

STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Eric Carlson, General Manager of Golf Courses (C0598U), Bergen County

CSC Docket No. 2017-1942

Examination Appeal

ISSUED: FEB 1 4 2017

(RE)

Eric Carlson appeals the determination of the Division of Agency Services which found that he did not meet the education requirements for the open competitive examination for General Manager of Golf Courses (C0598U), Bergen County.

The subject examination announcement was issued with a closing date of August 31, 2016. The examination was open to residents of Bergen County, contiguous counties, and the State of New Jersey, who met the announced requirement of graduation from an accredited college or university with an Associate's degree in turf management or golf course management. Applicants who do not possess the required degree could substitute a certificate showing successful completion of a two-year program in golf course management from a licensed school or other educational institution, or a Bachelor's degree in business management or sports management. The appellant was found to be below minimum requirements in education. It is noted that no candidates were admitted to the examination and the appellant is serving as a provisional incumbent. The appellant indicated on his application that he possessed a Bachelor's degree in Agricultural Science. The appellant's education was not accepted.

On appeal, Mr. Carlson reiterates that he has a Bachelor's degree in Agricultural Science, and he states that this is one of the few Bachelor's degrees obtainable in the golf course management field. The appellant submitted his transcript which indicates classes in geology, grounds improvement, pest

management, soil composition, turfgrass management, and advanced turfgrass management.

N.J.A.C. 4A:4-2.3(b) provides that applicants shall meet all requirements specified in the open competitive examination announcement by the closing date.

CONCLUSION

The appellant was provisionally appointed to the title of General Manager of Golf Courses effective May 16, 2016, and continues in this appointment, and he possesses a Bachelor's degree in Agricultural Science. While he does not possess the Associate's degree in the required areas or a certificate showing successful completion of a two-year program in golf course management, in possessing a Bachelor's degree in Agricultural Science, which includes the above mentioned courses, he has demonstrated a satisfactory level of education. There are no names on an eligible list, and the appellant is still serving as a provisional incumbent. *N.J.A.C.* 4A:1-1.2(c) indicates that the Civil Service Commission (Commission) may relax *N.J.A.C.* 4A:4-2.3(b) for good cause in order to effectuate the purpose of Title 11A, New Jersey Statutes. Based on these unique circumstances, the Commission will accept the appellant's education in lieu of the required education and admit him to the subject examination.

ORDER

Therefore, it is ordered that this appeal 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 8th DAY OF FEBRUARY, 2017

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Robert M. Czech

Chairperson

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