



STATE OF NEW JERSEY

In the Matter of Correction Major
(PS1857I), Department of Corrections

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

CSC Docket No. 2016-3293

Administrative Appeal

ISSUED: OCT 19 2016 (JH)

The Division of Agency Services (Agency Services), on behalf of the Department of Corrections, requests that *N.J.A.C.* 4A:4-2.15(c) be relaxed in order that Performance Assessment Review (PAR) ratings not be utilized as a scoring factor for the Correction Major (PS1857I) promotional examination.

By way of background, the Correction Major (PS1857I) examination was announced with a closing date of November 21, 2015 and is tentatively scheduled to be administered in May 2016. It is noted that 140 applicants have been admitted to the subject examination.

The Department of Corrections explains that Correction Lieutenants routinely have multiple supervisors during PAR rating periods due to frequent reassignments, job bid changes, shift changes and promotions. As a result, it has experienced issues relating to the completion and consistency of PARs. Accordingly, in order to ensure fairness in the current promotional examination cycle, the Department of Corrections requests that PAR ratings be omitted as a scoring factor for the subject examination.

CONCLUSION

N.J.A.C. 4A:4-2.15(c) provides, in pertinent part, that candidates for State service promotional examinations shall receive credit for the final PAR rating on file in the candidate's personnel office as of the announced closing date for the rating period immediately preceding the announced closing date. *N.J.A.C.* 4A:1-1.2(c) provides that a rule may be relaxed for good cause in a particular situation, on

notice to affected parties, in order to effectuate the purposes of Title 11A, New Jersey Statutes.

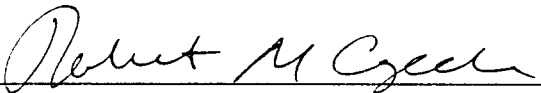
In the present matter, Agency Services indicates its support of this request given that the consistency of PAR ratings for candidates for the subject examination is at issue. Agency Services further indicates that the Department of Corrections anticipates that the introduction of the ePAR system will alleviate some of these concerns in the future by enhancing communication among supervisors.

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 19TH DAY OF OCTOBER, 2016


Robert M. Czech
Chairperson
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