



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Jeffrey Cora, Senior
Data Processing Systems
Programmer (C1019R), Essex County

CSC Docket No. 2014-2683

Examination Appeal

ISSUED: **JUL 30 2014** (SLK)

Jeffrey Cora appeals the determination of the Division of Selection Services (Selection Services) which found that, per the substitution clause for education, he was below the minimum requirements in experience for the open competitive examination for Senior Data Processing Systems Programmer (C1019R), Essex County.

The examination at issue was announced with specific requirements that had to be met as of the December 3, 2013 closing date (see attached). Six individuals applied for the subject examination that resulted in a list of two eligibles with an expiration date of April 23, 2017.

Mr. Cora indicated on his application that he was a Data Processing Systems Programmer from January 2007 to the December 3, 2013 closing date, a Compliance/Technical Writer for Citigroup from February 2005 to July 2005, and an Operation Engineer for Omgeo, LLC from June 1988 to August 2004. He also indicated that he possessed 108 college credits. Selection Services credited him with four years of experience based on his 108 college credits being equivalent to three and a half years of experience and his experience as an Operation Engineer being equivalent to 15 college credits which can be utilized for six months of experience, but determined that none of his experience would be considered comprehensive experience in the generation and maintenance of operating systems software. Consequently, it determined that he lacked three years of experience.

On appeal, Mr. Cora submits his college transcripts from both schools that he listed on his application. He reiterates that he has served seven years as a Data Processing Systems Programmer for the appointing authority. He also argues that his 16 years as a programmer and in technical support positions prior to working for the appointing authority qualify him for the subject title.

CONCLUSION

N.J.A.C. 4A:4-2.3 provides that applicants shall meet all requirements specified in the examination announcement by the announced closing date. Further, *N.J.A.C.* 4A:1-1.2(c) states that the Civil Service Commission (Commission) may relax a rule for good cause in order to effectuate the purposes of Title 11A, New Jersey Statutes.

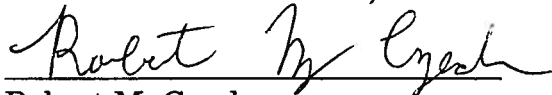
Initially, Selection Services correctly determined that Mr. Cora did not meet the required experience as of the closing date. However, although Mr. Cora's experience does not precisely mirror the requirements contained in the announcement, the Commission is satisfied that the totality of his varied levels of experience as a Data Processing Systems Programmer, Compliance/Technical Writer, and Operation Engineer as far back as June 1988 warrants his admission to the subject examination. Additionally, the list is incomplete as it only contains the names of the two eligibles. Therefore, under these circumstances, good cause exists to relax the provisions of *N.J.A.C.* 4A:4-2.6(a) and accept the totality of Mr. Cora's experience and admit him to the subject examination. Accordingly, admitting the appellant to the subject examination will provide the appointing authority with a complete eligible list so that it can make a permanent appointment.

ORDER

Therefore, it is ordered that this appeal be granted, 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 30th DAY OF JULY, 2014



Robert M. Czech

Chairperson

Civil Service Commission

Inquiries
and
Correspondence

Henry Maurer
Director
Division of Appeals
and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

Attachment

c: Jeffrey Cora
Alan Abramowitz
Dan Hill
Joseph Gambino



Job Announcements

Symbol: C1019R Title: **SENIOR DATA PROCESSING SYSTEMS PROGRAMMER**

Issue Date: 11/12/2013

Closing Date: 12/03/2013

Jurisdiction: ESSEX COUNTY

Salary: \$51,208.00 - \$79,111.00 Per Year

Num. of Positions: 1

Workweek: 35 Hours per week

Application Fee: \$25.00

OPEN TO RESIDENTS OF:

1) Essex County; 2) Bergen County, Hudson County, Morris County, Passaic County, Union County

REQUIREMENTS:

EDUCATION: Graduation from an accredited college or university with a Bachelor's degree.

NOTE: Experience in the study of work methods and processes, analysis of varied types of data, design and preparation of systems and programs, operation of multi-programming computer systems and work in the data processing support areas of input/output control, scheduling or reliability support may be substituted for the required education on a year-for-year basis with one (1) year of experience being equal to thirty (30) semester hour credits.

EXPERIENCE: Three (3) years of comprehensive experience in the generation and maintenance of operating systems software.

NOTE: A data processing certificate from a business or EDP school may be substituted for one (1) year of experience. If you are substituting a certificate for some of the required experience, please submit a copy of your certificate with your application. Failure to do so will result in ineligibility.

LICENSE: Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle rather than employee mobility, is necessary to perform the essential duties of the position.

IMPORTANT INFORMATION:

1. NJAC 4A:4-2.3(b) states that all requirements must be met as of the closing date.
2. Online applications must be completed and submitted by the closing date listed above.
3. **You must complete your application in detail.** Your score may be based on a comparison of your background with the job requirements. **Failure to complete your application properly may lower your score or cause you to fail.**
4. If an employment list results from this announcement, it may be certified to fill full-time and part-time positions.
5. If the announcement is open to residents of more than one jurisdiction, the eligible list will be ranked according to that residency sequence. Please click here for additional information.
6. Effective September 1, 2011, the New Jersey First residency law was enacted. Please click here for additional information.
7. In accordance with Public Law 2010 c. 26, Veterans pay a reduced application fee of \$15.00 if they have previously established Veteran's Preference with the DMAVA (as defined by NJSA 11A:5-1 et seq) or their claim is approved by DMAVA at least 8 days prior to the issuance of the eligibility list. Please note this reduced fee does not apply to Public Safety titles.

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