

STATE OF NEW JERSEY

In the Matter of George Brown, : Accounting Assistant (PM0338A), :

CSC Docket No. 2020-574

Willingboro

FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION

Examination Appeal

ISSUED: SEPTEMBER 12, 2019 (SLK)

George Brown appeals the determination of the Division of Agency Services (Agency Services) that he did not meet the education requirements for the promotional examination for Accounting Assistant (PM0338A), Willingboro.

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The examination at issue was announced with specific requirements that had to be met as of the March 21, 2019 closing date. The requirements were satisfactory completion of at least 60 semester hour credits at an accredited college or university including a minimum of 12 semester hour credits in accounting courses. The appellant was the only applicant and the examination was canceled due to a lack of qualified candidates.

On his application, the appellant indicated that he possessed a Bachelor's degree. Additionally, his transcript indicated that he earned accounting credits as follows: Rowan – ACC-112 400 Principals of Accounting with Spreadsheet (four credits); Rowan – ACC-113 171 Principals of Accounting 2 (four credits); William Paterson – ACCT 211 Financial Accounting (three credits); and William Paterson ACCT 212 Managerial Accounting (three credits). Further, the appellant indicated that he was provisionally serving in the subject title from July 2017 to the March 21, 2019 closing date. Personnel records indicate that the appellant's permanent title is Clerk 2 and he has been employed by the appointing authority since March 2014 in clerical titles. Agency Services found that the appellant met the 60 credit requirement but only possessed 11 accounting credits.

On appeal, the appellant highlights his Bachelor's degree and argues that he has earned 14 accounting credits as described above.

CONLCUSION

In this matter, Agency Services correctly determined that the appellant only had 11 applicable accounting credits: Rowan - ACC-112 400 Principals of Accounting with Spreadsheet (four credits); Rowan – ACC-113 171 Principals of Accounting 2 (four credits); and William Paterson ACCT 212 Managerial Accounting (three credits). Agency Services correctly did not credit the appellant for William Paterson - ACCT 211 Financial Accounting (three credits) as this course covered similar material at a similar level as the Rowan - ACC-112 400 Principals of Accounting with Spreadsheet (four credits) course. However, it cannot be ignored that the appellant has been provisionally serving in the subject title since July 2017 and the record demonstrates that he has been successfully performing the duties of this title as evidenced by his continued service in that title, including after the March 21, 2019 closing date. Finally, the list was cancelled due to a lack of qualified candidates. Therefore, the Civil Service Commission finds good cause under N.J.A.C. 4A:1-1.2(c) to relax the provisions of N.J.A.C. 4A:4-2.6(a) which provides that all requirements for promotional examinations must be met by the closing date, for eligibility purposes only, and admit the appellant to the subject examination.

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

ORDER

Therefore, it is ordered that the appeal be granted, the cancellation of the examination be rescinded, and George Brown's application be processed for prospective 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 10th DAY OF SEPTEMBER, 2019

Deirdré L. Webster Cobb

Chairperson

Civil Service Commission

Inquiries and Correspondence Christopher S. Myers
Director
Division of Appeals
and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

c: George Brown Sharon Rogers Kelly Glenn Records Center