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STATE OF NEW JERSEY

FINAL ADMINISTRATIVE
ACTION OF THE
CIVIL SERVICE COMMISSION

In the Matter of
Jeffrey Schmiedeberg,
Senior Technician, Management
Information Systems (PM1186U),
Brick Township

Examination Appeal

CSC Docket No. 2017-894

ISSUED: **DEC 13 2016** (RE)

Jeffrey Schmiedeberg appeals the determination of the Division of Agency Services which found that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Senior Technician, Management Information Systems (PM1186U), Brick Township.

The subject examination announcement was issued with a closing date of May 23, 2016, and was open to employees in the competitive division who had an aggregate of one year of continuous permanent service as of the closing date in the title Technician, Management Information Systems and who met the announced requirements. These requirements included graduation from an accredited college or university with a Bachelor's degree, and one year of experience utilizing or implementing electronic information systems, analyzing information systems and/or developing procedures for the use of information systems, or providing user support and solving user problems in a help desk or related environment. Applicants who did not meet the indicated education requirement could substitute additional work experience as described on a year-for-year basis, with thirty semester hour credits being equal to one year of experience. Possession of a Bachelor's degree or Master's Degree in a computer related area could be substituted for indicated experience. Also, 24 credits in data processing from an accredited college could be substituted for two years of the education requirement. The appellant was found to be below the minimum requirements in experience per the substitution clause for education. As no one was admitted to the examination, it was canceled on August 11, 2016.

Mr. Schmiedeberg indicated that he possessed no college credits, and therefore needed to possess five years of applicable experience. He listed six positions on his application: provisional Senior Technician, Management Information Systems; Technician, Management Information Systems; Data Processing Technician; Data Processing Systems Programmer; Keyboarding Clerk 2; and Keyboarding Clerk 1. He was credited with three years, five months in the first three positions, and he was found to be lacking one year, seven months of qualifying experience.

On appeal, Mr. Schmiedeberg disputes this determination, stating that he has been in a supervisory position for over nine years in the Information Technology Department, and has been working out-of-title while in the position of Data Processing Systems Programmer, the fourth position listed on his application. In support of this appeal, the appointing authority states that Mr. Schmiedeberg was working out-of-title, performing applicable duties, while in the title Data Processing Systems Programmer from 1999 to January 2013.

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

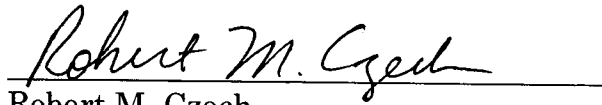
Initially, the appellant was correctly deemed to be ineligible for the subject examination since he lacked one year and seven months of required experience per the substitution clause for education. However, the appointing authority has indicated that Mr. Schmiedeberg performed out-of-title duties from 1999 to January 2013. With the acceptance of out-of-title work, Mr. Schmiedeberg possesses the required experience as of the May 2016 closing date. The examination was not competitive with no admitted candidates, and Mr. Schmiedeberg remains in his provisional position as a Senior Technician, Management Information Systems. Thus, based on the documentation submitted and under these circumstances, good cause exists to accept Mr. Schmiedeberg's out-of-title work experience to satisfy the eligibility requirements for the Senior Technician, Management Information Systems examination.

ORDER

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

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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