



STATE OF NEW JERSEY

In the Matter of Robert Speer, North
Arlington

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

CSC Docket No. 2025-2199

Intergovernmental Transfer

ISSUED: May 21, 2025 (SLK)

North Arlington requests to intergovernmentally transfer Sheriff's Officer Robert Speer from the Somerset County Sheriff's Office, a non-Civil Service jurisdiction, to the title of Police Officer, North Arlington.

In its request, North Arlington states that its Police Department is facing significant staffing challenges. It presents that the Police Department is authorized to maintain a force of 40 officers, but due to retirements and hiring issues, coupled with additional responsibilities associated with the School Resource Officer program, the Police Department is only projected to have 31 officers. North Arlington asserts that this shortfall puts officers and residents at risk. It states that Speer's transfer would significantly bolster the department's capabilities. Further, it highlights that, due to confusion surrounding Somerset County's civil service status, North Arlington has already made significant financial commitments in anticipation of Speer joining the department, including the purchase of essential police equipment.

CONCLUSION

N.J.A.C. 4A:4-7.1A(a) provides, in pertinent part, that an intergovernmental transfer is the movement of a permanent employee between governmental jurisdictions operating under Title 11A, New Jersey Statutes. The intergovernmental transfer rules permit the transfer of State, county and municipal employees between jurisdictions without loss of permanent status, subject to the

approval of the transferring agency, the receiving agency, the transferring employee, and the approval of the Chairperson or designee. *N.J.A.C. 4A:1-1.2(c)* states that the Civil Service Commission (Commission) may relax rules for good cause in a particular situation, on notice to affected parties, in order to effectuate the purposes of Title 11A, New Jersey Statutes.

Since the Somerset County Sheriff's Office is not a governmental jurisdiction operating under Title 11A of the New Jersey Statutes, Speer does not have permanent Civil Service status and the provisions of *N.J.A.C. 4A:4-7.1A(a)* do not apply. However, North Arlington has indicated that due to retirements, difficulties with the hiring process, and additional responsibilities associated with its School Resource Officer program, the Police Department has an immediate need for certified Police Officers, which is cannot timely fulfill through regular Civil Service procedures or through intergovernmental transfers with other Civil Service jurisdictions. Further, the signed intergovernmental transfer agreement represents that the Somerset County Sheriff's Office has consented to the transfer. Therefore, the Commission finds good cause relax the applicable provisions to allow the intergovernmental transfer of Sheriff's Officer Robert Speer from the Somerset County Sheriff's Office, a non-Civil Service jurisdiction, to the title of Police Officer, North Arlington. As this is an equitable remedy being implemented through relaxation of rules, Civil Service seniority and seniority-related privileges shall not be transferrable.

The Commission must emphasize that the remedy provided by this decision is limited to the unique facts of this case and should not be used as precedent in any other matter.

ORDER

Therefore, it is ordered that this request be granted.

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 21ST DAY OF MAY, 2025



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