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MINUTES OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION

APRIL 6, 2022

Deirdré L. Webster Cobb, Chairperson

Dolores Gorczyca

Daniel W. O’Mullan

Diomedes Tsitouras

A regular meeting of the Civil Service Commission was held on Wednesday, April 6, 2022, at 10:00 a.m., in Trenton, New Jersey.

PRESENT: Deirdré L. Webster Cobb, Chairperson, Members Dolores Gorczyca, Daniel W. O’Mullan and Diomedes Tsitouras; Pamela Ullman, Deputy Attorney General; Allison Chris Myers, Director, Division of Appeals and Regulatory Affairs. 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 22, 2021, 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 March 23, 2022.

ACTION:

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Charles Clark, Mail Clerk, Hudson County, Department of Roads and Public Property, suspension.

Annemarie Sacco, Keyboarding Clerk 1, Hoboken, layoff.

Deidra Stewart, Parking Enforcement Officer, Hoboken, Department of Transportation and Parking, suspension.

Rose Villanueva, Keyboarding Clerk 2, Hoboken, Department of Public Safety, layoff.

ACTION: The Civil Service Commission noted the withdrawal of appeals without prejudice.

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Matthew Baitinger
New Lisbon Developmental Center
Department of Human Services
Release at the end of the working test period

Shyteak Baptist
Newark
Department of Water and Sewer
Removal and resignation not in good standing

Ezzedin Bautista
Essex County
Department of Citizen Services
Removal

Emmanuel Ogunrinde
Ancora Psychiatric Hospital
Department of Health
Removal

Quajir Smith
Burlington County
Department of Corrections
Removal

Lee Sutherlin
Essex County
Sheriff's Department
Suspension

Kareem Turbeville
Ancora Psychiatric Hospital
Department of Health
Removal

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 [ROBERT BROWN](#) – CSC DOCKET NO. 2019-2355

Robert Brown, Police Officer, Salem City, Police Department, appeal of the bypass of his name from the eligible list for Police Sergeant (PM0622N).

Recommendation of the Administrative Law Judge – Grant the appeal.

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

A-3 [YAJAIRA FELIPE](#) – CSC DOCKET NO. 2020-2714

Yajaira Felipe, Public Safety Telecommunicator, Paterson, Fire Department, resignation not in good standing, effective March 25, 2020, on charges of chronic or excessive absenteeism or lateness and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the resignation not in good standing.

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

A-4 [SHANNON TURNER](#) – CSC DOCKET NO. 2018-3108

Shannon Turner, County Correctional Police Officer, Mercer County Correction Center, eight working day suspension, on charges of conduct unbecoming a public employee and violation of departmental rules and regulations.

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

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

VOTE: **Deirdrè L. Webster Cobb (Yes)**

Dolores Gorczyca (No)

Daniel W. O’Mullan (Yes)

Diomedes Tsitouras (Yes)

A-5 [THOMAS VALENTE](#) – CSC DOCKET NO. 2022-913

Thomas Valente, Police Lieutenant, West Milford, Police Department, removal effective October 4, 2021, on charges of neglect of duty and violation of various departmental policies.

Recommendation of the Administrative Law Judge – Dismiss the appeal pursuant to a settlement agreement.

ACTION: The Civil Service Commission remanded the matter to the Office of Administrative Law.

A-6 [KIMY VELAZQUEZ](#) – CSC DOCKET NO. 2021-904

Kimy Velazquez, Bridge Operator, Department of Transportation, resignation not in good standing, effective November 29, 2019, on charges of job abandonment.

Recommendation of the Administrative Law Judge – Uphold the resignation not in good standing.

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

VOTE: **Deirdrè L. Webster Cobb (Yes)**

Dolores Gorczyca (Recuse)

Daniel W. O’Mullan (Yes)

Diomedes Tsitouras (Yes)

SECTION B – MISCELLANEOUS MATTERS

B-1 [J.E.J.](#) – CSC DOCKET NO. 2021-1640

J.E.J., represented by Michael L. Prigoff, Esq., appeals his rejection as a Fire Fighter candidate by Paterson and its request to remove his name from the eligible list for Fire Fighter (M1863W) on the basis of psychological unfitness to perform effectively the duties of the position.

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

B-2 [JEFFREY CARMONA](#) - CSC DOCKET NO. 2022-1587

Jeffrey Carmona, represented by Eric J. Marcy, Esq., appeals the decision to remove his name from the Correctional Police Officer (S9999A), Department of Corrections eligible list on the basis of an unsatisfactory background report and falsification of the employment application.

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

B-3 [ISHMAEL GOMEZ](#) - CSC DOCKET NO. 2021-1123

Ishmael Gomez, represented by Corey M. Sargeant, Esq., appeals the decision to remove his name from the Police Officer (S9999A), North Bergen eligible list on the basis of an unsatisfactory driving record and falsification of the employment application.

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

B-4 [ISHMAEL GOMEZ](#) - CSC DOCKET NO. 2022-1594

Ishmael Gomez appeals the decision to remove his name from the Sheriff's Officer (S9999A), Hudson County Sheriff's Office eligible list on the basis of an unsatisfactory background report and falsification of the employment application.

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

B-5 [SKYLER CONTE](#) – CSC DOCKET NO. 2022-1266

Skyler Conte requests to file a late application for the promotional examination for State Park Police Trainee (PS6917G), Department of Environmental Protection.

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

B-6 [RACHEL HOLLINGSWORTH](#) – CSC DOCKET NO. 2022-2238

Rachel Hollingsworth requests to file a late application for the promotional examination for Environmental Specialist 2 (PS6204G), Department of Environmental Protection.

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

B-7 [C.R.](#) – CSC DOCKET NO. 2022-1333

C.R. requests to requests to file a late application for the promotional examination for Data Entry Operator 3 (PC4830C), Atlantic County.

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

B-8 [RANDY DURAN](#) – CSC DOCKET NO. 2022-1881

Randy Duran requests that the provisions of *N.J.A.C.* 4A:4-2.3(b) be relaxed in order to permit him to satisfy the United States citizenship requirement for the open competitive examination for Police Officer (M0103D), Newark after the closing date.

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

B-9 [LORETTA GIDDENS AND LEIGHANN MATHIS](#) - CSC DOCKET NOS. 2022-1601 AND 2022-1344

Loretta Giddens and Leighann Mathis appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the promotional examination for Social Worker 2 (PS6270K), Vineland Developmental Center.

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

B-10 [RAMESH PATEL AND NIKOLAJ PROBOLA](#) - CSC DOCKET NOS. 2022-1545 AND 2022-1674

Ramesh Patel and Nikolaj Probola appeal the determinations of the Division of Agency Services that they did not meet the requirements for the promotional examination for Project Engineer, Maintenance (PS6349T), Department of Transportation.

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

B-11 [KHALID SANDERS](#) - CSC DOCKET NO. 2022-1131

Khalid Sanders appeals the determination of the Division of Agency Services, which found that he did not meet the experience requirement for the open competitive examination for Storekeeper 2 (S0384C), Statewide.

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

B-12 [MICHAEL TASSONE](#) – CSC DOCKET NO. 2022-1104

Michael Tassone appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the open competitive examination for Municipal Recycling Coordinator (M0407C), Bayonne.

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

B-13 [JANAI VAN WOEART](#)- CSC DOCKET NO. 2022-2024

Janai Van Woeart appeals the denial of her request for a make-up examination for Police Sergeant (PM4528C), Carteret.

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

B-14 [DANIEL BENDAS](#) – CSC DOCKET NO. 2022-961

Daniel Bendas appeals his score for the technical portion of the oral examination for Police Captain (PM0880A), Parsippany-Troy Hills.

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

B-15 [TERRANCE COVERT](#) – CSC DOCKET NO. 2022-1038

Terrence Covert appeals his score for the technical portion of the oral examination for Police Captain (PM0848A), Brick.

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

B-16 [CARMEN DELORENZO](#) - CSC DOCKET NO. 2022-1706

Carmen DeLorenzo, represented by Annette Verdesco, Esq., appeals the validity of the test, and his score on the examination for Police Chief (PM3051C), Milltown.

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

B-17 [HENRY DREW, III](#) – CSC DOCKET NO. 2022-997

Henry Drew, III, appeals his score for the technical portion of the oral examination for Police Captain (PM0848A), Brick.

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

B-18 [JEFF GAJEWSKI](#) – CSC DOCKET NO. 2022-1683

Jeff Gajewski appeals his oral score on the promotional examination for Deputy Police Chief (PM2059B), Jersey City.

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

B-19 [SCOTT HOCHSTADTER](#) – CSC DOCKET NO. 2022-996

Scott Hochstadter appeals his score for the technical portion of the oral examination for Police Captain (PM0861A), Hoboken.

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

B-20 [MICHAEL MAULSHAGEN](#) – CSC DOCKET NO. 2022-1058

Michael Maulshagen appeals his score for the technical portion of the oral examination for Police Captain (PM0857A), Elizabeth.

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

B-21 [FRANK SZEG, III](#) – CSC DOCKET NO. 2022-974

Frank Szeg, III, appeals his score for the technical portion of the oral examination for Police Captain (PM0882A), Perth Amboy.

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

B-22 [WILLIAM TYLER](#) – CSC DOCKET NO. 2022-1002

William Tyler appeals his score for the technical portion of the oral examination for Police Captain (PM0883A), Plainfield.

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

B-23 [SUPERVISOR SANITATION \(M0341W\)](#), NEWARK – CSC DOCKET NOS. 2022-1917, *ET AL.*

Newark requests the revival and extension of the Supervisor Sanitation (M0341W), Newark, eligible list to effectuate retroactive appointments.

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

B-24 [JERMAINE RANDLE](#) - CSC DOCKET NO. 2022-1845

Jermaine Randle, an Equipment Operator with Roselle, petitions the Civil Service Commission for interim relief regarding his immediate suspension.

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

B-25 [W.F.](#) - CSC DOCKET NO. 2022-495

W.F., a former Quality Assurance Coordinator with Ancora Psychiatric Hospital, Department of Health, appeals the denial of his request for Supplemental Compensation on Retirement pursuant to *N.J.A.C. 4A:6-3.1(b)1* and requests additional compensation for unused vacation days upon his May 1, 2021 retirement.

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

B-26 [ASHLEY BANKS](#) - CSC DOCKET NO. 2022-1902

Ashley Banks requests to file an application for the open competitive examination for Principal Fiscal Analyst (M0615B), Newark School District.

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

B-27 [WILLIAM YOUNG](#) - CSC DOCKET NO. 2022-1339

William Young requests permission to file a late application for the promotional examination for Police Sergeant (PM4661C), Union Township.

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

B-28 [DEANNA DRUMM](#) - CSC DOCKET NO. 2022-1626

Deanna Drumm appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the open competitive examination for Traffic Engineer (C0346C), Burlington County.

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

B-29 [MICHAEL DUNLOP](#) - CSC DOCKET NO. 2020-2031

Michael Dunlop appeals the determination of the Division of Agency Services, which found he was below the minimum requirements in education for the open competitive examination for Clinical Psychologist (C0976A), Bergen County.

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

B-30 [JAMIE MORRIS](#) - CSC DOCKET NO. 2022-1583

Jamie Morris appeals the determination of the Division of Agency Services that he did not meet the experience requirement for the promotional examination for Classification Officer 2 (PS32101), Department of Corrections.

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

B-31 [MELANIE BURAK AND RAECHAL CHAGRIN](#) - CSC DOCKET NOS. 2022-1912 AND 2022-1951

Melanie Burak and Raechal Chagrin appeal the validity and test mode, and their ranks and scores for the promotional examination for Principal Parole Counselor, State Parole Board (PS62461), State Parole Board.

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

B-32 [JOZIPH SOLIMAN](#) - CSC DOCKET NO. 2022-812

Joziph Soliman requests reconsideration of the final decision, rendered on September 22, 2021, which denied the appointing authority's and Soliman's requests to reduce the one-year service requirement in the title of Police Sergeant to the completion of the working test period for the promotional examination for Police Lieutenant (PM4118C), Jersey City.

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

B-33 [JOSE SANTANA](#) - CSC DOCKET NO. 2022-2048

Jose Santana appeals that he was innapropriately bypassed on the certification (PL210072) for Police Sergeant (PM2041V), Jersey City and requests retroactive seniority and back pay to January 28, 2021.

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

B-34 [ASHLEY STRONG](#) - CSC DOCKET NO. 2021-4

Ashley Strong appeals her salary upon her reappointment to the title of Human Services Assistant with New Lisbon Developmental Center, effective February 29, 2020.

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

B-35 [MODEL TELEWORK PILOT PROGRAM](#) - CSC DOCKET NO. 2022-2443

It is requested that the Civil Service Commission establish a Pilot Program to provide for a Model Telework Program.

ACTION: Establish Model Telework Pilot Program effective July 1, 2022 to June 30, 2023, and address comments received by the Communications Workers of America (CWA) and the public during Pilot Program period.

B-36 [IAN MACFARLAND](#) CSC DOCKET NO. 2022-2084

Ian MacFarland requests to file a late application for the Police Officer (M0153D) Trenton promotional examination.

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

PUBLIC PORTION

Regarding Item B-35, the CWA submitted comments that were read into the record. Those comments requested that in conjunction with the Model Telework Pilot Program, that the Alternate Workweek Program (AWP) and Flex-Time Programs already utilized by certain appointing authorities remain in place. Additionally, Kevin Moxley, a member of the public provided a comment that was read into the record. He stated that the program needed to be implemented equitably and should allow alternatives such as AWP and Flex-Time. In response, Chairperson Webster Cobb indicted that the Pilot Program is akin to a “dry run” and adjustments and fine tuning can occur upon the evaluation of the program at the end of the one-year period. She also indicated that the above concerns would be addressed during the Pilot Program period.



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