



RICHARD J. CODEY  
ACTING GOVERNOR

STATE OF NEW JERSEY  
DEPARTMENT OF PERSONNEL

MARJORIE A. SCHWARTZ  
ACTING COMMISSIONER

**Merit System Board**

**MINUTES OF REGULAR MEETING OF  
THE MERIT SYSTEM BOARD  
DECEMBER 1, 2004**

**Marjorie A. Schwartz, Acting Chairwoman  
Flavella Branham  
John Currie  
Margaret E.L. Howard  
Robert J. Long**

**DECEMBER 1, 2004**

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**A regular meeting of the Merit System Board was held on Wednesday, December 1, 2004, in Trenton, New Jersey.**

**PRESENT: Acting Chairwoman Marjorie A. Schwartz, Merit System Board Members, Flavella Branham, John Currie, Margaret E. L. Howard and Robert J. Long; Pamela Ullman, Deputy Attorney General; and Henry Maurer, Director, Division of Merit System Practices and Labor Relations.**

**In accordance with L.1975, c.231, Acting Chairwoman Marjorie A. Schwartz 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 11, 2003, and posted at the Department of Personnel, 3 Station Plaza, Trenton, New Jersey.**

**All actions were by unanimous vote unless otherwise specified.**

**STATE**

The Merit System Board recorded the recommended changes in the State Classification Plan, copies of which are attached hereto and made a part hereof.

**DATE:** November 15, 2004

**TO:** Marjorie A. Schwartz, Acting Commissioner  
Department of Personnel

**FROM:** Elizabeth Van Marter, Director  
Human Resource Management

**SUBJECT:** Change in the Classification Plan

**DEPARTMENT OF CORRECTIONS/JUVENILE JUSTICE COMMISSION**

The Department of Corrections requests permission to establish an apprentice title for the Classification Officer series. The title would be made available for use to the requesting Department and the Juvenile Justice Commission.

The Department has experienced difficulty recruiting to fill positions for this series. The series was revised and restructured in 1995 to address an increase in job responsibilities and education requirements. The experience requirement was expanded to include other areas of social service, but this still has not met the Department's recruitment needs. The entry-level professional title in this series requires a degree and two years of experience. It has become increasingly difficult to recruit and attract candidates having two years of the experience needed to qualify.

The Apprentice title will permit the Department to recruit college graduates with the appropriate education background. The Apprentice will serve a structured, three-year training period, and would be eligible for movement into the second-level professional title, Classification Officer 2. The appropriate negotiations representatives have been notified and support this request.

**ADDITION OF TITLE**

Effective: 10/30/04

Classification Officer Apprentice  
P19\_\_\_\_\_ \* Competitive NE/12

**DATE:** November 24, 2004

**TO:** Marjorie A. Schwartz, Acting Commissioner  
Department of Personnel

**FROM:** Elizabeth Van Marter, Director  
Human Resource Management

**SUBJECT:** Change in the State Classification Plan

**DEPARTMENT OF THE TREASURY**

A new Trainee title is requested for exclusive use by the Department of the Treasury to address workweek issues.

The Department requires use of Trainee titles to staff positions responsible for field auditors, whose primary titles are compensated at one range higher than office auditors. This new Trainee title is intended to eventually replace a title that was created earlier this year (50960), which was inadvertently used by other agencies outside of Treasury. Departments may no longer use 50960, and it will be inactivated once all incumbents are promoted to their respective primary titles.

**ADDITION OF WORKWEEK**

Effective: 11/27/04

Auditor Taxation Trainee  
P95-\_\_\_\_\_ Career D NE/12

**DATE:** November 19, 2004

**TO:** Marjorie A. Schwartz, Acting Commissioner  
Department of Personnel

**FROM:** Elizabeth Van Marter, Director  
Human Resource Management

**SUBJECT:** Change in the State Classification Plan

**GENERAL**

The Department of Corrections requests an upward salary re-evaluation for the title of Operator, Sewage and Water Treatment Plants. The Department indicates that the complexity of this function has increased; this complexity is not currently reflected in the job description. Incumbents may be required to possess one or more types of operator licenses, all of which require completion of training contact hours for license renewal.

The job description has been amended to reflect the increase in responsibility. The Department agrees to increase the experience requirement by one year. These changes impact the Hay evaluation. The Department seeks a one-range salary increase.

The only other user Appointing Authority and the appropriate negotiations representatives have been notified.

**CHANGE IN SALARY EVALUATION**

Effective: 12/27/03

**FROM:**  
Operator, Sewage & Water Treatment  
Plants  
O18-40335 Career \* 40/12

**TO:**  
Operator, Sewage & Water Treatment  
Plants  
O19-40335 Career \* 40/12



# MEMORANDUM

NEW JERSEY DEPARTMENT OF PERSONNEL

**DATE:** November 15, 2004

**TO:** Marjorie A. Schwartz, Acting Commissioner  
Department of Personnel

**FROM:** Elizabeth Van Marter, Director *Eum pk*  
Human Resource Management

**SUBJECT:** Change in the State Classification Plan

*OK*  
*WJ*

## DEPARTMENT OF LABOR

The Department of Labor requests the establishment of two new title series to accommodate Reorganization Plan No. 001-2004. This Plan intends to consolidate responsibility for all employment-directed and workforce development activities, as well as all organizational units responsible for such functions, from the Departments of Human Services and Education to the Department of Labor.

The Department wishes to establish the human resource infrastructure needed to accommodate the Reorganization Plan, and requests the establishment of two new title series. One will classify staff whose activities are primarily employer-directed. The second will classify staff whose activities are primarily client/job-seeker directed. The latter requires two workweek designations at all but the supervisory level to accommodate both field and office staff. These series will combine the functions currently classified by several titles, and will result in the elimination of a number of existing titles. One existing title, Supervisor, Employment and Training Programs, will be retained and used in the reorganization.

The Department requests the lateral appointment of existing incumbents with retention of existing status for those moving into new titles of the same class code. Incumbents moving into new titles at a higher class code will be subject to promotional examination procedures.

The Office of Employee Relations (OER) and the appropriate negotiations representatives of CWA locals, 1034 and 1037, have been notified.

## ESTABLISHMENT OF NEW TITLES

Effective: 06/26/04

Employment & Training Specialist 2  
P18-\_\_\_\_ Competitive L 35/12

Employment & Training Specialist 1  
P21-\_\_\_\_ Competitive L 35/12

Coordinator, Employment & Training  
Programs  
P26-\_\_\_\_ Competitive L NL/12

[www.state.nj.us/personnel](http://www.state.nj.us/personnel)

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**ESTABLISHMENT OF NEW TITLES (CONT.)**

Business Representative 3 P18-____ Competitive L 35/12 AND P19-____ Competitive L NE/12	Business Representative 2 P21-____ Competitive L 35/12 AND P22-____ Competitive L NE/12
Business Representative 1 P24-____ Competitive L 35/12 AND P25-____ Competitive L NE/12	Supervising Business Representative R28-____ Competitive L NL/12

**CROSSWALK OF INCUMBENTS**

Effective: 06/26/04

NOTE: Employment Services Specialists will be cross-walked to either the Business Representative series or the Employment and Training Specialist series, depending on whether the duties are employer-directed or client/job-seeker directed.

**FROM:**

Employment Services Specialist 3  
 P18-64611 Competitive L 35/12  
**AND**  
 Employment Services Specialist 3  
 Bilingual in Spanish & English  
 P18-64611d Competitive L 35/12

**TO:**

Employment & Training Specialist 2  
 P18-\_\_\_\_ Competitive L 35/12

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**FROM:**

Employment Services Specialist 2  
 P21-64612 Competitive L 35/12  
**AND**  
 Employment Srvcs Spclst 2, Acct Exct  
 P21-64612c Competitive L 35/12  
**AND**  
 Employment Services Specialist 2  
 Bilingual in Spanish & English  
 P21-64612d Competitive L 35/12  
**AND**  
 Employment and Training Specialist 2  
 P21-64853 Competitive L 35/12

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**TO:**

Employment & Training Specialist 1  
 P21-\_\_\_\_ Competitive L 35/12

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**CROSSWALK OF INCUMBENTS (CONT.)**

<b><u>FROM:</u></b> Employment Services Specialist 1 R24-64613 Competitive L 3E/12	<b><u>TO:</u></b> Coordinator, Employment & Training Pgms P26-____ Competitive L NL/12
<b><u>AND</u></b>	
Employment Services Specialist 1 Account Executive R24-64613c Competitive L 3E/12	
<b><u>AND</u></b>	
Employment & Training Specialist 1 P24-64854 Competitive L 35/12	

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<b><u>FROM:</u></b> Supervising Employment Svs Specialist S27-64614 Competitive L NL/12	<b><u>TO:</u></b> Supervisor, Employment & Training Pgms R29-64866 Competitive L NL/12
<b><u>AND</u></b>	
Supervising Employment Svs Specialist Account Executive S27-64614c Competitive L NL/12	

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<b><u>FROM:</u></b> Employment Services Specialist 3 P18-64611 Competitive L 35/12	<b><u>TO:</u></b> Business Representative 3 P18-____ Competitive L 35/12
<b><u>AND</u></b>	
Employment Services Specialist 3 Bilingual in Spanish & English P18-64611d Competitive L 35/12	

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<b><u>FROM:</u></b> Customized Training Representative 3 P19-55725 Competitive L NE/12	<b><u>TO:</u></b> Business Representative 3 P19-____ Competitive L NE/12
<b><u>AND</u></b>	
Occupational Analyst P19-64892 Competitive L NE/12	

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**CROSSWALK OF INCUMBENTS (CONT.)**

<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Employment Services Specialist 2 P21-64612 Competitive L 35/12	Business Representative 2 P21-____ Competitive L 35/12
<b><u>AND</u></b>	
Employment Svcs Spclst 2, Acct Exct P21-64612c Competitive L 35/12	
<b><u>AND</u></b>	
Employment Svcs Spclst 2, BL Spn & Eng P21-64612d Competitive L 35/12	

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<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Customized Training Representative 2 P22-55726 Competitive L NE/12	Business Representative 2 P22-____ Competitive L NE/12
<b><u>AND</u></b>	
Senior Occupational Analyst P22-64893 Competitive L NE/12	
<b><u>AND</u></b>	
Sr. Employment Test Technician P22-64693 Competitive L NE/12	

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<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Employment Services Specialist 1 R24-64613 Competitive L 3E/12	Business Representative 1 P24-____ Competitive L 35/12
<b><u>AND</u></b>	
Employment Svcs Spclst 1, Acct Exct R24-64613c Competitive L 3E/12	

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<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Customized Training Representative 1 P25-55727 Competitive L NL/12	Business Representative 1 P25-____ Competitive L NE/12
<b><u>AND</u></b>	
Principal Occupational Analyst R25-64894 Competitive L NL/12	

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<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Supervising Employment Svs Specialist S27-64614 Competitive L NL/12	Supervising Business Representative R28-____ Competitive L NL/12
<b><u>AND</u></b>	
Sprvsng Emplymnt Svs Spclst, Acct Exct S27-64614c Competitive L NL/12	

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**ELIMINATION OF TITLES**

NOTE: The following titles will be eliminated at a future date once all incumbents are cross-walked to the new title series.

Employment Services Specialist 3  
 P18-64611 Competitive L 35/12

Employment Services Specialist 3  
 Bilingual in Spanish & English  
 P18-64611d Competitive L 35/12

Customized Training Representative 3  
 P19-55725 Competitive L NE/12

Occupational Analyst  
 P19-64892 Competitive L NE/12

Employment Services Specialist 2  
 P21-64612 Competitive L 35/12

Employment and Training Specialist 2  
 P21-64853 Competitive L 35/12

Employment Services Specialist 2  
 Account Executive  
 P21-64612c Competitive L 35/12

Employment Services Specialist 2  
 Bilingual in Spanish & English  
 P21-64612d Competitive L 35/12

Customized Training Representative 2  
 P22-55726 Competitive L NE/12

Senior Occupational Analyst  
 P22-64893 Competitive L NE/12

Sr. Employment Test Technician  
 P22-64693 Competitive L NE/12

Employment Services Specialist 1  
 R24-64613 Competitive L 3E/12

Employment & Training Specialist 1  
 P24-64854 Competitive L 35/12

Employment Services Specialist 1  
 Account Executive  
 R24-64613c Competitive L 3E/12

Customized Training Representative 1  
 P25-55727 Competitive L NL/12

Principal Occupational Analyst  
 R25-64894 Competitive L NL/12

Supervising Employment Svs Specialist  
 S27-64614 Competitive L NL/12

Supervising Employment Svs Specialist  
 Account Executive  
 S27-64614c Competitive L NL/12

EVM/HJK/BP

**CONFIDENTIAL APPOINTMENTS**

**The Merit System Board recorded the following Confidential Appointments under N.J.S.A. 11A:3-4(h):**

**Patrick O'Reilly** appointed as a Confidential Assistant, Department of Transportation, effective October 16, 2004, salary of \$79,233.00 per annum.

**WITHDRAWAL OF APPEALS**

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

**Verneda Carter-Hall**, County Correction Sergeant, Department of Public Safety, County of Atlantic, four suspensions.

**Joseph Ciervo**, Construction Official, Construction Department, Township of Winslow, removal.

**Gail Harris**, Senior Parole Officer, State Parole Board, Department of Corrections, Discrimination, Harassment or Hostile Environments in the Workplace.

**Yolanda Parker**, Cottage Training Supervisor, Greenbrook Regional Center, Department of Human Services, suspension.

**Patrick Rush**, Correction Sergeant, Mid-State Correctional Facility, Department of Corrections, removal.

**John Seville**, Police Officer, Police Department, Township of Sparta, suspension.

**DISMISSAL OF APPEALS – FAILURE TO APPEAR**

**The Merit System Board dismissed the following cases without prejudice for failure to appear at the scheduled hearing before the Office of Administrative Law:**

**Ron Brown**, Custodial Worker, Newark School District, resignation not in good standing.

**Christopher Hicks**, Human Services Assistant, Trenton Psychiatric Hospital, Department of Human Services, suspension.

**Edward Lyon**, Repairer, Division of State Police, Department of Law and Public Safety, suspension.

**Terri Matthews**, Human Services Assistant, Vineland Developmental Center, Department of Human Services, return to formerly held permanent title at the end of the working test period.

**Louis Miranda**, Pump Room Attendant, Department of Public Resources, County of Hudson, removal.

**Michael Morton**, Probation Officer, Probation Division, Department of Judiciary, four removals.

**James Thornell**, Laborer Heavy, Department of Public Works, Township of Moorestown, suspension.

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Joseph Balbo  
Greystone Park Psychiatric Hospital  
Department of Human Services  
Suspension

In the Matter of Joan Decandia  
Ocean County Board of Social Services  
Release at the end of the working test period

In the Matter of Tony Horton  
Newark School District  
Suspension

In the Matter of Adrienne Hill  
Jersey City School District  
Removal

In the Matter of Mattie Jones-Cramer  
Ann Klein Forensic Hospital  
Release at the end of the working test period

In the Matter of Clifton Purkett  
City of Newark  
Department of Neighborhood and Recreational Services  
Resignation not in good standing

In the Matter of Kimberly Ramirez  
Southern State Correctional Facility  
Department of Corrections  
Suspension and Resignation not in good standing

In the Matter of John Scarlata  
County of Burlington  
County Jail  
Removal

In the Matter of Orlander Thompson  
County of Cumberland  
Board of Chosen Freeholders  
Removal

In the Matter of Frank West  
Newark School District  
Suspension

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

**ACTION:** The Merit System Board acknowledged the settlements.

**A2 EDITH JOHNSON**

Edith Johnson, Family Service Worker, County of Essex, Department of Citizen Services, ten-suspension on charges of insubordination, conduct unbecoming a public employee, other sufficient cause and violation of County policy and procedures. This matter was previously presented to the Merit System Board at its regular meeting of November 4, 2004 but held over for receipt of cross exceptions.

Recommendation of the Administrative Law Judge – Dismiss the charges and reverse the ten-day suspension. The ALJ also finds that the discipline may not be used as a basis for removing her name from an eligible list for future promotions.

**ACTION:** The Merit System Board affirmed the recommendation of the Administrative Law Judge.

**A-3 TRACEY L. BOLDS**

Tracey L. Bolds, Food Service Worker, County of Passaic, Preakness Healthcare Center, removal effective September 7, 2002, on the charge of conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:** The Merit System Board affirmed the recommendation of the Administrative Law Judge.

**A-4 KAREN P. CHESTER**

Karen P. Chester, Clerk Typist, County of Middlesex, Department of Planning, removal effective December 16, 2003, on charges of insubordination, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:** The Merit System Board affirmed the recommendation of the Administrative Law Judge.

**A-5 CLAUDETTE MACNEIL**

Claudette MacNeil, Police Officer, Township of Sparta, Police Department, two removals effective August 29, 2001 and December 17, 2001, on charges of 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:** The Merit System Board affirmed the recommendation of the Administrative Law Judge.

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 GEORGE CAMPBELL**

George Campbell appeals the removal of his name from the (S9999D) eligible list for the title of Correction Officer Recruit, Department of Corrections, on the basis of psychological unfitness.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-2 THEODORE O. HARRIS**

Theodore O. Harris appeals the removal of his name from the (S9999B) eligible list for the title of Police Officer, City of Plainfield, on the basis of psychological unfitness.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-3 RICHARD HARTOBEY**

Richard Hartobey, represented by Fred Shahrooz Scampato, 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 (S9999B) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-4 WENDELL HAUSER**

Wendell Hauser appeals his rejection as a Juvenile Detention Officer candidate by the County of Hudson and its request to remove his name from the eligible list for Juvenile Detention Officer (C2063D) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-5 NATHANIEL JOHNSON, III**

Nathaniel Johnson, III, represented by Stephen Schnitzer, 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 (S9999D) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-6 ROBERT J. KOSAKOWSKI**

Robert J. Kosakowski appeals the removal of his name from the (S9999B) eligible list for the title of Sheriff's Officer, Hudson County, on the basis of psychological unfitness.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-7 ALICIA MCMURRAY**

Alicia McMurray appeals the removal of her name from the (S9999A) eligible list for the title of Juvenile Detention Officer, Hudson County, on the basis of psychological unfitness.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-8 RAHSHAN MURPHY**

Rahshan Murphy appeals his rejection as a Correction Officer Recruit candidate by the Juvenile Justice Commission and its request to remove his name from the eligible list for Correction Officer Recruit (S9999D) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-9 AWANDA D. SIMMONS**

Awanda D. Simmons appeals the removal of her name from the (S9999B) eligible list for title of Sheriff's Officer, Hudson County, on the basis of psychological unfitness.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-10 RAYMOND SKOP**

Raymond Skop, represented by Joseph A. Truula, Esq., appeals his rejection as a Police Officer candidate by the City of Jersey City and its request to remove his name from the eligible list for Police Officer (S9999D) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Merit System Board referred the matter for independent psychological evaluation.

**B-11 EDDIE W. TORRES**

Eddie W. Torres appeals the removal of his name from the (S9999D) eligible list for the title of Correction Officer Recruit, Department of Corrections, on the basis of psychological unfitness.



**ACTION:** The Merit System Board directed that this appeal be denied.

**B-12 EVERETT H. TURNER**

Everett H. Turner appeals the removal of his name from the (S9999B) eligible list for the title of Correction Officer Recruit, Department of Corrections, on the basis of psychological unfitness.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-13 MALIEKA R. WILLIAMS**

Malieka R. Williams appeals the removal of her name from the (C2014C) eligible list for the title of Juvenile Detention Officer, Essex County, on the basis of psychological unfitness.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-14 VICTORIA EWEN**

Victoria Ewen, a Technical Assistant 1, Purchasing with the Department of the Treasury, appeals the denial of sick leave injury (SLI) benefits.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-15 JOHN FOWLER**

John Fowler, a Day Care Technician with the Office of Education, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-16 BEVERLY MURPHY**

Beverly Murphy, an Attorney 1 with the Administrative Office of the Courts, appeals the denial of sick leave injury (SLI) benefits.

**ACTION:** The Merit System Board directed that this appeal be granted in part.

**B-17 JOSPEH PARTYKA**

Joseph Partyka, an Administrative Analyst 2 with the Department of Health and Senior Services, appeals the denial of sick leave injury (SLI) benefits.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-18 LYDIA PEARSALL**

Lydia Pearsall, a Human Services Technician at the Ancora Psychiatric Hospital, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-19 ABBAS BASHITI**

Abbas Bashiti appeals the decision of the Division of Human Resource Information Services, which upheld the bypass of his name on the District Parole Supervisor (PS4338I), State Parole Board eligible list.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-20 KYLE BEHNKEN**

The Director, Division of Human Resource Information Services, on behalf of the appointing authority, requests that the Merit System Board revive the eligible list for Correction Officer Recruit (S9999A), Department of Corrections, to permit Kyle Behnken to re-enroll in the Correction Officer Training Academy as a result of the determination of the Police Training Commission.

**ACTION:** The Merit System Board granted the request.

**B-21 JEFFREY BRAASCH**

Jeffrey Braasch appeals the decision of Human Resource Information Services, which found that the appointing authority had presented a sufficient basis to remove his name from the eligible list for Sheriff's Officer (S9999D), Atlantic County, on the basis of making false statements of material facts on his preemployment application and for having an unsatisfactory background report.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-22 HARRY HUNTER**

Harry Hunter appeals the decision of Human Resource Information Services, which found that Holmdel Township had presented a sufficient basis to remove the appellant's name from the Police Officer (S9999D) eligible list, on the basis of falsification of his preemployment application.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-23 ROBERT MERTEN, JR.**

Robert Merten, Jr., appeals the decision of Human Resource Information Services, which upheld the removal of his name from the Correction Officer Recruit (S9999D), Department of Corrections, eligible list, on the basis of an unsatisfactory criminal record.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-24 ROBERT F. ZOLA**

Robert F. Zola appeals the determination of Human Resource Information Services, which found that the appointing authority had presented a sufficient basis to remove his name from the eligible list for Analyst 1, Research and Evaluation, Health and Senior Services (S3010E), Department of Health and Senior Services.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-25 COMPUTER OPERATOR (M6458E) NORTH BRUNSWICK TOWNSHIP**

The appointing authority requests permission not to make an appointment from the certification for Computer Operator (M6458E), North Brunswick Township.

**ACTION:** The Merit System Board granted the request for appointment waiver but assessed selection costs.

**B-26 FIRE OFFICIAL (M2191C), STANHOPE**

The Division of Human Resource Information Services petitions the Merit System Board to require Stanhope Borough to properly dispose of Certification OL032291 for Fire Official (M2191C), Stanhope and return the certification to the Department of Personnel.

**ACTION:** The Merit System Board granted the request and directed that the appointing authority be assessed selection costs and a fine of \$1,000 for non-compliance.

**B-27 INVESTIGATOR, COMMUNICABLE DISEASES (C0483E), MIDDLESEX COUNTY**

The appointing authority requests permission not to make an appointment from the certification for Investigator, Communicable Diseases (C0483E), Middlesex County.

**ACTION:** The Merit System Board granted the request for appointment waiver, assessed selection costs and directed that a new examination announcement be issued.

**B-28 DANITA PIERCE**

Danita Pierce, a Classification Officer 3 with Riverfront State Prison, Department of Corrections (DOC), appeals the determination of the Assistant Director of the Equal Employment Division with the DOC, stating that the appellant failed to present sufficient evidence to support a finding that she had been subjected to violations of the New Jersey State Policy Prohibiting Discrimination, Harassment, or Hostile Environments in the Workplace.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-29 MICHAEL SHARP**

Michael Sharp, a Senior Correction Officer with South Woods State Prison, Department of Corrections (DOC), appeals the determination of the Assistant Director, Equal Employment Division, with the DOC, stating that the appellant failed to present sufficient evidence to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination, Harassment or Hostile Environments in the Workplace.

**ACTION:** The Merit System Board granted a hearing.

**B-30 WILFRED GRAY**

Wilfred Gray, a Lead Poisoning Inspector with the City of Newark, represented by Eldridge Hawkins, Esq., requests a hearing on the appeal of his removal, effective June 30, 2003, on disciplinary charges.

**ACTION:** The Merit System Board denied the request.

**B-31 SUSAN HEDMAN**

Susan Hedman, a former Human Resource Consultant 1 with the Department of Personnel, appeals her resignation in good standing effective March 23, 2004.

**ACTION:** The Merit System Board directed that this appeal be denied.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Abstained)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Yes)</b>
	<b>Margaret E. L. Howard</b>	<b>(Yes)</b>
	<b>Robert J. Long</b>	<b>(Yes)</b>

**B-32 BRIAN BETHEA**

Brian Bethea, a Senior Medical Security Officer with the Ann Klein Forensic Center, Department of Human Services, represented by Ronald Brown, President, AFSCME, Local 2222, seeks enforcement of the decision of the Merit System Board in *In the Matter of Brian Bethea* (MSB, decided January 28, 2004), granting him sick leave injury (SLI) benefits.

**ACTION:** The Merit System Board granted the request in part.

**B-33 ALVINGER COLEMAN**

Alvinger Coleman, a Senior Correction Officer with the Department of Corrections, represented by Mandy Steele, Esq., seeks enforcement of the Merit System Board decision rendered on April 4, 2004, granting him mitigated back pay, benefits and seniority and awarding him counsel fees.

**ACTION:** The Merit System Board granted the request and directed that Alvinger Coleman be awarded \$62,317.70 in back pay, \$8,172.50 in counsel fees and \$162.90 in costs.

**B-34 RONALD STUIISO**

Ronald Stuiso, an Assistant Public Works Superintendent with the Borough of Rutherford, represented by Lane J. Biviano, Esq., petitions the Merit System Board for interim relief of his removal, effective July 13, 2004.

**ACTION:** The Merit System Board denied the request.

**B-35 THE ESTATE OF HUGH BELL**

The appeal of the Estate of Hugh Bell, a former Senior Mechanic with the Department of Public Resources, Hudson County, of Mr. Bell's removal, effective June 29, 1999, on charges, was heard by Administrative Law Judge Barry N. Frank (ALJ), who rendered his initial decision on October 14, 2004. At its meeting on November 17, 2004, the Merit System Board did not adopt the ALJ's recommendation to uphold the removal. Rather, the Board modified the removal to a six-month suspension. The proposed decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Abstained)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Abstained)</b>
	<b>Margaret E. L. Howard</b>	<b>(Yes)</b>
	<b>Robert J. Long</b>	<b>(Yes)</b>

**B-36 WOJCIECH CZAJKOWSKI**

The appeal of Wojciech Czajkowski, a Construction and Maintenance Technician 3, with the Department of Transportation, of his three-month suspension and 30-day suspension and fine, on charges, was heard by Administrative Law Judge Jesse H. Strauss (ALJ), who rendered his initial decision on September 27, 2004. At its meeting on November 4, 2004, the Merit System Board adopted the ALJ's recommendation to uphold the charges against the appellant and to modify the penalties to a three-month suspension and fine. The proposed decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Yes)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Yes)</b>
	<b>Margaret E. L. Howard</b>	<b>(Abstained)</b>
	<b>Robert J. Long</b>	<b>(Abstained)</b>

**B-37 MARILYN A. GANGES**

Marilyn A. Ganges, a County Correction Captain, County of Burlington, County Jail, appealed her demotion to County Correction Lieutenant effective October 19, 2000, on charges. While at the Office of Administrative Law, the penalty was amended from a demotion to a 20-day suspension. The appeal was heard by Administrative Law Judge Israel D. Dubin (ALJ), who rendered his initial decision on August 27, 2004. At its meeting on November 4, 2004, the Merit System Board adopted the ALJ's recommendation to uphold the suspension. The proposed final decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the final decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Yes)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Yes)</b>
	<b>Margaret E. L. Howard</b>	<b>(Abstained)</b>
	<b>Robert J. Long</b>	<b>(Abstained)</b>

**B-38 VICTOR MURPHY**

The appeal of Victor Murphy, a Juvenile Detention Officer with the County of Gloucester, concerning his 180 working day suspension, in charges, was heard by Administrative Law Judge Israel D. Dubin (ALJ), who rendered his initial decision on September 13, 2004. At its meeting on November 4, 2004, the Merit System Board adopted the ALJ's recommendation to modify the 180 working day suspension to a three-month suspension. The proposed decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Yes)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Yes)</b>
	<b>Margaret E. L. Howard</b>	<b>(Abstained)</b>
	<b>Robert J. Long</b>	<b>(Abstained)</b>

**B-39 KASSIEM ROBINSON**

The appeal of Kassiem Robinson, a County Correction Officer with Burlington County, of his 12-day suspension beginning August 20, 2003, on charges, was heard by Administrative Law Judge Israel D. Dubin (ALJ), who rendered his initial decision on October 4, 2004. At its meeting on November 17, 2004, the Merit System Board did not adopt the ALJ's recommendation to reverse the appellant's suspension. Rather, the Board modified the 12-day suspension to an official written reprimand. The proposed decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Abstained)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Abstained)</b>
	<b>Margaret E. L. Howard</b>	<b>(Yes)</b>
	<b>Robert J. Long</b>	<b>(Yes)</b>



**B-40 JUANA ROGERS**

The appeal of Juana Rogers, a Head Cook 1 at Garden State Reception and Youth Correctional Facility, Department of Corrections, of her removal, effective June 19, 2002, on charges, was heard by Administrative Law Judge (ALJ) John R. Futey, who rendered his initial decision on September 1, 2004. At its meeting on November 17, 2004, the Merit System Board did not adopt the ALJ's recommendation to uphold the removal. Rather, the Board modified the removal to a six-month suspension. The proposed decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Abstained)</b>
	<b>Flavella Branhan</b>	<b>(No)</b>
	<b>John Currie</b>	<b>(Abstained)</b>
	<b>Margaret E. L. Howard</b>	<b>(Yes)</b>
	<b>Robert J. Long</b>	<b>(Yes)</b>

**B-41 JOSEPH WALLACE**

The appeal of Joseph Wallace, a Police Officer with the City of Newark, of his 45-day suspension (15 days held in abeyance) and his five-day suspension, on charges, was before Administrative Law Judge Jeffrey A. Gerson (ALJ), who rendered his initial decision on September 30, 2004, recommending dismissal of the charges underlying the 45-day suspension and holding in abeyance the matter involving the five-day suspension. At its meeting on November 4, 2004, the Merit System Board, adopted the recommendation to dismiss the 45-day suspension. Additionally, the Board determined on its own motion to dismiss the five-day suspension. The proposed decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Abstained)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Abstained)</b>
	<b>Margaret E. L. Howard</b>	<b>(Yes)</b>
	<b>Robert J. Long</b>	<b>(Yes)</b>

**B-42 KATHLEEN BEARSE**

Kathleen Bearse appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Assistant Chief Municipal Court Administrator (PM1758E), Jersey City.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-43 SUSAN BROWN AND YOLANDA REID**

Susan Brown and Yolanda Reid appeal the determination of the Division of Selection Services which found that they did not meet the requirements for the promotional examination for Management Assistant (PM0294E), City of Newark.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-44 JAMES DICLAUDIO**

James DiClaudio appeals the determination of the Division of Selection Services that he did not meet the requirements for the open competitive examination for the title of Welder (S6743F), Statewide.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-45 MARY DILLON**

Mary Dillon appeals the determination of the Division of Selection Services that she did not meet the experience requirement for the promotional examination for Quality Assurance Coordinator (PS8831H0, Department of Health and Senior Services.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-46 MARIA DISTEFANO**

Maria DiStefano 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 Executive Assistant 3 (PS9667G), Department of Environmental Protection.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-47 ROBERT S. HAYES**

Robert S. Hayes appeals the determination of the Division of Selection Services, which found that he did not meet the experience requirements for the promotional examination for Crew Supervisor, Locksmiths (PS1569I), Bayside State Prison.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-48 RACHEL D. INGRAM AND LESLIE F. SHEPHERD**

Rachel D. Ingram and Leslie F. Shepherd appeal the determinations of the Division of Selection Services, which found that they did not meet the experience requirements for the promotional examination for Administrative Analyst 1 (PS0719K), Ancora Psychiatric Hospital.

**ACTION:** The Merit System Board directed that these appeals be denied.

**B-49 RONDELL INMAN**

Rondell Inman appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, he was below the minimum requirements in experience for the promotional examination for Senior Vocational Counselor, Corrections (PS9984I), Edna Mahan Correctional Facility for Women.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-50 EUGENE A. LIGHTFOOT, ET AL.**

Eugene A. Lightfoot, Antoine M. Uqdah, and Derek R. Walker appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements for the open competitive examination for the title of Custodian (M9307F), Newark School District.

**ACTION:** The Merit System Board directed that these appeals be denied.

**B-51 JOANN MITCHELL**

JoAnn Mitchell appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Administrative Assistant 2 (PS1791F), Department of Education.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-52 THOMAS MYSLINSKI**

Thomas Myslinski appeals the determination of the Division of Selection Services, which found, per the substitution clause for education, that he did not meet the experience requirements for the promotional examination for Senior Transportation Analyst, Emergency Management Coordination (PS0876T), Department of Transportation.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-53 VICTOR PATEL**

Victor Patel appeals the determination of the Division of Selection Services that he did not meet the requirements for the promotional examination for Assistant Business Manager 1 (PS8637K), Department of Human Services.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-54 DELORES SWAIN**

Delores Swain appeals the decision of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Quality Assurance Technician (PS2241K), Trenton Psychiatric Hospital.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-55 JEFFREY COX**

Jeffrey Cox appeals his score on the promotional examination for Equipment Operator (PS5076T), Department of Transportation.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-56 MAUREEN CULLINANE**

Maureen Cullinane appeals her score on the open competitive examination for Social Worker, Juvenile Rehabilitation (C0665F), Essex County.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-57 LINDA DIXON**

Linda Dixon appeals her score on the promotional examination for Equipment Operator (PS5076T), Department of Transportation.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-58 JOHN PRINCIPATO**

John Principato, represented by Daniel Zirrith, Esq., appeals his score for the written teamwork portion of the examination for Fire Fighter (M9999E).

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-59 THOMAS D. GREGG, ET AL.**

Thomas D. Gregg, Robert Jarreld and Andrew Lipesky, Jr., appeal their scores on the promotional examination for Equipment Operator (PS5076T), Department of Transportation.

**ACTION:** The Merit System Board directed that these appeals be denied.

**B-60 JOTHAM MUTANGA**

Jotham Mutanga petitions the Merit System Board for reconsideration of its decision rendered on September 8, 2004 in which his appeal of score for the examination for Family Service Specialist 2 (S6753F), Division of Youth and Family Services was denied.

**ACTION:** The Merit System Board denied the request.

**B-61 JOSE TRUJILLO, JR.**

Jose Trujillo, Jr. appeals the determination of the Division of Selection Services that denied him admittance to the promotional examination for Fire Captain (PM3513F), Jersey City.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-62 JOHN SHEVLIN**

John Shevlin requests that he be granted a make-up examination for Section Chief (PS1801G), Department of Environmental Protection on the basis that he did not receive notice of the subject examination.

**ACTION:** The Merit System Board denied the request.

**B-63 JUAN C. AYALA**

Juan C. Ayala appeals the test administration and validity of the promotional examination for Administrative Analyst 3 (PS8533I), Department of Corrections.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-64 KENNETH DOWZYCKI**

The Director, Rahway Public Library, requests administrative relief in order to process the Intergovernmental Transfer of Kenneth Dowzycki from his provisional title of Assistant Library Director, Roselle Borough Public Library to Assistant Library Director, Rahway Public Library.

**ACTION:** The Merit System Board granted the request.

**B-65 NYTASHA SHEFFIELD**

Nytasha Sheffield, a Police Officer with the City of Trenton, requests a retroactive date of appointment.

**ACTION:** The Merit System Board denied the request.

**B-66 PINKY BEMAH**

Pinky Bemah petitions the Merit System Board for reconsideration of the decision rendered on October 6, 2004 (*In the Matter of Pinky Bemah*) which upheld the validity of the open competitive examination for Laboratory Technician (S0219E).

**ACTION:** The Merit System Board denied the request.

**B-67 PROPOSED AMENDMENT TO N.J.A.C. 4A:5.1.1 VETRANS PREFERENCE**

Submitted for adoption is the proposed amendment to N.J.A.C. 4A:5-1.1, Veterans Preference. The proposal was published in the September 20, 2004 issue of the New Jersey Register. A public hearing was held on October 18, 2004 and no comments were received during the comment period.

**ACTION:** The Merit System Board adopted the amendment.

**B-68 REPROPOSED AMENDMENTS TO N.J.A.C. 4A:6-1.11 MILITARY LEAVE**

Submitted for adoption are the repropoed amendments to N.J.A.C. 4A:6-1.11 Military Leave. The proposal was published in the September 20, 2004 issue of the New Jersey Register. A public hearing was held on October 18, 2004 and no comments were received during the comment period.

**ACTION:** The Merit System Board adopted the amendments.

**B-69 PROPOSED MERIT SYSTEM BOARD MEETING DATES FOR 2005**

Submitted for adoption are the proposed Merit System Board meeting dates for 2005.

**ACTION:** The Merit System Board adopted the meeting dates for 2005.

**B-70 PROPOSED AMENDMENT TO N.J.A.C. 4A:6-1.2 VACATION LEAVE**

Submitted for adoption is the proposed amendment to N.J.A.C. 4A:6-1.2 Vacation Leave. The proposal was published in the September 20, 2004 issue of the New Jersey Register. A public hearing was held on October 18, 2004 and only one written comment was received, not requiring any changes, during the comment period.

**ACTION:** The Merit System Board adopted the amendment.

**B-71 MERIT SYSTEM BOARD MINUTES**

The Merit System Board minutes of its meeting of November 4, 2004 are submitted for adoption.

**ACTION:** The Merit System Board adopted the minutes of its meeting of November 4, 2004.

**B-72 MERIT SYSTEM BOARD MINUTES**

The Merit System Board minutes of its meeting of November 17, 2004 are submitted for adoption.

**ACTION:** The Merit System Board adopted the minutes of its meeting of November 17, 2004.

**B-73 EARLY SETTLEMENTS**

Sarah Bissinger  
New Lisbon Developmental Center  
Department of Human Services  
Return to formerly held permanent title at the end of the working test period

Shellie Gilmore  
New Lisbon Developmental Center  
Department of Human Services  
Resignation not in good standing.

**ACTION:** The Merit System Board acknowledged the settlements.



**B-74 CHAD S. BATIUK**

Chad S. Batiuk, represented by D. William Subin, Esq., appeals his rejection as a Police Officer candidate by the Township of Woodbridge and its request to remove his name from the eligible list for Police Officer (S9999D) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Merit System Board referred the matter for independent psychological evaluation.

**B-75 JAMIE CICERONE**

Jamie Cicerone, represented by Daniel Zirrieth, Esq., appeals her rejection as a Police Officer candidate by the Township of West Orange and its request to remove her name from the eligible list for Police Officer (S9999D) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-76 GAIL RISKO**

Gail Risko, a Public Safety Telecommunicator, State Police with the Division of State Police, Department of Law and Public Safety (DLPS), appeals the determination of the Deputy Chief of Staff, Office of the Attorney General, DLPS, stating that the appellant failed to present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination, Harassment, or Hostile Environments in the Workplace.

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-77 FRANCIS GALLAGHER, ET AL.**

The appeal of Francis Gallagher, Robert Keily, Todd Kelly, Robert Brennan, John DeMarco, Paulo Santos, Jim Burns, Richard Meola and Jordan Alexiou (appellants) who contend that Joseph Wright had knowledge of test content prior to taking the examination for Police Sergeant (PM2516C), Elizabeth was heard by Administrative Law Judge Jeffrey A. Gerson (ALJ), who rendered his initial decision on September 28, 2004. At its meeting on November 17, 2004, the Board did not adopt the ALJ's recommendation to void the results of the examination for Police Sergeant (PM2516C) for all candidates. Rather, the Board determined that the results of the original examination should stand but the make-up examination for Mr. Wright should be voided and a new test should be administered to Mr. Wright. The proposed final decision is now submitted for the Board's review.

**ACTION:** The Merit System Board adopted the final decision.

<b>VOTE:</b>	<b>Marjorie A. Schwartz</b>	<b>(Abstained)</b>
	<b>Flavella Branhan</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Abstained)</b>
	<b>Margaret E. L. Howard</b>	<b>(Yes)</b>
	<b>Robert J. Long</b>	<b>(Yes)</b>

**B-78 CAROLYN WATSON**

The Department of Human Services petitions the Merit System Board to deny Carolyn Watson, a former Cottage Training Technician at the Hunterdon Developmental Center, a hearing on the appeal of her removal on disciplinary charges effective June 1, 2002, on the basis of her failure to file a timely appeal.

**ACTION:** The Merit System Board granted the request.

**B-79 LORRAINE BROWN, ET AL.**

Lorraine Brown, Gregory Fitzgerald, Kenneth Santucci, and Shaeed Williams appeal the determinations of the Division of Selection Services, which found that they were below the minimum requirements in experience for the open competitive examination for Community Relations Specialist, Law Enforcement (M0636F), Newark.

**ACTION:** The Merit System Board directed that these appeals be denied.

**B-80 TAMETRIAS BROWN, ET AL.**

Tametrias Brown, Mysheka Fenderson, Douglas Griggs and Raschelle Wiggins appeal the determinations of the Division of Selection Services which found that they were below the minimum requirements in experience for the open competitive examination for Customer Service Representative (M0633F), Trenton.

**ACTION:** The Merit System Board directed that these appeals be denied.

**B-81 ALDEAN GREEN**

Aldean Green appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the open competitive examination for Customer Service Representative (M0633F), Trenton.

**ACTION:** The Merit System Board directed that this appeal be granted.

**B-82 STEVEN R. LEVINE**

Steven R. Levine, an Administrative Analyst 2 (Management Auditor) with the Motor Vehicle Commission, appeals the decision of the Division of Human Resource Information Services which determined that he was not entitled to a paid leave of absence for volunteer services under N.J.A.C. 4A:6-1.18(b).

**ACTION:** The Merit System Board directed that this appeal be denied.

**B-83 RECENT COURT DECISIONS**

Submitted for the Board's review are summaries of recent court decisions involving the Merit System Board and Department of Personnel determinations in the matters of *Mira Shaw v. Union County Human Services* (Appellate Division, decided 10/8/04, and *Michael Carbonelli* (Appellate Division, decided 10/15/04).

**ACTION:** The Merit System Board noted the decision.

**There being no further business before the Merit System Board, the meeting was adjourned to convene on Wednesday, December 15, 2004 at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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**MARJORIE A. SCHWARTZ  
ACTING COMMISSIONER  
MERIT SYSTEM BOARD**