who had not examined the claimants, was prepared to testify as to whether the driver's seat of their vehicle provided sufficient support; the ALJ had observed that the chiropractor would be testifying without reference to any particular standards. Krinick v. Ford Motor Co., OAL Dkt. No. CMA 7868-05, 2005 N.J. AGEN LEXIS 1068, Final Decision (September 9, 2005).

By the ALJ's own account, the investigative report of a chief ranger was relevant to the issue of whether respondents violated regulations regarding keeping and storing explosives; consequently, it was inappropriate for the ALJ to exclude the report without first establishing that the report's probative value was substantially outweighed by the risk that its admission would have necessitated an undue consumption of time or created a substantial danger of under prejudice or confusion (rejecting 2007 N.J. AGEN LEXIS 697). N.J. Dep't of Labor & Workforce Dev. v. John P. Twining Blasting, OAL Dkt. No. LID 760-06 (LID 320-03 On Remand), 2008 N.J. AGEN LEXIS 1247, Remand Decision (June 9, 2008 (Issued).

Initial Decision (2007 N.J. AGEN LEXIS 562) adopted, which concluded that where a sanitation worker was removed on charges of incapacity after permanent restrictions were imposed by physicians hired through the city's third-party administrator, the city failed in its burden of proof because the medical documents on which it relied were conclusory hearsay, lacking in sufficient medical analysis, and unsupported by reliable, competent evidence that would have supported findings of fact; the worker had shown himself able to perform his duties, but for short periods of rehabilitation, and he had the requisite strength and adaptability that could have been reasonably accommodated after return to his former position. In re Misiur, OAL Dkt. No. CSV 768-07, 2007 N.J. AGEN LEXIS 1157, Merit System Board Decision (August 29, 2007).

In a disciplinary action against a police officer who was alleged to have sexually assaulted three women, the ALJ should have allowed the testimony of a third victim where her allegations of date rape were similar or identical to the two other victims; the issue of consent was at issue, and the evidence was significant, particularly since the situation was strikingly similar to that of the other two victims. The fact that the grand jury did not issue an indictment regarding the third victim's allegations did not preclude the evidence from being considered as relevant testimony in the disciplinary proceeding (remanding 2005 N.J. AGEN LEXIS 205). In re Cofone, OAL Dkt. Nos. CSV 2578-01 and CSV 6148-03, 2005 N.J. AGEN LEXIS 1080, Remand Decision (August 10, 2005).

In a disciplinary action against a police officer who was alleged to have sexually assaulted three women, the ALJ should have allowed the expert to testify as to the level of the victims' blood alcohol content and also should have allowed testimony as to the specialized training the officer received to recognize alcohol intoxication and incapacity; both pieces of evidence were relevant as to the officer's knowledge of the complainants' incapacities to consent to intercourse (remanding 2005 N.J. AGEN LEXIS 205). In re Cofone, OAL Dkt. No. CSV 2578-01 and CSV 6148-03, 2005 N.J. AGEN LEXIS 1080, Remand Decision (August 10, 2005).

Appeal from license suspension for refusal to submit to breath test (N.J.S.A. 39:4-50.4). Administrative law judge is able to consider unpublished appellate opinion. No provision in the Administrative Procedure Rules of Practice prohibits this. Absent a ruling requiring otherwise, an agency is not free to ignore relevant unpublished appellate opinion of which it is aware unless the respondent can show surprise. Division of Motor Vehicles v. Festa, 6 N.J.A.R. 173 (1982).

1:1-15.2 Official notice

(a) Official notice may be taken of judicially noticeable facts as explained in N.J.R.E. 201 of the New Jersey Rules of Evidence.

(b) Official notice may be taken of generally recognized technical or scientific facts within the specialized knowledge of the agency or the judge.

(c) Parties must be notified of any material of which the judge intends to take official notice, including preliminary reports, staff memoranda or other noticeable data. The judge shall disclose the basis for taking official notice and give the parties a reasonable opportunity to contest the material so noticed.

Amended by R.1996 d.343, effective August 5, 1996.
See: 28 N.J.R. 2433(a), 28 N.J.R. 3779(a).
In (a) updated Rules of Evidence citation.

Case Notes

Initial Decision (2006 N.J. AGEN LEXIS 31) adopted, in which the ALJ took judicial notice of the diagnostic codes listed on a cottage technician's Absence Note to conclude that her testimony was not worthy of belief; the technician testified that she left work due to nausea, vomiting, and diarrhea, but the diagnostic codes indicated that the technician was actually treated for acute maxillary sinusitis and depressive disorder, supporting the appointing authority's contention that the technician's illness was a mere pretext on learning she was to be reassigned to a different unit during her shift. In re Edison, OAL Dkt. No. CSV 549-05, 2006 N.J. AGEN LEXIS 908, Final Decision (October 18, 2006).

Official notice may be taken of judicially noticeable facts as explained in Rule 9 of the New Jersey Rules of Evidence (citing former N.J.A.C. 1:1-15.3). Div. of Motor Vehicles v. Exum, 5 N.J.A.R. 298 (1983).

Official notice may be taken of generally recognized technical or scientific facts within the specialized knowledge of the agency or the judge. If the agency bases no belief on some unexpressed agency expertise, it should have noted the same for the record (citing former N.J.A.C. 1:1-15.3(b)). A.C. Powell Health Care Center v. Dep't of Environmental Protection, 1 N.J.A.R. 454 (1980).

Parties must be notified before or during the hearing of the material noticed and the parties will be afforded an opportunity to contest that material of which the judge is asked to take official notice (citing former N.J.A.C. 1:1-15.3). In Re: Perno Bus Co., 1 N.J.A.R. 402 (1980).

1:1-15.3 Presumptions

No evidence offered to rebut a presumption may be excluded except pursuant to the judge's discretion under N.J.A.C. 1:1-15.1(c) or a valid claim of privilege.

1:1-15.4 Privileges

The rules of privilege recognized by law or contained in the following New Jersey Rules of Evidence shall apply in contested cases to the extent permitted by the context and similarity of circumstances: N.J.R.E. 502 (Definition of Incrimination); N.J.R.E. 503 (Self-incrimination); N.J.R.E. 504 (Lawyer-Client Privilege); N.J.S.A. 45:14B-28 (Psychologist's Privilege); N.J.S.A. 2A:84-22.1 et seq. (Patient and Physician Privilege); N.J.S.A. 2A:84A-22.8 and N.J.S.A. 2A:84A-22.9 (Information and Data of Utilization Review Committees of Hospitals and Extended Care Facilities); N.J.S.A. 2A:84A-22.13 et seq. (Victim Counselor Privilege); N.J.R.E. 508 (Newsperson's Privilege); N.J.R.E. 509 (Marital Privilege-Confidential Communications); N.J.S.A. 45:8B-29

(Marriage Counselor Privilege); N.J.R.E. 511 (Cleric-Penitent Privilege); N.J.R.E. 512 and 610 (Religious Belief); N.J.R.E. 513 (Political Vote); N.J.R.E. 514 (Trade Secret); N.J.R.E. 515 (Official Information); N.J.R.E. 516 (Identity of Informer); N.J.R.E. 530 (Waiver of Privilege by Contract or Previous Disclosure; Limitations); N.J.R.E. 531 (Admissibility of Disclosure Wrongfully Compelled); N.J.R.E. 532 (Reference to Exercise of Privileges); and N.J.R.E. 533 (Effect of Error in Overruling Claim of Privilege).

Administrative Correction.
See: 23 N.J.R. 847(a).
Amended by R.1996 d.343, effective August 5, 1996.
See: 28 N.J.R. 2433(a), 28 N.J.R. 3779(a).
Updated Rules of Evidence citations.
Amended by R.2007 d.393, effective December 17, 2007.
See: 39 N.J.R. 2393(a), 39 N.J.R. 5201(a).
Substituted "Cleric-Penitent Privilege" for "Priest Penitent Privilege".
Amended by R.2009 d.112, effective April 6, 2009.
See: 41 N.J.R. 5(a), 41 N.J.R. 1391(a).
Deleted "N.J.R.E 501 (Privilege of Accused)" following "similarity of circumstances:".

Case Notes

Deliberative process privilege did not apply to Department of Insurance documents. New Jersey Manufacturer's Insurance Company v. Department of Insurance, 94 N.J.A.R.2d (INS) 27.

1:1-15.5 Hearsay evidence; residuum rule

(a) Subject to the judge's discretion to exclude evidence under N.J.A.C. 1:1-15.1(c) or a valid claim of privilege, hearsay evidence shall be admissible in the trial of contested cases. Hearsay evidence which is admitted shall be accorded whatever weight the judge deems appropriate taking into account the nature, character and scope of the evidence, the circumstances of its creation and production, and, generally, its reliability.

(b) Notwithstanding the admissibility of hearsay evidence, some legally competent evidence must exist to support each ultimate finding of fact to an extent sufficient to provide assurances of reliability and to avoid the fact or appearance of arbitrariness.

Law Review and Journal Commentaries

Approaching Hearsay at Administrative Hearings: Hearsay Evidence and the Residuum Rule. Joseph R. Morano, 180 N.J. Lawyer 22 (1996).

Case Notes

Community-supervised-for-life offender, who, for some time, has been released into the community, must be afforded due process of law before the New Jersey State Parole Board can impose a curfew confining the offender to his home. The level of process will depend on a number of variables and the unique circumstances of each case but, at a minimum, a supervised offender must be provided reasonable notice and a meaningful opportunity to be heard. Jamgochian v. New Jersey State Parole Bd., 196 N.J. 222, 952 A.2d 1060, 2008 N.J. LEXIS 899 (2008).

While the writings of an administrative analyst with the New Jersey Division of Pensions and Benefits were hearsay, as they appeared highly reliable, they were admissible in an administrative hearing under the residuum rule, N.J.A.C. 1:1-15.5(b), to corroborate a retiree's unrebutted testimony about the advice the retiree received from the Division; therefore, an administrative law judge erred in concluding that there was no corroboration for the retiree's testimony. Hemsey v. Board of Trustees, Police & Firemen's Retirement System, 393 N.J. Super. 524, 925 A.2d 1, 2007 N.J. Super. LEXIS 176 (App.Div. 2007).

"Residuum rule" requires that findings be supported by residuum of competent evidence. Matter of Tenure Hearing of Cowan, 224 N.J.Super. 737, 541 A.2d 298 (A.D.1988).

Facts did not need to be proved by residuum of competent evidence, so long as combined probative force of relevant hearsay and relevant competent evidence sustained ultimate finding. Matter of Tenure Hearing of Cowan, 224 N.J.Super. 737, 541 A.2d 298 (A.D.1988).

Written, sworn statements of evidence to support charges against tenured, public high school teacher could be hearsay. Matter of Tenure Hearing of Cowan, 224 N.J.Super. 737, 541 A.2d 298 (A.D.1988).

Notwithstanding the admissibility of hearsay evidence, some legally competent evidence must exist to support each finding of fact (citing former N.J.A.C. 1:1-15.8(b)). In the Matter of Tanelli, 194 N.J.Super. 492, 477 A.2d 394 (App.Div.1984), certification denied 99 N.J. 181, 491 A.2d 686 (1984).

Initial Decision (2008 N.J. AGEN LEXIS 791) adopted, which concluded that, although two reports from independent car repair businesses were admitted as hearsay evidence in a Lemon Law dispute, they were accorded little or no weight because their conclusions that the vehicle suffered from a nonconformity were not subject to cross-examination by the manufacturer. Ragusano v. Ford Motor Co., OAL Dkt. No. CMA 8077-08, 2008 N.J. AGEN LEXIS 1050, Final Decision (October 10, 2008).

Although parents who had articulated some very serious concerns about the extended school year for their nine-year-old emotionally disturbed son, presented and moved into evidence letters from providers of services to their son, those letters were hearsay because the writers were not available for cross-examination. While it is well established that hearsay is admissible in an administrative proceeding, some legally competent evidence had to support each ultimate finding of fact which did not occur in the immediate case. M.M. et al v. Ramsey Bd. of Educ., OAL Dkt. No. EDS 9036-08, 2008 N.J. AGEN LEXIS 827, Final Decision (August 29, 2008).

Audiotaped statement of non-testifying female dancer admitted at hearing, but would not be used to impute actual knowledge of prostitution to ABC licensee's management because the licensee did not have the opportunity to cross-examine her. N.J. Div. of Alcoholic Beverage Control v. S.B. Lazarus, Inc., OAL Dkt. No. ABC 2309-07, 2008 N.J. AGEN LEXIS 342, Initial Decision (June 2, 2008).

In an automobile insurance cancellation case, the insurer's contention that water incursion could not cause a digital odometer rollback, presented only by hearsay evidence, could not be found as fact without legally competent evidence to support it, and the insurer's subsequent submission of affidavits attesting to the same bare conclusion did not cure the residuum rule deficiency. Nguyen v. NJ Re-Insurance Co., OAL Dkt. No. BKI 2981-06, 2008 N.J. AGEN LEXIS 309, Initial Decision (April 23, 2008).

Initial Decision (2008 N.J. AGEN LEXIS 202) adopted, which considered the out-of-court statements of a cognitively impaired victim as to the source of the injury to his jaw, though there was a question as to whether the victim understood truth from a lie; testimony of witnesses and exhibits corroborated the hearsay statements. In re Murphy, OAL Dkt. No. CSV 12287-07, 2008 N.J. AGEN LEXIS 604, Final Decision (April 23, 2008).

In a special education case, there was no legally competent evidence in the record to support the hearsay assertions made in a parent's written statement that the consortium school bus drivers speed on the roadways, that her autistic son may be subject to an assault and could not yell out in his own defense because he does not speak, and that the driver assigned to the child's bus spoke only one English word; for that reason and because of the lack of opportunity for cross-examination, the statements

were inadmissible. W.S. and P.S. ex rel. W.S. v. Ramsey Bd. of Educ., OAL DKT. NO. EDS 1544-08, 2008 N.J. AGEN LEXIS 89, Final Decision (February 20, 2008).

Initial Decision (2007 N.J. AGEN LEXIS 826) adopted, which concluded that employee, a senior correction officer, did not facilitate a romantic relationship between an inmate and another correction officer or act as their lookout to avoid detection; even if the Department of Corrections may have had reason to suspect that the employee aided or abetted the other officer's improper conduct, apart from uncorroborated hearsay originating from a highly unreliable source, there was no independent proof that the employee knew about the clandestine activity and failed to report it. While hearsay evidence is admissible at an administrative proceeding, the outcome cannot be based on hearsay alone, pursuant to N.J.A.C. 1:1-15.5(b). In re Livingston, OAL Dkt. No. CSV 05786-06, 2008 N.J. AGEN LEXIS 577, Merit System Board Decision (January 30, 2008).

Initial Decision (2007 N.J. AGEN LEXIS 376) adopted, which concluded that, in a disciplinary action against a police officer, a four-year-old victim's hearsay statements to others regarding the officer exposing himself and masturbating in front of her were admissible because there was other legally competent evidence to support the allegations. In re Fisher, OAL Dkt. No. CSV 9722-00, 2007 N.J. AGEN LEXIS 1183, Final Decision (August 15, 2007).

Initial Decision (2007 N.J. AGEN LEXIS 16) adopted, which concluded that where an employee was charged with misuse of a State vehicle, hearsay evidence regarding the car's odometer reading was given no weight; the supervisor who testified against the employee at the OAL hearing did not see the odometer and provided no business records or admissible document to verify the odometer reading, and the appointing authority presented no corroborative evidence to the hearsay. In re Wright, OAL Dkt. No. CSV 7850-05, 2007 N.J. AGEN LEXIS 1159, Final Decision (February 28, 2007).

ALJ dismissed one charge of abuse against a certified nurse aide because it was based entirely on hearsay. N.J. Dep't of Health & Senior Services v. O.B., OAL Dkt. No. HLT 2051-07, 2007 N.J. AGEN LEXIS 263, Initial Decision (May 15, 2007).

Initial Decision (2006 N.J. AGEN LEXIS 725) adopted, which concluded that it could not be found that a certified nurse aide threw a wet pad at a resident of a long-term care facility where there was no competent legal evidence to corroborate the resident's hearsay statement that the act had occurred. N.J. Dep't of Health & Senior Services v. Turner, OAL Dkt. No. HLT 2091-06, 2006 N.J. AGEN LEXIS 872, Final Decision (September 20, 2006).

Administrative cases are unique in that N.J.A.C. 1:1-15.5(b), entitled the "residuum rule," allows hearsay to be admitted, but it also requires the ultimate findings be supported by residuum of competent evidence; the residuum rule is consistent with the principle that, like judicial proceedings, administrative adjudication must include procedural safeguards, including notice and an opportunity to be heard and opportunity for cross-examination, defense, and rebuttal — essential for reliable fact finding. 2 Lars, LLC v. City of Vineland, OAL DKT. NO. ABC 8875-05, 2006 N.J. AGEN LEXIS 730, Initial Decision (September 12, 2006).

Competent evidence refers to evidence that would ordinarily be admissible in a court under the rules of evidence; while hearsay is admissible in an administrative proceeding, the ultimate finding must be based upon competent evidence and may not be based solely upon hearsay. 2 Lars, LLC v. City of Vineland, OAL DKT. NO. ABC 8875-05, 2006 N.J. AGEN LEXIS 730, Initial Decision (September 12, 2006).

Hearsay cannot be "boot strapped" from a municipal hearing into an administrative hearing by shifting the burden of proof to the licensee; if the municipal hearing was built entirely upon hearsay and the hearsay was accepted by the ALJ at an administrative hearing, it would turn it into a rubber stamp and the administrative process would be rendered meaningless. 2 Lars, LLC v. City of Vineland, OAL DKT. NO. ABC 8875-05, 2006 N.J. AGEN LEXIS 730, Initial Decision (September 12, 2006).

Where the city's case relied solely on hearsay, as the city's witness to a fight in the licensee's establishment was not presented as a witness at the administrative hearings and her admissions or statements made to the officers were thus out-of-court statements offered for the truth, the licensee was not afforded procedural safeguards, including opportunity for cross-examination, defense and rebuttal; the city therefore failed to establish by competent evidence that the licensee violated N.J.A.C. 13:2-23.1(a). 2 Lars, LLC v. City of Vineland, OAL DKT. NO. ABC 8875-05, 2006 N.J. AGEN LEXIS 730, Initial Decision (September 12, 2006).

In disability discrimination case, although letter from employer's counsel was hearsay, such evidence is admissible in administrative hearings, subject to the residuum rule. Williams v. State Shuttle/Top Ten Leasing, Inc., OAL Dkt. No. CRT 5188-04, 2006 N.J. AGEN LEXIS 1094, Final Decision (August 17, 2006).

Student accused of possessing marijuana with intent to distribute failed to present any evidence rebutting the police detective's report that he possessed six bags of marijuana, and the fact that the detective's account of the marijuana found with the student was hearsay did not automatically render the evidence incompetent under N.J.A.C. 1:1-15.5(a) and (b). The student himself offered into evidence three exhibits that described circumstances leading to the student's apprehension and possession of marijuana, and while the reports were all hearsay, they nonetheless corroborated each other and were from three separate individuals, one of whom was a witness to the car stop and police activity, and while the witness's statement did not directly refer to the student, it did corroborate facts in police reports. P.G. ex rel. M.G. v. Bd. of Educ. of Woodcliff Lake, OAL Dkt. No. EDU 7495-03, 2006 N.J. AGEN LEXIS 572, Commissioner's Decision (June 28, 2006).

Initial Decision (2006 N.J. AGEN LEXIS 294) adopted, which concluded that a videotaped statement made by a supervisor regarding acts for which several officers were disciplined was inadmissible hearsay because it was not supported by some legally competent evidence in the record; the "prior testimony" hearsay exception did not apply because the statement was made as part of a departmental investigation, not a hearing or deposition, leaving no opportunity for the officers to develop testimony by cross-examination. In re Soares, OAL Dkt. No. CSV 5707-02, CSV 5710-02, CSV 5713-02, CSV 5714-02 and CSV 5925-02, 2006 N.J. AGEN LEXIS 624, Merit System Board Decision (May 10, 2006).

In a disciplinary action against a senior correction officer for fraternization and familiarity with an inmate and conduct unbecoming a correction officer, letters seized from the inmate's cell, phone records, photographic evidence, and the fact that the inmate was assigned to the officer in the role of porter were all legally competent evidence supporting the inmate's out-of-court statement regarding his sexual relationship with the officer. In re Hutchings, OAL Dkt. No. CSV 2703-04, 2006 N.J. AGEN LEXIS 530, Final Decision (April 5, 2006).

In a proceeding against respondent for operating a solid waste facility without a permit, respondent's exception to an investigator's hearsay testimony failed, where the investigator had testified that the individual he observed dumping solid waste (who did not testify) said he had permission from respondent to do the dumping. Applying the residuum rule requires identifying the ultimate finding of fact that must be supported by a residuum of competent evidence, and here, the Solid Waste Management Act imposes strict liability. Thus, the ultimate finding of fact that the dumping occurred was well supported by the investigator's sworn testimony of observed actions corroborated by photographs taken by the investigator depicting the individual dumping solid waste into a container on the property occupied by respondent. N.J. Dep't of Envtl. Prot. v. Circle Carting, Inc., OAL Dkt. No. ESW 05939-03, 2006 N.J. AGEN LEXIS 227, Final Decision (February 21, 2006).

Initial Decision (2005 N.J. AGEN LEXIS 613) adopted, which concluded, in a disciplinary action against a correction officer for making inappropriate comments to a female officer who was his former girlfriend, that the officer's previous statements and report detailing what occurred were admissible as statements of a party-opponent; also admissible were the female officer's statements made to a superior immediately after the incident, which came within the excited utterance

exception to the hearsay rule. In re Miller, OAL Dkt. No. CSV 8036-03, 2006 N.J. AGEN LEXIS 104, Final Decision (December 21, 2005).

Physician's note was properly admitted into evidence in support of employee's claim for pain and humiliation damages, although physician was not available for cross-examination. ALJ correctly ruled that hearsay is admissible in administrative hearings and that he would consider employer's inability to cross-examine the author and lack of advance notice when deciding the weight to accord this evidence (adopting in part, and rejecting in part Initial Decision, 2005 N.J. AGEN LEXIS 228). Ryan v. Freehold Reg'l High School Dist., OAL Dkt. No. CRT 6101-03, 2005 N.J. AGEN LEXIS 1167, Final Decision (November 10, 2005).

Deceased fellow employee's statement that worker arrived at 9:55 a.m. but recorded 9:15 a.m. as his arrival time was admissible hearsay because other legally competent evidence existed to support each ultimate finding of fact to an extent sufficient to provide assurances of reliability and to avoid the appearance of arbitrariness; the other competent evidence was the notation made by the fellow employee on the sign-in sheet and the worker's own admission that he did not record his arrival time on the sign-in sheet until approximately 9:50 a.m. (adopting 2005 N.J. AGEN LEXIS 339). In re Gilfone, OAL Dkt. No. CSV 3637-03 (CSV 9662-02 On Remand), 2005 N.J. AGEN LEXIS 1191, Final Decision (September 7, 2005).

Hearsay opinion in police report, when successfully rebutted, was not a sufficient basis to require licensee to undergo driver re-examination. Division of Motor Vehicles v. Cioffi, 95 N.J.A.R.2d (MVH) 57.

Hearsay medical reports not sufficient to show police officer permanently and totally disabled for accidental disability retirement purposes. Mercier v. Board of Trustees, Police and Firemen's Retirement System, 92 N.J.A.R.2d (TYP) 94.

Residuum rule requires that notwithstanding the admissibility of hearsay evidence, some legally competent evidence must exist to support each ultimate finding of fact (citing former N.J.A.C. 1:1-15.8). Div. of Medical Assistance v. Kares, 8 N.J.A.R. 517 (1983).

Letters from real estate agents held admissible hearsay (citing former N.J.A.C. 1:1-15.8(a)). Country Village v. Pinelands Commission, 8 N.J.A.R. 205 (1985).

Casino Control Commission determined that the residuum rule did not apply to hearings conducted pursuant to the Casino Control Act. The standard to be applied (N.J.S.A. 5:12-107(a)(6)) permits the Commission to base any factual findings upon relevant evidence including hearsay, regardless of the fact that such evidence may be admissible in a civil action, so long as the evidence is the sort upon which responsible persons are accustomed to rely upon in the conduct of serious affairs (citing former N.J.A.C. 1:1-15.8). Div. of Gaming Enforcement v. Merlino, 8 N.J.A.R. 126 (1985), affirmed 216 N.J.Super. 579, 524 A.2d 821 (App.Div.1987), affirmed 109 N.J. 134, 535 A.2d 968 (1988).

Hearsay evidence allowed subject residuum rule. In Re: White Bus Co., 6 N.J.A.R. 535 (1983).

1:1-15.6 Authentication and content of writings

Any writing offered into evidence which has been disclosed to each other party at least 10 days prior to the hearing shall be presumed authentic. At the hearing any party may raise questions of authenticity. Where a genuine question of authenticity is raised the judge may require some authentication of the questioned document. For these purposes the judge may accept a submission of proof, in the form of an affidavit, certified document or other similar proof, no later than 10 days after the date of the hearing.

Amended by R.2007 d.393, effective December 17, 2007.
See: 39 N.J.R. 2393(a), 39 N.J.R. 5201(a).
Substituted "10" for "five".

Case Notes

Physician's note was properly admitted into evidence without authentication, because employer raised absolutely no issues or objections regarding the authenticity of the note at the hearing. Ryan v. Freehold Reg'l High School Dist., OAL Dkt. No. CRT 6101-03, 2005 N.J. AGEN LEXIS 1167, Final Decision (November 10, 2005).

1:1-15.7 Exhibits

(a) The verbatim record of the proceedings shall include references to all exhibits and, as to each, the offering party, a brief description of the exhibit stated by the offering party or the judge, and the marking directed by the judge. The verbatim record shall also include a record of the exhibits retained by the judge at the end of the proceedings and of the disposition then made of the other exhibits.

(b) Parties shall provide each party to the case with a copy of any exhibit offered into evidence. Large exhibits that cannot be placed within the judge's file may be either photographed, attached to the file, or described in the record and committed to the safekeeping of a party. All other admitted exhibits shall be retained in the judge's file until certified to the agency head pursuant to N.J.A.C. 1:1-18.1.

(c) The standard marking for exhibits shall be:

1. P = petitioner;
2. R = respondent;
3. A = appellant;
4. J = joint;
5. C = judge;
6. I = intervenor; or
7. Such other additional markings required for clarity as the judge may direct.

Amended by R.2007 d.393, effective December 17, 2007.
See: 39 N.J.R. 2393(a), 39 N.J.R. 5201(a).
In (b), substituted "shall" for "should, whenever practicable,".

1:1-15.8 Witnesses; requirements for testifying; testifying by telephone

(a) Except as otherwise provided by this subchapter, by statute or by rule establishing a privilege:

1. Every person is qualified to be a witness; and
2. No person has a privilege to refuse to be a witness; and
3. No person is disqualified to testify to any matter; and
4. No person has a privilege to refuse to disclose any matter or to produce any object or writing; and

In an appeal from an Administrative Law Judge's finding that dancers were petitioner's employees for purposes of unemployment and disability contributions, additional evidence not presented at the hearing could not be submitted as part of petitioner's exception, nor could it be incorporated or referred to within exceptions. West 22 Entertainment, Inc. v. N.J. Dep't of Labor & Workforce Dev., OAL Dkt. No. LID 07169-05, 2008 N.J. AGEN LEXIS 149, Final Decision (January 16, 2008 (Issued).

Because the Board did not file exceptions to the ALJ's June 6, 2007 decision until June 25, 2007, the exceptions were untimely and were not considered by the Commissioner. Kohn v. Bd. of Educ. of Orange Twp., OAL Dkt. No. EDU 10582-06, 2007 N.J. AGEN LEXIS 532, Commissioner's Decision (July 19, 2007).

Because there was no indication that a letter to the Commissioner of Education "taking exception" to the Initial Decision was also served on either the Board of Examiners or the Administrative Law Judge, the Commissioner did not consider petitioner to have filed exceptions. Muench v. N.J. Dep't of Educ., State Bd. of Examiners, OAL Dkt. No. EDU 08369-06, 2007 N.J. AGEN LEXIS 96, Commissioner's Decision (January 9, 2007).

Exceptions are required to be filed within 13 days after the Initial Decision, including partial summary decisions, and although an end-date for filing exceptions was not specified in the order for extension, it was not reasonable to assume that the exception period could run until the date established for the Final Decision on the matter; in addition, the bases for many of licensee's exceptions were improper. Bakke v. Prime Ins. Syndicate, OAL Dkt. No. BKI 1168-05, 2006 N.J. AGEN LEXIS 985, Final Decision (May 24, 2006).

Respondent's Exceptions to the Initial Decision did not even come close to meeting statutory requirements where: (1) its motion to compel and for sanctions was heard by the ALJ on three separate occasions, but each time the respondent was warned that it should provide more complete discovery and was given additional time to comply, but each time it failed to do so; (2) the ALJ did not merely accept petitioner's representations about the inadequacy of respondent's discovery responses, but reviewed the interrogatory responses himself and thus did not reach his conclusion that the discovery provided was inadequate based on de minimis and conclusory data, as respondent suggested; (3) respondent failed to provide complete discovery although ordered by the ALJ to do so and its former counsel fully understood the consequences of a failure to do so; and (4) although respondent raised certain substantive claims, they became irrelevant due to respondent's own failure to comply with the ALJ's orders. Absolut Spirits Co., Inc. v. Monsieur Touton Selection, Ltd., OAL DKT. NO. ABC 4217-04, 2006 N.J. AGEN LEXIS 508, Final Decision (May 10, 2006).

Exceptions were not timely filed when they were addressed and directed to the Administrative Law Judge but not filed with the Commissioner of Education; instructions for the filing of exceptions were clearly set forth on the last page of the Initial Decision, and this was not a case of clerical error, where the exceptions were simply placed in an incorrect envelope. D.B.R. ex rel. N.R.L. v. Bd. of Educ. of Morris, OAL Dkt. No. EDU 12060-04, 2005 N.J. AGEN LEXIS 1147, Commissioner's Decision (August 18, 2005).

1:1-18.5 Motions to reconsider and reopen

(a) Motions to reconsider an initial decision are not permitted.

(b) Motions to reopen a hearing after an initial decision has been filed must be addressed to the agency head.

(c) Motions to reopen the record before an initial decision is filed must be addressed to the judge and may be granted only for extraordinary circumstances.

Case Notes

Commissioner's adoption of the administrative law judge's recommended decision had the effect of denying the request to reopen the record (citing former N.J.A.C. 1:1-16.4(e)). Dep't. of Labor v. Titan Construction Co., 102 N.J. 1, 504 A.2d 7 (1985).

Motion to reopen Lemon Law hearing at which respondent failed to appear was denied; respondent did not satisfy its burden of proving that it did not have actual notice of the hearing. Mitchell v. Hillside Auto Mall, OAL Dkt. No. CMA 05407-05, 2005 N.J. AGEN LEXIS 1125, Final Decision (October 14, 2005).

1:1-18.6 Final decision; stay of implementation

(a) Within 45 days after the receipt of the initial decision, or sooner if an earlier time frame is mandated by Federal or State law, the agency head may enter an order or a final decision adopting, rejecting or modifying the initial decision. Such an order or final decision shall be served upon the parties and the Clerk forthwith.

(b) The agency head may reject or modify conclusions of law, interpretations of agency policy, or findings of fact not relating to issues of credibility of lay witness testimony, but shall clearly state the reasons for so doing. The order or final decision rejecting or modifying the initial decision shall state in clear and sufficient detail the nature of the rejection or modification, the reasons for it, the specific evidence at hearing and interpretation of law upon which it is based and precise changes in result or disposition caused by the rejection or modification.

(c) The agency head may not reject or modify any finding of fact as to issues of credibility of lay witness testimony unless it first determines from a review of a record that the findings are arbitrary, capricious or unreasonable, or are not supported by sufficient, competent, and credible evidence in the record.

(d) An order or final decision rejecting or modifying the findings of fact in an initial decision shall be based upon substantial evidence in the record and shall state with particularity the reasons for rejecting the findings and shall make new or modified findings supported by sufficient, competent and credible evidence in the record.

(e) If an agency head does not reject or modify the initial decision within 45 days and unless the period is extended as provided by N.J.A.C. 1:1-18.8, the initial decision shall become a final decision.

(f) When a stay of the final decision is requested, the agency shall respond to the request within 10 days.

Amended by R.2001 d.180, effective June 4, 2001 (operative July 1, 2001).
See: 33 N.J.R. 1040(a), 33 N.J.R. 1926(a).
Rewrote (b); added new (c) and (d), and recodified existing (c) and (d) as (e) and (f).

Case Notes

Refusal to grant nursing home an open-ended lease pass-through was protected by qualified immunity. Stratford Nursing and Convalescent

Center, Inc. v. Kilstein, 802 F.Supp. 1158 (D.N.J. 1991), affirmed 972 F.2d 1332 (3rd Cir. 1992).

Exercise of quasi-judicial function in application of state appellate court decision to specific years encompassed therein; judicial immunity from civil rights liability. Stratford Nursing and Convalescent Center, Inc. v. Kilstein, 802 F.Supp. 1158 (D.N.J. 1991), affirmed 972 F.2d 1332 (3rd Cir. 1992).

Commissioner has 45 days to affirm, modify or reverse an administrative law judge's decision (citing former N.J.A.C. 1:1-16.5(a)). Wichert v. Walter, 606 F.Supp. 1516 (D.N.J.1985).

The over one-year delay between the issuance of Commissioner of the Department of Environmental Protection's (DEP) summary order and the final decision in action seeking compensation for an under recovery incurred by solid waste utility due to use of interim rates was not in bad faith, or was inexcusably negligent, or grossly indifferent so as to automatically required the administrative law judge's initial decision to be deemed approved, where the subject matter of the administrative proceeding was very complex, involving many days of complicated testimony, and there was a voluminous record, which was made even more problematical by the utility ending its relationship with county utilities authority after the hearings. Penpac, Inc. v. Passaic County Utilities Authority, 367 N.J.Super. 487, 843 A.2d 1153 (App. Div. 2004).

Three month delay in providing findings and legal conclusions for decision itself untimely; equitable factor against reconsideration of administrative law judge's (ALJ) decision. Mastro v. Board of Trustees, Public Employees' Retirement System, 266 N.J.Super. 445, 630 A.2d 289 (A.D.1993).

Inherent power to reconsider decision. Mastro v. Board of Trustees, Public Employees' Retirement System, 266 N.J.Super. 445, 630 A.2d 289 (A.D.1993).

Initial decision of administrative law judge (ALJ) shall be "deemed adopted". Mastro v. Board of Trustees, Public Employees' Retirement System, 266 N.J.Super. 445, 630 A.2d 289 (A.D.1993).

Board of Trustees of Public Employee Retirement System failed to make showing justifying setting aside decision. Mastro v. Board of Trustees, Public Employees' Retirement System, 266 N.J.Super. 445, 630 A.2d 289 (A.D.1993).

Evidence that failed to particularize foundation failed to support decision that sergeant was totally and permanently disabled. Crain v. State Dept. of the Treasury, Div. of Pensions, 245 N.J.Super. 229, 584 A.2d 863 (A.D.1991).

Agency decision was not invalid for failure to include findings and conclusions within 45 day limit. DiMaria v. Board of Trustees of Public Employees' Retirement System, 225 N.J.Super. 341, 542 A.2d 498 (A.D.1988), certification denied 113 N.J. 638, 552 A.2d 164.

Civil Service Commission had no duty to review findings of administrative law judge prior to acceptance or rejection of judge's findings and recommendations (citing N.J.A.C. 4:1-5.4). In the Matter of Morrison, 216 N.J.Super. 143, 523 A.2d 238 (App.Div.1987).

Decision was affirmed despite the absence of findings in support of determination as required by N.J.A.C. 1:1-18.6 (citing former N.J.A.C. 1:1-16.5(b)). O'Toole v. Forestal, 211 N.J.Super. 394, 511 A.2d 1236 (App.Div.1986).

Within 45 days after the receipt of the initial decision, the agency head may enter an order or final decision adopting, rejecting or modifying the initial decision (former rule cited N.J.A.C. 1:16.4 and 16.5). De Vitis v. New Jersey Racing Commission, 202 N.J.Super. 484, 495 A.2d 457 (App.Div.1985), certification denied 102 N.J. 337, 508 A.2d 213 (1985).

In a disciplinary action against an employee for patient abuse, an ALJ's credibility determinations were not arbitrary, capricious, or unreasonable where the findings were based on video surveillance, as well as the complaining witness's testimony, which was in stark contrast to what was observed on the tape (adopting 2007 N.J. AGEN LEXIS 731). In re Cohan, OAL Dkt. No. CSV 481-07, 2008 N.J. AGEN LEXIS 558, Merit System Board Decision (March 26, 2008).

In age and sex discrimination case under the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq., brought by 68-year-old male adjunct professor, there was no basis in the record for rejecting the ALJ's emphatic conclusion that employer's witness, the department chairperson, was a compelling and credible witness, notwithstanding: (1) the fact that chairperson's testimony concerning the number of times professor announced his retirement might have been inconsistent with certain other evidence on that point; or (2) professor's argument that chairperson's testimony reflected "sexist attitudes." Although chairperson observed that many adjuncts were homemakers who wanted to teach only one day a week, this statement in no way reflected an intent to replace male adjuncts with females. Sergent v. Montclair State Univ., OAL Dkt. No. CRT 03318-05, 2007 N.J. AGEN LEXIS 958, Final Decision (December 24, 2007).

ALJ's conclusion, on conflicting evidence, that a cottage training technician was not guilty of patient abuse was not arbitrary, capricious, or unreasonable; the finding that the slapping sound was the result of a latex glove rather than the slapping of a patient was supported by competent evidence, given the ALJ's advantage of hearing, seeing, and assessing the credibility of the witnesses before him (adopting 2007 N.J. AGEN LEXIS 468). In re Bice-Bey, OAL Dkt. No. CSV 8296-06, 2007 N.J. AGEN LEXIS 1161, Merit System Board Decision (November 21, 2007).

Agency head may reject the Administrative Law Judge's determination to accord greater weight to one party's expert. ZRB, LLC v. N.J. Dep't of Envtl. Prot., Land Use Regulation, OAL Dkt. No. ESA 6180-04, 2007 N.J. AGEN LEXIS 921, Final Decision (July 2, 2007).

Commissioner overturned credibility determinations and legal findings of the ALJ and found that an applicant was disqualified from receiving certification as a nurse aide where the applicant provided a false answer on the criminal background investigation application. Pruette v. Dep't of Health & Senior Services, OAL Dkt. No. HLT 2118-06, 2006 N.J. AGEN LEXIS 783, Final Decision (August 17, 2006).

In a disciplinary action brought against a senior correction officer after his positive drug test for marijuana, discrepancies regarding other specimens and the container used to collect the officer's sample did not undermine the reasonable probability that the officer's specimen had not been altered in any important respect between collection and analysis; the ALJ's findings otherwise were unreasonable and contrary to the credible evidence in the record. In re Gonsalvez, OAL Dkt. No. CSV 8601-02, 2006 N.J. AGEN LEXIS 1128, Final Decision (February 22, 2006), aff'd per curiam, No. A-4080-05T5, 2007 N.J. Super. Unpub. LEXIS 1369 (App.Div. October 31, 2007).

Merit System Board refused to disturb an ALJ's reversal of the removal of a Human Services Assistant on allegations of patient abuse where the findings were not arbitrary, capricious, or unreasonable; there was sufficient evidence in the record to support the ALJ's credibility determinations that the assistant would not have hit the patient and that the witness may not have actually seen what he believed he saw (adopting 2006 N.J. AGEN LEXIS 328). In re Greene, OAL Dkt. No. CSV 8697-05, 2006 N.J. AGEN LEXIS 864, Merit System Board Decision (September 20, 2006).

In a disciplinary action against a correction officer recruit on claims that he made inappropriate sexual comments, exposed himself, and masturbated in front of a fellow recruit, the ALJ's determination that the complaining witness was not credible was unreasonable and contrary to the evidence in the record where the witness's account of the critical details of the incident remained consistent, and the minor inconsistencies cited by the ALJ regarding the precise words uttered by the recruit, his exact location during the masturbation, and the time of the witness's telephone call to her supervisor were of little consequence; additionally, the record was devoid of any reason why the complaining witness would