



STATE OF NEW JERSEY

In the Matter of Daniel Daisey,
Supervisor, Information Technology Help
Desk, Department of Transportation

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

CSC Docket No. 2015-1195

Administrative Appeal

ISSUED: FEB 05 2015 (BS)

The Division of Classification and Personnel Management (CPM), on behalf of the Department of Transportation, requests that Daniel Daisey's out-of-title work as a Senior Technician, Management Information Systems, be accepted as qualifying experience for the title Supervisor, Information Technology Help Desk, Department of Transportation.

By way of background, Mr. Daisey is currently serving permanently as a Senior Technician, Management Information Systems. The appointing authority submitted a request to CPM to promote Mr. Daisy to the title, Supervisor, Information Technology Help Desk. The Division of Selection Services (DSS) conducted a pre-appointment evaluation and concluded that Mr. Daisey did not satisfy the open-competitive requirements for Supervisor, Information Technology Help Desk. Specifically, he neither possesses the required degree nor requisite amount of in-title experience. However, DSS found that Mr. Daisey did possess adequate private sector experience in "reliability support" to meet the educational requirement per the substitution clause for education. He also possessed applicable experience as a Senior Technician, Management Information Systems but this experience would be considered out-of-title work.

It is noted that incumbents serving in the Supervisor, Information Technology Help Desk title are required to possess the following:

EDUCATION:

Graduation from an accredited college or university with a Bachelor's Degree.

EXPERIENCE:

Four years of experience in an Information Technology operational unit of a public or private information processing facility, including at least three years of experience with an information technology help desk or operational support unit supporting a multiplatform Client/Server LAN or WAN environment and/or Mainframe operation, one year of which shall have been in a lead capacity.

NOTE: An Associate's degree in Computer Science or Information Technology could be substituted for the Bachelor's degree indicated above.

NOTE: A Bachelor's or Master's degree in Computer Science or Information Technology could be substituted for one year of non-lead experience.

SPECIAL NOTE:**SUBSTITUTING EXPERIENCE FOR EDUCATION:**

Experience in the study of work methods and processes, the analysis of varied types of data, the design and preparation of systems and programs, the operation of multi-programming computer systems and work in the Information processing support areas of input/output control, scheduling, or reliability support may be substituted for the required education on a year for year basis.

NOTE: Any formal information technology training by any organization may be submitted for consideration and evaluation as possibly being equated to a specific number of college credits. The Civil Service Commission will review the course content and all the other factors involved, and make a determination.

In its request to the Civil Service Commission, CPM indicates that the appointing authority has verified that there are no open-competitive, promotional, regular re-employment or special re-employment lists for this title for the Department of Transportation. Based on this information, CPM recommends that a one-time rule relaxation be made to allow Mr. Daisey to undergo promotional

procedures to advance from the Senior Technician, Management Information Systems title to the Supervisor, Information Technology Help Desk title.

CONCLUSION

N.J.A.C. 4A:1-1.2(c) provides that the Civil Service Commission may relax a rule for good cause, in a particular circumstance, in order to effectuate the purposes of Title 11A of the New Jersey Statutes Annotated. *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.

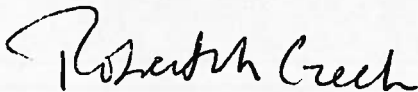
In the present matter, the appointing authority has verified that there are no open-competitive, promotional, regular re-employment or special re-employment lists for Supervisor, Information Technology Help Desk, Department of Transportation. CPM recommends that the request to accept Mr. Daisey's out-of-title work responsibilities as a Senior Technician, Management Information Specialist be accepted as qualifying experience for the title Supervisor, Information Technology Help Desk be granted. Under these circumstances, good cause has been presented to allow Mr. Daisey to undergo promotional procedures to advance from the Senior Technician, Management Information Specialist title to Supervisor, Information Technology Help Desk.

ORDER

Therefore, it is ordered that this request be granted and Daniel Daisey's out-of-title work as a Senior Technician, Management Information Systems, be accepted as qualifying experience for the title Supervisor, Information Technology Help Desk, Department of Transportation. Mr. Daisey is to provide a copy of this decision with the promotional application that he submits upon promotional examination announcement.

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 4TH DAY OF FEBRUARY, 2015



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Chairperson
Civil Service Commission

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and
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