



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
DECEMBER 21, 2016**

**Robert M. Czech, Chairperson
Dolores Gorczyca
Daniel W. O'Mullan**

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Sharhonda Spencer, Human Services Specialist 1, Passaic County, Board of Social Services, suspension.

ACTION:

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Maria Fusco
Passaic County
Sheriff's Department
Removal

Steven Molinelli
Monmouth County
Department of Bridge Maintenance
Removal

Donna Morales
Vineland Developmental Center
Department of Human Services
Removal

Hector Nieves
Lawrence Township
Police Department
Two suspensions

Thomas Ricigliano
Mercer County
Correction Center
Suspension

Ronald Sloan
East Jersey State Prison
Department of Corrections
Suspension

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

ACTION:

A-2 EDMUND ANSARA

Edmund Ansara, Police Officer, City of Millville, Department of Public Safety, two removals effective April 26, 2016 and May 26, 2016 on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect or duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removals.

ACTION:

A-3 RUSSELL HICKS

Russell Hicks, County Correction Officer, Camden County, Department of Corrections, removal effective August 8, 2012, 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:

SECTION B – MISCELLANEOUS MATTERS**B-1 CHANGE IN THE CLASSIFICATION PLAN – TITLE CREATION**

The Division of Agency Services requests creation of a new title, Deputy Chief Investigator, Department of Corrections.

**MEMORANDUM**

DATE: December 1, 2016
TO: The Civil Service Commission
FROM: Kenneth J. Connolly, Deputy Chief of Staff
Civil Service Commission
SUBJECT: Change in the State Classification Plan

DEPARTMENT OF CORRECTIONS

The Department of Corrections (DOC) requests to create a new title, Deputy Chief Investigator, Department of Corrections, to initiate and enable the reorganization of its Special Investigations Division (SID). The primary objective of this reorganization is to promote operational effectiveness, efficiency, and accountability of the SID.

The new title is being created to assist in the development and management of the goals and objectives of the DOC's correctional facilities and the special investigative units. This title will be responsible for supervising the subordinate supervisory investigative personnel.

As requested, the new title will be compensated at a single rate of \$121,000. The title will be assigned to the competitive division of the career service.

The Bargaining Unit of the title has been assigned by the Governor's Office of Employee Relations. The appropriate negotiation representatives have been notified.

Effective date: Changes will be effective the first pay period following the Commission's approval.

ESTABLISHMENT OF NEW TITLE:

Deputy Chief Investigator, Department of Corrections
M3 99 - XXXXX Competitive W 4012

www.state.nj.us/csc

Civil Service Commission
December 1, 2016
Page 2

CROSS WALK OF EMPLOYEES

As part of the reorganization, the following employee in the Assistant Chief Investigator Secured Facilities title shall be cross walked into the new title Deputy Chief Investigator, Department of Corrections.

1. Duane M. Grade

KC/SF/PM

ACTION

B-2 CHANGE IN CLASSIFICATION PLAN – VERBIAGE CHANGES

The Division of Agency Services requests title verbiage changes for the Director, Public Health Laboratory Services and Director, Environmental and Chemical Laboratory Services.



MEMORANDUM

DATE: August 25, 2016
TO: Civil Service Commission
FROM: Kelly Glenn, Director 
Division of Agency Services
SUBJECT: Change in the Classification Plan

State Government Titles

The Department of Health (DOH) requests verbiage changes for the titles Director, Public Health Laboratory Services and Director, Environmental and Chemical Laboratory Services. The titles are assigned to the DOH and are used exclusively in the Public Health and Environmental Laboratory, DOH. Renaming the titles as shown below will clarify their proper usage within the laboratory.

The title specifications have been modified slightly to accommodate this request.

The effective date of change for this action will be the beginning of the first pay period following the Commission's approval.

Title Verbiage Changes:

From:	To:
Director, Public Health Laboratory Services &35-02009 K NCState NL12	<u>Service</u> Director, Public Health Laboratory Services &35-02009 K NCState NL12
Director, Environmental and Chemical Laboratory Services &35-03169 K NCState NL12	<u>Service</u> Director, Environmental and Chemical Laboratory Services &35-03169 K NCState NL12

KG/GB/TL

ACTION:

B-3 K.B. – CSC DOCKET NO. 2016-1863

K.B. appeals her rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove her name from the eligible list for Correction Officer Recruit (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-4 E.C. – CSC DOCKET NO. 2016-626

E.C., represented by Matthew R. Dempsey, Esq., 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 (S9987M) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-5 S.D.J. – CSC DOCKET NO. 2016-1397

S.D.J. appeals his rejection as a Fire Fighter candidate by the Town of Kearny and its request to remove his name from the eligible list for Fire Fighter (M2543M) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-6 I.R. – CSC DOCKET NO. 2016-1393

I.R., represented by Ricardo P. Gonzales, Esq., 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 (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-7 RICHARD MULRINE – CSC DOCKET NO. 2016-2031

Richard Mulrine appeals the determination of the Division of Agency Services that he was below the minimum requirements in experience for the promotional examination for Assistant Director of Finance (PM0111T), Hamilton.

ACTION:

B-8 FERNANDO BARROS, JR. – CSC DOCKET NO. 2016-2917

Fernando Barros, Jr., represented by Anthony J. Fusco, Jr., Esq., appeals the removal of his name from the Police Officer (S9999R), City of Newark eligible list on the basis of an unsatisfactory criminal record and the falsification of his application.

ACTION:

B-9 EZZEDIN BAUTISTA – CSC DOCKET NO. 2017-17

Ezzedin Bautista, represented by Jeffrey J. Berezny, Esq. appeals the determination of the Division of Agency Services upholding the removal of his name from the eligible list for Sheriff's Officer (S9999R), Essex County, on the basis that he falsified his application.

ACTION:

B-10 KELLY CLOWARD – CSC DOCKET NO. 2017-26

Kelly Cloward appeals the determination of the Division of Agency Services that she was below the minimum requirements in experience for the promotional examination for Administrative Analyst 3 (PS0734K), Department of Children and Families.

ACTION:

B-11 ELIZABETH COLEY-ALFORD – CSC DOCKET NO. 2017-375

Elizabeth Coley-Alford appeals the determination of the Division of Agency Services upholding the removal of her name from the special reemployment list for Telephone Operator, Greystone Park Psychiatric Hospital on the basis of falsification of her application and an unsatisfactory background.

ACTION:

B-12 LINDA DAVINO – CSC DOCKET NO. 2017-402

Linda Davino appeals the determination of the Division of Agency Services that she was below the minimum requirements in experience for the promotional examination for Senior Management Assistant (PS2906T), Department of Transportation.

ACTION:

B-13 ROY HENRY – CSC DOCKET NO. 2016-3195 and 2017-1164

Roy Henry appeals the removal of his name from the eligible list for County Correction Officer (S9999R), Essex County, on the basis of an unsatisfactory background report, and Police Officer (S9999R), East Orange on the basis of an unsatisfactory driving record.

ACTION:

B-14 RAMSEY JEAN-PIERRE – CSC DOCKET NO. 2016-2961

Ramsey Jean-Pierre appeals the removal of his name from the eligible list for Police Officer (S9999R), East Orange on the basis of an unsatisfactory driving record.

ACTION:

B-15 CHRISHAWN LEWIS - CSC DOCKET NO. 2016-2078

Chrishawn Lewis appeals the removal of her name from the eligible list for Correction Officer Recruit (S9988R), on the basis of an unsatisfactory background report.

ACTION:

B-16 DEANNA MILLER – CSC DOCKET NO. 2017-137

Deanna Miller appeals the appointing authority's request to remove her name from the eligible list for County Correction Officer (S9999R), Camden County, on the basis of falsification of her employment application.

ACTION:

B-17 JOSEPH MIRAMBEAUX – CSC DOCKET NO. 2016-3017

Joseph Mirambeaux, represented by Charles M. Grossman, Esq., appeals the decision of the appointing authority to remove his name from the Police Officer (S9999R), City of Newark eligible list on the basis of an unsatisfactory driving record and the falsification of his application.

ACTION:

B-18 ABDUL SUBER – CSC DOCKET NO. 2017-319

Abdul Suber appeals the removal of his name from the eligible list for Correction Officer Recruit (S9988T) on the basis of a positive drug test.

ACTION:

B-19 RANDY TAYSING – CSC DOCKET NOS. 2016-1718 AND 2017-736

Randy Taysing, represented by Jeffrey Berezny, Esq., appeals the appointing authority's determination to remove his name from the Correction Officer Recruit (S9988R) and (S9988T) eligible lists on the basis of an unsatisfactory criminal record, an unsatisfactory background report and failure to complete pre-employment processing.

ACTION:

B-20 JUSTIN VIOLA – CSC DOCKET NO. 2016-2841

Justin Viola, represented by Nicholas J. Palma, Esq., appeals the removal of his name from the eligible list for Sheriff's Officer (S9999R), Essex County on the basis that he falsified his pre-employment application.

ACTION:

B-21 AMINA WILSON-DONKOR – CSC DOCKET NO. 2016-4378

Amina Wilson-Donkor appeals the Department of Corrections' decision to remove her name from the Correction Officer Recruit (S9988T), Department of Corrections, eligible list on the basis of her failure to complete pre-employment processing.

ACTION:

B-22 ANA ESTRADA – CSC DOCKET NO. 2016-4046

Ana Estrada appeals the decision of the Division of Agency Services, which found that her position with the Department of the Treasury is properly classified as an Administration Analyst 1. The appellant seeks an Administrative Analyst 3 job classification.

ACTION:

B-23 MARIA MULLER – CSC DOCKET NO. 2017-814

Maria Muller appeals the determination of the Division of Agency Services that her position with the Department of the Treasury is properly classified as a Senior Fiscal Analyst. The appellant seeks a Principal Fiscal Analyst job classification.

ACTION:

B-24 EVONNE TORMEY-DIDOMENICO – CSC DOCKET NO. 2017-436

Evonne Tormey-DiDomenico appeals the decision of the Division of Agency Services which found that her position with the Department of the Treasury is properly classified as Investigator 1, Taxation. The appellant seeks a Supervising Investigator, Taxation job classification.

ACTION:

B-25 AZIZA SALIKHOVA – CSC DOCKET NO. 2016-4287

Aziza Salikhova appeals the decision of the Division of Agency Services which found that her position with the Department of Law and Public Safety's Division of Consumer Affairs is properly classified as Investigator 4, Law and Public Safety. The appellant seeks a Supervising Investigator, Law and Public Safety job classification.

ACTION:

B-26 AMANDA ACEVEDO – CSC DOCKET NO. 2015-3085

Amanda Acevedo appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience for the open competitive examination for Human Services Specialist 1, Bilingual in Spanish and English (C0113T), Ocean County.

ACTION:

B-27 JOANNA BASSIE – CSC DOCKET NO. 2017-1127

Joanna Bassie appeals the determination of the Division of Agency Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Assistant Training Supervisor, County Welfare Agency (PC0807U), Ocean County.

ACTION:

B-28 KYLE BATTAGLIA – CSC DOCKET NO. 2017-1100

Kyle Battaglia appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Administrative Analyst (PM1215U), Hamilton Township.

ACTION:

B-29 ROSE MARIE BULBACH – CSC DOCKET NO. 2017-609

Rose Marie Bulbach appeals the decision of the Division of Agency Service which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Program Monitor (PC1024U), Ocean County.

ACTION:

B-30 JENNIFER HATRAK – CSC DOCKET NO. 2017-1353

Jennifer Hatrak appeals the determination of the Division of Agency Services which found that she did not meet the experience requirements for the open competitive examination for Keyboarding Clerk 2 (C0241U), Mercer County.

ACTION:

B-31 CYNTHIA CORDERO – CSC DOCKET NO. 2016-3455

Cynthia Cordero appeals the determination of the Division of Agency Services that she did not meet the requirements for the open competitive examination for Secretarial Assistant 1, Non-Stenographic (PS1666D), Department of Community Affairs.

ACTION:

**B-32 MARK HOAGLAND AND MARK KLOSINSKI
CSC DOCKET NOS. 2017-124 AND 2017-125**

Mark Hoagland and Mark Klosinski appeal the determinations of the Division of Agency Services that they did not meet the education requirement for the promotional examination for Network Administrator 1, OIT (PS2426U), Office of Information Technology.

ACTION:

B-33 KIM LALOMA – CSC DOCKET NO. 2017-723

Kim Laloma appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Senior Therapy Program Assistant (PS0910K), Department of Human Services.

ACTION:

B-34 JERRY MAYS – CSC DOCKET NO. 2017-590

Jerry Mays appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the open-competitive examination for Manager, Golf Facilities (C0344U).

ACTION:

B-35 NEURYS MEDINA – CSC DOCKET NO. 2016-3412

Neurys Medina appeals the determination of the Division of Agency Services that he did not meet the requirements for the promotional examination for Equipment Operator (PM2346T), Clifton.

ACTION:

B-36 RODOLFO PEREZ – CSC DOCKET NO. 2016-4464

Rodolfo Perez appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Maintenance Supervisor (PM0275U), Jersey City.

ACTION:

B-37 EVA PIOTROSKI – CSC DOCKET NO. 2017-726

Eva Piotroski appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Fiscal Analyst (PS2916U), Department of the Treasury.

ACTION:

B-38 CHARLES SANFILIPPO – CSC DOCKET NO. 2016-4429

Charles SanFilippo appeals the determination of the Division of Agency Services that he did meet the experience requirement for the promotional examination for Deputy Director of Welfare (PC0188U), Burlington County.

ACTION:

B-39 KAREN STORCELLA – CSC DOCKET NO. 2017-722

Karen Storcella appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Fiscal Analyst (PS2916U), Department of the Treasury.

ACTION:

B-40 AMY TELFORD – CSC DOCKET NO. 2017-812

Amy Telford appeals the determination of the Division of Agency Services, which found that she did not meet the experience requirement for the promotional examination for Administrative Analyst 3 (PS2945G), Department of Environmental Protection.

ACTION:

B-41 ALTIN ALIAJ – CSC DOCKET NO. 2016-1927

Altin Aliaj requests to apply for the promotional examination for Supervising Highway Engineer 2, Traffic (PS1645T), Department of Transportation, after the closing date of the announcement.

ACTION:

B-42 MARIE MOREIRA – CSC DOCKET NO. 2017-1061

The Office of the Attorney General requests that Marie Moreira's out-of-title work experience in the title Customer Service Information Specialist 1 and Principal Clerk Transcriber be accepted to qualify her for a prospective promotional examination for Supervisor Records Management.

ACTION:

B-43 BRIAN MOLINA – CSC DOCKET NO. 2017-1153

Brian Molina, represented by John D. Feeley, Esq., requests that he be permitted to amend his application for Fire Fighter (M9999T).

ACTION:

B-44 THOMAS CONFORTI – CSC DOCKET NO. 2017-1388

Thomas Conforti appeals his score on the examination for Fire Officer 2 (PM1513T), Jersey City.

ACTION:

B-45 FRANK DUBICKI, SR. – CSC DOCKET NO. 2017-1386

Frank Dubicki, Sr. appeals his score on the examination for Fire Officer 2 (PM1513T), Jersey City.

ACTION:

B-46 HOWARD SIMONE – CSC DOCKET NO. 2017-1319

Howard Simone appeals his score on the examination for Fire Officer 2 (PM1513T), Jersey City.

ACTION:

B-47 ROBERT FANHOLZ, JR. – CSC DOCKET NO. 2017-1404

Robert Fanholz, Jr., appeals his score on the examination for Battalion Fire Chief (PM1489T), Asbury Park.

ACTION:

B-48 DANIEL CONNORS – CSC DOCKET NO. 2017-1518

Daniel Connors appeals his score on the examination for Battalion Fire Chief (PM1510T), Union Township.

ACTION:

B-49 THOMAS HOLDER – CSC DOCKET NO. 2017-1419

Thomas Holder appeals his score on the examination for Battalion Fire Chief (PM1510T), Union Township.

ACTION:

B-50 GREGORY RICCIARDI – CSC DOCKET NO. 2017-1206

Gregory Ricciardi appeals his score and seniority on the examination for Battalion Fire Chief (PM1510T), Union Township.

ACTION:

B-51 STEVEN SPURR – CSC DOCKET NO. 2017-1431

Steven Spurr appeals his score on the examination for Battalion Fire Chief (PM1510T), Union Township.

ACTION:

B-52 MEGAN KATELY AND TRACY FERREIRA – CSC DOCKET NOS. 2016-4076 AND 2016-4077

Megan Kately and Tracy Ferreira, represented by Joseph C. Nardini, Staff Representative, Communications Workers of America, Local 1039, request to participate in an intergovernmental transfer on a retroactive basis.

ACTION:

B-53 ACCOUNTANT (M0041U), BAYONNE – CSC DOCKET NO. 2017-1219

Bayonne requests permission not to make an appointment from the May 12, 2016 certification for Accountant (M0041U), Bayonne.

ACTION:

B-54 ADVOCATE VICTIM WITNESS PROGRAM (C0655T), CAMDEN COUNTY – CSC DOCKET NO. 2016-3664

Camden County requests permission not to make an appointment from the January 8, 2016 certification for Advocate Victim Witness Program (C0655T).

ACTION:

B-55 CUSTOMER SERVICE REPRESENTATIVE (C0764T), ATLANTIC COUNTY – CSC DOCKET NO. 2017-196

Atlantic County requests permission not to make an appointment from the April 7, 2016 certification for Customer Service Representative (C0764T).

ACTION:

B-56 JUDICIARY CLERK 4 (S0089R), VICINAGE 13, THE JUDICIARY – CSC DOCKET NO. 2017-198

In In the Matter of Judiciary Clerk 4 (S0089R), Vicinage 13, The Judiciary and Sharon Hackworth (CSC, decided May 7, 2014), the Civil Service Commission (Commission) granted the appointing authority's request for an appointment waiver from the July 19, 2013 certification and ordered that no selection costs were to 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:

B-57 SOCIAL WORKER, BURLINGTON COUNTY BOARD OF SOCIAL SERVICES – CSC DOCKET NO. 2016-3753

The Division of Agency Services, on behalf of the Burlington County Board of Social Services, requests relaxation of *N.J.A.C. 4A:4-2.4(a)3* in order to allow employees in non-competitive titles to be admitted to a future promotional examination for Social Worker.

ACTION:

B-58 LEWIS HARVEY – CSC DOCKET NO. 2014-551

Lewis Harvey, a County Correction Officer, Mercer County Department of Public Safety, represented by Stuart Alterman, Esq., requests that the Civil Service Commission reinstate the appeals of his five-day suspension and two 10-day suspensions, which were dismissed based on his failure to appear at a scheduled settlement conference on July 20, 2016.

ACTION:

B-59 MARZETTIE SHAMBERGER – CSC DOCKET NO. 2017-1457

The Civil Service Commission (Commission), on its own motion, is reopening its decision in *In the Matter of Marzettie Shamberger* (CSC, decided October 19, 2016), where the Commission granted a hearing at the Office of Administrative Law on Shamberger's appeal of a 60 working day suspension.

ACTION:

B-60 JOHN SEARIGHT – CSC DOCKET NO. 2016-4344

Stockton University requests that the provisions of *N.J.A.C. 4A:6-3.4(a)*, which govern the time period in which employees must file an application for Supplemental Compensation on Retirement (SCOR), be relaxed to permit John Searight to submit a late application for SCOR benefits.

ACTION:

B-61 CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of December 7, 2016.

ACTION:

B-62 NATHAN BOLOGNINI, *ET AL.* – CSC DOCKET NOS. 2016-3026, *ET AL.*

Nathan Bolognini, Matthew Bledsoe, Sarai Cheek, Lawrence Davis, Herbert Flowers, Randall Hanson, John Harbourt, Gregory Hollo, William Mulryne, David Ordille, Walter Rivera, John Sangillo, Michael Schiaretti, Charles Steever and George Wilson appeal their eligibility for the promotional examination for Police Sergeant (PM5159N), City of Trenton.

ACTION:

B-63 INTERIM DISASTER RECOVERY DIVISION, DEPARTMENT OF COMMUNITY AFFAIRS – CSC DOCKET NO. 2017-1816

The Division of Agency Services (Agency Services), on behalf of the Department of Community Affairs (DCA), requests that the Civil Service Commission extend the September 30, 2017 deadline established in *In the Matter of Interim Disaster Recovery Relief* (CSC, decided April 17, 2013), to make temporary unclassified appointments to various career service titles in order to staff the interim Disaster Recovery Division, DCA.

ACTION:

B-64 ROSEMARIE KRAWIECKI, *ET AL.* – CSC DOCKET NOS. 2017-1505, *ET AL.*

Rosemarie Krawiecki and Joanna Oliveras appeal the promotional examination for Supervising Family Service Specialist 1 (PS1032K), Department of Children and Families (DCF). Michelle Leyman appeals the promotional examination for Supervising Family Service Specialist 2 (PS1035K), DCF.

ACTION:

B-65 DAVID BELZNER – CSC DOCKET NO. 2017-1087

David Belzner appeals the determination of the Division of Agency Services which found that he was below the minimum requirements in experience for the open competitive examination for Heating and Air Conditioning Mechanic, Low Pressure License (C0314U), Monmouth County.

ACTION:

B-66 RICHARD BOSLAND – CSC DOCKET NO. 2017-1850

The Borough of Hopatcong, on behalf of Richard Bosland, requests that he be permitted to participate in the intergovernmental transfer program and to complete his working test period as a Police Officer with Hopatcong.

ACTION:

B-67 DOUGLAS FOSTER – CSC DOCKET NO. 2016-2539

Douglas Foster, represented by Mark A. Gulbranson, Jr., Esq., petitions the Civil Service Commission (Commission) for reconsideration of the final administrative decision, rendered on December 16, 2015, in which the Commission upheld the petitioner's removal.

ACTION: