

STATE OF NEW JERSEY

In the Matter of Thomas Strowe, Project Coordinator Redevelopment (M0936V), Scotch Plains

CSC Docket No. 2018-3542

FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION

Examination Appeal

ISSUED: August 3,2018 (RE)

Thomas Strowe appeals the determination of the Division of Agency Services which found that he did not meet the minimum experience requirements for the open-competitive examination for Project Coordinator Redevelopment (M0936V), Scotch Plains.

The subject examination announcement was issued with specific requirements that had to be met as of the December 21, 2017 closing date. These requirements included graduation from an accredited college or university with a Bachelor's degree, and four years of professional experience in (1) large scale real estate development, (2) residential, commercial, industrial or similar community development projects, (3) neighborhood revitalization and/or economic development projects, (4) improved community facilities and services programs, (5) the formulation of a comprehensive community development plan, or (6) public policy analysis, two years of which shall have been in the supervision of a program. Applicants who did not possess the required degree could substitute additional work experience as described on the basis of one year of described experience for 30 semester hours of credit. The appellant was found to be below the minimum requirements in experience. As no applicants were admitted, the examination was cancelled on June 7, 2018.

The appellant possesses a Bachelor's degree, and he listed three positions on his application, provisional Project Coordinator Redevelopment, Legislative Assistant, and Constituent Services and Research Intern. He was credited with three years, four months of experience in the first two positions and was found to be 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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