

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 the foregoing, ample reasons exist for the reallocation of the proposed titles to the non-competitive division of the career service. Both titles do not require any specific work experience. Moreover, the bilingual and multilingual skills of the candidates will be assessed by use of the BI-CAT, which is a pass-fail examination. Therefore, given that these are entry level titles with no specific experience requirements, it is not practical to determine merit and fitness via competitive testing. Thus, competitive testing procedures and certification procedures are not practicable for these titles.

ORDER

Therefore, it is ordered that the Account Clerk Typing, Bilingual in Spanish and English and Account Clerk Typing, Multilingual in Spanish, Portuguese and English titles be reallocated to the non-competitive division of the career service. It is also ordered that this action be effective April 18, 2018.

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 18TH DAY OF APRIL, 2018



Deirdré L. Webster Cobb
Chairperson
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