

# State Government



# Workforce

## PROFILE

with selected local data

# 2002

# NJPersonnel

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James E. McGreevey  
Governor

Ida L. Castro  
Commissioner

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE 2002**

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**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE 2002**

*INTRODUCTION*

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The Office of Planning and Research in the Office of External Affairs has compiled this Workforce Profile from data captured by the Department of Personnel's automated personnel files, the Office of Management and Budget's automated payroll files, and a telephone survey. It includes profiles of the State Government workforce as of January 1, 2002, comparisons of the workforce at the end of Fiscal Year 2001 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2001.

We have included trend data where significant trends exist, and where data have been retained long enough to document trends. 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 where possible. Longer-term trend charts typically plot a single statistic (an average, total, or net change value) by year, to avoid excessive complexity. However, we have reproduced total counts by department for every year since 1960.

The Workforce Profiles for the years since 1995 have reflected many changes in the structure of State Government. Where possible, we have noted changes in staffing that are due to these structural changes rather than to routine movement into and out of the State Government workforce. These changes include: the addition of the county-level Judiciary (Superior Court) employees to the State Government workforce in January of 1995; the elimination of the Departments of Higher Education and Public Advocate; the merger of the Departments of Banking and Insurance; the creation of the Juvenile Justice Commission; the transfer of the Division of Motor Vehicles from the Department of Law and Public Safety to the Department of Transportation; the creation of the Higher Educational Student Assistance Authority to succeed the Office of Student Assistance; the creation of the Commerce and Economic Growth Commission to succeed the Department of Commerce and Economic Development; and the creation of the Office of Information Technology. They also include the transfer of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury and the transfer of all employees in Payroll 653 from the Department of Corrections to the State Parole Board. We have tried to annotate any figures that show significant changes as a result of these actions. As of January 2002, there are no further structural changes to report.

Most of these reports are based on the Department of Personnel's own records. However, certain information is only available from the Centralized Payroll Office in the Department of the Treasury, particularly with regard to union representation of State Government employees. The paycheck counts from Centralized Payroll do not, however, include exactly the same employees as the counts from the Department of Personnel's automated personnel files. In the Department of Personnel files, data are included for Career Service employees in the State Colleges, who were formerly counted in the Department of Higher Education. These

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE 2002**

*INTRODUCTION (continued)*

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employees are not included in paycheck counts or in reports based on payroll files. The same is true for certain employees on leave without pay. We include these employees because they are included in the State Government Merit System.

The Workforce Profile includes breakdown data for agencies that State law places “in but not of” the constitutionally authorized departments. The State Parole Board is “in but not of” the Department of Corrections. The Juvenile Justice Commission is “in but not of” the Department of Law and Public Safety. The Commission on Higher Education, the Higher Educational Student Assistance Authority, and Public Broadcasting are “in but not of” the Department of State. The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, the Board of Public Utilities, and the Ratepayer Advocate are all “in but not of” the Department of the Treasury. On all appropriate tables, Departments that include “in but not of” agencies have both the Department proper and the “in but not of” agencies (shown in parentheses) below the overall information for the Department (shown in capital letters).

The profile also includes a separate category for the Displaced Worker Pool. In 1996, the Department of Personnel established a temporary pool of displaced employees that met the temporary staffing needs of various State departments and agencies until the displaced workers found permanent employment. The Appropriations Act enabled the Department of the Treasury to transfer funds to the Department of Personnel from the other State departments to support the creation of the Displaced Workers Pool and the salaries of participants. The Pool was activated in 1996 to mitigate the effects of a layoff at the Department of Human Services. By February of 1997, all the employees in the Displaced Worker Pool had been placed in other permanent positions. In 1998, following the replacement of the Department of Commerce and Economic Development with a smaller, autonomous commission, additional employees entered the Displaced Worker Pool. By January 2000, all these employees had also been placed in other permanent positions. The Displaced Worker Pool is reactivated when it is needed.

The table on the next page provides a general overview of the number of State Government employees in each Department, along with some important statistics for the entire State Government workforce. We have provided the January 2001 employee counts for comparison, and shown the absolute and percentage increase or decrease alongside. Overall, there was an increase of 3.7 percent in the size of the State Government workforce during 2001.

The Department of Personnel welcomes your comments and questions regarding this report. The Office of Planning and Research is able to assist individual agencies with specific workforce analyses; for more information, contact Jeff Richter at (609) 984-1044.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE OVERVIEW**

JANUARY 1, 2002

DEPARTMENT	NUMBER OF EMPLOYEES		
	1/1/2001	1/1/2002	CHANGE OVER 1 YEAR
<b>AGRICULTURE</b>	<b>259</b>	<b>265</b>	<b>+ 6 (+2.3%)</b>
<b>BANKING &amp; INSURANCE</b>	<b>513</b>	<b>523</b>	<b>+ 10 (+1.9%)</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,101</b>	<b>1,126</b>	<b>+ 25 (+2.3%)</b>
<b>CORRECTIONS</b>	<b>10,010</b>	<b>10,499</b>	<b>+ 489 (+4.9%)</b>
(Corrections)	9,821	9,747	(-74) (-0.8%)
(State Parole Board) <sup>1</sup>	189	752	(+563) (+297.9%)
<b>EDUCATION</b>	<b>945</b>	<b>1,025</b>	<b>+ 80 (+8.5%)</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>3,378</b>	<b>3,484</b>	<b>+ 106 (+3.1%)</b>
<b>GOVERNOR'S OFFICE</b>	<b>151</b>	<b>144</b>	<b>- 7 (-4.6%)</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>2,075</b>	<b>2,197</b>	<b>+ 122 (+5.9%)</b>
<b>HUMAN SERVICES</b>	<b>19,377</b>	<b>20,242</b>	<b>+ 865 (+4.5%)</b>
<b>INFORMATION TECHNOLOGY</b> <sup>2</sup>	<b>1,029</b>	<b>1,058</b>	<b>+ 29 (+2.8%)</b>
<b>LABOR</b>	<b>4,011</b>	<b>3,962</b>	<b>- 49 (-1.2%)</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>8,880</b>	<b>9,501</b>	<b>+ 621 (+7.0%)</b>
(Law & Public Safety)	7,286	7,818	(+532) (+7.3%)
(Juvenile Justice)	1,594	1,683	(+89) (+5.6%)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,586</b>	<b>1,568</b>	<b>- 18 (-1.1%)</b>
<b>PERSONNEL</b>	<b>437</b>	<b>446</b>	<b>+ 9 (+2.1%)</b>
<b>STATE</b>	<b>590</b>	<b>612</b>	<b>+ 22 (+3.7%)</b>
(State)	202	207	(+5) (+2.5%)
(Commission on Higher Education)	24	24	(+0) (+0.0%)
(Higher Educational Student Assistance) <sup>3</sup>	203	219	(+16) (+7.9%)
(Public Broadcasting)	161	162	(+1) (+0.6%)
<b>TRANSPORTATION</b>	<b>5,561</b>	<b>5,578</b>	<b>+ 17 (+0.3%)</b>
<b>TREASURY</b>	<b>5,696</b>	<b>6,007</b>	<b>+ 311 (+5.5%)</b>
(Treasury)	4,005	4,268	(+263) (+6.6%)
(Administrative Law)	113	118	(+5) (+4.4%)
(Casino Control)	338	340	(+2) (+0.6%)
(Public Defender)	951	974	(+23) (+2.4%)
(Public Utilities)	251	265	(+14) (+5.6%)
(Ratepayer Advocate)	38	42	(+4) (+10.5%)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>65,599</b>	<b>68,237</b>	<b>2,638 (+4.0%)</b>
<b>STATE COLLEGES (Career Service Only)</b>	<b>3,718</b>	<b>3,875</b>	<b>+ 157 (+4.2%)</b>
<b>DISPLACED WORKER POOL</b> <sup>4</sup>	<b>0</b>	<b>0</b>	<b>+ 0 (+0.0%)</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>69,317</b>	<b>72,112</b>	<b>2,795 (+4.0%)</b>
<b>JUDICIARY</b>	<b>9,364</b>	<b>9,543</b>	<b>+ 179 (+1.9%)</b>
<b>LEGISLATIVE STAFF</b>	<b>510</b>	<b>501</b>	<b>- 9 (-1.8%)</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>79,191</b>	<b>82,156</b>	<b>+ 2,965 (+3.7%)</b>

**AGE**

Average: 45  
Median: 45

**LENGTH OF SERVICE**

Average: 12 years  
Median: 12 years

**SALARY** <sup>5</sup>

Average: \$47,974  
Median: \$43,199

**GENDER**

Female: 44,537 (54.2%)  
Male: 37,619 (45.8%)

**MINORITY EMPLOYEES**

30,526 (37.2%)

**UNION REPRESENTATION** <sup>6</sup>

63,496 (84.6%)

<sup>1</sup> N.J.S.A. 30:4 -123.47c, approved May 4, 2001, changed the name of the Bureau of Parole to the Division of Parole and transferred it from the Department of Corrections to the State Parole Board.

<sup>2</sup> The Office of Information Technology was created on September 4, 1998. A separate identity in PMIS was established in 1999.

<sup>3</sup> Effective April 26, 1999, the Higher Educational Student Assistance Authority was created and allocated in but not of the Department of State. It succeeds the Office of Student Assistance, which was allocated in but not of the Department of Treasury.

<sup>4</sup> Displaced Worker Pool created October 1996.

<sup>5</sup> Full-time employees only.

<sup>6</sup> Excludes State Colleges and employees on leave without pay.

Unless otherwise noted, all data provided by the Department of Personnel from automated personnel files.

**STATE OF NEW JERSEY**  
**STATISTICS BY AGENCY**

*INTRODUCTION*

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The following group of tables shows statistics for each of the Executive Departments, the Career Service employees in the State Colleges, all employees in the Judiciary, and the Office of Legislative Services. Page 5 presents counts of employees by work schedule. In addition to full-time 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 summarizes the totals for the entire State Government workforce.

Page 6 shows a similar breakdown for employees’ class of service. Again, we have included a pie chart to show the classification breakdown of the State Government workforce at a glance, but there is considerable variation in the proportion of career employees among the various agencies.

Page 7 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 whose name 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 or “average” 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 in these agencies.

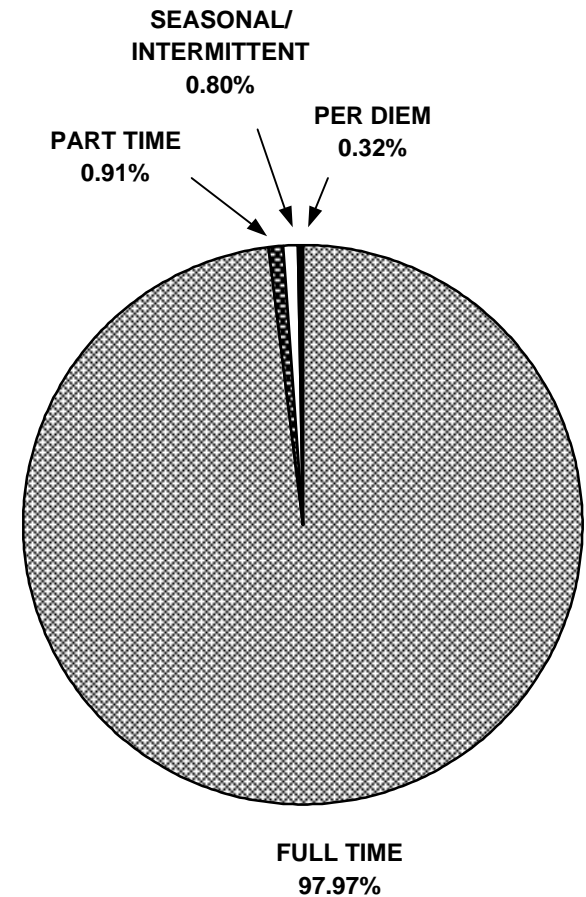
The table on Page 8 shows the distribution of State employees according to the source of funds from which they are paid. State Government organizations are funded from three basic sources: the General Fund, which is raised from general State revenues; Federal funds; and special purpose funds like the Property Tax Relief Fund and the Casino Revenue Fund. You will notice that, in addition to these three sources, two others are shown in the table: revolving funds and higher education funds. Revolving funds are funds that have been established from the General Fund at some point in time, 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. Higher Education funds represent a combination of appropriations from the General Fund, Federal funds, special purpose funds, and tuition receipts.

Page 9 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 Department of Personnel’s automated files. We have presented data collected by a telephone survey, and have included information on the source(s) of funds for each agency.

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT**

JANUARY 1, 2002

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
<b>AGRICULTURE</b>	264	1	0	0	265
<b>BANKING &amp; INSURANCE</b>	520	3	0	0	523
<b>COMMUNITY AFFAIRS</b>	1,126	0	0	0	1,126
<b>CORRECTIONS</b>	10,485	14	0	0	10,499
(Corrections)	(9,735)	(12)	(0)	(0)	(9,747)
(State Parole Board)	(750)	(2)	(0)	(0)	(752)
<b>EDUCATION</b>	1,020	5	0	0	1,025
<b>ENVIRONMENTAL PROTECTION</b>	3,468	16	0	0	3,484
<b>GOVERNOR'S OFFICE</b>	144	0	0	0	144
<b>HEALTH &amp; SENIOR SERVICES</b>	2,189	8	0	0	2,197
<b>HUMAN SERVICES</b>	19,739	501	1	1	20,242
<b>INFORMATION TECHNOLOGY</b>	1,058	0	0	0	1,058
<b>LABOR</b>	3,599	3	351	9	3,962
<b>LAW &amp; PUBLIC SAFETY</b>	9,237	11	0	253	9,501
(Law & Public Safety)	(7,558)	(7)	(0)	(253)	(7,818)
(Juvenile Justice)	(1,679)	(4)	(0)	(0)	(1,683)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,536	32	0	0	1,568
<b>PERSONNEL</b>	442	4	0	0	446
<b>STATE</b>	611	1	0	0	612
(State)	(207)	(0)	(0)	(0)	(207)
(Commission on Higher Education)	(24)	(0)	(0)	(0)	(24)
(Student Assistance)	(219)	(0)	(0)	(0)	(219)
(Public Broadcasting)	(161)	(1)	(0)	(0)	(162)
<b>TRANSPORTATION</b>	5,562	16	0	0	5,578
<b>TREASURY</b>	5,648	24	328	7	6,007
(Treasury)	(3,921)	(12)	(328)	(7)	(4,268)
(Administrative Law)	(118)	(0)	(0)	(0)	(118)
(Casino Control)	(340)	(0)	(0)	(0)	(340)
(Public Defender)	(962)	(12)	(0)	(0)	(974)
(Public Utilities)	(265)	(0)	(0)	(0)	(265)
(Ratepayer Advocate)	(42)	(0)	(0)	(0)	(42)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>66,648</b>	<b>639</b>	<b>680</b>	<b>270</b>	<b>68,237</b>
<b>STATE COLLEGES (Career Service Only)</b>	3,733	120	17	5	3,875
<b>DISPLACED WORKER POOL</b>	0	0	0	0	0
<b>TOTAL EXECUTIVE BRANCH</b>	<b>70,381</b>	<b>759</b>	<b>697</b>	<b>275</b>	<b>72,112</b>
<b>JUDICIARY</b>	9,521	22	0	0	9,543
<b>LEGISLATIVE STAFF</b>	501	0	0	0	501
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>80,403</b>	<b>781</b>	<b>697</b>	<b>275</b>	<b>82,156</b>



Data provided by the Department of Personnel from automated personnel files.

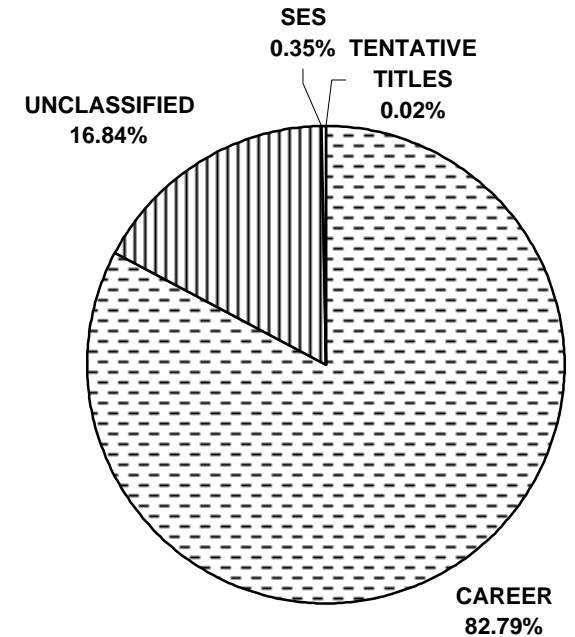
Percentages refer to the total State Government workforce as of 1/1/2002 : 82,156.



**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYEE CLASSIFICATION BY DEPARTMENT**

JANUARY 1, 2002

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	235	17	252	0	13	265
BANKING & INSURANCE	389	39	428	1	94	523
COMMUNITY AFFAIRS	996	60	1,056	0	70	1,126
CORRECTIONS	9,722	242	9,964	0	535	10,499
(Corrections)	(9,112)	(223)	(9,335)	(0)	(412)	(9,747)
(St Parole Bd)	(610)	(19)	(629)	(0)	(123)	(752)
EDUCATION	303	462	765	0	260	1,025
ENVIRONMENTAL PROTECTION	3,009	375	3,384	17	83	3,484
GOVERNORS OFFICE	37	0	37	0	107	144
HEALTH & SENIOR SERVICES	1,886	188	2,074	29	94	2,197
HUMAN SERVICES	14,104	5,219	19,323	46	873	20,242
INFORMATION TECHNOLOGY	902	128	1,030	13	15	1,058
LABOR	3,342	432	3,774	37	150	3,962 <sup>1</sup>
LAW & PUBLIC SAFETY	3,500	964	4,464	15	5,014	9,501
(Law & Public Safety)	(2,293)	(844)	(3,137)	(12)	(4,661)	(7,818) <sup>2</sup>
(Juvenile Justice)	(1,207)	(120)	(1,327)	(3)	(353)	(1,683)
MILITARY & VETERANS AFFAIRS	748	498	1,246	0	321	1,568
PERSONNEL	367	38	405	24	17	446
STATE	291	24	315	2	290	612
(State)	(144)	(13)	(157)	(2)	(47)	(207) <sup>3</sup>
(Commission on Higher Education)	(6)	(1)	(7)	(0)	(17)	(24)
(Higher Educational Student Assistance)	(124)	(8)	(132)	(0)	(87)	(219)
(Public Broadcasting)	(17)	(2)	(19)	(0)	(139)	(162) <sup>4</sup>
TRANSPORTATION	(4,985)	(516)	(5,501)	(41)	(36)	(5,578)
TREASURY	4,260	533	4,793	61	1,153	6,007
(Treasury)	(3,414)	(489)	(3,903)	(32)	(333)	(4,268)
(Administrative Law)	(73)	(2)	(75)	(0)	(43)	(118)
(Casino Control)	(43)	(1)	(44)	(0)	(296)	(340)
(Public Defender)	(510)	(32)	(542)	(0)	(432)	(974)
(Public Utilities)	(206)	(7)	(213)	(29)	(23)	(265)
(Ratepayer Advocate)	(14)	(2)	(16)	(0)	(26)	(42)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>49,076</b>	<b>9,735</b>	<b>58,811</b>	<b>286</b>	<b>9,125</b>	<b>68,237<sup>5</sup></b>
STATE COLLEGES	2,245	1,627	3,872	0	3	3,875
DISPLACED WORKER POOL	0	0	0	0	0	0
<b>TOTAL EXECUTIVE BRANCH</b>	<b>51,321</b>	<b>11,362</b>	<b>62,683</b>	<b>286</b>	<b>9,128</b>	<b>72,112<sup>5</sup></b>
JUDICIARY	5,251	82	5,333	0	4,210	9,543
LEGISLATIVE STAFF	0	0	0	0	501	501
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>56,572</b>	<b>11,444</b>	<b>68,016</b>	<b>286</b>	<b>13,839</b>	<b>82,156<sup>5</sup></b>



Data provided by the Department of Personnel automated personnel files. Percentages refer to the total State Government workforce as of 1/1/2002: 82,156.

<sup>1</sup>Includes one employee in a tentative title  
<sup>2</sup>Includes eight employees in tentative titles  
<sup>3</sup>Includes one employee in a tentative title

<sup>4</sup>Includes four employees in tentative titles  
<sup>5</sup>Includes fifteen employees in tentative titles

**STATE OF NEW JERSEY**  
**AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY**

JANUARY 1, 2002

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY*	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	46	\$51,595	\$47,847	15
<b>BANKING &amp; INSURANCE</b>	48	\$57,194	\$56,600	13
<b>COMMUNITY AFFAIRS</b>	48	\$50,782	\$49,210	12
<b>CORRECTIONS</b>	42	\$51,708	\$54,059	11
(Corrections)	(42)	(\$51,362)	(\$52,457)	(11)
(State Parole Board)	(42)	(\$56,193)	(\$56,517)	(11)
<b>EDUCATION</b>	47	\$59,128	\$59,199	11
<b>ENVIRONMENTAL PROTECTION</b>	44	\$54,102	\$54,041	14
<b>GOVERNOR'S OFFICE</b>	39	\$55,327	\$44,633	6
<b>HEALTH &amp; SENIOR SERVICES</b>	48	\$52,862	\$51,742	14
<b>HUMAN SERVICES</b>	45	\$41,226	\$36,269	12
<b>INFORMATION TECHNOLOGY</b>	47	\$63,185	\$65,069	18
<b>LABOR</b>	49	\$48,358	\$43,079	16
<b>LAW &amp; PUBLIC SAFETY</b>	42	\$54,895	\$53,963	11
(Law & Public Safety)	(43)	(\$56,744)	(\$56,600)	(12)
(Juvenile Justice)	(42)	(\$46,574)	(\$44,218)	(9)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	47	\$37,560	\$33,898	10
<b>PERSONNEL</b>	48	\$56,829	\$54,041	18
<b>STATE</b>	46	\$51,045	\$49,396	13
(State)	(45)	(\$46,473)	(\$41,487)	(14)
(Commission on Higher Education)	(46)	(\$62,893)	(\$57,156)	(10)
(Higher Educational Student Assistance)	(47)	(\$48,862)	(\$44,964)	(13)
(Public Broadcasting)	(45)	(\$58,125)	(\$58,560)	(13)
<b>TRANSPORTATION</b>	47	\$46,640	\$42,918	17
<b>TREASURY</b>	46	\$50,608	\$45,089	14
(Treasury)	(46)	(\$50,218)	(\$44,964)	(14)
(Administrative Law)	(50)	(\$69,403)	(\$50,449)	(16)
(Casino Control)	(46)	(\$53,336)	(\$50,797)	(15)
(Public Defender)	(47)	(\$60,916)	(\$62,109)	(14)
(Public Utilities)	(49)	(\$63,604)	(\$64,585)	(16)
(Ratepayer Advocate)	(43)	(\$64,230)	(\$66,269)	(7)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	45	\$48,599	\$44,467	12
<b>STATE COLLEGES (Career Service Only)</b>	47	\$34,933	\$33,157	11
<b>DISPLACED WORKER POOL</b>	NA	NA	NA	NA
<b>TOTAL EXECUTIVE BRANCH</b>	45	\$47,962	\$43,199	12
<b>JUDICIARY</b>	45	\$46,947	\$39,677	11
<b>LEGISLATIVE STAFF</b>	43	\$58,589	\$52,833	11
<b>TOTAL STATE GOVT WORKFORCE</b>	45	\$47,974	\$43,199	12

\*Excludes part-time, hourly, and per diem employees. Data provided by the Department of Personnel from automated personnel files.

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE**

JANUARY 1, 2002

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	HIGHER EDUCATION 900	TOTAL
<b>AGRICULTURE</b>	<b>174</b>	<b>45</b>	<b>0</b>	<b>46</b>	<b>0</b>	<b>265</b>
<b>BANKING &amp; INSURANCE</b>	<b>518</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>523</b>
<b>COMMUNITY AFFAIRS</b>	<b>732</b>	<b>276</b>	<b>29</b>	<b>89</b>	<b>0</b>	<b>1,126</b>
<b>CORRECTIONS</b>	<b>10,040</b>	<b>37</b>	<b>236</b>	<b>186</b>	<b>0</b>	<b>10,499</b>
(Corrections)	(9,288)	(37)	(236)	(186)	(0)	(9,747)
(State Parole Board)	(752)	(0)	(0)	(0)	(0)	(752)
<b>EDUCATION</b>	<b>569</b>	<b>257</b>	<b>32</b>	<b>167</b>	<b>0</b>	<b>1,025</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>3,273</b>	<b>116</b>	<b>6</b>	<b>89</b>	<b>0</b>	<b>3,484</b>
<b>GOVERNOR'S OFFICE</b>	<b>119</b>	<b>0</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>144</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>994</b>	<b>802</b>	<b>159</b>	<b>242</b>	<b>0</b>	<b>2,197</b>
<b>HUMAN SERVICES</b>	<b>14,342</b>	<b>5,354</b>	<b>7</b>	<b>539</b>	<b>0</b>	<b>20,242</b>
<b>INFORMATION TECHNOLOGY</b>	<b>0</b>	<b>0</b>	<b>1,058</b>	<b>0</b>	<b>0</b>	<b>1,058</b>
<b>LABOR</b>	<b>718</b>	<b>3,237</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>3,962</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,421</b>	<b>215</b>	<b>5</b>	<b>1,860</b>	<b>0</b>	<b>9,501</b>
(Law & Public Safety)	(6,173)	(162)	(5)	(1,478)	(0)	(7,818)
(Juvenile Justice)	(1,248)	(53)	(0)	(382)	(0)	(1,683)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,413</b>	<b>155</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,568</b>
<b>PERSONNEL</b>	<b>433</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>446</b>
<b>STATE</b>	<b>319</b>	<b>179</b>	<b>48</b>	<b>66</b>	<b>0</b>	<b>612</b>
(State)	(146)	(4)	(48)	(9)	(0)	(207)
(Commission on Higher Education)	(22)	(2)	(0)	(0)	(0)	(24)
(Higher Educational Student Assistance)	(121)	(0)	(0)	(41)	(0)	(162)
(Public Broadcasting)	(30)	(173)	(0)	(16)	(0)	(219)
<b>TRANSPORTATION</b>	<b>4,403</b>	<b>1,175</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,578</b>
<b>TREASURY</b>	<b>5,247</b>	<b>12</b>	<b>311</b>	<b>437</b>	<b>0</b>	<b>6,007</b>
(Treasury)	(3,872)	(0)	(311)	(85)	(0)	(4,268)
(Administrative Law)	(107)	(0)	(0)	(11)	(0)	(118)
(Casino Control)	(0)	(0)	(0)	(340)	(0)	(340)
(Public Defender)	(973)	(0)	(0)	(1)	(0)	(974)
(Public Utilities)	(253)	(12)	(0)	(0)	(0)	(265)
(Ratepayer Advocate)	(42)	(0)	(0)	(0)	(0)	(42)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>50,715</b>	<b>11,860</b>	<b>1,916</b>	<b>3,746</b>	<b>0</b>	<b>68,237</b>
<b>STATE COLLEGES (Career Service Only)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,875</b>	<b>3,875</b>
<b>DISPLACED WORKER POOL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>50,715</b>	<b>11,860</b>	<b>1,916</b>	<b>3,746</b>	<b>3,875</b>	<b>72,112</b>
<b>JUDICIARY</b>	<b>8,000</b>	<b>1,341</b>	<b>0</b>	<b>202</b>	<b>0</b>	<b>9,543</b>
<b>LEGISLATIVE STAFF</b>	<b>501</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>501</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>59,216</b>	<b>13,201</b>	<b>1,916</b>	<b>3,948</b>	<b>3,875</b>	<b>82,156</b>

**STATE OF NEW JERSEY**  
**OTHER GOVERNMENT EMPLOYMENT**

JANUARY 2002

AGENCY	FULL TIME	PART TIME	TOTAL 2002	TOTAL 2001	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	63	6	69	63	6	MARKETING FEE REVENUE
CASINO REINVESTMENTS AUTHORITY	35	1	36	37	-1	CASINO REVENUE
COMMERCE & ECONOMIC GROWTH COMMISSION	99	6	105	123	-18	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY*	413	14	427	815	-388	TOLLS
DELAWARE RIVER BASIN COMMISSION*	47	1	48	44	4	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION*	309	39	348	314	34	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY*	604	0	604	587	17	TOLLS & FARES
HACKENSACK MEADOWLANDS DEVELOPMENT COMM.	119	10	129	121	8	SELF FUNDED VIA GENERATED FEES AND REVENUES
HIGHER EDUCATION UNCLASSIFIED	7,788	378	8,166	7,940	226	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	246	0	246	228	18	BOND REVENUES
INTERSTATE SANITATION COMMISSION*	16	2	18	15	3	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY	173	0	173	123	50	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	9	0	9	10	-1	FEE REVENUES
NEW JERSEY HIGHWAY AUTHORITY	1,151	97	1,248	1,290	-42	TOLLS
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,264	356	1,620	1,186	434	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	1,260	1,500	2,760	2,760	0	SELF FUNDED
NEW JERSEY TURNPIKE AUTHORITY	1,495	621	2,116	2,152	-36	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	120	3	123	115	8	WATER SALE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	26	0	26	27	-1	FEES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	160	0	160	156	4	WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION (NJ SECTION)	85	3	88	91	-3	STATE APPROPRIATIONS AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	625	0	625	588	37	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	195	1	196	207	-11	WATER SALE REVENUES
PINELANDS COMMISSION	55	3	58	55	3	STATE APPROPRIATIONS, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY†	6,900	50	6,950	7,025	-75	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	54	0	54	55	-1	SEWAGE FEES
RUTGERS	8,896	1,915	10,811	8,700	2,111	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	112	9	121	137	-16	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	266	109	375	363	12	TOLLS
UNIVERSITY OF MEDICINE AND DENTISTRY	9,924	1,441	11,365	11,153	212	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR*	80	0	80	81	-1	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>42,589</b>	<b>6,565</b>	<b>49,154</b>	<b>46,561</b>	<b>-2,593</b>	

\*Multi-State Authorities

†Includes figures for PATH

**STATE OF NEW JERSEY**  
**AGE, SERVICE LENGTH, SEPARATION AND HIRING DATA**  
**FOR STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION*

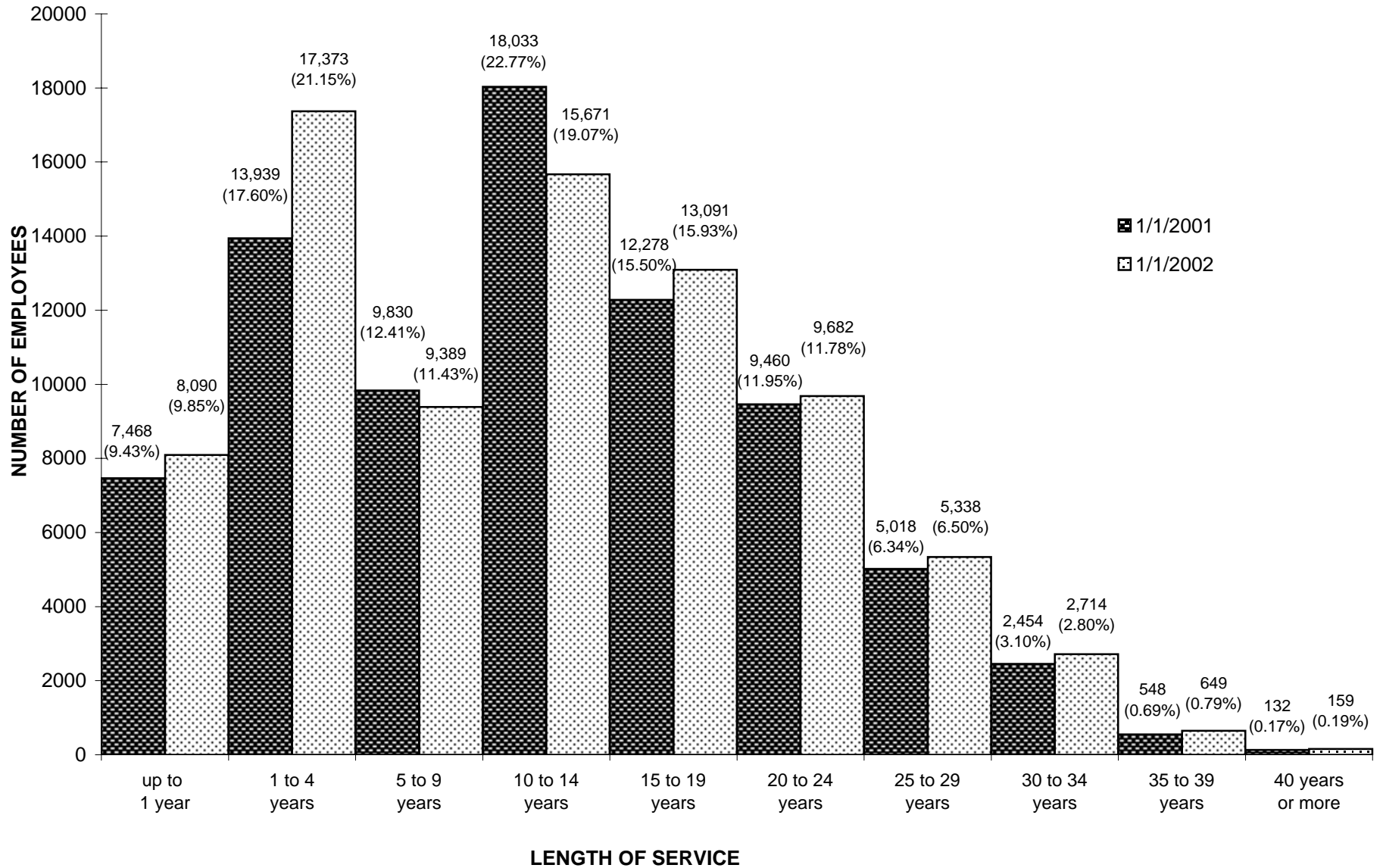
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The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees as of January 1, 2002 (the lighter-colored columns) compared with a similar “snapshot” from January 1, 2001 (the darker-colored columns). The length of service data indicate that the average length of service in the State Government workforce is 12 years. For the second consecutive year, there are more employees with less than ten years of service than the previous year’s profile. The number of individuals aged 60 or older has fluctuated over the past several years. In the 1997, 1998, 2000 and 2002 profiles, there were a greater number of employees aged 60 or older than the previous year’s profile, but in the 1999 and 2001 profiles there were less.

On Page 13 we compare separations during Fiscal Years 2000 and 2001 sorted 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 number of separations during FY2001 was 276 greater than the number in FY2000, but the number of separations involving employees with one to four years of service rose by over 400. Pages 14, 15 and 16 present additional data for separations from State Government service.

We also present similar statistics for hiring activity in State Government. The overall number of hires during the last ten fiscal years is presented on Page 17, and the average salary for full-time employees hired during the same period is represented graphically on Page 18. The lowest number of hires occurred in FY1993, and the highest average salary for new hires in FY2001. Previous figures were adjusted to reflect the inclusion of resignation pick up actions. The most recent information shows that while hiring was up each consecutive year since FY1996, the average salary of individuals hired has been approximately the same since FY1995. The most significant increases in hiring occurred in FY1994 and FY1998. These increases were preceded by statewide layoff actions in FY1992 and FY1996.

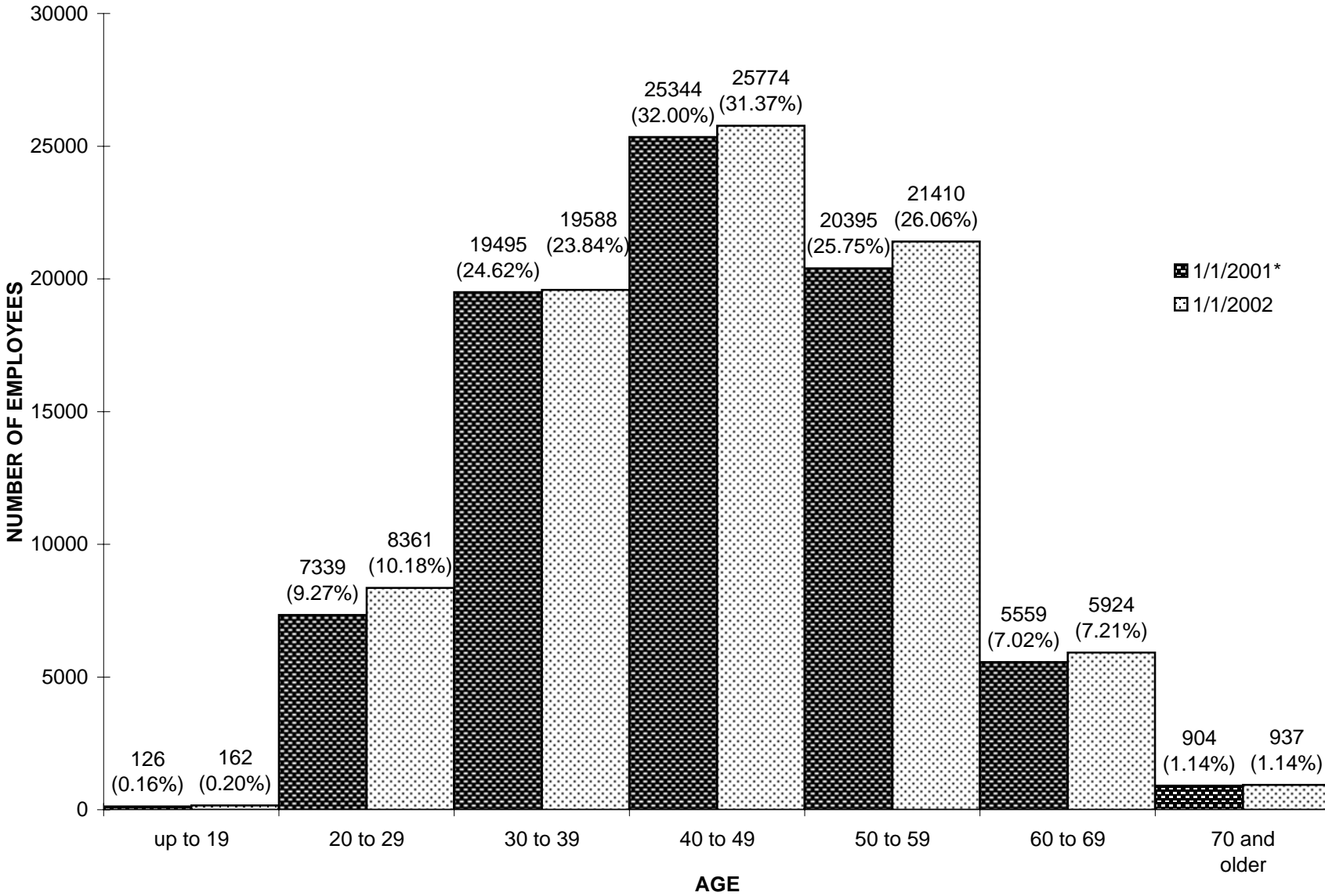
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE**  
 JANUARY 1, 2002 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce (as of 1/1/2001, 77,191; as of 1/1/2002, 82,156.)

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE**

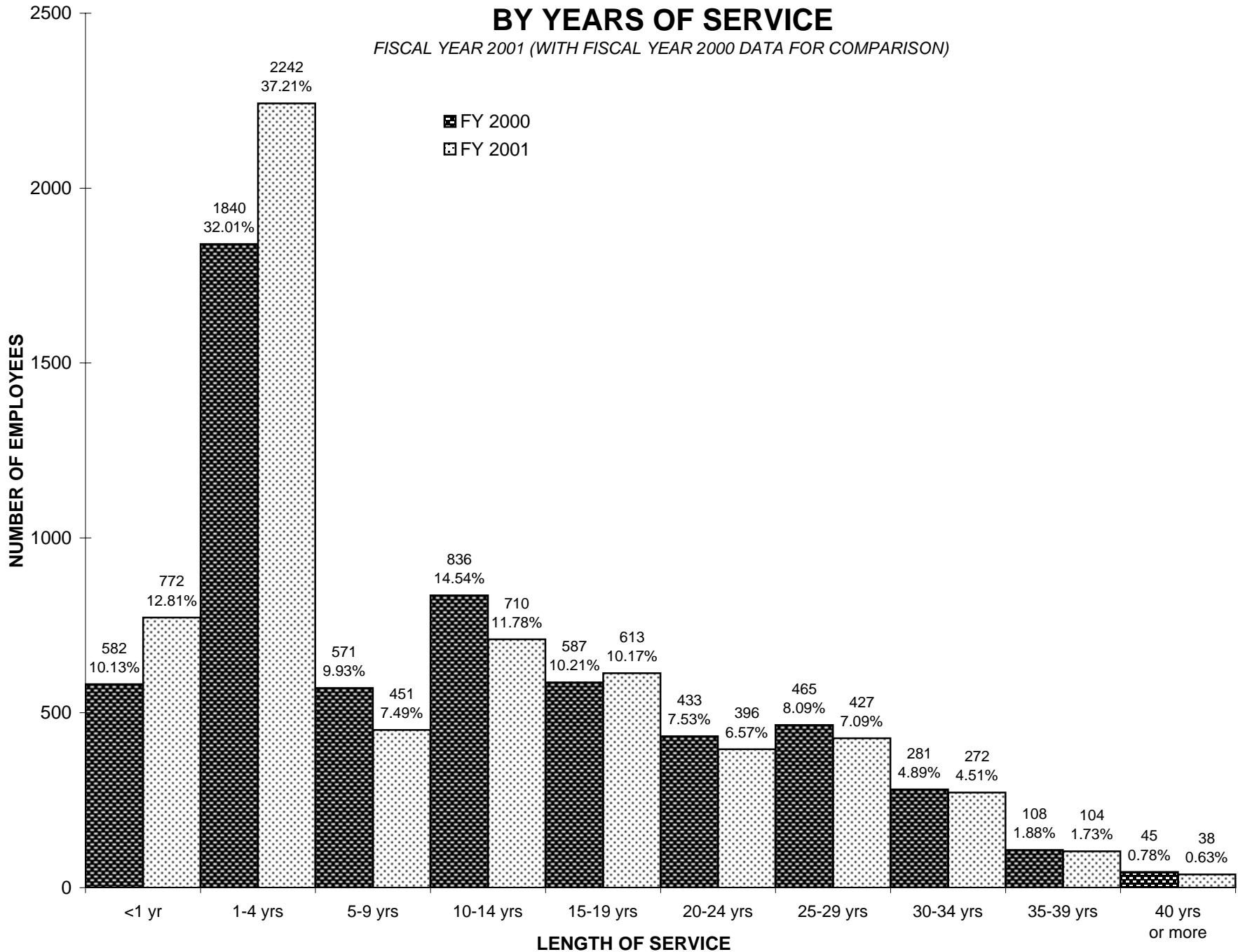
JANUARY 1, 2002 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce (as of 1/1/2001, 79,191; as of 1/1/2002, 82,156).  
 \*Adjusted

**STATE OF NEW JERSEY**  
**SEPARATIONS OF FULL-TIME STATE GOVERNMENT EMPLOYEES**  
**BY YEARS OF SERVICE**

*FISCAL YEAR 2001 (WITH FISCAL YEAR 2000 DATA FOR COMPARISON)*



*Data provided by the Department of Personnel from automated personnel files.*

*Percentages refer to the number of separations of State Government employees (during FY2000, 5,748; during FY2001, 6,025).*



**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
FULL TIME EMPLOYEES FY1960 - FY1979**

Fiscal Year	VOLUNTARY SEPARATIONS					INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Retired	Total Voluntary	Percent Voluntary	Terminated*	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1960	3,963		327	4,290	84%	681	24	705	14%	136	5,131	27,255	18.8%
1961	3,876	256	251	4,383	85%	586	43	629	12%	147	5,159	28,363	18.2%
1962	3,473	228	243	3,944	83%	599	64	663	14%	160	4,767	29,215	16.3%
1963	2,790	190	299	3,279	81%	555	9	564	14%	198	4,041	29,342	13.8%
1964	2,525	258	187	2,970	94%	0	3	3	0%	171	3,144	30,319	10.4%
1965	2,700	206	704	3,610	83%	590	2	592	14%	169	4,371	31,334	13.9%
1966	3,918	339	144	4,401	85%	612	1	613	12%	171	5,185	33,801	15.3%
1967	5,004	396	376	5,776	88%	604	3	607	9%	187	6,570	37,528	17.5%
1968	4,577	540	453	5,570	88%	588	0	588	9%	184	6,342	36,043	17.6%
1969	5,464	735	431	6,630	89%	572	11	583	8%	203	7,416	39,939	18.6%
1970	6,099	741	496	7,336	90%	576	26	602	7%	221	8,159	40,853	20.0%
1971	5,083	616	642	6,341	89%	592	27	619	9%	202	7,162	43,450	16.5%
1972	3,937	673	769	5,379	86%	620	6	626	10%	246	6,251	45,750	13.7%
1973	5,134	746	825	6,705	89%	647	11	658	9%	194	7,557	48,920	15.4%
1974	4,804	679	1,005	6,488	88%	685	22	707	10%	190	7,385	53,280	13.9%
1975	4,105	542	908	5,555	85%	687	142	829	13%	181	6,565	53,453	12.3%
1976	4,103	541	917	5,561	83%	798	129	927	14%	182	6,670	55,713	12.0%
1977	3,637	524	910	5,071	80%	852	199	1,051	17%	180	6,302	55,740	11.3%
1978	3,495	639	1,018	5,152	83%	860	1	861	14%	176	6,189	58,330	10.6%
1979	3,877	906	869	5,652	84%	879	30	909	14%	156	6,717	61,032	11.0%

*Terminations include some layoffs of employees without permanent Civil Service status.  
Data provided by the Department of Personnel from separation reports (1960-1979).*

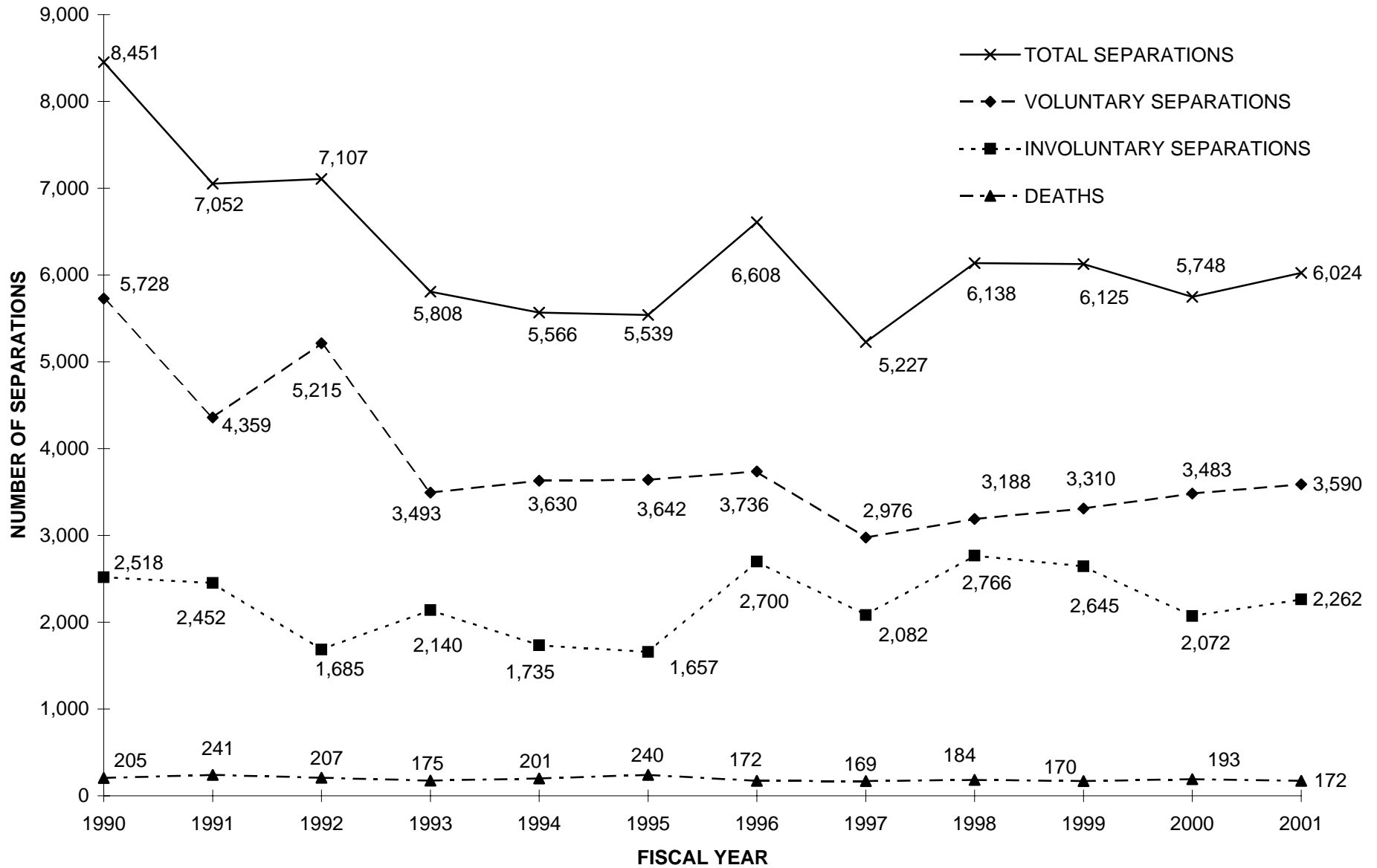
**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
FULL-TIME EMPLOYEES FY1980 - FY2001**

Fiscal Year	VOLUNTARY SEPARATIONS					INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Retired	Total Voluntary	Percent Voluntary	Terminated*	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1980	3,809	881	809	5,499	85%	844	8	852	13%	145	6,496	63,200	10.3%
1981	4,706	857	1,109	6,672	85%	979	16	995	13%	183	7,850	65,680	12.0%
1982	4,853	740	1,063	6,656	83%	1,058	122	1,180	15%	175	8,011	65,789	12.2%
1983	3,371	535	1,254	5,160	77%	1,022	292	1,314	20%	197	6,671	66,384	10.0%
1984	3,550	482	1,220	5,252	82%	909	24	933	15%	189	6,374	66,187	9.6%
1985	4,129	495	1,180	5,804	82%	899	214	1,113	16%	191	7,108	68,551	10.4%
1986	4,694	511	1,205	6,410	85%	914	32	946	13%	190	7,546	70,849	10.7%
1990	4,117	488	1,123	5,728	68%	2,504	14	2,518	30%	205	8,451	72,933	11.6%
1991	2,748	361	1,250	4,359	62%	2,213	239	2,452	35%	241	7,052	78,362	9.0%
1992	1,986	258	2,971	5,215	73%	1,454	231	1,685	24%	207	7,107	76,444	9.3%
1993	1,644	224	1,625	3,493	60%	1,174	966	2,140	37%	175	5,808	75,956	7.6%
1994	1,646	268	1,716	3,630	65%	1,729	6	1,735	31%	201	5,566	73,462	7.6%
1995	2,007	376	1,259	3,642	66%	1,525	132	1,657	30%	240	5,539	73,034	7.6%
1996	1,921	279	1,536	3,736	57%	1,739	961	2,700	41%	172	6,608	79,662	8.3%
1997	1,311	160	1,505	2,976	57%	1,755	327	2,082	40%	169	5,227	76,743	6.8%
1998	1,316	137	1,735	3,188	52%	2,373	393	2,766	45%	184	6,138	73,315	8.4%
1999	1,309	156	1,845	3,310	54%	2,441	204	2,645	43%	170	6,125	76,889	8.0%
2000	1,451	176	1,856	3,483	61%	2,071	1	2,072	36%	193	5,748	76,499	7.5%
2001	1,666	183	1,741	3,590	60%	2,262	0	2,262	38%	172	6,024	78,133	7.7%

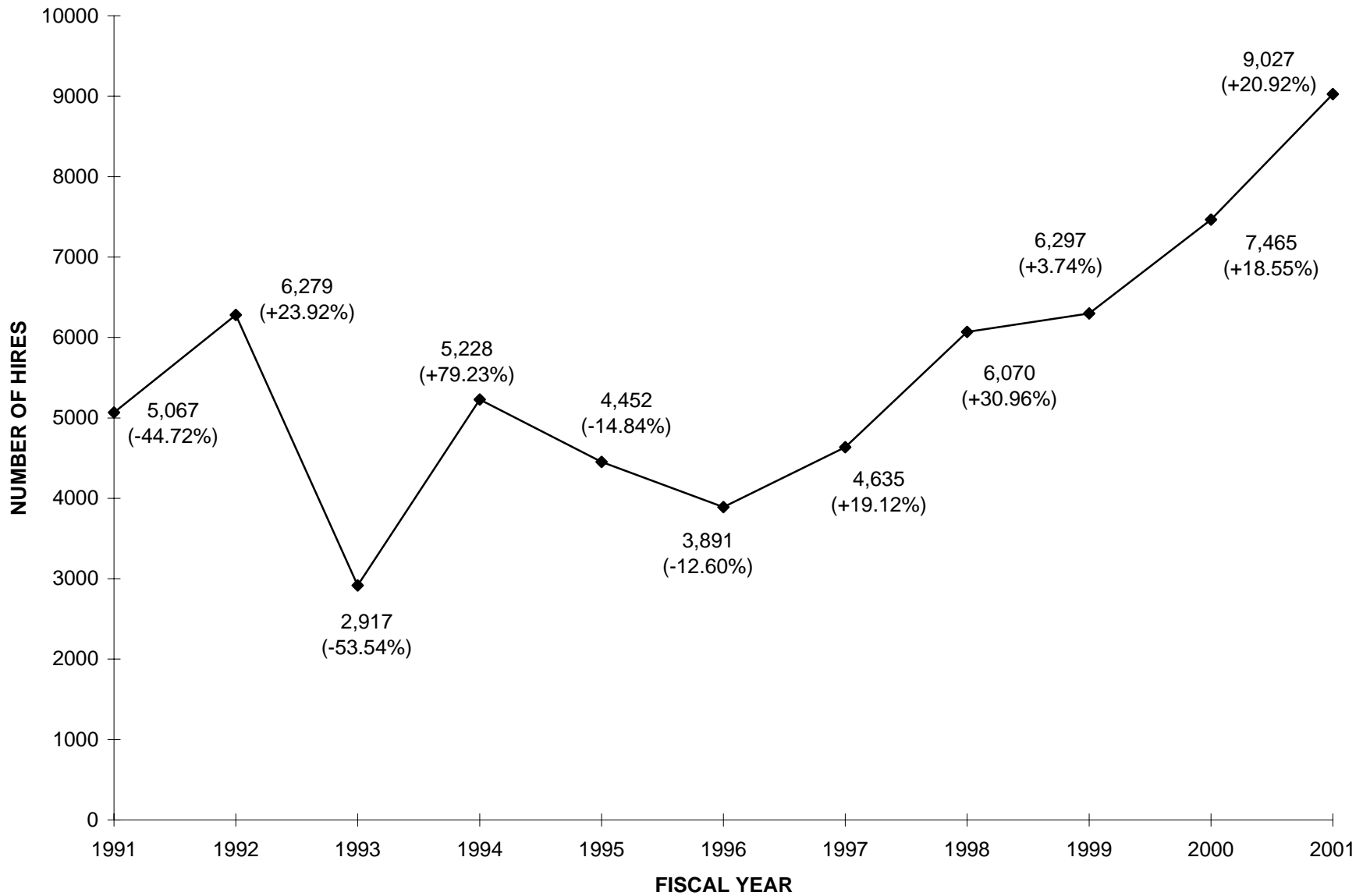
*Terminations include some layoffs of employees without permanent Civil Service status.*

*Data provided by the Department of Personnel from separation reports (1979-1987) and automated personnel files (1987-2001).*

**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY1990 - FY2001**

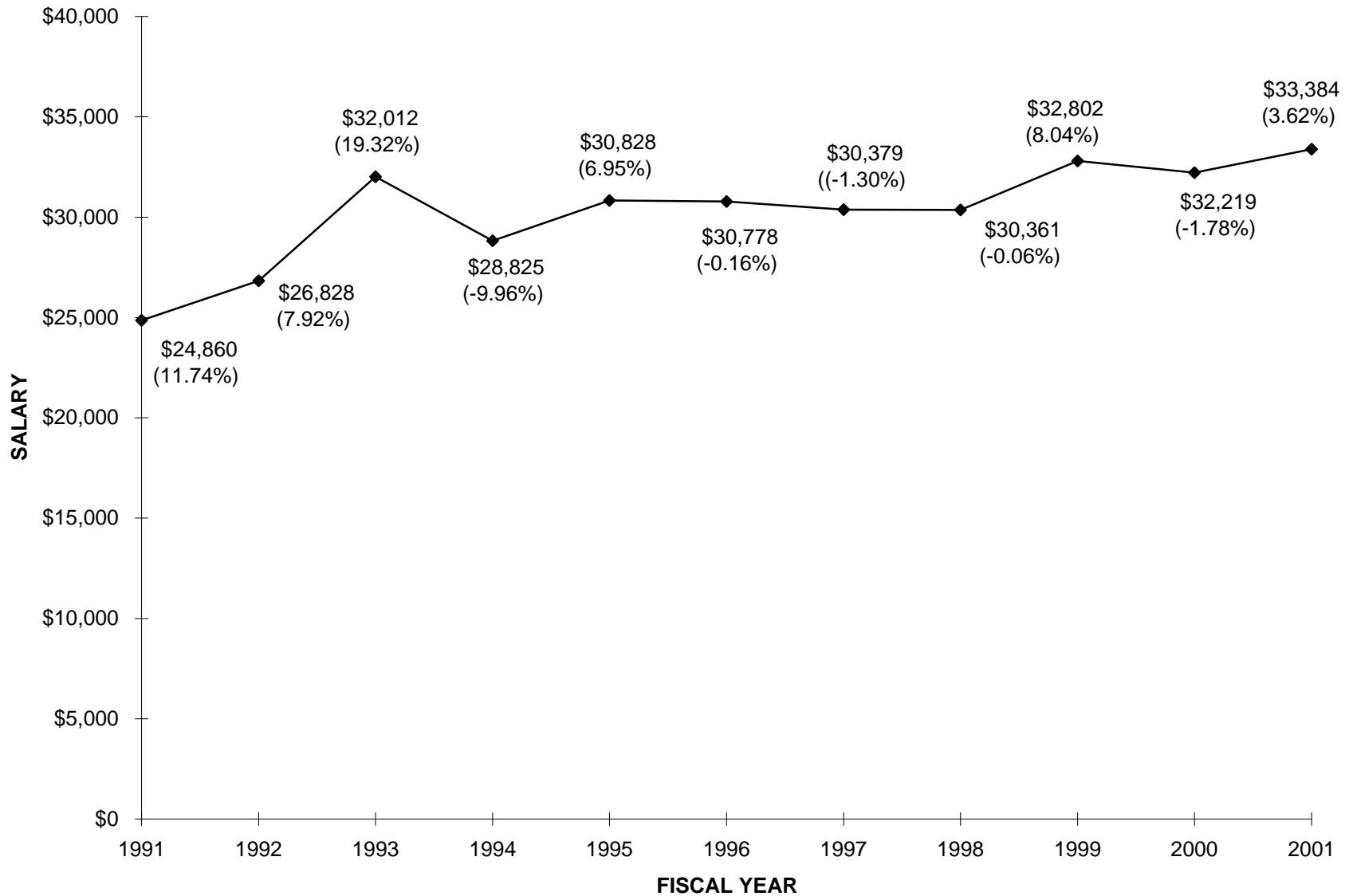


## STATE OF NEW JERSEY HIRING BY STATE GOVERNMENT FY1991 - FY2001



Data provided by the Department of Personnel from automated personnel files. All figures now include resignation pickup actions. Previous figures were adjusted to reflect this.

**STATE OF NEW JERSEY**  
**AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT**  
 FY1991 THROUGH FY2001



Data provided by the Department of Personnel from automated personnel files. All figures now include resignation pickup actions. Previous figures were adjusted to reflect this.

**STATE OF NEW JERSEY**  
**EDUCATION, LOCATION AND OCCUPATIONAL DATA**  
**FOR STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION*

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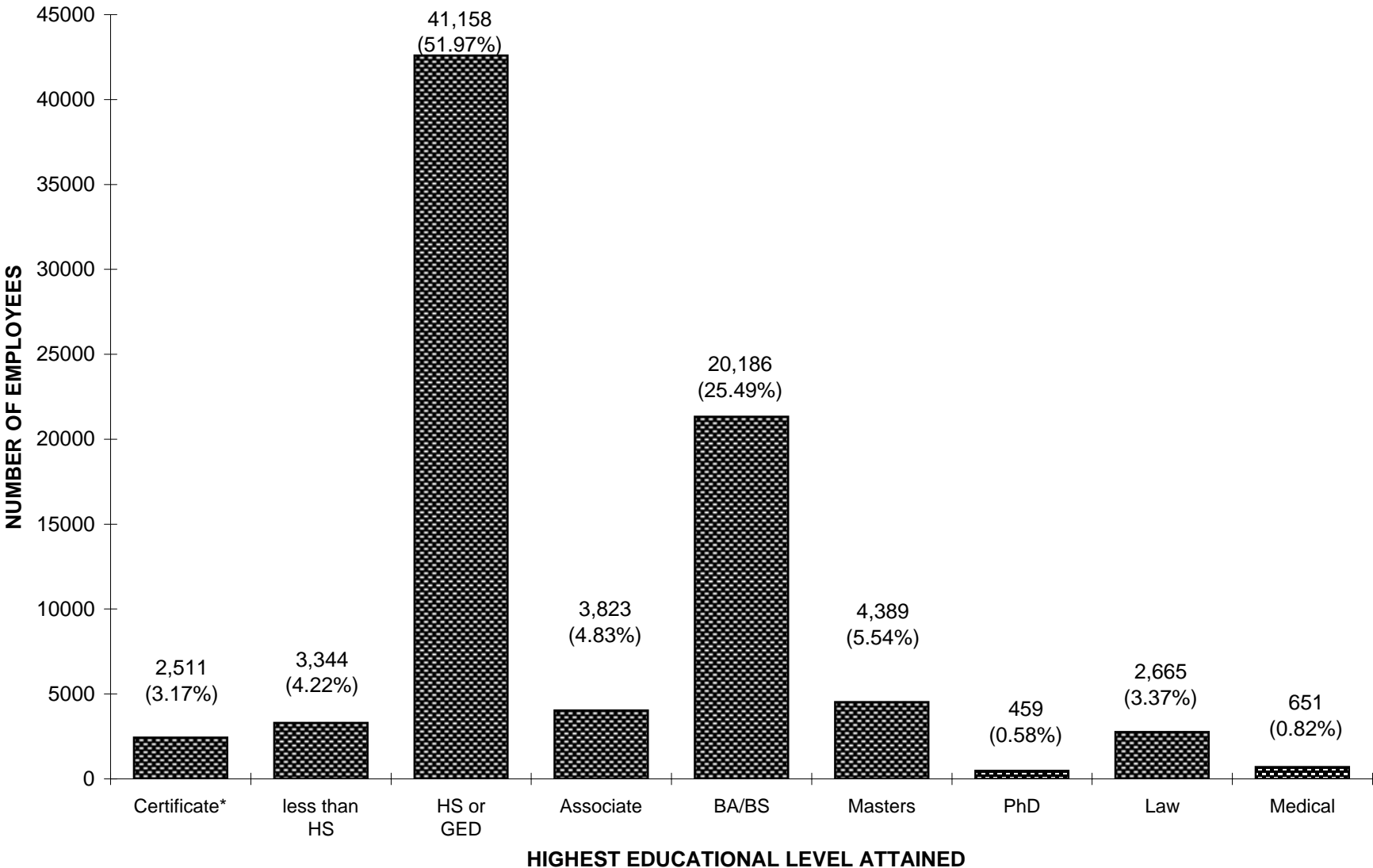
The table on Page 20 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 20,186 employees, the true number of employees with a Bachelor's degree (or equivalent) is 28,350 (over 34% of the workforce). This is because people with Master's, Ph.D., Law, or Medical degrees almost always also 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 continued their education since being hired.

Our analysis of State Government employees by work location (Page 21) shows that over a third of these employees are located 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 proportion 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., liaison officers to the Federal Government.

There is a breakdown of the State Government workforce by EEO categories on Page 22. Page 23 presents a pie chart showing a breakdown by occupational groups. The table on Page 24 shows the various occupations in each occupational group and a breakdown of occupations by branch of government. The titles of State Government employees are categorized according to the Occupational Code Directory developed by the Department of Personnel's Division of Human Resource Management. This taxonomy groups employees by the type of work performed, and, at the level of analysis developed for this Profile, does not consider the employee's level 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 1, 2002



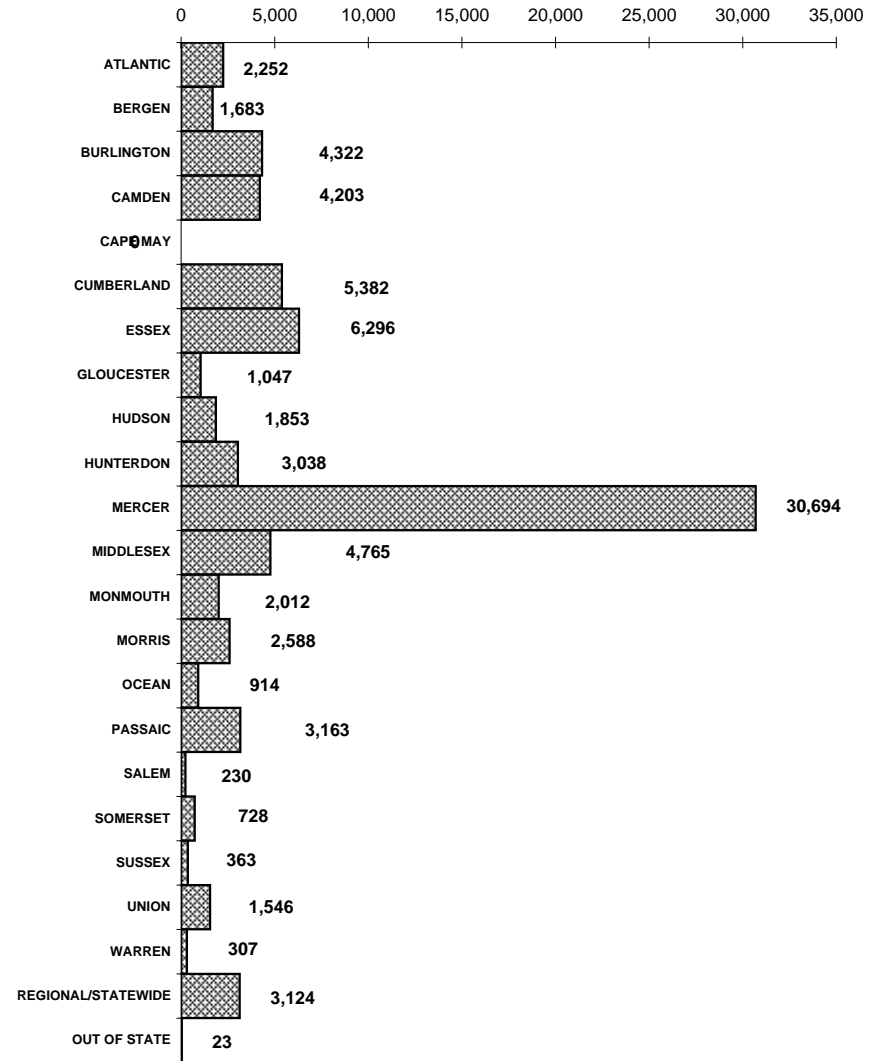
Percentages refer to the total State Government workforce (as of 1/1/2002, 82,156).

\* 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 1, 2002

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	2,252	2.80%
BERGEN	1,683	2.09%
BURLINGTON	4,322	5.37%
CAMDEN	4,203	5.22%
CAPE MAY	#VALUE!	
CUMBERLAND	5,382	6.68%
ESSEX	6,296	7.82%
GLOUCESTER	1,047	1.30%
HUDSON	1,853	2.30%
HUNTERDON	3,038	3.77%
MERCER	30,694	38.11%
MIDDLESEX	4,765	5.92%
MONMOUTH	2,012	2.50%
MORRIS	2,588	3.21%
OCEAN	914	1.13%
PASSAIC	3,163	3.93%
SALEM	230	0.29%
SOMERSET	728	0.90%
SUSSEX	363	0.45%
UNION	1,546	1.92%
WARREN	307	0.38%
REGIONAL/STATEWIDE	3,124	3.88%
<b>OUT OF STATE</b>		
CALIFORNIA	4	*
CONNECTICUT	2	*
MASSACHUSETTS	0	*
ILLINOIS	14	*
NEW YORK	0	*
WASHINGTON, DC	3	*
<b>TOTAL</b>	<b>80,533</b>	<b>100.00%</b>

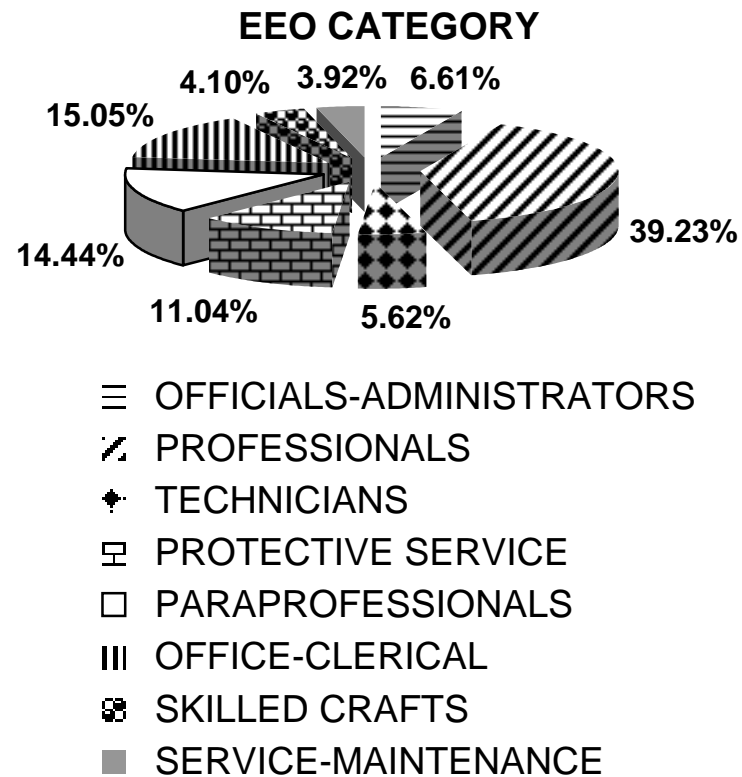


\*Less than 0.01%.  
 Data provided by the Department of Personnel from automated personnel files.



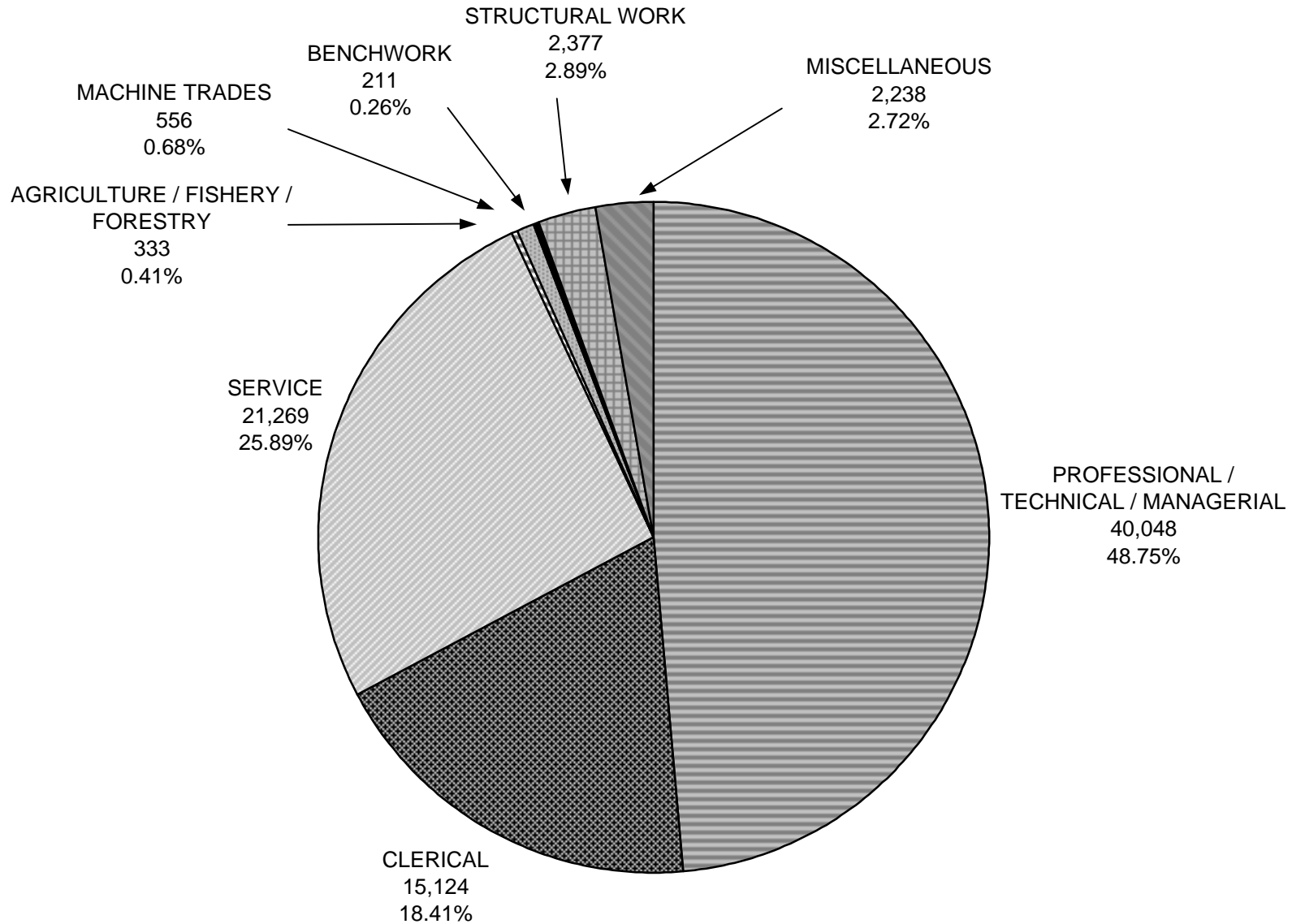
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY**  
**JANUARY 1, 2002**

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	5,174 6.61%
PROFESSIONALS	30,707 39.23%
TECHNICIANS	4,403 5.62%
PROTECTIVE SERVICE	8,641 11.04%
PARAPROFESSIONALS	11,300 14.44%
OFFICE-CLERICAL	11,780 15.05%
SKILLED CRAFTS	3,211 4.10%
SERVICE-MAINTENANCE	3,065 3.92%
<b>TOTAL:</b>	<b>78,281</b>



*Data provided by the Department of Personnel from automated personnel files. EEO Categories are those used in the Department's biennial EEO-4 Report to the Federal EEOC. State Colleges are not included.*

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL GROUP**  
 JANUARY 1, 2002



*Data provided by the Department of Personnel from automated personnel files.  
 Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.  
 Percentages refer to the total State Government workforce as of 1/1/2002: 82,156.*

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION**

JANUARY 1, 2002

CATEGORY	OCCUPATION	EXECUTIVE	JUDICIARY	LEGISLATURE	STATE COLLEGES	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying/Engineering (other than	1,267	0	1	3	1,271
	01 Environmental Engineering/Architecture	294	0	0	0	294
	02 Physical Sciences/Statistics	1,646	0	0	3	1,649
	04 Life Sciences	280	0	0	12	292
	05 Community Development/Social Sciences	488	0	0	0	488
	06 Social & Psychological Services	5,202	1,947	0	0	7,149
	07 Medical and Health Services	3,418	0	0	15	3,433
	09 Education	2,281	0	3	395	2,679
	10 Museum, Library & Archival Sciences	163	14	6	209	392
	11 Law	1,838	964	99	0	2,901
	12 Information Processing	2,404	243	24	67	2,738
	13 Writing	201	27	37	2	267
	14 Art	47	0	0	8	55
	15 Finance	2,367	62	106	59	2,594
	16 Administration	8,167	1,879	107	85	10,238
	17 Inspections/Investigation	2,914	445	6	1	3,366
	18 Recreation	100	0	0	2	102
	19 Public Broadcasting	120	0	0	20	140
	CLERICAL	20 Stenography, Typing & Filing	8,297	3,578	71	1,252
21 Computing & Account Recording		487	161	9	110	767
22 Stock, Storage, & Inventory		337	0	3	35	375
24 Information & Message Distribution		725	0	6	53	784
SERVICE	30 Building/Institution/Facility Services	1,205	0	0	617	1,822
	31 Food/Beverage Preparation/Services	1,116	0	0	23	1,139
	33 Barbering/Cosmetology	16	0	0	0	16
	35 Direct Care/Personal & Health Services	6,549	0	0	10	6,559
	36 Protective Services	11,423	0	16	294	11,733
AGRICULTURE / FISHERY / FORESTRY	40 Planting/Gardening	140	0	0	120	260
	41 Animal Farming	61	0	0	0	61
	43 Forestry	12	0	0	0	12
MACHINE TRADES	60 Machinery Repair	420	0	0	37	457
	65 Printing	70	10	0	19	99
BENCHWORK	70 Medical/Scientific Repair	7	0	0	1	8
	72 Electrical Repair	200	0	1	2	203
STRUCTURAL WORK	80 Skilled Trades	454	0	0	182	636
	81 Infrastructure Repair/Maintenance	1,593	0	3	145	1,741
MISCELLANEOUS	90 Transporting	570	0	0	25	595
	91 Utilities Production/Distribution	197	0	0	69	266
	92 Multiple Groups	1,161	212	1	0	1,374
	94 Not Coded Elsewhere	1	0	2	0	3
<b>TOTAL</b>		<b>68,238</b>	<b>9,542</b>	<b>501</b>	<b>3,875</b>	<b>82,156</b>

Data provided by the Department of Personnel from automated personnel files.

Classification system provided by the Division of Human Resource Management's Occupational Code Dictionary.

**STATE OF NEW JERSEY**  
**SALARY DATA FOR STATE GOVERNMENT WORKFORCE**

*INTRODUCTION*

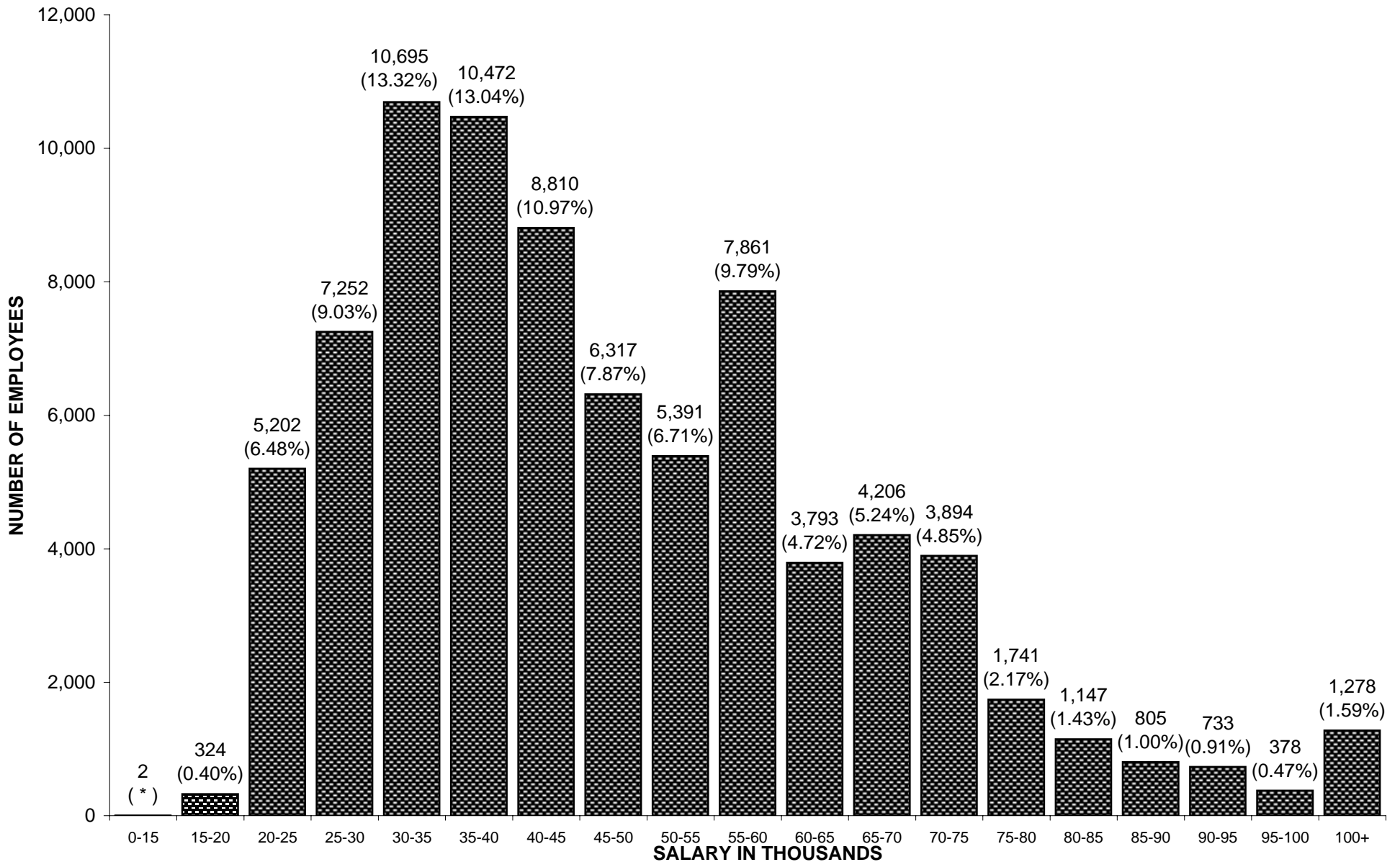
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We are continuing to expand our reporting of salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$47,974) account for over 54 percent of the full-time State Government workforce. The median salary is \$43,199. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 7 (by agency), and on Pages 46 and 47 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on the next page. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. The employees earning between \$30,000 and \$34,999 outnumber those whose earnings fall into any other \$5,000 salary interval, and employees earning from \$30,000 to \$44,999 account for about 36.5 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for the past five years on Page 27. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage change over 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 Merit System Board, 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 "full-time" employees in the Department of Personnel's automated files.

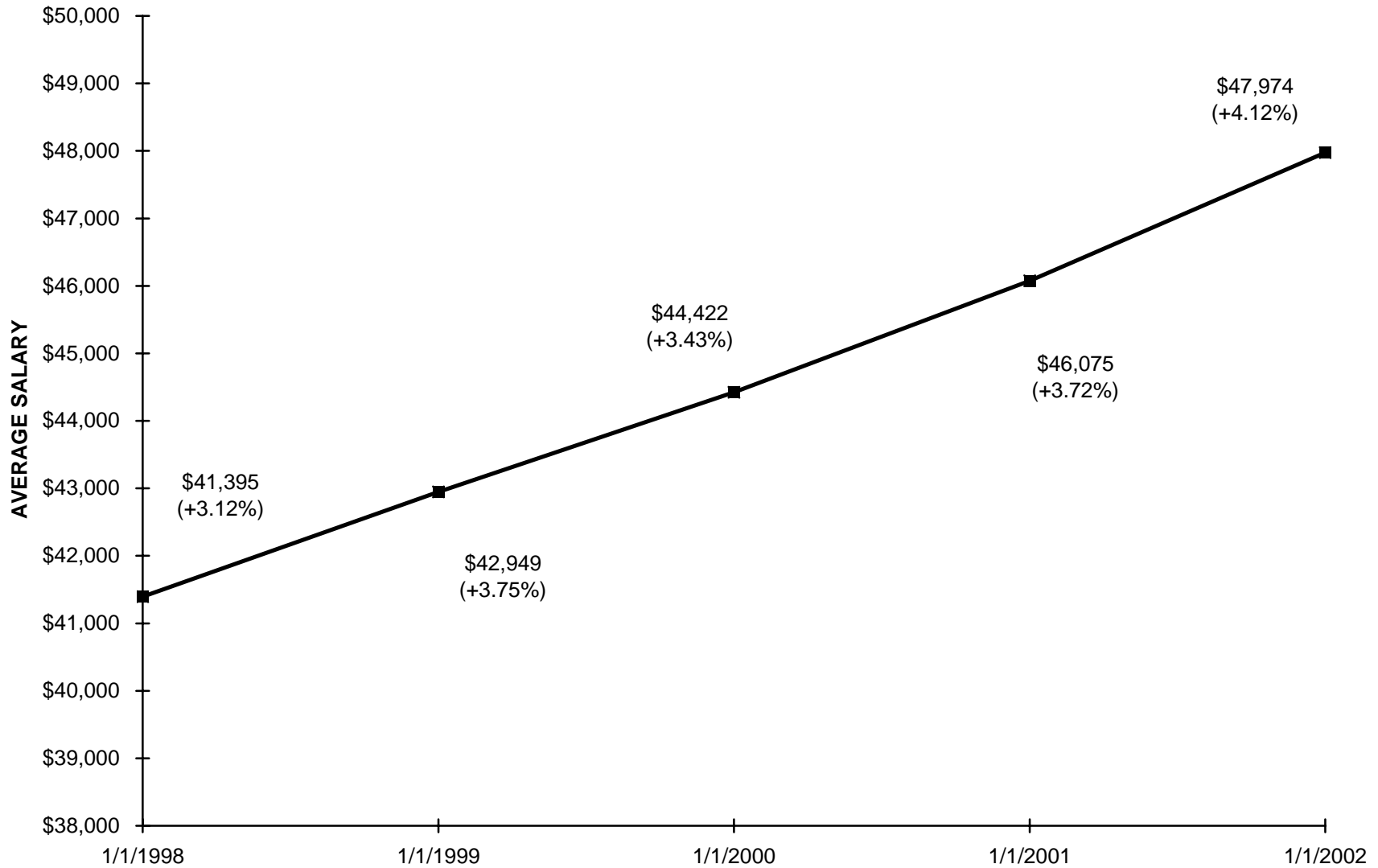
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY**  
 JANUARY 1, 2002



Number and percentages reflect full-time employees; exclude Board and Commission members. (As of 1/1/2002, 80,301).

\* Less than 0.01%

**STATE OF NEW JERSEY**  
**FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES**  
*1998 through 2002*



**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE: HISTORICAL DATA**

*INTRODUCTION*

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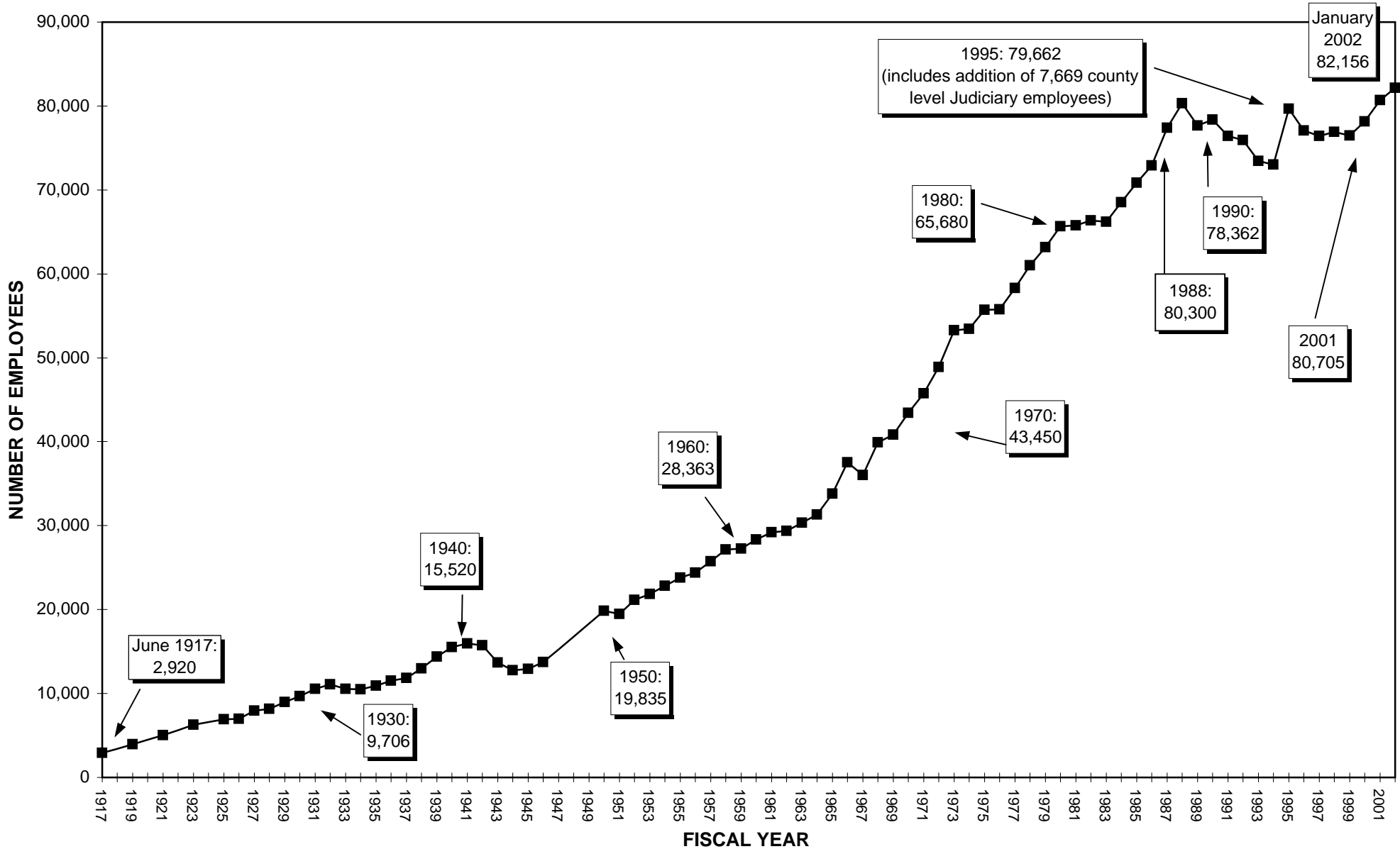
The following page presents a chart showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents a new decade, and the most recent point. Various Commissions and Authorities were included as a separate category until 1993. At present, counts for members of Commissions and Authorities of 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 Government Employment” on Page 9.

We present a more detailed look at the workforce since 1980 on Page 30. This chart excludes various Commissions and Authorities that are reported as “Other Government Employment” on Page 9 after FY1993, and all data points are labeled with employee counts. We also indicate where significant changes occurred in the structure of State Government and affected the size of the workforce.

We follow with an analysis of the change in the size of the workforce from year to year. Page 31 is based on the data from Page 29, and shows every year’s change in the number of employees from the previous year. The years when the workforce grew the most rapidly have the tallest columns; years when the workforce declined in number have columns extending below the baseline. We provide a closer look for 1980 to the present on Page 32, which is based on data from Page 30. In this chart, we have labeled all of the columns with the change in number of employees as well as the percentage change from the previous year.

Pages 33 through 36 present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile, although overall totals remain the same. In such cases, or where State Government structure was modified, we have added footnotes to comment on major changes. Most of the agencies that the statutes place “in but not of” various Departments are included in the figures for those Departments; the larger “in but not of” agencies are identified on the same line where we report the data for each Department with which they are associated. All figures are from close of each fiscal year, so that changes in the workforce since July of 2001 are not reflected in the table.

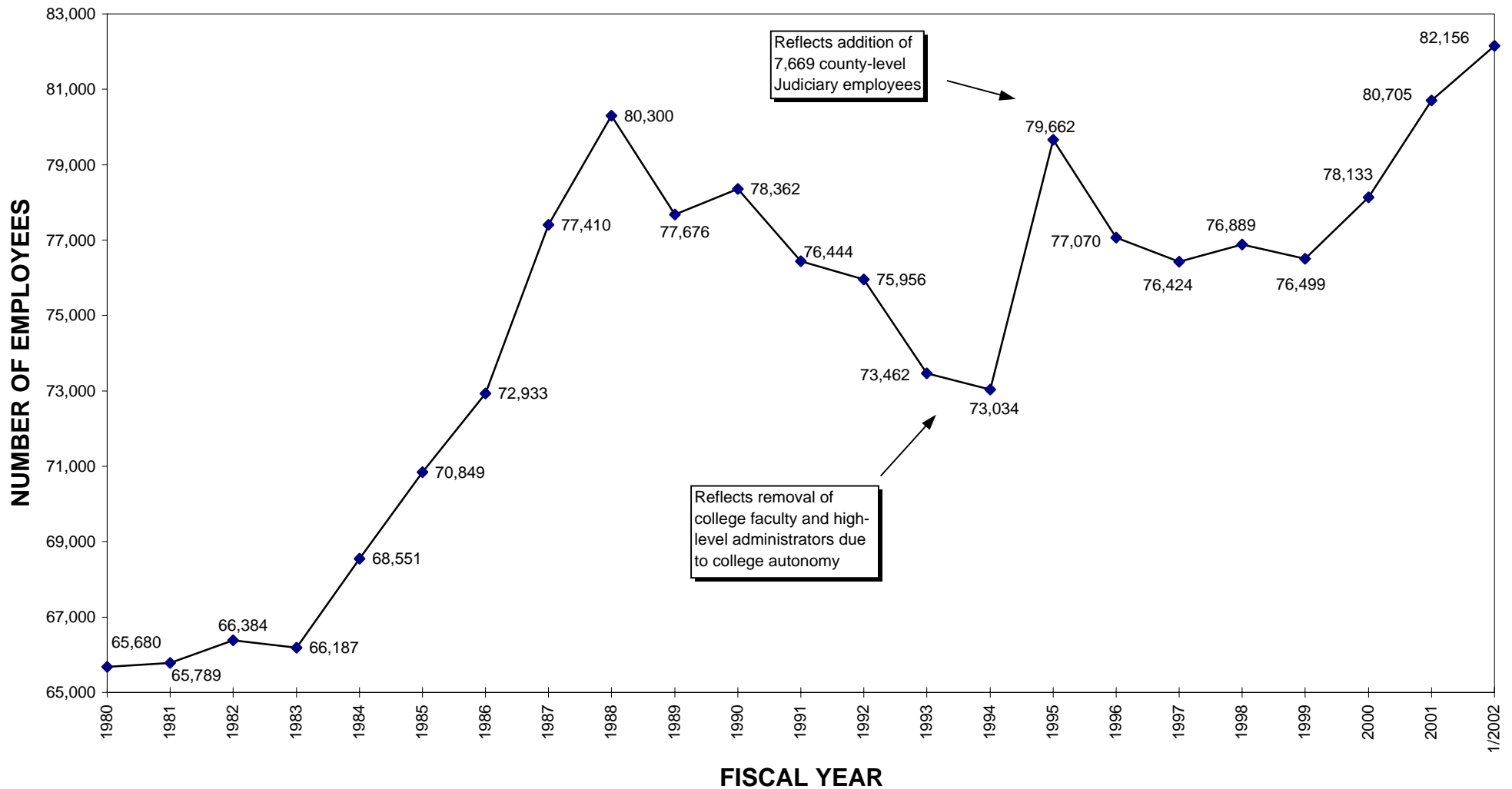
# STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1917 - JANUARY 2002



Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2002). Various Commissions and Authorities included before FY1993.

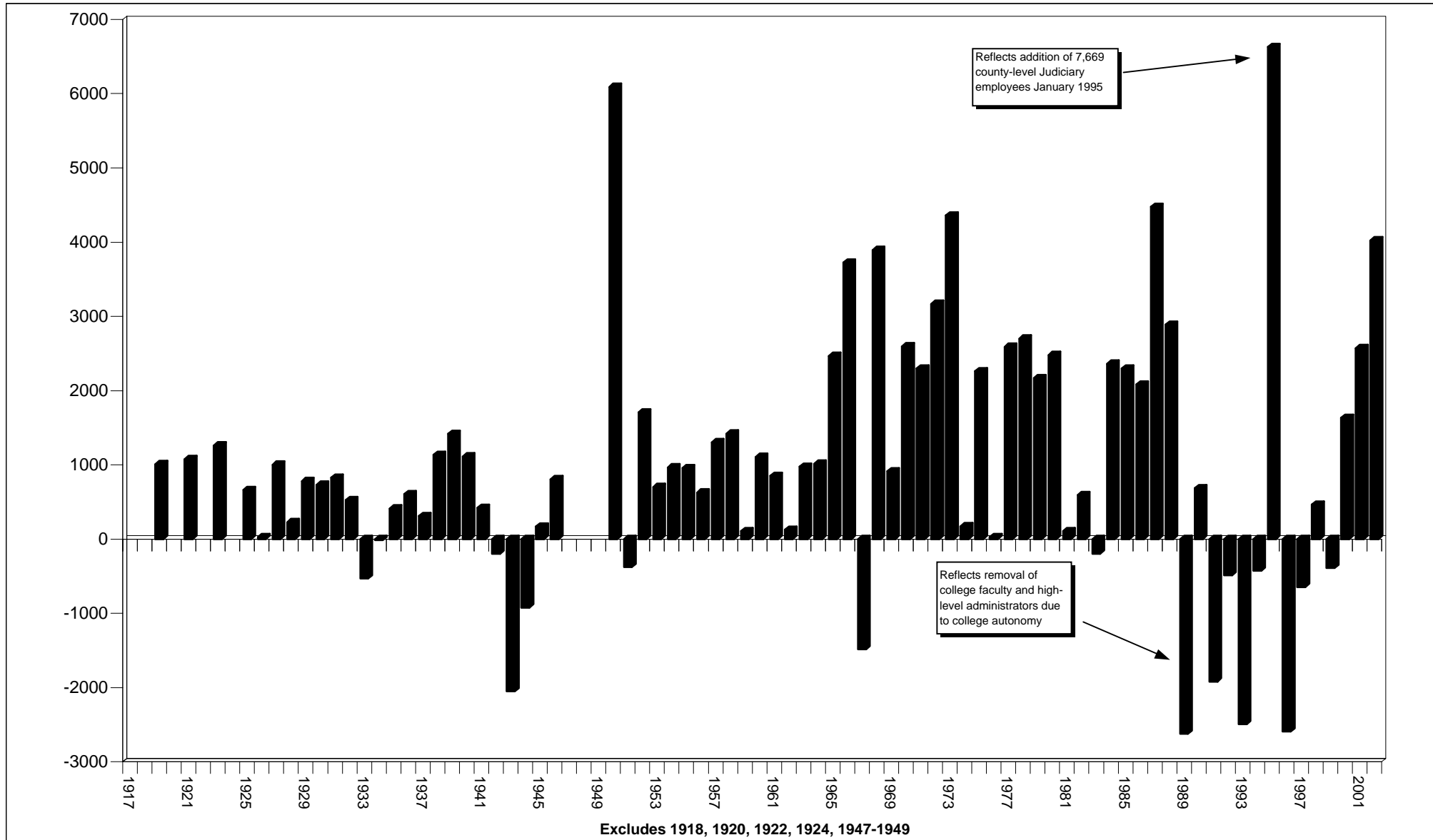


# STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 2002



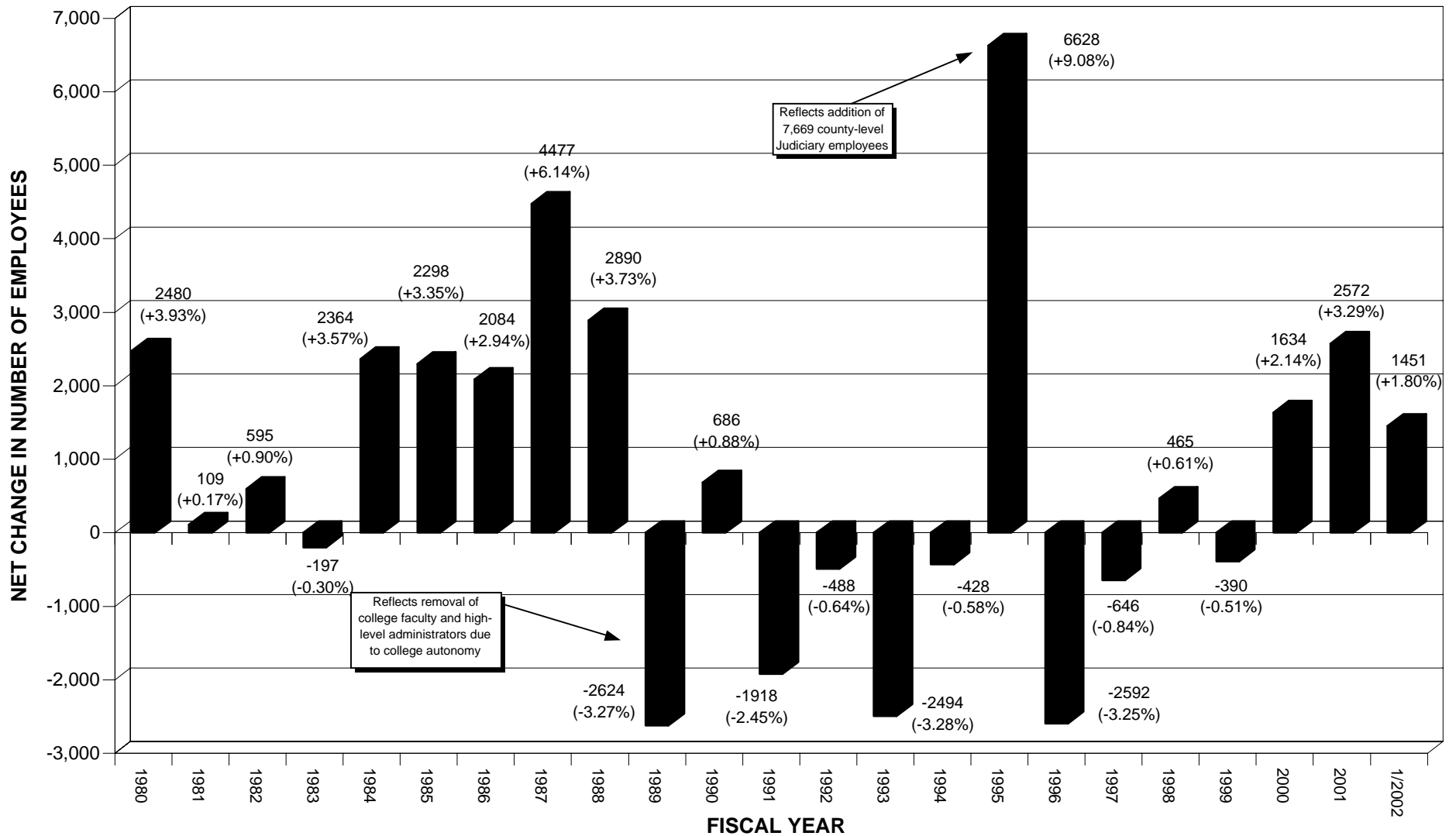
Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2002). Various Commissions and Authorities excluded.

**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
**FISCAL YEARS 1917 - 2001**  
 (and first 6 months of FY 2002)



Data provided by the Dept. of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2002). Various Commissions and Authorities included before FY1993.

**STATE OF NEW JERSEY**  
**NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES**  
**FISCAL YEARS 1980-2001**  
 (and first 6 months of FY 2002)



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2002). Various Commissions and Authorities excluded.

# STATE OF NEW JERSEY EMPLOYMENT HISTORY

1960 through 1969

STATE AGENCY	Jun-60	Jun-61	Jun-62	Jun-63	Jun-64	Jun-65	Jun-66	Jun-67	Jun-68	Jun-69
AGRICULTURE	225	229	230	200	217	208	230	244	259	269
BANKING & INSURANCE	261	276	280	280	277	287	288	274	283	268
COMMUNITY AFFAIRS								358	399	367
CONSERVATION/ECONOMIC DEVELOPMENT	1,270	1,292	1,329	1,341	1,303	1,299	1,458	1,382	1,409	1,044
ECONOMIC OPPORTUNITY							160			
EDUCATION	1,753	2,001	2,056	2,374	2,533	2,860	3,778	980 1	1,077	1,108
EXECUTIVE/GOVERNOR'S OFFICE	25	23	24	23	26	27	37	36	36	53
HEALTH	540	582	560	610	679	754	760	793	882	941
HIGHER EDUCATION								2,609 1	2,969	3,541
INSTITUTIONS & AGENCIES	11,416	11,392	11,277	11,581	11,829	12,868	14,675	13,385	15,103	15,456
JUDICIARY	234	246	257	262	276	313	346	355	506	530
LABOR	2,972	3,308	3,375	3,398	3,555	3,797	4,003	3,655	4,299	4,281
LAW & PUBLIC SAFETY	3,382	3,384	3,417	3,435	3,648	3,946	3,773	3,903	4,176	4,463
LEGISLATIVE STAFF	48	50	48	83	49	47	51	46	94	45
MILITARY & VETERANS AFFAIRS (DEFENSE)	278	284	293	297	299	306	300	303	308	308
PERSONNEL (CIVIL SERVICE)	203	209	210	221	222	242	251	250	285	300
PUBLIC UTILITIES (ENERGY)	121	116	120	120	116	117	117	131	133	141
STATE	70	72	74	85	88	98	105	91	96	113
HIGHWAY/TRANSPORTATION	3,830	3,953	4,010	4,200	4,324	4,556	4,922	4,937	5,146	5,141
TREASURY	1,568	1,628	1,628	1,668	1,717	1,784	2,091	2,134	2,334	2,416
VARIOUS COMMISSIONS AND AUTHORITIES	167	170	154	141	176	292	183	177	145	68
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE	28,081	28,919	29,037	29,974	31,009	33,441	37,131	35,642	39,339	40,278
JUDICIAL	234	246	257	262	276	313	346	355	506	530
LEGISLATIVE	48	50	48	83	49	47	51	46	94	45
<b>TOTALS</b>	<b>28,363</b>	<b>29,215</b>	<b>29,342</b>	<b>30,319</b>	<b>31,334</b>	<b>33,801</b>	<b>37,528</b>	<b>36,043</b>	<b>39,939</b>	<b>40,853</b>

1 - Reflects the creation of the Department of Higher Education from the Department of Education.

**STATE OF NEW JERSEY**  
**EMPLOYMENT HISTORY**

1970 through 1979

STATE AGENCY	Jun-70	Jun-71	Jun-72	Jun-73	Jun-74	Jun-75	Jun-76	Jun-77	Jun-78	Jun-79
AGRICULTURE	291	301	343	326	322	322	262	261	268	256
BANKING	275	118 2	119	121	121	136	143	143	163	150
COMMUNITY AFFAIRS	398	397	443	471	484	507	487	494	527	551
CORRECTIONS									4,084 1	4,024
EDUCATION	1,241	1,250	1,346	1,415	1,437	1,552	1,504	1,535	1,650	1,598
ENVIRONMENTAL PROTECTION	1,027	1,219	1,383	1,427	1,477	1,546	1,646	1,779	1,926	2,033
EXECUTIVE/GOVERNOR'S OFFICE	55	53	67	156	168	39	35	43	53	67
HEALTH	1,004	794	1,094	1,118	1,147	1,249	1,200	1,266	1,354	1,483
HIGHER EDUCATION	4,235	4,460	5,117	6,472	6,482	6,723	6,481	6,769	6,989	6,470
INSTITUTIONS & AGENCIES/HUMAN SERVICES	16,449	17,377	18,263	20,227	20,195	20,393	20,769	21,532	18,805 1	20,711
INSURANCE		191 2	186	198	193	209	217	219	221	225
JUDICIARY	539	574	622	758	775	827	809	857	928	1,148
LABOR	4,308	4,745	5,116	5,086	5,016	5,339	5,488	5,623	5,636	5,394
LAW & PUBLIC SAFETY	4,750	4,955	5,396	5,715	5,755	6,060	5,908	6,299	6,720	6,854
LEGISLATIVE STAFF	132	47	93	140	169	266	262	281	279	293
MILITARY & VETERANS AFFAIRS (DEFENSE)	302	305	340	340	349	325	304	272	274	327
PERSONNEL (CIVIL SERVICE)	304	323	325	405	407	433	455	495	506	543
PUBLIC ADVOCATE						634	647	687	616	711
PUBLIC BROADCASTING						114	109	128	174	178
PUBLIC UTILITIES (ENERGY)	164	244	255	291	297	211	223	263	319	301
STATE	107	117	127	97	101	114	113	121	123	218
TRANSPORTATION	5,283	5,344	5,207	5,304	5,343	5,424	5,346	5,549	5,618	5,724
TREASURY	2,446	2,695	2,843	3,048	3,025	3,122	3,160	3,551	3,632	3,782
VARIOUS COMMISSIONS AND AUTHORITIES	140	241	235	165	190	168	172	163	167	159
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE	42,779	45,129	48,205	52,382	52,509	54,620	54,669	57,192	59,825	61,759
JUDICIAL	539	574	622	758	775	827	809	857	928	1,148
LEGISLATIVE	132	47	93	140	169	266	262	281	279	293
<b>TOTALS</b>	<b>43,450</b>	<b>45,750</b>	<b>48,920</b>	<b>53,280</b>	<b>53,453</b>	<b>55,713</b>	<b>55,740</b>	<b>58,330</b>	<b>61,032</b>	<b>63,200</b>

1 - Reflects creation of the Department of Corrections and the Department of Human Services from the Department of Institutions and Agencies.

2 - Reflects creation of the Department of Insurance from the Department of Banking & Insurance.

# STATE OF NEW JERSEY EMPLOYMENT HISTORY

1980 through 1989

STATE AGENCY	Jun-80	Jun-81	Jun-82	Jun-83	Jun-84	Jun-85	Jun-86	Jun-87	Jun-88	Jun-89
AGRICULTURE	266	271	271	244	244	256	256	263	275	258
BANKING	152	156	153	137	127	128	133	143	144	144
COMMERCE/ECONOMIC DEVELOPMENT			81	89	97	110	118	195	276	269
COMMUNITY AFFAIRS	643	608	719	702	710	758	845	940	1,018	1,010
CORRECTIONS	4,219	4,266	4,656	5,663	6,443	6,846	7,251	7,830	8,670	9,063
EDUCATION	1,646	1,616	1,726	1,557	1,437	1,435	1,385	1,397	1,404	1,402
ENVIRONMENTAL PROTECTION	2,104	2,100	2,311	2,124	2,226	2,486	2,704	3,062	3,401	3,537
EXECUTIVE/GOVERNOR'S OFFICE	63	60	69	83	113	126	133	151	156	197
HEALTH	1,512	1,489	1,504	1,418	1,438	1,326	1,448	1,521	1,610	1,710
HIGHER EDUCATION	7,034	6,913	7,003	6,739	6,760	6,895	6,851	7,070	7,377	3,619 <sup>1</sup>
HUMAN SERVICES	21,243	21,636	21,487	21,766	22,212	22,401	23,002	24,087	24,067	23,879
INSURANCE	242	243	235	231	242	264	302	325	358	413
JUDICIARY	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LABOR	5,768	5,592	4,793	4,527	4,528	4,790	4,645	4,483	4,175	3,955
LAW & PUBLIC SAFETY	7,181	7,000	7,274	7,083	7,372	7,460	7,692	8,609	9,594	9,798
LEGISLATIVE STAFF	297	306	348	393	409	433	475	502	565	530
MILITARY & VETERANS AFFAIRS (DEFENSE)	299	296	302	318	335	338	335	362	366	1,412 <sup>2</sup>
PERSONNEL (CIVIL SERVICE)	567	560	524	504	499	493	496	503 <sup>3</sup>	560	559
PUBLIC ADVOCATE	731	770	778	762	856	904	928	948	992	1,019
PUBLIC BROADCASTING	167	170	169	162	169	170	175	193	241	228
PUBLIC UTILITIES (ENERGY)	320	328	328	329	418	457	479	413	376	361
STATE	251	272	263	352	486	488	494	515	537	518
TRANSPORTATION	5,682	5,634	5,597	5,322	5,380	5,242	5,463	5,629	5,646	5,536
TREASURY	3,964	4,189	4,451	4,392	4,636	5,491	5,700	6,579	6,788	6,464
VARIOUS COMMISSIONS AND AUTHORITIES	157	136	101	95	95	98	96	97	102	104
<b>SUB-TOTALS BY BRANCH OF GOVERNMENT</b>										
EXECUTIVE	64,211	64,305	64,795	64,599	66,823	68,962	70,931	75,315	78,133	75,455
JUDICIAL	1,172	1,178	1,241	1,195	1,319	1,454	1,527	1,593	1,602	1,691
LEGISLATIVE	297	306	348	393	409	433	475	502	565	530
<b>TOTALS</b>	<b>65,680</b>	<b>65,789</b>	<b>66,384</b>	<b>66,187</b>	<b>68,551</b>	<b>70,849</b>	<b>72,933</b>	<b>77,410</b>	<b>80,300</b>	<b>77,676</b>

1 - College Autonomy - Removal of State College unclassified employees from Personnel files.

2 - Reflects addition of Veterans Hospitals from Human Services.

3 - Name changed from the Department of Civil Service to the Department of Personnel in September of 1986.

# STATE OF NEW JERSEY EMPLOYMENT HISTORY

1990 through 2001

STATE AGENCY	Jun-90	Jun-91	Jun-92	Jun-93	Jun-94	Jun-95	Jun-96	Jun-97	Jun-98	Jun-99	Jun-00	Jun-01
AGRICULTURE	241	211	201	199	202	206	208	211	244	244	257	259
BANKING & INSURANCE	148	147	133	127	125	128	119	562 <sup>8</sup>	591	481	503	523
COMMERCE/ECONOMIC DEVELOPMENT	181	158	149	117	109	107	111	111	121			
COMMUNITY AFFAIRS	1,048	1,034	1,017	992	951	970	973	893	921	1,014	1,061	1,103
CORRECTIONS (and State Parole Board)	10,089	10,024	10,175	9,739	8,974	9,069	8,970	9,145	9,818	9,747	9,943	10,391
EDUCATION	1,318	1,256	1,131	1,005	942	977	965	862	864	895	905	996
ENVIRONMENTAL PROTECTION	3,801	3,677	3,906 <sup>2</sup>	3,773 <sup>2</sup>	3,764	3,557	3,394	3,152	3,134	3,217	3,362	3,420
EXECUTIVE/GOVERNOR'S OFFICE	202	195	203	204	162	166	163	158	161	151	150	156
HEALTH & SENIOR SERVICES	1,707	1,695	1,631	1,551	1,510	1,569	1,523	1,818	1,876	1,949	2,054	2,130
HIGHER EDUCATION	3,859	3,697	3,645	3,582	3,692	0 <sup>4</sup>						
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888	18,649	19,082	19,709
INFORMATION TECHNOLOGY											1,020 <sup>11</sup>	1,033
INSURANCE	438	494	517	537	519	518	492	0 <sup>8</sup>				
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327	4,147	4,044	3,930
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 <sup>7</sup>	7,731 <sup>9</sup>	8,036	8,539	8,673	9,260
MILITARY & VETERANS AFFAIRS	1,474	1,415	1,515	1,488	1,518	1,524	1,482	1,425	1,439	1,518	1,569	1,568
PERSONNEL	523	479	642 <sup>1</sup>	655	626	599	484	461	431	431	446	445
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 <sup>5</sup>						
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160	163	159
PUBLIC UTILITIES (ENERGY)	392	354	229 <sup>2</sup>	255 <sup>2</sup>	234	289	287	275	271	268	255	254
STATE (and associated autonomous agencies. )	501	470	442	434	428	1,278 <sup>5</sup>	1,264	1,256	1,230	406 <sup>10</sup>	424	432
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114 <sup>7</sup>	5,537	5,813	5,111	5,279	5,574
TREASURY (and associated autonomous agencies. )	6,133	5,889	5,872	5,812	5,616	5,872	5,628	5,821	5,484	6,303 <sup>10</sup>	5,462	5,666
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 <sup>3</sup>								
<b>SUB-TOTAL EXECUTIVE DEPARTMENTS</b>	<b>76,144</b>	<b>74,257</b>	<b>73,780</b>	<b>71,297</b>	<b>70,850</b>	<b>66,364</b>	<b>63,870</b>	<b>63,570</b>	<b>63,791</b>	<b>63,230</b>	<b>64,652</b>	<b>67,008</b>
DISPLACED WORKER POOL							21	0	0	2	0	0
COLLEGES (Career Service only)						3,408	3,390	3,457	3,558	3,632	3,690	3,726
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417 <sup>6</sup>	9,334	8,916	9,060	9,149	9,287	9,472
LEGISLATIVE STAFF	532	524	488	482	485	473	476	481	480	486	504	499
<b>TOTALS</b>	<b>78,362</b>	<b>76,444</b>	<b>75,956</b>	<b>73,462</b>	<b>73,034</b>	<b>79,662</b>	<b>77,091</b>	<b>76,424</b>	<b>76,889</b>	<b>76,499</b>	<b>78,133</b>	<b>80,705</b>

1 - Reflects the consolidation of State training & personnel management functions in the Department of Personnel.

2 - Employee counts for Public Utilities & Environmental Protection were combined during 1992 & 1993; separate counts for Public Utilities estimated from Centralized Payroll files.

3 - Various Commissions and Authorities now reported in "Other Government Employment" (see text, Page 26).

4 - Reflects elimination of the Department of Higher Education.

5 - Reflects elimination of the Department of Public Advocate and the creation of the Office of the Public Defender within the Department of State.

6 - Reflects the inclusion of 7,669 county-level Judiciary employees in the State Government workforce (effective 1/1/1995).

7 - Reflects transfer of the Division of Motor Vehicles from Law & Public Safety to Transportation, and the closure of two, and privatization of 23 Motor Vehicle agencies (effective 7/1/1995).

8 - Reflects merger of the Department of Banking and the Department of Insurance in July 1996.

9 - Includes Juvenile Justice Commission.

10 - Reflects the reassignment of the Office of the Public Defender from the Department of State to the Department of the Treasury.

11 - The Office of Information Technology was created on September 4, 1998. A separate identity in PMIS was established in 1999.

Data provided by the Department of Personnel from automated personnel files.

## STATE OF NEW JERSEY

# STATE GOVERNMENT WORKFORCE: ETHNIC AND GENDER DATA

### INTRODUCTION

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We include several charts and tables analyzing the State Government workforce by gender and ethnicity. There are three tables that give employee counts by agency. The first table gives the ethnic distribution by agency and includes a pie chart that gives the overall ethnic distribution for the entire State Government workforce. Next, there is a similar table giving the gender distribution by agency. To the right side of the chart, there are three pie charts showing the ethnic distributions for males and females and the overall gender distribution in the State Government workforce. These pie charts are not meant to be proportional; the user should draw no conclusions from the sizes of the pie charts themselves. On page 40, there is a table giving the gender and ethnic distribution by agency.

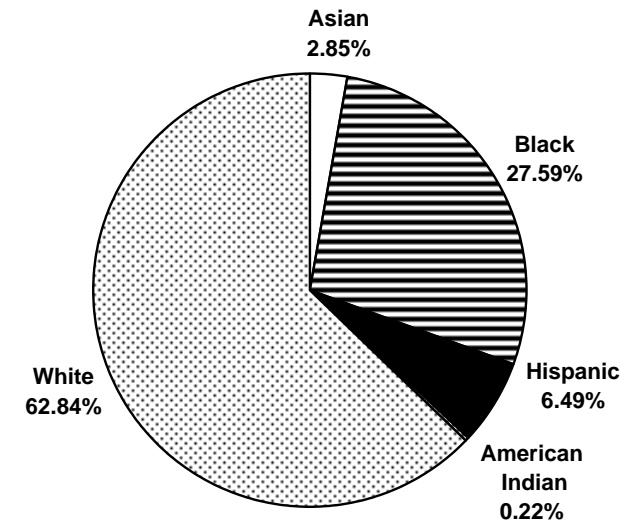
Pages 41 and 42 show historic trends for minorities (Asians, Blacks, Hispanics, and American Indians) and women, respectively. These charts are based on counts of full-time employees, while the three preceding tables count all employees. Since the EEO/AA reports providing historical data were limited to full-time employees, we eliminated part-time employees from our counts for the purposes of trend analysis. The solid line on each chart plots the number of employees (as measured by the scale on the left side) at the end of each fiscal year since 1974, and the dotted line shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) represents the number of minority or female employees. Although there has been growth in the representation of both minorities and women in the State Government workforce over the last twenty-five years, the increase in minorities is more dramatic. The percentage of full time employees represented by females dropped by 0.1 percent in Fiscal Year 2001. In contrast, the number of female employees increased by 1378 in Fiscal Year 2001. There was a slight reduction in female representation because the number of full time employees grew by 3.6 percent, while the number of female employees grew by 3.3 percent. The scales from charts on both pages have been equalized for comparison purposes. It would not have been appropriate to show the increases in minorities and women on the same chart, since this would result in “double counting” of minority women.



**STATE OF NEW JERSEY**  
**ETHNIC DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**

JANUARY 1, 2002

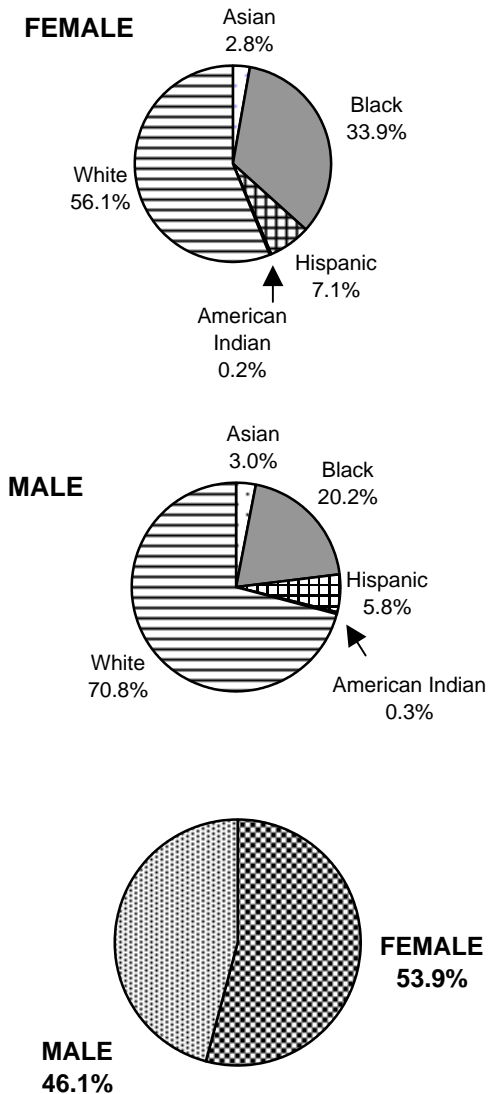
STATE AGENCY	Asian	Black	Hispanic	American Indian	White	Total
<b>AGRICULTURE</b>	<b>14</b>	<b>31</b>	<b>6</b>	<b>0</b>	<b>214</b>	<b>265</b>
<b>BANKING &amp; INSURANCE</b>	<b>16</b>	<b>103</b>	<b>15</b>	<b>0</b>	<b>389</b>	<b>523</b>
<b>COMMUNITY AFFAIRS</b>	<b>20</b>	<b>254</b>	<b>68</b>	<b>1</b>	<b>783</b>	<b>1,126</b>
<b>CORRECTIONS</b>	<b>77</b>	<b>3,292</b>	<b>770</b>	<b>32</b>	<b>6,328</b>	<b>10,499</b>
(Corrections)	(72)	(3,108)	(695)	(32)	(5,840)	(9,747)
(State Parole Board)	(5)	(184)	(75)	(0)	(488)	(752)
<b>EDUCATION</b>	<b>30</b>	<b>193</b>	<b>28</b>	<b>1</b>	<b>773</b>	<b>1,025</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>164</b>	<b>260</b>	<b>66</b>	<b>13</b>	<b>2,981</b>	<b>3,484</b>
<b>GOVERNOR'S OFFICE</b>	<b>1</b>	<b>15</b>	<b>7</b>	<b>0</b>	<b>121</b>	<b>144</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>112</b>	<b>458</b>	<b>86</b>	<b>5</b>	<b>1,536</b>	<b>2,197</b>
<b>HUMAN SERVICES</b>	<b>614</b>	<b>9,076</b>	<b>1,476</b>	<b>43</b>	<b>9,033</b>	<b>20,242</b>
<b>INFORMATION TECHNOLOGY</b>	<b>78</b>	<b>117</b>	<b>23</b>	<b>1</b>	<b>839</b>	<b>1,058</b>
<b>LABOR</b>	<b>95</b>	<b>980</b>	<b>406</b>	<b>6</b>	<b>2,475</b>	<b>3,962</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>154</b>	<b>1,762</b>	<b>497</b>	<b>29</b>	<b>7,059</b>	<b>9,501</b>
(Law & Public Safety)	(142)	(1,073)	(393)	(24)	(6,186)	(7,818)
(Juvenile Justice)	(12)	(689)	(104)	(5)	(873)	(1,683)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>136</b>	<b>546</b>	<b>172</b>	<b>4</b>	<b>710</b>	<b>1,568</b>
<b>PERSONNEL</b>	<b>8</b>	<b>128</b>	<b>11</b>	<b>0</b>	<b>299</b>	<b>446</b>
<b>STATE</b>	<b>28</b>	<b>122</b>	<b>27</b>	<b>2</b>	<b>433</b>	<b>612</b>
(State)	(9)	(57)	(12)	(1)	(128)	(207)
(Commission on Higher Education)	(3)	(6)	(1)	(0)	(14)	(24)
(Public Broadcasting)	(15)	(36)	(9)	(0)	(159)	(219)
(Higher Educational Student Assistance)	(1)	(23)	(5)	(1)	(132)	(162)
<b>TRANSPORTATION</b>	<b>304</b>	<b>855</b>	<b>184</b>	<b>9</b>	<b>4,226</b>	<b>5,578</b>
<b>TREASURY</b>	<b>172</b>	<b>1,306</b>	<b>269</b>	<b>10</b>	<b>4,250</b>	<b>6,007</b>
(Treasury)	(130)	(910)	(110)	(7)	(3,111)	(4,268)
(Administrative Law)	(1)	(28)	(3)	(2)	(84)	(118)
(Casino Control)	(5)	(75)	(8)	(0)	(252)	(340)
(Public Defender)	(8)	(215)	(128)	(1)	(622)	(974)
(Public Utilities)	(25)	(68)	(16)	(0)	(156)	(265)
(Ratepayer Advocate)	(3)	(10)	(4)	(0)	(25)	(42)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>2,023</b>	<b>19,498</b>	<b>4,111</b>	<b>156</b>	<b>42,449</b>	<b>68,237</b>
<b>STATE COLLEGES (Career Svc Only)</b>	<b>137</b>	<b>961</b>	<b>431</b>	<b>10</b>	<b>2,336</b>	<b>3,875</b>
<b>DISPLACED WORKER POOL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>2,160</b>	<b>20,459</b>	<b>4,542</b>	<b>166</b>	<b>44,785</b>	<b>72,112</b>
<b>JUDICIARY</b>	<b>177</b>	<b>2,156</b>	<b>773</b>	<b>17</b>	<b>6,420</b>	<b>9,543</b>
<b>LEGISLATIVE STAFF</b>	<b>2</b>	<b>53</b>	<b>20</b>	<b>1</b>	<b>425</b>	<b>501</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>2,339</b>	<b>22,668</b>	<b>5,335</b>	<b>184</b>	<b>51,630</b>	<b>82,156</b>



**STATE OF NEW JERSEY**  
**GENDER DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGENCY**  
**AND ETHNIC COMPOSITION OF EACH GENDER GROUP**

JANUARY 1, 2002

STATE AGENCY	FEMALE	MALE	TOTAL
<b>AGRICULTURE</b>	<b>146</b>	<b>119</b>	<b>265</b>
<b>BANKING &amp; INSURANCE</b>	<b>267</b>	<b>256</b>	<b>523</b>
<b>COMMUNITY AFFAIRS</b>	<b>587</b>	<b>539</b>	<b>1,126</b>
<b>CORRECTIONS</b>	<b>2,804</b>	<b>7,695</b>	<b>10,499</b>
(Corrections)	(2,449)	(7,298)	(9,747)
(State Parole Board)	(355)	(397)	(752)
<b>EDUCATION</b>	<b>689</b>	<b>336</b>	<b>1,025</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,362</b>	<b>2,122</b>	<b>3,484</b>
<b>GOVERNOR'S OFFICE</b>	<b>106</b>	<b>38</b>	<b>144</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,548</b>	<b>649</b>	<b>2,197</b>
<b>HUMAN SERVICES</b>	<b>14,291</b>	<b>5,951</b>	<b>20,242</b>
<b>INFORMATION TECHNOLOGY</b>	<b>481</b>	<b>577</b>	<b>1,058</b>
<b>LABOR</b>	<b>2,604</b>	<b>1,358</b>	<b>3,962</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>3,548</b>	<b>5,953</b>	<b>9,501</b>
(Law & Public Safety)	(2,925)	(4,893)	(7,818)
(Juvenile Justice)	(623)	(1,060)	(1,683)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,014</b>	<b>554</b>	<b>1,568</b>
<b>PERSONNEL</b>	<b>312</b>	<b>134</b>	<b>446</b>
<b>STATE</b>	<b>358</b>	<b>254</b>	<b>612</b>
(State)	(128)	(79)	(207)
(Commission on Higher Education)	(18)	(6)	(24)
(Public Broadcasting)	(153)	(66)	(219)
(Higher Educational Student Assistance)	(59)	(103)	<b>162</b>
<b>TRANSPORTATION</b>	<b>1,665</b>	<b>3,913</b>	<b>5,578</b>
<b>TREASURY</b>	<b>3,391</b>	<b>2,616</b>	<b>6,007</b>
(Treasury)	(2,421)	(1,847)	(4,268)
(Administrative Law)	(79)	(39)	(118)
(Casino Control)	(180)	(160)	(340)
(Public Defender)	(564)	(410)	(974)
(Public Utilities)	(115)	(150)	(265)
(Ratepayer Advocate)	(32)	(10)	(42)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>35,173</b>	<b>33,064</b>	<b>68,237</b>
<b>STATE COLLEGES (Career Svc Only)</b>	<b>2,230</b>	<b>1,645</b>	<b>3,875</b>
<b>DISPLACED WORKER POOL</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>37,403</b>	<b>34,709</b>	<b>72,112</b>
<b>JUDICIARY</b>	<b>6,874</b>	<b>2,669</b>	<b>9,543</b>
<b>LEGISLATIVE STAFF</b>	<b>260</b>	<b>241</b>	<b>501</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>44,537</b>	<b>37,619</b>	<b>82,156</b>



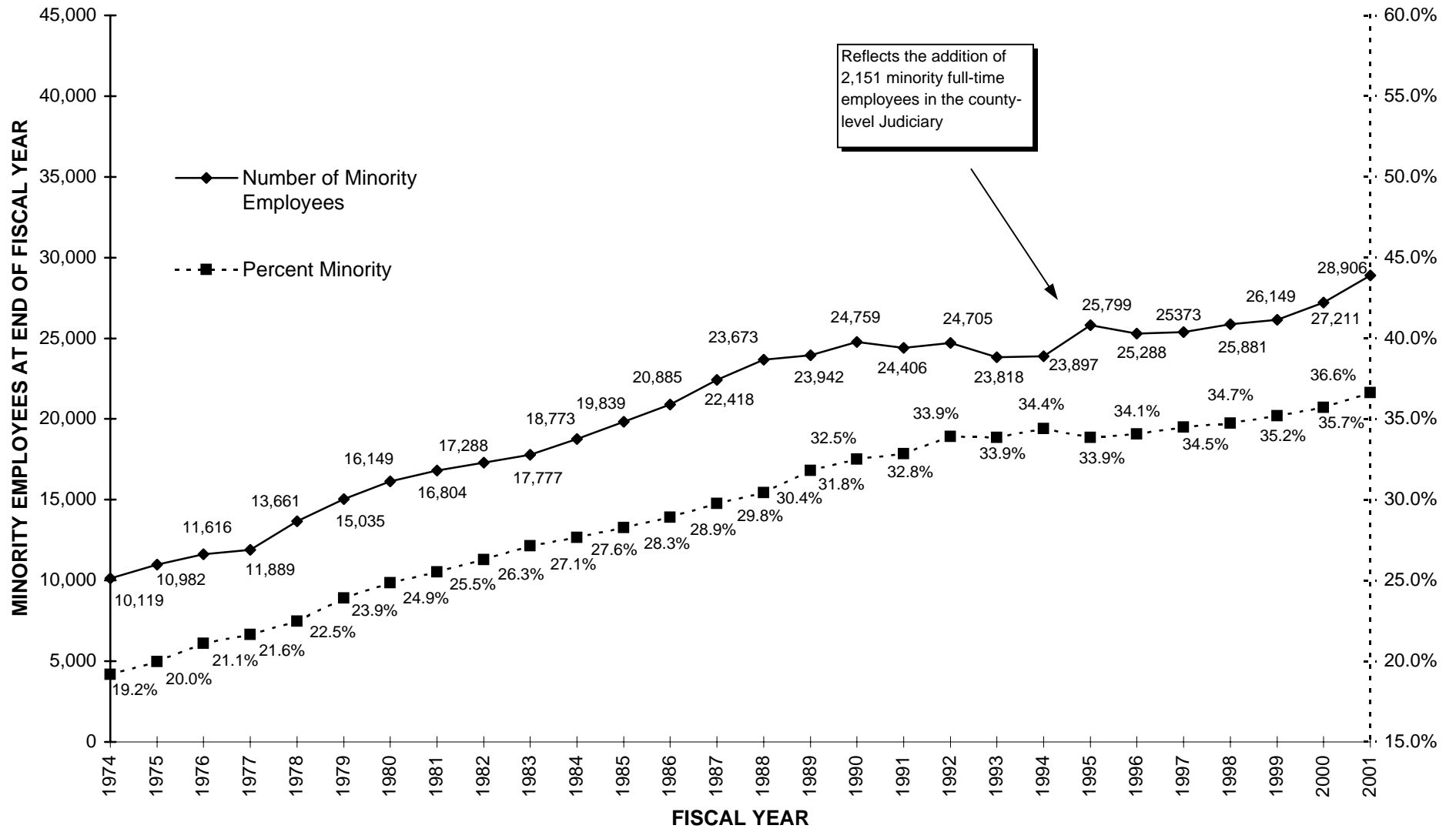
**STATE OF NEW JERSEY**  
**ETHNIC/GENDER DISTRIBUTION OF STATE GOVERNMENT**  
**EMPLOYEES BY AGENCY**

JANUARY 1, 2002

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	Asian	Black	Hispanic	American Indian	White	Total	Asian	Black	Hispanic	American Indian	White	Total	
<b>AGRICULTURE</b>	6	10	2	0	101	119	8	21	4	0	113	146	265
<b>BANKING &amp; INSURANCE</b>	10	32	2	0	212	256	6	71	13	0	177	267	523
<b>COMMUNITY AFFAIRS</b>	14	47	21	0	457	539	6	207	47	1	326	587	1,126
<b>CORRECTIONS</b>	52	2,083	592	28	4,940	7,695	25	1,209	178	4	1,388	2,804	10,499
(Corrections)	(49)	(2,030)	(555)	(28)	(4,636)	(7,298)	(23)	(1,078)	(140)	(4)	(1,204)	(2,449)	(9,747)
(State Parole Board)	(3)	(53)	(37)	(0)	(304)	(397)	(2)	(131)	(38)	(0)	(184)	(355)	(752)
<b>EDUCATION</b>	17	43	9	0	267	336	13	150	19	1	506	689	1,025
<b>ENVIRONMENTAL PROTECTION</b>	118	80	24	5	1,895	2,122	46	180	42	8	1,086	1,362	3,484
<b>GOVERNOR'S OFFICE</b>	0	3	1	0	34	38	1	12	6	0	87	106	144
<b>HEALTH &amp; SENIOR SERVICES</b>	34	84	23	2	506	649	78	374	63	3	1,030	1,548	2,197
<b>HUMAN SERVICES</b>	211	2,379	465	17	2,879	5,951	403	6,697	1,011	26	6,154	14,291	20,242
<b>INFORMATION TECHNOLOGY</b>	23	40	12	1	501	577	55	77	11	0	338	481	1,058
<b>LABOR</b>	43	206	80	2	1,027	1,358	52	774	326	4	1,448	2,604	3,962
<b>LAW &amp; PUBLIC SAFETY</b>	84	848	296	25	4,700	5,953	70	914	201	4	2,359	3,548	9,501
(Law & Public Safety)	(80)	(445)	(220)	(22)	(4,126)	(4,893)	(62)	(628)	(173)	(2)	(2,060)	(2,925)	(7,818)
(Juvenile Justice)	(4)	(403)	(76)	(3)	(574)	(1,060)	(8)	(286)	(28)	(2)	(299)	(623)	(1,683)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	25	102	69	1	357	554	111	444	103	3	353	1,014	1,568
<b>PERSONNEL</b>	2	23	4	0	105	134	6	105	7	0	194	312	446
<b>STATE</b>	6	41	10	2	195	254	22	81	17	0	238	358	612
(State)	(3)	(12)	(4)	(1)	(59)	(79)	(6)	(45)	(8)	(0)	(69)	(128)	(207)
(Commission on Higher Education)	(1)	(3)	(0)	(0)	(2)	(6)	(2)	(3)	(1)	(0)	(12)	(18)	(24)
(Higher Educational Student Assistance)	(1)	(12)	(3)	(0)	(50)	(66)	(14)	(24)	(6)	(0)	(109)	(153)	(219)
(Public Broadcasting)	(1)	(14)	(3)	(1)	(84)	(103)	(0)	(9)	(2)	(0)	(48)	(59)	(162)
<b>TRANSPORTATION</b>	267	402	109	7	3,128	3,913	37	453	75	2	1,098	1,665	5,578
<b>TREASURY</b>	80	344	92	3	2,097	2,616	92	962	177	7	2,153	3,391	6,007
(Treasury)	(50)	(233)	(38)	(2)	(1,524)	(1,847)	(80)	(677)	(72)	(5)	(1,587)	(2,421)	(4,268)
(Administrative Law)	(0)	(3)	(1)	(0)	(35)	(39)	(1)	(25)	(2)	(2)	(49)	(79)	(118)
(Casino Control)	(5)	(29)	(5)	(0)	(121)	(160)	(0)	(46)	(3)	(0)	(131)	(180)	(340)
(Public Defender)	(2)	(58)	(42)	(1)	(307)	(410)	(6)	(157)	(86)	(0)	(315)	(564)	(974)
(Public Utilities)	(21)	(21)	(4)	(0)	(104)	(150)	(4)	(47)	(12)	(0)	(52)	(115)	(265)
(Ratepayer Advocate)	(2)	(0)	(2)	(0)	(6)	(10)	(1)	(10)	(2)	(0)	(19)	(32)	(42)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>992</b>	<b>6,767</b>	<b>1,811</b>	<b>93</b>	<b>23,401</b>	<b>33,064</b>	<b>1,031</b>	<b>12,731</b>	<b>2,300</b>	<b>63</b>	<b>19,048</b>	<b>35,173</b>	<b>68,237</b>
<b>STATE COLLEGES (Career Svc Only)</b>	60	421	206	3	955	1,645	77	540	225	7	1,381	2,230	3,875
<b>DISPLACED WORKER POOL</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL EXECUTIVE BRANCH</b>	<b>1,052</b>	<b>7,188</b>	<b>2,017</b>	<b>96</b>	<b>24,356</b>	<b>34,709</b>	<b>1,108</b>	<b>13,271</b>	<b>2,525</b>	<b>70</b>	<b>20,429</b>	<b>37,403</b>	<b>72,112</b>
<b>JUDICIARY</b>	56	383	153	6	2,071	2,669	121	1,773	620	11	4,349	6,874	9,543
<b>LEGISLATIVE STAFF</b>	2	14	9	0	216	241	0	39	11	1	209	260	501
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>1,110</b>	<b>7,585</b>	<b>2,179</b>	<b>102</b>	<b>26,643</b>	<b>37,619</b>	<b>1,229</b>	<b>15,083</b>	<b>3,156</b>	<b>82</b>	<b>24,987</b>	<b>44,537</b>	<b>82,156</b>

# STATE OF NEW JERSEY

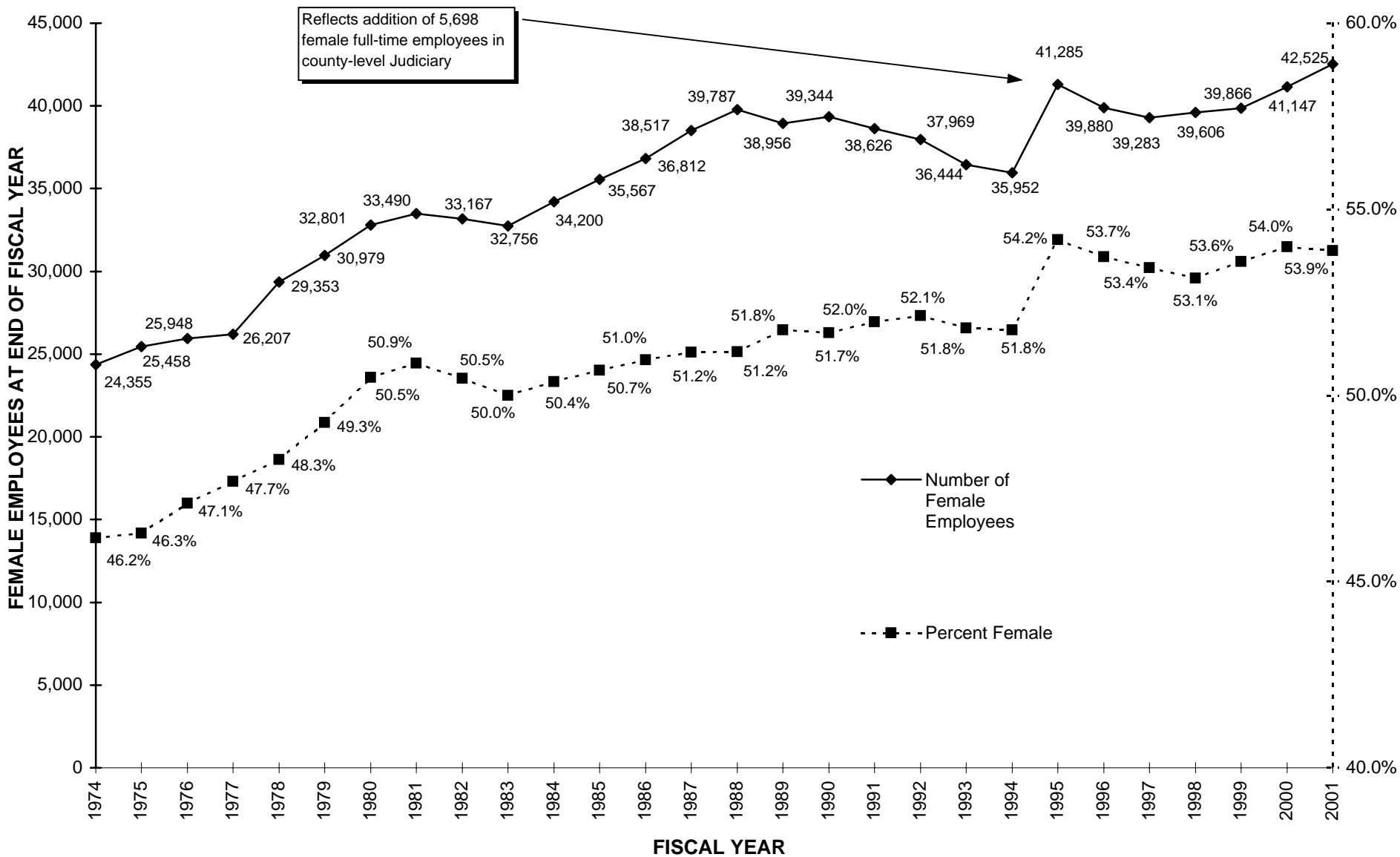
## MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2001



Full-time employees only.

Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-2001).

# STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2001



Full-time employees only.

Data provided by the Department of Personnel from reports for the Division of EEO/AA (1974-1994) and from automated personnel files (1995-2001).

**STATE OF NEW JERSEY**

**UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION*

---

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employee Relations Commission has approved the division of the State Government workforce into 41 employee relations groups, 30 of which are represented by unions. The other eleven 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 Department of Personnel are considered confidential because the Department has everyday access to information that is directly related to the conduct of labor negotiations.

Each bargaining unit in State Government is entirely represented by a particular union. 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 Patrolmen's Benevolent Association (PBA) represents the State's Correction Officers and some other law enforcement employees. Independent organizations represent uniformed State Police officers, probation officers, and court reporters.

Bargaining Units @, 3, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" which comprises CWA, AFSCME, IFPTE, the Service Employees International Union, the Office and Professional Employees International Union, 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 eleventh column of the tables of union representation on pages 45 and 46.

The tables show that CWA represents more State Government employees than any other union, with more than 45 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with about 11 percent of the workforce; the PBA, with approximately 10 percent; and IFPTE, with over six 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 nonrepresented managers and executives.

**STATE OF NEW JERSEY**  
**UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES**

*INTRODUCTION (continued)*

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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.”

Union representation is a fairly recent development in the history of the State Government workforce. 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.

The table on Page 45 gives counts by agency for State Government employees represented by the different unions, and Page 46 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 25). Page 47 shows union representation of State Government employees earning salaries of \$50,000 or greater since January 1995. It is apparent from the chart that negotiated across the board increases (effective July 2001 and January 2002) continue to be a significant factor in the growth of the number of union-represented employees earning \$50,000 or more.

**STATE OF NEW JERSEY**  
**UNION REPRESENTATION OF STATE GOVERNMENT**  
**EMPLOYEES BY AGENCY**

JANUARY 1, 2002

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	Patrolmens Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non- Commissioned Officers Association	State Police Superior Officers Association	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Assoc.	TOTAL
<b>AGRICULTURE</b>	162	0	0	37	0	0	0	0	0	0	0	199
<b>BANKING &amp; INSURANCE</b>	371	0	0	26	0	0	0	0	0	0	0	397
<b>COMMUNITY AFFAIRS</b>	817	0	0	143	0	0	0	0	0	0	0	960
<b>CORRECTIONS</b>	2,138	319	7,131	391	0	0	0	0	0	0	0	9,979
(Corrections)	(1,855)	(319)	(6,708)	(388)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(9,270)
(State Parole Board)	(283)	(0)	(423)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(709)
<b>EDUCATION</b>	738	36	0	33	0	0	0	0	0	0	0	807
<b>ENVIRONMENTAL PROTECTION</b>	2,637	0	151	326	0	0	0	0	0	0	0	3,114
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH &amp; SENIOR SERVICES</b>	1,823	14	0	19	0	0	0	0	0	0	0	1,856
<b>HUMAN SERVICES</b>	10,054	7,302	78	1,578	0	0	0	0	0	0	0	19,012
<b>INFORMATION TECHNOLOGY</b>	871	0	0	12	0	0	0	0	0	0	0	883
<b>LABOR</b>	3,473	7	0	22	0	0	0	0	0	0	0	3,502
<b>LAW &amp; PUBLIC SAFETY</b>	2,722	277	507	599	0	1,821	721	192	0	0	0	6,839
(Law & Public Safety)	(2,298)	(38)	(21)	(596)	(0)	(1,821)	(721)	(192)	(0)	(0)	(0)	(5,687)
(Juvenile Justice)	(424)	(239)	(486)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1,152)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	540	636	0	195	0	0	0	0	0	0	0	1,371
<b>PERSONNEL</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>STATE</b>	378	0	0	24	0	0	0	0	0	0	0	402
(State)	(140)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(144)
(Commission on Higher Education)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(4)
(Higher Educational Student Assistance)	(130)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(131)
(Public Broadcasting)	(104)	(0)	(0)	(19)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(123)
<b>TRANSPORTATION</b>	3,429	0	3	1,537	246	0	0	0	0	0	0	5,215
<b>TREASURY</b>	4,301	0	3	167	0	0	0	0	0	0	0	4,471
(Treasury)	(3,171)	(0)	(3)	(157)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(3,331)
(Administrative Law)	(66)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(66)
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Public Defender)	(848)	(0)	(0)	(8)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(856)
(Public Utilities)	(187)	(0)	(0)	(2)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(189)
(Ratepayer Advocate)	(29)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(29)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>34,454</b>	<b>8,591</b>	<b>7,873</b>	<b>5,109</b>	<b>246</b>	<b>1,821</b>	<b>721</b>	<b>192</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>59,007</b>
<b>DISPLACED WORKER POOL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EXECUTIVE BRANCH</b>	<b>34,454</b>	<b>8,591</b>	<b>7,873</b>	<b>5,109</b>	<b>246</b>	<b>1,821</b>	<b>721</b>	<b>192</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>59,007</b>
<b>JUDICIARY</b>	860	0	0	0	0	0	0	0	69	3,672	2,694	7,295
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>35,314</b>	<b>8,591</b>	<b>7,873</b>	<b>5,109</b>	<b>246</b>	<b>1,821</b>	<b>721</b>	<b>192</b>	<b>69</b>	<b>3,672</b>	<b>2,694</b>	<b>66,302</b>
<b>% OF UNION REPRESENTED EMPLOYEES</b>	<b>53.3%</b>	<b>13.0%</b>	<b>11.9%</b>	<b>7.7%</b>	<b>0.4%</b>	<b>2.7%</b>	<b>1.1%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>5.5%</b>	<b>4.1%</b>	<b>100.0%</b>
<b>% OF STATE GOVT WORKFORCE*</b>	<b>45.1%</b>	<b>11.0%</b>	<b>10.0%</b>	<b>6.5%</b>	<b>0.3%</b>	<b>2.3%</b>	<b>0.9%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>4.7%</b>	<b>3.4%</b>	<b>84.6%</b>

\*Table based on data from Centralized Payroll files. Includes full-time and part-time employees; excludes employees in the State colleges and employees on leave without pay



**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES**  
**BY SALARY AND UNION REPRESENTATION**

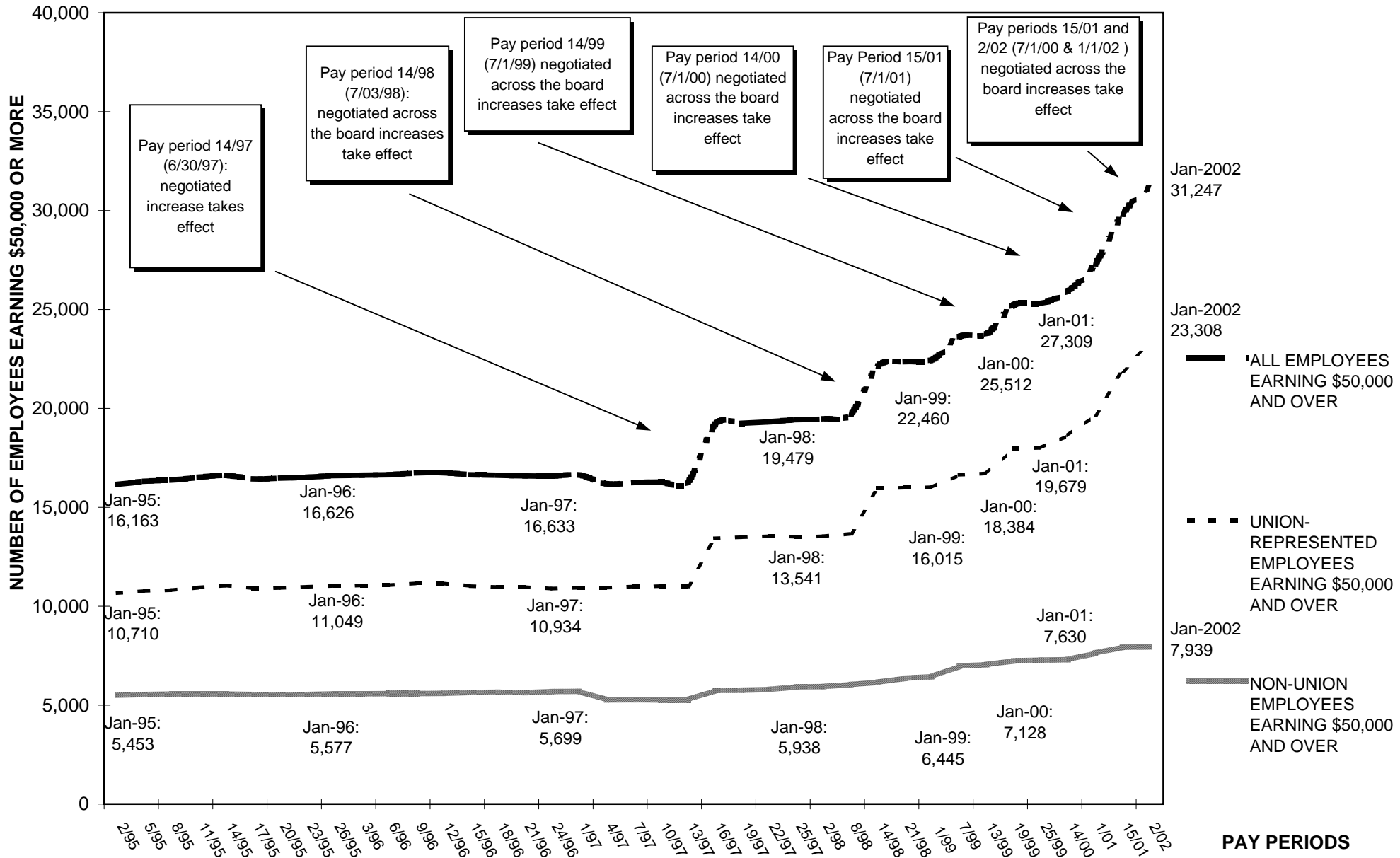
JANUARY 1, 2002

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	Patrolmens Benevolent Association	International Federation of Professional & Tech. Engineers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association of New Jersey	Non-Union	Total
<b>BELOW 15,000</b>	0	0	0	0	0	0	0	0	0	0	0	8	8
<b>15,000 - 19,999</b>	101	6	0	2	0	0	0	0	0	68	0	160	337
<b>20,000 - 24,999</b>	1,511	2,029	0	574	0	0	0	0	0	471	0	145	4,730
<b>25,000 - 29,999</b>	1,821	1,780	0	1,507	0	0	0	0	0	722	0	185	6,015
<b>30,000 - 34,999</b>	4,186	2,850	7	1,015	0	0	0	0	0	1,054	384	410	9,906
<b>35,000 - 39,999</b>	5,001	1,451	710	796	79	0	0	0	0	528	416	929	9,910
<b>40,000 - 44,999</b>	4,336	218	858	872	85	339	0	0	0	480	228	967	8,383
<b>45,000 - 49,999</b>	3,303	109	1,062	55	68	0	0	0	0	258	414	895	6,164
<b>50,000 - 54,999</b>	3,399	0	687	34	14	148	0	0	0	72	359	640	5,353
<b>55,000 - 59,999</b>	3,146	0	3,306	5	0	415	0	0	0	8	304	665	7,849
<b>60,000 - 64,999</b>	2,002	0	687	5	0	200	0	0	0	4	214	575	3,687
<b>65,000 - 69,999</b>	2,156	0	400	0	0	719	0	0	50	0	107	802	4,234
<b>70,000 - 74,999</b>	2,253	0	67	0	0	0	475	0	19	0	189	919	3,922
<b>75,000 - 79,999</b>	699	0	64	0	0	0	104	0	0	0	49	850	1,766
<b>80,000 - 84,999</b>	159	0	25	0	0	0	142	4	0	0	27	832	1,189
<b>85,000 - 89,999</b>	37	0	0	0	0	0	0	96	0	0	0	702	835
<b>90,000 - 94,999</b>	159	0	0	0	0	0	0	92	0	0	0	453	704
<b>95,000 - 99,999</b>	7	0	0	0	0	0	0	0	0	0	0	404	411
<b>100,000 - ABOVE</b>	200	0	0	0	0	0	0	0	0	0	0	1,097	1,297
<b>TOTAL</b>	<b>34,476</b>	<b>8,443</b>	<b>7,873</b>	<b>4,865</b>	<b>246</b>	<b>1,821</b>	<b>721</b>	<b>192</b>	<b>69</b>	<b>3,665</b>	<b>2,691</b>	<b>11,638</b>	<b>76,700</b>

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

# STATE OF NEW JERSEY UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES WITH SALARIES OF \$50,000 OR GREATER

JANUARY 1995 THROUGH JANUARY 2002



Data provided from Centralized Payroll files.

Excludes part-time employees, employees on leave without pay, and employees in State colleges.

**STATE OF NEW JERSEY**  
**LOCAL GOVERNMENT MERIT SYSTEM JOBS**

*INTRODUCTION*

---

In 1996, we expanded the Workforce Profile to include comprehensive information on local government employment in New Jersey for the first time. The most important barrier to achieving this goal 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 and work to reconcile the two databases is still underway. For the time being, the most useful database we have is the Department of Personnel's Consolidated Employee File, which includes data on local government jobs that fall under the purview of the Merit System. This year we examine the same types of statistics as we did in prior years.

The New Jersey Department of Personnel administers a merit system of employment for both the State Government and the local jurisdictions that have adopted Title 11A of the Revised Statutes by referendum. 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.

The most recent New Jersey Department of Labor figures for local government employment in New Jersey (December 2001) indicate total employment of approximately 397,500, with about 240,500 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 108,505 identified in our records) represent about 69% of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following tables and charts (with the exception of Page 51) 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. 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 most of the following tables and charts summarize 112,049 jobs rather than 108,505 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 (continued)*

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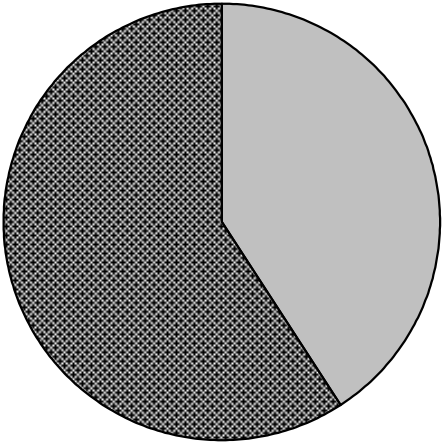
You will also note that the tables do not address a number of the issues that are covered in tables dealing with State Government employees, such as age, length of service, ethnic identity, gender, and salary. That is because the data files we use for local government are a consolidation of various local files, which differ from each other in the formats used for these types of data. Because the Department of Personnel's responsibilities with respect to local jurisdictions are 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. We also offer local jurisdictions the opportunity to access our automated database, not only in order to provide a service but in hopes that this will motivate them to maintain more data fields on a current basis.

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. Almost ninety percent of these jobs are in the Career Service. The vast majority are full-time, although at the municipal level one job out of every six is part-time. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; almost half of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Over one third of the jobs are in the service occupations, while slightly more than a quarter of them are categorized as professional, technical or managerial.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. More than one out of seven local government Merit System jobs is part-time, compared with barely one out of fifty State Government jobs. More than one out of six State Government jobs is in the Unclassified Service, compared with about one out of ten 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 the 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. While clerical jobs are about one-fifth of the total at both the State and local levels, structural work is much more significant at the local level than at the State level.

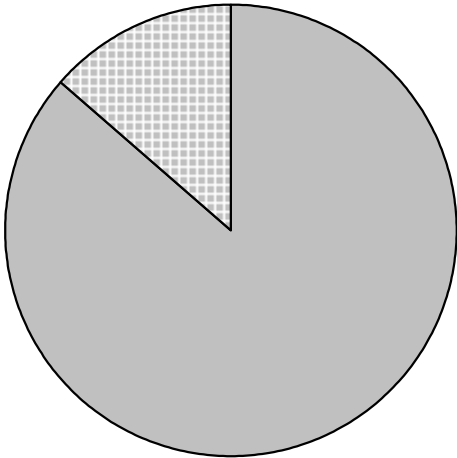
**STATE OF NEW JERSEY  
LOCAL GOVERNMENT MERIT SYSTEM JOBS  
QUANTITATIVE SUMMARY  
JANUARY 1, 2002**

**MUNICIPAL**  
**66,397**  
**(59.26%)**



**COUNTY**  
**45,652**  
**(40.74%)**

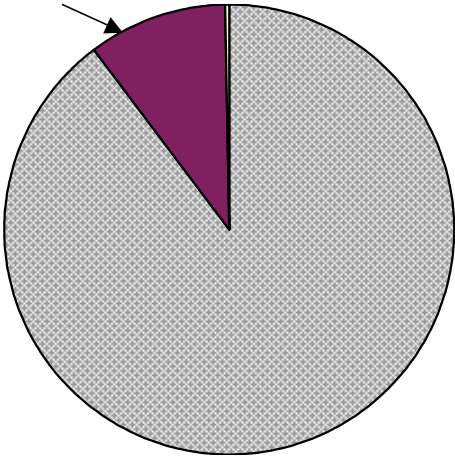
**PART-TIME**  
**15,353**  
**(13.70%)**



**FULL-TIME**  
**96,696**  
**(86.30%)**

**UNCLASSIFIED**  
**11,192**  
**(9.99%)**

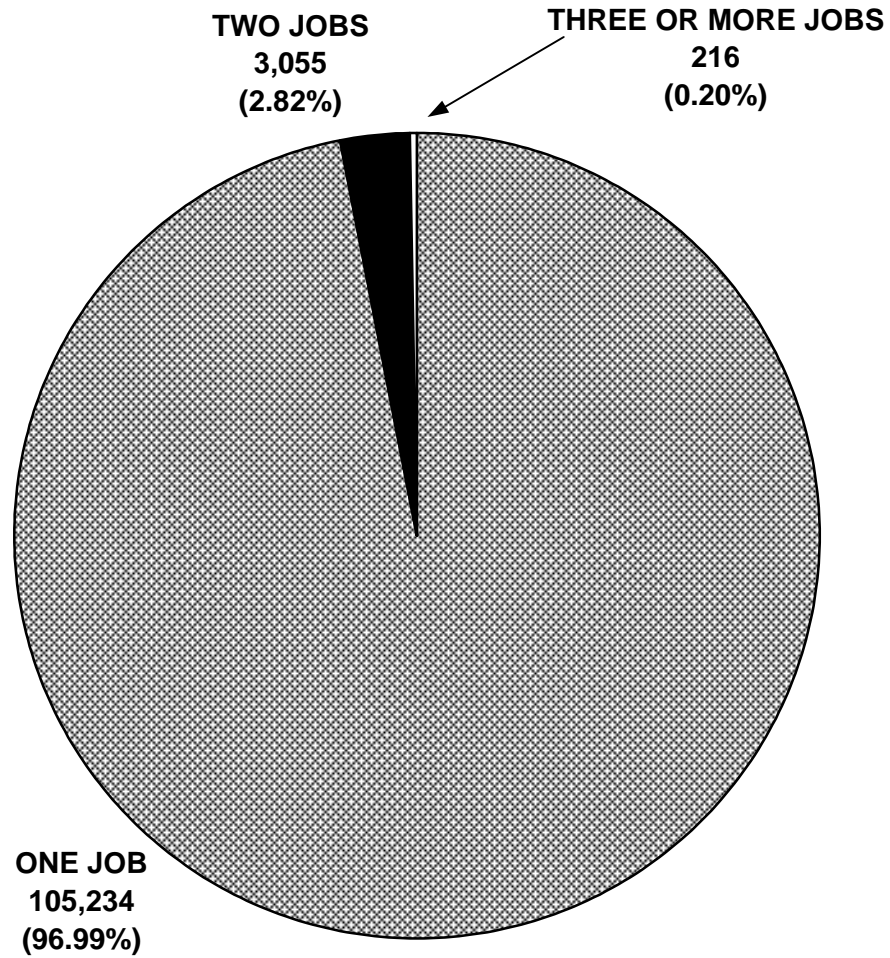
**UNDETERMINED**  
**222**  
**(0.20%)**



**CAREER**  
**100,635**  
**(89.81%)**

Data from the Department of Personnel's Consolidated Employee File.  
Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2002: 112,049.

STATE OF NEW JERSEY  
**LOCAL GOVERNMENT MERIT SYSTEM EMPLOYEES**  
NUMBER OF JOBS PER EMPLOYEE  
JANUARY 1, 2002



Percentages refer to the total number of employees holding local government Merit System jobs: 108,505.

**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT, AND WORK SCHEDULE**

JANUARY 1, 2002

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL COUNTY	FULL-TIME	PART-TIME	SUBTOTAL MUNICIPAL	FULL-TIME	PART-TIME	
ATLANTIC	1,678	90	1,768	2,543	443	2,986	4,221	533	4,754
BERGEN	2,662	357	3,019	3,129	935	4,064	5,791	1,292	7,083
BURLINGTON	2,087	271	2,358	1,842	665	2,507	3,929	936	4,865
CAMDEN	3,446	314	3,760	2,652	660	3,312	6,098	974	7,072
CAPE MAY	1,186	69	1,255	1,532	486	2,018	2,718	555	3,273
CUMBERLAND	1,127	160	1,287	2,173	567	2,740	3,300	727	4,027
ESSEX	4,320	146	4,466	10,814	1,405	12,219	15,134	1,551	16,685
GLOUCESTER	1,449	141	1,590	503	162	665	1,952	303	2,255
HUDSON	2,750	151	2,901	8,553	1,431	9,984	11,303	1,582	12,885
HUNTERDON	589	144	733	0	0	0	589	144	733
MERCER	1,989	237	2,226	2,894	274	3,168	4,883	511	5,394
MIDDLESEX	2,523	136	2,659	2,890	590	3,480	5,413	726	6,139
MONMOUTH	3,320	157	3,477	2,349	567	2,916	5,669	724	6,393
MORRIS	2,150	210	2,360	1,495	411	1,906	3,645	621	4,266
OCEAN	2,572	483	3,055	2,958	859	3,817	5,530	1,342	6,872
PASSAIC	2,852	435	3,287	3,623	633	4,256	6,475	1,068	7,543
SALEM	554	83	637	94	35	129	648	118	766
SOMERSET	25	0	25	9	0	9	34	0	34
SUSSEX	738	134	872	632	340	972	1,370	474	1,844
UNION	2,761	158	2,919	4,021	552	4,573	6,782	710	7,492
WARREN	851	147	998	361	315	676	1,212	462	1,674
<b>TOTAL</b>	<b>41,629</b>	<b>4,023</b>	<b>45,652</b>	<b>55,067</b>	<b>11,330</b>	<b>66,397</b>	<b>96,696</b>	<b>15,353</b>	<b>112,049</b>

**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS  
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT,  
AND SERVICE DIVISION**

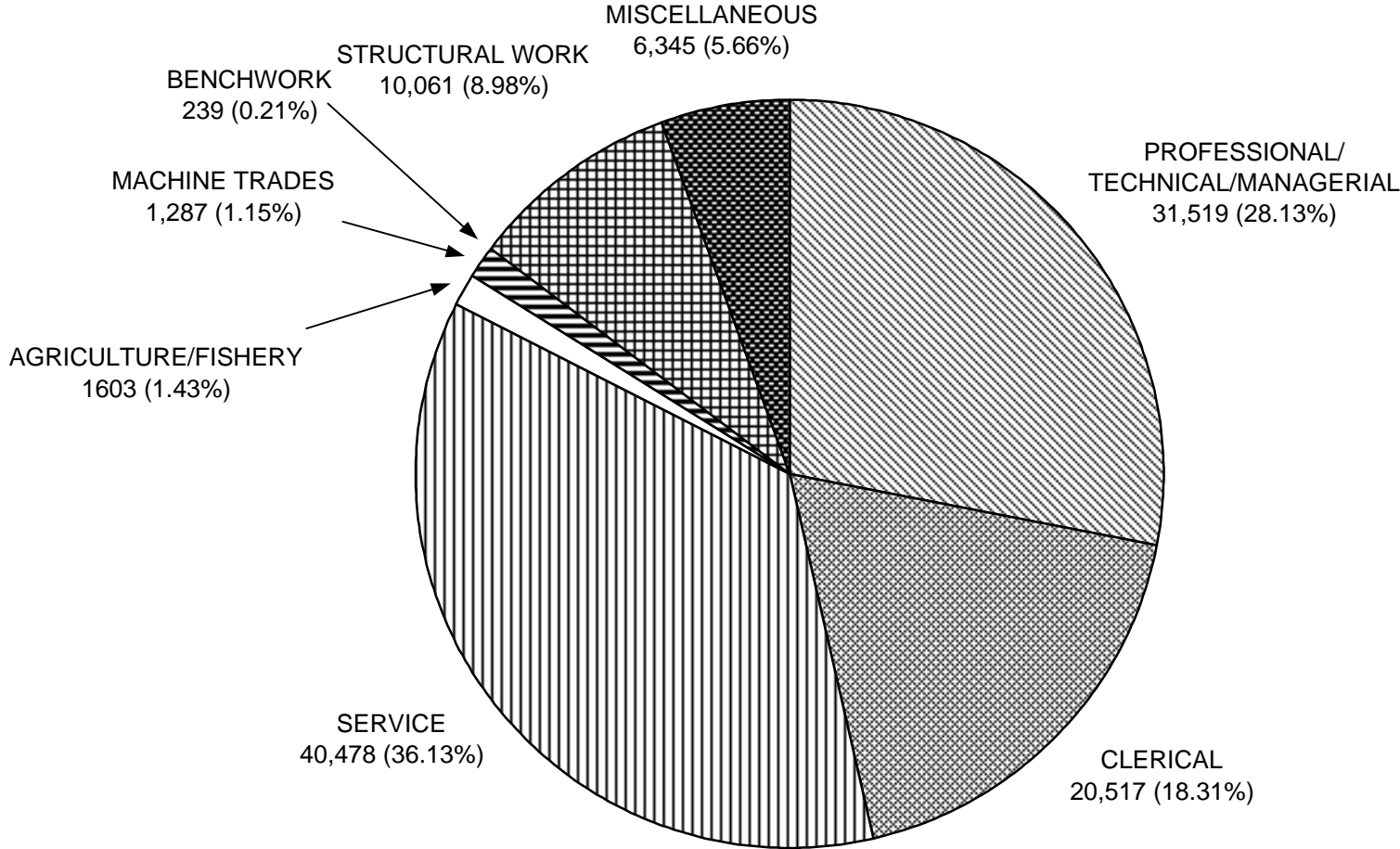
JANUARY 1, 2002

LOCATION	COUNTY						MUNICIPAL						TOTAL			GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	UNDETERMINED*	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	TOTAL UNDETERMINED*	
ATLANTIC	1,214	306	1,520	247	1	1,768	2,082	639	2,721	261	4	2,986	4,241	508	5	4,754
BERGEN	2,191	468	2,659	358	2	3,019	2,667	896	3,563	501	0	4,064	6,222	859	2	7,083
BURLINGTON	1,543	579	2,122	229	7	2,358	1,496	663	2,159	346	2	2,507	4,281	575	9	4,865
CAMDEN	2,510	792	3,302	453	5	3,760	2,240	516	2,756	553	3	3,312	6,058	1,006	8	7,072
CAPE MAY	806	323	1,129	125	1	1,255	1,308	491	1,799	219	0	2,018	2,928	344	1	3,273
CUMBERLAND	804	368	1,172	115	0	1,287	1,531	956	2,487	247	6	2,740	3,659	362	6	4,027
ESSEX	2,995	877	3,872	586	8	4,466	8,450	2,991	11,441	726	52	12,219	15,313	1,312	60	16,685
GLOUCESTER	1,069	322	1,391	197	2	1,590	420	114	534	131	0	665	1,925	328	2	2,255
HUDSON	1,880	580	2,460	439	2	2,901	6,231	3,272	9,503	456	25	9,984	11,963	895	27	12,885
HUNTERDON	487	115	602	123	8	733	0	0	0	0	0	0	602	123	8	733
MERCER	1,513	506	2,019	205	2	2,226	2,469	464	2,933	228	7	3,168	4,952	433	9	5,394
MIDDLESEX	2,076	260	2,336	322	1	2,659	2,461	688	3,149	328	3	3,480	5,485	650	4	6,139
MONMOUTH	2,551	634	3,185	281	11	3,477	2,014	531	2,545	365	6	2,916	5,730	646	17	6,393
MORRIS	1,431	642	2,073	282	5	2,360	1,374	325	1,699	203	4	1,906	3,772	485	9	4,266
OCEAN	2,235	540	2,775	277	3	3,055	2,281	1,143	3,424	387	6	3,817	6,199	664	9	6,872
PASSAIC	1,955	1,036	2,991	269	27	3,287	3,327	667	3,994	253	9	4,256	6,985	522	36	7,543
SALEM	436	134	570	66	1	637	78	17	95	34	0	129	665	100	1	766
SOMERSET	25	0	25	0	0	25	5	1	6	1	2	9	31	1	2	34
SUSSEX	579	180	759	113	0	872	551	192	743	227	2	972	1,502	340	2	1,844
UNION	1,879	718	2,597	320	2	2,919	3,452	699	4,151	419	3	4,573	6,748	739	5	7,492
WARREN	580	290	870	128	0	998	357	147	504	172	0	676	1,374	300	0	1,674
<b>TOTAL</b>	<b>30,759</b>	<b>9,670</b>	<b>40,429</b>	<b>5,135</b>	<b>88</b>	<b>45,652</b>	<b>44,794</b>	<b>15,412</b>	<b>60,206</b>	<b>6,057</b>	<b>134</b>	<b>66,397</b>	<b>100,635</b>	<b>11,192</b>	<b>222</b>	<b>112,049</b>

*\*Indicates jobs classified in tentative titles. The Department is taking action to resolve these cases and to classify all jobs in approved titles. Data provided by the Department of Personnel from its Consolidated Employee File.*



**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**BY OCCUPATIONAL GROUP**  
*JANUARY 1, 2002*



*Data provided by the Department of Personnel from its Consolidated Employee File.  
 Classification system based on the Division of Human Resource Management's Occupational Code Dictionary.  
 Percentages refer to the total number of local government Merit System jobs as of 1/1/2002: 112,049.*

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS BY OCCUPATION**

JANUARY 1, 2002

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL /TECHNICAL /MANAGERIAL</b>	0 ENGINEERING/SURVEYING	386	282	668
	1 ENV ENGR-ARCHITECTURE	27	21	48
	2 PHYSICAL SCI-STATS	160	97	257
	4 LIFE SCIENCES	35	31	66
	5 SOCIAL SCIENCES	454	925	1379
	6 SOCIAL-PSYCH SERVICES	2369	338	2707
	7 MEDICAL-HEALTH SERVICES	2398	1297	3695
	9 EDUCATION	391	2449	2840
	10 MUSEUM/LIBRARY/ARCHIVES	1596	2062	3658
	11 LAW	1221	972	2193
	12 INFO PROCESSING SYSTEMS	480	274	754
	13 WRITING	57	56	113
	14 ART	42	19	61
	15 FINANCE	441	757	1198
	16 ADMINISTRATION	4207	3078	7285
	17 INSPECTIONS/INVESTIGATIONS	847	2333	3180
	18 RECREATION	336	1076	1412
	19 BROADCASTING/TRANSMITTING	1	4	5
	<b>CLERICAL</b>	20 GENERAL CLERICAL	7193	8312
21 FINANCE CLERICAL		719	1274	1993
22 STOCK-STORAGE-INVENTORY		150	78	228
24 INFO-MSG DISTRIBUTION		1011	1780	2791
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	1546	2741	4287
	31 FOOD SERVICES	729	1210	1939
	33 BARBERING/COSMETOLOGY	9	0	9
	35 DIRECT CARE	2232	57	2289
<b>AGRICULTURE /FISHERY</b>	36 PROTECTIVE SERVICES	9663	22291	31954
	40 PLANTING-GARDENING	595	725	1320
	41 ANIMAL FARMING	142	140	282
<b>MACHINE TRADES</b>	42 FISHERY-SHELLFISH	0	1	1
	60 MACHINERY REPAIR	393	827	1220
<b>BENCHWORK</b>	65 PRINTING	59	8	67
	70 TECHNICAL REPAIR	4	38	42
<b>STRUCTURAL WORK</b>	72 ELECTRICAL REPAIR	97	100	197
	80 SKILLED TRADES	396	430	826
<b>MISCELLANEOUS</b>	81 STRUCTURAL MAINTENANCE	2215	7020	9235
	90 TRANSPORTATION	1014	1937	2951
	91 UTILITIES	334	721	1055
	92 NOT CODED ELSEWHERE	754	718	1472
	93 NONTITLE COMPENSATION CODES	139	403	542
	99 NOT CODED	173	152	325
<b>TOTAL</b>		<b>45015</b>	<b>67034</b>	<b>112049</b>

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2002**

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Atlantic County  
Bergen County  
Burlington County  
Camden County  
Camden County Municipal Utilities Authority  
Cape May County  
Cumberland County  
Essex County  
Gloucester County  
Hudson County  
Hudson County Utilities Authority  
Hunterdon County  
Mercer County  
Middlesex County  
Monmouth County  
Morris County  
Ocean County  
Passaic County  
Salem County  
Sussex County  
Union County  
Warren County  
Aberdeen Township  
Aberdeen Fire Districts 1, 2  
Allamuchy Township  
Alpha Borough  
Andover Township  
Asbury Park City  
Atlantic City  
Atlantic City Housing Authority

Atlantic City Municipal Utilities Authority  
Bayonne  
Bayonne Housing Authority  
Beach Haven Borough  
Beachwood Borough  
Belleville  
Belmar Borough  
Belmar Housing Authority  
Bergenfield Borough  
Bergenfield Board of Health  
Berkeley Township  
Berkeley Housing Authority  
Berkeley School District  
Beverly  
Beverly Housing Authority  
Bloomfield  
Boonton  
Bordentown City  
Bordentown Township  
Bordentown Township Fire Districts 1, 2  
Brick Township  
Brick Housing Authority  
Brick Fire District  
Brick School District  
Bridgeton  
Bridgeton Housing Authority  
Bridgeton Municipal Port Authority  
Brooklawn Borough  
Buena Borough

Buena Housing Authority  
Buena Municipal Utilities Authority  
Burlington City  
Burlington City Board of Health  
Burlington City Housing Authority  
Burlington Township  
Burlington Township Fire District 1  
Butler Borough  
Byram Township  
Camden City  
Camden Redevelopment Agency  
Cape May City  
Cape May Housing Authority  
Carteret Borough  
Carteret Board of Health  
Carteret Housing Authority  
Cinnaminson Township  
Cinnaminson Fire District 1  
Clark Township  
Clementon Borough  
Clementon Housing Authority  
Clifton  
Cliffside Park Housing Authority  
Delanco Township  
Delran Township  
Delran Fire District 1  
Dennis Township  
Deptford Municipal Utilities Authority  
Deptford Township Fire District 1  
Dover

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2002**  
*(continued)*

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Dover Housing Authority  
East Orange  
East Orange Housing Authority  
East Rutherford Borough  
East Rutherford Housing Authority  
Edgewater Borough  
Edgewater Park Township  
Edgewater Park Fire District 1  
Edison Housing Authority  
Egg Harbor City  
Elizabeth  
Elizabeth Housing Authority  
Elmwood Park Borough  
Englewood Housing Authority  
Elmwood Park Borough  
Ewing Township  
Ewing Township Fire Districts 1, 2, 3  
Fair Lawn  
Fairview  
Florence Township  
Florence Housing Authority  
Fort Lee  
Fort Lee Housing Authority  
Franklin Township  
Franklin Housing Authority  
Freehold  
Freehold Housing Authority  
Freehold Township  
Garfield  
Garfield Housing Authority

Glassboro Housing Authority  
Gloucester City  
Gloucester Township  
Gloucester Township Fire Districts  
1, 2, 3, 4, 5, 6  
Gloucester Housing Authority.  
Gloucester Township Municipal  
Utilities Authority  
Green Township  
Guttenberg Housing Authority  
Hackensack  
Hackensack Housing Authority  
Hackettstown  
Hackettstown Municipal Utilities  
Authority  
Haddon Township Housing Authority  
Hamilton Township  
Hamilton Fire Districts  
2, 3, 4, 5, 6, 7, 8, 9  
Hammonton  
Hampton Township  
Harmony Township  
Harrison  
Harrison Housing Authority  
Hazlet Township  
Hazlet Board of Health  
Hazlet Fire District 1  
Highland Park Housing Authority  
Highlands Borough  
Highlands Housing Authority

Hightstown Borough Housing  
Authority  
Hillside Township  
Hoboken  
Hoboken Housing Authority  
Holmdel Township  
Hopatcong  
Independence Township  
Independence Municipal Utilities  
Authority  
Irvington  
Irvington Housing Authority  
Jackson Township  
Jackson Fire Districts 2, 3, 4  
Jackson Municipal Utilities Authority  
Jefferson Township  
Jersey City  
Jersey City Housing Authority  
Jersey City School District  
Keansburg  
Keansburg Housing Authority  
Keansburg Municipal Utilities  
Authority  
Kearny  
Keyport Borough  
Kinnelon Civil Defense  
Kresson Fire District

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2002**  
*(continued)*

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Lacey Township  
Lakehurst  
Lakewood Township  
Lakewood Fire District 1  
Lakewood Housing Authority  
Lakewood Municipal Utilities Authority  
Lavallette  
Lawnside  
Lawrence Township  
Liberty Township  
Lincoln Park  
Linden  
Linden Housing Authority  
Lindenwold Borough  
Lindenwold Municipal Utilities Authority  
Little Egg Harbor Township  
Lodi Borough  
Lodi Housing Authority  
Lodi School District  
Long Beach Township  
Long Branch  
Long Branch Housing Authority  
Lopatcong  
Lower Township  
Madison Housing Authority  
Magnolia Borough  
Mahwah Civil Defense  
Manasquan Borough

Manasquan Fire District 1  
Maple Shade  
Margate City  
Marlboro Township  
Marlboro Municipal Utilities Authority  
Marlboro Fire District 1  
Maurice River Township  
Maurice River School District  
Middle Township  
Middle School District  
Middletown Township  
Middletown Housing Authority  
Millburn Township  
Milltown Borough  
Millville City  
Millville Housing Authority  
Millville School District  
Monroe Township  
Monroe Municipal Utilities Authority  
Montville Township  
Montville Fire Districts 1, 2, 3  
Moonachie Borough  
Moorestown Township  
Moorestown Fire Districts 1, 2  
Morristown  
Morristown Housing Authority  
Morris Plains Civil Defense  
Mount Holly Township  
Mount Holly Fire District 1  
Mount Laurel Township

Mount Laurel Fire District 1  
Mount Laurel Municipal Utilities Authority  
Neptune City Housing Authority  
Neptune Township Housing Authority  
Newark  
Newark Housing Authority  
Newark School District  
New Brunswick  
New Brunswick Housing Authority  
Newton  
Newton Civil Defense  
Newton Housing Authority  
North Arlington Borough  
North Bergen Township  
North Bergen Housing Authority  
North Bergen Municipal Utilities Authority  
North Brunswick Township  
North Wildwood City  
Nutley  
Oakland Borough  
Ocean City  
Ocean City Housing Authority  
Ogdensburg Borough  
Orange  
Orange Housing Authority  
Park Ridge Borough

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2002**  
*(continued)*

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Parsippany-Troy Hills Borough  
Passaic  
Passaic Valley Water Commission  
Paterson  
Paterson Housing Authority  
Pemberton Township  
Pennsauken Township  
Pennsauken Housing Authority  
Penns Grove Housing Authority  
Perth Amboy  
Perth Amboy Housing Authority  
Phillipsburg  
Phillipsburg Housing Authority  
Plainfield  
Plainfield Housing Authority  
Pleasantville Housing Authority  
Pohatcong Township  
Point Pleasant Borough  
Point Pleasant Beach Borough  
Pompton Lakes Borough  
Princeton Borough Housing Authority  
Rahway  
Rahway Housing Authority  
Red Bank Housing Authority  
Ridgewood Village  
Ringwood Borough  
Riverside Township  
Rockaway Township  
Roselle Borough  
Rutherford Borough

Saddle Brook Township  
Salem  
Salem City Housing Authority  
Salem City Port Authority  
Sayreville Borough  
Sayreville Housing Authority  
Scotch Plains  
Sea Isle City  
Seaside Heights  
Seaside Park  
Secaucus Housing Authority  
Somerville Borough  
Somers Point  
South Amboy  
South Amboy Housing Authority  
South Belmar Borough  
South Orange  
South Plainfield  
South Toms River  
Sparta Township  
Stanhope Borough  
Stillwater Township  
Stratford Borough  
Summit Housing Authority  
Teaneck Township  
Trenton  
Trenton/Mercer County Building  
Commission  
Union Beach  
Union City

Union City Housing Authority  
Union Township  
Upper Township  
Ventnor City  
Vernon Township  
Verona Borough  
Vineland City  
Vineland Housing Authority  
Vineland School District  
Voorhees Township  
Voorhees Township Fire District  
Waldwick Borough  
Wallington Borough  
Wanaque Borough  
Wantage Township  
Washington Borough  
Weehawken Township  
Weehawken Housing Authority  
Weehawken School District  
West Milford Township  
West Milford Municipal Utilities  
Authority  
West New York  
West New York Housing Authority  
West New York Municipal Utilities  
Authority  
West Orange  
West Paterson Borough  
White Township  
Wildwood City

STATE OF NEW JERSEY  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
AS OF JANUARY 2002  
*(continued)*

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Wildwood City Housing  
  Authority  
Wildwood Crest Borough  
Wildwood Joint Construction  
  Office  
Willingboro  
Willingboro Municipal Utilities  
  Authority  
Winslow Township  
Winslow Township Fire District 1  
Woodbine Borough  
Woodbridge Township  
Woodbridge Fire Districts 1, 2, 4, 5,  
  7, 8, 9, 12  
Woodbridge Housing Authorities  
Woodlynne Borough  
Wood Ridge Borough