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Deirdré L. Webster Cobb, Chairperson

Dolores Gorczyca

Daniel W. O’Mullan

DECEMBER 4, 2019

\*\*\*\*\*

A regular meeting of the Civil Service Commission was held on Wednesday, December 4, 2019, at 10:00 a.m., in Trenton, New Jersey.

PRESENT: Deirdré L. Webster Cobb, Chairperson, Members Dolores Gorczyca and Daniel W. O’Mullan; Pamula Ullman, Deputy Attorney General; Christopher Myers, Director, Division of Appeals and Regulatory Affairs.

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 December 20, 2018, 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 19, 2019.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting on November 19, 2019.

**WITHDRAWAL OF APPEALS**

The following appeals were withdrawn and removed from the hearing calendar:

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Perparim Domi, Garage Attendant, City of Hackensack, Department of Public Works, 60 working day suspension.

Sandra Fortunato, Senior Account Clerk, City of Hoboken, Department of Transportation and Parking, Layoff.

Seth Knauer, County Correction Officer, Ocean County, Department of Corrections, 45 working day suspension.

Joseph Maglione, Police Lieutenant, Ewing Township, Department of Public Safety, 42 working day suspension.

Scott Shields, Senior Food Service Handler, Department of Human Services, Hunterdon Developmental Center, 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:**

Marquis Baker, Custodial Worker, Newark School District, removal effective March 27, 2019.

Benjamin Lawson, Custodial Worker, Newark School District, removal effective August 28, 2019.

Alees Mason, Family Services Specialist Trainee, Department of Children and Families, release at the end of the working test period.

Valentine Okaparaeke, Graduate Nurse, Hudson County, Department of Health and Human Services, removal effective March 5, 2019.

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

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

Alberto Cappas

Department of Corrections

Albert C. Wagner Youth Correctional Facility

Removal

Andre DeCoteau  
East Orange  
Department of Public Safety  
Removal

Christopher Dent  
Township of Montville  
Department of Public Works  
Removal

Phyllis Slade  
Essex County  
Department of Public Safety  
Suspension

Monta Westley  
Newark  
Department of Public Works  
Resignation not in good standing

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

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

**A-2 [ERIC BEAGIN](#)**

Eric Beagin, Fire Fighter, City of Paterson, Fire Department, removal effective September 18, 2015, on charges of conduct unbecoming a public employee and other sufficient cause.  
Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:** The Civil Service Commission rejected the Administrative Law Judge’s recommendation to reverse the removal. Rather, the Commission upheld the removal.

**A-3 NUBIA BOWEN**

Nubia Bowen, Police Officer, Winslow Township, Police Department, removal effective November 22, 2017, on charges including neglect of duty, conduct unbecoming a public employee 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.

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 [PANTELIS KOUKOULIS](#) – CSC DOCKET NOS. 2019-3676 AND 2019-3516**

Pantelis Koukoulis, represented by Wolodymyr P. Tyshchenko, Esq., appeals the removal of his name from the eligible list for Police Officer (S9999U), East Orange and Police Officer (S9999U), Orange on the basis that he failed to respond to certification notices.

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

**B-2 [TREVOR POWELL](#) – CSC DOCKET NO. 2020-471**

Trevor Powell appeals his removal from the eligible list for County Correction Officer (S9999U), Essex County, on the basis of falsification of his employment application and an unsatisfactory background report.

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

**B-3 [J.W.](#) – CSC DOCKET NO. 2019-2105**

J.W. appeals her removal from the Correctional Police Officer (S9988U), Department of Corrections eligible list on the basis of an unsatisfactory background report.

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

**B-4 [CLERK 2 \(M0169W\) AND SUPERVISOR, PUBLIC WORKS \(M0537W\), LAKEWOOD TOWNSHIP](#) – CSC DOCKET NOS. 2020-1108 AND 2020-1110**

Lakewood Township’s failure to dispose of the certifications for Clerk 2 (M0169W) and Supervisor, Public Works (M0537W) while provisionals are serving in the titles, have been referred to the Civil Service Commission for enforcement.

**ACTION:** The Civil Service Commission ordered the appointing authority to remove the provisional appointees, make an appointment from the certifications, and pay compliance costs in the amount of \$1,000 per list.

**B-5   [FAMILY COUNSELOR \(C0110A\), BERGEN COUNTY](#) – CSC DOCKET NO. 2020-973**

Bergen County requests permission not to make an appointment from the July 8, 2019 certification for Family Counselor (C0110A), Bergen County.

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

**B-6   [SUPERVISING MECHANIC \(M0069A\), BOROUGH OF FORT LEE](#) - CSC DOCKET NO. 2020-1174**

The Borough of Fort Lee requests permission not to make an appointment from the July 15, 2019 certification for Supervising Mechanic (M0069A), Borough of Fort Lee.

**ACTION:**    The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

**B-7   [CEDRIC EDWARDS](#) – CSC DOCKET NO. 2020-931**

The Office of the Public Defender requests that the provisions of *N.J.A.C.* 4A:6-3.4(a), which governs the time in which employees must file an application for Supplemental Compensation on Retirement (SCOR), be relaxed to permit Cedric Edwards, a former Deputy Public Defender 1, to submit a late application for SCOR benefits

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

**VOTE:**        **Deirdre L. Webster Cobb        (No)**  
  
                     **Dolores Gorczyca                    (Yes)**  
  
                     **Daniel W. O’Mullan                (Yes)**

**B-8   [LAKEISHA LINGO](#) – CSC DOCKET NO. 2020-1394**

Lekeisha Lingo requests to file a late application for the promotional examination for Human Services Specialist 2 (PC1382A), Camden County Board of Social Services.

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

**B-9   [VICTOR SANCHEZ](#) – CSC DOCKET NO. 2020-225**

Victor Sanchez, a Laborer 1 with the West New York Department of Parks and Public Property, represented by Joseph H. Neiman, Esq., requests back pay and counsel fees in accordance with the Civil Service Commission decision rendered on May 22, 2019.

**ACTION:** The Civil Service Commission awarded back pay in the amount of \$34,497.71, counsel fees in the amount of \$16,600 and costs in the amount of \$250.

**B-10 [STEVEN RAMZI](#) – CSC DOCKET NO. 2020-1017**

Steven Ramzi, a Police Officer with Weehawken Township, Department of Public Safety, represented by Jeffrey S. Ziegelheim, Esq., requests reconsideration of the decision by the Director, Division of Appeals and Regulatory Affairs, rendered on September 16, 2019, denying his request for a hearing regarding his removal.

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

**B-11 [CARINNE RIVERS](#) – CSC DOCKET NO. 2020-1307**

Carinne Rivers, a Hearing Officer 3, State Parole Board, requests a waiver for the Management Test Battery for the Hearing Officer 4, State Parole Board (PS95121), State Parole Board promotional examination and to be reimbursed for certain expenses related to that examination.

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

**B-12 [NIKKO VRISIOTIS](#) – CSC DOCKET NO. 2018-2613**

The Superior Court of New Jersey, Appellate Division, has remanded the matter of Nikko Vrisiotis to the Civil Service Commission.

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

**B-13 [RACHEL MCCAULIFFE](#) – CSC DOCKET NO. 2020-1182**

Rachel McCauliffe appeals the determination of the Division of Agency Services that she did not meet the education and experience requirements for the promotional examination for Senior Youth Worker (PS9563P), Juvenile Justice Commission.

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

**B-14 [STEFFON JOSEY](#) – CSC DOCKET NO. 2020-685**

Steffon Josey appeals the removal of his name from the Police Officer (S9999R), North Brunswick, eligible list due to an unsatisfactory criminal record.

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

**B-15 [ERIC CVOLIGA](#) – CSC DOCKET NO. 2020-685**

Eric Cvoliga appeals the determination of the Division of Agency Services that he did not meet the experience requirement for the promotional examination for Crew Supervisor, Building Maintenance Programs (PS9485H), Department of Health.

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

**B-16 SALARY REGULATIONS: FY 2020 COMPENDIUM**

The FY 2020 Salary Regulations Compendium includes the following: Section 1 – Aligned Salary Regulation; Section 2 – Emergency Conditions Salary Regulation; Section 3 – Special Incentive Salary Programs; Section 4 – Miscellaneous Salary Regulation; Appendix A, including Employee Relations Group List, Online Salary Schedules link, Single Rates and Trainee/Apprentice Rates; Appendix B, including State Benefits Programs; and Index. The Compendium has been approved by Deirdre L. Webster Cobb, Chair/CEO, Civil Service Commission (Commission), and David Ridolfino, Acting Director, Office of Management and Budget.

**ACTION:** The Civil Service Commission recorded the regulations.

**B-17 [HARRY TISCH](#) – CSC DOCKET NO. 2020-77**

Harry Tisch appeals the appointing authority’s request to remove his name from the eligible list for Contract Administrator 1 (S0658W), Department of Community Affairs, on the basis of an unsatisfactory employment record.

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

**B-18 LAWRENCE CATTANO – CSC DOCKET NO. 2020-350**

Lawrence Cattano, represented by Peter B. Paris, Esq., appeals the bypass of his name on the Police Chief (PM2330W), Perth Amboy eligible list.

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

**B-19 [ANTHONY ESOCHAGHI](#) – CSC DOCKET NO. 2019-3620**

Anthony Esochaghi appeals the determination of the Division of Agency Services, which found that he was below the minimum requirements in education for a qualifying examination for Assistant Planner.

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

**PUBLIC PORTION**

No comments.

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, December 18, 2019, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**



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