

B-39



STATE OF NEW JERSEY

In the Matter of Edward Murray,
Communications Systems Technician
1, Department of Environmental
Protection

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

CSC Docket No. 2015-2496

Administrative Appeal

ISSUED: MAY 08 2015 (DASV)

The Department of Environmental Protection requests that Edward Murray's out-of-title work experience in the title of Supply Support Technician 1 be accepted to qualify him for a prospective promotional examination for Communications Systems Technician 1.

By way of background, in a December 5, 2014 classification determination, the Division of Classification and Personnel Management (CPM)¹ concluded that the proper classification of Murray's position was Communications Systems Technician 1. Murray was then to be considered serving provisionally pending promotional examination procedures in the title effective June 28, 2014. In the meantime, the appointing authority had requested a pre-appointment evaluation of Murray's credentials for promotion to the subject title. On May 7, 2014, the Division of Selection Services (Selection Services) determined that Murray did not meet the requirements for the position of Communications Systems Technician 1. It indicated that Murray did not possess the required training and gained 10 years and eight months of relevant experience through out-of-title work as a Supply Support Technician 1, which could not be accepted without the approval of the Civil Service Commission (Commission). It is noted that the requirements for the title are completion of a vocational, technical, or specialized training program in computer technology, electrical technology, electronic technology, electronic engineering technology, computer operations, or data processing and two years of experience in work involving the installation, maintenance, troubleshooting and

¹ CPM is now known as the Division of Agency Services.

repair of electrical or electronic components, equipment or systems, which shall have included one year pertaining to data and voice communications network hardware, related peripheral devices, and associated wiring systems. Applicants who do not possess the required education may substitute the education with one year of additional non-supervisory experience. It is further noted that Murray continues serving provisionally in the subject title.

By letter dated February 20, 2015, the appointing authority requested that, pursuant to *N.J.A.C. 4A:4-2.6(c)*, Murray's out-of-title work experience be accepted for a promotional examination for Communications Systems Technician 1. Specifically, it stated that Murray had assumed the duties of a Communications Systems Technician 1 while serving in the competitive title of Supply Support Technician 1. The appointing authority also indicated that Murray performed the out-of-title duties as a result of attrition and the hiring freeze. It emphasized that Murray's position was reclassified into the subject title.

CONCLUSION

N.J.A.C. 4A:4-2.6(c) provides that applicants for promotional examinations with open competitive requirements may not use experience gained as a result of out-of-title work to satisfy the requirements for admittance to the examination or for credit in the examination process, unless good cause is shown for an exception.

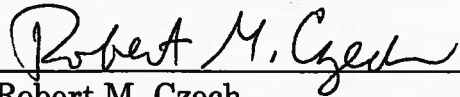
In the present matter, the appointing authority, CPM, and Selection Services have verified that Murray performed relevant out-of-title duties. Additionally, Murray's position classification determination resulted in his provisional appointment pending promotional examination procedures to the subject title effective June 28, 2014. Further, Murray continues serving provisionally in the subject title and possesses more than the required years of experience. Under these circumstances, good cause exists to accept Murray's out-of-title work, for eligibility purposes only, in order to qualify him for a prospective promotional examination for Communications Systems Technician 1.

ORDER

Therefore, it is ordered that this request be granted and Edward Murray's out-of-title work experience be accepted for a prospective promotional examination for Communications Systems Technician 1. He is to submit a copy of this determination with his application for promotional examination. In addition, the Division of Agency Services shall accept applicable and documented out-of-title work experience, for eligibility purposes only, from all other promotional examination applicants.

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
THE 6TH DAY OF MAY, 2015



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

c: Edward Murray
Robin Liebeskind
Kelly Glenn
Joseph Gambino

