



#CSCWORKSFORYOU

NEW JERSEY CIVIL SERVICE COMMISSION

Philip D. Murphy
Governor

Sheila Y. Oliver
Lt. Governor

Deirdré L. Webster Cobb
Chair/Chief Executive Officer



STATE GOVERNMENT
2020 WORKFORCE PROFILE
with select local data



Preface

STATE OF NEW JERSEY

A Message from the Chair/CEO, Civil Service Commission

Preface

On behalf of the New Jersey Civil Service Commission (CSC), I am pleased to share the 2020 State Government Workforce Profile. The Workforce Profile provides a breakdown of employees compensated through Centralized Payroll. This breakdown includes information on all departments and agencies, including the “in but not of” agencies of the constitutionally authorized departments, based on their demographics, average salary, education level, county, and more.

The core mission of the CSC is to advance NJ government with fair and efficient human resources responsive to the needs of the Civil Service workforce. We are charged with creating fair and equal opportunities for all employees; creating an efficient work environment and offering a variety of services to enhance employees’ careers and personal lives. CSC provides customer service, regulatory oversight and/or information to 15 State Departments, 20 counties, 384 local governments and some school districts, 9 State college/universities, and approximately 15 other various commissions and agencies. This includes over 60,000 dedicated employees who provide a myriad of essential services to the citizens of New Jersey.

It is with the utmost importance that our state’s civil service workforce attracts and retains a diverse and high-performing workforce, which is critical to state government in order to deliver the best quality service to the residents of New Jersey. CSC provides numerous programs and services that are aimed at ensuring that the state has a diverse and qualified workforce, one of the most important being the generation of the annual workforce profile, which enables us to review and compare common trends in recruitment, hiring and retention.

The Commission welcomes your comments and questions regarding this report, which can also be found on our website at: <https://www.nj.gov/csc/about/publications/workforce/>.

Sincerely yours,



**Deirdre L. Webster Cobb, Esq.
Chair/Chief Executive Officer
Civil Service Commission**

State Government Workforce Profile 2020

TABLE OF CONTENTS

State Government Workforce Profile: Introduction Page 1
 State Government Workforce At-a-Glance Page 3
Statistics by Agency Page 4
 State Government Employee Work Schedules by Department Page 6
 State Government Employees in Pay Status by Work Schedule Page 7
 Distribution of State Government Employees Titles by Service Division Page 8
 Age, Salary and Length of Service by State Agency Page 9
 Distribution of State Government Employees by Fund Source Page 10
 Other State Government Employment Page 11
Age, Service Length, Separation and Hiring Data for State Government Employees Page 12
 Distribution of State Government Employees by Years of Service Page 13
 Distribution of State Government Employees by Age Page 14
 Separations of Full-Time State Government Employees by Years of Service Page 15
 Separations from State Service: Full-Time Employees FY2010 – FY2020 Page 16
 Separations from State Service: Full-Time Employees FY2010 – FY2020 (Graph) Page 17
 Hiring by State Government FY2010 – FY2020..... Page 18
 Average Salary of Full-Time Employees Hired by State Government FY2010 – FY2020..... Page 19
Education, Location, and Occupational Data for State Government Employees Page 20
 Distribution of State Government Employees by Highest Level of Education Recorded Page 21
 Distribution of State Government Employees by Work Location Page 22
 Distribution of State Government Employees by EEO Job Category Page 23
 Distribution of State Government Employees by Occupation Page 24
 Distribution of State Government Employees by Occupational Category Page 25

State Government Workforce Profile 2020

TABLE OF CONTENTS

Salary Data for State Government Workforce..... Page 26
 Distribution of State Government Employees by Salary Page 27
 Five-Year Trend of Average Salaries for State Government Employees Page 28
State Government Workforce Race/Ethnic and Gender Data Page 29
 Race/Ethnic Distribution of State Government Employees by Agency Page 30
 Gender Distribution of State Government Employees by Agency (With Race/Ethnic Composition of Each Gender Group) Page 31
 Race/Ethnic and Gender Distribution of State Government Employees by Agency Page 32
 Minorities in the State Government Workforce (2010 - 2020) Page 33
 Women in the State Government Workforce (2010 - 2020) Page 34
Union Representation of State Government Employees Page 35
 Union Representation of State Government Employees by Agency Page 37
 Distribution of State Government Employees by Salary and Union Representation Page 38
State College Employees Under the Civil Service System Page 39
 State College Employees Under the Civil Service System by Service Division Page 40
State Government Workforce: Ten Year Historical Trend Data Page 41
 Ten Year Trend of Total Workforce Counts (Line Graph) Page 42
 Ten Year Trend of Workforce Net Changes Page 43
Local Government Civil Service System Jobs Page 44
 Local Government Civil Service System Jobs: Quantitative Summary Page 46
 Distribution by Location, Level of Government, and Service Division Page 47
 Distribution by Location, Level of Government, and Work Schedule Page 48
 Distribution by Occupational Group (Pie Chart) Page 49
 Distribution by Occupational Group (Table) Page 50
Appendix: Listing of Autonomous Local Civil Service System Jurisdictions Page A-1

State Government Workforce Profile 2020

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 2, 2019, comparisons of the workforce at the end of Fiscal Year 2019 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2020.

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 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.
- The transfer of the Division of Mental Health, and the Division of Addiction Services from the Department of Human Services to the Department of Health in 2017.
- The return of the Division of Mental Health and Addiction Services (DMHAS) back to the Department of Human Services in October 2018, with psychiatric hospitals remaining with the Department of Health.

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

State Government Workforce Profile 2020

Introduction

- 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. We have also provided the July 2017 and July 2018 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 0.4 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 <https://www.nj.gov/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) 690-8066.

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

DEPARTMENT	NUMBER OF EMPLOYEES				
	7/1/2017	7/7/2018	7/2/2019	CHANGE OVER 2 YEARS	
AGRICULTURE	202	209	204	+ 2	1.0%
BANKING & INSURANCE	462	453	435	- 27	-5.8%
CHILDREN & FAMILIES	6,799	6,843	6,823	+ 24	0.4%
COMMUNITY AFFAIRS	863	897	827	- 36	-4.2%
CORRECTIONS	8,731	8,781	8,746	+ 15	0.2%
<i>Corrections</i>	8,159	8,220	8,164	+ 5	0.1%
State Parole Board	572	561	582	+ 10	1.7%
EDUCATION	729	690	654	- 75	-10.3%
ENVIRONMENTAL PROTECTION	2,701	2,667	2,627	- 74	-2.7%
GOVERNOR'S OFFICE	94	108	118	+ 24	25.5%
HEALTH	1,082	6,261	6,145	+ 5,063	467.9%
HUMAN SERVICES	12,234	7,081	7,131	- 5,103	-41.7%
INFORMATION TECHNOLOGY	720	618	593	- 127	-17.6%
LABOR	3,105	3,044	3,034	- 71	-2.3%
<i>Labor</i>	2,870	2,808	2,787	- 83	-2.9%
Civil Service Commission	235	236	247	+ 12	5.1%
LAW & PUBLIC SAFETY	7,943	8,024	7,868	- 75	-0.9%
<i>Law & Public Safety</i>	6,660	6,729	6,551	- 109	-1.6%
Homeland Security & Preparedness	96	93	93	- 3	-3.1%
Juvenile Justice	1,187	1,202	1,224	+ 37	3.1%
MILITARY & VETERANS AFFAIRS	1,497	1,511	1,518	+ 21	1.4%
STATE	305	299	299	- 6	-2.0%
<i>State (Includes Comm on Higher Education)</i>	167	160	166	- 1	-0.6%
Higher Educational Student Assistance	138	139	133	- 5	-3.6%
TRANSPORTATION	5,541	5,602	5,651	+ 110	2.0%
<i>Transportation</i>	3,212	3,196	3,239	+ 27	0.8%
Motor Vehicles	2,329	2,406	2,412	+ 83	3.6%
TREASURY	5,173	5,150	5,105	- 68	-1.3%
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,604	3,553	3,522	- 82	-2.3%
Administrative Law	91	96	96	+ 5	5.5%
Casino Control	38	34	33	- 5	-13.2%
Public Defender	1,222	1,254	1,231	+ 9	0.7%
Public Utilities	218	213	223	+ 5	2.3%
TOTAL EXECUTIVE DEPARTMENTS	58,181	58,238	57,778	- 403	-0.7%
JUDICIARY	8,912	9,178	9,075	+ 163	1.8%
LEGISLATIVE STAFF	489	490	482	- 7	-1.4%
TOTAL STATE GOVT WORKFORCE	67,582	67,906	67,335	- 247	-0.4%

DEMOGRAPHICS
07/02/2019

AGE

Average: 46 years
Median: 46 years

LENGTH OF SERVICE

Average: 10 years
Median: 10 years

SALARY *

Average: \$77,214
Median: \$72,904

GENDER

Female: 37,335 (55.4%)
Male: 30,000 (44.6%)

MINORITY EMPLOYEES

31,769 (47.2%)

UNION REPRESENTATION

49,462 (73.5%)

* Salary of full-time employees only.

STATE OF NEW JERSEY

Statistics by Agency

Introduction

The following group of tables show 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 full-time salary), some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a “per diem” (daily) basis. A pie chart 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 as of July 2, 2019. 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.

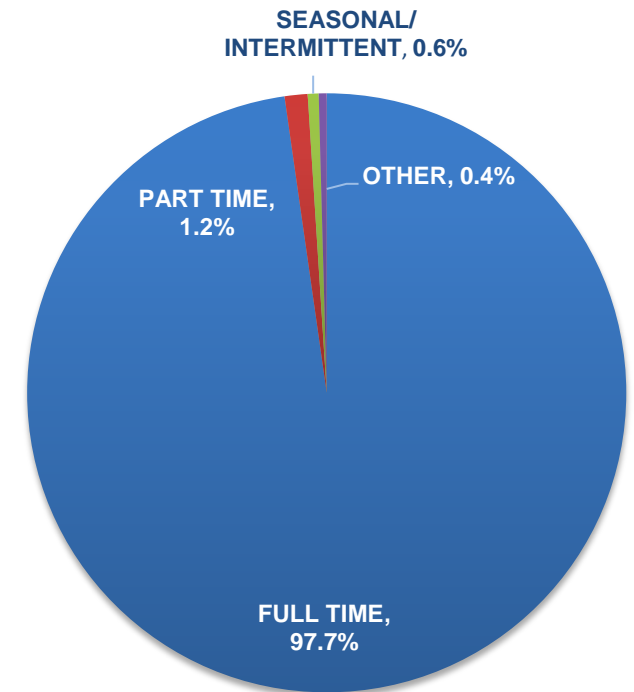
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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 39 and 40.

STATE OF NEW JERSEY
State Government Employee Work Schedules by Department

July 2, 2019

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	201	3	0	0	204
BANKING & INSURANCE	426	2	0	7	435
CHILDREN & FAMILIES	6,774	49	0	0	6,823
COMMUNITY AFFAIRS	827	0	0	0	827
CORRECTIONS	8,743	3	0	0	8,746
<i>Corrections</i>	8,161	3	0	0	8,164
State Parole Board	582	0	0	0	582
EDUCATION	653	1	0	0	654
ENVIRONMENTAL PROTECTION	2,619	3	5	0	2,627
GOVERNOR'S OFFICE	118	0	0	0	118
HEALTH	5,856	289	0	0	6,145
HUMAN SERVICES	6,970	161	0	0	7,131
INFORMATION TECHNOLOGY	591	2	0	0	593
LABOR	2,838	65	124	7	3,034
<i>Labor</i>	2,595	63	124	5	2,787
Civil Service Commission	243	2	0	2	247
LAW & PUBLIC SAFETY	7,603	2	0	263	7,868
<i>Law & Public Safety</i>	6,288	0	0	263	6,551
Homeland Security & Preparedness	93	0	0	0	93
Juvenile Justice	1,222	2	0	0	1,224
MILITARY & VETERANS AFFAIRS	1,499	19	0	0	1,518
STATE	294	5	0	0	299
<i>State (Includes Comm on Higher Education)</i>	162	4	0	0	166
Higher Educational Student Assistance	132	1	0	0	133
TRANSPORTATION	5,437	211	0	3	5,651
<i>Transportation</i>	3,236	0	0	3	3,239
Motor Vehicles	2,201	211	0	0	2,412
TREASURY	4,830	1	267	7	5,105
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,248	0	267	7	3,522
Administrative Law	96	0	0	0	96
Casino Control	33	0	0	0	33
Public Defender	1,230	1	0	0	1,231
Public Utilities	223	0	0	0	223
TOTAL EXECUTIVE DEPARTMENTS	56,279	816	396	287	57,778
JUDICIARY	9,061	14	0	0	9,075
LEGISLATIVE STAFF	478	3	1	0	482
TOTAL STATE GOVT WORKFORCE	65,818	833	397	287	67,335



■ 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 07/02/2019 67,335.

STATE OF NEW JERSEY
State Government Employees in Pay Status by Work Schedule
 July 2, 2019

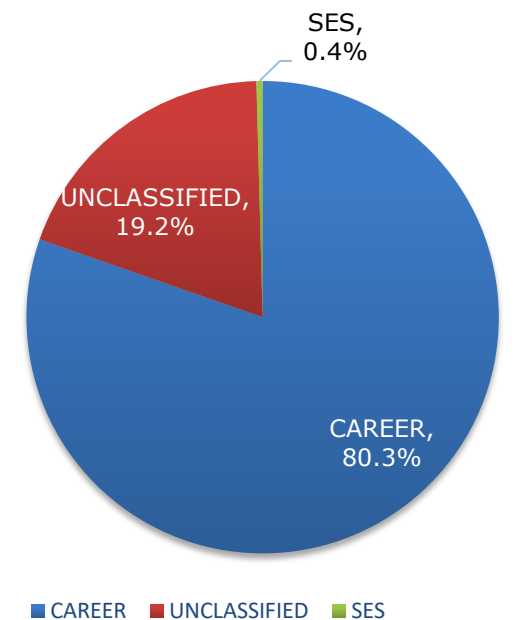
AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	203	3	0	0	206
BANKING & INSURANCE	425	2	0	0	427
CHILDREN & FAMILIES	6,779	50	0	0	6,829
COMMUNITY AFFAIRS	831	0	0	0	831
CORRECTIONS	8,691	3	0	0	8,694
<i>Corrections</i>	8,120	3	0	0	8,123
State Parole Board	571	0	0	0	571
EDUCATION	648	2	0	0	650
ENVIRONMENTAL PROTECTION	2,615	3	5	0	2,623
GOVERNOR'S OFFICE	104	0	0	0	104
HEALTH	5,841	304	0	0	6,145
HUMAN SERVICES	6,955	158	0	0	7,113
INFORMATION TECHNOLOGY	592	2	0	0	594
LABOR	2,840	65	124	0	3,029
<i>Labor</i>	2,596	63	124	0	2,783
Civil Service Commission	244	2	0	0	246
LAW & PUBLIC SAFETY	7,697	2	0	0	7,699
<i>Law & Public Safety</i>	6,392	0	0	0	6,392
Homeland Security & Preparedness	93	0	0	0	93
Juvenile Justice	1,212	2	0	0	1,214
MILITARY & VETERANS AFFAIRS	1,504	20	0	0	1,524
STATE	291	5	0	0	296
<i>State (Includes Comm on Higher Education)</i>	160	4	0	0	164
Higher Educational Student Assistance	131	1	0	0	132
TRANSPORTATION	5,632	41	0	0	5,673
<i>Transportation</i>	3,245	0	0	0	3,245
Motor Vehicles	2,387	41	0	0	2,428
TREASURY	4,754	1	267	0	5,022
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,178	0	267	0	3,445
Administrative Law	97	0	0	0	97
Casino Control	33	0	0	0	33
Public Defender	1,227	1	0	0	1,228
Public Utilities	219	0	0	0	219
TOTAL EXECUTIVE DEPARTMENTS	56,402	661	396	0	57,459
JUDICIARY	9,049	14	0	0	9,063
LEGISLATIVE STAFF	475	3	1	0	479
TOTAL STATE GOVT WORKFORCE	65,926	678	397	0	67,001

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 2, 2019

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	149	26	175	2	27	204
BANKING & INSURANCE	325	47	372	1	62	435
CHILDREN & FAMILIES	5,780	703	6,483	77	263 ¹	6,823
COMMUNITY AFFAIRS	742	32	774	0	53	827
CORRECTIONS	8,324	130	8,454	0	292	8,746
<i>Corrections</i>	7,776	118	7,894	0	270 ²	8,164
State Parole Board	548	12	560	0	22	582
EDUCATION	154	306	460	0	194 ³	654
ENVIRONMENTAL PROTECTION	2,160	368	2,528	1	98	2,627
GOVERNOR'S OFFICE	5	0	5	0	113	118
HEALTH	3,938	1,960	5,898	9	238	6,145
HUMAN SERVICES	4,746	2,118	6,864	23	244 ⁴	7,131
INFORMATION TECHNOLOGY	456	99	555	9	29	593
LABOR	2,506	308	2,814	32	188	3,034
<i>Labor</i>	2,301	291	2,592	17	178 ⁵	2,787
Civil Service Commission	205	17	222	15	10	247
LAW & PUBLIC SAFETY	2,689	773	3,462	7	4,399	7,868
<i>Law & Public Safety</i>	1,707	620	2,327	6	4,218 ⁶	6,551
Homeland Security & Preparedness	62	9	71	0	22	93
Juvenile Justice	920	144	1,064	1	159 ⁷	1,224
MILITARY & VETERANS AFFAIRS	676	686	1,362	0	156 ⁸	1,518
STATE	142	22	164	0	135	299
<i>State (Includes Comm on Higher Education)</i>	86	16	102	0	64	166
Higher Educational Student Assistance	56	6	62	0	71	133
TRANSPORTATION	4,929	559	5,488	57	106	5,651
<i>Transportation</i>	2,794	353	3,147	44	48	3,239
Motor Vehicles	2,135	206	2,341	13	58	2,412
TREASURY	3,273	686	3,959	67	1,079	5,105
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,636	535	3,171	40	311 ⁹	3,522
Administrative Law	45	6	51	0	45	96
Casino Control	2	0	2	0	31	33
Public Defender	462	129	591	8	632 ¹⁰	1,231
Public Utilities	128	16	144	19	60	223
TOTAL EXECUTIVE DEPARTMENTS	40,994	8,823	49,817	285	7,676	57,778
JUDICIARY	3,530	756	4,286	0	4,789 ¹¹	9,075
LEGISLATIVE STAFF	0	0	0	0	482 ¹²	482
TOTAL STATE GOVT WORKFORCE	44,524	9,579	54,103	285	12,947	67,335



¹ Includes 180 educational, health care, and social services personnel.
² Includes 197 educational, health care, and social services personnel.
³ Includes 48 professional employees at the Katzenbach School.
⁴ Includes 123 educational, health care, and social services personnel.
⁵ Includes 43 compensation judges and 63 educational, medical, and social services personnel.
⁶ Includes 2,990 uniformed State Police, 600 Deputy Attorneys General, and 263 Board Members.
⁷ Includes 125 educational, health care, and social services personnel.
⁸ Includes 151 military, educational, and medical personnel.
⁹ Includes 80 Board Members.
¹⁰ Includes 51 Deputy Public Defenders and 546 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 2, 2019

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY	MEDIAN SALARY	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	47	\$74,867	\$72,674	10
BANKING & INSURANCE	50	\$81,276	\$78,022	11
CHILDREN & FAMILIES	43	\$73,848	\$76,880	9
COMMUNITY AFFAIRS	52	\$75,050	\$72,476	10
CORRECTIONS	42	\$79,102	\$81,439	10
<i>Corrections</i>	42	\$71,652	\$75,689	9
State Parole Board	43	\$86,551	\$87,189	10
EDUCATION	50	\$90,045	\$95,000	11
ENVIRONMENTAL PROTECTION	47	\$79,426	\$79,479	14
GOVERNOR'S OFFICE	37	\$82,142	\$70,000	5
HEALTH	49	\$66,673	\$57,557	10
HUMAN SERVICES	48	\$63,517	\$55,113	11
INFORMATION TECHNOLOGY	50	\$90,275	\$92,569	12
LABOR	49	\$75,366	\$72,320	12
<i>Labor</i>	52	\$71,997	\$67,760	13
Civil Service Commission	46	\$78,735	\$76,880	12
LAW & PUBLIC SAFETY	45	\$81,803	\$81,840	9
<i>Law & Public Safety</i>	44	\$82,662	\$81,840	10
Homeland Security & Preparedness	46	\$93,745	\$91,368	7
Juvenile Justice	46	\$69,001	\$65,698	11
MILITARY & VETERANS AFFAIRS	50	\$54,420	\$49,799	9
STATE	52	\$77,350	\$72,904	10
<i>State (Includes Comm on Higher Education)</i>	51	\$81,528	\$79,705	10
Higher Educational Student Assistance	54	\$73,171	\$66,104	11
TRANSPORTATION	46	\$63,621	\$58,792	10
<i>Transportation</i>	46	\$67,973	\$62,471	11
Motor Vehicles	47	\$59,270	\$55,113	9
TREASURY	49	\$85,299	\$76,880	12
<i>Treasury (Incl Minor Boards & Commissions)</i>	48	\$73,491	\$69,202	12
Administrative Law	52	\$103,905	\$103,029	11
Casino Control	52	\$77,986	\$67,151	15
Public Defender	45	\$81,268	\$76,880	9
Public Utilities	49	\$89,843	\$90,000	13
AVERAGE EXECUTIVE DEPARTMENTS	48	\$76,122	\$72,904	10
JUDICIARY	46	\$75,916	\$68,383	10
LEGISLATIVE STAFF	45	\$79,603	\$74,892	10
AVERAGE STATE GOVT WORKFORCE	46	\$77,214	\$72,904	10

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 2, 2019

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	112	56	0	36	204
BANKING & INSURANCE	432	0	0	3	435
CHILDREN & FAMILIES	4,971	1,572	0	280	6,823
COMMUNITY AFFAIRS	527	240	15	45	827
CORRECTIONS	8,546	20	129	51	8,746
<i>Corrections</i>	7,964	20	129	51	8,164
State Parole Board	582	0	0	0	582
EDUCATION	363	153	5	133	654
ENVIRONMENTAL PROTECTION	2,508	34	0	85	2,627
GOVERNOR'S OFFICE	107	0	11	0	118
HEALTH	5,378	410	126	231	6,145
HUMAN SERVICES	3,794	3,293	0	44	7,131
INFORMATION TECHNOLOGY	0	0	593	0	593
LABOR	752	2,279	0	3	3,034
<i>Labor</i>	505	2,279	0	3	2,787
Civil Service Commission	247	0	0	0	247
LAW & PUBLIC SAFETY	6,570	82	0	1,216	7,868
<i>Law & Public Safety</i>	5,417	65	0	1,069	6,551
Homeland Security & Preparedness	77	16	0	0	93
Juvenile Justice	1,076	1	0	147	1,224
MILITARY & VETERANS AFFAIRS	1,351	167	0	0	1,518
STATE	160	132	0	7	299
<i>State (Includes Comm on Higher Education)</i>	160	6	0	0	166
Higher Educational Student Assistance	0	126	0	7	133
TRANSPORTATION	2,347	885	1	2,418	5,651
<i>Transportation</i>	2,346	885	1	7	3,239
Motor Vehicles	1	0	0	2,411	2,412
TREASURY	4,354	46	226	479	5,105
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,834	42	226	420	3,522
Administrative Law	86	4	0	6	96
Casino Control	0	0	0	33	33
Public Defender	1,231	0	0	0	1,231
Public Utilities	203	0	0	20	223
TOTAL EXECUTIVE DEPARTMENTS	42,272	9,369	1,106	5,031	57,778
JUDICIARY	7,338	1,247	1	489	9,075
LEGISLATIVE STAFF	482	0	0	0	482
TOTAL STATE GOVT WORKFORCE	50,092	10,616	1,107	5,520	67,335

STATE OF NEW JERSEY
Other State Government Employment

July 2, 2019

AGENCY	FULL TIME	PART TIME	TOTAL 2020	TOTAL 2019	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	71	3	74	66	8	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1,4}	123	0	123	120	3	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION ¹	31	3	34	38	-4	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	372	13	385	378	7	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1,2}	892	1	893	889	4	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	297	0	297	297	0	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	4	0	4	5	-1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	210	1	211	203	8	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	14	0	14	16	-2	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	22	0	22	23	-1	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,390	465	1,855	1,855	0	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	12	0	12	11	1	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	218	0	218	212	6	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	131	222	353	367	-14	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	11,391	81	11,472	11,328	144	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	2,018	487	2,505	2,419	86	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	115	0	115	117	-2	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	120	0	120	122	-2	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1,4}	85	29	114	114	0	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	575	0	575	575	0	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	236	0	236	226	10	WATER SALE REVENUES
PINELANDS COMMISSION	43	0	43	42	1	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3}	8,271	18	8,289	7,677	612	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	57	0	57	56	1	SEWAGE FEES
RUTGERS	19,671	4,153	23,824	23,824	0	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	101	9	110	112	-2	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	269	127	396	410	-14	TOLL REVENUE
STATE COLLEGES	11,078	6,607	17,685	17,685	0	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4}	26	1	27	22	5	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	57,843	12,220	70,063	69,209	854	

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

STATE OF NEW JERSEY

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

Introduction

The next group of charts show the distribution of State Government employees by length of service and age, and present 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 2, 2019 compared with 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 10 years. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to more than 60 percent. An Early Retirement Initiative program instituted in 2002 ended that trend, 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 61 percent of the total workforce.

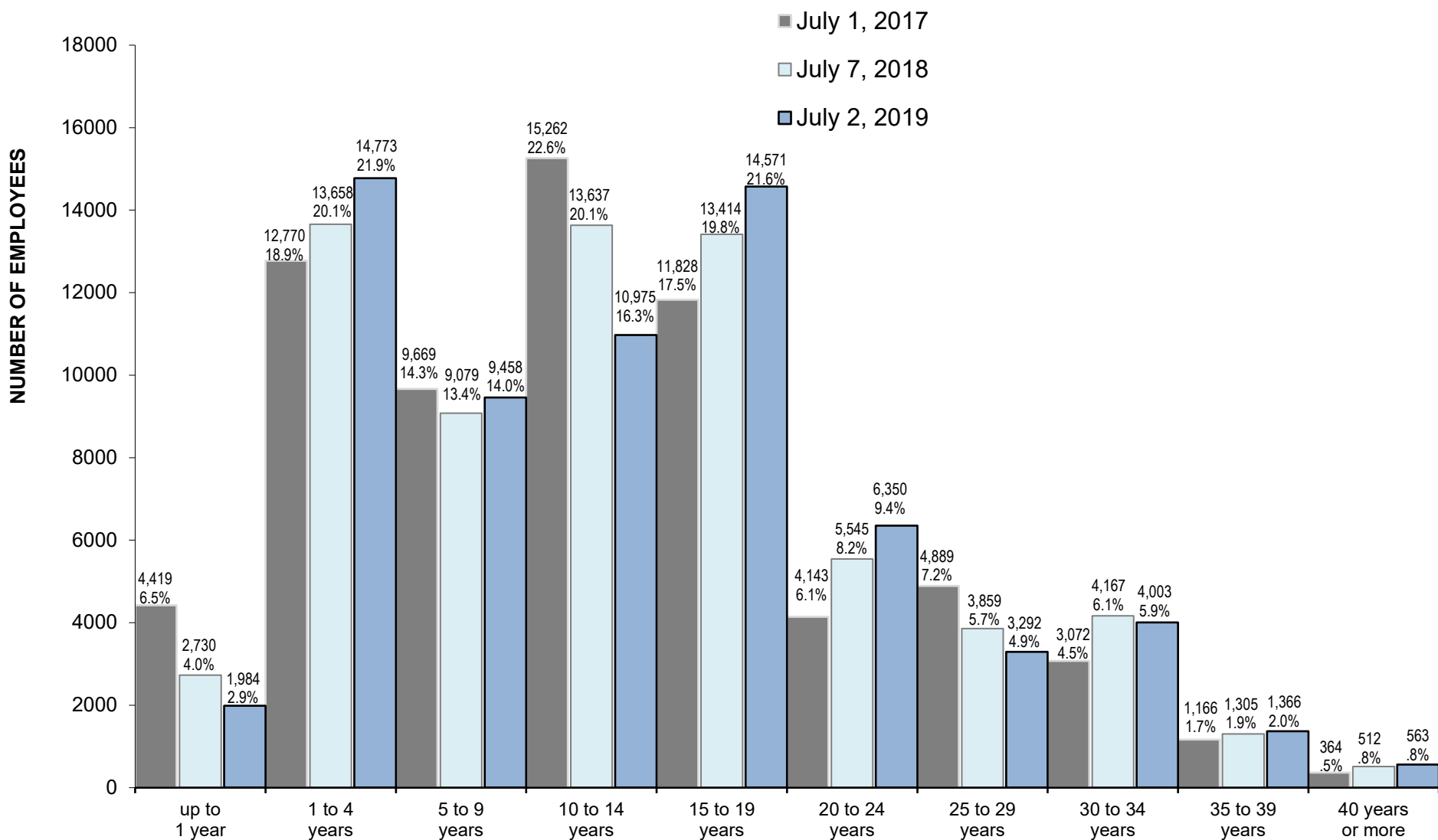
The number of employees age 60 or older has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, 2008, 2010, 2011, 2013, and 2014. There were decreases in 2001, 2002, 2003, 2009, 2012, and 2015. In 2000 there were 7,427 employees age 60 or older. The current employee count for age 60 or older is now 9,935, or approximately 15 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 18,664 of the State’s 67,335 employees, approximately 28 percent, in that bracket.

On Page 15, we compare separations during Fiscal Years 2018, 2019, and 2020 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 decreased from 8.6 percent in FY2019 to 7.6 percent in FY2020.

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 2, 2019
(with earlier data for comparison)

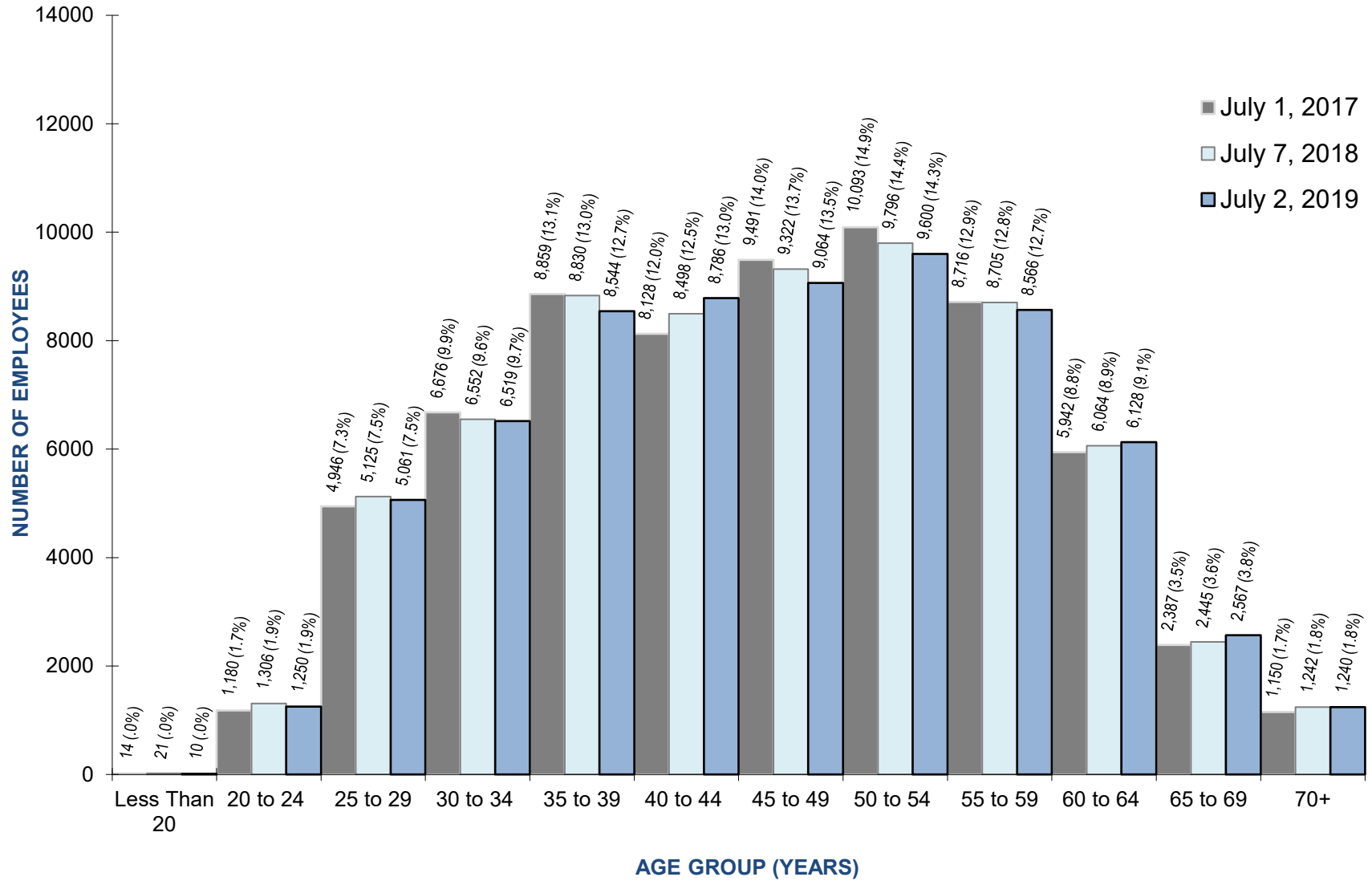


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 07/01/2017, 67,582; 07/07/2018, 67,906; 07/02/2019, 67,335).

STATE OF NEW JERSEY Distribution of State Government Employees by Age

July 2, 2019 (with earlier data for comparison)

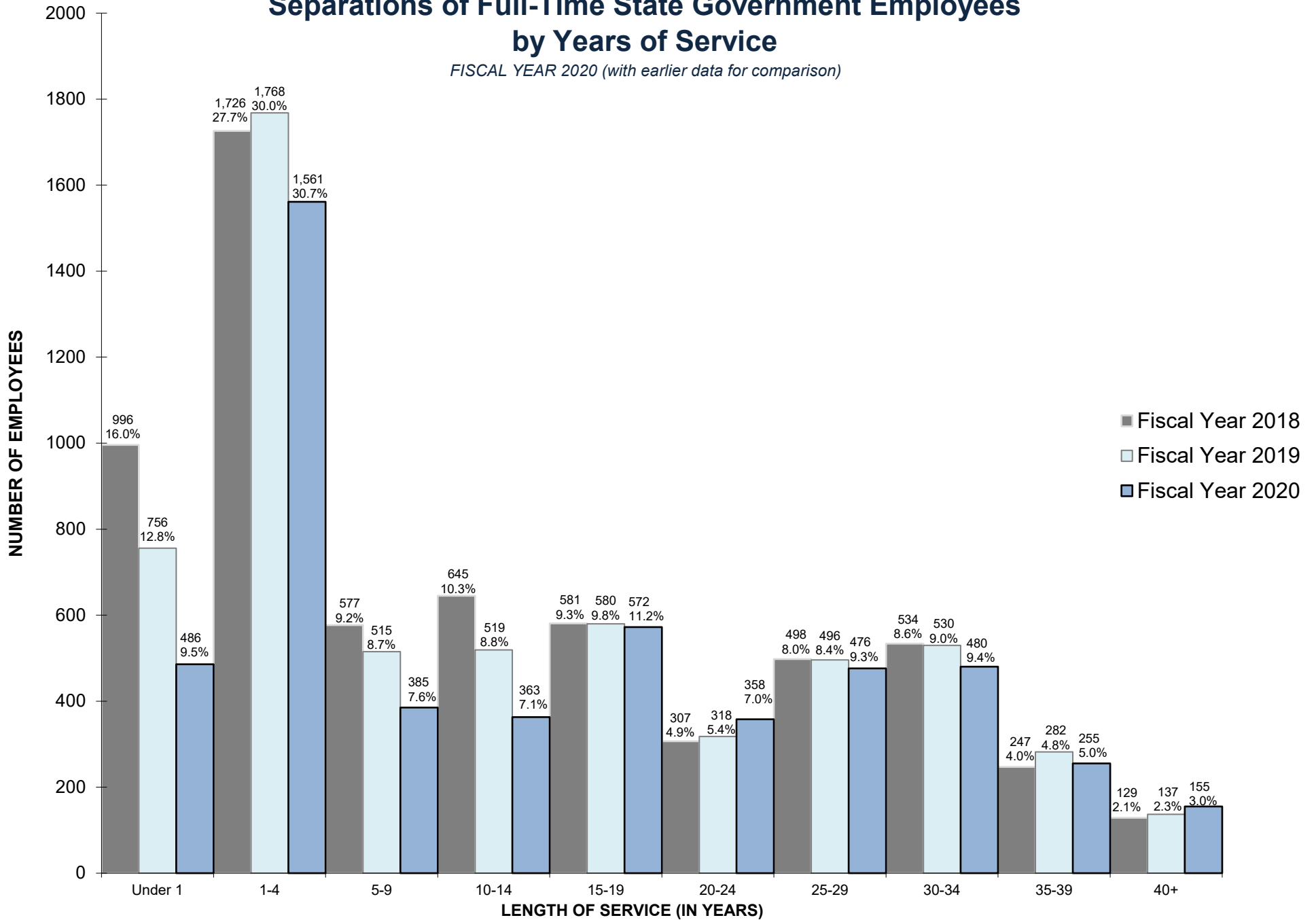


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/1/2017, 67,582; 7/07/2018, 67,906; 7/02/2019, 67,335).

STATE OF NEW JERSEY
Separations of Full-Time State Government Employees
by Years of Service

FISCAL YEAR 2020 (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 (FY2018: 6,240; FY2019: 5,901; FY2020, 5,091).

STATE OF NEW JERSEY
Separations From State Service
Full-Time Employees FY2010 - FY2020

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			
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%
2018	1233	110	72	0	2,289	1008	713	282	0	120	217	5	87	27	6,163	67,582	8.9%
2019	1167	117	81	0	2,290	961	514	299	1	129	183	7	81	29	5,859	67,906	8.6%
2020	1056	131	64	0	2,181	661	293	311	0	148	149	7	68	22	5,091	67,335	7.6%

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

An Early Retirement Incentive Program (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.

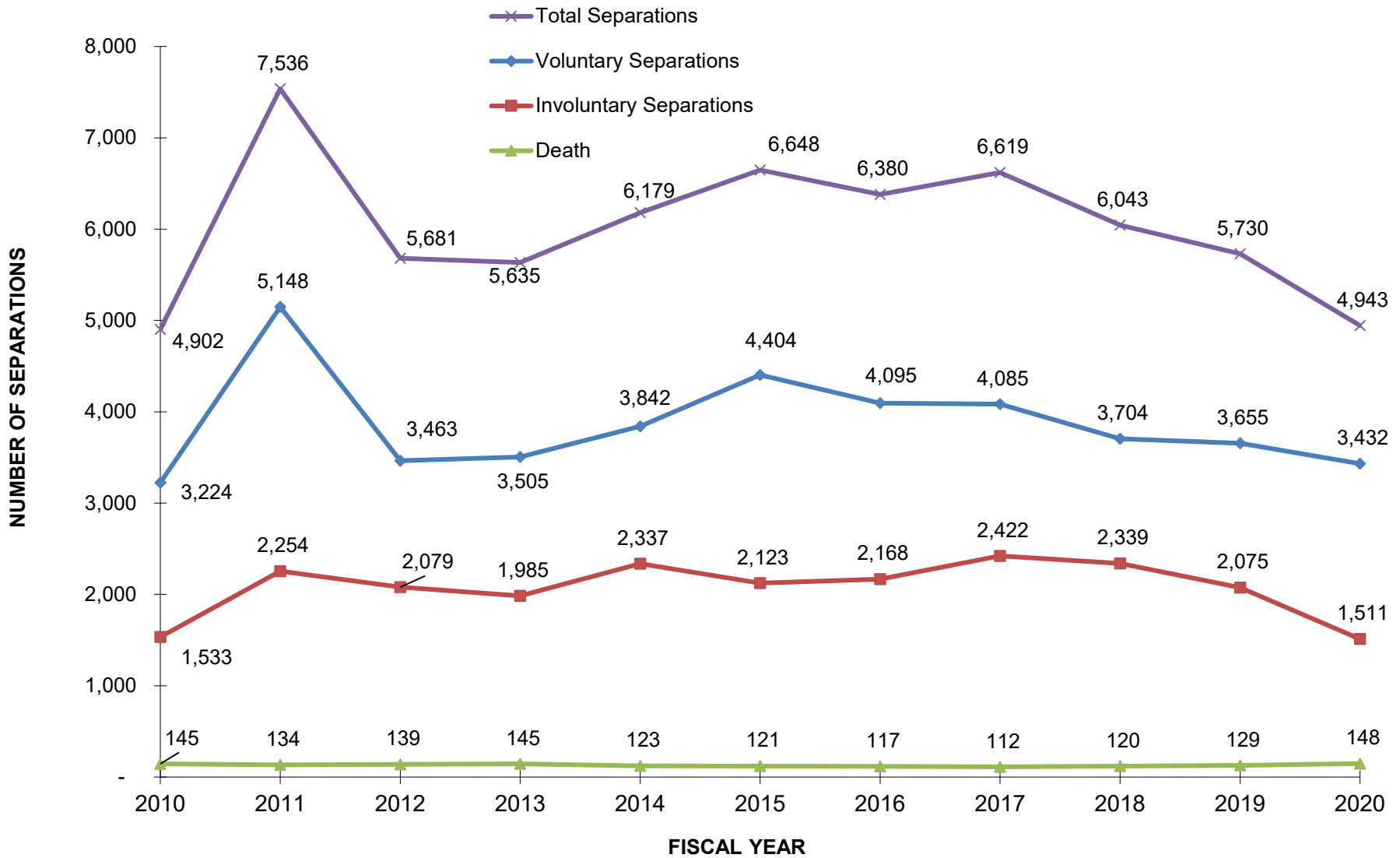
Some extensions beyond the July 1st deadline were granted. These extensions were made at the convenience of the State Government.

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

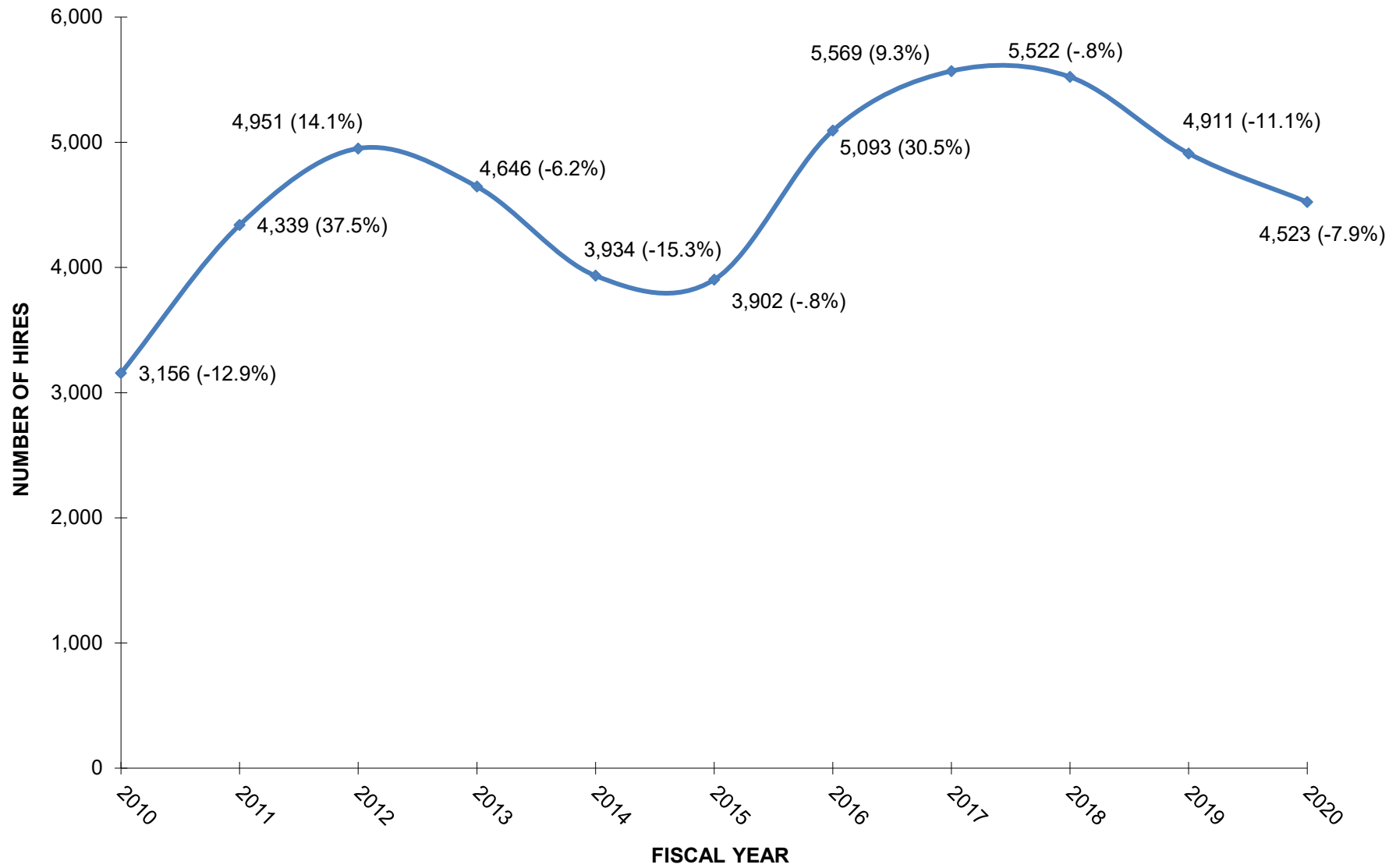
During Fiscal Year 2010, the Civil Service Commission established the general resignation as a means of reaching a settlement in the appeal of a disciplinary action.

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

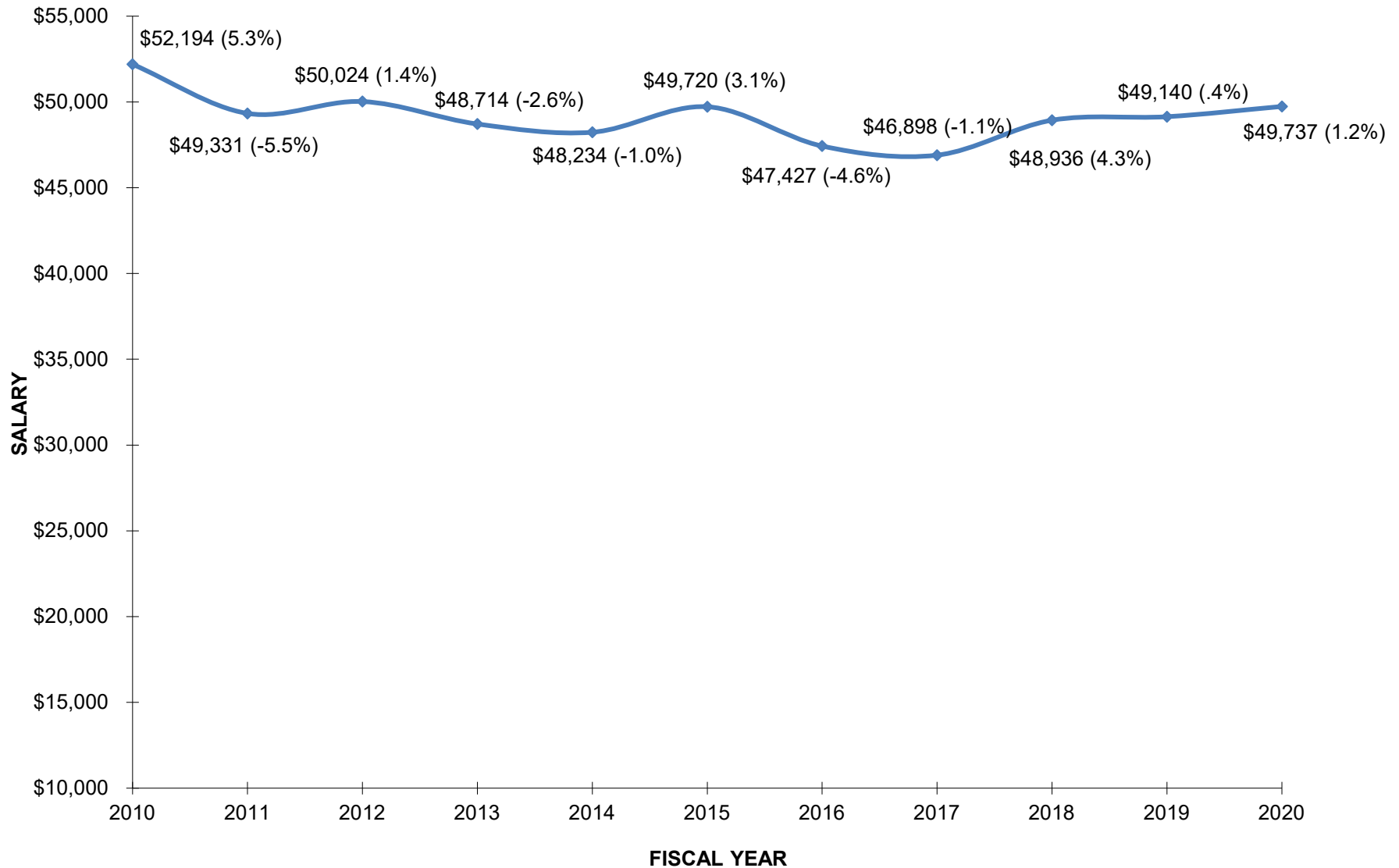
STATE OF NEW JERSEY
Separations from State Service
Full-Time Employees FY2010 - FY2020



STATE OF NEW JERSEY Hiring by State Government FY2010 Through FY2020



STATE OF NEW JERSEY
**Average Salary of Full-Time Employees Hired by State Government
FY2010 Through FY2020**



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

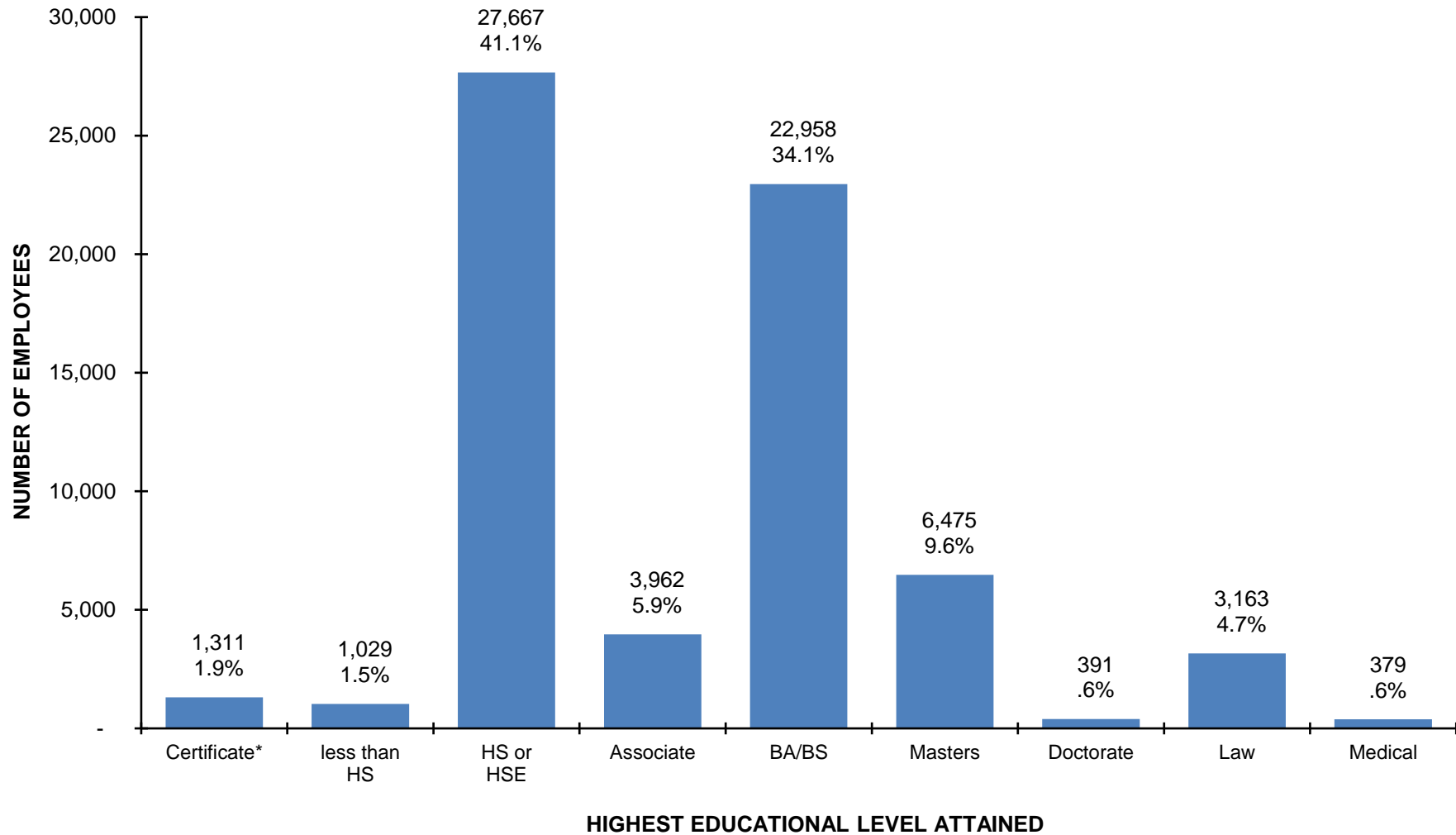
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,958 employees, the true number of employees with a Bachelor's degree (or equivalent) is 33,366 (or approximately 50 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 the Civil Service Commission's Division of Agency Services (formerly referred to as the 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 2, 2019



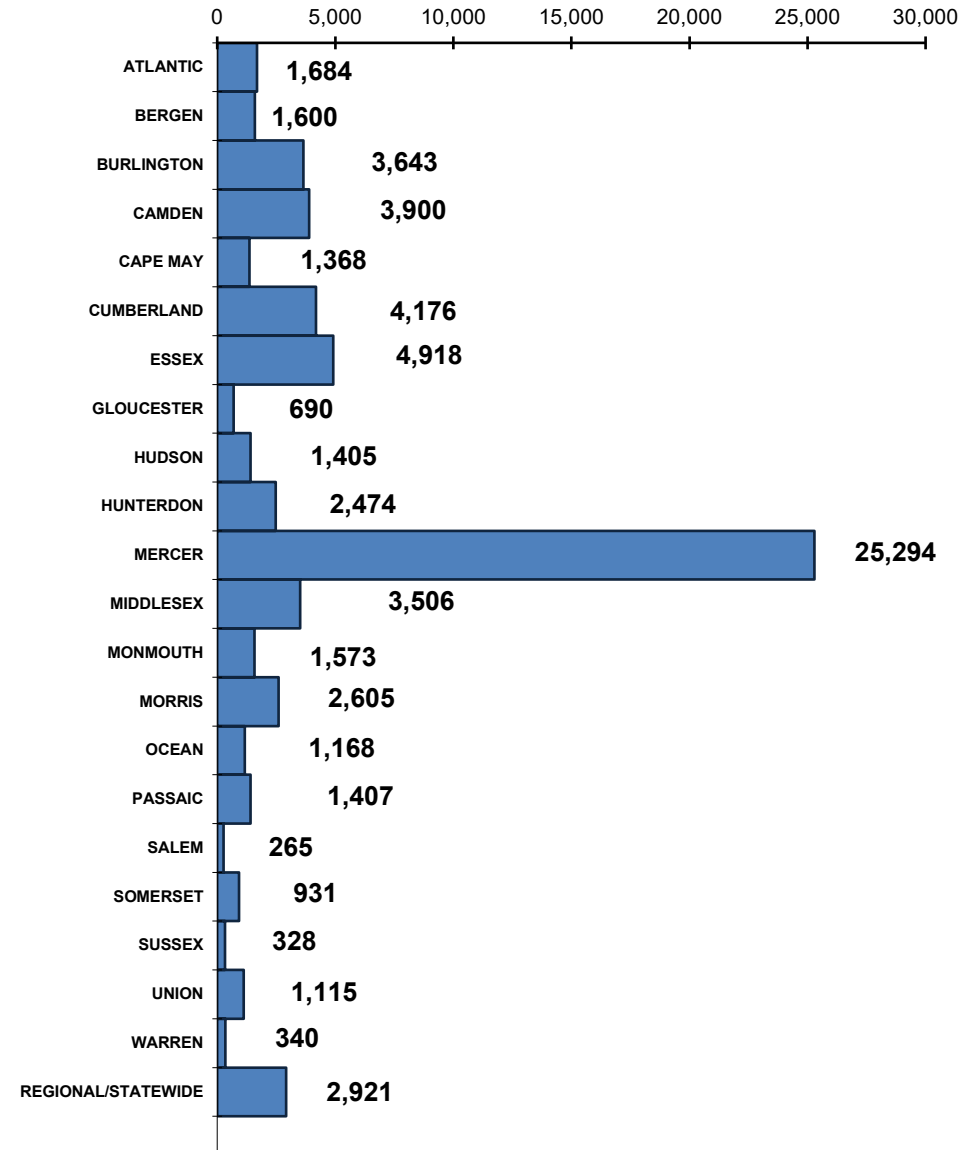
Percentages refer to the total State Government workforce (as of 07/02/2019, 67,335.)

** 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 2, 2019

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,684	2.5
BERGEN	1,600	2.4
BURLINGTON	3,643	5.4
CAMDEN	3,900	5.8
CAPE MAY	1,368	2.0
CUMBERLAND	4,176	6.2
ESSEX	4,918	7.3
GLOUCESTER	690	1.0
HUDSON	1,405	2.1
HUNTERDON	2,474	3.7
MERCER	25,294	37.6
MIDDLESEX	3,506	5.2
MONMOUTH	1,573	2.3
MORRIS	2,605	3.9
OCEAN	1,168	1.7
PASSAIC	1,407	2.1
SALEM	265	0.4
SOMERSET	931	1.4
SUSSEX	328	0.5
UNION	1,115	1.7
WARREN	340	0.5
REGIONAL/STATEWIDE	2,921	4.3
OUT OF STATE		
CALIFORNIA	5	*
ILLINOIS	18	*
WASHINGTON, DC	1	*
TOTAL	67,335	100.0

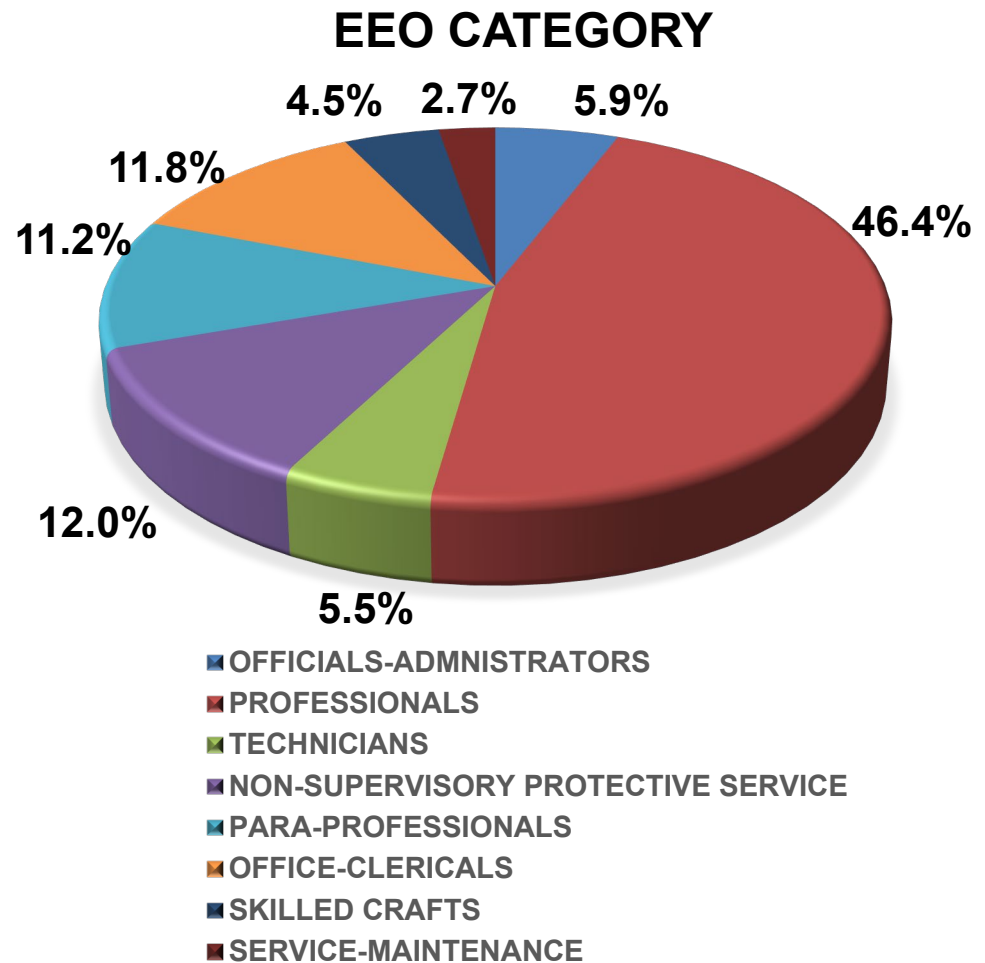


*Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 24 out-of-State positions.
 Data provided by the Civil Service Commission from automated personnel files. *Less than 0.1.*

STATE OF NEW JERSEY
Distribution of State Government Employees by EEO Job Category

July 2, 2019

EEO CATEGORY	TOTALS
OFFICIALS-ADMNISTRATORS	3,949 5.9%
PROFESSIONALS	31,248 46.4%
TECHNICIANS	3,672 5.5%
NON-SUPERVISORY PROTECTIVE SERVICE	8,050 12.0%
PARA-PROFESSIONALS	7,568 11.2%
OFFICE-CLERICALS	7,977 11.8%
SKILLED CRAFTS	3,061 4.5%
SERVICE-MAINTENANCE	1,810 2.7%
TOTAL	67,335



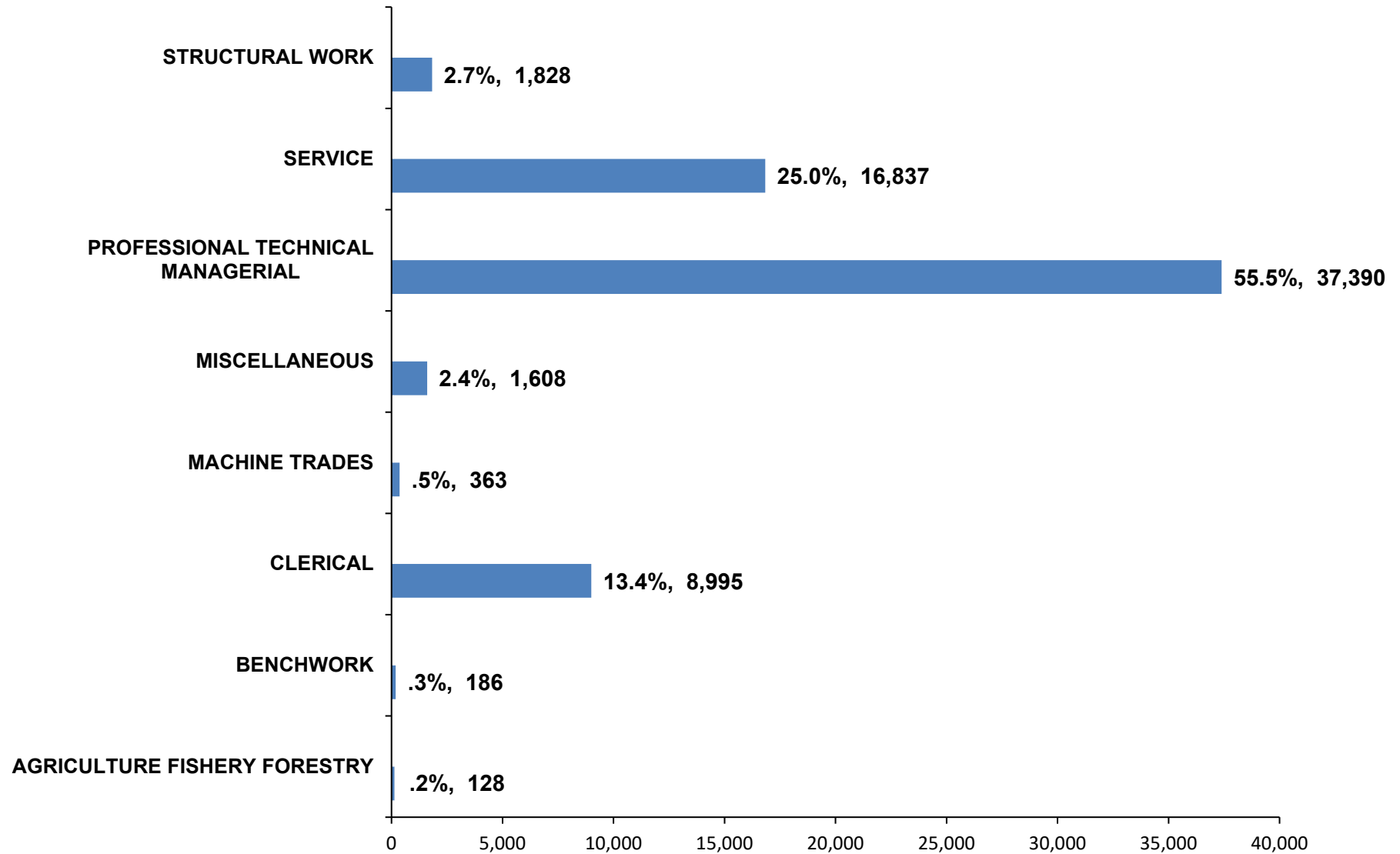
STATE OF NEW JERSEY
Distribution of State Government Employees by Occupation

July 2, 2019

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	1,158	0	0	1,158
	01 ENV ENGR-ARCHITECTURE	203	0	0	203
	02 PHYSICAL SCI-STATS	1,483	0	0	1,483
	04 LIFE SCIENCES	197	0	0	197
	05 SOCIAL SCIENCES	269	0	0	269
	06 SOCIAL-PSYCH SERVICES	7,119	2,522	0	9,641
	07 MEDICAL-HEALTH SERVICES	3,045	0	0	3,045
	09 EDUCATION	1,425	0	4	1,429
	10 MUSEUM/LIBRARY/ARCHIVES	109	4	3	116
	11 LAW	2,301	1,051	105	3,457
	12 INFO PROCESSING SYSTEMS	1,918	330	26	2,274
	13 WRITING	143	59	47	249
	14 ART	23	0	0	23
	15 FINANCE	1,806	98	110	2,014
	16 ADMINISTRATION	6,776	2,073	103	8,952
	17 INSPECTIONS/INVESTIGATIONS	2,499	284	16	2,799
	18 RECREATION	75	0	0	75
	19 BROADCASTING/TRANSMITTING	6	0	0	6
	CLERICAL	20 GENERAL CLERICAL	5,305	2,561	49
21 FINANCE CLERICAL		193	62	2	257
22 STOCK-STORAGE-INVENTORY		206	0	3	209
24 INFO-MSG DISTRIBUTION		612	0	2	614
SERVICE	30 BLDG-FACILITY SERVICES	861	0	1	862
	31 FOOD SERVICES	866	0	0	866
	33 BARBERING/COSMETOLOGY	18	0	0	18
	35 DIRECT CARE	4,228	0	0	4,228
	36 PROTECTIVE SERVICES	10,855	0	8	10,863
	40 PLANTING-GARDENING	85	0	0	85
AGRICULTURE FISHERY FORESTRY	41 ANIMAL FARMING	42	0	0	42
	43 FORESTRY	1	0	0	1
	60 MACHINERY REPAIR	319	0	1	320
MACHINE TRADES	65 PRINTING	36	7	0	43
	70 TECHNICAL REPAIR	1	0	0	1
BENCHWORK	72 ELECTRICAL REPAIR	184	0	1	185
	80 SKILLED TRADES	388	0	0	388
STRUCTURAL WORK	81 STRUCTURAL MAINTENANCE	1,440	0	0	1,440
	90 TRANSPORTATION	264	14	0	278
MISCELLANEOUS	91 UTILITIES	128	0	0	128
	92 MULTIPLE GROUPS	1,189	10	1	1,200
	93 NON TITLE	2	0	0	2
	TOTAL	57,778	9,075	482	67,335

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

July 2, 2019



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 7/2/2019: 67,335

STATE OF NEW JERSEY

Salary Data for State Government Workforce

Introduction

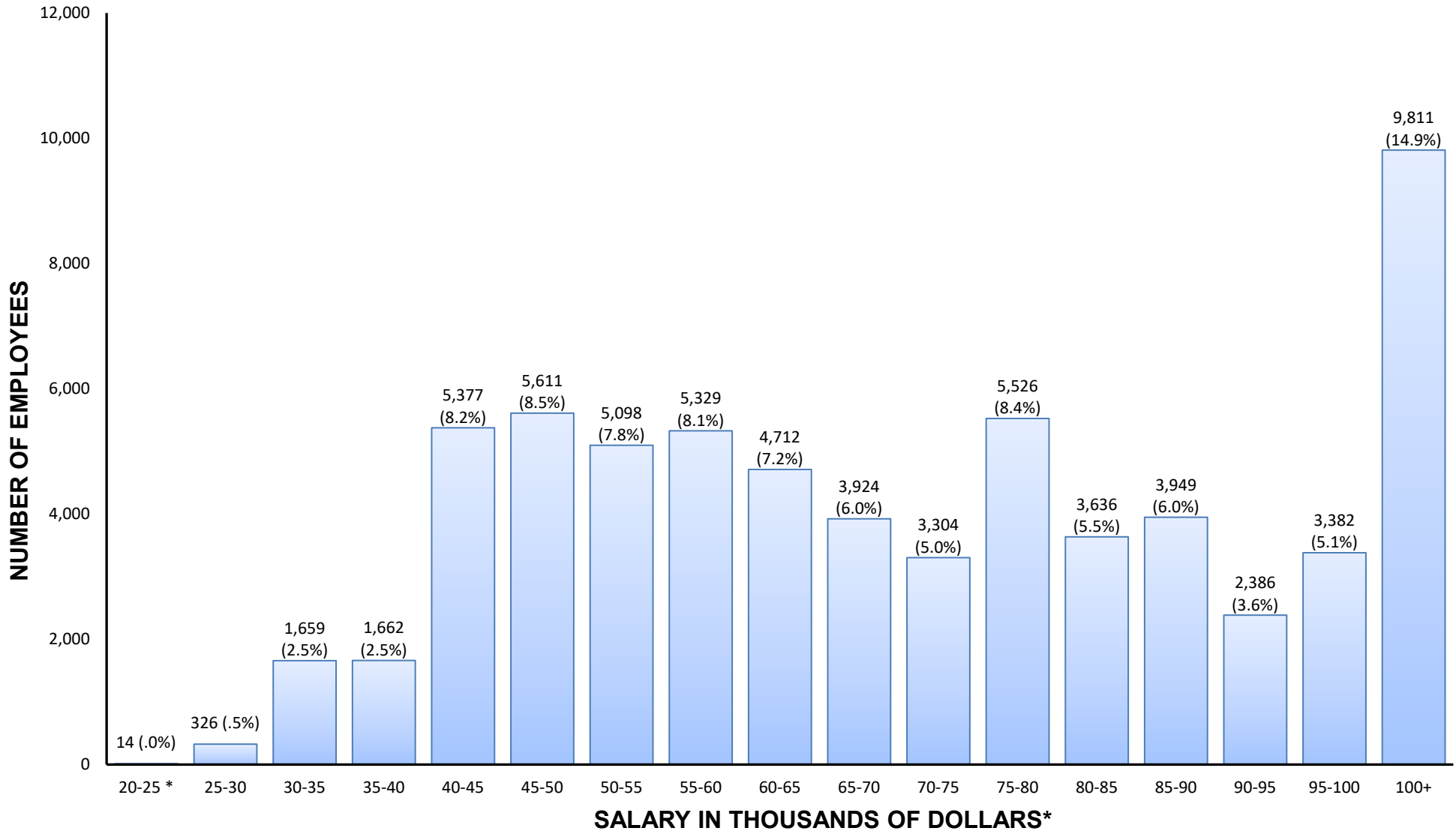
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$77,214) account for over 50 percent of the full-time State Government workforce. The median salary is \$72,904. See Page 4 for a discussion of the computation 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 eighth 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. Employees earning from \$40,000.00 to \$54,999.99 account for 24.5 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 Department of Labor and Workforce Development'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

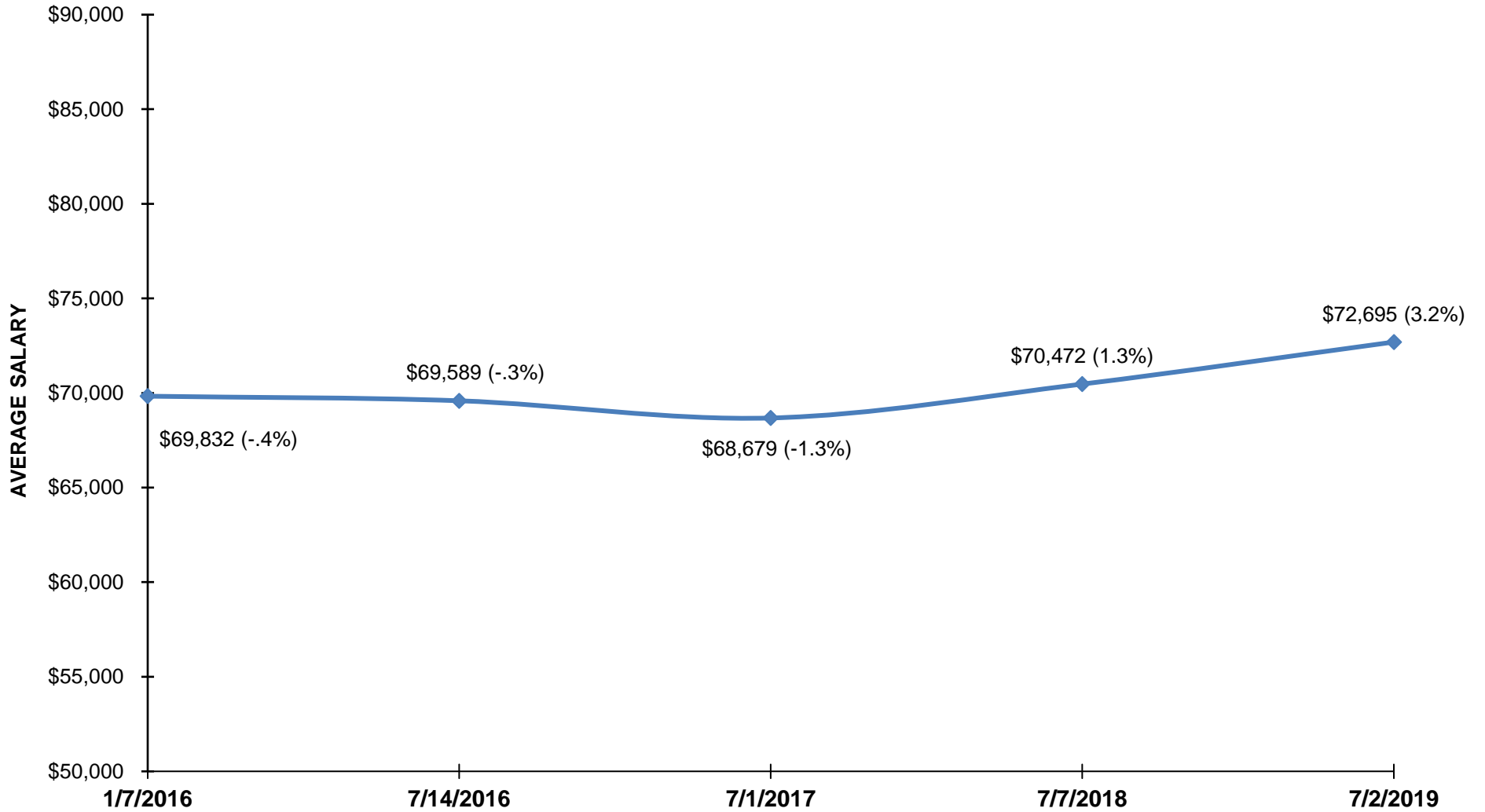
July 2, 2019



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/2/2019, 65,706).

*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
2016 through 2019



STATE OF NEW JERSEY

State Government Workforce: Race/Ethnic and Gender Data

Introduction

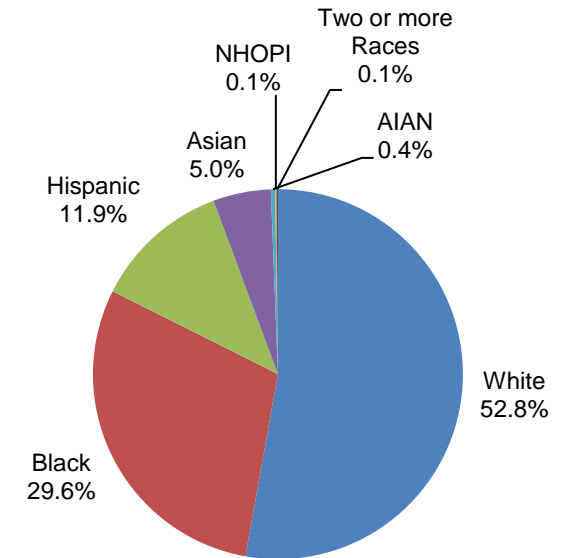
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic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

Pages 33 and 34 show historic trends for both minorities (Blacks, Hispanics, Asians, American Indians/Alaskan Natives, Native Hawaiians/Other Pacific Islanders, and employees with two or more races), 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 2010. 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 represent 47.2 percent of that workforce as of July 2, 2019. 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 2, 2019. 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 2, 2019

STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
AGRICULTURE	152	21	15	16	0	0	0	204
BANKING & INSURANCE	281	92	28	30	3	0	1	435
CHILDREN & FAMILIES	2,562	2,761	1,340	132	23	3	2	6,823
COMMUNITY AFFAIRS	517	209	75	18	4	1	3	827
CORRECTIONS	4,620	2,431	1,487	148	49	11	0	8,746
<i>Corrections</i>	4,273	2,320	1,385	129	48	9	0	8,164
State Parole Board	347	111	102	19	1	2	0	582
EDUCATION	414	155	45	39	0	0	1	654
ENVIRONMENTAL PROTECTION	2,087	254	113	158	7	1	7	2,627
GOVERNOR'S OFFICE	75	20	13	9	1	0	0	118
HEALTH	1,898	3,379	339	494	24	9	2	6,145
HUMAN SERVICES	3,119	3,085	542	348	30	7	0	7,131
INFORMATION TECHNOLOGY	376	74	35	107	1	0	0	593
LABOR	1,561	837	469	161	4	2	0	3,034
<i>Labor</i>	1,423	761	452	147	3	1	0	2,787
Civil Service Commission	138	76	17	14	1	1	0	247
LAW & PUBLIC SAFETY	5,494	1,337	760	238	25	5	9	7,868
<i>Law & Public Safety</i>	4,869	816	617	215	23	5	6	6,551
Homeland Security & Preparedness	75	5	8	5	0	0	0	93
Juvenile Justice	550	516	135	18	2	0	3	1,224
MILITARY & VETERANS AFFAIRS	529	611	183	188	5	2	0	1,518
STATE	189	66	29	15	0	0	0	299
<i>State (Includes Comm on Higher Education)</i>	104	34	22	6	0	0	0	166
Higher Educational Student Assistance	85	32	7	9	0	0	0	133
TRANSPORTATION	3,340	990	643	614	25	10	29	5,651
<i>Transportation</i>	2,060	404	223	517	11	9	15	3,239
Motor Vehicles	1,280	586	420	97	14	1	14	2,412
TREASURY	3,022	1,299	425	296	21	21	21	5,105
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,201	837	223	234	7	3	17	3,522
Administrative Law	66	20	7	2	0	0	1	96
Casino Control	14	14	2	1	2	0	0	33
Public Defender	620	369	170	42	12	18	0	1,231
Public Utilities	121	59	23	17	0	0	3	223
TOTAL EXECUTIVE DEPARTMENTS	30,236	17,621	6,541	3,011	222	72	75	57,778
JUDICIARY	4,958	2,243	1,470	359	27	18	0	9,075
LEGISLATIVE STAFF	372	51	29	30	0	0	0	482
TOTAL STATE GOVT WORKFORCE	35,566	19,915	8,040	3,400	249	90	75	67,335



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

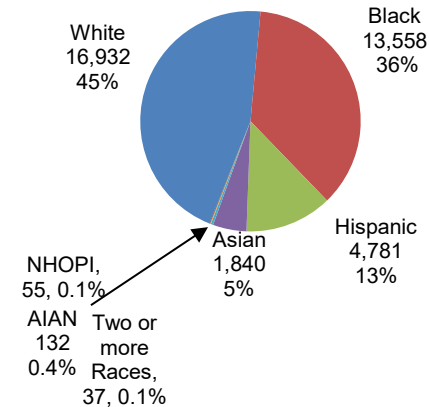
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

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

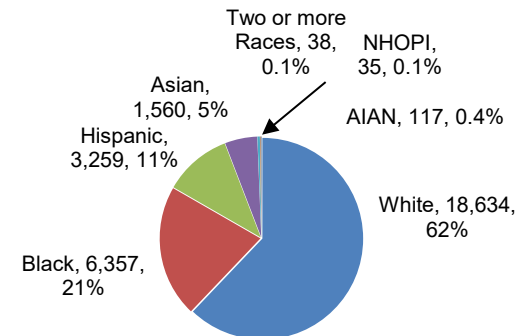
July 2, 2019

STATE AGENCY	MALE	FEMALE	TOTAL
AGRICULTURE	80	124	204
BANKING & INSURANCE	213	222	435
CHILDREN & FAMILIES	1,320	5,503	6,823
COMMUNITY AFFAIRS	461	366	827
CORRECTIONS	6,392	2,354	8,746
<i>Corrections</i>	6,046	2,118	8,164
State Parole Board	346	236	582
EDUCATION	209	445	654
ENVIRONMENTAL PROTECTION	1,500	1,127	2,627
GOVERNOR'S OFFICE	45	73	118
HEALTH	2,164	3,981	6,145
HUMAN SERVICES	2,156	4,975	7,131
INFORMATION TECHNOLOGY	380	213	593
LABOR	1,078	1,956	3,034
<i>Labor</i>	988	1,799	2,787
Civil Service Commission	90	157	247
LAW & PUBLIC SAFETY	5,221	2,647	7,868
<i>Law & Public Safety</i>	4,316	2,235	6,551
Homeland Security & Preparedness	58	35	93
Juvenile Justice	847	377	1,224
MILITARY & VETERANS AFFAIRS	549	969	1,518
STATE	109	190	299
<i>State (Includes Comm on Higher Education)</i>	62	104	166
Higher Educational Student Assistance	47	86	133
TRANSPORTATION	3,356	2,295	5,651
<i>Transportation</i>	2,574	665	3,239
Motor Vehicles	782	1,630	2,412
TREASURY	2,070	3,035	5,105
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,547	1,975	3,522
Administrative Law	28	68	96
Casino Control	14	19	33
Public Defender	371	860	1,231
Public Utilities	110	113	223
TOTAL EXECUTIVE DEPARTMENTS	27,303	30,475	57,778
JUDICIARY	2,470	6,605	9,075
LEGISLATIVE STAFF	227	255	482
TOTAL STATE GOVT WORKFORCE	30,000	37,335	67,335

FEMALE



MALE



MALE 44.6%
FEMALE 55.4%

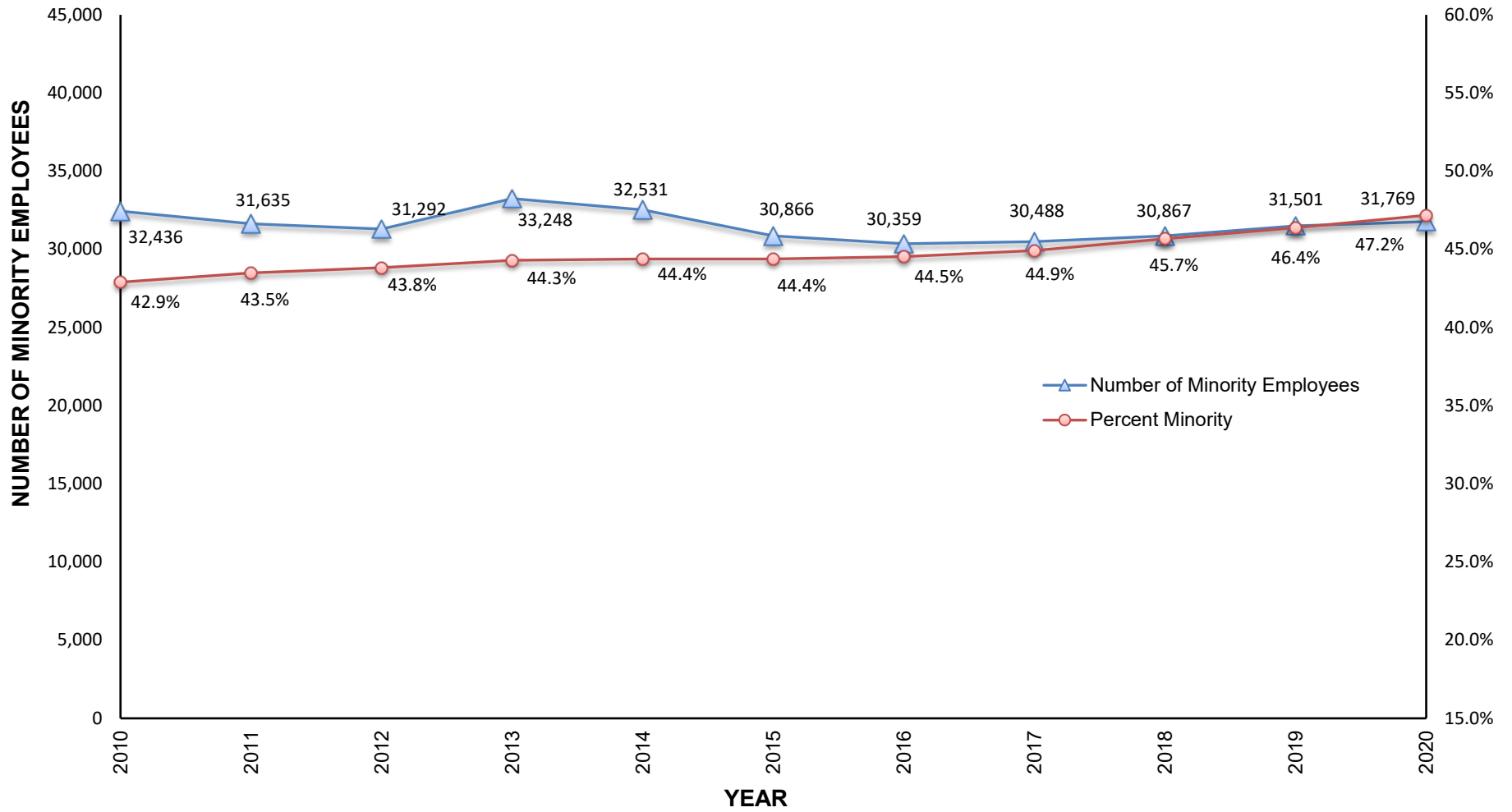
STATE OF NEW JERSEY
Race/Ethnic and Gender Distribution of State Government
Employees by Agency
July 2, 2019

STATE AGENCY	MALE								FEMALE								GRAND
	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	TOTAL
AGRICULTURE	67	5	6	2	0	0	0	80	85	16	9	14	0	0	0	124	204
BANKING & INSURANCE	157	30	7	15	3	0	1	213	124	62	21	15	0	0	0	222	435
CHILDREN & FAMILIES	527	513	229	41	9	1	0	1,320	2,035	2,248	1,111	91	14	2	2	5,503	6,823
COMMUNITY AFFAIRS	356	59	33	10	0	1	2	461	161	150	42	8	4	0	1	366	827
CORRECTIONS	3,697	1,397	1,140	117	33	8	0	6,392	923	1,034	347	31	16	3	0	2,354	8,746
<i>Corrections</i>	3,467	1,353	1,082	105	32	7	0	6,046	806	967	303	24	16	2	0	2,118	8,164
State Parole Board	230	44	58	12	1	1	0	346	117	67	44	7	0	1	0	236	582
EDUCATION	138	46	13	12	0	0	0	209	276	109	32	27	0	0	1	445	654
ENVIRONMENTAL PROTECTION	1,254	91	60	86	3	0	6	1,500	833	163	53	72	4	1	1	1,127	2,627
GOVERNOR'S OFFICE	30	8	3	4	0	0	0	45	45	12	10	5	1	0	0	73	118
HEALTH	702	1,135	121	190	12	3	1	2,164	1,196	2,244	218	304	12	6	1	3,981	6,145
HUMAN SERVICES	1,027	826	173	119	10	1	0	2,156	2,092	2,259	369	229	20	6	0	4,975	7,131
INFORMATION TECHNOLOGY	257	46	23	54	0	0	0	380	119	28	12	53	1	0	0	213	593
LABOR	709	197	109	62	0	1	0	1,078	852	640	360	99	4	1	0	1,956	3,034
<i>Labor</i>	653	175	103	56	0	1	0	988	770	586	349	91	3	0	0	1,799	2,787
Civil Service Commission	56	22	6	6	0	0	0	90	82	54	11	8	1	1	0	157	247
LAW & PUBLIC SAFETY	3,850	662	543	137	20	4	5	5,221	1,644	675	217	101	5	1	4	2,647	7,868
<i>Law & Public Safety</i>	3,397	330	441	124	18	4	2	4,316	1,472	486	176	91	5	1	4	2,235	6,551
Homeland Security & Preparedness	51	3	2	2	0	0	0	58	24	2	6	3	0	0	0	35	93
Juvenile Justice	402	329	100	11	2	0	3	847	148	187	35	7	0	0	0	377	1,224
MILITARY & VETERANS AFFAIRS	273	156	65	54	1	0	0	549	256	455	118	134	4	2	0	969	1,518
STATE	80	18	7	4	0	0	0	109	109	48	22	11	0	0	0	190	299
<i>State (Includes Comm on Higher Education)</i>	48	8	5	1	0	0	0	62	56	26	17	5	0	0	0	104	166
Higher Educational Student Assistance	32	10	2	3	0	0	0	47	53	22	5	6	0	0	0	86	133
TRANSPORTATION	2,204	422	278	418	13	8	13	3,356	1,136	568	365	196	12	2	16	2,295	5,651
<i>Transportation</i>	1,720	269	178	381	9	7	10	2,574	340	135	45	136	2	2	5	665	3,239
Motor Vehicles	484	153	100	37	4	1	3	782	796	433	320	60	10	0	11	1,630	2,412
TREASURY	1,493	322	125	109	9	2	10	2,070	1,529	977	300	187	12	19	11	3,035	5,105
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,163	213	77	84	2	0	8	1,547	1,038	624	146	150	5	3	9	1,975	3,522
Administrative Law	23	3	2	0	0	0	0	28	43	17	5	2	0	0	1	68	96
Casino Control	6	5	1	1	1	0	0	14	8	9	1	0	1	0	0	19	33
Public Defender	229	79	40	15	6	2	0	371	391	290	130	27	6	16	0	860	1,231
Public Utilities	72	22	5	9	0	0	2	110	49	37	18	8	0	0	1	113	223
TOTAL EXECUTIVE DEPARTMENTS	16,821	5,933	2,935	1,434	113	29	38	27,303	13,415	11,688	3,606	1,577	109	43	37	30,475	57,778
JUDICIARY	1,625	409	316	110	4	6	0	2,470	3,333	1,834	1,154	249	23	12	0	6,605	9,075
LEGISLATIVE STAFF	188	15	8	16	0	0	0	227	184	36	21	14	0	0	0	255	482
TOTAL STATE GOVT WORKFORCE	18,634	6,357	3,259	1,560	117	35	38	30,000	16,932	13,558	4,781	1,840	132	55	37	37,335	67,335

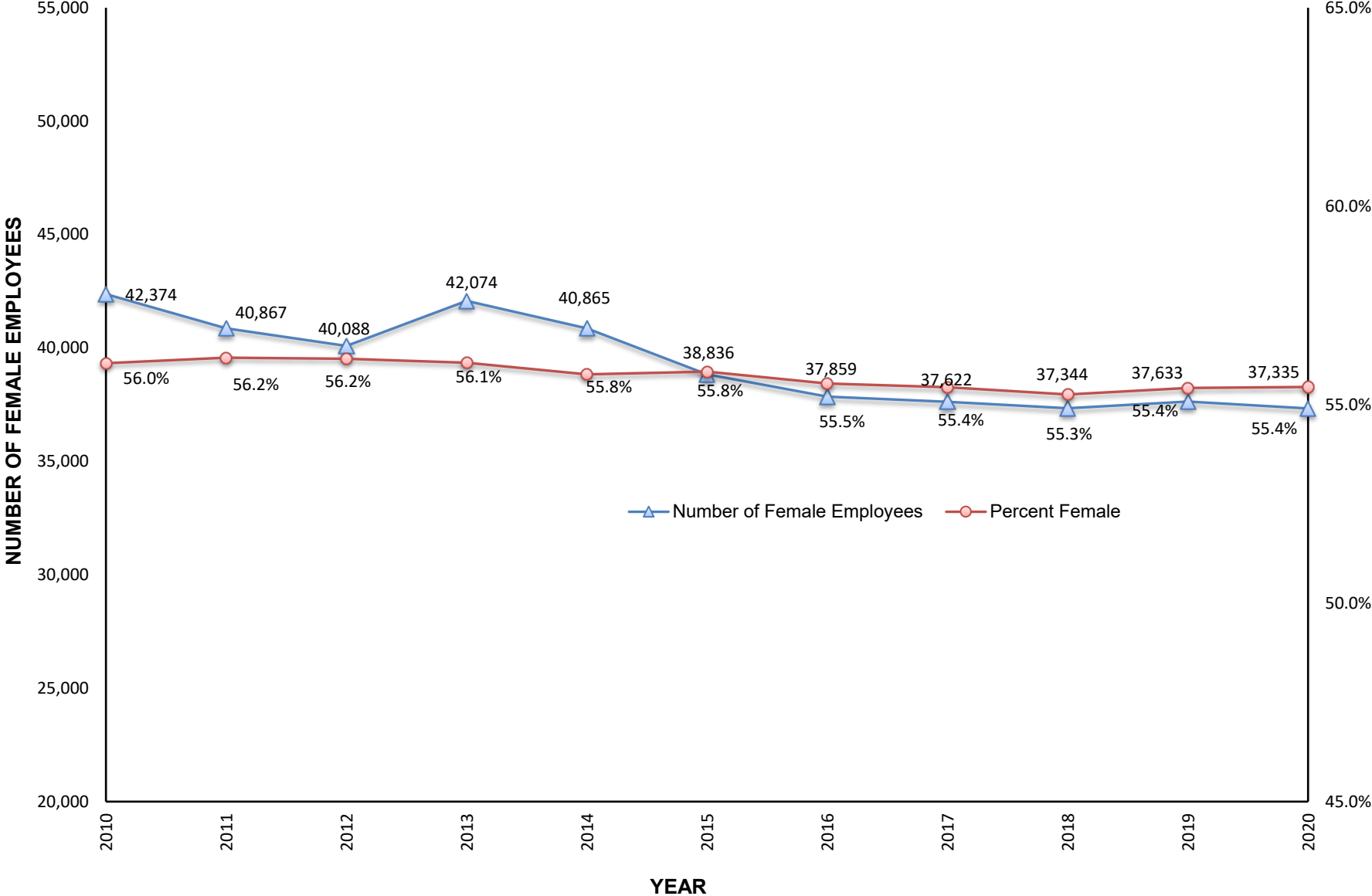
Data provided by the Civil Service Commission from automated personnel files.

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 (2010-2020)



STATE OF NEW JERSEY Women in the State Government Workforce (2010-2020)



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 (IBEW) 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 (SEIU), 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 41 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 8 percent of the workforce; the PBA, with 6 percent; and IFPTE, with 4 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

STATE OF NEW JERSEY

Union Representation of State Government Employees

Introduction

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 Employment 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 similar 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 2, 2019

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	88	0	10	2	0	0	0	0	0	0	0	0	0	0	0	100
BANKING & INSURANCE	200	0	16	10	0	0	0	0	0	0	0	0	0	0	0	226
CHILDREN & FAMILIES	5,663	337	89	7	0	0	0	0	0	0	0	0	0	0	0	6,096
COMMUNITY AFFAIRS	457	0	90	7	0	0	0	0	0	0	0	0	0	0	0	554
CORRECTIONS	1,162	194	187	14	0	0	0	0	3,701	387	521	43	0	0	0	6,209
<i>Corrections</i>	1,054	194	187	12	0	0	0	0	3,386	364	490	39	0	0	0	5,726
State Parole Board	108	0	0	2	0	0	0	0	315	23	31	4	0	0	0	483
EDUCATION	372	12	12	13	0	0	0	0	0	0	0	0	0	0	0	409
ENVIRONMENTAL PROTECTION	1,585	0	103	45	0	0	0	0	96	11	24	2	0	0	0	1,866
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	2,648	2,021	376	23	0	0	0	0	0	0	0	0	0	0	0	5,068
HUMAN SERVICES	2,986	2,177	463	30	0	0	0	0	59	4	12	0	0	0	0	5,731
INFORMATION TECHNOLOGY	351	0	7	9	0	0	0	0	0	0	0	0	0	0	0	367
LABOR	2,109	3	21	50	0	0	0	0	0	0	0	0	0	0	0	2,183
<i>Labor</i>	2,106	3	21	50	0	0	0	0	0	0	0	0	0	0	0	2,180
Civil Service Commission	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
LAW & PUBLIC SAFETY	1,575	117	428	48	0	1,446	974	219	228	33	38	3	0	0	0	5,109
<i>Law & Public Safety</i>	1,215	0	413	43	0	1,446	974	219	15	3	0	0	0	0	0	4,328
Homeland Security & Preparedness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Juvenile Justice	360	117	15	5	0	0	0	0	213	30	38	3	0	0	0	781
MILITARY & VETERANS AFFAIRS	426	585	117	10	0	0	0	0	0	0	0	0	0	0	0	1,138
STATE	160	0	1	13	0	0	0	0	0	0	0	0	0	0	0	174
<i>State (Includes Comm on Higher Education)</i>	78	0	1	5	0	0	0	0	0	0	0	0	0	0	0	84
Higher Educational Student Assistance	82	0	0	8	0	0	0	0	0	0	0	0	0	0	0	90
TRANSPORTATION	3,245	0	978	28	176	0	0	0	2	0	0	0	0	0	0	4,429
<i>Transportation</i>	1,571	0	922	12	0	0	0	0	2	0	0	0	0	0	0	2,507
Motor Vehicles	1,674	0	56	16	176	0	0	0	0	0	0	0	0	0	0	1,922
TREASURY	3,365	0	73	63	0	0	0	0	18	2	3	0	0	0	0	3,524
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,164	0	72	38	0	0	0	0	18	2	3	0	0	0	0	2,297
Administrative Law	36	0	0	1	0	0	0	0	0	0	0	0	0	0	0	37
Casino Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Defender	1,043	0	1	22	0	0	0	0	0	0	0	0	0	0	0	1,066
Public Utilities	122	0	0	2	0	0	0	0	0	0	0	0	0	0	0	124
TOTAL EXECUTIVE DEPARTMENTS	26,392	5,446	2,971	372	176	1,446	974	219	4,104	437	598	48	0	0	0	43,183
JUDICIARY	1,247	0	0	0	0	0	0	0	1	0	0	0	13	2,321	2,697	6,279
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	27,639	5,446	2,971	372	176	1,446	974	219	4,105	437	598	48	13	2,321	2,697	49,462
% OF UNION REPRESENTED EMPLOYEES	55.9%	11.0%	6.0%	0.8%	0.4%	2.9%	2.0%	0.4%	8.3%	0.9%	1.2%	0.1%	0.0%	4.7%	5.5%	100.0%
% OF STATE GOVT WORKFORCE*	41.0%	8.1%	4.4%	0.6%	0.3%	2.1%	1.4%	0.3%	6.1%	0.6%	0.9%	0.1%	0.0%	3.4%	4.0%	73.5%

*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 2, 2019

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	14
\$25,000-\$29,999.99	81	0	10	0	0	0	0	0	0	0	0	0	0	150	0	85	326
\$30,000-\$34,999.99	401	365	148	0	0	0	0	0	0	0	0	0	0	207	0	537	1,658
\$35,000-\$39,999.99	504	293	307	0	25	0	0	0	0	0	0	0	0	97	0	436	1,662
\$40,000-\$44,999.99	1,091	1,062	683	0	71	0	0	0	369	0	0	0	0	458	0	876	4,610
\$45,000-\$49,999.99	1,314	2,123	463	0	16	0	0	0	0	0	0	0	0	176	278	1,197	5,567
\$50,000-\$54,999.99	2,277	735	448	0	11	0	0	0	24	0	0	0	0	187	160	913	4,755
\$55,000-\$59,999.99	2,810	408	467	0	20	160	0	0	49	0	0	0	0	147	157	930	5,148
\$60,000-\$64,999.99	2,314	163	167	0	33	148	0	0	28	10	0	0	0	455	130	802	4,250
\$65,000-\$69,999.99	1,951	186	96	0	0	369	0	0	64	3	1	0	0	302	114	761	3,847
\$70,000-\$74,999.99	1,861	0	31	2	0	192	0	0	336	4	16	0	0	15	159	642	3,258
\$75,000-\$79,999.99	3,345	0	51	3	0	1	0	0	849	8	29	0	0	125	216	835	5,462
\$80,000-\$84,999.99	1,249	0	3	8	0	78	1	0	1,463	6	132	0	1	0	161	504	3,606
\$85,000-\$89,999.99	2,011	0	25	7	0	91	0	0	734	8	209	0	0	2	176	619	3,882
\$90,000-\$94,999.99	1,311	0	0	11	0	162	21	0	35	25	16	0	0	0	212	534	2,327
\$95,000-\$99,999.99	1,507	0	0	40	0	245	121	0	30	32	160	0	1	0	543	673	3,352
\$100,000-ABOVE	3,201	0	0	301	0	0	831	219	124	341	35	48	11	0	391	4,144	9,646
TOTAL	27,228	5,335	2,899	372	176	1,446	974	219	4,105	437	598	48	13	2,321	2,697	14,502	63,370

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

State College Employees Under the Civil Service 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 Civil Service 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 4,287 employees in State Colleges who hold positions with Civil Service System protections. As of July 2, 2019, there were 1,632 employees whose titles were in the competitive division and 2,655 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY

State College Employees Under the Civil Service System by Service Division

July 2, 2019

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	119	110	229
MONTCLAIR STATE UNIVERSITY	280	467	747
NEW JERSEY CITY UNIVERSITY	147	403	550
RAMAPO COLLEGE OF NEW JERSEY	76	174	250
ROWAN UNIVERSITY	383	529	912
STATE LIBRARY	31	30	61
STOCKTON UNIVERSITY	209	396	605
THE COLLEGE OF NEW JERSEY	116	312	428
THOMAS EDISON STATE UNIVERSITY	25	19	44
WILLIAM PATERSON UNIVERSITY	246	215	461
TOTAL STATE COLLEGES	1,632	2,655	4,287

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

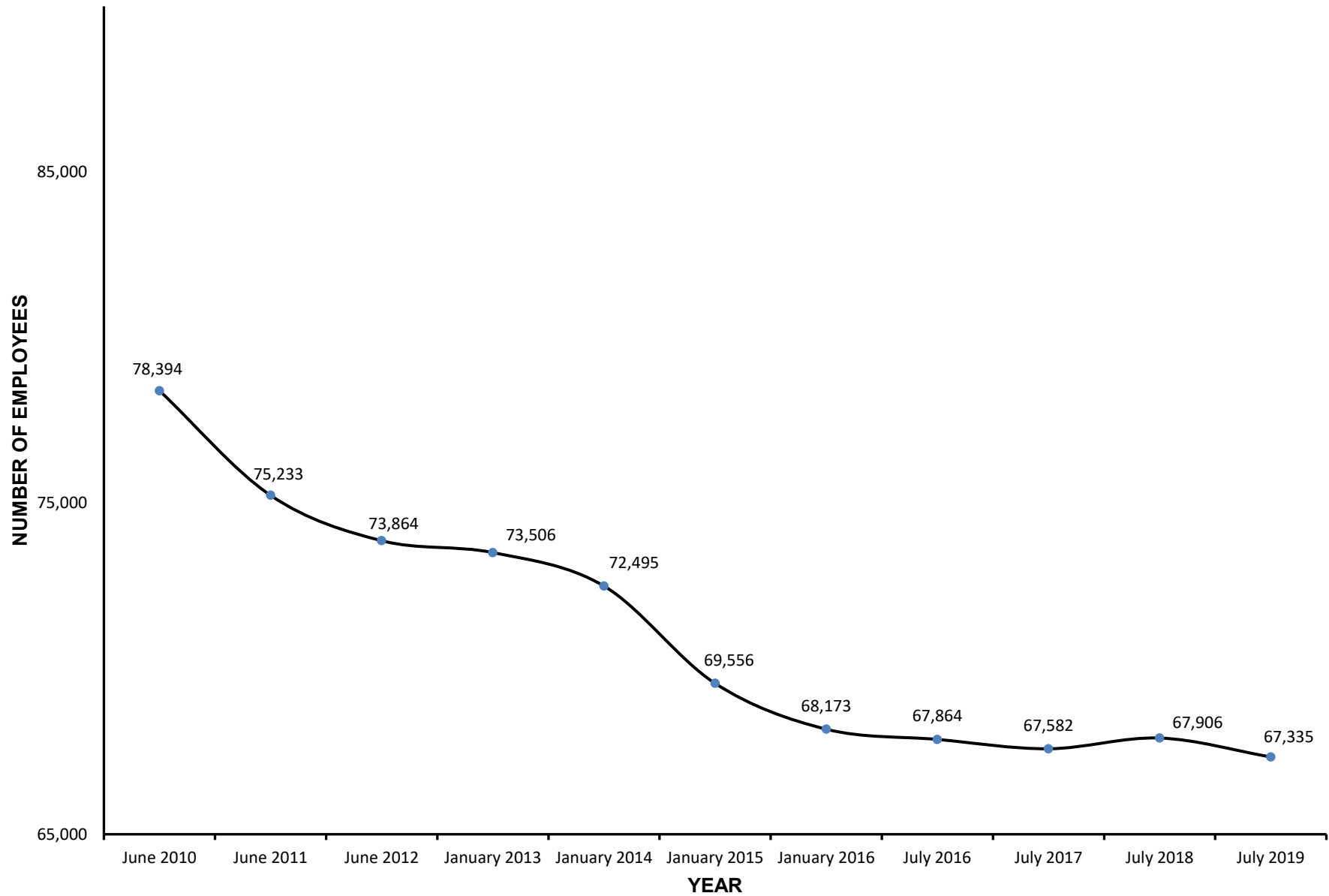
State Government Workforce Ten Year Historical Trend Data

Introduction

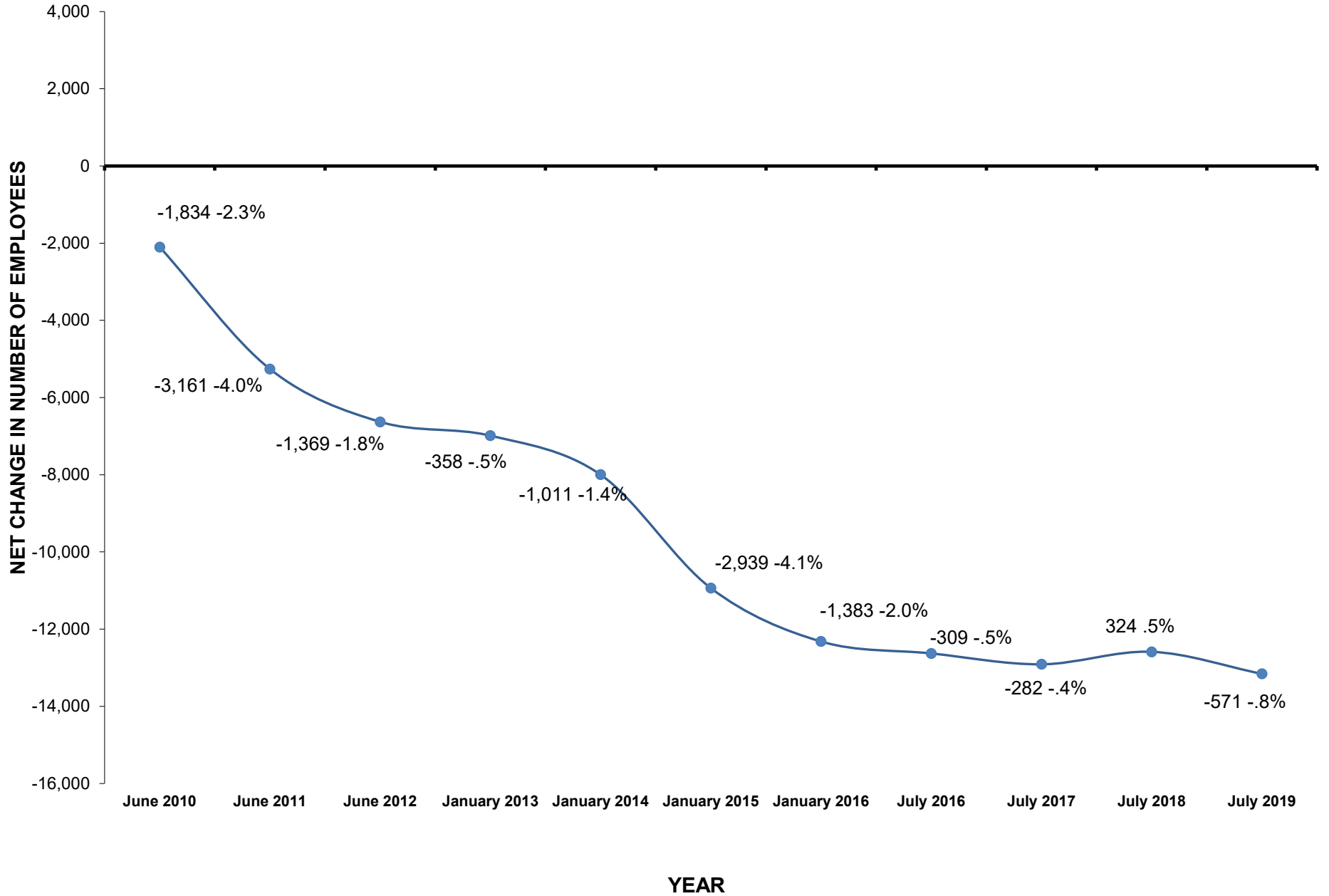
The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments that house them or are reported as "Other State Government Employment" on Page 11.

Page 43 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.

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

Local Government Civil Service 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 Civil Service System.

The New Jersey Civil Service Commission administers a Civil Service 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 Civil Service System legislation.

Recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey, excluding education (June 2019), indicate total employment of approximately 150,893. Thus, the employees in Civil Service System jurisdictions who do not work in school districts (the vast majority of the 101,136 identified in our records) represent about 67 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 Civil Service System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government, employees are not authorized to hold more than one job at a time; in local government, it is not unusual for one employee to hold several part-time jobs concurrently. There are 2,250 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 103,530 jobs rather than 101,136 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 Civil Service system jobs, even if we cannot draw comparisons between the two workforces as such.

STATE OF NEW JERSEY

Local Government Civil Service System Jobs

Introduction

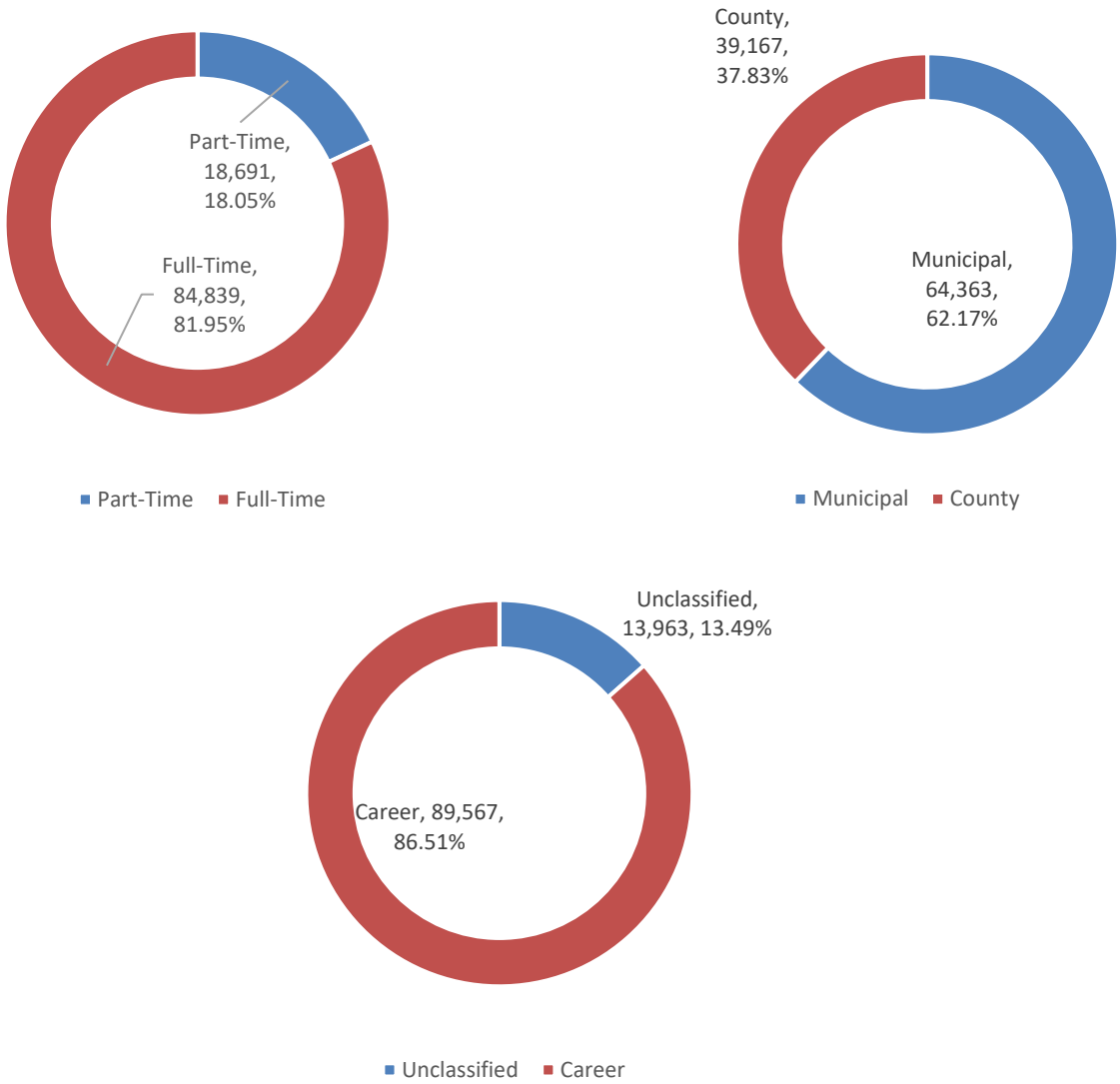
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, race, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which 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 Civil Service 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 Civil Service system are county jobs. Approximately 86.5 percent of local jobs are in the Career Service. Reflecting both population distribution and the geographic spread of the Civil Service system, most of the local government jobs are in North Jersey; approximately 47.9 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 Civil Service System jobs. Approximately one out of six State Government jobs is in the Unclassified Service, compared with about one out of eight local government Civil Service system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the wider geographic distribution of local government Civil Service system jobs. Finally, the occupational breakdown of local government Civil Service 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 Civil Service 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 Civil Service System Jobs
 Quantitative Summary
 July 2, 2019



Data from the Civil Service Commission CAMPS.
 Percentages refer to the Number of Local Govt. Civil Service System Jobs as of July 2, 2019: 103,530.

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

July 2, 2019

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	1,090	433	1,523	259	1,782	1,327	582	1,909	358	2,267	3,432	617	4,049
BERGEN	1,667	1,256	2,923	359	3,282	2,181	1,497	3,678	828	4,506	6,601	1,187	7,788
BURLINGTON	1,066	434	1,500	198	1,698	1,139	799	1,938	525	2,463	3,438	723	4,161
CAMDEN	1,925	518	2,443	479	2,922	1,393	755	2,148	589	2,737	4,591	1,068	5,659
CAPE MAY	545	514	1,059	141	1,200	1,024	1,094	2,118	243	2,361	3,177	384	3,561
CUMBERLAND	667	209	876	160	1,036	1,072	1,101	2,173	211	2,384	3,049	371	3,420
ESSEX	2,256	972	3,228	489	3,717	6,083	2,517	8,600	1,103	9,703	11,828	1,592	13,420
GLOUCESTER	782	461	1,243	168	1,411	322	199	521	67	588	1,764	235	1,999
HUDSON	1,784	917	2,701	476	3,177	5,521	4,392	9,913	1,189	11,102	12,614	1,665	14,279
HUNTERDON	328	90	418	110	528	0	0	0	0	0	418	110	528
MERCER	1,149	361	1,510	265	1,775	1,866	666	2,532	277	2,809	4,042	542	4,584
MIDDLESEX	1,257	752	2,009	292	2,301	2,185	1,677	3,862	516	4,378	5,871	808	6,679
MONMOUTH	1,960	452	2,412	258	2,670	1,556	755	2,311	654	2,965	4,723	912	5,635
MORRIS	919	421	1,340	247	1,587	1,059	511	1,570	288	1,858	2,910	535	3,445
OCEAN	2,083	843	2,926	292	3,218	1,819	1,329	3,148	489	3,637	6,074	781	6,855
PASSAIC	1,293	961	2,254	287	2,541	2,571	1,264	3,835	550	4,385	6,089	837	6,926
SALEM	451	78	529	88	617	40	38	78	27	105	607	115	722
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	380	177	557	111	668	394	225	619	218	837	1,176	329	1,505
UNION	1,429	721	2,150	284	2,434	2,901	1,201	4,102	604	4,706	6,252	888	7,140
WARREN	396	92	488	104	592	220	192	412	160	572	900	264	1,164
TOTAL	23,438	10,662	34,100	5,067	39,167	34,673	20,794	55,467	8,896	64,363	89,567	13,963	103,530

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

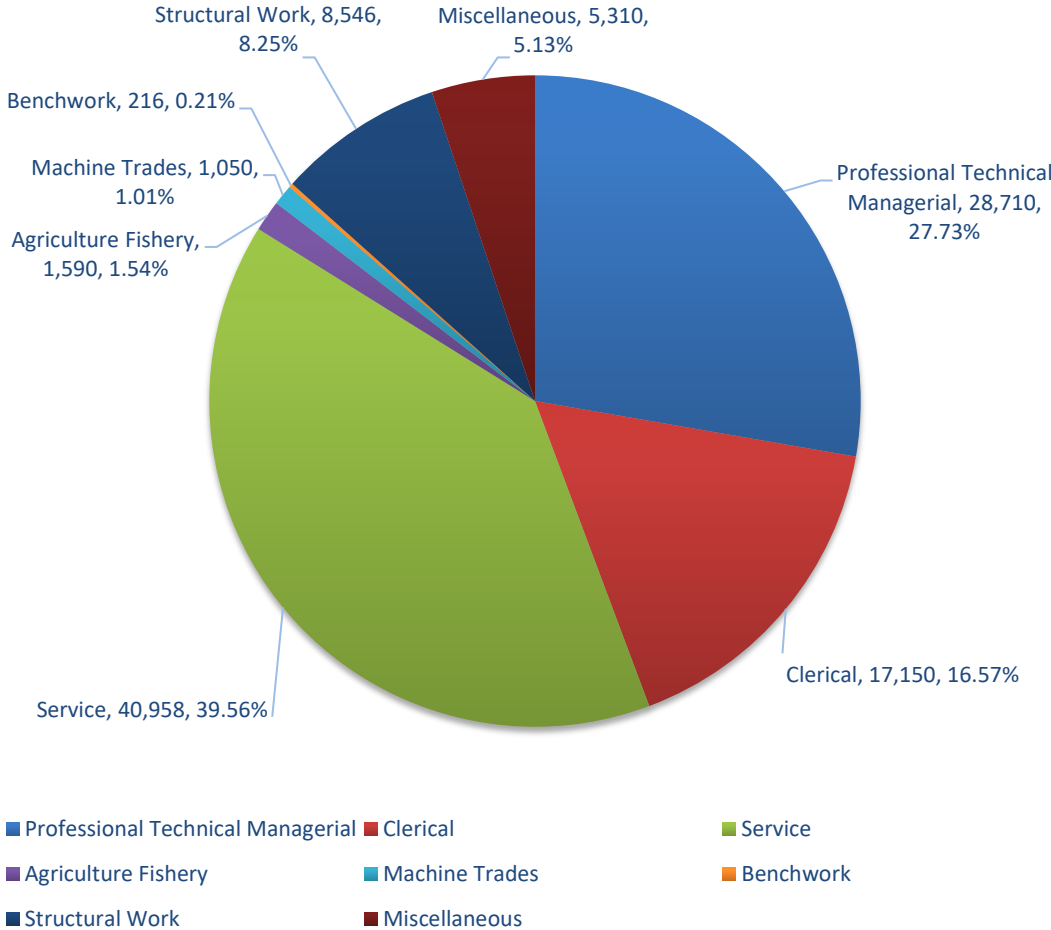
STATE OF NEW JERSEY - LOCAL GOVERNMENT CIVIL SERVICE SYSTEM JOBS
Distribution by Location, Level of Government, and Work Schedule

July 2, 2019

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,662	120	1,782	1,805	462	2,267	3,467	582	4,049
BERGEN	2,522	760	3,282	3,071	1,435	4,506	5,593	2,195	7,788
BURLINGTON	1,537	161	1,698	1,656	807	2,463	3,193	968	4,161
CAMDEN	2,593	329	2,922	1,891	846	2,737	4,484	1,175	5,659
CAPE MAY	1,096	104	1,200	1,571	790	2,361	2,667	894	3,561
CUMBERLAND	959	77	1,036	1,916	468	2,384	2,875	545	3,420
ESSEX	3,593	124	3,717	8,558	1,145	9,703	12,151	1,269	13,420
GLOUCESTER	1,156	255	1,411	457	131	588	1,613	386	1,999
HUDSON	3,022	155	3,177	8,434	2,668	11,102	11,456	2,823	14,279
HUNTERDON	454	74	528	0	0	0	454	74	528
MERCER	1,652	123	1,775	2,384	425	2,809	4,036	548	4,584
MIDDLESEX	2,232	69	2,301	3,103	1,275	4,378	5,335	1,344	6,679
MONMOUTH	2,595	75	2,670	2,104	861	2,965	4,699	936	5,635
MORRIS	1,440	147	1,587	1,383	475	1,858	2,823	622	3,445
OCEAN	2,809	409	3,218	2,874	763	3,637	5,683	1,172	6,855
PASSAIC	2,313	228	2,541	3,453	932	4,385	5,766	1,160	6,926
SALEM	510	107	617	80	25	105	590	132	722
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	531	137	668	522	315	837	1,053	452	1,505
UNION	2,235	199	2,434	3,819	887	4,706	6,054	1,086	7,140
WARREN	532	60	592	304	268	572	836	328	1,164
TOTAL	35,454	3,713	39,167	49,385	14,978	64,363	84,839	18,691	103,530

STATE OF NEW JERSEY
Local Government Civil Service System Jobs by Occupational Group

July 2, 2019



Data provided by the Civil Service Commission from CAMPS.
 Classification system based on the Civil Service Commission Occupational Code Dictionary.
 Percentages refer to the total number of local government Civil Service System jobs as of 7/2/19: 103,530

STATE OF NEW JERSEY

Distribution of Local Government Civil Service System Jobs by Occupational Group

July 2, 2019

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	309	220	529
	01 ENV ENGR-ARCHITECTURE	19	15	34
	02 PHYSICAL SCI-STATS	135	72	207
	04 LIFE SCIENCES	49	6	55
	05 SOCIAL SCIENCES	456	784	1,240
	06 SOCIAL-PSYCH SERVICES	1,893	197	2,090
	07 MEDICAL-HEALTH SERVICES	1,414	1,439	2,853
	09 EDUCATION	413	1,660	2,073
	10 MUSEUM/LIBRARY/ARCHIVES	1,571	1,930	3,501
	11 LAW	1,293	760	2,053
	12 INFO PROCESSING SYSTEMS	561	327	888
	13 WRITING	41	59	100
	14 ART	38	29	67
	15 FINANCE	425	586	1,011
	16 ADMINISTRATION	4,267	2,500	6,767
	17 INSPECTIONS/INVESTIGATIONS	664	2,251	2,915
	18 RECREATION	511	1,790	2,301
	19 BROADCASTING/TRANSMITTING	4	22	26
	CLERICAL	20 GENERAL CLERICAL	5,938	6,471
21 FINANCE CLERICAL		456	923	1,379
22 STOCK-STORAGE-INVENTORY		93	62	155
24 INFO-MSG DISTRIBUTION		1,392	1,815	3,207
SERVICE	30 BLDG-FACILITY SERVICES	963	1,990	2,953
	31 FOOD SERVICES	256	492	748
	33 BARBERING/COSMETOLOGY	2	0	2
	35 DIRECT CARE	454	40	494
	36 PROTECTIVE SERVICES	10,175	26,586	36,761
AGRICULTURE FISHERY	40 PLANTING-GARDENING	567	618	1,185
	41 ANIMAL FARMING	248	148	396
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	4	4	8
MACHINE TRADES	60 MACHINERY REPAIR	345	680	1,025
	65 PRINTING	20	5	25
BENCHWORK	70 TECHNICAL REPAIR	3	17	20
	72 ELECTRICAL REPAIR	91	105	196
STRUCTURAL WORK	80 SKILLED TRADES	323	331	654
	81 STRUCTURAL MAINTENANCE	1,789	6,103	7,892
MISCELLANEOUS	90 TRANSPORTATION	871	1,843	2,714
	91 UTILITIES	269	685	954
	92 NOT CODED ELSEWHERE	845	797	1,642
TOTAL		39,167	64,363	103,530

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

Appendix

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2019

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

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2019

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
Hackettstown Municipal Utilities Authority
Haddon Township Housing Authority
Hamilton Township (Mercer County)
Hamilton Fire Districts (8) (Mercer County)

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2019

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

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2019

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

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2019

Runnemede Borough
Rutherford Borough
Rutherford Library
Saddle Brook Township
Saddle Brook Library
Salem City
Salem City Library
Sayreville Borough
Scotch Plains
Scotch Plains Library
Sea Isle City
Seaside Heights
Seaside Park
Somerdale Borough
Somers Point
South Amboy
South Amboy Library
South Orange Village
South Orange Library
South Plainfield
South Plainfield Library
South Toms River
Sparta Township
Sparta Library
Stanhope Borough
Stillwater Township
Stratford Borough
Teaneck Township

Teaneck Library
Trenton
Trenton Library
Union Beach
Union City (Hudson County)
Union City Library
Union Township (Union County)
Union Township Library (Union County)
Upper Township (Cape May County)
Ventnor City
Vernon Township
Verona Township
Verona Township Library
Vineland City
Vineland Library
Vineland School District
Voorhees Township
Voorhees Township Fire District (1)
Waldwick Borough
Waldwick Library
Wallington Borough
Wallington JFK Memorial Library
Wanaque Borough
Wanaque Library
Wantage Township
Washington Borough (Warren County)

Weehawken Township
Weehawken Library
Weehawken School District
West Milford Township
West Milford Library
West Milford Municipal Utilities Authority
West New York
West New York Library
West Orange Township
West Orange Library
White Township
Wildwood City
Wildwood City Housing Authority
Wildwood Crest Borough
Willingboro
Willingboro Library
Willingboro Municipal Utilities Authority
Winslow Township
Winslow Township Fire District (1)
Woodbine Borough
Woodbridge Township
Woodbridge Library
Woodbridge Fire Districts (9)
Woodland Park Borough (formerly West Paterson)

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2019

Woodland Park - Alfred H. Baumann Free
Public Library
Woodlynne Borough
Wood-Ridge Borough
Wood-Ridge Library