



and switches, but argues that he has 15 years of network management experience and meets the educational requirements. The petitioner then copies many of the Examples of Work from the job specification, makes a few changes to some, and argues that those are his tasks.

## CONCLUSION

*N.J.A.C.* 4A:2-1.6(b) sets forth the standards by which the Civil Service Commission may reconsider a prior decision. This rule provides that a party must show that a clear material error has occurred, or present new evidence or additional information not presented at the original proceeding which would change the outcome of the case and the reasons that such evidence was not presented at the original proceeding.

At the outset, the petitioner has not met the reconsideration criteria. He has not shown a clear material error or presented new evidence or additional information not presented at the original proceeding which would change the outcome of the case.

The petitioner has reworded his duties, claiming that they closely match or are exactly the same as the Examples of Work from the job specification for Network Administrator 1. Nevertheless, this new information does not clarify his duties, but obfuscates them, so that a comparison of these duties to his original submission is not obvious. For example, on reconsideration, the petitioner accounts for 80% of his time in two short descriptions, Configuration Automation (CCA) and Service Desk Manager. Then he copies the Examples of Work from the job specification for Network Administrator 1, changing a few, and states that those are the tasks he uses to “maintain and operate these network applications.” Yet on his Position Classification Questionnaire (PCQ), he provided specific duties for each of these major categories, as delineated in the Commission’s decision, which were not identical to the Examples of Work. As indicated in the prior decision, duties which were not initially presented and were not reviewed by Agency Services cannot be considered in a classification appeal to the Commission. Moreover, a petition for reconsideration is not the forum to submit a new set of duties to be considered.

As noted by the Commission in the prior decision, for 40% of the time the petitioner is responsible for maintaining the infrastructure of the CCA, including discovering and adding servers, administering the application, and writing agent installation scripts. For another 40% of the time he is the CA<sup>1</sup> Service Desk Manager, monitoring the application’s performance, aligning the application with business needs, implementing new features and developing features not supplied by the vendor, and planning for application upgrades. These descriptions do not align with the development, implementation, and maintenance of multi-network, multi-

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<sup>1</sup> Computer Associates

user Local Area Networks (LAN); Metropolitan Area Networks (MAN); and/or Wide Area Networks (WAN), and other network services. A network is a group of computers and network devices connected together. A LAN connects them in a small area, usually within the same building. A MAN is a larger network that usually spans several buildings in the same city or town. A WAN is not restricted to a geographical location, connects several LANs, and may be limited to an enterprise (a corporation or an organization) or accessible to the public. The internet is an example of a WAN.

As the petitioner emphasizes, he develops, implements, and maintains servers, and not networks. A server is a computer in a network that provides services to the client computers such as logon requests processing, files access and storage, internet access, printing access and many other types of services. It may serve data to systems on a local area network (LAN) or a wide area network (WAN) and types of servers include web servers, mail servers, and file servers. Each type runs software specific to the purpose of the server. The petitioner does not work with hubs, which expand the number of devices that can be used on a LAN; switches, which segment a LAN into separate networks; or routers which, filter and isolate traffic or segment network traffic like switches. Essentially, he is not primarily performing the work of a Network Administrator, but works in a portion of the network, with the servers. The petitioner took an Example of Work from the job specification<sup>2</sup> and ignored the devices, (such as hubs, switches, and routers), and substituted servers to arrive at his conclusion that he performs networking duties. The petitioner works with operating systems, the software that supports a computer's basic functions, such as scheduling tasks, executing applications, and controlling peripherals, and performs duties related to networking, but he does not perform the full scope of networking activities, including hardware upgrades.

Lastly, it is noted that how well or efficiently an employee does his or her job, length of service, volume of work and qualifications have no effect on the classification of a position currently occupied, as *positions*, not employees are classified. See *In the Matter of Debra DiCello* (CSC, decided June 24, 2009).

A thorough review of the information presented in the record establishes that the petitioner has not presented a sufficient basis to establish that his position is improperly classified.

### **ORDER**

Therefore, it is ordered that this request be denied.

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<sup>2</sup> Monitoring performance of servers and telecommunications devices (such as hubs, switches, and routers) and takes appropriate action to tune and optimize such devices to maximize performance and throughput, and minimize downtime.

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 22<sup>nd</sup> DAY OF MAY, 2019



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