



2. 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.
3. 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.

Agency Services advises that the appropriate negotiations representative has been notified of the proposal. Agency Services does not indicate that it received any feedback based upon the foregoing notification. Finally, Agency Services requests that the changes specified in this title reallocation become effective beginning on the first pay period following the Civil Service Commission's (Commission) approval of these actions.

*N.J.A.C. 4A:3-1.2* provides, in part, that the Commission may reallocate titles from the competitive to the non-competitive division when competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job or when 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.

Based upon the foregoing, ample reasons exist for the reallocation of the proposed title to the non-competitive division of the career service. The only education required for this title is an Associate's degree in Paralegal Studies or an Associate's degree and a Certificate of Proficiency in Paralegal Studies. Furthermore, this title does not have a specific experience requirement. Therefore, competitive testing is not practicable for this title.

### **ORDER**

Based on all of the above, it is ordered that the title of Paralegal Technician Assistant be reallocated to the non-competitive division. It is further ordered that such action be effective September 14, 2019.

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

*Deirdre' L. Webster Cobb*

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Deirdré L. Webster Cobb  
Chairperson  
Civil Service Commission

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