

# LABOR AND WORKFORCE DEVELOPMENT

## DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT OVERVIEW

### Mission and Goals

The Department of Labor and Workforce Development helps broaden the skills of the State's world-class workforce through the statewide One-Stop Career Center system; provides almost \$3 billion per year in vital income security to workers who are unemployed or unable to work due to illness, accident, or injury; equitably enforces New Jersey's labor laws and standards; analyzes the State's labor market and demographic information; helps disabled individuals succeed in the workplace; promotes labor management harmony and protects the health and safety of workers on the job. The Department also provides funding for job training to employed, unemployed, and underemployed workers, enabling them to align their skills with the needs of businesses.

The Public Employment Relations Commission (PERC), which is concerned with the scope of public sector negotiations, unfair practices, mediation, fact-finding, and arbitration, is organizationally in—but not—of the Department. The Board of Mediation and the State Employment and Training Commission also retain similar in—but not—of status. Specifically, the Board of Mediation monitors labor negotiations, resolves disputes by providing arbitrators, and conducts consent elections to determine matters of union representation in the private sector. The State Employment and Training Commission serves as the Statewide Workforce Investment Board established under federal and state law to provide strategic guidance and assist in the implementation of a coordinated State employment, training, and education policy.

### Budget Highlights

The Fiscal 2010 Budget for the Department of Labor and Workforce Development (NJLWD) totals \$147.0 million, a decrease of \$159.1 million or 52.0% under the fiscal 2009 adjusted appropriation of \$306.1 million. This decrease is largely due to a one-time supplemental appropriation of \$150 million for the Unemployment Compensation Fund that is not repeated in the fiscal 2010 recommended appropriation.

### Unemployment Insurance

The New Jersey Department of Labor and Workforce Development administers the Unemployment Insurance (UI) program through federal administrative funding. The primary function of UI is to provide wage replacement benefits to workers who have become involuntarily unemployed. The program provides a safety net for New Jersey workers and their families during periods of economic downturn.

### Workforce Development

In fiscal 2010, the Workforce Development Partnership Fund will continue to provide funding to strengthen job training efforts. The Workforce Development Partnership (WDP) program, which is funded through a dedicated assessment on workers and their employers, is a key component in the State's effort to train workers and job seekers and to help individuals move from welfare to work. In addition, the customized training segment of the WDP program provides matching grants to employers to upgrade the skills of their workforce and is a vital component of Governor Corzine's economic growth strategic plan.

New Jersey's One-Stop Career Center system provides customers with a preliminary assessment of their employment skills and allows them to obtain information on an array of employment-related services, including contacts to local education and training service providers, help in filing claims for unemployment insurance or student financial aid, job search and placement assistance, career counseling, and up-to-date information on job vacancies and employment trends. For employers, the system provides a single

point of contact, information about current and future skills needed by their workers, and a way to list job openings.

### Supplemental Workforce Fund for Basic Skills (SWFBS)

The New Jersey Supplemental Workforce Fund for Basic Skills (SWFBS, via P.L.2001, c.152) is funded from a portion of employer and employee tax contributions to support a Basic Skills program. The primary goal of the Basic Skills program is to promote adult literacy in the workplace by providing basic skills training for unemployed and employed workers. The funds are to be used as follows: 24% for One-Stop Career Centers; 28% for local Workforce Investment Boards; 38% for individual employers, employer organizations, labor organizations, community-based organizations, or educational institutions; and 10% to provide for administrative costs for the program.

Also funded out of the SWFBS, the Workforce Learning Link program uses interactive technology to quickly target individual areas in need of improvement and move customers into jobs or towards the fulfillment of other employment-directed goals such as vocational training or achievement of their General Educational Development credential (GED).

### Labor Standards and Safety Enforcement

The Labor Standards and Safety Enforcement program is responsible, in part, for the Prevailing Wage Act, which addresses most publicly-funded construction projects, including school construction. The Divisions of Wage and Hour Compliance and Public Safety and Occupational Safety and Health are responsible for administering and enforcing a wide variety of labor laws. These programs provide employees with safe and equitable working conditions, protect good faith employers from unfair competition by employers who willfully violate our labor laws, and protect workers and the general public from various hazardous business operations.

As one of its key responsibilities, the Department ensures that New Jersey's workers are properly classified as employees or independent contractors based on specific criteria provided in the Unemployment Compensation Law. The misclassification of employees as subcontractors is a growing national problem, causing workers to be improperly excluded from social insurance, safety standards, and other customary benefits. Employers engaging in this illegal practice also deprive the State of substantial revenues and gain an improper competitive advantage over law-abiding businesses.

### Vocational Rehabilitation Services

The Division of Vocational Rehabilitation Services' (DVRS) programs enable individuals with disabilities to prepare for, obtain, and maintain employment. A broad range of employment and rehabilitative services are provided by the Division, including counseling and guidance, evaluations, therapy, treatment, training, education, job coaching, assistive technology and job placement.

### Disability Determination Services

The Division of Disability Determination Services (DDS) adjudicates Social Security Disability claims filed by residents of New Jersey. The Division receives 100% of its funding from the U.S. Social Security Administration (SSA).

### Temporary Disability Insurance

New Jersey is one of only five states (and Puerto Rico) to provide workers with compulsory temporary disability insurance coverage. This program was established in 1948 and the first benefit check was issued in January 1949. The primary purpose of the Division of Temporary Disability Insurance is to provide protection against wage loss to persons who meet certain requirements when an accident or sickness occurs that is not work related. Workers who become disabled may be eligible for cash benefits under the State Plan or an approved Private Plan. A third program, Disability During

# LABOR AND WORKFORCE DEVELOPMENT

Unemployment, is designed for those who become disabled during the period they are eligible for unemployment insurance benefits. Also, effective on July 1, 2009, New Jersey will provide Family Leave Insurance benefits to covered workers to bond with newborn or newly adopted children and to care for sick family members. Each program is independent and all are funded from dedicated taxes paid by employers and employees.

## Workers' Compensation

The Division of Workers' Compensation continues to fulfill the mandate of the Workers' Compensation Law (N.J.S.A.34:15-1 et seq.) by providing services relating to the adjudication of benefits to the injured workers of New Jersey. Most importantly, the Division provides a forum in which a fair and impartial hearing can determine whether compensation is warranted. The Division is supported by dedicated funding from surcharges paid by employers.

## Labor Planning and Analysis

The Office of Labor Planning and Analysis (LPA) is composed of four divisions: the Divisions of Labor Market and Demographic Research (LMDR); Program Planning, Analysis, and Evaluation (PPAE); the Center for Occupational Employment Information (COEI); and the Office of Grants Operations. LPA is the Department's primary information gatherer, with a wide constitu-

cy of internal and external customers. LPA conducts statistical surveys, compiles management reports, provides projections of labor market information, monitors and produces reports on employment and population trends, oversees data pertaining to occupational supply and demand, evaluates training programs and vendors, and disseminates census information. The Office of Grants Operations tailors training programs that improve workers' capabilities, provides financial assistance for basic skills training (English language proficiency and work readiness skills), and implements workforce development strategies and programs. Approximately 62% of LPA's budget is supported by the federal government with the balance supported with State and dedicated funds.

## Civil Service Commission

The Civil Service Commission (CSC), whose mission is to attract, develop, and retain a high quality, diverse workforce for State, county, and municipal governments, is organizationally in—but-not-of the Department of Labor and Workforce Development. The CSC maintains a partnership with management and labor to develop a fair and efficient human resource delivery system rewarding quality, merit, and productivity. The CSC also concentrates on reducing bureaucracy, generating efficiency, and improving management of public employees throughout State and local civil service jurisdictions in New Jersey.

## DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

### SUMMARY OF APPROPRIATIONS BY FUND

(thousands of dollars)

Year Ending June 30, 2008					Year Ending June 30, 2010		
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	2009 Adjusted Approp.	Requested	Recommended
<b>GENERAL FUND</b>							
81,594	62,883	276	144,753	136,836	82,644	81,851	81,851
329,735	---	-500	329,235	329,230	219,524	62,982	62,982
1,522	---	---	1,522	1,481	1,522	---	---
<b>412,851</b>	<b>62,883</b>	<b>-224</b>	<b>475,510</b>	<b>467,547</b>	<b>303,690</b>	<b>144,833</b>	<b>144,833</b>
<b>CASINO REVENUE FUND</b>							
2,440	---	---	2,440	2,440	2,440	2,196	2,196
<b>2,440</b>	<b>---</b>	<b>---</b>	<b>2,440</b>	<b>2,440</b>	<b>2,440</b>	<b>2,196</b>	<b>2,196</b>
<b>415,291</b>	<b>62,883</b>	<b>-224</b>	<b>477,950</b>	<b>469,987</b>	<b>306,130</b>	<b>147,029</b>	<b>147,029</b>
<i>Total Appropriation, Department of Labor and Workforce Development</i>							
					<b>306,130</b>	<b>147,029</b>	<b>147,029</b>

### SUMMARY OF APPROPRIATIONS BY PROGRAM

(thousands of dollars)

Year Ending June 30, 2008					Year Ending June 30, 2010		
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	2009 Adjusted Approp.	Requested	Recommended
<b>DIRECT STATE SERVICES - GENERAL FUND</b>							
<b>Economic Planning and Development</b>							
707	27	300	1,034	982	827	777	777
<b>707</b>	<b>27</b>	<b>300</b>	<b>1,034</b>	<b>982</b>	<b>827</b>	<b>777</b>	<b>777</b>
<b>Economic Assistance and Security</b>							
22,388	9,711	---	32,099	30,579	23,253	23,253	23,253
4,563	1,267	---	5,830	5,418	4,885	4,641	4,641
12,639	8,504	---	21,143	21,112	13,198	12,829	12,829
1,739	848	---	2,587	2,481	1,798	1,798	1,798

# LABOR AND WORKFORCE DEVELOPMENT

Orig. & (S)Supple- mental	Year Ending June 30, 2008					Year Ending — June 30, 2010 —		
	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended		2009 Adjusted Approp.	Requested	Recom- mended
41,329	20,330	---	61,659	59,590	<i>Subtotal</i>	43,134	42,521	42,521
					<b>Manpower and Employment Services</b>			
2,446	---	---	2,446	2,446	Vocational Rehabilitation Services	2,446	2,446	2,446
9,386	2,528	---	11,914	9,998	Employment Services	9,614	9,614	9,614
145	25,115	---	25,260	25,260	Employment and Training Services	73	23	23
5,540	11,433	-359	16,614	13,941	Workplace Standards	4,821	4,821	4,821
3,287	---	266	3,553	3,548	Public Sector Labor Relations	3,526	3,481	3,481
474	---	59	533	533	Private Sector Labor Relations	484	484	484
21,278	39,076	-34	60,320	55,726	<i>Subtotal</i>	20,964	20,869	20,869
					<b>General Government Services</b>			
15,974	3,450	2	19,426	18,224	General Administration and State and Local Government Operations	15,558	15,523	15,523
2,306	---	8	2,314	2,314	Commission Services	2,161	2,161	2,161
18,280	3,450	10	21,740	20,538	<i>Subtotal</i>	17,719	17,684	17,684
81,594	62,883	276	144,753	136,836	<b>Total Direct State Services – General Fund</b>	82,644	81,851	81,851
81,594	62,883	276	144,753	136,836	<b>TOTAL DIRECT STATE SERVICES</b>	82,644	81,851	81,851
					<b>GRANTS-IN-AID – GENERAL FUND</b>			
					<b>Economic Assistance and Security</b>			
260,000	---	---	260,000	260,000	Unemployment Insurance	150,000	---	---
260,000	---	---	260,000	260,000	<i>Subtotal</i>	150,000	---	---
					<b>Manpower and Employment Services</b>			
33,084	---	-500	32,584	32,582	Vocational Rehabilitation Services	32,873	29,180	29,180
36,651	---	---	36,651	36,648	Employment and Training Services	36,651	33,802	33,802
69,735	---	-500	69,235	69,230	<i>Subtotal</i>	69,524	62,982	62,982
329,735	---	-500	329,235	329,230	<b>Total Grants-In-Aid – General Fund</b>	219,524	62,982	62,982
					<b>GRANTS-IN-AID – CASINO REVENUE FUND</b>			
					<b>Manpower and Employment Services</b>			
2,440	---	---	2,440	2,440	Vocational Rehabilitation Services	2,440	2,196	2,196
2,440	---	---	2,440	2,440	<i>Subtotal</i>	2,440	2,196	2,196
2,440	---	---	2,440	2,440	<b>Total Grants-In-Aid – Casino Revenue Fund</b>	2,440	2,196	2,196
332,175	---	-500	331,675	331,670	<b>TOTAL GRANTS-IN-AID</b>	221,964	65,178	65,178
					<b>STATE AID – GENERAL FUND</b>			
					<b>Economic Planning and Development</b>			
---	---	---	---	---	Planning and Analysis	---	---	---
---	---	---	---	---	<i>Subtotal</i>	---	---	---

# LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2008					Year Ending June 30, 2010			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended		2009 Adjusted Approp.	Requested	Recommended
1,522	---	---	1,522	1,481	<b>Manpower and Employment Services</b>			
					Employment and Training Services	1,522	---	---
1,522	---	---	1,522	1,481	<i>Subtotal</i>	1,522	---	---
1,522	---	---	1,522	1,481	<i>Total State Aid - General Fund</i>	1,522	---	---
1,522	---	---	1,522	1,481	<b>TOTAL STATE AID</b>	1,522	---	---
415,291	62,883	-224	477,950	469,987	<i>Total Appropriation, Department of Labor and Workforce Development</i>	306,130	147,029	147,029

## 50. ECONOMIC PLANNING, DEVELOPMENT, AND SECURITY

### 51. ECONOMIC PLANNING AND DEVELOPMENT

#### OBJECTIVES

- To compile, analyze, and disseminate labor market and economic data for distribution; to facilitate decision-making in the private and public sectors; and to provide statistical services to aid departmental managers in planning, operating, and evaluating programs under their jurisdiction.
- To provide centralized support services for the Department.
- To develop policy, evaluate performance, and implement and coordinate programs of the Department.

#### PROGRAM CLASSIFICATIONS

- 18. Planning and Analysis.** Charged with coordinating departmental planning, evaluating programs, and assisting in the formulation of policy and compiling, analyzing and disseminating operational, labor market, and demographic data.

**99. Administration and Support Services.** The Office of the Commissioner formulates the policies and priorities of the Department, including strategic planning.

The Office of Internal Audit is charged with safeguarding assets, preventing and/or detecting fraud and abuse, and assuring that the Department conforms to established laws, rules, regulations, and procedures.

The Division of Administrative Services provides the following services: personnel; affirmative action and equal employment opportunity; training; program analysis and development; and central support, such as word processing, printing, supplies and mail distribution, and equipment and building management.

The Division of Accounting provides for all accounting, budgeting, and purchasing functions for the Department, including evaluation of operating programs from a financial management viewpoint.

#### EVALUATION DATA

	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>PERSONNEL DATA</b>				
<b>Affirmative Action Data (a)</b>				
Male Minority	351	349	319	321
Male Minority %	9.5	9.6	10.0	9.9
Female Minority	1,178	1,148	1,050	1,065
Female Minority %	31.7	31.9	32.9	32.8
Total Minority	1,529	1,497	1,369	1,386
Total Minority %	41.2	41.5	42.9	42.7
<b>Position Data</b>				
<b>Filled Positions by Funding Source</b>				
State Supported	34	35	30	30
Federal	408	406	375	375
Total Positions	442	441	405	405
<b>Filled Positions by Program Class</b>				
Management and Administrative Services	442	441	405	405
Total Positions	442	441	405	405

#### Notes:

Actual payroll counts are reported for fiscal years 2007 and 2008 as of December and revised fiscal year 2009 as of January.

The Budget Estimate for fiscal year 2010 reflects the number of positions funded.

(a) Affirmative action data excludes the Civil Service Commission, which is reported separately.

# LABOR AND WORKFORCE DEVELOPMENT

## APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2008					Year Ending June 30, 2010				
Orig. & (S)Supple- mental	Reapp. & (R)Recepts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	2009 Adjusted Approp.	Requested	Recom- mended	
<b>DIRECT STATE SERVICES</b>									
<b>Distribution by Fund and Program</b>									
707	27	300	1,034	982	Administration and Support Services	99	827	777	777
<b>707</b>	<b>27</b>	<b>300</b>	<b>1,034</b>	<b>982</b>	<b>Total Direct State Services</b>		<b>827<sup>(a)</sup></b>	<b>777</b>	<b>777</b>
<b>Distribution by Fund and Object</b>									
Personal Services:									
417	---	-160	257	216	Salaries and Wages		557	507	507
<b>417</b>	<b>---</b>	<b>-160</b>	<b>257</b>	<b>216</b>	<b>Total Personal Services</b>		<b>557</b>	<b>507</b>	<b>507</b>
11	---	---	11	10	Materials and Supplies		11	11	11
192	---	480	672	663	Services Other Than Personal		172	172	172
25	---	-20	5	4	Maintenance and Fixed Charges		25	25	25
Special Purpose:									
---	27 <sup>R</sup>	---	27	27	Urban Enterprise Zone -- Administrative Costs	99	---	---	---
<b>62</b>	<b>---</b>	<b>---</b>	<b>62</b>	<b>62</b>	Affirmative Action and Equal Employment Opportunity	99	<b>62</b>	<b>62</b>	<b>62</b>
<b>707</b>	<b>27</b>	<b>300</b>	<b>1,034</b>	<b>982</b>	<b>Grand Total State Appropriation</b>		<b>827</b>	<b>777</b>	<b>777</b>
<b>OTHER RELATED APPROPRIATIONS</b>									
<b>Federal Funds</b>									
10,243	1,973	-462	11,754	5,819	Planning and Analysis	18	10,243	8,092	8,092
---	2,538	---	2,538	---	Administration and Support Services	99	---	---	---
<b>10,243</b>	<b>4,511</b>	<b>-462</b>	<b>14,292</b>	<b>5,819</b>	<b>Total Federal Funds</b>		<b>10,243</b>	<b>8,092</b>	<b>8,092</b>
<b>All Other Funds</b>									
---	1,268 89 <sup>R</sup>	---	1,357	89	Administration and Support Services	99	---	---	---
---	<b>1,357</b>	---	<b>1,357</b>	<b>89</b>	<b>Total All Other Funds</b>		<b>---</b>	<b>---</b>	<b>---</b>
<b>10,950</b>	<b>5,895</b>	<b>-162</b>	<b>16,683</b>	<b>6,890</b>	<b>GRAND TOTAL ALL FUNDS</b>		<b>11,070</b>	<b>8,869</b>	<b>8,869</b>

### Notes -- Direct State Services - General Fund

(a) The fiscal year 2009 appropriation has been adjusted for the allocation of salary program.

### Language Recommendations -- Direct State Services - General Fund

Of the amount hereinabove appropriated for the Administration and Support Services program classification, \$538,000 is appropriated from the Unemployment Compensation Auxiliary Fund.

In addition to the amount hereinabove appropriated for the Administration and Support Services program, an amount not to exceed \$550,000 is appropriated from the Unemployment Compensation Auxiliary Fund, subject to the approval of the Director of the Division of Budget and Accounting.

Of the amount hereinabove appropriated for the Administration and Support Services program, \$31,000 is payable out of the State Disability Benefits Fund and, in addition to the amount hereinabove appropriated for the Administration and Support Services program, there are appropriated out of the State Disability Benefits Fund such additional sums as may be required to administer the program, subject to the approval of the Director of the Division of Budget and Accounting.

The amount necessary to provide administrative costs incurred by the Department of Labor and Workforce Development to meet the statutory requirements of the "New Jersey Urban Enterprise Zones Act," P.L.1983, c.303 (C.52:27H-60 et seq.) is appropriated from the Enterprise Zone Assistance Fund, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the "New Jersey Urban Enterprise Zones Act," P.L.1983, c.303 (C.52:27H-60 et seq.), there is appropriated to the Department of Labor and Workforce Development from the Enterprise Zone Assistance Fund, subject to the approval of the Director of the Division of Budget and Accounting, such sums as are necessary to pay for employer rebate awards as approved by the Commissioner of the Department of Community Affairs.

# LABOR AND WORKFORCE DEVELOPMENT

## 50. ECONOMIC PLANNING, DEVELOPMENT, AND SECURITY

### 53. ECONOMIC ASSISTANCE AND SECURITY

#### OBJECTIVES

1. To accumulate adequate reserves for the payment of benefits to temporarily and involuntarily unemployed and disabled individuals.
2. To provide prompt, efficient payment of benefits to eligible individuals.
3. To ensure the integrity of trust funds by utilizing modern fraud control techniques in cooperation with other State and federal agencies.
4. To act as an agent for the federal government in payment of unemployment insurance to federal employees and recently discharged veterans.
5. To provide prompt and efficient economic assistance to workers disabled by non-occupational sickness or accident.
6. To assure prompt, equitable adjudication of claims by employees for job-related illnesses and injuries and to expedite the return of employees to useful employment.
7. To make prompt and efficient determinations of disability claims under Title II and Title XVI of the Social Security Act.

#### PROGRAM CLASSIFICATIONS

01. **Unemployment Insurance.** C.43:21 et seq. establishes the State-administered, federally-funded programs of unemployment insurance covering virtually all non-agricultural units employing one or more persons. Claims are filed, monetary and eligibility determinations made, and benefits paid through communication terminals in 35 offices located throughout the State.  
All unemployment benefit claims are based upon wage information collected by the Department of Labor. In addition, automated cross matches are performed to identify fraudulent collection of unemployment and public assistance benefits.
02. **Disability Determination.** The federal government fully funds the Division of Disability Determinations from the Social Security Act for the purpose of adjudicating long-term disability claims. Activities include medical, legal, and qualitative review of claims.

03. **State Disability Insurance Plan.** The State's Temporary Disability Insurance program was established in 1948, at a time when private insurance of this type was not widely available. It provides direct, temporary cash benefits to nearly all workers covered under the Unemployment Compensation Law to insure against loss of earnings due to non-occupational sickness or accident.
04. **Private Disability Insurance Plan.** Employers may, with the approval of the Director of Temporary Disability Insurance, select coverage under a private plan; otherwise coverage must be under the State Plan. Activities are comparable to those under the State Plan program, including oversight of the initiation and modification of plans. Benefit costs of this activity are charged to the State Disability Benefits Fund. Administrative costs are charged partly to the State Plan administrative fund and assessed proportionately against the private plans.
05. **Workers' Compensation.** Workers' Compensation benefits are provided through three procedures: voluntary direct settlements, informal hearings, and formal hearings. Voluntary payments made by insurance carriers and self-insurers are reviewed as to adequacy of payments and, if deemed potentially inadequate, an informal hearing is scheduled. If an equitable settlement cannot be made at the informal hearing, a formal claim may be filed. Judges hear formal claims at 17 different statewide locations. As the result of legislation enacted during 1990, funding for the Workers' Compensation program is derived from the Second Injury Fund created by the Workers' Compensation Law (C.34:15-1 et seq.) through an assessment against carriers of workers' compensation insurance and self-insurers.
06. **Special Compensation.** This fund, paid for entirely by self-insurers and insurance companies, provides benefits to totally and permanently disabled workers with prior disabilities to encourage employment of individuals with disabilities. Special Compensation also determines special adjustment benefits payable to qualified persons under C.34:15-95.4. The purpose of this legislation is to increase benefits to pre-1980 victims of occupational injuries.

#### EVALUATION DATA

	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>PROGRAM DATA</b>				
<b>Unemployment Insurance</b>				
Unemployment Insurance Program				
Covered workers .....	3,899,300	3,904,700	3,853,800	3,833,800
Net benefits paid (millions) .....	\$1,904	\$2,119	\$2,938	\$3,640
Average insured unemployed rate .....	2.90%	3.00%	4.10%	5.00%
Initial claims .....	538,896	560,739	738,900	897,700
Average weekly benefit payment .....	\$341	\$355	\$373	\$385
Federal Emergency Unemployment Compensation (a)				
Initial Claims .....	---	---	231,400	124,400
Unemployment Insurance Extended Benefits (a)				
Initial Claims .....	---	---	63,800	341,900

# LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>Disability Determination</b>				
Total claims adjudicated .....	73,041	79,019	79,610	83,590
Social Security Disability payments (millions) .....	\$2,730	\$2,792	\$2,856	\$2,921
Average cost per case .....	\$659	\$648	\$691	\$709
<b>State Disability Insurance Plan</b>				
Covered workers .....	2,852,800	2,856,900	2,848,000	2,853,700
Claims received .....	171,885	171,368	171,500	171,500
Benefits paid (millions) .....	\$445	\$447	\$456	\$463
Cost per claim processed .....	\$110	\$114	\$118	\$118
Average weekly benefit payment .....	\$382	\$393	\$405	\$417
<b>Private Disability Insurance Plan</b>				
Covered workers .....	600,900	601,800	599,900	601,100
Plans in force .....	5,191	5,395	5,450	5,500
Claims received .....	10,747	10,800	10,850	10,900
Benefits paid (millions) .....	\$24	\$24	\$24	\$24
Cost per claim processed .....	\$236	\$297	\$305	\$305
<b>Family Leave Insurance (b)</b>				
Covered workers .....	---	---	---	3,299,400
Claims received .....	---	---	---	28,700
Benefits paid (millions) .....	---	---	---	\$89
Cost per claim processed .....	---	---	---	\$273
<b>Workers' Compensation</b>				
First reports of accident received .....	167,914	190,455	190,000	190,000
Cases pending July 1 .....	97,676	97,174	96,146	94,289
Cases filed, reopened, reassigned .....	42,269	42,397	43,668	43,033
Cases closed .....	42,771	43,425	45,525	44,477
Cases pending June 30 .....	97,174	96,146	94,289	92,845
<b>Special Compensation</b>				
Balance July 1 .....	2,271	1,806	1,374	1,085
Verified petitions assigned .....	1,333	1,200	1,319	1,082
Advisory reports recovered .....	1,798	1,632	1,608	1,374
Balance June 30 .....	1,806	1,374	1,085	793
Beneficiaries .....	7,429	7,696	7,731	7,818

## PERSONNEL DATA

### Position Data

#### Filled Positions by Funding Source

Federal .....	1,535	1,438	1,325	1,379
All Other .....	401	393	360	360
Total Positions .....	1,936	1,831	1,685	1,739

#### Filled Positions by Program Class

Unemployment Insurance .....	1,218	1,107	1,015	1,069
Disability Determinations .....	317	331	310	310
State Disability Insurance Plan .....	173	170	152	152
Private Disability Insurance Plan .....	68	65	56	56
Workers' Compensation .....	140	139	133	133
Special Compensation Fund .....	20	19	19	19
Total Positions .....	1,936	1,831	1,685	1,739

### Notes:

Actual payroll counts are reported for fiscal years 2007 and 2008 as of December and revised fiscal year 2009 as of January. The Budget Estimate for fiscal year 2010 reflects the number of positions funded.

(a) The Federal Emergency Unemployment Compensation Program and Unemployment Insurance Extended Benefits became effective in July 2008.

(b) Benefits under the new Family Leave Insurance Program will be payable beginning July 1, 2009.

# LABOR AND WORKFORCE DEVELOPMENT

## APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2008					Year Ending June 30, 2010				
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2009 Adjusted Approp.	Requested	Recommended	
<b>DIRECT STATE SERVICES</b>									
<b>Distribution by Fund and Program</b>									
22,388	9,711	---	32,099	30,579	State Disability Insurance Plan	03	23,253	23,253	23,253
4,563	1,267	---	5,830	5,418	Private Disability Insurance Plan	04	4,885	4,641	4,641
12,639	8,504	---	21,143	21,112	Workers' Compensation	05	13,198	12,829	12,829
1,739	848	---	2,587	2,481	Special Compensation	06	1,798	1,798	1,798
<b>41,329</b>	<b>20,330</b>	<b>---</b>	<b>61,659</b>	<b>59,590</b>	<b>Total Direct State Services</b>		<b>43,134<sup>(a)</sup></b>	<b>42,521</b>	<b>42,521</b>
<b>Distribution by Fund and Object</b>									
Personal Services:									
26,472	18,856 <sup>R</sup>	-8,968	36,360	36,360	Salaries and Wages		28,277	27,664	27,664
26,472	18,856	-8,968	36,360	36,360	<b>Total Personal Services</b>		<b>28,277</b>	<b>27,664</b>	<b>27,664</b>
257	---	-74	183	166	Materials and Supplies		257	257	257
5,340	---	1,600	6,940	6,800	Services Other Than Personal		5,340	5,340	5,340
3,007	---	1,315	4,322	4,132	Maintenance and Fixed Charges		3,007	3,007	3,007
Special Purpose:									
300	---	275	575	271	State Disability Insurance Plan	03	300	300	300
5,500	---	5,470	10,970	10,968	Reimbursement to Unemployment Insurance for Joint Tax Functions	03	5,500	5,500	5,500
50	---	120	170	120	Private Disability Insurance Plan	04	50	50	50
363	---	---	363	363	Workers' Compensation	05	363	363	363
---	---	262	262	262	State Match for Occupational Health & Safety Survey	05	---	---	---
40	---	---	40	40	Special Compensation	06	40	40	40
---	1,474	---	1,474	108	Additions, Improvements and Equipment		---	---	---
<b>GRANTS-IN-AID</b>									
<b>Distribution by Fund and Program</b>									
260,000	---	---	260,000	260,000	Unemployment Insurance	01	150,000	---	---
<b>260,000</b>	<b>---</b>	<b>---</b>	<b>260,000</b>	<b>260,000</b>	<b>Total Grants-In-Aid</b>		<b>150,000</b>	<b>---</b>	<b>---</b>
<b>Distribution by Fund and Object</b>									
Grants:									
260,000 <sup>S</sup>	---	---	260,000	260,000	Unemployment Insurance	01	150,000 <sup>S</sup>	---	---
<b>301,329</b>	<b>20,330</b>	<b>---</b>	<b>321,659</b>	<b>319,590</b>	<b>Grand Total State Appropriation</b>		<b>193,134</b>	<b>42,521</b>	<b>42,521</b>
<b>OTHER RELATED APPROPRIATIONS</b>									
<b>Federal Funds</b>									
143,492	18,410	---	161,902	133,531	Unemployment Insurance	01	163,980	149,633	149,633
53,000	12,847	---	65,847	49,398	Disability Determination	02	55,100	57,025	57,025
<b>196,492</b>	<b>31,257</b>	<b>---</b>	<b>227,749</b>	<b>182,929</b>	<b>Total Federal Funds</b>		<b>219,080</b>	<b>206,658</b>	<b>206,658</b>
<b>All Other Funds</b>									
---	---	---	---	---	Unemployment Insurance	01	4,000	2,500	2,500
---	---	---	---	---	State Disability Insurance Plan	03	10,000	17,842	17,842
---	---	---	---	---	Private Disability Insurance Plan	04	1,280	1,524	1,524
---	---	---	---	---	Workers' Compensation	05	8,017	8,386	8,386
---	17,193	---	---	---	Special Compensation	06	148,146	148,220	148,220
---	151,637 <sup>R</sup>	309	169,139	165,015	<b>Total All Other Funds</b>		<b>171,443</b>	<b>178,472</b>	<b>178,472</b>
---	<b>168,830</b>	<b>309</b>	<b>169,139</b>	<b>165,015</b>	<b>GRAND TOTAL ALL FUNDS</b>		<b>583,657</b>	<b>427,651</b>	<b>427,651</b>
<b>497,821</b>	<b>220,417</b>	<b>309</b>	<b>718,547</b>	<b>667,534</b>					

# LABOR AND WORKFORCE DEVELOPMENT

## Notes -- Direct State Services -- General Fund

(a) The fiscal year 2009 appropriation has been adjusted for the allocation of salary program.

## Language Recommendations -- Direct State Services -- General Fund

The amounts hereinabove appropriated for the State Disability Insurance Plan and Private Disability Insurance Plan are payable out of the State Disability Benefits Fund.

In addition to the amounts hereinabove appropriated for the State Disability Insurance Plan and Private Disability Insurance Plan, there are appropriated out of the State Disability Benefits Fund such additional sums as may be required to pay disability benefits, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amount hereinabove appropriated for administrative costs associated with the State Disability Insurance Plan, there is appropriated from the State Disability Benefits Fund an amount not to exceed \$10,000,000, such amount to include \$1,000,000 for a reengineering study of the business process, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts hereinabove appropriated for the State Disability Insurance Plan and the Private Disability Insurance Plan, there are appropriated out of the State Disability Benefits Fund such additional sums as may be required to administer the Private Disability Insurance Plan.

In addition to the amounts hereinabove appropriated for the State Disability Insurance Plan, there are appropriated out of the Family Temporary Disability Leave Account within the State Disability Benefits Fund such sums as may be required to pay benefits during periods of family temporary disability leave and the associated administrative costs subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts hereinabove appropriated for the Workers' Compensation program, there are appropriated receipts in excess of the amount anticipated, subject to the approval of the Director of the Division of Budget and Accounting.

The amount hereinabove appropriated for the Special Compensation program shall be payable out of the Second Injury Fund and, notwithstanding the \$12,500 limitation set forth in R.S.34:15-95, in addition to the amounts hereinabove appropriated for the Special Compensation program, there are appropriated out of the Second Injury Fund such additional sums as may be required for costs of administration and beneficiary payments.

In addition to the amounts hereinabove appropriated for the Special Compensation program, there are appropriated receipts in excess of the amount anticipated, subject to the approval of the Director of the Division of Budget and Accounting.

There is appropriated out of the balance in the Second Injury Fund an amount not to exceed \$1,000,000 to be deposited to the credit of the Uninsured Employers Fund for the payment of benefits as determined in accordance with section 11 of P.L.1966, c.126 (C.34:15-120.2). Any amount so transferred shall be included in the next Uninsured Employers Fund surcharge imposed in accordance with section 10 of P.L.1966, c.126 (C.34:15-120.1) and any amount so transferred shall be returned to the Second Injury Fund without interest and shall be included in net assets of the Second Injury Fund pursuant to paragraph (4) of subsection c. of R.S.34:15-94.

The funds appropriated for Second Injury Fund benefits are available for the payment of obligations applicable to prior fiscal years.

Amounts to administer the Uninsured Employers Fund are appropriated from the Uninsured Employers Fund, subject to the approval of the Director of the Division of Budget and Accounting.

An amount not to exceed \$150,000 for the cost of notifying unemployment compensation recipients of the availability of New Jersey Earned Income Tax Credit information, pursuant to P.L.2005, c.210 (C.43:21-4.2), is appropriated from the Unemployment Compensation Auxiliary Fund, subject to the approval of the Director of the Division of Budget and Accounting.

From the funds made available to the State under section 903(d)(4) of the Social Security Act (42 U.S.C. s.1103 et seq.), as amended, the sum of \$5,000,000, or so much thereof as may be necessary, is appropriated for the improvement of services to unemployment insurance claimants through the improvement and modernization of the benefit payment system and other technology improvements and to employment service clients through the continued development and maintenance of one-stop offices throughout the State and other investments in technology, processes, and services that will enhance job opportunities for clients.

In addition to the amounts hereinabove appropriated, there is appropriated out of the Unemployment Compensation Auxiliary Fund, an amount not to exceed \$2,500,000 to support collection activities in the program, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of R.S.34:15-49 to the contrary, including the reference therein to salaries of judges of the Division of Workers' Compensation determined as a percentage of the annual salary of judges of Superior Court, there shall be no increase paid from appropriations made herein for an annual salary increase for judges of the Division of Workers' Compensation.

## 50. ECONOMIC PLANNING, DEVELOPMENT, AND SECURITY

### 54. MANPOWER AND EMPLOYMENT SERVICES

#### OBJECTIVES

1. To develop and maintain employment opportunities.
2. To develop and revitalize manpower for employment opportunities.
3. To minimize public employer-employee disputes, to resolve such disputes when they arise, and to enforce statutory rights of public employees.
4. To promote permanent harmony and stability in labor relations.
5. To prevent employment practices which are injurious to workers or which abrogate workers' rights and to assure equitable wages and working hours.
6. To prevent injuries to persons and damage to property from explosives, hazardous materials, and mining operations; and

# LABOR AND WORKFORCE DEVELOPMENT

- to prevent injuries and fatalities to the public from high voltage lines.
- 7. To prevent injuries and illnesses to public employees.
- 8. To provide on-site consultation service to employers on matters of safety and health of employees.

## PROGRAM CLASSIFICATIONS

07. **Vocational Rehabilitation Services.** The Vocational Rehabilitation Program (P.L.93-112 as amended; P.L.97-35) provides services to individuals with disabilities who are unable to work. A broad range of medical and training services are provided to assist in preparing for and acquiring employment. Funding is provided primarily on an approximate 77%/23% federal/State matching basis. The Sheltered Workshop Support program (P.L.1971, c.272), through 100% State funds, is designed to provide long-term employment and rehabilitation services to severely disabled individuals who cannot be placed in open competitive employment.

09. **Employment Services.** Under the New Jersey Workforce Development Partnership Act, job training services are provided through training grants for displaced and disadvantaged individuals. In addition, customized training grants are awarded to employers to sustain employment in the State and to make the workforce more competitive.

Labor exchange services match unemployed workers with job openings. Placement is facilitated through interviewing, classification, and counseling.

Other federally-funded programs include Alien Labor Certification, Disabled Veterans Outreach Program, and the Trade Act Program. These programs are authorized by the Wagner-Peyser Act, as amended by the Jobs Training Partnership Act (P.L.97-300).

10. **Employment and Training Services.** Under the auspices of the Federal Workforce Investment Act (WIA), and related federal and State legislation, contracts with federal, State, and local governments and other institutions provide services to train the workforce, which include: counseling, recruitment for Job Corps, intake and certification for WIA, job search assistance, referral and placement for General Assistance recipients, and job search to enhance economic development activities.

The State Employment and Training Commission is an administrative body created by P.L.1989, c.293, to design and assist in the implementation of a State-based, locally-delivered employment, training, and education system. The Commission is responsible for the implementation and evaluation of an employment and training policy for the State.

12. **Workplace Standards.** Enforces statutes and rules by inspecting work premises and conditions. Covered are places of public employment (C.39:6A-25 et seq.); certain provisions of the Worker and Community Right to Know Act (C.39:5A-18 et seq.); boilers (including nuclear components), pressure vessels, and refrigeration plants (C.34:7-14 et seq.); mines, pits, and quarries (C.34:6-98.1 et seq.); explosives (C.21:1A-128 et seq.); proximity to high voltage lines (C.34:6-47.1 et seq.); fireworks (C.21:2-1 et seq. and C.21:3-1 et seq.); and service stations (C.34A-1 et seq.).

Develops and interprets rules, issues formal variances, and hears appeals. Issues licenses to long boom crane operators, power plant engineers, and boiler operators, and issues approvals for operation of boilers, pressure vessels, and nuclear components.

Also covered are minimum wage and overtime (C.34:11-56A et seq.); wage payment (C.34:11-4.1 et seq.); child labor (C.34:2-21.1 et seq.); industrial homework (C.34:6-120 et seq.); lie detectors (C.2A:170.90.1); wage collection (C.34:11-57 et seq.); prevailing wage (C.34:11-56.25 et seq.); crew leaders (C.34:8A-7 et seq.); drinking water and toilet facilities (C.34:9A-37 et seq.); and contract labor camps subject to the Wagner-Peyser Act.

Provides on-site occupational health and safety consultation services to employers by agreement with the Federal Occupational Safety and Health Administration (OSHA).

16. **Public Sector Labor Relations.** Provides services through the Public Employment Relations Commission (C.34:13A-1 et seq.), which establishes policy, rules, and regulations concerning employer-employee relations in the public sector, and resolves disputes involving unit determinations, representation, unfair practices, and scope of negotiations. Upon request, provides mediators and fact-finders to help resolve collective negotiation disputes and designates arbitrators to resolve disputes over collective bargaining rights.

The Public Employment Relations Commission Appeal Board is an administrative body created by P.L.1979, c.477, and is authorized to review and decide appeals filed by non-member employees as to the appropriateness of representation fees set by their majority representatives.

17. **Private Sector Labor Relations.** Provides services through the State Board of Mediation (C.34:13A-4 and C.34:1A-23), which monitors labor negotiations throughout the State and conducts separate and joint conferences with labor and management during negotiations of labor contracts, resolves disputes by providing arbitrators at the request of the parties, and conducts consent elections to determine matters of union representation.

## EVALUATION DATA

PROGRAM DATA	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>Vocational Rehabilitation Services</b>				
Total persons served . . . . .	29,675	30,867	31,500	31,750
Total persons rehabilitated . . . . .	4,370	4,384	4,385	4,400
Total continuing to be served . . . . .	16,278 <sup>(a)</sup>	16,594	17,000	17,500
Average cost per rehabilitation . . . . .	\$13,700 <sup>(a)</sup>	\$14,550	\$14,900	\$15,100
<b>Earnings (Weekly)</b>				
Before rehabilitation . . . . .	\$82 <sup>(a)</sup>	\$74	\$77	\$84
After rehabilitation . . . . .	\$376 <sup>(a)</sup>	\$378	\$380	\$398

# LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>Sheltered Workshops</b>				
Client slots .....	2,699	2,699	2,699	2,699
Appropriation per client slot .....	\$7,062	\$7,352	\$7,273	\$6,909
<b>Independent Living Rehabilitation</b>				
Persons served .....	14,054	14,250	14,500	14,500
Cost per person .....	\$77	\$77	\$70	\$70
<b>Employment Services</b>				
Job openings received .....	112,743	97,342	94,400	94,400
Individuals entered employment .....	118,435	118,611	118,000	118,000
Individuals receiving career guidance .....	60,365	54,827	56,500	56,500
<b>Disabled Veterans Outreach Program</b>				
Veterans entered employment .....	10,792 (a)	10,129	9,800	9,800
Veterans receiving career guidance .....	4,321	2,603	2,750	2,750
<b>Employment and Training Services</b>				
<b>Workforce Development Partnership Project</b>				
Customized training grants .....	\$27,018,983	\$27,431,208	\$28,802,768	\$28,802,768
Individuals trained .....	67,829	60,482	63,506	63,506
Cost per individual .....	\$398	\$509	\$454	\$454
Companies served .....	223 (a)	410	431	431
<b>Individual training grants—displaced workers</b>				
Individuals trained .....	\$14,650,000	\$9,108,150	\$9,108,150	\$9,108,150
Individuals trained .....	3,971 (a)	2,757	2,750	2,750
Cost per individual .....	\$3,689 (a)	\$3,303	\$3,312	\$3,312
<b>Workforce Investment Act</b>				
Total enrollments .....	20,432	28,164	28,000	28,000
Total job placements .....	5,504	5,943	5,900	5,900
<b>Work First New Jersey (WFNJ) Activities (b)</b>				
<b>Individuals receiving Temporary Assistance for Needy Families (TANF) participating in:</b>				
Educational programs .....	3,525	5,939	12,094	12,094
Job search activities .....	2,215	3,328	5,464	5,464
On-the-job training .....	7	304	608	608
Vocational training programs .....	3,197	4,985	11,732	11,732
Community Work Experience Program .....	2,188	2,873	6,660	6,660
Alternative Work Experience Program .....	2,325	4,425	12,664	12,664
<b>Individuals receiving General Assistance (GA), and/or Food Stamps, participating in:</b>				
Educational programs .....	2,395	5,789	10,920	10,920
Job search activities .....	2,762	3,367	8,048	8,048
On-the-job training .....	194	243	820	820
Vocational training programs .....	2,614	2,973	8,544	8,544
Community Work Experience Program .....	821	1,245	1,774	1,774
Alternative Work Experience Program .....	1,501	1,483	5,992	5,992
<b>Cases closed due to employment</b>				
Temporary Assistance for Needy Families (TANF) .....	909	920	776	776
General Assistance (GA) .....	548	1,504	1,720	1,720
<b>Workplace Standards</b>				
<b>Mine, pit, and quarry inspections</b>				
Mechanical Inspection				
Boilers inspected by State .....	7,668	11,002	11,002	11,002
Boilers inspected by insurance inspectors .....	43,970	46,127	44,000	44,000
<b>Asbestos Control and Licensing</b>				
Employer licenses issued .....	104	110	110	110
Employee permits issued .....	1,978	2,000	2,000	2,000
Crane Operator Inspections .....	680	1,100	1,100	1,100
Dry Cutting (Masonry) .....	---	91	100	100
<b>OSHA On-site Consultant Services</b>				
Consultations .....	510	524	524	524
Hazards identified .....	1,750	2,052	2,000	2,000
<b>Mine Safety Training</b>				
Persons trained .....	2,944	2,478	2,400	2,400

# LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>Wage and Hour, Child Labor, and Public Contracts</b>				
Complaints received .....	7,500	8,589	8,500	8,750
Formal complaints filed .....	1,927	2,044	2,000	2,000
Employees receiving back wages .....	8,511	9,315	9,250	9,500
Net back wages paid to employees .....	\$5,559,260	\$5,946,305	\$6,000,000	\$6,000,000
<b>Public Employees Safety</b>				
Inspections .....	960	800	800	800
Hazards identified .....	6,720	5,600	6,000	6,000
<b>Apparel Registration</b>				
Registrations issued .....	466	371	350	350
Firms with violations .....	75	8	10	10
<b>Public Works Contractor Registration Act</b>				
Registrations issued .....	8,240	7,417	7,500	7,500
<b>Public Sector Labor Relations</b>				
<b>Dispute Disposition</b>				
Balance July 1 .....	1,946	1,979	2,003	2,073
Filed .....	2,092	2,055	2,195	2,240
Disposed .....	2,059	2,031	2,125	2,160
Unfair practices and representation .....	572	570	590	590
Mediation, fact-finding, and arbitration .....	1,266	1,234	1,295	1,315
Scope of negotiation and issue definition .....	85	95	95	95
Other formal decisions .....	136	132	145	160
Balance June 30 .....	1,979	2,003	2,073	2,153
<b>Appeal Board</b>				
Balance July 1 .....	1,199	273	190	165
Petitions filed .....	188	35	50	65
Petitions disposed .....	1,114	118	75	170
Balance June 30 .....	273	190	165	70
<b>PERSONNEL DATA</b>				
<b>Position Data</b>				
<b>Filled Positions by Funding Source</b>				
State Supported .....	216	215	213	213
Federal .....	1,003	951	857	857
All Other .....	42	33	33	33
Total Positions .....	1,261	1,199	1,103	1,103
<b>Filled Positions by Program Class</b>				
Vocational Rehabilitation Services .....	324	311	282	282
Employment Services .....	630	587	533	533
Employment and Training Services .....	63	58	49	49
Workplace Standards .....	208	203	202	202
Public Sector Labor Relations .....	33	36	33	33
Private Sector Labor Relations .....	3	4	4	4
Total Positions .....	1,261	1,199	1,103	1,103

**Notes:**

Actual payroll counts are reported for fiscal years 2007 and 2008 as of December and revised fiscal year 2009 as of January. The Budget Estimate for fiscal year 2010 reflects the number of positions funded.

- (a) Fiscal 2007 actual caseload and expenditure numbers revised due to the implementation of a new client payment system.
- (b) TANF activity data were provided by the Department of Human Services, Division of Family Development (DFD). General Assistance (GA) and Food Stamps activity data were provided by the Department of Labor and Workforce Development. Cases closed due to employment for both TANF and GA were provided by DFD.

# LABOR AND WORKFORCE DEVELOPMENT

## APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2008					Year Ending June 30, 2010			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2009 Adjusted Approp.	Requested	Recommended
<b>DIRECT STATE SERVICES</b>								
<b>Distribution by Fund and Program</b>								
2,446	---	---	2,446	2,446				
9,386	2,528	---	11,914	9,998	07	2,446	2,446	2,446
145	25,115	---	25,260	25,260	09	9,614	9,614	9,614
5,540	11,433	-359	16,614	13,941	10	73	23	23
3,287	---	266	3,553	3,548	12	4,821	4,821	4,821
474	---	59	533	533	16	3,526	3,481	3,481
					17	484	484	484
<b>21,278</b>	<b>39,076</b>	<b>-34</b>	<b>60,320</b>	<b>55,726</b>		<b>20,964</b> <sup>(a)</sup>	<b>20,869</b>	<b>20,869</b>
<b>Distribution by Fund and Object</b>								
Personal Services:								
15,634	10,155 <sup>R</sup>	-6,951	18,838	16,672		15,497	15,501	15,501
Salaries and Wages								
<b>15,634</b>	<b>10,155</b>	<b>-6,951</b>	<b>18,838</b>	<b>16,672</b>		<b>15,497</b>	<b>15,501</b>	<b>15,501</b>
60	---	76	136	136		38	38	38
304	---	2,334	2,638	2,628		285	240	240
92	---	77	169	167		28	28	28
Special Purpose:								
---	---	2,432	2,432	2,432				
State Match – Basic Support and State Independent Living Services								
1,909	---	1,066	2,975	2,700	07	---	---	---
81	---	---	81	2	09	1,909	1,909	1,909
2,000	---	---	2,000	2,000	09	81	81	81
95	---	---	95	95	09	2,000	2,000	2,000
50 <sup>S</sup>	---	---	50	50	10	23	23	23
Council on Gender Parity								
Disadvantaged Youth Employment Opportunities Council								
---	25,115 <sup>R</sup>	---	25,115	25,115	10	50	---	---
38	---	---	38	6	10	---	---	---
Work First New Jersey								
---	---	1,062	1,062	1,062	12	38	38	38
Worker and Community Right to Know Act								
378	---	-378	---	---	12	---	---	---
Workplace Standards State Match								
Public Employees Occupational Safety								
450	1,340	---	4,207	2,187	12	378	378	378
144	2,417 <sup>R</sup>	---	144	144	12	450	450	450
Public Works Contractor Registration								
3	---	---	3	3	12	144	144	144
40	49	248	337	327	12	3	3	3
Mine Safety Program Expansion								
Safety Commission								
Additions, Improvements and Equipment								
						40	36	36
<b>GRANTS-IN-AID</b>								
<b>Distribution by Fund and Program</b>								
35,524	---	-500	35,024	35,022				
Vocational Rehabilitation Services								
33,084	---	-500	32,584	32,582	07	35,313	31,376	31,376
2,440	---	---	2,440	2,440		32,873	29,180	29,180
36,651	---	---	36,651	36,648		2,440	2,196	2,196
Employment and Training Services								
					10	36,651	33,802	33,802
<b>72,175</b>	<b>---</b>	<b>-500</b>	<b>71,675</b>	<b>71,670</b>		<b>71,964</b>	<b>65,178</b>	<b>65,178</b>
<b>Total Grants-in-Aid</b>								

# LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2008					Year Ending June 30, 2010			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2009 Adjusted Approp.	Requested	Recommended
69,735	---	-500	69,235	69,230		69,524	62,982	62,982
2,440	---	---	2,440	2,440		2,440	2,196	2,196
					<b>GRANTS-IN-AID</b>			
					(From General Fund)			
					(From Casino Revenue Fund)			
					<b>Distribution by Fund and Object</b>			
					Grants:			
4,286	---	---	4,286	4,286	07	4,286	4,286	4,286
1,960	---	---	1,960	1,960	07	1,960	1,764	1,764
2,440	---	---	2,440	2,440	07	2,440	2,196	2,196
5,550	---	-500	5,050	5,050	07	5,550	4,550	4,550
19,750	---	352	20,102	20,102	07	19,828	17,906	17,906
450	---	-352	98	98	07	450	---	---
289	---	---	289	289	07	---	---	---
170	---	---	170	170	07	---	---	---
625	---	---	625	625	07	170	170	170
4	---	---	4	2	07	625	500	500
3,048	---	---	3,048	3,045	07	4	4	4
33,603	---	---	33,603	33,603	10	3,048	2,740	2,740
					10	33,603	31,062	31,062
					<b>STATE AID</b>			
					<b>Distribution by Fund and Program</b>			
1,522	---	---	1,522	1,481	10	1,522	---	---
<b>1,522</b>	<b>---</b>	<b>---</b>	<b>1,522</b>	<b>1,481</b>		<b>1,522</b>	<b>---</b>	<b>---</b>
					<b>Distribution by Fund and Object</b>			
					State Aid:			
922	---	---	922	913	10	922	---	---
600	---	---	600	568	10	600	---	---
<b>94,975</b>	<b>39,076</b>	<b>-534</b>	<b>133,517</b>	<b>128,877</b>		<b>94,450</b>	<b>86,047</b>	<b>86,047</b>
					<b>OTHER RELATED APPROPRIATIONS</b>			
					<b>Federal Funds</b>			
51,998	25,592	-1,081	76,509	59,341	07	60,753	54,530	54,530
38,442	6,141	-900	43,683	23,816	09	57,779	45,343	45,343
127,371					10	212,720	126,971	126,971
208 <sup>S</sup>	8,977	1,289	137,845	109,294	12	5,150	5,160	5,160
4,371	778	-838	4,311	2,787		<b>336,402</b>	<b>232,004</b>	<b>232,004</b>
<b>222,390</b>	<b>41,488</b>	<b>-1,530</b>	<b>262,348</b>	<b>195,238</b>				
					<b>All Other Funds</b>			
---	672	---	3,977	3,691	09	2,430	2,930	2,930
---	3,305 <sup>R</sup>	---	57	---	10	25,572	25,572	25,572
---	57	---	---	---	12	8,189	8,725	8,725
---	79	---	---	---	16	---	---	---
---	26 <sup>R</sup>	-63	42	---		<b>36,191</b>	<b>37,227</b>	<b>37,227</b>
---	4,139	-63	4,076	3,691		<b>467,043</b>	<b>355,278</b>	<b>355,278</b>
<b>317,365</b>	<b>84,703</b>	<b>-2,127</b>	<b>399,941</b>	<b>327,806</b>				

# LABOR AND WORKFORCE DEVELOPMENT

## Notes -- Direct State Services -- General Fund

- (a) The fiscal year 2009 appropriation has been adjusted for the allocation of salary program, the annualized savings from the Early Retirement Incentive program and continued attrition, and the reallocation of procurement efficiencies.
- (b) Appropriation of \$289,000 for cost-of-living allowance adjustments distributed to the applicable grant account.
- (c) Receipts shown hereinabove for the Workplace Standards program classification include fees associated with asbestos notification regulations which will be transferred to the Department of Health and Senior Services in fiscal 2009 and 2010.

## Language Recommendations -- Direct State Services -- General Fund

Notwithstanding the provisions of the "New Jersey Employer-Employee Relations Act," P.L.1941, c.100 (C.34:13A-1 et seq.), the cost of fact-finding shall be borne equally by the public employer and the exclusive employee representative.

The amount hereinabove appropriated for the Vocational Rehabilitation Services program classification is available for the payment of obligations applicable to prior fiscal years.

The amount hereinabove appropriated for the Vocational Rehabilitation Services program classification is appropriated from the Unemployment Compensation Auxiliary Fund.

The amounts hereinabove appropriated for the Workforce Development Partnership Program and Workforce Development Partnership - Counselors shall be appropriated from receipts received pursuant to P.L.1992, c.44 (C.34:15D-12 et seq.), together with such additional sums as may be required to administer the Workforce Development Partnership Program, subject to the approval of the Director of the Division of Budget and Accounting.

The amounts hereinabove appropriated for the Workforce Literacy and Basic Skills Program shall be appropriated from receipts received pursuant to P.L.2001, c.152 (C.34:15D-21 et seq.), together with such additional sums as may be required to administer the Workforce Literacy Program, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the "Supplemental Workforce Fund for Basic Skills," P.L.2001, c.152 (C.34:15D-21 et seq.), or any law or regulation to the contrary, the unexpended balance at the end of the preceding fiscal year in the Supplemental Workforce Fund for Basic Skills is appropriated, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the "Workforce Development Partnership Act," P.L.1992, c.44 (C.34:15D-12 et seq.), or any other law to the contrary, the unexpended balance at the end of the preceding fiscal year in the Workforce Development Partnership Fund is appropriated, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of P.L.1992, c.44 (C.34:15D-12 et seq.), or any other law to the contrary, there shall be appropriated to the Department of Labor and Workforce Development an amount not to exceed 5.5% of the total revenues collected pursuant to section 2 of P.L.1992, c.44 (C.34:15D-13) for the purpose of supporting initiatives recommended by the Commissioner in support of the Governor's Economic Growth Strategy, subject to the approval of the Director of the Division of Budget and Accounting.

Receipts in excess of the amount anticipated for the Workplace Standards Program are appropriated, subject to the approval of the Director of the Division of Budget and Accounting.

Receipts in excess of the amount anticipated for the Public Works Contractor Registration Program and the unexpended balance at the end of the preceding fiscal year are appropriated for the Public Works Contractor Registration Program, subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of the "Worker and Community Right To Know Act," P.L.1983, c.315 (C.34:5A-1 et seq.), the amount hereinabove appropriated for the Worker and Community Right To Know Act account is payable out of the Worker and Community Right To Know Fund. If receipts to that fund are less than anticipated, the appropriation shall be reduced proportionately. In addition to the amounts hereinabove appropriated, there are appropriated out of the Worker and Community Right To Know Fund such additional sums, not to exceed \$8,400, to administer Worker and Community the Right To Know Program, subject to the approval of the Director of the Division of Budget and Accounting.

In addition to the amounts hereinabove appropriated for the Employment and Training Services program classification, an amount not to exceed \$50,000 is appropriated from the Unemployment Compensation Auxiliary Fund for costs incurred by the Disadvantaged Youth Employment Opportunities Council, subject to the approval of the Director of the Division of Budget and Accounting.

There are appropriated out of the Wage and Hour Trust Fund and the Prevailing Wage Act Trust Fund such sums as may be necessary for payments.

The amount hereinabove appropriated for the Private Sector Labor Relations program classification is appropriated from the Unemployment Compensation Auxiliary Fund.

From the appropriation provided hereinabove in support of office leases, and notwithstanding the provisions of P.L.1992, c.130 (C.52:18A-191.1 et seq.), the State Treasurer, in consultation with the Commissioner of Labor and Workforce Development, is hereby authorized to enter into cost-sharing agreements with any authorized non-State partner that offers programs and activities supported primarily by federal funds from the United States Departments of Labor and Education in the State's one-stop centers for the purpose of co-locating such partner in an office with the Department of Labor and Workforce Development providing rent costs shall be equitably shared in accordance with a cost allocation plan approved by the Commissioner of Labor and Workforce Development.

Notwithstanding the provisions of any law or regulation to the contrary, in addition to the amount hereinabove appropriated for the Council on Gender Parity, an amount not to exceed \$72,000 is appropriated from the Unemployment Compensation Auxiliary Fund, subject to the approval of the Director of the Division of Budget and Accounting.

## Language Recommendations -- Grants-In-Aid -- General Fund

The amount hereinabove appropriated for the Vocational Rehabilitation Services program classification is available for the payment of obligations applicable to prior fiscal years.

# LABOR AND WORKFORCE DEVELOPMENT

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Of the amount hereinabove appropriated for the Vocational Rehabilitation Services program classification, an amount not to exceed \$24,114,000 is appropriated from the Unemployment Compensation Auxiliary Fund.

Of the amounts hereinabove appropriated for Supported Employment Services, \$1,000,000 shall be expended consistent with the recommendations in the final report of the Governor's Task Force on Mental Health.

Notwithstanding the provisions of any law or regulation to the contrary, in addition to the amounts hereinabove appropriated for the Work First New Jersey-Work Activities and Work First New Jersey-Training Related Expenses accounts, an amount not to exceed \$25,500,000 is appropriated from the New Jersey Workforce Development Partnership Fund, section 9 of P.L.1992, c.43 (C.34:15D-9), subject to the approval of the Director of the Division of Budget and Accounting.

Notwithstanding the provisions of any law or regulation to the contrary, of the amounts hereinabove appropriated for Work First New Jersey-Work Activities and Work First New Jersey-Training Related Expenses, \$8,190,000 is appropriated from the New Jersey Workforce Development Partnership Fund, section 9 of P.L.1992, c.43 (C.34:15D-9), subject to the approval of the Director of the Division of Budget and Accounting.

Of the amounts hereinabove appropriated for Work First New Jersey-Work Activities, an amount not to exceed 3% shall be made available for administrative costs incurred by the Department of Labor and Workforce Development.

Notwithstanding the provisions of any law or regulation to the contrary, of the amount hereinabove appropriated for New Jersey Youth Corps, \$1,850,000 is appropriated from the New Jersey Workforce Development Partnership Fund, section 9 of P.L.1992, c.43 (C.34:15D-9) and an amount not to exceed 10% from all funds available to the program shall be made available for administrative costs incurred by the Department of Labor and Workforce Development.

Notwithstanding the provisions of any law or regulation to the contrary, in addition to the amounts hereinabove appropriated for New Jersey Youth Corps, there is appropriated an amount not to exceed \$2,200,000 from the Supplemental Workforce Fund for Basic Skills, P.L.2001, c.152 (C.34:15D-21 et seq.), subject to the approval of the Director of the Division of Budget and Accounting.

Of the amount hereinabove appropriated for the New Jersey Youth Corps program, \$475,000 is appropriated from the Unemployment Compensation Auxiliary Fund.

Notwithstanding the provisions of any law or regulation to the contrary, up to 15% of the amount available from the Workforce Development Partnership Fund for the Supplemental Workforce Development Benefits Program shall be appropriated as necessary to fund additional administrative costs relating to the processing and payment of benefits, subject to the approval of the Director of the Division of Budget and Accounting.

## Language Recommendations -- State Aid - General Fund

Of the amount hereinabove appropriated in the Adult Literacy account, such sums as are necessary may be transferred to the applicant State department.

## 70. GOVERNMENT DIRECTION, MANAGEMENT, AND CONTROL

### 74. GENERAL GOVERNMENT SERVICES

#### OBJECTIVES

1. To continue to support the Civil Service and human resource needs of its primary stakeholders, including the 190,000+ State and local Civil Service employees; all State, county, and local employers in the Civil Service; and those NJ residents seeking public sector employment.
2. To administer a fair, equitable, and secure recruitment and selection process, providing qualified eligibles to address the staffing needs of State, county, and local employers.
3. To maintain and coordinate the Classification Plan (titles, job descriptions, job requirements, layoff rights, and related compensation factors) for the 190,000 State, county, and local employees.
4. To establish, interpret, and enforce workforce policies and provide technical assistance to agencies in their administration of these policies.
5. To administer multiple State employee compensation plans for approximately 80,000 career, senior executive, and unclassified employees.
6. To provide a fair and impartial administrative forum for appellate and dispute resolution activities.
7. To ensure that employee rights are protected during any workforce reduction affecting State or local jurisdictions, while minimizing the impact of budget reductions by identifying potential alternate employment opportunities and providing outplacement counseling.
8. To provide workforce information systems to government jurisdictions, thereby improving their management of personnel operations through availability of quality workforce information and timely transactions.

#### PROGRAM CLASSIFICATIONS

22. **General Administration and State and Local Government Operations.** General Administration exercises overall direction and control of the Commission's operations; develops proposals for revised legislation governing the public career system; issues official rules and regulations, which implement the Civil Service statutes; develops, evaluates, and adjusts personnel programs; and provides general administrative support. State and Local Government Operations provides government agencies with guidance and support in organizational design, classification of job titles, and equitable compensation of staff. Responsible for recruitment of applicants; the planning, scheduling, and conducting of examinations; and the preparation of lists of eligible candidates for State and local government positions. The program administers all reductions in force in State and local government, as well as the Senior Executive Service and performance appraisal systems. Responsible for monitoring and processing all new hires and promotions to ensure compliance with Civil Service rules. Develops and publishes job specifications for all classified titles in all levels of government, while maintaining employment records and monitoring all personnel transactions to ensure compliance

# LABOR AND WORKFORCE DEVELOPMENT

with Civil Service law and Commission rules. Provides information processing support to the Commission and its appointing authorities.

24. **Commission Services.** Provides professional, technical, and clerical support services for the Civil Service Commission; investigates and responds to appeals; maintains agendas and

schedules Commission meetings; resolves disputes by providing alternate avenues of resolution; prepares and reviews Civil Service rules for inclusion in the New Jersey Administrative Code; and ensures compliance with laws and rules governing appointments and determinations.

## EVALUATION DATA

	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>PROGRAM DATA</b>				
<b>General Administration and State and Local Government Operations</b>				
Open Competitive Examinations Announced .....	2,233	1,722	1,700	1,500
Applications received .....	54,968	79,417	45,000	65,000
Candidates scheduled .....	47,581	47,009	36,000	50,000
Eligibles produced .....	48,525	61,674	36,000	60,000
Appointments from Certifications				
State .....	6,544	3,950	3,600	3,500
Local .....	6,880	5,019	5,000	5,000
State Service Provisional Appointees Pending Open Competitive Examination .....	787	900	900	1,300
Promotional Examinations Announced .....	3,197	3,797	2,500	3,500
Applications received .....	16,440	24,869	13,500	20,000
Candidates scheduled .....	14,999	16,146	10,000	15,000
Eligibles produced .....	16,092	10,968	9,000	14,000
Promotions made (State) .....	5,345	4,500	4,500	4,500
Titles Abolished .....	36	28	25	25
Calendar Days from Request to Test Announcement				
Open competitive .....	21	21	21	35
Promotional .....	21	21	21	50
Calendar Days to Date of List Issuance – Public Safety				
Law enforcement open competitive .....	165	---	165	200
Law enforcement promotional .....	235	235	230	230
Fire service open competitive .....	---	245	---	245
Fire service promotional .....	335	335	335	335
Examinations Developed and Processed				
Assembled Open Competitive .....	360	299	200	200
Assembled Promotional .....	1,590	1,157	1,200	1,000
Unassembled Open Competitive .....	1,676	1,160	1,200	1,000
Unassembled Promotional .....	2,004	1,424	1,700	1,200
Lists Issued				
Open Competitive Examinations .....	2,072	1,633	1,600	1,500
Promotional Examinations .....	3,581	2,509	3,100	2,000
Announcements Processed Under Promotional Examination Waivers				
State Symbols .....	28	24	35	50
Local Symbols .....	27	36	35	35
Separate Test Dates .....	160	130	120	120
Applicants Administered Make-up Examinations .....	847	585	700	750
Applicants Administered Exam Review .....	570	928	600	900
<b>Commission Services</b>				
Written Record Appeals				
Total received .....	4,024	4,408	4,300	4,300
Total disposed .....	3,818	4,054	4,000	4,100
Pending .....	2,834	3,188	3,488	3,688
Hearings and Major Disciplinary Matters .....	846	2,185	850	850
EEO/AA Appeals				
On hand July 1 .....	67	98	106	121
Received .....	116	115	115	115
Processed .....	85	107	100	110
Backlog .....	98	106	121	126

# LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2007	Actual FY 2008	Revised FY 2009	Budget Estimate FY 2010
<b>PERSONNEL DATA</b>				
Affirmative Action Data				
Male Minority .....	34	35	30	28
Male Minority % .....	11.7	12.7	11.8	10.6
Female Minority .....	75	77	79	78
Female Minority % .....	25.8	28.1	31.4	29.4
Total Minority .....	109	112	109	106
Total Minority % .....	37.5	40.8	43.2	40.0
<b>Position Data</b>				
Filled Positions by Funding Source				
State Supported .....	280	276	246	243
Total Positions .....	280	276	246	243
Filled Positions by Program Class				
General Administration and State and Local Government Operations .....	248	247	221	211
Commission Services .....	32	29	25	32
Total Positions .....	280	276	246	243

**Notes:**

Actual payroll counts are reported for fiscal years 2007 and 2008 as of December and revised fiscal year 2009 as of January. The Budget Estimate for fiscal year 2010 reflects the number of positions funded.

The Civil Service Commission was created in fiscal year 2009 pursuant to P.L.2008, c.29. For comparison purposes, evaluation data from fiscal years 2007, 2008, and 2009 were transferred from the Department of Personnel.

**APPROPRIATIONS DATA**  
(thousands of dollars)

Year Ending June 30, 2008					Year Ending June 30, 2010				
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Total Expended	Prog. Class.	2009 Adjusted Approp.	Requested	Recommended	
<b>DIRECT STATE SERVICES</b>									
<b>Distribution by Fund and Program</b>									
15,974	3,450	2	19,426	18,224	General Administration and State and Local Government Operations	22	15,558	15,523	15,523
2,306	---	8	2,314	2,314	Commission Services	24	2,161	2,161	2,161
<b>18,280</b>	<b>3,450</b>	<b>10</b>	<b>21,740</b>	<b>20,538</b>	<b>Total Direct State Services</b>		<b>17,719<sup>(a)</sup></b>	<b>17,684</b>	<b>17,684</b>
Personal Services:									
---	---	---	---	---	Civil Service Commission Salaries and Wages		56	56	56
15,543	1,047 <sup>R</sup>	184	16,774	16,774			15,091	15,056	15,056
<b>15,543</b>	<b>1,047</b>	<b>184</b>	<b>16,774</b>	<b>16,774</b>	<b>Total Personal Services</b>		<b>15,147</b>	<b>15,112</b>	<b>15,112</b>
277	---	-139	138	136	Materials and Supplies		247	247	247
1,721	---	---	1,721	1,721	Services Other Than Personal		1,621	1,621	1,621
123	---	-35	88	88	Maintenance and Fixed Charges		88	88	88
Special Purpose:									
29	---	---	29	29	Microfilm Service Charges	22	29	29	29
93	---	---	93	93	Affirmative Action/EEO	22	93	93	93
---	1,200	---	2,403	1,203	Firefighter Examination Receipts	22	---	---	---
434	---	---	434	434	Test Validation/Police Testing	22	434	434	434
60	---	---	60	60	Americans with Disabilities Act	22	60	60	60
<b>18,280</b>	<b>3,450</b>	<b>10</b>	<b>21,740</b>	<b>20,538</b>	<b>Grand Total State Appropriation</b>		<b>17,719</b>	<b>17,684</b>	<b>17,684</b>

