



**STATE OF NEW JERSEY**

In the Matter of Kokoevi Teko-Agbo,  
Rehabilitation Counselor, Mental  
Health (PS2577K), Department of  
Human Services

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

CSC Docket No. 2018-52

Examination Appeal

**ISSUED: MARCH 29, 2018 (JET)**

Kokoevi Teko-Agbo appeals the determination of the Division of Agency Services (Agency Services) that she did not meet the experience requirement for the promotional examination for Rehabilitation Counselor, Mental Health (PS2577K), Department of Human Services.

The promotional examination was announced with specific requirements which had to be satisfied by the February 21, 2017 closing date. The requirements were, in pertinent part, graduation from an accredited college or university with a Bachelor's degree including or supplemented by 24 semester hour credits in a combination of the following areas: Vocational Counseling, Rehabilitation Counseling, Psychology, Sociology, Social Work, Vocational Guidance, Special Education or related areas. One candidate was admitted to the subject examination, and the resultant eligible list promulgated on July 6, 2017 with an expiration date of July 5, 2020. One certification was issued and one appointment was made.

The appellant listed on her application and resume that she possesses a Bachelor's degree, a Master's degree of Arts and Literature, and a Master's degree in Science Administration. Upon Agency Services' review, since the appellant did not possess the required specific 24 semester hour credits or a Master's degree in one of the required educational fields, it determined that none of her education was creditable. Accordingly, Agency Services determined the appellant was ineligible for the examination.

On appeal, the appellant asserts, among other things, that she possesses sufficient experience and education to qualify her for the examination.

It is noted that the appellant has served provisionally in the subject title since November 2016.

### CONCLUSION

*N.J.A.C.* 4A:4-2.6(a) provides that applicants shall meet all requirements specified in the announcement by the 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.

In the present matter, the appellant should be admitted to the subject examination. Although the appellant's education does not precisely mirror the educational requirements listed in the announcement, the Civil Service Commission is satisfied that the totality of her education and experience satisfies the announced requirements. Agency Services credited the appellant with four months of applicable experience for her provisional work in the subject title, and with five years and four months of applicable experience for her work as an Instructor Counselor. In this regard, given that the appellant possesses sufficient experience involving vocational/rehabilitational guidance or counseling, other related guidance and counseling, or social or medical casework in a rehabilitation agency, facility or other social program designed to increase the employability or social productivity of clients, as well as two Master's degrees, the fact that she does not satisfy the specific credit requirement bears closer examination. Additionally, the appellant continues to serve provisionally in the title under test and the situation is not competitive as only one other applicant was admitted to the examination. Under these circumstances, good cause exists to relax the provisions of *N.J.A.C.* 4A:4-2.6(a) and accept the totality of the appellant's education and experience for eligibility purposes only, and to admit her to the examination.

This remedy is limited to the facts of this situation and may not be used as precedent for any other proceeding.

### ORDER

Therefore, it is ordered that this appeal be granted and the appellant's application be processed for prospective employment opportunities only.

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 27th DAY OF MARCH, 2018



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