

STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of Harold Jean-Louis, Assistant Chief Accountant (M0606W), Newark

CSC Docket No. 2019-2050

Examination Appeal

ISSUED: JANUARY 31, 2020 (SLK)

Harold Jean-Louis appeals the determination of the Division of Agency Services (Agency Services) that he did not meet the experience requirements for the open competitive examination for Assistant Chief Accountant (M0606W), Newark.

The subject examination was announced with a closing date of May 7, 2018. The education requirement for the subject announcement was a Bachelor's degree with 21 college level credits in professional accounting subject. The experience requirements were four years of supervisory accounting experience in work involving the installation, operation, and keeping of large scale systems of accounts. The subject examination was cancelled on February 8, 2019 due to a lack of qualified applicants.

On his application, the appellant indicated that he possessed a Bachelor's degree in Accounting. Additionally, he indicated that he was a part-time Staff Accountant for Signature Flight Support from April 2017 to the May 7, 2018 closing date, a provisional in the subject title from January 2018 to the closing date, an Auditor for Hilton Hotels from June 2014 to June 2017, and a Financial Sales Consultant for PNC Bank from February 2011 to June 2014. Agency Services credited the appellant for his education and having five months of experience based on his provisional service in the subject title, but determined that he lacked three years and five months of service since he did not indicate experience in the installation of accounting systems.

On appeal, the appellant argues that he possesses sufficient experience through his positions with Hilton Hotels and PNC Bank.

CONLCUSION

The definition for the job specification for the subject title indicates that incumbents predominately assist the Chief Accountant in planning, organizing, directing, coordinating and supervising the accounting work involved in the maintenance of an accounting system and in the preparation of financial statements and reports.

In other words, the duties of the subject title do not require that an incumbent be involved in the installation of an accounting system as the set-up of a new accounting system is an infrequent event. 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:4-2.3(b)2 which provides that all requirements for open competitive examinations must be met by the closing date, for eligibility purposes only, and admit the appellant to the subject examination based on the totality of his accounting work, dating back to June 2014, which involves sufficient supervisory experience in the operation and keeping of large scale systems of accounts. Further, the examination has been cancelled due to a lack of qualified applicants and the appellant continues to serve provisionally in the subject title.

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 Harold Jean-Louis' 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 29th DAY OF JANUARY, 2020

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Chairperson

Civil Service Commission

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