



B-71

STATE OF NEW JERSEY

In the Matter of Mark Paranto,
Voorhees Township

CSC Docket No. 2015-2840

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

Intergovernmental Transfer

ISSUED: MAY 11 2015 (SLK)

Voorhees Township (Voorhees), on behalf of Mark Paranto, requests that he be permitted to participate in the intergovernmental transfer program and to complete his working test period as a Police Officer with Voorhees.

By way of background, Paranto was appointed as a Sheriff's Officer with the Gloucester County Sheriff's Department effective May 5, 2014. However, his 12-month working test period commenced on December 10, 2014 when he completed the Basic Course for Police Officers. Although Paranto, Gloucester County Sheriff's Department, and Voorhees agreed to the terms of the intergovernmental transfer, the Division of Agency Services (Agency Services) was unable to process the request since Paranto had not achieved permanent status as a Sheriff's Officer as he has not completed his 12-month working test period. Therefore, absent rule relaxation procedures, an intergovernmental transfer cannot be processed on the basis that Paranto has not achieved permanent status in a substantially similar title. See N.J.A.C. 4A:4-7.1A(a).

In its request to the Civil Service Commission (Commission), Voorhees asserts that Paranto's service as a Sheriff's Officer has demonstrated that he is capable of performing the duties of a Voorhees Police Officer. Further, Voorhees explains that it is short Police Officers and will be short of manpower. Therefore, it has an immediate need to hire fully trained Police Officers. Under these circumstances, Voorhees requests permission to allow Paranto to transfer effective May 26, 2015, and to complete the remainder of his working test period with Voorhees.

CONCLUSION

N.J.A.C. 4A:4-7.1A(a) states that an intergovernmental transfer is the movement of a *permanent* employee between governmental jurisdictions operating under Title 11A or the appointment of an employee, by a governmental jurisdiction operating under Title 11A, within one year of the effective date of a layoff for reasons of economy or efficiency in which the employee is separated from service from another governmental jurisdiction operating under Title 11A.

N.J.A.C. 4A:4-5.2(d) states in pertinent part that persons appointed to entry level law enforcement officer titles shall serve a 12-month working test period in order to obtain permanent status.

N.J.A.C. 4A:1-1.2(c) provides that a rule may be relaxed for good cause, in a particular circumstance, in order to effectuate the purposes of Title 11A of the New Jersey Statutes Annotated.

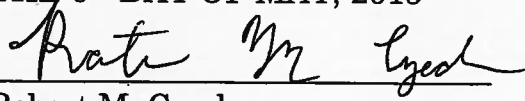
The intergovernmental transfer rules permit the transfer of permanent State, county and municipal employees between jurisdictions without loss of permanent status, subject to the approval of the transferring agency, the receiving agency, the transferring employee, and the Division of Agency Services. In this case, Paranto is not permanent since he has not completed his working test period as a Sheriff's Officer. However, Voorhees has agreed to the transfer, indicating that it is short Police Officers and is in immediate need of fully trained law enforcement personnel. Additionally, Voorhees has agreed to have Paranto complete the required 12-month working test period. Given the circumstances surrounding Voorhees' need for trained law enforcement staff, and the staffing needs of Voorhees, good cause exists to relax the controlling regulatory provisions in order to permit the transfer of Paranto and to allow him to complete his working test period with Voorhees.

ORDER

Therefore, it is ordered that this request, seeking the transfer of Mark Paranto to Voorhees, be granted.

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 MAY, 2015



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