



STATE GOVERNMENT 2021 WORKFORCE PROFILE WITH SELECT LOCAL DATA



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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 2021 State Government Workforce Profile. The Workforce Profile provides a breakdown of employees compensated through Centralized Payroll and provides a snapshot of the ways in which New Jersey's workforce is deployed throughout the State. This breakdown includes information about all State departments and agencies, including the "in but not of" agencies in constitutionally authorized departments, and is determined by several important factors such as demographics, average salary, education levels, and the counties in which they are located.

The core mission of the CSC is to advance the New Jersey State government with fair and efficient human resources that are responsive to the needs of the Civil Service workforce. The mission is carried out daily as the CSC continues to provide excellent customer service, regulatory oversight, and information to 15 State departments, 20 counties, 384 local jurisdictions, 9 State colleges/universities, some school districts and approximately 15 other various commissions and agencies. These organizations include over 60,000 dedicated employees who provide a broad range of essential services to the residents of New Jersey.

It is with the utmost importance that our State's Civil Service workforce attracts and retains a group of diverse and high-performing employees who deliver the best quality service to New Jersey's residents. One of the most important services we provide is generating this annual State Government 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 OF NEW JERSEY

State Government Workforce Profile 2021

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State Government Workforce Profile 2021

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 1, 2020, comparisons of the workforce at the end of Fiscal Year 2020 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2021.

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 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.
- The transition to work from home in March 2020 during the COVID-19 pandemic.

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 2021

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 2018 and July 2019 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 1.5 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				
	7/7/2018	7/2/2019	7/1/2020	CHANGE OVER 2 YEARS	
AGRICULTURE	209	204	201	- 8	-3.8%
BANKING & INSURANCE	453	435	441	- 12	-2.6%
CHILDREN & FAMILIES	6,843	6,823	6,777	- 66	-1.0%
COMMUNITY AFFAIRS	897	827	864	- 33	-3.7%
CORRECTIONS	8,781	8,746	8,523	- 258	-2.9%
<i>Corrections</i>	8,220	8,164	7,938	- 282	-3.4%
State Parole Board	561	582	585	+ 24	4.3%
EDUCATION	690	654	642	- 48	-7.0%
ENVIRONMENTAL PROTECTION	2,667	2,627	2,659	- 8	-0.3%
GOVERNOR'S OFFICE	108	118	115	+ 7	6.5%
HEALTH	6,261	6,145	6,082	- 179	-2.9%
HUMAN SERVICES	7,081	7,131	6,959	- 122	-1.7%
INFORMATION TECHNOLOGY	618	593	586	- 32	-5.2%
LABOR	3,044	3,034	2,989	- 55	-1.8%
<i>Labor</i>	2,808	2,787	2,741	- 67	-2.4%
Civil Service Commission	236	247	248	+ 12	5.1%
LAW & PUBLIC SAFETY	8,024	7,868	7,825	- 199	-2.5%
<i>Law & Public Safety</i>	6,729	6,551	6,519	- 210	-3.1%
Homeland Security & Preparedness	93	93	104	+ 11	11.8%
Juvenile Justice	1,202	1,224	1,202	+ 0	0.0%
MILITARY & VETERANS AFFAIRS	1,511	1,518	1,538	+ 27	1.8%
STATE	299	299	295	- 4	-1.3%
<i>State (Includes Comm on Higher Education)</i>	160	166	166	+ 6	3.8%
Higher Educational Student Assistance	139	133	129	- 10	-7.2%
TRANSPORTATION	5,602	5,651	5,877	+ 275	4.9%
<i>Transportation</i>	3,196	3,239	3,230	+ 34	1.1%
Motor Vehicles	2,406	2,412	2,647	+ 241	10.0%
TREASURY	5,150	5,105	4,985	- 165	-3.2%
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,553	3,522	3,395	- 158	-4.4%
Administrative Law	96	96	96	+ 0	0.0%
Casino Control	34	33	33	- 1	-2.9%
Public Defender	1,254	1,231	1,248	- 6	-0.5%
Public Utilities	213	223	213	+ 0	0.0%
TOTAL EXECUTIVE DEPARTMENTS	58,238	57,778	57,358	- 880	-1.5%
JUDICIARY	9,178	9,075	9,027	- 151	-1.6%
LEGISLATIVE STAFF	490	482	479	- 11	-2.2%
TOTAL STATE GOVT WORKFORCE	67,906	67,335	66,864	- 1,042	-1.5%

DEMOGRAPHICS
07/01/2020

AGE

Average: 46 years
Median: 46 years

LENGTH OF SERVICE

Average: 10 years
Median: 9 years

SALARY *

Average: \$77,600
Median: \$73,888

GENDER

Female: 37,169 (55.6%)
Male: 29,692 (44.4%)

MINORITY EMPLOYEES

31,911 (47.7%)

UNION REPRESENTATION

47,979 (71.8%)

* 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 1, 2020. 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. Titles within “Career Service” are subject to the provisions of N.J.S.A. 11A and N.J.A.C. 4A and include both Competitive (permanent titles in the career service subject to the competitive examination procedures of N.J.A.C. 4A:4-2) and Non-Competitive (permanent titles in the career service for which competitive testing is not required due to the nature of the knowledge, skills, and abilities associated with the job or difficulties associated with recruiting) titles. Additional classes of service on Page 8 include Senior Executive Service (positions with substantial managerial, policy influencing or policy executing responsibilities not included in the career or unclassified service and are excluded from collective bargaining) and Unclassified (positions and job titles outside of the Senior Executive Service, not subject to the tenure provisions of N.J.S.A. 11A, unless otherwise specified).

STATE OF NEW JERSEY

Statistics by Agency

Introduction

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.

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.

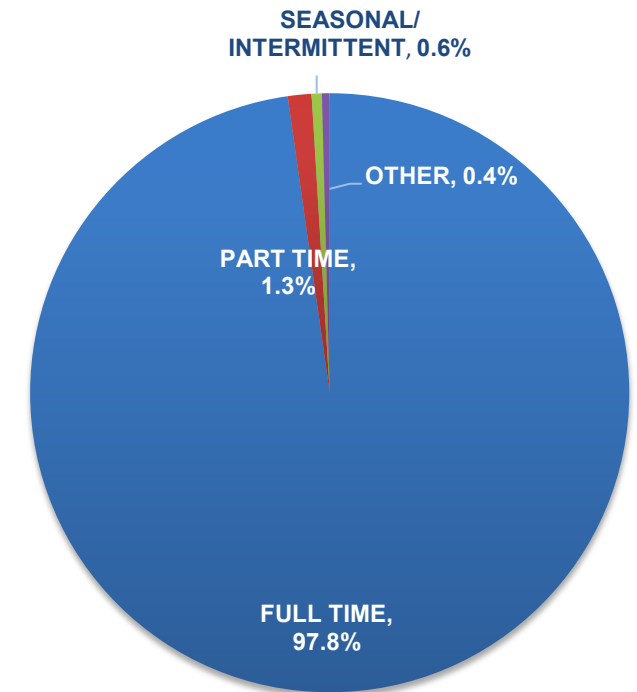
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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 1, 2020

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	199	2	0	0	201
BANKING & INSURANCE	432	2	0	7	441
CHILDREN & FAMILIES	6,721	56	0	0	6,777
COMMUNITY AFFAIRS	864	0	0	0	864
CORRECTIONS	8,521	2	0	0	8,523
<i>Corrections</i>	7,936	2	0	0	7,938
State Parole Board	585	0	0	0	585
EDUCATION	640	2	0	0	642
ENVIRONMENTAL PROTECTION	2,651	3	5	0	2,659
GOVERNOR'S OFFICE	115	0	0	0	115
HEALTH	5,831	251	0	0	6,082
HUMAN SERVICES	6,789	170	0	0	6,959
INFORMATION TECHNOLOGY	584	2	0	0	586
LABOR	2,801	63	116	9	2,989
<i>Labor</i>	2,558	61	116	6	2,741
Civil Service Commission	243	2	0	3	248
LAW & PUBLIC SAFETY	7,575	2	0	248	7,825
<i>Law & Public Safety</i>	6,271	0	0	248	6,519
Homeland Security & Preparedness	104	0	0	0	104
Juvenile Justice	1,200	2	0	0	1,202
MILITARY & VETERANS AFFAIRS	1,520	18	0	0	1,538
STATE	290	5	0	0	295
<i>State (Includes Comm on Higher Education)</i>	162	4	0	0	166
Higher Educational Student Assistance	128	1	0	0	129
TRANSPORTATION	5,620	251	0	6	5,877
<i>Transportation</i>	3,224	0	0	6	3,230
Motor Vehicles	2,396	251	0	0	2,647
TREASURY	4,729	1	247	8	4,985
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,140	0	247	8	3,395
Administrative Law	96	0	0	0	96
Casino Control	33	0	0	0	33
Public Defender	1,247	1	0	0	1,248
Public Utilities	213	0	0	0	213
TOTAL EXECUTIVE DEPARTMENTS	55,882	830	368	278	57,358
JUDICIARY	9,008	19	0	0	9,027
LEGISLATIVE STAFF	475	3	1	0	479
TOTAL STATE GOVT WORKFORCE	65,365	852	369	278	66,864



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

Data provided by the Civil Service Commission from automated personnel files.
 Percentages refer to the total State Government workforce as of 07/01/2020 66,864.

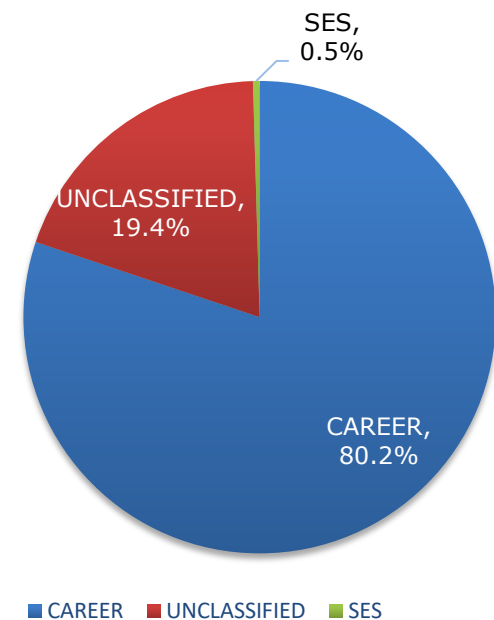
STATE OF NEW JERSEY
State Government Employees in Pay Status by Work Schedule
 July 1, 2020

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	196	2	0	0	198
BANKING & INSURANCE	428	1	0	0	429
CHILDREN & FAMILIES	6,239	56	0	0	6,295
COMMUNITY AFFAIRS	832	0	0	0	832
CORRECTIONS	8,161	2	0	0	8,163
<i>Corrections</i>	7,596	2	0	0	7,598
State Parole Board	565	0	0	0	565
EDUCATION	545	2	0	0	547
ENVIRONMENTAL PROTECTION	2,623	3	5	0	2,631
GOVERNOR'S OFFICE	103	0	0	0	103
HEALTH	5,465	205	0	0	5,670
HUMAN SERVICES	6,472	143	0	0	6,615
INFORMATION TECHNOLOGY	581	2	0	0	583
LABOR	2,762	61	51	0	2,874
<i>Labor</i>	2,521	59	51	0	2,631
Civil Service Commission	241	2	0	0	243
LAW & PUBLIC SAFETY	7,634	2	0	0	7,636
<i>Law & Public Safety</i>	6,375	0	0	0	6,375
Homeland Security & Preparedness	104	0	0	0	104
Juvenile Justice	1,155	2	0	0	1,157
MILITARY & VETERANS AFFAIRS	1,429	17	0	0	1,446
STATE	285	5	0	0	290
<i>State (Includes Comm on Higher Education)</i>	160	4	0	0	164
Higher Educational Student Assistance	125	1	0	0	126
TRANSPORTATION	5,433	240	0	0	5,673
<i>Transportation</i>	3,088	0	0	0	3,088
Motor Vehicles	2,345	240	0	0	2,585
TREASURY	4,611	1	26	0	4,638
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,052	0	26	0	3,078
Administrative Law	96	0	0	0	96
Casino Control	32	0	0	0	32
Public Defender	1,228	1	0	0	1,229
Public Utilities	203	0	0	0	203
TOTAL EXECUTIVE DEPARTMENTS	53,799	742	82	0	54,623
JUDICIARY	8,913	19	0	0	8,932
LEGISLATIVE STAFF	467	3	0	0	470
TOTAL STATE GOVT WORKFORCE	63,179	764	82	0	64,025

STATE OF NEW JERSEY
Distribution of State Government Employee Titles by Service Division

July 1, 2020

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	145	27	172	2	27	201
BANKING & INSURANCE	308	73	381	1	59	441
CHILDREN & FAMILIES	5,786	649	6,435	84	258 ¹	6,777
COMMUNITY AFFAIRS	765	45	810	0	54	864
CORRECTIONS	8,111	118	8,229	2	292	8,523
<i>Corrections</i>	7,558	108	7,666	2	270 ²	7,938
State Parole Board	553	10	563	0	22	585
EDUCATION	142	314	456	0	186 ³	642
ENVIRONMENTAL PROTECTION	2,121	435	2,556	1	102	2,659
GOVERNOR'S OFFICE	3	0	3	0	112	115
HEALTH	3,845	1,979	5,824	13	245	6,082
HUMAN SERVICES	4,707	1,977	6,684	21	254 ⁴	6,959
INFORMATION TECHNOLOGY	445	104	549	9	28	586
LABOR	2,396	365	2,761	36	192	2,989
<i>Labor</i>	2,196	343	2,539	21	181 ⁵	2,741
Civil Service Commission	200	22	222	15	11	248
LAW & PUBLIC SAFETY	2,619	760	3,379	8	4,438	7,825
<i>Law & Public Safety</i>	1,650	600	2,250	7	4,262 ⁶	6,519
Homeland Security & Preparedness	68	10	78	0	26	104
Juvenile Justice	901	150	1,051	1	150 ⁷	1,202
MILITARY & VETERANS AFFAIRS	648	739	1,387	0	151 ⁸	1,538
STATE	135	21	156	0	139	295
<i>State (Includes Comm on Higher Education)</i>	82	16	98	0	68	166
Higher Educational Student Assistance	53	5	58	0	71	129
TRANSPORTATION	4,290	1,418	5,708	62	107	5,877
<i>Transportation</i>	2,842	290	3,132	49	49	3,230
Motor Vehicles	1,448	1,128	2,576	13	58	2,647
TREASURY	3,342	494	3,836	64	1,085	4,985
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,666	383	3,049	39	307 ⁹	3,395
Administrative Law	44	5	49	0	47	96
Casino Control	2	0	2	0	31	33
Public Defender	507	92	599	8	641 ¹⁰	1,248
Public Utilities	123	14	137	17	59	213
TOTAL EXECUTIVE DEPARTMENTS	39,808	9,518	49,326	303	7,729	57,358
JUDICIARY	3,237	1033	4,270	0	4,757 ¹¹	9,027
LEGISLATIVE STAFF	0	0	0	0	479 ¹²	479
TOTAL STATE GOVT WORKFORCE	43,045	10,551	53,596	303	12,965	66,864



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 1, 2020

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY	MEDIAN SALARY	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$76,119	\$74,776	10
BANKING & INSURANCE	49	\$80,011	\$79,466	10
CHILDREN & FAMILIES	44	\$75,844	\$78,418	8
COMMUNITY AFFAIRS	52	\$74,608	\$71,613	9
CORRECTIONS	43	\$81,056	\$82,936	9
<i>Corrections</i>	42	\$73,167	\$75,689	9
State Parole Board	43	\$88,945	\$90,183	10
EDUCATION	51	\$92,626	\$97,644	10
ENVIRONMENTAL PROTECTION	46	\$80,172	\$81,069	13
GOVERNOR'S OFFICE	37	\$83,549	\$70,000	5
HEALTH	49	\$68,021	\$58,489	9
HUMAN SERVICES	49	\$65,348	\$56,215	11
INFORMATION TECHNOLOGY	51	\$92,415	\$94,421	11
LABOR	49	\$77,453	\$74,403	12
<i>Labor</i>	52	\$73,715	\$68,636	12
Civil Service Commission	47	\$81,191	\$80,170	12
LAW & PUBLIC SAFETY	45	\$83,441	\$84,917	9
<i>Law & Public Safety</i>	44	\$85,023	\$84,917	10
Homeland Security & Preparedness	45	\$94,809	\$93,103	7
Juvenile Justice	46	\$70,492	\$66,710	10
MILITARY & VETERANS AFFAIRS	50	\$55,211	\$50,795	8
STATE	52	\$80,832	\$76,368	10
<i>State (Includes Comm on Higher Education)</i>	50	\$84,715	\$81,866	9
Higher Educational Student Assistance	54	\$76,949	\$70,870	11
TRANSPORTATION	46	\$64,448	\$59,572	9
<i>Transportation</i>	46	\$69,363	\$63,262	10
Motor Vehicles	46	\$59,532	\$55,883	8
TREASURY	49	\$88,715	\$78,418	11
<i>Treasury (Incl Minor Boards & Commissions)</i>	48	\$76,342	\$73,116	11
Administrative Law	53	\$111,452	\$108,787	10
Casino Control	52	\$80,931	\$70,508	15
Public Defender	45	\$83,437	\$78,418	8
Public Utilities	49	\$91,414	\$89,700	12
AVERAGE EXECUTIVE DEPARTMENTS	48	\$77,639	\$76,368	10
JUDICIARY	46	\$76,134	\$67,263	9
LEGISLATIVE STAFF	45	\$79,026	\$73,888	9
AVERAGE STATE GOVT WORKFORCE	46	\$77,600	\$73,888	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 1, 2020

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	113	56	0	32	201
BANKING & INSURANCE	437	0	0	4	441
CHILDREN & FAMILIES	4,966	1,548	0	263	6,777
COMMUNITY AFFAIRS	539	255	15	55	864
CORRECTIONS	8,321	20	125	57	8,523
<i>Corrections</i>	7,736	20	125	57	7,938
State Parole Board	585	0	0	0	585
EDUCATION	362	144	5	131	642
ENVIRONMENTAL PROTECTION	2,540	30	0	89	2,659
GOVERNOR'S OFFICE	102	0	13	0	115
HEALTH	5,330	395	126	231	6,082
HUMAN SERVICES	3,724	3,182	0	53	6,959
INFORMATION TECHNOLOGY	0	0	586	0	586
LABOR	767	2,218	0	4	2,989
<i>Labor</i>	519	2,218	0	4	2,741
Civil Service Commission	248	0	0	0	248
LAW & PUBLIC SAFETY	6,519	84	0	1,222	7,825
<i>Law & Public Safety</i>	5,375	64	0	1,080	6,519
Homeland Security & Preparedness	85	19	0	0	104
Juvenile Justice	1,059	1	0	142	1,202
MILITARY & VETERANS AFFAIRS	1,364	174	0	0	1,538
STATE	160	6	0	129	295
<i>State (Includes Comm on Higher Education)</i>	160	6	0	0	166
Higher Educational Student Assistance	0	0	0	129	129
TRANSPORTATION	2,326	896	0	2,655	5,877
<i>Transportation</i>	2,326	896	0	8	3,230
Motor Vehicles	0	0	0	2,647	2,647
TREASURY	4,246	53	227	459	4,985
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,713	49	227	406	3,395
Administrative Law	87	4	0	5	96
Casino Control	0	0	0	33	33
Public Defender	1,248	0	0	0	1,248
Public Utilities	198	0	0	15	213
TOTAL EXECUTIVE DEPARTMENTS	41,816	9,061	1,097	5,384	57,358
JUDICIARY	7,593	1,224	0	210	9,027
LEGISLATIVE STAFF	479	0	0	0	479
TOTAL STATE GOVT WORKFORCE	49,888	10,285	1,097	5,594	66,864

STATE OF NEW JERSEY
Other State Government Employment

July 1, 2020

AGENCY	FULL TIME	PART TIME	TOTAL 2021	TOTAL 2020	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	69	1	70	74	-4	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1,4}	111	3	114	123	-9	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION ¹	33	2	35	34	1	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	365	20	385	385	0	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1,2}	894	1	895	893	2	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	277	0	277	297	-20	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	4	1	5	4	1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	245	1	246	211	35	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	15	0	15	14	1	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	22	0	22	22	0	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,374	456	1,830	1,855	-25	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	11	0	11	12	-1	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	179	0	179	218	-39	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	141	181	322	353	-31	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	11,694	73	11,767	11,472	295	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	2,014	451	2,465	2,505	-40	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	114	0	114	115	-1	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	121	2	123	120	3	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1,4}	81	26	107	114	-7	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	585	0	585	575	10	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	222	0	222	236	-14	WATER SALE REVENUES
PINELANDS COMMISSION	40	1	41	43	-2	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3}	8,274	13	8,287	8,289	-2	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	57	0	57	57	0	SEWAGE FEES
RUTGERS	19,040	3,520	22,560	23,824	-1,264	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	106	6	112	110	2	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	283	114	397	396	1	TOLL REVENUE
STATE COLLEGES	10,738	5,869	16,607	17,685	-1,078	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4}	22	1	23	27	-4	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	57,131	10,742	67,873	70,063	-2,190	

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 1, 2020 compared with similar “snapshots” from previous years. The length of service data indicates that the average length of service in the State Government workforce is 10 years while the median length of service in the State Government is 9 years. The number of employees with 10 years of service or greater represents 59 percent of the total workforce.

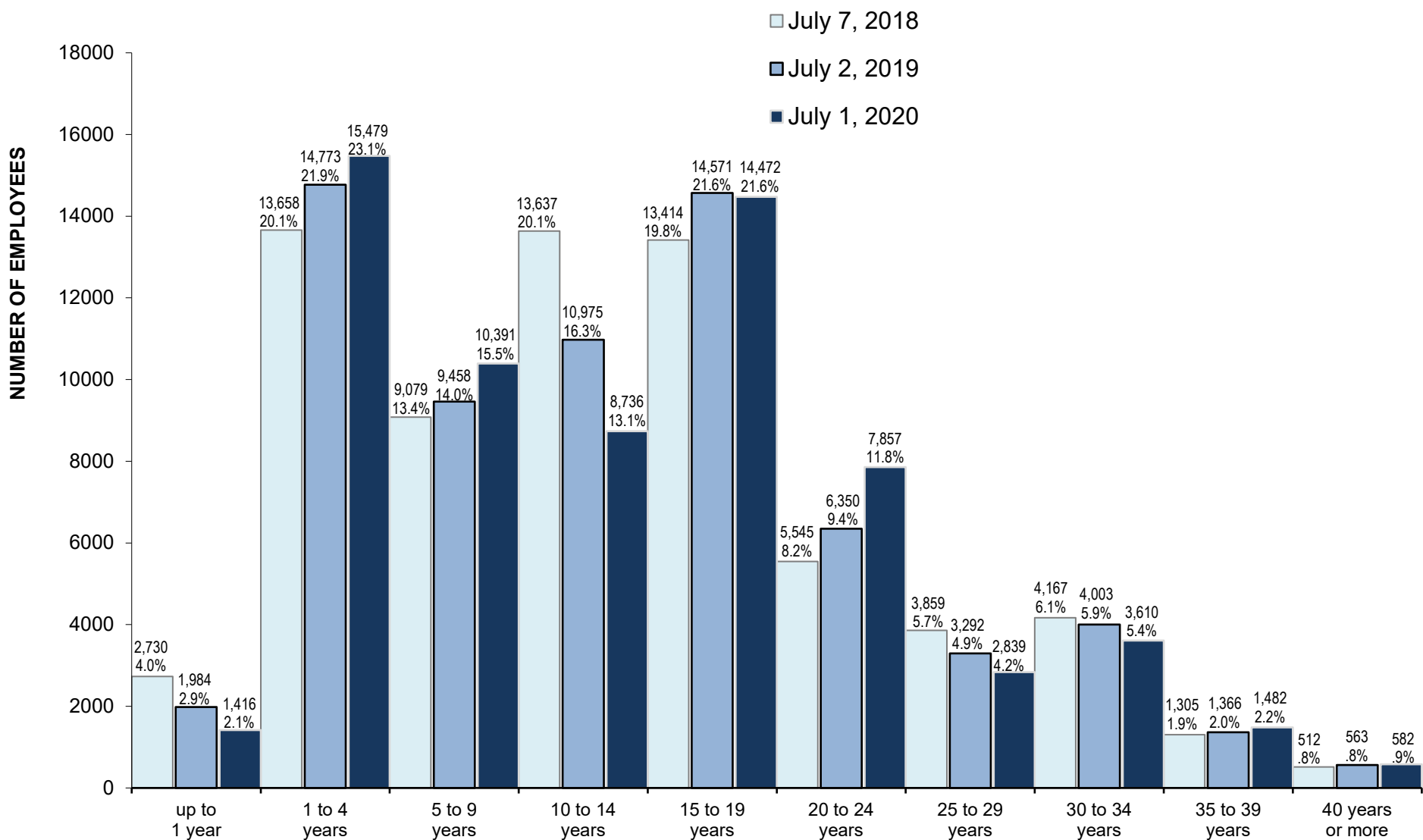
The number of employees age 60 or older has fluctuated slightly during the past several years. The current employee count for age 60 or older is now 10,068, or 15 percent of the workforce. For 10 years before 2006, the age group 40 to 49 was the largest employee age group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 18,185 of the State’s 66,864 employees, 27.2 percent, in that bracket.

With Pages 15, 16, and 17, we present charts pertaining to separations trends. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. On Page 15, we compare separations during Fiscal Years 2019, 2020, and 2021 by the length of service of separated employees. Pages 16 and 17 include separation data by type over a ten year period. The separation rate increased from 7.6 percent in FY2020 to 7.7 percent in FY2021.

With Pages 18 and 19, we present charts pertaining to hiring trends. Counts of new hires dropped from 4,523 in Fiscal Year 2020 to 3,598 in Fiscal Year 2021, a decrease of 20.5 percent. The average salary of new hires increased from \$49,737 in FY2020 to \$55,748 in FY2021, an increase of 12.1 percent.

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

July 1, 2020
(with earlier data for comparison)

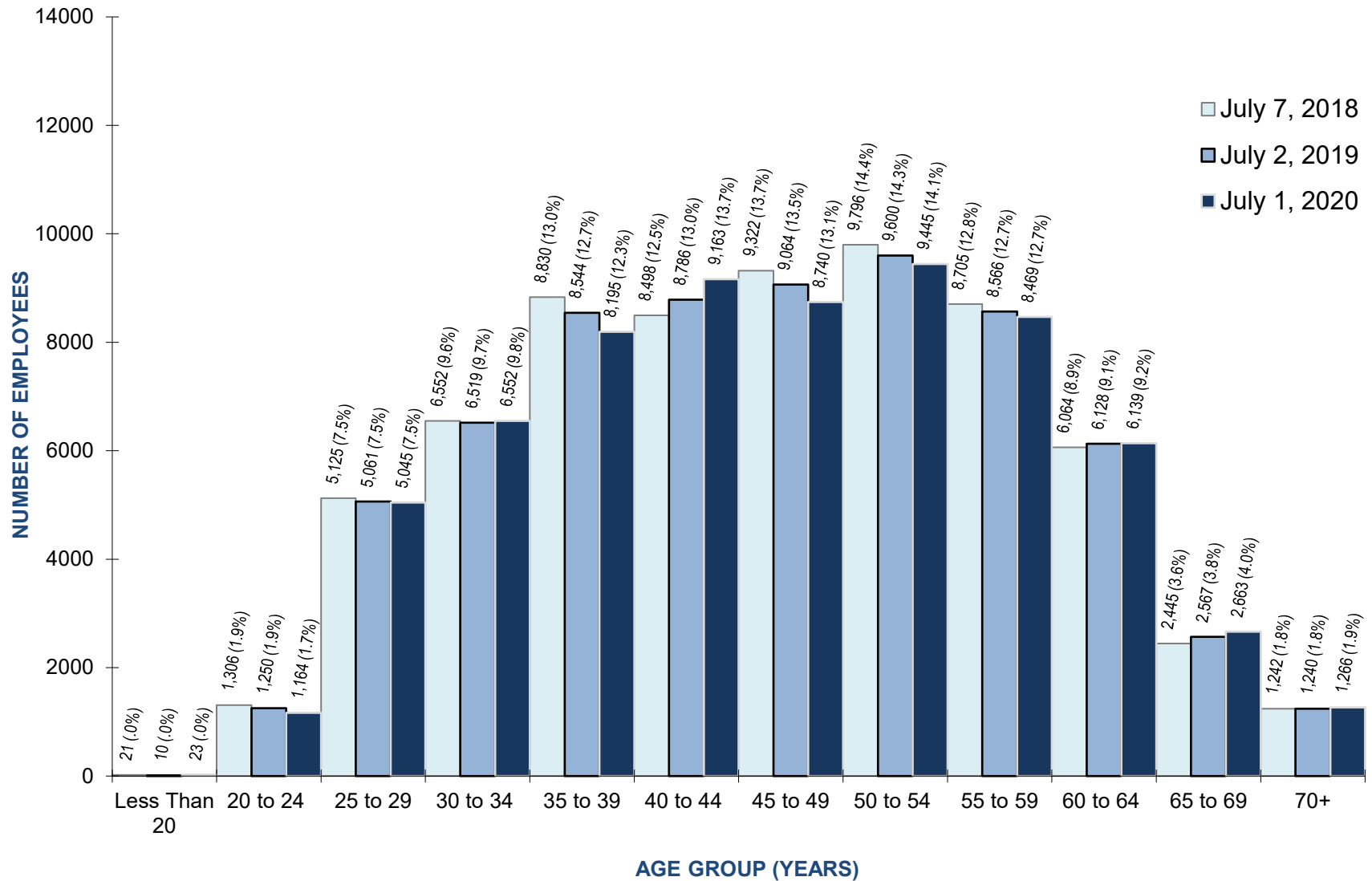


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 07/07/2018, 67,906; 07/02/2019, 67,335; 07/01/2020, 66,864).

STATE OF NEW JERSEY Distribution of State Government Employees by Age

July 1, 2020 (with earlier data for comparison)

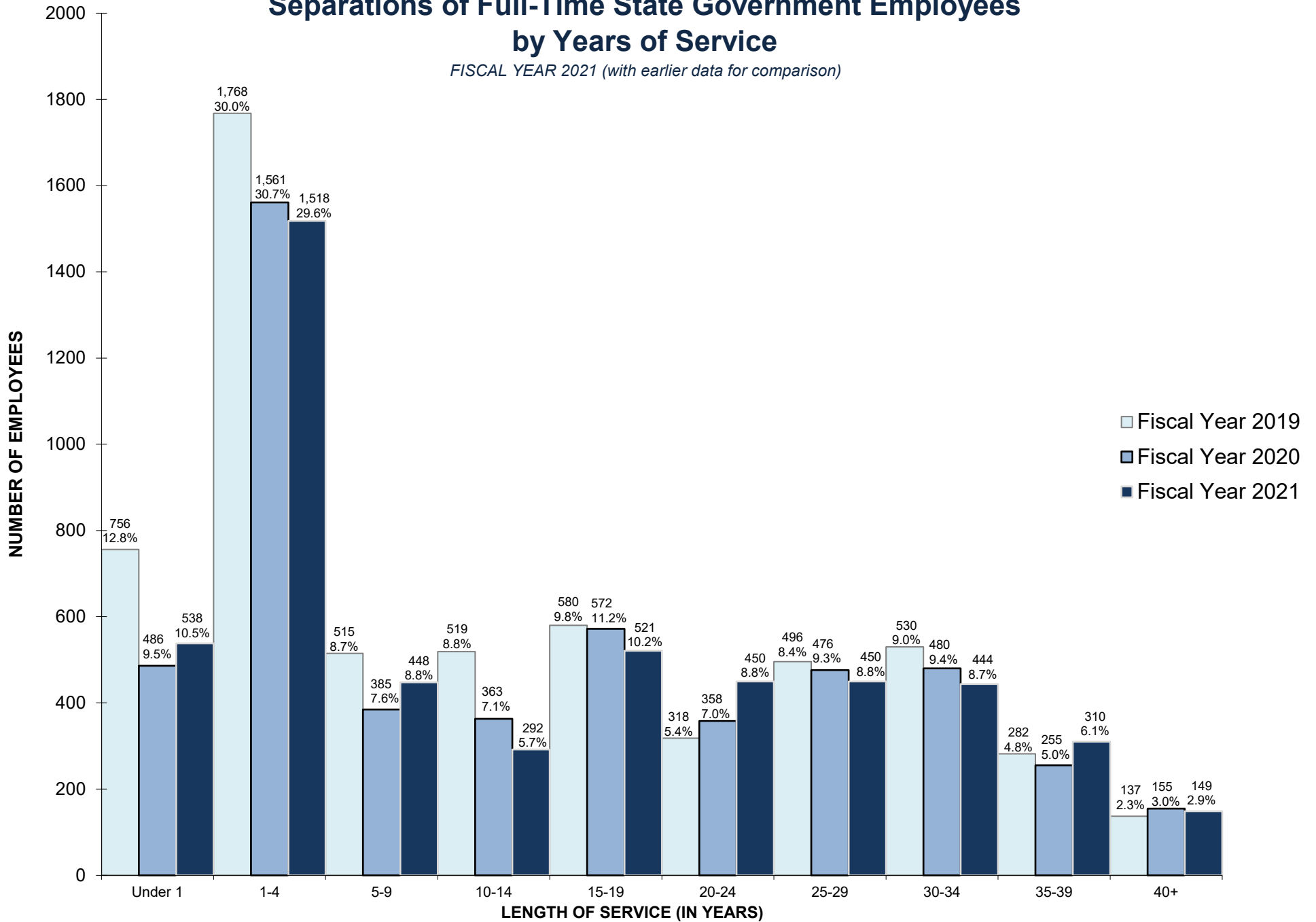


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/07/2018, 67,906; 7/02/2019, 67,335; 7/01/2020, 66,864).

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

FISCAL YEAR 2021 (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 (FY2019: 5,901; FY2020, 5,091; FY2021, 5,120).

STATE OF NEW JERSEY
Separations From State Service
Full-Time Employees FY2011 - FY2021

VOLUNTARY SEPARATIONS								INVOLUNTARY SEPARATIONS				OTHER	Separations During FY	Employees At Start of FY	Separation Rate
Fiscal Year	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			
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%
2021	1021	142	112	0	2,164	608	385	316	0	157	111	7	86	11	5,120	66,864	7.7%

* 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.

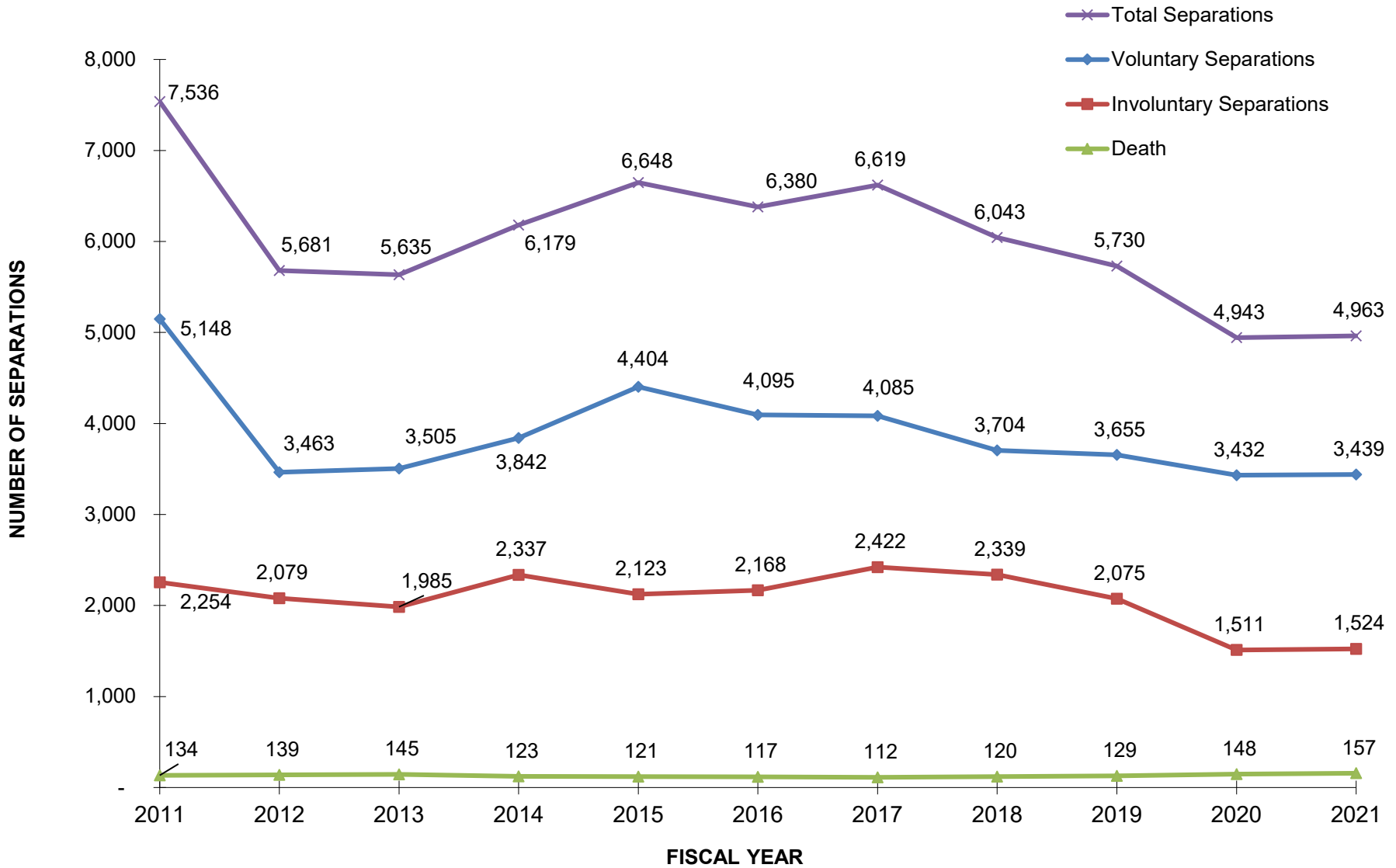
Some extensions beyond the July 1st deadline were granted. These extensions were made at the convenience of the State Government.

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

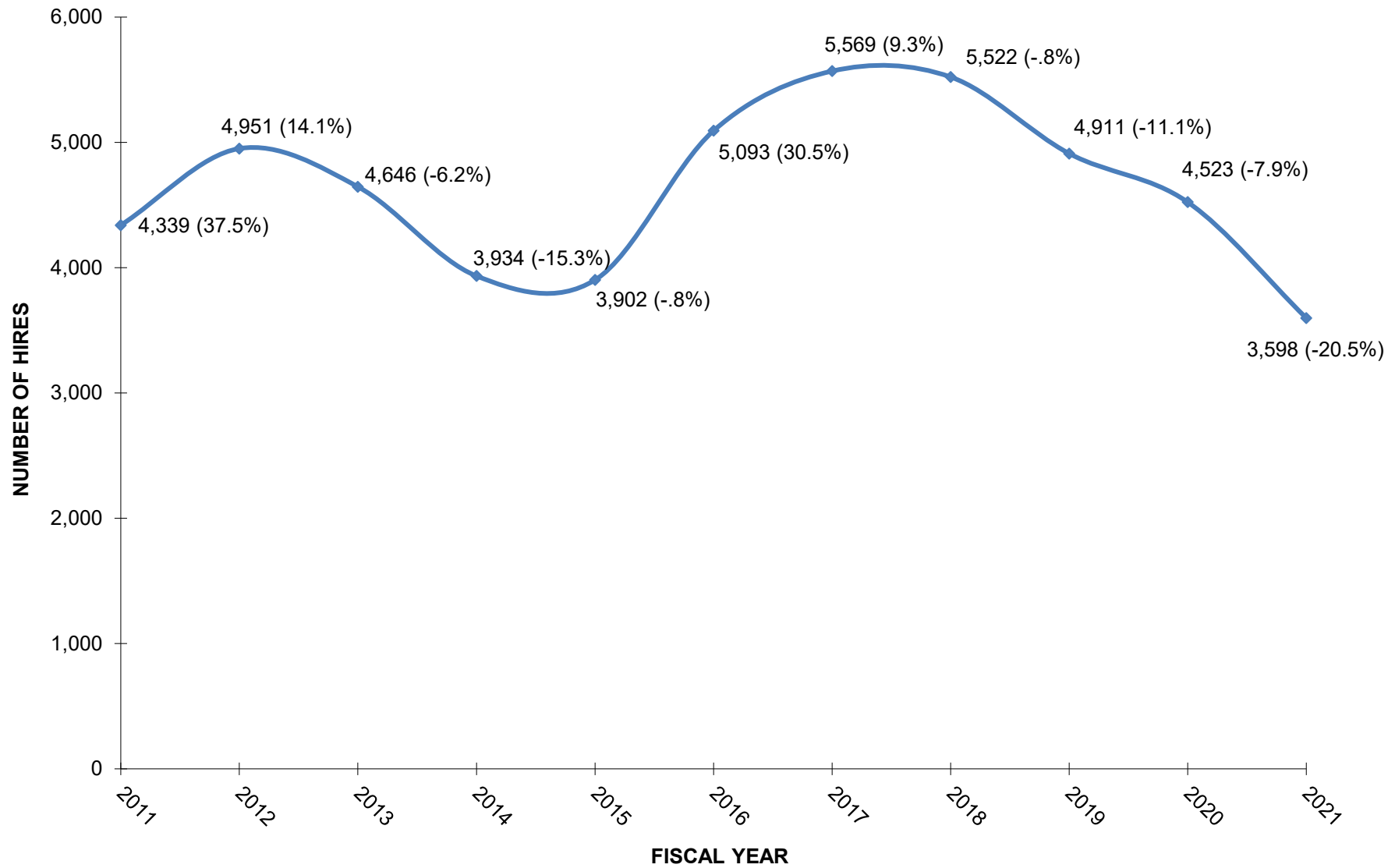
During Fiscal Year 2010, the Civil Service Commission established the general resignation as a means of reaching a settlement in the appeal of a disciplinary action.

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

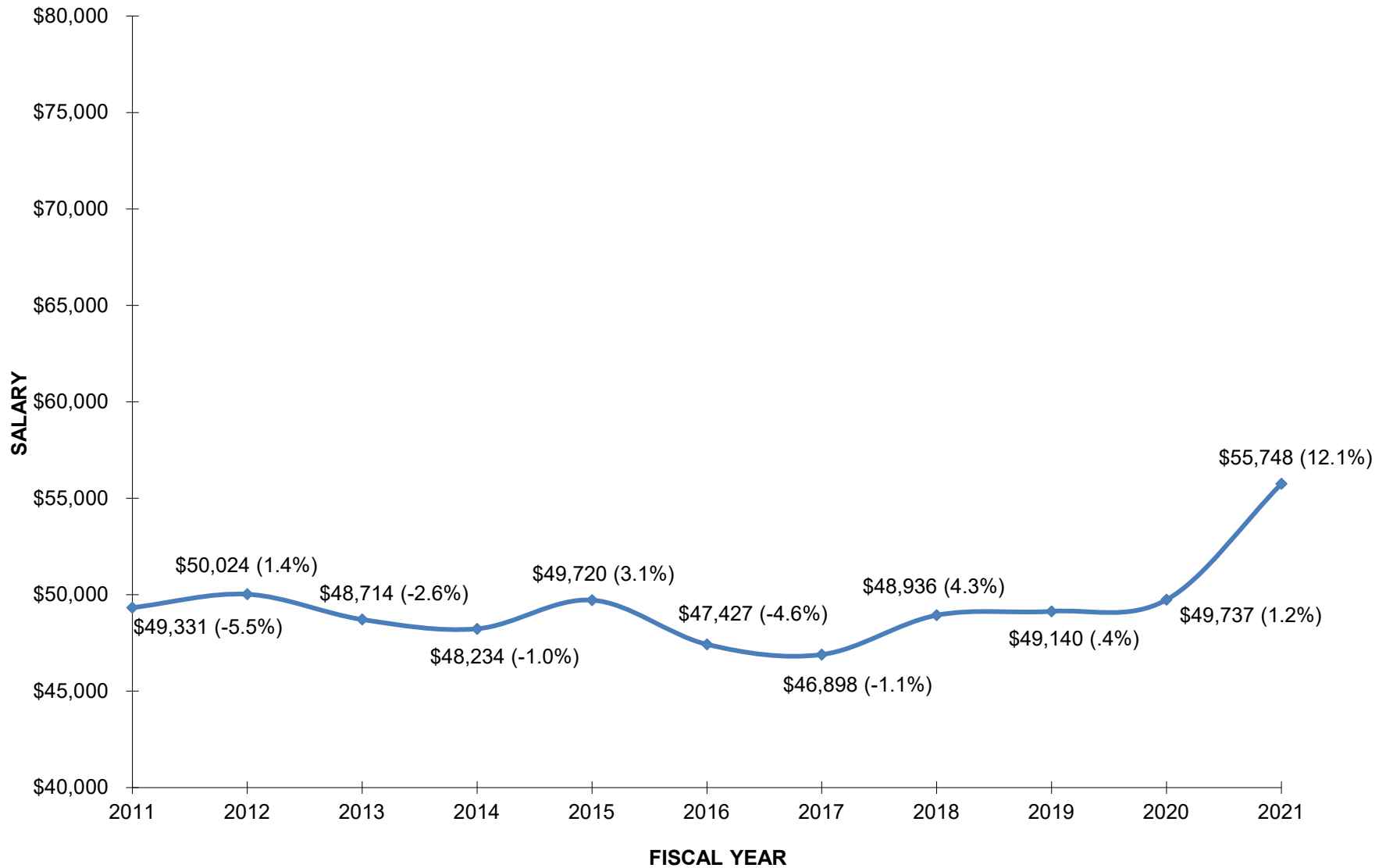
STATE OF NEW JERSEY
Separations from State Service
Full-Time Employees FY2011 - FY2021



STATE OF NEW JERSEY Hiring by State Government FY2011 Through FY2021



STATE OF NEW JERSEY
**Average Salary of Full-Time Employees Hired by State Government
FY2011 Through FY2021**



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

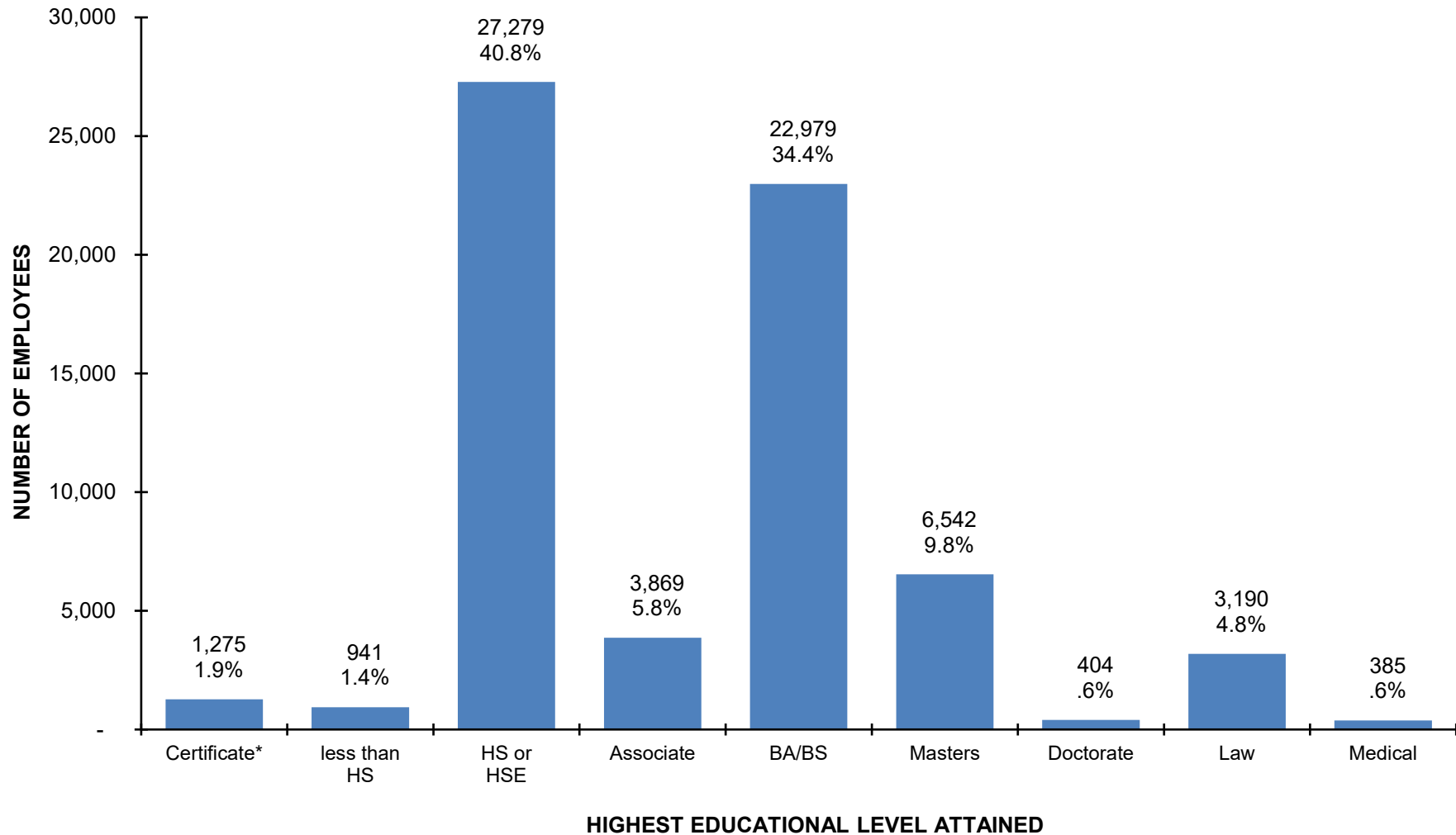
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,979 employees, the true number of employees with a Bachelor's degree (or equivalent) is 33,500 (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 1, 2020



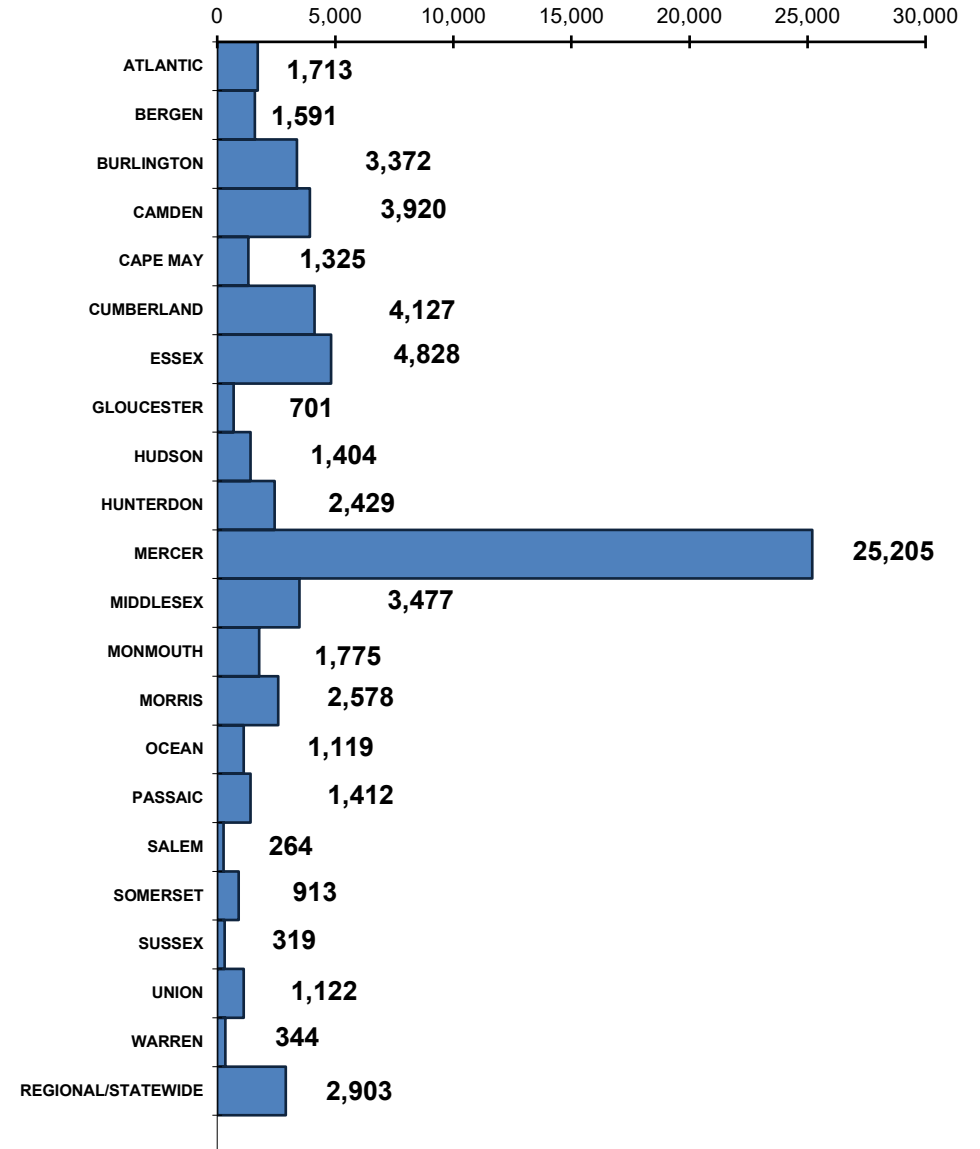
Percentages refer to the total State Government workforce (as of 07/01/2020, 66,864.)

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

STATE OF NEW JERSEY
Distribution of State Government Employees by Work Location

July 1, 2020

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,713	2.6
BERGEN	1,591	2.4
BURLINGTON	3,372	5.0
CAMDEN	3,920	5.9
CAPE MAY	1,325	2.0
CUMBERLAND	4,127	6.2
ESSEX	4,828	7.2
GLOUCESTER	701	1.0
HUDSON	1,404	2.1
HUNTERDON	2,429	3.6
MERCER	25,205	37.7
MIDDLESEX	3,477	5.2
MONMOUTH	1,775	2.7
MORRIS	2,578	3.9
OCEAN	1,119	1.7
PASSAIC	1,412	2.1
SALEM	264	0.4
SOMERSET	913	1.4
SUSSEX	319	0.5
UNION	1,122	1.7
WARREN	344	0.5
REGIONAL/STATEWIDE	2,903	4.3
OUT OF STATE		
CALIFORNIA	5	*
ILLINOIS	17	*
WASHINGTON, DC	1	*
TOTAL	66,864	100.0

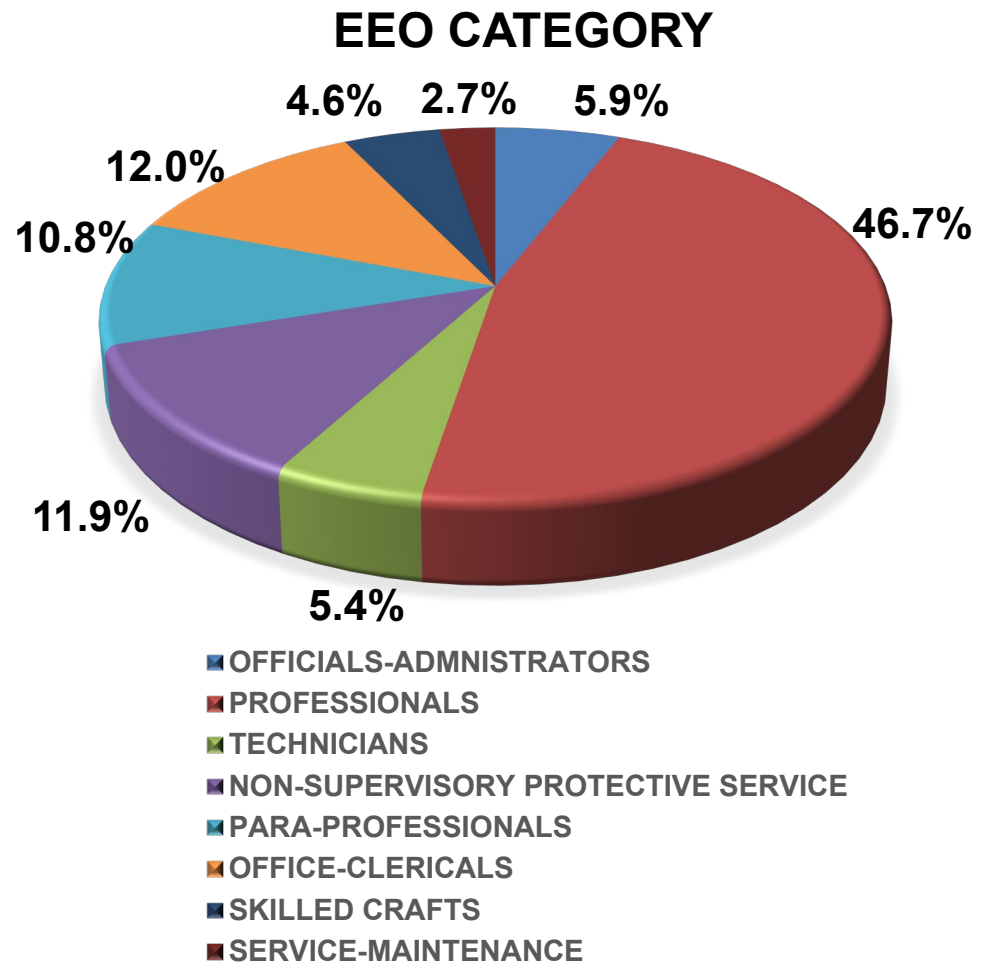


Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 23 out-of-State positions.
 Data provided by the Civil Service Commission from automated personnel files. *Less than 0.1.

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

July 1, 2020

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	3,964 5.9%
PROFESSIONALS	31,214 46.7%
TECHNICIANS	3,636 5.4%
NON-SUPERVISORY PROTECTIVE SERVICE	7,968 11.9%
PARA-PROFESSIONALS	7,246 10.8%
OFFICE-CLERICALS	7,995 12.0%
SKILLED CRAFTS	3,064 4.6%
SERVICE-MAINTENANCE	1,777 2.7%
TOTAL	66,864



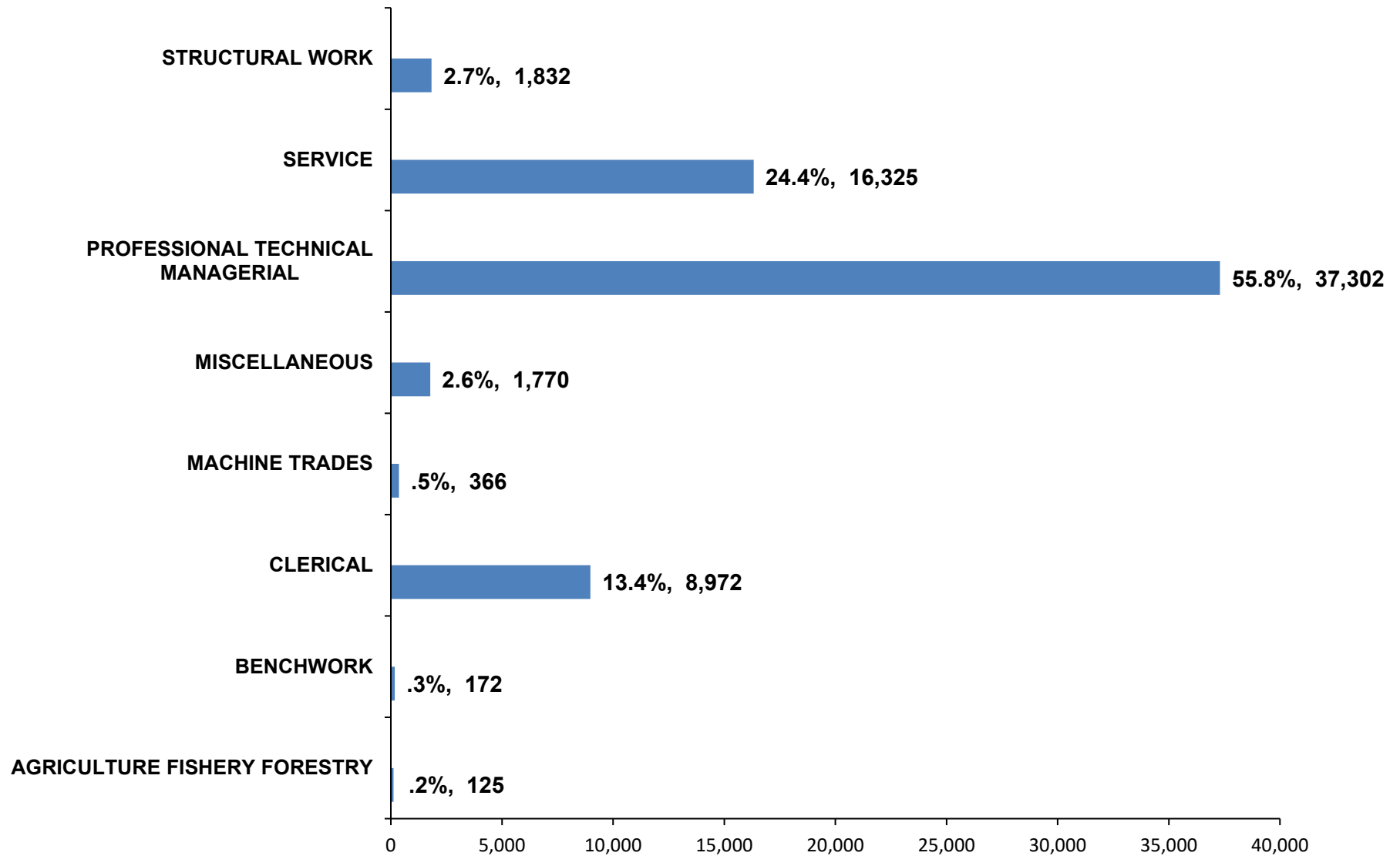
STATE OF NEW JERSEY
Distribution of State Government Employees by Occupation

July 1, 2020

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	1,157	0	0	1,157
	01 ENV ENGR-ARCHITECTURE	204	0	0	204
	02 PHYSICAL SCI-STATS	1,497	0	0	1,497
	04 LIFE SCIENCES	199	0	0	199
	05 SOCIAL SCIENCES	292	0	0	292
	06 SOCIAL-PSYCH SERVICES	7,067	2,507	0	9,574
	07 MEDICAL-HEALTH SERVICES	2,992	0	0	2,992
	09 EDUCATION	1,403	0	3	1,406
	10 MUSEUM/LIBRARY/ARCHIVES	106	4	5	115
	11 LAW	2,348	1,032	106	3,486
	12 INFO PROCESSING SYSTEMS	1,883	330	28	2,241
	13 WRITING	142	63	47	252
	14 ART	18	0	0	18
	15 FINANCE	1,777	96	102	1,975
	16 ADMINISTRATION	6,855	2,070	101	9,026
	17 INSPECTIONS/INVESTIGATIONS	2,515	255	14	2,784
	18 RECREATION	78	0	0	78
	19 BROADCASTING/TRANSMITTING	6	0	0	6
	CLERICAL	20 GENERAL CLERICAL	5,307	2,576	51
21 FINANCE CLERICAL		177	60	4	241
22 STOCK-STORAGE-INVENTORY		202	0	3	205
24 INFO-MSG DISTRIBUTION		588	0	4	592
SERVICE	30 BLDG-FACILITY SERVICES	837	0	1	838
	31 FOOD SERVICES	874	0	0	874
	33 BARBERING/COSMETOLOGY	16	0	0	16
	35 DIRECT CARE	4,027	0	0	4,027
	36 PROTECTIVE SERVICES	10,562	0	8	10,570
AGRICULTURE FISHERY FORESTRY	40 PLANTING-GARDENING	75	0	0	75
	41 ANIMAL FARMING	49	0	0	49
	43 FORESTRY	1	0	0	1
MACHINE TRADES	60 MACHINERY REPAIR	318	0	1	319
	65 PRINTING	41	6	0	47
BENCHWORK	70 TECHNICAL REPAIR	0	0	0	0
	72 ELECTRICAL REPAIR	172	0	0	172
STRUCTURAL WORK	80 SKILLED TRADES	381	0	0	381
	81 STRUCTURAL MAINTENANCE	1,451	0	0	1,451
MISCELLANEOUS	90 TRANSPORTATION	271	13	0	284
	91 UTILITIES	124	0	0	124
	92 MULTIPLE GROUPS	1,211	15	1	1,227
	93 NON TITLE	135	0	0	135
TOTAL		57,358	9,027	479	66,864

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

July 1, 2020



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 7/1/2020: 66,864.

STATE OF NEW JERSEY

Salary Data for State Government Workforce

Introduction

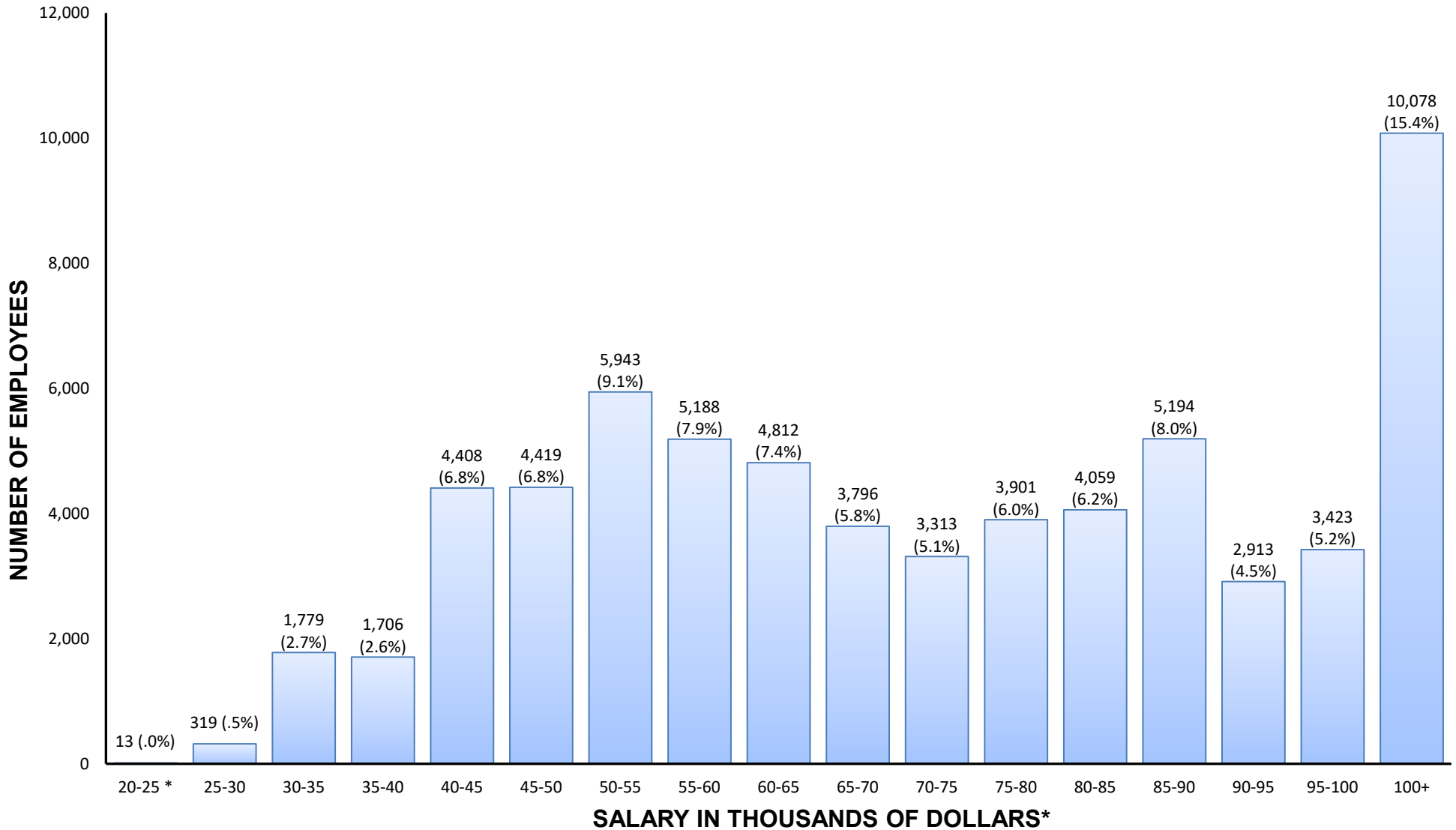
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$77,600) account for over 50 percent of the full-time State Government workforce. The median salary is \$73,888. See Page 4 for a discussion of the computation 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 ninth 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 \$287,500, 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 \$50,000.00 to \$64,999.99 account for 24.4 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 1, 2020

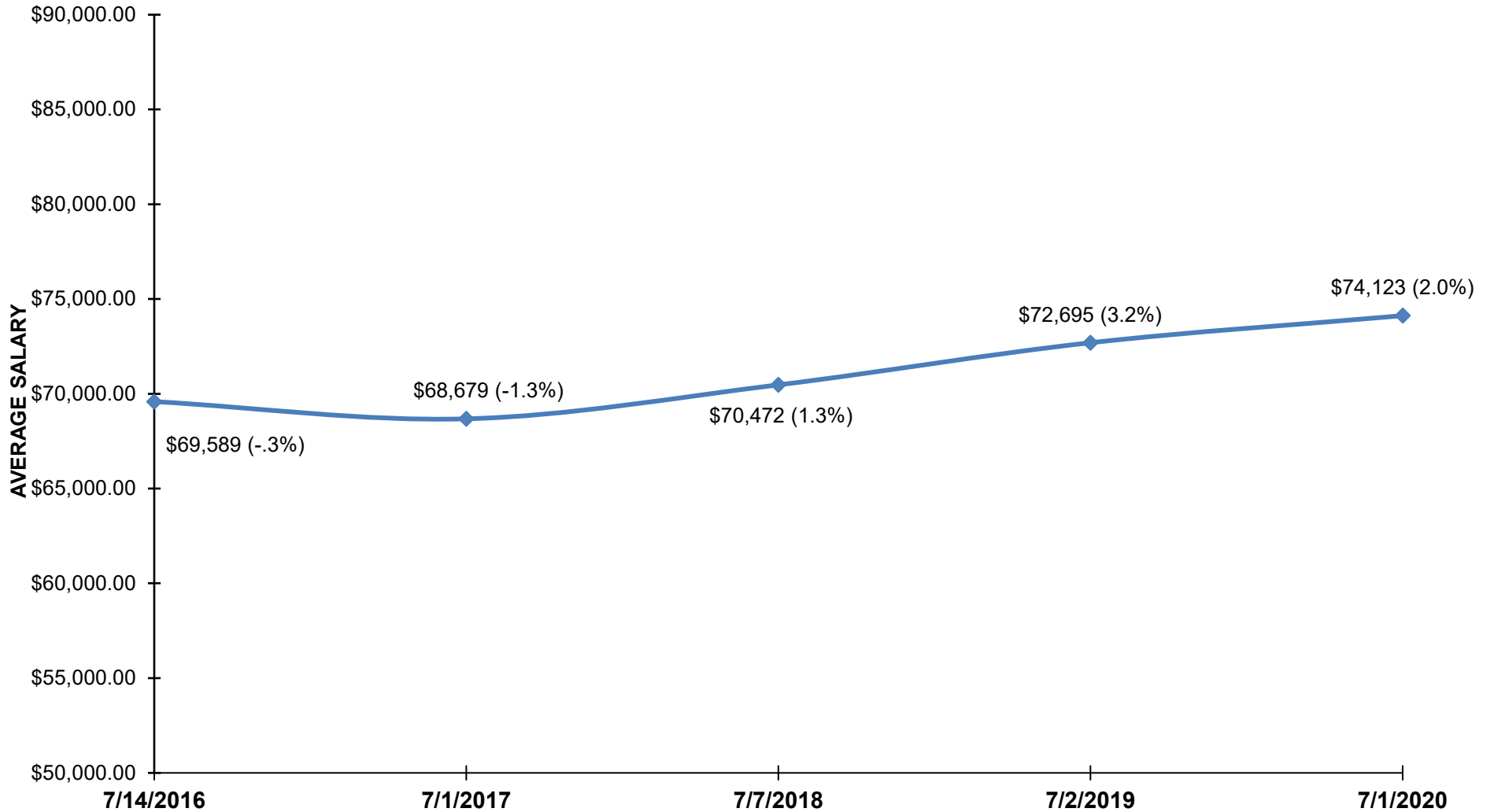


Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/1/2020, 65,264).

*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 2020



STATE OF NEW JERSEY

State Government Workforce: Race/Ethnic and Gender Data

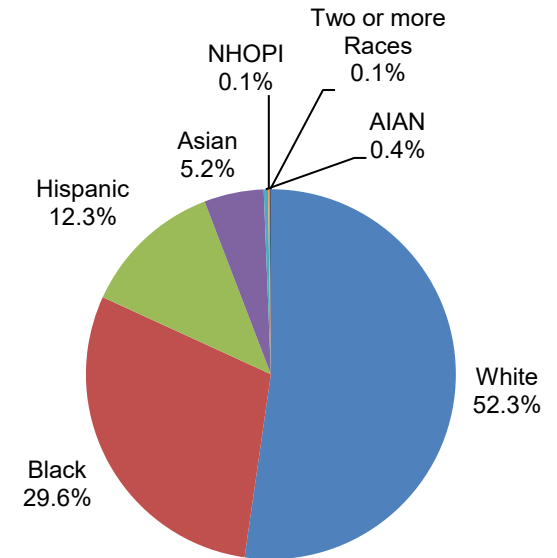
Introduction

We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. In accordance with new laws, effective May 2020, individuals employed by the State of New Jersey were able to identify their gender as male, female or nonbinary. As of July 1, 2020, 3 individuals (less than 0.1 percent of the State Government workforce) designated their gender as nonbinary. 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. As noted in the Introduction on Page 1, the Workforce Profile includes trend data where significant trends exist. At this time, with less than 0.1 percent of the State Government workforce, the data on nonbinary gender designation is not significant enough to be included in the trend data and has therefore been footnoted on the appropriate pages.

Pages 33 and 34 show historic trends for both minorities (Blacks, Hispanics, Asians, American Indians/Alaskan Natives [AIAN], Native Hawaiians/Other Pacific Islanders [NHOP], 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 2011. 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 twenty years, the increase in minorities is more dramatic. Minorities made up 35.7 percent of the full-time State Government workforce in 2000 and represent 47.7 percent of that workforce as of July 1, 2020. Women, on the other hand, made up 54.2 percent of the full-time State Government workforce in 2000 and represent 55.6 percent of that workforce as of July 1, 2020. 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 1, 2020

STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
AGRICULTURE	153	20	12	16	0	0	0	201
BANKING & INSURANCE	276	93	35	32	3	1	1	441
CHILDREN & FAMILIES	2,549	2,718	1,342	140	23	4	1	6,777
COMMUNITY AFFAIRS	525	224	83	26	3	1	2	864
CORRECTIONS	4,466	2,339	1,513	146	49	10	0	8,523
<i>Corrections</i>	4,122	2,232	1,405	123	48	8	0	7,938
State Parole Board	344	107	108	23	1	2	0	585
EDUCATION	400	157	44	40	0	0	1	642
ENVIRONMENTAL PROTECTION	2,104	250	127	164	7	0	7	2,659
GOVERNOR'S OFFICE	75	20	13	7	0	0	0	115
HEALTH	1,869	3,346	335	494	28	8	2	6,082
HUMAN SERVICES	3,025	3,018	537	343	31	5	0	6,959
INFORMATION TECHNOLOGY	362	75	34	114	1	0	0	586
LABOR	1,515	832	473	163	4	2	0	2,989
<i>Labor</i>	1,377	757	454	149	3	1	0	2,741
Civil Service Commission	138	75	19	14	1	1	0	248
LAW & PUBLIC SAFETY	5,432	1,341	759	255	24	5	9	7,825
<i>Law & Public Safety</i>	4,817	819	626	227	19	5	6	6,519
Homeland Security & Preparedness	81	6	9	8	0	0	0	104
Juvenile Justice	534	516	124	20	5	0	3	1,202
MILITARY & VETERANS AFFAIRS	518	633	189	191	5	2	0	1,538
STATE	189	63	28	15	0	0	0	295
<i>State (Includes Comm on Higher Education)</i>	108	31	21	6	0	0	0	166
Higher Educational Student Assistance	81	32	7	9	0	0	0	129
TRANSPORTATION	3,364	1,074	729	645	25	13	27	5,877
<i>Transportation</i>	2,035	416	219	521	12	12	15	3,230
Motor Vehicles	1,329	658	510	124	13	1	12	2,647
TREASURY	2,957	1,240	430	291	18	28	21	4,985
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,118	800	224	225	7	4	17	3,395
Administrative Law	64	23	6	2	0	0	1	96
Casino Control	21	7	2	3	0	0	0	33
Public Defender	641	354	176	43	10	24	0	1,248
Public Utilities	113	56	22	18	1	0	3	213
TOTAL EXECUTIVE DEPARTMENTS	29,779	17,443	6,683	3,082	221	79	71	57,358
JUDICIARY	4,810	2,267	1,530	376	26	18	0	9,027
LEGISLATIVE STAFF	364	56	30	29	0	0	0	479
TOTAL STATE GOVT WORKFORCE	34,953	19,766	8,243	3,487	247	97	71	66,864

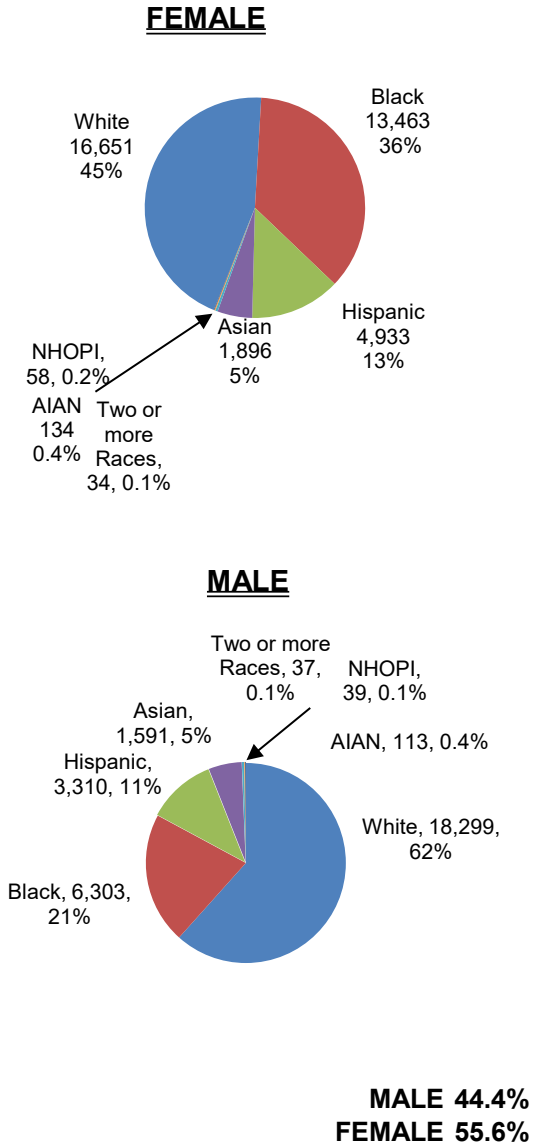


Data provided by the Civil Service Commission from automated personnel files.

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

STATE OF NEW JERSEY
Gender Distribution of State Government Employees by Agency
AND RACE/ETHNIC COMPOSITION OF EACH GENDER GROUP
July 1, 2020

STATE AGENCY	MALE	FEMALE	TOTAL
AGRICULTURE	80	121	201
BANKING & INSURANCE	203	238	441
CHILDREN & FAMILIES	1,302	5,475	6,777
COMMUNITY AFFAIRS	472	392	864
CORRECTIONS	6,228	2,295	8,523
<i>Corrections</i>	5,888	2,050	7,938
State Parole Board	340	245	585
EDUCATION	207	435	642
ENVIRONMENTAL PROTECTION	1,507	1,152	2,659
GOVERNOR'S OFFICE	46	69	115
HEALTH	2,133	3,949	6,082
HUMAN SERVICES	2,150	4,809	6,959
INFORMATION TECHNOLOGY	381	205	586
LABOR	1,061	1,928	2,989
<i>Labor</i>	972	1,769	2,741
Civil Service Commission	89	159	248
LAW & PUBLIC SAFETY	5,171	2,652	7,823
<i>Law & Public Safety</i>	4,289	2,228	6,519 ¹
Homeland Security & Preparedness	63	41	104
Juvenile Justice	819	383	1,202
MILITARY & VETERANS AFFAIRS	566	972	1,538
STATE	106	189	295
<i>State (Includes Comm on Higher Education)</i>	60	106	166
Higher Educational Student Assistance	46	83	129
TRANSPORTATION	3,406	2,470	5,876
<i>Transportation</i>	2,563	666	3,230 ²
Motor Vehicles	843	1,804	2,647
TREASURY	2,007	2,978	4,985
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,487	1,908	3,395
Administrative Law	28	68	96
Casino Control	16	17	33
Public Defender	375	873	1,248
Public Utilities	101	112	213
TOTAL EXECUTIVE DEPARTMENTS	27,026	30,329	57,358 ³
JUDICIARY	2,440	6,587	9,027
LEGISLATIVE STAFF	226	253	479
TOTAL STATE GOVT WORKFORCE	29,692	37,169	66,864



1. This figure includes 2 White nonbinary employees.

2. This figure includes 1 White nonbinary employee.

3. This total includes the above referenced nonbinary employees.

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

STATE OF NEW JERSEY
Race/Ethnic and Gender Distribution of State Government
Employees by Agency
July 1, 2020

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	69	4	5	2	0	0	0	80	84	16	7	14	0	0	0	121	201
BANKING & INSURANCE	145	29	9	15	3	1	1	203	131	64	26	17	0	0	0	238	441
CHILDREN & FAMILIES	521	498	229	45	7	2	0	1,302	2,028	2,220	1,113	95	16	2	1	5,475	6,777
COMMUNITY AFFAIRS	359	63	33	15	0	1	1	472	166	161	50	11	3	0	1	392	864
CORRECTIONS	3,574	1,345	1,159	110	33	7	0	6,228	892	994	354	36	16	3	0	2,295	8,523
<i>Corrections</i>	3,350	1,302	1,101	97	32	6	0	5,888	772	930	304	26	16	2	0	2,050	7,938
State Parole Board	224	43	58	13	1	1	0	340	120	64	50	10	0	1	0	245	585
EDUCATION	137	46	12	12	0	0	0	207	263	111	32	28	0	0	1	435	642
ENVIRONMENTAL PROTECTION	1,255	89	65	89	3	0	6	1,507	849	161	62	75	4	0	1	1,152	2,659
GOVERNOR'S OFFICE	31	7	4	4	0	0	0	46	44	13	9	3	0	0	0	69	115
HEALTH	696	1,117	117	187	12	3	1	2,133	1,173	2,229	218	307	16	5	1	3,949	6,082
HUMAN SERVICES	1,023	824	173	118	11	1	0	2,150	2,002	2,194	364	225	20	4	0	4,809	6,959
INFORMATION TECHNOLOGY	253	48	23	57	0	0	0	381	109	27	11	57	1	0	0	205	586
LABOR	685	202	112	61	0	1	0	1,061	830	630	361	102	4	1	0	1,928	2,989
<i>Labor</i>	631	179	105	56	0	1	0	972	746	578	349	93	3	0	0	1,769	2,741
Civil Service Commission	54	23	7	5	0	0	0	89	84	52	12	9	1	1	0	159	248
LAW & PUBLIC SAFETY	3,794	667	539	145	17	4	5	5,171	1,636	674	220	110	7	1	4	2,652	7,823
<i>Law & Public Safety</i>	3,355	336	447	131	14	4	2	4,289	1,460	483	179	96	5	1	4	2,228	6,519 ¹
Homeland Security & Preparedness	54	4	3	2	0	0	0	63	27	2	6	6	0	0	0	41	104
Juvenile Justice	385	327	89	12	3	0	3	819	149	189	35	8	2	0	0	383	1,202
MILITARY & VETERANS AFFAIRS	277	160	68	60	1	0	0	566	241	473	121	131	4	2	0	972	1,538
STATE	78	18	7	3	0	0	0	106	111	45	21	12	0	0	0	189	295
<i>State (Includes Comm on Higher Education)</i>	47	8	5	0	0	0	0	60	61	23	16	6	0	0	0	106	166
Higher Educational Student Assistance	31	10	2	3	0	0	0	46	50	22	5	6	0	0	0	83	129
TRANSPORTATION	2,209	448	291	424	12	9	13	3,406	1,154	626	438	221	13	4	14	2,470	5,876
<i>Transportation</i>	1,705	282	171	378	9	8	10	2,563	329	134	48	143	3	4	5	666	3,230 ²
Motor Vehicles	504	166	120	46	3	1	3	843	825	492	390	78	10	0	9	1,804	2,647
TREASURY	1,442	310	127	107	8	3	10	2,007	1,515	930	303	184	10	25	11	2,978	4,985
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,111	207	78	81	2	0	8	1,487	1,007	593	146	144	5	4	9	1,908	3,395
Administrative Law	22	5	1	0	0	0	0	28	42	18	5	2	0	0	1	68	96
Casino Control	10	3	1	2	0	0	0	16	11	4	1	1	0	0	0	17	33
Public Defender	234	76	42	15	5	3	0	375	407	278	134	28	5	21	0	873	1,248
Public Utilities	65	19	5	9	1	0	2	101	48	37	17	9	0	0	1	112	213
TOTAL EXECUTIVE DEPARTMENTS	16,548	5,875	2,973	1,454	107	32	37	27,026	13,228	11,568	3,710	1,628	114	47	34	30,329	57,358 ³
JUDICIARY	1,570	410	326	121	6	7	0	2,440	3,240	1,857	1,204	255	20	11	0	6,587	9,027
LEGISLATIVE STAFF	181	18	11	16	0	0	0	226	183	38	19	13	0	0	0	253	479
TOTAL STATE GOVT WORKFORCE	18,299	6,303	3,310	1,591	113	39	37	29,692	16,651	13,463	4,933	1,896	134	58	34	37,169	66,864

1. This figure includes 2 White nonbinary employees.

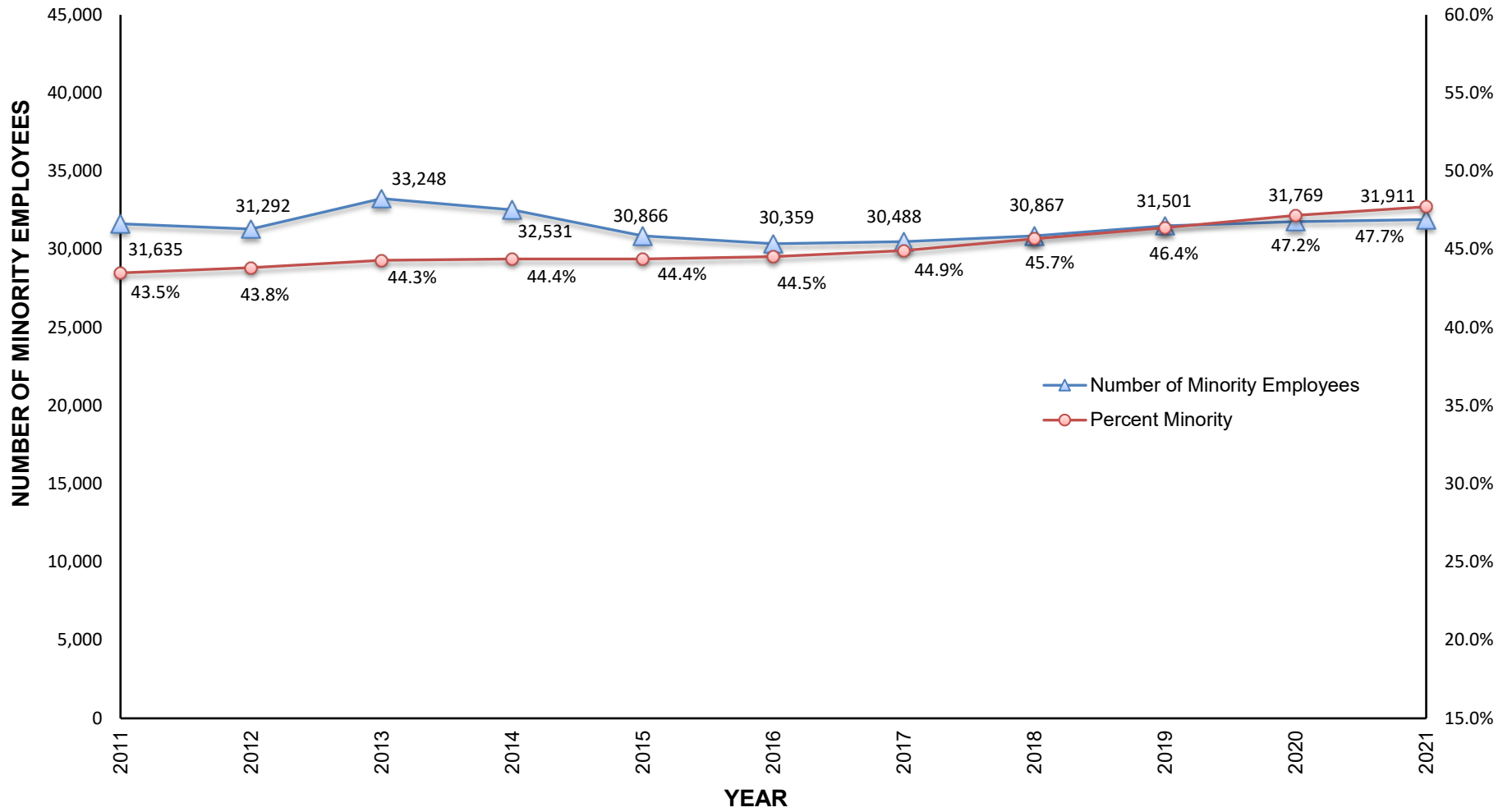
2. This figure includes 1 White nonbinary employee.

3. This total includes the above referenced nonbinary employees.

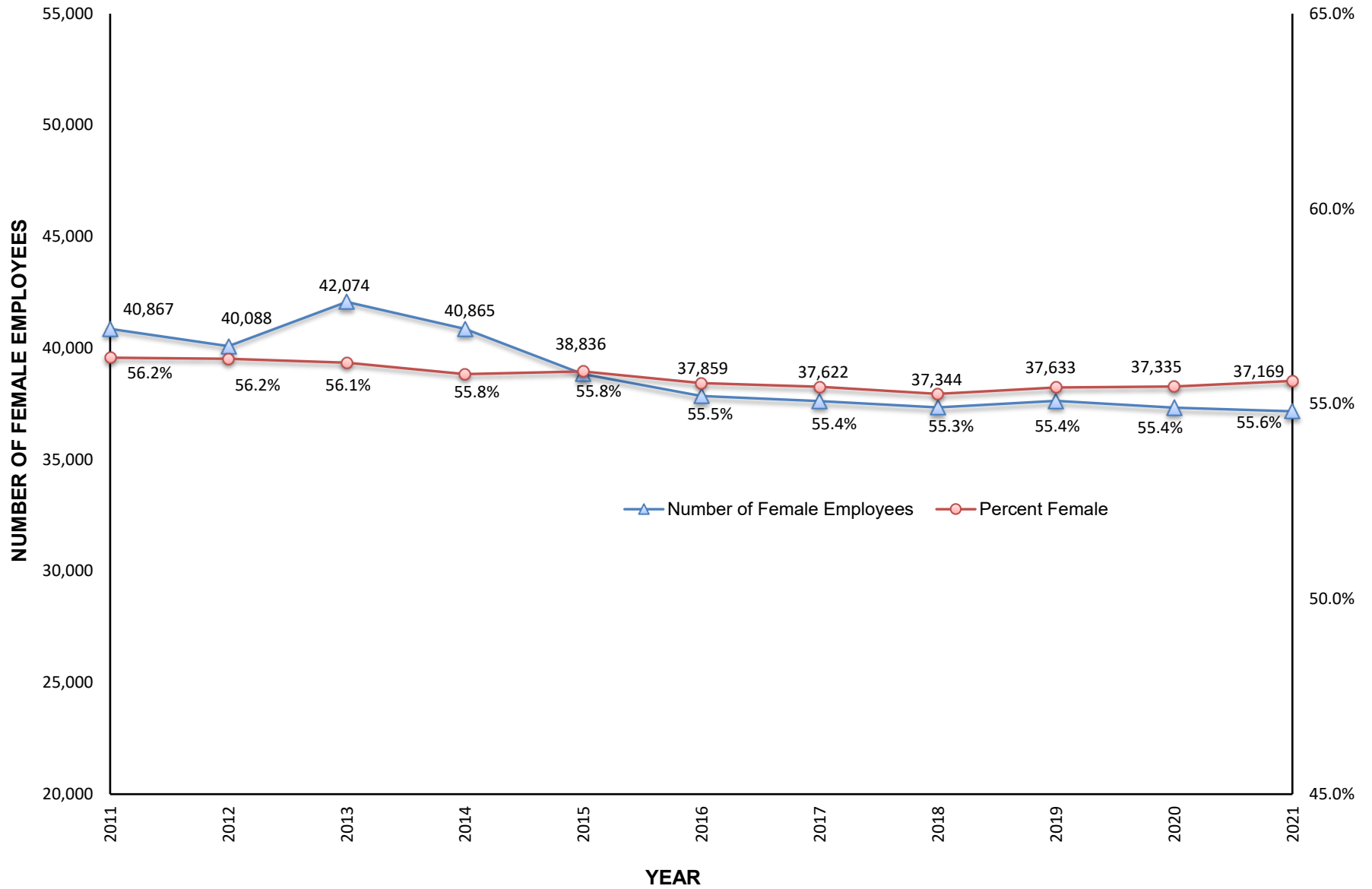
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander.

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

STATE OF NEW JERSEY Minorities in the State Government Workforce (2011-2021)



STATE OF NEW JERSEY Women in the State Government Workforce (2011-2021)



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 40 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 7.8 percent of the workforce; the PBA, with 5.6 percent; and IFPTE, with 4.4 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 1, 2020

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	81	0	8	1	0	0	0	0	0	0	0	0	0	0	0	90
BANKING & INSURANCE	216	0	13	9	0	0	0	0	0	0	0	0	0	0	0	238
CHILDREN & FAMILIES	5,572	323	98	11	0	0	0	0	0	0	0	0	0	0	0	6,004
COMMUNITY AFFAIRS	454	0	97	6	0	0	0	0	0	0	0	0	0	0	0	557
CORRECTIONS	1,111	192	164	15	0	0	0	0	3,364	373	506	40	0	0	0	5,765
<i>Corrections</i>	1,002	192	164	13	0	0	0	0	3,058	349	473	35	0	0	0	5,286
<i>State Parole Board</i>	109	0	0	2	0	0	0	0	306	24	33	5	0	0	0	479
EDUCATION	340	13	13	15	0	0	0	0	0	0	0	0	0	0	0	381
ENVIRONMENTAL PROTECTION	1,577	0	111	55	0	0	0	0	94	10	21	2	0	0	0	1,870
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	2,494	1,909	389	26	0	0	0	0	0	0	0	0	0	0	0	4,818
HUMAN SERVICES	2,870	2,073	459	30	0	0	0	0	55	4	10	0	0	0	0	5,501
INFORMATION TECHNOLOGY	328	0	5	11	0	0	0	0	0	0	0	0	0	0	0	344
LABOR	2,010	2	19	50	0	0	0	0	0	0	0	0	0	0	0	2,081
<i>Labor</i>	2,006	2	19	50	0	0	0	0	0	0	0	0	0	0	0	2,077
<i>Civil Service Commission</i>	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
LAW & PUBLIC SAFETY	1,493	152	423	48	0	1,481	965	215	213	35	38	3	0	0	0	5,066
<i>Law & Public Safety</i>	1,147	0	409	43	0	1,481	965	215	15	3	0	0	0	0	0	4,278
<i>Homeland Security & Preparedness</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Juvenile Justice</i>	346	152	14	5	0	0	0	0	198	32	38	3	0	0	0	788
MILITARY & VETERANS AFFAIRS	387	578	120	10	0	0	0	0	0	0	0	0	0	0	0	1,095
STATE	154	0	0	14	0	0	0	0	0	0	0	0	0	0	0	168
<i>State (Includes Comm on Higher Education)</i>	75	0	0	6	0	0	0	0	0	0	0	0	0	0	0	81
<i>Higher Educational Student Assistance</i>	79	0	0	8	0	0	0	0	0	0	0	0	0	0	0	87
TRANSPORTATION	3,245	0	972	24	187	0	0	0	0	0	0	0	0	0	0	4,428
<i>Transportation</i>	1,504	0	920	10	0	0	0	0	0	0	0	0	0	0	0	2,434
<i>Motor Vehicles</i>	1,741	0	52	14	187	0	0	0	0	0	0	0	0	0	0	1,994
TREASURY	3,187	0	73	69	0	0	0	0	0	2	5	0	0	0	0	3,336
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,009	0	72	41	0	0	0	0	0	2	5	0	0	0	0	2,129
<i>Administrative Law</i>	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33
<i>Casino Control</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Public Defender</i>	1,030	0	1	25	0	0	0	0	0	0	0	0	0	0	0	1,056
<i>Public Utilities</i>	115	0	0	3	0	0	0	0	0	0	0	0	0	0	0	118
TOTAL EXECUTIVE DEPARTMENTS	25,519	5,242	2,964	394	187	1,481	965	215	3,726	424	580	45	0	0	0	41,742
JUDICIARY	1,231	0	0	0	0	0	0	0	0	0	0	0	11	2,325	2,670	6,237
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	26,750	5,242	2,964	394	187	1,481	965	215	3,726	424	580	45	11	2,325	2,670	47,979
% OF UNION REPRESENTED EMPLOYEES	55.8%	10.9%	6.2%	0.8%	0.4%	3.1%	2.0%	0.4%	7.8%	0.9%	1.2%	0.1%	0.0%	4.8%	5.6%	100.0%
% OF STATE GOVT WORKFORCE*	40.0%	7.8%	4.4%	0.6%	0.3%	2.2%	1.4%	0.3%	5.6%	0.6%	0.9%	0.1%	0.0%	3.5%	4.0%	71.8%

*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 1, 2020

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	13	13
\$25,000-\$29,999.99	67	0	0	0	0	0	0	0	0	0	0	0	0	204	0	48	319
\$30,000-\$34,999.99	290	384	174	0	0	0	0	0	0	0	0	0	0	239	0	692	1,779
\$35,000-\$39,999.99	545	298	326	0	20	0	0	0	0	0	0	0	0	61	0	456	1,706
\$40,000-\$44,999.99	956	948	676	0	63	0	0	0	198	0	0	0	0	492	0	734	4,067
\$45,000-\$49,999.99	1,489	791	401	0	40	0	0	0	2	0	0	0	0	185	236	905	4,049
\$50,000-\$54,999.99	2,019	1,598	356	0	12	0	0	0	9	0	0	0	0	189	213	1,201	5,597
\$55,000-\$59,999.99	2,642	517	399	0	27	117	0	0	18	0	0	0	0	86	150	922	4,878
\$60,000-\$64,999.99	1,947	452	344	0	13	162	0	0	16	8	0	0	0	454	141	880	4,417
\$65,000-\$69,999.99	1,880	188	121	0	12	143	0	0	48	0	0	0	0	274	136	767	3,569
\$70,000-\$74,999.99	2,022	0	20	0	0	365	0	0	63	3	4	0	0	22	108	697	3,304
\$75,000-\$79,999.99	1,770	0	46	0	0	191	0	0	833	4	20	0	0	112	188	725	3,889
\$80,000-\$84,999.99	2,769	0	22	4	0	2	0	0	100	9	93	0	0	0	206	733	3,938
\$85,000-\$89,999.99	1,841	0	11	2	0	76	1	0	2,225	15	227	0	1	2	136	595	5,132
\$90,000-\$94,999.99	1,627	0	15	16	0	187	6	0	44	25	16	0	0	0	214	683	2,833
\$95,000-\$99,999.99	1,512	0	0	21	0	238	120	0	15	30	181	0	0	0	573	670	3,360
\$100,000-ABOVE	3,080	0	0	351	0	0	838	215	155	330	39	45	10	0	369	4,426	9,858
TOTAL	26,456	5,176	2,911	394	187	1,481	965	215	3,726	424	580	45	11	2,320	2,670	15,147	62,708

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 4,258 employees in State Colleges who hold positions with Civil Service System protections. As of July 1, 2020, there were 1,597 employees whose titles were in the competitive division and 2,661 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 1, 2020

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	119	110	229
MONTCLAIR STATE UNIVERSITY	283	466	749
NEW JERSEY CITY UNIVERSITY	147	394	541
RAMAPO COLLEGE OF NEW JERSEY	76	169	245
ROWAN UNIVERSITY	362	539	901
STATE LIBRARY	29	34	63
STOCKTON UNIVERSITY	206	395	601
THE COLLEGE OF NEW JERSEY	111	326	437
THOMAS EDISON STATE UNIVERSITY	24	15	39
WILLIAM PATERSON UNIVERSITY	240	213	453
TOTAL STATE COLLEGES	1,597	2,661	4,258

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

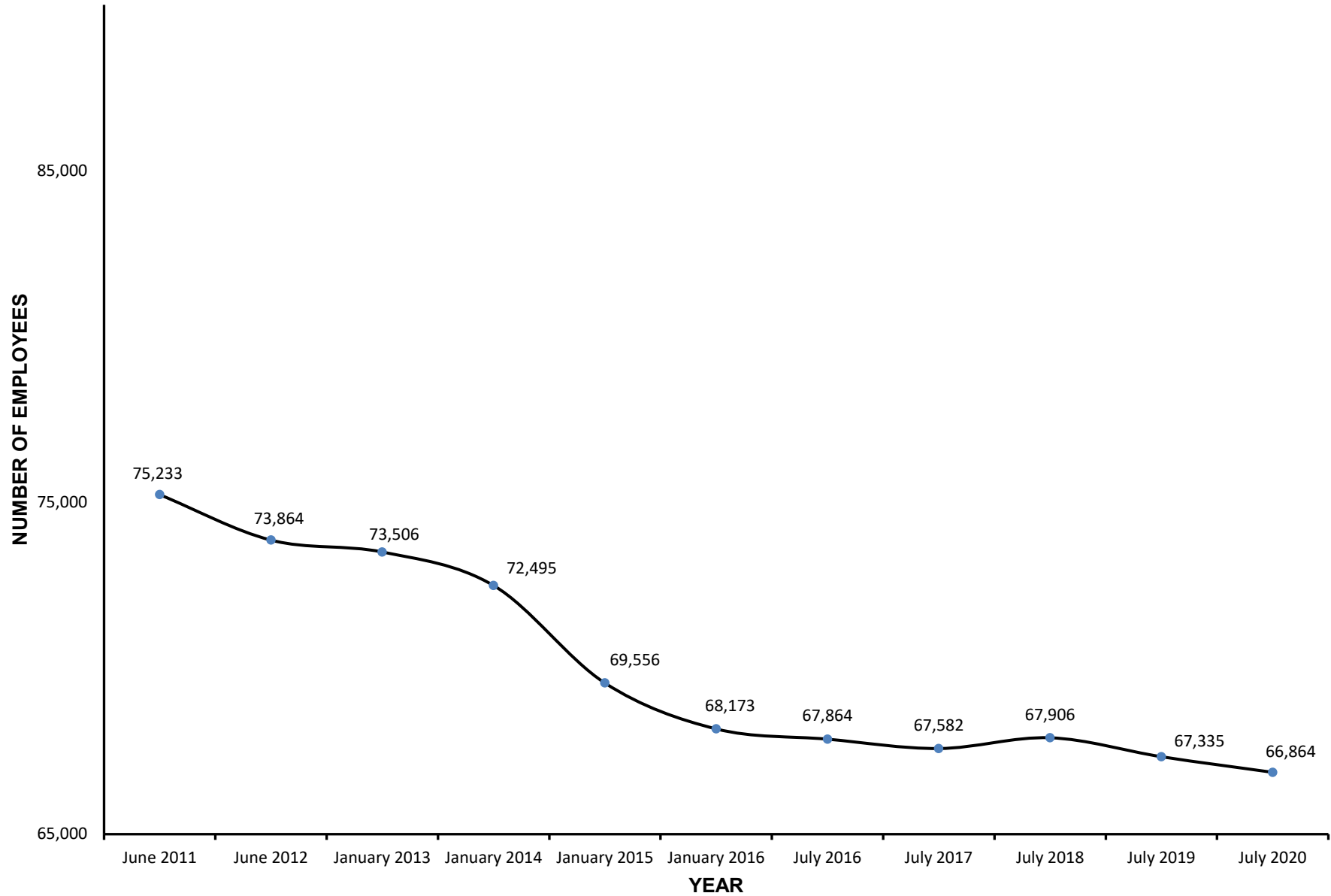
State Government Workforce Ten Year Historical Trend Data

Introduction

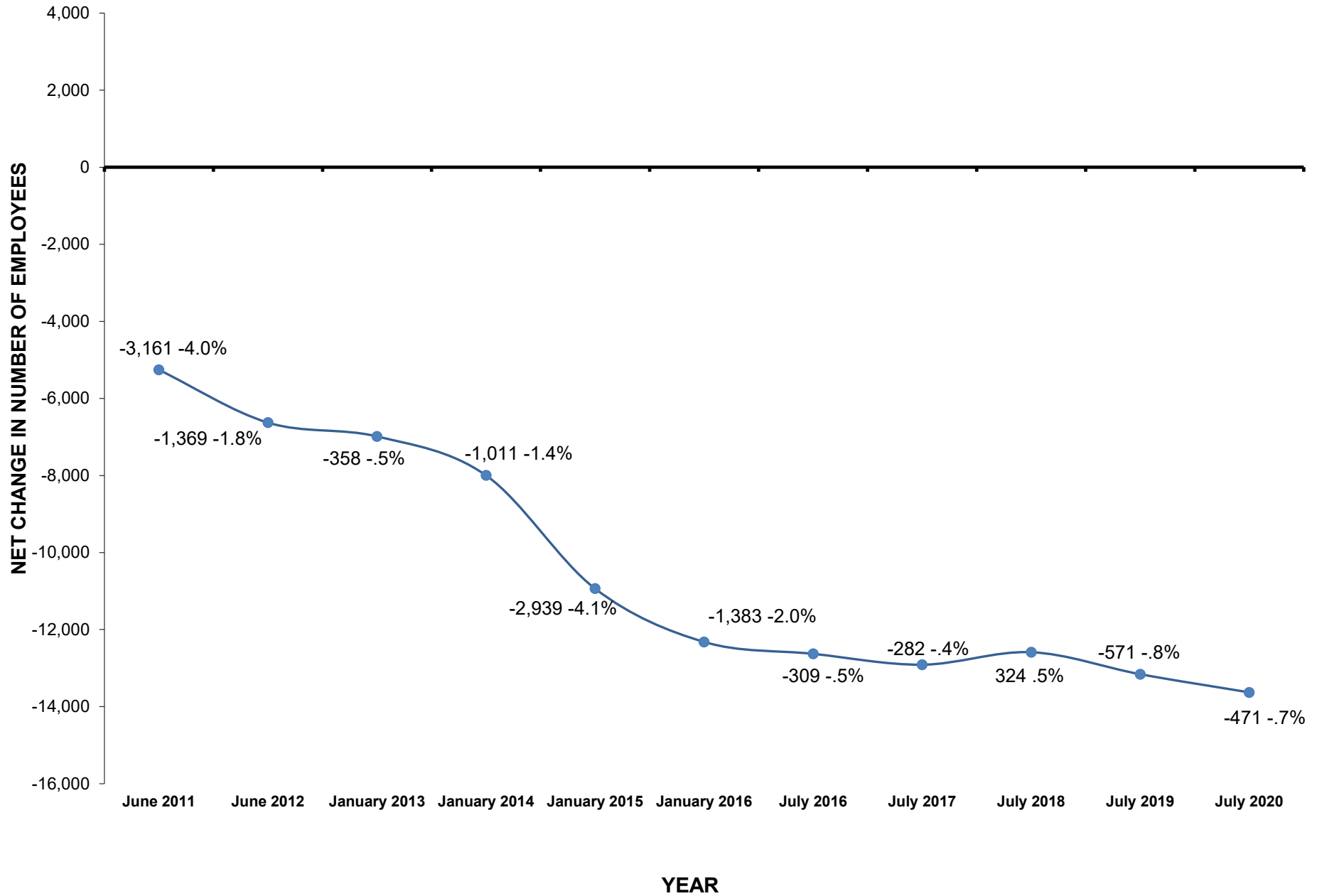
The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments that house them or are reported as "Other State Government 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 2020), indicate total employment of approximately 141,019. Thus, the employees in Civil Service System jurisdictions who do not work in school districts (the vast majority of the 100,919 identified in our records) represent about 72 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 2,427 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 103,346 jobs rather than 100,919 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

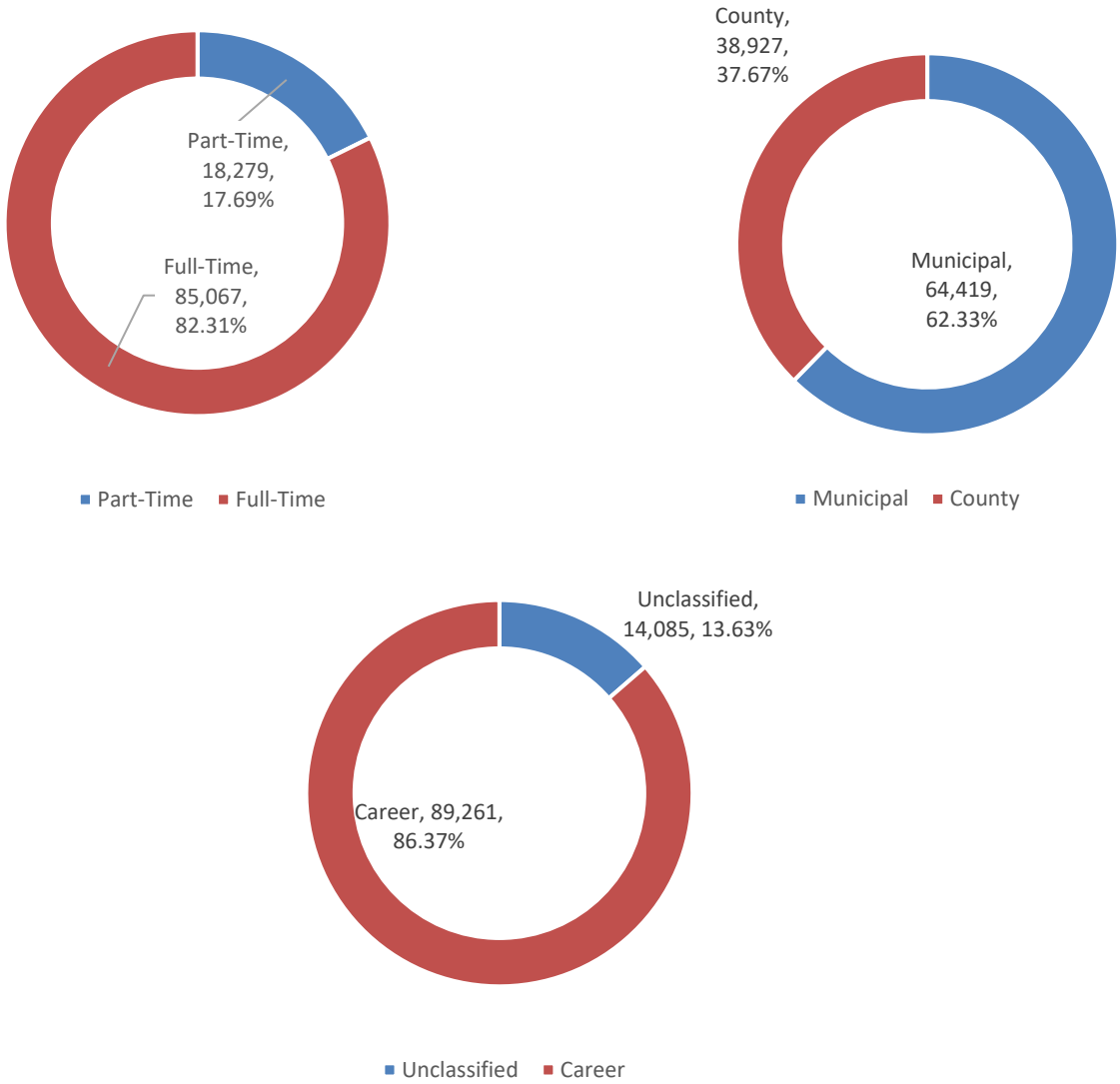
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, race, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which 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 86.37 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 48.2 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Approximately 28 percent of the local jobs are in the professional/ technical/managerial occupations, while more than half of them are in clerical or service occupations.

The tables also reveal some interesting comparisons between State Government jobs and local government 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 1, 2020



Data from the Civil Service Commission CAMPS.
 Percentages refer to the Number of Local Govt. Civil Service System Jobs as of July 1, 2020: 103,346.

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

July 1, 2020

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	1,067	418	1,485	267	1,752	1,327	528	1,855	337	2,192	3,340	604	3,944
BERGEN	1,679	1,183	2,862	348	3,210	2,163	1,572	3,735	838	4,573	6,597	1,186	7,783
BURLINGTON	1,029	490	1,519	202	1,721	1,132	810	1,942	546	2,488	3,461	748	4,209
CAMDEN	1,960	500	2,460	477	2,937	1,352	737	2,089	586	2,675	4,549	1,063	5,612
CAPE MAY	536	444	980	137	1,117	1,015	1,050	2,065	256	2,321	3,045	393	3,438
CUMBERLAND	654	208	862	159	1,021	1,033	1,085	2,118	214	2,332	2,980	373	3,353
ESSEX	2,342	976	3,318	506	3,824	6,259	2,865	9,124	1,125	10,249	12,442	1,631	14,073
GLOUCESTER	767	504	1,271	171	1,442	320	211	531	69	600	1,802	240	2,042
HUDSON	1,834	947	2,781	485	3,266	5,581	4,336	9,917	1,253	11,170	12,698	1,738	14,436
HUNTERDON	333	108	441	109	550	0	0	0	0	0	441	109	550
MERCER	1,147	352	1,499	265	1,764	1,855	582	2,437	275	2,712	3,936	540	4,476
MIDDLESEX	1,247	653	1,900	302	2,202	2,209	1,761	3,970	498	4,468	5,870	800	6,670
MONMOUTH	1,917	454	2,371	258	2,629	1,512	740	2,252	659	2,911	4,623	917	5,540
MORRIS	936	420	1,356	248	1,604	1,047	535	1,582	300	1,882	2,938	548	3,486
OCEAN	2,105	831	2,936	298	3,234	1,812	1,356	3,168	500	3,668	6,104	798	6,902
PASSAIC	1,252	946	2,198	292	2,490	2,530	1,019	3,549	509	4,058	5,747	801	6,548
SALEM	440	82	522	87	609	40	40	80	28	108	602	115	717
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	358	163	521	112	633	399	234	633	217	850	1,154	329	1,483
UNION	1,411	659	2,070	277	2,347	2,816	1,185	4,001	610	4,611	6,071	887	6,958
WARREN	387	78	465	99	564	209	176	385	166	551	850	265	1,115
TOTAL	23,412	10,416	33,828	5,099	38,927	34,611	20,822	55,433	8,986	64,419	89,261	14,085	103,346

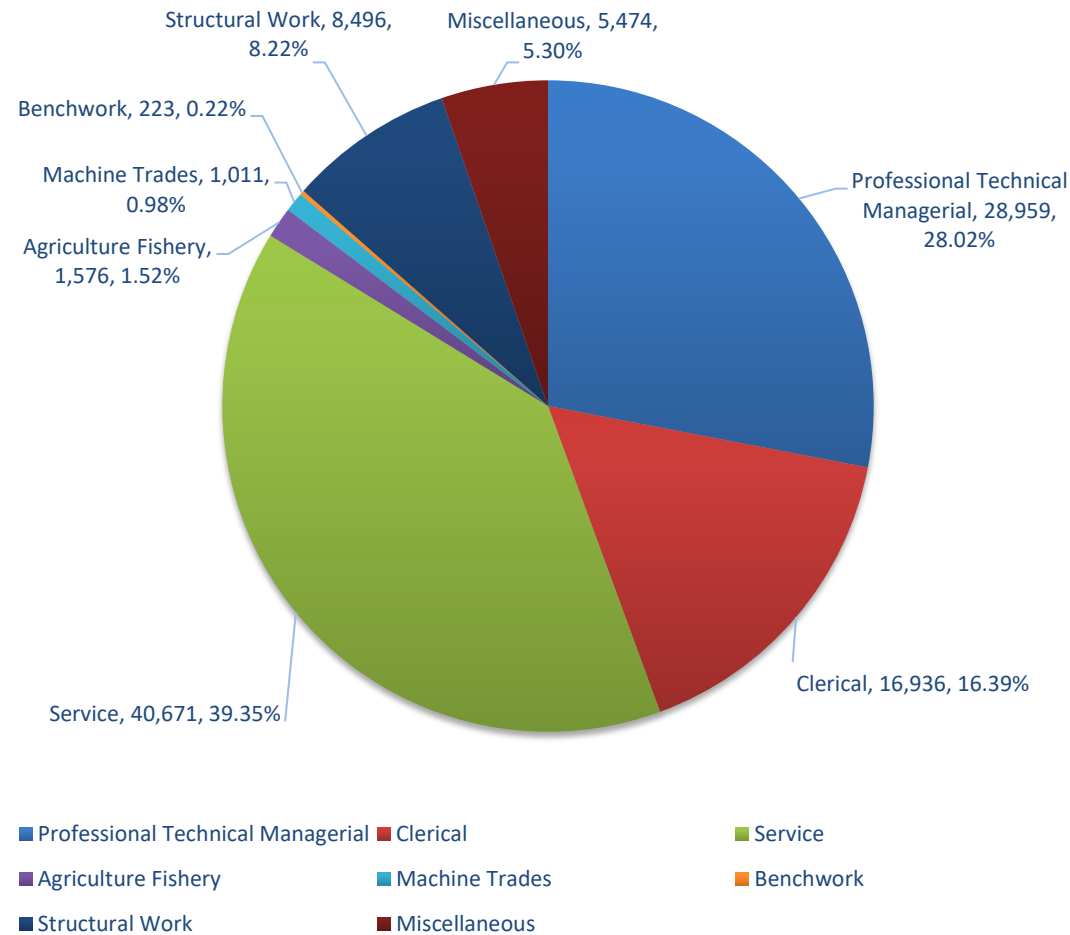
* While Somerset County and its municipalities are not Civil Service System jurisdictions, some Federally funded jobs are subject to the State Civil Service System. Data provided by the Civil Service Commission from CAMPS.

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

July 1, 2020

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,619	133	1,752	1,790	402	2,192	3,409	535	3,944
BERGEN	2,541	669	3,210	3,061	1,512	4,573	5,602	2,181	7,783
BURLINGTON	1,555	166	1,721	1,689	799	2,488	3,244	965	4,209
CAMDEN	2,617	320	2,937	1,872	803	2,675	4,489	1,123	5,612
CAPE MAY	1,015	102	1,117	1,559	762	2,321	2,574	864	3,438
CUMBERLAND	947	74	1,021	1,910	422	2,332	2,857	496	3,353
ESSEX	3,685	139	3,824	9,120	1,129	10,249	12,805	1,268	14,073
GLOUCESTER	1,170	272	1,442	461	139	600	1,631	411	2,042
HUDSON	3,101	165	3,266	8,528	2,642	11,170	11,629	2,807	14,436
HUNTERDON	479	71	550	0	0	0	479	71	550
MERCER	1,643	121	1,764	2,376	336	2,712	4,019	457	4,476
MIDDLESEX	2,143	59	2,202	3,078	1,390	4,468	5,221	1,449	6,670
MONMOUTH	2,558	71	2,629	2,063	848	2,911	4,621	919	5,540
MORRIS	1,463	141	1,604	1,389	493	1,882	2,852	634	3,486
OCEAN	2,827	407	3,234	2,888	780	3,668	5,715	1,187	6,902
PASSAIC	2,278	212	2,490	3,257	801	4,058	5,535	1,013	6,548
SALEM	512	97	609	83	25	108	595	122	717
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	501	132	633	535	315	850	1,036	447	1,483
UNION	2,147	200	2,347	3,769	842	4,611	5,916	1,042	6,958
WARREN	522	42	564	305	246	551	827	288	1,115
TOTAL	35,334	3,593	38,927	49,733	14,686	64,419	85,067	18,279	103,346

STATE OF NEW JERSEY
Local Government Civil Service System Jobs by Occupational Group
 July 1, 2020



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 7/1/20: 103,346.

STATE OF NEW JERSEY

Distribution of Local Government Civil Service System Jobs by Occupational Group

July 1, 2020

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	311	216	527
	01 ENV ENGR-ARCHITECTURE	18	19	37
	02 PHYSICAL SCI-STATS	130	73	203
	04 LIFE SCIENCES	46	7	53
	05 SOCIAL SCIENCES	471	850	1,321
	06 SOCIAL-PSYCH SERVICES	1,925	208	2,133
	07 MEDICAL-HEALTH SERVICES	1,456	1,428	2,884
	09 EDUCATION	420	1,805	2,225
	10 MUSEUM/LIBRARY/ARCHIVES	1,509	1,924	3,433
	11 LAW	1,300	764	2,064
	12 INFO PROCESSING SYSTEMS	558	315	873
	13 WRITING	41	63	104
	14 ART	37	29	66
	15 FINANCE	430	591	1,021
	16 ADMINISTRATION	4,341	2,603	6,944
	17 INSPECTIONS/INVESTIGATIONS	671	2,266	2,937
	18 RECREATION	479	1,634	2,113
	19 BROADCASTING/TRANSMITTING	3	18	21
	CLERICAL	20 GENERAL CLERICAL	5,839	6,490
21 FINANCE CLERICAL		432	881	1,313
22 STOCK-STORAGE-INVENTORY		98	59	157
24 INFO-MSG DISTRIBUTION		1,394	1,743	3,137
SERVICE	30 BLDG-FACILITY SERVICES	966	2,062	3,028
	31 FOOD SERVICES	243	471	714
	33 BARBERING/COSMETOLOGY	2	0	2
	35 DIRECT CARE	449	40	489
	36 PROTECTIVE SERVICES	10,100	26,338	36,438
AGRICULTURE FISHERY	40 PLANTING-GARDENING	582	611	1,193
	41 ANIMAL FARMING	230	144	374
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	4	4	8
MACHINE TRADES	60 MACHINERY REPAIR	327	657	984
	65 PRINTING	21	6	27
BENCHWORK	70 TECHNICAL REPAIR	3	27	30
	72 ELECTRICAL REPAIR	87	106	193
STRUCTURAL WORK	80 SKILLED TRADES	325	346	671
	81 STRUCTURAL MAINTENANCE	1,694	6,131	7,825
MISCELLANEOUS	90 TRANSPORTATION	865	1,843	2,708
	91 UTILITIES	267	676	943
	92 NOT CODED ELSEWHERE	853	970	1,823
TOTAL		38,927	64,419	103,346

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 2020

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

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2020

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 2020

Hammonton
Hampton Township
Harmony Township
Harrison (Hudson)
Harrison Housing Authority
Harrison Library
Hazlet Township
Hazlet Fire District (1)
Highlands Borough (Monmouth County)
Hillside Township
Hillside Library
Hoboken
Holmdel Township
Hopatcong
Independence Township
Independence Municipal Utilities Authority
Irvington
Irvington Housing Authority
Irvington Library
Jackson Township
Jackson Fire Districts (4)
Jackson Municipal Utilities Authority
Jefferson Township
Jefferson Township Library
Jersey City
Jersey City Library

Jersey City School District
Keansburg
Kearny
Kearny Library
Keyport Borough
Lacey Township
Lake Como Borough (formerly South Belmar)
Lakehurst
Lakewood Township
Lakewood Fire District (1)
Lakewood Municipal Utilities Authority
Lavallette
Lawnside
Lawrence Township (Mercer County)
Liberty Township
Lincoln Park Borough
Lincoln Park Library
Linden
Linden Library
Lindenwold Borough
Lindenwold Fire District (1)
Little Egg Harbor Township
Lodi Borough
Lodi Housing Authority
Lodi Library
Lodi School District

Long Beach Township
Long Branch
Lopatcong
Lower Township (Cape May County)
Lower Township Municipal Utilities Authority
Magnolia Borough
Manasquan Borough
Manasquan Fire District (1)
Maple Shade
Margate City
Margate Library
Marlboro Township
Marlboro Municipal Utilities Authority
Marlboro Fire District (1)
Maurice River Township
Maurice River School District
Middle Township (Cape May County)
Middle Township School District
Middletown Township (Monmouth County)
Middletown Library
Millburn Township
Millburn Library
Milltown Borough
Millville City
Millville School District

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2020

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 2020

Runnemede Borough	Teaneck Library	Weehawken Township
Rutherford Borough	Trenton	Weehawken Library
Rutherford Library	Trenton Library	Weehawken School District
Saddle Brook Township	Union Beach	West Milford Township
Saddle Brook Library	Union City (Hudson County)	West Milford Library
Salem City	Union City Library	West Milford Municipal Utilities Authority
Salem City Library	Union Township (Union County)	West New York
Sayreville Borough	Union Township Library (Union County)	West New York Library
Scotch Plains	Upper Township (Cape May County)	West Orange Township
Scotch Plains Library	Ventnor City	West Orange Library
Sea Isle City	Vernon Township	White Township
Seaside Heights	Verona Township	Wildwood City
Seaside Park	Verona Township Library	Wildwood City Housing Authority
Somerdale Borough	Vineland City	Wildwood Crest Borough
Somers Point	Vineland Library	Willingboro
South Amboy	Vineland School District	Willingboro Library
South Amboy Library	Voorhees Township	Willingboro Municipal Utilities Authority
South Orange Village	Voorhees Township Fire District (1)	Winslow Township
South Orange Library	Waldwick Borough	Winslow Township Fire District (1)
South Plainfield	Waldwick Library	Woodbine Borough
South Plainfield Library	Wallington Borough	Woodbridge Township
South Toms River	Wallington JFK Memorial Library	Woodbridge Library
Sparta Township	Wanaque Borough	Woodbridge Fire Districts (9)
Sparta Library	Wanaque Library	Woodland Park Borough (formerly West Paterson)
Stanhope Borough	Wantage Township	
Stillwater Township	Washington Borough (Warren County)	
Stratford Borough		
Teaneck Township		

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2020

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