



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/Chief Executive Officer

**AGENDA OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION
SEPTEMBER 3, 2014**

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

DISMISSAL FOR FAILURE TO APPEAR

The Civil Service Commission dismissed the following cases without prejudice for failure to appear at the scheduled hearing before the Office of Administrative Law:

Valerie M. Casale, Clerk Typist, William Paterson College, release at the end of the working test period.

Najee Jenkins, Public Safety Telecommunicator, City of Trenton, Police Department, suspension.

Diane Kringle, Recreation Therapy Aide, Passaic County, Preakness Hospital release at the end of the working test period.

Cheryl McCoy, Residential Services Worker, New Lisbon Developmental Center, Department of Human Services, release at the end of the working test period.

Cynthia Perez, Keyboarding Clerk 1, Essex County, Department of Citizen Services, suspension.

Elaine B. Todd, Clerk 1, City of Plainfield, Department of Administration, release at the end of the working test period.

ACTION:

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

David Anthony, Management Specialist, Hudson County, Sheriff's Department, removal.

Joseph Ayala, County Correction Officer, Hudson County, Department of Corrections, 3 suspensions.

Michael Biazzo, Police Officer, Pennsauken Township, Department of Public Safety, suspension.

Aixa Cruz, Technician MVC, Motor Vehicle Commission, suspension.

Ronald Farabella, Police Officer, City of Vineland, Department of Public Safety, suspension (Consolidated).

Marie Filoso, Senior Account Clerk, Borough of Hopatcong, removal.

Billy Grimsley, Custodial Worker, Newark Public School District, suspension.

Richard K. Ischinger, Engineer in Charge of Maintenance 1, Department of Treasury, removal.

Michael Killion, Police Officer, Pennsauken Township, Department of Public Safety, suspension.

Erik Morton, Police Officer, Pennsauken Township, Department of Public Safety, suspension.

Donald Myers, Beach Supervisor, Long Beach Township, Department of Public Affairs and Public Safety, layoff.

Linda Nace, Site Manager Nutrition Program Elderly, Atlantic City, Department of Human Services, suspension.

Kathleen Nevius, Security Guard, Newark Public School District, suspension.

Linda R. Phoenix, Clerk 1, Hudson County, Department of Roads and Public Property, suspension.

Saul Walker, County Correction Officer, Mercer County, Department of Public Safety, suspension.

ACTION:

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Joseph Cook
Borough of Fairlawn
Police Department
Suspension

In the Matter of Vanessa Green
City of Plainfield
Department of Public Safety
Removal

In the Matter of Lindsey M. Iavicola
Gloucester County
Department of Emergency Response
Suspension

In the Matter of Heather Johns
Cape May County
Sheriff's Department
Removal

In the Matter of Anifatu Kargbo
Ancora Psychiatric Hospital
Department of Human Services
Removal

In the Matter of Melissa Lewis
Bergen County
Department of Health
Removal and Resignation not in good standing

In the Matter of Meredith Palmer
Morris County
Sheriff's Department
Removal

In the Matter of Anthony Roberts
Burlington County
Department of Corrections
Removal

In the Matter of Marcella A. Sbarbaro (Consolidated)
City of Hackensack
Department of Community Affairs
Suspension

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

ACTION:

**A-2 MICHAEL J. LEWIS- CSC DOCKET NO. 2014-2165
OAL DOCKET NO. CSR: 2922-14**

Michael J. Lewis, County Correction Officer, Burlington County Jail, Department of Corrections, removal effective March 4, 2014 on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

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

ACTION:

**A-3 GARY MACDONALD- CSC DOCKET NO. 2014-28
OAL DOCKET NO. CSR: 9803-13**

Gary MacDonald, County Correction Officer, Mercer County, Department of Public Safety, multiple suspensions and removal effective June 25, 2013, on charges of conduct unbecoming a public employee, other sufficient cause, sleeping while on duty, intentional misstatement of material fact in connection with work, employment, application, attendance, or in any record report, investigation or other proceeding, incompetency, inefficiency or failure to perform duties, chronic or excessive absenteeism from work, chronic or excessive absenteeism or lateness, violation of administrative procedures and/ or regulations involving safety and security, insubordination and neglect of duty, loafing, idleness or willful failure to devote attention to tasks which could result in causing danger to persons or property.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

**A-4 NAIMA MAYERS- CSC DOCKET NO. 2013-2278
OAL DOCKET NO. CSV: 3497-13**

Naima Mayers, Human Service Specialist 1, Middlesex County Board of Social Services, 30 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 30 working day suspension to a three day suspension.

ACTION:

**A-5 JOSEPH RUGGIERO - CSC DOCKET NO. 2014-1411
OAL DOCKET NO. CSV: 17224-13**

Joseph Ruggiero, Parking Enforcement Officer, City of Hoboken, Department of Transportation and Parking, removal effective September 12, 2013, on the charge of resignation not in good standing.

Recommendation of the Administrative Law Judge – Uphold the resignation not in good standing effective September 12, 2013.

ACTION:

**A-6 DEAN SCHWANER- CSC DOCKET NO. 2014-2120
OAL DOCKET NO. CSR: 02835-14**

Dean Schwaner, Correction Officer Recruit, Mountainview Youth Correctional Facility, Department of Corrections, removal effective February 10, 2014, on charges of conduct unbecoming a public employee, other sufficient cause, use, possession or sale of any controlled dangerous substance, and violation of a rule, regulation, policy, procedure, order or administrative decision.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

**A-7 VANESSA SHAVERS-JOHNSON- CSC DOCKET NO. 2014-149
OAL DOCKET NO. CSV: 10838-13**

Vanessa Shavers-Johnson, Teachers Aid, Newark Public School District, removal effective June 28, 2013, on charges of conduct unbecoming a public employee, neglect of duty, insubordination and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

**A-8 MANUEL SUAREZ- CSC DOCKET NO. 2013-2438
OAL DOCKET NO. CSV: 07366-13**

Manuel Suarez, Public Safety Telecommunicator, Town of West New York, Department of Public Safety, resignation not in good standing effective April 19, 2011, on charges of neglect of duty, abandonment of job and resigning not in good standing.

Recommendation of the Administrative Law Judge – Modify the resignation not in good standing to a resignation in good standing effective April 19, 2011.

ACTION:

SECTION B – MISCELLANEOUS MATTERS

B-1 BRIAN CARABELLESE – CSC DOCKET NO. 2014-1496

Brian Carabellese, represented by Daniel J. Zirrith, Esq., appeals the removal of his name from the Fire Fighter (M2554M), City of Newark, eligible list due to his failure to meet the residency requirement.

ACTION:

B-2 DAVID CUPON – CSC DOCKET NO. 2015-146

The Town of Phillipsburg and David Cupon, Police Officer, request the transfer of his accumulated seniority from Warren County to Phillipsburg.

ACTION:

B-3 MOSHOOD ANIMASAUN – CSC DOCKET NO. 2014-1819

Moshood Animasaun 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 Program Specialist 4 Social/Human Services (PS9836K), Department of Human Services eligible list on the basis of a false statement of a material fact.

ACTION:

B-4 MELISSA EDWARDS – CSC DOCKET NO. 2014-2344

Melissa Edwards, a Senior Probation Officer, with the Judiciary, Essex Vicinage, requests that the Civil Service Commission reinstate her appeal of her 10-day suspension, which was dismissed based on her failure to appear at her settlement conference.

ACTION:

B-5 SEAY FLETCHER – CSC DOCKET NO. 2014-1680

Seay Fletcher, represented by Jeffrey J. Berezny, Esq., appeals the removal of his name from the Fire Fighter (M2554M), City of Newark, eligible list due to an unsatisfactory criminal record.

ACTION:

B-6 JACOB R. MILLER – CSC DOCKET NO. 2014-2033

Jacob R. Miller, represented by Stephen J. Wenger, 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 Correction Officer Recruit (S9988R), Department of Corrections eligible list on the basis of an unsatisfactory criminal record.

ACTION:

B-7 JARON S. RANDALL – CSC DOCKET NO. 2013-2797

Jaron S. Randall appeals his rejection as a Medical Security Officer Recruit candidate by the Department of Human Services and its request to remove his name from the eligible list for Medical Security Officer Recruit (S2191N) on the basis of a positive drug test.

ACTION:

B-8 CINDY SCOTT – CSC DOCKET NO. 2014-2225

Cindy Scott appeals the decision of the Division of Classification and Personnel Management which found that the appointing authority had presented a sufficient basis to remove her name from the eligible list for County Correction Officer (C9975M), Mercer County based on an unsatisfactory background report.

ACTION:

B-9 RICHARD THOMAS – CSC DOCKET NO. 2014-2799

Richard Thomas 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 (S9988R), Department of Corrections, eligible list, on the basis of an unsatisfactory criminal record and falsification of his employment application.

ACTION:

B-10 DONALD WATKINS – CSC DOCKET NO. 2014-441

Donald Watkins appeals the decision of the Division of Classification and Personnel Management which upheld the removal of his name from the Correction Officer Recruit (S9987M), Department of Corrections, eligible list, on the basis of failure to appear for pre-employment processing.

ACTION:

B-11 SARAMMA ANIL – CSC DOCKET NO. 2014-3009

Saramma Anil, a Principal Clerk Typist with the Department of Human Services, Greystone Park Psychiatric Hospital, represented by Christopher Young, CWA Local 1040, appeals her lateral displacement to the same title at Greystone Park Psychiatric Hospital as she requests a regular appointment to the title Technical Assistant 3.

ACTION:

B-12 STEVE CHERIAN – CSC DOCKET NO. 2014-3117

Steve Cherian, a former Human Services Technician with the Department of Human Services, Greystone Park Psychiatric Hospital, appeals his demotion in lieu of layoff to Human Services Assistant at Hunterdon Developmental Center.

ACTION:

B-13 ANDREA GOLDSBORO, ET AL. – CSC DOCKET NO. 2014-2940

Andrea Goldsboro, Karen Lyden, Joyce Wells, Nadeania Lugo and Denise White, represented by Robert Yaeger, CWA Local 1040, appeal their layoff rights from their positions at Vineland Developmental Center.

ACTION:

B-14 ANTHONY OBIDIGBO – CSC DOCKET NO. 2014-2954

Anthony Obidigbo, a former Human Services Technician with the Department of Human Services, Greystone Park Psychiatric Hospital, appeals his demotion in lieu of layoff to Human Services Assistant.

ACTION:

B-15 CAROL STILLO – CSC DOCKET NO. 2014-3225

Carol Stillo, a former Clerk Typist with the Department of Human Services, Hunterdon Developmental Center, appeals the determination of her layoff rights.

ACTION:

B-16 JAMES GALEA, ET AL. – CSC DOCKET NO. 2014-1842

James Galea, Jordan Ivy, Nicholas Lauletta, Jose Leon, Chris Neal, and Robin Warker, represented by George Hebert, President, Fraternal Order of Police, Atlantic Lodge #34, appeal the decisions of the Division of Classification and Personnel Management that their positions are properly classified as County Correction Officer. The appellants seek Clerk 2, Maintenance Repairer, Electrician, Carpenter, Painter, Locksmith, Plumber and Welder job classifications.

ACTION:

B-17 LATRESSA GLASCO – CSC DOCKET NO. 2014-2987

Latressa Glasco appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of Treasury is Field Representative, Local Property Tax. The appellant seeks a Senior Field Representative, Local Property Tax job classification.

ACTION:

B-18 LORETTA SAXTON – CSC DOCKET NO. 2014-721

Loretta Saxton appeals the decision of the Division of Classification and Personnel Management that her position with the Department of Labor and Workforce Development is properly classified as an Accounting Assistant. The appellant seeks an Accountant 3 job classification.

ACTION:

B-19 JENNIFER BOSE – CSC DOCKET NO. 2014-3173

Jennifer Bose requests a make-up examination for the open-competitive examination for Instructor Counselor (S0044R), Statewide.

ACTION:

B-20 CHAD COSTELLO – CSC DOCKET NO. 2015-335

Chad Costello appeals the denial of his request for a make-up for the open-competitive examination for Social Worker 1, (S1046R), Statewide.

ACTION:

B-21 CARLYE LAMARCA – CSC DOCKET NO. 2014-3077

Carlye Lamarca requests that she receive a permanent appointment to the title of Technical Assistant, Contract Administration.

ACTION:

B-22 JUSTIN PEGGS – CSC DOCKET NO. 2014-8

Justin Peggs, represented by Kenneth A. Sandler, Esq., appeals the Township of Deptford's decision to terminate his temporary employment as a Laborer, effective June 11, 2013.

ACTION:

B-23 APRIL ROBERTS – CSC DOCKET NO. 2014-2650

The Judiciary requests approval to place April Roberts, a Judiciary Account Clerk 2, on continuous leaves of absence from her career service title from August 2008 through the present.

ACTION:

B-24 TAMI VANDERGROEF – CSC DOCKET NO. 2014-3068

Sussex County requests that Tami Vandergroef's out-of-title work experience be accepted to qualify her for a prospective promotional examination for Senior Personnel Technician, Sussex County.

ACTION:

B-25 D. T. – CSC DOCKET NO. 2012-1239

D. T., a Geographic Information Systems Specialist with the New Jersey Pinelands Commission, Department of Environmental Protection, appeals the determination of the Executive Director, stating that the appellant failed to present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-26 K. R. – CSC DOCKET NO. 2014-2028

K. R., an Assistant Ombudsman, Secured Facilities with the Department of the Treasury, appeals the determination of the Chief of Staff, Department of Human Services, which found that the appellant failed to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace (State Policy).

ACTION:

B-27 W. E. – CSC DOCKET NO. 2014-3017

W. E., an Investigator 1, Taxation, with the Department of Treasury, appeals the decision of the Office of Equal Employment Opportunity and Affirmative Action which substantiated that he violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-28 COMMUNICATIONS OFFICER (C0466P), ESSEX COUNTY SHERIFF'S OFFICE – CSC DOCKET NO. 2014-3090

The Essex County Sheriff's Office requests permission not to make an appointment from the April 3, 2013 certification for Communications Officer (C0466P).

ACTION:

B-29 MANAGEMENT SPECIALIST (C0004R), MONMOUTH COUNTY – CSC DOCKET NO. 2014-2014

Monmouth County requests permission not to make an appointment from the September 10, 2013 certification for Management Specialist (C0004R).

ACTION:

B-30 SENIOR HOUSING MANAGER (M0996P), IRVINGTON HOUSING AUTHORITY – CSC DOCKET NO. 2014-2036

The appointing authority's failure to dispose of the certification for Senior Housing Manager (M0996P), Irvington Housing Authority, while a provisional is serving in the title, has been referred to the Civil Service Commission for enforcement.

ACTION:

B-31 LAQUAN BUSH – CSC DOCKET NO. 2014-961

The appeal of Laquan Bush, a Senior Correction Officer with South Woods State Prison, Department of Corrections, of his removal, on charges, was heard by Administrative Law Judge Sandra Ann Robinson (ALJ), who rendered her initial decision on July 10, 2014. At its meeting on August 13, 2014, the Civil Service Commission did not adopt the ALJ's recommendation to reverse the appellant's removal. Rather, the Commission modified it to a 10 working day suspension. The proposed decision is now submitted for the Commission's review.

ACTION:

B-32 MELVIN JONES – CSC DOCKET NOS. 2012-3095 AND 2014-1706

The appeals of Melvin Jones, a Supervisor, Sanitation with Atlantic City, of his 180 day suspension and demotion to Laborer 1, effective August 6, 2012, and removal effective November 22, 2013, on charges, were heard by Administrative Law Damon G. Tyner (ALJ), who rendered his initial decision on June 30, 2014. At its meeting on August 13, 2014, the Civil Service Commission ordered that this matter be remanded to the Office of Administrative Law. The proposed decision is now submitted for the Commission's review.

ACTION:

B-33 EDWARD SANTIAGO – CSC DOCKET NO. 2008-3461

The appeal of Edward Santiago, a former Police Chief with the City of Plainfield, of the good faith of his demotion in lieu of layoff to the title of Police Captain effective April 11, 2008, was heard by Administrative Law Judge Caridad F. Rigo (ALJ), who rendered her initial decision on June 30, 2014. At its meeting on August 13, 2014, the Civil Service Commission adopted the ALJ's recommendation to uphold the demotion in lieu of layoff. However, it needed to address the exceptions and cross-exceptions filed by the parties. The proposed final decision is now submitted for the Commission's review.

ACTION:

B-34 ELMORE GAINES – CSC DOCKET NO. 2014-220

Elmore Gaines requests reconsideration of the final administrative determination in *In the Matter of Elmore Gaines* (CSC, decided June 5, 2013).

ACTION:

B-35 ANTONIO COTRONEO – CSC DOCKET NO. 2014-2828

Antonio Cotroneo appeals the determination of the Division of Selection Services that he did not meet the experience requirement for the promotional examination for Mechanic, Non-Automotive (PS6896P), Department of Law and Public Safety.

ACTION:

B-36 ANTHONY D'ALTERIO – CSC DOCKET NO. 2014-3219

Anthony D'Alterio appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open competitive examination for Mechanic (M0122S), Jersey City.

ACTION:

B-37 MAUREEN DONNELLY – CSC DOCKET NO. 2014-3126

Maureen Donnelly appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the promotional examination for Technical Assistant, Land Use (PM0148S), Sparta.

ACTION:

B-38 AMY FISHER – CSC DOCKET NO. 2014-3087

Amy Fisher 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 Management Assistant (PC2177R), Monmouth County.

ACTION:

B-39 MARY GIBSON – CSC DOCKET NO. 2014-3038

Mary Gibson appeals the determination of the Division of Selection Services that she was below the minimum requirements in experience for the promotional examination for Program Coordinator, Drug and Alcohol Abuse, (PC0101S), Ocean County.

ACTION:

B-40 JOHN GRIFFITH – CSC DOCKET NO. 2014-2432

John Griffith appeals the determination of the Division of Selection Services, which found that he did not meet the experience requirement for the promotional examination for Administrative Analyst 2 (Data Processing) (PS1513H), Department of Health.

ACTION:

**B-41 JOHN HANUSSAK AND KAMEI HARRIS –
CSC DOCKET NOS. 2014-3182 AND 2014-3210**

John Hanussak and Kamei Harris appeal the determinations of the Division of Selection Services that they did not meet the experience requirements for the open competitive examination for Representative Citizen Complaints (M0051S), Jersey City.

ACTION:

B-42 RALPH JASIONOWSKI – CSC DOCKET NO. 2014-2651

Ralph Jasionowski appeals the determination of the Division of Selection Services which found that he did not meet the experience requirement for the promotional examination for Supervisor Public Works (PM2295R), Milltown.

ACTION:

B-43 LATESHA JESSAMY – CSC DOCKET NO. 2014-3197

Latesha Jessamy 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 Assistant Chief Accountant (PM0009S), Newark.

ACTION:

B-44 CHARLES KERLEY – CSC DOCKET NO. 2014-3259

Charles Kerley appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open competitive examination for Program Coordinator, Drug and Alcohol Abuse (C0138S), Atlantic County.

ACTION:

B-45 YESENIA RIVERA – CSC DOCKET NO. 2014-3211

Yesenia Rivera appeals the determination of the Division of Selection Services that she was below the minimum requirements in experience for the open competitive examination for Senior Data Control Clerk (M0053S), Jersey City.

ACTION:

B-46 JAMES RYAN – CSC DOCKET NO. 2015-323

James Ryan appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the promotional examination for Clerk 2 (PM0320S), Brick Township.

ACTION:

B-47 ROSSINI SALERNO – CSC DOCKET NO. 2014-3067

Rossini Salerno appeals the determination of the Division of Selection Services that she was below the minimum requirements in experience for the promotional examination for Administrative Secretary, Bilingual in Spanish and English (PM0007S), Vinland School District.

ACTION:

B-48 GILBERT STEWART – CSC DOCKET NO. 2014-2530

Gilbert Stewart appeals the determination of the Division of Selection Services, which found that he did not meet the experience requirement for the promotional examination for Director of Professional/Residential Services (PS2549K), Department of Human Services.

ACTION:

B-49 CHRISTINE YETMAN – CSC DOCKET NO. 2014-3202

Christine Yetman appeals the determination of the Division of Selection Services that she was below the minimum requirements in experience for the open competitive examination for Recreation Therapist, (C0030S), Passaic County.

ACTION:

B-50 CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of August 13, 2014.

ACTION:

B-51 PAUL WILLIAMS – CSC DOCKET NO. 2015-404

Greystone Park Psychiatric Hospital, Department of Human Services, represented by Christopher M. Kurek, Deputy Attorney General, requests interlocutory review of an oral order of Administrative Law Judge Irene Jones pursuant to N.J.A.C. 1:1-14.10(a).


ACTION:

B-52 CHANGE IN CLASSIFICATION PLAN – TITLE INACTIVATION AND TITLE REACTIVATION

The Division of Classification and Personnel Management requests the inactivation of the Assistant Superintendent of Electrical Distribution title in exchange for the reactivation of the Chief Engineer, Electric Utility title.



MEMORANDUM

DATE: August 13, 2014
TO: Civil Service Commission
FROM: Kenneth Connolly, Director 
Division of Classification and Personnel Management
SUBJECT: Change in State Classification Plan

Local Government

The City of Vineland requests the reactivation of the title Chief Engineer, Electric Utility (01117) in exchange for the inactivation of the title Assistant Superintendent of Electrical Distribution (00726@). Vineland Municipal Utility Authority is the only jurisdiction using both titles. This exchange is requested to promote an incumbent from his current title, Assistant Superintendent of Distribution, to the title of Chief Engineer, Electric Utility, to properly classify the assigned duties.

Upon the Commission's approval of the action the title reactivation will be retroactive to March 3, 2014, to coincide with the effective date of the promotional action.

Title Reactivation

Chief Engineer, Electric Utility
01117 (C) local

Title Inactivation

Assistant Superintendent of Electrical Distribution
00726@ C Local

Title Reactivation/ Inactivation Proposal

Summary: Chief Engineer, Electric Utility (01117) to be reactivated at AA's request in exchange for the inactivation of Assistant Superintendent of Electrical Distribution (00726@)

Titles Created: 1

Titles Eliminated: 1

Titles Re-named: 0

Titles Archaic: 0

Net Change to Title Plan: 0 titles

KC/JT/BP/TL

ACTION: