



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of John Alleman,
Network Administrator 1 (PM2391T),
Perth Amboy

Examination Appeal

CSC Docket No. 2016-3415

ISSUED: **DEC 07 2016** (WR)

John Alleman appeals the determination of the Division of Agency Services (Agency Services), which found that he was below the minimum requirements in experience for the promotional examination for Network Administrator 1 (PM2391T), Perth Amboy.

The subject examination was announced with a closing date of November 21, 2015 and was open to applicants who a possessed a Bachelor's degree with at least 18 credits in mathematics and/or computer science and three years of experience in the development, implementation, and maintenance of multi-network, multi-user Local Area Network (LAN), Metropolitan Area Network (MAN), and/or Wide Area Network (WAN) environments. Applicants not in possession of a Bachelor's degree, but who possessed the 18 credits in mathematics and/or computer science, were permitted to substitute additional experience on a year for year basis. Agency records indicate that the eligible list was cancelled, as the appellant, the only applicant for the position, was found ineligible.

On his application, the appellant indicated he possessed 12 college credits and 39 computer training credits.¹ He also indicated that he had served provisionally in the subject title, pending promotional examination procedures, from June 2015 to the closing date, as a Computer Service Technician from August 2010 to May 2015, and as a Helpdesk Technician from April 2008 to July 2010 with the appointing authority. He also worked with the John J. Knight Association as a Network Administrator for four hours a week from September 2001 to November

¹ The announcement noted that formal training in Computer Science/Information Technology would be reviewed for formal credit.

2015. Agency Services credited the appellant with one year and eight months of experience for his education. He was also credited four years and five months for his experience as a Network Administrator 1, Network Administrator and Helpdesk Technician. Regarding his experience as a Computer Service Technician, Agency Services determined that while the duties he performed were relevant, they constituted out-of-title work. As a result, Agency Services determined that he lacked 11 months of experience and therefore, did not meet the announced requirements.

On appeal, the appellant asserts that his 16 years of relevant experience satisfies the aforementioned requirement. In support of his appeal, he submits a letter from the Perth Amboy Business Administrator, who states that the appellant performed relevant duties for six hours a week from May 1, 2012 and May 31, 2015.

Agency records indicate that the appellant continues to serve provisionally in the title of Network Administrator 1. It is noted that a new examination for the subject title has not been announced for the Perth Amboy.

CONCLUSION

N.J.A.C. 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the promotional announcement by the closing date. *N.J.A.C.* 4A:1-1.2(c) provides that a rule may be relaxed for good cause in a particular circumstance in order to effectuate the purposes of Title 11A, New Jersey Statutes.

Initially, the appellant was properly determined ineligible for the subject examination by Agency Services since he lacked 11 months of applicable experience as of the closing date. The appellant has continued to serve provisionally in the subject title since the November 21, 2015 closing date, providing him with an additional 11 months of applicable experience. Moreover, agency records reveal that the examination was cancelled as the appellant was the only applicant. As such, the issue of his other experience need not be decided since good cause exists to relax the provisions of *N.J.A.C.* 4A:4-2.6(a) and accept the appellant's experience gained after the closing date, for eligibility purposes only, and to admit him to the subject examination.

ORDER

Therefore, it is ordered that this appeal be granted, the examination cancellation be rescinded, and the appellant's application be processed, for prospective employment opportunities only.

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 7th DAY OF DECEMBER, 2016



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