

lacking eight months of qualifying experience. On appeal, the appellant states that he meets the minimum requirements as he has four years of experience, and he provides a description for his positions.

N.J.A.C. 4A:4-2.3(b) provides that applicants shall meet all requirements specified in the open competitive examination announcement by the closing date.

CONCLUSION

Initially, the appellant was correctly denied admittance to the subject examination since he lacked eight months of qualifying experience. His experience in the third position was an internship. Internships are gained during the period of time that an individual is attending college. Any internship performed as part of a college curriculum is considered education or training, and not work experience. *See In the Matter of Luisa Mena* (MSB, decided February 14, 2001). The appellant received credit for possession of a Bachelor's degree, and his internship contributed towards this degree. Nonetheless, the subject examination is non-competitive, with no admitted candidates. The appellant is still serving as a provisional appointee and he has accrued an additional eight months of experience since the closing date in December 2017. Based on the particular circumstances presented, good cause has been established to relax the provisions of *N.J.A.C.* 4A:4-2.3(b) to accept the appellant's additional experience beyond the closing date and admit him to the examination.

ORDER

Therefore, it is ordered that this appeal be granted, 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 1st DAY OF AUGUST, 2018



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