



# NEW JERSEY CIVIL SERVICE COMMISSION

## STATE GOVERNMENT 2023 WORKFORCE PROFILE

WITH SELECT LOCAL DATA



Philip D. Murphy  
Governor

Tahesha L. Way  
Lt. Governor

Allison Chris Myers  
Chair/Chief Executive Officer

---

---

# *Preface*

---

---

STATE OF NEW JERSEY

**A Message from the Chair/CEO, Civil Service Commission**

**Welcome!**

---

On behalf of the New Jersey Civil Service Commission (CSC), I am pleased to share the 2023 State Government Workforce Profile. The Workforce Profile provides a breakdown of employees that are 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, which is determined by several important factors such as demographics, average salary, education levels, and the counties in which they are located.

The CSC is charged with creating fair and equal opportunities for all New Jersey State and local employees. In addition, the CSC provides guidance, technical assistance, and consultative service matters to over 30 State agencies and over 400 local jurisdictions. These organizations include approximately 72,000 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. In response to this, the CSC provides several programs and services that are aimed to ensure that the State possesses a diverse and qualified workforce; one of which is generating the annual State Government Workforce Profile, where we review and compare common trends in recruitment, hiring, and retention.

We hope you find this profile to be informative of all the positive efforts our State workforce has accomplished during Fiscal Year 2023. 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,**



**Allison Chris Myers  
Chair/Chief Executive Officer  
New Jersey Civil Service Commission**

STATE OF NEW JERSEY

State Government Workforce Profile 2023

TABLE OF CONTENTS

---

State Government Workforce Profile: Introduction ..... Page 1  
    State Government Workforce At-a-Glance ..... Page 3  
Statistics by Agency ..... Page 4  
    State Government Employee Work Schedules by Department ..... Page 6  
    State Government Employees in Pay Status by Work Schedule ..... Page 7  
    Distribution of State Government Employees Titles by Service Division ..... Page 8  
    Age, Salary and Length of Service by State Agency ..... Page 9  
    Distribution of State Government Employees by Fund Source ..... Page 10  
    Other State Government Employment ..... Page 11  
Age, Service Length, Separation and Hiring Data for State Government Employees ..... Page 12  
    Distribution of State Government Employees by Years of Service ..... Page 13  
    Distribution of State Government Employees by Age ..... Page 14  
    Separations of Full-Time State Government Employees by Years of Service ..... Page 15  
    Separations from State Service: Full-Time Employees FY2013 – FY2023 ..... Page 16  
    Separations from State Service: Full-Time Employees FY2013 – FY2023 (Graph) ..... Page 17  
    Hiring by State Government FY2013 – FY2023..... Page 18  
    Average Salary of Full-Time Employees Hired by State Government FY2013 – FY2023..... Page 19  
Education, Location, and Occupational Data for State Government Employees ..... Page 20  
    Distribution of State Government Employees by Highest Level of Education Recorded ..... Page 21  
    Distribution of State Government Employees by Work Location ..... Page 22  
    Distribution of State Government Employees by EEO Job Category ..... Page 23  
    Distribution of State Government Employees by Occupation ..... Page 24  
    Distribution of State Government Employees by Occupational Category ..... Page 25

STATE OF NEW JERSEY

State Government Workforce Profile 2023

TABLE OF CONTENTS

---

Salary Data for State Government Workforce..... Page 26  
    Distribution of State Government Employees by Salary ..... Page 27  
    Five-Year Trend of Average Salaries for State Government Employees ..... Page 28  
State Government Workforce Race/Ethnic and Gender Data ..... Page 29  
    Race/Ethnic Distribution of State Government Employees by Agency ..... Page 30  
    Gender Distribution of State Government Employees by Agency (With Race/Ethnic Composition of Each Gender Group) ..... Page 31  
    Race/Ethnic and Gender Distribution of State Government Employees by Agency ..... Page 32  
    Minorities in the State Government Workforce (2013 - 2023) ..... Page 33  
    Women in the State Government Workforce (2013 - 2023) ..... Page 34  
Union Representation of State Government Employees ..... Page 35  
    Union Representation of State Government Employees by Agency ..... Page 37  
    Distribution of State Government Employees by Salary and Union Representation ..... Page 38  
State College Employees Under the Civil Service System ..... Page 39  
    State College Employees Under the Civil Service System by Service Division ..... Page 40  
State Government Workforce: Ten Year Historical Trend Data ..... Page 41  
    Ten Year Trend of Total Workforce Counts (Line Graph) ..... Page 42  
    Ten Year Trend of Workforce Net Changes ..... Page 43  
Local Government Civil Service System Jobs ..... Page 44  
    Local Government Civil Service System Jobs: Quantitative Summary ..... Page 46  
    Distribution by Location, Level of Government, and Service Division ..... Page 47  
    Distribution by Location, Level of Government, and Work Schedule ..... Page 48  
    Distribution by Occupational Group (Pie Chart) ..... Page 49  
    Distribution by Occupational Group (Table) ..... Page 50  
Appendix: Listing of Local Civil Service System Jurisdictions ..... Page A-1

STATE OF NEW JERSEY  
State Government Workforce Profile 2023

## 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, and an email survey. It includes profiles of New Jersey's State Government workforce as of July 1, 2022, comparisons of the workforce at the end of Fiscal Year 2022 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2023.

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 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.
- The creation of the New Jersey Asian American and Pacific Islander Commission within the Department of State in November 2021.
- The implementation of the Model Telework Pilot Program in July 2022.

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.

STATE OF NEW JERSEY  
State Government Workforce Profile 2023

## Introduction

---

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:

- 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 2020 and July 2021 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 4.2 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 Human Resource Information Services can assist individual agencies with specific workforce analyses. For more information, contact John Griffith at (609) 690-8066.



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

DEPARTMENT	NUMBER OF EMPLOYEES				
	7/1/2020	7/1/2021	7/1/2022	CHANGE OVER 2 YEARS	
<b>AGRICULTURE</b>	201	209	218	+ 17	8.5%
<b>BANKING &amp; INSURANCE</b>	441	432	413	- 28	-6.3%
<b>CHILDREN &amp; FAMILIES</b>	6,777	6,529	6,342	- 435	-6.4%
<b>COMMUNITY AFFAIRS</b>	864	826	895	+ 31	3.6%
<b>CORRECTIONS</b>	8,523	8,177	7,576	- 947	-11.1%
<i>Corrections</i>	7,938	7,566	6,946	- 992	-12.5%
State Parole Board	585	611	630	+ 45	7.7%
<b>EDUCATION</b>	642	645	617	- 25	-3.9%
<b>ENVIRONMENTAL PROTECTION</b>	2,659	2,623	2,554	- 105	-3.9%
<b>GOVERNOR'S OFFICE</b>	115	108	116	+ 1	0.9%
<b>HEALTH</b>	6,082	6,087	5,876	- 206	-3.4%
<b>HUMAN SERVICES</b>	6,959	6,714	6,383	- 576	-8.3%
<b>INFORMATION TECHNOLOGY</b>	586	581	585	- 1	-0.2%
<b>LABOR</b>	2,989	3,093	3,069	+ 80	2.7%
<i>Labor</i>	2,741	2,852	2,822	+ 81	3.0%
Civil Service Commission	248	241	247	- 1	-0.4%
<b>LAW &amp; PUBLIC SAFETY</b>	7,825	8,067	8,119	+ 294	3.8%
<i>Law &amp; Public Safety</i>	6,519	6,829	6,996	+ 477	7.3%
Homeland Security & Preparedness	104	98	103	- 1	-1.0%
Juvenile Justice	1,202	1,140	1,020	- 182	-15.1%
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,538	1,537	1,526	- 12	-0.8%
<b>STATE</b>	295	291	316	+ 21	7.1%
<i>State (Includes Comm on Higher Education)</i>	166	168	177	+ 11	6.6%
Higher Educational Student Assistance	129	123	139	+ 10	7.8%
<b>TRANSPORTATION</b>	5,877	5,581	5,750	- 127	-2.2%
<i>Transportation</i>	3,230	3,114	3,098	- 132	-4.1%
Motor Vehicles	2,647	2,467	2,652	+ 5	0.2%
<b>TREASURY</b>	4,985	4,976	4,828	- 157	-3.1%
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	3,395	3,408	3,272	- 123	-3.6%
Administrative Law	96	96	97	+ 1	1.0%
Casino Control	33	31	35	+ 2	6.1%
Public Defender	1,248	1,221	1,215	- 33	-2.6%
Public Utilities	213	220	209	- 4	-1.9%
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>57,358</b>	<b>56,476</b>	<b>55,183</b>	<b>- 2,175</b>	<b>-3.8%</b>
<b>JUDICIARY</b>	<b>9,027</b>	<b>8,630</b>	<b>8,408</b>	<b>- 619</b>	<b>-6.9%</b>
<b>LEGISLATIVE STAFF</b>	<b>479</b>	<b>478</b>	<b>470</b>	<b>- 9</b>	<b>-1.9%</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>66,864</b>	<b>65,584</b>	<b>64,061</b>	<b>- 2,803</b>	<b>-4.2%</b>

**DEMOGRAPHICS**  
07/01/2022

**AGE**

Average: 46 years  
Median: 46 years

**LENGTH OF SERVICE**

Average: 12 years  
Median: 13 years

**SALARY \***

Average: \$84,009  
Median: \$80,145

**GENDER**

Female: 35,554 (55.5%)  
Male: 28,478 (44.5%)

**MINORITY EMPLOYEES**

31,127 (48.6%)

**UNION REPRESENTATION**

44,787 (69.9%)

\* 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, 2022. 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. 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 Department of the Treasury’s State Government Distribution Center and the Office of Information Technology.

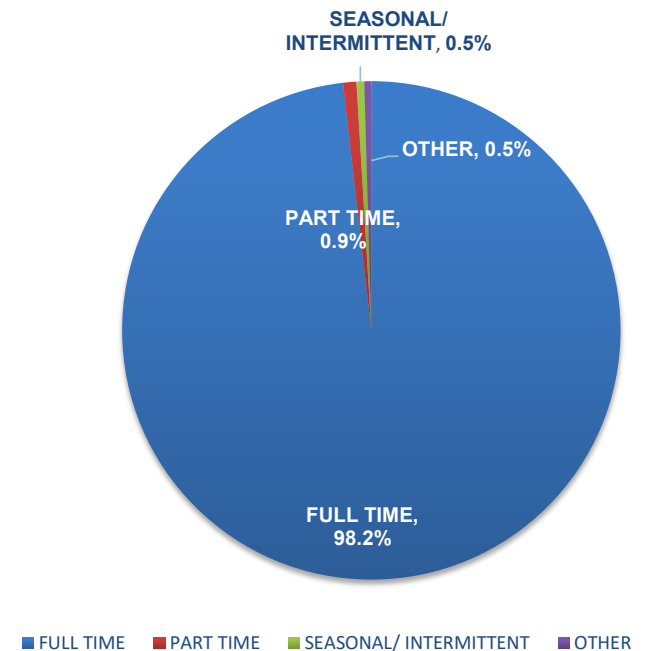
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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, 2022

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>216</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>218</b>
<b>BANKING &amp; INSURANCE</b>	<b>404</b>	<b>2</b>	<b>0</b>	<b>7</b>	<b>413</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,289</b>	<b>53</b>	<b>0</b>	<b>0</b>	<b>6,342</b>
<b>COMMUNITY AFFAIRS</b>	<b>895</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>895</b>
<b>CORRECTIONS</b>	<b>7,574</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>7,576</b>
<i>Corrections</i>	6,944	2	0	0	6,946
State Parole Board	630	0	0	0	630
<b>EDUCATION</b>	<b>616</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>617</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,549</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2,554</b>
<b>GOVERNOR'S OFFICE</b>	<b>116</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>116</b>
<b>HEALTH</b>	<b>5,767</b>	<b>109</b>	<b>0</b>	<b>0</b>	<b>5,876</b>
<b>HUMAN SERVICES</b>	<b>6,272</b>	<b>111</b>	<b>0</b>	<b>0</b>	<b>6,383</b>
<b>INFORMATION TECHNOLOGY</b>	<b>583</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>585</b>
<b>LABOR</b>	<b>2,886</b>	<b>46</b>	<b>128</b>	<b>9</b>	<b>3,069</b>
<i>Labor</i>	2,644	44	128	6	2,822
Civil Service Commission	242	2	0	3	247
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,852</b>	<b>1</b>	<b>0</b>	<b>266</b>	<b>8,119</b>
<i>Law &amp; Public Safety</i>	6,730	0	0	266	6,996
Homeland Security & Preparedness	103	0	0	0	103
Juvenile Justice	1,019	1	0	0	1,020
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,513</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>1,526</b>
<b>STATE</b>	<b>312</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>316</b>
<i>State (Includes Comm on Higher Education)</i>	173	4	0	0	177
Higher Educational Student Assistance	139	0	0	0	139
<b>TRANSPORTATION</b>	<b>5,564</b>	<b>186</b>	<b>0</b>	<b>0</b>	<b>5,750</b>
<i>Transportation</i>	3,098	0	0	0	3,098
Motor Vehicles	2,466	186	0	0	2,652
<b>TREASURY</b>	<b>4,637</b>	<b>0</b>	<b>184</b>	<b>7</b>	<b>4,828</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	3,081	0	184	7	3,272
Administrative Law	97	0	0	0	97
Casino Control	35	0	0	0	35
Public Defender	1,215	0	0	0	1,215
Public Utilities	209	0	0	0	209
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>54,045</b>	<b>534</b>	<b>315</b>	<b>289</b>	<b>55,183</b>
<b>JUDICIARY</b>	<b>8,392</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>8,408</b>
<b>LEGISLATIVE STAFF</b>	<b>459</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>470</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>62,896</b>	<b>552</b>	<b>324</b>	<b>289</b>	<b>64,061</b>



Data provided by the Civil Service Commission from automated personnel files.  
 Percentages refer to the total State Government workforce as of 07/01/2022 64,061.

STATE OF NEW JERSEY  
**State Government Employees in Pay Status by Work Schedule**  
 July 1, 2022

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>214</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>215</b>
<b>BANKING &amp; INSURANCE</b>	<b>398</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>400</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,142</b>	<b>50</b>	<b>0</b>	<b>0</b>	<b>6,192</b>
<b>COMMUNITY AFFAIRS</b>	<b>877</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>877</b>
<b>CORRECTIONS</b>	<b>6,995</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>6,997</b>
<i>Corrections</i>	6,392	2	0	0	6,394
State Parole Board	603	0	0	0	603
<b>EDUCATION</b>	<b>537</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>538</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,524</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2,529</b>
<b>GOVERNOR'S OFFICE</b>	<b>104</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>104</b>
<b>HEALTH</b>	<b>5,314</b>	<b>82</b>	<b>0</b>	<b>0</b>	<b>5,396</b>
<b>HUMAN SERVICES</b>	<b>5,939</b>	<b>105</b>	<b>0</b>	<b>0</b>	<b>6,044</b>
<b>INFORMATION TECHNOLOGY</b>	<b>577</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>579</b>
<b>LABOR</b>	<b>2,832</b>	<b>43</b>	<b>62</b>	<b>0</b>	<b>2,937</b>
<i>Labor</i>	2,592	41	62	0	2,695
Civil Service Commission	240	2	0	0	242
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,882</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7,883</b>
<i>Law &amp; Public Safety</i>	6,832	0	0	0	6,832
Homeland Security & Preparedness	104	0	0	0	104
Juvenile Justice	946	1	0	0	947
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,441</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>1,453</b>
<b>STATE</b>	<b>304</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>308</b>
<i>State (Includes Comm on Higher Education)</i>	169	4	0	0	173
Higher Educational Student Assistance	135	0	0	0	135
<b>TRANSPORTATION</b>	<b>5,445</b>	<b>180</b>	<b>0</b>	<b>0</b>	<b>5,625</b>
<i>Transportation</i>	3,045	0	0	0	3,045
Motor Vehicles	2,400	180	0	0	2,580
<b>TREASURY</b>	<b>4,477</b>	<b>0</b>	<b>31</b>	<b>0</b>	<b>4,508</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,962	0	31	0	2,993
Administrative Law	95	0	0	0	95
Casino Control	35	0	0	0	35
Public Defender	1,185	0	0	0	1,185
Public Utilities	200	0	0	0	200
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>52,002</b>	<b>487</b>	<b>96</b>	<b>0</b>	<b>52,585</b>
<b>JUDICIARY</b>	<b>8,307</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>8,323</b>
<b>LEGISLATIVE STAFF</b>	<b>455</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>466</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>60,764</b>	<b>505</b>	<b>105</b>	<b>0</b>	<b>61,374</b>

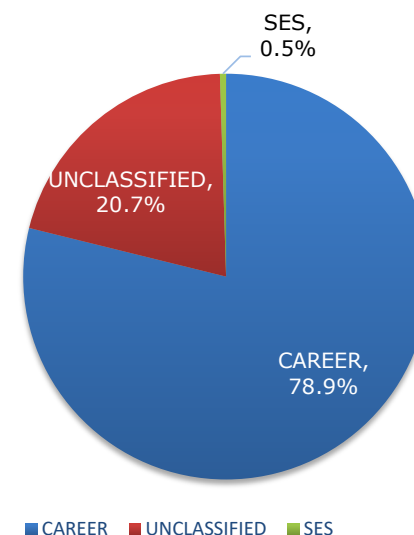
Data provided by the Civil Service Commission from automated personnel and payroll files.

STATE OF NEW JERSEY

Distribution of State Government Employee Titles by Service Division

July 1, 2022

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
<b>AGRICULTURE</b>	<b>154</b>	<b>30</b>	<b>184</b>	<b>3</b>	<b>31</b>	<b>218</b>
<b>BANKING &amp; INSURANCE</b>	<b>291</b>	<b>56</b>	<b>347</b>	<b>0</b>	<b>66</b>	<b>413</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>5,434</b>	<b>557</b>	<b>5,991</b>	<b>85</b>	<b>266</b> <sup>1</sup>	<b>6,342</b>
<b>COMMUNITY AFFAIRS</b>	<b>793</b>	<b>36</b>	<b>829</b>	<b>0</b>	<b>66</b>	<b>895</b>
<b>CORRECTIONS</b>	<b>7,189</b>	<b>117</b>	<b>7,306</b>	<b>6</b>	<b>264</b>	<b>7,576</b>
<i>Corrections</i>	6,605	95	6,700	6	240 <sup>2</sup>	6,946
<i>State Parole Board</i>	584	22	606	0	24	630
<b>EDUCATION</b>	<b>143</b>	<b>301</b>	<b>444</b>	<b>0</b>	<b>173</b> <sup>3</sup>	<b>617</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,026</b>	<b>429</b>	<b>2,455</b>	<b>0</b>	<b>99</b>	<b>2,554</b>
<b>GOVERNOR'S OFFICE</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>113</b>	<b>116</b>
<b>HEALTH</b>	<b>3,707</b>	<b>1,920</b>	<b>5,627</b>	<b>16</b>	<b>233</b>	<b>5,876</b>
<b>HUMAN SERVICES</b>	<b>4,379</b>	<b>1,742</b>	<b>6,121</b>	<b>20</b>	<b>242</b> <sup>4</sup>	<b>6,383</b>
<b>INFORMATION TECHNOLOGY</b>	<b>422</b>	<b>126</b>	<b>548</b>	<b>10</b>	<b>27</b>	<b>585</b>
<b>LABOR</b>	<b>2,437</b>	<b>420</b>	<b>2,857</b>	<b>36</b>	<b>176</b>	<b>3,069</b>
<i>Labor</i>	2,245	392	2,637	19	166 <sup>5</sup>	2,822
<i>Civil Service Commission</i>	192	28	220	17	10	247
<b>LAW &amp; PUBLIC SAFETY</b>	<b>2,486</b>	<b>842</b>	<b>3,328</b>	<b>13</b>	<b>4,778</b>	<b>8,119</b>
<i>Law &amp; Public Safety</i>	1,627	739	2,366	12	4,618 <sup>6</sup>	6,996
<i>Homeland Security &amp; Preparedness</i>	66	8	74	0	29	103
<i>Juvenile Justice</i>	793	95	888	1	131 <sup>7</sup>	1,020
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>678</b>	<b>695</b>	<b>1,373</b>	<b>0</b>	<b>153</b> <sup>8</sup>	<b>1,526</b>
<b>STATE</b>	<b>128</b>	<b>27</b>	<b>155</b>	<b>0</b>	<b>161</b>	<b>316</b>
<i>State (Includes Comm on Higher Education)</i>	81	13	94	0	83	177
<i>Higher Educational Student Assistance</i>	47	14	61	0	78	139
<b>TRANSPORTATION</b>	<b>3,772</b>	<b>1,806</b>	<b>5,578</b>	<b>59</b>	<b>113</b>	<b>5,750</b>
<i>Transportation</i>	2,586	413	2,999	46	53	3,098
<i>Motor Vehicles</i>	1,186	1,393	2,579	13	60	2,652
<b>TREASURY</b>	<b>3,160</b>	<b>491</b>	<b>3,651</b>	<b>62</b>	<b>1,115</b>	<b>4,828</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,481	405	2,886	39	347 <sup>9</sup>	3,272
<i>Administrative Law</i>	47	3	50	0	47	97
<i>Casino Control</i>	0	0	0	0	35	35
<i>Public Defender</i>	513	61	574	9	632 <sup>10</sup>	1,215
<i>Public Utilities</i>	119	22	141	14	54	209
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>37,202</b>	<b>9,595</b>	<b>46,797</b>	<b>310</b>	<b>8,076</b>	<b>55,183</b>
<b>JUDICIARY</b>	<b>2,853</b>	<b>864</b>	<b>3,717</b>	<b>0</b>	<b>4,691</b> <sup>11</sup>	<b>8,408</b>
<b>LEGISLATIVE STAFF</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>470</b> <sup>12</sup>	<b>470</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>40,055</b>	<b>10,459</b>	<b>50,514</b>	<b>310</b>	<b>13,237</b>	<b>64,061</b>



<sup>1</sup> Includes 164 educational, health care, and social services personnel.  
<sup>2</sup> Includes 173 educational, health care, and social services personnel.  
<sup>3</sup> Includes 41 professional employees at the Katzenbach School.  
<sup>4</sup> Includes 102 educational, health care, and social services personnel.  
<sup>5</sup> Includes 38 compensation judges and 44 educational, medical, and social services personnel.  
<sup>6</sup> Includes 3,220 uniformed State Police, 700 Deputy Attorneys General, and 266 Board Members.  
<sup>7</sup> Includes 97 educational, health care, and social services personnel.  
<sup>8</sup> Includes 144 military, educational, and medical personnel.  
<sup>9</sup> Includes 82 Board Members.  
<sup>10</sup> Includes 57 Deputy Public Defenders and 518 Assistant Deputy Public Defenders.  
<sup>11</sup> All judges and professional and confidential personnel unclassified.  
<sup>12</sup> All professional and technical personnel unclassified.

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

July 1, 2022

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY	MEDIAN SALARY	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	46	\$78,988	\$77,651	12
<b>BANKING &amp; INSURANCE</b>	49	\$82,601	\$81,230	12
<b>CHILDREN &amp; FAMILIES</b>	45	\$80,643	\$84,344	14
<b>COMMUNITY AFFAIRS</b>	51	\$76,397	\$72,092	12
<b>CORRECTIONS</b>	43	\$87,270	\$92,804	13
<i>Corrections</i>	43	\$83,624	\$89,906	14
State Parole Board	42	\$90,916	\$95,703	13
<b>EDUCATION</b>	51	\$97,521	\$104,162	14
<b>ENVIRONMENTAL PROTECTION</b>	45	\$81,973	\$80,547	16
<b>GOVERNOR'S OFFICE</b>	36	\$86,849	\$72,000	4
<b>HEALTH</b>	49	\$70,705	\$61,181	13
<b>HUMAN SERVICES</b>	49	\$69,063	\$60,507	15
<b>INFORMATION TECHNOLOGY</b>	51	\$94,960	\$98,235	15
<b>LABOR</b>	48	\$79,578	\$74,833	15
<i>Labor</i>	50	\$75,326	\$68,676	15
Civil Service Commission	46	\$83,830	\$80,991	14
<b>LAW &amp; PUBLIC SAFETY</b>	45	\$89,061	\$88,586	13
<i>Law &amp; Public Safety</i>	44	\$89,612	\$88,586	13
Homeland Security & Preparedness	46	\$99,910	\$101,589	11
Juvenile Justice	47	\$77,661	\$75,290	15
<b>MILITARY &amp; VETERANS AFFAIRS</b>	50	\$57,668	\$52,847	11
<b>STATE</b>	51	\$83,970	\$80,145	12
<i>State (Includes Comm on Higher Education)</i>	50	\$87,944	\$85,000	11
Higher Educational Student Assistance	53	\$79,995	\$75,290	13
<b>TRANSPORTATION</b>	46	\$67,320	\$62,766	12
<i>Transportation</i>	45	\$72,791	\$67,046	13
Motor Vehicles	47	\$61,848	\$58,487	11
<b>TREASURY</b>	49	\$92,101	\$84,344	14
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	49	\$79,964	\$76,913	15
Administrative Law	53	\$113,918	\$111,556	14
Casino Control	48	\$85,717	\$78,118	13
Public Defender	46	\$88,607	\$84,344	12
Public Utilities	48	\$92,300	\$92,526	14
<b>AVERAGE EXECUTIVE DEPARTMENTS</b>	47	\$80,980	\$80,145	13
<b>JUDICIARY</b>	46	\$81,002	\$71,723	13
<b>LEGISLATIVE STAFF</b>	45	\$90,043	\$85,000	11
<b>AVERAGE STATE GOVT WORKFORCE</b>	46	\$84,009	\$80,145	12

Excludes part time, hourly and per diem employees.

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

STATE OF NEW JERSEY

Distribution of State Government Employees by Fund Source

July 1, 2022

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
<b>AGRICULTURE</b>	<b>128</b>	<b>57</b>	<b>0</b>	<b>33</b>	<b>218</b>
<b>BANKING &amp; INSURANCE</b>	<b>398</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>413</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>4,571</b>	<b>1,526</b>	<b>0</b>	<b>245</b>	<b>6,342</b>
<b>COMMUNITY AFFAIRS</b>	<b>532</b>	<b>290</b>	<b>13</b>	<b>60</b>	<b>895</b>
<b>CORRECTIONS</b>	<b>7,401</b>	<b>22</b>	<b>112</b>	<b>41</b>	<b>7,576</b>
<i>Corrections</i>	6,771	22	112	41	6,946
State Parole Board	630	0	0	0	630
<b>EDUCATION</b>	<b>359</b>	<b>141</b>	<b>5</b>	<b>112</b>	<b>617</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,467</b>	<b>31</b>	<b>0</b>	<b>56</b>	<b>2,554</b>
<b>GOVERNOR'S OFFICE</b>	<b>104</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>116</b>
<b>HEALTH</b>	<b>4,944</b>	<b>589</b>	<b>135</b>	<b>208</b>	<b>5,876</b>
<b>HUMAN SERVICES</b>	<b>3,541</b>	<b>2,791</b>	<b>0</b>	<b>51</b>	<b>6,383</b>
<b>INFORMATION TECHNOLOGY</b>	<b>0</b>	<b>0</b>	<b>585</b>	<b>0</b>	<b>585</b>
<b>LABOR</b>	<b>761</b>	<b>2,306</b>	<b>0</b>	<b>2</b>	<b>3,069</b>
<i>Labor</i>	514	2,306	0	2	2,822
Civil Service Commission	247	0	0	0	247
<b>LAW &amp; PUBLIC SAFETY</b>	<b>6,817</b>	<b>82</b>	<b>0</b>	<b>1,220</b>	<b>8,119</b>
<i>Law &amp; Public Safety</i>	5,827	71	0	1,098	6,996
Homeland Security & Preparedness	94	9	0	0	103
Juvenile Justice	896	2	0	122	1,020
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,325</b>	<b>201</b>	<b>0</b>	<b>0</b>	<b>1,526</b>
<b>STATE</b>	<b>168</b>	<b>9</b>	<b>0</b>	<b>139</b>	<b>316</b>
<i>State (Includes Comm on Higher Education)</i>	168	9	0	0	177
Higher Educational Student Assistance	0	0	0	139	139
<b>TRANSPORTATION</b>	<b>2,192</b>	<b>899</b>	<b>1</b>	<b>2,658</b>	<b>5,750</b>
<i>Transportation</i>	2,191	899	0	8	3,098
Motor Vehicles	1	0	1	2,650	2,652
<b>TREASURY</b>	<b>4,055</b>	<b>46</b>	<b>216</b>	<b>511</b>	<b>4,828</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,560	42	216	454	3,272
Administrative Law	89	3	0	5	97
Casino Control	0	0	0	35	35
Public Defender	1,215	0	0	0	1,215
Public Utilities	191	1	0	17	209
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>39,763</b>	<b>8,990</b>	<b>1,079</b>	<b>5,351</b>	<b>55,183</b>
<b>JUDICIARY</b>	<b>7,105</b>	<b>1,108</b>	<b>1</b>	<b>194</b>	<b>8,408</b>
<b>LEGISLATIVE STAFF</b>	<b>470</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>470</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>47,338</b>	<b>10,098</b>	<b>1,080</b>	<b>5,545</b>	<b>64,061</b>



**STATE OF NEW JERSEY**  
**Other State Government Employment**

July 1, 2022

AGENCY	FULL TIME	PART TIME	TOTAL 2023	TOTAL 2022	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	92	1	93	98	-5	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY <sup>1</sup>	353	4	357	362	-5	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION <sup>1</sup>	34	1	35	36	-1	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION <sup>1</sup>	370	64	434	338	96	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY <sup>1,2</sup>	829	0	829	877	-48	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	265	0	265	269	-4	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION <sup>1</sup>	6	3	9	9	0	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	327	4	331	283	48	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	14	0	14	14	0	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	20	1	21	21	0	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,438	455	1,893	1,556	337	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	14	0	14	20	-6	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	134	0	134	163	-29	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	140	194	334	321	13	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	11,791	70	11,861	11,705	156	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,952	374	2,326	2,383	-57	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	113	0	113	116	-3	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	115	0	115	131	-16	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION <sup>1,4</sup>	83	21	104	99	5	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	554	0	554	564	-10	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	220	0	220	222	-2	WATER SALE REVENUES
PINELANDS COMMISSION	41	1	42	40	2	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY <sup>1,3</sup>	7,300	7	7,307	7,756	-449	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	59	0	59	58	1	SEWAGE FEES
RUTGERS	19,266	3,781	23,047	21,118	1,929	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	108	7	115	112	3	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	289	96	385	392	-7	TOLL REVENUE
STATE COLLEGES	10,378	6,153	16,531	15,961	570	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR <sup>1,4</sup>	23	0	23	22	1	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>56,328</b>	<b>11,237</b>	<b>67,565</b>	<b>65,046</b>	<b>2,519</b>	

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 chart on Page 13 shows the distribution of State Government employees by length of service in years as of July 1, 2022, with comparisons from previous years. We have grouped years of service by the following bands: up to 1 year, 1 to 4 years, 5 to 9 years, 10 to 14 years, 15 to 19 years, 20 to 24 years, 25 to 29 years, 30 to 34 years, 35 to 39 years, and 40 years or more. The length of service data indicates that the average length of service in the State Government is 12 years and the median length of service is 13 years. The number of employees with 12 years of service or greater represents approximately 53 percent of the total workforce.

The chart on Page 14 shows the distribution of State Government employees by age as of July 1, 2022, with comparisons from previous years. As of July 1, 2022, the age group 40 to 49 is the largest, with 17,734 of the State's 64,061 employees, 27.7 percent, in that bracket. The number of employees age 60 or older has fluctuated slightly during the past several years. As of July 1, 2022, the employee count for age 60 or older is 9,939, or approximately 16 percent of the workforce.

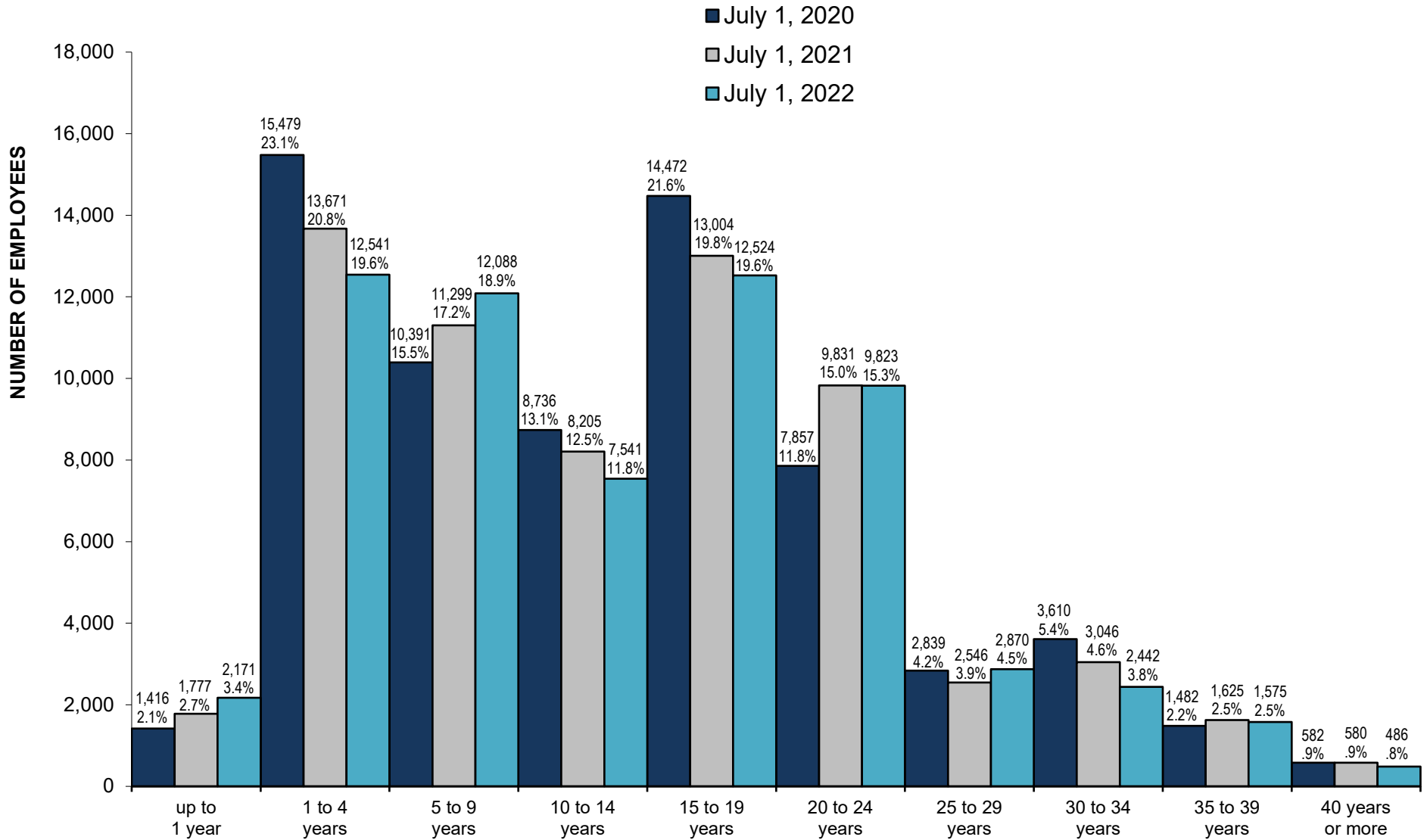
With Pages 15, 16, and 17, we present charts pertaining to separations trends. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. On Page 15, we compare separations during Fiscal Years 2021, 2022, and 2023 by the length of service using the same years of service bands as the chart on Page 13. This chart shows that in Fiscal Year 2023, employee separations with 1 to 4 years of service outnumber any other years of service band, with 1,868 of the 6,374 total separations, 29.3 percent, in that band. Pages 16 and 17 include separation data by type over a ten-year period. The separation rate decreased from 10.8 percent in Fiscal Year 2022 to 9.9 percent in Fiscal Year 2023.

With Pages 18 and 19, we present charts pertaining to hiring trends. Counts of new hires increased from 5,324 in Fiscal Year 2022 to 6,132 in Fiscal Year 2023, an increase of 15 percent. The average salary of new hires increased from \$53,206 in Fiscal Year 2022 to \$55,251 in Fiscal Year 2023, an increase of 3.8 percent.

# STATE OF NEW JERSEY

## Distribution of State Government Employees by Years of Service

July 1, 2022  
(with earlier data for comparison)

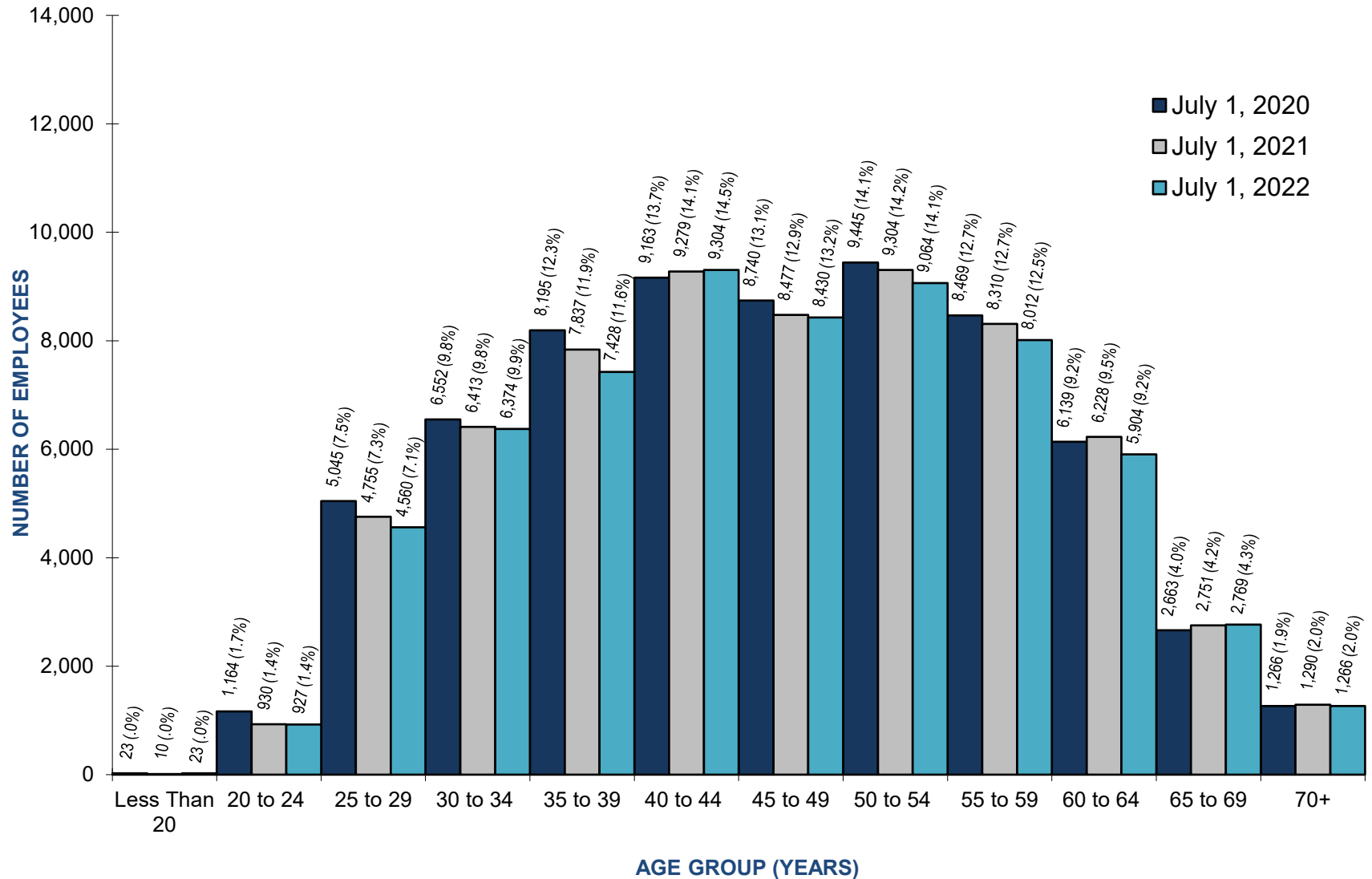


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 07/01/2020, 66,864; 07/01/2021, 65,584; 07/01/2022, 64,061).

## STATE OF NEW JERSEY Distribution of State Government Employees by Age

July 1, 2022 (with earlier data for comparison)

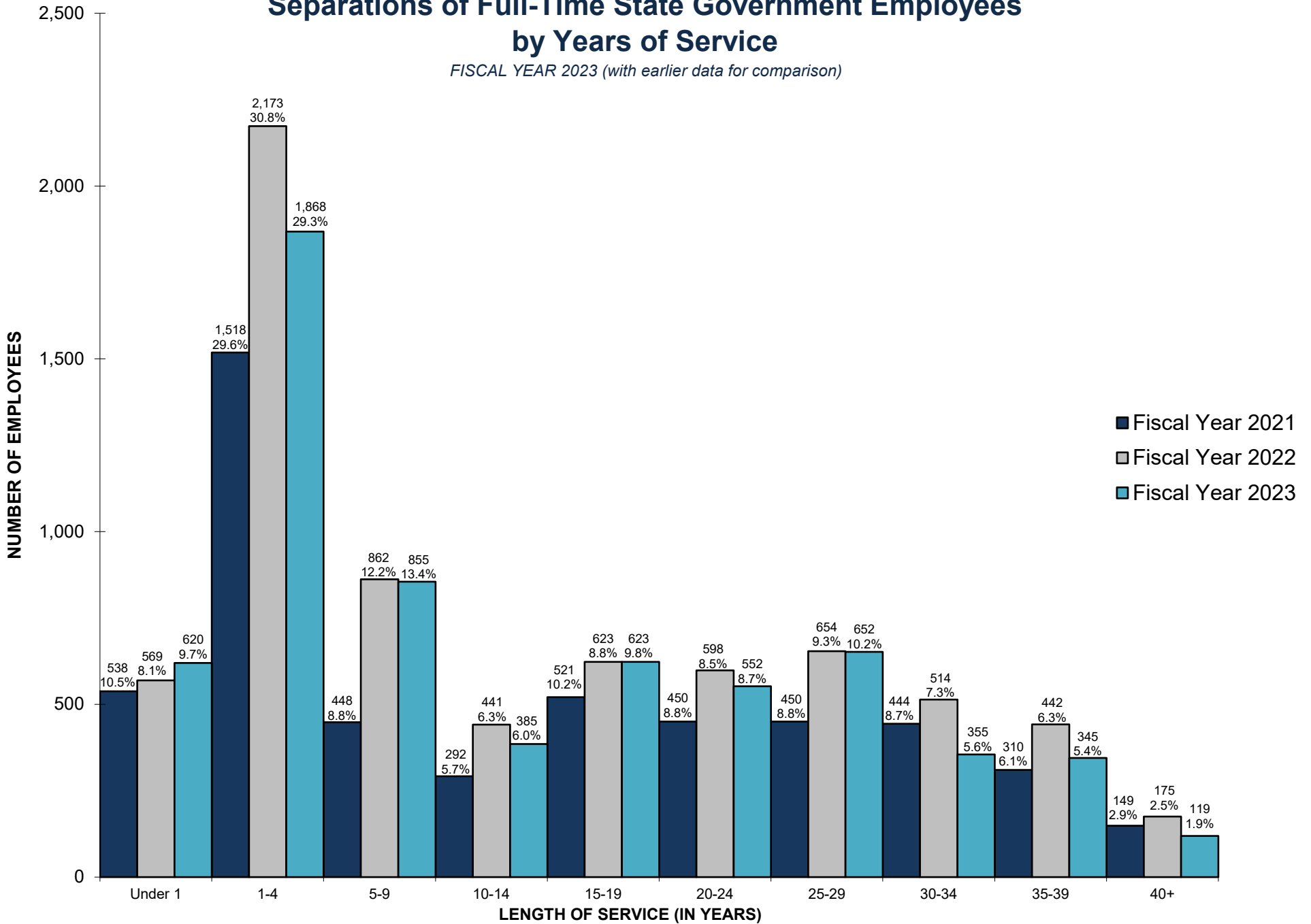


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/01/2020, 66,864; 7/01/2021, 65,584; 07/01/2022, 64,061).

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

*FISCAL YEAR 2023 (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 (FY2021, 5,120; FY2022, 7,051; FY2023, 6,374).

**STATE OF NEW JERSEY**  
**Separations From State Service**  
**Full-Time Employees FY2013 - FY2023**

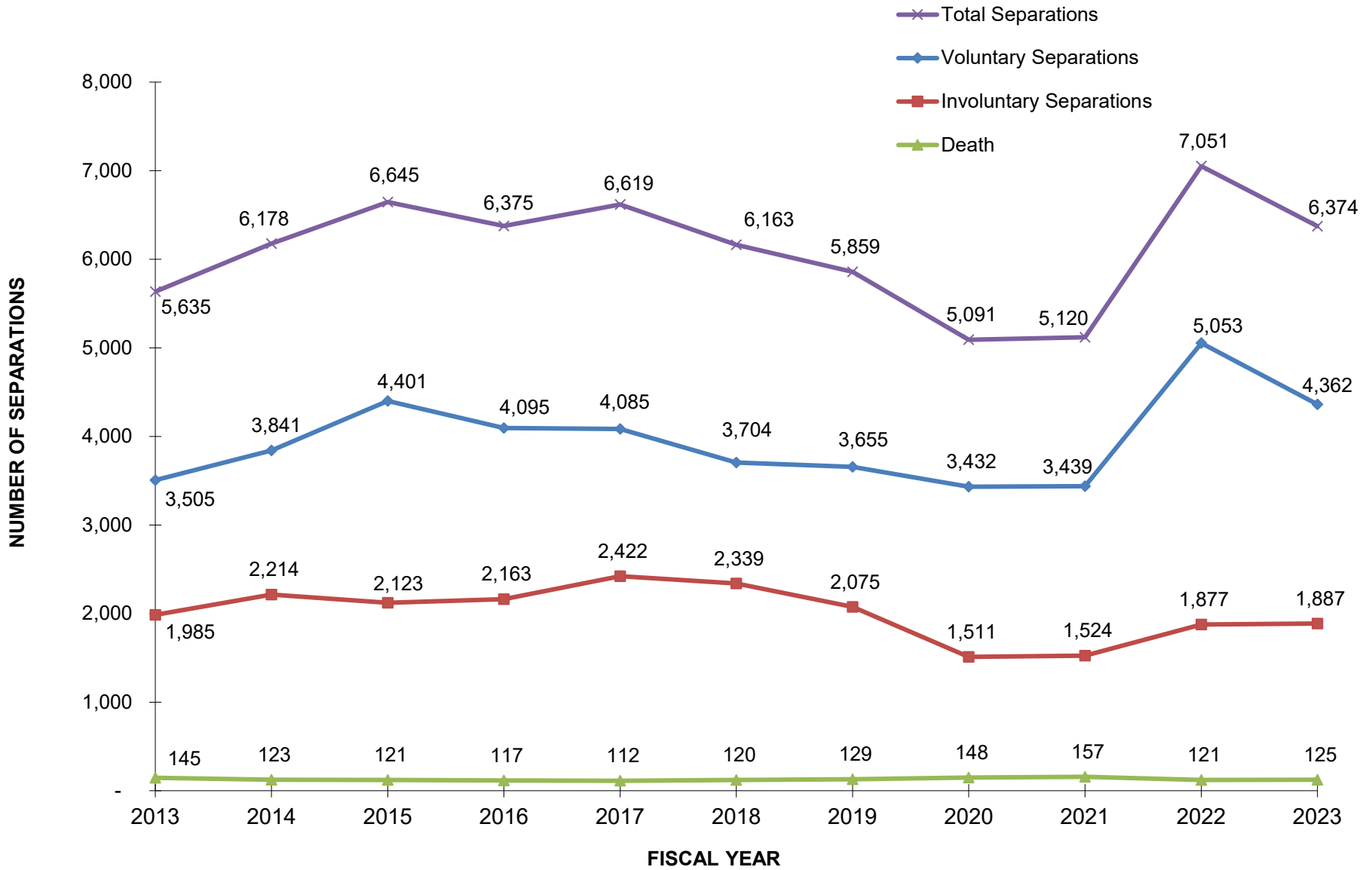
Fiscal Year	Resigned in Good Standing	General Resignations	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Discontinued Unclassified Appts	Discontinued Temp / Provisional / Interim Appts	Expiration Of Term	Laid Off	Deaths	Discontinued Prob Appt / Incomplete WTP	Discontinued SES Appt	Removal - NJAC 4A	Removal After WTP	Total Separations	Employees At Start of FY	Separation Rate
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	6,178	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	1,090	129	84	0	2,792	772	759	260	0	117	252	8	95	17	6,375	67,991	9.4%
2017	1,191	131	100	0	2,663	824	909	304	1	112	239	5	117	23	6,619	67,745	9.8%
2018	1,233	110	72	0	2,289	1,008	713	282	0	120	217	5	87	27	6,163	67,582	9.1%
2019	1,167	117	81	0	2,290	961	514	299	1	129	183	7	81	29	5,859	67,906	8.6%
2020	1,056	131	64	0	2,181	661	293	311	0	148	149	7	68	22	5,091	67,335	7.6%
2021	1,021	142	112	0	2,164	608	385	316	0	157	111	7	86	11	5,120	66,864	7.7%
2022	1,910	193	146	2	2,802	887	195	420	0	121	243	6	107	19	7,051	65,584	10.8%
2023	1,697	174	135	5	2,351	890	181	398	0	125	320	6	62	30	6,374	64,061	9.9%

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.

In Workforce Profile 2015, we accounted for one Early Retirement Incentive employee for Fiscal Year 2014 based upon user error in our Personnel Files. We have corrected this error in this Publication.

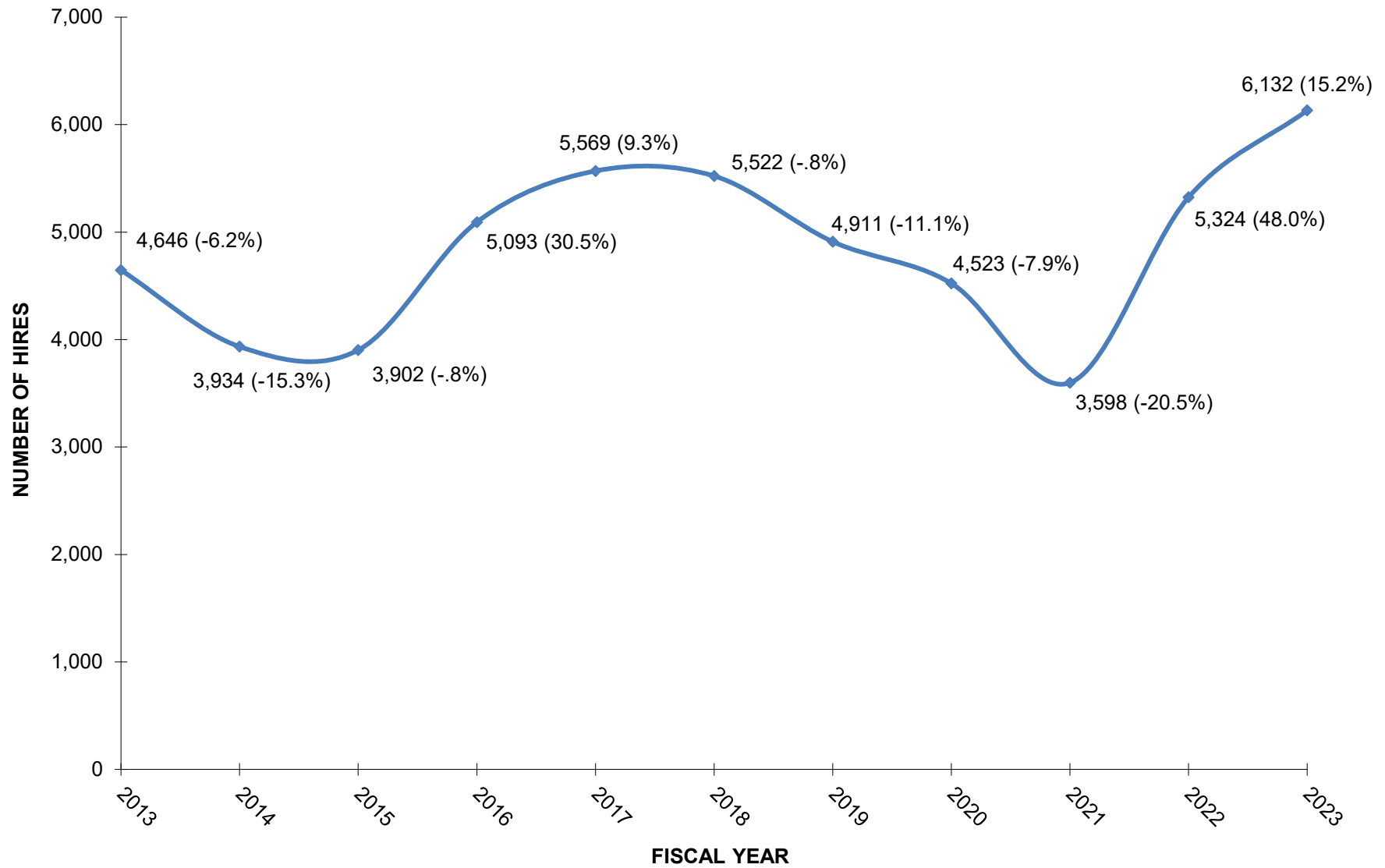
*Separations include discontinuation of provisional, temporary, and unclassified appointments, term expirations and some layoffs of employees without permanent Civil Service status.*

**STATE OF NEW JERSEY**  
**Separations from State Service**  
**Full-Time Employees FY2013 - FY2023**

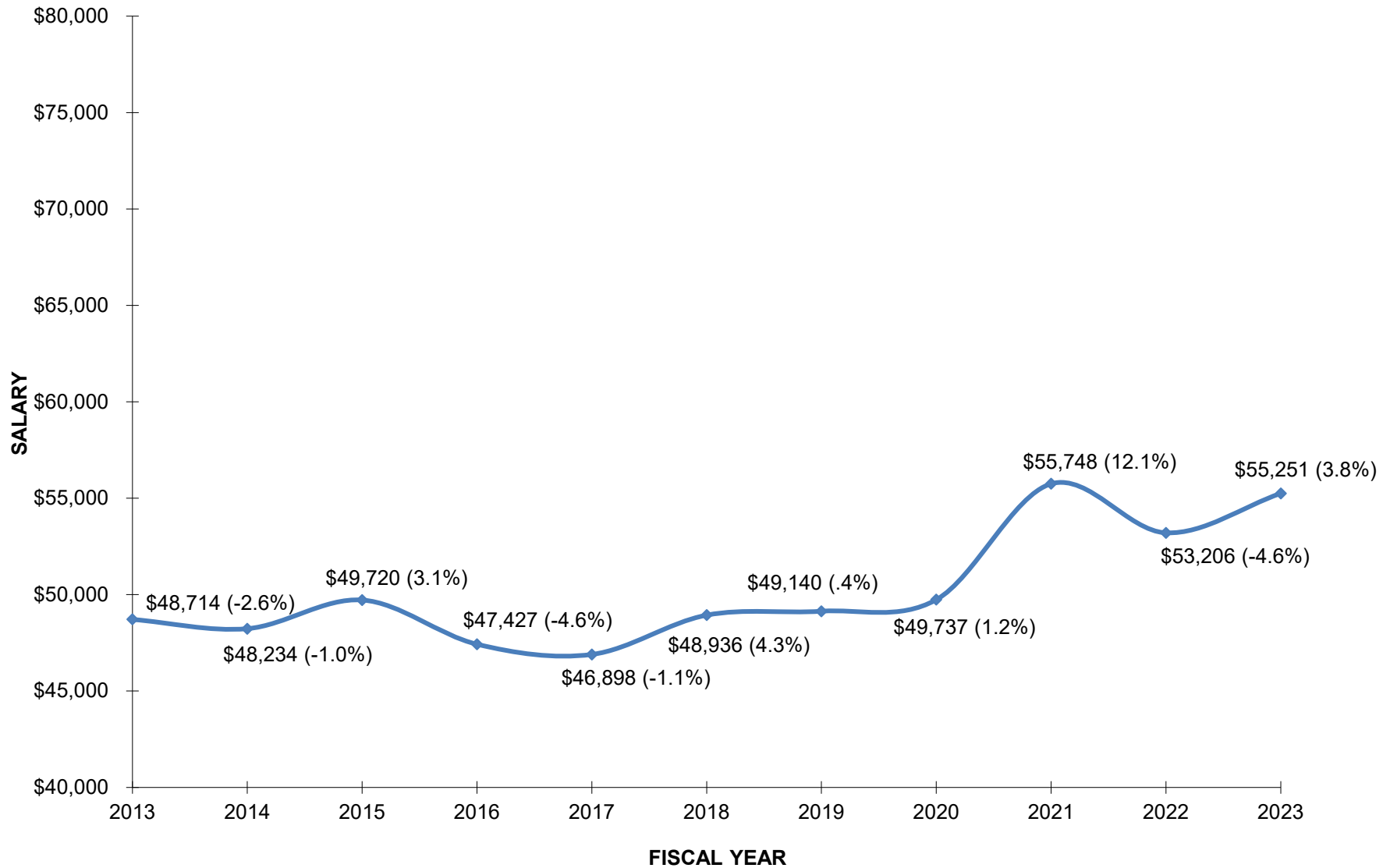




# STATE OF NEW JERSEY Hiring by State Government FY2013 Through FY2023



**STATE OF NEW JERSEY**  
**Average Salary of Full-Time Employees Hired by State Government**  
**FY2013 Through FY2023**



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

---

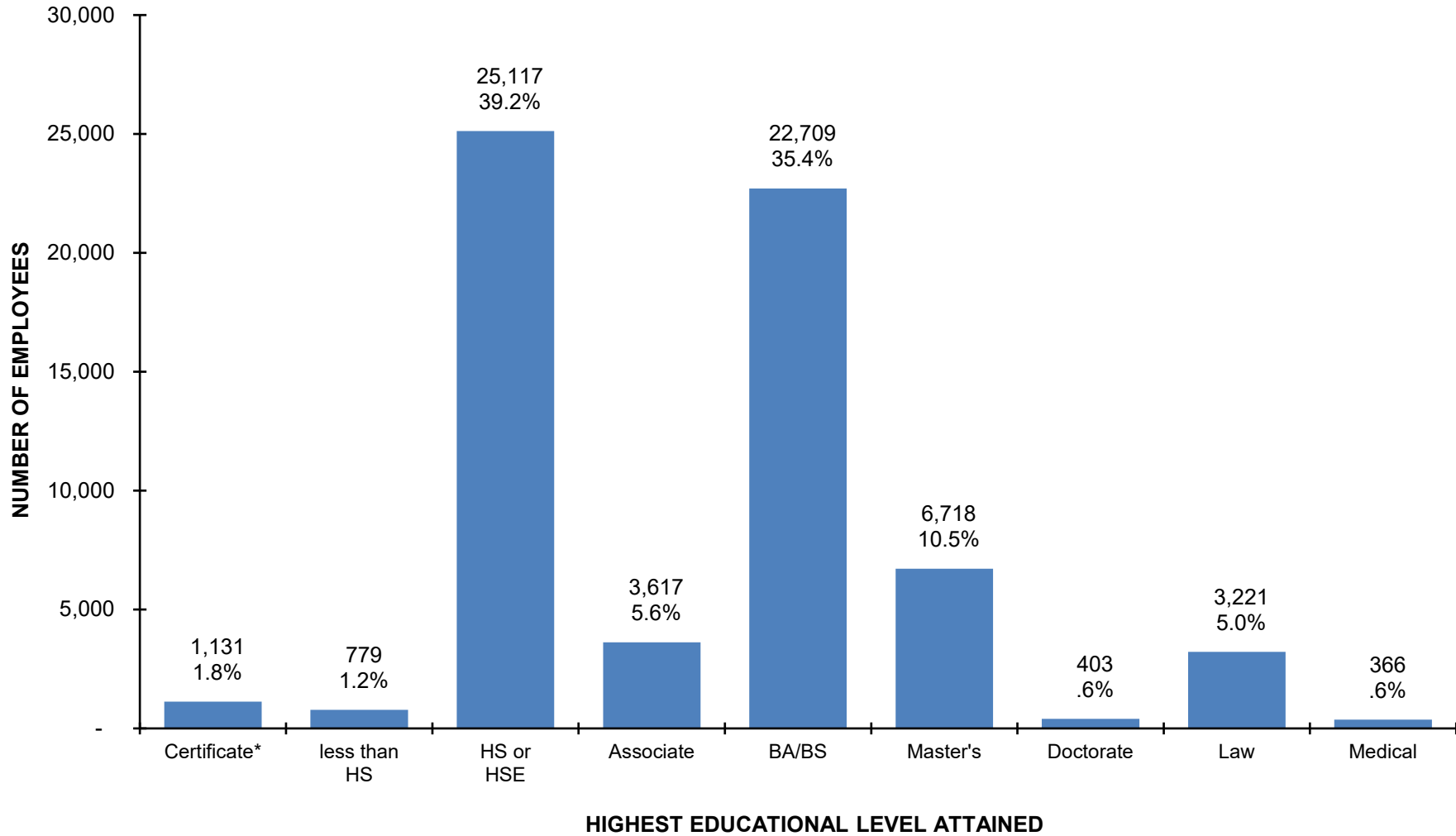
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,709 employees, the true number of employees with a Bachelor's degree (or equivalent) is 33,417 (or approximately 52 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. The EEO categories used here are the ones used in the Commission's biennial EEO-4 Report to the Federal Equal Employment Opportunity Commission. 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, 2022*



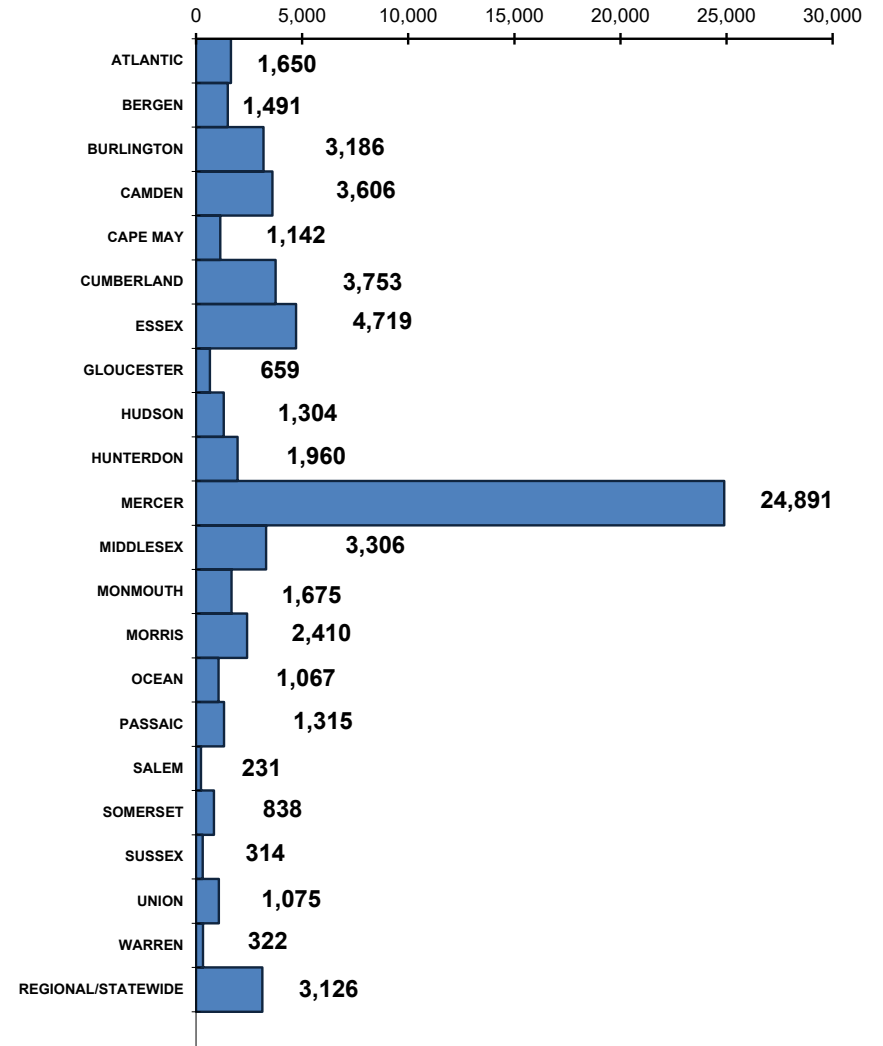
*Percentages refer to the total State Government workforce (as of 07/01/2022, 64,061).*

*\* 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, 2022

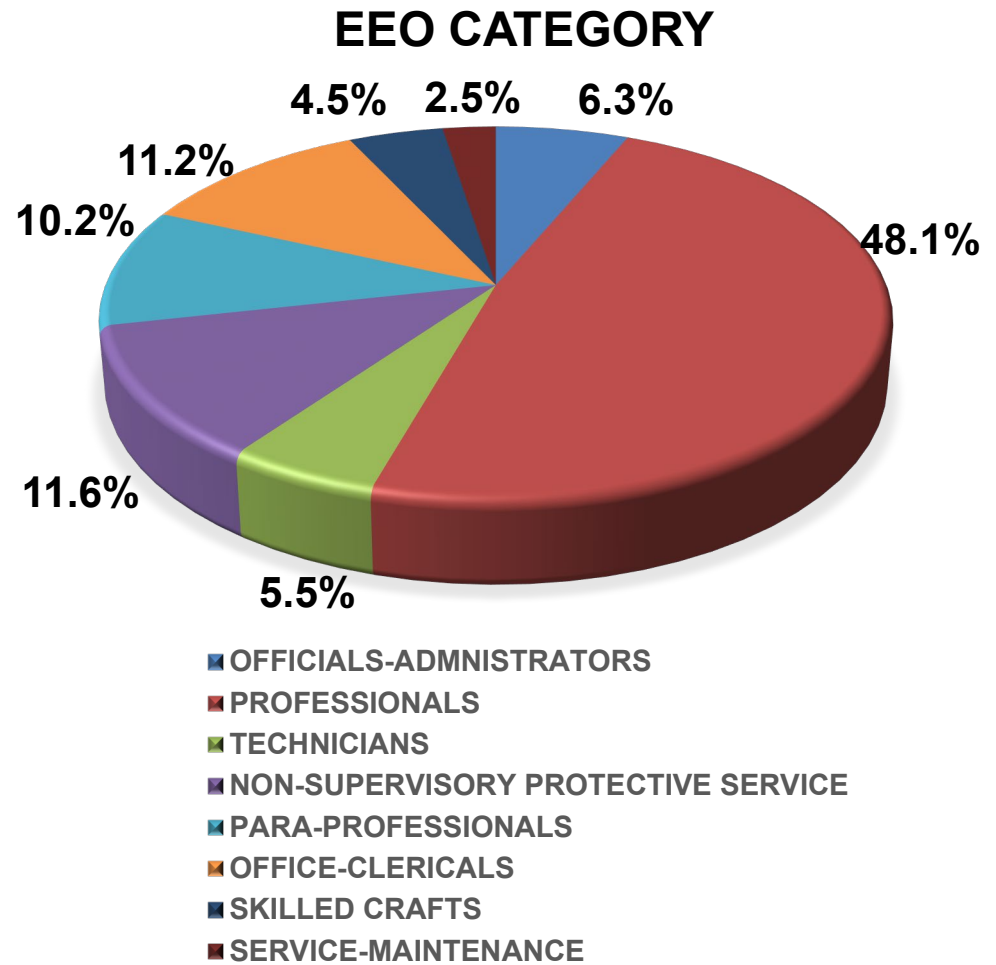
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,650	2.6
BERGEN	1,491	2.3
BURLINGTON	3,186	5.0
CAMDEN	3,606	5.6
CAPE MAY	1,142	1.8
CUMBERLAND	3,753	5.9
ESSEX	4,719	7.4
GLOUCESTER	659	1.0
HUDSON	1,304	2.0
HUNTERDON	1,960	3.1
MERCER	24,891	38.9
MIDDLESEX	3,306	5.2
MONMOUTH	1,675	2.6
MORRIS	2,410	3.8
OCEAN	1,067	1.7
PASSAIC	1,315	2.1
SALEM	231	0.4
SOMERSET	838	1.3
SUSSEX	314	0.5
UNION	1,075	1.7
WARREN	322	0.5
REGIONAL/STATEWIDE	3,126	4.9
<b>OUT OF STATE</b>		
CALIFORNIA	3	*
ILLINOIS	17	*
WASHINGTON, DC	1	*
<b>TOTAL</b>	<b>64,061</b>	<b>100.0</b>



Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 21 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, 2022

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,046 6.3%
PROFESSIONALS	30,828 48.1%
TECHNICIANS	3,520 5.5%
NON-SUPERVISORY PROTECTIVE SERVICE	7,439 11.6%
PARA-PROFESSIONALS	6,556 10.2%
OFFICE-CLERICALS	7,179 11.2%
SKILLED CRAFTS	2,879 4.5%
SERVICE-MAINTENANCE	1,614 2.5%
<b>TOTAL</b>	<b>64,061</b>



**STATE OF NEW JERSEY**  
**Distribution of State Government Employees by Occupation**

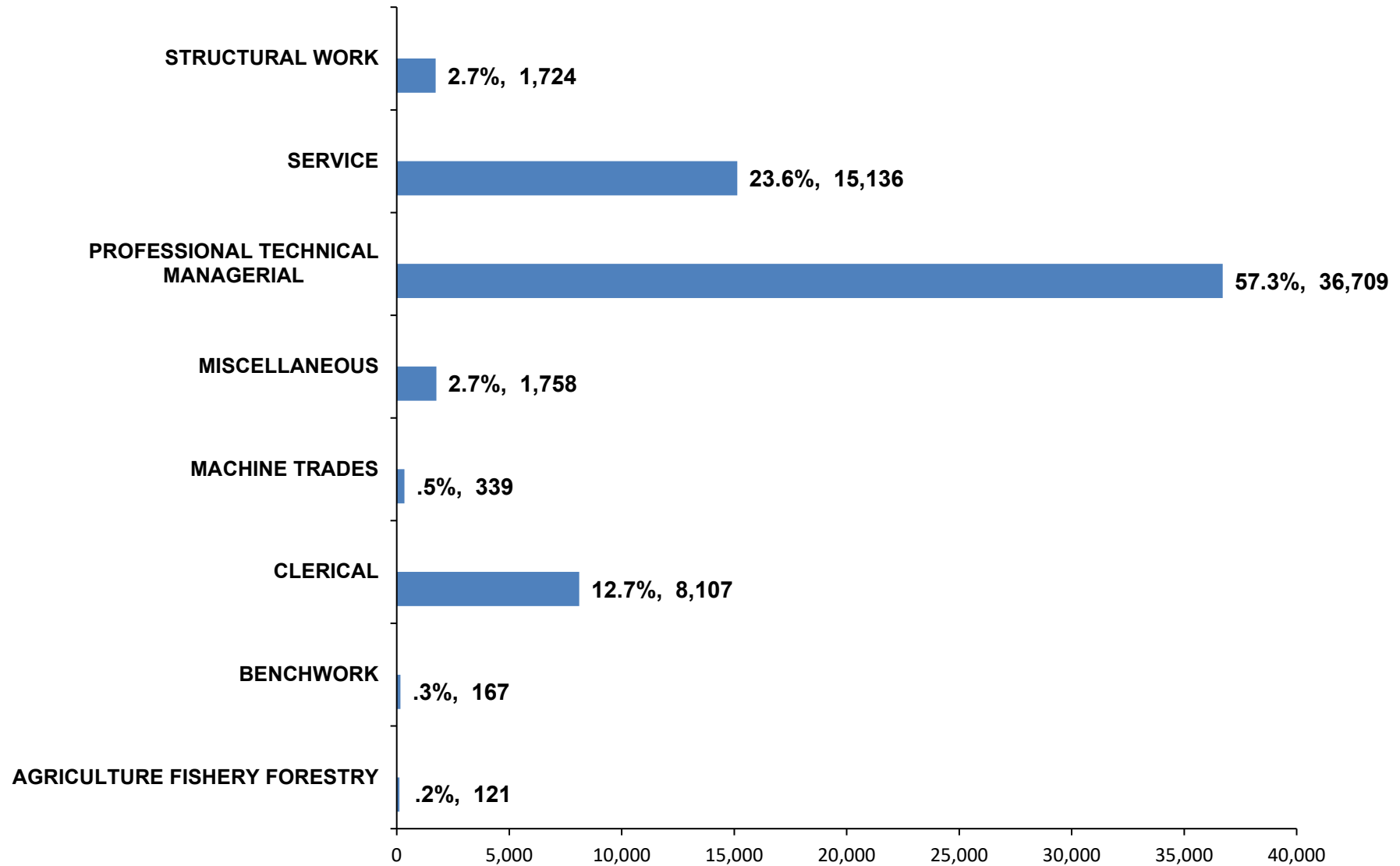
July 1, 2022

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
<b>PROFESSIONAL TECHNICAL MANAGERIAL</b>	00 ENGINEERING/SURVEYING	1,122	0	0	1,122
	01 ENV ENGR-ARCHITECTURE	202	0	0	202
	02 PHYSICAL SCI-STATS	1,460	0	0	1,460
	04 LIFE SCIENCES	227	0	0	227
	05 SOCIAL SCIENCES	333	0	0	333
	06 SOCIAL-PSYCH SERVICES	6,465	2,395	0	8,860
	07 MEDICAL-HEALTH SERVICES	2,797	0	0	2,797
	09 EDUCATION	1,299	0	3	1,302
	10 MUSEUM/LIBRARY/ARCHIVES	100	2	5	107
	11 LAW	2,419	1,025	100	3,544
	12 INFO PROCESSING SYSTEMS	1,921	325	35	2,281
	13 WRITING	148	62	42	252
	14 ART	17	0	0	17
	15 FINANCE	1,736	93	94	1,923
	16 ADMINISTRATION	7,303	2,026	110	9,439
	17 INSPECTIONS/INVESTIGATIONS	2,543	214	12	2,769
	18 RECREATION	66	0	0	66
	19 BROADCASTING/TRANSMITTING	8	0	0	8
	<b>CLERICAL</b>	20 GENERAL CLERICAL	4,914	2,203	51
21 FINANCE CLERICAL		128	41	3	172
22 STOCK-STORAGE-INVENTORY		206	0	2	208
24 INFO-MSG DISTRIBUTION		557	0	2	559
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	738	0	1	739
	31 FOOD SERVICES	799	0	0	799
	33 BARBERING/COSMETOLOGY	16	0	0	16
	35 DIRECT CARE	3,551	0	0	3,551
	36 PROTECTIVE SERVICES	10,023	0	8	10,031
	40 PLANTING-GARDENING	74	0	0	74
<b>AGRICULTURE FISHERY FORESTRY</b>	41 ANIMAL FARMING	46	0	0	46
	43 FORESTRY	1	0	0	1
	60 MACHINERY REPAIR	301	0	1	302
<b>MACHINE TRADES</b>	65 PRINTING	37	0	0	37
	70 TECHNICAL REPAIR	0	0	0	0
<b>BENCHWORK</b>	72 ELECTRICAL REPAIR	167	0	0	167
	80 SKILLED TRADES	363	0	0	363
<b>STRUCTURAL WORK</b>	81 STRUCTURAL MAINTENANCE	1,361	0	0	1,361
	90 TRANSPORTATION	258	14	0	272
<b>MISCELLANEOUS</b>	91 UTILITIES	110	0	0	110
	92 MULTIPLE GROUPS	1,307	8	1	1,316
	93 NON TITLE	60	0	0	60
	<b>TOTAL</b>	<b>55,183</b>	<b>8,408</b>	<b>470</b>	<b>64,061</b>



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

July 1, 2022



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 7/1/2022: 64,061.

## STATE OF NEW JERSEY

# Salary Data for State Government Workforce

## Introduction

---

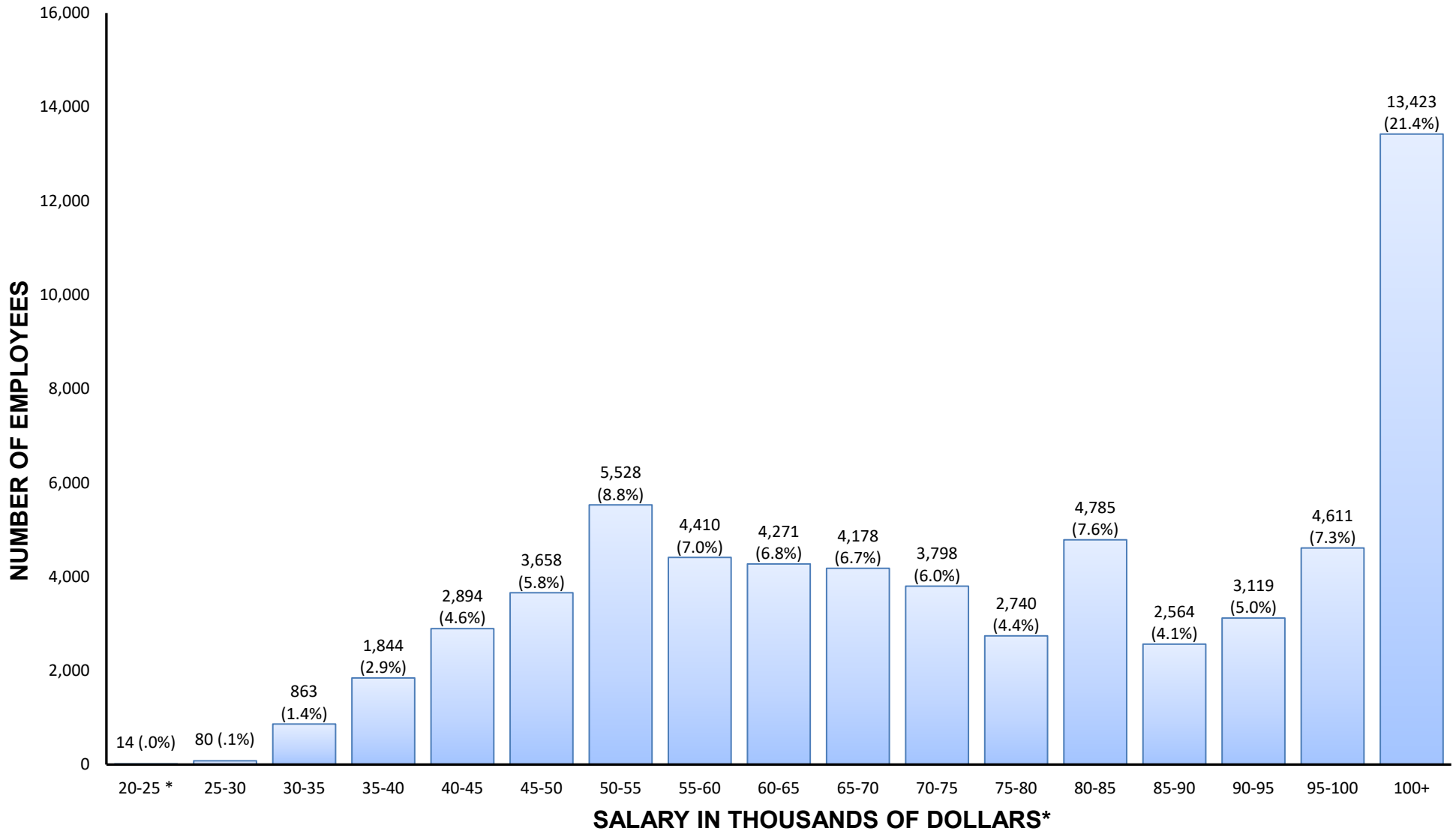
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$84,009) account for approximately 60 percent of the full-time State Government workforce. The median salary is \$80,145. See Pages 4 and 5 for a discussion 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 eleventh year in a row, the employees earning \$100,000 or more outnumber 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 33.7 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**

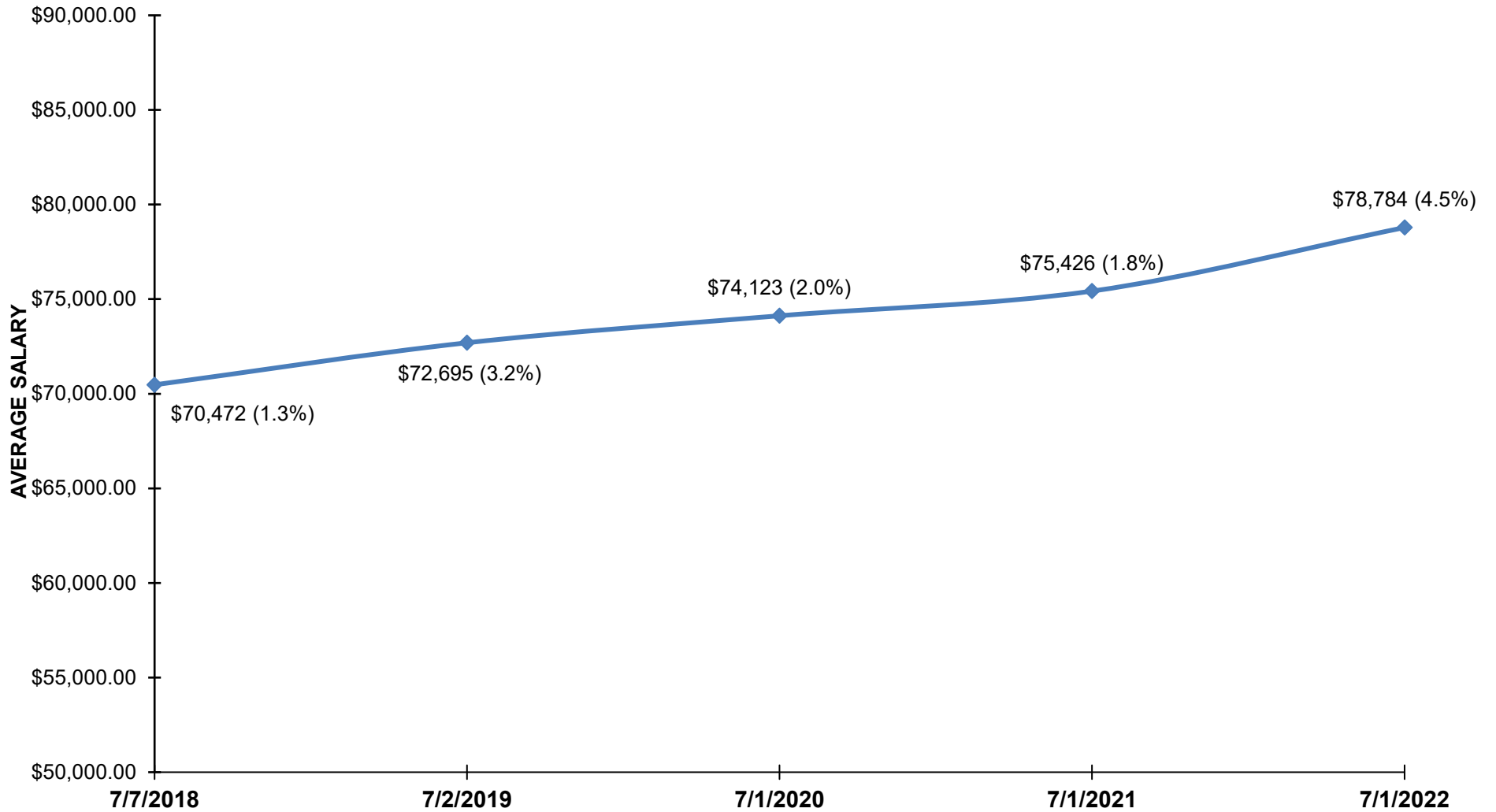
July 1, 2022



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/1/2022, 62,780).

\*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**  
2018 through 2022



## STATE OF NEW JERSEY

# State Government Workforce: Race/Ethnic and Gender Data

## Introduction

---

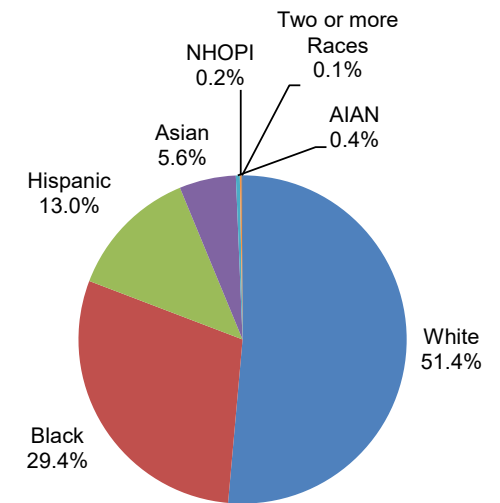
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. In accordance with new laws, effective May 2020, individuals employed by the State of New Jersey were able to identify their gender as male, female or nonbinary. As of July 1, 2022, 29 individuals (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 blue 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 2013. The red 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 48.6 percent of that workforce as of July 1, 2022. Women, on the other hand, made up 54.2 percent of the full-time State Government workforce in 2000 and represent 55.5 percent of that workforce as of July 1, 2022. 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, 2022

STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
<b>AGRICULTURE</b>	167	21	12	17	0	1	0	218
<b>BANKING &amp; INSURANCE</b>	246	92	29	38	6	1	1	413
<b>CHILDREN &amp; FAMILIES</b>	2,379	2,523	1,270	144	21	4	1	6,342
<b>COMMUNITY AFFAIRS</b>	500	262	99	28	3	1	2	895
<b>CORRECTIONS</b>	3,895	2,086	1,398	134	49	14	0	7,576
<i>Corrections</i>	3,543	1,959	1,277	113	47	7	0	6,946
State Parole Board	352	127	121	21	2	7	0	630
<b>EDUCATION</b>	391	146	44	35	0	0	1	617
<b>ENVIRONMENTAL PROTECTION</b>	2,020	227	137	158	7	0	5	2,554
<b>GOVERNOR'S OFFICE</b>	73	24	11	8	0	0	0	116
<b>HEALTH</b>	1,761	3,206	355	510	32	9	3	5,876
<b>HUMAN SERVICES</b>	2,710	2,749	543	341	27	13	0	6,383
<b>INFORMATION TECHNOLOGY</b>	332	80	39	133	1	0	0	585
<b>LABOR</b>	1,462	908	525	167	5	2	0	3,069
<i>Labor</i>	1,338	821	504	154	4	1	0	2,822
Civil Service Commission	124	87	21	13	1	1	0	247
<b>LAW &amp; PUBLIC SAFETY</b>	5,529	1,371	898	287	25	6	3	8,119
<i>Law &amp; Public Safety</i>	5,011	923	775	258	22	6	1	6,996
Homeland Security & Preparedness	78	7	9	9	0	0	0	103
Juvenile Justice	440	441	114	20	3	0	2	1,020
<b>MILITARY &amp; VETERANS AFFAIRS</b>	528	613	192	185	4	4	0	1,526
<b>STATE</b>	189	74	31	20	2	0	0	316
<i>State (Includes Comm on Higher Education)</i>	111	34	23	7	2	0	0	177
Higher Educational Student Assistance	78	40	8	13	0	0	0	139
<b>TRANSPORTATION</b>	3,180	1,102	748	661	24	12	23	5,750
<i>Transportation</i>	1,926	423	189	525	11	12	12	3,098
Motor Vehicles	1,254	679	559	136	13	0	11	2,652
<b>TREASURY</b>	2,833	1,196	442	292	20	27	18	4,828
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,021	773	238	214	7	4	15	3,272
Administrative Law	66	23	6	1	0	0	1	97
Casino Control	22	7	2	4	0	0	0	35
Public Defender	627	331	170	54	10	23	0	1,215
Public Utilities	97	62	26	19	3	0	2	209
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	28,195	16,680	6,773	3,158	226	94	57	55,183
<b>JUDICIARY</b>	4,389	2,088	1,500	389	22	20	0	8,408
<b>LEGISLATIVE STAFF</b>	350	58	34	27	1	0	0	470
<b>TOTAL STATE GOVT WORKFORCE</b>	32,934	18,826	8,307	3,574	249	114	57	64,061

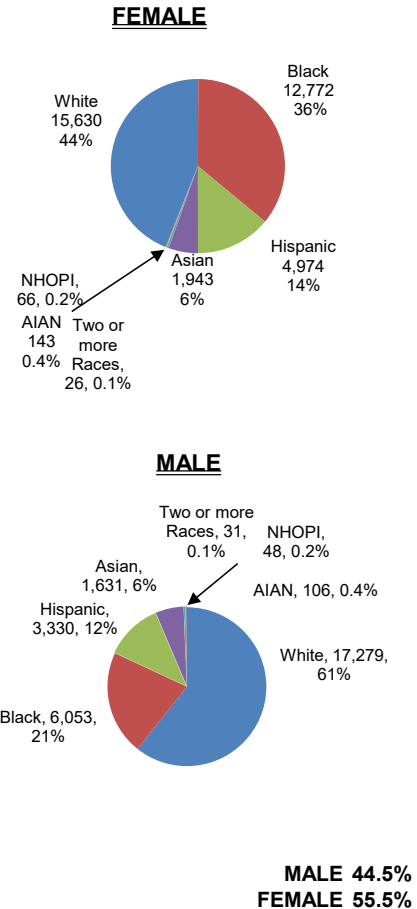


Data provided by the Civil Service Commission from automated personnel files.

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, 2022*

STATE AGENCY	MALE	FEMALE	TOTAL
<b>AGRICULTURE</b>	<b>90</b>	<b>128</b>	<b>218</b>
<b>BANKING &amp; INSURANCE</b>	<b>196</b>	<b>217</b>	<b>413</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>1,238</b>	<b>5,103</b>	<b>6,342</b>
<b>COMMUNITY AFFAIRS</b>	<b>476</b>	<b>418</b>	<b>895</b>
<b>CORRECTIONS</b>	<b>5,529</b>	<b>2,043</b>	<b>7,576</b>
<i>Corrections</i>	5,159	1,783	6,946
State Parole Board	370	260	630
<b>EDUCATION</b>	<b>210</b>	<b>407</b>	<b>617</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,437</b>	<b>1,111</b>	<b>2,554</b>
<b>GOVERNOR'S OFFICE</b>	<b>34</b>	<b>82</b>	<b>116</b>
<b>HEALTH</b>	<b>2,040</b>	<b>3,835</b>	<b>5,876</b>
<b>HUMAN SERVICES</b>	<b>1,997</b>	<b>4,385</b>	<b>6,383</b>
<b>INFORMATION TECHNOLOGY</b>	<b>381</b>	<b>204</b>	<b>585</b>
<b>LABOR</b>	<b>1,048</b>	<b>2,019</b>	<b>3,069</b>
<i>Labor</i>	962	1,859	2,822
Civil Service Commission	86	160	247
<b>LAW &amp; PUBLIC SAFETY</b>	<b>5,309</b>	<b>2,807</b>	<b>8,119</b>
<i>Law &amp; Public Safety</i>	4,562	2,431	6,996
Homeland Security & Preparedness	57	46	103
Juvenile Justice	690	330	1,020
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>583</b>	<b>942</b>	<b>1,526</b>
<b>STATE</b>	<b>116</b>	<b>200</b>	<b>316</b>
<i>State (Includes Comm on Higher Education)</i>	64	113	177
Higher Educational Student Assistance	52	87	139
<b>TRANSPORTATION</b>	<b>3,311</b>	<b>2,432</b>	<b>5,750</b>
<i>Transportation</i>	2,464	631	3,098
Motor Vehicles	847	1,801	2,652
<b>TREASURY</b>	<b>1,972</b>	<b>2,854</b>	<b>4,828</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	1,466	1,805	3,272
Administrative Law	29	67	97
Casino Control	16	19	35
Public Defender	360	855	1,215
Public Utilities	101	108	209
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>25,967</b>	<b>29,187</b>	<b>55,183</b> <sup>1</sup>
<b>JUDICIARY</b>	<b>2,287</b>	<b>6,121</b>	<b>8,408</b>
<b>LEGISLATIVE STAFF</b>	<b>224</b>	<b>246</b>	<b>470</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>28,478</b>	<b>35,554</b>	<b>64,061</b>



1. This figure includes: 1 White nonbinary Children & Families employee; 1 Hispanic nonbinary Community Affairs employee; 4 White nonbinary Corrections employees; 6 White nonbinary Environmental Protection employees; 1 White nonbinary Health employee; 1 White nonbinary Human Services employee; 1 White nonbinary Labor employee; 1 White nonbinary Civil Service employee; 3 White nonbinary Law & Public Safety employees; 1 Hispanic nonbinary Military & Veterans Affairs employee; 1 Black and 2 White nonbinary Transportation employees; 1 Hispanic and 3 White nonbinary Motor Vehicle employees; 1 White nonbinary Treasury employee; and 1 White nonbinary Administrative Law employee.

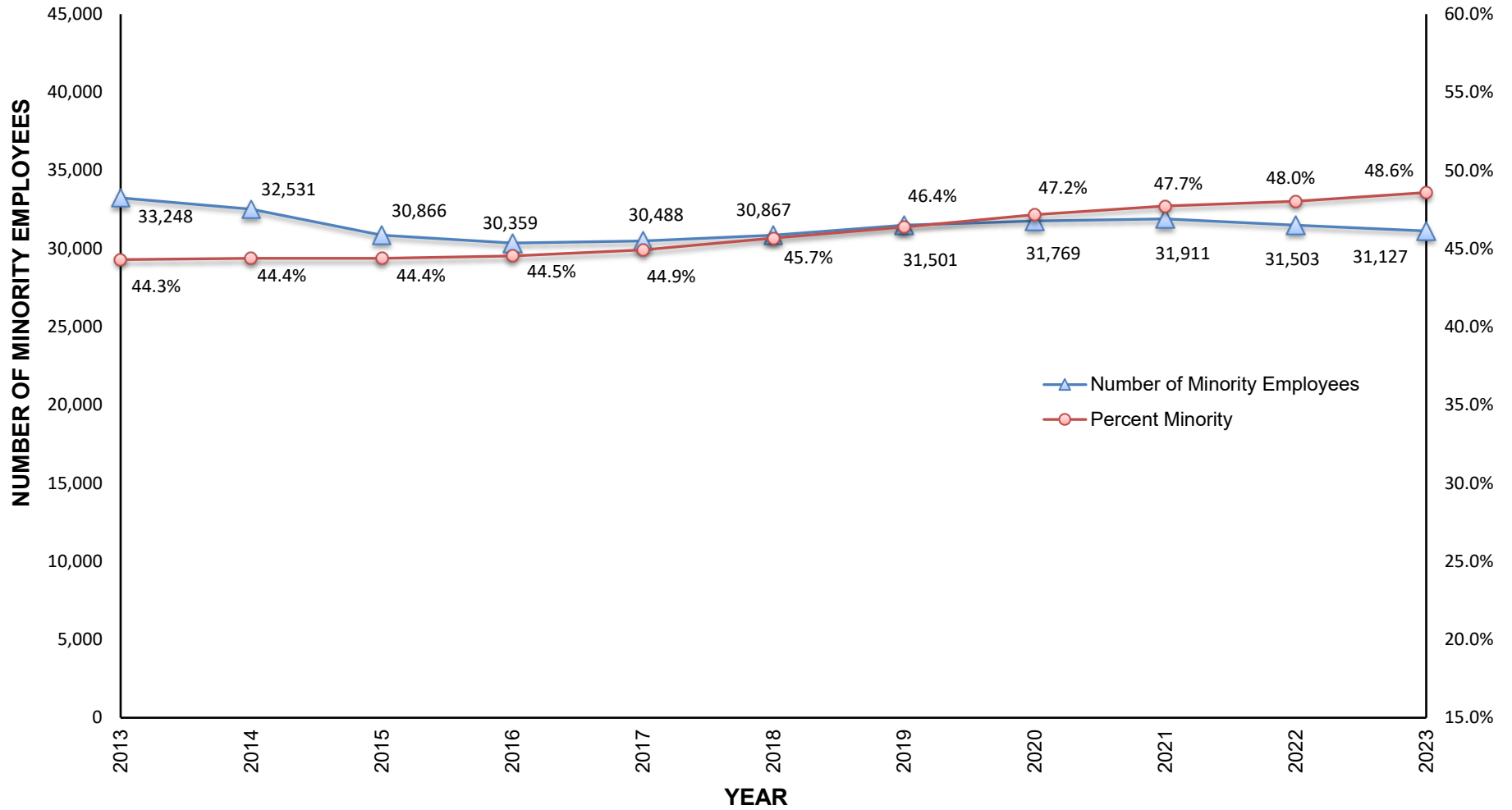
**STATE OF NEW JERSEY**  
**Race/Ethnic and Gender Distribution of State Government**  
**Employees by Agency**  
*July 1, 2022*

STATE AGENCY	MALE								FEMALE								GRAND TOTAL
	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	
AGRICULTURE	78	4	5	3	0	0	0	90	89	17	7	14	0	1	0	128	218
BANKING & INSURANCE	137	30	8	14	5	1	1	196	109	62	21	24	1	0	0	217	413
CHILDREN & FAMILIES	485	464	232	50	5	2	0	1,238	1,893	2,059	1,038	94	16	2	1	5,103	6,342
COMMUNITY AFFAIRS	346	74	40	13	1	1	1	476	154	188	58	15	2	0	1	418	895
CORRECTIONS	3,120	1,190	1,073	104	32	10	0	5,529	771	896	325	30	17	4	0	2,043	7,576
<i>Corrections</i>	2,890	1,134	1,006	91	32	6	0	5,159	649	825	271	22	15	1	0	1,783	6,946
<i>State Parole Board</i>	230	56	67	13	0	4	0	370	122	71	54	8	2	3	0	260	630
EDUCATION	137	46	13	14	0	0	0	210	254	100	31	21	0	0	1	407	617
ENVIRONMENTAL PROTECTION	1,193	84	71	82	3	0	4	1,437	821	143	66	76	4	0	1	1,111	2,554
GOVERNOR'S OFFICE	22	6	3	3	0	0	0	34	51	18	8	5	0	0	0	82	116
HEALTH	639	1,069	120	195	12	4	1	2,040	1,121	2,137	235	315	20	5	2	3,835	5,876
HUMAN SERVICES	934	766	174	110	9	4	0	1,997	1,775	1,983	369	231	18	9	0	4,385	6,383
INFORMATION TECHNOLOGY	236	56	24	65	0	0	0	381	96	24	15	68	1	0	0	204	585
LABOR	640	221	122	65	0	0	0	1,048	820	687	403	102	5	2	0	2,019	3,069
<i>Labor</i>	593	194	115	60	0	0	0	962	744	627	389	94	4	1	0	1,859	2,822
<i>Civil Service Commission</i>	47	27	7	5	0	0	0	86	76	60	14	8	1	1	0	160	247
LAW & PUBLIC SAFETY	3,841	661	626	162	12	4	3	5,309	1,685	710	272	125	13	2	0	2,807	8,119
<i>Law &amp; Public Safety</i>	3,482	376	542	146	11	4	1	4,562	1,526	547	233	112	11	2	0	2,431	6,996
<i>Homeland Security &amp; Preparedness</i>	47	4	3	3	0	0	0	57	31	3	6	6	0	0	0	46	103
<i>Juvenile Justice</i>	312	281	81	13	1	0	2	690	128	160	33	7	2	0	0	330	1,020
MILITARY & VETERANS AFFAIRS	290	161	68	61	1	2	0	583	238	452	123	124	3	2	0	942	1,526
STATE	76	22	11	6	1	0	0	116	113	52	20	14	1	0	0	200	316
<i>State (Includes Comm on Higher Education)</i>	43	11	7	2	1	0	0	64	68	23	16	5	1	0	0	113	177
<i>Higher Educational Student Assistance</i>	33	11	4	4	0	0	0	52	45	29	4	9	0	0	0	87	139
TRANSPORTATION	2,100	469	281	430	12	8	11	3,311	1,075	632	466	231	12	4	12	2,432	5,750
<i>Transportation</i>	1,622	291	148	377	9	8	9	2,464	302	131	41	148	2	4	3	631	3,098
<i>Motor Vehicles</i>	478	178	133	53	3	0	2	847	773	501	425	83	10	0	9	1,801	2,652
TREASURY	1,399	313	128	109	9	4	10	1,972	1,432	883	314	183	11	23	8	2,854	4,828
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	1,083	210	83	80	2	0	8	1,466	937	563	155	134	5	4	7	1,805	3,272
<i>Administrative Law</i>	24	4	1	0	0	0	0	29	41	19	5	1	0	0	1	67	97
<i>Casino Control</i>	11	3	0	2	0	0	0	16	11	4	2	2	0	0	0	19	35
<i>Public Defender</i>	223	74	37	17	5	4	0	360	404	257	133	37	5	19	0	855	1,215
<i>Public Utilities</i>	58	22	7	10	2	0	2	101	39	40	19	9	1	0	0	108	209
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>15,673</b>	<b>5,636</b>	<b>2,999</b>	<b>1,486</b>	<b>102</b>	<b>40</b>	<b>31</b>	<b>25,967</b>	<b>12,497</b>	<b>11,043</b>	<b>3,771</b>	<b>1,672</b>	<b>124</b>	<b>54</b>	<b>26</b>	<b>29,187</b>	<b>55,183</b> <sup>1</sup>
JUDICIARY	1,429	393	321	132	4	8	0	2,287	2,960	1,695	1,179	257	18	12	0	6,121	8,408
LEGISLATIVE STAFF	177	24	10	13	0	0	0	224	173	34	24	14	1	0	0	246	470
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>17,279</b>	<b>6,053</b>	<b>3,330</b>	<b>1,631</b>	<b>106</b>	<b>48</b>	<b>31</b>	<b>28,478</b>	<b>15,630</b>	<b>12,772</b>	<b>4,974</b>	<b>1,943</b>	<b>143</b>	<b>66</b>	<b>26</b>	<b>35,554</b>	<b>64,061</b>

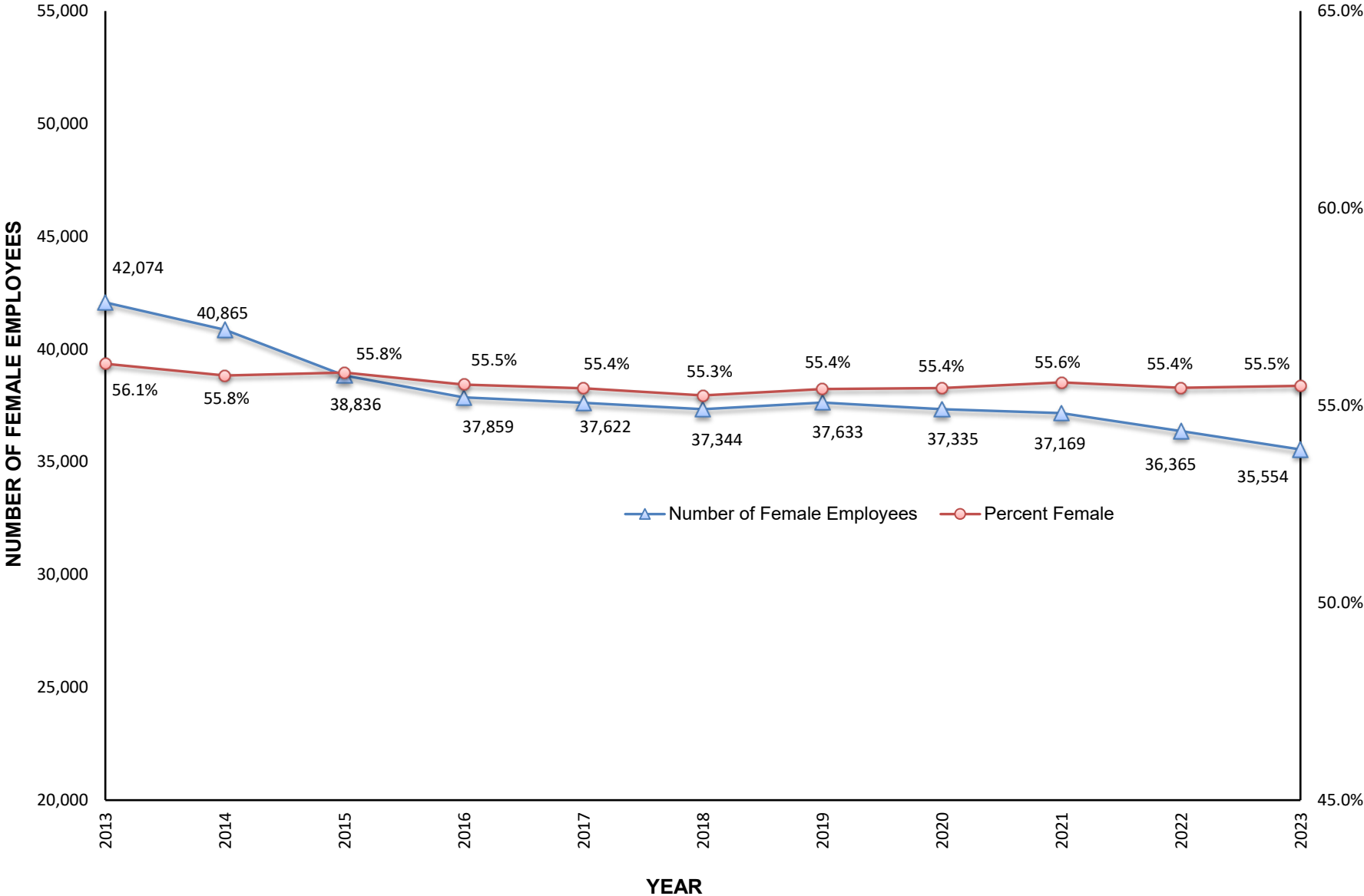
1. This figure includes: 1 White nonbinary Children & Families employee; 1 Hispanic nonbinary Community Affairs employee; 4 White nonbinary Corrections employees; 6 White nonbinary Environmental Protection employees; 1 White nonbinary Health employee; 1 White nonbinary Human Services employee; 1 White nonbinary Labor employee; 1 White nonbinary Civil Service employee; 3 White nonbinary Law & Public Safety employees; 1 Hispanic nonbinary Military & Veterans Affairs employee; 1 Black and 2 White nonbinary Transportation employees; 1 Hispanic and 3 White nonbinary Motor Vehicle employees; 1 White nonbinary Treasury employee; and 1 White nonbinary Administrative Law employee.



## STATE OF NEW JERSEY Minorities in the State Government Workforce (2013-2023)



**STATE OF NEW JERSEY**  
**Women in the State Government Workforce (2013-2023)**



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

## STATE OF NEW JERSEY

# Union Representation of State Government Employees

## Introduction

---

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.

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 50 employee relations groups, fourteen 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 Health, 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).

## STATE OF NEW JERSEY

# Union Representation of State Government Employees

## Introduction

---

Bargaining Units 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 tables on Pages 37 and 38 show that CWA represents more State Government employees than any other union, with 38.9 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 7.5 percent of the workforce; the PBA, with 4.8 percent of the workforce; and IFPTE, with 4 percent of the workforce. 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.

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 table on Page 37 gives counts by agency for State Government employees represented by the different unions. The table on Page 38 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, 2022

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
<b>AGRICULTURE</b>	96	0	7	2	0	0	0	0	0	0	0	0	0	0	0	105
<b>BANKING &amp; INSURANCE</b>	187	0	13	8	0	0	0	0	0	0	0	0	0	0	0	208
<b>CHILDREN &amp; FAMILIES</b>	5,058	281	98	18	0	0	0	0	0	0	0	0	0	1	0	5,456
<b>COMMUNITY AFFAIRS</b>	430	0	83	5	0	0	0	0	0	0	0	0	0	0	0	518
<b>CORRECTIONS</b>	894	176	145	18	0	0	0	0	2,784	348	479	39	0	0	0	4,883
<i>Corrections</i>	785	176	145	16	0	0	0	0	2,462	324	442	34	0	0	0	4,384
<i>State Parole Board</i>	109	0	0	2	0	0	0	0	322	24	37	5	0	0	0	499
<b>EDUCATION</b>	314	11	13	12	0	0	0	0	0	0	0	0	0	0	0	350
<b>ENVIRONMENTAL PROTECTION</b>	1,540	0	101	49	0	0	0	0	85	10	25	2	0	0	0	1,812
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH</b>	2,297	1,907	358	32	0	0	0	0	0	0	0	0	0	0	0	4,594
<b>HUMAN SERVICES</b>	2,662	1,754	359	34	0	0	0	0	39	3	12	0	0	0	0	4,863
<b>INFORMATION TECHNOLOGY</b>	318	0	0	8	0	0	0	0	0	0	0	0	0	0	0	326
<b>LABOR</b>	1,980	2	14	55	0	0	0	0	0	0	0	0	0	0	0	2,051
<i>Labor</i>	1,975	2	14	55	0	0	0	0	0	0	0	0	0	0	0	2,046
<i>Civil Service Commission</i>	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
<b>LAW &amp; PUBLIC SAFETY</b>	1,438	112	402	430	0	1,698	959	282	190	152	35	2	0	0	0	5,700
<i>Law &amp; Public Safety</i>	1,161	0	390	423	0	1,698	959	282	15	120	0	0	0	0	0	5,048
<i>Homeland Security &amp; Preparedness</i>	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
<i>Juvenile Justice</i>	276	112	12	7	0	0	0	0	175	32	35	2	0	0	0	651
<b>MILITARY &amp; VETERANS AFFAIRS</b>	370	535	128	7	0	0	0	0	0	0	0	0	0	0	0	1,040
<b>STATE</b>	145	0	0	14	0	0	0	0	0	0	0	0	0	0	0	159
<i>State (Includes Comm on Higher Education)</i>	71	0	0	5	0	0	0	0	0	0	0	0	0	0	0	76
<i>Higher Educational Student Assistance</i>	74	0	0	9	0	0	0	0	0	0	0	0	0	0	0	83
<b>TRANSPORTATION</b>	3,167	0	795	25	186	0	0	0	0	0	0	0	0	0	0	4,173
<i>Transportation</i>	1,400	0	757	11	0	0	0	0	0	0	0	0	0	0	0	2,168
<i>Motor Vehicles</i>	1,767	0	38	14	186	0	0	0	0	0	0	0	0	0	0	2,005
<b>TREASURY</b>	2,892	0	66	75	0	0	0	0	0	2	6	0	0	0	0	3,041
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	1,839	0	65	42	0	0	0	0	0	2	6	0	0	0	0	1,954
<i>Administrative Law</i>	30	0	0	1	0	0	0	0	0	0	0	0	0	0	0	31
<i>Casino Control</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Public Defender</i>	910	0	1	30	0	0	0	0	0	0	0	0	0	0	0	941
<i>Public Utilities</i>	113	0	0	2	0	0	0	0	0	0	0	0	0	0	0	115
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	23,788	4,778	2,582	792	186	1,698	959	282	3,098	515	557	43	0	1	0	39,279
<b>JUDICIARY</b>	1,135	0	0	0	0	0	0	0	0	0	0	0	9	1,871	2,493	5,508
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL STATE GOVT WORKFORCE</b>	24,923	4,778	2,582	792	186	1,698	959	282	3,098	515	557	43	9	1,872	2,493	44,787
<b>% OF UNION REPRESENTED EMPLOYEES</b>	55.6%	10.7%	5.8%	1.8%	0.4%	3.8%	2.1%	0.6%	6.9%	1.1%	1.2%	0.1%	0.0%	4.2%	5.6%	100.0%
<b>% OF STATE GOVT WORKFORCE*</b>	38.9%	7.5%	4.0%	1.2%	0.3%	2.7%	1.5%	0.4%	4.8%	0.8%	0.9%	0.1%	0.0%	2.9%	3.9%	69.9%

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

**STATE OF NEW JERSEY**  
**Distribution of State Government Employees**  
**by Salary and Union Representation**

July 1, 2022

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	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48	80
\$30,000-\$34,999.99	137	148	48	0	0	0	0	0	0	0	0	0	0	99	0	429	861
\$35,000-\$39,999.99	346	435	247	0	0	0	0	0	0	0	0	0	0	136	0	676	1,840
\$40,000-\$44,999.99	724	688	530	0	50	0	0	0	10	0	0	0	0	250	0	634	2,886
\$45,000-\$49,999.99	1,257	503	314	0	40	0	0	0	65	0	0	0	0	334	57	1,073	3,643
\$50,000-\$54,999.99	1,478	1,599	442	1	35	0	0	0	12	0	0	0	0	222	139	1,412	5,340
\$55,000-\$59,999.99	1,942	692	251	0	18	0	0	0	24	0	0	0	0	80	242	981	4,230
\$60,000-\$64,999.99	1,633	338	397	0	26	150	0	0	16	8	0	0	1	400	142	893	4,004
\$65,000-\$69,999.99	1,723	247	147	0	17	420	0	0	9	12	0	0	0	26	160	846	3,607
\$70,000-\$74,999.99	2,004	69	71	0	0	158	0	0	58	21	3	0	0	211	123	802	3,520
\$75,000-\$79,999.99	1,573	0	28	0	0	142	0	0	26	24	9	0	0	20	90	659	2,571
\$80,000-\$84,999.99	3,144	0	27	0	0	124	0	0	89	9	12	0	0	90	162	787	4,444
\$85,000-\$89,999.99	1,093	0	23	23	0	232	0	0	419	19	41	0	1	0	142	488	2,481
\$90,000-\$94,999.99	1,916	0	4	46	0	162	26	0	32	43	80	0	0	1	176	617	3,103
\$95,000-\$99,999.99	1,220	0	19	96	0	62	15	0	2,190	27	139	0	0	0	224	601	4,593
\$100,000-ABOVE	4,422	0	0	626	0	248	918	282	148	352	273	43	7	0	836	5,122	13,277
<b>TOTAL</b>	<b>24,644</b>	<b>4,719</b>	<b>2,548</b>	<b>792</b>	<b>186</b>	<b>1,698</b>	<b>959</b>	<b>282</b>	<b>3,098</b>	<b>515</b>	<b>557</b>	<b>43</b>	<b>9</b>	<b>1,869</b>	<b>2,493</b>	<b>16,082</b>	<b>60,494</b>

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

STATE OF NEW JERSEY

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 3,793 employees in State Colleges who hold positions with Civil Service System protections. As of July 1, 2022, there were 1,356 employees whose titles were in the competitive division and 2,437 employees whose titles were in the non-competitive division. State College employees who did not retain rights under the Civil Service Commission following the Higher Education Restructuring Act are reported only as part of the totals on Page 11.

STATE OF NEW JERSEY

**State College Employees Under the Civil Service System by Service Division**

July 1, 2022

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	94	86	180
MONTCLAIR STATE UNIVERSITY	204	352	556
NEW JERSEY CITY UNIVERSITY	131	367	498
RAMAPO COLLEGE OF NEW JERSEY	70	176	246
ROWAN UNIVERSITY	341	523	864
STATE LIBRARY	34	28	62
STOCKTON UNIVERSITY	178	415	593
THE COLLEGE OF NEW JERSEY	102	318	420
THOMAS EDISON STATE UNIVERSITY	27	13	40
WILLIAM PATERSON UNIVERSITY	175	159	334
<b>TOTAL STATE COLLEGES</b>	<b>1,356</b>	<b>2,437</b>	<b>3,793</b>

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

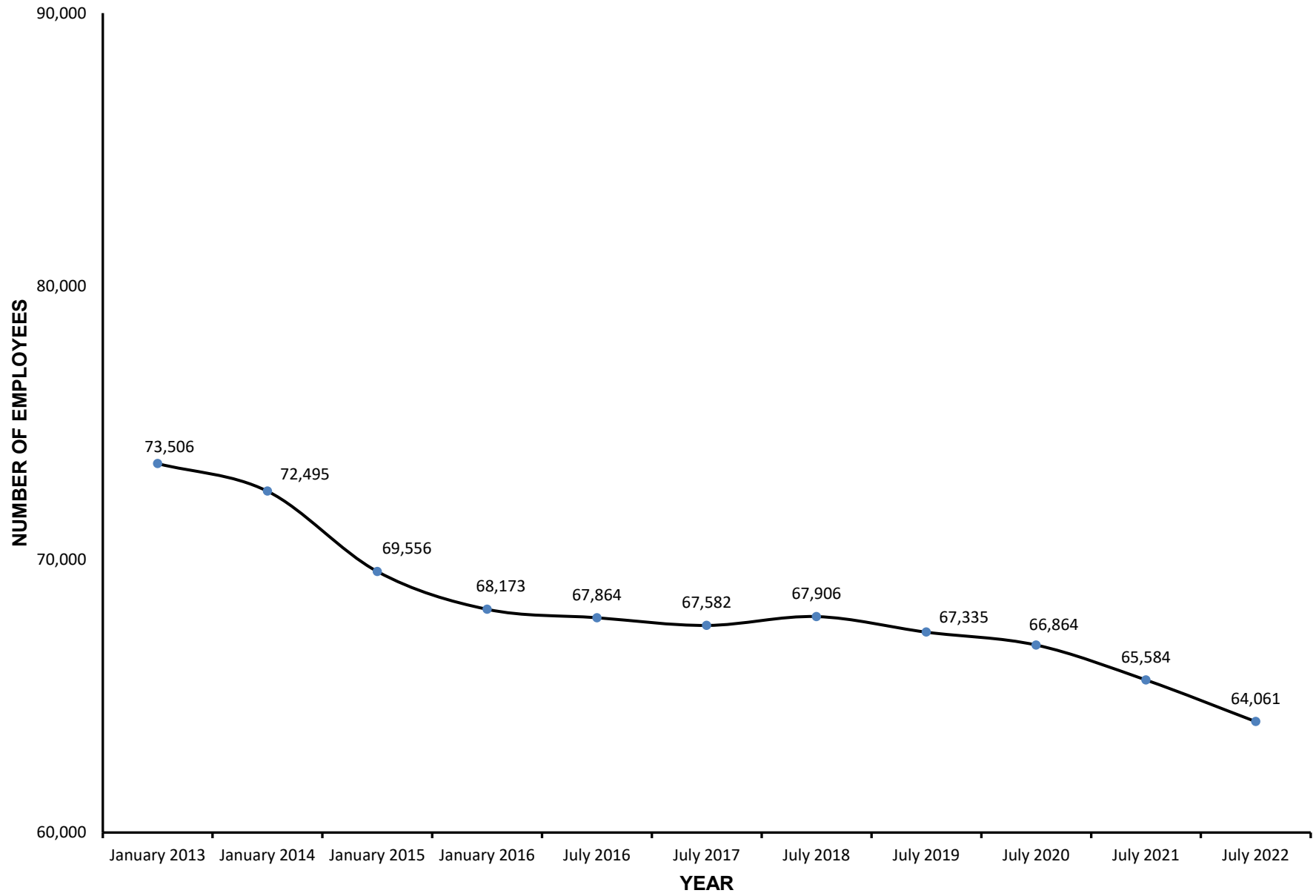
## Introduction

---

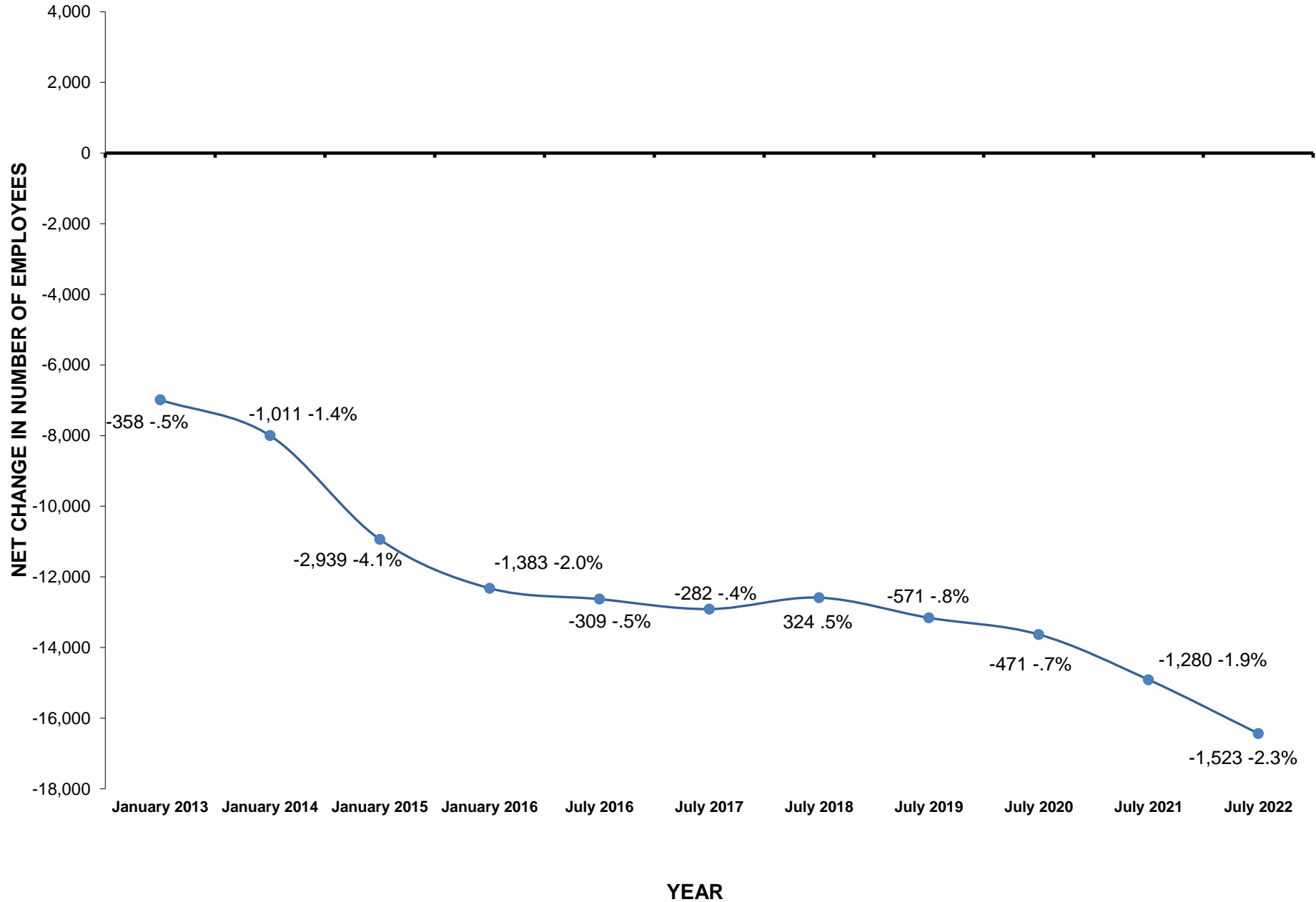
The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place “in but not of” the Executive Departments are reflected in the departments that house them or are reported as “Other State Government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

Page 43 presents net changes in number of state government employees over a ten year period. With the 2015 Workforce 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



STATE OF NEW JERSEY  
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 565 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 2022), indicate total employment of approximately 151,150. Thus, the employees in Civil Service System jurisdictions who do not work in school districts (the vast majority of the 101,053 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 2,571 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 103,624 jobs rather than 101,053 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

---

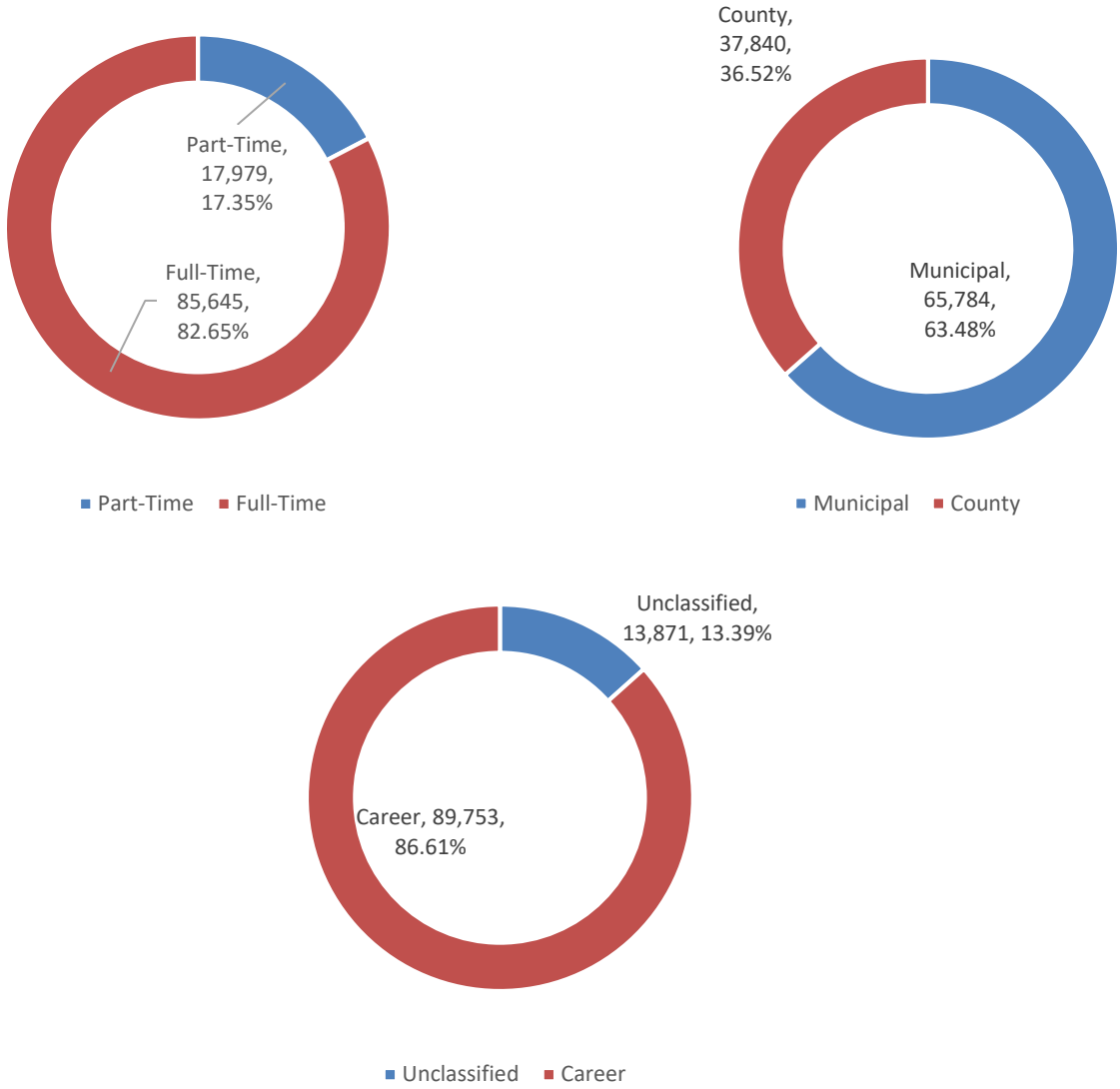
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, race, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which 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 approximately 36.5 percent of 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 48.9 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Approximately 28.44 percent of the local jobs are in the professional/ technical/managerial occupations, while more than half of them are in clerical and 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.

**STATE OF NEW JERSEY**  
**Local Government Civil Service System Jobs**  
 Quantitative Summary  
 July 1, 2022



Data from the Civil Service Commission CAMPS.  
 Percentages refer to the Number of Local Govt. Civil Service System Jobs as of July 1, 2022: 103,624.

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

July 1, 2022

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	1,082	366	1,448	270	1,718	1,484	546	2,030	434	2,464	3,478	704	4,182
BERGEN	1,595	1,332	2,927	373	3,300	2,179	1,731	3,910	804	4,714	6,837	1,177	8,014
BURLINGTON	1,006	445	1,451	218	1,669	1,137	793	1,930	532	2,462	3,381	750	4,131
CAMDEN	1,836	452	2,288	459	2,747	1,401	723	2,124	555	2,679	4,412	1,014	5,426
CAPE MAY	523	428	951	145	1,096	1,031	955	1,986	237	2,223	2,937	382	3,319
CUMBERLAND	538	230	768	166	934	1,077	1,353	2,430	223	2,653	3,198	389	3,587
ESSEX	2,399	1,003	3,402	505	3,907	6,500	2,940	9,440	1,036	10,476	12,842	1,541	14,383
GLOUCESTER	733	463	1,196	171	1,367	324	209	533	74	607	1,729	245	1,974
HUDSON	1,816	932	2,748	481	3,229	5,938	4,509	10,447	1,202	11,649	13,195	1,683	14,878
HUNTERDON	317	112	429	114	543	0	0	0	0	0	429	114	543
MERCER	1,062	324	1,386	255	1,641	1,847	643	2,490	257	2,747	3,876	512	4,388
MIDDLESEX	1,221	587	1,808	306	2,114	2,173	1,659	3,832	464	4,296	5,640	770	6,410
MONMOUTH	1,750	450	2,200	245	2,445	1,509	732	2,241	655	2,896	4,441	900	5,341
MORRIS	883	469	1,352	268	1,620	1,019	530	1,549	295	1,844	2,901	563	3,464
OCEAN	2,048	815	2,863	318	3,181	1,867	1,324	3,191	480	3,671	6,054	798	6,852
PASSAIC	1,178	852	2,030	302	2,332	2,596	979	3,575	429	4,004	5,605	731	6,336
SALEM	430	96	526	91	617	49	38	87	29	116	613	120	733
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	358	159	517	130	647	427	236	663	211	874	1,180	341	1,521
UNION	1,113	797	1,910	268	2,178	2,960	1,297	4,257	608	4,865	6,167	876	7,043
WARREN	364	78	442	102	544	203	182	385	159	544	827	261	1,088
<b>TOTAL</b>	<b>22,263</b>	<b>10,390</b>	<b>32,653</b>	<b>5,187</b>	<b>37,840</b>	<b>35,721</b>	<b>21,379</b>	<b>57,100</b>	<b>8,684</b>	<b>65,784</b>	<b>89,753</b>	<b>13,871</b>	<b>103,624</b>

\*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.

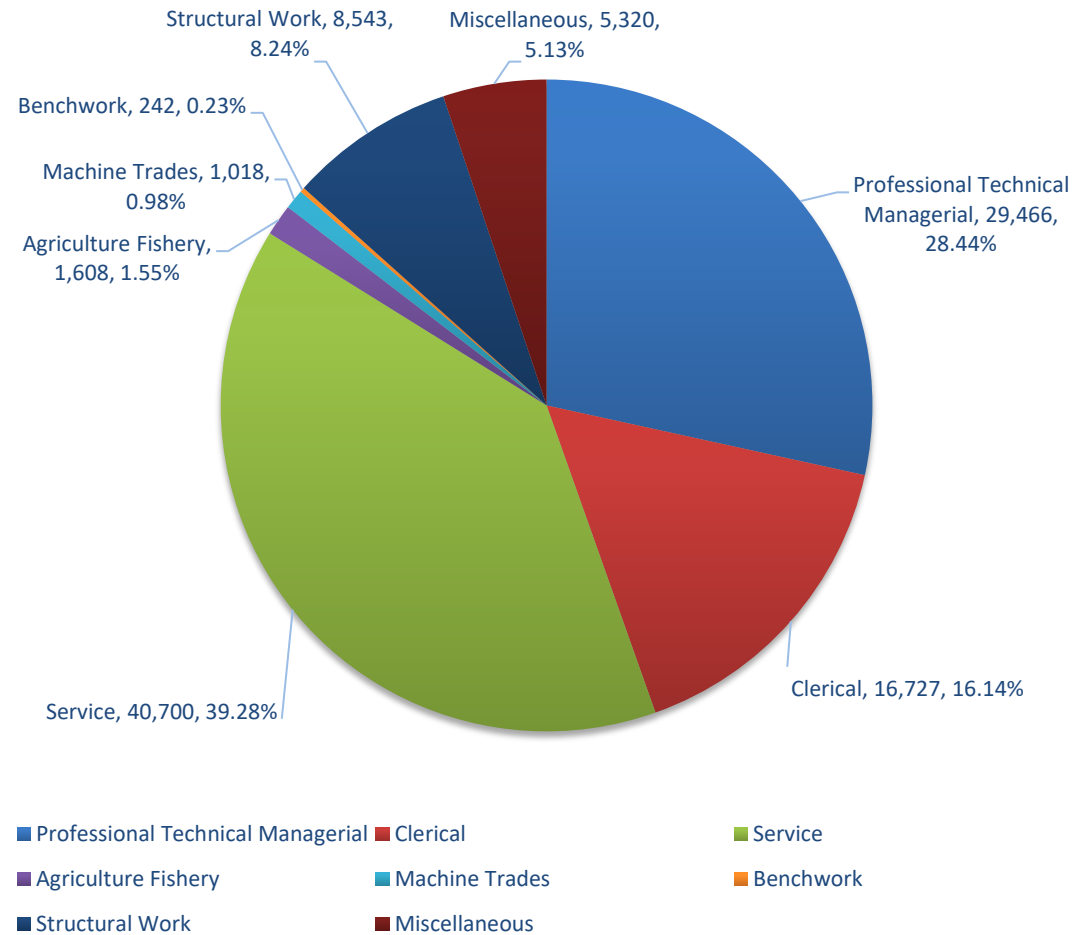
**STATE OF NEW JERSEY - LOCAL GOVERNMENT CIVIL SERVICE SYSTEM JOBS**  
**Distribution by Location, Level of Government, and Work Schedule**

July 1, 2022

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,600	118	1,718	1,972	492	2,464	3,572	610	4,182
BERGEN	2,434	866	3,300	3,227	1,487	4,714	5,661	2,353	8,014
BURLINGTON	1,525	144	1,669	1,731	731	2,462	3,256	875	4,131
CAMDEN	2,489	258	2,747	1,947	732	2,679	4,436	990	5,426
CAPE MAY	1,011	85	1,096	1,518	705	2,223	2,529	790	3,319
CUMBERLAND	866	68	934	2,151	502	2,653	3,017	570	3,587
ESSEX	3,782	125	3,907	9,439	1,037	10,476	13,221	1,162	14,383
GLOUCESTER	1,118	249	1,367	471	136	607	1,589	385	1,974
HUDSON	3,059	170	3,229	8,881	2,768	11,649	11,940	2,938	14,878
HUNTERDON	475	68	543	0	0	0	475	68	543
MERCER	1,540	101	1,641	2,430	317	2,747	3,970	418	4,388
MIDDLESEX	2,070	44	2,114	2,970	1,326	4,296	5,040	1,370	6,410
MONMOUTH	2,364	81	2,445	2,082	814	2,896	4,446	895	5,341
MORRIS	1,450	170	1,620	1,389	455	1,844	2,839	625	3,464
OCEAN	2,786	395	3,181	2,971	700	3,671	5,757	1,095	6,852
PASSAIC	2,124	208	2,332	3,314	690	4,004	5,438	898	6,336
SALEM	521	96	617	91	25	116	612	121	733
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	503	144	647	580	294	874	1,083	438	1,521
UNION	1,946	232	2,178	3,995	870	4,865	5,941	1,102	7,043
WARREN	505	39	544	307	237	544	812	276	1,088
<b>TOTAL</b>	<b>34,179</b>	<b>3,661</b>	<b>37,840</b>	<b>51,466</b>	<b>14,318</b>	<b>65,784</b>	<b>85,645</b>	<b>17,979</b>	<b>103,624</b>



**STATE OF NEW JERSEY**  
**Local Government Civil Service System Jobs by Occupational Group**  
*July 1, 2022*



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 7/1/22: 103,624.

STATE OF NEW JERSEY

Distribution of Local Government Civil Service System Jobs by Occupational Group

July 1, 2022

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	313	223	536
	01 ENV ENGR-ARCHITECTURE	21	20	41
	02 PHYSICAL SCI-STATS	135	77	212
	04 LIFE SCIENCES	54	7	61
	05 SOCIAL SCIENCES	521	877	1,398
	06 SOCIAL-PSYCH SERVICES	1,868	217	2,085
	07 MEDICAL-HEALTH SERVICES	1,408	1,384	2,792
	09 EDUCATION	425	2,018	2,443
	10 MUSEUM/LIBRARY/ARCHIVES	1,476	1,890	3,366
	11 LAW	1,278	734	2,012
	12 INFO PROCESSING SYSTEMS	551	356	907
	13 WRITING	38	73	111
	14 ART	34	25	59
	15 FINANCE	421	615	1,036
	16 ADMINISTRATION	4,238	2,733	6,971
	17 INSPECTIONS/INVESTIGATIONS	635	2,361	2,996
	18 RECREATION	565	1,852	2,417
	19 BROADCASTING/TRANSMITTING	4	19	23
	CLERICAL	20 GENERAL CLERICAL	5,718	6,488
21 FINANCE CLERICAL		416	881	1,297
22 STOCK-STORAGE-INVENTORY		96	56	152
24 INFO-MSG DISTRIBUTION		1,346	1,726	3,072
SERVICE	30 BLDG-FACILITY SERVICES	1,019	2,114	3,133
	31 FOOD SERVICES	200	497	697
	33 BARBERING/COSMETOLOGY	2	0	2
	35 DIRECT CARE	349	17	366
AGRICULTURE FISHERY	36 PROTECTIVE SERVICES	9,641	26,861	36,502
	40 PLANTING-GARDENING	578	647	1,225
	41 ANIMAL FARMING	230	141	371
	42 FISHERY-SHELLFISH	1	5	6
MACHINE TRADES	43 FORESTRY	4	2	6
	60 MACHINERY REPAIR	321	670	991
BENCHWORK	65 PRINTING	21	6	27
	70 TECHNICAL REPAIR	3	28	31
STRUCTURAL WORK	72 ELECTRICAL REPAIR	91	120	211
	80 SKILLED TRADES	297	365	662
MISCELLANEOUS	81 STRUCTURAL MAINTENANCE	1,632	6,249	7,881
	90 TRANSPORTATION	794	1,832	2,626
	91 UTILITIES	250	663	913
	92 NOT CODED ELSEWHERE	846	935	1,781
<b>TOTAL</b>		<b>37,840</b>	<b>65,784</b>	<b>103,624</b>

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 Local Civil Service System Jurisdictions

As of July 2022

---

**Atlantic County**

Atlantic County  
Atlantic City  
Atlantic City Library  
Atlantic City Municipal Utilities  
Authority  
Buena Borough  
Buena Municipal Utilities Authority  
Egg Harbor City  
Hammonton  
Margate City  
Margate Library  
Margate Public Safety  
Margate Public Works  
Margate Revenue and Finance  
Pleasantville  
Somers Point  
Ventnor City

**Bergen County**

Bergen County  
Bergen County Board of Social  
Services  
Bergen County Utilities Authority  
Bergenfield Borough  
Bergenfield Board of Health  
Bergenfield Library  
East Rutherford Borough

East Rutherford Library  
Edgewater Borough  
Edgewater Board of Health  
Edgewater Library  
Elmwood Park Borough  
Elmwood Park Board of Health  
Elmwood Park Library  
Fair Lawn  
Fair Lawn Library  
Fairview  
Fairview Library  
Fort Lee  
Fort Lee Library  
Garfield  
Garfield Library  
Hackensack  
Hackensack Library  
Lodi Borough  
Lodi Housing Authority  
Lodi Library  
Lodi School District  
Moonachie Borough  
North Arlington Borough  
North Arlington Board of Health  
North Arlington Library  
Oakland Borough  
Oakland Library  
Park Ridge Borough

Park Ridge Library  
Ridgewood Village  
Ridgewood Library  
Rutherford Borough  
Rutherford Library  
Saddle Brook Township  
Saddle Brook Library  
Teaneck Township  
Teaneck Library  
Waldwick Borough  
Waldwick Library  
Wallington Borough  
Wallington JFK Memorial Library  
Wood-Ridge Borough  
Wood-Ridge Library

**Burlington County**

Burlington County  
Burlington County Board of Social  
Services  
Burlington County Library  
Beverly  
Bordentown City  
Bordentown Township  
Bordentown Township Fire  
Districts (2)  
Burlington City  
Burlington City Housing Authority

STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2022

---

Burlington Township  
Burlington Township Fire District (1)  
Cinnaminson Township  
Cinnaminson Fire District (1)  
Delanco Township  
Delran Township  
Delran Fire District (1)  
Edgewater Park Township  
Edgewater Park Fire District (1)  
Florence Township  
Florence Fire District (1)  
Maple Shade  
Moorestown Township  
Moorestown Fire Districts (2)  
Moorestown Library  
Mount Holly Township  
Mount Holly Fire District (1)  
Mount Laurel Township  
Mount Laurel Fire District (1)  
Mount Laurel Library  
Mount Laurel Municipal Utilities Authority  
Pemberton Township  
Riverside Township  
Willingboro Township  
Willingboro Library  
Willingboro Township Municipal Utilities Authority

**Camden County**  
Camden County  
Camden County Board of Social Services  
Camden County Health Services  
Camden County Library  
Camden County Mosquito Extermination  
Camden County Municipal Utilities Authority  
Brooklawn Borough  
Camden City  
Camden City Redevelopment Agency  
Clementon Borough  
Gloucester City  
Gloucester City Library  
Gloucester Township  
Gloucester Township Fire Districts (6)  
Gloucester Township Municipal Utilities Authority  
Haddon Township Housing Authority  
Lawnside  
Lindenwold Borough  
Lindenwold Fire District (1)  
Magnolia Borough  
Pennsauken Township  
Pennsauken Library

Runnemede Borough  
Runnemede Library  
Somerdale Borough  
Stratford Borough  
Voorhees Township  
Winslow Township  
Winslow Township Fire District (1)  
Woodlynne Borough

**Cape May County**  
Cape May County  
Cape May County Library  
Cape May City  
Dennis Township  
Lower Township  
Lower Township Municipal Utilities Authority  
Middle Township  
Middle Township School District  
North Wildwood City  
Ocean City  
Ocean City Housing Authority  
Ocean City Library  
Sea Isle City  
Upper Township  
Wildwood City  
Wildwood City Housing Authority

STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2022

---

Wildwood City Public Safety and  
Public Affairs  
Wildwood City Public Works and  
Public Property  
Wildwood City Revenue and Finance  
Wildwood Crest Borough  
Woodbine Borough

**Cumberland County**

Cumberland County  
Cumberland County Library  
Bridgeton  
Bridgeton Housing Authority  
Bridgeton Library  
Maurice River Township  
Maurice River School District  
Millville City  
Millville School District  
Vineland City  
Vineland Library  
Vineland School District

**Essex County**

Essex County  
Belleville  
Belleville Library  
Bloomfield  
Bloomfield Board of Health

Bloomfield Library  
East Orange  
East Orange Library  
Irvington  
Irvington Housing Authority  
Irvington Library  
Millburn Township  
Millburn Library  
Newark  
Newark Library  
Newark School District  
Nutley  
Nutley Library  
Nutley Parks and Public Property  
Nutley Public Affairs  
Nutley Public Safety  
Nutley Public Works  
Nutley Revenue and Finance  
Orange  
Orange Housing Authority  
Orange City Library  
South Essex Fire Department  
South Orange Village  
South Orange Library  
Verona Township  
Verona Township Library  
West Orange Township  
West Orange Library

**Gloucester County**

Gloucester County  
Gloucester County Library  
Deptford Township  
Deptford Fire District (1)  
Deptford Library  
Deptford Municipal Utilities  
Authority  
Glassboro Housing Authority  
Monroe Township  
Monroe Municipal Utilities Authority  
Monroe Township Library

**Hudson County**

Hudson County  
Bayonne  
Bayonne Housing Authority  
Harrison  
Harrison Housing Authority  
Harrison Library  
Hoboken  
Hoboken Library  
Jersey City  
Jersey City Library  
Jersey City Redevelopment Agency  
Jersey City School District  
Kearny  
North Bergen Township

STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2022

---

North Bergen Library  
North Bergen Municipal Utilities  
  Authority  
North Bergen Parks and Public  
  Property  
North Bergen Public Affairs  
North Bergen Public Safety  
North Bergen Public Works  
North Bergen Revenue and Finance  
North Hudson Regional Fire Rescue  
  Service  
Union City  
Union City Library  
Union City Parks and Public Property  
Union City Public Affairs and  
  Recreation  
Union City Public Safety  
Union City Public Works  
Union City Revenue and Finance  
Weehawken Township  
Weehawken Library  
Weehawken School District  
West New York  
West New York Library  
West New York Parks and Public Property  
West New York Public Affairs  
West New York Public Safety  
West New York Public Works

West New York Revenue and Finance

**Hunterdon County**  
Hunterdon County

**Mercer County**  
Mercer County  
Mercer County Board of Social  
  Services  
Ewing Township  
Hamilton Township  
Lawrence Township  
Trenton  
Trenton Library

**Middlesex County**  
Middlesex County  
Middlesex County Board of Social  
  Services  
Middlesex County Mosquito  
  Extermination  
Carteret Borough  
Carteret Board of Health  
Carteret Library  
Milltown Borough  
New Brunswick  
North Brunswick Township  
North Brunswick Library

Perth Amboy  
Sayreville Borough  
South Amboy  
South Amboy Library  
South Plainfield  
South Plainfield Library  
Woodbridge Township  
Woodbridge Fire Districts (9)  
Woodbridge Library

**Monmouth County**  
Monmouth County  
Monmouth County Mosquito  
  Extermination  
Aberdeen Township  
Aberdeen Fire Districts (2)  
Asbury Park City  
Belmar Borough  
Belmar Housing Authority  
Freehold Borough  
Freehold Township  
Hazlet Township  
Hazlet Fire District (1)  
Highlands Borough  
Holmdel Township  
Keansburg  
Keyport Borough  
Lake Como Borough

STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2022

---

Long Branch  
Manasquan Borough  
Manasquan Fire District (1)  
Marlboro Township  
Marlboro Fire District (1)  
Marlboro Municipal Utilities  
Authority  
Middletown Township  
Red Bank Housing Authority  
Union Beach

**Morris County**

Morris County  
Boonton Town  
Boonton Library  
Butler Borough  
Butler Library  
Dover  
Dover Library  
Jefferson Township  
Jefferson Township Library  
Lincoln Park Borough  
Lincoln Park Library  
Montville Township  
Montville Fire Districts (3)  
Montville Library  
Morristown  
Parsippany-Troy Hills Township

Parsippany-Troy Hills Library  
Rockaway Township  
Rockaway Library

**Ocean County**

Ocean County  
Ocean County Board of Health  
Ocean County Board of Social  
Services  
Ocean County Library  
Ocean County Mosquito  
Extermination  
Beach Haven Borough  
Beachwood Borough  
Berkeley Township  
Berkeley School District  
Brick Township  
Brick Fire District (1)  
Brick School District  
Jackson Township  
Jackson Fire Districts (3)  
Jackson Municipal Utilities Authority  
Lacey Township  
Lakehurst  
Lakewood Township  
Lakewood Fire District (1)  
Lakewood Municipal Utilities  
Authority

Lavallette  
Little Egg Harbor Township  
Long Beach Township  
Point Pleasant Borough  
Point Pleasant Beach Borough  
Seaside Heights  
Seaside Park  
South Toms River

**Passaic County**

Passaic County  
Passaic County Board of Social  
Services  
Clifton  
Clifton Library  
Passaic City  
Passaic City Library  
Passaic Valley Water Commission  
Paterson  
Paterson Library  
Pompton Lakes Borough  
Pompton Lakes Library  
Pompton Lakes Municipal Utilities  
Authority  
Ringwood Borough  
Wanaque Borough  
Wanaque Library  
West Milford Township



STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2022

---

West Milford Library  
West Milford Municipal Utilities  
Authority  
Woodland Park Borough  
Woodland Park Library

**Salem County**

Salem County  
Salem County Board of Social  
Services  
Penns Grove Housing Authority  
Salem City  
Salem City Library

**Sussex County**

Sussex County  
Andover Township  
Andover Board of Health  
Byram Township  
Green Township  
Hampton Township  
Hampton Township Board of Health  
Hopatcong  
Newton  
Ogdensburg Borough  
Sparta Township  
Sparta Library  
Stanhope Borough

Stillwater Township  
Vernon Township  
Vernon Township Board of Health  
Wantage Township

**Union County**

Union County  
Clark Township  
Clark Library  
Elizabeth  
Elizabeth Housing Authority  
Elizabeth Library  
Hillside Township  
Hillside Library  
Linden  
Linden Board of Health  
Linden Library  
Plainfield  
Plainfield Housing Authority  
Plainfield Library  
Rahway  
Rahway Library  
Roselle Borough  
Roselle Library  
Scotch Plains  
Scotch Plains Library  
Union Township  
Union Township Board of Health

Union Township Library

**Warren County**

Warren County  
Warren County Mosquito  
Extermination  
Allamuchy Township  
Alpha Borough  
Franklin Township  
Hackettstown  
Hackettstown Municipal Utilities  
Authority  
Harmony Township  
Independence Township  
Liberty Township  
Lopatcong  
Phillipsburg  
Phillipsburg Library  
Pohatcong Township  
Washington Borough  
White Township