



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
DECEMBER 18, 2013**

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

DECEMBER 18, 2013

A regular meeting of the Civil Service Commission was held on Wednesday, December 18, 2013, 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 30, 2012, 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 Leon Craig
 City of East Orange
 Police Department
 Suspension

In the Matter of Wilman Diaz
 Morris County
 Sheriff’s Department
 Suspension

In the Matter of Ignacio Espinal
 New Jersey Developmental Center
 Department of Human Services
 Suspension

In the Matter of Shannon Gregory
 Monmouth County
 Police Radio Department
 Removal and Resignation not in good standing
VOTE: Robert M. Czech (Abstained)
 Robert E. Brenner (Yes)
 Thomas J. Perna (Yes)
 Richard E. Williams (Yes)

In the Matter of Kevin Johnson
 City of Newark
 Police Department
 Suspension

In the Matter of Philip Rodriquez
 City of East Orange
 Police Department
 Suspension

In the Matter of Alneesa R. Rudolph
 Burlington County
 County Jail
 Suspension and Removal

In the Matter of Rockean Sanders
City of Newark
Police Department
Suspension

In the Matter of Julio Santiago
City of Hoboken
Department of Environmental Services

In the Matter of Teela Smith
New Jersey State Prison
Department of Corrections
Suspension

In the Matter of Jawan Snowden
Passaic County
Preakness Healthcare Center
Suspension

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

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 JAIME COLON

Jaime Colon, Police Lieutenant, City of Elizabeth, Police Department, 21 working day suspension on charges of neglect of duty and other sufficient cause related to department rules of conduct bearing on general conduct, accountability, performance and cooperation.

Recommendation of the Administrative Law Judge – Modify the 21 working day suspension to a five working day suspension.

ACTION: The Civil Service Commission rejected the recommendation of the Administrative Law Judge and modified the 21 working day suspension to a 10 working day suspension.

A-3 MITCHELL KAFTON

Mitchell Kafton, Police Officer, Jackson Township, Police Department, 10 working day suspension, on charges of conduct unbecoming a public employee, insubordination and conducting personal business while on duty.

Recommendation of the Administrative Law Judge – Modify the 10 working day suspension to an oral reprimand.

ACTION: The Civil Service Commission rejected the recommendation of the Administrative Law Judge and modified the 10 working day suspension to an official written reprimand.

A-4 HEATHER BOEHM

Heather Boehm, Sheriff's Officer, Cumberland County, Sheriff's Department, removal effective June 10, 2013, on charges of insubordination 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-5 TISHONA CHAPLIN

Tishona Chaplin, Police Officer, City of Newark, Police Department, removal effective January 18, 2012, on charges of conduct in public and private, association with the criminal element, false statement and neglect of duty.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

A-6 EDWARD D. FEYKO

Edward D. Feyko, Senior Recycling Operator, Ocean County, Department of Solid Waste Management, removal effective July 9, 2012 on charges of chronic or excessive absenteeism or lateness, conduct unbecoming a public employee and violation of Federal regulations concerning drug and alcohol use by and testing of employees who perform functions related to the operation of commercial motor vehicles and state and local policies issued thereunder.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

A-7 NIKIA RIVERA (REMAND)

Nikia Rivera, Correction Officer, Cumberland County, Department of Corrections, removal effective January 24, 2012, on charges of job abandonment.

Recommendation of the Administrative Law Judge – Acknowledge the settlement and grant the appellant’s motion to enforce settlement.

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

A-8 HUEILAN WANG

Hueilan Wang, Judiciary Account Clerk 2, Union Vicinage, Judiciary, removal effective July 19, 2012, on charges of violation of policy concerning juror service by Judiciary employees and code of conduct for judiciary employees.

Recommendation of the Administrative Law Judge – Reverse the removal.

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

VOTE:


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

A-9 KEITH BARNES - SETTLEMENT

In the Matter of Keith Barnes
Adult Diagnostic and Treatment Center
Department of Corrections
Removal

ACTION: The Civil Service Commission acknowledged the settlement.

SECTION B – MISCELLANEOUS MATTERS**B-1 CHANGE IN CLASSIFICATION PLAN – TITLE REACTIVATION**

	MEMORANDUM
DATE:	November 26, 2013
TO:	Civil Service Commission
FROM:	Kenneth Connolly, Director <i>Kenneth Connolly</i> Classification and Personnel Management
SUBJECT:	Change in the State Classification Plan
<u>STATE GOVERNMENT TITLES</u>	
The Department of Community Affairs (DCA) requests the reactivation of Inspector Trainee (53707). The title was inactivated in January as part of a mass inactivation of unencumbered trainee titles. DCA did not object to the action at that time but has since requested reactivation with plans for immediate use.	
The effective date of these actions will be the first pay period that follows the Commission's approval of the action.	
<u>TITLE REACTIVATION</u>	
Inspector Trainee I95-53707	Non-competitive S NE12
KC/JT/GS	
<hr/> <small>www.state.nj.us/csc</small>	

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

B-2 THOMAS MCCOOL

The Superior Court of New Jersey, Appellate Division, has remanded *In the Matter of Thomas McCool, Property Clerk (C0645M), Cape May County (CSC, decided April 3, 2013)* to the Civil Service Commission for further agency review.

ACTION: The Civil Service Commission directed that the Commission's decision in *In the Matter of Thomas McCool, Property Clerk (C0645M), Cape May County (CSC, decided April 3, 2013)* be vacated.

B-3 SHANITA ALVAREZ

Shanita Alvarez appeals the determination of the Division of Selection Services which found that she was not eligible for the promotional examination for Supervising Family Service Specialist 2 (PS6696K), Department of Children and Families, because she was not employed in the announced unit scope.

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

B-4 ACQUANETTA KING

The County of Morris requests that Acquanetta King's out-of-title experience be accepted to qualify her for a prospective promotional examination for the title of Assistant County Adjuster.

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

B-5 JUAN ABREU

Juan Abreu appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9987M), Department of Corrections eligible list on the basis of falsification of the employment application.

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

B-6 JOHN COY

John Coy appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Police Officer (S9999M), Borough of Fair Lawn, eligible list due to his failure to respond to the Notice of Certification.

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

B-7 ALEX DAVIS, JR.

Alex Davis, Jr., appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Police Officer (S9999M), East Orange eligible list on the basis of an unsatisfactory driving record.

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

B-8 NAAZIR JACKSON

Naazir Jackson appeals the determination of the Division of Classification and Personnel Management upholding the removal of his name from the eligible list for Correction Officer Recruit (S9987M), Department of Corrections, on the basis of an unsatisfactory criminal record.

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

B-9 CRYSTAL JOHNSON

Crystal Johnson appeals the determination by the Division of State and Local Operations, which found that the appointing authority had presented a sufficient basis to remove her name from the Correction Officer Recruit (S9998K), eligible list due to falsification of her pre-employment application and an unsatisfactory employment history.

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

B-10 ANTONIO J. SANTOS

Antonio J. Santos, represented by Thomas Cammarata, Esq., appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the eligible list for Police Officer (S9999M), City of Jersey City, on the basis of having an unsatisfactory background report.

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

B-11 EDNA SOUZA

Edna Souza appeals the decision of the Division of Classification and Personnel Management, which found that the Department of Corrections had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9987M), DOC, eligible list on the basis that she falsified her employment application.

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

B-12 JORGE TORO

Jorge Toro appeals the determination of the Division of Classification and Personnel Management upholding the removal of his name from the eligible list for Human Services Specialist 1 (C0489M), Morris County, on the basis of failure to complete pre-employment processing.

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

B-13 JOHN TRACY

John Tracy, represented by Alex Klein, Esq., appeals the decision of the Division of Classification and Personnel Management, which upheld the removal of his name from the eligible list for Fire Fighter (M2377H), Newark, on the basis that he was outside the residency scope.

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

B-14 MIGUEL VEGA

Miguel Vega appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9987M), DOC, eligible list due to falsification of his pre-employment application and an unsatisfactory criminal record.

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

B-15 KERRY HAZEL

Woodbine Developmental Center requests that the Civil Service Commission waive the written test requirement for Kerry Hazel for the promotional examination for Cottage Training Technician (PS8387K), Woodbine Developmental Center, Department of Human Services.

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

B-16 GARY ALBANESE

Gary Albanese appeals the determination of the Division of Selection Services denying his request for a make-up examination for the oral portion of the examination for Fire Captain (PM5234N), Newark.

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

B-17 ALVIN SPEARMAN, JR.

Alvin Spearman, Jr., appeals the determination of the Division of Selection Services denying his request for a make-up examination for Deputy Fire Chief (PM1320P), Orange.

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

B-18 B. G.

B. G., a Charge Nurse, 12 Months, with Woodbine Developmental Center, Department of Human Services, appeals the determination of the Assistant Commissioner, which found sufficient evidence that she had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace (State Policy).

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

B-19 D. J.

D. J., a Charge Nurse, 12 Months, with Woodbine Developmental Center, Department of Human Services, appeals the determination of the Assistant Commissioner, which found sufficient evidence that she had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace (State Policy).

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

B-20 G. A.

G. A, a Charge Nurse, 12 Months, with Woodbine Developmental Center, Department of Human Services, appeals the determination of the Assistant Commissioner, which found sufficient evidence that the appellant had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace (State Policy).

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

B-21 J. L.

J. L., a Grounds Worker with Kean University, represented by Adam Epstein, Esq., appeals the determination of the President of Kean, stating that there was sufficient evidence to support a finding that he had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

B-22 ANGELA BROOKS

Angela Brooks appeals the decision of the former Division of State and Local Operations that her position with the Department of the Treasury is properly classified as an Auditor 3, Taxation. The appellant seeks an Auditor 2, Taxation job classification.

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

B-23 MEGAN BRUNATTI

Megan Brunatti appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of Environmental Protection is Environmental Specialist 3. The appellant seeks an Environmental Specialist 4 job classification.

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

B-24 KIERNEY CORLISS

Kierney Corliss 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 Pensions Benefits Specialist 2. The appellant seeks a Pensions Benefits Specialist 1 job 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-25 CAROL DIAMONDE

Carol Diamonde appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the City of Trenton is Clerk 3. The appellant seeks a Risk Manager, Insurance Manager, or Senior Administrative Analyst job classification.

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

B-26 HARRY LAWRENCE

Harry Lawrence, represented by Richard Dann, President, CWA Local 1085, appeals the decision of the Division of Classification and Personnel Management that his position with the County of Salem is properly classified as Truck Driver. The appellant seeks an Equipment Operator or Equipment Operator/Truck Driver job classification.

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

B-27 MARLA LELIE

Marla Lelie appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of the Treasury is Technical Assistant 2, Treasury. The appellant seeks a Technical Assistant 1, Treasury job classification.

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

B-28 LISA MURPHY

Lisa Murphy appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of the Treasury is Technical Assistant 1, Treasury. The appellant seeks a Senior Claims Investigator job classification.

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

B-29 MARHABA OMER

Marhaba Omer appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of Transportation is a Senior Engineer Traffic. The appellant seeks a Principal Engineer Traffic job classification.

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

B-30 MICHELE ONDERDONK

Michele Onderdonk 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-31 ADRIENNE SCHMIDT

Adrienne Schmidt appeals the determination of the Division of Classification and Personnel Management that her position with the Brick Township School District is properly classified as a Keyboarding Clerk 2. The appellant seeks a Secretarial Assistant Keyboarding Clerk 3, or Keyboarding Clerk 4 job classification.

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

B-32 STACEY SCHRECKENGOST

Stacey Schreckengost 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 Senior Technician Management Information Systems. The appellant seeks an Administrative Analyst 3 job classification.

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

B-33 JUDITH SCORDATO

Judith Scordato 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 Technical Assistant 1, Treasury job classification.

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

B-34 MICHELLE SHAW

Michelle Shaw 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 Taxpayer Service Representative 3 job classification.

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

B-35 WENDELL BALL

The appeal of Wendell Ball, a Recreation Leader with the City of Orange Township, of his removal effective June 14, 2013, on charges, was heard by Administrative Law Judge Joann LaSala Candido (ALJ), who rendered her initial decision on October 30, 2013. At its meeting on December 4, 2013, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a 30 working day suspension. Rather, the Commission modified the removal to a 60 working day suspension. The proposed decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the decision.

B-36 JOSEPH GRAFFAGNINO

The appeal of Joseph Graffagnino, a County Correction Officer with Middlesex County, of his removal effective May 21, 2013, on charges, was heard by Administrative Law Judge Michael Antoniewicz (ALJ), who rendered his initial decision on November 1, 2013. At its meeting on December 4, 2013, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a five working day suspension. Rather, the Commission reversed the removal. The proposed decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the decision.

B-37 DONNA JACKSON

Donna Jackson, a County Correction Officer with Hudson County, represented by Michael S. Doran, Esq., petitions the Civil Service Commission for reconsideration of the decision, rendered on August 28, 2013, in which the Director of the Division of Appeals and Regulatory Affairs denied her request for a hearing with respect to her removal effective July 25, 2013.

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

B-38 MAIA ADLEMAN, ET AL.

Maia Adleman, Brooke Arnold, Belinda Artis, Nancy Avila, Lauren Bagnell, Tara Broglin, Monica Chavez, Belinda Craighead-Coleman, Anthony D'Errico, Teresa Edwards, Elaine Ellerbee-Nurse, Claudia Forte, L'Oreal Foye, Joseph Genco, Hubert Kalinowski, Petria Lewis, Maria Martin, Margie Ortiz, Gregory Rappaport, Deborah Rodriguez, Angelica Russell, Brenda Rzemyk, Nicole Smith, Stephanie Thompson, Jesenia Vargas, and Torra Waynick appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements, and Karen Stoever-Harris appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements per the substitution clause for education for the promotional examination for Administrative Analyst 1 (PS8077K), Department of Children and Families.

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

B-39 SUE BARBER, ET AL.

Sue Barber, Kimberlee Johnson, Rhonda Michelotti, and Leonor San Lucas appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements for the open competitive examination for Nursing Services Clerk (S0266R), Statewide.

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

B-40 KEVIN BENNETT

Kevin Bennett appeals his score on the examination for Battalion Fire Chief (PM0133P), Atlantic City.

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

B-41 SHERRY BROWN

Sherry Brown 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 Supervisor of Patients Accounts 2 (PS5782K), Developmental Disabilities.

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

B-42 ERICK BURD AND CRISTINA RODRIGUEZ

Erick Burd and Cristina Rodriguez appeal the determinations of the Division of Selection Services which found that they were below the minimum requirements in experience for a prospective provisional appointment to the title of Information Technology Specialist.

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

B-43 JORGE CARMONA

Jorge Carmona appeals the determination of the Division of Selection Services that he did not meet the educational requirements for the open competitive examination for Supervising Municipal Finance Auditor (S0608R), Statewide.

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

B-44 WILLIAM DILORENZO

William DiLorenzo appeals his score on the examination for Battalion Fire Chief (PM0133P), Atlantic City.

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

B-45 MICHAEL GELESKY

Michael Gelesky appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Equipment Operator (PC0677R), Middlesex County.

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

B-46 JOSEPH HAMMELL

Joseph Hammell appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open competitive examination for Habilitation Plan Coordinator (S0847P).

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

B-47 JOHN W. HUTCHINS

John W. Hutchins appeals the determination of the Division of Selection Services which found that he did not meet the requirements for the promotional examination for Motor Broom Driver (PM1112R), Plainfield.

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

B-48 CHRISTOPHER JOHNSON

Christopher Johnson appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the promotional examination for Senior Repairer (PS7795I), Garden State Reception and Youth Facility, Department of Corrections.

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

B-49 DONALD JOHNSON

Donald Johnson appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open competitive examination for Assistant Youth Opportunity Coordinator (M0237R), City of Elizabeth.

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

B-50 RODERICK KNOX

Roderick Knox appeals his score on the examination for Battalion Fire Chief (PM0133P), Atlantic City.

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

B-51 ROSELLE MCCATHERN

Roselle McCathern appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Legal Secretary 2 (S1046P), Statewide.

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

B-52 STEVE MCCONLOGUE

Steve McConlogue appeals his score on the examination for Battalion Fire Chief (PM0138P), Elizabeth.

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

B-53 STEPHANIE MENAGH

Stephanie Menagh appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Habilitation Plan Coordinator (S0847P).

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

B-54 DENISE RETTZO

Denise Rettzo 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 Deputy Municipal Court Administrator (PM0011Q), Lawrence.

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

B-55 KISHON RIDLEY

Kishon Ridley appeals the determination of the Division of Selection Services which found that she did not meet the minimum requirements in experience for the open competitive examination for Clerk 4 (M0303R), Plainfield.

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

B-56 SARA STEINMETZ

Sara Steinmetz appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Habilitation Plan Coordinator (S0847P).

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

B-57 WILLIAM YOUNG

William Young appeals his score on the examination for Battalion Fire Chief (PM0138P), Elizabeth.

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

B-58 EARLY SETTLEMENTS

In the Matter of Al-Nisa Flood
Department of Children and Families
Suspension

In the Matter of Lisa Little
Hunterdon Developmental Center
Department of Human Services
Suspension

In the Matter of Sakara McIver
Vineland Developmental Center
Department of Human Services
Release at the end of the working test period

In the Matter of Aly Meleis
Department of Transportation
Release at the end of the working test period

ACTION: The Civil Service Commission acknowledged the settlements.

B-59 SUSAN GLUCHANICZ

Susan Gluchanicz appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with Ramapo College of New Jersey is Professional Services Specialist 2, Administrative Services. The appellant seeks a Professional Services Specialist 1, Administrative Services job classification.

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

B-60 BRET REBURN

Bret Reburn appeals the determination of the Division of Classification and Personnel Management that his position with the Department of Environmental Protection is properly classified as an Environmental Specialist 3. The appellant seeks an Environmental Specialist 4 job classification.

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

B-61 MARK VAN KAMPEN

Mark Van Kampen appeals the decision of the Division of Classification and Personnel Management which found that his position with the Department of Labor and Workforce Development is properly classified as an Employment and Training Specialist 2. The appellant seeks an Employment and Training Specialist 1 job classification.

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

B-62 PATRICK MULLAN

Patrick Mullan, represented by Ken McNamara, President, CWA Local 1037, appeals his return from the title of Supervising Investigator, Law and Public Safety, to Investigator 1, Law and Public Safety.

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

B-63 CHANGE IN CLASSIFICATION PLAN

The Division of Classification and Personnel Management requests that the Electrical Engineer Trainee and Mechanical Engineer Trainee titles be made common.



MEMORANDUM

DATE: December 2, 2013

TO: Civil Service Commission

FROM: Kenneth Connolly, Director *Kenneth Connolly*
 Division Classification and Personnel Management

SUBJECT: Change in the Classification Plan

State Government Titles

The Division of Classification and Personnel Management requests a change in designation for the titles Electrical Engineer Trainee and Mechanical Engineer Trainee from State to Common. This action will provide local jurisdictions with the same hiring flexibility as state jurisdictions for this function.

The Electrical Engineer Trainee and Mechanical Engineer Trainee titles require Bachelor degrees in Electrical and Mechanical Engineering, respectively, and no experience. Making these titles Common will allow local jurisdictions to appoint new hires to trainee titles, and after one year make advancements to the local Assistant Engineer Electrical Utility and Assistant Engineer titles. As the journeyman titles require one year of experience, the trainee period will provide appointees with the requisite public works experience.

The effective date of change for the Electrical Engineer Trainee title will be the first pay period following the Commission's approval of the action.

Following the Commission's approval of this action, the effective date of change for the Mechanical Engineer Trainee title will be backdated to October 5, 2013, to accommodate the provisional currently residing therein.

Titles

From:
Electrical Engineer Trainee
P95-16690 (NC) State 40/12

To:
Electrical Engineer Trainee
P95-16690 (NC) Common 40/12

From:
Mechanical Engineer Trainee
P95-16890 (NC) State 40/12

To:
Mechanical Engineer Trainee
P95-16890 (NC) Common 40/12

KC/JT/BP/TL

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

B-64 E. L.

E. L., a Training and Staff Development Officer, Department of Human Services, appeals the determination of the Chief of Staff, 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.

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

B-65 COTTAGE TRAINING TECHNICIAN (PS7529K)

The Woodbine Developmental Center, Department of Human Services, requests that the list for Cottage Training Technician (PS7529K) be revived in order to effectuate the permanent appointment of Tracey Mathews.

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

B-66 MANAGEMENT ASSISTANT AND SENIOR MANAGEMENT ASSISTANT, DEPARTMENT OF CHILDREN AND FAMILIES

The Civil Service Commission, sua sponte, is reconsidering its decision in *In the Matter of Management Assistant and Senior Management Assistant, Department of Children and Families* (CSC, decided December 4, 2013).

ACTION: The Civil Service Commission directed that this request for reconsideration be granted and the Commission's order be updated.

B-67 VINCENZO TUBITO

Vincenzo Tubito, represented by Matteo Percontino, Esq., appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove his name from the eligible list for Correction Officer Recruit (S9987M), Department of Corrections, on the basis of having an unsatisfactory criminal record.

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

B-68 ERIC GANDY

The appeal of Eric Gandy, a Senior Correction Officer with Bayside State Prison, Department of Corrections, of his 120 working day suspension, on charges, was heard by Administrative Law Judge Damon G. Tyner (ALJ), who rendered his initial decision on October 30, 2013. At its meeting on December 4, 2013, the Civil Service Commission did not adopt the ALJ's recommendation to modify the 120 working day suspension to a 30 working day suspension. Rather, the Commission modified the 120 working day suspension to a 45 working day suspension. The proposed decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the decision.

B-69 BENJAMIN ORTEGA

The appeal of Benjamin Ortega, a Police Officer with the North Bergen Police Department, of his removal effective June 8, 2012, on charges, was heard by Administrative Law Judge Tiffany M. Williams (ALJ), who rendered her initial decision on October 24, 2013. At its meeting on December 4, 2013, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a 10 working day suspension. Rather, the Commission imposed a 30 working day suspension. The proposed decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the decision.

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

B-70 MARCO SEMINARIO

The appeal of Marco Seminario, a County Correction Officer with Hudson County, of his removal effective May 9, 2013, on charges, was heard by Administrative Law Judge Kimberly A. Moss (ALJ), who rendered her initial decision on November 6, 2013. At its meeting on December 4, 2013, the Civil Service Commission affirmed the ALJ's decision. 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.

B-71 ANTHONY GURAL, ET AL.

Anthony Gural (PM5092M), Elizabeth; Daniel O'Brien (PM5102M), Maple Shade; Damiano DePinto and Ryan Orange (PM5106M), Mount Laurel; William Kilcommons and Matthew Kurtz (PM5114M), Sayreville; Matthew Ralicki (PM5118M), Wanaque; Michael Cassidy (PM5120M), West Orange; Florence Ackerman (PM0619N), Paterson; Andrew Quinn (PM5091N) Bayonne; Justin Delaney, Paul Catalina and Erik Olsen (PM5099N), Brick; Gary Giardina and Joshin Smith (PM5105N), Clifton; Francis Pantaleo (PM5114N), Fort Lee; Wayne Zachowski (PM5120N), Jersey City; Frank DeBartola (PM5129N), Lodi; John Yurkovic (PM5137N), New Brunswick; Daniel Conte and Jeffrey Papienuk (PM5142N), Parsippany-Troy Hills; Brian Hassloch and David Pridham (PM5157N), Sparta; Jasen Bellamy (PM5160N), Union City; Christian Lott (PM0712P), Clark; William Walsh (PM0723P), Voorhees; appeal the multiple-choice portion of the examination for Police Sergeant (various jurisdictions).

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

B-72 CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of December 4, 2013.

ACTION: The Civil Service Commission adopted the minutes of its meeting of December 4, 2013.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, January 15, 2014, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.

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