



STATE OF NEW JERSEY

In the Matters of Kari Vazquez
and Samuel Williams,
Youth Opportunity Coordinator
(C0284D), Cumberland County

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

CSC Docket Nos. 2022-2908
and 2022-2975

Examination Appeals

ISSUED: October 12, 2022 (JET)

Kari Vazquez and Samuel Williams appeal the determinations of the Division of Agency Services (Agency Services) that they did not meet the experience requirement for the open competitive examination for Youth Opportunity Coordinator (C0284D), Cumberland County. These appeals have been consolidated as they contain common issues.

The promotional examination was announced with specific requirements which had to be satisfied by the February 22, 2022 closing date. Specifically, the requirements were possession of a Bachelor's degree, and three years of experience in planning and directing youth activity programs in a community service organization. It was noted that applicants who did not possess the required education could substitute additional experience as indicated above on a year for year basis, with 30 semester hour credits being equal to one year of experience. As such, applicants who did not possess a Bachelor's degree were required to possess seven years of applicable experience pursuant to the above listed substitution clause. It is noted that the examination was canceled on May 19, 2022, as the four applicants, including the appellants, were found ineligible for the examination.

VAZQUEZ

Vazquez listed on her application and resume that she possessed 92 college credits. Vazquez also indicated, in relevant part, that she served provisionally in the subject title from July 2021 through the closing date; as a Crisis Counselor from November 2020 to December 2021; and as a Youth Services Supervisor from October 2019 to November 2021. Agency Services credited Vazquez with three years of experience for her college credits, and three years and six months for her provisional service in the subject title, and her service as a Youth Services Supervisor. Accordingly, Agency Services determined that Vazquez was ineligible for the examination, as she lacked six months of applicable experience.

On appeal, the Vazquez asserts, among other things, that she possesses over 10 years of applicable experience working with young individuals of various ages and backgrounds, and a knowledge of resources and programs to assist such individuals in the community. She explains that she assisted with enrolling youths in a college readiness program, created programs to address shortages in the community as a result of the COVID-19 Pandemic, served as a Court Appointed Special Advocate, oversaw volunteers, and developed networking materials.

WILLIAMS

Williams listed on his application and resume that he possessed a Bachelor's degree. Williams also indicated, in relevant part, that he served provisionally in the subject title from July 2021 to the February 2022 closing date, and as an Assistant Camp Director from February 2018 to September 2019. Agency Services credited him with eight months of applicable experience for his provisional service in the subject title, and with one year and eight months of applicable experience for his services as an Assistant Camp Director. However, Agency Services did not credit him with any other applicable experience. Accordingly, Agency Services determined he was ineligible for the examination, as he lacked six months of applicable experience.

On appeal, Williams maintains, among other things, that he served as an assistant coach for a youth baseball league; as a head coach for a soccer team; organized practice programs; taught baseball techniques; monitored team progress; and gave advice when necessary. He explains that he developed training programs so the teams would reach their full potential, and he actively coordinated fundraising events. Moreover, Williams states that he served as an Assistant Director at a youth camp where he was involved in various youth oriented programs and oversaw employees.

Agency records indicate that both Vazquez and Williams continue to serve provisionally in the subject title.

CONCLUSION

N.J.A.C. 4A:4-2.3(b) provides that applicants shall meet all requirements specified in the announcement by the closing date. *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.

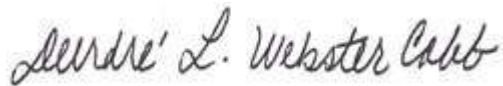
Initially, Agency Services correctly determined that both Vazquez and Williams lacked six months of the indicated experience. Nevertheless, the record reflects that the appellants continue to serve provisionally in the subject title, and as such, have gained an additional eight months of applicable experience since the closing date. Moreover, the examination is not competitive, as the examination was cancelled due to a lack of applicants. Under these circumstances, good cause exists to relax the provisions of *N.J.A.C.* 4A:4-2.3(b) and accept the appellants' provisional experience in the subject title gained after the closing date, for eligibility purposes only, and admit them to the examination. This determination is limited to the particular circumstances presented, and may not be used as precedent in any future matter.

ORDER

Therefore, it is ordered that these appeals be granted, the cancellation of the examination be rescinded, and the appellants' applications be 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 12TH DAY OF OCTOBER, 2022



Deirdre L. Webster Cobb
Chairperson
Civil Service Commission

Inquiries
and
Correspondence

Nicholas F. Angiulo
Director
Division of Appeals and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

c: Kari Vazquez
Samuel Williams
Paige Desiere
Agency Services
Records Center