

CSC

B-56



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Elizabeth A. :
Samaroo, Senior Data Processing :
Systems Programmer (PC1030P), :
Hudson County :
:
CSC Docket No. 2013-3514 :

Examination Appeal

ISSUED: **MAR 06 2015** (BS)

Elizabeth A. Samaroo appeals the determination of the Division of Selection Services which found that she did not meet the requirements for the promotional examination for Senior Data Processing Systems Programmer (PC1030P), Hudson County.

The examination at issue was announced with experience requirements which had to be met as of the announced closing date of October 22, 2012. Specifically, all applicants had to possess a Bachelor's degree from an accredited college or university plus three years of comprehensive experience in the generation and maintenance of operating systems software. The examination announcement also stipulated that experience in the study of work methods and processes, analysis of varied types of data, design and preparation of systems and programs, operation of multiprogramming computer systems and work in the data processing support areas of input/output control, scheduling or reliability support could be substituted for the required education on a year-for-year basis with one year of experience being equal to 30 semester hour credits. Additionally, a data processing certificate from a business or EDP school could be substituted for one year of experience. Records indicate that the promotional examination was cancelled on March 20, 2013 due to a lack of qualified applicants.

The appellant filed an application on which she indicated that she possessed a Bachelor's degree plus experience as provisional Senior Data Processing Systems

Programmer (9/90 to the closing date).¹ This is the only position listed on the appellant's original application. The Division of Selection Services concluded that the duties the appellant described while serving in this capacity did not satisfy the subject requirements. As a result, the Division of Selection Services found the appellant ineligible for the subject promotional examination.

On appeal, the appellant asserts that she satisfies the subject requirements. The appellant submits a letter from Richard J. Volz, Commander, Computer/Technical Services Section, Office of the Hudson County Prosecutor, who indicated that the appellant's duties included PC trouble shooting, web page design, data base development and maintenance, and developing and conducting computer software user training classes.

CONCLUSION

N.J.A.C. 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the examination announcement by the closing date. *N.J.A.C. 4A:4-6.3(b)* provides that, except for medical or psychological disqualification appeals, the appellant shall have the burden of proof.

As of the closing date, the appellant satisfied the educational requirement. However, even though the appellant is serving as a provisional Senior Data Processing Systems Programmer, none of the duties she listed on her application or described in her appeal are considered comprehensive experience in the generation and maintenance of operating systems software as required. The duties the appellant described are more consistent with someone who is working on the help desk or a general programming environment. In order to be considered applicable, qualifying comprehensive experience in the generation and maintenance of operating systems software, such experience had to include controlling and/or implementing and maintaining the highly technical operating systems associated with modern computers to achieve optimum utilization of available hardware and software using comprehensive knowledge of the operating system, systems design, and programming. None of the responsibilities described by the appellant included work with operating systems software as required and, therefore, none of her responsibilities rise to the level and scope of those required of the subject position. Additionally, since the appellant is not involved with the duties outlined here even though she is serving as a provisional Senior Data Processing Systems Programmer, the Civil Service Commission is directing the Division of Agency Services to conduct a classification review to determine what the appellant's correct career service title should be.

¹ Civil Service Commission records indicate the appellant was appointed provisionally as a Senior Data Processing Systems Programmer effective February 1, 2012. Prior to that, her titles were Data Processing Systems Programmer (9/96 to 2/12), Systems Analyst (9/96), and Keyboarding Clerk (9/90 to 8/96).

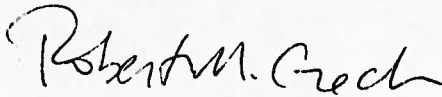
Consequently, a thorough review of all material presented indicates that the determination of the Division of Selection Services, that this appellant did not meet the announced requirements for eligibility by the examination closing date, is supported by the record. Thus, the appellant has failed to support her burden of proof in this matter.

ORDER

Therefore, it is ordered that this appeal be denied and that the Division of Agency Services conduct a classification review to determine what the appellant's correct career service title should be as soon as possible.

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 MARCH, 2015**



Robert M. Czech
Chairperson
Civil Service Commission

Inquiries
And
Correspondence:

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

- c. Elizabeth A. Samaroo
Fred J. Theemling, Jr.
Kelly Glenn
Kenneth Connolly
Joseph Gambino

