STATE OF NEW JERSEY

In the Matter of Judiciary Clerk 3, and its Bilingual Variants CSC Docket No. 2027-556	:	**FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION** Request for Title Reallocation

ISSUED: September 23, 2026 **(SLK)**

The Judiciary, via the Administrative Office of the Court (AOC), requests to extend for an additional year the reallocation of the Judiciary Clerk 3 and Judiciary Clerk 3, Bilingual in Spanish and English titles to the noncompetitive division of the career service on an interim basis.

By way of background, in *In the Matter of Judiciary Clerk 3 and Judiciary 3, and its Bilingual Variants* (CSC, decided August 14, 2024), the Civil Service Commission (Commission), granted the AOC's request to reallocate the titles of Judiciary Clerks 3 (77130) and Judiciary Clerk 3, Bilingual in Spanish and English (77130C) to the noncompetitive division for a period of one year, which concluded on August 24, 2025. Subsequently, in *In the Matter of Judiciary Clerk 3, and its Bilingual Variants* (CSC, decided November 5, 2025), the Commission approve a one-year extension of the interim non-competitive period for the Judiciary Clerk 3 title and its bilingual variant through November 14, 2026.

The AOC explains that it is critical to extend the interim non-competitive reallocation for an additional year to sustain progress and ensure continuity of operations. The AOC conducted a recent poll of Vicinages and identified 106 current vacancies through year-end based upon upcoming retirements and turnover. Historically, even with multiple promulgations of lists per year, the number of available and willing candidates has consistently fallen short of Judiciary's vacancies.

Based on the above, the Division of Agency Services (Agency Services) recommends that the interim reallocation of the Judiciary Clerk 3 (77130) and Judiciary Clerk 3, Bilingual in Spanish and English (77130C) titles to the noncompetitive division be extended for an additional year.

Agency Services presents that the appropriate negotiation representative has been notified of the proposed extension and has not expressed any objections. It requests that the effective date of this action be the beginning of the first pay period that follows the Commission's approval.

CONCLUSION

N.J.A.C. 4A:3-1.2(a) provides that the Commission shall allocate and reallocate career 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 likely have not or 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.

Based on the above circumstances, ample reason exists to extend the relocation of the Judiciary Clerk 3 (77130) and the Judiciary Clerk 3, Bilingual in Spanish and English (77130C) titles to the noncompetitive division of the career service on an interim basis, for one year, which will allow the Judiciary to expedite permanent appointments in vacant positions in these title, which shall prevent any disruption of services.[1] Therefore, the Commission grants this request pursuant to *N.J.A.C.* 4A:3-1.2(c). It is noted that the employees appointed to these titles would need to serve current working test periods, since appointments cannot become permanent until successful completion of a working test period pursuant to *N.J.A.C.* 4A:4-5.1, *et. seq.*

[1] This agency shall still administer the Bilingual Communication Abilities Test to ensure proficiency in Spanish for the Judiciary 3 bilingual title.

Also, it is noted that the affected negotiations representative had ample notice as this request was made pursuant to an agreement between the parties. Finally, this decision is based on the unique facts of this case and does not set a precedent for any other matter.

ORDER

It is ordered that the reallocation of the Judiciary Clerk 3 (77130) and Judiciary Clerk 3, Bilingual in Spanish and English (77130C) titles to the noncompetitive division of the career service on an interim basis, be extended for one year, to allow the Judiciary to expedite permanent appointments in vacant positions in these titles. At the end of this period, these titles will be returned to the competitive division of the career service. The effective date of this action will be the beginning of the first pay period that follows 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 23RD DAY OF SEPTEMBER, 2026



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