

New Jersey Government



Workforce PROFILE

with selected local data

2003



Personnel

www.state.nj.us/personnel

James E. McGreevey, Governor

Ida L. Castro, Commissioner

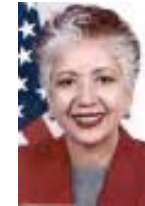


STATE OF NEW JERSEY
DEPARTMENT OF PERSONNEL

JAMES E. MCGREEVEY
Governor



IDA L. CASTRO
Commissioner



March 3, 2004

On behalf of Governor James E. McGreevey and his Administration, I am pleased to share with you New Jersey's State Government Workforce Profile for 2003. This profile, based on January 2003 data, reflects the 76,291 men and women employed in the Executive, Legislative and Judiciary branches of State government and an additional 108,479 employed by local governments. It is these men and women, together with community advocates, leaders and stakeholders around our state, who are working with Governor McGreevey to build a better New Jersey.

Our State, like many employers today, faces the challenges of replacing its more experienced workers as they retire or move on to the private sector. From forensic scientists to psychiatrists to experts in security and counter-terrorism, we need to attract and keep qualified employees. Located between New York and Philadelphia, we are in a very competitive employment market. Even at a time of diminished resources, we need to be able to recruit the best and brightest to deliver quality services to the people of New Jersey.

During 2002, the total number of employees in State executive agencies was reduced by almost 2,000, largely due to implementation of an Early Retirement Incentive (ERI) program. The savings realized through this program and reductions in State government operating costs helped the State avoid painful and disruptive layoffs and will permit the redeployment of much needed resources to the areas of critical need such as the protection of children, the frail and the elderly, and the strengthening of our homeland security.

This profile provides a detailed statistical breakdown of our public sector workforce, its various components, and emerging trends; however, the statistics alone cannot reflect the valuable role State employees have in making things work for all New Jerseyans — day in and day out. They do not reflect attributes like talent, skill, dedication, motivation and resourcefulness, which we see demonstrated on a regular basis.

As Commissioner of Personnel, I am proud to recognize the contributions of our public employees to the quality of life in New Jersey. Whether protecting or teaching our children; caring for our elderly or disabled; keeping our State, its communities and its infrastructure safe and secure; making our air and water cleaner; building our roads and schools; helping the unemployed find jobs; or providing other services that the citizens of New Jersey depend upon, no success can be achieved without them.

Ida L. Castro

A blue ink signature of Ida L. Castro, written in a cursive style.

Commissioner

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2003

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STATE GOVERNMENT WORKFORCE PROFILE 2003

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STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2003

INTRODUCTION

The Department of Personnel has compiled this Workforce Profile from data captured by the Department's automated personnel files, the Office of Management and Budget's automated payroll files, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of January 1, 2003, comparisons of the workforce at the end of Fiscal Year 2002 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2002.

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.

Workforce Profiles since 1995 reflect many changes in the structure of State Government. Where possible, we have noted changes in staffing 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; 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 annotated any figures where indicated.

As of January 2003, there are no further structural changes to report; however, we have reflected the autonomy of the State Colleges by excluding them from our basic count of State employees. Future information about State College employees who are subject to the State Merit System will be reflected in a special section (see pages 42 and 43).

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. It should be noted that the Centralized Payroll system, which produces data that frequently appears in budget documents, tracks different information than the Department of Personnel's automated personnel files. In the Department of Personnel files, data are included for employees on leave without pay. These employees are not included in the paycheck counts that are from Centralized Payroll. We count these employees because they are included in the State Government Merit System.

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE PROFILE 2003

INTRODUCTION (continued)

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).

A general overview of the number of State Government employees in each department is provided, along with some important statistics for the entire State Government workforce. We have provided the January 2002 employee counts for comparison, with the absolute and percentage increase or decrease alongside. Overall, there was a decrease of 2.5 percent in the size of the State Government workforce during 2002.

The Department of Personnel welcomes your comments and questions regarding this report, which can also be found on the Department's website at www.state.nj.us/personnel/publications/publications.htm. The Office of Planning and Research can assist individual agencies with specific workforce analyses. For more information, contact Jeff Richter at the New Jersey Department of Personnel at (609) 984-1044.

STATE OF NEW JERSEY
NEW JERSEY'S STATE WORKFORCE AT - A - GLANCE

JANUARY 1, 2003

DEPARTMENT	NUMBER OF EMPLOYEES		
	1/1/2002	1/1/2003	CHANGE OVER 1 YEAR
AGRICULTURE	265	249	- 16 (-6.0%)
BANKING & INSURANCE	523	494	- 29 (-5.5%)
COMMUNITY AFFAIRS	1,126	1,039	- 87 (-7.7%)
CORRECTIONS	10,499	10,326	- 173 (-1.6%)
(Corrections)	9,747	9,618	(-129) (-1.3%)
(State Parole Board) ¹	752	708	(-44) (-5.9%)
EDUCATION	1,025	945	- 80 (-7.8%)
ENVIRONMENTAL PROTECTION	3,484	3,321	- 163 (-4.7%)
GOVERNOR'S OFFICE	144	150	+ 6 (+4.2%)
HEALTH & SENIOR SERVICES	2,197	2,014	- 183 (-8.3%)
HUMAN SERVICES	20,242	20,563	+ 321 (+1.6%)
INFORMATION TECHNOLOGY ²	1,058	944	-114 (-10.8%)
LABOR	3,962	3,782	- 180 (-4.5%)
LAW & PUBLIC SAFETY	9,501	9,241	- 260 (-2.7%)
(Law & Public Safety)	7,818	7,600	(-218) (-2.8%)
(Juvenile Justice)	1,683	1,641	(-42) (-2.5%)
MILITARY & VETERANS AFFAIRS	1,568	1,477	- 91 (-5.8%)
PERSONNEL	446	387	- 59 (-13.2%)
STATE	612	573	- 39 (-6.4%)
(State)	207	192	(-15) (-7.2%)
(Commission on Higher Education)	24	22	(-2) (-8.3%)
(Higher Educational Student Assistance) ³	219	200	(-19) (-8.7%)
(Public Broadcasting)	162	159	(-3) (-1.9%)
TRANSPORTATION	5,578	5,261	- 317 (-5.7%)
TREASURY	6,007	5,725	- 282 (-4.7%)
(Treasury)	4,268	4,054	(-214) (-5.0%)
(Administrative Law)	118	112	(-6) (-5.1%)
(Casino Control)	340	328	(-12) (-3.5%)
(Public Defender)	974	904	(-70) (-7.2%)
(Public Utilities)	265	288	(+23) (+8.7%)
(Ratepayer Advocate)	42	39	(-3) (-7.1%)
TOTAL EXECUTIVE DEPARTMENTS	68,237	66,491	-1746 (-2.6%)
JUDICIARY	9,543	9,291	- 252 (-2.6%)
LEGISLATIVE STAFF	501	509	+ 8 (+1.6%)
TOTAL STATE GOVT WORKFORCE	78,281	76,291	-1990 (-2.5%)

AGE

Average: 44
Median: 45

LENGTH OF SERVICE

Average: 12 years
Median: 12 years

SALARY ⁴

Average: \$50,602
Median: \$46,988

GENDER

Female: 41,424 (54.3%)
Male: 34,867 (45.7%)

MINORITY EMPLOYEES

29,548 (38.7%)

UNION REPRESENTATION

64,183 (84.1%)

¹ 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.

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

³ 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.

⁴ Full-time employees only. Unless otherwise noted, all data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY

STATISTICS BY AGENCY

INTRODUCTION

The following group of tables shows statistics for each of the Executive Departments, 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 salaried employees and part-time salaried employees (who are paid a percentage of a full-time salary), some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a “per diem” (daily) basis. A pie chart summarizes the totals for the entire State Government workforce.

Page 6 shows a similar breakdown for employees’ titles by 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 employees in career titles 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, one other is shown in the table: revolving funds. Revolving funds are funds that have been established from the General Fund at some point, but sustain themselves from year to year as the organizations that they support charge other State agencies for their services. Examples of organizations supported by revolving funds include the State Government Distribution Center and the Office of Information Technology.

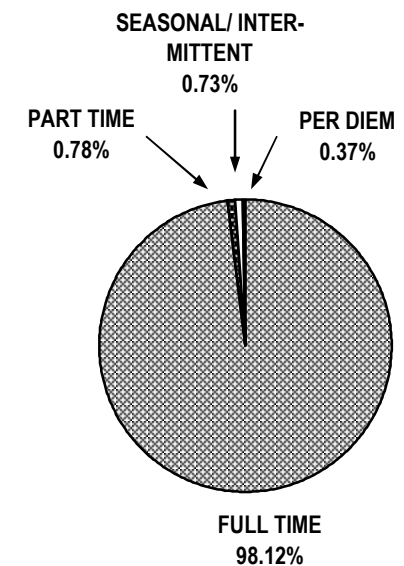
Page 9 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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.

For additional information on State College employees, please refer to Page 42.

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE WORK SCHEDULES BY DEPARTMENT

JANUARY 1, 2003

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
AGRICULTURE	248	1	0	0	249
BANKING & INSURANCE	491	3	0	0	494
COMMUNITY AFFAIRS	1,039	0	0	0	1,039
CORRECTIONS	10,318	8	0	0	10,326
(Corrections)	(9,611)	(7)	(0)	(0)	(9,618)
(State Parole Board)	(707)	(1)	(0)	(0)	(708)
EDUCATION	942	3	0	0	945
ENVIRONMENTAL PROTECTION	3,310	11	0	0	3,321
GOVERNOR'S OFFICE	150	0	0	0	150
HEALTH & SENIOR SERVICES	2,006	8	0	0	2,014
HUMAN SERVICES	20,095	466	0	2	20,563
INFORMATION TECHNOLOGY	944	0	0	0	944
LABOR	3,578	3	193	8	3,782
LAW & PUBLIC SAFETY	8,962	11	0	268	9,241
(Law & Public Safety)	(7,326)	(6)	(0)	(268)	(7,600)
(Juvenile Justice)	(1,636)	(5)	(0)	(0)	(1,641)
MILITARY & VETERANS AFFAIRS	1,450	27	0	0	1,477
PERSONNEL	384	3	0	0	387
STATE	572	1	0	0	573
(State)	(192)	(0)	(0)	(0)	(192)
(Commission on Higher Education)	(22)	(0)	(0)	(0)	(22)
(Student Assistance)	(200)	(0)	(0)	(0)	(200)
(Public Broadcasting)	(158)	(1)	(0)	(0)	(159)
TRANSPORTATION	5,252	9	0	0	5,261
TREASURY	5,337	18	363	7	5,725
(Treasury)	(3,676)	(8)	(363)	(7)	(4,054)
(Administrative Law)	(112)	(0)	(0)	(0)	(112)
(Casino Control)	(328)	(0)	(0)	(0)	(328)
(Public Defender)	(894)	(10)	(0)	(0)	(904)
(Public Utilities)	(288)	(0)	(0)	(0)	(288)
(Ratepayer Advocate)	(39)	(0)	(0)	(0)	(39)
TOTAL EXECUTIVE DEPARTMENTS	65,078	572	556	285	66,491
JUDICIARY	9,272	19	0	0	9,291
LEGISLATIVE STAFF	509	0	0	0	509
TOTAL STATE GOVT WORKFORCE	74,859	591	556	285	76,291

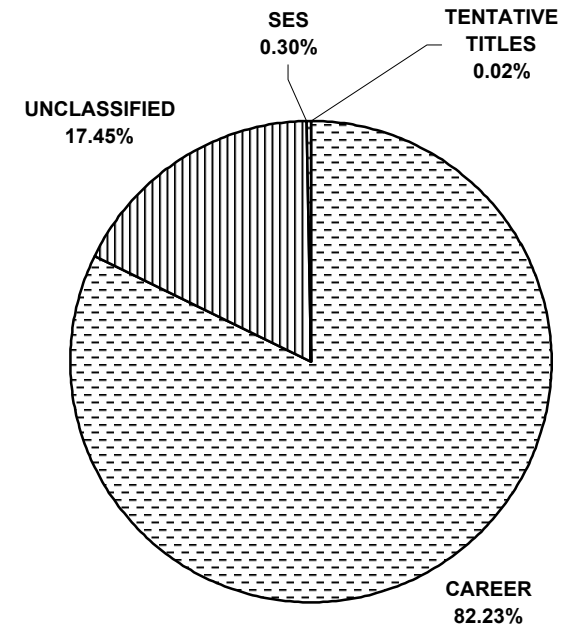


Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce as of 1/1/2003 : 76,291.

STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYEE TITLE CLASSIFICATIONS BY DEPARTMENT

JANUARY 1, 2003

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	216	16	232	1	16	249
BANKING & INSURANCE	375	39	414	0	80	494
COMMUNITY AFFAIRS	923	50	973	0	66	1,039
CORRECTIONS	9,691	160	9,851	0	475	10,326
(Corrections)	(9,105)	(147)	(9,252)	(0)	(366)	(9,618)
(St Parole Bd)	(586)	(13)	(599)	(0)	(109)	(708)
EDUCATION	274	439	713	0	232	945
ENVIRONMENTAL PROTECTION ¹	2,889	349	3,238	11	71	3,321
GOVERNORS OFFICE	29	0	29	0	121	150
HEALTH & SENIOR SERVICES	1,754	163	1,917	23	74	2,014
HUMAN SERVICES ²	14,114	5,556	19,670	34	855	20,563
INFORMATION TECHNOLOGY	807	119	926	5	13	944
LABOR ³	3,210	415	3,625	26	127	3,782
LAW & PUBLIC SAFETY	3,355	916	4,271	18	4,945	9,234
(Law & Public Safety) ⁴	(2,205)	(782)	(2,987)	(15)	(4,591)	(7,600)
(Juvenile Justice)	(1,150)	(134)	(1,284)	(3)	(354)	(1,641)
MILITARY & VETERANS AFFAIRS ⁵	743	453	1,196	0	280	1,477
PERSONNEL	321	33	354	15	18	387
STATE	249	22	271	0	298	569
(State)	(123)	(12)	(135)	(0)	(57)	(192)
(Commission on Higher Education)	(6)	(1)	(7)	(0)	(15)	(22)
(Higher Educational Student Assistance)	(104)	(7)	(111)	(0)	(89)	(200)
(Public Broadcasting) ⁶	(16)	(2)	(18)	(0)	(137)	(159)
TRANSPORTATION	(4,538)	(648)	(5,186)	(40)	(35)	(5,261)
TREASURY	4,110	530	4,640	56	1,029	5,725
(Treasury)	(3,323)	(470)	(3,793)	(26)	(235)	(4,054)
(Administrative Law)	(69)	(2)	(71)	(0)	(41)	(112)
(Casino Control)	(38)	(4)	(42)	(0)	(286)	(328)
(Public Defender)	(462)	(36)	(498)	(0)	(406)	(904)
(Public Utilities)	(204)	(16)	(220)	(30)	(38)	(288)
(Ratepayer Advocate)	(14)	(2)	(16)	(0)	(23)	(39)
TOTAL EXECUTIVE DEPARTMENTS	47,598	9,908	57,506	229	8,735	66,491
JUDICIARY	5,148	78	5,226	0	4,065	9,291
LEGISLATIVE STAFF	0	0	0	0	509	509
TOTAL STATE GOVT WORKFORCE	52,746	9,986	62,732	229	13,309	76,291



Data provided by the Department of Personnel from automated personnel files. Percentages refer to the total State Government workforce as of 1/1/2003: 76,291.

¹Includes one employee in a tentative title
²Includes four employees in tentative titles
³Includes four employee in a tentative title

⁴Includes seven employees in tentative titles
⁵Includes one employee in a tentative title
⁶Includes four employees in tentative titles

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

JANUARY 1, 2003

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY*	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$53,961	\$50,295	14
BANKING & INSURANCE	47	\$59,290	\$59,147	13
COMMUNITY AFFAIRS	47	\$53,017	\$51,749	11
CORRECTIONS	42	\$54,786	\$54,563	11
(Corrections)	(42)	(\$54,377)	(\$54,555)	(11)
(State Parole Board)	(42)	(\$60,341)	(\$61,628)	(11)
EDUCATION	47	\$60,916	\$62,252	11
ENVIRONMENTAL PROTECTION	44	\$56,499	\$56,473	14
GOVERNOR'S OFFICE	37	\$57,463	\$45,000	4
HEALTH & SENIOR SERVICES	48	\$55,491	\$56,060	13
HUMAN SERVICES	44	\$42,802	\$38,760	12
INFORMATION TECHNOLOGY	47	\$65,390	\$67,997	18
LABOR	48	\$44,911	\$48,260	14
LAW & PUBLIC SAFETY	43	\$59,419	\$57,585	11
(Law & Public Safety)	(43)	(\$59,629)	(\$59,460)	(12)
(Juvenile Justice)	(42)	(\$46,988)	(\$49,196)	(9)
MILITARY & VETERANS AFFAIRS	47	\$38,758	\$35,423	10
PERSONNEL	47	\$58,415	\$55,846	18
STATE	46	\$53,405	\$51,749	13
(State)	(45)	(\$48,462)	(\$44,539)	(13)
(Commission on Higher Education)	(48)	(\$64,791)	(\$57,938)	(11)
(Higher Educational Student Assistance)	(46)	(\$51,323)	(\$47,500)	(12)
(Public Broadcasting)	(46)	(\$60,464)	(\$61,033)	(13)
TRANSPORTATION	46	\$47,646	\$44,415	16
TREASURY	46	\$55,487	\$50,295	14
(Treasury)	(45)	(\$52,357)	(\$46,988)	(13)
(Administrative Law)	(49)	(\$70,798)	(\$57,735)	(15)
(Casino Control)	(46)	(\$53,802)	(\$50,797)	(15)
(Public Defender)	(47)	(\$63,340)	(\$64,129)	(14)
(Public Utilities)	(48)	(\$64,521)	(\$65,452)	(15)
(Ratepayer Advocate)	(43)	(\$67,003)	(\$71,589)	(8)
TOTAL EXECUTIVE DEPARTMENTS	44	\$50,602	\$46,988	12
JUDICIARY	44	\$49,140	\$41,406	11
LEGISLATIVE STAFF	44	\$58,702	\$53,000	11
TOTAL STATE GOVT WORKFORCE	44	\$50,602	\$46,988	12

*Excludes part-time, hourly, State college, 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, 2003

STATE AGENCY	STATE	FEDERAL	REVOLVING	SPECIAL PURPOSE	TOTAL
AGRICULTURE	149	47	0	53	249
BANKING & INSURANCE	491	0	0	3	494
COMMUNITY AFFAIRS	666	264	27	82	1,039
CORRECTIONS	9,906	36	218	166	10,326
(Corrections)	(9,198)	(36)	(218)	(166)	(9,618)
(State Parole Board)	(708)	(0)	(0)	(0)	(708)
EDUCATION	516	238	28	163	945
ENVIRONMENTAL PROTECTION	3,121	115	5	80	3,321
GOVERNOR'S OFFICE	127	0	23	0	150
HEALTH & SENIOR SERVICES	902	724	154	234	2,014
HUMAN SERVICES	14,690	5,372	8	493	20,563
INFORMATION TECHNOLOGY	0	0	944	0	944
LABOR	662	3,114	0	6	3,782
LAW & PUBLIC SAFETY	7,225	191	5	1,820	9,241
(Law & Public Safety)	(6,032)	(148)	(5)	(1,415)	(7,600)
(Juvenile Justice)	(1,193)	(43)	(0)	(405)	(1,641)
MILITARY & VETERANS AFFAIRS	1,323	154	0	0	1,477
PERSONNEL	377	0	0	10	387
STATE	301	166	43	63	573
(State)	(135)	(4)	(43)	(10)	(192)
(Commission on Higher Education)	(20)	(2)	(0)	(0)	(22)
(Higher Educational Student Assistance)	(28)	(160)	(0)	(12)	(200)
(Public Broadcasting)	(118)	(0)	(0)	(41)	(159)
TRANSPORTATION	4,178	1,083	0	0	5,261
TREASURY	4,988	14	294	429	5,725
(Treasury)	(3,672)	(0)	(294)	(88)	(4,054)
(Administrative Law)	(101)	(0)	(0)	(11)	(112)
(Casino Control)	(0)	(0)	(0)	(328)	(328)
(Public Defender)	(903)	(0)	(0)	(1)	(904)
(Public Utilities)	(273)	(14)	(0)	(1)	(288)
(Ratepayer Advocate)	(39)	(0)	(0)	(0)	(39)
TOTAL EXECUTIVE DEPARTMENTS	49,622	11,518	1,749	3,602	66,491
JUDICIARY	7,812	1,274	0	205	9,291
LEGISLATIVE STAFF	509	0	0	0	509
TOTAL STATE GOVT WORKFORCE	57,943	12,792	1,749	3,807	76,291

STATE OF NEW JERSEY
OTHER GOVERNMENT EMPLOYMENT

JANUARY 2003

AGENCY	FULL TIME	PART TIME	TOTAL 2003	TOTAL 2002	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	57	6	63	69	-6	MARKETING FEE REVENUE
CASINO REINVESTMENTS AUTHORITY	35	1	36	36	0	CASINO REVENUE
COMMERCE & ECONOMIC GROWTH COMMISSION	111	2	113	105	8	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY*	505	26	531	427	104	TOLLS
DELAWARE RIVER BASIN COMMISSION*	47	1	48	48	0	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION*	320	43	363	348	15	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY*	626	0	626	604	22	TOLLS & FARES
HACKENSACK MEADOWLANDS DEVELOPMENT COMM.	113	8	121	129	-8	SELF FUNDED VIA GENERATED FEES AND REVENUES
HOUSING MORTGAGE AND FINANCE AGENCY	205	0	205	246	-41	BOND REVENUES
INTERSTATE SANITATION COMMISSION*	16	1	17	18	-1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY †	133	0	133	173	-40	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	11	0	11	9	2	FEE REVENUES
NEW JERSEY HIGHWAY AUTHORITY	1,139	79	1,218	1,248	-30	TOLLS
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,229	642	1,871	1,912	-41	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY SCHOOL CONSTRUCTION CORPORATION †	94	0	94	0	94	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	1,000	1,800	2,800	2,760	40	SELF FUNDED
NEW JERSEY TURNPIKE AUTHORITY	1,490	487	1,977	2,116	-139	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	117	2	119	123	-4	WATER SALE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	24	0	24	26	-2	FEES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	110	0	110	160	-50	WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION (NJ SECTION)	80	4	84	88	-4	STATE APPROPRIATIONS AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	642	0	642	625	17	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	200	0	200	196	4	WATER SALE REVENUES
PINELANDS COMMISSION	56	3	59	58	1	STATE APPROPRIATIONS, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY**	7,254	47	7,301	6,950	351	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	58	0	58	54	4	SEWAGE FEES
RUTGERS	8,523	3,090	11,613	10,256	1,357	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	111	6	117	121	-4	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	273	123	396	375	21	TOLLS
STATE COLLEGES	7,763	4,417	12,180	11,144	1,036	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	10,279	1,837	12,116	11,838	278	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR*	85	0	85	80	5	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	42,706	12,625	55,331	52,342	-2,989	

*Multi-State Authorities figures for PATH

**Includ † In July 2002, Governor James E. McGreevey issued Executive Order No. 24 directing the Economic Development Authority's School Financing and Construction Program reconstituted as a subsidiary corporation.

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

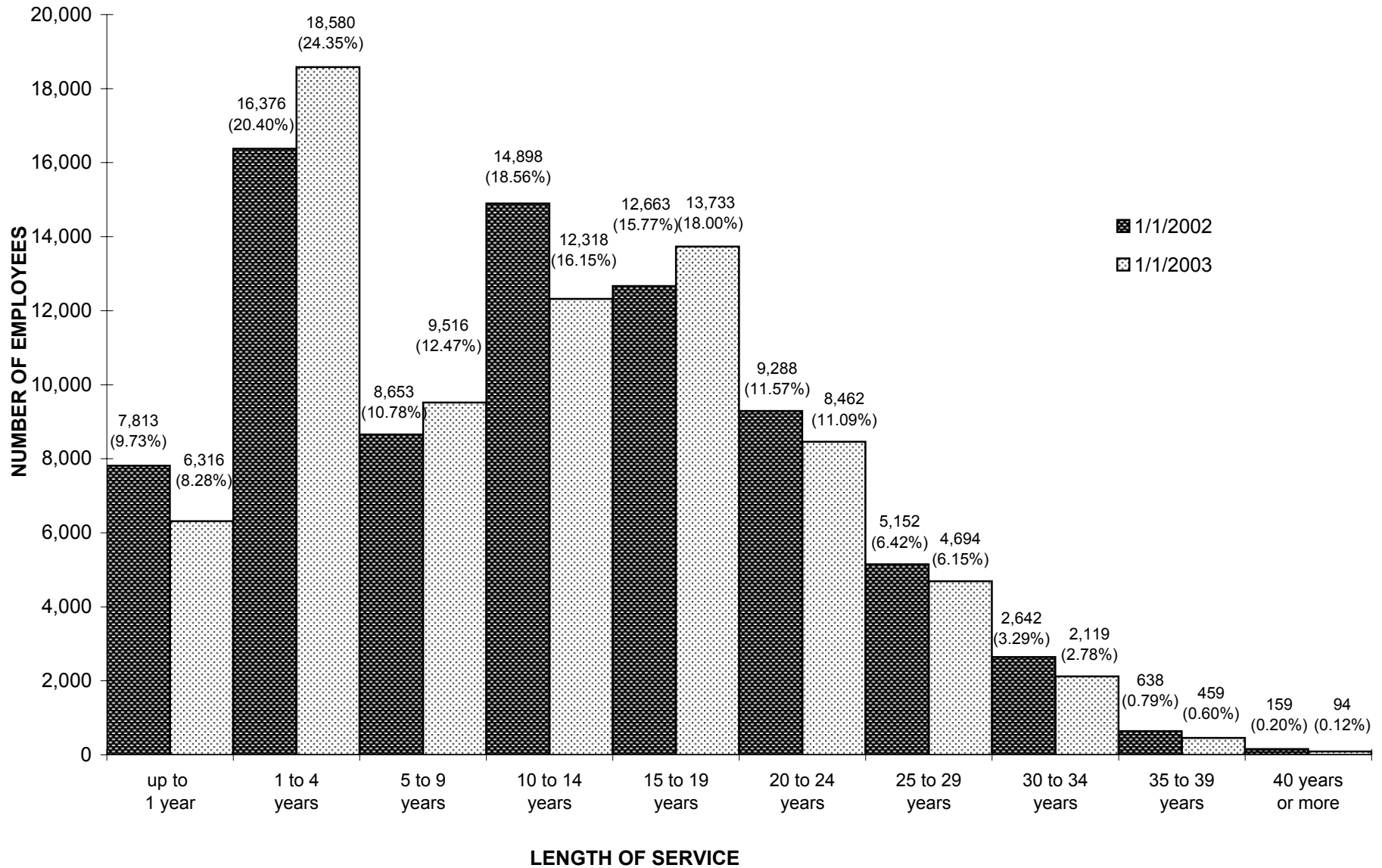
INTRODUCTION

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, 2003 (the lighter-colored columns) compared with a similar “snapshot” from January 1, 2002 (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 third 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, 2001, and 2003 profiles there were less than in the previous year.

On Page 13 we compare separations during Fiscal Years 2000, 2001, and 2002 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 FY2002 was 2004 greater than the number in FY2001. The significant increase is due to the Early Retirement Incentive (ERI), signed into law by Governor James E. McGreevey in May 2002. This law provided additional retirement benefits to eligible State employees and employees of State autonomous authorities who met specified age and service requirements and who retired within a specified time period. Pages 14 through 18 present additional data for separations from State Government service.

We present similar statistics for hiring activity in State Government on the following two pages. The overall number of hires during the last twelve fiscal years is presented on Page 19, and the average salary for full-time employees hired during the same period is represented graphically on Page 20. The most recent information shows that while hiring was up each consecutive year from FY1996 to FY2001, the average salary of individuals hired during this time frame has remained relatively stable. The most significant increases in hiring occurred in Fiscal Years 1992,1994 and 1998. The near 80 percent increase in FY1994 was preceded by a statewide layoff action.

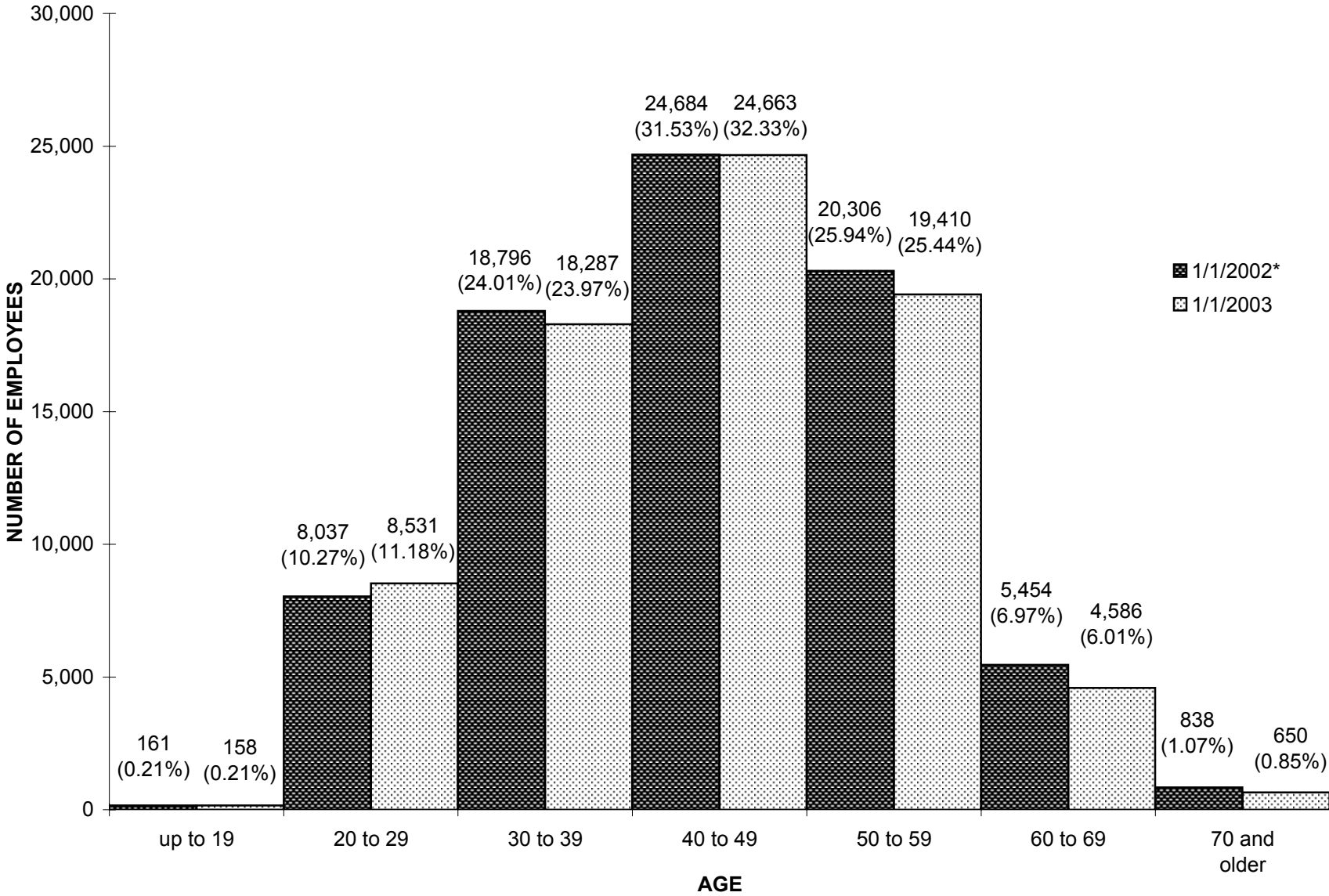
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE
JANUARY 1, 2003 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce (as of 1/1/2002, 78,281; as of 1/1/2003, 76,291.)

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY AGE

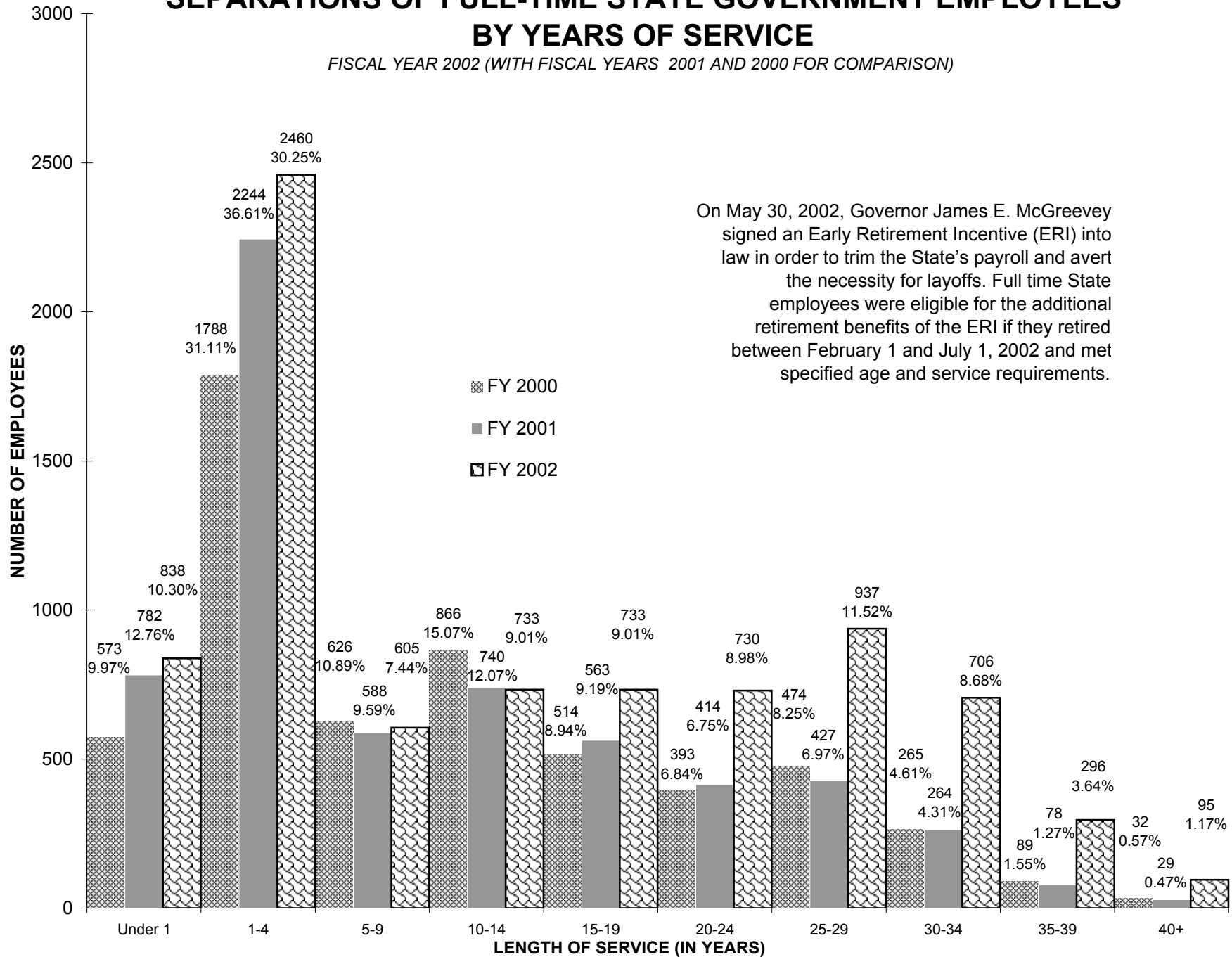
JANUARY 1, 2003 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.
 Percentages refer to the total State Government workforce (as of 1/1/2002, 78,281; as of 1/1/2003, 76,291).
 *Adjusted

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

FISCAL YEAR 2002 (WITH FISCAL YEARS 2001 AND 2000 FOR COMPARISON)



On May 30, 2002, Governor James E. McGreevey signed an Early Retirement Incentive (ERI) into law in order to trim the State's payroll and avert the necessity for layoffs. Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and July 1, 2002 and met specified age and service requirements.

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

Percentages refer to the number of separations of State Government employees (during FY2002, 10,227; FY2001, 6,129; FY2000, 5,621).

**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 - FY1994**

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	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated*	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1980	3,809	881	0	809	5,499	85%	844	8	852	13%	145	6,496	63,200	10.3%
1981	4,706	857	0	1,109	6,672	85%	979	16	995	13%	183	7,850	65,680	12.0%
1982	4,853	740	0	1,063	6,656	83%	1,058	122	1,180	15%	175	8,011	65,789	12.2%
1983	3,371	535	0	1,254	5,160	77%	1,022	292	1,314	20%	197	6,671	66,384	10.0%
1984	3,550	482	0	1,220	5,252	82%	909	24	933	15%	189	6,374	66,187	9.6%
1985	4,129	495	0	1,180	5,804	82%	899	214	1,113	16%	191	7,108	68,551	10.4%
1986	4,694	511	0	1,205	6,410	85%	914	32	946	13%	190	7,546	70,849	10.7%
1990	4,117	488	0	1,123	5,728	68%	2,504	14	2,518	30%	205	8,451	72,933	11.6%
1991	1,862	333	2,293	1,046	5,534	65%	2,501	226	2,727	32%	225	8,486	78,362	10.8%
1992	1,986	258	0	2,971	5,215	73%	1,454	231	1,685	24%	207	7,107	76,444	9.3%
1993	1,171	193	16	750	2,130	49%	1,151	914	2,065	47%	169	4,364	75,956	5.7%
1994	1,646	268	0	1,716	3,630	65%	1,729	6	1,735	31%	201	5,566	73,462	7.6%

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 (1987-1995).

**STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1995 - FY2002**

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	Early Retirement Incentive**	Retired	Total Voluntary	Percent Voluntary	Terminated*	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1995	2,007	376	0	1,259	3,642	66%	1,525	132	1,657	30%	240	5,539	69,342	8.0%
1996	1,921	279	0	1,536	3,736	57%	1,739	961	2,700	41%	172	6,608	76,254	8.7%
1997	1,311	160	0	1,505	2,976	57%	1,755	327	2,082	40%	169	5,227	73,701	7.1%
1998	1,316	137	0	1,735	3,188	52%	2,373	393	2,766	45%	184	6,138	72,967	8.4%
1999	1,309	156	0	1,845	3,310	54%	2,441	204	2,645	43%	170	6,125	73,331	8.4%
2000	1,408	166	0	1,869	3,443	61%	1,993	0	1,993	35%	185	5,621	72,867	7.7%
2001	1,664	200	0	1,844	3,708	60%	2,252	0	2,252	37%	169	6,129	74,443	8.2%
2002	1,440	210	4,430	1,369	7,449	73%	2,619	8	2,627	26%	151	10,227	78,133	13.1%

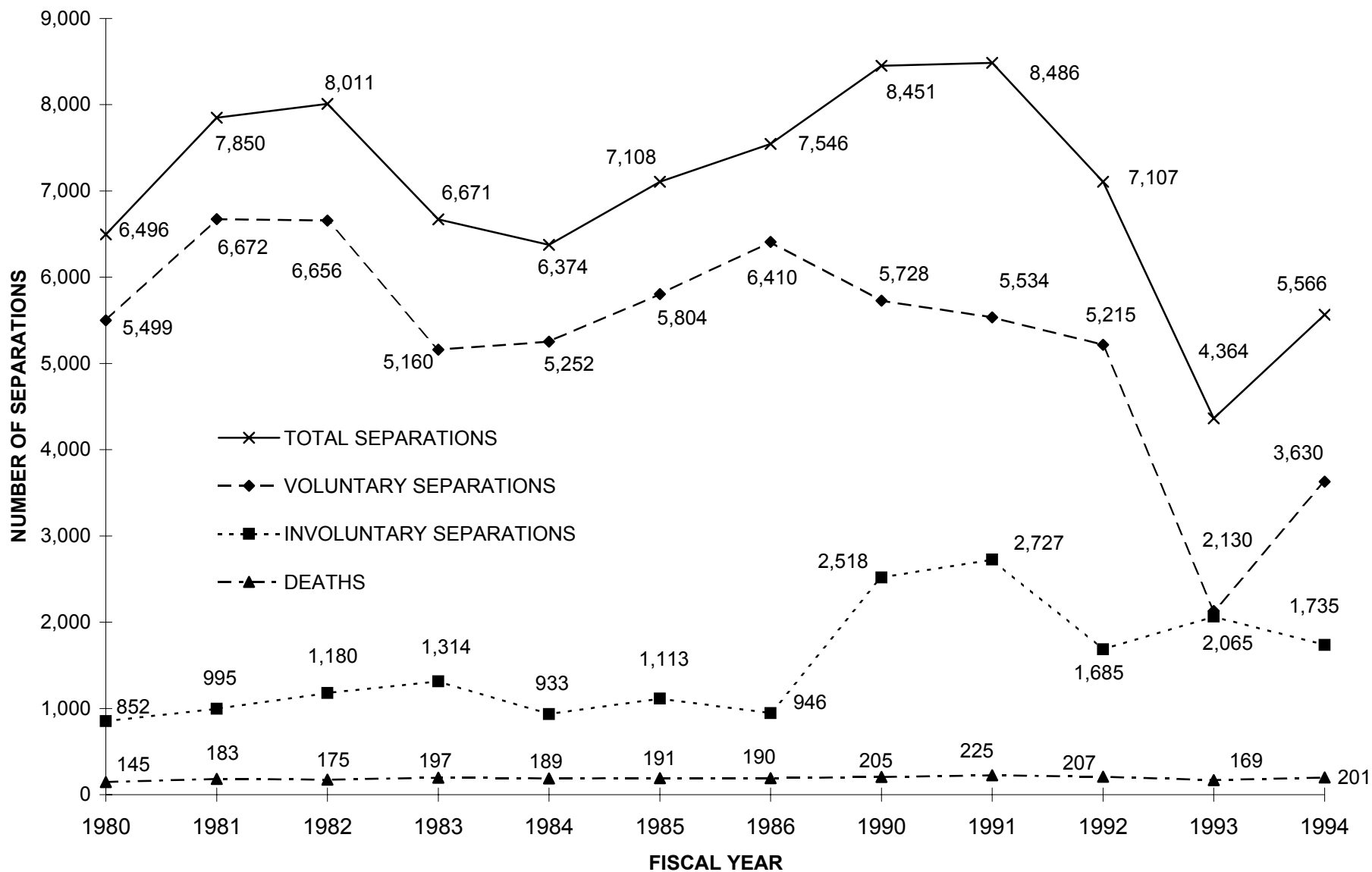
*Terminations include some layoffs of employees without permanent Civil Service status. Data provided by the Department of Personnel from separation reports (1960-1987) and automated personnel files (1987-2000).

**An Early Retirement Incentive Program (ERI) was signed into law on May 30, 2002 in order to trim the State's payroll and avert the necessity for layoffs.

Full time State employees were eligible for the additional retirement benefits of the ERI if they retired between February 1 and July 1, 2002 and met age and service requirements, but requests for extensions of up to twelve months were considered for assignment completion or training of replacements.

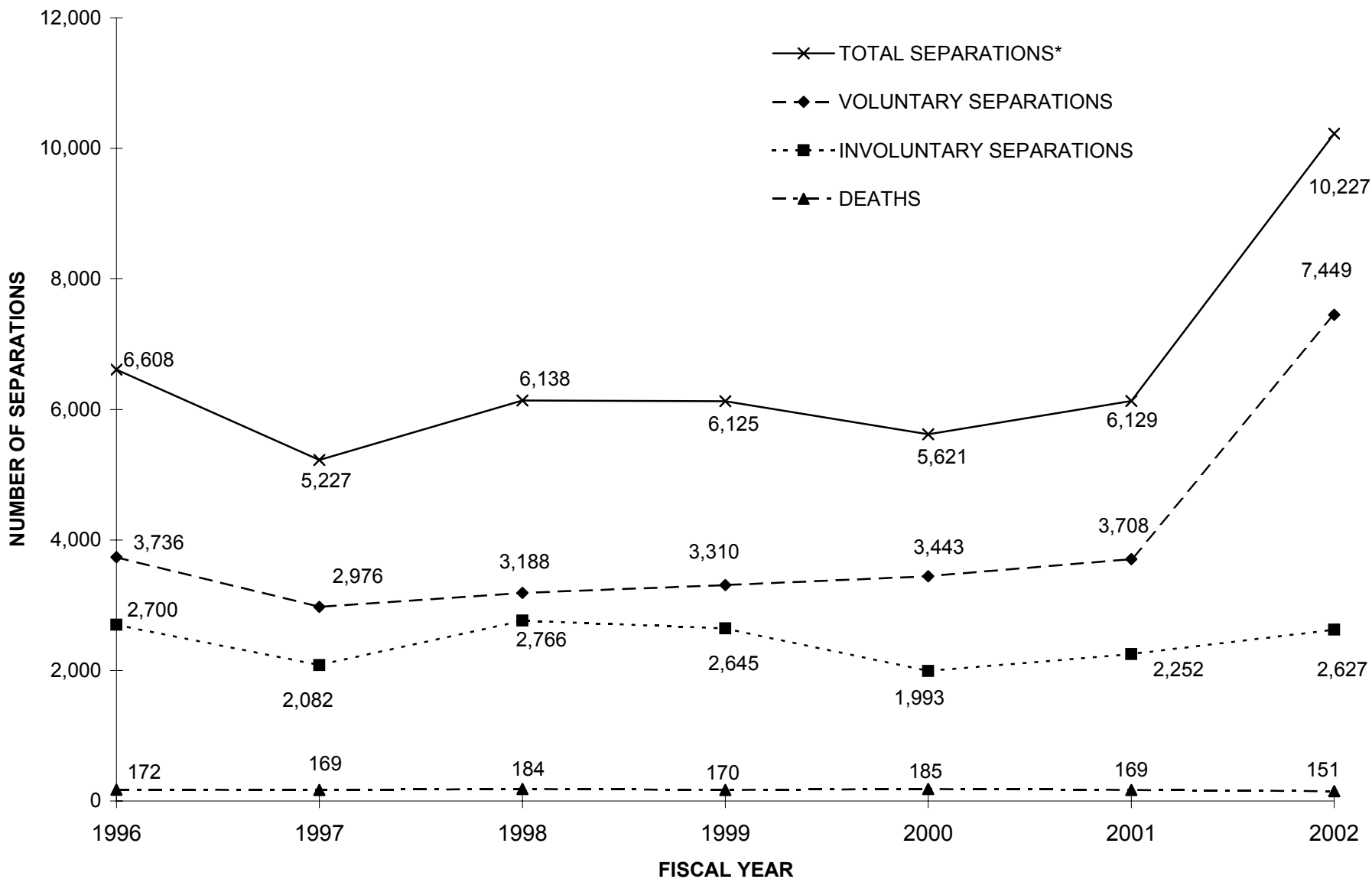
Terminations include some layoffs of employees without permanent Civil Service status.
Data provided by the Department of Personnel from automated personnel files (1995-2002).

STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1980 - FY1995



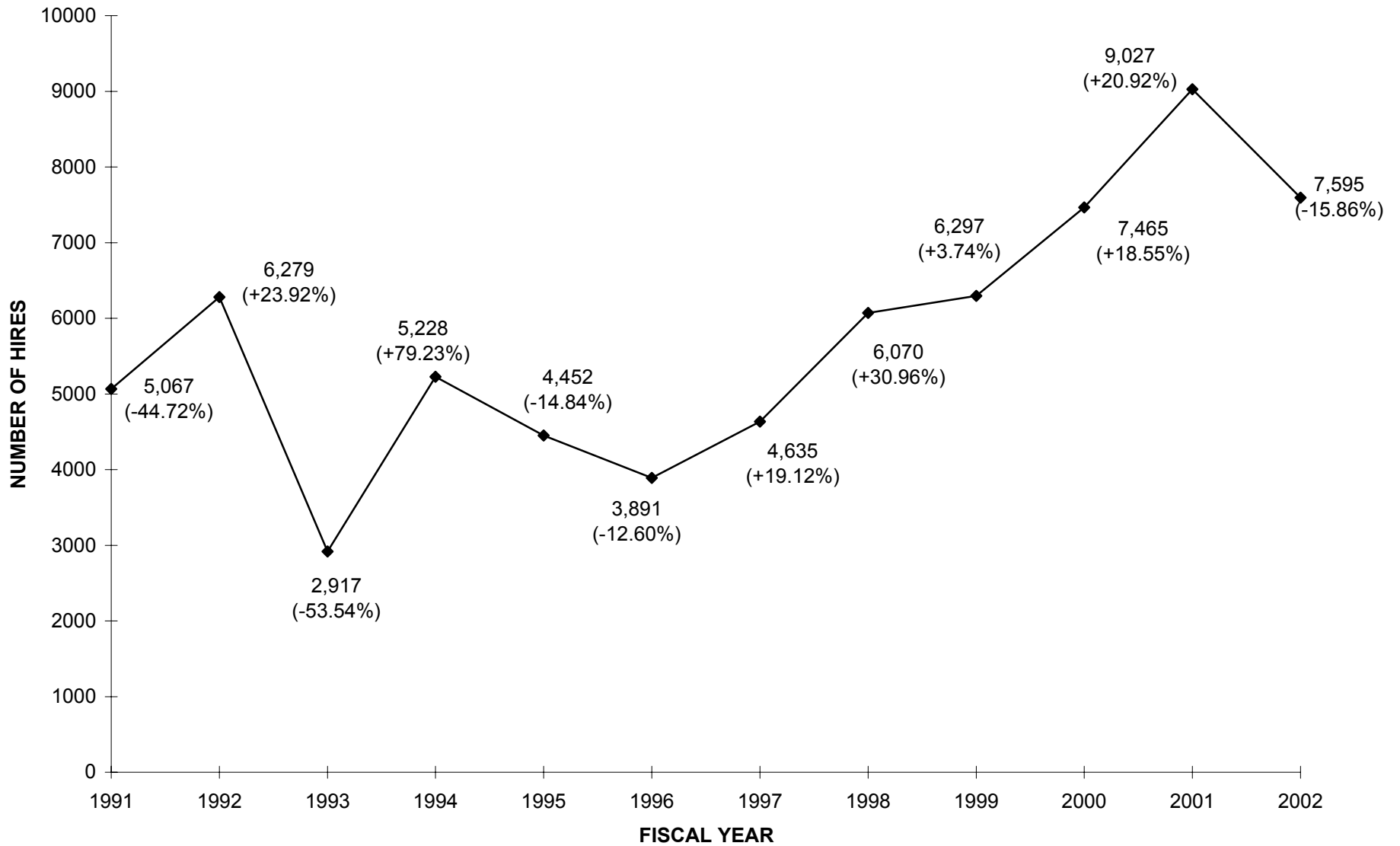
Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
SEPARATIONS FROM STATE SERVICE
FULL-TIME EMPLOYEES FY1996 - FY2002



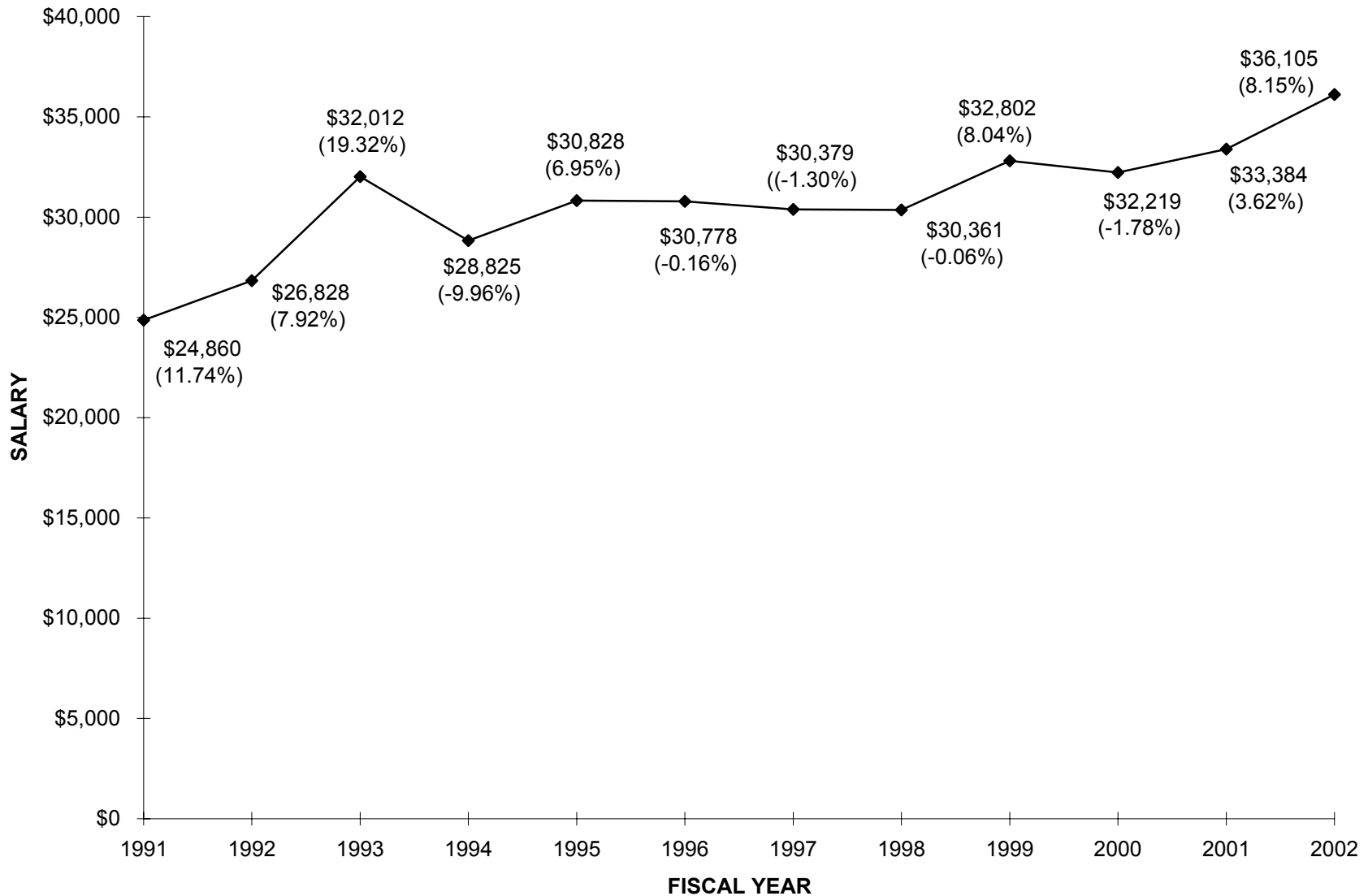
The Early Retirement Incentive Program, signed into law on May 30, 2002, enabled State employees meeting specified requirements to receive additional benefits if they retired between February 1 and July 1, 2002.

STATE OF NEW JERSEY HIRING BY STATE GOVERNMENT FY1991 - FY2002



Data provided by the Department of Personnel from automated personnel files. All figures now include resignation pickup actions.

STATE OF NEW JERSEY
AVERAGE SALARY OF FULL-TIME EMPLOYEES HIRED BY STATE GOVERNMENT
 FY1991 THROUGH FY2002



Data provided by the Department of Personnel from automated personnel files. All figures now include resignation pickup actions.

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

INTRODUCTION

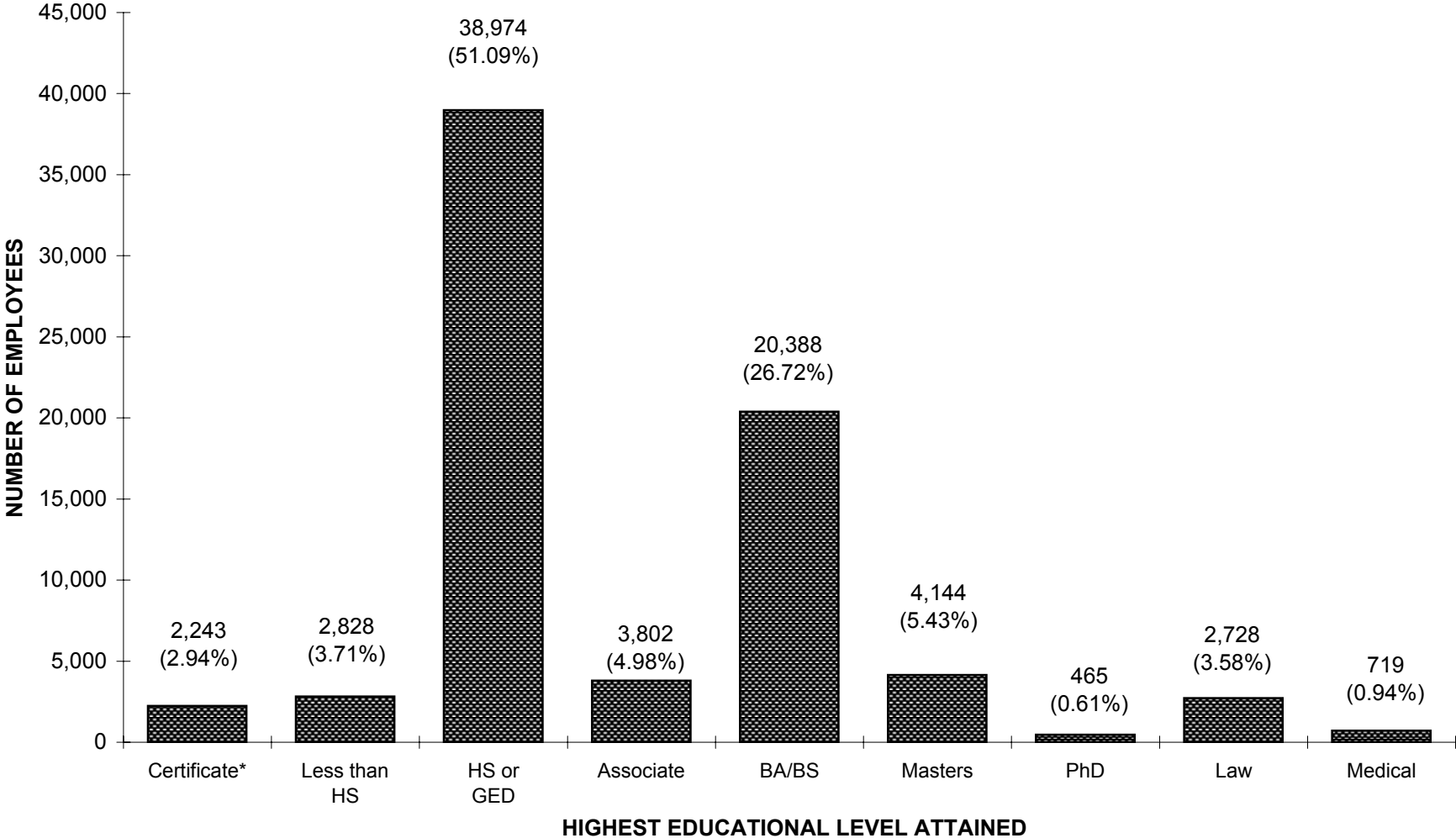
The table on Page 22 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 20,388 employees, the true number of employees with a Bachelor's degree (or equivalent) is 28,444 (over 37% 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 23) 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 24. Page 25 presents a pie chart showing a breakdown by occupational groups. The table on Page 26 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, 2003



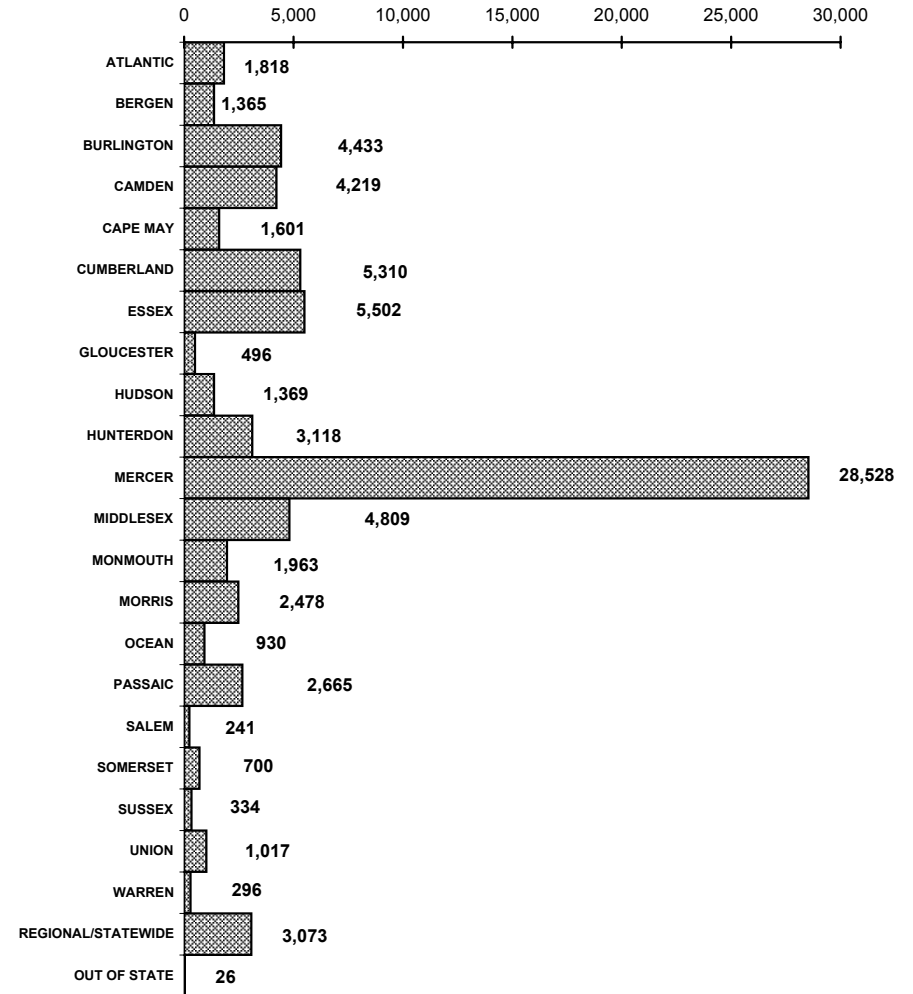
Percentages refer to the total State Government workforce (as of 1/1/2003, 76,291).

* 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, 2003

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,818	2.38%
BERGEN	1,365	1.79%
BURLINGTON	4,433	5.81%
CAMDEN	4,219	5.53%
CAPE MAY	1,601	2.10%
CUMBERLAND	5,310	6.96%
ESSEX	5,502	7.21%
GLOUCESTER	496	0.65%
HUDSON	1,369	1.79%
HUNTERDON	3,118	4.09%
MERCER	28,528	37.39%
MIDDLESEX	4,809	6.30%
MONMOUTH	1,963	2.57%
MORRIS	2,478	3.25%
OCEAN	930	1.22%
PASSAIC	2,665	3.49%
SALEM	241	0.32%
SOMERSET	700	0.92%
SUSSEX	334	0.44%
UNION	1,017	1.33%
WARREN	296	0.39%
REGIONAL/STATEWIDE	3,073	4.03%
OUT OF STATE		
CALIFORNIA	4	*
CONNECTICUT	2	*
MASSACHUSETTS	0	*
ILLINOIS	16	*
NEW YORK	0	*
WASHINGTON, DC	4	*
TOTAL	76,291	100.00%

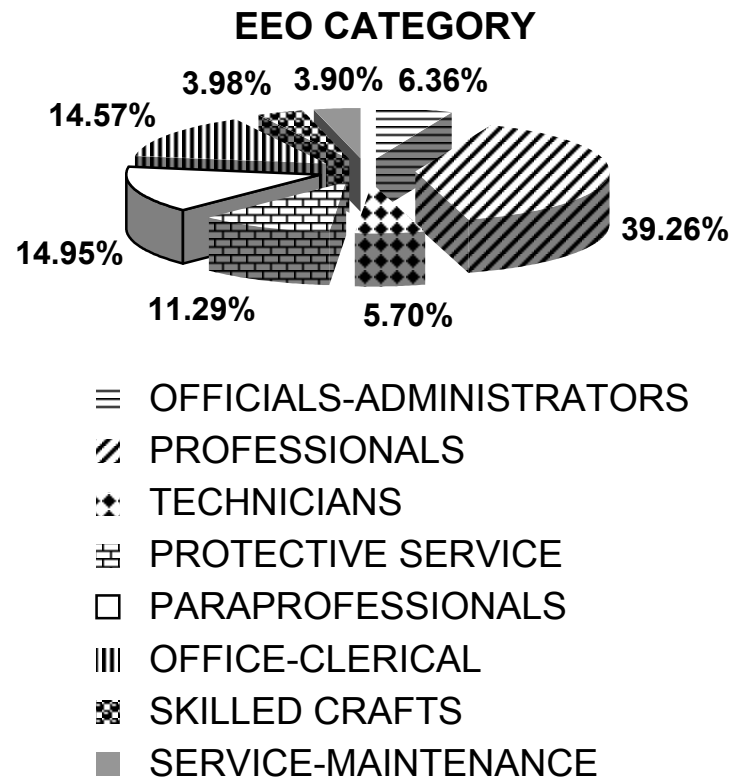


*Less than 0.01%.

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

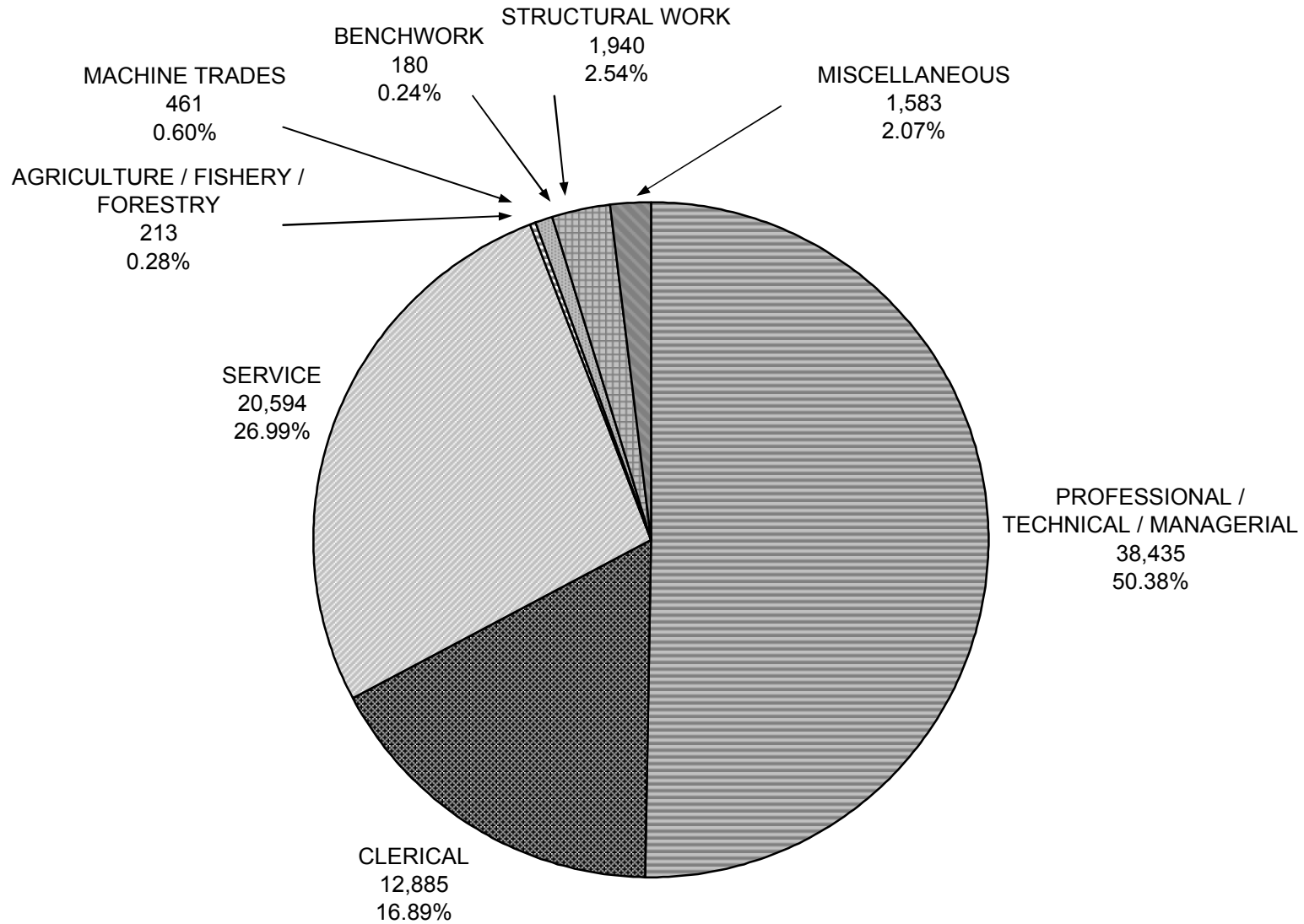
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY
JANUARY 1, 2003

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,849 6.36%
PROFESSIONALS	29,950 39.26%
TECHNICIANS	4,347 5.70%
PROTECTIVE SERVICE	8,610 11.29%
PARAPROFESSIONALS	11,409 14.95%
OFFICE-CLERICAL	11,116 14.57%
SKILLED CRAFTS	3,037 3.98%
SERVICE-MAINTENANCE	2,973 3.90%
TOTAL:	76,291



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, 2003



*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 1/1/2003: 76,291.*

STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATION

JANUARY 1, 2003

CATEGORY	OCCUPATION	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying/Engineering (other than	1,168	0	0	1,168
	01 Environmental Engineering/Architecture	284	0	0	284
	02 Physical Sciences/Statistics	1,611	0	0	1,611
	04 Life Sciences	279	0	0	279
	05 Community Development/Social Sciences	449	0	0	449
	06 Social & Psychological Services	5,234	1,972	0	7,206
	07 Medical and Health Services	3,412	0	0	3,412
	09 Education	2,193	0	3	2,196
	10 Museum, Library & Archival Sciences	156	13	3	172
	11 Law	1,786	987	110	2,883
	12 Information Processing	2,377	249	25	2,651
	13 Writing	188	27	37	252
	14 Art	39	0	0	39
	15 Finance	2,198	61	108	2,367
	16 Administration	7,876	1,846	103	9,825
	17 Inspections/Investigation	3,010	400	5	3,415
	18 Recreation	104	0	0	104
	19 Public Broadcasting	122	0	0	122
	CLERICAL	20 Stenography, Typing & Filing	7,759	3,415	75
21 Computing & Account Recording		420	155	9	584
22 Stock, Storage, & Inventory		320	0	3	323
24 Information & Message Distribution		726	0	3	729
SERVICE	30 Building/Institution/Facility Services	1,197	0	0	1,197
	31 Food/Beverage Preparation/Services	1,083	0	0	1,083
	33 Barbering/Cosmetology	16	0	0	16
	35 Direct Care/Personal & Health Services	6,840	0	0	6,840
	36 Protective Services	11,442	0	16	11,458
AGRICULTURE / FISHERY / FORESTRY	40 Planting/Gardening	143	0	0	143
	41 Animal Farming	59	0	0	59
	43 Forestry	11	0	0	11
MACHINE TRADES	60 Machinery Repair	388	0	0	388
	65 Printing	63	10	0	73
BENCHWORK	70 Medical/Scientific Repair	7	0	0	7
	72 Electrical Repair	172	0	1	173
STRUCTURAL WORK	80 Skilled Trades	447	0	0	447
	81 Infrastructure Repair/Maintenance	1,490	0	3	1,493
MISCELLANEOUS	90 Transporting	534	0	0	534
	91 Utilities Production/Distribution	187	0	0	187
	92 Multiple Groups	701	156	1	858
	94 Not Coded Elsewhere	0	0	4	4
TOTAL		66,491	9,291	509	76,291

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

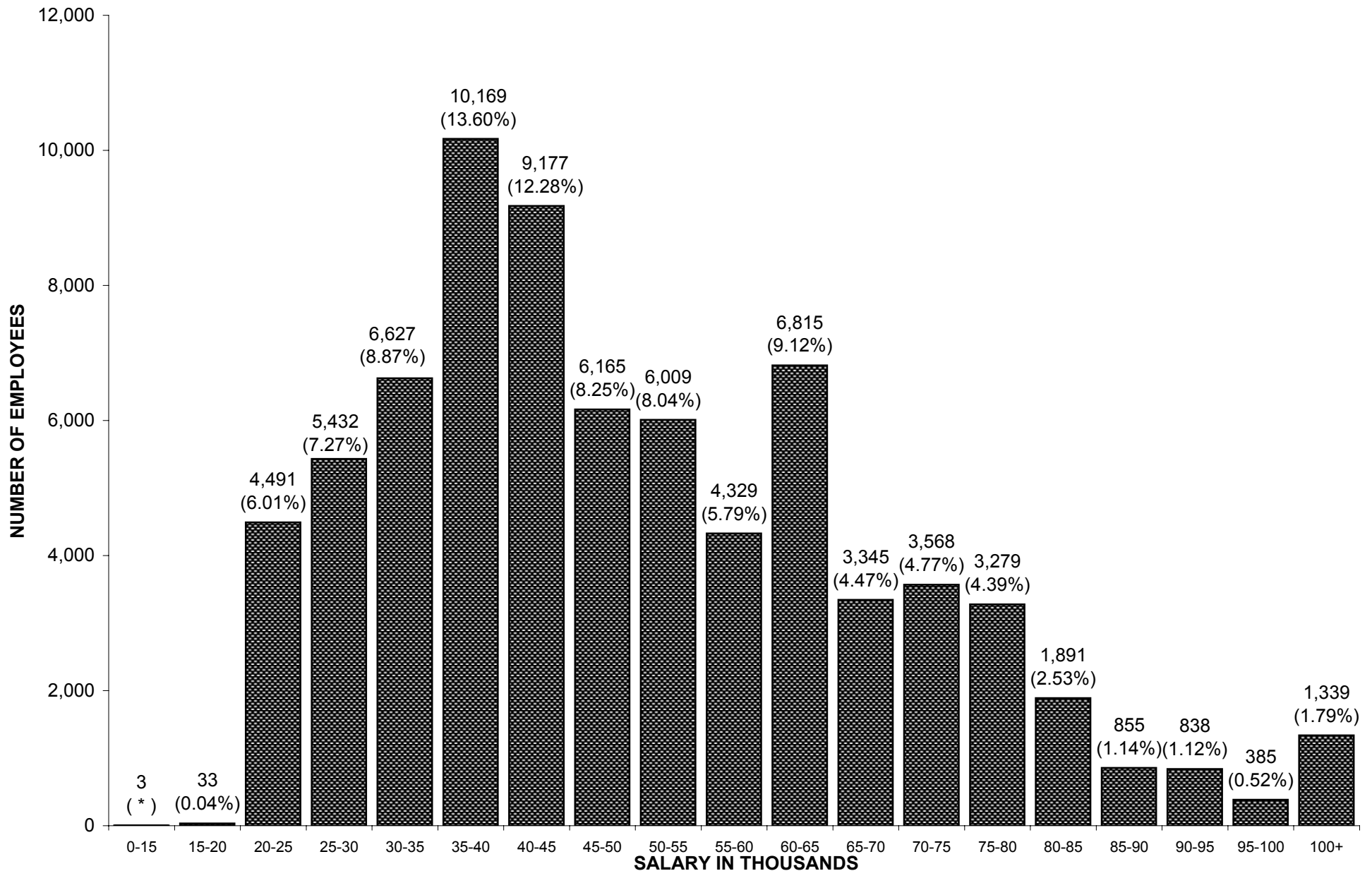
INTRODUCTION

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 (\$50,602) account for over 56 percent of the full-time State Government workforce. The median salary is \$46,988. 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 Page 39 (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 \$35,000 and \$39,999 outnumber those whose earnings fall into any other \$5,000 salary interval, and employees earning from \$30,000 to \$44,999 account for about 43 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 29. 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.

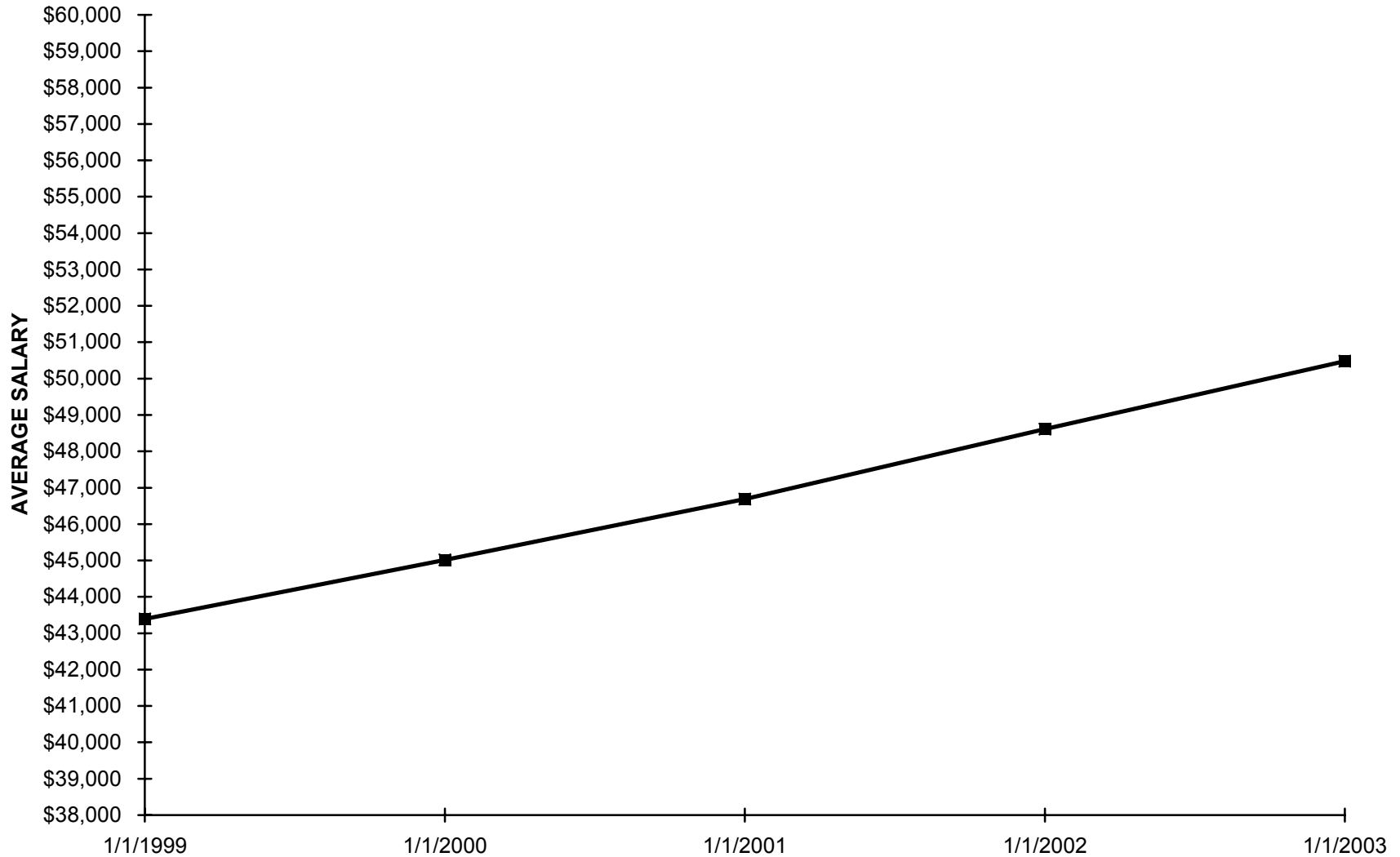
STATE OF NEW JERSEY
DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY SALARY
 JANUARY 1, 2003



Number and percentages reflect full-time employees; exclude Board and Commission members. (As of 1/1/2003, 74,750).

* Less than 0.01%

STATE OF NEW JERSEY
FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES
1999 through 2003



Full-time employees only (see text, Page 25). Data provided by the Department of Personnel from automated personnel files.

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE: ETHNIC AND GENDER DATA

INTRODUCTION

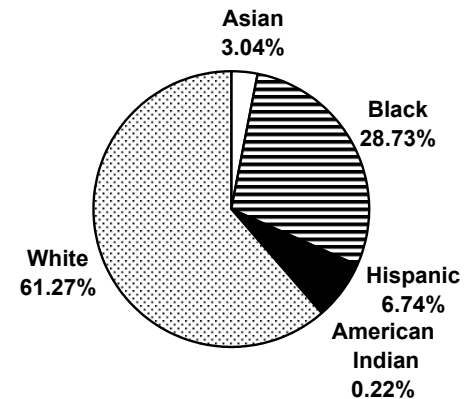
We include several charts and tables analyzing the State Government workforce by gender and ethnicity. There are three tables that give employee counts by agency. The first table gives the ethnic distribution by agency and includes a pie chart that gives the overall ethnic distribution for the entire 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. On page 34, there is a table giving the gender and ethnic distribution by agency.

Pages 35 and 38 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. 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 increased by 0.1 percent in Fiscal Year 2002. In contrast, the actual number of female employees decreased by 311. There was also a slight increase in minority representation. The total number of full-time female employees decreased by 0.1 percent and the number of full-time minority employees grew by 0.03 percent, or 759 employees. It would not have been appropriate to show the changes in totals of minorities and women on the same chart, since this would result in “double counting” of minority women.

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

JANUARY 1, 2003

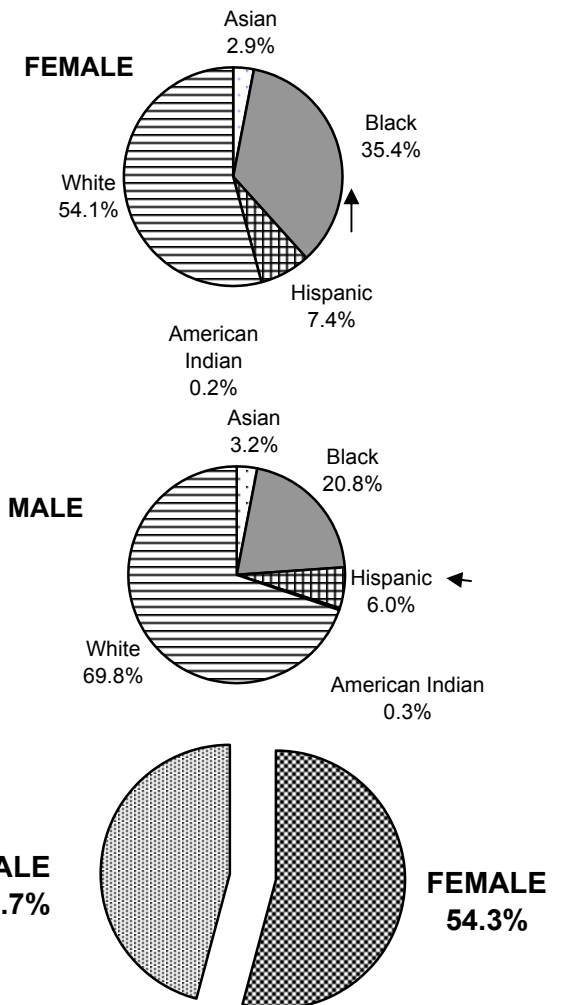
STATE AGENCY	Asian	Black	Hispanic	American Indian	White	Total
AGRICULTURE	13	31	7	0	198	249
BANKING & INSURANCE	14	105	16	1	358	494
COMMUNITY AFFAIRS	19	243	72	1	704	1,039
CORRECTIONS	83	3,257	817	33	6,136	10,326
(Corrections)	(77)	(3,078)	(751)	(33)	(5,679)	(9,618)
(State Parole Board)	(6)	(179)	(66)	(0)	(457)	(708)
EDUCATION	31	192	26	1	695	945
ENVIRONMENTAL PROTECTION	159	248	66	13	2,835	3,321
GOVERNOR'S OFFICE	2	24	12	1	111	150
HEALTH & SENIOR SERVICES	111	443	87	7	1,366	2,014
HUMAN SERVICES	657	9,455	1,593	41	8,817	20,563
INFORMATION TECHNOLOGY	74	110	24	1	735	944
LABOR	101	967	430	5	2,279	3,782
LAW & PUBLIC SAFETY	157	1,706	492	28	6,858	9,241
(Law & Public Safety)	(145)	(1,035)	(386)	(24)	(6,010)	(7,600)
(Juvenile Justice)	(12)	(671)	(106)	(4)	(848)	(1,641)
MILITARY & VETERANS AFFAIRS	135	532	160	4	646	1,477
PERSONNEL	10	113	15	0	249	387
STATE	31	119	29	1	393	573
(State)	(12)	(51)	(13)	(0)	(116)	(192)
(Commission on Higher Education)	(3)	(6)	(1)	(0)	(12)	(22)
(Public Broadcasting)	(15)	(38)	(10)	(0)	(137)	(200)
(Higher Educational Student Assistance)	(1)	(24)	(5)	(1)	(128)	(159)
TRANSPORTATION	323	836	195	10	3,897	5,261
TREASURY	195	1,342	283	9	3,896	5,725
(Treasury)	(150)	(938)	(125)	(6)	(2,835)	(4,054)
(Administrative Law)	(1)	(28)	(4)	(2)	(77)	(112)
(Casino Control)	(6)	(74)	(8)	(0)	(240)	(328)
(Public Defender)	(8)	(212)	(122)	(1)	(561)	(904)
(Public Utilities)	(26)	(80)	(20)	(0)	(162)	(288)
(Ratepayer Advocate)	(4)	(10)	(4)	(0)	(21)	(39)
TOTAL EXECUTIVE DEPARTMENTS	2,115	19,723	4,324	156	40,173	66,491
JUDICIARY	202	2,139	792	16	6,142	9,291
LEGISLATIVE STAFF	4	53	24	0	428	509
TOTAL STATE GOVT WORKFORCE	2,321	21,915	5,140	172	46,743	76,291



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

JANUARY 1, 2003

STATE AGENCY	FEMALE	MALE	TOTAL
AGRICULTURE	134	115	249
BANKING & INSURANCE	253	241	494
COMMUNITY AFFAIRS	545	494	1,039
CORRECTIONS	2,724	7,602	10,326
(Corrections)	(2,395)	(7,223)	(9,618)
(State Parole Board)	(329)	(379)	(708)
EDUCATION	643	302	945
ENVIRONMENTAL PROTECTION	1,306	2,015	3,321
GOVERNOR'S OFFICE	97	53	150
HEALTH & SENIOR SERVICES	1,425	589	2,014
HUMAN SERVICES	14,506	6,057	20,563
INFORMATION TECHNOLOGY	427	517	944
LABOR	2,462	1,320	3,782
LAW & PUBLIC SAFETY	3,443	5,798	9,241
(Law & Public Safety)	(2,825)	(4,775)	(7,600)
(Juvenile Justice)	(618)	(1,023)	(1,641)
MILITARY & VETERANS AFFAIRS	967	510	1,477
PERSONNEL	275	112	387
STATE	327	246	573
(State)	(116)	(76)	(192)
(Commission on Higher Education)	(16)	(6)	(22)
(Public Broadcasting)	(138)	(62)	(200)
(Higher Educational Student Assistance)	(57)	(102)	159
TRANSPORTATION	1,628	3,633	5,261
TREASURY	3,287	2,438	5,725
(Treasury)	(2,349)	(1,705)	(4,054)
(Administrative Law)	(72)	(40)	(112)
(Casino Control)	(168)	(160)	(328)
(Public Defender)	(531)	(373)	(904)
(Public Utilities)	(138)	(150)	(288)
(Ratepayer Advocate)	(29)	(10)	(39)
TOTAL EXECUTIVE DEPARTMENTS	34,449	32,042	66,491
JUDICIARY	6,715	2,576	9,291
LEGISLATIVE STAFF	260	249	509
TOTAL STATE GOVT WORKFORCE	41,424	34,867	76,291

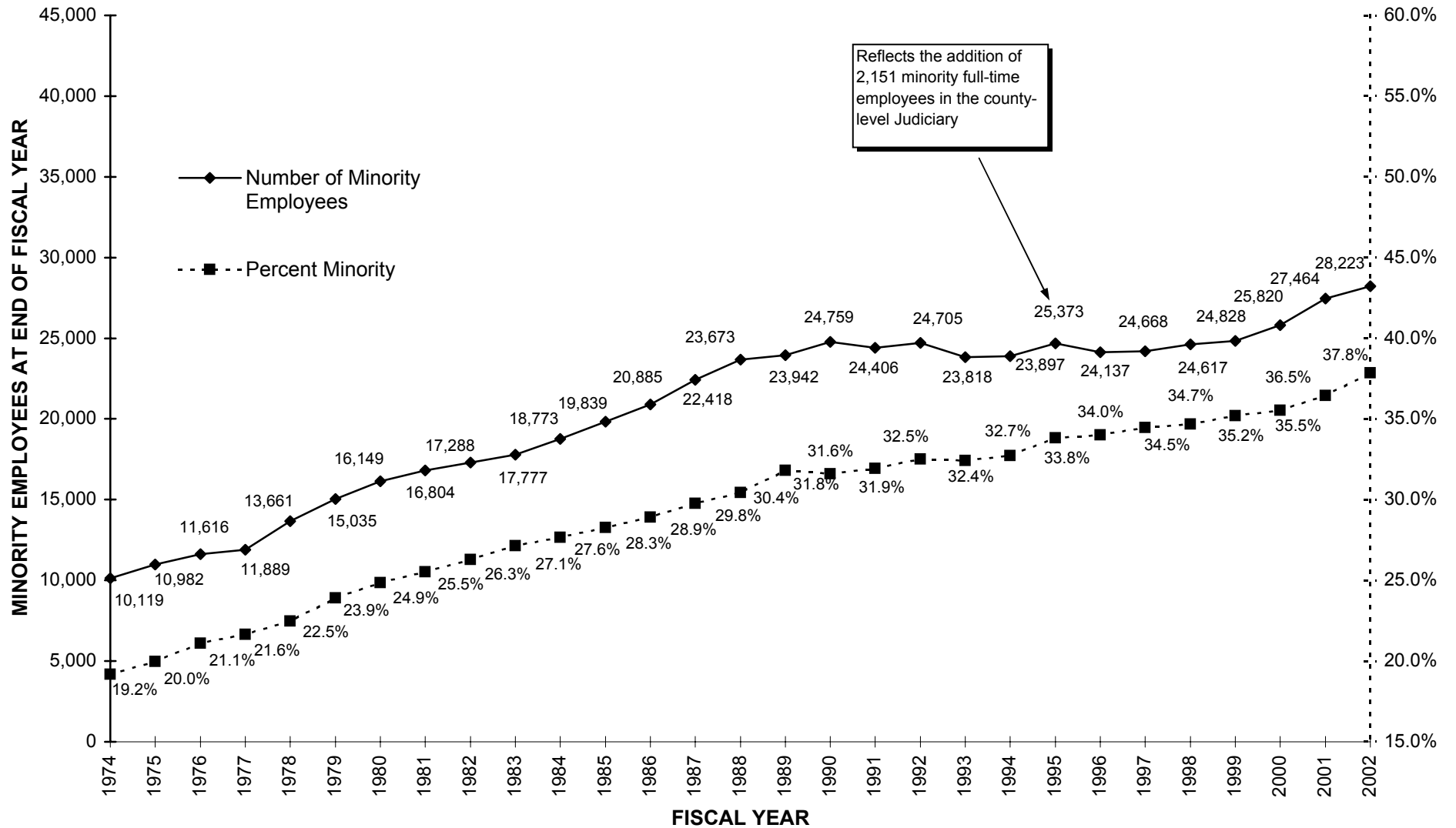


STATE OF NEW JERSEY
ETHNIC/GENDER DISTRIBUTION OF STATE GOVERNMENT
EMPLOYEES BY AGENCY

JANUARY 1, 2003

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	Asian	Black	Hispanic	American Indian	White	Total	Asian	Black	Hispanic	American Indian	White	Total	
AGRICULTURE	6	11	2	0	96	115	7	20	5	0	102	134	249
BANKING & INSURANCE	8	33	4	0	196	241	6	72	12	1	162	253	494
COMMUNITY AFFAIRS	13	45	23	0	413	494	6	198	49	1	291	545	1,039
CORRECTIONS	58	2,045	630	29	4,840	7,602	25	1,212	187	4	1,296	2,724	10,326
(Corrections)	(55)	(1,992)	(597)	(29)	(4,550)	(7,223)	(22)	(1,086)	(154)	(4)	(1,129)	(2,395)	(9,618)
(State Parole Board)	(3)	(53)	(33)	(0)	(290)	(379)	(3)	(126)	(33)	(0)	(167)	(329)	(708)
EDUCATION	17	44	7	0	234	302	14	148	19	1	461	643	945
ENVIRONMENTAL PROTECTION	113	75	21	5	1,801	2,015	46	173	45	8	1,034	1,306	3,321
GOVERNOR'S OFFICE	1	8	3	0	41	53	1	16	9	1	70	97	150
HEALTH & SENIOR SERVICES	34	77	23	2	453	589	77	366	64	5	913	1,425	2,014
HUMAN SERVICES	233	2,519	505	16	2,784	6,057	424	6,936	1,088	25	6,033	14,506	20,563
INFORMATION TECHNOLOGY	24	42	13	1	437	517	50	68	11	0	298	427	944
LABOR	47	213	96	1	963	1,320	54	754	334	4	1,316	2,462	3,782
LAW & PUBLIC SAFETY	81	826	294	24	4,573	5,798	76	880	198	4	2,285	3,443	9,241
(Law & Public Safety)	(78)	(435)	(217)	(22)	(4,023)	(4,775)	(67)	(600)	(169)	(2)	(1,987)	(2,825)	(7,600)
(Juvenile Justice)	(3)	(391)	(77)	(2)	(550)	(1,023)	(9)	(280)	(29)	(2)	(298)	(618)	(1,641)
MILITARY & VETERANS AFFAIRS	28	99	62	1	320	510	107	433	98	3	326	967	1,477
PERSONNEL	5	22	6	0	79	112	5	91	9	0	170	275	387
STATE	7	41	13	1	184	246	24	78	16	0	209	327	573
(State)	(4)	(11)	(6)	(0)	(55)	(76)	(8)	(40)	(7)	(0)	(61)	(116)	(192)
(Commission on Higher Education)	(1)	(3)	(0)	(0)	(2)	(6)	(2)	(3)	(1)	(0)	(10)	(16)	(22)
(Higher Educational Student Assistance)	(1)	(12)	(4)	(0)	(45)	(62)	(14)	(26)	(6)	(0)	(92)	(138)	(200)
(Public Broadcasting)	(1)	(15)	(3)	(1)	(82)	(102)	(0)	(9)	(2)	(0)	(46)	(57)	(159)
TRANSPORTATION	283	391	113	8	2,838	3,633	40	445	82	2	1,059	1,628	5,261
TREASURY	84	352	96	3	1,903	2,438	111	990	187	6	1,993	3,287	5,725
(Treasury)	(53)	(235)	(46)	(2)	(1,369)	(1,705)	(97)	(703)	(79)	(4)	(1,466)	(2,349)	(4,054)
(Administrative Law)	(0)	(3)	(1)	(0)	(36)	(40)	(1)	(25)	(3)	(2)	(41)	(72)	(112)
(Casino Control)	(6)	(31)	(5)	(0)	(118)	(160)	(0)	(43)	(3)	(0)	(122)	(168)	(328)
(Public Defender)	(2)	(60)	(37)	(1)	(273)	(373)	(6)	(152)	(85)	(0)	(288)	(531)	(904)
(Public Utilities)	(21)	(23)	(5)	(0)	(101)	(150)	(5)	(57)	(15)	(0)	(61)	(138)	(288)
(Ratepayer Advocate)	(2)	(0)	(2)	(0)	(6)	(10)	(2)	(10)	(2)	(0)	(15)	(29)	(39)
TOTAL EXECUTIVE DEPARTMENTS	1,042	6,843	1,911	91	22,155	32,042	1,073	12,880	2,413	65	18,018	34,449	66,491
JUDICIARY	55	378	164	3	1,976	2,576	147	1,761	628	13	4,166	6,715	9,291
LEGISLATIVE STAFF	3	18	9	0	219	249	1	35	15	0	209	260	509
TOTAL STATE GOVT WORKFORCE	1,100	7,239	2,084	94	24,350	34,867	1,221	14,676	3,056	78	22,393	41,424	76,291

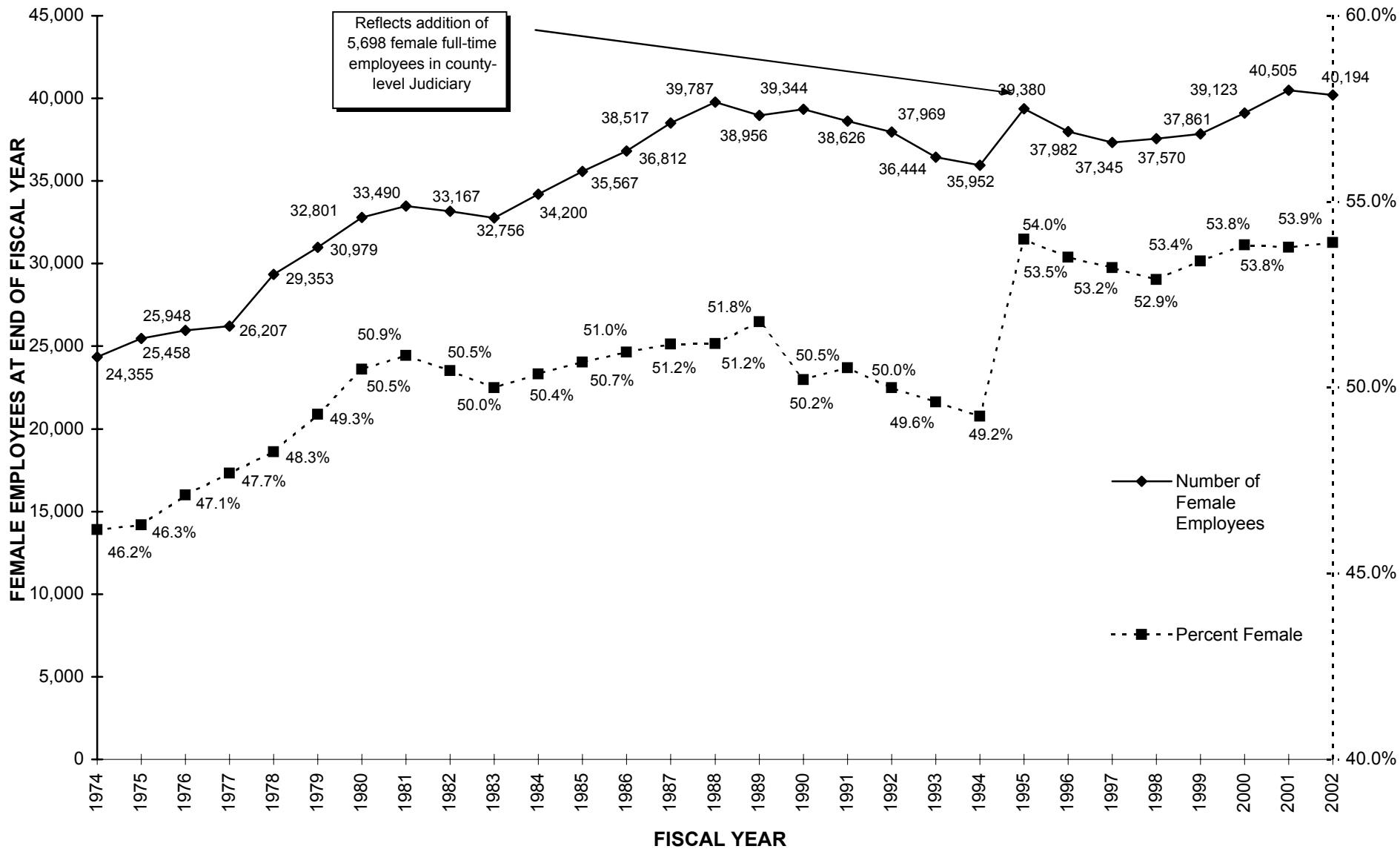
STATE OF NEW JERSEY MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2002



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 (1995-2002).

STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2002



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 (1995-2002).

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 42 employee relations groups, 31 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.

Most bargaining units in State Government are 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, 5, 6, and 7 are represented by the "Judiciary Council of Affiliated Unions" (JCAU) 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 tenth column of the tables of union representation on pages 38 and 39.

The tables show that CWA represents more State Government employees than any other union, with 44.7 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 11.7 percent of the workforce; the PBA, with 10.4 percent; and IFPTE, with 6.5 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

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."

STATE OF NEW JERSEY
UNION REPRESENTATION OF STATE GOVERNMENT EMPLOYEES

INTRODUCTION (continued)

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 38 gives counts by agency for State Government employees represented by the different unions. Page 39 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 27).

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

JANUARY 1, 2003

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	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Assoc.	TOTAL
AGRICULTURE	152	0	0	36	0	0	0	0	0	0	0	0	188
BANKING & INSURANCE	365	0	0	24	0	0	0	0	0	0	0	0	389
COMMUNITY AFFAIRS	772	0	0	127	0	0	0	0	0	0	0	0	899
CORRECTIONS	1,963	299	6,798	390	0	0	0	0	415	0	0	0	9,865
(Corrections)	(1,698)	(299)	(6,422)	(389)	(0)	(0)	(0)	(0)	(399)	(0)	(0)	(0)	(9,207)
(State Parole Board)	(265)	(0)	(376)	(1)	(0)	(0)	(0)	(0)	(16)	(0)	(0)	(0)	(658)
EDUCATION	701	36	0	29	0	0	0	0	0	0	0	0	766
ENVIRONMENTAL PROTECTION	2,506	0	157	313	0	0	0	0	5	0	0	0	2,981
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH & SENIOR SERVICES	1,693	8	0	19	0	0	0	0	0	0	0	0	1,720
HUMAN SERVICES	10,064	7,669	78	1,580	0	0	0	0	4	0	0	0	19,395
INFORMATION TECHNOLOGY	784	0	0	8	0	0	0	0	0	0	0	0	792
LABOR	3,356	7	0	22	0	0	0	0	0	0	0	0	3,385
LAW & PUBLIC SAFETY	2,596	277	451	590	0	1,685	820	172	23	0	0	0	6,614
(Law & Public Safety)	(1,872)	(0)	(14)	(540)	(0)	(1,685)	(820)	(172)	(3)	(0)	(0)	(0)	(5,106)
(Juvenile Justice)	(724)	(277)	(437)	(50)	(0)	(0)	(0)	(0)	(20)	(0)	(0)	(0)	(1,508)
MILITARY & VETERANS AFFAIRS	518	637	0	192	0	0	0	0	0	0	0	0	1,347
PERSONNEL	0	0	0	0	0	0	0	0	0	0	0	0	0
STATE	341	0	0	24	0	0	0	0	0	0	0	0	365
(State)	(125)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(129)
(Commission on Higher Education)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(4)
(Higher Educational Student Assistance)	(109)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(110)
(Public Broadcasting)	(103)	(0)	(0)	(19)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(122)
TRANSPORTATION	3,225	0	3	1,445	264	0	0	0	0	0	0	0	4,937
TREASURY	4,231	0	2	152	0	0	0	0	2	0	0	0	4,387
(Treasury)	(3,151)	(0)	(2)	(144)	(0)	(0)	(0)	(0)	(2)	(0)	(0)	(0)	(3,299)
(Administrative Law)	(67)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(67)
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Public Defender)	(799)	(0)	(0)	(8)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(807)
(Public Utilities)	(186)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(186)
(Ratepayer Advocate)	(28)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(28)
TOTAL EXECUTIVE BRANCH	33,267	8,933	7,489	4,951	264	1,685	820	172	449	0	0	0	58,030
JUDICIARY	877	0	0	0	0	0	0	0	0	57	3,428	2,662	7,024
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	34,144	8,933	7,489	4,951	264	1,685	820	172	449	57	3,428	2,662	65,054
% OF UNION REPRESENTED EMPLOYEES	52.5%	13.7%	11.5%	7.6%	0.4%	2.6%	1.3%	0.3%	0.7%	0.1%	5.3%	4.1%	100.0%
% OF STATE GOVT WORKFORCE*	44.8%	11.7%	9.8%	6.5%	0.3%	2.2%	1.1%	0.2%	0.6%	0.1%	4.5%	3.5%	85.3%

*Table based on data from Centralized Payroll files. Includes full-time and part-time employees; excludes employees in the State colleges.

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

JANUARY 1, 2003

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	Fraternal Order of Police	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association of New Jersey	Non- Union	Total
BELOW 15,000	0	0	0	0	0	0	0	0	0	0	0	0	3	3
15,000 - 19,999	26	0	0	0	0	0	0	0	0	0	7	0	0	33
20,000 - 24,999	1,114	2,284	0	472	0	0	0	0	0	0	538	0	83	4,491
25,000 - 29,999	1,806	1,587	0	1,206	0	0	0	0	0	0	674	0	159	5,432
30,000 - 34,999	2,490	1,489	0	1,092	2	0	0	0	0	0	803	374	377	6,627
35,000 - 39,999	4,285	2,642	516	815	26	0	0	0	0	0	624	367	894	10,169
40,000 - 44,999	5,114	586	683	961	86	52	0	0	0	0	449	325	921	9,177
45,000 - 49,999	3,339	187	742	109	121	334	0	0	2	0	256	394	681	6,165
50,000 - 54,999	3,438	0	1,345	37	14	0	0	0	3	0	64	389	721	6,011
55,000 - 59,999	2,652	0	422	25	15	349	0	0	11	0	7	247	599	4,327
60,000 - 64,999	3,000	0	2,915	4	0	116	0	0	12	0	4	166	598	6,815
65,000 - 69,999	1,929	0	278	1	0	198	0	0	14	38	0	172	715	3,345
70,000 - 74,999	1,609	0	487	0	0	636	2	0	38	19	0	79	698	3,568
75,000 - 79,999	1,491	0	43	0	0	0	579	0	133	0	0	118	915	3,279
80,000 - 84,999	593	0	2	0	0	0	239	0	208	0	0	29	821	1,892
85,000 - 89,999	136	0	26	0	0	0	0	11	26	0	0	0	655	854
90,000 - 94,999	183	0	25	0	0	0	0	161	2	0	0	0	467	838
95,000 - 99,999	6	0	5	0	0	0	0	0	0	0	0	0	374	385
100,000 - ABOVE	213	0	0	0	0	0	0	0	0	0	0	0	1,126	1,339
TOTAL	33,424	8,775	7,489	4,722	264	1,685	820	172	449	57	3,426	2,660	10,807	74,750

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

STATE OF NEW JERSEY
STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM

INTRODUCTION

In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. However, career classified employees retained their rights under the State Merit System. As a result of State College autonomy, State College employees are reported separately. In this 2003 edition of the Workforce Profile, Statewide tables and charts that originally included State College totals (Fiscal Years 1995 to the present) have been modified accordingly.

On the following page, we include a table analyzing the State College career workforce within each college by service division. Our records indicate that there are 3,880 employees in State Colleges who retain their rights under the Merit System. Of these, 2,195 are in the competitive division. There are 1,685 employees in the non-competitive division.

STATE OF NEW JERSEY
STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION

JANUARY 1, 2003

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	320	225	545
MONTCLAIR STATE UNIVERSITY	309	256	565
NEW JERSEY CITY UNIVERSITY	198	258	456
RAMAPO COLLEGE OF NEW JERSEY	169	121	290
ROWAN UNIVERSITY	305	211	516
THE COLLEGE OF NEW JERSEY	247	220	467
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	234	174	408
THOMAS EDISON STATE COLLEGE	138	22	160
THOMAS EDISON STATE COLLEGE	(60)	(11)	(71)
STATE LIBRARY	(78)	(11)	(89)
WILLIAM PATERSON UNIVERSITY	275	198	473
TOTAL STATE GOVT WORKFORCE	2,195	1,685	3,880

STATE OF NEW JERSEY
STATE GOVERNMENT WORKFORCE: HISTORICAL DATA

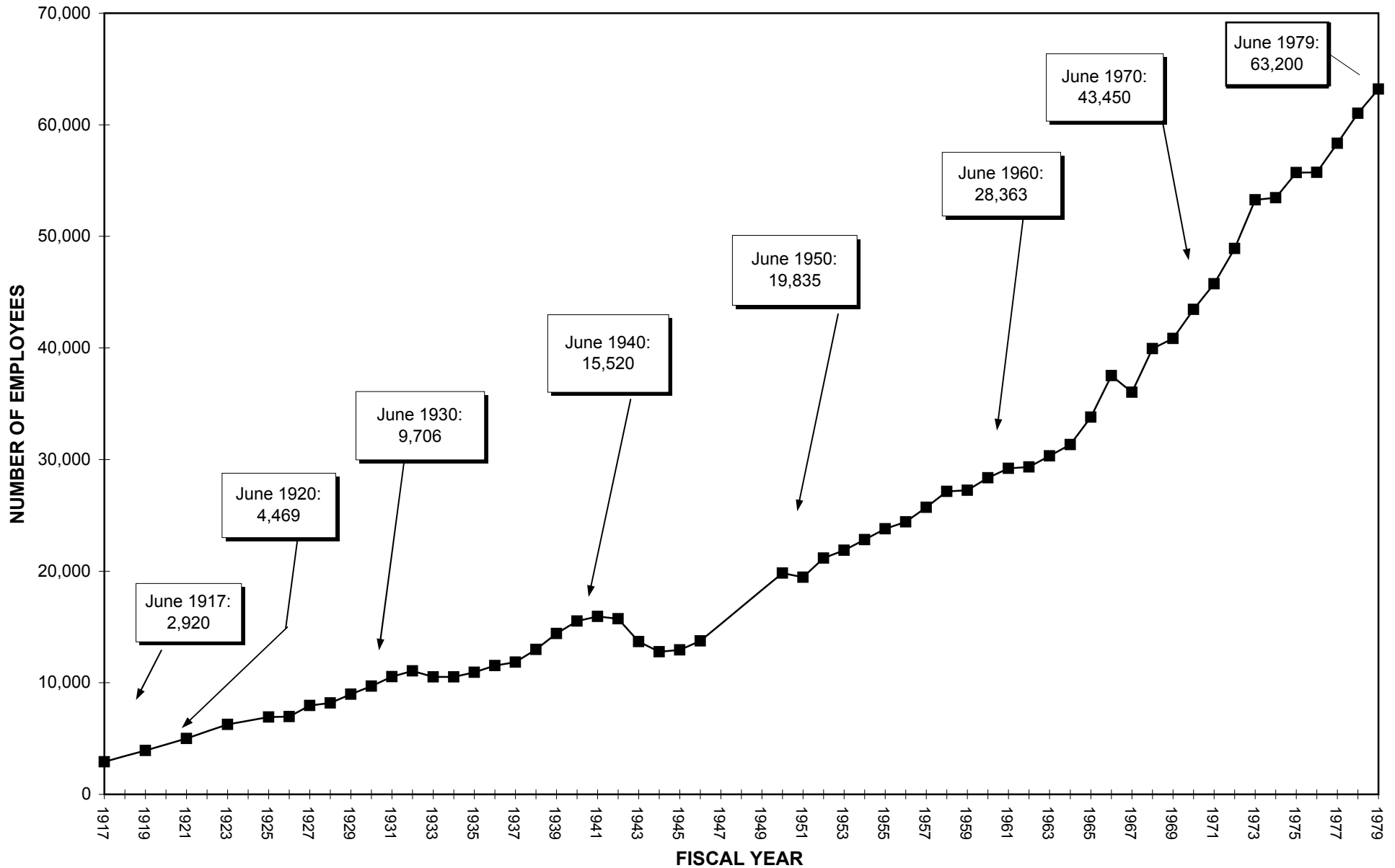
INTRODUCTION

The following two pages present charts 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 or agencies that the Statutes place "in but not of" the Executive Departments are reflected in the departments that house them or are reported as "Other Government Employment" on Page 9.

We follow with an analysis of the change in the size of the workforce from year to year. Pages 47 and 48 are based on the data, and show 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. In these charts, we have labeled all of the columns with the change in number of employees as well as the percentage change from the previous year.

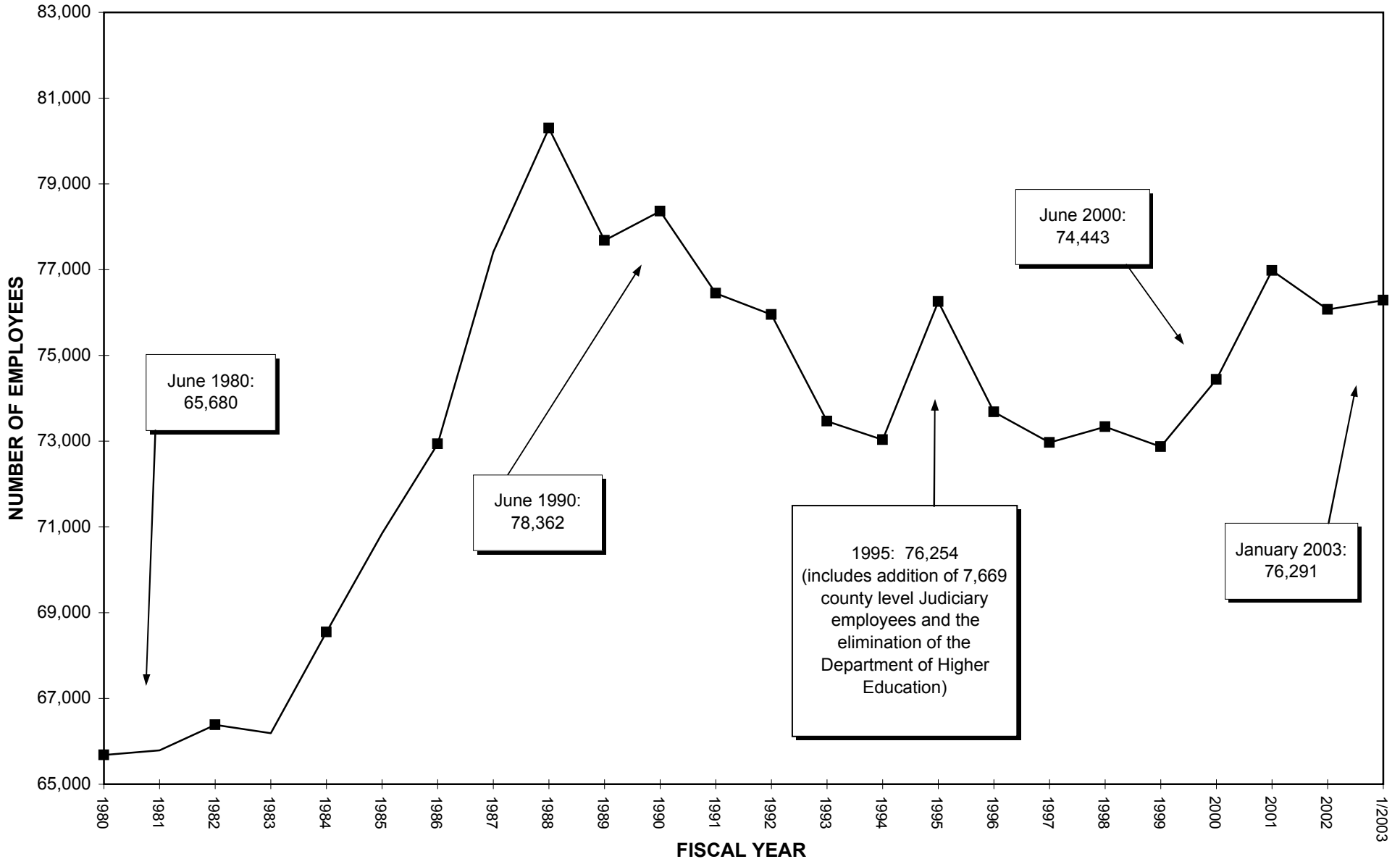
Pages 49 through 53 present data for the different agencies since 1960 in tabular form. Some of our counts of employees at various agencies have been revised since previous editions of the Workforce Profile, although overall totals remain the same. Exceptions to this include the column totals that represent Fiscal Years 1995 to 2002. Because the Higher Education Restructuring Act of 1994 abolished the Department of Higher Education and provided for State College autonomy over personnel matters, State Colleges are no longer included in those totals. In other cases, or where State Government structure was modified, we have added footnotes to comment on major changes. Most agencies that the statutes place "in but not of" various departments are included in the figures for those departments; the larger of such agencies are identified separately and listed adjacent to 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 2002 are not reflected in the table.

STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY FISCAL YEARS 1917 - 1979



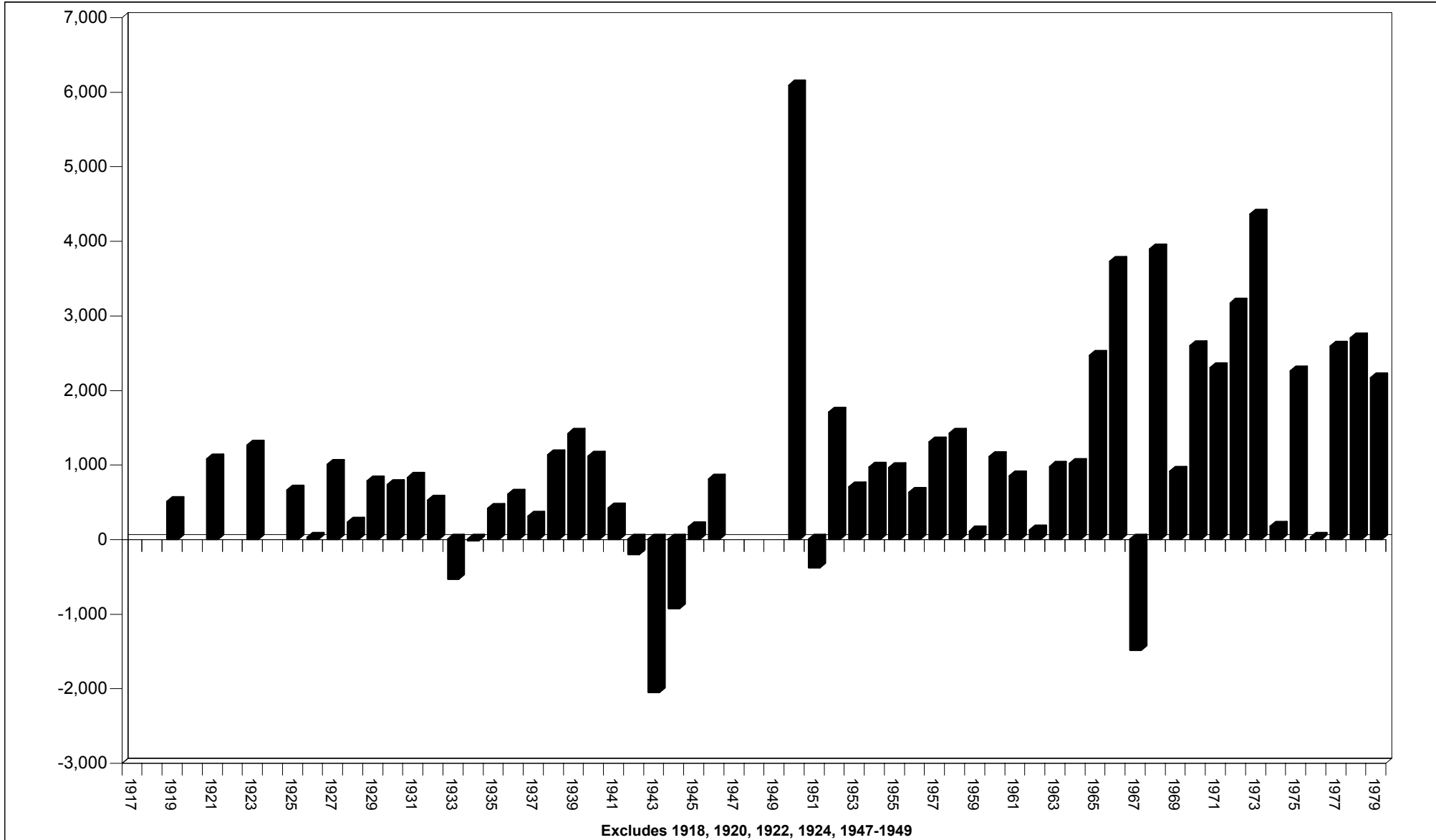
Data provided by the Department of Personnel from annual reports (1917-1959) and separation reports (1960-1979).

**STATE OF NEW JERSEY
STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 2003**



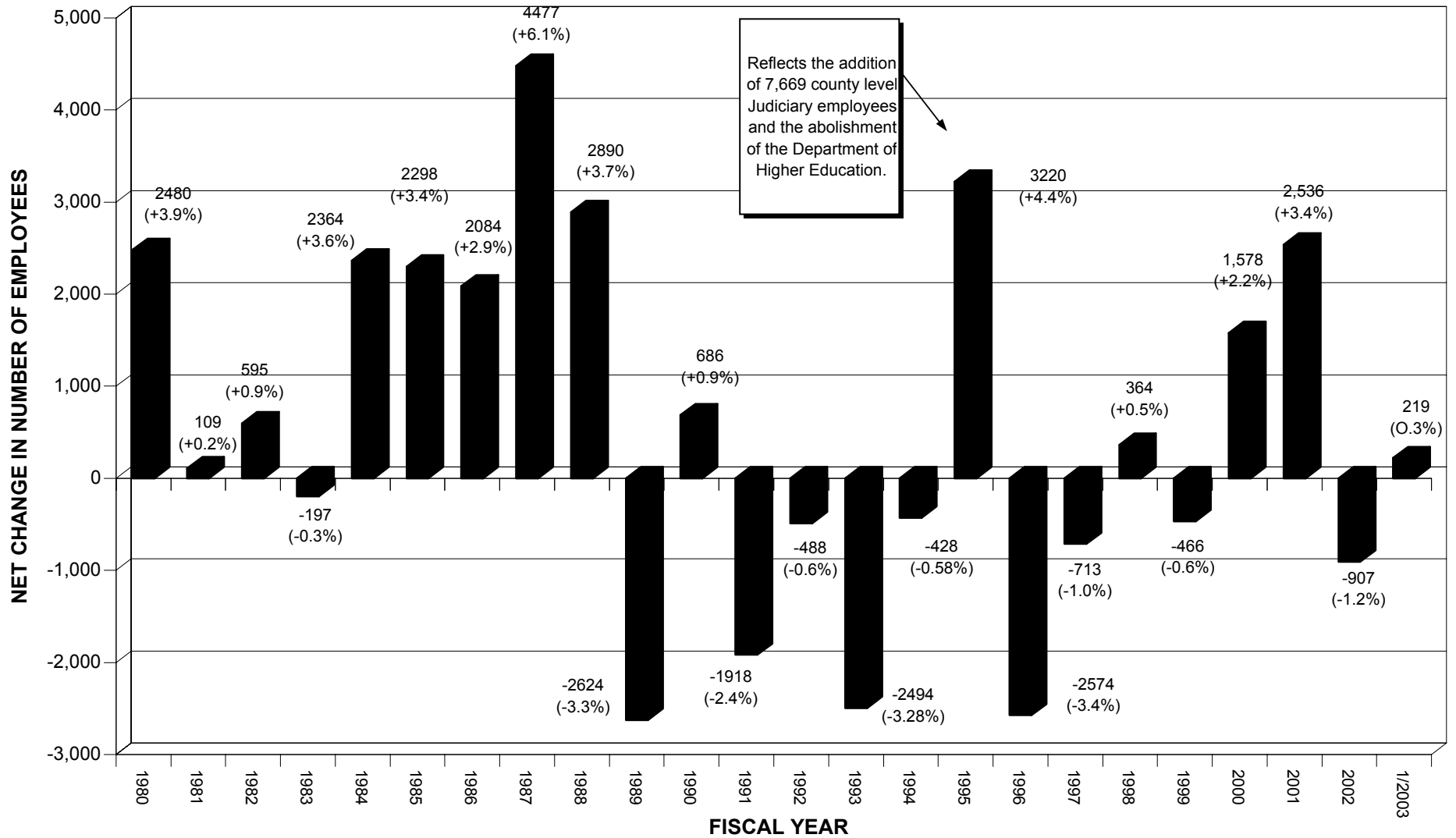
Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2002). Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES
FISCAL YEARS 1917 - 1979



Data provided by the Dept. of Personnel from annual reports (1917-1959) and separation reports (1960-1969).
 Various Commissions and Authorities included before FY1993.

STATE OF NEW JERSEY
NET CHANGE IN NUMBER OF STATE GOVERNMENT EMPLOYEES
FISCAL YEARS 1980-2002
 (and first 6 months of FY 2003)



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2003).
 Various Commissions and Authorities included before FY1993.

**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
SUB-TOTALS BY BRANCH OF GOVERNMENT										
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
TOTALS	28,363	29,215	29,342	30,319	31,334	33,801	37,528	36,043	39,939	40,853

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

SUB-TOTALS BY BRANCH OF GOVERNMENT

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
TOTALS	43,450	45,750	48,920	53,280	53,453	55,713	55,740	58,330	61,032	63,200

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 ¹
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 ²
PERSONNEL (CIVIL SERVICE)	567	560	524	504	499	493	496	503 ³	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
SUB-TOTALS BY BRANCH OF GOVERNMENT										
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
TOTALS	65,680	65,789	66,384	66,187	68,551	70,849	72,933	77,410	80,300	77,676

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

Fiscal Years 1990 through 1999

STATE AGENCY	Jun-90	Jun-91	Jun-92	Jun-93	Jun-94	Jun-95	Jun-96	Jun-97	Jun-98	Jun-99
AGRICULTURE	241	211	201	199	202	206	208	211	244	244
BANKING & INSURANCE	148	147	133	127	125	128	119	562 ⁸	591	481
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
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
EDUCATION	1,318	1,256	1,131	1,005	942	977	965	862	864	895
ENVIRONMENTAL PROTECTION	3,801	3,677	3,906	3,773 ²	3,764	3,557	3,394	3,152	3,134	3,217
EXECUTIVE/GOVERNOR'S OFFICE	202	195	203	204	162	166	163	158	161	151
HEALTH & SENIOR SERVICES	1,707	1,695	1,631	1,551	1,510	1,569	1,523	1,818	1,876	1,949
HIGHER EDUCATION	3,859	3,697	3,645	3,582	3,692	0 ⁴				
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888	18,649
INFORMATION TECHNOLOGY										
INSURANCE	438	494	517	537	519	518	492	0 ⁸		
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327	4,147
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 ⁷	7,731 ⁹	8,036	8,539
MILITARY & VETERANS AFFAIRS	1,474	1,415	1,515	1,488	1,518	1,524	1,482	1,425	1,439	1,518
PERSONNEL	523	479	642 ¹	655	626	599	484	461	431	431
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 ⁵				
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160
PUBLIC UTILITIES (ENERGY)	392	354	229	255 ²	234	289	287	275	271	268
STATE (and associated autonomous agencies.)	501	470	442	434	428	1,278 ⁵	1,264	1,256	1,230	406 ¹⁰
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114 ⁷	5,537	5,813	5,111
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 ¹⁰
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 ³						
SUB-TOTAL EXECUTIVE DEPARTMENTS	76,144	74,257	73,780	71,297	70,850	66,364	63,870	63,570	63,791	63,230
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417 ⁶	9,334	8,916	9,060	9,149
LEGISLATIVE STAFF	532	524	488	482	485	473	476	481	480	486
TOTALS	78,362	76,444	75,956	73,462	73,034	76,254	73,680	72,967	73,331	72,865

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 Page 9).

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.

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

STATE OF NEW JERSEY EMPLOYMENT HISTORY

Fiscal Years 2000 through 2002

STATE AGENCY	Jun-00	Jun-01	Jun-02
AGRICULTURE	257	259	243
BANKING & INSURANCE	503	523	496
COMMUNITY AFFAIRS	1,061	1,103	1,105
CORRECTIONS (and State Parole Board)	9,943	10,391	10,320
EDUCATION	905	996	922
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355
EXECUTIVE/GOVERNOR'S OFFICE	150	156	144
HEALTH & SENIOR SERVICES	2,054	2,130	2,040
HUMAN SERVICES	19,082	19,709	20,380
INFORMATION TECHNOLOGY	1,020 ¹	1,033	981
LABOR	4,044	3,930	3,809
LAW & PUBLIC SAFETY (and Juvenile Justice)	8,673	9,260	9,270
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490
PERSONNEL	446	445	397
STATE (and associated autonomous agencies.)	587	417	577
State	197	200	196
Commission on Higher Education	25	24	23
Higher Educational Student Assistance	202	208	198
Public Broadcasting	163	159	160
TRANSPORTATION	5,279	5,574	5,190
TREASURY (and associated autonomous agencies.)	5,717	5,920	5,685
Treasury	4,029	4,211	4,020
Administrative Law	117	116	118
Casino	333	332	324
Public Defender	945	967	922
Public Utilities	255	254	260
Ratepayer Advocate	38	40	41
VARIOUS COMMISSIONS AND AUTHORITIES			
EXECUTIVE AGENCIES	64,652	67,008	66,404
JUDICIARY	9,287	9,472	9,165
LEGISLATIVE STAFF	504	499	503
TOTALS	74,443	76,979	76,072

1 - The Office of Information Technology was created on September 4, 1998. A separate identity in PMIS was established the following year.

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. 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 recent 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 (January 2003) indicate total employment of approximately 417,600, with about 253,500 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 108,479 identified in our records) represent about 66% 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 57) 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 111,825 jobs rather than 108,479 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.

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

STATE OF NEW JERSEY
LOCAL GOVERNMENT MERIT SYSTEM JOBS

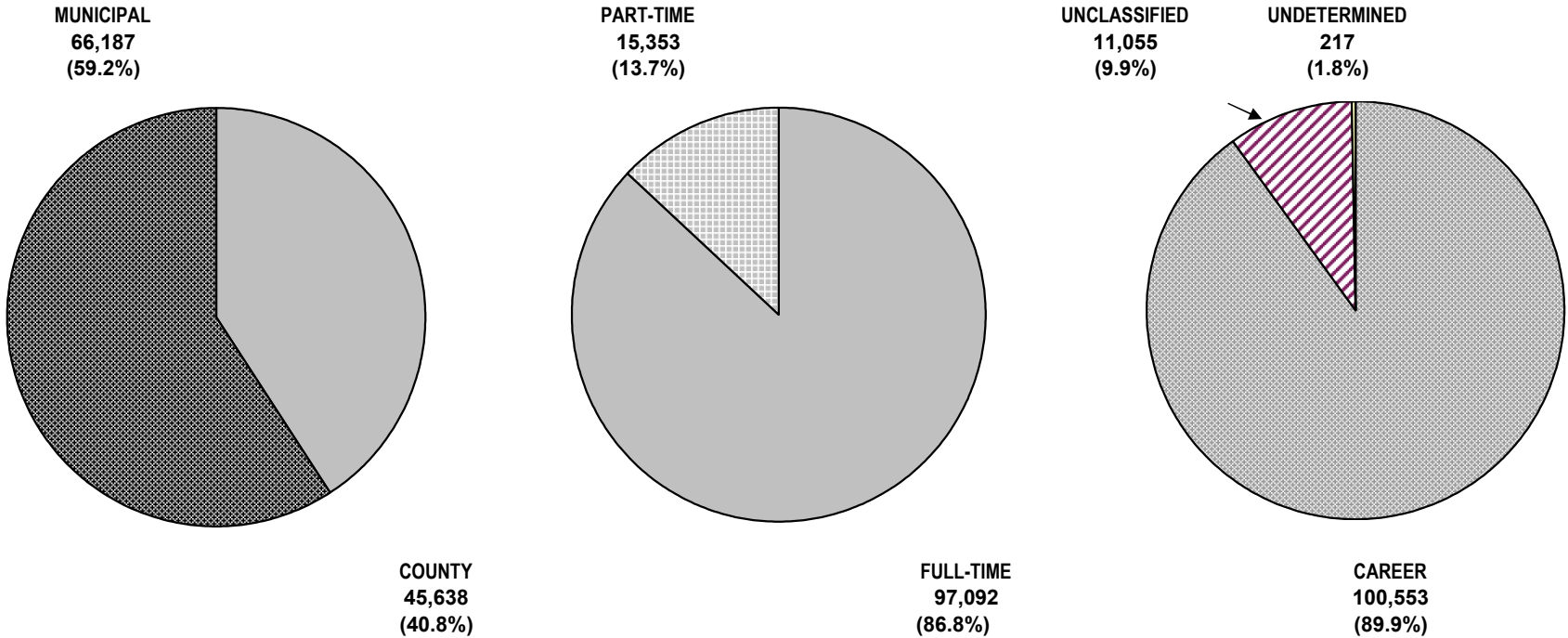
INTRODUCTION (continued)

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 is 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 professional/technical/managerial occupations, while slightly more than a quarter of them are categorized as clerical.

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 129 State Government jobs. Approximately 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 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 almost 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, 2003**



Data from the Department of Personnel's Consolidated Employee File.
Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2003: 111,825.

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

JANUARY 1, 2003

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL COUNTY	FULL-TIME	PART-TIME	SUBTOTAL MUNICIPAL	FULL-TIME	PART-TIME	
ATLANTIC	1,688	93	1,781	2,512	444	2,956	4,200	537	4,737
BERGEN	2,698	365	3,063	3,144	920	4,064	5,842	1,285	7,127
BURLINGTON	2,189	259	2,448	1,870	661	2,531	4,059	920	4,979
CAMDEN	3,446	322	3,768	2,650	622	3,272	6,096	944	7,040
CAPE MAY	1,169	68	1,237	1,509	467	1,976	2,678	535	3,213
CUMBERLAND	1,134	147	1,281	2,233	578	2,811	3,367	725	4,092
ESSEX	4,354	131	4,485	11,057	1,104	12,161	15,411	1,235	16,646
GLOUCESTER	1,376	121	1,497	523	167	690	1,899	288	2,187
HUDSON	2,739	139	2,878	8,629	1,541	10,170	11,368	1,680	13,048
HUNTERDON	596	97	693	0	0	0	596	97	693
MERCER	2,049	218	2,267	2,895	254	3,149	4,944	472	5,416
MIDDLESEX	2,414	126	2,540	2,900	535	3,435	5,314	661	5,975
MONMOUTH	3,437	164	3,601	2,355	580	2,935	5,792	744	6,536
MORRIS	2,152	203	2,355	1,505	433	1,938	3,657	636	4,293
OCEAN	2,626	434	3,060	2,996	796	3,792	5,622	1,230	6,852
PASSAIC	2,893	456	3,349	3,440	577	4,017	6,333	1,033	7,366
SALEM	547	77	624	94	37	131	641	114	755
SOMERSET	25	0	25	9	0	9	34	0	34
SUSSEX	761	135	896	642	342	984	1,403	477	1,880
UNION	2,668	167	2,835	3,975	529	4,504	6,643	696	7,339
WARREN	834	121	955	359	303	662	1,193	424	1,617
TOTAL	41,795	3,843	45,638	55,297	10,890	66,187	97,092	14,733	111,825

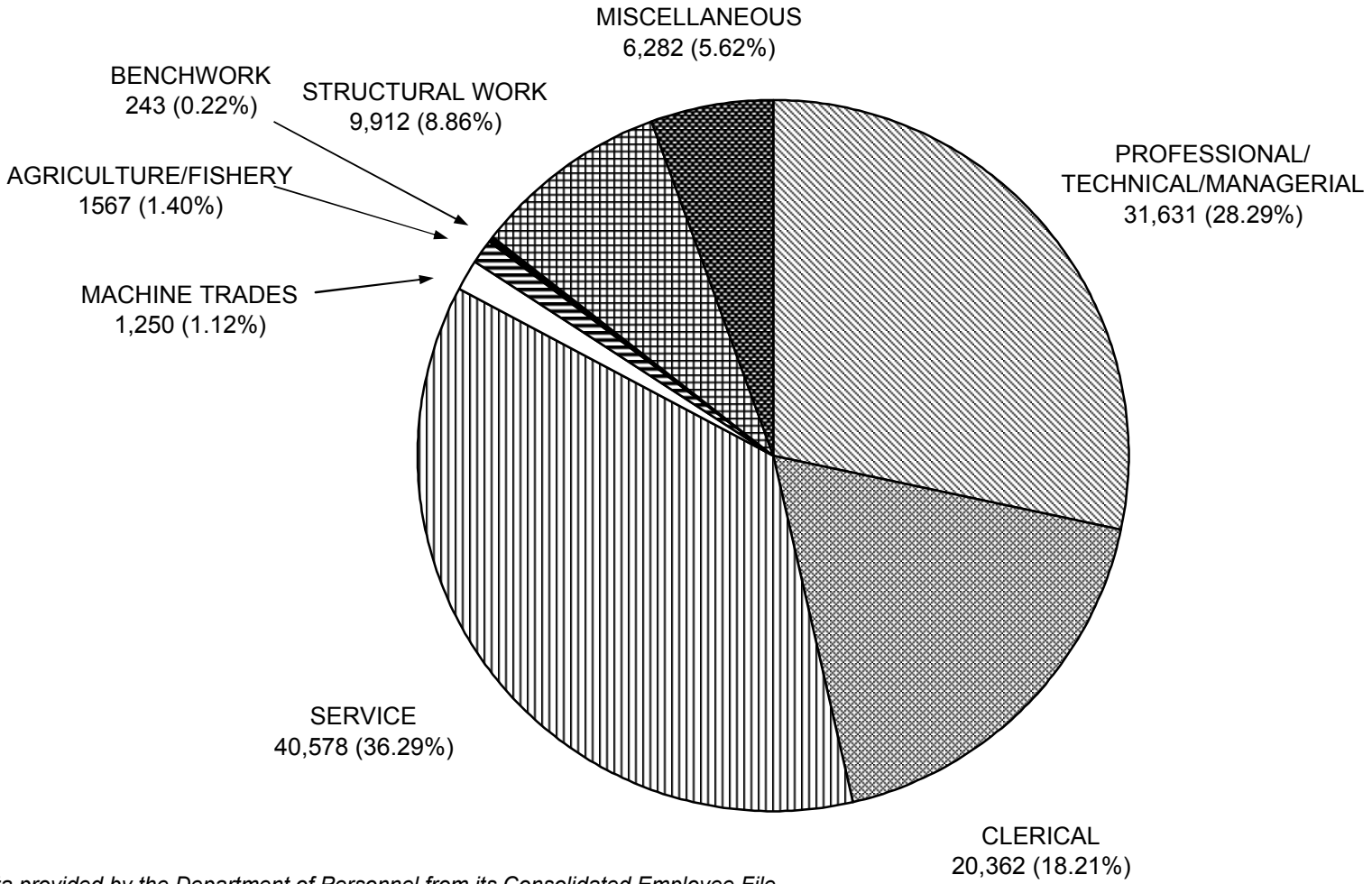
STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS
**DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT,
AND SERVICE DIVISION**

JANUARY 1, 2003

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	1,224	310	1,534	246	1	1,781	2,056	645	2,701	253	2	2,956	4,235	499	3	4,737
BERGEN	2,226	490	2,716	346	1	3,063	2,665	896	3,561	503	0	4,064	6,277	849	1	7,127
BURLINGTON	1,648	564	2,212	232	4	2,448	1,518	676	2,194	336	1	2,531	4,406	568	5	4,979
CAMDEN	2,510	809	3,319	444	5	3,768	2,264	491	2,755	515	2	3,272	6,074	959	7	7,040
CAPE MAY	785	332	1,117	119	1	1,237	1,293	467	1,760	216	0	1,976	2,877	335	1	3,213
CUMBERLAND	801	369	1,170	111	0	1,281	1,540	1,026	2,566	240	5	2,811	3,736	351	5	4,092
ESSEX	3,018	892	3,910	567	8	4,485	8,481	2,864	11,345	747	69	12,161	15,255	1,314	77	16,646
GLOUCESTER	1,077	220	1,297	199	1	1,497	432	125	557	133	0	690	1,854	332	1	2,187
HUDSON	1,842	587	2,429	444	5	2,878	6,304	3,405	9,709	456	5	10,170	12,138	900	10	13,048
HUNTERDON	470	98	568	120	5	693	0	0	0	0	0	0	568	120	5	693
MERCER	1,532	525	2,057	206	4	2,267	2,451	465	2,916	225	8	3,149	4,973	431	12	5,416
MIDDLESEX	2,011	235	2,246	294	0	2,540	2,456	647	3,103	329	3	3,435	5,349	623	3	5,975
MONMOUTH	2,638	679	3,317	280	4	3,601	2,015	540	2,555	374	6	2,935	5,872	654	10	6,536
MORRIS	1,455	622	2,077	274	4	2,355	1,397	331	1,728	207	3	1,938	3,805	481	7	4,293
OCEAN	2,242	529	2,771	286	3	3,060	2,291	1,137	3,428	360	4	3,792	6,199	646	7	6,852
PASSAIC	1,994	1,049	3,043	274	32	3,349	3,138	571	3,709	284	24	4,017	6,752	558	56	7,366
SALEM	429	128	557	67	0	624	76	18	94	37	0	131	651	104	0	755
SOMERSET	25	0	25	0	0	25	5	1	6	1	2	9	31	1	2	34
SUSSEX	599	181	780	115	1	896	568	193	761	222	1	984	1,541	337	2	1,880
UNION	1,771	753	2,524	309	2	2,835	3,386	725	4,111	392	1	4,504	6,635	701	3	7,339
WARREN	547	284	831	124	0	955	346	148	494	168	0	662	1,325	292	0	1,617
TOTAL	30,844	9,656	40,500	5,057	81	45,638	44,682	15,371	60,053	5,998	136	66,187	100,553	11,055	217	111,825

*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, 2003



*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 1/1/2003 :111,825.*

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

JANUARY 1, 2003

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL /TECHNICAL /MANAGERIAL	0 ENGINEERING/SURVEYING	397	287	684
	1 ENV ENGR-ARCHITECTURE	40	60	100
	2 PHYSICAL SCI-STATS	162	112	274
	4 LIFE SCIENCES	64	54	118
	5 SOCIAL SCIENCES	451	923	1374
	6 SOCIAL-PSYCH SERVICES	2410	329	2739
	7 MEDICAL-HEALTH SERVICES	2330	1181	3511
	9 EDUCATION	391	2522	2913
	10 MUSEUM/LIBRARY/ARCHIVES	1620	2097	3717
	11 LAW	1187	970	2157
	12 INFO PROCESSING SYSTEMS	523	298	821
	13 WRITING	49	60	109
	14 ART	46	18	64
	15 FINANCE	453	767	1220
	16 ADMINISTRATION	4226	3132	7358
	17 INSPECTIONS/INVESTIGATIONS	829	2323	3152
	18 RECREATION	331	982	1313
	19 BROADCASTING/TRANSMITTING	1	6	7
	CLERICAL	20 GENERAL CLERICAL	7190	8205
21 FINANCE CLERICAL		709	1185	1894
22 STOCK-STORAGE-INVENTORY		145	76	221
24 INFO-MSG DISTRIBUTION		1054	1798	2852
SERVICE	30 BLDG-FACILITY SERVICES	1534	2741	4275
	31 FOOD SERVICES	693	1203	1896
	33 BARBERING/COSMETOLOGY	7	0	7
	35 DIRECT CARE	2210	60	2270
	36 PROTECTIVE SERVICES	9772	22358	32130
AGRICULTURE /FISHERY	40 PLANTING-GARDENING	606	692	1298
	41 ANIMAL FARMING	128	140	268
	42 FISHERY-SHELLFISH	0	1	1
MACHINE TRADES	60 MACHINERY REPAIR	389	810	1199
	65 PRINTING	44	7	51
BENCHWORK	70 TECHNICAL REPAIR	4	38	42
	72 ELECTRICAL REPAIR	94	107	201
STRUCTURAL WORK	80 SKILLED TRADES	380	435	815
	81 STRUCTURAL MAINTENANCE	2175	6922	9097
MISCELLANEOUS	90 TRANSPORTATION	995	1880	2875
	91 UTILITIES	333	713	1046
	92 NOT CODED ELSEWHERE	742	738	1480
	93 NONTITLE COMPENSATION CODES	138	405	543
	99 NOT CODED	162	176	338
	TOTAL	45014	66811	111825

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.

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2003

Atlantic County
Bergen County
Burlington County
Camden County
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 County Municipal Utilities Authority
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 2003
(continued)

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 2003
(continued)

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

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2003
(continued)

Ogdensburg Borough
Orange
Orange Housing Authority
Park Ridge Borough
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

STATE OF NEW JERSEY
LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS
AS OF JANUARY 2003
(continued)

West New York Housing Authority
West New York Municipal Utilities
 Authority
West Orange
West Paterson Borough
White Township
Wildwood City
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