

of \$15,000. Specifically, N.J.A.C. 4A:6-3.1 sets forth the eligibility criteria for SCOR, while N.J.A.C. 4A:6-3.2 addresses an employee's SCOR eligibility when he or she has had a break in service. N.J.A.C. 4A:6-3.3 includes the formula for computing the SCOR payment. N.J.A.C. 4A:6-3.4 delineates the SCOR application procedures. N.J.A.C. 4A:6-3.5 pertains to the impact on SCOR of an intergovernmental transfer.

Subchapter 4 concerns human resource development programs. Specifically, N.J.A.C. 4A:6-4.1 includes general provisions regarding permissible human resource development programs in local service and the establishment of various employee development programs in State service by the Chairperson of the Civil Service Commission. N.J.A.C. 4A:6-4.2 sets forth the functions of the Civil Service Commission to administer a Center for Learning and Improving Performance. N.J.A.C. 4A:6-4.3 sets forth provisions on training and education programs in State service. N.J.A.C. 4A:6-4.4 provides for the Certified Public Manager (CPM) program in State service. N.J.A.C. 4A:6-4.5 involves career development programs in State service. Other rules at Subchapter 4 include N.J.A.C. 4A:6-4.6, Tuition aid, 4.8, Employee interchange, 4.9, Internship programs, and 4.10, Employee Advisory Service (EAS). The latter provides for counseling, rehabilitative, and/or community services for employees who meet certain criteria involving job performance or who have personal problems that affect job performance.

Subchapter 5 primarily pertains to the Performance Assessment Review (PAR) program in State service. N.J.A.C. 4A:6-5.1, General provisions, provides for the establishment and approval of a performance evaluation system in local service. The section also provides for the rating scales to be used in State service, as well as standardized rating cycles, and recordkeeping requirements. N.J.A.C. 4A:6-5.2, PAR procedure: State service, sets forth the procedures for completion of PARs and provides a mechanism for the filing of a complaint regarding an agency's noncompliance with the PAR program. N.J.A.C. 4A:6-5.3, PAR use and review: State service, provides for the consequences of specific ratings. The rule further provides for a grievance procedure regarding a PAR rating.

Subchapter 6 pertains to the awards program. N.J.A.C. 4A:6-6.1 provides that appointing authorities in local service may establish and administer their own awards programs. The section also establishes the general provisions of the awards program for State service. The remaining rules at Subchapter 6 pertain to awards in State service only. N.J.A.C. 4A:6-6.2 sets forth the New Jersey Employee Awards Committee for State service, while N.J.A.C. 4A:6-6.3 pertains to the records of the Committee. N.J.A.C. 4A:6-6.4 sets forth the categories for Commendation awards. N.J.A.C. 4A:6-6.5 describes standards for the Suggestion Award Program, N.J.A.C. 4A:6-6.6 sets forth the procedures for the Suggestion Award Program, and N.J.A.C. 4A:6-6.7 pertains to the types and amounts of awards for the Suggestion Award Program. N.J.A.C. 4A:6-6.9 encourages State departments to establish their own awards programs and N.J.A.C. 4A:6-6.10 pertains to appeals.

Pursuant to N.J.S.A. 52:14B-5.1.c(1), N.J.A.C. 4A:6 is readopted and shall continue in effect for a seven-year period.

(a)

CIVIL SERVICE COMMISSION

Notice of Redoption Equal Employment Opportunity and Affirmative Action

Redoption: N.J.A.C. 4A:7

Authority: N.J.S.A. 10:5-1 et seq., 11A:2-6.d, and 11A:7-1 et seq.; P.L. 2006, c. 100 (N.J.S.A. 10:2-1 et seq.), P.L. 2006, c. 103 (N.J.S.A. 37:1-28 et seq.), P.L. 2008, c. 29 (N.J.S.A. 11A:2-1 et seq.), and P.L. 2013, c. 220 (N.J.S.A. 10:5-3.1 et seq.); and 42 U.S.C. § 2000e et seq.

Authorized By: Civil Service Commission, Deirdré L. Webster
Cobb, Chairperson.

Effective Date: August 25, 2022.

New Expiration Date: August 25, 2029.

Take notice that pursuant to N.J.S.A. 52:14B-5.1, the rules at N.J.A.C. 4A:7 were scheduled to expire on November 5, 2022. N.J.A.C. 4A:7 addresses equal employment opportunity and affirmative action. The Civil Service Commission has reviewed N.J.A.C. 4A:7 and has determined that the chapter remains necessary, proper, reasonable, efficient, understandable, and responsive to the purposes for which it was originally promulgated, as amended and supplemented over time, and should be readopted without change.

Subchapter 1 establishes the rules pertaining to Equal Employment Opportunity, including general provisions (N.J.A.C. 4A:7-1.1) and a prohibition on discriminatory inquiries (N.J.A.C. 4A:7-1.2). Subchapter 2 establishes the rules pertaining to the Division of Equal Employment Opportunity and Affirmative Action (Division) and includes the responsibilities of the Division (N.J.A.C. 4A:7-2.1), the establishment of the Equal Employment Opportunity Advisory Commission (N.J.A.C. 4A:7-2.2), and the responsibilities of appointing authorities regarding equal employment opportunities and affirmative action (N.J.A.C. 4A:7-2.3). Subchapter 3 establishes the rules pertaining to the Policy Prohibiting Discrimination in the Workplace, including the statement of the State Policy Prohibiting Discrimination in the Workplace (N.J.A.C. 4A:7-3.1), and the model complaint procedures for internal complaints alleging discrimination in the workplace.

Pursuant to N.J.S.A. 52:14B-5.1.c(1), N.J.A.C. 4A:7 is readopted and shall continue in effect for a seven-year period.

(b)

CIVIL SERVICE COMMISSION

Notice of Redoption Layoffs

Redoption: N.J.A.C. 4A:8

Authority: N.J.S.A. 11A:2-6.d, 11A:2-11.h, 11A:2-28, 11A:6-28, and 11A:8-1 through 11A:8-4.

Authorized By: Civil Service Commission, Deirdré L. Webster
Cobb, Chairperson.

Effective Date: August 25, 2022.

New Expiration Date: August 25, 2029.

Take notice that pursuant to N.J.S.A. 52:14B-5.1, the rules at N.J.A.C. 4A:8 were scheduled to expire on November 15, 2023. N.J.A.C. 4A:8 addresses layoffs in the civil service. The Civil Service Commission has reviewed N.J.A.C. 4A:8 and has determined that the chapter remains necessary, proper, reasonable, efficient, understandable, and responsive to the purposes for which it was originally promulgated, as amended and supplemented over time, and should be readopted without change.

Subchapter 1 establishes the procedures pertaining to layoffs and includes general provisions (N.J.A.C. 4A:8-1.1), alternatives to layoffs (N.J.A.C. 4A:8-1.2), pre-layoff actions (N.J.A.C. 4A:8-1.3), review of layoffs by the Civil Service Commission (N.J.A.C. 4A:8-1.4), layoff units and job locations (N.J.A.C. 4A:8-1.5), and layoff notices (N.J.A.C. 4A:8-1.6). Subchapter 2 establishes the rules pertaining to employee layoff rights and includes types of layoff rights (N.J.A.C. 4A:8-2.1), the exercise of lateral and demotional rights (N.J.A.C. 4A:8-2.2), the exercise of special reemployment rights (N.J.A.C. 4A:8-2.3), seniority (N.J.A.C. 4A:8-2.4), reassignments (N.J.A.C. 4A:8-2.5), and appeals (N.J.A.C. 4A:8-2.6).

Pursuant to N.J.S.A. 52:14B-5.1.c(1), N.J.A.C. 4A:8 is readopted and shall continue in effect for a seven-year period.