



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  
OCTOBER 17, 2012**

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

**October 17, 2012**

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**A regular meeting of the Civil Service Commission was held on Wednesday, October 17, 2012, 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 Appeals and Regulatory Affairs.**

**In accordance with L.1975, c.231, the Secretary to the Civil Service Commission opened the meeting with the following statement:**

**Notice of this meeting was filed with the Secretary of State and sent to the Trentonian, Trenton Times, Courier-Post and Star Ledger on November 28, 2011, 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 Jannell Barr  
Camden County  
Department of Corrections  
Suspension

In the Matter of Lavater Bateman  
Camden County  
Department of Health Services  
Removal

In the Matter of Shana Davis  
Camden County  
Department of Corrections  
Suspension

In the Matter of Rajhein Dubois  
Newark School District  
Removal

In the Matter of Denise Eyman  
New Lisbon Developmental Center  
Department of Human Services  
Removal

In the Matter of Aneta Hamilton  
Greystone Park Psychiatric Hospital  
Department of Human Services  
Removal

In the Matter of Marquis Harden  
Woodbine Developmental Center  
Department of Human Services  
Removal

In the Matter of Ebony Johnson  
Trenton Psychiatric Hospital  
Department of Human Services  
Suspension

In the Matter of Stephen Protzo  
Bergen County  
Department of Public Works  
Removal

In the Matter of Robert Whiteman  
Township of Parsippany-Troy Hills  
Police Department  
Suspension and Demotion

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

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

**A-2 STEPHANO ANDERSON**

Stephano Anderson, Laborer, City of Wildwood, Department of Public Works and Public Property, appeals the good faith of the layoff effective June 2, 2011, for reasons of economy and efficiency.

Recommendation of the Administrative Law Judge – Uphold the layoff.

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

**A-3 EDDIE BROWN**

Eddie Brown, Police Officer, City of Newark, Police Department, 30-day suspension on charges of violation of Police Department rules and regulation regarding obedience to orders, disobedience of orders, sick leave policy and procedures, and malingering.

Recommendation of the Administrative Law Judge – Uphold the 30-day suspension.

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

**A-4 ANNE MARIE JEUDY**

Anne Marie Jeudy, Institutional Attendant, Morris County, Department of Human Services, 30 working day suspension on charges of chronic and excessive absenteeism or lateness and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the 30 working day suspension.

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

**A-5 ROBERT KELLY**

Robert Kelly, Maintenance Worker 1 Transportation, Department of Transportation, seven working day suspension on charges of insubordination, other sufficient cause and leaving assigned work area without permission.

Recommendation of the Administrative Law Judge – Modify the seven working day suspension to a five working day suspension.

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

**A-6 EDWARD LEVERETT**

Edward Leverett, Senior Correction Officer, Northern State Prison, Department of Corrections, 30 working day suspension on charges of conduct unbecoming a public employee, other sufficient cause, discourtesy to public, visitors, inmates, residents or patients and violation of a rule, regulation, policy, procedure, order, or administrative decision.

Recommendation of the Administrative Law Judge – Reverse the 30 working day suspension.

**ACTION:** The Civil Service Commission directed that this matter be held over at the appellant's request to file cross exceptions.

**A-7 LIONEL DABNEY**

Lionel Dabney, Laborer, Atlantic City Municipal Utilities Authority, removal effective June 24, 2011, on charges of insubordination, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

**A-8 NITIN DOSHI**

Nitin Doshi, Human Services Specialist 2 Union County, Department of Human Services, removal effective February 14, 2011, on charges of 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.

**A-9 DARRIAN HUDGINS**

Darrian Hudgins, Laborer 1, Atlantic City, Department of Public Works, removal effective November 4, 2011, on charges of chronic or excessive absenteeism and/or lateness and violation of Department policy and procedures regarding attendance and punctuality.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

**A-10 DANNY TAN**

Danny Tan, Sheriff's Officer, Hudson County, Sheriff's Department, removal, on charges of violations of rules and regulations regarding reporting for duty, inability to perform duties 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)**

**SECTION B – MISCELLANEOUS MATTERS****B-1 ALBA E. FEBUS**

Alba E. Febus, represented by Eric M. Mark, Esq., appeals her rejection as a County Correction Officer candidate by Essex County and its request to remove her name from the eligible list for County Correction 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 granted.

**B-2 SEAN P. LAGRAVENIS**

Sean P. Lagravenis, represented by Joseph W. Oxley, Esq., appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (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.

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

**B-3 JESSE E. NAGLE**

Jesse E. Nagle 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 (S9987M) 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 STEPHANIE RODRIGUEZ**

Stephanie Rodriguez, represented by Andrew L. Watson, Esq., appeals her rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove her name from the eligible list for Correction Officer Recruit (S9987M) on the basis of psychological unfitness to perform effectively the duties of the position.

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

**B-5 JOSEPH J. TROISE**

Joseph J. Troise, represented by Anthony J. Fusco, Jr., Esq., appeals his rejection as a Police Officer candidate by Newark and its request to remove his name from the eligible list for Police Officer (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 granted.

**B-6 LAWRENCE BEACH**

Lawrence Beach, a former Plumber with Camden County, Department of Buildings and Operations, appeals the determination of his layoff rights.

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

**B-7 KEVIN MCNEAR**

Kevin McNear, a Senior Correction Officer with South Woods State Prison, Department of Corrections, represented by Paul L. Kleinbaum, Esq., seeks Civil Service Commission resolution of a dispute concerning his entitlement to back pay during the period of his indefinite suspension.

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

**B-8 ISAIAH KNOWLDEN**

The Department of Human Services, represented by Christopher J. Hamner, Deputy Attorney General, petitions the Civil Service Commission for a stay of the decision, *In the Matter of Isaiah Knowlden* (CSC, decided April 4, 2012), which affirmed the reinstatement of Isaiah Knowlden, a Human Services Assistant with Trenton Psychiatric Hospital, DHS, following a six-month suspension. Additionally, Knowlden requests enforcement of that decision.

**ACTION:** The Civil Service Commission directed that the request for a stay be denied, and the request for enforcement be granted in part.

**B-9 NICHOLAS MANLA**

The Department of Human Services, represented by Brandon Hawkins, Deputy Attorney General, petitions the Civil Service Commission for a stay of the decision, *In the Matter of Nicholas Manla* (CSC, decided June 6, 2012), which denied the appointing authority's petition for reconsideration of the reinstatement of Nicholas Manla, a Human Services Assistant with North Jersey Developmental Center, DHS, following a 20 working day suspension.

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

**B-10 NELSON ALAMO**

Nelson Alamo appeals the determination of the Division of Selection Services which denied him admittance to the promotional examination for Police Lieutenant (PM5028N), Jersey City.

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

**B-11 MARK GOSE**

Mark Gose appeals the determination of the Division of Selection Services and Recruitment which denied him admittance to the promotional examination for Fire Chief (PM0808P), Wildwood due to a late application.

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

**B-12 BRIAN SCHLUETER**

Brian Schlueter, represented by Philip Nettel, Esq., appeals the decision of the Department of Corrections which removed his name from the Correction Officer Recruit (S9999K) eligible list on the basis that he falsified his pre-employment application.

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

**B-13 MICHAEL MATARANGOLO**

Michael Matarangolo requests a retest of the promotional examination for Park Maintenance Worker (PC0794N), Middlesex County.

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

**B-14 DEBORAH MCINTOSH**

Deborah McIntosh, a Hospital Attendant with Meadowview Psychiatric Hospital, Department of Health and Human Services, Hudson County, represented by Timothy C. King, Esq., requests that the Civil Service Commission reinstate her appeal of a 15-day suspension effective May 30, 2012, which was dismissed based on her failure to appear at her scheduled settlement conference.

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

**B-15 JACQUELINE BROWN**

Jacqueline Brown requests that the Civil Service Commission accept her experience to qualify for a prospective promotional examination for the title of Administrative Analyst 2, Department of Transportation.

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

**B-16 KATHRYN HARMON**

Camden County Health Services Center requests that Kathryn Harmon's out-of title experience be accepted to qualify her for a prospective examination for the competitive title of Training Technician. Additionally, the appointing authority requests that the provisions of *N.J.A.C. 4A:4-1.1(c)* be relaxed in order to allow Ms. Harmon to be provisionally appointed, pending promotional examination procedures, to Training Technician.

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

**B-17 GERTRUDE V. KENNEDY**

Mercer County appeals the decision of the Division of Classification and Personnel Management which restored Gertrude V. Kennedy's name to the eligible list for Keyboarding Clerk 1 (Special Reemployment List), Mercer County.

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

**B-18 VONDALYN MCKEITHEN**

Vondalyn McKeithen requests that the Civil Service Commission accept her experience to qualify for a prospective promotional examination for the title of Supervising Administrative Analyst, Department of Law and Public Safety.

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

**B-19 MICHELLE PROVENZANO**

Michelle Provenzano, a Campus Police Officer Recruit with Montclair State University appeals the imposition of a 12-month working test period and her salary as a Campus Police Officer Recruit.

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

**B-20 NANCY AVILA**

Nancy Avila appeals the decision of the former Division of State and Local Operations that the proper classification of her position with the Department of Children and Families is Budget Analyst 1. The appellant seeks an Administrative Analyst 1 job classification.

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

**B-21 PATRICK DERRICO**

Patrick Derrico appeals the decision of the Division of Classification and Personnel Management which found that his position with the Department of the Treasury is properly classified as Investigator 3, Taxation. The appellant seeks an Investigator 2, Taxation job classification.

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

**B-22 DIANE MELILLO**

Diane Melillo appeals the determination of the former Division of State and Local Operations that her position with the Vineland School District is properly classified as Payroll Clerk. The appellant seeks a Principal Payroll Clerk job classification.

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

**B-23 LU ANN MILLER**

Lu Ann Miller appeals the decision of the Division of Classification and Personnel Management which found that her position with the Department of the Treasury is properly classified as Technical Assistant 2, Treasury. The appellant seeks a Fiscal Analyst job classification.

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

**B-24 CAROL PFIEFFER**

Carol Pfeiffer appeals the determination of the former Division of State and Local Operations that her position with the Motor Vehicle Commission is properly classified as a Secretarial Assistant 3 (Non-Stenographic). The appellant seeks an Administrative Assistant 3 job classification.

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

**B-25 KINYA SCOTT**

Kinya Scott appeals the determination of the former Division of State and Local Operations that her position with the Department of the Treasury is properly classified as an Auditor 2, Taxation. The appellant seeks an Auditor 1, Taxation job classification.

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

**B-26 SYLVIA SMITH**

Sylvia Smith appeals the decision of the Division of State and Local Operations which found that her position with New Jersey City University is properly classified as Principal Clerk Typist. The appellant seeks a Professional Services Specialist 4, Administrative Services job classification.

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

**B-27 LATISHA BARRETT**

Latisha Barrett, a Clerk Typist with New Jersey City University, appeals the decision of the President of the University stating that there was insufficient evidence to find additional violations of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**B-28 SUSAN GUERRINI**

Susan Guerrini, a former Assistant Professor with The College of New Jersey, appeals the determination of the President of The College of New Jersey, which found 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-29 INVESTIGATOR, COUNTY WELFARE AGENCY (PC1668K)**

The Bergen County Board of Social Services requests that the eligible list for Investigator, County Welfare Agency (PC1668K), be extended for one year beyond its original expiration date.

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

**B-30 REPRESENTATIVE, CITIZENS' COMPLAINTS (M0605M), NEWARK**

Newark requests permission not to make an appointment from the August 12, 2011 certification for Representative, Citizens' Complaints (M0605M).

**ACTION:** The Civil Service Commission granted an appointment waiver and assessed selection costs in the amount of \$2,048.

**B-31 SOCIAL SERVICES ASSISTANT (C0264P), SALEM COUNTY**

Salem County requests permission not to make an appointment from the July 31, 2012 certification for Social Services Assistant (C0264P).

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

**B-32 MICHAEL ANDRADE**

Michael Andrade, represented by Jennifer Pisano, Esq., petitions the Civil Service Commission for reconsideration of the decision rendered on June 6, 2012, regarding the determination that his name was not added to the list for Fire Fighter (M2505M), Bloomfield.

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

**B-33 NERMEEN BAKHOUM AND DWAYNE DEFREITAS**

Nermeen Bakhoun and Dwayne Defreitas appeal the determinations of the Division of Selection Services and Recruitment which found that Nermeen Bakhoun did not meet the experience requirements, and Dwayne Defreitas did not meet the experience requirements, per the substitution clause for education, for the open-competitive examination for Senior Quality Control Reviewer (S0369P), Statewide.

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

**B-34 TIM BRUEY**

Tim Bruey appeals the validity and the test administration of the promotional examination for Hearing Officer 1, State Parole Board (PS6875I).

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

**B-35 ALFRED T. FORSTER AND EDWARD G. HUEBSCH**

Alfred T. Forster and Edward G. Huebsch appeal their scores on the promotional examination for Crew Supervisor, Highway Maintenance (PS6397T), Department of Transportation.

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

**B-36 ROBERT GRIPPE, JR.**

Robert Grippe, Jr. appeals the determination of the Division of Selection Services and Recruitment which found that he was below the minimum requirements in education for the promotional examination for Network Administrator 1 (PC0044P), Burlington County.

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

**B-37 RAFAEL MENDEZ**

Rafael Mendez appeals his score for the bilingual portion of the examination for Probation Officer, Bilingual in Spanish/English.

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

**B-38 DAISY PEREZ**

Daisy Perez appeals the validity of the promotional examination for Driver Improvement Analyst 3 (PS4852T), Motor Vehicle Commission.

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

**B-39 KAREN PIERSON**

Karen Pierson appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in experience for the promotional examination for Head Procurement Clerk (PS5864I), Department of Corrections.

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

**B-40 GLEN ROAMES II**

Glen Roames II appeals the determination of the Division of Selection Services that found that he did not meet the experience requirements for the promotional examination for Engineer in Charge of Maintenance 1 (PS5324I), Southern State Correctional Facility (Delmont).

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

**B-41 KEVIN TEEHAN**

Kevin Teehan appeals the determination of the Division of Selection Services, which found that he did not meet the experience requirements for the promotional examination for General Supervisor Public Works (PM0164N), Woodbridge.

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

**B-42 SAFIYAH WADUD**

Safiyah Wadud appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Senior Administrative Analyst (PM1221N), Newark.

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

**B-43 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of October 3, 2012.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of October 3, 2012.

**B-44 COLEEN THOMAS-GARWOOD**

Coleen Thomas-Garwood appeals the determination of the Division of Selection Services and Recruitment which found that she was not eligible for the promotional examination for Cottage Training Supervisor (PS6685K), North Jersey Developmental Center, Department of Human Services, because her application was received after the closing date of the examination announcement.

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

**B-45 STEPHEN BONSIK, ET AL.**

Stephen Bonsick, Orlando Robinson, and James Straube, Police Officers with Paterson, and Washington Griffin, a Police Lieutenant with Paterson, represented by Joseph S. Murphy, Esq., request retroactive dates of appointment.

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

**B-46 RICHARD GUNOSKEY, ET AL.**

The Department of Environmental Protection petitions the Civil Service Commission to acknowledge the settlements reached between it and Richard Gunoskey, Joseph Ludovico, Felicia Fieo, Kristin Hansen and Linda Walsh, which provide these individuals with payments and/or retroactive permanent appointments to Environmental Specialist 4.

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

**B-47 STEPHEN KULP**

The appeal of Stephen Kulp, a Cottage Training Technician with Hunterdon Developmental Center, Department of Human Services, of his removal effective July 23, 2011, on charges, was heard by Administrative Law Judge John Schuster, III (ALJ), who rendered his initial decision on August 28, 2012. At its meeting on October 3, 2012, the Civil Service Commission adopted the ALJ's recommendation to reverse the appellant's removal. 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.

**B-48 CURTIS ROBINSON**

The appeal of Curtis Robinson, a Senior Medical Security Officer with Ann Klein Forensic Psychiatric Hospital, Department of Human Services, of his removal effective January 12, 2011, on charges, was heard by Administrative Law Judge Patricia M. Kerins (ALJ), who rendered her initial decision on April 16, 2012. At its meeting on October 3, 2012, the Civil Service 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.

**B-49 REALLOCATION OF STATE, LOCAL AND COMMON TITLES FROM THE COMPETITIVE TO THE NON-COMPETITIVE DIVISION OF THE CAREER SERVICE**

The Division of Classification and Personnel Management recommends reallocation of various State, Local and common titles to the non-competitive division of the career service in accordance with *N.J.A.C. 4A:3-1.2*.

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

**B-50 DATA PROCESSING ANALYST 1 (PS6869I), DEPARTMENT OF CORRECTIONS**

The Department of Corrections requests that the eligible list for Data Processing Analyst 1 (PS6869I), which expired on September 29, 2012, be revived and extended until December 31, 2012.

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

**B-51 JUDICIARY CLERK 3 (S7345P) AND JUDICIARY CLERK 3, BILINGUAL IN SPANISH AND ENGLISH (S7351P)**

The Judiciary requests the revival and extension of the eligible lists for Judiciary Clerk 3 and Judiciary Clerk 3, Bilingual in Spanish and English.

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

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, November 7, 2012, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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