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State Merit and Retirement Systems

MERIT SYSTEMS IN THE STATES—1943*

A SURVEY of merit systems at the state government level discloses that at least some employees in each of the 48 states are currently under a formal program of this nature. These programs range considerably in their scope. In some states, service-wide merit systems are found which affect almost all state employees. In other states, the merit system is more limited in its jurisdictional scope, being restricted to departmental programs affecting only employees in one or more designated departments.

The growth of the merit system in state government has been largely a compound of two factors: the movement toward service-wide merit systems, which had its inception in 1883, when New York became the first state to adopt such a system; and the more recent establishment of departmental merit systems in those departments of the several states which participate in administering the federal security program. Most of these latter have been established since 1939, when Congress, in amending the Social Security Act, required the establishment of merit system programs in state departments cooperating in the administration of the Act.

At the present time, service-wide merit system laws have been adopted in 20 states, as shown in the first of the ac-

companying tables. While these laws have much in common in their general principles, they differ from one another at several points. Among the main points of variance are: the structure of the administering agency; its powers, duties, and line of responsibility; and the number of positions covered by the merit system provisions. Within the scope of its jurisdiction, the typical agency is usually responsible for administering employment lists of persons who have been tested and found qualified for such employment. To a greater or lesser degree it also participates in the establishment of position-classification and pay plans, prescribes attendance and leave regulations, exercises jurisdiction over promotion, demotion, and transfer of employees, and certifies payrolls for compliance with the merit system law.

Political activity by covered employees is usually banned or confined within narrow bounds under merit system regulations. Although discharges for reasons other than the employee's performance and conduct are usually prohibited, and discharged employees are given the right to a hearing, there is considerable variation in the amount of power given to the individual civil service commission to reverse or modify the discharge.

Departmental merit systems, listed in the second of the following tables, adhere to the same general pattern as the service-wide systems. Details of the typical departmental merit program are con-

* Prepared by the Civil Service Assembly of the United States and Canada.

tained in a code of rules adopted by a "merit system council"—a group of private citizens appointed for that purpose. In states having statutory service-wide programs, the broader program usually replaces the departmental program that would otherwise be required by the Social Security Act, although there are some exceptions to this rule.

In six of the 20 service-wide merit system states, the program is based in whole or part on provisions in the state constitution. Four of these states, California, Colorado, New York, and Ohio, have constitutional provisions enunciating the merit principle and calling for implementing legislation. In Michigan, a "self-executing" constitutional amendment replaced previous legislation in 1941, and created a civil service commission with broad powers to adopt rules implementing the basic principles of the constitutional mandate. In Louisiana, a constitutional provision requires a two-thirds vote of both branches of the legislature in order to amend or repeal the state's merit system law.

Several state merit system laws provide that the administering agency shall participate in the development and coordination of in-service training programs for state employees. State agencies in California, Indiana, Kansas, Louisiana, Maryland, Massachusetts, Minnesota, New Jersey, New York, Rhode Island, Tennessee, and Wisconsin are empowered to render technical assistance to cities and other political subdivisions within those states.

Aside from those states in which personnel programs for the state service have been embodied in formal merit systems, there are other instances in which laws and administrative regulations governing personnel matters are found. In Kentucky, for example, a personnel system has been established as a part of a state reorganization program; in New Hampshire, a position classification plan for the state service is being established. These and other similar programs likewise contribute constructively to the development of state employment standards and practices.

STATE MERIT AND RETIREMENT SYSTEMS
MERIT SYSTEMS IN THE STATES—SERVICE-WIDE*
 As of March 1, 1943

<i>State</i>	<i>Name of Agency</i>	<i>Established</i>	<i>Legal Basis</i>
Alabama.....	State Personnel Board	1939	Stat.
Arizona.....	.....	.....	.....
Arkansas.....	.....	.....	.....
California.....	State Personnel Board	1913	Stat. (1913); Cons. (1934)
Colorado.....	Civil Service Commission	1907	Stat. (1907); Cons. (1918)
Connecticut.....	Personnel Department	1937	Stat.
Delaware.....	.....	.....	.....
Florida.....	.....	.....	.....
Georgia.....	.....	.....	.....
Idaho.....	.....	.....	.....
Illinois.....	Civil Service Commission	1905	Stat.
Indiana.....	State Personnel Board	1941	Stat.
Iowa.....	.....	.....	.....
Kansas.....	Department of Civil Service	1941	Stat.
Kentucky.....	.....	.....	.....
Louisiana.....	Department of State Civil Service	1940	Stat. (1940); Cons. (1940)
Maine.....	State Personnel Board	1937	Stat.
Maryland.....	Department of State Employment and Registration	1921	Stat.
Massachusetts..	Department of Civil Service and Registration	1885	Stat.
Michigan.....	Civil Service Commission	1937	Stat. (1937); Cons. (1940)
Minnesota.....	Department of Civil Service	1939	Stat.
Mississippi.....	.....	.....	.....
Missouri.....	.....	.....	.....
Montana.....	.....	.....	.....
Nebraska.....	.....	.....	.....
Nevada.....	.....	.....	.....
New Hampshire.....	.....	.....	.....
New Jersey.....	Civil Service Commission	1908	Stat.
New Mexico.....	.....	.....	.....
New York.....	Department of Civil Service	1883	Stat. (1883); Cons. (1894)
North Carolina..	.....	.....	.....
North Dakota...	.....	.....	.....
Ohio.....	Civil Service Commission	1913	Cons. (1912); Stat. (1913)
Oklahoma.....	.....	.....	.....
Oregon.....	.....	.....	.....
Pennsylvania...	.....	.....	.....
Rhode Island...	Department of Civil Service	1939	Stat.
South Carolina..	.....	.....	.....
South Dakota...	.....	.....	.....
Tennessee.....	Department of Civil Service	1937	Stat.
Texas.....	.....	.....	.....
Utah.....	.....	.....	.....
Vermont.....	.....	.....	.....
Virginia.....	State Personnel Department	1942	Stat.
Washington.....	.....	.....	.....
West Virginia...	.....	.....	.....
Wisconsin.....	Bureau of Personnel	1905	Stat.
Wyoming.....	.....	.....	.....

* Prepared by the Civil Service Assembly of the United States and Canada.

MERIT SYSTEMS IN THE STATES—DEPARTMENTAL*

As of March 1, 1943

State	Name of Agency	Established	Agencies Covered†
Alabama	Merit System Council	1940	County Depts. of P. W.
Arizona	Merit System Council	1937	Social Security; P. H.; P. W.
	Merit System Council	1940	U. C.; E. S.
Arkansas	Merit System Council	1940	H. D.; P. W.; E. S. and U. C. Divisions of Labor Dept.
California			
Colorado	Merit System Council	1940	County Departments of P. W.
Connecticut			
Delaware	Advisory Board	1939	H. D.; U. C.; Old-Age Welfare; Comm. for Blind; Mothers' Pension Comm.; Bd. of Charities
Florida	Merit System Division	1937	U. C. and E. S. Divisions of Industrial Comm.
	Merit System Committee	1940	P. W.
	Merit System Council	1941	St. Bd. of Health and Crippled Children's Comm.
Georgia	Merit System Council	1937	U. C.
	Merit System Administration	1940	P. W.
	Merit System Council	1939	H. D.
Idaho	Merit System Council	1937	U. C. and E. S. Divisions of Industrial Accident Bd.
	Merit System Council	1939	P. W., including Division of Public Health
	Civil Service Advisory Board	1939	State Fish and Game Comm.
Illinois	Merit System Council	1940	County Departments of P. W.
Indiana			
Iowa	Merit System Council	1939	H. D.; U. C.; Bd. Soc. Wel.; Crippled Children's Serv. of Ed. Dept.
Kansas	Merit System Council	1940	H. D.; U. C. and E. S. Div. of Labor Dept.; Bd. of Soc. Wel.
Kentucky	Merit System Committee	1940	P. W.; U. C.; Div. of Public Assistance; Child Wel. Serv.
Louisiana	Merit System Council	1940	P. W.; Employment Security Div. of Labor Dept.
Maine			
Maryland			
Massachusetts			
Michigan			
Minnesota			
Mississippi	Advisory Committee on Personnel	1940	U. C.
	Merit System Council	1940	P. W.
	Merit System Council	1941	P. H.
Missouri	Merit System Council	1940	H. D.; U. C.; Social Security Comm.
Montana	Merit System Council	1940	P. W.; U. C.; Maternal and Child Health Div. of H. D.
Nebraska	Merit System Council	1940	H. D.; U. C. and E. S. Divisions of Labor Dept.; Dept. of Assistance and Child Welfare
Nevada	Merit System Council	1940	H. D.; U. C. and E. S. Divisions of Labor Dept. Bd. of Relief, Work Planning, and Pension Control
New Hampshire	Merit System Council	1940	H. D.; P. W.; U. C. and E. S. Divisions of Bureau of Labor
New Jersey			
New Mexico	Merit System Council	1940	H. D.; P. W.; U. C.
New York			
North Carolina	Merit System Council	1940	Bd. of Charities and P. W.; Comm. for Blind; U. C.; E. S.; H. D.
North Dakota	Merit System Council	1940	P. W.; U. C. and E. S. Div. of Workmen's Comp. Bd.
Ohio			
Oklahoma	Merit System Council	1940	P. W.; Div. of U. C. and Placement
Oregon	Board of Examiners	1937	U. C.
	Merit System Council	1940	H. D.
	Merit System Council	1940	P. W.
Pennsylvania	State Civil Service Commission	1941	Liquor Control Board; Bureau of Employment and U. C.; Dept. of Public Assistance
Rhode Island			
South Carolina	Merit System Council	1940	U. C.
	Merit System Council	1940	P. W.
	Merit System Council	1939	H. D.
South Dakota	Merit System Council	1937	U. C.
	Merit System Council	1940	H. D.; Social Security Comm.
Tennessee			
Texas	Merit System Council	1940	U. C.; E. S.; P. W.
	Merit System Council	1942	Bd. of Health and Crippled Chil. Div. Ed. Dept.
Utah	Merit System Council	1942	P. W.; H. D.; Employment Security
Vermont	Merit System Council	1939	H. D.; P. W.; U. C.; Old-Age Assistance Dept.
Virginia			
Washington	State Personnel Board	1941	H. D.; E. S.; U. C.; Dept. of Social Security
West Virginia	Merit System Council	1940	H. D.; U. C.; Dept. of Public Assistance
Wisconsin			
Wyoming	Merit System Council	1940	H. D.; P. W.; U. C.; Employment Security Comm.

† Abbreviations: E. S.—Employment Service; H. D.—Health Dept.; P. W.—Pub. Welf.; U. C.—Unemployment Comp. Note: The administration and personnel of the state employment services were transferred to the federal service by executive order on January 1, 1942. However, personnel vacancies occurring in the employment service offices are being filled in a number of states from eligible registers established by state merit system agencies.

* Prepared by the Civil Service Assembly of the United States and Canada.

STATE MERIT AND RETIREMENT SYSTEMS

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STATE REVENUE AND EXPENDITURE FOR PUBLIC EMPLOYEE RETIREMENT AND ASSETS OF STATE RETIREMENT TRUST FUNDS:

1941*

(In thousands of dollars)

State	Revenue				Expenditure			Assets at Close of Year
	Total	Employee Contributions	Government Contributions	Earnings on Investments	Total	Payments to Beneficiaries	Other	
Total	\$149,649	\$60,733	\$54,885	\$34,031	\$58,611	\$57,236	\$1,375	\$931,175
Alabama.....								
Arizona.....	88		88		88	88		
Arkansas.....	376	165	194	17	117	117		723
California.....	9,860	4,446	3,707	1,707	3,716	3,673	43	41,414
Colorado.....	329	213	91	25	179	172	7	1,108
Connecticut.....	3,030	1,552	1,006	472	1,084	1,084		16,413
Delaware.....	7	3	4		1	1		60
Florida.....	748	672	76		177	170	7	885
Georgia.....								
Idaho.....								
Illinois.....	3,931	2,122	1,754	55	1,915	1,856	59	5,280
Indiana.....	4,420	1,481	2,048	891	1,346	1,306	40	25,738
Iowa.....								
Kansas.....	264	214	50					
Kentucky.....	981	476	500	5	21		21	907
Louisiana.....	1,403	483	813	107	162	145	17	4,153
Maine.....	538	140	365	33	412	412		805
Maryland.....	1,752	608	913	231	636	622	14	8,676
Massachusetts.....	8,203	3,793	2,482	1,928	4,758	4,758		53,134
Michigan.....	1,500	1,239	217	44	1,585	1,566	19	2,636
Minnesota.....	2,290	1,526	483	281	1,282	1,246	36	7,883
Mississippi.....								
Missouri.....								
Montana.....	394	255	104	35	197	187	10	1,044
Nebraska.....								
Nevada.....	98	53	36	9	60	56	4	362
New Hampshire.....	136	63	71	2	7	6	1	261
New Jersey.....	12,733	4,103	4,621	4,009	5,067	4,995	72	101,162
New Mexico.....	114	2	112		57	57		113
New York.....	43,684	16,077	17,769	9,838	15,244	14,668	576	259,240
North Carolina.....	82		79	3	14	8	6	182
North Dakota.....	161	109		52	109	104	5	1,712
Ohio.....	16,533	6,706	5,620	4,207	7,514	7,339	175	116,062
Oklahoma.....								
Oregon.....								
Pennsylvania.....	22,919	7,961	6,988	7,970	8,671	8,584	87	215,837
Rhode Island.....	834	246	552	36	476	476		1,237
South Carolina.....	194	32	160	2	124	107	17	160
South Dakota.....								
Tennessee.....	2		2		2	2		
Texas.....	2,803	2,462	150	191	416	373	43	9,247
Utah.....	515	412	50	53	291	283	8	2,204
Vermont.....	87	28	28	31	50	49	1	970
Virginia.....	436	166	270		434	434		83
Washington.....	2,211	1,560	572	79	755	728	27	3,574
West Virginia.....	116	19	86	11	65	65		385
Wisconsin.....	5,859	1,335	2,817	1,707	1,572	1,492	80	47,442
Wyoming.....	18	11	7		7	7		81

* Prepared by Wylie Kilpatrick and the staff of the Division of State and Local Government, E. R. Gray, Chief Statistician, United States Bureau of the Census. In addition to trust funds, retirement payments from current funds are included in government contributions and in payments to beneficiaries.

**COVERAGE AND BENEFICIARIES OF SELECTED STATE SYSTEMS FOR PUBLIC EMPLOYEE
RETIREMENT, BY TYPE OF EMPLOYEE PROTECTED: 1941***

State and Type of Employee	Type of Government Covered ^a	Number of Employees ^b			Employee Monthly Pay Roll			Monthly Benefit Payments ^c by Type			
		Total of State or Department for which Pensions Provided	Covered by Pension Systems	Per cent of Covered to Total Employees	Total of State or Department for which Pensions Provided (in thousands)	Covered by Pension System (in thousands)	Number of Beneficiaries	Total Monthly Benefit Payments (in thousands)	Per Retirant	Per Disabled	Per Survivor
Arizona											
Teachers.....	S, L	3,500	3,500	100	\$600.0	\$600.0	136	\$6.8	\$50	\$50	...
Arkansas											
Teachers.....	S, L	13,500	12,100	90	5,500.0	4,150.0	317	5.9	19	14	...
Supreme Court judges	S	21	7	33	6.5	4.4	1	0.4	437	...	...
California											
General.....	S, L	42,329	30,329	72	6,029.3	4,640.7	783	41.2	59	37	\$ 92
Teachers.....	S, L	49,500	49,500	100	NR	NR	4,346	178.0	44	33	...
Judges.....	S, L	242	242	100	167.3	167.3	3	1.1	344	416	...
Colorado^d											
General.....	S	4,519	4,019	89	NR	468.3	125	9.1	77	63	...
Supreme Court.....	S	40	40	100	15.0	15.0	4	1.0	250	...	...
Connecticut											
General.....	S	13,415	11,963	89	1,730.7	1,555.2	295	18.8	82	(e)	...
Florida											
Judges.....	S	110	7	6	30.0	NR	NR	NR	NR	...	...
Teachers.....	S, L	15,223	13,190	87	1,583.2	1,371.9	111	3.3	32	22	...
Illinois											
General.....	L	1,550	1,550	100	333.3	333.3	15	1.5	100	...	...
Utility.....	L	329	329	100	60.0	60.0	22	NR	NR	...	NR
Judges.....	S, L	286	28	10	2,500.0	200.0	4	16.0	400	...	...
Indiana											
Teachers.....	S, L	22,000	21,000	95	NR	NR	2,000	78.0	39	40	...
Police.....	S	371	365	98	51.2	51.1	5	0.4	...	...	70
Field examiners.....	S	94	88	94	29.3	28.6	12	1.1	97	72	...
Kansas											
School.....	S, L	NR	13,348	NR	NR	NR	...	...	...	...	...
Kentucky											
Teachers.....	S	19,500	18,530	95	1,500.0	1,424.0	...	...	...	...	...
Louisiana											
Teachers.....	S, L	NR	15,539	NR	NR	NR	206	6.7	34	21	62
Judges.....	S	72	72	100	36.4	36.4	2	1.2	611	...	...
Maine											
General.....	S, L	6,398	6,398	100	486.0	486.0	74	4.8	65	...	...
Prison officers.....	S	NR	NR	NR	NR	NR	4	0.4	89	...	...
Teachers.....	S, L	9,555	NR	NR	974.0	NR	...	...	...	...	...
Maryland											
General.....	S	10,000	5,300	53	833.0	NR	179	7.8	44	...	...
Teachers.....	S, L	NR	6,544	NR	NR	838.1	512	27.6	58	36	38
Police.....	S	196	196	100	26.3	26.3	1	0.1	75	...	...
Massachusetts											
Teachers.....	S, L	22,263	20,763	93	NR	NR	2,444	181.6	76	39	...
Michigan											
Teachers.....	S, L	30,794	30,794	100	4,803.9	4,803.9	1,770	111.0	67	41	...
State college.....	S	2,820	1,373	49	287.0	253.3	40	2.6	66
Police.....	S	661	528	81	84.9	68.6	1	0.1	62

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Minnesota												
General (including teachers).....	L	NR	NR	NR	NR	NR	130	\$ 10.2	\$ 78
General.....	S	NR	11,905	NR	NR	NR	358	24.2	68
Teachers.....	S, L	16,500	7,671	46	\$2,111.3	\$981.2	939	31.2	NR	...	NR	NR
Montana												
Teachers.....	S, L	6,193	5,504	89	500.0	440.0	304	9.9	33	\$ 22	...	...
New Hampshire												
Teachers.....	L	2,796	323	12	300.2	38.4	.....	.....	...	...	...	...
Police.....	S, L	281	281	100	380.0	380.0	7	0.5	71	...	...	...
Firemen.....	L	287	273	95	43.9	41.9	3	0.3	74	...	\$ 93	...
New Jersey												
General.....	S, L	16,415	9,797	60	2,249.1	1,358.6	291	19.4	69	58	68	68
Teachers.....	S, L	NR	29,430	NR	NR	5,155.7	2,689	296.1	110	...	82	82
Police.....	S	340	340	100	64.8	64.8	26	3.3	429	124	107	107
Judicial.....	S	92	92	100	62.6	62.6	3	2.3	750	42	140	140
Miscellaneous.....	S	NR	NR	NR	NR	NR	96	9.1	101	42	140	140
New Mexico												
Teachers.....	S, L	7,228	NR	NR	779.0	NR	99	5.3	55	48	...	...
New York												
General.....	S, L	125,000	96,897	78	18,333.3	14,146.2	5,626	366.3	64	77	71	71
Teachers.....	S, L	NR	48,393	NR	NR	10,840.0	4,982	NR	NR	NR	...	...
Military.....	S	66	66	100	2.5	7.5	66	7.5	113	...	...	...
North Carolina												
Police.....	S, L	3,613	1,684	47	506.3	237.5	.....	.....	...	...	...	...
North Dakota												
Teachers.....	S, L	NR	7,767	NR	NR	NR	157	6.2	40	(^a)	...	...
Ohio												
General.....	S, L	NR	55,200	NR	NR	NR	2,047	61.5	31	82	...	...
School (nonteacher).....	S, L	NR	12,000	NR	NR	NR	968	22.9	24	11	15	15
Teachers.....	S, L	45,000	45,000	100	5,700.0	5,700.0	5,168	296.8	62	35	44	44
Highway patrol.....	S	307	307	100	51.9	51.9	.....	.....	...	...	...	...
Rhode Island												
General.....	S	4,638	3,347	72	578.4	415.0	96	4.9	54	26	12	12
Police.....	S	82	82	100	14.4	14.4	6	0.5	80	84	84	84
Teachers.....	S, L	5,840	5,840	100	972.0	972.0	468	25.3	NR	NR	NR	NR
South Carolina												
Police.....	S, L	1,500	1,251	83	175.1	146.0	108	7.3	...	68	...	...
Texas												
Teachers.....	S, L	NR	47,754	NR	NR	NR	.....	.....	...	...	...	...
Utah												
Teachers.....	S, L	5,690	4,890	86	693.3	637.3	139	9.9	65	135	35	35
Firemen.....	L	NR	NR	NR	NR	NR	45	2.9	64	...	...	...
Vermont												
Teachers.....	S, L	2,910	595	20	226.9	46.4	91	2.7	31	19	...	...
Motor vehicle inspectors.....	S	33	33	100	5.6	5.6	.....	.....	...	...	...	...
Washington												
Teachers.....	S, L	17,058	12,808	75	2,439.3	1,831.5	1,144	43.6	39	30	...	...
Judges.....	S	61	61	100	16.8	16.8	5	1.1	212	...	...	...
West Virginia												
Teachers.....	S, L	19,700	17,000	86	2,166.7	1,800.0	718	27.5	38	...	...	...
Wisconsin												
General.....	S, L	26,133	16,680	64	3,541.1	2,591.1	1,906	57.6	30	25	39	39
Conservation wardens	S	862	87	10	92.8	14.4	18	-1.2	77	...	53	53

^a "S" indicates state; "L" indicates local.

^b NR represents an item not reported; leaders (....) indicate "none."

^c Number and amount of benefits for disabled included in figures given for retirants.

^d An act to include teachers and municipal employees under the state retirement system was signed by the governor on April 21, 1943.

* Prepared by Wylie Kilpatrick and the staff of the Division of State and Local Government, E. R. Gray, Chief Statistician, United States Bureau of the Census. Table comprises state retirement systems reporting coverage and beneficiaries; systems not so reporting are omitted. Data as to number and pay rolls of employees are for January, 1942, and data as to number of beneficiaries and benefit payments are for the last month of the 1941 fiscal year.

EMPLOYEES AND PAY ROLLS OF STATE GOVERNMENTS:
 JANUARY 1943*
 (In thousands of dollars)

State	General Governmental Functions ^a			Public Service Enterprises ^a			
	Number Permanent Full-Time Employees	Number Part-time, Temporary, and Other Employees	Total Payroll	Alcoholic Beverages —Monopoly Systems— Employees	Payroll	Other Employees	Payroll
Alabama	3,683	822	\$572.9	593	\$65.4	383	\$40.3
Arizona	2,118	1,015	404.8	.....	.....	.....	.....
Arkansas	5,381	234	518.5	.....	.....	.....	.....
California	22,316	3,332	4,189.3 ^c	.....	.....	576 ^c	114.7 ^c
Colorado	4,234	389	565.5	.....	.....	.....	.....
Connecticut	9,032	1,237	NR	.....	.....	2	NR
Delaware	1,949 ^b	(b)	184.3	.....	.....	.....	.....
Florida	7,713 ^b	(b)	869.6	.....	.....	.....	.....
Georgia	4,800 ^{b, d}	(b)	479.0 ^d	.....	.....	NR	NR
Idaho	1,589	872	332.6	244	22.5	.....	.....
Illinois	16,946	5,501	2,678.2	.....	.....	NR	NR
Indiana	8,380	1,092	1,086.9	.....	.....	.....	.....
Iowa	7,255	82	805.8	653	79.1	.....	.....
Kansas	5,096	257	624.5	.....	.....	.....	.....
Kentucky	7,775 ^b	(b)	846.7	.....	.....	.....	.....
Louisiana	10,880 ^{b, e}	268	1,139.8 ^e	.....	.....	NR	NR
Maine	4,517	351	494.0	271	32.8	NR	NR
Maryland	8,683 ^b	(b)	700.0	.....	.....	NR	NR
Massachusetts	18,533 ^b	(b)	2,294.8	.....	.....	3 ^f	0.6 ^f
Michigan	9,671	5,183	2,340.2	656	99.3	NR	NR
Minnesota	9,975 ^b	(b)	1,301.1	.....	.....	.....	.....
Mississippi	3,886	1,019	430.8	.....	.....	.....	.....
Missouri	8,913	2,414	1,183.4	.....	.....	.....	.....
Montana	2,737	177	390.7 ^g	396	38.9 ^g	35	6.0
Nebraska	2,731	610	345.3	.....	.....	.....	.....
Nevada	866 ^b	(b)	141.0	.....	.....	NR	NR
New Hampshire	1,849 ^b	1,402	439.3 ^b	211	30.5	15	2.3
New Jersey	12,180 ^b	(b)	1,788.3	.....	.....	.....	.....
New Mexico	2,102	340	292.8	.....	.....	.....	.....
New York	52,215 ^b	(b)	7,283.7	.....	.....	NR	NR
North Carolina	12,313 ^{b, i}	(b)	1,239.2 ⁱ	.....	.....	.....	.....
North Dakota	1,957	180	203.9	.....	.....	330	47.6
Ohio	NR	NR	NR	NR	NR	NR	NR
Oklahoma	NR	NR	NR	.....	.....	.....	.....
Oregon	5,600 ^j	.....	760.0 ^j	NR	NR	.....	.....
Pennsylvania	26,322	14,938	5,314.2	3,970	570.5	.....	.....
Rhode Island	4,384 ^b	(b)	519.6	.....	.....	19	2.4
South Carolina	6,376 ^b	(b)	689.7	.....	.....	4	0.7
South Dakota	1,944	644	277.6	.....	.....	121	18.5
Tennessee	4,980	1,014	615.7	.....	.....	.....	.....
Texas	NR	NR	NR	.....	.....	.....	.....
Utah	2,529 ^{b, k}	(b)	305.6	336	43.7	.....	.....
Vermont	NR	NR	NR	NR	NR	NR	NR
Virginia	8,500	3,499	1,128.2	925	121.7	42	2.9
Washington	NR	NR	NR	NR	NR	NR	NR
West Virginia	8,863 ^b	(b)	944.9	686	100.7	.....	.....
Wisconsin	7,173 ^{b, l}	(b)	936.1 ^l	.....	.....	.....	.....
Wyoming	746 ^m	117	133.2 ^m	29	4.6	.....	.....

^a NR indicates "not reporting;" leaders (....) indicate "none."

^b "Number of permanent full-time employees" includes number of part-time, temporary, and other, for which information was not reported.

^c Information for "other general functions" employees includes 473 Compensation Insurance Fund employees and Veterans Welfare Board employees reported as public-service enterprise personnel. Pay rolls for these workers, included in the figure reported for "other public-service enterprises," have been separated on the basis of average pay.

^d Partial data; do not include information for department of health, offices of secretary of state and attorney general, judicial department, and recreation.

^e Information for state police and Port of New Orleans not included.

^f Public service enterprise information is incomplete.

^g Information does not include pay for 102 temporary employees of the Liquor Control Board who are paid on a commission basis.

^h Data for water resources board not included.

ⁱ Data for central prison not included.

^j Data for public welfare not included; data for general governmental functions includes data for alcoholic beverages—monopoly systems.

^k Data for unemployment compensation employees not included.

^l Information is for December, 1942.

^m Information for hospitals and correctional institutions not included.

* Prepared by the Division of State and Local Government, E. R. Gray, Chief Statistician, Bureau of the Census. Table excludes data for persons on work relief and employees of contractors.