

CIVIL SERVICE IN NEW JERSEY: CREATING A LEVEL PLAYING FIELD

BRIAN J. MCDERMOTT

SCHOOL OF PUBLIC AFFAIRS AND ADMINISTRATION, RUTGERS UNIVERSITY

2023SP-INTRODUCTION TO PUBLIC ADMINISTRATION 20:834:501:90

PROFESSOR KAREEM WILLIS, PH.D.

MONDAY, APRIL 24, 2023



THE STATE OF NEW JERSEY ADMINISTRATIVE CODE

- Title 4A- Civil Service
 - There are 10 chapters to this legislation including rules, discipline, classification, appointment, veterans, hours, Equal Employment (EEO), layoffs, political subdivisions, and violations.
 - I will focus on EEO



Bing, 2023



MY CHOSEN VALUES

VALUES

- Accountability- to act willingly in justifying and explaining one's actions to relevant stakeholders.
- Impartiality- to act without prejudice or bias in favor of one's own private interests.

Norman-Major, (2011)



CIVIL SERVICE CREATED

- Established in New Jersey in 1908, the 6th state to do so
- The Division of Equal Employment Opportunity and Affirmative Action (EEO/AA) was established in 1977 by Executive Order and then was statutorily established in 1981.
- Merit based competitive hiring
- Reduced nepotism and cronyism
 - CSC,2023



STATUTE IN FOCUS- NJ CIVIL SERVICE COMMISSION ADMINISTRATIVE CODE

TITLE 4A, CHAPTER 7

- SUBCHAPTER 1. EQUAL EMPLOYMENT OPPORTUNITY
 - Ensures fair and equal hiring for NJ civil service employees.

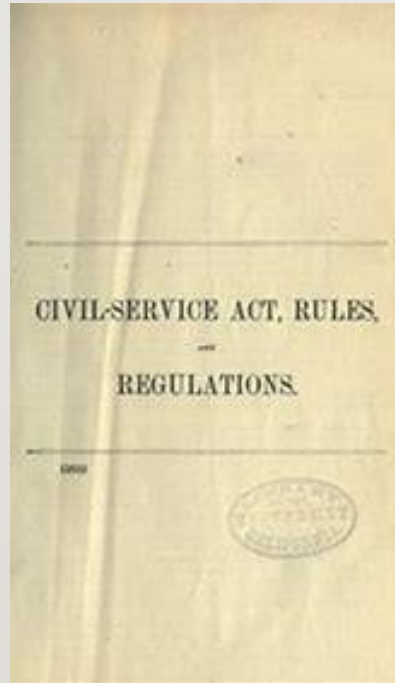
State of NJ, 2023



THERE ARE FOUR COMPONENTS OF SOCIAL EQUITY THAT EEO HANDLES

- Procedural fairness
- Distributional equity
- Process equity
- Outcome disparities

Norman-Major, 2011



- New Jersey has met these components through Civil Service.



VALUES

- Accountability is met by being transparent to the entire community and not just a portion of the community. Civil Service EEO Statutory law initiates a strong level of public accountability that makes hiring practices fair and competitive for all.
- Impartiality is met through a level playing field for testing based on merit. It has become basically color blind.

STATISTICS

- As of 2018, there were more females than males and almost 50% minority in NJ Civil Service. In the early days of Civil Service, white men were the dominant employee and were usually relatives with no merit.
- As a measure, NJ is 53% white and 50% female so the hiring practices are reflective of the demographics.

Quickfacts, 2023



SUMMARY

- This statute has met the values of accountability and impartiality. It has created a condition whereby everyone has an equal chance of being hired. This was not the case in the early days of public employment. Although not perfect, the CSC, in particular the EEO, has been successful in being accountable and impartial in its approach to hiring and employment practices.



REFERENCES

- Civil Service Commission (2023, April 24). *State Government Workforce Profile 2019*. State of New Jersey. Retrieved April 24, 2023, from <https://www.state.nj.us/csc/about/publications/workforce/pdf/2019%20Workforce%20Profile.pdf>
- Kristen Norman-Major (2011) Balancing the Four Es; or Can We Achieve Equity for Social Equity in Public Administration?, *Journal of Public Affairs Education*, 17:2, 233-252, DOI: [10.1080/15236803.2011.12001640](https://doi.org/10.1080/15236803.2011.12001640)
- State of New Jersey (2023, April 24). *Brief History*. Civil Service Commission. Retrieved April 24, 2023, from <https://nj.gov/csc/about/about/history/#:~:text=Against%20many%20obstacles%2C%20this%20Progressive%20movement%20helped%20New,to%20establish%20a%20Civil%20Service%20Commission%20in%201908.>

REFERENCES CONTINUED

- State of New Jersey (2023, April 24). *New Jersey Administrative Code*. Lexis Nexis. Retrieved April 24, 2023, from <https://advance.lexis.com/documentpage/?pdmfid=1000516&crd=a7f807bc-843b-47ea-9283-3a3a3450d6f4&nodeid=AAFAAIAACAAB&nodepath=%2FROOT%2FAAF%2FAAFAAI%2FAAFAAIAAC%2FAAFAAIAACAAB&level=4&haschildren=&populated=false&title=%C2%A7+4A%3A7-1.1+General+provisions&config=00JAAIYTg5OGJIYi04MTI4LTRINjQtYTc4Yi03NTQxN2E5NmE0ZjQKAFBvZENhdGFsb2ftaXPxZTR7bRPtXIjok9kz&pddocfullpath=%2Fshared%2Fdocument%2Fadministrative-codes%2Furn%3AcontentItem%3A646K-HIWI-F4NT-X07S-00008-00&ecomp=8gf5kkk&prid=647fd537-6c46-4b1c-9a56-200108655e82>
- United States Census Bureau (2023, April 24). *Quickfacts New Jersey*. Census. Retrieved April 24, 2023, from <https://www.census.gov/quickfacts/fact/table/NJ/PST045221>