Discussion Points

UNEMPLOYMENT INSURANCE

1. The COVID-19 pandemic led to a spike in unemployment insurance claims that overwhelmed the department's established system for processing claims and resolving non-routine cases. To this day, news reports abound with stories of claimants who are unable to reach the department's unemployment insurance hotline and who have waited many months, in some cases since March of last year, to receive their benefits. A recurring complaint is that hotline staff cannot resolve claims, as they are not claims processors. Hotline callers report being frequently informed that their matter would be forwarded to the appropriate party without any contact information being provided to the claimant. Claimants then wait, in many cases for weeks and months, for a claims processor to contact them. With nowhere else to turn, many claimants then seek intervention from their State and federal lawmakers.

●1.1 ***Questions:*** **What is the current number of unresolved unemployment insurance claims? Please compare that number to the equivalent number on the first day of each month since March 2020. Is the department making progress in reducing the backlog?**

Response:

The New Jersey Department of Labor and Workforce Development has distributed more than $26 billion to more than 1.5 million jobless workers in the past 13 months. The average claimant has received in excess of $17,000 in state and federal unemployment benefits. Nearly three-quarters (73.4%) of initial claims were paid within 21 days between March 2020 and February 2021. New Jersey leads the nation in the percentage of unemployed workers who receive unemployment benefits, at 57%, which is more than double than the national average of 28%, according to the most recent federal data available.

While by many metrics, New Jersey is a national leader in distributing unemployment benefits to workers in need, our state, like the others, has struggled under the weight of an unprecedented volume of unemployment claims, and historic attempts to access unemployment benefits via fraudulent means. Throughout the pandemic, our department has worked to strike a balance between getting the most money to the most people as quickly as possible, and protecting claimants, the employer community and taxpayers against attempted fraud.

Approximately 50% of the workers who file for unemployment do not need any further intervention, they conduct the entire transaction online and never have to speak with an agent. The other 50% file more complex or incomplete claims and either have to speak to an agent or have their claim go through one of the automated processes we created in the early days of COVID19. The number of people filing for unemployment, receiving benefits, and cycling off of unemployment changes constantly. In fact, of the 2.1 million new unemployment claims the department has received since March 2020, 253,000 are claims that have been reopened by residents who returned to unemployment after a period of re-employment during the calendar year.

Similarly, a claim can be unresolved for any number of reasons. At the beginning of a claim, for example, an employer may contest the reason for separation (requiring adjudication), or the worker may have earned wages in more than one state (USDOL requires us to receive wage records from the other state before we can pay benefits, a rule that can cause months of delays). Later in the process, a claim could revert to unresolved status because the way the claimant answered one of the seven weekly certification

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questions raised a red flag as to whether they remain eligible for benefits (requiring a review). See 1.2 for additional details.

In addition, the CARES Act and subsequent stimulus packages provided unemployment benefits to a whole new population of workers – independent contractors and the self-employed – who had not paid into the system. In New Jersey, this added more than 320,000 claimants to our rolls, and required us to stand up entirely new benefits programs. With each new iteration of the CARES Act and its provisions, the rules and requirements for receiving unemployment changed, and with it, the number of unresolved claims swelled and receded.

For those who do have an issue that needs to be arbitrated, NJDOL has greatly expanded use of two online tools to speed the process. The department's use of E-Adjudication was in its infancy when the pandemic took hold, but has been greatly expanded and enhanced since; it has allowed us to address 1.8 million claim issues since the start of the pandemic. It is now a valuable tool for resolving issues, and has shaved weeks, if not months, off the claim resolution timeframe, while allowing the entire process to occur online. It has been used to resolve claims for both state and federal benefits. E-Monetary, which is used to decide monetary disputes, takes an average of three weeks to complete, compared with the 3 to 4-month manual review process it replaced. Since July 2020, we have sent 391,538 cases through E-Monetary and have closed all but 2,656 of them. Collectively, E-Monetary has saved the equivalent of 2 years worth of work, and E-Adjudications saved the equivalent of approximately 6.5 years of work.

Despite expanding federal benefits, approximately 15% of applicants are still not eligible for benefits, either because they do not meet the earnings threshold or they separated from their job for a reason that disqualifies them from receiving benefits.

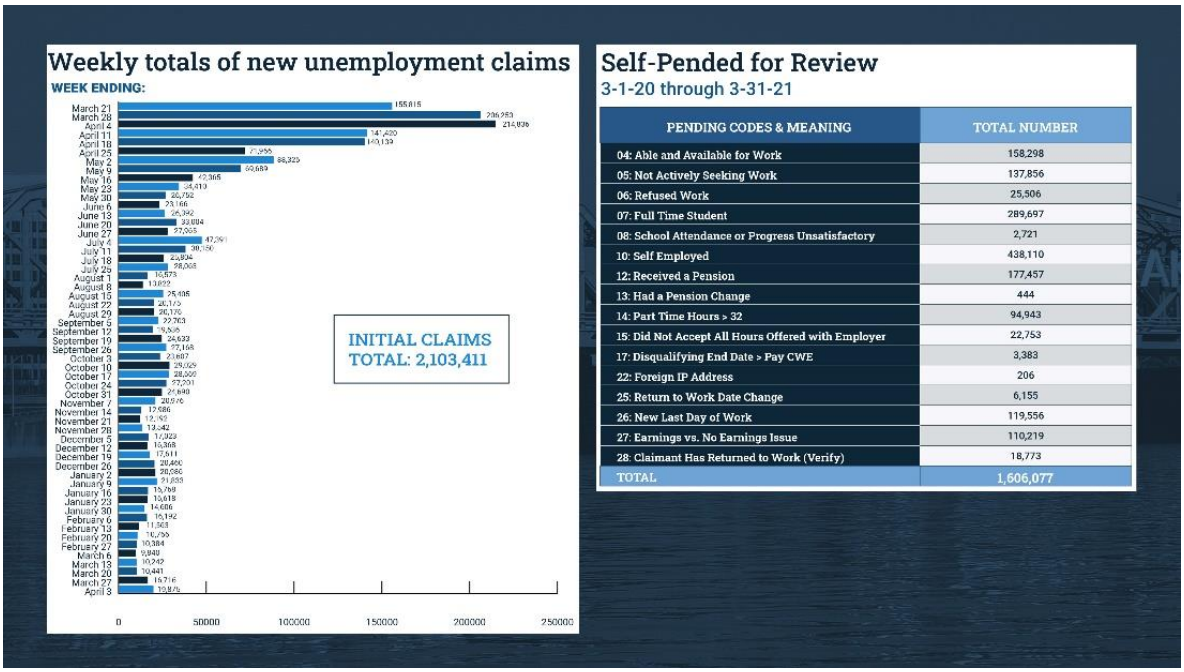
● 1.2 ***Questions:*** **Please provide a distribution of currently unresolved claims by cause of complication. For each cause of complication, what is the current average wait time until claim resolution?**

Response:

As was mentioned in answer 1.1, every state is required to have a weekly certification process in which claimants attest to their continued eligibility for benefits. From the beginning of the pandemic, this was a problem for us, in that tens of thousands of claimants per week were answering one of more of the certification questions in a way that drew their continued eligibility for benefits into question. For example, one of the requirements for receiving unemployment is that the claimant be able and available for work. Yet, on 158,298 occasions, a claimant responded that they were ***not*** able and available for work, pending their benefits.

In all, claimants have indicated to our offices 1.6 million times that they may no longer be eligible for benefits during the weekly certification process, triggering a review of their claim.

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Self-Pended for Review
3-1-20 through 3-31-21

PENDING CODES & MEANING	TOTAL NUMBER
04: Able and Available for Work	158,298
05: Not Actively Seeking Work	137,856
06: Refused Work	25,506
07: Full Time Student	289,697
08: School Attendance or Progress Unsatisfactory	2,721
10: Self Employed	438,110
12: Received a Pension	177,457
13: Had a Pension Change	444
14: Part Time Hours > 32	94,943
15: Did Not Accept All Hours Offered with Employer	22,753
17: Disqualifying End Date > Pay CWE	3,383
22: Foreign IP Address	206
25: Return to Work Date Change	6,155
26: New Last Day of Work	119,556
27: Earnings vs. No Earnings Issue	110,219
28: Claimant Has Returned to Work (Verify)	18,773
TOTAL	1,606,077

For the month of March 2021, we averaged 18,484 claims pended per week during the certification process. The top 5 reasons follow:

Self-employed – 32,980
Student status – 23,162
Receiving Pension – 11,891
Able & Available for Work –10,000
Worked more than 32 hours – 6,391

We have worked diligently to help claimants through the required weekly certification process by creating online guides to explain what each question means and how to answer based on their circumstance, created a tip sheet they are required to attest to have read before certifying and created a social media campaign to alert claimants where they were getting tripped up and try to help them navigate the questions correctly. As noted earlier, once a claimant indicates that they are no longer eligible for benefits, we are bound to verify eligibility before continuing benefits.

●1.3 ***Questions:*** **How does the department assess the quality of its customer service when claimants have to wait for weeks or months after their initial contact through the hotline to hear from the department without the ability to contact anyone for an update, except for another call to the hotline? What kind of changes has the department made, or plans to make, so that claimants can communicate directly with claims processors who are in a position to potentially resolve the reasons for any delay in the payment or rejection of their claims?**

Response:

The global COVID-19 pandemic resulted in an unprecedented volume of unemployment claims filed in a short period of time for all states. For New Jersey, claims filed in the past 13 months far exceeded that

Discussion Points (Cont'd)

of all claims filed during the Great Recession. The NJDOL continues to set a high bar for customer service, and is committed to getting every penny in benefits to eligible claimants. While the department has worked to implement 20 different unemployment systems over the course of the pandemic due to additional, modified and frequently changing federal programs (CARES Act and supplemental federal pandemic relief laws), New Jersey's quality of customer service has continued to be on a par with or exceed most, if not all, other largely populated states. The department engaged Navient Solutions, LLC call center services in June of 2020, which immediately added 200 call center staff to augment our existing call centers. That number has now risen to 327, and will soon increase to 447 agents. The Navient call center operates seven days/week and offers claimants a call-back option.

Navient staff are vital members of the department's tiered escalation system, which frees the most experienced claims examiners to resolve the most complex cases. The majority of calls that come into the call center are characterized as general in nature, and can be answered on the spot. Questions that are more specific or more complex are either answered, or escalated. Over the course of the call center contract, Navient staff answered and resolved 63% of calls on average, with the percentage of time-of-call resolution reaching 70% in March 2021.

The department recognizes that the pandemic created historic impacts to the economy where there are now many individuals unemployed for the very first time who may be totally unfamiliar with the unemployment process, and some who are less computer literate than others. To enhance communications to our claimants, the department completely revamped its unemployment website to make it more user-friendly. This includes providing a step-by-step color-coded guide to explain eligibility for unemployment benefits and how to remain eligible for benefits throughout the unemployment claims process. FAQs were expanded, alerts were generated, videos were created, and a chat bot was deployed to keep claimants fully informed of the many new federal stimulus programs. The press was engaged, and email and text communications to claimants began.

Daily call center hours were expanded, as well as a full schedule of hours on Saturdays, Sundays and holidays to provide more claimant service hours for claimant inquiries. Since the beginning of the pandemic to present, NJDOL unemployment staff were provided the flexibility by the Civil Service Commission to carry over unused benefit leave time last year (2020) for benefit leave time from 2019 into calendar year 2021, so that the department could deploy all available unemployment staff throughout the pandemic to address the need for unemployment services.

As an example of the continuing volume of inquiries, for the month of March 2021, the daily number of telephone calls answered, including call backs, recently surpassed 13,000. Unemployment Insurance is complicated due to federal mandates, and it takes many months to learn and understand the requirements of the program.

Overall, NJDOL has tripled the total number of staff supporting its unemployment division, up to 1,500. This includes 250 new NJDOL employees in unemployment and related areas; 325 employees reassigned from within NJDOL or other state agencies; and the added call center staff; and we are still continuing to hire.

● 1.4 ***Question:*** **How many unemployment insurance cases is the department currently tracking that have been referred by State or federal lawmakers?**

Discussion Points (Cont'd)

Response:

There are currently 6,009 cases referred by state and federal lawmakers that are being reviewed/in queue to be reviewed by unemployment staff for resolution. Resolutions/updates have been provided for an additional 7,366 cases to state and federal lawmakers from lists that were submitted in February and entries made into the new Case Management System.

This does not take into account the prior 10 months of the pandemic, during which we resolved tens of thousands of cases brought to us by State or federal lawmakers.

2. The department routinely seeks to recover unemployment benefits that it deems to have paid in error. An appeals process is available to beneficiaries who receive notices of repayment claims. If not repaid, collections actions include the referral of uncollected debt to the Set-Off of Individual Liability system, a centralized debt collection program operated by the Division of Revenue and Enterprise Services in the Department of the Treasury. Under that program, the division withholds New Jersey gross income tax refunds and homestead credit payments from taxpayers who owe debts to other agencies.

2.1 ***Questions:*** **Since the onset of the COVID-19 pandemic, has the department referred any claims for the recovery of unemployment benefits it deems to have paid in error to debt collectors or the Set-Off of Individual Liability program? Please specify the amounts referred to debt collectors or the Set-Off of Individual Liability program in the last 12 months and compare the amounts to the 12-month period prior.**

Response:

The department does not utilize debt collectors, but does utilize both federal and state Off-Set Programs. The amount of overpayments sent for either federal and state Off-Set programs are not tracked by the department.

●2.2 ***Question:*** **How many unemployment insurance claimants who have unresolved benefit claims with the department also have received a repayment notice and had their cases submitted to debt collectors or the Set-Off of Individual Liability program?**

Response:

From April 2020 through March 2021, a total of 111,861 unemployment insurance claims with an open overpayment balance were identified. A monthly notice is sent to each claimant advising them of the open balance together with information regarding instructions as to how to make restitution or how to establish an installment plan as a means to liquidate the debt over time. Claimants are notified of their rights to appeal.

●2.3 ***Question:*** **Given the difficulty of contacting claims processors regarding unresolved unemployment compensation claims during the pandemic, do recipients of repayment notices that recipients deem to be in error have adequate access to department resources to resolve their repayment claims prior to collections?**

Discussion Points (Cont'd)

Response:

Throughout the pandemic, the department has maintained a dedicated team of agents who can respond to claimants who were sent overpayment billings.

Claimants who believe they were sent a repayment notice in error may also file an appeal via mail or online application on the NJDOL website. Information and instructions are available on the NJDOL website.

For additional information, claimants are encouraged to visit:
https://www.myunemployment.nj.gov/apply/overpayments/ and
https://www.myunemployment.nj.gov/labor/myunemployment/apply/overpayments/overpaymentsFAQ.shtml

3. The department replied to an FY 2021 legislative budget question that it had increased the ranks of its unemployment insurance hotline operators and claims processors to respond to the surging number of unresolved claims. The department reported recruiting retired claims processors and other former claims processors who worked elsewhere in the department or State government. In addition, the department contracted with a vendor to provide staffing for a second call center. The department noted further that as of September 8, 2020, it had incurred $17.8 million in additional staffing costs due to COVID-19, including $7.6 million for overtime. Federal assistance provided under the Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020 pays for the additional expenditures.

●3.1 ***Questions:*** **Please update the additional staffing costs the unemployment insurance operations have incurred since the start of the COVID-19 pandemic. Please specify the overtime component of the total. How many unemployment insurance hotline operators and claims processors does the department currently have? What were their numbers on March 1, 2020? Is the department still increasing the number of hotline operators and claims processors? If so, please detail the plans.**

Response:

From March 2020 through February 2021, NJDOL's Division of Unemployment Insurance has incurred $24.1M of additional staffing costs. Of this amount, $15.9M were overtime costs.

On March 1, 2020 the department had 94 hotline/claims processor agents. In June 2020, NJDOL contracted with an outside call center vendor, Navient Solutions, LLC, to add an additional 200 agents. As of April 1, 2021, the Navient call center vendor employed 327 agents under the contract. Another 60 agents are planned to onboard on April 12, 2021 and an additional 60 on April 26, 2021, making a total of 447 Navient Call Center agents.

Overall, NJDOL has tripled the total number of staff supporting its unemployment division, up to 1,500. This includes 250 new NJDOL employees in unemployment and related areas; 325 employees reassigned from within NJDOL or other state agencies; and the added call center staff. The department has bolstered its staff in fraud protection and taken other proactive measures to ensure timely customer service delivery.

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4. Investments in information technology have been another part of the department's strategy to managing the surge in unemployment claims more effectively. At times, the unemployment insurance technology system had collapsed under the weight of the more than two million filings and distribution of nearly $23 billion in benefits during the COVID-19 pandemic. The Governor's FY 2022 Budget recommends a $7.8 million appropriation for modernizing and improving unemployment processing. The recommended appropriation is twice as much as the FY 2021 adjusted appropriation of $3.9 million.

●4.1 ***Questions:*** **Please provide an update concerning the department's efforts to modernize and improve the unemployment insurance information technology system. What, if any, plans does the department have to increase New Jersey residents' confidence in the system? Does the department plan a major overhaul or even replacement of the system? Would federal funds be available to fully cover the costs of such a large-scale project?**

Response:

Prior to the COVID-19 pandemic, the department had a number of discussions with the National Association of State Workforce Agencies (NASWA) concerning modernizing the department's unemployment system. As reported by NASWA, the results of costly modernization efforts by individual states did not result in significant service improvements, and did not position these states to be more effective at delivering benefits to claimants during the pandemic.

USDOL funded a New York-New Jersey consortium for a joint, modernized system for the two states in 2014. However, in the later part of 2015 following the completed gathering of systems requirements, USDOL discontinued funding. New York decided to continue to fund its modernization, while New Jersey discontinued the consortium modernization effort and began the utilization of "pocket solutions" as a means to improve UI service delivery. New York like all other states and US territories experienced the same difficulties in processing the increase in claims volume and the new types of UI programs brought forth by the Pandemic and CARES Act. Since the end of the consortium effort, we do not know the status of the New York UI system modernization.

New Jersey has since created and deployed several "pocket solutions" to meet its immediate needs. These enhancements include developing online questionnaires to replace manual fact-finding interviews for claimants and employers for nonmonetary issues; additional fraud prevention tools; creation and implementation of more self-service applications; increasing capacity for more claimants to access their accounts and certify for benefits; and automation for end-of-year claims reviews. Behind the scenes, these technological enhancements and pocket solutions helped provide seamless UI service delivery.

The department recognizes that pocket solutions can only carry operations so far and that a cloud-based modernization, state-of-the-art solution needs to be implemented, including more self-service options. To this end, the department has formed a working group to update and analyze the system requirements that were developed in 2015. Meanwhile, the department is moving toward cloud-based computing, while being a strong and vocal advocate for a federal solution to the federal unemployment system. If this pandemic taught us anything, it's that we need a more unified, nimble unemployment system to serve the needs of 21st century workers. And, we need to update the antiquated federal regulations that have underpinned this system since 1934.

●4.2 ***Questions:*** **Please provide a detailed accounting of the uses of the $3.9 million FY 2021 appropriation for Unemployment Processing Modernization and Improvements. How would the**

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recommended $7.8 million FY 2022 appropriation be used? What federal funding would complement the recommended appropriation?

Response:

Funds from the FY21 appropriation allocated for UI modernization efforts are being used to address the immediate needs of the UI claimants, as well as to mitigate the risks that exist as a result of aging technology infrastructure and platforms. The allocated funds serve to prepare our systems and processes for future full modernization. The following paragraphs highlight the "pocket solutions" DOL has initiated to stabilize, increase the capacity of, and bring to bear the customer focused improvements in New Jersey's unemployment systems.

Before the pandemic, our IT team had begun a project to replace the system that is used by the UI claims agents to process initial claims. This application was developed in 1999 and has many dependencies on the legacy mainframe system. To date, more than $1.6 million has been obligated to build a dedicated contract-staff project team to work with state staff to accelerate the delivery of the solution for initial claims delivery. A second project to update the online UI claim filing application is also slated. These application changes will further NJDOL's efforts toward self-service features for our claimants.

We are also taking steps to re-platform both systems. Updating the hardware and software will provide a technologically stable UI system environment, including: the capacity to support an increase in claims volume, the elimination of security vulnerabilities, and improvements to our capacity to enhance new self-service functions for our claimants. These systems will run at the state's enterprise data center, operated by OIT. A set aside fund of $100,000 has been established to reimburse the costs of the related operational expenses.

In addition, we outlined multiple avenues to initiate modernization through incremental phases, building the foundation and addressing immediate risks before a full-scale replacement of the legacy system can begin. Several smaller initiatives are completed, including consolidating aging DOL infrastructure into new hardware for the SSI application (intake of unemployment claims) at the OIT enterprise datacenter in September 2020, and expanding claimant communications via multiple channels, including the UI Chatbot in May 2020 (4.7 million hits since implementation), SMS (text) messaging to claimants in June 2020, and a data back-up service which completed consolidation in February 2021. Expenses of $160,000 have been obligated.

Use of a cloud solution to expand electronic adjudication for claimants and employers is in progress and is one example of modernization of a business function. E-adjudication allows our customers to submit documentation electronically to allow claimants to resolve issues with their claim without an in-person interview with a claims examiner. During the pandemic, E-adjudication has allowed DOL to address over 1.8 million claim issues, a sum equaling 7+ years of otherwise manual work. This enhancement to our existing capacities will automate the resolution of more complicated unemployment claim issues, reducing the wait time for payments. Additional security improvements are also being implemented. The funds necessary to make these improvements have been obligated at $360,000.

In parallel, we are working to develop cloud-based services that will support real time analytics and business intelligence about UI claims and how New Jersey businesses and residents have been impacted by the pandemic. We are engaged with 3 proofs of concept to build a data lake to house the data needed for this real time reporting and to expand our communications with claimants and employers. When completed, this will allow us to provide claim-specific information to claimants, utilize modern

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communication technology to connect with claimants, as well as access real-time labor market information to make real-time policy and process decisions. A set aside of $125,000 has been obligated for operational expenses. Contracted resources to support the data extract and load process between the legacy systems and cloud environment will be brought on board after the proof of concept completion. An expense of $175,000 is budgeted.

Lastly, the system that supports New Jersey employers is antiquated and outdated, developed on technology from 1996. This system collects wage records and employer/employee UI taxes. Additionally, during the pandemic thousands of claimants have had their benefits delayed because of inaccurate, missing or incomplete wage record submissions by employers. An updated system will allow NJDOL to develop new features to improve the interface with the employers, allowing employers, for example, to send in missing information electronically instead of via paper forms. We have begun to analyze how we can replace that system in conjunction with a modernized UI system and have brought on contracted resources to assist in that effort. Phase 1, just underway, is a feasibility analysis and assessment of the requirements of a new system so that a solution can be obtained. An expense of $600,000 is budgeted.

To support the development and management of these initiatives several different tools are needed. An evaluation of both a project management solution and automated testing tools are in progress. An expense of $400,000 is budgeted.

A few projects remain and are in the planning phase. An upgrade to the access manager will provide a robust platform for secure claimant access to real time updates about their claims and their required next steps. Adoption of a business process management solution will allow deployment of self-service functions for claimants replacing otherwise paper-based data gathering (such as documenting a claimant's dependents, changing tax withholding preferences, gathering alternate base year employer reported earnings, completing the reporting of wage-benefit conflict) and eliminating the need to speak to an agent in some circumstances to complete claim updates. A budget of $350,000 is set aside.

The bulk of the future funding would be used to continue to expand cloud services, to help with automated and web self-service functions, analytics, data, communication, and upgrading other online functions. Funding would also be used to enhance user experience, helping the claimant feel confident in the processing and status of their claim. Current-year funding has enabled cloud-service work to begin, allowed for the automation of certain processes to accommodate volume, and funded creation of the myunemployment.nj.gov chatbot and other online services.

It is difficult to specify the funding needed until the feasibility analysis referenced above is completed.

●4.3 ***Question:*** **What is the department doing in order to prevent another collapse of the unemployment insurance information technology system during a time of high claim filings?**

Response:

The New Jersey Department of Labor and Workforce Development's unemployment system has been remarkably stable following a few early days of the pandemic, when we experienced a virtual tsunami of claims.

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The IT improvements the department made in early 2020 to the various technology components of the unemployment system – to ensure stability, reliability, throughput and integrity – have proven very successful as the unemployment systems continue to perform at above 97% uptime, without a major unplanned outage since May 2020.

On March 17th nearly 20,000 workers filed new unemployment insurance claims, overloading the system. Operational support teams investigated, and within a day, identified the cause and modified configuration settings on the application server that stabilized the website used for unemployment claim intake. Over the next two weeks (mid-March to early April 2020), teams from NJDOL, the Office of Information Technology and the Office of Homeland Security and Preparedness (OHSP) continually monitored performance and adjusted settings to support and balance the exponentially growing load. For the week ending March 21, 2020, the number of unemployment claims rose to 155,815, and by the end of March that number exceeded all claims received in 2019. OHSP coordinated analysis sessions with a software vendor to utilize a web application firewall to divert erroneous "bot" traffic from the website to improve performance by reducing the number of hits to the server. Millions of website hits were avoided by employing this technique, improving the performance of the application and eliminating risk of cyber incidents caused by bad actors. Over the next four weeks, the teams would make a number of changes to server configurations to balance the load and ensure a stable application.

With 500,000 claims ready to be paid and limitations within the legacy system to process concurrent claims, a new webpage was built to accommodate certifications on a staggered schedule throughout the day, across the entire week, based on social security numbers. This controlled access to the system guaranteed that the application on the web front end, as well as the legacy backend, would remain stable and able to process the maximum number of payments per day. It was subsequently further refined within the next month that the load per hour had to be more granularly gated to restrict concurrent certifications to 12,000 at a time for a maximum of 280,000 per day.

Throughout April and May 2020 teams of engineers and administrators from NJDOL, OIT and OHSP provided continuous real time-monitoring of system performance on all fronts, including web claim filing and certification, account creation and maintenance, claims agent intake system, legacy backend claims processing system, servers and databases. Monitoring and alerting tools and dashboards were expanded and enhanced to trigger real-time response, 24/7, to prevent system outages. These practices have also expanded the protection of our information security assets, thwarting cyber-attacks that aim to disrupt or defraud the unemployment system.

In early April 2020, the department engaged with IBM to assist with performance analysis and capacity planning for the mainframe operating system that hosts the unemployment legacy application. We ensured that all preventative measures were taken to expand throughput so that the legacy system could process the projected 10x increase in unemployment claims load. Based on their recommendations, more than a dozen optimization techniques were implemented in April and May. Most changes were applied to the operating system, with some configuration to the databases and buffer pools. A workload management tool was installed to dynamically prioritize resources from other executive branch systems that used the mainframe, to the unemployment application based on CPU utilization. A higher capacity zIIP engine was installed, providing capacity to support the agents processing larger claim loads, as well as improving the time of the overnight batch job stream that generates payments to the bank.

5. The high volume of unemployment insurance claims since March 2020 has depleted the Unemployment Insurance Trust Fund. To ensure the continued payment of unemployment insurance benefits, it became

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necessary for the department to begin borrowing from the federal government in August 2020. As of March 29, 2021, the existing loan balance totaled $969.3 million, or $83.5 million more than on February 26, 2021. Under current federal law, interest on state advances is deferred until September 6, 2021.

●5.1 ***Questions:*** **What is the maximum federal advance amount for which New Jersey is currently approved? Please project for each month through the end of calendar year 2020 the total amount of the federal advance. When does the department currently expect the amount of the federal advance to peak and at what amount? How long does the department project will it take for New Jersey to repay the advance? Does the department support using the State's flexible $6.4 billion State Fiscal Relief Fund allocation under the American Rescue Plan Act of 2021 to pay off the federal advance?**

Response:

The maximum federal advance amount for which the state is approved to borrow is $1.2 billion through June 30, 2021. NJDOL expects the amount of the federal advance to peak the last week of April, 2021 at $1.1 billion. The loan is projected to be paid off in May 2023. NJDOL is awaiting federal guidance on the APR and New Jersey's State Fiscal Relief Fund allocation

See Schedule 5-1.

6. The depletion of the Unemployment Insurance Trust Fund during the COVID-19 pandemic and the need to borrow from the federal government to continue the payment of unemployment benefits will necessitate higher employer and employee contributions to replenish the fund.

The employer tax rate is based on a combination of the annual experience of the individual employer and the annual experience of the Unemployment Insurance Trust Fund calculated through a determination of the overall fund reserve ratio. The fund reserve ratio is used to determine the tax column that will be applied to employers in the next fiscal year. The tax columns are referred to as "A" through "E + 10%;" "A" having the lowest tax rates and "E + 10%" having the highest tax rates.

Currently, unemployment contribution rates for FY 2021 are set by column "B" of the experience rating tax table. The insolvency of the trust fund would have automatically triggered the highest possible employer contribution rate, column "E + 10%," beginning in FY 2022. However, P.L.2020, c.150 sets a more gradual, alternative rate increase schedule: 1) for FY 2022, the rates set by column "C;" 2) for FY 2023, the rates set by column "D;"; and 3) for FY 2024, the rates set by column "E." For FY 2022 and FY 2023, the column will be lower if the ordinary reserve rate calculations resulted in the selection of a column with lower contribution rates.

●6.1 ***Questions:*** **What would be the total employer unemployment insurance tax revenue in FY 2021, FY 2022, FY 2023, and FY 2024 under the schedules of each column? Please provide an estimate of the effects of P.L.2020, c.150 on unemployment insurance tax revenues for FY 2022, FY 2023, and FY 2024, indicating separately: the effect of the column changes, and the effects of other provisions of the act.**

Response: See Schedule 6-1.

Discussion Points (Cont'd)

●6.2 ***Questions:*** **Please provide the Unemployment Insurance Trust Fund reserve ratio for calendar years 2019, 2020, and 2021 (including the 3/31 fund balance, any liabilities, and taxable wages for the prior calendar year) and estimates for 2022 and 2023. Please provide, for calendar years 2020 through 2023, the data underlying the department's estimates, on a monthly basis, including: insured unemployment rates; total unemployment rates; anticipated benefit payments (regular, extended benefits and benefits during training); employer tax revenue; and employee tax revenue. Please indicate which monthly figures are estimated and provide annual totals for all data for each calendar year.**

Response: See Schedules 6-2.1 and 6-2.2.

7. In response to the COVID-19 pandemic, the federal government has enacted several unemployment benefit enhancements and expansions, as well as new unemployment benefit programs for individuals who would normally not be eligible for regular unemployment benefits: Federal Pandemic Unemployment Compensation, Pandemic Unemployment Assistance, Pandemic Extended Unemployment Compensation, and Extended Unemployment Benefits.

●7.1 ***Questions:*** **Please provide on a weekly basis, for calendar year 2020 and as much of calendar year 2021 as possible, the amount of benefits paid, the number of initial claims, and the number of claimants being paid, for each of: New Jersey regular unemployment insurance benefits; Federal Pandemic Unemployment Compensation; Pandemic Unemployment Assistance; Pandemic Extended Unemployment Compensation; and Extended Unemployment Benefits; and provide estimates for each program for the rest of calendar year 2021 based on how long programs have been extended by the federal American Rescue Plan Act.**

Response: See Schedule 7-1.

WORKFORCE DEVELOPMENT

8. The FY 2022 Governor's Budget recommends a new $10 appropriation for Future of Work Initiatives. New proposed budget language requires that the appropriation be used for incumbent worker training grants and to develop and implement a pilot program that creates savings accounts to fund education and training expenses to improve lifelong learning. According to the FY 2022 Budget-in-Brief, the Lifelong Learning Accounts were a priority of the Future of Work Task Force, which is chaired by the State's Chief Innovation Officer.

●8.1 ***Questions:*** **Please detail, by program, the anticipated uses of the new $10 million appropriation for Future of Work Initiatives. What amount would be used for Lifelong Learning Accounts? For how many individuals would accounts be opened in FY 2022? What would be the average account deposit and who would control the account and determine what expenditures account balances would be used for? What would be the criteria used to qualify individuals for Lifelong Learning Accounts?**

Response:

The Future of Work initiative aims to create portable, tax-advantaged savings accounts, called Lifelong Learning Accounts. These accounts will be available to adult New Jersey residents to use for education, skills training, and expenses associated with upgrading the skills of working New Jerseyans.

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The $10 million appropriation will facilitate access to occupational training and other use. Working New Jerseyans could use this funding for 1) occupational skills training (offered by approved training providers), 2) wraparound services that address additional barriers to training (e.g., childcare and transportation), and 3) individual career services (e.g., job search assistance, and career counseling).

While still in development, the pilot initiative as currently conceived would provide funding for Lifelong Learning Accounts of individuals who 1) work in sectors with high growth potential across all regions of the state, like healthcare or manufacturing and 2) have an annual adjusted gross income of $50,000 or less. New Jerseyans could contribute up to $2,000 per year into their Lifelong Learning Account in a tax-deferred manner similar to 401k contributions or tax-exempt similar to IRA contributions. State contributions to Lifelong Learning Accounts would range from $500 to $2,500. Specifically, $10 million would be used for the state's contributions to the Lifelong Learning Accounts and administrative costs.

New Jersey's Department of Labor and Workforce Development, the Office of Innovation, and the Higher Education Student Assistance Authority will develop and manage the Lifelong Learning Account pilot with input from the Heldrich Center for Workforce Development.

Future of Work Initiatives funding can also be used to support incumbent worker training grants.

9. Unemployment spiked in calendar year 2020 and remains markedly higher than before the pandemic. While many of the unemployed expected to, and did, return to their previous jobs, others lost their employment permanently and have outdated skill sets.

●9.1 ***Questions:*** **Please comment on, and provide statistics on, any increase in the demand for workforce development programs since January 2020. Have admissions backlogs developed? If so, please specify the workforce development programs that have seen the largest backlogs develop.**

Response:

While the demand for workforce development programs in January and February of 2020 was in-line with the previous year, the onset of the pandemic and subsequent job losses created a disruption in the demand for workforce services. On March 20, 2020, the Governor declared a statewide stay-at-home order. As a result, from April to June, most in-person workforce development programs temporarily shut down or transitioned to virtual formats. When the One-Stop Career Centers and workforce development programs reopened virtually, there was an increased demand for virtual training and employment services. There were no backlogs due to the fact that the intake model is structured to accept interested career seekers on a rolling basis. Due to federal mandate to enroll those that are eligible, most workforce development programs accept and accommodate participants as they request service. Since August 2020, we have responded to more than 170,000 requests for workforce development services made to the One-Stop Career Center System via direct calls, emails, and online service requests. Fifty-three percent of those inquiries were requests for training services and employment services.

The Office of Apprenticeship's Employer Engagement Unit saw a dramatic increase in the number of contacts from job seekers making inquiries about Registered Apprenticeship programs throughout the course of the pandemic. In 2019, there were 1,538 inquiries; in 2020, there have been 2,136, an increase of 39%. Due to the pandemic, there was an uptick in required training within the healthcare industry.

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●9.2 ***Questions:*** **How does the department anticipate meeting the increased demand for job training by individuals who lost their jobs permanently during the pandemic and are looking to reskill or strengthen their skills? Does the FY 2022 Governor's Budget include additional funds for any increased demand for existing workforce development programs?**

Response:

To meet the needs of this historic and unprecedented moment for unemployed and underemployed individuals, the State recently made an investment in Metrix Learning – an online platform that provides thousands of courses and opportunities for soft and hard skill development. This provides opportunities for individuals to self-direct their own professional development and training from their own homes, offering tools for assessment, as well as training courses.

The state began rolling out Metrix Learning in late March and is working with local areas to target offering Metrix Learning to all individuals who received unemployment benefits between 1/1/20 and 12/31/20. Within the first two weeks, 1,269 individuals registered with Metrix Learning, 746 had already launched a course, and 361 trainings had been completed.

The initial investment in Metrix Learning is for eight months and we seek to continue supporting this investment long term. By offering this no-barrier training opportunity to New Jersey residents, we hope to meet what we predict will be a dramatic increase in demand for job training as the implications of Covid-19 on the job market become permanent and the opportunities for in-person engagement open up.

The Governor's FY2022 budget also included a $12M allocation from the Workforce Development Partnership Fund Dedicated account for the New Jersey Apprenticeship Network, an increase from the previous year to continue to drive economic development through skills and educational attainment by concentrating our joint efforts on sector-focused, demand-driven programs that lead to better-paying careers, advanced credentials, and skills attainment. The Office of Apprenticeship, through its competitive release of funding awards (GAINS, PACE, NJPLACE 2.0, and apprenticeship development technical assistance), will continue to promote the development of new and the expansion of existing apprenticeship opportunities and connections for employers to talent pipelines across communities and industry areas.

10. The COVID-19 pandemic and the accompanying social distancing and other health measures have resulted in the temporary suspension and later limited operation of many in-person programs.

●10.1 ***Questions:*** **Please comment on the operation of the department's workforce development programs during the pandemic. Please list the programs that were temporarily closed, including the duration of each closure. Please list the programs that are operating at limited capacity and specify the reduced capacity. Have programs been able to be delivered remotely?**

Response:

As a preventive health measure to mitigate the spread of COVID-19 and safeguard our customers' and our employees' health, NJDOL closed One-Stop Career Centers to the public on March 18, 2020. Workforce staff and partners developed strategies to impactfully serve our customers in a virtual environment within two weeks. On April 1, 2020, our One-Stop Career centers resumed operations and provision of services through telephonic, email, and virtual engagement. Our programs' remote

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operations alleviated potential capacity concerns, as customers are able to receive services from the safety of their own homes.

The department's One-Stop Career Centers that are strategically placed in all 21 counties in New Jersey are the entry point for access to services. Prior to the pandemic job seekers were able to register for services in a number of ways. The One-Stops were available for (1) walk-in traffic, (2) appointments, and (3) online services.

Prior to the pandemic the majority of the walk-in traffic visited the One-Stops for unemployment information or labor exchange services such as: job search, placement assistance, labor market information, and vocational counseling. All of these services are now available online on the NJDOL Career Services website, https://www.nj.gov/labor/career-services/. Job seekers are able to access online unemployment information, the state jobs portal, listings of job fairs and employer recruitments, access local, state and national labor exchange information, and make online appointments for remote vocational counseling. Job seekers are also able to access a variety of training options including: Individual Training Accounts used to fund vocational training in labor demand occupations, On-the-Job-Training opportunities for workers to learn while they are working, access to apprenticeship occupations, and Tuition Waivers for dislocated workers to take courses at New Jersey funded colleges and universities tuition free.

Appointments are provided to job seekers that have been assigned to different programs offered in the One-Stops. All of these appointments were scheduled for in-person meetings prior to the pandemic. Currently, they are all conducted online and telephonically. For example, the Reemployment Services and Eligibility Assessment (RESEA) is a program that works by appointments. Unemployment insurance claimants receive a worker profiling score upon filing for unemployment benefits. The score measures the probability of the claimant exhausting benefits before finding new employment. Those claimants determined most likely to exhaust benefits before finding employment are placed into a pool for participation in the RESEA program for mandatory services designed to assist these claimants with better structuring their job search. Currently, the RESEA program consists of an online orientation that claimants are able to access on the NJDOL Career Services website. Remote one-on-one meetings with staff that provide a comprehensive listing of the services and resources available to job seekers thru the workforce development system. Unemployment Eligibility Assessment is conducted to ensure that the claimant is actively seeking work. The claimant is registered in the state database and an assessment is conducted to develop an Individual Employment Plan. Short- and long-term vocational goals are established, and a plan is executed to assist the claimant with securing gainful employment.

Approximately 1,000 unemployment insurance claimants are scheduled each week for the RESEA program. The program was suspended from March 16, 2020 to June 12, 2020. During that time period RESEA appointments were not scheduled. RESEA scheduling resumed June 15, 2020. All RESEA services were offered remotely as of June 15, 2020.

The menu of virtual services offered in the One-Stops has steadily increased since the offices stopped servicing customers in-person March 2020. Job seekers are now able to request services online by accessing a link on the NJDOL Career Services website. The electronic form titled, New Jersey Workforce Development Virtual Services Center Request (Form#WD2) is prominently placed throughout the website and provides access to Workforce Development staff. Approximately 18,500 job seekers have submitted requests for services since the form was made available online August 2020. Staff respond to each request within 2 business days. Job seekers are able to access the entire menu of programs offered by NJDOL online.

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●10.2 ***Questions:*** **Have program enrollment and graduation backlogs been developing because of the COVID-19 restrictions? Please quantify the backlog. Have more program participants dropped out of workforce development programs during the pandemic than the normal rate of non-completion? Has any shift to online job training been identified as the cause of program non-completion because of a lack of access to a computer or the internet?**

Response:

While we do not have specific evidence of enrollment or graduation backlogs, a pattern of lower exit rates potentially points to an "on hold" effect. Some programs did shift to virtual formats – but this usually reflected some and not all services, and furthermore digital and technology barriers prevented some participants from taking advantage of these shifts.

Anecdotally, we have heard that lack of access to Internet and/or computers was a barrier to transitioning some participants to virtual supports and services. Local areas have invested in equipment, including hot spots, personal computers, and video conferencing technology to support individuals in gaining access to virtual offerings - including virtual case management, testing, and/or training opportunities. However, many believe the digital divide and the barriers that currently exist may be preventing individuals from even attempting to access services.

On the other hand, virtual services have also offered up opportunities for serving individuals, allowing individuals to access services remotely without having to come physically into an office. The local areas have had different levels of success, but many cite the benefits that virtual technologies provide in offering participants additional ways to connect and keep in touch.

Youth programs in particular were slower and more challenging to shift to all-online/remote formats. The levels of enrollment into many programs have also slowed, again pointing to the fact than many programs and participants have been waiting for a return to greater normalcy. The extent to which these pauses will in fact result in non-completion are still playing out and are something we will continue to monitor. Program sites experienced a higher participant attrition rate attributed to the unexpected halt of in-person services in the early months of the state mandated shutdown. Program sites also experienced reduced participant interest and intake levels as the shift to remote program operations occurred. NJYC participants are a population with multiple external hardships and barriers to employment who did not succeed in traditional classroom models and thrived under the hands-on, in-person, contextualized learning offered pre-shutdown.

WorkFirst NJ has not realized any backlogs in enrollment due to COVID-19 restrictions. Additionally, customers who were previously engaged in employment and training components had the ability to resume those activities remotely. Due to the State of Emergency executive order, our clients have not been required to participate in programmatic activities as a condition of receiving financial benefits. The change from a mandatorily required program to a voluntary program has resulted in a significant reduction in customer participation. Several other COVID-19 specific factors have contributed to the decline, such as school closings, general health concerns, day-care center closings, and our clients' digital divide gap. In February 2020, the state-wide TANF participation rate was 28.6%; in February 2021, our state-wide average is 3.0%. In the SNAP E&T program, the number of program participants enrolled in work or training activities declined from 40,100 in FY2020 to 22,051 in FY2021. The

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component completion or graduation rate for the clients that have participated (voluntarily) in employment and training activities has remained relatively constant.

Upon return to customary workforce operations, the shifts to virtual environments are likely to persist, continuing to explore how this both opens up and hinders access is critical in our work moving forward.

11. In November 2020, the State allocated $14.0 million of the flexible $2.4 billion Coronavirus Relief Fund allocation it had received from the federal government under the Coronavirus Aid, Relief, and Economic Security Act (CARES) of 2020 to the Department of Labor and Workforce Development. The department was to use the sum for workforce training: $7 million for employment and training services, $4 million for relief employment, and $3 million for customized and on-the-job training. In January 2021, $11.3 million was returned to the Coronavirus Relief Fund.

●11.1 ***Questions:*** **Please explain why $11.3 million of the $14.0 million Coronavirus Relief Fund allocation for workforce training was returned unexpended. What elements of the plan to use the $14.0 million did not materialize and what factors account for the failure to use the money for its original purposes? Please detail the programs that were financed with the remaining $2.7 million.**

Response:

The New Jersey Department of Labor (NJDOL) intended to utilize $14 million of Coronavirus Relief Fund in the following ways.

1) Relief Employment. CRF funding was used to create employment opportunities for New Jerseyans that have become unemployed as a result of the COVID-19 pandemic. NJDOL planned to expend $4M on this initiative and $1.8M was expended.

2) Customized and On the Job Training. CRF funding was used to support employers hiring UI claimants unemployed due to the pandemic. On the Job Training (OJT) funds subsidize the wages of recently hired UI Claimants allowing them to be trained while working until fully able to execute the tasks of the job. Customized training was also used to support employers train incumbent workers to prepare COVID safe workspaces allowing new workers to be hired. NJDOL planned to expend $3M with $553,484 being expended.

3) Workforce Training and Reskilling. CRF funding was used to support workforce development boards, non-profit service delivering organizations, municipalities or other eligible entities provide career services to dislocated New Jerseyans having lost their jobs due to the pandemic. While $7M was allocated, $323,761 was expended.

Once the MOU was signed, many of the intended recipients already performed some of the work that would have been covered with the CRF funds. NJDOL determined that CRF resources could still be used to cover activities consistent with established tenets of the CRF funds as outlined in the MOU with Treasury. With only weeks remaining until the CRF resources expired, NJDOL was able to identify limited opportunities to support activities to improve circumstances for pandemic dislocated workers.

Other challenging factors include the fact that the application of the CRF funds needed to have been applied to costs already incurred by recipients. This caused challenges because in order to use CRF resources on services already provided to dislocated New Jerseyans, vendors would have needed to re-

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allocate funds already reimbursed with other funding. This was an unexpected complication with the funding. Returned funds were successfully re-allocated toward other programs that supported economic developed.

WORKPLACE STANDARDS

12. The department's workplace standards' mission is to enforce laws that provide employees safe and equitable working conditions, protect good-faith employers from unfair competition, and protect workers and the general public from hazardous workplace practices. It is carried out by the Division of Wage and Hour Compliance and the Division of Public Safety and Occupational Safety and Health. The Division of Wage and Hour Compliance enforces a wide variety of labor laws and regulations. These include the minimum wage, overtime wage rates, prevailing wage, wage theft law, and the rules for the employment of minors. The Division of Public Safety and Occupational Safety and Health includes Asbestos Control and Licensing, Safety Compliance, and Boiler and Pressure Vessel Compliance units.

The Division of Wage and Hour Compliance and the Division of Public Safety and Occupational Safety and Health generate revenue from inspections, asbestos work notification fees, licensing, issuance of registration, permits, certificates, and other fees and penalties. In addition, the Division of Wage and Hour Compliance collects unpaid wages on behalf of employees from their employers. In replying to an FY 2019 OLS Discussion Point, the department enumerated several initiatives intended to strengthen the enforcement of wage and hour and prevailing wage laws. Initiatives included the addition of staff and the possible signing of a Memorandum of Cooperation with the United States Department of Labor's Wage and Hour Division that would permit information-sharing, coordinated investigations and enforcement actions, and the referral of cases to one another.

Additionally, in response to an FY 2020 OLS Discussion Point, the department announced that in FY 2020, the Division of Wage and Hour Compliance would enforce newly passed legislation, including the multiyear increase in the minimum wage to not less than $15 per hour; earned sick leave; and the law requiring apprenticeships for contractor registration. Accordingly, since the enactment of these laws, the Division of Wage and Hour Compliance has diverted staff time from enforcement to outreach efforts to educate the public, and has seen an increase of 14 percent in complaints generated from low-wage earners.

P.L.2019, c.212 requires the department to report and post on its website an annual report evaluating the effectiveness and efficiency of the enforcement and administration of wage claims and wage collections. The report is to include the number of complaints, investigations, prosecutions, dispositions, and business license suspensions and revocations, the number and amount of penalties, the amount of wages recovered, and the number of workers affected. Furthermore, the law permits the department to contract with community-based organizations and legal service organizations to disseminate information to workers likely to suffer wage theft; and requires the department to report regarding any such contracts.

●12.1 ***Question:*** **What impact, if any, has the outbreak of COVID-19 had on the enforcement of wage and hour and prevailing wage laws?**

Response:

The economic impact of the COVID-19 pandemic on wage and hour and prevailing wage enforcement cannot be overstated. With the shutdown of thousands of businesses in New Jersey, the unemployment

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of hundreds of thousands of workers literally overnight, and mounting health and safety concerns for all workers during a global pandemic, it was not possible to conduct wage and hour general enforcement and prevailing wage investigations in the normal fashion. Closed businesses were not available to permit on-site inspections and many were unable to respond to attempts by wage and hour to conduct enforcement interventions.

While the pandemic impact was more directly felt by retail, wholesale, agricultural, manufacturing and other businesses more so than in construction, and in particular, the public works sector, the ability to conduct investigations was hampered not only by the closing of businesses and the unavailability of workers to interview on site, but the statewide stay-at-home order that forced our workforce from their offices and the field into a remote work environment. Additionally, a significant number of Wage and Hour enforcement and support staff have been reassigned to assist the Unemployment Division in claims processing. These unprecedented circumstances affected our ability to conduct investigations in a timely fashion. Moreover, many businesses for whom back wages were found to be due to workers and penalties and fees assessed, were unable or unwilling to make restitution claiming economic hardship. The result was a significant decline in the number of cases concluded, as well as findings and recovery of lost wages and penalties.

There can be no doubt about the economic impact COVID-19 has had on the apparel industry, and thus on apparel registration. Closed or partially closed restaurant and recreation and amusement industries have also had a dramatic impact on the employment of minors in those traditional areas of high-youth employment. The Division's inability to conduct on-site child labor sweeps impacted child-labor violations, and thus, penalty revenue. In response, the Division has shifted its focus to larger employers in the fast-food industry while utilizing potential litigation and a planned targeted strategic enforcement initiative in 2021-22 to combat minors working in occupations and industries where injuries might result.

In addition to the economic impact of COVID, several other factors contributed to the effect of the pandemic on enforcement. The Wage and Hour Division struggled to increase its staff size in FY-2020 and was able to complete its planned hiring in March of 2020, just as the pandemic hit. This left the agency with a crop of new investigators who received virtual training and were unable to complete field training that is so vital to their long-term competency and production. This situation continues to this day as a newly hired crew of investigator trainees has just been hired in March and April 2021 and is faced with the same training challenges as those that were hired in 2020. Prevailing wage has been impacted to a lesser extent as construction, though slowed by the pandemic, largely continued unabated. The economic impact was nevertheless felt in the ability of contractors to pay back wages due or penalties, and the Division was left with large judgments that went unpaid. Finally, in an economic climate of high unemployment, complaints are likely to decline as workers, fearful of job loss, become more reticent about filing a complaint.

●12.2 ***Question:*** **For FY 2019, FY 2020, and FY 2021 to date, please report the number of wage complains, investigations, prosecutions, dispositions, and business license suspensions and revocations, the number and amount of penalties, the amount of wages recovered, the number of workers affected, and the amount of wages yet to be returned to workers.**

Response:

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	FY19	FY20	Projected FY21
Complaints Received *	6540	6614	4400
Investigations **	4884	3722	1683
Prosecutions ***	26	3	21
Dispositions	5	0	14
Business License Suspensions	0	0	0
Revocations	9	4	6
Number/ Amount of Penalties #	1989 1,915,887	1414 2,084,921	1600 1,700,000
Wages Recovered # #	$5,541,638	$5,272,402	$3,500,000
Workers Affected	4656	3725	2700
Wages yet to be Returned to Workers	$447,535	$319,992	$350,000

*Complaints are not broken down by type, including whether wages are due.
**Includes inspections, conciliations.
***Total numbers at Criminal Justice
Penalties Collected
Wages restored to workers

●12.3 ***Questions:*** **Has the division been able to increase the number of staff and field representatives investigating wage and hour and prevailing wage violations? Please provide an update on the actions the department is implementing to strengthen the enforcement of the State's wage and hour and prevailing wage laws. What has the effect of the Memorandum of Cooperation with the United States Department of Labor's Wage and Hour Division been on the enforcement of wage and hour and prevailing wage laws? Please provide any metrics concerning the effect of the Memorandum of Cooperation.**

Response:

The Division has significantly increased the number of investigators by hiring 15 new investigators, as well as backfilling others in FY20, and hiring 12 new investigators in FY21. Furthermore, the Division has strengthened its support staff and supervisory personnel in response to the increased investigative personnel. New hires were assigned equally to general enforcement and prevailing wage. Despite the

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pandemic, Wage and Hour has managed to invigorate its enforcement by utilizing new tools given by the Legislature and the Governor. We have issued Stop Work Orders on prevailing wage job sites when it could be established that a contractor was not paying prevailing wage, was unregistered, was misclassifying its workers, or was not covered by workers compensation insurance. Wage and Hour has also utilized the Stop Work Order tool in at least three instances of private construction firms in FY20 and again in FY21.

Our Memorandum of Cooperation with the US Department of Labor continues to flourish. We have shared information on companies we investigated, conducted a small number of joint investigations involving government contractors who are subject to both federal and state prevailing wage laws, and shared information on bad actors, which has permitted us to revoke or deny a contractor's registration, thereby making them ineligible to perform public work when they have violated federal Wage and Hour law, OSHA laws or other criminal or civil laws.

We continue to jointly enforce agricultural worker provisions protecting farm workers and the state's food supply. For its part, New Jersey Wage and Hour conducts all pre-occupancy housing inspections of farm camps in New Jersey permitting migrant and seasonal farm workers the ability to work and live in safe and healthy environments. Last year, New Jersey Wage and Hour played a vital role in helping to create COVID-19 safety and health guidance for both farmers and farmworkers by developing posters and pamphlets (in multiple languages) in conjunction with the Department of Health and New Jersey Department of Agriculture, and was instrumental in getting that guidance to each of the housing camps it inspected. We also instituted and advertised a new farm email address devoted exclusively to farmworkers and growers to answer questions and concerns, and be more responsive to worker complaints regarding safety and health. In addition to these features, the US Department of Labor Wage and Hour Division and the New Jersey DOL Wage and Hour Division has recently embarked on a new program to share complaints when it is in our mutual interests to do so. The new Program entitled CARP (Complaint Assistance and Referral Pilot) will permit the state to refer some complaints to USDOL, thereby better managing its complaint inflow while utilizing targeted strategic enforcement investigations and maintaining safeguards for workers under New Jersey State law, and maintaining our ability to assess penalties when State law has been violated. For its part, USDOL will receive badly needed complaints to balance their strategic enforcement initiatives. USDOL and NJDOL have begun the process of renewing the MOU, which is scheduled to expire in August 2021.

In FY-21 New Jersey Wage and Hour added a new partner to its tri-state Memorandum of Cooperation by getting Maryland to join the Agreement. We now have three states (Delaware, Pennsylvania and Maryland) partnering with New Jersey to strengthen our enforcement reach and we are seeking to add New York to the MOC and hope to do so sometime in FY22. In FY21, the 4 states held a joint virtual meeting to discuss ways to strengthen the MOC and increase our mutual cooperation. We are already sharing judgments with the hope of having them enforced by courts outside of New Jersey and the ability to execute subpoenas beyond our territorial reach.

●12.4 ***Questions:*** **Please list the revenue collected by the Division of Wage and Hour Compliance and the Division of Public Safety and Occupational Safety and Health in FY 2019 and FY 2020 and anticipated to be collected in FY 2021 and FY 2022. Please specify this revenue by the source of collection, such as fines, license fees, annual fees, etc.**

Response: See Schedule 12-4.

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●12.5 ***Questions:*** **Please indicate, for FY 2019, FY 2020, and thus far in 2021, how many complaints were received by the department, and the number of violations, in each of the following categories: Wage and Hour law enforcement; Child Labor law enforcement; Apparel Registration and related enforcement; Public Works Prevailing Wage law enforcement; Mechanical, Crane Operator, Mine, Pit, Quarry, and Explosive inspections; Asbestos Control and Licensing; and Public Employees Occupational Safety. For wage and hour, child labor, apparel, and public contracts, please also provide the total number of complaints across all four categories. Please provide the number of department personnel assigned to each of the categories listed above, and the number assigned to the Occupational Safety and Health Act, On-Site Consultation Services, and to the Mine Safety Education Program, along with funding source of the personnel.**

Response: See attached Schedule 12.5.1 and 12.5.2.

●12.6 **Question: For FY 2020 and FY 2021, please provide an enumeration and description of any community-based and legal services organizations contracted by the department to disseminate information to workers about State wage and hour laws pursuant to P.L.2019, c.212, and the amount expended on any such contract.**

Response:

All education and outreach conducted by or participated in by Wage and Hour in FY-2019, FY-2020, FY-2021 were conducted in-house and without any additional contracted expense to the State.

●12.7 ***Questions:*** **Please indicate the number of anonymous complaints to the Division of Wage and Hour Compliance and the Division of Public Safety and Occupational Safety and Health, and the number thereof that resulted in fines or wage recovery in FY 2019, FY 2020, and thus far in FY 2021. Please provide a breakdown of these complaints by category.**

Response:

Wage and Hour Compliance	FY19: 180 (69 resulting in violations) FY20: 206 (67 resulting in violations) FY21: 140 (46 resulting in violations)

Mechanical Inspection Bureau of Boiler & Pressure Vessel Compliance	FY19: 11 (6 resulting in violations) FY20: 15 (7 resulting in violations) FY21: 12 (6 resulting in violation) As of 4.5.21.
Crane Operator	Presently, Jurisdiction Online (JO) system for asbestos has no way to capture complaints via the appointment module in which the complaint is assigned to an inspector for investigation; many complaints are anonymous and the reports
Mines/Pits/Quarries/Explosives	
Asbestos	

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	indicate that. However, the complaint metrics via JO does not break out those that are anonymous. It is likely something that JO could be adjusted to do for asbestos and other areas such as crane and explosives as JO is rolled out.
PEOSH	PEOSH Safety Enforcement does not accept anonymous complaints in accordance with the PEOSH Act (N.J.S.A. 34:6A-25 et seq.) and the state plan agreement with Federal OSHA as a certified state plan to be at least as effective as Federal OSHA.
OSHA Consultant Services	Not complaint driven.
Mine Safety Training	Not complaint driven.

● 12.8 ***Question:*** **Given that immigrant and low-wage earners tend to be more hesitant to file wage and hour claims, please provide an update on the department's efforts to mitigate these workers' fear and educate them about their rights.**

Response:

Wage and Hour continues to see a trend where workers, (largely immigrant and low-wage earners) are hesitant to file wage claims with the Division, presumably for fear of retaliation and/or immigration action. To help address this problem, the Division adopted regulations that help to ensure the confidentiality of worker identity. Wage and Hour will continue to interact with community groups to increase awareness and educate workers who require our assistance and encourage additional wage claims. The Division has continued to increase the number of bi-lingual investigators to better serve complainants and conduct investigations of their wage claims. The Wage and Hour workforce has never been as diverse and multilingual as it is currently. Since the beginning of the Murphy Administration, we have more than doubled the number of bilingual and multilingual investigators. We now have 29 investigators who can speak Spanish, Portuguese, Chinese, Haitian Creole, Polish, Hindi, Czech, and Macedonian, among others. This asset will better position the Division to meet the workplace challenges of the 21st Century in New Jersey.

Day laborers and non-payment of wages and taxes continue to be a problem in both construction and general enforcement jobs as employers often misclassify their workers as subcontractors or independent contractors, as opposed to employees, or pay them in "cash off the books." The Division has instituted active outreach and education programs (Wage Theft clinics) for both the worker and employer communities increasing this activity significantly in recent months due to the recently enacted Earned Sick Leave and Minimum Wage laws. The Division has begun the process of instituting a strategic enforcement strategy that will allow for enhanced targeted enforcement in high-violation industries, particularly those that may employ misclassified workers. In order to accomplish this, more effective complaint strategies will be instituted. Although training in strategic enforcement techniques was conducted for managers in February of 2020, the pandemic interrupted the planned training for the entire enforcement staff. Plans are to resume training in September of 2021.

In FY21, work began on an overhaul of the Wage and Hour website. This project should be completed by the end of FY21 or early FY22. The revamped website will be easier to use, be more helpful to

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workers and employers, and will provide needed guidance to both worker and employer communities while providing client agencies easy access to our services and enforcement activities.

VOCATIONAL REHABILITATION

13. The Division of Vocational Rehabilitation Services provides qualified disabled individuals who have a substantial impediment to employment with certain services designated to achieve an employment outcome. Grants-In-Aid funding for Vocational Rehabilitation Services is awarded to community rehabilitation programs that assist persons with disabilities to prepare for, obtain, and maintain employment, such as: Supported Employment services; Deaf services; Independent Living services; and Extended Employment services.

●13.1 ***Question:*** **For FY 2021 and FY 2022, please provide the anticipated amount of Vocational Rehabilitation Services State funding, federal funding, and other funding received by each program area.**

Response:

The Division of Vocational Rehabilitation Services (DVRS) provides an array of programming to help people with disabilities who have a substantial impediment to employment and need our assistance and support to secure integrated competitive employment. In pursuit of this general objective, DVRS administers services including, but not limited to, counseling and guidance, vocational assessment and training, supported employment and specific supports based on individual vocational rehabilitation need. DVRS receives state and federal funding as indicated in Schedule 13-1.

See Schedule 13-1.

14a. Extended Employment services, also referred to as Sheltered Workshop services, provide long-term employment services in occupation-oriented facilities operated by non-profit service providers, which, except for staff, employ only individuals with significant disabilities at subminimum wages. Extended Employment providers are funded entirely by State resources.

Wage rates for individuals in Extended Employment programs are based on the individual's productivity rate and are a percentage of the "prevailing wage" for a similar type of work. The division requires specific explanations in those instances in which an individual is earning more than 50 percent of the competitive rate and is not involved in active efforts toward competitive placement. Furthermore, each provider is expected to place a percentage of its clients in competitive integrated employment each year.

●14a.1 ***Questions:*** **For FY 2018, FY 2019, FY 2020, and thus far in FY 2021, please identify each contracted Extended Employment provider, the total number of clients served by each program, and the number and percentage of clients who were placed in competitive integrated employment. Of those individuals not placed in competitive integrated employment, how many were earning over 50 percent of the competitive rate? Please comment on the department's efforts to assist providers in raising the percentage of their clients they place in competitive integrated employment each year.**

Response:

Discussion Points (Cont'd)

The overall percentage of consumers served by extended employment programs who are placed in competitive integrated employment has not exceeded and is not estimated to exceed 2% (See Schedule 14a-1). Of those individuals not placed in competitive integrated employment, 23.41% (SFY2018), 16.53% (SFY2019), 17.56% (SFY2020), and 13.89% (estimated SFY2021) were or are anticipated to be earning over 50 percent of the competitive rate. DVRS assists EE providers in promoting competitive integrated employment for these individuals by conducting monthly site visits (now virtual) to assess the degree to which EE program services are preparing consumers for competitive integrated employment, ensuring that counselors perform annual reviews to speak to each consumer about DVRS and encourage referrals, providing technical assistance and services to EE providers to promote efforts to assist in promoting competitive integrated employment and implementing innovative approaches to promote referrals to DVRS.

During these site visits, CRP staff review files to identify consumers to be referred to DVRS and talks directly with these consumers to ensure that they are aware of and how to access DVRS services related to placement in competitive integrated employment. During the site visits, CRP staff members also interact with EE staff to discuss the program's efforts to support competitive integrated employment and provide recommendations to strengthen these efforts.

DVRS counselors meet with every EE consumer on an annual basis to discuss services that can be provided by DVRS to support the consumer to work in the community and achieve competitive integrated employment. Consumers interested in working in the community are referred to their prospective local DVRS office. While always acknowledging consumer choice, the counselors speak to each consumer, assigned EE staff and, when appropriate, legal guardians about DVRS services to encourage a focus on seeking competitive integrated employment and referrals to begin the process of DVRS participation. Understanding the concerns of some EE consumers, staff and informal supports related to completely discontinuing participation in EE programs, DVRS also promotes the use of the hybrid program on a regular basis. The hybrid program permits EE consumers to work in the community while still receiving support from the provider, as well as career pathway targeted intensive job coaching of consumers who are work ready and able to transition into community-based employment.

In addition to interacting with EE consumers and staff during the formal reviews and site visits, DVRS has been developing policies that promote innovative services for consumers that include annual on-site counseling of consumers and fast track transition services that allow youth to receive DVRS services without filling out an application. DVRS will continue to strengthen the quality of its services and partner with vocational rehabilitation agencies nationally to seek new and innovative approaches to support the transition of EE consumers to competitive integrated employment.

See Schedule 14a-1.

14b. Sheltered workshops closed when the COVID-19 pandemic began. On September 2, 2020, the Executive announced that the State would provide funding from the federal Coronavirus Aid, Relief, and Economic Security Act (CARES) of 2020 for the reopening of 26 sheltered workshop programs. The Memorandum of Understanding provides $1,312,500 from the Coronavirus Relief Fund for reopening sites. Each provider would be able to apply for up to $25,000 for the initial reopening. Those funds would be allocated toward eligible reopening costs, including those for instituting social distancing, intensified cleaning, personal protective equipment, and providing remote opportunities for individuals in these programs.

Discussion Points (Cont'd)

●14b.1 ***Question:*** **What impact, if any, has the outbreak of COVID-19 had on the ability of extended employment providers to meet their targets for placing clients in competitive integrated employment?**

Response:

The overall number of consumers being served decreased by 384 from 2,782 in SFY 2020 to 2,398 in SFY 2021 (July through February). This decrease in consumers being served is mainly due to the COVID-19 pandemic and the shutdown of the EE programs from March 2020 through September and October 2020. Of those served, earnings and Competitive Integrated Employment (CIE) have also decreased for EE consumers. The number of consumers earning 50% or more of the competitive wage decreased by 153 consumers from 485 SFY 2020 to 332 SFY 2021, and the percentage of consumers in EE programs placed in CIE remains under 1% (.72% in SFY 2020 and .33% in SFY 2021).

While there is no legislated target for state funded EE programs, the agreed upon contractual target requires EE programs to work toward ensuring that 10% of those served achieve competitive integrated employment. Although the agreed upon target remains aspirational and unmet, the pandemic has likely impacted the ability of extended employment providers to place clients in competitive integrated employment. For example, while core businesses in retail and restaurant industries have remained open during the pandemic, many are not receptive to on-site supports or evaluative services at this time. A culmination of difficulties with consumer transportation, EE staff being utilized in various roles and not having the opportunity to cultivate on-going business and community relations, along with businesses not being receptive to working with job coaches on-site, may have impacted placements in competitive integrated employment during the pandemic.

●14b.2 ***Questions:*** **How many sheltered workshop programs are operating again and at what capacity? Is any program still closed?**

Response:

Twenty-five of the 26 EE programs are open with limited capacity. The Arc of Monmouth, reported that it has remained closed since residential programs were not open, and there is currently no re-opening date scheduled. The Arc of Monmouth re-opened October 21, 2020, and closed due to positive consumer COVID-19 test results on October 30, 2020, after being open for nine days. This program re-opened again briefly on November 16, 2020, and closed again on November 25, 2020, seven days later. The Arc of Monmouth was open for a total of 16 days between October and November 2020.

The other 25 programs all reopened with limited capacity at approximately 50%, operating with COVID-19 procedures and protocols in place that include temperature and wellness checks, social distancing, remote learning and adjustments to operations due to floor plan changes in their respective locations.

TEMPORARY DISABILITY INSURANCE

15a. P.L.2019, c.37 expanded benefits under the State's Temporary Disability Insurance program, established new administrative requirements, and increased related payroll taxes. On the benefit side, for leave periods beginning on or after July 1, 2020, the amount of weekly benefits was increased from two-thirds of a claimant's

Discussion Points (Cont'd)

average weekly wage to 85 percent of that wage, subject to a maximum amount. The maximum, in turn, rose from 53 percent to 70 percent of the Statewide average weekly wage for all workers.

The law also requires the department to implement goals for the timely determination of benefit eligibility and amounts, and issue an annual report regarding efforts to attain those goals. The report must contain specific recommendations regarding any increased funding needed to achieve the goals and modernize the administration of the program. The department is to include the recommended funding increases in setting annual program payroll tax rates. In response to an FY 2020 OLS Discussion Point, the department indicated that it was pursuing replacement of the Disability Automated Benefits System, which is the application through which temporary disability insurance claims are processed. The department believed that once the application is replaced, the goals set by P.L.2019, c.37 would be easier to achieve.

- 15a.1 ***Questions:*** **Please comment on the department's efforts to replace the Disability Automated Benefits System. What is the cost of the project? If the system has been replaced, has the department seen an improvement in achieving the goals set by P.L.2019, c.37?**

  Response:

  The Department has initiated a full modernization project for the replacement of the Disability Automated Benefits System (DABS). A request for proposal was prepared, vendor proposals were received, interviews were conducted and we are in the final stage of vendor selection. Once the award has been given to the selected vendor, the timeline for implementation, based on the proposal, will be for nine months with an approximate cost of $5 million. The system requirements include those that would allow us to move toward and achieve goals set forth by P.L.2019, c.37.

- 15a.2 ***Questions:*** **Please provide an update on the initiatives, and their effectiveness or lack thereof, the department has implemented to attain the goals set by P.L.2019, c.37. What impact, if any, has the outbreak of COVID-19 had on the department's efforts to attain the goals?**

  Response:

  As the prevalence of COVID-19 cases began to surge in New Jersey in 2020, NJDOL assessed the associated risks for staff and consumers and made a determination to adjust operation procedures in an effort to reduce the pandemic footprint within the Department. NJDOL closed the Department's offices to the public and required most staff members to work from home, in accordance with Governor Murphy's stay-at-home order. This shift in operations was unprecedented and required the Department to adjust its infrastructure to support the shift in how work would be carried out. Not only were many staff members working from home for the first time, addressing COVID-19 related illness personally and among family members and adjusting to daycare and school closures, but in addition, many did not have the portable technology needed to support remote work. NJDOL worked to purchase and distribute the necessary technology (e.g. laptops, VPN access) and eventually staff were able to process claims remotely.

  COVID-19's impact was felt immediately on our programs, as the lives and needs of workers shifted across the state all at once and without warning. The Division noticed an increase in applications at the start of the pandemic. At that time, while it was widely known that the federal Unemployment Insurance guidelines were being rewritten by emergency federal legislation through the CARES Act, many who needed to apply for assistance were unsure of which program (TDI, FLI, UI, PUA, FFCRA or Earned Sick

Discussion Points (Cont'd)

leaves) would be the most appropriate for their individual situations. Desperate for income, applicants needed to know where they could get family sustaining benefits. The confusing and precarious nature of the pandemic compelled these workers to apply to several programs simultaneously. They began filing claims for New Jersey's Unemployment Insurance (UI), Temporary Disability Insurance (TDI) and Family Leave Insurance (FLI).

Unfortunately, the result was that claim conflicts emerged among the programs, which kept many of these claims from being processed. In reviewing the CARES Act, it was determined that most individuals who were unable to work due to COVID-19 related reasons were going to be eligible for UI/PUA. Not only would they be eligible, but they could also be receiving almost twice the maximum weekly benefit rate as opposed to that of TDI/FLI. TDI/FLI made significant personalized efforts to respond to each individual to make sure they were aware they would likely be eligible for UI/PUA and potentially receive up to $1,300/week versus $667/week (the maximum weekly benefit rate from January 1, 2020 – June 30, 2020) from TDI/FLI. As a result, TDI/FLI added protocols for staff to follow to proactively respond to each applicant to ask if he or she wanted the application for TDI or FLI processed or if he or she wanted to move forward with the UI application.

● 15a.3 ***Question:*** **What impact, if any, has the outbreak of COVID-19 had on the department's implementation of P.L.2019, c.37?**

Response:

Fortunately, most of the amendments to the TDI and FLI laws that were created through P.L.2019, c.37, had been implemented prior to COVID-19 pandemic, and those that were not fully finalized were being actively addressed. For example, the expanded definition of "family member" for Family Leave went into effect immediately in February 2019. The major initiatives that were implemented post COVID-19 were the increased rate of benefits for both TDI and FLI and the increased duration of benefits for FLI. Both TDI and FLI benefits rose by increasing the maximum weekly benefit rate, which is now calculated at 85% of a claimant's average weekly wage (up from 66%) and subject to a maximum of 70% of the state's average weekly wage (up from 53%), resulting in a maximum of $903 per week. The duration of FLI benefits increased, allowing workers to claim up to 12 consecutive weeks of benefits during a 12-month period (up from the previous maximum of six weeks). Workers taking intermittent days for caregiving or bonding under FLI are able to claim benefits for up to 56 days, up from 42 days under the old law. Both mandates required extensive programming to the Disability Automated Benefits System, which began well in advance of the COVID-19 shutdowns. While some of the latter phases of the effort were slightly impacted by the shutdowns, the increase in the rate of benefits for TDI/FLI and the duration of benefits increase for FLI were implemented on July 1, 2020, as scheduled.

● 15a.4 ***Question:*** **For calendar years 2019 and 2020, please provide the number and percentage of eligibility determinations made in: less than eight days; eight to 14 days; 15 to 21 days; 22 to 28 days; 29 to 35 days; 36 to 43 days; 44 to 49 days; 50 to 56 days; and more than 56 days.**

Response: See Schedule 15a-4.

Discussion Points (Cont'd)

●15a.5 ***Questions:*** **For calendar years 2019 and 2020, please provide the total number and percentage of claims filed with insufficient data. Of that total, what percentage reflects insufficient data provided by a) employers, b) employees, and c) health care providers?**

Response: See Schedule 15a-5.

15b. P.L.2019, c.37 removed the requirement that no employer participating in the State Temporary Disability Insurance plan could leave the State plan to participate in a private plan without the approval of a majority of the employer's employees.

●15b.1 ***Question:*** **Please provide the following information for FY 2018, FY 2019 and FY 2020 with respect to Temporary Disability Insurance private plans: the number of employers that have left the State plan, the number of workers covered, the amount and rate of contributions made by workers, the number of claims received, the number of claims accepted, the amount of benefits paid, the administrative costs, and, in the case of private plans in which insurance companies pay benefits: benefits paid, premiums collected, dividends to policy holders, and any other expenses incurred.**

Response:

The following information provides the number of private plan employers, employees and contributions paid for each of the three calendar years requested for Temporary Disability Insurance.

The Private Plan Unit within the Department does not process claims, but provides regulatory oversight to ensure the insurers providing private plan coverage are doing so within the guidelines of laws and regulations.

The Division is required to obtain claims data, premiums, benefits and dividend data, but current information has not been collected. We are developing policy/procedure to remedy this requirement.

2018

- 566 employers who entered into a private plan
- 33,940 employees covered
- $1,375,940.67 was collected by the employer in contributions from employees (.19 of one percent of $33,700 Taxable Wage Base)

2019

- 732 employers who entered into a private plan
- 100,691 employees covered
- $5,171,737.28 was collected by the employer in contributions from employees (.17 of one percent of $34,400 Taxable Wage Base)

2020

- 486 employers who entered into a private plan
- 80,793 employees covered
- $26,126,271.86 was collected by the employer in contributions from employees (.26 of one percent of $134,900 Taxable Wage Base)

Discussion Points (Cont'd)

SECOND INJURY FUND / WORKERS' COMPENSATION

16. The Second Injury Fund provides workers' compensation benefits to workers who are already partially disabled before they experience a work-related injury which then renders them totally disabled. The purpose of the fund is to encourage employers to hire disabled workers by limiting, in the case of further injury, their liability for compensation payments to amounts applicable to only the latest injury.

Furthermore, current law provides that the fund pays an annual cost-of-living-adjustment to beneficiaries whose date of injury preceded January 1, 1980 as well as to certain individuals who are not otherwise Second Injury Fund beneficiaries but are receiving workers' compensation benefits as a result of a workplace injury. No cost-of-living-adjustment is paid for workplace injuries that occurred after December 31, 1979.

Under State and federal law, federal Social Security disability benefits and State workers' compensation and Second Injury Fund payments partially offset one another. Offset rules vary depending on the age of the recipient. Once an individual's Social Security disability benefits are converted to Social Security retirement benefits, the benefits cease to offset one another.

The Second Injury is funded through an assessment on workers' compensation insurance for both self-insured and privately insured employers. State and municipal self-insured employers are exempt from the assessment, but State and municipal employees are eligible for benefits, if disabled. The rate of the assessment is determined each year by the department in an amount sufficient to cover the projected cost of Second Injury Fund benefits and program administration.

P.L.2019, c.127 provides, from January 1, 2020 forward, an annual cost-of-living-adjustment in the weekly workers' compensation benefit rate for the surviving dependents of any public safety worker who died from a workplace injury after December 31, 1979. Opponents of the law have cautioned that the law's benefit expansion may cause the federal government to end New Jersey's ability to reduce State workers' compensation and Second Injury Fund payments to certain individuals by the amount of certain Social Security disability benefits the individuals receive.

Assembly Bill No. 3998 [1R] passed both houses of the State Legislature and awaits action from the Governor, as of March 29, 2021. Payable out of the Second Injury Fund, the bill would provide an annual cost-of-living-adjustment to the workers' compensation death benefit of dependents of essential employees who died in the course of employment due to outbreak of COVID-19.

●16.1 ***Question:*** **Please provide for calendar years 2019 and 2020 and estimated for calendar years 2021 and 2022: total Second Injury Fund benefit expenditures (please separate benefits by cost-of-living-adjustment or second injury benefits); total Second Injury Fund administrative expenditures by minor object detail; the total amount of revenue from assessments; the total amount carried forward in the fund from the previous year; the total amount of other fund revenues (including transfers in); and the total amount of unexpended balances at the end of the calendar year.**

Response: See Schedules 16-1.1 and 16-1.2.

Discussion Points (Cont'd)

●16.2 ***Questions:*** **For calendar years 2019, 2020, and thus far in 2021, please provide the number of claimants, and their average benefit, who received benefits from the Second Injury Fund. Please provide the average age of the beneficiary. Please indicate the number of new claimants in each year.**

Response:

	CY 2019	CY 2020	To date CY 2021
SIF Beneficiaries	8,487	8,221	8,268
Average SIF Weekly Benefits	$378.69	$398.37	$397.94
Average SIF Beneficiary Age	68.9	69.5	69.4
Number of new claimants	244	243	48

●16.3 ***Questions:*** **Please provide the number of beneficiaries who are currently receiving cost-of-living-adjustment benefits from the Second Injury Fund and the average cost-of-living-adjustment benefit being paid each calendar year. Please identify the number of beneficiaries who are receiving benefits as a totally and permanently disabled worker, a dependent of a deceased worker, and a Second Injury Fund beneficiary. Please provide the average age of the beneficiaries. Please detail the base workers' compensation benefit paid by a private insurer and the cost-of-living-adjustment benefit paid from the Second Injury Fund.**

Response:

	Total/Permanent	Dependency	SIF
Number of Beneficiaries	269	267	132
Average Annual COLA	$29,644.89	$29,952.17	$35,030.59
Average Age	79.7	83.3	84.6
Avg. Annual Base Payable by Carrier/Self Insurer	$5,319.49	$5,205.70	$5,147.52

●16.4 ***Questions:*** **Please provide the number of surviving dependents of public safety workers who died from a workplace injury after December 31, 1979 who are receiving cost-of-living-adjustment benefits under P.L.2019, c.127. Please provide the average benefit being paid in calendar year 2020 for these beneficiaries. Please detail the base workers' compensation benefit paid by a private insurer and the cost-of-living-adjustment benefit paid from the Second Injury Fund.**

Discussion Points (Cont'd)

Response:

There were 13 public safety worker dependent beneficiaries who received cost-of-living adjustment benefits in calendar year 2020. The Second Injury Fund only pays these beneficiaries cost-of-living adjustment benefits. The Second Injury Fund does not maintain the base rate paid by the insurer, nor do they pay any other benefit, aside from the cost-of-living adjustment benefit. The average annual cost-of-living adjustment benefit paid in calendar year 2020 was $16,024.96.

●16.5 ***Questions:*** **Assuming enactment of Assembly Bill No. 3998 [1R], how many benefits claims paid out of the Second Injury Fund to surviving dependents of essential employees does the department anticipate? What would be the average and total amounts of such benefits?**

Response:

The N.J. Division of Workers' Compensation is unable to predict or anticipate the number of future claims of surviving dependents of essential employees. This coupled with the fact that the definition of essential employees varies greatly and essential employees' average salaries differ greatly, we are unable to calculate the average and total amounts of such benefits.

●16.6 ***Question:*** **Please assess the risk of the federal government revoking New Jersey's authority to offset State workers' compensation and Second Injury Fund payments to certain individuals by the amount of certain Social Security disability benefits the individuals receive due the recent expansion of the workers' compensation and Second Injury Fund programs.**

Response:

The risk is high. The federal Omnibus Budget Reconciliation Act of 1981 ended the option for additional states to adopt offsets. At the time of its enactment, New Jersey was one of the states that previously utilized an offset of Social Security benefits up to age 62 for benefits received from the Second Injury Fund and thus was grandfathered to continue with its offset, which is currently done to this day. However, any new state legislation utilizing an offset of Social Security benefits is technically unauthorized and thus, New Jersey may lose its offset.

17. On February 4, 2021, the Office of the State Comptroller issued an investigative report titled "An Examination Into the Use of Medical Monitoring Settlements by the Division of Workers' Compensation and the Impact on the State's Pension Funds". The investigation was triggered by a complaint alleging that public employees who received an accidental disability pension were permitted, and even encouraged, to accept medical monitoring settlements, rather than monetary settlements, in their workers' compensation cases. In so doing, public employees avoid an otherwise mandatory pension offset that is intended to ban the duplication of benefits for the same injury. Pension funds, in turn, have incurred an incalculable, yet substantial amount of money, and workers' compensation insurance providers pay less in benefits.

The State Comptroller found that from calendar year 2016 to 2019, the boards of the pension funds approved 728 accidental disability pensions and, of those, at least 114 applicants also entered into medical monitoring settlements. The report suggests that the boards' records do not include all of the employees who entered into

Discussion Points (Cont'd)

medical monitoring settlements because 446 accidental disability pension applications were open at the time of the investigation.

The State Comptroller recommended that the Division of Workers' Compensation take corrective actions to prevent medical monitoring settlements from causing further financial harm to the State's pension funds. Such recommendations included an adoption of regulations that prevent windfalls to workers' compensation insurance providers and that protect the State's and the pension funds' interests at the intersection of workers' compensation and disability pensions; and an execution of a memorandum of understanding between the division and the Division of Pensions and Benefits in the Department of the Treasury that facilitates information sharing between the agencies regarding pension offsets and any other matter that relates to the State's prohibition of double recoveries. In response to the recommendations, the department agreed to their implementation.

●17.1 ***Questions:*** **Of the 446 accidental disability pension applications that were open at the time of the State Comptroller's investigation, how many now have been closed as medical monitoring settlements? Please provide information on the amount workers' compensation insurers avoided paying to injured employees for each year since the first medical monitoring settlement was approved. Please be specific as to how the amount of savings to insurers was calculated. What steps, if any, has the Division of Workers' Compensation taken to implement the State Comptroller's recommendations? If so, please specify how the division is implementing each recommendation.**

Response:

As the N.J. Division of Workers' Compensation does not track workers' compensation claims involving claimants seeking accidental disability pensions, nor does it have the computer systems in place at this time to track accidental disability pensions applications, the N.J. Division of Workers' Compensation is unable to provide answers to any alleged savings to "insurers". It must be noted that the very few insurers referred to in the State Comptroller's report are private insurance companies; rather, the New Jersey governmental entities defending such workers' compensation claims are either individual self-insured municipalities or are members of self-insurance pools known as Joint Insurance Funds (JIFs). The State Comptroller's report failed to mention that, by law, JIFs are local units of government and any surplus earned by a JIF is ultimately returned to the member municipality as dividends.

With regard to the State Comptroller's recommendations, on February 4, 2021, the Director and Chief Judge of Compensation, after consulting with the Commissioner of the New Jersey Department of Labor and Workforce Development and representatives from the Division of Pensions, issued a memorandum implementing the recommendations of the State Comptroller. (A copy of said memorandum is publicly published on the Division's website).

That memorandum states:

"Effective immediately, the N.J. Division of Workers' Compensation shall eliminate its Accidental Disability Pensions and Medical Monitoring and Coverage Policy, as set forth in former Director and Chief Judge Peter J. Calderone's November 16, 2006 Memorandum to all judges and attorneys, titled "Public Employee Pension Issues Affecting Workers' Compensation Awards", and August 25, 2011 Memorandum to all judges and attorneys, titled "Accidental Disability Orders". The aforementioned Memorandums of November 16, 2006 and August 25, 2011 are hereby rescinded.

Discussion Points (Cont'd)

The Division of Workers' Compensation shall discourage medical monitoring and coverage settlements as a stand-alone form of workers' compensation benefit for public employees who receive an accidental disability pension and will not approve such settlements if proposed by the parties.

All Judges of Compensation shall proceed in the normal course with all claim petitions brought by Petitioners who have applied for, or received, an Accidental Disability Pension in accordance with New Jersey's Workers' Compensation Statute, as well as any applicable provision of the N.J. Administrative Code, and appropriate case law.

In accordance with N.J. Division of Pensions and Benefits' Fact Sheet #45, titled "Workers' Compensation" published in February 2014, either the Workers' Compensation Petitioner, who has applied for, or received, an Accidental Disability Pension, or the Respondent, shall immediately notify the N.J. Division of Pensions and Benefits that a Workers' Compensation claim is pending in the N.J. Division of Workers' Compensation before a Judge of Compensation shall adjudicate a workers' compensation claim.

The adjudication of all workers' compensation claims brought by Petitioners for or approved recipients of Accidental Disability Pensions shall result in either: 1) a monetary judgment after trial, 2) a fair and just Section 22 settlement based on weeks of benefits, 3) a fair and just lump sum monetary Section 20 settlement due to jurisdictional, liability, or casualty grounds, or 4) dismissal of the Petitioner's claim for failure to meet the burden after trial.

Furthermore, in accordance with N.J. Division of Pensions and Benefits' Fact Sheet #45, upon granting of a judgement, settlement award, or dismissal by a judge of compensation, the Petitioner shall immediately send a copy of same to the N.J. Division of Pensions and Benefits.

This Memorandum shall not apply to workers' compensation cases involving occupational disease and continued medical monitoring."

The Department of Labor and Workforce Development, in consultation with the Division of Pensions, is currently amending the New Jersey Administration Code to codify this memorandum into the New Jersey Division of Workers' Compensation Court Rules.

GENERAL QUESTIONS

18. Since the onset of the COVID-19 pandemic, the federal government has awarded several billions of dollars to the State of New Jersey.

- 18.1 ***Question:*** **What are the department's plans to maximize federal financial assistance during the COVID-19 pandemic and as the State recovers therefrom?**

Response:

Discussion Points (Cont'd)

Since the onset of the COVID-19 pandemic, the United States Department of Labor (USDOL) and the Federal Emergency Management Agency (FEMA) have provided the New Jersey Department of Labor & Workforce Development (NJDOL) with funding from the Emergency Unemployment Insurance Stabilization and Access Act of 2020 (EUISAA), Coronavirus Aid, Relief, and Economic Securities Act (CARES), the Continued Assistance for Unemployed Workers Act, which is part of the Consolidated Appropriations Act of 2021 (CAA) and the American Rescue Plan Act of 2021 (ARP). This funding came in two forms: administrative and programmatic funding, and funding for the payment of the various Unemployment Insurance (UI) benefit programs. NJDOL has received funding for the following UI benefit programs: Federal Pandemic Unemployment compensation (FPUC), Pandemic Unemployment Assistance (PUA), Pandemic Emergency Unemployment Compensation (PEUC); Extended Benefits (EB), Short-Time Compensation (STC), Mixed Earners Unemployment Compensation (MEUC), Lost Wage Assistance (LWA), First waiting week of UI benefits, etc. NJDOL will continue to request for payments of all UI benefit programs up to their respective end dates as defined by applicable federal law. NJDOL has also applied for and received its full allocation of administrative funding of $112.2 million to administer the various UI programs noted above. Additionally, NJDOL's Office of Workforce Development applied for and received a $8.4 million National Emergency Grant (NEG) for COVID-19 New Jersey Disaster Recovery and $3 million for NEG Disaster Recovery National Dislocated Worker Grant to Address the Opioid Crisis. NJDOL will continue to seek grant opportunities that benefit and support New Jersey in its effort to address and recover from the COVID-19 pandemic.

19. Many federal agencies and departments have waived certain requirements during the COVID-19 pandemic.

- 19.1 ***Questions:*** **What, if any, federal waivers has the department applied for during the COVID-19 pandemic? What waiver requests were approved and what waiver requests were denied? How many of these waivers have an opportunity to be extended?**

Response:

NJDOL has not applied for federal waivers related to Workforce Innovation and Opportunity Act (WIOA) funding due to the COVID-19 pandemic. Since the pandemic, New Jersey Department of Human Services (NJDHS) has waived the Employment and Training requirement for SNAP and TANF beneficiaries. This was with the approval of federal partners in the United States Department of Agriculture for the SNAP program and the United States Department of Health and Human Services for the TANF program.

20. The Federal Funds Information for States estimates that New Jersey State and local government entities will receive a combined $15.1 billion in federal assistance under the American Rescue Plan Act of 2021.

- 20.1 ***Questions:*** **Please detail the amounts the department anticipates receiving under the American Rescue Plan Act of 2021 and indicate the purposes for which the funds would be used. By what date would the funds have to be expended?**

Response:

Discussion Points (Cont'd)

The USDOL has made available $275,000 (administrative funding) to each state for the implementation of the provisions associated with the PUA, FPUC, and PEUC amendments in the ARP Act. The funding will be added to New Jersey's COVID-19 Pandemic grant in the following fashion: PUA administration +$100,000, PEUC administration +$75,000, FPUC administration +$50,000, and MEUC administration +$50,000, since New Jersey selected to participate in the MEUC program. NJDOL submitted the required forms on March 30, 2021 for these monies, which were added to the department's COVID-19 grant. On March 11, 2021, the President signed into law the American Rescue Plan (ARP) Act of 2021. Some of the UI related provisions in the ARP Act include extending the PUA and PEUC benefits for States such as New Jersey where an unemployment week ends on a Saturday, through week-ending Saturday, September 4, 2021, adding an additional 25 weeks of benefits for each program. This will increase the duration of PUA from 50 to 75 weeks and PEUC increases from 24 weeks to 49 weeks. The supplemental $300 FPUC payment and $100 for MEUC are also extended through payments received through week-ending September 4, 2021. Since the ARP Act was signed before the expiration of the Continued Assistance for Unemployed Workers (CAA) Act provisions that are in effect, New Jersey claimants have transitioned seamlessly to these ARP extended benefits.

21. Diversity and inclusion in the workplace rose to prominence as a mainstream topic of interest in 2020.

●21.1 ***Questions:*** **Please indicate the percentages of minorities and women in each of the department's middle and senior management. Please detail any plans the department may have to increase the representation of minorities and women among its middle and senior managers.**

Response:

Based on the Civil Service Commission Quarterly Report, as of April 1, 2021, NJDOL has 2,630 employees. The percentage of women and minorities within middle and senior management is 44% and 36%, respectively. That represents an increase of 3% and 4%, respectively. The NJDOL plans to continue to identify job vacancies, including promotional opportunities, on the internal and Civil Service Commission website, to ensure middle and senior managers are aware of open positions that will allow for professional advancement. The NJDOL's EEO Officer also reviews, and approves, all interview panels and questions to ensure the questions support equal employment opportunities for all candidates. The panels must be comprised of diverse members to provide an array of perspectives and assessments for a qualified job candidate. NJDOL will be reviewing all hiring and promotional practices, with a focus on the findings captured in the recent 2020 Workforce Development Plan provided by Civil Service Commission, to assess any disparities and improve hiring and promotional processes.

The NJDOL's Office of Employee Development is in the process of creating a training for NJDOL employees. The training will focus on resume writing and interviewing techniques. This will assist NJDOL staff seeking promotional opportunities. There will also be a training for existing managers, supervisors and executive staff to focus on the State Policy Prohibiting Discrimination in the Workplace (State Policy) and EEO considerations to ensure current management is not engaging in conduct that may violate the State Policy or impact equal employment opportunity.

Lastly, the NJDOL appointed its first Diversity and Inclusion (D&I) Officer. The D&I Officer will manage all diversity and inclusion programs and initiatives while evaluating the Departmental processes to identify and address areas in need of improvement.

Discussion Points (Cont'd)

●21.2 ***Questions:*** **Please indicate any structures and elements of its culture that are known to the department as having had the effects of making minorities and women feel unwelcome and limiting diversity and inclusion. How does the department intend to address these structures and cultural elements? What initiatives has the department implemented in the last two years to further the diversity and inclusiveness of its workplace? Does the department intend to undertake any additional initiatives through the end of FY 2022?**

Response:

Structures and elements of the culture of the NJDOL that are known to have effects on making minorities and women feel unwelcome and limit diversity and inclusion include concern amongst staff that there are limited promotional advancement opportunities for women and minorities. Further, there has been limited training on concepts of diversity and inclusion for both management and line staff, which can prompt staff to engage in conduct that can be harassing or discriminatory in nature, causing minority and female staff to feel uncomfortable or unwelcome in their work environment.

To address these concerns, the NJDOL provides new employee orientation on the State Policy to ensure all new staff understand the requirements and their obligations under the State Policy. The NJDOL also features programming throughout the year on diversity and inclusiveness in the workplace, such as Black History Month programming, Hispanic Heritage Month programming, Women's History Month programming, Bring Your Kids to Work Day, Internship programming and an annual event called Diversity Day to support and advocate for diversity and inclusion in the workplace. The NJDOL will also be conducting manager/supervisor EEO training in 2021 to properly train supervisors and managers on how to ensure the work environment for staff is free from discrimination and harassment and to ensure that such conduct is promptly reported to the Office of Diversity and Compliance for further investigation and/or corrective action. The NJDOL is also planning to issue diversity and inclusion subject matter training for staff to utilize to further educate and inform staff on diversity and inclusion concepts and considerations with regard to work practices and interaction with fellow staff. Specifically, the NJDOL has advised staff of the option to reaffirm their gender identity via their MyNewJersey portal and has provided resource information on gender identity and expression for staff to review and gain an understanding of these concepts. The NJDOL also plans to provide a subject matter training on gender identity and expression in 2021.

Regarding additional initiatives, with the hiring of a Diversity and Inclusion Officer and in collaboration with the Office of Diversity and Compliance, the NJDOL plans to create Employee Resource Groups and/or an Internal Workforce Diversity Council comprised of various NJDOL employees who can provide feedback and insight to the NJDOL on actions that can be taken to address any workforce disparities or organizational problems that impact diversity and inclusion for its workforce. This group will work closely with the Diversity and Inclusion Officer to develop programming and initiatives for the NJDOL. For example, one program that will be instituted will be a Racial Equality, Diversity and Inclusion Pledge, wherein NJDOL staff that pledge their commitment and efforts toward racial equality, diversity and inclusion within the NJDOL will be featured on the NJDOL intranet website. Lastly, the NJDOL also plans to create a three-year action plan with SMART goals that will set forth measurable objectives to improve the NJDOL's workforce and its efforts to strengthen diversity and inclusion for its staff.

22. Please provide the following data and information:

Discussion Points (Cont'd)

A1. Please indicate, for each of the Workforce Development programs: Workforce Development Partnership Fund and the Supplemental Workforce Fund for Basic Skills programs; the Workforce Innovation and Opportunity Act program; and the State Work First New Jersey program, how many individuals participated in job training during FY 2019 and FY 2020 and how many are expected to do so during FY 2021 and FY 2022. Please indicate the cost per individual trained. Please indicate how many individuals accessed services other than job training through the Workforce Development Partnership Fund/ Supplemental Workforce Fund for Basic Skills, the Workforce Innovation and Opportunity Act, and the State Work First New Jersey during FY 2019 and FY 2020 and how many are expected to do so during FY 2021 and FY 2022. Please provide or estimate these data for each of the following programs: Workforce Development Partnership Fund—dislocated workers; Workforce Development Partnership Fund—disadvantaged workers; Workforce Development Partnership Fund—customized training grants; Workforce Development Partnership Fund—occupational safety and health training; Workforce Development Partnership Fund—youth transitions to work; Workforce Development Partnership Fund—SMART STEPS; Innovation and Opportunity Act; Supplemental Workforce Fund for Basic Skills—community college grant; Workforce Innovation and Opportunity Act—adult and dislocated worker training; Workforce Innovation and Opportunity Act—adult education and literacy training; Workforce Innovation and Opportunity Act—youth training; Workforce Innovation and Opportunity Act—vocational rehabilitation services training; State Work First New Jersey (Temporary Assistance for Needy Families)—recipients; State Work First New Jersey Supplemental Nutrition Assistance Program—recipients; and State Work First New Jersey (General Assistance)—recipients.

Response: See Schedule 22-A1.

A2. Please indicate, for each of the Workforce Development programs (Workforce Development Partnership Fund/Supplemental Workforce Fund for Basic Skills), of the individuals who participated in job training during FY 2019 and FY 2020 and are expected to do so during FY 2021 and FY 2022, how many were or are women? How many were or are minorities? For programs funded by the department in connection with the New Jersey Apprenticeship Network or the Office of Apprenticeship, how much of the funding and how many of the apprentices in the programs were in apprenticeship programs for which there are collective bargaining agreements or other binding agreements assuring sustained funding of the programs beyond the time of funding by the department? What share do programs with such agreements represent of total funding and the total number of apprentices in all funded programs?

Response:

The table below reflects the number of female and minority clients that were served (and percentage of total served) by the Office of Apprenticeship Grants. They are broken out by each grant, and GAINS, which has had two cycles, is divided by program year.

Program	# of Female Clients Served	%	# of Minority Clients Served	%
FY 19 GAINS	33	12.60%	141	40%
FY 20 GAINS	370	81%	136	29%
FY 19 PACE	21	6%	140	45%
FY 19 YTTW	63	26.69%	103	43.50%
FY 20 YTTW	37	31%	58	49%

Discussion Points (Cont'd)

See Schedule 22-A2.

A3. For FY 2019 and FY 2020, please provide the following actual funding data for each component of the New Jersey Workforce Development Partnership program (customized training, dislocated worker training, disadvantaged worker training, youth training, occupational safety and health training, program administration, New Jersey Innovation and Research Fellowship Program, annual evaluation by the State Employment Training Commission , and transfers to programs other than the Workforce Development Partnership) and provide estimates of the same information for FY 2021 and FY 2022. Please include: 1) The amount required to be deposited in the accounts for each allocation, and the amount actually spent; 2) The amount transferred out of the fund for each purpose not indicated in the Workforce Development Partnership law (such as the Work First New Jersey program, the New Jersey Youth Corps program, and Vocational Rehabilitation Services); 3) The balance at the end of the year; and 4) The amount encumbered as a reserve for future payments of multi-year grants for each WDP program component.

Response: See Schedule 22-A3.

A4. Please provide data regarding the effectiveness of each program funded by the Workforce Development Partnership Fund in assisting unemployed individuals to find employment and assisting employed individuals to retain employment or raise their wages.

Response:

In FY 19, there were 78 new hires under the GAINS program, and all 345 FY 19 GAINS participants were supported in employment during the economic down-turn created by the pandemic. Currently in FY 20, GAINS is supporting 412 health care workers at an average salary of $30/hr. Additionally, the New Jersey Apprenticeship Network maintains an "intake process" for job seekers to help them identify apprenticeship opportunities in the state. By filling out the intake form, the individual will receive periodic e-mails that contain possible training opportunities.

The table below illustrates that there was a significant uptick in intake forms submitted during the onset of the pandemic.

Apprentice/Jobseeker Intake by Quarter					
Calendar Year 2020	1st QTR	2nd QTR	3rd QTR	4th QTR	Year to date Total
Apprentice Intake	293	354	**638**	**660**	1945
Calendar Year 2021	1st QTR	2nd QTR	3rd QTR	4th QTR	Year to date Total
Apprentice Intake	**738**	93	NA	NA	831

Discussion Points (Cont'd)

B1. Please provide the amount of revenue from the 0.5 percent transfer required pursuant to P.L.2009, c.313 (N.J.S.A.52:38-7) in FY 2019 and FY 2020 and revenue estimates for FY 2021 and FY 2022. Please detail this revenue by source, specifying local entity, authority, State entity, educational entity, etc.

Response: See Schedule 22-B2.

B2. Please list all expenditures from the New Jersey Builders Utilization Initiative for Labor Diversity account, including the grant programs funded and any administrative costs incurred, in FY 2018 and estimates thereof for FY 2019 and FY 2020.

Response: See Schedule 22-B2.

B3. For each program which received New Jersey Builders Utilization Initiative for Labor Diversity funds in FY 2019 and FY 2020, please provide the total number of clients served and total number of clients who successfully completed the program.

Response:

NJDOL released Notices of Grant Opportunity (NGOs) over the past year with various program models. Training models were developed on a number of factors, including the commitment of contractors and trade unions to recruit and train minorities and women, the availability of approved training providers, labor market demand, and the feasibility and likelihood of effectiveness of the applicants' program proposals.

See Schedule 22-B3.

B4. Please indicate, for each grant awarded during FY 2018, FY 2019, and FY 2020, how much was awarded and how much has been expended.

Response: See Schedule 22-B4.

C1. For the Temporary Disability Insurance program, please provide the amounts of revenues (including, separately, employer and employee contributions), regular benefits, "4F" benefits, and administrative expenditures, and the cash balance in the State Disability Benefits Fund for: each month in calendar years 2019 and 2020; as many months as possible for calendar year 2021; and estimates for the remaining months of 2021 and for 2022. Please indicate which monthly figures are estimated and provide annual totals for all data for each calendar year.

Response: See Schedule 22-C1.

C2. Please provide the number of employees covered under the State Temporary Disability Insurance plan who were assessed the Temporary Disability Insurance tax in calendar years 2018, 2019, and 2020 and estimates for 2021 and 2022.

Discussion Points (Cont'd)

Response:

Calendar Year	Total Assessed Employment
2018	2,729,810 (actual)
2019	2,747,103 (actual)
2020	2,516,300 (estimated) *
2021	2,546,500 (estimated)
2022	2,574,600 (estimated)

*Actual data for 2020 are currently not available.

C3. Please provide the number of employees who are or were provided private Temporary Disability Insurance coverage through their employers in New Jersey, and the number of private plan employers, in calendar years 2018, 2019, and 2020, and estimates for 2021 and 2022.

Response:

Calendar Year	Number of Employees	Number of Plans in Force
2018	807,445 (actual)	6,988 (actual)
2019	857,658 (actual)	7,435 (actual)
2020	785,600 (estimated)*	7,623 (actual)
2021	795,000 (estimated)	7,700 (estimated)
2022	803,800 (estimated)	7,800 (estimated)

*Actual data for 2020 are currently not available.

C4. Please indicate the number of employers not covered by either the State plan or private plans, such as local governments that choose not to participate, and the employers' total number of employees for calendar years 2018, 2019, and 2020.

Response:

Actual number of employees not covered by a plan for CY 2018 was 335,730 and for CY 2019 was 336,852. Data for CY 2020 are currently not available.

C5. Please provide the number of employees that were assessed the Temporary Disability Insurance tax in calendar years 2018 and 2019, and estimates for 2020, 2021, and 2022.

Response:

Calendar Year	Total Assessed Employment
2018	2,729,810 (actual)
2019	2,747,103 (actual)
2020	2,516,300 (estimated) *

Discussion Points (Cont'd)

2021	2,546,500 (estimated)
2022	2,574,600 (estimated)

*Actual data for 2020 are currently not available.

C6. What were the average, median and maximum amounts of Temporary Disability Insurance taxes charged to workers in 2019 and 2020, and estimated for 2021 and 2022?

Response:

We are unable to provide average and median amounts. Maximum amounts are provided for the years requested below.

Temporary Disability Insurance:

- 2019, workers contributed 0.17% on the first $34,400 in covered wages earned during the calendar year. The maximum worker contribution for 2019 was $58.48.
- 2020, workers contributed 0.26% on the first $134,900 in covered wages earned during the calendar year. The maximum worker contribution for 2020 was $350.74.
- 2021, workers contribute 0.47% on the first $138,200 in covered wages earned during this calendar year. The maximum worker contribution for 2021 is $649.54.
- 2022 contributions are unknown at this time.

C7. Please provide, for calendar years 2018, 2019, and 2020 the summary of Temporary Disability Insurance morbidity data for completed claims, including: the major morbidity group (code); the percent of cases; the average duration of claims; the average weekly benefit; and the average gross benefits.

Response:

See Schedule 22-c7 for morbidity data for CY 2018 and CY 2019. Data for CY 2020 are currently not available.

D1. Please provide the amounts of revenues, benefits and administrative costs for the Family Leave Insurance account, by month for: calendar years 2019 and 2020; as many months as possible for calendar year 2021; and estimates for the remaining months of 2021 and for 2022. Please indicate which monthly figures are estimated and provide annual totals of all data for each calendar year. Please provide the total taxable wages for calendar years 2019 and 2020, with an estimate for 2021.

Response: See Schedules 22-D1 and 22-D7.

D2. Please provide an analysis of the Family Leave Insurance benefits paid in calendar years 2019 and 2020, including the total number of claims and the number of claims attributable to each of the following categories: 1) Bonding with a newborn, 2) Bonding with a newly-adopted child, 3) Care of a seriously ill child, 4) Care of a sick spouse, and 5) Care of another seriously ill family member. For each of the above listed categories, please provide the gross benefits, the average cost per claim, and the average duration of the claim.

Discussion Points (Cont'd)

Response: See Schedule 22-D2.

D3. For calendar years 2019 and 2020, please provide the number and percentage of total Family Leave Insurance claims made for intermittent leave.

Response:

Year	Total FLI Claims	Total Intermittent FLI Claims	% Intermittent
2019	46,235	3,491	7.55%
2020	52,638	6,717	12.76%

D4. For calendar years 2018, 2019, and 2020, please provide the number and percentage of total Family Leave Insurance claimants who had also collected temporary disability insurance through the State program.

Response:

Year	Payable FLI Claims	Number of Claimant who Collected Both FLI and TDI	% of Claimants who Collected FLI and TDI
2018	30,478	9,547	31.32%
2019	36,550	10,963	30.00%
2020	40,008	9,927	24.81%

D5. Please provide the number of employees who were assessed the Family Leave Insurance tax in calendar years 2017 through 2020 and estimates thereof for 2021 and 2022.

Response:

Estimated FLI State Plan covered employment

Calendar Year	Number of Employees
2017	3,942,000 (estimated)
2018	3,981,700 (estimated)
2019	4,019,800 (estimated)
2020	3,685,000 (estimated)
2021	3,727,600 (estimated)
2022	3,768,600 (estimated)

D6. Please provide the number of employees who are provided Family Leave Insurance through their employers' private plan in New Jersey, and the number of private plan employers, in calendar year 2018, 2019, and 2020 and an estimate thereof for 2021 and 2022.

Discussion Points (Cont'd)

Response:

Calendar Year	Employees	Number of Plans in Force
2017	15,167 (actual)	119 (actual)
2018	14,239 (actual)	110 (actual)
2019	14,642 (actual)	110 (actual)
2020	10,787 (actual)	112 (actual)
2021	11,000 (estimated)	114 (estimated)
2022	11,200 (estimated)	114 (estimated)

D7. What were the average, median, and maximum amounts of Family Leave Insurance taxes charged to workers in 2019 and 2020, and estimated for 2021 and 2022?

Response: See Schedule 22-D7.

D8. Please provide the total Family Leave Insurance taxable wages for calendar years 2018, 2019, and 2020, with an estimate for 2021 and 2022. What tax rates were charged in 2019, 2020, and 2021 and what rate does the department estimate will be charged in 2022?

Response: See Schedule 22-D7.

D9. What portion of the $1.2 million of Temporary Disability Insurance administrative funds allocated by P.L.2019, c.37 each fiscal year for the dissemination of information about employer and employee rights and responsibilities was charged to the Family Temporary Disability Leave Account in FY 2020? What portion is anticipated for FY 2021 and FY 2022? What portion of the indicated $1.2 million was used in contracts with community-based organizations to disseminate that information in FY 2020 and what is anticipated for FY 2021 and FY 2022? How many employers and workers received the information in FY 2020 and are expected to receive it in FY 2021 and FY 2022?

Response:

In FY 2020, $63,000 was charged to the Family Leave Insurance and Temporary Disability Insurance (TDI/FLI) accounts for outreach purposes. This figure does not include staff time across programs dedicated to outreach and education of these programs. It is anticipated that $1.2 million will be encumbered in calendar year 2021. No portion of the indicated $1.2 million was used in contracts with community-based organizations in FY 2020 because the pandemic prevented the program's initiation. Due to the COVID-19 pandemic, the individual hired in January 2020 to establish the grant program was designated to provide emergency contract management assistance to the Division of Unemployment. Currently the Department is redesigning the grant program given the changing needs, and workplace rights nationally, related to caregiving and the pandemic. It is still unclear what we can expect for FY 2021 and FY 2022 given the resources demanded in addressing other COVID-19 related benefit programs.

The Department's outreach and education strategy for TDI/FLI includes attending and hosting direct outreach events and enhancing website resources/content to connect with employers and employees. Additionally, the NJDOL continues to develop strategic partnerships with service providers whose clients would benefit from TDI/FLI information, such as social workers, health care providers, community health

Discussion Points (Cont'd)

workers, central intake staff, doulas, etc. The local organizations representing these service providers are critical outreach partners as they are trusted voices in their communities.

The COVID-19 pandemic significantly altered the TDI/FLI outreach strategy. New Jersey's progressive workplace policies offered workers and employers protections during the pandemic that many other states do not offer. The NJDOL made significant efforts to explain to the public how to decide between or navigate the state and federal protections offered, including TDI and FLI. Further, employer interest in receiving information on TDI/FLI competed with interest in new COVID-19 benefits and protections, including expanded unemployment benefits, federal tax credits for paid sick and child care leave, and health and safety standards. The NJDOL capitalized on employer and employee's attention and included TDI/FLI information when discussing COVID-19 benefits and protections in all online resources and at virtual conference booths and presentations.

For the rest of FY 2021 and FY 2022, the NJDOL plans to continue focusing on employer outreach by partnering with employer representatives, such as the Business Action Center, workforce development boards and chambers of commerce. Additionally, the NJDOL is working to independently host webinars for employers and employees and expects to hold two per month on average by FY 2022. The following sections demonstrate the number of employees and employers reached with TDI/FLI information in FY 2020, and offer projections for FY 2021.

Social Media Advertising Campaign

From December 2020 to February 2021, the NJDOL ran a bilingual (English/Spanish) social media advertising campaign for Family Leave Insurance, focused on populations that are less likely to utilize or be aware of these benefits, including fathers/non-birthing partners, and Black, Latinx, and LGBTQ+ populations. The Twitter campaign resulted in 1.28 million impressions, with a click-through rate of .07%. The Facebook/Instagram campaign resulted in 13.86 million impressions with a click-through rate of 1.24%.

Direct Outreach

After March 2020, the NJDOL adapted resources to be appropriate for virtual conferences and presentations. The chart below, compares FY 2020, and FY 2021 in-person and virtual direct outreach numbers thus far to projected employers and employees reached for the rest of FY 2021 and FY 2022. Additionally, the table shows data on outreach to service providers, including medical professionals and social workers.

	FY 2020 *(July 2019-September 2020)*	**FY 2021 *(October 2020-March 2021)***	**FY 2021 *(Projected, April 2021-June 2021)***	**FY 2022 *(Projected, July 2021-June 2022)***
Employers	175	460	250	2000
Employees	870	5700	100	7000
Service Providers	300	430	50	500
Total	*1,345*	*6,590*	*400*	*9,500*

Website Outreach

Discussion Points (Cont'd)

To support employees, the NJDOL created an eligibility chart with accompanying webpages explaining the various benefits/protections, including TDI/FLI, and partnered with the Office of Innovation to develop a COVID-19 benefit eligibility tool. Additionally, with the state experiencing high rates of unemployment, the NJDOL enhanced the webpages and worker handouts outlining Disability During Unemployment and Family Leave During Unemployment benefits. The NJDOL also created a toolkit outlining resources to help employers understand their role in the TDI/FLI program, as well as resources they can provide to employees.

The following table outlines visits to pages created and enhanced during FY 2020 and FY 2021. Due to software limitations, we are only able to report FY 2020 analytics for visits after April 2020, so we have combined FY 2020 and FY 2021. Many of these resources focus on COVID-19, and may not be relevant for FY 2022, so we do not provide those projections.

The COVID-19 Benefit Chart, which includes

Webpage	*Number of visits April 2020-March 2021*
COVID-19 Benefits Webpage	443,642
Updated COVID-19 Information for Employers & Businesses Webpage	99,514
COVID-19 Benefit Eligibility Tool	56,985
COVID-19 Health & Safety: EO192 Webpage	22,820
Disability During Unemployment Webpage	7,208
Family Leave During Unemployment Webpage	6,467
Employer TDI/FLI Toolkit	3,924
Total	***540,560***

Temporary Disability and Family Leave Insurance, is an extremely popular resource currently available in English and Spanish. Earlier iterations, prior to the signing of the Continued Assistance Act (CAA), were available in additional languages commonly spoken in New Jersey. The COVID-19 Benefits webpage, which was updated based on the CAA, outlines these same benefits and protections, and continues to be translatable. The following table provides the number of visits for each language since April 2020.

Chart Language	*Number of visits April 2020-March 2021*
English	771,211

Discussion Points (Cont'd)

Spanish	96,708
Arabic	2,567
Korean	2,247
Gujarati	2,110
Chinese Simplified	1,995
Polish	1,298
Hindi	951
Tagalog	900
Chinese Traditional	771
Vietnamese	738
Portuguese	684
Haitian Creole	681
Punjabi	526
Korean	478
Italian	380
Nepali	303
Total	***884,548***

Additionally, the Department created six new downloadable TDI/FLI resources that, in total, have been visited 6,438 times since December 2020:

- What Human Resources and Employers Need to Know Handout
- Employer and HR Professional Slide Show
- Cash Benefits for Health Conditions and Pregnancy/Caregiving Handout
- Cash Benefits to Care for Your Family Member Handout
- Family Leave During Unemployment
- Benefits & Protections for New & Expecting Parents

Podcast Plays

The NJDOL also recorded podcasts in February 2020 to offer TDI/FLI information in an alternative format. Most podcast episode plays come directly from the Department's website. As the NJDOL continues to advertise online resources, we can expect the number of plays to increase in future months. The table below shares the number of plays for each podcast thus far, and projections for the rest of FY 2021 and FY 2022.

Discussion Points (Cont'd)

	FY 2020 *(February-September 2020)*	FY 2021 *(October 2020-March 2021)*	FY 2021 *(Projected, April 2021-June 2021)*	FY 2022 *(Projected, July 2021-June 2022)*
Total Plays	6,130	5,049	2,700	12,000

D10. Please provide the following information for FY 2018, FY 2019 and FY 2020, with respect to FLI private plans: the number of workers covered, the amount and rate of contributions made by workers, the number of claims received, the number of claims accepted, the amount of benefits paid, the administrative costs, and, in the case of private plans in which insurance companies pay benefits: benefits paid, premiums collected, dividends to policy holders, and any other expenses incurred.

Response:

The following Family Leave information provides the number of private plan employers, employees and contributions paid for each of the three calendar years requested.

The Private Plan Unit within the Department does not process claims. They provide regulatory oversight to ensure the insurers providing private plan coverage are doing so within the guidelines of laws and regulations.

The Division is required to obtain claim data, premiums, benefits and dividend data, but current information has not been collected at this time. We are developing policy/procedure to remedy this requirement.

2018
- 1 employer who entered into a private plan (plan was non-contributory)
- 18 employees covered
- $0.00 paid in contributions

2019
- 15 employers who entered into a private plan
- 873 employees were covered under these plans
- $23,612.16 was collected in contributions from employees (.08 of one percent of $34,400 Taxable Wage Base)

2020
- 2 employers who entered into a private plan
- 53 employees covered
- $11,439.52 was collected in contributions from employees (.16 of one percent of $134,900 Taxable Wage Base)

E1. Please provide the number of vocational and proprietary schools that were reviewed, approved, and rejected by the Training Evaluation Unit in FY 2019 and FY 2020, thus far in FY 2021, and estimated for FY 2022. How many of those schools represent new applications and how many represent renewal applications?

Response:

Discussion Points (Cont'd)

Private Career Schools					
Year	Reviewed	Approved	Rejected	Initial	Renewal
FY 2019	170	170	0	35	135
FY 2020	195	186	9	17	126
FY 2021	29	25	4	18	55
FY 2022 Estimate	112	106	7	12	175

E2. Please provide the number of vocational and proprietary schools that closed, and the number of students affected by those closures, in FY 2019 and FY 2020 and thus far in FY 2021. Please indicate which of those schools had received State or federal job training funds, and the amounts received in the three fiscal years prior to closure.

Response:

Private Career School Closings				
Year	Structured Closure (SC)	Students Affected by SC	Non-Structured Closure (NSC)	Students Affected by NSC
FY 2019	2	0	0	2
FY 2020	6	281	0	0
FY 2021	17	26	3	250

A "structured" school closure is when a vocational or proprietary school closes, but no students are enrolled at the time of closure. A "non-structured" school closure is when a vocational or proprietary school closes with students enrolled and/or students attending classes at the time of closure.

E3. In response to an FY 2020 OLS Discussion Point, the department indicated that it was currently gathering data to on proprietary schools that receive State or federal funding. Please provide a list of proprietary schools that received State or federal funding in FY 2015, FY 2016, FY 2017, FY 2018, FY 2019, FY 2020, and thus far in FY 2021. For each school, please list the source, amount, and purpose of the funding.

Response:

The requested fiscal information is maintained in multiple systems. The Department is currently gathering the data to perform the requested analysis.

COEI is not required by statute to track information on if and how much proprietary schools receive in state or federal funding.

Discussion Points (Cont'd)

F1. Please provide the numbers of individuals who were denied unemployment insurance compensation benefits or whose benefits were delayed for misconduct, by the type of misconduct (simple, severe or gross), in FY 2018, FY 2019, FY 2020, and thus far in FY 2021.

Response:

Type of Misconduct	FY 2018	FY 2019	FY 2020	FY 2021 (through March 2021)
Simple	20,180	19,732	14,440	4,489
Severe*	2,897	368	0	0
Gross	1,069	893	688	180

* Note: SEVERE misconduct was removed by legislation on August 21, 2018.

F2. Please report the numbers of appeals for the denial or delay of unemployment insurance benefits due to worker misconduct in FY 2018, FY 2019, and FY 2020, and thus far in FY 2021, indicating the number of such appeals that were approved, denied, or are pending. In how many of the appeals did employers provide written documentation of misconduct?

Response:

Fiscal Year	Misconduct Denial Appealed	Misconduct Upheld
2018	8,138	5,847
2019	7,349	5,065
2020	6,345	4,235
2021 through March 2021	1,576	1,051

* UI does not record the number of appeals where the employer provides written documentation of misconduct.

F3. Please provide simple, severe, and gross misconduct savings for FY 2018, FY 2019, FY 2020, and thus far in FY 2021. Please be specific as to how the amount of savings was calculated.

Response:

Below are the amounts of unemployment Trust Fund savings due to the misconduct provisions.

UI Misconduct Savings (in millions)				
Fiscal Year	Simple*	Severe**	Gross	Total
2018	$74.2	$17.9	$8.8	$100.9

Discussion Points (Cont'd)

2019	$54.4	$ 2.3	$7.4	$ 64.1
2020	$39.8	0	$5.7	$ 45.5
2021 (through March 2021)	$12.4	0	$1.5	$ 13.9

*Note: Simple misconduct duration of 8 weeks was reduced to six weeks by legislation effective August 21, 2018

**Note: Severe misconduct was removed by legislation effective August 21, 2018

Savings Calculation:

The Simple Misconduct savings were determined by multiplying the number of Simple Misconducts for FY 2018, FY 2019, FY 2020 and FY 2021 through March 2021 by $460 (average weekly UI benefit amount) multiplied by 8 weeks for FY 2018 and 6 weeks for FY 2019, FY 2020 and FY 2021 through March 2021 (*see notation above).

The Severe Misconduct savings were determined by multiplying the number of Severe Misconducts for FY 2018, FY 2019, FY 2020 and FY 2021 through March 2021 by $460 (average weekly UI benefit amount) multiplied by 18 (average net weeks duration of benefits), multiplying this number by 75% (estimate of claimants who do not find other employment).

The Gross Misconduct savings were determined by multiplying the number of Gross Misconducts for FY 2018, FY 2019, FY 2020 and FY 2021 through March 2021 by $460 (average weekly benefit amount) multiplied by 18 (average net weeks duration of benefits).

SCHEDULE 5-1
UNEMPLOYMENT COMPENSATION TRUST FUND ACCOUNT
CASH FLOW ANALYSIS
CY 2020
(in millions)

MONTH	BEG BLNCE	E UI CONT	W UI CONT	TOTAL CONT	AP	RBC	CWC RECPTS	OTHER	LOAN	INT INC &FINES	TOTAL INCR	DISB	CWC BNF	END BLNCE	LOAN BLNCE
JANUARY 2020	$ 2,888.4	$ 206.5	$ 50.1	$ 256.6	$ 5.4	$ 8.2	$ 5.9	$ -	$ -		$ 276.1	$ 214.4	$ 0.8	$ 2,949.3	$ -
FEBRUARY	2,949.3	12.9	2.2	15.1	2.6	14.3	0.1			0.1	32.2	194.7	-	2,786.8	
MARCH	2,786.8	8.5	(3.5)	5.0	-	6.1	3.1			17.1	31.3	235.8	2.5	2,579.8	
APRIL	2,579.8	93.8	22.7	116.5	3.7	0.9	6.7				127.8	701.9	-	2,005.7	
MAY	2,005.7	568.9	165.1	734.0	23.7	1.7	2.2	144.9			906.5	973.4	-	1,938.8	
JUNE	1,938.8	3.4	(0.8)	2.6	(5.7)	13.6	3.5			12.0	26.0	1,018.4	1.4	945.0	
JULY	945.0	347.3	92.0	439.3	13.3	10.4	9.0	-	-	0.3	472.3	859.4	0.1	557.8	-
AUGUST	557.8	22.5	1.2	23.7	0.1	0.1	-	-	113.5	-	137.4	642.7	0.1	52.4	113.5
SEPTEMBER	52.4	14.5	2.4	16.9	(5.0)	0.7	1.4	313.0	195.7	1.6	524.3	525.2	-	51.5	309.2
OCTOBER	51.5	51.9	12.2	64.1	5.9	0.3	4.5		311.7		386.5	374.3	12.2	51.5	620.9
NOVEMBER	51.5	245.7	58.9	304.6	8.2	0.4	2.4		(96.6)	0.3	219.3	219.3		51.5	524.3
DECEMBER	51.5	10.2	1.7	11.9	(11.7)	0.4	3.0		179.3		182.9	182.9		51.5	703.6
TOTAL	$ 2,888.4	$ 1,586.1	$ 404.2	$ 1,990.3	$ 40.5	$ 57.1	$ 41.8	$ 457.9	$ 703.6	$ 31.4	$ 3,322.6	$ 6,142.4	$ 17.1	$ 51.5	$ 703.6

UNEMPLOYMENT COMPENSATION TRUST FUND ACCOUNT
CASH FLOW ANALYSIS
CY 2021
(in millions)

MONTH	BEG BLNCE	E UI CONT	W UI CONT	TOTAL CONT	AP	RBC	CWC RECPTS	OTHER	LOAN	INT INC &FINES	TOTAL INCR	DISB	CWC BNF	END BLNCE	LOAN BLNCE
JANUARY 2021	$ 51.5	$ 0.1	$ 0.3	$ 0.4	$ 0.4	$ 0.1	$ 2.9		$ 242.4		$ 246.2	$ 246.2		$ 51.5	$ 946.0
FEBRUARY	51.5	180.2	37.9	218.1	11.6	29.6	3.6		(60.2)		202.7	188.2	14.5	51.5	885.8
MARCH	51.5	8.5	0.7	9.2	1.8	3.2	28.9		93.3	-	136.4	136.4	-	51.5	979.1
APRIL	51.5	48.2	11.0	59.2			10.0		131.5	0.2	200.9	188.9	12.0	51.5	1,110.6
MAY	51.5	648.6	162.0	810.6			10.0		(661.2)	0.1	159.5	159.5		51.5	449.4
JUNE	51.5	13.2	2.8	16.0		5.0	10.0		152.2	0.1	183.3	171.3	12.0	51.5	601.6
JULY	51.5	44.8	13.0	57.8		10.0	20.0		115.7	-	203.5	203.5		51.5	717.3
AUGUST	51.5	375.0	89.8	464.8		10.0	20.0		(294.7)		200.1	200.1		51.5	422.6
SEPTEMBER	51.5	16.6	0.8	17.4		10.0	10.0		125.5		162.9	162.9		51.5	548.1
OCTOBER	51.5	51.8	13.0	64.8		10.0	10.0		62.1	0.4	147.3	147.3		51.5	610.2
NOVEMBER	51.5	282.2	52.0	334.2		10.0	10.0		(185.6)	0.1	168.7	168.7		51.5	424.6
DECEMBER	51.5	7.6	3.2	10.8		10.0	10.0		171.3		202.1	202.1		51.5	595.9
TOTAL	$ 51.5	$ 1,676.8	$ 386.5	$ 2,063.3	$ 13.8	$ 97.9	$ 145.4	$ -	$ (107.7)	$ 0.9	$ 2,213.6	$ 2,175.1	$ 38.5	$ 51.5	$ 595.9

Actual data used Jan 2020 - March 2021.

SCHEDULE 6-1
UNEMPLOYMENT COMPENSATION FUND
EMPLOYER CONTRIBUTIONS
TABLES A - E&10%
FISCAL YEARS 2021 - 2024
(in millions)

FY	TABLE A	TABLE B	TABLE C	TABLE D	TABLE E	TABLE E&10%	DECREASED REVENUE TABLE CHANGE
2021	$ 1,308.4	$ 1,590.9	$ 1,867.7	$ 2,076.9	$ 2,292.9	$ 2,522.2	$ -
2022	1,367.3	1,662.7	1,951.9	2,170.6	2,396.3	2,635.9	684.0
2023	1,405.3	1,708.9	2,006.2	2,230.9	2,462.9	2,709.2	478.3
2024	1,467.1	1,784.1	2,094.5	2,329.0	2,571.2	2,828.3	257.1

Unable to determine the change attributable to not charging benefits to the individual employer accounts.
The RBC employer change has not been settled.

SCHEDULE 16-2.1
UNEMPLOYMENT COMPENSATION FUND
TAX TABLE COMPUTATIONS
JULY 2019 - JULY 2024
(in millions)

	ACTUAL 7/19	ACTUAL 7/20	EST. 7/21	EST. 7/22	EST. 7/23	EST. 7/24
UCTF Account 3/31	$ 2,350.8	$ 2,579.8	$ 51.5	$ 51.5	$ 51.5	$ 199.3
Accrued Contributions	794.7	853.7	885.8	1,027.6	1,160.4	1,318.8
Loan Balance	-	-	(979.1)	(891.9)	(498.0)	-
Benefits Payable (UI only)	(37.5)	(95.1)	(97.0)	(60.0)	(50.0)	(50.0)
Reed Act & Stimulus Admin	(22.0)	(22.0)	(22.0)	(22.0)	(22.0)	(22.0)
All other assets & liabilities	96.8	107.9	107.0	107.0	107.0	107.0
Fund Balance	$ 3,182.8	$ 3,424.3	$ (53.8)	$ 212.2	$ 748.9	$ 1,553.1
Taxable Wages	$ 95,555.9	$ 99,084.2	$ 100,273.2	$ 102,780.0	$ 105,863.4	$ 109,462.8
Reserve Rate	3.33%	3.46%	-0.05%	0.21%	0.71%	1.42%
Table	**B**	**B**	**C Statutory**	**D Statutory**	**E Statutory**	**E**

SCHEDULE 6-2.2
UNEMPLOYMENT COMPENSATION TRUST FUND ACCOUNT
CASH FLOW ANALYSIS
CY 2020
(in millions)

MONTH	BEG BLNCE	E UI CONT	W UI CONT	TOTAL CONT	AP	RBC	CWC RECPTS	OTHER	LOAN	INT INC &FINES	TOTAL INCR	DISB	CWC BNF	END BLNCE	LOAN BLNCE
JANUARY 2020	$ 2,888.4	$ 206.5	$ 50.1	$ 256.6	$ 5.4	$ 8.2	$ 5.9	$ -	$ -		$ 276.1	$ 214.4	$ 0.8	$ 2,949.3	$ -
FEBRUARY	2,949.3	12.9	2.2	15.1	2.6	14.3	0.1			0.1	32.2	194.7	-	2,786.8	
MARCH	2,786.8	8.5	(3.5)	5.0	-	6.1	3.1			17.1	31.3	235.8	2.5	2,579.8	
APRIL	2,579.8	93.8	22.7	116.5	3.7	0.9	6.7				127.8	701.9	-	2,005.7	
MAY	2,005.7	568.9	165.1	734.0	23.7	1.7	2.2	144.9			906.5	973.4	-	1,938.8	
JUNE	1,938.8	3.4	(0.8)	2.6	(5.7)	13.6	3.5			12.0	26.0	1,018.4	1.4	945.0	
JULY	945.0	347.3	92.0	439.3	13.3	10.4	9.0	-	-	0.3	472.3	859.4	0.1	557.8	-
AUGUST	557.8	22.5	1.2	23.7	0.1	0.1	-	-	113.5	-	137.4	642.7	0.1	52.4	113.5
SEPTEMBER	52.4	14.5	2.4	16.9	(5.0)	0.7	1.4	313.0	195.7	1.6	524.3	525.2	-	51.5	309.2
OCTOBER	51.5	51.9	12.2	64.1	5.9	0.3	4.5		311.7		386.5	374.3	12.2	51.5	620.9
NOVEMBER	51.5	245.7	58.9	304.6	8.2	0.4	2.4		(96.6)	0.3	219.3	219.3		51.5	524.3
DECEMBER	51.5	10.2	1.7	11.9	(11.7)	0.4	3.0		179.3		182.9	182.9		51.5	703.6
TOTAL	$ 2,888.4	$ 1,586.1	$ 404.2	$ 1,990.3	$ 40.5	$ 57.1	$ 41.8	$ 457.9	$ 703.6	$ 31.4	$ 3,322.6	$ 6,142.4	$ 17.1	$ 51.5	$ 703.6

UNEMPLOYMENT COMPENSATION TRUST FUND ACCOUNT
CASH FLOW ANALYSIS
CY 2021
(in millions)

MONTH	BEG BLNCE	E UI CONT	W UI CONT	TOTAL CONT	AP	RBC	CWC RECPTS	OTHER	LOAN	INT INC &FINES	TOTAL INCR	DISB	CWC BNF	END BLNCE	LOAN BLNCE	IUR	TUR
JANUARY 2021	$ 51.5	$ 0.1	$ 0.3	$ 0.4	$ 0.4	$ 0.1	$ 2.9		$ 242.4		$ 246.2	$ 246.2		$ 51.5	$ 946.0	3.0	7.8
FEBRUARY	51.5	180.2	37.9	218.1	11.6	29.6	3.6		(60.2)		202.7	188.2	14.5	51.5	885.8	2.8	7.8
MARCH	51.5	8.5	0.7	9.2	1.8	3.2	28.9		93.3	-	136.4	136.4	-	51.5	979.1	3.0	7.6
APRIL	51.5	48.2	11.0	59.2			10.0		131.5	0.2	200.9	188.9	12.0	51.5	1,110.6	2.8	7.3
MAY	51.5	648.6	162.0	810.6			10.0		(661.2)	0.1	159.5	159.5		51.5	449.4	2.8	7.3
JUNE	51.5	13.2	2.8	16.0		5.0	10.0		152.2	0.1	183.3	171.3	12.0	51.5	601.6	2.8	7.3
JULY	51.5	44.8	13.0	57.8		10.0	20.0		115.7	-	203.5	203.5		51.5	717.3	2.8	7.0
AUGUST	51.5	375.0	89.8	464.8		10.0	20.0		(294.7)		200.1	200.1		51.5	422.6	2.8	7.0
SEPTEMBER	51.5	16.6	0.8	17.4		10.0	10.0		125.5		162.9	162.9		51.5	548.1	2.8	7.0
OCTOBER	51.5	51.8	13.0	64.8		10.0	10.0		62.1	0.4	147.3	147.3		51.5	610.2	2.7	6.8
NOVEMBER	51.5	282.2	52.0	334.2		10.0	10.0		(185.6)	0.1	168.7	168.7		51.5	424.6	2.7	6.8
DECEMBER	51.5	7.6	3.2	10.8		10.0	10.0		171.3		202.1	202.1		51.5	595.9	2.7	6.8
TOTAL	$ 51.5	$ 1,676.8	$ 386.5	$ 2,063.3	$ 13.8	$ 97.9	$ 145.4	$ -	$ (107.7)	$ 0.9	$ 2,213.6	$ 2,175.1	$ 38.5	$ 51.5	$ 595.9		

UNEMPLOYMENT COMPENSATION TRUST FUND ACCOUNT
CASH FLOW ANALYSIS
CY 2022
(in millions)

MONTH	BEG BLNCE	E UI CONT	W UI CONT	TOTAL CONT	AP	RBC	CWC RECPTS	OTHER	LOAN	INT INC &FINES	TOTAL INCR	DISB	CWC BNF	END BLNCE	LOAN BLNCE	IUR	TUR
JANUARY 2022	$ 51.5	$ 50.0	$ 9.4	$ 59.4	$ -	$ 10.0	$ 10.0	$ -	$ 139.7	$ -	$ 219.1	$ 219.1	$ -	$ 51.5	$ 735.6	2.6	6.6
FEBRUARY	51.5	192.0	36.6	228.6		10.0			(38.4)	0.1	200.3	200.3		51.5	697.2	2.6	6.6
MARCH	51.5	9.6	0.4	10.0		10.0			194.7	-	214.7	214.7		51.5	891.9	2.6	6.6
APRIL	51.5	57.4	11.4	68.8		10.0			93.3	0.4	172.5	172.5		51.5	985.2	2.6	6.0
MAY	51.5	773.2	167.0	940.2		10.0			(790.5)	0.2	159.9	159.9		51.5	194.7	2.6	6.0
JUNE	51.5	15.8	2.8	18.6		10.0			135.2	0.1	163.9	163.9		51.5	329.9	2.6	6.0
JULY	51.5	53.4	13.4	66.8					111.9	-	178.7	178.7		51.5	441.8	2.5	5.5
AUGUST	51.5	447.0	92.6	539.6					(347.3)		192.3	192.3		51.5	94.5	2.5	5.5
SEPTEMBER	51.5	19.8	0.8	20.6					129.1		149.7	149.7		51.5	223.6	2.5	5.5
OCTOBER	51.5	59.4	13.4	72.8					67.6	0.1	140.5	140.5		51.5	291.2	2.5	5.0
NOVEMBER	51.5	323.2	53.6	376.8					(216.0)	0.1	160.9	160.9		51.5	75.2	2.5	5.0
DECEMBER	51.5	8.8	3.2	12.0					172.3		184.3	184.3		51.5	247.5	2.5	5.0
TOTAL	$ 51.5	$ 2,009.6	$ 404.6	$ 2,414.2	$ -	$ 60.0	$ 10.0	$ -	$ (348.4)	$ 1.0	$ 2,136.8	$ 2,136.8	$ -	$ 51.5	$ 247.5		

UNEMPLOYMENT COMPENSATION TRUST FUND ACCOUNT
CASH FLOW ANALYSIS
CY 2023
(in millions)

MONTH	BEG BLNCE	E UI CONT	W UI CONT	TOTAL CONT	AP	RBC	CWC RECPTS	FUTA CR	LOAN	INT INC &FINES	TOTAL INCR	DISB	CWC BNF	END BLNCE	LOAN BLNCE	IUR	TUR
JANUARY 2023	$ 51.5	57.2	9.8	$ 67.0	$ -	$ -	$ -	$ -	150.3	$ -	$ 217.3	$ 217.3	$ -	$ 51.5	$ 397.8	2.5	5.0
FEBRUARY	51.5	219.8	37.8	257.6					(59.0)	0.1	198.7	198.7		51.5	338.8	2.5	5.0
MARCH	51.5	11.0	0.4	11.4				42.0	159.5	-	212.9	212.9		51.5	498.3	2.5	5.0
APRIL	51.5	66.0	11.8	77.8				16.0	68.7	0.4	162.9	162.9		51.5	567.0	2.5	5.0
MAY	51.5	888.8	172.6	1,061.4				15.0	(567.0)	0.2	509.6	165.9		395.2	-	2.5	5.0
JUNE	395.2	18.2	3.0	21.2				2.0		1.4	24.6	162.5		257.3	-	2.5	5.0
JULY	257.3	61.4	13.8	75.2						-	75.2	184.3		148.2	-	2.5	5.0
AUGUST	148.2	513.8	95.8	609.6							609.6	198.5		559.3	-	2.5	5.0
SEPTEMBER	559.3	22.8	0.8	23.6						1.8	25.4	147.5		437.2	-	2.5	5.0
OCTOBER	437.2	68.6	13.8	82.4						0.4	82.8	151.9		368.1	-	2.5	5.0
NOVEMBER	368.1	373.8	55.4	429.2						0.1	429.3	165.9		631.5	-	2.5	5.0
DECEMBER	631.5	10.2	3.4	13.6						2.4	16.0	181.5		466.0	-	2.5	5.0
TOTAL	$ 51.5	$ 2,311.6	$ 418.4	$ 2,730.0	$ -	$ -	$ -	$ 75.0	$ (247.5)	$ 6.8	$ 2,564.3	$ 2,149.8	$ -	$ 466.0	$ -		

SCHEDULE 7-1
UNEMPLOYMENT COMPENSATION FUND
WEEKLY BENEFITS PAID
MARCH 2020 - MARCH 2021
(in millions)

PERIOD	UI	FPUC	PUA	PEUC	EB	LWA	TOTAL
03/02-03/06/20	$ 42.9	$ -	$ -	$ -	$ -	$ -	$ 42.9
03/09-03/13	45.9						45.9
03/16-03/20	47.4						47.4
03/23-03/27	57.9						57.9
03/30-04/03	89.8						89.8
04/06-04/10	140.7	154.8					295.5
04/13-04/17	179.7	238.8					418.5
04/20-04/24	211.1	296.3					507.4
04/27-05/01	171.7	291.1	27.1				489.9
05/04-05/08	244.7	502.4	51.6				798.7
05/11-05/15	239.7	414.0	55.6				709.3
05/18-05/22	236.2	596.6	112.3				945.1
05/22-05/29	242.7	553.5	87.7				883.9
06/01-06/05	255.5	635.2	56.6	56.6			1,003.9
06/08-06/12	244.5	573.8	60.7	46.5			925.5
06/15-06/19	248.9	626.1	86.6	37.4			999.0
06/22-06/26	240.4	559.7	73.5	31.7			905.3
06/29-07/03	202.9	536.1	71.7	31.8			842.5
07/06-07/10	208.5	521.3	69.1	24.4	2.2		825.5
07/13-07/17	209.3	524.5	65.2	22.7	3.9		825.6
07/20-07/24	197.7	526.2	77.0	25.7	4.8		831.4
07/27-07/31	192.1	513.5	74.7	33.7	6.5		820.5
08/03-08/07	202.6	200.8	86.1	20.0	6.2		515.7
08/10-08/14	175.0	95.3	77.8	23.7	7.1		378.9
08/17-08/21	167.3	70.3	52.1	20.4	6.7		316.8
08/24-08/28	171.1	64.4	79.4	20.9	7.2		343.0
08/31-09/04	129.3	56.4	84.4	20.7	8.0		298.8
09/07-09/11	152.9	39.7	87.6	21.2	8.7		310.1
09/14-09/18	137.0	31.4	85.3	22.6	9.6		285.9
09/21-09/25	127.2	35.5	89.5	25.5	10.1		287.8
09/28-10/02	111.9	23.2	82.7	33.8	10.4		262.0
10/05-10/09	102.8	29.0	89.0	45.4	11.3		277.5
10/12-10/16	88.5	20.5	84.5	50.8	11.8		256.1
10/19-10/23	81.7	18.2	85.3	56.2	12.5	1,146.5	1,400.4
10/26-10/30	76.3	16.8	85.3	58.3	12.8	88.9	338.4
11/02-11/06	72.5	13.2	83.2	59.7	12.8		241.4
11/09-11/13	68.2	12.9	85.1	61.9	13.6	56.2	297.9
11/16-11/20	65.6	12.4	85.6	14.7	33.3	33.3	244.9
11/23-11/27	63.1	9.0	83.9	62.1	13.5	1.3	232.9
11/30-12/04	61.1	16.2	80.5	59.1	12.8		229.7
12/07-12/11	66.1	12.2	91.6	66.9	16.7		253.5
12/14-12/18	61.3	11.3	86.3	62.3	16.0	19.4	256.6
12/21-12/25	52.4	8.2	78.5	50.3	15.7		205.1
12/28-01/01/21	52.9	5.8	85.9	47.4	21.0		213.0
01/04-01/08	80.0	7.8	95.6	57.1	35.3		275.8
01/11-01/15	61.9	6.8	87.9	40.0	28.5		225.1
01/18-01/22	54.4	293.8	86.7	34.0	27.2		496.1
01/25-01/29	58.1	168.6	86.5	31.5	27.2		371.9
02/01-02/05	55.2	166.7	83.3	27.7	25.2		358.1
02/08-02/12	66.3	164.3	90.5	108.0	26.1		455.2
02/15-02/19	62.3	245.4	83.9	98.7	24.1		514.4
02/22-02/26	63.6	221.9	83.7	78.2	25.5		472.9
03/01-03/05	62.2	201.9	79.7	72.0	28.1		443.9
03/08-03/12	59.8	197.8	85.2	74.3	27.6	23.6	468.3
03/15-03/19	56.7	205.1	83.7	71.9	24.9	0.9	443.2
03/22-03/26	56.5	201.0	82.6	68.2	22.3		430.6
03/29-04/02	51.4	193.8	76.8	64.0	19.5		405.5

NOTE:
Benefit payments are on the cash basis. The information does not include reimbursements, offsets, or refund activity.

SCHEDULE 12-4
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

Workplace Standards
Revenue Worksheet
FY 2020 -2022

	Actual Revenue FY 6-30-20	Estimated Revenue FY 6-30-21	Estimated * Revenue FY 6-30-22
LABOR STANDARDS			
Miscellaneous Fines and Penalties	$ 468,375	$ 480,000	$ 491,000
Crane Operators	$ 106,060	$ 120,000	$ 130,000
Boiler Fees and Penalties	$ 7,098,485	$ 12,160,000	$ 12,545,000
Asbestos Fees and Penalties	$ 1,864,191	$ 735,000	$ 747,000
TOTAL LABOR STANDARDS	$ 9,537,111	$ 13,495,000	$ 13,913,000
WAGE & HOUR			
TOTAL WAGE & HOUR	$ 2,802,572	$ 2,111,904	$ 2,405,000
Public Works Contractors Registration	$ 1,945,269	$ 2,364,731	$ 2,000,000
TOTAL STATE	$ 14,284,952	$ 17,971,635	$ 18,318,000

FY 2020 Federal Funds	Amount
OCCUPATIONAL SAFETY HEALTH ACT, ON-SITE CONSULTATION	$ 1,972,700
MINE SAFETY EDUCATIONAL PROGRAM	65,944
FEDERAL PUBLIC EMPLOYEES OCCUPATIONAL SAFETY AND HEALTH ACT	2,090,400
	4,129,044

FY 2021 Federal Funds	
OCCUPATIONAL SAFETY HEALTH ACT, ON-SITE CONSULTATION	$ 1,972,700
MINE SAFETY EDUCATIONAL PROGRAM	63,199
FEDERAL PUBLIC EMPLOYEES OCCUPATIONAL SAFETY AND HEALTH ACT	2,090,400
	4,126,299

FY 2022 Federal Funds	
OCCUPATIONAL SAFETY HEALTH ACT, ON-SITE CONSULTATION	$ 1,972,700
MINE SAFETY EDUCATIONAL PROGRAM	63,199
FEDERAL PUBLIC EMPLOYEES OCCUPATIONAL SAFETY AND HEALTH ACT	2,090,400
	4,126,299

Additional Revenues	-
	$ 12,381,642

* FY 2022 projection based on revenues schedule sumbitted to OMB revenue information provided from program areas.

SCHEDULE 12-5.1
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

Labor Standards - Complaints / Violations

	Complaints Received			Violations Resulting from Complaints		
	FY2019 (Actual)	FY2020 (Actual)	FY2021(Projected)	FY 2019 (Actual)	FY 2020 (Actual)	FY 2021 (Projected)
Wage and Hour **Note 6**	6,120	6,125	4,054	2,140	1,593	790
Child Labor	Note (2)	Note (2)	Note (2)	Note (2)	Note (2)	Note (2)
Apparel	-	-	-	23	17	7
Public Contracts **Note(3 & 5)**	424	475	346	225	105	74
Boiler (Mechanical)	11	15	20	6	7	10
Crane Operator	0	0	2	Note (1)	Note (1)	Note (1)
Mine, Pit, & Quarry	0	0	0	Note (1)	Note (1)	Note (1)
Explosives	132	66	0	Note (1)	Note (1)	Note (1)
Asbestos	196	180	173	Note (1)	Note (1)	Note (1)
PEOSH	35	20	20	128	89	53
OSHA Consultation **Note(4)**	-	-	-	-	-	-
Mine Safety Training **Note(4)**	-	-	-	-	-	-

(1) Violations resulting from complaints are not captured by the program area's current system.
(2) Complaints are not broken down into categories until a case is assigned to it based on the investigation. Case files indicate the apparent violations found based on the complaint received.
(3) Public Contracts include Prevailing Wage Act and Contractor Registration Act.
(4) These areas are not complaint driven.
(5) Anticipated increase due to Apprenticeship program requirement.
(6) Anticipated increase due to Earned Sick Leave and Minimum Wage Laws.

SCHEDULE 12-5.2
New Jersey Dept of Labor & Workforce Development
OLS Discussion Points 2021 - 2022
Workplace Standards Full Time Equivalents (FTE's) by Category

Category	FY2019	FY2020	FY2021 Estimated *	Funding Source
Wage & Hour	57	67	64	State
Child Labor	2	4	4	State
Apparel Registration	0	0	0	State
Prevailing Wage	15	11	13	State
Contractor Registration	10	9	8	State
Mechanical (Boiler)	27	28	30	State
Crane Operator	3	3	2	State
Mine, Pit, Quarry & Explosive	4	4	4	State
Asbestos Control & Licensing	10	12	13	State
Electronic Licensing & Tracking	1	0	0	State
PEOSH Safety	18	18	15	50% State 50% Federal
OSHA Consultation Services	14	15	14	10% State 90% Federal
Mine Safety & Health Administration (MSHA Training)	1	1	1	20% State 80% Federal
Total	162	172	168	

* Based on February 2021 data.

SCHEDULE 13-1
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

Vocational Rehabilitation 2021 Funding and Anticipated 2022 Funding

DVR Funding	FY 2021	FY 2022 (estimated)
Supported Employment	$6,650,000	$6,650,000
Title VI-B Supported Employment Match (10%)	$50,000	$50,000
Independent Living Services	$890,355	$890,355
Sheltered Workshop Support	$52,221,000	$43,776,000
Sheltered Workshop Transportation	$4,188,560	$4,188,560
Casino Redevelopment Fund - EE Transportation	$2,196,000	$2,196,000
VR Program Administration	$1,783,085	$1,783,085
State Match for Federal DVR Grant	$13,136,000	$9,136,000
	$0	$0
Subtotal State Funds - Grants-in Aid	**$81,115,000**	**$68,670,000**
Appropriation by Language from WDPF Fund	*	*
Appropriation by Language from SWAF Fund	**	**
Total State Funds - Grants-in Aid	$81,115,000	$68,670,000
	$0	$0
Total State Funds	**$81,115,000**	**$68,670,000**
Total State Funds	$81,115,000	$68,670,000
Total Federal Funds	$51,041,988	$51,041,988
Total DVR Funds	**$132,156,988**	**$119,711,988**
	***$34,500,000 allocated above**	***$34,500,000 allocated above**
	****$6,000,000 allocated above**	****$2,000,000 allocated above**

SCHEDULE 14a-1
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2020-2021

Extended Employment - Competitive Integrated Employment

FY 2018/2019/2020/2021

Vendor	Total Clients Served FY2018	Total Clients Served FY2019	Total Clients Served FY2020	Total Clients Served Estimated FY2021	Number of Clients Placed in Competitive Integrated Employment FY2018	Number of Clients Placed in Competitive Integrated Employment FY2019	Number of Clients Placed in Competitive Integrated Employment FY2020	Number of Clients Placed in Competitive Integrated Employment Estimated FY2021
The ARC, Ocean County Chapter, Inc.		161	146			1	-	
Abilities of Northwest New Jersey, Inc.		59	58			4	1	
Abilities Center of Southern New Jersey		165	158			1	3	
The ARC of Bergen and Passaic		161	158			0	-	
The ARC of Monmouth, Inc.		134	130			4	1	
The ARC of Union		24	19			1	-	
The ARC of Camden		115	116			4	-	
CODI		80	93			3	1	
Catholic Community		78	75			1	1	
Center for Educational Advancement, Inc.		51	47			9	-	
Easter Seals - Millville		139	148			4	-	
Easter Seals - Raritan		172	150			2	-	
Edison Sheltered Workshop, Inc.		69	64			-	-	
North Jersey Friendship House		57	57			1	2	
Goodwill of Greater New York & Northern NJ, Inc. ** CLOSED		-	-			0	-	
Goodwill Industries of Southern, New Jersey, Inc.		87	87			6	2	
Jersey Cape DTOC		63	79			2	-	
Jewish Vocational Services		71	67			1	4	
Center for Vocational Rehabilitation		58	58			2	1	
Hudson Community Enterprises, Inc.		119	105			-	-	
Inroads to Opportunities (OCUC)		207	209			3	1	
Occupational Trng Center of Burlington County		165	175			2	-	
The ARC of Mercer		122	123			0	-	
Employment Horizons, Inc.		119	119			0	-	
The ARC of Salem County		98	105			1	-	
THE ARC OF SOMERSET CLOSED		-	-			0	-	
Saint John of God Community Services		51	51			0	1	
Northwest Essex Community Healthcare Network, Inc. CLOSED		89	70			0	-	
Pathways to Independence, Inc.		66	65			2	-	
Midland		45	50			1	2	
Total		**2,825**	**2,782**			**55**	**20**	

Continued

Vendor	% of Clients placed in Competitive Integrated Employment FY2018	% of Clients placed in Competitive Integrated Employment FY2019	% of Clients placed in Competitive Integrated Employment FY2020	% of Clients placed in Competitive Integrated Employment Estimated FY2021	Clients Earning over 50% of Competitive Rate FY2018	Clients Earning over 50% of Competitive Rate FY2019	Clients Earning over 50% of Competitive Rate FY2020	Clients Earning over 50% of Competitive Rate Estimated FY2021
The ARC, Ocean County Chapter, Inc.		0.62%	0.00%			20	31	
Abilities of Northwest New Jersey, Inc.		6.78%	1.72%			10	6	
Abilities Center of Southern New Jersey		0.61%	1.90%			33	35	
The ARC of Bergen and Passaic		0.00%	0.00%			24	26	
The ARC of Monmouth, Inc.		2.99%	0.77%			9	7	
The ARC of Union		4.17%	0.00%			6	7	
The ARC of Camden		3.48%	0.00%			25	17	
CODI		3.75%	1.08%			-	4	
Catholic Community		1.28%	1.33%			7	3	
Center for Educational Advancement, Inc.		17.65%	0.00%			25	18	
Easter Seals - Millville		2.88%	0.00%			12	11	
Easter Seals - Raritan		1.16%	0.00%			12	16	
Edison Sheltered Workshop, Inc.		0.00%	0.00%			17	25	
North Jersey Friendship House		1.75%	3.51%			10	12	
Goodwill of Greater New York & Northern NJ, Inc. ** CLOSED		0.00%	0.00%			-		
Goodwill Industries of Southern, New Jersey, Inc.		6.90%	2.30%			10	5	
Jersey Cape DTOC		3.17%	0.00%			12	15	
Jewish Vocational Services		1.41%	5.97%			5	3	
Center for Vocational Rehabilitation		3.45%	1.72%			9	5	
Hudson Community Enterprises, Inc.		0.00%	0.00%			33	26	
Inroads to Opportunities (OCUC)		1.45%	0.48%			65	56	
Occupational Trng Center of Burlington County		1.21%	0.00%			32	52	
The ARC of Mercer		0.00%	0.00%			5	34	
Employment Horizons, Inc.		0.00%	0.00%			8	5	
The ARC of Salem County		1.02%	0.00%			60	60	
THE ARC OF SOMERSET CLOSED		0.00%	0.00%			-		
Saint John of God Community Services		0.00%	1.96%			-	1	
Northwest Essex Community Healthcare Network, Inc. CLOSED		0.00%	0.00%			1	1	
Pathways to Independence, Inc.		3.03%	0.00%			-	0	
Midland		2.22%	4.00%			8	4	
Total		**1.95%**	**0.72%**			**458**	**485**	

SCHEDULE 15a-4
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

TDI TIME LAPSE CLAIM DISTRIBUTION
Summary of Original Determinations by
Number of Days Elapsed from Date Entered in Mail Log
Eligible and Ineligible Decisions

Calendar Years 2019 and 2020

	2019		2020	
		Cumulative		Cumulative
Number of Days	Number	Percent	Number	Percent
7 or less	19,906	17.6	26,850	24.0
8 - 14	43,958	56.5	47,348	66.4
15 – 21	22,426	76.3	18,857	83.0
22 – 28	10,449	85.5	5,743	88.4
29 – 35	8,391	92.9	5,078	93.0
36 – 43	3,512	96.0	2,910	95.6
44 – 49	2,069	97.9	2,192	97.6
50 – 56	1,255	99.0	969	98.4
57 or more	1,154	100.0	1,767	100.0
TOTAL CASES	113,120		111,714	
Claims with Insufficient Data on Receipt	30,367	26.8	25,206	22.6

Schedule 15a-5
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2020-2021

TDI Claims Filed with Insufficient data in CY2019 CY2020

TDI WEB CLAIMS 2019

MISSING INFORMATION FROM–	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%
CLAIMANT	77	1.7%	69	1.5%	134	2.4%	165	3.6%	167	3.6%	242	5.7%	157	3.4%	158	3.1%	161	3.5%	174	3.5%	144	3.5%	185	4.2%
MEDICAL	68	1.5%	75	1.6%	69	1.3%	74	1.6%	53	1.1%	54	1.3%	52	1.1%	66	1.3%	64	1.4%	49	1.0%	49	1.2%	53	1.2%
EMPLOYER	171	3.9%	273	5.9%	221	4.0%	76	1.7%	16	0.3%	19	0.4%	18	0.4%	16	0.3%	6	0.1%	11	0.2%	6	0.1%	6	0.1%
CLAIMANT - MEDICAL	45	1.0%	73	1.6%	62	1.1%	45	1.0%	41	0.9%	30	0.7%	38	0.8%	34	0.7%	37	0.8%	46	0.9%	15	0.4%	31	0.7%
CLAIMANT - EMPLOYER	102	2.3%	164	3.5%	199	3.6%	216	4.8%	363	7.9%	292	6.9%	406	8.7%	354	6.9%	336	7.2%	373	7.5%	266	6.5%	334	7.5%
MEDICAL - EMPLOYER	10	0.2%	12	0.3%	10	0.2%	1	0.0%	1	0.0%	2	0.0%	1	0.0%	4	0.1%	1	0.0%	4	0.1%	0	0.0%	2	0.0%
CLAIMANT - MEDICAL -EMPLOYER	18	0.4%	31	0.7%	29	0.5%	21	0.5%	17	0.4%	15	0.4%	22	0.5%	21	0.4%	21	0.5%	15	0.3%	14	0.3%	19	0.4%
TOTAL	491	11.1%	697	15.1%	724	13.2%	598	13.2%	658	14.3%	654	15.4%	694	14.9%	653	12.7%	626	13.4%	672	13.6%	494	12.1%	630	14.2%

NON-WEB CLAIMS 2019

MISSING INFORMATION FROM–	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%
CLAIMANT	637	6.4%	513	5.6%	696	6.5%	750	7.8%	725	7.3%	724	8.0%	645	6.7%	682	6.8%	635	6.7%	587	6.2%	449	5.8%	548	6.5%
MEDICAL	363	3.7%	311	3.4%	366	3.4%	358	3.7%	357	3.6%	290	3.2%	310	3.2%	279	2.8%	316	3.3%	264	2.8%	195	2.5%	267	3.2%
EMPLOYER	439	4.4%	541	5.9%	439	4.1%	176	1.8%	95	1.0%	72	0.8%	43	0.4%	26	0.3%	19	0.2%	33	0.4%	14	0.2%	23	0.3%
CLAIMANT - MEDICAL	383	3.9%	346	3.8%	356	3.3%	297	3.1%	338	3.4%	262	2.9%	270	2.8%	258	2.6%	235	2.5%	271	2.9%	207	2.7%	221	2.6%
CLAIMANT - EMPLOYER	493	5.0%	451	4.9%	534	5.0%	645	6.7%	1053	10.6%	984	10.9%	1220	12.7%	1186	11.8%	1171	12.4%	1166	12.4%	862	11.2%	1087	12.8%
MEDICAL - EMPLOYER	57	0.6%	62	0.7%	38	0.4%	8	0.1%	9	0.1%	6	0.1%	8	0.1%	6	0.1%	2	0.0%	14	0.1%	10	0.1%	7	0.1%
CLAIMANT - MEDICAL -EMPLOYER	201	2.0%	188	2.0%	182	1.7%	131	1.4%	207	2.1%	200	2.2%	260	2.7%	232	2.3%	263	2.8%	264	2.8%	229	3.0%	300	3.5%
TOTAL	2573	26.0%	2412	26.3%	2611	24.3%	2365	24.6%	2784	27.9%	2538	28.2%	2756	28.6%	2669	26.6%	2641	27.9%	2599	27.6%	1966	25.5%	2453	28.9%

TDI WEB CLAIMS 2020

MISSING INFORMATION FROM–	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%
CLAIMANT	216	4.3%	205	3.6%	218	3.8%	147	2.4%	226	3.0%	245	3.7%	160	2.7%	193	3.1%	186	3.1%	189	3.2%	196	3.2%	295	4.0%
MEDICAL	69	1.4%	84	1.5%	72	1.2%	44	0.7%	33	0.4%	73	1.1%	93	1.5%	86	1.4%	70	1.2%	71	1.2%	67	1.1%	100	1.3%
EMPLOYER	9	0.2%	23	0.4%	21	0.4%	62	1.0%	112	1.5%	121	1.8%	101	1.7%	85	1.4%	97	1.6%	79	1.3%	69	1.1%	114	1.5%
CLAIMANT - MEDICAL	19	0.4%	50	0.9%	42	0.7%	28	0.5%	33	0.4%	69	1.0%	42	0.7%	47	0.8%	35	0.6%	32	0.5%	41	0.7%	46	0.6%
CLAIMANT - EMPLOYER	362	7.2%	366	6.4%	304	5.3%	243	4.0%	289	3.9%	442	6.7%	317	5.3%	273	4.4%	295	4.9%	301	5.0%	326	5.3%	449	6.1%
MEDICAL - EMPLOYER	4	0.1%	3	0.1%	3	0.1%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.1%	2	0.0%	3	0.1%	2	0.0%	1	0.0%
CLAIMANT - MEDICAL -EMPLOYER	16	0.3%	15	0.3%	12	0.2%	7	0.1%	8	0.1%	18	0.3%	18	0.3%	14	0.2%	15	0.2%	14	0.2%	11	0.2%	14	0.2%
TOTAL	695	13.7%	746	13.0%	672	11.6%	533	8.7%	701	9.4%	968	14.7%	731	12.1%	702	11.3%	700	11.6%	689	11.5%	712	11.5%	1019	13.8%

NON-WEB CLAIMS 2020

MISSING INFORMATION FROM–	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%
CLAIMANT	606	6.5%	505	5.4%	577	5.5%	399	4.5%	462	4.7%	566	6.1%	522	5.8%	497	5.5%	461	5.3%	410	4.8%	434	4.9%	583	5.6%
MEDICAL	249	2.7%	228	2.4%	276	2.6%	157	1.8%	93	1.0%	137	1.5%	193	2.1%	175	1.9%	141	1.6%	146	1.7%	155	1.8%	221	2.1%
EMPLOYER	21	0.2%	32	0.3%	40	0.4%	81	0.9%	136	1.4%	130	1.4%	109	1.2%	89	1.0%	101	1.2%	80	0.9%	74	0.8%	116	1.1%
CLAIMANT - MEDICAL	201	2.2%	196	2.1%	251	2.4%	192	2.2%	126	1.3%	190	2.0%	187	2.1%	184	2.0%	168	1.9%	175	2.0%	135	1.5%	181	1.7%
CLAIMANT - EMPLOYER	1140	12.2%	1029	11.0%	1145	10.9%	688	7.7%	764	7.8%	1040	11.1%	904	10.0%	815	9.0%	795	9.1%	748	8.7%	786	8.9%	1083	10.5%
MEDICAL - EMPLOYER	13	0.1%	20	0.2%	19	0.2%	14	0.2%	9	0.1%	6	0.1%	13	0.1%	11	0.1%	7	0.1%	18	0.2%	6	0.1%	14	0.1%
CLAIMANT - MEDICAL -EMPLOYER	275	3.0%	309	3.3%	320	3.0%	184	2.1%	135	1.4%	221	2.4%	219	2.4%	209	2.3%	189	2.2%	248	2.9%	202	2.3%	220	2.1%
TOTAL	2505	26.9%	2319	24.7%	2628	25.0%	1715	19.3%	1725	17.7%	2290	24.5%	2147	23.9%	1980	22.0%	1862	21.3%	1825	21.2%	1792	20.4%	2418	23.4%

SCHEDULE 16-1.1
SECOND INJUFRY FUND
CASH FLOW ANALYSIS
CALENDAR YEARS 2019 - 2022
(in millions)

	ASSMT	INT INCOME	ADM	BNFS	END BLNCE
January 2019	$ 30.6	$ -	$ -	$ 21.9	$ 44.7
February	15.6			14.5	45.8
March	4.1			14.6	35.3
April	29.0			14.7	49.6
May	24.8			14.6	59.8
June	0.1			14.4	45.5
July	33.3	1.2	0.4	21.6	58.0
August	19.7			14.5	63.2
September	1.1			14.5	49.8
October	47.0		26.0	14.5	56.3
November	7.0			14.6	48.7
December	1.0			21.6	28.1
Total	$ 213.3	$ 1.2	$ 26.4	$ 196.0	$ 28.1
January 2020	$ 52.3	$ -	$ -	$ 14.4	$ 66.0
February	1.8			14.5	53.3
March	0.4			14.7	39.0
April	-			14.4	24.6
May	57.0			14.4	67.2
June	0.9			21.5	46.6
July	11.1	0.8	(0.8)	14.3	45.0
August	37.9			14.5	68.4
September	1.6		5.0	14.4	50.6
October	5.5			14.3	41.8
November	42.5			14.3	70.0
December	(0.2)			20.9	48.9
Total	$ 210.8	$ 0.8	$ 4.2	$ 186.6	$ 48.9
January 2021	$ 7.9	$ -	$ 18.5	$ 14.3	$ 24.0
February	41.8			14.4	51.4
March	0.3		2.7	14.3	34.7
April	8.0			14.4	28.3
May	43.0			14.3	57.0
June	0.5			14.2	43.3
July	8.5	0.5		21.0	31.3
August	45.0			14.3	62.0
September	0.5		13.0	14.3	35.2
October	8.0			14.2	29.0
November	43.0			14.3	57.7
December	0.8		14.8	21.0	22.7
Total	$ 207.3	$ 0.5	$ 49.0	$ 185.0	$ 22.7
January 2022	$ 8.0	$ -	-	$ 14.3	$ 16.4
February	41.0			14.1	43.3
March	0.7			14.1	29.9
April	8.0			14.2	23.7
May	44.0			14.2	53.5
June	0.5			14.2	39.8
July	8.5	0.4		21.0	27.7
August	44.0			14.2	57.5
September	0.5		13.0	14.1	30.9
October	8.0			14.1	24.8
November	43.0			14.4	53.4
December	0.8		14.0	21.1	19.1
Total	$ 207.0	$ 0.4	$ 27.0	$ 184.0	$ 19.1

Actual information used Jan 2019 - March 2021.

SCHEDULE 16-1.2
SECOND INJURY FUND
CASH FLOW INFORMATION
CALENDAR YEARS 2017 - 2022
(in millions)

	BEG		INTEREST	ADM		SUPP	END
CY	BLNCE	ASSMT	INCOME	EXP	BENEFITS	BENEFITS	BLNCE
2017	$ 44.0	$ 216.6	$ 0.3	$ 23.2	$ 165.1	$ 24.4	$ 48.2
2018	48.2	200.5	0.5	24.3	167.4	21.5	36.0
2019 (note)	36.0	213.3	1.2	26.4	175.6	20.4	28.1
2020	28.1	210.8	0.8	4.2	166.9	19.7	48.9
2021 est	48.9	207.3	0.5	49.0	166.0	19.0	22.7
2022 est	22.7	207.0	0.4	27.0	165.5	18.5	19.1

NOTE:
There were 27 payments recorded in CY 2019, compared to 26 payments in all other years.

SCHEDULE 21-1
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022
Charts showing percentages of minorities and women in each of the department's middle and senior management

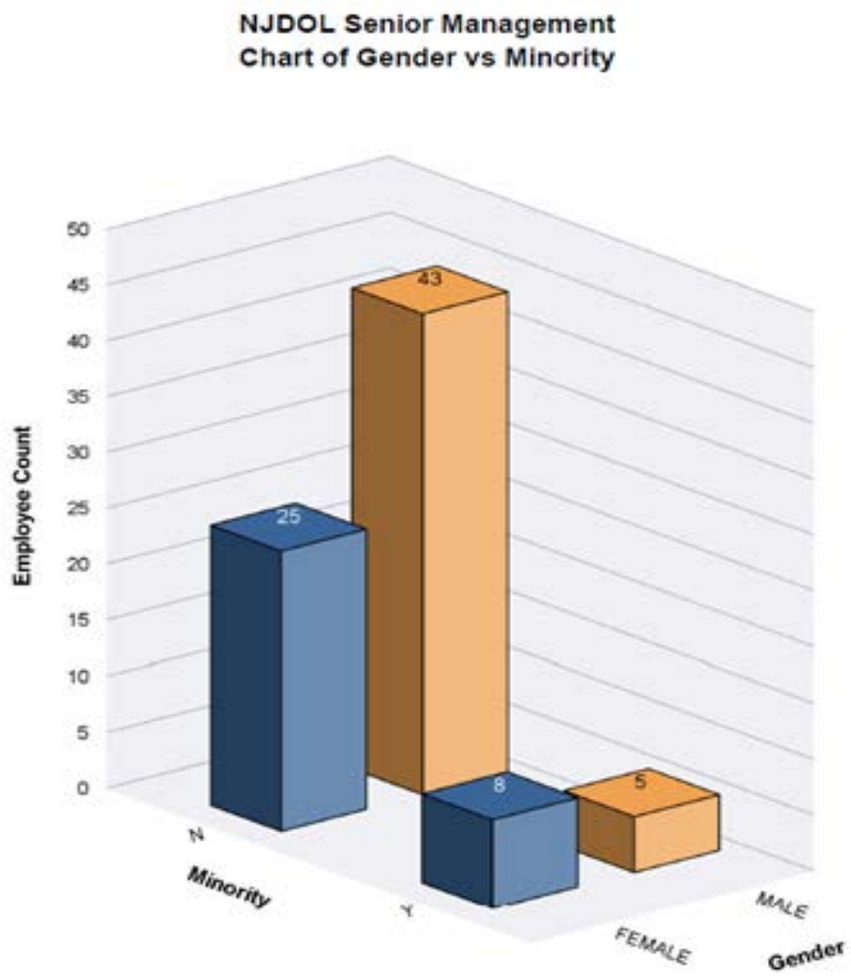


Chart of Gender vs Minority

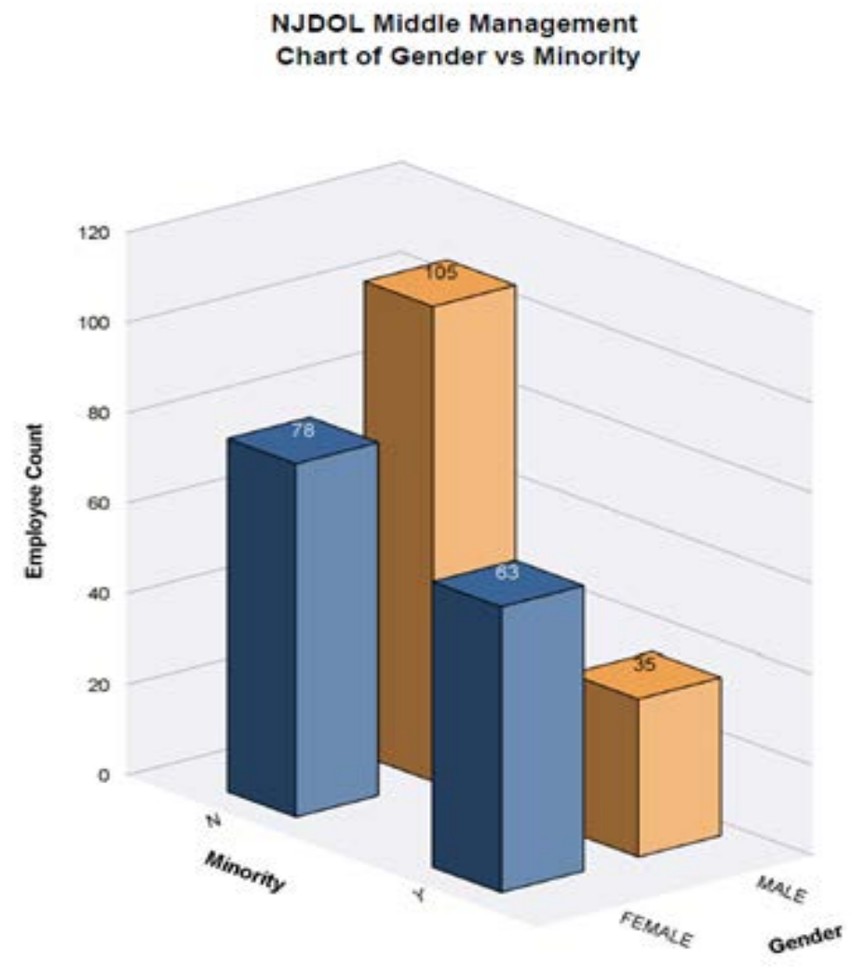
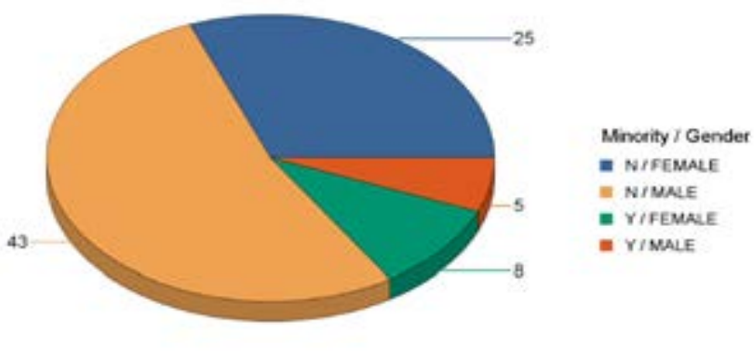
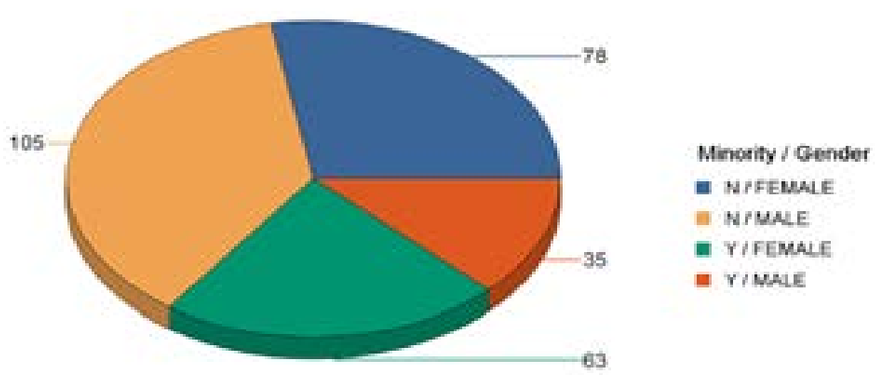


Chart of Gender vs Minority



Employee Count



Employee Count

Gender Description	Count
FEMALE	33
MALE	48
Sum:	**81**

Ethnicity	Count
Asian	5
Black	6
Hispanic	6
White	64
Sum:	**81**

Gender Description	Count
FEMALE	141
MALE	140
Sum:	**281**

Ethnicity	Count
Asian	18
Black	62
Hispanic	31
White	170
Sum:	**281**

SCHEDULE 22-B2
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

Workforce Development Programs

WORKFORCE PROGRAM ACTIVITY BY FUND	FY 19 Actual (Served)	FY 19 Actual (Received Training)	Cost per Participant Served	FY 20 Actual (Served)	FY 20 Actual (Received Training)	Cost per Participant Served	FY 21 Projection (Served)	FY 21 Projection (Received Training)	Cost per Participant Served	FY 22 Projection (Served)	FY 22 Projection (Received Training)	Cost per Participant Served
WDP - Workforce Development Partnership Program Fund												
Customized Training - 42% of WDP												
Skills Grants individual direct grants to businesses	17,880	17,880	$466	7,592	7,592	$405	8,000	8,000	$438	16,000	16,000	$438
Industry Partnerships incumbent worker training portion	N/A	N/A	N/A	*300	*300	$6,600	*500	*500	$5,400	*800	*800	$5,000
Pre-Apprenticeship in Career Education (PACE) Program******	310	310	$5,911	N/A	N/A	N/A	500	500	$4,000	500	500	$4,000
Growing Apprenticeship in Nontraditional Sectors (GAINS)	343	343	$9,499	427	427	$3,891	750	750	$4,667	750	750	$4,667
NJ Pathways Leading to College Education (NJPLACE)	N/A	N/A	N/A	N/A	N/A	N/A	400	400	$7,500	400	400	$7,500
Talent Development Centers******* incumbent worker training portion	2,010	2,010	$ 858	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A
Internship Program***	375	375	$1,439	330	330	$1,819	N/A	N/A	N/A	N/A	N/A	N/A
Dislocated Workers - 25% of WDP												
Opportunity Partnership Grants**	360	360	$3,990	375	375	$4,000	350	350	$4,000	350	350	$4,000
Employer Partnership Grants (EPG)*** Individual On-the-Job Training (OJT)	110	110	$4,868	140	140	$4,300	N/A	N/A	N/A	N/A	N/A	N/A
Talent Development Centers******* dislocated worker training portion	332	332	$5,919	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A
Ready To Work********	128	109	$1,857	180	130	$2,200	N/A	N/A	N/A	N/A	N/A	N/A
Disadvantaged Workers - 6% of WDP												
Talent Development Center******* disadvantaged worker training portion	86	86	$2,079	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A
Smart Steps	135	134	$3,091	78	77	$3,594	50	50	$3,250	90	90	$3,300
YTTW - Yth Trans to Wrk - 5% of WDP	3,650	116	$4,877	1,914	119	$4,004	3,000	210	$4,500	3,000	210	$4,500
OSHA Safety Training - 3% of WDP	3,500	3,500	TBD	3,500	3,500	TBD						
SWFBS - Supplemental Workforce Fund For Basic Skills												
Customized Training - 25% of SWFBS												
Skills Grants**** individual direct grants to businesses	17,880	17,880	$17,880	7,592	7,592	$405	8,000	8,000	$438	8,000	8,000	$438
Talent Development Centers******* incumbent worker training portion	37	37	$1,540	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A
Library Literacy Partnership Grants*	593	1,780	$576	3,600	1,018	$1,108				1,066	2,800	$392
NJCCC Direct - 13% of SWFBS*****	12,242	12,242	$105	14,035	14,035	$110	3,850	3,850	$117	14,000	14,000	$107
One-Stop Career Centers - 24% of SWFBS	This category supports State Staff (Literacy Counselors in the local One-Stops) for counseling services											
Workforce Investment Boards 28% of SWFBS - WFLL	2,765	1,736	$1,000	1,745	740	$1,000	900	300	$1,000	2,200	1,100	$1,000
WIOA - Workforce Innovation & Opportunity Act (Total)												
Adult	8,739	2,495	$ 3,425	2,277	1,509	$7,192	2,677	1,733	$7,696	2,865	1,855	$8,234
Dislocated Workers	9,898	4,841	$ 4,859	3,323	2,758	$5,590	3,804	3,152	$5,982	4,070	3,373	$6,400
Youth	3,021	2,267	$ 8,775	3,048	579	$6,695	3,512	667	$7,163	3,758	713	$7,665
Work First New Jersey												
TANF	15,841	5,275	$2,686	19,025	5,800	$2,237	10,500	3,500	$2,250	15,000	5,000	$2,250
General Assist/SNAP(Food Stamps)	38,699	4,005	$639	40,100	3,045	$617	20,000	2,500	$620	30,000	3,000	$625
WIOA Title II Adult Literacy - AEFLA												
Adult Basic Skills	7,365	N/A	$1,000	4,769	0	$1,000	4,000	0	$1,000	7,200	0	$1,000
ESL - English as a Second Language	11,075	N/A	$1,000	10,178	934	$1,000	7,000	400	$1,000	10,500	1,200	$1,000
IET - Integrated Ed and Training Program	1,310	N/A	$1,000	988	988	$1,000	500	400	$1,000	1,400	1,400	$1,000
DVRS - Division of Vocational Rehab	10,050	3,425	$ 4,135	13,581	10,890	$1,331	11,555	5,465	$1,153	11,786	5,574	$1,176

* FY20 Contracts were originally slated for 01/01/2020 through 12/31/2020 and later extended to 3/31/2021. The projection for the remainder of the FY20 grant to serve, is 1,058. The next program year will begin FY22, July 1, 2021. No contractual agreement exists for FY21.

**FY21 Opportunity Partnership: 9 applications were approved by panel are in pre-contract phase ($89,143). Notice of Grant Opportunity **($1,400,000) released, application deadline is April 6, 2021.

***Program will be administered by the Office of the Secretary of Higher Education.

****FY19 and FY20, grantees were provided end date extensions to complete their training due to COVID-19. Please note, the reported numbers are not complete as many grants are actively training. FY21 applications (95) have been submitted and are in the review process.

*****FY20, the funding amount was $1,538,579. FY21, the funding amount was $450,000. FY22 Projection is based on FY20 funding level.

******Due to COVID, the FY19 contracts were given no cost extensions up to six months. This resulted in no FY20 contracts being awarded.

*******The Talent Development Center grant ended in 2019.

********The Ready to Work grant ended in 2019.

* Industry Partnerships figures represent businesses and partners served.

SCHEDULE 22-A2
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

Workforce Development - FY 2020 Job Training

Program	Total Populations	Women	% of Population Served	Minorities	% of Population Served
WIOA - Title I	**4,403**	**2,316**	**52.60**	**2,331**	**52.94**
WIOA Adult Local	1,343	771	57.41	826	61.50
WIOA Dislocated Worker Local	2,601	1,317	50.63	1,220	46.91
WIOA Youth Local	459	228	49.67	285	62.09
Workforce Development Partnership Fund (WDPF)					
WDP-Dislocated Worker*	33	22	66.60	11	33.33
WDP-Dislocated Worker-Employer Focused					
Supplemental Workforce Fund for Basic Skills (SWFBS)	1,745	1,063	60.92	915	52.44
Workforce Learning Link	1,745	1,063	60.92	915	52.44
Work First New Jersey	**6,657**	**4,507**	**434.42**	**4,715**	**474.75**
Smart STEPS	77	74	96.10	60	77.92
TANF-Career Advance. Voucher Pgm	0	0	0	0	0.00
WFNJ GA State OJT	0	0	0	0	0.00
WFNJ Gen. Assist.	1	0	0	1	0.00
WFNJ SNAP	1,285	797	62.02	871	67.78
WFNJ SNAP State OJT*	0	0	0	0	0.00
WFNJ SNAP/GA	2,209	1,047	47.40	1,473	66.68
WFNJ SNAP/GA State OJT	26	14	53.85	13	50.00
WFNJ TANF	3,032	2,551	84.14	2,277	75.10
WFNJ TANF State OJT	22	20	90.91	17	77.27
WFNJ-DOL Career Advance Voucher	5	4	0	3	60.00
WIOA Title II - Adult Literacy	15,675	10,004	63.82	13,848	88.34
WIOA Title IV - Vocational Rehabilitation	11,555	4,797	41.51	2,119	18.34
WIOA Title VI - Supported Employment	3,218	1,241	38.56	812	25.23

* As of FY19, WFNJ GA STATE OJT was combined into WFNJ SNAP/OJT

SCHEDULE 22-A3
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

Workforce Development Partnership Fund
Fund Allocation
Final FY2019 and FY2020. Estimated FY 2021 & FY 2022

		100.0%	10.5%	25.0%	6.0%	42.0%	3.0%	5.0%	5.5%	3.0%
Fiscal Year 2019 Allocation	**Total**	**Admin.**	**Ind. Grants**	**Disadvant.**	**Cust. Trng**	**OSHA**	**YTTW**	**Comm. Dis.**	**Innov & Res**
Available Carryforward	$ 49,122,334	$ (7,466,533)	$ 16,974,407	$ 3,526,953	$ 24,514,516	$ 2,276,894	$ 1,963,540	$ 4,268,008	$ 3,064,550
Estimated Receipts	$ 103,000,000	$ 10,815,000	$ 25,750,000	$ 6,180,000	$ 43,260,000	$ 3,090,000	$ 5,150,000	$ 5,665,000	$ 3,090,000
Administration Adjustment	$ -	$ (14,432,313)	$ 4,026,615	$ 966,965	$ 6,768,755	$ 490,699	$ 808,210	$ 880,371	$ 490,699
Appropriated Transfers	$ 8,122,000	$ 4,862,000	$ 1,000,000	$ -	$ 1,600,000	$ 600,000	$ 60,000	$ -	$ -
Diversion for DVR	$ 19,000,000	$ 1,995,000	$ 4,750,000	$ 1,140,000	$ 7,980,000	$ 570,000	$ 950,000	$ 1,045,000	$ 570,000
Diversion for WorkFirst NJ	$ 29,690,000	$ 3,117,450	$ 7,422,500	$ 1,781,400	$ 12,469,800	$ 890,700	$ 1,484,500	$ 1,632,950	$ 890,700
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 777,000	$ 55,500	$ 92,500	$ 101,750	$ 55,500
Diversion for New Workforce Initiatives	$ 34,500,000	$ 3,622,500	$ 8,625,000	$ 2,070,000	$ 14,490,000	$ 1,035,000	$ 1,725,000	$ 1,897,500	$ 1,035,000
Diversion for Parolee Employment	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Diversion for Dept of Children & Family Services	$ 2,550,000	$ 267,750	$ 637,500	$ 153,000	$ 1,071,000	$ 76,500	$ 127,500	$ 140,250	$ 76,500
Diversion for Dept of Corrections	$ 446,000	$ 46,830	$ 111,500	$ 26,760	$ 187,320	$ 13,380	$ 22,300	$ 24,530	$ 13,380
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 8,750,000	$ 2,100,000	$ 14,700,000	$ 1,050,000	$ 1,750,000	$ 1,925,000	$ 1,050,000
Available to Allocate:	$ 20,964,334	$ (0)	$ 6,938,792	$ 1,357,828	$ 7,730,641	$ 585,115	$ 93,530	$ 2,285,657	$ 1,972,771
Administration and Grants:	$ 29,086,334	$ 4,862,000	$ 7,938,792	$ 1,357,828	$ 9,330,641	$ 1,185,115	$ 153,530	$ 2,285,657	$ 1,972,771
Fiscal Year 2019 - CFRA									
Total Fund Balance July 1, 2018	$ 73,447,296	$ (7,466,533)	$ 26,043,080	$ 5,383,941	$ 34,436,220	$ 2,298,304	$ 2,528,422	$ 7,159,313	$ 3,064,550
Revenue	$ 129,080,101	$ 13,553,411	$ 32,270,025	$ 7,744,806	$ 54,213,642	$ 3,872,403	$ 6,454,005	$ 7,099,406	$ 3,872,403
Est. Expenditures @ 6/30/19	$ 18,206,454	$ 5,493,336	$ 5,276,612.00	$ 661,745.00	$ 5,996,183.00	$ -	$ 278,096.00	$ 500,482.00	$ -
CFRA Adjustment	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
Diversion for DVR	$ 24,000,000	$ 2,520,000	$ 6,000,000	$ 1,440,000	$ 10,080,000	$ 720,000	$ 1,200,000	$ 1,320,000	$ 720,000
Diversion for WorkFirst NJ	$ 26,213,411	$ 2,752,408	$ 6,553,353	$ 1,572,805	$ 11,009,633	$ 786,402	$ 1,310,671	$ 1,441,738	$ 786,402
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 777,000	$ 55,500	$ 92,500	$ 101,750	$ 55,500
Diversion for New Workforce Initiatives	$ 16,275,016	$ 1,708,877	$ 4,068,754	$ 976,501	$ 6,835,507	$ 488,250	$ 813,751	$ 895,126	$ 488,250
Diversion for Parolee Employment	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Diversion for Dept of Children & Family Services	$ 1,800,000	$ 189,000	$ 450,000	$ 108,000	$ 756,000	$ 54,000	$ 90,000	$ 99,000	$ 54,000
Diversion for Dept of Corrections	$ 29,077	$ 3,053	$ 7,269	$ 1,745	$ 12,212	$ 872	$ 1,454	$ 1,599	$ 872
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 8,750,000	$ 2,100,000	$ 14,700,000	$ 1,050,000	$ 1,750,000	$ 1,925,000	$ 1,050,000
Fund Balance @ 6/30/19	$ 79,153,439	$ (10,449,047)	$ 26,744,617	$ 6,156,952	$ 38,483,328	$ 3,015,682	$ 3,445,956	$ 7,974,024	$ 3,781,928
Encumbrances @ 6/30/19	$ 17,606,841	0	$ 7,709,601	$ 1,660,456	$ 5,346,456	$ 21,410	$ 373,928	$ 2,494,991	$ -
Undesignated Fund Balance	$ 61,546,599	$ (10,449,047)	$ 19,035,016	$ 4,496,496	$ 33,136,872	$ 2,994,272	$ 3,072,028	$ 5,479,032	$ 3,781,928

		100.0%	10.5%	25.0%	6.0%	42.0%	3.0%	5.0%	5.5%	3.0%
Fiscal Year 2020 Allocation	**Total**	**Admin.**	**Ind. Grants**	**Disadvant.**	**Cust. Trng**	**OSHA**	**YTTW**	**Comm. Dis.**	**Innov & Res**
Available Carryforward	$ 61,546,598	$ (10,449,047)	$ 19,035,016	$ 4,496,496	$ 33,136,872	$ 2,994,272	$ 3,072,028	$ 5,479,032	$ 3,781,928
Estimated Receipts	$ 110,000,000	$ 11,550,000	$ 27,500,000	$ 6,600,000	$ 46,200,000	$ 3,300,000	$ 5,500,000	$ 6,050,000	$ 3,300,000
Administration Adjustment	$ -	$ (14,970,950)	$ 4,176,895	$ 1,003,054	$ 7,021,376	$ 509,012	$ 838,373	$ 913,228	$ 509,012
Appropriated Transfers	$ 8,122,000	$ 4,862,000	$ 1,000,000	$ -	$ 1,600,000	$ 600,000	$ 60,000	$ -	$ -
Diversion for DVR	$ 19,000,000	$ 1,995,000	$ 4,750,000	$ 1,140,000	$ 7,980,000	$ 570,000	$ 950,000	$ 1,045,000	$ 570,000
Diversion for WorkFirst NJ	$ 29,690,000	$ 3,117,450	$ 7,422,500	$ 1,781,400	$ 12,469,800	$ 890,700	$ 1,484,500	$ 1,632,950	$ 890,700
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 777,000	$ 55,500	$ 92,500	$ 101,750	$ 55,500
Diversion for New Workforce Initiatives	$ 18,224,984	$ 1,913,623	$ 4,556,246	$ 1,093,499	$ 7,654,493	$ 546,750	$ 911,249	$ 1,002,374	$ 546,750
Diversion for Parolee Employment	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Diversion for Dept of Children & Family Services	$ 2,550,000	$ 267,750	$ 637,500	$ 153,000	$ 1,071,000	$ 76,500	$ 127,500	$ 140,250	$ 76,500
Diversion for Dept of Corrections	$ 446,000	$ 46,830	$ 111,500	$ 26,760	$ 187,320	$ 13,380	$ 22,300	$ 24,530	$ 13,380
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 8,750,000	$ 2,100,000	$ 14,700,000	$ 1,050,000	$ 1,750,000	$ 1,925,000	$ 1,050,000
Available to Allocate:	$ 56,663,614	$ 0	$ 14,667,875	$ 3,687,783	$ 25,875,883	$ 1,982,430	$ 2,335,605	$ 4,743,950	$ 3,370,086
Administration and Grants:	$ 64,785,614	$ 4,862,000	$ 15,667,875	$ 3,687,783	$ 27,475,883	$ 2,582,430	$ 2,395,605	$ 4,743,950	$ 3,370,086
Fiscal Year 2020 - CFRA									

Total Fund Balance July 1, 2019	$ 79,153,439	$ (10,449,047)	$ 26,744,617	$ 6,156,952	$ 38,483,328	$ 3,015,682	$ 3,445,956	$ 7,974,024	$ 3,781,928
Revenue	$ 124,700,855	$ 13,093,590	$ 31,175,214	$ 7,482,051	$ 52,374,359	$ 3,741,026	$ 6,235,043	$ 6,858,547	$ 3,741,026
Expenditures @ 6/30/20	$ 10,396,742	$ 4,753,353	$ 3,108,445.58	$ 312,916.66	$ 1,783,836.47	$ 316,883.10	$ 41,038.51	$ 44,635.88	$ 35,633.10
CFRA Adjustment	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
Diversion for DVR	$ 34,000,000	$ 3,570,000	$ 8,500,000	$ 2,040,000	$ 14,280,000	$ 1,020,000	$ 1,700,000	$ 1,870,000	$ 1,020,000
Diversion for WorkFirst NJ	$ 25,865,733	$ 2,715,902	$ 6,466,433	$ 1,551,944	$ 10,863,608	$ 775,972	$ 1,293,287	$ 1,422,615	$ 775,972
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 777,000	$ 55,500	$ 92,500	$ 101,750	$ 55,500
Diversion for New Workforce Initiatives	$ 7,672,937	$ 805,658	$ 1,918,234	$ 460,376	$ 3,222,634	$ 230,188	$ 383,647	$ 422,012	$ 230,188
Diversion for Parolee Employment	$ 1,627,294	$ 170,866	$ 406,824	$ 97,638	$ 683,464	$ 48,819	$ 81,365	$ 89,501	$ 48,819
Diversion for Dept of Children & Family Services	$ 2,550,000	$ 267,750	$ 637,500	$ 153,000	$ 1,071,000	$ 76,500	$ 127,500	$ 140,250	$ 76,500
Diversion for Dept of Corrections	$ 530,000	$ 55,650	$ 132,500	$ 31,800	$ 222,600	$ 15,900	$ 26,500	$ 29,150	$ 15,900
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 8,750,000	$ 2,100,000	$ 14,700,000	$ 1,050,000	$ 1,750,000	$ 1,925,000	$ 1,050,000
Fund Balance @ 6/30/20	$ 84,361,588	$ (13,563,886)	$ 27,537,394	$ 6,780,329	$ 43,253,545	$ 3,166,945	$ 4,185,162	$ 8,787,657	$ 4,214,441
Encumbrances @ 6/30/20	$ 11,354,148	0	$ 5,060,965	$ 1,086,457	$ 1,963,504	$ 651,410	$ 445,448	$ 2,146,365	$ 307,750
Undesignated Fund Balance	$ 73,007,439	$ (13,563,886)	$ 22,476,429	$ 5,693,872	$ 41,290,042	$ 2,515,536	$ 3,739,714	$ 6,641,292	$ 3,906,691

	100.0%	10.5%	25.0%	6.0%	37.0%	3.0%	5.0%	5.5%	3.0%	5.0%
Fiscal Year 2021 Est. Allocation	**Total**	**Admin.**	**Ind. Grants**	**Disadvant.**	**Cust. Trng**	**OSHA**	**YTTW**	**Comm. Dis.**	**Innov & Res**	**Talent Networks**
Available Carryforward	$ 72,699,688	$ (13,563,886)	$ 22,476,429	$ 5,693,872	$ 41,290,042	$ 2,515,536	$ 3,739,714	$ 6,641,292	$ 3,906,691	$ -
Estimated Receipts	$ 110,000,000	$ 11,550,000	$ 27,500,000	$ 6,600,000	$ 40,700,000	$ 3,300,000	$ 5,500,000	$ 6,050,000	$ 3,300,000	$ 5,500,000
Administration Adjustment	$ -	$ (20,930,986)	$ 5,839,745	$ 1,402,376	$ 8,770,083	$ 711,654	$ 1,172,135	$ 1,276,790	$ 711,654	$ 1,046,549
Appropriated Transfers	$ 8,672,000	$ 5,412,000	$ 1,000,000	$ -	$ 1,600,000	$ 600,000	$ 60,000	$ -	$ -	$ -
Diversion for DVR	$ 34,500,000	$ 3,622,500	$ 8,625,000	$ 2,070,000	$ 13,751,050	$ 1,035,000	$ 1,725,000	$ 1,897,500	$ 1,035,000	$ 738,951
Diversion for WorkFirst NJ	$ 29,690,000	$ 3,117,450	$ 7,422,500	$ 1,781,400	$ 10,985,300	$ 890,700	$ 1,484,500	$ 1,638,400	$ 890,700	$ 1,479,050
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 684,500	$ 55,500	$ 92,500	$ 101,750	$ 55,500	$ 92,500
Diversion for New Workforce Initiatives	$ 22,500,000	$ 2,362,500	$ 5,625,000	$ 1,350,000	$ 8,325,000	$ 675,000	$ 1,125,000	$ 1,237,500	$ 675,000	$ 1,125,000
Diversion for Parolee Employment	$ 2,000,000	$ 210,000	$ 500,000	$ 120,000	$ 740,000	$ 60,000	$ 100,000	$ 110,000	$ 60,000	$ 100,000
Diversion for Dept of Children & Family Services	$ 2,550,000	$ 267,750	$ 637,500	$ 153,000	$ 943,500	$ 76,500	$ 127,500	$ 140,250	$ 76,500	$ 127,500
Diversion for Dept of Corrections	$ 530,000	$ 55,650	$ 132,500	$ 31,800	$ 196,100	$ 15,900	$ 26,500	$ 29,150	$ 15,900	$ 26,500
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 8,750,000	$ 2,100,000	$ 13,936,050	$ 1,050,000	$ 1,750,000	$ 1,925,000	$ 1,050,000	$ 763,951
Available to Allocate:	$ 45,407,688	$ (0)	$ 10,981,684	$ 3,174,295	$ 22,058,459	$ 645,282	$ 1,576,579	$ 4,334,952	$ 2,636,438	$ (0)
Administration and Grants:	$ 54,079,688	$ 5,412,000	$ 11,981,684	$ 3,174,295	$ 23,658,459	$ 1,245,282	$ 1,636,579	$ 4,334,952	$ 2,636,438	$ (0)

Fiscal Year 2021 - Est. CFRA										
Total Fund Balance July 1, 2020	$ 84,361,588	$ (13,563,886)	$ 27,537,394	$ 6,780,329	$ 43,253,545	$ 3,166,945	$ 4,185,162	$ 8,787,657	$ 4,214,441	$ -
Est. Revenue	$ 125,580,036	$ 13,185,904	$ 31,395,009	$ 7,534,802	$ 46,464,613	$ 3,767,401	$ 6,279,002	$ 6,906,902	$ 3,767,401	$ 6,279,002
Est. Expenditures @ 6/30/21	$ 16,671,995	$ 4,498,578	3,136,029	693,107	4,863,335	1,222,255	434,446	1,399,332	424,913	0
CFRA Adjustment	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Diversion for DVR	$ 34,500,000	$ 3,622,500	$ 8,625,000	$ 2,070,000	$ 13,751,050	$ 1,035,000	$ 1,725,000	$ 1,897,500	$ 1,035,000	$ 738,951
Diversion for WorkFirst NJ	$ 29,690,000	$ 3,117,450	$ 7,422,500	$ 1,781,400	$ 10,985,300	$ 890,700	$ 1,484,500	$ 1,632,950	$ 890,700	$ 1,484,500
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 684,500	$ 55,500	$ 92,500	$ 101,750	$ 55,500	$ 92,500
Diversion for New Workforce Initiatives	$ 22,500,000	$ 2,362,500	$ 5,625,000	$ 1,350,000	$ 8,325,000	$ 675,000	$ 1,125,000	$ 1,237,500	$ 675,000	$ 1,125,000
Diversion for Parolee Employment	$ 2,000,000	$ 210,000	$ 500,000	$ 120,000	$ 740,000	$ 60,000	$ 100,000	$ 110,000	$ 60,000	$ 100,000
Diversion for Dept of Children & Family Services	$ 2,550,000	$ 267,750	$ 637,500	$ 153,000	$ 943,500	$ 76,500	$ 127,500	$ 140,250	$ 76,500	$ 127,500
Diversion for Dept of Corrections	$ 530,000	$ 55,650	$ 132,500	$ 31,800	$ 196,100	$ 15,900	$ 26,500	$ 29,150	$ 15,900	$ 26,500
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 8,750,000	$ 2,100,000	$ 13,936,050	$ 1,050,000	$ 1,750,000	$ 1,925,000	$ 1,050,000	$ 763,951
Est.Fund Balance @ 6/30/21	$ 64,649,629	$ (18,381,660)	$ 23,641,374	$ 5,904,824	$ 35,293,325	$ 1,853,491	$ 3,598,717	$ 7,221,127	$ 3,698,329	$ 1,820,101
Est. Encumbrances @ 6/30/21	$ 7,692,648	0	$ 2,991,431	$ 750,000	$ 69,809	$ 500,391	$ 350,000	$ 501,017	$ 1,230,000	$ 1,300,000
Undesignated Fund Balance	$ 56,956,981	$ (18,381,660)	$ 20,649,943	$ 5,154,824	$ 35,223,516	$ 1,353,100	$ 3,248,717	$ 6,720,110	$ 2,468,329	$ 520,101

	100.0%	10.5%	25.0%	6.0%	37.0%	3.0%	5.0%	5.5%	3.0%	5.0%
Fiscal Year 2022 Est. Allocation	**Total**	**Admin.**	**Ind. Grants**	**Disadvant.**	**Cust. Trng**	**OSHA**	**YTTW**	**Comm. Dis.**	**Innov & Res**	**Talent Networks**
Available Carryforward	$ 56,956,980	$ (18,381,660)	$ 20,649,943	$ 5,154,824	$ 35,223,516	$ 1,353,100	$ 3,248,717	$ 6,720,110	$ 2,468,329	$ 520,101
Estimated Receipts	$ 110,000,000	$ 11,550,000	$ 27,500,000	$ 6,600,000	$ 40,700,000	$ 3,300,000	$ 5,500,000	$ 6,050,000	$ 3,300,000	$ 5,500,000
Administration Adjustment	$ -	$ (25,756,110)	$ 7,185,955	$ 1,725,659	$ 11,493,534	$ 173,984	$ 1,442,342	$ 1,571,123	$ 875,708	$ 1,287,806
Appropriated Transfers	$ 8,672,000	$ 5,412,000	$ 1,000,000	$ -	$ 1,600,000	$ 600,000	$ 60,000	$ -	$ -	$ -
Diversion for DVR	$ 34,500,000	$ 3,622,500	$ 8,625,000	$ 2,070,000	$ 12,765,000	$ 1,035,000	$ 1,725,000	$ 1,897,500	$ 1,035,000	$ 1,725,000
Diversion for WorkFirst NJ	$ 29,690,000	$ 3,117,450	$ 7,422,500	$ 1,781,400	$ 10,985,300	$ 890,700	$ 1,484,500	$ 1,632,950	$ 890,700	$ 1,484,500
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 684,500	$ 55,500	$ 92,500	$ 101,750	$ 55,500	$ 92,500
Diversion for New Workforce Initiatives	$ 22,500,000	$ 2,362,500	$ 5,625,000	$ 1,350,000	$ 8,325,000	$ 675,000	$ 1,125,000	$ 1,237,500	$ 675,000	$ 1,125,000
Diversion for Parolee Employment	$ 2,000,000	$ 210,000	$ 500,000	$ 120,000	$ 740,000	$ 60,000	$ 100,000	$ 110,000	$ 60,000	$ 100,000

Diversion for Dept of Children & Family Services	$ 2,550,000	$ 267,750	$ 637,500	$ 153,000	$ 943,500	$ 76,500	$ 127,500	$ 140,250	$ 76,500	$ 127,500
Diversion for Dept of Corrections	$ 600,000	$ 63,000	$ 150,000	$ 36,000	$ 222,000	$ 18,000	$ 30,000	$ 33,000	$ 18,000	$ 30,000
Diversion for Juvenile Justice-HVACR	$ 750,000	$ 78,750	$ 187,500	$ 45,000	$ 277,500	$ 22,500	$ 37,500	$ 41,250	$ 22,500	$ 37,500
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 9,400,000	$ 2,100,000	$ 13,996,755	$ 1,050,000	$ 1,750,000	$ 1,930,450	$ 1,050,000	$ 47,795
Available to Allocate:	$ 29,594,980	$ (0)	$ 7,141,488	$ 2,307,765	$ 14,167,927	$ 18,417	$ 811,875	$ 4,115,587	$ 1,031,921	$ 0
Administration and Grants:	$ 38,266,980	$ 5,412,000	$ 8,141,488	$ 2,307,765	$ 15,767,927	$ 618,417	$ 871,875	$ 4,115,587	$ 1,031,921	$ 0
Fiscal Year 2022 - Est. CFRA										
Total Fund Balance July 1, 2021	$ 64,649,629	$ (18,381,660)	$ 23,641,374	$ 5,904,824	$ 35,293,325	$ 1,853,491	$ 3,598,717	$ 7,221,127	$ 3,698,329	$ 1,820,101
Est. Revenue	$ 128,550,239	$ 13,497,775	$ 32,137,560	$ 7,713,014	$ 47,563,588	$ 3,856,507	$ 6,427,512	$ 7,070,263	$ 3,856,507	$ 6,427,512
Est. Expenditures @ 6/30/22	$ 17,421,995	$ 4,498,578	3,886,029	693,107	3,863,335	1,222,255	434,446	1,399,332	424,913	1,000,000
CFRA Adjustment	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -		$ -
Diversion for DVR	$ 34,500,000	$ 3,622,500	$ 8,625,000	$ 2,070,000	$ 12,765,000	$ 1,035,000	$ 1,725,000	$ 1,897,500	$ 1,035,000	$ 1,725,000
Diversion for WorkFirst NJ	$ 29,690,000	$ 3,117,450	$ 7,422,500	$ 1,781,400	$ 10,985,300	$ 890,700	$ 1,484,500	$ 1,632,950	$ 890,700	$ 1,484,500
Diversion for Youth Corp	$ 1,850,000	$ 194,250	$ 462,500	$ 111,000	$ 684,500	$ 55,500	$ 92,500	$ 101,750	$ 55,500	$ 92,500
Diversion for New Workforce Initiatives	$ 22,500,000	$ 2,362,500	$ 5,625,000	$ 1,350,000	$ 8,325,000	$ 675,000	$ 1,125,000	$ 1,237,500	$ 675,000	$ 1,125,000
Diversion for Parolee Employment	$ 2,000,000	$ 210,000	$ 500,000	$ 120,000	$ 740,000	$ 60,000	$ 100,000	$ 110,000	$ 60,000	$ 100,000
Diversion for Dept of Children & Family Services	$ 2,550,000	$ 267,750	$ 637,500	$ 153,000	$ 943,500	$ 76,500	$ 127,500	$ 140,250	$ 76,500	$ 127,500
Diversion for Dept of Corrections	$ 600,000	$ 63,000	$ 150,000	$ 36,000	$ 222,000	$ 18,000	$ 30,000	$ 33,000	$ 18,000	$ 30,000
Diversion for Juvenile Justice-HVACR	$ 750,000	$ 78,750	$ 187,500	$ 45,000	$ 277,500	$ 22,500	$ 37,500	$ 41,250	$ 22,500	$ 37,500
Diversion for Dept of Human Services	$ 35,000,000	$ 3,675,000	$ 8,750,000	$ 2,100,000	$ 12,950,000	$ 1,050,000	$ 1,750,000	$ 1,925,000	$ 1,050,000	$ 1,750,000
Est. Fund Balance @ 6/30/22	$ 47,087,873	$ (22,894,913)	$ 19,720,404	$ 5,203,332	$ 31,378,279	$ 627,044	$ 3,157,283	$ 5,814,108	$ 3,269,222	$ 813,113
Est. Encumbrances @ 6/30/22	$ 8,500,000	0	$ 3,000,000	$ 1,000,000	$ 100,000	$ 600,000	$ 500,000	$ 1,000,000	$ 1,500,000	$ 800,000
Undesignated Fund Balance	$ 38,587,873	$ (22,894,913)	$ 16,720,404	$ 4,203,332	$ 31,278,279	$ 27,044	$ 2,657,283	$ 4,814,108	$ 1,769,222	$ 13,113

SCHEDULE 22-B2
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2020-2021

NJBUILD REVENUES & PROJECTS

Revenue by Source:	Actual FY 2020		Actual and Estimated FY 2021		Estimated FY 2022	
Reappropriation	$ 6,077,748	(a)	$ 2,447,495	(a)	$ 1,953,848	(b)
Department of the Treasury	1,105,908		74,636			
Department of Transportation	4,055,400		650,271			
Essex County Improvement Authority	-		10,981			
NJ Turnpike Authority	1,358,232		2,005,924			
NJ Water Supply Authority	344,476		-			
NJ Building Authority	-		-			
NJ Economic Development Authority	1,012		-			
NJ Sports and Exposition Authority	24,000		-			
Educational:	-		-			
Woodbury Public Schools	14,740		-			
William Patterson University	-		-			
New Jersey City University	-		-			
Cumberland County College	-		-			
Total Current Year Revenues	$ 6,903,768		$ 2,741,812	(c)	$ 3,494,000	(d)
Total Revenues	$ 12,981,516		$ 5,189,307		$ 5,447,848	

	Actual FY 2020	Actual and Estimated FY 2021	Estimated FY 2022
Administrative Costs	$ 448,312	$ 635,459	$ 667,232
AA/ EEO Enforcement	800,000	800,000	800,000
	$ 1,248,312	$ 1,435,459	$ 1,467,232
Projects:			
NJBUILD-Helmets to Hardhats			
NJ Building & Construction Trades Council	300,000	800,000	800,000
Women and Minority Groups In Construction:	-	1,000,000	1,000,000
Capacity Building - Women and minorities in the construction	-	-	350,000
Rowan College at Burlington County	51,849	-	-
Passaic County Community College	299,989	-	-
Elizabeth Development Company	257,016	-	-
The Hudson County Building & Construction Trades Council	286,500	-	-
Green Jobs, Infrastructure, and Inclusive Growth in Construction and Building	-	-	1,750,000
Total Projects #	$ 1,195,354	$ 1,800,000	$ 3,900,000
Total Utilization	$ 2,443,666	$ 3,235,459	$ 5,367,232

a. Reflects Reappropriations as of April 9, 2021
b. Based on FY 2021 net estimated revenues and expenditures
c. Reflects actual receipts as of April 9, 2021
d. Revenues reflect Governor's FY 2022 Budget

SCHEDULE 22-B3
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

NJBUILD

NJBUILD - Women in Construction				
Grant Period: 2/1/19- 1/31/20				
Grantee	Grant Amount	Amount Expended	Total Enrollees	Total Graduates
Elizabeth Development Company	$ 240,000	$ 224,572	35	35
Keystone Regional Council of Carpenters	$ 114,100	$ 34,467	12	12
Total	$ 354,100	$ 259,039	47	47

NJBUILD - Helmets to Hardhats Grant Period: 4/1/19-3/31/20				
Grantee	Grant Amount	Amount Expended	Total Enrollees	Total Graduates
NJBCTC	$ 300,000	$ 276,373	65	45
Total	$ 300,000	$ 276,373	65	45

NJBUILD - 25% Federal Match Program Grant Period: 4/1/19-3/31/20				
Grantee	Grant Amount	Amount Expended	Total Enrollees	Total Graduates
Isles Youth Institute	$ 196,127	$ 196,127	17	17

NJBUILD - Women and Minorities in Construction Trades Grant Period: 2/1/20-1/31/21				
These grant are still active and data will change.				
Grantee	Grant Amount	Amount Expended	Total Enrollees	Total Trained
Elizabeth Development Company	257,016	157,976	35	19
Hudson County Building Trades	286,500	57,584	34	19
Rowan College of Burlington	51,849	15,335	45	14
Passaic County Community College	$ 299,989	$ 3,915	14	14
Total	$ 895,354	$ 234,810	128	66

NJBUILD - Helmets to Hardhats Grant Period: 4/1/20-3/31/21				
This grant is still active and data will change.				
Grantee	Grant Amount	Amount Expended	Total Enrollees	Total Graduates
NJBCTC	$ 300,000	$ 211,118	65	45

SCHEDULE 22.B4
STATE OF NEW JERSEY
DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
New Jersey Builders Utilization Initiative for Labor Diversity (NJBUILD)
4/7/2021

FISCAL YEAR 2020 (7/1/19 - 6/30/20)

Vendor Name	Contract Period	Contract Amount	Amount Expended	Remaining Balance
Women and Minority Groups in Constr. - Rowan College at Burlington County	2/1/20 - 1/31/21	$ 51,849	$ 37,794	$ 14,055
Women and Minority Groups in Constr. - Passaic County Community College	2/1/20 - 1/31/21	$ 299,989	$ 84,373	$ 215,616
Women and Minority Groups in Constr. - Elizabeth Development Company	2/1/20 - 1/31/21	$ 257,016	$ 157,976	$ 99,040
Women and Minority Groups in Constr. - The Hudson County Building & Construction T	2/1/20 - 1/31/21	$ 286,500	$ 69,072	$ 217,428
Helmets to Hardhats - NJ Building & Construction Trades Council	4/1/20 - 3/31/21	$ 300,000	$ 211,118	$ 88,882
TOTAL:		$ 1,195,354	$ 560,333	$ 635,021

FISCAL YEAR 2019 (7/1/18 - 6/30/19)

Vendor Name	Contract Period	Contract Amount	Amount Expended	Remaining Balance
Isles Youth Institute - 25% Match of Federal Award.	4/1/19 - 3/31/20	$ 196,127	$ 196,127	$ -
Women in Constr Trades - Elizabeth Develop. Co. of NJ	2/1/19 - 1/31/20	$ 240,000	$ 224,572	$ 15,428
Women in Constr Trades - Keystone Mt Lakes Reg Coun of Carpt	2/1/19 - 1/31/20	$ 114,100	$ 34,467	$ 79,633
Helmets to Hardhats - NJ Building & Construction Trades Council	4/1/29-3/31/20	$ 300,000	$ 276,373	$ 23,627
PACE Round 2 – Roofers Local #4	6/1/19 - 5/31/20	$ 175,000	$ 157,003	$ 17,997
PACE Round 2 - Urban League of Essex Co.	6/1/19-5/31/20	$ 211,970	$ 177,623	$ 34,347
TOTAL:		$ 1,237,197	$ 1,066,165	$ 171,032

FISCAL YEAR 2018 (7/1/17 - 6/30/18)

Vendor Name	Contract Period	Contract Amount	Amount Expended	Remaining Balance
NJ Building & Construction Trades Council- H2H	4/1/18 - 3/31/19	$ 300,000	$ 286,600	$ 13,400
NJB Regional - Elizabeth Development Co. #1801	5/1/18 - 4/30/19	$ 200,193	$ 157,733	$ 42,460
NJB Regional - New Jersey Reentry Corp. #1802 - HUC	5/1/18 - 4/30/19	$ 290,800	$ 223,108	$ 67,692
NJB Regional - New Jersey Reentry Corp. #1803 - EPC	5/1/18 - 4/30/19	$ 276,681	$ 212,506	$ 64,175
NJB Regional - New Jersey Reentry Corp. #1804 - MMSC	5/1/18 - 4/30/19	$ 275,100	$ 230,280	$ 44,820
Hunterdon Co. Voc School District - Incar. Women	6/1/18 - 5/31/19	$ 300,000	$ 286,801	$ 13,199
				$ -
TOTAL:		$ 1,642,774	$ 1,397,027	$ 245,747

SCHEDULE 22-C1
TEMPORARY DISABILITY INSURANCE FUND
CASH FLOW ANALYSIS
CY 2019
(in millions)

MONTH	BEG BLNCE	EMPL CONT	WORKER CONT	NET CONT	ASSMTS	INT/ OTHER	ST PLAN BNFS	4F BNFS	DI ADM EXP	FLI ADM EXP	FLI CONT	FLI BNF	END BLNCE
JANUARY 2019	$ 126.9	$ 29.2	$ 16.7	$ 45.9	$ 0.1	$ 0.4	$ 37.8	$ 1.3	$ 1.2	$ 0.1	$ 11.5	$ 8.7	$ 135.7
FEBRUARY	135.7	5.1	2.8	7.9	0.1	0.4	31.6	1.4	-	-	1.1	8.0	104.2
MARCH	104.2	1.1	(0.4)	0.7	-	0.3	33.9	1.9			-	9.9	59.5
APRIL	59.5	14.0	5.9	19.9	(0.1)	5.5	34.9	1.7			6.5	9.2	45.5
MAY	45.5	98.6	46.7	145.3	0.3	0.7	36.1	1.7			34.2	10.4	177.8
JUNE	177.8	0.5	-	0.5	0.5	0.3	30.6	1.8	21.0		-	11.7	114.0
JULY	114.0	63.9	32.4	96.3	11.2	0.3	37.4	1.7			24.5	8.9	198.3
AUGUST	198.3	13.5	5.2	18.7	6.1	0.5	37.5	1.5			1.1	8.1	177.6
SEPTEMBER	177.6	0.8	0.1	0.9	1.6	0.4	34.4	2.2			-	10.0	133.9
OCTOBER	133.9	42.5	22.0	64.5	2.6	0.3	38.1	1.6	6.0	4.6	15.5	12.0	154.5
NOVEMBER	154.5	7.2	3.5	10.7	0.6	0.4	34.1	1.4			1.9	10.2	122.4
DECEMBER	122.4	-	0.2	0.2	0.2	0.2	34.0	1.8			2.5	13.1	76.6
TOTAL	$ 126.9	$ 276.4	$ 135.1	$ 411.5	$ 23.2	$ 9.7	$ 420.4	$ 20.0	$ 28.2	$ 4.7	$ 98.8	$ 120.2	$ 76.6

TEMPORARY DISABILITY INSURANCE FUND
CASH FLOW ANALYSIS
CY 2020
(in millions)

MONTH	BEG BLNCE	EMPL CONT	WORKER CONT	NET CONT	ASSMTS	INT/ OTHER	ST PLAN BNFS	4F BNFS	DI ADM EXP	FLI ADM EXP	FLI CONT	FLI BNF	END BLNCE
JANUARY 2020	$ 76.6	$ 32.4	$ 16.6	$ 49.0	$ 0.3	$ 0.2	$ 37.1	$ 1.6	$ -	$ -	$ 11.5	$ 10.1	$ 88.8
FEBRUARY	88.8	4.1	2.0	6.1	0.3	0.2	32.0	1.3			12.0	9.6	64.5
MARCH	64.5	1.1	(0.7)	0.4	0.1	0.1	33.8	1.8			6.0	10.2	25.3
APRIL	25.3	11.8	10.4	22.2	0.1	-	36.5	1.0			9.1	9.7	9.5
MAY	9.5	92.4	90.6	183.0	0.1	6.2	33.8	0.8			82.1	11.6	234.7
JUNE	234.7	8.7	4.6	13.3	-	-	28.6	0.7	16.0	4.0	-	12.5	186.2
JULY	186.2	45.1	62.5	107.6	0.1	-	31.7	1.4			57.0	8.5	309.3
AUGUST	309.3	17.7	15.7	33.4	-	-	35.0	1.8			19.1	13.7	311.3
SEPTEMBER	311.3	1.1	0.5	1.6	5.6	0.1	34.7	2.8			0.9	24.1	257.9
OCTOBER	257.9	4.1	7.5	11.6	7.9	-	39.7	2.3	9.9	3.3	11.2	27.0	206.4
NOVEMBER	206.4	30.9	59.7	90.6	3.3	-	42.2	2.4			57.0	28.3	284.4
DECEMBER	284.4	0.4	0.4	0.8	3.9	0.1	44.1	2.6			3.1	35.5	210.1
TOTAL	$ 76.6	$ 249.8	$ 269.8	$ 519.6	$ 21.7	$ 6.9	$ 429.2	$ 20.5	$ 25.9	$ 7.3	$ 269.0	$ 200.8	$ 210.1

TEMPORARY DISABILITY INSURANCE FUND
CASH FLOW ANALYSIS
CY 2021
(in millions)

MONTH	BEG BLNCE	EMPL CONT	WORKER CONT	NET CONT	ASSMTS	INT/ OTHER	ST PLAN BNFS	4F BNFS	DI ADM EXP	FLI ADM EXP	FLI CONT	FLI BNF	END BLNCE
JANUARY 2021	$ 210.1	$ 20.2	$ 24.4	$ 44.6	$ 1.1	$ -	$ 41.9	$ 1.5	$ -	$ -	$ 25.2	$ 23.2	$ 214.4
FEBRUARY	214.4	40.1	92.7	132.8	0.6	0.1	40.1	1.4			62.2	24.2	344.4
MARCH	344.4	-	-	-	-	0.1	42.7	1.8			-	31.7	268.3
APRIL	268.3	4.0	6.0	10.0	0.8	5.2	42.0	1.8			17.0	25.0	232.5
MAY	232.5	94.7	150.0	244.7	0.8	0.3	42.0	1.8			124.0	26.0	532.5
JUNE	532.5	8.9	8.5	17.4	0.6	0.2	44.0	1.9	27.0	8.8	4.0	32.0	441.0
JULY	441.0	46.2	115.3	161.5	0.1	0.2	44.0	1.9	-	-	20.0	25.0	552.0
AUGUST	552.0	18.1	29.0	47.1	-	0.3	44.0	1.9			124.0	25.0	652.5
SEPTEMBER	652.5	1.1	0.9	2.1	7.0	0.3	44.0	2.0			1.0	32.0	584.8
OCTOBER	584.8	4.2	13.8	18.0	9.0	0.2	44.1	2.0			20.0	26.0	560.0
NOVEMBER	560.0	31.7	110.1	141.8	5.0	0.2	44.1	2.0			104.0	26.0	738.9
DECEMBER	738.9	0.4	0.7	1.1	5.0	0.1	44.1	2.0	28.5	9.1	1.0	29.9	632.5
TOTAL	$ 210.1	$ 269.7	$ 551.5	$ 821.2	$ 30.0	$ 7.2	$ 517.0	$ 22.0	$ 55.5	$ 17.9	$ 502.4	$ 326.0	$ 632.5

TEMPORARY DISABILITY INSURANCE FUND
CASH FLOW ANALYSIS
CY 2022
(in millions)

MONTH	BEG BLNCE	EMPL CONT	WORKER CONT	NET CONT	ASSMTS	INT/ OTHER	ST PLAN BNFS	4F BNFS	DI ADM EXP	FLI ADM EXP	FLI CONT	FLI BNF	END BLNCE
JANUARY 2022	$ 632.5	$ 33.6	$ 45.0	$ 78.6	$ 1.1	$ -	$ 45.0	$ 1.8	$ -	$ -	$ 45.2	$ 27.0	$ 683.6
FEBRUARY	683.6	4.3	171.0	175.3	0.6	0.1	45.0	1.8			111.6	27.0	897.4
MARCH	897.4	-	-	-	-	0.1	46.0	1.9				32.0	817.6
APRIL	817.6	12.5	0.4	12.9	0.8	5.2	45.0	2.0			0.1	27.0	762.6
MAY	762.6	97.6	9.9	107.4	0.8	0.3	45.0	2.0			9.7	27.0	806.8
JUNE	806.8	9.2	0.6	9.7	0.6	0.2	47.0	2.0			-	32.0	736.4
JULY	736.4	47.6	7.6	55.2	0.1	0.2	45.0	2.0			6.7	27.0	724.6
AUGUST	724.6	18.7	1.9	20.6	-	0.3	45.0	1.9			2.3	27.0	673.9
SEPTEMBER	673.9	1.2	0.1	1.2	7.0	0.3	45.0	1.9			0.1	30.0	605.6
OCTOBER	605.6	4.3	0.9	5.2	9.0	0.2	45.0	1.9			1.3	27.0	547.5
NOVEMBER	547.5	32.6	7.3	39.9	5.0	0.2	45.0	1.9			6.7	27.0	525.4
DECEMBER	525.4	0.5	0.0	0.5	5.0	0.1	45.0	1.9	30.0	10.0	0.2	32.0	412.4
TOTAL	$ 632.5	$ 262.0	$ 244.7	$ 506.7	$ 30.0	$ 7.2	$ 543.0	$ 23.0	$ 30.0	$ 10.0	$ 184.0	$ 342.0	$ 412.4

Actual information Jan 2019 - March 2021.

Schedule 22-C7
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2021-2022

TEMPORARY DISABILITY INSURANCE – STATE PLAN
SUMMARY OF MORBIDITY DATA FOR COMPLETED CASES*

Calendar Year 2018

Major Morbidity Group (code)	Number of Cases	Percent of Cases	Average Duration (days)	Average Gross Benefits
Infectious and parasitic diseases (01)	1,927	2.2%	65	$4,559
Neoplasms (02)	6,408	7.4	79	5,372
Allergic, endocrine, metabolic and nutritional (03)	2,093	2.4	55	3,742
Diseases of blood and blood forming organs (04)	230	0.3	66	4,144
Mental, psychoneurotic and personality disorders (05)	5,035	5.8	75	5,350
Nervous system and sense organs (06)	2,882	3.3	69	4,708
Circulatory system (07)	4,528	5.2	84	5,706
Respiratory system (08)	1,746	2.0	46	3,111
Digestive system (09)	5,167	5.9	44	3,045
Genitourinary system (10)	2,114	2.4	50	3,326
Pregnancy and complications of childbirth (11)	25,039	28.7	60	3,937
Skin and cellular tissue (12)	811	0.9	49	3,270
Bones and organs of movement (13)	15,553	17.9	83	5,678
Congenital malformations (14)	76	0.1	115	8,018
Hysterectomy (15)	736	0.8	49	3,195
Accidents, poisoning and violence (17)	10,915	12.5	77	5,128
Other ill-defined and unknown causes (16 & 18)	1,859	2.1	66	4,413
Total	87,119	100.0	69	4,628

* Completed cases include those claims formally closed in the TDI database in 2018, as well as those with no payment activity for 90 days.

Calendar Year 2019

Major Morbidity Group (code)	Number of Cases	Percent of Cases	Average Duration (days)	Average Gross Benefits
Infectious and parasitic diseases (01)	2,176	2.5%	65	$4,685
Neoplasms (02)	6,677	7.6	79	5,586
Allergic, endocrine, metabolic and nutritional (03)	2,130	2.4	56	3,844
Diseases of blood and blood forming organs (04)	267	0.3	64	4,255
Mental, psychoneurotic and personality disorders (05)	5,436	6.2	73	5,409
Nervous system and sense organs (06)	3,088	3.5	67	4,773
Circulatory system (07)	4,705	5.3	82	5,835
Respiratory system (08)	1,662	1.9	47	3,297
Digestive system (09)	5,214	5.9	45	3,196
Genitourinary system (10)	2,126	2.4	51	3,480
Pregnancy and complications of childbirth (11)	24,975	28.3	60	4,058
Skin and cellular tissue (12)	788	0.9	51	3,549
Bones and organs of movement (13)	15,316	17.3	82	5,785
Congenital malformations (14)	86	0.1	100	6,828
Hysterectomy (15)	758	0.9	47	3,303
Accidents, poisoning and violence (17)	10,920	12.4	77	5,206
Other ill-defined and unknown causes (16 & 18)	1,974	2.2	69	4,808
Total	88,298	100.0	68	4,758

* Completed cases include those claims formally closed in the TDI database in 2019, as well as those with no payment activity for 90 days.

SCHEDULE 22-D1

TEMPORARY DISABILITY INSURANCE FUND
FAMILY LEAVE ACCOUNT
CASH FLOW ANALYSIS
CALENDAR YEARS 2019 - 2022
(in millions)

CY	BEG BLNCE	FLI CONT	INT/ OTHER	FLI BNF	FLI ADM EXP	END BLNCE
2019	$ 27.2	$ 98.8	$ 1.4	$ 120.2	$ 4.7	$ 2.5
2020	2.5	269.0	1.0	200.9	7.3	64.3
2021	64.3	502.4	1.4	326.0	17.9	224.2
2022	224.2	184.0	1.6	342.0	10.0	57.8
TOTAL	$ 27.2	$ 1,054.2	$ 5.4	$ 989.1	$ 39.9	$ 57.8

Actual information Jan 2019 - March 2021.

TEMPORARY DISABILITY INSURANCE FUND
FAMILY LEAVE ACCOUNT
CASH FLOW ANALYSIS
CY 2019
(in millions)

MONTH	BEG BLNCE	FLI CONT	INT/ OTHER	FLI BNF	FLI ADM EXP	END BLNCE
JANUARY 2019	$ 27.2	$ 11.5	$ -	$ 8.7	$ 0.1	$ 29.9
FEBRUARY	29.9	1.1	0.1	8.0	-	23.1
MARCH	23.1	-	-	9.9	-	13.2
APRIL	13.2	6.5	1.0	9.2	-	11.5
MAY	11.5	34.2	0.1	10.4	-	35.4
JUNE	35.4	-	-	11.7	-	23.7
JULY	23.7	24.5	-	8.9	-	39.3
AUGUST	39.3	1.1	-	8.1	-	32.3
SEPTEMBER	32.3	-	0.1	10.0	-	22.4
OCTOBER	22.4	15.5	-	12.0	4.6	21.3
NOVEMBER	21.3	1.9	0.1	10.2	-	13.1
DECEMBER	13.1	2.5	-	13.1	-	2.5
TOTAL	$ 27.2	$ 98.8	$ 1.4	$ 120.2	$ 4.7	$ 2.5

TEMPORARY DISABILITY INSURANCE FUND
FAMILY LEAVE ACCOUNT
CASH FLOW ANALYSIS
CY 2020

(in millions)

MONTH	BEG BLNCE	FLI CONT	INT/ OTHER	FLI BNF	FLI ADM EXP	END BLNCE
JANUARY 2020	$ 2.5	$ 11.5	$ -	$ 10.1	$ -	$ 3.9
FEBRUARY	3.9	12.0		9.6	-	6.3
MARCH	6.3	6.0		10.2	-	2.1
APRIL	2.1	9.1		9.7	-	1.5
MAY	1.5	82.1	1.0	11.6	-	73.0
JUNE	73.0	-		12.5	4.0	56.5
JULY	56.5	57.0		8.5	-	105.0
AUGUST	105.0	19.1		13.7	-	110.4
SEPTEMBER	110.4	0.9		24.2	-	87.1
OCTOBER	87.1	11.2		27.0	3.3	68.0
NOVEMBER	68.0	57.0		28.3	-	96.7
DECEMBER	96.7	3.1		35.5	-	64.3
TOTAL	$ 2.5	$ 269.0	$ 1.0	$ 200.9	$ 7.3	$ 64.3

TEMPORARY DISABILITY INSURANCE FUND
FAMILY LEAVE ACCOUNT
CASH FLOW ANALYSIS
CY 2021
(in millions)

MONTH	BEG BLNCE	FLI CONT	INT/ OTHER	FLI BNF	FLI ADM EXP	END BLNCE
JANUARY 2021	$ 64.3	$ 25.2	$ -	$ 23.2	$ -	$ 66.3
FEBRUARY	66.3	62.2		24.2		104.3
MARCH	104.3	-		31.7		72.6
APRIL	72.6	17.0		25.0		64.6
MAY	64.6	124.0	1.0	26.0		163.6
JUNE	163.6	4.0		32.0	8.8	126.8
JULY	126.8	20.0	0.1	25.0	-	121.9
AUGUST	121.9	124.0	0.1	25.0		221.0
SEPTEMBER	221.0	1.0	0.1	32.0		190.1
OCTOBER	190.1	20.0	0.1	26.0		184.2
NOVEMBER	184.2	104.0		26.0		262.2
DECEMBER	262.2	1.0		29.9	9.1	224.2
TOTAL	$ 64.3	$ 502.4	$ 1.4	$ 326.0	$ 17.9	$ 224.2

TEMPORARY DISABILITY INSURANCE FUND
FAMILY LEAVE ACCOUNT
CASH FLOW ANALYSIS

CY 2022
(in millions)

MONTH	BEG BLNCE	FLI CONT	INT/ OTHER	FLI BNF	FLI ADM EXP	END BLNCE
JANUARY 2022	$ 224.2	$ 45.2	$ -	$ 27.0	$ -	$ 242.4
FEBRUARY	242.4	111.6		27.0		327.0
MARCH	327.0			32.0		295.0
APRIL	295.0	0.1	1.0	27.0		269.1
MAY	269.1	9.7	0.1	27.0		251.9
JUNE	251.9	-	0.1	32.0		220.0
JULY	220.0	6.7	0.1	27.0		199.9
AUGUST	199.9	2.3	0.1	27.0		175.2
SEPTEMBER	175.2	0.1	0.1	30.0		145.4
OCTOBER	145.4	1.3	0.1	27.0		119.8
NOVEMBER	119.8	6.7		27.0		99.6
DECEMBER	99.6	0.2		32.0	10.0	57.8
TOTAL	$ 224.2	$ 184.0	$ 1.6	$ 342.0	$ 10.0	$ 57.8

Actual information Jan 2019 - March 2021.

Schedule 22-D2
New Jersey Department of Labor & Workforce Development
OLS Discussion Points FY 2020-2021

Family Leave Insurance (FLI) Program
Average Cost and Estimated Average Duration for Eligible Claims
CY2019 CY2020

Calendar Year 2019

	Bonding Claims			Care Claims				
	Newborn	Adopted Child	Total Bonding	Child	Spouse	Other Family	Total Care	**Total**
Eligible Claims[1]	35,104	140	35,244	1,650	2,000	3,156	6,806	**42,050**
Gross Benefits (Millions)	$104.2	$0.4	$104.6	$3.4	$4.5	$6.9	$14.8	**$119.4**
Avg Cost per Eligible Claim[2]	$2,970	$3,029	$2,971	$2,092	$2,254	$2,188	$2,184	**$2,843**
Estimated Avg Duration per Eligible Claim (weeks)[3]	5.3	5.1	5.3	4.0	3.8	4.1	4.0	**5.1**

[1]Eligible claims are defined as eligible original determinations, plus eligible redeterminations, less ineligible redeterminations.
[2]Average cost per eligible claim is calculated as gross benefits divided by eligible claims.
[3]Estimated average duration is calculated as weeks compensated divided by eligible claims; duration data may reflect claimants who

SCHEDULE 22-D7
TEMPORARY DISABILITY INSURANCE FUND
TAXABLE WAGES, TAX RATES & CONTRIBUTIONS
CALENDAR YEARS 2018 - 2022

CY		DI TAXABLE WAGES (in billions)	FLI TAXABLE WAGES (in billions)	DI TAX RATE	FLI TAX RATE	TAXABLE WAGES BASE	NJ AVG WAGE	AVG CONTRIB PAID	DI MAX CONTRIB PAID	FLI MAX CONTRIB PAID
2018		$76.50	$115.60	0.19%	0.09%	$33,700	$65,729	same as max	$64.03	$30.33
2019		80.8	123.3	0.17%	0.08%	34,400	67,353	same as max	58.48	27.52
2020	estimated wages	123.9	224.2	0.26%	0.16%	134,900			350.74	215.84
2021	estimated wages	127	229.8	0.47%	0.28%	138,200			649.54	386.96
2022	estimated wages & rate	130.8	236.7	0.03%	0.03%	138,200			41.46	41.46