



STATE OF NEW JERSEY

In the Matter of County Park Ranger

CSC Docket No. 2025-775

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

Request for Title Reallocation

ISSUED: November 7, 2024 (SLK)

The Division of Agency Services (Agency Services) request the reallocation of the County Park Ranger local government title to the noncompetitive division of the career service.

In this matter, Agency Services presents that County Park Ranger (01414) is unlike traditional law enforcement titles as County Park Rangers perform a range of tasks spanning from park maintenance to law enforcement. They have full law enforcement powers but only while actively engaged in the course of their on-duty employment. Additionally, appointees have 18 months from the date of hire to complete an approved County Park Ranger course, not the Basic Course for Police Officers. The County Park Ranger course is approximately four weeks long while the training for Police Officers is approximately 22 weeks long.

Moreover, according to local appointing authorities, eligible lists for the subject title are not readily available when needed based upon the seasonal requirements of the jurisdiction. Monmouth County, in particular, has stated it has staffing shortages that need to be addressed quickly, and failure to do so will pose a public safety concern. In addition, Monmouth County has indicated that selecting, onboarding, and training provisional employees who are either not on an eligible list or not reachable for appointment is not a solution to its recruitment issue. Additionally, it has maintained that there is no practical ability to test since the subject title has no

preemployment requirements other than graduation from high school or the equivalent.

Therefore, Agency Services is requesting that the County Park Ranger title be reallocated to the noncompetitive division of the career service pursuant to *N.J.A.C. 4A:3-1.2(c)*. Agency Services presents the following data has been obtained on the examination symbols issued for County Park Ranger:

- Over the last five years, 10 symbols have been issued for five different counties.
- The average number of eligibles on a list is 23.
- To date, 59 appointments have been made to County Park Ranger in the last five years.
- Since October 2022, Monmouth County has received two eligible lists with more than 100 eligible candidates.
- Over the last two years, Monmouth has made 33 appointments to County Park Ranger, and it currently has an active certification with 44 names.

Agency Services notes that any existing list for the title and any concurrent announcement for which the examination has not been administered will be cancelled upon successful completion of the reallocation process.

Further, Agency Services provides that appointment types for existing employees in the title as of the effective date will be handled in accordance with *N.J.A.C. 4A:3-1.2(f)* as follows:

- Permanent employees in that title as of the effective date shall have their appointment types changed to “RAN” (regular appointment noncompetitive) and shall retain their permanent status in the noncompetitive division.
- Probationary employees in that title as of the effective date shall continue serving their working test periods and, upon successful completion, attain permanent status in the noncompetitive division.
- Provisional employees who remain in that title as of the effective date shall receive regular appointments and begin serving their working test periods on the effective date.

Title to be reallocated:

From:

County Park Ranger
01414 Competitive Local

To:

County Park Ranger
01414 Noncompetitive Local

Additionally, in accordance with *N.J.A.C. 4A:3-1.2(e)*, Agency Service states that notice was placed on this agency's website to indicate the proposed reallocation of County Park Ranger from the competitive to noncompetitive division of the career service, and no comments were received.

Agency Services requests that the effective date of this action be the beginning of the first pay period that follows the Civil Service Commission's (Commission) approval.

CONCLUSION

N.J.A.C. 4A:3-1.2(a) provides that the Commission shall allocate and reallocate career service titles between the competitive and noncompetitive divisions.

N.J.A.C. 4A:3-1.2(c) provides that a job title may be placed in the noncompetitive division on an ongoing or interim basis when it is determined by the Commission that it is appropriate to make permanent appointments to the title and one or more of the following criteria are met.

1. Competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job;
2. Certification procedures based on ranked eligible lists have not or are not likely to meet the needs of appointing authorities due to such factors as salary, geographic location, recruitment problems, and working conditions; or
3. There is a need for immediate appointments arising from a new legislation program or major agency reorganization.

N.J.A.C. 4A:3-1.2(e) provides, in pertinent part, that prior to any reallocation from the competitive to noncompetitive division, whether on an ongoing or interim basis, an administrative review shall be conducted and notice of the proposed reallocation shall be sent to affected appointing authorities and negotiations representatives. The notice shall designate the period of time, which in no event shall be less than 20 days, during which written comment may be submitted, and may provide for a public hearing.

In the instant matter, Agency Services seeks to reallocate the County Park Ranger (001414 – local government) title to the noncompetitive division of the career service on a permanent basis.

Based on the above circumstances, ample reason exists for the reallocation of the County Park Ranger title to the noncompetitive division of the career service. Specifically, local appointing authorities have indicated that eligible lists are not readily available when needed based upon the seasonal requirements of the

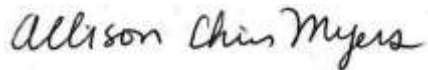
jurisdiction. For instance, Monmouth County has stated it has staffing shortages that need to be addressed quickly, and failure to do so will pose a public safety concern. Monmouth County also noted that making a provisional appointment is not a solution to its recruitment issue. Therefore, certification procedures based on ranked eligible lists have not or are not likely to meet the needs of appointing authorities. Finally, competitive testing is impracticable. In that regard, County Park Ranger is an entry-level title and appointees will be trained on the job. Accordingly, it is appropriate to reallocate the subject title to the noncompetitive division of the career service.

ORDER

It is ordered that the County Park Ranger title be reallocated to the noncompetitive division. It is further ordered that such action be effective the first pay period following the 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 6TH DAY OF NOVEMBER, 2024



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