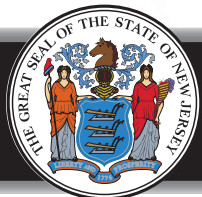




STATE GOVERNMENT 2019 WORKFORCE PROFILE

with select local data



Philip D. Murphy
Governor

Sheila Y. Oliver
Lt. Governor

Deirdré L. Webster Cobb
Chair/Chief Executive Officer

Preface

STATE OF NEW JERSEY

A Message from the Chair/CEO, Civil Service Commission

Preface

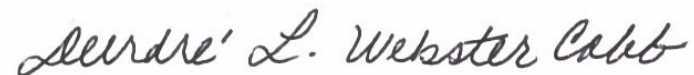
On behalf of the New Jersey Civil Service Commission (CSC), I am pleased to share the 2019 State Government Workforce Profile. The Workforce Profile provides a breakdown of employees compensated through Centralized Payroll. This breakdown includes information on employees, in but not of State Departments and Agencies, based on their demographics, average salary, education level, county, and more.

The core mission of the CSC is to advance NJ government with fair and efficient human resources responsive to the needs of the Civil Service workforce. CSC provides customer service, regulatory oversight and/or information to 15 State Departments, 20 counties, 384 local governments and some school districts, 9 State college/universities, and approximately 15 other various commissions and agencies. This includes over 60,000 employees.

It is with the utmost importance that our state's civil service workforce attracts and retains an eligible pool of applicants that reflects the rich diversity of the State. By generating an annual workforce profile, we can review and compare common trends that allow our state to do so.

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

Sincerely yours,



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

STATE OF NEW JERSEY

State Government Workforce Profile 2019

TABLE OF CONTENTS

State Government Workforce Profile: Introduction Page 1
 State Government Workforce At-a-Glance Page 3
Statistics by Agency Page 4
 State Government Employee Work Schedules by Department Page 6
 State Government Employees in Pay Status by Work Schedule Page 7
 Distribution of State Government Employees Titles by Service Division Page 8
 Age, Salary and Length of Service by State Agency Page 9
 Distribution of State Government Employees by Fund Source Page 10
 Other State Government Employment Page 11
Age, Service Length, Separation and Hiring Data for State Government Employees Page 12
 Distribution of State Government Employees by Years of Service Page 13
 Distribution of State Government Employees by Age Page 14
 Separations of Full-Time State Government Employees by Years of Service Page 15
 Separations from State Service: Full-Time Employees FY2006 – FY2019 Page 16
 Separations from State Service: Full-Time Employees FY2009 – FY2019 (Graph) Page 17
 Hiring by State Government FY2009 – FY2019..... Page 18
 Average Salary of Full-Time Employees Hired by State Government FY2009 – FY2019..... Page 19
Education, Location, and Occupational Data for State Government Employees Page 20
 Distribution of State Government Employees by Highest Level of Education Recorded Page 21
 Distribution of State Government Employees by Work Location Page 22
 Distribution of State Government Employees by EEO Job Category Page 23
 Distribution of State Government Employees by Occupation Page 24
 Distribution of State Government Employees by Occupational Category Page 25

STATE OF NEW JERSEY

State Government Workforce Profile 2019

TABLE OF CONTENTS

Salary Data for State Government Workforce..... Page 26

Distribution of State Government Employees by Salary Page 27

 Five-Year Trend of Average Salaries for State Government Employees Page 28

State Government Workforce Race/Ethnic and Gender Data Page 29

 Race/Ethnic Distribution of State Government Employees by Agency Page 30

 Gender Distribution of State Government Employees by Agency (With Race/Ethnic Composition of Each Gender Group) Page 31

 Race/Ethnic and Gender Distribution of State Government Employees by Agency Page 32

 Minorities in the State Government Workforce (2010 - 2019) Page 33

 Women in the State Government Workforce (2010 - 2019 / Graph) Page 34

Union Representation of State Government Employees Page 35

 Union Representation of State Government Employees by Agency Page 37

 Distribution of State Government Employees by Salary and Union Representation Page 38

State College Employees Under the Merit System Page 39

State College Employees Under the Merit System by Service Division Page 40

State Government Workforce: Ten Year Historical Trend Data Page 41

Ten Year Trend of Total Workforce Counts (Line Graph) Page 42

 Ten Year Trend of Workforce Net Changes Page 43

Local Government Merit System Jobs Page 44

 Local Government Merit System Jobs: Quantitative Summary Page 46

 Distribution by Location, Level of Government, and Service Division Page 47

 Distribution by Location, Level of Government, and Work Schedule Page 48

Distribution of Local Government Merit System Jobs by Occupational Group (Pie Chart) Page 49

Distribution of Local Government Merit System Jobs by Occupational Group (Table) Page 50

Appendix: Listing of Autonomous Local Merit System Jurisdictions Page A-1

STATE OF NEW JERSEY

State Government Workforce Profile 2019

Introduction

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 7, 2018, comparisons of the workforce at the end of Fiscal Year 2018 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2019.

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 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
- The return of the Division of Mental Health and Addiction Services (DMHAS) back to the Department of Human Services in October 2018, with psychiatric hospitals remaining with the Department of Health.

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

STATE OF NEW JERSEY

State Government Workforce Profile 2019

Introduction

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 7, 2018 dataset. We have also provided the July 2017 and July 2018 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been an increase of 0.1 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				
	7/14/2016	7/1/2017	7/7/2018	CHANGE OVER 2 YEARS	
AGRICULTURE	206	202	209	+ 3	1.5%
BANKING & INSURANCE	460	462	453	- 7	-1.5%
CHILDREN & FAMILIES	6,783	6,799	6,843	+ 60	0.9%
COMMUNITY AFFAIRS	909	863	897	- 12	-1.3%
CORRECTIONS	8,586	8,731	8,781	+ 195	2.3%
<i>Corrections</i>	8,009	8,159	8,220	+ 211	2.6%
State Parole Board	577	572	561	- 16	-2.8%
EDUCATION	747	729	690	- 57	-7.6%
ENVIRONMENTAL PROTECTION	2,732	2,701	2,667	- 65	-2.4%
GOVERNOR'S OFFICE	111	94	108	- 3	-2.7%
HEALTH	1,073	1,082	6,261	+ 5,188	483.5%
HUMAN SERVICES	12,684	12,234	7,081	- 5,603	-44.2%
INFORMATION TECHNOLOGY	729	720	618	- 111	-15.2%
LABOR	3,214	3,105	3,044	- 170	-5.3%
<i>Labor</i>	2,965	2,870	2,808	- 157	-5.3%
Civil Service Commission	249	235	236	- 13	-5.2%
LAW & PUBLIC SAFETY	7,925	7,943	8,024	+ 99	1.2%
<i>Law & Public Safety</i>	6,646	6,660	6,729	+ 83	1.2%
Homeland Security & Preparedness	97	96	93	- 4	-4.1%
Juvenile Justice	1,182	1,187	1,202	+ 20	1.7%
MILITARY & VETERANS AFFAIRS	1,495	1,497	1,511	+ 16	1.1%
STATE	305	305	299	- 6	-2.0%
<i>State (Includes Comm on Higher Education)</i>	172	167	160	- 12	-7.0%
Higher Educational Student Assistance	133	138	139	+ 6	4.5%
TRANSPORTATION	5,485	5,541	5,602	+ 117	2.1%
<i>Transportation</i>	3,190	3,212	3,196	+ 6	0.2%
Motor Vehicles	2,295	2,329	2,406	+ 111	4.8%
TREASURY	5,131	5,173	5,150	+ 19	0.4%
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,563	3,604	3,553	- 10	-0.3%
Administrative Law	85	91	96	+ 11	12.9%
Casino Control	41	38	34	- 7	-17.1%
Public Defender	1,212	1,222	1,254	+ 42	3.5%
Public Utilities	230	218	213	- 17	-7.4%
TOTAL EXECUTIVE DEPARTMENTS	58,575	58,181	58,238	- 337	-0.6%
JUDICIARY	8,802	8,912	9,178	+ 376	4.3%
LEGISLATIVE STAFF	487	489	490	+ 3	0.6%
TOTAL STATE GOVT WORKFORCE	67,864	67,582	67,906	+ 42	0.1%

DEMOGRAPHICS
07/07/2018

AGE

Average: 46 years
Median: 46 years

LENGTH OF SERVICE

Average: 13 years
Median: 13 years

SALARY *

Average: \$74,389
Median: \$72,476

GENDER

Female: 37,633 (55.4%)
Male: 30,273 (44.6%)

MINORITY EMPLOYEES

31,501 (46.4%)

UNION REPRESENTATION

48,721 (71.7%)

* Salary of Full-time employees only.

STATE OF NEW JERSEY

Statistics by Agency

Introduction

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 7, 2018. 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

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.

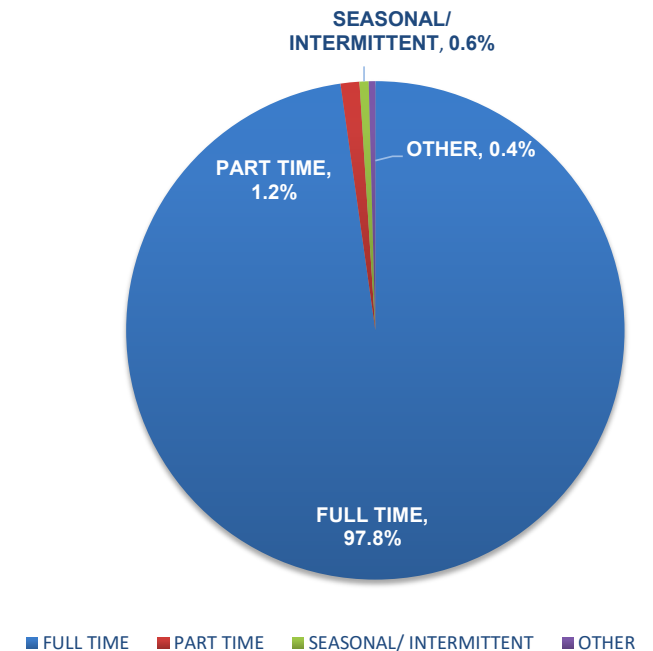
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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 7, 2018

DEPARTMENT	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	206	3	0	0	209
BANKING & INSURANCE	446	2	0	5	453
CHILDREN & FAMILIES	6,790	53	0	0	6,843
COMMUNITY AFFAIRS	897	0	0	0	897
CORRECTIONS	8,778	3	0	0	8,781
<i>Corrections</i>	8,217	3	0	0	8,220
State Parole Board	561	0	0	0	561
EDUCATION	689	1	0	0	690
ENVIRONMENTAL PROTECTION	2,659	3	5	0	2,667
GOVERNOR'S OFFICE	108	0	0	0	108
HEALTH	6,015	246	0	0	6,261
HUMAN SERVICES	6,904	177	0	0	7,081
INFORMATION TECHNOLOGY	616	2	0	0	618
LABOR	2,863	67	108	6	3,044
<i>Labor</i>	2,631	65	108	4	2,808
Civil Service Commission	232	2	0	2	236
LAW & PUBLIC SAFETY	7,757	2	0	265	8,024
<i>Law & Public Safety</i>	6,464	0	0	265	6,729
Homeland Security & Preparedness	93	0	0	0	93
Juvenile Justice	1,200	2	0	0	1,202
MILITARY & VETERANS AFFAIRS	1,487	24	0	0	1,511
STATE	294	5	0	0	299
<i>State (Includes Comm on Higher Education)</i>	156	4	0	0	160
Higher Educational Student Assistance	138	1	0	0	139
TRANSPORTATION	5,378	220	0	4	5,602
<i>Transportation</i>	3,192	0	0	4	3,196
Motor Vehicles	2,186	220	0	0	2,406
TREASURY	4,849	3	290	8	5,150
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,255	0	290	8	3,553
Administrative Law	96	0	0	0	96
Casino Control	34	0	0	0	34
Public Defender	1,251	3	0	0	1,254
Public Utilities	213	0	0	0	213
TOTAL EXECUTIVE DEPARTMENTS	56,736	811	403	288	58,238
JUDICIARY	9,164	14	0	0	9,178
LEGISLATIVE STAFF	487	2	1	0	490
TOTAL STATE GOVT WORKFORCE	66,387	827	404	288	67,906



Data provided by the Civil Service Commission from automated personnel files.
 Percentages refer to the total State Government workforce as of 07/7/2018 67,906.

STATE OF NEW JERSEY
State Government Employees in Pay Status by Work Schedule

July 7, 2018

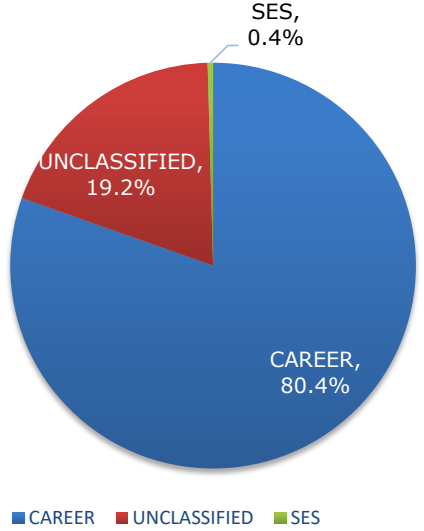
AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	205	3	0	0	208
BANKING & INSURANCE	446	2	0	0	448
CHILDREN & FAMILIES	6,792	53	0	0	6,845
COMMUNITY AFFAIRS	887	0	0	0	887
CORRECTIONS	8,765	3	0	0	8,768
<i>Corrections</i>	8,218	3	0	0	8,221
State Parole Board	547	0	0	0	547
EDUCATION	689	1	0	0	690
ENVIRONMENTAL PROTECTION	2,659	3	5	0	2,667
GOVERNOR'S OFFICE	97	0	0	0	97
HEALTH	6,019	248	0	0	6,267
HUMAN SERVICES	6,905	176	0	0	7,081
INFORMATION TECHNOLOGY	616	2	0	0	618
LABOR	2,859	67	108	0	3,034
<i>Labor</i>	2,629	65	108	0	2,802
Civil Service Commission	230	2	0	0	232
LAW & PUBLIC SAFETY	7,750	2	0	0	7,752
<i>Law & Public Safety</i>	6,459	0	0	0	6,459
Homeland Security & Preparedness	91	0	0	0	91
Juvenile Justice	1,200	2	0	0	1,202
MILITARY & VETERANS AFFAIRS	1,487	24	0	0	1,511
STATE	294	5	0	0	299
<i>State (Includes Comm on Higher Education)</i>	156	4	0	0	160
Higher Educational Student Assistance	138	1	0	0	139
TRANSPORTATION	5,365	220	0	0	5,585
<i>Transportation</i>	3,192	0	0	0	3,192
Motor Vehicles	2,173	220	0	0	2,393
TREASURY	4,775	3	292	0	5,070
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,185	0	292	0	3,477
Administrative Law	96	0	0	0	96
Casino Control	34	0	0	0	34
Public Defender	1,251	3	0	0	1,254
Public Utilities	209	0	0	0	209
TOTAL EXECUTIVE DEPARTMENTS	56,610	812	405	0	57,827
JUDICIARY	9,168	14	0	0	9,182
LEGISLATIVE STAFF	487	2	1	0	490
TOTAL STATE GOVT WORKFORCE	66,265	828	406	0	67,499

STATE OF NEW JERSEY

Distribution of State Government Employee Titles by Service Division

July 7, 2018

DEPARTMENT	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	144	35	179	2	28	209
BANKING & INSURANCE	331	59	390	0	63	453
CHILDREN & FAMILIES	5,714	778	6,492	83	268 ¹	6,843
COMMUNITY AFFAIRS	810	40	850	0	47	897
CORRECTIONS	8,342	148	8,490	0	291	8,781
<i>Corrections</i>	7,829	122	7,951	0	269 ²	8,220
<i>State Parole Board</i>	513	26	539	0	22	561
EDUCATION	162	333	495	0	195 ³	690
ENVIRONMENTAL PROTECTION	2,180	397	2,577	2	88	2,667
GOVERNOR'S OFFICE	5	0	5	0	103	108
HEALTH	4,093	1,900	5,993	16	252	6,261
HUMAN SERVICES	4,732	2,083	6,815	20	246 ⁴	7,081
INFORMATION TECHNOLOGY	463	120	583	11	24	618
LABOR	2,548	276	2,824	32	188	3,044
<i>Labor</i>	2,356	253	2,609	19	180 ⁵	2,808
<i>Civil Service Commission</i>	192	23	215	13	8	236
LAW & PUBLIC SAFETY	2,725	806	3,531	7	4,486	8,024
<i>Law & Public Safety</i>	1,765	657	2,422	6	4,301 ⁶	6,729
<i>Homeland Security & Preparedness</i>	59	8	67	0	26	93
<i>Juvenile Justice</i>	901	141	1,042	1	159 ⁷	1,202
MILITARY & VETERANS AFFAIRS	683	675	1,358	0	153 ⁸	1,511
STATE	145	24	169	0	130 ⁹	299
<i>State (Includes Comm on Higher Education)</i>	83	18	101	0	59	160
<i>Higher Educational Student Assistance</i>	62	6	68	0	71	139
TRANSPORTATION	4,927	518	5,445	55	102	5,602
<i>Transportation</i>	2,754	354	3,108	42	46	3,196
<i>Motor Vehicles</i>	2,173	164	2,337	13	56	2,406
TREASURY	3,387	627	4,014	64	1,072	5,150
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,749	464	3,213	39	301 ⁹	3,553
<i>Administrative Law</i>	44	7	51	0	45	96
<i>Casino Control</i>	2	0	2	0	32	34
<i>Public Defender</i>	468	134	602	8	644 ¹⁰	1,254
<i>Public Utilities</i>	124	22	146	17	50	213
TOTAL EXECUTIVE DEPARTMENTS	41,391	8,819	50,210	292	7,736	58,238
JUDICIARY	3,706	683	4,389	0	4,789 ¹¹	9,178
LEGISLATIVE STAFF	0	0	0	0	490 ¹¹	490
TOTAL STATE GOVT WORKFORCE	45,097	9,502	54,599	292	13,015	67,906



¹ Includes 186 educational, health care, and social services personnel.
² Includes 196 educational, health care, and social services personnel.
³ Includes 50 professional employees at the Katzenbach School.
⁴ Includes 128 educational, health care, and social services personnel.
⁵ Includes 47 compensation judges and 66 educational, medical, and social services personnel.
⁶ Includes 3,045 uniformed State Police, 622 Deputy Attorneys General, and 265 Board Members.
⁷ Includes 126 educational, health care, and social services personnel.
⁸ Includes 148 military, educational, and medical personnel.
⁹ Includes 81 Board Members.
¹⁰ Includes 41 Deputy Public Defenders and 565 Assistant Deputy Public Defenders.
¹¹ All judges and professional and confidential personnel unclassified.
¹² All professional and technical personnel unclassified.

Data provided by the Civil Service Commission from automated personnel files.
 Percentages refer to the total State Government workforce as of 07/7/2018: 67,906.

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

July 7, 2018

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY *	MEDIAN SALARY *	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	47	\$73,294	\$71,930	11
BANKING & INSURANCE	50	\$80,034	\$78,022	12
CHILDREN & FAMILIES	43	\$73,113	\$76,880	9
COMMUNITY AFFAIRS	52	\$73,889	\$72,476	11
CORRECTIONS	42	75,580	\$78,446	10
<i>Corrections</i>	42	\$67,496	\$70,178	9
State Parole Board	43	\$83,664	\$86,713	11
EDUCATION	50	\$87,706	\$91,368	11
ENVIRONMENTAL PROTECTION	47	\$78,989	\$79,479	14
GOVERNOR'S OFFICE	38	\$79,713	\$66,736	6
HEALTH	49	\$66,008	\$57,368	10
HUMAN SERVICES	48	\$61,624	\$55,113	12
INFORMATION TECHNOLOGY	50	\$88,358	\$90,357	13
LABOR	49	\$70,561	\$68,069	13
<i>Labor</i>	52	\$70,852	\$66,875	13
Civil Service Commission	46	\$70,269	\$69,262	12
LAW & PUBLIC SAFETY	45	\$78,202	\$75,901	10
<i>Law & Public Safety</i>	44	\$78,946	\$75,901	10
Homeland Security & Preparedness	46	\$88,555	\$88,740	7
Juvenile Justice	46	\$67,106	\$65,995	11
MILITARY & VETERANS AFFAIRS	50	\$52,817	\$47,865	9
STATE	52	\$76,059	\$71,003	11
<i>State (Includes Comm on Higher Education)</i>	50	\$80,090	\$75,901	11
Higher Educational Student Assistance	53	\$72,028	\$66,104	12
TRANSPORTATION	47	\$63,388	\$58,444	11
<i>Transportation</i>	47	\$67,716	\$62,022	12
Motor Vehicles	47	\$59,061	\$54,866	10
TREASURY	49	\$82,943	\$76,319	12
<i>Treasury (Incl Minor Boards & Commissions)</i>	48	\$72,365	\$69,083	12
Administrative Law	51	\$100,206	\$103,988	11
Casino Control	51	\$74,854	\$65,195	15
Public Defender	45	\$80,647	\$76,319	9
Public Utilities	50	\$86,641	\$87,189	14
AVERAGE EXECUTIVE DEPARTMENTS	48	\$74,252	\$72,476	11
JUDICIARY	46	\$71,036	\$62,844	10
LEGISLATIVE STAFF	45	\$77,879	\$75,000	11
AVERAGE STATE GOVT WORKFORCE	46	\$74,389	\$72,476	11

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 7, 2018

	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	116	55	0	38	209
BANKING & INSURANCE	449	1	0	3	453
CHILDREN & FAMILIES	4,970	1,578	0	295	6,843
COMMUNITY AFFAIRS	562	267	19	49	897
CORRECTIONS	8,588	18	125	50	8,781
<i>Corrections</i>	8,027	18	125	50	8,220
State Parole Board	561	0	0	0	561
EDUCATION	367	181	5	137	690
ENVIRONMENTAL PROTECTION	2,552	37	1	77	2,667
GOVERNOR'S OFFICE	97	0	11	0	108
HEALTH	5,482	461	130	188	6,261
HUMAN SERVICES	3,539	3,512	0	30	7,081
INFORMATION TECHNOLOGY	0	0	618	0	618
LABOR	748	2,292	0	4	3,044
<i>Labor</i>	512	2,292	0	4	2,808
Civil Service Commission	236	0	0	0	236
LAW & PUBLIC SAFETY	6,676	86	0	1,262	8,024
<i>Law & Public Safety</i>	5,552	63	0	1,114	6,729
Homeland Security & Preparedness	71	22	0	0	93
Juvenile Justice	1,053	1	0	148	1,202
MILITARY & VETERANS AFFAIRS	1,350	161	0	0	1,511
STATE	152	140	0	7	299
<i>State (Includes Comm on Higher Education)</i>	152	8	0	0	160
Higher Educational Student Assistance	0	132	0	7	139
TRANSPORTATION	2,326	864	0	2,412	5,602
<i>Transportation</i>	2,326	864	0	6	3,196
Motor Vehicles	0	0	0	2,406	2,406
TREASURY	4,399	48	230	473	5,150
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,864	44	230	415	3,553
Administrative Law	86	4	0	6	96
Casino Control	0	0	0	34	34
Public Defender	1,253	0	0	1	1,254
Public Utilities	196	0	0	17	213
TOTAL EXECUTIVE DEPARTMENTS	42,373	9,701	1,139	5,025	58,238
JUDICIARY	7,459	1,219	0	500	9,178
LEGISLATIVE STAFF	490	0	0	0	490
TOTAL STATE GOVT WORKFORCE	50,322	10,920	1,139	5,525	67,906

STATE OF NEW JERSEY
Other State Government Employment

July 7, 2018

AGENCY	FULL TIME	PART TIME	TOTAL 2019	TOTAL 2018	DIFFERENCE	SOURCE OF FUNDS
CASINO REINVESTMENT DEVELOPMENT AUTHORITY	64	2	66	65	1	CASINO REVENUE
DELAWARE RIVER & BAY AUTHORITY ^{1,4}	120	0	120	126	-6	TOLLS AND FARES
DELAWARE RIVER BASIN COMMISSION ¹	33	5	38	39	-1	FOUR STATES (NJ, NY, PA, DE)
DELAWARE RIVER JOINT TOLL BRIDGE COMMISSION ¹	353	25	378	342	36	TOLLS AND INTEREST ON INVESTMENTS
DELAWARE RIVER PORT AUTHORITY ^{1,2}	888	1	889	870	19	TOLLS AND FARES, STATE AND FEDERAL GRANTS
HOUSING MORTGAGE AND FINANCE AGENCY	297	0	297	298	-1	BOND REVENUES
INTERSTATE ENVIRONMENTAL COMMISSION ¹	4	1	5	4	1	THREE STATES (NJ, NY, CT) AND FEDERAL FUNDS
NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY ⁵	202	1	203	204	-1	SELF FUNDED BY FEES AND INVESTMENT INCOME
NEW JERSEY EDUCATIONAL FACILITIES AUTHORITY	16	0	16	17	-1	FEE REVENUES
NJ HEALTH CARE FACILITIES FINANCING AUTHORITY	23		23	22	1	FEES
NEW JERSEY INSTITUTE OF TECHNOLOGY	1,390	465	1,855	1,793	62	STATE & FEDERAL GRANTS/AID AND TUITION
NEW JERSEY REDEVELOPMENT AUTHORITY	11	0	11	11	0	SELF FUNDED
NEW JERSEY SCHOOLS DEVELOPMENT AUTHORITY	210	2	212	223	-11	BOND REVENUES
NEW JERSEY SPORTS & EXPOSITION AUTHORITY	130	237	367	350	17	SELF FUNDED
NEW JERSEY TRANSIT CORPORATION	10,957	371	11,328	11,315	13	STATE AND FEDERAL FUNDS, PASSENGER FARES
NEW JERSEY TURNPIKE AUTHORITY	1,977	442	2,419	2,404	15	TOLLS AND BONDS
NEW JERSEY WATER SUPPLY AUTHORITY	117	0	117	122	-5	WATER SALE REVENUES
NORTH JERSEY DISTRICT WATER SUPPLY COMMISSION	122		122	121	1	MUNICIPAL PURCHASE OF WATER SUPPLY
PALISADES INTERSTATE PARK COMMISSION ^{1,4}	85	29	114	119	-5	STATE APPROPRIATION AND PARK REVENUES
PASSAIC VALLEY SEWERAGE COMMISSION	575	0	575	570	5	SELF FUNDED BY MEMBER COMMUNITIES AND USER CHARGES
PASSAIC VALLEY WATER COMMISSION	226	0	226	208	18	WATER SALE REVENUES
PINELANDS COMMISSION	42	0	42	41	1	STATE APPROPRIATION, FEES, FEDERAL GRANTS
PORT AUTHORITY OF NEW YORK AND NEW JERSEY ^{1,3}	7,662	15	7,677	7,546	131	FEES, TOLLS, FARES, AND RENTALS
RAHWAY VALLEY SEWERAGE AUTHORITY	55	1	56	56	0	SEWAGE FEES
RUTGERS	19,671	4,153	23,824	20,433	3,391	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
SOUTH JERSEY PORT CORPORATION	102	10	112	123	-11	PORT USAGE FEES, LEASING
SOUTH JERSEY TRANSPORTATION AUTHORITY	277	133	410	410	0	TOLL REVENUE
STATE COLLEGES	11,078	6,607	17,685	20,130	-2,445	STATE APPROPRIATION, TUITION, FEDERAL GRANTS
WATERFRONT COMMISSION OF NEW YORK HARBOR ^{1,4}	22		22	23	-1	ASSESSMENT ON SHIPPING INDUSTRY
TOTAL	56,709	12,500	69,209	73,212	-4,003	

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

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 7, 2018 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 years. 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 9,751, 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 19,118 of the State’s 67,906 employees, approximately 28 percent, in that bracket.

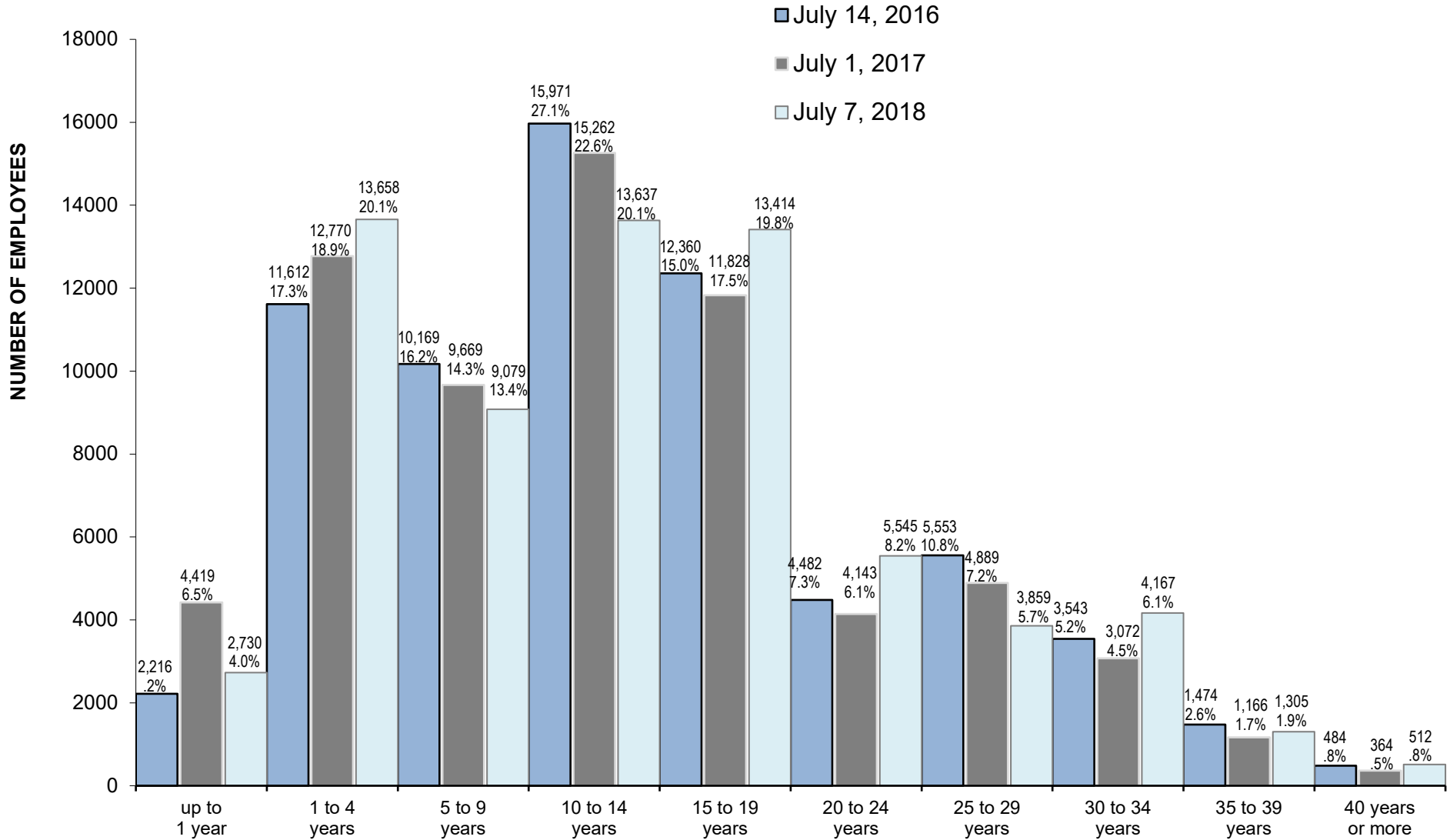
On Page 15, we compare separations during Fiscal Years 2017, 2018, and 2019 by the length of service of separated employees. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. The separation rate decreased from 8.9 percent in FY2018 to 8.6 percent in FY2019.

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 7, 2018
(with earlier data for comparison)



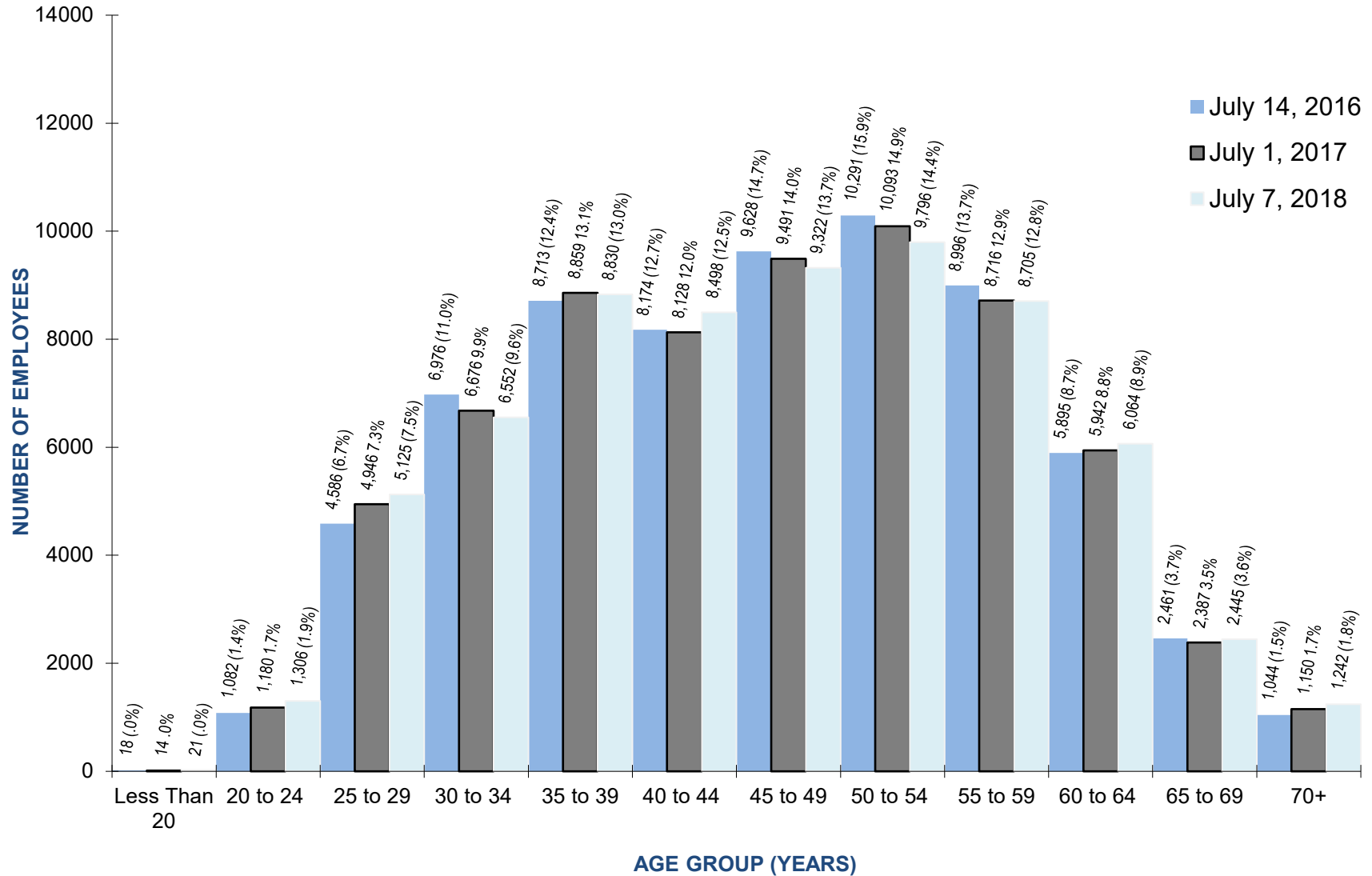
Data provided by the Civil Service Commission from automated personnel files.

Percents refer to the total State Government workforce (as of 7/14/2016, 67,864; 7/01/2017, 67,582; 7/07/2018 67,906).

STATE OF NEW JERSEY

Distribution of State Government Employees by Age

July 7, 2018 (WITH EARLIER DATA FOR COMPARISON)

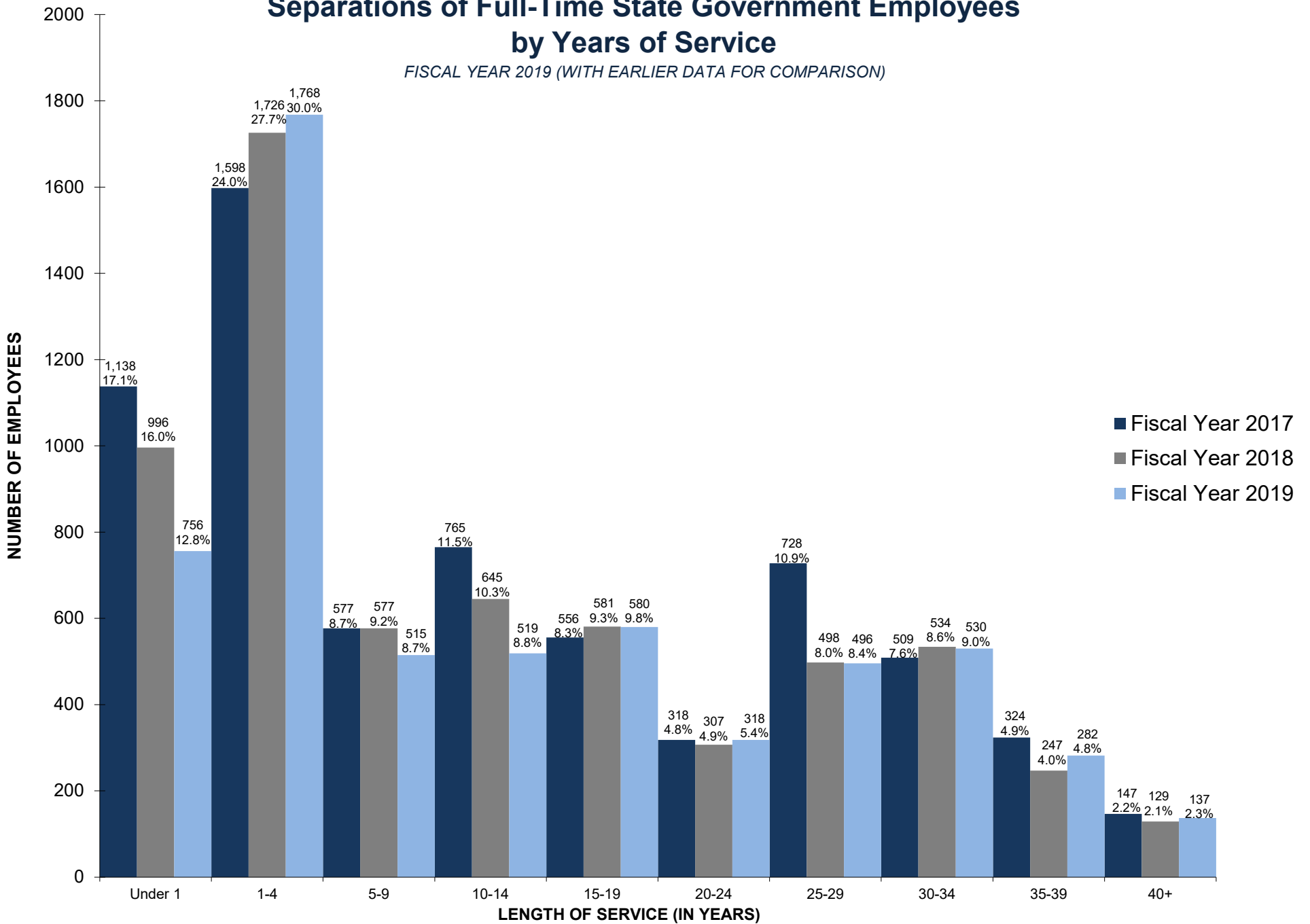


Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/14/2016, 67,864; 7/1/2017, 67,582; 7/07/2018, 67,906).

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

FISCAL YEAR 2019 (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 (FY2017: 6,660; FY2018: 6,240; FY2019: 5,901).

STATE OF NEW JERSEY
Separations From State Service
Full-Time Employees FY2006 - FY2019

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

Fiscal Year	Resigned in Good Standing	General Resignations	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Discontinued UnClassified Appts	Discontinued Temp / Provisional / Interim Appts	Expiration Of Term	Laid Off	Deaths	Discontinued Prob Appt / Incomplete WTP	Discontinued SES appt	Removal - NJAC 4A	Removal After WTP	Total Separations	Employees at start of FY	Separation Rate
2012	772	151	113	0	2,428	693	624	302	119	139	129	5	171	27	5,673	72,887	7.8%
2013	791	113	126	0	2,475	666	737	281	1	145	135	3	144	18	5,635	73,506	7.7%
2014	833	143	66	0	2,799	629	581	284	404	123	142	5	141	28	6,179	71,210	8.7%
2015	941	103	99	0	3,258	742	502	285	308	121	142	6	116	22	6,645	68,541	9.7%
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%
2019	1167	117	81	0	2,290	961	514	299	1	129	183	7	81	29	5,859	67,906	8.6%

* 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.

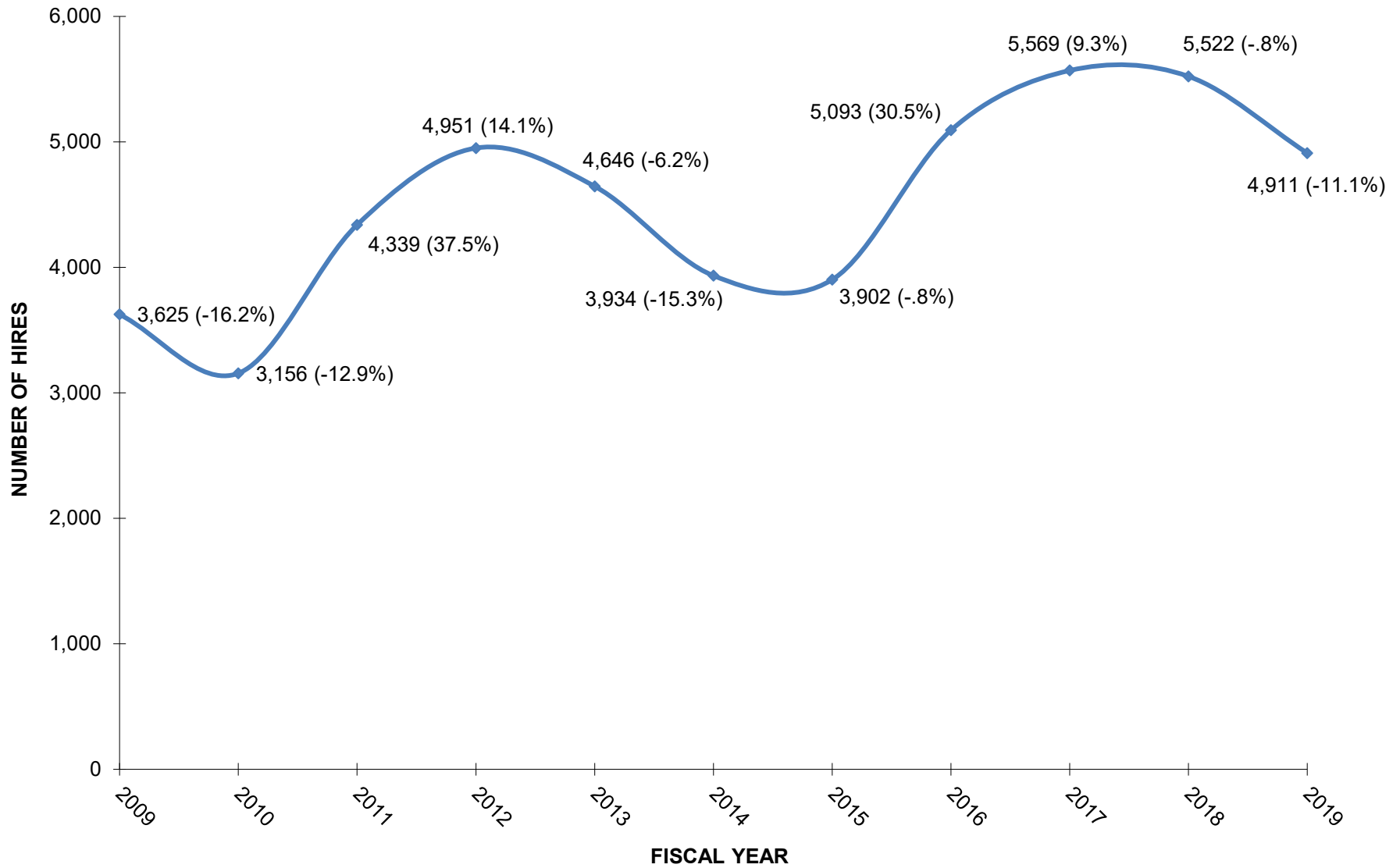
Separations include discontinuation of provisional, temporary, and unclassified appointments, term expirations and some layoffs of employees without permanent Civil Service status.

STATE OF NEW JERSEY
Separations from State Service
Full-Time Employees FY2009 - FY2019

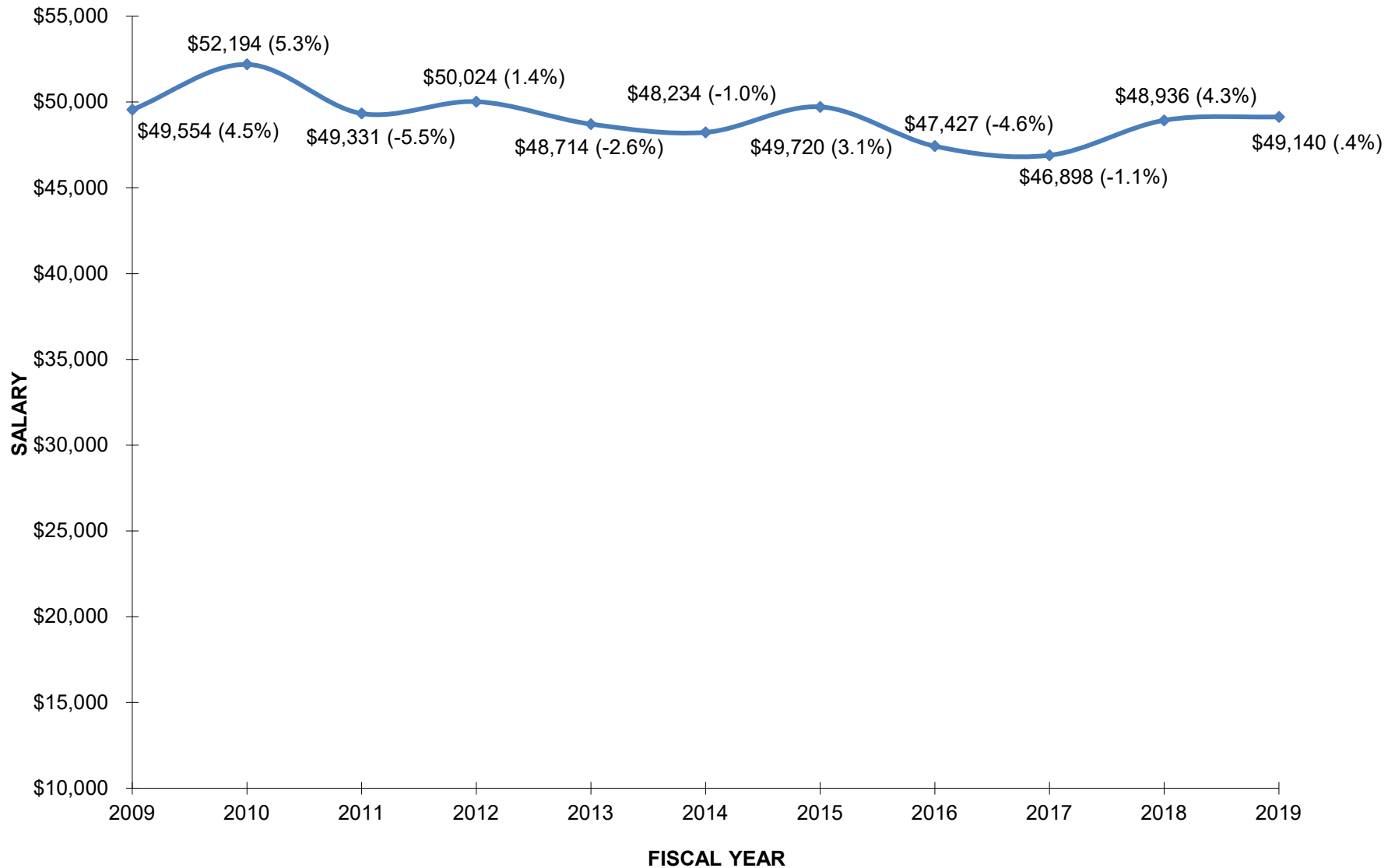


Separations under the 2008 Early Retirement Incentive Program continued into FY2010.

STATE OF NEW JERSEY Hiring by State Government FY2009 Through FY2019



STATE OF NEW JERSEY
**Average Salary of Full-Time Employees Hired by State Government
FY2009 Through FY2019**



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

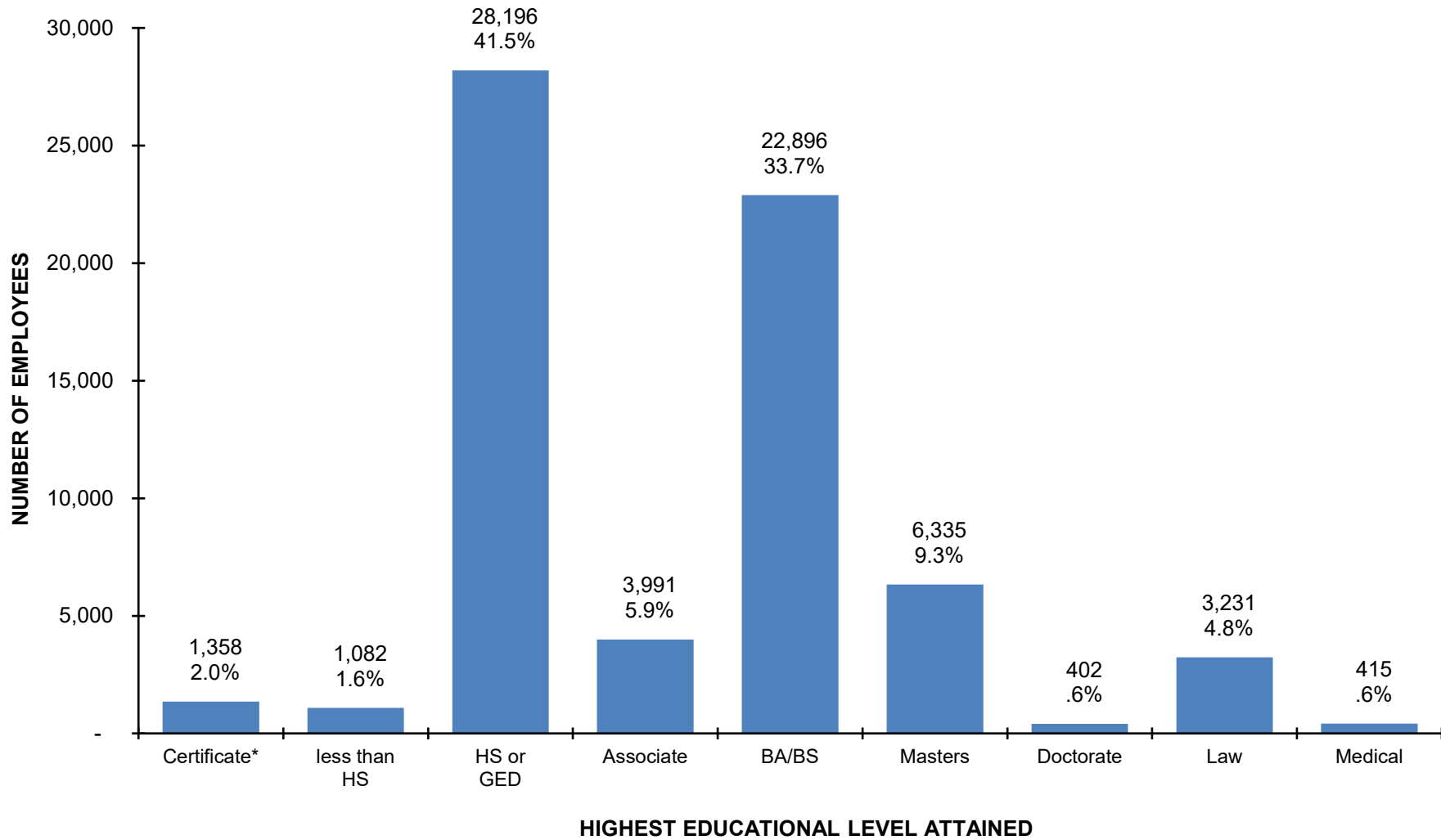
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 22,896 employees, the true number of employees with a Bachelor's degree (or equivalent) is 33,279 (or 49 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 7, 2018



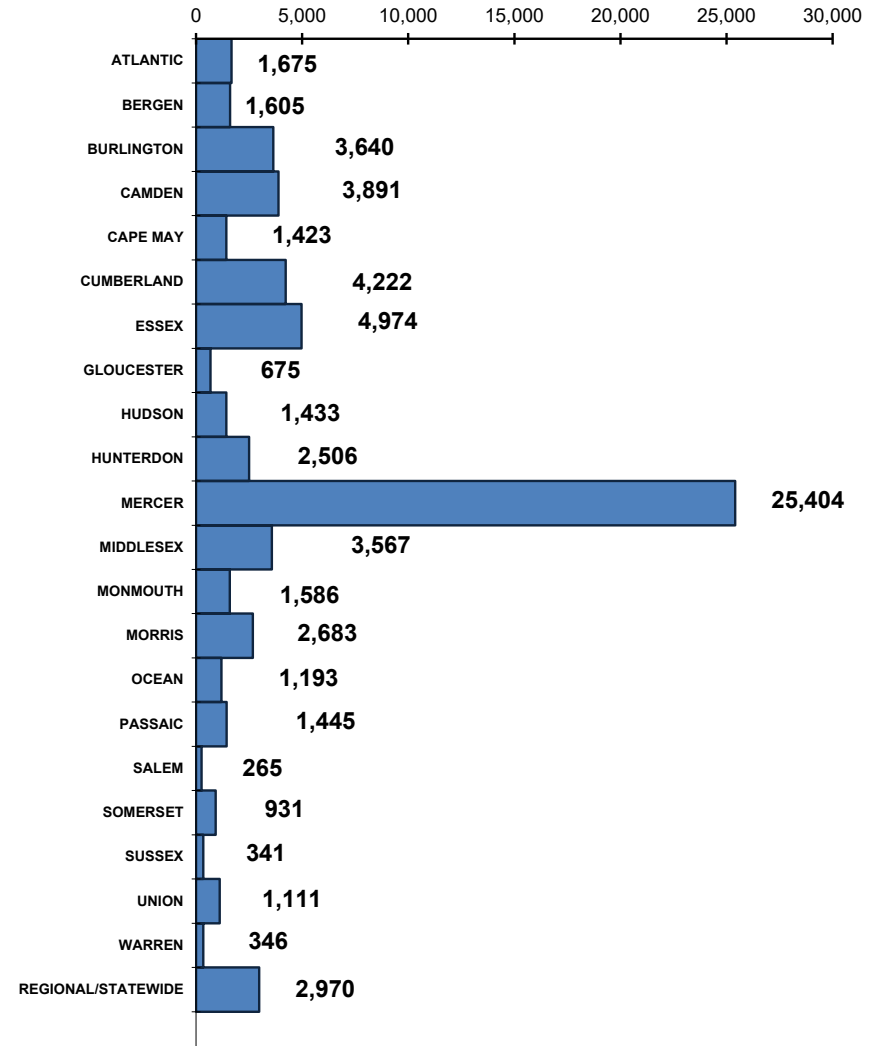
Percentages refer to the total State Government workforce (as of 07/07/2018, 67,906.)

** 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 7, 2018

COUNTY	Number of State Employees	Percent of Total
ATLANTIC	1,675	2.5
BERGEN	1,605	2.4
BURLINGTON	3,640	5.4
CAMDEN	3,891	5.7
CAPE MAY	1,423	2.1
CUMBERLAND	4,222	6.2
ESSEX	4,974	7.3
GLOUCESTER	675	1.0
HUDSON	1,433	2.1
HUNTERDON	2,506	3.7
MERCER	25,404	37.4
MIDDLESEX	3,567	5.3
MONMOUTH	1,586	2.3
MORRIS	2,683	4.0
OCEAN	1,193	1.8
PASSAIC	1,445	2.1
SALEM	265	0.4
SOMERSET	931	1.4
SUSSEX	341	0.5
UNION	1,111	1.6
WARREN	346	0.5
REGIONAL/STATEWIDE	2,970	4.4
OUT OF STATE		
CALIFORNIA	4	*
ILLINOIS	16	*
WASHINGTON, DC	0	*
TOTAL	67,906	100.0

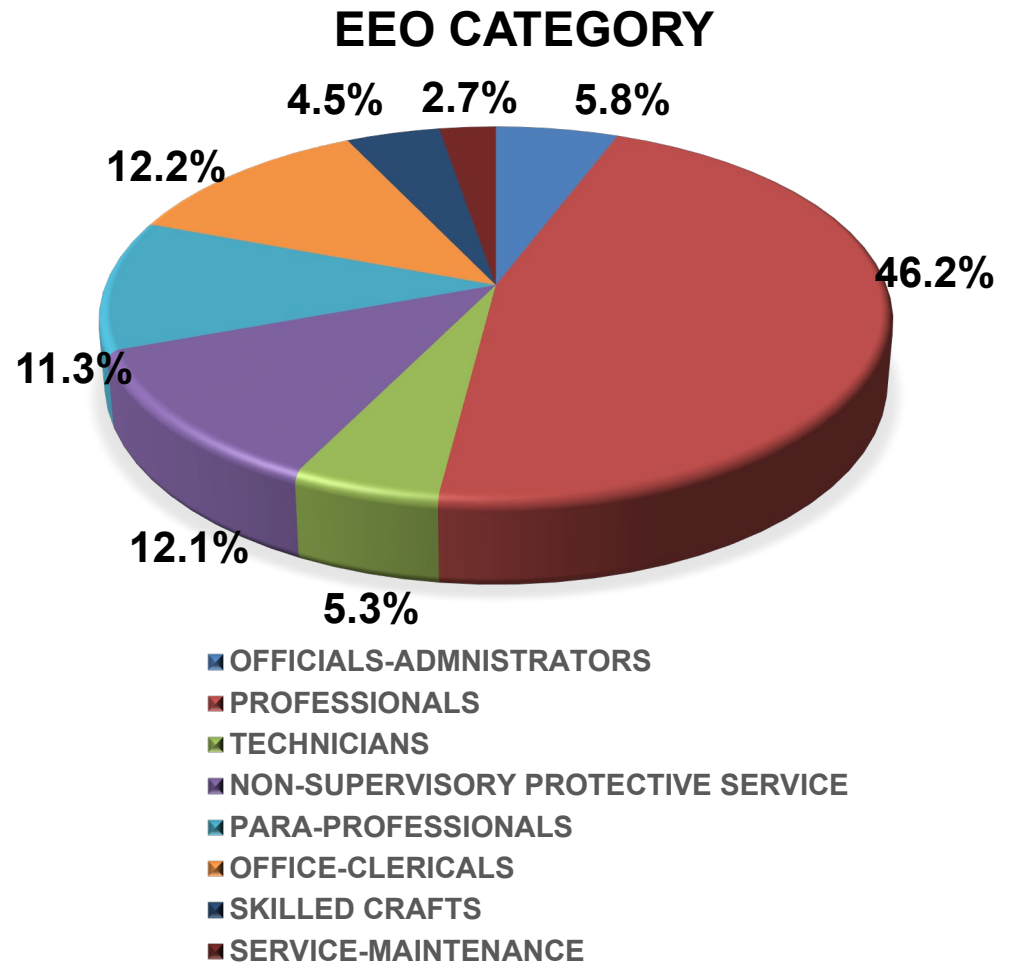


Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 21 out-of-State positions.
 Data provided by the Civil Service Commission from automated personnel files. *Less than 0.1.

STATE OF NEW JERSEY
Distribution of State Government Employees by EEO Job Category

July 7, 2018

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	3,945 5.8%
PROFESSIONALS	31,381 46.2%
TECHNICIANS	3,627 5.3%
NON-SUPERVISORY PROTECTIVE SERVICE	8,195 12.1%
PARA-PROFESSIONALS	7,660 11.3%
OFFICE-CLERICALS	8,251 12.2%
SKILLED CRAFTS	3,023 4.5%
SERVICE-MAINTENANCE	1,824 2.7%
TOTAL	67,906



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.

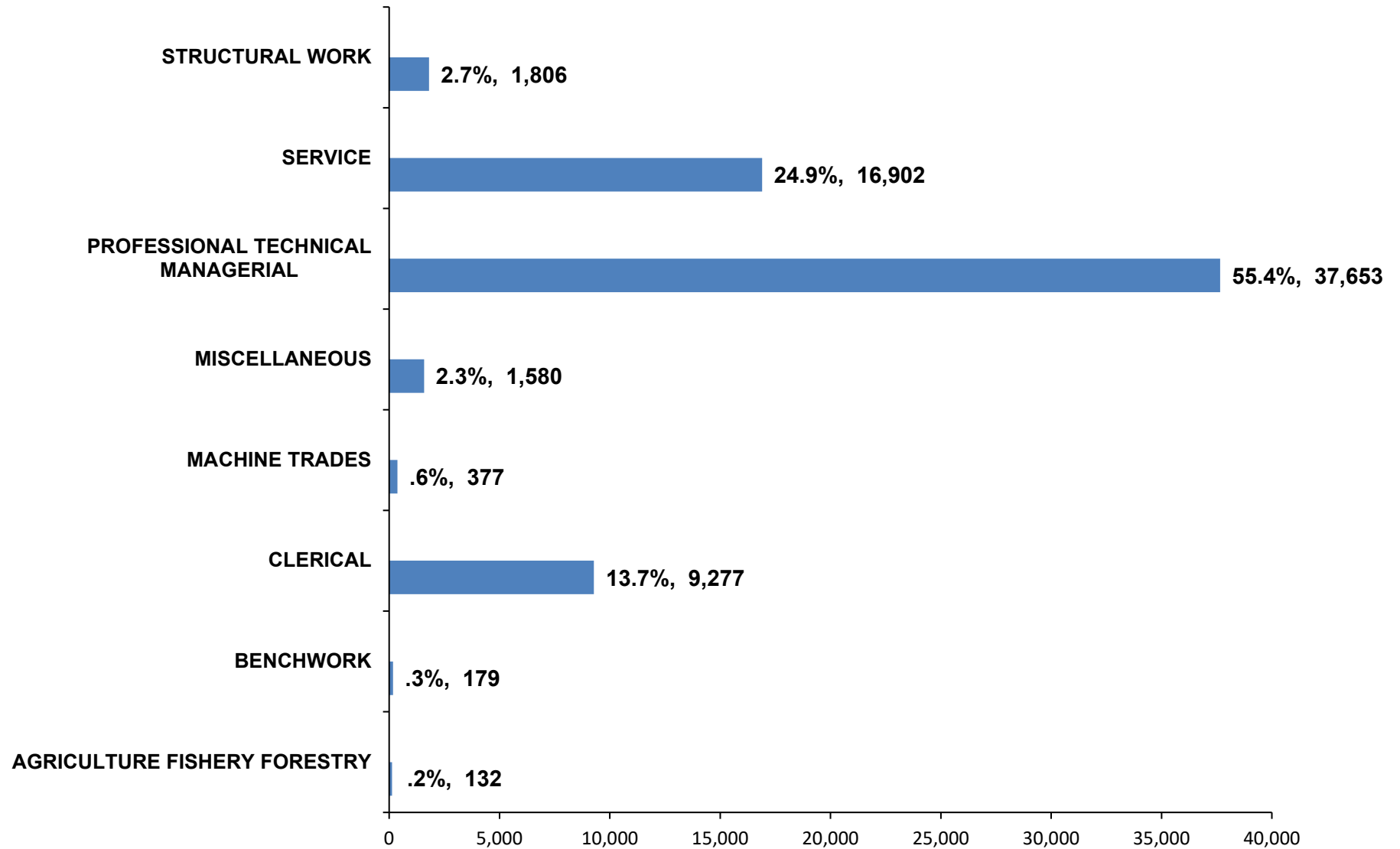
STATE OF NEW JERSEY
Distribution of State Government Employees by Occupation

July 7, 2018

CATEGORY	OCCUPATIONAL GROUP	EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	1,142	0	0	1,142
	01 ENV ENGR-ARCHITECTURE	203	0	0	203
	02 PHYSICAL SCI-STATS	1,522	0	0	1,522
	04 LIFE SCIENCES	201	0	0	201
	05 SOCIAL SCIENCES	283	0	0	283
	06 SOCIAL-PSYCH SERVICES	7,113	2,539	0	9,652
	07 MEDICAL-HEALTH SERVICES	3,150	0	0	3,150
	09 EDUCATION	1,456	0	4	1,460
	10 MUSEUM/LIBRARY/ARCHIVES	108	5	3	116
	11 LAW	2,343	1,104	107	3,554
	12 INFO PROCESSING SYSTEMS	1,979	321	28	2,328
	13 WRITING	142	56	47	245
	14 ART	25	0	0	25
	15 FINANCE	1,802	90	105	1,997
	16 ADMINISTRATION	6,745	2,028	106	8,879
	17 INSPECTIONS/INVESTIGATIONS	2,522	284	15	2,821
	18 RECREATION	69	0	0	69
	19 BROADCASTING/TRANSMITTING	6	0	0	6
	CLERICAL	20 GENERAL CLERICAL	5,470	2,647	54
21 FINANCE CLERICAL		210	70	4	284
22 STOCK-STORAGE-INVENTORY		212	0	2	214
24 INFO-MSG DISTRIBUTION		606	0	2	608
SERVICE	30 BLDG-FACILITY SERVICES	864	0	1	865
	31 FOOD SERVICES	839	0	0	839
	33 BARBERING/COSMETOLOGY	16	0	0	16
	35 DIRECT CARE	4,245	0	0	4,245
	36 PROTECTIVE SERVICES	10,928	0	9	10,937
	40 PLANTING-GARDENING	90	0	0	90
AGRICULTURE FISHERY FORESTRY	41 ANIMAL FARMING	41	0	0	41
	43 FORESTRY	1	0	0	1
	60 MACHINERY REPAIR	331	0	1	332
MACHINE TRADES	65 PRINTING	37	8	0	45
	70 TECHNICAL REPAIR	1	0	0	1
BENCHWORK	72 ELECTRICAL REPAIR	177	0	1	178
	80 SKILLED TRADES	393	0	0	393
STRUCTURAL WORK	81 STRUCTURAL MAINTENANCE	1,413	0	0	1,413
	90 TRANSPORTATION	272	16	0	288
MISCELLANEOUS	91 UTILITIES	136	0	0	136
	92 MULTIPLE GROUPS	1,145	10	1	1,156
	93 NON TITLE	0	0	0	0
	TOTAL	58,238	9,178	490	67,906

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

July 7, 2018



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 7/7/2018: 67,906

STATE OF NEW JERSEY

Salary Data for State Government Workforce

Introduction

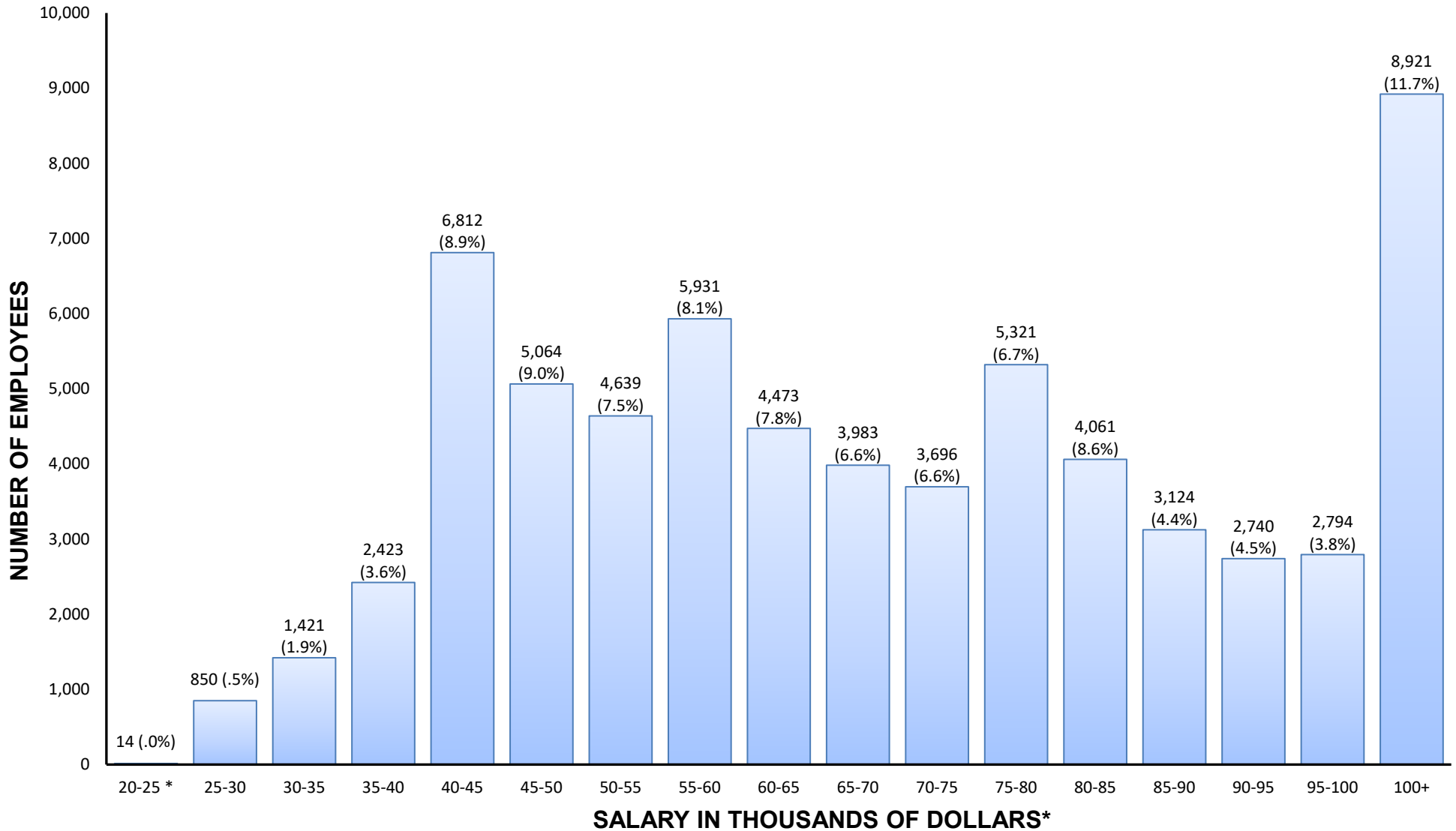
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$74,438) account for over 50 percent of the full-time State Government workforce. The median salary is \$72,476. See Page 4 for a discussion of the computation 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 seventh 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 \$40,000.00 and \$45,999.99 outnumber those whose earnings fall into any other \$5,000 salary interval. Employees earning from \$40,000.00 to \$54,999.99 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 7, 2018

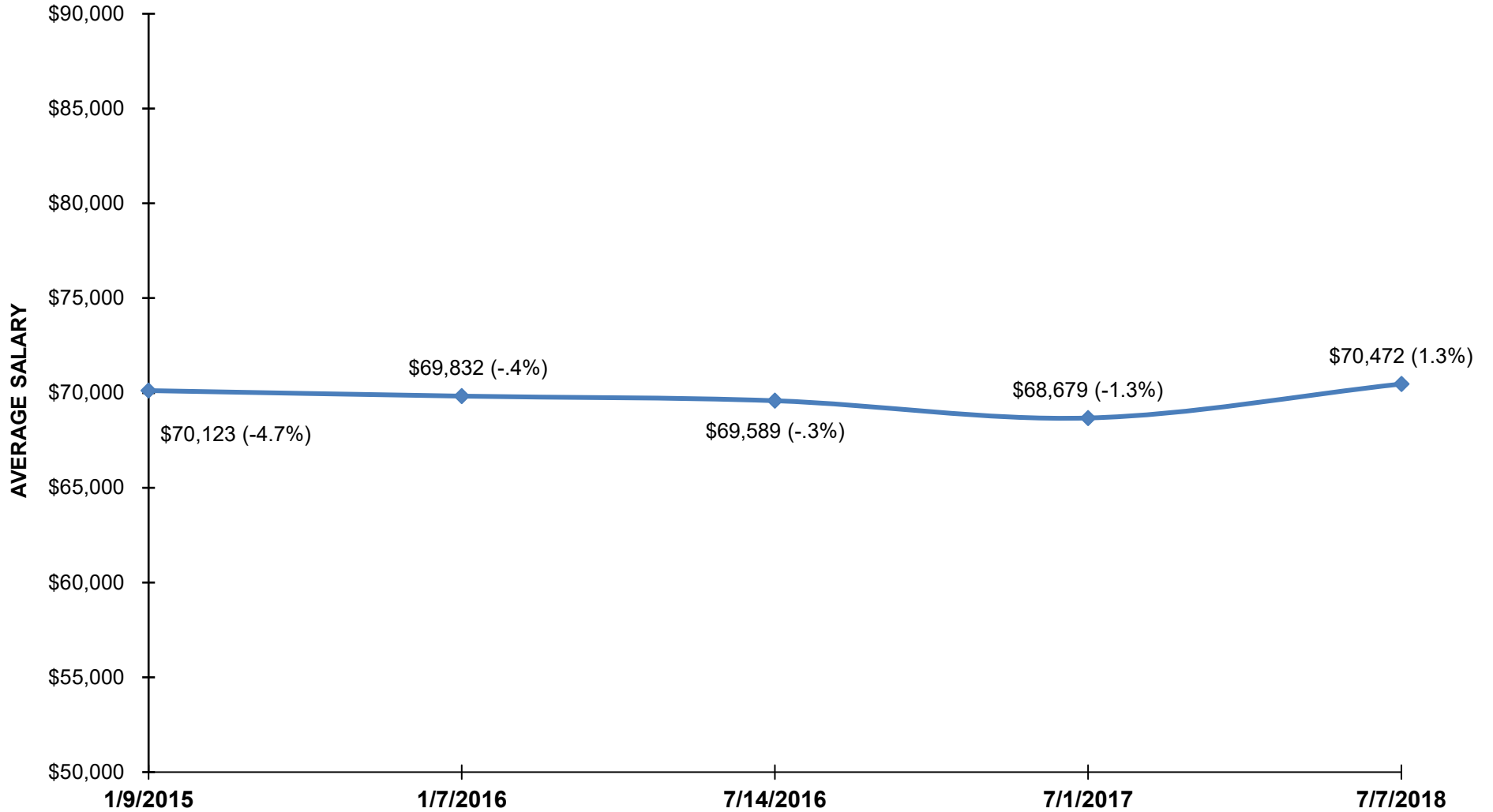


Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/7/2018, 66,267).

*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

2015 through 2018



STATE OF NEW JERSEY

State Government Workforce: Race/Ethnic and Gender Data

Introduction

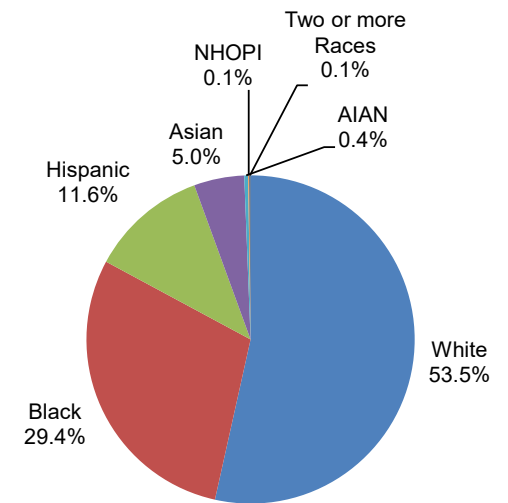
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. There are three tables that give employee counts by agency. The first table gives the race/ethnic distribution by agency and is accompanied by a pie chart that gives the overall race/ethnic 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 46 percent of that workforce as of July 7, 2018. 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 7, 2018. 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 7, 2018

STATE AGENCY	White	Black	Hispanic	Asian	AIAN	NHOPI	Two or more Races	Total
AGRICULTURE	156	22	13	17	0	0	1	209
BANKING & INSURANCE	298	92	28	30	3	1	1	453
CHILDREN & FAMILIES	2,594	2,803	1,294	127	21	2	2	6,843
COMMUNITY AFFAIRS	564	224	80	21	3	1	4	897
CORRECTIONS	4,692	2,443	1,443	142	51	10	0	8,781
<i>Corrections</i>	4,357	2,334	1,347	124	50	8	0	8,220
State Parole Board	335	109	96	18	1	2	0	561
EDUCATION	459	151	42	37	0	0	1	690
ENVIRONMENTAL PROTECTION	2,127	255	112	156	8	1	8	2,667
GOVERNOR'S OFFICE	68	16	14	9	1	0	0	108
HEALTH	2,027	3,364	339	492	28	9	2	6,261
HUMAN SERVICES	3,174	3,019	537	317	27	7	0	7,081
INFORMATION TECHNOLOGY	391	77	36	110	3	0	1	618
LABOR	1,585	835	450	166	6	2	0	3,044
<i>Labor</i>	1,455	762	435	151	4	1	0	2,808
Civil Service Commission	130	73	15	15	2	1	0	236
LAW & PUBLIC SAFETY	5,605	1,364	780	237	22	6	10	8,024
<i>Law & Public Safety</i>	4,985	854	641	217	20	5	7	6,729
Homeland Security & Preparedness	78	4	7	4	0	0	0	93
Juvenile Justice	542	506	132	16	2	1	3	1,202
MILITARY & VETERANS AFFAIRS	536	602	179	186	6	2	0	1,511
STATE	189	63	29	18	0	0	0	299
<i>State (Includes Comm on Higher Education)</i>	103	30	21	6	0	0	0	160
Higher Educational Student Assistance	86	33	8	12	0	0	0	139
TRANSPORTATION	3,387	955	601	600	23	5	31	5,602
<i>Transportation</i>	2,066	393	202	504	12	4	15	3,196
Motor Vehicles	1,321	562	399	96	11	1	16	2,406
TREASURY	3,028	1,350	411	297	24	17	23	5,150
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,218	853	215	237	7	4	19	3,553
Administrative Law	67	20	7	1	0	0	1	96
Casino Control	15	14	2	1	2	0	0	34
Public Defender	617	403	164	43	14	13	0	1,254
Public Utilities	111	60	23	15	1	0	3	213
TOTAL EXECUTIVE DEPARTMENTS	30,880	17,635	6,388	2,962	226	63	84	58,238
JUDICIARY	5,068	2,255	1,436	373	32	14	0	9,178
LEGISLATIVE STAFF	373	55	34	28	0	0	0	490
TOTAL STATE GOVT WORKFORCE	36,321	19,945	7,858	3,363	258	77	84	67,906



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

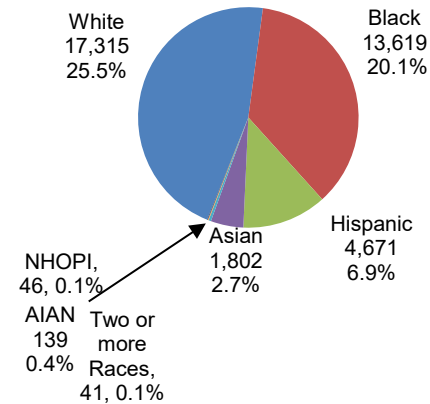
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander

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

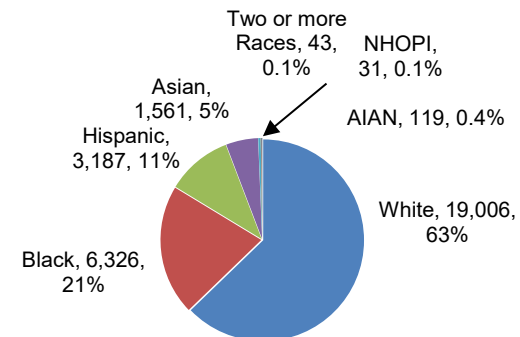
July 7, 2018

STATE AGENCY	MALE	FEMALE	TOTAL
AGRICULTURE	83	126	209
BANKING & INSURANCE	227	226	453
CHILDREN & FAMILIES	1,333	5,510	6,843
COMMUNITY AFFAIRS	505	392	897
CORRECTIONS	6,405	2,376	8,781
<i>Corrections</i>	6,075	2,145	8,220
State Parole Board	330	231	561
EDUCATION	217	473	690
ENVIRONMENTAL PROTECTION	1,526	1,141	2,667
GOVERNOR'S OFFICE	42	66	108
HEALTH	2,201	4,060	6,261
HUMAN SERVICES	2,162	4,919	7,081
INFORMATION TECHNOLOGY	389	229	618
LABOR	1,087	1,957	3,044
<i>Labor</i>	997	1,811	2,808
Civil Service Commission	90	146	236
LAW & PUBLIC SAFETY	5,292	2,732	8,024
<i>Law & Public Safety</i>	4,409	2,320	6,729
Homeland Security & Preparedness	59	34	93
Juvenile Justice	824	378	1,202
MILITARY & VETERANS AFFAIRS	536	975	1,511
STATE	107	192	299
<i>State (Includes Comm on Higher Education)</i>	59	101	160
Higher Educational Student Assistance	48	91	139
TRANSPORTATION	3,338	2,264	5,602
<i>Transportation</i>	2,554	642	3,196
Motor Vehicles	784	1,622	2,406
TREASURY	2,096	3,054	5,150
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,559	1,994	3,553
Administrative Law	31	65	96
Casino Control	14	20	34
Public Defender	388	866	1,254
Public Utilities	104	109	213
TOTAL EXECUTIVE DEPARTMENTS	27,546	30,692	58,238
JUDICIARY	2,489	6,689	9,178
LEGISLATIVE STAFF	238	252	490
TOTAL STATE GOVT WORKFORCE	30,273	37,633	67,906

FEMALE



MALES



MALE 44.6%
FEMALE 55.4%

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

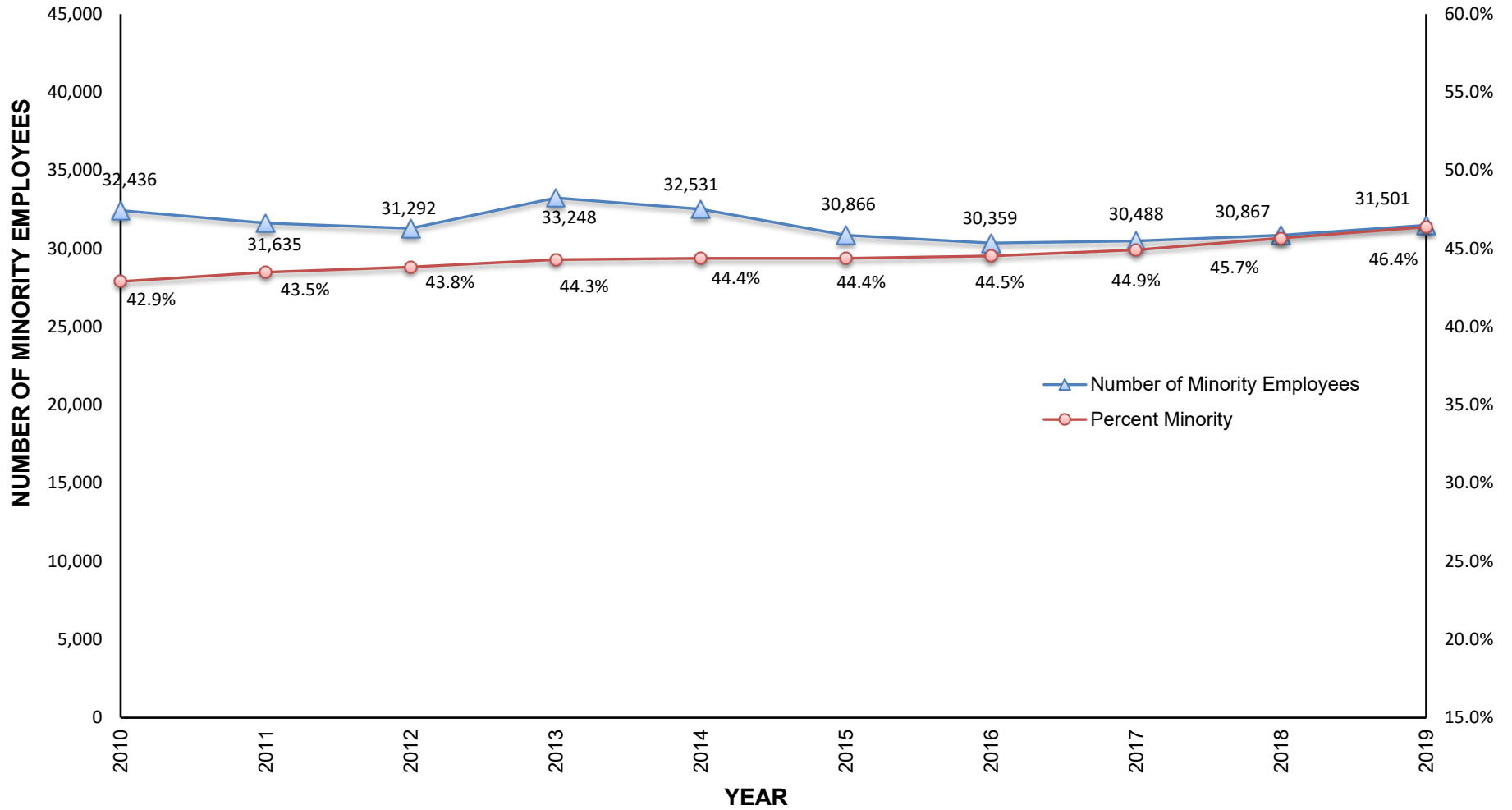
July 7, 2018

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	
AGRICULTURE	70	5	6	2	0	0	0	83	86	17	7	15	0	0	1	126	209
BANKING & INSURANCE	169	32	7	15	3	0	1	227	129	60	21	15	0	1	0	226	453
CHILDREN & FAMILIES	530	530	225	40	8	0	0	1,333	2,064	2,273	1,069	87	13	2	2	5,510	6,843
COMMUNITY AFFAIRS	388	64	37	12	0	1	3	505	176	160	43	9	3	0	1	392	897
CORRECTIONS	3,761	1,388	1,103	108	36	9	0	6,405	931	1,055	340	34	15	1	0	2,376	8,781
<i>Corrections</i>	3,542	1,343	1,050	97	35	8	0	6,075	815	991	297	27	15	0	0	2,145	8,220
State Parole Board	219	45	53	11	1	1	0	330	116	64	43	7	0	1	0	231	561
EDUCATION	157	40	10	10	0	0	0	217	302	111	32	27	0	0	1	473	690
ENVIRONMENTAL PROTECTION	1,278	90	59	88	4	0	7	1,526	849	165	53	68	4	1	1	1,141	2,667
GOVERNOR'S OFFICE	31	5	2	4	0	0	0	42	37	11	12	5	1	0	0	66	108
HEALTH	741	1,128	127	189	12	3	1	2,201	1,286	2,236	212	303	16	6	1	4,060	6,261
HUMAN SERVICES	1,051	813	169	119	9	1	0	2,162	2,123	2,206	368	198	18	6	0	4,919	7,081
INFORMATION TECHNOLOGY	262	46	24	56	1	0	0	389	129	31	12	54	2	0	1	229	618
LABOR	718	197	105	65	1	1	0	1,087	867	638	345	101	5	1	0	1,957	3,044
<i>Labor</i>	664	174	100	58	0	1	0	997	791	588	335	93	4	0	0	1,811	2,808
Civil Service Commission	54	23	5	7	1	0	0	90	76	50	10	8	1	1	0	146	236
LAW & PUBLIC SAFETY	3,909	665	550	139	18	5	6	5,292	1,696	699	230	98	4	1	4	2,732	8,024
<i>Law & Public Safety</i>	3,463	344	452	126	17	4	3	4,409	1,522	510	189	91	3	1	4	2,320	6,729
Homeland Security & Preparedness	53	2	2	2	0	0	0	59	25	2	5	2	0	0	0	34	93
Juvenile Justice	393	319	96	11	1	1	3	824	149	187	36	5	1	0	0	378	1,202
MILITARY & VETERANS AFFAIRS	273	144	63	55	1	0	0	536	263	458	116	131	5	2	0	975	1,511
STATE	79	16	7	5	0	0	0	107	110	47	22	13	0	0	0	192	299
<i>State (Includes Comm on Higher Education)</i>	46	7	5	1	0	0	0	59	57	23	16	5	0	0	0	101	160
Higher Educational Student Assistance	33	9	2	4	0	0	0	48	53	24	6	8	0	0	0	91	139
TRANSPORTATION	2,230	403	254	420	13	4	14	3,338	1,157	552	347	180	10	1	17	2,264	5,602
<i>Transportation</i>	1,725	262	161	383	10	3	10	2,554	341	131	41	121	2	1	5	642	3,196
Motor Vehicles	505	141	93	37	3	1	4	784	816	421	306	59	8	0	12	1,622	2,406
TREASURY	1,503	334	125	110	10	3	11	2,096	1,525	1,016	286	187	14	14	12	3,054	5,150
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,173	213	78	83	2	1	9	1,559	1,045	640	137	154	5	3	10	1,994	3,553
Administrative Law	26	3	2	0	0	0	0	31	41	17	5	1	0	0	1	65	96
Casino Control	6	5	1	1	1	0	0	14	9	9	1	0	1	0	0	20	34
Public Defender	232	92	39	17	6	2	0	388	385	311	125	26	8	11	0	866	1,254
Public Utilities	66	21	5	9	1	0	2	104	45	39	18	6	0	0	1	109	213
TOTAL EXECUTIVE DEPARTMENTS	17,150	5,900	2,873	1,437	116	27	43	27,546	13,730	11,735	3,515	1,525	110	36	41	30,692	58,238
JUDICIARY	1,661	407	305	109	3	4	0	2,489	3,407	1,848	1,131	264	29	10	0	6,689	9,178
LEGISLATIVE STAFF	195	19	9	15	0	0	0	238	178	36	25	13	0	0	0	252	490
TOTAL STATE GOVT WORKFORCE	19,006	6,326	3,187	1,561	119	31	43	30,273	17,315	13,619	4,671	1,802	139	46	41	37,633	67,906

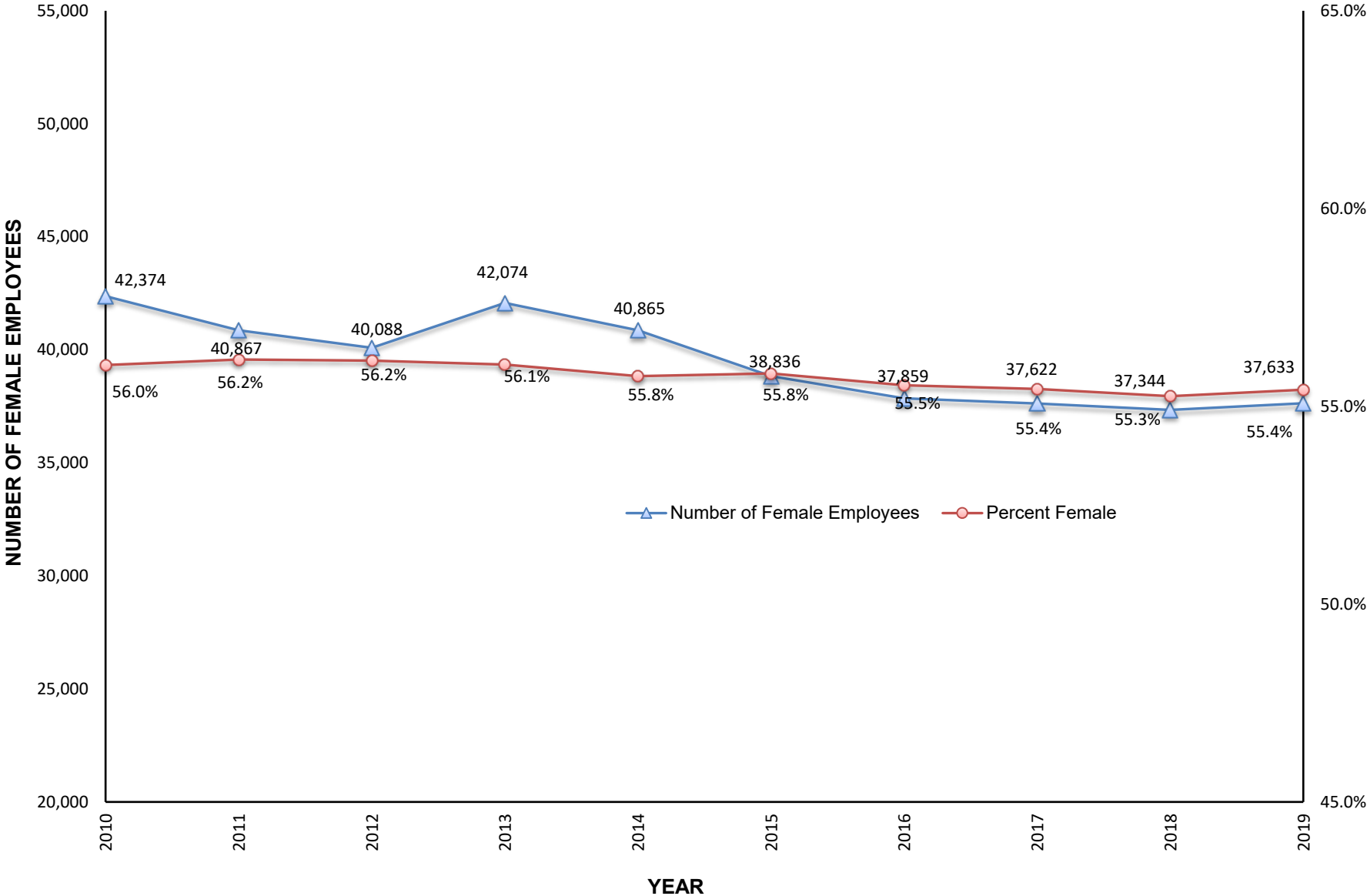
Data provided by the Civil Service Commission from automated personnel files.

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 (2010-2019)



STATE OF NEW JERSEY
Women in the State Government Workforce (2010-2019)



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

STATE OF NEW JERSEY

Union Representation of State Government Employees

Introduction

Under the provisions of the New Jersey Employer-Employee Relations Act, State Government employees are entitled to union representation. For this purpose, the Public Employment Relations Commission has approved the division of the State Government workforce into 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 40 percent of the workforce in its bargaining units. The other large organizations are AFSCME, with 7 percent of the workforce; the PBA, with 6 percent; and IFPTE, with 4 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

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 7, 2018

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
AGRICULTURE	91	0	8	3	0	0	0	0	0	0	0	0	0	0	0	102
BANKING & INSURANCE	212	0	13	10	0	0	0	0	0	0	0	0	0	0	0	235
CHILDREN & FAMILIES	5,644	247	85	1	0	0	0	0	0	0	0	0	0	0	0	5,977
COMMUNITY AFFAIRS	501	0	91	8	0	0	0	0	0	0	0	0	0	0	0	600
CORRECTIONS	1,087	180	167	18	0	0	0	0	3,875	382	508	43	0	0	0	6,260
<i>Corrections</i>	1,012	180	166	16	0	0	0	0	3,572	360	478	39	0	0	0	5,823
<i>State Parole Board</i>	75	0	1	2	0	0	0	0	303	22	30	4	0	0	0	437
EDUCATION	402	14	7	19	0	0	0	0	0	0	0	0	0	0	0	442
ENVIRONMENTAL PROTECTION	1,600	0	104	46	0	0	0	0	65	11	22	2	0	0	0	1,850
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH	2,741	1,886	341	15	0	0	0	0	0	0	0	0	0	0	0	4,983
HUMAN SERVICES	2,799	2,088	490	22	0	0	0	0	56	5	13	0	0	0	0	5,473
INFORMATION TECHNOLOGY	334	0	6	9	0	0	0	0	0	0	0	0	0	0	0	349
LABOR	2,090	2	21	40	0	0	0	0	0	0	0	0	0	0	0	2,153
<i>Labor</i>	2,089	2	21	40	0	0	0	0	0	0	0	0	0	0	0	2,152
<i>Civil Service Commission</i>	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
LAW & PUBLIC SAFETY	1,565	121	430	53	0	1,402	915	194	269	31	30	4	0	0	0	5,014
<i>Law & Public Safety</i>	1,220	0	416	50	0	1,402	915	194	16	2	0	0	0	0	0	4,215
<i>Homeland Security & Preparedness</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Juvenile Justice</i>	345	121	14	3	0	0	0	0	253	29	30	4	0	0	0	799
MILITARY & VETERANS AFFAIRS	417	516	113	12	0	0	0	0	0	0	0	0	0	0	0	1,058
STATE	164	0	1	11	0	0	0	0	0	0	0	0	0	0	0	176
<i>State (Includes Comm on Higher Education)</i>	79	0	1	4	0	0	0	0	0	0	0	0	0	0	0	84
<i>Higher Educational Student Assistance</i>	85	0	0	7	0	0	0	0	0	0	0	0	0	0	0	92
TRANSPORTATION	3,168	0	976	27	140	0	0	0	2	0	0	0	0	0	0	4,313
<i>Transportation</i>	1,548	0	925	12	0	0	0	0	2	0	0	0	0	0	0	2,487
<i>Motor Vehicles</i>	1,620	0	51	15	140	0	0	0	0	0	0	0	0	0	0	1,826
TREASURY	3,369	0	77	59	0	0	0	0	20	1	4	0	0	0	0	3,530
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,162	0	76	37	0	0	0	0	20	1	4	0	0	0	0	2,300
<i>Administrative Law</i>	35	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35
<i>Casino Control</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>Public Defender</i>	1,045	0	1	21	0	0	0	0	0	0	0	0	0	0	0	1,067
<i>Public Utilities</i>	127	0	0	1	0	0	0	0	0	0	0	0	0	0	0	128
TOTAL EXECUTIVE DEPARTMENTS	26,184	5,054	2,930	353	140	1,402	915	194	4,287	430	577	49	0	0	0	42,515
JUDICIARY	1,194	0	0	0	0	0	0	0	0	0	0	0	12	2,366	2,634	6,206
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	27,378	5,054	2,930	353	140	1,402	915	194	4,287	430	577	49	12	2,366	2,634	48,721
% OF UNION REPRESENTED EMPLOYEES	56.2%	10.4%	6.0%	0.7%	0.3%	2.9%	1.9%	0.4%	8.8%	0.9%	1.2%	0.1%	0.0%	4.9%	5.4%	100.0%
% OF STATE GOVT WORKFORCE*	40.3%	7.4%	4.3%	0.5%	0.2%	2.1%	1.3%	0.3%	6.3%	0.6%	0.8%	0.1%	0.0%	3.5%	3.9%	71.7%

*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 7, 2018

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	14
\$25,000-\$29,999.99	73	66	11	0	0	0	0	0	0	0	0	0	0	359	0	341	850
\$30,000-\$34,999.99	377	292	124	0	0	0	0	0	0	0	0	0	0	35	0	593	1,421
\$35,000-\$39,999.99	468	672	305	0	18	0	0	0	0	0	0	0	0	436	0	541	2,440
\$40,000-\$44,999.99	1,163	1,505	772	0	60	0	0	0	432	0	0	0	0	216	274	1,327	5,749
\$45,000-\$49,999.99	1,483	1,190	463	0	8	0	0	0	2	0	0	0	0	204	126	1,303	4,779
\$50,000-\$54,999.99	2,237	676	446	0	6	0	0	0	10	0	0	0	0	177	178	903	4,633
\$55,000-\$59,999.99	2,779	319	459	0	22	523	0	0	38	0	0	0	0	469	137	1,192	5,938
\$60,000-\$64,999.99	2,184	206	200	0	26	194	0	0	476	2	7	0	0	76	141	970	4,482
\$65,000-\$69,999.99	2,131	73	91	0	0	78	0	0	232	6	44	0	0	270	226	748	3,899
\$70,000-\$74,999.99	1,799	0	42	2	0	0	0	0	590	9	111	0	0	122	168	808	3,651
\$75,000-\$79,999.99	3,200	0	41	5	0	101	2	0	748	20	53	0	0	0	192	893	5,255
\$80,000-\$84,999.99	1,341	0	3	10	0	195	2	0	1,555	44	133	0	0	0	127	619	4,029
\$85,000-\$89,999.99	1,900	0	22	11	0	157	7	0	34	29	108	0	6	2	170	609	3,055
\$90,000-\$94,999.99	1,254	0	0	16	0	88	25	0	38	58	14	0	1	0	547	641	2,682
\$95,000-\$99,999.99	1,499	0	0	34	0	66	120	0	48	87	86	0	0	0	80	731	2,751
\$100,000-ABOVE	3,096	0	0	275	0	0	759	194	84	175	21	49	5	0	263	3,849	8,770
TOTAL	26,984	4,999	2,979	353	140	1,402	915	194	4,287	430	577	49	12	2,366	2,629	16,082	64,398

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

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 4,353 employees in State Colleges who hold positions with Merit System protections. As of July 7, 2018, there were 1,656 employees whose titles were in the competitive division and 2,697 employees whose titles were in the non-competitive division.

STATE OF NEW JERSEY

State College Employees Under the Merit System by Service Division

July 7, 2018

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
KEAN UNIVERSITY	122	104	226
MONTCLAIR STATE UNIVERSITY	283	476	759
NEW JERSEY CITY UNIVERSITY	151	412	563
RAMAPO COLLEGE OF NEW JERSEY	77	185	262
ROWAN UNIVERSITY	364	533	897
STATE LIBRARY	37	25	62
THE COLLEGE OF NEW JERSEY	132	379	511
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	205	360	565
THOMAS EDISON STATE COLLEGE	29	18	47
WILLIAM PATERSON UNIVERSITY	256	205	461
TOTAL STATE COLLEGES	1,656	2,697	4,353

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

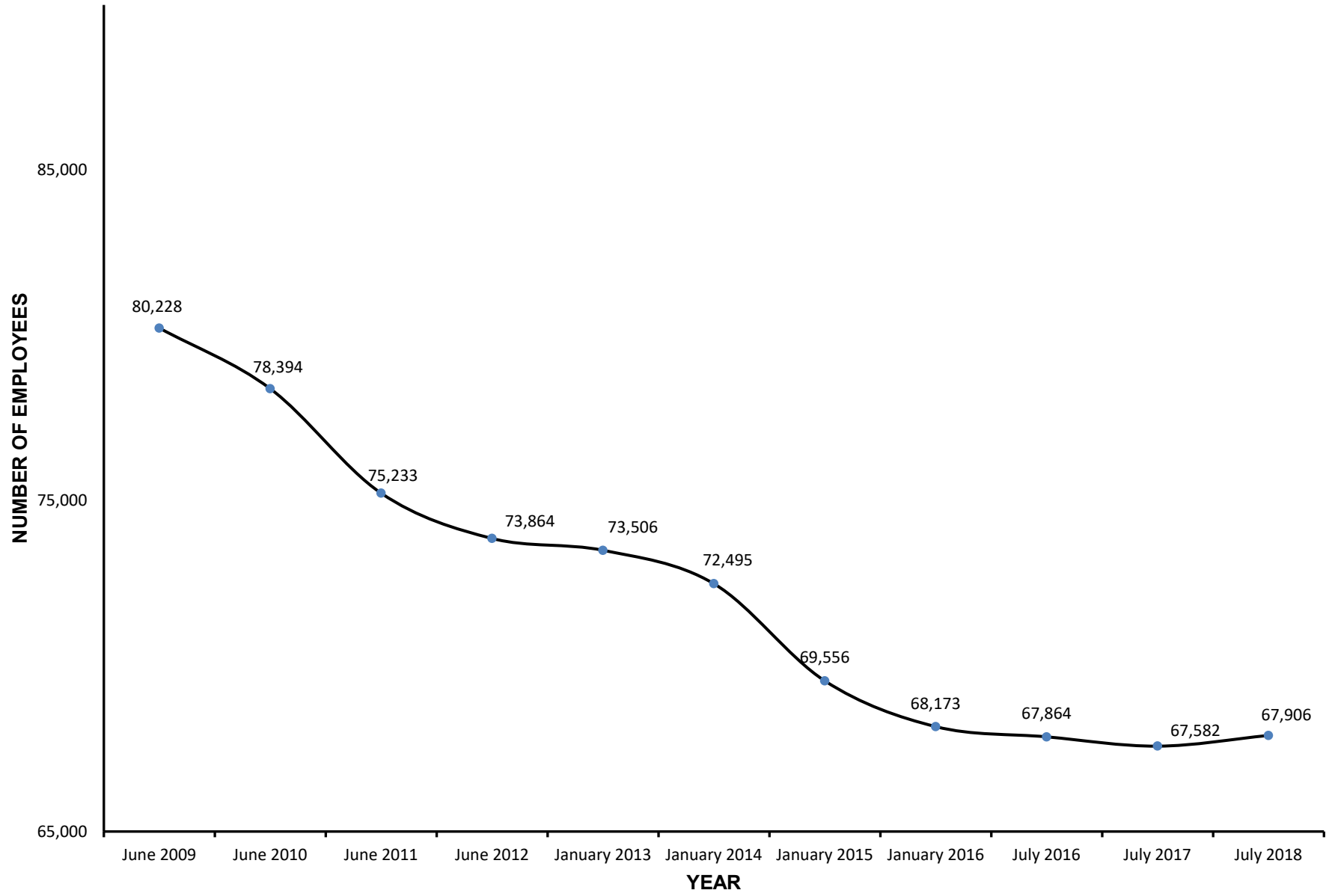
State Government Workforce Ten Year Historical Trend Data

Introduction

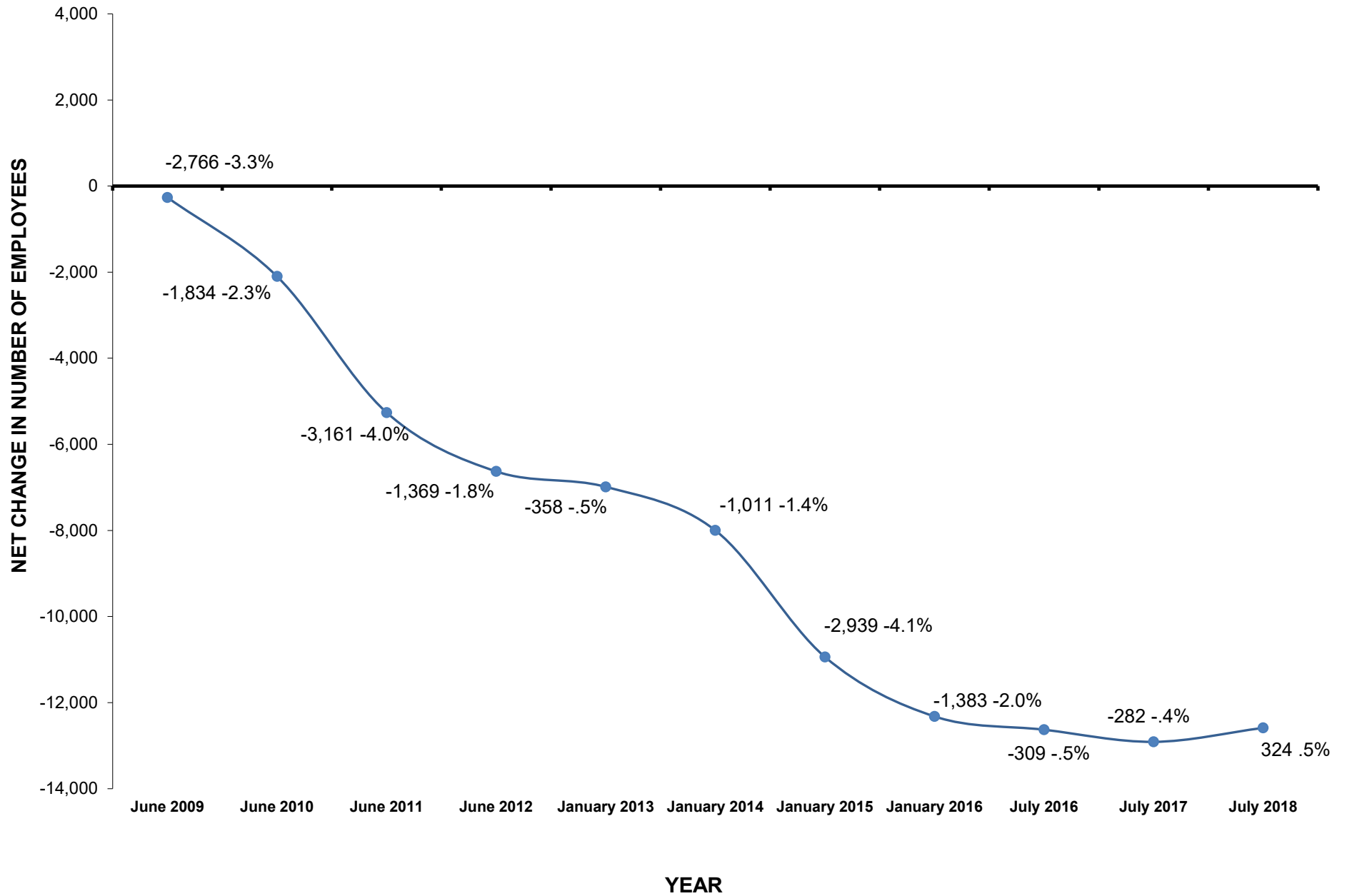
The following page presents the ten year trend of total workforce headcounts. At present, counts for members of commissions and authorities or agencies that the Statutes place “in but not of” the Executive Departments are reflected in the departments that house them or are reported as “Other State Government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



STATE OF NEW JERSEY
Ten Year Trend of Net Changes in Number of State Government Employees



STATE OF NEW JERSEY

Local Government Merit System Jobs

Introduction

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 (March 2018) indicate total employment of approximately 144,571. Thus, the employees in Merit System jurisdictions who do not work in school districts (the vast majority of the 101,664 identified in our records) represent about 70 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 2,195 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 103,551 jobs rather than 101,664 employees. It is important to observe, however, that since the State Government counts reflect both employees and jobs, we can use the tables in the profile to draw comparisons between State Government jobs and local government merit system jobs, even if we cannot draw comparisons between the two workforces as such.

STATE OF NEW JERSEY

Local Government Merit System Jobs

Introduction

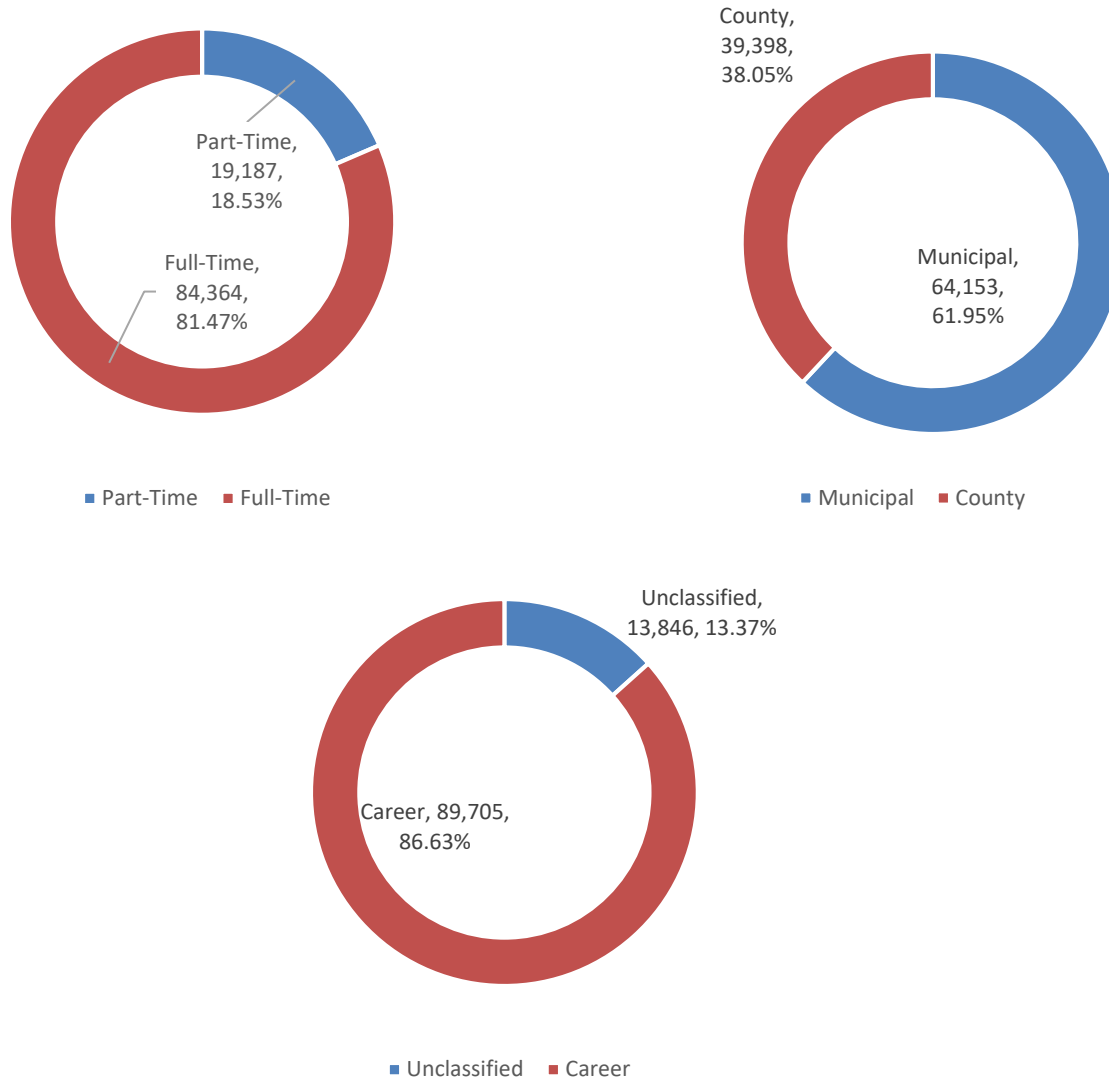
You will also note that the local government tables do not address many of the issues covered in tables dealing with State Government employees, such as age, ethnic identity, gender, and salary. This is because the data files we use for local government collect data from local jurisdictions, which differ 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 48 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
 Quantitative Summary
 July 7, 2018



Data from the Civil Service Commission CAMPS.
 Percentages refer to the Number of Local Govt. Merit System Jobs as of July 7, 2018: 103,551.

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

July 7, 2018

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	404	1,504	250	1,754	1,345	739	2,084	357	2,441	3,588	607	4,195
BERGEN	1,773	1,169	2,942	352	3,294	2,217	1,586	3,803	828	4,631	6,745	1,180	7,925
BURLINGTON	1,034	444	1,478	202	1,680	1,159	811	1,970	540	2,510	3,448	742	4,190
CAMDEN	1,949	530	2,479	448	2,927	1,385	686	2,071	595	2,666	4,550	1,043	5,593
CAPE MAY	555	505	1,060	140	1,200	1,026	1,076	2,102	267	2,369	3,162	407	3,569
CUMBERLAND	673	203	876	155	1,031	1,053	1,117	2,170	228	2,398	3,046	383	3,429
ESSEX	2,285	964	3,249	483	3,732	5,868	2,459	8,327	1,046	9,373	11,576	1,529	13,105
GLOUCESTER	798	454	1,252	171	1,423	349	206	555	71	626	1,807	242	2,049
HUDSON	1,837	922	2,759	472	3,231	5,391	4,308	9,699	1,103	10,802	12,458	1,575	14,033
HUNTERDON	406	147	553	106	659	0	0	0	0	0	553	106	659
MERCER	1,158	367	1,525	264	1,789	1,861	606	2,467	260	2,727	3,992	524	4,516
MIDDLESEX	1,252	711	1,963	293	2,256	2,245	1,444	3,689	512	4,201	5,652	805	6,457
MONMOUTH	1,970	446	2,416	254	2,670	1,561	1,021	2,582	654	3,236	4,998	908	5,906
MORRIS	920	380	1,300	254	1,554	1,056	504	1,560	295	1,855	2,860	549	3,409
OCEAN	2,037	862	2,899	290	3,189	1,825	1,324	3,149	518	3,667	6,048	808	6,856
PASSAIC	1,328	970	2,298	294	2,592	2,635	1,078	3,713	560	4,273	6,011	854	6,865
SALEM	455	71	526	97	623	52	35	87	29	116	613	126	739
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	385	179	564	110	674	405	217	622	235	857	1,186	345	1,531
UNION	1,492	753	2,245	296	2,541	2,838	1,430	4,268	559	4,827	6,513	855	7,368
WARREN	388	79	467	101	568	214	207	421	157	578	888	258	1,146
TOTAL	23,806	10,560	34,366	5,032	39,398	34,485	20,854	55,339	8,814	64,153	89,705	13,846	103,551

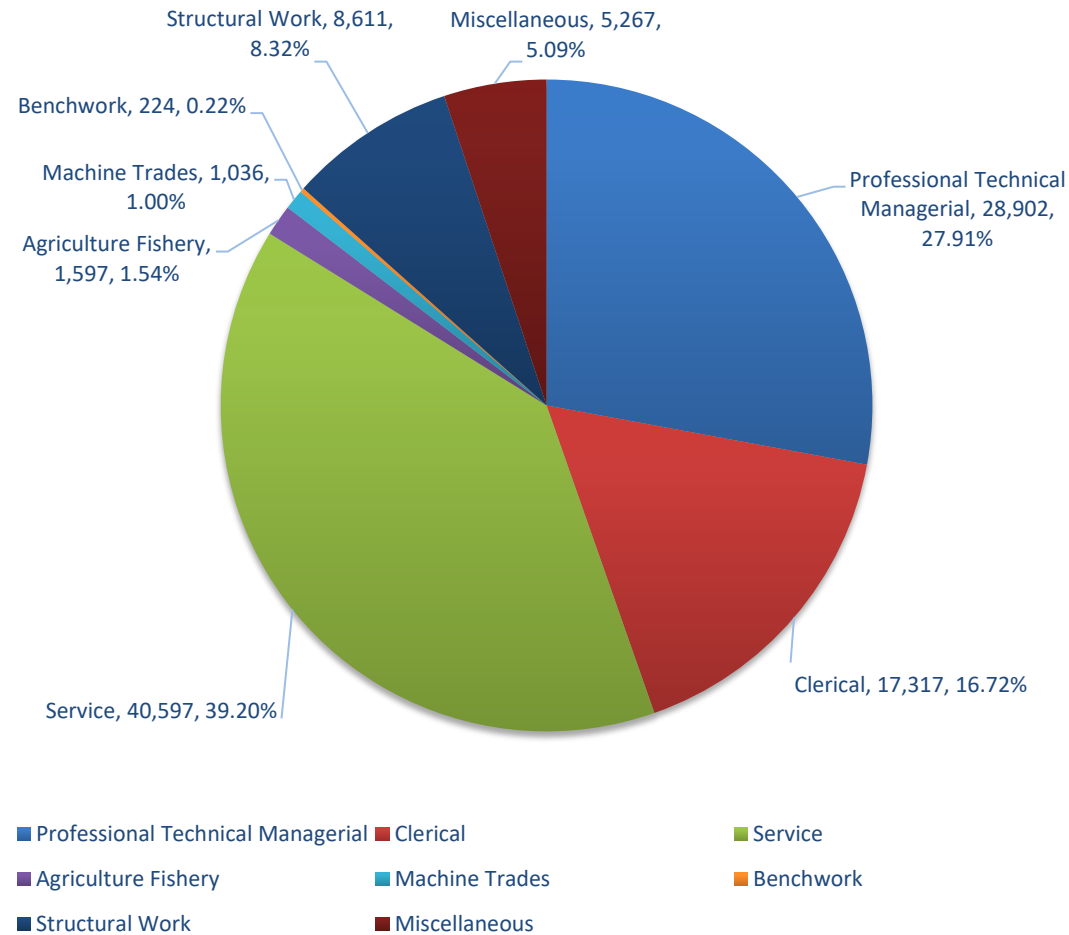
* While Somerset County and its municipalities are not Merit System jurisdictions, some Federally funded jobs are subject to the State Merit System.
 Data provided by the Civil Service Commission from its CAMPS.

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

July 7, 2018

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
ATLANTIC	1,642	112	1,754	1,829	612	2,441	3,471	724	4,195
BERGEN	2,521	773	3,294	3,131	1,500	4,631	5,652	2,273	7,925
BURLINGTON	1,529	151	1,680	1,640	870	2,510	3,169	1,021	4,190
CAMDEN	2,644	283	2,927	1,875	791	2,666	4,519	1,074	5,593
CAPE MAY	1,090	110	1,200	1,425	944	2,369	2,515	1,054	3,569
CUMBERLAND	950	81	1,031	1,900	498	2,398	2,850	579	3,429
ESSEX	3,615	117	3,732	8,260	1,113	9,373	11,875	1,230	13,105
GLOUCESTER	1,178	245	1,423	497	129	626	1,675	374	2,049
HUDSON	3,065	166	3,231	8,273	2,529	10,802	11,338	2,695	14,033
HUNTERDON	542	117	659	0	0	0	542	117	659
MERCER	1,675	114	1,789	2,364	363	2,727	4,039	477	4,516
MIDDLESEX	2,183	73	2,256	3,024	1,177	4,201	5,207	1,250	6,457
MONMOUTH	2,599	71	2,670	2,110	1,126	3,236	4,709	1,197	5,906
MORRIS	1,426	128	1,554	1,371	484	1,855	2,797	612	3,409
OCEAN	2,783	406	3,189	2,883	784	3,667	5,666	1,190	6,856
PASSAIC	2,359	233	2,592	3,361	912	4,273	5,720	1,145	6,865
SALEM	508	115	623	88	28	116	596	143	739
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	528	146	674	521	336	857	1,049	482	1,531
UNION	2,352	189	2,541	3,796	1,031	4,827	6,148	1,220	7,368
WARREN	515	53	568	301	277	578	816	330	1,146
TOTAL	35,715	3,683	39,398	48,649	15,504	64,153	84,364	19,187	103,551

STATE OF NEW JERSEY
Distribution of Local Government Merit System Jobs by Occupational Group
July 7, 2018



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 7/7/18: 103,551

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

July 7, 2018

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	312	217	529
	01 ENV ENGR-ARCHITECTURE	20	8	28
	02 PHYSICAL SCI-STATS	137	75	212
	04 LIFE SCIENCES	49	6	55
	05 SOCIAL SCIENCES	437	769	1,206
	06 SOCIAL-PSYCH SERVICES	1,946	206	2,152
	07 MEDICAL-HEALTH SERVICES	1,409	1,388	2,797
	09 EDUCATION	420	1,578	1,998
	10 MUSEUM/LIBRARY/ARCHIVES	1,535	1,888	3,423
	11 LAW	1,270	754	2,024
	12 INFO PROCESSING SYSTEMS	581	324	905
	13 WRITING	46	57	103
	14 ART	39	26	65
	15 FINANCE	433	581	1,014
	16 ADMINISTRATION	4,372	2,531	6,903
	17 INSPECTIONS/INVESTIGATIONS	665	2,182	2,847
	18 RECREATION	493	2,123	2,616
	19 BROADCASTING/TRANSMITTING	4	21	25
	CLERICAL	20 GENERAL CLERICAL	5,958	6,499
21 FINANCE CLERICAL		471	975	1,446
22 STOCK-STORAGE-INVENTORY		93	58	151
24 INFO-MSG DISTRIBUTION		1,407	1,856	3,263
SERVICE	30 BLDG-FACILITY SERVICES	969	1,952	2,921
	31 FOOD SERVICES	258	476	734
	33 BARBERING/COSMETOLOGY	1	0	1
	35 DIRECT CARE	458	40	498
36 PROTECTIVE SERVICES	10,266	26,177	36,443	
AGRICULTURE FISHERY	40 PLANTING-GARDENING	573	627	1,200
	41 ANIMAL FARMING	242	147	389
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	3	4	7
MACHINE TRADES	60 MACHINERY REPAIR	345	665	1,010
	65 PRINTING	23	3	26
BENCHWORK	70 TECHNICAL REPAIR	3	18	21
	72 ELECTRICAL REPAIR	95	108	203
STRUCTURAL WORK	80 SKILLED TRADES	326	337	663
	81 STRUCTURAL MAINTENANCE	1,748	6,200	7,948
MISCELLANEOUS	90 TRANSPORTATION	876	1,801	2,677
	91 UTILITIES	278	671	949
	92 NOT CODED ELSEWHERE	837	804	1,641
TOTAL		39,398	64,153	103,551

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

Appendix

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2018

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

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2018

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 2018

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

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2018

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

STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

As of July 2018

Runnemede Borough
Rutherford Borough
Rutherford Library
Saddle Brook Township
Saddle Brook Library
Salem City
Salem City Library
Sayreville Borough
Scotch Plains
Scotch Plains Library
Sea Isle City
Seaside Heights
Seaside Park
Somerdale Borough
Somers Point
South Amboy
South Amboy Library
South Orange Village
South Orange Library
South Plainfield
South Plainfield Library
South Toms River
Sparta Township
Sparta Library
Stanhope Borough
Stillwater Township
Stratford Borough
Teaneck Township

Teaneck Library
Trenton
Trenton Library
Union Beach
Union City (Hudson County)
Union City Library
Union Township (Union County)
Union Township Library (Union County)
Upper Township (Cape May County)
Ventnor City
Vernon Township
Verona Township
Verona Township Library
Vineland City
Vineland Library
Vineland School District
Voorhees Township
Voorhees Township Fire District (1)
Waldwick Borough
Waldwick Library
Wallington Borough
Wallington JFK Memorial Library
Wanaque Borough
Wanaque Library
Wantage Township
Washington Borough (Warren County)

Weehawken Township
Weehawken Library
Weehawken School District
West Milford Township
West Milford Library
West Milford Municipal Utilities Authority
West New York
West New York Library
West Orange Township
West Orange Library
White Township
Wildwood City
Wildwood City Housing Authority
Wildwood Crest Borough
Willingboro
Willingboro Library
Willingboro Municipal Utilities Authority
Winslow Township
Winslow Township Fire District (1)
Woodbine Borough
Woodbridge Township
Woodbridge Library
Woodbridge Fire Districts (9)
Woodland Park Borough (formerly West Paterson)

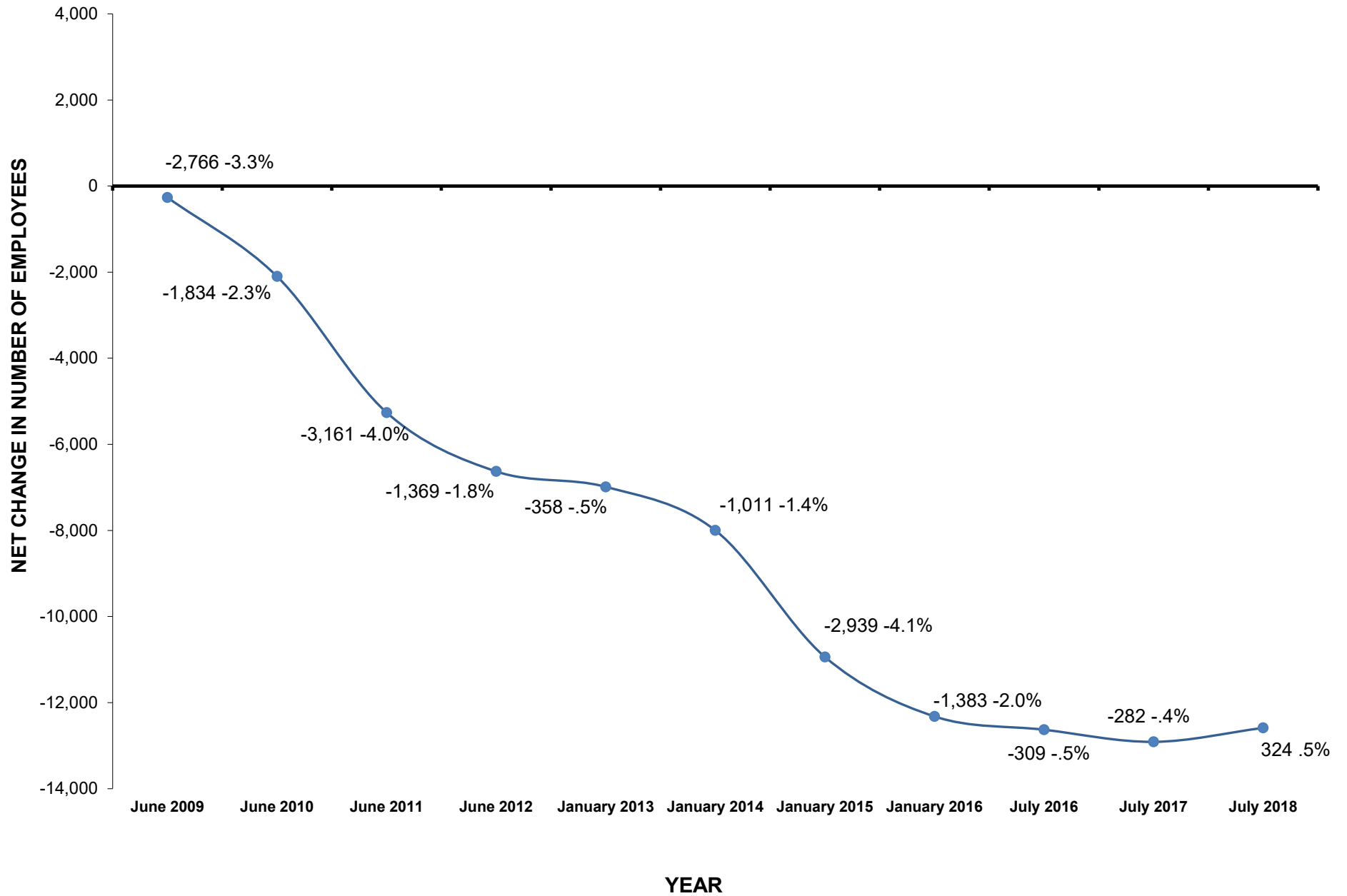
STATE OF NEW JERSEY

Appendix: Listing of Autonomous Local Merit System Jurisdictions

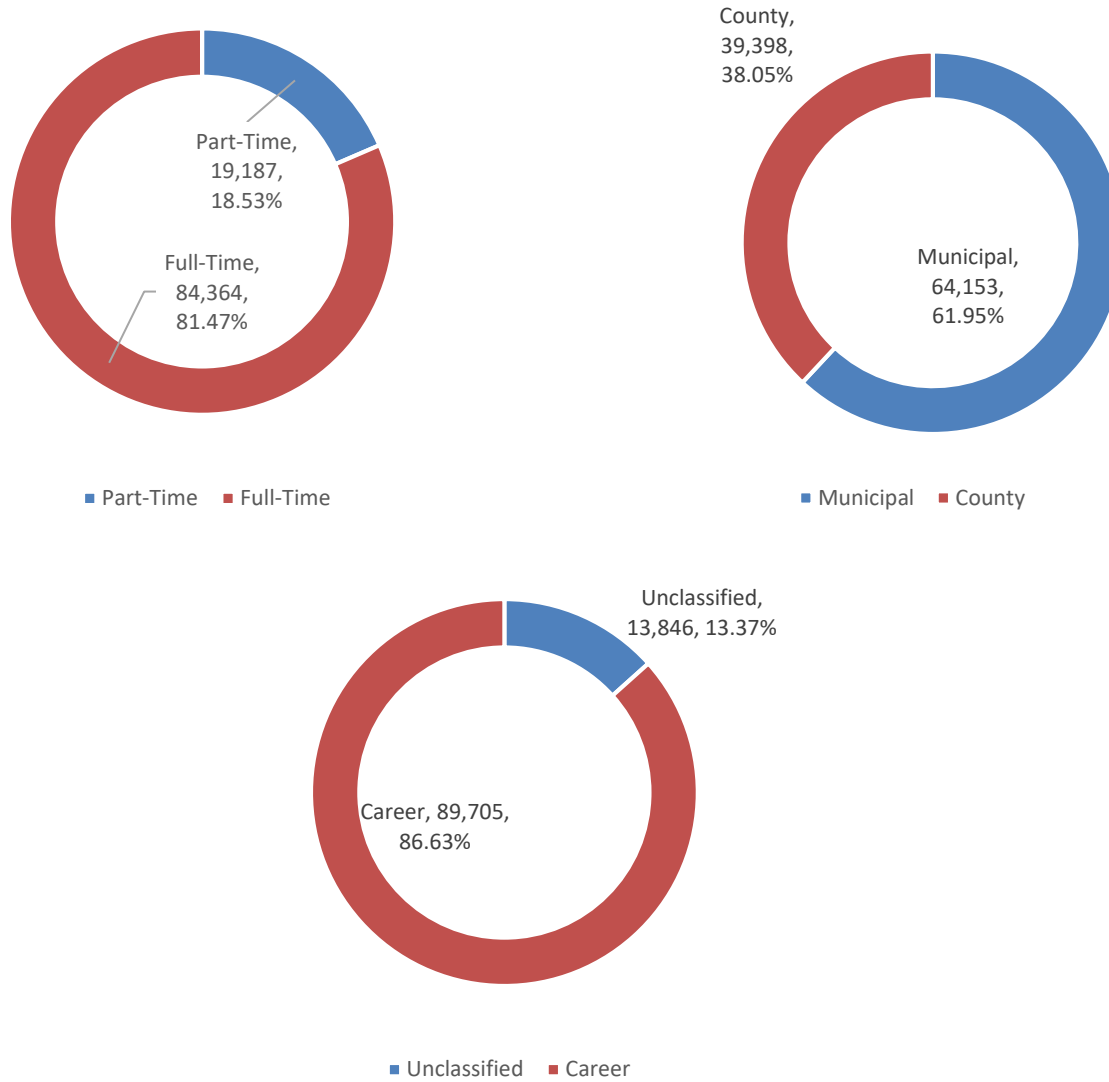
As of July 2018

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

STATE OF NEW JERSEY
Ten Year Trend of Net Changes in Number of State Government Employees



STATE OF NEW JERSEY
Local Government Merit System Jobs
 Quantitative Summary
 July 7, 2018



Data from the Civil Service Commission CAMPS.
 Percentages refer to the Number of Local Govt. Merit System Jobs as of July 7, 2018: 103,551.

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

July 7, 2018

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	404	1,504	250	1,754	1,345	739	2,084	357	2,441	3,588	607	4,195
BERGEN	1,773	1,169	2,942	352	3,294	2,217	1,586	3,803	828	4,631	6,745	1,180	7,925
BURLINGTON	1,034	444	1,478	202	1,680	1,159	811	1,970	540	2,510	3,448	742	4,190
CAMDEN	1,949	530	2,479	448	2,927	1,385	686	2,071	595	2,666	4,550	1,043	5,593
CAPE MAY	555	505	1,060	140	1,200	1,026	1,076	2,102	267	2,369	3,162	407	3,569
CUMBERLAND	673	203	876	155	1,031	1,053	1,117	2,170	228	2,398	3,046	383	3,429
ESSEX	2,285	964	3,249	483	3,732	5,868	2,459	8,327	1,046	9,373	11,576	1,529	13,105
GLOUCESTER	798	454	1,252	171	1,423	349	206	555	71	626	1,807	242	2,049
HUDSON	1,837	922	2,759	472	3,231	5,391	4,308	9,699	1,103	10,802	12,458	1,575	14,033
HUNTERDON	406	147	553	106	659	0	0	0	0	0	553	106	659
MERCER	1,158	367	1,525	264	1,789	1,861	606	2,467	260	2,727	3,992	524	4,516
MIDDLESEX	1,252	711	1,963	293	2,256	2,245	1,444	3,689	512	4,201	5,652	805	6,457
MONMOUTH	1,970	446	2,416	254	2,670	1,561	1,021	2,582	654	3,236	4,998	908	5,906
MORRIS	920	380	1,300	254	1,554	1,056	504	1,560	295	1,855	2,860	549	3,409
OCEAN	2,037	862	2,899	290	3,189	1,825	1,324	3,149	518	3,667	6,048	808	6,856
PASSAIC	1,328	970	2,298	294	2,592	2,635	1,078	3,713	560	4,273	6,011	854	6,865
SALEM	455	71	526	97	623	52	35	87	29	116	613	126	739
SOMERSET *	11	0	11	0	11	0	0	0	0	0	11	0	11
SUSSEX	385	179	564	110	674	405	217	622	235	857	1,186	345	1,531
UNION	1,492	753	2,245	296	2,541	2,838	1,430	4,268	559	4,827	6,513	855	7,368
WARREN	388	79	467	101	568	214	207	421	157	578	888	258	1,146
TOTAL	23,806	10,560	34,366	5,032	39,398	34,485	20,854	55,339	8,814	64,153	89,705	13,846	103,551

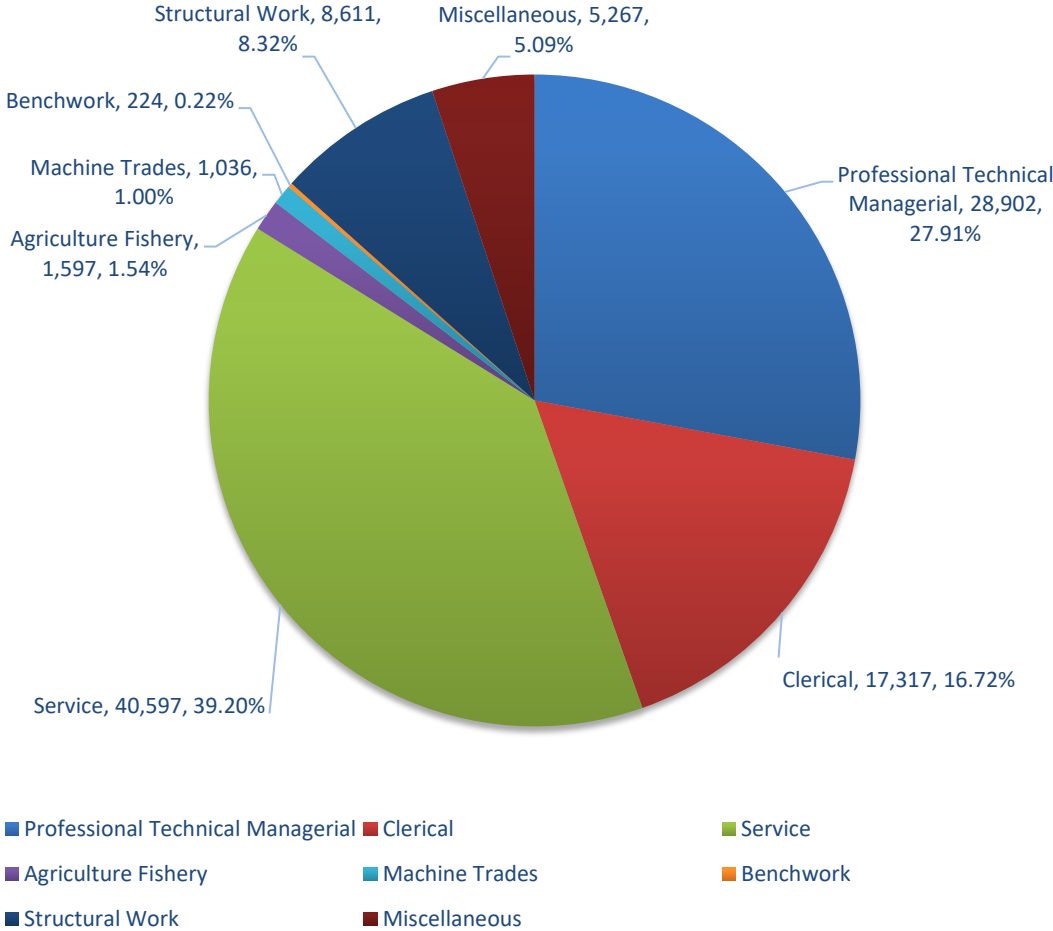
* While Somerset County and its municipalities are not Merit System jurisdictions, some Federally funded jobs are subject to the State Merit System.
 Data provided by the Civil Service Commission from its CAMPS.

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	1,642	112	1,754	1,829	612	2,441	3,471	724	4,195
BERGEN	2,521	773	3,294	3,131	1,500	4,631	5,652	2,273	7,925
BURLINGTON	1,529	151	1,680	1,640	870	2,510	3,169	1,021	4,190
CAMDEN	2,644	283	2,927	1,875	791	2,666	4,519	1,074	5,593
CAPE MAY	1,090	110	1,200	1,425	944	2,369	2,515	1,054	3,569
CUMBERLAND	950	81	1,031	1,900	498	2,398	2,850	579	3,429
ESSEX	3,615	117	3,732	8,260	1,113	9,373	11,875	1,230	13,105
GLOUCESTER	1,178	245	1,423	497	129	626	1,675	374	2,049
HUDSON	3,065	166	3,231	8,273	2,529	10,802	11,338	2,695	14,033
HUNTERDON	542	117	659	0	0	0	542	117	659
MERCER	1,675	114	1,789	2,364	363	2,727	4,039	477	4,516
MIDDLESEX	2,183	73	2,256	3,024	1,177	4,201	5,207	1,250	6,457
MONMOUTH	2,599	71	2,670	2,110	1,126	3,236	4,709	1,197	5,906
MORRIS	1,426	128	1,554	1,371	484	1,855	2,797	612	3,409
OCEAN	2,783	406	3,189	2,883	784	3,667	5,666	1,190	6,856
PASSAIC	2,359	233	2,592	3,361	912	4,273	5,720	1,145	6,865
SALEM	508	115	623	88	28	116	596	143	739
SOMERSET	11	0	11	0	0	0	11	0	11
SUSSEX	528	146	674	521	336	857	1,049	482	1,531
UNION	2,352	189	2,541	3,796	1,031	4,827	6,148	1,220	7,368
WARREN	515	53	568	301	277	578	816	330	1,146
TOTAL	35,715	3,683	39,398	48,649	15,504	64,153	84,364	19,187	103,551

STATE OF NEW JERSEY
Distribution of Local Government Merit System Jobs by Occupational Group
July 7, 2018



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 7/7/18: 101,993

STATE OF NEW JERSEY

Distribution of Local Government Merit System Jobs by Occupational Group

July 7, 2018

CATEGORY	OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00 ENGINEERING/SURVEYING	312	217	529
	01 ENV ENGR-ARCHITECTURE	20	8	28
	02 PHYSICAL SCI-STATS	137	75	212
	04 LIFE SCIENCES	49	6	55
	05 SOCIAL SCIENCES	437	769	1,206
	06 SOCIAL-PSYCH SERVICES	1,946	206	2,152
	07 MEDICAL-HEALTH SERVICES	1,409	1,388	2,797
	09 EDUCATION	420	1,578	1,998
	10 MUSEUM/LIBRARY/ARCHIVES	1,535	1,888	3,423
	11 LAW	1,270	754	2,024
	12 INFO PROCESSING SYSTEMS	581	324	905
	13 WRITING	46	57	103
	14 ART	39	26	65
	15 FINANCE	433	581	1,014
	16 ADMINISTRATION	4,372	2,531	6,903
	17 INSPECTIONS/INVESTIGATIONS	665	2,182	2,847
	18 RECREATION	493	2,123	2,616
	19 BROADCASTING/TRANSMITTING	4	21	25
	CLERICAL	20 GENERAL CLERICAL	5,958	6,499
21 FINANCE CLERICAL		471	975	1,446
22 STOCK-STORAGE-INVENTORY		93	58	151
24 INFO-MSG DISTRIBUTION		1,407	1,856	3,263
SERVICE	30 BLDG-FACILITY SERVICES	969	1,952	2,921
	31 FOOD SERVICES	258	476	734
	33 BARBERING/COSMETOLOGY	1	0	1
	35 DIRECT CARE	458	40	498
	36 PROTECTIVE SERVICES	10,266	26,177	36,443
AGRICULTURE FISHERY	40 PLANTING-GARDENING	573	627	1,200
	41 ANIMAL FARMING	242	147	389
	42 FISHERY-SHELLFISH	0	1	1
	43 FORESTRY	3	4	7
MACHINE TRADES	60 MACHINERY REPAIR	345	665	1,010
	65 PRINTING	23	3	26
BENCHWORK	70 TECHNICAL REPAIR	3	18	21
	72 ELECTRICAL REPAIR	95	108	203
STRUCTURAL WORK	80 SKILLED TRADES	326	337	663
	81 STRUCTURAL MAINTENANCE	1,748	6,200	7,948
MISCELLANEOUS	90 TRANSPORTATION	876	1,801	2,677
	91 UTILITIES	278	671	949
	92 NOT CODED ELSEWHERE	837	804	1,641
	TOTAL	39,398	64,153	103,551

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