



STATE OF NEW JERSEY

In the Matter of Intermittent Public
Safety Telecommunicator

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

CSC Docket No. 2025-2752

Request for Title Creation

ISSUED: September 10, 2025 (HS)

The Division of Agency Services (Agency Services) requests the creation of an intermittent noncompetitive title, Intermittent Public Safety Telecommunicator (PST).

Pursuant to *N.J.A.C. 4A:3-3.8(e)*, Ocean County requests the establishment of an intermittent title, Intermittent PST, for use within the Ocean County Sheriff's Office. The Sheriff's Office has an urgent need to fill positions within its 9-1-1 Public Safety Answering Point (PSAP), which answers 9-1-1 calls for all Ocean County municipalities and which must be fully staffed with PSTs 24/7, 365 days per year. Specifically, Ocean County has experienced challenges in maintaining full shift coverage due to ongoing staffing shortages and requires the flexibility to utilize trained PSTs on an as-needed basis to ensure all operational and regulatory standards are met. Thus, it has been determined that the establishment of an intermittent title would serve as a viable solution in addressing its operational needs. The intermittent position will supplement, not displace or replace, current full-time and part-time staff.

In accordance with *N.J.A.C. 4A:3-3.8(e)1*, which allows a local appointing authority to request intermittent title designations, Ocean County has provided that the intermittent staff will receive prorated sick and vacation leave time; the prorated length of the working test period for intermittent employees serving in this capacity will be 90 days; and the rate of pay will be at least \$1.00 more than the minimum hourly rate of a fulltime PST as required by the collective bargaining agreement. In

addition, Ocean County will be required to retain all records concerning intermittent employment and submit an annual report to its Civil Service Commission representative identifying all intermittent appointments made during the year and the employees' length of employment. The subject title will be assigned to the noncompetitive division of the career service in accordance with *N.J.A.C. 4A:3-3.8(e)2*, which provides that, in local service, appointments to intermittent titles shall be "made to career service positions within the noncompetitive division." Additionally, Agency Services indicates that a title specification has been developed to accommodate this request. Further, it is noted that the affected union was notified of the propose title creation and submitted no objections.

Based on all of the foregoing, ample reasons exist for the creation of the subject intermittent title and to allocate the title to the noncompetitive division of the career service.

ORDER

It is ordered that the intermittent title, Intermittent Public Safety Telecommunicator, be created and allocated to the noncompetitive division. It is further ordered that such actions be effective September 15, 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 10TH DAY OF SEPTEMBER, 2025



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