



STATE OF NEW JERSEY

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

In the Matter of Governor’s Fellow

CSC Docket No. 2019-316

Request for Title Reactivation

ISSUED: AUGUST 17, 2018 (SLK)

The Division of Agency Services (Agency Services) requests the reactivation of the title Governor’s Fellowship Intern and to rename the title Governor’s Fellow.

By way of background, the Governor’s Fellows Program was established in 1986. The program provided a government management training program that encouraged talented individuals to consider careers in State government. Candidates gained skills and experience in a wide range of policy issues and management functions, preparing them for future service in State government. The program was scaled back in 1990. The title was designated as archaic in 2004 and the program was ultimately discontinued. The Governor’s Fellowship Intern title was then inactivated in 2008 as part of this agency’s title reduction project. This request is submitted due to the recent proposal to reinstitute and update the program.

The newly proposed fellowship program will provide graduates, who have earned advanced degrees, a unique opportunity to learn and gain valuable experience at the highest levels of State government. The program will focus on the management of public policy and programs. Qualified candidates will be appointed to positions working with specific cabinet officials or other high-level executives in a capacity that corresponds to their substantive policy interest. Appointees will work under close supervision in a learning environment and will assist in the performance of the routine functions involved in the formulation and implementation of policies relating to modern government administrative practices

and procedures and their practical application. Upon successful completion of the 12-month fellowship program, incumbents will advance to the journeyman title Executive Assistant 4 pursuant to *N.J.A.C. 4A:6-4.9(a)2* and *N.J.A.C. 4A:3-3.7(j)*.

Agency Services presents that the reinstatement of the program necessitates reactivation of the subject title. Given that the positions will be post-graduate positions, rather than positions incumbered by candidates fulfilling credits as part of a graduate program, the subject title will be renamed Governor's Fellow upon reactivation. The salary range will be established as X95 consistent with trainee titles.

CONCLUSION

N.J.A.C. 4A:6-4.9(a)2 provides that internship programs include fellowships in managerial assignments to selected individuals based on established educational and career achievements.

N.J.A.C. 4A:3-3.7(j) provides that the advancement of successful, permanent trainees, apprentices, recruits or interns, as applicable, to the appropriate primary title shall be accomplished without the usual promotional examination process, but rather by regular appointment of the employee to the appropriate primary title.

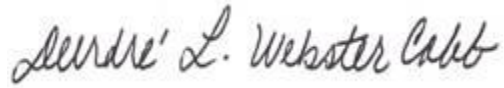
Based on the foregoing, a sufficient basis exists to reactivate the title of Governor's Fellowship Intern to encourage talented individuals to consider careers in State government. Additionally, upon successful completion of the 12-month fellowship program, incumbents will advance to the journeyman title Executive Assistant 4. Furthermore, per the above, it is appropriate to rename the title Governor's Fellow upon reactivation. The salary range will be established as X95 consistent with trainee titles.

ORDER

It is ordered that this request be granted and the Governor's Fellowship Intern title be reactivated and renamed as described above. It is further ordered that such actions be effective the first pay period following the Civil Service Commission's approval.

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 15th DAY OF AUGUST, 2018



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