



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

Chris Christie  
*Governor*  
Kim Guadagno  
*Lt. Governor*

Robert M. Czech  
*Chair/Chief Executive Officer*

**SUPPLEMENTAL AGENDA OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
DECEMBER 18, 2013**

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

**SECTION A – HEARING MATTER**

**A-9 SETTLEMENT**

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

**ACTION:**

**SECTION B – MISCELLANEOUS MATTERS**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:**

**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:****B-72 CIVIL SERVICE COMMISSION MINUTES**

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

**ACTION:**