



STATE OF NEW JERSEY

In the Matter of Research Scientist
Title Series, Botany and Pharmacy
Variants

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

CSC Docket No. 2026-1808

Allocation to Noncompetitive Division

ISSUED: February 25, 2026 (HS)

The Division of Agency Services (Agency Services) requests the establishment of the noncompetitive titles of Research Scientist 3, 2, and 1, Botany, and Research Scientist 3, 2, and 1, Pharmacy, for use in State government in accordance with *N.J.A.C. 4A:3-1.2*.

As background, the Departments of the Treasury, Health, and Agriculture requested the creation of the subject new variant titles. They explained that the Research Scientist title series classifies “highly technical, scientific positions” requiring a Master’s degree in a scientific discipline, but there are currently no titles specific for “highly skilled researchers in the technical, scientific disciplines” of Botany or Pharmacy. The departments indicated that their request closes this gap by adding variants within these “highly technical specialties,” encompassing these scientific disciplines’ “unique and specialized duties, knowledge, skills, and abilities.”

In the instant request, Agency Services indicates that the primary functions of the subject titles would involve working in a laboratory or similar setting performing scientific research. Agency Services maintains that competitive testing is not practicable due to the knowledge, skills, and abilities associated with the job. Therefore, it requests that the new titles be assigned to the noncompetitive division, consistent with the existing Research Scientist base and variant titles.¹ It indicates

¹ Specifically, the following titles are already allocated to the noncompetitive division: Research Scientist 3, 2, and 1; Research Scientist 3, 2, and 1, Chemistry; and Research Scientist 3, 2, and 1, Microbiology.

that it provided notice and the opportunity to review the proposal to the applicable collective negotiations representatives. While they objected to the mandatory Performance Assessment Review (PAR) language in the Research Scientist 1 level job specifications (*i.e.*, “supervises staff and work activities; prepares and signs official performance evaluations for subordinate staff”), Agency Services presents that it confirmed with the departments that the positions would be utilized to supervise individuals. Agency Services also indicates that it provided the representatives with opportunities to meet to discuss their concerns, but it did not receive a response. Therefore, Agency Services confirms that it plans to keep the mandatory PAR language in the job specifications. Finally, Agency Services requests that the effective date for the requested actions be the beginning of the first pay period following the Civil Service Commission’s (Commission) approval.

CONCLUSION

N.J.A.C. 4A:3-3.2(a) provides that the Commission shall establish and maintain classification plans for all job titles in the career, senior executive and unclassified services. Additionally, *N.J.A.C.* 4A:3-3.3(a)2 provides that this agency shall implement and administer the classification plans and, in this regard, shall establish new titles, abolish unnecessary titles and consolidate titles.

N.J.A.C. 4A:3-1.2(c) provides that a job title may be placed in the noncompetitive division on an ongoing or interim basis when it is determined by the Commission that it is appropriate to make permanent appointments to the title and one or more of the following criteria are met:

1. Competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job;
2. Certification procedures based on ranked eligible lists have not or are not likely to meet the needs of appointing authorities due to such factors as salary, geographic location, recruitment problems and working conditions; or
3. There is a need for immediate appointments arising from a new legislative program or major agency reorganization.

Based on all of the foregoing, ample reasons exist for the establishment of the subject titles as presented by Agency Services, which shall include the PAR language in the Research Scientist Level job specifications, and their allocation to the noncompetitive division pursuant to *N.J.A.C.* 4A:3-1.2(c)1. In this regard, positions in these titles will primarily work in a laboratory or similar setting performing scientific research, duties that are not easily tested for. Moreover, the base titles and existing variants already reside in the noncompetitive division. As such, it is

appropriate that the subject new titles be allocated to the noncompetitive division as well. Additionally, incumbents would be required to complete a working test period prior to attaining permanent status. *See N.J.A.C. 4A:4-5.1(b) and N.J.A.C. 4A:4-5.2(b)2.* Accordingly, competitive testing is impracticable for these titles.

ORDER

Therefore, it is ordered that this request be granted and the titles of Research Scientist 3, 2, and 1, Botany, and Research Scientist 3, 2, and 1, Pharmacy, be established and allocated to the noncompetitive division. These actions shall be effective March 7, 2026.

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 25TH DAY OF FEBRUARY, 2026

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