



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
JANUARY 20, 2021**

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

JANUARY 20, 2021

A regular meeting of the Civil Service Commission was held on Wednesday, January 20, 2021, 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; Christopher 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 December 2, 2020, 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 December 16, 2020.

ACTION: The Civil Service Commission adopted the minutes of its meeting of December 16, 2020.

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Frederick Doll, III, Senior Food Service Handler, Ancora Psychiatric Hospital, Department of Health, 20 working day suspension.

Josette Garrett, County Correctional Police Officer, Mercer County Correction Center, six working day suspension.

Marc Jackson, Fire Fighter, City of East Orange, Department of Public Safety, removal.

Janeen Rossi, Clerk 2, Monroe Township, Department of Public Safety, removal.

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

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Ayesha Canty
Northern State Prison
Department of Corrections
Suspension

Christopher Cucinotta
Garden State Youth Correctional Facility
Department of Corrections
Suspension

Drusilla Davis
Woodbine Developmental Center
Department of Human Services
Resignation not in good standing

Canice Howard
Middlesex County Board of Social Services
Removal

Fiordaliza Tineo
New Jersey Veterans Memorial Home – Menlo Park
Department of Military and Veterans Affairs
Removal

ACTION: The Civil Service Commission acknowledged the settlements.

**A-2 DAVID ARGUELLO – CSC DOCKET NOS. 2020-1573 and 2020-1574
(Consolidated)**

David Arguello, County Correctional Police Officer, Hudson County, Department of Corrections, two removals effective September 12, 2018 on charges of insubordination, 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 regarding the drug test and modify the removal regarding the municipal court conviction to a six-month suspension.

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

A-3 JOHN BUCKLEY – CSC DOCKET NO. 2021-153

John Buckley, Charge Nurse, 12-months, Department of Military and Veterans Affairs, resignation not in good standing effective July 21, 2020, on charges of job abandonment.

Recommendation of the Administrative Law Judge – Dismiss the appeal.

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

A-4 ALMEEN JENKINS – CSC DOCKET NO. 2019-2215

Almeen Jenkins, Senior Medical Security Officer, Ann Klein Forensic Center, Department of Health, removal effective February 28, 2018 on charges of conduct unbecoming a public employee, physical or mental abuse of a patient, client or resident and inappropriate contact or mistreatment of a patient, client, resident or employee.

Recommendation of the Administrative Law Judge – Modify the removal to a 10 working day suspension.

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

A-5 JOHN KOJSZA – CSC DOCKET NO. 2021-145

John Kojsza, Repairer, Department of Military and Veterans Affairs, resignation not in good standing effective February 13, 2020, on charges of chronic or excessive absenteeism or lateness and job abandonment.

Recommendation of the Administrative Law Judge – Dismiss the appeal.

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)

A-6 JOHN KOJSZA – CSC DOCKET NO. 2021-146

John Kojsza, Repairer, Department of Military and Veterans Affairs, removal effective July 1, 2020, on charges of insubordination and other sufficient cause.

Recommendation of the Administrative Law Judge – Dismiss the appeal.

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)

A-7 TRACY LEE – CSC DOCKET NO. 2020-2178

Tracy Lee, Community Youth Worker, Essex County, Department of Health and Rehabilitation, release at the end of the working test period effective February 4, 2020.

Recommendation of the Administrative Law Judge – Dismiss the appeal.

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

A-8 MARQUISE MONTANEZ – CSC DOCKET NO. 2020-1917

Marquise Montanez, Building Maintenance Worker, Hudson County, Department of Roads and Public Property, 90 working day suspension on charges of conduct unbecoming a public employee, neglect of duty, insubordination, inefficiency, falsification of timesheet, lewd and offensive actions and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 90 working day suspension to a 60 working day suspension.

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

A-9 JASON OSWALD – CSC DOCKET NO. 2020-984

Jason Oswald, Laborer 1, Cumberland County, Department of Public Works, release at the end of the working test period effective September 24, 2019.

Recommendation of the Administrative Law Judge – Uphold the release at the end of the working test period.

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

SECTION B – MISCELLANEOUS MATTERS**B-1 T.D.E. – CSC DOCKET NO. 2020-1532**

T.D.E., represented by Daniel J. Zirrith, Esq., appeals his rejection as a Fire Fighter candidate by the City of Jersey City and its request to remove his name from the eligible list for Fire Fighter (M1844W) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION: The Civil Service Commission directed that this appeal be dismissed for lack of pursuit.

B-2 S.C. – CSC DOCKET NO. 2021-451

S.C. appeals the decision to remove her name from the Claims Adjudicator Trainee, Disability Determinations (S0459A), Department of Labor and Workforce Development eligible list on the basis that she had an unsatisfactory employment record.

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

B-3 MARKIA FLETCHER – CSC DOCKET NO. 2019-3601

Markia Fletcher appeals the removal of her name from the eligible list for Medical Security Officer Recruit (S0239T), Ann Klein Forensic Center on the basis that she did not complete preemployment processing.

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

B-4 MANAGEMENT ASSISTANT (C1052A), CAPE MAY COUNTY– CSC DOCKET NO. 2021-368

Cape May County requests permission not to make an appointment from the June 8, 2020 certification for Management Assistant (C1052A), Cape May County.

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

B-5 ANDREW MILOS – CSC DOCKET NO. 2020-2387

Andrew Milos, represented by Marcia Mitolo, Esq., appeals the decision of the Division of Agency Services that his position with Morris County is correctly classified as Senior Technician, Management Information Systems. Appellant seeks a Systems Analyst job classification.

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

B-6 ROBYN OUTERBRIDGE – CSC DOCKET NO. 2019-3210

Robyn Outerbridge appeals the determination of the Division of Agency Services that her position with the Department of Labor and Workforce Development is properly classified as a Technical Assistant. The appellant seeks a Customer Information Specialist 3 job classification.

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

B-7 ADMINISTRATIVE SECRETARY (M0165A), TOWNSHIP OF HILLSIDE – CSC DOCKET NO. 2021-530

The Township of Hillside requests permission not to make an appointment from the December 2, 2019 certification for Administrative Secretary (M0165A), Township of Hillside.

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

B-8 ALITA CARTER, ET AL. – CSC DOCKET NOS. 2021-381, ET AL.

Alita Carter, a Program Monitor, Frank Gilmore, a Clerk Driver, Dan Wiley, a Senior Program Analyst, and Sabrina Harold, a Supervising Administrative Analyst, represented by Pauline M.K. Young, Esq. and Drake Bearden, Esq., appeal the appointing authority's departmental reorganization plan for its Department of Recreation and Youth Development Services and their resultant transfers to other departments.

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

VOTE: **Deirdrè L. Webster Cobb** **(Recuse)**
 Dolores Gorczyca **(Yes)**
 Daniel W. O'Mullan **(Yes)**
 Diomedes Tsitouras **(Yes)**

B-9 BRIANNA GONZALEZ AND BRODY WENTZELL – CSC DOCKET NOS. 2021-651 AND 2021-652

The Department of Environmental Protection (DEP), on behalf of Brianna Gonzalez and Brody Wentzell, requests relaxation of *N.J.A.C.* 4A:4-2.15(i) to permit the application of their scores on the 2016 Law Enforcement Examination (S9999U) to the promotional examination for State Park Police Officer Trainee (PS1614G), DEP.

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

B-10 AMANDA WRIGHT – CSC DOCKET NO. 2021-106

Amanda Wright, a Supervisor of Collection Representatives, appeals the decision of the City of Newark to reassign her.

ACTION: The Civil Service Commission ordered the appointing authority to initiate disciplinary procedures or return the appellant to her prior assignment.

VOTE: **Deirdrè L. Webster Cobb** **(Yes)**
 Dolores Gorczyca **(Recuse)**
 Daniel W. O'Mullan **(Yes)**
 Diomedes Tsitouras **(Yes)**

B-11 DAVID NILAND – CSC DOCKET NO. 2020-2726

David Niland, represented by Robert K. Chewning, Esq., appeals the bypass of his name on the Police Chief (PM0169A), Clifton eligible list.

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

B-12 A.O.- CSC DOCKET NO. 2021-266

A.O., represented by Michael L. Prigoff, Esq., appeals the bypass of his name on the Fire Fighter (M1862W), City of Passaic, eligible list.

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

B-13 ROBIN BLAKE AND BARBARA STEELE – CSC DOCKET NOS. 2021-591 AND 2021-585

Robin Blake and Barbara Steele appeal the determination 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 (PS5856K), Division of Mental Health and Addiction Services.

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

B-14 EDWARD GORSKI – CSC DOCKET NO. 2020-2687

Edward Gorski 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 Management Assistant (C1052A), Cape May County.

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

B-15 KEVIN MCLAUGHLIN – CSC DOCKET NO. 2020-2732

Kevin McLaughlin 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 Management Assistant (C1052A), Cape May County.

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

B-16 WILLIAM PARKINSON – CSC DOCKET NO. 2021-454

William Parkinson appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Coordinator of Maintenance Services (PC1733A), Hudson County.

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

B-17 MARK TAYLOR – CSC DOCKET NO. 2021-566

Mark Taylor appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Paralegal Technician 1 (PS1613Y), Office of Administrative Law.

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

B-18 STEVEN RICCIO – CSC DOCKET NO. 2021-644

Steven Riccio appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements, per the substitutional clause for education, for the promotional examination for Management Information Systems Coordinator (PC0603B), Morris County.

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

B-19 HUMAN SERVICES POLICE DEPARTMENT – CSC DOCKET NO. 2021-983

The Department of Human Services requests that promotional announcement procedures be utilized for the title of Police Officer Recruit, Human Services.

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

B-20 JAMES STIGLIANO – CSC DOCKET NO. 2020-2109

James Stigliano appeals his seniority score and rank on the promotional examination for Correctional Police Major (PS8871I), Department of Corrections.

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

B-21 MARIAH ALSTON AND CHALAYA DOWNING – CSC DOCKET NOS. 2021-397 AND 2021-398

Mariah Alston and Chalaaya Downing request to file late applications for the open competitive examination for Program Specialist 2 (M0562B), Newark School District.

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

B-22 LESLIE WILLIAMS-GALLMAN – CSC DOCKET NO. 2020-2682

Leslie Williams-Gallman requests to file an application after the announced closing date for the promotional examination for Purchasing Assistant (PS0875H), Department of Health.

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

B-23 BETSY RUGGIERO – CSC DOCKET NO. 2021-807

Betsy Ruggiero, a Keyboarding Clerk 3 with Camden County, represented by James Katz, Esq., requests enforcement of *In the Matter of Betsy Ruggiero* (CSC, decided September 2, 2020) and *In the Matter of Betsy Ruggiero* (CSC, decided October 21, 2020).

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

B-24 STEPHEN PALACIO – CSC DOCKET NO. 2021-528

Stephen Palacio, a Family Services Specialist 2, Bilingual in Spanish and English, Department of Children and Families, petitions the Civil Service Commission for reconsideration of the decision rendered on October 23, 2020, in which the Director of the Division of Appeals and Regulatory Affairs denied his request for a hearing with respect to his release at the end of the working test period.

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

B-25 D.O. – CSC DOCKET NO. 2021-375

D.O., a Business Manager 2 with the Department of Military and Veterans Affairs, appeals the determination of the Legal Specialist, Office of Equal Employment Opportunity and Affirmative Action, Department of Military and Veterans Affairs, which found that the appellant failed to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

B-26 NICHOLAS BELLUCCI – CSC DOCKET NO. 2021-466

Nicholas Bellucci, represented by Jennifer Meyer-Mahoney, Esq., appeals the decision to remove his name from the Sheriff's Officer (S9999R), Essex County Sheriff's Office eligible list on the basis that he had failed to respond to the subject certification notice.

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

B-27 ROSLYN GILLIARD – CSC DOCKET NO. 2021-595

Roslyn Gilliard appeals the determination of the Division of Agency Services that the promotional examination for Assistant Training Supervisor, County Welfare Agency (PC0084B), Essex County was not a promotion.

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

B-28 DONNA BRIGHT – CSC DOCKET NO. 2021-600

Warren County petitions the Civil Service Commission for a retroactive date of appointment for Donna Bright to the title of Keyboarding Clerk 2.

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

B-29 CAROLYN MCKNIGHT – CSC DOCKET NO. 2021-686

The Superior Court of New Jersey, Appellate Division remanded *In the Matter of Carolyn McKnight* (CSC, deed adopted November 15, 2019) to the Civil Service Commission to address McKnight's claims regarding back pay and reinstatement. In reply, the City of Newark, represented by Cheyne R. Scott, Esq., requests a stay pending its appeal to the Appellant Division.

ACTION: The Civil Service Commission granted gross back pay in the amount of \$20,422.46 and gross forward pay in the amount of \$92,541.76 for the period of November 15, 2019 through January 20, 2021. Additionally, it granted gross forward pay for that time from January 21, 2021 until reinstatement. It denied all other requests.

VOTE:

Deirdrè L. Webster Cobb	(Yes)
Dolores Gorczyca	(Recuse)
Daniel W. O'Mullan	(Yes)
Diomedes Tsitouras	(Yes)

B-30 DONALD COSMA – CSC DOCKET NO. 2021-826

Donald Cosma appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Telecommunications Systems Analyst 1 (PS0929P), Juvenile Justice Commission.

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

B-31 MICHELLE MORGAN – CSC DOCKET NO. 2021-611

Michelle Morgan appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the qualifying examination for Institutional Trade Instructor 1, Food Processing, South Woods State Prison.

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

B-32 REALLOCATION OF FINANCIAL EXAMINER AND INSURANCE EXAMINER TITLE SERIES CSC DOCKET NOS. 2021-656 and 2021-657


The Division of Agency Services requests the reallocation of titles in the title series of Financial Examiner and Insurance Examiner to the noncompetitive division of the career service on an interim basis for six months and after exhaustion of existing eligible lists.

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, February 3, 2021, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.



Deirdre L. Webster Cobb
Chairperson
Civil Service Commission