



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
MAY 4, 2011**

Robert M. Czech, Chairperson
Robert E. Brenner
Thomas J. Perna
Richard E. Williams

May 4, 2011

A regular meeting of the Civil Service Commission was held on Wednesday, May 4, 2011, in Trenton, New Jersey.

PRESENT: Robert M. Czech, Chairperson, Members Robert E. Brenner, Thomas J. Perna 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.

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Ronney Brown
Motor Vehicle Commission
Suspensions (2)

In the Matter of Shaquina Brown
New Lisbon Developmental Center
Department of Human Services
Removals (3)

In the Matter of Grady Buffaloe
Department of Children and Families
Suspension and Removal

In the Matter of Tira Carson
New Lisbon Developmental Center
Department of Human Services
Suspension

In the Matter of Ben Cerca
Essex County
Department of Public Safety and Corrections
Removal

In the Matter of Steven R. Corey
City of Bridgeton
Department of Public Safety
Removal

In the Matter of Marc Cuyler
City of Newark
Mayor's Office
Suspension

In the Matter of Anthony Ferrer
City of Newark
Police Department
Suspension

In the Matter of Khaliah Friday
Ancora Psychiatric Hospital
Department of Human Services
Resignation not in good standing

In the Matter of Frederick Kramer
Bayside State Prison
Department of Corrections
Removal

In the Matter of David Mulbah
New Lisbon Developmental Center
Department of Human Services
Removal

In the Matter of Thomas Murphy
City of Trenton
Police Department
Suspension

In the Matter of Leslie Porschen
Township of Nutley
Department of Public Property
Reprisal

In the Matter of Charles Quitee
Juvenile Justice Commission
Removal

In the Matter of Royston Sampson
New Lisbon Developmental Center
Department of Human Services
Suspension

In the Matter of Sandra Sargent
Middlesex County
Personnel Department
Layoff

In the Matter of Frank Testa
City of Newark
Police Department
Removals (2)

In the Matter of Tabatha Vincent
Ocean County
Sheriff's Department
Suspension and Demotion

In the Matter of Joseph Young
Cinnaminson Township
Department of Public Works
Removal

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

ACTION: The Civil Service Commission acknowledged the settlements with the exception of Tabatha Vincent which was held over for clarification.

A-2 CARLOS BARNWELL

Carlos Barnwell, County Correction Lieutenant, Burlington County, County Jail, demotion to the position of County Correction Sergeant effective May 2, 2010, on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the demotion to the position of County Correction Sergeant.

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

VOTE:

Robert M. Czech	(Yes)
Robert E. Brenner	(No)
Thomas J. Perna	(Yes)
Richard E. Williams	(Yes)

A-3 GARY DEGREE

Gary Degree, County Correction Officer, Burlington County, County Jail, 10 working day suspension on charges of chronic or excessive absenteeism or lateness and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the 10 working day suspension.

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

A-4 CHARLES GREENBERG

Charles Greenberg, Affirmative Action Specialist 1, Department of Children and Families, return to formerly held permanent title at the end of the working test period effective January 22, 2009.

Recommendation of the Administrative Law Judge – Reverse the return to formerly held permanent title at the end of the working test period.

ACTION: The Civil Service Commission rejected the recommendation of the Administrative Law Judge and upheld the return to formerly held permanent title at the end of the working test period.

A-5 KEYPORT 2009 LAYOFFS

Laurie Graham, Clerk Typist, Borough of Keyport, appeals the good faith of her demotion in lieu of layoff from full-time to part-time effective August 1, 2009, for reasons of economy and efficiency.

Recommendation of the Administrative Law Judge – Uphold the demotion in lieu of layoff.

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

A-6 CARMELO LIO

Carmelo Lio, Senior Correction Officer, Adult Diagnostic and Treatment Center, Department of Corrections, 120 working day suspension on charges of other sufficient cause 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 20 working day suspension.

ACTION: The Civil Service Commission modified the recommendation of the Administrative Law Judge to a 60 working day suspension.

A-7 NAFAEESA MILLER

Nafaeesa Miller, County Correction Officer, Burlington County, County Jail, 20 working day suspension on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 20 working day suspension to a 15 working day suspension.

ACTION: The Civil Service Commission modified the recommendation of the Administrative Law Judge and upheld the 20 working day suspension.

A-8 BENEDICT NWAOHA

Benedict Nwaoha, Accountant, Jersey City School District, release at the end of the working test period effective April 22, 2010.

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 JACKIE SETON

Jackie Seton, Human Services Assistant, Trenton Psychiatric Hospital, Department of Human Services, indefinite suspension pending disposition of criminal charges.

Recommendation of the Administrative Law Judge – Uphold the indefinite suspension.

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

A-10 LITORIA WRIGHT

Litoria Wright, County Correction Officer, Monmouth County, Department of Corrections and Youth Services, 30 working day suspension and restitution for the loss of County property in the amount of \$357.00 on charges of incompetency, inefficiency or failure to perform duties, neglect of duty, other sufficient cause and violation of Sheriff's Department policy and procedure.

Recommendation of the Administrative Law Judge – Uphold the 30 working day suspension and restitution in the amount of \$357.00.

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

VOTE:

Robert M. Czech	(Abstained)
Robert E. Brenner	(No)
Thomas J. Perna	(Yes)
Richard E. Williams	(Yes)

A-11 BRIAN BOTKA

Brian Botka, Boiler Operator, Hudson County, Department of Roads and Public Property, removal and resignation not in good standing effective December 12, 2007, on charges of insubordination, conduct unbecoming a public employee, neglect of duty and inability to perform duties.

Recommendation of the Administrative Law Judge – Reverse the removal and the resignation not in good standing and order the appointing authority to schedule a psychological evaluation of the appellant.

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

A-12 KEVIN CRUZ

Kevin Cruz, Human Services Assistant, New Lisbon Developmental Center, Department of Human Services, removal effective December 30, 2009, on charges of neglect of duty, physical or mental and verbal abuse of a patient, client, resident or employee, falsification, violation of a rule, regulation, policy, procedure, order or administrative decision, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

A-13 STEPHON DINSON

Stephon Dinson, Senior Medical Security Officer, Ann Klein Forensic Psychiatric Hospital, Department of Human Services, removal effective August 10, 2010, on charges of conduct unbecoming a public employee, insubordination and inappropriate physical contact or mistreatment of a patient, client, resident or employee.

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

ACTION: A motion was made to affirm the recommendation of the Administrative Law Judge.

VOTE:

Robert M. Czech	(No)
Robert E. Brenner	(Yes)
Thomas J. Perna	(No)
Richard E. Williams	(Yes)

The motion did not carry. Therefore, the initial decision was deemed approved.

A-14 ERNEST GREGG

Ernest Gregg, Identification Officer, Atlantic County, Sheriff's Department, removal effective January 23, 2009, on charges of incompetency, inefficiency or failure to perform duties, insubordination, inability to perform duties, conduct unbecoming a public employee, neglect of duty, misuse of public property, other sufficient cause and multiple violations of the County rules and regulations.

Recommendation of the Administrative Law Judge – Modify the removal to a five-day, 30-day, and 90-day suspension.

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

A-15 ALYSON HERIEGEL

Alyson Heriegel, Municipal Court Administrator, Stratford Borough, Department of Administration and Finance, 115-day suspension and removal effective June 28, 2010, on charges of incompetency, inefficiency, or failure to perform duties, inability to perform duties and neglect of duty.

Recommendation of the Administrative Law Judge – Uphold the removal effective March 5, 2010.

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

A-16 MICHAEL LARINO

Michael Larino, Fire Fighter, City of Bayonne, Department of Public Safety, removal effective March 2, 2010, on charges of incompetency, inefficiency, failure to perform duties, insubordination, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

VOTE:

Robert M. Czech	(Abstained)
Robert E. Brenner	(Yes)
Thomas J. Perna	(Yes)
Richard E. Williams	(Yes)

A-17 KRISTINA NITKA-THOR

Kristina Nitka-Thor, Secretarial Assistant, Morris County, Finance Department, removal effective April 16, 2010, on charges of insubordination, conduct unbecoming a public employee and misuse of public property.

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 CHANGE IN CLASSIFICATION PLAN – STATE GOVERNMENT – ENVIRONMENTAL SPECIALIST, SITE REMEDIATION TITLE SERIES

The Division of State and Local Operations requests that the Site Remediation variant titles with the Environmental Specialist title series be consolidated into the base titles effective the first pay period following the Civil Service Commission's action regarding this request. SLO also requests that the Site Remediation Technical Specialist and Senior Project Manager, Site Remediation Titles be designated as archaic the first pay period following the Commission's action regarding this request. The Department of Environmental Protection 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.



MEMORANDUM

DATE: April 06, 2011
TO: Civil Service Commission
FROM: Kenneth Connolly, Director *Kenneth Connolly*
State and Local Operations
SUBJECT: Change in State Classification Plan

DEPARTMENT OF ENVIRONMENTAL PROTECTION

The Division of State and Local Operations requests that the Site Remediation variant titles within the Environmental Specialist title series be consolidated into the base titles. The Site Remediation variants are currently assigned to Department of Environmental Protection (DEP). 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 title actions will be processed as lateral employee movements; appointment type to appointment type, with retention of existing status. There are no changes in class code or salary.

Upon successful completion of the consolidation process, the consolidated variant titles 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 the 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 title and unit scopes which have expired will be revived as necessary to address unanticipated situations which may arise.
- An employee's prior held title rights will not be impacted by this action.

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

CONSOLIDATION OF TITLE SERIES

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

<p>FROM Environmental Specialist 1, Site Remediation P 19-15852N Career M NE12</p>	<p>TO Environmental Specialist 1, P 19-15852 Career * NE12</p>
<p>Environmental Specialist 2, Site Remediation P 22-15853O Career M NE12</p>	<p>Environmental Specialist 2, P 22-15853 Career * NE12</p>
<p>Environmental Specialist 3, Site Remediation R 25-15854N Career M NL12</p>	<p>Environmental Specialist 3, R 25-15854 Career * NL12</p>
<p>Environmental Specialist 4, Site Remediation S 28-15855L Career M NL12</p>	<p>Environmental Specialist 4, S 28-15855 Career * NL12</p>

TITLES TO BE MADE ARCHAIC

We request the following two titles be designated as archaic as they are no longer needed and there is no intention to make further appointments to them. The titles shall be inactivated as and when they are vacated.

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

Site Remediation Technical Specialist
 P 28 - 15857 Career M NL12

Senior Project Manager Site Remediation
 P 30 - 59992 Non-Competitive M NL12

Attachments

Attachment A: Crosswalk of all employees in the Site Remediation variant.

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

**B-2 CHANGE IN CLASSIFICATION PLAN – STATE GOVERNMENT –
STANDARDS AND PROCEDURES TECHNICIAN TITLE SERIES**

The Division of State and Local Operations requests that department specific variant titles in the Standards and Procedures Technician title series be consolidated into the base titles and that the Supervisor, Standards and Procedures title be inactivated effective the first pay period following the Civil Service Commission's action regarding this request.



MEMORANDUM

DATE: April 7, 2011
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 Division of State and Local Operations requests that the department specific variant titles in the Standards and Procedures Technician series be consolidated into the base titles. These variant titles are currently assigned to the Department of Environmental Protection (DEP).

The definition, requirements, and knowledge, skills, and abilities sections of the base titles have been modified to accommodate the proposed title consolidation. DEP has been given the opportunity to review the proposal and all articulated concerns have been discussed and resolved.

The title series will be numbered in accordance with the current practice, with the numerical suffix "1" representing the lowest level (entry level) to "4" representing the highest level (supervisory level) in this series.

The title actions will be processed as lateral employee movements; appointment type to appointment type, with retention of existing status. There are no changes in class code or salary.

Upon successful completion of the consolidation process, the consolidated variant titles 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 the 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.

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- Eligibility lists for affected title and unit scopes which have expired will be revived as necessary to address unanticipated situations which may arise.
- An employee's prior held title rights will not be impacted by this action.

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 beginning of the first pay period that follows the Commission's approval of this change in the State Classification plan.

FROM

Standards and Procedures Technician
Bilingual Spanish/English
P 21-62193F Career * 3512

TO

Standards and Procedures Technician 1
Bilingual Spanish/English
P 21-62193F Career * 3512

CONSOLIDATION OF TITLE SERIES

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

FROM

Standards and Procedures Technician, EP
P 21-62193G Career M 3512

TO

Standards and Procedures Technician 1
P 21-62193 Career * 3512

Senior Standards and Procedures Technician, EP
P 24-62194C Career M NE12

Standards and Procedures Technician 2
P 24-62194 Career * NE12

Principal Standards and Procedures Technician, EP
R 27-62195C Career M NL12

Standards and Procedures Technician 3
R 27-62195 Career * NL12

Supervisor Standards and Procedures
S29-62196 Career * NL12

Standards and Procedures Technician 4
S29-62196 Career * NL12

TITLE INACTIVATION

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

The following title will be inactivated; the N4 workweek is not used for this function.

Supervisor Standards and Procedures
S 30-62199 Career M N412

Attachments

Attachment A: Crosswalk of all employees in the DEP variant.

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

B-3 CHANGE IN CLASSIFICATION PLAN – LOCAL GOVERNMENT – VINELAND MUNICIPAL ELECTRIC UTILITY

The Division of State and Local Operations requests that a new dual title of Maintenance Repairer/Radio Dispatcher be created to address a classification need at the Vineland Municipal Electric Utility and that the title of Building Maintenance Worker/Radio Dispatcher be inactivated.



MEMORANDUM

DATE: April 11, 2011
 TO: Civil Service Commission
 FROM: Kenneth Connolly, Director
 State and Local Operations
 SUBJECT: Change in the Classification Plan

LOCAL GOVERNMENT

The Division of State and Local Operations requests a new dual title to be created to address a classification need at the Vineland Municipal Electric Utility (VMEU).

The VMEU currently uses dual titles to perform radio dispatching and other needed functions at the facility. A thorough review of the classification and organizational structure of the VMEU indicates the request is warranted.

Concurrently, an unneeded local title will be inactivated. The VMEU is the only agency using the title to be inactivated, thus, there is no impact on other agencies.

ESTABLISHMENT OF DUAL TITLE:

Effective: 01-15-2011

Maintenance Repairer/Radio Dispatcher
 _____ Competitive Local

TITLE INACTIVATION:

This inactivation will be effective following appointment to the above title.

Building Maintenance Worker/Radio Dispatcher
 05721 Competitive Local

KC/JM/BP

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

B-4 CHANGE IN CLASSIFICATION PLAN – STATE AND LOCAL GOVERNMENT – CHEMIST TITLE SERIES – TITLE CONSOLIDATION INITIATIVE

The Division of State and Local Operations requests the consolidation of 4 local Chemist titles. SLO also requests that 5 State Chemist titles be made common for use by local government.

**MEMORANDUM**

DATE: April 18, 2011
TO: Civil Service Commission
FROM: Kenneth Connolly, Director
State and Local Operations *Kenneth Connolly*
SUBJECT: Change in State Classification Plan

**CHEMIST TITLES
TITLE CONSOLIDATION INITIATIVE**

The Division of State and Local Operations requests the consolidation of various local government Chemist titles with similar functions.

Titles possessing similar duties, responsibilities and experience requirements were identified to determine the practicality and appropriateness of title consolidation. The result of this review indicates four (4) local titles will be consolidated and five (5) State Chemist titles should be made common for use by local government.

This consolidation will provide local jurisdictions with the flexibility needed to more efficiently meet their responsibilities, while also providing employees with enhanced career advancement opportunities.

The definitions, requirements, knowledge, skills and abilities sections of the State Chemist title specifications have been modified to accommodate the proposed title consolidation.

The title actions will be processed as lateral employee movements; appointment type to appointment type, with retention of existing status.

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

- Promotional and open competitive lists issued from pending announcements for any affected 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.

Local Appointing Authorities have been given the opportunity to review this proposal and all articulated issues have been reviewed and addressed.

RESTRUCTURING OF STATE TITLE SERIES:

Effective: Changes will be effective the first pay period following the Commission's approval.

FROM:

Chemist Trainee
 P95-01550 State Career * 35/12

Chemist
 P19-01552 State Career * 35/12

Senior Chemist
 P22-01553 State Career * 35/12

Principal Chemist
 R25-01554 State Career * 35/12

Supervising Chemist
 S28-01555 State Career * 35/12

TO:

Chemist Trainee
 P95-01550 Common Career * 35/12

Chemist 1
 P19-01552 Common Career * 35/12

Chemist 2
 P22-01553 Common Career * 35/12

Chemist 3
 P22-01553 Common Career * 35/12

Chemist 4
 S28-01555 Common Career * 35/12

TITLE CONSOLIDATION & MOVEMENT OF INCUMBENTS:

Effective: Changes will be effective the first pay period following the Commission's approval.

FROM:

Chemist, Water Analysis
05152 Career (C) Local

Senior Chemist
03241 Career (C) Local

Senior Chemist, Water Analysis
07509 Career (C) Local

Chief of Water Quality
05581 Career (C) Local

TO:

Chemist 1
P19-01552 Common Career * 35/12

Chemist 2
P22-01553 Common Career * 35/12



Chief Chemist , Water Analysis
05631 Career (C) Local

KC/JM/BP/GB

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

B-5 CHANGE IN CLASSIFICATION PLAN – STATE GOVERNMENT – CONTRACT ADMINISTRATOR TITLE SERIES

The Division of State and Local Operations requests that certain department specific variant titles in the Contract Administrator title series be consolidated into base titles and that the Supervising Contract Administrator title be inactivated effective the first pay period following the Civil Service Commission's action regarding this request.



MEMORANDUM

DATE: April 8, 2011
 TO: Civil Service Commission
 FROM: Kenneth Connolly, Director
 State and Local Operations *Kenneth Connolly*
 SUBJECT: Change in State Classification Plan

CONTRACT ADMINISTRATOR SERIES

The, Division of State and Local Operations, requests that certain department specific variant titles in the Contract Administrator series be consolidated into the base titles. These variant titles are currently assigned to the Department of Environmental Protection and Department of the Treasury.

The definition, requirements, and knowledge, skills, and abilities sections of the base titles have been modified to accommodate the proposed title consolidation. The affected agencies have been given the opportunity to review the proposal and all articulated concerns have been discussed and resolved.

The title series will be numbered in accordance with the current practices, with the numerical suffix "1" representing the lowest level (entry) to "3" representing the highest level (supervising) in this series.

The title actions will be processed as lateral employee movements; appointment type to appointment type, with retention of existing status. There will be no changes in class code or salary. An employee's prior held title rights will not be impacted by this action.

Upon successful completion of the consolidation process, the consolidated variant titles 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 the 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 title and unit scopes which have expired will be revived as necessary to address unanticipated situations which may arise.
- An employee's prior held title rights will not be impacted by this action.

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 beginning of the first pay period that follows the Commission's approval of this change in the State Classification plan.

FROM

Contract Administrator 2
P 23-51255 Career * 4012

Contract Administrator 1
P 27-51253 Career * 4E12

TO

Contract Administrator 1
P 23-51255 Career * 4012

Contract Administrator 2
P 27-51253 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.

FROM

Contract Administrator 2 EP
P 22-51254C Career M NE12

Contract Administrator 2 HRDI
P 22-51254F Career D NE12

Contract Administrator 1 EP
P 26-51252C Career * NL12

Supervising Contract Administrator
S 29-51250C Career M NL12

TO

Contract Administrator 1
P 22-51254 Career * NE12

Contract Administrator 2
P 26-51252 Career * NL12

Contract Administrator 3
S 29-51250 Career * NL12

TITLE INACTIVATION

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

The following title will be inactivated; the N4 workweek is not used for this function.

Supervising Contract Administrator
S 30-51251 Career * N412

Attachments

Attachment A: Crosswalk of all employees in the DEP variant. There are no incumbents in the Treasury (HRDI) variant.

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

B-6 CHANGE IN CLASSIFICATION PLAN – LOCAL GOVERNMENT – OCCUPATIONAL GROUP 18 (OCCUPATIONS IN RECREATION) TITLE CONSOLIDATION INITIATIVE

The Division of State and Local Operations request consolidation of 14 local government titles and inactivation of one title within Occupational Group 18 (Occupations in Recreation).



MEMORANDUM

DATE: April 18, 2011
 TO: Civil Service Commission
 FROM: Kenneth Connolly, Director
 State and Local Operations
 SUBJECT: Change in the Classification Plan

LOCAL GOVERNMENT
TITLE CONSOLIDATION INITIATIVE

The Division of State and Local Operations requests the consolidation of various local government titles within Occupational Group 18 (Occupations in Recreation).

Titles possessing similar duties, responsibilities and experience requirements were identified to determine the practicality and appropriateness of title consolidation. The result of this review indicates fourteen (14) local titles may be consolidated.

The identified titles are all in some capacity involved in the operation of a recreational program designed to meet the needs of a community. The core function, providing recreational services, is consistent throughout the series regardless of the area of specialization. Thus, we request consolidation of the specialty areas into the corresponding generic base title at each level.

The definitions, requirements, knowledge, skills and abilities sections of the title specifications have been modified to accommodate the proposed title consolidation. As a result, the proposed title specifications are broader and more general, allowing for greater flexibility across jurisdictions.

The title actions will be processed as lateral employee movements; appointment type to appointment type, with retention of existing status.

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

- Promotional and open competitive lists issued from pending announcements for any affected 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.

In addition, we request the inactivation of one (1) title. The title is presently unencumbered.

Local Appointing Authorities have been given the opportunity to review this proposal and all articulated issues have been reviewed and addressed.

TITLE CONSOLIDATION & MOVEMENT OF INCUMBENTS:

Effective: Changes will be effective the first pay period following the Commission's approval.

FROM:		TO:
Recreation Supervisor, Arts & Crafts 03021 Career (C) Local		Recreation Supervisor 03020 Career (C) Local
Recreation Supervisor, Cultural Services 03022 Career (C) Local	➡	
Recreation Supervisor, Drama 03024 Career (C) Local	➡	
Recreation Supervisor, Senior Citizens 03035 Career (C) Local	➡	
Recreation Supervisor, Sports 03037 Career (C) Local	➡	
Recreation Spvr, Women & Girls Activities 03039 Career (C) Local	➡	

FROM:		TO:
Youth Activities Supervisor 04331 Career (C) Local	➔	
Recreation Leader, Arts & Crafts 02995 Career (C) Local		Recreation Leader 02993 Career (C) Local
Recreation Leader, Boxing 02998 Career (C) Local	➔	
Recreation Leader, Drama 03001 Career (C) Local	➔	
Recreation Leader, Senior Citizens 03008 Career (C) Local	➔	
Recreation Leader, Social Recreation 03009 Career (C) Local	➔	
Recreation Leader, Sports 03010 Career (C) Local	➔	
Recreation Attendant 02989 Career (NC) Local		Recreation Aide 02983 Career (NC) Local

TITLE INACTIVATION:

Effective: Changes will be effective the first pay period following the Commission's approval.

Playground Director
02692 Career (C) Local

KC/JM/BP/GB

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

B-7 ANTHONY LOPEZ

Anthony Lopez 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 (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-8 THOMAS MURTHA

Thomas Murtha, a Supervisor, Amusement Rides and Mechanical Inspection with the Department of Community Affairs, appeals the denial of sick leave injury (SLI) benefits.

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

B-9 NICHOLAS STAPLES

Nicholas Staples, a Cook, 12 Months with the Hagedorn Psychiatric Hospital, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

B-10 TERESA RAMEY

Teresa Ramey, an Accountant with the Newark School District, appeals her non-appointment from the eligible list for Principal Auditor (PM0391J), Newark School District.

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

B-11 MATTHEW WIESNIEWSKI

Matthew Wiesniewski, represented by Mark W. Catanzaro, Esq., appeals the decision of the Division of State and Local Operations, which removed the appellant's name from the Police Sergeant (PM2583K), Burlington City, employment list due to the appellant's failure to respond to the Certification Notice.

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

B-12 PATRICIA MONTERO

Patricia Montero, a Keyboarding Clerk 1 with Bergen County, represented by Stephen V. Schuster, Esq., requests additional relief with regard to the August 30, 2008 Bergen County layoff and her reinstatement as a Clerk Typist.

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

B-13 TEMPORARY LAYOFFS FISCAL YEAR 2009

Various unrepresented State employees appeal temporary layoffs of May and June 2009 which were authorized by *N.J.A.C. 4A:8-1.1A*.

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

VOTE:

Robert M. Czech	(Abstained)
Robert E. Brenner	(Yes)
Thomas J. Perna	(Yes)
Richard E. Williams	(Yes)

B-14 ERIC VOLPE

Eric Volpe, a Laborer with the City of Wildwood's Department of Public Works and Public Property, 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 denied.

B-15 RALPH LEWIS

Ralph Lewis, an Assistant Regional Electrical Supervisor with the Department of Transportation, appeals the determination of the Director of the Division of Civil Rights and Affirmative Action, stating that the appellant failed to present sufficient evidence to support a finding that he 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-16 ROBIN MAGARGAL

Robin Magargal, a former Secretarial Assistant 3 with the Department of Military and Veterans' Affairs, requests reconsideration of the final decision of the Civil Service Commission rendered on January 13, 2010, stating that the petitioner failed to present sufficient evidence to support a finding that she had been subjected to additional violations of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

This matter was held over at the April 20, 2011 Commission meeting for further review.

ACTION: The Civil Service Commission directed that this request for reconsideration be granted and the appeal be granted in part.

B-17 ACCOUNTING ASSISTANT (C0131M), MONMOUTH COUNTY

Monmouth County requests permission not to make an appointment from the October 26, 2010 certification for Accounting Assistant (C0131M).

ACTION: The Civil Service Commission granted the request for an appointment waiver and assessed no selection costs at this time.

VOTE:

Robert M. Czech	(Abstained)
Robert E. Brenner	(Yes)
Thomas J. Perna	(Yes)
Richard E. Williams	(Yes)

B-18 COMMUNICATIONS OFFICER (SPECIAL REEMPLOYMENT LIST) AND (M1536J), NEWARK

Newark, represented by David N. Gambert, Assistant Corporation Counsel, requests permission not to make an appointment from the August 26, 2008 certification for Communications Officer (Special Reemployment List) and (M1536J).

ACTION: The Civil Service Commission granted the request for an appointment waiver and assessed partial selection costs in the amount of \$1,024.

B-19 SUPERVISING MECHANIC (PM0101L), NEWARK

Newark requests permission not to make an appointment from the March 1, 2010 certification for Supervising Mechanic (PM0101L).

ACTION: The Civil Service Commission granted the request for an appointment waiver and assessed partial selection costs in the amount of \$557.

B-20 ACCOUNT CLERK (M1650J) AND (M0056L), PATERSON

The Division of State and Local Operations requests that Paterson be ordered to return the January 7, 2020 certification (OL100033) of the eligible list for Account Clerk (M1650J) and (M0056L) for proper disposition.

ACTION: The Civil Service Commission granted the request.

B-21 JUVENILE DETENTION OFFICER (C2166K), HUDSON COUNTY

The Division of State and Local Operations requests that Hudson County be ordered to return the April 13, 2010 certification of the eligible list for Juvenile Detention Officer (C2166K) for proper disposition.

ACTION: The Civil Service Commission granted the request.

B-22 PLANNING AIDE (C0312K), HUDSON COUNTY

The Division of State and Local Operations requests that Hudson County be ordered to return the November 4, 2009 certification of the eligible list for Planning Aide (C0312K) for proper disposition.

ACTION: The Civil Service Commission granted the request.

B-23 JOSEPH KRENTZ, JOHN SIERCHIO AND ANTHONY ARGENTO

Bloomfield, represented by Brian J. Aloia, Esq., petitions the Civil Service Commission for revival of the Police Lieutenant (PM2528H) and the Police Sergeant (PM2574H), eligible lists, in order to effectuate the terms of the settlement agreement with Joseph Krentz and John Sierchio. Anthony Argento, a Police Sergeant with Bloomfield, requests a retroactive date of permanent appointment, effective January 18, 2011.

ACTION: The Civil Service Commission denied the requests.

B-24 JACQUES SORET

The Department of Children and Families requests that the provisions of *N.J.A.C. 4A:4-1.1(c)* be relaxed in order to allow Jacques Soret to be provisionally appointed, pending promotional examination procedures, to the title of Telecommunications Systems Analyst 1.

ACTION: The Civil Service Commission granted the request.

B-25 ROLANDO SANTIAGO

The appeal of Rolando Santiago, a Police Officer with Camden, of his suspension for the period from February 7, 2001 to December 14, 2004, on charges, was heard by Administrative Law Judge John Schuster, III, who rendered his initial decision on February 17, 2011. At its meeting on April 20, 2011, the Civil Service Commission adopted the ALJ's recommendation to reverse the suspension. However, the Commission found it necessary to address the exceptions and cross exceptions filed by the parties. The proposed decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the decision.

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

B-26 DEBORAH COWELL

Deborah Cowell appeals the decision of the Division of State and Local Operations that the proper classification of her position with the Department of Environmental Protection was Site Remediation Technical Specialist from March 1, 2008 to January 30, 2009 and thereafter that the proper classification of her position is Principal Environmental Specialist, Site Remediation. The appellant seeks a Site Remediation Technical Specialist classification.

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

B-27 RALPH D'ARIES AND DENISE WEBB

In response to a motion filed by the Civil Service Commission, the Appellate Division, Superior Court of New Jersey, has remanded the appeals of Ralph D'Aries and Denise Webb, represented by Joseph J. Bell, Esq., regarding the decision rendered on August 19, 2009, which found that D'Aries' position is properly classified as a Principal Registered Environmental Health Specialist, Public Health and that Webb's position is properly classified as a Registered Environmental Health Specialist, Public Health for clarification.

ACTION: The Civil Service Commission affirmed the prior classification determinations concerning the positions in Sussex County encumbered by Ralph D'Aries and Denise Webb.

B-28 ROSE MARIE DAVIS

Rose Marie Davis appeals the September 9, 2010 decision of the Division of State and Local Operations which found that her position with the Civil Service Commission was correctly classified as Human Resource Consultant 2, effective November 21, 2009. The appellant seeks a Human Resource Consultant 3 classification.

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

VOTE:

Robert M. Czech	(Abstained)
Robert E. Brenner	(Yes)
Thomas J. Perna	(Yes)
Richard E. Williams	(Yes)

B-29 EDWARD GLASSEN, ET AL.

Edward Glassen, Patrick Donaghy, and Glenn Spadone, Fire Fighters with the Township of Irvington, and Michael Torsiello, Joseph Del Sordo, and Michael Giordano, Fire Lieutenants with the Township of Irvington, represented by Daniel J. Zirrith, Esq., request relief from the Civil Service Commission concerning the cancellation of the January 14, 2010 certifications of the Fire Lieutenant (PM2505H) and Fire Captain (PM3509H) eligible lists. Additionally, the appellants appeal the decisions of the Division of State and Local Operations that the effective date of reclassification of their respective positions is July 3, 2010.

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

B-30 JOSE GONZALEZ

Jose Gonzalez appeals the determination of the Division of State and Local Operations that his position is properly classified as Supervising Contracting Administrator. The appellant seeks a Supervising Administrative Analyst classification.

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

B-31 JOAN LOUIS

Joan Louis appeals the determination of the Division of State and Local Operations that her position is properly classified as a Charge Nurse, 12 months. The appellant seeks a Supervisor of Nursing Services classification.

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

B-32 CHARLES MCCLOSKEY

Charles McCloskey, represented by Joseph J. Bell, Esq., appeals the determination of the Division of State and Local Operations that his position with Morristown is properly classified as a Senior Groundskeeper. The appellant seeks a Supervising Groundskeeper classification.

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

B-33 JENNIFER MILLS

Jennifer Mills appeals the decision of the Division of State and Local Operations which found that her position is properly classified as Guardianship Services Specialist 1. The appellant seeks a Supervising Program Support Specialist (Assistance Programs) classification.

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

B-34 DORIS PINTO

Doris Pinto appeals the decision of the Division of State and Local Operations which found that her position is properly classified as Technical Assistant 3, Community Affairs. The appellant seeks a Technical Assistant 2, Community Affairs classification.

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

B-35 JEFFREY WILLIAMS

Jeffrey Williams appeals the decision of the Division of State and Local Operations which found that his position with Delran Township is properly classified as Municipal Department Head. The appellant seeks a Sewage Plant Superintendent/Sewer Superintendent classification.

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

B-36 CHIMANLAL ANTALA

Chimanlal Antala appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for the title of Supervising Engineer 2, Surface Design (PS3440T), Department of Transportation.

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

B-37 JOHN BEDFORD, III

John Bedford, III appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for the title of Storekeeper 2 (PS7404K), Ann Klein Forensic Hospital.

ACTION: The Civil Service Commission directed that this appeal be denied and the matter of the classification of the appellant's provisional position be referred to the Division of State and Local Operations for further review.

B-38 WILLIAM DAVIS

William Davis appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for the title of Storekeeper 2 (PS7566J), Rowan University.

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

B-39 JUSTIN ECKER

Justin Ecker appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for the title of Administrative Analyst 2 Data Processing (PS6305K), Department of Human Services.

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

B-40 JAMES GEORGE

James George appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for the title of Storekeeper 2 (PS7566J), Rowan University.

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

B-41 JEANINA E. GOOS

Jeanina E. Goos appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the requirements for the promotional examination for the title of Technical Support Specialist 2 (PS8454K), Department of Children and Families.

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

B-42 DEVON L. GRAF

Devon L. Graf appeals the determination of the Division of Selection Services which found that he did not meet the requirements for the open-competitive examination for Director of Welfare (C0261M), Camden County.

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

B-43 WONDER HENDERSON

Wonder Henderson appeals the determination of the Division of Selection Services that she did not meet the eligibility requirement for the open competitive examination for Field Representative Citizens Complaints (C0338M), Essex County.

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

B-44 NILDA HERNANDEZ

Nilda Hernandez appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the requirements for the promotional examination for Assistant Administrative Supervisor of Family Services (PC0532M), Passaic County.

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

B-45 MAURICE ISAZA

Maurice Isaza appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for the title of Administrative Analyst 2 Data Processing (PS7079N), Department of Labor and Workforce Development.

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

B-46 JESSICA LARNEY

Jessica Larney appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the promotional examination for Assistant Municipal Clerk (PM0917M), Township of Brick.

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

B-47 KEITH LEWANDOWSKI

Keith Lewandowski appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for the title of Administrative Analyst 2 Data Processing (PS7079N), Department of Labor and Workforce Development.

ACTION: The Civil Service Commission directed that this appeal be denied and the matter of the classification of the appellant's provisional position be referred to Division of State and Local Operations for further review.

B-48 RICHARD MOORE

Richard Moore appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the open competitive examination for the title of Assistant Manager Animal Control Facility (M1157L), Ewing.

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

B-49 HENRIETTA OWUSU

Henrietta Owusu appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for the title of Chief Housing Production (PM0477M), Trenton.

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

B-50 LORRAINE PENTZ

Lorraine Pentz appeals the determination of the Division of Selection Services that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Administrative Assistant 3 (PS8523G), Department of Environmental Protection.

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

B-51 TRACIE SHORTE

Tracie Shorte appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the open competitive examination for the title of Manager Abatement and Special Taxes (M0254M), Newark.

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

B-52 RONNETTE WHITE

Ronnette White appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for the title of Administrative Analyst 2 Data Processing (PS7079N), Department of Labor and Workforce Development.

ACTION: The Civil Service Commission directed that this appeal be denied and the matter of the classification of the appellant's provisional position be referred to the Division of State and Local Operations for further review.

B-53 JOANNE YOST

Joanne Yost appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the promotional examination for Secretarial Assistant 3, Non-Stenographic (PS9171J), Richard Stockton College of New Jersey.

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

B-54 ANDREA ZELENAK

Andrea Zelenak appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for the title of Administrative Analyst 2 Data Processing (PS0212K), Department of Human Services.

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

B-55 RICHARD CASELLA

Richard Casella appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-56 MICHAEL CONFORTI

Michael Conforti appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-57 DANIEL DELANEY

Daniel Delaney appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-58 HENRY DIGUILIO

Henry DiGuilio appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-59 GERARD FISHER

Gerard Fisher appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-60 ROBERT HALTER

Robert Halter appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-61 JOHN JOHNSON

John Johnson appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-62 KARL KEPPEM

Karl Keppen appeals his rank and score on the promotional examination for Supervising Public Safety Telecommunicator (PM1049L), Camden.

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

B-63 DENNIS KROLL

Dennis Kroll appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-64 KEVIN NALLY

Kevin Nally appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-65 MICHAEL NICKERSON

Michael Nickerson appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-66 SEAN VERDI

Sean Verdi appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-67 DENNIS WHELAN

Dennis Whelan appeals his score on the examination for Fire Officer 2 (PM3504L), Jersey City.

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

B-68 JOSE M. PAIS

The City of Perth Amboy, on behalf of Jose M. Pais, 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 the City of Perth Amboy.

ACTION: The Civil Service Commission granted the request.

B-69 BETH LARKIN

The Office of the Attorney General, on behalf of Beth Larkin, a Supervisor, Records Management, with the Division of State Police, Department of Law and Public Safety, requests a waiver of repayment of a salary overpayment, pursuant to N.J.S.A. 11A:3-7, which provides that when an employee has erroneously received a salary overpayment, the Civil Service Commission may waive repayment based on a review of the case. It also requests that her salary be "red circled."

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

B-70 JANET MARTINEZ

Janet Martinez appeals the decision of the Division of State and Local Operations, which removed the appellant's name from the Supervising Family Service Specialist 2 (PS6051K), Department of Children and Families, employment list due to the appellant's failure to respond to the Certification Notice.

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

B-71 THOMAS FERRARA

Thomas Ferrara appeals the decision of the Division of State and Local Operations that the proper classification of his position with the Department of Environmental Protection was Site Remediation Technical Specialist from March 1, 2008 to January 30, 2009 and thereafter that the proper classification of his position is Principal Environmental Specialist, Site Remediation. The appellant seeks a Site Remediation Technical Specialist classification.

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

B-72 GLENN SAVARY

Glenn Savary, represented by Scott I. Fegley, Esq., appeals the decision of the Division of State and Local Operations that the proper classification of his position with the Department of Environmental Protection was Site Remediation Technical Specialist from April 12, 2008 to January 30, 2009 and thereafter that the proper classification of his position is Principal Environmental Specialist, Site Remediation. The appellant seeks a Site Remediation Technical Specialist classification.

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

B-73 DIANE LEE

The Department of Corrections petitions the Civil Service Commission for reconsideration of the final administrative decision, rendered on March 10, 2010, in which the Commission restored Diane Lee to the Correction Officer Recruit (S9999H) eligible list.

This matter was held over from the April 20, 2011 Civil Service Commission meeting for further review.

ACTION: The Civil Service Commission granted the request.

B-74 ADOPTED AMENDMENTS: N.J.A.C. 4A:1-1.3 AND 3 (GENERAL RULES AND COMMISSION ORGANIZATION)

Submitted for the Commission's approval is a Notice of Adoption of a proposal to amend N.J.A.C. 4A:1-1.3 and 3. The amendments would update provisions of the rules regarding the respective powers and duties of the Civil Service Commission and the Chair/CEO of the Commission. No comments were received during the public comment period. Therefore, it is recommended that this proposal be adopted without change.

ACTION: The Civil Service Commission adopted the amendments.

B-75 CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of April 20, 2011.

ACTION: The Civil Service Commission adopted the minutes of its meeting of April 20, 2011.

VOTE:

Robert M. Czech	(Yes)
Robert E. Brenner	(Yes)
Thomas J. Perna	(Abstained)
Richard E. Williams	(Yes)

B-76 BRUCE COOPER

The appeal of Bruce Cooper, a Senior Police Officer with the Department of Human Services, of his 5 working day and 10 working day suspensions, on charges, was heard by Administrative Law Judge John Schuster III, who rendered his initial decision on August 31, 2010. At its meeting on April 20, 2011, the Civil Service Commission adopted the ALJ's recommendation to modify the penalty to a 40 working day suspension on all charges. However, the Commission found it necessary to address the exceptions filed by the appellant. 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	(Yes)
Thomas J. Perna	(Abstained)
Richard E. Williams	(Yes)

B-77 MAVIS C. FAULKNOR

The appeal of Mavis C. Faulknor, a Nutrition Program Coordinator, Women, Infants and Children Program, with the City of Newark, of her removal effective May 31, 2007, on charges, was heard by Administrative Law Judge Caridad F. Rigo, who rendered her initial decision on September 13, 2010. At its meeting on April 20, 2011, the Civil Service Commission adopted the ALJ's recommendation to uphold the removal. 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)**
 Robert E. Brenner **(Yes)**
 Thomas J. Perna **(Abstained)**
 Richard E. Williams **(Yes)**

B-78 DAVID LAMARR

The appeal of David Lamarr, a Police Officer with the City of Newark, of his 30 working day suspension, beginning March 2, 2009, on charges, was heard by Administrative Law Judge Gail M. Cookson, who rendered her initial decision on January 25, 2011. At its meeting on April 20, 2011, the Civil Service Commission did not adopt the ALJ's recommendation to reverse the suspension. Rather, the Commission ordered that the matter be remanded to the Office of Administrative Law. The proposed decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the decision.

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

B-79 BRIAN OTT

The appeal of Brian Ott, a Police Officer with the City of Somers Point, of his removal effective October 26, 2010, on charges, was heard by Administrative Law Judge Bruce M. Gorman, who rendered his initial decision on March 16, 2011. At its meeting on April 20, 2011, the Civil Service Commission adopted the ALJ's recommendation to uphold the removal. However, the Commission found it necessary to address the exceptions filed by the appellant. 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 **(Yes)**
 Thomas J. Perna **(Abstained)**
 Richard E. Williams **(Yes)**

B-80 CHARLES KING

The appeal of Charles King, a Police Officer with the City of Long Branch, Police Department, of his removal on charges, was heard by Administrative Law Judge Edward J. Delanoy, Jr., who rendered his initial decision on October 14, 2010. At its meeting on April 20, 2011, the Civil Service Commission adopted the ALJ's recommendation to uphold the appellant's removal. 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)**
 Robert E. Brenner **(Yes)**
 Thomas J. Perna **(Abstained)**
 Richard E. Williams **(Yes)**

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, May 18, 2011, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.

Robert M. Czech
Chairperson
Civil Service Commission