

**APPENDIX**

## POSITION STATEMENT

### ACR-155

*“Declares that Civil Service Commission's new rule concerning job banding is not consistent with legislative intent.”*

**NJEA supports ACR-155 (Stender, Benson).** This resolution expresses opposition to a new rule that would create a job banding program within the civil service system. While the new rule only applies to State government workers, it is a fundamental change to our Civil Service System that should be opposed at all levels of government.

Under the new regulations, employees of various, similar job titles would be placed into a category or job band. In order to move up or receive a promotion, employees would have to demonstrate competency, as determined by management, rather than the traditional test taking procedures.

The Civil Service system was established to protect public employees from arbitrary and capricious decisions in the hiring, promoting, demoting, and firing of public employees. One of the ways the system works is by allowing objective measures, like promotional exams, to determine an employee's qualifications for advancement. In doing so, it removes personal bias from the decision making process. Examinations also encourage healthy competition among employees in fully comprehending the procedures and issues related to the job.

The new rules fly in the face of these very principles and will give sole discretion to managers to make unilateral decisions on who is qualified for advanced responsibilities and who is not. While management should have some discretion in delegating employee responsibilities, the job banding program will create a system in which managers can easily maneuver to advance the careers of their friends and stifle, for any reason at all, the careers of others.

**NJEA urges your support of this resolution.**

**GGs/BSB/ies**

**06/05/14**