

B-39



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Timothy Hughes,
Network Administrator 1, Office of
Information Technology (PS2427U),
Office of Information Technology

Examination Appeal

CSC Docket No. 2017-364

ISSUED: **MAR 24 2017** (ABR)

Timothy Hughes, represented by Dudley Burdge, Senior Staff Representative, CWA Local 1032, appeals the determination of the Division of Agency Services (Agency Services), which found that he did not meet the experience requirement for the promotional examination for Network Administrator 1, Office of Information Technology (OIT) (PS2427U), OIT.

The subject examination was announced with a closing date of March 21, 2016 and was open in part, to applicants with one year of permanent service in the competitive division; a Bachelor's degree that included 18 semester hour credits in Mathematics and/or Computer Science; and three years of experience in the development, implementation, and maintenance of multi-network, multi-user Local Area Networks (LAN), Metropolitan Area Networks (MAN), Storage Area Networks (SAN), and/or Wide Area Networks (WAN) environments. The subject eligible list, which contained 12 names, promulgated on July 21, 2016. It is noted that a certification, containing all 12 names, was issued on July 21, 2016. In disposing of the certification, the appointing authority appointed 10 eligibles.

On his application, the appellant indicated that he possessed an Associate's degree in Applied Science from Mercer County Community College (MCCC). Therefore, pursuant to the substitution clause for education, the appellant needed to possess five years of applicable experience for the subject examination. With regard to experience, the appellant stated, in relevant part, that he served provisionally as a Network Administrator 1, OIT from December 2015 to the closing

date of the subject examination (March 2016); and as a Technical Support Specialist 1 from May 2001 to December 2015.¹

Agency Services credited the appellant with four months of applicable experience based upon his service as a provisional Network Administrator 1, OIT but found that he lacked an additional four years and eight months of applicable experience because he did not demonstrate that network development was one of his primary duties in any other title. Agency Services also noted that he failed to submit a transcript verifying that he possessed the required 18 semester hour credits in Mathematics and/or Computer Science.

On appeal to the Civil Service Commission (Commission), the appellant argues that he possesses the required applicable experience and describes the duties he performed in each title in greater detail. He states, in relevant part, that as a Technical Support Specialist 1, he installed and configured backup and recovery software on SAN backup clients and "install[ed] SAN backup Ethernet cables from [c]lient backup [s]ervers to Cisco Fex switches." The appellant adds that he has been functioning in a lead capacity for the Storage Management Backup Administration group, with duties that have included "[s]upporting IBM Tivoli Storage Manager SAN client life cycle process (installing, decommissioning and upgrades)" and serving as the group's planner since January 2013. He claims that he was provisionally appointed to the Network Administrator 1 title series in 2015 because of his experience with SANs. The appellant contends that he was unaware that this agency had not previously received his college transcript. He submits a transcript from MCCC which shows that he possesses 102 semester hour credits, including the required 18 credits in Mathematics and/or Computer Science.

The appointing authority and the appellant's manager, David A. Surro, Director of Infrastructure Support Services, support the appellant's appeal. Mr. Surro submits a letter of support, in which he contends that the appellant possesses the necessary experience through his service as a Technical Support Specialist and his provisional service in the Network Administrator 1 title series. Mr. Surro notes that the appellant, as a senior member of the SAN team, has performed complex and critical tasks which have ensured that the SAN infrastructure and data utilized by numerous State agencies remain secured, available to agency networks, and recoverable in the event of unforeseen outages or disasters. Mr. Surro also claims that the appellant was provisionally appointed to the title of Network Administrator 1 based upon his experience and performance as a Technical Support Specialist.

¹ Agency records indicate that the appellant also served provisionally in the title of Network Administrator 1 from July 2015 to December 2015 and returned to his permanent title of Technical Support Specialist 1, effective October 15, 2016.

CONCLUSION

N.J.A.C. 4A:4-2.6(a)2 provides that applicants must meet all requirements specified in a promotional examination announcement by the closing date. *N.J.A.C.* 4A:1-1.2(c) provides that a rule may be relaxed for good cause shown in a particular situation.

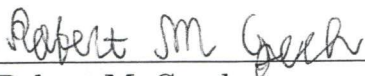
Initially, it is noted that Agency Services correctly determined that the appellant was ineligible for the subject examination. However, the record evidences that the subject eligible list is incomplete and there is only one name currently on the list. On appeal, the appellant furnishes a transcript from MCCC which demonstrates that he possesses 102 semester hour credits of study, including the required 18 credits in Mathematics and/or Computer Science. Both the appointing authority and the appellant's manager support the appellant's appeal and verify his assigned duties as a Technical Support Specialist 1 and provisional Network Administrator 1. Therefore, based on the totality of the circumstances in this matter, good cause exists to relax the provisions of *N.J.A.C.* 4A:4-2.6(a)2 and permit the appellant's application to be processed. In so doing, the remedy provided herein is limited to the facts of this case and may not be used as precedent in any other matter.

ORDER

Therefore, it is ordered that this appeal be granted and the appellant's application be processed for future employment opportunities only.

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 22ND DAY OF MARCH, 2017



Robert M. Czech

Chairperson

Civil Service Commission

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