

In the Matter of Bryan Kepler and William Rodgers, Telecommunications Systems Analyst 1 (PS4933T), Department of Transportation

CSC Docket Nos. 2018-704 and 2018-717

STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION

Examination Appeals

ISSUED: AUGUST 6, 2018 (CSM)

Bryan Kepler and William Rodgers appeal the determinations of the Division of Agency Services (Agency Services) which found that, per the substitution clause for education, they were below the minimum requirements in experience for the promotional examination for Telecommunications Systems Analyst 1 (PS4933T), Department of Transportation. These appeals have been consolidated due to common issues presented.

The examination at issue was announced with specific requirements that had to be met as of May 22, 2017. The requirements were possession of a Bachelor's degree from an accredited college or university and five years of experience in either a corporate structure or a government agency involving the planning, acquisition, installation, and/or implementation of telecommunications facilities and services such as private network services, voice and data transmissions, computerized and electro-mechanical switching. Applications who did not possess the required education could substitute additional experience as indicated on a year-for-year basis with 30 semester hour credits being equal to one year of experience. A Master's degree in Computer Science, Data Processing, Engineering or Business Administration could be substituted for one year of the required experience. A total of two employees applied for the subject examination which was cancelled on September 7, 2017 due to a lack of qualified applicants.

Kepler indicated on his application that he was serving provisionally in the title under test from March 2017 to the closing date, May 2017. From October 2016 to March 2017 he was a Communications Systems Technician 3 and from April 2006 to October 2016 he was a Communications Systems Technician 2. From June

2003 to April 2006 he was an Electrical Mechanic. Kepler also indicated experience as a Telecommunication Systems Technician with Verizon Communications from February 1999 to June 2003. Kepler did not indicate possession of any college credits. Agency Services credited Kepler with three months of experience based on his provisional service in the title under test, but determined that the remainder of his experience was not applicable. Therefore, Kepler lacked six years and nine months of qualifying experience.

Williams indicated on his application that he was a Communications Systems Technician 1 from October 2015 to the closing date, May 2017. From January 2014 to October 2015 he was a Field Systems Technician with Optimum Cablevision and from January 2017 to October 2013 he was a Supervisor and a Field Service Technician with DirectTV/DirectSAT. Williams indicated possession of 94 college credits. Agency Services credited Williams with three years and two months of experience based on his completed college credits, but determined that the remainder of his experience was not applicable.

On appeal, Kepler highlights his provisional service in the title under test and clarifies his experience in the Communications Systems Technician title series and his private sector experience with Verizon. Therefore, Kepler maintains that he should be deemed eligible for the subject examination.

Williams states that he possesses an Associate's degree and that the experience indicated on his application demonstrates that he possesses the required experience.

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.

CONCLUSION

Initially, in order for experience to be considered applicable, it must have as its primary focus full-time responsibilities in the areas required in the announcement. See In the Matter of Bashkim Vlashi (MSB, decided June 9, 2004). In the present matter, a review of the documentation demonstrates that Agency Services correctly determined that the appellants were not eligible for the subject examination. With respect to Kepler, Agency Services properly credited him with three months of experience based on his provisional service in the title under test. Therefore, he would need an additional six years and nine months of experience to qualify for the examination. However, a review of the other positions he indicated on his application indicate that the primary focus of his duties were the maintenance of systems, not the planning, acquisition, and installation of facilities and services. Regarding Williams, Agency Services properly credited him with three years and two months of experience based on his completed college credits.

Similarly, the remainder of the experience he indicated on his application is in the installation and maintenance of systems, *not* the planning, acquisition, and installation of facilities and services. As such, the appellants were properly deemed ineligible for the subject examination.

A thorough review of all material presented indicates that the determination of the Division of Agency Services, that the appellants did not meet the announced requirements for eligibility by the examination closing date, is supported by the record. Thus, the appellants have failed to support their burden of proof in this matter.

ORDER

Therefore, it is ordered that these appeals be denied.

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 1^{ST} DAY OF AUGUST, 2018

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