State of New Jersey
CIVIL SERVICE COMMISSION

Mikie Sherrill, *Governor* • **Shirley U. Emehelu**, *Lt. Governor* • **Mary Cruz**, *Chair/Chief Executive Officer*



STATE GOVERNMENT WORKFORCE PROFILE

WITH SELECT LOCAL DATA 2026

EMPOWERING EXCELLENCE IN PUBLIC SERVICE

Preface

A Message from the Chair/CEO, Civil Service Commission

Welcome!

On behalf of the New Jersey Civil Service Commission (CSC), it is my privilege to present the **2026 State Government Workforce Profile**. This report provides a comprehensive overview of the employees compensated through Centralized Payroll, offering valuable insight into the composition of New Jersey's State workforce across all departments and agencies, including the "in but not of" agencies within constitutionally authorized departments. It also examines trends in recruitment, hiring, and retention while highlighting key workforce characteristics such as demographics, educational attainment, average salaries, and the geographic distribution of employees throughout our State.

Behind every statistic in this report is a dedicated public servant committed to improving the lives of New Jersey residents. More than 66,000 State employees work each day to deliver critical programs and services that strengthen our communities, safeguard public health and safety, protect our natural resources, support our most vulnerable populations, and ensure the effective operation of State government. Their dedication and commitment to excellence are the driving force behind a government that serves with integrity and purpose.

The CSC remains steadfast in our goal to hire, train, and retain New Jersey talent for nearly 30 State agencies and more than 300 local jurisdictions. This includes supporting the dedicated public servants who serve New Jersey every day—from veterans who continue their commitment to service in civilian careers to law enforcement officers, first responders, and the thousands of professionals who keep State and local government running. By fostering collaboration and promoting merit-based employment practices, we strive to build a workforce that is prepared to meet today's challenges while anticipating the needs of tomorrow.

This year marks an important chapter for the Civil Service Commission, as we have been charged with **modernizing New Jersey's civil service system.** Through our "Modernization Mission," we are committed to fostering and strengthening transparency, accountability, and efficiency while creating a system that better serves New Jersey residents, veterans, and families. Our modernization efforts include streamlining hiring processes, improving the accessibility and functionality of our systems, expanding opportunities for recruitment and professional development, and ensuring our policies reflect the evolving needs of a modern workforce and uphold the highest standards in public sector human resources. Modernization is not simply about implementing new technologies, it is about cultivating a civil service system that is efficient, transparent, and accountable, ensuring those who dedicate their careers to public service have the tools and support they need to serve our communities effectively.

As you review this report, I hope it provides not only a meaningful snapshot of our workforce during Fiscal Year 2026, but also a deeper appreciation for the individuals whose daily efforts continuously serve New Jersey's residents, veterans, and families.

Thank you for your continued partnership and commitment to public service. I welcome your comments and questions regarding this report and look forward to working together as we continue to **Empower Excellence in Public Service.**

Sincerely,



Mary Cruz
Chair & Chief Executive Officer
New Jersey Civil Service Commission

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State Government Workforce Profile 2026

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, and an email survey. It includes profiles of New Jersey's State Government workforce as of July 1, 2025, comparisons of the workforce at the end of Fiscal Year 2025 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2026.

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 Division of Mental Health and the Division of Addiction Services (DMHAS) from the Department of Human Services to the Department of Health in 2017 and the return of DMHAS to the Department of Human Services in October 2018, with psychiatric hospitals remaining with the Department of Health.
- The temporary transition to work from home in March 2020 during the COVID-19 pandemic; the implementation of the Model Telework Pilot Program in July 2022; and the adoption of the Telework Program in *N.J.A.C.* 4A in November 2025.
- The creation of the Cannabis Regulatory Commission in April 2021.
- The creation of the New Jersey Asian American and Pacific Islander Commission within the Department of State in November 2021.
- The creation of the Port Security Section within the NJ State Police to oversee regulatory and law enforcement duties previously held by the Waterfront Commission of New York Harbor in July 2023.
- The splitting of the Department of Military and Veterans Affairs (DMAVA) into the Department of Military Affairs (DMA) and the Department of Veterans Affairs (DVA) in January 2026.

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.

State Government Workforce Profile 2026 *(cont.)*

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

The following breakdowns are included in the main body of this publication:

- The State Parole Board is "in but not of" the Department of Corrections.
- The Youth Justice Commission (previously 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. We have also provided the July 2023 and July 2024 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been an increase of 3.3 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 www.nj.gov/csc/authorities/forms/stateworkforce/. The Commission's Division of Human Resource Information Services (HRIS) can assist individual agencies with specific workforce analyses. For more information, contact Camille DiLeo at Camille.DiLeo@csc.nj.gov.

State Government Workforce At-a-Glance

STATE AGENCY	NUMBER OF EMPLOYEES				
	7/1/2023	7/1/2024	7/1/2025	CHANGE OVER 2 YEARS	
AGRICULTURE	226	231	250	+ 24	10.6%
BANKING & INSURANCE	421	441	438	+ 17	4.0%
CHILDREN & FAMILIES	6,328	6,439	6,609	+ 281	4.4%
COMMUNITY AFFAIRS	907	996	1,017	+ 110	12.1%
CORRECTIONS	7,051	6,942	6,984	- 67	-1.0%
Corrections	6,425	6,305	6,313	- 112	-1.7%
State Parole Board	626	637	671	+ 45	7.2%
EDUCATION	649	657	683	+ 34	5.2%
ENVIRONMENTAL PROTECTION	2,627	2,697	2,819	+ 192	7.3%
GOVERNOR'S OFFICE	122	123	119	- 3	-2.5%
HEALTH	5,754	5,855	5,918	+ 164	2.9%
HUMAN SERVICES	6,219	6,276	6,149	- 70	-1.1%
INFORMATION TECHNOLOGY	579	574	583	+ 4	0.7%
LABOR	3,096	3,145	3,186	+ 90	2.9%
Labor	2,851	2,888	2,919	+ 68	2.4%
Civil Service Commission	245	257	267	+ 22	9.0%
LAW & PUBLIC SAFETY	8,409	8,553	8,794	+ 385	4.6%
Law & Public Safety	7,280	7,430	7,655	+ 375	5.2%
Homeland Security & Preparedness	120	128	131	+ 11	9.2%
Youth Justice	1,009	995	1,008	- 1	-0.1%
MILITARY & VETERANS AFFAIRS	1,528	1,534	1,547	+ 19	1.2%
STATE	349	361	361	+ 12	3.4%
State (Includes Comm on Higher Education)	192	203	214	+ 22	11.5%
Higher Educational Student Assistance	157	158	147	- 10	-6.4%
TRANSPORTATION	5,883	5,985	6,079	+ 196	3.3%
Transportation	3,162	3,200	3,356	+ 194	6.1%
Motor Vehicles	2,721	2,785	2,723	+ 2	0.1%
TREASURY	5,013	5,279	5,362	+ 349	7.0%
Treasury (Incl Minor Boards & Commissions)	3,442	3,629	3,698	+ 256	7.4%
Administrative Law	97	120	124	+ 27	27.8%
Casino Control	33	35	36	+ 3	9.1%
Public Defender	1,221	1,250	1,262	+ 41	3.4%
Public Utilities	220	245	242	+ 22	10.0%
TOTAL EXECUTIVE DEPARTMENTS	55,161	56,088	56,898	+ 1,737	3.1%
JUDICIARY	8,556	8,679	8,909	+ 353	4.1%
LEGISLATIVE STAFF	500	510	520	+ 20	4.0%
TOTAL STATE GOVT WORKFORCE	64,217	65,277	66,327	+ 2,110	3.3%

DEMOGRAPHICS

7/1/2025

AGE
Average: 45 years
Median: 45 years

LENGTH OF SERVICE
Average: 10 years
Median: 11 years

SALARY *
Average: $91,868
Median: $83,118

GENDER
Female: 37,050 (55.9%)
Male: 29,213 (44.0%)
Nonbinary: 64 (0.1%)

MINORITY EMPLOYEES
33,323 (50.2%)

UNION REPRESENTATION
46,837 (70.6%)

** Salary of full-time employees only.*

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

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 full-time salary), some agencies employ seasonal or intermittent employees who are paid an hourly wage and employees on a "per diem" (daily) basis. A pie chart on Page 6 summarizes the totals for the entire State Government workforce.

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

This year, we continue to bridge the gap between the two publications. This is a worthwhile effort because fiscal concerns are still prominent in the conduct of State Government. The chart on Page 6 presents a breakdown of all employees who were in active status as of July 1, 2025. 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. Titles within "Career Service" are subject to the provisions of *N.J.S.A.* 11A and *N.J.A.C.* 4A and include both Competitive (permanent titles in the career service subject to the competitive examination procedures of *N.J.A.C.* 4A:4-2) and Non-Competitive (permanent titles in the career service for which competitive testing is not required due to the nature of the knowledge, skills, and abilities associated with the job or difficulties associated with recruiting) titles. Additional classes of service on Page 8 include Senior Executive Service (positions with substantial managerial, policy influencing or policy executing responsibilities not included in the career or unclassified service and are excluded from collective bargaining) and Unclassified (positions and job titles outside of the Senior Executive Service, not subject to the tenure provisions of *N.J.S.A.* 11A, unless otherwise specified).

Statistics by Agency *(cont.)*

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.

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 Department of the Treasury's State Government Distribution Center and the Office of Information Technology.

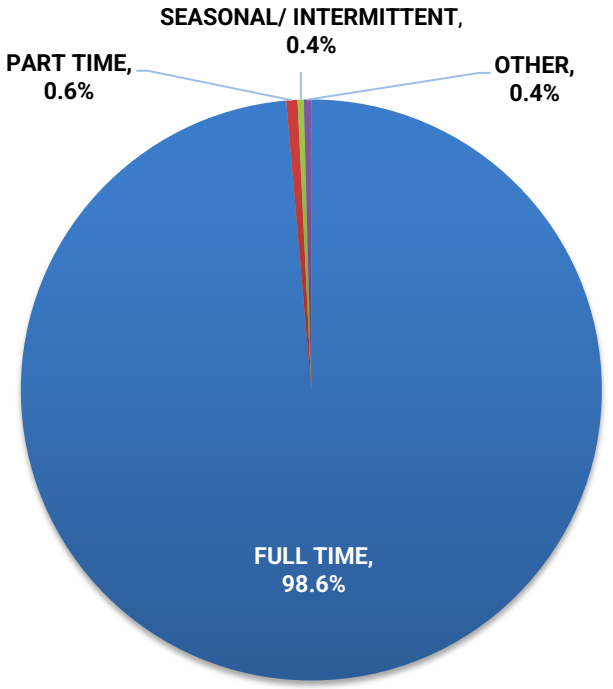
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information 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 42 and 43.

State Government Employee Work Schedules by Agency

July 1, 2025

STATE AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	246	4	0	0	250
BANKING & INSURANCE	431	2	0	5	438
CHILDREN & FAMILIES	6,576	33	0	0	6,609
COMMUNITY AFFAIRS	1,016	0	0	1	1,017
CORRECTIONS	6,982	2	0	0	6,984
Corrections	6,311	2	0	0	6,313
State Parole Board	671	0	0	0	671
EDUCATION	683	0	0	0	683
ENVIRONMENTAL PROTECTION	2,813	0	6	0	2,819
GOVERNOR'S OFFICE	119	0	0	0	119
HEALTH	5,851	67	0	0	5,918
HUMAN SERVICES	6,107	42	0	0	6,149
INFORMATION TECHNOLOGY	582	1	0	0	583
LABOR	3,059	37	81	9	3,186
Labor	2,796	37	81	5	2,919
Civil Service Commission	263	0	0	4	267
LAW & PUBLIC SAFETY	8,545	0	0	249	8,794
Law & Public Safety	7,406	0	0	249	7,655
Homeland Security & Preparedness	131	0	0	0	131
Youth Justice	1,008	0	0	0	1,008
MILITARY & VETERANS AFFAIRS	1,539	8	0	0	1,547
STATE	357	4	0	0	361
State (Includes Comm on Higher Education)	210	4	0	0	214
Higher Educational Student Assistance	147	0	0	0	147
TRANSPORTATION	5,889	190	0	0	6,079
Transportation	3,356	0	0	0	3,356
Motor Vehicles	2,533	190	0	0	2,723
TREASURY	5,221	1	133	7	5,362
Treasury (Incl Minor Boards & Commissions)	3,557	1	133	7	3,698
Administrative Law	124	0	0	0	124
Casino Control	36	0	0	0	36
Public Defender	1,262	0	0	0	1,262
Public Utilities	242	0	0	0	242
TOTAL EXECUTIVE DEPARTMENTS	56,016	391	220	271	56,898
JUDICIARY	8,894	15	0	0	8,909
LEGISLATIVE STAFF	503	4	13	0	520
TOTAL STATE GOVT WORKFORCE	65,413	410	233	271	66,327



Data provided by the Civil Service Commission from automated personnel files.
Percentages refer to the total State Government workforce as of 7/1/2025 66,327.

State Government Employees in Pay Status by Work Schedule

July 1, 2025

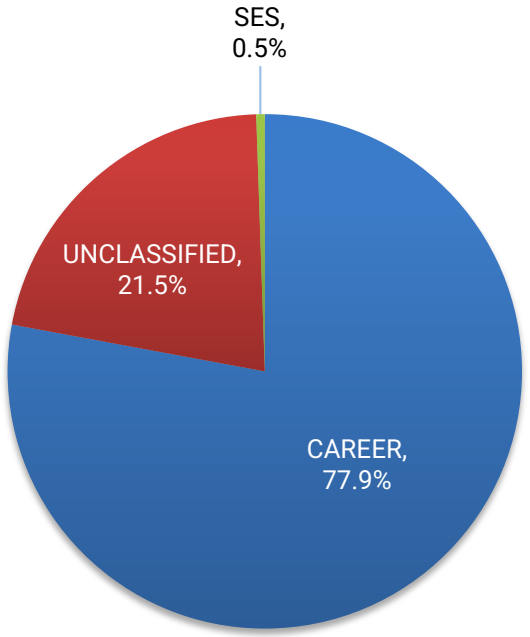
STATE AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	242	4	0	0	246
BANKING & INSURANCE	424	2	0	0	426
CHILDREN & FAMILIES	6,434	32	0	0	6,466
COMMUNITY AFFAIRS	996	0	0	0	996
CORRECTIONS	6,591	2	0	0	6,593
Corrections	5,945	2	0	0	5,947
State Parole Board	646	0	0	0	646
EDUCATION	678	0	0	0	678
ENVIRONMENTAL PROTECTION	2,787	0	6	0	2,793
GOVERNOR'S OFFICE	103	0	0	0	103
HEALTH	5,566	59	0	0	5,625
HUMAN SERVICES	5,904	39	0	0	5,943
INFORMATION TECHNOLOGY	582	1	0	0	583
LABOR	3,009	37	11	0	3,057
Labor	2,748	37	11	0	2,796
Civil Service Commission	261	0	0	0	261
LAW & PUBLIC SAFETY	8,604	0	0	0	8,604
Law & Public Safety	7,506	0	0	0	7,506
Homeland Security & Preparedness	130	0	0	0	130
Youth Justice	968	0	0	0	968
MILITARY & VETERANS AFFAIRS	1,485	8	0	0	1,493
STATE	353	4	0	0	357
State (Includes Comm on Higher Education)	207	4	0	0	211
Higher Educational Student Assistance	146	0	0	0	146
TRANSPORTATION	5,732	183	0	0	5,915
Transportation	3,298	0	0	0	3,298
Motor Vehicles	2,434	183	0	0	2,617
TREASURY	5,118	1	8	0	5,127
Treasury (Incl Minor Boards & Commissions)	3,466	1	8	0	3,475
Administrative Law	124	0	0	0	124
Casino Control	36	0	0	0	36
Public Defender	1,258	0	0	0	1,258
Public Utilities	234	0	0	0	234
TOTAL EXECUTIVE DEPARTMENTS	54,608	372	25	0	55,005
JUDICIARY	8,828	15	0	0	8,843
LEGISLATIVE STAFF	498	4	13	0	515
TOTAL STATE GOVT WORKFORCE	63,934	391	38	0	64,363

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

Distribution of State Government Employee Titles by Service Division

July 1, 2025

STATE AGENCY	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	180	36	216	3	31	250
BANKING & INSURANCE	341	53	394	1	43	438
CHILDREN & FAMILIES	5,359	875	6,234	80	295[1]	6,609
COMMUNITY AFFAIRS	899	47	946	0	71	1,017
CORRECTIONS	6,579	133	6,712	6	266	6,984
Corrections	5,949	110	6,059	6	248[2]	6,313
State Parole Board	630	23	653	0	18	671
EDUCATION	140	363	503	0	180[3]	683
ENVIRONMENTAL PROTECTION	2,169	566	2,735	0	84	2,819
GOVERNOR'S OFFICE	8	0	8	0	111	119
HEALTH	3,759	1,885	5,644	12	262	5,918
HUMAN SERVICES	4,445	1,423	5,868	18	263[4]	6,149
INFORMATION TECHNOLOGY	423	132	555	9	19	583
LABOR	2,565	372	2,937	55	194	3,186
Labor	2,357	342	2,699	35	185[5]	2,919
Civil Service Commission	208	30	238	20	9	267
LAW & PUBLIC SAFETY	2,567	1,069	3,636	17	5,141	8,794
Law & Public Safety	1,765	906	2,671	16	4,968[6]	7,655
Homeland Security & Preparedness	69	13	82	0	49	131
Youth Justice	733	150	883	1	124[7]	1,008
MILITARY & VETERANS AFFAIRS	682	713	1,395	0	152[8]	1,547
STATE	178	22	200	1	160	361
State (Includes Comm on Higher Education)	130	12	142	1	71	214
Higher Educational Student Assistance	48	10	58	0	89	147
TRANSPORTATION	4,113	1,776	5,889	88	102	6,079
Transportation	2,749	483	3,232	76	48	3,356
Motor Vehicles	1,364	1,293	2,657	12	54	2,723
TREASURY	3,423	628	4,051	65	1,246	5,362
Treasury (Incl Minor Boards & Commissions)	2,756	479	3,235	43	420[9]	3,698
Administrative Law	61	4	65	0	59	124
Casino Control	0	0	0	0	36	36
Public Defender	461	106	567	9	686[10]	1,262
Public Utilities	145	39	184	13	45	242
TOTAL EXECUTIVE DEPARTMENTS	37,830	10,093	47,923	355	8,620	56,898
JUDICIARY	2,549	1207	3,756	0	5,153[11]	8,909
LEGISLATIVE STAFF	0	0	0	0	520[12]	520
TOTAL STATE GOVT WORKFORCE	40,379	11,300	51,679	355	14,293	66,327



1 *Includes 169 educational, health care, and social services personnel.*
2 *Includes 156 educational, health care, and social services personnel.*
3 *Includes 35 professional employees at the Katzenbach School.*
4 *Includes 95 educational, health care, and social services personnel.*
5 *Includes 43 compensation judges and 37 educational, medical, and social services personnel.*
6 *Includes 3,466 uniformed State Police, 750 Deputy Attorneys General, and 249 Board Members.*
7 *Includes 90 educational, health care, and social services personnel.*
8 *Includes 146 military, educational, and medical personnel.*
9 *Includes 91 Board Members.*
10 *Includes 70 Deputy Public Defenders and 549 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 7/1/2025: 66,327.

Age, Salary and Length of Service by State Agency

July 1, 2025

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY	MEDIAN SALARY	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	$89,793	$83,118	10
BANKING & INSURANCE	47	$88,641	$82,266	11
CHILDREN & FAMILIES	45	$87,706	$92,159	12
COMMUNITY AFFAIRS	50	$82,402	$78,025	9
CORRECTIONS	42	$95,937	$95,458	12
Corrections	44	$94,851	$98,236	13
State Parole Board	41	$97,024	$92,681	11
EDUCATION	50	$109,922	$113,812	11
ENVIRONMENTAL PROTECTION	43	$87,767	$83,118	12
GOVERNOR'S OFFICE	36	$113,422	$95,000	5
HEALTH	49	$78,977	$68,531	11
HUMAN SERVICES	49	$77,521	$69,207	14
INFORMATION TECHNOLOGY	50	$104,305	$107,337	12
LABOR	48	$90,304	$83,088	13
Labor	50	$83,876	$75,038	13
Civil Service Commission	45	$96,732	$91,137	13
LAW & PUBLIC SAFETY	45	$97,748	$98,417	11
Law & Public Safety	43	$99,664	$98,417	11
Homeland Security & Preparedness	46	$109,101	$106,539	9
Youth Justice	46	$84,480	$81,140	13
MILITARY & VETERANS AFFAIRS	50	$65,614	$58,734	9
STATE	50	$93,057	$85,075	9
State (Includes Comm on Higher Education)	48	$96,151	$90,755	9
Higher Educational Student Assistance	52	$89,963	$79,394	10
TRANSPORTATION	46	$74,844	$68,360	10
Transportation	44	$80,058	$72,814	11
Motor Vehicles	47	$69,630	$63,905	10
TREASURY	47	$102,650	$94,774	12
Treasury (Incl Minor Boards & Commissions)	47	$88,593	$84,496	13
Administrative Law	51	$121,470	$119,102	12
Casino Control	48	$102,960	$94,774	13
Public Defender	45	$99,834	$92,159	11
Public Utilities	45	$100,394	$96,345	11
AVERAGE EXECUTIVE DEPARTMENTS	47	$90,624	$83,118	11
JUDICIARY	45	$84,253	$72,065	11
LEGISLATIVE STAFF	44	$100,726	$99,840	9
AVERAGE STATE GOVT WORKFORCE	45	$91,868	$83,118	10

Excludes part time, hourly and per diem employees.

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

Distribution of State Government Employees by Fund Source

July 1, 2025

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	152	64	0	34	250
BANKING & INSURANCE	428	0	0	10	438
CHILDREN & FAMILIES	4,701	1,676	0	232	6,609
COMMUNITY AFFAIRS	565	382	11	59	1,017
CORRECTIONS	6,841	13	103	27	6,984
Corrections	6,170	13	103	27	6,313
State Parole Board	671	0	0	0	671
EDUCATION	402	163	4	114	683
ENVIRONMENTAL PROTECTION	2,721	29	0	69	2,819
GOVERNOR'S OFFICE	104	0	15	0	119
HEALTH	4,872	656	161	229	5,918
HUMAN SERVICES	3,475	2,617	0	57	6,149
INFORMATION TECHNOLOGY	0	0	582	1	583
LABOR	834	2,350	0	2	3,186
Labor	567	2,350	0	2	2,919
Civil Service Commission	267	0	0	0	267
LAW & PUBLIC SAFETY	7,361	99	2	1,332	8,794
Law & Public Safety	6,349	83	2	1,221	7,655
Homeland Security & Preparedness	115	16	0	0	131
Youth Justice	897	0	0	111	1,008
MILITARY & VETERANS AFFAIRS	1,333	214	0	0	1,547
STATE	204	10	0	147	361
State (Includes Comm on Higher Education)	204	10	0	0	214
Higher Educational Student Assistance	0	0	0	147	147
TRANSPORTATION	2,407	942	0	2,730	6,079
Transportation	2,407	942	0	7	3,356
Motor Vehicles	0	0	0	2,723	2,723
TREASURY	4,420	58	216	668	5,362
Treasury (Incl Minor Boards & Commissions)	2,832	54	216	596	3,698
Administrative Law	114	4	0	6	124
Casino Control	0	0	0	36	36
Public Defender	1,262	0	0	0	1,262
Public Utilities	212	0	0	30	242
TOTAL EXECUTIVE DEPARTMENTS	40,820	9,273	1,094	5,711	56,898
JUDICIARY	7,624	1,073	0	212	8,909
LEGISLATIVE STAFF	520	0	0	0	520
TOTAL STATE GOVT WORKFORCE	48,964	10,346	1,094	5,923	66,327

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

Other State Government Employment

July 1, 2025

AGENCY	FULL TIME	PART TIME	TOTAL 2025	TOTAL 2024	DIFFERENCE	SOURCE OF FUNDS
Casino Reinvestment Development Authority	90	1	91	92	-1	Casino revenue
Delaware River & Bay Authority [1,4]	123	191	314	129	185	Tolls and fares
Delaware River Basin Commission [1]	35	1	36	37	-1	Four states (NJ, NY, PA, DE)
Delaware River Joint Toll Bridge Commission [1]	414	0	414	415	-1	Tolls and interest on investments
Delaware River Port Authority [1,2]	822	0	822	821	1	Tolls and fares, state and federal grants
Housing Mortgage and Finance Agency	286	6	292	279	13	Bond revenues
Interstate Environmental Commission [1]	10	4	14	12	2	Three states (NJ, NY, CT) and federal funds
New Jersey Economic Development Authority [6]	429	5	434	442	-8	Self funded by fees and investment income
New Jersey Educational Facilities Authority	12	0	12	12	0	Fee revenues
NJ Health Care Facilities Financing Authority	21	0	21	21	0	Fees
New Jersey Institute of Technology [5]	1,691	518	2,209	2,199	10	State & federal grants/aid and tuition
New Jersey Redevelopment Authority	12	1	13	14	-1	Self funded
New Jersey Schools Development Authority	124	0	124	131	-7	Bond revenues
New Jersey Sports & Exposition Authority	143	237	380	361	19	Self funded
New Jersey Transit Corporation	12,723	190	12,913	12,772	141	State and federal funds, passenger fares
New Jersey Turnpike Authority	2,117	401	2,518	2,473	45	Tolls and bonds
New Jersey Water Supply Authority	116	0	116	113	3	Water sale revenues
North Jersey District Water Supply Commission	118	13	131	125	6	Municipal purchase of water supply
Palisades Interstate Park Commission [1,4]	84	30	114	113	1	State appropriation and park revenues
Passaic Valley Sewerage Commission	540	0	540	549	-9	Self funded by member communities and user charges
Pinelands Commission	43	0	43	41	2	State appropriation, fees, federal grants
Port Authority of New York and New Jersey [1,3]	8,118	2	8,120	7,961	159	Fees, tolls, fares, and rentals
Rahway Valley Sewerage Authority	60	0	60	62	-2	Sewage fees
Rutgers [5]	19,865	3,805	23,670	23,619	51	State appropriation, tuition, federal grants
South Jersey Port Corporation	118	8	126	123	3	Port usage fees, leasing
South Jersey Transportation Authority	301	90	391	407	-16	Toll revenue
State Colleges [5]	11,088	6,768	17,856	17,283	573	State appropriation, tuition, federal grants
TOTAL	59,503	12,271	71,774	70,606	1,168	

1 *Multi-State Authorities*
2 *Includes figures for PATCO*
3 *Includes figures for PATH*
4 *Employees working in NJ only*
5 *Data from NCES IPEDS Human Resources survey.*
6 *Includes figures for FMERA, CSIT, and NJMPTVC*

Data provided by the Civil Service Commission from a survey of independent authorities.

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

Introduction

The chart on Page 13 shows the distribution of State Government employees by length of service in years as of July 1, 2025, with comparisons from previous years. We have grouped years of service by the following bands: up to 1 year, 1 to 4 years, 5 to 9 years, 10 to 14 years, 15 to 19 years, 20 to 24 years, 25 to 29 years, 30 to 34 years, 35 to 39 years, and 40 years or more. The length of service data indicates that the average length of service in State Government is 10 years while the median length of service in the State Government is 11 years. The number of employees with 10 years of service or greater represents approximately 52.5 percent of the total workforce.

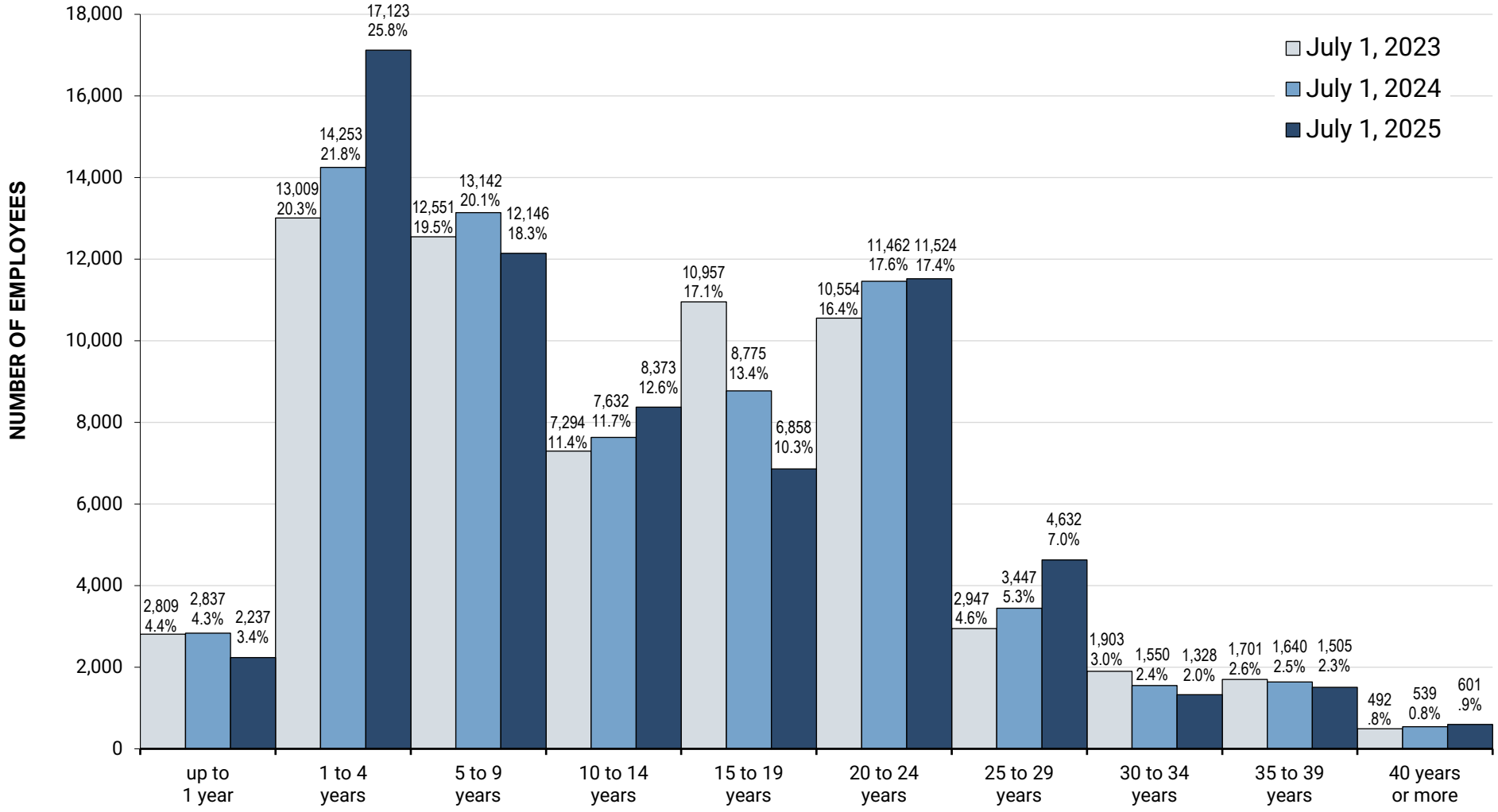
The chart on Page 14 shows the distribution of State Government employees by age as of July 1, 2025, with comparisons from previous years. As of July 1, 2025, the age group 40 to 49 is the largest, with 18,343 of the State's 66,327 employees, approximately 28 percent, in that bracket. The number of employees aged 60 or older has fluctuated slightly during the past several years. As of July 1, 2025, the employee count for age 60 or older is 10,425, or approximately 15.7 percent of the workforce.

With Pages 15, 16, and 17, we present charts pertaining to separations trends. Separations include voluntary separations (resigned and retired), involuntary separations (terminated and laid off), and deaths. On Page 15, we compare separations during Fiscal Years 2024, 2025, and 2026 by the length of service using the same years of service bands as the chart on Page 13. This chart shows that in Fiscal Year 2026, employee separations with 1 to 4 years of service outnumber any other years of service band, with 1,954 of the 5,074 total separations, 38.5 percent, in that band. Pages 16 and 17 include separation data by type over a ten-year period. The separation rate decreased from 7.8 percent in Fiscal Year 2025 to 7.6 percent in Fiscal Year 2026.

With Pages 18 and 19, we present charts pertaining to hiring trends. Counts of new hires decreased from 5,994 in Fiscal Year 2025 to 5,548 in Fiscal Year 2026, a decrease of approximately 7.4 percent. The average salary of new hires increased from $59,163 in Fiscal Year 2025 to $63,592 in Fiscal Year 2026, an increase of 7.5 percent.

Distribution of State Government Employees by Years of Service

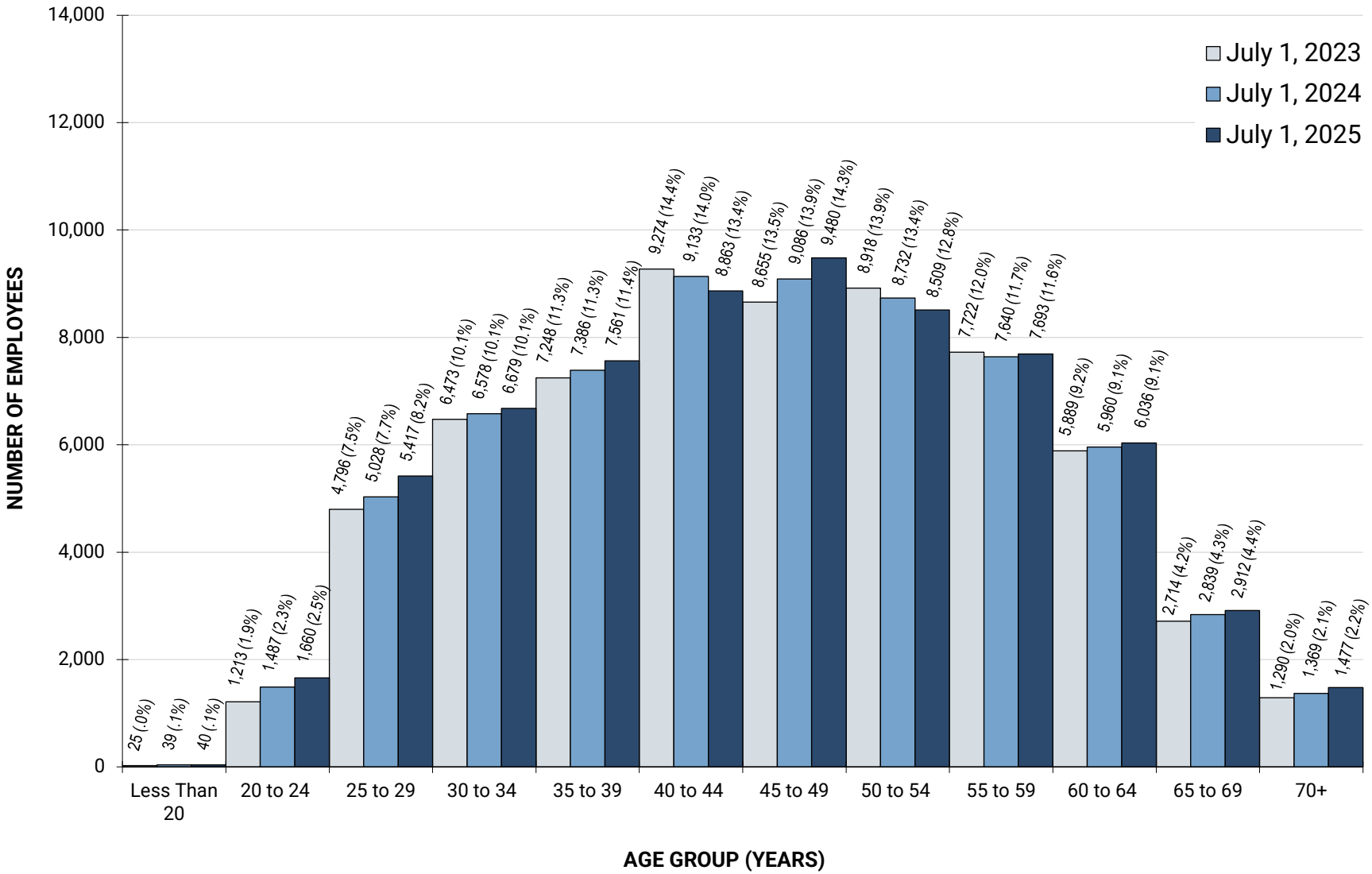
July 1, 2025
(with earlier data for comparison)



Civil Service Commission data from automated personnel files.
Percentages refer to the total State Government workforce (as of 7/1/2023, 64,217; 7/1/2024, 65,277; 7/1/2025, 66,327).

Distribution of State Government Employees by Age

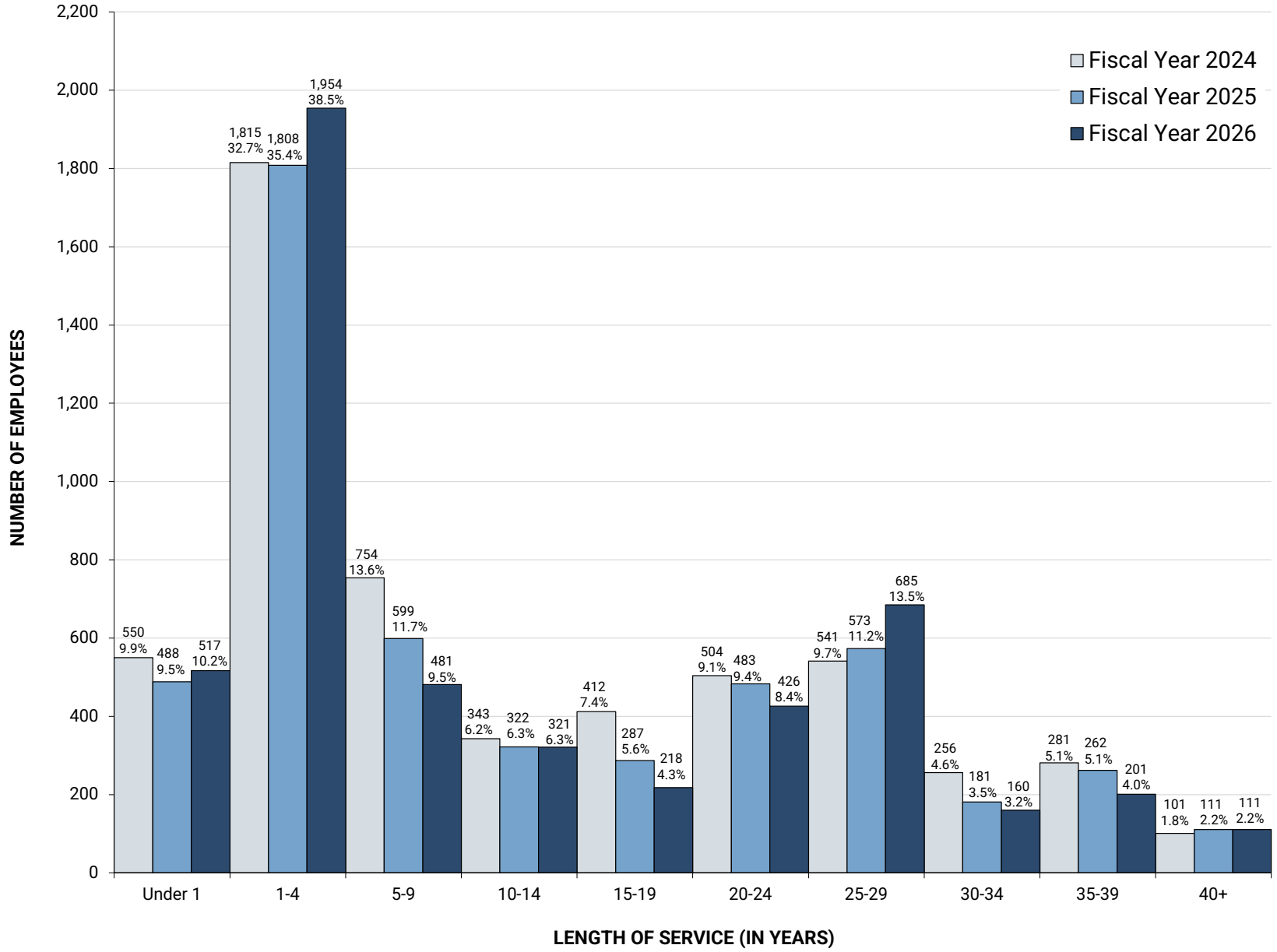
July 1, 2025
(with earlier data for comparison)



Civil Service Commission data from automated personnel files.
Percentages refer to the total State Government workforce (as of 7/1/2023, 64,217; 7 /1/2024, 65,277; 7/1/2025, 66,327).

Separations of Full-Time State Government Employees by Years of Service

FISCAL YEAR 2026
(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 (FY2024, 5,557; FY2025, 5,114; FY26, 5,074).

Separations From State Service: Full-Time Employees FY2016 - FY2026

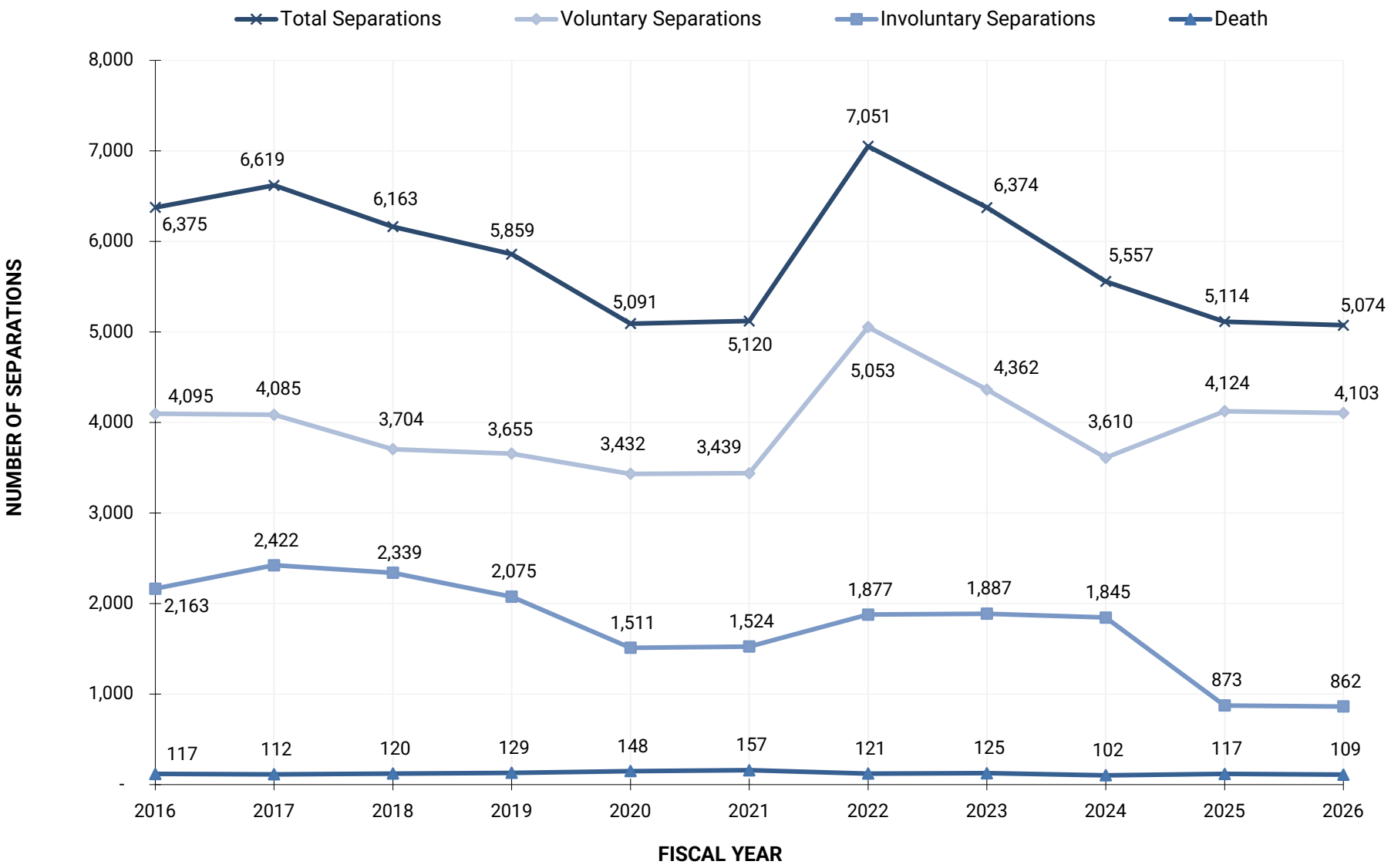
Fiscal Year	Resigned in Good Standing	General Resignations	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Discontinued Unclassified Appts	Discontinued Temp / Provisional / Interim Appts	Expiration Of Term	Laid Off	Deaths	Discontinued Prob Appt / Incomplete WTP	Discontinued SES Appt	Removal - *NJAC* 4A	Removal After WTP	Total Separations	Employees At Start of FY	Separation Rate
2016	1,090	129	84	0	2,792	772	759	260	0	117	252	8	95	17	6,375	67,991	9.4%
2017	1,191	131	100	0	2,663	824	909	304	1	112	239	5	117	23	6,619	67,745	9.8%
2018	1,233	110	72	0	2,289	1,008	713	282	0	120	217	5	87	27	6,163	67,582	9.1%
2019	1,167	117	81	0	2,290	961	514	299	1	129	183	7	81	29	5,859	67,906	8.6%
2020	1,056	131	64	0	2,181	661	293	311	0	148	149	7	68	22	5,091	67,335	7.6%
2021	1,021	142	112	0	2,164	608	385	316	0	157	111	7	86	11	5,120	66,864	7.7%
2022	1,910	193	146	2	2,802	887	195	420	0	121	243	6	107	19	7,051	65,584	10.8%
2023	1,697	174	135	5	2,351	890	181	398	0	125	320	6	62	30	6,374	64,061	9.9%
2024	1,451	153	110	0	1,896	886	141	380	0	102	330	9	60	39	5,557	64,217	8.7%
2025	1,230	174	97	1	1,755	720	147	422	0	117	309	3	91	48	5,114	65,277	7.8%
2026	1,175	165	84	0	1,712	813	154	450	5	109	281	11	55	60	5,074	66,327	7.6%

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.

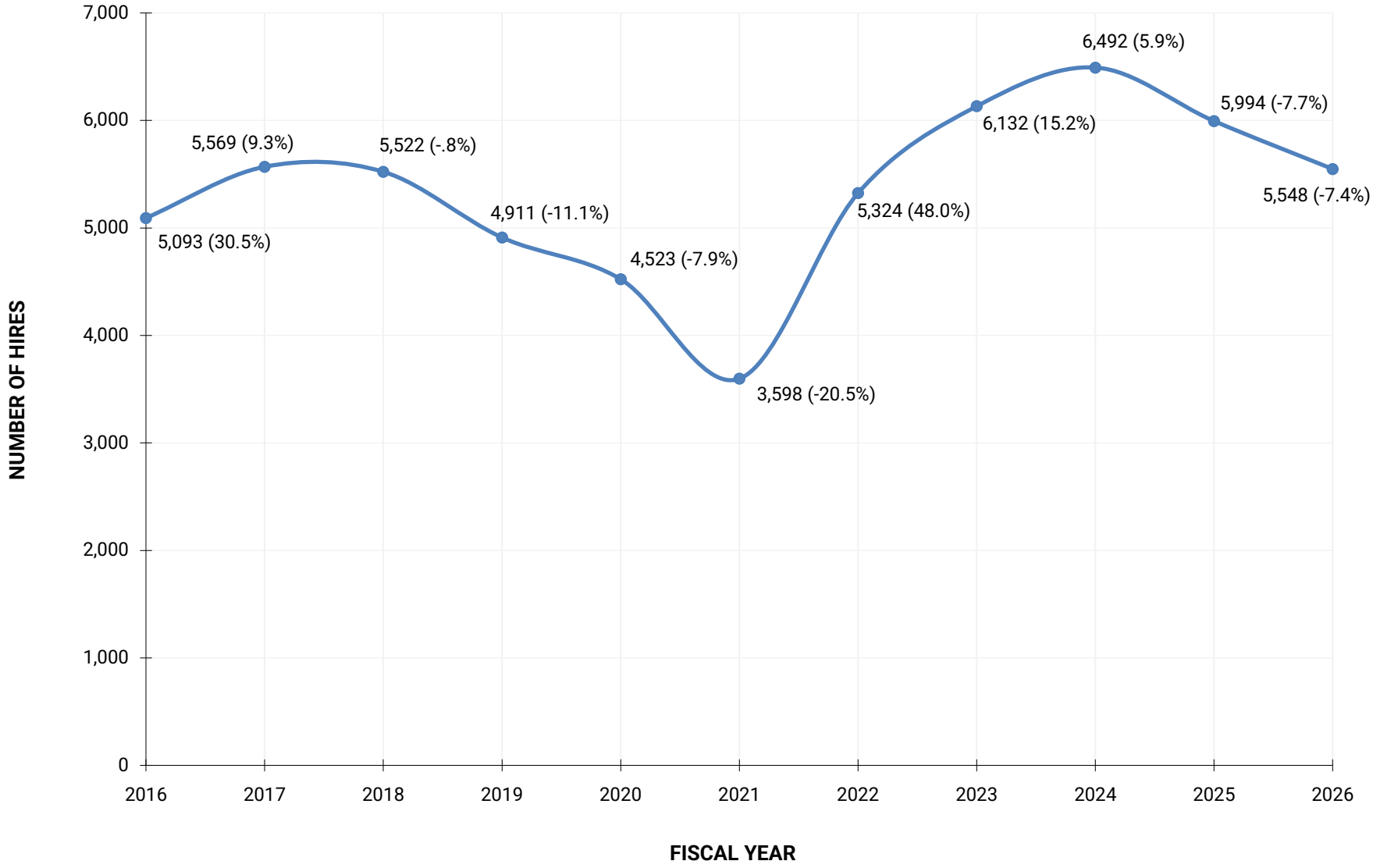
In Workforce Profile 2015, we accounted for one Early Retirement Incentive employee for Fiscal Year 2014 based upon user error in our Personnel Files. We have corrected this error in this Publication.

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

Separations From State Service: Full-Time Employees FY2016 - FY2026

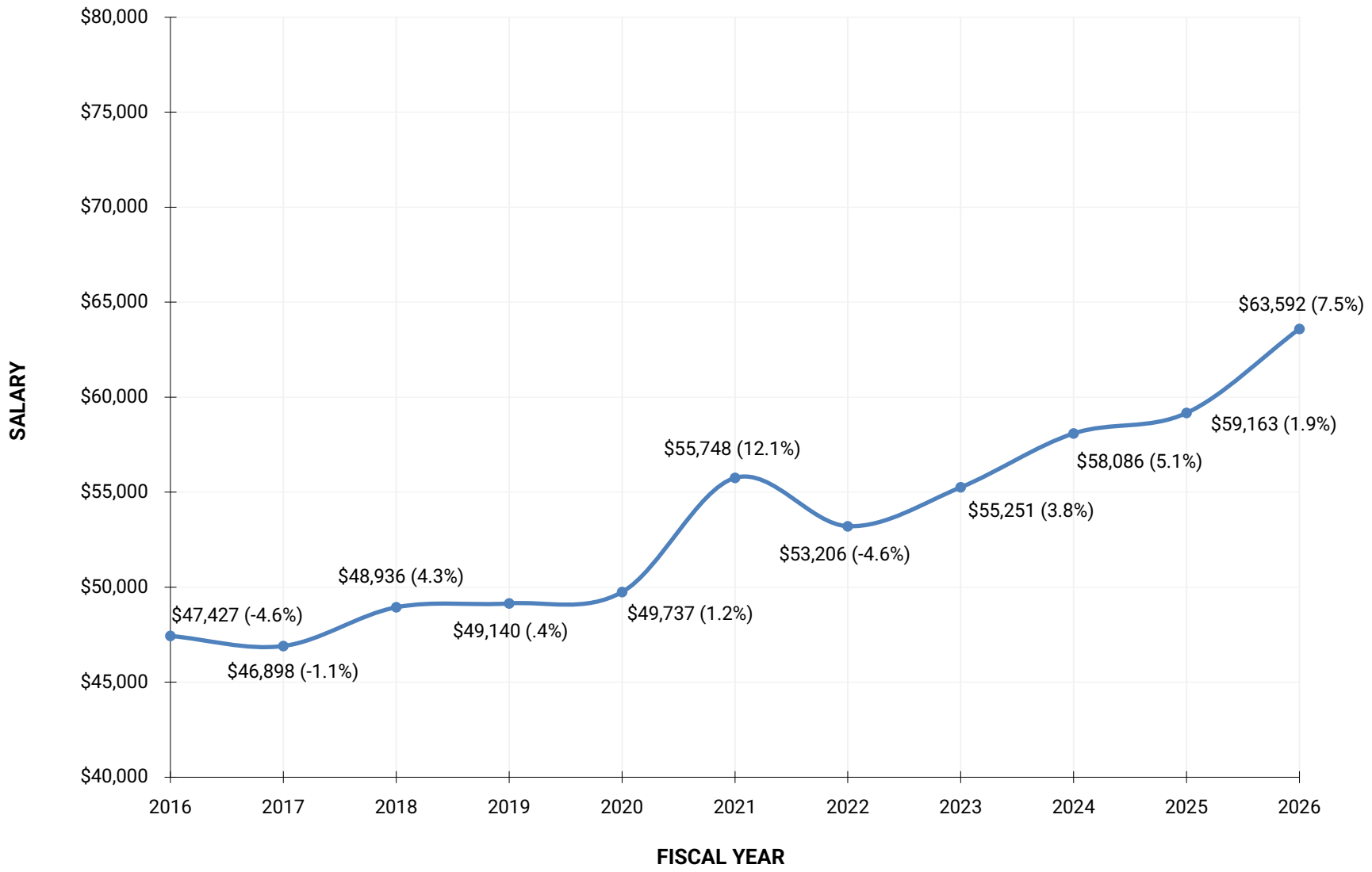


Hiring by State Government: FY2016 Through FY2026



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

Average Salary of Full-Time Employees Hired by State Government: FY2016 Through FY2026



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

Education, Location and Occupational Data for State Government Employees

Introduction

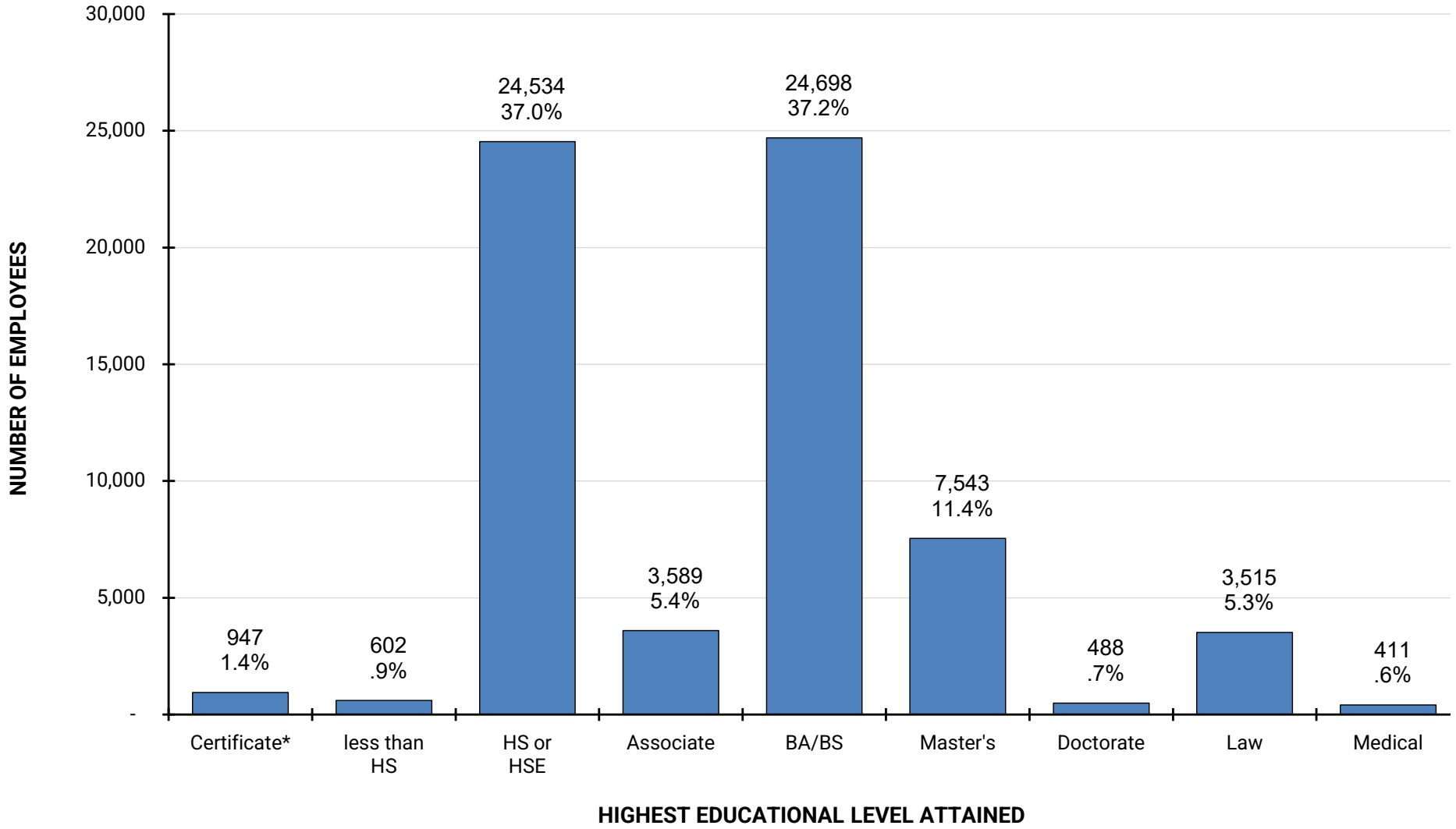
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 24,698 employees, the true number of employees with a Bachelor's degree (or equivalent) is 36,655 (or approximately 55.3 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 out-of-state Tax Auditors, a Secretary, 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. The EEO categories used here the ones used in the Commission's biennial EEO-4 Report to the Federal Equal Employment Opportunity Commission. Page 24 shows the various occupations in each occupational category and a breakdown of occupations by branch of government. Page 26 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 the Civil Service Commission's Division of Agency Services (formerly referred to as the 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.

Distribution of State Government Employees by Highest Level of Education Recorded

July 1, 2025

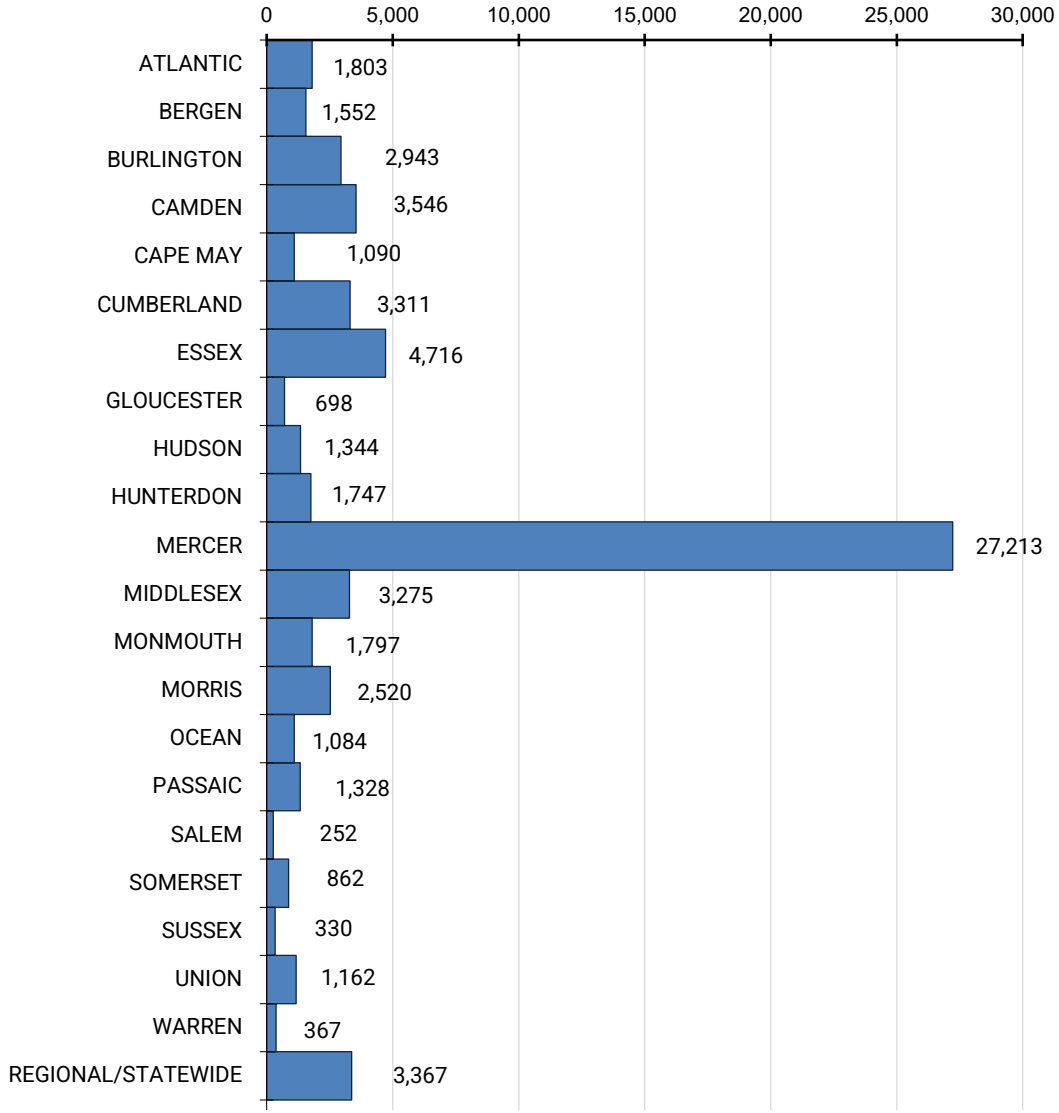


Percentages refer to the total State Government workforce (as of 7/1/2025 66,327).
**These employees identified specialized certificates of proficiency as their highest level of education.*

Distribution of State Government Employees by Work Location

July 1, 2025

COUNTY	NUMBER OF STATE EMPLOYEES	PERCENT OF TOTAL
Atlantic	1,803	2.7
Bergen	1,552	2.3
Burlington	2,943	4.4
Camden	3,546	5.3
Cape May	1,090	1.6
Cumberland	3,311	5.0
Essex	4,716	7.1
Gloucester	698	1.1
Hudson	1,344	2.0
Hunterdon	1,747	2.6
Mercer	27,213	41.0
Middlesex	3,275	4.9
Monmouth	1,797	2.7
Morris	2,520	3.8
Ocean	1,084	1.6
Passaic	1,328	2.0
Salem	252	0.4
Somerset	862	1.3
Sussex	330	0.5
Union	1,162	1.8
Warren	367	0.6
Regional/Statewide	3,367	5.1
OUT OF STATE		
California	3	*
Illinois	16	*
Washington, DC	1	*
TOTAL	**66,327**	**100.0**



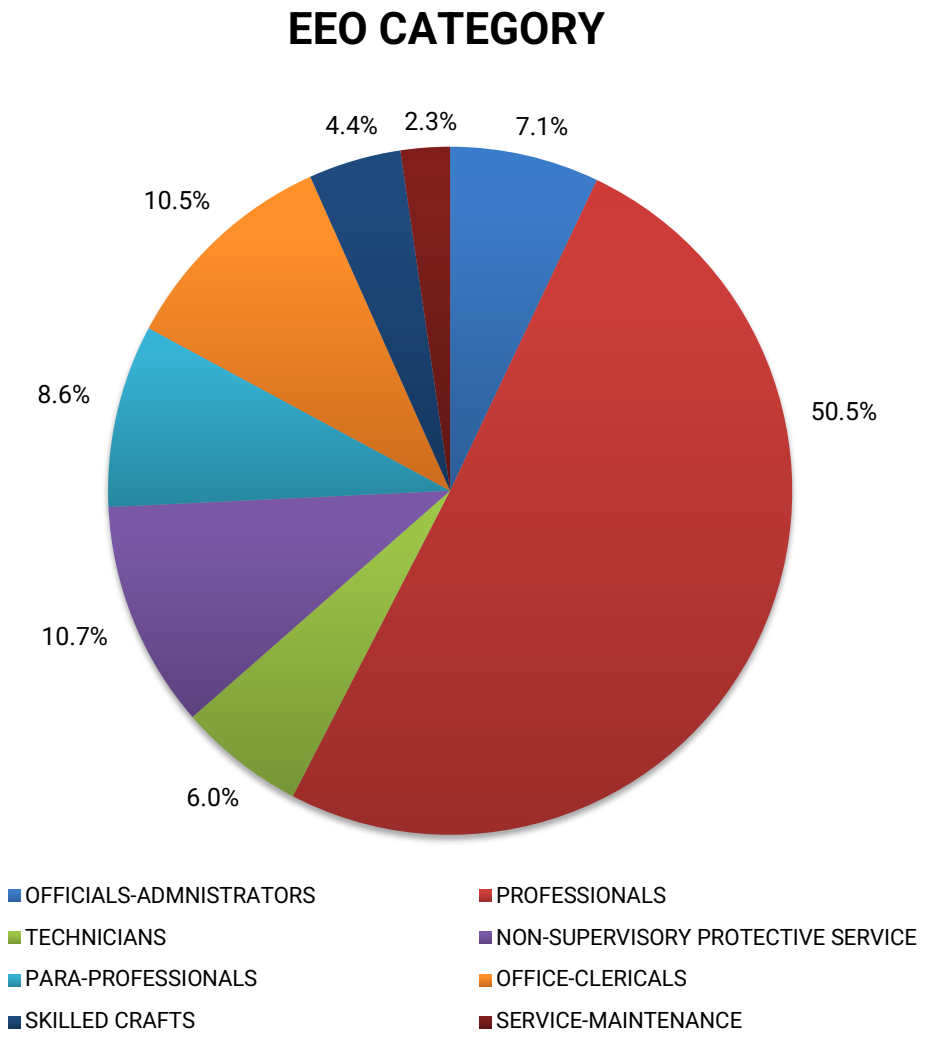
**Less than 0.1.*

Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 20 out-of-State positions.
Data provided by the Civil Service Commission from automated personnel files.

Distribution of State Government Employees by EEO Job Category

July 1, 2025

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	**4,683**
	7.1%
PROFESSIONALS	**33,527**
	50.5%
TECHNICIANS	**3,955**
	6.0%
NON-SUPERVISORY PROTECTIVE SERVICE	**7,077**
	10.7%
PARA-PROFESSIONALS	**5,697**
	8.6%
OFFICE-CLERICALS	**6,943**
	10.5%
SKILLED CRAFTS	**2,903**
	4.4%
SERVICE-MAINTENANCE	**1,542**
	2.3%
TOTAL	**66,327**



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

Distribution of State Government Employees by Occupation

July 1, 2025

CATEGORY	OCCUPATIONAL GROUP		EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	1,152	0	0	1,152
	01	ENV ENGR-ARCHITECTURE	232	0	0	232
	02	PHYSICAL SCI-STATS	1,655	0	0	1,655
	04	LIFE SCIENCES	245	0	0	245
	05	SOCIAL SCIENCES	399	0	0	399
	06	SOCIAL-PSYCH SERVICES	6,403	2,447	0	8,850
	07	MEDICAL-HEALTH SERVICES	2,606	0	0	2,606
	09	EDUCATION	1,292	0	3	1,295
	10	MUSEUM/LIBRARY/ARCHIVES	91	0	5	96
	11	LAW	2,741	1,049	113	3,903
	12	INFO PROCESSING SYSTEMS	2,133	383	35	2,551
	13	WRITING	178	67	50	295
	14	ART	21	0	0	21
	15	FINANCE	1,861	110	111	2,082
	16	ADMINISTRATION	9,133	2,276	123	11,532
	17	INSPECTIONS/INVESTIGATIONS	2,869	201	12	3,082
	18	RECREATION	57	0	0	57
	19	BROADCASTING/TRANSMITTING	7	0	0	7
CLERICAL	20	GENERAL CLERICAL	4,495	2,343	47	6,885
	21	FINANCE CLERICAL	68	20	4	92
	22	STOCK-STORAGE-INVENTORY	225	0	2	227
	24	INFO-MSG DISTRIBUTION	562	0	2	564

(continued on next page)

Data provided by the Civil Service Commission from automated personnel files.
Classification system based on the CSC Occupational Code Dictionary.

Distribution of State Government Employees by Occupation

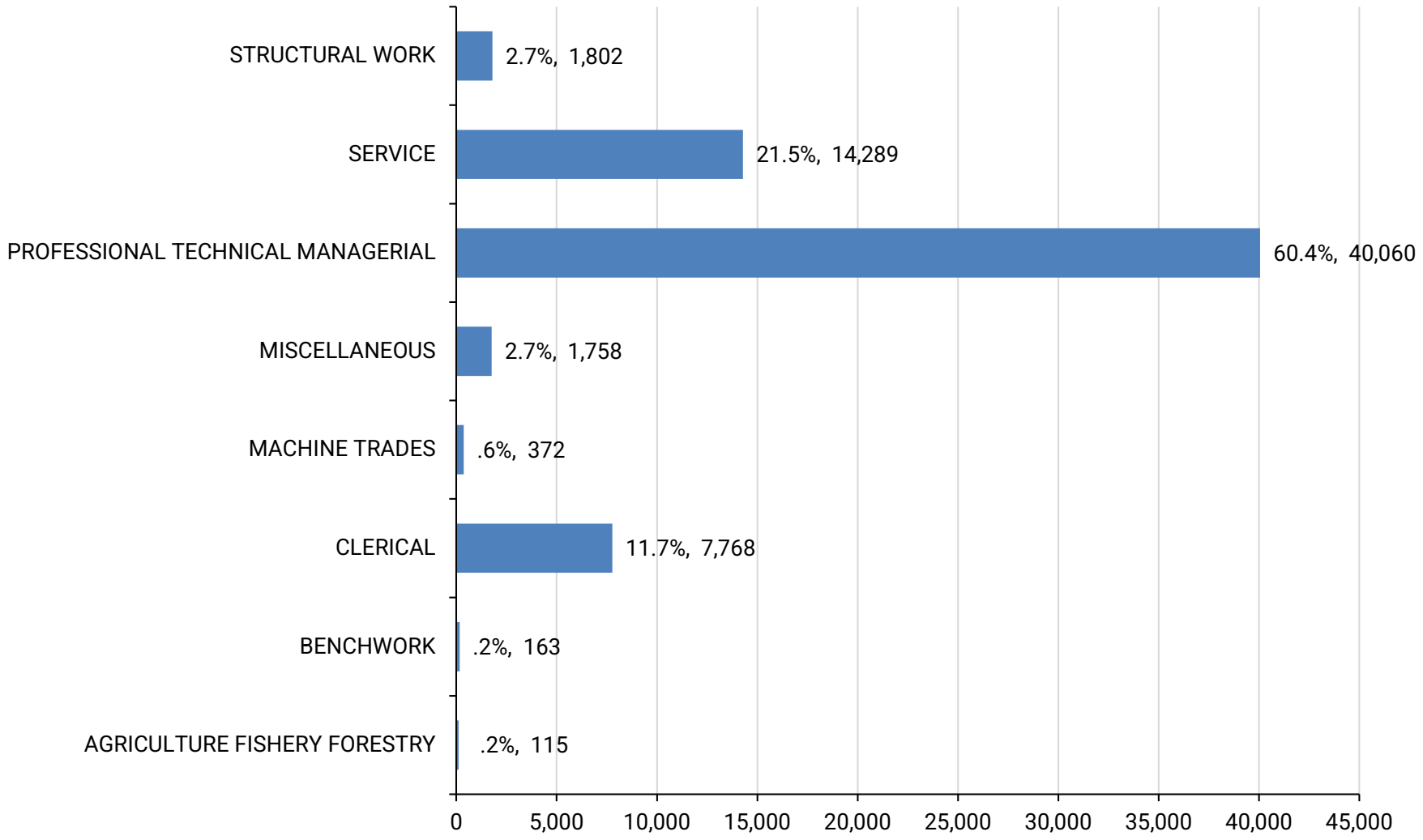
July 1, 2025

CATEGORY	OCCUPATIONAL GROUP		EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
SERVICE	30	BLDG-FACILITY SERVICES	705	0	2	707
	31	FOOD SERVICES	765	0	0	765
	33	BARBERING/COSMETOLOGY	15	0	0	15
	35	DIRECT CARE	3,109	0	0	3,109
	36	PROTECTIVE SERVICES	9,685	0	8	9,693
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	72	0	0	72
	41	ANIMAL FARMING	43	0	0	43
	43	FORESTRY	0	0	0	0
MACHINE TRADES	60	MACHINERY REPAIR	330	0	1	331
	65	PRINTING	41	0	0	41
BENCHWORK	70	TECHNICAL REPAIR	0	0	0	0
	72	ELECTRICAL REPAIR	163	0	0	163
STRUCTURAL WORK	80	SKILLED TRADES	355	0	0	355
	81	STRUCTURAL MAINTENANCE	1,446	0	1	1,447
MISCELLANEOUS	90	TRANSPORTATION	221	8	0	229
	91	UTILITIES	93	0	0	93
	92	MULTIPLE GROUPS	1,278	5	1	1,284
	93	NON TITLE	152	0	0	152
		TOTAL	**56,898**	**8,909**	**520**	**66,327**

Data provided by the Civil Service Commission from automated personnel files.
Classification system based on the CSC Occupational Code Dictionary.

Distribution of State Government Employees by Occupational Category

July 1, 2025



Date based on CSC automated personnel files. Classification based of the CSC Occupational Code Dictionary.
Percentages refer to the total State Government workforce as of 7/1/2025: 66,327.

Salary Data for State Government Workforce

Introduction

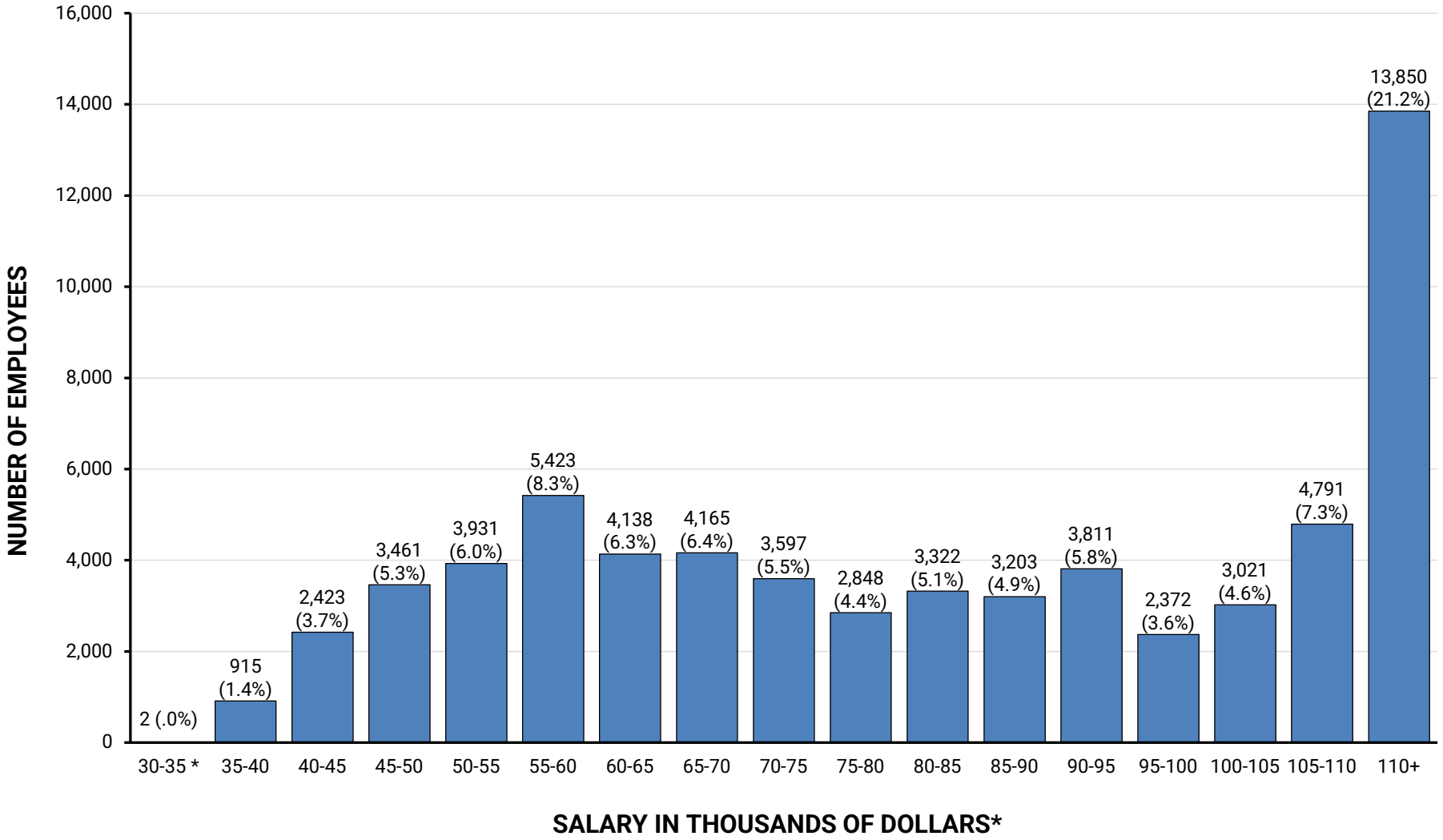
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees ($91,868) account for approximately 58 percent of the full-time State Government workforce. The median salary for the full-time State Government workforce is $83,118. See Pages 4 and 5 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 Pages 40 and 41 (for union-represented employees).

Part-time and hourly employees have always been excluded from our analysis of annual salaries. Since 1995, we have also excluded per diem employees. In the charts on Pages 28 and 29, 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 Department of Labor and Workforce Development'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.

A distribution of the full-time State Government workforce by salary appears on Page 28. We have retained the grouping by $5,000 salary bands to maintain consistency and aid interpretation. For the second year in a row, the employees earning $110,000 or more outnumber employees in any of the $5,000 salary intervals below $110,000. This group earns between $110,000 and $350,000 and includes a large number of highly qualified professional employees, such as physicians, judges, executives, senior law enforcement officers, and information technology professionals. Employees earning from $100,000.00 to over $110,000 account for approximately 33 percent of the full-time State Government workforce and outnumber those whose earnings fall into any other $15,000 interval. We have plotted average full-time salaries for five years on Page 29. 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.

Distribution of State Government Employees by Salary

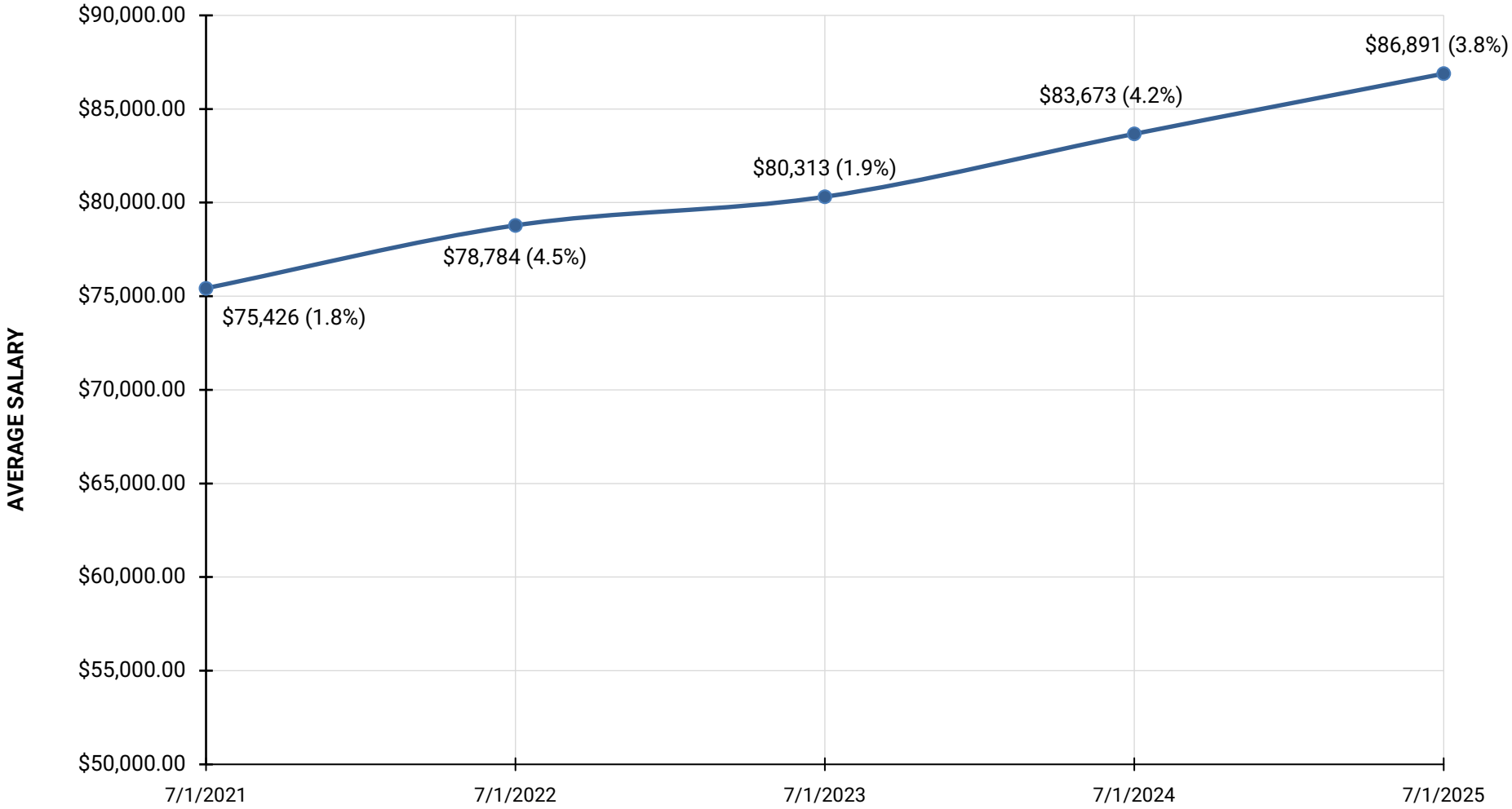
July 1, 2025



Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/1/2025, 65,273).
**30-35 = $30,000.00-$34,999.99 and so on.*

Five-Year Trend of Average Salaries for State Government Employees

2021 through 2025



Full-time employees only (see text, Page 27).
Data provided by the Civil Service Commission from automated personnel files.

State Government Workforce: Race/Ethnic and Gender Data

Introduction

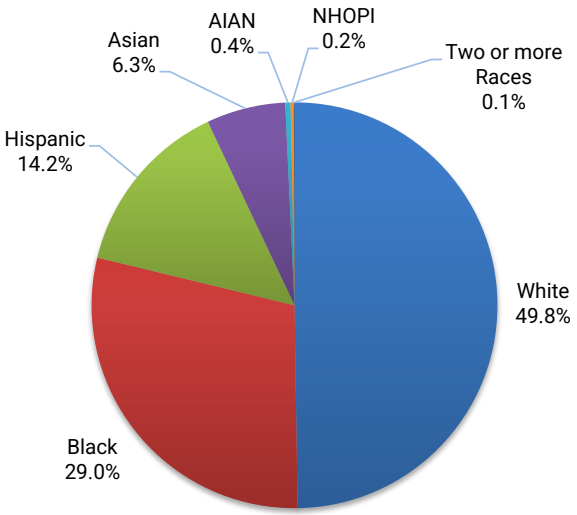
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. In accordance with new laws, effective May 2020, individuals employed by the State of New Jersey were able to identify their gender as female, male, or nonbinary. As of July 1, 2025, 64 individuals (approximately 0.1 percent of the State Government workforce) designated their gender as nonbinary. There are two 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 accompanied by a pie chart that gives the overall gender distribution for the entire State Government workforce. On Page 33, there are three pie charts showing the race/ethnic distribution for State Government employees according to their gender designation.

Pages 34 and 35 show historic trends for both minorities (Blacks, Hispanics, Asians, American Indians/Alaskan Natives [AIAN], Native Hawaiians/Other Pacific Islanders [NHOPI], and employees with two or more races), and women. The blue 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 2016. The red 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 few decades, the increase in minorities is more dramatic. Minorities made up 35.7 percent of the full-time State Government workforce in 2000 and represent 50.2 percent of that workforce as of July 1, 2025. Women, on the other hand, made up 54.2 percent of the full-time State Government workforce in 2000 and represent 55.9 percent of that workforce as of July 1, 2025. 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.

Race/Ethnic Distribution of State Government Employees by Agency

July 1, 2025

STATE AGENCY	WHITE	BLACK	HISPANIC	ASIAN	AIAN	NHOPI	TWO OR MORE RACES	TOTAL
AGRICULTURE	189	26	16	18	0	1	0	250
BANKING & INSURANCE	242	107	29	46	10	3	1	438
CHILDREN & FAMILIES	2,392	2,604	1,395	198	15	4	1	6,609
COMMUNITY AFFAIRS	539	305	117	44	9	2	1	1,017
CORRECTIONS	3,332	2,044	1,400	140	49	19	0	6,984
Corrections	2,983	1,892	1,264	115	47	12	0	6,313
State Parole Board	349	152	136	25	2	7	0	671
EDUCATION	430	152	53	47	0	0	1	683
ENVIRONMENTAL PROTECTION	2,200	222	195	189	8	0	5	2,819
GOVERNOR'S OFFICE	75	22	12	10	0	0	0	119
HEALTH	1,784	3,157	388	547	27	13	2	5,918
HUMAN SERVICES	2,517	2,615	576	384	28	29	0	6,149
INFORMATION TECHNOLOGY	311	75	39	156	2	0	0	583
LABOR	1,460	919	584	211	8	4	0	3,186
Labor	1,326	829	558	197	6	3	0	2,919
Civil Service Commission	134	90	26	14	2	1	0	267
LAW & PUBLIC SAFETY	5,767	1,482	1,143	342	38	20	2	8,794
Law & Public Safety	5,270	1,031	997	303	33	20	1	7,655
Homeland Security & Preparedness	98	10	14	9	0	0	0	131
Youth Justice	399	441	132	30	5	0	1	1,008
MILITARY & VETERANS AFFAIRS	554	612	193	169	10	9	0	1,547
STATE	202	95	40	22	2	0	0	361
State (Includes Comm on Higher Education)	130	46	27	9	2	0	0	214
Higher Educational Student Assistance	72	49	13	13	0	0	0	147
TRANSPORTATION	3,201	1,267	811	735	38	12	15	6,079
Transportation	2,040	511	181	577	27	12	8	3,356
Motor Vehicles	1,161	756	630	158	11	0	7	2,723
TREASURY	3,099	1,287	530	390	19	25	12	5,362
Treasury (Incl Minor Boards & Commissions)	2,193	889	299	298	7	3	9	3,698
Administrative Law	79	27	9	8	0	0	1	124
Casino Control	22	9	2	3	0	0	0	36
Public Defender	686	298	190	56	10	22	0	1,262
Public Utilities	119	64	30	25	2	0	2	242
TOTAL EXECUTIVE DEPARTMENTS	28,294	16,991	7,521	3,648	263	141	40	56,898
JUDICIARY	4,334	2,191	1,848	493	19	24	0	8,909
LEGISLATIVE STAFF	376	65	50	28	1	0	0	520
TOTAL STATE GOVT WORKFORCE	33,004	19,247	9,419	4,169	283	165	40	66,327



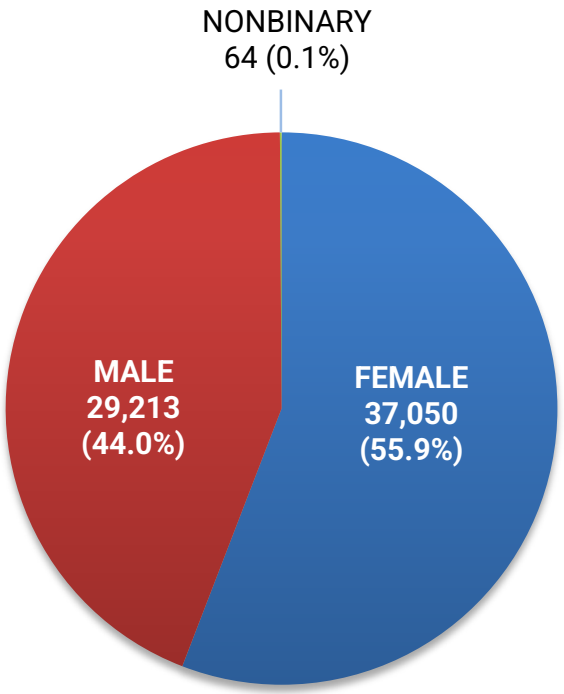
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/ Other Pacific Islander.

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

Gender Distribution of State Government Employees by Agency

July 1, 2025

STATE AGENCY	FEMALE	MALE	NONBINARY	TOTAL
AGRICULTURE	151	99	0	250
BANKING & INSURANCE	222	215	1	438
CHILDREN & FAMILIES	5,297	1,310	2	6,609
COMMUNITY AFFAIRS	496	519	2	1,017
CORRECTIONS	1,986	4,992	6	6,984
Corrections	1,708	4,599	6	6,313
State Parole Board	278	393	0	671
EDUCATION	449	234	0	683
ENVIRONMENTAL PROTECTION	1,276	1,529	14	2,819
GOVERNOR'S OFFICE	79	40	0	119
HEALTH	3,836	2,081	1	5,918
HUMAN SERVICES	4,212	1,934	3	6,149
INFORMATION TECHNOLOGY	202	380	1	583
LABOR	2,100	1,081	5	3,186
Labor	1,936	979	4	2,919
Civil Service Commission	164	102	1	267
LAW & PUBLIC SAFETY	3,118	5,670	6	8,794
Law & Public Safety	2,692	4,958	5	7,655
Homeland Security & Preparedness	57	74	0	131
Youth Justice	369	638	1	1,008
MILITARY & VETERANS AFFAIRS	922	623	2	1,547
STATE	235	126	0	361
State (Includes Comm on Higher Education)	140	74	0	214
Higher Educational Student Assistance	95	52	0	147
TRANSPORTATION	2,531	3,540	8	6,079
Transportation	712	2,640	4	3,356
Motor Vehicles	1,819	900	4	2,723
TREASURY	3,141	2,210	11	5,362
Treasury (Incl Minor Boards & Commissions)	2,012	1,685	1	3,698
Administrative Law	90	34	0	124
Casino Control	21	15	0	36
Public Defender	890	364	8	1,262
Public Utilities	128	112	2	242
TOTAL EXECUTIVE DEPARTMENTS	**30,253**	**26,583**	**62**	**56,898**
JUDICIARY	6,523	2,384	2	8,909
LEGISLATIVE STAFF	274	246	0	520
TOTAL STATE GOVT WORKFORCE	**37,050**	**29,213**	**64**	**66,327**

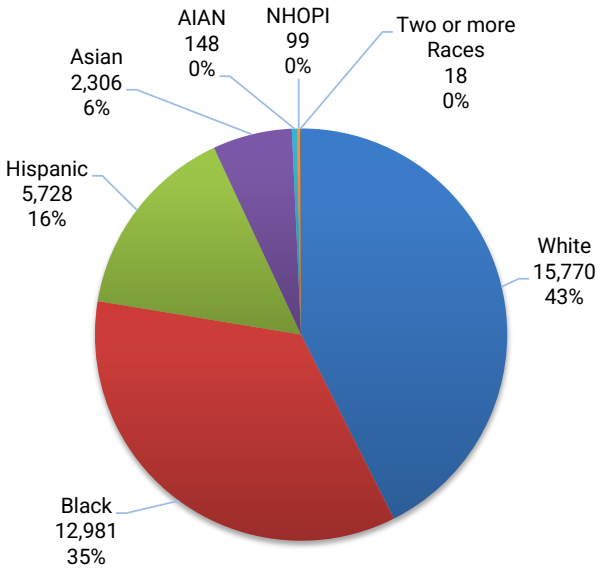


Data provided by the Civil Service Commission from automated personnel files.

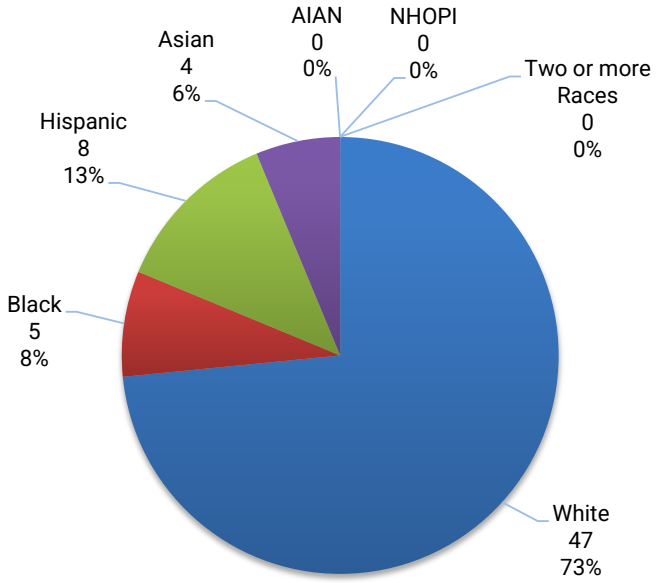
Race/Ethnic and Gender Distribution of State Government Employees

July 1, 2025

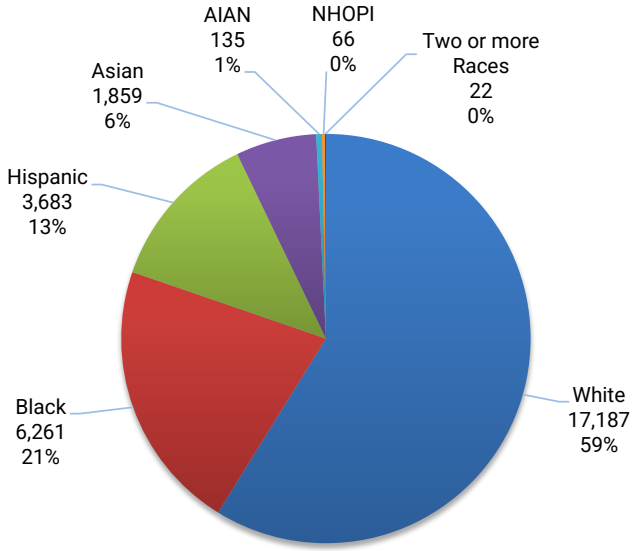
FEMALE



NONBINARY

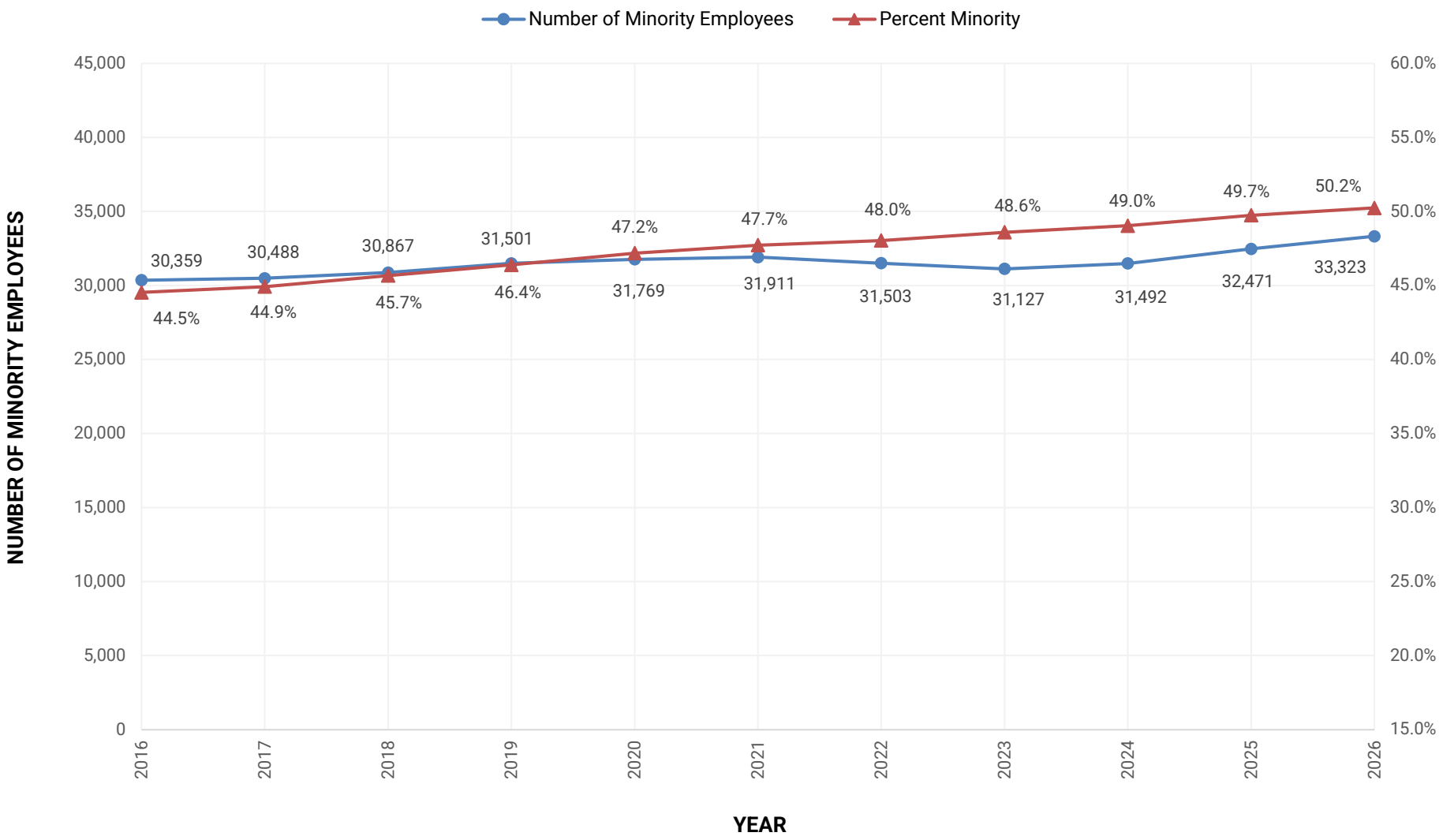


MALE



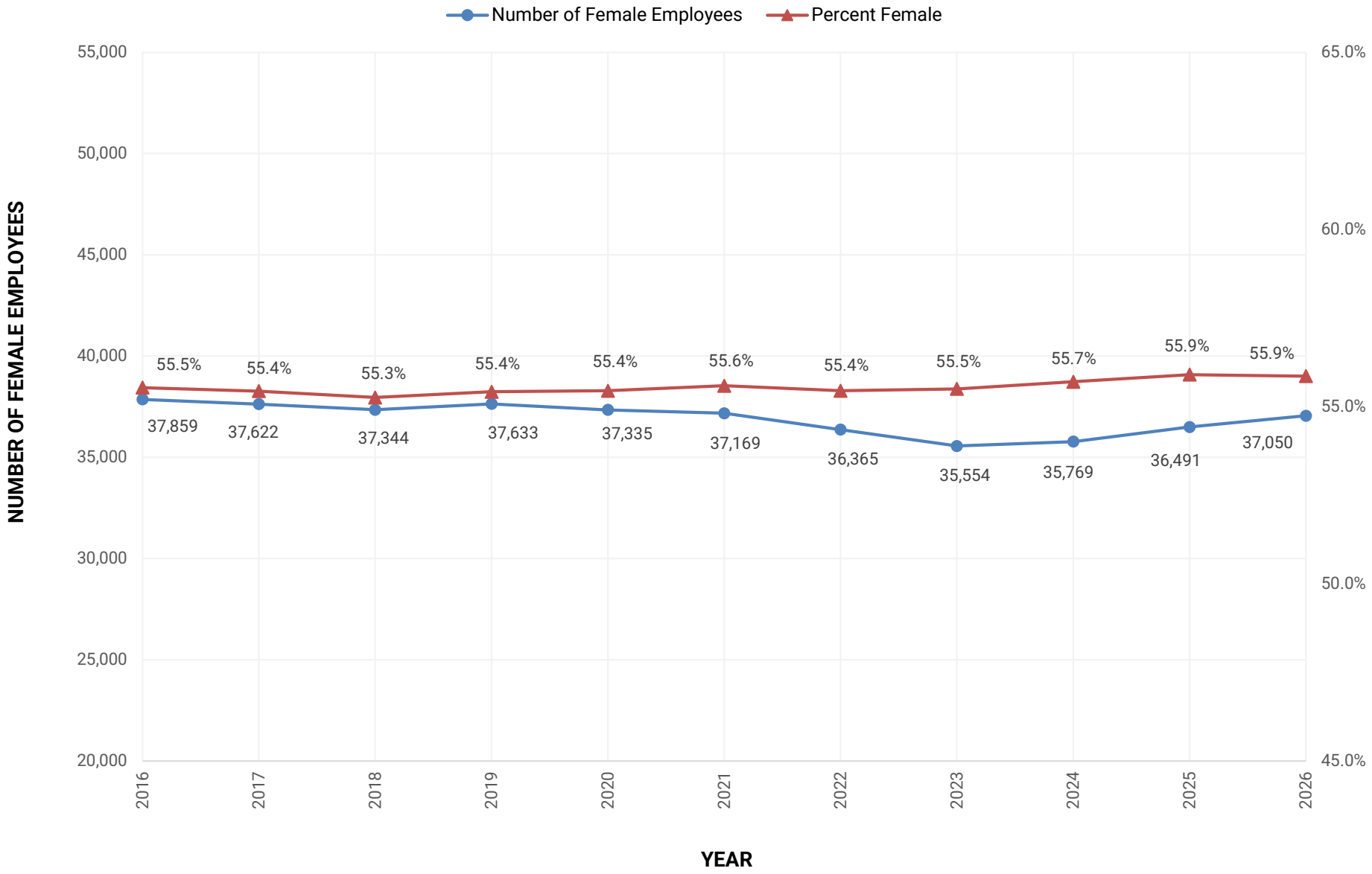
AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/Other Pacific Islander.
Data provided by the Civil Service Commission from automated personnel files.

Minorities in the State Government Workforce (2016-2026)



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

Women in the State Government Workforce (2016-2026)



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

Union Representation of State Government Employees

Introduction

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 Employment Relations Commission, the Communication Workers of America (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.

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 52 employee relations groups, 17 of which include employees in executive, managerial, and exempt 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 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 Health, 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 (IBEW) 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) and the Police Benevolent Association (PBA) represent employees involved in State law enforcement activities. Independent organizations represent uniformed State Police officers, probation officers, and some correction officers. Court reporters are represented by the Office and Professional Employees International Union (OPEIU).

The Judiciary Council of Affiliated Unions (JCAU) is comprised of CWA, AFSCME, IFPTE, the Service Employees International Union (SEIU), 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.

Union Representation of State Government Employees *(cont.)*

The tables on Pages 38-41 show that CWA represents more State Government employees than any other union, with 39.4 percent of the workforce in its bargaining units. The other large organizations are the PBA, with 6.4 percent of the workforce; AFSCME, with 6.3 percent of the workforce; IFPTE, with 3.9 percent of the workforce; and the Probation Officers Association, with 3.8 percent of the workforce. CWA is unique in that it represents many of the State Government's medical and scientific specialists, some of whom are paid at higher rates than some of the unrepresented managers and executives.

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

The table on Pages 38-39 gives counts by agency for State Government employees represented by the different unions. The table on Pages 40-41 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 similar criteria as for our other salary data; we do not include Bar Examiners or members of various Commissions and Boards (see Page 27).

Union Representation of State Government Employees by Agency

July 1, 2025

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
AGRICULTURE	119	0	8	0	0	0	0
BANKING & INSURANCE	211	0	15	10	0	0	0
CHILDREN & FAMILIES	5,162	278	72	26	0	0	0
COMMUNITY AFFAIRS	528	0	76	2	0	0	0
CORRECTIONS	785	141	114	18	0	0	0
Corrections	681	141	108	17	0	0	0
State Parole Board	104	0	6	1	0	0	0
EDUCATION	396	11	13	13	0	0	0
ENVIRONMENTAL PROTECTION	1,757	0	75	59	0	0	0
GOVERNOR'S OFFICE	0	0	0	0	0	0	0
HEALTH	2,376	1,806	363	45	0	0	0
HUMAN SERVICES	2,728	1,412	354	42	0	0	0
INFORMATION TECHNOLOGY	346	0	1	10	0	0	0
LABOR	2,059	2	16	56	0	0	0
Labor	2,053	2	16	56	0	0	0
Civil Service Commission	6	0	0	0	0	0	0
LAW & PUBLIC SAFETY	1,550	49	276	433	0	1,839	1,011
Law & Public Safety	1,276	0	260	426	0	1,839	1,011
Homeland Security & Preparedness	0	0	0	0	0	0	0
Youth Justice	274	49	16	7	0	0	0
MILITARY & VETERANS AFFAIRS	360	481	139	10	0	0	0
STATE	175	0	0	17	0	0	0
State (Includes Comm on Higher Education)	107	0	0	8	0	0	0
Higher Educational Student Assistance	68	0	0	9	0	0	0
TRANSPORTATION	3,280	0	971	14	170	0	0
Transportation	1,424	0	934	6	0	0	0
Motor Vehicles	1,856	0	37	8	170	0	0
TREASURY	3,045	0	74	75	0	0	0
Treasury (Incl Minor Boards & Commissions)	1,979	0	73	41	0	0	0
Administrative Law	41	0	0	1	0	0	0
Casino Control	0	0	0	0	0	0	0
Public Defender	882	0	1	32	0	0	0
Public Utilities	143	0	0	1	0	0	0
TOTAL EXECUTIVE DEPARTMENTS	24,877	4,180	2,567	830	170	1,839	1,011
JUDICIARY	1,247	0	0	0	0	0	0
LEGISLATIVE STAFF	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	26,124	4,180	2,567	830	170	1,839	1,011
% OF UNION REPRESENTED EMPLOYEES	55.8%	8.9%	5.5%	1.8%	0.4%	3.9%	2.2%
% OF STATE GOVT WORKFORCE*	39.4%	6.3%	3.9%	1.3%	0.3%	2.8%	1.5%

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

(continued on next page)

Union Representation of State Government Employees by Agency *(cont.)*

July 1, 2025

STATE AGENCY	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	0	0	0	0	0	0	0	0	127
BANKING & INSURANCE	0	0	0	0	0	0	0	0	236
CHILDREN & FAMILIES	0	0	0	0	0	0	0	0	5,538
COMMUNITY AFFAIRS	0	0	0	0	0	0	0	0	606
CORRECTIONS	0	3,886	355	414	40	0	0	0	5,753
Corrections	0	3,541	329	362	34	0	0	0	5,213
State Parole Board	0	345	26	52	6	0	0	0	540
EDUCATION	0	0	0	0	0	0	0	0	433
ENVIRONMENTAL PROTECTION	0	92	10	25	2	0	0	0	2,020
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0
HEALTH	0	0	0	0	0	0	0	0	4,590
HUMAN SERVICES	0	50	2	10	0	0	0	0	4,598
INFORMATION TECHNOLOGY	0	0	0	0	0	0	0	0	357
LABOR	0	0	0	0	0	0	0	0	2,133
Labor	0	0	0	0	0	0	0	0	2,127
Civil Service Commission	0	0	0	0	0	0	0	0	6
LAW & PUBLIC SAFETY	308	217	163	34	1	0	0	0	5,881
Law & Public Safety	308	14	131	2	0	0	0	0	5,267
Homeland Security & Preparedness	0	0	0	0	0	0	0	0	0
Youth Justice	0	203	32	32	1	0	0	0	614
MILITARY & VETERANS AFFAIRS	0	0	0	0	0	0	0	0	990
STATE	0	0	0	0	0	0	0	0	192
State (Includes Comm on Higher Education)	0	0	0	0	0	0	0	0	115
Higher Educational Student Assistance	0	0	0	0	0	0	0	0	77
TRANSPORTATION	0	0	0	0	0	0	0	0	4,435
Transportation	0	0	0	0	0	0	0	0	2,364
Motor Vehicles	0	0	0	0	0	0	0	0	2,071
TREASURY	0	0	6	8	0	0	0	0	3,208
Treasury (Incl Minor Boards & Commissions)	0	0	6	8	0	0	0	0	2,107
Administrative Law	0	0	0	0	0	0	0	0	42
Casino Control	0	0	0	0	0	0	0	0	0
Public Defender	0	0	0	0	0	0	0	0	915
Public Utilities	0	0	0	0	0	0	0	0	144
TOTAL EXECUTIVE DEPARTMENTS	308	4,245	536	491	43	0	0	0	41,097
JUDICIARY	0	0	0	0	0	11	1,993	2,489	5,740
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	308	4,245	536	491	43	11	1,993	2,489	46,837
% OF UNION REPRESENTED EMPLOYEES	0.7%	9.1%	1.1%	1.0%	0.1%	0.0%	4.3%	5.3%	100.0%
% OF STATE GOVT WORKFORCE*	0.5%	6.4%	0.8%	0.7%	0.1%	0.0%	3.0%	3.8%	70.6%

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

Distribution of State Government Employees by Salary and Union Representation

July 1, 2025

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
$20,000-$24,999.99	0	0	0	0	0	0	0	0
$25,000-$29,999.99	0	0	0	0	0	0	0	0
$30,000-$34,999.99	0	0	0	0	0	0	0	0
$35,000-$39,999.99	316	128	106	0	0	0	0	0
$40,000-$44,999.99	364	400	522	0	12	0	0	0
$45,000-$49,999.99	833	610	486	0	50	0	0	0
$50,000-$54,999.99	1,378	568	330	0	16	0	0	0
$55,000-$59,999.99	2,078	1,044	324	0	26	0	0	0
$60,000-$64,999.99	1,874	738	215	0	23	0	0	0
$65,000-$69,999.99	1,901	303	291	0	24	125	0	0
$70,000-$74,999.99	1,470	216	112	0	6	407	0	0
$75,000-$79,999.99	1,278	162	61	0	13	144	0	0
$80,000-$84,999.99	1,666	0	32	0	0	418	0	0
$85,000-$89,999.99	1,776	0	14	0	0	151	0	0
$90,000-$94,999.99	2,283	0	26	46	0	6	0	0
$95,000-$99,999.99	1,165	0	8	32	0	123	0	0
$100,000-ABOVE	7,503	0	25	752	0	465	1,011	308
TOTAL	**25,885**	**4,169**	**2,552**	**830**	**170**	**1,839**	**1,011**	**308**

(continued on next page)

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

Distribution of State Government Employees by Salary and Union Representation

July 1, 2025

SALARY GROUPS	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
$25,000-$29,999.99	0	0	0	0	0	0	0	0	0
$30,000-$34,999.99	0	0	0	0	0	0	0	2	2
$35,000-$39,999.99	0	0	0	0	0	0	0	365	915
$40,000-$44,999.99	0	0	0	0	0	459	0	666	2,423
$45,000-$49,999.99	0	0	0	0	0	531	0	951	3,461
$50,000-$54,999.99	104	0	0	0	0	198	170	1,167	3,931
$55,000-$59,999.99	1	0	0	0	0	184	205	1,561	5,423
$60,000-$64,999.99	34	0	0	0	0	90	177	987	4,138
$65,000-$69,999.99	6	0	0	0	0	239	153	1,123	4,165
$70,000-$74,999.99	259	0	0	0	1	40	140	946	3,597
$75,000-$79,999.99	69	14	0	0	0	169	150	788	2,848
$80,000-$84,999.99	311	7	0	0	5	14	103	766	3,322
$85,000-$89,999.99	237	17	0	0	0	67	135	806	3,203
$90,000-$94,999.99	645	10	4	0	0	1	96	694	3,811
$95,000-$99,999.99	334	27	3	0	0	0	98	582	2,372
$100,000-ABOVE	2,245	461	484	43	5	0	1,062	7,298	21,662
TOTAL	**4,245**	**536**	**491**	**43**	**11**	**1,992**	**2,489**	**18,702**	**65,273**

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

State College Employees Under the Civil Service 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 Civil Service 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 3,537 employees in State Colleges who hold positions with Civil Service System protections. As of July 1, 2025, there were 1,179 employees whose titles were in the competitive division and 2,358 employees whose titles were in the non-competitive division. State College employees who did not retain rights under the Civil Service Commission following the Higher Education Restructuring Act are reported only as part of the totals on Page 11.

State College Employees Under the Civil Service System by Service Division

July 1, 2025

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
Kean University	82	108	190
Montclair State University	192	437	629
New Jersey City University	122	385	507
Ramapo College of New Jersey	71	177	248
Rowan University	245	405	650
State Library	32	28	60
Stockton University	160	407	567
The College of New Jersey	108	231	339
Thomas Edison State University	22	17	39
William Paterson University	145	163	308
TOTAL STATE COLLEGES	**1,179**	**2,358**	**3,537**

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.

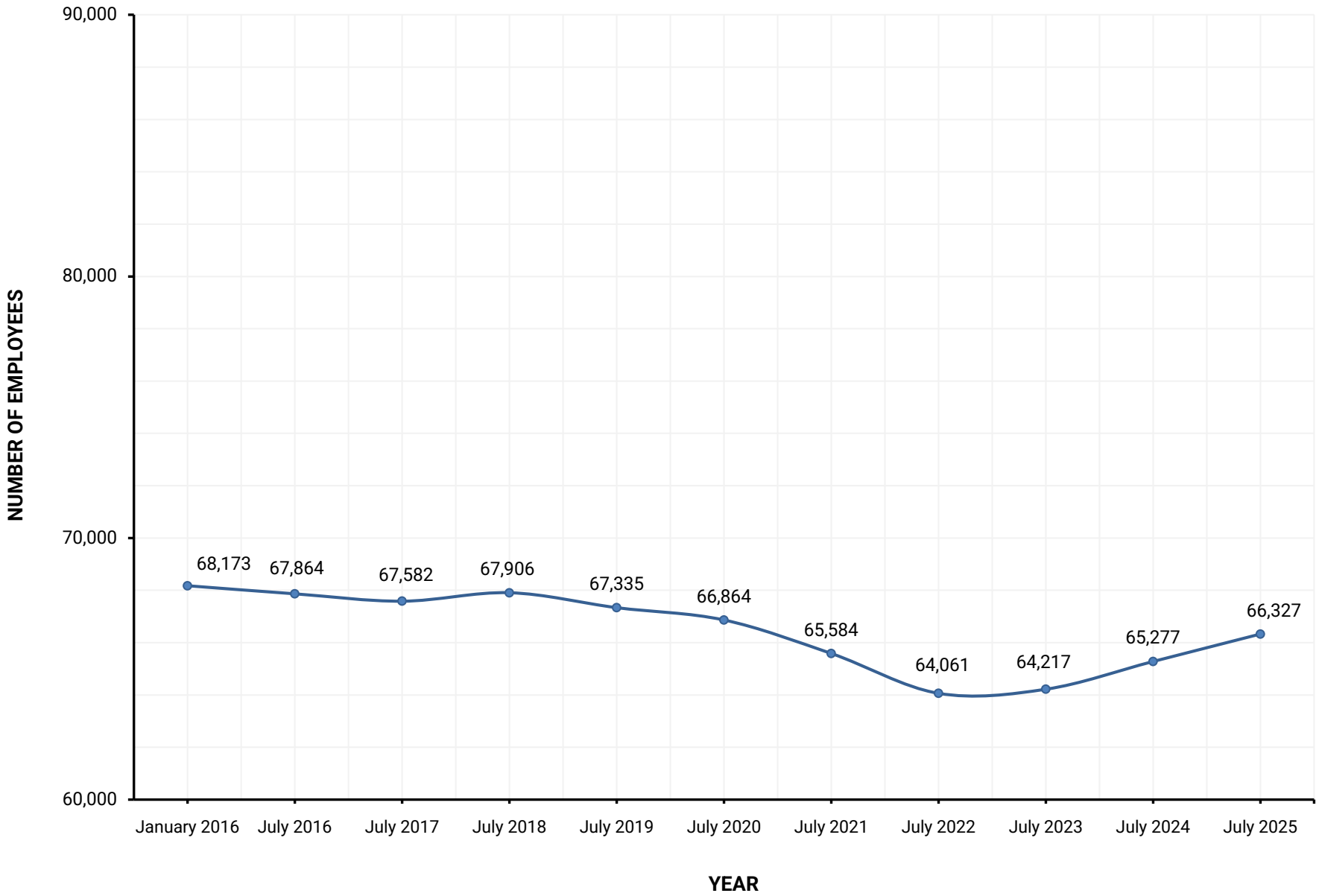
State Government Workforce: Ten Year Historical Trend Data

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.

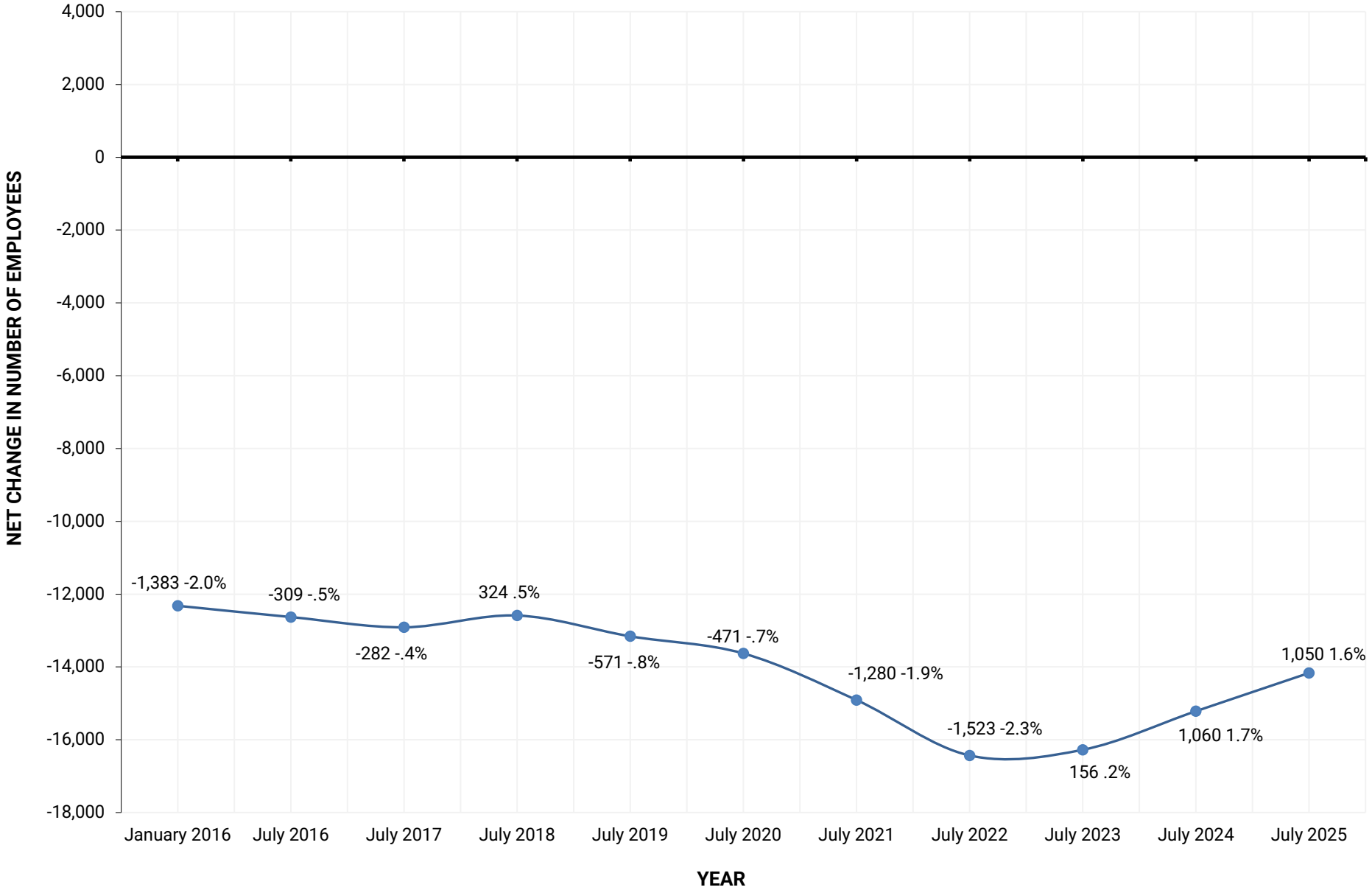
Page 46 presents net changes in number of state government employees over a ten year period. On the data labels, the number reflects the actual change in headcount compared to the previous year, while percentage reflects the percentage change.

Ten Year Trend of Total Workforce Counts



Data provided from Civil Service Commission automated personnel files.

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



Local Government Civil Service 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 Civil Service System.

The New Jersey Civil Service Commission administers a Civil Service 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. Just over a third of the State's 564 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 Civil Service System legislation.

Recent New Jersey Department of Labor and Workforce Development figures for local government employment in New Jersey, excluding education (June 2025), indicate total employment of approximately 151,651. Thus, the employees in Civil Service System jurisdictions who do not work in school districts (the vast majority of the 103,760 identified in our records) represent about 68 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 Civil Service 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 2,589 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 106,34 jobs rather than 103,760 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 Civil Service system jobs, even if we cannot draw comparisons between the two workforces as such.

Local Government Civil Service System Jobs *(cont.)*

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, race, 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.

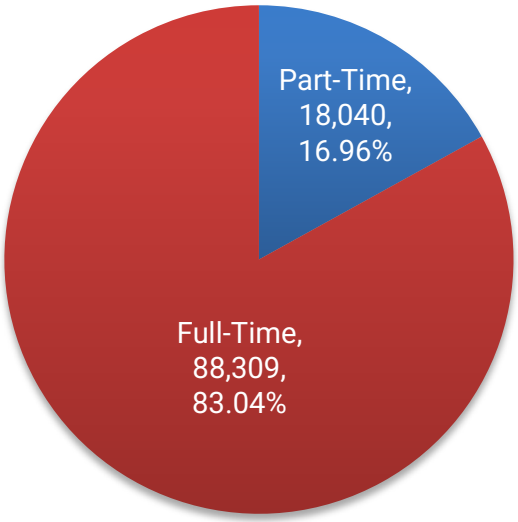
The following tables yield some broad outlines of the characteristics of local Civil Service system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that approximately 36 percent of local jobs covered by the State Government Civil Service system are county jobs. Approximately 87 percent of local jobs are in the Career Service. Reflecting both population distribution and the geographic spread of the Civil Service system, most of the local government jobs are in North Jersey; approximately 48.2 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Approximately 29 percent of the local jobs are in the professional/ technical/managerial occupations, while more than half of them are in clerical and service occupations.

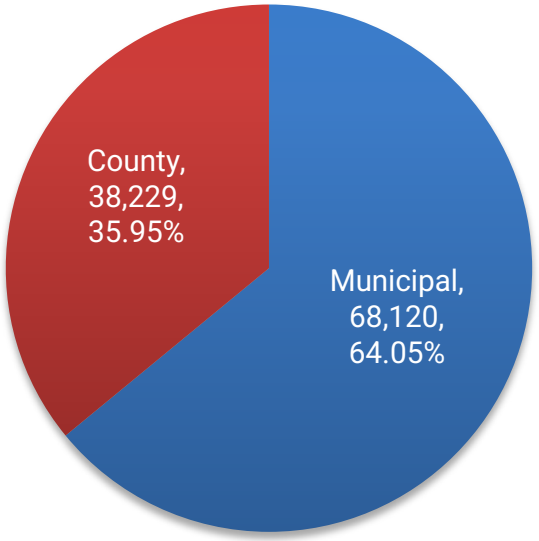
The tables also reveal some interesting comparisons between State Government jobs and local government Civil Service System jobs. Approximately one out of five State Government jobs is in the Unclassified Service, compared with about one out of eight local government Civil Service system jobs. The concentration of State Government jobs in Mercer County contrasts significantly with the wider geographic distribution of local government Civil Service system jobs. Finally, the occupational breakdown of local government Civil Service 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.

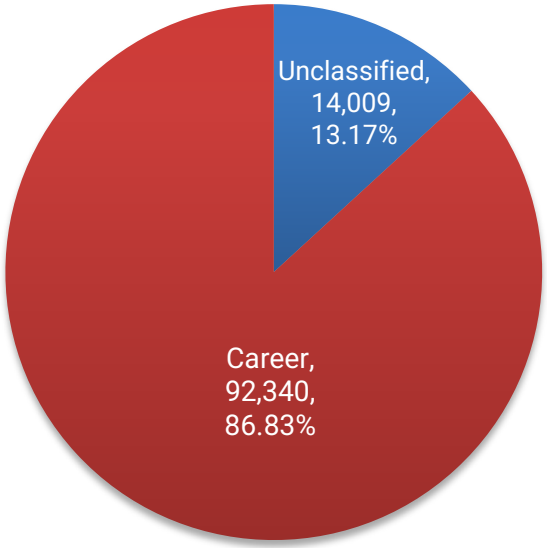
NOTE: *For a number of years, we have included in the count of local government Civil Service System jobs some temporary engagements like Monitor and Student Assistant that are not subject to unemployment compensation. Our classification and compensation experts have now concluded that these engagements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

Local Government Civil Service System Jobs: Quantitative Summary

July 1, 2025







Data from the Civil Service Commission CAMPS.
Percentages refer to the Number of Local Govt. Civil Service System Jobs as of 7/1/2025: 106,349.

Distribution by Location, Level of Government, and Service Division

July 1, 2025

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	1,009	413	1,422	279	1,701	1,607	721	2,328	399	2,727	3,750	678	4,428
Bergen	1,703	1,332	3,035	368	3,403	2,162	1,721	3,883	770	4,653	6,918	1,138	8,056
Burlington	965	534	1,499	238	1,737	1,183	844	2,027	524	2,551	3,526	762	4,288
Camden	1,908	467	2,375	438	2,813	1,393	776	2,169	566	2,735	4,544	1,004	5,548
Cape May	524	350	874	134	1,008	1,085	953	2,038	248	2,286	2,912	382	3,294
Cumberland	527	244	771	156	927	1,047	1,516	2,563	257	2,820	3,334	413	3,747
Essex	2,202	1,036	3,238	518	3,756	6,595	3,646	10,241	994	11,235	13,479	1,512	14,991
Gloucester	719	447	1,166	167	1,333	332	185	517	79	596	1,683	246	1,929
Hudson	1,866	968	2,834	484	3,318	5,855	4,534	10,389	1,343	11,732	13,223	1,827	15,050
Hunterdon	302	181	483	124	607	0	0	0	0	0	483	124	607
Mercer	1,093	405	1,498	262	1,760	1,894	743	2,637	258	2,895	4,135	520	4,655
Middlesex	1,201	626	1,827	303	2,130	2,191	1,899	4,090	481	4,571	5,917	784	6,701
Monmouth	1,694	675	2,369	257	2,626	1,475	874	2,349	718	3,067	4,718	975	5,693
Morris	886	516	1,402	270	1,672	1,041	558	1,599	287	1,886	3,001	557	3,558
Ocean	2,122	971	3,093	312	3,405	1,882	1,500	3,382	479	3,861	6,475	791	7,266
Passaic	1,017	849	1,866	282	2,148	2,618	1,151	3,769	408	4,177	5,635	690	6,325
Salem	394	110	504	100	604	53	30	83	25	108	587	125	712
Somerset	11	0	11	0	11	0	0	0	0	0	11	0	11
Sussex	370	182	552	135	687	391	235	626	200	826	1,178	335	1,513
Union	1,050	701	1,751	274	2,025	2,832	1,464	4,296	562	4,858	6,047	836	6,883
Warren	344	101	445	113	558	168	171	339	197	536	784	310	1,094
TOTAL	21,907	11,108	33,015	5,214	38,229	35,804	23,521	59,325	8,795	68,120	92,340	14,009	106,349

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

Distribution by Location, Level of Government, and Work Schedule

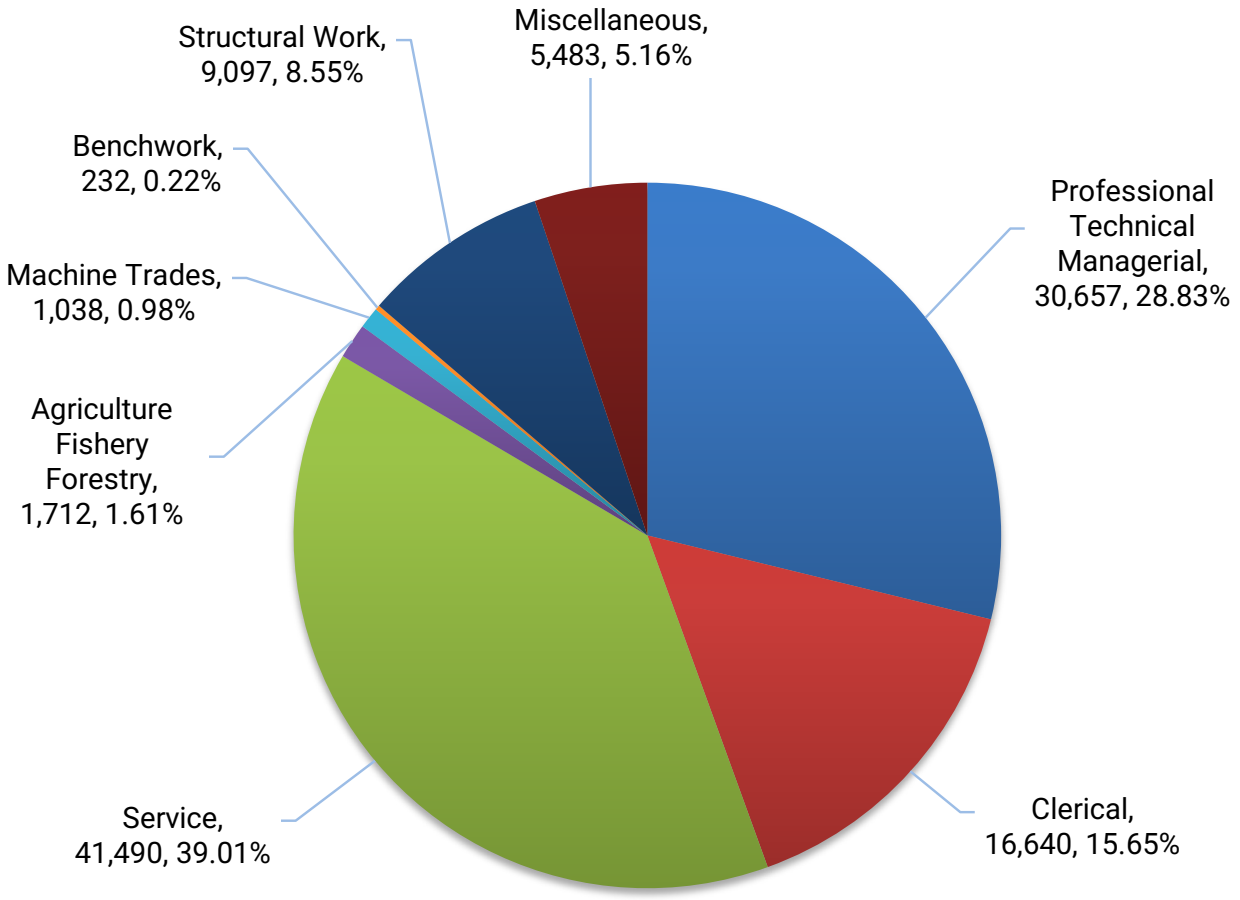
July 1, 2025

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
Atlantic	1,560	141	1,701	2,148	579	2,727	3,708	720	4,428
Bergen	2,666	737	3,403	3,240	1,413	4,653	5,906	2,150	8,056
Burlington	1,587	150	1,737	1,890	661	2,551	3,477	811	4,288
Camden	2,589	224	2,813	2,002	733	2,735	4,591	957	5,548
Cape May	937	71	1,008	1,520	766	2,286	2,457	837	3,294
Cumberland	861	66	927	2,247	573	2,820	3,108	639	3,747
Essex	3,645	111	3,756	10,258	977	11,235	13,903	1,088	14,991
Gloucester	1,122	211	1,333	474	122	596	1,596	333	1,929
Hudson	3,149	169	3,318	8,876	2,856	11,732	12,025	3,025	15,050
Hunterdon	504	103	607	0	0	0	504	103	607
Mercer	1,637	123	1,760	2,571	324	2,895	4,208	447	4,655
Middlesex	2,086	44	2,130	3,136	1,435	4,571	5,222	1,479	6,701
Monmouth	2,520	106	2,626	2,167	900	3,067	4,687	1,006	5,693
Morris	1,501	171	1,672	1,472	414	1,886	2,973	585	3,558
Ocean	2,930	475	3,405	3,207	654	3,861	6,137	1,129	7,266
Passaic	1,971	177	2,148	3,496	681	4,177	5,467	858	6,325
Salem	503	101	604	88	20	108	591	121	712
Somerset	11	0	11	0	0	0	11	0	11
Sussex	533	154	687	577	249	826	1,110	403	1,513
Union	1,743	282	2,025	4,068	790	4,858	5,811	1,072	6,883
Warren	514	44	558	303	233	536	817	277	1,094
TOTAL	34,569	3,660	38,229	53,740	14,380	68,120	88,309	18,040	106,349

Data provided by the Civil Service Commission from CAMPS.

Local Government Civil Service System Jobs by Occupational Group

July 1, 2025



Data provided by the Civil Service Commission from CAMPS.
Classification system based on the Civil Service Commission Occupational Code Dictionary.
Percentages refer to the total number of local government Civil Service System jobs as of 7/1/2025: 106,349.

Distribution of Local Government Civil Service System Jobs by Occupational Group

July 1, 2025

CATEGORY	OCCUPATION		COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	327	227	554
	01	ENV ENGR-ARCHITECTURE	14	19	33
	02	PHYSICAL SCI-STATS	150	73	223
	04	LIFE SCIENCES	52	10	62
	05	SOCIAL SCIENCES	597	936	1,533
	06	SOCIAL-PSYCH SERVICES	1,903	219	2,122
	07	MEDICAL-HEALTH SERVICES	1,450	1,407	2,857
	09	EDUCATION	474	2,021	2,495
	10	MUSEUM/LIBRARY/ARCHIVES	1,604	1,998	3,602
	11	LAW	1,296	687	1,983
	12	INFO PROCESSING SYSTEMS	597	386	983
	13	WRITING	49	90	139
	14	ART	45	22	67
	15	FINANCE	448	642	1,090
	16	ADMINISTRATION	4,523	2,879	7,402
	17	INSPECTIONS/INVESTIGATIONS	651	2,584	3,235
	18	RECREATION	487	1,764	2,251
	19	BROADCASTING/TRANSMITTING	3	23	26
CLERICAL	20	GENERAL CLERICAL	5,516	6,534	12,050
	21	FINANCE CLERICAL	419	913	1,332
	22	STOCK-STORAGE-INVENTORY	90	62	152
	24	INFO-MSG DISTRIBUTION	1,372	1,734	3,106

(continued on next page)

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

Distribution of Local Government Civil Service System Jobs by Occupational Group *(cont.)*

July 1, 2025

CATEGORY	OCCUPATION		COUNTY	MUNICIPAL	TOTAL
SERVICE	30	BLDG-FACILITY SERVICES	1,001	2,201	3,202
	31	FOOD SERVICES	187	472	659
	33	BARBERING/COSMETOLOGY	2	0	2
	35	DIRECT CARE	272	1	273
	36	PROTECTIVE SERVICES	9,490	27,864	37,354
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	594	669	1,263
	41	ANIMAL FARMING	266	170	436
	42	FISHERY-SHELLFISH	1	6	7
	43	FORESTRY	4	2	6
MACHINE TRADES	60	MACHINERY REPAIR	335	677	1,012
	65	PRINTING	19	7	26
BENCHWORK	70	TECHNICAL REPAIR	3	34	37
	72	ELECTRICAL REPAIR	82	113	195
STRUCTURAL WORK	80	SKILLED TRADES	302	389	691
	81	STRUCTURAL MAINTENANCE	1,679	6,727	8,406
MISCELLANEOUS	90	TRANSPORTATION	813	1,861	2,674
	91	UTILITIES	247	678	925
	92	NOT CODED ELSEWHERE	865	1,019	1,884
		TOTAL	**38,229**	**68,120**	**106,349**

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

Appendix

Appendix: Listing of Local Civil Service System Jurisdictions

As of July 2025

ATLANTIC COUNTY

Atlantic County
Atlantic City
Atlantic City Library
Atlantic City Municipal Utilities Authority
Buena Borough
Buena Municipal Utilities Authority
Egg Harbor City
Hammonton
Margate City
Margate Library
Margate Public Safety
Margate Public Works
Margate Revenue and Finance
Pleasantville
Somers Point
Ventnor City

BERGEN COUNTY

Bergen County
Bergen County Board of Social Services
Bergen County Utilities Authority
Bergenfield Borough
Bergenfield Board of Health
Bergenfield Library
East Rutherford Borough
East Rutherford Library
Edgewater Borough
Edgewater Board of Health
Edgewater Library
Elmwood Park Borough
Elmwood Park Board of Health
Elmwood Park Library
Fair Lawn
Fair Lawn Library
Fairview
Fairview Library
Fort Lee
Fort Lee Library
Garfield
Garfield Library
Hackensack
Hackensack Library
Lodi Borough
Lodi Housing Authority
Lodi Library
Lodi School District
Moonachie Borough
North Arlington Borough
North Arlington Board of Health
North Arlington Library
Oakland Borough
Oakland Library
Park Ridge Borough
Park Ridge Library
Ridgewood Village
Ridgewood Library
Rutherford Borough
Rutherford Library
Saddle Brook Township
Saddle Brook Library
Teaneck Township
Teaneck Library
Waldwick Borough
Waldwick Library
Wallington Borough
Wallington JFK Memorial Library
Wood-Ridge Borough
Wood-Ridge Library

BURLINGTON COUNTY

Burlington County
Burlington County Board of Social Services
Burlington County Library
Beverly
Bordentown City
Bordentown Township
Bordentown Township Fire Districts (2)
Burlington City
Burlington City Housing Authority
Burlington Township
Burlington Township Fire District (1)
Cinnaminson Township
Cinnaminson Fire District (1)
Delanco Township
Delran Township
Delran Fire District (1)
Edgewater Park Township
Edgewater Park Fire District (1)
Florence Township
Florence Fire District (1)
Maple Shade
Moorestown Township
Moorestown Fire Districts (2)
Moorestown Library
Mount Holly Township
Mount Holly Fire District (1)
Mount Laurel Township
Mount Laurel Fire District (1)
Mount Laurel Library
Mount Laurel Municipal Utilities Authority
Pemberton Township
Riverside Township
Willingboro Township
Willingboro Library
Willingboro Township Municipal Utilities Authority

CAMDEN COUNTY

Camden County
Camden County Board of Social Services
Camden County Health Services

Appendix: Listing of Local Civil Service System Jurisdictions

Camden County Library
Camden County Mosquito Extermination
Camden County Municipal Utilities Authority
Brooklawn Borough
Camden City
Camden City Redevelopment Agency
Clementon Borough
Gloucester City
Gloucester City Library
Gloucester Township
Gloucester Township Fire Districts (6)
Gloucester Township Municipal Utilities Authority
Haddon Township Housing Authority
Lawnside
Lindenwold Borough
Lindenwold Fire District (1)
Magnolia Borough
Pennsauken Township
Pennsauken Library
Runnemede Borough
Runnemede Library
Somerdale Borough
Stratford Borough
Voorhees Township
Winslow Township
Winslow Township Fire District (1)
Woodlynne Borough

CAPE MAY COUNTY

Cape May County
Cape May County Library
Cape May City
Dennis Township
Lower Township
Lower Township Municipal Utilities Authority
Middle Township
Middle Township Fire Districts (4)
Middle Township School District
North Wildwood City
Ocean City
Ocean City Housing Authority
Ocean City Library
Sea Isle City
Upper Township
Wildwood City
Wildwood City Housing Authority
Wildwood City Public Safety and Public Affairs
Wildwood City Public Works and Public Property
Wildwood City Revenue and Finance
Wildwood Crest Borough
Woodbine Borough

CUMBERLAND COUNTY

Cumberland County
Cumberland County Library
Bridgeton
Bridgeton Housing Authority
Bridgeton Library
Maurice River Township
Maurice River School District
Millville City
Millville School District
Vineland City
Vineland Library
Vineland School District

ESSEX COUNTY

Essex County
Belleville
Belleville Library
Bloomfield
Bloomfield Board of Health
Bloomfield Library
East Orange
East Orange Library
Irvington
Irvington Housing Authority
Irvington Library
Millburn Township
Millburn Library
Newark
Newark Library
Newark School District
Nutley
Nutley Library
Nutley Parks and Public Property
Nutley Public Affairs
Nutley Public Safety
Nutley Public Works
Nutley Revenue and Finance
Orange
Orange Housing Authority
Orange City Library
South Essex Fire Department
South Orange Village
South Orange Library
Verona Township
Verona Township Library
West Orange Township
West Orange Library

GLOUCESTER COUNTY

Gloucester County
Gloucester County Library
Deptford Township
Deptford Fire District (1)
Deptford Library
Deptford Municipal Utilities Authority
Glassboro Housing Authority
Monroe Township
Monroe Township Library
Monroe Township Municipal Utilities Authority

Appendix: Listing of Local Civil Service System Jurisdictions

HUDSON COUNTY

Hudson County
Bayonne
Bayonne Housing Authority
Bayonne Library
Harrison
Harrison Housing Authority
Harrison Library
Hoboken
Hoboken Library
Jersey City
Jersey City Library
Jersey City Redevelopment Agency
Jersey City School District
Kearny
North Bergen Township
North Bergen Library
North Bergen Parks and Public Property
North Bergen Public Affairs
North Bergen Public Safety
North Bergen Public Works
North Bergen Revenue and Finance
North Bergen Utilities Authority
North Hudson Regional Fire Rescue Service
Union City
Union City Library
Union City Parks and Public Property
Union City Public Affairs and Recreation
Union City Public Safety
Union City Public Works
Union City Revenue and Finance
Weehawken Township
Weehawken Library
Weehawken School District
West New York
West New York Library
West New York Parks and Public Property
West New York Public Affairs
West New York Public Safety
West New York Public Works
West New York Revenue and Finance

HUNTERDON COUNTY

Hunterdon County

MERCER COUNTY

Mercer County
Mercer County Board of Social Services
Ewing Township
Hamilton Township
Lawrence Township
Trenton
Trenton Library

MIDDLESEX COUNTY

Middlesex County
Middlesex County Board of Social Services
Middlesex County Mosquito Extermination
Carteret Borough
Carteret Board of Health
Carteret Library
Milltown Borough
New Brunswick
North Brunswick Township
North Brunswick Library
Perth Amboy
Sayreville Borough
South Amboy
South Amboy Library
South Plainfield
South Plainfield Library
Woodbridge Township
Woodbridge Fire Districts (9)
Woodbridge Library

MONMOUTH COUNTY

Monmouth County
Aberdeen Township
Aberdeen Fire Districts (2)
Asbury Park City
Belmar Borough
Belmar Housing Authority
Freehold Borough
Freehold Township
Hazlet Township
Hazlet Fire District (1)
Highlands Borough
Holmdel Township
Keansburg
Keyport Borough
Lake Como Borough
Long Branch
Manasquan Borough
Manasquan Fire District (1)
Marlboro Township
Marlboro Fire District (1)
Marlboro Municipal Utilities Authority
Middletown Township
Middletown Township Library
Red Bank Housing Authority
Union Beach

MORRIS COUNTY

Morris County
Boonton Town
Boonton Library
Butler Borough
Butler Library
Dover
Dover Library
Jefferson Township
Jefferson Township Library

Appendix: Listing of Local Civil Service System Jurisdictions

Lincoln Park Borough
Lincoln Park Library
Montville Township
Montville Fire Districts (3)
Montville Library
Morristown
Parsippany-Troy Hills Township
Parsippany-Troy Hills Library
Rockaway Township
Rockaway Library

OCEAN COUNTY

Ocean County
Ocean County Board of Health
Ocean County Board of Social Services
Ocean County Library
Ocean County Mosquito Extermination
Beach Haven Borough
Beachwood Borough
Berkeley Township
Berkeley School District
Brick Township
Brick Fire District (1)
Brick School District
Jackson Township
Jackson Fire Districts (3)
Jackson Municipal Utilities Authority
Lacey Township
Lakehurst
Lakewood Township
Lakewood Fire District (1)
Lakewood Municipal Utilities Authority
Lavallette
Little Egg Harbor Township
Long Beach Township
Point Pleasant Borough
Point Pleasant Beach Borough
Seaside Heights
Seaside Park
South Toms River

PASSAIC COUNTY

Passaic County
Passaic County Board of Social Services
Clifton
Clifton Library
Passaic City
Passaic City Library
Passaic Valley Water Commission
Paterson
Paterson Library
Pompton Lakes Borough
Pompton Lakes Library
Pompton Lakes Municipal Utilities Authority
Ringwood Borough
Wanaque Borough
Wanaque Library
West Milford Township
West Milford Library
West Milford Municipal Utilities Authority
Woodland Park Borough
Woodland Park Library

SALEM COUNTY

Salem County
Salem County Board of Social Services
Penns Grove Housing Authority
Salem City
Salem City Library

SUSSEX COUNTY

Sussex County
Andover Township
Andover Board of Health
Byram Township
Green Township
Hampton Township
Hampton Township Board of Health
Hopatcong
Newton
Ogdensburg Borough
Sparta Township
Sparta Library
Stanhope Borough
Stillwater Township
Vernon Township
Vernon Township Board of Health
Wantage Township

UNION COUNTY

Union County
Clark Township
Clark Library
Elizabeth
Elizabeth Housing Authority
Elizabeth Library
Hillside Township
Hillside Library
Linden
Linden Board of Health
Linden Library
Plainfield
Plainfield Housing Authority
Plainfield Library
Rahway
Rahway Library
Roselle Borough
Roselle Library
Scotch Plains
Scotch Plains Library
Union Township
Union Township Board of Health
Union Township Library

Appendix: Listing of Local Civil Service System Jurisdictions

WARREN COUNTY

Warren County
Warren County Mosquito Extermination
Allamuchy Township
Alpha Borough
Franklin Township
Hackettstown
Hackettstown Municipal Utilities Authority
Harmony Township
Independence Township
Liberty Township
Lopatcong
Phillipsburg
Phillipsburg Library
Pohatcong Township
Washington Borough
White Township