

New Jersey State Government

# Workforce PROFILE 2004

with selected local data

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Revised and Corrected  
September 2005



**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE 2004**

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**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE 2004**

*INTRODUCTION*

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This Workforce Profile was compiled by the New Jersey Department of Personnel 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 9, 2004, comparisons of the workforce at the end of Fiscal Year 2003 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2003.

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 and its subsequent establishment as the Commission of Motor Vehicles; the creation of the Higher Educational Student Assistance Authority to succeed the Office of Student Assistance; the creation of the Commerce and Economic Growth Commission to succeed the Department of Commerce and Economic Development; and the creation of the Office of Information Technology. They also include the transfer of the Office of Administrative Law and the Office of the Public Defender from "in but not of" the Department of State to "in but not of" the Department of the Treasury, the transfer of all employees in the Division of Parole from the Department of Corrections to the State Parole Board, and the establishment of the Office of the Child Advocate. We have annotated any figures where indicated.

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

This 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 and the Office

**STATE OF NEW JERSEY**  
**STATE GOVERNMENT WORKFORCE PROFILE 2004**

*INTRODUCTION (continued)*

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of the Child Advocate are “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 Motor Vehicles Commission is “in but not of” the Department of Transportation. The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, 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).

An exception to this practice is the Office of Information Technology, which is “in but not of” the Department of the Treasury but is listed separately because of its significance as a resource for the entire State Government.

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 and January 2003 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there was an increase of 1.3 percent in the size of the State Government workforce since January 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/publication/index.htm](http://www.state.nj.us/personnel/publication/index.htm). The Department's 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.

NOTE: This is a revised and corrected version published in September 2005.

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

DEPARTMENT	NUMBER OF EMPLOYEES			
	1/1/2002	1/1/2003	1/1/2004	CHANGE OVER 2 YEARS
<b>AGRICULTURE</b>	<b>265</b>	<b>249</b>	<b>259</b>	<b>- 6 (-2.3%)</b>
<b>BANKING &amp; INSURANCE</b>	<b>523</b>	<b>494</b>	<b>491</b>	<b>- 32 (-6.1%)</b>
<b>COMMUNITY AFFAIRS</b>	<b>1,126</b>	<b>1,039</b>	<b>1,066</b>	<b>- 60 (-5.3%)</b>
<b>CORRECTIONS</b>	<b>10,499</b>	<b>10,326</b>	<b>10,190</b>	<b>- 309 (-2.9%)</b>
(Corrections)	9,747	9,618	9,520	- 227 (-2.3%)
(State Parole Board) <sup>1</sup>	752	708	670	- 82 (-10.9%)
<b>EDUCATION</b>	<b>1,025</b>	<b>945</b>	<b>999</b>	<b>- 26 (-2.5%)</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>3,484</b>	<b>3,321</b>	<b>3,345</b>	<b>- 139 (-4.0%)</b>
<b>GOVERNOR'S OFFICE</b>	<b>144</b>	<b>150</b>	<b>137</b>	<b>- 7 (-4.9%)</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>2,197</b>	<b>2,014</b>	<b>2,199</b>	<b>+ 2 (+0.1%)</b>
<b>HUMAN SERVICES</b>	<b>20,242</b>	<b>20,563</b>	<b>21,388</b>	<b>+ 1146 (+5.7%)</b>
<b>INFORMATION TECHNOLOGY</b>	<b>1,058</b>	<b>944</b>	<b>930</b>	<b>- 128 (-12.1%)</b>
<b>LABOR</b>	<b>3,962</b>	<b>3,782</b>	<b>4,003</b>	<b>+ 41 (+1.0%)</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>9,501</b>	<b>9,241</b>	<b>9,657</b>	<b>+ 156 (+1.6%)</b>
(Law & Public Safety)	7,818	7,600	7,879	+ 61 (+0.8%)
(Juvenile Justice)	1,683	1,641	1,767	+ 84 (+5.0%)
(Child Advocacy) <sup>2</sup>	0	0	11	+ 11 (+0.0%)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,568</b>	<b>1,477</b>	<b>1,509</b>	<b>- 59 (-3.8%)</b>
<b>PERSONNEL</b>	<b>446</b>	<b>387</b>	<b>407</b>	<b>- 39 (-8.7%)</b>
<b>STATE</b>	<b>612</b>	<b>573</b>	<b>582</b>	<b>- 30 (-4.9%)</b>
(State)	207	192	190	- 17 (-8.2%)
(Commission on Higher Education)	24	22	19	- 5 (-20.8%)
(Higher Educational Student Assistance)	219	200	213	- 6 (-2.7%)
(Public Broadcasting)	162	159	160	- 2 (-1.2%)
<b>TRANSPORTATION</b>	<b>5,578</b>	<b>5,261</b>	<b>6,266</b>	<b>+ 688 (+12.3%)</b>
(Transportation)	5,578	5,261	3,878	- 1700 (-30.5%)
(Motor Vehicles) <sup>3</sup>	0	0	2,388	+ 2388 (+0.0%)
<b>TREASURY</b>	<b>5,725</b>	<b>5,725</b>	<b>5,822</b>	<b>+ 97 (+1.7%)</b>
(Treasury)	4,268	4,054	4,032	- 236 (-5.5%)
(Administrative Law)	118	112	113	- 5 (-4.2%)
(Casino Control)	340	328	354	+ 14 (+4.1%)
(Public Defender)	974	904	979	+ 5 (+0.5%)
(Public Utilities)	265	288	305	+ 40 (+15.1%)
(Ratepayer Advocate)	42	39	39	-3 (-7.1%)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>68,237</b>	<b>66,491</b>	<b>69,250</b>	<b>+1013 (+1.5%)</b>
<b>JUDICIARY</b>	<b>9,543</b>	<b>9,291</b>	<b>9,524</b>	<b>- 19 (-0.2%)</b>
<b>LEGISLATIVE STAFF</b>	<b>501</b>	<b>509</b>	<b>524</b>	<b>+ 23 (+4.6%)</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>78,281</b>	<b>76,291</b>	<b>79,298</b>	<b>+1017 (+1.3%)</b>

**DEMOGRAPHICS  
JANUARY 2004**

**AGE**

Average: 44  
Median: 45

**LENGTH OF SERVICE**

Average: 12 years  
Median: 12 years

**SALARY** <sup>4</sup>

Average: \$50,763  
Median: \$46,657

**GENDER**

Female: 43,601 (55.0%)  
Male: 35,697 (45.0%)

**MINORITY EMPLOYEES**

31,167 (39.3%)

**UNION REPRESENTATION**

67,662 (85.3%)

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

<sup>2</sup>The Office of the Child Advocate, established September 26, 2003, is allocated to the Department of Law and Public Safety but is independent of any supervision by the department.

<sup>3</sup>Effective January 28, 2003, the Motor Vehicles Commission was established. Allocated in but not of the Department of Transportation, it succeeds the Division of Motor Vehicles.

<sup>4</sup> 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

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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 State Government titles 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.

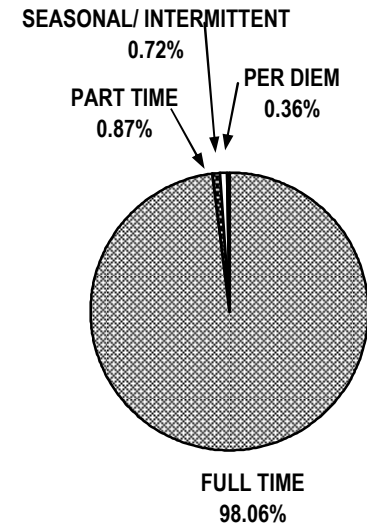
Page 9 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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 who fall under the Merit System, please refer to Page 42.

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

JANUARY 9, 2004

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	PER DIEM	TOTAL
<b>AGRICULTURE</b>	257	2	0	0	259
<b>BANKING &amp; INSURANCE</b>	490	1	0	0	491
<b>COMMUNITY AFFAIRS</b>	1,066	0	0	0	1,066
<b>CORRECTIONS</b>	10,178	12	0	0	10,190
(Corrections)	(9,510)	(10)	(0)	(0)	(9,520)
(State Parole Board)	(668)	(2)	(0)	(0)	(670)
<b>EDUCATION</b>	992	7	0	0	999
<b>ENVIRONMENTAL PROTECTION</b>	3,335	10	0	0	3,345
<b>GOVERNOR'S OFFICE</b>	136	1	0	0	137
<b>HEALTH &amp; SENIOR SERVICES</b>	2,188	11	0	0	2,199
<b>HUMAN SERVICES</b>	20,912	474	0	2	21,388
<b>INFORMATION TECHNOLOGY</b>	930	0	0	0	930
<b>LABOR</b>	3,794	2	198	9	4,003
<b>LAW &amp; PUBLIC SAFETY</b>	9,383	9	0	265	9,657
(Law & Public Safety)	(7,609)	(5)	(0)	(265)	(7,879)
(Child Advocate)	(11)	(0)	(0)	(0)	(11)
(Juvenile Justice)	(1,763)	(4)	(0)	(0)	(1,767)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,481	28	0	0	1,509
<b>PERSONNEL</b>	404	3	0	0	407
<b>STATE</b>	581	1	0	0	582
(State)	(190)	(0)	(0)	(0)	(190)
(Commission on Higher Education)	(19)	(0)	(0)	(0)	(19)
(Student Assistance)	(213)	(0)	(0)	(0)	(213)
(Public Broadcasting)	(159)	(1)	(0)	(0)	(160)
<b>TRANSPORTATION</b>	6,174	92	0	0	6,266
(Transportation)	(3,878)	(0)	(0)	(0)	(3,878)
(Motor Vehicles)	(2,296)	(92)	(0)	(0)	(2,388)
<b>TREASURY</b>	5,427	14	373	8	5,822
(Treasury)	(3,645)	(6)	(373)	(8)	(4,032)
(Administrative Law)	(113)	(0)	(0)	(0)	(113)
(Casino Control)	(354)	(0)	(0)	(0)	(354)
(Public Defender)	(971)	(8)	(0)	(0)	(979)
(Public Utilities)	(305)	(0)	(0)	(0)	(305)
(Ratepayer Advocate)	(39)	(0)	(0)	(0)	(39)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>67,728</b>	<b>667</b>	<b>571</b>	<b>284</b>	<b>69,250</b>
<b>JUDICIARY</b>	9,504	20	0	0	9,524
<b>LEGISLATIVE STAFF</b>	524	0	0	0	524
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>77,756</b>	<b>687</b>	<b>571</b>	<b>284</b>	<b>79,298</b>



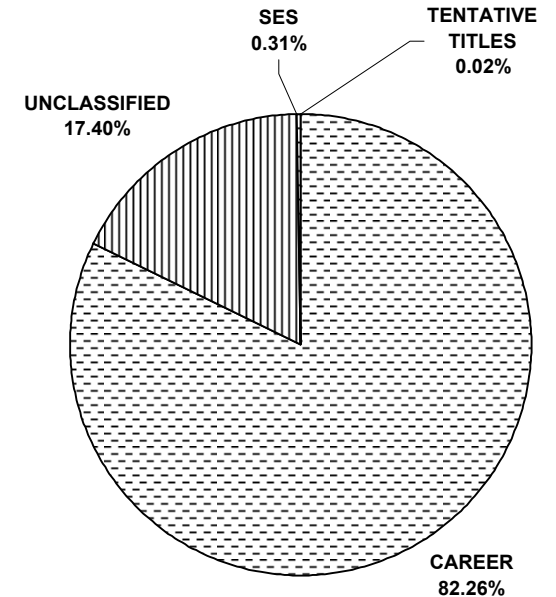
Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce as of 1/9/2004: 79,298.



**STATE OF NEW JERSEY**  
**STATE GOVERNMENT EMPLOYEE TITLE CLASSIFICATIONS BY DEPARTMENT**

JANUARY 9, 2004

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	216	19	235	7	17	259
BANKING & INSURANCE	373	47	420	0	71	491
COMMUNITY AFFAIRS	958	37	995	0	71	1,066
CORRECTIONS	9,580	160	9,740	0	450	10,190
(Corrections)	(9,000)	(149)	(9,149)	(0)	(371)	(9520)
(St Parole Bd)	(580)	(11)	(591)	(0)	(79)	(670)
EDUCATION	290	451	741	0	258	999
ENVIRONMENTAL PROTECTION	2,898	359	3,257	7	81	3,345
GOVERNORS OFFICE	25	0	25	0	112	137
HEALTH & SENIOR SERVICES	1,833	248	2,081	25	93	2,199
HUMAN SERVICES	14,923	5,543	20,469	35	884	21,388
INFORMATION TECHNOLOGY	801	109	910	4	16	930
LABOR	3,484	348	3,834	33	136	4,003
LAW & PUBLIC SAFETY	3,590	992	4,582	18	5,051	9,651
(Law & Public Safety)	(2,360)	(837)	(3,203)	(16)	(4,660)	(7879)
(Child Advocate)	(2)	(0)	(2)	(0)	(9)	(11)
(Juvenile Justice)	(1,228)	(155)	(1,383)	(2)	(382)	(1767)
MILITARY & VETERANS AFFAIRS	758	474	1,233	0	276	1,509
PERSONNEL	333	31	364	24	19	407
STATE	262	19	281	0	297	578
(State)	(125)	(15)	(140)	(0)	(50)	(190)
(Commission on Higher Education)	(7)	(0)	(7)	(0)	(12)	(19)
(Higher Educational Student Assistance)	(113)	(2)	(115)	(0)	(98)	(213)
(Public Broadcasting)	(17)	(2)	(23)	(0)	(137)	(160)
TRANSPORTATION	5528	597	6125	42	99	6266
(Transportation)	(3,300)	(504)	(3,804)	(37)	(37)	(3878)
(Motor Vehicles)	(2,228)	(93)	(2,321)	(5)	(62)	(2388)
TREASURY	4,110	540	4,650	53	1,116	5,819
(Treasury)	(3,291)	(481)	(3,775)	(22)	(235)	(4032)
(Administrative Law)	(71)	(2)	(73)	(0)	(40)	(113)
(Casino Control)	(39)	(4)	(43)	(0)	(311)	(354)
(Public Defender)	(487)	(31)	(518)	(0)	(461)	(979)
(Public Utilities)	(207)	(21)	(228)	(31)	(46)	(305)
(Ratepayer Advocate)	(15)	(1)	(16)	(0)	(23)	(39)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>49,962</b>	<b>9,974</b>	<b>59,955</b>	<b>248</b>	<b>9,047</b>	<b>69,250</b>
JUDICIARY	5,050	245	5,295	0	4,229	9,524
LEGISLATIVE STAFF	0	0	0	0	524	524
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>55,012</b>	<b>10,219</b>	<b>65,250</b>	<b>248</b>	<b>13,800</b>	<b>79,298</b>



Data provided by the Department of Personnel from automated personnel files. Percentages refer to the total State Government workforce as of 1/1/2004: 79,298.

STATE OF NEW JERSEY  
**AGE, SALARY AND LENGTH OF SERVICE BY STATE AGENCY**  
 JANUARY 9, 2004

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY*	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	<b>46</b>	<b>\$53,497</b>	<b>\$50,295</b>	<b>14</b>
<b>BANKING &amp; INSURANCE</b>	<b>47</b>	<b>\$59,668</b>	<b>\$59,147</b>	<b>13</b>
<b>COMMUNITY AFFAIRS</b>	<b>48</b>	<b>\$53,212</b>	<b>\$51,749</b>	<b>11</b>
<b>CORRECTIONS</b>	<b>42</b>	<b>\$55,252</b>	<b>\$56,620</b>	<b>11</b>
(Corrections)	(42)	(\$54,853)	(\$54,555)	(11)
(State Parole Board)	(43)	(\$60,930)	(\$64,196)	(12)
<b>EDUCATION</b>	<b>47</b>	<b>\$61,387</b>	<b>\$62,252</b>	<b>11</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>45</b>	<b>\$57,093</b>	<b>\$56,473</b>	<b>14</b>
<b>GOVERNOR'S OFFICE</b>	<b>38</b>	<b>\$56,206</b>	<b>\$45,076</b>	<b>4</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>47</b>	<b>\$55,370</b>	<b>\$56,391</b>	<b>13</b>
<b>HUMAN SERVICES</b>	<b>44</b>	<b>\$42,968</b>	<b>\$38,760</b>	<b>11</b>
<b>INFORMATION TECHNOLOGY</b>	<b>48</b>	<b>\$65,907</b>	<b>\$67,997</b>	<b>18</b>
<b>LABOR</b>	<b>48</b>	<b>\$47,949</b>	<b>\$44,240</b>	<b>14</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>43</b>	<b>\$58,278</b>	<b>\$56,473</b>	<b>11</b>
(Law & Public Safety)	(43)	(\$60,371)	(\$61,941)	(12)
(Child Advocate)	(38)	(\$85,092)	(\$85,000)	(7)
(Juvenile Justice)	(42)	(\$49,084)	(\$46,657)	(9)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>47</b>	<b>\$39,020</b>	<b>\$35,423</b>	<b>10</b>
<b>PERSONNEL</b>	<b>48</b>	<b>\$58,584</b>	<b>\$56,226</b>	<b>17</b>
<b>STATE</b>	<b>46</b>	<b>\$53,067</b>	<b>\$51,378</b>	<b>13</b>
(State)	(45)	(\$47,753)	(\$44,849)	(13)
(Commission on Higher Education)	(49)	(\$65,932)	(\$58,271)	(12)
(Higher Educational Student Assistance)	(47)	(\$50,631)	(\$46,988)	(12)
(Public Broadcasting)	(47)	(\$61,144)	(\$61,942)	(14)
<b>TRANSPORTATION</b>	<b>46</b>	<b>\$45,753</b>	<b>\$42,432</b>	<b>14</b>
(Transportation)	<b>47</b>	<b>\$50,647</b>	<b>\$45,888</b>	<b>16</b>
(Motor Vehicles)	<b>44</b>	<b>\$37,487</b>	<b>\$35,529</b>	<b>10</b>
<b>TREASURY</b>	<b>46</b>	<b>\$53,067</b>	<b>\$51,378</b>	<b>14</b>
(Treasury)	(46)	(\$52,722)	(\$46,988)	(14)
(Administrative Law)	(50)	(\$71,329)	(\$57,735)	(15)
(Casino Control)	(47)	(\$54,331)	(\$52,078)	(15)
(Public Defender)	(46)	(\$62,391)	(\$59,838)	(13)
(Public Utilities)	(47)	(\$63,490)	(\$64,904)	(14)
(Ratepayer Advocate)	(43)	(\$67,952)	(\$74,853)	(9)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>44</b>	<b>\$50,607</b>	<b>\$46,988</b>	<b>12</b>
<b>JUDICIARY</b>	<b>45</b>	<b>\$51,397</b>	<b>\$43,840</b>	<b>11</b>
<b>LEGISLATIVE STAFF</b>	<b>43</b>	<b>\$59,453</b>	<b>\$53,146</b>	<b>11</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>44</b>	<b>\$50,763</b>	<b>\$46,657</b>	<b>12</b>

\*Excludes part-time, hourly, and per diem employees.

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

STATE OF NEW JERSEY

DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY FUND SOURCE

JANUARY 9, 2004

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
<b>AGRICULTURE</b>	<b>152</b>	<b>52</b>	<b>0</b>	<b>55</b>	<b>259</b>
<b>BANKING &amp; INSURANCE</b>	<b>487</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>491</b>
<b>COMMUNITY AFFAIRS</b>	<b>688</b>	<b>259</b>	<b>32</b>	<b>87</b>	<b>1,066</b>
<b>CORRECTIONS</b>	<b>9,749</b>	<b>37</b>	<b>228</b>	<b>176</b>	<b>10,190</b>
(Corrections)	(9,079)	(37)	(228)	(176)	(9,520)
(State Parole Board)	(670)	(0)	(0)	(0)	(670)
<b>EDUCATION</b>	<b>512</b>	<b>258</b>	<b>30</b>	<b>199</b>	<b>999</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>3,144</b>	<b>117</b>	<b>5</b>	<b>79</b>	<b>3,345</b>
<b>GOVERNOR'S OFFICE</b>	<b>117</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>137</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>899</b>	<b>832</b>	<b>178</b>	<b>290</b>	<b>2,199</b>
<b>HUMAN SERVICES</b>	<b>15,393</b>	<b>5,498</b>	<b>5</b>	<b>493</b>	<b>21,389</b>
<b>INFORMATION TECHNOLOGY</b>	<b>0</b>	<b>0</b>	<b>930</b>	<b>0</b>	<b>930</b>
<b>LABOR</b>	<b>710</b>	<b>3,285</b>	<b>0</b>	<b>8</b>	<b>4,003</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,530</b>	<b>201</b>	<b>5</b>	<b>1,921</b>	<b>9,657</b>
(Law & Public Safety)	(6,239)	(150)	(5)	(1,485)	(7,879)
(Child Advocate)	(11)	(0)	(0)	(0)	(11)
(Juvenile Justice)	(1,280)	(51)	(0)	(436)	(1,767)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,349</b>	<b>160</b>	<b>0</b>	<b>0</b>	<b>1,509</b>
<b>PERSONNEL</b>	<b>371</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>407</b>
<b>STATE</b>	<b>281</b>	<b>185</b>	<b>46</b>	<b>70</b>	<b>582</b>
(State)	(124)	(9)	(46)	(11)	(190)
(Commission on Higher Education)	(17)	(2)	(0)	(0)	(19)
(Higher Educational Student Assistance)	(27)	(174)	(0)	(12)	(213)
(Public Broadcasting)	(113)	(0)	(0)	(47)	(160)
<b>TRANSPORTATION</b>	<b>2,861</b>	<b>1,024</b>	<b>0</b>	<b>2,381</b>	<b>6,266</b>
(Transportation)	(2,855)	(1,022)	(0)	(1)	(3,878)
(Motor Vehicles)	(6)	(2)	(0)	(2,380)	(2,388)
<b>TREASURY</b>	<b>5,053</b>	<b>16</b>	<b>293</b>	<b>460</b>	<b>5,822</b>
(Treasury)	(3,650)	(0)	(293)	(89)	(4,032)
(Administrative Law)	(102)	(0)	(0)	(11)	(113)
(Casino Control)	(0)	(0)	(0)	(354)	(354)
(Public Defender)	(977)	(0)	(0)	(2)	(979)
(Public Utilities)	(285)	(16)	(0)	(4)	(305)
(Ratepayer Advocate)	(39)	(0)	(0)	(0)	(39)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>49,296</b>	<b>11,924</b>	<b>1,772</b>	<b>6,259</b>	<b>69,251</b>
<b>JUDICIARY</b>	<b>7,986</b>	<b>1,317</b>	<b>0</b>	<b>220</b>	<b>9,523</b>
<b>LEGISLATIVE STAFF</b>	<b>524</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>524</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>57,806</b>	<b>13,241</b>	<b>1,772</b>	<b>6,479</b>	<b>79,298</b>

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

JANUARY 2004

AGENCY	FULL TIME	PART TIME	TOTAL 2004	TOTAL 2003	DIFFERENCE	SOURCE OF FUNDS
ATLANTIC CITY CONVENTION & VISITORS AUTHORITY	63	9	72	63	9	MARKETING FEE REVENUE
CASINO REINVESTMENTS AUTHORITY	37	0	37	36	1	CASINO REVENUE
COMMERCE & ECONOMIC GROWTH COMMISSION	107	4	111	113	-2	STATE FUNDS, FEES, AND REVENUES
DELAWARE RIVER & BAY AUTHORITY†	119	11	130	163	-33	TOLLS
DELAWARE RIVER BASIN COMMISSION*	44	1	45	48	-3	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION*	330	48	378	363	15	TOLLS & INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY*	592	0	592	626	-34	TOLLS & FARES
HACKENSACK MEADOWLANDS DEVELOPMENT COMM.	114	8	122	121	1	SELF FUNDED VIA GENERATED FEES AND REVENUES
HOUSING MORTGAGE AND FINANCE AGENCY	222	0	222	205	17	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION*	16	2	18	17	1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY †	136	0	136	133	3	SELF FUNDED VIA FEES & INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	13	1	14	11	3	FEE REVENUES
NEW JERSEY HIGHWAY AUTHORITY	1,104	47	1,151	1,218	-67	TOLLS
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,329	249	1,578	1,871	-293	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY SCHOOL CONSTRUCTION CORPORATION †	207	0	207	94	113	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	1,000	1,650	2,650	2,800	-150	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,103	971	11,074	10,753	321	STATE & FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY†	1,450	165	1,615	1,977	-362	TOLLS & BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	118	3	121	119	2	WATER SALE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	25	0	25	24	1	FEES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	176	0	176	170	6	WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION (NJ SECTION)	82	3	85	84	1	STATE APPROPRIATIONS AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	659	0	659	642	17	SEWAGE FEES
PASSAIC VALLEY WATER COMMISSION	195	0	195	200	-5	WATER SALE REVENUES
PINELANDS COMMISSION	53	4	57	59	-2	STATE APPROPRIATIONS, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY**	7,285	42	7,327	7,301	26	FEES, TOLLS, FARES & RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	59	0	59	58	1	SEWAGE FEES
RUTGERS	9,049	2,035	11,084	11,613	-529	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	141	6	147	117	30	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	294	123	417	396	21	TOLLS
STATE COLLEGES	7,933	4,020	11,953	12,180	-227	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
UNIVERSITY OF MEDICINE AND DENTISTRY	10,971	1,772	12,743	12,116	627	STATE APPROPRIATION, GRANTS, TUITION, AFFILIATIONS, FACULTY PRACTICE
WATERFRONT COMMISSION OF NEW YORK HARBOR*	84	0	84	85	-1	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>54,110</b>	<b>11,174</b>	<b>65,284</b>	<b>65,776</b>	<b>-492</b>	

\*Multi-State Authorities † Employees working in NJ only

\*\*Includes figures for PATH

† Effective July 9, 2003 all duties, obligations and powers of the New Jersey Highway Authority were transferred to the New Jersey Turnpike Authority.

† 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*

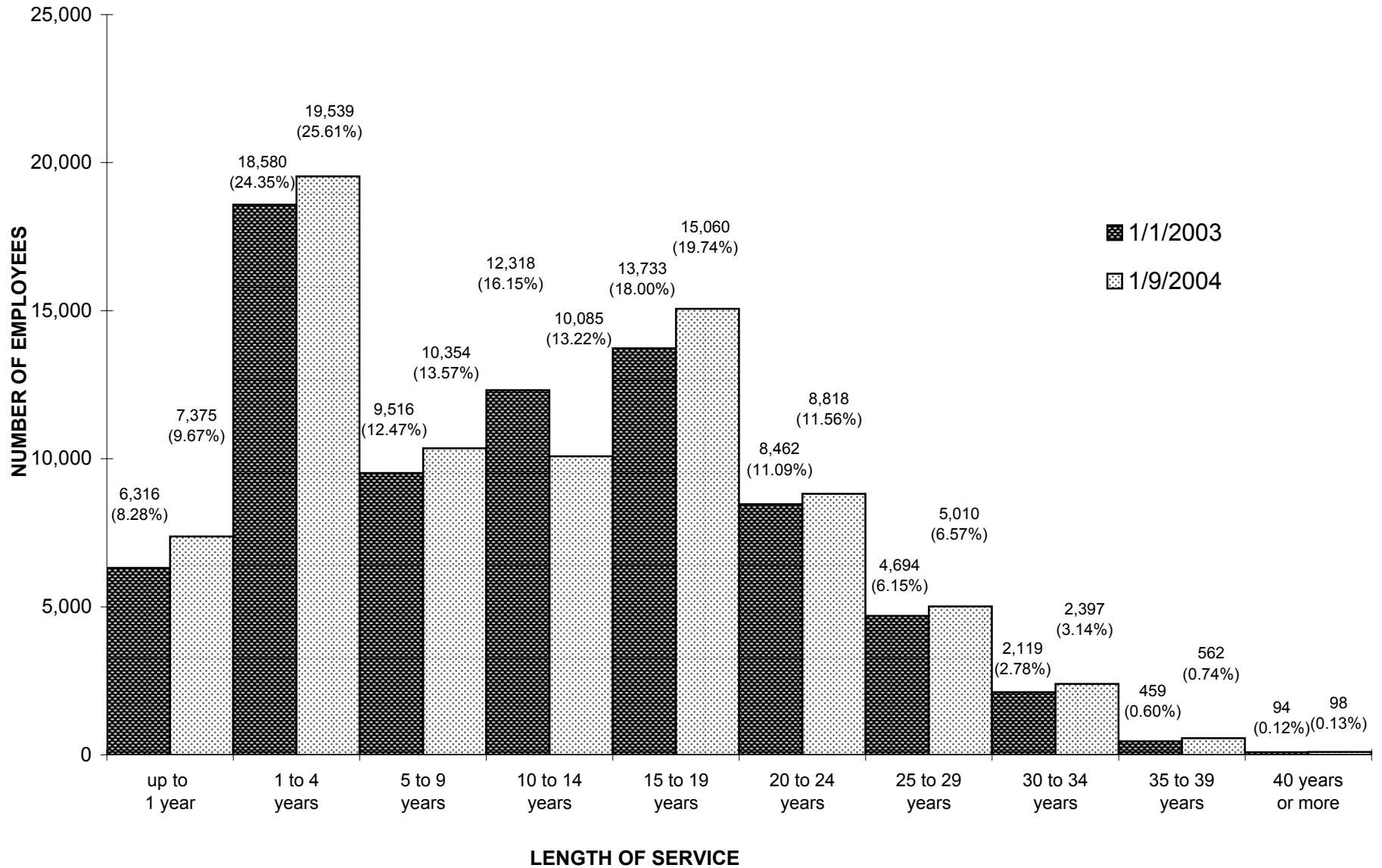
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The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees as of January 1, 2004 (the lighter-colored columns) compared with a similar “snapshot” from January 1, 2003 (the darker-colored columns). The length of service data indicates that the average length of service in the State Government workforce is 12 years. For the first time in four years, there are fewer employees with less than ten years of service than in the previous year’s profile. The number of individuals aged 60 or older has fluctuated over the past several years.

On Page 13 we compare separations during Fiscal Years 2001, 2002, and 2003 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 significantly higher than in most years 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 thirteen fiscal years is presented on Page 19, and the average salary for full-time employees hired since FY1991 is represented graphically on Page 20. The most recent information shows that while hiring increased from the previous year each consecutive year since FY1996, with the exception of a significant drop in FY2002, the average salary of individuals hired during this time frame remained relatively stable. The most significant increase in hiring occurred in Fiscal Year 1994. The near 80 percent increase in FY1994 was preceded by a statewide layoff action.

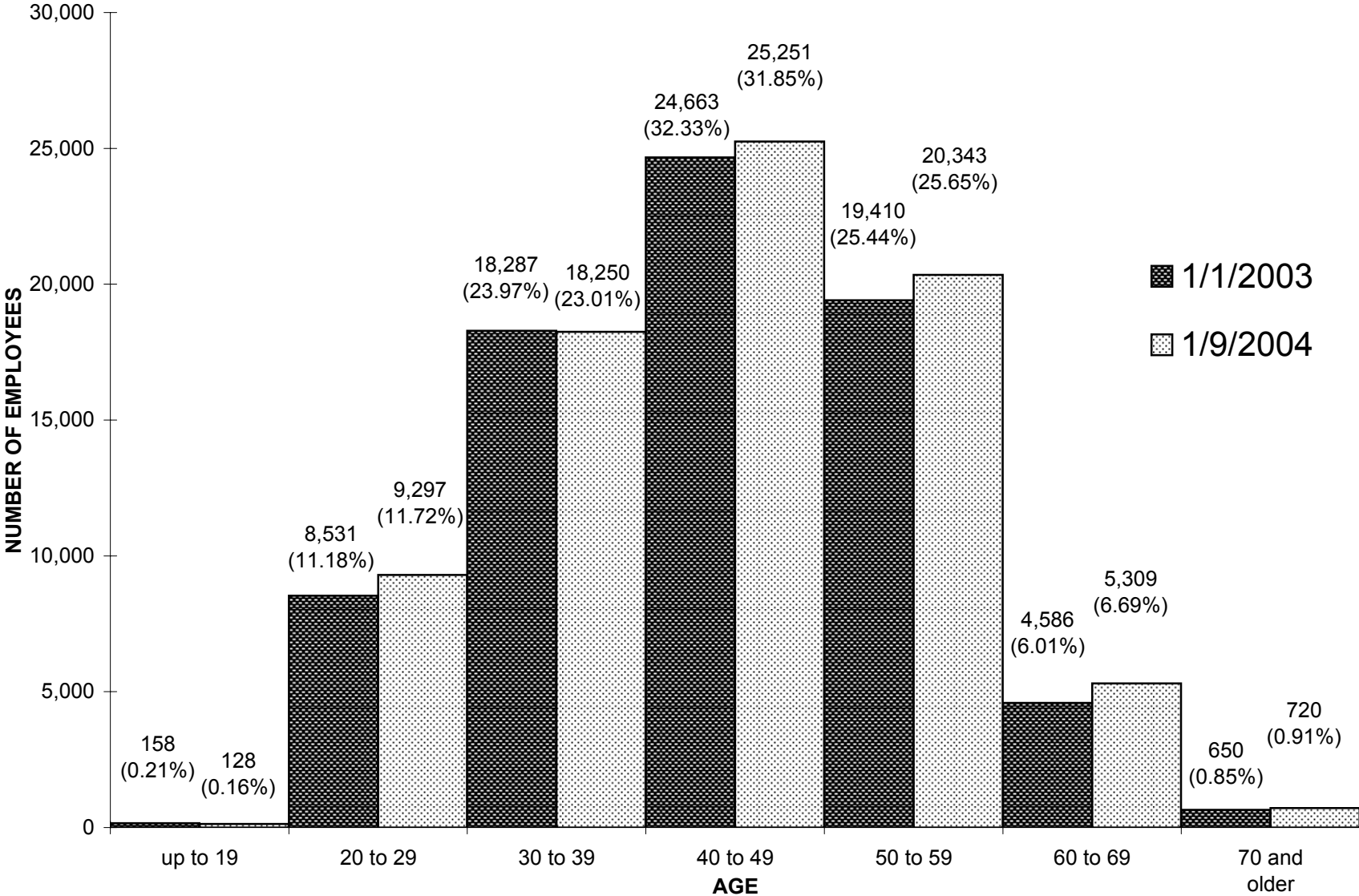
**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY YEARS OF SERVICE**  
 JANUARY 9, 2004 (WITH PRIOR YEAR DATA FOR COMPARISON)



Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce (as of 1/1/2003, 76,291; as of 1/9/2004, 79,298.)

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

JANUARY 9, 2004 (WITH PRIOR YEAR DATA FOR COMPARISON)

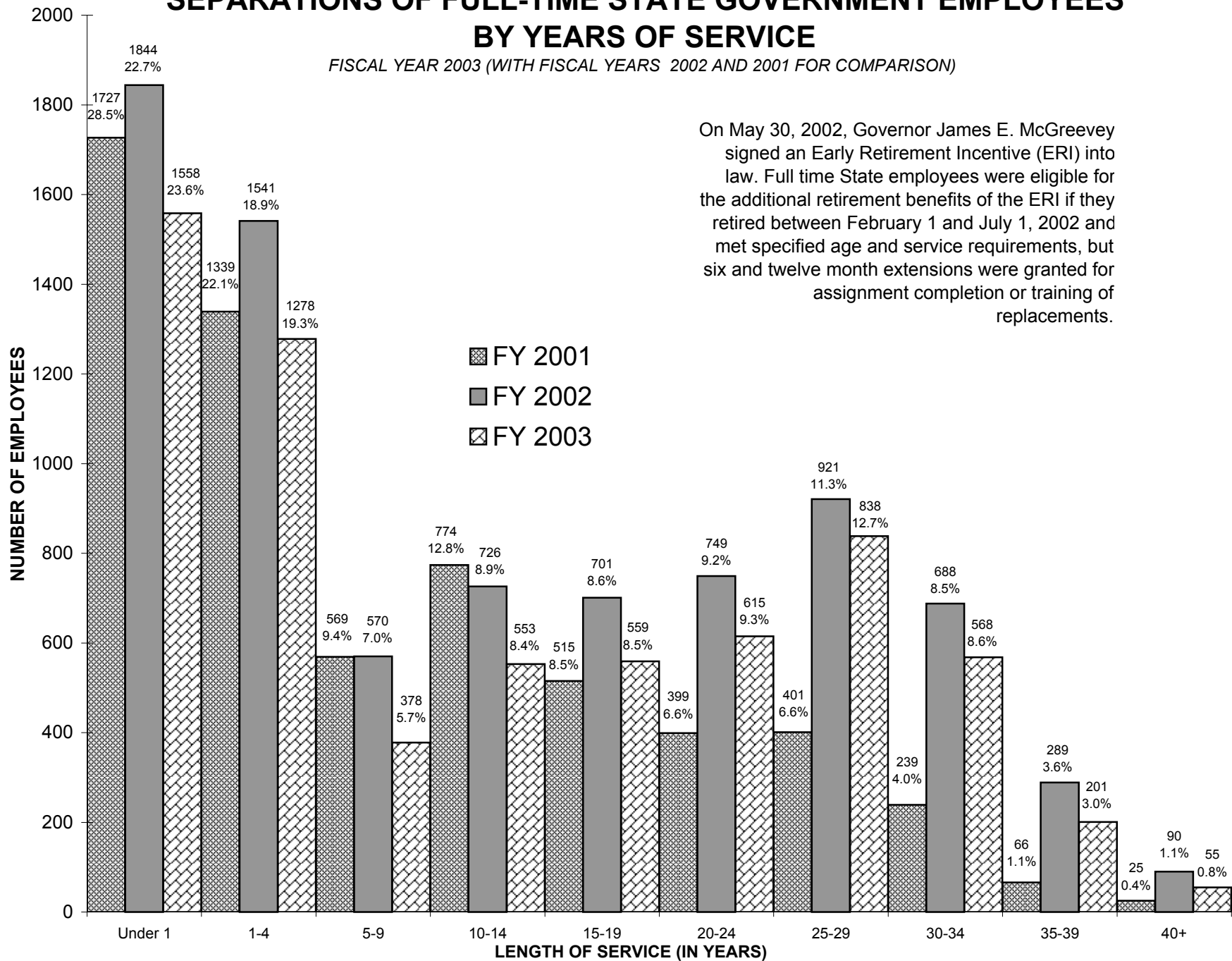


Data provided by the Department of Personnel from automated personnel files.  
 Percentages refer to the total State Government workforce (as of 1/1/2003, 76,291; as of 1/9/2004, 79,298).  
 \*Adjusted

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

*FISCAL YEAR 2003 (WITH FISCAL YEARS 2002 AND 2001 FOR COMPARISON)*

On May 30, 2002, Governor James E. McGreevey signed an Early Retirement Incentive (ERI) into law. 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, but six and twelve month extensions were granted for assignment completion or training of replacements.



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

Percentages refer to the number of separations of State Government employees (during FY2003, 6,603; FY2002, 8,119; FY2001, 6,054).



**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
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	83%	714	43	757	14%	147	5,287	28,363	18.6%
1962	3,473	228	243	3,944	76%	1,024	64	1,088	21%	160	5,192	29,215	17.8%
1963	2,790	190	299	3,279	67%	1,373	9	1,382	28%	198	4,859	29,342	16.6%
1964	2,525	258	187	2,970	58%	1,984	3	1,987	39%	171	5,128	30,319	16.9%
1965	2,700	206	704	3,610	59%	2,299	2	2,301	38%	169	6,080	31,334	19.4%
1966	3,918	339	144	4,401	70%	1,687	1	1,688	27%	171	6,260	33,801	18.5%
1967	5,004	396	376	5,776	77%	1,520	3	1,523	20%	187	7,486	37,528	19.9%
1968	4,577	540	453	5,570	73%	1,875	0	1,875	25%	184	7,629	36,043	21.2%
1969	5,464	735	431	6,630	78%	1,618	11	1,629	19%	203	8,462	39,939	21.2%
1970	6,099	741	496	7,336	79%	1,711	26	1,737	19%	221	9,294	40,853	22.7%
1971	5,083	616	642	6,341	77%	1,616	27	1,643	20%	202	8,186	43,450	18.8%
1972	3,937	673	769	5,379	68%	2,334	6	2,340	29%	246	7,965	45,750	17.4%
1973	5,134	746	825	6,705	68%	2,992	11	3,003	30%	194	9,902	48,920	20.2%
1974	4,804	679	1,005	6,488	69%	2,744	22	2,766	29%	190	9,444	53,280	17.7%
1975	4,105	542	908	5,555	62%	3,035	142	3,177	36%	181	8,913	53,453	16.7%
1976	4,103	541	917	5,561	62%	3,065	129	3,194	36%	182	8,937	55,713	16.0%
1977	3,637	524	910	5,071	66%	2,196	199	2,395	31%	180	7,646	55,740	13.7%
1978	3,495	639	1,018	5,152	69%	2,172	1	2,173	29%	176	7,501	58,330	12.9%
1979	3,877	906	869	5,652	69%	2,383	30	2,413	29%	156	8,221	61,032	13.5%

*Some of the difference in separation rates between the earlier and later years in this table may reflect differences in methods of counting.*

*Terminations include the discontinuation of provisional, temporary, and unclassified appointments, the expiration of terms, and some layoffs of non-permanent employees. Separation report data used (1960-1979).*

**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
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	74%	1,734	8	1,742	24%	145	7,386	63,200	11.7%
1981	4,706	857	0	1,109	6,672	71%	2,570	16	2,586	27%	183	9,441	65,680	14.4%
1982	4,853	740	0	1,063	6,656	69%	2,706	122	2,828	29%	175	9,659	65,789	14.7%
1983	3,371	535	0	1,254	5,160	62%	2,651	292	2,943	35%	197	8,300	66,384	12.5%
1984	3,550	482	0	1,220	5,252	73%	1,692	24	1,716	24%	189	7,157	66,187	10.8%
1985	4,129	495	0	1,180	5,804	75%	1,560	214	1,774	23%	191	7,769	68,551	11.3%
1986	4,694	511	0	1,205	6,410	77%	1,667	32	1,699	20%	190	8,299	70,849	11.7%
1990	4,118	488	0	1,122	5,728	68%	2,500	14	2,514	30%	205	8,447	77,676	10.9%
1991	2,749	361	192	1,058	4,360	62%	2,206	239	2,445	35%	241	7,046	78,362	9.0%
1992	1,987	257	2,104	868	5,216	73%	1,449	229	1,678	24%	207	7,101	76,444	9.3%
1993	1,646	223	863	762	3,494	60%	1,172	965	2,137	37%	175	5,806	75,956	7.6%
1994	1,656	267	1,112	605	3,640	65%	1,714	6	1,720	31%	201	5,561	73,462	7.6%

*Some of the difference in separation rates between the earlier and later years in this table may reflect differences in methods of counting.*

*Terminations include discontinuation of provisional, temporary, and unclassified appointments, term expirations, and some layoffs of non-permanent employees.  
Data from separation reports (1980-1986) and automated files (1990-1994).*

**STATE OF NEW JERSEY  
SEPARATIONS FROM STATE SERVICE  
FULL-TIME EMPLOYEES FY1995 - FY2003**

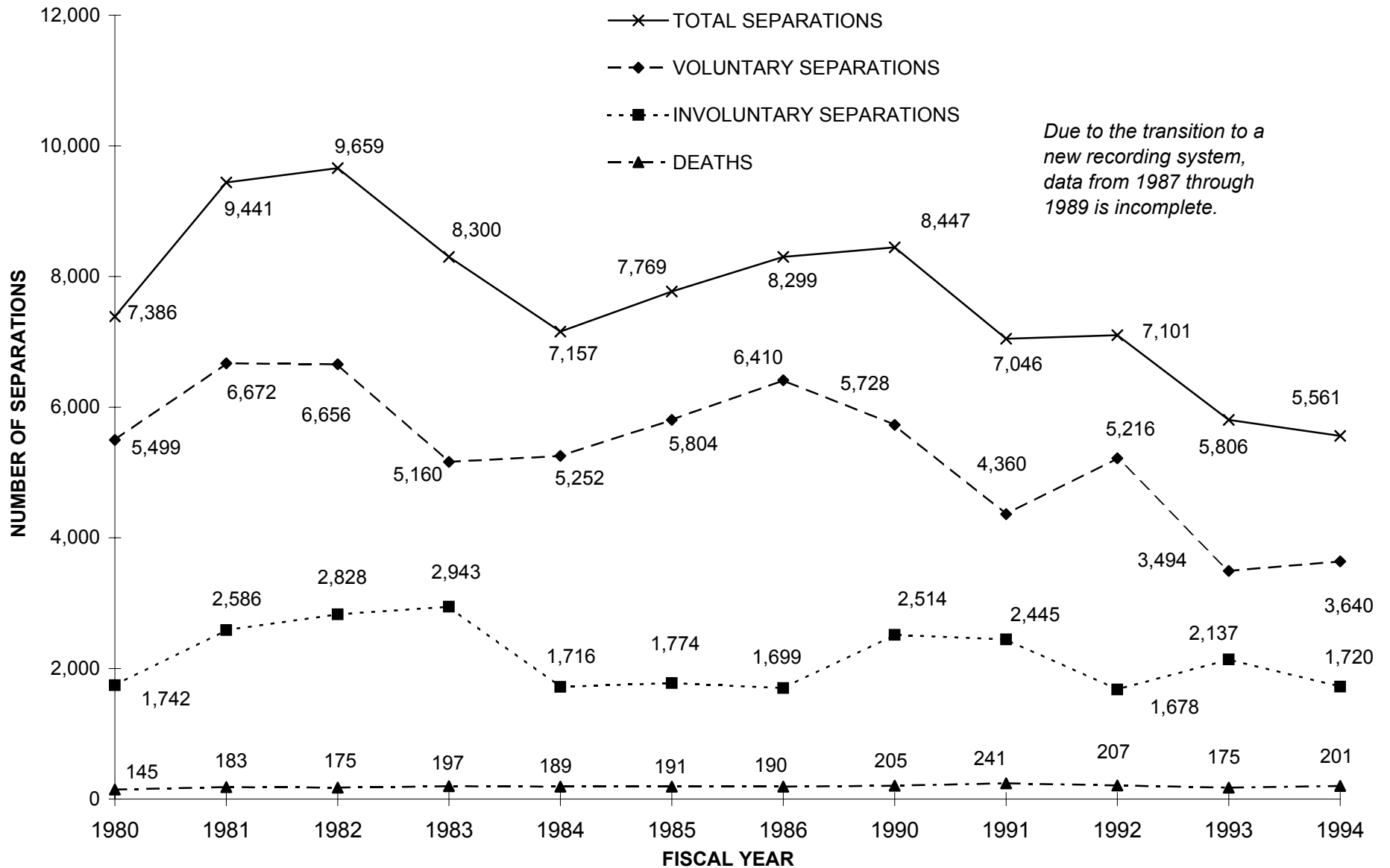
Fiscal Year	VOLUNTARY SEPARATIONS						INVOLUNTARY SEPARATIONS				OTHER	SEPARATIONS DURING FY	EMPLOYEES AT FY START	SEPARATION RATE
	Resigned In Good Standing	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Total Voluntary	Percent Voluntary	Terminated	Laid Off	Total Involuntary	Percent Involuntary	Deaths			
1995	1,477	243	195	1,044	2,959	64%	1,328	123	1,451	31%	229	4,639	69,360	6.7%
1996	1,308	182	0	1,435	2,925	54%	1,512	850	2,362	43%	158	5,445	73,038	7.5%
1997	1,478	144	0	1,417	3,039	61%	1,454	315	1,769	36%	164	4,972	71,080	7.0%
1998	1,554	132	0	1,676	3,362	57%	1,973	395	2,368	40%	177	5,907	70,272	8.4%
1999	1,554	153	0	1,763	3,470	59%	2,073	204	2,277	39%	166	5,913	71,127	8.3%
2000	1,830	165	0	1,799	3,794	68%	1,568	0	1,568	28%	185	5,547	70,894	7.8%
2001	2,207	199	0	1,781	4,187	69%	1,698	0	1,698	28%	169	6,054	72,663	8.3%
2002	1,981	207	2341	1,375	5,904	73%	2,055	8	2,063	25%	152	8,119	75,323	10.8%
2003	1,603	229	1959	1,068	4,859	74%	1,578	0	1,578	24%	166	6,603	74,566	8.9%

The 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.

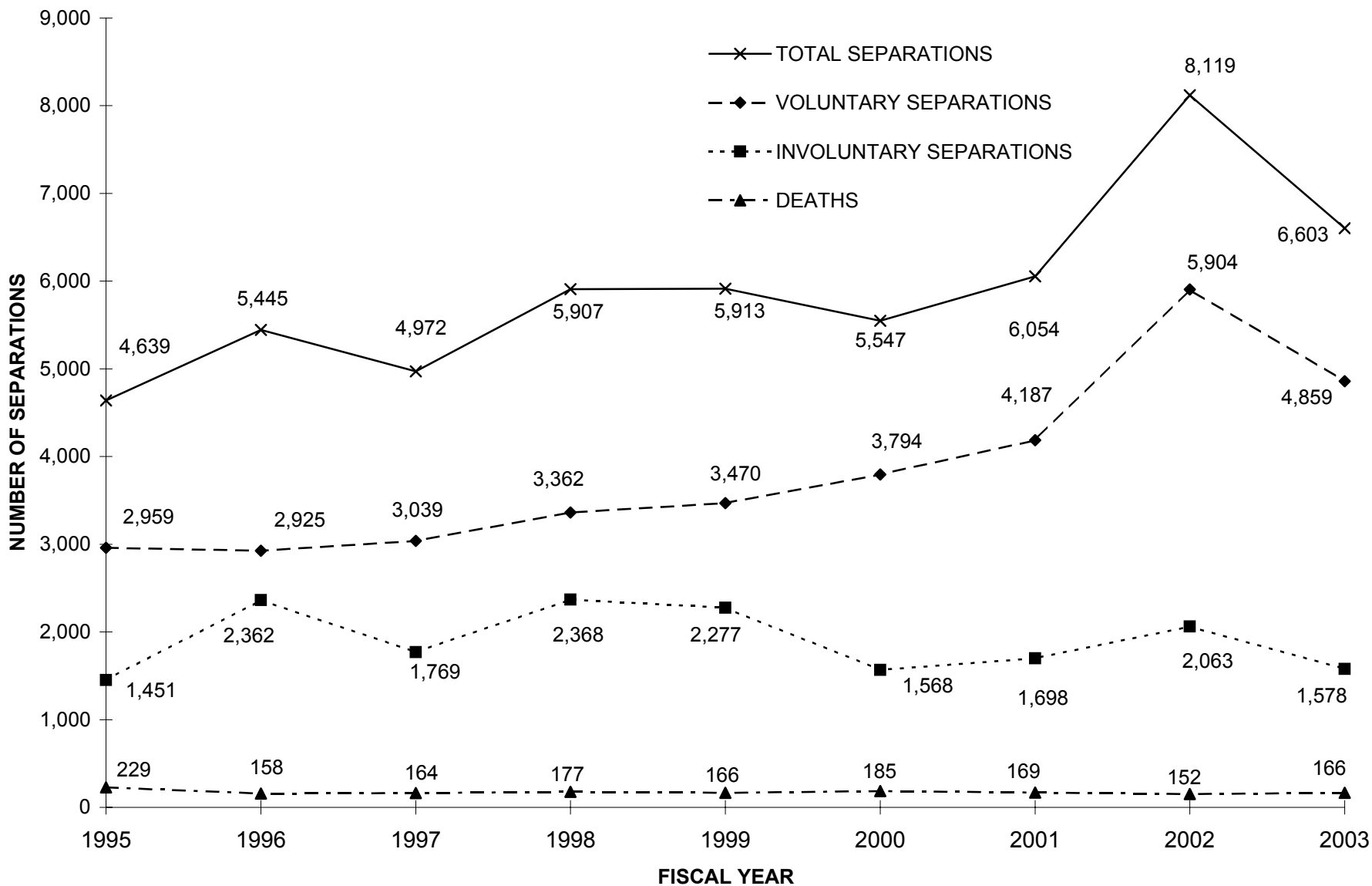
Terminations include discontinuation of provisional, temporary, and unclassified appointments, and some layoffs of employees without permanent Civil Services status. Data from automated personnel files (1995-2003).

# STATE OF NEW JERSEY SEPARATIONS FROM STATE SERVICE FY1980 - FY1994



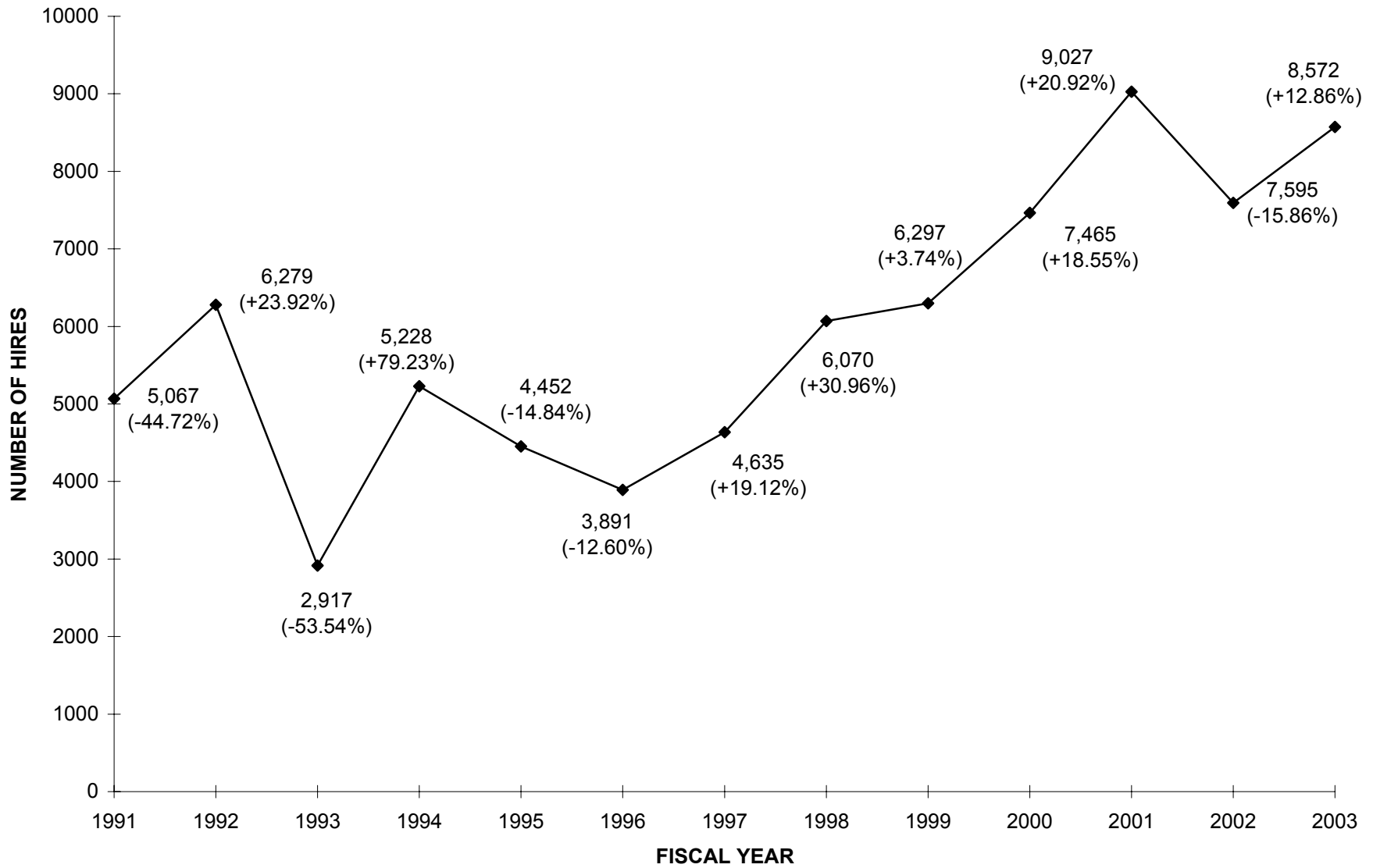
Data provided by the Dept. of Personnel from separation reports (1980-1986) and automated personnel files 1990-1994).

**STATE OF NEW JERSEY**  
**SEPARATIONS FROM STATE SERVICE**  
**FULL-TIME EMPLOYEES FY1995 - FY2003**

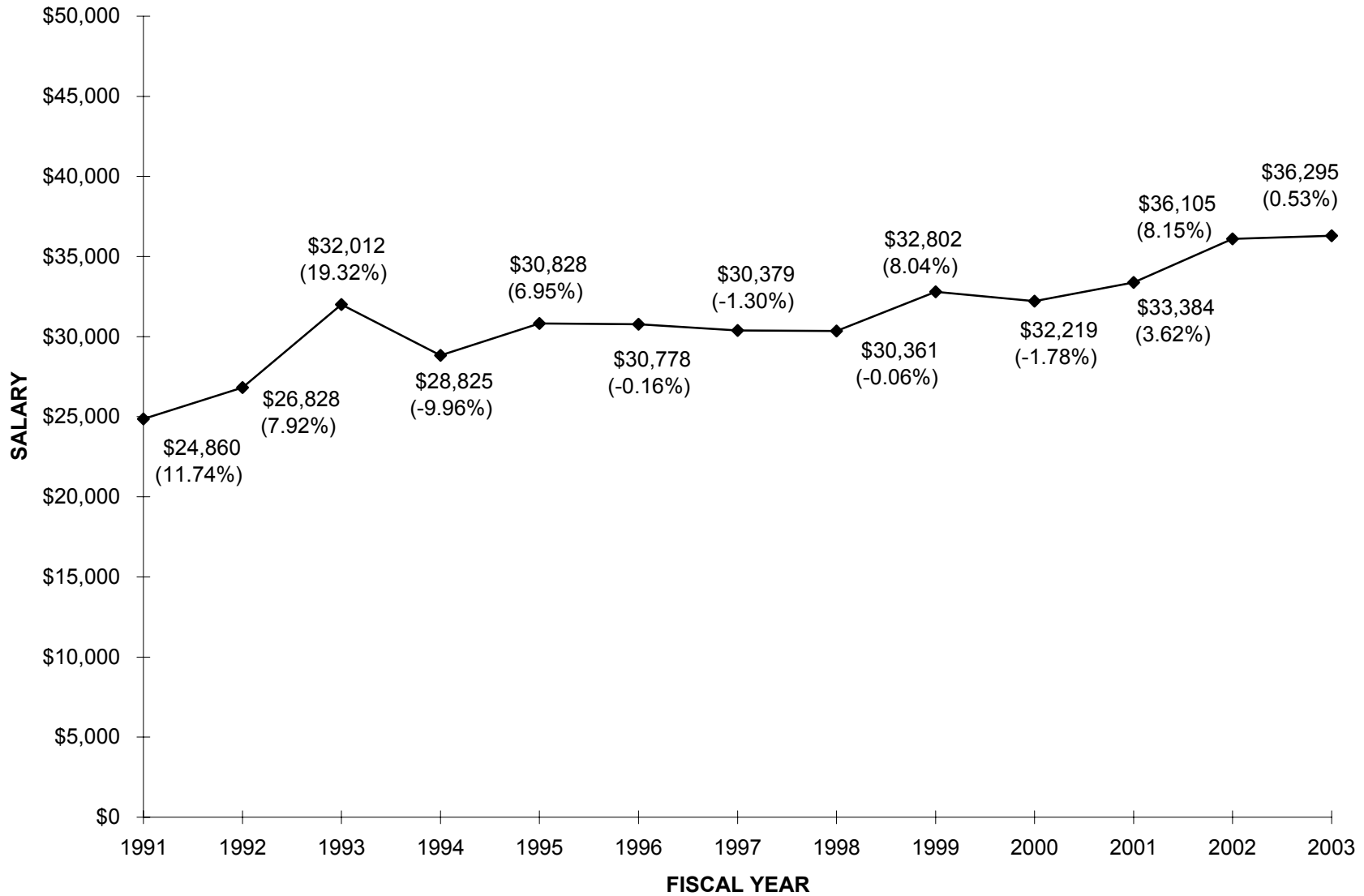


*The Early Retirement Incentive Program, signed into law on May 30, 2002, enabled State employees meeting specified requirements to receive additional benefits if they retired between February 1 and July 1, 2002.*

**STATE OF NEW JERSEY  
HIRING BY STATE GOVERNMENT FY1991 - FY2003**



**STATE OF NEW JERSEY**  
**AVERAGE STARTING SALARY OF FULL-TIME STATE EMPLOYEES HIRED DURING THE**  
**FISCAL YEAR**  
*FY1991 THROUGH FY2003*



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*

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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 21,327 employees, the true number of employees with a Bachelor's degree (or equivalent) is 29,816 (approximately 38% 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.

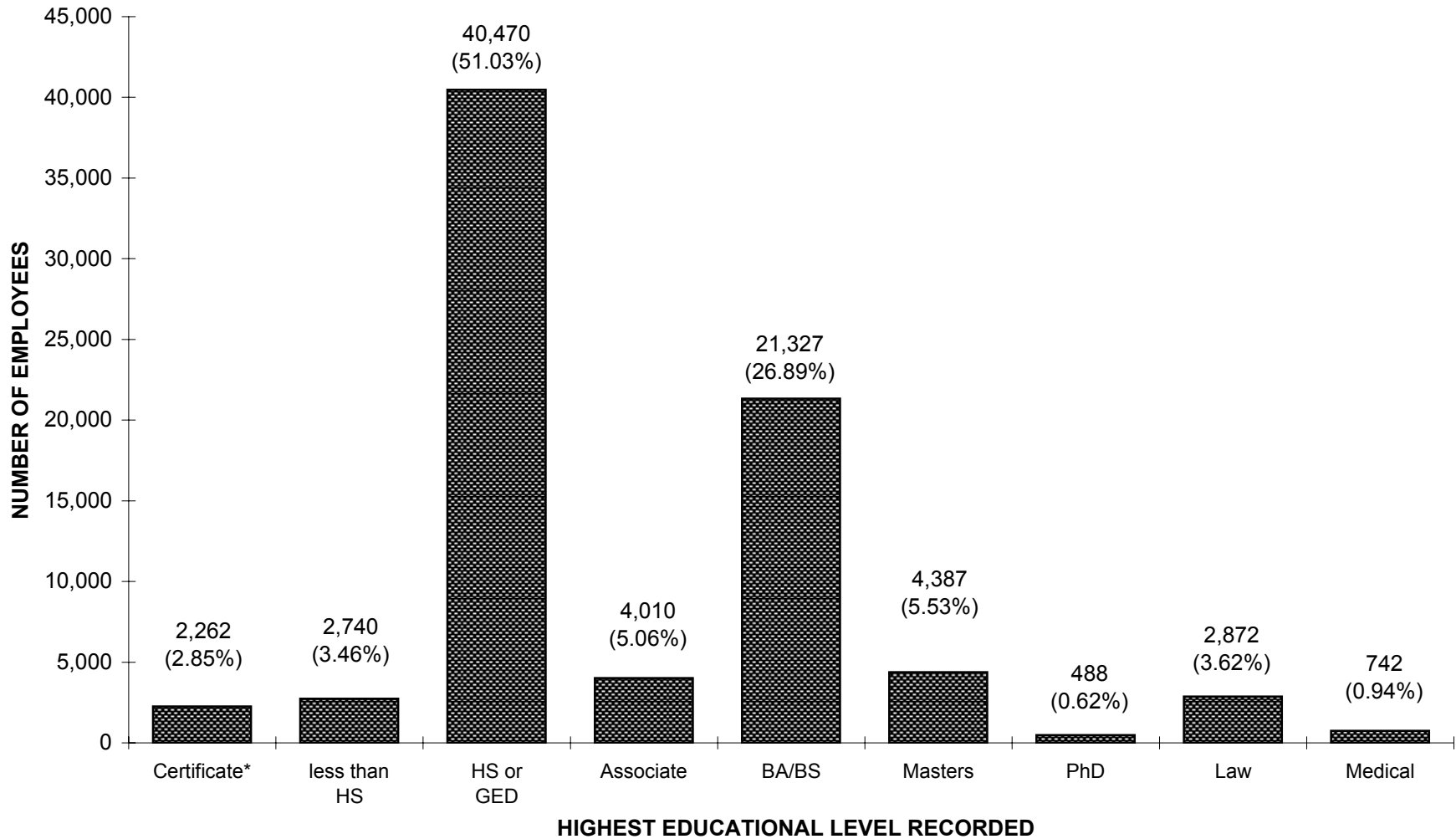
Our analysis of State Government employees by work location (Page 23) shows that over a third of these employees are stationed in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the 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 shows the various occupations in each occupational group and a breakdown of occupations by branch of government. Page 26 presents a pie chart showing a breakdown of State Government employees by occupational groups. The employees' titles 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 9, 2004



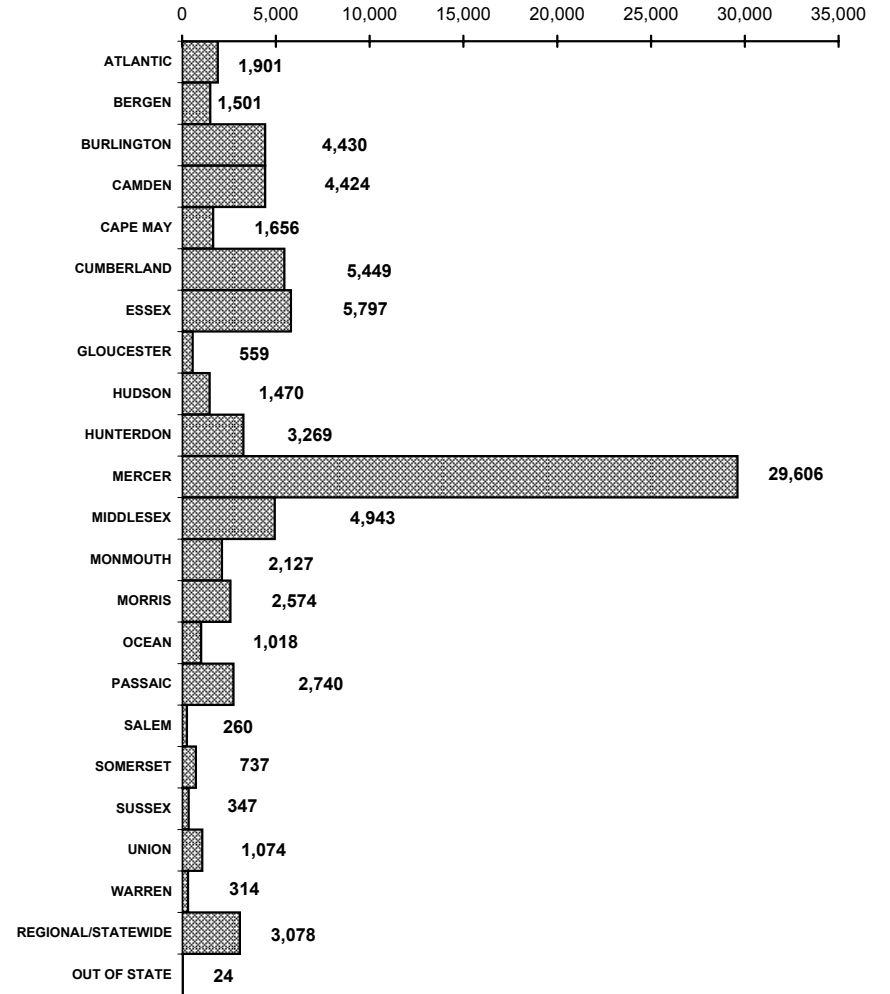
Percentages refer to the total State Government workforce (as of 1/9/2004, 79,298).

\* 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 9, 2004

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,901	2.40%
BERGEN	1,501	1.89%
BURLINGTON	4,430	5.59%
CAMDEN	4,424	5.58%
CAPE MAY	1,656	2.09%
CUMBERLAND	5,449	6.87%
ESSEX	5,797	7.31%
GLOUCESTER	559	0.70%
HUDSON	1,470	1.85%
HUNTERDON	3,269	4.12%
MERCER	29,606	37.34%
MIDDLESEX	4,943	6.23%
MONMOUTH	2,127	2.68%
MORRIS	2,574	3.25%
OCEAN	1,018	1.28%
PASSAIC	2,740	3.46%
SALEM	260	0.33%
SOMERSET	737	0.93%
SUSSEX	347	0.44%
UNION	1,074	1.35%
WARREN	314	0.40%
REGIONAL/STATEWIDE	3,078	3.88%
<b>OUT OF STATE</b>		
CALIFORNIA	4	*
CONNECTICUT	2	*
MASSACHUSETTS	0	*
ILLINOIS	16	*
NEW YORK	0	*
WASHINGTON, DC	2	*
<b>TOTAL</b>	<b>79,298</b>	<b>100.00%</b>

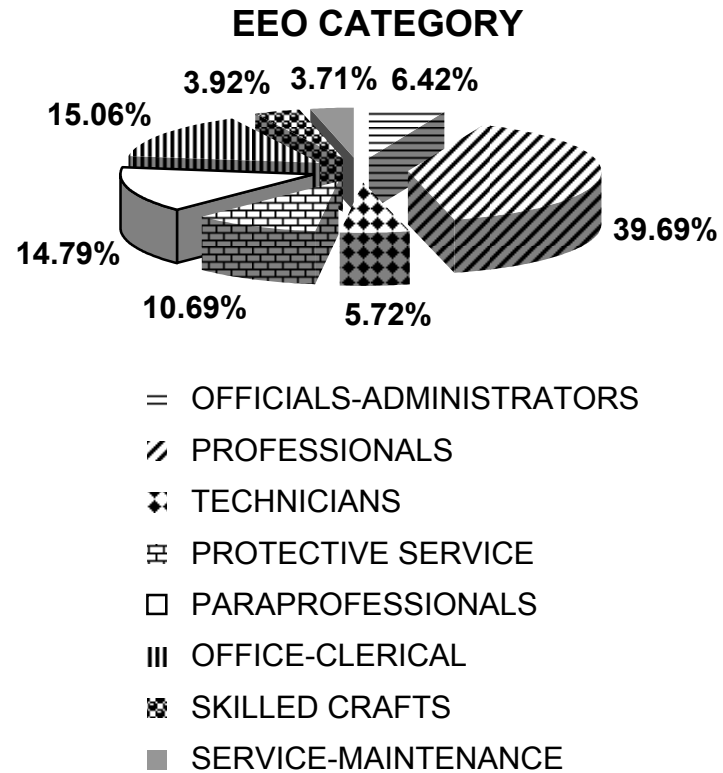


\*Less than 0.01%.

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

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY EEO JOB CATEGORY**  
 JANUARY 9, 2004

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	5,093 6.42%
PROFESSIONALS	31,472 39.69%
TECHNICIANS	4,538 5.72%
PROTECTIVE SERVICE	8,473 10.69%
PARAPROFESSIONALS	11,727 14.79%
OFFICE-CLERICAL	11,941 15.06%
SKILLED CRAFTS	3,112 3.92%
SERVICE-MAINTENANCE	2,942 3.71%
<b>TOTAL:</b>	<b>79,298</b>



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

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

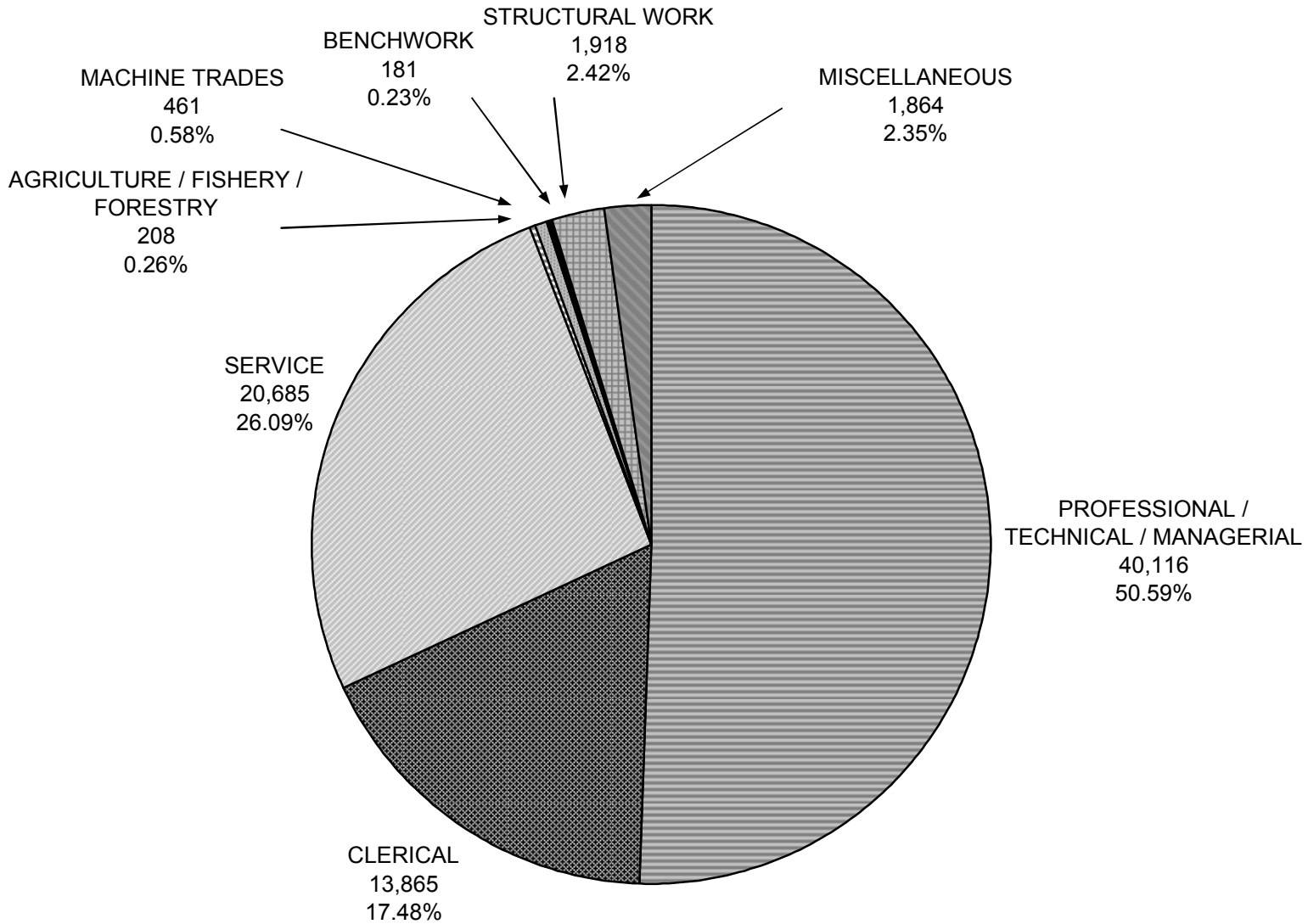
JANUARY 9, 2004

CATEGORY	OCCUPATION	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL / TECHNICAL / MANAGERIAL	00 Surveying/Engineering	1,212	0	0	1,212
	01 Environmental Engineering/Architecture	278	0	0	278
	02 Physical Sciences/Statistics	1,742	0	0	1,742
	04 Life Sciences	301	0	0	301
	05 Community Development/Social Sciences	446	0	0	446
	06 Social & Psychological Services	5,568	2,133	0	7,701
	07 Medical and Health Services	3,606	0	0	3,606
	09 Education	2,282	0	3	2,285
	10 Museum, Library & Archival Sciences	154	13	3	170
	11 Law	1,900	992	114	3,006
	12 Information Processing	2,464	263	24	2,751
	13 Writing	194	31	40	265
	14 Art	41	0	0	41
	15 Finance	2,186	70	112	2,368
	16 Administration	8,247	1,916	112	10,275
	17 Inspections/Investigation	3,038	391	8	3,437
	18 Recreation	110	0	0	110
	19 Public Broadcasting	122	0	0	122
	CLERICAL	20 Stenography, Typing & Filing	8,747	3,413	75
21 Computing & Account Recording		386	154	6	546
22 Stock, Storage, & Inventory		322	0	3	325
24 Information & Message Distribution		756	0	3	759
SERVICE	30 Building/Institution/Facility Services	1,192	0	0	1,192
	31 Food/Beverage Preparation/Services	1,066	0	0	1,066
	33 Barbering/Cosmetology	17	0	0	17
	35 Direct Care/Personal & Health Services	6,963	0	0	6,963
	36 Protective Services	11,430	0	17	11,447
AGRICULTURE / FISHERY / FORESTRY	40 Planting/Gardening	144	0	0	144
	41 Animal Farming	57	0	0	57
	43 Forestry	7	0	0	7
MACHINE TRADES	60 Machinery Repair	389	0	0	389
	65 Printing	63	9	0	72
BENCHWORK	70 Medical/Scientific Repair	5	0	0	5
	72 Electrical Repair	175	0	1	176
STRUCTURAL WORK	80 Skilled Trades	439	0	0	439
	81 Infrastructure Repair/Maintenance	1,477	0	2	1,479
MISCELLANEOUS	90 Transporting	587	0	0	587
	91 Utilities Production/Distribution	190	0	0	190
	92 Multiple Groups	947	139	1	1,087
<b>TOTAL</b>		<b>69,250</b>	<b>9,524</b>	<b>524</b>	<b>79,298</b>

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

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

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF STATE GOVERNMENT EMPLOYEES BY OCCUPATIONAL GROUP**  
 JANUARY 9, 2004



*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 1/9/2004: 79,298.*

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

*INTRODUCTION*

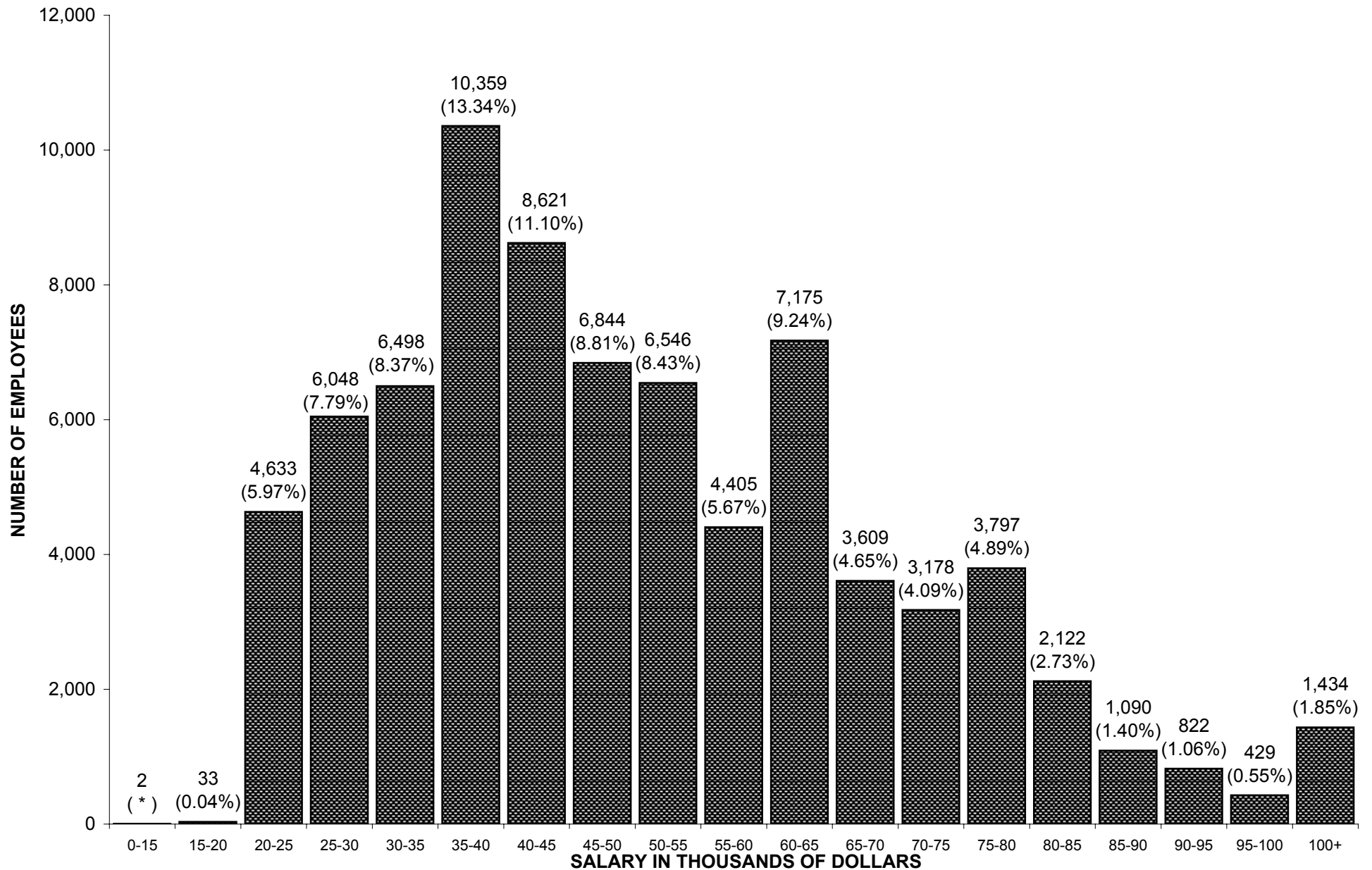
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We are continuing to expand our reporting of salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$50,763) account for almost 57 percent of the full-time State Government workforce. The median salary is \$46,657. 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 \$35,000 to \$49,999 account for about 33 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.

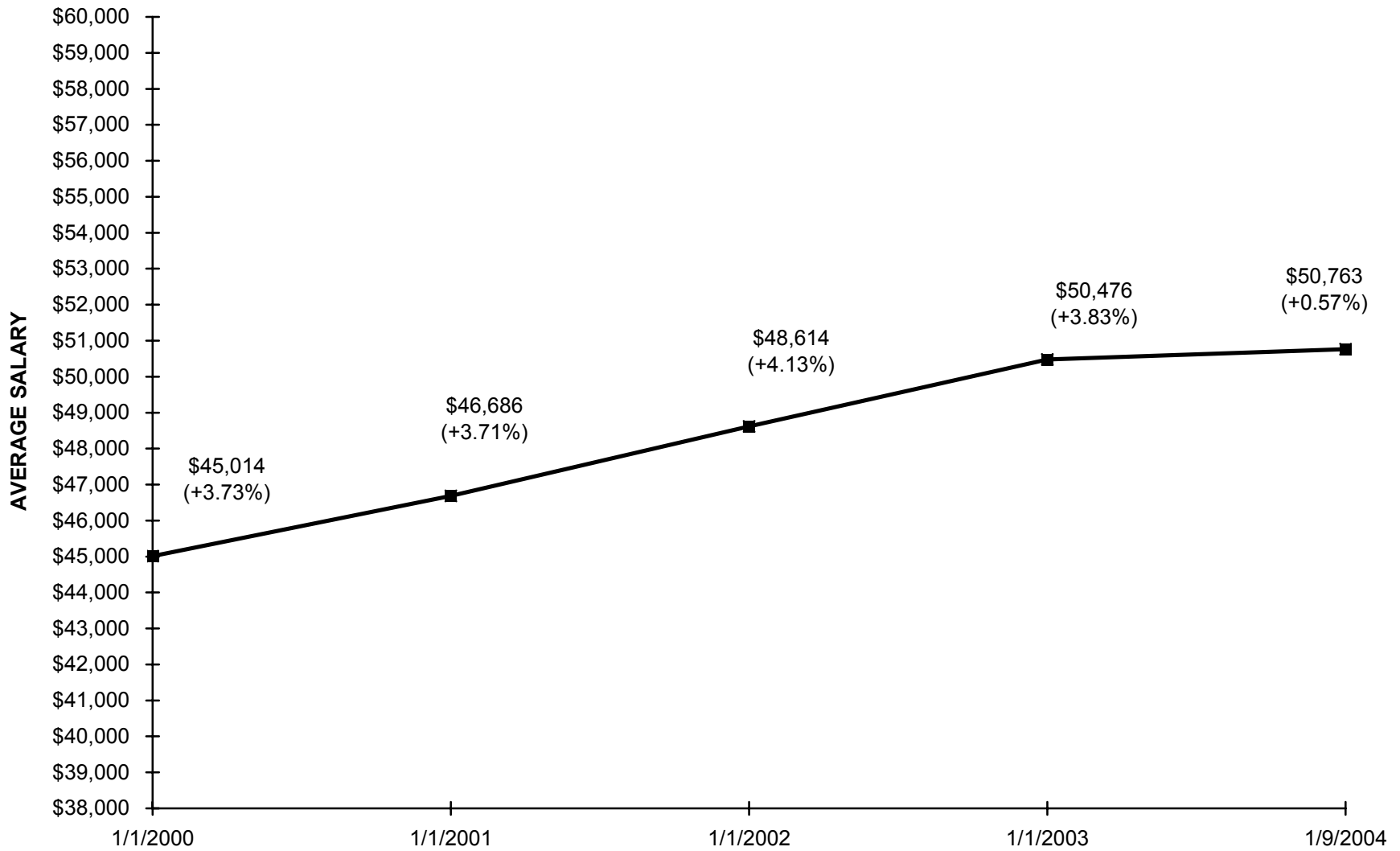
Part-time and hourly employees have always been excluded from our analysis of average annual salaries. Since 1995, we have also excluded per diem employees. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, 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 9, 2004



Number and percentages reflect full-time employees; excludes Board and Commission members. (As of 1/9/2004, 77,645).  
 \* Less than 0.01%

**STATE OF NEW JERSEY**  
**FIVE-YEAR TREND OF AVERAGE SALARIES FOR STATE GOVERNMENT EMPLOYEES**  
*2000 through 2004*



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*

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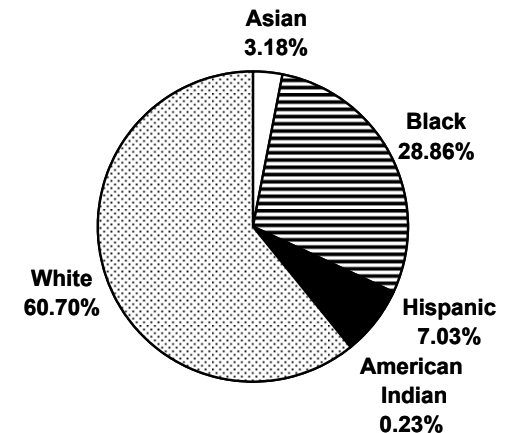
We include several charts and tables analyzing the State Government workforce by gender and ethnicity. There are three tables that give employee counts by agency. The first table gives the ethnic distribution by agency and includes a pie chart that gives the overall ethnic distribution for the entire State Government workforce. Next, there is a similar table giving the gender distribution by agency. To the right side of the chart, there are three pie charts showing the ethnic distributions for males and females and the overall gender distribution in the State Government workforce. On page 33, there is a table giving the gender and ethnic distribution by agency.

Pages 34 and 35 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. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, climbing to just under 39 percent in FY2003. Female representation during that same time period increased from 46.2 percent to 54.5 percent. 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 9, 2004

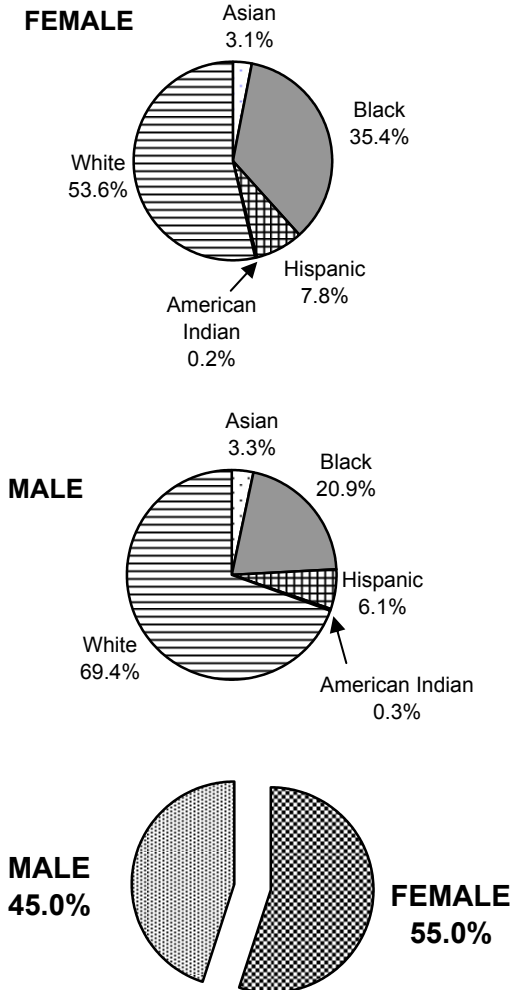
STATE AGENCY	Asian	Black	Hispanic	American Indian	White	Total
<b>AGRICULTURE</b>	12	33	6	0	208	259
<b>BANKING &amp; INSURANCE</b>	16	110	18	1	346	491
<b>COMMUNITY AFFAIRS</b>	20	241	67	1	737	1,066
<b>CORRECTIONS</b>	81	3,231	819	31	6,028	10,190
(Corrections)	(75)	(3,060)	(756)	(31)	(5,598)	(9,520)
(State Parole Board)	(6)	(171)	(63)	(0)	(430)	(670)
<b>EDUCATION</b>	35	207	29	1	727	999
<b>ENVIRONMENTAL PROTECTION</b>	166	255	70	14	2,840	3,345
<b>GOVERNOR'S OFFICE</b>	3	18	14	2	100	137
<b>HEALTH &amp; SENIOR SERVICES</b>	133	503	98	7	1,458	2,199
<b>HUMAN SERVICES</b>	708	9,888	1,699	50	9,043	21,388
<b>INFORMATION TECHNOLOGY</b>	79	112	23	1	715	930
<b>LABOR</b>	111	1,002	477	6	2,407	4,003
<b>LAW &amp; PUBLIC SAFETY</b>	170	1,806	537	30	7,114	9,657
(Law & Public Safety)	(157)	(1,094)	(412)	(26)	(6,190)	(7,879)
(Child Advocate)	(0)	(2)	(1)	(0)	(8)	(11)
(Juvenile Justice)	(13)	(710)	(124)	(4)	(916)	(1,767)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	142	541	166	3	657	1,509
<b>PERSONNEL</b>	13	120	18	0	256	407
<b>STATE</b>	36	121	31	1	393	582
(State)	(15)	(49)	(16)	(0)	(110)	(190)
(Commission on Higher Education)	(2)	(6)	(1)	(0)	(10)	(19)
(Public Broadcasting)	(17)	(42)	(9)	(0)	(145)	(213)
(Higher Educational Student Assistance)	(2)	(24)	(5)	(1)	(128)	(160)
<b>TRANSPORTATION</b>	382	1,050	338	11	4,485	6,266
(Transportation)	(334)	(440)	(121)	(7)	(2,976)	(3,878)
(Motor Vehicles)	(48)	(610)	(217)	(4)	(1,509)	(2,388)
<b>TREASURY</b>	192	1,395	289	8	3,938	5,822
(Treasury)	(145)	(939)	(128)	(6)	(2,814)	(4,032)
(Administrative Law)	(2)	(27)	(5)	(1)	(78)	(113)
(Casino Control)	(7)	(81)	(9)	(0)	(257)	(354)
(Public Defender)	(12)	(249)	(121)	(1)	(596)	(979)
(Public Utilities)	(22)	(89)	(22)	(0)	(172)	(305)
(Ratepayer Advocate)	(4)	(10)	(4)	(0)	(21)	(39)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	2,299	20,633	4,699	167	41,452	69,250
<b>JUDICIARY</b>	221	2,200	847	17	6,239	9,524
<b>LEGISLATIVE STAFF</b>	4	54	26	0	440	524
<b>TOTAL STATE GOVT WORKFORCE</b>	2,524	22,887	5,572	184	48,131	79,298



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

JANUARY 9, 2004

STATE AGENCY	FEMALE	MALE	TOTAL
<b>AGRICULTURE</b>	<b>137</b>	<b>122</b>	<b>259</b>
<b>BANKING &amp; INSURANCE</b>	<b>256</b>	<b>235</b>	<b>491</b>
<b>COMMUNITY AFFAIRS</b>	<b>546</b>	<b>520</b>	<b>1,066</b>
<b>CORRECTIONS</b>	<b>2,714</b>	<b>7,476</b>	<b>10,190</b>
(Corrections)	(2,402)	(7,118)	(9,520)
(State Parole Board)	(312)	(358)	(670)
<b>EDUCATION</b>	<b>686</b>	<b>313</b>	<b>999</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,327</b>	<b>2,018</b>	<b>3,345</b>
<b>GOVERNOR'S OFFICE</b>	<b>92</b>	<b>45</b>	<b>137</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>1,542</b>	<b>657</b>	<b>2,199</b>
<b>HUMAN SERVICES</b>	<b>15,081</b>	<b>6,307</b>	<b>21,388</b>
<b>INFORMATION TECHNOLOGY</b>	<b>410</b>	<b>520</b>	<b>930</b>
<b>LABOR</b>	<b>2,601</b>	<b>1,402</b>	<b>4,003</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>3,713</b>	<b>5,944</b>	<b>9,657</b>
(Law & Public Safety)	(3,014)	(4,865)	(7,879)
(Child Advocate)	(9)	(2)	(11)
(Juvenile Justice)	(690)	(1,077)	(1,767)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>982</b>	<b>527</b>	<b>1,509</b>
<b>PERSONNEL</b>	<b>300</b>	<b>107</b>	<b>407</b>
<b>STATE</b>	<b>340</b>	<b>242</b>	<b>582</b>
(State)	(121)	(69)	(190)
(Commission on Higher Education)	(13)	(6)	(19)
(Public Broadcasting)	(147)	(66)	(213)
(Higher Educational Student Assistance)	(59)	(101)	(160)
<b>TRANSPORTATION</b>	<b>2,383</b>	<b>3,883</b>	<b>6,266</b>
(Transportation)	(776)	(3,102)	(3,878)
(Motor Vehicles)	(1,607)	(781)	(2,388)
<b>TREASURY</b>	<b>3,338</b>	<b>2,484</b>	<b>5,822</b>
(Treasury)	(2,331)	(1,701)	(4,032)
(Administrative Law)	(74)	(39)	(113)
(Casino Control)	(178)	(176)	(354)
(Public Defender)	(582)	(397)	(979)
(Public Utilities)	(146)	(159)	(305)
(Ratepayer Advocate)	(27)	(12)	(39)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>36,448</b>	<b>32,802</b>	<b>69,250</b>
<b>JUDICIARY</b>	<b>6,888</b>	<b>2,636</b>	<b>9,524</b>
<b>LEGISLATIVE STAFF</b>	<b>265</b>	<b>259</b>	<b>524</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>43,601</b>	<b>35,697</b>	<b>79,298</b>



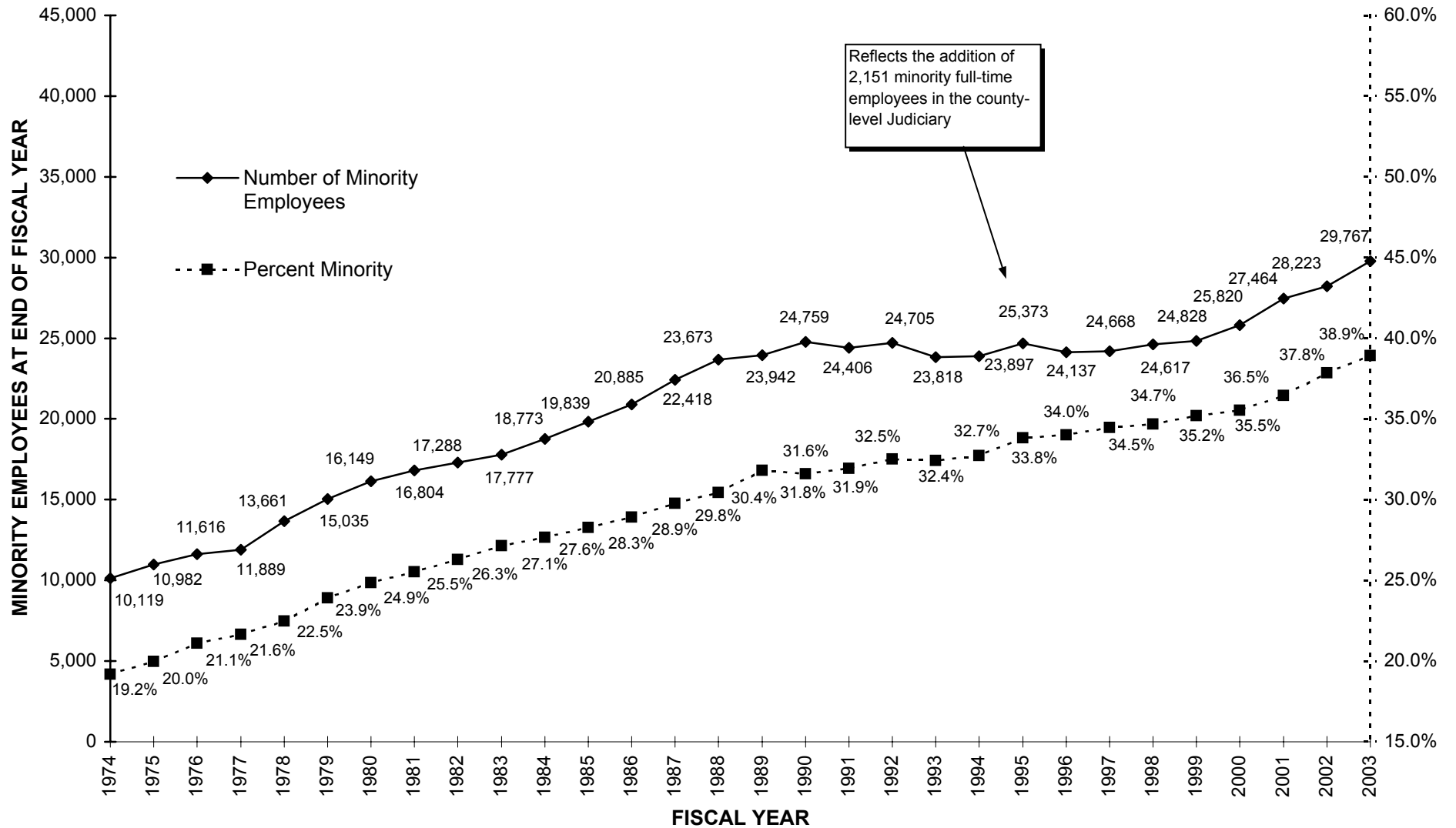
**STATE OF NEW JERSEY**  
**ETHNIC/GENDER DISTRIBUTION OF STATE GOVERNMENT**  
**EMPLOYEES BY AGENCY**

JANUARY 9, 2004

STATE AGENCY	MALE						FEMALE						GRAND TOTAL
	Asian	Black	Hispanic	American Indian	White	Total	Asian	Black	Hispanic	American Indian	White	Total	
<b>AGRICULTURE</b>	<b>6</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>102</b>	<b>122</b>	<b>6</b>	<b>21</b>	<b>4</b>	<b>0</b>	<b>106</b>	<b>137</b>	<b>259</b>
<b>BANKING &amp; INSURANCE</b>	<b>9</b>	<b>35</b>	<b>3</b>	<b>0</b>	<b>188</b>	<b>235</b>	<b>7</b>	<b>75</b>	<b>15</b>	<b>1</b>	<b>158</b>	<b>256</b>	<b>491</b>
<b>COMMUNITY AFFAIRS</b>	<b>16</b>	<b>41</b>	<b>23</b>	<b>0</b>	<b>440</b>	<b>520</b>	<b>4</b>	<b>200</b>	<b>44</b>	<b>1</b>	<b>297</b>	<b>546</b>	<b>1,066</b>
<b>CORRECTIONS</b>	<b>57</b>	<b>2,010</b>	<b>626</b>	<b>27</b>	<b>4,756</b>	<b>7,476</b>	<b>24</b>	<b>1,221</b>	<b>193</b>	<b>4</b>	<b>1,272</b>	<b>2,714</b>	<b>10,190</b>
(Corrections)	(54)	(1,959)	(595)	(27)	(4,483)	(7,118)	(21)	(1,101)	(161)	(4)	(1,115)	(2,402)	(9,520)
(State Parole Board)	(3)	(51)	(31)	(0)	(273)	(358)	(3)	(120)	(32)	(0)	(157)	(312)	(670)
<b>EDUCATION</b>	<b>16</b>	<b>48</b>	<b>7</b>	<b>0</b>	<b>242</b>	<b>313</b>	<b>19</b>	<b>159</b>	<b>22</b>	<b>1</b>	<b>485</b>	<b>686</b>	<b>999</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>119</b>	<b>75</b>	<b>27</b>	<b>5</b>	<b>1,792</b>	<b>2,018</b>	<b>47</b>	<b>180</b>	<b>43</b>	<b>9</b>	<b>1,048</b>	<b>1,327</b>	<b>3,345</b>
<b>GOVERNOR'S OFFICE</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>34</b>	<b>45</b>	<b>1</b>	<b>13</b>	<b>10</b>	<b>2</b>	<b>66</b>	<b>92</b>	<b>137</b>
<b>HEALTH &amp; SENIOR SERVICES</b>	<b>40</b>	<b>91</b>	<b>29</b>	<b>2</b>	<b>495</b>	<b>657</b>	<b>93</b>	<b>412</b>	<b>69</b>	<b>5</b>	<b>963</b>	<b>1,542</b>	<b>2,199</b>
<b>HUMAN SERVICES</b>	<b>257</b>	<b>2,638</b>	<b>526</b>	<b>19</b>	<b>2,867</b>	<b>6,307</b>	<b>451</b>	<b>7,250</b>	<b>1,173</b>	<b>31</b>	<b>6,176</b>	<b>15,081</b>	<b>21,388</b>
<b>INFORMATION TECHNOLOGY</b>	<b>27</b>	<b>45</b>	<b>12</b>	<b>1</b>	<b>435</b>	<b>520</b>	<b>52</b>	<b>67</b>	<b>11</b>	<b>0</b>	<b>280</b>	<b>410</b>	<b>930</b>
<b>LABOR</b>	<b>50</b>	<b>212</b>	<b>106</b>	<b>1</b>	<b>1,033</b>	<b>1,402</b>	<b>61</b>	<b>790</b>	<b>371</b>	<b>5</b>	<b>1,374</b>	<b>2,601</b>	<b>4,003</b>
<b>LAW &amp; PUBLIC SAFETY</b>	<b>89</b>	<b>856</b>	<b>318</b>	<b>26</b>	<b>4,655</b>	<b>5,944</b>	<b>81</b>	<b>950</b>	<b>219</b>	<b>4</b>	<b>2,459</b>	<b>3,713</b>	<b>9,657</b>
(Law & Public Safety)	(86)	(454)	(235)	(24)	(4,066)	(4,865)	(71)	(640)	(177)	(2)	(2,124)	(3,014)	(7,879)
(Child Advocate)	(0)	(0)	(0)	(0)	(2)	(2)	(0)	(2)	(1)	(0)	(6)	(9)	(11)
(Juvenile Justice)	(3)	(402)	(83)	(2)	(587)	(1,077)	(10)	(308)	(41)	(2)	(329)	(690)	(1,767)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>31</b>	<b>104</b>	<b>62</b>	<b>1</b>	<b>329</b>	<b>527</b>	<b>111</b>	<b>437</b>	<b>104</b>	<b>2</b>	<b>328</b>	<b>982</b>	<b>1,509</b>
<b>PERSONNEL</b>	<b>5</b>	<b>22</b>	<b>7</b>	<b>0</b>	<b>73</b>	<b>107</b>	<b>8</b>	<b>98</b>	<b>11</b>	<b>0</b>	<b>183</b>	<b>300</b>	<b>407</b>
<b>STATE</b>	<b>8</b>	<b>43</b>	<b>11</b>	<b>1</b>	<b>179</b>	<b>242</b>	<b>28</b>	<b>78</b>	<b>20</b>	<b>0</b>	<b>214</b>	<b>340</b>	<b>582</b>
(State)	(3)	(12)	(4)	(0)	(50)	(69)	(12)	(37)	(12)	(0)	(60)	(121)	(190)
(Commission on Higher Education)	(1)	(3)	(0)	(0)	(2)	(6)	(1)	(3)	(1)	(0)	(8)	(13)	(19)
(Higher Educational Student Assistance)	(3)	(13)	(4)	(0)	(46)	(66)	(14)	(29)	(5)	(0)	(99)	(147)	(213)
(Public Broadcasting)	(1)	(15)	(3)	(1)	(81)	(101)	(1)	(9)	(2)	(0)	(47)	(59)	(160)
<b>TRANSPORTATION</b>	<b>311</b>	<b>439</b>	<b>138</b>	<b>7</b>	<b>2,988</b>	<b>3,883</b>	<b>71</b>	<b>611</b>	<b>200</b>	<b>4</b>	<b>1,497</b>	<b>2,383</b>	<b>6,266</b>
(Transportation)	(288)	(305)	(100)	(6)	(2,403)	(3,102)	(46)	(135)	(21)	(1)	(573)	(776)	(3,878)
(Motor Vehicles)	(23)	(134)	(38)	(1)	(585)	(781)	(25)	(476)	(179)	(3)	(924)	(1,607)	(2,388)
<b>TREASURY</b>	<b>77</b>	<b>368</b>	<b>96</b>	<b>3</b>	<b>1,940</b>	<b>2,484</b>	<b>115</b>	<b>1,027</b>	<b>193</b>	<b>5</b>	<b>1,998</b>	<b>3,338</b>	<b>5,822</b>
(Treasury)	(49)	(232)	(46)	(2)	(1,372)	(1,701)	(96)	(707)	(82)	(4)	(1,442)	(2,331)	(4,032)
(Administrative Law)	(0)	(3)	(1)	(0)	(35)	(39)	(2)	(24)	(4)	(1)	(43)	(74)	(113)
(Casino Control)	(7)	(36)	(5)	(0)	(128)	(176)	(0)	(45)	(4)	(0)	(129)	(178)	(354)
(Public Defender)	(3)	(68)	(37)	(1)	(288)	(397)	(9)	(181)	(84)	(0)	(308)	(582)	(979)
(Public Utilities)	(16)	(28)	(5)	(0)	(110)	(159)	(6)	(61)	(17)	(0)	(62)	(146)	(305)
(Ratepayer Advocate)	(2)	(1)	(2)	(0)	(7)	(12)	(2)	(9)	(2)	(0)	(14)	(27)	(39)
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,120</b>	<b>7,044</b>	<b>1,997</b>	<b>93</b>	<b>22,548</b>	<b>32,802</b>	<b>1,179</b>	<b>13,589</b>	<b>2,702</b>	<b>74</b>	<b>18,904</b>	<b>36,448</b>	<b>69,250</b>
<b>JUDICIARY</b>	<b>64</b>	<b>390</b>	<b>173</b>	<b>5</b>	<b>2,004</b>	<b>2,636</b>	<b>157</b>	<b>1,810</b>	<b>674</b>	<b>12</b>	<b>4,235</b>	<b>6,888</b>	<b>9,524</b>
<b>LEGISLATIVE STAFF</b>	<b>3</b>	<b>18</b>	<b>9</b>	<b>0</b>	<b>229</b>	<b>259</b>	<b>1</b>	<b>36</b>	<b>17</b>	<b>0</b>	<b>211</b>	<b>265</b>	<b>524</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>1,187</b>	<b>7,452</b>	<b>2,179</b>	<b>98</b>	<b>24,781</b>	<b>35,697</b>	<b>1,337</b>	<b>15,435</b>	<b>3,393</b>	<b>86</b>	<b>23,350</b>	<b>43,601</b>	<b>79,298</b>

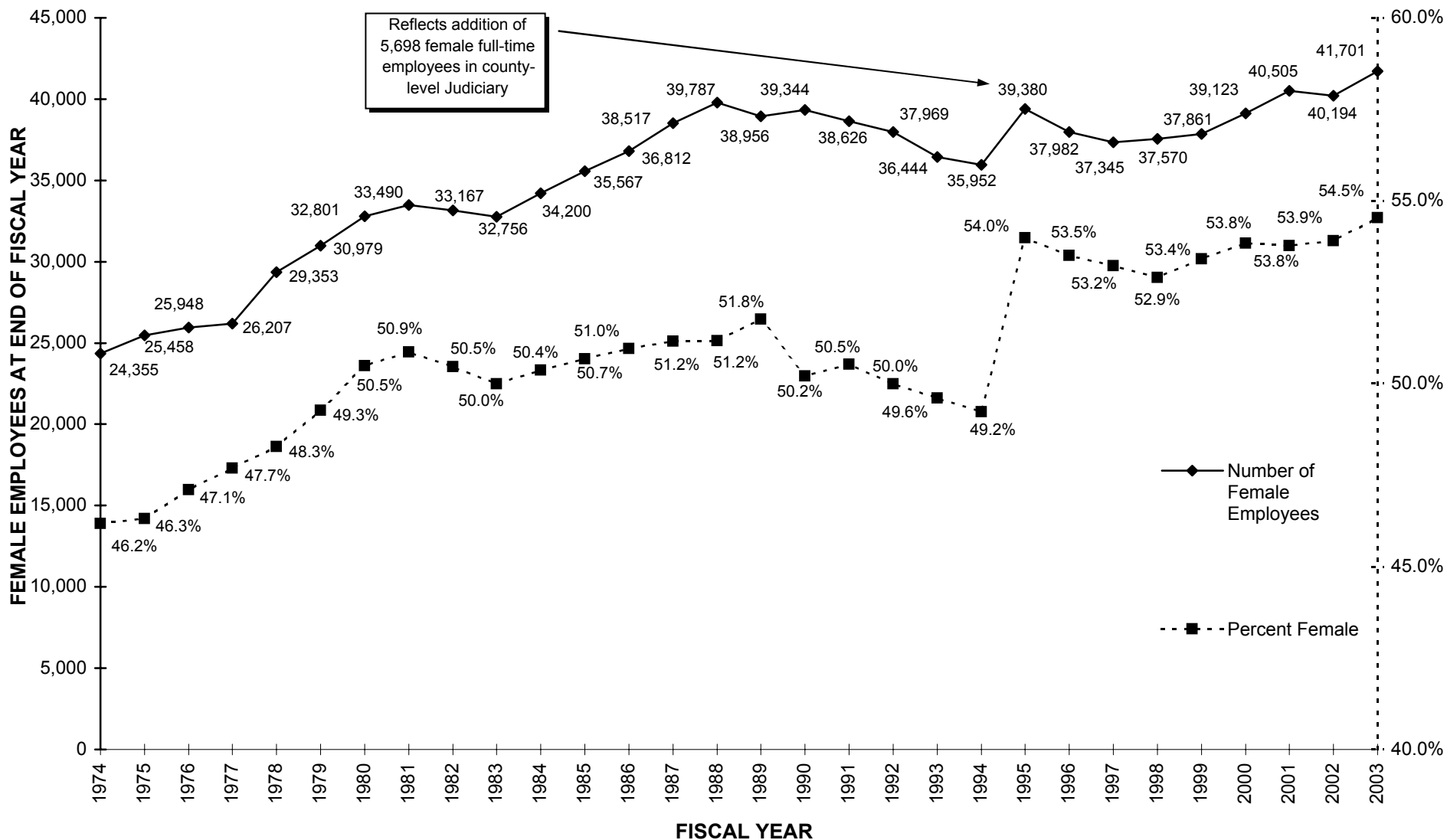
# STATE OF NEW JERSEY

## MINORITIES IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2003



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 (1995-2003).

# STATE OF NEW JERSEY WOMEN IN THE STATE GOVERNMENT WORKFORCE FISCAL YEARS 1974-2003



*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 (1995-2003).*

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

*INTRODUCTION*

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

During 2002, the Fraternal Order of Police (FOP) won an election to represent employees in bargaining codes F and L (State Law Enforcement). However, the Patrolman's Benevolent Association (PBA) continues to represent those employees until amendment certification by the Public Employee Relations Commission (PERC). During 2004 PERC is expected to certify the election making the FOP the exclusive agent representing bargaining units F and L. Bargaining units 1, 8, J, 2, K, 4, and 4A, which include other law enforcement units, are already represented by FOP. 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 eleventh column of the tables on union representation on pages 38 and 39.

The tables show that CWA represents more State Government employees than any other union, with 47.7 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 12.1 percent of the workforce; the PBA, with 8.4 percent; and IFPTE, with 6.3 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

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

*INTRODUCTION (continued)*

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

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

The table on Page 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 9, 2004

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
<b>AGRICULTURE</b>	158	0	0	39	0	0	0	0	0	0	0	0	197
<b>BANKING &amp; INSURANCE</b>	377	0	0	20	0	0	0	0	0	0	0	0	397
<b>COMMUNITY AFFAIRS</b>	797	0	0	127	0	0	0	0	0	0	0	0	924
<b>CORRECTIONS</b>	1,952	320	6,015	404	0	0	0	0	1,037	0	0	0	9,728
(Corrections)	(1,688)	(320)	(5,711)	(402)	(0)	(0)	(0)	(0)	(986)	(0)	(0)	(0)	(9,107)
(State Parole Board)	(264)	(0)	(304)	(2)	(0)	(0)	(0)	(0)	(51)	(0)	(0)	(0)	(621)
<b>EDUCATION</b>	722	40	0	32	0	0	0	0	0	0	0	0	794
<b>ENVIRONMENTAL PROTECTION</b>	2,551	0	103	297	0	0	0	0	44	0	0	0	2,995
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH &amp; SENIOR SERVICES</b>	1,839	30	0	20	0	0	0	0	0	0	0	0	1,889
<b>HUMAN SERVICES</b>	10,638	7,874	81	1,591	0	0	0	0	27	0	0	0	20,211
<b>INFORMATION TECHNOLOGY</b>	779	0	0	4	0	0	0	0	0	0	0	0	783
<b>LABOR</b>	3,521	8	0	41	0	0	0	0	0	0	0	0	3,570
<b>LAW &amp; PUBLIC SAFETY</b>	2,799	278	430	646	0	1,602	875	181	85	0	0	0	6,896
(Law & Public Safety)	(2,000)	(1)	(16)	(593)	(0)	(1,602)	(875)	(181)	(3)	(0)	(0)	(0)	(5,271)
(Child Advocate)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(1)
(Juvenile Justice)	(798)	(277)	(414)	(53)	(0)	(0)	(0)	(0)	(82)	(0)	(0)	(0)	(1,624)
<b>MILITARY &amp; VETERANS AFFAIRS</b>	533	666	0	186	0	0	0	0	0	0	0	0	1,385
<b>PERSONNEL</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>STATE</b>	354	0	0	23	0	0	0	0	0	0	0	0	377
(State)	(132)	(0)	(0)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(136)
(Commission on Higher Education)	(4)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(4)
(Higher Educational Student Assistance)	(113)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(114)
(Public Broadcasting)	(105)	(0)	(0)	(18)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(123)
<b>TRANSPORTATION</b>	4,133	0	4	1,453	261	0	0	0	0	0	0	0	5,851
(Transportation)	(2,254)	(0)	(4)	(1,337)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(3,595)
(Motor Vehicles)	(1,879)	(0)	(0)	(116)	(261)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(2,256)
<b>TREASURY</b>	4,277	0	4	152	0	0	0	0	2	0	0	0	4,435
(Treasury)	(3,134)	(0)	(4)	(142)	(0)	(0)	(0)	(0)	(2)	(0)	(0)	(0)	(3,282)
(Administrative Law)	(66)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(66)
(Casino Control)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)
(Public Defender)	(862)	(0)	(0)	(7)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(869)
(Public Utilities)	(192)	(0)	(0)	(3)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(195)
(Ratepayer Advocate)	(23)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(23)
<b>TOTAL EXECUTIVE BRANCH</b>	<b>35,430</b>	<b>9,216</b>	<b>6,637</b>	<b>5,035</b>	<b>261</b>	<b>1,602</b>	<b>875</b>	<b>181</b>	<b>1,195</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>60,432</b>
<b>JUDICIARY</b>	979	0	0	0	0	0	0	0	0	60	3,379	2,812	7,230
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>36,409</b>	<b>9,216</b>	<b>6,637</b>	<b>5,035</b>	<b>261</b>	<b>1,602</b>	<b>875</b>	<b>181</b>	<b>1,195</b>	<b>60</b>	<b>3,379</b>	<b>2,812</b>	<b>67,662</b>
<b>% OF UNION REPRESENTED EMPLOYEES</b>	<b>53.8%</b>	<b>13.6%</b>	<b>9.8%</b>	<b>7.4%</b>	<b>0.4%</b>	<b>2.4%</b>	<b>1.3%</b>	<b>0.3%</b>	<b>1.8%</b>	<b>0.1%</b>	<b>5.0%</b>	<b>4.2%</b>	<b>100.0%</b>
<b>% OF STATE GOVT WORKFORCE*</b>	<b>47.7%</b>	<b>12.1%</b>	<b>8.4%</b>	<b>6.3%</b>	<b>0.3%</b>	<b>2.0%</b>	<b>1.1%</b>	<b>0.2%</b>	<b>1.5%</b>	<b>0.1%</b>	<b>4.3%</b>	<b>3.5%</b>	<b>85.3%</b>

\*Table based on data from automated personnel files and 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 9, 2004

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
<b>BELOW 15,000</b>	0	0	0	0	0	0	0	0	0	0	0	0	2	2
<b>15,000 - 19,999</b>	26	0	0	1	0	0	0	0	0	0	4	0	2	33
<b>20,000 - 24,999</b>	1,613	2,039	0	463	0	0	0	0	0	0	441	0	77	4,633
<b>25,000 - 29,999</b>	2,163	2,112	0	1,154	2	0	0	0	0	0	467	0	150	6,048
<b>30,000 - 34,999</b>	2,508	1,394	0	1,229	0	0	0	0	0	0	726	295	346	6,498
<b>35,000 - 39,999</b>	4,346	2,738	325	806	37	0	0	0	0	0	701	484	922	10,359
<b>40,000 - 44,999</b>	5,003	552	498	960	80	1	0	0	0	0	534	291	702	8,621
<b>45,000 - 49,999</b>	3,846	212	1,044	127	115	181	0	0	0	0	352	201	766	6,844
<b>50,000 - 54,999</b>	3,436	0	1,301	36	10	332	0	0	4	2	136	428	861	6,546
<b>55,000 - 59,999</b>	2,855	0	490	23	17	0	0	0	9	1	3	331	676	4,405
<b>60,000 - 64,999</b>	3,205	0	2,818	7	0	258	0	0	49	0	11	242	585	7,175
<b>65,000 - 69,999</b>	2,069	0	57	1	0	280	0	0	200	25	0	211	766	3,609
<b>70,000 - 74,999</b>	1,652	0	92	0	0	109	2	0	454	13	0	93	763	3,178
<b>75,000 - 79,999</b>	1,577	0	12	0	0	441	476	0	184	19	0	161	927	3,797
<b>80,000 - 84,999</b>	706	0	0	0	0	0	261	0	212	0	0	41	902	2,122
<b>85,000 - 89,999</b>	174	0	0	0	0	0	136	0	46	0	0	33	701	1,090
<b>90,000 - 94,999</b>	178	0	0	0	0	0	0	87	33	0	0	0	524	822
<b>95,000 - 99,999</b>	4	0	0	0	0	0	0	94	4	0	0	0	327	429
<b>100,000 - ABOVE</b>	228	0	0	0	0	0	0	0	0	0	0	0	1,206	1,434
<b>TOTAL</b>	<b>35,589</b>	<b>9,047</b>	<b>6,637</b>	<b>4,807</b>	<b>261</b>	<b>1,602</b>	<b>875</b>	<b>181</b>	<b>1,195</b>	<b>60</b>	<b>3,375</b>	<b>2,811</b>	<b>11,205</b>	<b>77,645</b>

*Data provided from automated personnel files and 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 MILITARY INVOLVEMENT OF STATE EMPLOYEES

Traditionally, because of the flexibility inherent in their size, large employers have taken a relatively liberal view toward the participation of their employees in the Reserve Components of the United States Armed Forces. The State Government of New Jersey is no exception. On the contrary, it has been a long-standing State Government policy to pay employees who are members of the Reserves or National Guard while they perform their statutory two weeks of annual training. Because the National Guard is part of the State Armed Forces, the State Government has paid employees who are members of the Guard for up to 90 days a year while they are engaged in training. It has also paid their salaries when the National Guard has been called out in response to State emergencies.

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

The following chart shows the number of military leaves granted by the State Government during Calendar Years 2002, 2003, and 2004 in conjunction with Operations Noble Eagle, Enduring Freedom, and Iraqi Freedom.

STATE OF NEW JERSEY  
**OPERATIONS NOBLE EAGLE, ENDURING FREEDOM, AND IRAQI  
 FREEDOM**  
**FEDERAL MILITARY LEAVES IN STATE GOVERNMENT BY  
 AGENCY - CALENDAR YEARS 2002 AND 2003**

AGENCY	Calendar Year 2002	Calendar Year 2003	TOTAL
Corrections	60	65	125
Education	0	2	2
Environmental Protection	6	8	14
Health and Senior Services	1	2	3
Human Services	6	20	26
Law and Public Safety	24	37	61
Juvenile Justice	11	15	26
Military and Veteran Affairs	43	11	54
Transportation	11	10	21
Treasury	1	2	3
Subtotal Executive Agencies	163	172	335
Judiciary	6	2	8
<b>TOTAL</b>	<b>169</b>	<b>174</b>	<b>343</b>

**STATE OF NEW JERSEY**  
**STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM**

*INTRODUCTION*

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In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. 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. Since the 2003 Workforce Profile, Statewide tables and charts that previously 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 3,974 employees in State Colleges who hold positions with Merit System protections. Of these, 2,248 are in the competitive division. There are 1,726 employees in the non-competitive division.

STATE OF NEW JERSEY

STATE COLLEGE EMPLOYEES UNDER THE MERIT SYSTEM BY SERVICE DIVISION

JANUARY 9, 2004

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	331	231	562
MONTCLAIR STATE UNIVERSITY	311	273	584
NEW JERSEY CITY UNIVERSITY	197	265	462
RAMAPO COLLEGE OF NEW JERSEY	167	124	291
ROWAN UNIVERSITY	322	225	547
STATE LIBRARY	81	12	93
THE COLLEGE OF NEW JERSEY	260	198	458
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	235	179	414
THOMAS EDISON STATE COLLEGE	60	10	70
WILLIAM PATERSON UNIVERSITY	284	209	493
<b>TOTAL STATE COLLEGES</b>	<b>2,248</b>	<b>1,726</b>	<b>3,974</b>

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

*INTRODUCTION*

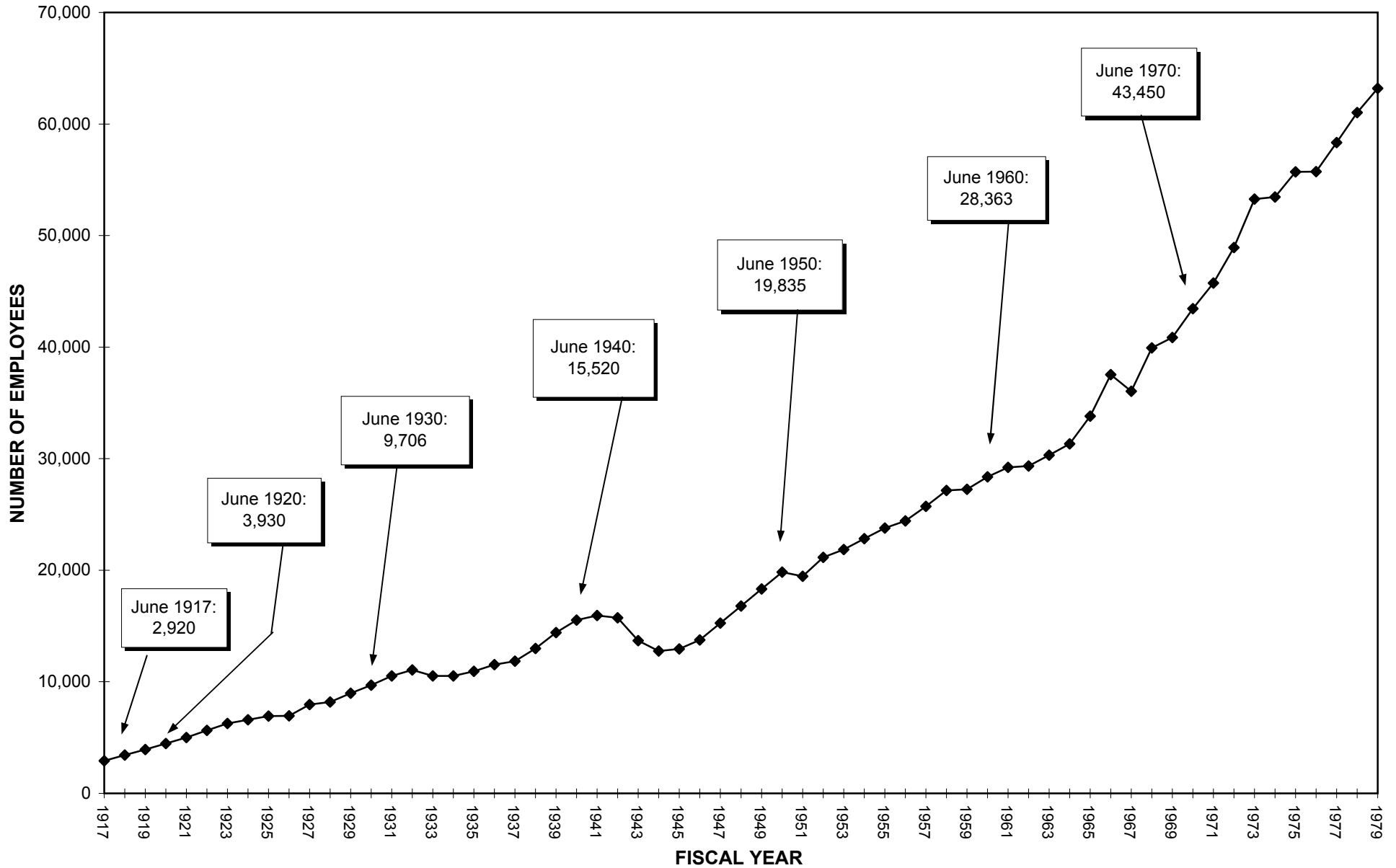
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The following two pages present charts showing the size of the State Government workforce from 1917 to the present. Data are unavailable for 1918, 1920, 1922, 1924, and 1947 through 1949. We have labeled the initial point, every point that represents 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 45 and 46 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 47 through 51 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 the close of each fiscal year, so that changes in the workforce since July of 2003 are not reflected in the table.

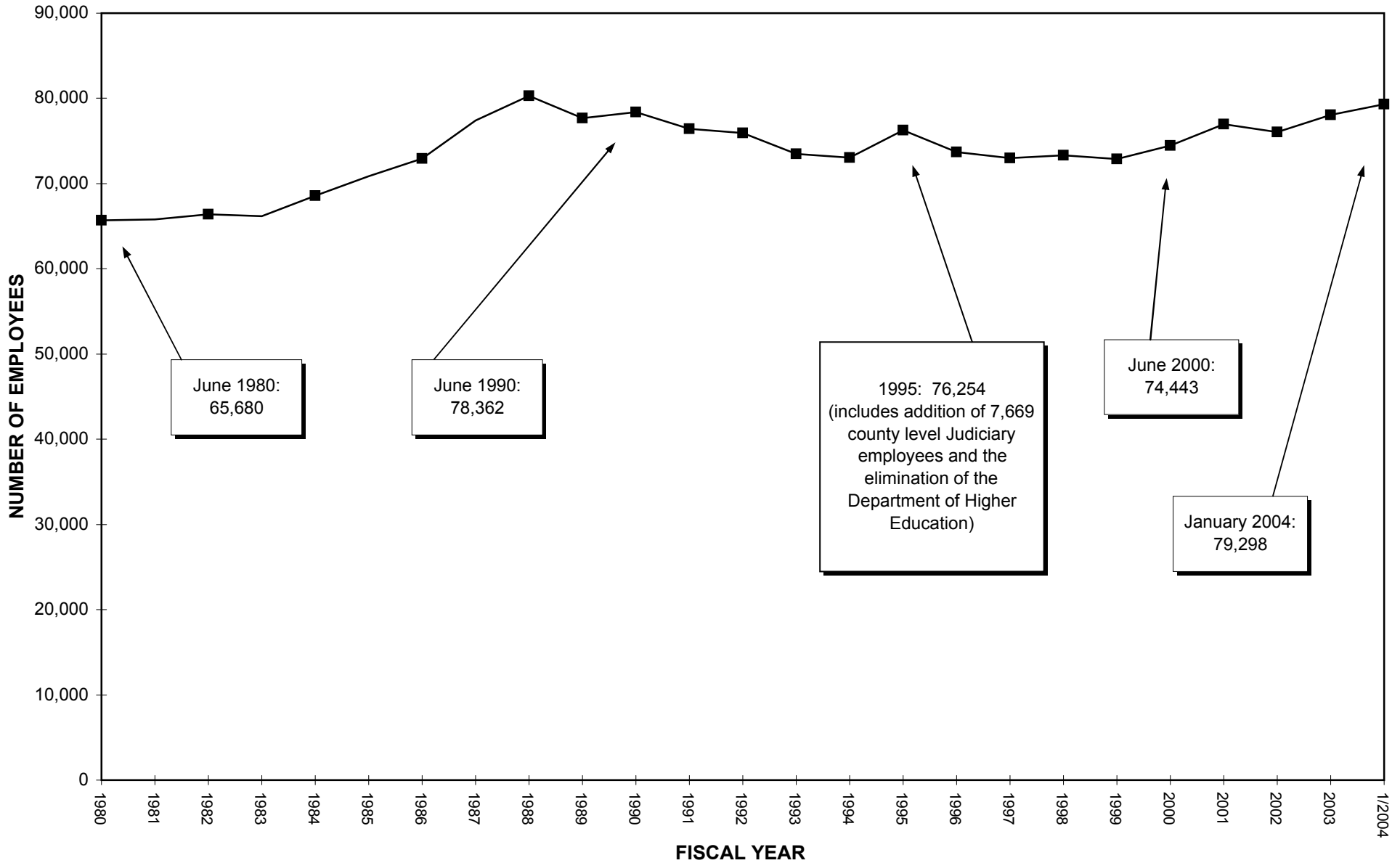
## STATE OF NEW JERSEY STATE GOVERNMENT EMPLOYMENT HISTORY FISCAL YEARS 1917 - 1979



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

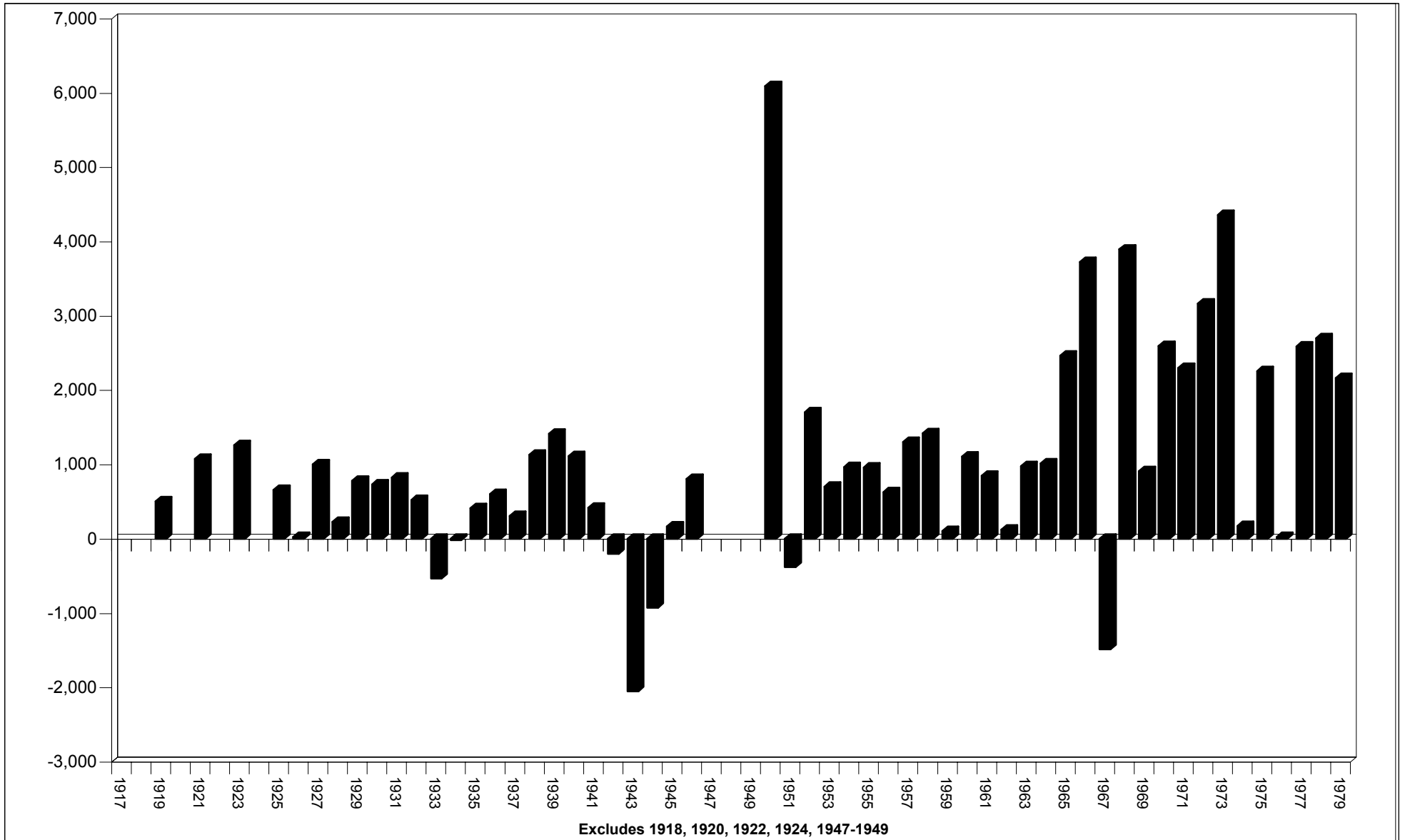


**STATE OF NEW JERSEY  
STATE GOVERNMENT EMPLOYMENT HISTORY JUNE 1980 - JANUARY 2004**



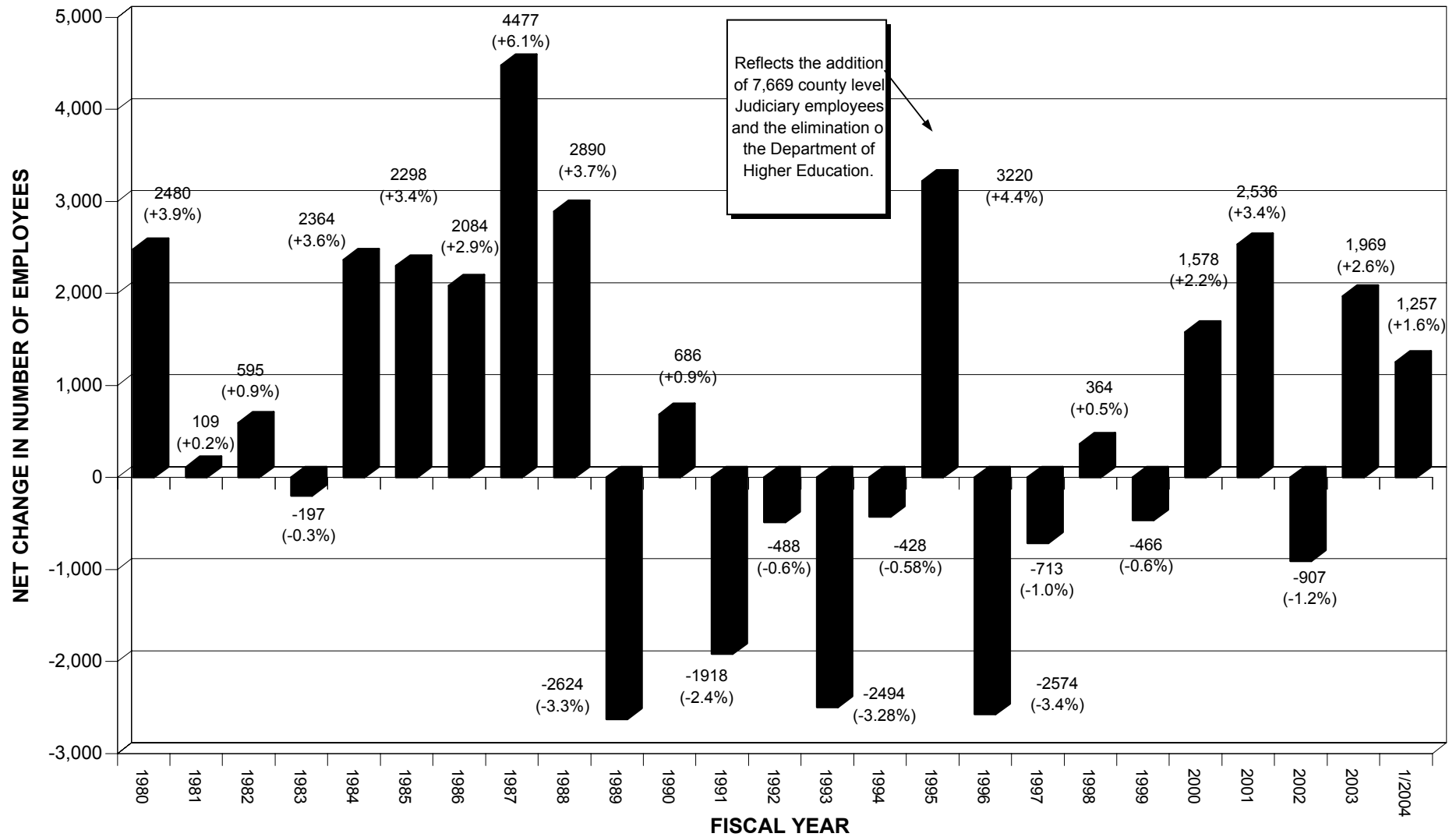
*Data provided by the Department of Personnel from annual reports (1917-1959), separation reports (1960-1987), and automated personnel files (1987-2004). Various Commissions and Authorities included before FY1993.*

**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 1980-2003**  
 (and first 6 months of FY 2004)



Data provided by the Department of Personnel from separation reports (1980-1987) and automated personnel files (1987-2004). Various Commissions and Authorities included before FY1993.

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

1960 through 1969

<b>STATE AGENCY</b>	<b>Jun-60</b>	<b>Jun-61</b>	<b>Jun-62</b>	<b>Jun-63</b>	<b>Jun-64</b>	<b>Jun-65</b>	<b>Jun-66</b>	<b>Jun-67</b>	<b>Jun-68</b>	<b>Jun-69</b>
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 <sup>1</sup>	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 <sup>1</sup>	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

<b>TOTALS</b>	<b>28,363</b>	<b>29,215</b>	<b>29,342</b>	<b>30,319</b>	<b>31,334</b>	<b>33,801</b>	<b>37,528</b>	<b>36,043</b>	<b>39,939</b>	<b>40,853</b>
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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 <sup>2</sup>	119	121	121	136	143	143	163	150
COMMUNITY AFFAIRS	398	397	443	471	484	507	487	494	527	551
CORRECTIONS									4,084 <sup>1</sup>	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 <sup>1</sup>	20,711
INSURANCE		191 <sup>2</sup>	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
<b>TOTALS</b>	<b>43,450</b>	<b>45,750</b>	<b>48,920</b>	<b>53,280</b>	<b>53,453</b>	<b>55,713</b>	<b>55,740</b>	<b>58,330</b>	<b>61,032</b>	<b>63,200</b>

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

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

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

1980 through 1989

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

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

2 - Reflects addition of Veterans Hospitals from Human Services.

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

# STATE OF NEW JERSEY EMPLOYMENT HISTORY

*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 <sup>8</sup>	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 <sup>2</sup>	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 <sup>4</sup>				
HUMAN SERVICES	23,493	22,715	22,582	21,522	22,415	21,690	20,575	19,631	18,888	18,649
INFORMATION TECHNOLOGY										
INSURANCE	438	494	517	537	519	518	492	0 <sup>8</sup>		
LABOR	4,274	4,407	4,706	4,662	4,523	4,499	4,464	4,368	4,327	4,147
LAW & PUBLIC SAFETY	9,486	9,366	9,000	8,976	8,873	8,845	6,498 <sup>7</sup>	7,731 <sup>9</sup>	8,036	8,539
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 <sup>1</sup>	655	626	599	484	461	431	431
PUBLIC ADVOCATE	1,058	1,063	1,016	928	929	0 <sup>5</sup>				
PUBLIC BROADCASTING	212	194	178	174	174	157	156	153	142	160
PUBLIC UTILITIES (ENERGY)	392	354	229	255 <sup>2</sup>	234	289	287	275	271	268
STATE (and associated autonomous agencies. )	501	470	442	434	428	1,278 <sup>5</sup>	1,264	1,256	1,230	406 <sup>10</sup>
TRANSPORTATION	5,462	5,213	4,786	4,565	4,564	4,344	6,114 <sup>7</sup>	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 <sup>10</sup>
VARIOUS COMMISSIONS AND AUTHORITIES	104	104	104	0 <sup>3</sup>						
<b>SUB-TOTAL EXECUTIVE DEPARTMENTS</b>	<b>76,144</b>	<b>74,257</b>	<b>73,780</b>	<b>71,297</b>	<b>70,850</b>	<b>66,364</b>	<b>63,870</b>	<b>63,570</b>	<b>63,791</b>	<b>63,230</b>
JUDICIARY	1,686	1,663	1,688	1,683	1,699	9,417 <sup>6</sup>	9,334	8,916	9,060	9,149
LEGISLATIVE STAFF	532	524	488	482	485	473	476	481	480	486
<b>TOTALS</b>	<b>78,362</b>	<b>76,444</b>	<b>75,956</b>	<b>73,462</b>	<b>73,034</b>	<b>76,254</b>	<b>73,680</b>	<b>72,967</b>	<b>73,331</b>	<b>72,865</b>

- 1 - Reflects the consolidation of State training & personnel management functions in the Department of Personnel.
- 2 - Employee counts for Public Utilities & Environmental Protection were combined during 1992 & 1993; separate counts for Public Utilities estimated from Centralized Payroll files.
- 3 - Various Commissions and Authorities now reported in "Other Government Employment" (see 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 2003*

STATE AGENCY	Jun-00	Jun-01	Jun-02	Jun-03
AGRICULTURE	257	259	243	255
BANKING & INSURANCE	503	523	496	495
COMMUNITY AFFAIRS	1,061	1,103	1,105	1,049
CORRECTIONS (and State Parole Board)	9,943	10,391	10,320	10,297
EDUCATION	905	996	922	965
ENVIRONMENTAL PROTECTION	3,362	3,420	3,355	3,337
EXECUTIVE/GOVERNOR'S OFFICE	150	156	144	143
HEALTH & SENIOR SERVICES	2,054	2,130	2,040	2,139
HUMAN SERVICES	19,082	19,709	20,380	20,816
INFORMATION TECHNOLOGY	1,020 <sup>1</sup>	1,033	981	935
LABOR	4,044	3,930	3,809	3,973
LAW & PUBLIC SAFETY (and Juvenile Justice, Child Advocate)	8,673	9,260	9,270	9,414
MILITARY & VETERANS AFFAIRS	1,569	1,568	1,490	1,487
PERSONNEL	446	445	397	400
PUBLIC ADVOCATE				
STATE (and associated autonomous agencies. )	587	417	577	564
TRANSPORTATION (and Motor Vehicles)	5,279	5,574	5,190	5,885 <sup>2</sup>
TREASURY (and associated autonomous agencies. )	5,717	5,920	5,685	5,875
VARIOUS COMMISSIONS AND AUTHORITIES				
<b>EXECUTIVE AGENCIES</b>	<b>64,652</b>	<b>67,008</b>	<b>66,404</b>	<b>68,029</b>
JUDICIARY	9,287	9,472	9,165	9,495
LEGISLATIVE STAFF	504	499	503	517
<b>TOTALS</b>	<b>74,443</b>	<b>76,979</b>	<b>76,072</b>	<b>78,041</b>

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

<sup>2</sup> -Pursuant to Title 39:2A-4, the Division of Motor Vehicles in the Department of Transportation is abolished and the New Jersey Motor Vehicle Commission established. The Commission is allocated in but not of the Department of Transportation.



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

*INTRODUCTION*

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In 1996, we expanded the Workforce Profile to include 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 2004) indicate total employment of approximately 426,900 with about 260,200 of these employed in education. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 108,966 identified in our records) represent about 64.6% of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why the following tables and charts summarize 112,349 jobs rather than 108,966 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

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

*INTRODUCTION (continued)*

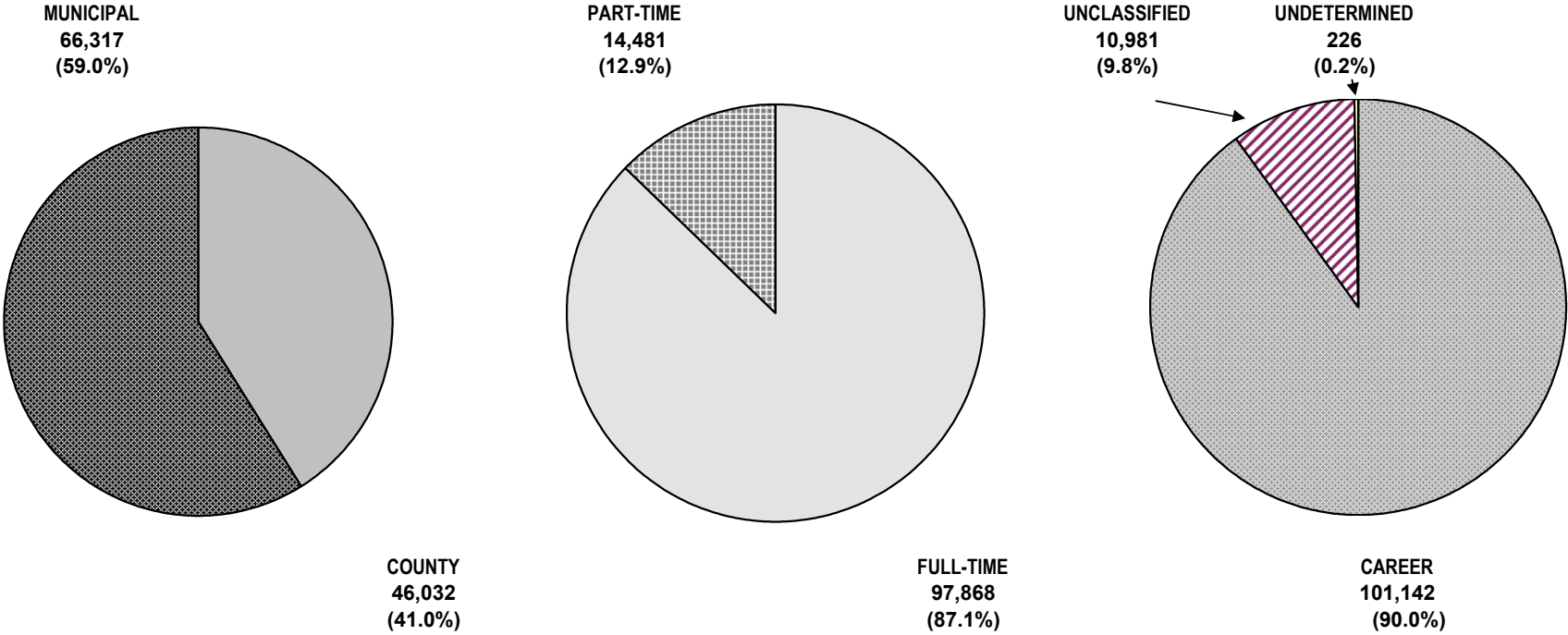
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You will also note that the local government tables do not address a number of the issues that are covered in tables dealing with State Government employees, such as age, length of service, ethnic identity, gender, and salary. That is because the data files we use for local government are a consolidation of various local files, which differ from each other in the formats used for these types of data. Since the Department of Personnel's responsibilities with respect to local jurisdictions have been largely confined to position classification and examinations, we have directed our most strenuous efforts in record maintenance to insuring the accuracy of data concerning class of service and title.

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 eight local government Merit System jobs is part-time, compared with barely one out of 115 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, 2004**



Data from the Department of Personnel's Consolidated Employee File.  
Percentages refer to the number of Local Government Merit System Jobs as of 1/1/2004: 112,349.

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

JANUARY 1, 2004

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL COUNTY	FULL-TIME	PART-TIME	SUBTOTAL MUNICIPAL	FULL-TIME	PART-TIME	
ATLANTIC	1,752	87	1,839	2,538	451	2,989	4,290	538	4,828
BERGEN	2,661	373	3,034	3,180	913	4,093	5,841	1,286	7,127
BURLINGTON	2,211	257	2,468	1,903	693	2,596	4,114	950	5,064
CAMDEN	3,450	340	3,790	2,703	597	3,300	6,153	937	7,090
CAPE MAY	1,189	75	1,264	1,510	460	1,970	2,699	535	3,234
CUMBERLAND	1,166	146	1,312	2,198	517	2,715	3,364	663	4,027
ESSEX	4,126	128	4,254	10,978	879	11,857	15,104	1,007	16,111
GLOUCESTER	1,404	126	1,530	560	174	734	1,964	300	2,264
HUDSON	2,862	134	2,996	8,672	1,509	10,181	11,534	1,643	13,177
HUNTERDON	636	98	734	0	0	0	636	98	734
MERCER	2,008	202	2,210	2,901	252	3,153	4,909	454	5,363
MIDDLESEX	2,375	126	2,501	2,940	541	3,481	5,315	667	5,982
MONMOUTH	3,524	174	3,698	2,378	560	2,938	5,902	734	6,636
MORRIS	2,201	200	2,401	1,546	440	1,986	3,747	640	4,387
OCEAN	2,691	471	3,162	3,070	918	3,988	5,761	1,389	7,150
PASSAIC	2,994	394	3,388	3,516	575	4,091	6,510	969	7,479
SALEM	584	83	667	95	38	133	679	121	800
SOMERSET	25	0	25	9	0	9	34	0	34
SUSSEX	785	135	920	658	359	1,017	1,443	494	1,937
UNION	2,705	170	2,875	3,943	475	4,418	6,648	645	7,293
WARREN	847	117	964	374	294	668	1,221	411	1,632
<b>TOTAL</b>	<b>42,196</b>	<b>3,836</b>	<b>46,032</b>	<b>55,672</b>	<b>10,645</b>	<b>66,317</b>	<b>97,868</b>	<b>14,481</b>	<b>112,349</b>

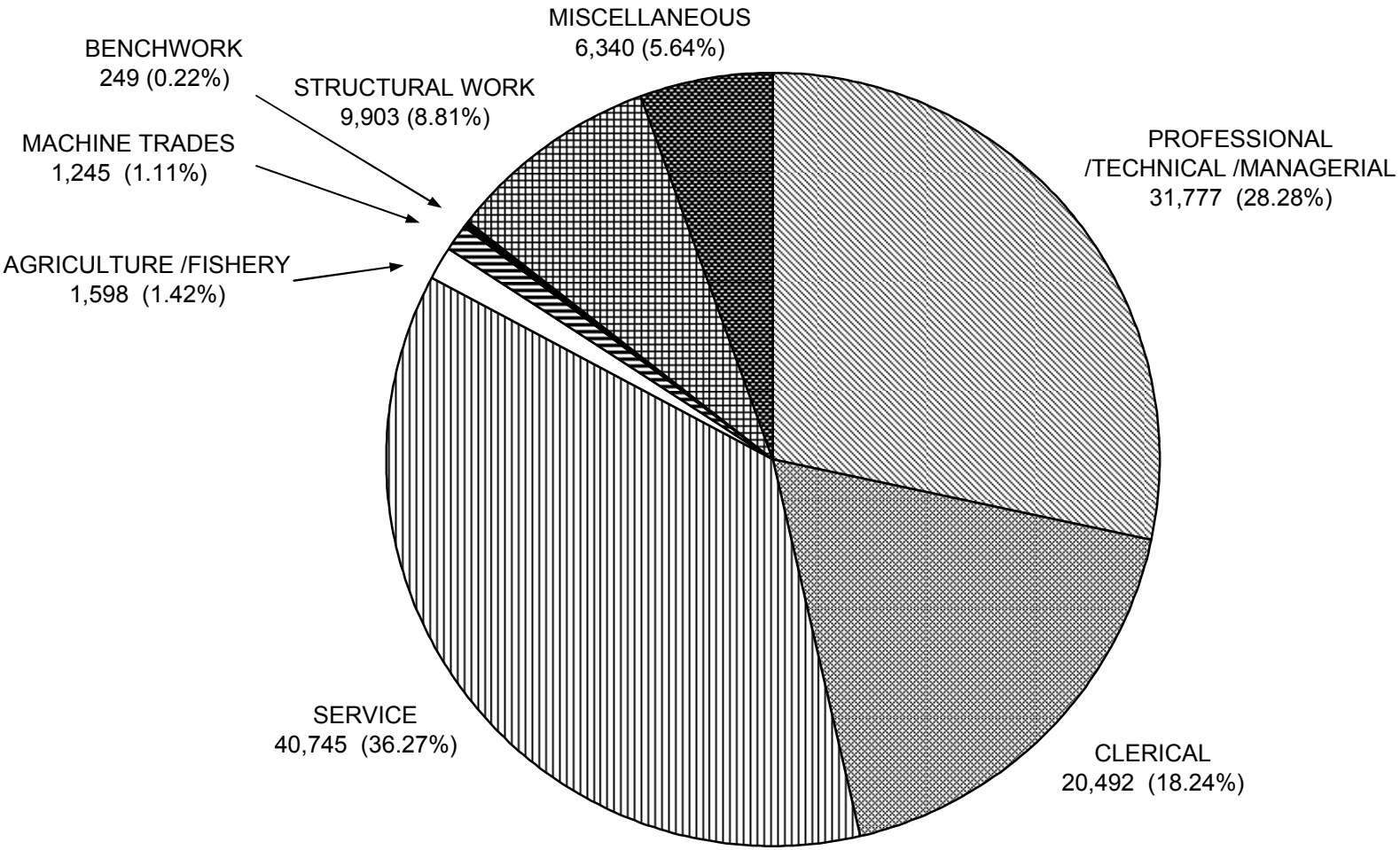
**STATE OF NEW JERSEY - LOCAL GOVERNMENT MERIT SYSTEM JOBS  
DISTRIBUTION BY LOCATION, LEVEL OF GOVERNMENT,  
AND SERVICE DIVISION**

JANUARY 1, 2004

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	1,279	306	1,585	253	1	1,839	2,057	675	2,732	254	3	2,989	4,317	507	4	4,828
BERGEN	2,188	497	2,685	349	0	3,034	2,688	918	3,606	487	0	4,093	6,291	836	0	7,127
BURLINGTON	1,651	584	2,235	227	6	2,468	1,550	702	2,252	343	1	2,596	4,487	570	7	5,064
CAMDEN	2,499	819	3,318	468	4	3,790	2,264	539	2,803	495	2	3,300	6,121	963	6	7,090
CAPE MAY	774	369	1,143	120	1	1,264	1,270	483	1,753	216	1	1,970	2,896	336	2	3,234
CUMBERLAND	828	373	1,201	111	0	1,312	1,520	985	2,505	206	4	2,715	3,706	317	4	4,027
ESSEX	2,885	816	3,701	550	3	4,254	8,415	2,623	11,038	719	100	11,857	14,739	1,269	103	16,111
GLOUCESTER	1,106	227	1,333	196	1	1,530	460	135	595	139	0	734	1,928	335	1	2,264
HUDSON	1,946	606	2,552	442	2	2,996	6,280	3,443	9,723	449	9	10,181	12,275	891	11	13,177
HUNTERDON	499	101	600	124	10	734	0	0	0	0	0	0	600	124	10	734
MERCER	1,489	511	2,000	206	4	2,210	2,467	462	2,929	218	6	3,153	4,929	424	10	5,363
MIDDLESEX	1,962	253	2,215	285	1	2,501	2,476	654	3,130	349	2	3,481	5,345	634	3	5,982
MONMOUTH	2,756	647	3,403	293	2	3,698	2,037	541	2,578	355	5	2,938	5,981	648	7	6,636
MORRIS	1,521	595	2,116	281	4	2,401	1,427	350	1,777	204	5	1,986	3,893	485	9	4,387
OCEAN	2,315	555	2,870	289	3	3,162	2,359	1,277	3,636	350	2	3,988	6,506	639	5	7,150
PASSAIC	2,030	1,033	3,063	302	23	3,388	3,186	610	3,796	278	17	4,091	6,859	580	40	7,479
SALEM	457	136	593	74	0	667	79	17	96	37	0	133	689	111	0	800
SOMERSET	25	0	25	0	0	25	5	1	6	1	2	9	31	1	2	34
SUSSEX	617	186	803	117	0	920	595	194	789	228	0	1,017	1,592	345	0	1,937
UNION	1,804	757	2,561	313	1	2,875	3,340	718	4,058	359	1	4,418	6,619	672	2	7,293
WARREN	568	265	833	131	0	964	353	152	505	163	0	668	1,338	294	0	1,632
<b>TOTAL</b>	<b>31,199</b>	<b>9,636</b>	<b>40,835</b>	<b>5,131</b>	<b>66</b>	<b>46,032</b>	<b>44,828</b>	<b>15,479</b>	<b>60,307</b>	<b>5,850</b>	<b>160</b>	<b>66,317</b>	<b>101,142</b>	<b>10,981</b>	<b>226</b>	<b>112,349</b>

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

**STATE OF NEW JERSEY**  
**DISTRIBUTION OF LOCAL GOVERNMENT MERIT SYSTEM JOBS**  
**BY OCCUPATIONAL GROUP**  
*JANUARY 1, 2004*



*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 1/1/2004: 112,349.*

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

JANUARY 1, 2004

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL /TECHNICAL /MANAGERIAL</b>	00 ENGINEERING/SURVEYING	396	286	682
	01 ENV ENGR-ARCHITECTURE	28	20	48
	02 PHYSICAL SCI-STATS	163	94	257
	04 LIFE SCIENCES	47	29	76
	05 SOCIAL SCIENCES	466	904	1370
	06 SOCIAL-PSYCH SERVICES	2502	282	2784
	07 MEDICAL-HEALTH SERVICES	2437	1139	3576
	09 EDUCATION	403	2513	2916
	10 MUSEUM/LIBRARY/ARCHIVES	1663	2119	3782
	11 LAW	1229	940	2169
	12 INFO PROCESSING SYSTEMS	527	297	824
	13 WRITING	55	60	115
	14 ART	49	23	72
	15 FINANCE	464	780	1244
	16 ADMINISTRATION	4269	3055	7324
	17 INSPECTIONS/INVESTIGATIONS	855	2346	3201
	18 RECREATION	326	1004	1330
	19 BROADCASTING/TRANSMITTING	1	6	7
	<b>CLERICAL</b>	20 GENERAL CLERICAL	7321	8174
21 FINANCE CLERICAL		701	1151	1852
22 STOCK-STORAGE-INVENTORY		142	77	219
24 INFO-MSG DISTRIBUTION		1085	1841	2926
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	1550	2603	4153
	31 FOOD SERVICES	749	1134	1883
	33 BARBERING/COSMETOLOGY	5	0	5
	35 DIRECT CARE	2237	6	2243
	36 PROTECTIVE SERVICES	10182	22279	32461
<b>AGRICULTURE /FISHERY</b>	40 PLANTING-GARDENING	599	712	1311
	41 ANIMAL FARMING	132	154	286
	42 FISHERY-SHELLFISH	0	1	1
<b>MACHINE TRADES</b>	60 MACHINERY REPAIR	386	806	1192
	65 PRINTING	48	5	53
<b>BENCHWORK</b>	70 TECHNICAL REPAIR	4	37	41
	72 ELECTRICAL REPAIR	99	109	208
<b>STRUCTURAL WORK</b>	80 SKILLED TRADES	387	420	807
	81 STRUCTURAL MAINTENANCE	2145	6951	9096
<b>MISCELLANEOUS</b>	90 TRANSPORTATION	1064	1882	2946
	91 UTILITIES	329	718	1047
	92 NOT CODED ELSEWHERE	765	768	1533
	93 NONTITLE COMPENSATION CODES	122	412	534
	99 NOT CODED/UNASSIGNED	100	180	280
	<b>TOTAL</b>	<b>46032</b>	<b>66317</b>	<b>112349</b>

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 2004**

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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 2004**  
*(continued)*

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

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

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

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2004**  
*(continued)*

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

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

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

**STATE OF NEW JERSEY**  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
**AS OF JANUARY 2004**  
*(continued)*

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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  
Pleasantville Township  
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

STATE OF NEW JERSEY  
**LISTING OF LOCAL MERIT SYSTEM JURISDICTIONS**  
AS OF JANUARY 2004  
*(continued)*

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West New York  
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