



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  
DECEMBER 16, 2020**

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

December 16, 2020

\*\*\*\*\*

A regular meeting of the Civil Service Commission was held on Wednesday, December 16, 2020, 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 November 13, 2019, 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 November 24, 2020.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of November 24, 2020.

**WITHDRAWAL OF APPEALS**

**The following appeals were withdrawn and removed from the hearing calendar:**

Rodney Bell, Code Enforcement Officer, City of Pleasantville, Department of Public Works, removal.

Kim Hernandez, Police Officer, City of Newark, Department of Public Safety, removal.

Joshua Leek, Senior Correctional Police Officer, New Jersey State Prison, Department of Corrections, removal.

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

**DISMISSAL FOR FAILURE TO APPEAR**

**The Civil Service Commission dismissed the following cases without prejudice for failure to appear at the scheduled hearing before the Office of Administrative Law:**

Jefry Gonzalez, Judiciary Clerk 2, Bilingual ins Spanish and English, Judiciary, Monmouth Vicinage, release at the end of the working test period.

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

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

Herbert Glenn  
Essex County  
Department of Public Safety and Corrections  
Suspension

Ramona Marshall  
Hudson County  
Department of Health and Human Services  
Suspension

Gregory Smith (consolidated)  
Ancora Psychiatric Hospital  
Department of Health  
Removals (4)

Justin Springer  
Ocean County  
Department of Corrections  
Removal

**ACTION:** The Civil Service Commission acknowledged the settlements.

**A-2 COURTNEY BROWN – CSC DOCKET NO. 2015-683**

Courtney Brown, Family Service Specialist 2, Department of Children and Families, release at the end of the working test period effective August 22, 2014.

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.

**A-3 RHONDA CRAWLEY – CSC DOCKET NO. 2019-1567 (on remand)**

Rhonda Crawley, Recreation Assistant, New Jersey Veterans Memorial Home – Paramus, Department of Military and Veterans Affairs, removal effective November 29, 2018, on charges of violation of a rule, regulation, policy, procedure, order or administrative decision and making unwelcome sexual advances, requests for sexual favors and/or other verbal or physical conduct based on gender.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

**A-4 RYAN MARSH – CSC DOCKET NO. 2020-2590**

Ryan Marsh, Police Officer, Township of West Orange, removal effective March 24, 2020, on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removal to a six-month suspension.

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

**VOTE:**

<b>Deirdrè L. Webster Cobb</b>	<b>(Yes)</b>
<b>Dolores Gorczyca</b>	<b>(Yes)</b>
<b>Daniel W. O’Mullan</b>	<b>(No)</b>
<b>Diomedes Tsitouras</b>	<b>(Yes)</b>

**SECTION B – MISCELLANEOUS MATTERS****B-1 J.M.C. – CSC DOCKET NO. 2020-2642**

J.M.C., represented by Michael L. Prigoff, Esq., appeals his rejection as a Fire Fighter candidate by 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 granted.

**B-2 D.D. – CSC DOCKET NO. 2020-2377**

D.D. appeals his rejection as a Correctional Police Officer candidate by the Department of Corrections and its request to remove his name from the eligible list for Correctional Police Officer (S9988A) 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-3 M.D. - CSC DOCKET NO. 2020-753**

M.D., represented by Michael L. Prigoff, Esq., appeals his rejection as a Police Officer candidate by the City of Paterson and its request to remove his name from the eligible list for Police Officer (S9999U) 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-4 D.G. – CSC DOCKET NO. 2020-1716**

D.G. appeals his rejection as a Police Officer candidate by the City of Rahway and its request to remove his name from the eligible list for Police Officer (S9999U) 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-5 D.P.H – CSC DOCKET NO. 2020-2250**

D.P.H., represented by Giovanna Giampa, Esq., appeals his rejection as a Police Officer candidate by the City of Bayonne and its request to remove his name from the eligible list for Police Officer (S9999U) 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-6 W.S. – CSC DOCKET NO. 2019-1209**

W.S., represented by Robert K. Chewning, Esq., appeals his rejection as a Fire Fighter candidate by the City of Newark and its request to remove his name from the eligible list for Fire Fighter (M1556T) 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-7 COREY COOPER – CSC DOCKET NO. 2020-2717**

Corey Cooper, represented by Luretha M. Stribling, Esq., appeals the decision to remove his name from the County Correctional Police Officer (S9999A), County of Essex, eligible list on the basis of falsification of his application.

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

**B-8 SAMIRA RODGERS – CSC DOCKET NO. 2020-2555**

Samira Rodgers appeals her removal from Correctional Police Officer (S9988A), Department of Corrections eligible list based on an unsatisfactory criminal record and an unsatisfactory employment record.

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

**B-9 MICHELLE ARNOLD - CSC DOCKET NO. 2021-314**

Michelle Arnold appeals the determination of the Division of Agency Services, which found that she did not meet the experience requirement for the promotional examination for Business Manager (PC1706A), Ocean County.

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

**B-10 STEPHEN BRANCO - CSC DOCKET NO. 2021-350**

Stephen Branco 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 Inspector, Road Openings (M0033B), City of Vineland.

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

**B-11 FERDINAND CONTI – CSC DOCKET NO. 2021-445**

Ferdinand Conti appeals the decision of the Division of Agency Services which found that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Building Management Services Specialist 1 (PS1008H), Department of Health.

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

**B-12 LIMMZA DAVIS - CSC DOCKET NO. 2021-443**

Limmza Davis appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience for the promotional examination for Program Specialist 2 Social Human Services (PS0997H), Department of Health.

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

**B-13 JOSEPH DOUGHERTY - CSC DOCKET NO. 2021-552**

Joseph Dougherty appeals the determination of the Division of Agency Services that he did not meet the licensing requirements for the open competitive examination for Building Inspector (M0357B), Camden.

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

**B-14 VINCENT HUTCHESON – CSC DOCKET NO. 2021-604**

Vincent Hutcheson appeals the decision of the Division of Agency Services which found that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Management Specialist (PM2721B), Newark School District.

**ACTION:** The Civil Service Commission directed that this appeal be denied and the matter of the appellant's position classification be referred to Agency Services for review.

**B-15 MICHAEL KRAUS – CSC DOCKET NO. 2021-395**

Michael Kraus appeals the decision of the Division of this Agency Services which found that he did not meet the experience requirements for the promotional examination for Personnel Officer (PM1738A), Hoboken.

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

**B-16 MATTHEW PALKO – CSC DOCKET NO. 2021-621**

Matthew Palko appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Senior Sewage Plant Operator (PM2019B), Jefferson.

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

**B-17 ANTONIA ROY AND ASHLEY RIVERA - CSC DOCKET NOS. 2021-461 AND 2021-446**

Antonia Roy and Ashley Rivera appeal the determinations of the Division of Agency Services which found that they did not meet the experience requirements for the promotional examination for Clerk 2 (PC2096B), Salem County.

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



**B-18 SARAH RUSSELL – CSC DOCKET NO. 2019-3032**

Sarah Russell appeals the determination of the Division of Agency Services which found that she did not meet the requirements for the open-competitive examination for Assistant Business Manager 1, (S0819W), Statewide.

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

**B-19 AMY TURCICH – CSC DOCKET NO. 2021-419**

Amy Turcich appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience for the promotional examination for Program Specialist 2 Social Human Services (PS0997H), Department of Health.

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

**B-20 IVAN VELASQUEZ – CSC DOCKET NO. 2021-455**

Ivan Velasquez appeals the determination of the Division of Agency Services which found that he did not meet the minimum requirements in experience for the promotional examination for Housekeeping Supervisor 1 (PS1026J), Ramapo State College.

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

**B-21 LISA WILLIAMS – CSC DOCKET NO. 2021-554**

Lisa Williams appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Assistant Training Supervisor, County Welfare Agency (PC0084B), Essex County.

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

**B-22 FRANCES KELLY – CSC DOCKET NO. 2021-187**

Frances Kelly requests to file a late application for the promotional examination for Senior Community Specialist, Juvenile Justice Commission (PS3581P), Juvenile Justice Commission.

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

**B-23 NATALIE LYSZYK – CSC DOCKET NO. 2021-139**

Natalie Lyszyk requests to file a late application for the promotional examination for Environmental Specialist 2 (PS3463G), Department of Environmental Protection.

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

**B-24 TINA TOAL-WOLFORD – CSC DOCKET NO. 2020-1209**

Tina Toal-Wolford requests to file a late application for the promotional examination for Senior Unemployment Insurance Clerk (PS0383N), Department of Labor and Workforce Development.

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

**B-25 SHANNON BOUCHER – CSC DOCKET NO. 2021-407**

Shannon Boucher appeals the decision of the Division of Agency Services that the proper classification of her position is State Investigator 4, Law and Public Safety. The appellant seeks a State Investigator 3, Law and Public Safety classification.

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

**B-26 EDWARD COLLINS – CSC DOCKET NO. 2021-304**

Edward Collins appeals the decision of the Division of Agency Services which found that his position with the Union County is properly classified as Building Maintenance Worker. The appellant seeks a Maintenance Repairer job classification in this proceeding.

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

**B-27 NICOLA CONSTANTINO – CSC DOCKET NO. 2021-268**

Nicola Constantino appeals the decision of the Division of Agency Services which found that his position with the Union County is properly classified as Building Maintenance Worker. The appellant seeks a Maintenance Repairer job classification in this proceeding.

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

**B-28 WILLIAM HARRON – CSC DOCKET NO. 2021-330**

William Harron appeals the decision of the Division of Agency Services that the proper classification of his position with Stockton University is Professional Services Specialist 4, Administrative Services. The appellant seeks a classification of Professional Services Specialist 3, Administrative Services.

**ACTION:** The Civil Service Commission directed that this appeal be denied and Agency Services re-review the classification of the position.

**B-29 MARTIN INGENBRANDT IV – CSC DOCKET NO. 2021-529**

Martin Ingenbrandt IV appeals the decision of the Division of Agency Services which found that his position with Department of the Treasury is properly classified as Administrative Analyst 2, Information Systems. He seeks an Administrative Analyst 3, Information Systems job classification in this proceeding.

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

**B-30 CHERYL PAVIA – CSC DOCKET NO. 2021-406**

Cheryl Pavia appeals the decision of the Division of Agency Services that the proper classification of her position with Stockton University is Program Assistant, Administrative Services. The appellant seeks a classification of Professional Services Specialist 4, Administrative Services.

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

**B-31 JACKSON PHILLIPS – CSC DOCKET NO. 2021-472**

Jackson Phillips appeals the decision of the Division of Agency Services which found that his position with the Department of the Treasury is properly classified as Senior Clerk. He seeks a Technical Assistant job classification in this proceeding.

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

**B-32 VENITA PUERTO – CSC DOCKET NO. 2020-2386**

Venita Puerto appeals the decision of the Division of Agency Services which found that her position with the Department of Health is properly classified as Health Data Specialist 2. She seeks a Research Scientist 2 job classification in this proceeding.

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

**B-33 BIANCA WHITE AND TIASHA WRIGHT – CSC DOCKET NOS. 2021-415 AND 2021-414**

Bianca White and Tiasha Wright, Police Officers with Newark, represented by Giovanna Giampa, Esq., petition the Civil Service Commission for interim relief regarding their immediate and indefinite suspensions.

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

**B-34 J.E. – CSC DOCKET NO. 2020-2000**

The Department of Human Services (DHS), represented by Achchana Ranasinghe, Deputy Attorney General, requests reconsideration of the decision of the Civil Service Commission, rendered on December 18, 2019, which ordered that the appeal by J.E., a Cottage Training Supervisor at Woodbine Developmental Center, of the determination of the DHS' Chief of Staff, which found that he failed to present sufficient evidence to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace, be referred to the Office of Administrative Law for a hearing as a contested case.

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

**B-35 WILLIAM HENDRICKSON, JR. - CSC DOCKET NO. 2021-318**

William Hendrickson, Jr., an Inspector 1, Fire Safety with the Department of Community Affairs, represented by Arnold S. Cohen, Esq., requests reconsideration of *In the Matter of William Hendrickson, Jr.* (CSC, decided February 26, 2020).

**ACTION:** The Civil Service Commission directed that this request be dismissed as untimely.

**VOTE:**

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

**B-36 ADMINISTRATIVE CLERK (M0260V), LAKEWOOD FIRE DISTRICT #1– CSC DOCKET NO. 2021-186**

*In In the Matter of Administrative Clerk (M0260V), Lakewood Fire District #1* (CSC, decided April 4, 2018), the Civil Service Commission (Commission) granted the request of Lakewood Fire District #1 for an appointment waiver of the August 28, 2017 certification and ordered that no selection costs would be assessed at that time since there was a possibility that the 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-37 SOCIAL WORK SUPERVISOR (PC2725V), BERGEN COUNTY BOARD OF SOCIAL SERVICES– CSC DOCKET NO. 2021-303**

*In In the Matter of Social Work Supervisor (PC2725V), Bergen County Board of Social Services* (CSC, decided February 6, 2019), the Civil Service Commission (Commission) granted the request of appointing authority for an appointment waiver of the September 10, 2018 certification and ordered that no selection costs would be assessed at that time since there was a possibility that the 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 revived and extended the eligible list and deferred costs.

**B-38 J.I. – CSC DOCKET NO. 2020-1537**

J.I., a former Claims Examiner, Unemployment and Disability Insurance with the Department of Labor and Workforce Development, appeals the Assistant Commissioner's determination that she violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**B-39 A.M. – CSC DOCKET NO. 2020-1585**

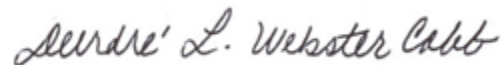
A.M., a Claims Examiner, Unemployment and Disability Insurance with the Department of Labor and Workforce Development, appeals the Assistant Commissioner's determination that she violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**PUBLIC PORTION**

No comments.

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, January 20, 2021, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**



---

**Deirdre L. Webster Cobb  
Chairperson  
Civil Service Commission**