



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Philip D. Murphy
Governor
Sheila Y. Oliver
Lt. Governor

Deirdré L. Webster Cobb
Chairperson

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

MAY 18, 2022

**Deirdré L. Webster Cobb, Chairperson
Dolores Gorczyca
Daniel W. O'Mullan
Diomedes Tsitouras**

MAY 18, 2022

A regular meeting of the Civil Service Commission was held on Wednesday, May 18, 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 April 27, 2022.

ACTION: The Civil Service Commission adopted the minutes of its meeting of April 27, 2022.

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Sigfredo Acevedo, Police Officer, Belleville, Police Department, removal.

Glenn Coley, Police Officer, Teaneck, Police Department, suspension.

Ranaldo Gonzalez, Police Lieutenant, Hoboken, Police Department, suspension.

Tony Marques, Mechanic, Hillside, suspension.

Kristine Sikora, Clerk 1, Jersey City, Municipal Court, removal.

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

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

William Bradshaw
Sea Isle City
Police Department
Demotion

Daniel Bryant
Judiciary
Cumberland/Gloucester/ Salem Vicinage
Removal

Quelvi Castaneda
Newark
Department of Public Safety
Suspension

Kelly Diggs (Consolidated)
Newark
Department of Public Works
Suspension and resignation not in good standing

Frank Espinoza
Middlesex County
Board of Social Services
Suspension

Jonathan Marsh
The College of New Jersey
Suspension

ACTION: The Civil Service Commission directed that this matter be held over.

Gordon Wasserman
Union County
Department of Correctional Services
Suspension

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 SAMANTHA BECKER – CSC DOCKET NO. 2020-2089

Samantha Becker, Judiciary Clerk 3, Judiciary, Cumberland/Gloucester/Salem Vicinage, removal, effective October 23, 2019, on charges of conduct unbecoming a public employee, neglect of duty, misuse of public property and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

A-3 ANDREW FEGLEY – CSC DOCKET NO. 2019-1200

Andrew Fegley, Police Sergeant, Camden County, Police Department, removal, effective July 26, 2018, on charges of incompetency, inefficiency or failure to perform duties, inability to perform duties, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

A-4 ANTHONY GRAVES – CSC DOCKET NO. 2021-427

Anthony Graves, Fire Captain, Newark, Department of Public Safety, removal, effective April 6, 2016, on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty, misuse of public property and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

A-5 GLENN NOLEN – CSC DOCKET NO. 2021-488

Glenn Nolen, Laborer 1, Roselle, Department of Public Works, removal, effective October 21, 2020, on charges of conduct unbecoming a public employee and insubordination.

Recommendation of the Administrative Law Judge – Modify the removal to a three working day suspension.

ACTION: The Civil Service Commission modified the recommendation of the Administrative Law Judge and imposed a six working day suspension.

A-6 JASON ROGERS – CSC DOCKET NO. 2021-429

Jason Rogers, Security Guard, Trenton, Department of Public Works, removal, effective October 20, 2020, on charges of conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

A-7 JOSE SANTIAGO – CSC DOCKET NO. 2022-158

Jose Santiago, Institutional Trade Instructor 2, Warehousing, South Woods State Prison, Department of Corrections, resignation not in good standing, effective July 13, 2021, on charges of job abandonment.

Recommendation of the Administrative Law Judge – Dismiss the appeal for failure to appear.

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

A-8 MICHELLE WILLIAMS – CSC DOCKET NO. 2021-1645

Michelle Williams, Motor Vehicle Operator, Elderly and Handicapped Persons, Hudson County, Department of Health and Human Services, 120 working days suspension, on charges of on charges of incompetency, inefficiency or failure to perform duties, insubordination, inability to perform duties, chronic or excessive absenteeism or lateness, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the 120 working day suspension.

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

SECTION B – MISCELLANEOUS MATTERS**B-1 A.M.L. - CSC DOCKET NO. 2022-167**

A.M.L., represented by Eric J. Marcy, Esq., appeals her rejection as a Police Officer candidate by West New York and its request to remove her name from the eligible list for Police Officer (S9999A) 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 UDAY HIEMATH - CSC DOCKET NO. 2021-827

Uday Hiremath appeals the bypass of his name on the Software Development Specialist 3 (PS5440U), Office of Information Technology eligible list.

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

B-3 BRIANNA BALDWIN - CSC DOCKET NO. 2022-2693

Brianna Baldwin requests to file a late application for the promotional examination for Supervising Family Service Specialist 2 (PS8313K), Department of Children and Families.

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

B-4 HEATHER GATTI - CSC DOCKET NO. 2022-2812

Heather Gatti requests to file a late application for the promotional examination for Supervising Family Service Specialist 2 (PS8313K), Department of Children and Families.

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

B-5 MEGAN KELLERMAN AND FELICE TAYLOR - CSC DOCKET NOS. 2022-2691 AND 2022-2811

Megan Kellerman and Felice Taylor request to file late applications for the promotional examination for Supervising Family Service Specialist 1 (PS8311K), Department of Children and Families.

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

B-6 ADAM KUHN AND DOUGLAS HERTZ - CSC DOCKET NOS. 2022-2297 AND 2022-2303

Adam Kuhn and Douglas Hertz requests to file late applications for the promotional examination for Public Works Repairer (PM4887C), Butler.

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

B-7 BETH MALDONADO - CSC DOCKET NO. 2021-1447

Beth Maldonado requests to file a late application for the Assistant Administrative Supervisor of Income Maintenance (PC2225B), Union County promotional examination.

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

B-8 CRISTAL MONTIEL - CSC DOCKET NO. 2022-2612

Cristal Montiel requests that her application for the open competitive examination for Police Officer (M0029D), Clifton be processed.

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

B-9 CAROLINA SUAREZ - CSC DOCKET NO. 2022-716

Carolina Suarez requests to file a late application for the Human Services Specialist 3, Bilingual in Spanish and English (PC4501C), Bergen County promotional examination.

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

B-10 LISSETTE ADAMES - CSC DOCKET NO. 2022-1908

Lisette Adames appeals the determination of the Division of Agency Services which found that she did not meet the experience requirements, per the substitution clause for education, for the open competitive examination for Supervisor Information Technology (M0254C), Newark School District.

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

B-11 CHERYL BOKNOSKI - CSC DOCKET NO. 2022-1627

Cheryl Boknoski appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Program Specialist, Health Facilities Evaluation and Licensing (PS6224H), Department of Health.

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

B-12 FERNANDO CASTILLO - CSC DOCKET NO. 2022-1909

Fernando Castillo appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the open competitive examination for Investigator, Police Department (M0468C), Millville.

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

B-13 RACHEL COLLADO - CSC DOCKET NO. 2022-1591

Rachel Collado appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Clerk 2, Bilingual in Spanish and English (PC4789C), Middlesex County Board of Social Services.

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

B-14 CHRISTOPHER DANAS, *ET AL.* - CSC DOCKET NOS. 2022-1963, *ET AL.*

Christopher Danas, Anthony Lawrence, Charlika Little, and Joseph Mackintosh appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the promotional examination for Program Specialist 2, Social/Human Services (PS6261K), New Lisbon Developmental Center.

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

B-15 LISA DOLBY - CSC DOCKET NO. 2022-2170

Lisa Dolby appeals the decision of the Division of Agency Services which found that she did not meet the experience requirements for the open competitive examination for Advocate Victim Witness Program (C0676C), Ocean County.

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

B-16 SAMANTHA FOSTER-TISO - CSC DOCKET NO. 2022-2452

Samantha Foster-Tiso appeals the decision of the Division of Agency Services which found that she did not meet the experience requirements for the open competitive examination for Quality Assurance Coordinator, Health Care Facility (C0291D), Ocean County.

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

B-17 EVA FREEMAN, *ET AL.* - CSC DOCKET NOS. 2022-1931, *ET AL.*

Eva Freeman, Samantha Mclennon, and Charlene Ziolkowski appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the open competitive examination for Habilitation Plan Coordinator (S0511C), Statewide.

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

B-18 HERBERT HAMLIN- CSC DOCKET NO. 2022-1435

Herbert Hamlin appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Investigator, Secured Facilities (PC4396C), Essex County.

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

B-19 LORI HILTZ - CSC DOCKET NO. 2022-1020

Lori Hiltz appeals the determination of the Division of the Agency Services, which found that she was below the minimum requirements in experience for a qualifying examination for Office Services Manager.

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

B-20 OMAR HOWARD - CSC DOCKET NO. 2022-1534

Omar Howard appeals the determination of the Division of Agency Services, which found that he was ineligible for the promotional examination for Deputy Chief Investigator (PS6624I), Department of Corrections on the basis that he was not permanent in a title to which the examination was open as of the closing date.

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

B-21 SABRINA LOISEAU - CSC DOCKET NO. 2022-1639

Sabrina Loiseau appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Customer Service Information Specialist 3 (PS6319T), Motor Vehicle Commission.

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

B-22 MARIA LONGOBARDI- CSC DOCKET NO. 2022-1691

Maria Longobardi appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Administrative Secretary (PC4773C), Essex County.

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

B-23 KIM MOREL - CSC DOCKET NO. 2022-2546

Kim Morel appeals the determination of the Division of the Agency Services, which found that she was below the minimum requirements in experience for a qualifying examination for Secretarial Assistant 3, Non-Stenographic.

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

B-24 ERIKA NEGRON - CSC DOCKET NO. 2022-2437

Erika Negrón appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience for the open-competitive examination for Maintenance Superintendent (C0671C), Camden County.

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

B-25 JULIE PIETROPINTO - CSC DOCKET NO. 2022-626

Julie Pietropinto appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Administrative Secretary (PC4203C), Morris County.

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

B-26 KEITH RIORDAN - CSC DOCKET NO. 2022-2502

Keith Riordan appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements, per the substitution clause for education, for the promotional examination for Social Work Supervisor (PC4939C), Union County.

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

B-27 PATTY RODRIGUEZ - CSC DOCKET NO. 2022-1314

Patty Rodriguez appeals the determination of the Division of Agency Services that she did not meet the experience requirements, per the substitution clause for education, for the promotional examination for Personnel Officer (PC4406C), Passaic County Sheriff's Office.

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

B-28 BERMARI ROIG - CSC DOCKET NO. 2022-2369

Bermari Roig appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience for the open-competitive examination for Program Specialist 2 (C0652C), Bergen County.

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

B-29 FRANCESCO TRIPODI- CSC DOCKET NO. 2018-2750

Francesco Tripodi appeals the determination of the Division of Agency Services, which found that William Pierce met the experience requirements for the promotional examination for Police Lieutenant (PM0708V), Hackensack.

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

B-30 JOANN WILLIAMS - CSC DOCKET NO. 2022-1599

Joann Williams appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Supervisor, Food Service Area Operations (PS2973H), Department of Health.

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

B-31 KATE WISTAR - CSC DOCKET NO. 2022-1789

Kate Wistar appeals the determination of the Division of Agency Services which found that she did not meet the experience requirements for the promotional examination for Management Specialist (PC4722C), Salem County.

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

B-32 DARRYL JACKSON, JR. - CSC DOCKET NO. 2022-2367

Darryl Jackson Jr. appeals the determination of the Division of Agency Services denying his request for a make-up examination for Police Sergeant (PM4563C), Holmdel.

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

B-33 MICHAEL MCCABE - CSC DOCKET NO. 2022-2500

Michael McCabe requests a make-up examination for Fire Captain (PM4449C), Atlantic City.

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

B-34 ALLEN MULLEN - CSC DOCKET NOS. 2022-2376

Allen Mullen appeals his rank and score for the promotional examination for Assistant Supervisor Recycling Operations (PC4783C), Ocean County.

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

B-35 BRIAN SALMON, *ET AL.* - CSC DOCKET NOS. 2022-1041, *ET AL.*

Brian Salmon, Steven Salzer and William Tamburri appeals the correct answer to eight questions on the multiple-choice examination for second-level Fire Captain (PM2316C), Belleville.

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

B-36 SAMUEL PORCH - CSC DOCKET NO. 2022-2057

Samuel Porch appeals the administration of the oral portion of the examination for Fire Officer 1 (PM2389C), Jersey City.

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

B-37 RAYMOND SCOTT MONTAGANO - CSC DOCKET NO. 2022-800

Raymond Scott Montagano appeals the decision of the Division of Agency Services which found that his position with the Higher Education Student Assistance Authority is properly classified as Senior Investigator, Student Loans. He seeks an Program Officer, Student Assistance job classification in this proceeding.

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

B-38 ANA TREJO - CSC DOCKET NO. 2022-1785

Ana Trejo, represented by Annette Verdesco, Esq., requests reconsideration of *In the Matter of Ana Trejo* (CSC, decided December 15, 2021) where the Civil Service Commission denied her appeal to remove her name from the Police Officer (S9999A), Union City eligible list on the basis of an unsatisfactory employment record.

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

B-39 S.M. - CSC DOCKET NO. 2022-218

S.M., represented by John V. Kelly, Esq., petitions the Civil Service Commission for relief, pursuant to *N.J.S.A. 11A:2-24* and *N.J.A.C. 4A:2-5.1*, from alleged reprisal by Trenton Psychiatric Hospital, Department of Health.

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

B-40 ACCOUNTANT (C0607W), UNION COUNTY - CSC DOCKET NO. 2022-2073

In *In the Matter of Accountant (C0607W), Union County* (CSC decided September 25, 2019, the Civil Service Commission (Commission) granted the request of Union County for an appointment waiver for the January 24, 2019 certification and ordered that no selection costs would be assessed at that time since there was a possibility that the eligible list could be utilized prior to its expiration. However, the appointing authority did not utilize the subject eligible list and the matter of the assessment of costs is now before the Commission.

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

B-41 INVESTIGATOR, COUNTY WELFARE AGENCY (C0373C), CUMBERLAND COUNTY - CSC DOCKET NO. 2022-2076

Cumberland County requests permission not to make an appointment from the December 13, 2021 certification for Investigator, County Welfare Agency (C0373C), Cumberland County.

ACTION: The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

B-42 SUPERVISING ACCOUNTANT (M0358C), HOBOKEN - CSC DOCKET NO. 2022-2010

Hoboken requests permission not to make an appointment from the November 22, 2021 certification for Supervising Accountant (M0358C), Hoboken.

ACTION: The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

B-43 SEAN MALONE AND BRANDIN WHITHAM - CSC DOCKET NOS. 2022-654 AND 2022-687

Sean Malone and Brandin Whitham, Police Sergeants with Willingboro Township, request retroactive appointment dates to August 4, 2020, and July 27, 2020, respectively, based on administrative error. Malone and Whitham also request that they be admitted to the promotional examination for Police Lieutenant (PM4194C), Willingboro.

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

B-44 CHRISTOPHER FERRO - CSC DOCKET NO. 2022-1819

The Bergen County Sheriff's Office, represented by Brian M. Hak, Esq., requests that the Civil Service Commission determine the back pay and counsel fees entitled to Christopher Ferro in *In the Matter of Christopher Ferro* (CSC, deemed adopted October 27, 2021).

ACTION: The Civil Service Commission awarded back pay and counsel fees as indicated.

B-45 GARY CHARYAK - CSC DOCKET NO. 2022-480

Gary A. Charyak appeals the bypass of his name on the Environmental Specialist 3 (PS9652G), Department of Environmental Protection eligible list.

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

B-46 EVA FREEMAN AND CHARLIKA LITTLE - CSC DOCKET NOS. 2022-1928 AND 1858

Eva Freeman and Charlika Little appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the promotional examination for Program Specialist 1, Social/Human Services (PS6260K), New Lisbon Developmental Center.

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

B-47 BERNARD KORBEL - CSC DOCKET NO. 2022-2780

Bernard Korbel appeals the decision of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Crew Supervisor, Building Maintenance Programs (PS6949J), Rowan University.

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

B-48 NATHANIEL TODD - CSC DOCKET NO. 2022-2799

Nathaniel Todd appeals the decision of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Senior Repairer (PS6956J), Rowan University.

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

B-49 TIMOTHY YUSCAVAGE - CSC DOCKET NO. 2022-2480

Timothy Yuscavage appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Equipment Operator (PM4840C), Hamilton.

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

B-50 EMILY AVALOS-CASTILLO, *ET AL.* – CSC DOCKET NOS. 2022-2601, *ET AL.*

Emily Avalos-Castillo, Alyssa Barnes, Ryan Boyle, Erik Briceno, Matthew Castro, Shakim Crawford, James Del Grosso, Malcom Grier, David Hancock, Qianna Holloway, Jacob Leusner, Olivia Moore, Bryan Olivero, Adam Podwysocki, Zaynahli Pujols, Reshad Richards, Rebecca Slocum, Marc Sykes, Nicholas Trabucco, Euclides Urena and Marcial Yglesias, request that they be permitted to amend their applications for the open competitive examination for the 2022 Law Enforcement Examination, various titles and jurisdictions, after the closing date.

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

B-51 S.J. - CSC DOCKET NO. 2022-1891

S.J., a Staff Clinical Psychologist 3, with the Department of Human Services, Woodbine Developmental Center, appeals the decision of an Assistant Commissioner, which was unable to substantiate her allegations that she was subject to discrimination in violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

B-52 COUNTY CORRECTIONAL POLICE OFFICER, ESSEX COUNTY – CSC DOCKET NO. 2022-2893 AND 2022-2861

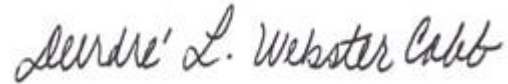
Essex County requests permission to make temporary appointments of entry-level County Correctional Police Officers.

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

PUBLIC PORTION

No comments.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, June 15, 2022, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.

A handwritten signature in dark ink, reading "Deirdre' L. Webster Cobb". The signature is written in a cursive, flowing style.

Deirdré L. Webster Cobb
Chairperson
Civil Service Commission