

STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

Chris Christie Governor Kim Guadagno Lt. Governor Robert M. Czech

Chair/Chief Executive Officer

MINUTES OF REGULAR MEETING OF THE CIVIL SERVICE COMMISSION MARCH 24, 2010

Robert M. Czech, Chairperson Flavella Branham Vincent E. Giordano Margaret E. L. Howard

A regular meeting of the Civil Service Commission was held on Wednesday, March 24, 2010, in Trenton, New Jersey.

PRESENT: Robert M. Czech, Chairperson, Members Flavella Branham, Vincent E. Giordano, and Margaret E. L. Howard; Pamela Ullman, Deputy Attorney General; Henry Maurer, Director, Division of Merit System Practices and Labor Relations.

In accordance with L.1975, c.231, Robert M. Czech, Chairperson, opened the meeting with the following statement:

Notice of this meeting was filed with the Secretary of State and sent to the Trentonian, Trenton Times, Courier-Post and Star Ledger on November 20, 2009 and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.

All other actions were by unanimous vote unless otherwise specified.

STATE

The Merit System Board recorded the recommended changes in the State Classification Plan, copies of which are attached hereto and made a part hereof.



MEMORANDUM

DATE:

March 3, 2010

TO:

Robert M. Czech, Chair/Chief Executive Officer

Civil Service Commission

FROM:

Kenneth Connolly, Director Division of State and Local Operations

SUBJECT: Change in the State Classification Plan

GENERAL TITLE

We request the inactivation of the 270 State department specific titles listed below. Currently, there are no incumbents in these titles. The affected agencies have been informed and have no objections to this action.

We await your approval of this request.

TITLE REQUESTED

Effective Date:

03/13/2010

Department of Law and Public Safety

Frequency Coordinator Analyst P 29 – 16904 Career C N412

Forensic Administrator Office of the State Medical Examiner M 30 - 01636 Career C NL12

Administrator Law Enforcement Standards M 33 - 35257 Unclassified C NL12

Field Representative Federal Surplus Property A 16 - 56307 Career C NE12

Chief Research and Evaluation Section M 33 ~ 30554 Unclassified C NL12

Administrative Officer Division of Gaming Enforcement M 32-51106 Unclassified C NL12

Intermittent Inspector Animal Health I 11 – 10229 Non - Competitive C 3512

Intermittent Inspector 1 New Jersey Racing Commission R 20 – 10230 Non - Competitive C 4012

Intermittent Inspector 2 New Jersey Racing Commission I 16 – 10231 Non - Competitive C 4012

Court Clerk State Grand Jury A 18 – 24834 Career C 3512

Intelligence Research Analyst Trainee P 95 – 45020 Unclassified C NE12

Intelligence Research Analyst P 18 – 45021 Unclassified C NE12

Chief Administrator of Investigations Law and Public Safety M 35-56335 Unclassified C NL12

Radiological Instrument Technician A 16 – 16633 Career C 4012

Department of Treasury and OIT

Supervising Architect M 32 – 17696 Career D NL12

Program Assistant Commission on Science & Technology P 21-80145 Unclassified D NE12

Data Processing Librarian 2, OIT A 12 – 53362C Career D 3512

Data Processing Librarian 1, OIT R 14 – 53363C Career D 3512

Legal Support Specialist 1 X 98 – 10201 Unclassified D NE12 Supervising Research Analyst, Pensions R 28 – 03184H Career D NL12

MIS Support Specialist 1 X 98 – 10187 Unclassified D NE12

Management Information Systems Specialist 3 P 29 – 53102 Career D NL12

Chief Data Systems and Telecommunications Taxation M 34 – 57686 Career D NL12

Assistant Chief Data Processing Operations, OIT M 31 – 53089C Career D NL12

Data Processing Analyst 2, OIT P 26 – 53244C Career D NL12

Data Processing Analyst 1, OIT R 29 – 53245C Career D NL12

Data Processing Programmer 2, OIT P 25 – 53263C Career D 3512

Data Processing Programmer 1, OIT R 29 – 53264C Career D NL12

Data Processing Input Output Control Specialist 3, OIT A 13 – 53371C Career D 3512

Public Information Specialist 3 X 98 – 10183 Unclassified D NE12

Public Information Specialist 1 X 98 – 10184 Unclassified D NE12

Account Finance Analyst 4 X 98 – 10193 Unclassified D NL12

Account Finance Analyst 1 X 98 – 10196 Unclassified D NE12

Account Finance Manager 2 X 98 – 10198 Unclassified D NL12 Account Finance Manager 1 X 98 – 10199 Unclassified D NL12

Supervisor of Appropriation Accounts Treasury R 21 – 50063 Career D NE12

Assistant Accounting System Coordinator Y 27 – 50336 Career D NL12

Assistant Director Division of Investment M 36 – 52487 Career D NL12

Supervisor Bureau of Purchase M 37 – 52658 Career D NL12

Supervising Contract Administrator Construction M 27 – 52905 Career D N412

Intermittent Accounting Assistant, Treasury A 13 – 50450C Non - Competitive D 3512

Intermittent Technical Assistant 1 Treasury R 17 – 51630 Non - Competitive D 3512

Supervisor Distribution and Collection Operations State Lottery S 24 - 52356 Career D NL12

Supervisor of Lottery Control and Winner Notification S 25 - 52376 Career D NL12

Technical Assistant Bureau of Risk Management R 18 – 52622 Career D NL12

Payroll Analyst 3 Y 18 – 53182 Career D 3512

Payroll Analyst 2 Y 21 – 53183 Career D 3512

Payroll Analyst 1 Y 25 – 53184 Career D NL12

Assistant Director Division of Pensions M 33 – 53507 Career D NL12 Customer Service Representative OAL Publications R 18 – 56775 Career D NL12

Chief Affirmative Action Officer Public Contracts M 30 – 65516 Unclassified D NL12

 $\begin{array}{l} {\bf Administrative\ Analyst\ 2,\ Printing\ Control} \\ {\bf P\ 26-50075I\ Career\ D\ NL12} \end{array}$

Senior Inspector Commodities I 15 – 52703 Career D NE12

Technician 3 Commercial Recording A 12 – 26510 Career D 3512

Crew Supervisor Mechanics, Body and Fender R 20 – 43735G Career D 4012

Department of State

Exhibit Preparator Graphic Arts A 18 – 74606 Career E 3512

Program Assistant State Scholarship Program MD 20 – 80202 Career E NE12

Program Assistant Policy Research & Planning MD 20 – 80203 Career E NE12

Department of Agriculture

Agricultural Statistician Trainee P 95 – 03013 Career H NE12

Agricultural Statistician 3 P 19 – 03014 Career H NE12

Agricultural Statistician 2 P 22 – 03015 Career H NL12 Agricultural Statistician 1 P 25 – 03016 Career H NL12

Chief Bureau of Agricultural Chemistry M 29 – 34115 Career H NL12

Field Representative State Soil Conservation Committee P 21-03063 Career H NE12

Dairy Economist M 29 – 54176 Career H NL12

Coordinator Rural Development Services M 30 – 03074 Career H NL12

Coordinator Rural Resources Services M 29 – 03084 Career H NL12

Department of Military and Veterans Affairs

Teacher 2 P 22 – 75294 Unclassified I 4E12

Assistant Adjutant General Army M 98 – 34388 Unclassified I NL12

Assistant Superintendent of Veterans Cemetery S 27 - 62309 Career I NL12

Superintendent of Veterans Cemetery M 30 – 62310 Career I NL12

Secretarial Assistant 3 A 17 – 12505 Career I 4012

Assistant Adjutant General Air M 98 – 34378 Unclassified I NL12

Plumber and Steamfitter C 14 – 51657 Career I 3512

Department of Health and Senior Services

Assistant Chief Bureau of Alcohol Countermeasures M 27 – 56425 Career K NL12

Coordinator Womens Program Addictions P 25 – 63025 Career K NL12

Chief Program Planning and Development Addictions M 30-63145 Career K NL12

Program Specialist Drug Abuse Activities, Education Bilingual in Eng & Spanish P25-63055F Career K $\rm NL12$

Chief Bureau of Long Term Care Medical Assistance and Health Services M 32 – 00185 Career K NL12

Public Health Project Nurse P 21 – 03983 Career K NE12

Coordinator Health Projects 3, Vector Control S 27 – 00348G Career K NL12

Chief Intoxicated Driver and Criminal Justice Program Division of Alcoholism M 32-31202 Career K NL12

Chief Planning and Management Medical Assistance and Health Services M 32-55637 Career K NL12

Program Assistant Health and Senior Services P 25 – 62895 Career K NL12

Service Director Department Of Health and Senior Services M 35 – 63167 Career K NL12

Program Assistant Health and Senior Services, Local Health Development Services P 25-62895F Career K NL12

Department of Environmental Protection

Administrator Parks Staff and Support Management M 32-15687 Career M NL12

Supervisor Office of Marina Services S 26 – 43325 Career M N412

Supervisor of Administration Environmental Protection V 29 – 59998 Career M NL12

Supervising Environmental Compliance Investigator S 23 – 59993 Career M NL12

Wildlife Control Representative A 14 – 55612 Career M 4012

Automotive Mechanic C 15 – 59925 Career M 3512

Electronics Technician 3 S 18 – 60002 Career M NE12

Master Well Driller R 20 – 03048 Career M 3512

Chief Capital Construction and Facilities Services S 30 – 15761 Career M N412

Supervising Topographic Engineer S 28 – 59997 Career M NL12

Environmental Scientist 3 P 26 – 15876 Career M 4E12

Environmental Scientist 2 P 29 – 15878 Career M 4E12

Forester Trainee P 95 – 02650 Career M NE12

Wildlife Toxicologist R 25 – 03193 Career M NL12

Assistant Biologist, Water Resources P 19 – 01752M Career M NE12

Senior Biologist, Mosquito Control P 22 – 01753O Career M NE12 Supervising Biologist, Water Resources S 27 – 01758H Career M NL12

Chief Capital Design and Development S 30 – 15751 Career M N412

Principal Planner Environmental Protection R 25 – 16461 Career M NL12

Staff Nurse 12 Months P 18 – 60007 Non - Competitive M 3E12

Principal Area Coordinator Community Involvement R 23 – 59972 Career M 3E12

Principal Area Coordinator Community Involvement, Environmental Protection R 23-59972C Career M 3E12

Budget Analyst 3 P 20 – 50097 Career M 4012

Budget Analyst 1 R 27 – 50099 Career M 4E12

Deputy Director Division of Financial Management Planning and General Services M 35-51119 Career M NL12

Manager 4 Environmental Protection, Fiscal M 33 – 64998G Career M N412

Coordinator Technical Services R 28 – 01747 Career M NL12

Department of Education

Charge Nurse 10 Months, Deaf Language Specialist R 19 – 03862C Career N 4E10

Director Program Management Development Education M 31 – 72688 Unclassified N NL12

Assistant Superintendent School for the Deaf M 31-73018 Unclassified N NL12

Principal School for the Deaf M 27 - 73055 Unclassified N NL12

Administrative Instructor Education - 12 Month P 24 - 73163 Unclassified N NL12

Education Program Development Specialist 3, Applied Academics/Basic Skills P 26-70339D Non - Competitive N NL12

Education Program Development Specialist 3, Apprenticeship P 26 - 70339F Non - Competitive N NL12

Education Program Development Specialist 3, Arts Education P 26-70339G Non - Competitive N NL12

Education Program Development Specialist 3, Business Education P 26 - 70339I Non - Competitive N NL12

Education Program Development Specialist 3, Health Occupations P 26-70339K Non - Competitive N NL12

Education Program Development Specialist 3, Home Economics P 26-70339L Non - Competitive N NL12

Education Program Development Specialist 3, Safety/Transportation P 26-70339R Non - Competitive N NL12

Education Program Development Specialist 3, Social Studies P 26-70339U Non - Competitive N NL12

Education Program Development Specialist 3, Technology Education P 26 - 70339W Non - Competitive N NL12

Education Program Development Specialist 3, Trade and Industry P 26-70339X Non - Competitive N NL12

Education Program Development Specialist 3, Writing P 26 - 70339Y Non - Competitive N NL12

Education Program Development Specialist 2, Applied Academics/Basic Skills P $28-70341D\ Non$ - Competitive NNL12

Education Program Development Specialist 2, Apprenticeship P 28-70341F Non - Competitive N NL12

Education Program Development Specialist 2, Arts Education P 28-70341G Non - Competitive N NL12

Education Program Development Specialist 2, Business Education P 28-70341I Non - Competitive N NL12

Education Program Development Specialist 2, Health Occupations P 28 - 70341K Non - Competitive N NL12

Education Program Development Specialist 2, Home Economics P 28-70341L Non - Competitive N NL12

Education Program Development Specialist 2, Safety/Transportation P 28-70341R Non - Competitive N NL12

Education Program Development Specialist 2, Social Studies P 28 – 70341U Non - Competitive N NL12

Education Program Development Specialist 2, Technology Education P 28-70341W Non - Competitive N NL12

Education Program Development Specialist 2, Trade and Industry P 28-70341X Non - Competitive N NL12

Education Program Development Specialist 2, Writing P 28 - 70341Y Non - Competitive N NL12

Education Program Development Specialist 1, Applied Academics/Basic Skills R 30-70343D Non - Competitive N NL12

Education Program Development Specialist 1, Apprenticeship R 30 - 70343F Non - Competitive N NL12

Education Program Development Specialist 1, Arts Education R 30-70343G Non - Competitive N NL12

Education Program Development Specialist 1, Business Education R 30-70343I Non - Competitive N NL12

Education Program Development Specialist 1, Health Occupations R 30 - 70343K Non - Competitive N NL12

Education Program Development Specialist 1, Home Economics R 30 - 70343L Non - Competitive N NL12

Education Program Development Specialist 1, Nutrition R 30 - 70343O Non - Competitive N NL12

Education Program Development Specialist 1, Safety/Transportation R 30-70343R Non - Competitive N NL12

Education Program Development Specialist 1, Technology Education R 30-70343W Non - Competitive N NL12

Education Program Development Specialist 1, Trade and Industry R 30-70343X Non - Competitive N NL12

Education Program Development Specialist 1, Writing R 30 - 70343Y Non - Competitive N NL12

Assistant Director of School Finance M 30 - 70227 Career N NL12

Assistant Chief Bureau of Grants Management M 29 – 70575 Unclassified N NL12

Business Manager School for the Deaf M 31 – 73005 Career N NL12

Planning Associate 3, School Finance - State Aid P 26 – 72623I Non - Competitive N NL12

Planning Associate 3, Policy and Planning P 26 – 72623F Non - Competitive N NL12

Planning Associate 3, Public Information/Communications P 26 – 72623G Non - Competitive N NL12

Planning Associate 2, Public Information/Communications P 28 – 72624G Non - Competitive N NL12

Planning Associate 1, Public Information/Communications R 30 – 72625G Non - Competitive N NL12

Assistant School Safety Consultant P 24 – 70082 Career N 3512

Pupil Transportation Specialist P 23 – 70264 Career N NL12

Department of Transportation

Project Engineer Drainage S 29 – 10255 Career O N412

Regional Design Engineer M 34 – 10303 Career O NL12

Senior Engineer Architectural Bridge Design P 23 – 10483 Career O 4012

Principal Engineer Architectural Bridge Design R 26 – 10484 Career O 4E12

Project Engineer Architectural Bridge Design S 29 - 10485 Career O N412

Chief Bureau of Materials Transportation M 33 – 10825 Career O N412

Statistical Engineer 1 S 30 – 12800 Career O N412

Statistical Engineer 2 R 27 – 12795 Career O N412

Engineering Aide Trainee A 99 – 14040 Career O 3512

Project Engineer Industrial S 29 – 17095 Career O N412

Manager 1 Department of Transportation, Quality Management Services M 34-65256 J Career O N412

Manager 2 Department of Transportation, Electrical Engineering M 33-65257H Career O N412

Manager 2 Department of Transportation, Research M 33 – 65257 M Career O N412

Manager 1 Department of Transportation, Environmental Analysis M $34-65256 \mathrm{F}$ Career O N412

Manager 2 Department of Transportation, Landscape Architecture M 33-65257F Career O N412

Principal Traffic Control Analyst R 26 – 11225 Career O 4E12

Director Division of Data Base Generation M 35 – 12689 Career O NL12

Assistant Biologist, Transportation P 20 – 01742C Career O 4012

Senior Biologist, Transportation P 23 – 01743C Career O 4012

Hispanic Affairs Officer 1, Commerce & Economic Development R 29-55527 Career O NL12

Manager 1 Department Of Transportation, Systems Planning M 34-65256D Career O N412

Regulatory Officer 2, Public Transportation P 28 – 13333 Career O NL12

Senior Transportation Analyst, Regulatory Affairs P 23 – 13283D Career O 4012

Community Service Technician A 17 – 54337 Career O 4012

Area Coordinator Community Involvement P 19 – 54341 Career O 4012

Manager 2 Department Of Transportation, Communications M 33 – 652573 Career O N412

Transportation Analyst Trainee P 95 – 13280 Career O 4012

Supervisor of Right of Way District Appraisals and Review M 27 – 57085 Career O NL12

Manager 2 Department Of Transportation, Accounting/Auditing M 33 – 65257V Career O N412

Manager 2 Department Of Transportation, Internal Audit M 32 – 65258G Career O NL12 Senior Ride Sharing Coordinator P 22 – 12674 Career O 4012

Driver License Examiner 2 I 14 – 31936 Career O 4012

Senior Field Representative Construction Contract Compliance R 23 – 33373 Career O NL12

Director of Employee and Support Services M 38 – 51157 Career O NL12

Chief Bureau of Contract Administration Transportation M 31 – 52924 Career O N412

Manager 1 Department Of Transportation M 34 – 65256 Career O N412

Manager 2 Department Of Transportation M 32 - 65258 Career O NL12

Environmental Compliance Inspector 3 I 16 – 16288 Career O 4012

Investigator 2 Citizen Information and Complaints P 19 – 30566 Career O 3512

Senior Local Aid Investigator I 17 – 33866 Career O 4012

Principal Local Aid Investigator R 21 – 33867 Career O 4012

Transitional Customer Service Representative 1 A 98 – 10208 Career O 4012

Transitional Customer Service Representative 2 A 98 – 10209 Career O 4012

Transitional Customer Service Representative 3 A 98 – 10210 Career O 4012

Transitional Customer Service Representative 4 A 98 – 10211 Career O 4012

Department of Human Services

Administrator Fiscal Operations, Youth and Family Services M 33-62182 Career P NL12

Assistant Chief Bureau of Accounts M 29 – 50267 Career P NL12

Assistant Manager of Residential Rehabilitation Center, Commission for the Blind and Visually Impaired S 24-62759 Career P NL12

Assistant Regional Administrator Business Operations, Youth and Family Services M 32-62147 Career P NL12

Assistant Social Work Supervisor, Commission for the Blind and Visually Impaired R 21-60072F Career P NL12

Assistant Supervisor of Business Enterprises, Commission for the Blind and Visually Impaired R 22 – 62582 Career P NE12

Chief Bureau of Administrative Control, Medical Assistance and Health Services M 32 – 51195 Career P NL12

Chief Bureau of Administrative Support Services, Medical Assistance and Health Services

M 32 - 62213 Career P NL12

Chief Bureau of Collections and Receivables M 30 – 65976 Career P NL12

Clinical Psychologist 1, Deaf Language Specialist R 30 – 60321D Career P NL12

Clinical Psychologist 2, Deaf Language Specialist P 27 – 60320D Career P NL12

Community Supervisor Foster Grandparent Program P 20 – 60705 Career P NL12

Director of Nursing Services 2, Developmental Disabilities M 27-03875 Career P N412

Director Office of Intergovernmental Relations M 32 – 60298 Career P NL12 Director Office of Provider Relations, Human Services M 32 – 51296C Career P NL12

Director Readjustment Unit M 28 – 61386 Career P NL12

Disabilities Services Specialist X 98 – 18601 Unclassified P 3512

District Office Manager 1, Youth and Family Services M 32 – 62140 Career P NL12

Home Instructor Trainee, Commission for the Blind and Visually Impaired P 95 – 62661 Career P NE12

Permit Coordination Officer 1 R 26 – 65364 Career P NL12

Program Development Specialist 2, Developmental Disabilities P 21 – 644831 Career P NE12

Program Coordinator Mental Health, Alcoholism Services P 26-60555C Career P NL12

Regulatory Officer, Human Services V 33 – 60292 Career P NL12

Regional Supervisor, Day Care Operations Youth and Family Services M 27-60955 Career P NL12

Rehabilitation Counselor Mental Health, Deaf Language Specialist P $20-62552\mathrm{C}$ Career P $\mathrm{NE}12$

Rehabilitation Counselor Trainee, Mental Health, Deaf Language Specialist P 95 – 65270C Career P NE12

Resident Psychiatrist Second Year P 99 – 00476 Unclassified P NL12

Resident Psychiatrist Third Year P 99 – 00477 Unclassified P NL12

Social Service Aide, Bilingual in Spanish and English H 06 – 62132C Career P NE12 Social Worker 1, Psychiatric/Deaf Language Specialist P 20-60053M Career P NL12

Senior Rehabilitation Counselor Mental Health, Deaf Language Specialist P 23-62553C Career P NE12

Staff Clinical Psychologist 3, Deaf Language Specialist P 24 – 60310D Career P NL12

Supervising Program Development Specialist, Operations Human Services S 29-64486Z Career P NL12

Surgical Technician H 13 – 03850 Career P 4012

Upholsterer C 16 – 41623 Career P 4012

Department of Community Affairs

Executive Director Office of State Planning M 98 – 53808 Unclassified S NL12

Senior Field Representative Housing P 21 – 64393 Career S NE12

Supervising Planner, Local Planning S 27 – 16475F Career S NL12

Assistant Chief Bureau of Financial Regulation and Assistance M 29 – 64346 Career S NL12

Ombudsman Smart Growth M 98 – 30754 Unclassified S NL12

Community Service Officer 2, Tax Collection P 21 – 64173G Career S NE12

Inspector 3 Multiple Dwellings, Bilingual in Spanish and English I 19-55473C Career S NE12

Office of the Public Defender

Administrator of Investigations and Field Operations M 37-30811 Career T NL12

Department of Banking and Insurance

Insurance Education Specialist P 20 – 55105 Career X NE12

Supervisor of Insurance Education S 25 – 55125 Career X NL12

Ombudsman Insurance X 98 – 10113 Unclassified X NL12

Deputy Commissioner of Insurance M 98 – 55019 Unclassified X NL12

Assistant Chief Division of Examinations Insurance M 32 – 55075 Career X NL12

Administrator of Insurance M 30 – 55246 Career X NL12

Assistant Chief Insurance M 31 – 55251 Career X NL12

Chief Insurance M 33 – 55258 Career X NL12

Executive Director Unsatisfied Claim and Judgment Fund Board M 98-56510 Unclassified X NL12

Adjuster 1 Unsatisfied Claims & Judgment Fund P 19 – 56526 Career X NL12

License Processor 2, Real Estate A 11 – 52471C Career X 3512

License Processor 1, Real Estate R 13 – 52472C Career X 3512 Supervisor of Licensing Consumer Credit S 27 – 54916 Career X NL12

Investigator Insurance Fraud Prevention P 19 – 55170 Unclassified X NE12

Supervising Investigator Insurance Fraud Prevention S 28 - 55180 Unclassified X NL12

Director of Licensing and Enforcement M 35 – 55186 Career X NL12

Investigator Collection Section Unsatisfied Claim and Judgment Fund P 19 – 56500 Career X 3512

Investigator Insurance, Enforcement P 19 – 55152H Career X NE12

Senior Investigator Insurance, Enforcement P 22 – 55153G Career X NE12

Department of the Public Advocate

Deputy Director Division of the Rate Counsel M 40-30717 Unclassified Z NL12

Chief Accountant Division of the Rate Counsel M 33 - 30715 Unclassified Z NL12

JMM/BP/PM



MEMORANDUM

DATE:

March 05, 2010

TO:

Robert M. Czech

Chair/Chief Executive Officer

FROM:

Kenneth C. Connolly, Director

Division of State and Local Operations

SUBJECT: Change in the State Classification Plan

DEPARTMENT OF HUMAN SERVICES

The Department of Human Services (DHS) requests the reactivation of the title Training and Staff Development Officer (S29-62210) to properly classify an individual who will oversee training and staff development activities for the Central Office, as well as for the other eight (8) divisions within DHS. The incumbent is currently serving in the title Training and Development Analyst (P26-64620).

This position reports directly to the Assistant Commissioner for Human Resources. The incumbent is responsible for monitoring the research, writing and development of new curricula that is distributed to the training units throughout the department's institutions, divisions and Central Office. Among a number of other responsibilities, the position also manages the administration and budgetary responsibilities of several department wide programs including: the Nursing Scholarship, the Clinical Psychological Internship, the Career Ladders, and the Tuition Reimbursement programs.

A review of other possible active titles found they were not appropriate because they did not fully encompass the incumbent's duties.

We have confirmed the requested title as the most appropriate.

Negotiations representatives have been notified of these changes.

TITLE RE-ACTIVATION Effective: December 05, 2009

FROM:				TO:			
Training and Staff Development Officer				Training and Staff Development Officer			
S29-62210	*	Competitive	NL12	S29-62210	*	Competitive	NL12
Inactive				Active			

KCC/JMM/RMD	
	www.state.ni.us/csc

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Omar Adorno Jersey City Police Department Suspension

In the Matter of Frank Boyle Middletown Township Department of Public Safety Removal

In the Matter of Ebenezer Eso Essex County Department of Health and Rehabilitation Release at the end of the working test period

In the Matter of Claudette Galiber Central Reception and Assignment Facility Department of Corrections Suspension

In the Matter of Valencia Hodges Hudson County Department of Corrections Suspension

In the Matter of Mariggi Lopez City of Garfield Police Department Removal

In the Matter of General McFadden City of Paterson Fire Department Suspension

In the Matter of Douglas Middleton Juvenile Justice Commission Department of Law and Public Safety Removal In the Matter of Damita Miller Newark School District Removal and Resignation not in good standing

In the Matter of Fredericka Wilson Trenton Psychiatric Hospital Department of Human Services Removal

RECOMMENDATION OF THE ADMINISTRATIVE LAW JUDGE IN THE ABOVE CASES – SETTLEMENT

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 CHRISTINE CATHCART

Christine Cathcart, Code Enforcement Officer/Zoning Officer, Borough of Beach Haven, Department of Public Affairs and Public Safety, appeals the good faith of her layoff effective May 18, 2007, for reasons of economy and efficiency.

Recommendation of the Administrative Law Judge – Uphold the layoff.

ACTION: The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

A-3 MARK MCCULLEY

Mark McCulley, Deputy Fire Chief, Ocean City, Department of Fire and Rescue Services, 90-day suspension and restitution in the amount of \$7,089.80, on charges of misconduct and disobedience of the rules and regulations of the Ocean City Fire and Rescue Services Department.

Recommendation of the Administrative Law Judge – Reverse the 90-day suspension and restitution in the amount of \$7,089.80.

ACTION: The Civil Service Commission directed that this matter be held over.

A-4 RICHARD ALTMAN

Richard Altman, Senior Park Maintenance Worker, Woodbridge Township, Department Parks and Recreation, removal effective January 23, 2009, on charges of incompetency, inefficiency or failure to perform duties, insubordination, chronic or excessive absenteeism or lateness, conduct unbecoming a public employee, violation of Federal regulations regarding drug and alcohol use and violation of a last chance agreement.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION: The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

A-5 DON COLLINS

Don Collins, Human Services Assistant, Ancora Psychiatric Hospital, Department of Human Services, removal effective December 13, 2007, on charges of neglect of duty, which could result in danger to persons and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge - Uphold the removal.

ACTION: The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

A-6 SHALIKA THOMASON-LIGGINS

Shalika Thomason-Liggins, Senior Correction Officer, Northern State Prison, Department of Corrections, removal effective September 21, 2009, on charges of conduct unbecoming a public employee, other sufficient cause, violation of a rule, regulation, policy, procedure, order or administrative decision, improper or unauthorized contact with an inmate, undue familiarity with inmates, parolees, their families, or friends.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION: The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

SECTION B - MISCELLANEOUS MATTERS

B-1 NAJAMAH DAVIS

Najamah Davis appeals her rejection as a Police Officer candidate by Newark and its request to remove her name from the eligible list for Police Officer (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-2 JAMAAL HALL

Jamaal Hall, represented by Jennifer Webb-McRae, Esq., appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-3 MILES PIRES

Miles Pires, represented by Peter L. Festa, Esq., appeals his rejection as a Police Officer candidate by Paterson and its request to remove his name from the eligible list for Police Officer (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-4 JIHAD WRIGHT

Jihad Wright, represented by Charles M. Grossman, Esq., appeals his rejection as a Police Officer candidate by Newark and its request to remove his name from the eligible list for Police Officer (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION: The Civil Service Commission referred the matter for an independent evaluation.

B-5 DORNICE CANNON

Dornice Cannon, a Communications Operator, Secured Facilities, at Albert C. Wagner Youth Correctional Facility, Department of Corrections, appeals the denial of sick leave injury (SLI) benefits.

ACTION: The Civil Service Commission directed that this appeal be granted in part.

B-6 MIGUEL CINTRON

Miguel Cintron, a Senior Correction Officer with Northern State Prison, Department of Corrections, represented by Daniel Geddes, Esq., appeals the denial of sick leave injury (SLI) benefits.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-7 JOSEPH DIGEROLAMO, III

Joseph DiGerolamo, III, a Senior Right of Way Negotiator with the Department of Transportation, appeals the denial of sick leave injury (SLI) benefits.

ACTION: The Civil Service Commission directed that this appeal be granted.

B-8 MICHAEL S. DRIBER

Michael S. Driber, a Senior Correction Officer with Mid-State Correctional Facility, Department of Corrections, represented by Daniel Geddes, Esq., appeals the denial of sick leave injury (SLI) benefits.

ACTION: The Civil Service Commission referred the matter to the Medical Examiners Panel.

B-9 LUIS SANTIAGO

Luis Santiago, a Senior Correction Officer with Southern State Correctional Facility, Department of Corrections, represented by Daniel Geddes, Esq., appeals the denial of sick leave injury (SLI) benefits.

B-10 DOMINIC CAPANNA

Dominic Capanna a County Correction Sergeant, represented by Steven R. Cohen, Esq., appeals the decision of the Division of Local Human Resource Management which upheld the bypass of his name from the July 16, 2008 certification of the eligible list for County Correction Sergeant (PC2646H), Gloucester County.

ACTION: The Civil Service Commission directed that this appeal be granted.

B-11 JOSEPH GALVEZ

Joseph Galvez, represented by John T. Coyle, Esq., appeals the decision of the former Division of Local Human Resource Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Police Officer (S9999H), Jersey City eligible list on the basis of an unsatisfactory driving record.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-12 MUCIO LUCERO

Mucio Lucero appeals the decision of the Division of Local Human Resource Management which found that the appointing authority had presented a sufficient basis to remove his name from the Police Officer (S9999H), Paterson eligible list due to falsification of his preemployment application.

ACTION: The Civil Service Commission directed that this appeal be granted.

B-13 SEAN MULLAHEY

Sean Mullahey appeals the decision of the Division of Local Human Resource Management which found that the appointing authority had presented a sufficient basis to remove his name from the Sheriff's Officer (S9999H), Hudson County eligible list due to an unsatisfactory background report.

B-14 DERRICK MURPHY

Derrick Murphy, a Cottage Training Supervisor with the Woodbridge Developmental Center, Department of Human Services, appeals the decision of the Division of State Human Resource Management, which found that the appointing authority presented a sufficient basis to remove his name from the Assistant Supervisor Residential Living, Developmental Disability (PS4771K), Department of Human Services eligible list due to an unsatisfactory employment record.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-15 EQUIPMENT OPERATOR (M0875K), BAYONNE

The appointing authority's failure to dispose of the certification for Equipment Operator (M0875K), Bayonne, while provisionals are serving in the title, has been referred to the Civil Service Commission for enforcement.

ACTION: The Civil Service Commission ordered the appointing authority to remove the provisional appointees, properly dispose of the certification and pay compliance costs.

B-16 DEMETRIA MASON-ROGERS

Demetria Mason-Rogers, a Communications Operator, Secured Facilities at New Jersey State Prison, Department of Corrections, appeals the determination of the Director, Equal Employment Division, stating that the appellant failed to present sufficient evidence to support a finding that she had been subjected to violations of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

B-17 TIFFANY TYSON

Tiffany Tyson, a Forensic Scientist 1, Department of Law and Public Safety, with the Department of Law and Public Safety, appeals the determinations of the Chief of Staff, Office of the Attorney General, the Director, Office of Equal Employment Opportunity, and the Counsel to the Attorney General, which found that the appellant did not present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION: The Civil Service Commission directed that these appeals be denied.

B-18 CONSTANTINE SYPSOMOS

Constantine Sypsomos, a Fire Fighter with Deptford Fire District #1, represented by John F. Pilles, Jr., Esq., petitions the Civil Service Commission for interim relief of his 20-day suspension, commencing on August 31, 2009.

ACTION: The Civil Service Commission denied the request.

B-19 RONALD TAYLOR, JR.

Ronald Taylor, Jr., a Fire Captain with Deptford Fire District #1, represented by John F. Pilles, Jr., Esq., petitions the Civil Service Commission for interim relief of his three-day suspension, commencing on August 31, 2009.

ACTION: The Civil Service Commission denied the request.

B-20 ALEXANDRE TORRES

Alexandre Torres, requests relief regarding his removal from the title of Police Officer, Irvington, effective April 23, 2004.

ACTION: The Civil Service Commission denied the request.

B-21 JOHN BUNALSKI

John Bunalski, a Police Sergeant with Irvington, represented by Brian J. Manetta, Esq., petitions the Civil Service Commission for back pay, benefits and counsel fees with regard to his separation from employment from July 15, 2009 until January 5, 2010.

ACTION: The Civil Service Commission granted the request.

B-22 DONALD MITCHELL

The appeal of Donald Mitchell, County Correction Sergeant, Hudson County, Department of Corrections, removal and resignation not in good standing effective June 29, 2006, was considered by Administrative Law Judge Barry E. Moscowitz (ALJ), who rendered his initial decision on June 10, 2009, recommending acknowledgement of the settlement of the parties.

ACTION: The Civil Service Commission remanded the matter to the Office of Administrative Law.

B-23 MARY ELLEN SZCZUTKOWSKI

Mary Ellen Szczutkowski appeals the decision of the Division of State and Local Operations that the proper classification of her position is Senior Data Entry Machine Operator. The appellant seeks a Principal Data Entry Machine Operator classification.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-24 RICHARD BELL

The City of East Orange, represented by Tracey L. Hackett, First Assistant Corporation Counsel, petitions the Civil Service Commission (Commission) for reconsideration in *In the Matter of Richard Bell* (CSC, decided April 15, 2009) in which the Commission reversed Richard Bell's removal and ordered that he be granted back pay, benefits and seniority.

ACTION: The Civil Service Commission denied the request.

B-25 MAURA BROWN

Maura Brown, a Clinical Specialist in Psychiatric Nursing at Hagedorn Psychiatric Hospital, Department of Human Services, represented by Robert O. Yaeger, Principal Staff Representative, CWA Local 1040, requests reconsideration of the final administrative decision rendered on August 19, 2009, which denied her request for sick leave injury (SLI) benefits.

ACTION: The Civil Service Commission denied the request for reconsideration.

B-26 STEVEN GREENLEAF

Steven Greenleaf petitions the Civil Service Commission for reconsideration of the decision rendered on November 18, 2009, in which his request for admittance to the examination for Plumber and Steamfitter (S0873K), Northern State Prison, was denied.

ACTION: The Civil Service Commission denied the request for reconsideration.

B-27 ROBERT GUTCH

Robert Gutch requests reconsideration of the final administrative determination in *In the Matter of Robert DeGaetano*, et al., *Police Captain* (CSC, decided March 25, 2009).

ACTION: The Civil Service Commission denied the request for reconsideration.

B-28 DAWN HORTON

The Department of Corrections petitions the Civil Service Commission (Commission) for reconsideration of the final administrative decision rendered on April 29, 2009, in which the Commission granted Dawn Horton sick leave injury (SLI) benefits for her authorized absences due to her October 7, 2005 injury.

ACTION: The Civil Service Commission denied the request for reconsideration.

B-29 EDWARD MALIA

Edward Malia requests reconsideration of the final administrative determination in *In the Matter of Robert Armento*, et al., *Police Sergeant* (CSC, decided April 15, 2009).

ACTION: The Civil Service Commission denied the request for reconsideration.

B-30 THOMAS MONTESION

Thomas Montesion, represented by Timothy R. Smith, Esq., requests reconsideration of the final administrative determination in *In the Matter of Thomas Montesion, Police Captain (PM3560J), West Orange* (CSC, decided September 24, 2008).

ACTION: The Civil Service Commission denied the request for reconsideration.

B-31 CHRIS ANDERSON

Chris Anderson appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for Emergency Medical Services Technician (PS3972K), New Lisbon Developmental Center.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-32 RENEE CALDWELL, ET AL.

Renee Caldwell, Adrian Ellison, and John Gardner appeal the determinations of the Division of Selection Services (Selection Services) which found that, per the substitution clause for education, they were below the minimum requirements in experience for the promotional examination for Investigator, Secured Facilities (PS1820I), Department of Corrections. Beata Narath and Marisol Valentin appeal the determinations of Selection Services which found that they were below the minimum requirements in experience for the promotional examination for Investigator, Secured Facilities (PS1820I), Department of Corrections.

B-33 ROBIN DELPECHE

Robin Delpeche appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in education and experience for the promotional examination for Accountant 2 (PS2811K), Department o Children and Families.

ACTION: The Civil Service Commission directed that this appeal be granted.

B-34 CHRISTOPHER HOWARD

The City of Wildwood, on behalf of Christopher Howard, requests that he be assigned a retroactive appointment date for record purposes and seeks his eligibility for the promotional examination for Police Captain (PM2600L), City of Wildwood. In addition, Christopher Howard appeals his ineligibility for the subject promotional examination.

ACTION: The Civil Service Commission granted the request.

B-35 MICHAEL LOSASSO AND JASON SPATES

Michael LoSasso (PM2575K), Atlantic City; and Jason Spates (PM2624K), Orange; appeal the determinations of the Division of Selection Services which found them ineligible for the promotional examination for Police Sergeant due to untimely applications.

ACTION: The Civil Service Commission directed that these appeals be denied.

B-36 OCTAVIUS MINGO

Octavius Mingo appeals the determination of the Division of Selection Services which found that he did not meet the minimum experience requirements for the promotional examination for Institutional Trade Instructor 1 Warehousing (PS1433I), New Jersey State Prison.

B-37 RAYMOND PIERSON

Raymond Pierson appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for Assistant Supervisor of Motors (PM0547L), Middletown Township.

ACTION: The Civil Service Commission directed that this appeal be granted.

B-38 ROBERT PORRECA

Robert Porreca appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Supervising Administrative Analyst (PS5275T), Motor Vehicle Commission.

ACTION: The Civil Service Commission directed that this appeal be granted.

B-39 NICOLE RODRIGUEZ

Nicole Rodriguez appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in experience for the promotional examination for Administrative Analyst 2 (PS8031K), Department of Children and Families.

ACTION: The Civil Service Commission directed that this appeal be granted.

B-40 DIPTI SHAH

Dipti Shah appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she was below the minimum requirements in experience for the promotional examination for Administrative Analyst 2 (PS8031K), Department of Children and Families.

B-41 WARREN ROBINSON

Warren Robinson appeals the determination of the Division of Selection Services which found him ineligible for the promotional examination for the Correction Sergeant (PS1818I), Department of Corrections, due to his failure to submit a valid application processing fee.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-42 WILLIE ROWE

Willie Rowe appeals the determination of the Division of Selection Services which found him ineligible for the promotional examination for the Police Sergeant (PM2589K), East Orange, due to his failure to submit a valid application processing fee.

ACTION: The Civil Service Commission directed that this appeal be denied.

B-43 KEVIN MITCHKO

Kevin Mitchko appeals the administration of the promotional examination for Battalion Fire Chief (PM3506L), Newark.

B-44 KEVIN BENNETT, ET AL.

Kevin Bennett, Matthew Diebert, Joseph Haney, Roderick Knox, and Norman Wilson, Battalion Fire Chief (PM3500L), Atlantic City; Joel Bain and Frank Saia, Battalion Fire Chief (PM3501L), Camden; Salvador Barraco, Jorge Chavez, Michael Curtin and John Youth, Battalion Fire Chief (PM3502L), Elizabeth; Michael Cleary, Gerard Fisher, John Johnson, William McClintock and Kevin Nally, Fire Officer 2 (PM3504L), Jersey City; Raynard Adams, Donald Cocchi, Matthew Cordasco, and Albert DeLeon, Battalion Fire Chief (PM3506L), Newark; Pablo DeValle, John Hensz, and Ryan Murray, Battalion Fire Chief (PM3507L), Paterson; Eric Nelson and Frances Pawlowski, Battalion Fire Chief (PM3513L), Bayonne; Sean Daly, Battalion Fire Chief (PM3518L), Millburn; and Michael Hern and Mark Lorenz, Fire Officer 2 (PM3520L), North Hudson Regional Fire and Rescue, appeal the correct responses to various questions on their respective promotional examinations.

ACTION: The Civil Service Commission directed that these appeals be denied.

B-45 ERIN CURTIS

The Department of Law & Public Safety, on behalf of Erin Curtis, requests the relaxation of the provisions of *N.J.A.C.* 4A:6-1.22 so as to permit Ms. Curtis, who is participating in the donated leave program, to receive more than the 180 donated leave days allowed to a recipient.

ACTION: The Civil Service Commission granted the request.

B-46 MICHAEL ROBERTS

The appointing authority requests that the provisions of N.J.A.C. 4A:6-3.4(a), which govern the time period in which employees must file an application for Supplemental Compensation on Retirement (SCOR), be relaxed to permit Michael Roberts, a former Technical Assistant 2, Treasury, with the Department of the Treasury, to submit a late application for SCOR benefits.

ACTION: The Civil Service Commission granted the request.

B-47 RECENT COURT DECISIONS

Summaries of recent court decisions involving Merit System Board and Civil Service Commission determinations are submitted for the Commission's review in *In the Matter of Joseph DiMemmo, Mercer County* (Appellate Division, decided 1/13/10; *In the Matter of Jerry Duckworth, Department of Youth Services, County of Passaic* (Appellate Division, decided 1/14/10); *In the Matter of Ali Elmaghrabi, Department of Corrections* (Appellate Division, decided 2/2/10).

ACTION: The Civil Service Commission noted the decisions.

B-48 JOSEPH DESMOND

The appeal of Joseph Desmond, a Senior Correction Officer with South Woods State Prison, Department of Corrections, of his 10 working day suspension, on charges, was heard by Administrative Law Judge W. Todd Miller (ALJ), who rendered his initial decision on January 27, 2010. At its meeting on March 10, 2010, the Civil Service Commission (Commission) did not adopt the ALJ's recommendation to modify the appellant's 10 working day suspension to an oral reprimand. Rather, the Commission modified the penalty to an official written reprimand. The proposed final decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the final decision.

VOTE: Robert M. Czech (Yes)

Flavella Branham (Yes) Vincent E. Giordano (Yes)

Margaret E. L. Howard (Abstained)

B-49 GREGORY PETTEY

The appeal of Gregory Pettey, a Senior Correction Officer at Riverfront State Prison, Department of Corrections, of his removal effective December 17, 2008, on charges, was before Administrative Law Judge (ALJ) Israel D. Dubin, who rendered his initial decision on January 21, 2010. At its meeting on March 10, 2010, the Civil Service Commission (Commission) adopted the ALJ's recommendation to grant the appointing authority's motion for summary decision and uphold the removal. The proposed final decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the final decision.

VOTE: Robert M. Czech (Yes)

Flavella Branham (Yes) Vincent E. Giordano (No)

Margaret E. L. Howard (Abstained)

B-50 DEREK WADUD

The appeal of Derek Wadud, a Senior Correction Officer with Mountainview Youth Correctional Facility, Department of Corrections, of his four removals on charges, was before Administrative Law Judge Susan M. Scarola (ALJ), who rendered her initial decision on January 26, 2010. At its meeting on March 10, 2010, the Civil Service Commission (Commission) did not adopt the ALJ's recommendation to remove the appellant on the basis that he failed to complete one of the terms of a previous settlement agreement. Rather, the Commission imposed a 90 working day suspension. Further, the Commission ordered that the three other removals pending against the appellant be remanded to the Office of Administrative Law for hearings.

ACTION: The Civil Service Commission adopted the decision to impose a 90 working day suspension for one removal and remanded the other three removals to the Office of Administrative Law.

VOTE: Robert M. Czech (Yes)

Flavella Branham (Yes) Vincent E. Giordano (Yes)

Margaret E. L. Howard (Abstained)

B-51 CIVIL SERVICE COMMISSION MINUTES

The Civil Service Commission Minutes of its meeting of March 10, 2010 are submitted for adoption.

ACTION: The Civil Service Commission adopted the minutes of its meeting of March 10, 2010.

VOTE: Robert M. Czech (Yes) Flavella Branham (Yes)

Vincent E. Giordano (Yes)

Margaret E. L. Howard (Abstained)

B-52 ANDREW BARAN

The Township of Long Beach requests that Andrew Baran's out-of-title work experience be accepted to qualify him for a prospective promotional examination for Water Superintendent, Long Beach.

ACTION: The Civil Service Commission granted the request.

B-53 PROPOSED NEW RULE: N.J.A.C. 4A:3-3.7B, CORRECTION OFFICER APPRENTICE: STATE SERVICE AND PROPOSED AMENDEMENT: N.J.A.C. 4A:4-5.2, DURATION

A Notice of Adoption of a new rule, N.J.A.C. 4A:3-3.7B, Correction Officer Apprentice: State Service; and an amendment to N.J.A.C. 4A:4-5.2, Duration (of working test period) are submitted for adoption. The proposed new rule and amendment would codify a new Correction Officer Apprentice program as required by the Superior Court, Appellate Division, in *Liik*, et al. v. New Jersey Department of Personnel, et al. (Decided 7/23/09). Comments were received from PBA Local 105 opposing the proposal and the Department of Corrections supporting it.

ACTION: The Civil Service Commission adopted the new rule and proposed amendment.

B-54 EARLY SETTLEMENTS

Malik Abdullah Department of Transportation Removal

David Thornton Woodbridge Developmental Center Department of Human Services Suspension

ACTION: The Civil Service Commission acknowledged the settlements.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, April 14, 2010, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.

Robert M. Czech Chairperson Civil Service Commission