

CSC Docket No. 2018-1829

DPF-439 * Revised 7/95

appellant would need an additional three months of experience to qualify for the examination.

On appeal, the appellant presents that her private sector experience with Braun Research qualifies her for the subject examination. The appellant highlights her experience negotiating and administering health benefits, administering and maintaining the 401k program, as well as developing and instituting procedures for payroll and timekeeping. The appointing authority submits a letter in support of this appeal and explains that the appellant's variety of experience in payroll and personnel, both in the public and private sector, qualifies her for the subject examination.

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. *N.J.A.C. 4A:1-1.2(c)* provides that a rule may relaxed for good cause, in a particular circumstance, in order to effectuate the purposes of Title 11A of the New Jersey Statutes Annotated.

CONCLUSION

Initially, Agency Services correctly determined that the appellant was not eligible for the subject examination. In order for experience to be considered applicable, it must have as its primary focus full-time responsibilities in the areas required in the announcement. *See In the Matter of Bashkim Vlashi* (MSB, decided June 9, 2004). On her original application, the duties that the appellant listed contained some aspects of the required experience, but did not have as its primary focus technical experience in a personnel program. However, the subject examination has been cancelled since the appellant was the only applicant and she continues to serve provisionally in the title under test. As such, good cause exists to accept the appellant's provisional experience after the closing date and admit her to the subject examination. She now has more than five years of the required experience.

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Therefore, it is ordered that this appeal be granted, the examination cancellation be rescinded, and the appellant's application be processed for prospective employment opportunities only.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
27TH DAY OF MARCH, 2018



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