



Rescue, where she assisted with feeding and making diets. She argues when working in veterinary medicine there is a great diversity in animals.

*N.J.A.C.* 4A:4-2.3(b) provides that applicants shall meet all requirements specified in the open competitive examination announcement by the closing date.

### CONCLUSION

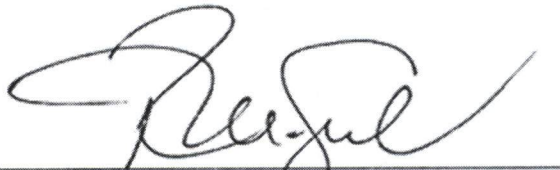
Initially, the appellant was correctly denied admittance to the subject examination since she lacked six months of qualifying experience. While she may have dealt with an occasional feral or non-domesticated animal and her positions as Veterinary Technician, this was not the primary focus. Further, she was not working in a zoological park, game or nature farm in these positions. Nonetheless, the prior certification has resulted in an exhausted list. The appellant is still serving as a temporary appointee and she has accrued at least an additional six months of full-time experience since the January 2017 closing date. Based on the particular circumstances presented, good cause has been established to relax the provisions of *N.J.A.C.* 4A:4-2.3(b) to accept the appellant's additional experience beyond the closing date and admit her to the examination for prospective appointment consideration.

### ORDER

Therefore, it is ordered that this appeal be granted, and the appellant's application be processed.

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  
THE 6<sup>th</sup> DAY OF SEPTEMBER, 2017



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Robert M. Czedh, Chairperson  
Civil Service Commission

Inquiries  
and  
Correspondence

Christopher S. Myers  
Director  
Division of Appeals and Regulatory Affairs  
Civil Service Commission  
Written Record Appeals Unit  
P. O. Box 312  
Trenton, New Jersey 08625-0312

Attachment

c: Amanda Foster  
Elizabeth Bozzelli  
Kelly Glenn  
Records Center



## Job Announcements

Symbol: C0012V Title: **ANIMAL KEEPER**

Issue Date: 12/16/2016

Closing Date: 01/06/2017

Jurisdiction: CAPE MAY COUNTY

Salary: \$13.22 - \$24.33 Per Hour

Num. of Positions: 1

Workweek: 28 Hours per week

Application Fee: \$25.00

### OPEN TO RESIDENTS OF:

Cape May County

### REQUIREMENTS:

**EXPERIENCE:** One (1) year of experience in the care and feeding of non-domesticated animals in a zoological park, game, or nature farm or other animal sanctuary.

**LICENSE:** Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform the essential duties of the position.

**Customer Care and Technical Support:** If you are having difficulty submitting your application online, customer care and technical support are available during regular business hours, 8:00 a.m. to 4:00 p.m. EST, Monday - Friday, excluding holidays and emergency closings. Please email: [OAS.support@csc.nj.gov](mailto:OAS.support@csc.nj.gov) or call (609) 292-4144. Please note that application support requests received outside regular business hours on the closing date will not change the application filing deadline so PLEASE FILE EARLY.

### IMPORTANT INFORMATION:

1. NJAC 4A:4-2.3(b) states that all requirements must be met as of the closing date.
2. Online applications must be completed and submitted by the closing date listed above.
3. **You must complete your application in detail.** Your score may be based on a comparison of your background with the job requirements. **Failure to complete your application properly may lower your score or cause you to fail.**
4. If an employment list results from this announcement, it may be certified to fill full-time and part-time positions.
5. Effective September 1, 2011, the New Jersey First residency law was enacted. Please click [here](#) for additional information.
6. In accordance with Public Law 2010 c. 26, Veterans pay a reduced application fee of \$15.00 if they have previously established Veteran's Preference with the DMAVA (as defined by NJSA 11A:5-1 et seq). Those claiming Veteran's Preference but have not yet received approval from DMAVA must pay the full application fee and may request a refund if the claim is approved at least 8 days prior to the issuance of the eligibility list. Please note this reduced fee does not apply to Public Safety titles.
7. Application fees submitted via personal check or money order must be postmarked within **five (5) business** days of submitting your application. If your fee is postmarked after five (5) business days, or is returned as invalid, you will be declared ineligible and denied admittance to the examination process.

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