



STATE OF NEW JERSEY

In the Matter of Interconnection
Compliance Specialist

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

CSC Docket No. 2026-939

Title Creation

ISSUED: October 15, 2025 (SLD)

The Division of Agency Services (Agency Services) requests the establishment of the noncompetitive title of Interconnection Compliance Specialist for use in local government in accordance with *N.J.A.C. 4A:3-1.2*.

In support of its request, Agency Services presents that Vineland has requested the creation of this title. It indicates that the primary functions of the title would be to monitor and report on the municipality's electrical operations and compliance activities within the Pennsylvania-New Jersey-Maryland Interconnection (PJM) regional transmission organization. Vineland maintains that PJM, and indirectly Vineland, is regulated by the Federal Energy Regulatory Commission (FERC). As a result of the interconnection agreements with PJM, Vineland must comply with all PJM requirements including a certification program. The position will support Vineland in overseeing and managing its energy operations which include both electric generation and distribution. Agency Services notes that there are currently two positions, with projected plans for an additional two or three positions in the near future.

Agency Services asserts that no existing titles adequately reflect this new position's unique duties. The position will also require specialized certifications,¹

¹ Specifically, a valid PJM Certification in one of the following areas: PJM Transmission Owner/Operator, PJM Generation Dispatcher, PJM Reliability Coordinator, PJM Market Operations or PJM Balancing Interchange, will be required.

demonstrated through standardized examinations to ensure proficiency in PJM power system operations and energy market concepts. Given the specific knowledge, skills and abilities associated with this position, Agency Services contends that competitive testing is not practical. Therefore, it requests that the title be allocated to the non-competitive division of the career service pursuant to *N.J.A.C. 4A:3-1.2(c)1*. Agency Services also requests that the effective date for the requested action be the first Monday following the Civil Service Commission's (Commission) approval.

CONCLUSION

N.J.A.C. 4A:3-3.2(a) provides that the Commission shall establish and maintain classification plans for all job titles in the career, senior executive and unclassified services. Additionally, *N.J.A.C. 4A:3-3.3(a)2* provides that this agency shall implement and administer the classification plans and, in this regard, shall establish new titles, abolish unnecessary titles and consolidate titles.

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 legislative program or major agency reorganization.

Based on all of the foregoing, ample reasons exist for the establishment of the subject title and its allocation to the noncompetitive division based on *N.J.A.C. 4A:3-1.2(c)1*. In this regard, Interconnection Compliance Specialist requires specialized certifications demonstrated through standardized examinations to ensure proficiency in PJM power system operations and energy market concepts. Additionally, incumbents would be required to complete a working test period prior to attaining permanent status. See *N.J.A.C. 4A:4-5.1(b)* and *N.J.A.C. 4A:4-5.2(b)1*. Accordingly, competitive testing is impracticable for this title.

ORDER

Therefore, it is ordered that this request be granted and the title of Interconnection Compliance Specialist be established and allocated to the noncompetitive division. This action shall be effective October 20, 2025.

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 OCTOBER, 2025



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