

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 individuals with disabilities 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.

Budget Highlights

The Fiscal 2011 Budget for the Department of Labor and Workforce Development (NJLWD) totals \$138.4 million, a decrease of \$8.2 million or 5.6% under the fiscal 2010 adjusted appropriation of \$146.6 million.

The proposed Fiscal 2011 Budget includes a series of funding reductions for the Department of Labor and Workforce Development. The funding available to reimburse Vocational Rehabilitation services to disabled clients will decline by 10% during fiscal 2011. In addition, the reimbursement rates paid to the Vocational Rehabilitation transportation program will be reduced to amounts available from the Casino Revenue Fund.

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

The Workforce Development Partnership Fund provides funding that supports our 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 provides funding to prepare New Jersey's workforce for emerging industries such as those in the "Green Economy."

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. P.L.2009, c.199 "New Jersey Basic Skills Training Program for Economic Growth Act" changed

the allocation of the funding for basic skills training. The funds are to be used as follows: 24% for One-Stop Career Centers; 28% for local Workforce Investment Boards; 25% for individual employers, employer organizations, labor organizations, community-based organizations, or educational institutions; a new allocation of 13% for the New Jersey Community Consortium of Colleges (NJCCC) for Workforce and Economic Development; 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 (GED) credential.

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.

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 Unemployment, is designed for those who become disabled during the period they are eligible for unemployment insurance benefits. Effective July 1, 2009, New Jersey began providing 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 AND WORKFORCE DEVELOPMENT

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 constituency 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.

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 the purpose of which is to develop a fair and efficient human resource delivery system rewarding quality, merit, and productivity.

Public Employment Relations Commission

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 (SETC) 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. The U.S. Department of Labor recently awarded SETC a \$6 million State Energy Sector Partnership Grant to develop a comprehensive training strategy in response to job creation efforts in New Jersey's renewable energy and energy efficiency industries.

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

SUMMARY OF APPROPRIATIONS BY FUND

(thousands of dollars)

Year Ending June 30, 2009					Year Ending June 30, 2011		
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	2010 Adjusted Approp.	Requested	Recommended
GENERAL FUND							
82,590	63,194	-173	145,611	135,572	81,406	80,431	80,431
189,524	2	-786	188,740	187,355	62,982	55,756	55,756
1,522	---	---	1,522	1,522	---	---	---
273,636	63,196	-959	335,873	324,449	144,388	136,187	136,187
CASINO REVENUE FUND							
2,440	---	---	2,440	2,440	2,196	2,196	2,196
2,440	---	---	2,440	2,440	2,196	2,196	2,196
276,076	63,196	-959	338,313	326,889	146,584	138,383	138,383
<i>Total Appropriation, Department of Labor and Workforce Development</i>							

SUMMARY OF APPROPRIATIONS BY PROGRAM

(thousands of dollars)

Year Ending June 30, 2009					Year Ending June 30, 2011		
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	2010 Adjusted Approp.	Requested	Recommended
DIRECT STATE SERVICES - GENERAL FUND							
Economic Planning and Development							
827	27	---	854	488	777	744	744
827	27	---	854	488	777	744	744
Economic Assistance and Security							
22,866	12,037	---	34,903	32,752	23,373	23,373	23,373
4,747	702	---	5,449	5,119	4,684	4,684	4,684

LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2009					Year Ending June 30, 2011			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended		2010 Adjusted Approp.	Requested	Recom- mended
13,009	9,734	---	22,743	22,662	Workers' Compensation	12,879	12,879	12,879
1,778	700	---	2,478	2,357	Special Compensation	1,813	1,813	1,813
42,400	23,173	---	65,573	62,890	<i>Subtotal</i>	42,749	42,749	42,749
Manpower and Employment Services								
2,446	---	286	2,732	2,731	Vocational Rehabilitation Services	2,446	2,446	2,446
9,527	1,064	---	10,591	8,700	Employment Services	9,641	9,641	9,641
73	23,077	---	23,150	23,100	Employment and Training Services	23	---	---
5,623	13,754	-326	19,051	15,468	Workplace Standards	4,421	4,277	4,277
3,501	---	11	3,512	3,499	Public Sector Labor Relations	3,375	3,375	3,375
484	---	32	516	506	Private Sector Labor Relations	484	484	484
21,654	37,895	3	59,552	54,004	<i>Subtotal</i>	20,390	20,223	20,223
General Government Services								
15,391	2,099	-176	17,314	15,872	General Administration and State and Local Government Operations	15,329	14,666	14,666
2,318	---	---	2,318	2,318	Commission Services	2,161	2,049	2,049
17,709	2,099	-176	19,632	18,190	<i>Subtotal</i>	17,490	16,715	16,715
82,590	63,194	-173	145,611	135,572	<i>Total Direct State Services - General Fund</i>	81,406	80,431	80,431
82,590	63,194	-173	145,611	135,572	TOTAL DIRECT STATE SERVICES	81,406	80,431	80,431
GRANTS-IN-AID - GENERAL FUND								
Economic Assistance and Security								
120,000	---	---	120,000	120,000	Unemployment Insurance	---	---	---
120,000	---	---	120,000	120,000	<i>Subtotal</i>	---	---	---
Manpower and Employment Services								
32,873	2	-786	32,089	31,650	Vocational Rehabilitation Services	29,180	25,680	25,680
36,651	---	---	36,651	35,705	Employment and Training Services	33,802	30,076	30,076
69,524	2	-786	68,740	67,355	<i>Subtotal</i>	62,982	55,756	55,756
189,524	2	-786	188,740	187,355	<i>Total Grants-In-Aid - General Fund</i>	62,982	55,756	55,756
GRANTS-IN-AID - CASINO REVENUE FUND								
Manpower and Employment Services								
2,440	---	---	2,440	2,440	Vocational Rehabilitation Services	2,196	2,196	2,196
2,440	---	---	2,440	2,440	<i>Subtotal</i>	2,196	2,196	2,196
2,440	---	---	2,440	2,440	<i>Total Grants-In-Aid - Casino Revenue Fund</i>	2,196	2,196	2,196
191,964	2	-786	191,180	189,795	TOTAL GRANTS-IN-AID	65,178	57,952	57,952

LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2009					Year Ending June 30, 2011			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended		2010 Adjusted Approp.	Requested	Recommended
1,522	---	---	1,522	1,522	Manpower and Employment Services	---	---	---
					Employment and Training Services			
1,522	---	---	1,522	1,522	<i>Subtotal</i>	---	---	---
1,522	---	---	1,522	1,522	<i>Total State Aid - General Fund</i>	---	---	---
1,522	---	---	1,522	1,522	TOTAL STATE AID	---	---	---
276,076	63,196	-959	338,313	326,889	<i>Total Appropriation, Department of Labor and Workforce Development</i>	146,584	138,383	138,383

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, 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 2008	Actual FY 2009	Revised FY 2010	Budget Estimate FY 2011
PERSONNEL DATA				
Affirmative Action Data (a)				
Male Minority	349	345	321	358
Male Minority %	9.6	9.7	9.9	10.0
Female Minority	1,148	1,181	1,065	1,224
Female Minority %	31.9	33.2	32.8	34.2
Total Minority	1,497	1,526	1,386	1,582
Total Minority %	41.5	42.9	42.7	44.2
Position Data				
Filled Positions by Funding Source				
State Supported	35	31	29	29
Federal	406	380	362	369
Total Positions	441	411	391	398
Filled Positions by Program Class				
Planning and Analysis	89	84	78	79
Administration and Support Services	352	327	313	319
Total Positions	441	411	391	398

LABOR AND WORKFORCE DEVELOPMENT

Notes:

Actual payroll counts are reported for fiscal years 2008 and 2009 as of December and revised fiscal year 2010 as of January. The Budget Estimate for fiscal year 2011 reflects the number of positions funded.

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

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2009					Year Ending June 30, 2011			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2010 Adjusted Approp.	Requested	Recommended
DIRECT STATE SERVICES								
Distribution by Fund and Program								
827	27	---	854	488	99	777	744	744
					<i>Administration and Support Services</i>			
<u>827</u>	<u>27</u>	<u>---</u>	<u>854</u>	<u>488</u>	<u>777</u> ^(a)		<u>744</u>	<u>744</u>
					Distribution by Fund and Object			
					Personal Services:			
557	---	-22	535	248			507	507
					Salaries and Wages			
<u>557</u>	<u>---</u>	<u>-22</u>	<u>535</u>	<u>248</u>	<u>507</u>		<u>507</u>	<u>507</u>
					<i>Total Personal Services</i>			
11	---	---	11	4			11	11
					Materials and Supplies			
172	---	47	219	147			172	172
					Services Other Than Personal			
25	---	-25	---	---			25	25
					Maintenance and Fixed Charges			
					Special Purpose:			
---	27 ^R	---	27	27	99	---	---	---
					Urban Enterprise Zone - Administrative Costs			
<u>62</u>	<u>---</u>	<u>---</u>	<u>62</u>	<u>62</u>	99	<u>62</u>	<u>29</u>	<u>29</u>
					Affirmative Action and Equal Employment Opportunity			
<u>827</u>	<u>27</u>	<u>---</u>	<u>854</u>	<u>488</u>	<u>777</u>		<u>744</u>	<u>744</u>
					Grand Total State Appropriation			
OTHER RELATED APPROPRIATIONS								
Federal Funds								
10,243	1,731	---	11,974	6,362	18	8,092	9,929	9,929
					Planning and Analysis			
---	3,518	---	3,518	---	99	---	---	---
					Administration and Support Services			
<u>10,243</u>	<u>5,249</u>	<u>---</u>	<u>15,492</u>	<u>6,362</u>	<u>8,092</u>		<u>9,929</u>	<u>9,929</u>
					Total Federal Funds			
All Other Funds								
---	1,268	---	1,360	92	99	---	---	---
					Administration and Support Services			
<u>---</u>	<u>1,360</u>	<u>---</u>	<u>1,360</u>	<u>92</u>	<u>---</u>		<u>---</u>	<u>---</u>
					Total All Other Funds			
<u>11,070</u>	<u>6,636</u>	<u>---</u>	<u>17,706</u>	<u>6,942</u>	<u>8,869</u>		<u>10,673</u>	<u>10,673</u>
					GRAND TOTAL ALL FUNDS			

Notes -- Direct State Services - General Fund

(a) The fiscal year 2010 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.

LABOR AND WORKFORCE DEVELOPMENT

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.

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 and to individuals who are unable to work due to the need to care for an ill family member or to bond with a new born or newly adopted child.
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 and Workforce Development. 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 2008	Actual FY 2009	Revised FY 2010	Budget Estimate FY 2011
PROGRAM DATA				
Unemployment Insurance				
Unemployment Insurance Program				
Covered workers	3,904,700	3,814,700	3,743,700	3,754,600
Net benefits paid (millions)	\$2,119	\$3,225	\$4,332	\$4,376
Average insured unemployed rate	3.00%	4.50%	5.40%	5.30%
Initial claims	560,739	742,013	840,000	863,100
Average weekly benefit payment	\$355	\$374	\$384	\$390

LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2008	Actual FY 2009	Revised FY 2010	Budget Estimate FY 2011
Federal Emergency Unemployment Compensation (a)				
Initial Claims	---	302,182	168,400	---
Unemployment Insurance Extended Benefits (a)				
Initial Claims	---	62,900	305,400	315,000
Disability Determination				
Total claims adjudicated	79,019	77,724	81,972	85,300
Social Security Disability payments (millions)	\$2,792	\$2,882	\$3,070	\$3,088
Average cost per case	\$648	\$680	\$665	\$687
State Disability Insurance Plan				
Covered workers	2,856,900	2,790,900	2,739,000	2,746,900
Claims received	171,368	171,241	171,500	171,500
Benefits paid (millions)	\$447	\$402	\$401	\$406
Cost per claim processed	\$114	\$113	\$114	\$114
Average weekly benefit payment	\$393	\$403	\$410	\$410
Private Disability Insurance Plan				
Covered workers	601,800	587,900	576,900	578,600
Plans in force	5,395	5,660	5,830	6,000
Claims received	10,800	10,229	10,300	10,300
Benefits paid (millions)	\$24	\$24	\$24	\$24
Cost per claim processed	\$297	\$314	\$314	\$314
Family Leave Insurance (b)				
Covered workers	---	---	3,166,700	3,176,000
Claims received	---	---	47,600	47,500
Benefits paid (millions)	---	---	\$99	\$103
Cost per claim processed	---	---	\$165	\$165
Workers' Compensation				
First reports of accident received	190,455	164,000	177,000	177,000
Cases pending July 1	97,174	96,146	94,086	93,506
Cases filed, reopened, reassigned	42,397	42,776	43,160	42,968
Cases closed	43,425	44,836	43,740	44,288
Cases pending June 30	96,146	94,086	93,506	92,186
Special Compensation				
Balance July 1	1,806	1,374	1,399	1,296
Verified petitions assigned	1,200	1,249	1,304	1,410
Advisory reports recovered	1,632	1,224	1,407	1,380
Balance June 30	1,374	1,399	1,296	1,326
Beneficiaries	7,696	8,083	8,314	8,515
PERSONNEL DATA				
Position Data				
Filled Positions by Funding Source				
Federal	1,438	1,329	1,375	1,360
All Other	393	358	349	348
Total Positions	1,831	1,687	1,724	1,708
Filled Positions by Program Class				
Unemployment Insurance	1,107	1,016	1,053	1,016
Disability Determinations	331	313	322	344
State Disability Insurance Plan	170	148	145	139
Private Disability Insurance Plan	65	56	51	57
Workers' Compensation	139	135	137	135
Special Compensation Fund	19	19	16	17
Total Positions	1,831	1,687	1,724	1,708

Notes:

Actual payroll counts are reported for fiscal years 2008 and 2009 as of December and revised fiscal year 2010 as of January. The Budget Estimate for fiscal year 2011 reflects the number of positions funded.

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

LABOR AND WORKFORCE DEVELOPMENT

(b) Benefits under the new Family Leave Insurance Program began July 1, 2009.

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2009					Year Ending June 30, 2011				
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2010 Adjusted Approp.	Requested	Recommended	
DIRECT STATE SERVICES									
Distribution by Fund and Program									
22,866	12,037	---	34,903	32,752	State Disability Insurance Plan	03	23,373	23,373	23,373
4,747	702	---	5,449	5,119	Private Disability Insurance Plan	04	4,684	4,684	4,684
13,009	9,734	---	22,743	22,662	Workers' Compensation	05	12,879	12,879	12,879
1,778	700	---	2,478	2,357	Special Compensation	06	1,813	1,813	1,813
42,400	23,173	---	65,573	62,890	Total Direct State Services		42,749^(a)	42,749	42,749
Distribution by Fund and Object									
Personal Services:									
27,543	21,807 ^R	-12,892	36,458	36,458	Salaries and Wages		27,892	27,892	27,892
27,543	21,807	-12,892	36,458	36,458	Total Personal Services		27,892	27,892	27,892
257	---	20	277	130	Materials and Supplies		257	257	257
5,340	---	6,221	11,561	9,983	Services Other Than Personal		5,340	5,340	5,340
3,007	---	1,401	4,408	4,209	Maintenance and Fixed Charges		3,007	3,007	3,007
Special Purpose:									
300	---	275	575	300	State Disability Insurance Plan	03	300	300	300
5,500	---	4,500	10,000	10,000	Reimbursement to Unemployment Insurance for Joint Tax Functions	03	5,500	5,500	5,500
---	---	81	81	81	Family Leave Insurance	03	---	---	---
50	---	120	170	111	Private Disability Insurance Plan	04	50	50	50
363	---	---	363	363	Workers' Compensation	05	363	363	363
---	---	274	274	262	State Match for Occupational Health & Safety Survey	05	---	---	---
40	---	---	40	40	Special Compensation	06	40	40	40
---	1,366	---	1,366	953	Additions, Improvements and Equipment		---	---	---
GRANTS-IN-AID									
Distribution by Fund and Program									
120,000	---	---	120,000	120,000	Unemployment Insurance	01	---	---	---
120,000	---	---	120,000	120,000	Total Grants-in-Aid		---	---	---
Distribution by Fund and Object									
Grants:									
120,000 ^S	---	---	120,000	120,000	Unemployment Insurance	01	---	---	---
162,400	23,173	---	185,573	182,890	Grand Total State Appropriation		42,749	42,749	42,749

OTHER RELATED APPROPRIATIONS

Federal Funds					All Other Funds				
146,237					Unemployment Insurance	01	2,500	2,500	2,500
16,574 ^S	28,731	---	191,542	132,758	State Disability Insurance Plan	03	17,842	17,842	17,842
55,100	13,047	---	68,147	49,894	Private Disability Insurance Plan	04	1,524	1,524	1,524
217,911	41,778	---	259,689	182,652	Total Federal Funds		206,658	230,422	230,422

LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2009					Year Ending June 30, 2011				
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2010 Adjusted Approp.	Requested	Recommended	
OTHER RELATED APPROPRIATIONS									
---	---	---	---	---	Workers' Compensation	05	8,386	8,386	8,386
---	8,943	---	---	---	Special Compensation	06	148,220	171,240	171,240
---	203,258 ^R	95	212,296	170,626	<i>Total All Other Funds</i>		<u>178,472</u>	<u>201,492</u>	<u>201,492</u>
---	<u>212,201</u>	<u>95</u>	<u>212,296</u>	<u>170,626</u>	GRAND TOTAL ALL FUNDS		<u>427,879</u>	<u>474,663</u>	<u>474,663</u>
<u>380,311</u>	<u>277,152</u>	<u>95</u>	<u>657,558</u>	<u>536,168</u>					

Notes -- Direct State Services - General Fund

(a) The fiscal year 2010 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.

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.

LABOR AND WORKFORCE DEVELOPMENT

50. ECONOMIC PLANNING, DEVELOPMENT, AND SECURITY

54. MANPOWER AND EMPLOYMENT SERVICES

OBJECTIVES

1. To develop and implement a workforce investment system that meets the current and future needs of New Jersey businesses and government and allows its citizens to compete in the global marketplace and to be employed to their fullest potential.
2. To minimize public employer-employee disputes, to resolve such disputes when they arise, and to enforce statutory rights of public employees.
3. To promote permanent harmony and stability in labor relations.
4. To prevent employment practices which are injurious to workers or which abrogate workers' rights and to assure equitable wages and working hours.
5. To prevent injuries to persons and damage to property from explosives, hazardous materials, and mining operations; and to prevent injuries and fatalities to the public from high voltage lines.
6. To prevent injuries and illnesses to public employees.
7. 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.1993 c.112 as amended; P.L.1997 c.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.

LABOR AND WORKFORCE DEVELOPMENT

EVALUATION DATA

	Actual FY 2008	Actual FY 2009	Revised FY 2010	Budget Estimate FY 2011
PROGRAM DATA				
Vocational Rehabilitation Services				
Total persons served	30,867	30,372	31,587	32,850
Total persons rehabilitated	4,384	4,022	4,023	4,100
Total continuing to be served	16,594	16,098	16,742	17,411
Average cost per rehabilitation	\$14,550	\$16,188	\$14,280	\$14,012
Earnings (Weekly)				
Before rehabilitation	\$74	\$80	\$83	\$88
After rehabilitation	\$378	\$378	\$393	\$411
Sheltered Workshops				
Client slots	2,699	2,699	2,699	2,699
Appropriation per client slot	\$7,352	\$7,239	\$6,634	\$5,993
Independent Living Rehabilitation				
Persons served	14,250	14,500	14,500	14,500
Cost per person	\$77	\$70	\$70	\$70
Employment Services				
Job openings received	97,342	74,886	75,600	79,400
Individuals entered employment	118,611	103,945	106,000	111,300
Individuals receiving career guidance	54,827	55,800	58,600	58,600
Disabled Veterans Outreach Program				
Veterans entered employment	10,129	6,663	6,800	7,140
Veterans receiving career guidance	2,603	2,611	2,750	2,750
Employment and Training Services				
Workforce Development Partnership Project				
Customized training grants	\$27,431,208	\$25,448,129	\$20,000,000	\$8,500,000
Individuals trained	60,482	56,824	45,000	19,125
Cost per individual	\$509	\$457	\$444	\$446
Companies served	410	400	300	130
Individual training grants-displaced workers	\$9,108,150	\$9,413,542	\$8,120,000	\$8,120,000
Individuals trained	2,757	2,681	2,320	2,320
Cost per individual	\$3,303	\$3,511	\$3,500	\$3,500
Workforce Investment Act				
Total enrollments	28,164	60,687 ^(a)	68,885	68,885
Total job placements	5,943	6,009	6,340	6,670
Work First New Jersey (WFNJ) Activities (b)				
Individuals receiving Temporary Assistance for Needy Families (TANF) participating in:				
Educational programs	5,939	5,849	5,900	6,000
Job search activities	3,328	3,960	4,000	4,000
On-the-job training	304	378	500	500
Vocational training programs	4,985	5,712	5,800	5,800
Community Work Experience Program	2,873	4,011	4,000	4,000
Alternative Work Experience Program	4,425	5,796	5,500	5,500
Individuals receiving General Assistance (GA), and/or Food Stamps, participating in:				
Educational programs	5,789	1,533	1,500	1,500
Job search activities	3,367	2,825	3,000	3,000
On-the-job training	243	147	200	200
Vocational training programs	2,973	2,768	2,800	2,800
Community Work Experience Program	1,245	1,529	1,500	1,500
Alternative Work Experience Program	1,483	1,699	1,700	1,700
Cases closed due to employment				
Temporary Assistance for Needy Families (TANF)	920	4,473	4,500	4,500
General Assistance (GA)	1,504	4,289	4,300	4,300
Workplace Standards				
Mine, pit, and quarry inspections	1,135	1,800	1,800	1,800
Mechanical Inspection				
Boilers inspected by State	11,002	18,000	18,000	18,000
Boilers inspected by insurance inspectors	46,127	50,000	50,000	50,000

LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2008	Actual FY 2009	Revised FY 2010	Budget Estimate FY 2011
Asbestos Control and Licensing				
Employer licenses issued	110	140	140	140
Employee permits issued	2,000	1,559	2,100	2,100
Crane Operator Inspections	1,100	980	980	980
Dry Cutting (Masonry)	91	60	60	60
OSHA On-site Consultant Services				
Consultations	524	581	524	524
Hazards identified	2,052	1,559	2,000	1,800
Mine Safety Training				
Persons trained	2,478	2,206	2,300	2,300
Wage and Hour, Child Labor, and Public Contracts				
Complaints received	8,589	9,944	10,000	10,000
Formal complaints filed	2,044	2,521	2,500	2,500
Employees receiving back wages	9,315	9,441	9,500	9,500
Net back wages paid to employees	\$5,946,305	\$8,136,330	\$6,000,000	\$6,000,000
Public Employees Safety				
Inspections	800	823	825	825
Hazards identified	5,600	7,877	7,900	7,900
Apparel Registration				
Registrations issued	371	386	350	350
Firms with violations	8	16	15	15
Public Works Contractor Registration Act				
Registrations issued	7,417	8,345	8,000	8,000
Public Sector Labor Relations				
Dispute Disposition				
Balance July 1	1,979	2,003	2,158	2,683
Filed	2,055	2,197	2,555	2,675
Disposed	2,031	2,042	2,030	2,020
Unfair practices and representation	570	679	570	525
Mediation, fact-finding, and arbitration	1,234	1,167	1,225	1,240
Scope of negotiation and issue definition	95	70	75	80
Other formal decisions	132	126	160	175
Balance June 30	2,003	2,158	2,683	3,338
Appeal Board				
Balance July 1	273	190	211	176
Petitions filed	35	25	40	50
Petitions disposed	118	4	75	152
Balance June 30	190	211	176	74
PERSONNEL DATA				
Position Data				
Filled Positions by Funding Source				
State Supported	215	216	203	203
Federal	951	855	810	820
All Other	33	33	32	33
Total Positions	1,199	1,104	1,045	1,056
Filled Positions by Program Class				
Vocational Rehabilitation Services	311	283	267	271
Employment Services	587	532	496	506
Employment and Training Services	58	47	54	52
Workplace Standards	203	204	192	190
Public Sector Labor Relations	36	34	32	33
Private Sector Labor Relations	4	4	4	4
Total Positions	1,199	1,104	1,045	1,056

Notes:

Actual payroll counts are reported for fiscal years 2008 and 2009 as of December and revised fiscal year 2010 as of January. The Budget Estimate for fiscal year 2011 reflects the number of positions funded.

(a) Starting in fiscal year 2009, federal WIA enrollment reporting also includes self-service only participants.

(b) Temporary Assistance to Needy Families (TANF) and General Assistance (GA) data provided by the Department of Human Services, Division of Family Development (DFD).

LABOR AND WORKFORCE DEVELOPMENT

APPROPRIATIONS DATA (thousands of dollars)

Year Ending June 30, 2009					Year Ending June 30, 2011			
Orig. & (S) Supplemental	Reapp. & (R) Recpts.	Transfers & (E) Emergencies	Total Available	Expended	Prog. Class.	2010 Adjusted Approp.	Requested	Recommended
DIRECT STATE SERVICES								
Distribution by Fund and Program								
2,446	---	286	2,732	2,731				
9,527	1,064	---	10,591	8,700	07	2,446	2,446	2,446
73	23,077	---	23,150	23,100	09	9,641	9,641	9,641
5,623	13,754	-326	19,051	15,468	10	23	---	---
3,501	---	11	3,512	3,499	12	4,421	4,277	4,277
484	---	32	516	506	16	3,375	3,375	3,375
					17	484	484	484
21,654	37,895	3	59,552	54,004		20,390 ^(a)	20,223	20,223
Distribution by Fund and Object								
Personal Services:								
16,082	10,270 ^R	-5,622	20,730	18,416		15,061	15,053	15,053
16,082	10,270	-5,622	20,730	18,416		15,061	15,053	15,053
60	---	33	93	76		38	38	38
304	---	1,822	2,126	2,120		201	240	240
92	---	416	508	496		28	28	28
---	---	2,690	2,690	2,689				
1,909	---	---	1,909	1,900	07	---	---	---
81	---	---	81	3	09	1,909	1,909	1,909
2,000	---	---	2,000	2,000	09	81	81	81
23	---	---	23	23	09	2,000	2,000	2,000
50	---	---	50	---	10	23	---	---
---	23,077 ^R	---	23,077	23,077	10	---	---	---
38	---	---	38	4	10	---	---	---
---	---	922	922	921	12	---	---	---
378	---	-378	---	---	12	---	---	---
450	2,020	---	4,989	2,114	12	378	378	378
144	2,519 ^R	---	144	---	12	450	450	450
3	---	---	3	3	12	144	---	---
40	9	120	169	162	12	3	3	3
						36	5	5
GRANTS-IN-AID								
Distribution by Fund and Program								
35,313	2	-786	34,529	34,090				
32,873	2	-786	32,089	31,650	07	31,376	27,876	27,876
2,440	---	---	2,440	2,440		29,180	25,680	25,680
36,651	---	---	36,651	35,705		2,196	2,196	2,196
					10	33,802	30,076	30,076
71,964	2	-786	71,180	69,795		65,178	57,952	57,952

LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2009					Year Ending June 30, 2011			
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2010 Adjusted Approp.	Requested	Recommended
69,524	2	-786	68,740	67,355				
2,440	---	---	2,440	2,440				
GRANTS-IN-AID								
<i>(From General Fund)</i>						62,982	55,756	55,756
<i>(From Casino Revenue Fund)</i>						2,196	2,196	2,196
Distribution by Fund and Object								
Grants:								
---	---	---	---	---	Vocational Rehabilitation Services	07	21,394	21,394
---	---	---	---	---	Vocational Rehabilitation Services (CRF)	07	2,196	2,196
4,286	---	-286	4,000	4,000	Services to Clients (State Share)	07	4,286	4,286
1,960	---	---	1,960	1,960	Sheltered Workshop Transportation (b)	07	1,764	---
2,440	---	---	2,440	2,440	Sheltered Workshop Transportation (CRF) (b)	07	2,196	---
5,550	---	-500	5,050	5,050	Supported Employment Services (b)	07	4,550	---
19,539	---	---	19,539	19,539	Sheltered Workshop Support (b)	07	17,906	---
450	---	---	450	12	Sheltered Workshop Employment Placement Incentive Program	07	---	---
289	---	---	289	289	Community Provider Cost of Living Adjustment-Sheltered Workshops	07	---	---
170	---	---	170	170	Services for Deaf Individuals (b)	07	170	---
625	---	---	625	625	Independent Living Centers (b)	07	500	---
4	2	---	6	5	Training (State Share)	07	4	---
3,048	---	---	3,048	3,048	New Jersey Youth Corps	10	2,740	2,325
33,603	---	---	33,603	32,657	Work First New Jersey Work Activities	10	31,062	27,751
STATE AID								
Distribution by Fund and Program								
1,522	---	---	1,522	1,522	Employment and Training Services	10	---	---
1,522	---	---	1,522	1,522	Total State Aid		---	---
Distribution by Fund and Object								
State Aid:								
922	---	---	922	922	Adult Literacy	10	---	---
600	---	---	600	600	Vocational Education - Apprenticeship	10	---	---
95,140	37,897	-783	132,254	125,321	Grand Total State Appropriation		85,568	78,175
OTHER RELATED APPROPRIATIONS								
Federal Funds								
52,880					Vocational Rehabilitation Services	07	54,530	54,530
4,091 ^S	12,497	-780	68,688	52,922				
38,442					Employment Services	09	45,343	37,869
10,662 ^S	7,681	---	56,785	28,380				
127,371					Employment and Training Services	10	126,971	126,971
64,092 ^S	589	1,200	193,252	140,892				
5,150	894	-838	5,206	2,755	Workplace Standards	12	5,160	4,960
302,688	21,661	-418	323,931	224,949	Total Federal Funds		232,004	224,330
All Other Funds								
---	310	---	1,830	624	Employment Services	09	2,930	2,830
	1,520 ^R							

LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2009					Year Ending June 30, 2011				
Orig. & (S)Supplemental	Reapp. & (R)Recpts.	Transfers & (E)Emergencies	Total Available	Expended	Prog. Class.	2010 Adjusted Approp.	Requested	Recommended	
OTHER RELATED APPROPRIATIONS									
---	57	---	57	57	Employment and Training Services	10	25,572	25,572	25,572
---	---	---	---	---	Workplace Standards	12	8,725	8,725	8,725
---	42 35 ^R	-11	66	---	Public Sector Labor Relations	16	---	---	---
---	<u>1,964</u>	<u>-11</u>	<u>1,953</u>	<u>681</u>	<i>Total All Other Funds</i>		<u>37,227</u>	<u>37,127</u>	<u>37,127</u>
<u>397,828</u>	<u>61,522</u>	<u>-1,212</u>	<u>458,138</u>	<u>350,951</u>	GRAND TOTAL ALL FUNDS		<u>354,799</u>	<u>339,632</u>	<u>339,632</u>

Notes -- Direct State Services - General Fund

(a) The fiscal year 2010 appropriation has been adjusted for the allocation of salary program, the annualized savings from continued attrition, and the reallocation of management and procurement efficiencies.

Notes -- Grants-In-Aid - General Fund

(b) Fiscal 2011 budget line items have been consolidated into Vocational Rehabilitation Services.

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 or regulation 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.

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 the Worker and Community 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

LABOR AND WORKFORCE DEVELOPMENT

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.

Of the amount hereinabove appropriated for the Vocational Rehabilitation Services program classification, an amount not to exceed \$14,114,000 is appropriated from the Unemployment Compensation Auxiliary Fund.

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.

Notwithstanding the provisions of any law or regulation to the contrary, the Department of Labor and Workforce Development shall consider consistent with applicable federal law a formal association of community based organizations to be a "local consortium" for the purposes of receiving funding for the delivery of English as a Second Language or Civics education/training.

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 approximately 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 approximately 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 70,000 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

LABOR AND WORKFORCE DEVELOPMENT

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

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

PROGRAM DATA	Actual FY 2008	Actual FY 2009	Revised FY 2010	Budget Estimate FY 2011
General Administration and State and Local Government Operations				
Open Competitive Examinations Announced	1,722	1,305	1,600	1,600
Applications received	79,417	34,903	70,000	35,000
Candidates scheduled	47,009	12,739	65,000	15,000
Eligibles produced	61,674	60,242	35,000	60,000
Appointments from Certifications				
State	3,950	2,631	2,400	2,500
Local	5,019	5,423	4,800	5,000
State Service Provisional Appointees Pending Open Competitive Examination	900	950	600	900
Promotional Examinations Announced	3,797	2,661	2,700	3,500
Applications received	24,869	20,795	20,000	25,000
Candidates scheduled	16,146	16,662	15,000	18,000
Eligibles produced	10,968	15,964	14,000	16,000
Promotions made (State)	4,500	4,500	4,500	4,500
Titles Abolished	28	51	25	30
Calendar Days from Request to Test Announcement				
Open competitive	21	21	28	21
Promotional	21	21	21	21
Calendar Days to Date of List Issuance - Public Safety				
Law enforcement open competitive	---	180	---	180
Law enforcement promotional	235	230	200	200
Fire service open competitive	245	---	---	300
Fire service promotional	335	350	335	335
Examinations Developed and Processed				
Assembled Open Competitive	299	284	250	300
Assembled Promotional	1,157	1,278	1,100	1,300
Unassembled Open Competitive	1,160	839	1,000	990
Unassembled Promotional	1,424	1,844	1,000	1,080
Lists Issued				
Open Competitive Examinations	1,633	1,160	1,500	1,600
Promotional Examinations	2,509	3,093	2,000	2,300
Announcements Processed Under Promotional Examination Waivers				
State Symbols	24	31	30	35
Local Symbols	36	28	30	35
Separate Test Dates	130	94	110	130
Applicants Administered Make-up Examinations	585	1,333	750	800
Applicants Administered Exam Review	928	787	900	950
Commission Services				
Written Record Appeals				
Total received	4,408	4,000	4,300	4,300
Total disposed	4,054	4,000	4,100	4,100
Pending	3,188	3,188	3,388	3,588
Hearings and Major Disciplinary Matters	2,185	850	850	850

LABOR AND WORKFORCE DEVELOPMENT

	Actual FY 2008	Actual FY 2009	Revised FY 2010	Budget Estimate FY 2011
EEO/AA Appeals				
On hand July 1	98	106	106	111
Received	115	115	115	115
Processed	107	115	110	100
Backlog	106	106	111	126

PERSONNEL DATA

Affirmative Action Data

Male Minority	35	23	28	27
Male Minority %	12.7	9.3	11.5	11.3
Female Minority	77	69	78	76
Female Minority %	28.1	28.1	32.1	32.0
Total Minority	112	92	106	103
Total Minority %	40.8	37.4	43.6	43.3

Position Data

Filled Positions by Funding Source

State Supported	276	246	235	231
Total Positions	276	246	235	231

Filled Positions by Program Class

General Administration and State and Local Government Operations	247	220	208	201
Commission Services	29	26	27	30
Total Positions	276	246	235	231

Notes:

Actual payroll counts are reported for fiscal years 2008 and 2009 as of December and revised fiscal year 2010 as of January. The Budget Estimate for fiscal year 2011 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 2008 and 2009 were transferred from the Department of Personnel.

APPROPRIATIONS DATA (thousands of dollars)

Orig. & (S)Supple- mental	Year Ending June 30, 2009				Prog. Class.	2010 Adjusted Approp.	Year Ending June 30, 2011	
	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Total Expended			Requested	Recom- mended
DIRECT STATE SERVICES								
Distribution by Fund and Program								
15,391	2,099	-176	17,314	15,872				
2,318	---	---	2,318	2,318	22	15,329	14,666	14,666
					24	2,161	2,049	2,049
17,709	2,099	-176	19,632	18,190		17,490^(a)	16,715	16,715
Distribution by Fund and Object								
Personal Services:								
---	---	---	---	---				
15,032	658 ^R	379	16,069	16,069		56	24	24
						14,862	14,212	14,212
15,032	658	379	16,069	16,069		14,918	14,236	14,236
277	---	-174	103	103		247	247	247
1,721	---	-356	1,365	1,365		1,621	1,621	1,621
123	---	-25	98	98		88	88	88
Special Purpose:								
29	---	---	29	29	22	29	29	29
93	---	---	93	93	22	93	---	---
---	1,200	---	1,441	---	22	---	---	---
	241 ^R							

LABOR AND WORKFORCE DEVELOPMENT

Year Ending June 30, 2009					Year Ending June 30, 2011			
Orig. & (S)Supple- mental	Reapp. & (R)Recpts.	Transfers & (E)Emer- gencies	Total Available	Expended	Prog. Class.	2010 Adjusted Approp.	Requested	Recom- mended
<u>DIRECT STATE SERVICES</u>								
434	---	---	434	433		434	434	434
---	---	---	---	---	22	60	60	60
<u>17,709</u>	<u>2,099</u>	<u>-176</u>	<u>19,632</u>	<u>18,190</u>	<i>Grand Total State Appropriation</i>		<u>16,715</u>	<u>16,715</u>
<u>OTHER RELATED APPROPRIATIONS</u>								
All Other Funds								
---	---	---	---	---				
						1,300	1,665	1,665
---	---	---	---	---	22	---	80	80
<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>	<u>---</u>	<i>Total All Other Funds</i>		<u>1,300</u>	<u>1,745</u>
<u>17,709</u>	<u>2,099</u>	<u>-176</u>	<u>19,632</u>	<u>18,190</u>	<i>GRAND TOTAL ALL FUNDS</i>		<u>18,460</u>	<u>18,460</u>

Notes -- Direct State Services - General Fund

(a) The fiscal year 2010 appropriation has been adjusted for the allocation of salary program and the annualized savings from continued attrition.

The Civil Service Commission was created in fiscal year 2009 pursuant to P.L.2008, c.29. For comparison purposes, appropriations in fiscal year 2009 for salary and other operating costs were transferred from the Department of Personnel.

Language Recommendations -- Direct State Services - General Fund

Receipts derived from fees charged to applicants for open competitive or promotional examinations, and the unexpended fee balance at the end of the preceding fiscal year, collected from firefighter and law enforcement examination receipts, are appropriated for the costs of administering these exams, subject to the approval of the Director of the Division of Budget and Accounting.

Receipts derived from fees charged for appeals to the Merit Systems Board are appropriated for the costs of administering the appeals process, subject to the approval of the Director of the Division of Budget and Accounting.