



STATE OF NEW JERSEY

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

In the Matter of Lakeisha Lingo,
Human Services Specialist 2
(PC1382A), Camden County Board of
Social Services

Examination Appeals

CSC Docket No. 2020-1394

ISSUED: DECEMBER 6, 2019 (SLK)

Lakeisha Lingo requests to file a late application for the promotional examination for Human Services Specialist 2 (PC1382A), Camden County Board of Social Services.

The examination at issue was announced with requirements that had to be met as of the October 21, 2019 closing date. A total of 17 employees applied for the subject examination and the list has not yet promulgated. Personnel records indicate that there are currently 16 employees provisionally serving in the subject title, including Lingo.

On appeal, Lingo describes several personal circumstances that were taking place in her life at the time of the announcement. Specifically, she presents that two close family members recently passed away and two close family members recently gave birth. Additionally, she indicates that when she tried to submit her on-line application, she could not remember her password. Thereafter, she contacted this agency on October 22, 2019 for support, which was after the closing date. She explains that she did not realize that it was after the closing date due to all the personal situations that she was dealing with at that time.

CONCLUSION

N.J.A.C. 4A:4-2.1(e) provides that applications must be filed no later than the announced filing deadline. *N.J.A.C.* 4A:1-1.2(c) states that the Civil Service

Commission (Commission) may relax a rule for good cause in order to effectuate the purposes of Title 11A, New Jersey Statutes.

In this matter, Lingo indicates that she was planning on applying for the subject examination, but she lost track of the closing date due to the personal situations that she was dealing with at the time of the announcement. Additionally, Lingo is provisionally serving in the subject title and it is anticipated that the list shall be incomplete based on the number of employees provisionally serving in the subject title as compared to the number of applicants. The Commission notes that the dual purpose of the Civil Service system is to ensure efficient public service for State and local governments and to provide appointment and advancement opportunities to Civil Service employees based on their merit and abilities. These interests are best served when more, rather than fewer, individuals are presented with employment opportunities. *See Communications Workers of America v. New Jersey Department of Personnel*, 154 N.J. 121 (1998). Under these circumstances, the Commission finds that Lingo should be allowed to apply for the subject examination. Therefore, the Commission finds that there is good cause to relax N.J.A.C. 4A:4-2.1(e) and to allow the Lingo to submit her application and application fee after the closing deadline for prospective employment opportunities only.

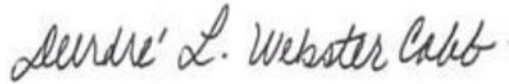
This determination is limited to the instant matter and does not provide precedent in any other matter.

ORDER

Therefore, it is ordered that this request be granted, and Lakeisha Lingo be permitted to submit an application for the Human Services Specialist 2 (PC1382A), Camden County Board of Social Services. It is further ordered that Lingo submit a promotional application and the \$25.00 application processing fee to the Division of Agency Services. The application and processing fee must be postmarked no later than 15 days from the issuance date of this decision. Upon receipt of the application and processing fee, it is ordered that her application be processed. Finally, if Lingo's application and the required payment are not postmarked on or before the 15th day after the issuance date of this decision, she will not be entitled to have an application for the subject examination processed.

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 4th DAY OF DECEMBER, 2019



Deirdré L. Webster Cobb
Chairperson
Civil Service Commission

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Attachment

- c: Lakeisha Lingo (with blank application enclosure)
- Christine Hentisz
- Jennifer Robb
- Kelly Glenn
- Records Center