

STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION

In the Matter of Della Carroll, General Manager of Golf Courses (C0598U), Bergen County

CSC Docket No. 2017-1945

Examination Appeal

ISSUED: **FEB** 1 4 2017 (RE)

Della Carroll appeals the determination of the Division of Agency Services (DAS) which found that she did not meet the education requirements for the open competitive examination for General Manager of Golf Courses (C0598U), Bergen County.

The subject examination announcement was issued with a closing date of August 31, 2016. The examination was open to residents of Bergen County, contiguous counties, and the State of New Jersey, who met the announced requirement of graduation from an accredited college or university with an Associate's degree in turf management or golf course management. Applicants who do not possess the required degree could substitute a certificate showing successful completion of a two-year program in golf course management from a licensed school or other educational institution, or a Bachelor's degree in business management or sports management. The appellant was found to be below minimum requirements in education. It is noted that no candidates were admitted to the examination. The appellant indicated on her application that she possessed a Bachelor's degree in accounting and a Master's degree in administration science. The appellant's education was not accepted.

On appeal, Ms. Carroll argues that her Bachelor's degree in accounting is equivalent to a Bachelor's degree in business management. The appellant submitted her transcripts, and states that her courses included business, finance, computer, law, management, economics and accounting topics.

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 possesses a Bachelor's degree in accounting and a Master's degree in administration. She argues that this is equivalent to a Bachelor's degree in business management, which is the substitution for an Associate's degree in turf management or golf course management. The Civil Service Commission does not agree. Absent a statement from a Dean from one of the universities that she attended that the degrees are equivalent, this education cannot be accepted. It is noted that the Bachelor's degree in business management is a substitution for the primary education. A degree that is not the same as the substitution education is too far removed from the primary requirement to be acceptable. Further, it is clear that the focus of the appellant's coursework was not in business management. Moreover, to admit the appellant without allowing other candidates with a Bachelor's degree in accounting who may have applied if given the opportunity is inappropriate.

A thorough review of appellant's application reveals that the determination of DAS, denying appellant's admittance to the subject examination due to the fact that she did not possess the announced requirements for eligibility by the examination closing date, is amply supported by the record. The appellant provides no basis to disturb this decision. Thus, the appellant has failed to support her 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 ON THE 8th DAY OF FEBRUARY, 2017

Robert M. Czech
Chairperson

Civil Service Commission

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