



STATE OF NEW JERSEY

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

In the Matter of Reallocation of
Assistant Environmental Technician
from the Competitive Division to the
Non-Competitive Division of the
Career Service

Request for Title Reallocation

CSC Docket No. 2018-3284

ISSUED: JANUARY 30, 2020 (ABR)

The Division of Agency Services (Agency Services) recommends the reallocation of the Assistant Environmental Technician title to the non-competitive division of the career service in accordance with *N.J.A.C. 4A:3-1.2*.

By way of background, the instant request originated with the Department of Environmental Protection (DEP). In support of the DEP's request, Agency Services explains that competitive testing is not practicable due to the nature of the knowledge, skills and abilities associated with this position. In this regard, it notes that the title requires only the completion of one or more high school-level courses in mathematics and one or more high school-level courses in science. Further, it observes that this title does not have experience requirement.

Agency records do not indicate that there are any employees are presently serving in the subject title. Furthermore, agency records do not show that there are any pending examination announcements or active eligible lists for the subject title.

Agency Services advises that the appropriate negotiations representative has been notified of the proposal. Agency Services indicates that it did not receive any feedback based upon the foregoing notification. Finally, Agency Services requests that the changes specified in this title reallocation become effective at the beginning of the first pay period following the Civil Service Commission's (Commission) approval of these actions.

CONCLUSION

N.J.A.C. 4A:3-1.2 provides, in part, that the Commission may reallocate titles from the competitive to the non-competitive division when competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job or when certification procedures based on ranked eligible lists have not or are not likely to meet the needs of appointing authorities due to such factors as salary, geographic location, recruitment problems and working conditions.

Based upon the foregoing, ample reasons exist for the reallocation of the proposed title to the non-competitive division of the career service. In this regard, the only education required for this title is the completion of two high school-level courses. Furthermore, this title does not have a specific experience requirement. Therefore, competitive testing is not practicable for this title.

ORDER

Based on all of the above, it is ordered that the title of Assistant Environmental Technician be reallocated to the non-competitive division. It is further ordered that such action be effective at the beginning of the first pay period following the Commission's approval.

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 29TH DAY OF JANUARY, 2020



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