

Agency Services advises that these titles are not represented by a collective negotiations agent. Therefore, it was not necessary to provide notice and the opportunity to review the proposal.

CONCLUSION

N.J.A.C. 4A:3-1.2 provides, in part, that the Commission may reallocate titles from the competitive to the non-competitive division when competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job or when certification procedures based on ranked eligible lists have not or are not likely to meet the needs of appointing authorities due to such factors as salary, geographic location, recruitment problems and working conditions.

Based on all of the foregoing, ample reasons exist for the reallocation of the proposed titles to the non-competitive division of the career service. Both titles require possession of a Bachelor's degree and five or six years of experience in claims investigation, reviewing financial records, investigating complaints or underwriting work, analysis and review of rating systems and policy reforms used by insurance companies and rating organizations, the valuations and certification of reserves, development and implementation of real estate and/or insurance practices, policies and procedures, or insurance auditing and examinations, two or three years of which shall have been in a supervisory capacity. Additionally, applicants must possess, among other things, any one of the following certifications or other credentials: Life Office Management Association, Member of the Society of Actuaries, a Master's degree in Public Administration, Business Administration, or Accounting, a professional designation of Juris Doctor or Certified Public Accountant, completion of the Chartered Property Casualty Underwriters program, the Chartered Life Underwriting Program, Certified Insurance Examiner, Certified Financial Examination, or Accredited Financial Examination. Therefore, given the high level of specific experience and the credentials required for these titles, it is not practical to determine merit and fitness via the Management Test Battery examination. Further, as the Department of Banking and Insurance is the only agency that utilizes this title, and due to an impending accreditation review by the NAIC, the six months to a year to announce an examination and obtain a certification is not a viable option. Thus, competitive testing procedures and certification procedures are not practicable for these titles.

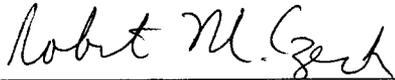
ORDER

Therefore, it is ordered that the Manager 1 Insurance, Specialized Credentials be reactivated and that the Manager 1 Insurance, Specialized Credentials and Manager 2 Insurance, Specialized Credentials titles be reallocated to the non-competitive division. It is also ordered that this action be effective December 24, 2016.

It is further ordered that the Chief of Investigations Real Estate Commission title be inactivated.

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 21ST DAY OF DECEMBER, 2016



Robert M. Czech
Chairperson
Civil Service Commission

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Attachment

c: John J. Walton
Kelly Glenn

DATE: December 12, 2016
TO: Civil Service Commission
FROM: Kelly Glenn, Director 
Division of Agency Services
SUBJECT: Change in State Classification Plan

DEPARTMENT OF BANKING AND INSURANCE

The Department of Banking and Insurance (DOBI) requests reactivation of the Manager 1 Insurance, Specialized Credentials (10260C) title.

The title was inactivated by the Civil Service Commission in 2012, as it was unencumbered for more than four (4) years. As stated by DOBI, the stringent criteria and qualifications were making it difficult to find qualified candidates for the title. They have requested to broaden the requirements of the Manager Insurance Specialized Credentials titles, in order to keep up with the current licenses and certifications and expand the candidate pool for these titles.

The DOBI also requests the Manager 1 Insurance, Specialized Credentials (10260C) and the Manager 2 Insurance, Specialized Credentials (10261C) titles be reallocated to the non-competitive division. This action will provide the department with the flexibility needed to more efficiently and quickly meet their hiring responsibilities.

The revised job specification is attached.

DOBI also requests to inactivate the Chief of Investigations Real Estate Commission (54955), as it has no future use for it. The title has been unencumbered for more than five (5) years.

Effective date: The effective date of this action will be the beginning of the first pay period that follows the Commission's approval of the change in the State Classification plan.

TITLE REACTIVATION

Manager 1 Insurance, Specialized Credentials
M32-10260C Competitive X NL12

REALLOCATION: COMPETITIVE TO NON-COMPETITIVE

Manager 2, Insurance, Specialized Credentials
M24-10261C Non-Competitive X NL12

Manager 1 Insurance, Specialized Credentials
M32-10260C Non-Competitive X NL12

Civil Service Commission
December 12, 2016

TITLE INACTIVATION

Chief of Investigations Real Estate Commission
M30 – 54955 C X NL12

KG/SF/PM