



B-65

STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Jasmine Osol, Public
Health Consultant 1, Nursing
(S0310S), Statewide

Examination Appeal

CSC Docket Nos. 2015-1237

ISSUED: MAR - 6 2015

(SLK)

Jasmine Osol appeals the determination of the Division of Selection Services¹ (Selection Services) that she did not meet the experience requirements for the open competitive examination for Public Health Consultant 1, Nursing (S0288S), Statewide.

The examination at issue was announced with specific requirements that had to be met as of the May 28, 2014 closing date (see attached). A total of 22 individuals applied for the subject examination. A test was administered on December 9, 2014 and 6 were deemed eligible. Certification OS150021 has been issued and it contains the names of five eligibles. Its disposition is due on April 13, 2015. It is noted that there are currently three individuals who are provisionally serving, including the appellant who was appointed provisionally after the closing date² for the subject examination. The eligible list expires on January 7, 2017.

Ms. Osol indicated on her application that she was a Registered Nurse for Meridian Health – OMC from July 2007 to May 2014, a Clinical Instructor – Adjunct for eight hours per week for Ocean County College from September 2009 to May 2012, a Registered Nurse for Shore Rehab Institute from June 2005 to January 2011, a Registered Nurse for Meridian – JSUMC from July 2005 to July 2007, a Registered Nurse for San Pedro Hospital from October 1996 to June 2002, a Registered Nurse for Al-Mouwasat Hospital from November 1995 to September

¹ Now known as the Division of Agency Services.

² The appellant was provisionally appointed to the subject title on September 22, 2014.

1996, a Registered Nurse for San Pedro Hospital from August 1993 to October 1995, and a Company Retainer Nurse for DOLE, Philippines from July 1992 to July 1993. The appellant also possesses a Bachelor's and Master's Degree in Nursing. Selection Services credited Ms. Osol with having met the education requirements, the general and supervisory nursing requirements based on her six years and 11 months of experience as a Registered Nurse for Meridian Health – OMC as well as her other nursing experience, and 8 months of experience based on pro-rating her part-time experience as a Clinical Instructor – Adjunct. However, it determined that she lacked four months of teaching, administration, and/or consultation nursing experience.³

On appeal, Ms. Osol submits updated resumes which provide more detail describing her supervisor experience and letters from her nurse manager, co-staff, and the Dean of Ocean County College in support of her appeal. The appellant states that she is a registered nurse with 21 years of experience. Ms. Osol presents as a Staff Nurse for Ocean Medical Center since July 2007 that some of her tasks are supervisory in nature and included teaching and consultation. The appellant highlights as a Clinical Scholar that she educated co-staff nurses regarding new equipment and procedures and prepared learning materials for a unit that contained at least 20 nurses.

CONCLUSION

N.J.A.C. 4A:4-2.3(b)2 requires applicants to possess all the requirements specified in an announcement for an open competitive examination by the closing date. *N.J.A.C.* 4A:4-6.3(b) provides that the appellant has the burden of proof in examination appeals.

A review of the record indicates that Selection Services correctly determined that the appellant is not eligible for the subject examination. Ms. Osol was properly credited with having met the education requirements and the general and supervisor nursing requirements. Therefore, the appellant needed two years of nursing experience which included teaching, administration, and/or consultation. Ms. Osol was credited with eight months of teaching experience based on pro-rating her Clinical Instructor – Adjunct experience of 8 hours per week from September 2009 to May 2012. As such, the appellant needed an additional one year and four months of teaching, administration, and or consultation experience. In reviewing the appellant's application, updated resumes, appeal, and documents submitted in support of her appeal, while some of her tasks may have included teaching, administration, and/or consultation duties, none of her other experience had a primary focus in this area. In this regard, in order for experience to be considered applicable, it must have as its primary focus full-time responsibilities in the areas

³ The subject examination requires two years of teaching, administration, and/or consultation nursing experience. As such, Ms. Osol actually lacked one year and four months of experience.

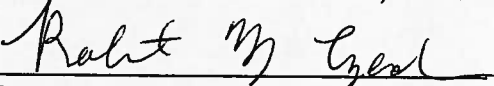
required in the announcement. *See In the Matter of Bashkim Vlashi* (MSB, decided June 9, 2004). Further, as the list is complete, there is no reason to relax the rules. Therefore, there is no basis to disturb the decision of Selection Services. Accordingly, Ms. Osol has not met her burden of proof in this matter.

ORDER

Therefore, it is ordered that the appeal be denied.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 4th DAY OF MARCH, 2015


Robert M. Czech
Chairperson
Civil Service Commission

Inquiries
and
Correspondence

Henry Maurer
Director
Division of Appeals
and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

Attachment

c: Jasmine Osol
Loreta Sepulveda
Kelly Glenn



Job Announcements

[← back](#)

printable version

Symbol: S0310S

Title: PUBLIC HEALTH CONSULTANT 1 NURSING

Issue Date: 05/07/2014

Closing Date: 05/28/2014

Jurisdiction: STATE

Salary: \$69,683.85 - \$99,301.77 Per Year

Num. of Positions: 1

Workweek: 35 Hours per week

Application Fee: \$25.00

OPEN TO RESIDENTS OF:

New Jersey

REQUIREMENTS:

EDUCATION: Graduation from an accredited college or university with a Bachelor's degree in Nursing supplemented by a Master's degree in a nursing specialty or other related field. Please upload a copy of your transcript with your application. Failure to do so will result in ineligibility.

EXPERIENCE: Four (4) years of nursing experience in public health and/or hospital nursing, two (2) years of which shall have included teaching, administration, and/or consultation, one (1) year of which shall have been supervisory in nature.

LICENSE: Appointees must be currently licensed as a Registered Nurse in the State of New Jersey or be eligible for and obtain such license within six (6) months from date of appointment. Please provide the specific details of your license and/or eligibility for such license, including the license number, as indicated in the license section of the application. Failure to do so will result in ineligibility.

Appointee will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform the essential duties of the position.

SPECIAL NOTE:

This announcement may be tested via the Supervisory Test Battery, a computer-administered exam. For information regarding the Supervisory Test Battery, please refer to our website www.state.nj.us/csc.

Customer Care and Technical Support: If you are having difficulty submitting your application online, customer care and technical support are available during regular business hours, 8:00 a.m. to 4:00 p.m. EST, Monday - Friday, excluding holidays and emergency closings. Please Email: OAS.support@csc.state.nj.us or call (609) 292-4144. Please note that application support requests received outside regular business hours on the closing date will not change the application filing deadline so PLEASE FILE EARLY.

IMPORTANT INFORMATION:

1. NJAC 4A:4-2.3(b) states that all requirements must be met as of the closing date.
2. Online applications must be completed and submitted by the closing date listed above.
3. **You must complete your application in detail.** Your score may be based on a comparison of your background with the job requirements. **Failure to complete your application properly may lower your score or cause you to fail**
4. If an employment list results from this announcement, it may be certified to fill full-time and part-time positions.
5. Effective September 1, 2011, the New Jersey First residency law was enacted. Please click here for additional information.
6. In accordance with Public Law 2010 c. 26, Veterans pay a reduced application fee of \$15.00 if they have previously established Veteran's Preference with the DMAVA (as defined by NJSA 11A:5-1 et seq) or their claim is approved by DMAVA at least 8 days prior to the issuance of the eligibility list. Please note this reduced fee does not apply to Public Safety titles.

- Read Description of Job and Specification: **60611**

■ [Click here to apply via the Online Application System](#)

.....

[↶ back](#)

Copyright © State of New Jersey,
Civil Service Commission
P.O. Box 310
Trenton, NJ 08625