



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

Chris Christie  
*Governor*  
Kim Guadagno  
*Lt. Governor*

Robert M. Czech  
*Chair/Chief Executive Officer*

**AGENDA OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
SEPTEMBER 17, 2014**

**Robert M. Czech, Chairperson**  
**Robert E. Brenner**  
**Thomas J. Perna**  
**Richard E. Williams**

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Elisa Franklin  
Warren County  
Department of Long Term Care Services  
Suspension

In the Matter of Ronald Maccrri (Consolidated)  
Cumberland County  
Department of Corrections  
(2) Suspensions and Removal

In the Matter of Carlos Perez and Luis Melendez (Consolidated)  
Town of West New York  
Department of Public Works  
Layoff

In the Matter of Charles West  
East Jersey State Prison  
Department of Corrections  
Suspension

**RECOMMENDATION OF THE ADMINISTRATIVE LAW JUDGE IN  
THE ABOVE CASES – SETTLEMENTS**

**ACTION:**

**A-2 INEBA BROWNWEST-DUNBAR - CSC DOCKET NO. 2014-1557  
OAL DOCKET NO. CSV: 00318-14**

Ineba Brownwest-Dunbar, Human Service Technician, NJ Veterans Memorial Home Menlo Park, Department of Military and Veterans Affairs, removal effective November 7, 2013, on charges of violation of a rule, policy, procedure or administrative decision, physical or mental abuse of a patient, client, resident or employee, neglect of duty, loafing, idleness or willful failure to devote attention to tasks which could result in danger to persons or property and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:**

**A-3 DANIEL C. EVERETT - CSC DOCKET NOS. 2012-1209 & 2012-1208  
OAL DOCKET NOS. CSR: 12397-11 & CSV: 12888-11**

Daniel C. Everett, County Correction Officer, Burlington County Jail, Department of Corrections, 90 working day suspension and removal effective February 23, 2011, on charges of insubordination, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Dismiss the appeal as moot.

**ACTION:**

**A-4 MARTHA HICKS AND ANTONIO PRICE – CSC DOCKET NOS.  
2014-332 & 2014-299 OAL DOCKET NOS. CSV: 11379-13 & 11494-13**

Martha Hicks and Antonio Price, Senior Correction Officers, Garden State Youth Correctional Facility, Department of Corrections, 30 working day suspensions on charges of other sufficient cause, making a serious mistake due to carelessness which may result in danger and/or injury to persons or property and violation of an administrative procedure and/or regulations involving safety or security.

Recommendation of the Administrative Law Judge – Uphold the suspensions.

**ACTION:**

**A-5 FRANK J. RUSSO - CSC DOCKET NO. 2013-3119  
OAL DOCKET NO. CSV: 07619-13**

Frank J. Russo, Maintenance Repairer, Low Pressure License, Ocean County, Department of Buildings and Grounds, removal effective September 16, 2011, on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:**

**A-6 EARLY SETTLEMENT**

Dana Chijindu  
Office of the Public Defender  
Release at the end of the working test period

**RECOMMENDATION OF THE ADMINISTRATIVE LAW JUDGE IN  
THE ABOVE CASES – SETTLEMENT**

**ACTION:**

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 ARTESHIA DARBY – CSC DOCKET NO. 2014-1796**

Arteshia Darby, a Principal Clerk Typist, appeals a five day suspension issued by the Department of Children and Families.

**ACTION:**

**B-2 KENNETH ISKY – CSC DOCKET NO. 2014-1243**

Kenneth Isky, a Supervising Administrative Analyst with the Department of Children and Families, appeals his three-day suspension.

**ACTION:**

**B-3 DONNA DEVENEY – CSC DOCKET NO. 2014-2154**

The Department of Transportation, on behalf of Donna Deveney, requests a waiver of repayment of a salary overpayment pursuant to *N.J.S.A. 11A:3-7*, which provides that when an employee has erroneously received a salary overpayment, the Civil Service Commission may waive repayment based on a review of the case.

**ACTION:**

**B-4 SCOTT JACOBS – CSC DOCKET NO. 2015-10**

Scott Jacobs, an employee with the Department of Children and Families requests a waiver of repayment of a salary overpayment pursuant to *N.J.S.A. 11A:3-7*, which provides that when an employee has erroneously received a salary overpayment, the Civil Service Commission may waive repayment based on a review of the case.

**ACTION:**

**B-5 THEODORE MCKEOWN – CSC DOCKET NO. 2015-508**

Clark Township, on behalf of Theodore McKeown, requests that he be permitted to participate in the intergovernmental transfer program with a new working test period as a Police Officer with Clark.

**ACTION:**

**B-6 DENNIS MOORE – CSC DOCKET NO. 2015-535**

Passaic County requests that the provisions of *N.J.A.C. 4A:4-7.1A(b)* be relaxed in order to permit the retroactive intergovernmental transfer of Dennis Moore from the title of Assistant Superintendent of Weights and Measures from Bergen County.

**ACTION:**

**B-7 PAULA BOSS – CSC DOCKET NO. 2014-2765**

Paula Boss, a former Administrative Analyst 1, Data Processing at North Jersey Developmental Center requests to relax the applied uniform regulatory criteria in *N.J.A.C. 4A:8-2.1 et seq.* in order to provide her with layoff rights to the title Administrative Analyst 1.

**ACTION:**

**B-8 OKECHUKWU IHUOMA – CSC DOCKET NO. 2015-15**

Okechukwu Ihuoma, a Human Services Assistant with the Department of Human Services, Greystone Park Psychiatric Hospital, appeals his lateral displacement in lieu of layoff to the same title at Hunterdon Developmental Center.

**ACTION:**

**B-9 DIAMOND JOHNSON – CSC DOCKET NO. 2015-17**

Diamond Johnson, a former Human Services Assistant with the Department of Human Services, Woodbine Developmental Center, appeals the determination of her layoff rights.

**ACTION:**

**B-10 ANCY JOSEPH – CSC DOCKET NO. 2014-2767**

Ancy Joseph, a Social Worker 1 at North Jersey Developmental Center, represented by Jenna Gledhill, CWA Local 1040, requests to relax the applied uniform regulatory criteria in *N.J.A.C. 4A:8-2.1 et seq.* in order to provide her with layoff rights to the title Social Worker 1, Psychiatric.

**ACTION:**

**B-11 ERIC MCKENZIE AND KIMBERLY SUAREZ –  
CSC DOCKET NOS. 2014-2766**

Eric McKenzie, represented by Robert Yaeger, CWA Local 1040, and Kimberly Suarez, North Jersey Developmental Center, request relaxation of the uniform regulatory criteria in *N.J.A.C. 4A:8-2.1 et seq.* in order to provide them with layoff rights to the title Assistant Supervisor of Resident Living, Developmental Disabilities.

**ACTION:**

**B-12 PETER STEVENS – CSC DOCKET NO. 2015-18**

Peter Stevens, a Human Services Technician at Greystone Park Psychiatric Hospital, appeals his demotion in lieu of layoff from a full-time position to a part-time position.

**ACTION:**

**B-13 DONALD HUBER – CSC DOCKET NO. 2015-536**

The Department of the Treasury requests that the eligible list for Taxpayer Service Representative 1 (PS4014U), Department of the Treasury, be revived in order to appoint Donald Huber effective May 3, 2014.

**ACTION:**

**B-14 LISA MONAHAN – CSC DOCKET NO. 2014-3010**

Lisa Monahan, a former Technical Assistant Personnel with the Department of Human Services, Division of Developmental Disabilities, appeals her demotion to a prior-held title, Secretarial Assistant 3, Non-Stenographic.

**ACTION:**

**B-15 BRENDAN MURPHY – CSC DOCKET NO. 2014-1585**

Brendan Murphy appeals the bypass of his name on the Police Officer (S9999M), Morristown eligible list.

**ACTION:**

**B-16 CECILIA SANTOS – CSC DOCKET NO. 2014-3228**

The Division of Classification and Personnel Management, on behalf of the Department of the Treasury requests that the provisions of *N.J.A.C. 4A:4-1.1(c)* be relaxed in order to allow Cecilia Santos to be provisionally appointed, pending promotional examination procedures, to the competitive title of Personnel Aide 2.

**ACTION:**

**B-17 PATRICK CHILDS – CSC DOCKET NO. 2015-336**

Patrick Childs appeals the denial of his request for a make-up examination for Crew Supervisor Mechanics (PS1453T), Department of Transportation.

**ACTION:**

**B-18 EDDIE ACOSTA – CSC DOCKET NO. 2014-2238**

Eddie Acosta, represented by Erik C. Acosta, Esq., appeal the removal of his name from the County Correction Officer (C9979M), Essex County, eligible list on the basis of an unsatisfactory criminal record.

**ACTION:**

**B-19 ROBERT BECHTEL, ET AL. – CSC DOCKET NOS. 2014-2885  
2014-2637, AND 2014-2645**

Robert Bechtel, Christopher Fry, and Peter McCabe, Jr. appeal the determinations of the Division of Classification and Personnel Management upholding the removal of their names from the eligible list for Fire Fighter (M2501M), Atlantic City, on the basis of residing outside the residency scope.

**ACTION:**

**B-20 SHAUN GRIFFIN – CSC DOCKET NO. 2014-1779**

Shaun Griffin appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and the Juvenile Justice Commission, and his rejection as a County Correction Officer by Union County, and the request to remove his name from the eligible list for Correction Officer Recruit (S9986M), Juvenile Justice Commission, Correction Officer Recruit (S9987M), DOC and County Correction Officer (C9986M), Union County, on the basis of a positive drug test.

**ACTION:**

**B-21 JAMES NAMMOURA – CSC DOCKET NO. 2014-1658**

James Nammoura appeals the decision of the Division of Classification and Personnel Management which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Sheriff's Officer (S9999M), Hudson County, eligible list due to his failure to respond to the Notice of Certification.

**ACTION:**

**B-22 EDDIE REID – CSC DOCKET NO. 2014-3214**

Eddie Reid appeals the determination of the Division of Classification and Personnel Management upholding the removal of his name from the eligible list for Correction Officer Recruit (S9988R), Department of Corrections, on the basis of failure to complete pre-employment processing.

**ACTION:**



**B-23 RALPH RUGGIERO – CSC DOCKET NO. 2014-2623**

Ralph Ruggiero appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (S9988R) on the basis of a positive drug test.

**ACTION:**

**B-24 JOSEPH HARRINGTON – CSC DOCKET NO. 2014-959**

Joseph Harrington appeals the decision of the Division of Classification and Personnel Management that the proper classification of his position with the Department of Labor and Workforce Development was Field Representative, Wage and Hour Compliance. The appellant seeks a Senior Field Representative, Wage and Hour Compliance, job classification.

**ACTION:**

**B-25 PATRICK PHILLIPS – CSC DOCKET NO. 2014-1715**

Patrick Phillips appeals the decision of the Division of Classification and Personnel Management that the proper classification of his position with the Department of Labor and Workforce Development is Technician, Management Information Systems. The appellant seeks a Senior Technician, MIS, job classification.

**ACTION:**

**B-26 QUALITY ASSURANCE OFFICER – CSC DOCKET NO. 2014-3212**

The Division of Classification and Personnel Management requests that the job specification for Quality Assurance Officer be applied retroactively in order to properly classify the position of Sharon Robinson, an employee with the Department of Health.

**ACTION:**

**B-27 JANITTA RIVERA – CSC DOCKET NO. 2014-2018**

Janitta Rivera appeals the decision of the Division of Classification and Personnel Management which found that her position with the Department of the Treasury is properly classified as Accountant 3. The appellant seeks an Accountant 2 job classification.

**ACTION:**

**B-28 M. M. – CSC DOCKET NO. 2014-2065**

M. M., a Supervisor of Nursing Services with the Department of Human Services, appeals the determination of the Chief of Staff of the DHS, which found sufficient evidence that the appellant had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-29 N. J. – CSC DOCKET NO. 2014-1980**

N. J., a Cottage Training Supervisor with the Department of Human Services, appeals the determination of the Acting EEO Director, which found sufficient evidence that the appellant had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-30 Y. C. – CSC DOCKET NO. 2015-153**

Y. C., an Assistant Family Service Worker 2 with the Department of Children and Families appeals the decision of the Office of Equal Employment Opportunity and Affirmative Action which found that the appellant did not present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-31 JOSE ARANGO – CSC DOCKET NO. 2014-3263**

Jose Arango appeals the determination of the Division of Selection Services that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Director, Economic Development Program (PM0051S), Jersey City.

**ACTION:**

**B-32 MAPLE AUSTIN – CSC DOCKET NO. 2014-2415**

Maple Austin appeals the determination of the Division of Selection Services that, per the substitution clause for education, she did not meet the experience requirement for the promotional examination for Technical Assistant 2, Treasury (PS6082U), Department of the Treasury.

**ACTION:**

**B-33 JOHN BAK AND PAUL NEMETH –  
CSC DOCKET NOS. 2014-2567 AND 2014-2568**

John Bak and Paul Nemeth appeal the determinations of the Division of Selection Services that they did not meet the experience requirement for the promotional examination for Road Repair Supervisor (PM2199R), Rockaway Township.

**ACTION:**

**B-34 DAVID BOWMAN AND HENRY MACKNEY –  
CSC DOCKET NOS. 2015-115 AND 2015-131**

David Bowman and Henry Mackney appeal the determination of the Division of Selection Services which found that they were below the minimum requirements in experience for the promotional examination for Administrative Analyst 2, Data Processing (PS6822G), Department of Environmental Protection.

**ACTION:**

**B-35 CHRISTOPHER BROCCOLI – CSC DOCKET NO. 2014-3092**

Christopher Broccoli appeals his score, and the test administration, for the oral portion of the promotional examination for Fire Captain (PM0054R), Camden.

**ACTION:**

**B-36 ERICKA CAMPBELL-GRIMES – CSC DOCKET NO. 2014-2562**

Ericka Campbell-Grimes appeals the determination of the Division of Selection Services, which found that, per the substitution clause for education, she did not meet the experience requirement for the promotional examination for Assistant Buyer (PS2824K), Department of Human Services.

**ACTION:**

**B-37 MIRYAM FONKEN, ET AL. – CSC DOCKET NO. 2015-318**

Miryam Fonken, Lawana King-Obi, Nixa Labruna, Lynda Wilson and Kim Yancey James appeal the decisions of the Division of Selection Services, which found that the examination for Human Services Specialist 4 (PC0366S), Passaic County does not represent a promotion.

**ACTION:**

**B-38 DANIEL GONZALEZ – CSC DOCKET NO. 2014-2964**

Daniel Gonzalez appeals his score for the oral portion of the promotional examination for Fire Captain (PM0054R), Camden.

**ACTION:**

**B-39 MELISSA GROBELNY – CSC DOCKET NO. 2014-3257**

Melissa Grobelny appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Advocate Victim Witness Program (C0048S), Burlington County.

**ACTION:**

**B-40 KENNETH HONEYCUTT, JR., AND JOSEPH SCHROLL –  
CSC DOCKET NO. 2015-191**

Kenneth Honeycutt, Jr., and Joseph Schroll appeal the determinations of the Division of Selection Services that, per the substitution clause for education, they did not meet the experience requirement for the promotional examination for Senior Youth Worker (PC0466S), Ocean County.

**ACTION:**

**B-41 WILLIAM JOHNSON, JR. – CSC DOCKET NO. 2014-3071**

William Johnson, Jr., appeals his score for the oral portion of the promotional examination for Fire Captain (PM0054R), Camden.

**ACTION:**

**B-42 KURT KINNEY – CSC DOCKET NO. 2014-3261**

Kurt Kinney appeals the determination of the Division of Selection Services that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Assistant Director of Public Works (PM0011S), Lawrence Township.

**ACTION:**

**B-43 ROXANNE PADILLA – CSC DOCKET NO. 2014-2187**

Roxanne Padilla appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she was below the minimum requirements in experience for the promotional examination for Assistant Purchasing Agent (PM1923R), Jersey City School District.

**ACTION:**

**B-44 RAHUL PATEL – CSC DOCKET NO. 2015-291**

Rahul Patel appeals the decision of the Division of Selection Services which found that he lacked the required amount of permanent status for the examination for Human Services Specialist 4 (PC0366S), Passaic County.

**ACTION:**

**B-45 RYAN REILLY – CSC DOCKET NO. 2015-283**

Ryan Reilly appeals the determination of the Division of Selection Services which found that he did not meet the minimum experience requirements for the promotional examination for Business Manager (PC0312S), Ocean County.

**ACTION:**

**B-46 KADEEN ROWE – CSC DOCKET NO. 2014-3206**

Kadeen Rowe appeals the determination of the Division of Selection Services which found that he did not meet the experience requirement for the promotional examination for Assistant Supervisor of Recreation (PS6823K), Department of Human Services.

**ACTION:**

**B-47 ROBERT SCOTT – CSC DOCKET NO. 2014-3073**

Robert Scott appeals his score for the oral portion of the promotional examination for Fire Captain (PM0054R), Camden.

**ACTION:**

**B-48 JOEL THOMPSON – CSC DOCKET NO. 2014-3000**

Joel Thompson appeals his score for the oral portion of the promotional examination for Fire Captain (PM0054R), Camden.

**ACTION:**

**B-49 ALBERT VERDEL, JR. – CSC DOCKET NO. 2014-2248**

Albert Verdel, Jr., appeals the test administration of the examination for Supervisor of Investigations (PS8112L), Department of Banking and Insurance.

**ACTION:**

**B-50 EDWARD VINCENT – CSC DOCKET NO. 2014-3061**

Edward Vincent appeals his score for the oral portion of the promotional examination for Fire Captain (PM0054R), Camden.

**ACTION:**

**B-51 LEWIS WILSON, JR. – CSC DOCKET NO. 2014-2803**

Lewis Wilson, Jr., appeals his seniority and score for the oral portion of the promotional examination for Fire Captain (PM0054R), Camden.

**ACTION:**

**B-52 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of September 3, 2014.

**ACTION:**

**B-53 AARON ARUNGWA – CSC DOCKET NO. 2014-3237**

Aaron Arungwa, a Human Services Assistant with the Department of Human Services, Greystone Park Psychiatric Hospital, appeals his lateral displacement in lieu of layoff to the same title at Woodbridge Developmental Center.

**ACTION:**

**B-54 MERILYN MAJEWSKI – CSC DOCKET NO. 2015-12**

Merilyn Majewski, a former Senior Laundry Worker with Hunterdon Developmental Center, appeals the determination of her layoff rights.

**ACTION:**

**B-55 JEROME HEATH – CSC DOCKET NO. 2015-591**

Camden County, represented by Tara L. Humma, Assistant County Counsel, requests the retroactive appointment of Jerome Heath to the title of County Police Sergeant effective April 30, 2013.

**ACTION:**

**B-56 TAMMY MASON – CSC DOCKET NO. 2014-2352**

Tammy Mason appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit Juvenile Justice Commission (S9986M) eligible list on the basis of falsification of the employment application.

**ACTION:**

**B-57 KRISTINA QUAY – CSC DOCKET NO. 2014-2723**

Kristina Quay petitions the Civil Service Commission for reconsideration of the decision rendered on March 26, 2014, which denied her appeal regarding her ineligibility for the promotional examination for Vocational Rehabilitation Counselor 2 (PS1417N), Department of Labor and Workforce Development.

**ACTION:**

**B-58 JAMES DAVIS, SR. – CSC DOCKET NO. 2015-129**

James Davis, Sr., appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the promotional examination for Assistant Supervisor of Recreation (PS8127K), Ancora Psychiatric Hospital.

**ACTION:**

**B-59 ALYCIA LEWIS – CSC DOCKET NO. 2015-130**

Alycia Lewis appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the promotional examination for Supervising Classification Officer (PS71981), Southern State Correctional Facility.

**ACTION:**

**B-60 DEAN SCHWANER – CSC DOCKET NO. 2014-2120**

The appeal of Dean Schwaner, a Correction Officer Recruit with the Mountainview Youth Correctional Facility, Department of Corrections, of his removal, effective February 10, 2014, on charges, was heard by Acting Director and Chief Administrative Law Judge Laura Sanders (ALJ), who rendered her initial decision on August 1, 2014. At its meeting on September 3, 2014, the Civil Service Commission adopted the ALJ's recommendation to uphold the appellant's removal. However, the Commission found it necessary to address the exceptions and cross exceptions filed by the parties. The proposed final decision is now submitted for the Commission's review.

**ACTION:**

**B-61 ADMINISTRATOR CULTURAL AND HERITAGE AFFAIRS (PM1071P), CITY OF NEWARK – CSC DOCKET NO. 2014-2058**

The appointing authority's failure to dispose of the certification for Administrator Cultural and Heritage Affairs (PM1071P), City of Newark, while a provisional is serving in the title, has been referred to the Civil Service Commission for enforcement.

**ACTION:**

**B-62 SENIOR ADMINISTRATIVE ANALYST (SPECIAL), CITY OF NEWARK – CSC DOCKET NO. 2014-1996**

The appointing authority's failure to dispose of the certification for Senior Administrative Analyst (Special), City of Newark, while a provisional employee is serving in the title, has been referred to the Civil Service Commission for enforcement.

**ACTION:**