

Development Specialist 2; Information Technology Specialist; and Professional Service Specialist 4. He was credited with one year, one month of experience in the first two positions, and he was found to be lacking eleven months of experience as of the December 2013 closing date.

On appeal, Mr. Cole states that he functioned as an Academic Programmer in his position as a Professional Service Specialist 4. He states that in this position he developed and programmed modules for Blackboard learning management systems, and programmed a video storage delivery [system]. A representative of the appointing authority confirmed his description of job duties.

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:4-2.6(c)* provides that except when permitted for good cause, applicants for promotional examinations may not use experience gained as a result of out-of-title work to satisfy eligibility requirements.

CONCLUSION

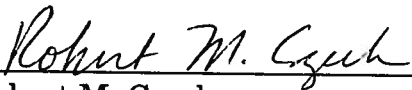
Initially, the appellant was correctly deemed to be ineligible for the subject examination since he lacked the minimum requirements in experience as out-of-title work is not accepted for promotional examinations. However, the appointing authority has indicated that Mr. Cole performed out-of-title duties for at least an additional eleven months while in the title Professional Service Specialist 4. With the acceptance of this out-of-title work, Mr. Cole possesses the required two years of experience. The examination was not competitive, and based on the documentation submitted and under these circumstances, good cause exists to accept Mr. Cole's out-of-title work experience to satisfy the requirements for the Software Development Specialist 2 examination.

ORDER

Therefore, it is ordered that this appeal be granted and the appellant's application be processed.

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 16th DAY OF JULY, 2014



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