



STATE OF NEW JERSEY

In the Matter of Elizabeth Imbriacco and
Darryl Jackson, Campus Police Officer
Recruit, Kean University

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

CSC Docket Nos. 2016-1415 &
2016-1417

Administrative Appeal

ISSUED: **NOV 30 2016** (EG)

Kean University (Kean) requests that Elizabeth Imbriacco and Darryl Jackson receive retroactive dates of appointment as Campus Police Officer Recruits.

As background, official records indicate that Jackson had been provisionally appointed to the subject title effective July 29, 2013. Imbriacco was provisionally appointed to the subject title effective July 31, 2013. Thereafter, Imbriacco was permanently appointed from the Campus Police Officer Recruit (PS9175J) eligible list effective December 27, 2014. Jackson was permanently appointed from the same list effective December 29, 2014.

In the instant matter, Kean presents that the permanent appointments of Imbriacco and Jackson were delayed due to the delay in the promulgation of the (PS9175J) eligible list. In this regard, Kean states that due to an administrative error, appointments from the prior Campus Police Officer Recruit eligible list, (PS6191J), were delayed which resulted in the certification from that list not being disposed until May 2014. This delayed the announcement and promulgation of the (PS9175J) eligible list from which Imbriacco and Jackson were ultimately appointed. *See In the Matter of Christopher Blath, Campus Police Officer Recruit, Kean University* (CSC, decided May 21, 2014). Kean explains that due to the hold and the delay in correcting the situation in *Blath, supra*, Imbriacco and Jackson were made to serve provisionally longer than necessary. It states that both candidates successfully passed the Law Enforcement Series examination (S9999R), with the resulting eligible pool becoming effective May 2, 2014. Therefore, Kean requests that Imbriacco and Jackson receive retroactive dates of appointment to May 2, 2014.

CONCLUSION

N.J.A.C. 4A:4-1.10(c) states that an individual may receive retroactive dates of appointment to correct an administrative error, for an administrative delay or for other good cause.

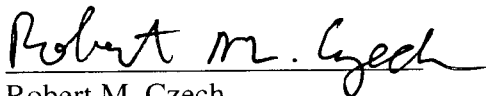
In the instant matter, Imbriacco and Jackson should receive retroactive dates of appointment. An administrative error led to the delay on the promulgation of the Campus Police Officer Recruit (PS9175J) eligible list and prolonged the provisional appointments of Imbriacco and Jackson. Accordingly, under these circumstances, Imbriacco and Jackson should receive retroactive dates of appointment of May 2, 2014, for salary step placement and seniority-based purposes only. In light of Imbriacco and Jackson's service as Campus Police Officer Recruits since July 2013, a current working test period for this title is not required. Further, pursuant to *N.J.A.C.* 4A:3-3.7 *et. seq.*, and the job specification for Campus Police Officer Recruit, Imbriacco and Jackson are entitled to an appointment to Campus Police Officer effective May 2, 2015, upon the successful completion of a current working test period in this title.

ORDER

Therefore, it is ordered that personnel records be amended to indicate Elizabeth Imbriacco and Darryl Jackson's permanent appointments to Campus Police Officer Recruit with an effective date of May 2, 2014, for salary step placement and seniority-based purposes only and that records indicate permanent appointments to Campus Police Officer with an effective date of May 2, 2015, upon the successful completion of a current working test period in this title.

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 23RD DAY OF NOVEMBER, 2016



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and
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c: Elizabeth Imbriacco
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