



related field to Personnel Administration and Applied Psychology. She states that while in the Master's program at Rutgers University, the State University of New Jersey, School of Public Affairs and Public Administration in Newark, New Jersey, she learned that Public Administration and Human Resource Management are closely related fields.

*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 correctly initially deemed to be ineligible for the subject examination since she lacked one year of required experience. Applicable experience has the announced experience requirement as the primary focus. The appellant's experience as a Realtor and as a Data Processing Technician was clearly inapplicable. As to the substitution clause, an acceptable degree is one related to Personnel Administration or Applied Psychology. A Master's degree in Public Administration may be related, depending on the focus of the degree and the specific courses the student completed. The appellant's Master's degree in Public Administration was not initially considered acceptable as a substitute for the experience requirement. However, given that the current eligible list is incomplete and a review of her Master's degree reveals at least some applicable coursework, the Commission accepts her Master's degree in this particular circumstance, and finds that it is appropriate to add the appellant's name to the subject list for current appointment consideration. In addition, a similarly situated candidate, Ronald Brown, should also be added.

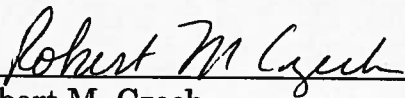
It is noted that this remedy is limited to the particular circumstances of this matter and does not set a precedent in any other matter.

### ORDER

Therefore, it is ordered that this appeal be granted and the appellant's and Ronald Brown's applications 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 3<sup>rd</sup> DAY OF DECEMBER, 2014



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