



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
OCTOBER 27, 2021**

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

OCTOBER 27, 2021

A regular meeting of the Civil Service Commission was held on Wednesday, October 27, 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; 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 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 October 6, 2021.

ACTION: The Civil Service Commission adopted the minutes of its meeting of October 6, 2021.

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Jelinette Cadavid, Judiciary Clerk 3, Bilingual in Spanish/English, Atlantic and Cape May Vicinage, Judiciary, suspension.

Jessica Cheverez, Emergency Medical Technician, Ewing Township, Department of Public Safety, suspension.

Yocelyn Cortes, Human Services Aide, Bilingual in Spanish/English, Cumberland County, Board of Social Services, suspension.

Yocelyn Cortes, Human Services Aide, Bilingual in Spanish/English, Cumberland County, Board of Social Services, suspension.

Joseph Infante, Systems Analyst, Union County, Department of Corrections, layoff, effective June 30, 2021.

Andrew Lee, Police Officer, Lawrence Township, Department of Public Safety, suspension.

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

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Jose Figueroa
City of Newark
Department of Public Safety
Suspension

Terry Fleming
Ancora Psychiatric Hospital
Department of Health
Suspension

Johan Gonzalez
Central Office Personnel
Department of Corrections
List bypass

Sharon Grant
Union County
Department of Human Services
Release at the end of the working test period

Sherri Jackson
South Woods State Prison
Department of Corrections
Removal

Matthew Liloia
City of Clifton
Department of Public Safety
Suspension

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

Sophia Mensah (Consolidated)
New Jersey Veterans Memorial Home - Menlo Park
Department of Military and Veterans Affairs
Suspension and Removal

Rey Velez
City of Hackensack
Department of Sanitation
Suspension

Leonardo Williams
City of Newark
Department of Public Works
Removal

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 JEFFREY BARRETT, ET AL. – CSC DOCKET NOS. 2016-3370, ET AL. (CONSOLIDATED)

Jeffrey Barrett, *at al.*, employees of the Irvington Housing Authority, layoffs effective April 20, 2016, for reasons of economy or efficiency.

Recommendation of the Administrative Law Judge – Uphold the layoffs.

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

A-3 CHRISTOPHER FERRO – CSC DOCKET NO. 2020-518 (ON REMAND)

Christopher Ferro, County Correctional Police Officer, Bergen County Sheriff's Office, removal effective January 11, 2019, on charges including various violations of Bergen County Sheriff's Office rules and regulations.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION: The recommendation of the Administrative Law Judge was deemed adopted as there was a tie vote by the Civil Service Commission.

VOTE:

Deirdrè L. Webster Cobb	(No)
Dolores Gorczyca	(Yes)
Daniel W. O'Mullan	(No)
Diomedes Tsitouras	(Yes)

A-4 MUHAMMAD GONZALEZ - CSC DOCKET NO. 2021-200

Muhammad Gonzalez, Hospital Attendant, Hudson County, Department of Health and Human Services, Meadowview Psychiatric Hospital, removal effective July 15, 2020, on charges of insubordination, 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 directed that this matter be held over.

A-5 RANDY LINDABERRY – CSC DOCKET NO. 2019-2798

Randy Lindaberry, Correctional Police Major, Mountainview Youth Correctional Facility, Department of Corrections, 120 working day suspension and demotion effective March 30, 2019, on charges of conduct unbecoming a public employee and other sufficient cause.

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

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

A-6 MALIKAH SPENCER – CSC DOCKET NO. 2021-677

Malikah Spencer, County Correctional Police Officer, Essex County, Department of Corrections, removal effective November 25, 2020, on conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

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

SECTION B – MISCELLANEOUS MATTERS

B-1 S.B. – CSC DOCKET NO. 2021-601

S.B. appeals the request by the City of Paterson to remove his name from the Police Officer (S9999A) eligible list for medical unfitness to perform effectively the duties of the position.

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

B-2 N.S. – CSC DOCKET NO. 2021-463

N.S. appeals the request by the City of Linden to remove his name from the Fire Fighter (M1848W) eligible list for medical unfitness to perform effectively the duties of the position.

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

B-3 R.M.H. – CSC DOCKET NO. 2021-927

R.M.H., represented by Craig S. Gumpel, Esq., appeals his rejection as a Police Officer candidate by Union Township and its request to remove his name from the eligible list for Police Officer (S9999A), Union Township, on the basis of psychological unfitness to perform effectively the duties of the position.

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

B-4 HASSAN BILAL, *ET AL.* – CSC DOCKET NOS. 2022-64, *ET AL.*

Hassan Bilal, Kevin Gobin, and Giancarlo Russa appeal the determinations of the Division of Agency Services that their positions with the Newark School District are properly classified as a Systems Analyst. The appellants seek a Senior Systems Analyst job classification.

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

B-5 WAYNE COLLINS – CSC DOCKET NO. 2022-538

Wayne Collins appeals the decision of the Division of Agency Services that the proper classification of his position with the Office of Information Technology is Technician, Management Information Systems. Appellant seeks a Technician Support Specialist 1 job classification.

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

B-6 PRICE ETIENNE AND HOSSAM FAHMY – CSC DOCKET NOS. 2022-58 AND 2022-59

Price Etienne and Hossam Fahmy appeal the determinations of the Division of Agency Services that their positions with the Newark School District are properly classified as a Network Administrator 1. The appellants seek a Network Administrator 2 job classification.

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

B-7 NICOLE TEEL – CSC DOCKET NO. 2022-496

Nicole Teel appeals the decision of the Division of Agency Services which found that her position with the Department of the Treasury is properly classified as Pensions Benefits Specialist 1. The appellant seeks a Pensions Benefits Specialist 2 job classification.

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

B-8 CLIENT SERVICES REPRESENTATIVE (C0071W), BERGEN COUNTY – CSC DOCKET NO. 2022-645

The matter of Bergen County's failure to make an appointment from the OL180976 certification of the Client Services Representative (C0017W), Bergen County list, has been referred to the Civil Service Commission for review.

ACTION: The Civil Service Commission ordered Bergen County to pay selection costs in the amount of \$2,048.

B-9 JENNIFER DAWSON – CSC DOCKET NO. 2022-294

Jennifer Dawson appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Business Manager (PM0511C), Mount Laurel.

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

B-10 ANGELA DEBIASE – CSC DOCKET NO. 2021-1679

Angela DeBiase appeals the decision of the Division of Agency Services that found that she did not meet the education and experience requirements for the promotional examination for Assistant Engineer (PC2743B), Ocean County.

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

B-11 MAGDALENA FRANGOS – CSC DOCKET NO. 2022-146

Magdalena Frangos appeals the determination of the Division of Agency Services which found that she did not meet the experience requirements for the promotional examination for Assistant Personnel Director (PM2887B), Woodbridge.

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

B-12 SANDRA LEONELLI – CSC DOCKET NO. 2021-1846

Sandra Leonelli appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the open competitive examination for Supervising Library Assistant (M0692B), Union Township.

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

B-13 BETH MORINE – CSC DOCKET NO. 2022-436

Beth Morine appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Contract Administrator 2 (PS5037K), Department of Children and Families.

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

B-14 AKASHDEEP HUNDAL – CSC DOCKET NO. 2022-434

Akashdeep Hundal appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the open competitive examination for Principal Technician, Management Information Systems (C0726B), Sussex County.

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

B-15 PORTIA DIXON – CSC DOCKET NO. 2022-586

Portia Dixon requests to file a late application for the promotional examination for Supervising Data Control Clerk (PC3258C), Union County.

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

B-16 SAHEED OLUSHI – CSC DOCKET NO. 2022-305

Saheed Olushi requests permission to submit a late application for the promotional examination for Manager 1, Civil Service Commission (PS6041C).

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

VOTE:

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

B-17 KELLY GOGAN – CSC DOCKET NO. 2022-18

Kelly Gogan requests that the examination for Sheriff's Officer Lieutenant (PC1556A), Mercer County be cancelled and re-announced, or that she be admitted to the examination.

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

B-18 EL HUSSEIN ALY AHMED – CSC DOCKET NO. 2020-2571

El Hussein Aly Ahmed appeals the administration of the Entry Level Law Enforcement Examination (S9999A).

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

B-19 TERRANCE MCLEAN – CSC DOCKET NO. 2021-1669

Terrance McLean appeals the administration of the promotional examination for Social Services Technician (PC2882W), Middlesex County.

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

B-20 DANIEL CARROLL – CSC DOCKET NO. 2022-516

The Township of West Orange, represented by Nicole D. Espin, Esq., requests that the Civil Service Commission find that Daniel Carroll is ineligible for the back pay that was awarded in *In the Matter of Daniel Carroll* (CSC, decided June 30, 2021). Daniel Carroll, represented by Frank C. Cioffi, Esq., requests 15 days of back pay as awarded, subject to his mitigation efforts.

ACTION: The Civil Service Commission directed that West Orange's request be granted, and Daniel Carroll's request be denied.

B-21 A.D. – CSC DOCKET NO. 2021-596

A.D., a Charge Nurse, 12 Months with New Lisbon Developmental Center, Department of Human Services, appeals the determination of the Office of Equal Employment Opportunity, Department of Human Services, which found that the appellant failed to support a finding that she 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-22 J.T. – CSC DOCKET NO. 2022-192

J.T., a former Police Officer with the City of Newark, requests to be reinstated with back pay, benefits and seniority.

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

B-23 N.O. – CSC DOCKET NO. 2021-1214

N.O. appeals the request by the Department of Corrections to remove his name from the Correctional Police Officer (S9988A) eligible list for medical unfitness to perform effectively the duties of the position.

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

B-24 JOLYN MITCHELL-RIDDLE - CSC DOCKET NO. 2022-513

Jolyn Mitchell-Riddle appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Management Assistant (PC3218C), Salem County.

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

B-25 TIMOTHY LONDON - CSC DOCKET NO. 2021-681

Timothy London appeals the decision of the Division of Agency Services which found that his position with Trenton is properly classified as Meter Worker 2. The appellant seeks a Geographic Information System Specialist 1, 2, 3 or Trainee job classification in this proceeding.

ACTION: The Civil Service Commission directed that this appeal be granted in part, and the classification of the position be Geographic Information System Specialist 3.

B-26- JOHN CARDACIOTTO - CSC DOCKET NO. 2022-215

John Cardaciotto appeals the decision of the Division of Agency Services which found that his position with Trenton is properly classified as Water Repairer 2. The appellant seeks a Water Repairer 3, General Supervisor or Water Superintendent job classification in this proceeding.

ACTION: The Civil Service Commission directed that this appeal be granted, and the classification of the position be Water Repairer 3.

B-27 LAURA KIRBY - CSC DOCKET NO. 2022-588

Laura Kirby appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Director, Community Development Program (PC2416C), Monmouth County.

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

B-28 FRANKLIN MCLAUGHLIN CSC DOCKET NO. 2022-733

Franklin McLaughlin requests to file a late application for the promotional examination for Environmental Specialist 4 (PS6203G), Department of Environmental Protection.

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

B-29 MARIA ROONEY - CSC DOCKET NO. 2021-1734

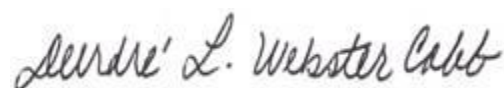
Maria Rooney appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience, per the substitution clause for education, for the promotional examination for Administrative Analyst 3 (PS3796U), Office of Information Technology.

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

PUBLIC PORTION

No comments.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, November 17, 2021, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.



Deirdre L. Webster Cobb
Chairperson
Civil Service Commission