



NEW JERSEY CIVIL SERVICE COMMISSION



STATE GOVERNMENT 2024 WORKFORCE PROFILE

WITH SELECT LOCAL DATA

Philip D. Murphy
Governor

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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 with you the 2024 State Government Workforce Profile. The Workforce Profile provides a breakdown of employees who 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 Civil Service Commission is charged with creating fair and equal opportunities for all New Jersey’s 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 over 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 at ensuring 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 2024. The Civil Service Commission welcomes your comments and questions regarding this report.

Sincerely,

Allison Chris Myers

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

STATE OF NEW JERSEY
State Government Workforce Profile 2024

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STATE OF NEW JERSEY
State Government Workforce Profile 2024

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, 2023, comparisons of the workforce at the end of Fiscal Year 2023 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2024.

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 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.
- The creation of the Port Security Section within the NJ State Police to oversee regulatory and law enforcement duties previously held by the Waterfront Commission of New York Harbor in July 2023.

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.

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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 2021 and July 2022 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 2.1 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				
	7/1/2021	7/1/2022	7/1/2023	CHANGE OVER 2 YEARS	
AGRICULTURE	209	218	226	+ 17	8.1%
BANKING & INSURANCE	432	413	421	- 11	-2.5%
CHILDREN & FAMILIES	6,529	6,342	6,328	- 201	-3.1%
COMMUNITY AFFAIRS	826	895	907	+ 81	9.8%
CORRECTIONS	8,177	7,576	7,051	- 1,126	-13.8%
<i>Corrections</i>	7,566	6,946	6,425	- 1,141	-15.1%
State Parole Board	611	630	626	+ 15	2.5%
EDUCATION	645	617	649	+ 4	0.6%
ENVIRONMENTAL PROTECTION	2,623	2,554	2,627	+ 4	0.2%
GOVERNOR'S OFFICE	108	116	122	+ 14	13.0%
HEALTH	6,087	5,876	5,754	- 333	-5.5%
HUMAN SERVICES	6,714	6,383	6,219	- 495	-7.4%
INFORMATION TECHNOLOGY	581	585	579	- 2	-0.3%
LABOR	3,093	3,069	3,096	+ 3	0.1%
<i>Labor</i>	2,852	2,822	2,851	- 1	0.0%
Civil Service Commission	241	247	245	+ 4	1.7%
LAW & PUBLIC SAFETY	8,067	8,119	8,409	+ 342	4.2%
<i>Law & Public Safety</i>	6,829	6,996	7,280	+ 451	6.6%
Homeland Security & Preparedness	98	103	120	+ 22	22.4%
Juvenile Justice	1,140	1,020	1,009	- 131	-11.5%
MILITARY & VETERANS AFFAIRS	1,537	1,526	1,528	- 9	-0.6%
STATE	291	316	349	+ 58	19.9%
<i>State (Includes Comm on Higher Education)</i>	168	177	192	+ 24	14.3%
Higher Educational Student Assistance	123	139	157	+ 34	27.6%
TRANSPORTATION	5,581	5,750	5,883	+ 302	5.4%
<i>Transportation</i>	3,114	3,098	3,162	+ 48	1.5%
Motor Vehicles	2,467	2,652	2,721	+ 254	10.3%
TREASURY	4,976	4,828	5,013	+ 37	0.7%
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,408	3,272	3,442	+ 34	1.0%
Administrative Law	96	97	97	+ 1	1.0%
Casino Control	31	35	33	+ 2	6.5%
Public Defender	1,221	1,215	1,221	+ 0	0.0%
Public Utilities	220	209	220	+ 0	0.0%
TOTAL EXECUTIVE DEPARTMENTS	56,476	55,183	55,161	- 1,315	-2.3%
JUDICIARY	8,630	8,408	8,556	- 74	-0.9%
LEGISLATIVE STAFF	478	470	500	+ 22	4.6%
TOTAL STATE GOVT WORKFORCE	65,584	64,061	64,217	- 1,367	-2.1%

DEMOGRAPHICS
07/01/2023

AGE

Average: 46 years
Median: 46 years

LENGTH OF SERVICE

Average: 12 years
Median: 12 years

SALARY *

Average: \$85,784
Median: \$79,477

GENDER

Female: 35,769 (55.7%)
Male: 28,415 (44.2%)

MINORITY EMPLOYEES

31,492 (49.0%)

UNION REPRESENTATION

45,923 (71.5%)

* Salary of full-time employees only.

STATE OF NEW JERSEY

Statistics by Agency

Introduction

The following group of tables show statistics for each of the Executive Agencies, the Judiciary, and the Office of Legislative Services. Page 6 presents counts of employees by work schedule. In addition to full-time salaried employees and part-time salaried employees (who are paid a percentage of a full-time salary), some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a “per diem” (daily) basis. A pie chart on Page 6 summarizes the totals for the entire State Government workforce.

Since 1992, when the Department of Personnel – the predecessor agency of the Civil Service Commission – first published a State Government Workforce Profile, the public has had two principal sources of information about the State Government workforce. One is the Workforce Profile and the other is the annual Budget Recommendation which is prepared by the Office of Management and Budget (OMB). For cogent administrative reasons, these two publications, and the organizations that prepare them, report employees differently. Because OMB’s primary concern with employees is their impact on the State Government’s fiscal resources, it counts only those employees who actually draw paychecks during the pay period in which they take the measurement. Because the Civil Service Commission’s primary concern with employees is their legal and administrative status, we count all employees who are in active status, regardless of whether they are drawing a paycheck during the pay period in which we take the measurement. It would not be an advantage for either publication to abandon the way in which it counts, because it would then sacrifice this historical perspective.

This year, we continue to bridge the gap between the two publications. This is a worthwhile effort because fiscal concerns are still prominent in the conduct of State Government. The chart on Page 6 presents a breakdown of all employees who were in active status as of July 1, 2023. 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.

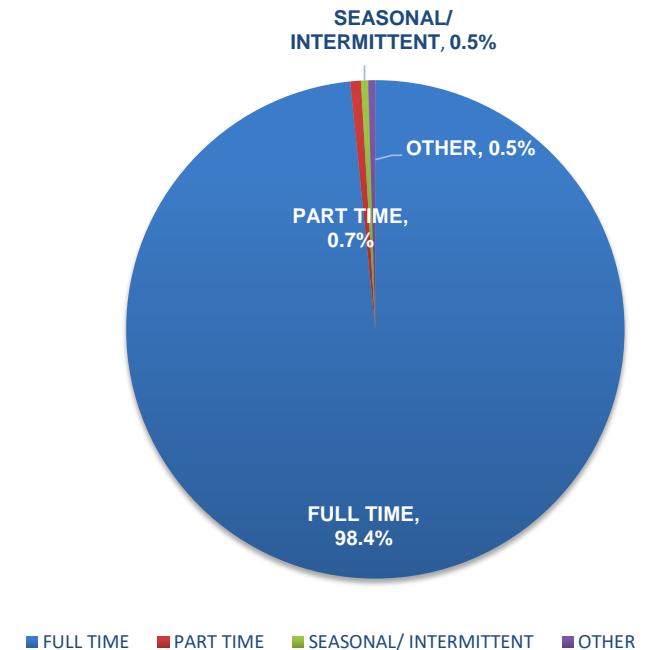
The table on Page 10 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the 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, 2023

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	224	2	0	0	226
BANKING & INSURANCE	413	1	0	7	421
CHILDREN & FAMILIES	6,284	44	0	0	6,328
COMMUNITY AFFAIRS	907	0	0	0	907
CORRECTIONS	7,050	1	0	0	7,051
<i>Corrections</i>	6,424	1	0	0	6,425
State Parole Board	626	0	0	0	626
EDUCATION	646	3	0	0	649
ENVIRONMENTAL PROTECTION	2,622	2	3	0	2,627
GOVERNOR'S OFFICE	122	0	0	0	122
HEALTH	5,693	61	0	0	5,754
HUMAN SERVICES	6,147	72	0	0	6,219
INFORMATION TECHNOLOGY	577	2	0	0	579
LABOR	2,943	40	106	7	3,096
<i>Labor</i>	2,702	39	106	4	2,851
Civil Service Commission	241	1	0	3	245
LAW & PUBLIC SAFETY	8,135	1	0	273	8,409
<i>Law & Public Safety</i>	7,007	0	0	273	7,280
Homeland Security & Preparedness	120	0	0	0	120
Juvenile Justice	1,008	1	0	0	1,009
MILITARY & VETERANS AFFAIRS	1,518	10	0	0	1,528
STATE	346	3	0	0	349
<i>State (Includes Comm on Higher Education)</i>	189	3	0	0	192
Higher Educational Student Assistance	157	0	0	0	157
TRANSPORTATION	5,699	184	0	0	5,883
<i>Transportation</i>	3,162	0	0	0	3,162
Motor Vehicles	2,537	184	0	0	2,721
TREASURY	4,826	0	180	7	5,013
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,255	0	180	7	3,442
Administrative Law	97	0	0	0	97
Casino Control	33	0	0	0	33
Public Defender	1,221	0	0	0	1,221
Public Utilities	220	0	0	0	220
TOTAL EXECUTIVE DEPARTMENTS	54,152	426	289	294	55,161
JUDICIARY	8,541	15	0	0	8,556
LEGISLATIVE STAFF	486	3	11	0	500
TOTAL STATE GOVT WORKFORCE	63,179	444	300	294	64,217



Data provided by the Civil Service Commission from automated personnel files.
Percentages refer to the total State Government workforce as of 07/01/2023 64,217.

STATE OF NEW JERSEY
State Government Employees in Pay Status by Work Schedule
 July 1, 2023

AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	224	2	0	0	226
BANKING & INSURANCE	405	2	0	0	407
CHILDREN & FAMILIES	6,112	41	0	0	6,153
COMMUNITY AFFAIRS	878	0	0	0	878
CORRECTIONS	6,565	1	0	0	6,566
<i>Corrections</i>	5,972	1	0	0	5,973
State Parole Board	593	0	0	0	593
EDUCATION	564	3	0	0	567
ENVIRONMENTAL PROTECTION	2,599	2	3	0	2,604
GOVERNOR'S OFFICE	107	0	0	0	107
HEALTH	5,304	50	0	0	5,354
HUMAN SERVICES	5,880	66	0	0	5,946
INFORMATION TECHNOLOGY	573	2	0	0	575
LABOR	2,884	40	39	0	2,963
<i>Labor</i>	2,644	39	39	0	2,722
Civil Service Commission	240	1	0	0	241
LAW & PUBLIC SAFETY	8,144	1	0	0	8,145
<i>Law & Public Safety</i>	7,082	0	0	0	7,082
Homeland Security & Preparedness	119	0	0	0	119
Juvenile Justice	943	1	0	0	944
MILITARY & VETERANS AFFAIRS	1,449	9	0	0	1,458
STATE	342	3	0	0	345
<i>State (Includes Comm on Higher Education)</i>	188	3	0	0	191
Higher Educational Student Assistance	154	0	0	0	154
TRANSPORTATION	5,498	181	0	0	5,679
<i>Transportation</i>	3,079	0	0	0	3,079
Motor Vehicles	2,419	181	0	0	2,600
TREASURY	4,694	0	43	0	4,737
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,152	0	43	0	3,195
Administrative Law	98	0	0	0	98
Casino Control	33	0	0	0	33
Public Defender	1,193	0	0	0	1,193
Public Utilities	218	0	0	0	218
TOTAL EXECUTIVE DEPARTMENTS	52,222	403	85	0	52,710
JUDICIARY	8,416	15	0	0	8,431
LEGISLATIVE STAFF	482	3	9	0	494
TOTAL STATE GOVT WORKFORCE	61,120	421	94	0	61,635

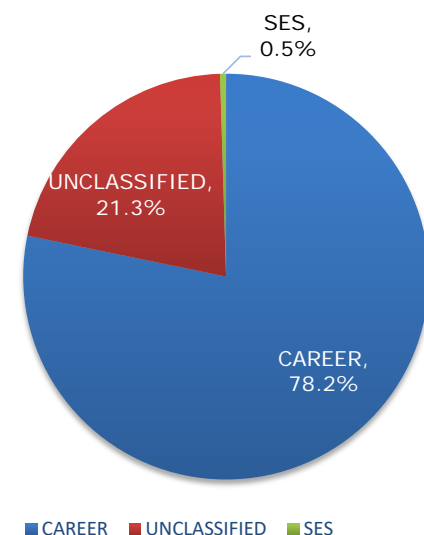
Data provided by the Civil Service Commission from automated personnel and payroll files.

STATE OF NEW JERSEY

Distribution of State Government Employee Titles by Service Division

July 1, 2023

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	154	34	188	3	35	226
BANKING & INSURANCE	306	51	357	1	63	421
CHILDREN & FAMILIES	5,207	753	5,960	82	286 ¹	6,328
COMMUNITY AFFAIRS	793	46	839	0	68	907
CORRECTIONS	6,678	118	6,796	4	251	7,051
Corrections	6,100	93	6,193	4	228 ²	6,425
State Parole Board	578	25	603	0	23	626
EDUCATION	135	325	460	0	189 ³	649
ENVIRONMENTAL PROTECTION	2,019	512	2,531	0	96	2,627
GOVERNOR'S OFFICE	3	0	3	0	119	122
HEALTH	3,682	1,811	5,493	14	247	5,754
HUMAN SERVICES	4,356	1,587	5,943	17	259 ⁴	6,219
INFORMATION TECHNOLOGY	404	147	551	9	19	579
LABOR	2,488	392	2,880	41	175	3,096
Labor	2,290	369	2,659	24	168 ⁵	2,851
Civil Service Commission	198	23	221	17	7	245
LAW & PUBLIC SAFETY	2,520	898	3,418	15	4,976	8,409
Law & Public Safety	1,688	764	2,452	14	4,814 ⁶	7,280
Homeland Security & Preparedness	74	6	80	0	40	120
Juvenile Justice	758	128	886	1	122 ⁷	1,009
MILITARY & VETERANS AFFAIRS	836	544	1,380	0	148 ⁸	1,528
STATE	141	22	163	0	186	349
State (Includes Comm on Higher Education)	90	11	101	0	91	192
Higher Educational Student Assistance	51	11	62	0	95	157
TRANSPORTATION	3,880	1,825	5,705	56	122	5,883
Transportation	2,640	420	3,060	49	53	3,162
Motor Vehicles	1,240	1,405	2,645	7	69	2,721
TREASURY	3,071	756	3,827	64	1,122	5,013
Treasury (Incl Minor Boards & Commissions)	2,435	597	3,032	43	367 ⁹	3,442
Administrative Law	44	4	48	0	49	97
Casino Control	0	0	0	0	33	33
Public Defender	465	114	579	9	633 ¹⁰	1,221
Public Utilities	127	41	168	12	40	220
TOTAL EXECUTIVE DEPARTMENTS	36,673	9,821	46,494	306	8,361	55,161
JUDICIARY	2,878	869	3,747	0	4,809 ¹¹	8,556
LEGISLATIVE STAFF	0	0	0	0	500 ¹²	500
TOTAL STATE GOVT WORKFORCE	39,551	10,690	50,241	306	13,670	64,217

¹ Includes 165 educational, health care, and social services personnel.² Includes 153 educational, health care, and social services personnel.³ Includes 42 professional employees at the Katzenbach School.⁴ Includes 93 educational, health care, and social services personnel.⁵ Includes 43 compensation judges and 39 educational, medical, and social services personnel.⁶ Includes 3,390 uniformed State Police, 689 Deputy Attorneys General, and 273 Board Members.⁷ Includes 88 educational, health care, and social services personnel.⁸ Includes 138 military, educational, and medical personnel.⁹ Includes 81 Board Members.¹⁰ Includes 59 Deputy Public Defenders and 516 Assistant Deputy Public Defenders.¹¹ All judges and professional and confidential personnel unclassified.¹² All professional and technical personnel unclassified.

STATE OF NEW JERSEY
Age, Salary and Length of Service by State Agency
July 1, 2023

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY	MEDIAN SALARY	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$80,838	\$79,477	12
BANKING & INSURANCE	48	\$83,481	\$81,251	12
CHILDREN & FAMILIES	45	\$82,174	\$86,031	14
COMMUNITY AFFAIRS	51	\$77,944	\$73,534	11
CORRECTIONS	43	\$88,733	\$92,783	13
<i>Corrections</i>	44	\$86,478	\$91,704	14
State Parole Board	42	\$90,987	\$93,861	13
EDUCATION	51	\$100,097	\$103,620	13
ENVIRONMENTAL PROTECTION	44	\$82,575	\$79,477	15
GOVERNOR'S OFFICE	36	\$89,264	\$76,500	4
HEALTH	49	\$72,416	\$62,405	12
HUMAN SERVICES	49	\$71,071	\$62,529	15
INFORMATION TECHNOLOGY	50	\$96,627	\$100,200	14
LABOR	48	\$82,320	\$76,386	14
<i>Labor</i>	50	\$76,896	\$69,152	14
Civil Service Commission	46	\$87,744	\$83,620	14
LAW & PUBLIC SAFETY	45	\$90,349	\$91,734	12
<i>Law & Public Safety</i>	43	\$91,539	\$91,734	12
Homeland Security & Preparedness	45	\$101,295	\$99,456	10
Juvenile Justice	47	\$78,214	\$75,848	15
MILITARY & VETERANS AFFAIRS	50	\$59,288	\$53,904	11
STATE	51	\$85,810	\$80,558	11
<i>State (Includes Comm on Higher Education)</i>	49	\$89,563	\$87,000	10
Higher Educational Student Assistance	53	\$82,057	\$74,115	11
TRANSPORTATION	46	\$68,790	\$63,517	11
<i>Transportation</i>	45	\$74,059	\$67,377	12
Motor Vehicles	46	\$63,521	\$59,656	11
TREASURY	49	\$96,049	\$86,031	14
<i>Treasury (Incl Minor Boards & Commissions)</i>	48	\$81,658	\$78,451	14
Administrative Law	54	\$121,997	\$130,760	14
Casino Control	49	\$92,750	\$83,664	14
Public Defender	45	\$90,512	\$86,031	12
Public Utilities	47	\$93,329	\$92,872	13
AVERAGE EXECUTIVE DEPARTMENTS	47	\$82,813	\$79,477	12
JUDICIARY	46	\$80,452	\$69,597	13
LEGISLATIVE STAFF	45	\$94,087	\$91,520	11
AVERAGE STATE GOVT WORKFORCE	46	\$85,784	\$79,477	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, 2023

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	135	57	0	34	226
BANKING & INSURANCE	410	0	0	11	421
CHILDREN & FAMILIES	4,516	1,570	2	240	6,328
COMMUNITY AFFAIRS	536	307	12	52	907
CORRECTIONS	6,879	20	112	40	7,051
<i>Corrections</i>	6,253	20	112	40	6,425
State Parole Board	626	0	0	0	626
EDUCATION	380	156	5	108	649
ENVIRONMENTAL PROTECTION	2,537	32	0	58	2,627
GOVERNOR'S OFFICE	108	0	14	0	122
HEALTH	4,771	646	123	214	5,754
HUMAN SERVICES	3,526	2,643	0	50	6,219
INFORMATION TECHNOLOGY	0	0	579	0	579
LABOR	789	2,305	0	2	3,096
<i>Labor</i>	544	2,305	0	2	2,851
Civil Service Commission	245	0	0	0	245
LAW & PUBLIC SAFETY	7,058	79	0	1,272	8,409
<i>Law & Public Safety</i>	6,064	66	0	1,150	7,280
Homeland Security & Preparedness	107	13	0	0	120
Juvenile Justice	887	0	0	122	1,009
MILITARY & VETERANS AFFAIRS	1,324	204	0	0	1,528
STATE	183	10	0	156	349
<i>State (Includes Comm on Higher Education)</i>	182	10	0	0	192
Higher Educational Student Assistance	1	0	0	156	157
TRANSPORTATION	2,245	910	0	2,728	5,883
<i>Transportation</i>	2,244	910	0	8	3,162
Motor Vehicles	1	0	0	2,720	2,721
TREASURY	4,166	44	224	579	5,013
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,660	41	223	518	3,442
Administrative Law	88	3	1	5	97
Casino Control	0	0	0	33	33
Public Defender	1,221	0	0	0	1,221
Public Utilities	197	0	0	23	220
TOTAL EXECUTIVE DEPARTMENTS	39,563	8,983	1,071	5,544	55,161
JUDICIARY	7,258	1,100	0	198	8,556
LEGISLATIVE STAFF	500	0	0	0	500
TOTAL STATE GOVT WORKFORCE	47,321	10,083	1,071	5,742	64,217

STATE OF NEW JERSEY
Other State Government Employment

July 1, 2023

AGENCY	FULL TIME	PART TIME	TOTAL 2024	TOTAL 2023	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	101	0	101	93	8	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1,4}	119	3	122	118	4	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION ¹	35	1	36	35	1	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	375	48	423	434	-11	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1,2}	830	0	830	829	1	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	258	1	259	265	-6	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	7	4	11	9	2	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	383	4	387	331	56	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	12	0	12	14	-2	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	19	0	19	21	-2	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,545	503	2,048	1,893	155	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	13	0	13	14	-1	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	128	0	128	134	-6	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	144	205	349	334	15	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	12,265	70	12,335	11,861	474	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,992	311	2,303	2,326	-23	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	119	0	119	113	6	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	115	10	125	115	10	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1,4}	76	31	107	104	3	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	548	0	548	554	-6	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	259	0	259	220	39	WATER SALE REVENUES
PINELANDS COMMISSION	41	2	43	42	1	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3}	7,674	7	7,681	7,307	374	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	61	1	62	59	3	SEWAGE FEES
RUTGERS	19,533	3,844	23,377	23,047	330	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	102	6	108	115	-7	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	293	98	391	385	6	TOLL REVENUE
STATE COLLEGES	10,518	6,218	16,736	16,531	205	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4, 5}				23	-23	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	57,565	11,367	68,932	67,326	1,606	

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

5 As of July 17, 2023, the New Jersey State Police (NJSP) Port Security Section (PSS) has officially taken over the regulatory and law enforcement duties previously held by the Waterfront Commission of New York Harbor within New Jersey.

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, 2023, 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 and median length of service in the State Government is 12 years. The number of employees with 12 years of service or greater represents approximately 50 percent of the total workforce.

The chart on Page 14 shows the distribution of State Government employees by age as of July 1, 2023, with comparisons from previous years. As of July 1, 2023, the age group 40 to 49 is the largest, with 17,929 of the State's 64,217 employees, approximately 28 percent, in that bracket. The number of employees age 60 or older has fluctuated slightly during the past several years. As of July 1, 2023, the employee count for age 60 or older is 9,893, or approximately 15.4 percent of the workforce.

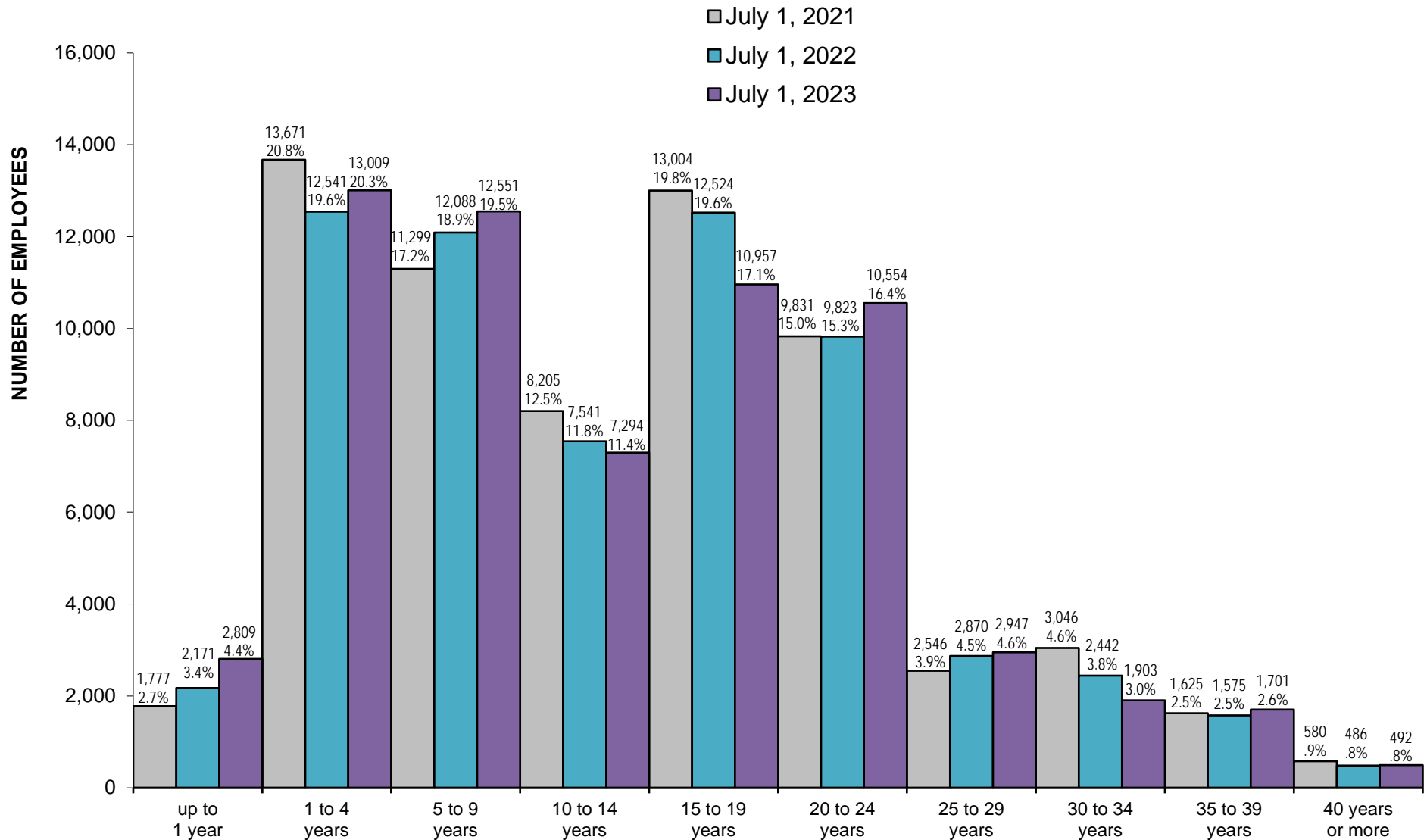
With Pages 15, 16, and 17, we present charts pertaining to separations trends. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. On Page 15, we compare separations during Fiscal Years 2022, 2023, and 2024 by the length of service using the same years of service bands as the chart on Page 13. This chart shows that in Fiscal Year 2024, employee separations with 1 to 4 years of service outnumber any other years of service band, with 1,815 of the 5,557 total separations, 32.7 percent, in that band. Pages 16 and 17 include separation data by type over a ten-year period. The separation rate decreased from 9.9 percent in Fiscal Year 2023 to 8.7 percent in Fiscal Year 2024.

With Pages 18 and 19, we present charts pertaining to hiring trends. Counts of new hires increased from 6,132 in Fiscal Year 2023 to 6,492 in Fiscal Year 2024, an increase of approximately 6 percent. The average salary of new hires increased from \$55,251 in Fiscal Year 2023 to \$58,086 in Fiscal Year 2024, an increase of 5.1 percent.

STATE OF NEW JERSEY

Distribution of State Government Employees by Years of Service

July 1, 2023
(with earlier data for comparison)



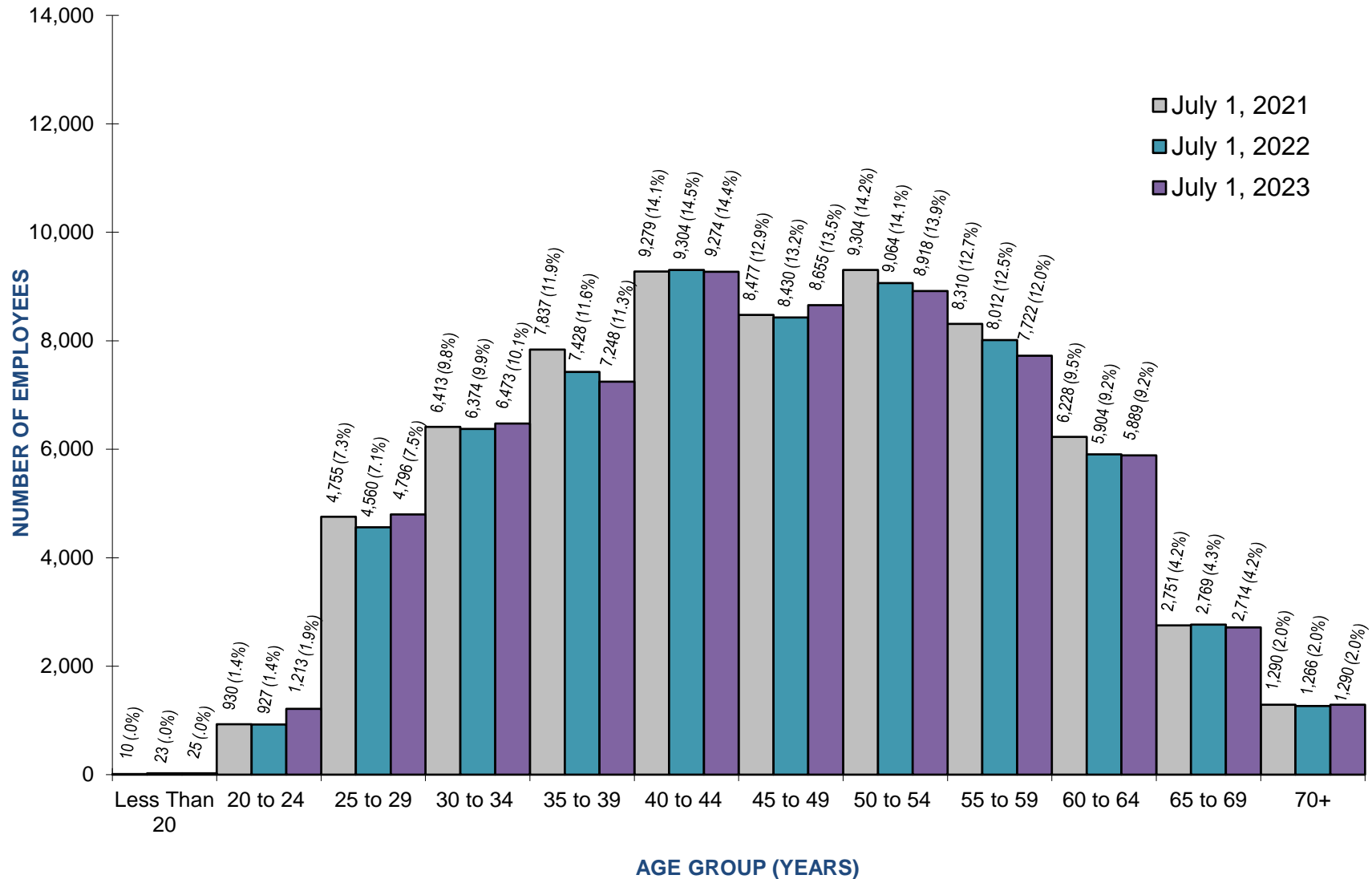
Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 07/01/2021, 65,584; 07/01/2022, 64,061; 07/01/2023, 64,217).

STATE OF NEW JERSEY

Distribution of State Government Employees by Age

July 1, 2023 (with earlier data for comparison)

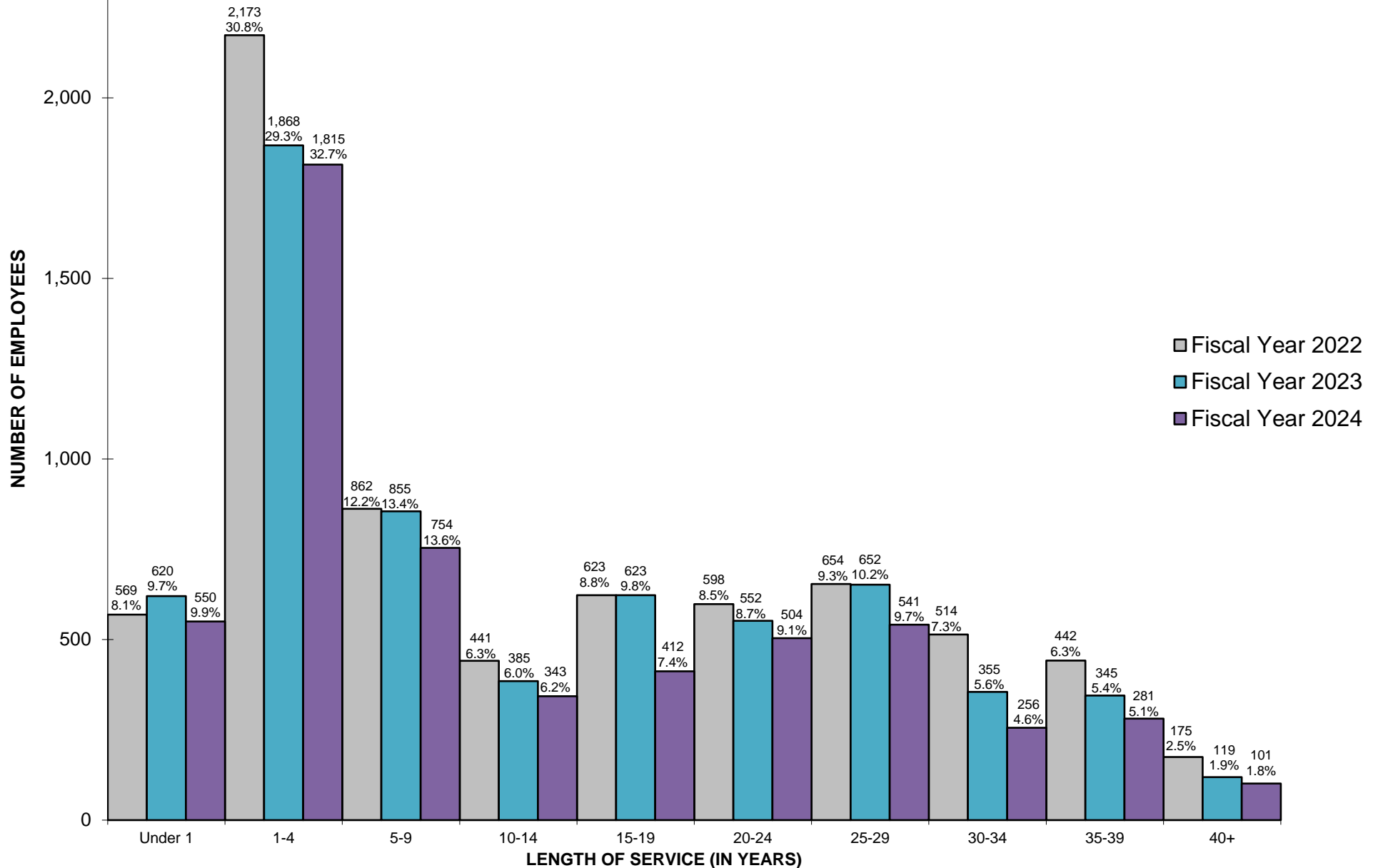


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/1/2021, 65,584; 7/1/2022, 64,061; 7/1/2023, 64,217).

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

FISCAL YEAR 2024 (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 (FY2022, 7,051; FY2023, 6,374; FY2024, 5,557).

STATE OF NEW JERSEY
Separations From State Service
Full-Time Employees FY2014 - FY2024

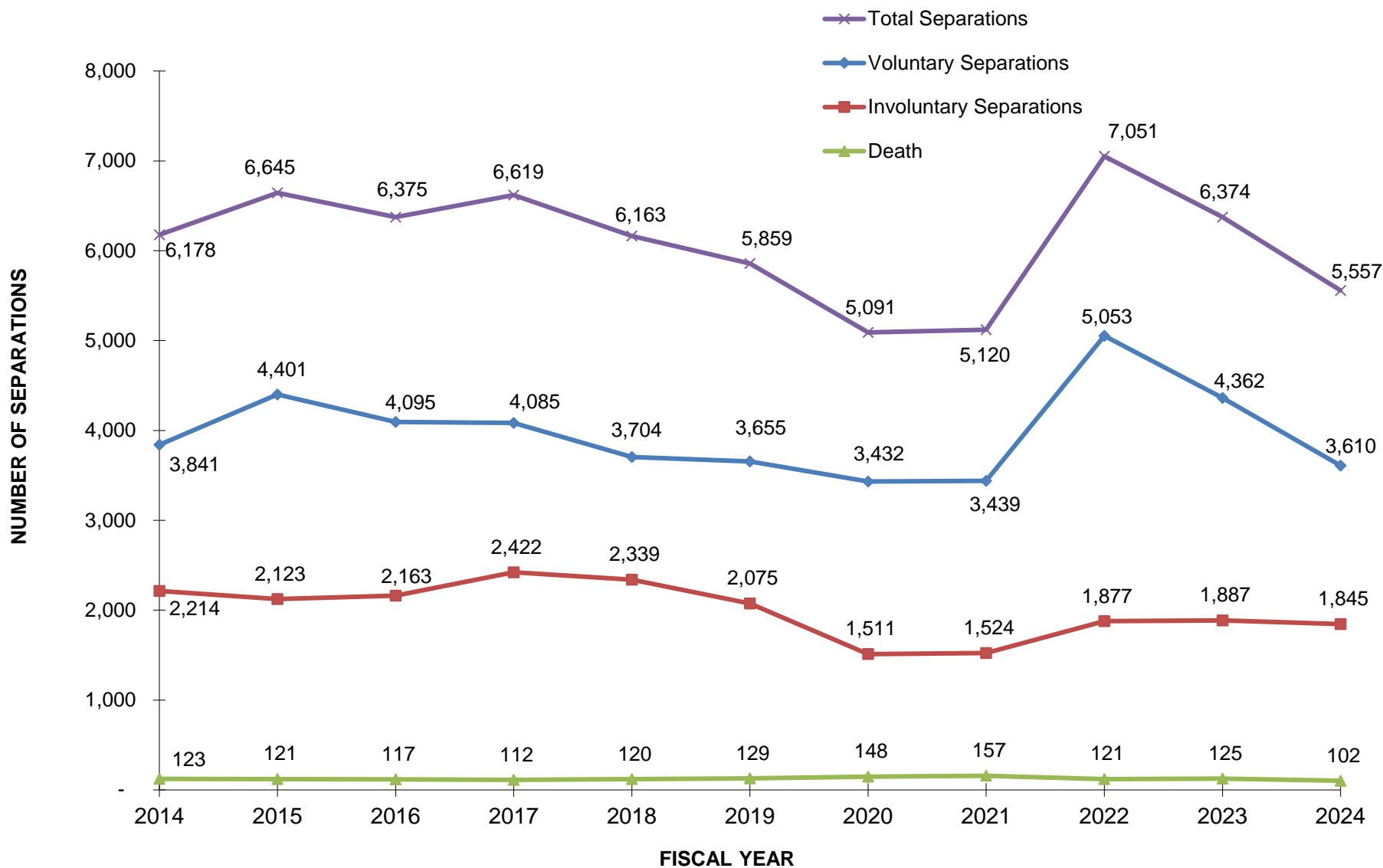
Fiscal Year	Resigned in Good Standing	General Resignations	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Discontinued Unclassified Appts	Discontinued Temp / Provisional / Interim Appts	Expiration Of Term	Laid Off	Deaths	Discontinued Prob Appt / Incomplete WTP	Discontinued SES Appt	Removal - NJAC 4A	Removal After WTP	Total Separations	Employees At Start of FY	Separation Rate
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%
2024	1,451	153	110	0	1,896	886	141	380	0	102	330	9	60	39	5,557	64,217	8.7%

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.

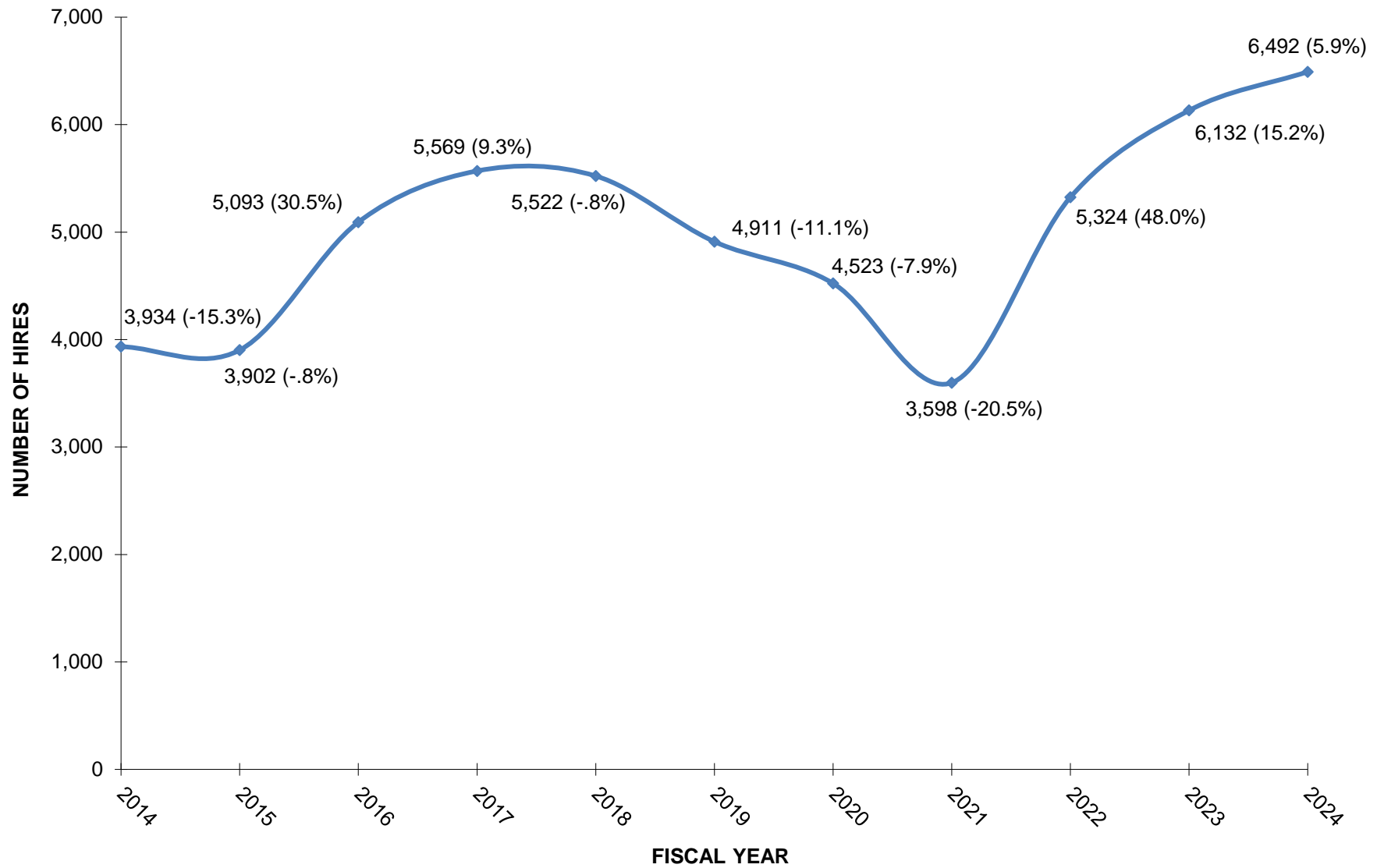
In Workforce Profile 2015, we accounted for one Early Retirement Incentive employee for Fiscal Year 2014 based upon user error in our Personnel Files. We have corrected this error in this Publication.

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

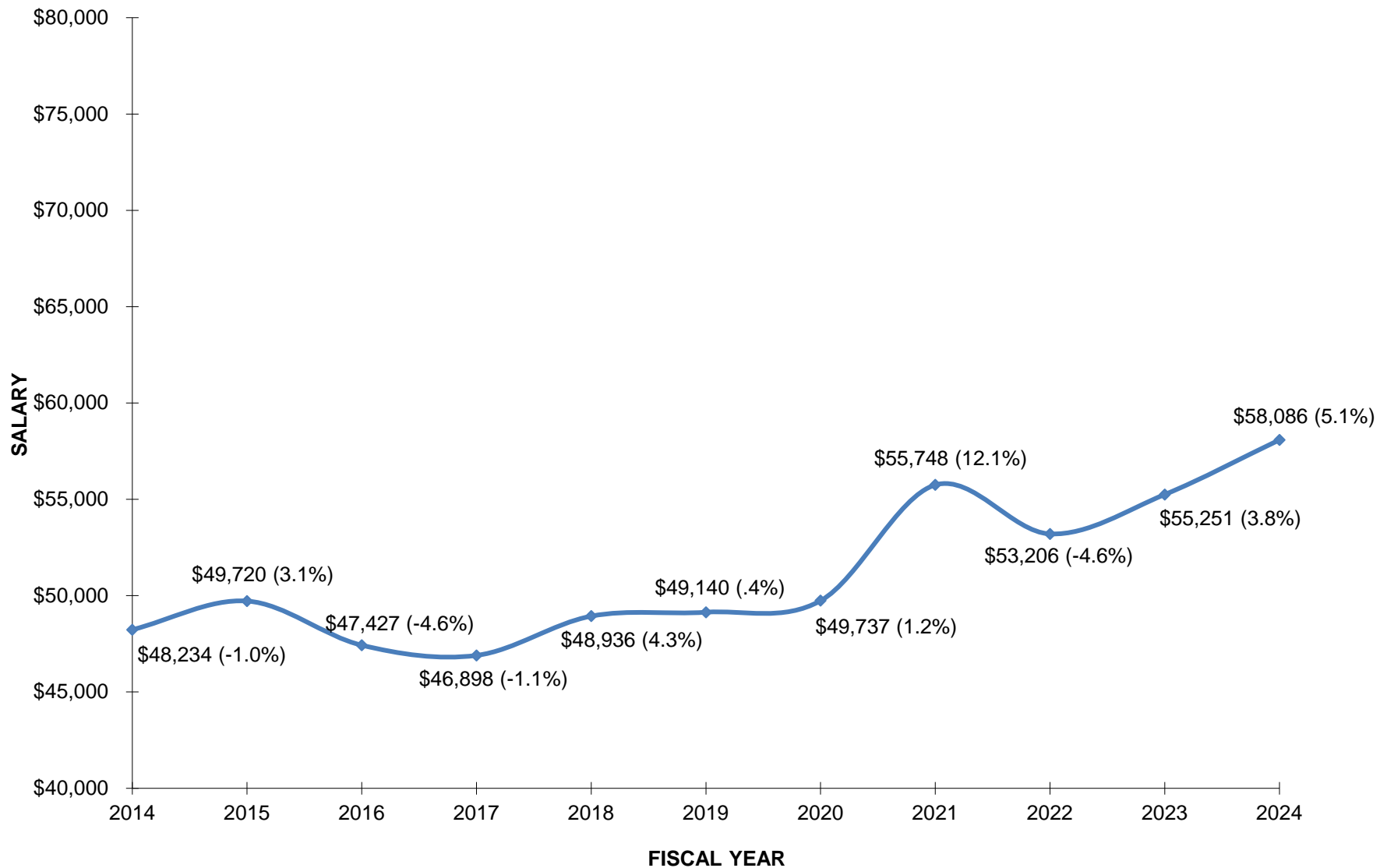
STATE OF NEW JERSEY
Separations from State Service
Full-Time Employees FY2014 - FY2024



STATE OF NEW JERSEY
Hiring by State Government
FY2014 Through FY2024



STATE OF NEW JERSEY
**Average Salary of Full-Time Employees Hired by State Government
FY2014 Through FY2024**



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

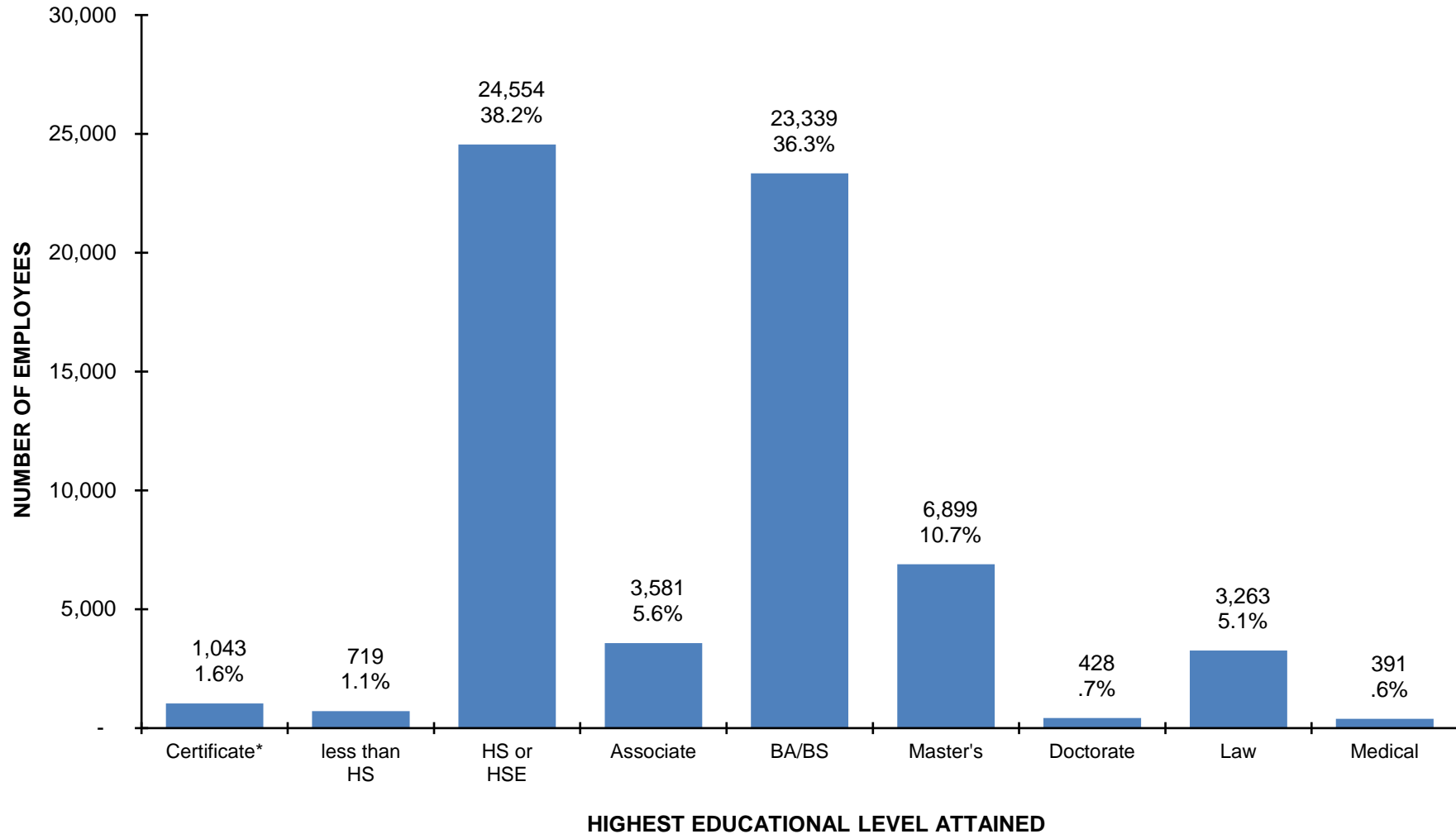
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 23,339 employees, the true number of employees with a Bachelor's degree (or equivalent) is 34,320 (or approximately 53 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 out-of-state Tax Auditors, a Secretary, 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 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, 2023



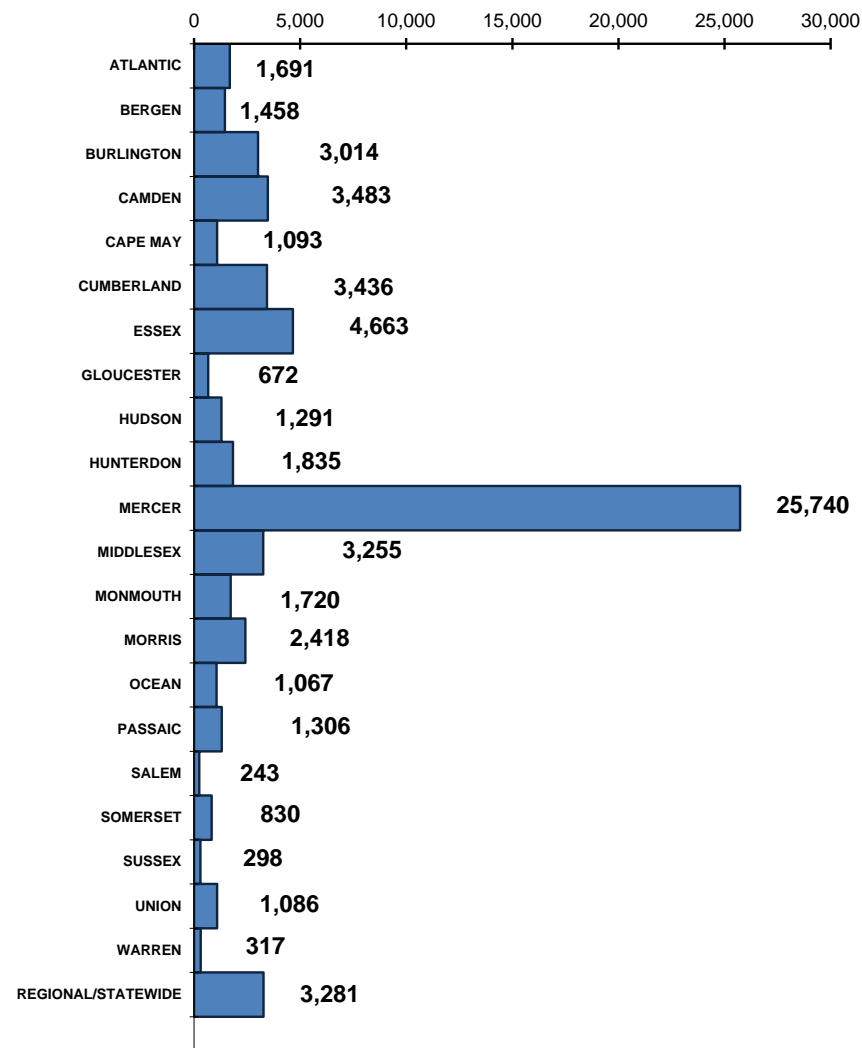
Percentages refer to the total State Government workforce (as of 07/01/2023, 64,217).

** 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, 2023

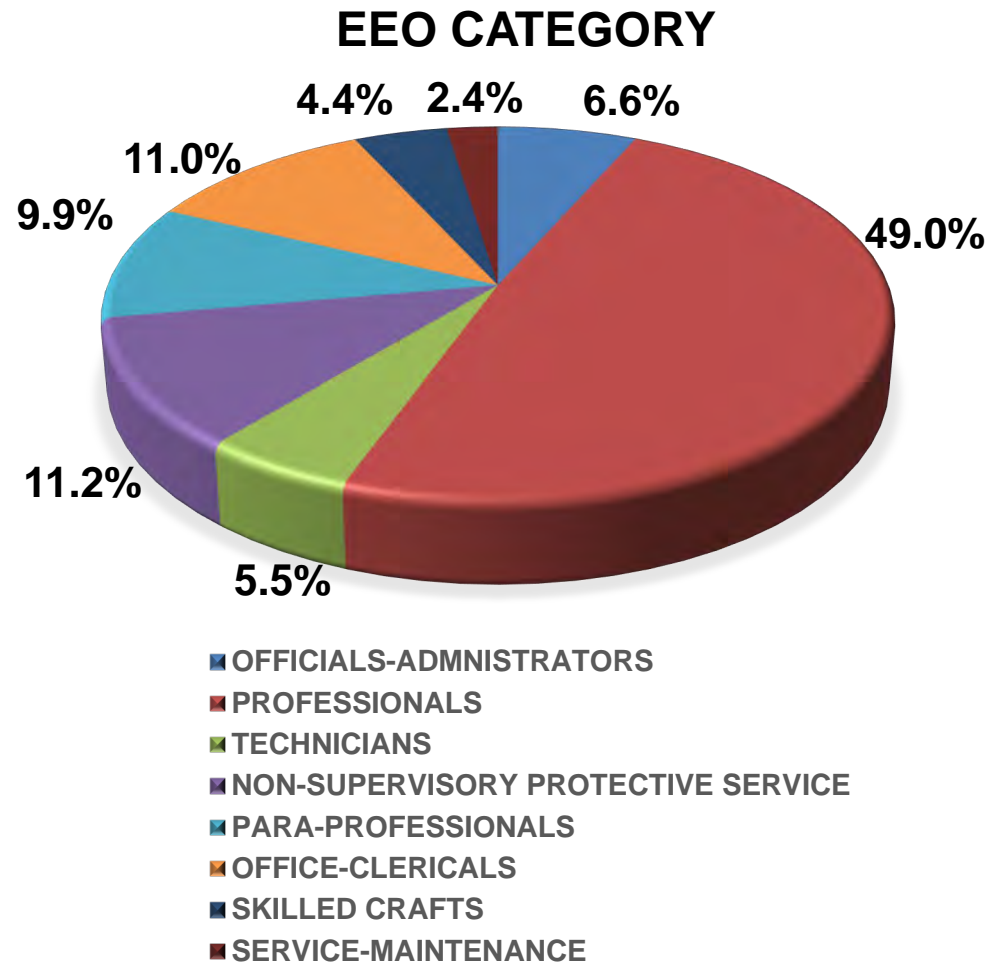
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,691	2.6
BERGEN	1,458	2.3
BURLINGTON	3,014	4.7
CAMDEN	3,483	5.4
CAPE MAY	1,093	1.7
CUMBERLAND	3,436	5.4
ESSEX	4,663	7.3
GLOUCESTER	672	1.0
HUDSON	1,291	2.0
HUNTERDON	1,835	2.9
MERCER	25,740	40.1
MIDDLESEX	3,255	5.1
MONMOUTH	1,720	2.7
MORRIS	2,418	3.8
OCEAN	1,067	1.7
PASSAIC	1,306	2.0
SALEM	243	0.4
SOMERSET	830	1.3
SUSSEX	298	0.5
UNION	1,086	1.7
WARREN	317	0.5
REGIONAL/STATEWIDE	3,281	5.1
OUT OF STATE		
CALIFORNIA	3	*
ILLINOIS	16	*
WASHINGTON, DC	1	*
TOTAL	64,217	100.0



Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 20 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, 2023

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,240 6.6%
PROFESSIONALS	31,437 49.0%
TECHNICIANS	3,538 5.5%
NON-SUPERVISORY PROTECTIVE SERVICE	7,162 11.2%
PARA-PROFESSIONALS	6,364 9.9%
OFFICE-CLERICALS	7,079 11.0%
SKILLED CRAFTS	2,840 4.4%
SERVICE-MAINTENANCE	1,557 2.4%
TOTAL	64,217

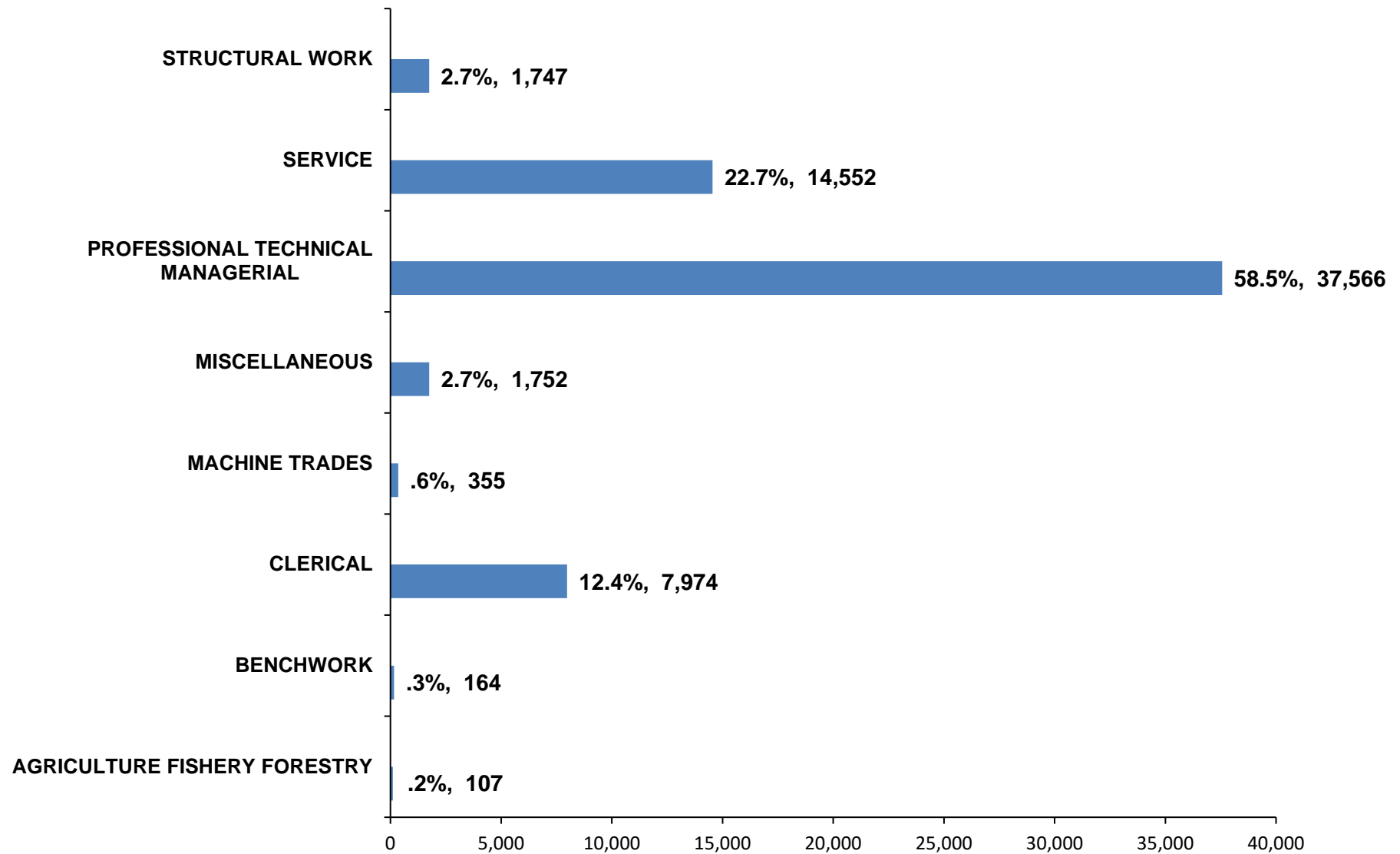


STATE OF NEW JERSEY
Distribution of State Government Employees by Occupation
July 1, 2023

CATEGORY	OCCUPATIONAL GROUP		EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	1,140	0	0	1,140
	01	ENV ENGR-ARCHITECTURE	214	0	0	214
	02	PHYSICAL SCI-STATS	1,510	0	0	1,510
	04	LIFE SCIENCES	227	0	0	227
	05	SOCIAL SCIENCES	323	0	0	323
	06	SOCIAL-PSYCH SERVICES	6,251	2,361	0	8,612
	07	MEDICAL-HEALTH SERVICES	2,742	0	0	2,742
	09	EDUCATION	1,265	0	3	1,268
	10	MUSEUM/LIBRARY/ARCHIVES	89	2	5	96
	11	LAW	2,491	1,026	108	3,625
	12	INFO PROCESSING SYSTEMS	1,960	338	35	2,333
	13	WRITING	145	60	44	249
	14	ART	17	0	0	17
	15	FINANCE	1,783	99	103	1,985
	16	ADMINISTRATION	8,010	2,112	117	10,239
	17	INSPECTIONS/INVESTIGATIONS	2,689	216	16	2,921
	18	RECREATION	59	0	0	59
	19	BROADCASTING/TRANSMITTING	6	0	0	6
CLERICAL	20	GENERAL CLERICAL	4,729	2,290	53	7,072
	21	FINANCE CLERICAL	113	35	2	150
	22	STOCK-STORAGE-INVENTORY	206	0	2	208
	24	INFO-MSG DISTRIBUTION	544	0	0	544
SERVICE	30	BLDG-FACILITY SERVICES	692	0	1	693
	31	FOOD SERVICES	771	0	0	771
	33	BARBERING/COSMETOLOGY	16	0	0	16
	35	DIRECT CARE	3,356	0	0	3,356
	36	PROTECTIVE SERVICES	9,708	0	8	9,716
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	65	0	0	65
	41	ANIMAL FARMING	42	0	0	42
	43	FORESTRY	0	0	0	0
MACHINE TRADES	60	MACHINERY REPAIR	317	0	2	319
	65	PRINTING	36	0	0	36
BENCHWORK	70	TECHNICAL REPAIR	0	0	0	0
	72	ELECTRICAL REPAIR	164	0	0	164
STRUCTURAL WORK	80	SKILLED TRADES	361	0	0	361
	81	STRUCTURAL MAINTENANCE	1,386	0	0	1,386
MISCELLANEOUS	90	TRANSPORTATION	236	11	0	247
	91	UTILITIES	98	0	0	98
	92	MULTIPLE GROUPS	1,323	6	1	1,330
	93	NON TITLE	77	0	0	77
TOTAL			55,161	8,556	500	64,217

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

July 1, 2023



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 7/1/2023: 64,217.

STATE OF NEW JERSEY

Salary Data for State Government Workforce

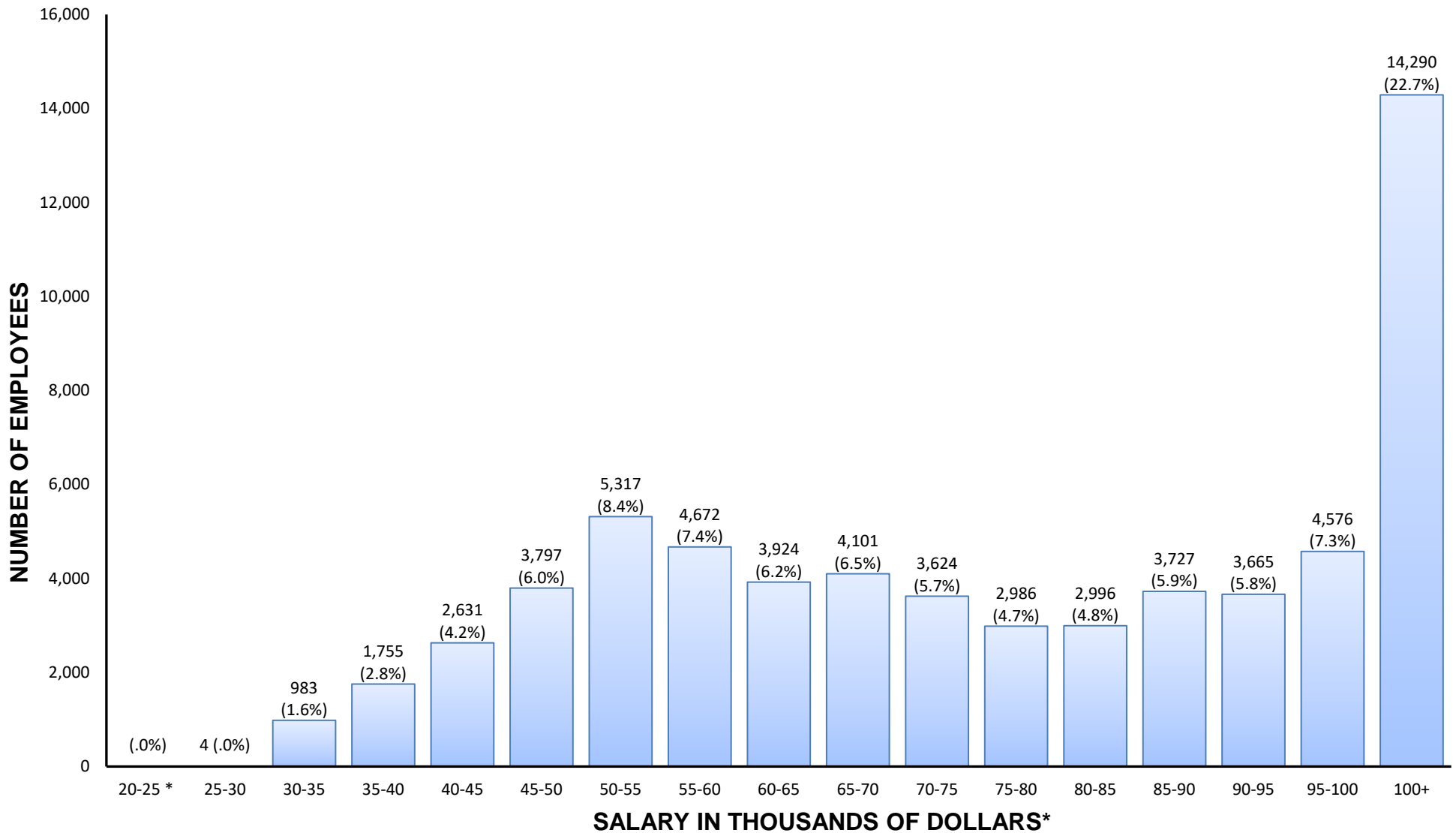
Introduction

We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$85,784) account for approximately 60 percent of the full-time State Government workforce. The median salary for the full-time State Government workforce is \$79,477. 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).

Part-time and hourly employees have always been excluded from our analysis of annual salaries. Since 1995, we have also excluded per diem employees. In the charts on Pages 27 and 28, 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.

A distribution of the full-time 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 twelfth 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 approximately 36 percent of the full-time State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average full-time 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.

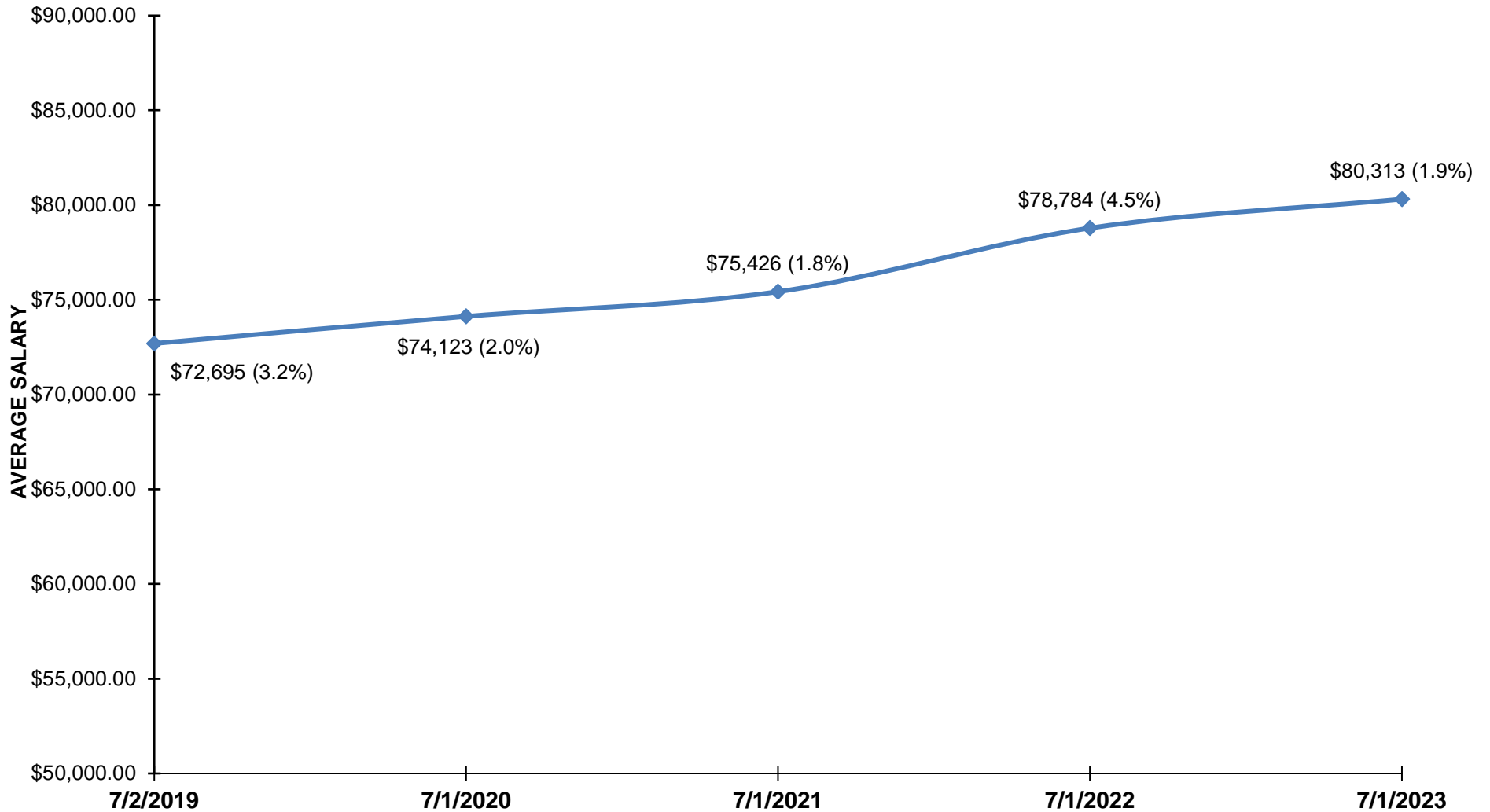
STATE OF NEW JERSEY
Distribution of State Government Employees by Salary
July 1, 2023



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/1/2023, 63,048.

**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
2019 through 2023



STATE OF NEW JERSEY

State Government Workforce: Race/Ethnic and Gender Data

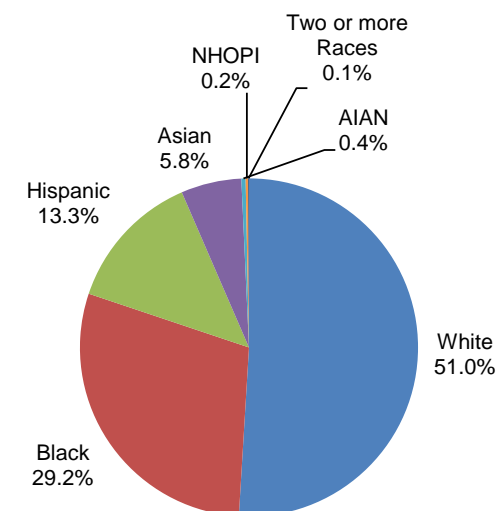
Introduction

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, 2023, 33 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 2014. 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 few decades, the increase in minorities is more dramatic. Minorities made up 35.7 percent of the full-time State Government workforce in 2000 and represent 49 percent of that workforce as of July 1, 2023. Women, on the other hand, made up 54.2 percent of the full-time State Government workforce in 2000 and represent 55.7 percent of that workforce as of July 1, 2023. 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, 2023

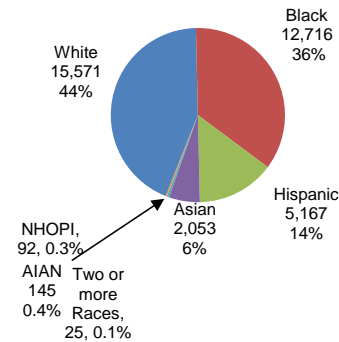
STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
AGRICULTURE	171	21	13	20	0	1	0	226
BANKING & INSURANCE	240	100	29	46	4	1	1	421
CHILDREN & FAMILIES	2,355	2,510	1,283	155	20	4	1	6,328
COMMUNITY AFFAIRS	514	252	105	29	4	1	2	907
CORRECTIONS	3,527	2,010	1,323	127	49	15	0	7,051
<i>Corrections</i>	3,193	1,870	1,200	107	47	8	0	6,425
State Parole Board	334	140	123	20	2	7	0	626
EDUCATION	415	149	41	43	0	0	1	649
ENVIRONMENTAL PROTECTION	2,087	218	147	162	8	0	5	2,627
GOVERNOR'S OFFICE	71	29	11	11	0	0	0	122
HEALTH	1,728	3,116	359	510	30	9	2	5,754
HUMAN SERVICES	2,586	2,662	561	353	26	30	1	6,219
INFORMATION TECHNOLOGY	319	83	38	137	2	0	0	579
LABOR	1,444	915	556	175	4	2	0	3,096
<i>Labor</i>	1,318	833	534	162	3	1	0	2,851
Civil Service Commission	126	82	22	13	1	1	0	245
LAW & PUBLIC SAFETY	5,653	1,386	1,001	317	32	18	2	8,409
<i>Law & Public Safety</i>	5,138	956	858	282	28	17	1	7,280
Homeland Security & Preparedness	90	9	10	11	0	0	0	120
Juvenile Justice	425	421	133	24	4	1	1	1,009
MILITARY & VETERANS AFFAIRS	540	612	187	178	5	6	0	1,528
STATE	204	85	38	20	2	0	0	349
<i>State (Includes Comm on Higher Education)</i>	118	38	26	8	2	0	0	192
Higher Educational Student Assistance	86	47	12	12	0	0	0	157
TRANSPORTATION	3,180	1,173	786	680	30	12	22	5,883
<i>Transportation</i>	1,950	450	187	534	17	12	12	3,162
Motor Vehicles	1,230	723	599	146	13	0	10	2,721
TREASURY	2,945	1,235	451	318	23	26	15	5,013
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,109	819	249	241	8	4	12	3,442
Administrative Law	67	23	5	1	0	0	1	97
Casino Control	21	7	2	3	0	0	0	33
Public Defender	638	326	170	53	12	22	0	1,221
Public Utilities	110	60	25	20	3	0	2	220
TOTAL EXECUTIVE DEPARTMENTS	27,979	16,556	6,929	3,281	239	125	52	55,161
JUDICIARY	4,372	2,128	1,602	405	22	27	0	8,556
LEGISLATIVE STAFF	374	62	38	25	1	0	0	500
TOTAL STATE GOVT WORKFORCE	32,725	18,746	8,569	3,711	262	152	52	64,217



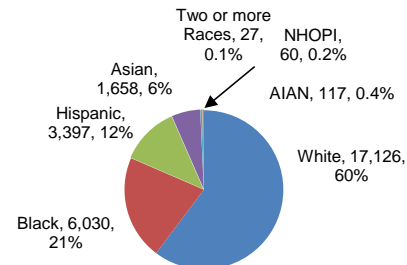
STATE OF NEW JERSEY
Gender Distribution of State Government Employees by Agency
 AND RACE/ETHNIC COMPOSITION OF EACH GENDER GROUP
 July 1, 2023

STATE AGENCY	MALE	FEMALE	TOTAL
AGRICULTURE	93	133	226
BANKING & INSURANCE	205	216	421
CHILDREN & FAMILIES	1,255	5,071	6,328
COMMUNITY AFFAIRS	488	418	907
CORRECTIONS	5,113	1,936	7,051
<i>Corrections</i>	4,747	1,676	6,425
State Parole Board	366	260	626
EDUCATION	225	424	649
ENVIRONMENTAL PROTECTION	1,473	1,147	2,627
GOVERNOR'S OFFICE	42	80	122
HEALTH	2,004	3,749	5,754
HUMAN SERVICES	1,920	4,298	6,219
INFORMATION TECHNOLOGY	377	202	579
LABOR	1,057	2,037	3,096
<i>Labor</i>	972	1,878	2,851
Civil Service Commission	85	159	245
LAW & PUBLIC SAFETY	5,526	2,880	8,409
<i>Law & Public Safety</i>	4,778	2,499	7,280
Homeland Security & Preparedness	67	53	120
Juvenile Justice	681	328	1,009
MILITARY & VETERANS AFFAIRS	612	915	1,528
STATE	125	224	349
<i>State (Includes Comm on Higher Education)</i>	67	125	192
Higher Educational Student Assistance	58	99	157
TRANSPORTATION	3,358	2,517	5,883
<i>Transportation</i>	2,488	671	3,162
Motor Vehicles	870	1,846	2,721
TREASURY	2,038	2,970	5,013
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,539	1,901	3,442
Administrative Law	30	67	97
Casino Control	15	18	33
Public Defender	348	870	1,221
Public Utilities	106	114	220
TOTAL EXECUTIVE DEPARTMENTS	25,911	29,217	55,161 ¹
JUDICIARY	2,275	6,281	8,556
LEGISLATIVE STAFF	229	271	500
TOTAL STATE GOVT WORKFORCE	28,415	35,769	64,217

FEMALE



MALE



MALE 44.2%
FEMALE 55.7%

1. This figure includes: 2 White nonbinary Children & Families employees; 1 Hispanic nonbinary Community Affairs employee; 2 White nonbinary Corrections employees; 1 Hispanic and 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; 3 White nonbinary Transportation employees; 2 Hispanic and 3 White nonbinary Motor Vehicle employees; 2 White nonbinary Treasury employees; and 3 White nonbinary Office of the Public Defender employees.

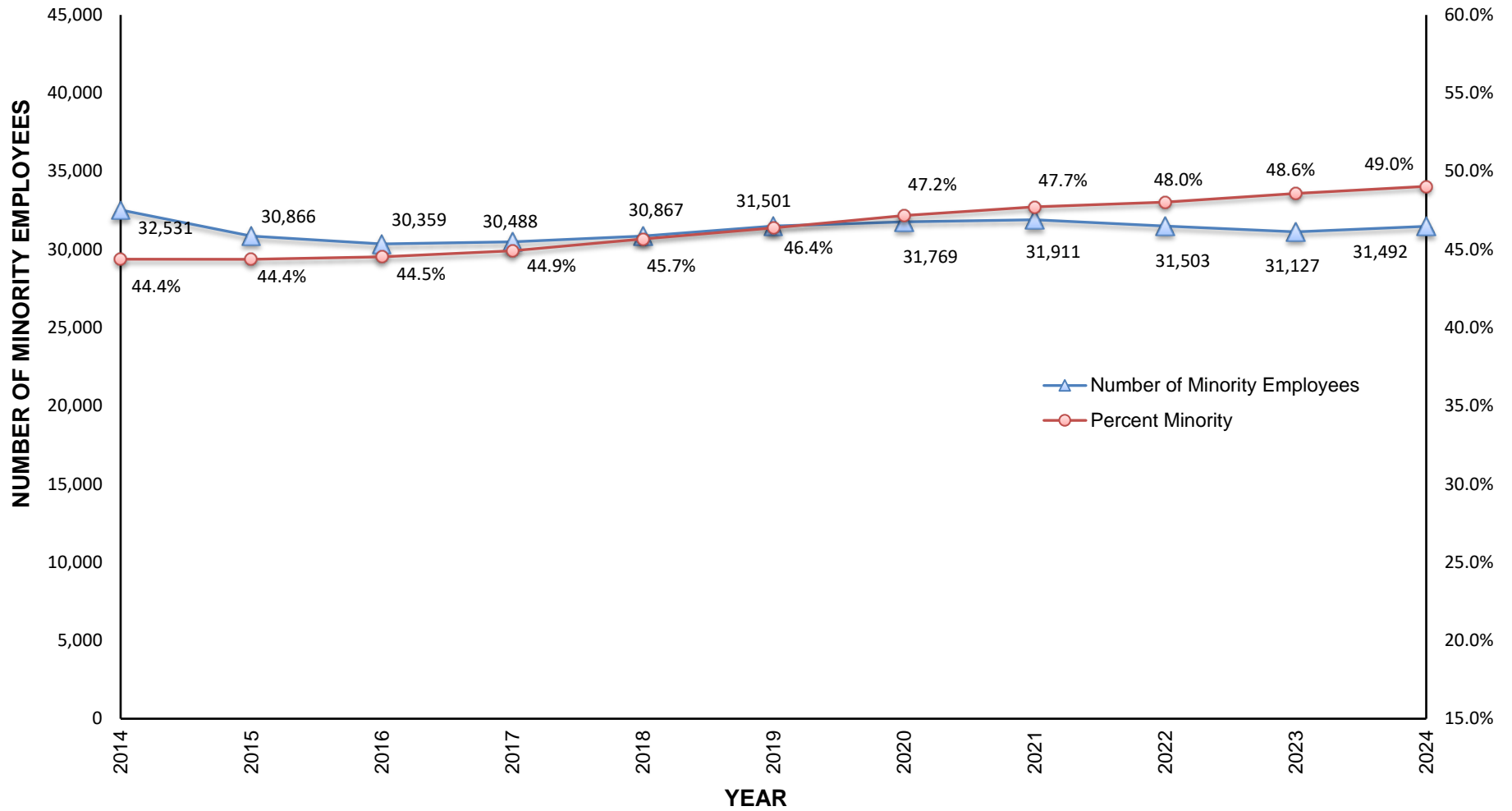
STATE OF NEW JERSEY
Race/Ethnic and Gender Distribution of State Government
Employees by Agency
July 1, 2023

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	79	4	5	5	0	0	0	93	92	17	8	15	0	1	0	133	226
BANKING & INSURANCE	139	32	8	21	3	1	1	205	101	68	21	25	1	0	0	216	421
CHILDREN & FAMILIES	497	476	223	52	5	2	0	1,255	1,856	2,034	1,060	103	15	2	1	5,071	6,328
COMMUNITY AFFAIRS	355	72	43	15	1	1	1	488	159	180	61	14	3	0	1	418	907
CORRECTIONS	2,805	1,149	1,016	102	31	10	0	5,113	720	861	307	25	18	5	0	1,936	7,051
<i>Corrections</i>	2,592	1,086	943	89	31	6	0	4,747	599	784	257	18	16	2	0	1,676	6,425
<i>State Parole Board</i>	213	63	73	13	0	4	0	366	121	77	50	7	2	3	0	260	626
EDUCATION	143	52	13	17	0	0	0	225	272	97	28	26	0	0	1	424	649
ENVIRONMENTAL PROTECTION	1,224	78	78	85	4	0	4	1,473	857	140	68	77	4	0	1	1,147	2,627
GOVERNOR'S OFFICE	26	8	3	5	0	0	0	42	45	21	8	6	0	0	0	80	122
HEALTH	628	1,048	122	191	11	3	1	2,004	1,099	2,068	237	319	19	6	1	3,749	5,754
HUMAN SERVICES	892	731	171	108	8	10	0	1,920	1,693	1,931	390	245	18	20	1	4,298	6,219
INFORMATION TECHNOLOGY	228	57	24	67	1	0	0	377	91	26	14	70	1	0	0	202	579
LABOR	645	219	131	62	0	0	0	1,057	797	696	425	113	4	2	0	2,037	3,096
<i>Labor</i>	598	194	124	56	0	0	0	972	719	639	410	106	3	1	0	1,878	2,851
<i>Civil Service Commission</i>	47	25	7	6	0	0	0	85	78	57	15	7	1	1	0	159	245
LAW & PUBLIC SAFETY	3,933	673	711	179	18	10	2	5,526	1,717	713	290	138	14	8	0	2,880	8,409
<i>Law & Public Safety</i>	3,577	404	609	161	16	10	1	4,778	1,558	552	249	121	12	7	0	2,499	7,280
<i>Homeland Security & Preparedness</i>	55	3	4	5	0	0	0	67	35	6	6	6	0	0	0	53	120
<i>Juvenile Justice</i>	301	266	98	13	2	0	1	681	124	155	35	11	2	1	0	328	1,009
MILITARY & VETERANS AFFAIRS	302	177	69	59	2	3	0	612	238	435	117	119	3	3	0	915	1,528
STATE	82	28	10	5	0	0	0	125	122	57	28	15	2	0	0	224	349
<i>State (Includes Comm on Higher Education)</i>	45	13	7	2	0	0	0	67	73	25	19	6	2	0	0	125	192
<i>Higher Educational Student Assistance</i>	37	15	3	3	0	0	0	58	49	32	9	9	0	0	0	99	157
TRANSPORTATION	2,107	499	288	427	19	8	10	3,358	1,067	674	496	253	11	4	12	2,517	5,883
<i>Transportation</i>	1,630	310	146	369	16	8	9	2,488	317	140	41	165	1	4	3	671	3,162
<i>Motor Vehicles</i>	477	189	142	58	3	0	1	870	750	534	455	88	10	0	9	1,846	2,721
TREASURY	1,446	321	135	114	10	4	8	2,038	1,494	914	316	204	13	22	7	2,970	5,013
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,127	227	90	86	3	0	6	1,539	980	592	159	155	5	4	6	1,901	3,442
<i>Administrative Law</i>	26	3	1	0	0	0	0	30	41	20	4	1	0	0	1	67	97
<i>Casino Control</i>	10	3	0	2	0	0	0	15	11	4	2	1	0	0	0	18	33
<i>Public Defender</i>	217	68	37	17	5	4	0	348	418	258	133	36	7	18	0	870	1,221
<i>Public Utilities</i>	66	20	7	9	2	0	2	106	44	40	18	11	1	0	0	114	220
TOTAL EXECUTIVE DEPARTMENTS	15,531	5,624	3,050	1,514	113	52	27	25,911	12,420	10,932	3,874	1,767	126	73	25	29,217	55,161 ¹
JUDICIARY	1,414	379	338	132	4	8	0	2,275	2,958	1,749	1,264	273	18	19	0	6,281	8,556
LEGISLATIVE STAFF	181	27	9	12	0	0	0	229	193	35	29	13	1	0	0	271	500
TOTAL STATE GOVT WORKFORCE	17,126	6,030	3,397	1,658	117	60	27	28,415	15,571	12,716	5,167	2,053	145	92	25	35,769	64,217

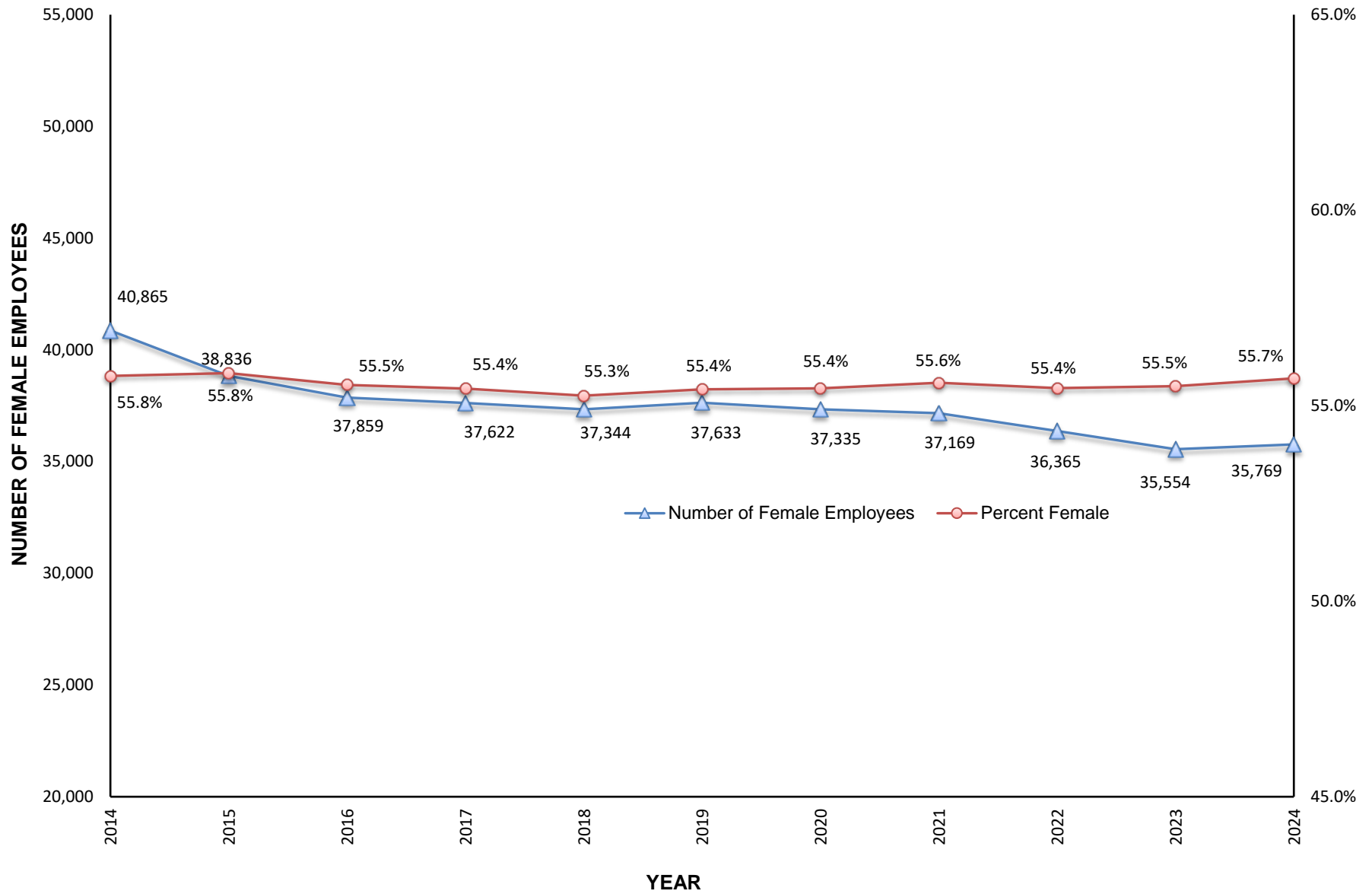
1. This figure includes: 2 White nonbinary Children & Families employees; 1 Hispanic nonbinary Community Affairs employee; 2 White nonbinary Corrections employees; 1 Hispanic and 6 White nonbinary Environmental Protection employees; 1 White nonbinary Health employee; 1 White nonbinary Human Services 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; 3 White nonbinary Transportation employees; 2 Hispanic and 3 White nonbinary Motor Vehicle employees; 2 White nonbinary Treasury employees; and 3 White nonbinary Office of the Public Defender employees.

STATE OF NEW JERSEY

Minorities in the State Government Workforce (2014-2024)



STATE OF NEW JERSEY
Women in the State Government Workforce (2014-2024)



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, the Communication Workers of America (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 56 employee relations groups, 21 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 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, L, and LA. 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 the PBA, with 7.3 percent of the workforce; AFSCME, with 6.7 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, 2023

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Law Enforcement Supervisors	Law Enforcement Commanding Officers	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	TOTAL
AGRICULTURE	104	0	8	1	0	0	0	0	0	0	0	0	0	0	0	113
BANKING & INSURANCE	205	0	15	11	0	0	0	0	0	0	0	0	0	0	0	231
CHILDREN & FAMILIES	4,958	246	88	16	0	0	0	0	0	0	0	0	0	0	0	5,308
COMMUNITY AFFAIRS	429	0	84	5	0	0	0	0	0	0	0	0	0	0	0	518
CORRECTIONS	802	168	138	17	0	0	0	0	4,261	331	439	40	0	0	0	6,196
Corrections	702	168	127	15	0	0	0	0	3,934	315	399	38	0	0	0	5,698
State Parole Board	100	0	11	2	0	0	0	0	327	16	40	2	0	0	0	498
EDUCATION	337	13	9	11	0	0	0	0	0	0	0	0	0	0	0	370
ENVIRONMENTAL PROTECTION	1,618	0	82	49	0	0	0	0	90	9	24	2	0	0	0	1,874
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	2,284	1,740	322	39	0	0	0	0	0	0	0	0	0	0	0	4,385
HUMAN SERVICES	2,703	1,558	347	32	0	0	0	0	48	4	10	0	0	0	0	4,702
INFORMATION TECHNOLOGY	323	0	1	9	0	0	0	0	0	0	0	0	0	0	0	333
LABOR	2,000	2	15	52	0	0	0	0	0	0	0	0	0	0	0	2,069
Labor	1,993	2	15	52	0	0	0	0	0	0	0	0	0	0	0	2,062
Civil Service Commission	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
LAW & PUBLIC SAFETY	1,476	86	387	411	0	1,822	977	279	261	164	38	2	0	0	0	5,903
Law & Public Safety	1,210	0	370	406	0	1,822	977	279	13	133	3	0	0	0	0	5,213
Homeland Security & Preparedness	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Juvenile Justice	265	86	17	5	0	0	0	0	248	31	35	2	0	0	0	689
MILITARY & VETERANS AFFAIRS	353	491	119	7	0	0	0	0	0	0	0	0	0	0	0	970
STATE	152	0	0	16	0	0	0	0	0	0	0	0	0	0	0	168
State (Includes Comm on Higher Education)	76	0	0	6	0	0	0	0	0	0	0	0	0	0	0	82
Higher Educational Student Assistance	76	0	0	10	0	0	0	0	0	0	0	0	0	0	0	86
TRANSPORTATION	3,231	0	868	15	191	0	0	0	0	0	0	0	0	0	0	4,305
Transportation	1,421	0	839	6	0	0	0	0	0	0	0	0	0	0	0	2,266
Motor Vehicles	1,810	0	29	9	191	0	0	0	0	0	0	0	0	0	0	2,039
TREASURY	2,880	0	67	78	0	0	0	0	0	2	6	0	0	0	0	3,033
Treasury (Incl Minor Boards & Commissions)	1,857	0	66	43	0	0	0	0	0	2	6	0	0	0	0	1,974
Administrative Law	33	0	0	1	0	0	0	0	0	0	0	0	0	0	0	34
Casino Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Defender	853	0	1	32	0	0	0	0	0	0	0	0	0	0	0	886
Public Utilities	137	0	0	2	0	0	0	0	0	0	0	0	0	0	0	139
TOTAL EXECUTIVE DEPARTMENTS	23,855	4,304	2,550	769	191	1,822	977	279	4,660	510	517	44	0	0	0	40,478
JUDICIARY	1,126	0	0	0	0	0	0	0	0	0	0	0	7	1,870	2,442	5,445
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	24,981	4,304	2,550	769	191	1,822	977	279	4,660	510	517	44	7	1,870	2,442	45,923
% OF UNION REPRESENTED EMPLOYEES	54.4%	9.4%	5.6%	1.7%	0.4%	4.0%	2.1%	0.6%	10.1%	1.1%	1.1%	0.1%	0.0%	4.1%	5.3%	100.0%
% OF STATE GOVT WORKFORCE*	38.9%	6.7%	4.0%	1.2%	0.3%	2.8%	1.5%	0.4%	7.3%	0.8%	0.8%	0.1%	0.0%	2.9%	3.8%	71.5%

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

STATE OF NEW JERSEY
Distribution of State Government Employees
by Salary and Union Representation
July 1, 2023

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	0	0
\$25,000-\$29,999.99	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4
\$30,000-\$34,999.99	197	36	29	0	0	0	0	0	0	0	0	0	0	188	0	533	983
\$35,000-\$39,999.99	308	394	345	0	0	0	0	0	0	0	0	0	0	69	0	639	1,755
\$40,000-\$44,999.99	607	367	447	0	54	0	0	0	22	0	0	0	0	365	0	769	2,631
\$45,000-\$49,999.99	1,237	731	321	0	35	0	0	0	102	0	0	0	0	256	69	1,046	3,797
\$50,000-\$54,999.99	1,550	1,437	309	0	26	0	0	0	61	0	0	0	0	235	154	1,545	5,317
\$55,000-\$59,999.99	2,058	660	322	0	33	0	0	0	201	0	0	0	0	87	212	1,099	4,672
\$60,000-\$64,999.99	1,370	306	433	0	21	265	0	0	134	1	0	0	0	345	134	915	3,924
\$65,000-\$69,999.99	1,936	191	110	0	8	452	0	0	216	12	0	0	0	52	155	969	4,101
\$70,000-\$74,999.99	1,844	169	102	0	14	117	0	0	271	16	1	0	0	174	125	791	3,624
\$75,000-\$79,999.99	1,444	0	21	1	0	160	0	0	384	18	2	0	0	22	122	812	2,986
\$80,000-\$84,999.99	1,661	0	34	0	0	137	0	0	298	18	10	0	0	74	108	656	2,996
\$85,000-\$89,999.99	2,421	0	17	22	0	119	1	0	306	17	15	0	0	0	148	661	3,727
\$90,000-\$94,999.99	2,075	0	14	24	0	200	2	0	434	26	73	0	0	1	145	671	3,665
\$95,000-\$99,999.99	1,159	0	20	40	0	187	72	0	2,064	34	117	0	0	0	233	650	4,576
\$100,000-ABOVE	4,848	0	0	682	0	185	902	279	167	368	299	44	7	0	837	5,672	14,290
TOTAL	24,717	4,291	2,524	769	191	1,822	977	279	4,660	510	517	44	7	1,868	2,442	17,430	63,048

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 3,612 employees in State Colleges who hold positions with Civil Service System protections. As of July 1, 2023, there were 1,261 employees whose titles were in the competitive division and 2,351 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, 2023

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	92	94	186
MONTCLAIR STATE UNIVERSITY	204	364	568
NEW JERSEY CITY UNIVERSITY	120	350	470
RAMAPO COLLEGE OF NEW JERSEY	69	175	244
ROWAN UNIVERSITY	289	466	755
STATE LIBRARY	37	26	63
STOCKTON UNIVERSITY	164	426	590
THE COLLEGE OF NEW JERSEY	105	267	372
THOMAS EDISON STATE UNIVERSITY	24	16	40
WILLIAM PATERSON UNIVERSITY	157	167	324
TOTAL STATE COLLEGES	1,261	2,351	3,612

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

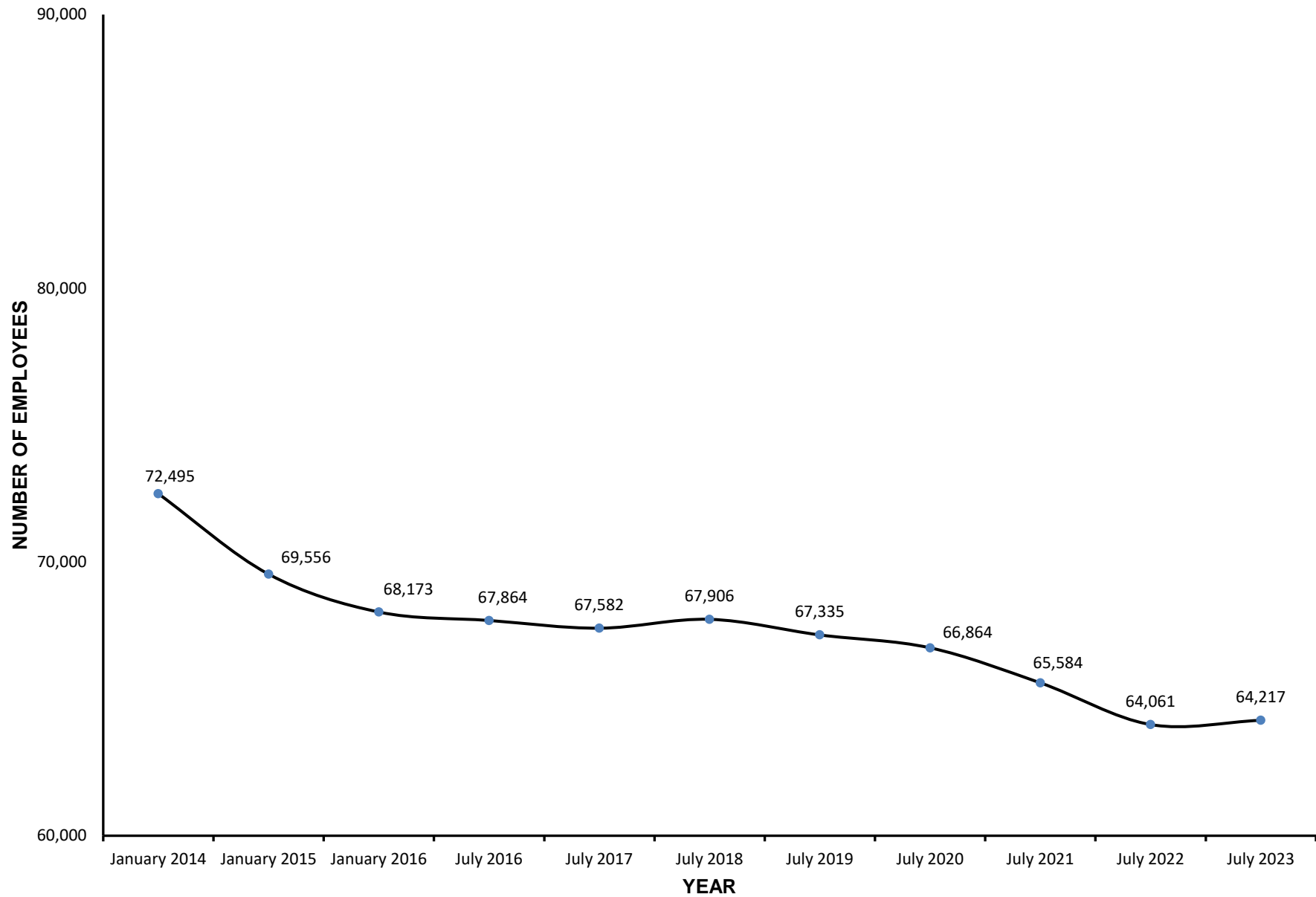
State Government Workforce Ten Year Historical Trend Data

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.

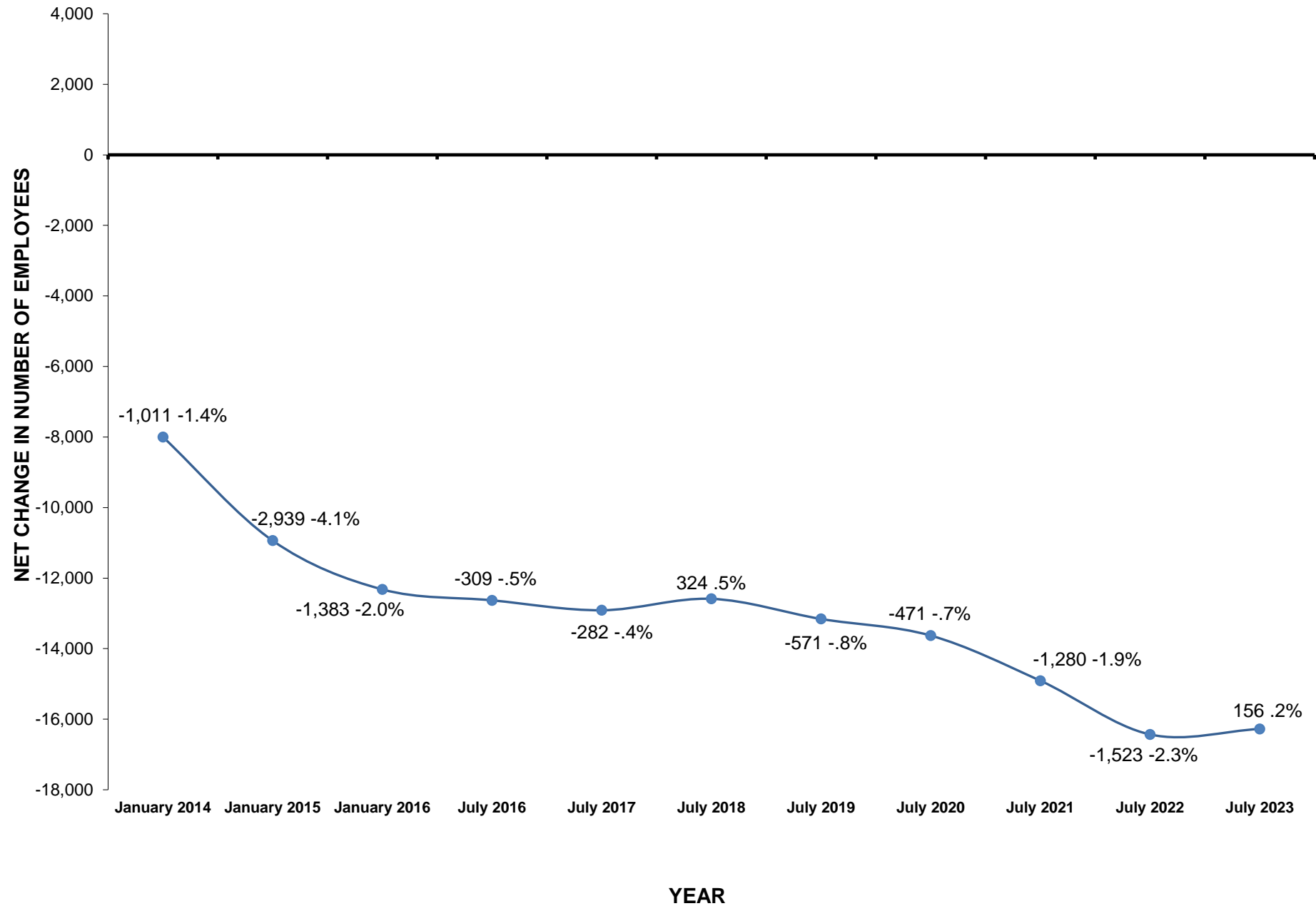
Page 43 presents net changes in number of state government employees over a ten year period. With the 2015 Workforce Profile, this graph was changed to a line graph to better reflect the visual representation of change. On the data labels, the number reflects the actual change in headcount compared to 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 564 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 2023), indicate total employment of approximately 154,540. Thus, the employees in Civil Service System jurisdictions who do not work in school districts (the vast majority of the 101,741 identified in our records) represent about 66 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government 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 2,630 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 104,371 jobs rather than 101,741 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

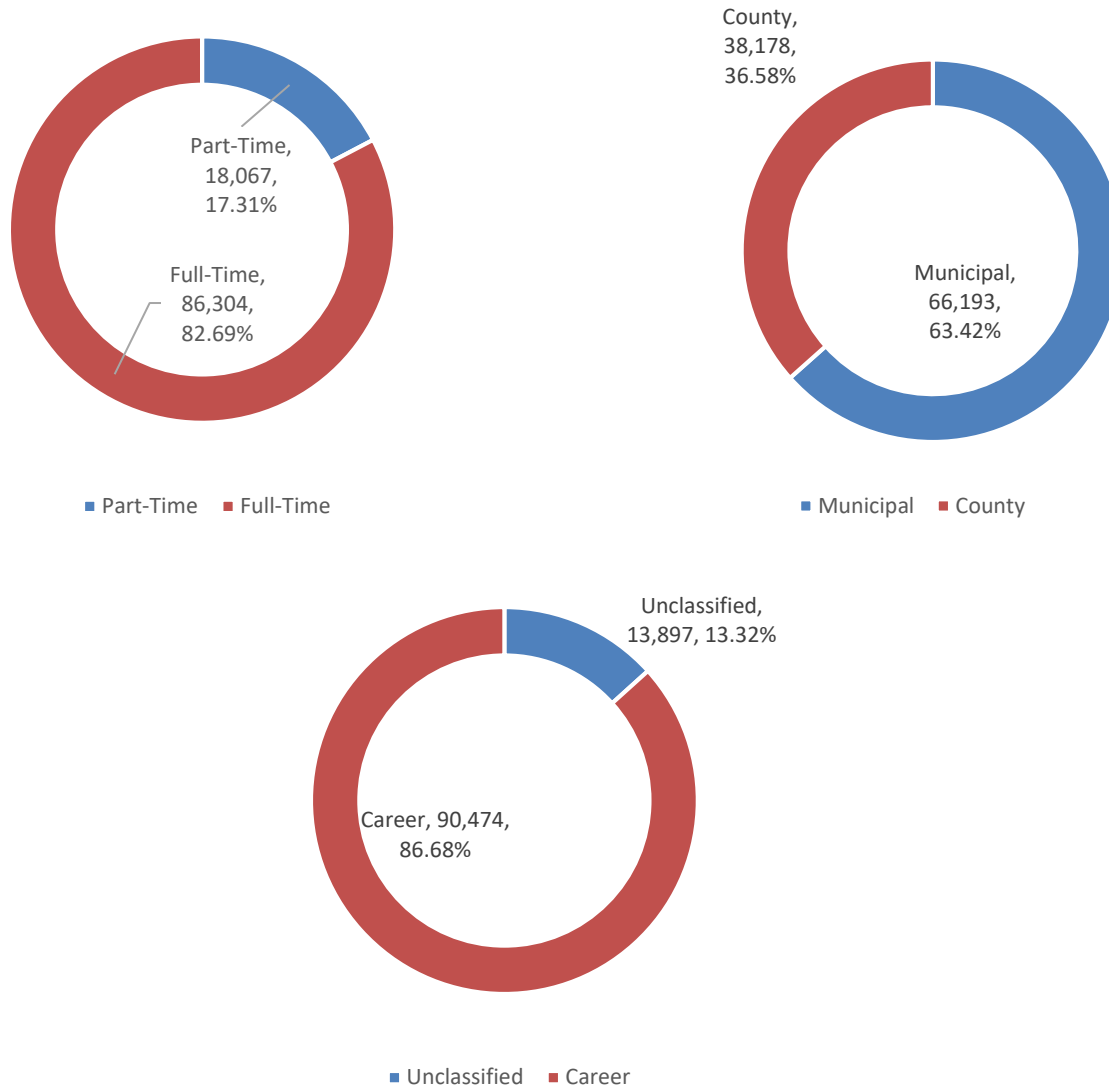
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, race, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which 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 36.6 percent of local jobs covered by the State Government Civil Service system are county jobs. Approximately 86.7 percent of local jobs are in the Career Service. Reflecting both population distribution and the geographic spread of the Civil Service system, most of the local government jobs are in North Jersey; approximately 48.5 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Approximately 28.7 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, 2023



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

July 1, 2023

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	1,054	355	1,409	279	1,688	1,531	557	2,088	391	2,479	3,497	670	4,167
BERGEN	1,614	1,402	3,016	377	3,393	2,179	1,665	3,844	801	4,645	6,860	1,178	8,038
BURLINGTON	1,005	474	1,479	231	1,710	1,137	801	1,938	521	2,459	3,417	752	4,169
CAMDEN	1,895	478	2,373	457	2,830	1,481	742	2,223	557	2,780	4,596	1,014	5,610
CAPE MAY	520	406	926	141	1,067	1,018	857	1,875	225	2,100	2,801	366	3,167
CUMBERLAND	545	246	791	161	952	1,069	1,432	2,501	245	2,746	3,292	406	3,698
ESSEX	2,279	1,041	3,320	508	3,828	6,505	3,133	9,638	1,002	10,640	12,958	1,510	14,468
GLOUCESTER	741	446	1,187	163	1,350	326	212	538	87	625	1,725	250	1,975
HUDSON	1,868	911	2,779	492	3,271	5,875	4,431	10,306	1,241	11,547	13,085	1,733	14,818
HUNTERDON	317	135	452	121	573	0	0	0	0	0	452	121	573
MERCER	1,080	360	1,440	255	1,695	1,887	706	2,593	263	2,856	4,033	518	4,551
MIDDLESEX	1,234	589	1,823	300	2,123	2,190	1,702	3,892	476	4,368	5,715	776	6,491
MONMOUTH	1,746	449	2,195	251	2,446	1,535	821	2,356	696	3,052	4,551	947	5,498
MORRIS	900	462	1,362	268	1,630	1,053	494	1,547	298	1,845	2,909	566	3,475
OCEAN	2,057	875	2,932	320	3,252	1,859	1,415	3,274	478	3,752	6,206	798	7,004
PASSAIC	1,075	893	1,968	301	2,269	2,586	934	3,520	406	3,926	5,488	707	6,195
SALEM	422	101	523	97	620	57	41	98	27	125	621	124	745
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	363	165	528	130	658	434	230	664	210	874	1,192	340	1,532
UNION	1,099	887	1,986	276	2,262	2,928	1,307	4,235	579	4,814	6,221	855	7,076
WARREN	356	84	440	110	550	207	197	404	156	560	844	266	1,110
TOTAL	22,181	10,759	32,940	5,238	38,178	35,857	21,677	57,534	8,659	66,193	90,474	13,897	104,371

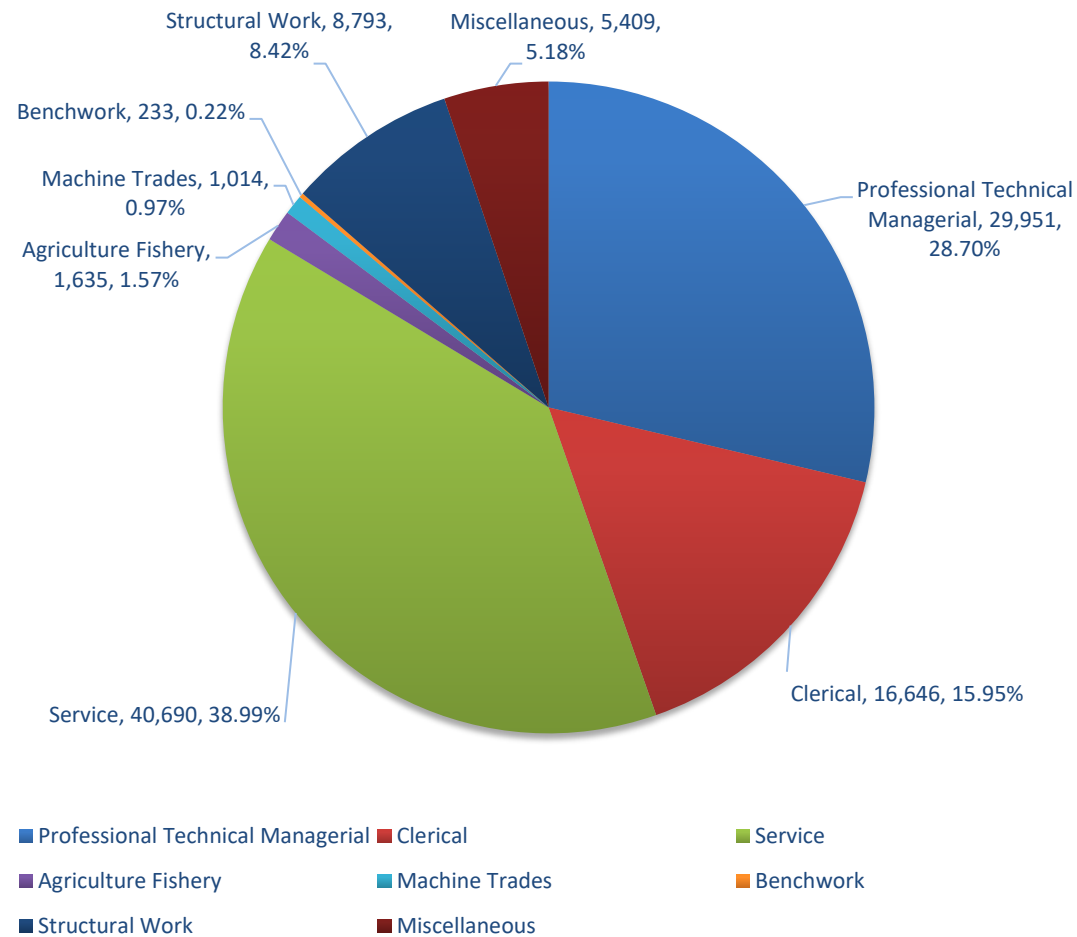
* While Somerset County and its municipalities are not Civil Service System jurisdictions, some Federally funded jobs are subject to the State Civil Service System.
 Data provided by the Civil Service Commission from CAMPS.

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

July 1, 2023

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,570	118	1,688	2,001	478	2,479	3,571	596	4,167
BERGEN	2,517	876	3,393	3,198	1,447	4,645	5,715	2,323	8,038
BURLINGTON	1,550	160	1,710	1,758	701	2,459	3,308	861	4,169
CAMDEN	2,580	250	2,830	2,005	775	2,780	4,585	1,025	5,610
CAPE MAY	989	78	1,067	1,453	647	2,100	2,442	725	3,167
CUMBERLAND	884	68	952	2,195	551	2,746	3,079	619	3,698
ESSEX	3,705	123	3,828	9,643	997	10,640	13,348	1,120	14,468
GLOUCESTER	1,110	240	1,350	482	143	625	1,592	383	1,975
HUDSON	3,110	161	3,271	8,832	2,715	11,547	11,942	2,876	14,818
HUNTERDON	484	89	573	0	0	0	484	89	573
MERCER	1,567	128	1,695	2,432	424	2,856	3,999	552	4,551
MIDDLESEX	2,074	49	2,123	2,996	1,372	4,368	5,070	1,421	6,491
MONMOUTH	2,359	87	2,446	2,154	898	3,052	4,513	985	5,498
MORRIS	1,462	168	1,630	1,407	438	1,845	2,869	606	3,475
OCEAN	2,792	460	3,252	3,061	691	3,752	5,853	1,151	7,004
PASSAIC	2,093	176	2,269	3,296	630	3,926	5,389	806	6,195
SALEM	529	91	620	100	25	125	629	116	745
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	517	141	658	585	289	874	1,102	430	1,532
UNION	1,956	306	2,262	4,020	794	4,814	5,976	1,100	7,076
WARREN	511	39	550	316	244	560	827	283	1,110
TOTAL	34,370	3,808	38,178	51,934	14,259	66,193	86,304	18,067	104,371

STATE OF NEW JERSEY
Local Government Civil Service System Jobs by Occupational Group
July 1, 2023



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 7/1/23: 104,371.

STATE OF NEW JERSEY

Distribution of Local Government Civil Service System Jobs by Occupational Group

July 1, 2023

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	320	227	547
	01 ENV ENGR-ARCHITECTURE	17	16	33
	02 PHYSICAL SCI-STATS	147	75	222
	04 LIFE SCIENCES	54	8	62
	05 SOCIAL SCIENCES	541	924	1,465
	06 SOCIAL-PSYCH SERVICES	1,851	221	2,072
	07 MEDICAL-HEALTH SERVICES	1,408	1,374	2,782
	09 EDUCATION	447	2,075	2,522
	10 MUSEUM/LIBRARY/ARCHIVES	1,551	1,927	3,478
	11 LAW	1,280	721	2,001
	12 INFO PROCESSING SYSTEMS	561	350	911
	13 WRITING	41	78	119
	14 ART	38	25	63
	15 FINANCE	429	642	1,071
	16 ADMINISTRATION	4,332	2,767	7,099
	17 INSPECTIONS/INVESTIGATIONS	638	2,415	3,053
	18 RECREATION	594	1,830	2,424
	19 BROADCASTING/TRANSMITTING	4	23	27
CLERICAL	20 GENERAL CLERICAL	5,672	6,429	12,101
	21 FINANCE CLERICAL	433	873	1,306
	22 STOCK-STORAGE-INVENTORY	91	60	151
	24 INFO-MSG DISTRIBUTION	1,370	1,718	3,088
SERVICE	30 BLDG-FACILITY SERVICES	1,082	2,129	3,211
	31 FOOD SERVICES	201	482	683
	33 BARBERING/COSMETOLOGY	2	0	2
	35 DIRECT CARE	348	4	352
	36 PROTECTIVE SERVICES	9,617	26,825	36,442
AGRICULTURE FISHERY	40 PLANTING-GARDENING	587	653	1,240
	41 ANIMAL FARMING	239	145	384
	42 FISHERY-SHELLFISH	1	4	5
	43 FORESTRY	4	2	6
MACHINE TRADES	60 MACHINERY REPAIR	321	665	986
	65 PRINTING	21	7	28
BENCHWORK	70 TECHNICAL REPAIR	3	29	32
	72 ELECTRICAL REPAIR	82	119	201
STRUCTURAL WORK	80 SKILLED TRADES	287	355	642
	81 STRUCTURAL MAINTENANCE	1,709	6,442	8,151
MISCELLANEOUS	90 TRANSPORTATION	754	1,850	2,604
	91 UTILITIES	240	663	903
	92 NOT CODED ELSEWHERE	861	1,041	1,902
	TOTAL	38,178	66,193	104,371

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 2023

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 2023

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 2023

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
Bayonne Library
Harrison
Harrison Housing Authority
Harrison Library
Hoboken
Hoboken Library
Jersey City
Jersey City Library
Jersey City Redevelopment Agency
Jersey City School District
Kearny

STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2023

North Bergen Township
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

STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2023

Lake Como Borough
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

STATE OF NEW JERSEY

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2023

West Milford Township
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