



STATE GOVERNMENT 2025 WORKPLACE PROFILE

WITH SELECT LOCAL DATA

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Preface

A Message from the Chair/CEO, Civil Service Commission

Welcome!

On behalf of the New Jersey Civil Service Commission (CSC), I am pleased to present the 2025 State Government Workforce Profile. This report offers a detailed breakdown of employees compensated through Centralized Payroll, providing insights into all State departments and agencies, including the “in but not of” agencies within constitutionally authorized departments, and reviews and compares trends in recruitment, hiring, and retention. This analysis examines key factors, including demographics, average salaries, education levels, and the geographic distribution of our workforce across New Jersey’s counties. Select local data is also presented for your review.

The CSC has remained steadfast in its mission to provide guidance, technical assistance, and consultative services to over 30 State agencies and more than 400 local jurisdictions. Together, we have strengthened a workforce of over 73,000 dedicated employees who deliver a wide range of essential services to the residents of New Jersey.

It is with the utmost importance that our State’s Civil Service workforce attracts and retains high-performing employees who deliver the best quality service to New Jersey’s residents. To this end, the CSC launched several initiatives related to examination eligibility, testing, the certification process, and classification of titles that will hopefully have a lasting impact on our workforce and the communities we serve. Further, the development of CSC’s Office of the Executive Ombudsperson and the re-establishment of Local Government Advisory Boards have continued to foster stronger connections between State agencies and local jurisdictions, enabling more tailored and effective workforce solutions. We also created an Appeal Filing System and an online Exam Status Symbol Lookup tool, streamlining processes, giving public employers and employees more tools for success in career development, and improving transparency for our workforce. Additionally, the CSC hosted its very first law enforcement hiring expo, “Experience the Badge: Join the Force,” organized several job fairs, and continued to provide training and counseling services, broadening opportunities for individuals to join our dynamic workforce and for professional and personal growth.

We hope you find the 2025 State Government Workforce Profile informative and a reflection of the positive efforts that have been made in our State workforce this year. We welcome your comments and questions regarding this report and look forward to witnessing the growth of New Jersey’s public servants.

Sincerely,



Allison Chris Myers
Chair/Chief Executive Officer
New Jersey Civil Service Commission

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State Government Workforce Profile 2025

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, 2024, comparisons of the workforce at the end of Fiscal Year 2024 with its composition at the end of previous fiscal years, and summaries of personnel actions during Fiscal Year 2025.

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 from the Department of Human Services to the Department of Health in 2017.
- The return of the Division of Mental Health and Addiction Services (DMHAS) back to the Department of Human Services in October 2018, with psychiatric hospitals remaining with the Department of Health.
- The transition to work from home in March 2020 during the COVID-19 pandemic.
- 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 implementation of the Model Telework Pilot Program in July 2022.
- 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.

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 2025 (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 2022 and July 2023 employee counts for comparison, with the actual and percentage increase or decrease alongside. Overall, there has been an increase of 1.9 percent in the size of the State Government workforce over a two-year period.

The Civil Service Commission welcomes your comments and questions regarding this report, which can also be found on the Commission’s website at <https://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				
	7/1/2022	7/1/2023	7/1/2024	CHANGE OVER 2 YEARS	
AGRICULTURE	218	226	231	+ 13	6.0%
BANKING & INSURANCE	413	421	441	+ 28	6.8%
CHILDREN & FAMILIES	6,342	6,328	6,439	+ 97	1.5%
COMMUNITY AFFAIRS	895	907	996	+ 101	11.3%
CORRECTIONS	7,576	7,051	6,942	- 634	-8.4%
<i>Corrections</i>	6,946	6,425	6,305	- 641	-9.2%
State Parole Board	630	626	637	+ 7	1.1%
EDUCATION	617	649	657	+ 40	6.5%
ENVIRONMENTAL PROTECTION	2,554	2,627	2,697	+ 143	5.6%
GOVERNOR'S OFFICE	116	122	123	+ 7	6.0%
HEALTH	5,876	5,754	5,855	- 21	-0.4%
HUMAN SERVICES	6,383	6,219	6,276	- 107	-1.7%
INFORMATION TECHNOLOGY	585	579	574	- 11	-1.9%
LABOR	3,069	3,096	3,145	+ 76	2.5%
<i>Labor</i>	2,822	2,851	2,888	+ 66	2.3%
Civil Service Commission	247	245	257	+ 10	4.0%
LAW & PUBLIC SAFETY	8,119	8,409	8,553	+ 434	5.3%
<i>Law & Public Safety</i>	6,996	7,280	7,430	+ 434	6.2%
Homeland Security & Preparedness	103	120	128	+ 25	24.3%
Youth Justice	1,020	1,009	995	- 25	-2.5%
MILITARY & VETERANS AFFAIRS	1,526	1,528	1,534	+ 8	0.5%
STATE	316	349	361	+ 45	14.2%
<i>State (Includes Comm on Higher Education)</i>	177	192	203	+ 26	14.7%
Higher Educational Student Assistance	139	157	158	+ 19	13.7%
TRANSPORTATION	5,750	5,883	5,985	+ 235	4.1%
<i>Transportation</i>	3,098	3,162	3,200	+ 102	3.3%
Motor Vehicles	2,652	2,721	2,785	+ 133	5.0%
TREASURY	4,828	5,013	5,279	+ 451	9.3%
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,272	3,442	3,629	+ 357	10.9%
Administrative Law	97	97	120	+ 23	23.7%
Casino Control	35	33	35	+ 0	0.0%
Public Defender	1,215	1,221	1,250	+ 35	2.9%
Public Utilities	209	220	245	+ 36	17.2%
TOTAL EXECUTIVE DEPARTMENTS	55,183	55,161	56,088	+ 905	1.6%
JUDICIARY	8,408	8,556	8,679	+ 271	3.2%
LEGISLATIVE STAFF	470	500	510	+ 40	8.5%
TOTAL STATE GOVT WORKFORCE	64,061	64,217	65,277	+ 1,216	1.9%

DEMOGRAPHICS

7/1/2024

AGE

Average: 46 years

Median: 46 years

LENGTH OF SERVICE

Average: 11 years

Median: 12 years

SALARY *

Average: \$89,913

Median: \$82,259

GENDER

Female: 36,491 (55.9%)

Male: 28,734 (44.0%)

Nonbinary: 52 (0.1%)

MINORITY EMPLOYEES

32,471 (49.7%)

UNION REPRESENTATION

46,001 (70.5%)

* Salary of full-time employees only.

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

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, 2024. 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.

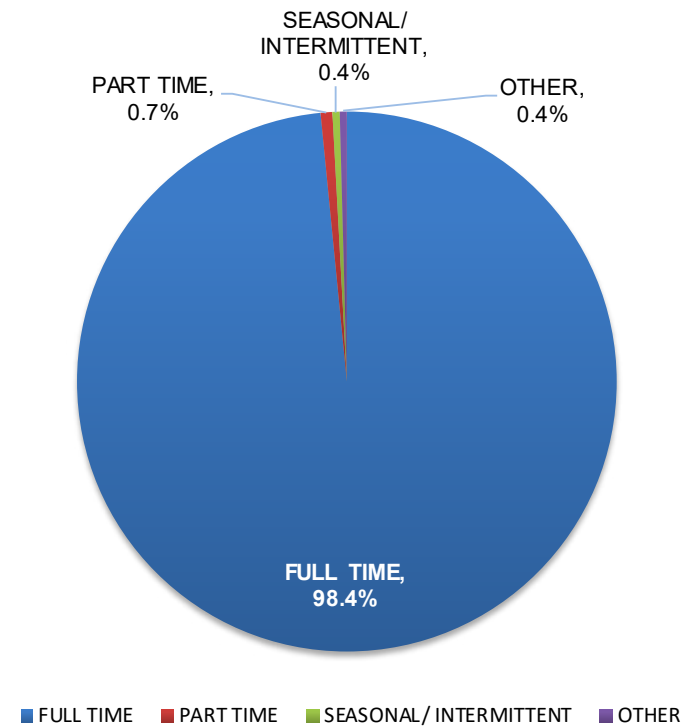
Page 11 lists other public sector employers whose employees are sometimes considered part of the State Government workforce. These agencies include public colleges and universities, agencies that operate across state borders, and various commissions and authorities that do not enter employee information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

July 1, 2024

STATE AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	229	2	0	0	231
BANKING & INSURANCE	432	2	0	7	441
CHILDREN & FAMILIES	6,406	33	0	0	6,439
COMMUNITY AFFAIRS	996	0	0	0	996
CORRECTIONS	6,940	2	0	0	6,942
<i>Corrections</i>	6,303	2	0	0	6,305
State Parole Board	637	0	0	0	637
EDUCATION	655	2	0	0	657
ENVIRONMENTAL PROTECTION	2,692	1	4	0	2,697
GOVERNOR'S OFFICE	123	0	0	0	123
HEALTH	5,757	98	0	0	5,855
HUMAN SERVICES	6,233	43	0	0	6,276
INFORMATION TECHNOLOGY	573	1	0	0	574
LABOR	2,997	37	102	9	3,145
<i>Labor</i>	2,744	37	102	5	2,888
Civil Service Commission	253	0	0	4	257
LAW & PUBLIC SAFETY	8,302	0	0	251	8,553
<i>Law & Public Safety</i>	7,179	0	0	251	7,430
Homeland Security & Preparedness	128	0	0	0	128
Youth Justice	995	0	0	0	995
MILITARY & VETERANS AFFAIRS	1,523	11	0	0	1,534
STATE	358	3	0	0	361
<i>State (Includes Comm on Higher Education)</i>	200	3	0	0	203
Higher Educational Student Assistance	158	0	0	0	158
TRANSPORTATION	5,782	203	0	0	5,985
<i>Transportation</i>	3,200	0	0	0	3,200
Motor Vehicles	2,582	203	0	0	2,785
TREASURY	5,105	1	166	7	5,279
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,455	1	166	7	3,629
Administrative Law	120	0	0	0	120
Casino Control	35	0	0	0	35
Public Defender	1,250	0	0	0	1,250
Public Utilities	245	0	0	0	245
TOTAL EXECUTIVE DEPARTMENTS	55,103	439	272	274	56,088
JUDICIARY	8,664	15	0	0	8,679
LEGISLATIVE STAFF	494	3	13	0	510
TOTAL STATE GOVT WORKFORCE	64,261	457	285	274	65,277



Data provided by the Civil Service Commission from automated personnel files. Percentages refer to the total State Government workforce as of 7/1/2024 65,277.

State Government Employees in Pay Status by Work Schedule

July 1, 2024

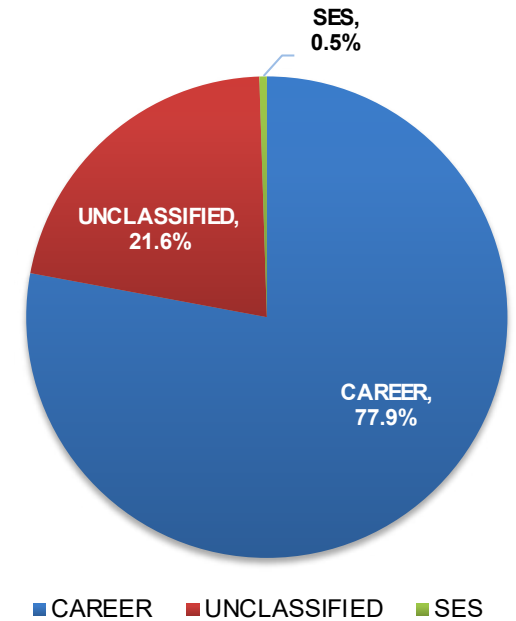
STATE AGENCY	FULL TIME	PART TIME	SEASONAL/ INTERMITTENT	OTHER	TOTAL
AGRICULTURE	228	2	0	0	230
BANKING & INSURANCE	427	2	0	0	429
CHILDREN & FAMILIES	6,299	33	0	0	6,332
COMMUNITY AFFAIRS	977	0	0	0	977
CORRECTIONS	6,515	2	0	0	6,517
<i>Corrections</i>	5,904	2	0	0	5,906
State Parole Board	611	0	0	0	611
EDUCATION	578	2	0	0	580
ENVIRONMENTAL PROTECTION	2,680	1	3	0	2,684
GOVERNOR'S OFFICE	106	0	0	0	106
HEALTH	5,402	94	0	0	5,496
HUMAN SERVICES	5,987	37	0	0	6,024
INFORMATION TECHNOLOGY	570	1	0	0	571
LABOR	2,954	36	35	0	3,025
<i>Labor</i>	2,705	36	35	0	2,776
Civil Service Commission	249	0	0	0	249
LAW & PUBLIC SAFETY	8,312	0	0	0	8,312
<i>Law & Public Safety</i>	7,246	0	0	0	7,246
Homeland Security & Preparedness	126	0	0	0	126
Youth Justice	940	0	0	0	940
MILITARY & VETERANS AFFAIRS	1,483	10	0	0	1,493
STATE	355	3	0	0	358
<i>State (Includes Comm on Higher Education)</i>	197	3	0	0	200
Higher Educational Student Assistance	158	0	0	0	158
TRANSPORTATION	5,584	191	0	0	5,775
<i>Transportation</i>	3,110	0	0	0	3,110
Motor Vehicles	2,474	191	0	0	2,665
TREASURY	4,937	1	36	0	4,974
<i>Treasury (Incl Minor Boards & Commissions)</i>	3,318	1	36	0	3,355
Administrative Law	118	0	0	0	118
Casino Control	35	0	0	0	35
Public Defender	1,223	0	0	0	1,223
Public Utilities	243	0	0	0	243
TOTAL EXECUTIVE DEPARTMENTS	53,394	415	74	0	53,883
JUDICIARY	8,547	15	0	0	8,562
LEGISLATIVE STAFF	492	3	13	0	508
TOTAL STATE GOVT WORKFORCE	62,433	433	87	0	62,953

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

Distribution of State Government Employee Titles by Service Division

July 1, 2024

STATE AGENCY	COMPETITIVE	NON-COMPETITIVE	TOTAL CAREER	SENIOR EXECUTIVE SERVICE	UNCLASSIFIED	GRAND TOTAL
AGRICULTURE	155	34	189	3	39	231
BANKING & INSURANCE	313	68	381	1	59	441
CHILDREN & FAMILIES	5,204	836	6,040	82	317 ¹	6,439
COMMUNITY AFFAIRS	826	105	931	0	65	996
CORRECTIONS	6,544	128	6,672	5	265	6,942
<i>Corrections</i>	5,947	107	6,054	5	246 ²	6,305
State Parole Board	597	21	618	0	19	637
EDUCATION	130	331	461	0	196 ³	657
ENVIRONMENTAL PROTECTION	2,098	505	2,603	0	94	2,697
GOVERNOR'S OFFICE	3	0	3	0	120	123
HEALTH	3,727	1,861	5,588	15	252	5,855
HUMAN SERVICES	4,456	1,527	5,983	14	279 ⁴	6,276
INFORMATION TECHNOLOGY	419	126	545	9	20	574
LABOR	2,503	411	2,914	45	186	3,145
<i>Labor</i>	2,303	381	2,684	27	177 ⁵	2,888
Civil Service Commission	200	30	230	18	9	257
LAW & PUBLIC SAFETY	2,538	974	3,512	17	5,024	8,553
<i>Law & Public Safety</i>	1,738	824	2,562	15	4,853 ⁶	7,430
Homeland Security & Preparedness	67	13	80	0	48	128
Youth Justice	733	137	870	2	123 ⁷	995
MILITARY & VETERANS AFFAIRS	649	730	1,379	0	155 ⁸	1,534
STATE	158	26	184	0	177	361
<i>State (Includes Comm on Higher Education)</i>	110	16	126	0	77	203
Higher Educational Student Assistance	48	10	58	0	100	158
TRANSPORTATION	4,064	1,745	5,809	71	105	5,985
<i>Transportation</i>	2,706	385	3,091	62	47	3,200
Motor Vehicles	1,358	1,360	2,718	9	58	2,785
TREASURY	3,264	753	4,017	64	1,198	5,279
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,614	571	3,185	41	403 ⁹	3,629
Administrative Law	56	8	64	0	56	120
Casino Control	0	0	0	0	35	35
Public Defender	455	132	587	9	654 ¹⁰	1,250
Public Utilities	139	42	181	14	50	245
TOTAL EXECUTIVE DEPARTMENTS	37,051	10,160	47,211	326	8,551	56,088
JUDICIARY	2,713	946	3,659	0	5,020 ¹¹	8,679
LEGISLATIVE STAFF	0	0	0	0	510 ¹²	510
TOTAL STATE GOVT WORKFORCE	39,764	11,106	50,870	326	14,081	65,277



- 1 Includes 170 educational, health care, and social services personnel.
- 2 Includes 159 educational, health care, and social services personnel.
- 3 Includes 39 professional employees at the Katzenbach School.
- 4 Includes 98 educational, health care, and social services personnel.
- 5 Includes 42 compensation judges and 37 educational, medical, and social services personnel.
- 6 Includes 3,418 uniformed State Police, 704 Deputy Attorneys General, and 251 Board Members.
- 7 Includes 90 educational, health care, and social services personnel.
- 8 Includes 150 military, educational, and medical personnel.
- 9 Includes 92 Board Members.
- 10 Includes 62 Deputy Public Defenders and 532 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 7/1/2024: 65,277.

Age, Salary and Length of Service by State Agency

July 1, 2024

STATE AGENCY	AVERAGE AGE	AVERAGE SALARY	MEDIAN SALARY	AVERAGE LENGTH OF SERVICE (IN YEARS)
AGRICULTURE	46	\$86,387	\$82,259	12
BANKING & INSURANCE	47	\$86,039	\$81,445	12
CHILDREN & FAMILIES	45	\$85,282	\$89,042	14
COMMUNITY AFFAIRS	49	\$78,688	\$74,058	10
CORRECTIONS	42	\$92,112	\$93,866	13
<i>Corrections</i>	44	\$90,589	\$94,471	14
State Parole Board	41	\$93,635	\$93,260	12
EDUCATION	51	\$106,137	\$109,964	12
ENVIRONMENTAL PROTECTION	44	\$85,838	\$81,197	14
GOVERNOR'S OFFICE	36	\$108,999	\$90,000	5
HEALTH	49	\$76,016	\$65,748	12
HUMAN SERVICES	49	\$74,221	\$65,748	15
INFORMATION TECHNOLOGY	50	\$101,104	\$103,548	13
LABOR	48	\$86,801	\$78,789	14
<i>Labor</i>	50	\$80,188	\$71,572	14
Civil Service Commission	45	\$93,414	\$86,007	14
LAW & PUBLIC SAFETY	45	\$94,428	\$94,741	12
<i>Law & Public Safety</i>	43	\$95,563	\$94,741	12
Homeland Security & Preparedness	45	\$105,939	\$102,547	10
Youth Justice	47	\$81,781	\$77,528	14
MILITARY & VETERANS AFFAIRS	50	\$62,846	\$56,748	10
STATE	50	\$89,954	\$83,072	10
<i>State (Includes Comm on Higher Education)</i>	47	\$93,009	\$87,652	9
Higher Educational Student Assistance	52	\$86,899	\$78,493	11
TRANSPORTATION	46	\$72,129	\$66,187	11
<i>Transportation</i>	45	\$77,535	\$70,629	12
Motor Vehicles	46	\$66,723	\$61,744	11
TREASURY	47	\$98,584	\$90,922	13
<i>Treasury (Incl Minor Boards & Commissions)</i>	48	\$85,036	\$80,307	14
Administrative Law	51	\$118,107	\$117,770	13
Casino Control	48	\$97,807	\$90,922	13
Public Defender	45	\$94,870	\$89,042	11
Public Utilities	45	\$97,100	\$92,575	12
AVERAGE EXECUTIVE DEPARTMENTS	47	\$87,386	\$82,259	12
JUDICIARY	46	\$82,098	\$70,151	12
LEGISLATIVE STAFF	44	\$100,255	\$98,426	10
AVERAGE STATE GOVT WORKFORCE	46	\$89,913	\$82,259	11

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, 2024

STATE AGENCY	STATE 100	FEDERAL 200	REVOLVING 300	SPECIAL PURPOSE 400	TOTAL
AGRICULTURE	137	62	0	32	231
BANKING & INSURANCE	430	0	0	11	441
CHILDREN & FAMILIES	4,552	1,642	0	245	6,439
COMMUNITY AFFAIRS	548	377	13	58	996
CORRECTIONS	6,783	16	106	37	6,942
<i>Corrections</i>	6,146	16	106	37	6,305
State Parole Board	637	0	0	0	637
EDUCATION	379	160	4	114	657
ENVIRONMENTAL PROTECTION	2,607	27	0	63	2,697
GOVERNOR'S OFFICE	108	0	15	0	123
HEALTH	4,808	672	153	222	5,855
HUMAN SERVICES	3,552	2,671	0	53	6,276
INFORMATION TECHNOLOGY	0	0	574	0	574
LABOR	822	2,321	0	2	3,145
<i>Labor</i>	565	2,321	0	2	2,888
Civil Service Commission	257	0	0	0	257
LAW & PUBLIC SAFETY	7,170	80	2	1,301	8,553
<i>Law & Public Safety</i>	6,176	64	1	1,189	7,430
Homeland Security & Preparedness	113	15	0	0	128
Youth Justice	881	1	1	112	995
MILITARY & VETERANS AFFAIRS	1,325	209	0	0	1,534
STATE	193	10	0	158	361
<i>State (Includes Comm on Higher Education)</i>	193	10	0	0	203
Higher Educational Student Assistance	0	0	0	158	158
TRANSPORTATION	2,294	898	0	2,793	5,985
<i>Transportation</i>	2,294	898	0	8	3,200
Motor Vehicles	0	0	0	2,785	2,785
TREASURY	4,389	51	228	611	5,279
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,810	46	228	545	3,629
Administrative Law	110	5	0	5	120
Casino Control	0	0	0	35	35
Public Defender	1,249	0	0	1	1,250
Public Utilities	220	0	0	25	245
TOTAL EXECUTIVE DEPARTMENTS	40,097	9,196	1,095	5,700	56,088
JUDICIARY	7,404	1,068	0	207	8,679
LEGISLATIVE STAFF	509	1	0	0	510
TOTAL STATE GOVT WORKFORCE	48,010	10,265	1,095	5,907	65,277

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

Other State Government Employment

July 1, 2024

AGENCY	FULL TIME	PART TIME	TOTAL 2025	TOTAL 2024	DIFFERENCE	SOURCE OF FUNDS
Casino Reinvestment Development Authority	92	0	92	101	-9	Casino revenue
Delaware River & Bay Authority ^{1,4}	124	5	129	122	7	Tolls and fares
Delaware River Basin Commission ¹	36	1	37	36	1	Four states (NJ, NY, PA, DE)
Delaware River Joint Toll Bridge Commission ¹	367	48	415	423	-8	Tolls and interest on investments
Delaware River Port Authority ^{1,2}	821	0	821	830	-9	Tolls and fares, state and federal grants
Housing Mortgage and Finance Agency	275	4	279	259	20	Bond revenues
Interstate Environmental Commission ¹	8	4	12	11	1	Three states (NJ, NY, CT) and federal funds
New Jersey Economic Development Authority	436	6	442	387	55	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	19	2	Fees
New Jersey Institute of Technology ⁵	1,657	542	2,199	2,048	151	State & federal grants/aid and tuition
New Jersey Redevelopment Authority	14	0	14	13	1	Self funded
New Jersey Schools Development Authority	131	0	131	128	3	Bond revenues
New Jersey Sports & Exposition Authority	144	217	361	349	12	Self funded
New Jersey Transit Corporation	12,509	263	12,772	12,335	437	State and federal funds, passenger fares
New Jersey Turnpike Authority	2,084	389	2,473	2,303	170	Tolls and bonds
New Jersey Water Supply Authority	113	0	113	119	-6	Water sale revenues
North Jersey District Water Supply Commission	116	9	125	125	0	Municipal purchase of water supply
Palisades Interstate Park Commission ^{1,4}	81	32	113	107	6	State appropriation and park revenues
Passaic Valley Sewerage Commission	549	0	549	548	1	Self funded by member communities and user charges
Pinelands Commission	41	0	41	43	-2	State appropriation, fees, federal grants
Port Authority of New York and New Jersey ^{1,3}	7,957	4	7,961	7,681	280	Fees, tolls, fares, and rentals
Rahway Valley Sewerage Authority	60	2	62	62	0	Sewage fees
Rutgers ⁵	19,824	3,795	23,619	23,377	242	State appropriation, tuition, federal grants
South Jersey Port Corporation	119	4	123	108	15	Port usage fees, leasing
South Jersey Transportation Authority	311	96	407	391	16	Toll revenue
State Colleges ⁵	10,787	6,496	17,283	16,736	547	State appropriation, tuition, federal grants
TOTAL	58,689	11,917	70,606	68,673	1,933	

¹ Multi-State Authorities² Includes figures for PATCO³ Includes figures for PATH⁴ Employees working in NJ only⁵ Data from NCES IPEDS Human Resources survey.

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

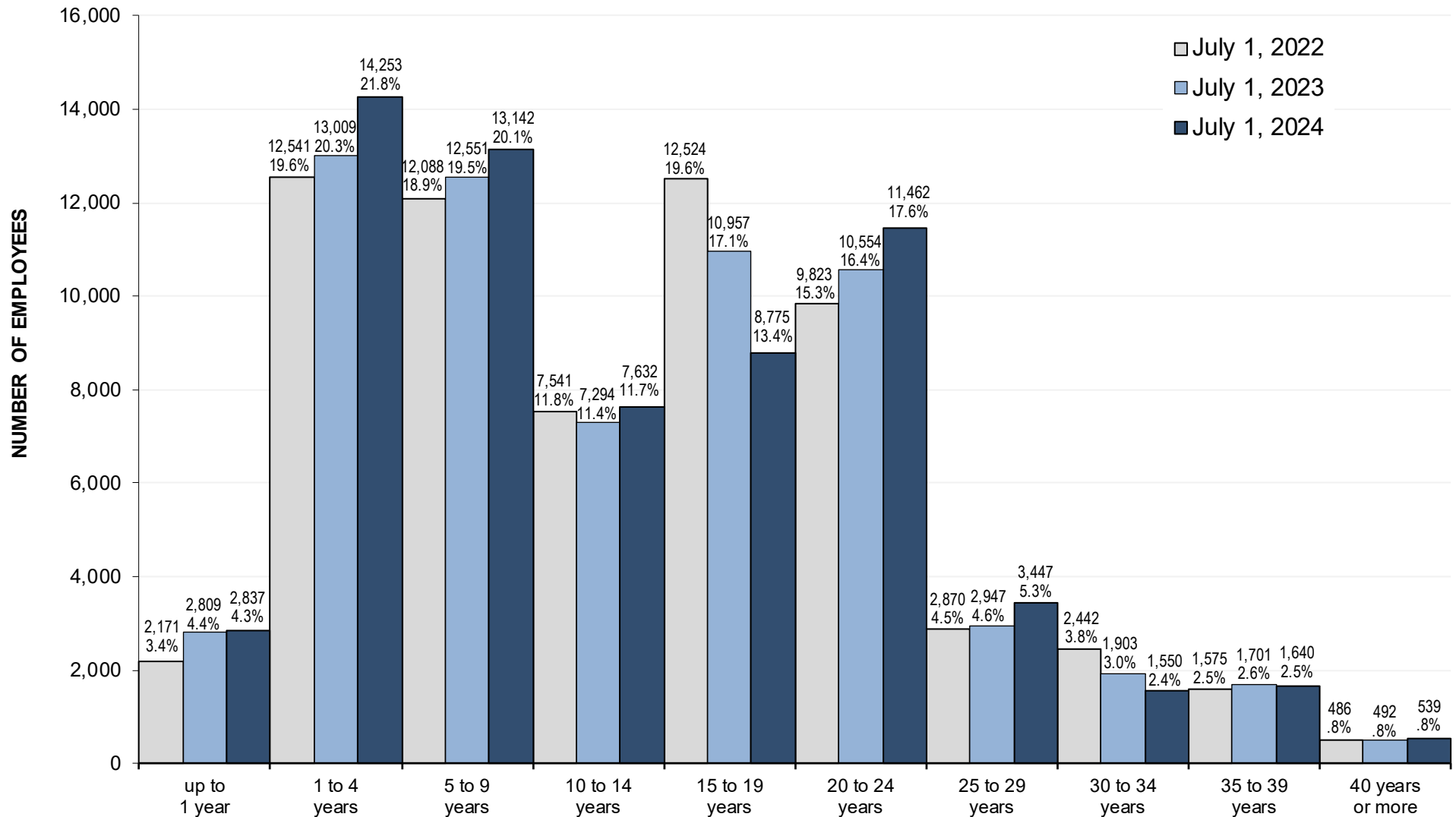
The chart on Page 13 shows the distribution of State Government employees by length of service in years as of July 1, 2024, with comparisons from previous years. We have grouped years of service by the following bands: up to 1 year, 1 to 4 years, 5 to 9 years, 10 to 14 years, 15 to 19 years, 20 to 24 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 11 years while the median length of service in the State Government is 12 years. The number of employees with 11 years of service or greater represents approximately 51 percent of the total workforce.

The chart on Page 14 shows the distribution of State Government employees by age as of July 1, 2024, with comparisons from previous years. As of July 1, 2024, the age group 40 to 49 is the largest, with 18,219 of the State's 65,277 employees, approximately 28 percent, in that bracket. The number of employees age 60 or older has fluctuated slightly during the past several years. As of July 1, 2024, the employee count for age 60 or older is 10,168, or approximately 15.6 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 2023, 2024, and 2025 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 2025, employee separations with 1 to 4 years of service outnumber any other years of service band, with 1,808 of the 5,114 total separations, 35.4 percent, in that band. Pages 16 and 17 include separation data by type over a ten-year period. The separation rate decreased from 8.7 percent in Fiscal Year 2024 to 7.8 percent in Fiscal Year 2025.

With Pages 18 and 19, we present charts pertaining to hiring trends. Counts of new hires decreased from 6,492 in Fiscal Year 2024 to 5,994 in Fiscal Year 2025, a decrease of approximately 7.7 percent. The average salary of new hires increased from \$58,086 in Fiscal Year 2024 to \$59,163 in Fiscal Year 2025, an increase of 1.9 percent.

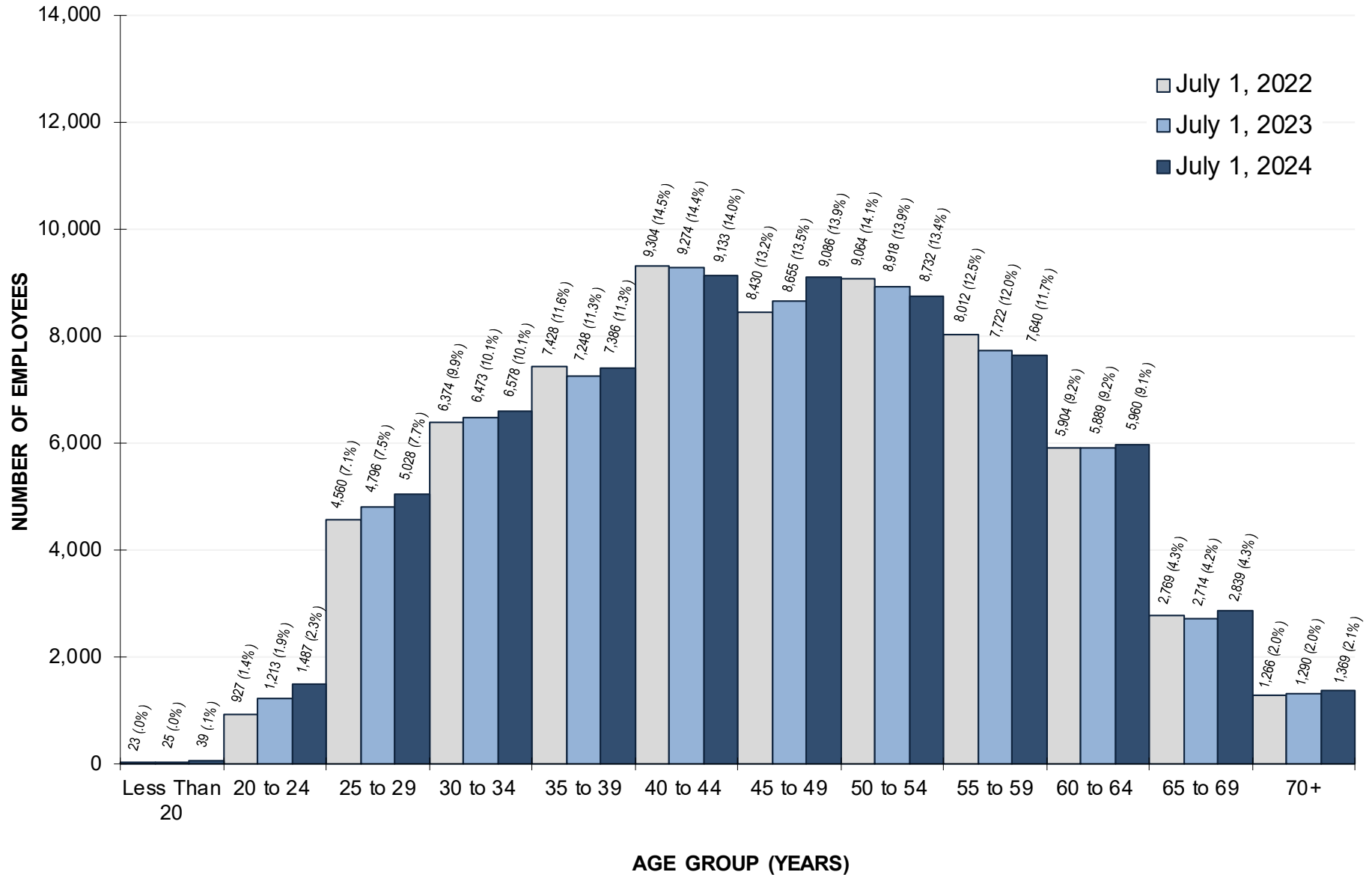
Distribution of State Government Employees by Years of Service

July 1, 2024
(with earlier data for comparison)

Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/1/2022, 64,061; 7/1/2023, 64,217; 7/1/2024, 65,277).

Distribution of State Government Employees by Age

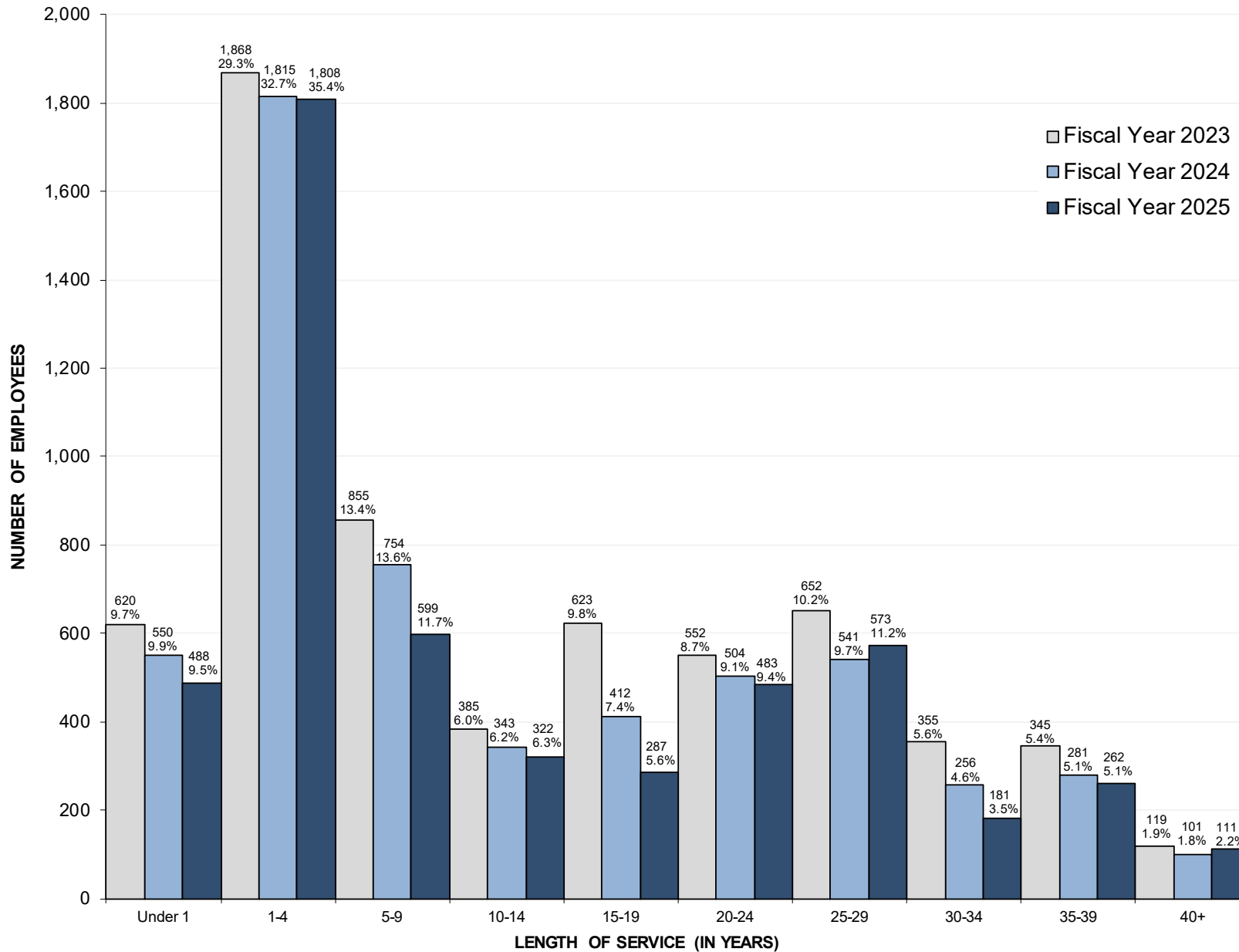
July 1, 2024
(with earlier data for comparison)

Civil Service Commission data from automated personnel files.

Percentages refer to the total State Government workforce (as of 7/1/2022, 64,061; 7/1/2023, 64,217; 7/1/2024, 65,277).

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

FISCAL YEAR 2025
(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 (FY2023, 6,374; FY2024, 5,557; FY2025, 5,114).

Separations From State Service: Full-Time Employees FY2015 - FY2025

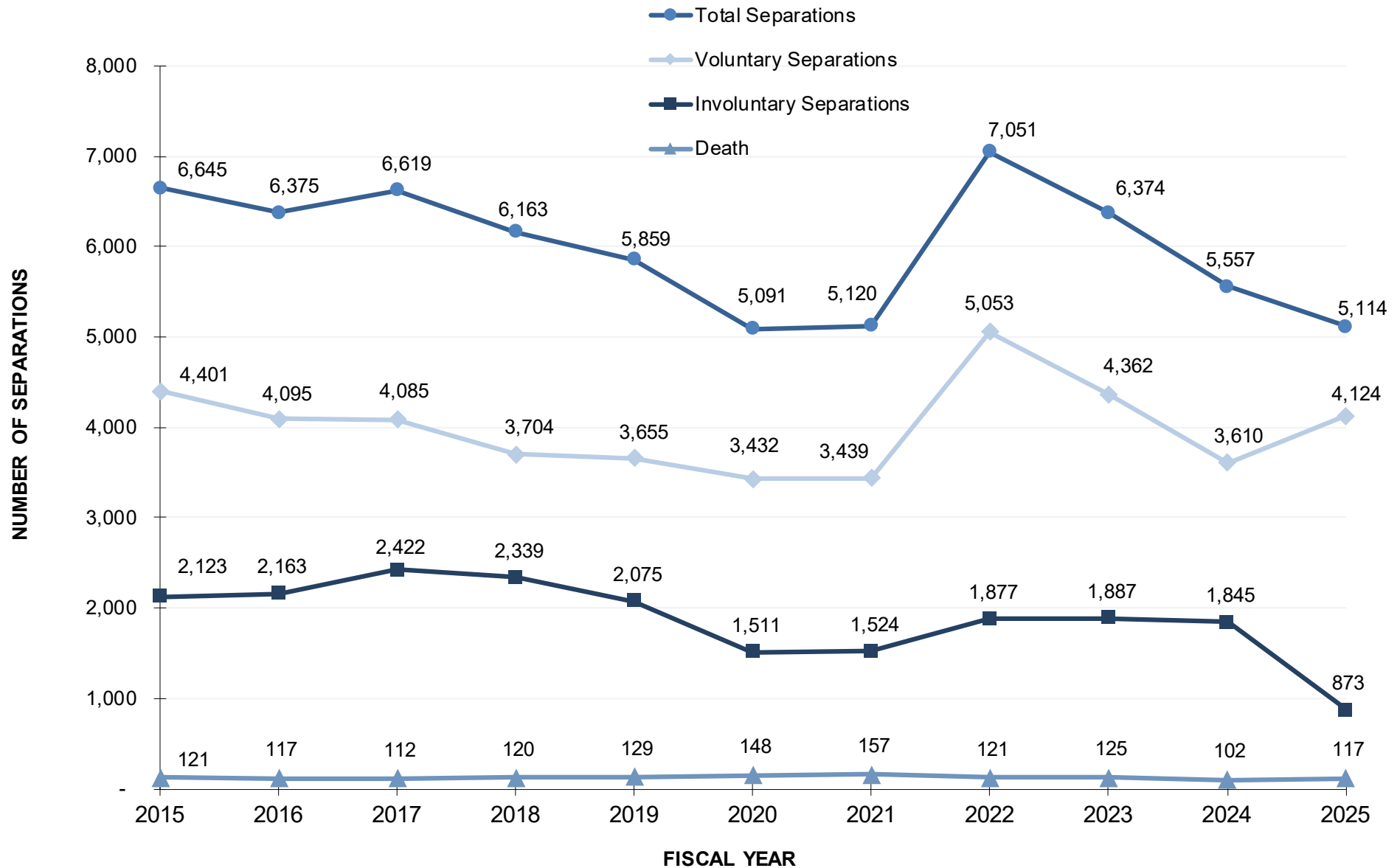
Fiscal Year	Resigned in Good Standing	General Resignations	Resigned Not In Good Standing	Early Retirement Incentive	Retired	Discontinued Unclassified Appts	Discontinued Temp / Provisional / Interim Appts	Expiration Of Term	Laid Off	Deaths	Discontinued Prob Appt / Incomplete WTP	Discontinued SES Appt	Removal - NJAC 4A	Removal After WTP	Total Separations	Employees At Start of FY	Separation Rate
2015	941	103	99	0	3,258	742	502	285	308	121	142	6	116	22	6,645	68,541	9.7%
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%

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.

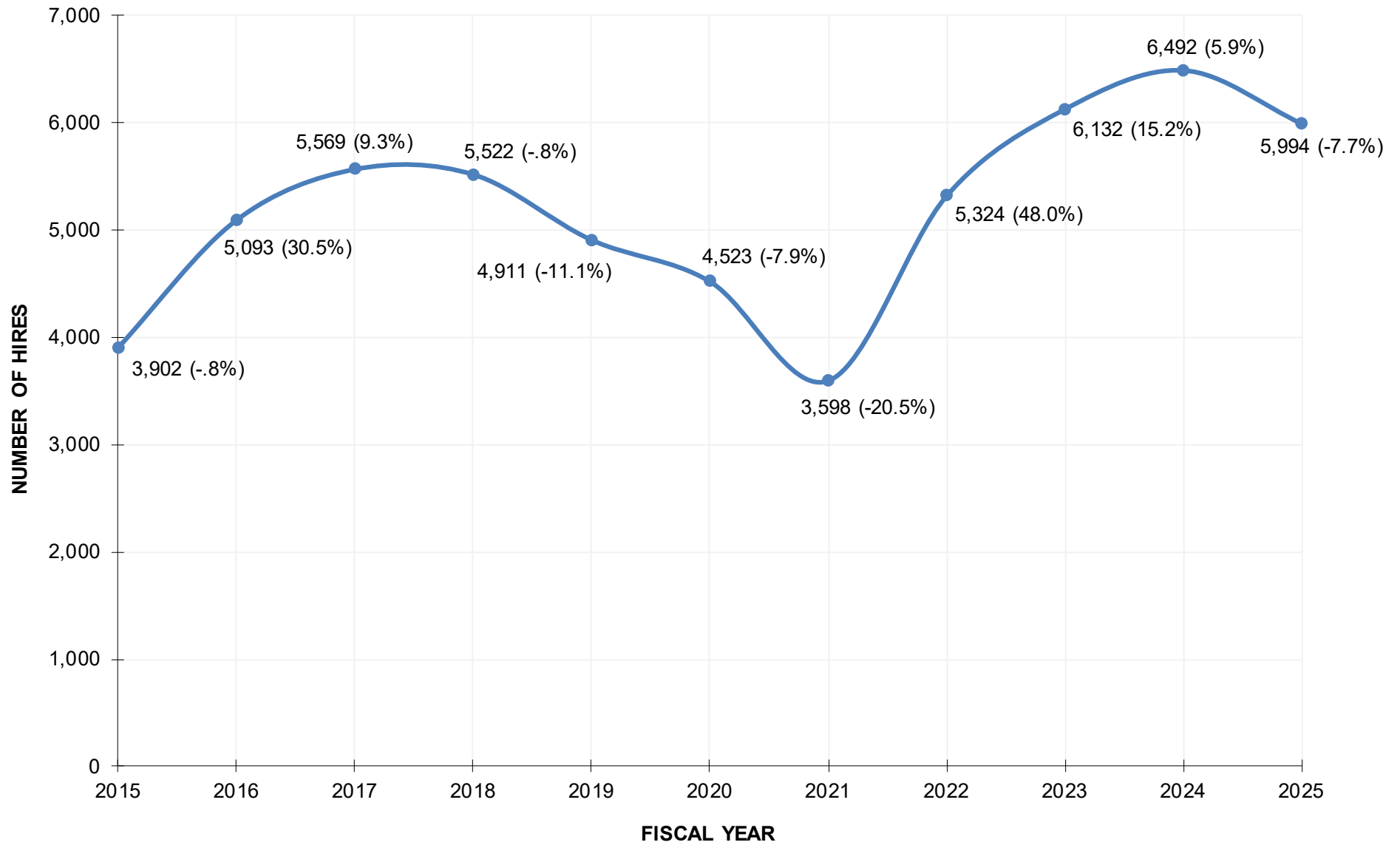
In Workforce Profile 2015, we accounted for one Early Retirement Incentive employee for Fiscal Year 2014 based upon user error in our Personnel Files. We have corrected this error in this Publication.

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 FY2015 - FY2025

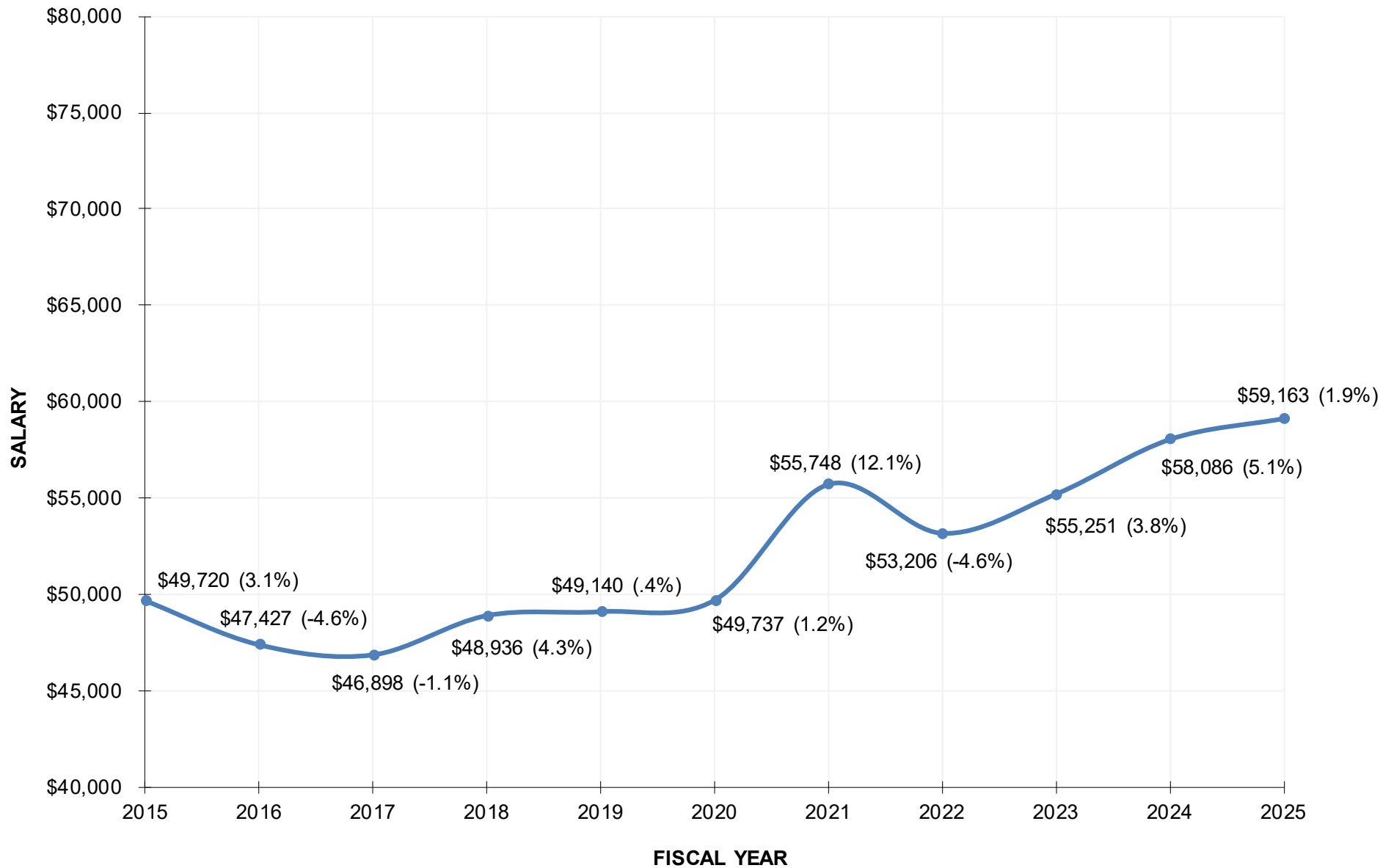


Hiring by State Government: FY2015 Through FY2025



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

Average Salary of Full-Time Employees Hired by State Government: FY2015 Through FY2025



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

Education, Location and Occupational Data for State Government Employees

Introduction

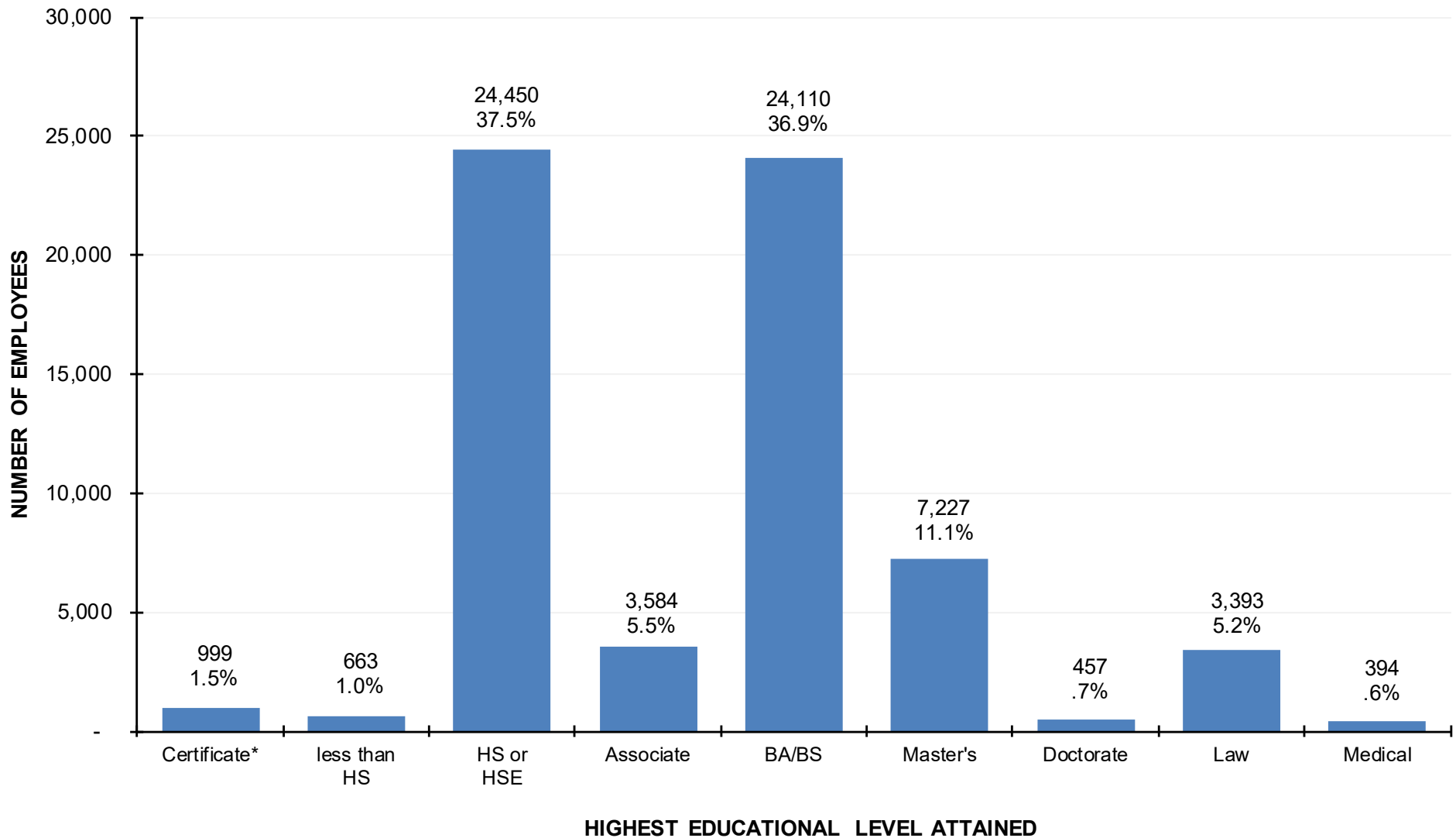
The table on Page 21 provides counts of State Government employees by the highest educational level recorded in the Civil Service Commission's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 24,110 employees, the true number of employees with a Bachelor's degree (or equivalent) is 35,581 (or approximately 54.5 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, 2024



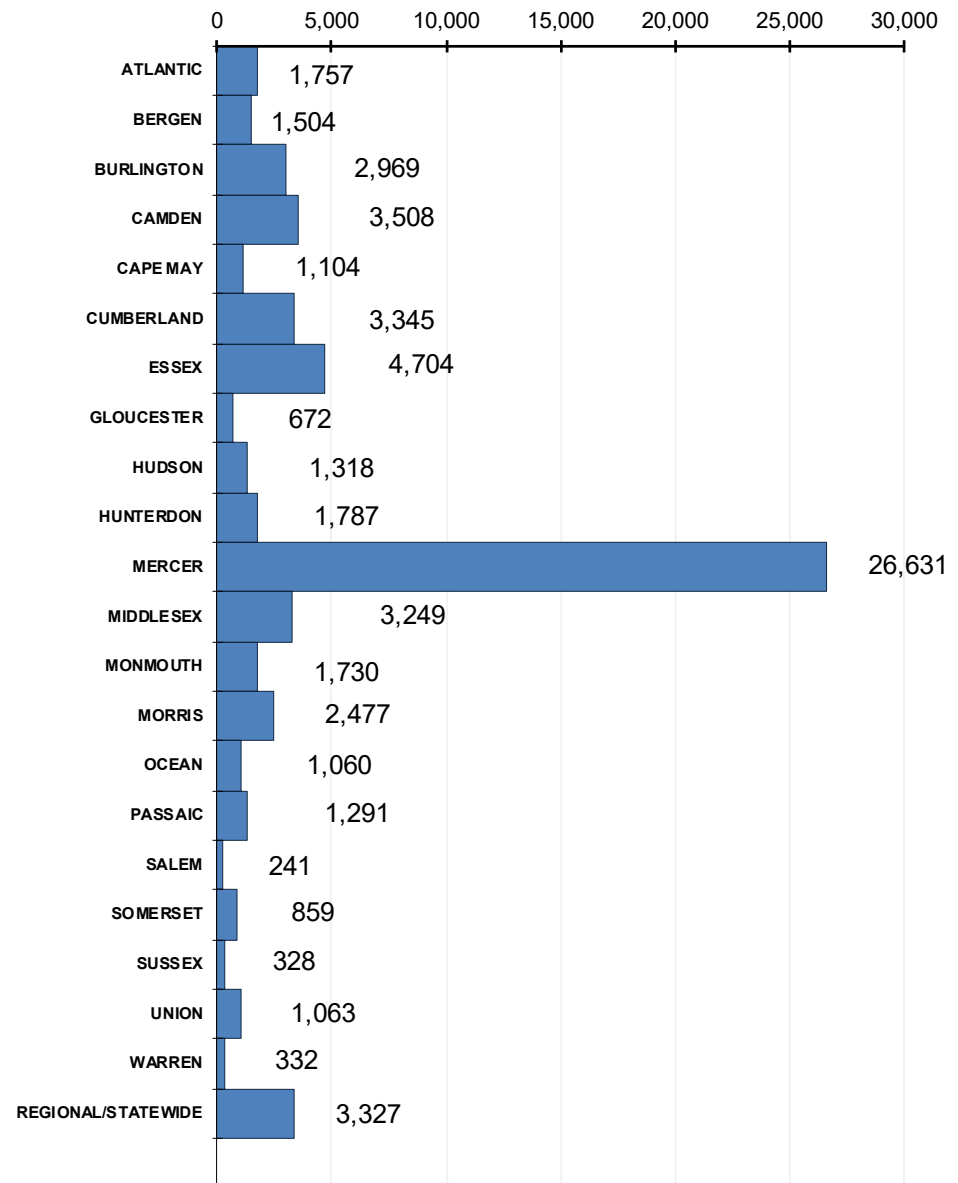
Percentages refer to the total State Government workforce (as of 7/1/2024 65,277).

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

Distribution of State Government Employees by Work Location

July 1, 2024

COUNTY	NUMBER OF STATE EMPLOYEES	PERCENT OF TOTAL
Atlantic	1,757	2.7
Bergen	1,504	2.3
Burlington	2,969	4.5
Camden	3,508	5.4
Cape May	1,104	1.7
Cumberland	3,345	5.1
Essex	4,704	7.2
Gloucester	672	1.0
Hudson	1,318	2.0
Hunterdon	1,787	2.7
Mercer	26,631	40.8
Middlesex	3,249	5.0
Monmouth	1,730	2.7
Morris	2,477	3.8
Ocean	1,060	1.6
Passaic	1,291	2.0
Salem	241	0.4
Somerset	859	1.3
Sussex	328	0.5
Union	1,063	1.6
Warren	332	0.5
Regional/Statewide	3,327	5.1
OUT OF STATE		
California	3	*
Illinois	17	*
Washington, DC	1	*
TOTAL	65,277	100.0



*Less than 0.1.

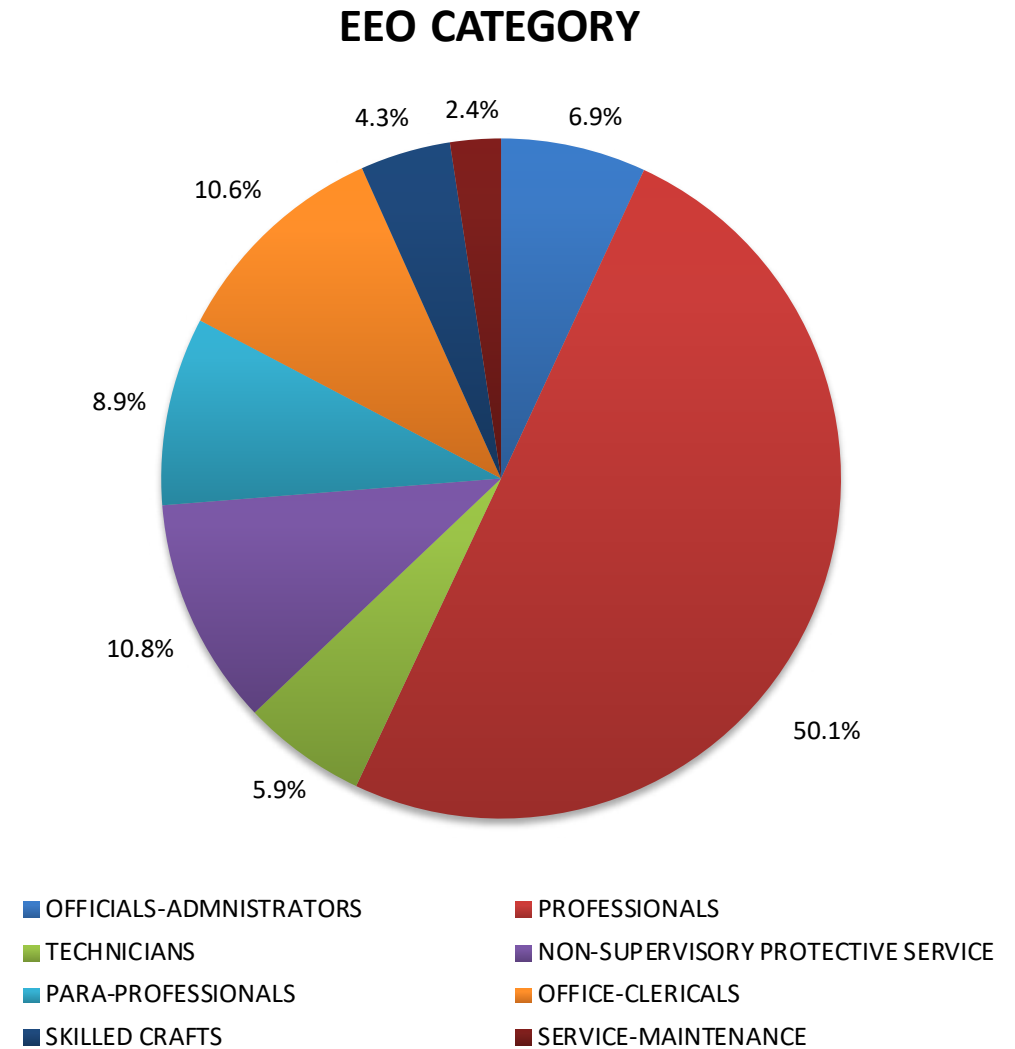
Note: Federal Liaison Officers, a Secretary, and Tax Auditors hold 21 out-of-State positions.

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

Distribution of State Government Employees by EEO Job Category

July 1, 2024

EEO CATEGORY	TOTALS
OFFICIALS-ADMINISTRATORS	4,511
	6.9%
PROFESSIONALS	32,704
	50.1%
TECHNICIANS	3,852
	5.9%
NON-SUPERVISORY PROTECTIVE SERVICE	7,069
	10.8%
PARA-PROFESSIONALS	5,842
	8.9%
OFFICE-CLERICALS	6,917
	10.6%
SKILLED CRAFTS	2,809
	4.3%
SERVICE-MAINTENANCE	1,573
	2.4%
TOTAL	65,277



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

EEO Categories are the ones used in the Commission's biennial EEO-4 Report to the Federal Equal Employment Opportunity Commission.

Distribution of State Government Employees by Occupation

July 1, 2024

CATEGORY	OCCUPATIONAL GROUP		EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	1,146	0	0	1,146
	01	ENV ENGR-ARCHITECTURE	218	0	0	218
	02	PHYSICAL SCI-STATS	1,544	0	0	1,544
	04	LIFE SCIENCES	230	0	0	230
	05	SOCIAL SCIENCES	396	0	0	396
	06	SOCIAL-PSYCH SERVICES	6,253	2,417	0	8,670
	07	MEDICAL-HEALTH SERVICES	2,694	0	0	2,694
	09	EDUCATION	1,275	0	3	1,278
	10	MUSEUM/LIBRARY/ARCHIVES	86	0	5	91
	11	LAW	2,630	1,058	108	3,796
	12	INFO PROCESSING SYSTEMS	2,049	358	37	2,444
	13	WRITING	151	64	41	256
	14	ART	13	0	0	13
	15	FINANCE	1,842	106	115	2,063
	16	ADMINISTRATION	8,793	2,204	123	11,120
	17	INSPECTIONS/INVESTIGATIONS	2,764	201	15	2,980
	18	RECREATION	58	0	0	58
	19	BROADCASTING/TRANSMITTING	5	0	0	5
CLERICAL	20	GENERAL CLERICAL	4,621	2,227	44	6,892
	21	FINANCE CLERICAL	91	28	4	123
	22	STOCK-STORAGE-INVENTORY	225	0	2	227
	24	INFO-MSG DISTRIBUTION	552	0	0	552
SERVICE	30	BLDG-FACILITY SERVICES	681	0	2	683
	31	FOOD SERVICES	778	0	0	778
	33	BARBERING/COSMETOLOGY	16	0	0	16
	35	DIRECT CARE	3,205	0	0	3,205
	36	PROTECTIVE SERVICES	9,622	0	9	9,631

(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

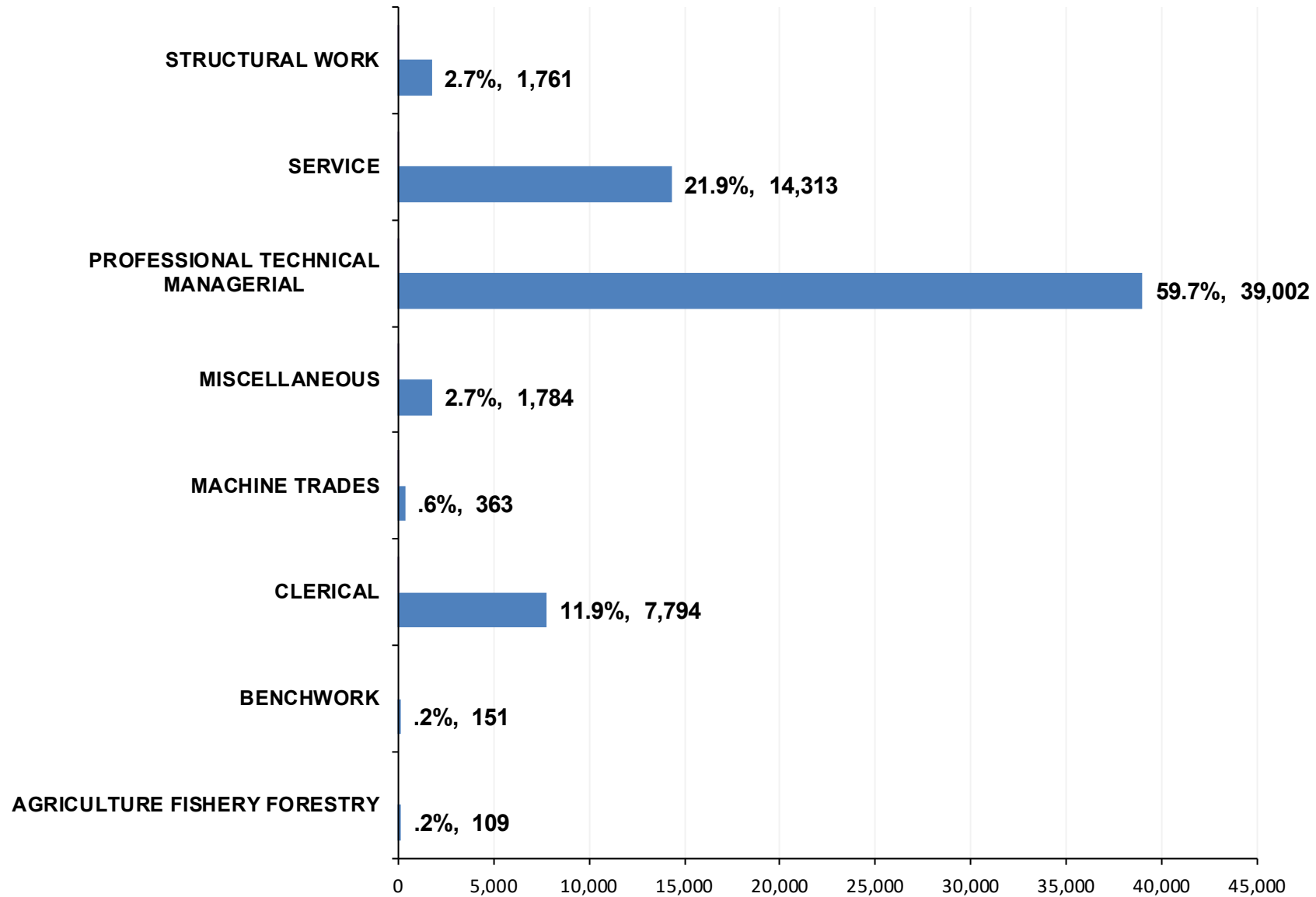
July 1, 2024

CATEGORY	OCCUPATIONAL GROUP		EXECUTIVE	JUDICIARY	LEGISLATURE	TOTAL
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	69	0	0	69
	41	ANIMAL FARMING	40	0	0	40
	43	FORESTRY	0	0	0	0
MACHINE TRADES	60	MACHINERY REPAIR	325	0	1	326
	65	PRINTING	37	0	0	37
BENCHWORK	70	TECHNICAL REPAIR	0	0	0	0
	72	ELECTRICAL REPAIR	151	0	0	151
STRUCTURAL WORK	80	SKILLED TRADES	363	0	0	363
	81	STRUCTURAL MAINTENANCE	1,398	0	0	1,398
MISCELLANEOUS	90	TRANSPORTATION	223	10	0	233
	91	UTILITIES	95	0	0	95
	92	MULTIPLE GROUPS	1,348	6	1	1,355
	93	NON TITLE	101	0	0	101
TOTAL			56,088	8,679	510	65,277

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, 2024



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 7/1/2024: 65,277.

Salary Data for State Government Workforce

Introduction

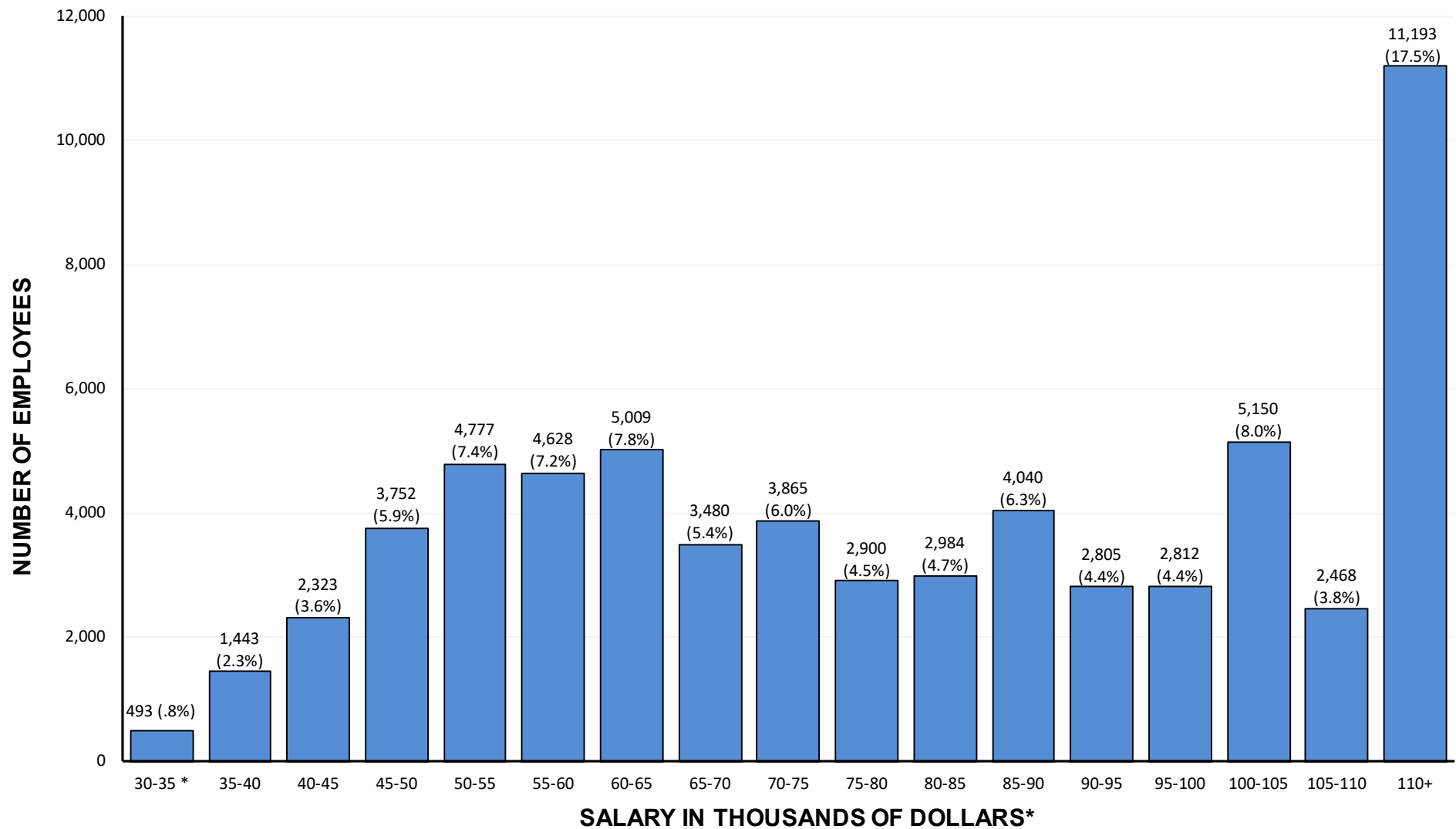
We continue to report salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$89,913) account for approximately 62.5 percent of the full-time State Government workforce. The median salary for the full-time State Government workforce is \$82,259. 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. 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 29 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, 2024

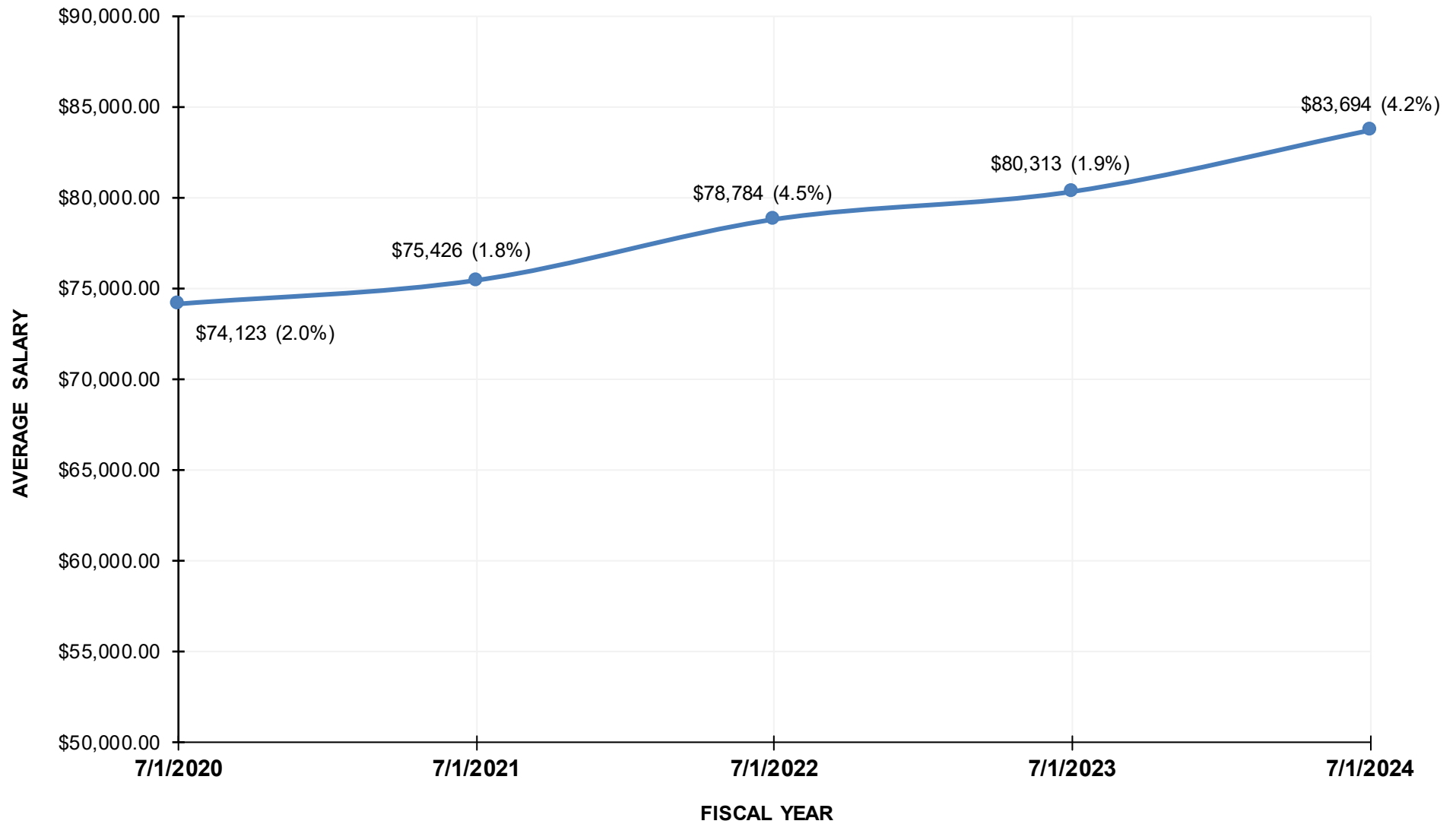


Numbers and percentages reflect full-time employees; excludes Board and Commission members. (As of 7/1/2024, 64,122).

*30-35 = \$30,000.00-\$34,999.99 and so on.

Five-Year Trend of Average Salaries for State Government Employees

2020 through 2024



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

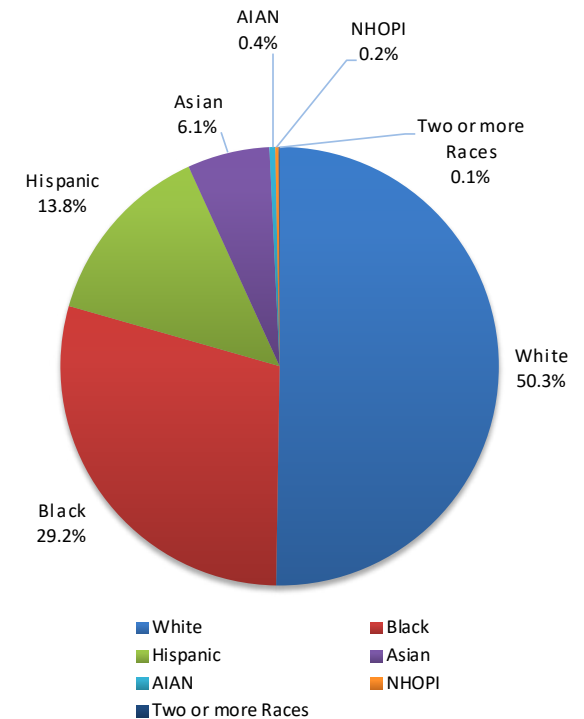
We include several charts and tables that analyze the State Government workforce by gender and race/ethnicity. In accordance with new laws, effective May 2020, individuals employed by the State of New Jersey were able to identify their gender as male, female or nonbinary. As of July 1, 2024, 52 individuals (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 2015. 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 49.7 percent of that workforce as of July 1, 2024. 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, 2024. 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, 2024

STATE AGENCY	WHITE	BLACK	HISPANIC	ASIAN	AIAN	NHOPI	TWO OR MORE RACES	TOTAL
AGRICULTURE	176	21	15	18	0	1	0	231
BANKING & INSURANCE	242	106	30	49	10	3	1	441
CHILDREN & FAMILIES	2,375	2,535	1,328	178	18	4	1	6,439
COMMUNITY AFFAIRS	521	310	120	36	6	2	1	996
CORRECTIONS	3,393	2,006	1,342	133	50	18	0	6,942
<i>Corrections</i>	3,059	1,863	1,215	110	47	11	0	6,305
State Parole Board	334	143	127	23	3	7	0	637
EDUCATION	411	153	49	43	0	0	1	657
ENVIRONMENTAL PROTECTION	2,119	226	161	179	7	0	5	2,697
GOVERNOR'S OFFICE	79	23	11	10	0	0	0	123
HEALTH	1,794	3,132	356	534	28	9	2	5,855
HUMAN SERVICES	2,575	2,673	585	385	27	30	1	6,276
INFORMATION TECHNOLOGY	312	76	37	146	3	0	0	574
LABOR	1,460	920	566	187	8	4	0	3,145
<i>Labor</i>	1,328	834	542	175	6	3	0	2,888
Civil Service Commission	132	86	24	12	2	1	0	257
LAW & PUBLIC SAFETY	5,651	1,435	1,081	328	37	19	2	8,553
<i>Law & Public Safety</i>	5,156	992	941	290	32	18	1	7,430
Homeland Security & Preparedness	96	10	11	11	0	0	0	128
Youth Justice	399	433	129	27	5	1	1	995
MILITARY & VETERANS AFFAIRS	546	606	189	176	9	8	0	1,534
STATE	208	90	38	23	2	0	0	361
<i>State (Includes Comm on Higher Education)</i>	125	42	25	9	2	0	0	203
Higher Educational Student Assistance	83	48	13	14	0	0	0	158
TRANSPORTATION	3,176	1,227	810	711	29	13	19	5,985
<i>Transportation</i>	1,956	472	180	551	17	13	11	3,200
Motor Vehicles	1,220	755	630	160	12	0	8	2,785
TREASURY	3,050	1,302	509	357	20	28	13	5,279
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,177	880	283	268	7	4	10	3,629
Administrative Law	79	26	7	7	0	0	1	120
Casino Control	21	9	2	3	0	0	0	35
Public Defender	656	320	184	55	11	24	0	1,250
Public Utilities	117	67	33	24	2	0	2	245
TOTAL EXECUTIVE DEPARTMENTS	28,088	16,841	7,227	3,493	254	139	46	56,088
JUDICIARY	4,346	2,139	1,704	442	24	24	0	8,679
LEGISLATIVE STAFF	372	62	50	25	1	0	0	510
TOTAL STATE GOVT WORKFORCE	32,806	19,042	8,981	3,960	279	163	46	65,277

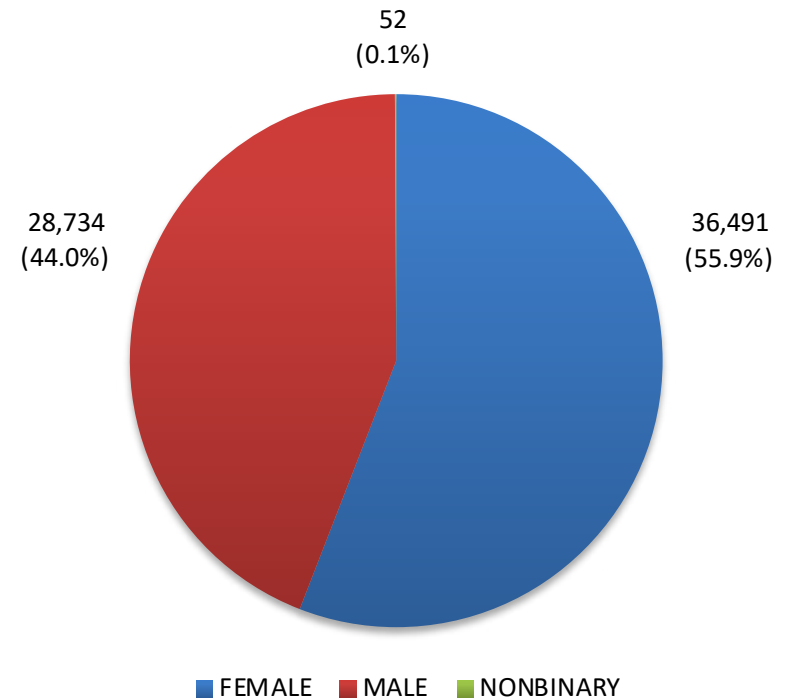


AIAN stands for American Indian/Alaskan Native; NHOPI stands for Native Hawaiian/ Other Pacific Islander.
Data provided by the Civil Service Commission from automated personnel files.

Gender Distribution of State Government Employees by Agency

July 1, 2024

STATE AGENCY	FEMALE	MALE	NONBINARY	TOTAL
AGRICULTURE	136	95	0	231
BANKING & INSURANCE	222	219	0	441
CHILDREN & FAMILIES	5,160	1,277	2	6,439
COMMUNITY AFFAIRS	481	512	3	996
CORRECTIONS	1,951	4,988	3	6,942
<i>Corrections</i>	1,685	4,617	3	6,305
State Parole Board	266	371	0	637
EDUCATION	427	230	0	657
ENVIRONMENTAL PROTECTION	1,198	1,487	12	2,697
GOVERNOR'S OFFICE	81	42	0	123
HEALTH	3,817	2,037	1	5,855
HUMAN SERVICES	4,324	1,949	3	6,276
INFORMATION TECHNOLOGY	198	375	1	574
LABOR	2,067	1,074	4	3,145
<i>Labor</i>	1,903	983	2	2,888
Civil Service Commission	164	91	2	257
LAW & PUBLIC SAFETY	2,999	5,548	6	8,553
<i>Law & Public Safety</i>	2,586	4,839	5	7,430
Homeland Security & Preparedness	58	70	0	128
Youth Justice	355	639	1	995
MILITARY & VETERANS AFFAIRS	921	611	2	1,534
STATE	230	131	0	361
<i>State (Includes Comm on Higher Education)</i>	129	74	0	203
Higher Educational Student Assistance	101	57	0	158
TRANSPORTATION	2,553	3,424	8	5,985
<i>Transportation</i>	677	2,519	4	3,200
Motor Vehicles	1,876	905	4	2,785
TREASURY	3,132	2,141	6	5,279
<i>Treasury (Incl Minor Boards & Commissions)</i>	2,003	1,625	1	3,629
Administrative Law	88	32	0	120
Casino Control	21	14	0	35
Public Defender	886	359	5	1,250
Public Utilities	134	111	0	245
TOTAL EXECUTIVE DEPARTMENTS	29,897	26,140	51	56,088
JUDICIARY	6,326	2,352	1	8,679
LEGISLATIVE STAFF	268	242	0	510
TOTAL STATE GOVT WORKFORCE	36,491	28,734	52	65,277

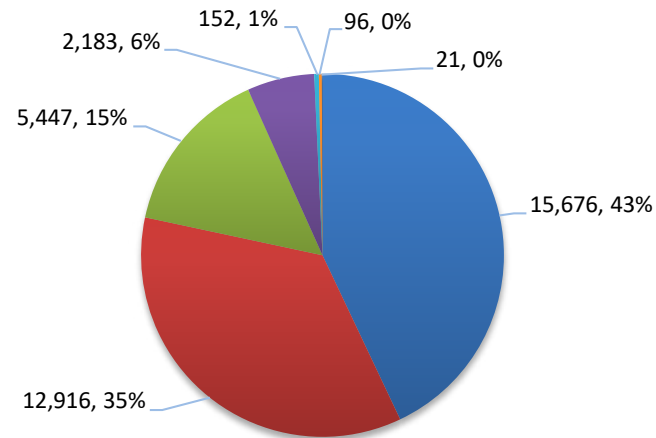


Data provided by the Civil Service Commission from automated personnel files.

Race/Ethnic and Gender Distribution of State Government Employees

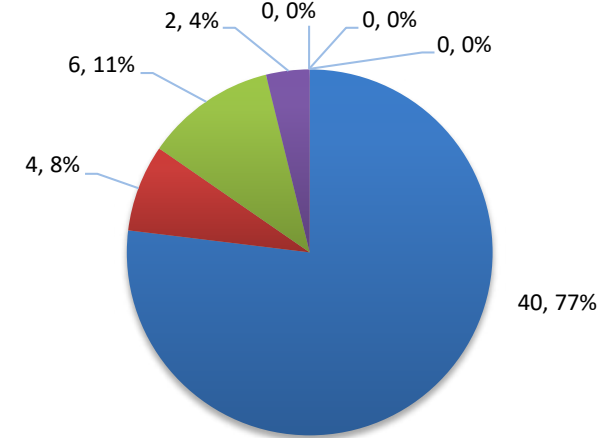
July 1, 2024

FEMALE



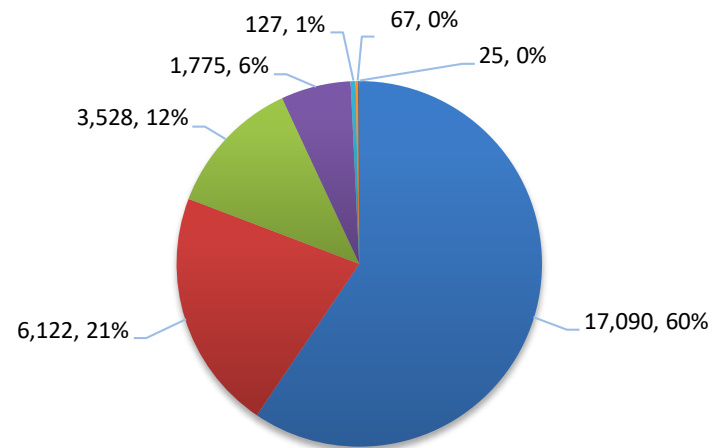
■ White ■ Black ■ Hispanic ■ Asian ■ AIAN ■ NHOP ■ Two or more Races

NONBINARY



■ White ■ Black ■ Hispanic ■ Asian ■ AIAN ■ NHOP ■ Two or more Races

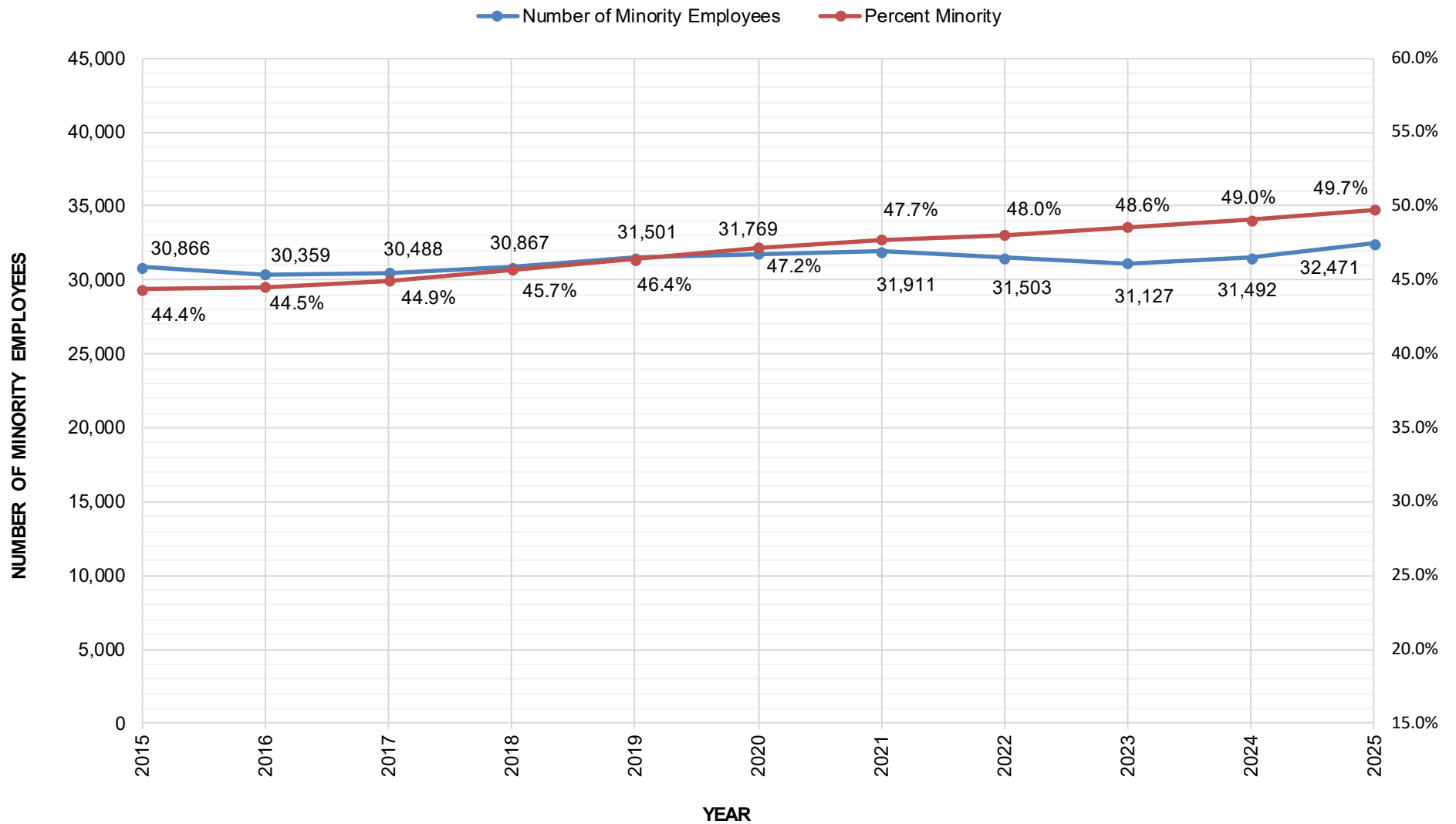
MALE



■ White ■ Black ■ Hispanic ■ Asian ■ AIAN ■ NHOP ■ Two or more Races

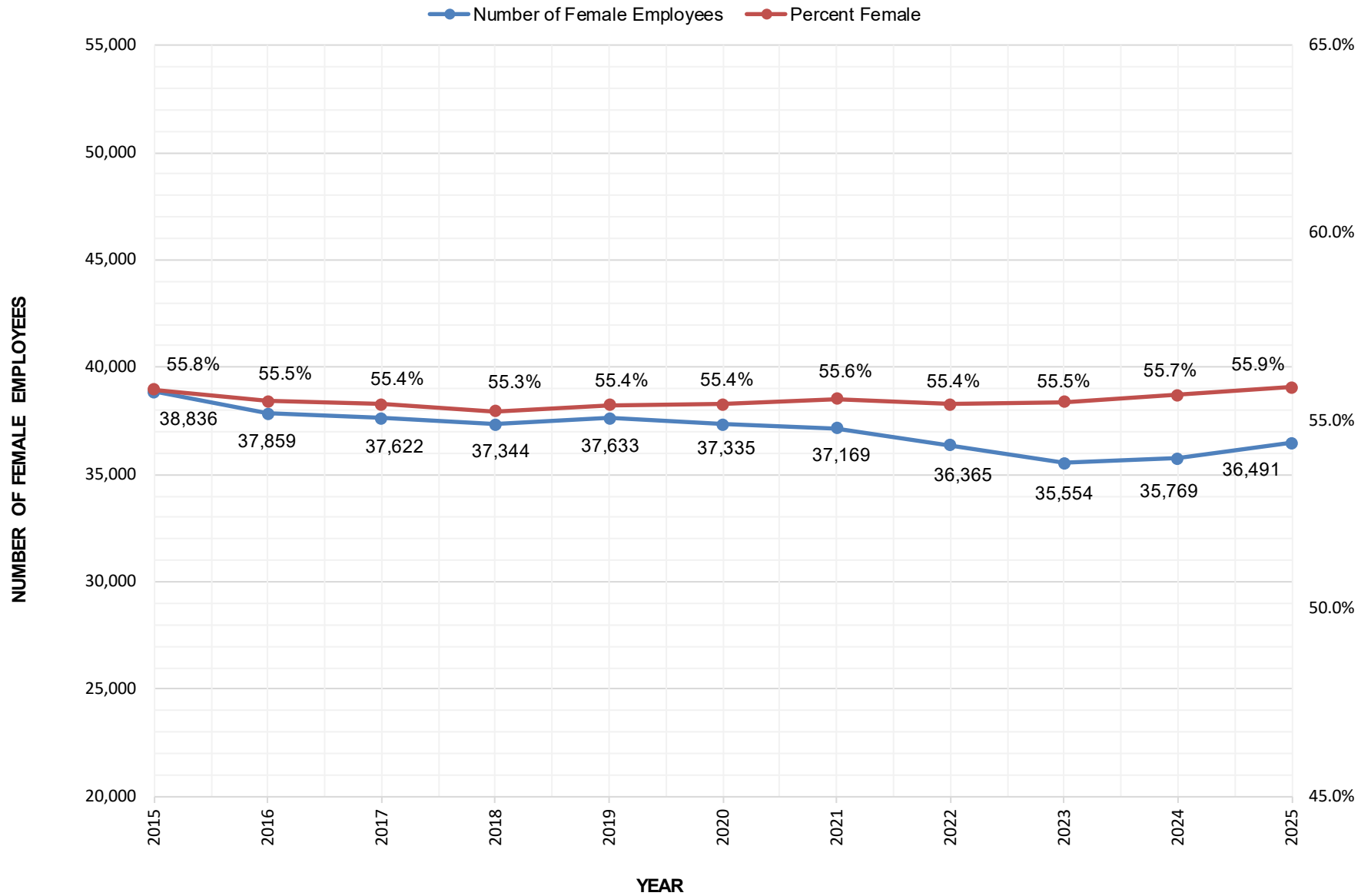
AIAN stands for American Indian/Alaskan Native; NHOP stands for Native Hawaiian/Other Pacific Islander.
Data provided by the Civil Service Commission from automated personnel files.

Minorities in the State Government Workforce (2015-2025)



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

Women in the State Government Workforce (2015-2025)



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 59 employee relations groups, 22 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) represents employees in Bargaining Codes 1, 8, J, JP, and YD, and the Police Benevolent Association (PBA) represents Bargaining Codes F, FA, L, and LA. Both of these unions represent employees involved in State law enforcement activities. Independent organizations represent uniformed State Police officers, probation officers, and some correction officers. Court reporters, Bargaining Code 5, are represented by the Office and Professional Employees International Union (OPEIU).

Bargaining Units 6 and 7 are represented by the Judiciary Council of Affiliated Unions (JCAU), which comprises 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 39.1 percent of the workforce in its bargaining units. The other large organizations are the PBA, with 6.8 percent of the workforce; AFSCME, with 6.3 percent of the workforce; and IFPTE and the Probation Officers Association, each 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, 2024

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	101	0	8	0	0	0	0
BANKING & INSURANCE	207	0	17	10	0	0	0
CHILDREN & FAMILIES	5,078	228	79	19	0	0	0
COMMUNITY AFFAIRS	502	0	72	5	0	0	0
CORRECTIONS	755	162	130	20	0	0	0
<i>Corrections</i>	664	162	121	18	0	0	0
State Parole Board	91	0	9	2	0	0	0
EDUCATION	330	13	10	13	0	0	0
ENVIRONMENTAL PROTECTION	1,642	0	77	58	0	0	0
GOVERNOR'S OFFICE	0	0	0	0	0	0	0
HEALTH	2,335	1,697	347	39	0	0	0
HUMAN SERVICES	2,699	1,495	358	40	0	0	0
INFORMATION TECHNOLOGY	325	0	1	9	0	0	0
LABOR	2,036	1	15	50	0	0	0
<i>Labor</i>	2,030	1	15	50	0	0	0
Civil Service Commission	6	0	0	0	0	0	0
LAW & PUBLIC SAFETY	1,469	68	299	404	0	1,857	972
<i>Law & Public Safety</i>	1,210	0	283	398	0	1,857	972
Homeland Security & Preparedness	1	0	0	0	0	0	0
Youth Justice	258	68	16	6	0	0	0
MILITARY & VETERANS AFFAIRS	361	466	130	7	0	0	0
STATE	147	0	0	19	0	0	0
<i>State (Includes Comm on Higher Education)</i>	77	0	0	8	0	0	0
Higher Educational Student Assistance	70	0	0	11	0	0	0
TRANSPORTATION	3,310	0	887	14	201	0	0
<i>Transportation</i>	1,421	0	856	5	0	0	0
Motor Vehicles	1,889	0	31	9	201	0	0
TREASURY	3,024	0	75	78	0	0	0
<i>Treasury (Incl Minor Boards & Commissions)</i>	1,942	0	74	40	0	0	0
Administrative Law	44	0	0	1	0	0	0
Casino Control	0	0	0	0	0	0	0
Public Defender	889	0	1	36	0	0	0
Public Utilities	149	0	0	1	0	0	0
TOTAL EXECUTIVE DEPARTMENTS	24,321	4,130	2,505	785	201	1,857	972
JUDICIARY	1,209	0	0	0	0	0	0
LEGISLATIVE STAFF	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	25,530	4,130	2,505	785	201	1,857	972
% OF UNION REPRESENTED EMPLOYEES	55.5%	9.0%	5.4%	1.7%	0.4%	4.0%	2.1%
% OF STATE GOVT WORKFORCE*	39.1%	6.3%	3.8%	1.2%	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, 2024

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	109
BANKING & INSURANCE	0	0	0	0	0	0	0	0	234
CHILDREN & FAMILIES	0	0	0	0	0	0	0	0	5,404
COMMUNITY AFFAIRS	0	0	0	0	0	0	0	0	579
CORRECTIONS	0	4,068	344	375	42	0	0	0	5,896
<i>Corrections</i>	0	3,751	320	375	36	0	0	0	5,447
State Parole Board	0	317	24	0	6	0	0	0	449
EDUCATION	0	0	0	0	0	0	0	0	366
ENVIRONMENTAL PROTECTION	0	97	11	24	2	0	0	0	1,911
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0
HEALTH	0	0	0	0	0	0	0	0	4,418
HUMAN SERVICES	0	49	3	12	0	0	0	0	4,656
INFORMATION TECHNOLOGY	0	0	0	0	0	0	0	0	335
LABOR	0	0	0	0	0	0	0	0	2,102
<i>Labor</i>	0	0	0	0	0	0	0	0	2,096
Civil Service Commission	0	0	0	0	0	0	0	0	6
LAW & PUBLIC SAFETY	278	232	152	34	2	0	0	0	5,767
<i>Law & Public Safety</i>	278	12	119	2	0	0	0	0	5,131
Homeland Security & Preparedness	0	0	0	0	0	0	0	0	1
Youth Justice	0	220	33	32	2	0	0	0	635
MILITARY & VETERANS AFFAIRS	0	0	0	0	0	0	0	0	964
STATE	0	0	0	0	0	0	0	0	166
<i>State (Includes Comm on Higher Education)</i>	0	0	0	0	0	0	0	0	85
Higher Educational Student Assistance	0	0	0	0	0	0	0	0	81
TRANSPORTATION	0	0	0	0	0	0	0	0	4,412
<i>Transportation</i>	0	0	0	0	0	0	0	0	2,282
Motor Vehicles	0	0	0	0	0	0	0	0	2,130
TREASURY	0	0	6	8	0	0	0	0	3,191
<i>Treasury (Incl Minor Boards & Commissions)</i>	0	0	6	8	0	0	0	0	2,070
Administrative Law	0	0	0	0	0	0	0	0	45
Casino Control	0	0	0	0	0	0	0	0	0
Public Defender	0	0	0	0	0	0	0	0	926
Public Utilities	0	0	0	0	0	0	0	0	150
TOTAL EXECUTIVE DEPARTMENTS	278	4,446	516	453	46	0	0	0	40,510
JUDICIARY	0	0	0	0	0	10	1,765	2,507	5,491
LEGISLATIVE STAFF	0	0	0	0	0	0	0	0	0
TOTAL STATE GOVT WORKFORCE	278	4,446	516	453	46	10	1,765	2,507	46,001
% OF UNION REPRESENTED EMPLOYEES	0.6%	9.7%	1.1%	1.0%	0.1%	0.0%	3.8%	5.4%	100.0%
% OF STATE GOVT WORKFORCE*	0.4%	6.8%	0.8%	0.7%	0.1%	0.0%	2.7%	3.8%	70.5%

*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, 2024

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	145	16	29	0	0	0	0	0
\$35,000-\$39,999.99	324	229	241	0	0	0	0	0
\$40,000-\$44,999.99	413	385	404	0	34	0	0	0
\$45,000-\$49,999.99	999	721	454	0	48	0	0	0
\$50,000-\$54,999.99	1,883	391	307	0	25	0	0	0
\$55,000-\$59,999.99	1,526	1,300	282	0	34	0	0	0
\$60,000-\$64,999.99	2,248	507	280	0	33	150	0	0
\$65,000-\$69,999.99	1,351	370	298	0	8	262	0	0
\$70,000-\$74,999.99	1,782	138	45	0	19	451	0	0
\$75,000-\$79,999.99	1,421	55	57	0	0	114	0	0
\$80,000-\$84,999.99	1,592	0	16	0	0	161	0	0
\$85,000-\$89,999.99	2,682	0	25	1	0	0	0	0
\$90,000-\$94,999.99	1,377	0	19	52	0	135	1	0
\$95,000-\$99,999.99	1,671	0	10	25	0	290	3	0
\$100,000-ABOVE	5,832	0	19	707	0	294	968	278
TOTAL	25,246	4,112	2,486	785	201	1,857	972	278

(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, 2024

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	121	0	182	493
\$35,000-\$39,999.99	0	0	0	0	0	66	0	583	1,443
\$40,000-\$44,999.99	0	0	0	0	0	345	0	742	2,323
\$45,000-\$49,999.99	157	0	0	0	0	283	0	1,090	3,752
\$50,000-\$54,999.99	81	0	0	0	0	177	289	1,624	4,777
\$55,000-\$59,999.99	76	0	0	0	0	157	135	1,118	4,628
\$60,000-\$64,999.99	180	2	0	0	0	307	194	1,108	5,009
\$65,000-\$69,999.99	128	6	0	0	2	24	144	887	3,480
\$70,000-\$74,999.99	203	8	0	0	1	190	156	872	3,865
\$75,000-\$79,999.99	286	17	0	0	2	13	111	824	2,900
\$80,000-\$84,999.99	310	17	1	0	0	79	131	677	2,984
\$85,000-\$89,999.99	380	13	2	0	0	0	108	829	4,040
\$90,000-\$94,999.99	404	30	13	0	0	0	125	649	2,805
\$95,000-\$99,999.99	15	14	16	0	0	1	139	628	2,812
\$100,000-ABOVE	2,226	409	421	46	5	0	975	6,631	18,811
TOTAL	4,446	516	453	46	10	1,763	2,507	18,444	64,122

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 3,652 employees in State Colleges who hold positions with Civil Service System protections. As of July 1, 2024, there were 1,226 employees whose titles were in the competitive division and 2,426 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, 2024

COLLEGE	COMPETITIVE	NON-COMPETITIVE	GRAND TOTAL
Kean University	80	109	189
Montclair State University	198	430	628
New Jersey City University	117	373	490
Ramapo College of New Jersey	71	175	246
Rowan University	288	479	767
State Library	35	29	64
Stockton University	153	425	578
The College of New Jersey	110	234	344
Thomas Edison State University	22	17	39
William Paterson University	152	155	307
TOTAL STATE COLLEGES	1,226	2,426	3,652

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.

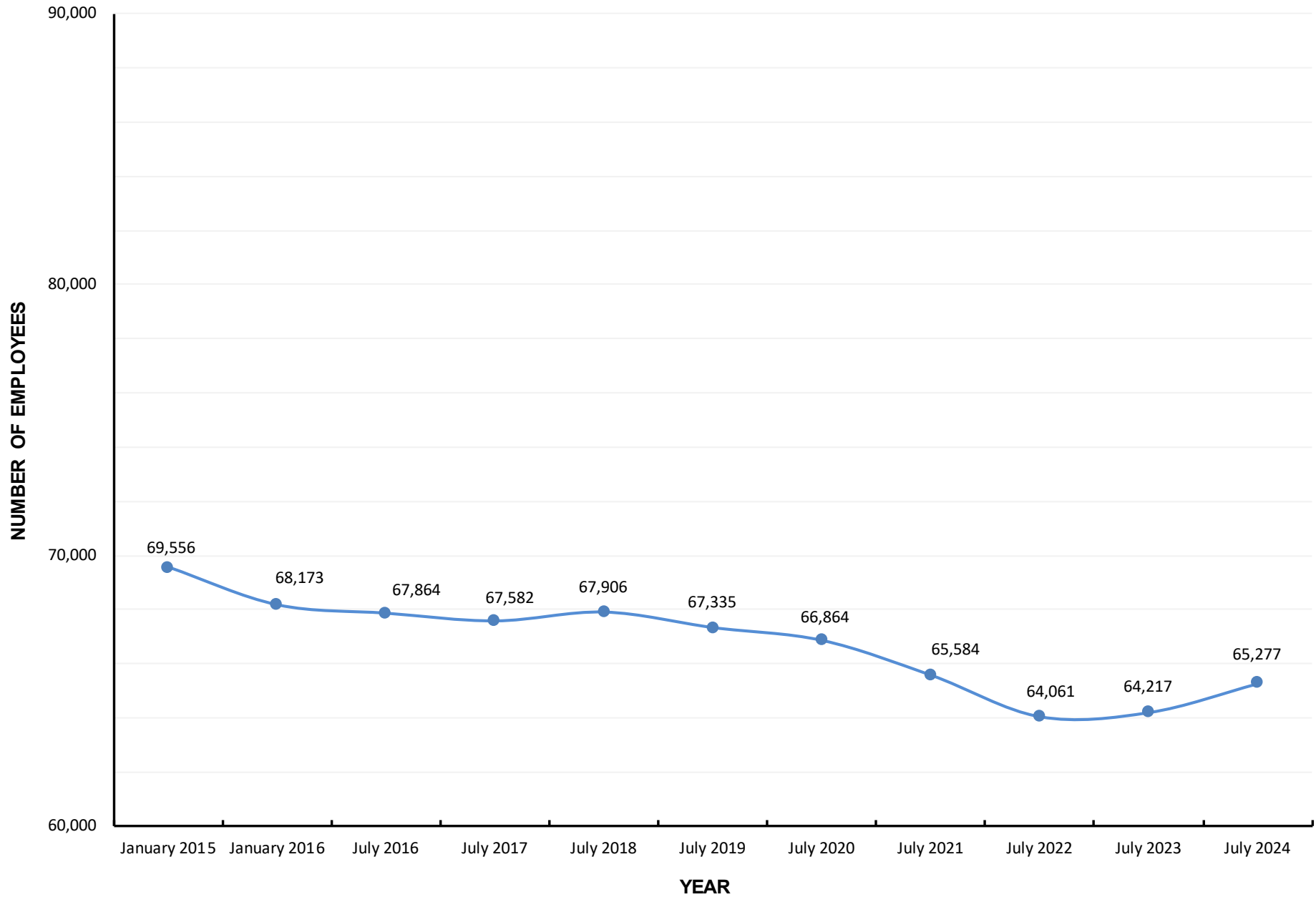
State Government Workforce Ten Year Historical Trend Data

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.

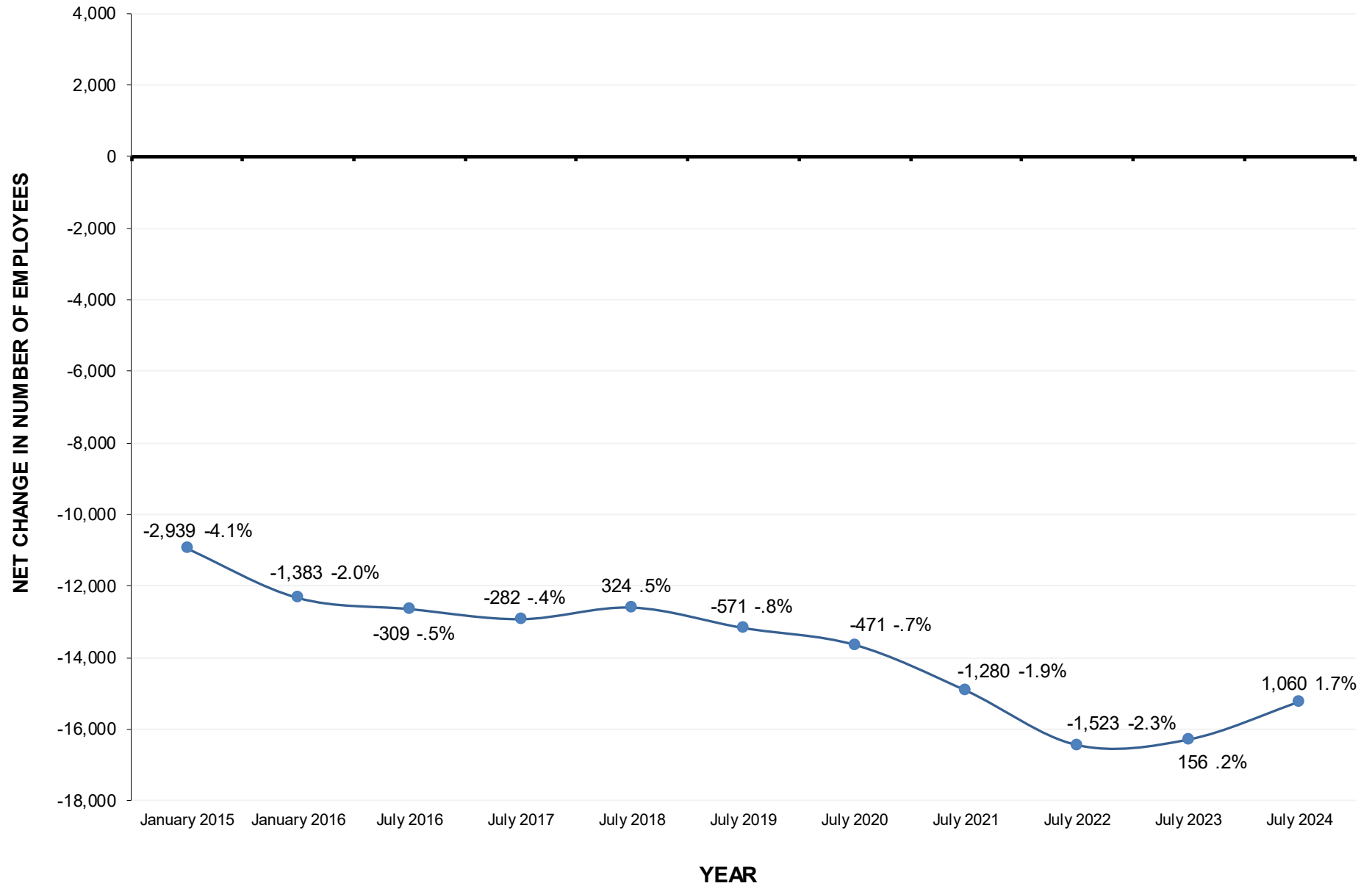
Page 46 presents net changes in number of state government employees over a ten year period. With the 2015 Workforce Profile, this graph was changed to a line graph to better reflect the visual representation of change. On the data labels, the number reflects the actual change in headcount compared to the previous year, while percentage reflects the percentage change.

Ten Year Trend of Total Workforce Counts



Data provided from Civil Service Commission automated personnel files.

Ten Year Trend Workforce Net Changes



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. Approximately 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 2024), indicate total employment of approximately 150,228. Thus, the employees in Civil Service System jurisdictions who do not work in school districts (the vast majority of the 103,622 identified in our records) represent about 69 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 2,609 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 106,231 jobs rather than 103,622 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.

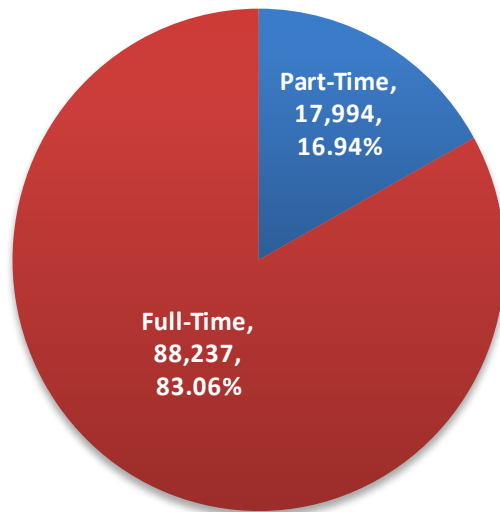
The following tables yield some broad outlines of the characteristics of local Civil Service system jobs in New Jersey. Since 20 of our 21 counties have adopted Title 11A, it is not surprising that approximately 36.3 percent of local jobs covered by the State Government Civil Service system are county jobs. Approximately 86.9 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 48.6 percent of them are located in the five Northeast Jersey counties of Bergen, Essex, Hudson, Passaic, and Union. Approximately 28.8 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.

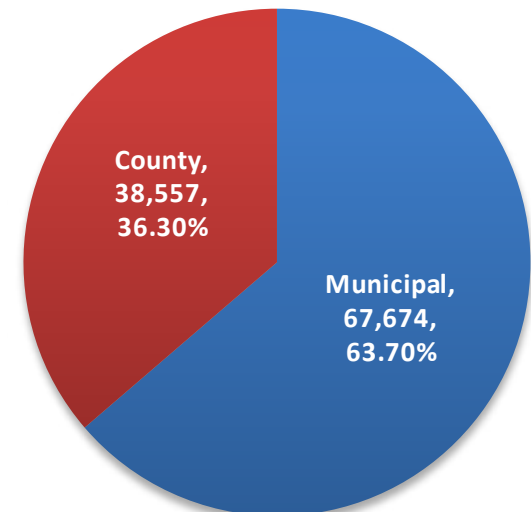
NOTE: For a number of years, we have included in the count of local government Civil Service System jobs some temporary engagements like Monitor and Student Assistant that are not subject to unemployment compensation. Our classification and compensation experts have now concluded that these engagements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

Local Government Civil Service System Jobs: Quantitative Summary

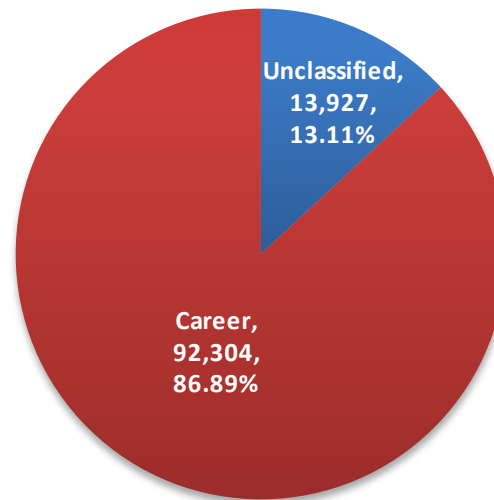
July 1, 2024



■ Part-Time ■ Full-Time



■ Municipal ■ County



■ Unclassified ■ Career

Data from the Civil Service Commission CAMPS.

Percentages refer to the Number of Local Govt. Civil Service System Jobs as of 7/1/2024: 106,231.

Distribution by Location, Level of Government, and Service Division

July 1, 2024

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	1,055	391	1,446	270	1,716	1,585	695	2,280	392	2,672	3,726	662	4,388
Bergen	1,662	1,516	3,178	375	3,553	2,152	1,714	3,866	786	4,652	7,044	1,161	8,205
Burlington	982	481	1,463	241	1,704	1,175	820	1,995	535	2,530	3,458	776	4,234
Camden	1,855	506	2,361	453	2,814	1,424	779	2,203	558	2,761	4,564	1,011	5,575
Cape May	522	417	939	133	1,072	1,051	1,115	2,166	243	2,409	3,105	376	3,481
Cumberland	541	255	796	162	958	1,088	1,409	2,497	248	2,745	3,293	410	3,703
Essex	2,306	1,046	3,352	503	3,855	6,465	3,426	9,891	996	10,887	13,243	1,499	14,742
Gloucester	746	430	1,176	163	1,339	336	203	539	85	624	1,715	248	1,963
Hudson	1,877	969	2,846	467	3,313	5,904	4,405	10,309	1,315	11,624	13,155	1,782	14,937
Hunterdon	324	140	464	121	585	0	0	0	0	0	464	121	585
Mercer	1,055	373	1,428	258	1,686	1,888	703	2,591	261	2,852	4,019	519	4,538
Middlesex	1,196	627	1,823	298	2,121	2,182	1,822	4,004	470	4,474	5,827	768	6,595
Monmouth	1,764	520	2,284	255	2,539	1,487	876	2,363	719	3,082	4,647	974	5,621
Morris	876	496	1,372	265	1,637	1,025	535	1,560	308	1,868	2,932	573	3,505
Ocean	2,108	913	3,021	303	3,324	1,842	1,470	3,312	484	3,796	6,333	787	7,120
Passaic	1,046	857	1,903	298	2,201	2,583	1,100	3,683	418	4,101	5,586	716	6,302
Salem	409	106	515	102	617	57	39	96	26	122	611	128	739
Somerset	11	0	11	0	11	0	0	0	0	0	11	0	11
Sussex	379	167	546	136	682	393	232	625	209	834	1,171	345	1,516
Union	1,097	895	1,992	273	2,265	2,872	1,754	4,626	510	5,136	6,618	783	7,401
Warren	346	107	453	112	565	164	165	329	176	505	782	288	1,070
TOTAL	22,157	11,212	33,369	5,188	38,557	35,673	23,262	58,935	8,739	67,674	92,304	13,927	106,231

*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

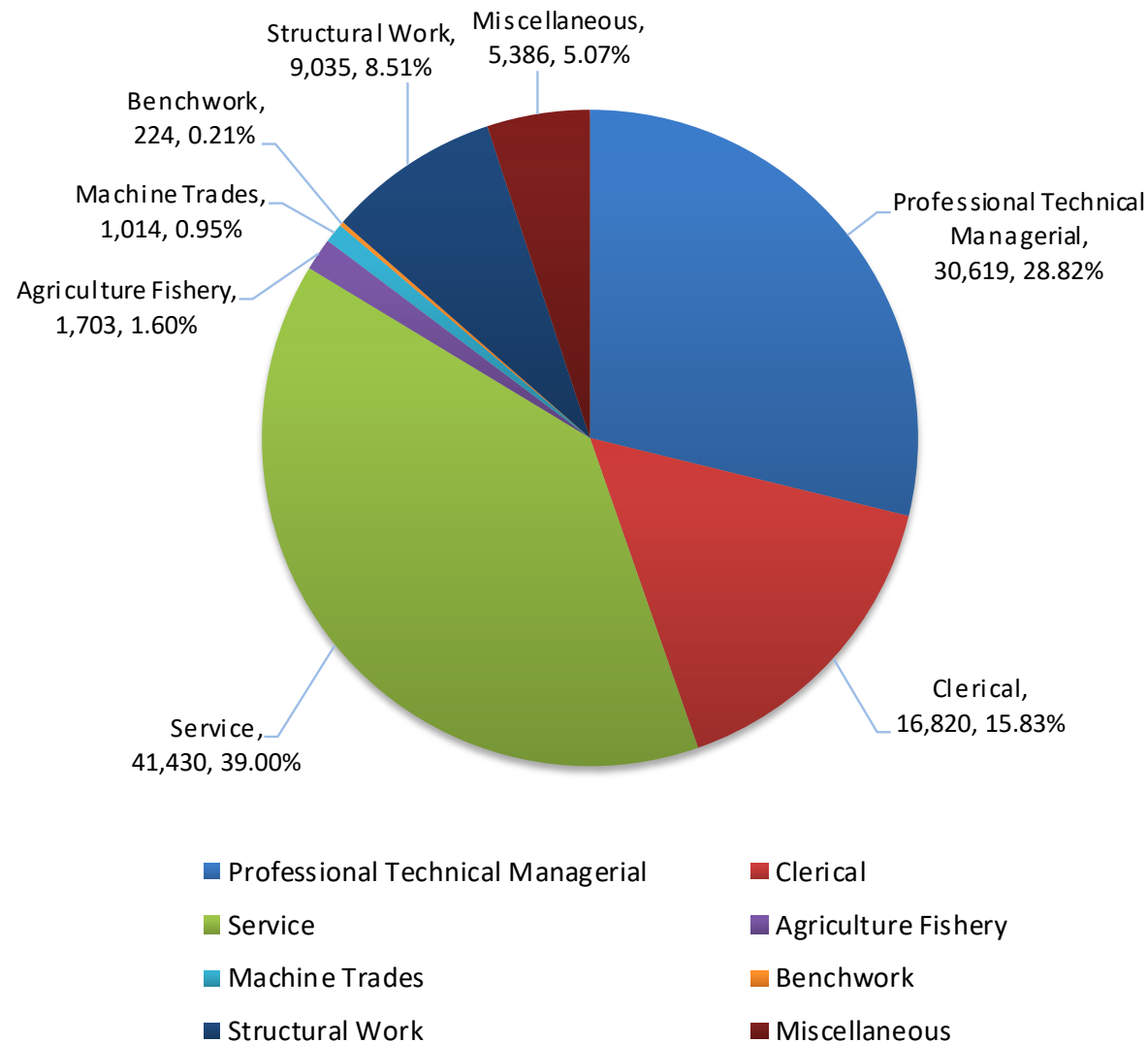
July 1, 2024

LOCATION	COUNTY			MUNICIPAL			TOTAL		GRAND TOTAL
	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	SUBTOTAL	FULL-TIME	PART-TIME	
Atlantic	1,591	125	1,716	2,184	488	2,672	3,775	613	4,388
Bergen	2,599	954	3,553	3,208	1,444	4,652	5,807	2,398	8,205
Burlington	1,559	145	1,704	1,853	677	2,530	3,412	822	4,234
Camden	2,577	237	2,814	2,018	743	2,761	4,595	980	5,575
Cape May	998	74	1,072	1,645	764	2,409	2,643	838	3,481
Cumberland	893	65	958	2,202	543	2,745	3,095	608	3,703
Essex	3,740	115	3,855	9,894	993	10,887	13,634	1,108	14,742
Gloucester	1,121	218	1,339	484	140	624	1,605	358	1,963
Hudson	3,145	168	3,313	8,830	2,794	11,624	11,975	2,962	14,937
Hunterdon	491	94	585	0	0	0	491	94	585
Mercer	1,552	134	1,686	2,513	339	2,852	4,065	473	4,538
Middlesex	2,074	47	2,121	3,138	1,336	4,474	5,212	1,383	6,595
Monmouth	2,446	93	2,539	2,163	919	3,082	4,609	1,012	5,621
Morris	1,469	168	1,637	1,448	420	1,868	2,917	588	3,505
Ocean	2,870	454	3,324	3,144	652	3,796	6,014	1,106	7,120
Passaic	2,028	173	2,201	3,412	689	4,101	5,440	862	6,302
Salem	515	102	617	97	25	122	612	127	739
Somerset	11	0	11	0	0	0	11	0	11
Sussex	534	148	682	569	265	834	1,103	413	1,516
Union	1,985	280	2,265	4,422	714	5,136	6,407	994	7,401
Warren	525	40	565	290	215	505	815	255	1,070
TOTAL	34,723	3,834	38,557	53,514	14,160	67,674	88,237	17,994	106,231

Data provided by the Civil Service Commission from CAMPS.

Distribution by Occupational Group

July 1, 2024



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 7/1/2024: 106,231

Distribution by Occupational Group

July 1, 2024

CATEGORY		OCCUPATION	COUNTY	MUNICIPAL	TOTAL
PROFESSIONAL TECHNICAL MANAGERIAL	00	ENGINEERING/SURVEYING	323	223	546
	01	ENV ENGR-ARCHITECTURE	17	17	34
	02	PHYSICAL SCI-STATS	145	69	214
	04	LIFE SCIENCES	56	8	64
	05	SOCIAL SCIENCES	584	961	1,545
	06	SOCIAL-PSYCH SERVICES	1,926	240	2,166
	07	MEDICAL-HEALTH SERVICES	1,467	1,397	2,864
	09	EDUCATION	464	1,961	2,425
	10	MUSEUM/LIBRARY/ARCHIVES	1,586	1,943	3,529
	11	LAW	1,285	681	1,966
	12	INFO PROCESSING SYSTEMS	593	373	966
	13	WRITING	44	82	126
	14	ART	42	24	66
	15	FINANCE	440	644	1,084
	16	ADMINISTRATION	4,412	2,834	7,246
	17	INSPECTIONS/INVESTIGATIONS	642	2,498	3,140
	18	RECREATION	601	2,011	2,612
	19	BROADCASTING/TRANSMITTING	3	23	26
CLERICAL	20	GENERAL CLERICAL	5,701	6,591	12,292
	21	FINANCE CLERICAL	420	882	1,302
	22	STOCK-STORAGE-INVENTORY	94	58	152
	24	INFO-MSG DISTRIBUTION	1,361	1,713	3,074
SERVICE	30	BLDG-FACILITY SERVICES	1,091	2,149	3,240
	31	FOOD SERVICES	192	435	627
	33	BARBERING/COSMETOLOGY	2	0	2
	35	DIRECT CARE	335	2	337
	36	PROTECTIVE SERVICES	9,577	27,647	37,224

(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 by Occupational Group (cont.)

July 1, 2024

CATEGORY		OCCUPATION	COUNTY	MUNICIPAL	TOTAL
AGRICULTURE FISHERY FORESTRY	40	PLANTING-GARDENING	620	657	1,277
	41	ANIMAL FARMING	251	165	416
	42	FISHERY-SHELLFISH	1	3	4
	43	FORESTRY	4	2	6
MACHINE TRADES	60	MACHINERY REPAIR	327	660	987
	65	PRINTING	20	7	27
BENCHWORK	70	TECHNICAL REPAIR	3	30	33
	72	ELECTRICAL REPAIR	78	113	191
STRUCTURAL WORK	80	SKILLED TRADES	306	377	683
	81	STRUCTURAL MAINTENANCE	1,655	6,697	8,352
MISCELLANEOUS	90	TRANSPORTATION	778	1,837	2,615
	91	UTILITIES	252	676	928
	92	NOT CODED ELSEWHERE	859	984	1,843
TOTAL			38,557	67,674	106,231

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 2024

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 *(cont.)*

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 *(cont.)*

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 Municipal Utilities Authority
North Bergen Parks and Public Property
North Bergen Public Affairs
North Bergen Public Safety
North Bergen Public Works
North Bergen Revenue and Finance
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 *(cont.)*

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 *(cont.)*

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



nj.gov/csc/