



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**

AUGUST 24, 2022

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

AUGUST 24, 2022

A regular meeting of the Civil Service Commission was held on Wednesday, August 24, 2022, at 10:00 a.m., in Trenton, New Jersey.

PRESENT: Deirdré L. Webster Cobb, Chairperson, Members Dolores Gorczyca, Daniel O'Mullan and Diomedes Tsitouras; Pamela Ullman, Deputy Attorney General; Nicholas F. Angiulo, 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 August 3, 2022.

ACTION: The Civil Service Commission adopted the minutes of its meeting of August 3, 2022.

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

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

James Carelli, Gloucester County, Emergency Response Department, suspension.

Michael Elam, Newark, Department of Public Works, 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:

Hamid Harris, Newark, Department of Public Works, removal.

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

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Henry Adamson
Hunterdon Developmental Center
Department of Human Services
Removals (2)

Christine Canning
Cumberland County
Department of Finance
Resignation not in good standing

Leah Edrington
Irvington
Police Department
Removal

Nyriq Hay
Newark School District
Removal

Richie Lopez
South Woods State Prison
Department of Corrections
Removal

Emile Ronsard
Newark
Department of Public Safety
Suspension

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 PAVEL BUTRIM – CSC DOCKET NO. 2021-1514

Pavel Butrim, County Correctional Police Officer, Hudson County, Department of Corrections, 60 working day suspension on charges of incompetency, inefficiency or failure to perform duties, insubordination, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 60 working day suspension to a 30 working day suspension.

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

A-3 LEWIS HARVEY – CSC DOCKET NOS. 2022-1798, *ET AL.* (Consolidated)

Lewis Harvey, County Correctional Police Officer, Mercer County Correction Center, eight suspensions of various duration, and removal, effective December 3, 2021, on charges of chronic or excessive absenteeism or lateness, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the suspensions and removal.

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

A-4 MACARTHUR LEE, JR. – CSC DOCKET NO. 2020-1786

MacArthur Lee, Jr., Maintenance Worker 1, Grounds, Hackensack, Department of Public Works, removal, effective October 18, 2019, on charges of incompetency, inefficiency or failure to perform duties, chronic or excessive absenteeism of lateness, conduct unbecoming a public employee 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.

A-5 KIMBERLY MCCALL – CSC DOCKET NO. 2019-1978

Kimberly McCall, Security Guard, Newark School District, removal, effective January 28, 2019, on charges of chronic or excessive absenteeism of lateness, 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-6 SAMUEL TORRES – CSC DOCKET NO. 2021-626

Samuel Torres, Police Officer, Jersey City, Police Department, removal, effective November 18, 2020, on charges of incompetency, inefficiency or failure to perform duties, inability to perform duties and 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.

SECTION B – MISCELLANEOUS MATTERS

B-1 J.R. – DOCKET NO. 2022-609

J.R., represented by Stephen B. Hunter, Esq., appeals his rejection as a Police Officer candidate by Long Branch and its request to remove his 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 referred the appellant for an independent psychological evaluation.

B-2 E.E.V. – DOCKET NO. 2021-1536

E.E.V., represented by Robert K. Chewning, Esq., appeals his rejection as a County Correctional Police Officer candidate by Passaic County and its request to remove his name from the eligible list for County Correctional 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-3 A.Z. – DOCKET NO. 2022-1631

A.Z. appeals her rejection as a Correctional Police Officer candidate by the Department of Corrections and its request to remove her name from the eligible list for Correctional Police Officer (S9999A) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION: The Civil Service Commission referred the appellant for an independent psychological evaluation.

B-4 DORIT PEER – DOCKET NO. 2022-1869

Dorit Peer appeals the bypass of her name on the Police Officer (S9999A), Morristown eligible list.

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

B-5 MATTHEW HARDY – DOCKET NO. 2022-2017

Matthew Hardy, represented by Timothy J. Prol, Esq., appeals the decision to remove his name from the Police Officer (S9999A), Deptford eligible list on the basis of an unsatisfactory background report.

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

B-6 JOCELYN CASTELLANO – DOCKET NOS. 2022-3050, ET AL.

Jocelyn Castellano requests permission to submit late applications for the promotional examinations for Records Technician 3 Motor Vehicles (PS7769T), Senior Technician MVC (PS7770T), and Records Technician 1 Motor Vehicles (PS7846T), Motor Vehicle Commission.

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

B-7 APRIL GARRISON – DOCKET NO. 2022-1481

April Garrison requests that she be permitted to submit an application for the promotional examination for County Correctional Police Lieutenant (PC4960C), Salem County, after the application filing deadline.

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

B-8 MATTHEW BENINGASO – DOCKET NO. 2022-2985

Matthew Beningaso appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Laborer 3 (PM3726D), Long Beach Township.

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

B-9 MICHAEL BILLINGHAM – DOCKET NO. 2023-51

Michael Billingham appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Assistant Supervisor of Motor Pool (PC3773D), Camden County.

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

B-10 PATRICIA BYRD – DOCKET NO. 2023-24

Patricia Byrd appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Deputy Director of Welfare (PC3789D), Middlesex County Board of Social Services.

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

B-11 RAY CURREY, JR. – DOCKET NO. 2022-2977

Ray Currey, Jr. appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Quality Assurance Specialist, Health Services (PS5448K), Department of Human Services.

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

B-12 JOSEPH EKENTA – DOCKET NO. 2022-1693

Joseph Ekenta appeals the determination of the Division of Agency Services which found that he did not meet the requirements for the promotional examination for Quality Assurance Specialist, Health Services (PS6222H), Department of Health.

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

B-13 CHRISTOPHER GALLO – DOCKET NO. 2022-2552

Christopher Gallo appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Building Management Services Specialist 1 (PC4784C), Cumberland County.

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

B-14 KARLSON HUGHES – DOCKET NO. 2022-3062

Karlson Hughes appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the open competitive examination for Safety Inspector (C0729C), Cape May County.

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

B-15 HELEN MILLIGAN – DOCKET NO. 2022-2876

Helen Milligan appeals the determination of the Division of Agency Services which found that she did not meet the experience requirements for the promotional examination for Technical Assistant (PS6990K), Department of Human Services.

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

B-16 KATELIN BARONE – DOCKET NO. 2022-2689

Katelin Barone appeals the decision of the Division of Agency Services denying her request for a make-up examination for Principal Engineer, Traffic (PS6569T), Department of Transportation.

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

B-17 DANIEL CORCORAN, SR. – DOCKET NO. 2022-3231

Daniel Corcoran, Sr. appeals his score for on the essay portion of the examination for Police Captain (PM4445C), Atlantic City.

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

B-18 ALBERT HERBERT, ET AL. – DOCKET NOS. 2022-2514, ET AL.

Albert Herbert (PM4505C), Atlantic City; Jerome Bunin and Gabriel Megale (PM4506C), Bayonne; Michael Forte (PM4509C), Belleville; Joseph Cevallos (PM4514C), Bloomfield; Brian Farnkopf, Bryan Murphy and Michael Zolezi (PM4518C), Brick; Kyle Hess (PM4529C), Cinnaminson; Ilmi Bojkovic (PM4536C), Dover; Richard Hernandez (PM4542C), Elizabeth; Dylan Coladonato (PM4550C), Freehold; Roman Babyak, Sean Dorney, Joseph Iucolino, Justin Mura, Kevin Perkins and Matthew Quarino (PM4556C), Hamilton; Ryan Houghton and Joseph Mezzina (PM4562C), Hoboken; Lydiana Diaz (PM4569C), Jersey City; Nicole Cain, Michal Gontarczuk and John Grimm (PM4571C), Kearny; Michael Hein, Scott Keefe and Anthony Sarno (PM4573C), Lacey; Daniel Gould (PM4585C), Long Branch; Donna Gonzalez (PM4592C), Marlboro; Raymond Bradley and Kurt Saettler (PM4593C), Middle Township; Jason Caruso and Eric Van Schaak (PM4594C), Middletown; Ryan Daughton, Daniel Faller, Elfi Martinez and Robert Runof (PM4604C), New Brunswick; Juan Cosme and Jamie Rivera (PM4605C), Newark; Richard Wilent (PM4613C), Ocean City; Jimmy Michel (PM4617C), Parsippany-Troy Hills; Sebastian Gomez (PM4619C), Paterson; Michael Gamad (PM4626C), Pleasantville; Kyle Scarpa (PM4632C), Ridgewood; Anthony Bachmann (PM4638C), Rutherford; Chrystina Burt (PM4641C), Sayreville; Jose Martinez, Sebastian Montes and Harold Polo (PM4659C), Union City; Joseph Peterson (PM4661C), Union Township; and Andrew Kondracki, Perry Penna and Thomas Ratajczak (PM4678C), Woodbridge; appeal the examination for Police Sergeant (various jurisdictions).

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

B-19 MALESSIA LACY – DOCKET NO. 2022-2955

Malessia Lacy appeals the decision of the Division of Agency Services which found that her position is properly classified as Human Services Specialist 2. She seeks a Human Services Specialist 3 job classification in these proceedings.

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

B-20 ALDO MORALES – DOCKET NO. 2022-2442

Aldo Morales appeals the decision of the Division of Agency Services that the proper classification of his position with Department of the Treasury is Printing Machine Operator 2. The appellant seeks a classification of Printing Operations Technician 1.

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

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

B-21 A.M. – DOCKET NO. 2022-3066

A.M., a Physician Specialist 1 with the Hunterdon Developmental Center, Department of Human Services, appeals the decision of an Assistant Commissioner, which was unable to substantiate that he was subject to discrimination and retaliation 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-22 J.M. – DOCKET NO. 2022-3146

J.M., a Planner/Scheduler, Computerized Maintenance Management with the Greystone Park Psychiatric Hospital, Department of Human Services, appeals the decision of a Director/Equal Employment Opportunity Officer, which determined that there was no nexus between his claims and the New Jersey State Policy Prohibiting Discrimination in the Workplace and, therefore, there was no basis to investigate his allegations.

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

B-23 UDAY HIREMATH – DOCKET NO. 2023-60

Uday Hiremath, represented by Dudley Burdge, Senior Staff Representative, Communications Workers of America, Local 1032, requests reconsideration of *In the Matter of Uday Hiremath* (CSC, decided May 18, 2022) where the Civil Service Commission upheld 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 request be denied.

B-24 ADMINISTRATIVE ANALYST (M0631C), NORTH BRUNSWICK – DOCKET NO. 2022-3095

North Brunswick, represented by Katie Mocco, Esq., requests permission not to make an appointment from the March 21, 2022 certification for Administrative Analyst (M0631C), North Brunswick.

ACTION: The Civil Service Commission granted the appointment waiver and deferred selection costs.

B-25 ROSEANNE AMARI, ET AL. – DOCKET NOS. 2022-2093, ET AL.

Roseanne Amari, Justin Briel, Keith Bussey, Dequann Douglas, Kyle Ficci, Robert Gould, Vincent Hart, Sheri Johnson, Delores McClinton, Matthew McTamney, Michael Pierce, John Ralph, Marz Rodriguez, Ricardo Ruiz, Joseph Tomlinson, and Devonte Wingfield, represented by Lisa Ciccone, Business Representative, Local 195, International Federation of Professional and Technical Engineers, request that the Civil Service Commission adjust their salaries to Step 4 of their respective salary ranges.

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

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

B-26 S.B. – DOCKET NO. 2022-3065

S.B., an Assistant Social Work Supervisor, Secured Facilities with the Department of Corrections, 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.

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

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

B-27 NOTICE OF READOPTION: 4A:3 – CLASSIFICATION, SERVICES AND COMPENSATION

For the Commission's consideration is a Notice of Readoption for *N.J.A.C. 4A:3* – Classification, Services and Compensation.

ACTION: The Civil Service Commission approved the proposed readoption.

B-28 NOTICE OF READOPTION: 4A:4 – SELECTION AND APPOINTMENT

For the Commission's consideration is a Notice of Readoption for *N.J.A.C.* 4A:4 – Selection and Appointment.

ACTION: The Civil Service Commission approved the proposed readoption.

B-29 NOTICE OF READOPTION: 4A:6 – LEAVES, HOURS OF WORK AND EMPLOYEE DEVELOPMENT

For the Commission's consideration is a Notice of Readoption for *N.J.A.C.* 4A:6 – Leaves, Hours of Work and Employee Development.

ACTION: The Civil Service Commission approved the proposed readoption.

B-30 NOTICE OF READOPTION: 4A:7 – EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

For the Commission's consideration is a Notice of Readoption for *N.J.A.C.* 4A:7 – Equal Opportunity and Affirmative Action.

ACTION: The Civil Service Commission approved the proposed readoption.

B-31 NOTICE OF READOPTION: 4A:8 –LAYOFFS

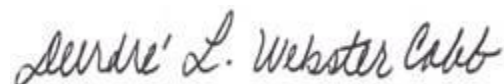
For the Commission's consideration is a Notice of Readoption for *N.J.A.C.* 4A:8 –Layoffs.

ACTION: The Civil Service Commission approved the proposed readoption.

PUBLIC PORTION

No comments.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, August 24, 2022, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.



Deirdre L. Webster Cobb
Chairperson
Civil Service Commission