

B-51



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION

In the Matter of Reallocation of  
Fingerprint Processing Technician  
Apprentice from the Competitive to  
the Non-Competitive Division of the  
Career Service

Request for Title Reallocation

CSC Docket No. 2016-1466

ISSUED: **NOV 06 2015** (CSM)

The Division of Agency Services (Agency Services) recommends reallocation of the Fingerprint Processing Technician Apprentice title to the non-competitive division of the career service in accordance with *N.J.A.C.* 4A:3-1.2.

The rationale for reallocating the subject title is to provide the Department of Law and Public Safety, Division of State Police with the flexibility needed to more efficiently and quickly meet its hiring responsibilities. Agency Services explains that competitive testing is not practicable due to the nature of the knowledge, skills and abilities associated with this apprentice position. In this regard, the title does not have experience requirements. Therefore, since potential appointees are required to complete the required 24 month apprenticeship period, Agency Services recommends that the subject trainee titles be reallocated to the non-competitive division.

Agency Services advises that it has provided notice and the opportunity to review the proposal to the collective negotiations representative for the subject title and no comments or objections were received.

*N.J.A.C.* 4A:3-1.2 provides, in part, that the Commission may reallocate titles from the competitive to the non-competitive division when competitive testing is not practicable due to the nature of the knowledge, skills, and abilities associated with the job or when 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.

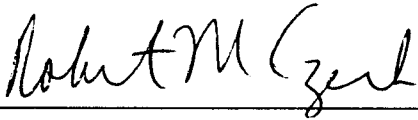
Based on all of the foregoing, ample reasons exist for the reallocation of the proposed title to the non-competitive division of the career service. There are no specific experience requirements for the title at issue. In this regard, apprentice titles are designed to provide entry level employment to public service. However, competitive testing is not practicable since the knowledge, skills, and abilities associated with a trainee title are evaluated during the mandatory training period. In this regard, appointees would be required to complete both a 24 month training period as well as the required four month working test period prior to attaining permanent status.

### ORDER

Therefore, it is ordered that the Fingerprint Processing Technician Apprentice title be reallocated to the non-competitive division. It is also ordered that this action be effective November 14, 2015.

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 5<sup>TH</sup> DAY OF NOVEMBER, 2015



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