



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
OCTOBER 17, 2012**

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

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

B-12 BRIAN SCHLUETER

Brian Schlueter, represented by Philip Nettl, 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:

B-13 MICHAEL MATARANGOLO

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

ACTION:

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:

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:

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:

B-17 GERTRUDE V. KENNEDY

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

ACTION:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

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:

B-37 RAFAEL MENDEZ

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

ACTION:

B-38 DAISY PEREZ

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

ACTION:

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:

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:

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:

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:

B-43 CIVIL SERVICE COMMISSION MINUTES

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

ACTION:

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: