



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

Philip D. Murphy  
*Governor*  
Sheila Y. Oliver  
*Lt. Governor*

Deirdré L. Webster Cobb  
*Chairperson*

**AGENDA OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
MAY 20, 2020**

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

**CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of April 29, 2020.

**ACTION:**

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

Phillip White  
Township of Pennsauken  
Fire Department  
Removal

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

**ACTION:**

**A-2 NICHOLAS ARACO**

Nicholas Araco, Police Officer, Delran Township Police Department, removal effective December 3, 2019, on charges including 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 – Uphold the removal.

**ACTION:**

**A-3 TERENCE BRITT**

Terence Britt, Investigator 1, Department of Children and Families, 90 working day suspension (30 days served - 60 days held in abeyance) on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Grant the appointing authority’s motion for summary decision and uphold the 90 working day suspension.

**ACTION:**

**A-4 SELWYN CORLEY**

Selwyn Corley, County Correction Officer, Department of Corrections, six working day suspension on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the six working day suspension.

**ACTION:**

**A-5 FREDERICK DOLL, III (consolidated)**

Frederick Doll, III, Senior Food Service Handler, Ancora Psychiatric Hospital, Department of Health, removal and resignation not in good standing effective October 19, 2017, on charges of chronic or excessive absenteeism or lateness, conduct unbecoming a public employee, job abandonment and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal and resignation not in good standing.

**ACTION:**

**A-6 ARTURO GONZALEZ**

Arturo Gonzalez, Mechanic, Town of West New York, removal effective February 20, 2018, 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 – Grant the appointing authority's motion for summary decision and dismiss the appeal as moot.

**ACTION:**

**A-7 KEITH HARKCOM**

Keith Harkcom, Senior Correctional Police Officer, South Woods State Prison, Department of Corrections, removal effective October 8, 2019, on charges of conduct unbecoming a public employee and other sufficient cause.

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

**ACTION:**

**A-8 CLIFFORD HICKMAN**

Clifford Hickman, Senior Mechanic, Diesel, City of Vineland School District, removal effective June 14, 2019, on charges conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removal to a 90 working day suspension.

**ACTION:**

**A-9 VALERIE HICKS**

Valerie Hicks, Code Enforcement Officer, City of Newark, Department of Engineering, 15 working day suspension, on charges of insubordination, inability to perform duties, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 15 working day suspension to a five working day suspension.

**ACTION:**

**A-10 ALEJANDRO PEREZ**

Alejandro Perez, Campus Police Officer, Kean University, removal effective August 23, 2019, 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 – Grant the appointing authority's motion for summary decision and uphold the removal.

**ACTION:**

**A-11 ROBERT PHARO**

Robert Pharo, County Correction Officer, Atlantic County, Department of Public Safety, removal effective August 28, 2019, on charges of neglect of duty, incompetency, inefficiency or failure to perform duties, insubordination, inability to perform duties and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:**

**A-12 RICHARD SECULA**

Richard Secula, Safety Specialist 2, MVC, Motor Vehicle Commission, 15 working day suspension on charges of insubordination, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 15 working day suspension to a 10 working day suspension.

**ACTION:**

**SECTION B – MISCELLANEOUS MATTERS****B-1 J.M.G. – CSC DOCKET NO. 2020-94**

J.M.G., represented by Katrina M. Register, Esq., appeals her rejection as a Sheriff's Officer candidate by the Atlantic County Sheriff's Department and its request to remove her name from the eligible list for Sheriff's Officer (S9999U) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-2 P.M.M. – CSC DOCKET NO. 2019-3260**

P.M.M., represented by Corey M. Sargent, Esq., 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 (S9999U) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-3 N.B. – CSC DOCKET NOS. 2019-2442 and 2019-3076**

N.B., represented by Patrick P. Toscano, Jr., Esq., appeals the removal of his name from the Sheriff's Officer (S9999U), Essex County and from Police Officer (S9999U), South Orange eligible lists on the basis of falsification of the employment application, unsatisfactory criminal record and an unsatisfactory driving record.

**ACTION:**

**B-4 JOEL GONZALEZ – CSC DOCKET NO. 2019-2442**

Joel Gonzalez appeals the removal of his name from the Correctional Police Officer (S9999U), Department of Corrections eligible list on the basis of an unsatisfactory background report.

**ACTION:**

**B-5 S.K. – CSC DOCKET NO. 2020-530**

S.K. appeals the removal of his name from the Correctional Police Officer (S9988U), Department of Corrections eligible list on the basis of an unsatisfactory background report and unsatisfactory criminal record.

**ACTION:**

**B-6 WILNEYDA LUNA – CSC DOCKET NO. 2020-2315**

Wilneyda Luna, represented by Francisco S. Guzman, Esq., appeals the removal of her name from the Principal Account Clerk (M0380U), Jersey City, eligible list for failure to respond to the certification notice.

**ACTION:**

**B-7 MICHAEL PEREZ – CSC DOCKET NO. 2020-1229**

Michael Perez, represented by Leonard C. Shiro, Esq., appeals the removal of his name from the Correctional Police Officer (S9988A), Department of Corrections eligible list on the basis of an unsatisfactory criminal background and an unsatisfactory driving record.

**ACTION:**

**B-8 JAMES WILLIAMS – CSC DOCKET NO. 2020-733**

James Williams appeals the removal of his name from the eligible list for County Correction Officer (S9999U), Union County on the basis of an unsatisfactory driving record.

**ACTION:**

**B-9 I.Y. – CSC DOCKET NO. 2020-1407**

I.Y. appeals the removal of his name from the Correctional Police Officer (S9988A), Department of Corrections eligible list on the basis of an unsatisfactory criminal record.

**ACTION:**

**B-10 CODE ENFORCMENT OFFICER (M0677A), OCEAN CITY – CSC DOCKET NO. 2020-2485**

Ocean City requests permission not to make an appointment from the December 23, 2019 certification for Code Enforcement Officer (M0677A), Ocean City.

**ACTION:**

**B-11 SEWAGE METER REPAIRER (C0287A), BERGEN COUNTY UTILITIES AUTHORITY-CSC DOCKET NO. 2020-2279**

The Bergen County Utilities Authority requests permission not to make an appointment from the October 22, 2019 certification for Sewage Meter Repairer (C0287A), Bergen County Utilities Authority.

**ACTION:**

**B-12 SUSAN CATLETT-OXENDINE – CSC DOCKET NO. 2020-2474**

Susan Catlett-Oxendine appeals the decision of the Division of Agency Services which found that her position with the Department of Labor and Workforce Development is correctly classified as Technical Assistant 3. Appellant seeks a Contract Administrator 2 job classification.

**ACTION:**

**B-13 CAMILLE PROTER – CSC DOCKET NO. 2019-3386**

Camille Porter appeals the decision of the Division of Agency Services which found that her position with the Department of Children and Families is properly classified as Senior Audit Account Clerk. Appellant seeks a Senior Fiscal Analyst job classification.

**ACTION:**

**B-14 JOE ARKU – CSC DOCKET NO. 2020-1721**

Joe Arku 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 Program Specialist 1 Social/Human Services (S0745A), Statewide.

**ACTION:**

**B-15 ROBERT BERMAN – CSC DOCKET NO. 2020-2095**

Robert Berman appeals the determination of the Division of Agency Services that he did not meet the requirements for the promotional examination for Vocational Rehabilitation Counselor 2, Deaf Language Specialist (PS0748N), Department of Labor and Workforce Development.

**ACTION:**

**B-16 LEO BLAKE – CSC DOCKET NO. 2020-1019**

Leo Blake appeals the determination of the Division of Agency Services, which found that he did not meet the education requirements for the promotional examination for Resource Interpretive Specialist 3 (PS9470G), Department of Environmental Protection.

**ACTION:**

**B-17 CONNIE BERMUDEZ – CSC DOCKET NO. 2020-2263**

Connie Bermudez appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the open competitive examination for Supervising Library Assistant (M0881A), Parsippany Troy-Hills.

**ACTION:**

**B-18 RENE CICCHETTI AND BRUNILDA RODRIGUEZ – CSC DOCKET NOS. 2020-2305 AND 2020-2320**

Rene Cicchetti and Brunilda Rodriguez appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the open competitive examination for Assistant Chief of Administrative Services (C0845A), Hudson County.

**ACTION:**

**B-19 ORLANDO IRIZARRY – CSC DOCKET NO. 2020-2392**

Orlando Irizarry appeals the determination of the Division of Agency Services, which found that he did not meet the experience requirement for the promotional examination for Institutional Trade Instructor 2, Warehousing (PS0684I), Albert C. Wagner Youth Correctional Facility.

**ACTION:**



**B-20 PETER NEVINS – CSC DOCKET NO. 2020-2318**

Peter Nevins appeals the determination of the Division of Agency Services that he did not meet the requirements for the promotional examination for County Emergency Management Planner (C0790A), Hudson County.

**ACTION:**

**B-21 FERET FENELUS – CSC DOCKET NO. 2019-2815**

Feret Fenelus requests to be permitted to submit a late application for the Clerk 2 (PM0018A), City of Elizabeth, examination.

**ACTION:**

**B-22 MATTHEW TOMASZEWSKI – CSC DOCKET NO. 2020-1836**

Burlington Township Fire District #1, represented by Jay C. Sendzik, Esq., requests a lateral title change, pending qualifying examination, for Matthew Tomaszewski, to Fire Official, Uniformed Fire Department, effective July 14, 2010.

**ACTION:**

**B-23 CODE ENFORCEMENT OFFICER (M0424V), NEWARK – CSC DOCKET NO. 2020-18**

The Division of Agency Services seeks enforcement of the Civil Service Commission decision rendered on December 18, 2019, which ordered the City of Newark to immediately dispose of the May 21, 2018 certification of the Code Enforcement Officer (M0424V) eligible list pursuant to *N.J.A.C. 4A:4-4.2(c)2i*, immediately separate Regina Woodson and Shakeemah Foster, against whom a salary disapproval was issued, if they did not receive an appointment from the outstanding certification and remit \$1,000 in compliance costs, within 30 days from the issuance of the decision.

**ACTION:**

**B-24 POLICE OFFICER, SCOTCH PLAINS – CSC DOCKET NO. 2020-1812**

The Division of Agency Services requests that the Civil Service Commission order Scotch Plains to return the February 22, 2019 certification of the eligible list for Police Officer (S9999U) for proper disposition.

**ACTION:**

**B-25 IRA HOCK – CSC DOCKET NO. 2019-2042**

Ira Hock, a former Management Improvement Specialist 1, Department of Human Services, 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-26 WILLIAM APSLEY – CSC DOCKET NO. 2020-1908**

Hudson County, on behalf of William Apsley, requests reconsideration of the decision rendered on December 18, 2019, which upheld the determination of the Division of Agency Services that he did not meet the experience requirements for the open competitive examination for Fire Instructor, (C0205A), Hunterdon County.

**ACTION:**

**B-27 CARLOS AROCHO – CSC DOCKET NO. 2020-2221**

Carlos Arocho, represented by Bette R. Grayson, Esq., requests reconsideration of *In the Matter of Carlos Arocho* (CSC, decided January 29, 2020) where the Civil Service Commission granted his appeal that his name should not have been removed from the subject list but ordered that his name on certification OL151503 be recorded as bypassed.

**ACTION:**

**B-28 T.C. – CSC DOCKET NO. 2020-859**

T.C., an Investigator 2, Taxation with the Department of the Treasury, appeals the determination of the Deputy Director stating that the appellant violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-29 K.P. – CSC DOCKET NO. 2020-2023**

K.P., a Technician MVC with the Motor Vehicle Commission, appeals the decision of the Equal Employment Opportunity Office, which did not substantiate her allegation that she was subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-30 MORGAN PATRICK AND KRISTA REALE – CSC DOCKET NOS. 2020-2513 AND 2020-2402**

Morgan Patrick and Krista Reale appeal the determinations of the Division of Agency Services that they did not meet the education requirements for the open competitive examination for Public Health Consultant 2, Health Education (S0984A), Statewide.

**ACTION:**