



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  
JANUARY 19, 2011**

**Robert M. Czech, Chairperson  
Robert E. Brenner  
Richard E. Williams**

January 19, 2011

\*\*\*\*\*

A regular meeting of the Civil Service Commission was held on Wednesday, January 19, 2011, in Trenton, New Jersey.

**PRESENT:** Robert. M. Czech, Chairperson, Members Robert E. Brenner and Richard E. Williams; 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 December 20, 2010, and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.

All actions were by unanimous vote unless otherwise specified.



# MEMORANDUM

DATE: October 12, 2010  
TO: Civil Service Commission  
FROM: Kenneth Connolly *Kenneth Connolly*  
Director, Division of State and Local Human Resource Management  
SUBJECT: N.J.S.A 11A:3-4(h). Confidential Appointment

## Department of Environmental Protection

Ms. Monica Marchitelli appointed as Confidential Secretary effective June 5, 2010, salary of \$60,000.00 per annum. The position is assigned to the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).

Verification has been made that the confidential position allocated is vacant and that Commissioner Bob Martin is authorized to make the subject appointment.

Recommendation: Record appointment in the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).



# MEMORANDUM

DATE: October 12, 2010  
TO: Civil Service Commission  
FROM: Kenneth Connolly *Kenneth Connolly*  
Director, Division of State and Local Human Resource Management  
SUBJECT: N.J.S.A 11A:3-4(h). Confidential Appointment

## Department of Health and Senior Services

Ms. Cathleen D. Bennett appointed as Confidential Assistant effective July 3, 2010, salary of \$125,000.00 per annum. The position is assigned to the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).

Verification has been made that the confidential position allocated is vacant and that Commissioner Dr. Poonam Alaigh is authorized to make the subject appointment.

Recommendation: Record appointment in the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).



# MEMORANDUM

DATE: October 12, 2010  
TO: Civil Service Commission  
FROM: Kenneth Connolly *Kenneth Connolly*  
Director, Division of State and Local Human Resource Management  
SUBJECT: N.J.S.A 11A:3-4(h). Confidential Appointment

## Department of Transportation

Mr. Jonathan Lowy appointed as Confidential Assistant effective June 21, 2010, salary of \$77,000.00 per annum. The position is assigned to the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).

Verification has been made that the confidential position allocated is vacant and that Commissioner Jim Simpson is authorized to make the subject appointment.

Recommendation: Record appointment in the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).



# MEMORANDUM

DATE: October 12, 2010  
TO: Civil Service Commission  
FROM: Kenneth Connolly *Kenneth Connolly*  
Director, Division of State and Local Human Resource Management  
SUBJECT: N.J.S.A 11A:3-4(h). Confidential Appointment

## Department of Community Affairs

Mr. Gordon H. Ball Jr. appointed as Confidential Secretary effective June 5, 2010, salary of \$87,244.24 per annum. The position is assigned to the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).

Verification has been made that the confidential position allocated is vacant and that Commissioner Lori Grifa is authorized to make the subject appointment.

Recommendation: Record appointment in the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).



# MEMORANDUM

---

DATE: October 12, 2010  
TO: Civil Service Commission  
FROM: Kenneth Connolly *Kenneth Connolly*  
Director, Division of State and Local Human Resource Management  
SUBJECT: N.J.S.A 11A:3-4(h). Confidential Appointment

### Department of Labor and Workforce Development

Ms. Mary L. Fitzgerald appointed as Confidential Assistant effective May 18, 2010, salary of \$115,000.00 per annum. The position is assigned to the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).

Verification has been made that the confidential position allocated is vacant and that Commissioner Harold J. Wirths is authorized to make the subject appointment.

Recommendation: Record appointment in the Unclassified Service in accordance with N.J.S.A. 11A:3-4(h).

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Janet Bates  
Hunterdon Developmental Center  
Department of Human Services  
Removal

In the Matter of James A. Brice  
Newark School District  
Resignation not in good standing

In the Matter of Rudolph Buckwald  
Garden State Youth Correctional Facility  
Department of Corrections  
Removal

In the Matter of Robert Bullock  
Hunterdon Developmental Center  
Department on Human Services  
Removal

In the Matter of Jacqueline Byrd  
Trenton Psychiatric Hospital  
Department of Human Services  
Removals (2)

In the Matter of Angel Delgado  
Mercer County  
Department of Public Safety  
Release at the end of the working test period

In the Matter of Pauline Eaves  
New Jersey Home for Disabled Soldiers-Menlo Park  
Department of Military and Veterans' Affairs  
Removal

In the Matter of Eugene Gray  
City of Newark  
Department of Neighborhood and Recreational Services  
Removal

In the Matter of Alicea Harris  
Vineland Developmental Center  
Department of Human Services  
Removal

In the Matter of Generosa Hightower  
Hunterdon Developmental Center  
Department of Human Services  
Removal

In the Matter of Shunay Howerton  
Northern State Prison  
Department of Corrections  
Removal

In the Matter of Wayne Hundemann  
Borough of Carteret  
Police Department  
Suspension

In the Matter of April Jones  
North Jersey Developmental Center  
Department of Human Services  
Removal

In the Matter of Jeremi Jones  
Hudson County  
Department of Roads and Public Property  
Suspension

In the Matter of Robert Lemay  
City of Newark  
Fire Department  
Removal

In the Matter of Robert A. Lombardi, Jr.  
Albert C. Wagner Youth Correctional Facility  
Department of Corrections  
Suspension and Removal

In the Matter of Michael Lupkovich  
Hudson County  
Sheriff's Department  
Removal

In the Matter of Cohron Markland  
City of Newark  
Department of Neighborhood and Recreational Services  
Removal

In the Matter of Richard Martinez  
City of Camden  
Fire Department  
Removal

In the Matter of Donna McCallum  
Department of Environmental Protection  
Resignation not in good standing

In the Matter of Brian Milosky  
Borough of Keyport  
Department of Public Works  
Removal

In the Matter of Robert Nelson  
Trenton Psychiatric Hospital  
Department of Human Services  
Removal

In the Matter of Oneica Nosworthy  
New Jersey Memorial Home-Vineland  
Department of Military and Veterans' Affairs  
Removal

In the Matter of Elba Ortiz  
Passaic County Board of Social Services  
Removal and resignation not in good standing

In the Matter of Filipe Ponte  
City of Newark  
Department of Engineering  
Suspension

In the Matter of James A. Thomas  
Stratford Borough  
Police Department  
Removal

Lenworth Whyles  
Ancora Psychiatric Hospital  
Department of Human Services  
Removal

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

**ACTION:** The Civil Service Commission acknowledged all of the settlements except for Angel Delgado, which was held over for further clarification.

#### **A-2 SCOTT CURTIS**

Scott Curtis, Correction Sergeant, Mountainview Youth Correctional Facility, Department of Corrections, 120-working day suspension on charges of conduct unbecoming a public employee, other sufficient cause, neglect of duty, incompetency or inefficiency and violation of a rule, regulation, policy, procedure, order, or administrative decision.

Recommendation of the Administrative Law Judge – Modify the 120-working day suspension to a 90-working day suspension.

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

#### **A-3 CRAIG DURDEN**

Craig Durden, Senior Correction Officer, Garden State Youth Correctional Facility, Department of Corrections, 30-working day suspension on charges of conduct unbecoming a public employee and neglect of duty.

Recommendation of the Administrative Law Judge – Modify the 30-working day suspension to a 10-working day suspension.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to a 20-working day suspension.

#### **A-4 FLORENCE EBEL**

Florence Ebel, Human Services Assistant, Hunterdon Developmental Center, Department of Human Services, release at the end of the working test period effective May 7, 2009.

Recommendation of the Administrative Law Judge – Uphold the release at the end of the working test period.

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

**A-5 WILLIAM L. LAYTON**

William L. Layton, County Correction Officer, Burlington County, County Jail, 60-day suspension on charges of inability to perform duties, chronic or excessive absenteeism or lateness and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the 60-day suspension.

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

**A-6 HERMINIO MENDOZA**

Herminio Mendoza, Public Works Inspector, City of Jersey City, Administration Department, 30-day suspension and a \$330 fine on charges of insubordination, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the 30-day suspension and \$330 fine.

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

**A-7 PAMELA MORTON**

Pamela Morton, Youth Worker, Division of Youth and Family Services, Department of Children and Families, resignation not in good standing effective November 5, 2007, on charges of job abandonment and violation of a rule, regulation, policy, procedure, order or administrative decision.

Recommendation of the Administrative Law Judge – Modify the resignation not in good standing to a six-month suspension.

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

**A-8 BRUCE O'ROURKE**

Bruce O'Rourke, Plumber/Steamfitter, Hagedorn Gero-Psychiatric Hospital, Department of Human Services, release at the end of the working test period effective October 11, 2009.

Recommendation of the Administrative Law Judge – Uphold the release at the end of the working test period.

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

**A-9 BORIS SHAMBAT**

Boris Shambat, Information Technology Specialist, Office of Information Technology, release at the end of the working test period effective June 18, 2008.

Recommendation of the Administrative Law Judge – Grant the appointing authority's motion to dismiss the appeal.

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

**A-10 ANGELO ANDRIANI**

Angelo Andriani, Police Lieutenant, City of Hoboken, Police Department, removal effective May 10, 2010, on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty, other sufficient cause and violation of various Police Department rules and regulations.

Recommendation of the Administrative Law Judge – Modify the removal to a 90-day suspension.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to a six (6) month suspension.

**A-11 THOMAS GILSENAN**

Thomas Gilsenan, Senior Correction Officer, Mountainview Youth Correctional Facility, Department of Corrections, removal on charges of conduct unbecoming a public employee, other sufficient cause, possession of contraband on State property or in State vehicles and violation of a rule, regulation, policy, procedure, order or administrative action.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

#### **A-12 KIM GOINES**

Kim Goines, Juvenile Detention Officer, Middlesex County, Department of Adult Corrections, removal effective May 18, 2010, on charges of incompetency, inefficiency or failure to perform duties and neglect of duty.

Recommendation of the Administrative Law Judge – Modify the removal to a six-month suspension.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge and upheld the removal.

#### **A-13 DONNA JACKSON**

Donna Jackson, County Correction Officer, Hudson County, Department of Corrections, removal effective May 6, 2010, on charges of insubordination, excessive absenteeism, conduct unbecoming a public employee, incompetency, inefficiency, or failure to perform duties, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

#### **A-14 DANIEL NELSON**

Daniel Nelson, Senior Food Service Worker, Woodbine Developmental Center, Department of Human Services, resignation not in good standing effective March 23, 2009, on the charge of job abandonment and removal effective March 24, 2009, on the charge of insubordination.

Recommendation of the Administrative Law Judge – Uphold the resignation

not in good standing and modify the removal to a 60-day suspension.

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

#### **A-15 KELLY NELSON**

Kelly Nelson, Data Processing Technician, City of Newark, Department of Economic and Housing Development, resignation not in good standing effective March 19, 2009, on charges of being absent without notice for more than five days, neglect of duty and failure to perform duties.

Recommendation of the Administrative Law Judge – Reverse the resignation not in good standing.

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

#### **A-16 JOSEPH OKAFOR**

Joseph Okafor, Human Services Assistant, Ancora Psychiatric Hospital, Department of Human Services, removal effective April 7, 2008, on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removal to a six-month suspension.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge and upheld the removal.

#### **A-17 CHRISTOPHER PALADINO**

Christopher Paladino, Operating Engineer 1, Greystone Park Psychiatric Hospital, Department of Human Services, four removals effective December 17, 2008, on charges of violation of a policy and procedure, fighting or creating a disturbance in the workplace, threatening and intimidation, and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Modify the removal to a six-month suspension.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge and mandated that the appellant complete an anger management course.

#### **A-18 ALLAN ROSS**

Allan Ross, Human Service Assistant, Woodbine Developmental Center, Department of Human Services, removal effective March 28, 2009, on charges of conduct unbecoming a public employee, physical or mental abuse of a patient, client, resident, or employee, inappropriate physical contact or mistreatment of a patient, client, resident or employee, neglect of duty, and violation of a rule, regulation, policy, procedure, order, or administrative order.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

#### **A-19 JOSEPH DESMOND (SETTLEMENT)**

Joseph Desmond, Senior Correction Officer, South Woods State Prison, Department of Corrections, 30-working day suspension on charges of other sufficient cause, insubordination and violation of a rule, regulation, policy, procedure, order or administrative decision and removal effective March 18, 2010 on charges of conduct unbecoming a public employee, other sufficient cause, falsification and violation of a rule, regulation, policy, procedure, order or administrative decision. Settled to a 15-day and 45-day suspension.

Recommendation of the Administrative Law Judge – Acknowledge the settlement.

**ACTION:** The Civil Service Commission acknowledged the settlement.

#### **A-20 SETTLEMENTS**

In the Matter of Taja Durling  
City of Trenton  
Police Department  
Suspension

In the Matter of Raymond Lopez  
City of Camden  
Police Department  
Fine

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

**ACTION:** The Civil Service Commission acknowledged the settlements.

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 CHANGE IN THE STATE CLASSIFICATION PLAN –  
ENVIRONMENTAL SPECIALIST**

The Department of Environmental Protection (DEP) requests consolidation of nine of the twelve Environmental Specialist variant title series into the base title effective the first pay period following the Civil Service Commission's (Commission) action regarding this request. The DEP also requests verbiage changes for three of the twelve Environmental Specialist variant title series effective the first pay period following the Commission's action regarding this request. The DEP is undergoing a transformation process and this consolidation will provide the agency with some of the flexibility needed to more effectively meet its responsibilities while also providing employees with enhanced career opportunities. The DEP has provided notice to the affected parties of the proposed changes in the classification plan.



## MEMORANDUM

DATE: December 15, 2010  
TO: Civil Service Commission  
FROM: Kenneth Connolly, Director  
State and Local Operations *Kenneth Connolly*  
SUBJECT: Change in State Classification Plan

### DEPARTMENT OF ENVIRONMENTAL PROTECTION

The Department of Environmental Protection (DEP) requests consolidation of the Environmental Specialist series. DEP is undergoing a transformation process and this consolidation will provide the agency with some of the flexibility needed to more effectively meet its responsibilities while also providing employees with enhanced career opportunities.

The Department seeks to consolidate nine (9) out of twelve (12) Environmental Specialist variant titles in the series into the base title. The consolidation of titles will provide greater lateral as well as promotional mobility.

The definition, requirements, and knowledge, skills, and abilities sections of the base title have been modified to accommodate the proposed title consolidation. The consolidated series will be made General and Common. Certain of the existing titles are currently used by three other state agencies and two local jurisdictions; these appointing authorities have been notified of the proposed consolidation and have no objection.

There are now several methods of designating the hierarchy of titles within a title series: numerically, with "1" designating the lowest; numerically, with "1" designating the highest; and verbiage (e.g., Senior, Principal, and Supervising). We plan to standardize these hierarchies by appending a numerical suffix to the name of each title within a series, with 1 designating the lowest level and progressing upward to the highest level. Those title series which are not currently designated in this manner will be revised to conform to this method as they come under review in the future. The proposed series will be renumbered accordingly: the present nomenclature of Senior, Principal, and Supervising will be deleted and all the levels designated 1, 2, 3, and 4, with 4 being the highest (the current Supervising Environmental Specialist).

The nomenclature of the variants retained is being likewise modified for consistency.

The title actions will be processed as lateral employee movements; appointment type to appointment type, with retention of existing status (details enclosed as Attachments A, B, C, & D). There are no changes in class code or salary.

Upon successful completion of the consolidation process, the consolidated variant titles involved will be inactivated. Any existing eligibility lists for these variant titles shall be processed as follows:

[www.state.nj.us/csc](http://www.state.nj.us/csc)

Civil Service Commission  
December 15, 2010

- Promotional and open competitive lists issued from pending announcements for any affected variant title in which employees with provisional appointments are serving will be certified for one time use only in order to effect permanent appointment(s) and will be declared expired upon disposition of the certification.
- A complete list that has never been used and contains no employees with current provisional appointments for the title and unit scope specified shall be declared expired.
- A complete list which contains employees with current provisional appointments for the title and unit scope specified (with the exception of such employees currently on active military duty) will be processed for one time use and will be declared expired upon the disposition of the certification.
- An incomplete list containing no employees with current provisional appointments for the title and unit scope specified shall be declared expired.
- Any employee currently on active military duty will be afforded all applicable rights under Federal and State law upon their release from active duty and given the opportunity to apply and compete for any announcements for which they would otherwise have been eligible but for their military service.
- Eligibility lists for affected titles and unit scopes which have expired will be revived as necessary to address unanticipated situations which may arise.
- Prior held demotional title rights provided by *N.J.A.C. 4A:8-2.2(f)* for the variant title will extend to the newly consolidated Environmental Specialist title series.

Collective negotiation representatives and impacted employees have been notified. Copies of these notices are attached.

#### **VERBIAGE CHANGE**

Effective date: The effective date of the verbiage change will be the first pay period that follows the Commission's approval of this change in the State Classification plan.

#### **SITE REMEDIATION**

##### **FROM**

Environmental Specialist,  
Site Remediation  
P 19-15852N Career M NE12

Senior Environmental Specialist,  
Site Remediation  
P 22-15853O Career M NE12

Principal Environmental Specialist,  
Site Remediation  
R 25-15854N Career M NL12

Supervising Environmental Specialist,  
Site Remediation  
S 28-15855L Career M NL12

##### **TO**

Environmental Specialist 1,  
Site Remediation  
P 19-15852N Career M NE12

Environmental Specialist 2,  
Site Remediation  
P 22-15853O Career M NE12

Environmental Specialist 3,  
Site Remediation  
R 25-15854N Career M NL12

Environmental Specialist 4,  
Site Remediation  
S 28-15855L Career M NL12

Civil Service Commission  
December 15, 2010

**ARCHAEOLOGY**

**FROM**

Environmental Specialist,  
Archeology  
P 19-15852K Career M NE12

Senior Environmental Specialist,  
Archeology  
P 22-15853J Career M NE12

Principal Environmental Specialist,  
Archeology  
R 25-15854F Career M NL12

Principal Environmental Specialist,  
Archeology  
R 26-12524G Career \* 4E12

**TO**

Environmental Specialist 1,  
Archeology  
P 19-15852K Career M NE12

Environmental Specialist 2,  
Archeology  
P 22-15853J Career M NE12

Environmental Specialist 3,  
Archeology  
R 25-15854F Career M NL12

Environmental Specialist 3,  
Archeology  
R 26-12524G Career \* 4E12

**ARCHITECTURAL HISTORY**

**FROM**

Principal Environmental Specialist,  
Architectural History  
R 26-12524D Career \* 4E12

**TO**

Environmental Specialist 3,  
Architectural History  
R 26-12524D Career \* 4E12

**CONSOLIDATION OF TITLE SERIES**

Effective date: The effective date of this action will be the first pay period that follows the Commission's approval of the change in the State Classification plan.

**ENVIRONMENTAL SPECIALISTS**

**FROM**

Environmental Specialist  
P 20-12522 Career \* 4012

Environmental Specialist  
P 19-15852 Career \* NE12

Environmental Specialist, Air Pollution Control  
P 19-15852C Career M NE12

Environmental Specialist, Coastal Resources  
P 19-15852F Career M NE12

**TO**

Environmental Specialist 1  
P 20-12522 Career \* 4012

Environmental Specialist 1  
P 19-15852 Career \* NE12

Civil Service Commission  
December 15, 2010

Environmental Specialist, Laboratory Certification  
P 19-15852J Career M NE12

Environmental Specialist, Pesticide Control  
P 19-15852H Career M NE12

Environmental Specialist, Pesticide Control Bilingual Spanish/English  
P 19-15852D Career M NE12

Environmental Specialist, Soil Science  
P 19-15852M Career M NE12

Environmental Specialist, Tideland Delineation  
P 19-15852C Career M NE12

Environmental Specialist, Waste Management  
P 19-15852G Career M NE12

Environmental Specialist, Water Resources  
P 19-15852I Career M NE12

**SENIOR ENVIRONMENTAL SPECIALISTS**

**FROM**

Senior Environmental Specialist  
P 22-15853 Career \* NE12

Senior Environmental Specialist, Air Pollution Control  
P 22-15853C Career M NE12

Senior Environmental Specialist, Coastal Resources  
P 22-15853H Career M NE12

Senior Environmental Specialist, Laboratory Certification  
P 22-15853K Career M NE12

Senior Environmental Specialist, Pesticide Control  
P 22-15853G Career M NE12

Senior Environmental Specialist, Pesticide Control bil Spanish/English  
P 22-15853D Career M NE12

Senior Environmental Specialist, Soil Science  
P 22-15853N Career M NE12

Senior Environmental Specialist, Tideland Delineation  
P 22-15853I Career M NE12

Senior Environmental Specialist, Waste Management  
P 22-15853M Career M NE12 Common Title

**TO**

Environmental Specialist 2  
P 22-15853 Career \* NE12

Civil Service Commission  
December 15, 2010

Senior Environmental Specialist, Water Resources  
P 22-15853L Career M NE12

Senior Environmental Specialist  
P 23-12523 Career \* 4012

Environmental Specialist 2  
P 23-12523 Career \* 4012

Senior Environmental Specialist, Coastal Resources  
P 23-12523O Career M 4012

**PRINCIPAL ENVIRONMENTAL SPECIALISTS**

**FROM**

Principal Environmental Specialist  
R 25-15854 Career M NL12

Principal Environmental Specialist, Air Pollution Control  
R 25-15854C Career M NL12

Principal Environmental Specialist, Coastal Resources  
R 25-15854D Career M NL12

Principal Environmental Specialist, Laboratory Certification  
R 25-15854L Career M NL12

Principal Environmental Specialist, Pesticide Control  
R 25-15854K Career M NL12

Principal Environmental Specialist, Pesticide Control Bilingual Spanish/English  
R 25-15854H Career M NL12

Principal Environmental Specialist, Soil Science  
R 25-15854M Career M NL12

Principal Environmental Specialist, Tideland Delineation  
R 25-15854G Career M NL12

Principal Environmental Specialist, Waste Management  
R 25-15854I Career M NL12

Principal Environmental Specialist, Water Resources  
R 25-15854J Career M NL12

Principal Environmental Specialist  
R 26-12524 Career \* 4E12

**TO**

Environmental Specialist 3  
R 25-15854 Career \* NL12

Environmental Specialist 3  
R 26-12524 Career \* 4E12

Principal Environmental Specialist, Coastal Resources  
R 26-12524N Career M 4E12

Civil Service Commission  
December 15, 2010

**SUPERVISING ENVIRONMENTAL SPECIALISTS**

**FROM**

Supervising Environmental Specialist  
S 28-15855 Career \* NL12

Supervising Environmental Specialist, Air Pollution Control  
S 28-15855C Career M NL12

Supervising Environmental Specialist, Coastal Resources  
S 28-15855H Career M NL12

Supervising Environmental Specialist, Laboratory Certification  
S 28-15855D Career M NL12

Supervising Environmental Specialist, Pesticide Control  
S 28-15855F Career M NL12

Supervising Environmental Specialist, Soil Science  
S 28-15855K Career M NL12

Supervising Environmental Specialist, Tideland Delineation  
S 28-15855G Career M NL12

Supervising Environmental Specialist, Waste Management  
S 28-15855J Career M NL12

Supervising Environmental Specialist, Water Resources  
S 28-15855I Career M NL12

Supervising Environmental Specialist  
S 29-15856 Career \* N412

Supervising Environmental Specialist, Coastal Resources  
S 29-15856L Career M N412

Supervising Environmental Specialist, Water Resources  
S 29-15856G Career \* N412

**TO**

Environmental Specialist 4  
S 28-15855 Career \* NL12

Environmental Specialist 4  
S 29-15856 Career \* N412

**Attachments**

- Attachment A: Crosswalk of all employees in the base titles.
- Attachment B: Crosswalk of all employees in the variants titles.
- Attachment C: Crosswalk of all employees in the Site Remediation variant.
- Attachment D: Crosswalk of all employees in the Archaeology variant.

KC/JMM/BP/PM

**ACTION:** The Civil Service Commission approved the recommended changes in the State Classification Plan, copies of which are attached hereto and made apart hereof, to be effective January 29, 2011.

**B-2 CHANGE IN THE STATE CLASSIFICATION PLAN – ENVIRONMENTAL ENGINEER**

The Department of Environmental Protection (DEP) requests consolidation of all of the Environmental Engineer variant title series into the base title effective the first pay period following the Civil Service Commission's action regarding this request. The DEP is undergoing a transformation process and this consolidation will provide the agency with some of the flexibility needed to more effectively meet its responsibilities while also providing employees with enhanced career opportunities. The DEP has provided notice to the affected parties of the proposed changes in the classification plan.

**MEMORANDUM**

DATE: December 15, 2010  
TO: Civil Service Commission  
FROM: Kenneth Connolly, Director  
State and Local Operations *Kenneth Connolly*  
SUBJECT: Change in State Classification Plan

**DEPARTMENT OF ENVIRONMENTAL PROTECTION**

The Department of Environmental Protection (DEP) requests consolidation of the Environmental Engineer series. DEP is undergoing a transformation process and this consolidation will provide the agency with some of the flexibility needed to more effectively meet its responsibilities while also providing employees with enhanced career opportunities.

The Department seeks to consolidate all the variant titles in the series into the base title. The consolidation of titles will provide greater lateral as well as promotional mobility.

The definition, requirements, and knowledge, skills, and abilities sections of the base title have been modified to accommodate the proposed title consolidation. The consolidated series will be made General and Common, including the Trainee level. Certain of the existing titles are currently used by three other state agencies and one local jurisdiction; these appointing authorities have been notified of the proposed consolidation and have no objection.

There are now several methods of designating the hierarchy of titles within a title series: numerically, with "1" designating the lowest; numerically, with "1" designating the highest; and verbiage (e.g., Senior, Principal, and Supervising). We plan to standardize these hierarchies by appending a numerical suffix to the name of each title within a series, with 1 designating the lowest level and progressing upward to the highest level. Those title series which are not currently designated in this manner will be revised to conform to this method as they come under review in the future. The proposed series will be renumbered accordingly: the present nomenclature of Assistant, Senior, Principal, and Supervising will be deleted and all the levels designated 1, 2, 3, and 4, with 4 being the highest (the current Supervising Environmental Engineer).

The title actions will be processed as lateral employee movements; appointment type to appointment type, with retention of existing status (details enclosed as Attachment A & B). There are no changes in class code or salary.

Upon successful completion of the consolidation process, the consolidated variant titles involved will be inactivated. Any existing eligibility lists for these variant titles shall be processed as follows:

- Promotional and open competitive lists issued from pending announcements for any affected variant title in which employees with provisional appointments are serving will be certified for one time use only in order to effect permanent appointment(s) and will be declared expired upon disposition of the certification.

Civil Service Commission  
December 15, 2010

- A complete list that has never been used and contains no employees with current provisional appointments for the title and unit scope specified shall be declared expired.
- A complete list which contains employees with current provisional appointments for the title and unit scope specified (with the exception of such employees currently on active military duty) will be processed for one time use and will be declared expired upon the disposition of the certification.
- An incomplete list containing no employees with current provisional appointments for the title and unit scope specified shall be declared expired.
- Any employee currently on active military duty will be afforded all applicable rights under Federal and State law upon their release from active duty and given the opportunity to apply and compete for any announcements for which they would otherwise have been eligible but for their military service.
- The promotional list for Symbol #PS7038G will be maintained until such time as the Civil Service Commission acknowledges the settlement, at which point it will be disposed of appropriately.
- Eligibility lists for affected titles and unit scopes which have expired will be revived as necessary to address unanticipated situations which may arise.
- Prior held demotional title rights provided by *N.J.A.C. 4A:8-2.2(f)* for the variant title will extend to the newly consolidated Environmental Engineer title series.

Collective negotiation representatives and impacted employees have been notified. Copies of these notices are attached.

**TITLE TO BE MADE COMMON**

Effective date: The effective date of this action will be the first pay period that follows the Commission's approval of the change in the State Classification plan.

**FROM**

Environmental Engineer Trainee  
P95 – 54247 NC \* NE12

**TO**

Environmental Engineer Trainee  
P95 – 54247 NC \* NE12  
Common Title

**CONSOLIDATION OF TITLE SERIES**

Effective date: The effective date of this action will be the first pay period that follows the Commission's approval of the change in the State Classification plan.

**ASSISTANT ENVIRONMENTAL ENGINEER**

**FROM**

Assistant Environmental Engineer  
P 20–16312 Career \* 4012

Assistant Environmental Engineer  
P 19–16302 Career \* NE12

**TO**

Environmental Engineer 1  
P 20–16312 Career \* 4012

Environmental Engineer 1  
P 19–16302 Career \* NE12

Civil Service Commission  
December 15, 2010

Assistant Environmental Engineer, Air Pollution Control  
P 19-16302C Career M NE12

Assistant Environmental Engineer, Waste Management  
P 19-16302D Career M NE12

Assistant Environmental Engineer, Water Resource  
P 19-16302G Career M NE12

**SENIOR ENVIRONMENTAL ENGINEER**

**FROM**

Senior Environmental Engineer  
P 23 -16313 Career \* 4012

Senior Environmental Engineer  
P 22-16303 Career \* NE12 Common Title

Senior Environmental Engineer, Air Pollution Control  
P 22-16303C Career M NE12

Senior Environmental Engineer, Waste Management  
P 22-16303D Career M NE12

Senior Environmental Engineer, Water Resources  
P 22-16303F Career M NE12

**TO**

Environmental Engineer 2  
P 23 -16313 Career \* 4012

Environmental Engineer 2  
P 22-16303 Career \* NE12

**PRINCIPAL ENVIRONMENTAL ENGINEER**

**FROM**

Principal Environmental Engineer  
R 26 -16314 Career \* 4E12

Principal Environmental Engineer, Water Resources  
R 26 -16314F Career M 4E12

Principal Environmental Engineer  
R 25-16304 Career \* NL12

Principal Environmental Engineer, Air Pollution Control  
R 25-16304F Career M NL12

Principal Environmental Engineer, Waste Management  
R 25-16304C Career M NL12

Principal Environmental Engineer, Water Resources  
R 25-16304D Career M NL12

**TO**

Environmental Engineer 3  
R 26 -16314 Career \* 4E12

Environmental Engineer 3  
R 25-16304 Career \* NL12

Civil Service Commission  
December 15, 2010

**SUPERVISING ENVIRONMENTAL ENGINEER**

**FROM**

Supervising Environmental Engineer  
S29 –16305 Career \* N412

Supervising Environmental Engineer, Coastal Resources  
S29 –16305J Career M N412

Supervising Environmental Engineer, Water Resource  
S29 –16305G Career M N412

Supervising Environmental Engineer  
S28–16297 Career M NL12

Supervising Environmental Engineer, Air Pollution Control  
S28–16297C Career M NL12

Supervising Environmental Engineer, Coastal Resources  
S28–16297D Career M NL12

Supervising Environmental Engineer, Waste Management  
S28–16297F Career M NL12

Supervising Environmental Engineer, Water Resource  
S28–16297G Career M NL12

**TO**

Environmental Engineer 4  
S29 –16305 Career \* N412

Environmental Engineer 4  
S28–16297 Career \* NL12

**Attachments**

- Attachment A: Crosswalk of all employees in the base titles.
- Attachment B: Crosswalk of all employees in the variants titles.

KC/JMM/BP/PM

---

**ACTION:** The Civil Service Commission approved the recommended changes in the State Classification Plan, copies of which are attached hereto and made apart hereof, to be effective January 29, 2011.

**B-3 JASON CIVITANO**

Jason Civitano (formerly Jason G. Smith) appeals his rejection as a Police Officer candidate by Union Township and its request to remove his name from the eligible list for Police Officer (S9999K) 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 ESTEBAN X. PEREZ**

Esteban X. Perez appeals his rejection as a Police Officer candidate by Lakewood Township 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-5 JAMES RATTACASA**

James Rattacasa, represented by Stephen B. Hunter, Esq., appeals his rejection as a Fire Fighter candidate by Hackensack and its request to remove his name from the eligible list for Fire Fighter (M2349H) 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-6 (KELLIE) YUAN FANG**

(Kellie) Yuan Fang, an Administrative Analyst 2, Management Auditor, with the Department of Transportation, appeals the denial of sick leave injury (SLI) benefits.

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

**B-7 SHIERNELL FRANCIS**

Shiernell Francis, a Senior Correction Officer with the New Jersey State Prison, Department of Corrections, represented by Richard D. Cordry, Esq., appeals the denial of sick leave injury (SLI) benefits.

**ACTION:** The Civil Service Commission directed that this appeal be referred to the Medical Examiners Panel.

**B-8 RAYMOND ROYCE**

Raymond Royce, a Correction Sergeant at Garden State Youth Correctional Facility, Department of Corrections, represented by Donald C. Barbati, Esq., appeals the denial of sick leave injury (SLI) benefits.

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

**B-9 RONALD TUCKER**

Ronald Tucker, a Senior Correction Officer at 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 referred to the Medical Examiners Panel.

**B-10 ALBERTITO COLON**

Albertito Colon, a former Senior Medical Security Officer with the Ann Klein Forensic Center, Department of Human Services, represented by Stephan Siegel, Esq., requests that the Civil Service Commission reinstate his appeal of his removal effective December 28, 2009, on charges, which was dismissed based on his failure to appear at his prehearing conference.

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

**B-11 AUDREY EDWARDS**

Audrey Edwards, a former Senior Building Maintenance Worker with Trenton Psychiatric Hospital, Department of Human Services, requests that the Civil Service Commission reinstate her appeal of her resignation not in good standing effective December 11, 2008, which was dismissed based on her failure to appear at her settlement conference.

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

**B-12 DEBORAH ROULAND**

Deborah Rouland, a former Senior Cottage Training Technician with Woodbridge Developmental Center, Department of Human Services, represented by Robert C. Little, American Federation of State, County, and Municipal Employees, requests that the Civil Service Commission reinstate her appeal of her removal effective October 24, 2008 and her resignation not in good standing effective October 23, 2008, on charges, which was dismissed based on her failure to appear at her settlement conference.

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

**B-13 JOHNNY LANTIGUA**

Johnny Lantigua, represented by Samuel J. Halpern, Esq., appeals the determination of the Division of State and Local Operations, which upheld the removal of his name from the Police Officer (S9999H), Irvington, eligible list due to the falsification of his employment application.

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

**B-14 ALIYMA MUHAMMAD**

Aliyma Muhammad appeals the decision of the Division of State and Local Operations, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Sheriff's Officer (S9999K), Camden County, eligible list on the basis of failure to appear for pre-employment processing.

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

**B-15 JOINT ORDER OF CONSOLIDATION AND PREDOMINANT INTEREST – ANTHONY MORELLI AND DISTRICT 1199J, NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, AFSCME V. HUDSON COUNTY**

Administrative Law Judge (ALJ) Mumtaz Bari-Brown issued an Order of Consolidation and Predominant Interest in *In the Matter of Anthony Morelli and District 1199J, National Union of Hospital and Health Care Employees, AFSCME v. Hudson County*. Based on the ALJ's Order, the Civil Service Commission and the Public Employment Relations Commission developed a Joint Order. The proposed Order is now submitted for the Commission's adoption.

**ACTION:** The Civil Service Commission adopted the joint order.

**B-16 JOINT ORDER OF CONSOLIDATION AND PREDOMINANT INTEREST – IN THE MATTER OF DANIEL ROLDAN AND DANIEL ROLDAN V. MERCER COUNTY BOARD OF SOCIAL SERVICES**

Acting Director and Chief Administrative Law Judge (ALJ) Laura Sanders issued an Order of Consolidation and Predominant Interest in *In the Matter of Daniel Roldan and Daniel Roldan v. Mercer County Board of Social Services*. Based on the ALJ's Order, the Civil Service Commission and the Division on Civil Rights developed a Joint Order. The proposed Order is now submitted for the Commission's adoption.

**ACTION:** The Civil Service Commission adopted the joint order.

**B-17 JOINT ORDER OF CONSOLIDATION AND PREDOMINANT INTEREST – ROBERT ZORN V. MERCER COUNTY AND JUVENILE JUSTICE TRAINING ACADEMY**

Administrative Law Judge (ALJ) Susan M. Scarola issued an Order of Consolidation and Predominant Interest in *In the Matter of Robert Zorn v. Mercer County and Juvenile Justice Training Academy*. Based on the ALJ's Order, the Civil Service Commission and the Public Employment Relations Commission developed a Joint Order. The proposed Order is now submitted for the Commission's adoption.

**ACTION:** The Civil Service Commission adopted the joint order.

**B-18 PATRICK L. BEATTY**

The Department of Human Services, represented by Nicole P. Grosvenor, Deputy Attorney General, requests interlocutory review of the order of Chief Administrative Law Judge (ALJ) Laura Sanders in *Patrick L. Beatty v. Department of Human Services*, CSC Docket No. 2010-3170, OAL Docket Nos. CSR 7891-10 and CSR 9025-10, pursuant to N.J.A.C. 1:1-14.10 (a).

**ACTION:** The Civil Service Commission granted interlocutory review and reversed the Administrative Law Judge's Order in part.

#### **B-19 MARCEL SCHACHT**

Marcel Schacht, a County Police Officer with Bergen County, represented by John P. Rowland, Esq., requests interlocutory review of the order of Administrative Law Judge (ALJ) Leslie Z. Celentano in *Marcel Schacht v. Bergen County*, CSC Docket No. 2008-348, OAL Docket No. CSV 9429-07, pursuant to N.J.A.C. 1:1-14.10(a).

**ACTION:** The Civil Service Commission granted interlocutory review and reversed the Administrative Law Judge's Order in part.

#### **B-20 RICHARD J. BUZBY**

The Director, Division of State and Local Operations, petitions the Civil Service Commission for the retroactive permanent appointment of Richard J. Buzby to the title of Police Captain, Township of Little Egg Harbor, effective September 8, 2005.

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

#### **B-21 JEFFREY CARRIER**

The City of Plainfield petitions the Civil Service Commission to revive the Police Sergeant (PM2545D), Plainfield, eligible list, to appoint Jeffrey Carrier, effective December 20, 2005, and to effectuate the terms of a settlement agreement.

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

#### **B-22 ANNETTE HEIM**

The appeal of Annette Heim, an Accounting Assistant with the City of Perth Amboy, of her removal effective January 30, 2009, on charges, was before Administrative Law Judge Margaret M. Monaco, who rendered her initial decision on June 11, 2010, recommending acknowledgement of the settlement of the parties.

**ACTION:** The Civil Service Commission directed that this appeal be remanded to the Office of Administrative Law.

### **B-23 LEON DANIELS**

The City of Salem, represented by David J. Puma, Esq., requested that the eligible list for Police Sergeant (PM2613H), City of Salem, be revived to effectuate the permanent appointment of Leon Daniels.

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

### **B-24 HUMAN SERVICES SPECIALIST 4 (PC0784K), CAMDEN COUNTY BOARD OF SOCIAL SERVICES**

The Camden County Board of Social Services requests the extension of the eligible list for Human Services Specialist 4 (PC0784K).

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

### **B-25 LAW ENFORCEMENT EXAMINATION (S9999K)**

The Division of Selection Services requests that the open-competitive pool resulting from the Law Enforcement Examination (S9999K) be extended for one year beyond its original expiration date or until a new pool is promulgated, whichever occurs first.

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

### **B-26 OPEN-COMPETITIVE LISTS FOR FIRE FIGHTER**

The Division of Selection Services requests that the open-competitive lists for Fire Fighter for certain local municipalities and entities be extended for one year beyond their original expiration dates or until new lists are promulgated, whichever occurs first.

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

#### **B-27 TEMPORARY LAYOFFS, JERSEY CITY**

The Jersey City Supervisor's Association, Inc., represented by Bennie Anderson, President, appeals the temporary layoffs of employees in Jersey City for 12 days, commencing on September 3, 2010.

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

#### **B-28 TEMPORARY LAYOFFS, CITY OF NEWARK**

Newark Council 21, NJSCA, IFPTE, AFL-CIO, represented by David I. Fox, Esq., petitions the Civil Service Commission for a stay of Newark's temporary layoff of employees for a total of 18 days commencing on July 28, 2010.

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

#### **B-29 PERMANENT LAYOFFS, CITY OF NEWARK**

Newark Council 21, NJSCA, IFPTE, AFL-CIO (Council 21), represented by David I. Fox, Esq., and the American Federation of State, County and Municipal Employees Council 52 and its two affiliated Locals 2297 and 2299 (AFCSME), represented by Sidney H. Lehmann, Esq., petition the Civil Service Commission (Commission) for a stay of Newark's layoff of non-public safety employees, effective November 12, 2010, pending the outcome of individual good faith layoff appeals. Fraternal Order of Police, Lodge 12 (FOP), also represented by David I. Fox, Esq., petitions the Commission for a stay of Newark's layoff of public safety employees, also effective November 12, 2010, pending the outcome of individual good faith layoff appeals.

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

#### **B-30 (KELLIE) YUAN FANG**

(Kellie) Yuan Fang, an Administrative Analyst 2, Management Auditor, with the Department of Transportation, appeals the determination of the Executive Director of the Division of Civil Rights and Affirmative Action, 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.

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

**B-31 STACEY M. BOSTON**

Stacey M. Boston, a Classification Officer 2 with the Department of Corrections, requests reconsideration of the decision rendered on August 18, 2010, which upheld her ineligibility for the promotional examination for Supervising Classification Officer (PS2583I), Department of Corrections.

**ACTION:** The Civil Service Commission directed that the petition for reconsideration be granted.

**B-32 DALE CHIACCHIO**

Dale Chiacchio, a Technical Assistant, Personnel, with the Department of Transportation, requests reconsideration of the decision rendered on December 2, 2009, which denied his appeal of his reassignment and referred the matter of his position classification to the Division of State and Local Operations. Additionally, the appellant appeals the appointing authority's denial of his grievance.

**ACTION:** The Civil Service Commission directed that the request for reconsideration be denied and the appeal of the grievance be dismissed as moot.

**B-33 NOAH FORMEY, ET AL.**

Noah Formey, Robert Brunton, and Brian Zengewald, represented by Jessica S. Swenson, Esq., requests reconsideration of the decision of the Civil Service Commission, rendered on April 28, 2010, which denied their appeals of their layoff rights and Formey's appeal of the classification determination of his position.

**ACTION:** The Civil Service Commission directed that the requests for reconsideration be denied.

#### **B-34 ANNETTE HANLEY**

Annette Hanley, a former Police Records Clerk with the Passaic County Sheriff's Office, represented by Benjamin A. Spivack, Esq., requests reconsideration of the decision rendered on July 21, 2010, which ordered that her name be placed on the special reemployment list for Security Guard.

**ACTION:** The Civil Service Commission directed that the request for reconsideration be granted, but affirmed prior decision denying Hanley's layoff rights appeal as untimely and denying her request for back pay.

#### **B-35 JERSEY CITY REDEVELOPMENT AGENCY**

The Jersey City Redevelopment Agency (JCRA), represented by Matthew J. Giacobbe, Esq., requests reconsideration of the May 27, 2009 Civil Service Commission decision, which denied its request to grant eight current employees of the JCRA permanent status in their respective titles. It is noted that this matter was held over from the September 15, 2010 Civil Service Commission meeting for further review.

**ACTION:** The Civil Service Commission directed that the request for reconsideration be denied.

#### **B-36 STEPHEN SKIPTON**

Gloucester City requests reconsideration of the decision rendered on February 24, 2010, which ordered that the November 17, 2008 certification for Fire Fighter/Emergency Medical Technician (M2344H), Gloucester City, eligible list be reissued to allow the appointing authority to consider and appoint either Stephen Skipton, Ryan Walters or Ryan Fox.

**ACTION:** The Civil Service Commission directed that the request for reconsideration be denied.

**B-37 DINA ROGERS, ET AL.**

It is requested that the Civil Service Commission acknowledge the settlement reached between the former Department of Personnel and Dina Rogers, Joseph Paulillo and David DiLeo, which provides these individuals with permanent appointments and retroactive dates of appointment to titles in the Hearing Officer series.

**ACTION:** The Civil Service Commission acknowledged the settlement.

**VOTE:**     **Robert M. Czech**            **(Abstained)**  
              **Robert E. Brenner**       **(Yes)**  
              **Richard E. Williams**   **(Yes)**

**B-38 JENNIFER CYPHERS**

Jennifer Cyphers, a former County Correction Officer with Burlington County, represented by Kevin P. McGovern, Esq., requests that the Civil Services Commission reinstate her to her position after a determination by the Police and Firemen's Retirement System that she is no longer disabled and is fit for duty.

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

**B-39 STEVEN R. JOHNSON**

Steven R. Johnson, a former Printing Operations Manager with New Jersey City University, appeals the determination of the Classification and Compensation Unit, which denied his claim for Supplemental Compensation on Retirement (SCOR) for unused sick leave.

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

**B-40 KURT BROWN**

The Division of State Police, Department of Law & Public Safety, requests that the provisions of *N.J.A.C. 4A:4-1.1(c)* be relaxed in order to allow Kurt Brown to be provisionally appointed, pending promotional examination procedures, to the competitive title of Senior Stock Clerk.

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

**B-41 WILLIAM DONAHUE**

The Department of Law & Public Safety, on behalf of William Donahue, requests the relaxation of the provisions of *N.J.A.C.* 4A:6-1.22 so as to permit him to donate more than 30 days to Paula Donahue, who is participating in the donated leave program.

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

**B-42 DONALD FANTASIA**

The Township of West Milford requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Donald Fantasia from the title of Sheriff's Officer, Morris County Sheriff's Office, to the title of Police Officer, West Milford.

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

**B-43 STEPHEN GENTLE**

The Township of Vernon requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Stephen Gentle from the title of Sheriff's Officer, Morris County Sheriff's Office, to the title of Police Officer, Vernon.

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

**B-44 STEPHEN HERZOG**

The Township of West Milford requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Stephen Herzog from the title of Sheriff's Officer, Morris County Sheriff's Office, to the title of Police Officer, West Milford.

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

**B-45 LEONARD GILBERT**

The Division of State and Local Operations requests that the provisions of *N.J.A.C.* 4A:4-1.1(c) be relaxed in order to allow Leonard Gilbert to be provisionally appointed, pending promotional examination procedures, to the competitive title of Communications Systems Technician 2.

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

**B-46 RONALD KOUMARAS**

The Township of Vernon requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Ronald Koumaras from the title of Sheriff's Officer, Morris County Sheriff's Office, to the title of Police Officer, Vernon.

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

**B-47 LEWIS LABAR AND STEPHEN ROVETTO**

The Township of Vernon requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Lewis LaBar and Stephen Rovetto from the title of Sheriff's Officer, Sussex County Sheriff's Office, to the title of Police Officer, Vernon.

**ACTION:** The Civil Service Commission granted the requests.

**B-48 JOSEPH E. PASSARELLI**

The Department of Transportation requests that the provisions of *N.J.A.C.* 4A:4-1.1(c) be relaxed in order to allow Joseph E. Passarelli to be provisionally appointed, pending promotional examination procedures, to the competitive title of Telecommunications Systems Analyst 3.

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

**B-49 BENEDETTO PULONE**

The Department of the Treasury, on behalf of Benedetto Pulone, requests the relaxation of the provisions of *N.J.A.C.* 4A:6-1.22 so as to permit Mr. Pulone to donate more than 30 sick days to Mark Ridge, who is participating in the donated leave program.

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

#### **B-50 SEAN SIMPKINS**

The City of Salem, represented by David J. Puma, Esq., requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Sean Simpkins from the title of Sheriff's Officer, Salem County Sheriff's Office, to the title of Police Officer, City of Salem.

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

#### **B-51 KYLE WITTY**

The Borough of Bergenfield requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Kyle Witty from the title of Sheriff's Officer, Morris County Sheriff's Office, to the title of Police Officer, Bergenfield.

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

#### **B-52 TABATHA JOHNSON**

The Department of Corrections requests that it be permitted to promote Tabatha Johnson from the non-competitive title of Clerk Typist to the competitive title of Senior Data Entry Machine Operator pursuant to *N.J.A.C.* 4A:4-1.1(c)2.

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

#### **B-53 ANGEL PARED**

Angel Pared, a Police Officer with the City of Newark, represented by Anthony J. Fusco, Jr., requests back pay from March 26, 2010 through May 17, 2010 during the period of his suspension.

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

**B-54 EDWARD SCHAEFER**

Cinnaminson Township petitions the Civil Service Commission for a determination of Edward Schaefer's entitlement to permanent status.

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

**B-55 LAURIE VAN GENDEREN**

Burlington County petitions the Civil Service Commission for a determination of Laurie Van Genderen's entitlement to permanent status.

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

**B-56 PARKING ENFORCEMENT OFFICER (M1204L), PATERSON**

The Division of State and Local Operations requests that Paterson be ordered to return the February 1, 2010 certification (OL100145) of the eligible list for Parking Enforcement Officer (M1204L) for proper disposition.

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

**B-57 DELINDA HOLMES**

The Paterson Housing Authority appeals the decision of the Division of State and Local Operations that the proper classification of Delinda Holmes' position is Purchasing Agent. The appointing authority seeks an Assistant Purchasing Agent classification.

**ACTION:** The Civil Service Commission directed that this appeal be denied, and Delinda Holmes' CAMPS' record be updated as specified.

**B-58 DEAN MANNION**

The appeal of Dean Mannion, a Fire Fighter with North Hudson Regional Fire and Rescue, of his six-day (24-hour tours) suspension, on charges, was heard by Administrative Law Judge Leslie Z. Celentano (ALJ), who rendered her initial decision on August 11, 2010, modifying the six-day (24-hour tours) suspension to a three-day (24-hour tours) suspension. At its meeting on October 6, 2010, the Civil Service Commission adopted the ALJ's recommendation. However, the Commission found it necessary to address the exceptions and cross exceptions filed by the parties. 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)**  
                  **For record purposes Robert M. Czech voted "Yes" that the decision was an accurate reflection of the Commission's vote at its October 6, 2010 meeting even though he "Abstained" on the vote at the October 6, 2010 meeting as reflected in the October 6, 2010 minutes.**  
                  **Robert E. Brenner**       **(Abstained)**  
                  **Richard E. Williams**   **(Abstained)**

#### **B-59 DANIEL JOSEPH NESHAN**

The appeal of Daniel Joseph Neshan, a Building Maintenance Worker with the Borough of Fort Lee, of his removal, effective October 10, 2007, on charges, was heard by Administrative Law Judge Gail M. Cookson (ALJ), who rendered her initial decision on July 14, 2010. At its meeting on October 6, 2010, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a six-month suspension. Rather, the Commission upheld 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)**  
                  **Robert E. Brenner**       **(Abstained)**  
                  **Richard E. Williams**   **(Abstained)**

#### **B-60 JULIO RIVERA, ET AL.**

The appeals of Julio Rivera, Alberto Lijo, and Luis Gonzalez, Police Officers with the City of Newark, and Fernando Ramirez, a Police Sergeant with the City of Newark, of their 15-working day suspensions, on charges, were heard by Administrative Law Judge James A. Geraghty (ALJ), who rendered his initial decision on June 1, 2010. At its meeting on October 6, 2010, the Civil Service Commission did not adopt the ALJ's recommendation to modify the 15-working day suspensions to official written reprimands. Rather, the Commission upheld the 15-working day suspensions. 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)**  
                  **Robert E. Brenner**       **(Abstained)**  
                  **Richard E. Williams**   **(Abstained)**

**B-61 HANA ELEZI**

Hana Elezi appeals the determination of the Division of Selection Services which found that she did not meet the experience requirement for the promotional examination for Assistant Director of Social Rehabilitation Services (PC0785L), Hudson County.

**ACTION:** The Civil Service Commission directed that this appeal be denied and the Division of Selection Services announce a new examination for Assistant Director of Social Rehabilitation Services, Hudson County.

**B-62 CHRISTIAN HENEHAN, ET AL.**

Christian Henehan, Gary Miller, Stefan Niedziela and Vincent Volinski appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements for the promotional examination for Custodian (PM0975L), Brick Township Board of Education.

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

**B-63 CHARLES V. KLINGBERG, SR.**

Charles V. Klingberg, Sr., appeals the determination of the Division of Selection Services which found that he did not meet the experience requirement for the promotional examination for Coordinator, Division of Motor Vehicles (PS5280T), Motor Vehicle Commission.

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

**B-64 JACQUES A. SORET AND FRANK F. CURCIO**

Jacques A. Soret and Frank F. Curcio appeal the determinations of the Division of Selection Services which found that they did not satisfy the requirements for the promotional examination for Administrative Analyst 2, Data Processing (PS8049K), Department of Children and Families.

**ACTION:** The Civil Service Commission directed that the appeals be denied and the appointing authority immediately comply with the Division of State and Local Operations' May 6, 2010 determination regarding Mr. Soret's position.

**B-65 JEFFREY CLARK**

The Division of State and Local Operations, on behalf of the Motor Vehicle Commission, requests that Jeffrey Clark's out-of-title work experience be accepted to qualify him for a lateral title change to Head Procurement Clerk.

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

**B-66 MIGUEL GONZALEZ**

The Division of State and Local Operations, on behalf of the Department of Community Affairs, requests that Miguel Gonzalez's out-of-title work experience be accepted to qualify him for a prospective promotional examination for Program Support Specialist 1, Assistance Programs.

**ACTION:** The Civil Service Commission granted the request.

**B-67 GLORIA GRANT, ET AL.**

The Department of Environmental Protection requests that Gloria Grant, Mark Gruzlovic, and Jerry Schoenleber receive an effective date of February 2, 2008 in the title of Supervising Environmental Specialist, Site Remediation for title seniority purposes.

**ACTION:** The Civil Service Commission granted the request.

**B-68 DAVID BALDASARI, ET AL.**

David Baldasari, Juei-Hwa Chen-Wang, and Michael Turner, represented by Sandra L. McGraw, Staff Representative, Communications Workers of America, Local 1032, appeal the cancellation of the promotional examination for Supervisor, Information Technology (PS6403U), Office of Information Technology.

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

**B-69 SALARY REGULATIONS, FY 2010**

Submitted for the Civil Service Commission's review are the Salary Regulations, Supplement Two, Section Three, Fiscal Year 2010. These salary regulations, which concern Special Incentive Programs, have been approved by Robert M. Czech, Chair/CEO, Civil Service Commission, and Charlene M. Holzbaur, Director, Division of Budget and Accounting. It is recommended that the Commission record these salary regulations.

**ACTION:** The Civil Service Commission recorded the Salary Regulations.

**B-70 BOROUGH OF WOODLYNNE**

The Borough of Woodlynne requests a rule relaxation to permit Police Officers who do not meet the requirements of *N.J.A.C. 4A:4-2.6(b)* to apply for a Police Sergeant examination.

**ACTION:** The Civil Service Commission granted the request.

**B-71 DECLAN MADDEN**

Declan Madden, a former Senior Park Maintenance Worker with the Department of Parks and Recreation, Village of Ridgewood, represented by Sanford R. Oxfeld, Esq., appeals the determination of his layoff rights by the Division of State and Local Operations.

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

**B-72 STEVEN GERLING, ET AL.**

Steven Gerling (PM5007M), Brick; Jordan Alexiou and Michael Kelly (PM5017M), Elizabeth; John Feltes (PM5021M), Hamilton; Jaime Navarro (PM5035M), Paterson; Peter Szpakowski (PM5045M), Trenton; and Matthew Palardy (PM5054M), West Orange; appeal the written examination for Police Lieutenant (various jurisdictions).

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

**B-73 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of October 6, 2010.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of October 6, 2010.

**VOTE:**

<b>Robert M. Czech</b>	<b>(Yes)</b>
<b>Robert E. Brenner</b>	<b>(Abstained)</b>
<b>Richard E. Williams</b>	<b>(Abstained)</b>

**B-74 NAZIA MUGHIS-SOHWARAWARDY**

The parties request that the Civil Service Commission acknowledge the settlement reached between the Department of Environmental Protection and Nazia Mughis-Sohrawardy, which provides her with a permanent appointment and retroactive date of appointment to the title of Senior Environmental Engineer, Water Resources.

**ACTION:** The Civil Service Commission acknowledged the settlement.

**B-75 ANDELSON MINDEST**

The Borough of Lodi, on behalf of Andelson Mindest, requests that he be permitted to participate in the intergovernmental transfer program and to

complete the remainder of his working test period as a Police Officer with Lodi.

**ACTION:** The Civil Service Commission granted the request.

#### **B-76 NICHOLAS SNOOK**

The Township of West Milford requests relaxation of *N.J.A.C. 4A:4-7.1A(c)* so as to permit the intergovernmental transfer of Nicholas Snook from the title of Sheriff's Officer, Morris County Sheriff's Office, to the title of Police Officer, West Milford.

**ACTION:** The Civil Service Commission granted the request.

#### **B-77 PERMANENT LAYOFFS, CITY OF ORANGE TOWNSHIP**

Orange PBA Local No. 89, Orange Police Superior Officers Association, Orange FMBA Local No. 89 and Orange FMBA Local No. 210, represented by David I. Fox, Esq., petition the Civil Service Commission for a stay of Orange's layoff of public safety employees, effective January 7, 2011, pending the outcome of individual good faith layoff appeals.

**ACTION:** The Civil Service Commission denied the request.

#### **B-78 PROPOSED AMENDMENTS: N.J.A.C. 4A:1-1.3, DEFINITIONS; 4A:1-3.1, 3.2, AND 3.3, GENERAL RULES AND DEPARTMENT ORGANIZATION**

Submitted for the Commission's approval is a Notice of Proposal of amendments to N.J.A.C. 4A:1-1.3, Definitions; 4A:1-3.1, General provisions; 4A:1-3.2, Chairperson; and 4A:1-3.3, Civil Service Commission. These amendments, necessitated by P.L.2008, c. 29, change references to the Department of Personnel and Merit System Board to the Civil Service Commission, and references to the Commissioner of Personnel to the Chairperson. Additionally, the amendments delineate the respective powers and duties of the Commission and the Chairperson. It is recommended that this proposal be approved for publication in the New Jersey Register for public notice and comment.

**ACTION:** The Civil Service Commission approved the proposal for publication.

#### **B-79 STATE CLASSIFICATION PLAN, MOTOR VEHICLE COMMISSION**

The Motor Vehicle Commission requests that the employees affected by the consolidation of titles to the Technician, MVC, title series, effective July 3, 2010, be “cross-walked” to the step closest to, but not lower than, their current salary in the new salary range associated with their title, in order to resolve an appeal filed by the Communications Workers of America, Local 1033, which challenged the utilization of salary regulation FY10 Section IV(I) in calculating the new salaries of those employees.

**ACTION:** The Civil Service Commission granted the request.

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, February 2, 2011, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

---

**Robert M. Czech**  
**Chairperson**  
**Civil Service Commission**