

experience in his provisional position, and thus, was found to be lacking 10 months of applicable experience.

On appeal, Mr. Graham provides additional duties for each of his positions. He states that while he was a Maintenance Worker 1 Transportation, he operated and conducted minor equipment repairs daily, repaired roadways, made road improvements, and performed snow removal and salt dispensing. The appellant combined his duties as Squad Leader and Team Leader into one position which he entitled "U.S. Army Paratrooper." The duties that he included for this position included: military map reading and data collecting; measuring distances on a map; reconnaissance using data collecting and investigating on foot with a map, protractor and compass; counseling soldiers on data collecting and investigation techniques; "worked" on major construction projects; calculating material cost and needs; analyzing plans and blueprints to ensure that designs were drafted properly; measuring property lines and yard dimensions using steel tape, an elevation rod and compass, and a total station land surveying device; recording and maintaining plans and blue prints; inspecting work performed by carpenters; and maintaining financial records.

N.J.A.C. 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the promotional examination announcement by the closing date.

CONCLUSION

Mr. Graham's experience as a provisional in the subject title was accepted. However, DAS concluded that his experience as a Maintenance Worker 1 Transportation, and his experience in the U.S. Army did not match the announced experience requirement. Qualifying experience has the announced experience as the primary focus. The amount of time, and the importance of the duty, determines if it is the primary focus.

The job specification for Maintenance Worker 1 Transportation indicates that the primary focus of positions in that title is to improve and maintain the physical condition of state property primarily by performing routine manual work. Experience in this title is inapplicable. The appellant was a Squad Leader and Team Leader in the U.S. Army, where he trained soldiers in combat and conduct, counseled individuals, maintained equipment and personnel items and security, mapped areas, used equipment to measure mission completion, scheduled security details, trained in combat operations, and taught soldiers different weapons systems. The duties as outlined in the appellant's appeal are ancillary tasks which are standard duties for all soldiers. Engineering support is not the primary focus of these positions. In sum, the appellant has two months of applicable experience as of the August 2015 closing date, and he lacks ten months of applicable experience.

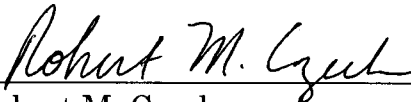
The appellant was denied admittance to the subject examination since he lacked the minimum requirements in experience. An independent review of all material presented indicates that the decision of DAS, that the appellant did not meet the announced requirements for eligibility by the closing date, is amply supported by the record. The appellant provides no basis to disturb this decision. Thus, the appellant has failed to support his burden of proof in this matter.

ORDER

Therefore, it is ordered that this 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
THE 7th DAY OF DECEMBER, 2016



Robert M. Czech
Chairperson
Civil Service Commission

Inquiries
and
Correspondence

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

c: Evan Graham
Michele Shapiro
Kelly Glenn
Records Center

