

STATE OF NEW JERSEY

In the Matter of Correction Sergeant (PS6184I) and Correction Lieutenant (PS6183I), Department of Corrections

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

CSC Docket Nos. 2018-2327 and 2018-2328

Administrative Appeal

ISSUED: May 4, 2018 (JH)

The Division of Agency Services (Agency Services), on behalf of the Department of Corrections, requests that *N.J.A.C.* 4A:4-2.15(c) be relaxed in order that Performance Assessment Review (PAR) ratings not be utilized as a scoring factor for the Correction Sergeant (PS6184I) and Correction Lieutenant (PS6183I) promotional examinations.

By way of background, the Correction Sergeant (PS6184I) examination was announced with a closing date of November 21, 2017 and 1,426 applicants were admitted. The Correction Lieutenant (PS6183I) examination was announced with a closing date of November 21, 2017 and 284 applicants were admitted.

The Department of Corrections explains that Correction Sergeants and Senior Correction Officers routinely have multiple supervisors during PAR rating periods due to transfers, job bid changes, shift changes and promotions. As a result, it has experienced issues relating to the completion and consistency of PARs. Accordingly, in order to ensure fairness in the current promotional examination cycle, the Department of Corrections requests that PAR ratings be omitted as a scoring factor for the subject examinations.

CONCLUSION

N.J.A.C. 4A:4-2.15(c) provides, in pertinent part, that candidates for State service promotional examinations shall receive credit for the final PAR rating on file in the candidate's personnel office as of the announced closing date for the rating period immediately preceding the announced closing date. *N.J.A.C.* 4A:1-1.2(c)

provides that a rule may be relaxed for good cause in a particular situation, on notice to affected parties, in order to effectuate the purposes of Title 11A, New Jersey Statutes.

In the present matter, Agency Services indicates its support of this request given that the consistency of PAR ratings for candidates for the subject examinations is at issue.

ORDER

Therefore, it is ordered that this request 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 2ND DAY OF MAY, 2018

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Deidré L. Webster Cobb

Chairperson

Civil Service Commission

Inquiries Christopher S. Myers

and Director

Correspondence Division of Appeals and Regulatory Affairs

Civil Service Commission Written Record Appeals Unit

P.O. Box 312

Trenton, New Jersey 08625-0312

c: Lisa Gaffney Kelly Glenn