

N.J.A.C. 4A:4-1.10(c) provides that the Commission may order a retroactive appointment date due to an administrative error, administrative delay or other good cause.

CONCLUSION

In the instant matter, there is no basic factual dispute but, rather, the central issue involves providing a retroactive regular appointment to the title of Fire Fighter, effective August 7, 2017, for Cialkowski from certification (OL171369). Mr. Cialkowski has been performing the duties of Fire Fighter since August 7, 2017 and he is reachable under the “rule of three” on the certification for (OL171369) in accordance with *N.J.A.C.* 4A:4-4.8. However, due to an administrative error, Hackensack did not request a certification at the time it approved Cialkowski. Under these circumstances, Cialkowski should receive a regular appointment retroactive to August 7, 2017, and he shall be considered to have started his 12-month working test period on this date.

ORDER

Therefore, it is ordered that the request be granted, and Cialkowski be provided with a regular appointment as Fire Fighter, effective August 7, 2017. Upon successful completion of his 12-month working test period, his appointment shall be considered permanent. Cialkowski’s personnel record should be amended in accordance with this decision.

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



Deirdre L. Webster Cobb
Acting Chairperson
Civil Service Commission

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