



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Marie Rangaswamy,
Social Worker (PC0861W),
Monmouth County

Examination Appeal

CSC Docket No. 2019-2070

ISSUED: APRIL 22, 2019 (SLK)

Marie Rangaswamy appeals the determination of the Division of Agency Services (Agency Services) that she did not meet the experience requirements for the promotional examination for Social Worker (PC0861W), Monmouth County.

The education requirement for the subject examination was a Bachelor's degree. Applicants who did not possess the required education could substitute experience in social work having responsibility for gathering social information from clients, determining their needs, and planning and carrying out treatment plans and/or service plans geared to the needs of individual clients on a year-for-year basis with 30 semester hour credits being equal to one year of experience. The requirements needed to be met by the March 22, 2018 closing date. *See N.J.A.C. 4A:4-2.6(a)*. A total of nine employees applied for the subject examination and seven were admitted. A test was administered on December 20, 2018 with four eligibles appearing on the resultant list. Certification PL190103 was issued and its disposition is due May 1, 2019. Personnel records indicate that there are four employees serving provisionally in the subject title.

The appellant's application indicates that she possesses 67 college credits. Personnel records indicate that the appellant was provisionally serving in the subject title from September 2017 to the March 22, 2018 closing date and as a Social Services Assistant (SSA) from September 2013 to September 2017. Additionally, her application indicates that she worked in other positions both in and out of public service from 1992 to 2010. Agency Services credited her with two years and

two months of experience based on her college credits, but determined that she lacked one year and 10 months of experience.

The record demonstrates that the appellant performed applicable out-of-title work as a SSA, as the appointing authority submits statements from her superiors that indicate that she performed the required duties due to staffing issue from September 2013 to September 2017. Additionally, the appellant clarifies on appeal how she performed the required duties as both a SSA and while provisionally serving in the title. Further, the list will likely be rendered incomplete as there are four employees serving provisionally in the subject title and there are only four names on the eligible list. Moreover, the appellant continues to serve provisionally in the subject title. Accordingly, in this matter, the Civil Service Commission finds good cause under *N.J.A.C. 4A:4-2.6(c)* to accept the appellant's out-of-title work experience for eligibility purposes only, and admit her to the examination.

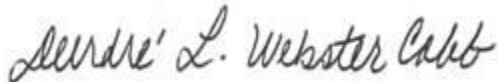
This determination is limited to the instant matter and does not provide precedent in any other matter.

ORDER

Therefore, it is ordered that the appeal be granted, and Marie Rangaswamy be scheduled for a make-up examination as soon as practicable. Should she pass the examination, her name shall be added to the list for prospective employment opportunities only.

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 17th DAY OF APRIL, 2019



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