



# STATE GOVERNMENT 2018 WORKFORCE PROFILE

with select local data



Philip D. Murphy  
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Chair/Chief Executive Officer

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# *Preface*

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STATE OF NEW JERSEY

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

**Preface**

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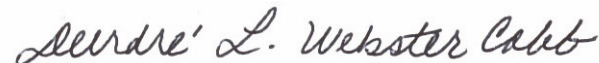
On behalf of the Civil Service Commission (CSC), I am pleased to share with you the 2018 edition of the State Government Workforce Profile. This profile reflects helpful data such as the number of employees paid through Centralized Payroll including in but not of agencies. Attracting a diverse and high-performing workforce is critical to state government in order to deliver the best quality service to our residents. We strongly believe that public employees directly contribute to the overall well-being of this great state.

The State of New Jersey has over 67,582 dedicated employees. They serve a broad range of positions and provide essential support and services to the citizens of the State. CSC is responsible for delivering efficient and effective human resources responsive to the needs of the state workforce. We are charged with creating fair and equal opportunities for all employees; creating an efficient work environment and offering a variety of services to enhance employees' careers and personal lives in 20 counties and over 400 local government agencies. We are fully committed to ensuring that our appointing authorities are successful in gathering a pool of eligible applicants that reflect the rich diversity of the State.

The Workforce Profile provides a narrative regarding how our workforce is deployed throughout the state and provides a snapshot regarding current salaries; demographic data; agency hiring and separation statistics; and the organizations that represent State employees. It also provides basic information about employment in local jurisdictions under the Civil Service system, including certain counties, municipalities, school districts and special districts.

The Commission welcomes your comments and questions regarding this report, which can also be found on our website at <https://www.state.nj.us/csc/about/publications/workforce/>.

**Sincerely yours,**



Deirdre Webster Cobb, Esq.  
Chair/ Chief Executive Officer  
New Jersey Civil Service Commission

State Government Workforce Profile 2018

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## STATE OF NEW JERSEY

# State Government Workforce Profile 2018

## Introduction

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This Workforce Profile was compiled by the New Jersey Civil Service Commission from data captured by the Commission's automated personnel files, Office of Management and Budget automated payroll files, emails, and a telephone survey. It includes profiles of New Jersey's State Government workforce as of July 1, 2017, comparisons of the workforce at the end of Fiscal Year 2017 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2017.

The Workforce Profile includes trend data where significant trends exist. In cases where we have charted a distribution of employees by some variable (for example, by age or by salary), we have compared the most recent distribution with the previous year's distribution where possible. Longer-term trend charts typically plot a single value (an average, total, or net change) by year, to avoid excessive complexity.

Since 1995, Workforce Profiles have reflected structural changes in State Government, however, these changes are not reflective of routine movements into and out of the workforce. Changes within the last ten years include:

- The reorganization of the Office of the Ratepayer Advocate in 2006 as the Division of Rate Counsel in the Department of the Public Advocate, and the reassignment of the Division of Rate Counsel to the Department of the Treasury in 2010.
- The establishment of the Department of Children and Families in 2006. The new department was staffed by over 6,600 state child welfare employees who were already working in divisions of the Department of Human Services.
- The creation of the Office of Homeland Security and Preparedness (OHSP) by Executive Order in 2006. OHSP absorbed the functions of the former State Office of Counter-Terrorism in the Department of Law and Public Safety. Although the Office is allocated "in but not of" the Department of Law and Public Safety, the Director reports directly to the Governor as a cabinet-level official.
- The elimination of the Department of Personnel in 2008 and the transfer of its functions and powers to the newly established Civil Service Commission, allocated in but not of the Department of Labor and Workforce Development, and to the Office of Workforce Initiatives and Development in the Department of the Treasury.
- The transfer of the Office of Insurance Fraud Prevention from the Department of the Treasury to the Department of Banking and Insurance in 2010.
- The elimination of the Department of the Public Advocate in 2010 and of the Office of Public Broadcasting, and New Jersey Network in 2011.
- The transfer of the Office of Workforce Initiatives and Development to the Civil Service Commission in 2012.
- The transfer of the Division on Aging from the Department of Health and Senior Services to the Department of Human Services in 2012.
- The replacement of the Commission on Higher Education with the Office of the Secretary of Higher Education in 2011.
- The transfer of the Division of Mental Health, and the Division of Addiction Services from the Department of Human Services to the Department of Health in 2017.

## STATE OF NEW JERSEY

# State Government Workforce Profile 2018

## Introduction

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

This Workforce Profile includes breakdown data for agencies whose employees are paid through Centralized Payroll and that State law places "in but not of" the constitutionally authorized departments. One exception is the Palisades Interstate Park Commission (PIP), which was established by compact between New Jersey and New York, but is allocated within the State Department of Environmental Protection. Data on PIP employment is limited to employee counts from their payroll office records. It is reported in our "Other State Government" section on Page 11. The following breakdowns are included in the main body of this publication:

- The State Parole Board is "in but not of" the Department of Corrections.
- The Juvenile Justice Commission and the Office of Homeland Security and Preparedness are "in but not of" the Department of Law and Public Safety.
- The Office of the Secretary of Higher Education and the Higher Education Student Assistance Authority are "in but not of" the Department of State.
- The Motor Vehicle Commission is "in but not of" the Department of Transportation.
- The Office of Administrative Law, the Office of the Public Defender, the Casino Control Commission, and the Board of Public Utilities are all "in but not of" the Department of the Treasury.
- The Civil Service Commission is "in but not of" the Department of Labor and Workforce Development.

On all appropriate tables, departments that include "in but not of" agencies have the department proper in boldface and all capital letters and the "in but not of" agencies indented and shown in regular typeface and letters.

A general overview of the number of State Government employees in each agency is provided, along with some important statistics for the entire State Government workforce. With this year's publication, we've begun efforts to move toward fiscal year reporting, as reflected in our July 1, 2017 dataset. We have also provided the January 2016 and July 2016 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been a decrease of 0.9 percent in the size of the State Government workforce over a two-year period.

The Civil Service Commission welcomes your comments and questions regarding this report, which can also be found on the Commission's website at <http://www.state.nj.us/csc/about/publications/workforce>. The Commission's Division of Agency Services can assist individual agencies with specific workforce analyses. For more information, contact John Griffith at (609) 633-3739.

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

DEPARTMENT	NUMBER OF EMPLOYEES				
	1/7/2016	7/14/2016	7/1/2017	CHANGE OVER 2 YEARS	
<b>AGRICULTURE</b>	213	206	202	- 11	-5.2%
<b>BANKING &amp; INSURANCE</b>	467	460	462	- 5	-1.1%
<b>CHILDREN &amp; FAMILIES</b>	6,733	6,783	6,799	+ 66	1.0%
<b>COMMUNITY AFFAIRS</b>	920	909	863	- 57	-6.2%
<b>CORRECTIONS</b>	8,612	8,586	8,731	+ 119	1.4%
<i>Corrections</i>	8,030	8,009	8,159	+ 129	1.6%
State Parole Board	582	577	572	- 10	-1.7%
<b>EDUCATION</b>	776	747	729	- 47	-6.1%
<b>ENVIRONMENTAL PROTECTION</b>	2,738	2,732	2,701	- 37	-1.4%
<b>GOVERNOR'S OFFICE</b>	113	111	94	- 19	-16.8%
<b>HEALTH</b>	1,080	1,073	1,082	+ 2	0.2%
<b>HUMAN SERVICES</b>	12,811	12,684	12,234	- 577	-4.5%
<b>INFORMATION TECHNOLOGY</b>	741	729	720	- 21	-2.8%
<b>LABOR</b>	3,223	3,214	3,105	- 118	-3.7%
<i>Labor</i>	2,970	2,965	2,870	- 100	-3.4%
Civil Service Commission	253	249	235	- 18	-7.1%
<b>LAW &amp; PUBLIC SAFETY</b>	7,871	7,925	7,943	+ 72	0.9%
<i>Law &amp; Public Safety</i>	6,601	6,646	6,660	+ 59	0.9%
Homeland Security & Preparedness	92	97	96	+ 4	4.3%
Juvenile Justice	1,178	1,182	1,187	+ 9	0.8%
<b>MILITARY &amp; VETERANS AFFAIRS</b>	1,496	1,495	1,497	+ 1	0.1%
<b>STATE</b>	309	305	305	- 4	-1.3%
<i>State (Includes Comm on Higher Education)</i>	179	172	167	- 12	-6.7%
Higher Educational Student Assistance	130	133	138	+ 8	6.2%
<b>TRANSPORTATION</b>	5,483	5,485	5,541	+ 58	1.1%
<i>Transportation</i>	3,174	3,190	3,212	+ 38	1.2%
Motor Vehicles	2,309	2,295	2,329	+ 20	0.9%
<b>TREASURY</b>	5,193	5,131	5,173	- 20	-0.4%
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	3,621	3,563	3,604	- 17	-0.5%
Administrative Law	91	85	91	+ 0	0.0%
Casino Control	44	41	38	- 6	-13.6%
Public Defender	1,207	1,212	1,222	+ 15	1.2%
Public Utilities	230	230	218	- 12	-5.2%
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>58,779</b>	<b>58,575</b>	<b>58,181</b>	<b>- 598</b>	<b>-1.0%</b>
<b>JUDICIARY</b>	<b>8,902</b>	<b>8,802</b>	<b>8,912</b>	<b>+ 10</b>	<b>0.1%</b>
<b>LEGISLATIVE STAFF</b>	<b>492</b>	<b>487</b>	<b>489</b>	<b>- 3</b>	<b>-0.6%</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>68,173</b>	<b>67,864</b>	<b>67,582</b>	<b>- 591</b>	<b>-0.9%</b>

**DEMOGRAPHICS**  
07/01/2017

**AGE**

Average: 47 years  
Median: 46 years

**LENGTH OF SERVICE**

Average: 13 years  
Median: 12 years

**SALARY \***

Average: \$73,512  
Median: \$69,785

**GENDER**

Female: 37,344 (55.3%)  
Male: 30,238 (44.7%)

**MINORITY EMPLOYEES**

30,867 (45.7%)

**UNION REPRESENTATION**

61,051 (90.3%)

\* Salary of Full-time employees only.



## STATE OF NEW JERSEY

### Statistics by Agency

#### Introduction

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

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

This year, we continue to bridge the gap between the two publications. This is a worthwhile effort, because fiscal concerns are still prominent in the conduct of State Government. The chart on Page 6 presents a breakdown of all employees who were in active status as of July 1, 2017. To get a feeling for the differences in results that are associated with the two different ways of reporting, compare that chart with the similar chart on Page 7. The chart on Page 7 addresses the same employee-related variables but includes only the employees who were drawing paychecks for the same pay period. Employees may be in non-pay status for a variety of reasons, including unpaid personal and family leave.

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

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

## STATE OF NEW JERSEY

### Statistics by Agency

#### Introduction

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

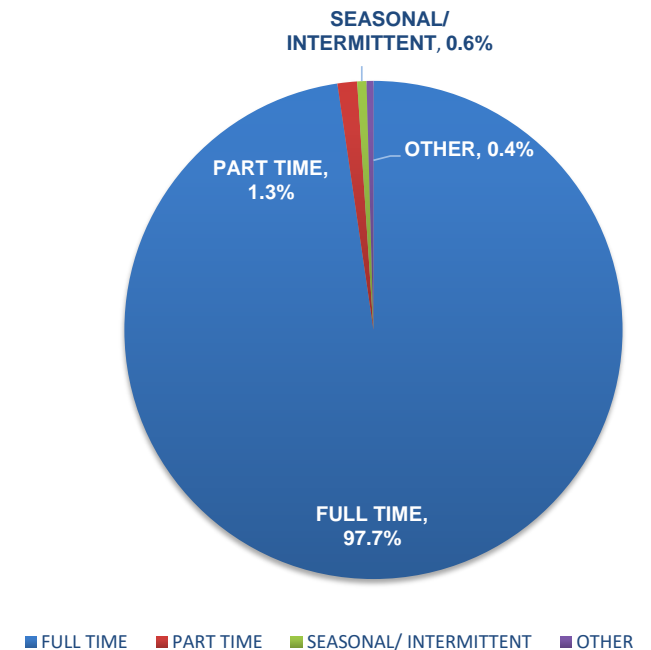
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information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

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

**STATE OF NEW JERSEY**  
**State Government Employee Work Schedules by Department**

July 1, 2017

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>198</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>202</b>
<b>BANKING &amp; INSURANCE</b>	<b>455</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>462</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,741</b>	<b>58</b>	<b>0</b>	<b>0</b>	<b>6,799</b>
<b>COMMUNITY AFFAIRS</b>	<b>863</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>863</b>
<b>CORRECTIONS</b>	<b>8,727</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>8,731</b>
<i>Corrections</i>	8,155	4	0	0	8,159
State Parole Board	572	0	0	0	572
<b>EDUCATION</b>	<b>727</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>729</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,692</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>2,701</b>
<b>GOVERNOR'S OFFICE</b>	<b>94</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>94</b>
<b>HEALTH</b>	<b>1,082</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,082</b>
<b>HUMAN SERVICES</b>	<b>11,780</b>	<b>454</b>	<b>0</b>	<b>0</b>	<b>12,234</b>
<b>INFORMATION TECHNOLOGY</b>	<b>718</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>720</b>
<b>LABOR</b>	<b>2,918</b>	<b>66</b>	<b>114</b>	<b>7</b>	<b>3,105</b>
<i>Labor</i>	2,687	64	114	5	2,870
Civil Service Commission	231	2	0	2	235
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,666</b>	<b>2</b>	<b>0</b>	<b>275</b>	<b>7,943</b>
<i>Law &amp; Public Safety</i>	6,385	0	0	275	6,660
Homeland Security & Preparedness	96	0	0	0	96
Juvenile Justice	1,185	2	0	0	1,187
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,474</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>1,497</b>
<b>STATE</b>	<b>299</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>305</b>
<i>State (Includes Comm on Higher Education)</i>	162	5	0	0	167
Higher Educational Student Assistance	137	1	0	0	138
<b>TRANSPORTATION</b>	<b>5,327</b>	<b>210</b>	<b>0</b>	<b>4</b>	<b>5,541</b>
<i>Transportation</i>	3,208	0	0	4	3,212
Motor Vehicles	2,119	210	0	0	2,329
<b>TREASURY</b>	<b>4,871</b>	<b>4</b>	<b>289</b>	<b>9</b>	<b>5,173</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	3,305	1	289	9	3,604
Administrative Law	91	0	0	0	91
Casino Control	38	0	0	0	38
Public Defender	1,219	3	0	0	1,222
Public Utilities	218	0	0	0	218
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>56,632</b>	<b>841</b>	<b>408</b>	<b>300</b>	<b>58,181</b>
<b>JUDICIARY</b>	<b>8,897</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>8,912</b>
<b>LEGISLATIVE STAFF</b>	<b>487</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>489</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>66,016</b>	<b>858</b>	<b>408</b>	<b>300</b>	<b>67,582</b>



Data provided by the Civil Service Commission from automated personnel files.  
 Percentages refer to the total State Government workforce as of 07/01/2017  
 67,582.

STATE OF NEW JERSEY  
**State Government Employees in Pay Status by Work Schedule**  
 July 1, 2017

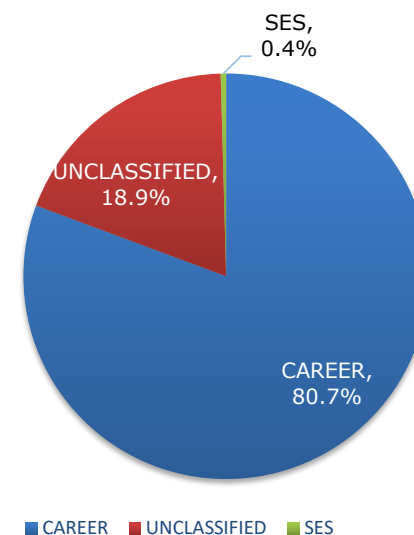
AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
<b>AGRICULTURE</b>	<b>198</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>202</b>
<b>BANKING &amp; INSURANCE</b>	<b>455</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>457</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>6,764</b>	<b>57</b>	<b>0</b>	<b>0</b>	<b>6,821</b>
<b>COMMUNITY AFFAIRS</b>	<b>872</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>872</b>
<b>CORRECTIONS</b>	<b>8,725</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>8,729</b>
<i>Corrections</i>	8,165	4	0	0	8,169
State Parole Board	560	0	0	0	560
<b>EDUCATION</b>	<b>728</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>730</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,697</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>2,706</b>
<b>GOVERNOR'S OFFICE</b>	<b>79</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>79</b>
<b>HEALTH</b>	<b>1,086</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,086</b>
<b>HUMAN SERVICES</b>	<b>11,790</b>	<b>457</b>	<b>0</b>	<b>0</b>	<b>12,247</b>
<b>INFORMATION TECHNOLOGY</b>	<b>719</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>721</b>
<b>LABOR</b>	<b>2,917</b>	<b>66</b>	<b>114</b>	<b>0</b>	<b>3,097</b>
<i>Labor</i>	2,685	64	114	0	2,863
Civil Service Commission	232	2	0	0	234
<b>LAW &amp; PUBLIC SAFETY</b>	<b>7,667</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>7,669</b>
<i>Law &amp; Public Safety</i>	6,384	0	0	0	6,384
Homeland Security & Preparedness	96	0	0	0	96
Juvenile Justice	1,187	2	0	0	1,189
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,493</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>1,516</b>
<b>STATE</b>	<b>300</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>306</b>
<i>State (Includes Comm on Higher Education)</i>	163	5	0	0	168
Higher Educational Student Assistance	137	1	0	0	138
<b>TRANSPORTATION</b>	<b>5,340</b>	<b>211</b>	<b>0</b>	<b>0</b>	<b>5,551</b>
<i>Transportation</i>	3,219	0	0	0	3,219
Motor Vehicles	2,121	211	0	0	2,332
<b>TREASURY</b>	<b>4,796</b>	<b>4</b>	<b>291</b>	<b>0</b>	<b>5,091</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	3,238	1	291	0	3,530
Administrative Law	90	0	0	0	90
Casino Control	38	0	0	0	38
Public Defender	1,216	3	0	0	1,219
Public Utilities	214	0	0	0	214
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>56,626</b>	<b>844</b>	<b>410</b>	<b>0</b>	<b>57,880</b>
<b>JUDICIARY</b>	<b>8,941</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>8,955</b>
<b>LEGISLATIVE STAFF</b>	<b>485</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>487</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>66,052</b>	<b>860</b>	<b>410</b>	<b>0</b>	<b>67,322</b>

STATE OF NEW JERSEY

Distribution of State Government Employee Titles by Service Division

July 1, 2017

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
<b>AGRICULTURE</b>	142	32	174	2	26	202
<b>BANKING &amp; INSURANCE</b>	339	64	403	0	59	462
<b>CHILDREN &amp; FAMILIES</b>	5,668	781	6,449	84	266 <sup>1</sup>	6,799
<b>COMMUNITY AFFAIRS</b>	785	36	821	0	42	863
<b>CORRECTIONS</b>	8,310	127	8,437	0	294	8,731
<i>Corrections</i>	7,778	110	7,888	0	271 <sup>2</sup>	8,159
State Parole Board	532	17	549	0	23	572
<b>EDUCATION</b>	180	350	530	0	199 <sup>3</sup>	729
<b>ENVIRONMENTAL PROTECTION</b>	2,192	415	2,607	2	92	2,701
<b>GOVERNOR'S OFFICE</b>	5	0	5	0	89	94
<b>HEALTH</b>	758	255	1,013	14	55	1,082
<b>HUMAN SERVICES</b>	8,196	3,576	11,772	22	440 <sup>4</sup>	12,234
<b>INFORMATION TECHNOLOGY</b>	507	175	682	13	25	720
<b>LABOR</b>	2,552	333	2,885	30	190	3,105
<i>Labor</i>	2,364	307	2,671	17	182 <sup>5</sup>	2,870
Civil Service Commission	188	26	214	13	8	235
<b>LAW &amp; PUBLIC SAFETY</b>	2,659	834	3,493	7	4,443	7,943
<i>Law &amp; Public Safety</i>	1,718	688	2,406	7	4,247 <sup>6</sup>	6,660
Homeland Security & Preparedness	59	6	65	0	31	96
Juvenile Justice	882	140	1,022	0	165 <sup>7</sup>	1,187
<b>MILITARY &amp; VETERANS AFFAIRS</b>	678	667	1,345	0	152 <sup>8</sup>	1,497
<b>STATE</b>	150	23	173	0	132	305
<i>State (Includes Comm on Higher Education)</i>	88	19	107	0	60	167
Higher Educational Student Assistance	62	4	66	0	72	138
<b>TRANSPORTATION</b>	4,874	505	5,379	53	109	5,541
<i>Transportation</i>	2,781	344	3,125	43	44	3,212
Motor Vehicles	2,093	161	2,254	10	65	2,329
<b>TREASURY</b>	3,275	777	4,052	65	1,056	5,173
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,622	631	3,253	38	313 <sup>9</sup>	3,604
Administrative Law	42	6	48	0	43	91
Casino Control	3	0	3	0	35	38
Public Defender	478	117	595	9	618 <sup>10</sup>	1,222
Public Utilities	130	23	153	18	47	218
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>41,270</b>	<b>8,950</b>	<b>50,220</b>	<b>292</b>	<b>7,669</b>	<b>58,181</b>
<b>JUDICIARY</b>	3,715	584	4,299	0	4,613 <sup>11</sup>	8,912
<b>LEGISLATIVE STAFF</b>	0	0	0	0	489 <sup>11</sup>	489
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>44,985</b>	<b>9,534</b>	<b>54,519</b>	<b>292</b>	<b>12,771</b>	<b>67,582</b>



<sup>1</sup> Includes 190 educational, health care, and social services personnel.  
<sup>2</sup> Includes 194 educational, health care, and social services personnel.  
<sup>3</sup> Includes 50 professional employees at the Katzenbach School.  
<sup>4</sup> Includes 288 educational, health care, and social services personnel.  
<sup>5</sup> Includes 49 compensation judges and 65 educational, medical, and social services personnel.  
<sup>6</sup> Includes 2,990 uniformed State Police, 613 Deputy Attorneys General, and 275 Board Members.  
<sup>7</sup> Includes 131 educational, health care, and social services personnel.  
<sup>8</sup> Includes 149 military, educational, and medical personnel.  
<sup>9</sup> Includes 85 Board Members.  
<sup>10</sup> Includes 43 Deputy Public Defenders and 518 Assistant Deputy Public Defenders.  
<sup>11</sup> All judges and professional and confidential personnel unclassified.  
<sup>12</sup> All professional and technical personnel unclassified.

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

July 1, 2017

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
<b>AGRICULTURE</b>	48	\$71,681	\$69,662	12
<b>BANKING &amp; INSURANCE</b>	51	\$76,723	\$75,547	13
<b>CHILDREN &amp; FAMILIES</b>	43	\$68,446	\$69,683	10
<b>COMMUNITY AFFAIRS</b>	52	\$71,144	\$68,137	11
<b>CORRECTIONS</b>	42	76,127	\$78,446	11
<i>Corrections</i>	41	\$67,888	\$70,178	10
State Parole Board	43	\$84,366	\$86,713	12
<b>EDUCATION</b>	50	\$84,467	\$87,820	12
<b>ENVIRONMENTAL PROTECTION</b>	47	\$76,265	\$76,393	15
<b>GOVERNOR'S OFFICE</b>	39	\$72,740	\$56,100	6
<b>HEALTH</b>	51	\$78,251	\$76,826	14
<b>HUMAN SERVICES</b>	48	\$60,071	\$52,389	12
<b>INFORMATION TECHNOLOGY</b>	51	\$84,451	\$85,937	14
<b>LABOR</b>	49	\$67,073	\$63,925	13
<i>Labor</i>	52	\$65,743	\$60,726	14
Civil Service Commission	46	\$68,403	\$67,124	13
<b>LAW &amp; PUBLIC SAFETY</b>	45	\$76,282	\$75,230	10
<i>Law &amp; Public Safety</i>	44	\$78,306	\$75,230	11
Homeland Security & Preparedness	45	\$84,021	\$82,900	7
Juvenile Justice	46	\$66,519	\$64,279	12
<b>MILITARY &amp; VETERANS AFFAIRS</b>	50	\$51,730	\$47,865	10
<b>STATE</b>	52	\$72,673	\$69,785	12
<i>State (Includes Comm on Higher Education)</i>	52	\$76,861	\$76,032	11
Higher Educational Student Assistance	52	\$68,486	\$63,538	13
<b>TRANSPORTATION</b>	47	\$59,827	\$53,962	12
<i>Transportation</i>	47	\$64,700	\$58,330	13
Motor Vehicles	47	\$54,953	\$49,594	10
<b>TREASURY</b>	49	\$79,452	\$70,463	13
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	47	\$67,700	\$63,538	13
Administrative Law	52	\$96,189	\$98,860	12
Casino Control	51	\$75,334	\$68,073	16
Public Defender	46	\$75,179	\$70,463	10
Public Utilities	51	\$82,858	\$83,804	15
<b>AVERAGE EXECUTIVE DEPARTMENTS</b>	48	\$72,200	\$69,785	12
<b>JUDICIARY</b>	46	\$72,706	\$66,380	11
<b>LEGISLATIVE STAFF</b>	45	\$75,631	\$72,090	12
<b>AVERAGE STATE GOVT WORKFORCE</b>	47	\$73,512	\$69,785	12

Excludes part time, hourly and per diem employees.

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

STATE OF NEW JERSEY

Distribution of State Government Employees by Fund Source

July 1, 2017

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
<b>AGRICULTURE</b>	<b>115</b>	<b>52</b>	<b>0</b>	<b>35</b>	<b>202</b>
<b>BANKING &amp; INSURANCE</b>	<b>458</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>462</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>4,950</b>	<b>1,548</b>	<b>0</b>	<b>301</b>	<b>6,799</b>
<b>COMMUNITY AFFAIRS</b>	<b>531</b>	<b>261</b>	<b>20</b>	<b>51</b>	<b>863</b>
<b>CORRECTIONS</b>	<b>8,518</b>	<b>19</b>	<b>126</b>	<b>68</b>	<b>8,731</b>
<i>Corrections</i>	7,946	19	126	68	8,159
State Parole Board	572	0	0	0	572
<b>EDUCATION</b>	<b>385</b>	<b>195</b>	<b>6</b>	<b>143</b>	<b>729</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>2,580</b>	<b>42</b>	<b>3</b>	<b>76</b>	<b>2,701</b>
<b>GOVERNOR'S OFFICE</b>	<b>81</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>94</b>
<b>HEALTH</b>	<b>370</b>	<b>421</b>	<b>126</b>	<b>165</b>	<b>1,082</b>
<b>HUMAN SERVICES</b>	<b>8,570</b>	<b>3,604</b>	<b>5</b>	<b>55</b>	<b>12,234</b>
<b>INFORMATION TECHNOLOGY</b>	<b>0</b>	<b>0</b>	<b>719</b>	<b>1</b>	<b>720</b>
<b>LABOR</b>	<b>758</b>	<b>2,342</b>	<b>0</b>	<b>5</b>	<b>3,105</b>
<i>Labor</i>	523	2,342	0	5	2,870
Civil Service Commission	235	0	0	0	235
<b>LAW &amp; PUBLIC SAFETY</b>	<b>6,571</b>	<b>97</b>	<b>1</b>	<b>1,274</b>	<b>7,943</b>
<i>Law &amp; Public Safety</i>	5,474	69	1	1,116	6,660
Homeland Security & Preparedness	69	27	0	0	96
Juvenile Justice	1,028	1	0	158	1,187
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>1,328</b>	<b>169</b>	<b>0</b>	<b>0</b>	<b>1,497</b>
<b>STATE</b>	<b>158</b>	<b>140</b>	<b>0</b>	<b>7</b>	<b>305</b>
<i>State (Includes Comm on Higher Education)</i>	158	9	0	0	167
Higher Educational Student Assistance	0	131	0	7	138
<b>TRANSPORTATION</b>	<b>2,343</b>	<b>866</b>	<b>0</b>	<b>2,332</b>	<b>5,541</b>
<i>Transportation</i>	2,341	865	0	6	3,212
Motor Vehicles	2	1	0	2,326	2,329
<b>TREASURY</b>	<b>4,399</b>	<b>49</b>	<b>240</b>	<b>485</b>	<b>5,173</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,895	45	240	424	3,604
Administrative Law	80	4	0	7	91
Casino Control	0	0	0	38	38
Public Defender	1,221	0	0	1	1,222
Public Utilities	203	0	0	15	218
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>42,115</b>	<b>9,806</b>	<b>1,259</b>	<b>5,001</b>	<b>58,181</b>
<b>JUDICIARY</b>	<b>7,325</b>	<b>1,204</b>	<b>0</b>	<b>383</b>	<b>8,912</b>
<b>LEGISLATIVE STAFF</b>	<b>489</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>489</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>49,929</b>	<b>11,010</b>	<b>1,259</b>	<b>5,384</b>	<b>67,582</b>

**STATE OF NEW JERSEY**  
**Other State Government Employment**

July 1, 2017

AGENCY	FULL TIME	PART TIME	TOTAL 2018	TOTAL 2017	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	62	3	65	77	-12	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY <sup>1,4</sup>	126	0	126	125	1	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION <sup>1</sup>	35	4	39	39	0	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION <sup>1</sup>	324	18	342	305	37	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY <sup>1,2</sup>	869	1	870	876	-6	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	298	0	298	299	-1	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION <sup>1</sup>	3	1	4	4	0	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY <sup>5</sup>	204	0	204	219	-15	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	17	0	17	18	-1	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	22	0	22	23	-1	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,395	398	1,793	1,773	20	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	11	0	11	12	-1	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	221	2	223	234	-11	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	126	224	350	370	-20	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,594	721	11,315	11,364	-49	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,974	430	2,404	2,427	-23	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	122	0	122	109	13	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	121	0	121	124	-3	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION <sup>1,4</sup>	84	35	119	118	1	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	570	0	570	541	29	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	208	0	208	202	6	WATER SALE REVENUES
PINELANDS COMMISSION	39	2	41	43	-2	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY <sup>1,3</sup>	7,528	18	7,546	7,433	113	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	54	2	56	57	-1	SEWAGE FEES
RUTGERS	19,014	1,419	20,433	25,307	-4,874	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	112	11	123	124	-1	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	272	138	410	388	22	TOLL REVENUE
STATE COLLEGES	12,141	7,989	20,130	19,881	249	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR <sup>1,4</sup>	23	0	23	22	1	ASSESSMENT ON SHIPPING INDUSTRY
<b>TOTAL</b>	<b>56,569</b>	<b>11,416</b>	<b>67,985</b>	<b>72,514</b>	<b>-4,529</b>	

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

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



## STATE OF NEW JERSEY

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

## Introduction

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The next group of charts shows the distribution of State Government employees by length of service and age, and presents information on hiring and separations of employees. The first two charts provide a “snapshot” of the age and length of service for State Government employees on July 1, 2017 compared with a similar “snapshots” from previous years. The length of service data indicates that the average and median length of service in the State Government workforce is 13/12 years respectively. From 1996 to 2001, the percentage of the State government workforce with more than 10 years of service rose from 50 percent to more than 60 percent. An Early Retirement Initiative program instituted in 2002 ended that trend, and that reversal continued until 2007 and 2008, when 48.2 percent of the workforce had more than ten years of service. Today, the number of employees with 10 years of service or greater represents 69 percent of the total workforce.

The number of employees age 60 or older has fluctuated slightly during the past several years. Year to year increases occurred in 2000, 2004, 2005, 2006, 2007, 2008, 2010, 2011, 2013, and 2014. There were decreases in 2001, 2002, 2003, 2009, 2012, and 2015. In 2000 there were 7,427 employees age 60 or older. The current employee count for age 60 or older is now 9,479, or 14 percent of the workforce. For 10 years before 2006, the age group 40 to 49 was the largest employee age group. That breakdown is changing as the workforce ages. Currently, the age group 45 to 54 is the largest, with 19,584 of the State’s 67,582 employees, approximately 29 percent, in that bracket.

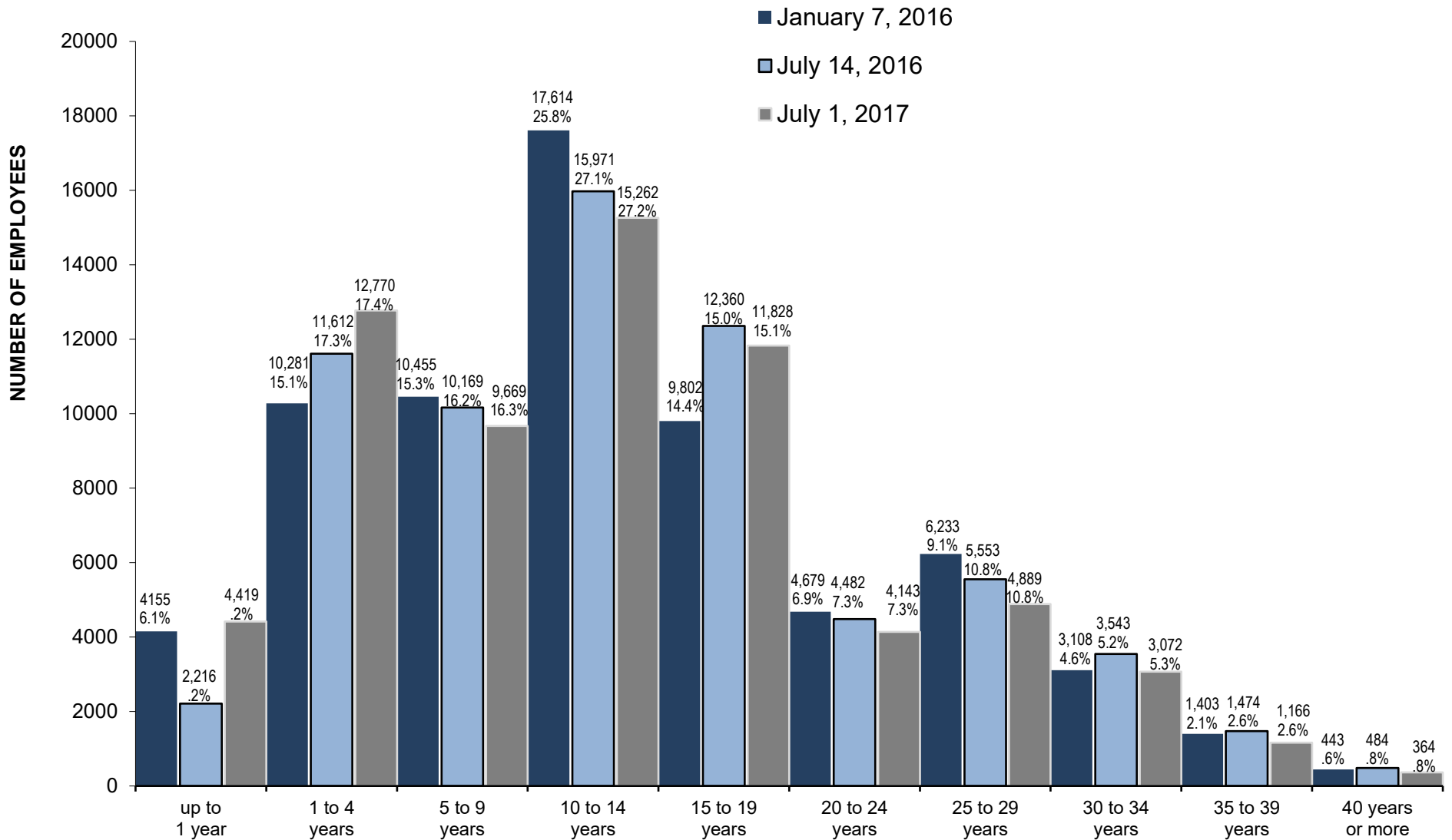
On Page 15, we compare separations during Fiscal Years 2016, 2017, and 2018 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. The separation rate decreased from 9.8 percent in FY2017 to 8.9 percent in FY2018.

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

# STATE OF NEW JERSEY

## Distribution of State Government Employees by Years of Service

July 1, 2017  
(with earlier data for comparison)

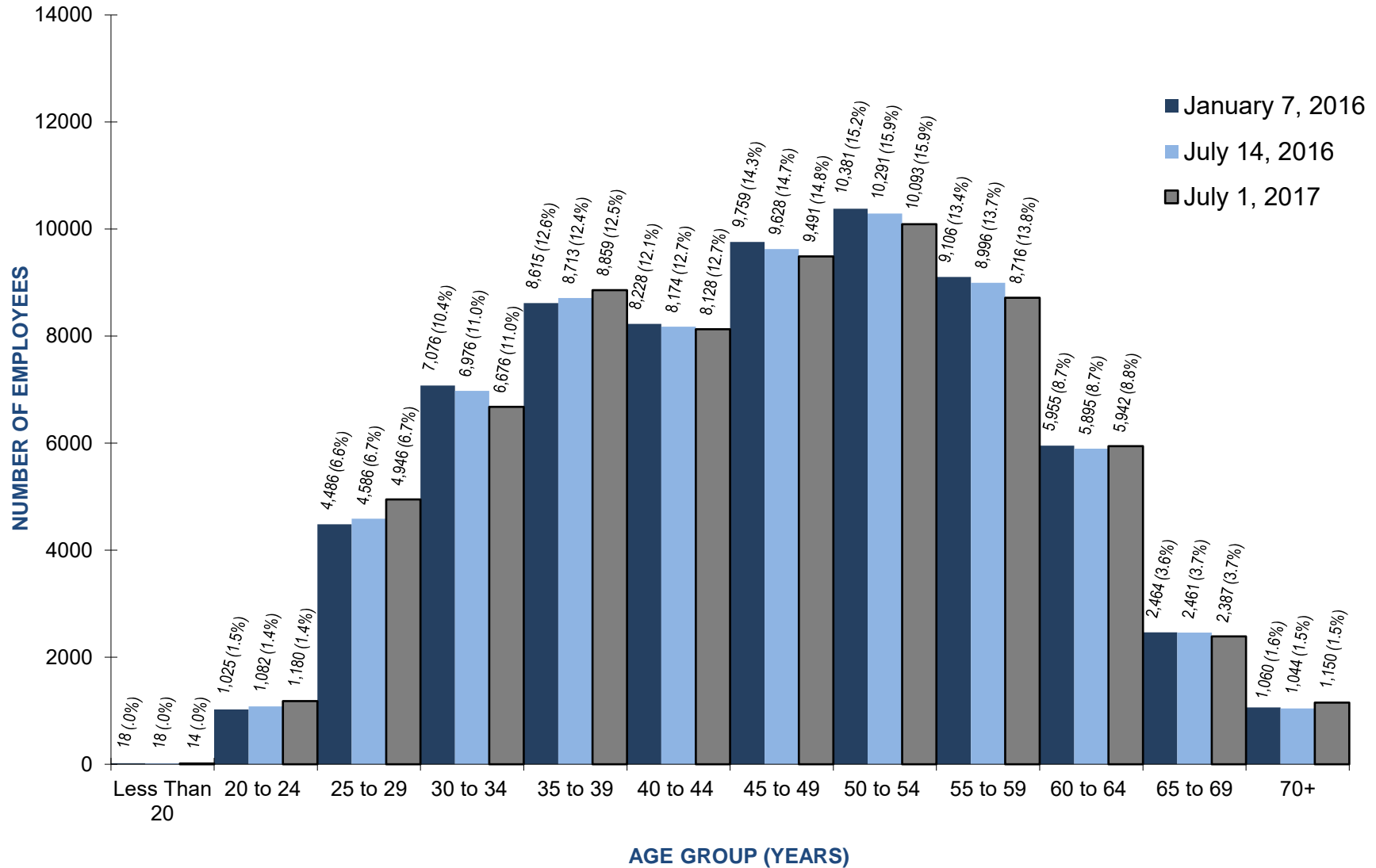


Data provided by the Civil Service Commission from automated personnel files.

Percents refer to the total State Government workforce (as of 1/07/2016, 68,173; 7/14/2016, 67,864; 7/01/2017, 67,582).

## STATE OF NEW JERSEY Distribution of State Government Employees by Age

July 1, 2017 (WITH EARLIER DATA FOR COMPARISON)

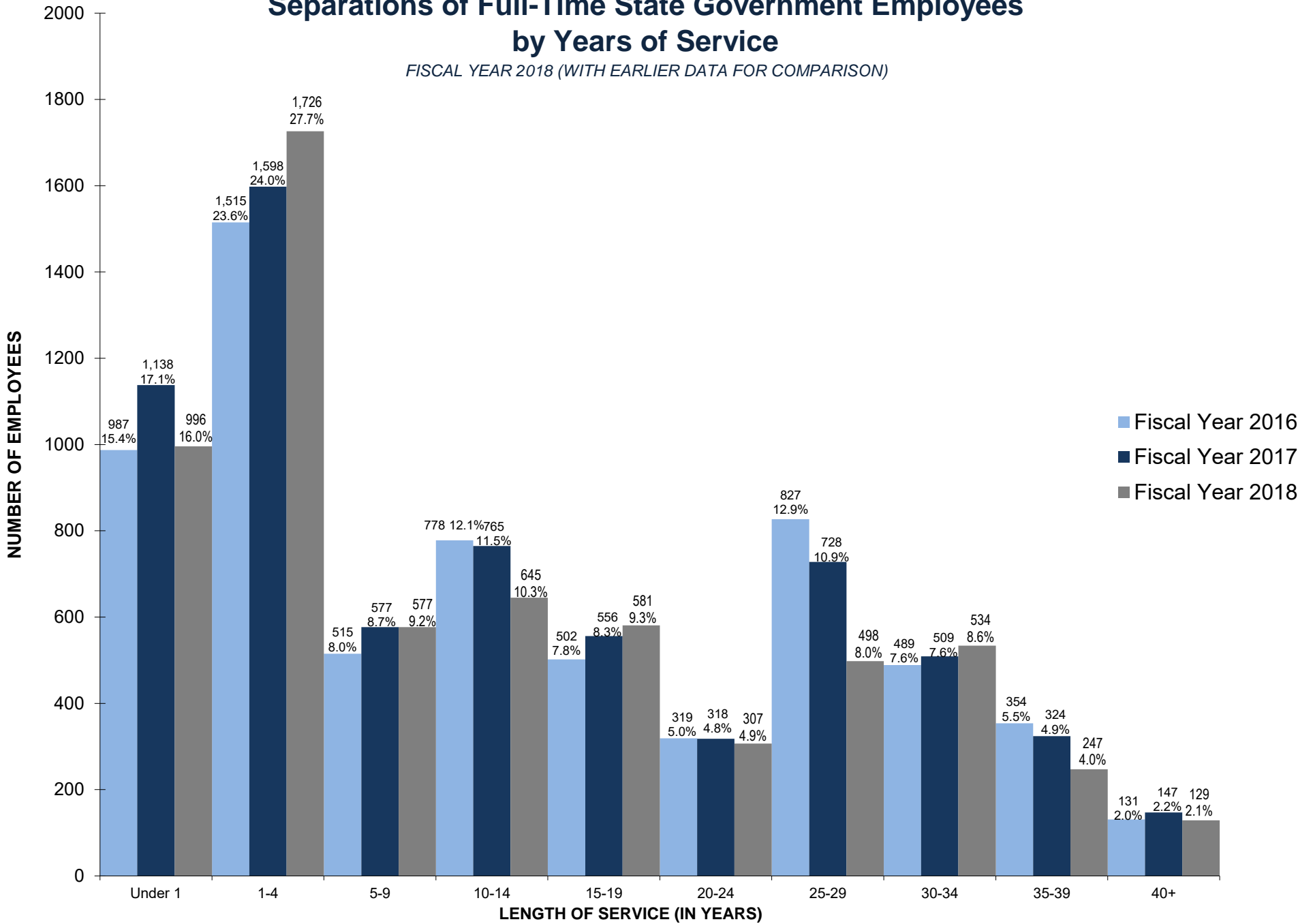


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 1/07/2016, 68,173; 7/14/2016, 67,864; 7/1/2017, 67,582).

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

*FISCAL YEAR 2018 (WITH EARLIER DATA FOR COMPARISON)*



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

Percentages refer to the number of separations of full-time State Government employees (FY2016: 6,417; FY2017: 6,660; FY2018: 6,240).

**STATE OF NEW JERSEY**  
**Separations From State Service**  
**Full-Time Employees FY2007 - FY2018**

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

Fiscal Year	Resigned in Good Standing	General Resignations	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Discontinued UnClassified Appts	Discontinued Temp / Provisional / Interim Appts	Expiration Of Term	Laid Off	Deaths	Discontinued Prob Appt / Incomplete WTP	Discontinued SES appt	Removal - NJAC 4A	Removal After WTP	Total Separations	Employees at start of FY	Separation Rate
2012	772	151	113	0	2,428	693	624	302	119	139	129	5	171	27	5,673	72,887	7.8%
2013	791	113	126	0	2,475	666	737	281	1	145	135	3	144	18	5,635	73,506	7.7%
2014	833	143	66	0	2,799	629	581	284	404	123	142	5	141	28	6,179	71,210	8.7%
2015	941	103	99	0	3,258	742	502	285	308	121	142	6	116	22	6,645	68,541	9.7%
2016	1090	129	84	0	2,792	772	759	260	0	117	252	8	95	17	6,375	67,991	9.4%
2017	1191	131	100	0	2,663	824	909	304	1	112	239	5	117	23	6,619	67,745	9.8%
2018	1233	110	72	0	2,289	1008	713	282	0	120	217	5	87	27	6,163	67,582	8.9%

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

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

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

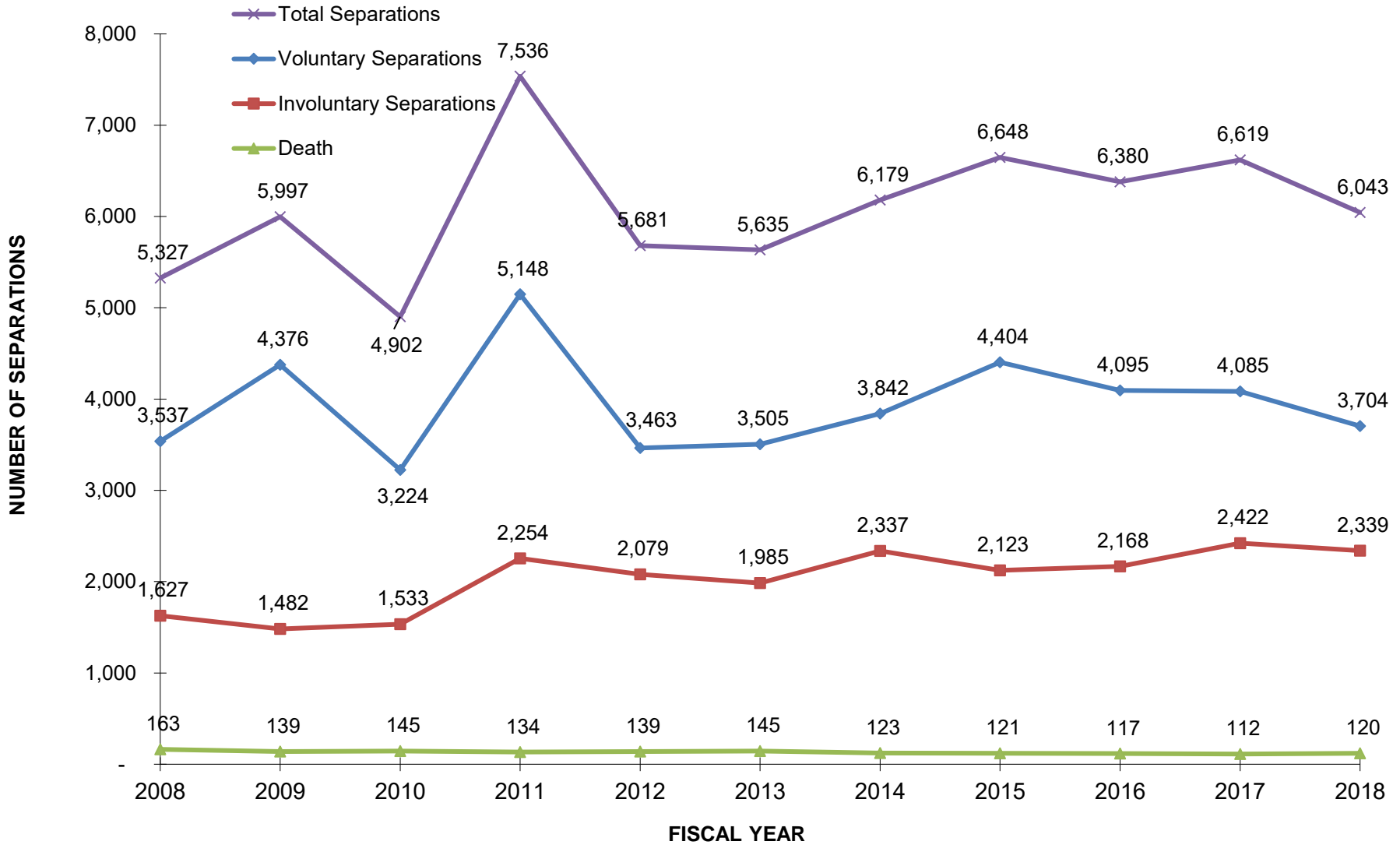
Some extensions beyond the July 1st deadlines were granted. These extensions were made at the convenience of the State Government.

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

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

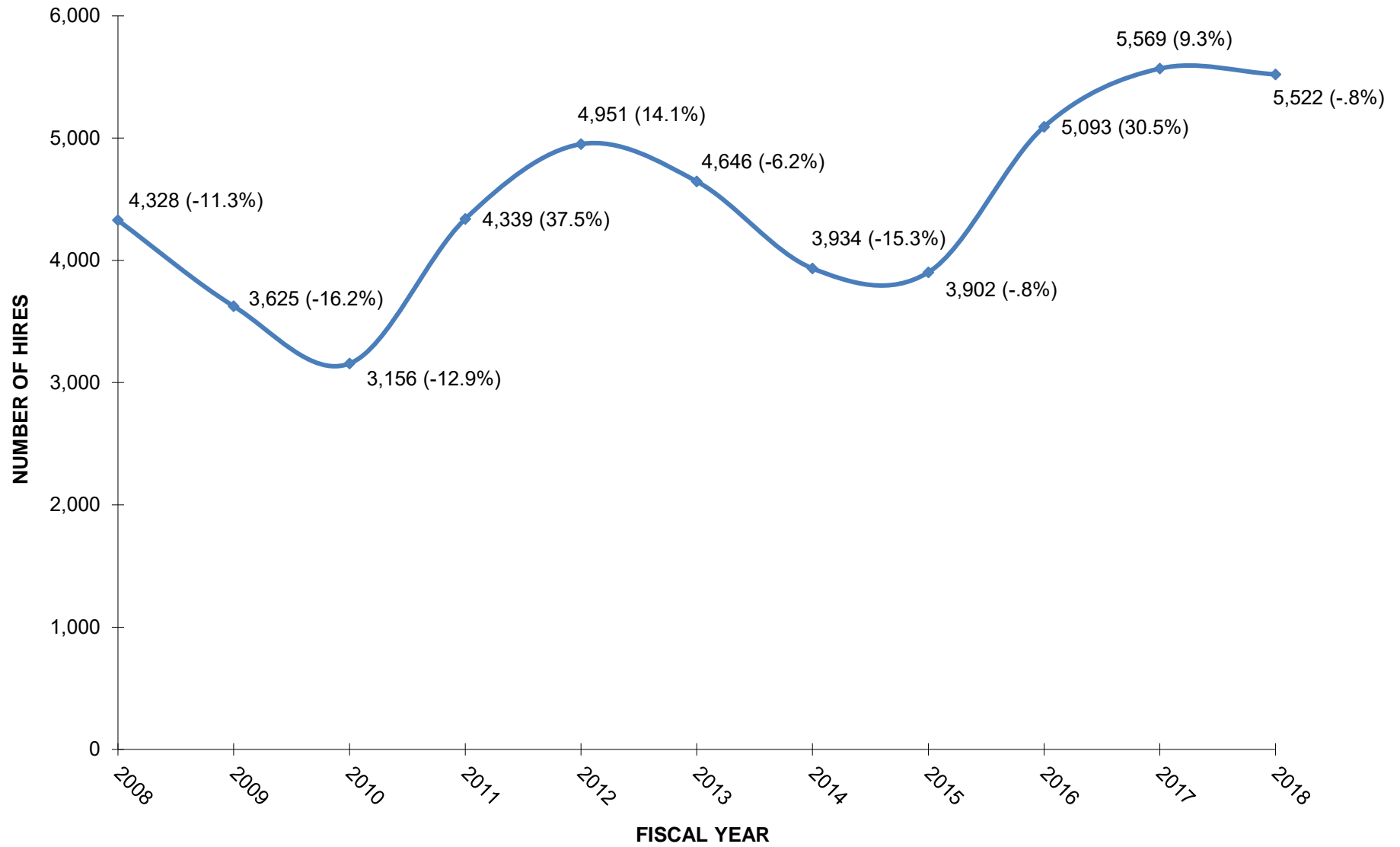
*Separations include discontinuation of provisional, temporary, and unclassified appointments, term expirations and some layoffs of employees without permanent Civil Service status.*

**STATE OF NEW JERSEY**  
**Separations from State Service**  
**Full-Time Employees FY2007 - FY2018**

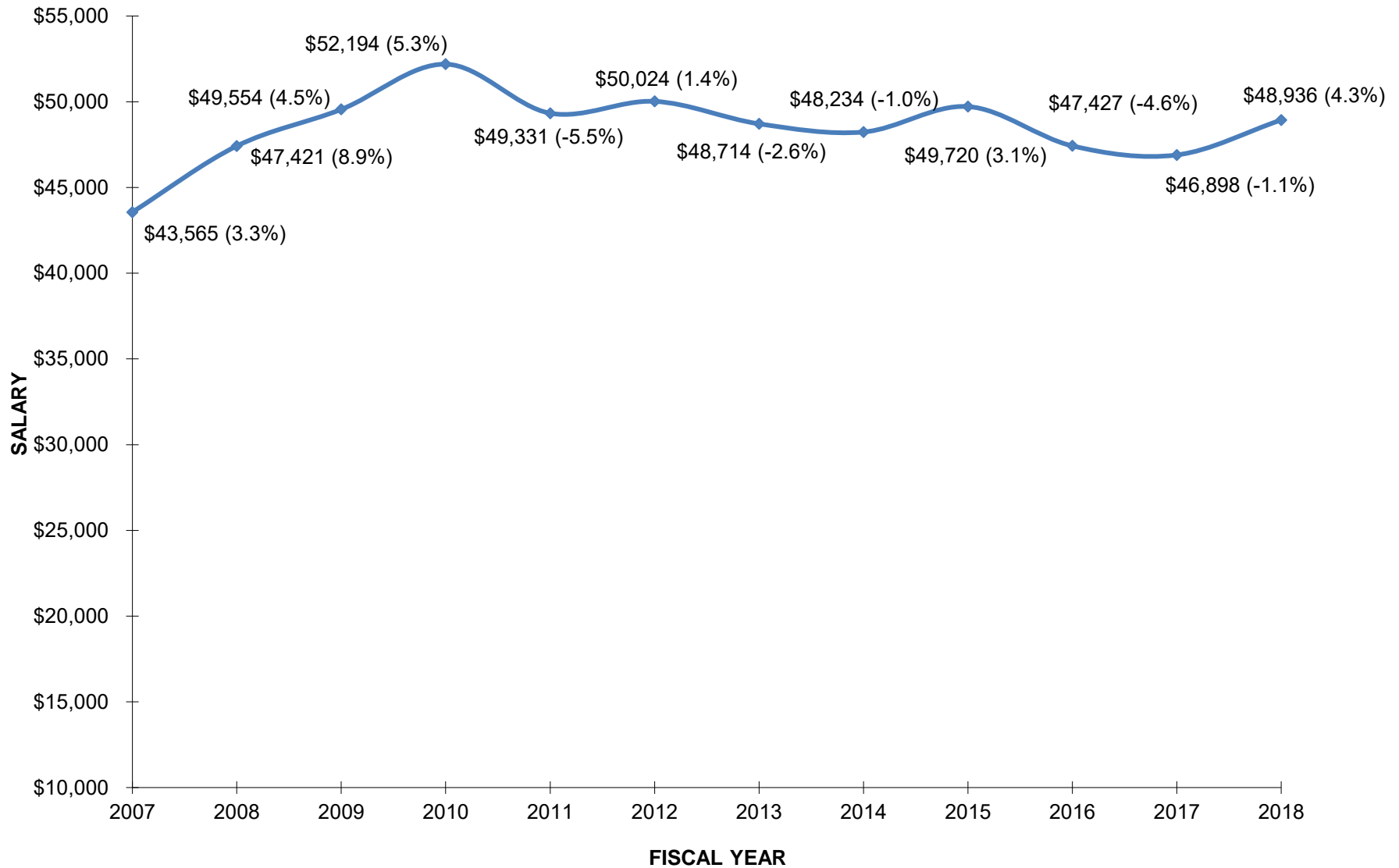


*Separations under the 2008 Early Retirement Incentive Program continued into FY2010.*

# STATE OF NEW JERSEY Hiring by State Government FY2007 Through FY2018



**STATE OF NEW JERSEY**  
**Average Salary of Full-Time Employees Hired by State Government**  
**FY2007 Through FY2018**



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



## STATE OF NEW JERSEY

# Education, Location and Occupational Data for State Government Employees

## Introduction

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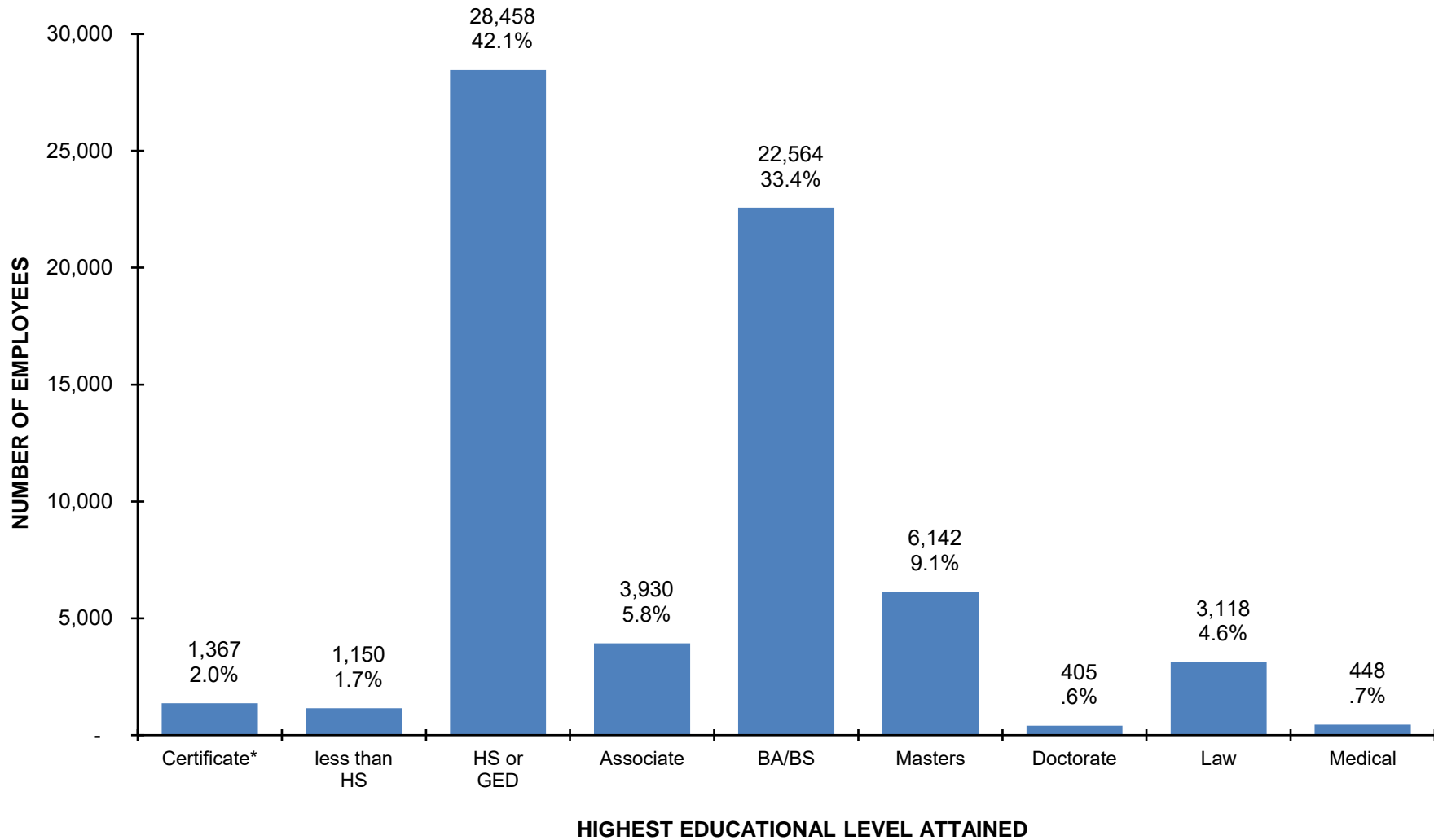
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,564 employees, the true number of employees with a Bachelor's degree (or equivalent) is 32,677 (or 48 percent of the workforce). That is because employees with Master's, Doctoral, Law, or Medical degrees almost always have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and may understate the education credentials of some employees who have continued their education since being hired and have not had their highest degree made a part of their personnel file.

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

There is a breakdown of the State Government workforce by EEO categories on Page 23. Page 24 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 25 presents a bar chart showing a breakdown of State Government employees by occupational categories. The employees' titles are categorized according to an Occupational Code Directory developed by Civil Service Commission's Classification and Compensation Division. This taxonomy groups employees by the type of work performed. We do not show the employees' levels in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.

**STATE OF NEW JERSEY**  
**Distribution of State Government Employees**  
**by Highest Level of Education Recorded**

*July 1, 2017*



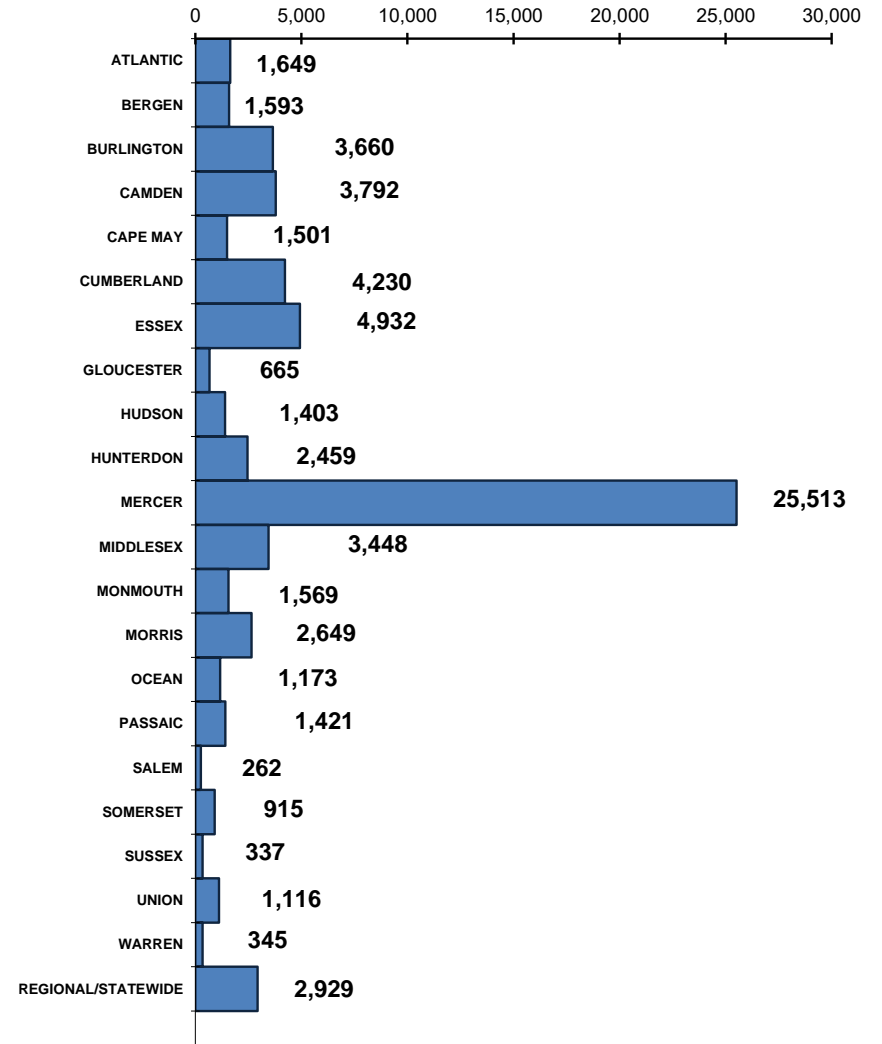
*Percentages refer to the total State Government workforce (as of 07/01/2017, 67,582.)*

*\* These employees identified specialized certificates of proficiency as their highest level of education.*

**STATE OF NEW JERSEY**  
**Distribution of State Government Employees**  
**by Work Location**

July 1, 2017

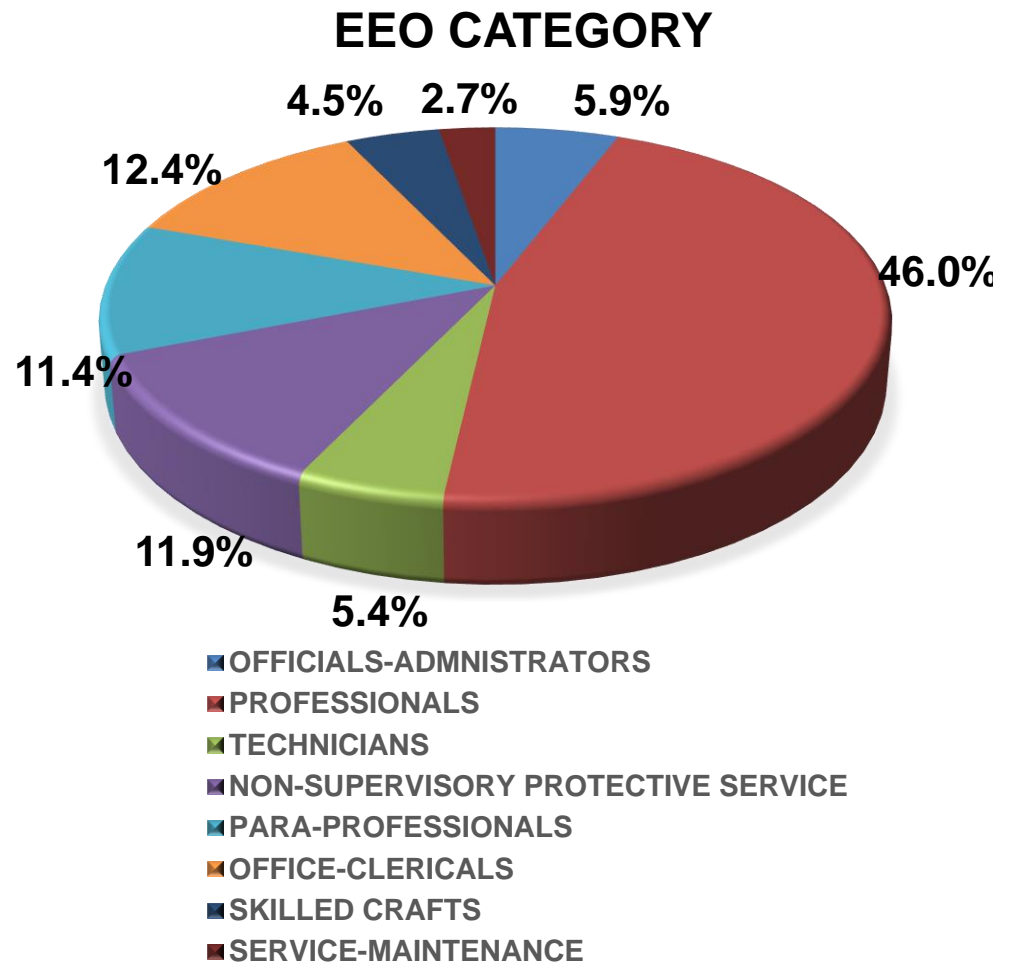
COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,649	2.4
BERGEN	1,593	2.4
BURLINGTON	3,660	5.4
CAMDEN	3,792	5.6
CAPE MAY	1,501	2.2
CUMBERLAND	4,230	6.3
ESSEX	4,932	7.3
GLOUCESTER	665	1.0
HUDSON	1,403	2.1
HUNTERDON	2,459	3.6
MERCER	25,513	37.8
MIDDLESEX	3,448	5.1
MONMOUTH	1,569	2.3
MORRIS	2,649	3.9
OCEAN	1,173	1.7
PASSAIC	1,421	2.1
SALEM	262	0.4
SOMERSET	915	1.4
SUSSEX	337	0.5
UNION	1,116	1.7
WARREN	345	0.5
REGIONAL/STATEWIDE	2,929	4.3
<b>OUT OF STATE</b>		
CALIFORNIA	3	*
ILLINOIS	16	*
WASHINGTON, DC	2	*
<b>TOTAL</b>	<b>67,582</b>	<b>100.0</b>



Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 21 out-of-State positions.  
 Data provided by the Civil Service Commission from automated personnel files. \*Less than 0.1.

STATE OF NEW JERSEY  
**Distribution of State Government Employees by EEO Job Category**  
*July 1, 2017*

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	3,969 5.9%
PROFESSIONALS	31,055 46.0%
TECHNICIANS	3,630 5.4%
NON-SUPERVISORY PROTECTIVE SERVICE	8,017 11.9%
PARA-PROFESSIONALS	7,723 11.4%
OFFICE-CLERICALS	8,353 12.4%
SKILLED CRAFTS	3,027 4.5%
SERVICE-MAINTENANCE	1,808 2.7%
<b>TOTAL</b>	<b>67,582</b>



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

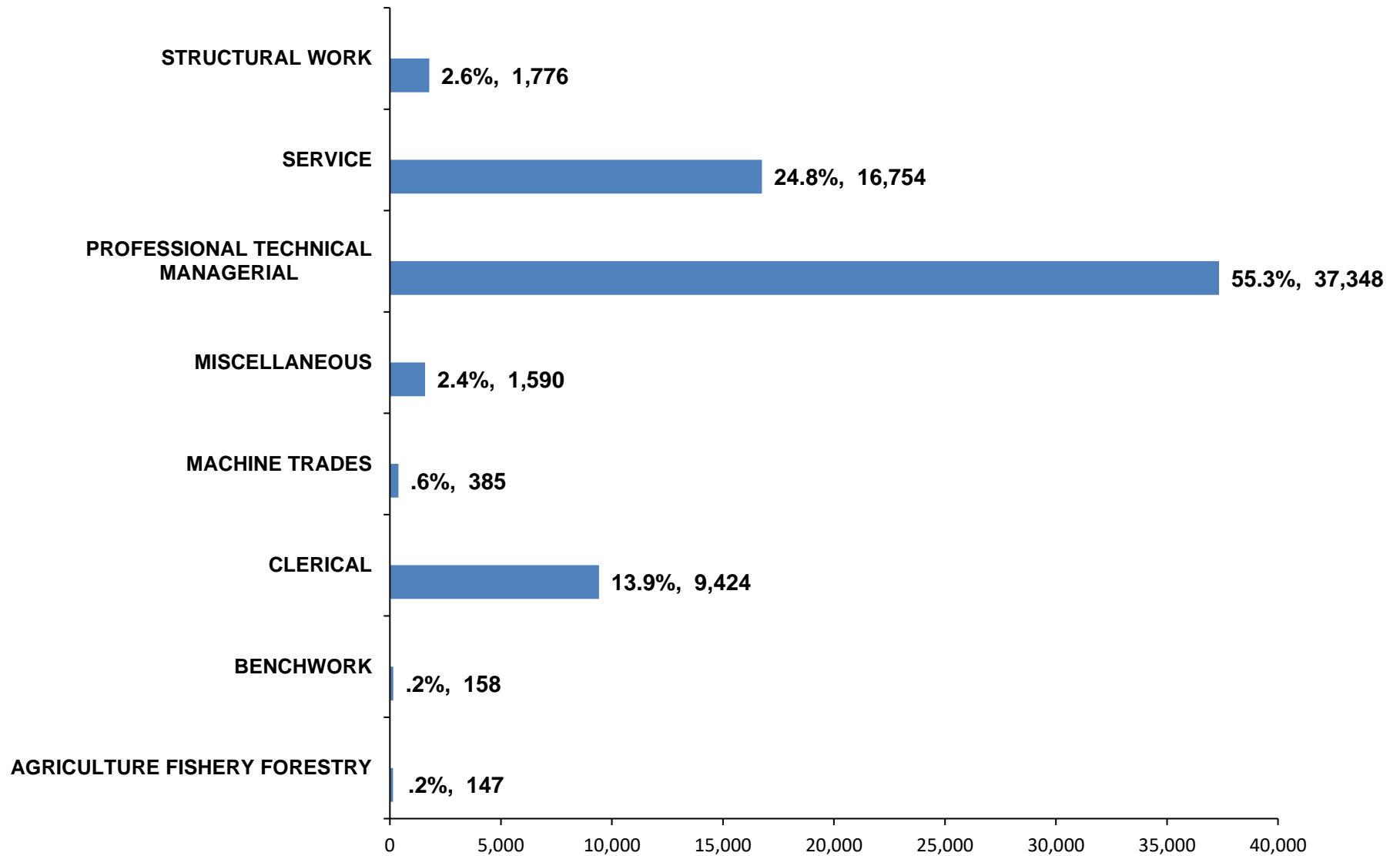
**STATE OF NEW JERSEY**  
**Distribution of State Government Employees by Occupation**

July 1, 2017

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
<b>PROFESSIONAL TECHNICAL MANAGERIAL</b>	00 ENGINEERING/SURVEYING	1,130	0	0	1,130
	01 ENV ENGR-ARCHITECTURE	199	0	0	199
	02 PHYSICAL SCI-STATS	1,512	0	0	1,512
	04 LIFE SCIENCES	201	0	0	201
	05 SOCIAL SCIENCES	291	0	0	291
	06 SOCIAL-PSYCH SERVICES	7,054	2,379	0	9,433
	07 MEDICAL-HEALTH SERVICES	3,173	0	0	3,173
	09 EDUCATION	1,483	0	4	1,487
	10 MUSEUM/LIBRARY/ARCHIVES	109	5	4	118
	11 LAW	2,284	1,052	109	3,445
	12 INFO PROCESSING SYSTEMS	2,000	322	26	2,348
	13 WRITING	140	55	41	236
	14 ART	27	0	0	27
	15 FINANCE	1,841	87	106	2,034
	16 ADMINISTRATION	6,733	1,995	111	8,839
	17 INSPECTIONS/INVESTIGATIONS	2,533	256	14	2,803
	18 RECREATION	64	0	0	64
	19 BROADCASTING/TRANSMITTING	8	0	0	8
	<b>CLERICAL</b>	20 GENERAL CLERICAL	5,610	2,645	53
21 FINANCE CLERICAL		212	77	4	293
22 STOCK-STORAGE-INVENTORY		209	0	2	211
24 INFO-MSG DISTRIBUTION		610	0	2	612
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	857	0	1	858
	31 FOOD SERVICES	845	0	0	845
	33 BARBERING/COSMETOLOGY	18	0	0	18
	35 DIRECT CARE	4,315	0	0	4,315
	36 PROTECTIVE SERVICES	10,709	0	9	10,718
	40 PLANTING-GARDENING	102	0	0	102
<b>AGRICULTURE FISHERY FORESTRY</b>	41 ANIMAL FARMING	43	0	0	43
	43 FORESTRY	2	0	0	2
	60 MACHINERY REPAIR	342	0	1	343
<b>MACHINE TRADES</b>	65 PRINTING	34	8	0	42
	70 TECHNICAL REPAIR	1	0	0	1
<b>BENCHWORK</b>	72 ELECTRICAL REPAIR	156	0	1	157
	80 SKILLED TRADES	383	0	0	383
<b>STRUCTURAL WORK</b>	81 STRUCTURAL MAINTENANCE	1,393	0	0	1,393
	90 TRANSPORTATION	271	15	0	286
<b>MISCELLANEOUS</b>	91 UTILITIES	146	0	0	146
	92 MULTIPLE GROUPS	1,141	16	1	1,158
	93 NON TITLE	0	0	0	0
	<b>TOTAL</b>	<b>58,181</b>	<b>8,912</b>	<b>489</b>	<b>67,582</b>

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

July 1, 2017



Date based on CSC automated personnel files. Classification based of the CSC Occupational Code Dictionary.  
Percentages refer to the total State Government workforce as of 7/1/2017: 67,582

## STATE OF NEW JERSEY

# Salary Data for State Government Workforce

## Introduction

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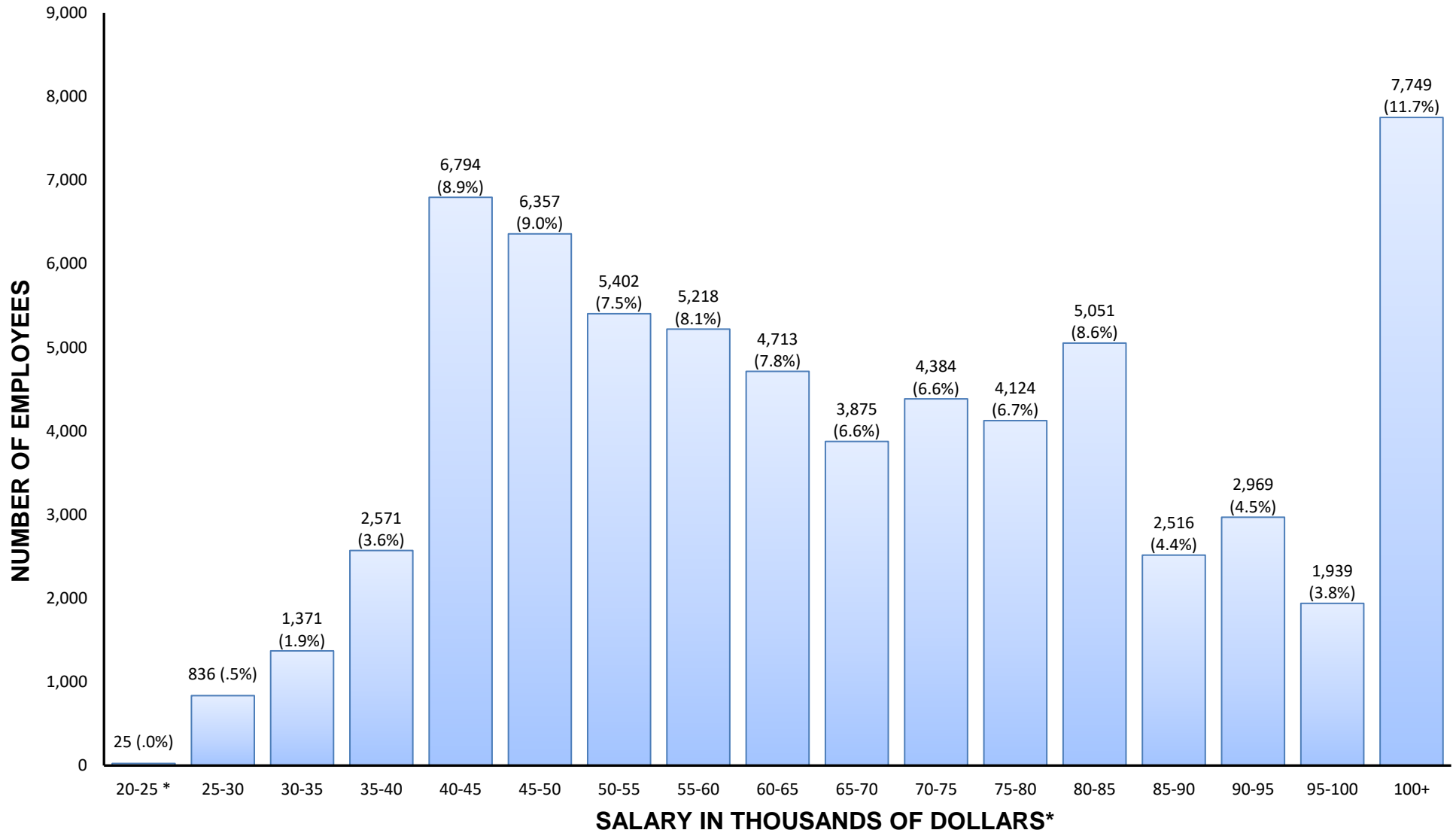
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$73,512) account for over 50 percent of the full-time State Government workforce. The median salary is \$69,785. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 9 (by agency) and on Page 38 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on Page 27. We have retained the grouping by \$5,000 salary bands to maintain consistency and aid interpretation. For the sixth year in a row, the employees earning over \$100,000 or more outnumber the employees in any of the \$5,000 salary intervals below \$100,000. This group earns between \$100,000 and \$250,000, and includes a large number of highly qualified professional employees, such as physicians, judges, executives, senior law enforcement officers, and information technology professionals. The employees earning between \$45,000.00 and \$49,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$45,000.00 to \$59,999.99 account for approximately 25 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for five years on Page 28. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage of change from the previous year.

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

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

July 1, 2017

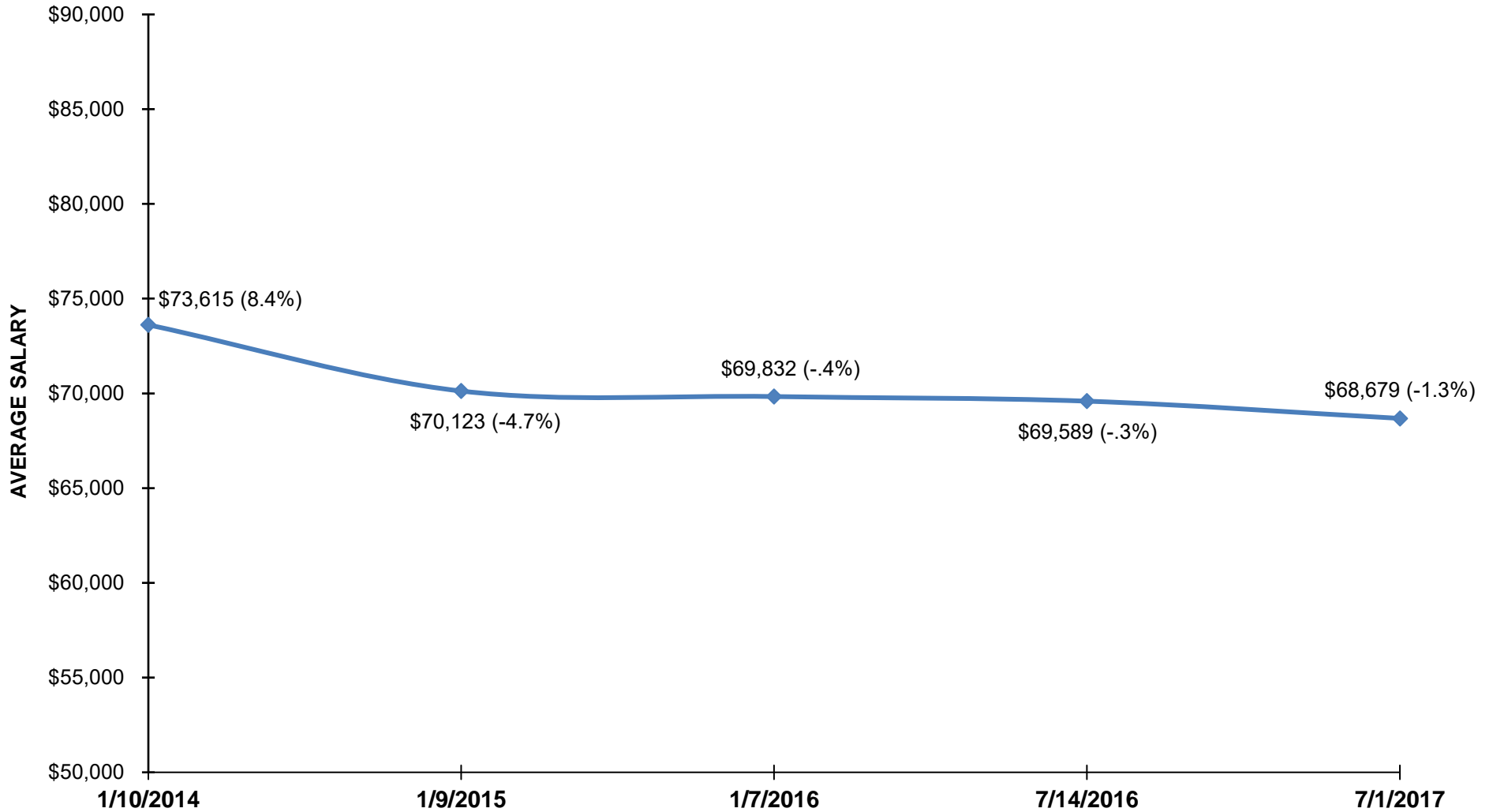


Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/1/2017, 65,894).

\*20-25 = \$20,000.00-\$24,999.99 and so on.



STATE OF NEW JERSEY  
**Five-Year Trend of Average Salaries for State Government Employees**  
2014 through 2017



## STATE OF NEW JERSEY

# State Government Workforce: Race/Ethnic and Gender Data

## Introduction

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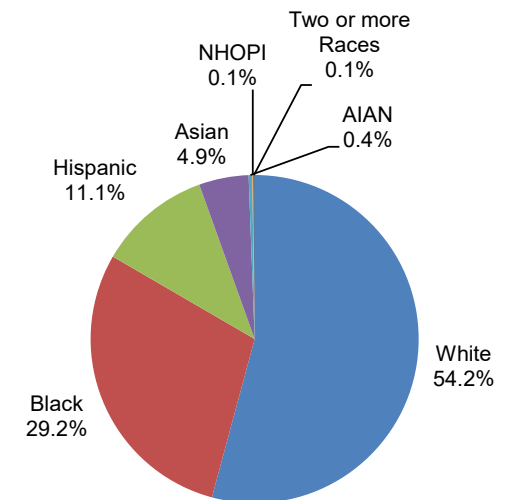
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic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

Page 33 and 34 shows historic trends for both minorities (Blacks, Hispanics, Asians, and American Indians), and women. The darker line on each chart plots the number of minority or female employees (as measured by the scale on the left side) for each year since 2007. The lighter line on each chart shows what percentage of the full-time State Government workforce (as measured by the scale on the right side) the number of minority or female employees represents. Although there has been growth in the representation of both minorities and women in the State Government workforce in the last thirty years, the increase in minorities is more dramatic. Minorities made up just over 19 percent of the full-time State Government workforce in 1974, and represents 45 percent of that workforce as of July 1, 2017. Women, on the other hand, made up 46.2 percent of the full-time State Government workforce in 1974 and represent 55 percent of that workforce as of July 1, 2017. It would not be appropriate to show the changes in totals of minorities and women on the same chart, since this would result in “double counting” of minority women

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

July 1, 2017

STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
<b>AGRICULTURE</b>	152	22	13	14	0	0	1	202
<b>BANKING &amp; INSURANCE</b>	310	92	25	31	2	1	1	462
<b>CHILDREN &amp; FAMILIES</b>	2,593	2,818	1,244	124	17	1	2	6,799
<b>COMMUNITY AFFAIRS</b>	558	203	74	19	4	1	4	863
<b>CORRECTIONS</b>	4,744	2,415	1,379	134	49	10	0	8,731
<i>Corrections</i>	4,399	2,303	1,283	119	48	7	0	8,159
State Parole Board	345	112	96	15	1	3	0	572
<b>EDUCATION</b>	499	146	44	39	0	0	1	729
<b>ENVIRONMENTAL PROTECTION</b>	2,155	246	114	168	8	1	9	2,701
<b>GOVERNOR'S OFFICE</b>	78	5	7	3	1	0	0	94
<b>HEALTH</b>	647	254	57	118	4	1	1	1,082
<b>HUMAN SERVICES</b>	4,640	6,081	785	667	48	12	1	12,234
<b>INFORMATION TECHNOLOGY</b>	431	85	31	164	7	0	2	720
<b>LABOR</b>	1,638	846	455	158	6	2	0	3,105
<i>Labor</i>	1,502	779	442	142	4	1	0	2,870
Civil Service Commission	136	67	13	16	2	1	0	235
<b>LAW &amp; PUBLIC SAFETY</b>	5,579	1,359	739	226	22	7	11	7,943
<i>Law &amp; Public Safety</i>	4,960	841	614	211	21	5	8	6,660
Homeland Security & Preparedness	85	5	4	2	0	0	0	96
Juvenile Justice	534	513	121	13	1	2	3	1,187
<b>MILITARY &amp; VETERANS AFFAIRS</b>	539	590	175	185	6	2	0	1,497
<b>STATE</b>	205	54	29	17	0	0	0	305
<i>State (Includes Comm on Higher Education)</i>	119	25	19	4	0	0	0	167
Higher Educational Student Assistance	86	29	10	13	0	0	0	138
<b>TRANSPORTATION</b>	3,417	921	580	567	20	5	31	5,541
<i>Transportation</i>	2,103	389	198	493	10	4	15	3,212
Motor Vehicles	1,314	532	382	74	10	1	16	2,329
<b>TREASURY</b>	3,051	1,364	415	282	20	18	23	5,173
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,268	868	215	225	6	3	19	3,604
Administrative Law	63	20	6	1	0	0	1	91
Casino Control	17	16	2	1	2	0	0	38
Public Defender	593	394	168	41	11	15	0	1,222
Public Utilities	110	66	24	14	1	0	3	218
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	31,236	17,501	6,166	2,916	214	61	87	58,181
<b>JUDICIARY</b>	5,019	2,166	1,332	361	25	9	0	8,912
<b>LEGISLATIVE STAFF</b>	373	55	31	30	0	0	0	489
<b>TOTAL STATE GOVT WORKFORCE</b>	36,628	19,722	7,529	3,307	239	70	87	67,582



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

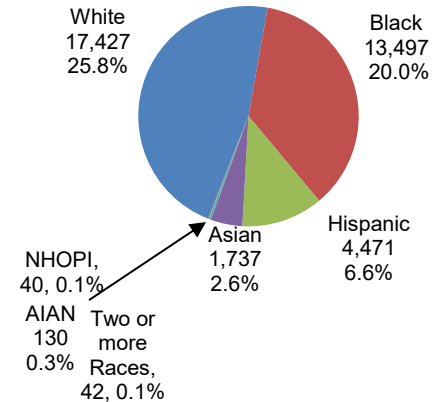
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

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

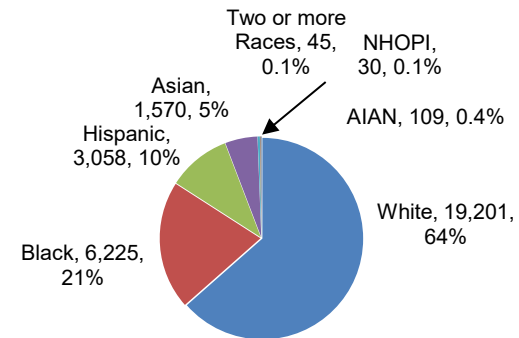
July 1, 2017

STATE AGENCY	MALE	FEMALE	TOTAL
<b>AGRICULTURE</b>	<b>88</b>	<b>114</b>	<b>202</b>
<b>BANKING &amp; INSURANCE</b>	<b>236</b>	<b>226</b>	<b>462</b>
<b>CHILDREN &amp; FAMILIES</b>	<b>1,343</b>	<b>5,456</b>	<b>6,799</b>
<b>COMMUNITY AFFAIRS</b>	<b>491</b>	<b>372</b>	<b>863</b>
<b>CORRECTIONS</b>	<b>6,352</b>	<b>2,379</b>	<b>8,731</b>
<i>Corrections</i>	6,019	2,140	8,159
State Parole Board	333	239	572
<b>EDUCATION</b>	<b>233</b>	<b>496</b>	<b>729</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>1,577</b>	<b>1,124</b>	<b>2,701</b>
<b>GOVERNOR'S OFFICE</b>	<b>41</b>	<b>53</b>	<b>94</b>
<b>HEALTH</b>	<b>313</b>	<b>769</b>	<b>1,082</b>
<b>HUMAN SERVICES</b>	<b>4,061</b>	<b>8,173</b>	<b>12,234</b>
<b>INFORMATION TECHNOLOGY</b>	<b>408</b>	<b>312</b>	<b>720</b>
<b>LABOR</b>	<b>1,087</b>	<b>2,018</b>	<b>3,105</b>
<i>Labor</i>	997	1,873	2,870
Civil Service Commission	90	145	235
<b>LAW &amp; PUBLIC SAFETY</b>	<b>5,237</b>	<b>2,706</b>	<b>7,943</b>
<i>Law &amp; Public Safety</i>	4,369	2,291	6,660
Homeland Security & Preparedness	60	36	96
Juvenile Justice	808	379	1,187
<b>MILITARY &amp; VETERANS AFFAIRS</b>	<b>525</b>	<b>972</b>	<b>1,497</b>
<b>STATE</b>	<b>109</b>	<b>196</b>	<b>305</b>
<i>State (Includes Comm on Higher Education)</i>	64	103	167
Higher Educational Student Assistance	45	93	138
<b>TRANSPORTATION</b>	<b>3,329</b>	<b>2,212</b>	<b>5,541</b>
<i>Transportation</i>	2,584	628	3,212
Motor Vehicles	745	1,584	2,329
<b>TREASURY</b>	<b>2,139</b>	<b>3,034</b>	<b>5,173</b>
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	1,601	2,003	3,604
Administrative Law	29	62	91
Casino Control	16	22	38
Public Defender	384	838	1,222
Public Utilities	109	<b>109</b>	218
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	<b>27,569</b>	<b>30,612</b>	<b>58,181</b>
<b>JUDICIARY</b>	<b>2,432</b>	<b>6,480</b>	<b>8,912</b>
<b>LEGISLATIVE STAFF</b>	<b>237</b>	<b>252</b>	<b>489</b>
<b>TOTAL STATE GOVT WORKFORCE</b>	<b>30,238</b>	<b>37,344</b>	<b>67,582</b>

**FEMALE**



**MALES**



**MALE 44.7%**  
**FEMALE 55.3%**

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

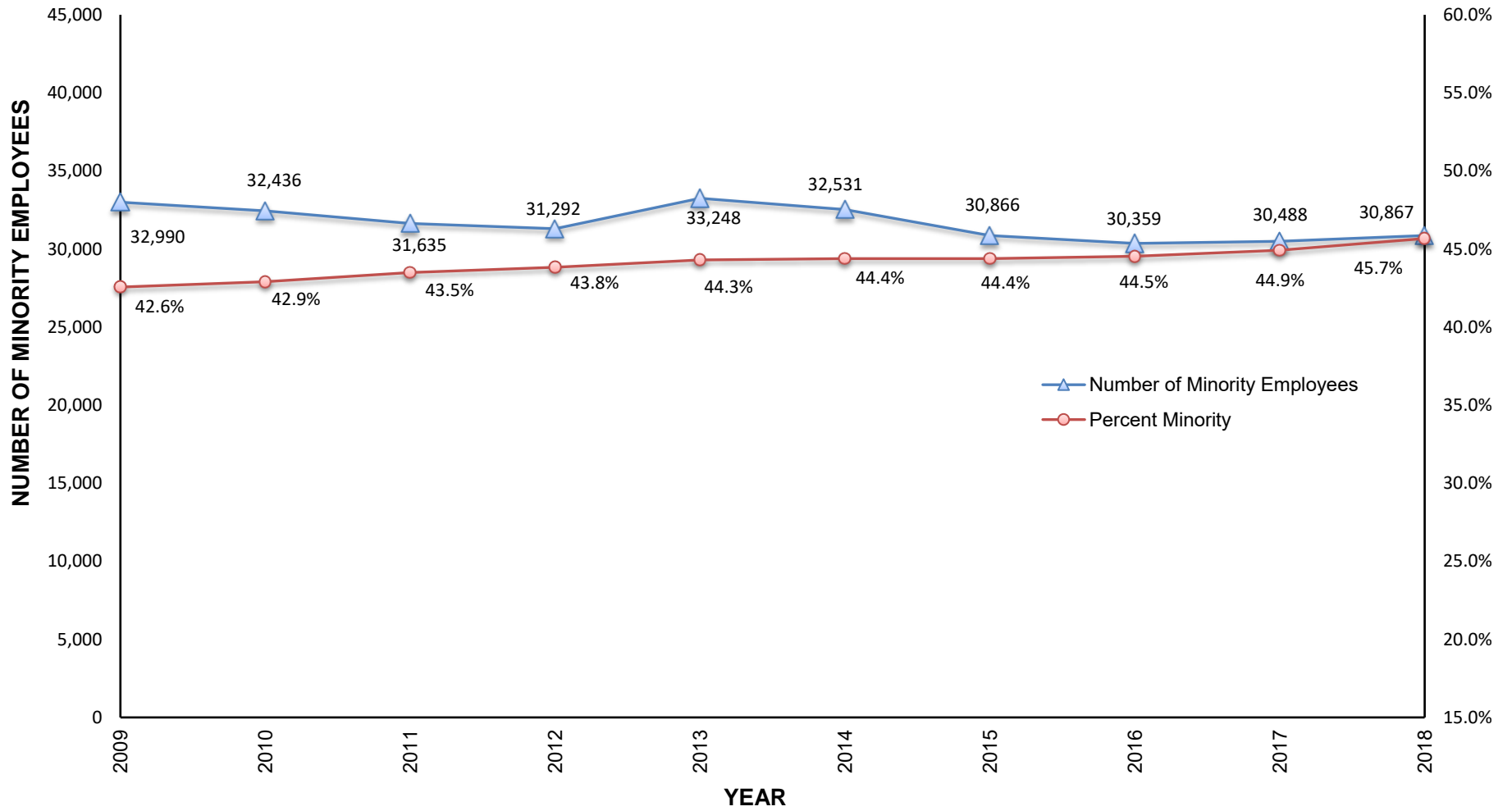
July 1, 2017

STATE AGENCY	MALE								FEMALE								GRAND TOTAL
	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total	
<b>AGRICULTURE</b>	72	6	6	4	0	0	0	88	80	16	7	10	0	0	1	114	202
<b>BANKING &amp; INSURANCE</b>	182	29	6	16	2	0	1	236	128	63	19	15	0	1	0	226	462
<b>CHILDREN &amp; FAMILIES</b>	540	540	221	36	6	0	0	1,343	2,053	2,278	1,023	88	11	1	2	5,456	6,799
<b>COMMUNITY AFFAIRS</b>	387	53	34	12	1	1	3	491	171	150	40	7	3	0	1	372	863
<b>CORRECTIONS</b>	3,787	1,370	1,051	101	34	9	0	6,352	957	1,045	328	33	15	1	0	2,379	8,731
<i>Corrections</i>	3,561	1,329	998	91	33	7	0	6,019	838	974	285	28	15	0	0	2,140	8,159
State Parole Board	226	41	53	10	1	2	0	333	119	71	43	5	0	1	0	239	572
<b>EDUCATION</b>	173	33	14	13	0	0	0	233	326	113	30	26	0	0	1	496	729
<b>ENVIRONMENTAL PROTECTION</b>	1,315	89	59	102	4	0	8	1,577	840	157	55	66	4	1	1	1,124	2,701
<b>GOVERNOR'S OFFICE</b>	37	0	1	3	0	0	0	41	41	5	6	0	1	0	0	53	94
<b>HEALTH</b>	208	46	21	36	2	0	0	313	439	208	36	82	2	1	1	769	1,082
<b>HUMAN SERVICES</b>	1,632	1,874	268	269	14	3	1	4,061	3,008	4,207	517	398	34	9	0	8,173	12,234
<b>INFORMATION TECHNOLOGY</b>	269	46	19	73	1	0	0	408	162	39	12	91	6	0	2	312	720
<b>LABOR</b>	724	193	103	65	1	1	0	1,087	914	653	352	93	5	1	0	2,018	3,105
<i>Labor</i>	668	172	98	58	0	1	0	997	834	607	344	84	4	0	0	1,873	2,870
Civil Service Commission	56	21	5	7	1	0	0	90	80	46	8	9	1	1	0	145	235
<b>LAW &amp; PUBLIC SAFETY</b>	3,889	659	530	128	19	5	7	5,237	1,690	700	209	98	3	2	4	2,706	7,943
<i>Law &amp; Public Safety</i>	3,450	336	438	118	19	4	4	4,369	1,510	505	176	93	2	1	4	2,291	6,660
Homeland Security & Preparedness	54	2	3	1	0	0	0	60	31	3	1	1	0	0	0	36	96
Juvenile Justice	385	321	89	9	0	1	3	808	149	192	32	4	1	1	0	379	1,187
<b>MILITARY &amp; VETERANS AFFAIRS</b>	273	136	63	52	1	0	0	525	266	454	112	133	5	2	0	972	1,497
<b>STATE</b>	84	11	10	4	0	0	0	109	121	43	19	13	0	0	0	196	305
<i>State (Includes Comm on Higher Education)</i>	53	5	6	0	0	0	0	64	66	20	13	4	0	0	0	103	167
Higher Educational Student Assistance	31	6	4	4	0	0	0	45	55	23	6	9	0	0	0	93	138
<b>TRANSPORTATION</b>	2,255	389	240	415	12	4	14	3,329	1,162	532	340	152	8	1	17	2,212	5,541
<i>Transportation</i>	1,756	262	157	387	9	3	10	2,584	347	127	41	106	1	1	5	628	3,212
Motor Vehicles	499	127	83	28	3	1	4	745	815	405	299	46	7	0	12	1,584	2,329
<b>TREASURY</b>	1,531	347	128	108	10	4	11	2,139	1,520	1,017	287	174	10	14	12	3,034	5,173
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	1,207	219	80	82	3	1	9	1,601	1,061	649	135	143	3	2	10	2,003	3,604
Administrative Law	24	4	1	0	0	0	0	29	39	16	5	1	0	0	1	62	91
Casino Control	7	6	1	1	1	0	0	16	10	10	1	0	1	0	0	22	38
Public Defender	225	94	41	16	5	3	0	384	368	300	127	25	6	12	0	838	1,222
Public Utilities	68	24	5	9	1	0	2	109	42	42	19	5	0	0	1	109	218
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	17,358	5,821	2,774	1,437	107	27	45	27,569	13,878	11,680	3,392	1,479	107	34	42	30,612	58,181
<b>JUDICIARY</b>	1,650	384	278	115	2	3	0	2,432	3,369	1,782	1,054	246	23	6	0	6,480	8,912
<b>LEGISLATIVE STAFF</b>	193	20	6	18	0	0	0	237	180	35	25	12	0	0	0	252	489
<b>TOTAL STATE GOVT WORKFORCE</b>	19,201	6,225	3,058	1,570	109	30	45	30,238	17,427	13,497	4,471	1,737	130	40	42	37,344	67,582

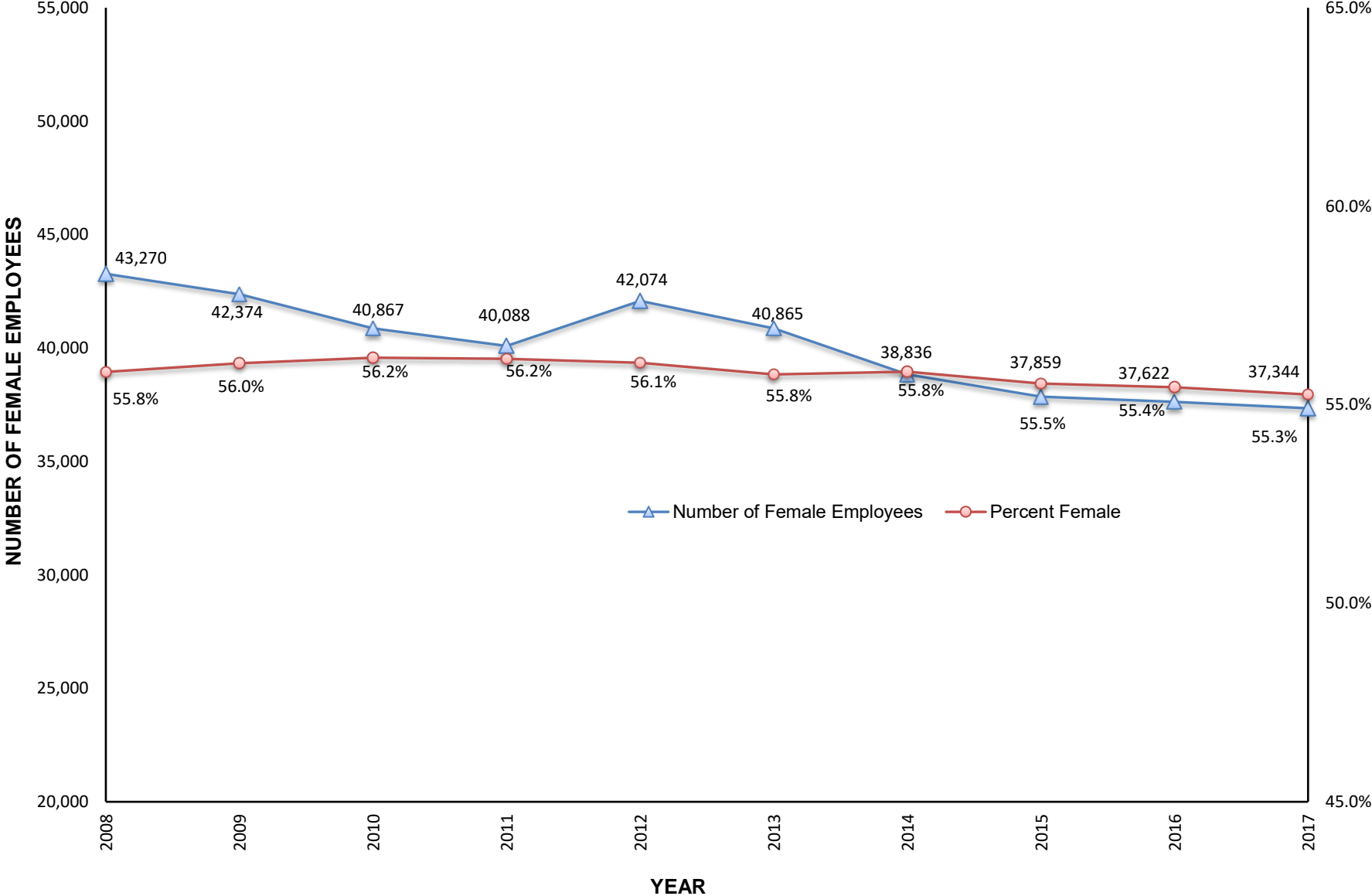
Data provided by the Civil Service Commission from automated personnel files.

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

## STATE OF NEW JERSEY Minorities in the State Government Workforce (2009-2018)



**STATE OF NEW JERSEY**  
**Women in the State Government Workforce (2009-2018)**



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

## STATE OF NEW JERSEY

# Union Representation of State Government Employees

## Introduction

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

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

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

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

The tables show that CWA represents more State Government employees than any other union, with 50 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 10 percent of the workforce; the PBA, with 8.8 percent; and IFPTE, with 6.1 percent. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.



## STATE OF NEW JERSEY

# Union Representation of State Government Employees

## Introduction

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

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

The first of the following two tables gives counts by agency for State Government employees represented by the different unions. The second table shows the salary distributions for State Government employees in each union. We have limited our reporting of employees by salary to full-time employees, and we use much the same criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 26).

# STATE OF NEW JERSEY

## Union Representation of State Government

### Employees by Agency

July 1, 2017

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Law Enforcement Supervisors	Law Enforcement Commanding Officers	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	TOTAL
<b>AGRICULTURE</b>	71	0	10	0	0	0	0	0	0	0	0	0	0	0	0	81
<b>BANKING &amp; INSURANCE</b>	196	0	11	10	0	0	0	0	0	0	0	0	0	0	0	217
<b>CHILDREN &amp; FAMILIES</b>	5,296	268	81	1	0	0	0	0	0	0	0	0	0	0	0	5,646
<b>COMMUNITY AFFAIRS</b>	429	0	93	8	0	0	0	0	0	0	0	0	0	0	0	530
<b>CORRECTIONS</b>	1,038	196	171	16	0	0	0	0	5,128	365	485	43	0	0	0	7,442
<i>Corrections</i>	961	196	169	14	0	0	0	0	4,813	343	455	39	0	0	0	6,990
State Parole Board	77	0	2	2	0	0	0	0	315	22	30	4	0	0	0	452
<b>EDUCATION</b>	380	17	9	22	0	0	0	0	0	0	0	0	0	0	0	428
<b>ENVIRONMENTAL PROTECTION</b>	1,425	0	110	45	0	0	0	0	68	8	22	3	0	0	0	1,681
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH</b>	688	0	4	5	0	0	0	0	0	0	0	0	0	0	0	697
<b>HUMAN SERVICES</b>	4,597	4,282	854	35	0	1	0	0	66	5	12	0	0	0	0	9,852
<b>INFORMATION TECHNOLOGY</b>	366	0	0	6	0	0	0	0	0	0	0	0	0	0	0	372
<b>LABOR</b>	1,929	2	21	41	0	0	0	0	0	0	0	0	0	0	0	1,993
<i>Labor</i>	1,929	2	21	41	0	0	0	0	0	0	0	0	0	0	0	1,993
Civil Service Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>LAW &amp; PUBLIC SAFETY</b>	1,441	146	425	364	0	1,385	890	193	306	33	33	3	0	0	0	5,219
<i>Law &amp; Public Safety</i>	1,119	0	412	360	0	1,385	890	193	15	3	0	0	0	0	0	4,377
Homeland Security & Preparedness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Juvenile Justice	322	146	13	4	0	0	0	0	291	30	33	3	0	0	0	842
<b>MILITARY &amp; VETERANS AFFAIRS</b>	368	553	119	17	0	0	0	0	0	0	0	0	0	0	0	1,057
<b>STATE</b>	123	0	1	11	0	0	0	0	0	0	0	0	0	0	0	135
<i>State (Includes Comm on Higher Education)</i>	68	0	1	4	0	0	0	0	0	0	0	0	0	0	0	73
Higher Educational Student Assistance	55	0	0	7	0	0	0	0	0	0	0	0	0	0	0	62
<b>TRANSPORTATION</b>	2,958	0	980	32	133	0	0	0	2	0	0	0	0	0	0	4,105
<i>Transportation</i>	1,496	0	927	17	0	0	0	0	2	0	0	0	0	0	0	2,442
Motor Vehicles	1,462	0	53	15	133	0	0	0	0	0	0	0	0	0	0	1,663
<b>TREASURY</b>	3,134	0	78	59	0	0	0	0	11	1	4	0	0	0	0	3,287
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,074	0	77	38	0	0	0	0	11	1	4	0	0	0	0	2,205
Administrative Law	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31
Casino Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Defender	903	0	1	19	0	0	0	0	0	0	0	0	0	0	0	923
Public Utilities	126	0	0	2	0	0	0	0	0	0	0	0	0	0	0	128
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	24,439	5,464	2,967	672	133	1,386	890	193	5,581	412	556	49	0	0	0	42,742
<b>JUDICIARY</b>	1,063	0	0	0	0	0	0	0	0	0	0	0	20	2,383	2,557	6,023
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL STATE GOVT WORKFORCE</b>	25,502	5,464	2,967	672	133	1,386	890	193	5,581	412	556	49	20	2,383	2,557	48,765
<b>% OF UNION REPRESENTED EMPLOYEES</b>	52.3%	11.2%	6.1%	1.4%	0.3%	2.8%	1.8%	0.4%	11.4%	0.8%	1.1%	0.1%	0.0%	4.9%	5.2%	100.0%
<b>% OF STATE GOVT WORKFORCE*</b>	37.7%	8.1%	4.4%	1.0%	0.2%	2.1%	1.3%	0.3%	8.3%	0.6%	0.8%	0.1%	0.0%	3.5%	3.8%	72.2%

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

Revised on 1/24/2020 based on change in reporting criteria to be consistent with previous years count

methodology.

# STATE OF NEW JERSEY

## Union Representation of State Government

### Employees by Agency

July 1, 2017

STATE AGENCY	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Law Enforcement Supervisors	Law Enforcement Commanding Officers	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	TOTAL
<b>AGRICULTURE</b>	127	0	29	5	0	0	0	0	0	0	0	0	0	0	0	161
<b>BANKING &amp; INSURANCE</b>	309	0	66	32	0	0	0	0	0	0	0	0	0	0	0	407
<b>CHILDREN &amp; FAMILIES</b>	5,885	481	190	28	0	0	0	0	0	0	0	0	0	0	0	6,584
<b>COMMUNITY AFFAIRS</b>	666	0	129	17	0	0	0	0	0	0	0	0	0	0	0	812
<b>CORRECTIONS</b>	1,370	293	308	41	0	0	0	0	5,415	376	525	44	0	0	0	8,372
<i>Corrections</i>	1,210	293	306	39	0	0	0	0	5,098	354	492	40	0	0	0	7,832
State Parole Board	160	0	2	2	0	0	0	0	317	22	33	4	0	0	0	540
<b>EDUCATION</b>	525	19	15	45	0	0	0	0	0	0	0	0	0	0	0	604
<b>ENVIRONMENTAL PROTECTION</b>	2,075	0	218	99	0	0	0	0	94	11	27	3	0	0	0	2,527
<b>GOVERNOR'S OFFICE</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>HEALTH</b>	964	0	7	31	0	0	0	0	0	0	0	0	0	0	0	1,002
<b>HUMAN SERVICES</b>	5,834	4,755	1,079	110	0	1	0	0	67	5	13	0	0	0	0	11,864
<b>INFORMATION TECHNOLOGY</b>	653	0	2	17	0	0	0	0	0	0	0	0	0	0	0	672
<b>LABOR</b>	2,588	3	36	67	0	0	0	0	0	0	0	0	0	0	0	2,694
<i>Labor</i>	2,588	3	36	67	0	0	0	0	0	0	0	0	0	0	0	2,694
Civil Service Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>LAW &amp; PUBLIC SAFETY</b>	2,099	269	578	677	0	1,387	926	225	346	33	36	3	0	0	0	6,579
<i>Law &amp; Public Safety</i>	1,637	0	540	642	0	1,387	926	225	16	3	0	0	0	0	0	5,376
Homeland Security & Preparedness	55	0	0	6	0	0	0	0	0	0	0	0	0	0	0	61
Juvenile Justice	407	269	38	29	0	0	0	0	330	30	36	3	0	0	0	1,142
<b>MILITARY &amp; VETERANS AFFAIRS</b>	552	707	179	27	0	0	0	0	0	0	0	0	0	0	0	1,465
<b>STATE</b>	217	0	3	33	0	0	0	0	0	0	0	0	0	0	0	253
<i>State (Includes Comm on Higher Education)</i>	113	0	3	12	0	0	0	0	0	0	0	0	0	0	0	128
Higher Educational Student Assistance	104	0	0	21	0	0	0	0	0	0	0	0	0	0	0	125
<b>TRANSPORTATION</b>	3,742	2	1,168	59	133	0	0	0	3	0	0	0	0	0	0	5,107
<i>Transportation</i>	1,936	0	1,115	37	0	0	0	0	3	0	0	0	0	0	0	3,091
Motor Vehicles	1,806	2	53	22	133	0	0	0	0	0	0	0	0	0	0	2,016
<b>TREASURY</b>	4,188	0	131	133	0	0	0	0	12	1	4	0	0	0	0	4,469
<i>Treasury (Incl Minor Boards &amp; Commissions)</i>	2,861	0	127	79	0	0	0	0	12	1	4	0	0	0	0	3,084
Administrative Law	49	0	0	2	0	0	0	0	0	0	0	0	0	0	0	51
Casino Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Defender	1,137	0	4	48	0	0	0	0	0	0	0	0	0	0	0	1,189
Public Utilities	141	0	0	4	0	0	0	0	0	0	0	0	0	0	0	145
<b>TOTAL EXECUTIVE DEPARTMENTS</b>	31,794	6,529	4,138	1,421	133	1,388	926	225	5,937	426	605	50	0	0	0	53,572
<b>JUDICIARY</b>	2,156	0	0	0	0	0	0	0	0	0	0	0	20	2,553	2,763	7,492
<b>LEGISLATIVE STAFF</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL STATE GOVT WORKFORCE</b>	33,950	6,529	4,138	1,421	133	1,388	926	225	5,937	426	605	50	20	2,553	2,763	61,064
<b>% OF UNION REPRESENTED EMPLOYEES</b>	55.6%	10.7%	6.8%	2.3%	0.2%	2.3%	1.5%	0.4%	9.7%	0.7%	1.0%	0.1%	0.0%	4.2%	4.5%	100.0%
<b>% OF STATE GOVT WORKFORCE*</b>	50.2%	9.7%	6.1%	2.1%	0.2%	2.1%	1.4%	0.3%	8.8%	0.6%	0.9%	0.1%	0.0%	3.8%	4.1%	90.4%

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

**STATE OF NEW JERSEY**  
**Distribution of State Government Employees**  
**by Salary and Union Representation**  
*July 1, 2017*

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Law Enforcement Supervisors	Law Enforcement Commanding Officers	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	Non-Union	Total
\$20,000-\$24,999.99	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	25
\$25,000-\$29,999.99	189	23	6	0	0	0	0	0	0	0	0	0	0	305	0	312	835
\$30,000-\$34,999.99	345	277	157	0	0	0	0	0	0	0	0	0	0	51	0	541	1,371
\$35,000-\$39,999.99	541	726	410	0	50	0	0	0	0	0	0	0	0	317	0	576	2,620
\$40,000-\$44,999.99	1,434	1,592	738	0	19	0	0	0	1,193	0	0	0	0	235	142	1,460	6,813
\$45,000-\$49,999.99	2,237	1,290	464	0	4	0	0	0	322	0	0	0	0	215	144	1,685	6,361
\$50,000-\$54,999.99	2,641	748	516	0	30	0	0	0	9	0	0	0	0	188	153	1,133	5,418
\$55,000-\$59,999.99	2,194	351	332	0	13	381	0	0	41	0	0	0	0	526	112	1,269	5,219
\$60,000-\$64,999.99	2,144	223	176	34	17	202	0	0	499	0	3	0	0	78	141	1,209	4,726
\$65,000-\$69,999.99	1,817	84	105	37	0	79	0	0	231	3	29	0	0	311	226	941	3,863
\$70,000-\$74,999.99	2,206	0	15	73	0	0	0	0	620	5	93	0	0	154	165	1,043	4,374
\$75,000-\$79,999.99	2,066	0	44	80	0	107	0	0	785	16	47	0	0	0	197	774	4,116
\$80,000-\$84,999.99	1,968	0	13	24	0	217	0	0	1,654	34	128	0	1	0	119	885	5,043
\$85,000-\$89,999.99	1,251	0	12	31	0	194	1	0	35	21	120	0	8	3	180	641	2,497
\$90,000-\$94,999.99	1,299	0	2	57	0	110	19	0	42	51	12	0	1	0	595	738	2,926
\$95,000-\$99,999.99	696	0	0	69	0	93	85	0	51	79	98	0	0	0	79	680	1,930
\$100,000-ABOVE	2,107	0	0	267	0	3	785	193	99	203	26	49	10	0	299	3,601	7,642
<b>TOTAL</b>	<b>25,142</b>	<b>5,314</b>	<b>2,990</b>	<b>672</b>	<b>133</b>	<b>1,386</b>	<b>890</b>	<b>193</b>	<b>5,581</b>	<b>412</b>	<b>556</b>	<b>49</b>	<b>20</b>	<b>2,383</b>	<b>2,552</b>	<b>17,506</b>	<b>65,779</b>

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

Revised on 1/24/2020 based on change in reporting criteria to be consistent with previous years count methodology.

**STATE OF NEW JERSEY**  
**Distribution of State Government Employees**  
**by Salary and Union Representation**

July 1, 2017

SALARY GROUPS	Communications Workers of America	American Federation of State, County & Municipal Employees	International Federation of Professional & Technical Engineers	International Brotherhood of Electrical Workers	Service Employees International Union	State Troopers Fraternal Association	State Police Non-Commissioned Officers Association	State Police Superior Officers Association	Police Benevolent Association	Fraternal Order of Police	Law Enforcement Supervisors	Law Enforcement Commanding Officers	Court Reporters	Judiciary Council of Affiliated Unions	Probation Officers Association	Non-Union	Total
\$20,000-\$24,999.99	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12
\$25,000-\$29,999.99	287	128	43	0	0	0	0	0	0	0	0	0	0	330	0	5	793
\$30,000-\$34,999.99	505	511	257	0	0	0	0	0	0	0	0	0	0	53	0	9	1,335
\$35,000-\$39,999.99	684	878	552	0	50	0	0	0	0	0	0	0	0	339	0	31	2,534
\$40,000-\$44,999.99	1,888	1,713	925	0	19	0	0	0	1,370	0	0	0	0	256	153	45	6,369
\$45,000-\$49,999.99	3,332	1,434	652	0	4	0	0	0	330	0	0	0	0	224	146	67	6,189
\$50,000-\$54,999.99	3,246	839	713	0	30	0	0	0	13	0	0	0	0	204	169	46	5,260
\$55,000-\$59,999.99	2,831	398	476	0	13	381	0	0	60	0	0	0	0	567	134	55	4,915
\$60,000-\$64,999.99	2,809	245	240	55	17	202	0	0	542	0	4	0	0	82	148	62	4,406
\$65,000-\$69,999.99	2,396	114	141	65	0	79	0	0	236	4	32	0	0	327	242	50	3,686
\$70,000-\$74,999.99	2,850	0	51	123	0	0	0	0	641	7	112	0	0	155	177	48	4,164
\$75,000-\$79,999.99	2,501	0	76	121	0	107	0	0	801	18	53	0	0	0	213	42	3,932
\$80,000-\$84,999.99	2,491	0	24	48	0	217	0	0	1,714	38	140	0	1	0	132	55	4,860
\$85,000-\$89,999.99	1,617	0	26	73	0	194	1	0	35	23	123	0	8	3	187	39	2,329
\$90,000-\$94,999.99	1,725	0	2	108	0	112	28	0	42	52	12	0	1	0	618	31	2,731
\$95,000-\$99,999.99	1,022	0	0	138	0	93	94	0	51	81	101	0	0	0	92	48	1,720
\$100,000-ABOVE	3,078	0	0	689	0	3	803	225	102	203	28	50	10	0	347	107	5,645
<b>TOTAL</b>	<b>33,274</b>	<b>6,260</b>	<b>4,178</b>	<b>1,420</b>	<b>133</b>	<b>1,388</b>	<b>926</b>	<b>225</b>	<b>5,937</b>	<b>426</b>	<b>605</b>	<b>50</b>	<b>20</b>	<b>2,540</b>	<b>2,758</b>	<b>740</b>	<b>60,880</b>

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

STATE OF NEW JERSEY

State College Employees Under the Merit System

Introduction

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In June 1994, the Higher Education Restructuring Act abolished the Department of Higher Education and gave the State Colleges autonomy over personnel matters. Under the State Merit System, career classified employees retained their rights. As a result of State College autonomy, State Colleges are separate employers and their employees are reported separately. Starting with the *2003 Workforce Profile*, State Government tables and charts that previously included State College totals have been modified accordingly.

On the following page is a table analyzing the State College career workforce within each college by service division. Our records indicate that there are 4,285 employees in State Colleges who hold positions with Merit System protections. As of July 1, 2017, there were 1,715 employees whose titles were in the competitive division and 2,570 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY

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

July 1, 2017

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	138	104	242
MONTCLAIR STATE UNIVERSITY	276	470	746
NEW JERSEY CITY UNIVERSITY	156	408	564
RAMAPO COLLEGE OF NEW JERSEY	79	179	258
ROWAN UNIVERSITY	371	514	885
STATE LIBRARY	45	18	63
THE COLLEGE OF NEW JERSEY	150	316	466
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	210	338	548
THOMAS EDISON STATE COLLEGE	32	18	50
WILLIAM PATERSON UNIVERSITY	258	205	463
<b>TOTAL STATE COLLEGES</b>	<b>1,715</b>	<b>2,570</b>	<b>4,285</b>

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

## STATE OF NEW JERSEY

# State Government Workforce Ten Year Historical Trend Data

## Introduction

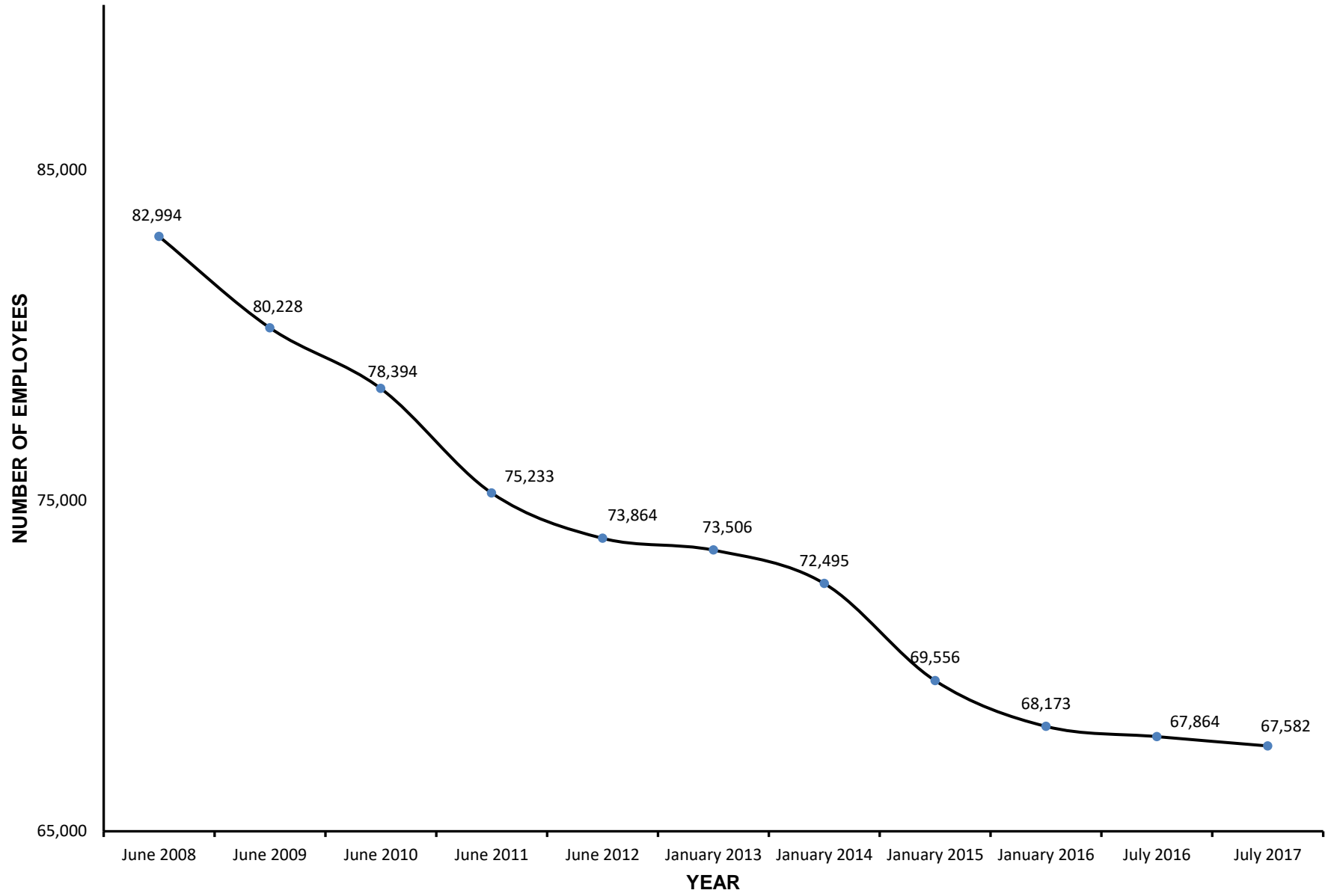
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The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place “in but not of” the Executive Departments are reflected in the departments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

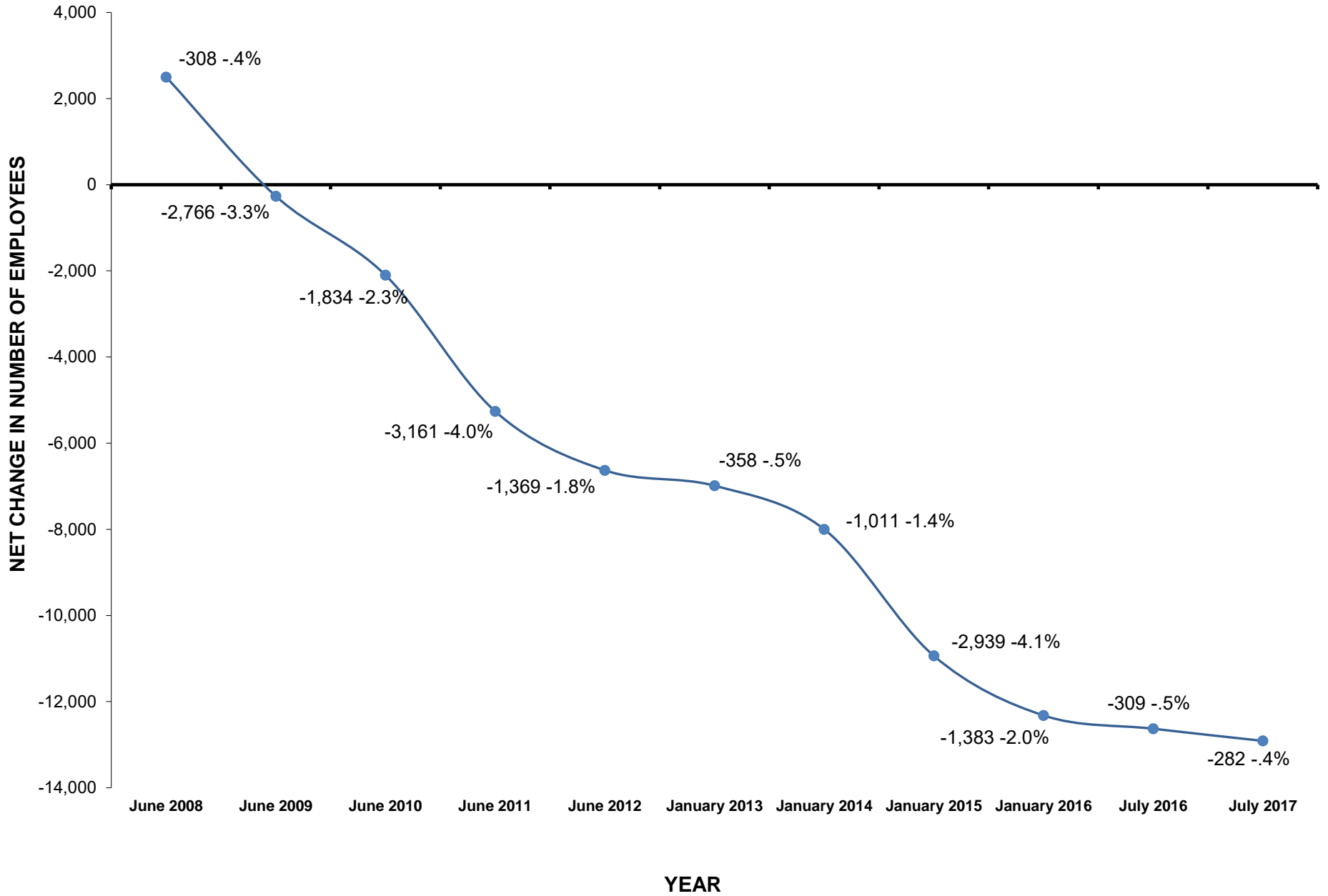
Page 45 presents net changes in number of state government employees over a ten year period. With the 2015 Profile, this graph was changed to a line graph to better reflect the visual representation of change. On the data labels, the number reflects the actual change in headcount compared to the previous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



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



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



## STATE OF NEW JERSEY

# Local Government Merit System Jobs

## Introduction

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You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which differ from each other in the formats used for these types of information. Since the Civil Service Commission's responsibilities with respect to local jurisdictions have been largely confined to position classification and examinations, we have directed our most strenuous efforts in record maintenance to insuring the accuracy of data concerning class of service and title. Because data in CAMPS is supplied by the local jurisdictions, it is not always as current or complete as the State employee data. This is due to the fact that the State does not regulate the salaries of local government employees. Thus there is less urgency in submitting updates to the records than there is in State Government service. With the implementation of new recording systems, we hope to be able to capture more data with greater accuracy.

The following tables yield some broad outlines of the characteristics of local merit system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that more than two of every five local jobs covered by the State Government merit system are county jobs. Approximately 87 percent of local jobs are in the Career Service. Reflecting both population distribution and the geographic spread of the merit system, most of the local government jobs are in North Jersey; about 47 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. More than 27 percent of the local jobs are in the professional/technical/managerial occupations, while more than half of them are in clerical or service occupations.

The tables also reveal some interesting comparisons between State Government jobs and local government Merit System jobs. Approximately one out of six State Government jobs is in the Unclassified Service, compared with about one out of eight local government merit system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the wider geographic distribution of local government merit system jobs. Finally, the occupational breakdown of local government merit system jobs is significantly different from that of State Government jobs. While the professional/technical/managerial group is by far the largest in State government, in the local jurisdictions the service occupations, which consist largely of protective services like police, fire fighting, and corrections, are most heavily represented. The service group is the second largest occupational group in State Government, while the second largest in local government is the professional/technical/managerial group. Clerical jobs are proportionally similar at both the State and local levels, coming in third in number in both State and local government. Employees engaged in structural work are much more significant at the local level than at the State level.

**NOTE:** For a number of years, we have included in the count of local government Merit System jobs some temporary engagements like Monitor and Student Assistant that are not subject to unemployment compensation. Our classification and compensation experts have now concluded that these engagements do not constitute regular jobs, so we are no longer counting them. As of December 13, 2012, these engagements amounted to 460 jobs with 447 incumbents.

## STATE OF NEW JERSEY

# Local Government Merit System Jobs

## Introduction

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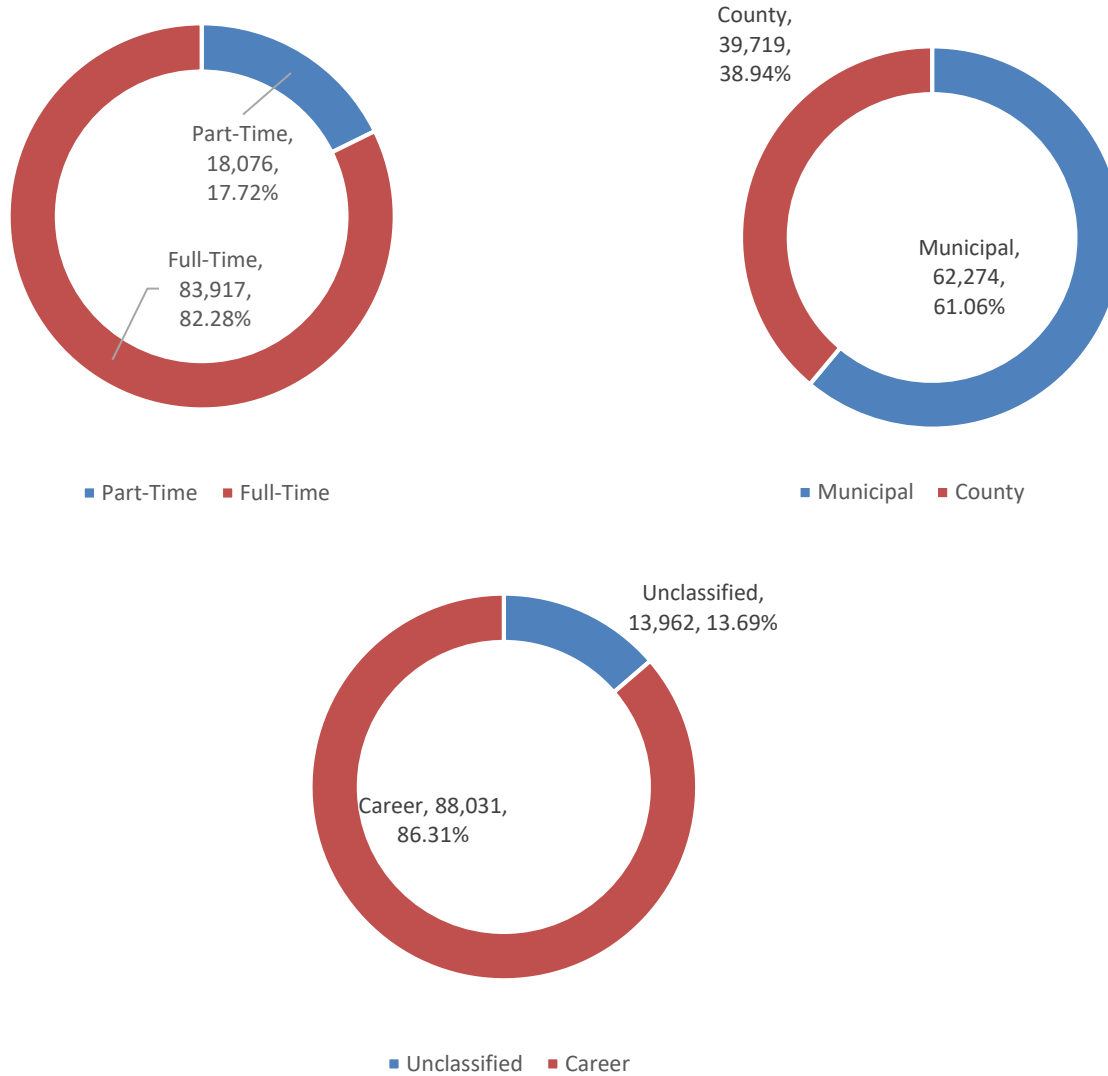
In 1996, we expanded the *Workforce Profile* to include information on local government employment in New Jersey for the first time. The most important barrier to including all local government employment is the absence of a single uniform database that captures local government data in a degree of detail comparable to what we can provide about State Government employees. The most comprehensive database on local government employees to which we have access is the State Government Pensions database maintained by the Division of Pensions and Benefits, but this database is organized in a different manner. For the time being, the most useful database we have is the Civil Service Commission's CAMPS, which includes data on local government jobs that fall under the purview of the Merit System.

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

Recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey excluding education (June 2017) indicate total employment of approximately 149,144. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 100,301 identified in our records) represent about 67 percent of the local government employees in New Jersey who are employed outside the education sector.

You will note that the following five tables and charts summarize local government Merit System employment in terms of jobs rather than in terms of employees. This reflects the way in which we keep the employment records. While in State Government employees are not authorized to hold more than one job at a time, in local government it is not unusual for one employee to hold several part-time jobs concurrently. There are 2,052 employees who hold more than one job in local government. Further, it is not unusual for these jobs to be relatively unrelated to one another, and to vary widely in terms of title and even in terms of occupational group. As a result, we find that keeping records in terms of jobs is more meaningful in the local government arena. That is why the following tables and charts summarize 101,993 jobs rather than 100,301 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**  
 Quantitative Summary  
 July 11, 2017



Data from the Civil Service Commission CAMPS.  
 Percentages refer to the Number of Local Govt. Merit System Jobs as of July 1, 2017: 101,993.

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

July 1,2017

LOCATION	COUNTY					MUNICIPAL					TOTAL		GRAND TOTAL
	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL COUNTY	COMPETITIVE	NONCOMPETITIVE	SUBTOTAL CAREER	UNCLASSIFIED	TOTAL MUNICIPAL	TOTAL CAREER	TOTAL UNCLASSIFIED	
ATLANTIC	1,100	391	1,491	246	1,737	1,393	504	1,897	346	2,243	3,388	592	3,980
BERGEN	1,806	1,080	2,886	338	3,224	2,199	1,513	3,712	771	4,483	6,598	1,109	7,707
BURLINGTON	1,116	407	1,523	202	1,725	1,075	774	1,849	536	2,385	3,372	738	4,110
CAMDEN	2,037	424	2,461	493	2,954	1,394	680	2,074	606	2,680	4,535	1,099	5,634
CAPE MAY	569	486	1,055	145	1,200	995	1,087	2,082	283	2,365	3,137	428	3,565
CUMBERLAND	680	192	872	149	1,021	1,028	1,125	2,153	213	2,366	3,025	362	3,387
ESSEX	2,461	831	3,292	488	3,780	5,814	2,510	8,324	1,113	9,437	11,616	1,601	13,217
GLOUCESTER	804	500	1,304	172	1,476	345	205	550	74	624	1,854	246	2,100
HUDSON	1,807	918	2,725	458	3,183	5,341	3,772	9,113	1,105	10,218	11,838	1,563	13,401
HUNTERDON	410	106	516	110	626	0	0	0	0	0	516	110	626
MERCER	1,158	377	1,535	261	1,796	1,783	585	2,368	285	2,653	3,903	546	4,449
MIDDLESEX	1,338	634	1,972	284	2,256	2,205	1,302	3,507	517	4,024	5,479	801	6,280
MONMOUTH	2,026	450	2,476	253	2,729	1,540	851	2,391	641	3,032	4,867	894	5,761
MORRIS	1,004	525	1,529	252	1,781	1,041	523	1,564	323	1,887	3,093	575	3,668
OCEAN	2,087	861	2,948	293	3,241	1,748	1,428	3,176	548	3,724	6,124	841	6,965
PASSAIC	1,319	1,013	2,332	293	2,625	2,566	1,023	3,589	567	4,156	5,921	860	6,781
SALEM	420	61	481	96	577	48	36	84	29	113	565	125	690
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	394	166	560	110	670	386	217	603	226	829	1,163	336	1,499
UNION	1,510	722	2,232	301	2,533	2,742	1,153	3,895	564	4,459	6,127	865	6,992
WARREN	381	94	475	99	574	210	214	424	172	596	899	271	1,170
<b>TOTAL</b>	<b>24,438</b>	<b>10,238</b>	<b>34,676</b>	<b>5,043</b>	<b>39,719</b>	<b>33,853</b>	<b>19,502</b>	<b>53,355</b>	<b>8,919</b>	<b>62,274</b>	<b>88,031</b>	<b>13,962</b>	<b>101,993</b>

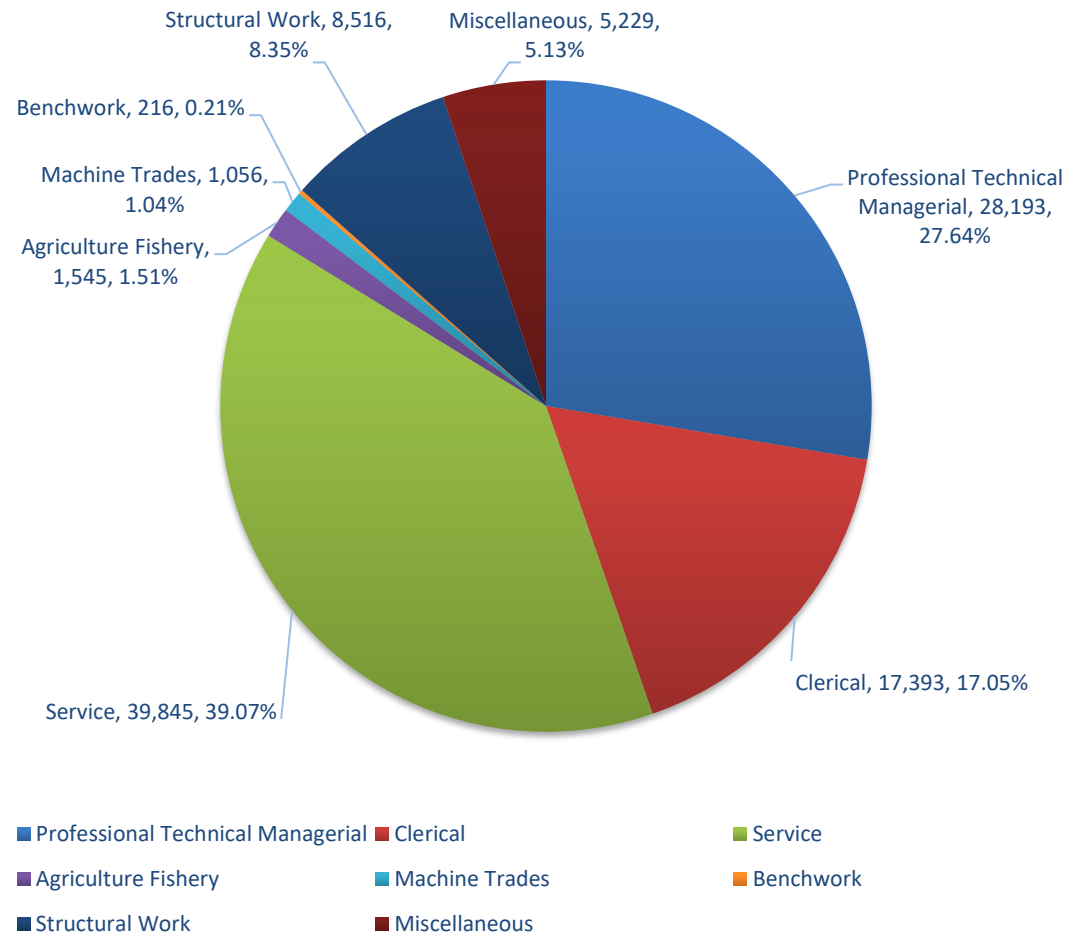
\* While Somerset County and its municipalities are not Merit System jurisdictions, some Federally funded jobs are subject to the State Merit System.  
 Data provided by the Civil Service Commission from its CAMPS.

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

July 1, 2017

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,632	105	1,737	1,875	368	2,243	3,507	473	3,980
BERGEN	2,504	720	3,224	3,103	1,380	4,483	5,607	2,100	7,707
BURLINGTON	1,575	150	1,725	1,562	823	2,385	3,137	973	4,110
CAMDEN	2,609	345	2,954	1,881	799	2,680	4,490	1,144	5,634
CAPE MAY	1,082	118	1,200	1,431	934	2,365	2,513	1,052	3,565
CUMBERLAND	938	83	1,021	1,861	505	2,366	2,799	588	3,387
ESSEX	3,665	115	3,780	8,291	1,146	9,437	11,956	1,261	13,217
GLOUCESTER	1,205	271	1,476	488	136	624	1,693	407	2,100
HUDSON	3,050	133	3,183	8,163	2,055	10,218	11,213	2,188	13,401
HUNTERDON	549	77	626	0	0	0	549	77	626
MERCER	1,672	124	1,796	2,259	394	2,653	3,931	518	4,449
MIDDLESEX	2,172	84	2,256	3,024	1,000	4,024	5,196	1,084	6,280
MONMOUTH	2,653	76	2,729	2,119	913	3,032	4,772	989	5,761
MORRIS	1,639	142	1,781	1,352	535	1,887	2,991	677	3,668
OCEAN	2,775	466	3,241	2,850	874	3,724	5,625	1,340	6,965
PASSAIC	2,369	256	2,625	3,288	868	4,156	5,657	1,124	6,781
SALEM	470	107	577	85	28	113	555	135	690
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	534	136	670	499	330	829	1,033	466	1,499
UNION	2,264	269	2,533	3,598	861	4,459	5,862	1,130	6,992
WARREN	522	52	574	298	298	596	820	350	1,170
<b>TOTAL</b>	<b>35,890</b>	<b>3,829</b>	<b>39,719</b>	<b>48,027</b>	<b>14,247</b>	<b>62,274</b>	<b>83,917</b>	<b>18,076</b>	<b>101,993</b>

**STATE OF NEW JERSEY**  
**Distribution of Local Government Merit System Jobs by Occupational Group**  
*July 1, 2017*



Data provided by the Civil Service Commission from it's CAMPS.  
 Classification system based on the Civil Service Commission Occupational Code Dictionary.  
 Percentages refer to the total number of local government Merit System jobs as of 7/1/17: 101,993



**STATE OF NEW JERSEY**  
**Distribution of Local Government Merit System Jobs by Occupational Group**

July 1, 2017

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
<b>PROFESSIONAL TECHNICAL MANAGERIAL</b>	00 ENGINEERING/SURVEYING	310	213	523
	01 ENV ENGR-ARCHITECTURE	19	8	27
	02 PHYSICAL SCI-STATS	136	71	207
	04 LIFE SCIENCES	48	8	56
	05 SOCIAL SCIENCES	413	697	1,110
	06 SOCIAL-PSYCH SERVICES	1,987	164	2,151
	07 MEDICAL-HEALTH SERVICES	1,468	1,308	2,776
	09 EDUCATION	397	1,693	2,090
	10 MUSEUM/LIBRARY/ARCHIVES	1,561	1,903	3,464
	11 LAW	1,285	774	2,059
	12 INFO PROCESSING SYSTEMS	584	319	903
	13 WRITING	41	55	96
	14 ART	40	24	64
	15 FINANCE	424	583	1,007
	16 ADMINISTRATION	4,352	2,562	6,914
	17 INSPECTIONS/INVESTIGATIONS	689	2,107	2,796
	18 RECREATION	454	1,475	1,929
	19 BROADCASTING/TRANSMITTING	4	17	21
	<b>CLERICAL</b>	20 GENERAL CLERICAL	6,098	6,511
21 FINANCE CLERICAL		484	912	1,396
22 STOCK-STORAGE-INVENTORY		102	56	158
24 INFO-MSG DISTRIBUTION		1,368	1,862	3,230
<b>SERVICE</b>	30 BLDG-FACILITY SERVICES	932	1,965	2,897
	31 FOOD SERVICES	281	464	745
	33 BARBERING/COSMETOLOGY	1	0	1
	35 DIRECT CARE	580	20	600
	36 PROTECTIVE SERVICES	10,301	25,301	35,602
<b>AGRICULTURE FISHERY</b>	40 PLANTING-GARDENING	561	595	1,156
	41 ANIMAL FARMING	235	146	381
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	3	4	7
<b>MACHINE TRADES</b>	60 MACHINERY REPAIR	356	671	1,027
	65 PRINTING	25	4	29
<b>BENCHWORK</b>	70 TECHNICAL REPAIR	3	18	21
	72 ELECTRICAL REPAIR	88	107	195
<b>STRUCTURAL WORK</b>	80 SKILLED TRADES	316	334	650
	81 STRUCTURAL MAINTENANCE	1,764	6,102	7,866
<b>MISCELLANEOUS</b>	90 TRANSPORTATION	902	1,740	2,642
	91 UTILITIES	279	665	944
	92 NOT CODED ELSEWHERE	828	815	1,643
<b>TOTAL</b>		<b>39,719</b>	<b>62,274</b>	<b>101,993</b>

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

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STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

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Atlantic County	Services	Beach Haven Borough
Bergen County	Monmouth County	Beachwood Borough
Bergen County Board of Social Services	Morris County	Belleville
Bergen County Utilities Authority	Ocean County	Belleville Library
Burlington County	Ocean County Board of Social Services	Belmar Borough
Burlington County Board of Social Services	Passaic County	Belmar Housing Authority
Camden County	Passaic County Board of Social Services	Bergenfield Borough
Camden County Municipal Utilities Authority	Salem County	Bergenfield Library
Camden County Board of Social Services	Salem County Board of Social Services	Berkeley Township
Cape May County	Sussex County	Berkeley School District
Cape May County Board of Social Services	Union County	Beverly
Cumberland County	Warren County	Bloomfield
Cumberland County Board of Social Services	Aberdeen Township	Bloomfield Library
Essex County	Aberdeen Fire Districts (2)	Boonton Town
Gloucester County	Allamuchy Township	Boonton Library
Hudson County	Alpha Borough	Bordentown City
Hunterdon County	Andover Township	Bordentown Township
Mercer County	Asbury Park City	Bordentown Township Fire Districts (2)
Mercer County Board of Social Services	Atlantic City	Brick Township
Middlesex County	Atlantic City Library	Brick Fire District (1)
Middlesex County Board of Social Services	Atlantic City Municipal Utilities Authority	Brick School District
	Bayonne	Bridgeton
	Bayonne Housing Authority	Bridgeton Housing Authority
	Bayonne Library	Bridgeton Library
		Brooklawn Borough
		Buena Borough
		Buena Municipal Utilities Authority

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

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

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

Fort Lee Library  
Franklin Township (Warren County)  
Franklin Township Housing Authority (Somerset County)  
Freehold Borough  
Freehold Township  
Garfield  
Garfield Library  
Glassboro Housing Authority  
Gloucester City  
Gloucester City Library  
Gloucester Township  
Gloucester Township Fire Districts (6)  
Gloucester Township Housing Authority  
Gloucester Township Municipal Utilities Authority  
Green Township  
Hackensack  
Hackensack Library  
Hackettstown  
Hackettstown Municipal Utilities Authority  
Haddon Township Housing Authority  
Hamilton Township (Mercer County)  
Hamilton Fire Districts (8) (Mercer County)

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

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Hammonton  
Hampton Township  
Harmony Township  
Harrison (Hudson)  
Harrison Housing Authority  
Harrison Library  
Hazlet Township  
Hazlet Fire District (1)  
Highlands Borough (Monmouth County)  
Hillside Township  
Hillside Library  
Hoboken  
Holmdel Township  
Hopatcong  
Independence Township  
Independence Municipal Utilities Authority  
Irvington  
Irvington Housing Authority  
Irvington Library  
Jackson Township  
Jackson Fire Districts (4)  
Jackson Municipal Utilities Authority  
Jefferson Township  
Jefferson Township Library  
Jersey City  
Jersey City Library

Jersey City School District  
Keansburg  
Kearny  
Kearny Library  
Keyport Borough  
Lacey Township  
Lake Como Borough (formerly South Belmar)  
Lakehurst  
Lakewood Township  
Lakewood Fire District (1)  
Lakewood Municipal Utilities Authority  
Lavallette  
Lawnside  
Lawrence Township (Mercer County)  
Liberty Township  
Lincoln Park Borough  
Lincoln Park Library  
Linden  
Linden Library  
Lindenwold Borough  
Lindenwold Fire District (1)  
Little Egg Harbor Township  
Lodi Borough  
Lodi Housing Authority  
Lodi Library  
Lodi School District

Long Beach Township  
Long Branch  
Lopatcong  
Lower Township (Cape May County)  
Lower Township Municipal Utilities Authority  
Magnolia Borough  
Manasquan Borough  
Manasquan Fire District (1)  
Maple Shade  
Margate City  
Margate Library  
Marlboro Township  
Marlboro Municipal Utilities Authority  
Marlboro Fire District (1)  
Maurice River Township  
Maurice River School District  
Middle Township (Cape May County)  
Middle Township School District  
Middletown Township (Monmouth County)  
Middletown Library  
Millburn Township  
Millburn Library  
Milltown Borough  
Millville City  
Millville School District

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Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2017

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Monroe (Gloucester County)	Authority	Pennsauken Township
Monroe Library (Gloucester County)	North Brunswick Township	Pennsauken Library
Monroe Municipal Utilities Authority (Gloucester County)	North Brunswick Library	Penns Grove Housing Authority
Montville Township	North Hudson Regional Fire Rescue Service	Perth Amboy
Montville Fire Districts (3)	North Wildwood City	Phillipsburg
Montville Library	Nutley	Phillipsburg Library
Moonachie Borough	Nutley Library	Plainfield
Moorestown Township	Oakland Borough	Plainfield Housing Authority
Moorestown Fire Districts (2)	Oakland Library	Plainfield Library
Moorestown Library	Ocean City	Pleasantville
Morristown	Ocean City Housing Authority	Pohatcong Township
Mount Holly Township	Ocean City Library	Point Pleasant Borough
Mount Holly Fire District (1)	Ogdensburg Borough	Point Pleasant Beach Borough
Mount Laurel Township	Orange	Pompton Lakes Borough
Mount Laurel Fire District (1)	Orange Housing Authority	Pompton Lakes Library
Mount Laurel Library	Orange City Library	Pompton Lakes Municipal Utilities Authority
Mount Laurel Municipal Utilities Authority	Park Ridge Borough	Rahway
Newark	Park Ridge Library	Rahway Library
Newark Library	Parsippany-Troy Hills Township	Red Bank Housing Authority
Newark School District	Parsippany-Troy Hills Library	Ridgewood Village
New Brunswick	Passaic City	Ridgewood Library
Newton	Passaic City Library	Ringwood Borough
North Arlington Borough	Passaic Valley Water Commission	Riverside Township
North Arlington Library	Paterson	Rockaway Township
North Bergen Township	Paterson Housing Authority	Rockaway Library
North Bergen Library	Paterson Library/Museum	Roselle Borough
North Bergen Municipal Utilities	Pemberton Township	Roselle Library

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Appendix: Listing of Autonomous Local Merit System Jurisdictions

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Runnemede Borough	Teaneck Library	Weehawken Township
Rutherford Borough	Trenton	Weehawken Library
Rutherford Library	Trenton Library	Weehawken School District
Saddle Brook Township	Union Beach	West Milford Township
Saddle Brook Library	Union City (Hudson County)	West Milford Library
Salem City	Union City Library	West Milford Municipal Utilities Authority
Salem City Library	Union Township (Union County)	West New York
Sayreville Borough	Union Township Library (Union County)	West New York Library
Scotch Plains	Upper Township (Cape May County)	West Orange Township
Scotch Plains Library	Ventnor City	West Orange Library
Sea Isle City	Vernon Township	White Township
Seaside Heights	Verona Township	Wildwood City
Seaside Park	Verona Township Library	Wildwood City Housing Authority
Somerdale Borough	Vineland City	Wildwood Crest Borough
Somers Point	Vineland Library	Willingboro
South Amboy	Vineland School District	Willingboro Library
South Amboy Library	Voorhees Township	Willingboro Municipal Utilities Authority
South Orange Village	Voorhees Township Fire District (1)	Winslow Township
South Orange Library	Waldwick Borough	Winslow Township Fire District (1)
South Plainfield	Waldwick Library	Woodbine Borough
South Plainfield Library	Wallington Borough	Woodbridge Township
South Toms River	Wallington JFK Memorial Library	Woodbridge Library
Sparta Township	Wanaque Borough	Woodbridge Fire Districts (9)
Sparta Library	Wanaque Library	Woodland Park Borough (formerly West Paterson)
Stanhope Borough	Wantage Township	
Stillwater Township	Washington Borough (Warren County)	
Stratford Borough		
Teaneck Township		

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

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Woodland Park - Alfred H. Baumann Free  
Public Library  
Woodlynne Borough  
Wood-Ridge Borough  
Wood-Ridge Library