



STATE OF NEW JERSEY

In the Matter of William Figley,
Regional Superintendent, Fish,
Game, and Wildlife (PS6199G),
Department of Environmental
Protection

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

Examination Appeal

CSC Docket No. 2022-1554

ISSUED: MARCH 4, 2022 (SLK)

William Figley appeals the determination of the Division of Agency Services (Agency Services) that he did not meet the experience requirements for the promotional examination for Regional Superintendent, Fish, Game, and Wildlife (PS6199G), Department of Environmental Protection.

The subject examination had a September 21, 2021, closing date. The education requirement was a Bachelor's degree in one of the Biological Sciences or in Natural Resource Management with a major concentration in Fisheries Science and/or Wildlife Science. The experience requirements were four years of professional experience in wildlife or fisheries management, one year of which shall have been in a supervisory capacity. A Master's degree in Wildlife or Fisheries Management or related field could have been substituted for one year of non-supervisory experience. A total of seven candidates applied and three were found eligible. No certifications have been issued yet. The list expires on December 22, 2024.

On the appellant's application, he indicated that he possessed a Bachelor's degree in Natural Resource Management. He also indicated that he was provisionally serving in the subject title from January 2020 to the September 21, 2021 closing date, a Principal Biologist, Education from September 2015 to January 2020,

a Senior Biologist, Education from June 2005 to August 2015¹, a Wildlife Worker from April 2004 to June 2005, a Deckhand for Miss Barnegat Light from August 2001 to December 2003, a Seasonal Wildlife Worker from October 2002 to July 2003, a Seasonal Fisheries Worker from May 2002 to October 2002, a Certified Domestic Observer for National Marine Fisheries Service from October 2000 to May 2001, and a Summer Field Technician from May 1999 to August 1999. Agency Services credited the appellant with having met the education requirement based on his Natural Resource Management degree, the supervisory requirement based on his provisional service in the subject title, and two years and five months of general experience based on his provisional service in the subject title and experience as a Certified Domestic Observer, but determined that he lacked one year and seven months of general experience.

On appeal, in addition to describing his experience in detail, the appellant submits a letter of support from the appointing authority. The letter indicates that the appellant, as a Senior and Principal Biologist, developed training courses related to wildlife management, taught students the principals of wildlife management, developed a hunting program for youth, and was the lead biologist at wildlife check stations. Further, it presents that as part of the Division's wildlife management program, he made improvements to the Game Code, oversaw the Division's delegation to the New Jersey Federation of Sportsmen's Clubs, and wrote grants that were used for the selection, restoration, and improvement of wildlife habitat and research.

CONCLUSION

N.J.A.C. 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the promotional announcement by the closing date. *N.J.A.C.* 4A:4-6.3(b) provides that the appellant has the burden of proof in examination appeals.

In this matter, the record indicates that as a Principal and Senior Biologist, Education from March 2012 until the appellant's provisional appointment in the subject title in January 2020, the appellant's primary duty was the development, instruction, and supervision or leading of staff regarding the management of wildlife along with other duties related to wildlife management. As training is a key component of wildlife management, the record indicates that the appellant primarily performed the required duties for the required time. Therefore, the Civil Service Commission finds that the appellant's experience in those titles meets the general experience requirements and he should be admitted to the subject examination.

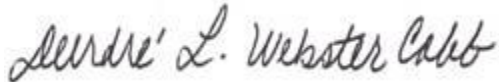
¹ Personnel records indicate that the appellant was a Senior Biologist, Education from March 2012 to September 2015, an Environmental Specialist 1 from May 2006 to March 2012, an Environmental Services Trainee from May 2005 to May 2006, and a Wildlife Worker from April 2004 to May 2005.

ORDER

Therefore, it is ordered that the appeal be granted, and the appellant's application be processed for current employment opportunities.

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 2ND DAY OF MARCH, 2022



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