

On appeal, the appellant argues that he meets the minimum requirements for the position as he has been working out-of-title since August 2017, and he provides some of the places he was assigned to work. Further, the appointing authority verifies the appellant's out-of-title work experience as a County Park Manager since August 2017.

CONCLUSION

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)1 provides that except when permitted by the Chairperson or designee for good cause, 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.

In the present matter, a review of the documentation demonstrates that initially, Agency Services correctly determined that the appellant was not eligible for the subject examination. The appellant was properly not credited for his experience as a County Park Ranger as it was out-of-title work. However, the appointing authority has verified that the appellant worked out-of-title as a County Park Manager for eight months when he was reassigned to a park. Additionally, the appellant continues to perform required out-of-title duties and he has accrued at least an additional four months of experience since the closing date. Also, the subject examination was cancelled due to a lack of admitted candidates. Under these circumstances, good cause exists to accept the out-of-title work experience, and to relax the provisions of *N.J.A.C.* 4A:4-2.6(a) and accept the appellant's experience after the closing date, and admit him to the examination.

ORDER

Therefore, it is ordered that this appeal be granted, the examination cancellation be rescinded, and the appellant's application be processed.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 31st DAY OF OCTOBER, 2018



Deirdré L. Webster Cobb
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