



stock levels, and trains others in the work. His resume provides an extensive list of duties that he performs in his position.

## CONCLUSION

*N.J.A.C.* 4A:2-1.6(b) sets forth the standards by which the 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. In its prior decision, the Commission explained 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. It is not an error that the Commission did not consider the petitioner's employment history and qualifications, as those issues have no bearing on the classification of a position.

As to actual duties, the petitioner argues that he uses independent judgement on adjustments and improvements to processes, analyzes and prepares estimates for print requests, determines techniques, adjusts stock levels, and trains others in the work. Basically, this is a rewording of the job definition for the requested title, Printing Operations Technician 2, which reads, "A position in this category typically analyzes printing requests; determines appropriate printing techniques; estimates the quantity of time, costs, materials or personnel for assignments; consults with vendors or contractors; provides technical advice to staff; sets up, operates, and adjusts copier machines," and "Level 2 - A position at this level typically receives less direct supervision than positions at Level 1 and are permitted to exercise some independent judgment in carrying out their assignments." Additionally, a Printing Machine Operator 2 typically set-ups, operates, repairs, and cleans various printing operation equipment such as offset presses, cutting machines, and copiers; determines appropriate printing material; determines appropriate printing techniques; determines printing styles, and reviews finished items; does other related duties. Level 2 is typically an experienced worker proficient in the use of equipment who works independently or may lead a team or other group of subordinates in assigned tasks.

The record, including the Position Classification Questionnaire and Performance Assessment Review does not support that the duties of a Printing Operations Technician 2 are the primary focus of the position. While the petitioner may perform some of the duties of the requested title, the majority of his duties and

time spent on duties are those of Printing Machine Operator 2. As stated in the decision below, information and/or argument which was not presented at the prior level of appeal shall not be considered. In any event, the classification of the position is based on a review of all information gathered in the audit, not on the basis of only a portion of information, such as selected duties. However, should the petitioner believe that his *current* duties are not in line with his current title, he may submit a new request for a classification review pursuant to *N.J.A.C.* 4A:3-3.9.


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.

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 1<sup>ST</sup> DAY OF FEBRUARY, 2023



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