



# STATE GOVERNMENT

# 2016 WORKFORCE PROFILE

with select local data



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# *Preface*

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STATE OF NEW JERSEY

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

**Preface**

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For your consideration I am pleased to present the 2016 edition of the New Jersey State Government Workforce Profile. This document will serve as a useful tool and resource for state and local government employees, legislators, researchers, students and members of the general public. Those who have an interest in or are seeking information about the New Jersey State Government Workforce will find it within in these narratives, charts and graphs.

The information contained within reflects the current state of employment, salaries, education levels, gender, race/ethnicity and occupations of New Jersey public servants. Annually this profile also provides basic statistics and information about employment in local Civil Service jurisdictions (a subset of counties and municipalities, and a number of school districts and special districts).

I welcome your comments and questions regarding this report, which can also be found on the Commission's website at [www.state.nj.us/csc/about/publications/workforce](http://www.state.nj.us/csc/about/publications/workforce).

**Respectfully yours,**



**Robert M. Czech**  
**Chair/CEO, Civil Service Commission**

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STATE OF NEW JERSEY  
**State Government Workforce Profile 2016**

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**State Government Workforce Profile 2016**

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*New Jersey*  
*State Government*  
*Workforce Profile*

## STATE OF NEW JERSEY

# State Government Workforce Profile 2016

## Introduction

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This Workforce Profile was compiled by the New Jersey Civil Service Commission from data captured by the Commission's automated personnel files, Office of Management and Budget automated payroll files, emails, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 7, 2016, comparisons of the workforce at the end of Fiscal Year 2015 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2015.

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 reorganization of the Office of the Ratepayer Advocate in 2006 as the Division of Rate Counsel in the Department of the Public Advocate, and the reassignment of the Division of Rate Counsel to the Department of the Treasury in 2010.
- The establishment of the Department of Children and Families in 2006. The new department was staffed by over 6,600 state child welfare employees who were already working in divisions of the Department of Human Services.
- The creation of the Office of Homeland Security and Preparedness (OHSP) by Executive Order in 2006. OHSP absorbed the functions of the former State Office of Counter-Terrorism in the Department of Law and Public Safety. Although the Office is allocated "in but not of" the Department of Law and Public Safety, the Director reports directly to the Governor as a cabinet-level official.
- The elimination of the Department of Personnel in 2008 and the transfer of its functions and powers to the newly established Civil Service Commission, allocated in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.
- The transfer of the Office of Insurance Fraud Prevention from the Department of the Treasury to the Department of Banking and Insurance in 2010.
- The elimination of the Department of the Public Advocate in 2010 and of the Office of Public Broadcasting, and New Jersey Network in 2011.
- The transfer of the Office of Workforce Initiatives and Development to the Civil Service Commission in 2012.
- The transfer of the Division on Aging from the Department of Health and Senior Services to the Department of Human Services in 2012.
- The replacement of the Commission on Higher Education with the Office of the Secretary of Higher Education in 2011.



## STATE OF NEW JERSEY

# State Government Workforce Profile 2016

## Introduction

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Most of these reports are based on the Civil Service Commission's own records. However, some of this information, such as union representation of State Government employees, is available only from the Department of the Treasury's Centralized Payroll Office. The Centralized Payroll system, which produces data that frequently appears in budget documents, tracks different information than the Civil Service Commission's automated personnel files. Civil Service Commission counts include all employees, including those on leave without pay. Employees on leave without pay are not included in paycheck counts from Centralized Payroll. We count these employees because they are still legally employees while they are on leave.

This Workforce Profile includes breakdown data for agencies whose employees are paid through Centralized Payroll and that State law places "in but not of" the constitutionally authorized departments. One exception is the Palisades Interstate Park Commission (PIP), which was established by compact between New Jersey and New York, but is allocated within the State Department of Environmental Protection. Data on PIP employment is limited to employee counts from their payroll office records. It is reported in our "Other State Government" section on Page 10. 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 provided the January 2014 and January 2015 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 6.0 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 <http://www.state.nj.us/csc/about/publications/workforce>. The Commission's Division of Agency Services can assist individual agencies with specific workforce analyses. For more information, contact John Griffith at (609) 633-3739.

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

| DEPARTMENT                                 | NUMBER OF EMPLOYEES |               |               |                     |              |
|--|---------------------|---------------|---------------|---------------------|--------------|
|  | 1/10/2014           | 1/9/2015      | 1/7/2016      | CHANGE OVER 2 YEARS |              |
| <b>AGRICULTURE</b>                         | 210                 | 203           | 213           | + 3                 | 1.4%         |
| <b>BANKING &amp; INSURANCE</b>             | 486                 | 476           | 467           | - 19                | -3.9%        |
| <b>CHILDREN &amp; FAMILIES</b>             | 6,747               | 6,783         | 6,733         | - 14                | -0.2%        |
| <b>COMMUNITY AFFAIRS</b>                   | 914                 | 923           | 920           | + 6                 | 0.7%         |
| <b>CORRECTIONS</b>                         | 8,791               | 8,789         | 8,612         | - 179               | -2.0%        |
| Corrections                                | 8,196               | 8,184         | 8,030         | - 166               | -2.0%        |
| State Parole Board                         | 595                 | 605           | 582           | - 13                | -2.2%        |
| <b>EDUCATION</b>                           | 816                 | 783           | 776           | - 40                | -4.9%        |
| <b>ENVIRONMENTAL PROTECTION</b>            | 2,778               | 2,786         | 2,738         | - 40                | -1.4%        |
| <b>GOVERNOR'S OFFICE</b>                   | 130                 | 115           | 113           | - 17                | -13.1%       |
| <b>HEALTH</b>                              | 1,167               | 1,129         | 1,080         | - 87                | -7.5%        |
| <b>HUMAN SERVICES</b>                      | 15,826              | 13,586        | 12,811        | - 3,015             | -19.1%       |
| <b>INFORMATION TECHNOLOGY</b>              | 748                 | 723           | 741           | - 7                 | -0.9%        |
| <b>LABOR</b>                               | 3,536               | 3,344         | 3,223         | - 313               | -8.9%        |
| Labor                                      | 3,282               | 3,094         | 2,970         | - 312               | -9.5%        |
| Civil Service Commission                   | 254                 | 250           | 253           | - 1                 | -0.4%        |
| <b>LAW &amp; PUBLIC SAFETY</b>             | 8,008               | 7,867         | 7,871         | - 137               | -1.7%        |
| Law & Public Safety                        | 6,702               | 6,597         | 6,601         | - 101               | -1.5%        |
| Homeland Security & Preparedness           | 102                 | 89            | 92            | - 10                | -9.8%        |
| Juvenile Justice                           | 1,204               | 1,181         | 1,178         | - 26                | -2.2%        |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | 1,552               | 1,511         | 1,496         | - 56                | -3.6%        |
| <b>STATE</b>                               | 333                 | 318           | 309           | - 24                | -7.2%        |
| State (Includes Comm on Higher Education)  | 185                 | 184           | 179           | - 6                 | -3.2%        |
| Higher Educational Student Assistance      | 148                 | 134           | 130           | - 18                | -12.2%       |
| <b>TRANSPORTATION</b>                      | 5,576               | 5,472         | 5,483         | - 93                | -1.7%        |
| Transportation                             | 3,177               | 3,125         | 3,174         | - 3                 | -0.1%        |
| Motor Vehicles                             | 2,399               | 2,347         | 2,309         | - 90                | -3.8%        |
| <b>TREASURY</b>                            | 5,366               | 5,338         | 5,193         | - 173               | -3.2%        |
| Treasury (Incl Minor Boards & Commissions) | 3,795               | 3,773         | 3,621         | - 174               | -4.6%        |
| Administrative Law                         | 92                  | 87            | 91            | - 1                 | -1.1%        |
| Casino Control                             | 50                  | 49            | 44            | - 6                 | -12.0%       |
| Public Defender                            | 1,192               | 1,201         | 1,207         | + 15                | 1.3%         |
| Public Utilities                           | 237                 | 228           | 230           | - 7                 | -3.0%        |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | <b>62,984</b>       | <b>60,146</b> | <b>58,779</b> | <b>- 4,205</b>      | <b>-6.7%</b> |
| <b>JUDICIARY</b>                           | <b>9,018</b>        | <b>8,921</b>  | <b>8,902</b>  | <b>- 116</b>        | <b>-1.3%</b> |
| <b>LEGISLATIVE STAFF</b>                   | <b>493</b>          | <b>489</b>    | <b>492</b>    | <b>- 1</b>          | <b>-0.2%</b> |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | <b>72,495</b>       | <b>69,556</b> | <b>68,173</b> | <b>- 4,322</b>      | <b>-6.0%</b> |

**DEMOGRAPHICS**  
01/7/2016

**AGE**

Average: 47 years  
Median: 47 years

**LENGTH OF SERVICE**

Average: 13 years  
Median: 12 years

**SALARY \***

Average: \$74,314  
Median: \$72,953

**GENDER**

Female: 37,859 (55.5%)  
Male: 30,314 (44.5%)

**MINORITY EMPLOYEES**

30,359 (44.5%)

**UNION REPRESENTATION**

51,088 (74.9%)

\* Salary of Full-time employees only.

STATE OF NEW JERSEY  
Statistics by Agency

## Introduction

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The following group of tables shows 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 for the pay period that included December 31, 2015. To get a feeling for the differences in results that are associated with the two different ways of reporting, compare that chart with the similar chart on Page 7. The chart on Page 7 addresses the same employee-related variables but includes only the employees who were drawing paychecks for the same pay period. Employees may be in non-pay status for a variety of reasons, including unpaid personal and family leave.

Page 8 shows a breakdown of employees’ titles by class of service. It includes a pie chart to show the classification breakdown of State Government titles at a glance, but there is considerable variation in the proportion of employees in career titles among the various agencies. In addition, the employee’s appointment does not always match the class of service to which the title is assigned.

Page 9 presents a profile of the average State Government employee by agency. In addition to average age, length of service, and salary, we have also computed the median salary for each agency. The “average” or mean salary is the sum of all salaries divided by the number of salaries, while the median salary is the salary of the employee who appears at the exact middle of a list of employees sorted by salary. Most employees earn a salary that is below the average, because most jobs are at the lower levels of organizations. As a result, the median salary is usually lower than the mean salary. Some agencies have a median salary that approaches or exceeds the average; this may indicate a narrower or more uniform distribution of salaries, or a greater proportion of high-level employees.

STATE OF NEW JERSEY  
**Statistics by Agency**

## **Introduction**

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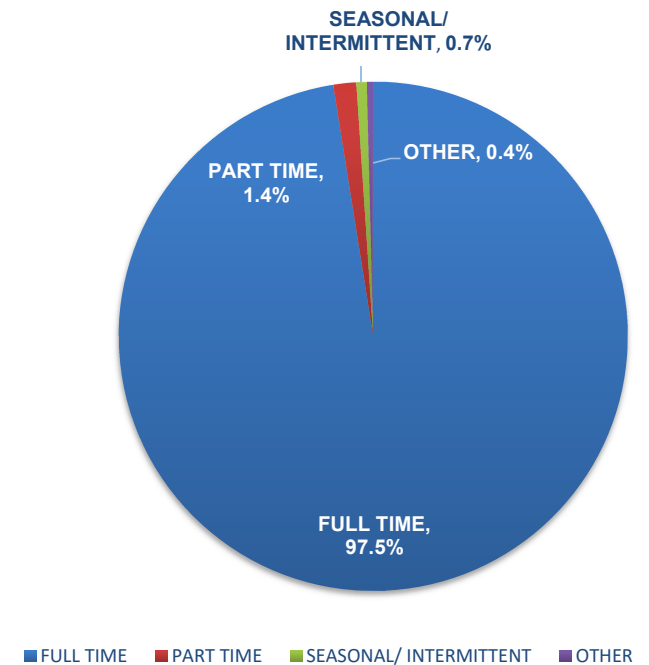
The table on Page 10 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the Property Tax Relief Fund and the Casino Revenue Fund. In addition to these three sources, one other fund source is shown in the table: revolving funds. Revolving funds are funds that have been established from the General Fund at some point, but sustain themselves from year to year as the organizations that they support charge other State agencies for their services. Examples of organizations supported by revolving funds include the State Government Distribution Center and the Office of Information Technology.

Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information into the Civil Service Commission's automated files and are not on the State Government Centralized Payroll. We have presented data on these employers collected by an email survey, and have included information on the sources of funds for each agency.

For additional information on State College employees who fall under the Civil Service Commission, please see Pages 41 and 42.

STATE OF NEW JERSEY  
**State Government Employee Work Schedules by Department**  
 JANUARY 7, 2016

| DEPARTMENT                                 | FULL TIME     | PART TIME  | SEASONAL/ INTERMITTENT | OTHER      | TOTAL         |
|--|---------------|------------|------------------------|------------|---------------|
| <b>AGRICULTURE</b>                         | <b>208</b>    | <b>5</b>   | <b>0</b>               | <b>0</b>   | <b>213</b>    |
| <b>BANKING &amp; INSURANCE</b>             | <b>459</b>    | <b>2</b>   | <b>0</b>               | <b>6</b>   | <b>467</b>    |
| <b>CHILDREN &amp; FAMILIES</b>             | <b>6,673</b>  | <b>60</b>  | <b>0</b>               | <b>0</b>   | <b>6,733</b>  |
| <b>COMMUNITY AFFAIRS</b>                   | <b>920</b>    | <b>0</b>   | <b>0</b>               | <b>0</b>   | <b>920</b>    |
| <b>CORRECTIONS</b>                         | <b>8,608</b>  | <b>4</b>   | <b>0</b>               | <b>0</b>   | <b>8,612</b>  |
| Corrections                                | 8,026         | 4          | 0                      | 0          | 8,030         |
| State Parole Board                         | 582           | 0          | 0                      | 0          | 582           |
| <b>EDUCATION</b>                           | <b>773</b>    | <b>3</b>   | <b>0</b>               | <b>0</b>   | <b>776</b>    |
| <b>ENVIRONMENTAL PROTECTION</b>            | <b>2,732</b>  | <b>4</b>   | <b>2</b>               | <b>0</b>   | <b>2,738</b>  |
| <b>GOVERNOR'S OFFICE</b>                   | <b>113</b>    | <b>0</b>   | <b>0</b>               | <b>0</b>   | <b>113</b>    |
| <b>HEALTH</b>                              | <b>1,079</b>  | <b>1</b>   | <b>0</b>               | <b>0</b>   | <b>1,080</b>  |
| <b>HUMAN SERVICES</b>                      | <b>12,227</b> | <b>583</b> | <b>0</b>               | <b>1</b>   | <b>12,811</b> |
| <b>INFORMATION TECHNOLOGY</b>              | <b>738</b>    | <b>3</b>   | <b>0</b>               | <b>0</b>   | <b>741</b>    |
| <b>LABOR</b>                               | <b>3,018</b>  | <b>64</b>  | <b>133</b>             | <b>8</b>   | <b>3,223</b>  |
| Labor                                      | 2,770         | 61         | 133                    | 6          | 2,970         |
| Civil Service Commission                   | 248           | 3          | 0                      | 2          | 253           |
| <b>LAW &amp; PUBLIC SAFETY</b>             | <b>7,622</b>  | <b>2</b>   | <b>0</b>               | <b>247</b> | <b>7,871</b>  |
| Law & Public Safety                        | 6,354         | 0          | 0                      | 247        | 6,601         |
| Homeland Security & Preparedness           | 92            | 0          | 0                      | 0          | 92            |
| Juvenile Justice                           | 1,176         | 2          | 0                      | 0          | 1,178         |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | <b>1,477</b>  | <b>19</b>  | <b>0</b>               | <b>0</b>   | <b>1,496</b>  |
| <b>STATE</b>                               | <b>304</b>    | <b>5</b>   | <b>0</b>               | <b>0</b>   | <b>309</b>    |
| State (Includes Comm on Higher Education)  | 174           | 5          | 0                      | 0          | 179           |
| Higher Educational Student Assistance      | 130           | 0          | 0                      | 0          | 130           |
| <b>TRANSPORTATION</b>                      | <b>5,277</b>  | <b>202</b> | <b>0</b>               | <b>4</b>   | <b>5,483</b>  |
| Transportation                             | 3,170         | 0          | 0                      | 4          | 3,174         |
| Motor Vehicles                             | 2,107         | 202        | 0                      | 0          | 2,309         |
| <b>TREASURY</b>                            | <b>4,861</b>  | <b>5</b>   | <b>321</b>             | <b>6</b>   | <b>5,193</b>  |
| Treasury (Incl Minor Boards & Commissions) | 3,292         | 2          | 321                    | 6          | 3,621         |
| Administrative Law                         | 91            | 0          | 0                      | 0          | 91            |
| Casino Control                             | 44            | 0          | 0                      | 0          | 44            |
| Public Defender                            | 1,204         | 3          | 0                      | 0          | 1,207         |
| Public Utilities                           | 230           | 0          | 0                      | 0          | 230           |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | <b>57,089</b> | <b>962</b> | <b>456</b>             | <b>272</b> | <b>58,779</b> |
| <b>JUDICIARY</b>                           | <b>8,885</b>  | <b>17</b>  | <b>0</b>               | <b>0</b>   | <b>8,902</b>  |
| <b>LEGISLATIVE STAFF</b>                   | <b>489</b>    | <b>3</b>   | <b>0</b>               | <b>0</b>   | <b>492</b>    |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | <b>66,463</b> | <b>982</b> | <b>456</b>             | <b>272</b> | <b>68,173</b> |



Data provided by the Civil Service Commission from automated personnel files.  
 Percentages refer to the total State Government workforce as of 01/7/2016 68,173.

STATE OF NEW JERSEY  
**State Government Employees in Pay Status by Work Schedule**  
 JANUARY 7, 2016

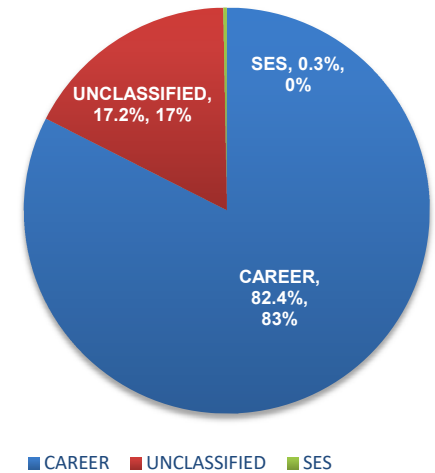
| AGENCY                                 | FULL TIME     | PART TIME  | SEASONAL/ INTERMITTENT | OTHER    | TOTAL         |
|--|---------------|------------|------------------------|----------|---------------|
| <b>AGRICULTURE</b>                     | <b>195</b>    | <b>5</b>   | <b>0</b>               | <b>0</b> | <b>200</b>    |
| <b>BANKING &amp; INSURANCE</b>         | <b>466</b>    | <b>2</b>   | <b>0</b>               | <b>0</b> | <b>468</b>    |
| <b>CHILDREN &amp; FAMILIES</b>         | <b>6,565</b>  | <b>58</b>  | <b>0</b>               | <b>0</b> | <b>6,623</b>  |
| <b>COMMUNITY AFFAIRS</b>               | <b>901</b>    | <b>0</b>   | <b>0</b>               | <b>0</b> | <b>901</b>    |
| <b>CORRECTIONS</b>                     | <b>8,363</b>  | <b>4</b>   | <b>0</b>               | <b>0</b> | <b>8,367</b>  |
| Corrections                            | 7,771         | 3          | 0                      | 0        | 7,774         |
| State Parole Board                     | 592           | 1          | 0                      | 0        | 593           |
| <b>EDUCATION</b>                       | <b>755</b>    | <b>3</b>   | <b>0</b>               | <b>0</b> | <b>758</b>    |
| <b>ENVIRONMENTAL PROTECTION</b>        | <b>2,734</b>  | <b>4</b>   | <b>4</b>               | <b>0</b> | <b>2,742</b>  |
| <b>GOVERNOR'S OFFICE</b>               | <b>95</b>     |            | <b>0</b>               | <b>0</b> | <b>95</b>     |
| <b>HEALTH &amp; SENIOR SERVICES</b>    | <b>1,121</b>  | <b>1</b>   | <b>0</b>               | <b>0</b> | <b>1,122</b>  |
| <b>HUMAN SERVICES</b>                  | <b>11,886</b> | <b>569</b> | <b>0</b>               | <b>1</b> | <b>12,456</b> |
| <b>INFORMATION TECHNOLOGY</b>          | <b>719</b>    | <b>0</b>   | <b>0</b>               | <b>0</b> | <b>719</b>    |
| <b>LABOR</b>                           | <b>3,037</b>  | <b>64</b>  | <b>133</b>             | <b>0</b> | <b>3,234</b>  |
| Labor                                  | 2,796         | 61         | 133                    | 0        | 2,990         |
| Civil Service Commission               | 241           | 3          | 0                      | 0        | 244           |
| <b>LAW &amp; PUBLIC SAFETY</b>         | <b>7,471</b>  | <b>2</b>   | <b>0</b>               | <b>0</b> | <b>7,473</b>  |
| Law & Public Safety                    | 6,268         | 2          | 0                      | 0        | 6,270         |
| Homeland Security & Preparedness       | 89            | 0          | 0                      | 0        | 89            |
| Juvenile Justice                       | 1,114         | 0          | 0                      | 0        | 1,114         |
| <b>MILITARY &amp; VETERANS AFFAIRS</b> | <b>1,440</b>  | <b>21</b>  | <b>0</b>               | <b>0</b> | <b>1,461</b>  |
| <b>STATE</b>                           | <b>304</b>    | <b>5</b>   | <b>0</b>               | <b>0</b> | <b>309</b>    |
| State                                  | 173           | 5          | 0                      | 0        | 178           |
| Higher Educational Student Assistance  | 131           | 0          | 0                      | 0        | 131           |
| <b>TRANSPORTATION</b>                  | <b>5,096</b>  | <b>206</b> | <b>0</b>               | <b>0</b> | <b>5,302</b>  |
| Transportation                         | 3,019         | 0          | 0                      | 0        | 3,019         |
| Motor Vehicles                         | 2,077         | 206        | 0                      | 0        | 2,283         |
| <b>TREASURY</b>                        | <b>4,799</b>  | <b>8</b>   | <b>0</b>               | <b>0</b> | <b>4,807</b>  |
| Treasury                               | 3,262         | 5          | 0                      | 0        | 3,267         |
| Administrative Law                     | 86            | 0          | 0                      | 0        | 86            |
| Casino Control                         | 48            | 0          | 0                      | 0        | 48            |
| Public Defender                        | 1,176         | 3          | 0                      | 0        | 1,179         |
| Public Utilities                       | 227           | 0          | 0                      | 0        | 227           |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>     | <b>55,947</b> | <b>952</b> | <b>137</b>             | <b>1</b> | <b>57,037</b> |
| <b>JUDICIARY</b>                       | <b>8,807</b>  | <b>18</b>  | <b>0</b>               | <b>0</b> | <b>8,825</b>  |
| <b>LEGISLATIVE STAFF</b>               | <b>483</b>    | <b>3</b>   | <b>0</b>               | <b>0</b> | <b>486</b>    |
| <b>TOTAL STATE GOVT WORKFORCE</b>      | <b>65,237</b> | <b>973</b> | <b>137</b>             | <b>1</b> | <b>66,348</b> |

STATE OF NEW JERSEY

Distribution of State Government Employee Titles by Service Division

JANUARY 7, 2016

| DEPARTMENT                                 | COMPETITIVE   | NON-COMPETITIVE | TOTAL CAREER  | SENIOR EXECUTIVE SERVICE | UNCLASSIFIED               | GRAND TOTAL   |
|--|---------------|-----------------|---------------|--------------------------|----------------------------|---------------|
| <b>AGRICULTURE</b>                         | <b>156</b>    | <b>27</b>       | <b>183</b>    | <b>3</b>                 | <b>27</b>                  | <b>213</b>    |
| <b>BANKING &amp; INSURANCE</b>             | <b>361</b>    | <b>48</b>       | <b>409</b>    | <b>0</b>                 | <b>58</b>                  | <b>467</b>    |
| <b>CHILDREN &amp; FAMILIES</b>             | <b>5,723</b>  | <b>669</b>      | <b>6,392</b>  | <b>73</b>                | <b>268</b> <sup>1</sup>    | <b>6,733</b>  |
| <b>COMMUNITY AFFAIRS</b>                   | <b>842</b>    | <b>32</b>       | <b>874</b>    | <b>0</b>                 | <b>46</b>                  | <b>920</b>    |
| <b>CORRECTIONS</b>                         | <b>8,196</b>  | <b>126</b>      | <b>8,322</b>  | <b>0</b>                 | <b>290</b>                 | <b>8,612</b>  |
| Corrections                                | 7,649         | 117             | 7,766         | 0                        | 264 <sup>2</sup>           | 8,030         |
| State Parole Board                         | 547           | 9               | 556           | 0                        | 26                         | 582           |
| <b>EDUCATION</b>                           | <b>198</b>    | <b>344</b>      | <b>542</b>    | <b>0</b>                 | <b>234</b> <sup>3</sup>    | <b>776</b>    |
| <b>ENVIRONMENTAL PROTECTION</b>            | <b>2,267</b>  | <b>378</b>      | <b>2,645</b>  | <b>3</b>                 | <b>90</b>                  | <b>2,738</b>  |
| <b>GOVERNOR'S OFFICE</b>                   | <b>8</b>      | <b>0</b>        | <b>8</b>      | <b>0</b>                 | <b>105</b>                 | <b>113</b>    |
| <b>HEALTH</b>                              | <b>777</b>    | <b>237</b>      | <b>1,014</b>  | <b>12</b>                | <b>54</b>                  | <b>1,080</b>  |
| <b>HUMAN SERVICES</b>                      | <b>8,436</b>  | <b>3,895</b>    | <b>12,331</b> | <b>19</b>                | <b>461</b> <sup>4</sup>    | <b>12,811</b> |
| <b>INFORMATION TECHNOLOGY</b>              | <b>540</b>    | <b>162</b>      | <b>702</b>    | <b>9</b>                 | <b>30</b>                  | <b>741</b>    |
| <b>LABOR</b>                               | <b>2,634</b>  | <b>360</b>      | <b>2,994</b>  | <b>34</b>                | <b>195</b>                 | <b>3,223</b>  |
| Labor                                      | 2,437         | 327             | 2,764         | 20                       | 186 <sup>5</sup>           | 2,970         |
| Civil Service Commission                   | 197           | 33              | 230           | 14                       | 9                          | 253           |
| <b>LAW &amp; PUBLIC SAFETY</b>             | <b>2,693</b>  | <b>871</b>      | <b>3,564</b>  | <b>11</b>                | <b>4,296</b> <sup>6</sup>  | <b>7,871</b>  |
| Law & Public Safety                        | 1,757         | 724             | 2,481         | 11                       | 4,109 <sup>6</sup>         | 6,601         |
| Homeland Security & Preparedness           | 59            | 1               | 60            | 0                        | 32                         | 92            |
| Juvenile Justice                           | 877           | 146             | 1,023         | 0                        | 155 <sup>7</sup>           | 1,178         |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | <b>669</b>    | <b>664</b>      | <b>1,333</b>  | <b>0</b>                 | <b>163</b> <sup>8</sup>    | <b>1,496</b>  |
| <b>STATE</b>                               | <b>150</b>    | <b>25</b>       | <b>175</b>    | <b>0</b>                 | <b>134</b> <sup>9</sup>    | <b>309</b>    |
| State (Includes Comm on Higher Education)  | 90            | 22              | 112           | 0                        | 67                         | 179           |
| Higher Educational Student Assistance      | 60            | 3               | 63            | 0                        | 67                         | 130           |
| <b>TRANSPORTATION</b>                      | <b>4,859</b>  | <b>473</b>      | <b>5,332</b>  | <b>50</b>                | <b>101</b>                 | <b>5,483</b>  |
| Transportation                             | 2,765         | 327             | 3,092         | 41                       | 41                         | 3,174         |
| Motor Vehicles                             | 2,094         | 146             | 2,240         | 9                        | 60                         | 2,309         |
| <b>TREASURY</b>                            | <b>3,458</b>  | <b>602</b>      | <b>4,060</b>  | <b>64</b>                | <b>1,069</b>               | <b>5,193</b>  |
| Treasury (Incl Minor Boards & Commissions) | 2,785         | 479             | 3,264         | 38                       | 319 <sup>10</sup>          | 3,621         |
| Administrative Law                         | 44            | 5               | 49            | 0                        | 42                         | 91            |
| Casino Control                             | 4             | 0               | 4             | 0                        | 40                         | 44            |
| Public Defender                            | 474           | 106             | 580           | 6                        | 621 <sup>10</sup>          | 1,207         |
| Public Utilities                           | 151           | 12              | 163           | 20                       | 47                         | 230           |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | <b>41,967</b> | <b>8,913</b>    | <b>50,880</b> | <b>278</b>               | <b>7,621</b>               | <b>58,779</b> |
| <b>JUDICIARY</b>                           | <b>3,989</b>  | <b>432</b>      | <b>4,421</b>  | <b>0</b>                 | <b>4,481</b> <sup>11</sup> | <b>8,902</b>  |
| <b>LEGISLATIVE STAFF</b>                   | <b>0</b>      | <b>0</b>        | <b>0</b>      | <b>0</b>                 | <b>492</b> <sup>11</sup>   | <b>492</b>    |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | <b>45,956</b> | <b>9,345</b>    | <b>55,301</b> | <b>278</b>               | <b>12,594</b>              | <b>68,173</b> |



<sup>1</sup> Includes 196 educational, health care, and social services personnel.  
<sup>2</sup> Includes 191 educational, health care, and social services personnel.  
<sup>3</sup> Includes 53 professional employees at the Katzenbach School.  
<sup>4</sup> Includes 307 educational, health care, and social services personnel.  
<sup>5</sup> Includes 55 compensation judges and 62 educational, medical, and social services personnel.  
<sup>6</sup> Includes 2,816 uniformed State Police, 636 Deputy Attorneys General, and 273 Board Members.  
<sup>7</sup> Includes 129 educational, health care, and social services personnel.  
<sup>8</sup> Includes 160 military, educational, and medical personnel.  
<sup>9</sup> Includes 76 Board Members.  
<sup>10</sup> Includes 49 Deputy Public Defenders and 530 Assistant Deputy Public Defenders.  
<sup>11</sup> All judges and professional and confidential personnel unclassified.  
<sup>12</sup> All professional and technical personnel unclassified.

STATE OF NEW JERSEY  
**Age, Salary and Length of Service by State Agency**  
 January 7, 2016

| STATE AGENCY                               | AVERAGE AGE | AVERAGE SALARY * | MEDIAN SALARY * | AVERAGE LENGTH OF SERVICE (IN YEARS) |
|--|-------------|------------------|-----------------|--------------------------------------|
| <b>AGRICULTURE</b>                         | <b>49</b>   | <b>\$72,706</b>  | <b>\$72,953</b> | <b>14</b>                            |
| <b>BANKING &amp; INSURANCE</b>             | <b>51</b>   | <b>\$78,357</b>  | <b>\$76,249</b> | <b>15</b>                            |
| <b>CHILDREN &amp; FAMILIES</b>             | <b>42</b>   | <b>\$69,793</b>  | <b>\$71,397</b> | <b>11</b>                            |
| <b>COMMUNITY AFFAIRS</b>                   | <b>52</b>   | <b>\$72,738</b>  | <b>\$70,751</b> | <b>13</b>                            |
| <b>CORRECTIONS</b>                         | <b>43</b>   | <b>78,689</b>    | <b>\$83,293</b> | <b>12</b>                            |
| Corrections                                | 42          | \$70,366         | \$72,934        | 11                                   |
| State Parole Board                         | 44          | \$87,012         | \$93,653        | 14                                   |
| <b>EDUCATION</b>                           | <b>50</b>   | <b>\$83,976</b>  | <b>\$87,820</b> | <b>13</b>                            |
| <b>ENVIRONMENTAL PROTECTION</b>            | <b>48</b>   | <b>\$78,131</b>  | <b>\$81,051</b> | <b>17</b>                            |
| <b>GOVERNOR'S OFFICE</b>                   | <b>38</b>   | <b>\$73,598</b>  | <b>\$60,000</b> | <b>5</b>                             |
| <b>HEALTH</b>                              | <b>51</b>   | <b>\$80,004</b>  | <b>\$82,900</b> | <b>16</b>                            |
| <b>HUMAN SERVICES</b>                      | <b>48</b>   | <b>\$60,873</b>  | <b>\$52,973</b> | <b>13</b>                            |
| <b>INFORMATION TECHNOLOGY</b>              | <b>50</b>   | <b>\$85,500</b>  | <b>\$88,975</b> | <b>16</b>                            |
| <b>LABOR</b>                               | <b>49</b>   | <b>\$67,845</b>  | <b>\$63,970</b> | <b>15</b>                            |
| Labor                                      | 52          | \$66,529         | \$60,726        | 15                                   |
| Civil Service Commission                   | 47          | \$69,160         | \$67,214        | 14                                   |
| <b>LAW &amp; PUBLIC SAFETY</b>             | <b>45</b>   | <b>\$76,875</b>  | <b>\$77,303</b> | <b>11</b>                            |
| Law & Public Safety                        | 44          | \$77,755         | \$77,303        | 12                                   |
| Homeland Security & Preparedness           | 45          | \$84,346         | \$83,740        | 8                                    |
| Juvenile Justice                           | 46          | \$68,524         | \$67,207        | 13                                   |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | <b>50</b>   | <b>\$52,869</b>  | <b>\$47,865</b> | <b>11</b>                            |
| <b>STATE</b>                               | <b>51</b>   | <b>\$73,661</b>  | <b>\$71,939</b> | <b>14</b>                            |
| State (Includes Comm on Higher Education)  | 50          | \$75,947         | \$74,215        | 12                                   |
| Higher Educational Student Assistance      | 52          | \$71,376         | \$69,662        | 15                                   |
| <b>TRANSPORTATION</b>                      | <b>48</b>   | <b>\$61,093</b>  | <b>\$55,349</b> | <b>13</b>                            |
| Transportation                             | 48          | \$66,058         | \$60,054        | 15                                   |
| Motor Vehicles                             | 47          | \$56,129         | \$50,645        | 12                                   |
| <b>TREASURY</b>                            | <b>50</b>   | <b>\$80,747</b>  | <b>\$73,356</b> | <b>15</b>                            |
| Treasury (Incl Minor Boards & Commissions) | 48          | \$69,696         | \$65,129        | 14                                   |
| Administrative Law                         | 53          | \$99,247         | \$101,040       | 14                                   |
| Casino Control                             | 50          | \$72,092         | \$65,373        | 17                                   |
| Public Defender                            | 46          | \$76,946         | \$73,356        | 12                                   |
| Public Utilities                           | 52          | \$85,756         | \$84,230        | 17                                   |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | <b>48</b>   | <b>\$73,380</b>  | <b>\$72,953</b> | <b>13</b>                            |
| <b>JUDICIARY</b>                           | <b>47</b>   | <b>\$73,544</b>  | <b>\$66,370</b> | <b>13</b>                            |
| <b>LEGISLATIVE STAFF</b>                   | <b>45</b>   | <b>\$76,019</b>  | <b>\$73,185</b> | <b>13</b>                            |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | <b>47</b>   | <b>\$74,314</b>  | <b>\$72,953</b> | <b>13</b>                            |

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

JANUARY 7, 2016

| STATE AGENCY                               | STATE<br>100  | FEDERAL<br>200 | REVOLVING<br>300 | SPECIAL<br>PURPOSE<br>400 | TOTAL         |
|--|---------------|----------------|------------------|---------------------------|---------------|
| <b>AGRICULTURE</b>                         | <b>117</b>    | <b>59</b>      | <b>0</b>         | <b>37</b>                 | <b>213</b>    |
| <b>BANKING &amp; INSURANCE</b>             | <b>462</b>    | <b>2</b>       | <b>0</b>         | <b>3</b>                  | <b>467</b>    |
| <b>CHILDREN &amp; FAMILIES</b>             | <b>4,878</b>  | <b>1,532</b>   | <b>0</b>         | <b>323</b>                | <b>6,733</b>  |
| <b>COMMUNITY AFFAIRS</b>                   | <b>555</b>    | <b>296</b>     | <b>17</b>        | <b>52</b>                 | <b>920</b>    |
| <b>CORRECTIONS</b>                         | <b>8,381</b>  | <b>18</b>      | <b>137</b>       | <b>76</b>                 | <b>8,612</b>  |
| Corrections                                | 7,799         | 18             | 137              | 76                        | 8,030         |
| State Parole Board                         | 582           | 0              | 0                | 0                         | 582           |
| <b>EDUCATION</b>                           | <b>398</b>    | <b>210</b>     | <b>7</b>         | <b>161</b>                | <b>776</b>    |
| <b>ENVIRONMENTAL PROTECTION</b>            | <b>2,616</b>  | <b>42</b>      | <b>4</b>         | <b>76</b>                 | <b>2,738</b>  |
| <b>GOVERNOR'S OFFICE</b>                   | <b>100</b>    | <b>0</b>       | <b>13</b>        | <b>0</b>                  | <b>113</b>    |
| <b>HEALTH</b>                              | <b>355</b>    | <b>418</b>     | <b>132</b>       | <b>175</b>                | <b>1,080</b>  |
| <b>HUMAN SERVICES</b>                      | <b>8,817</b>  | <b>3,934</b>   | <b>5</b>         | <b>55</b>                 | <b>12,811</b> |
| <b>INFORMATION TECHNOLOGY</b>              | <b>0</b>      | <b>0</b>       | <b>741</b>       | <b>0</b>                  | <b>741</b>    |
| <b>LABOR</b>                               | <b>785</b>    | <b>2,431</b>   | <b>0</b>         | <b>7</b>                  | <b>3,223</b>  |
| Labor                                      | 532           | 2,431          | 0                | 7                         | 2,970         |
| Civil Service Commission                   | 253           | 0              | 0                | 0                         | 253           |
| <b>LAW &amp; PUBLIC SAFETY</b>             | <b>6,487</b>  | <b>95</b>      | <b>0</b>         | <b>1,289</b>              | <b>7,871</b>  |
| Law & Public Safety                        | 5,405         | 68             | 0                | 1,128                     | 6,601         |
| Homeland Security & Preparedness           | 69            | 23             | 0                | 0                         | 92            |
| Juvenile Justice                           | 1,013         | 4              | 0                | 161                       | 1,178         |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | <b>1,336</b>  | <b>160</b>     | <b>0</b>         | <b>0</b>                  | <b>1,496</b>  |
| <b>STATE</b>                               | <b>170</b>    | <b>132</b>     | <b>0</b>         | <b>7</b>                  | <b>309</b>    |
| State (Includes Comm on Higher Education)  | 170           | 9              | 0                | 0                         | 179           |
| Higher Educational Student Assistance      | 0             | 123            | 0                | 7                         | 130           |
| <b>TRANSPORTATION</b>                      | <b>2,333</b>  | <b>835</b>     | <b>0</b>         | <b>2,315</b>              | <b>5,483</b>  |
| Transportation                             | 2,333         | 835            | 0                | 6                         | 3,174         |
| Motor Vehicles                             | 0             | 0              | 0                | 2,309                     | 2,309         |
| <b>TREASURY</b>                            | <b>4,408</b>  | <b>51</b>      | <b>247</b>       | <b>487</b>                | <b>5,193</b>  |
| Treasury (Incl Minor Boards & Commissions) | 2,909         | 47             | 247              | 418                       | 3,621         |
| Administrative Law                         | 81            | 4              | 0                | 6                         | 91            |
| Casino Control                             | 0             | 0              | 0                | 44                        | 44            |
| Public Defender                            | 1,206         | 0              | 0                | 1                         | 1,207         |
| Public Utilities                           | 212           | 0              | 0                | 18                        | 230           |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | <b>42,198</b> | <b>10,215</b>  | <b>1,303</b>     | <b>5,063</b>              | <b>58,779</b> |
| <b>JUDICIARY</b>                           | <b>7,452</b>  | <b>1,236</b>   | <b>0</b>         | <b>214</b>                | <b>8,902</b>  |
| <b>LEGISLATIVE STAFF</b>                   | <b>492</b>    | <b>0</b>       | <b>0</b>         | <b>0</b>                  | <b>492</b>    |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | <b>50,142</b> | <b>11,451</b>  | <b>1,303</b>     | <b>5,277</b>              | <b>68,173</b> |

## STATE OF NEW JERSEY

## Other State Government Employment

JANUARY 7, 2016

| AGENCY   | FULL TIME     | PART TIME     | TOTAL 2016    | TOTAL 2015    | DIFFERENCE   | SOURCE OF FUNDS                                    |
|--|---------------|---------------|---------------|---------------|--------------|--|
| ATLANTIC CITY CONVENTION & VISITORS AUTHORITY **         |               |               |               |               |              | MARKETING FEE REVENUE                              |
| CASINO REINVESTMENT DEVELOPMENT AUTHORITY                | 74            | 3             | 77            | 92            | -15          | CASINO REVENUE                                     |
| DELAWARE RIVER & BAY AUTHORITY <sup>1,4</sup>            | 124           | 0             | 124           | 113           | 11           | TOLLS AND FARES                                    |
| DELAWARE RIVER BASIN COMMISSION <sup>1</sup>             | 44            | 6             | 50            | 47            | 3            | FOUR STATES (NJ, NY, PA, DE)                       |
| DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION <sup>1</sup> | 350           | 54            | 404           | 408           | -4           | TOLLS AND INTEREST ON INVESTMENTS                  |
| DELAWARE RIVER PORT AUTHORITY <sup>1,2</sup>             | 872           | 2             | 874           | 869           | 5            | TOLLS AND FARES, STATE AND FEDERAL GRANTS          |
| HOUSING MORTGAGE AND FINANCE AGENCY                      | 303           | 0             | 303           | 315           | -12          | BOND REVENUES                                      |
| INTERSTATE ENVIRONMENTAL COMMISSION <sup>1</sup>         | 3             | 0             | 3             | 5             | -2           | THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS        |
| NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY <sup>5</sup>   | 213           | 0             | 213           | 215           | -2           | SELF FUNDED BY FEES AND INVESTMENT INCOME          |
| NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY              | 13            | 1             | 14            | 13            | 1            | FEE REVENUES                                       |
| NJ HEALTH CARE FACILITIES FINANCING AUTHORITY            | 24            | 0             | 24            | 25            | -1           | FEES   |
| NEW JERSEY INSTITUTE OF TECHNOLOGY                       | 1,353         | 255           | 1,608         | 1,714         | -106         | STATE & FEDERAL GRANTS/AID AND TUITION             |
| NEW JERSEY MEADOWLANDS COMMISSION                        | 74            | 2             | 76            | 99            | -23          | SELF FUNDED BY GENERATED FEES AND REVENUES         |
| NEW JERSEY REDEVELOPMENT AUTHORITY                       | 12            | 0             | 12            | 12            | 0            | SELF FUNDED  |
| NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY                 | 232           | 0             | 232           | 228           | 4            | BOND REVENUES                                      |
| NEW JERSEY SPORTS & EXPOSITION AUTHORITY                 | 66            | 2,250         | 2,316         | 2,524         | -208         | SELF FUNDED  |
| NEW JERSEY TRANSIT CORPORATION                           | 10,799        | 681           | 11,480        | 11,695        | -215         | STATE AND FEDERAL FUNDS, PASSENGER FARES           |
| NEW JERSEY TURNPIKE AUTHORITY                            | 1,937         | 492           | 2,429         | 2,384         | 45           | TOLLS AND BONDS                                    |
| NEW JERSEY WATER SUPPLY AUTHORITY                        | 108           | 0             | 108           | 107           | 1            | WATER SALE REVENUES                                |
| NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION            | 122           | 0             | 122           | 116           | 6            | MUNICIPAL PURCHASE OF WATER SUPPLY                 |
| PALISADES INTERSTATE PARK COMMISSION <sup>1,4</sup>      | 88            | 11            | 99            | 101           | -2           | STATE APPROPRIATION AND PARK REVENUES              |
| PASSAIC VALLEY SEWERAGE COMMISSION                       | 524           | 0             | 524           | 508           | 16           | SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES |
| PASSAIC VALLEY WATER COMMISSION                          | 202           | 0             | 202           | 192           | 10           | WATER SALE REVENUES                                |
| PINELANDS COMMISSION                                     | 39            | 2             | 41            | 43            | -2           | STATE APPROPRIATION, FEES, FEDERAL GRANTS          |
| PORT AUTHORITY OF NEW YORK AND NEW JERSEY <sup>1,3</sup> | 7,355         | 22            | 7,377         | 7,370         | 7            | FEES, TOLLS, FARES, AND RENTALS                    |
| RAHWAY VALLEY SEWERAGE AUTHORITY                         | 54            | 0             | 54            | 52            | 2            | SEWAGE FEES  |
| RUTGERS  | 17,672        | 6,806         | 24,478        | 22,185        | 2,293        | STATE APPROPRIATION, TUITION, FEDERAL GRANTS       |
| SOUTH JERSEY PORT CORPORATION                            | 117           | 6             | 123           | 115           | 8            | PORT USAGE FEES, LEASING                           |
| SOUTH JERSEY TRANSPORTATION AUTHORITY                    | 262           | 124           | 386           | 383           | 3            | TOLL REVENUE                                       |
| STATE COLLEGES   | 11,703        | 7,737         | 19,440        | 18,618        | 822          | STATE APPROPRIATION, TUITION, FEDERAL GRANTS       |
| WATERFRONT COMMISSION OF NEW YORK HARBOR <sup>1,4</sup>  | 19            | 0             | 19            | 12            | 7            | ASSESSMENT ON SHIPPING INDUSTRY                    |
| <b>TOTAL</b>   | <b>54,758</b> | <b>18,454</b> | <b>73,212</b> | <b>70,560</b> | <b>2,652</b> |  |

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

<sup>5</sup> On June 30, 2008, the New Jersey Commerce Commission was abolished and the functions were transferred to the New Jersey Economic Development Authority.

\*\*Atlantic City Convention & Visitors Authority is now a division of Casino Reinvestment Development Authority, employment counts are now combined

## STATE OF NEW JERSEY

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

## Introduction

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The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on January 7, 2016 compared with a similar “snapshots” from previous years. The length of service data indicates that the average and median length of service in the State Government workforce is 13/12 years respectively. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to more than 60 percent. An Early Retirement Initiative program instituted in 2002 ended that trend, and that reversal continued until 2007 and 2008, when 48.2 percent of the workforce had more than ten years of service. Today, the number of employees with 10 years of service or greater represents 63 percent of the total workforce.

The number of employees age 60 or older has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, 2008, 2010, 2011, 2013, and 2014. There were decreases in 2001, 2002, 2003, 2009, 2012, and 2015. In 2000 there were 7,427 employees age 60 or older; three years ago there were 8,881 employees in that same group. The current employee count for age 60 or older is now 9,479, or 13.9 percent of the workforce. For 10 years before 2006, the age group 40 to 49 was the largest employee age group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 20,140 of the State’s 68,173 employees, approximately 30 percent, in that bracket.

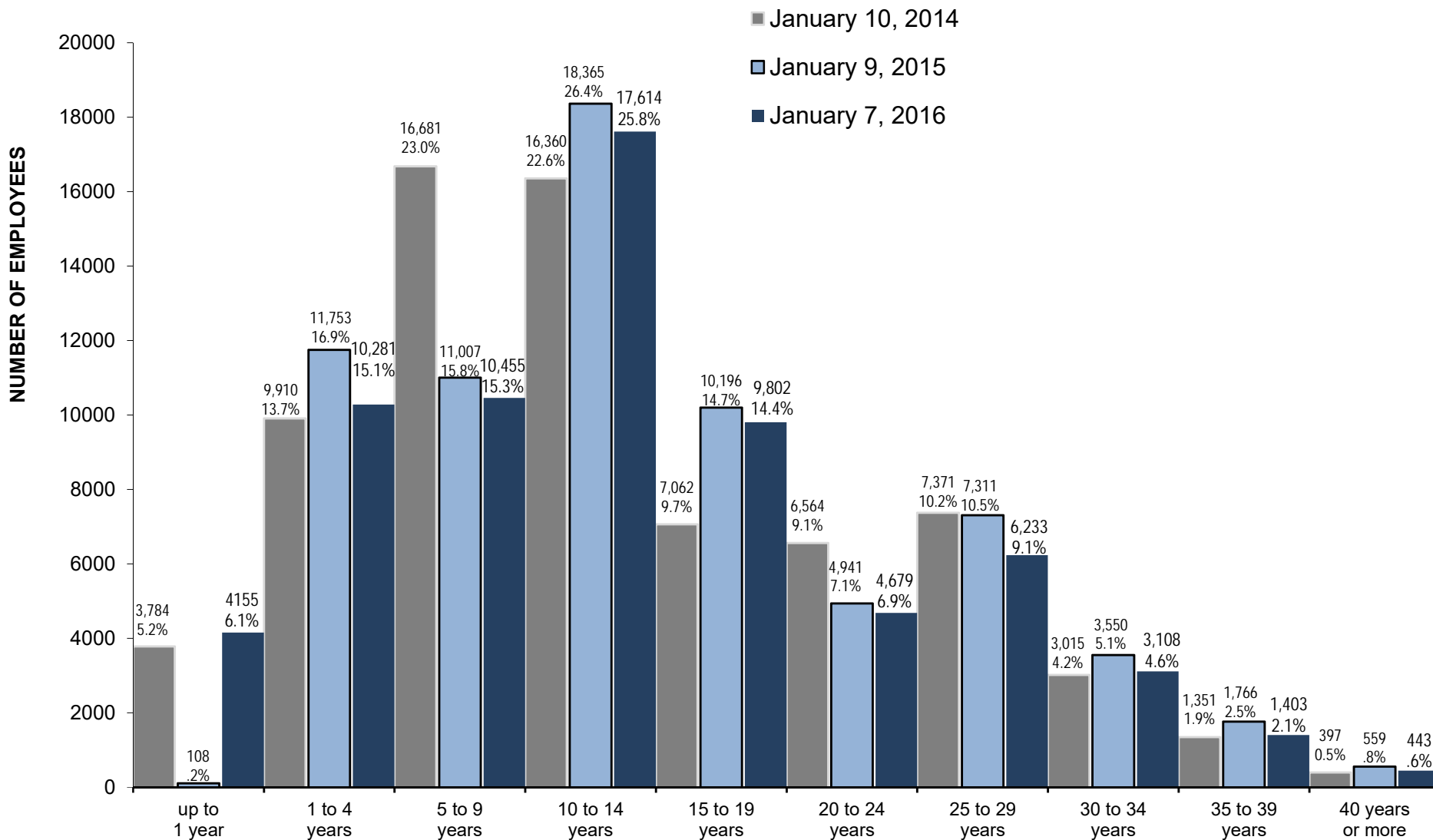
On Page 15, we compare separations during Fiscal Years 2012, 2013, and 2014 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. Overall, the total number of separations in Fiscal Year 2014 increased by 469 from the previous Fiscal Year. The separation rate increased from 8.7 percent in FY2014 to 9.7 percent in FY2015.

With Pages 18 and 19 we present charts pertaining to hiring trends. Counts of new hires dropped from 8,698 in Fiscal Year 2005 to 3,156 in Fiscal Year 2010. From Fiscal Year 2005 to Fiscal Year 2010, there was a 63.7 percent drop in the number of employees hired. Fiscal Year 2011 showed the first year-to-year increase in hiring since 2005. As of 2013, it is on a downward trend, decreasing by .8% in 2015 from the previous year. The average age of employees hired held steady at 37 years from Fiscal Year 2009 through Fiscal Year 2010, but dropped to 34 years in Fiscal Year 2011. The median age in Fiscal Years 2009 and 2010 was 33, which indicates that half of the new hires were age 33 or below; following the trend in average age, it fell to 30 years in Fiscal Year 2011 and 2012. The plotted average salaries of individuals hired during this period likewise followed a relatively stable incline until Fiscal Year 2010.

# STATE OF NEW JERSEY

## Distribution of State Government Employees by Years of Service

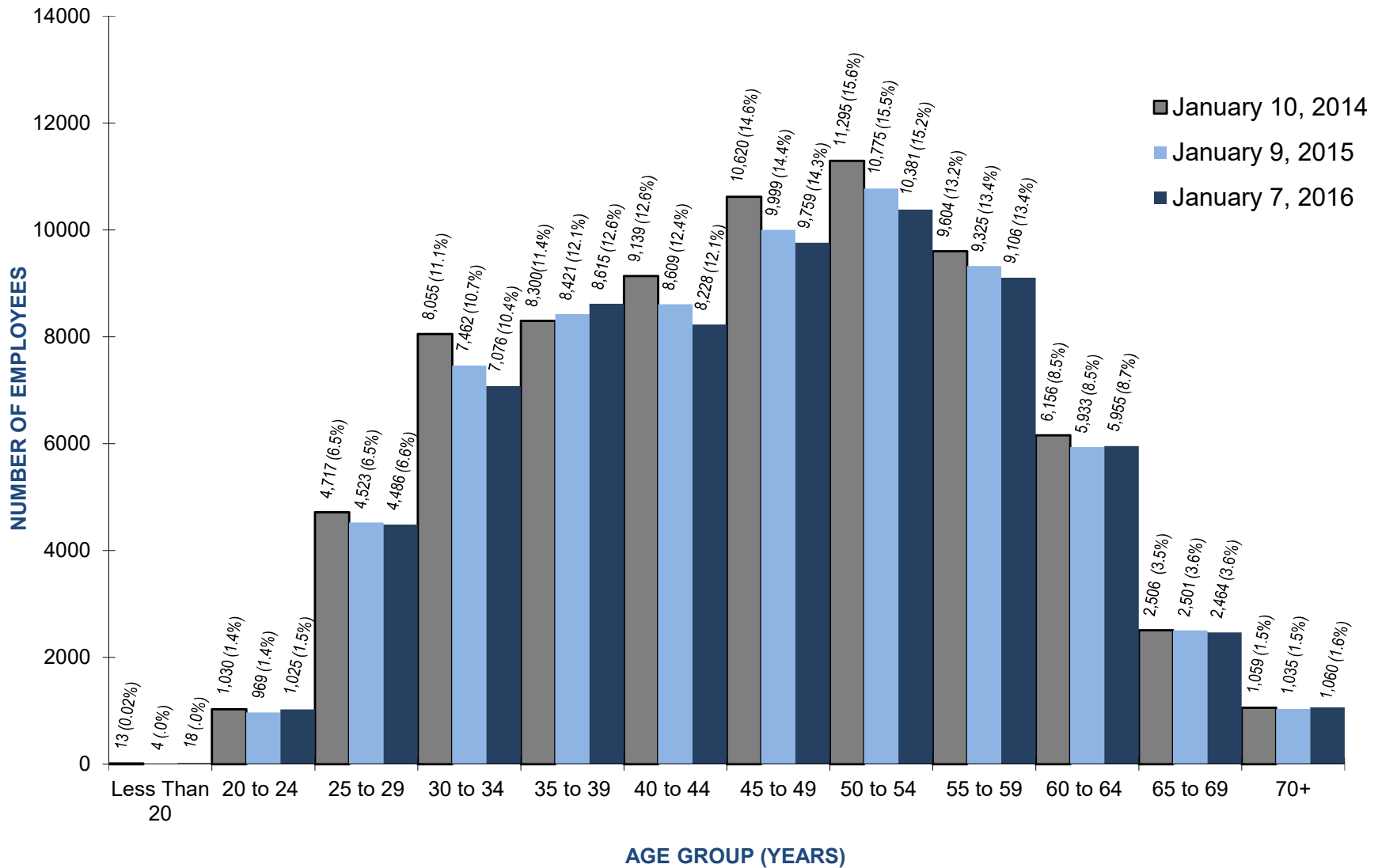
JANUARY 7, 2016  
(with earlier data for comparison)



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

Percents refer to the total State Government workforce (as of 1/10/2014, 72,495; 1/09/2015, 69,556; 1/07/2016, 68,173).

**STATE OF NEW JERSEY**  
**Distribution of State Government Employees by Age**  
 JANUARY 7, 2016 (WITH EARLIER DATA FOR COMPARISON)

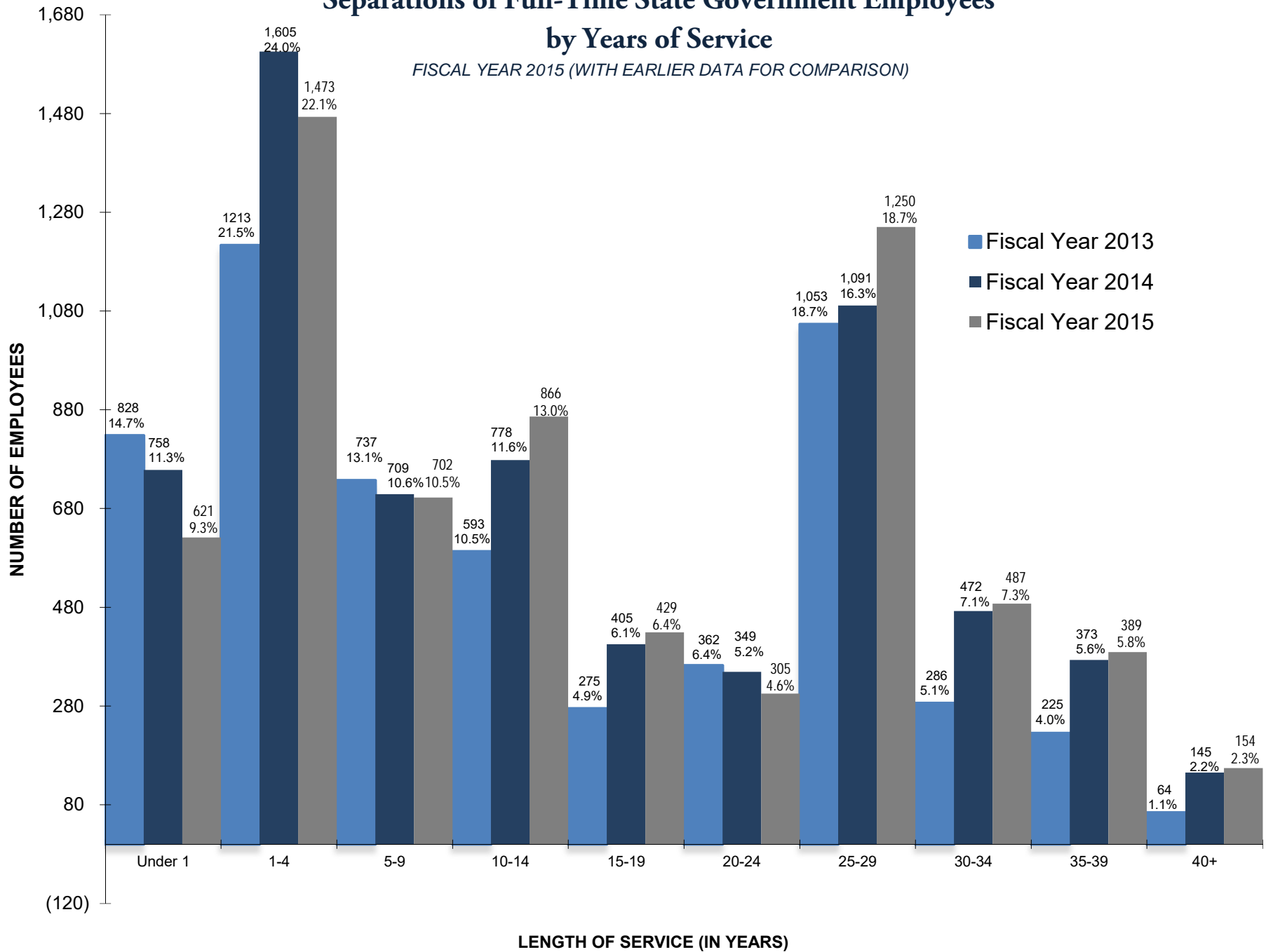


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/10/2014, 72,495; 1/09/2015, 69,556; 1/07/2016, 68,173).

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

*FISCAL YEAR 2015 (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 (FY2013: 5,636; FY2014: 6,179; FY2015 6,676).

**STATE OF NEW JERSEY**  
**Separations From State Service**  
**Full-Time Employees FY2006 - FY2015**

| Fiscal Year | VOLUNTARY SEPARATIONS     |                  |                               |                            |         |                 |                   | INVOLUNTARY SEPARATIONS |          |                   |                     | OTHER  | Separations During FY | Employees At Start of FY | Separation Rate |
|-------------|---------------------------|------------------|-------------------------------|----------------------------|---------|-----------------|-------------------|-------------------------|----------|-------------------|---------------------|--------|-----------------------|--------------------------|-----------------|
|             | Resigned In Good Standing | Resigned General | Resigned Not In Good Standing | Early Retirement Incentive | Retired | Total Voluntary | Percent Voluntary | Terminated              | Laid Off | Total Involuntary | Percent Involuntary | Deaths |                       |                          |                 |
| 2006        | 1594                      | NA               | 221                           | 0                          | 1991    | 3,806           | 63%               | 2,019                   | 34       | 2053              | 34%                 | 178    | 6,037                 | 80,213                   | 7.5%            |
| 2007        | 1551                      | NA               | 179                           | 0                          | 2608    | 4,338           | 68%               | 1,847                   | 0        | 1847              | 29%                 | 152    | 6,337                 | 81,201                   | 7.8%            |
| 2008        | 1407                      | NA               | 148                           | 119                        | 1863    | 3,537           | 66%               | 1,625                   | 2        | 1627              | 31%                 | 163    | 5,327                 | 80,418                   | 6.6%            |
| 2009        | 970                       | NA               | 141                           | 1353                       | 1870    | 4,334           | 73%               | 1,469                   | 12       | 1481              | 25%                 | 139    | 5,954                 | 82,994                   | 7.2%            |
| 2010        | 772                       | 4                | 128                           | 11                         | 2,309   | 3,224           | 66%               | 1,533                   | 0        | 1,533             | 31%                 | 145    | 4,902                 | 77,670                   | 6.3%            |
| 2011        | 737                       | 104              | 136                           | 0                          | 4,171   | 5,148           | 68%               | 2,011                   | 243      | 2,254             | 30%                 | 134    | 7,536                 | 75,794                   | 9.9%            |

| Fiscal Year | Resigned in Good Standing | General Resignations | Resigned Not In Good Standing | Early Retirement Incentive | Retired | Discontinued UnClassified Appts | Discontinued Temp / Provisional / Interim Appts | Expiration Of Term | Laid Off | Deaths | Discontinued Prob Appt / Incomplete WTP | Discontinued SES appt | Removal - NJAC 4A | Removal After WTP | Total Separations | Employees at start of FY | Separation Rate |
|-------------|---------------------------|----------------------|-------------------------------|----------------------------|---------|---------------------------------|---|--------------------|----------|--------|---|-----------------------|-------------------|-------------------|-------------------|--------------------------|-----------------|
| 2012        | 772                       | 151                  | 113                           | 0                          | 2,428   | 693                             | 624   | 302                | 119      | 139    | 129                                     | 5                     | 171               | 27                | 5,673             | 72,887                   | 7.8%            |
| 2013        | 791                       | 113                  | 126                           | 0                          | 2,475   | 666                             | 737   | 281                | 1        | 145    | 135                                     | 3                     | 144               | 18                | 5,635             | 73,506                   | 7.7%            |
| 2014        | 833                       | 143                  | 66                            | 0                          | 2,799   | 629                             | 581   | 284                | 404      | 123    | 142                                     | 5                     | 141               | 28                | 6,179             | 71,210                   | 8.7%            |
| 2015        | 941                       | 103                  | 99                            | 0                          | 3,258   | 742                             | 502   | 285                | 308      | 121    | 142                                     | 6                     | 116               | 22                | 6,645             | 68,541                   | 9.7%            |

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

An Early Retirement Incentive Programs (ERI) was signed into law in 2008 in order to reduce the State's payroll.

Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and August 1 of that calendar year and met age and service requirements.

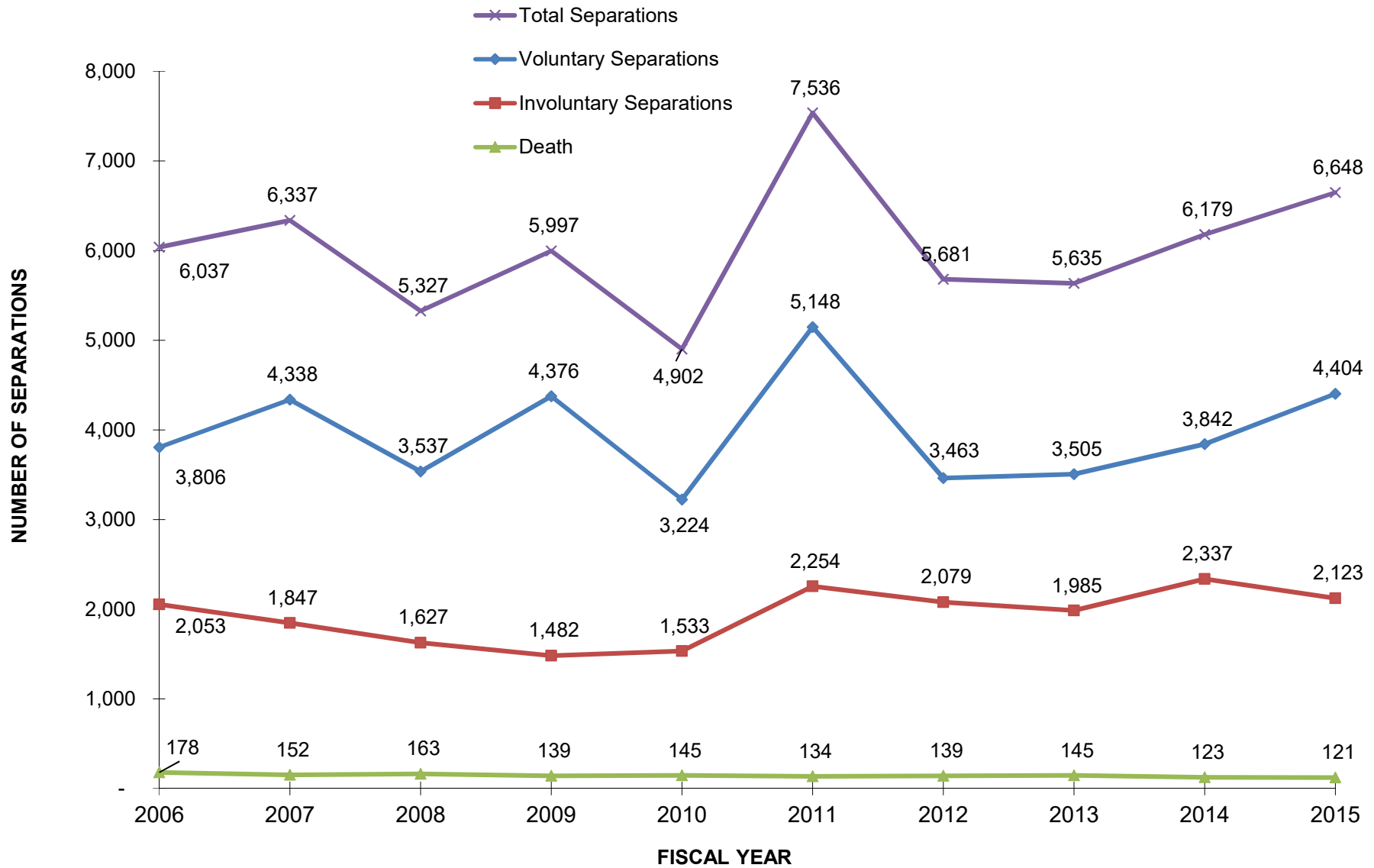
Some extensions beyond the July 1st deadlines were granted. These extensions were made at the convenience of the State Government.

In Workforce Profile 2015, we accounted for one Early Retirement Incentive employee for FY2014 based upon user error in our Personnel Files. We have corrected this error in this Publication

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

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

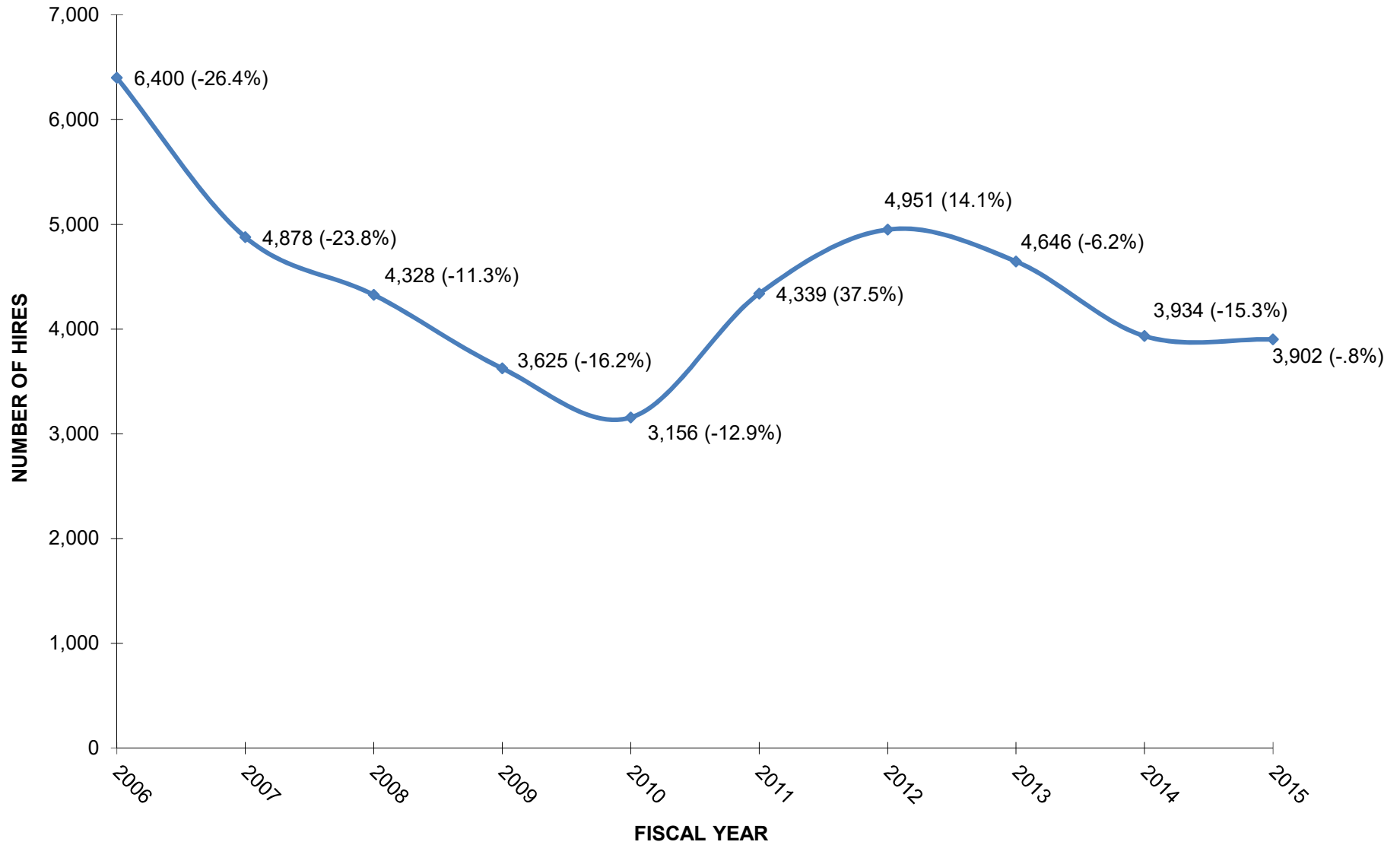
STATE OF NEW JERSEY  
**Separations from State Service**  
**Full-Time Employees FY2006 - FY2015**



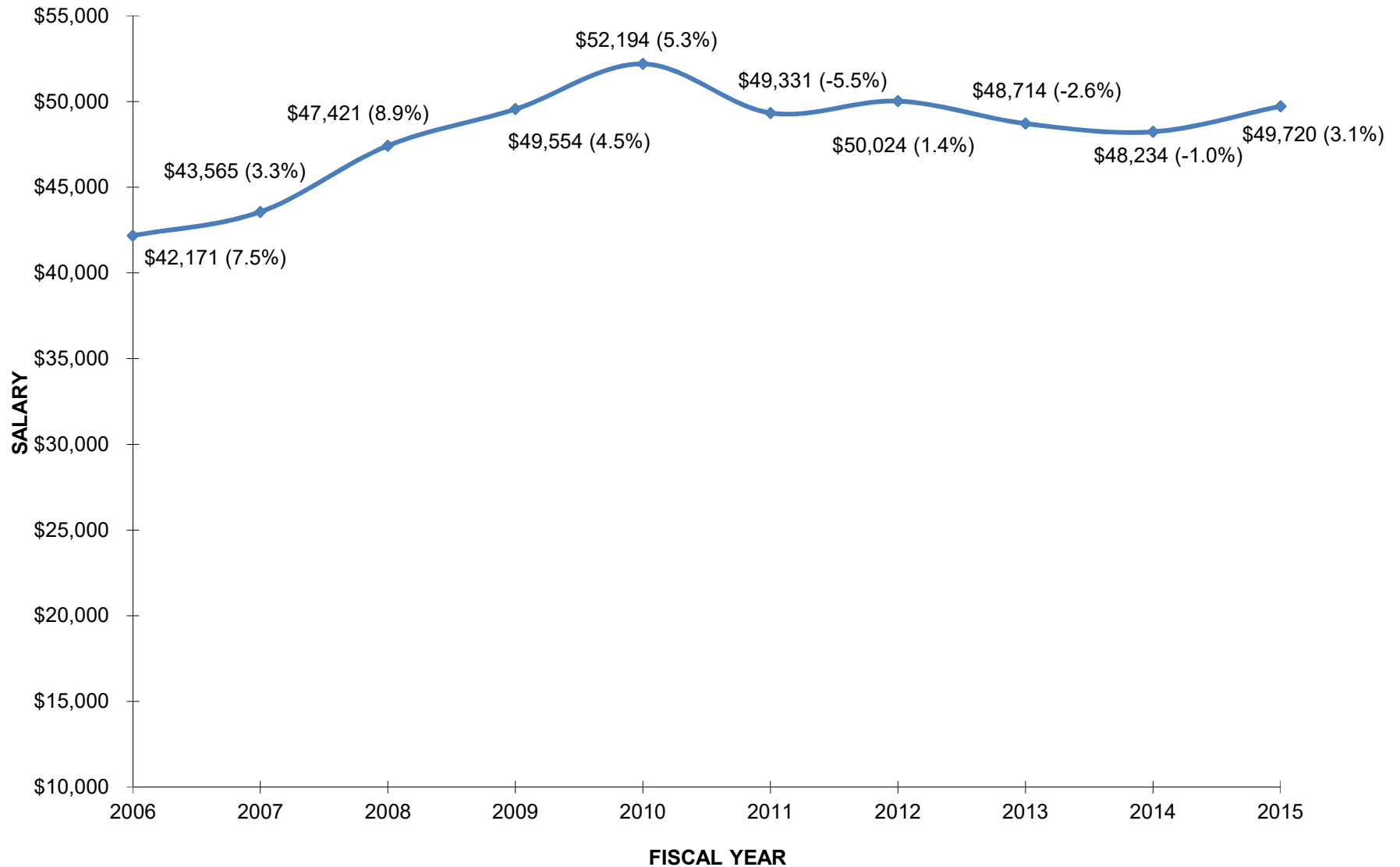
Separations under the 2008 Early Retirement Incentive Program continued into FY2010.



STATE OF NEW JERSEY  
Hiring by State Government  
FY2006 Through FY2015



**STATE OF NEW JERSEY**  
**Average Salary of Full-Time Employees Hired by State Government**  
**FY2006 Through FY2015**



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

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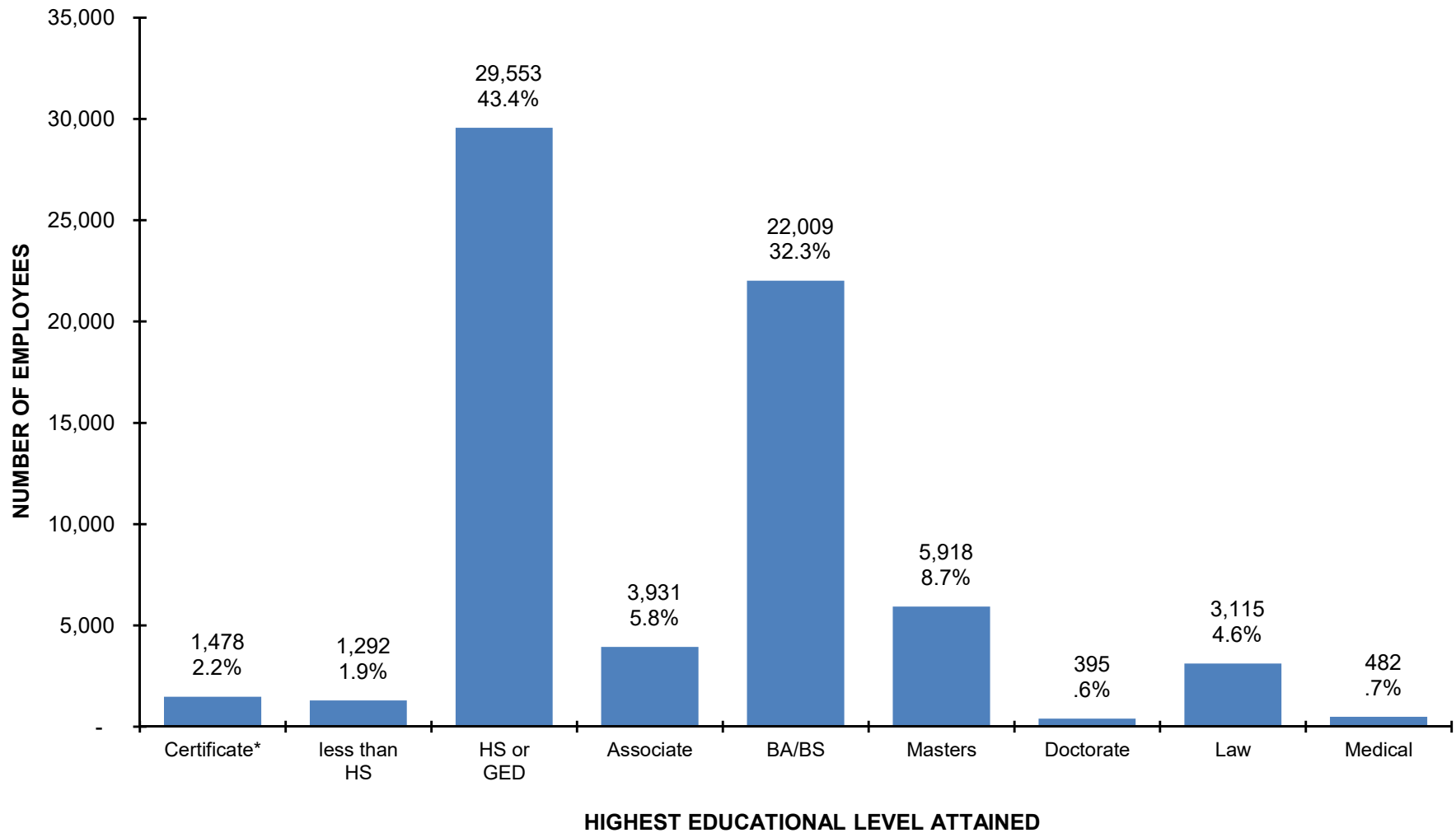
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 21,009 employees, the true number of employees with a Bachelor's degree (or equivalent) is 31,919 (or 47 percent of the workforce). That is because employees with Master's, Doctoral, Law, or Medical degrees almost always have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and may understate the education credentials of some employees who have continued their education since being hired and have not had their highest degree made a part of their personnel file.

Our analysis of State Government employees by work location (Page 22) shows that more than a third of these employees are stationed in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the number of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., a liaison officer to the Federal Government.

There is a breakdown of the State Government workforce by EEO categories on Page 23. Page 24 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 25 presents a bar chart showing a breakdown of State Government employees by occupational categories. The employees' titles are categorized according to an Occupational Code Directory developed by Civil Service Commission's 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**

JANUARY 7, 2016



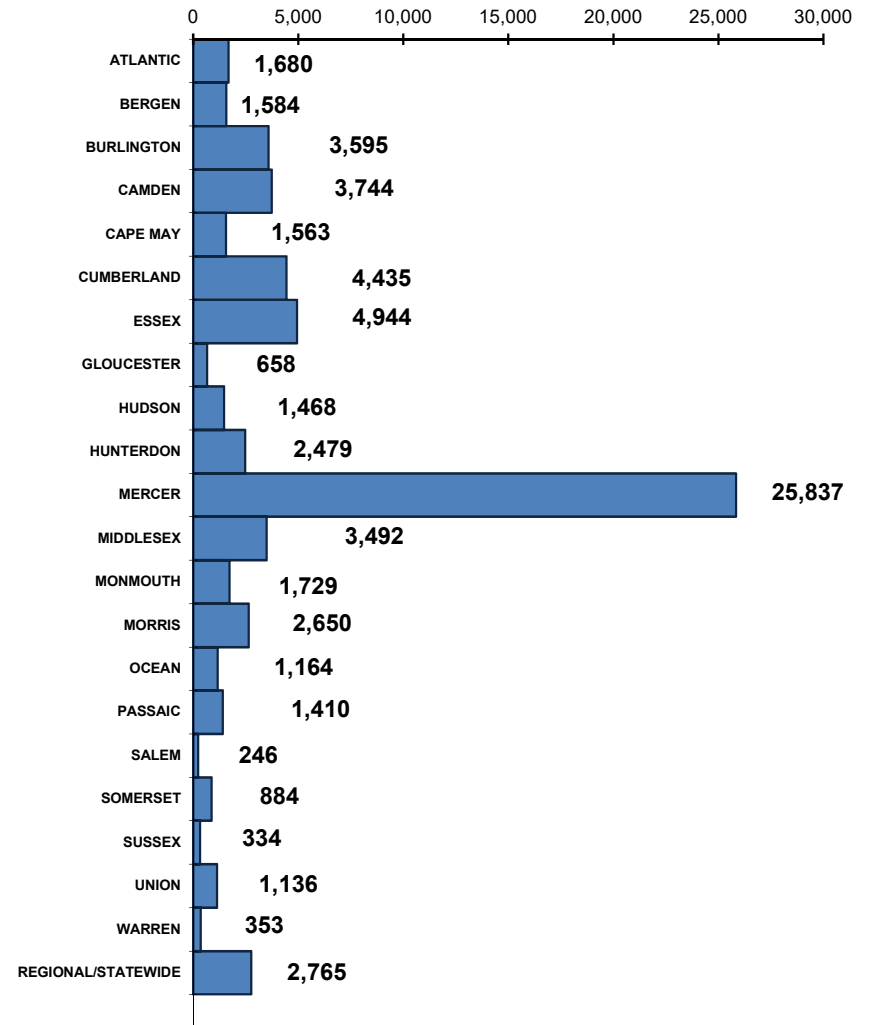
Percentages refer to the total State Government workforce (as of 01/07/2016, 68,173.)

\* 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**

JANUARY 7, 2016

| COUNTY              | Number of State Employees | Percent of Total |
|---------------------|---------------------------|------------------|
| ATLANTIC            | 1,680                     | 2.5              |
| BERGEN              | 1,584                     | 2.3              |
| BURLINGTON          | 3,595                     | 5.3              |
| CAMDEN              | 3,744                     | 5.5              |
| CAPE MAY            | 1,563                     | 2.3              |
| CUMBERLAND          | 4,435                     | 6.5              |
| ESSEX               | 4,944                     | 7.3              |
| GLOUCESTER          | 658                       | 1.0              |
| HUDSON              | 1,468                     | 2.2              |
| HUNTERDON           | 2,479                     | 3.6              |
| MERCER              | 25,837                    | 37.9             |
| MIDDLESEX           | 3,492                     | 5.1              |
| MONMOUTH            | 1,729                     | 2.5              |
| MORRIS              | 2,650                     | 3.9              |
| OCEAN               | 1,164                     | 1.7              |
| PASSAIC             | 1,410                     | 2.1              |
| SALEM               | 246                       | 0.4              |
| SOMERSET            | 884                       | 1.3              |
| SUSSEX              | 334                       | 0.5              |
| UNION               | 1,136                     | 1.7              |
| WARREN              | 353                       | 0.5              |
| REGIONAL/STATEWIDE  | 2,765                     | 4.1              |
| <b>OUT OF STATE</b> |                           |                  |
| CALIFORNIA          | 4                         | *                |
| ILLINOIS            | 17                        | *                |
| WASHINGTON, DC      | 2                         | *                |
| <b>TOTAL</b>        | <b>68,173</b>             | <b>100.0</b>     |



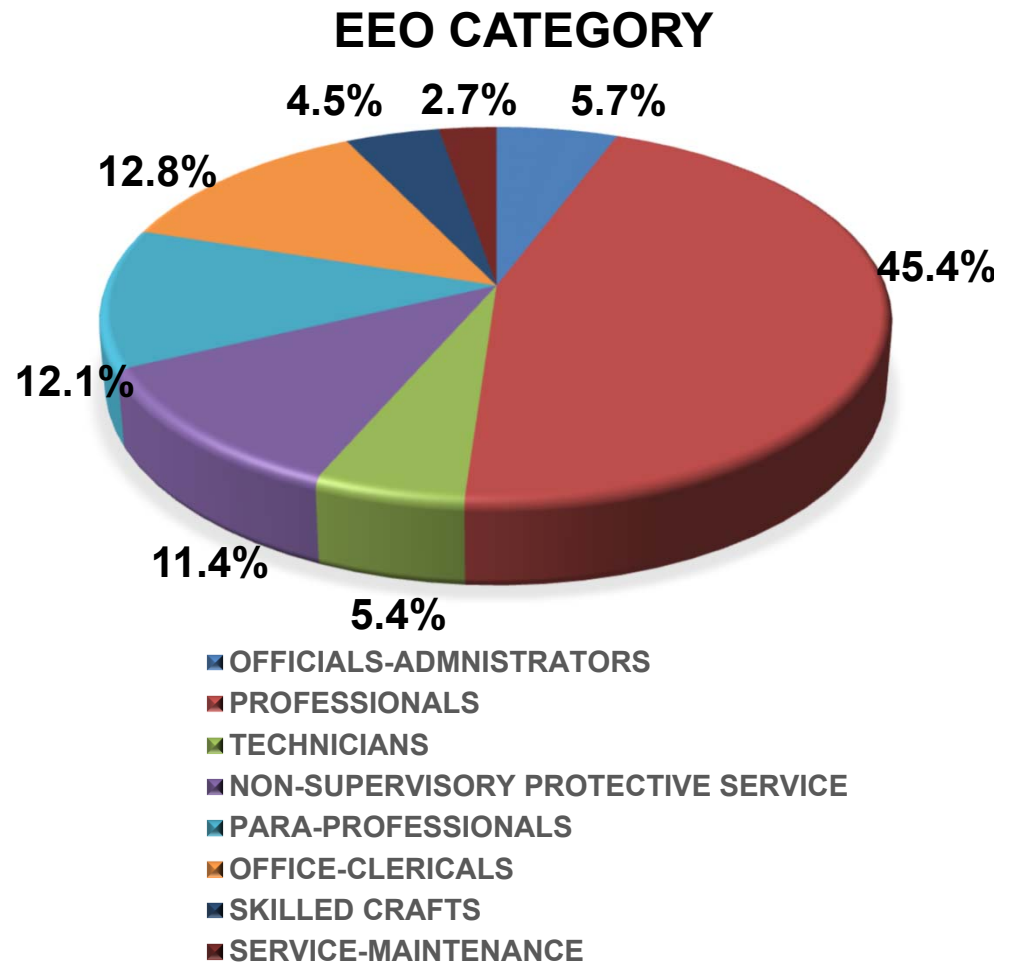
Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 23 out-of-State positions.  
 Data provided by the Civil Service Commission from automated personnel files. \*Less than 0.1.

STATE OF NEW JERSEY

Distribution of State Government Employees by EEO Job Category

JANUARY 7, 2016

| EEO CATEGORY                       | TOTALS          |
|------------------------------------|-----------------|
| OFFICIALS-ADMNISTRATORS            | 3,919<br>5.7%   |
| PROFESSIONALS                      | 30,931<br>45.4% |
| TECHNICIANS                        | 3,708<br>5.4%   |
| NON-SUPERVISORY PROTECTIVE SERVICE | 7,750<br>11.4%  |
| PARA-PROFESSIONALS                 | 8,234<br>12.1%  |
| OFFICE-CLERICALS                   | 8,716<br>12.8%  |
| SKILLED CRAFTS                     | 3,049<br>4.5%   |
| SERVICE-MAINTENANCE                | 1,866<br>2.7%   |
| <b>TOTAL</b>                       | <b>68,173</b>   |



Data provided by the Civil Service Commission from automated personnel files.  
EEO Categories are the ones used in the Department's biennial EEO-4 Report to the Federal Equal Employment Opportunity Commission.

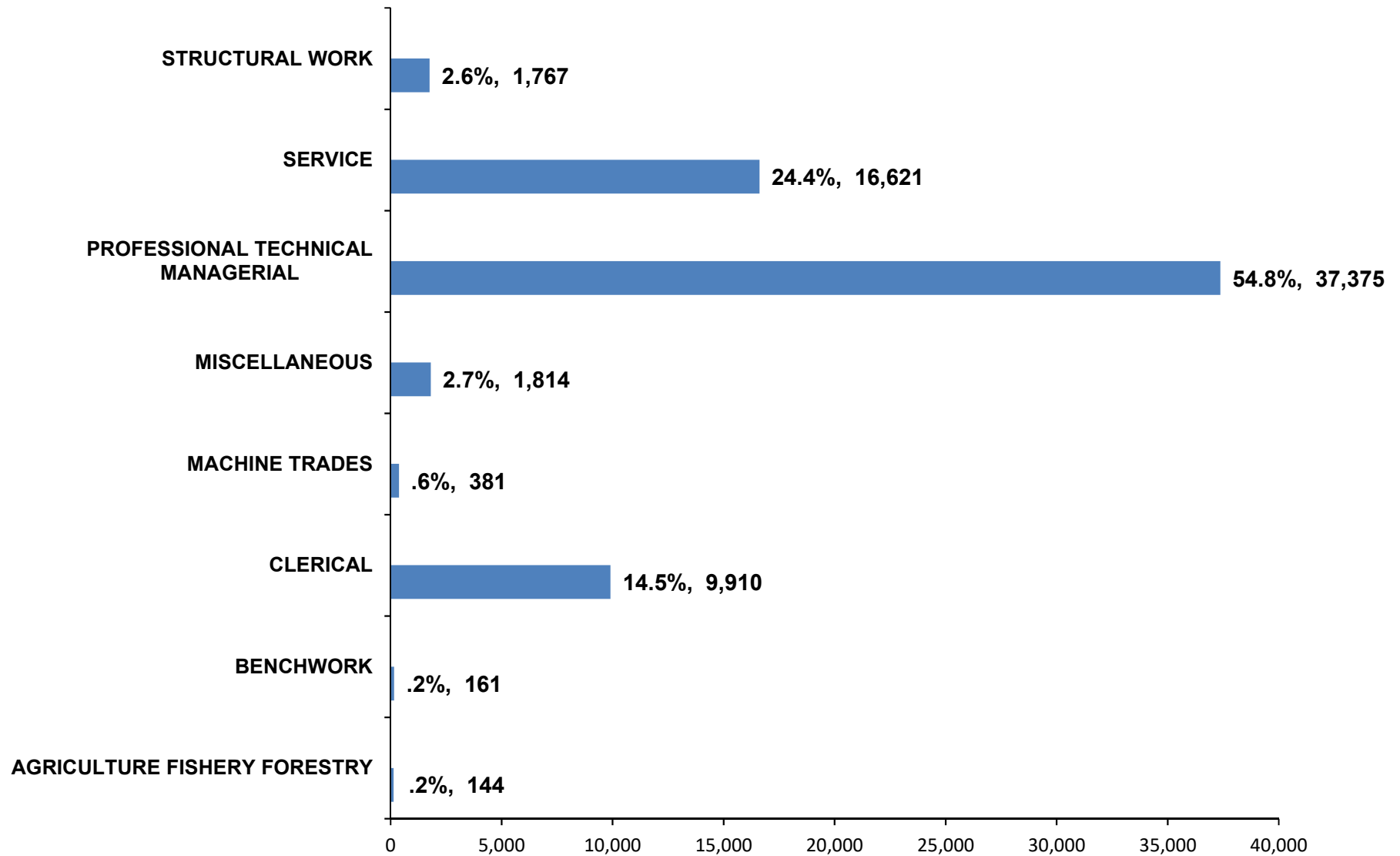
STATE OF NEW JERSEY  
**Distribution of State Government Employees by Occupation**

JANUARY 7, 2016

| CATEGORY                          | OCCUPATIONAL GROUP            | EXECUTIVE           | JUDICIARY    | LEGISLATURE | TOTAL         |
|-----------------------------------|-------------------------------|---------------------|--------------|-------------|---------------|
| PROFESSIONAL TECHNICAL MANAGERIAL | 00 ENGINEERING/SURVEYING      | 1,092               | 0            | 0           | 1,092         |
|                                   | 01 ENV ENGR-ARCHITECTURE      | 205                 | 0            | 0           | 205           |
|                                   | 02 PHYSICAL SCI-STATS         | 1,536               | 0            | 0           | 1,536         |
|                                   | 04 LIFE SCIENCES              | 209                 | 0            | 0           | 209           |
|                                   | 05 SOCIAL SCIENCES            | 303                 | 0            | 0           | 303           |
|                                   | 06 SOCIAL-PSYCH SERVICES      | 6,966               | 2,308        | 0           | 9,274         |
|                                   | 07 MEDICAL-HEALTH SERVICES    | 3,331               | 0            | 0           | 3,331         |
|                                   | 09 EDUCATION                  | 1,536               | 0            | 4           | 1,540         |
|                                   | 10 MUSEUM/LIBRARY/ARCHIVES    | 122                 | 5            | 5           | 132           |
|                                   | 11 LAW                        | 2,290               | 1,025        | 110         | 3,425         |
|                                   | 12 INFO PROCESSING SYSTEMS    | 2,034               | 320          | 27          | 2,381         |
|                                   | 13 WRITING                    | 147                 | 53           | 44          | 244           |
|                                   | 14 ART                        | 28                  | 0            | 0           | 28            |
|                                   | 15 FINANCE                    | 1,807               | 92           | 106         | 2,005         |
|                                   | 16 ADMINISTRATION             | 6,800               | 1,968        | 103         | 8,871         |
|                                   | 17 INSPECTIONS/INVESTIGATIONS | 2,488               | 233          | 11          | 2,732         |
|                                   | 18 RECREATION                 | 59                  | 0            | 0           | 59            |
|                                   | 19 BROADCASTING/TRANSMITTING  | 8                   | 0            | 0           | 8             |
|                                   | CLERICAL                      | 20 GENERAL CLERICAL | 5,911        | 2,771       | 61            |
| 21 FINANCE CLERICAL               |                               | 222                 | 86           | 3           | 311           |
| 22 STOCK-STORAGE-INVENTORY        |                               | 223                 | 0            | 3           | 226           |
| 24 INFO-MSG DISTRIBUTION          |                               | 630                 | 0            | 0           | 630           |
| SERVICE                           | 30 BLDG-FACILITY SERVICES     | 905                 | 0            | 0           | 905           |
|                                   | 31 FOOD SERVICES              | 846                 | 0            | 0           | 846           |
|                                   | 33 BARBERING/COSMETOLOGY      | 9                   | 0            | 0           | 9             |
|                                   | 35 DIRECT CARE                | 4,636               | 0            | 0           | 4,636         |
|                                   | 36 PROTECTIVE SERVICES        | 10,215              | 0            | 10          | 10,225        |
| AGRICULTURE FISHERY FORESTRY      | 40 PLANTING-GARDENING         | 98                  | 0            | 0           | 98            |
|                                   | 41 ANIMAL FARMING             | 44                  | 0            | 0           | 44            |
|                                   | 43 FORESTRY                   | 2                   | 0            | 0           | 2             |
| MACHINE TRADES                    | 60 MACHINERY REPAIR           | 331                 | 0            | 1           | 332           |
|                                   | 65 PRINTING                   | 40                  | 9            | 0           | 49            |
| BENCHWORK                         | 70 TECHNICAL REPAIR           | 1                   | 0            | 0           | 1             |
|                                   | 72 ELECTRICAL REPAIR          | 159                 | 0            | 1           | 160           |
| STRUCTURAL WORK                   | 80 SKILLED TRADES             | 383                 | 0            | 0           | 383           |
|                                   | 81 STRUCTURAL MAINTENANCE     | 1,382               | 0            | 2           | 1,384         |
| MISCELLANEOUS                     | 90 TRANSPORTATION             | 283                 | 13           | 0           | 296           |
|                                   | 91 UTILITIES                  | 159                 | 0            | 0           | 159           |
|                                   | 92 MULTIPLE GROUPS            | 1,179               | 19           | 1           | 1,199         |
|                                   | 93 NON TITLE                  | 160                 | 0            | 0           | 160           |
| <b>TOTAL</b>                      |                               | <b>58,779</b>       | <b>8,902</b> | <b>492</b>  | <b>68,173</b> |

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

JANUARY 7, 2016



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 1/7/2016: 68,173



STATE OF NEW JERSEY

## Salary Data for State Government Workforce

### Introduction

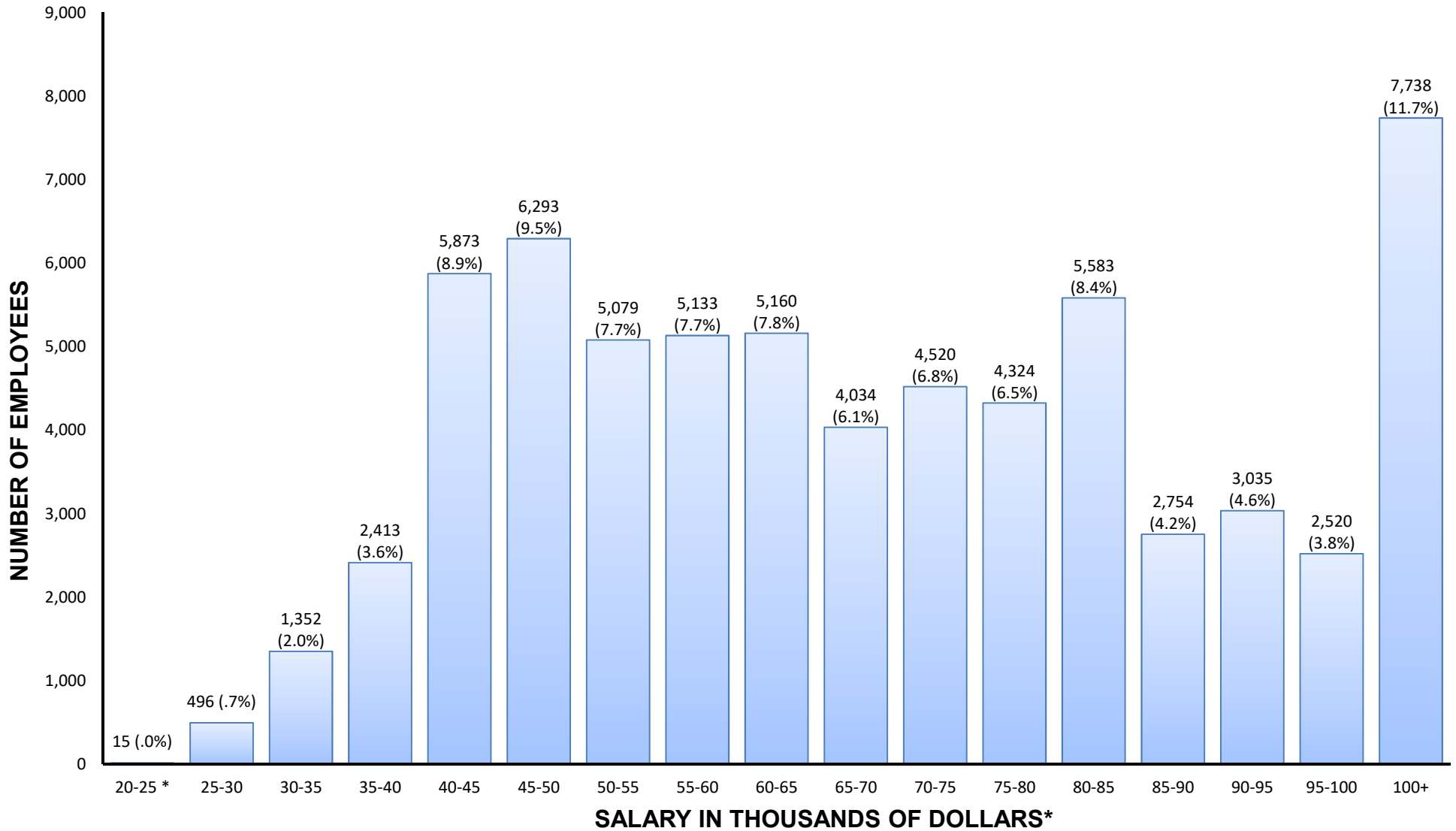
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We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$74,314) account for over 50 percent of the full-time State Government workforce. The median salary is \$72,953. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 9 (by agency) and on Page 38 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on Page 27. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. For the fourth year in a row, the employees earning over \$100,000 or more outnumber the employees in any of the \$5,000 salary intervals below \$100,000. This group earns between \$100,000 and \$216,924, and includes a large number of highly qualified professional employees, such as physicians, judges, executives, senior law enforcement officers, and information technology professionals. The employees earning between \$45,000.00 and \$49,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$45,000.00 to \$59,999.99 account for approximately 25 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for five years on Page 28. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage of change from the previous year.

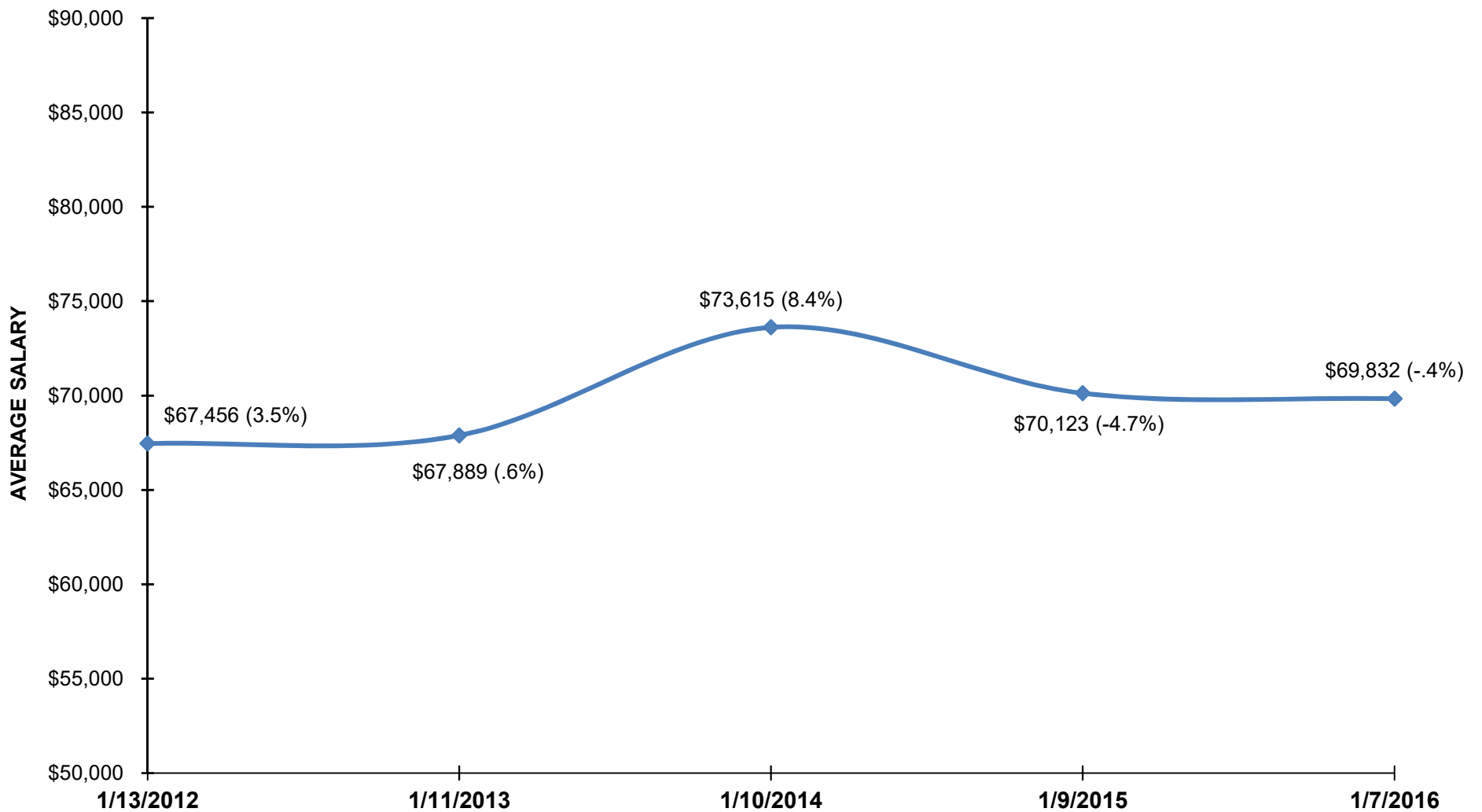
Part-time and hourly employees have always been excluded from our analysis of average annual salaries. Since 1995, we have also excluded per diem employees. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, the Civil Service Commission, County Boards of Taxation, and the Labor Department's Board of Mediation, to name a few examples. These employees typically receive compensation based on attendance at meetings which are held intermittently, but are nonetheless categorized as "annual salary" employees in the Civil Service Commission's automated files.

STATE OF NEW JERSEY  
**Distribution of State Government Employees by Salary**  
 JANUARY 7, 2016



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 01/07/2016, 66,322).  
 \*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**  
2012 through 2016



## STATE OF NEW JERSEY

# State Government Workforce: Race/Ethnic and Gender Data

## Introduction

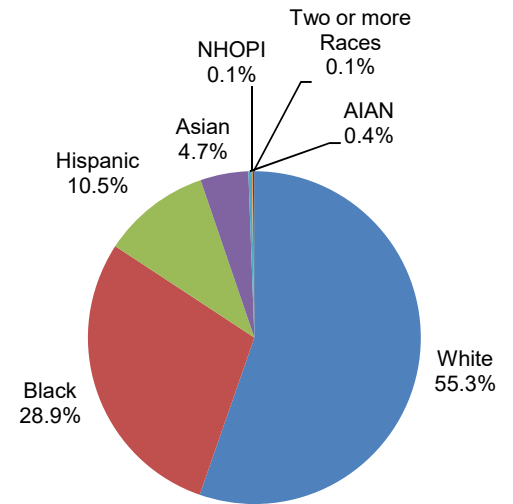
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We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic distribution for the entire State Government workforce. Next is a similar table giving the gender distribution by agency. To the right side of the chart, there are two pie charts showing the race/ethnic distributions for males and females and the overall gender distribution in the State Government workforce. On Page 32, there is a table giving the gender and race/ethnic distribution by agency.

Page 33 and 34 shows historic trends for both minorities (Blacks, Hispanics, Asians, and American Indians), and women. The darker line on each chart plots the number of minority or female employees (as measured by the scale on the left side) for each year since 2007. The lighter line on each chart shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) the number of minority or female employees represents. Although there has been growth in the representation of both minorities and women in the State Government workforce in the last thirty years, the increase in minorities is more dramatic. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, and represents 45 percent of that workforce as of January 7, 2016. Women, on the other hand, made up 46.2 percent of the full-time State Government workforce in 1974 and represent 56 percent of that workforce as of January 7, 2016. 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. It is also important to note that, although the total number of minority employees has declined slightly since the previous year, the total State workforce has also declined. The result is a slightly higher minority percentage in 2016 than in 2015.

STATE OF NEW JERSEY  
**Race/Ethnic Distribution of State Government Employees by Agency**  
 JANUARY 7, 2016

| STATE AGENCY                               | White         | Black         | Hispanic     | Asian        | AIAN       | NHOPI     | Two or more Races | Total         |
|--|---------------|---------------|--------------|--------------|------------|-----------|-------------------|---------------|
| <b>AGRICULTURE</b>                         | 161           | 24            | 12           | 14           | 0          | 1         | 1                 | 213           |
| <b>BANKING &amp; INSURANCE</b>             | 318           | 92            | 28           | 24           | 2          | 1         | 2                 | 467           |
| <b>CHILDREN &amp; FAMILIES</b>             | 2,607         | 2,812         | 1,173        | 123          | 15         | 0         | 3                 | 6,733         |
| <b>COMMUNITY AFFAIRS</b>                   | 586           | 222           | 83           | 19           | 5          | 1         | 4                 | 920           |
| <b>CORRECTIONS</b>                         | 4,800         | 2,399         | 1,228        | 126          | 46         | 13        | 0                 | 8,612         |
| Corrections                                | 4,446         | 2,279         | 1,139        | 112          | 45         | 9         | 0                 | 8,030         |
| State Parole Board                         | 354           | 120           | 89           | 14           | 1          | 4         | 0                 | 582           |
| <b>EDUCATION</b>                           | 538           | 162           | 37           | 38           | 0          | 0         | 1                 | 776           |
| <b>ENVIRONMENTAL PROTECTION</b>            | 2,199         | 244           | 111          | 162          | 12         | 0         | 10                | 2,738         |
| <b>GOVERNOR'S OFFICE</b>                   | 93            | 7             | 8            | 4            | 1          | 0         | 0                 | 113           |
| <b>HEALTH</b>                              | 668           | 246           | 62           | 98           | 4          | 1         | 1                 | 1,080         |
| <b>HUMAN SERVICES</b>                      | 5,018         | 6,260         | 799          | 677          | 46         | 9         | 2                 | 12,811        |
| <b>INFORMATION TECHNOLOGY</b>              | 466           | 86            | 34           | 144          | 9          | 0         | 2                 | 741           |
| <b>LABOR</b>                               | 1,739         | 858           | 464          | 155          | 6          | 1         | 0                 | 3,223         |
| Labor                                      | 1,589         | 789           | 450          | 139          | 3          | 0         | 0                 | 2,970         |
| Civil Service Commission                   | 150           | 69            | 14           | 16           | 3          | 1         | 0                 | 253           |
| <b>LAW &amp; PUBLIC SAFETY</b>             | 5,601         | 1,339         | 662          | 229          | 25         | 4         | 11                | 7,871         |
| Law & Public Safety                        | 4,972         | 827           | 556          | 211          | 23         | 4         | 8                 | 6,601         |
| Homeland Security & Preparedness           | 82            | 6             | 2            | 2            | 0          | 0         | 0                 | 92            |
| Juvenile Justice                           | 547           | 506           | 104          | 16           | 2          | 0         | 3                 | 1,178         |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | 544           | 586           | 175          | 183          | 6          | 2         | 0                 | 1,496         |
| <b>STATE</b>                               | 220           | 43            | 29           | 17           | 0          | 0         | 0                 | 309           |
| State (Includes Comm on Higher Education)  | 129           | 26            | 20           | 4            | 0          | 0         | 0                 | 179           |
| Higher Educational Student Assistance      | 91            | 17            | 9            | 13           | 0          | 0         | 0                 | 130           |
| <b>TRANSPORTATION</b>                      | 3,432         | 888           | 572          | 529          | 22         | 6         | 34                | 5,483         |
| Transportation                             | 2,113         | 378           | 189          | 461          | 12         | 5         | 16                | 3,174         |
| Motor Vehicles                             | 1,319         | 510           | 383          | 68           | 10         | 1         | 18                | 2,309         |
| <b>TREASURY</b>                            | 3,128         | 1,318         | 415          | 273          | 20         | 16        | 23                | 5,193         |
| Treasury (Incl Minor Boards & Commissions) | 2,297         | 885           | 197          | 213          | 8          | 2         | 19                | 3,621         |
| Administrative Law                         | 60            | 21            | 7            | 2            | 0          | 0         | 1                 | 91            |
| Casino Control                             | 21            | 19            | 2            | 1            | 1          | 0         | 0                 | 44            |
| Public Defender                            | 635           | 325           | 182          | 41           | 10         | 14        | 0                 | 1,207         |
| Public Utilities                           | 115           | 68            | 27           | 16           | 1          | 0         | 3                 | 230           |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | <b>32,118</b> | <b>17,586</b> | <b>5,892</b> | <b>2,815</b> | <b>219</b> | <b>55</b> | <b>94</b>         | <b>58,779</b> |
| <b>JUDICIARY</b>                           | <b>5,230</b>  | <b>2,079</b>  | <b>1,237</b> | <b>324</b>   | <b>21</b>  | <b>11</b> | <b>0</b>          | <b>8,902</b>  |
| <b>LEGISLATIVE STAFF</b>                   | <b>372</b>    | <b>53</b>     | <b>33</b>    | <b>33</b>    | <b>1</b>   | <b>0</b>  | <b>0</b>          | <b>492</b>    |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | <b>37,720</b> | <b>19,718</b> | <b>7,162</b> | <b>3,172</b> | <b>241</b> | <b>66</b> | <b>94</b>         | <b>68,173</b> |

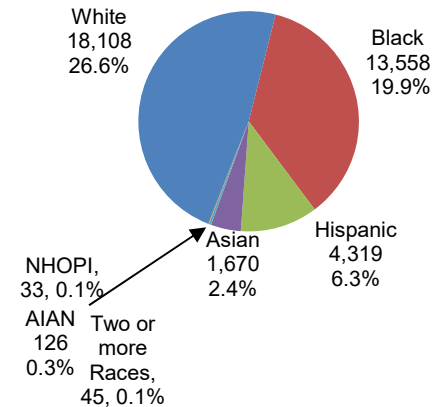


STATE OF NEW JERSEY  
**Gender Distribution of State Government Employees by Agency**  
 AND RACE/ETHNIC COMPOSITION OF EACH GENDER GROUP

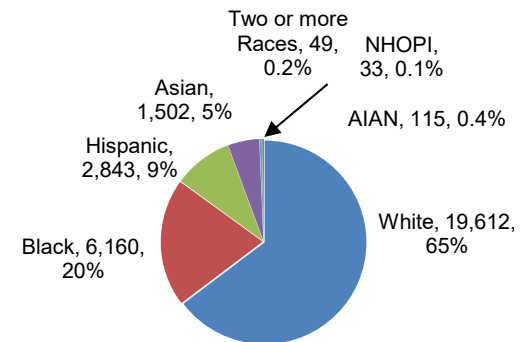
JANUARY 7, 2016

| STATE AGENCY                               | MALE          | FEMALE        | TOTAL         |
|--|---------------|---------------|---------------|
| <b>AGRICULTURE</b>                         | <b>93</b>     | <b>120</b>    | <b>213</b>    |
| <b>BANKING &amp; INSURANCE</b>             | <b>237</b>    | <b>230</b>    | <b>467</b>    |
| <b>CHILDREN &amp; FAMILIES</b>             | <b>1,372</b>  | <b>5,361</b>  | <b>6,733</b>  |
| <b>COMMUNITY AFFAIRS</b>                   | <b>507</b>    | <b>413</b>    | <b>920</b>    |
| <b>CORRECTIONS</b>                         | <b>6,293</b>  | <b>2,319</b>  | <b>8,612</b>  |
| Corrections                                | 5,947         | 2,083         | 8,030         |
| State Parole Board                         | 346           | 236           | 582           |
| <b>EDUCATION</b>                           | <b>253</b>    | <b>523</b>    | <b>776</b>    |
| <b>ENVIRONMENTAL PROTECTION</b>            | <b>1,614</b>  | <b>1,124</b>  | <b>2,738</b>  |
| <b>GOVERNOR'S OFFICE</b>                   | <b>50</b>     | <b>63</b>     | <b>113</b>    |
| <b>HEALTH</b>                              | <b>319</b>    | <b>761</b>    | <b>1,080</b>  |
| <b>HUMAN SERVICES</b>                      | <b>4,213</b>  | <b>8,598</b>  | <b>12,811</b> |
| <b>INFORMATION TECHNOLOGY</b>              | <b>431</b>    | <b>310</b>    | <b>741</b>    |
| <b>LABOR</b>                               | <b>1,120</b>  | <b>2,103</b>  | <b>3,223</b>  |
| Labor                                      | 1,026         | 1,944         | 2,970         |
| Civil Service Commission                   | 94            | 159           | 253           |
| <b>LAW &amp; PUBLIC SAFETY</b>             | <b>5,106</b>  | <b>2,765</b>  | <b>7,871</b>  |
| Law & Public Safety                        | 4,256         | 2,345         | 6,601         |
| Homeland Security & Preparedness           | 59            | 33            | 92            |
| Juvenile Justice                           | 791           | 387           | 1,178         |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | <b>502</b>    | <b>994</b>    | <b>1,496</b>  |
| <b>STATE</b>                               | <b>116</b>    | <b>193</b>    | <b>309</b>    |
| State (Includes Comm on Higher Education)  | 70            | 109           | 179           |
| Higher Educational Student Assistance      | 46            | 84            | 130           |
| <b>TRANSPORTATION</b>                      | <b>3,297</b>  | <b>2,186</b>  | <b>5,483</b>  |
| Transportation                             | 2,561         | 613           | 3,174         |
| Motor Vehicles                             | 736           | 1,573         | 2,309         |
| <b>TREASURY</b>                            | <b>2,128</b>  | <b>3,065</b>  | <b>5,193</b>  |
| Treasury (Incl Minor Boards & Commissions) | 1,585         | 2,036         | 3,621         |
| Administrative Law                         | 32            | 59            | 91            |
| Casino Control                             | 18            | 26            | 44            |
| Public Defender                            | 378           | 829           | 1,207         |
| Public Utilities                           | 115           | 115           | 230           |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | <b>27,651</b> | <b>31,128</b> | <b>58,779</b> |
| <b>JUDICIARY</b>                           | <b>2,420</b>  | <b>6,482</b>  | <b>8,902</b>  |
| <b>LEGISLATIVE STAFF</b>                   | <b>243</b>    | <b>249</b>    | <b>492</b>    |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | <b>30,314</b> | <b>37,859</b> | <b>68,173</b> |

**FEMALE**



**MALES**



**MALE 44.5%**  
**FEMALE 55.5%**

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

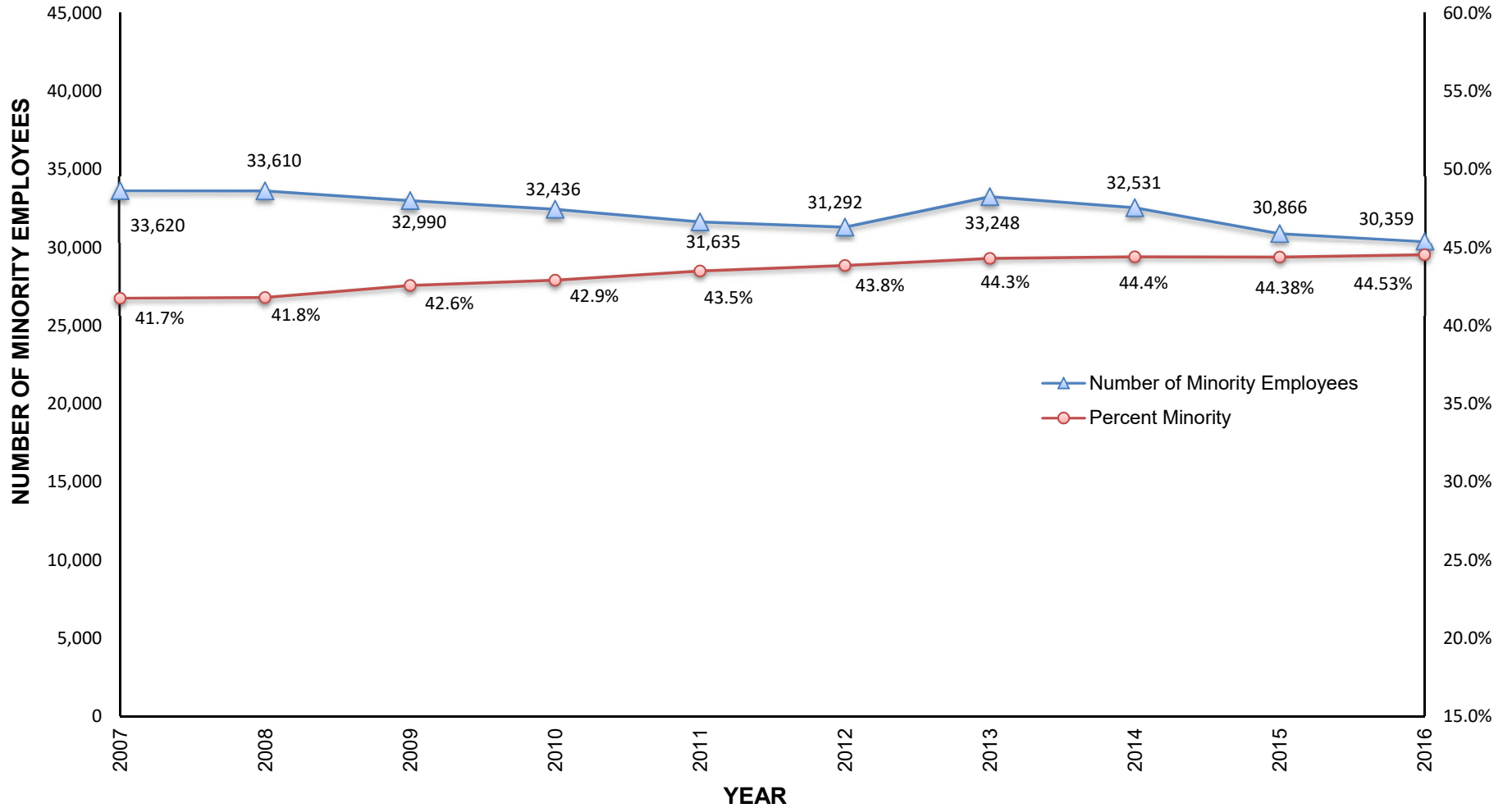
JANUARY 7, 2016

| 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  |             |
| <b>AGRICULTURE</b>                         | 74     | 7     | 5        | 7     | 0    | 0     | 0                 | 93     | 87     | 17     | 7        | 7     | 0    | 1     | 1                 | 120    | 213         |
| <b>BANKING &amp; INSURANCE</b>             | 186    | 30    | 5        | 13    | 2    | 0     | 1                 | 237    | 132    | 62     | 23       | 11    | 0    | 1     | 1                 | 230    | 467         |
| <b>CHILDREN &amp; FAMILIES</b>             | 554    | 555   | 224      | 35    | 4    | 0     | 0                 | 1,372  | 2,053  | 2,257  | 949      | 88    | 11   | 0     | 3                 | 5,361  | 6,733       |
| <b>COMMUNITY AFFAIRS</b>                   | 400    | 55    | 38       | 8     | 2    | 1     | 3                 | 507    | 186    | 167    | 45       | 11    | 3    | 0     | 1                 | 413    | 920         |
| <b>CORRECTIONS</b>                         | 3,852  | 1,362 | 940      | 94    | 33   | 12    | 0                 | 6,293  | 948    | 1,037  | 288      | 32    | 13   | 1     | 0                 | 2,319  | 8,612       |
| Corrections                                | 3,614  | 1,319 | 888      | 85    | 32   | 9     | 0                 | 5,947  | 832    | 960    | 251      | 27    | 13   | 0     | 0                 | 2,083  | 8,030       |
| State Parole Board                         | 238    | 43    | 52       | 9     | 1    | 3     | 0                 | 346    | 116    | 77     | 37       | 5     | 0    | 1     | 0                 | 236    | 582         |
| <b>EDUCATION</b>                           | 193    | 34    | 12       | 14    | 0    | 0     | 0                 | 253    | 345    | 128    | 25       | 24    | 0    | 0     | 1                 | 523    | 776         |
| <b>ENVIRONMENTAL PROTECTION</b>            | 1,350  | 91    | 57       | 103   | 4    | 0     | 9                 | 1,614  | 849    | 153    | 54       | 59    | 8    | 0     | 1                 | 1,124  | 2,738       |
| <b>GOVERNOR'S OFFICE</b>                   | 44     | 1     | 1        | 4     | 0    | 0     | 0                 | 50     | 49     | 6      | 7        | 0     | 1    | 0     | 0                 | 63     | 113         |
| <b>HEALTH</b>                              | 217    | 46    | 24       | 30    | 2    | 0     | 0                 | 319    | 451    | 200    | 38       | 68    | 2    | 1     | 1                 | 761    | 1,080       |
| <b>HUMAN SERVICES</b>                      | 1,747  | 1,892 | 276      | 276   | 16   | 4     | 2                 | 4,213  | 3,271  | 4,368  | 523      | 401   | 30   | 5     | 0                 | 8,598  | 12,811      |
| <b>INFORMATION TECHNOLOGY</b>              | 295    | 46    | 22       | 66    | 2    | 0     | 0                 | 431    | 171    | 40     | 12       | 78    | 7    | 0     | 2                 | 310    | 741         |
| <b>LABOR</b>                               | 759    | 192   | 102      | 66    | 1    | 0     | 0                 | 1,120  | 980    | 666    | 362      | 89    | 5    | 1     | 0                 | 2,103  | 3,223       |
| Labor                                      | 700    | 170   | 97       | 59    | 0    | 0     | 0                 | 1,026  | 889    | 619    | 353      | 80    | 3    | 0     | 0                 | 1,944  | 2,970       |
| Civil Service Commission                   | 59     | 22    | 5        | 7     | 1    | 0     | 0                 | 94     | 91     | 47     | 9        | 9     | 2    | 1     | 0                 | 159    | 253         |
| <b>LAW &amp; PUBLIC SAFETY</b>             | 3,864  | 640   | 445      | 127   | 20   | 3     | 7                 | 5,106  | 1,737  | 699    | 217      | 102   | 5    | 1     | 4                 | 2,765  | 7,871       |
| Law & Public Safety                        | 3,418  | 322   | 373      | 116   | 20   | 3     | 4                 | 4,256  | 1,554  | 505    | 183      | 95    | 3    | 1     | 4                 | 2,345  | 6,601       |
| Homeland Security & Preparedness           | 54     | 3     | 1        | 1     | 0    | 0     | 0                 | 59     | 28     | 3      | 1        | 1     | 0    | 0     | 0                 | 33     | 92          |
| Juvenile Justice                           | 392    | 315   | 71       | 10    | 0    | 0     | 3                 | 791    | 155    | 191    | 33       | 6     | 2    | 0     | 0                 | 387    | 1,178       |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>     | 273    | 120   | 61       | 47    | 1    | 0     | 0                 | 502    | 271    | 466    | 114      | 136   | 5    | 2     | 0                 | 994    | 1,496       |
| <b>STATE</b>                               | 94     | 8     | 10       | 4     | 0    | 0     | 0                 | 116    | 126    | 35     | 19       | 13    | 0    | 0     | 0                 | 193    | 309         |
| State (Includes Comm on Higher Education)  | 59     | 4     | 7        | 0     | 0    | 0     | 0                 | 70     | 70     | 22     | 13       | 4     | 0    | 0     | 0                 | 109    | 179         |
| Higher Educational Student Assistance      | 35     | 4     | 3        | 4     | 0    | 0     | 0                 | 46     | 56     | 13     | 6        | 9     | 0    | 0     | 0                 | 84     | 130         |
| <b>TRANSPORTATION</b>                      | 2,264  | 376   | 228      | 394   | 14   | 5     | 16                | 3,297  | 1,168  | 512    | 344      | 135   | 8    | 1     | 18                | 2,186  | 5,483       |
| Transportation                             | 1,758  | 254   | 153      | 370   | 11   | 4     | 11                | 2,561  | 355    | 124    | 36       | 91    | 1    | 1     | 5                 | 613    | 3,174       |
| Motor Vehicles                             | 506    | 122   | 75       | 24    | 3    | 1     | 5                 | 736    | 813    | 388    | 308      | 44    | 7    | 0     | 13                | 1,573  | 2,309       |
| <b>TREASURY</b>                            | 1,557  | 325   | 124      | 99    | 8    | 4     | 11                | 2,128  | 1,571  | 993    | 291      | 174   | 12   | 12    | 12                | 3,065  | 5,193       |
| Treasury (Incl Minor Boards & Commissions) | 1,207  | 224   | 69       | 72    | 3    | 1     | 9                 | 1,585  | 1,090  | 661    | 128      | 141   | 5    | 1     | 10                | 2,036  | 3,621       |
| Administrative Law                         | 26     | 4     | 2        | 0     | 0    | 0     | 0                 | 32     | 34     | 17     | 5        | 2     | 0    | 0     | 1                 | 59     | 91          |
| Casino Control                             | 9      | 7     | 1        | 1     | 0    | 0     | 0                 | 18     | 12     | 12     | 1        | 0     | 1    | 0     | 0                 | 26     | 44          |
| Public Defender                            | 241    | 68    | 46       | 16    | 4    | 3     | 0                 | 378    | 394    | 257    | 136      | 25    | 6    | 11    | 0                 | 829    | 1,207       |
| Public Utilities                           | 74     | 22    | 6        | 10    | 1    | 0     | 2                 | 115    | 41     | 46     | 21       | 6     | 0    | 0     | 1                 | 115    | 230         |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>         | 17,723 | 5,780 | 2,574    | 1,387 | 109  | 29    | 49                | 27,651 | 14,395 | 11,806 | 3,318    | 1,428 | 110  | 26    | 45                | 31,128 | 58,779      |
| <b>JUDICIARY</b>                           | 1,693  | 361   | 261      | 96    | 5    | 4     | 0                 | 2,420  | 3,537  | 1,718  | 976      | 228   | 16   | 7     | 0                 | 6,482  | 8,902       |
| <b>LEGISLATIVE STAFF</b>                   | 196    | 19    | 8        | 19    | 1    | 0     | 0                 | 243    | 176    | 34     | 25       | 14    | 0    | 0     | 0                 | 249    | 492         |
| <b>TOTAL STATE GOVT WORKFORCE</b>          | 19,612 | 6,160 | 2,843    | 1,502 | 115  | 33    | 49                | 30,314 | 18,108 | 13,558 | 4,319    | 1,670 | 126  | 33    | 45                | 37,859 | 68,173      |

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

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

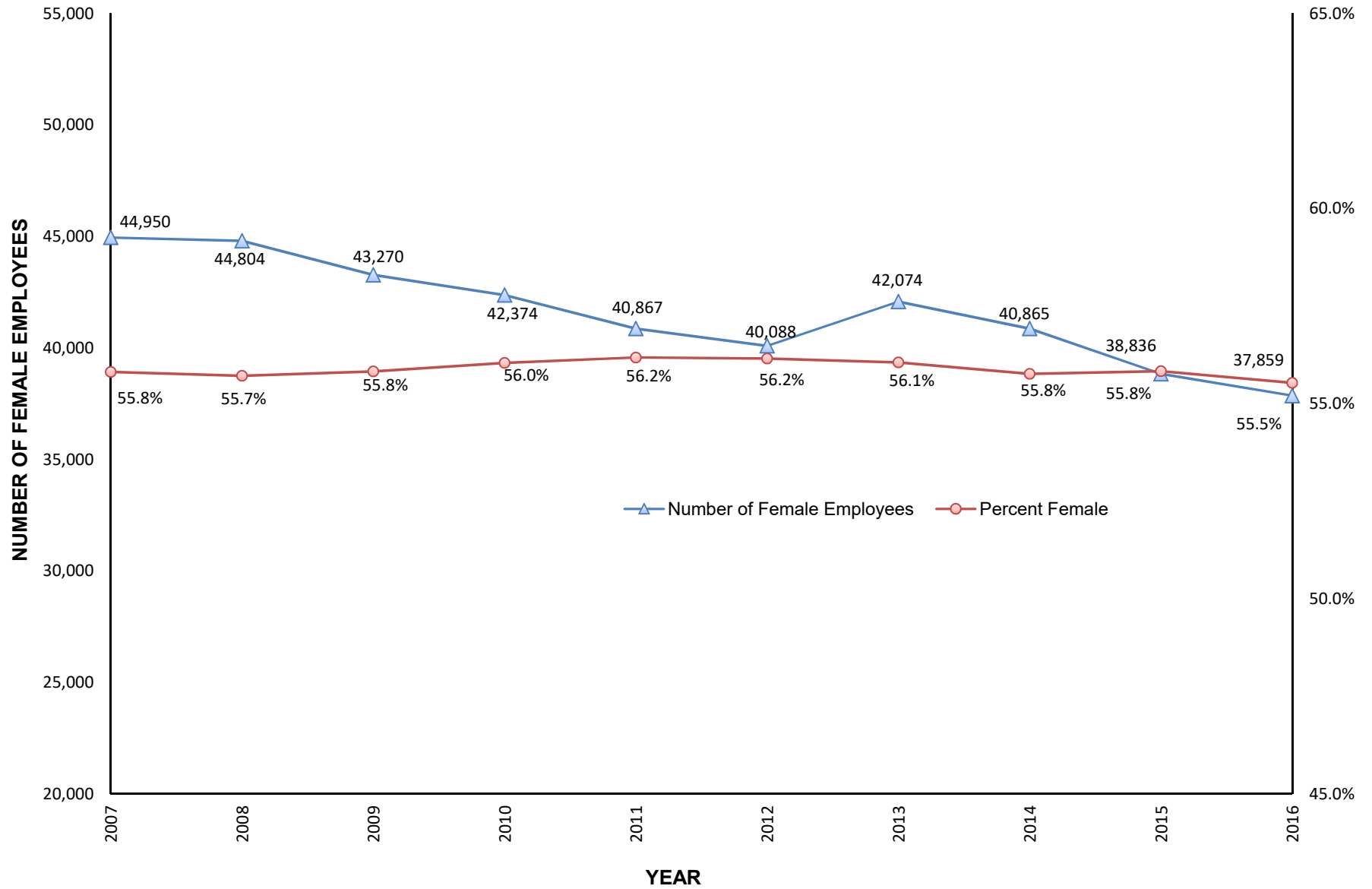
**STATE OF NEW JERSEY**  
**Minorities in the State Government Workforce (2007-2016)**



Full-time employees only. Percentages refer to the total full-time State Government workforce (68,173 as of 1/2016)  
 Data provided by the Civil Service Commission from automated personnel files



## STATE OF NEW JERSEY Women in the State Government Workforce (2007-2016)



Full-time employees only. Percentages refer to the total full-time State Government workforce (68,173 as of 1/2016)  
Data provided by the Civil Service Commission from automated personnel files.

## STATE OF NEW JERSEY

# Union Representation of State Government Employees

## Introduction

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Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 44 employee relations groups, 31 of which are represented by unions. The other thirteen groups include employees in executive, managerial, and confidential titles. Additionally, there are employees who are designated as confidential because of the nature of the organizations in which they work; for example, all employees of the Civil Service Commission are considered confidential because Commission employees have access to information which is directly related to the conduct of labor negotiations.

Most bargaining units in State Government are represented by particular unions. The Communications Workers of America (CWA) represents the professional, supervisory, clerical, and administrative bargaining units. The American Federation of State, County, and Municipal Employees (AFSCME) represents the direct care workers in State institutions, most of whom are employed by the Department of Human Services and the Department of Military and Veterans Affairs. The International Federation of Professional and Technical Engineers (IFPTE) represents the workers who maintain State highways and the State Government's physical facilities. The International Brotherhood of Electrical Workers has been chosen to represent the Deputy Attorneys General who provide the State Government with legal representation, and represented managers.

The Fraternal Order of Police (FOP) represents employees in Bargaining Codes 1, 8, and J, and the Police Benevolent Association (PBA) represents Bargaining Codes F, FA, and L. Both of these unions represent employees involved in State law enforcement activities. Independent organizations represent uniformed State Police officers, probation officers, and some correction officers. Court reporters, Bargaining Code 5, are represented by the Office and Professional Employees International Union (OPEIU).

Bargaining Units 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" (JCAU), which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, OPEIU, and the International Brotherhood of Teamsters. The constituent unions of the Council represent specific titles within a given jurisdiction of a particular Court, and the representation of employees in certain titles may vary from one county to the next. The JCAU bargaining unit is identified in the fourteenth column of the tables of union representation on the next two pages.

The tables show that CWA represents more State Government employees than any other union, with 45 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 8.5 percent of the workforce; the PBA, with 7.9 percent; and IFPTE, with 4.3 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

STATE OF NEW JERSEY

**Union Representation of State Government Employees**

**Introduction**

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It is important to note that not all employees who are represented by unions are union members. Represented employees who do not choose to join a union are obliged to pay a representation fee that may not exceed 85 percent of union dues. This arrangement is known as “agency shop.”

The Employer-Employee Relations Act was adopted in 1968, and the first collective bargaining agreements date from the early 1970s. Later in the 1970s the impact of the negotiation process became more pronounced, supplementing market research as a factor affecting pay levels. Higher-level supervisors were unionized in 1979, and in 1980 collective bargaining led to several different pay schedules instead of just one. In 1981, after a representation election organized by the Public Employee Relations Commission, CWA became the bargaining agent for the professional, supervisory, clerical, and administrative bargaining units. In 2001, the compensation of individual titles was made subject to negotiation.

The first of the following two tables gives counts by agency for State Government employees represented by the different unions. The second table shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salary to full-time employees, and we use much the same 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**

JANUARY 7, 2016

| STATE AGENCY                            | Communications Workers of America | American Federation of State, County & Municipal Employees | International Federation of Professional & Technical Engineers | International Brotherhood of Electrical Workers | Service Employees International Union | State Troopers Fraternal Association | State Police Non-Commissioned Officers Association | State Police Superior Officers Association | Police Benevolent Association | Fraternal Order of Police | Law Enforcement Supervisors | Law Enforcement Commanding Officers | Court Reporters | Judiciary Council of Affiliated Unions | Probation Officers Association | TOTAL  |
|---|-----------------------------------|--|--|---|---------------------------------------|--------------------------------------|--|--|-------------------------------|---------------------------|-----------------------------|-------------------------------------|-----------------|--|--------------------------------|--------|
| <b>AGRICULTURE</b>                      | 138                               | 0  | 22   | 3   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 163    |
| <b>BANKING &amp; INSURANCE</b>          | 309                               | 0  | 67   | 24  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 400    |
| <b>CHILDREN &amp; FAMILIES</b>          | 4,907                             | 403  | 183  | 15  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 5,508  |
| <b>COMMUNITY AFFAIRS</b>                | 674                               | 0  | 114  | 15  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 803    |
| <b>CORRECTIONS</b>                      | 1,239                             | 266  | 229  | 30  | 0                                     | 0                                    | 0  | 0  | 5,033                         | 352                       | 498                         | 41                                  | 0               | 0                                      | 0                              | 7,688  |
| Corrections                             | 1,071                             | 265  | 227  | 29  | 0                                     | 0                                    | 0  | 0  | 4,753                         | 336                       | 470                         | 37                                  | 0               | 0                                      | 0                              | 7,188  |
| State Parole Board                      | 168                               | 1  | 2  | 1   | 0                                     | 0                                    | 0  | 0  | 280                           | 16                        | 28                          | 4                                   | 0               | 0                                      | 0                              | 500    |
| <b>EDUCATION</b>                        | 488                               | 21   | 14   | 40  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 563    |
| <b>ENVIRONMENTAL PROTECTION</b>         | 1,917                             | 0  | 122  | 90  | 0                                     | 0                                    | 0  | 0  | 65                            | 5                         | 16                          | 1                                   | 0               | 0                                      | 0                              | 2,216  |
| <b>GOVERNOR'S OFFICE</b>                | 0                                 | 0  | 0  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 0      |
| <b>HEALTH</b>                           | 953                               | 0  | 11   | 22  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 986    |
| <b>HUMAN SERVICES</b>                   | 5,558                             | 4,599  | 772  | 98  | 0                                     | 0                                    | 0  | 0  | 49                            | 5                         | 8                           | 0                                   | 0               | 0                                      | 0                              | 11,089 |
| <b>INFORMATION TECHNOLOGY</b>           | 644                               | 0  | 1  | 19  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 664    |
| <b>LABOR</b>                            | 2,569                             | 3  | 43   | 61  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 2,676  |
| Labor                                   | 2,569                             | 3  | 43   | 61  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 2,676  |
| Civil Service Commission                | 0                                 | 0  | 0  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 0      |
| <b>LAW &amp; PUBLIC SAFETY</b>          | 1,869                             | 195  | 460  | 447   | 0                                     | 961                                  | 570  | 206  | 325                           | 28                        | 29                          | 4                                   | 0               | 0                                      | 0                              | 5,094  |
| Law & Public Safety                     | 1,504                             | 0  | 442  | 431   | 0                                     | 961                                  | 570  | 206  | 7                             | 2                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 4,123  |
| Homeland Security & Preparedness        | 0                                 | 0  | 0  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 0      |
| Juvenile Justice                        | 365                               | 195  | 18   | 16  | 0                                     | 0                                    | 0  | 0  | 318                           | 26                        | 29                          | 4                                   | 0               | 0                                      | 0                              | 971    |
| <b>MILITARY &amp; VETERANS AFFAIRS</b>  | 467                               | 567  | 122  | 18  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 1,174  |
| <b>STATE</b>                            | 213                               | 0  | 3  | 26  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 242    |
| State                                   | 120                               | 0  | 3  | 9   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 132    |
| Higher Educational Student Assistance   | 93                                | 0  | 0  | 17  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 110    |
| <b>TRANSPORTATION</b>                   | 3,003                             | 2  | 352  | 50  | 183                                   | 0                                    | 0  | 0  | 2                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 3,592  |
| Transportation                          | 1,311                             | 0  | 206  | 29  | 0                                     | 0                                    | 0  | 0  | 2                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 1,548  |
| Motor Vehicles                          | 1,692                             | 2  | 146  | 21  | 183                                   | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 2,044  |
| <b>TREASURY</b>                         | 4,002                             | 0  | 111  | 118   | 0                                     | 0                                    | 0  | 0  | 9                             | 1                         | 3                           | 0                                   | 0               | 0                                      | 0                              | 4,244  |
| Treasury                                | 2,714                             | 0  | 108  | 64  | 0                                     | 0                                    | 0  | 0  | 9                             | 1                         | 3                           | 0                                   | 0               | 0                                      | 0                              | 2,899  |
| Administrative Law                      | 48                                | 0  | 0  | 3   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 51     |
| Casino Control                          | 0                                 | 0  | 0  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 0      |
| Public Defender                         | 1,101                             | 0  | 3  | 48  | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 1,152  |
| Public Utilities                        | 139                               | 0  | 0  | 3   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 142    |
| <b>TOTAL EXECUTIVE DEPARTMENTS</b>      | 28,950                            | 6,056  | 2,626  | 1,076   | 183                                   | 961                                  | 570  | 206  | 5,483                         | 391                       | 554                         | 46                                  | 0               | 0                                      | 0                              | 47,102 |
| <b>JUDICIARY</b>                        | 1,302                             | 0  | 0  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 29              | 0                                      | 2,655                          | 3,986  |
| <b>LEGISLATIVE STAFF</b>                | 0                                 | 0  | 0  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 0      |
| <b>TOTAL STATE GOVT WORKFORCE</b>       | 30,252                            | 6,056  | 2,626  | 1,076   | 183                                   | 961                                  | 570  | 206  | 5,483                         | 391                       | 554                         | 46                                  | 29              | 0                                      | 2,655                          | 51,088 |
| <b>% OF UNION REPRESENTED EMPLOYEES</b> | 59.2%                             | 11.9%  | 5.1%   | 2.1%  | 0.4%                                  | 1.9%                                 | 1.1%   | 0.4%                                       | 10.7%                         | 0.8%                      | 1.1%                        | 0.1%                                | 0.1%            | 0.0%                                   | 5.2%                           | 100.0% |
| <b>% OF STATE GOVT WORKFORCE*</b>       | 44.4%                             | 8.9%   | 3.9%   | 1.6%  | 0.3%                                  | 1.4%                                 | 0.8%   | 0.3%                                       | 8.0%                          | 0.6%                      | 0.8%                        | 0.1%                                | 0.0%            | 0.0%                                   | 3.9%                           | 74.9%  |

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

STATE OF NEW JERSEY  
**Distribution of State Government Employees**  
**by Salary and Union Representation**  
 JANUARY 7, 2016

| 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 | 2                                 | 0  | 0  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 13            | 15            |
| \$25,000-\$29,999.99 | 140                               | 15   | 9  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 105           | 269           |
| \$30,000-\$34,999.99 | 372                               | 282  | 127  | 0   | 0                                     | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 492           | 1,273         |
| \$35,000-\$39,999.99 | 612                               | 730  | 363  | 0   | 52                                    | 0                                    | 0  | 0  | 0                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 0                              | 482           | 2,239         |
| \$40,000-\$44,999.99 | 1,515                             | 1,613  | 618  | 0   | 18                                    | 0                                    | 0  | 0  | 719                           | 0                         | 0                           | 0                                   | 0               | 0                                      | 221                            | 969           | 5,673         |
| \$45,000-\$49,999.99 | 2,559                             | 1,475  | 297  | 0   | 19                                    | 0                                    | 0  | 0  | 361                           | 0                         | 0                           | 0                                   | 0               | 0                                      | 117                            | 1,284         | 6,112         |
| \$50,000-\$54,999.99 | 2,449                             | 836  | 442  | 0   | 60                                    | 0                                    | 0  | 0  | 1                             | 0                         | 0                           | 0                                   | 0               | 0                                      | 97                             | 976           | 4,861         |
| \$55,000-\$59,999.99 | 2,522                             | 416  | 289  | 0   | 5                                     | 236                                  | 0  | 0  | 43                            | 0                         | 0                           | 0                                   | 0               | 0                                      | 186                            | 813           | 4,510         |
| \$60,000-\$64,999.99 | 2,587                             | 262  | 157  | 63  | 29                                    | 156                                  | 0  | 0  | 550                           | 0                         | 0                           | 0                                   | 0               | 0                                      | 264                            | 1,039         | 5,107         |
| \$65,000-\$69,999.99 | 2,078                             | 119  | 150  | 72  | 0                                     | 55                                   | 0  | 0  | 210                           | 1                         | 3                           | 0                                   | 0               | 0                                      | 203                            | 775           | 3,666         |
| \$70,000-\$74,999.99 | 2,557                             | 0  | 38   | 131   | 0                                     | 0                                    | 0  | 0  | 676                           | 3                         | 76                          | 0                                   | 0               | 0                                      | 148                            | 823           | 4,452         |
| \$75,000-\$79,999.99 | 2,315                             | 0  | 75   | 56  | 0                                     | 71                                   | 0  | 0  | 817                           | 7                         | 44                          | 0                                   | 1               | 0                                      | 185                            | 620           | 4,191         |
| \$80,000-\$84,999.99 | 2,405                             | 0  | 37   | 34  | 0                                     | 134                                  | 0  | 0  | 1,880                         | 19                        | 111                         | 0                                   | 1               | 0                                      | 148                            | 793           | 5,562         |
| \$85,000-\$89,999.99 | 1,600                             | 0  | 16   | 63  | 0                                     | 147                                  | 1  | 0  | 30                            | 14                        | 145                         | 0                                   | 8               | 0                                      | 161                            | 544           | 2,729         |
| \$90,000-\$94,999.99 | 1,676                             | 0  | 1  | 70  | 0                                     | 88                                   | 24   | 0  | 39                            | 37                        | 10                          | 0                                   | 1               | 0                                      | 430                            | 605           | 2,981         |
| \$95,000-\$99,999.99 | 887                               | 0  | 0  | 113   | 0                                     | 74                                   | 354  | 0  | 53                            | 68                        | 137                         | 0                                   | 2               | 0                                      | 80                             | 738           | 2,506         |
| \$100,000-ABOVE      | 3,255                             | 0  | 0  | 474   | 0                                     | 0                                    | 191  | 206  | 104                           | 242                       | 28                          | 45                                  | 16              | 0                                      | 414                            | 2,641         | 7,616         |
| <b>TOTAL</b>         | <b>29,531</b>                     | <b>5,748</b>   | <b>2,619</b>   | <b>1,076</b>                                    | <b>183</b>                            | <b>961</b>                           | <b>570</b>   | <b>206</b>                                 | <b>5,483</b>                  | <b>391</b>                | <b>554</b>                  | <b>45</b>                           | <b>29</b>       | <b>0</b>                               | <b>2,654</b>                   | <b>13,712</b> | <b>63,762</b> |

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

## STATE OF NEW JERSEY

# Military Involvement of State Government Employees

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Traditionally, large employers have taken a relatively liberal view toward the participation of their employees in the Reserve Components of the United States Armed Forces. This is partly because their size mitigates the impact of absences. The State Government of New Jersey is no exception. It has been a long-standing State Government policy to pay employees who are members of the Reserves or National Guard while they perform their statutory two weeks of annual training. To achieve this objective, current policy provides that members of the Reserves (or of the National Guards of other States) may be paid for any period of active duty that does not exceed 30 workdays in a single calendar year (because annual training is scheduled by Federal fiscal year, it is possible for a member to have two annual training periods in one calendar year). Because the New Jersey National Guard is part of the State Armed Forces, the State Government has paid employees who are members of the New Jersey Guard for up to 90 workdays in a calendar year while they are engaged in Federal active duty service. State Government also has paid their salaries when the New Jersey National Guard has been called out in response to State emergencies – the amount of paid Military Leave in a calendar year for this purpose (State Active Duty) is unlimited.

In the past, the State Government has not paid members of the National Guard or the Reserves beyond the 30 and 90 workday limits mentioned above while they are on extended active duty, whether for initial training or when their units have been activated by the Federal Government. However, as the role of the Reserve Components has changed and Federal activations have become more frequent, the State Government has begun to join other progressive employers who, during periods when Guard and Reserve units are activated by the Federal Government, and pay their employees the difference between their military salaries and their regular civilian salaries. Since many members of the Reserve Components are better paid in civilian life than they are on active duty, this policy avoids family hardships that reduce employees' military effectiveness. The policy was first adopted by Governor James J. Florio during Operation Desert Storm in 1991. More recently, it was adopted by Governor Donald T. DiFrancesco during Operation Noble Eagle (the reaction to the attack on the World Trade Center in September 2001), and extended by Governor James E. McGreevey to cover the global war on terrorism, including Operation Enduring Freedom (Afghanistan) and Operation Iraqi Freedom.

The following chart shows the number of military leaves granted by the State Government during Calendar Years 2002 through 2015 in conjunction with Operations Noble Eagle, Enduring Freedom, Iraqi Freedom, and others. It is no exaggeration to report that everyone in State Government is proud of the State employees who have served and are continuing to serve. It is also worth mentioning that many State employees are working harder than ever to provide essential services while their co-workers are absent on Guard and Reserve deployments.

STATE OF NEW JERSEY  
**Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom  
Extended Federal Military Leaves in State Government by Agency  
Calendar Years 2002 through 2015**

| AGENCY                             | Calendar Year 2002 | Calendar Year 2003 | Calendar Year 2004 | Calendar Year 2005 | Calendar Year 2006 | Calendar Year 2007 | Calendar Year 2008 | Calendar Year 2009 | Calendar Year 2010 | Calendar Year 2011 | Calendar Year 2012 | Calendar Year 2013 | Calendar Year 2014 | Calendar Year 2015 | TOTAL        |
|------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------|
| Banking and Insurance              | 0                  | 0                  | 0                  | 1                  | 0                  | 1                  | 0                  | 1                  | 2                  | 1                  | 0                  | 0                  | 0                  | 0                  | 6            |
| Children and Families              | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 3                  | 3                  | 4                  | 2                  | 2                  | 1                  | 0                  | 1                  | 16           |
| Community Affairs                  | 0                  | 0                  | 0                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 1                  | 0                  | 0                  | 2            |
| Corrections                        | 33                 | 49                 | 45                 | 28                 | 24                 | 27                 | 46                 | 45                 | 39                 | 31                 | 30                 | 13                 | 6                  | 6                  | 422          |
| State Parole Board                 | 0                  | 0                  | 2                  | 0                  | 0                  | 0                  | 3                  | 4                  | 1                  | 0                  | 2                  | 5                  | 1                  | 2                  | 20           |
| Education                          | 0                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 1            |
| Environmental Protection           | 2                  | 8                  | 8                  | 1                  | 4                  | 2                  | 4                  | 4                  | 3                  | 5                  | 0                  | 2                  | 0                  | 1                  | 44           |
| Governor's Office                  | 0                  | 0                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 1            |
| Health and Senior Services         | 2                  | 2                  | 3                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 8            |
| Human Services                     | 4                  | 14                 | 11                 | 8                  | 4                  | 5                  | 9                  | 5                  | 4                  | 3                  | 3                  | 5                  | 5                  | 1                  | 81           |
| Information Technology             | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 2                  | 1                  | 0                  | 0                  | 0                  | 0                  | 3            |
| Labor                              | 1                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 1                  | 1                  | 1                  | 1                  | 1                  | 0                  | 7            |
| Law and Public Safety              | 10                 | 32                 | 32                 | 17                 | 16                 | 23                 | 47                 | 27                 | 32                 | 30                 | 32                 | 16                 | 5                  | 3                  | 322          |
| Juvenile Justice                   | 2                  | 9                  | 10                 | 6                  | 4                  | 9                  | 8                  | 7                  | 3                  | 2                  | 1                  | 1                  | 1                  | 1                  | 64           |
| Military and Veterans Affairs      | 7                  | 8                  | 17                 | 16                 | 7                  | 5                  | 15                 | 8                  | 10                 | 7                  | 4                  | 1                  | 0                  | 1                  | 106          |
| Public Advocate                    | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 1                  | 1                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 3            |
| Transportation                     | 7                  | 12                 | 0                  | 1                  | 1                  | 0                  | 1                  | 2                  | 1                  | 1                  | 2                  | 2                  | 1                  | 2                  | 33           |
| Motor Vehicles                     | 0                  | 0                  | 0                  | 0                  | 1                  | 0                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 2                  | 2                  | 6            |
| Treasury                           | 1                  | 2                  | 4                  | 3                  | 1                  | 0                  | 3                  | 3                  | 1                  | 4                  | 1                  | 0                  | 0                  | 0                  | 23           |
| Casino Control                     | 0                  | 1                  | 0                  | 0                  | 0                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 0                  | 2            |
| Public Defender                    | 0                  | 1                  | 1                  | 2                  | 2                  | 3                  | 2                  | 5                  | 3                  | 9                  | 0                  | 0                  | 0                  | 0                  | 28           |
| Public Utilities                   | 0                  | 0                  | 0                  | 0                  | 0                  | 1                  | 0                  | 0                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 2            |
| <b>Subtotal Executive Agencies</b> | <b>69</b>          | <b>140</b>         | <b>134</b>         | <b>85</b>          | <b>64</b>          | <b>77</b>          | <b>143</b>         | <b>115</b>         | <b>108</b>         | <b>97</b>          | <b>78</b>          | <b>48</b>          | <b>22</b>          | <b>20</b>          | <b>1,200</b> |
| Judiciary                          | 3                  | 3                  | 4                  | 3                  | 1                  | 1                  | 2                  | 4                  | 1                  | 1                  | 2                  | 2                  | 2                  | 1                  | 30           |
| Legislative Staff                  | 0                  | 0                  | 1                  | 0                  | 0                  | 1                  | 0                  | 0                  | 0                  | 0                  | 0                  | 1                  | 0                  | 0                  | 3            |
| <b>TOTAL</b>                       | <b>72</b>          | <b>143</b>         | <b>139</b>         | <b>88</b>          | <b>65</b>          | <b>79</b>          | <b>145</b>         | <b>119</b>         | <b>109</b>         | <b>98</b>          | <b>80</b>          | <b>51</b>          | <b>24</b>          | <b>21</b>          | <b>1,233</b> |

STATE OF NEW JERSEY

**State College Employees Under the Merit System**

**Introduction**

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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 Merit 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 3,873 employees in State Colleges who hold positions with Merit System protections, 430 fewer than the previous year. As of January 7, 2016, there were 1,943 employees whose titles were in the competitive division and 1,930 employees whose titles were in the non-competitive division.



## STATE OF NEW JERSEY

## State College Employees Under the Merit System by Service Division

JANUARY 7, 2016

| COLLEGE                                    | COMPETITIVE  | NON-COMPETITIVE | GRAND TOTAL  |
|--|--------------|-----------------|--------------|
| KEAN UNIVERSITY                            | 154          | 103             | 257          |
| MONTCLAIR STATE UNIVERSITY                 | 275          | 419             | 694          |
| NEW JERSEY CITY UNIVERSITY                 | 171          | 408             | 579          |
| RAMAPO COLLEGE OF NEW JERSEY               | 85           | 145             | 230          |
| ROWAN UNIVERSITY                           | 367          | 512             | 879          |
| STATE LIBRARY                              | 50           | 19              | 69           |
| THE COLLEGE OF NEW JERSEY                  | 162          | 278             | 440          |
| THE RICHARD STOCKTON COLLEGE OF NEW JERSEY | 232          | 324             | 556          |
| THOMAS EDISON STATE COLLEGE                | 39           | 17              | 56           |
| WILLIAM PATERSON UNIVERSITY                | 269          | 200             | 469          |
| <b>TOTAL STATE COLLEGES</b>                | <b>1,804</b> | <b>2,425</b>    | <b>4,229</b> |

As a result of the State College autonomy over personnel matters which was granted in June 1994, State College employees who do not retain rights under the Civil Service Commission are reported only as part of the totals on Page 11.

## STATE OF NEW JERSEY

# State Government Workforce Ten Year Historical Trend Data

## Introduction

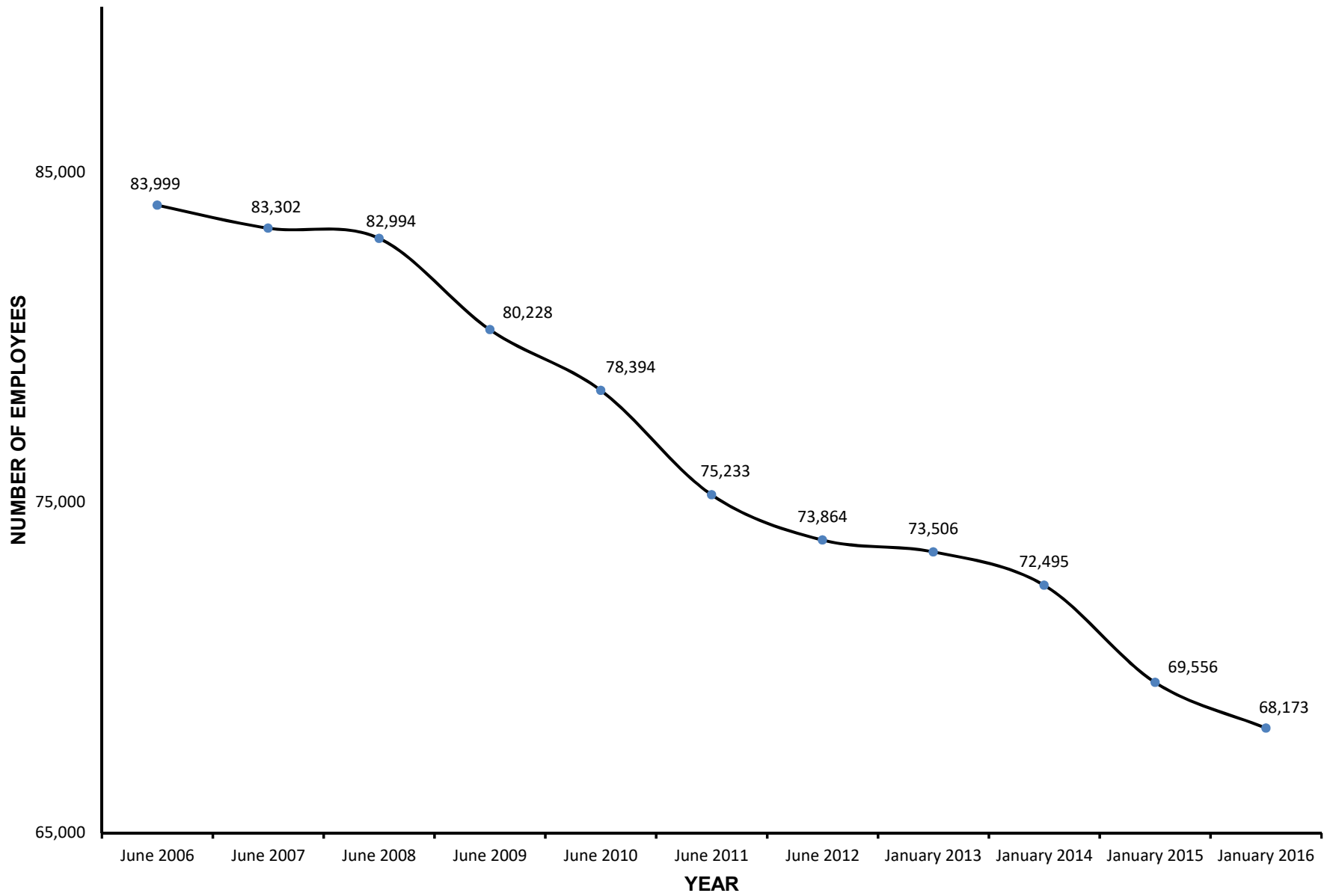
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The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments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

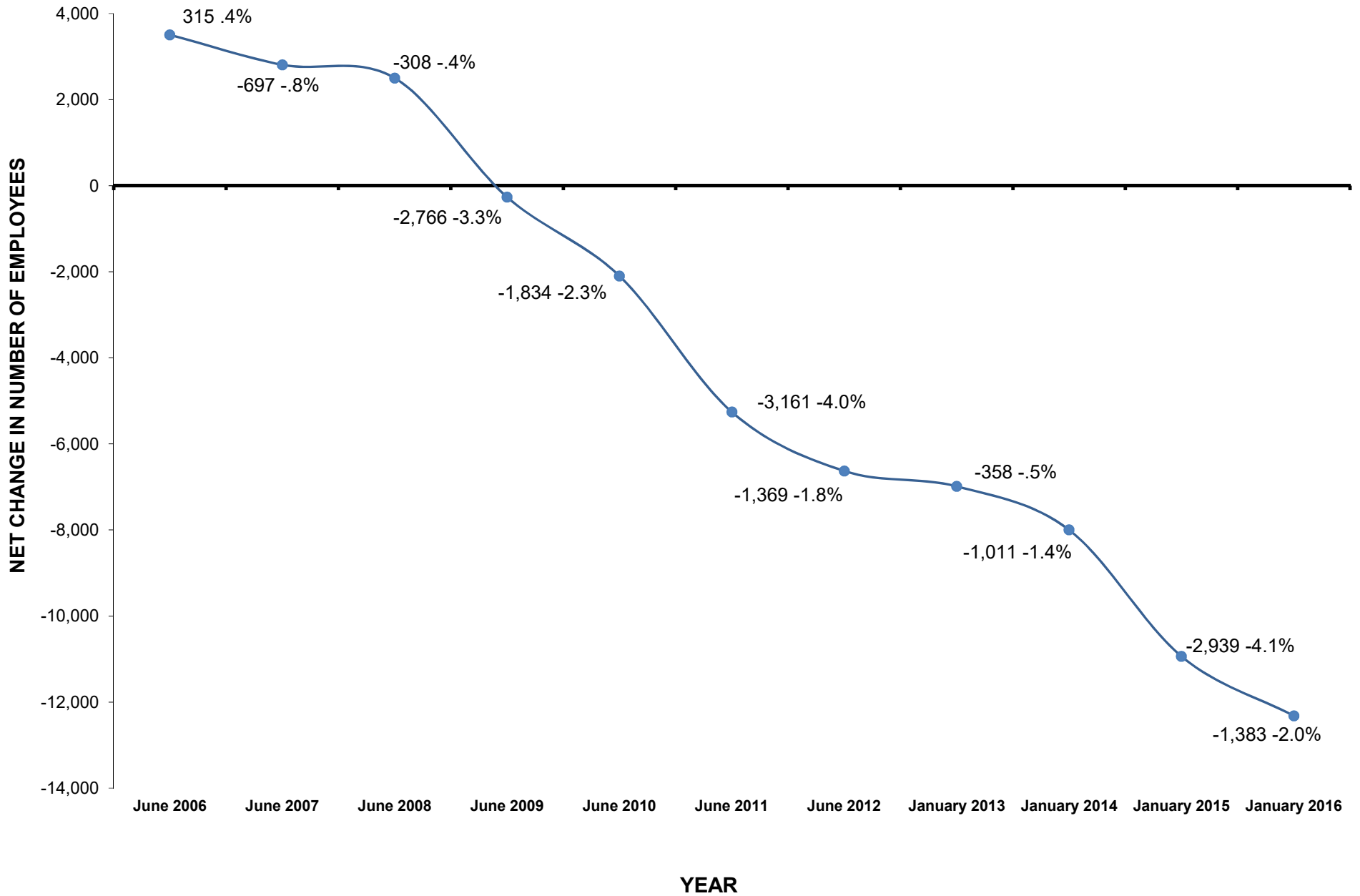
Page 45 presents net changes in number of state government employees over a ten year period. With the 2015 Profile, this graph was changed to a line graph to better reflect the visual representation of change. On the data labels, the number reflects the actual change in headcount compared to the previous year, while percentage reflects the percentage change.

Page 46 presents fiscal year data for the different agencies over the last ten years. Where State Government structure was modified, we have added footnotes to comment on major changes. Most agencies that the statutes place "in but not of" various departments are included in the figures for those departments; the larger of these agencies are identified separately and listed adjacent to each department with which they are associated. All figures are from the close of each fiscal year, so that changes in the workforce since July of 2015 are not reflected in the table.

## STATE OF NEW JERSEY Ten Year Trend of Total Workforce Counts



# Ten Year Trend of Net Changes in Number of State Government Employees



STATE OF NEW JERSEY  
**Employment History**  
**FY2005 THROUGH FY2014**

| STATE AGENCY                              | Jun-05 | Jun-06 | Jun-07 | Jun-08 | Jun-09 | Jun-10 | Jun-11 | Jun-12 | Jun-13 | Jun-14 | Jun-15 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| AGRICULTURE                               | 273    | 269    | 256    | 245    | 222    | 217    | 208    | 218    | 211    | 213    | 213    |
| BANKING & INSURANCE                       | 497    | 500    | 484    | 464    | 427    | 428    | 508    | 501    | 496    | 487    | 476    |
| CHILDREN & FAMILIES <sup>1</sup>          |        |        | 7,205  | 7,286  | 7,172  | 7,130  | 6,895  | 6,786  | 6,836  | 6,756  | 6,747  |
| COMMUNITY AFFAIRS                         | 1,152  | 1,170  | 1,166  | 1,136  | 1,082  | 1,068  | 997    | 920    | 912    | 933    | 926    |
| CORRECTIONS                               | 10,494 | 10,416 | 10,395 | 10,424 | 10,153 | 9,647  | 9,250  | 9,161  | 9,053  | 8,896  | 8,782  |
| Corrections                               | 9,757  | 9,667  | 9,681  | 9,726  | 9,447  | 8,970  | 8,619  | 8,539  | 8,448  | 8,300  | 8,191  |
| State Parole Board                        | 737    | 749    | 714    | 698    | 706    | 677    | 631    | 622    | 605    | 596    | 591    |
| EDUCATION                                 | 973    | 982    | 919    | 889    | 851    | 818    | 773    | 772    | 832    | 801    | 781    |
| ENVIRONMENTAL PROTECTION                  | 3,494  | 3,427  | 3,332  | 3,243  | 3,040  | 2,960  | 2,790  | 2,762  | 2,737  | 2,805  | 2,738  |
| EXECUTIVE/GOVERNOR'S                      | 123    | 109    | 107    | 104    | 104    | 107    | 125    | 132    | 128    | 125    | 119    |
| HEALTH & SENIOR SERVICES                  | 2,240  | 2,147  | 2,037  | 1,986  | 1,818  | 1,742  | 1,623  | 1,233  | 1,179  | 1,165  | 1,131  |
| HOMELAND SECURITY <sup>2</sup>            |        |        | 107    | 111    | 95     |        |        |        |        |        |        |
| HUMAN SERVICES                            | 23,601 | 24,140 | 17,511 | 17,502 | 17,269 | 17,112 | 16,630 | 16,338 | 16,071 | 14,768 | 12,946 |
| INFORMATION TECHNOLOGY <sup>3</sup>       | 958    | 926    | 916    | 891    | 811    | 815    | 758    | 730    | 726    | 751    | 729    |
| LABOR & WORKFORCE DVLPT.                  | 4,028  | 3,938  | 3,712  | 3,651  | 3,851  | 3,854  | 3,672  | 3,648  | 3,585  | 3,430  | 3,254  |
| Labor and Workforce Development           | 4,028  | 3,938  | 3,712  | 3,651  | 3,604  | 3,612  | 3,445  | 3,394  | 3,334  | 3,184  | 3,002  |
| Civil Service Commission <sup>4</sup>     |        |        |        |        | 247    | 242    | 227    | 254    | 251    | 246    | 252    |
| LAW & PUBLIC SAFETY                       | 10,114 | 10,242 | 9,774  | 9,650  | 9,340  | 9,143  | 8,577  | 8,271  | 7,939  | 7,878  | 7,932  |
| Law and Public Safety                     | 8,288  | 8,407  | 7,998  | 7,928  | 7,653  | 7,458  | 7,067  | 6,857  | 6,591  | 6,590  | 6,653  |
| Homeland Security                         |        |        |        |        |        | 96     | 98     | 99     | 104    | 98     | 91     |
| Child Advocate <sup>5,6</sup>             | 22     | 11     |        |        |        |        |        |        |        |        |        |
| Juvenile Justice Commission               | 1,804  | 1,824  | 1,776  | 1,722  | 1,687  | 1,589  | 1,412  | 1,315  | 1,244  | 1,190  | 1,188  |
| MILITARY & VETERANS AFFAIRS               | 1,547  | 1,576  | 1,564  | 1,595  | 1,583  | 1,559  | 1,544  | 1,578  | 1,553  | 1,532  | 1,494  |
| PERSONNEL <sup>4</sup>                    | 383    | 364    | 344    | 337    |        |        |        |        |        |        |        |
| PUBLIC ADVOCATE <sup>6</sup>              |        | 11     | 186    | 186    | 171    | 142    |        |        |        |        |        |
| STATE                                     | 594    | 576    | 569    | 597    | 561    | 524    | 482    | 339    | 340    | 317    | 310    |
| State (Incl Comm on Higher Ed)            | 223    | 214    | 218    | 250    | 240    | 219    | 205    | 185    | 186    | 180    | 179    |
| Higher Educational Student                | 210    | 200    | 194    | 195    | 181    | 173    | 157    | 154    | 154    | 137    | 131    |
| Public Broadcasting                       | 161    | 162    | 157    | 152    | 140    | 132    | 120    |        |        |        |        |
| TRANSPORTATION                            | 6,885  | 6,908  | 6,627  | 6,542  | 6,082  | 5,830  | 5,504  | 5,627  | 5,607  | 5,517  | 5,372  |
| Transportation                            | 3,996  | 3,904  | 3,736  | 3,692  | 3,458  | 3,327  | 3,099  | 3,175  | 3,167  | 3,127  | 3,041  |
| Motor Vehicle Commission <sup>7</sup>     | 2,889  | 3,004  | 2,891  | 2,850  | 2,624  | 2,503  | 2,405  | 2,452  | 2,440  | 2,390  | 2,331  |
| TREASURY                                  | 6,097  | 6,053  | 5,943  | 6,006  | 5,734  | 5,550  | 5,349  | 5,341  | 5,424  | 5,318  | 5,248  |
| Treasury                                  | 4,195  | 4,147  | 4,144  | 4,225  | 4,049  | 3,926  | 3,892  | 3,839  | 3,881  | 3,747  | 3,693  |
| Administrative Law                        | 114    | 113    | 107    | 105    | 96     | 100    | 99     | 96     | 92     | 92     | 85     |
| Casino Control Commission                 | 353    | 353    | 318    | 318    | 289    | 278    | 59     | 60     | 51     | 51     | 43     |
| Public Defender                           | 1,088  | 1,100  | 1,083  | 1,077  | 1,031  | 988    | 1,046  | 1,099  | 1,166  | 1,193  | 1,199  |
| Public Utilities                          | 304    | 300    | 291    | 281    | 269    | 258    | 253    | 247    | 234    | 235    | 228    |
| Ratepayer Advocate <sup>6</sup>           | 43     | 40     |        |        |        |        |        |        |        |        |        |
| <b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b> |        |        |        |        |        |        |        |        |        |        |        |
| EXECUTIVE AGENCIES                        | 73,453 | 73,754 | 73,154 | 72,845 | 70,366 | 68,646 | 65,685 | 64,357 | 63,629 | 61,692 | 59,198 |
| JUDICIAL                                  | 9,692  | 9,721  | 9,625  | 9,625  | 9,342  | 9,260  | 9,057  | 9,019  | 9,017  | 9,028  | 8,853  |
| LEGISLATIVE                               | 516    | 524    | 523    | 527    | 520    | 488    | 491    | 488    | 488    | 490    | 490    |
| TOTALS                                    | 83,661 | 83,999 | 83,302 | 82,997 | 80,228 | 78,394 | 75,233 | 73,864 | 73,134 | 71,210 | 68,541 |

<sup>1</sup> In July 2006, Governor Corzine signed legislation that established the Department of Children and Families. The agency was primarily staffed by the transfer of employees from the Department of Human Services.

<sup>2</sup> In March 2006, Governor Corzine signed an Executive Order establishing the Office of Homeland Security and Preparedness.

<sup>3</sup> The Office of Information Technology was created in September 1998. A separate identity in PMIS was established in Fiscal Year 2000.

<sup>4</sup> In June 2008, the Department of Personnel was abolished, and its function and powers were transferred to the newly established Civil Service Commission, which is in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.

<sup>5</sup> The Office of the Child Advocate was created in September 2003. A separate PMIS identity was established the following year.

<sup>6</sup> In 2005, the Department of the Public Advocate was restored as a principal department in the Executive branch of State government. The Offices of the Child Advocate and the Ratepayer Advocate were allocated within the restored Department. The Department was abolished again in 2010.

<sup>7</sup> In 2003 the Division of Motor Vehicles in the Department of Transportation was abolished and the New Jersey Motor Vehicle Commission was established. The Commission is allocated in but not of the Department of Transportation.

## STATE OF NEW JERSEY

# Local Government Merit System Jobs

## Introduction

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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 Merit System. Because local data doesn't allow us the ability to view the local workforce as of a specific pay period the way state data does, the data for this publication reflects the local workforce as of March 1, 2016.

The New Jersey Civil Service Commission administers a merit system of employment for both the State Government and the local jurisdictions that have, by referendum, adopted Title 11A of the Revised Statutes. These jurisdictions comprise 20 of the State's 21 counties and more than 350 other jurisdictions, including both municipalities and special-purpose authorities and districts. Approximately a third of the State's 566 municipalities belong to the system, including most of the larger, older, and more urban ones. In addition, a small number of school districts have adopted the Merit System legislation.

Recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey excluding education (December 2015) indicate total employment of approximately 147,444. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 95,173 identified in our records) represent about 65 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 Merit 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 1,900 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 97,206 jobs rather than 95,173 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 merit system jobs, even if we cannot draw comparisons between the two workforces as such.

## STATE OF NEW JERSEY

# Local Government Merit System Jobs

## Introduction

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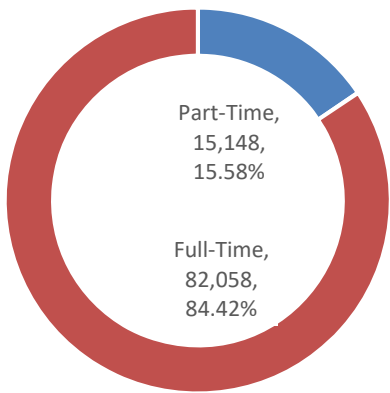
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which differ 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 merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately 87 percent of local jobs are in the Career Service. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; about 47 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. More than 27 percent of the local jobs are in the professional/technical/managerial occupations, while more than half of them are in clerical or service occupations.

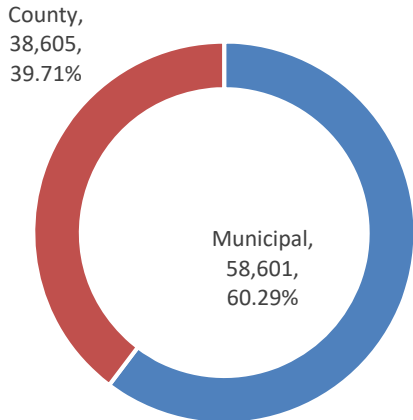
The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. Approximately one out of six State Government jobs is in the Unclassified Service, compared with about one out of nine local government merit system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the wider geographic distribution of local government merit system jobs. Finally, the occupational breakdown of local government merit 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 Merit System jobs some temporary engagements like Monitor and Student Assistant that are not subject to unemployment compensation. Our classification and compensation experts have now concluded that these engagements do not constitute regular jobs, so we are no longer counting them. As of December 13, 2012, these engagements amounted to 460 jobs with 447 incumbents.

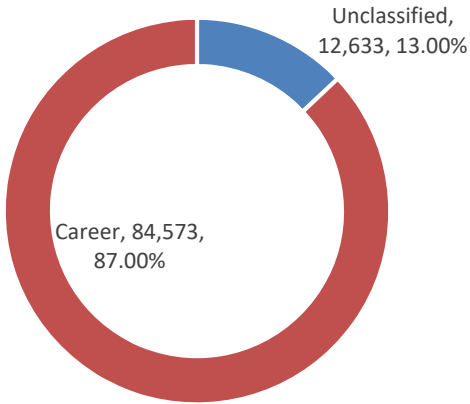
STATE OF NEW JERSEY  
**Local Government Merit System Jobs**  
 Quantitative Summary  
 March 1, 2016



■ Part-Time ■ Full-Time



■ Municipal ■ County



■ Unclassified ■ Career



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

March 1, 2016

| 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     | 1,115         | 407            | 1,522           | 230          | 1,752         | 1,494         | 514            | 2,008           | 313          | 2,321           | 3,530         | 543                | 4,073         |
| BERGEN       | 1,752         | 881            | 2,633           | 337          | 2,970         | 2,248         | 1,200          | 3,448           | 693          | 4,141           | 6,081         | 1,030              | 7,111         |
| BURLINGTON   | 1,101         | 409            | 1,510           | 194          | 1,704         | 1,086         | 585            | 1,671           | 481          | 2,152           | 3,181         | 675                | 3,856         |
| CAMDEN       | 2,011         | 396            | 2,407           | 389          | 2,796         | 1,407         | 603            | 2,010           | 599          | 2,609           | 4,417         | 988                | 5,405         |
| CAPE MAY     | 528           | 514            | 1,042           | 133          | 1,175         | 1,011         | 821            | 1,832           | 228          | 2,060           | 2,874         | 361                | 3,235         |
| CUMBERLAND   | 705           | 171            | 876             | 145          | 1,021         | 1,090         | 1,088          | 2,178           | 200          | 2,378           | 3,054         | 345                | 3,399         |
| ESSEX        | 2,468         | 855            | 3,323           | 510          | 3,833         | 5,711         | 2,296          | 8,007           | 913          | 8,920           | 11,330        | 1,423              | 12,753        |
| GLOUCESTER   | 778           | 476            | 1,254           | 166          | 1,420         | 340           | 161            | 501             | 67           | 568             | 1,755         | 233                | 1,988         |
| HUDSON       | 1,791         | 911            | 2,702           | 454          | 3,156         | 5,026         | 3,662          | 8,688           | 988          | 9,676           | 11,390        | 1,442              | 12,832        |
| HUNTERDON    | 374           | 94             | 468             | 105          | 573           | 0             | 0              | 0               | 0            | 0               | 468           | 105                | 573           |
| MERCER       | 1,203         | 363            | 1,566           | 250          | 1,816         | 1,728         | 448            | 2,176           | 232          | 2,408           | 3,742         | 482                | 4,224         |
| MIDDLESEX    | 1,359         | 539            | 1,898           | 279          | 2,177         | 2,216         | 1,115          | 3,331           | 415          | 3,746           | 5,229         | 694                | 5,923         |
| MONMOUTH     | 2,068         | 426            | 2,494           | 260          | 2,754         | 1,611         | 604            | 2,215           | 592          | 2,807           | 4,709         | 852                | 5,561         |
| MORRIS       | 967           | 528            | 1,495           | 243          | 1,738         | 1,067         | 408            | 1,475           | 270          | 1,745           | 2,970         | 513                | 3,483         |
| OCEAN        | 2,098         | 763            | 2,861           | 270          | 3,131         | 1,794         | 1,196          | 2,990           | 476          | 3,466           | 5,851         | 746                | 6,597         |
| PASSAIC      | 1,312         | 928            | 2,240           | 282          | 2,522         | 2,541         | 928            | 3,469           | 506          | 3,975           | 5,709         | 788                | 6,497         |
| SALEM        | 458           | 66             | 524             | 101          | 625           | 57            | 31             | 88              | 28           | 116             | 612           | 129                | 741           |
| SOMERSET *   | 11            | 0              | 11              | 0            | 11            | 0             | 0              | 0               | 0            | 0               | 11            | 0                  | 11            |
| SUSSEX       | 405           | 167            | 572             | 107          | 679           | 405           | 190            | 595             | 221          | 816             | 1,167         | 328                | 1,495         |
| UNION        | 1,432         | 504            | 1,936           | 271          | 2,207         | 2,731         | 1,017          | 3,748           | 443          | 4,191           | 5,684         | 714                | 6,398         |
| WARREN       | 376           | 73             | 449             | 96           | 545           | 230           | 130            | 360             | 146          | 506             | 809           | 242                | 1,051         |
| <b>TOTAL</b> | <b>24,312</b> | <b>9,471</b>   | <b>33,783</b>   | <b>4,822</b> | <b>38,605</b> | <b>33,793</b> | <b>16,997</b>  | <b>50,790</b>   | <b>7,811</b> | <b>58,601</b>   | <b>84,573</b> | <b>12,633</b>      | <b>97,206</b> |

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

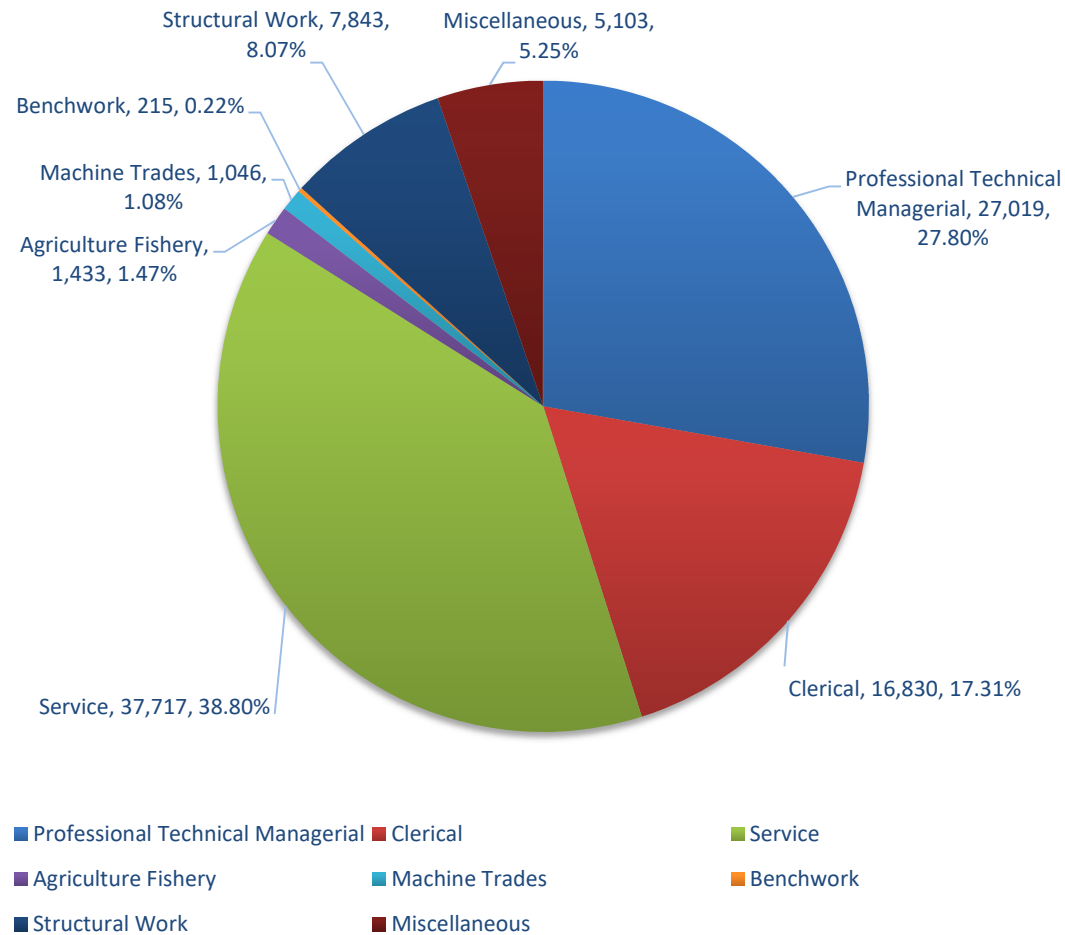
**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**Distribution by Location, Level of Government, and Work Schedule**

March 1, 2016

| LOCATION     | COUNTY        |              |               | MUNICIPAL     |               |               | TOTAL         |               | GRAND TOTAL   |
|--------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | FULL-TIME     | PART-TIME    | SUBTOTAL      | FULL-TIME     | PART-TIME     | SUBTOTAL      | FULL-TIME     | PART-TIME     |               |
| ATLANTIC     | 1,641         | 111          | 1,752         | 2,002         | 319           | 2,321         | 3,643         | 430           | 4,073         |
| BERGEN       | 2,433         | 537          | 2,970         | 2,979         | 1,162         | 4,141         | 5,412         | 1,699         | 7,111         |
| BURLINGTON   | 1,576         | 128          | 1,704         | 1,505         | 647           | 2,152         | 3,081         | 775           | 3,856         |
| CAMDEN       | 2,563         | 233          | 2,796         | 1,839         | 770           | 2,609         | 4,402         | 1,003         | 5,405         |
| CAPE MAY     | 1,036         | 139          | 1,175         | 1,353         | 707           | 2,060         | 2,389         | 846           | 3,235         |
| CUMBERLAND   | 936           | 85           | 1,021         | 1,927         | 451           | 2,378         | 2,863         | 536           | 3,399         |
| ESSEX        | 3,713         | 120          | 3,833         | 8,109         | 811           | 8,920         | 11,822        | 931           | 12,753        |
| GLOUCESTER   | 1,171         | 249          | 1,420         | 463           | 105           | 568           | 1,634         | 354           | 1,988         |
| HUDSON       | 3,037         | 119          | 3,156         | 7,770         | 1,906         | 9,676         | 10,807        | 2,025         | 12,832        |
| HUNTERDON    | 512           | 61           | 573           | 0             | 0             | 0             | 512           | 61            | 573           |
| MERCER       | 1,696         | 120          | 1,816         | 2,164         | 244           | 2,408         | 3,860         | 364           | 4,224         |
| MIDDLESEX    | 2,087         | 90           | 2,177         | 2,904         | 842           | 3,746         | 4,991         | 932           | 5,923         |
| MONMOUTH     | 2,677         | 77           | 2,754         | 2,061         | 746           | 2,807         | 4,738         | 823           | 5,561         |
| MORRIS       | 1,604         | 134          | 1,738         | 1,293         | 452           | 1,745         | 2,897         | 586           | 3,483         |
| OCEAN        | 2,724         | 407          | 3,131         | 2,713         | 753           | 3,466         | 5,437         | 1,160         | 6,597         |
| PASSAIC      | 2,300         | 222          | 2,522         | 3,198         | 777           | 3,975         | 5,498         | 999           | 6,497         |
| SALEM        | 498           | 127          | 625           | 89            | 27            | 116           | 587           | 154           | 741           |
| SOMERSET     | 11            | 0            | 11            | 0             | 0             | 0             | 11            | 0             | 11            |
| SUSSEX       | 531           | 148          | 679           | 484           | 332           | 816           | 1,015         | 480           | 1,495         |
| UNION        | 2,144         | 63           | 2,207         | 3,526         | 665           | 4,191         | 5,670         | 728           | 6,398         |
| WARREN       | 510           | 35           | 545           | 279           | 227           | 506           | 789           | 262           | 1,051         |
| <b>TOTAL</b> | <b>35,400</b> | <b>3,205</b> | <b>38,605</b> | <b>46,658</b> | <b>11,943</b> | <b>58,601</b> | <b>82,058</b> | <b>15,148</b> | <b>97,206</b> |

# Distribution of Local Government Merit System Jobs by Occupational Group

March 1, 2016



Data provided by the Civil Service Commission from it's CAMPS.  
 Classification system based on the Civil Service Commission Occupational Code Dictionary.  
 Percentages refer to the total number of local government Merit System jobs as of 3/1/16: 97,206

STATE OF NEW JERSEY

Distribution of Local Government Merit System Jobs by Occupational Group

March 1, 2016

| CATEGORY                                | OCCUPATION                    | COUNTY              | MUNICIPAL     | TOTAL         |
|---|-------------------------------|---------------------|---------------|---------------|
| PROFESSIONAL<br>TECHNICAL<br>MANAGERIAL | 00 ENGINEERING/SURVEYING      | 311                 | 208           | 519           |
|   | 01 ENV ENGR-ARCHITECTURE      | 19                  | 7             | 26            |
|   | 02 PHYSICAL SCI-STATS         | 138                 | 79            | 217           |
|   | 04 LIFE SCIENCES              | 46                  | 5             | 51            |
|   | 05 SOCIAL SCIENCES            | 409                 | 670           | 1,079         |
|   | 06 SOCIAL-PSYCH SERVICES      | 1,981               | 159           | 2,140         |
|   | 07 MEDICAL-HEALTH SERVICES    | 1,492               | 1,165         | 2,657         |
|   | 09 EDUCATION                  | 404                 | 1,751         | 2,155         |
|   | 10 MUSEUM/LIBRARY/ARCHIVES    | 1,521               | 1,858         | 3,379         |
|   | 11 LAW                        | 1,248               | 732           | 1,980         |
|   | 12 INFO PROCESSING SYSTEMS    | 571                 | 310           | 881           |
|   | 13 WRITING                    | 42                  | 51            | 93            |
|   | 14 ART                        | 40                  | 23            | 63            |
|   | 15 FINANCE                    | 420                 | 573           | 993           |
|   | 16 ADMINISTRATION             | 4,302               | 2,502         | 6,804         |
|   | 17 INSPECTIONS/INVESTIGATIONS | 675                 | 2,012         | 2,687         |
|   | 18 RECREATION                 | 294                 | 986           | 1,280         |
|   | 19 BROADCASTING/TRANSMITTING  | 5                   | 10            | 15            |
|   | CLERICAL                      | 20 GENERAL CLERICAL | 5,947         | 6,280         |
| 21 FINANCE CLERICAL                     |                               | 471                 | 863           | 1,334         |
| 22 STOCK-STORAGE-INVENTORY              |                               | 97                  | 54            | 151           |
| 24 INFO-MSG DISTRIBUTION                |                               | 1,314               | 1,804         | 3,118         |
| SERVICE                                 | 30 BLDG-FACILITY SERVICES     | 888                 | 1,898         | 2,786         |
|   | 31 FOOD SERVICES              | 288                 | 565           | 853           |
|   | 33 BARBERING/COSMETOLOGY      | 1                   | 0             | 1             |
|   | 35 DIRECT CARE                | 620                 | 2             | 622           |
|   | 36 PROTECTIVE SERVICES        | 9,955               | 23,500        | 33,455        |
| AGRICULTURE<br>FISHERY                  | 40 PLANTING-GARDENING         | 509                 | 594           | 1,103         |
|   | 41 ANIMAL FARMING             | 186                 | 136           | 322           |
|   | 42 FISHERY-SHELLFISH          | 0                   | 1             | 1             |
|   | 43 FORESTRY                   | 4                   | 3             | 7             |
| MACHINE TRADES                          | 60 MACHINERY REPAIR           | 357                 | 657           | 1,014         |
|   | 65 PRINTING                   | 28                  | 4             | 32            |
| BENCHWORK                               | 70 TECHNICAL REPAIR           | 4                   | 17            | 21            |
|   | 72 ELECTRICAL REPAIR          | 92                  | 102           | 194           |
| STRUCTURAL<br>WORK                      | 80 SKILLED TRADES             | 329                 | 338           | 667           |
|   | 81 STRUCTURAL MAINTENANCE     | 1,618               | 5,558         | 7,176         |
| MISCELLANEOUS                           | 90 TRANSPORTATION             | 929                 | 1,671         | 2,600         |
|   | 91 UTILITIES                  | 271                 | 657           | 928           |
|   | 92 NOT CODED ELSEWHERE        | 779                 | 796           | 1,575         |
| <b>TOTAL</b>                            |                               | <b>38,605</b>       | <b>58,601</b> | <b>97,206</b> |

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

# *Appendix*

STATE OF NEW JERSEY

**Appendix: Listing of Autonomous Local Merit System Jurisdictions**

As of January 2016

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Atlantic County  
Bergen County  
Bergen County Board of Social  
Services  
Bergen County Utilities Authority  
Burlington County  
Burlington County Board of Social  
Services  
Camden County  
Camden County Municipal Utilities  
Authority  
Camden County Board of Social  
Services  
Cape May County  
Cape May County Board of Social  
Services  
Cumberland County  
Cumberland County Board of Social  
Services  
Essex County  
Gloucester County  
Hudson County  
Hunterdon County  
Mercer County  
Mercer County Board of Social  
Services  
Middlesex County

Middlesex County Board of Social  
Services  
Monmouth County  
Morris County  
Ocean County  
Ocean County Board of Social  
Services  
Passaic County  
Passaic County Board of Social  
Services  
Salem County  
Salem County Board of Social  
Services  
Sussex County  
Union County  
Warren County  
Aberdeen Township  
Aberdeen Fire Districts (2)  
Allamuchy Township  
Alpha Borough  
Andover Township  
Asbury Park City  
Atlantic City  
Atlantic City Library  
Atlantic City Municipal Utilities  
Authority  
Bayonne

Bayonne Housing Authority  
Bayonne Library  
Beach Haven Borough  
Beachwood Borough  
Belleville  
Belleville Library  
Belmar Borough  
Belmar Housing Authority  
Bergenfield Borough  
Bergenfield Library  
Berkeley Township  
Berkeley School District  
Beverly  
Bloomfield  
Bloomfield Library  
Boonton Town  
Boonton Library  
Bordentown City  
Bordentown Township  
Bordentown Township Fire  
Districts (2)  
Brick Township  
Brick Fire District (1)  
Brick School District  
Bridgeton  
Bridgeton Housing Authority  
Bridgeton Library

STATE OF NEW JERSEY

**Appendix: Listing of Autonomous Local Merit System Jurisdictions**

As of January 2016

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Brooklawn Borough  
Buena Borough  
Buena Municipal Utilities Authority  
Burlington City  
Burlington City Housing Authority  
Burlington Township  
Burlington Township Fire District (1)  
Butler Borough  
Butler Library  
Byram Township  
Camden City  
Camden City Library  
Camden City Redevelopment Agency  
Cape May City  
Carteret Borough  
Carteret Library  
Cinnaminson Township  
Cinnaminson Fire District (1)  
Clark Township  
Clark Library  
Clementon Borough  
Clifton  
Clifton Library  
Delanco Township  
Delran Township  
Delran Fire District (1)  
Dennis Township

Deptford Township  
Deptford Library  
Deptford Municipal Utilities  
Authority  
Deptford Township Fire District (1)  
Dover (Morris County)  
Dover Housing Authority (Morris  
County)  
Dover Library  
East Orange  
East Orange Library  
East Rutherford Borough  
East Rutherford Library  
Edgewater Borough  
Edgewater Library  
Edgewater Park Township  
Edgewater Park Fire District (1)  
Egg Harbor City  
Elizabeth  
Elizabeth Housing Authority  
Elizabeth Library  
Elmwood Park Borough  
Elmwood Park Borough Library  
Ewing Township  
Ewing Township Fire Districts (3)  
Fair Lawn  
Fair Lawn Library

Fairview  
Fairview Library  
Florence Township  
Florence Fire District (1)  
Fort Lee  
Fort Lee Library  
Franklin Township (Warren County)  
Franklin Township Housing Authority  
(Somerset County)  
Freehold Borough  
Freehold Township  
Garfield  
Garfield Library  
Glassboro Housing Authority  
Gloucester City  
Gloucester City Library  
Gloucester Township  
Gloucester Township Fire  
Districts (6)  
Gloucester Township Housing  
Authority  
Gloucester Township Municipal  
Utilities Authority  
Green Township  
Hackensack  
Hackensack Library  
Hackettstown

STATE OF NEW JERSEY

**Appendix: Listing of Autonomous Local Merit System Jurisdictions**

As of January 2016

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|   |   |  |
|---|---|--|
| Hackettstown Municipal Utilities Authority  | Jackson Township                          | Linden Library                               |
| Haddon Township Housing Authority           | Jackson Fire Districts (4)                | Lindenwold Borough                           |
| Hamilton Township (Mercer County)           | Jackson Municipal Utilities Authority     | Lindenwold Fire District (1)                 |
| Hamilton Fire Districts (8) (Mercer County) | Jefferson Township                        | Little Egg Harbor Township                   |
| Hammonton                                   | Jefferson Township Library                | Lodi Borough                                 |
| Hampton Township                            | Jersey City                               | Lodi Housing Authority                       |
| Harmony Township                            | Jersey City Library                       | Lodi Library                                 |
| Harrison (Hudson)                           | Jersey City School District               | Lodi School District                         |
| Harrison Housing Authority                  | Keansburg                                 | Long Beach Township                          |
| Harrison Library                            | Kearny                                    | Long Branch                                  |
| Hazlet Township                             | Kearny Library                            | Lopatcong                                    |
| Hazlet Fire District (1)                    | Keyport Borough                           | Lower Township (Cape May County)             |
| Highlands Borough (Monmouth County)         | Lacey Township                            | Lower Township Municipal Utilities Authority |
| Hillside Township                           | Lake Como Borough (formerly South Belmar) | Magnolia Borough                             |
| Hillside Library                            | Lakehurst                                 | Manasquan Borough                            |
| Hoboken                                     | Lakewood Township                         | Manasquan Fire District (1)                  |
| Holmdel Township                            | Lakewood Fire District (1)                | Maple Shade                                  |
| Hopatcong                                   | Lakewood Municipal Utilities Authority    | Margate City                                 |
| Independence Township                       | Lavallette                                | Margate Library                              |
| Independence Municipal Utilities Authority  | Lawnside                                  | Marlboro Township                            |
| Irvington                                   | Lawrence Township (Mercer County)         | Marlboro Municipal Utilities Authority       |
| Irvington Housing Authority                 | Liberty Township                          | Marlboro Fire District (1)                   |
| Irvington Library                           | Lincoln Park Borough                      | Maurice River Township                       |
|   | Lincoln Park Library                      | Maurice River School District                |
|   | Linden                                    | Middle Township (Cape May County)            |



STATE OF NEW JERSEY

**Appendix: Listing of Autonomous Local Merit System Jurisdictions**

As of January 2016

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Middle Township School District  
Middletown Township (Monmouth County)  
Middletown Library  
Millburn Township  
Millburn Library  
Milltown Borough  
Millville City  
Millville School District  
Monroe (Gloucester County)  
Monroe Library (Gloucester County)  
Monroe Municipal Utilities Authority (Gloucester County)  
Montville Township  
Montville Fire Districts (3)  
Montville Library  
Moonachie Borough  
Moorestown Township  
Moorestown Fire Districts (2)  
Moorestown Library  
Morristown  
Mount Holly Township  
Mount Holly Fire District (1)  
Mount Laurel Township  
Mount Laurel Fire District (1)  
Mount Laurel Library  
Mount Laurel Municipal Utilities Authority

Newark  
Newark Library  
Newark School District  
New Brunswick  
Newton  
North Arlington Borough  
North Arlington Library  
North Bergen Township  
North Bergen Library  
North Bergen Municipal Utilities Authority  
North Brunswick Township  
North Brunswick Library  
North Hudson Regional Fire Rescue Service  
North Wildwood City  
Nutley  
Nutley Library  
Oakland Borough  
Oakland Library  
Ocean City  
Ocean City Housing Authority  
Ocean City Library  
Ogdensburg Borough  
Orange  
Orange Housing Authority  
Orange City Library

Park Ridge Borough  
Park Ridge Library  
Parsippany-Troy Hills Township  
Parsippany-Troy Hills Library  
Passaic City  
Passaic City Library  
Passaic Valley Water Commission  
Paterson  
Paterson Housing Authority  
Paterson Library/Museum  
Pemberton Township  
Pennsauken Township  
Pennsauken Library  
Penns Grove Housing Authority  
Perth Amboy  
Phillipsburg  
Phillipsburg Library  
Plainfield  
Plainfield Housing Authority  
Plainfield Library  
Pleasantville  
Pohatcong Township  
Point Pleasant Borough  
Point Pleasant Beach Borough  
Pompton Lakes Borough  
Pompton Lakes Library  
Pompton Lakes Municipal Utilities

STATE OF NEW JERSEY

**Appendix: Listing of Autonomous Local Merit System Jurisdictions**

As of January 2016

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Authority  
Rahway  
Rahway Library  
Red Bank Housing Authority  
Ridgewood Village  
Ridgewood Library  
Ringwood Borough  
Riverside Township  
Rockaway Township  
Rockaway Library  
Roselle Borough  
Roselle Library  
Runnemede Borough  
Rutherford Borough  
Rutherford Library  
Saddle Brook Township  
Saddle Brook Library  
Salem City  
Salem City Library  
Sayreville Borough  
Scotch Plains  
Scotch Plains Library  
Sea Isle City  
Seaside Heights  
Seaside Park  
Somerdale Borough  
Somers Point

South Amboy  
South Amboy Library  
South Orange Village  
South Orange Library  
South Plainfield  
South Plainfield Library  
South Toms River  
Sparta Township  
Sparta Library  
Stanhope Borough  
Stillwater Township  
Stratford Borough  
Teaneck Township  
Teaneck Library  
Trenton  
Trenton Library  
Union Beach  
Union City (Hudson County)  
Union City Library  
Union Township (Union County)  
Union Township Library (Union  
County)  
Upper Township (Cape May County)  
Ventnor City  
Vernon Township  
Verona Township  
Verona Township Library

Vineland City  
Vineland Library  
Vineland School District  
Voorhees Township  
Voorhees Township Fire District (1)  
Waldwick Borough  
Waldwick Library  
Wallington Borough  
Wallington JFK Memorial Library  
Wanaque Borough  
Wanaque Library  
Wantage Township  
Washington Borough (Warren  
County)  
Weehawken Township  
Weehawken Library  
Weehawken School District  
West Milford Township  
West Milford Library  
West Milford Municipal Utilities  
Authority  
West New York  
West New York Library  
West Orange Township  
West Orange Library  
White Township  
Wildwood City

STATE OF NEW JERSEY

**Appendix: Listing of Autonomous Local Merit System Jurisdictions**

As of January 2016

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Wildwood City Housing  
Authority  
Wildwood Crest Borough  
Willingboro  
Willingboro Library  
Willingboro Municipal Utilities  
Authority  
Winslow Township  
Winslow Township Fire District (1)  
Woodbine Borough  
Woodbridge Township  
Woodbridge Library  
Woodbridge Fire Districts (9)  
Woodland Park Borough (formerly West  
Paterson)  
Woodland Park - Alfred H. Baumann Free  
Public Library  
Woodlynne Borough  
Wood-Ridge Borough  
Wood-Ridge Library