



Mikie Sherrill
Governor

STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Mary Cruz
Acting Chair/Chief Executive Officer

Dr. Dale G. Caldwell
Lt. Governor

**MINUTES OF THE REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION**

July 22, 2026

**Mary Cruz, Acting Chairperson
Dolores Gorczyca
Diomedes Tsitouras
Christina Mongon**

JULY 22, 2026

A regular meeting of the Civil Service Commission was held on Wednesday, July 22, 2026, at 10:00 a.m., in Trenton, New Jersey.

PRESENT: Mary Cruz, Acting Chairperson; Members Dolores Gorczyca, Diomedes Tsitouras, and Christina Mongon; Levi Klinger-Christiansen, Deputy Attorney General; Shannon L. Dalton, Director, Division of Appeals and Regulatory Affairs; and Annemarie Ragos-Goff, Commission Secretary, were present. All individuals listed participated via teleconference.

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 5, 2025, and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.

All actions were by unanimous vote unless otherwise specified.

CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of July 1, 2026.

ACTION: The Civil Service Commission adopted the minutes of its meeting of July 1, 2026.

WITHDRAWAL OF APPEALS

The following appeal was withdrawn and removed from the hearing calendar:

John Davis, Code Enforcement Officer, City of Wildwood, Department of Public Works and Public Property, suspension and removal.

ACTION: The Civil Service Commission noted the withdrawal of the appeals.

SECTION A – HEARING MATTERS**A-1 SETTLEMENTS**

Steven Jones
Department of Health
Ancora Psychiatric Hospital

VOTE:	Mary Cruz	(Yes)
	Dolores Gorczyca	(Recuse)
	Diomedes Tsitouras	(Yes)
	Christina Mongon	(Yes)

Rosemarie Mellano
Ocean County
Department of Security

Marco Navarro
City of Union City
Department of Public Safety

Christopher Sodano
City of Jersey City
Department of Public Safety

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 TIFFANY COBOURNE – CSC DOCKET NO. 2022-1531

Tiffany Cobourne, a former Human Services Specialist 2 with Camden County Board of Social Services, appeals her 60 working day suspension, on charges of misuse of public property; conduct unbecoming a public employee; neglect of duty; and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 60 working day suspension to a 45 working day suspension.

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

A-3 JEAN LORMINE – CSC DOCKET NO. 2024-457

Jean Lormine, a painter with the New Jersey Veterans Memorial Home Menlo Park, Department of Military and Veterans Affairs, appeals his removal, effective July 26, 2023, on charges of insubordination; conduct unbecoming a public employee; neglect of duty; and other sufficient cause, specifically, violations of departmental rules and regulations.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

VOTE:	Mary Cruz	(Yes)
	Dolores Gorczyca	(Recuse)
	Diomedes Tsitouras	(Yes)
	Christina Mongon	(Yes)

A-4 KEEON RODGERS – CSC DOCKET NO. 2021-1346

Keeon Rodgers, a Truck Driver with the Hudson County, Department of Parks, Engineering and Planning, appeals his 60 working day suspension on charges on charges of insubordination; neglect of duty; conduct unbecoming a public employee; and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the 60 working day suspension.

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

SECTION B – MISCELLANEOUS MATTERS**B-1 D.P. – CSC DOCKET NO. 2025-88**

D.P., represented by Craig Gumpel, Esq., appeals his rejection as a Fire Fighter candidate by North Hudson Regional Fire and Rescue and its request to remove his name from the eligible list for Fire Fighter (M2251D).

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

B-2 M.M. – CSC DOCKET NO. 2025-2290

M.M. requests permission to submit a late application for the promotional examination for Program Specialist 4 (PS0327K), Department of Children and Families.

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

B-3 ANDREA BUCCELLI – CSC DOCKET NO. 2026-1134

Andrea Buccelli appeals the determination of the Division of Agency Services that she did not meet the education requirements for the Vocational Rehabilitation Counselor 2 Deaf Language Specialist (PS1128N), Department of Labor and Workforce Development promotional examination.

ACTION:

B-4 S.D. – CSC DOCKET NO. 2025-43

S.D., a Supervising Family Service Specialist 2 with the Department of Children and Families Program, appeals the determination of a Deputy Commissioner which substantiated that the appellant violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

B-5 L.H. – CSC DOCKET NO. 2025-2789

L.H., a Program Specialist 3, Social/Human Services with Ancora Psychiatric Hospital, Department of Health, appeals the determination of a Chief of Staff which substantiated that the appellant violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

B-6 S.J. – CSC DOCKET NO. 2026-2101

S.J. requests reconsideration of the Civil Service Commission's decision in *In the Matter of S.J., Fire Official (M0412G), Pleasantville* (CSC, decided February 25, 2026).

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

B-7 DAQUAN ADAMS – CSC DOCKET NO. 2025-657

DaQuan Adams, Human Services Assistant, Department of Human Services, New Lisbon Developmental Center, requests to reinstate the appeal of his removal, effective August 15, 2024, which was dismissed on the basis of his failure to appear at the February 4, 2025 settlement conference at the Office of Administrative Law.

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

B-8 BARBARA BOWER – CSC DOCKET NO. 2026-2211

Barbara Bower, a former Executive Assistant 3 with the Department of State, requests that she be permitted to receive the maximum \$15,000 payment for Supplemental Compensation on Retirement.

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

B-9 CHIEF CLERK (C0937F), PASSAIC COUNTY – CSC DOCKET NO. 2025-2831

Passaic County requests permission not to make an appointment from the August 5, 2024 certification for Chief Clerk (C0937F).

ACTION: The Civil Service Commission directed that no selections costs be assessed.

B-10 J.I. – CSC DOCKET NO. 2026-1283

J.I. requests relief with respect to his employment as a Fire Fighter with the City of Passaic.

ACTION: The Civil Service Commission directed that this matter be referred to the Office of Administrative Law for a hearing.

B-11 DONALD KILPATRICK – CSC DOCKET NO. 2025-869

Donald Kilpatrick, a Correctional Police Sergeant with the Department of Corrections, New Jersey State Prison, represented by John S. Furlong, Esq., appeals a five working day suspension issued by the appointing authority.

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

B-12 RICHIE LOPEZ – CSC DOCKET NO. 2025-380

Richie Lopez, a Senior Correctional Police Officer with South Woods State Prison, requests to reinstate the appeal of his removal, effective July 25, 2024, which was dismissed on the basis of his failure to appear at the February 3, 2025 prehearing telephone conference at the Office of Administrative Law.

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

B-13 MANAGEMENT SPECIALIST (C0506C), BURLINGTON COUNTY – CSC DOCKET NO. 2025-2348

In *In the Matter of Management Specialist (C0506C), Burlington County* (CSC, decided January 18, 2023), the Civil Service Commission granted the request of Burlington County for an appointment waiver for the May 2, 2022 certification and ordered that no selection costs would be assessed at that time since the appointing authority requested to reserve the right to utilize the list for future opportunities. However, it did not utilize the subject eligible list and the matter of the assessment of costs is now before the Commission.

ACTION: The Civil Service assessed selection costs in the amount of \$2,048.

B-14 PERSONNEL ASSISTANT 4 (S1023F), STATEWIDE – CSC DOCKET NO. 2025-2608

William Paterson University requests permission not to make an appointment from the February 18, 2025 certification for Personnel Assistant 4 (S1023F), Statewide.

ACTION: The Civil Service Commission directed that no selections costs be assessed.

B-15 PERSONNEL OFFICER (M0277G), TOWNSHIP ON HAMILTON – CSC DOCKET NO. 2026-1331

Township of Hamilton requests permission not to make an appointment from the July 7, 2025 certification for Personnel Officer (M0277G).

ACTION: The Civil Service Commission directed that no selections costs be assessed.

B-16 K.R. – CSC DOCKET NO. 2026-1223

K.R., a Data Processing Programmer with Essex County, appeals the decision of Essex County, which denied her request to participate in the donated leave program.

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

B-17 C.T. – CSC DOCKET NO. 2026-2758

The Department of Transportation (DOT) requests that C.T. be provided with a retroactive date of appointment to the title of Management Assistant.

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

B-18 WILLIAM SCAGLIONE – CSC DOCKET NO. 2026-990

William Scaglione, a Member Board of Review with the Department of Labor and Workforce Development, appeals an Official Written Reprimand.

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

B-19 MILAGROS TORRES – CSC DOCKET NO. 2026-1278

Milagros Torres, a former Building Maintenance Worker with Rowan University, requests that the Civil Service Commission reinstate her appeal of her removal, which was dismissed based on her failure to appear at a scheduled settlement conference.

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

VOTE:	Mary Cruz	(Yes)
	Dolores Gorczyca	(Recuse)
	Diomedes Tsitouras	(Yes)
	Christina Mongon	(Yes)

B-20 STATE PROCUREMENT SPECIALIST TRAINEE – CSC DOCKET NO. 2027- 69

The Division of Agency Services requests that certain incumbents in the Analyst Trainee title cross walked to the State Procurement Specialist Trainee title.

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

B-21 DIVISION OF BUDGET AND FINANCE AND OFFICE OF NATURAL RESOURCE RESTORATION TITLES, DEPARTMENT OF ENVIRONMENTAL PROTECTION – CSC DOCKET NO. 2027-82

The Division of Agency Services requests that specified titles, only within unit scopes G403 and G897, Division of Budget and Finance and Office of Natural Resource Restorations, Department of Environmental Protection, be placed in the noncompetitive division of the career service on an interim basis to permanently appoint three unclassified employees.

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

B-22 FISCAL YEAR 2027 SALARY REGULATIONS COMPENSATION COMPENDIUM

The Division of Human Resources Information Services requests that the Civil Service Commission record the Fiscal Year 2027 Salary Regulations Compensation Compendium, which include: Section 1 – Aligned Salary Regulation, Deputy Attorneys General, Deputy Attorneys General (Represented), State Investigator Detectives, State Investigator Detectives (Non-Represented), State Investigator Detectives (DCJ/Homeland Security-Sergeants and Lieutenants), State Investigator Detectives (DCJ-Sergeants and Lieutenants), Confidential Aligned and Non-Aligned Salary Regulation, Management (Represented) Salary Regulation and Attachments A and B; Section 2 – Emergency Conditions Salary Regulation; Section 3 – Special Incentive Salary Programs; Section 4 – Miscellaneous Salary Regulation; Appendix A, including Employee Relations Group List, Collective Bargaining Representatives; Online Salary Schedules Link; Salary Schedules, Single Rates and Trainee/Apprentice Title Rates; Appendix B, including State Benefits Programs; and index. The Compendium has been approved by Mary Cruz, Acting Chair/Chief Executive Officer, Civil Service Commission, and Tariq Shabazz, Acting Director, Office of Management and Budget.

ACTION: The Civil Service Commission recorded the regulations.

PUBLIC PORTION

There were no comments.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, July 22, 2026, at 10:00 a.m., via teleconference.

A handwritten signature in black ink, appearing to read "Mary Cruz", is positioned above a horizontal line.

Mary Cruz
Acting Chairperson
Civil Service Commission