

EXECUTIVE ORDER NO. 327

WHEREAS, continued efforts to grow and maintain a robust and effective public workforce are critically important to my Administration's mission to provide our residents with the quality of services and support they deserve; and

WHEREAS, New Jersey's public sector provides opportunities as varied and diverse as our residents, requiring differing levels of both educational, practical, and skills-based knowledge; and

WHEREAS, these opportunities create pathways to financial stability and job security for tens of thousands of our residents; and

WHEREAS, employees from all walks of life bring valuable experiences and perspectives to the workplace that contribute to our State's success as well as its identity as an inclusive place to live and work; and

WHEREAS, as New Jersey's largest employer, the State must take action to modernize, innovate, and expand recruitment and retention efforts to attract and maintain a strong pool of qualified candidates for careers in public service while competing effectively in an evolving labor market; and

WHEREAS, our recruitment efforts must not only reflect the realities of this market, but also serve as an acknowledgement of the importance of practical work experience and skills training without unduly restricting qualified candidates from competing for these opportunities; and

WHEREAS, pursuant to N.J.S.A. 11A:3-1 and the regulations promulgated thereto, specifically N.J.A.C. 4A:3-3.3, the Civil Service Commission (the "Commission") is responsible for maintaining the State's classification plan, including the development of job specifications for each title that include

standardized qualifications for employment within the various job classifications in the plan;

NOW, THEREFORE, I, PHILIP D. MURPHY, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and by the Statutes of this State, do hereby ORDER and DIRECT:

1. The Chairperson/Chief Executive Officer of the Commission, or their designee, shall, within six months of the date of this Order and in accordance with applicable law:

- a. Identify the job classifications within the State's classification plan that require applicants to possess a four-year college degree; and
- b. Determine which job classifications are appropriate to include practical experience in lieu of a four-year college degree requirement, and revise the State classification plan to include the appropriate practical experience for those job classifications.

2. Additionally, within six months of the date of this Order, the Commission shall include the appropriate practical experience in the public postings for the identified job classifications for any job announcements the Commission is responsible for preparing.

3. Nothing in this Order shall relieve the Commission of any notice obligations pursuant to existing regulations.

4. Nothing in this Order shall be construed to confer any legal rights upon entities whose activities are regulated by State agencies; be construed to create a private right of action on behalf of any such regulated entities; or be used as a basis for

legal challenge to rules, approvals, permits, licenses, or other action or inaction by a State agency. Nothing in this Order shall be construed to supersede any federal, State, or local law.

5. This Order shall take effect immediately.

GIVEN, under my hand and seal this
10th day of April,
Two Thousand and Twenty-
three, and of the
Independence of the United
States, the Two Hundred and
Forty-Seventh.

[seal]

/s/ Philip D. Murphy

Governor

Attest:

/s/ Parimal Garg

Chief Counsel to the Governor