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STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Reallocation of
Planetarium Technician from the
Competitive to the Non-Competitive
Division of the Career Service

CSC Docket No. 2015-1079

Request for Title Reallocation

ISSUED: DEC - 5 2014 (CSM)

The Division of Classification and Personnel Management (CPM) recommends reallocation of the Planetarium Technician title to the non-competitive division of the career service in accordance with *N.J.A.C. 4A:3-1.2*.

The rationale for reallocating this title, which is a single incumbent position utilized exclusively by the Department of State, is to provide the agency with the flexibility needed to more efficiently and quickly meet their hiring responsibilities. CPM explains that this single incumbent title has a low turnover and requires a unique blend of technological savvy and scientific knowledge primarily acquired within a planetarium. Additionally, CPM states that its efforts to identify appropriate formal academic training suitable for this title were unsuccessful. Therefore, CPM recommends that the subject title be reallocated to the non-competitive division since testing for this title is not practicable due to the nature of the knowledge, skills and abilities associated with the job.

CPM advises that the title is presently unencumbered and the appropriate negotiations representatives were notified. Finally, CPM states that the changes specified in this title reallocation will become effective beginning on the first pay period following Commission approval of these actions.

N.J.A.C. 4A:3-1.2 provides, in part, that the Commission may reallocate titles from the competitive to the non-competitive division when competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job or when certification procedures based on ranked eligible lists have not or

are not likely to meet the needs of appointing authorities due to such factors as salary, geographic location, recruitment problems and working conditions.

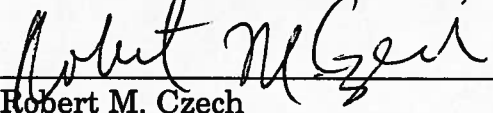
Based on all of the foregoing, ample reasons exist for the reallocation of the subject title to the non-competitive division of the career service. The subject title requires five years of experience in a planetarium in the operation, repair and maintenance of planetarium equipment, one year of which shall have included presenting programs to the public. Applicants who do not possess the required experience could substitute a Bachelor's degree in Science Education, Astronomy, Physics, Electrical Engineering, Mechanical Engineering or a related field may be substituted for four years of the required experience. An Associate's degree or a combination of 60 credits in any of the above areas or related fields may be substituted for two years of the required experience. Given that a Bachelor's degree in an appropriate field can substitute for only four of the five years of required experience, in conjunction with CPM's unsuccessful efforts to identify an appropriate formal academic training suitable for this title, and given the technical nature of the required experience, competitive testing is not practicable.

ORDER

Based on all of the above, it is ordered that the Planetarium Technician title be reallocated to the non-competitive division. It is further ordered that such action be effective December 13, 2014.

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 3RD DAY OF DECEMBER, 2014



Robert M. Czech

Chairperson

Civil Service Commission

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and
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