



Philip D. Murphy
Governor

Sheila Y. Oliver
Lt. Governor

Deirdré L. Webster Cobb
Chair/Chief Executive Officer



#CSCWORKSFORYOU

STATE GOVERNMENT 2022 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 2022 State Government Workforce Profile. The Workforce Profile provides a breakdown of employees compensated through Centralized Payroll. 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. As CSC continues to achieve Governor Murphy’s goal of providing a stronger and fairer New Jersey, 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. The CSC also provides 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. The CSC provides several programs and services that are aimed to ensure that the State possesses a diverse and qualified workforce. 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 Civil Service 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 Webster Cobb, Esq.
Chair/Chief Executive Officer
New Jersey Civil Service Commission

State Government Workforce Profile 2022

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State Government Workforce Profile 2022

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State Government Workforce Profile 2022

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, 2021, comparisons of the workforce at the end of Fiscal Year 2021 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2022.

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 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.
- The creation of the Cannabis Regulatory Commission in April 2021.
- The elimination of the Garden State Preservation Trust in August 2021.

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 OF NEW JERSEY

State Government Workforce Profile 2022

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 2019 and July 2020 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 2.6 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				
	7/2/2019	7/1/2020	7/1/2021	CHANGE OVER 2 YEARS	
AGRICULTURE	204	201	209	+ 5	2.5%
BANKING & INSURANCE	435	441	432	- 3	-0.7%
CHILDREN & FAMILIES	6,823	6,777	6,529	- 294	-4.3%
COMMUNITY AFFAIRS	827	864	826	- 1	-0.1%
CORRECTIONS	8,746	8,523	8,177	- 569	-6.5%
<i>Corrections</i>	8,164	7,938	7,566	- 598	-7.3%
State Parole Board	582	585	611	+ 29	5.0%
EDUCATION	654	642	645	- 9	-1.4%
ENVIRONMENTAL PROTECTION	2,627	2,659	2,623	- 4	-0.2%
GOVERNOR'S OFFICE	118	115	108	- 10	-8.5%
HEALTH	6,145	6,082	6,087	- 58	-0.9%
HUMAN SERVICES	7,131	6,959	6,714	- 417	-5.8%
INFORMATION TECHNOLOGY	593	586	581	- 12	-2.0%
LABOR	3,034	2,989	3,093	+ 59	1.9%
<i>Labor</i>	2,787	2,741	2,852	+ 65	2.3%
Civil Service Commission	247	248	241	- 6	-2.4%
LAW & PUBLIC SAFETY	7,868	7,825	8,067	+ 199	2.5%
<i>Law & Public Safety</i>	6,551	6,519	6,829	+ 278	4.2%
Homeland Security & Preparedness	93	104	98	+ 5	5.4%
Juvenile Justice	1,224	1,202	1,140	- 84	-6.9%
MILITARY & VETERANS AFFAIRS	1,518	1,538	1,537	+ 19	1.3%
STATE	299	295	291	- 8	-2.7%
<i>State (Includes Comm on Higher Education)</i>	166	166	168	+ 2	1.2%
Higher Educational Student Assistance	133	129	123	- 10	-7.5%
TRANSPORTATION	5,651	5,877	5,581	- 70	-1.2%
<i>Transportation</i>	3,239	3,230	3,114	- 125	-3.9%
Motor Vehicles	2,412	2,647	2,467	+ 55	2.3%
TREASURY	5,105	4,985	4,976	- 129	-2.5%
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,522	3,395	3,408	- 114	-3.2%
Administrative Law	96	96	96	+ 0	0.0%
Casino Control	33	33	31	- 2	-6.1%
Public Defender	1,231	1,248	1,221	- 10	-0.8%
Public Utilities	223	213	220	- 3	-1.3%
TOTAL EXECUTIVE DEPARTMENTS	57,778	57,358	56,476	- 1,302	-2.3%
JUDICIARY	9,075	9,027	8,630	- 445	-4.9%
LEGISLATIVE STAFF	482	479	478	- 4	-0.8%
TOTAL STATE GOVT WORKFORCE	67,335	66,864	65,584	- 1,751	-2.6%

DEMOGRAPHICS
07/01/2021

AGE

Average: 46 years
Median: 46 years

LENGTH OF SERVICE

Average: 13 years
Median: 13 years

SALARY *

Average: \$79,673
Median: \$74,888

GENDER

Female: 36,365 (55.4%)
Male: 29,203 (44.5%)

MINORITY EMPLOYEES

31,503 (48.0%)

UNION REPRESENTATION

46,854 (71.4%)

* 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, 2021. 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.

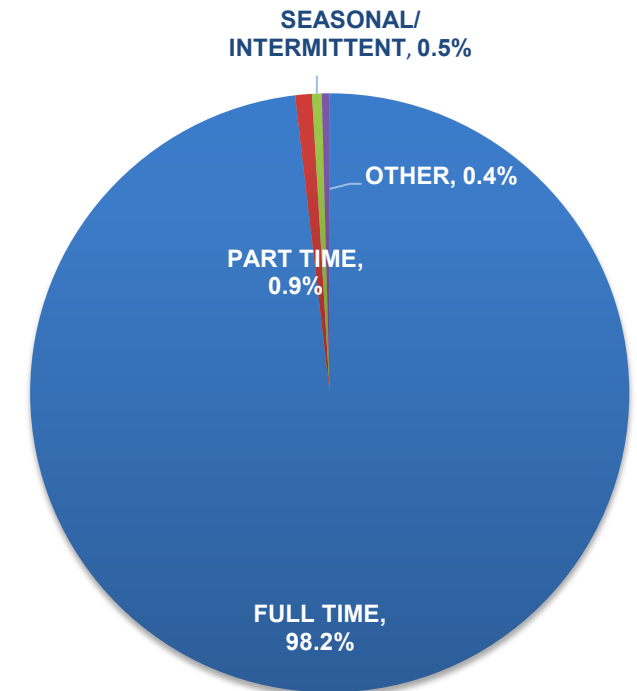
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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, 2021

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	207	2	0	0	209
BANKING & INSURANCE	423	2	0	7	432
CHILDREN & FAMILIES	6,479	50	0	0	6,529
COMMUNITY AFFAIRS	826	0	0	0	826
CORRECTIONS	8,175	2	0	0	8,177
<i>Corrections</i>	7,564	2	0	0	7,566
State Parole Board	611	0	0	0	611
EDUCATION	641	4	0	0	645
ENVIRONMENTAL PROTECTION	2,616	3	4	0	2,623
GOVERNOR'S OFFICE	108	0	0	0	108
HEALTH	5,942	145	0	0	6,087
HUMAN SERVICES	6,569	145	0	0	6,714
INFORMATION TECHNOLOGY	579	2	0	0	581
LABOR	2,901	61	122	9	3,093
<i>Labor</i>	2,665	59	122	6	2,852
Civil Service Commission	236	2	0	3	241
LAW & PUBLIC SAFETY	7,819	2	0	246	8,067
<i>Law & Public Safety</i>	6,583	0	0	246	6,829
Homeland Security & Preparedness	98	0	0	0	98
Juvenile Justice	1,138	2	0	0	1,140
MILITARY & VETERANS AFFAIRS	1,524	13	0	0	1,537
STATE	287	4	0	0	291
<i>State (Includes Comm on Higher Education)</i>	164	4	0	0	168
Higher Educational Student Assistance	123	0	0	0	123
TRANSPORTATION	5,441	134	0	6	5,581
<i>Transportation</i>	3,108	0	0	6	3,114
Motor Vehicles	2,333	134	0	0	2,467
TREASURY	4,750	0	218	8	4,976
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,182	0	218	8	3,408
Administrative Law	96	0	0	0	96
Casino Control	31	0	0	0	31
Public Defender	1,221	0	0	0	1,221
Public Utilities	220	0	0	0	220
TOTAL EXECUTIVE DEPARTMENTS	55,287	569	344	276	56,476
JUDICIARY	8,613	17	0	0	8,630
LEGISLATIVE STAFF	474	3	1	0	478
TOTAL STATE GOVT WORKFORCE	64,374	589	345	276	65,584



■ 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 07/01/2021 65,584.

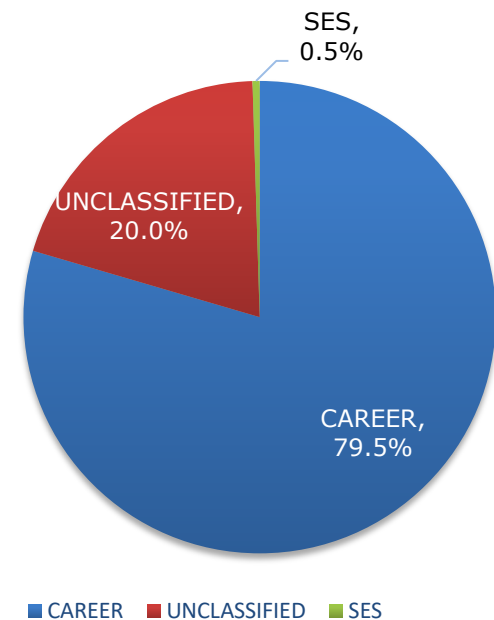
STATE OF NEW JERSEY
State Government Employees in Pay Status by Work Schedule
 July 1, 2021

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	206	2	0	0	208
BANKING & INSURANCE	417	2	0	0	419
CHILDREN & FAMILIES	6,337	47	0	0	6,384
COMMUNITY AFFAIRS	810	0	0	0	810
CORRECTIONS	7,667	1	0	0	7,668
<i>Corrections</i>	7,079	1	0	0	7,080
State Parole Board	588	0	0	0	588
EDUCATION	551	4	0	0	555
ENVIRONMENTAL PROTECTION	2,607	3	2	0	2,612
GOVERNOR'S OFFICE	93	0	0	0	93
HEALTH	5,491	137	0	0	5,628
HUMAN SERVICES	6,247	135	0	0	6,382
INFORMATION TECHNOLOGY	581	2	0	0	583
LABOR	2,862	60	67	0	2,989
<i>Labor</i>	2,626	58	67	0	2,751
Civil Service Commission	236	2	0	0	238
LAW & PUBLIC SAFETY	7,689	2	0	0	7,691
<i>Law & Public Safety</i>	6,529	0	0	0	6,529
Homeland Security & Preparedness	100	0	0	0	100
Juvenile Justice	1,060	2	0	0	1,062
MILITARY & VETERANS AFFAIRS	1,449	11	0	0	1,460
STATE	281	4	0	0	285
<i>State (Includes Comm on Higher Education)</i>	161	4	0	0	165
Higher Educational Student Assistance	120	0	0	0	120
TRANSPORTATION	5,269	128	0	0	5,397
<i>Transportation</i>	3,014	0	0	0	3,014
Motor Vehicles	2,255	128	0	0	2,383
TREASURY	4,640	0	11	0	4,651
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,105	0	11	0	3,116
Administrative Law	94	0	0	0	94
Casino Control	30	0	0	0	30
Public Defender	1,200	0	0	0	1,200
Public Utilities	211	0	0	0	211
TOTAL EXECUTIVE DEPARTMENTS	53,197	538	80	0	53,815
JUDICIARY	8,519	17	0	0	8,536
LEGISLATIVE STAFF	475	2	0	0	477
TOTAL STATE GOVT WORKFORCE	62,191	557	80	0	62,828

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

July 1, 2021

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	150	27	177	2	30	209
BANKING & INSURANCE	311	59	370	0	62	432
CHILDREN & FAMILIES	5,754	438	6,192	82	255 ¹	6,529
COMMUNITY AFFAIRS	738	33	771	0	55	826
CORRECTIONS	7,796	101	7,897	8	272	8,177
<i>Corrections</i>	7,220	90	7,310	8	248 ²	7,566
State Parole Board	576	11	587	0	24	611
EDUCATION	141	318	459	0	186 ³	645
ENVIRONMENTAL PROTECTION	2,151	364	2,515	0	108	2,623
GOVERNOR'S OFFICE	4	0	4	0	104	108
HEALTH	3,821	2,014	5,835	15	237	6,087
HUMAN SERVICES	4,527	1,928	6,455	20	239 ⁴	6,714
INFORMATION TECHNOLOGY	428	111	539	11	31	581
LABOR	2,409	453	2,862	36	195	3,093
<i>Labor</i>	2,210	435	2,645	20	187 ⁵	2,852
Civil Service Commission	199	18	217	16	8	241
LAW & PUBLIC SAFETY	2,609	736	3,345	13	4,709	8,067
<i>Law & Public Safety</i>	1,649	623	2,272	12	4,545 ⁶	6,829
Homeland Security & Preparedness	69	7	76	0	22	98
Juvenile Justice	891	106	997	1	142 ⁷	1,140
MILITARY & VETERANS AFFAIRS	672	717	1,389	0	148 ⁸	1,537
STATE	128	22	150	0	141	291
<i>State (Includes Comm on Higher Education)</i>	81	16	97	0	71	168
Higher Educational Student Assistance	47	6	53	0	70	123
TRANSPORTATION	3,944	1,455	5,399	66	116	5,581
<i>Transportation</i>	2,769	240	3,009	54	51	3,114
Motor Vehicles	1,175	1,215	2,390	12	65	2,467
TREASURY	3,311	496	3,807	66	1,103	4,976
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,637	398	3,035	42	331 ⁹	3,408
Administrative Law	44	3	47	0	49	96
Casino Control	2	0	2	0	29	31
Public Defender	505	77	582	9	630 ¹⁰	1,221
Public Utilities	123	18	141	15	64	220
TOTAL EXECUTIVE DEPARTMENTS	38,894	9,272	48,166	319	7,991	56,476
JUDICIARY	3,050	945	3,995	0	4,635 ¹¹	8,630
LEGISLATIVE STAFF	0	0	0	0	478 ¹²	478
TOTAL STATE GOVT WORKFORCE	41,944	10,217	52,161	319	13,104	65,584



¹ Includes 172 educational, health care, and social services personnel.
² Includes 184 educational, health care, and social services personnel.
³ Includes 46 professional employees at the Katzenbach School.
⁴ Includes 110 educational, health care, and social services personnel.
⁵ Includes 40 compensation judges and 59 educational, medical, and social services personnel.
⁶ Includes 3,182 uniformed State Police, 651 Deputy Attorneys General, and 246 Board Members.
⁷ Includes 104 educational, health care, and social services personnel.
⁸ Includes 141 military, educational, and medical personnel.
⁹ Includes 64 Board Members.
¹⁰ Includes 57 Deputy Public Defenders and 536 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, 2021

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY	MEDIAN SALARY	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$76,385	\$74,893	13
BANKING & INSURANCE	49	\$79,604	\$79,000	13
CHILDREN & FAMILIES	44	\$77,171	\$81,069	13
COMMUNITY AFFAIRS	52	\$75,107	\$73,116	13
CORRECTIONS	43	\$82,196	\$86,000	13
<i>Corrections</i>	43	\$75,477	\$80,014	13
State Parole Board	43	\$88,916	\$91,987	14
EDUCATION	51	\$93,559	\$97,644	14
ENVIRONMENTAL PROTECTION	46	\$80,155	\$81,069	16
GOVERNOR'S OFFICE	37	\$85,410	\$69,238	5
HEALTH	49	\$67,566	\$58,062	12
HUMAN SERVICES	49	\$65,720	\$56,229	15
INFORMATION TECHNOLOGY	51	\$92,966	\$94,421	16
LABOR	49	\$77,476	\$74,192	16
<i>Labor</i>	51	\$72,623	\$67,314	15
Civil Service Commission	47	\$82,328	\$81,069	16
LAW & PUBLIC SAFETY	46	\$85,285	\$85,147	13
<i>Law & Public Safety</i>	44	\$86,920	\$85,147	13
Homeland Security & Preparedness	46	\$96,118	\$94,421	11
Juvenile Justice	47	\$72,816	\$69,841	15
MILITARY & VETERANS AFFAIRS	50	\$55,603	\$50,795	11
STATE	52	\$81,941	\$77,745	14
<i>State (Includes Comm on Higher Education)</i>	50	\$84,971	\$81,564	13
Higher Educational Student Assistance	55	\$78,911	\$73,926	16
TRANSPORTATION	47	\$65,104	\$60,260	13
<i>Transportation</i>	46	\$70,063	\$64,305	13
Motor Vehicles	47	\$60,145	\$56,215	12
TREASURY	50	\$90,587	\$80,916	15
<i>Treasury (Incl Minor Boards & Commissions)</i>	48	\$77,287	\$73,926	15
Administrative Law	53	\$114,575	\$113,034	14
Casino Control	52	\$83,907	\$73,926	18
Public Defender	46	\$84,756	\$80,916	12
Public Utilities	49	\$92,409	\$93,195	15
AVERAGE EXECUTIVE DEPARTMENTS	48	\$78,343	\$77,745	13
JUDICIARY	46	\$79,461	\$70,857	13
LEGISLATIVE STAFF	45	\$81,214	\$74,888	12
AVERAGE STATE GOVT WORKFORCE	46	\$79,673	\$74,888	13

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, 2021

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	120	55	0	34	209
BANKING & INSURANCE	429	0	0	3	432
CHILDREN & FAMILIES	4,755	1,521	0	253	6,529
COMMUNITY AFFAIRS	521	233	15	57	826
CORRECTIONS	7,975	21	126	55	8,177
<i>Corrections</i>	7,364	21	126	55	7,566
State Parole Board	611	0	0	0	611
EDUCATION	374	144	3	124	645
ENVIRONMENTAL PROTECTION	2,509	32	0	82	2,623
GOVERNOR'S OFFICE	95	0	13	0	108
HEALTH	5,227	507	128	225	6,087
HUMAN SERVICES	3,630	3,029	0	55	6,714
INFORMATION TECHNOLOGY	1	0	580	0	581
LABOR	749	2,341	0	3	3,093
<i>Labor</i>	508	2,341	0	3	2,852
Civil Service Commission	241	0	0	0	241
LAW & PUBLIC SAFETY	6,777	75	0	1,215	8,067
<i>Law & Public Safety</i>	5,681	63	0	1,085	6,829
Homeland Security & Preparedness	86	12	0	0	98
Juvenile Justice	1,010	0	0	130	1,140
MILITARY & VETERANS AFFAIRS	1,364	173	0	0	1,537
STATE	160	8	0	123	291
<i>State (Includes Comm on Higher Education)</i>	160	8	0	0	168
Higher Educational Student Assistance	0	0	0	123	123
TRANSPORTATION	2,253	853	0	2,475	5,581
<i>Transportation</i>	2,253	853	0	8	3,114
Motor Vehicles	0	0	0	2,467	2,467
TREASURY	4,187	47	230	512	4,976
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,677	44	230	457	3,408
Administrative Law	88	3	0	5	96
Casino Control	0	0	0	31	31
Public Defender	1,221	0	0	0	1,221
Public Utilities	201	0	0	19	220
TOTAL EXECUTIVE DEPARTMENTS	41,126	9,039	1,095	5,216	56,476
JUDICIARY	7,285	1,149	1	195	8,630
LEGISLATIVE STAFF	478	0	0	0	478
TOTAL STATE GOVT WORKFORCE	48,889	10,188	1,096	5,411	65,584

STATE OF NEW JERSEY

Other State Government Employment

July 1, 2021

AGENCY	FULL TIME	PART TIME	TOTAL 2022	TOTAL 2021	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	97	1	98	70	28	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1,4}	358	4	362	114	248	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION ¹	34	2	36	35	1	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	313	25	338	385	-47	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1,2}	876	1	877	895	-18	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	269	0	269	277	-8	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	6	3	9	5	4	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	282	1	283	246	37	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	14	0	14	15	-1	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	21	0	21	22	-1	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,370	186	1,556	1,830	-274	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	13	7	20	11	9	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	163	0	163	179	-16	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	143	178	321	322	-1	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	11,625	80	11,705	11,767	-62	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	2,003	380	2,383	2,465	-82	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	116	0	116	114	2	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	116	15	131	123	8	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1,4}	70	29	99	107	-8	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	564	0	564	585	-21	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	222	0	222	222	0	WATER SALE REVENUES
PINELANDS COMMISSION	39	1	40	41	-1	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3}	7,748	8	7,756	8,287	-531	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	58	0	58	57	1	SEWAGE FEES
RUTGERS	19,105	2,013	21,118	22,560	-1,442	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	103	9	112	112	0	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	286	106	392	397	-5	TOLL REVENUE
STATE COLLEGES	10,636	5,325	15,961	16,607	-646	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4}	21	1	22	23	-1	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	56,671	8,375	65,046	67,873	-2,827	

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 also presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on July 1, 2021 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 13 years. The number of employees with 13 years of service or greater represents approximately 53 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 10,269, or 15.66 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 17,781 of the State’s 65,584 employees, 27.1 percent, in that bracket.

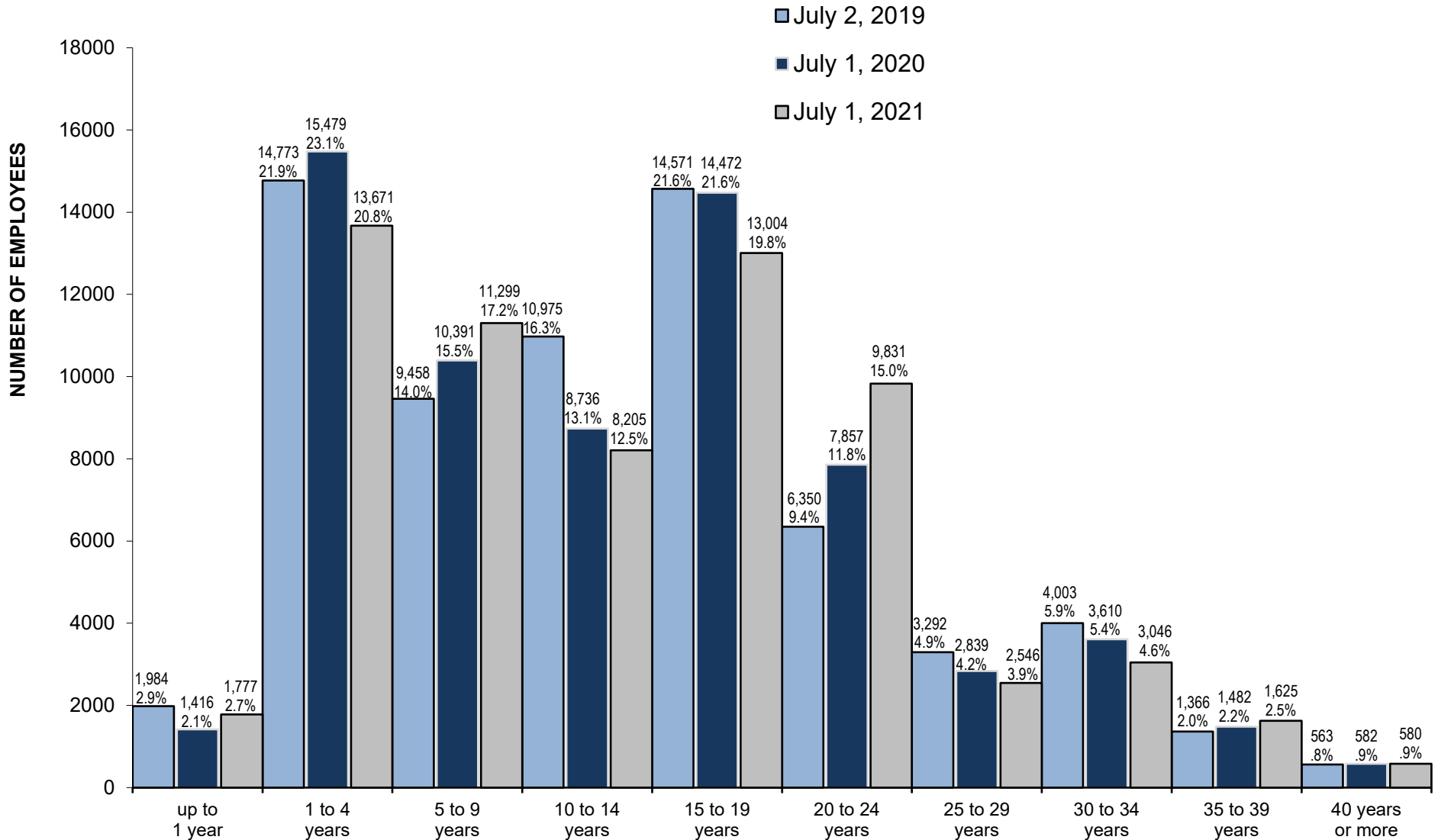
With Pages 15, 16, and 17, we present charts pertaining to separations trends. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. On Page 15, we compare separations during Fiscal Years 2020, 2021, and 2022 by the length of service of separated employees. Pages 16 and 17 include separation data by type over a ten-year period. The separation rate increased from 7.7 percent in FY2021 to 10.8 percent in FY2022.

With Pages 18 and 19, we present charts pertaining to hiring trends. Counts of new hires increased from 3,598 in Fiscal Year 2021 to 5,324 in Fiscal Year 2022, an increase of 48 percent. The average salary of new hires decreased from \$55,748 in FY2021 to \$53,206 in FY2022, a decrease of 4.6 percent.

STATE OF NEW JERSEY

Distribution of State Government Employees by Years of Service

July 1, 2021
(with earlier data for comparison)

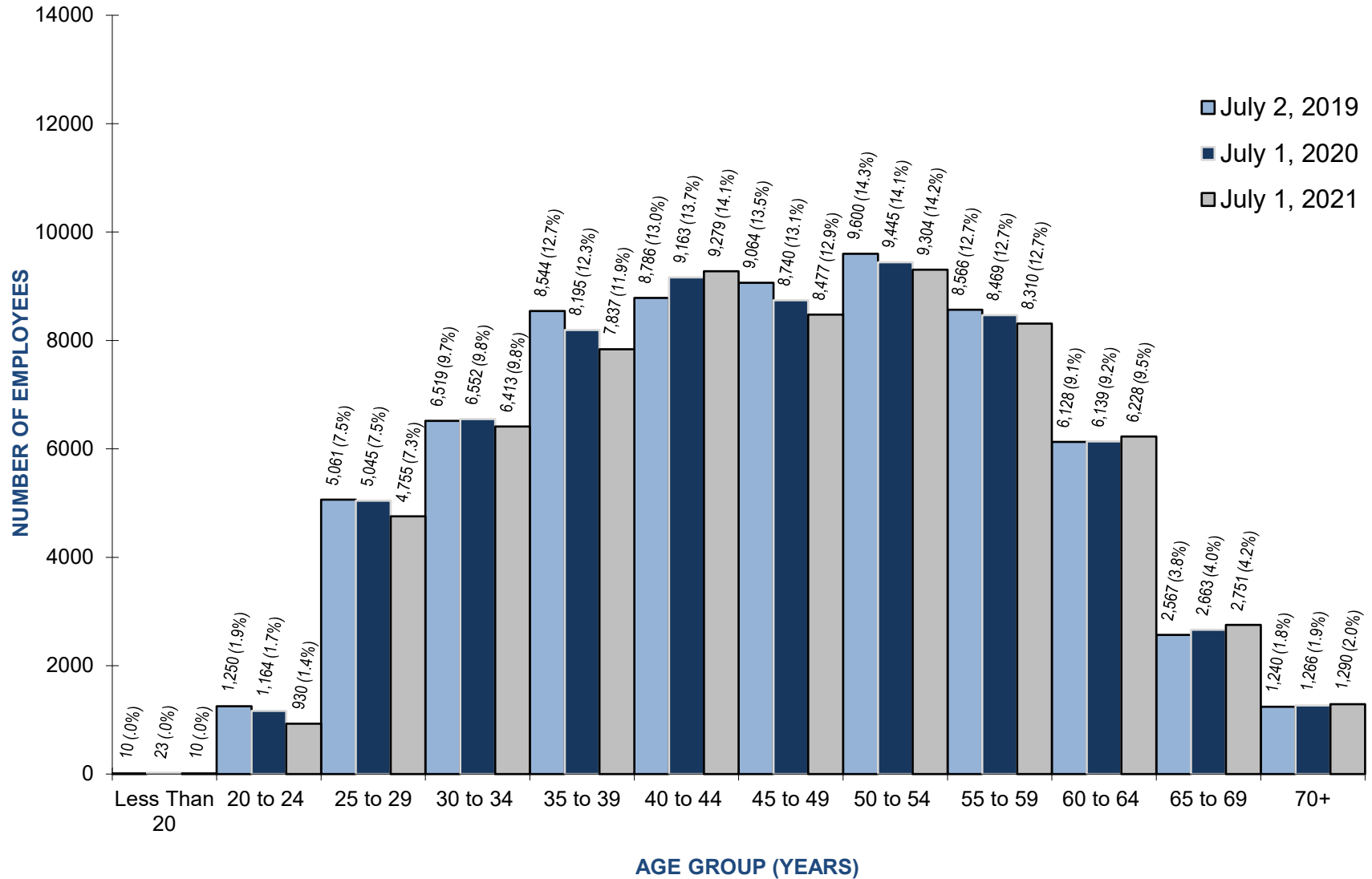


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 07/02/2019, 67,335; 07/01/2020, 66,864; 07/01/2021, 65,584).

STATE OF NEW JERSEY Distribution of State Government Employees by Age

July 1, 2021 (with earlier data for comparison)

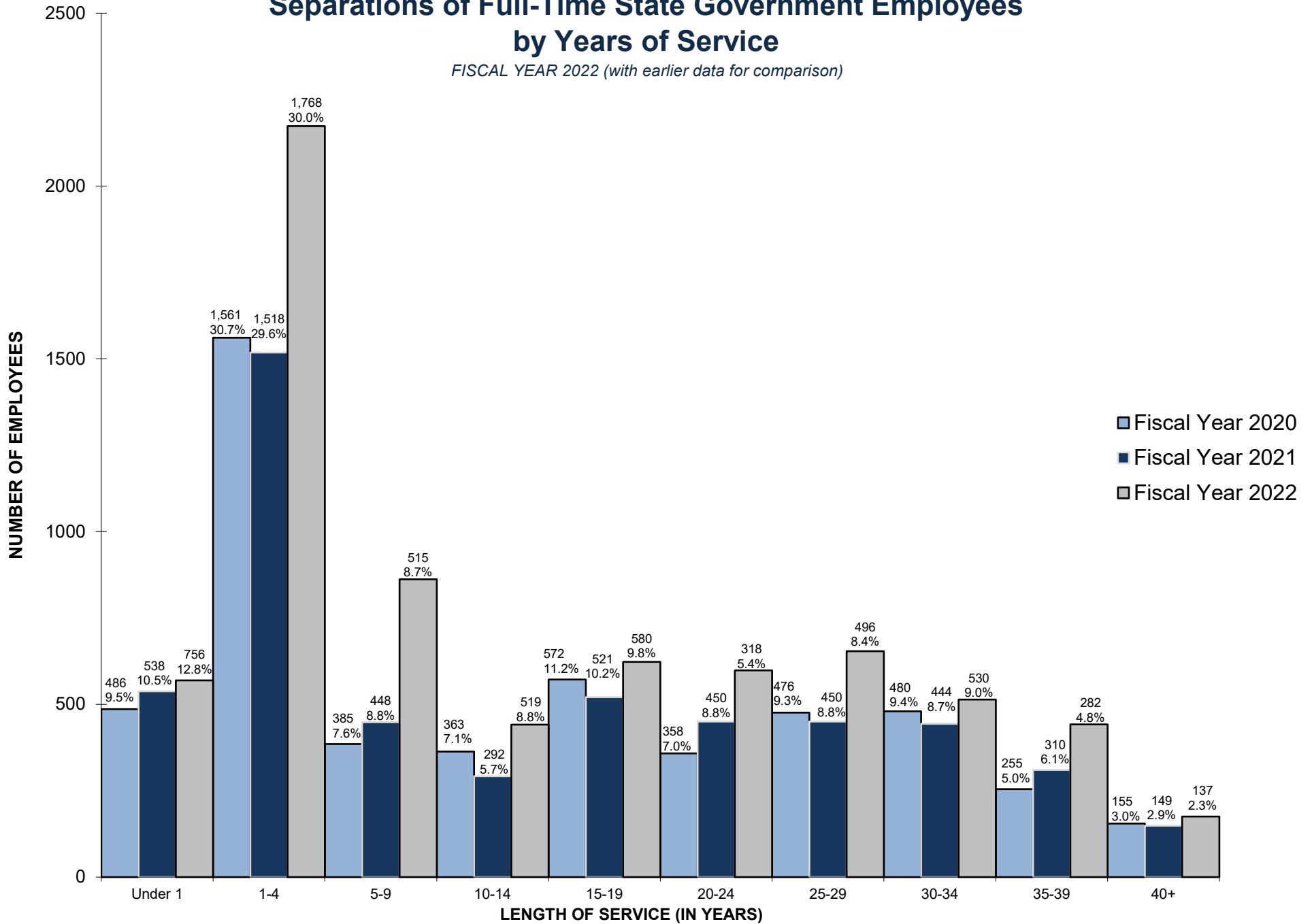


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/02/2019, 67,335; 7/01/2020, 66,864; 07/01/2021, 65,584).

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

FISCAL YEAR 2022 (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 (FY2020, 5,091; FY2021, 5,120; FY2022, 7,051).

STATE OF NEW JERSEY
Separations From State Service
Full-Time Employees FY2012 - FY2022

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%
2022	1910	193	146	2	2,802	887	195	420	0	121	243	6	107	19	7,051	65,584	10.8%

* 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.

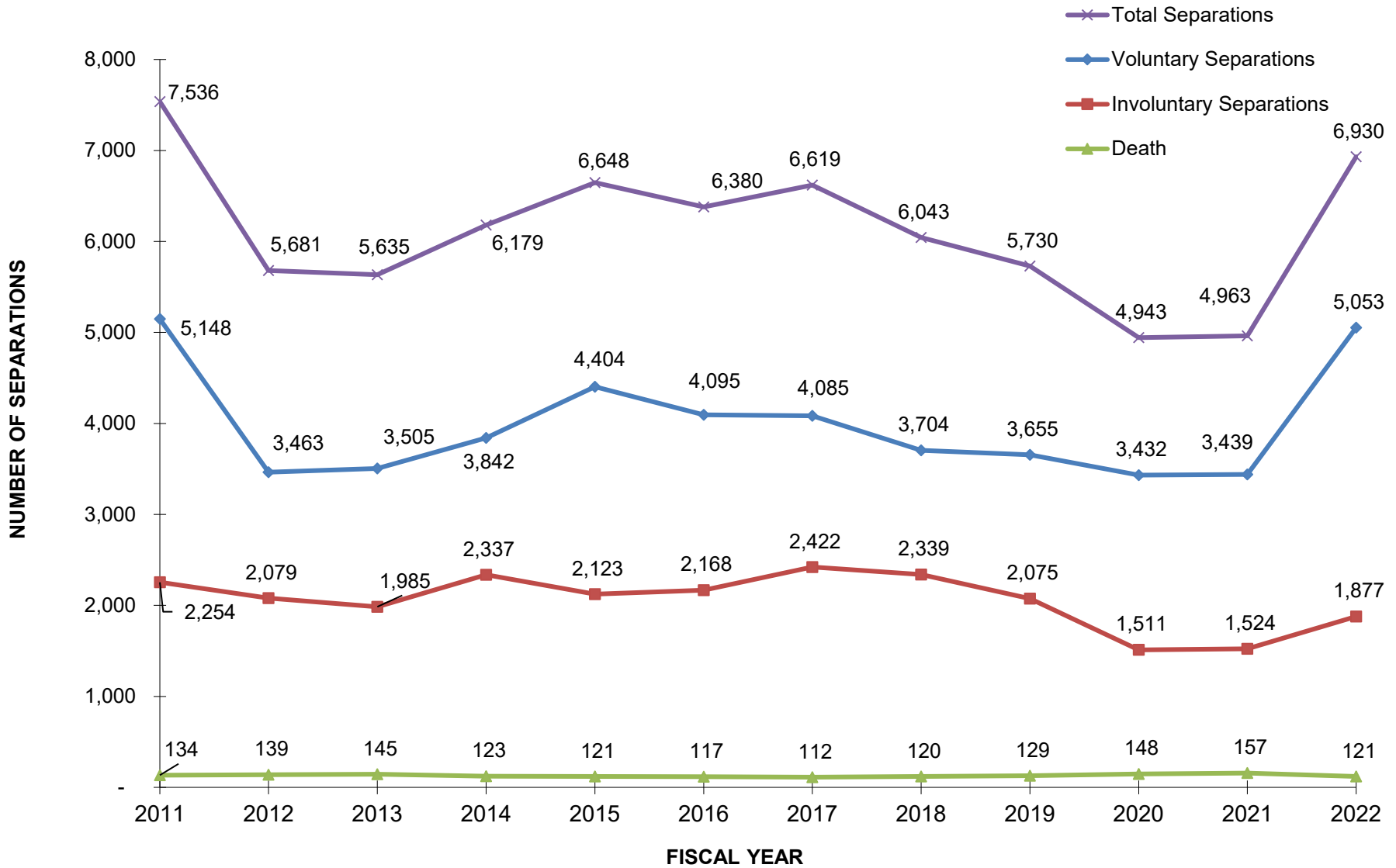
Some extensions beyond the July 1st deadline were granted. These extensions were made at the convenience of the State Government.

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

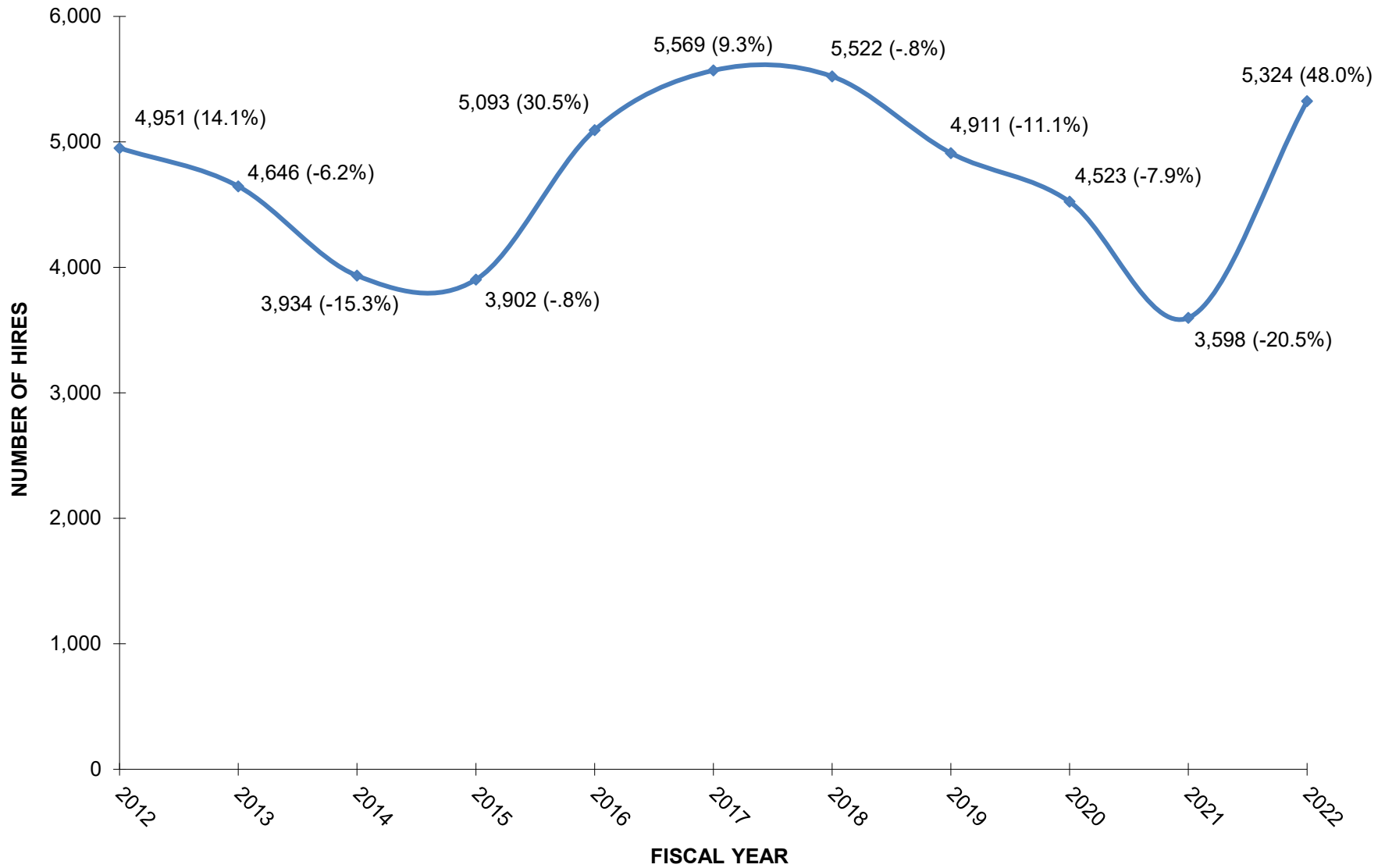
During Fiscal Year 2010, the Civil Service Commission established the general resignation as a means of reaching a settlement in the appeal of a disciplinary action.

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

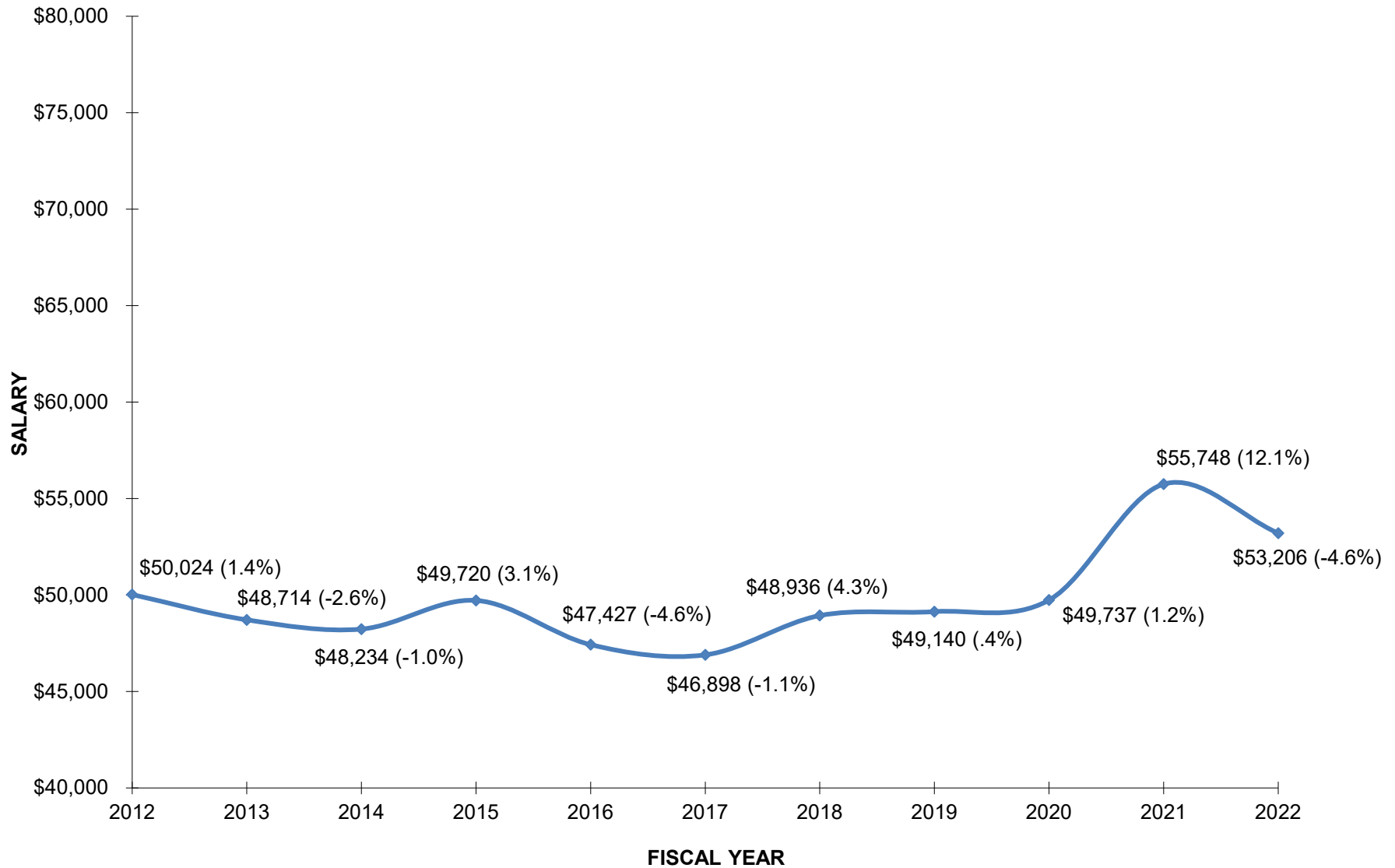
STATE OF NEW JERSEY
Separations from State Service
Full-Time Employees FY2012 - FY2022



STATE OF NEW JERSEY Hiring by State Government FY2012 Through FY2022



STATE OF NEW JERSEY
Average Salary of Full-Time Employees Hired by State Government
FY2012 Through FY2022



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

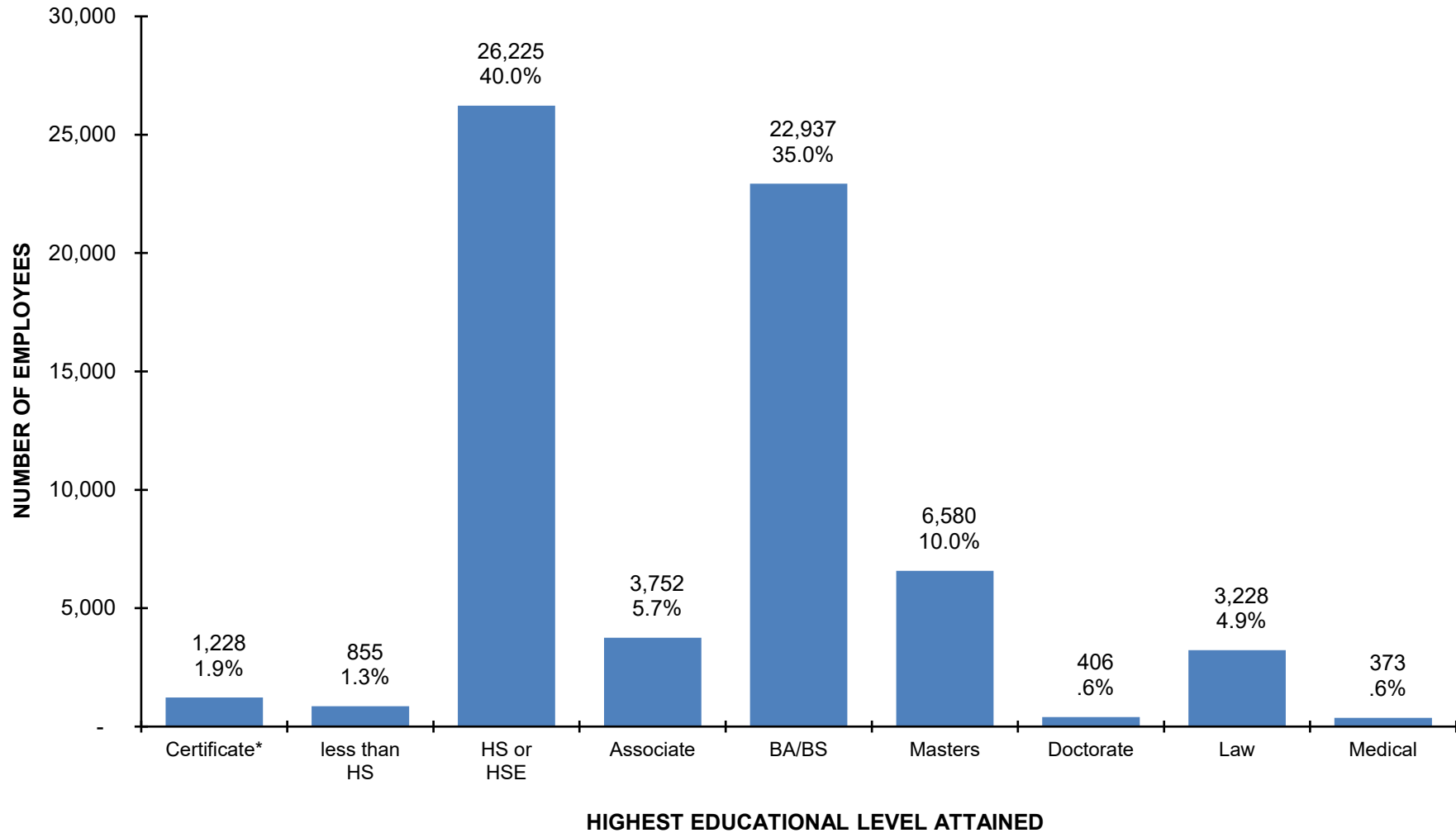
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,937 employees, the true number of employees with a Bachelor's degree (or equivalent) is 33,524 (or approximately 51 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, 2021



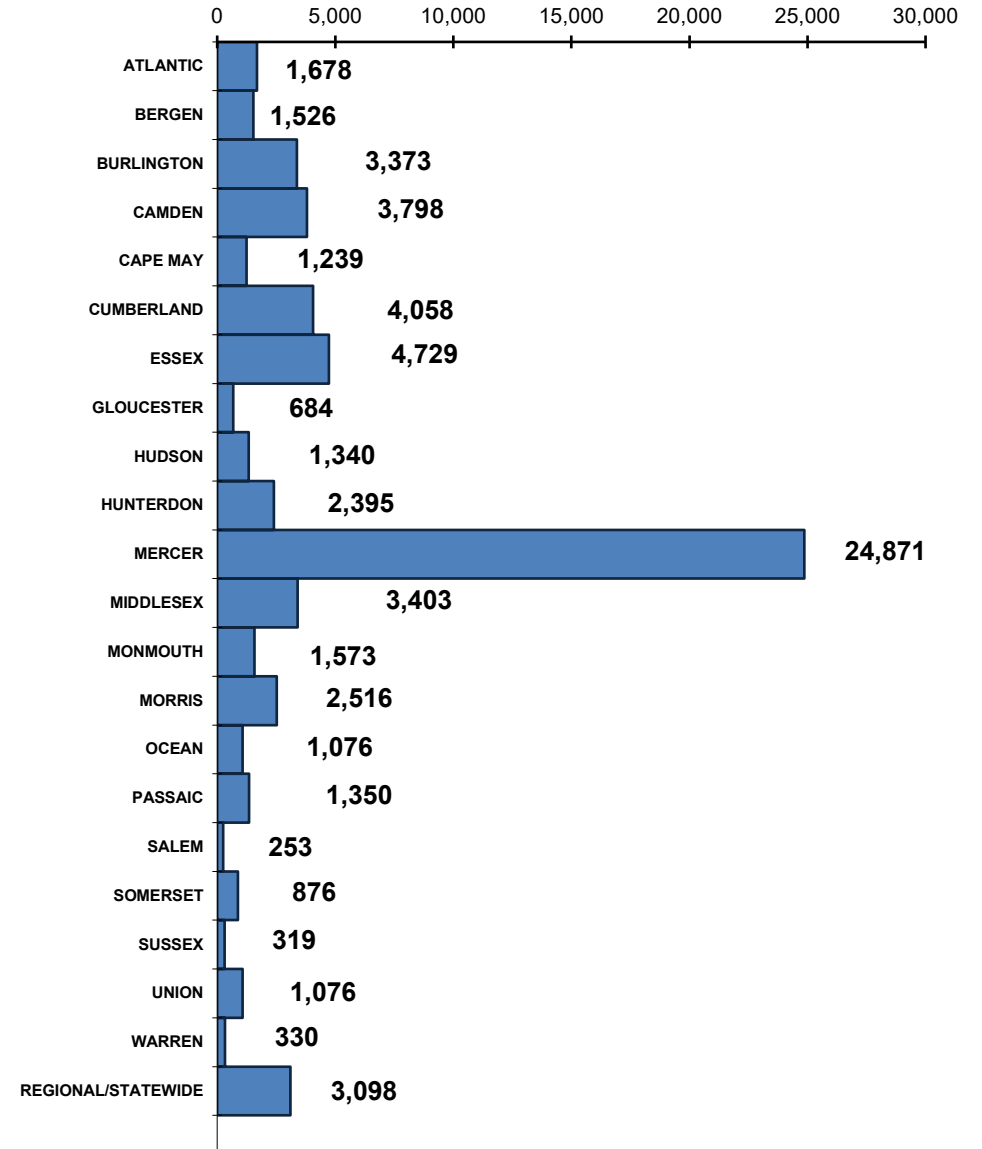
Percentages refer to the total State Government workforce (as of 07/01/2021, 65,584.)

** 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, 2021

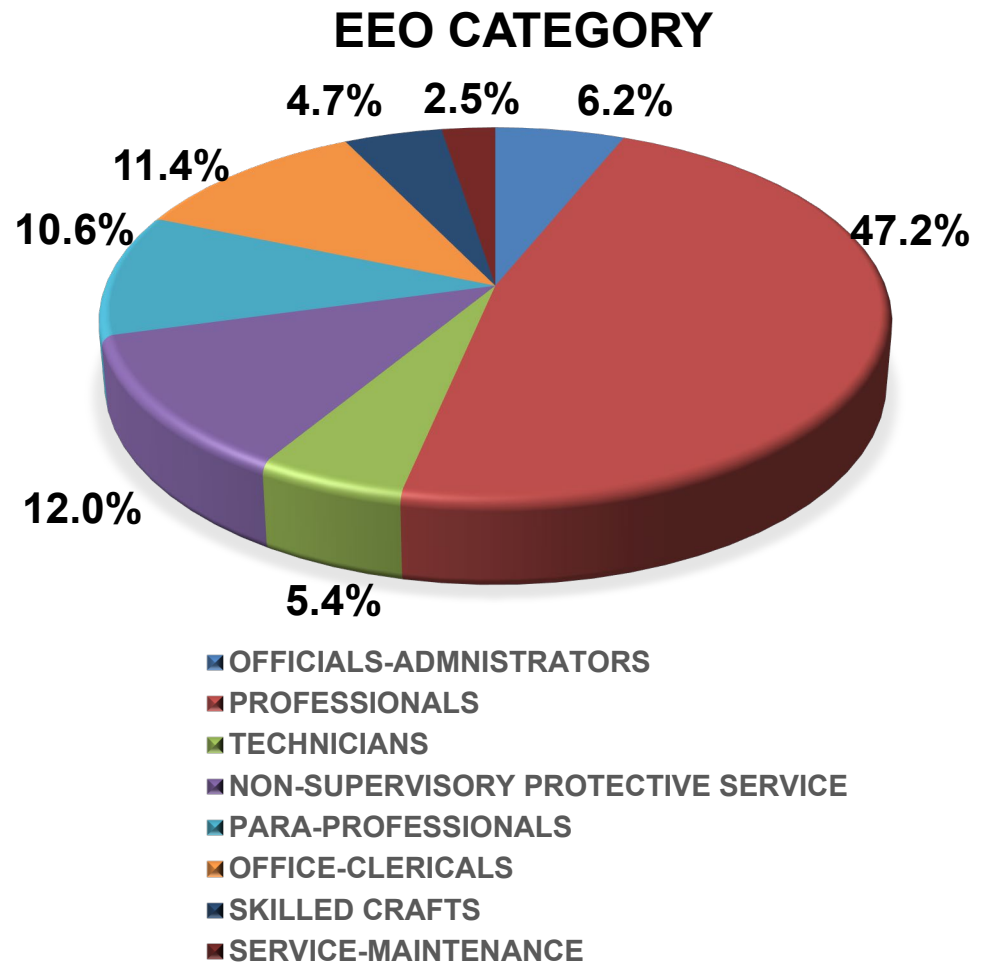
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,678	2.6
BERGEN	1,526	2.3
BURLINGTON	3,373	5.1
CAMDEN	3,798	5.8
CAPE MAY	1,239	1.9
CUMBERLAND	4,058	6.2
ESSEX	4,729	7.2
GLOUCESTER	684	1.0
HUDSON	1,340	2.0
HUNTERDON	2,395	3.7
MERCER	24,871	37.9
MIDDLESEX	3,403	5.2
MONMOUTH	1,573	2.4
MORRIS	2,516	3.8
OCEAN	1,076	1.6
PASSAIC	1,350	2.1
SALEM	253	0.4
SOMERSET	876	1.3
SUSSEX	319	0.5
UNION	1,076	1.6
WARREN	330	0.5
REGIONAL/STATEWIDE	3,098	4.7
OUT OF STATE		
CALIFORNIA	5	*
ILLINOIS	17	*
WASHINGTON, DC	1	*
TOTAL	65,584	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, 2021

EEO CATEGORY	TOTALS
OFFICIALS-ADMNISTRATORS	4,035 6.2%
PROFESSIONALS	30,950 47.2%
TECHNICIANS	3,530 5.4%
NON-SUPERVISORY PROTECTIVE SERVICE	7,877 12.0%
PARA-PROFESSIONALS	6,956 10.6%
OFFICE-CLERICALS	7,502 11.4%
SKILLED CRAFTS	3,063 4.7%
SERVICE-MAINTENANCE	1,671 2.5%
TOTAL	65,584



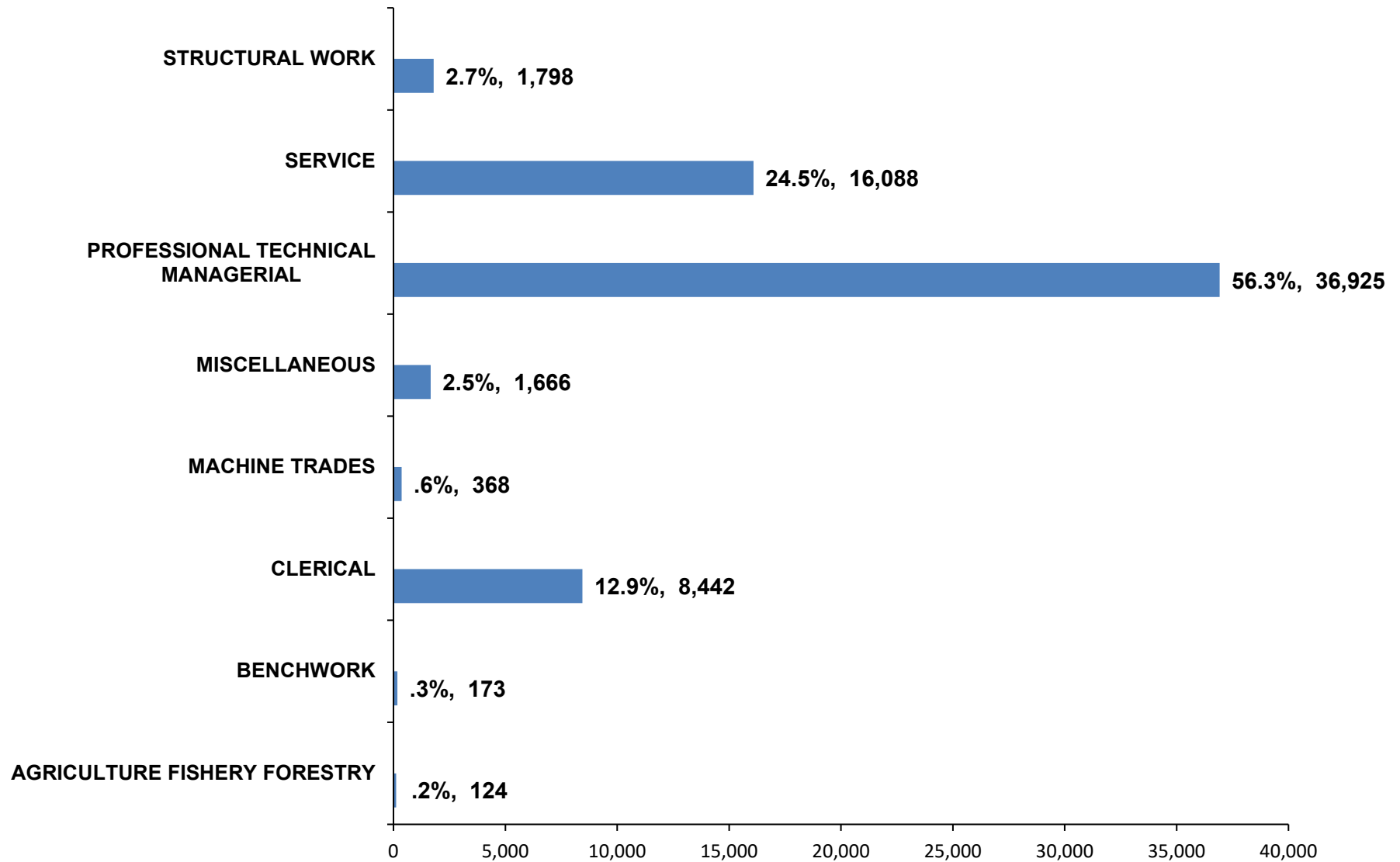
STATE OF NEW JERSEY
Distribution of State Government Employees by Occupation

July 1, 2021

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	1,103	0	0	1,103
	01 ENV ENGR-ARCHITECTURE	204	0	0	204
	02 PHYSICAL SCI-STATS	1,489	0	0	1,489
	04 LIFE SCIENCES	220	0	0	220
	05 SOCIAL SCIENCES	276	0	0	276
	06 SOCIAL-PSYCH SERVICES	6,853	2,415	0	9,268
	07 MEDICAL-HEALTH SERVICES	2,979	0	0	2,979
	09 EDUCATION	1,357	0	3	1,360
	10 MUSEUM/LIBRARY/ARCHIVES	98	3	5	106
	11 LAW	2,410	1,008	107	3,525
	12 INFO PROCESSING SYSTEMS	1,887	327	31	2,245
	13 WRITING	148	62	45	255
	14 ART	18	0	0	18
	15 FINANCE	1,719	94	101	1,914
	16 ADMINISTRATION	7,075	2,008	103	9,186
	17 INSPECTIONS/INVESTIGATIONS	2,460	231	12	2,703
	18 RECREATION	67	0	0	67
	19 BROADCASTING/TRANSMITTING	7	0	0	7
	CLERICAL	20 GENERAL CLERICAL	5,010	2,397	50
21 FINANCE CLERICAL		158	57	4	219
22 STOCK-STORAGE-INVENTORY		210	0	2	212
24 INFO-MSG DISTRIBUTION		550	0	4	554
SERVICE	30 BLDG-FACILITY SERVICES	800	0	1	801
	31 FOOD SERVICES	844	0	0	844
	33 BARBERING/COSMETOLOGY	16	0	0	16
	35 DIRECT CARE	3,857	0	0	3,857
	36 PROTECTIVE SERVICES	10,562	0	8	10,570
AGRICULTURE FISHERY FORESTRY	40 PLANTING-GARDENING	78	0	0	78
	41 ANIMAL FARMING	45	0	0	45
	43 FORESTRY	1	0	0	1
MACHINE TRADES	60 MACHINERY REPAIR	323	0	1	324
	65 PRINTING	39	5	0	44
BENCHWORK	70 TECHNICAL REPAIR	0	0	0	0
	72 ELECTRICAL REPAIR	173	0	0	173
STRUCTURAL WORK	80 SKILLED TRADES	379	0	0	379
	81 STRUCTURAL MAINTENANCE	1,419	0	0	1,419
MISCELLANEOUS	90 TRANSPORTATION	259	13	0	272
	91 UTILITIES	120	0	0	120
	92 MULTIPLE GROUPS	1,261	10	1	1,272
	93 NON TITLE	2	0	0	2
TOTAL		56,476	8,630	478	65,584

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

July 1, 2021



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 7/1/2021: 65,584.

STATE OF NEW JERSEY

Salary Data for State Government Workforce

Introduction

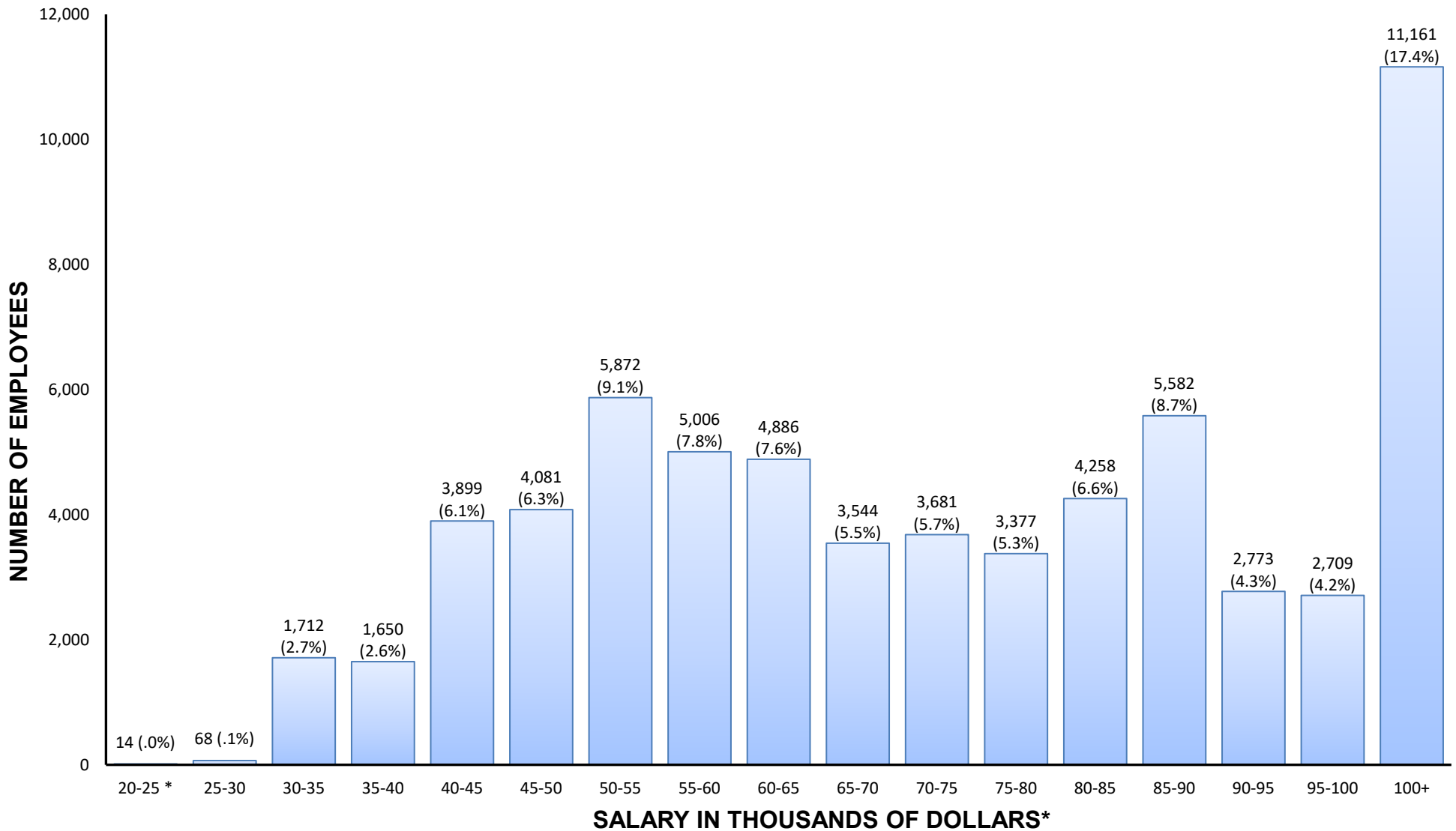
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$79,673) account for over 50 percent of the full-time State Government workforce. The median salary is \$74,888. See Page 4 for a discussion of the computation 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 tenth 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 \$350,000 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 \$90,000.00 to over \$100,000 account for 25.9 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, 2021

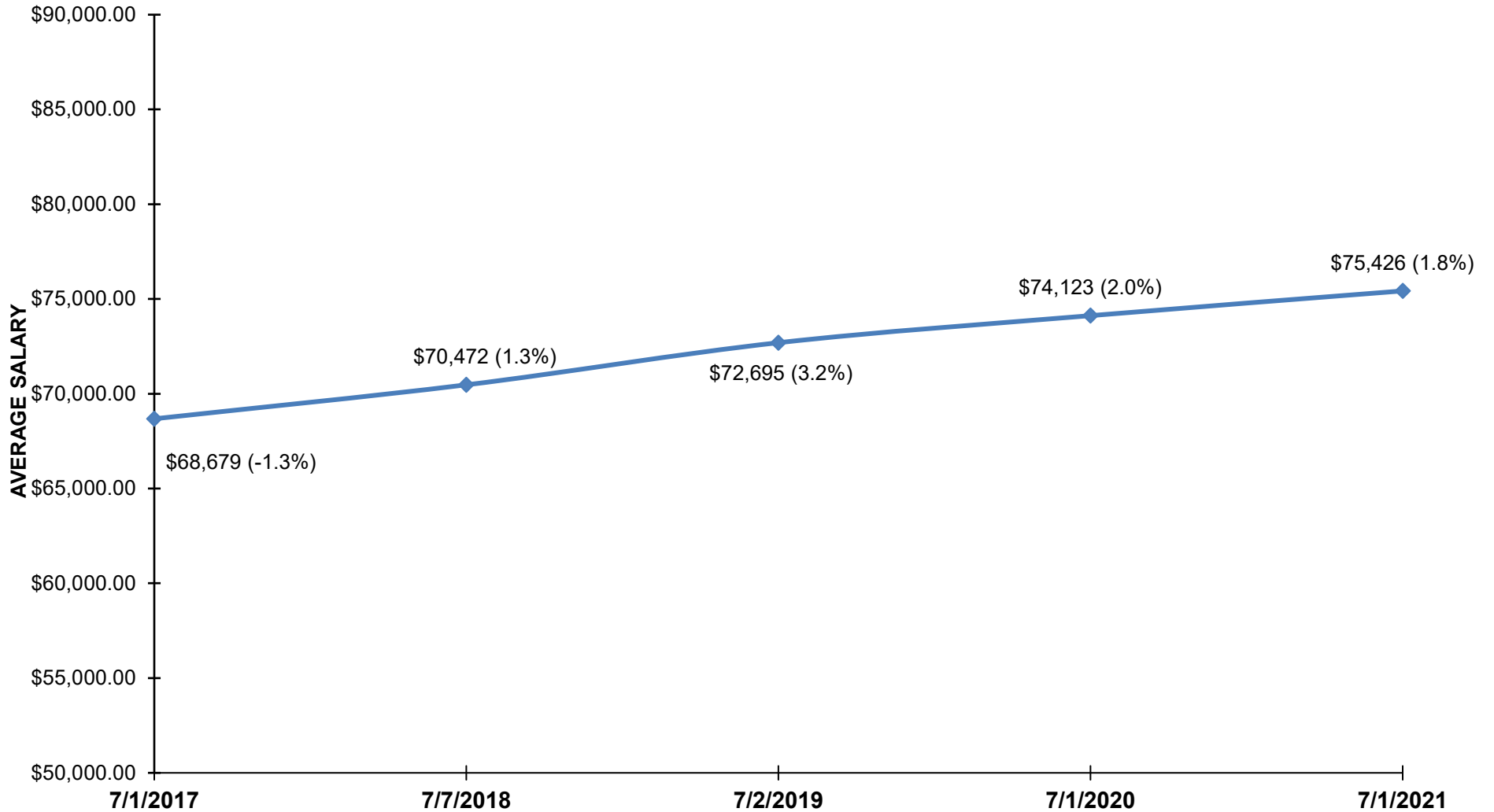


Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/1/2021, 64,273).

*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

2017 through 2021



STATE OF NEW JERSEY

State Government Workforce: Race/Ethnic and Gender Data

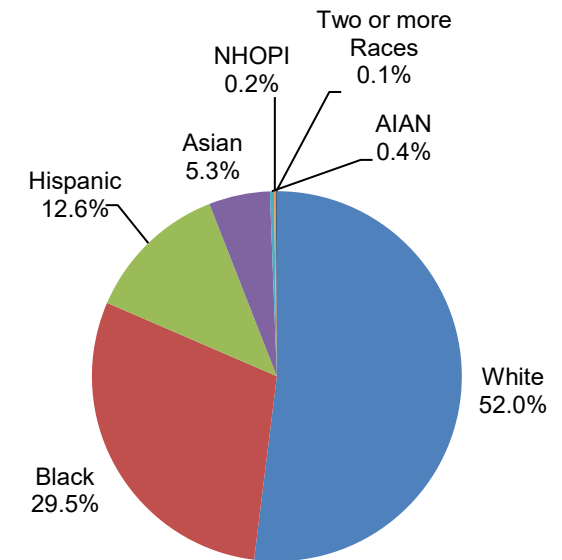
Introduction

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, 2021, 16 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 2012. 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 48 percent of that workforce as of July 1, 2021. Women, on the other hand, made up 54.2 percent of the full-time State Government workforce in 2000 and represent 55.4 percent of that workforce as of July 1, 2021. 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, 2021

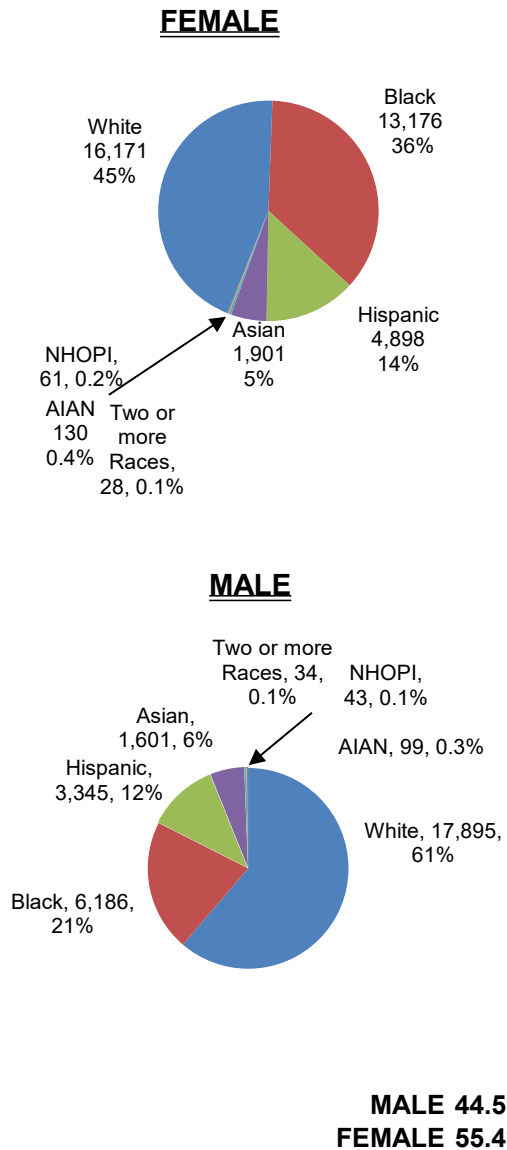
STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
AGRICULTURE	158	22	12	17	0	0	0	209
BANKING & INSURANCE	259	95	36	37	3	1	1	432
CHILDREN & FAMILIES	2,462	2,601	1,303	135	23	4	1	6,529
COMMUNITY AFFAIRS	498	221	78	24	2	1	2	826
CORRECTIONS	4,279	2,217	1,487	140	44	10	0	8,177
<i>Corrections</i>	3,920	2,109	1,371	115	43	8	0	7,566
State Parole Board	359	108	116	25	1	2	0	611
EDUCATION	404	154	44	42	0	0	1	645
ENVIRONMENTAL PROTECTION	2,067	248	131	164	7	0	6	2,623
GOVERNOR'S OFFICE	67	19	13	9	0	0	0	108
HEALTH	1,841	3,344	345	518	29	8	2	6,087
HUMAN SERVICES	2,884	2,943	523	329	27	8	0	6,714
INFORMATION TECHNOLOGY	344	81	33	122	1	0	0	581
LABOR	1,502	901	512	169	5	4	0	3,093
<i>Labor</i>	1,373	823	492	157	4	3	0	2,852
Civil Service Commission	129	78	20	12	1	1	0	241
LAW & PUBLIC SAFETY	5,566	1,355	832	279	26	5	4	8,067
<i>Law & Public Safety</i>	4,989	855	705	251	22	5	2	6,829
Homeland Security & Preparedness	75	6	9	8	0	0	0	98
Juvenile Justice	502	494	118	20	4	0	2	1,140
MILITARY & VETERANS AFFAIRS	531	620	192	188	3	3	0	1,537
STATE	182	66	28	15	0	0	0	291
<i>State (Includes Comm on Higher Education)</i>	106	36	21	5	0	0	0	168
Higher Educational Student Assistance	76	30	7	10	0	0	0	123
TRANSPORTATION	3,192	1,020	693	617	20	13	26	5,581
<i>Transportation</i>	1,965	401	211	502	8	12	15	3,114
Motor Vehicles	1,227	619	482	115	12	1	11	2,467
TREASURY	2,936	1,236	443	296	17	29	19	4,976
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,112	805	235	229	7	4	16	3,408
Administrative Law	65	22	6	2	0	0	1	96
Casino Control	18	7	3	3	0	0	0	31
Public Defender	629	341	174	43	9	25	0	1,221
Public Utilities	112	61	25	19	1	0	2	220
TOTAL EXECUTIVE DEPARTMENTS	29,172	17,143	6,705	3,101	207	86	62	56,476
JUDICIARY	4,551	2,160	1,506	372	23	18	0	8,630
LEGISLATIVE STAFF	358	59	32	29	0	0	0	478
TOTAL STATE GOVT WORKFORCE	34,081	19,362	8,243	3,502	230	104	62	65,584



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, 2021

STATE AGENCY	MALE	FEMALE	TOTAL
AGRICULTURE	84	125	209
BANKING & INSURANCE	193	239	432
CHILDREN & FAMILIES	1,252	5,277	6,529
COMMUNITY AFFAIRS	454	372	826
CORRECTIONS	5,986	2,188	8,177
<i>Corrections</i>	5,625	1,938	7,566 ¹
State Parole Board	361	250	611
EDUCATION	210	435	645
ENVIRONMENTAL PROTECTION	1,488	1,133	2,623 ²
GOVERNOR'S OFFICE	37	71	108
HEALTH	2,106	3,981	6,087
HUMAN SERVICES	2,100	4,613	6,714 ³
INFORMATION TECHNOLOGY	375	206	581
LABOR	1,071	2,020	3,093 ⁴
<i>Labor</i>	985	1,866	2,852
Civil Service Commission	86	154	241
LAW & PUBLIC SAFETY	5,325	2,738	8,067
<i>Law & Public Safety</i>	4,493	2,332	6,829 ⁵
Homeland Security & Preparedness	59	39	98
Juvenile Justice	773	367	1,140
MILITARY & VETERANS AFFAIRS	569	968	1,537
STATE	103	188	291
<i>State (Includes Comm on Higher Education)</i>	57	111	168
Higher Educational Student Assistance	46	77	123
TRANSPORTATION	3,270	2,309	5,581 ⁶
<i>Transportation</i>	2,488	625	3,114
Motor Vehicles	782	1,684	2,467
TREASURY	2,006	2,968	4,976 ⁷
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,493	1,914	3,408
Administrative Law	29	66	96
Casino Control	16	15	31
Public Defender	361	860	1,221
Public Utilities	107	113	220
TOTAL EXECUTIVE DEPARTMENTS	26,629	29,831	56,476
JUDICIARY	2,351	6,279	8,630
LEGISLATIVE STAFF	223	255	478
TOTAL STATE GOVT WORKFORCE	29,203	36,365	65,584



1. This figure includes 3 White nonbinary employees.
2. This figure includes 2 White nonbinary employees.
3. This figure includes 1 White nonbinary employee.
4. This figure includes 1 White nonbinary Labor employee and 1 White nonbinary Civil Service Commission employee.
5. This figure includes 3 White nonbinary employees and 1 AIAN nonbinary employee.
6. This figure includes 1 White nonbinary Transportation employee and 1 White nonbinary Motor Vehicles employee.
7. This figure includes 1 White nonbinary Treasury employee and 1 White nonbinary Administrative Law employee.

STATE OF NEW JERSEY
Race/Ethnic and Gender Distribution of State Government
Employees by Agency
July 1, 2021

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	72	5	5	2	0	0	0	84	86	17	7	15	0	0	0	125	209
BANKING & INSURANCE	133	31	9	15	3	1	1	193	126	64	27	22	0	0	0	239	432
CHILDREN & FAMILIES	496	478	224	45	7	2	0	1,252	1,966	2,123	1,079	90	16	2	1	5,277	6,529
COMMUNITY AFFAIRS	346	60	32	14	0	1	1	454	152	161	46	10	2	0	1	372	826
CORRECTIONS	3,424	1,273	1,147	105	30	7	0	5,986	852	944	340	35	14	3	0	2,188	8,177
<i>Corrections</i>	3,190	1,226	1,084	90	29	6	0	5,625	727	883	287	25	14	2	0	1,938	7,566 ¹
State Parole Board	234	47	63	15	1	1	0	361	125	61	53	10	0	1	0	250	611
EDUCATION	140	44	11	15	0	0	0	210	264	110	33	27	0	0	1	435	645
ENVIRONMENTAL PROTECTION	1,233	89	70	88	3	0	5	1,488	832	159	61	76	4	0	1	1,133	2,623 ²
GOVERNOR'S OFFICE	26	3	4	4	0	0	0	37	41	16	9	5	0	0	0	71	108
HEALTH	668	1,103	120	198	12	4	1	2,106	1,173	2,241	225	320	17	4	1	3,981	6,087
HUMAN SERVICES	984	827	169	109	9	2	0	2,100	1,899	2,116	354	220	18	6	0	4,613	6,714 ³
INFORMATION TECHNOLOGY	241	52	22	60	0	0	0	375	103	29	11	62	1	0	0	206	581
LABOR	667	218	121	64	0	1	0	1,071	833	683	391	105	5	3	0	2,020	3,093 ⁴
<i>Labor</i>	616	195	114	59	0	1	0	985	756	628	378	98	4	2	0	1,866	2,852
Civil Service Commission	51	23	7	5	0	0	0	86	77	55	13	7	1	1	0	154	241
LAW & PUBLIC SAFETY	3,876	667	597	164	13	4	4	5,325	1,687	688	235	115	12	1	0	2,738	8,067
<i>Law & Public Safety</i>	3,467	351	508	150	11	4	2	4,493	1,519	504	197	101	10	1	0	2,332	6,829 ⁵
Homeland Security & Preparedness	50	4	3	2	0	0	0	59	25	2	6	6	0	0	0	39	98
Juvenile Justice	359	312	86	12	2	0	2	773	143	182	32	8	2	0	0	367	1,140
MILITARY & VETERANS AFFAIRS	281	156	67	63	1	1	0	569	250	464	125	125	2	2	0	968	1,537
STATE	74	19	7	3	0	0	0	103	108	47	21	12	0	0	0	188	291
<i>State (Includes Comm on Higher Education)</i>	43	9	5	0	0	0	0	57	63	27	16	5	0	0	0	111	168
Higher Educational Student Assistance	31	10	2	3	0	0	0	46	45	20	5	7	0	0	0	77	123
TRANSPORTATION	2,123	436	280	401	9	9	12	3,270	1,067	584	413	216	11	4	14	2,309	5,581 ⁶
<i>Transportation</i>	1,659	277	168	360	6	8	10	2,488	305	124	43	142	2	4	5	625	3,114
Motor Vehicles	464	159	112	41	3	1	2	782	762	460	370	74	9	0	9	1,684	2,467
TREASURY	1,429	311	132	113	7	4	10	2,006	1,505	925	311	183	10	25	9	2,968	4,976 ⁷
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,104	211	82	86	2	0	8	1,493	1,007	594	153	143	5	4	8	1,914	3,408
Administrative Law	24	4	1	0	0	0	0	29	40	18	5	2	0	0	1	66	96
Casino Control	10	3	1	2	0	0	0	16	8	4	2	1	0	0	0	15	31
Public Defender	226	72	40	15	4	4	0	361	403	269	134	28	5	21	0	860	1,221
Public Utilities	65	21	8	10	1	0	2	107	47	40	17	9	0	0	0	113	220
TOTAL EXECUTIVE DEPARTMENTS	16,213	5,772	3,017	1,463	94	36	34	26,629	12,944	11,371	3,688	1,638	112	50	28	29,831	56,476
JUDICIARY	1,506	393	317	123	5	7	0	2,351	3,045	1,767	1,189	249	18	11	0	6,279	8,630
LEGISLATIVE STAFF	176	21	11	15	0	0	0	223	182	38	21	14	0	0	0	255	478
TOTAL STATE GOVT WORKFORCE	17,895	6,186	3,345	1,601	99	43	34	29,203	16,171	13,176	4,898	1,901	130	61	28	36,365	65,584

1. This figure includes 3 White nonbinary employees.

2. This figure includes 2 White nonbinary employees.

3. This figure includes 1 White nonbinary employee.

4. This figure includes 1 White nonbinary Labor employee and 1 White nonbinary Civil Service Commission employee.

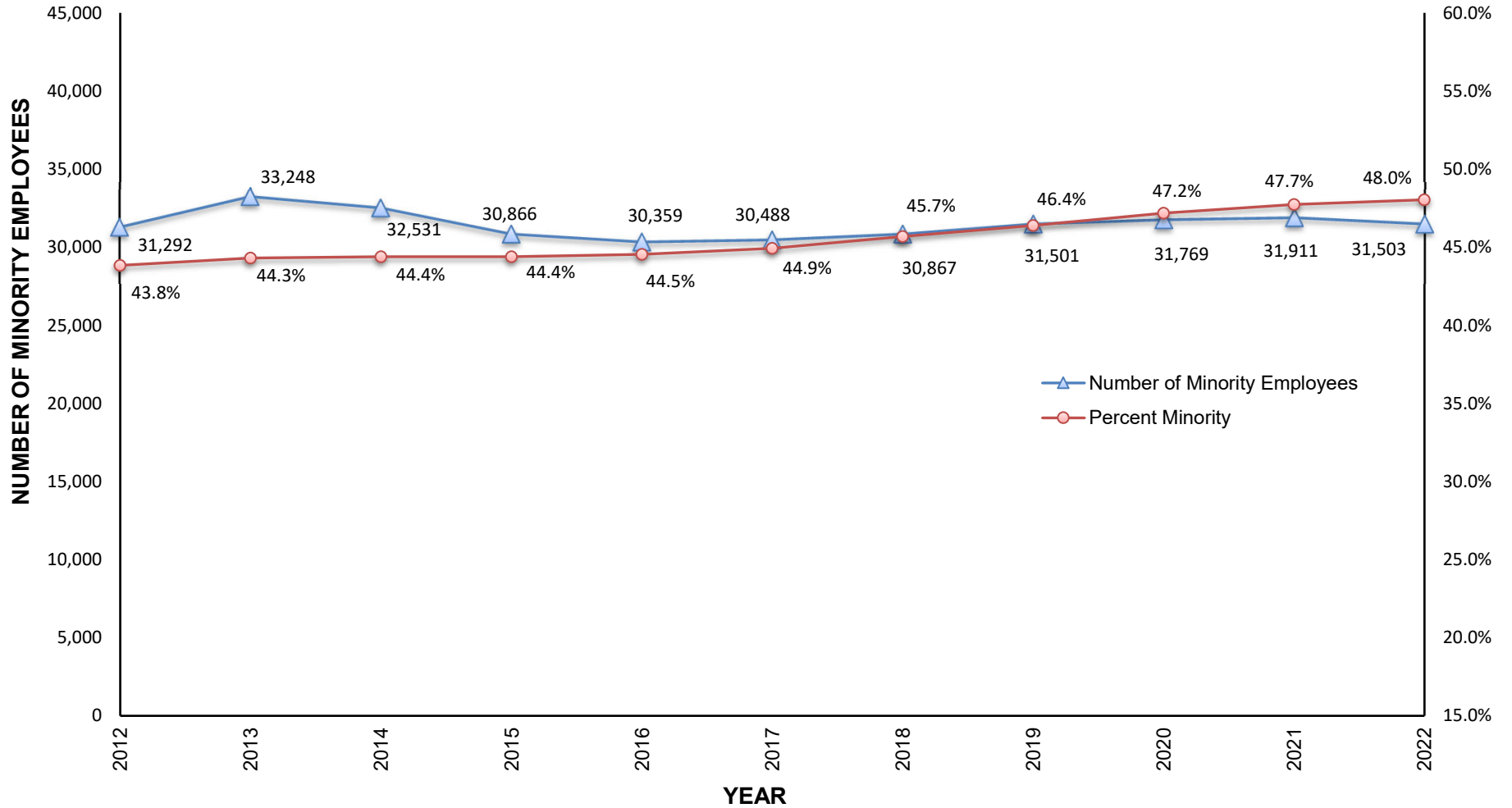
5. This figure includes 3 White nonbinary employees and 1 AIAN nonbinary employee.

6. This figure includes 1 White nonbinary Transportation employee and 1 White nonbinary Motor Vehicles employee.

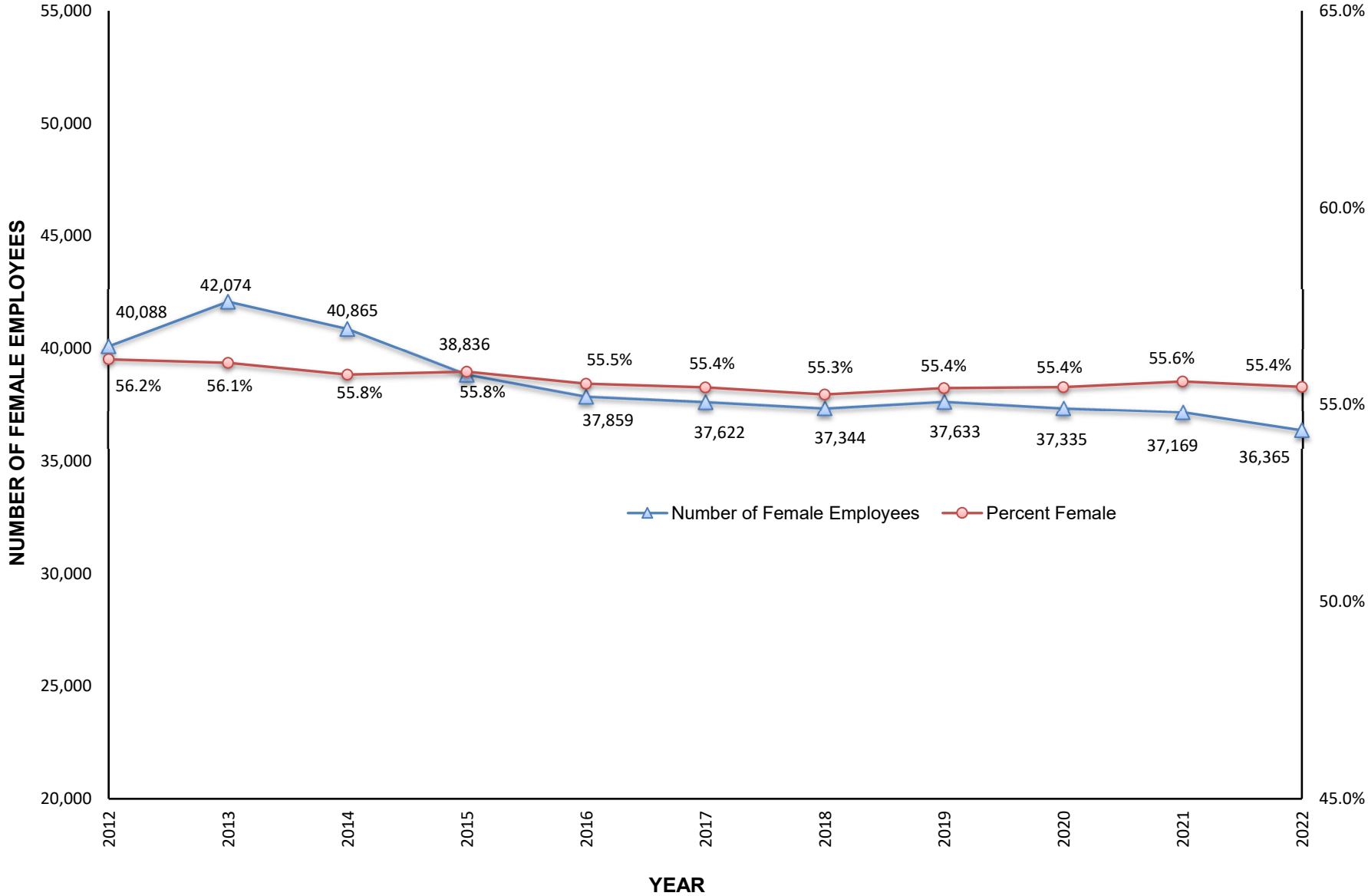
7. This figure includes 1 White nonbinary Treasury employee and 1 White nonbinary Administrative Law employee.

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 (2012-2022)



STATE OF NEW JERSEY Women in the State Government Workforce (2012-2022)



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 51 employee relations groups, thirteen of which include employees in executive, managerial, and exempt 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, J, and YD, 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 39.4 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 7.5 percent of the workforce; the PBA, with 5.5 percent; and IFPTE, with 4.3 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, 2021

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	91	0	6	2	0	0	0	0	0	0	0	0	0	0	0	99
BANKING & INSURANCE	194	0	12	9	0	0	0	0	0	0	0	0	0	0	0	215
CHILDREN & FAMILIES	5,373	302	106	15	0	0	0	0	0	0	0	0	0	0	0	5,796
COMMUNITY AFFAIRS	420	0	94	6	0	0	0	0	0	0	0	0	0	0	0	520
CORRECTIONS	1,022	185	167	15	0	0	0	0	3,262	360	502	38	0	0	0	5,551
<i>Corrections</i>	915	185	167	13	0	0	0	0	2,951	336	461	34	0	0	0	5,062
State Parole Board	107	0	0	2	0	0	0	0	311	24	41	4	0	0	0	489
EDUCATION	315	13	12	16	0	0	0	0	0	0	0	0	0	0	0	356
ENVIRONMENTAL PROTECTION	1,581	0	105	56	0	0	0	0	95	8	17	2	0	0	0	1,864
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	2,402	1,810	383	33	0	0	0	0	0	0	0	0	0	0	0	4,628
HUMAN SERVICES	2,771	1,903	425	31	0	0	0	0	40	5	12	0	0	0	0	5,187
INFORMATION TECHNOLOGY	305	0	1	9	0	0	0	0	0	0	0	0	0	0	0	315
LABOR	2,021	2	18	54	0	0	0	0	0	0	0	0	0	0	0	2,095
<i>Labor</i>	2,016	2	18	54	0	0	0	0	0	0	0	0	0	0	0	2,090
Civil Service Commission	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
LAW & PUBLIC SAFETY	1,432	133	391	418	0	1,693	939	201	212	149	35	3	0	0	0	5,606
<i>Law & Public Safety</i>	1,111	0	378	410	0	1,693	939	201	16	117	0	0	0	0	0	4,865
Homeland Security & Preparedness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Juvenile Justice	321	133	13	8	0	0	0	0	196	32	35	3	0	0	0	741
MILITARY & VETERANS AFFAIRS	388	558	118	9	0	0	0	0	0	0	0	0	0	0	0	1,073
STATE	145	0	0	13	0	0	0	0	0	0	0	0	0	0	0	158
<i>State (Includes Comm on Higher Education)</i>	72	0	0	5	0	0	0	0	0	0	0	0	0	0	0	77
Higher Educational Student Assistance	73	0	0	8	0	0	0	0	0	0	0	0	0	0	0	81
TRANSPORTATION	3,104	0	931	24	177	0	0	0	1	0	0	0	0	0	0	4,237
<i>Transportation</i>	1,389	0	885	11	0	0	0	0	1	0	0	0	0	0	0	2,286
Motor Vehicles	1,715	0	46	13	177	0	0	0	0	0	0	0	0	0	0	1,951
TREASURY	3,082	0	69	76	0	0	0	0	15	2	6	0	0	0	0	3,250
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,959	0	68	41	0	0	0	0	15	2	6	0	0	0	0	2,091
Administrative Law	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32
Casino Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Defender	979	0	1	31	0	0	0	0	0	0	0	0	0	0	0	1,011
Public Utilities	112	0	0	4	0	0	0	0	0	0	0	0	0	0	0	116
TOTAL EXECUTIVE DEPARTMENTS	24,646	4,906	2,838	786	177	1,693	939	201	3,625	524	572	43	0	0	0	40,950
JUDICIARY	1,199	0	0	0	0	0	0	0	0	0	0	0	8	2,134	2,563	5,904
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	25,845	4,906	2,838	786	177	1,693	939	201	3,625	524	572	43	8	2,134	2,563	46,854
% OF UNION REPRESENTED EMPLOYEES	55.2%	10.5%	6.1%	1.7%	0.4%	3.6%	2.0%	0.4%	7.7%	1.1%	1.2%	0.1%	0.0%	4.6%	5.5%	100.0%
% OF STATE GOVT WORKFORCE*	39.4%	7.5%	4.3%	1.2%	0.3%	2.6%	1.4%	0.3%	5.5%	0.8%	0.9%	0.1%	0.0%	3.3%	3.9%	71.4%

*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, 2021

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	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50	68
\$30,000-\$34,999.99	245	321	149	0	0	0	0	0	0	0	0	0	0	360	0	636	1,711
\$35,000-\$39,999.99	499	332	287	0	0	0	0	0	0	0	0	0	0	35	0	491	1,644
\$40,000-\$44,999.99	980	845	642	0	64	0	0	0	250	0	0	0	0	373	0	736	3,890
\$45,000-\$49,999.99	1,317	651	376	0	44	0	0	0	1	0	0	0	0	225	37	923	3,574
\$50,000-\$54,999.99	1,684	1,602	390	0	21	0	0	0	3	4	0	0	0	220	285	1,312	5,521
\$55,000-\$59,999.99	2,523	490	389	0	27	0	0	0	39	17	0	0	0	80	150	984	4,699
\$60,000-\$64,999.99	1,943	448	333	0	10	424	0	0	12	17	0	0	0	449	139	816	4,591
\$65,000-\$69,999.99	1,836	176	112	0	11	165	0	0	21	9	2	0	0	42	152	834	3,360
\$70,000-\$74,999.99	1,927	0	23	0	0	141	0	0	66	16	6	0	0	241	121	739	3,280
\$75,000-\$79,999.99	1,820	0	37	0	0	364	0	0	215	16	5	0	0	105	110	696	3,368
\$80,000-\$84,999.99	2,796	0	24	33	0	1	0	0	410	12	70	0	0	0	188	704	4,238
\$85,000-\$89,999.99	1,803	0	10	122	0	187	1	0	2,393	17	230	0	0	0	168	638	5,569
\$90,000-\$94,999.99	1,612	0	19	80	0	70	5	0	34	73	15	0	1	1	168	690	2,768
\$95,000-\$99,999.99	1,542	0	0	38	0	65	1	0	28	18	202	0	0	0	159	647	2,700
\$100,000-ABOVE	3,029	0	0	513	0	276	932	201	153	325	42	43	7	0	886	4,608	11,015
TOTAL	25,574	4,865	2,791	786	177	1,693	939	201	3,625	524	572	43	8	2,131	2,563	15,518	62,010

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 3,906 employees in State Colleges who hold positions with Civil Service System protections. As of July 1, 2021, there were 1,435 employees whose titles were in the competitive division and 2,471 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, 2021

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	106	93	199
MONTCLAIR STATE UNIVERSITY	193	353	546
NEW JERSEY CITY UNIVERSITY	139	368	507
RAMAPO COLLEGE OF NEW JERSEY	73	172	245
ROWAN UNIVERSITY	360	516	876
STATE LIBRARY	27	33	60
STOCKTON UNIVERSITY	189	399	588
THE COLLEGE OF NEW JERSEY	112	320	432
THOMAS EDISON STATE UNIVERSITY	23	18	41
WILLIAM PATERSON UNIVERSITY	213	199	412
TOTAL STATE COLLEGES	1,435	2,471	3,906

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

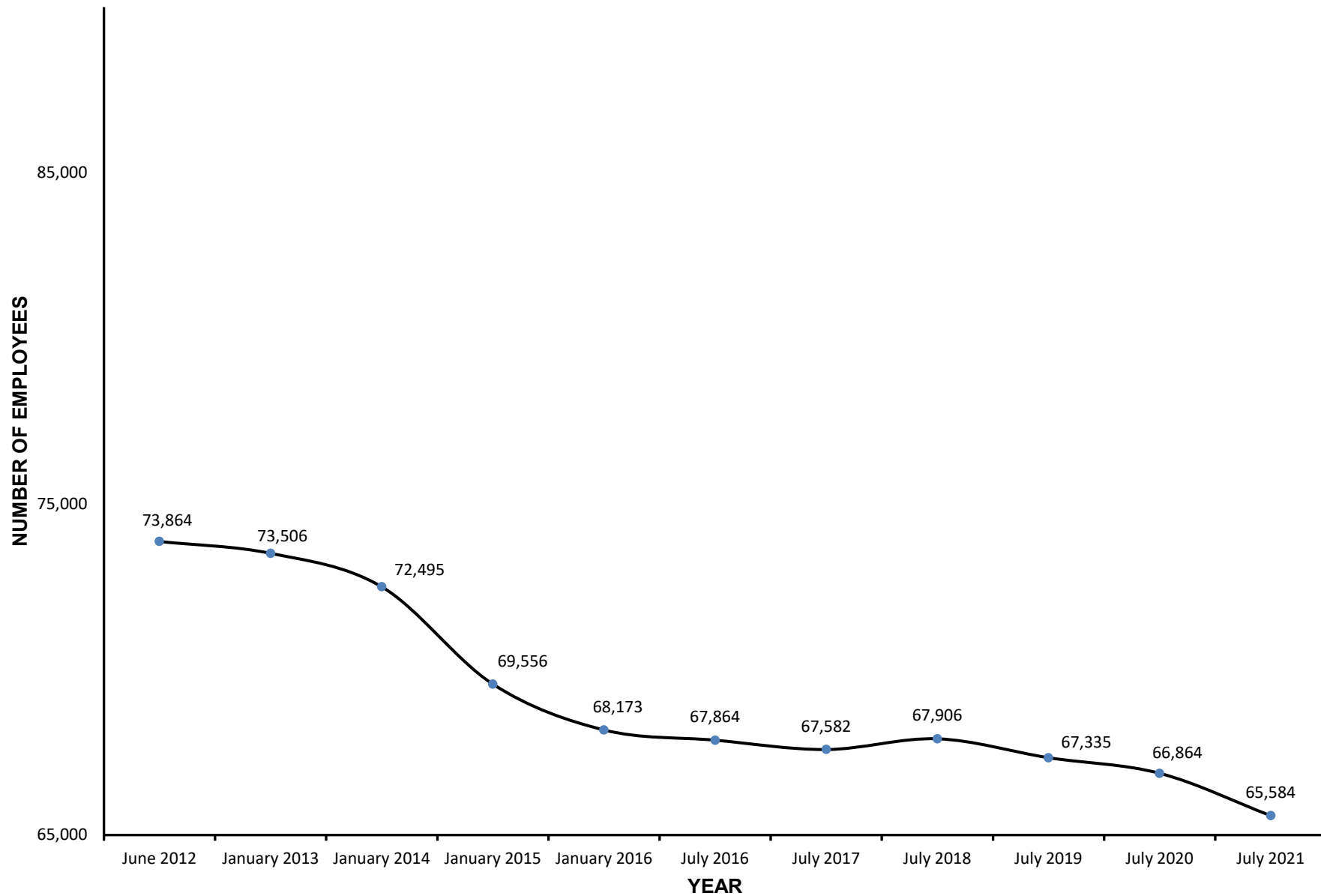
State Government Workforce Ten Year Historical Trend Data

Introduction

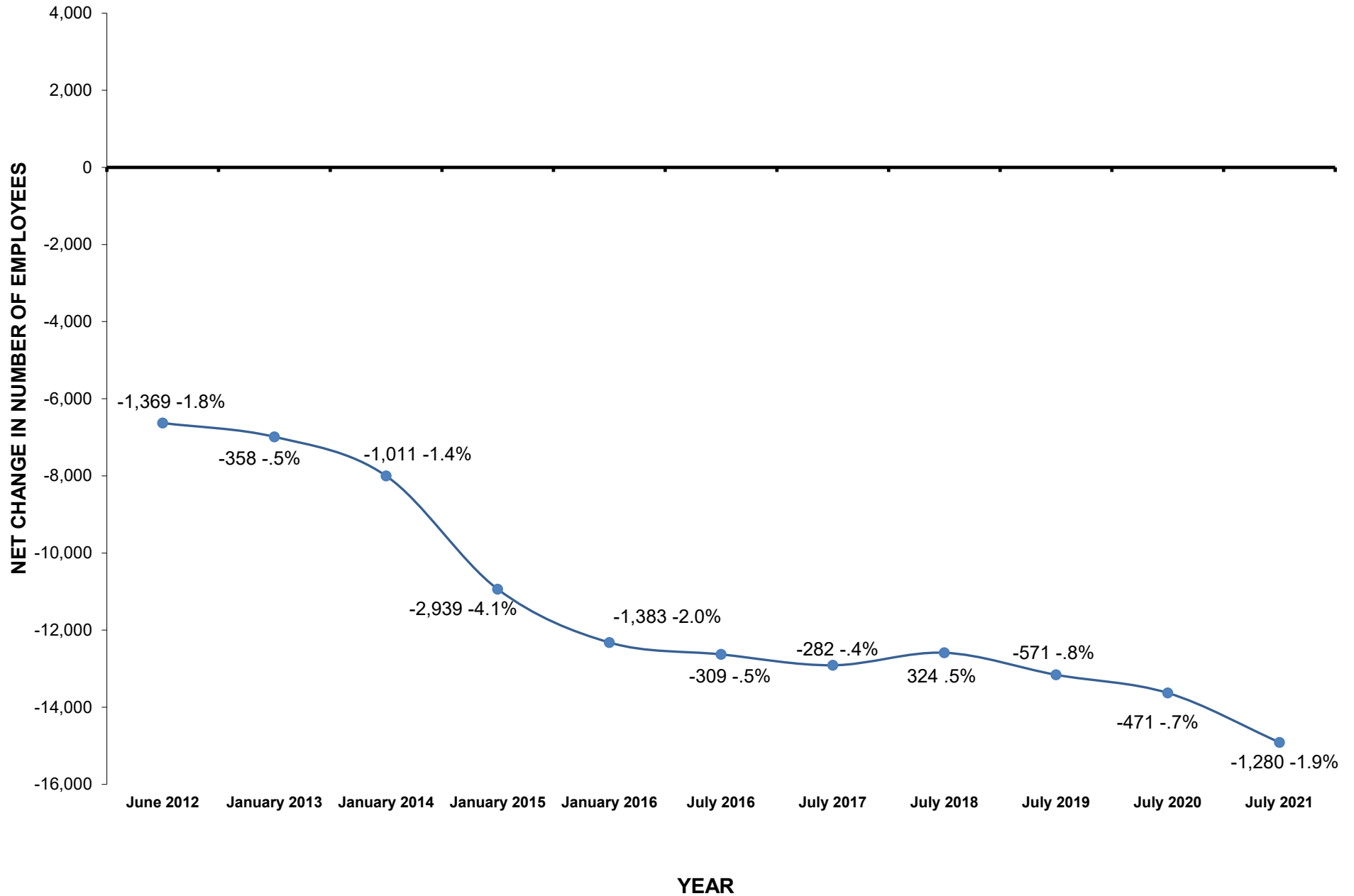
The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments that house them or are reported as "Other State Government 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 2021), indicate total employment of approximately 150,925. Thus, the employees in Civil Service System jurisdictions who do not work in school districts (the vast majority of the 101,144 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 2,448 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 103,592 jobs rather than 101,144 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

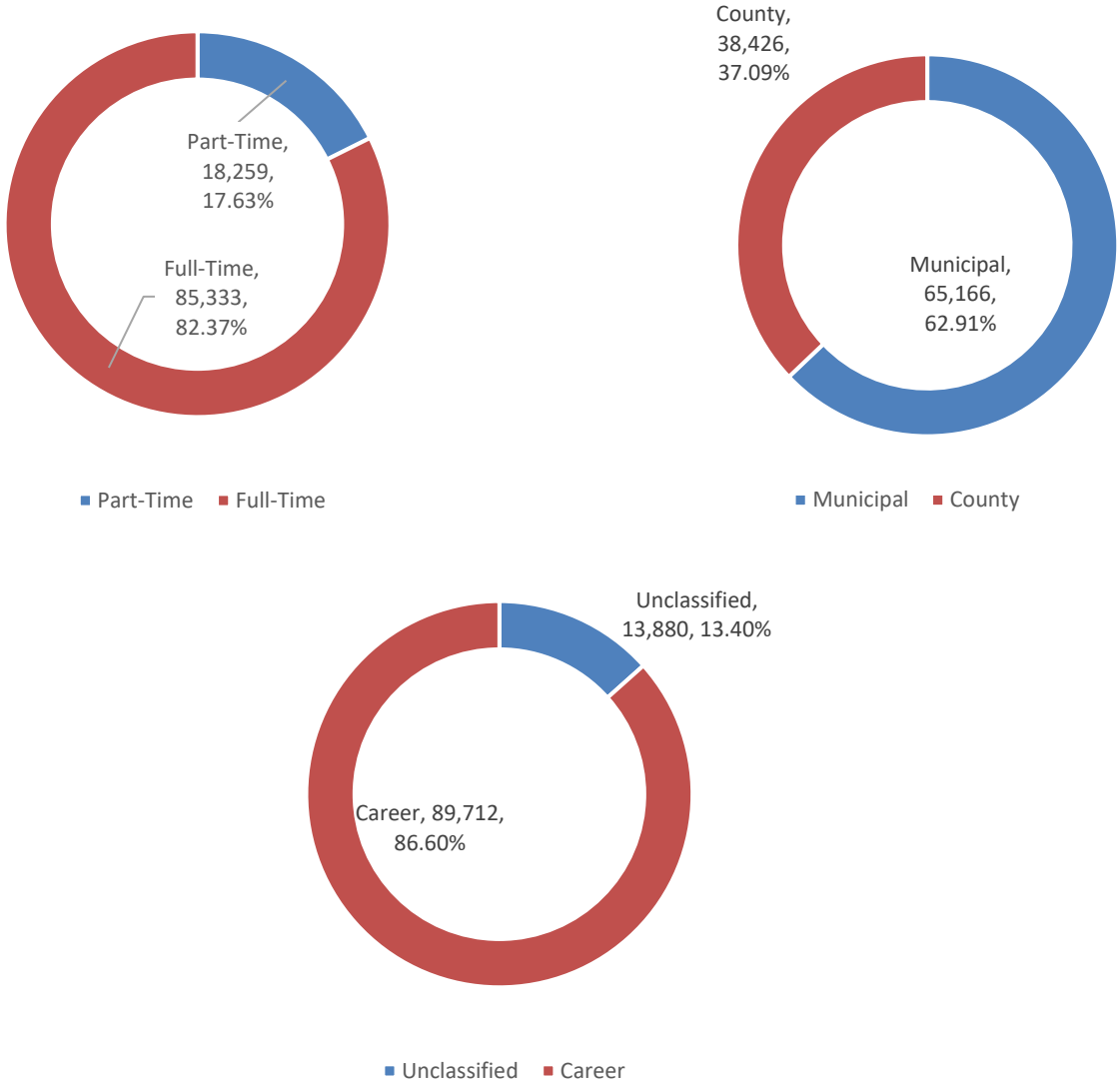
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, race, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which 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 86.6 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 48.5 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Approximately 28.28 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 five 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, 2021



Data from the Civil Service Commission CAMPS.
 Percentages refer to the Number of Local Govt. Civil Service System Jobs as of July 1, 2021: 103,592

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

July 1, 2021

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	1,086	364	1,450	266	1,716	1,351	678	2,029	337	2,366	3,479	603	4,082
BERGEN	1,639	1,172	2,811	344	3,155	2,201	1,701	3,902	829	4,731	6,713	1,173	7,886
BURLINGTON	1,005	457	1,462	216	1,678	1,142	813	1,955	559	2,514	3,417	775	4,192
CAMDEN	1,902	468	2,370	471	2,841	1,376	711	2,087	557	2,644	4,457	1,028	5,485
CAPE MAY	543	442	985	136	1,121	1,022	1,071	2,093	240	2,333	3,078	376	3,454
CUMBERLAND	589	196	785	162	947	1,043	1,173	2,216	214	2,430	3,001	376	3,377
ESSEX	2,317	1,000	3,317	497	3,814	6,355	2,880	9,235	1,042	10,277	12,552	1,539	14,091
GLOUCESTER	754	501	1,255	179	1,434	316	201	517	73	590	1,772	252	2,024
HUDSON	1,826	1,008	2,834	481	3,315	5,669	4,474	10,143	1,223	11,366	12,977	1,704	14,681
HUNTERDON	334	97	431	115	546	0	0	0	0	0	431	115	546
MERCER	1,113	340	1,453	264	1,717	1,862	626	2,488	272	2,760	3,941	536	4,477
MIDDLESEX	1,203	626	1,829	294	2,123	2,210	1,755	3,965	489	4,454	5,794	783	6,577
MONMOUTH	1,849	390	2,239	258	2,497	1,526	742	2,268	681	2,949	4,507	939	5,446
MORRIS	935	396	1,331	261	1,592	1,013	544	1,557	300	1,857	2,888	561	3,449
OCEAN	2,109	809	2,918	316	3,234	1,811	1,346	3,157	499	3,656	6,075	815	6,890
PASSAIC	1,264	901	2,165	300	2,465	2,516	1,056	3,572	387	3,959	5,737	687	6,424
SALEM	445	78	523	93	616	42	38	80	28	108	603	121	724
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	365	165	530	128	658	404	227	631	213	844	1,161	341	1,502
UNION	1,253	859	2,112	279	2,391	2,896	1,277	4,173	600	4,773	6,285	879	7,164
WARREN	357	89	446	109	555	205	182	387	168	555	833	277	1,110
TOTAL	22,899	10,358	33,257	5,169	38,426	34,960	21,495	56,455	8,711	65,166	89,712	13,880	103,592

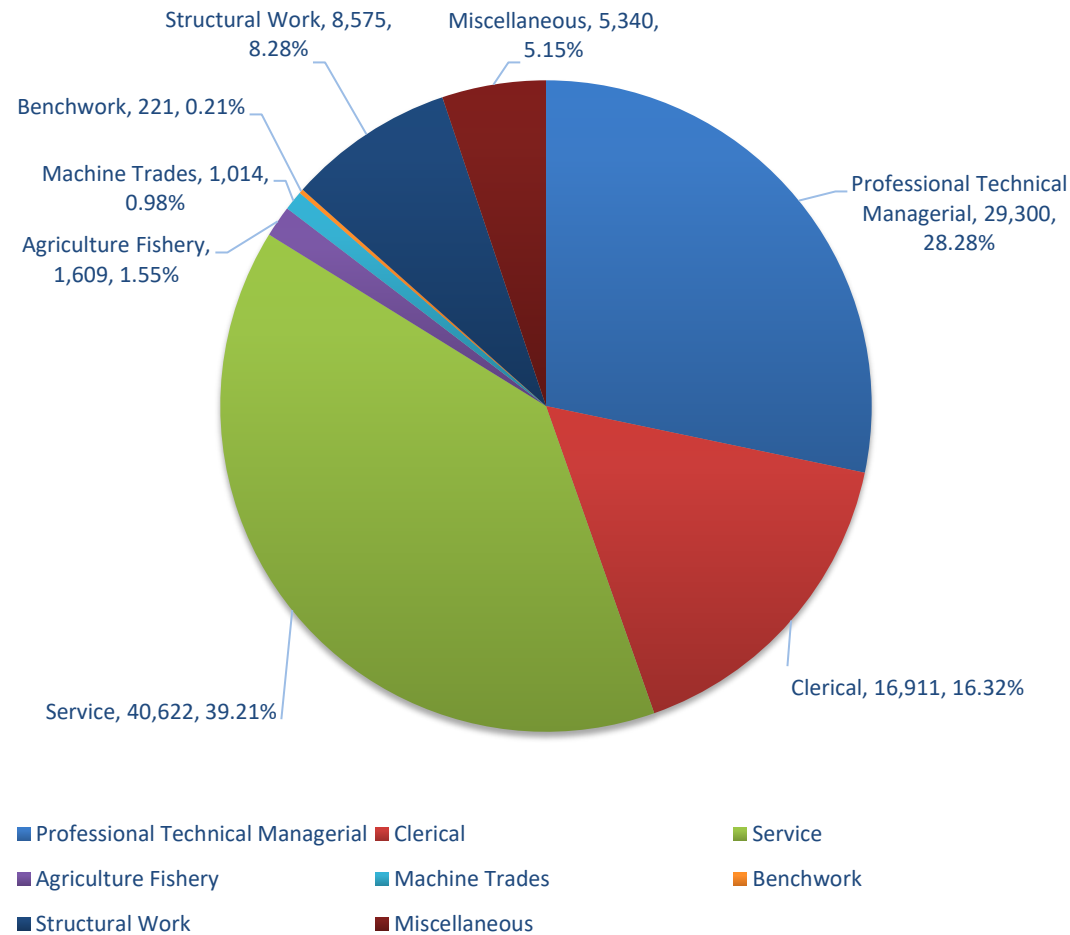
* While Somerset County and its municipalities are not Civil Service System jurisdictions, some Federally funded jobs are subject to the State Civil Service System. Data provided by the Civil Service Commission from CAMPS.

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

July 1, 2021

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,605	111	1,716	1,794	572	2,366	3,399	683	4,082
BERGEN	2,497	658	3,155	3,241	1,490	4,731	5,738	2,148	7,886
BURLINGTON	1,530	148	1,678	1,715	799	2,514	3,245	947	4,192
CAMDEN	2,539	302	2,841	1,879	765	2,644	4,418	1,067	5,485
CAPE MAY	1,017	104	1,121	1,549	784	2,333	2,566	888	3,454
CUMBERLAND	887	60	947	2,009	421	2,430	2,896	481	3,377
ESSEX	3,686	128	3,814	9,242	1,035	10,277	12,928	1,163	14,091
GLOUCESTER	1,163	271	1,434	453	137	590	1,616	408	2,024
HUDSON	3,137	178	3,315	8,669	2,697	11,366	11,806	2,875	14,681
HUNTERDON	480	66	546	0	0	0	480	66	546
MERCER	1,602	115	1,717	2,427	333	2,760	4,029	448	4,477
MIDDLESEX	2,072	51	2,123	3,054	1,400	4,454	5,126	1,451	6,577
MONMOUTH	2,426	71	2,497	2,069	880	2,949	4,495	951	5,446
MORRIS	1,439	153	1,592	1,372	485	1,857	2,811	638	3,449
OCEAN	2,811	423	3,234	2,927	729	3,656	5,738	1,152	6,890
PASSAIC	2,280	185	2,465	3,255	704	3,959	5,535	889	6,424
SALEM	513	103	616	83	25	108	596	128	724
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	510	148	658	543	301	844	1,053	449	1,502
UNION	2,157	234	2,391	3,880	893	4,773	6,037	1,127	7,164
WARREN	507	48	555	303	252	555	810	300	1,110
TOTAL	34,869	3,557	38,426	50,464	14,702	65,166	85,333	18,259	103,592

STATE OF NEW JERSEY
Local Government Civil Service System Jobs by Occupational Group
 July 1, 2021



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 7/1/21: 103,592.

STATE OF NEW JERSEY

Distribution of Local Government Civil Service System Jobs by Occupational Group

July 1, 2021

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	320	216	536
	01 ENV ENGR-ARCHITECTURE	19	18	37
	02 PHYSICAL SCI-STATS	130	70	200
	04 LIFE SCIENCES	52	9	61
	05 SOCIAL SCIENCES	483	838	1,321
	06 SOCIAL-PSYCH SERVICES	1,894	208	2,102
	07 MEDICAL-HEALTH SERVICES	1,485	1,470	2,955
	09 EDUCATION	416	1,866	2,282
	10 MUSEUM/LIBRARY/ARCHIVES	1,459	1,873	3,332
	11 LAW	1,276	749	2,025
	12 INFO PROCESSING SYSTEMS	557	329	886
	13 WRITING	42	64	106
	14 ART	35	30	65
	15 FINANCE	424	593	1,017
	16 ADMINISTRATION	4,317	2,687	7,004
	17 INSPECTIONS/INVESTIGATIONS	650	2,315	2,965
	18 RECREATION	492	1,892	2,384
	19 BROADCASTING/TRANSMITTING	4	18	22
	CLERICAL	20 GENERAL CLERICAL	5,832	6,509
21 FINANCE CLERICAL		430	885	1,315
22 STOCK-STORAGE-INVENTORY		109	61	170
24 INFO-MSG DISTRIBUTION		1,366	1,719	3,085
SERVICE	30 BLDG-FACILITY SERVICES	979	2,115	3,094
	31 FOOD SERVICES	222	447	669
	33 BARBERING/COSMETOLOGY	2	0	2
	35 DIRECT CARE	423	40	463
	36 PROTECTIVE SERVICES	9,812	26,582	36,394
AGRICULTURE FISHERY	40 PLANTING-GARDENING	592	632	1,224
	41 ANIMAL FARMING	233	144	377
	42 FISHERY-SHELLFISH	1	1	2
	43 FORESTRY	5	1	6
MACHINE TRADES	60 MACHINERY REPAIR	321	666	987
	65 PRINTING	21	6	27
BENCHWORK	70 TECHNICAL REPAIR	3	28	31
	72 ELECTRICAL REPAIR	85	105	190
STRUCTURAL WORK	80 SKILLED TRADES	310	342	652
	81 STRUCTURAL MAINTENANCE	1,715	6,208	7,923
MISCELLANEOUS	90 TRANSPORTATION	818	1,812	2,630
	91 UTILITIES	251	667	918
	92 NOT CODED ELSEWHERE	841	951	1,792
TOTAL		38,426	65,166	103,592

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 2021

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 2021

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 2021

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 2021

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

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Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2021

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		

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Appendix: Listing of Autonomous Local Civil Service System Jurisdictions

As of July 2021

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