



STATE OF NEW JERSEY

In the Matter of Transport Hauler
Trainee, Department of the Treasury
and Department of Corrections

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

CSC Docket No. 2026-290

Request for Title Creation

ISSUED: August 13, 2025 (SLK)

The Division of Agency Services (Agency Services), on behalf the Department of the Treasury (Treasury) and Department of Corrections (Corrections), requests the creation of the noncompetitive title of Transport Hauler Trainee.

By way of background, Agency Services indicates that the primary function of this title involves operating, cleaning, servicing, making minor adjustments to, and loading/unloading tractor trailers. During the one-year training program, trainees will learn on-the-job and obtain a Commercial Driver's License (CDL) before advancing to the journeyman level, Transport Hauler (O15-42149).

Agency Services requests that this title be allocated to the noncompetitive division of the career service pursuant to *N.J.A.C. 4A:3-1.2(c)1* as it opines that competitive testing is not practicable in this situation due to the knowledge, skills, and abilities associated with the job. It notes that this is an entry-level title, which is intended to provide on-the-job training. The knowledge, skills, and abilities associated with this title are essentially learned on the job. Agency Services provides that a job specification has been developed to accommodate this request, and the bargaining unit was determined by the Governor's Office of Employee Relations. Additionally, Agency Services presents that the appropriate negotiations representative has been notified of the creation of the new title and has not expressed any objections. Finally, Agency Services requests that the effective date of this action

be the beginning of the first pay period that follows the Civil Service Commission's (Commission) approval of this action.

Agency Services indicates that the title shall be established as follows:

Transport Hauler Trainee
095_ Noncompetitive 40/12

CONCLUSION

N.J.A.C. 4A:3-3.6(a) states, in pertinent part, that the Commission may determine that a new title or title series is necessary. *N.J.A.C.* 4A:3-1.2(a) states that the Commission shall allocate and reallocate career service titles between the competitive and non-competitive divisions. *N.J.A.C.* 4A:3-1.2(c)1 states, in pertinent part, that a job title may be placed in the non-competitive division on an ongoing basis when it is determined that competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job.

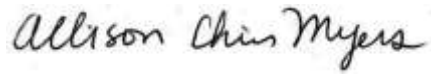
Based on the foregoing, ample reasons exist for the creation of the Transport Hauler Trainee title and the allocation of this title to the noncompetitive division of the career service. In this regard, that title is an entry-level trainee position. No experience is required as the skills required to perform the job are gained through on-the-job training. Given the lack of an experience requirement, competitive testing is not practicable since the knowledge, skills and abilities associated with this title are evaluated during the mandatory training period.

ORDER

Therefore, it is ordered that this request be granted, and the title of Transport Hauler Trainee be established. It is further ordered that the Transport Hauler Trainee title be allocated to the non-competitive division of the career service. This action shall be effective August 23, 2025.

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 13TH DAY OF AUGUST, 2025



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