



the duties of Police Sergeant since January 23, 2018 and he is reachable under the “rule of three” in accordance with *N.J.A.C.* 4A:4-4.8. However, due to an administrative error, Lavallette did not request a certification at the time it approved LaCicero for promotion. Under these circumstances, LaCicero should receive a regular appointment retroactive to January 23, 2018, and he shall be considered to have commenced his working test period on January 23, 2018.

### **ORDER**

Therefore, it is ordered that the request be granted, and LaCicero be provided with a regular appointment as Police Sergeant, effective January 23, 2018. LaCicero’s personnel record should be amended in accordance with this decision.

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 10<sup>th</sup> DAY OF SEPTEMBER, 2019



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