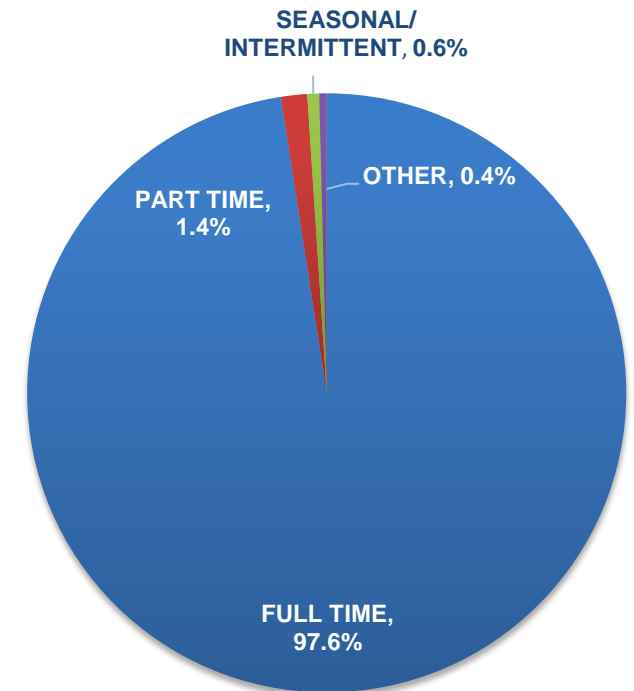
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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 an email survey, and have included information on the sources of funds for each agency.

For additional information on State College employees who fall under the Civil Service Commission, please see Pages 41 and 42.

STATE OF NEW JERSEY
State Government Employee Work Schedules by Department

July 14, 2016

| DEPARTMENT | FULL TIME | PART TIME | SEASONAL/ INTERMITTENT | OTHER | TOTAL |
|---|---------------|------------|------------------------|------------|---------------|
| AGRICULTURE | 203 | 3 | 0 | 0 | 206 |
| BANKING & INSURANCE | 454 | 2 | 0 | 4 | 460 |
| CHILDREN & FAMILIES | 6,721 | 62 | 0 | 0 | 6,783 |
| COMMUNITY AFFAIRS | 909 | 0 | 0 | 0 | 909 |
| CORRECTIONS | 8,583 | 3 | 0 | 0 | 8,586 |
| <i>Corrections</i> | 8,006 | 3 | 0 | 0 | 8,009 |
| State Parole Board | 577 | 0 | 0 | 0 | 577 |
| EDUCATION | 745 | 2 | 0 | 0 | 747 |
| ENVIRONMENTAL PROTECTION | 2,724 | 4 | 4 | 0 | 2,732 |
| GOVERNOR'S OFFICE | 111 | 0 | 0 | 0 | 111 |
| HEALTH | 1,073 | 0 | 0 | 0 | 1,073 |
| HUMAN SERVICES | 12,132 | 552 | 0 | 0 | 12,684 |
| INFORMATION TECHNOLOGY | 726 | 3 | 0 | 0 | 729 |
| LABOR | 3,010 | 72 | 126 | 6 | 3,214 |
| <i>Labor</i> | 2,765 | 69 | 126 | 5 | 2,965 |
| Civil Service Commission | 245 | 3 | 0 | 1 | 249 |
| LAW & PUBLIC SAFETY | 7,674 | 2 | 0 | 249 | 7,925 |
| <i>Law & Public Safety</i> | 6,397 | 0 | 0 | 249 | 6,646 |
| Homeland Security & Preparedness | 97 | 0 | 0 | 0 | 97 |
| Juvenile Justice | 1,180 | 2 | 0 | 0 | 1,182 |
| MILITARY & VETERANS AFFAIRS | 1,472 | 23 | 0 | 0 | 1,495 |
| STATE | 300 | 5 | 0 | 0 | 305 |
| <i>State (Includes Comm on Higher Education)</i> | 167 | 5 | 0 | 0 | 172 |
| Higher Educational Student Assistance | 133 | 0 | 0 | 0 | 133 |
| TRANSPORTATION | 5,283 | 198 | 0 | 4 | 5,485 |
| <i>Transportation</i> | 3,186 | 0 | 0 | 4 | 3,190 |
| Motor Vehicles | 2,097 | 198 | 0 | 0 | 2,295 |
| TREASURY | 4,813 | 5 | 304 | 9 | 5,131 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 3,248 | 2 | 304 | 9 | 3,563 |
| Administrative Law | 85 | 0 | 0 | 0 | 85 |
| Casino Control | 41 | 0 | 0 | 0 | 41 |
| Public Defender | 1,209 | 3 | 0 | 0 | 1,212 |
| Public Utilities | 230 | 0 | 0 | 0 | 230 |
| TOTAL EXECUTIVE DEPARTMENTS | 56,933 | 936 | 434 | 272 | 58,575 |
| JUDICIARY | 8,785 | 17 | 0 | 0 | 8,802 |
| LEGISLATIVE STAFF | 484 | 3 | 0 | 0 | 487 |
| TOTAL STATE GOVT WORKFORCE | 66,202 | 956 | 434 | 272 | 67,864 |



■ FULL TIME ■ PART TIME ■ SEASONAL/ INTERMITTENT ■ OTHER

Data provided by the Civil Service Commission from automated personnel files.
 Percentages refer to the total State Government workforce as of 07/14/2016 67,864.

STATE OF NEW JERSEY
State Government Employees in Pay Status by Work Schedule

July 14, 2016

| AGENCY | FULL TIME | PART TIME | SEASONAL/ INTERMITTENT | OTHER | TOTAL |
|---|---------------|------------|------------------------|----------|---------------|
| AGRICULTURE | 203 | 3 | 0 | 0 | 206 |
| BANKING & INSURANCE | 455 | 2 | 0 | 0 | 457 |
| CHILDREN & FAMILIES | 6,705 | 62 | 0 | 0 | 6,767 |
| COMMUNITY AFFAIRS | 906 | 0 | 0 | 0 | 906 |
| CORRECTIONS | 8,554 | 3 | 0 | 0 | 8,557 |
| <i>Corrections</i> | 7,988 | 3 | 0 | 0 | 7,991 |
| State Parole Board | 566 | 0 | 0 | 0 | 566 |
| EDUCATION | 742 | 2 | 0 | 0 | 744 |
| ENVIRONMENTAL PROTECTION | 2,726 | 4 | 4 | 0 | 2,734 |
| GOVERNOR'S OFFICE | 95 | 0 | 0 | 0 | 95 |
| HEALTH | 1,067 | 0 | 0 | 0 | 1,067 |
| HUMAN SERVICES | 12,135 | 541 | 0 | 0 | 12,676 |
| INFORMATION TECHNOLOGY | 722 | 3 | 0 | 0 | 725 |
| LABOR | 3,009 | 72 | 125 | 0 | 3,206 |
| <i>Labor</i> | 2,764 | 69 | 125 | 0 | 2,958 |
| Civil Service Commission | 245 | 3 | 0 | 0 | 248 |
| LAW & PUBLIC SAFETY | 7,636 | 2 | 0 | 0 | 7,638 |
| <i>Law & Public Safety</i> | 6,360 | 0 | 0 | 0 | 6,360 |
| Homeland Security & Preparedness | 98 | 0 | 0 | 0 | 98 |
| Juvenile Justice | 1,178 | 2 | 0 | 0 | 1,180 |
| MILITARY & VETERANS AFFAIRS | 1,475 | 23 | 0 | 0 | 1,498 |
| STATE | 301 | 5 | 0 | 0 | 306 |
| <i>State (Includes Comm on Higher Education)</i> | 168 | 5 | 0 | 0 | 173 |
| Higher Educational Student Assistance | 133 | 0 | 0 | 0 | 133 |
| TRANSPORTATION | 5,283 | 196 | 0 | 0 | 5,479 |
| <i>Transportation</i> | 3,195 | 0 | 0 | 0 | 3,195 |
| Motor Vehicles | 2,088 | 196 | 0 | 0 | 2,284 |
| TREASURY | 4,750 | 5 | 304 | 0 | 5,059 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 3,188 | 2 | 304 | 0 | 3,494 |
| Administrative Law | 85 | 0 | 0 | 0 | 85 |
| Casino Control | 41 | 0 | 0 | 0 | 41 |
| Public Defender | 1,209 | 3 | 0 | 0 | 1,212 |
| Public Utilities | 227 | 0 | 0 | 0 | 227 |
| TOTAL EXECUTIVE DEPARTMENTS | 56,764 | 923 | 433 | 0 | 58,120 |
| JUDICIARY | 8,788 | 18 | 0 | 0 | 8,806 |
| LEGISLATIVE STAFF | 485 | 3 | 0 | 0 | 488 |
| TOTAL STATE GOVT WORKFORCE | 66,037 | 944 | 433 | 0 | 67,414 |

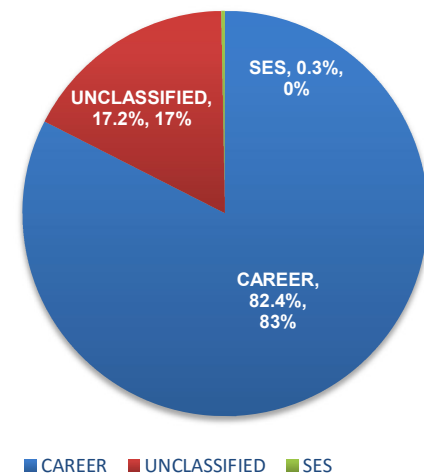
Data provided by the Civil Service Commission from automated personnel and payroll files.

STATE OF NEW JERSEY

Distribution of State Government Employee Titles by Service Division

July 14, 2016

| DEPARTMENT | COMPETITIVE | NON-COMPETITIVE | TOTAL CAREER | SENIOR EXECUTIVE SERVICE | UNCLASSIFIED | GRAND TOTAL |
|---|---------------|-----------------|---------------|--------------------------|----------------------------|---------------|
| AGRICULTURE | 150 | 26 | 176 | 3 | 27 | 206 |
| BANKING & INSURANCE | 355 | 48 | 403 | 0 | 57 | 460 |
| CHILDREN & FAMILIES | 5,699 | 736 | 6,435 | 83 | 265 ¹ | 6,783 |
| COMMUNITY AFFAIRS | 837 | 31 | 868 | 0 | 41 | 909 |
| CORRECTIONS | 8,162 | 131 | 8,293 | 0 | 293 | 8,586 |
| <i>Corrections</i> | 7,620 | 122 | 7,742 | 0 | 267 ² | 8,009 |
| <i>State Parole Board</i> | 542 | 9 | 551 | 0 | 26 | 577 |
| EDUCATION | 190 | 336 | 526 | 0 | 221 ³ | 747 |
| ENVIRONMENTAL PROTECTION | 2,215 | 419 | 2,634 | 3 | 95 | 2,732 |
| GOVERNOR'S OFFICE | 8 | 0 | 8 | 0 | 103 | 111 |
| HEALTH | 771 | 236 | 1,007 | 14 | 52 | 1,073 |
| HUMAN SERVICES | 8,285 | 3,930 | 12,215 | 19 | 450 ⁴ | 12,684 |
| INFORMATION TECHNOLOGY | 528 | 164 | 692 | 7 | 30 | 729 |
| LABOR | 2,612 | 374 | 2,986 | 32 | 196 | 3,214 |
| <i>Labor</i> | 2,405 | 354 | 2,759 | 18 | 188 ⁵ | 2,965 |
| <i>Civil Service Commission</i> | 207 | 20 | 227 | 14 | 8 | 249 |
| LAW & PUBLIC SAFETY | 2,704 | 838 | 3,542 | 9 | 4,374 | 7,925 |
| <i>Law & Public Safety</i> | 1,734 | 712 | 2,446 | 9 | 4,191 ⁶ | 6,646 |
| <i>Homeland Security & Preparedness</i> | 56 | 6 | 62 | 0 | 35 | 97 |
| <i>Juvenile Justice</i> | 914 | 120 | 1,034 | 0 | 148 ⁷ | 1,182 |
| MILITARY & VETERANS AFFAIRS | 659 | 680 | 1,339 | 0 | 156 ⁸ | 1,495 |
| STATE | 145 | 25 | 170 | 0 | 135 | 305 |
| <i>State (Includes Comm on Higher Education)</i> | 86 | 21 | 107 | 0 | 65 | 172 |
| <i>Higher Educational Student Assistance</i> | 59 | 4 | 63 | 0 | 70 | 133 |
| TRANSPORTATION | 4,825 | 509 | 5,334 | 52 | 99 | 5,485 |
| <i>Transportation</i> | 2,745 | 359 | 3,104 | 43 | 43 | 3,190 |
| <i>Motor Vehicles</i> | 2,080 | 150 | 2,230 | 9 | 56 | 2,295 |
| TREASURY | 3,414 | 606 | 4,020 | 63 | 1,048 | 5,131 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 2,745 | 467 | 3,212 | 38 | 313 ⁹ | 3,563 |
| <i>Administrative Law</i> | 43 | 5 | 48 | 0 | 37 | 85 |
| <i>Casino Control</i> | 4 | 0 | 4 | 0 | 37 | 41 |
| <i>Public Defender</i> | 478 | 115 | 593 | 6 | 613 ¹⁰ | 1,212 |
| <i>Public Utilities</i> | 144 | 19 | 163 | 19 | 48 | 230 |
| TOTAL EXECUTIVE DEPARTMENTS | 41,559 | 9,089 | 50,648 | 285 | 7,642 | 58,575 |
| JUDICIARY | 3,852 | 513 | 4,365 | 0 | 4,437 ¹¹ | 8,802 |
| LEGISLATIVE STAFF | 0 | 0 | 0 | 0 | 487 ¹¹ | 487 |
| TOTAL STATE GOVT WORKFORCE | 45,411 | 9,602 | 55,013 | 285 | 12,566 | 67,864 |



¹ Includes 193 educational, health care, and social services personnel.
² Includes 195 educational, health care, and social services personnel.
³ Includes 53 professional employees at the Katzenbach School.
⁴ Includes 303 educational, health care, and social services personnel.
⁵ Includes 52 compensation judges and 70 educational, medical, and social services personnel.
⁶ Includes 2,899 uniformed State Police, 638 Deputy Attorneys General, and 275 Board Members.
⁷ Includes 123 educational, health care, and social services personnel.
⁸ Includes 153 military, educational, and medical personnel.
⁹ Includes 78 Board Members.
¹⁰ Includes 49 Deputy Public Defenders and 530 Assistant Deputy Public Defenders.
¹¹ All judges and professional and confidential personnel unclassified.
¹² All professional and technical personnel unclassified.

STATE OF NEW JERSEY
Age, Salary and Length of Service by State Agency

July 14, 2016

| STATE AGENCY | AVERAGE AGE | AVERAGE SALARY * | MEDIAN SALARY * | AVERAGE LENGTH OF SERVICE (IN YEARS) |
|---|-------------|------------------|-----------------|--------------------------------------|
| AGRICULTURE | 49 | \$71,962 | \$71,397 | 14 |
| BANKING & INSURANCE | 51 | \$78,038 | \$76,249 | 14 |
| CHILDREN & FAMILIES | 42 | \$69,224 | \$71,397 | 10 |
| COMMUNITY AFFAIRS | 52 | \$71,920 | \$69,662 | 12 |
| CORRECTIONS | 43 | 77,729 | \$82,473 | 12 |
| <i>Corrections</i> | 42 | \$69,820 | \$72,934 | 11 |
| State Parole Board | 43 | \$85,638 | \$92,012 | 13 |
| EDUCATION | 50 | \$84,169 | \$87,820 | 12 |
| ENVIRONMENTAL PROTECTION | 47 | \$77,169 | \$78,838 | 16 |
| GOVERNOR'S OFFICE | 39 | \$74,777 | \$60,000 | 5 |
| HEALTH | 51 | \$79,989 | \$82,034 | 15 |
| HUMAN SERVICES | 48 | \$60,441 | \$52,389 | 13 |
| INFORMATION TECHNOLOGY | 51 | \$85,097 | \$88,975 | 15 |
| LABOR | 49 | \$67,764 | \$64,994 | 14 |
| <i>Labor</i> | 51 | \$65,997 | \$60,726 | 14 |
| Civil Service Commission | 47 | \$69,531 | \$69,262 | 14 |
| LAW & PUBLIC SAFETY | 45 | \$76,915 | \$75,230 | 11 |
| <i>Law & Public Safety</i> | 44 | \$77,983 | \$75,230 | 12 |
| Homeland Security & Preparedness | 45 | \$85,279 | \$83,821 | 8 |
| Juvenile Justice | 46 | \$67,482 | \$66,145 | 13 |
| MILITARY & VETERANS AFFAIRS | 50 | \$52,472 | \$47,865 | 11 |
| STATE | 51 | \$72,860 | \$71,308 | 13 |
| <i>State (Includes Comm on Higher Education)</i> | 50 | \$75,216 | \$72,953 | 11 |
| Higher Educational Student Assistance | 52 | \$70,504 | \$69,662 | 14 |
| TRANSPORTATION | 47 | \$60,386 | \$54,824 | 13 |
| <i>Transportation</i> | 48 | \$65,373 | \$60,054 | 14 |
| Motor Vehicles | 47 | \$55,399 | \$49,594 | 11 |
| TREASURY | 50 | \$79,786 | \$71,397 | 14 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 48 | \$69,135 | \$64,537 | 14 |
| Administrative Law | 53 | \$96,277 | \$96,416 | 13 |
| Casino Control | 51 | \$73,216 | \$66,860 | 17 |
| Public Defender | 46 | \$76,091 | \$71,397 | 11 |
| Public Utilities | 51 | \$84,213 | \$83,804 | 16 |
| TOTAL EXECUTIVE DEPARTMENTS | 48 | \$72,982 | \$71,397 | 13 |
| JUDICIARY | 47 | \$74,792 | \$67,542 | 12 |
| LEGISLATIVE STAFF | 45 | \$76,030 | \$73,185 | 12 |
| TOTAL STATE GOVT WORKFORCE | 47 | \$74,601 | \$71,397 | 12 |

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

July 14, 2016

| | STATE 100 | FEDERAL 200 | REVOLVING 300 | SPECIAL PURPOSE 400 | TOTAL |
|---|---------------|----------------|------------------|---------------------------|---------------|
| AGRICULTURE | 118 | 55 | 0 | 33 | 206 |
| BANKING & INSURANCE | 455 | 2 | 0 | 3 | 460 |
| CHILDREN & FAMILIES | 4,949 | 1,516 | 0 | 318 | 6,783 |
| COMMUNITY AFFAIRS | 556 | 285 | 17 | 51 | 909 |
| CORRECTIONS | 8,359 | 19 | 132 | 76 | 8,586 |
| <i>Corrections</i> | 7,782 | 19 | 132 | 76 | 8,009 |
| State Parole Board | 577 | 0 | 0 | 0 | 577 |
| EDUCATION | 395 | 194 | 6 | 152 | 747 |
| ENVIRONMENTAL PROTECTION | 2,608 | 42 | 4 | 78 | 2,732 |
| GOVERNOR'S OFFICE | 96 | 0 | 15 | 0 | 111 |
| HEALTH | 364 | 407 | 139 | 163 | 1,073 |
| HUMAN SERVICES | 8,789 | 3,834 | 5 | 56 | 12,684 |
| INFORMATION TECHNOLOGY | 0 | 0 | 729 | 0 | 729 |
| LABOR | 769 | 2,438 | 0 | 7 | 3,214 |
| <i>Labor</i> | 520 | 2,438 | 0 | 7 | 2,965 |
| Civil Service Commission | 249 | 0 | 0 | 0 | 249 |
| LAW & PUBLIC SAFETY | 6,523 | 95 | 0 | 1,307 | 7,925 |
| <i>Law & Public Safety</i> | 5,431 | 66 | 0 | 1,149 | 6,646 |
| Homeland Security & Preparedness | 71 | 26 | 0 | 0 | 97 |
| Juvenile Justice | 1,021 | 3 | 0 | 158 | 1,182 |
| MILITARY & VETERANS AFFAIRS | 1,332 | 163 | 0 | 0 | 1,495 |
| STATE | 163 | 135 | 0 | 7 | 305 |
| <i>State (Includes Comm on Higher Education)</i> | 163 | 9 | 0 | 0 | 172 |
| Higher Educational Student Assistance | 0 | 126 | 0 | 7 | 133 |
| TRANSPORTATION | 2,361 | 825 | 0 | 2,299 | 5,485 |
| <i>Transportation</i> | 2,359 | 825 | 0 | 6 | 3,190 |
| Motor Vehicles | 2 | 0 | 0 | 2,293 | 2,295 |
| TREASURY | 4,351 | 49 | 243 | 488 | 5,131 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 2,852 | 45 | 243 | 423 | 3,563 |
| Administrative Law | 76 | 4 | 0 | 5 | 85 |
| Casino Control | 0 | 0 | 0 | 41 | 41 |
| Public Defender | 1,211 | 0 | 0 | 1 | 1,212 |
| Public Utilities | 212 | 0 | 0 | 18 | 230 |
| TOTAL EXECUTIVE DEPARTMENTS | 42,188 | 10,059 | 1,290 | 5,038 | 58,575 |
| JUDICIARY | 7,362 | 1,205 | 0 | 235 | 8,802 |
| LEGISLATIVE STAFF | 487 | 0 | 0 | 0 | 487 |
| TOTAL STATE GOVT WORKFORCE | 50,037 | 11,264 | 1,290 | 5,273 | 67,864 |

STATE OF NEW JERSEY
Other State Government Employment

July 14, 2016

| AGENCY | FULL TIME | PART TIME | TOTAL 2017 | TOTAL 2016 | DIFFERENCE | SOURCE OF FUNDS |
|--|---------------|---------------|---------------|---------------|-------------|--|
| CASINO REINVESTMENT DEVELOPMENT AUTHORITY | 74 | 3 | 77 | 77 | 0 | CASINO REVENUE |
| DELAWARE RIVER & BAY AUTHORITY ^{1,4} | 125 | 0 | 125 | 124 | 1 | TOLLS AND FARES |
| DELAWARE RIVER BASIN COMMISSION ¹ | 33 | 6 | 39 | 50 | -11 | FOUR STATES (NJ, NY, PA, DE) |
| DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹ | 294 | 11 | 305 | 404 | -99 | TOLLS AND INTEREST ON INVESTMENTS |
| DELAWARE RIVER PORT AUTHORITY ^{1,2} | 874 | 2 | 876 | 874 | 2 | TOLLS AND FARES, STATE AND FEDERAL GRANTS |
| HOUSING MORTGAGE AND FINANCE AGENCY | 299 | 0 | 299 | 303 | -4 | BOND REVENUES |
| INTERSTATE ENVIRONMENTAL COMMISSION ¹ | 4 | 0 | 4 | 3 | 1 | THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS |
| NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY ⁵ | 219 | 0 | 219 | 213 | 6 | SELF FUNDED BY FEES AND INVESTMENT INCOME |
| NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY | 17 | 1 | 18 | 14 | 4 | FEE REVENUES |
| NJ HEALTH CARE FACILITIES FINANCING AUTHORITY | 23 | 0 | 23 | 24 | -1 | FEES |
| NEW JERSEY INSTITUTE OF TECHNOLOGY | 1,368 | 405 | 1,773 | 1,608 | 165 | STATE & FEDERAL GRANTS/AID AND TUITION |
| NEW JERSEY REDEVELOPMENT AUTHORITY | 12 | 0 | 12 | 12 | 0 | SELF FUNDED |
| NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY | 233 | 1 | 234 | 232 | 2 | BOND REVENUES |
| NEW JERSEY SPORTS & EXPOSITION AUTHORITY | 137 | 233 | 370 | 2,316 | -1,946 | SELF FUNDED |
| NEW JERSEY TRANSIT CORPORATION | 10,647 | 717 | 11,364 | 11,480 | -116 | STATE AND FEDERAL FUNDS, PASSENGER FARES |
| NEW JERSEY TURNPIKE AUTHORITY | 1,954 | 473 | 2,427 | 2,429 | -2 | TOLLS AND BONDS |
| NEW JERSEY WATER SUPPLY AUTHORITY | 109 | 0 | 109 | 108 | 1 | WATER SALE REVENUES |
| NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION | 124 | 0 | 124 | 122 | 2 | MUNICIPAL PURCHASE OF WATER SUPPLY |
| PALISADES INTERSTATE PARK COMMISSION ^{1,4} | 81 | 37 | 118 | 99 | 19 | STATE APPROPRIATION AND PARK REVENUES |
| PASSAIC VALLEY SEWERAGE COMMISSION | 541 | 0 | 541 | 524 | 17 | SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES |
| PASSAIC VALLEY WATER COMMISSION | 202 | 0 | 202 | 202 | 0 | WATER SALE REVENUES |
| PINELANDS COMMISSION | 41 | 2 | 43 | 41 | 2 | STATE APPROPRIATION, FEES, FEDERAL GRANTS |
| PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3} | 7,400 | 33 | 7,433 | 7,377 | 56 | FEES, TOLLS, FARES, AND RENTALS |
| RAHWAY VALLEY SEWERAGE AUTHORITY | 56 | 1 | 57 | 54 | 3 | SEWAGE FEES |
| RUTGERS | 18,799 | 6,508 | 25,307 | 24,478 | 829 | STATE APPROPRIATION, TUITION, FEDERAL GRANTS |
| SOUTH JERSEY PORT CORPORATION | 117 | 7 | 124 | 123 | 1 | PORT USAGE FEES, LEASING |
| SOUTH JERSEY TRANSPORTATION AUTHORITY | 264 | 124 | 388 | 383 | 5 | TOLL REVENUE |
| STATE COLLEGES | 11,757 | 8,124 | 19,881 | 19,440 | 441 | STATE APPROPRIATION, TUITION, FEDERAL GRANTS |
| WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4} | 22 | 0 | 22 | 19 | 3 | ASSESSMENT ON SHIPPING INDUSTRY |
| TOTAL | 55,826 | 16,688 | 72,514 | 73,212 | -698 | |

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.

**Atlantic City Convention & Visitors Authority is now a division of Casino Reinvestment Development Authority, employment counts are now combined

STATE OF NEW JERSEY

Age, Service Length, Separation and Hiring Data for State Government Employees

Introduction

The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on July 14, 2016 compared with a similar “snapshots” from previous years. The length of service data indicates that the average and median length of service in the State Government workforce is 14/12 years respectively. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to more than 60 percent. An Early Retirement Initiative program instituted in 2002 ended that trend, and that reversal continued until 2007 and 2008, when 48.2 percent of the workforce had more than ten years of service. Today, the number of employees with 10 years of service or greater represents 69 percent of the total workforce.

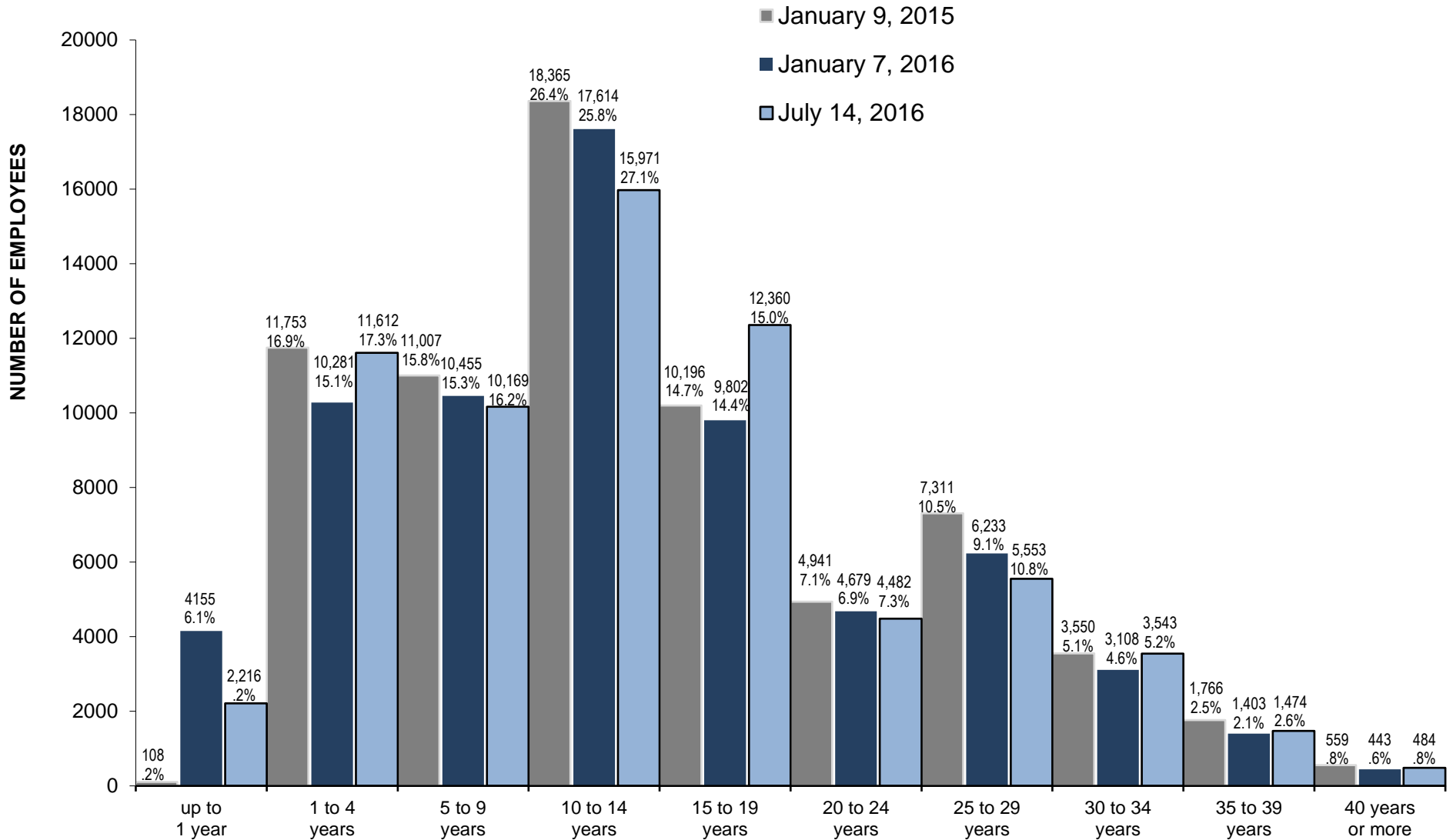
The number of employees age 60 or older has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, 2008, 2010, 2011, 2013, and 2014. There were decreases in 2001, 2002, 2003, 2009, 2012, and 2015. In 2000 there were 7,427 employees age 60 or older; three years ago there were 8,881 employees in that same group. The current employee count for age 60 or older is now 9,400, or 14 percent of the workforce. For 10 years before 2006, the age group 40 to 49 was the largest employee age group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 19,919 of the State’s 67,864 employees, approximately 30 percent, in that bracket.

On Page 15, we compare separations during Fiscal Years 2015, 2016, and 2017 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. The separation rate increased from 9.4 percent in FY2016 to 9.8 percent in FY2017.

With Pages 18 and 19 we present charts pertaining to hiring trends. Counts of new hires dropped from 8,698 in Fiscal Year 2005 to 3,156 in Fiscal Year 2010. From Fiscal Year 2005 to Fiscal Year 2010, there was a 63.7 percent drop in the number of employees hired. Fiscal Year 2011 showed the first year-to-year increase in hiring since 2005. As of 2013, it is on a downward trend, decreasing by .8% in 2015 from the previous year. The average age of employees hired held steady at 37 years from Fiscal Year 2009 through Fiscal Year 2010, but dropped to 34 years in Fiscal Year 2011. The median age in Fiscal Years 2009 and 2010 was 33, which indicates that half of the new hires were age 33 or below; following the trend in average age, it fell to 30 years in Fiscal Year 2011 and 2012. The plotted average salaries of individuals hired during this period likewise followed a relatively stable incline until Fiscal Year 2010.

STATE OF NEW JERSEY Distribution of State Government Employees by Years of Service

July 14, 2016
(with earlier data for comparison)



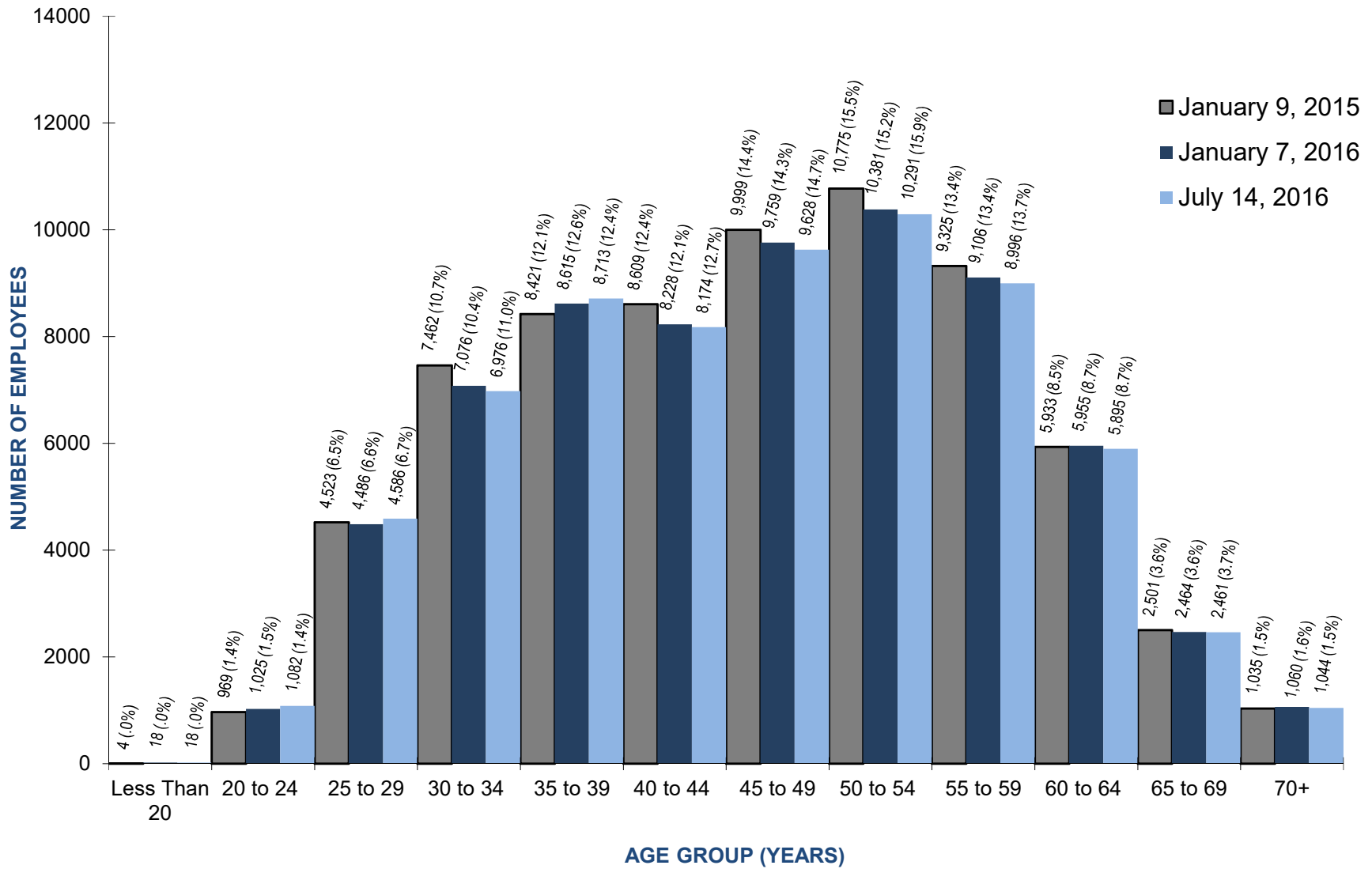
Data provided by the Civil Service Commission from automated personnel files.

Percents refer to the total State Government workforce (as of 1/09/2015, 69,556; 1/07/2016, 68,173; 7/14/2016, 67,864).

STATE OF NEW JERSEY

Distribution of State Government Employees by Age

July 14, 2016 (WITH EARLIER DATA FOR COMPARISON)



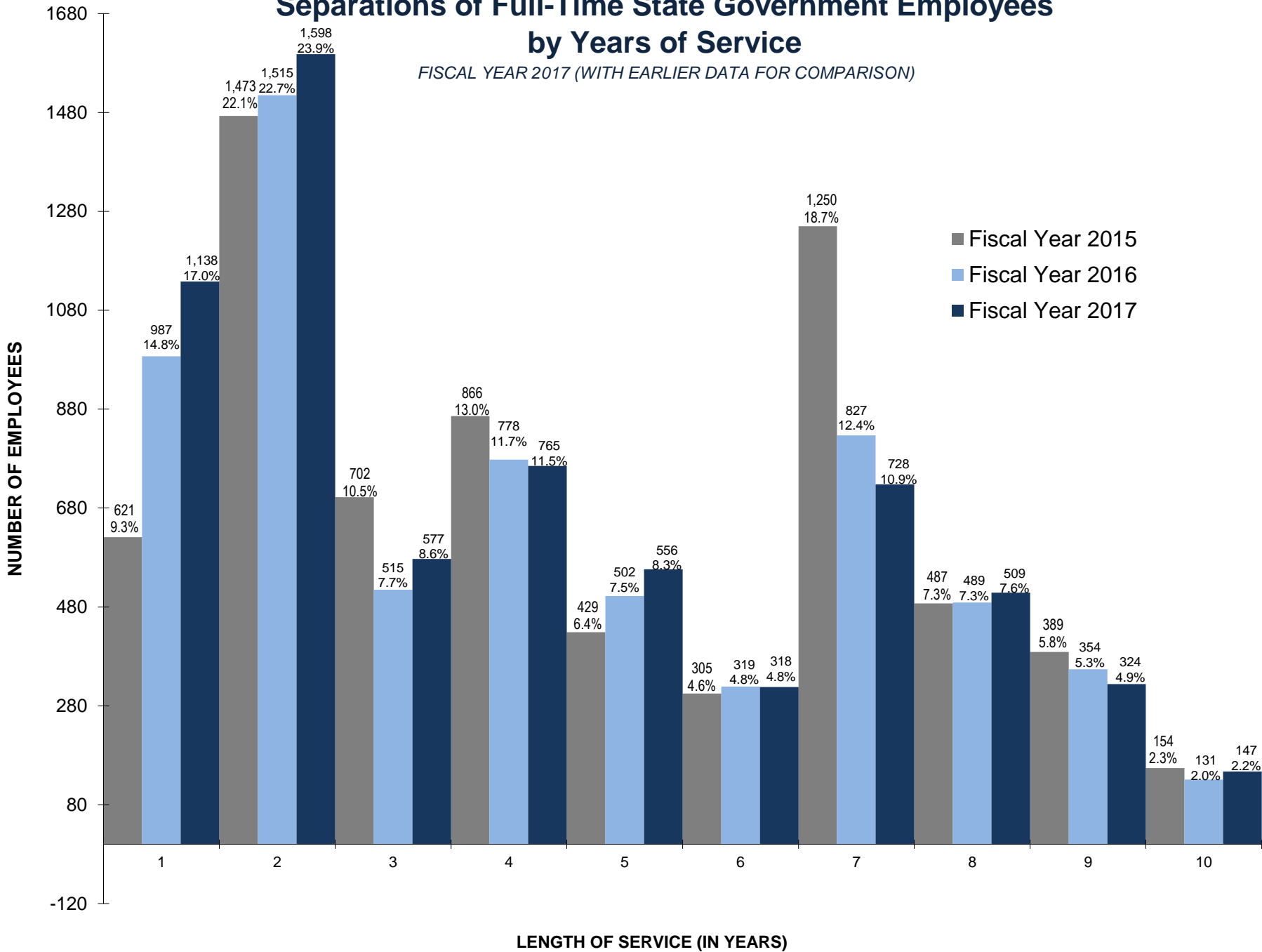
Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/09/2015, 69,556; 1/07/2016, 68,173; 7/14/2016, 67,864).

STATE OF NEW JERSEY

Separations of Full-Time State Government Employees by Years of Service

FISCAL YEAR 2017 (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 (FY2015: 6,676; FY2016: 6,417; FY2017: 6,660).

STATE OF NEW JERSEY
Separations From State Service
Full-Time Employees FY2006 - FY2017

| Fiscal Year | VOLUNTARY SEPARATIONS | | | | | | | INVOLUNTARY SEPARATIONS | | | | OTHER | Separations During FY | Employees At Start of FY | Separation Rate |
|-------------|---------------------------|------------------|-------------------------------|----------------------------|---------|-----------------|-------------------|-------------------------|----------|-------------------|---------------------|--------|-----------------------|--------------------------|-----------------|
| | Resigned In Good Standing | Resigned General | Resigned Not In Good Standing | Early Retirement Incentive | Retired | Total Voluntary | Percent Voluntary | Terminated | Laid Off | Total Involuntary | Percent Involuntary | Deaths | | | |
| 2006 | 1594 | NA | 221 | 0 | 1991 | 3,806 | 63% | 2,019 | 34 | 2053 | 34% | 178 | 6,037 | 80,213 | 7.5% |
| 2007 | 1551 | NA | 179 | 0 | 2608 | 4,338 | 68% | 1,847 | 0 | 1847 | 29% | 152 | 6,337 | 81,201 | 7.8% |
| 2008 | 1407 | NA | 148 | 119 | 1863 | 3,537 | 66% | 1,625 | 2 | 1627 | 31% | 163 | 5,327 | 80,418 | 6.6% |
| 2009 | 970 | NA | 141 | 1353 | 1870 | 4,334 | 73% | 1,469 | 12 | 1481 | 25% | 139 | 5,954 | 82,994 | 7.2% |
| 2010 | 772 | 4 | 128 | 11 | 2,309 | 3,224 | 66% | 1,533 | 0 | 1,533 | 31% | 145 | 4,902 | 77,670 | 6.3% |
| 2011 | 737 | 104 | 136 | 0 | 4,171 | 5,148 | 68% | 2,011 | 243 | 2,254 | 30% | 134 | 7,536 | 75,794 | 9.9% |

| Fiscal Year | Resigned in Good Standing | General Resignations | Resigned Not In Good Standing | Early Retirement Incentive | Retired | Discontinued UnClassified Appts | Discontinued Temp / Provisional / Interim Appts | Expiration Of Term | Laid Off | Deaths | Discontinued Prob Appt / Incomplete WTP | Discontinued SES appt | Removal - NJAC 4A | Removal After WTP | Total Separations | Employees at start of FY | Separation Rate |
|-------------|---------------------------|----------------------|-------------------------------|----------------------------|---------|---------------------------------|---|--------------------|----------|--------|---|-----------------------|-------------------|-------------------|-------------------|--------------------------|-----------------|
| 2012 | 772 | 151 | 113 | 0 | 2,428 | 693 | 624 | 302 | 119 | 139 | 129 | 5 | 171 | 27 | 5,673 | 72,887 | 7.8% |
| 2013 | 791 | 113 | 126 | 0 | 2,475 | 666 | 737 | 281 | 1 | 145 | 135 | 3 | 144 | 18 | 5,635 | 73,506 | 7.7% |
| 2014 | 833 | 143 | 66 | 0 | 2,799 | 629 | 581 | 284 | 404 | 123 | 142 | 5 | 141 | 28 | 6,179 | 71,210 | 8.7% |
| 2015 | 941 | 103 | 99 | 0 | 3,258 | 742 | 502 | 285 | 308 | 121 | 142 | 6 | 116 | 22 | 6,645 | 68,541 | 9.7% |
| 2016 | 1090 | 129 | 84 | 0 | 2,792 | 772 | 759 | 260 | 0 | 117 | 252 | 8 | 95 | 17 | 6,375 | 67,991 | 9.4% |
| 2017 | 1191 | 131 | 100 | 0 | 2,663 | 824 | 909 | 304 | 1 | 112 | 239 | 5 | 117 | 23 | 6,619 | 67,745 | 9.8% |

* Beginning FY2012 reporting period, Separation counts are further broken down to clarify the categories of Separations.

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

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

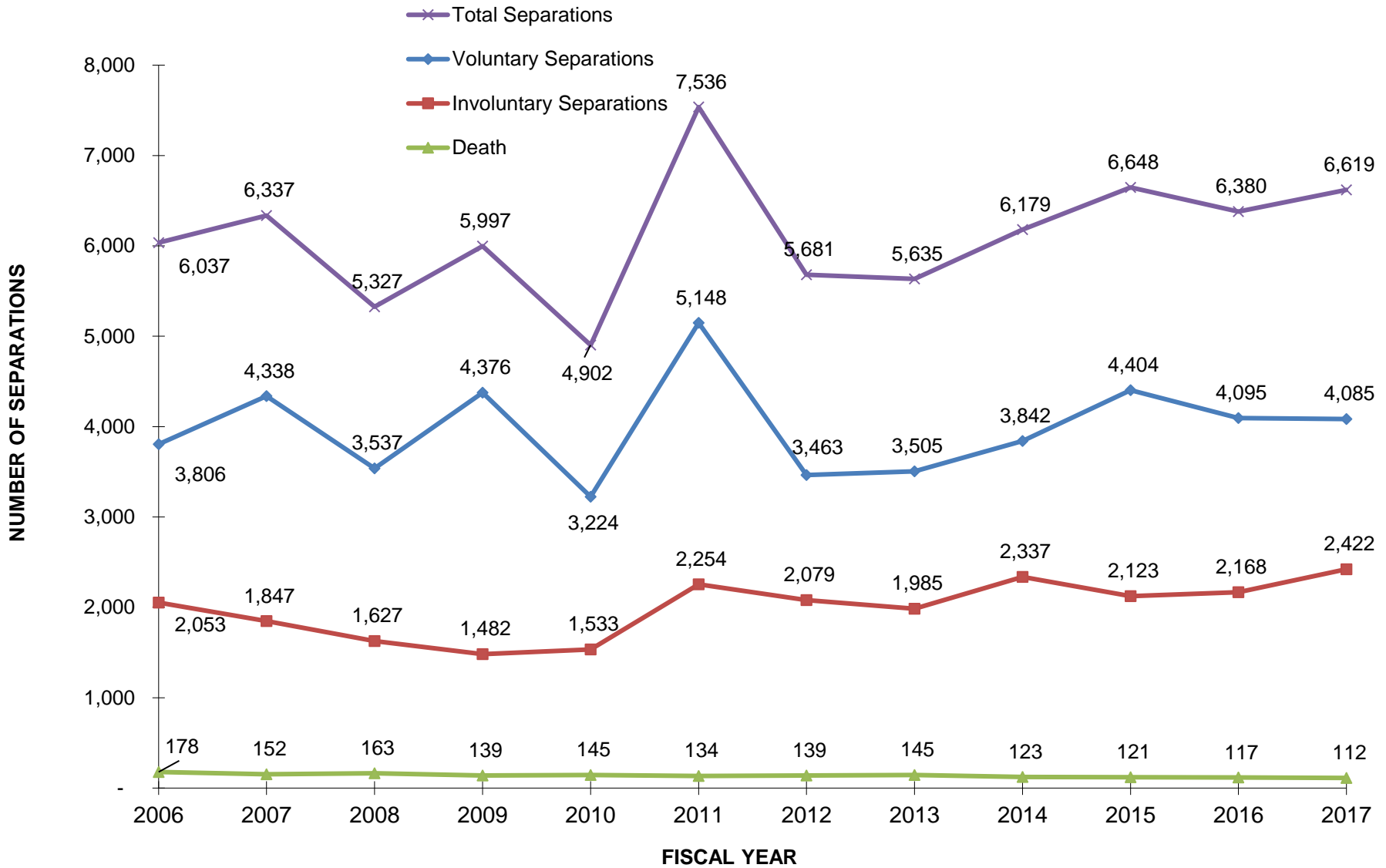
Some extensions beyond the July 1st deadlines were granted. These extensions were made at the convenience of the State Government.

In Workforce Profile 2015, we accounted for one Early Retirement Incentive employee for FY2014 based upon user error in our Personnel Files. We have corrected this error in this Publication

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

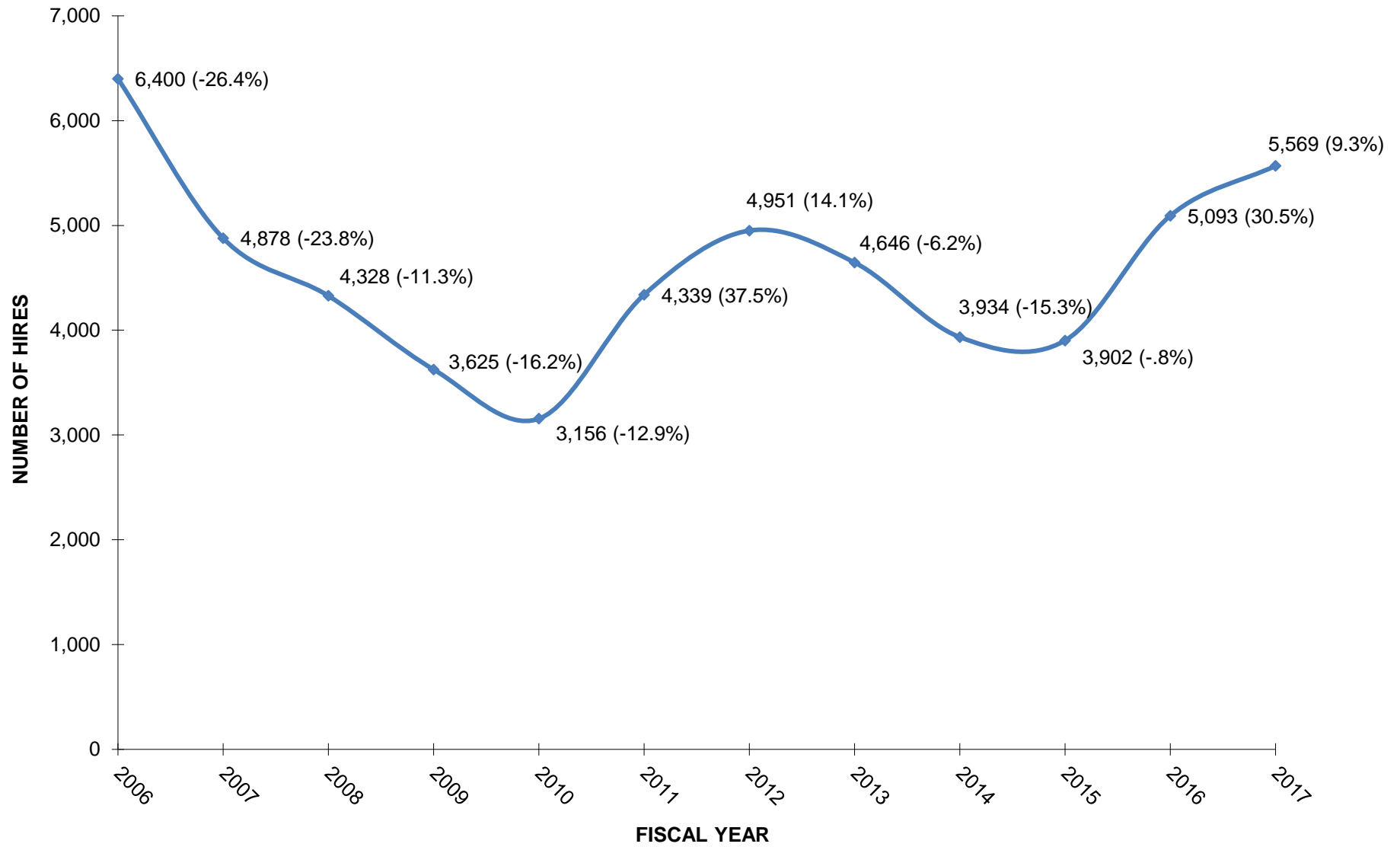
Separations include discontinuation of provisional, temporary, and unclassified appointments, term expirations and some layoffs of employees without permanent Civil Service status.

STATE OF NEW JERSEY Separations from State Service Full-Time Employees FY2006 - FY2017

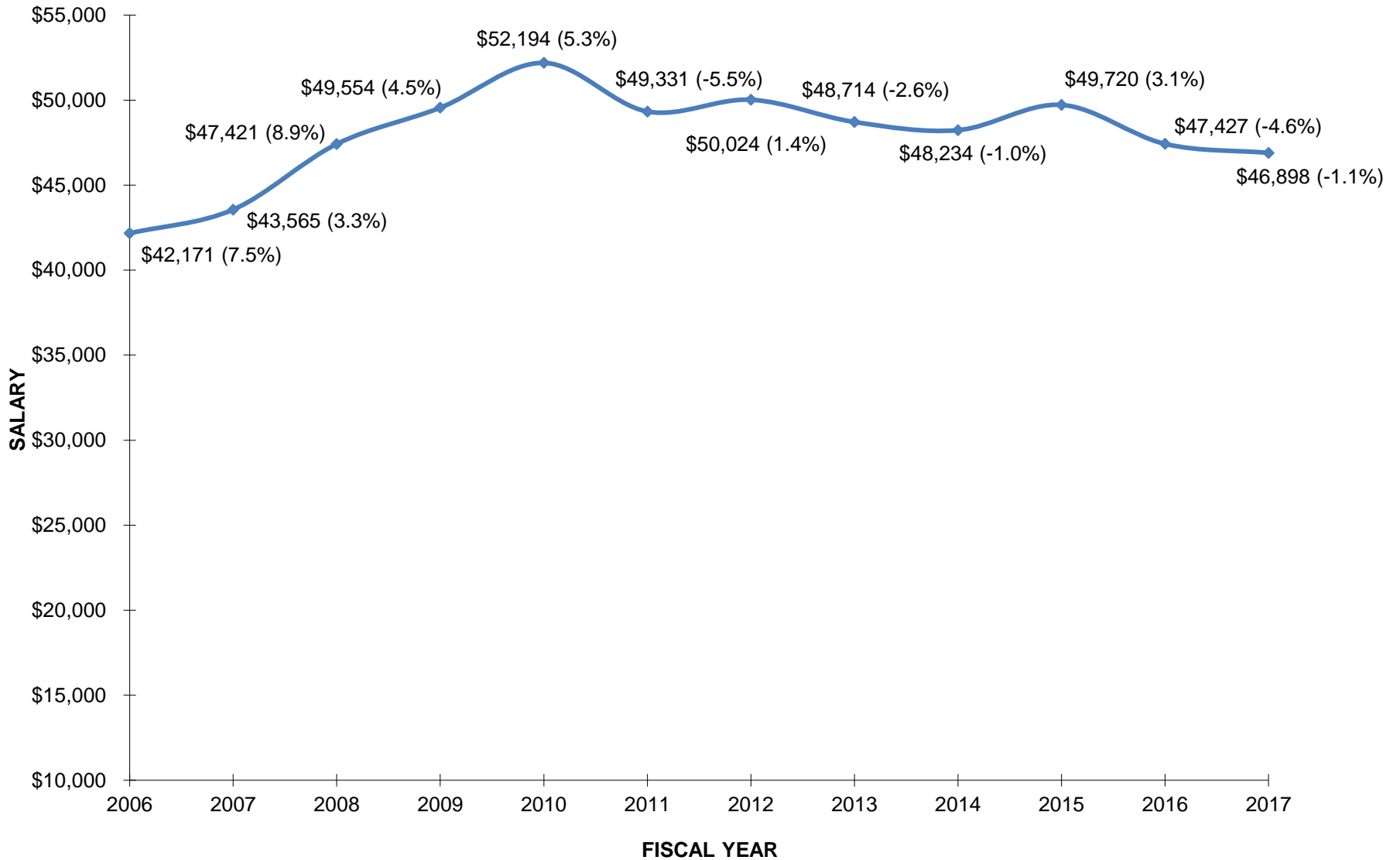


Separations under the 2008 Early Retirement Incentive Program continued into FY2010.

STATE OF NEW JERSEY Hiring by State Government FY2006 Through FY2017



STATE OF NEW JERSEY
Average Salary of Full-Time Employees Hired by State Government
FY2006 Through FY2017



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

STATE OF NEW JERSEY

Education, Location and Occupational Data for State Government Employees

Introduction

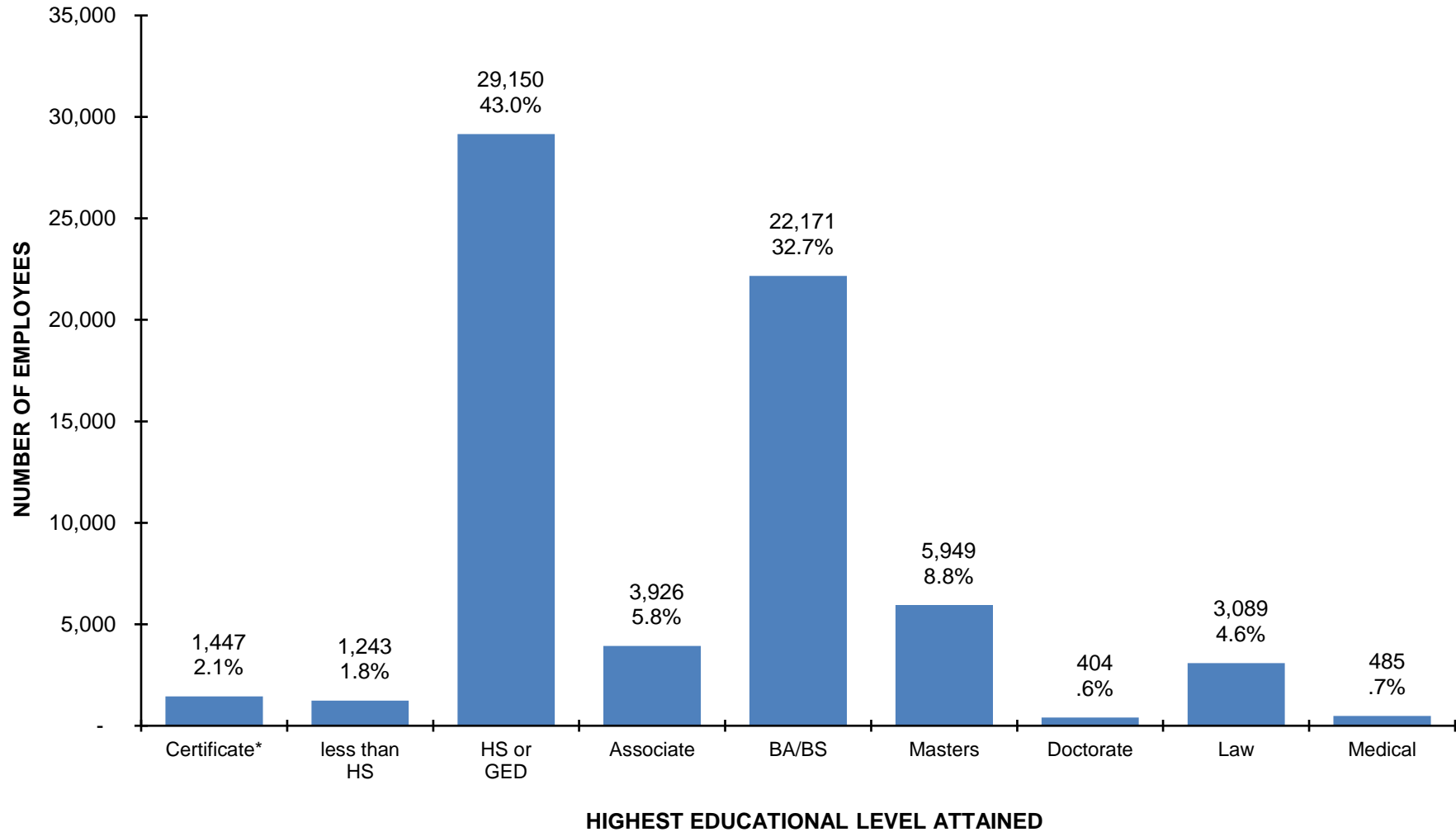
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 21,171 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,098 (or 47 percent of the workforce). That is because employees 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 22) 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 23. Page 24 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 25 presents a bar chart showing a breakdown of State Government employees by occupational categories. The employees' titles are categorized according to an Occupational Code Directory developed by Civil Service Commission's Classification and Compensation Division. This taxonomy groups employees by the type of work performed. We do not show the employees' levels in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.

STATE OF NEW JERSEY
Distribution of State Government Employees
by Highest Level of Education Recorded

July 14, 2016



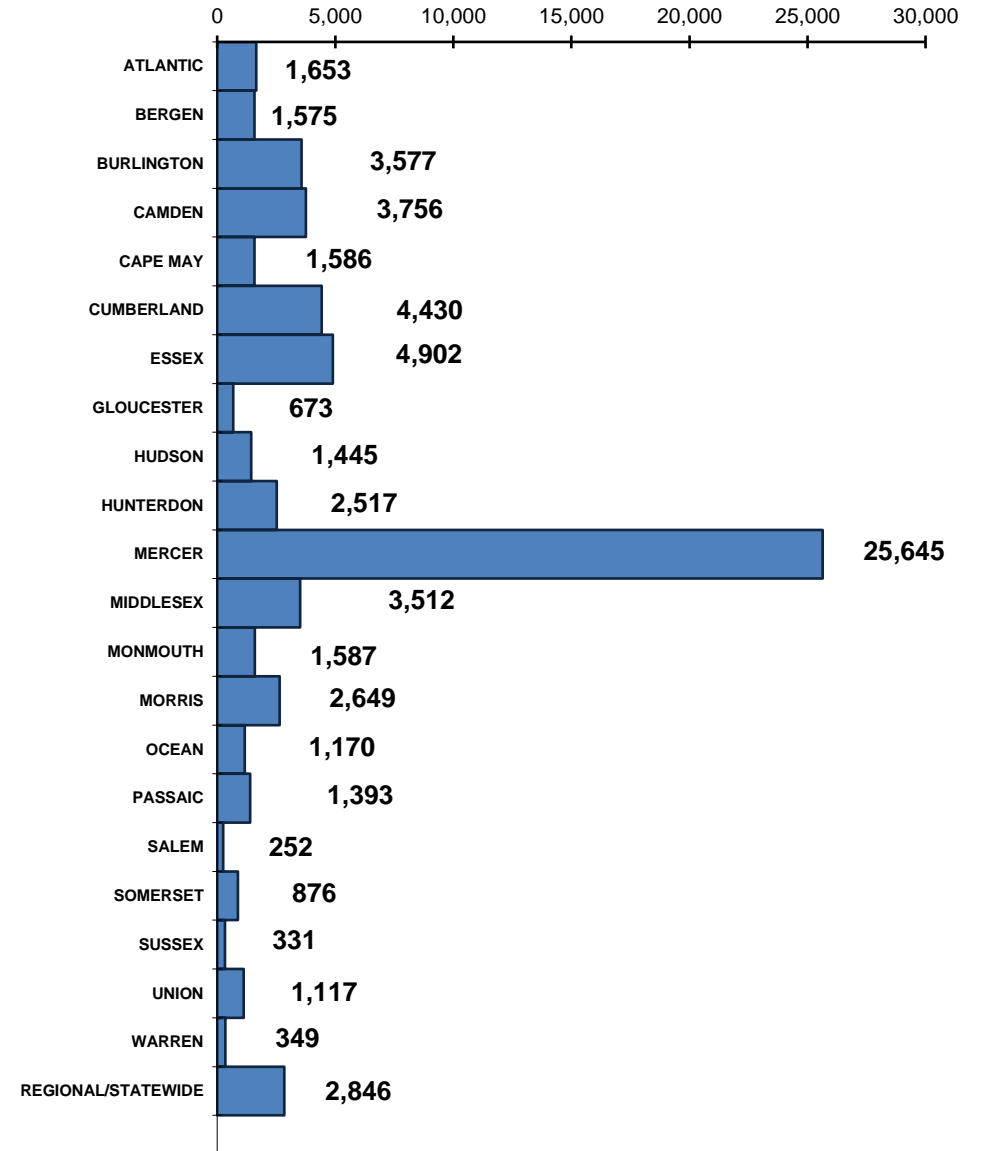
Percentages refer to the total State Government workforce (as of 07/14/2016, 67,864.)

* 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

July 14, 2016

| COUNTY | Number of State Employees | Percent of Total |
|---------------------|---------------------------|------------------|
| ATLANTIC | 1,653 | 2.4 |
| BERGEN | 1,575 | 2.3 |
| BURLINGTON | 3,577 | 5.3 |
| CAMDEN | 3,756 | 5.5 |
| CAPE MAY | 1,586 | 2.3 |
| CUMBERLAND | 4,430 | 6.5 |
| ESSEX | 4,902 | 7.2 |
| GLOUCESTER | 673 | 1.0 |
| HUDSON | 1,445 | 2.1 |
| HUNTERDON | 2,517 | 3.7 |
| MERCER | 25,645 | 37.8 |
| MIDDLESEX | 3,512 | 5.2 |
| MONMOUTH | 1,587 | 2.3 |
| MORRIS | 2,649 | 3.9 |
| OCEAN | 1,170 | 1.7 |
| PASSAIC | 1,393 | 2.1 |
| SALEM | 252 | 0.4 |
| SOMERSET | 876 | 1.3 |
| SUSSEX | 331 | 0.5 |
| UNION | 1,117 | 1.6 |
| WARREN | 349 | 0.5 |
| REGIONAL/STATEWIDE | 2,846 | 4.2 |
| OUT OF STATE | | |
| CALIFORNIA | 4 | * |
| ILLINOIS | 17 | * |
| WASHINGTON, DC | 2 | * |
| TOTAL | 67,864 | 100.0 |

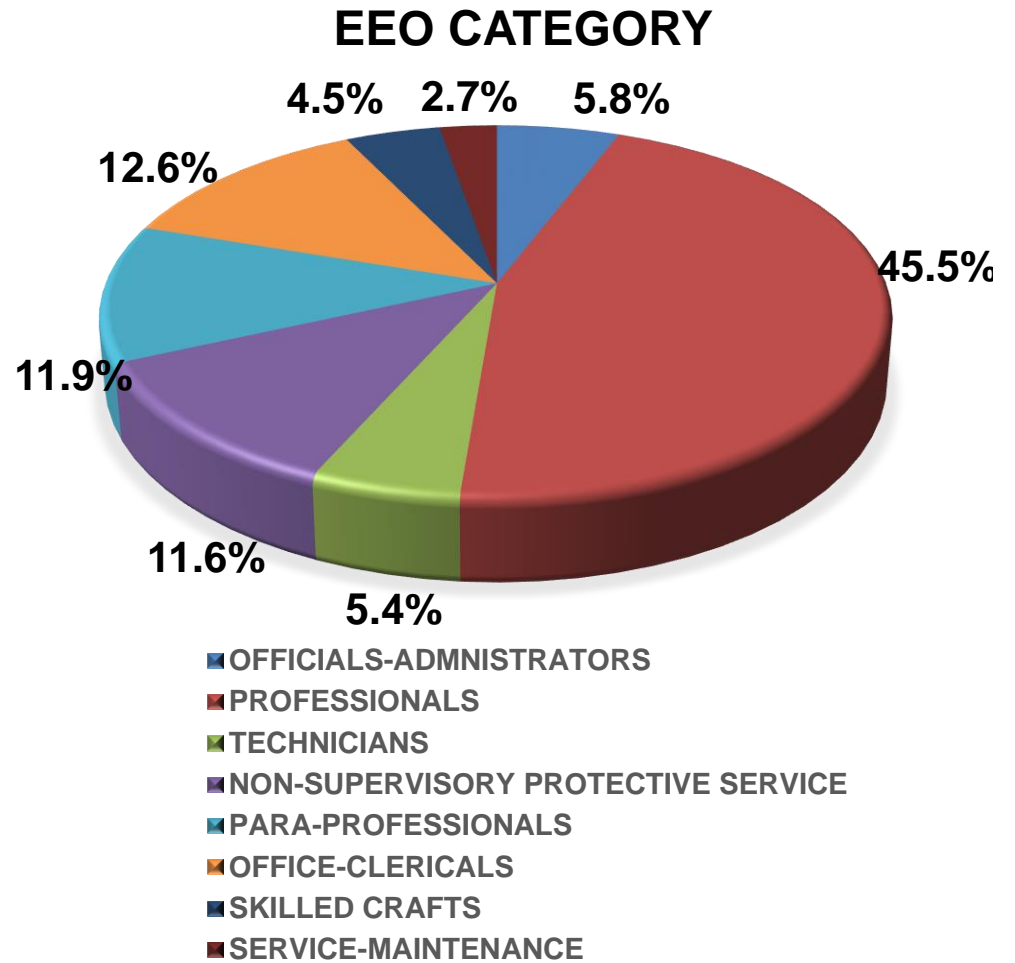


Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 23 out-of-State positions.
 Data provided by the Civil Service Commission from automated personnel files. *Less than 0.1.

Distribution of State Government Employees by EEO Job Category

July 14, 2016

| EEO CATEGORY | TOTALS |
|------------------------------------|-----------------|
| OFFICIALS-ADMNISTRATORS | 3,943 5.8% |
| PROFESSIONALS | 30,867 45.5% |
| TECHNICIANS | 3,657 5.4% |
| NON-SUPERVISORY PROTECTIVE SERVICE | 7,856 11.6% |
| PARA-PROFESSIONALS | 8,094 11.9% |
| OFFICE-CLERICALS | 8,548 12.6% |
| SKILLED CRAFTS | 3,059 4.5% |
| SERVICE-MAINTENANCE | 1,840 2.7% |
| TOTAL | 67,864 |



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

EEO Categories are the ones used in the Department's biennial EEO-4 Report to the Federal Equal Employment Opportunity Commission.

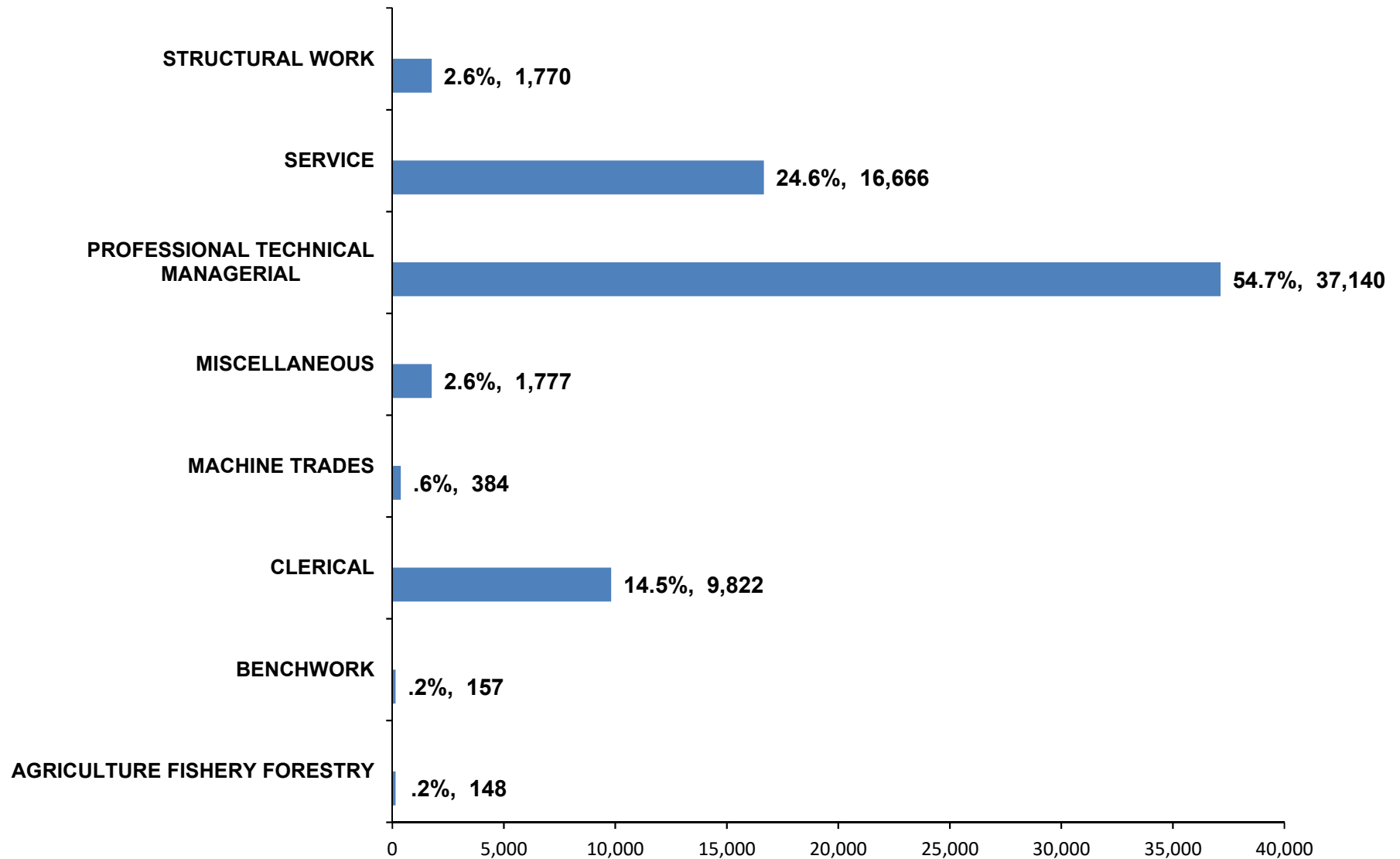
STATE OF NEW JERSEY
Distribution of State Government Employees by Occupation

July 14, 2016

| CATEGORY | OCCUPATIONAL GROUP | | EXECUTIVE | JUDICIARY | LEGISLATURE | TOTAL |
|--|--------------------|----------------------------|------------------|--------------|-------------|---------------|
| PROFESSIONAL TECHNICAL MANAGERIAL | 00 | ENGINEERING/SURVEYING | 1,099 | 0 | 0 | 1,099 |
| | 01 | ENV ENGR-ARCHITECTURE | 205 | 0 | 0 | 205 |
| | 02 | PHYSICAL SCI-STATS | 1,540 | 0 | 0 | 1,540 |
| | 04 | LIFE SCIENCES | 206 | 0 | 0 | 206 |
| | 05 | SOCIAL SCIENCES | 293 | 0 | 0 | 293 |
| | 06 | SOCIAL-PSYCH SERVICES | 7,085 | 2,298 | 0 | 9,383 |
| | 07 | MEDICAL-HEALTH SERVICES | 3,293 | 0 | 0 | 3,293 |
| | 09 | EDUCATION | 1,500 | 0 | 4 | 1,504 |
| | 10 | MUSEUM/LIBRARY/ARCHIVES | 112 | 5 | 5 | 122 |
| | 11 | LAW | 2,260 | 1,024 | 109 | 3,393 |
| | 12 | INFO PROCESSING SYSTEMS | 2,007 | 329 | 26 | 2,362 |
| | 13 | WRITING | 146 | 53 | 41 | 240 |
| | 14 | ART | 28 | 0 | 0 | 28 |
| | 15 | FINANCE | 1,787 | 94 | 104 | 1,985 |
| | 16 | ADMINISTRATION | 6,636 | 1,908 | 106 | 8,650 |
| | 17 | INSPECTIONS/INVESTIGATIONS | 2,522 | 239 | 11 | 2,772 |
| | 18 | RECREATION | 57 | 0 | 0 | 57 |
| | 19 | BROADCASTING/TRANSMITTING | 8 | 0 | 0 | 8 |
| | CLERICAL | 20 | GENERAL CLERICAL | 5,877 | 2,723 | 58 |
| 21 | | FINANCE CLERICAL | 224 | 87 | 4 | 315 |
| 22 | | STOCK-STORAGE-INVENTORY | 216 | 0 | 3 | 219 |
| 24 | | INFO-MSG DISTRIBUTION | 628 | 0 | 2 | 630 |
| SERVICE | 30 | BLDG-FACILITY SERVICES | 906 | 0 | 0 | 906 |
| | 31 | FOOD SERVICES | 848 | 0 | 0 | 848 |
| | 33 | BARBERING/COSMETOLOGY | 11 | 0 | 0 | 11 |
| | 35 | DIRECT CARE | 4,604 | 0 | 0 | 4,604 |
| | 36 | PROTECTIVE SERVICES | 10,288 | 0 | 9 | 10,297 |
| AGRICULTURE FISHERY FORESTRY | 40 | PLANTING-GARDENING | 100 | 0 | 0 | 100 |
| | 41 | ANIMAL FARMING | 46 | 0 | 0 | 46 |
| | 43 | FORESTRY | 2 | 0 | 0 | 2 |
| MACHINE TRADES | 60 | MACHINERY REPAIR | 337 | 0 | 1 | 338 |
| | 65 | PRINTING | 37 | 9 | 0 | 46 |
| BENCHWORK | 70 | TECHNICAL REPAIR | 1 | 0 | 0 | 1 |
| | 72 | ELECTRICAL REPAIR | 155 | 0 | 1 | 156 |
| STRUCTURAL WORK | 80 | SKILLED TRADES | 381 | 0 | 0 | 381 |
| | 81 | STRUCTURAL MAINTENANCE | 1,387 | 0 | 2 | 1,389 |
| MISCELLANEOUS | 90 | TRANSPORTATION | 280 | 14 | 0 | 294 |
| | 91 | UTILITIES | 157 | 0 | 0 | 157 |
| | 92 | MULTIPLE GROUPS | 1,155 | 19 | 1 | 1,175 |
| | 93 | NON TITLE | 151 | 0 | 0 | 151 |
| | | TOTAL | 58,575 | 8,802 | 487 | 67,864 |

STATE OF NEW JERSEY
Distribution of State Government Employees by Occupational Category

July 14, 2016



Date based on CSC automated personnel files. Classification based of the CSC Occupational Code Dictionary.
Percentages refer to the total State Government workforce as of 7/14/2016: 67,864

STATE OF NEW JERSEY

Salary Data for State Government Workforce

Introduction

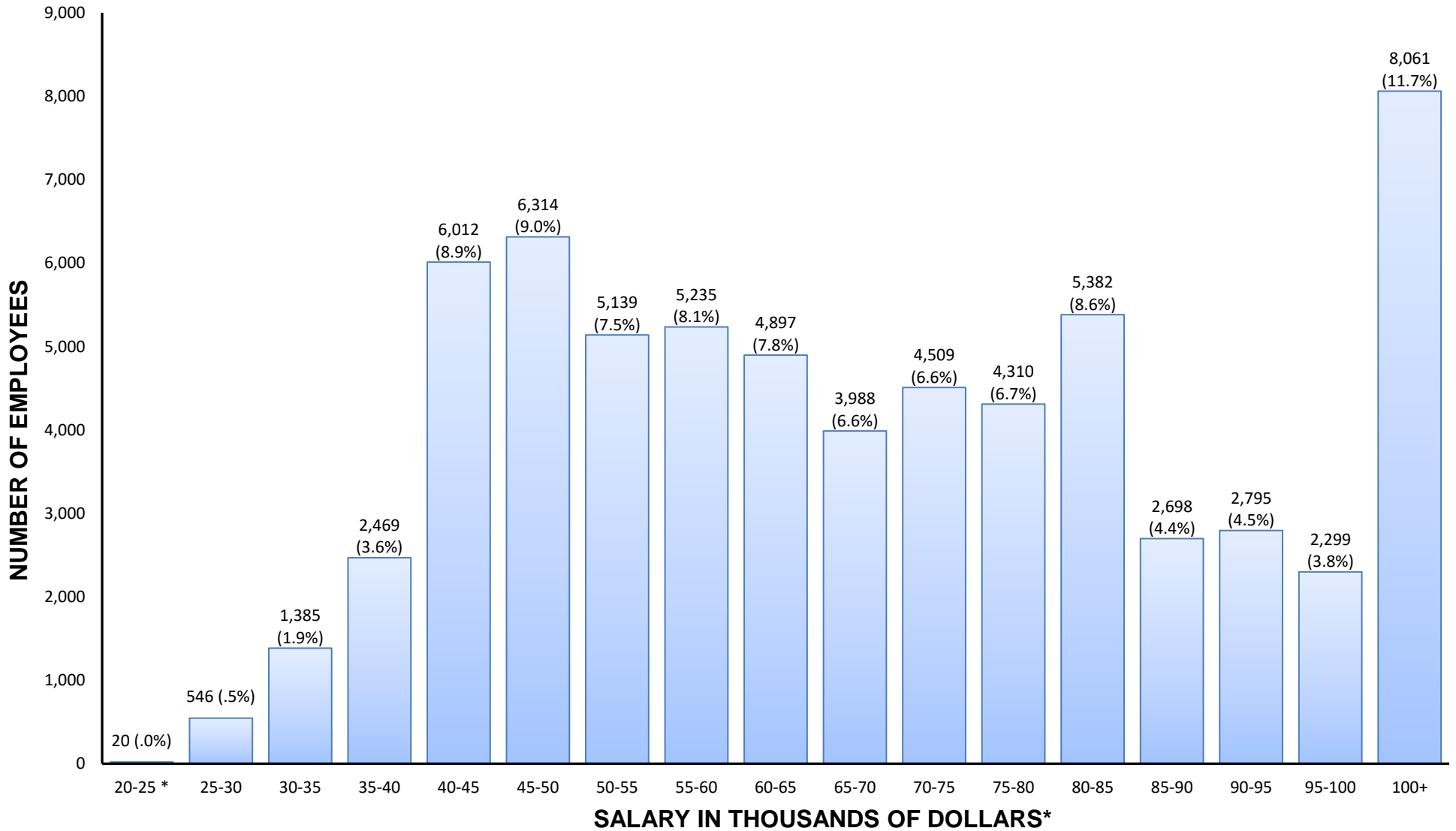
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$74,601) account for over 50 percent of the full-time State Government workforce. The median salary is \$71,397. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 9 (by agency) and on Page 38 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on Page 27. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. For the fifth year in a row, the employees earning over \$100,000 or more outnumber the employees in any of the \$5,000 salary intervals below \$100,000. This group earns between \$100,000 and \$250,000, and includes a large number of highly qualified professional employees, such as physicians, judges, executives, senior law enforcement officers, and information technology professionals. The employees earning between \$45,000.00 and \$49,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$45,000.00 to \$59,999.99 account for approximately 25 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for five years on Page 28. 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 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

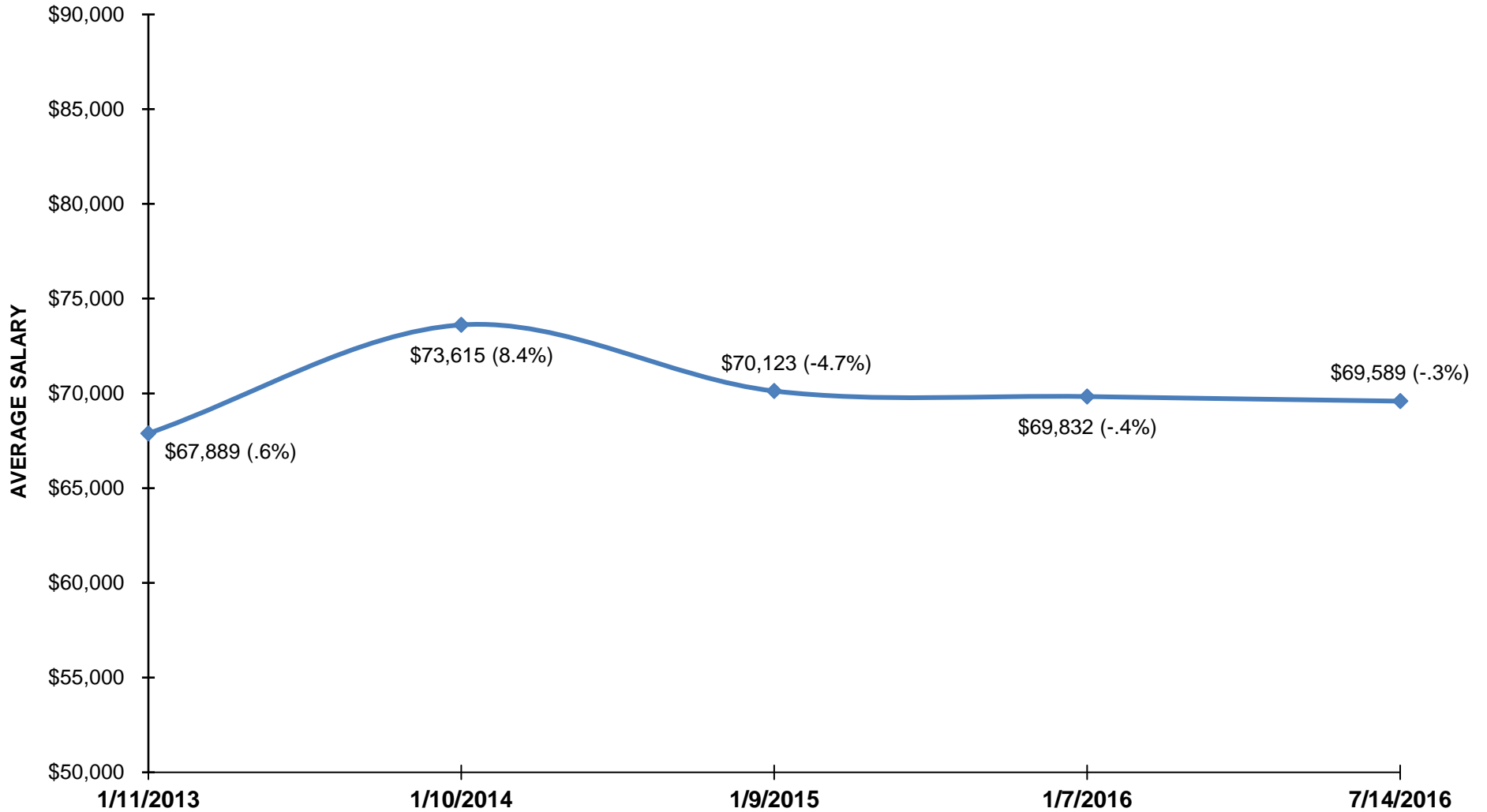
July 14, 2016



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 07/14/2016, 66,059).

*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
2013 through 2016



STATE OF NEW JERSEY

State Government Workforce: Race/Ethnic and Gender Data

Introduction

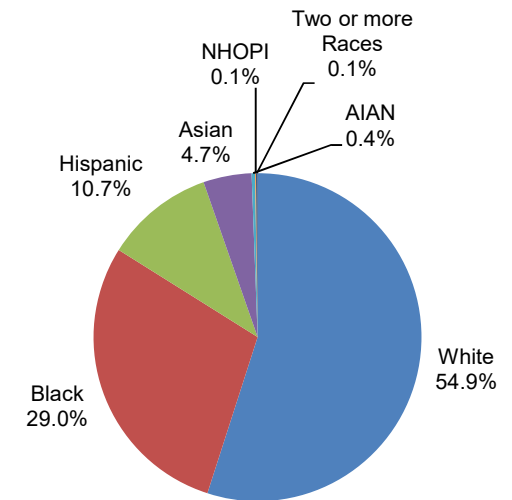
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic 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 32, there is a table giving the gender and race/ethnic distribution by agency.

Page 33 and 34 shows historic trends for both minorities (Blacks, Hispanics, Asians, and American Indians), and women. The darker line on each chart plots the number of minority or female employees (as measured by the scale on the left side) for each year since 2007. The lighter 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 represents 45 percent of that workforce as of July 14, 2016. Women, on the other hand, made up 46.2 percent of the full-time State Government workforce in 1974 and represent 55 percent of that workforce as of July 14, 2016. 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

STATE OF NEW JERSEY
Race/Ethnic Distribution of State Government Employees by Agency

July 14, 2016

| STATE AGENCY | White | Black | Hispanic | Asian | AIAN | NHOPI | Two or more Races | Total |
|---|--------|--------|----------|-------|------|-------|-------------------|--------|
| AGRICULTURE | 157 | 25 | 12 | 11 | 0 | 0 | 1 | 206 |
| BANKING & INSURANCE | 309 | 92 | 26 | 28 | 2 | 1 | 2 | 460 |
| CHILDREN & FAMILIES | 2,601 | 2,830 | 1,210 | 124 | 15 | 0 | 3 | 6,783 |
| COMMUNITY AFFAIRS | 576 | 223 | 82 | 18 | 4 | 2 | 4 | 909 |
| CORRECTIONS | 4,757 | 2,377 | 1,265 | 125 | 52 | 10 | 0 | 8,586 |
| <i>Corrections</i> | 4,412 | 2,254 | 1,175 | 110 | 51 | 7 | 0 | 8,009 |
| State Parole Board | 345 | 123 | 90 | 15 | 1 | 3 | 0 | 577 |
| EDUCATION | 517 | 156 | 35 | 38 | 0 | 0 | 1 | 747 |
| ENVIRONMENTAL PROTECTION | 2,187 | 249 | 113 | 164 | 10 | 0 | 9 | 2,732 |
| GOVERNOR'S OFFICE | 93 | 6 | 7 | 4 | 1 | 0 | 0 | 111 |
| HEALTH | 657 | 244 | 60 | 106 | 4 | 1 | 1 | 1,073 |
| HUMAN SERVICES | 4,897 | 6,248 | 800 | 680 | 48 | 9 | 2 | 12,684 |
| INFORMATION TECHNOLOGY | 453 | 81 | 32 | 153 | 8 | 0 | 2 | 729 |
| LABOR | 1,714 | 864 | 469 | 159 | 6 | 2 | 0 | 3,214 |
| <i>Labor</i> | 1,566 | 797 | 455 | 143 | 3 | 1 | 0 | 2,965 |
| Civil Service Commission | 148 | 67 | 14 | 16 | 3 | 1 | 0 | 249 |
| LAW & PUBLIC SAFETY | 5,626 | 1,340 | 694 | 225 | 25 | 4 | 11 | 7,925 |
| <i>Law & Public Safety</i> | 4,997 | 828 | 578 | 208 | 23 | 4 | 8 | 6,646 |
| Homeland Security & Preparedness | 87 | 5 | 3 | 2 | 0 | 0 | 0 | 97 |
| Juvenile Justice | 542 | 507 | 113 | 15 | 2 | 0 | 3 | 1,182 |
| MILITARY & VETERANS AFFAIRS | 540 | 591 | 173 | 183 | 6 | 2 | 0 | 1,495 |
| STATE | 212 | 48 | 29 | 16 | 0 | 0 | 0 | 305 |
| <i>State (Includes Comm on Higher Education)</i> | 122 | 26 | 20 | 4 | 0 | 0 | 0 | 172 |
| Higher Educational Student Assistance | 90 | 22 | 9 | 12 | 0 | 0 | 0 | 133 |
| TRANSPORTATION | 3,419 | 881 | 581 | 546 | 20 | 5 | 33 | 5,485 |
| <i>Transportation</i> | 2,109 | 377 | 198 | 476 | 10 | 4 | 16 | 3,190 |
| Motor Vehicles | 1,310 | 504 | 383 | 70 | 10 | 1 | 17 | 2,295 |
| TREASURY | 3,072 | 1,312 | 410 | 277 | 20 | 17 | 23 | 5,131 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 2,261 | 857 | 199 | 217 | 8 | 2 | 19 | 3,563 |
| Administrative Law | 57 | 19 | 6 | 2 | 0 | 0 | 1 | 85 |
| Casino Control | 19 | 18 | 2 | 1 | 1 | 0 | 0 | 41 |
| Public Defender | 621 | 348 | 177 | 41 | 10 | 15 | 0 | 1,212 |
| Public Utilities | 114 | 70 | 26 | 16 | 1 | 0 | 3 | 230 |
| TOTAL EXECUTIVE DEPARTMENTS | 31,787 | 17,567 | 5,998 | 2,857 | 221 | 53 | 92 | 58,575 |
| JUDICIARY | 5,128 | 2,062 | 1,247 | 329 | 24 | 12 | 0 | 8,802 |
| LEGISLATIVE STAFF | 369 | 50 | 33 | 34 | 1 | 0 | 0 | 487 |
| TOTAL STATE GOVT WORKFORCE | 37,284 | 19,679 | 7,278 | 3,220 | 246 | 65 | 92 | 67,864 |



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

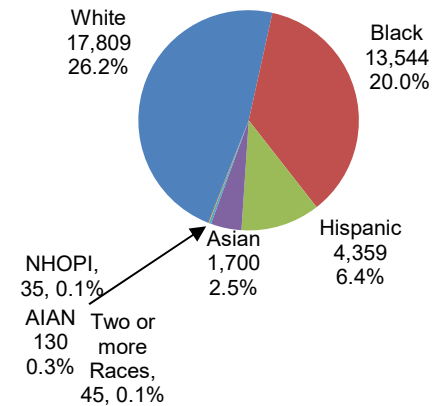
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

STATE OF NEW JERSEY
Gender Distribution of State Government Employees by Agency
AND RACE/ETHNIC COMPOSITION OF EACH GENDER GROUP

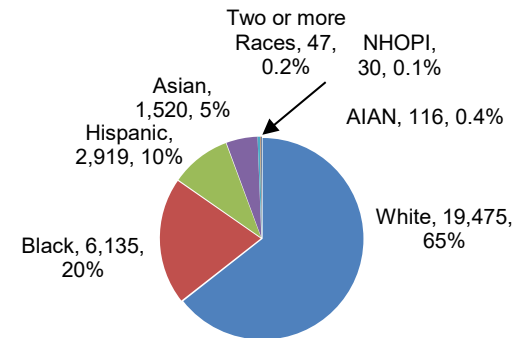
July 14, 2016

| STATE AGENCY | MALE | FEMALE | TOTAL |
|---|---------------|---------------|---------------|
| AGRICULTURE | 88 | 118 | 206 |
| BANKING & INSURANCE | 241 | 219 | 460 |
| CHILDREN & FAMILIES | 1,357 | 5,426 | 6,783 |
| COMMUNITY AFFAIRS | 508 | 401 | 909 |
| CORRECTIONS | 6,252 | 2,334 | 8,586 |
| <i>Corrections</i> | 5,910 | 2,099 | 8,009 |
| State Parole Board | 342 | 235 | 577 |
| EDUCATION | 247 | 500 | 747 |
| ENVIRONMENTAL PROTECTION | 1,604 | 1,128 | 2,732 |
| GOVERNOR'S OFFICE | 53 | 58 | 111 |
| HEALTH | 318 | 755 | 1,073 |
| HUMAN SERVICES | 4,195 | 8,489 | 12,684 |
| INFORMATION TECHNOLOGY | 416 | 313 | 729 |
| LABOR | 1,118 | 2,096 | 3,214 |
| <i>Labor</i> | 1,027 | 1,938 | 2,965 |
| Civil Service Commission | 91 | 158 | 249 |
| LAW & PUBLIC SAFETY | 5,195 | 2,730 | 7,925 |
| <i>Law & Public Safety</i> | 4,330 | 2,316 | 6,646 |
| Homeland Security & Preparedness | 64 | 33 | 97 |
| Juvenile Justice | 801 | 381 | 1,182 |
| MILITARY & VETERANS AFFAIRS | 505 | 990 | 1,495 |
| STATE | 119 | 186 | 305 |
| <i>State (Includes Comm on Higher Education)</i> | 71 | 101 | 172 |
| Higher Educational Student Assistance | 48 | 85 | 133 |
| TRANSPORTATION | 3,309 | 2,176 | 5,485 |
| <i>Transportation</i> | 2,575 | 615 | 3,190 |
| Motor Vehicles | 734 | 1,561 | 2,295 |
| TREASURY | 2,089 | 3,042 | 5,131 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 1,561 | 2,002 | 3,563 |
| Administrative Law | 28 | 57 | 85 |
| Casino Control | 15 | 26 | 41 |
| Public Defender | 370 | 842 | 1,212 |
| Public Utilities | 115 | 115 | 230 |
| TOTAL EXECUTIVE DEPARTMENTS | 27,614 | 30,961 | 58,575 |
| JUDICIARY | 2,390 | 6,412 | 8,802 |
| LEGISLATIVE STAFF | 238 | 249 | 487 |
| TOTAL STATE GOVT WORKFORCE | 30,242 | 37,622 | 67,864 |

FEMALE



MALES



MALE 44.6%
FEMALE 55.4%

STATE OF NEW JERSEY
Race/Ethnic and Gender Distribution of State Government
Employees by Agency

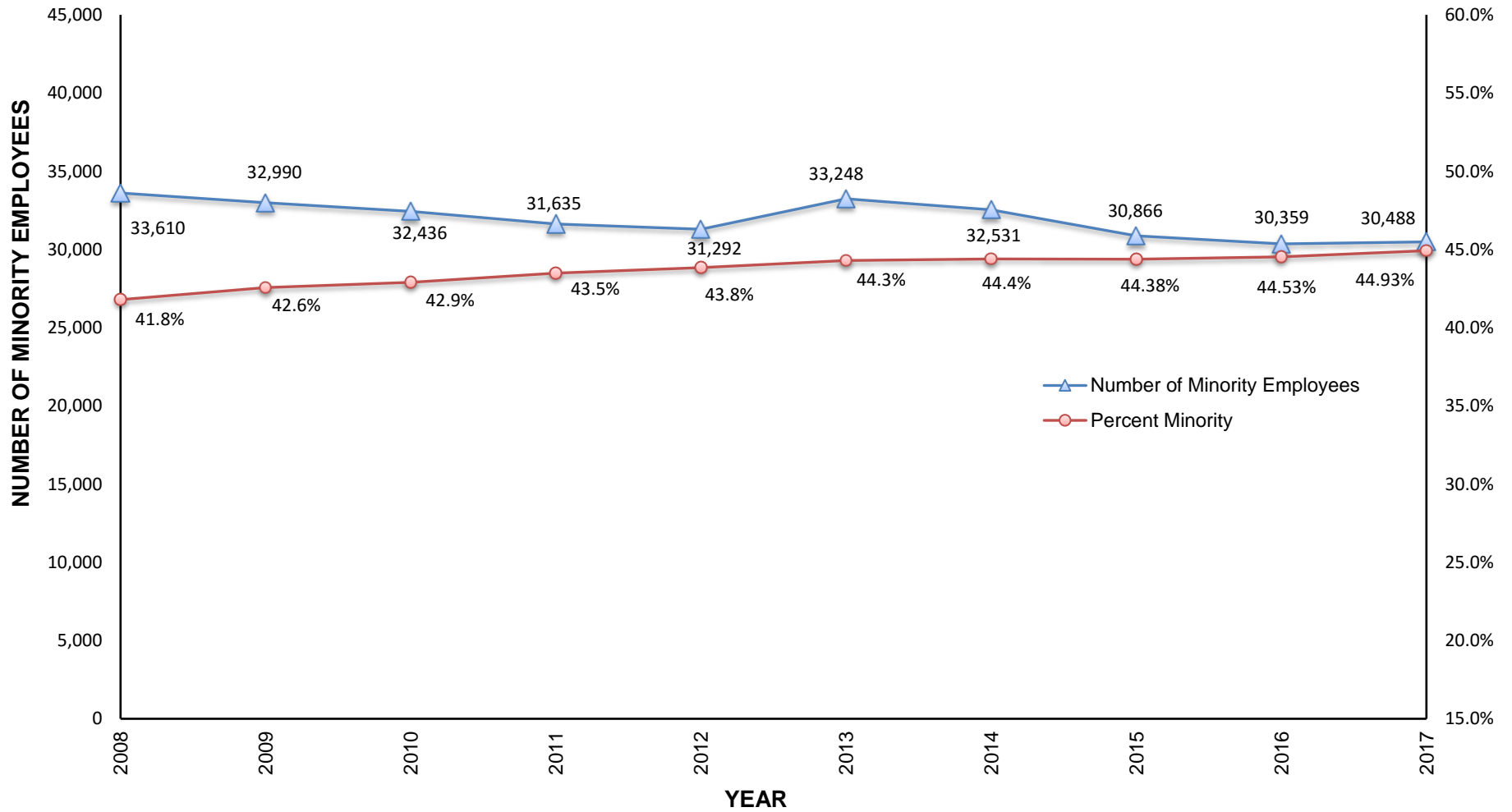
July 14, 2016

| STATE AGENCY | MALE | | | | | | | | FEMALE | | | | | | | | GRAND TOTAL |
|---|--------|-------|----------|-------|------|-------|-------------------|--------|--------|--------|----------|-------|------|-------|-------------------|--------|-------------|
| | White | Black | Hispanic | Asian | AIAN | NHOPI | Two or more Races | Total | White | Black | Hispanic | Asian | AIAN | NHOPI | Two or more Races | Total | |
| AGRICULTURE | 72 | 7 | 5 | 4 | 0 | 0 | 0 | 88 | 85 | 18 | 7 | 7 | 0 | 0 | 1 | 118 | 206 |
| BANKING & INSURANCE | 186 | 31 | 6 | 15 | 2 | 0 | 1 | 241 | 123 | 61 | 20 | 13 | 0 | 1 | 1 | 219 | 460 |
| CHILDREN & FAMILIES | 541 | 550 | 226 | 36 | 4 | 0 | 0 | 1,357 | 2,060 | 2,280 | 984 | 88 | 11 | 0 | 3 | 5,426 | 6,783 |
| COMMUNITY AFFAIRS | 400 | 57 | 38 | 8 | 1 | 1 | 3 | 508 | 176 | 166 | 44 | 10 | 3 | 1 | 1 | 401 | 909 |
| CORRECTIONS | 3,805 | 1,342 | 966 | 93 | 37 | 9 | 0 | 6,252 | 952 | 1,035 | 299 | 32 | 15 | 1 | 0 | 2,334 | 8,586 |
| <i>Corrections</i> | 3,572 | 1,298 | 914 | 83 | 36 | 7 | 0 | 5,910 | 840 | 956 | 261 | 27 | 15 | 0 | 0 | 2,099 | 8,009 |
| State Parole Board | 233 | 44 | 52 | 10 | 1 | 2 | 0 | 342 | 112 | 79 | 38 | 5 | 0 | 1 | 0 | 235 | 577 |
| EDUCATION | 187 | 35 | 11 | 14 | 0 | 0 | 0 | 247 | 330 | 121 | 24 | 24 | 0 | 0 | 1 | 500 | 747 |
| ENVIRONMENTAL PROTECTION | 1,341 | 92 | 57 | 102 | 4 | 0 | 8 | 1,604 | 846 | 157 | 56 | 62 | 6 | 0 | 1 | 1,128 | 2,732 |
| GOVERNOR'S OFFICE | 47 | 1 | 1 | 4 | 0 | 0 | 0 | 53 | 46 | 5 | 6 | 0 | 1 | 0 | 0 | 58 | 111 |
| HEALTH | 220 | 43 | 23 | 30 | 2 | 0 | 0 | 318 | 437 | 201 | 37 | 76 | 2 | 1 | 1 | 755 | 1,073 |
| HUMAN SERVICES | 1,726 | 1,892 | 278 | 277 | 16 | 4 | 2 | 4,195 | 3,171 | 4,356 | 522 | 403 | 32 | 5 | 0 | 8,489 | 12,684 |
| INFORMATION TECHNOLOGY | 282 | 44 | 20 | 68 | 2 | 0 | 0 | 416 | 171 | 37 | 12 | 85 | 6 | 0 | 2 | 313 | 729 |
| LABOR | 751 | 192 | 108 | 65 | 1 | 1 | 0 | 1,118 | 963 | 672 | 361 | 94 | 5 | 1 | 0 | 2,096 | 3,214 |
| <i>Labor</i> | 694 | 171 | 103 | 58 | 0 | 1 | 0 | 1,027 | 872 | 626 | 352 | 85 | 3 | 0 | 0 | 1,938 | 2,965 |
| Civil Service Commission | 57 | 21 | 5 | 7 | 1 | 0 | 0 | 91 | 91 | 46 | 9 | 9 | 2 | 1 | 0 | 158 | 249 |
| LAW & PUBLIC SAFETY | 3,918 | 644 | 475 | 128 | 20 | 3 | 7 | 5,195 | 1,708 | 696 | 219 | 97 | 5 | 1 | 4 | 2,730 | 7,925 |
| <i>Law & Public Safety</i> | 3,469 | 325 | 391 | 118 | 20 | 3 | 4 | 4,330 | 1,528 | 503 | 187 | 90 | 3 | 1 | 4 | 2,316 | 6,646 |
| Homeland Security & Preparedness | 59 | 2 | 2 | 1 | 0 | 0 | 0 | 64 | 28 | 3 | 1 | 1 | 0 | 0 | 0 | 33 | 97 |
| Juvenile Justice | 390 | 317 | 82 | 9 | 0 | 0 | 3 | 801 | 152 | 190 | 31 | 6 | 2 | 0 | 0 | 381 | 1,182 |
| MILITARY & VETERANS AFFAIRS | 268 | 124 | 62 | 50 | 1 | 0 | 0 | 505 | 272 | 467 | 111 | 133 | 5 | 2 | 0 | 990 | 1,495 |
| STATE | 93 | 12 | 10 | 4 | 0 | 0 | 0 | 119 | 119 | 36 | 19 | 12 | 0 | 0 | 0 | 186 | 305 |
| <i>State (Includes Comm on Higher Education)</i> | 58 | 6 | 7 | 0 | 0 | 0 | 0 | 71 | 64 | 20 | 13 | 4 | 0 | 0 | 0 | 101 | 172 |
| Higher Educational Student Assistance | 35 | 6 | 3 | 4 | 0 | 0 | 0 | 48 | 55 | 16 | 6 | 8 | 0 | 0 | 0 | 85 | 133 |
| TRANSPORTATION | 2,260 | 376 | 239 | 403 | 12 | 4 | 15 | 3,309 | 1,159 | 505 | 342 | 143 | 8 | 1 | 18 | 2,176 | 5,485 |
| <i>Transportation</i> | 1,757 | 257 | 160 | 378 | 9 | 3 | 11 | 2,575 | 352 | 120 | 38 | 98 | 1 | 1 | 5 | 615 | 3,190 |
| Motor Vehicles | 503 | 119 | 79 | 25 | 3 | 1 | 4 | 734 | 807 | 385 | 304 | 45 | 7 | 0 | 13 | 1,561 | 2,295 |
| TREASURY | 1,526 | 317 | 122 | 101 | 8 | 4 | 11 | 2,089 | 1,546 | 995 | 288 | 176 | 12 | 13 | 12 | 3,042 | 5,131 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 1,191 | 212 | 70 | 75 | 3 | 1 | 9 | 1,561 | 1,070 | 645 | 129 | 142 | 5 | 1 | 10 | 2,002 | 3,563 |
| Administrative Law | 23 | 4 | 1 | 0 | 0 | 0 | 0 | 28 | 34 | 15 | 5 | 2 | 0 | 0 | 1 | 57 | 85 |
| Casino Control | 7 | 6 | 1 | 1 | 0 | 0 | 0 | 15 | 12 | 12 | 1 | 0 | 1 | 0 | 0 | 26 | 41 |
| Public Defender | 233 | 70 | 44 | 16 | 4 | 3 | 0 | 370 | 388 | 278 | 133 | 25 | 6 | 12 | 0 | 842 | 1,212 |
| Public Utilities | 72 | 25 | 6 | 9 | 1 | 0 | 2 | 115 | 42 | 45 | 20 | 7 | 0 | 0 | 1 | 115 | 230 |
| TOTAL EXECUTIVE DEPARTMENTS | 17,623 | 5,759 | 2,647 | 1,402 | 110 | 26 | 47 | 27,614 | 14,164 | 11,808 | 3,351 | 1,455 | 111 | 27 | 45 | 30,961 | 58,575 |
| JUDICIARY | 1,660 | 357 | 265 | 99 | 5 | 4 | 0 | 2,390 | 3,468 | 1,705 | 982 | 230 | 19 | 8 | 0 | 6,412 | 8,802 |
| LEGISLATIVE STAFF | 192 | 19 | 7 | 19 | 1 | 0 | 0 | 238 | 177 | 31 | 26 | 15 | 0 | 0 | 0 | 249 | 487 |
| TOTAL STATE GOVT WORKFORCE | 19,475 | 6,135 | 2,919 | 1,520 | 116 | 30 | 47 | 30,242 | 17,809 | 13,544 | 4,359 | 1,700 | 130 | 35 | 45 | 37,622 | 67,864 |

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

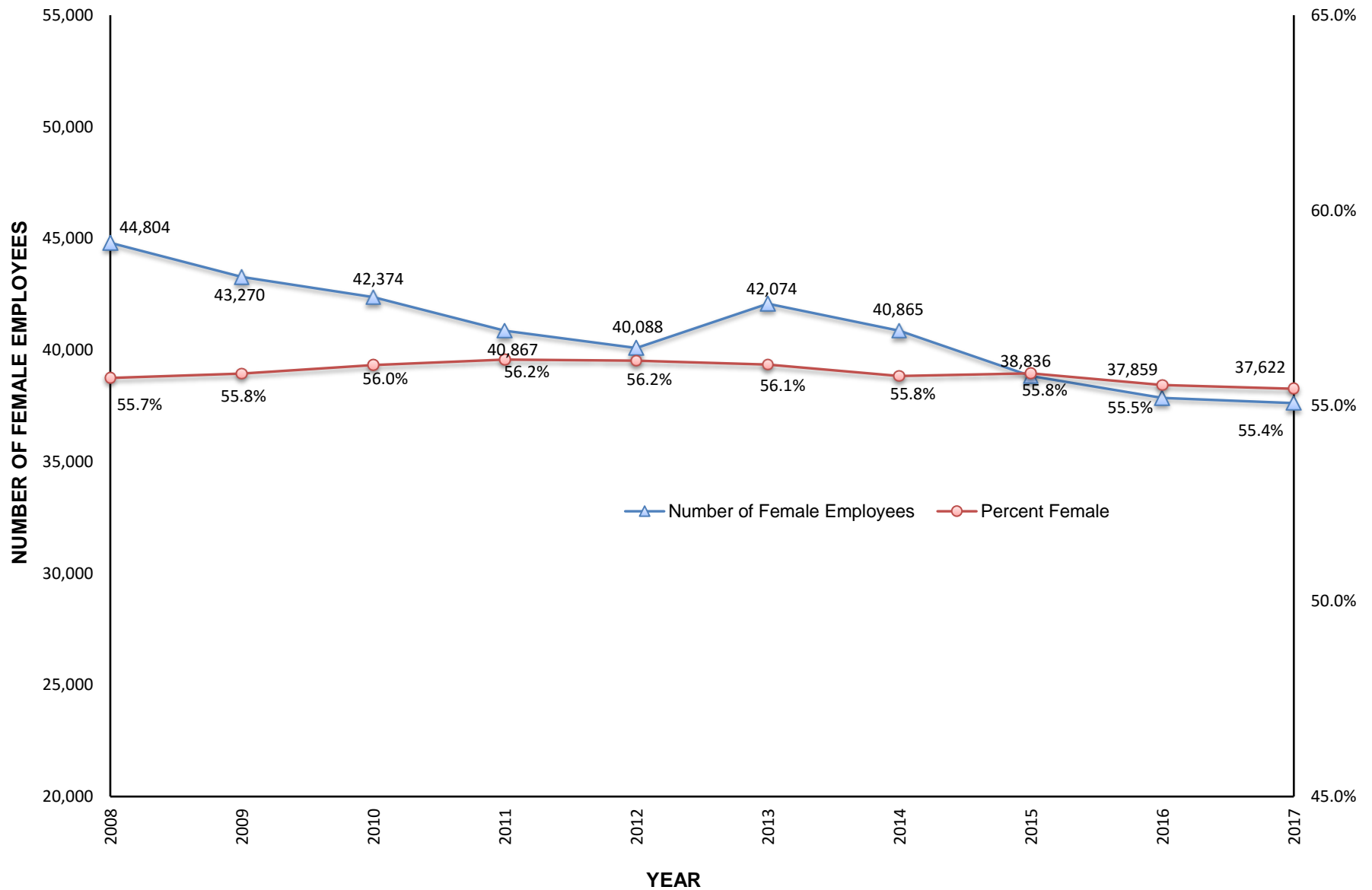
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

STATE OF NEW JERSEY Minorities in the State Government Workforce (2008-2017)



Full-time employees only. Percentages refer to the total full-time State Government workforce (67,864 as of 7/2016)
Data provided by the Civil Service Commission from automated personnel files

STATE OF NEW JERSEY Women in the State Government Workforce (2008-2017)



Full-time employees only. Percentages refer to the total full-time State Government workforce (67,864 as of 7/2016)
Data provided by the Civil Service Commission from automated personnel files.

STATE OF NEW JERSEY

Union Representation of State Government Employees

Introduction

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 44 employee relations groups, 31 of which are represented by unions. The other thirteen groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Civil Service Commission are considered confidential because Commission employees have access to information which is directly related to the conduct of labor negotiations.

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

The Fraternal Order of Police (FOP) represents employees in Bargaining Codes 1, 8, and J, and the Police Benevolent Association (PBA) represents Bargaining Codes F, FA, and L. Both of these unions represent employees involved in State law enforcement activities. Independent organizations represent uniformed State Police officers, probation officers, and some correction 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 fourteenth 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 50 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 10 percent of the workforce; the PBA, with 8.8 percent; and IFPTE, with 6.2 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

STATE OF NEW JERSEY

Union Representation of State Government Employees

Introduction

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 26).

STATE OF NEW JERSEY

Union Representation of State Government

Employees by Agency

July 14, 2016

| STATE AGENCY | Communications Workers of America | American Federation of State, County & Municipal Employees | International Federation of Professional & Technical Engineers | International Brotherhood of Electrical Workers | Service Employees International Union | State Troopers Fraternal Association | State Police Non-Commissioned Officers Association | State Police Superior Officers Association | Police Benevolent Association | Fraternal Order of Police | Law Enforcement Supervisors | Law Enforcement Commanding Officers | Court Reporters | Judiciary Council of Affiliated Unions | Probation Officers Association | TOTAL |
|---|-----------------------------------|--|--|---|---------------------------------------|--------------------------------------|--|--|-------------------------------|---------------------------|-----------------------------|-------------------------------------|-----------------|--|--------------------------------|--------|
| AGRICULTURE | 73 | 0 | 10 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 84 |
| BANKING & INSURANCE | 185 | 0 | 13 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 206 |
| CHILDREN & FAMILIES | 5,206 | 290 | 77 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,575 |
| COMMUNITY AFFAIRS | 465 | 0 | 97 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 570 |
| CORRECTIONS | 962 | 203 | 185 | 13 | 0 | 0 | 0 | 0 | 5,028 | 359 | 492 | 37 | 0 | 0 | 0 | 7,279 |
| <i>Corrections</i> | 878 | 203 | 183 | 11 | 0 | 0 | 0 | 0 | 4,713 | 338 | 458 | 33 | 0 | 0 | 0 | 6,817 |
| State Parole Board | 84 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 315 | 21 | 34 | 4 | 0 | 0 | 0 | 462 |
| EDUCATION | 384 | 19 | 12 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 437 |
| ENVIRONMENTAL PROTECTION | 1,393 | 0 | 119 | 51 | 0 | 0 | 0 | 0 | 69 | 8 | 22 | 2 | 0 | 0 | 0 | 1,664 |
| GOVERNOR'S OFFICE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HEALTH | 672 | 0 | 5 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 684 |
| HUMAN SERVICES | 4,601 | 4,614 | 829 | 38 | 0 | 0 | 0 | 0 | 62 | 5 | 15 | 0 | 0 | 0 | 0 | 10,164 |
| INFORMATION TECHNOLOGY | 370 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 378 |
| LABOR | 1,987 | 2 | 22 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,044 |
| <i>Labor</i> | 1,987 | 2 | 22 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,044 |
| Civil Service Commission | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAW & PUBLIC SAFETY | 1,469 | 157 | 411 | 348 | 0 | 1,504 | 867 | 188 | 306 | 36 | 25 | 4 | 0 | 0 | 0 | 5,315 |
| <i>Law & Public Safety</i> | 1,168 | 0 | 397 | 346 | 0 | 1,504 | 867 | 188 | 14 | 3 | 0 | 0 | 0 | 0 | 0 | 4,487 |
| Homeland Security & Preparedness | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Juvenile Justice | 301 | 157 | 14 | 2 | 0 | 0 | 0 | 0 | 292 | 33 | 25 | 4 | 0 | 0 | 0 | 828 |
| MILITARY & VETERANS AFFAIRS | 368 | 594 | 131 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,112 |
| STATE | 131 | 0 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 141 |
| <i>State (Includes Comm on Higher Education)</i> | 71 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 76 |
| Higher Educational Student Assistance | 60 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 65 |
| TRANSPORTATION | 2,860 | 0 | 977 | 28 | 125 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3,992 |
| <i>Transportation</i> | 1,426 | 0 | 917 | 13 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2,358 |
| Motor Vehicles | 1,434 | 0 | 60 | 15 | 125 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,634 |
| TREASURY | 3,054 | 0 | 82 | 62 | 0 | 0 | 0 | 0 | 13 | 1 | 4 | 0 | 0 | 0 | 0 | 3,216 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 2,028 | 0 | 80 | 36 | 0 | 0 | 0 | 0 | 13 | 1 | 4 | 0 | 0 | 0 | 0 | 2,162 |
| Administrative Law | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 28 |
| Casino Control | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Public Defender | 860 | 0 | 2 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 886 |
| Public Utilities | 138 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 140 |
| TOTAL EXECUTIVE DEPARTMENTS | 24,180 | 5,879 | 2,971 | 657 | 125 | 1,504 | 867 | 188 | 5,480 | 409 | 558 | 43 | 0 | 0 | 0 | 42,861 |
| JUDICIARY | 969 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25 | 2,419 | 2,606 | 6,019 |
| LEGISLATIVE STAFF | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL STATE GOVT WORKFORCE | 25,149 | 5,879 | 2,971 | 657 | 125 | 1,504 | 867 | 188 | 5,480 | 409 | 558 | 43 | 25 | 2,419 | 2,606 | 48,880 |
| % OF UNION REPRESENTED EMPLOYEES | 51.5% | 12.0% | 6.1% | 1.3% | 0.3% | 3.1% | 1.8% | 0.4% | 11.2% | 0.8% | 1.1% | 0.1% | 0.1% | 4.9% | 5.3% | 100.0% |
| % OF STATE GOVT WORKFORCE* | 37.1% | 8.7% | 4.4% | 1.0% | 0.2% | 2.2% | 1.3% | 0.3% | 8.1% | 0.6% | 0.8% | 0.1% | 0.0% | 3.6% | 3.8% | 72.0% |

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

Revised on 1/24/2020 based on change in reporting criteria to be consistent with previous years count methodology.

STATE OF NEW JERSEY
Union Representation of State Government
Employees by Agency

July 14, 2016

| STATE AGENCY | Communications Workers of America | American Federation of State, County & Municipal Employees | International Federation of Professional & Technical Engineers | International Brotherhood of Electrical Workers | Service Employees International Union | State Troopers Fraternal Association | State Police Non-Commissioned Officers Association | State Police Superior Officers Association | Police Benevolent Association | Fraternal Order of Police | Law Enforcement Supervisors | Law Enforcement Commanding Officers | Court Reporters | Judiciary Council of Affiliated Unions | Probation Officers Association | TOTAL |
|---|-----------------------------------|--|--|---|---------------------------------------|--------------------------------------|--|--|-------------------------------|---------------------------|-----------------------------|-------------------------------------|-----------------|--|--------------------------------|---------------|
| AGRICULTURE | 139 | 0 | 27 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 171 |
| BANKING & INSURANCE | 305 | 0 | 73 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 405 |
| CHILDREN & FAMILIES | 5,871 | 476 | 203 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,571 |
| COMMUNITY AFFAIRS | 712 | 0 | 127 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 856 |
| CORRECTIONS | 1,365 | 298 | 313 | 39 | 0 | 0 | 0 | 0 | 5,451 | 363 | 528 | 39 | 0 | 0 | 0 | 8,396 |
| <i>Corrections</i> | 1,208 | 298 | 311 | 37 | 0 | 0 | 0 | 0 | 5,134 | 342 | 492 | 35 | 0 | 0 | 0 | 7,857 |
| State Parole Board | 157 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 317 | 21 | 36 | 4 | 0 | 0 | 0 | 539 |
| EDUCATION | 518 | 21 | 19 | 44 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 602 |
| ENVIRONMENTAL PROTECTION | 2,109 | 0 | 222 | 92 | 0 | 0 | 0 | 0 | 97 | 10 | 27 | 3 | 0 | 0 | 0 | 2,560 |
| GOVERNOR'S OFFICE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HEALTH | 956 | 0 | 9 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 994 |
| HUMAN SERVICES | 6,014 | 5,039 | 1,071 | 111 | 0 | 0 | 0 | 0 | 72 | 5 | 15 | 0 | 0 | 0 | 0 | 12,327 |
| INFORMATION TECHNOLOGY | 662 | 0 | 2 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 682 |
| LABOR | 2,676 | 3 | 41 | 71 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,791 |
| <i>Labor</i> | 2,676 | 3 | 41 | 71 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,791 |
| Civil Service Commission | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAW & PUBLIC SAFETY | 2,144 | 275 | 573 | 679 | 0 | 1,506 | 893 | 216 | 339 | 36 | 38 | 4 | 0 | 0 | 0 | 6,703 |
| <i>Law & Public Safety</i> | 1,688 | 0 | 532 | 647 | 0 | 1,506 | 893 | 216 | 15 | 3 | 0 | 0 | 0 | 0 | 0 | 5,500 |
| Homeland Security & Preparedness | 54 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 60 |
| Juvenile Justice | 402 | 275 | 41 | 26 | 0 | 0 | 0 | 0 | 324 | 33 | 38 | 4 | 0 | 0 | 0 | 1,143 |
| MILITARY & VETERANS AFFAIRS | 544 | 702 | 186 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,456 |
| STATE | 219 | 0 | 3 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 252 |
| <i>State (Includes Comm on Higher Education)</i> | 116 | 0 | 3 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 129 |
| Higher Educational Student Assistance | 103 | 0 | 0 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 123 |
| TRANSPORTATION | 3,696 | 1 | 1,201 | 59 | 125 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 5,085 |
| <i>Transportation</i> | 1,893 | 0 | 1,141 | 35 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3,072 |
| Motor Vehicles | 1,803 | 1 | 60 | 24 | 125 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,013 |
| TREASURY | 4,135 | 0 | 140 | 131 | 0 | 0 | 0 | 0 | 14 | 1 | 4 | 0 | 0 | 0 | 0 | 4,425 |
| <i>Treasury (Incl Minor Boards & Commissions)</i> | 2,810 | 0 | 136 | 75 | 0 | 0 | 0 | 0 | 14 | 1 | 4 | 0 | 0 | 0 | 0 | 3,040 |
| Administrative Law | 48 | 0 | 0 | 2 | 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 | 0 | 0 | 0 |
| Public Defender | 1,126 | 0 | 4 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,180 |
| Public Utilities | 151 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 155 |
| TOTAL EXECUTIVE DEPARTMENTS | 32,065 | 6,815 | 4,210 | 1,397 | 125 | 1,506 | 893 | 216 | 5,976 | 415 | 612 | 46 | 0 | 0 | 0 | 54,276 |
| JUDICIARY | 2,022 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25 | 2,595 | 2,789 | 7,431 |
| LEGISLATIVE STAFF | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL STATE GOVT WORKFORCE | 34,087 | 6,815 | 4,210 | 1,397 | 125 | 1,506 | 893 | 216 | 5,976 | 415 | 612 | 46 | 25 | 2,595 | 2,789 | 61,707 |
| % OF UNION REPRESENTED EMPLOYEES | 55.2% | 11.0% | 6.8% | 2.3% | 0.2% | 2.4% | 1.4% | 0.4% | 9.7% | 0.7% | 1.0% | 0.1% | 0.0% | 4.2% | 4.5% | 100.0% |
| % OF STATE GOVT WORKFORCE* | 50.2% | 10.0% | 6.2% | 2.1% | 0.2% | 2.2% | 1.3% | 0.3% | 8.8% | 0.6% | 0.9% | 0.1% | 0.0% | 3.8% | 4.1% | 90.9% |

*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

July 14, 2016

| SALARY GROUPS | Communications Workers of America | American Federation of State, County & Municipal Employees | International Federation of Professional & Technical Engineers | International Brotherhood of Electrical Workers | Service Employees International Union | State Troopers Fraternal Association | State Police Non-Commissioned Officers Association | State Police Superior Officers Association | Police Benevolent Association | Fraternal Order of Police | Law Enforcement Supervisors | Law Enforcement Commanding Officers | Court Reporters | Judiciary Council of Affiliated Unions | Probation Officers Association | Non-Union | Total |
|----------------------|-----------------------------------|--|--|---|---------------------------------------|--------------------------------------|--|--|-------------------------------|---------------------------|-----------------------------|-------------------------------------|-----------------|--|--------------------------------|---------------|---------------|
| \$20,000-\$24,999.99 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 16 | 20 |
| \$25,000-\$29,999.99 | 110 | 18 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 187 | 0 | 226 | 546 |
| \$30,000-\$34,999.99 | 291 | 270 | 187 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 105 | 0 | 532 | 1,385 |
| \$35,000-\$39,999.99 | 508 | 781 | 441 | 0 | 49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 203 | 0 | 536 | 2,518 |
| \$40,000-\$44,999.99 | 1,299 | 1,599 | 690 | 0 | 8 | 0 | 0 | 0 | 786 | 0 | 0 | 0 | 0 | 249 | 65 | 1,322 | 6,018 |
| \$45,000-\$49,999.99 | 2,103 | 1,408 | 434 | 0 | 7 | 0 | 0 | 0 | 344 | 0 | 0 | 0 | 0 | 176 | 145 | 1,704 | 6,321 |
| \$50,000-\$54,999.99 | 2,226 | 829 | 547 | 0 | 36 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 248 | 152 | 1,131 | 5,171 |
| \$55,000-\$59,999.99 | 2,202 | 384 | 328 | 0 | 5 | 388 | 0 | 0 | 52 | 0 | 0 | 0 | 0 | 638 | 116 | 1,115 | 5,228 |
| \$60,000-\$64,999.99 | 2,163 | 246 | 184 | 70 | 20 | 206 | 0 | 0 | 531 | 0 | 1 | 0 | 0 | 70 | 109 | 1,311 | 4,911 |
| \$65,000-\$69,999.99 | 1,798 | 91 | 100 | 47 | 0 | 81 | 0 | 0 | 224 | 2 | 9 | 0 | 0 | 359 | 210 | 1,054 | 3,975 |
| \$70,000-\$74,999.99 | 2,243 | 0 | 15 | 96 | 0 | 0 | 0 | 0 | 666 | 3 | 74 | 0 | 0 | 66 | 206 | 1,134 | 4,503 |
| \$75,000-\$79,999.99 | 2,083 | 0 | 40 | 42 | 0 | 108 | 0 | 0 | 819 | 8 | 47 | 0 | 0 | 111 | 222 | 826 | 4,306 |
| \$80,000-\$84,999.99 | 2,071 | 0 | 20 | 24 | 0 | 227 | 0 | 0 | 1,814 | 24 | 114 | 0 | 0 | 0 | 112 | 955 | 5,361 |
| \$85,000-\$89,999.99 | 1,291 | 0 | 7 | 45 | 0 | 239 | 0 | 0 | 37 | 16 | 142 | 0 | 9 | 4 | 185 | 711 | 2,686 |
| \$90,000-\$94,999.99 | 1,384 | 0 | 1 | 34 | 0 | 135 | 0 | 0 | 43 | 40 | 13 | 0 | 1 | 0 | 334 | 761 | 2,746 |
| \$95,000-\$99,999.99 | 701 | 0 | 0 | 65 | 0 | 120 | 117 | 0 | 53 | 75 | 129 | 0 | 0 | 0 | 337 | 695 | 2,292 |
| \$100,000-ABOVE | 2,296 | 0 | 0 | 234 | 0 | 0 | 750 | 188 | 109 | 241 | 29 | 42 | 15 | 0 | 412 | 3,644 | 7,960 |
| TOTAL | 24,773 | 5,626 | 2,999 | 657 | 125 | 1,504 | 867 | 188 | 5,480 | 409 | 558 | 42 | 25 | 2,416 | 2,605 | 17,673 | 65,947 |

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

Revised on 1/24/2020 based on change in reporting criteria to be consistent with previous years count methodology.

STATE OF NEW JERSEY
Distribution of State Government Employees
by Salary and Union Representation
July 14, 2016

| SALARY GROUPS | Communications Workers of America | American Federation of State, County & Municipal Employees | International Federation of Professional & Technical Engineers | International Brotherhood of Electrical Workers | Service Employees International Union | State Troopers Fraternal Association | State Police Non-Commissioned Officers Association | State Police Superior Officers Association | Police Benevolent Association | Fraternal Order of Police | Law Enforcement Supervisors | Law Enforcement Commanding Officers | Court Reporters | Judiciary Council of Affiliated Unions | Probation Officers Association | Non-Union | Total |
|----------------------|-----------------------------------|--|--|---|---------------------------------------|--------------------------------------|--|--|-------------------------------|---------------------------|-----------------------------|-------------------------------------|-----------------|--|--------------------------------|------------|---------------|
| \$20,000-\$24,999.99 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| \$25,000-\$29,999.99 | 193 | 58 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 227 | 0 | 4 | 500 |
| \$30,000-\$34,999.99 | 447 | 463 | 322 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 108 | 0 | 19 | 1,359 |
| \$35,000-\$39,999.99 | 644 | 902 | 618 | 0 | 49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 212 | 0 | 27 | 2,452 |
| \$40,000-\$44,999.99 | 1,699 | 1,715 | 907 | 0 | 8 | 0 | 0 | 0 | 1,079 | 0 | 0 | 0 | 0 | 273 | 76 | 45 | 5,802 |
| \$45,000-\$49,999.99 | 3,221 | 1,543 | 631 | 0 | 7 | 0 | 0 | 0 | 351 | 0 | 0 | 0 | 0 | 188 | 147 | 58 | 6,146 |
| \$50,000-\$54,999.99 | 2,827 | 933 | 735 | 0 | 36 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 263 | 160 | 52 | 5,009 |
| \$55,000-\$59,999.99 | 2,893 | 427 | 454 | 0 | 5 | 388 | 0 | 0 | 73 | 0 | 0 | 0 | 0 | 659 | 125 | 45 | 5,069 |
| \$60,000-\$64,999.99 | 2,858 | 269 | 249 | 93 | 20 | 206 | 0 | 0 | 581 | 0 | 1 | 0 | 0 | 100 | 118 | 68 | 4,563 |
| \$65,000-\$69,999.99 | 2,432 | 121 | 157 | 108 | 0 | 81 | 0 | 0 | 231 | 3 | 13 | 0 | 0 | 381 | 223 | 45 | 3,795 |
| \$70,000-\$74,999.99 | 2,961 | 0 | 35 | 150 | 0 | 0 | 0 | 0 | 686 | 3 | 95 | 0 | 0 | 66 | 221 | 56 | 4,273 |
| \$75,000-\$79,999.99 | 2,587 | 0 | 76 | 75 | 0 | 108 | 0 | 0 | 839 | 8 | 53 | 0 | 0 | 111 | 231 | 43 | 4,131 |
| \$80,000-\$84,999.99 | 2,631 | 0 | 35 | 53 | 0 | 227 | 0 | 0 | 1,888 | 26 | 127 | 0 | 0 | 0 | 128 | 56 | 5,171 |
| \$85,000-\$89,999.99 | 1,710 | 0 | 17 | 83 | 0 | 239 | 0 | 0 | 37 | 17 | 149 | 0 | 9 | 4 | 193 | 37 | 2,495 |
| \$90,000-\$94,999.99 | 1,838 | 0 | 1 | 80 | 0 | 137 | 2 | 0 | 43 | 41 | 13 | 0 | 1 | 0 | 352 | 34 | 2,542 |
| \$95,000-\$99,999.99 | 1,017 | 0 | 0 | 137 | 0 | 120 | 123 | 0 | 53 | 76 | 129 | 0 | 0 | 0 | 349 | 63 | 2,067 |
| \$100,000-ABOVE | 3,404 | 0 | 0 | 618 | 0 | 0 | 768 | 216 | 112 | 241 | 32 | 45 | 15 | 0 | 465 | 110 | 6,026 |
| TOTAL | 33,368 | 6,431 | 4,255 | 1,397 | 125 | 1,506 | 893 | 216 | 5,976 | 415 | 612 | 45 | 25 | 2,592 | 2,788 | 762 | 61,406 |

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

STATE OF NEW JERSEY

MILITARY INVOLVEMENT OF STATE EMPLOYEES

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

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

The following chart shows the number of military leaves granted by the State Government during Calendar Years 2002 through 2016 in conjunction with Operations Noble Eagle, Enduring Freedom, Iraqi Freedom, and others. 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
Extended Federal Military Leaves in State Government by Agency
Calendar Years 2004 through 2016

| AGENCY | Calendar Year 2002 | Calendar Year 2003 | Calendar Year 2004 | Calendar Year 2005 | Calendar Year 2006 | Calendar Year 2007 | Calendar Year 2008 | Calendar Year 2009 | Calendar Year 2010 | Calendar Year 2011 | Calendar Year 2012 | Calendar Year 2013 | Calendar Year 2014 | Calendar Year 2015 | Calendar Year 2016 | TOTAL |
|------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------|
| Banking and Insurance | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 6 |
| Children and Families | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 4 | 2 | 2 | 1 | 0 | 1 | 1 | 19 |
| Community Affairs | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 |
| Corrections | 33 | 49 | 45 | 28 | 24 | 27 | 46 | 45 | 39 | 31 | 30 | 13 | 6 | 6 | 6 | 433 |
| State Parole Board | 0 | 0 | 2 | 0 | 0 | 0 | 3 | 4 | 1 | 0 | 2 | 5 | 1 | 2 | 2 | 24 |
| Education | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 |
| Environmental Protection | 2 | 8 | 8 | 1 | 4 | 2 | 4 | 4 | 3 | 5 | 0 | 2 | 0 | 1 | 1 | 45 |
| Governor's Office | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Health and Senior Services | 2 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Human Services | 4 | 14 | 11 | 8 | 4 | 5 | 9 | 5 | 4 | 3 | 3 | 5 | 5 | 1 | 1 | 84 |
| Information Technology | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Labor | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 7 |
| Law and Public Safety | 10 | 32 | 32 | 17 | 16 | 23 | 47 | 27 | 32 | 30 | 32 | 16 | 5 | 3 | 3 | 328 |
| Juvenile Justice | 2 | 9 | 10 | 6 | 4 | 9 | 8 | 7 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 65 |
| Military and Veterans Affairs | 7 | 8 | 17 | 16 | 7 | 5 | 15 | 8 | 10 | 7 | 4 | 1 | 0 | 1 | 1 | 107 |
| Public Advocate | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Transportation | 7 | 12 | 0 | 1 | 1 | 0 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 35 |
| Motor Vehicles | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 2 | 8 |
| Treasury | 1 | 2 | 4 | 3 | 1 | 0 | 3 | 3 | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 23 |
| Casino Control | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Public Defender | 0 | 1 | 1 | 2 | 2 | 3 | 2 | 5 | 3 | 9 | 0 | 0 | 0 | 0 | 0 | 28 |
| Public Utilities | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Subtotal Executive Agencies | 69 | 140 | 134 | 85 | 64 | 77 | 143 | 115 | 108 | 97 | 78 | 48 | 22 | 20 | 21 | 1,236 |
| Judiciary | 3 | 3 | 4 | 3 | 1 | 1 | 2 | 4 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 33 |
| Legislative Staff | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 |
| TOTAL | 72 | 143 | 139 | 88 | 65 | 79 | 145 | 119 | 109 | 98 | 80 | 51 | 24 | 21 | 22 | 1,273 |

STATE OF NEW JERSEY

State College Employees Under the Merit System

Introduction

In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. Under the State Merit System, career classified employees retained their rights. As a result of State College autonomy, State 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 4,234 employees in State Colleges who hold positions with Merit System protections. As of July 14, 2016, there were 1,791 employees whose titles were in the competitive division and 2,443 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY
State College Employees Under the Merit System by Service Division

July 14, 2016

| COLLEGE | COMPETITIVE | NON-COMPETITIVE | GRAND TOTAL |
|--|--------------|-----------------|--------------|
| KEAN UNIVERSITY | 156 | 104 | 260 |
| MONTCLAIR STATE UNIVERSITY | 278 | 433 | 711 |
| NEW JERSEY CITY UNIVERSITY | 167 | 408 | 575 |
| RAMAPO COLLEGE OF NEW JERSEY | 85 | 142 | 227 |
| ROWAN UNIVERSITY | 366 | 505 | 871 |
| STATE LIBRARY | 49 | 19 | 68 |
| THE COLLEGE OF NEW JERSEY | 155 | 308 | 463 |
| THE RICHARD STOCKTON COLLEGE OF NEW JERSEY | 225 | 301 | 526 |
| THOMAS EDISON STATE COLLEGE | 38 | 16 | 54 |
| WILLIAM PATERSON UNIVERSITY | 272 | 207 | 479 |
| TOTAL STATE COLLEGES | 1,791 | 2,443 | 4,234 |

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 Civil Service Commission are reported only as part of the totals on Page 11.

STATE OF NEW JERSEY

State Government Workforce Ten Year Historical Trend Data

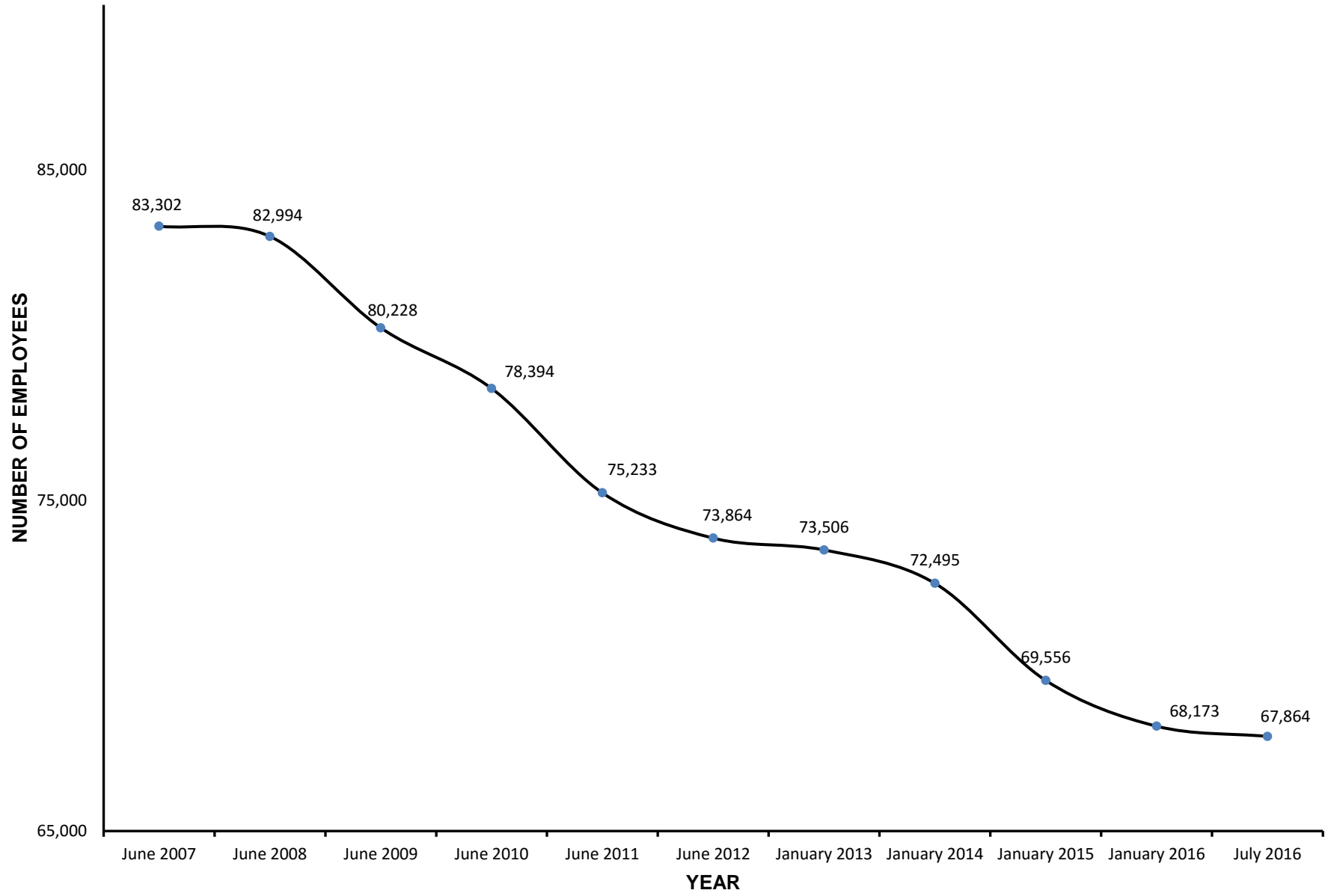
Introduction

The following page presents the ten year trend of total workforce headcounts. 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 11.

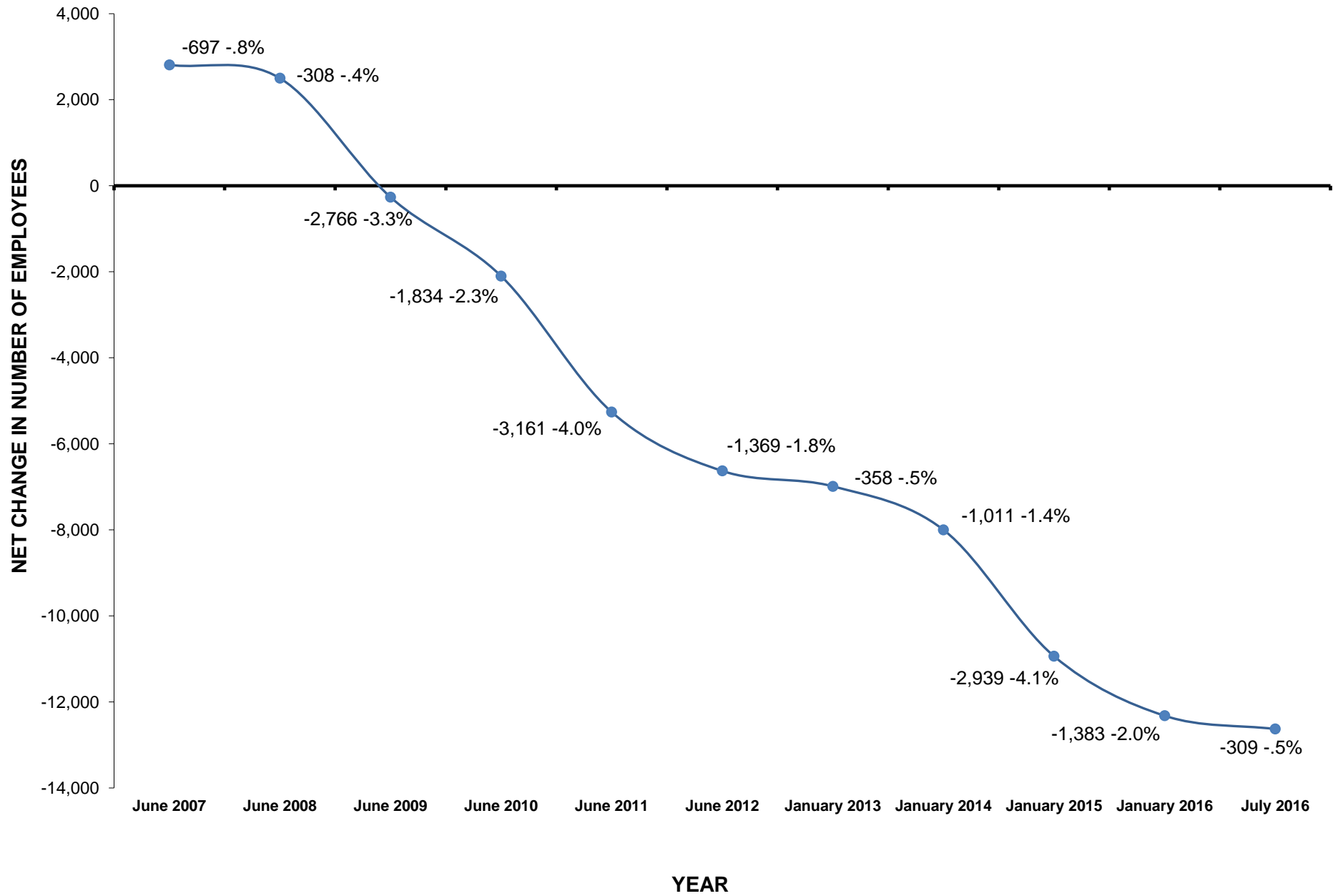
Page 45 presents net changes in number of state government employees over a ten year period. With the 2015 Profile, this graph was changed to a line graph to better reflect the visual representation of change. On the data labels, the number reflects the actual change in headcount compared to the previous year, while percentage reflects the percentage change.

Page 46 presents fiscal year data for the different agencies over the last ten years. 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 2017 are not reflected in the table.

STATE OF NEW JERSEY TEN YEAR TREND OF TOTAL WORKFORCE COUNTS



Ten Year Trend of Net Changes in Number of State Government Employees



STATE OF NEW JERSEY
Employment History
FY2007 THROUGH FY2017

| STATE AGENCY | Jun-07 | Jun-08 | Jun-09 | Jun-10 | Jun-11 | Jun-12 | Jun-13 | Jun-14 | Jun-15 | Jun-16 | Jun-17 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| AGRICULTURE | 256 | 245 | 222 | 217 | 208 | 218 | 211 | 213 | 213 | 204 | 202 |
| BANKING & INSURANCE | 484 | 464 | 427 | 428 | 508 | 501 | 496 | 487 | 476 | 461 | 465 |
| CHILDREN & FAMILIES ¹ | 7,205 | 7,286 | 7,172 | 7,130 | 6,895 | 6,786 | 6,836 | 6,756 | 6,747 | 6,775 | 6,824 |
| COMMUNITY AFFAIRS | 1,166 | 1,136 | 1,082 | 1,068 | 997 | 920 | 912 | 933 | 926 | 917 | 870 |
| CORRECTIONS | 10,395 | 10,424 | 10,153 | 9,647 | 9,250 | 9,161 | 9,053 | 8,896 | 8,782 | 8,609 | 8,768 |
| <i>Corrections</i> | 9,681 | 9,726 | 9,447 | 8,970 | 8,619 | 8,539 | 8,448 | 8,300 | 8,191 | 8,027 | 8,190 |
| <i>State Parole Board</i> | 714 | 698 | 706 | 677 | 631 | 622 | 605 | 596 | 591 | 582 | 578 |
| EDUCATION | 919 | 889 | 851 | 818 | 773 | 772 | 832 | 801 | 781 | 754 | 735 |
| ENVIRONMENTAL PROTECTION | 3,332 | 3,243 | 3,040 | 2,960 | 2,790 | 2,762 | 2,737 | 2,805 | 2,738 | 2,735 | 2,705 |
| EXECUTIVE/GOVERNOR'S | 107 | 104 | 104 | 107 | 125 | 132 | 128 | 125 | 119 | 112 | 95 |
| HEALTH & SENIOR SERVICES | 2,037 | 1,986 | 1,818 | 1,742 | 1,623 | 1,233 | 1,179 | 1,165 | 1,131 | 1,073 | 1,090 |
| HOMELAND SECURITY ² | 107 | 111 | 95 | | | | | | | | |
| HUMAN SERVICES | 17,511 | 17,502 | 17,269 | 17,112 | 16,630 | 16,338 | 16,071 | 14,768 | 12,946 | 12,695 | 12,263 |
| INFORMATION TECHNOLOGY ³ | 916 | 891 | 811 | 815 | 758 | 730 | 726 | 751 | 729 | 726 | 730 |
| LABOR & WORKFORCE DVLPT. | 3,712 | 3,651 | 3,851 | 3,854 | 3,672 | 3,648 | 3,585 | 3,430 | 3,254 | 3,228 | 3,132 |
| <i>Labor and Workforce Development</i> | 3,712 | 3,651 | 3,604 | 3,612 | 3,445 | 3,394 | 3,334 | 3,184 | 3,002 | 2,978 | 2,892 |
| <i>Civil Service Commission</i> ⁴ | | | 247 | 242 | 227 | 254 | 251 | 246 | 252 | 250 | 240 |
| LAW & PUBLIC SAFETY | 9,774 | 9,650 | 9,340 | 9,143 | 8,577 | 8,271 | 7,939 | 7,878 | 7,932 | 7,935 | 7,963 |
| <i>Law and Public Safety</i> | 7,998 | 7,928 | 7,653 | 7,458 | 7,067 | 6,857 | 6,591 | 6,590 | 6,653 | 6,646 | 6,677 |
| <i>Homeland Security</i> | | | | 96 | 98 | 99 | 104 | 98 | 91 | 97 | 97 |
| Child Advocate ^{5,6} | | | | | | | | | | | |
| <i>Juvenile Justice Commission</i> | 1,776 | 1,722 | 1,687 | 1,589 | 1,412 | 1,315 | 1,244 | 1,190 | 1,188 | 1,192 | 1,189 |
| MILITARY & VETERANS AFFAIRS | 1,564 | 1,595 | 1,583 | 1,559 | 1,544 | 1,578 | 1,553 | 1,532 | 1,494 | 1,484 | 1,501 |
| PERSONNEL ⁴ | 344 | 337 | | | | | | | | | |
| PUBLIC ADVOCATE ⁶ | 186 | 186 | 171 | 142 | | | | | | | |
| STATE | 569 | 597 | 561 | 524 | 482 | 339 | 340 | 317 | 310 | 306 | 306 |
| <i>State (Incl Comm on Higher Ed)</i> | 218 | 250 | 240 | 219 | 205 | 185 | 186 | 180 | 179 | 173 | 168 |
| <i>Higher Educational Student</i> | 194 | 195 | 181 | 173 | 157 | 154 | 154 | 137 | 131 | 133 | 138 |
| Public Broadcasting | 157 | 152 | 140 | 132 | 120 | | | | | | |
| TRANSPORTATION | 6,627 | 6,542 | 6,082 | 5,830 | 5,504 | 5,627 | 5,607 | 5,517 | 5,372 | 5,502 | 5,569 |
| <i>Transportation</i> | 3,736 | 3,692 | 3,458 | 3,327 | 3,099 | 3,175 | 3,167 | 3,127 | 3,041 | 3,214 | 3,231 |
| <i>Motor Vehicle Commission</i> ⁷ | 2,891 | 2,850 | 2,624 | 2,503 | 2,405 | 2,452 | 2,440 | 2,390 | 2,331 | 2,288 | 2,338 |
| TREASURY | 5,943 | 6,006 | 5,734 | 5,550 | 5,349 | 5,341 | 5,424 | 5,318 | 5,248 | 5,156 | 5,206 |
| <i>Treasury</i> | 4,144 | 4,225 | 4,049 | 3,926 | 3,892 | 3,839 | 3,881 | 3,747 | 3,693 | 3,581 | 3,626 |
| <i>Administrative Law</i> | 107 | 105 | 96 | 100 | 99 | 96 | 92 | 92 | 85 | 87 | 92 |
| <i>Casino Control Commission</i> | 318 | 318 | 289 | 278 | 59 | 60 | 51 | 51 | 43 | 41 | 38 |
| <i>Public Defender</i> | 1,083 | 1,077 | 1,031 | 988 | 1,046 | 1,099 | 1,166 | 1,193 | 1,199 | 1,217 | 1,228 |
| <i>Public Utilities</i> | 291 | 281 | 269 | 258 | 253 | 247 | 234 | 235 | 228 | 230 | 222 |
| Ratepayer Advocate ⁶ | | | | | | | | | | | |
| SUB-TOTALS BY BRANCH OF GOVERNMENT | | | | | | | | | | | |
| EXECUTIVE AGENCIES | 73,154 | 72,845 | 70,366 | 68,646 | 65,685 | 64,357 | 63,629 | 61,692 | 59,198 | 58,672 | 58,424 |
| JUDICIAL | 9,625 | 9,625 | 9,342 | 9,260 | 9,057 | 9,019 | 9,017 | 9,028 | 8,853 | 8,831 | 8,972 |
| LEGISLATIVE | 523 | 527 | 520 | 488 | 491 | 488 | 488 | 490 | 490 | 488 | 489 |
| TOTALS | 83,302 | 82,997 | 80,228 | 78,394 | 75,233 | 73,864 | 73,134 | 71,210 | 68,541 | 67,991 | 67,885 |

¹ 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.

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

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

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

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

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

The Department was abolished again in 2010. ⁷ In 2003 the Division of Motor Vehicles in the Department of Transportation was abolished and the New Jersey Motor Vehicle Commission was established. The Commission is allocated in but not of the Department of Transportation.

STATE OF NEW JERSEY

Local Government Merit System Jobs

Introduction

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 CAMPS, 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.

Recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey excluding education (June 2017) indicate total employment of approximately 149,144. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 98,514 identified in our records) represent about 66 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. There are 1,919 employees who hold more than one job in local government. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why the following tables and charts summarize 100,041 jobs rather than 98,514 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

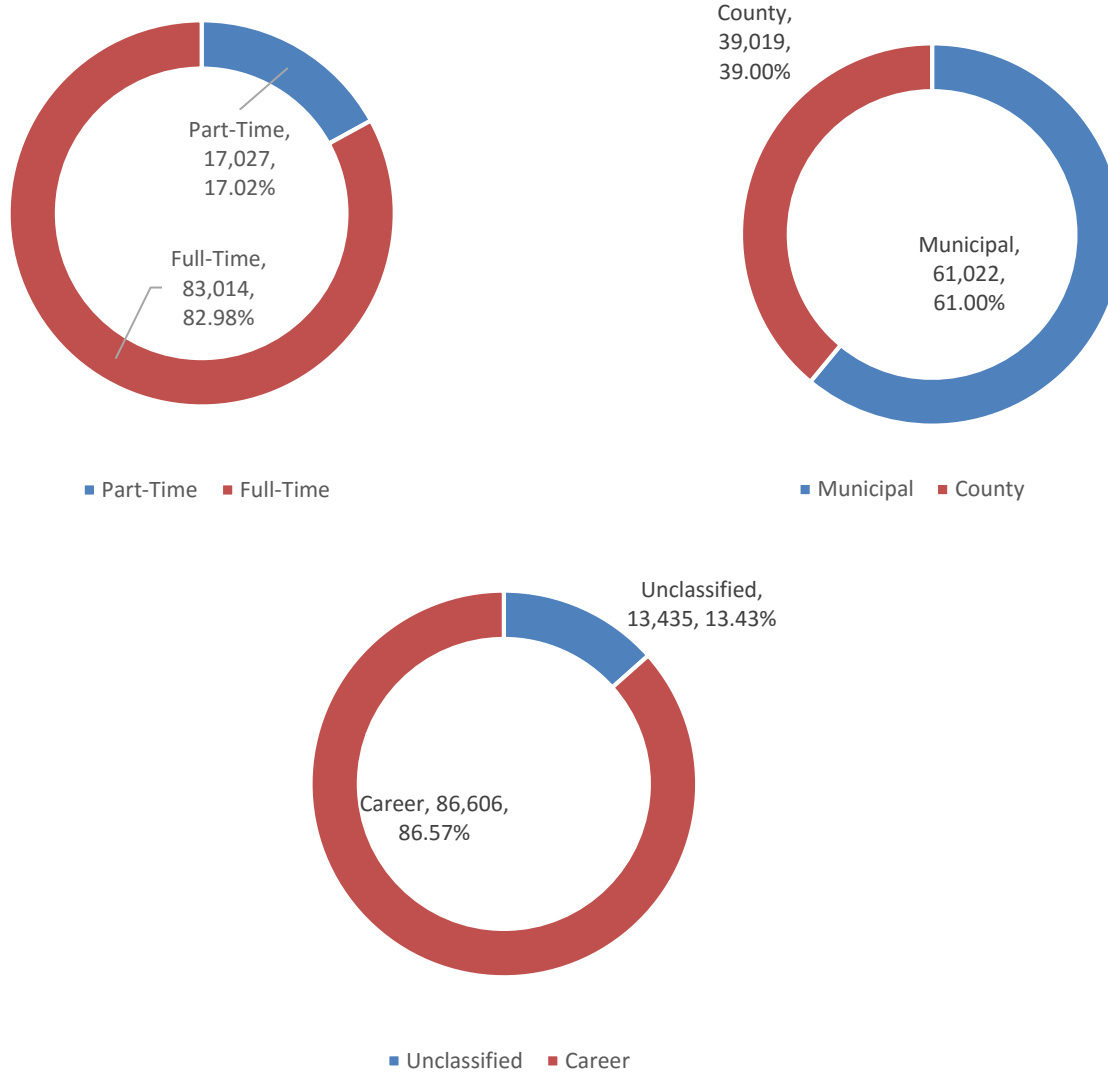
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which differ 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 CAMPS 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 87 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 47 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. More than 27 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.

NOTE: For a number of years, we have included in the count of local government Merit System jobs some temporary engagements like Monitor and Student Assistant that are not subject to unemployment compensation. Our classification and compensation experts have now concluded that these engagements do not constitute regular jobs, so we are no longer counting them. As of December 13, 2012, these engagements amounted to 460 jobs with 447 incumbents.

STATE OF NEW JERSEY
Local Government Merit System Jobs
 Quantitative Summary
 July 14, 2016



Date from the Civil Service Commission CAMPS.

Percentages refer to the Number of Local Govt. Merit System Jobs as of July 14, 2016: 100,041.

STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
Distribution by Location, Level of Government, and Service Division

July 14, 2016

| 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 | 1,081 | 408 | 1,489 | 237 | 1,726 | 1,462 | 577 | 2,039 | 331 | 2,370 | 3,528 | 568 | 4,096 |
| BERGEN | 1,768 | 974 | 2,742 | 336 | 3,078 | 2,272 | 1,489 | 3,761 | 784 | 4,545 | 6,503 | 1,120 | 7,623 |
| BURLINGTON | 1,119 | 408 | 1,527 | 199 | 1,726 | 1,084 | 718 | 1,802 | 519 | 2,321 | 3,329 | 718 | 4,047 |
| CAMDEN | 2,026 | 442 | 2,468 | 470 | 2,938 | 1,386 | 651 | 2,037 | 602 | 2,639 | 4,505 | 1,072 | 5,577 |
| CAPE MAY | 536 | 507 | 1,043 | 139 | 1,182 | 1,029 | 1,053 | 2,082 | 282 | 2,364 | 3,125 | 421 | 3,546 |
| CUMBERLAND | 683 | 170 | 853 | 147 | 1,000 | 1,074 | 1,092 | 2,166 | 190 | 2,356 | 3,019 | 337 | 3,356 |
| ESSEX | 2,479 | 859 | 3,338 | 497 | 3,835 | 5,671 | 2,441 | 8,112 | 1,033 | 9,145 | 11,450 | 1,530 | 12,980 |
| GLOUCESTER | 789 | 500 | 1,289 | 169 | 1,458 | 353 | 195 | 548 | 75 | 623 | 1,837 | 244 | 2,081 |
| HUDSON | 1,770 | 914 | 2,684 | 457 | 3,141 | 5,150 | 3,636 | 8,786 | 1,017 | 9,803 | 11,470 | 1,474 | 12,944 |
| HUNTERDON | 386 | 90 | 476 | 107 | 583 | 0 | 0 | 0 | 0 | 0 | 476 | 107 | 583 |
| MERCER | 1,179 | 362 | 1,541 | 255 | 1,796 | 1,752 | 505 | 2,257 | 271 | 2,528 | 3,798 | 526 | 4,324 |
| MIDDLESEX | 1,363 | 593 | 1,956 | 279 | 2,235 | 2,187 | 1,219 | 3,406 | 455 | 3,861 | 5,362 | 734 | 6,096 |
| MONMOUTH | 2,096 | 442 | 2,538 | 255 | 2,793 | 1,623 | 747 | 2,370 | 655 | 3,025 | 4,908 | 910 | 5,818 |
| MORRIS | 960 | 541 | 1,501 | 246 | 1,747 | 1,071 | 431 | 1,502 | 298 | 1,800 | 3,003 | 544 | 3,547 |
| OCEAN | 2,080 | 814 | 2,894 | 273 | 3,167 | 1,777 | 1,286 | 3,063 | 491 | 3,554 | 5,957 | 764 | 6,721 |
| PASSAIC | 1,312 | 927 | 2,239 | 290 | 2,529 | 2,524 | 961 | 3,485 | 528 | 4,013 | 5,724 | 818 | 6,542 |
| SALEM | 442 | 72 | 514 | 100 | 614 | 59 | 31 | 90 | 32 | 122 | 604 | 132 | 736 |
| SOMERSET * | 11 | 0 | 11 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 11 | 0 | 11 |
| SUSSEX | 406 | 168 | 574 | 106 | 680 | 402 | 226 | 628 | 223 | 851 | 1,202 | 329 | 1,531 |
| UNION | 1,407 | 524 | 1,931 | 284 | 2,215 | 2,769 | 1,241 | 4,010 | 544 | 4,554 | 5,941 | 828 | 6,769 |
| WARREN | 385 | 80 | 465 | 100 | 565 | 229 | 160 | 389 | 159 | 548 | 854 | 259 | 1,113 |
| TOTAL | 24,278 | 9,795 | 34,073 | 4,946 | 39,019 | 33,874 | 18,659 | 52,533 | 8,489 | 61,022 | 86,606 | 13,435 | 100,041 |

* 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 CAMPS.

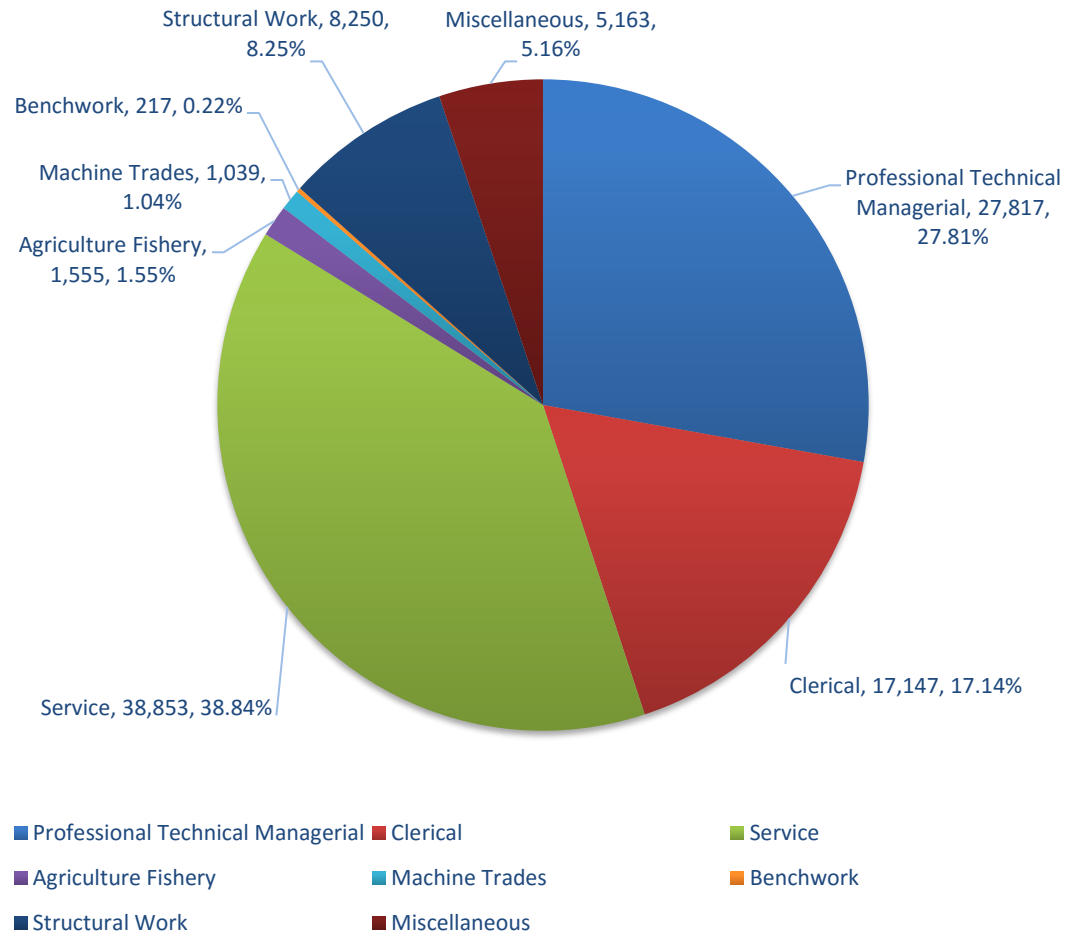
STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
Distribution by Location, Level of Government, and Work Schedule

July 14, 2016

| LOCATION | COUNTY | | | MUNICIPAL | | | TOTAL | | GRAND TOTAL |
|--------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| | FULL-TIME | PART-TIME | SUBTOTAL | FULL-TIME | PART-TIME | SUBTOTAL | FULL-TIME | PART-TIME | |
| ATLANTIC | 1,622 | 104 | 1,726 | 2,026 | 344 | 2,370 | 3,648 | 448 | 4,096 |
| BERGEN | 2,414 | 664 | 3,078 | 3,137 | 1,408 | 4,545 | 5,551 | 2,072 | 7,623 |
| BURLINGTON | 1,583 | 143 | 1,726 | 1,543 | 778 | 2,321 | 3,126 | 921 | 4,047 |
| CAMDEN | 2,619 | 319 | 2,938 | 1,862 | 777 | 2,639 | 4,481 | 1,096 | 5,577 |
| CAPE MAY | 1,045 | 137 | 1,182 | 1,546 | 818 | 2,364 | 2,591 | 955 | 3,546 |
| CUMBERLAND | 914 | 86 | 1,000 | 1,893 | 463 | 2,356 | 2,807 | 549 | 3,356 |
| ESSEX | 3,716 | 119 | 3,835 | 8,105 | 1,040 | 9,145 | 11,821 | 1,159 | 12,980 |
| GLOUCESTER | 1,176 | 282 | 1,458 | 487 | 136 | 623 | 1,663 | 418 | 2,081 |
| HUDSON | 3,011 | 130 | 3,141 | 7,881 | 1,922 | 9,803 | 10,892 | 2,052 | 12,944 |
| HUNTERDON | 518 | 65 | 583 | 0 | 0 | 0 | 518 | 65 | 583 |
| MERCER | 1,678 | 118 | 1,796 | 2,201 | 327 | 2,528 | 3,879 | 445 | 4,324 |
| MIDDLESEX | 2,144 | 91 | 2,235 | 2,964 | 897 | 3,861 | 5,108 | 988 | 6,096 |
| MONMOUTH | 2,664 | 129 | 2,793 | 2,108 | 917 | 3,025 | 4,772 | 1,046 | 5,818 |
| MORRIS | 1,602 | 145 | 1,747 | 1,305 | 495 | 1,800 | 2,907 | 640 | 3,547 |
| OCEAN | 2,732 | 435 | 3,167 | 2,762 | 792 | 3,554 | 5,494 | 1,227 | 6,721 |
| PASSAIC | 2,314 | 215 | 2,529 | 3,181 | 832 | 4,013 | 5,495 | 1,047 | 6,542 |
| SALEM | 486 | 128 | 614 | 93 | 29 | 122 | 579 | 157 | 736 |
| SOMERSET | 11 | 0 | 11 | 0 | 0 | 0 | 11 | 0 | 11 |
| SUSSEX | 544 | 136 | 680 | 488 | 363 | 851 | 1,032 | 499 | 1,531 |
| UNION | 2,141 | 74 | 2,215 | 3,689 | 865 | 4,554 | 5,830 | 939 | 6,769 |
| WARREN | 518 | 47 | 565 | 291 | 257 | 548 | 809 | 304 | 1,113 |
| TOTAL | 35,452 | 3,567 | 39,019 | 47,562 | 13,460 | 61,022 | 83,014 | 17,027 | 100,041 |

Distribution of Local Government Merit System Jobs by Occupational Group

July 14, 2016



Data provided by the Civil Service Commission from it's CAMPS.
 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 7/14/16: 100,041

STATE OF NEW JERSEY

Distribution of Local Government Merit System Jobs by Occupational Group

July 14, 2016

| CATEGORY | OCCUPATION | COUNTY | MUNICIPAL | TOTAL |
|---|-------------------------------|---------------------|---------------|----------------|
| PROFESSIONAL TECHNICAL MANAGERIAL | 00 ENGINEERING/SURVEYING | 314 | 211 | 525 |
| | 01 ENV ENGR-ARCHITECTURE | 18 | 9 | 27 |
| | 02 PHYSICAL SCI-STATS | 136 | 76 | 212 |
| | 04 LIFE SCIENCES | 45 | 5 | 50 |
| | 05 SOCIAL SCIENCES | 408 | 702 | 1,110 |
| | 06 SOCIAL-PSYCH SERVICES | 1,973 | 163 | 2,136 |
| | 07 MEDICAL-HEALTH SERVICES | 1,457 | 1,232 | 2,689 |
| | 09 EDUCATION | 399 | 1,679 | 2,078 |
| | 10 MUSEUM/LIBRARY/ARCHIVES | 1,535 | 1,940 | 3,475 |
| | 11 LAW | 1,263 | 765 | 2,028 |
| | 12 INFO PROCESSING SYSTEMS | 564 | 318 | 882 |
| | 13 WRITING | 40 | 54 | 94 |
| | 14 ART | 39 | 23 | 62 |
| | 15 FINANCE | 417 | 576 | 993 |
| | 16 ADMINISTRATION | 4,305 | 2,565 | 6,870 |
| | 17 INSPECTIONS/INVESTIGATIONS | 693 | 2,053 | 2,746 |
| | 18 RECREATION | 395 | 1,428 | 1,823 |
| | 19 BROADCASTING/TRANSMITTING | 5 | 12 | 17 |
| | CLERICAL | 20 GENERAL CLERICAL | 5,973 | 6,476 |
| 21 FINANCE CLERICAL | | 467 | 888 | 1,355 |
| 22 STOCK-STORAGE-INVENTORY | | 97 | 57 | 154 |
| 24 INFO-MSG DISTRIBUTION | | 1,332 | 1,857 | 3,189 |
| SERVICE | 30 BLDG-FACILITY SERVICES | 914 | 1,958 | 2,872 |
| | 31 FOOD SERVICES | 284 | 486 | 770 |
| | 33 BARBERING/COSMETOLOGY | 1 | 0 | 1 |
| | 35 DIRECT CARE | 594 | 30 | 624 |
| | 36 PROTECTIVE SERVICES | 10,114 | 24,472 | 34,586 |
| AGRICULTURE FISHERY | 40 PLANTING-GARDENING | 565 | 620 | 1,185 |
| | 41 ANIMAL FARMING | 212 | 151 | 363 |
| | 42 FISHERY-SHELLFISH | 0 | 1 | 1 |
| | 43 FORESTRY | 3 | 3 | 6 |
| MACHINE TRADES | 60 MACHINERY REPAIR | 355 | 653 | 1,008 |
| | 65 PRINTING | 27 | 4 | 31 |
| BENCHWORK | 70 TECHNICAL REPAIR | 4 | 18 | 22 |
| | 72 ELECTRICAL REPAIR | 87 | 108 | 195 |
| STRUCTURAL WORK | 80 SKILLED TRADES | 329 | 327 | 656 |
| | 81 STRUCTURAL MAINTENANCE | 1,671 | 5,923 | 7,594 |
| MISCELLANEOUS | 90 TRANSPORTATION | 920 | 1,709 | 2,629 |
| | 91 UTILITIES | 271 | 655 | 926 |
| | 92 NOT CODED ELSEWHERE | 793 | 815 | 1,608 |
| | TOTAL | 39,019 | 61,022 | 100,041 |

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

Appendix

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

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

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

Bayonne Housing Authority
Bayonne Library
Beach Haven Borough
Beachwood Borough
Belleville
Belleville Library
Belmar Borough
Belmar Housing Authority
Bergenfield Borough
Bergenfield Library
Berkeley Township
Berkeley School District
Beverly
Bloomfield
Bloomfield Library
Boonton Town
Boonton Library
Bordentown City
Bordentown Township
Bordentown Township Fire
Districts (2)
Brick Township
Brick Fire District (1)
Brick School District
Bridgeton
Bridgeton Housing Authority
Bridgeton Library

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Brooklawn Borough
Buena Borough
Buena Municipal Utilities Authority
Burlington City
Burlington City Housing Authority
Burlington Township
Burlington Township Fire District (1)
Butler Borough
Butler Library
Byram Township
Camden City
Camden City Library
Camden City Redevelopment Agency
Cape May City
Carteret Borough
Carteret Library
Cinnaminson Township
Cinnaminson Fire District (1)
Clark Township
Clark Library
Clementon Borough
Clifton
Clifton Library
Delanco Township
Delran Township
Delran Fire District (1)
Dennis Township

Deptford Township
Deptford Library
Deptford Municipal Utilities
Authority
Deptford Township Fire District (1)
Dover (Morris County)
Dover Housing Authority (Morris
County)
Dover Library
East Orange
East Orange Library
East Rutherford Borough
East Rutherford Library
Edgewater Borough
Edgewater Library
Edgewater Park Township
Edgewater Park Fire District (1)
Egg Harbor City
Elizabeth
Elizabeth Housing Authority
Elizabeth Library
Elmwood Park Borough
Elmwood Park Borough Library
Ewing Township
Ewing Township Fire Districts (3)
Fair Lawn
Fair Lawn Library

Fairview
Fairview Library
Florence Township
Florence Fire District (1)
Fort Lee
Fort Lee Library
Franklin Township (Warren County)
Franklin Township Housing Authority
(Somerset County)
Freehold Borough
Freehold Township
Garfield
Garfield Library
Glassboro Housing Authority
Gloucester City
Gloucester City Library
Gloucester Township
Gloucester Township Fire
Districts (6)
Gloucester Township Housing
Authority
Gloucester Township Municipal
Utilities Authority
Green Township
Hackensack
Hackensack Library
Hackettstown

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

| | | |
|---|---|--|
| Hackettstown Municipal Utilities Authority | Jackson Township | Linden Library |
| Haddon Township Housing Authority | Jackson Fire Districts (4) | Lindenwold Borough |
| Hamilton Township (Mercer County) | Jackson Municipal Utilities Authority | Lindenwold Fire District (1) |
| Hamilton Fire Districts (8) (Mercer County) | Jefferson Township | Little Egg Harbor Township |
| Hammonton | Jefferson Township Library | Lodi Borough |
| Hampton Township | Jersey City | Lodi Housing Authority |
| Harmony Township | Jersey City Library | Lodi Library |
| Harrison (Hudson) | Jersey City School District | Lodi School District |
| Harrison Housing Authority | Keansburg | Long Beach Township |
| Harrison Library | Kearny | Long Branch |
| Hazlet Township | Kearny Library | Lopatcong |
| Hazlet Fire District (1) | Keyport Borough | Lower Township (Cape May County) |
| Highlands Borough (Monmouth County) | Lacey Township | Lower Township Municipal Utilities Authority |
| Hillside Township | Lake Como Borough (formerly South Belmar) | Magnolia Borough |
| Hillside Library | Lakehurst | Manasquan Borough |
| Hoboken | Lakewood Township | Manasquan Fire District (1) |
| Holmdel Township | Lakewood Fire District (1) | Maple Shade |
| Hopatcong | Lakewood Municipal Utilities Authority | Margate City |
| Independence Township | Lavallette | Margate Library |
| Independence Municipal Utilities Authority | Lawnside | Marlboro Township |
| Irvington | Lawrence Township (Mercer County) | Marlboro Municipal Utilities Authority |
| Irvington Housing Authority | Liberty Township | Marlboro Fire District (1) |
| Irvington Library | Lincoln Park Borough | Maurice River Township |
| | Lincoln Park Library | Maurice River School District |
| | Linden | Middle Township (Cape May County) |

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

| | | |
|--|--|-----------------------------------|
| Middle Township School District | Newark | Park Ridge Borough |
| Middletown Township (Monmouth County) | Newark Library | Park Ridge Library |
| Middletown Library | Newark School District | Parsippany-Troy Hills Township |
| Millburn Township | New Brunswick | Parsippany-Troy Hills Library |
| Millburn Library | Newton | Passaic City |
| Milltown Borough | North Arlington Borough | Passaic City Library |
| Millville City | North Arlington Library | Passaic Valley Water Commission |
| Millville School District | North Bergen Township | Paterson |
| Monroe (Gloucester County) | North Bergen Library | Paterson Housing Authority |
| Monroe Library (Gloucester County) | North Bergen Municipal Utilities Authority | Paterson Library/Museum |
| Monroe Municipal Utilities Authority (Gloucester County) | North Brunswick Township | Pemberton Township |
| Montville Township | North Brunswick Library | Pennsauken Township |
| Montville Fire Districts (3) | North Hudson Regional Fire Rescue Service | Pennsauken Library |
| Montville Library | North Wildwood City | Penns Grove Housing Authority |
| Moonachie Borough | Nutley | Perth Amboy |
| Moorestown Township | Nutley Library | Phillipsburg |
| Moorestown Fire Districts (2) | Oakland Borough | Phillipsburg Library |
| Moorestown Library | Oakland Library | Plainfield |
| Morristown | Ocean City | Plainfield Housing Authority |
| Mount Holly Township | Ocean City Housing Authority | Plainfield Library |
| Mount Holly Fire District (1) | Ocean City Library | Pleasantville |
| Mount Laurel Township | Ogdensburg Borough | Pohatcong Township |
| Mount Laurel Fire District (1) | Orange | Point Pleasant Borough |
| Mount Laurel Library | Orange Housing Authority | Point Pleasant Beach Borough |
| Mount Laurel Municipal Utilities Authority | Orange City Library | Pompton Lakes Borough |
| | | Pompton Lakes Library |
| | | Pompton Lakes Municipal Utilities |

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

| | | |
|----------------------------|--|---|
| Authority | South Amboy | Vineland City |
| Rahway | South Amboy Library | Vineland Library |
| Rahway Library | South Orange Village | Vineland School District |
| Red Bank Housing Authority | South Orange Library | Voorhees Township |
| Ridgewood Village | South Plainfield | Voorhees Township Fire District (1) |
| Ridgewood Library | South Plainfield Library | Waldwick Borough |
| Ringwood Borough | South Toms River | Waldwick Library |
| Riverside Township | Sparta Township | Wallington Borough |
| Rockaway Township | Sparta Library | Wallington JFK Memorial Library |
| Rockaway Library | Stanhope Borough | Wanaque Borough |
| Roselle Borough | Stillwater Township | Wanaque Library |
| Roselle Library | Stratford Borough | Wantage Township |
| Runnemede Borough | Teaneck Township | Washington Borough (Warren County) |
| Rutherford Borough | Teaneck Library | Weehawken Township |
| Rutherford Library | Trenton | Weehawken Library |
| Saddle Brook Township | Trenton Library | Weehawken School District |
| Saddle Brook Library | Union Beach | West Milford Township |
| Salem City | Union City (Hudson County) | West Milford Library |
| Salem City Library | Union City Library | West Milford Municipal Utilities Authority |
| Sayreville Borough | Union Township (Union County) | West New York |
| Scotch Plains | Union Township Library (Union County) | West New York Library |
| Scotch Plains Library | Upper Township (Cape May County) | West Orange Township |
| Sea Isle City | Ventnor City | West Orange Library |
| Seaside Heights | Vernon Township | White Township |
| Seaside Park | Verona Township | Wildwood City |
| Somerdale Borough | Verona Township Library | |
| Somers Point | | |

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

Wildwood City Housing
Authority
Wildwood Crest Borough
Willingboro
Willingboro Library
Willingboro Municipal Utilities
Authority
Winslow Township
Winslow Township Fire District (1)
Woodbine Borough
Woodbridge Township
Woodbridge Library
Woodbridge Fire Districts (9)
Woodland Park Borough (formerly West
Paterson)
Woodland Park - Alfred H. Baumann Free
Public Library
Woodlynne Borough
Wood-Ridge Borough
Wood-Ridge Library