



management, soil composition, turfgrass management, and advanced turfgrass management.

*N.J.A.C.* 4A:4-2.3(b) provides that applicants shall meet all requirements specified in the open competitive examination announcement by the closing date.

### CONCLUSION

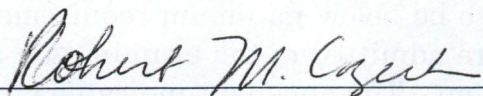
The appellant was provisionally appointed to the title of General Manager of Golf Courses effective May 16, 2016, and continues in this appointment, and he possesses a Bachelor's degree in Agricultural Science. While he does not possess the Associate's degree in the required areas or a certificate showing successful completion of a two-year program in golf course management, in possessing a Bachelor's degree in Agricultural Science, which includes the above mentioned courses, he has demonstrated a satisfactory level of education. There are no names on an eligible list, and the appellant is still serving as a provisional incumbent. *N.J.A.C.* 4A:1-1.2(c) indicates that the Civil Service Commission (Commission) may relax *N.J.A.C.* 4A:4-2.3(b) for good cause in order to effectuate the purpose of Title 11A, New Jersey Statutes. Based on these unique circumstances, the Commission will accept the appellant's education in lieu of the required education and admit him to the subject examination.

### ORDER

Therefore, it is ordered that this appeal be granted.

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 8<sup>th</sup> DAY OF FEBRUARY, 2017



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: Eric Carlson  
Michele Popkin  
Kelly Glenn  
Records Center

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