



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

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

Robert M. Czech  
*Chair/Chief Executive Officer*

**MINUTES OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
SEPTEMBER 15, 2010**

**Robert M. Czech, Chairperson  
Flavella Branham  
John Currie  
Vincent E. Giordano**

September 15, 2010

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A regular meeting of the Civil Service Commission was held on Wednesday, September 15, 2010, in Trenton, New Jersey.

**PRESENT:** Robert M. Czech, Chairperson; Members Flavella Branham, John Currie and Vincent Giordano; Pamela Ullman, Deputy Attorney General; Henry Maurer, Director, Division of Merit System Practices and Labor Relations.

In accordance with L.1975, c.231, Robert M. Czech, Chairperson, 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 November 20, 2009 and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.

All other actions were by unanimous vote unless otherwise specified.

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Ronnie Almond  
Department of Children and Families  
Release at the end of the working test period

In the Matter of Mary Anelli  
Washington Borough  
Library  
Layoff

In the Matter of Omar Atshan  
Commission for the Blind and Visually Impaired  
Department of Human Services  
Suspension

In the Matter of Bonita Benson  
Ancora Psychiatric Hospital  
Department of Human Services  
Suspension

In the Matter of Gladys Blake  
North Jersey Developmental Center  
Department of Human Services  
Suspension

In the Matter of Todd Bozarth  
Ocean County  
Department of Vehicle Services  
Removal

In the Matter of Stephen Dehorse, Jr.  
North Wildwood  
Department of Recreation  
Fine

In the Matter of Maria Dicino  
Atlantic County  
Department of Human Services  
Release at the end of the working test period

In the Matter of Jacqueline Green  
Greenbrook Regional Center  
Department of Human Services  
Removal

In the Matter of Karen Grier  
Essex County  
Department of Corrections  
Removal

In the Matter of Eric Kjems  
Borough of Carteret  
Fire Department  
Removal

In the Matter of Jennifer McCrary  
New Lisbon Developmental Center  
Department of Human Services  
Suspension

In the Matter of Shawn Morgan  
City of Newark  
Police Department  
Suspension

In the Matter of William Primo, Jr.  
Monroe Township  
Police Department  
Removal

In the Matter of Carlos Resto  
Juvenile Justice Commission  
Department of Law and Public Safety  
Suspension

In the Matter of Eric Silverman  
City of Trenton  
Police Department  
Suspension

In the Matter of Miriam Torres  
City of Vineland  
Health Department  
Release at the end of the working test period

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

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

**A-2 ATLANTIC COUNTY LAYOFF 2009**

Crystal Corbitt, Betsey G. Heil and Juanita Gunter, Motor Vehicle Operators, Elderly and Handicapped Persons, Atlantic County, Department of Community Development Economic Assistance, appeal the good faith of their layoffs effective December 31, 2009, for reasons of economy.

Recommendation of the Administrative Law Judge – Grant the appointing authority's motion for summary decision and dismiss appeals.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-3 KENNETH BOLTON, ROBERT KNOBLOCK AND MICHAEL LUBRANO**

Kenneth Bolton, removal effective July 20, 2007, and Robert Knoblock and Michael Lubrano, removals effective March 1, 2007, County Correction Officers, Mercer County, Department of Corrections, on charges of conduct unbecoming a public employee, inappropriate physical contact or mistreatment of a patient, client, resident or employee, violation of administrative procedures and/or regulations involving safety and security and failure to report injury, abuse or accident involving patient, resident or client and intentional abuse or misuse of authority or position.

Recommendation of the Administrative Law Judge – Modify the removal of Kenneth Bolton to a five-day suspension and uphold the removals of Robert Knoblock and Michael Lubrano.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to a 20-day suspension for Kenneth Bolton and upheld the removals of Robert Knoblock and Michael Lubrano.

**VOTE:**      **Robert M. Czech**            **(Yes)**  
                 **Flavella Branham**           **(Yes)**  
                 **John Currie**                    **(Yes)**  
                 **Vincent E. Giordano**       **(No)**

**A-4 DIANE HARPER**

Diane Harper, Police Communications Clerk, City of Newark, Police Department, six-month suspension on charges of neglect of duty and chronic inefficiency or incompetency.

Recommendation of the Administrative Law Judge – Uphold the six-month suspension.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-5 TYRONE JOHNSON**

Tyrone Johnson, Security Guard, Newark School District, 20-day suspension on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge - Reverse the 20-day suspension.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**VOTE:**      **Robert M. Czech**            **(Yes)**  
                 **Flavella Branham**           **(Yes)**  
                 **John Currie**                    **(Yes)**  
                 **Vincent E. Giordano**       **(Abstained)**

**A-6 BIENVENIDO MONTALVO**

Bienvenido Montalvo, Senior Correction Officer, Northern State Prison, Department of Corrections, 45-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 45-working day suspension to a 15-working day suspension.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-7 ODISE CARR**

Odise Carr, Police Officer, City of Camden, Police Department, removal on charges of violation of Police Department rules and regulations and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-8 GREGORY VOICI**

Gregory Voci, Police Officer, Atlantic City, Department of Public Safety, removal on charges of violation of Department rules and regulations regarding outside employment, truthfulness 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.

<b>VOTE:</b>	<b>Robert M. Czech</b>	<b>(Yes)</b>
	<b>Flavella Branham</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Yes)</b>
	<b>Vincent E. Giordano</b>	<b>(No)</b>

**A-9 NICOLE GLONEK**

Nicole Glonek, Senior Clerk Typist, Hamilton Township, Municipal Court, removal effective June 11, 2008, on charges of incompetency, inefficiency or failure to perform duties, and conduct unbecoming a public employee.

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

**ACTION:** The Civil Service Commission rejected the initial decision of the Administrative Law Judge and acknowledged the settlement.

**A-10 VARIAN M. JONES**

Varian M. Jones, Emergency Service Patrol Apprentice, Department of Transportation, return to formerly held permanent title of Maintenance Worker 1, at the end of the working test period effective May 16, 2007.

Recommendation of the Administrative Law Judge – Grant the appointing authority’s motion to dismiss the appeal as moot.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-11 TRACY LEE**

Tracy Lee, Communications Officer, South Woods State Prison, Department of Corrections, 15-working day suspension on charges of insubordination and other sufficient cause.

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

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to uphold the 15-working day suspension.

**VOTE:**

<b>Robert M. Czech</b>	<b>(Yes)</b>
<b>Flavella Branham</b>	<b>(Yes)</b>
<b>John Currie</b>	<b>(Yes)</b>
<b>Vincent E. Giordano</b>	<b>(No)</b>

**A-12 PAUL MESSINA**



Paul Messina, Police Captain, City of Trenton, Police Department, 20-day suspension on charges of unbecoming a public employee and violation of various Police Department rules and regulations and imposition of a 30-day suspension which had been held in abeyance.

Recommendation of the Administrative Law Judge – Modify the 20-day suspension to a five-day suspension and impose the prior 30-day suspension which had been held in abeyance.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to uphold the 20-day suspension and impose the prior 30-day suspension.

**VOTE:**       **Robert M. Czech**           **(Yes)**  
                  **Flavella Branham**       **(Yes)**  
                  **John Currie**               **(Yes)**  
                  **Vincent E. Giordano**   **(No)**

**A-13 LUIS SANTIANO**

Luis Santiago, Police Officer, City of Bridgeton, Department of Public Safety, fine in the amount of \$6,468.00 (equal to 30 days' pay) on charges of insubordination, compromising administrative cases and neglect of duty.

Recommendation of the Administrative Law Judge – Modify the fine of \$6,468.00 (equal to 30 days' pay) to a fine equal to 10 days' pay.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-14 WALTER YOUNG (REMAND)**

Walter Young, Police Lieutenant, Township of Irvington, Police Department, 10-working day suspension, on charges of conduct unbecoming a public employee, and violation of Police Department rules regarding use of derogatory terms.

Recommendation of the Administrative Law Judge – Uphold the 10-working day suspension.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**VOTE:**       **Robert M. Czech**           **(Yes)**  
                  **Flavella Branham**       **(Abstained)**

**John Currie (Yes)**  
**Vincent E. Giordano (Yes)**

**A-15 NIGHAT HUSSAIN**

Nihat Hussain, Cottage Training Technician, Hunterdon Developmental Center, Department of Human Services, removal effective April 16, 2009, on charges of physical or mental abuse of a patient, client, resident or employee, inappropriate physical contact or mistreatment of a patient, client, resident, or employee, falsification, violation of administrative procedure, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to an official written reprimand.

**VOTE:** **Robert M. Czech (Yes)**  
**Flavella Branham (Yes)**  
**John Currie (Yes)**  
**Vincent E. Giordano (Yes)**

The Civil Service Commission further awarded counsel fees in the amount of 50 percent of services.

**VOTE:** **Robert M. Czech (Yes)**  
**Flavella Branham (Yes)**  
**John Currie (Yes)**  
**Vincent E. Giordano (No)**

**A-16 ANITRA JOHNSON**

Anitra Johnson, Senior Correction Officer, Northern State Prison,

Department of Corrections, removal effective April 16, 2010, on charges of conduct unbecoming a public employee, falsification, improper or unauthorized contact with inmate, and undue familiarity with inmates, parolees, their families or friends 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.

**A-17 IRENE M. PERCELLI**

Irene M. Percelli appeals the decision of the Division of Local Human Resource Management, which upheld the removal of her name from the Principal Librarian (M6208J), Trenton Library eligible list due to unsatisfactory employment record.

Recommendation of the Administrative Law Judge – Dismiss the appeal as moot and restore the appellant's name to the Principal Librarian (M6208J), Trenton Library eligible list.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-18 MARY SHAMBURGER**

Mary Shamburger, Police Aide, City of Newark, Police Department, two removals effective August 5, 2009, on charges of neglect of duty, punctuality, obedience to orders and false statement.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-19 DIANE SINGLETON-BYRD**

Diane Singleton-Byrd, Hospital Attendant, Essex County, Department of

Health and Rehabilitation, removal effective August 4, 2009, on charges of chronic or excessive absenteeism or lateness, 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.

**A-20 MARQUITA TEEL**

Marquita Teel, Clerk, Mercer County Board of Social Services, six-day suspension and removal effective July 16, 2009, on charges of insubordination and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Uphold the six-day suspension and the removal.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 CHANGE IN THE STATE CLASSIFICATION PLAN**

The Division of State and Local Operations requests the inactivation of 90 titles used in local service, effective September 25, 2010.



# MEMORANDUM

DATE: August 26, 2010  
 TO: The Civil Service Commission  
 FROM: Kenneth Connolly, Director  
 State and Local Operations  
 SUBJECT: Change in State Classification Plan

### LOCAL TITLES

We request the inactivation of ninety (90) local government titles. All of the titles are presently unencumbered.

We recently polled the local appointing authorities to request their comments and feedback regarding the inactivation of unencumbered titles. We received no objection to the elimination of these titles. Therefore, we plan to proceed with the inactivation.

**TITLE INACTIVATION:**  
 Effective: 9-25-2010

### COMPETITIVE TITLES

TITLE CODE	TITLE NAME
00246@	AIRPORT SECURITY OFFICER
05065	AIRPORT SECURITY SERGEANT
00399	ASSISTANT CHIEF MICROBIOLOGIST
00725	ASSISTANT SUPERINTENDENT OF ELECTRIC GENERATION
00785	ASSISTANT SUPERVISOR OF WATER AND SEWAGE BILLING AND COLLECTIONS
06540	ASSISTANT SUPERVISOR SLUDGE PLANT OPERATIONS AND REPAIR
07870	ASSISTANT ZONING OFFICER/BUILDING INSPECTOR
08285	ASSISTANT ZONING OFFICER/CODE ENFORCEMENT OFFICER
03846	ASSISTED LIVING ADMINISTRATOR
04765	AUDIOLOGIST
00885	BOILERMAKER
00997	CHEMIST
01117	CHIEF ENGINEER ELECTRIC UTILITY
01135	CHIEF HEMATOLOGIST
04910	CHIEF RESPIRATORY THERAPIST
05920	CHIEF WATER INSPECTOR
01222	CHIEF X-RAY TECHNICIAN
01227	CHLORINE OPERATOR
01461	CYTO-TECHNOLOGIST

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**Title Inactivation Continued:**

TITLE CODE	TITLE NAME
01485	DENTAL HYGIENIST
01528	DEPUTY WORK RELEASE ADMINISTRATOR
05816	DIETITIAN BILINGUAL IN SPANISH AND ENGLISH
01682	DREDGE MATE
01703	ELECTRICAL METERING AND RELAY MECHANIC
01704	ELECTRICAL SPECIALIST
07677	ELECTRICIAN ELECTRIC UTILITY
01702	ELECTRICIANS HELPER ELECTRIC UTILITY
01711	ELECTROCARDIOGRAPH TECHNICIAN
07828	FAMILY SERVICEWORKER BILINGUAL IN VIETNAMESE AND ENGLISH FIELD REPRESENTATIVE REAL ESTATE APPRAISALS NEGOTIATIONS AND PURCHASING
01824	FILTER OPERATOR
01831	FIRE SIGNAL SYSTEM TECHNICIAN 2
00533	HISTOLOGY TECHNICIAN
02037	HUMAN SERVICES SPECIALIST 1 BILINGUAL IN HINDI & ENGLISH
08037	INCINERATOR PLANT OPERATOR
02084	MAINTENANCE SUPERINTENDENT SEWAGE PLANT
04408	MECHANIC/SUPERVISING EQUIPMENT OPERATOR
07399	MEDICAL TECHNOLOGIST
02478	NUCLEAR MEDICINE TECHNOLOGIST
04629	OPTICIAN
02582	PARAMEDIC
04574	PARK POLICE CAPTAIN
02607	PARK POLICE LIEUTENANT
02609	PARKING METER REPAIRER
02619	PHARMACIST
02660@	PHLEBOTOMIST
04984	POLICE SIGNAL SYSTEM TECHNICIAN
02741	POWER PLANT HELPER
02749	PRINCIPAL HOME SERVICE AIDE
02815	PRINCIPAL MEDICAL STENOGRAPHER
02825	PRINCIPAL PLANNER CARTOGRAPHY
05546	REPAIRER ELECTRIC UTILITY
07513	RESPIRATORY THERAPIST
04666	SENIOR ATTENDANCE COUNSELOR
05969	SENIOR CHLORINE OPERATOR
07766	SENIOR COUNSELOR PENAL INSTITUTION BILINGUAL IN SPANISH AND ENGLISH
07754	SENIOR DENTAL ASSISTANT
03296	SENIOR ELECTRICAL MECHANIC ELECTRIC UTILITY
03307	SENIOR ENGINEER HYDRAULIC
03318	SENIOR ENGINEERING AIDE ELECTRIC UTILITY
07288	

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**Title Inactivation Continued:**

TITLE CODE	TITLE NAME
06355	SENIOR FIRE PREVENTION SPECIALIST UFD
03470	SENIOR MEDICALSTENOGRAPHER
07132	SENIOR PROCESSSERVER
05613	SENIOR SLUDGE DEWATERING MACHINE OPERATOR
06523	SENIOR SPEECH PATHOLOGIST
03593	SENIOR SPEECH THERAPIST
05522	SLUDGE PLANT OPERATOR
07937	SOCIAL SERVICETECHNICIAN BILINGUAL INVietnamese AND ENGLISH
05047	SUPERVISING ELECTRICAL INSPECTOR
03877	SUPERVISING ELECTRICAL MECHANIC
03909	SUPERVISING MEDICAL TRANSCRIBER
06519	SUPERVISOR RESERVOIR
06539	SUPERVISOR SLUDGE PLANT OPERATIONS AND REPAIR
04158	TENANT INVESTIGATOR
04221	TREE TRIMMER ELECTRIC UTILITY
04391	ULTRASOUND TECHNICIAN
04269	WATER GATEHOUSE OPERATOR
04302	WATERSHED INSPECTOR
06970	WELL DRILLER AND PUMP INSTALLER
70353	WORK LEADER ELECTRICAL METERING AND RELAY MECHANIC
04323	WORK LEADER TURBINES

**NON-COMPETITIVE TITLES**

01281	CLINICAL PSYCHOLOGIST INTERN
07880	INTERMITTENT BUILDING SUBCODE OFFICIAL
07883	INTERMITTENT FIRE PROTECTION SUBCODE OFFICIAL
07882	INTERMITTENT PLUMBING SUBCODE OFFICIAL
03073@	RESERVOIR CARETAKER
04287	WATER RESERVOIR ATTENDANT
07881	INTERMITTENT ELECTRICAL SUBCODE OFFICIAL

**UNCLASSIFIED TITLES**

04865	CHIROPRACTOR
03661	SERGEANT AT ARMS

KC/JM/BP/GB

**ACTION:** The Civil Service Commission approved the inactivation of the titles.

**B-2 MICHAEL J. BERLINSKI**

Michael J. Berlinski 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 (S9999K) on the basis of medical unfitness to perform effectively the duties of the position.

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

**B-3 SHONELL HOLLAND**

Shonell Holland appeals her rejection as a County Correction Officer candidate by Essex County and its request to remove her name from the eligible list for County Correction Officer (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

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

**B-4 TERRELL K. JONES**

Terrell K. Jones, represented by Charles M. Grossman, Esq., appeals his rejection as a Police Officer candidate by Newark and its request to remove his name from the eligible list for Police Officer (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

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

**B-5 JIHAD WRIGHT**

Jihad Wright, represented by Charles M. Grossman, Esq., appeals his rejection as a Police Officer candidate by Newark and its request to remove his name from the eligible list for Police Officer (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

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



**B-6 EDWARD BRAUCHLE**

Edward Brauchle, a Practical Nurse with the North Jersey Developmental Center, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-7 GERARD CALDARISE**

Gerard Caldarise, a Correction Captain at Northern State Prison, Department of Corrections, appeals the denial of sick leave injury (SLI) benefits.

**ACTION:** The Civil Service Commission referred this matter to the Medical Examiners Panel.

**B-8 STEPHANIE CARTER-GREEN**

Stephanie Carter-Green, a Correction Sergeant with Mid-State Correctional Facility, Department of Corrections, appeals the denial of sick leave injury (SLI) benefits.

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

**B-9 SANDRA DIAZ**

Sandra Diaz, a Cottage Training Technician with North Jersey Developmental Center, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-10 MARK GLOGAU**

Mark Glogau, a Landscape Technician with the Department of Transportation, appeals the denial of sick leave injury (SLI) benefits.

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

**B-11 LISA KELLY-CRANMER**

Lisa Kelly-Cranmer, a Family Service Specialist 1 with the Division of Youth and Family Services, Department of Children and Families, appeals the denial of sick leave injury (SLI) benefits.

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

**B-12 SILVANA MARTINEZ**

Silvana Martinez, a Senior Correction Officer with Northern State Prison, Department of Corrections, represented by Daniel Geddes, Esq., appeals the denial of sick leave injury (SLI) benefits.

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

**B-13 EVA PIOTROWSKI**

Eva Piotrowski, an Attorney 1 with the Judiciary, Vicinage 5, Essex County, appeals the denial of sick leave injury (SLI) benefits.

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

**B-14 LENNON ROSS, JR.**

Lennon Ross, Jr., a Senior Correction Officer with Mountainview Youth Correctional Facility, Department of Corrections, appeals the denial of sick leave injury (SLI) benefits.

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

**B-15 ALISON STERLING**

Alison Sterling, a Cook (12 Months) with the Department of Children and Families, appeals the denial of sick leave injury (SLI) benefits.

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

**B-16 THEODORE TKACS**

Theodore Tkacs, an Automotive Mechanic with the Department of the Treasury, appeals the denial of sick leave injury (SLI) benefits.

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

**B-17 JACQUALYN TORRE**

Jacquelyn Torre, a Supervisor, Food Service Area Operations with Ancora Psychiatric Hospital, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-18 RONALD TUCKER**

Ronald Tucker, a Senior Correction Officer at Northern State Prison, Department of Corrections, represented by Daniel Geddes, Esq., appeals the denial of sick leave injury (SLI) benefits.

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

**B-19 ROBIN WATFORD**

Robin Watford, a Human Services Assistant at Vineland Developmental Center, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-20 DORTHEA MCLEAN**

Dorthea Mclean appeals the decision of the Division of State and Local Operations, which removed the appellant's name from the Claims Examiner, Unemployment and Disability Insurance (PS3031N), Department of Labor and Workforce Development employment list due to the appellant's failure to respond to the Certification Notice.

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

**B-21 JILLIAN TALERICO**

Jillian Talerico appeals the decision of the Division of State and Local Operations which upheld the removal of her name from the promotional list for Family Service Specialist 1 (PS6667K), Department of Children and Families, due to her failure to respond to the Notice of Certification.

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

**B-22 BISMAR RAMIREZ**

Bismar Ramirez appeals the decision of the Division of State and Local Operations, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Fire Fighter (M2383H), City of Passaic, eligible list on the basis of failure to appear for pre-employment processing.

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

**B-23 ATLANTIC CITY LAYOFF**

The International Association of Fire Fighters Local 198, the Police Officer's Benevolent Association Local 24, the Superior Officers' Association, the Atlantic City White Collar Professional Association, and the American Federation of State, County and Municipal Employees Local 2303, represented by Robert F. O'Brien, Esq., petition the Civil Service Commission for a stay of the layoff of employees in Atlantic City.

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

**VOTE:** Robert M. Czech (Yes)

Flavella Branham (Yes)  
John Currie (Yes)  
Vincent E. Giordano (No)

**B-24 JOSEPH RIGANO**

Joseph Rigano, represented by Jessica Swenson, Esq., petitions the Civil Service Commission for interim relief regarding Americans with Disabilities Act (ADA) accommodations for the teamwork portion of the test administration for Fire Fighter (M9999M), which is anticipated to be held in the fall.

**ACTION:** The Civil Service Commission denied the appeal on the merits and dismissed the interim relief request as moot.

**B-25 JUAN RODRIGUEZ**

The City of Camden, represented by Caryl M. Amana, Esq., requests interlocutory review of the order of Administrative Law Judge (ALJ) Dennis P. Blake in *Juan Rodriguez v. City of Camden*, CSC Docket No. 2009-4330, OAL Docket No. CSV 8248-09, pursuant to *N.J.A.C. 1:1-14.10(a)*.

**ACTION:** The Civil Service Commission granted the request for interlocutory review and reversed the ALJ's order in part.

**B-26 ASSISTANT PROGRAM ANALYST (C0646L) ESSEX COUNTY**

Essex County request permission not to make an appointment from the December 21, 2009 certification for Assistant Program Analyst (C0646L).

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

**B-27 BUDGET ANALYST 1 (S0939L), STATEWIDE**

The Department of Children and Families requests permission not to make an appointment from the February 9, 2010 certification for Budget Analyst 1 (S0939L).

**ACTION:** The Civil Service Commission granted the request for an appointment waiver and directed that no selection costs be assessed at this time.

**B-28 CASHIER (M0034L), JERSEY CITY**

The appointing authority's failure to dispose of the certification for Cashier (M0034L), Jersey City, while a provisional is serving in the title, has been referred to the Civil Service Commission for enforcement.

**ACTION:** The Civil Service Commission ordered the appointing authority to remove the provisional appointee, make an appointment from the certification, and pay compliance costs.

**B-29 CASHIER (M7316G) AND (M1555J), CITY OF CAMDEN**

In *In the Matter of Cashier (M7316G) and (M1555J), City of Camden* (CSC, decided April 15, 2009), the Civil Service Commission (Commission) granted the request of Camden for an appointment waiver from the August 13, 2007 certification and ordered that no selection costs would 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 costs is now before the Commission.

**ACTION:** The Civil Service Commission directed that no selection costs be assessed.

**B-30 COMMUNITY RELATIONS SPECIALIST, BILINGUAL IN SPANISH AND ENGLISH (C0003L), HUDSON COUNTY SHERIFF'S OFFICE**

The Division of State and Local Operations requests that the Civil Service Commission order the Hudson County Sheriff's Office to return the November 4, 2009 certification for Community Relations Specialist, Bilingual in Spanish and English (C0003L) for proper disposition.

**ACTION:** The Civil Service Commission ordered the appointing authority to make an appointment from the certification for the title of Community Relations Specialist Law Enforcement, Bilingual in Spanish and English.

**B-31 CUSTODIAN OF RECORDS (M6696J), NEWARK SCHOOL DISTRICT**

The Newark School District requests permission not to make an appointment from the April 21, 2008 certification for Custodian of Records (M6696J).

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

**VOTE:**

<b>Robert M. Czech</b>	<b>(Yes)</b>
<b>Flavella Branham</b>	<b>(Yes)</b>
<b>John Currie</b>	<b>(Yes)</b>
<b>Vincent E. Giordano</b>	<b>(Abstained)</b>

**B-32 DATA CONTROL CLERK (C0515L), BURLINGTON COUNTY**

Burlington County requests permission not to make an appointment from the January 12, 2010 certification for Data Control Clerk (C0515L).

**ACTION:** The Civil Service Commission granted the request for an appointment waiver but assessed partial selection costs in the amount of \$1,024.

**B-33 GROUNDSKEEPER/MAINTENANCE REPAIRER (C0745L), BURLINGTON COUNTY**

Burlington County requests permission not to make an appointment from the January 5, 2010 certification for Groundskeeper/Maintenance Repairer (C0745L).

**ACTION:** The Civil Service Commission granted the request for an appointment waiver but assessed partial selection costs in the amount of \$1,024.

**B-34 INVESTIGATOR, BILINGUAL IN SPANISH AND ENGLISH (S0046K), STATEWIDE**

The Judiciary, Middlesex County Vicinage, requests permission not to make an appointment from the February 3, 2010 certification for Investigator, Bilingual in Spanish and English (S0046K).

**ACTION:** The Civil Service Commission granted the request for an appointment waiver and directed that no selection costs be assessed at this time.

**B-35 POLICE SERGEANT (PM2592J) AND POLICE CAPTAIN (PM3534J), HOBOKEN**

Mark Competello, Tony Bartley, Kevin Cruz, Steven Aguiar, Justin DePascale, William Vera, Damian Uva, Robert Gohde, Patrick McNamara, Saverio Binetti, Arbend Drishti, Joseph Cahill, William Montanez, Anthony Fesken, Alex Gonzalez and Jason Falco, represented by Catherine M. Elston, Esq., appeal the decision of the Division of Selection Services, which denied their request to extend the eligible lists for Police Sergeant (PM2592J) and Police Captain (PM3534J) and to cancel the pending promotional announcements for Police Sergeant (PM5098M) and Police Captain (PM7509M).

**ACTION:** The Civil Service Commission directed that this matter be held over.

**B-36 PRINCIPAL ACCOUNTANT (M0888K), NEWARK**

Newark requests permission not to make an appointment from the February 16, 2010 certification for Principal Accountant (M0888K).

**ACTION:** The Civil Service Commission directed that this matter be held over.

**B-37 PRINCIPAL CLERK TYPIST, BILINGUAL IN SPANISH AND ENGLISH (M0175L)**



The appointing authority's failure to dispose of the certification for Principal Clerk Typist, Bilingual in Spanish and English (M0175L), Jersey City, while a provisional is serving in the title, has been referred to the Civil Service Commission for enforcement.

**ACTION:** The Civil Service Commission ordered the appointing authority to remove the provisional appointee, make an appointment from the certification, and pay compliance costs.

**B-38 PROBATE CLERK (BILINGUAL IN SPANISH AND ENGLISH) (C1833J), CUMBERLAND COUNTY**

The Division of State and Local Operations requests that the Civil Service Commission order Cumberland County to schedule the Bilingual Communications Assessment Test for Carmen Vazquez so that it may dispose of the September 25, 2007 certification of the eligible list for Probate Clerk (Bilingual in Spanish and English) (C1833J).

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

**B-39 SECRETARIAL ASSISTANT TYPING (M0296L), PLAINFIELD**

Plainfield requests permission not to make an appointment from the November 4, 2009 certification for Secretarial Assistant Typing (M0296L).

**ACTION:** The Civil Service Commission granted the request for an appointment waiver but assessed partial selection costs in the amount of \$1,024.

**B-40 SOCIAL WORKER (PC1367H), UNION COUNTY**

Union County requests the extension of the eligible list for Social Worker (PC1367H).

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

**B-41 SUMARA SHAKEEL**

Sumara Shakeel, a Home Instructor with the Commission for the Blind and Visually Impaired, Department of Human Services, appeals the decision of the Assistant Commissioner, which found that the appellant did not present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**B-42 NANCY CAMPBELL**

Nancy Campbell, a Senior Communications Operator with the Department of Transportation, appeals the decision of the Executive Director of the Division of Civil Rights and Affirmative Action, which found that the appellant failed to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**B-43 LILLIAN GUIA**

Lillian Guia, a Forensic Scientist 2 with the Division of State Police, Department of Law and Public Safety, appeals the determination of the Acting Chief of Staff, Office of the Attorney General, which found that the appellant failed to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:** The Civil Service Commission remanded the matter to the Department of Labor and Workforce Development's Equal Employment Opportunity Office to conduct a supplemental investigation.

**VOTE:**       **Robert M. Czech**       **(Abstained)**  
                  **Flavella Branham**      **(Yes)**  
                  **John Currie**           **(Yes)**  
                  **Vincent E. Giordano**   **(Yes)**

**B-44 YURY BOGUSLAVSKY**

The Department of Human Services requests that Yury Boguslavsky, an employee with the Division of Family Development, be provided a retroactive placement to step 8 of salary range P21 upon his appointment to the title of Information Technology Specialist, effective July 7, 2007.

**ACTION:** The Civil Service Commission directed that this request be granted and differential back pay from July 7, 2007 be awarded.

**B-45 ASA PARIS**

Mercer County petitions the Civil Service Commission for revival of the County Correction Sergeant (PC2666G) eligible list, in order to effectuate the terms of a settlement agreement between Asa Paris and Mercer County.

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

**B-46 EMPSON STEWART, ET AL.**

The Woodbine Developmental Center petitions for retroactive appointment dates as Senior Practical Nurses for Empson Stewart, Thelma Nottingham, and Barbara Stagg.

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

**B-47 MELVIN BUELL**

Melvin Buell appeals the decision of the Division of State and Local Operations which found that his position with Atlantic City is properly classified as Senior Maintenance Repairer. Mr. Buell Seeks a Painter or Carpenter job classification in this proceeding.

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

**B-48 ERIC CLARK**

Eric Clark appeals the decision of the Division of State and Local Operations which found that his position with Atlantic City is properly classified as Maintenance Repairer. Mr. Clark seeks a Painter or Carpenter job classification in his proceeding.

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

**B-49 SOFIA KARNAVAS**

The Mercer County Prosecutor appeals the decision of the Division of State and Local Operations which found that Sofia Karnavas' position is properly classified as a Senior Clerk Typist. The appointing authority seeks a Senior Docket Clerk, Typing title in this proceeding.

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

**B-50 DALE PARICHUK**

Dale Parichuk appeals the decision of the Division of State and Local Operations that the proper classification of his position is Investigator 2, Law and Public Safety. Parichuk seeks either an Investigator 1, Law and Public Safety or a Supervising Investigator, Law and Public Safety classification.

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

**B-51 MARGARET RANDOLPH**

Margaret Randolph appeals the decision of the Division of State and Local Operations that the proper classification of her position with the Division of State Police, Department of Law and Public Safety, is Senior Data Entry Machine Operator (Scanning). The appellant seeks a Data Entry Machine Operator or Senior Clerk Typist classification. Further, the Department of Law and Public Safety requests that the provisions of *N.J.A.C. 4A:4-1.1(c)* be relaxed in order to allow the appellant to be provisionally appointed, pending promotional examination procedures, to the competitive title of Senior Data Entry Machine Operator (Scanning).

**ACTION:** The Civil Service Commission directed that the classification appeal be denied, but granted the request to relax the provisions of *N.J.A.C. 4A:4-1.1(c)*.

**B-52 ROSEMARY SCIABBARRASI**

The Mercer County Prosecutor appeals the decision of the Division of State and Local Operations which found that Rosemary Sciabbarrasi's position is properly classified as Senior Clerk Typist. The appointing authority seeks a Senior Docket Clerk, Typing in this proceeding.

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

**B-53 LILLIAN FOSTER**

Lillian Foster petitions the Civil Service Commission (Commission) for reconsideration of the final administrative decision, rendered on April 29, 2009, in which the Commission upheld the bypass of her name for appointment on the eligible list of Probation Officer (S0300F), Judiciary, Vicinage 9, Middlesex County.

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

**B-54 LOUIS P. TOSCANO**

Louis P. Toscano, a former Claims Adjudicator Trainee, Disability Determinations with the Department of Labor and Workforce Development (Labor), appeals various issues concerning his offer of employment with Labor. Mr. Toscano also requests reconsideration of the decision rendered on April 15, 2009, which found that his appeal of his May 17, 1985 resignation in good standing was out of time.

**ACTION:** The Civil Service Commission directed that this appeal and request for reconsideration be denied.

**B-55 ZONING OFFICER (M6137J) AND (M0573K), LAWNSIDE BOROUGH**

Lawnside Borough, represented by Morris G. Smith, Esq., requests reconsideration of the decision rendered on April 28, 2010 by the Civil Service Commission in *In the Matter of Zoning Officer (M6137J) and (M0573K), Lawnside Borough*, which ordered it to immediately remove the provisional incumbent, Bernadette Jefferson, properly dispose of the November 20, 2008 certification within 30 days, and remit \$500 in compliance costs.

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

**B-56 ROBERT FERGUSON**

The appeal of Robert Ferguson, a Senior Correction Officer at the Adult Diagnostic and Treatment Center, Department of Corrections, of his removal, on charges, was heard by Administrative Law Judge Gail M. Cookson (ALJ), who rendered her initial decision on June 15, 2010. At its meeting on August 18, 2010, the Civil Service Commission (Commission) did not adopt the ALJ's recommendation to reverse the removal. Rather, the Commission remanded the matter to the Office of Administrative Law for further proceedings. The proposed decision is now submitted for the Commission's review.

**ACTION:** The Civil Service Commission adopted the decision.

**B-57 ORLANDO MERCADO**

The appeal of Orlando Mercado, a Senior Correction Officer with Northern State Prison, Department of Corrections, of his 60 working day suspension, on charges, was heard by Administrative Law Judge Kimberly A. Moss (ALJ), who rendered her initial decision on June 28, 2010. At its meeting on August 18, 2010, the Civil Service Commission (Commission) did not adopt the ALJ's recommendation to modify the 60 working day suspension to a 35 working day suspension. Rather, the Commission upheld the 60 working day suspension. The proposed final decision is now submitted for the Commission's review.

**ACTION:** The Civil Service Commission adopted the final decision.

**B-58 WALTER ZAPOLUCH**

The appeal of Walter Zapoluch, a Sheriff's Officer Sergeant with the Office of the Sheriff, Hudson County, of his 45 working day suspension, on charges, was heard by Administrative Law Judge Walter M. Braswell (ALJ), who rendered his initial decision on July 7, 2010. At its meeting on August 18, 2010, the Civil Service Commission (Commission) did not adopt the ALJ's recommendation to uphold the 45 working day suspension. Rather, the Commission increased the penalty to a 60 working day suspension. The proposed final decision is now submitted for the Commission's review.

**ACTION:** The Civil Service Commission adopted the final decision.

**B-59 HELEN FORD**

Hudson County, represented by Christina Michelson, Esq., seeks Civil Service Commission resolution of a dispute concerning back pay and benefits due to Helen Ford as a result of the decision, rendered on September 2, 1009, which reversed her removal.

**ACTION:** The Civil Service Commission awarded back pay in the amount of \$78,454.20 and reimbursement for health insurance premiums in the amount of \$26,741.56.

**B-60 JOSE GONZALES, ET AL.**

Jose Gonzales, represented by Kathryn H. Acosta, Esq., and Andre L. Corbin, Brent Dooley, and Glenn Abrams, represented by Jeffrey R. Caccese, Esq., request relief regarding their positions as Police Officers with Atlantic City.

**ACTION:** The Civil Service Commission directed that these petitions be dismissed as untimely.

**B-61 SAAD RADWAN EID**

Saad Radwan Eid, a Custodial Worker with a Low Pressure License with the Borough of Carteret, represented by Michael D. Brottman, Esq., requests that he be reinstated to employment with back pay, benefits and counsel fees, effective September 18, 2009.

**ACTION:** The Civil Service Commission directed that this matter be transmitted to the Office of Administrative Law for a hearing.

**B-62 JOSHUA SMITH**

Joshua Smith, a Senior Correction Officer at South Woods State Prison, Department of Corrections, represented by Michael K. Sharp, Policeman's Benevolent Association (PBA) Local 105, appeals his indefinite suspension, commencing on September 2, 2009, pending the disposition of criminal charges.

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

**B-63 JANET JAVE**

Janet Jave appeals the determination of the appointing authority which denied a carryover of vacation and administrative leave hours after she was awarded Sick Leave Injury benefits in *In the Matter of Janet Jave* (CSC, decided January 27, 2010).

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

**B-64 MARVIN FELDER**



Marvin Felder, represented by Dudley Burdge, Senior Staff Representative, Communications Workers of America, Local 1032, appeals his provisional appointment to Data Processing Systems Programmer 2, Office of Information Technology.

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

**B-65 ROBERT TANIS**

The City of Clifton requests that the provisions of *N.J.A.C.* 4A:8-2.2(f) be relaxed in order to grant Robert Tanis a prior held demotional title right to the title of Equipment Operator.

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

**B-66 LAWRENCE WEST**

The Division of Selection Services requests that the provisions of *N.J.A.C.* 4A:4-1.1(c) be relaxed in order to permit the provisional appointment, pending promotional examination procedures, of Lawrence West to the title of Data Base Analyst 2.

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

**B-67 MICHELE ADAMS, *ET AL***

Michele Adams, Henry Stasiewski and Paulet Jones-Dyche appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements for the promotional examination for Training Technician (PC0745L), Union County.

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

**B-68 DENIS W. AHR**

Denis W. Ahr appeals the determination of the Division of Selection Services which found that he did not meet the requirements for Section Chief, Health Care Facilities (PS8985K), Department of Human Services.

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

**B-69 ROCHELLE ANDRESS**

Rochelle Andress appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Assistant Superintendent Residential Group Center (PS5252P), Juvenile Justice Commission.

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

**B-70 QUETCY BAEZ**

Quetcy Baez appeals the determinations of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examinations for Principal Data Control Clerk (PC1443J), and Principal Data Entry Machine Operator (PC1444J), Mercer County.

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

**B-71 BARBARA BARR**

Barbara Barr appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in education for the promotional examination for Director of Social Work Services (PC1216L), Ocean County.

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

**B-72 ERIC BENSON AND JAMES BUNDRO**

Eric Benson and James Bundro appeal the determinations of the Division of Selection Services which found that they were below the minimum requirements in experience for the promotional examination for Senior Repairer (PS7054K), Senator Garrett W. Hagedorn Center for Geriatrics.

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

**B-73 ERIC BENSON, *ET AL.***

Eric Benson, Anthony Lunghi, Brett Neimeister, and Saeed Warden appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirement for the open competitive examination for Plumber and Steamfitter (S0119M).

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

**B-74 ALICIA BROWN, *ET AL.***

Alicia Brown and Brenda Miller appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements, per the substitution clause for education, and Wenona Brown appeals the determination which found that she did not meet the experience requirements, for the promotional examination for Personnel Technician (PM0998L), Newark School District.

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

**B-75 VALERIE M. CARR, *ET AL.***

Valerie M. Carr, Anthony J. Lista, and Lynda L. Shannon-Gallagher appeal the determinations of the Division of Selection Services which found that they did not meet the requirements for the promotional examination for Section Chief, Health Care Facilities (PS8985K), Department of Human Services.

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

**B-76 SUZANNE DEANS**

Suzanne Deans appeals the determination of the Division of Selection Services that she did not meet the experience requirement for the promotional examination for Personnel Assistant 4 (PS6152I), Department of Corrections.

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

**B-77 GUY DOHERTY**

Guy Doherty appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Assistant Director Facilities Management (PS5277T), Motor Vehicle Commission.

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

**B-78 MARIA GIBBS**

Maria Gibbs appeals the decision of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Program Coordinator Mental Health (PS5093K), Ancora Psychiatric Hospital.

**ACTION:** The Civil Service Commission directed that this appeal be denied and the classification of the appellant's position be referred to the Division of State and Local Operations for further review.

**B-79 PATRICIA GORE, *ET AL.***

Patricia Gore and Rosemarie Sharp appeal the determinations of the Division of Selection Services (Selection Services) which found that, per the substitution clause for education, they were below the minimum requirements in experience for the promotional examination for Field Service Supervisor 3 (Quality Assurance) (PS7041K), Department of Human Services. Michael McCardell appeals the determination of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Field Service Supervisor 3 (Quality Assurance) (PS7041K), Department of Human Services.

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

**B-80 MICHAEL HAVERSTICK**

The appointing authority, on behalf of Michael Haverstick, appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, Mr. Haverstick did not meet the experience requirements for the promotional examination for Senior Right of Way Negotiator (PC0907L), Monmouth County.

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

**B-81 JENNIFER LEVEY**

Jennifer Levey 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 Principal Data Entry Machine Operator (S0125M), Statewide.

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

**B-82 JUDY ANN MARCHESANI**

Judy Ann Marchesani appeals the decision of the Division of Selection Services which found that she did not meet the educational requirements for the promotional examination for Paralegal Specialist (PC1109L), Gloucester County.

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

**B-83 STEPHEN MICHELIN**

Stephen Michelin appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for the open competitive examination for Support Services Representative 1 (S0027M), Statewide.

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

**B-84 JOSEPH MONDANARO**

Joseph Mondanaro 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 Administrative Analyst (PM1205L), Jersey City School District.

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

**B-85 DANIEL PHILPOT**

Daniel Philpot appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the open competitive examination for Principal Payroll Clerk (S0124M), Statewide.

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

**B-86 SUSAN ROBOSTELLO**

Susan Robostello 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 Deputy Municipal Administrator (M0441L), Millville.

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

**B-87 JEANETTE RODRIGUEZ**

Jeanette Rodriguez appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she was below the minimum requirements in experience for the promotional examination for Supervisor Information Technology Help Desk (PM02008M), Vineland.

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

**B-88 PATRICIA ROSSI**

Patricia Rossi appeals the determination of the Division of Selection Services that she did not meet the experience requirement for the promotional examination for Supervising Family Service Specialist 1 (PS3394K), Department of Children and Families.

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

**B-89 TYWANA SMITH**

Tywana Smith appeals the determination of the Division of Selection Services which found that she did not meet the minimum experience requirements for the open competitive examination for Deputy Director of Human Services (M0206M), Trenton.

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

**B-90 ANTHONY TUCKER**

The appointing authority, on behalf of Anthony Tucker, appeals the determination of the Division of Selection Services which found that Mr. Tucker did not meet the education and experience requirements for the promotional examination for Therapy Program Assistant (PS4506K), Anne Klein Forensic Hospital.

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

**B-91 NANCY VACCARO**

Nancy Vaccaro appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Investigator, County Medical Examiners Office (C1272L), Ocean County.

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

**B-92 ANNE WODNICK**

Anne Wodnick appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Library Director (PC0237M), Gloucester County.

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

**B-93 MARY ANN WRIGHT**

Mary Ann Wright appeals the determination of the Division of Selection Services which found that she did not meet the minimum experience requirements for the promotional examination for Data Processing Analyst 1 (PS6869I), Department of Corrections.

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

**B-94 GLORIA YUFFRIDA**



Gloria Yuffrida appeals the determination of the Division of Selection Services, which found that she did not meet the experience requirements for the promotional examination for Associate Editor OAL Publications (PS5303Y), Office of Administrative Law.

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

**B-95 WALTER ANTONIEWICZ**

Walter Antoniewicz appeals his oral scores for the promotional examination for Police Captain (PM3582L), Linden.

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

**B-96 MICHAEL COMMINS**

Michael Commins appeals his score for the oral portion of the promotional examination for Fire Lieutenant (PM2531L), South Orange.

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

**B-97 KEVIN FRANZ**

Kevin Franz appeals his score for the oral portion of the promotional examination for Fire Lieutenant (PM2510L), Irvington.

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

**B-98 JAMES GALBO**

James Galbo appeals his oral scores for the promotional examination for Police Captain (PM3591L), Saddle Brook.

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

**B-99 STEVEN SARINELLI**

Steven Sarinelli appeals his oral scores for the promotional examination for Police Captain (PM3586L), Morristown.

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

**B-100 LAWRENCE SWEENEY**

Lawrence Sweeney appeals his oral scores for the promotional examination for Police Captain (PM3576L), Hamilton.

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

**B-101 VINCENT THURMOND**

Vincent Thurmond appeals his oral scores for promotional examination for Police Captain (PM3576L), Hamilton.

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

**B-102 STEPHEN ALAIMO, *ET AL.***

Stephen Alaimo, Tina Brannon, Jimmy Bryant, Richard Calisti, Salvatore D'Amico, Mark Dempsy, DeWitt Gamble, Anthony Kapurelos, Patrick McWilliams, Michael Pascal, David Pipeling, Otis Truitt, Mark Tully, Russell Weber and Michael White, appeal the promotional examination for Correction Captain (PS5568I), Department of Corrections.

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

**B-103 BARBARA FERRICK**

Barbara Ferrick appeals the decision of the Division of Selection Services which did not find good cause to accept her late application for the examination for Program Coordinator, Mental Health (PS2315K), Trenton Psychiatric Hospital.

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

**B-104 KRISTIN HANSEN AND JAMES LEISHMAN**

Kristin Hansen (PC2770L), Middlesex County; and James Leishman (PC2771L), Passaic County; appeal the promotional examination for County Correction Lieutenant (various jurisdictions).

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

**B-105 TYRONE BROWN**

Tyrone Brown appeals the test administration of the oral portion of the promotional examination for Fire Lieutenant (PM2510L), Irvington.

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

**B-106 CAITLIN HACKER**

Caitlin Hacker appeals the testing conditions for the open competitive examination for Police Records Clerk (M1183L), Montville.

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

**B-107 BRUCE HILLMAN**

Bruce Hillman appeals the administration of the promotional examination for Correction Lieutenant (PS1419I), Department of Corrections.

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

**B-108 LAURY HAMILTON**

Laury Hamilton appeals the determination of the Division of Selection Services, which found that she did not meet the time-in-grade requirements for the promotional examination for Sheriff's Officer Lieutenant (PC2809L), Middlesex County.

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

**B-109 JAMES JENKINS**

The Division of State and Local Operations, on behalf of the Department of State, requests that James Jenkins' out-of-title work experience be accepted to qualify him for a prospective promotional examination for Principal Data Entry Machine Operator.

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

**B-110 JOSHUA BLONCOURT**

Joshua Bloncourt appeals the determination of the Division of Selection Services denying his request for a make-up examination for County Correction Sergeant (PC2777L), Bergen County.

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

**B-111 THOMAS CARACCIO**

Thomas Caraccio appeals the determination of the Division of Selection Services denying his request for a make-up examination for County Correction Lieutenant (PC2768L), Hudson County.

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

**B-112 MICHAEL LOWE**

Michael Lowe appeals the validity of the oral portion of a make-up for the promotional examination for Fire Captain (PM3513H), Ocean City.

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

**B-113 PETER WAYNE**

Peter Wayne appeals the determination of the Division of Selection Services which found that he was ineligible for the promotional examination for General Supervisor, Roads (PM1101L), Borough of Park Ridge.

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

**B-114 SYLVIA DAVIS**

The Department of Law and Public Safety, on behalf of Sylvia Davis, requests the relaxation of the provisions of *N.J.A.C.* 4A:6-1.22 so as to permit Ms. Davis to participate in the donated leave program.

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

#### **B-115 RECENT COURT DECISIONS**

The following summaries of recent court decisions involving Merit System Board and Civil Service Commission determinations are submitted for the Commission's review, *In the Matter of Joseph Gaines* (Appellate Division, decided 7/2/10); *In the Matter of Lateif Dickerson* (Appellate Division, decided 7/20/10); *In the Matter of Bruce Cornish* (Appellate Division, decided 7/22/10); *In the Matter of Afolabi Babalola* (Appellate Division, decided 7/23/10); *In the Matter of Wilfredo Medina* (Appellate Division, decided 7/23/10); *In the Matter of Michael Loveland* (Appellate Divisions, decided 7/27/10); *In the Matter of Miriam Gonzalez* (Appellate Division, decided 7/28/10); *In the Matter of Terrence Johnson* (Appellate Division, decided 7/28/10).

**ACTION:** The Civil Service Commission noted the decisions.

#### **B-116 CHANGE IN STATE CLASSIFICATION PLAN**

The Motor Vehicle Commission (MVC) requests the establishment of a new title series, Technician, MVC, the consolidation of titles to the Technician, MVC, title series, and the elimination of the Customer Service Representative Trainee, Support Services Representative Trainee, Support Services Representative 3, Support Services Representative 1, and Examination Technician, Motor Vehicles, titles, effective July 3, 2010. It is noted that this matter was held over from the August 4, 2010 and August 18, 2010 Civil Service Commission meetings in order to permit the resolution of outstanding issues presented by the unions to the Office of Employee Relations concerning the appropriate bargaining unit for the affected titles.

**ACTION:** The Civil Service Commission approved the request.



## MEMORANDUM

DATE: September 8, 2010

TO: Civil Service Commission

FROM: Kenneth Connolly, Director  
State and Local Operations *Kenneth Connolly*

SUBJECT: Change in State Classification Plan

### MOTOR VEHICLE COMMISSION

The Motor Vehicle Commission (MVC) requests the consolidation of several title series used to provide customer service and related support functions. This restructuring involves the creation of new titles, and the consolidation of two existing levels.

MVC currently uses two separate title series with different levels to provide front-line and behind the scenes customer and other support services. An extensive study of MVC functions and operations has shown that the separate title series, and the number of levels used, are unnecessary.

The revised structure will consist of Trainee, entry and lead worker levels. Assignments may be made throughout the Commission, thereby enabling flexibility in staff assignments, and promoting employee growth and development.

We propose the Trainee level be assigned to the non-competitive service as are the existing trainee level titles, and all other levels to the competitive service. All titles will be restricted for use to MVC.

The revised name and structure more accurately reflects how work will be assigned and processed at MVC. The salary ranges are commensurate with the level and scope of responsibility assigned to staff. Two workweeks for each level are required to accommodate the hours of operation at MVC.

These title actions will be processed as a consolidation; appointment type to appointment type, with retention of existing status, without promotional procedures. Salary will be administered in accordance with salary regulation FY10 Section IV (I).

Appointments to these new titles are limited to incumbents employed at MVC. Employees in these titles in other agencies are not impacted by this action.

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Those titles to be replaced which are currently restricted for use by MVC will be inactivated.

Attached is documentation that the negotiation representative notice required by NJAC 4A:3-3.3(f) has been made. Bargaining units for the new titles were determined by the Office of Employee Relations.

**ESTABLISHMENT OF TITLES**

Effective: 7/3/2010

Technician Trainee, MVC A99-____ Non-Competitive O 35/12	Technician Trainee, MVC A99-____ Non-Competitive O 40/12
Technician, MVC A12-____ Competitive O 35/12	Technician, MVC A14-____ Competitive O 40/12
Senior Technician, MVC A16-____ Competitive O 35/12	Senior Technician, MVC A18-____ Competitive O 40/12

**CROSSWALK OF INCUMBENTS**

Effective: 7/3/2010

**FROM:**

Customer Service Representative Trainee  
 A99-56348 Non-Competitive \* 35/12

**AND**

Support Services Representative Trainee  
 A99-56529 Non-Competitive \* 35/12

**FROM:**

Customer Service Representative Trainee  
 A99-10212 Non-Competitive O 40/12

**AND**

Support Services Representative Trainee  
 A99-56528 Non-Competitive O 40/12

**TO:**

Technician Trainee, MVC  
 A99-\_\_\_\_ Non-Competitive O 35/12

**TO:**

Technician Trainee, MVC  
 A99-\_\_\_\_ Non-Competitive O 40/12

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**CROSSWALK OF INCUMBENTS (CONTINUED)**

<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Customer Service Representative 4 A08-56352 Competitive * 35/12	
<b><u>AND</u></b>	
Support Services Representative 3 A08-56532 Competitive * 35/12	
<b><u>AND</u></b>	
Customer Services Representative 3 A11-56356 Competitive * 35/12	Technician, MVC A12-____ Competitive O 35/12
<b><u>AND</u></b>	
Support Services Representative 2 A11-56542 Competitive * 35/12	
<b><u>AND</u></b>	
Examination Technician, MV I11-56439 Competitive O 35/12	

<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Support Services Representative 3 A10-56533 Competitive O 40/12	
<b><u>AND</u></b>	
Customer Service Representative 3 A13-56354 Competitive * 40/12	Technician, MVC A14-____ Competitive O 40/12
<b><u>AND</u></b>	
Customer Service Representative 4 A10-56350 Competitive * 40/12	
<b><u>AND</u></b>	
Examination Technician, MV I13-56440 Competitive O 40/12	

<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Customer Service Representative 2 A14-56360 Competitive * 35/12	Senior Technician, MVC A16-____ Competitive O 35/12
<b><u>AND</u></b>	
Support Services Representative 1 A14-56546 Competitive * 35/12	



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**FROM:**

Customer Service Representative 2  
A16-56358 Competitive \* 40/12

**AND**

Support Services Representative 1  
A16-56547 Competitive O 40/12

**TO:**

Senior Technician, MVC  
A18-\_\_\_\_\_ Competitive O 40/12

**ELIMINATION OF TITLES:**

Effective: 7/3/2010

Customer Service Representative Trainee  
A99-10212 Non-Competitive O 40/12

Support Services Representative Trainee  
A99-56528 Non-Competitive O 40/12

Support Services Representative 3  
A10-56533 Competitive O 40/12

Support Services Representative 1  
A16-56547 Competitive O 40/12

Examination Technician, MV  
I11-56439 Competitive O 35/12

Examination Technician, MV  
I13-56440 Competitive O 40/12

KC/JM/BP/GB

The Minutes of the Civil Service Commission meeting of August 18, 2010 are submitted for adoption.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of August 18, 2010.

**VOTE:**

<b>Robert M. Czech</b>	<b>(Yes)</b>
<b>Flavella Branham</b>	<b>(Yes)</b>
<b>John Currie</b>	<b>(Abstained)</b>
<b>Vincent E. Giordano</b>	<b>(Yes)</b>

**B-118 PATRICIA DRUMMOND-STRATTON**

Patricia Drummond-Stratton, a Youth Work Supervisor with the Department of Children and Families, appeals the denial of sick leave injury (SLI) benefits.

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

**B-119 MAINTENANCE SUPERVISOR (PM0787K), JERSEY CITY SCHOOL DISTRICT**

The Division of State and Local Operations requests that the Jersey City School District be ordered to return the October 20, 2008 certification (PL081605) of the eligible list for Maintenance Supervisor (PM0787K) for proper disposition.

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

**VOTE:**

<b>Robert M. Czech</b>	<b>(Yes)</b>
<b>Flavella Branham</b>	<b>(Yes)</b>
<b>John Currie</b>	<b>(Yes)</b>
<b>Vincent E. Giordano</b>	<b>(Abstained)</b>

**B-120 MATTHEW FANNING**

The Division of State and Local Operations, on behalf of the Department of the Treasury, requests that Matthew Fanning's out-of-title work experience be accepted to qualify him for a prospective promotional examination for Technician, Management Information Services.

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

**B-121 JERSEY CITY REDEVELOPMENT AGENCY**

The Jersey City Redevelopment Agency (JCRA), represented by Matthew J. Giacobbe, Esq., requests reconsideration of the May 27, 2009 Civil Service Commission decision, which denied its request to grant eight current employees of the JCRA permanent status in their respective titles.

**ACTION:** The Civil Service Commission directed that this matter be held over.

**B-122 JANET HANNA**

Janet Hanna 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 open-competitive examination for Fiscal Officer (M1010L), Jersey City Redevelopment Agency.

**ACTION:** The Civil Service Commission directed that this appeal be denied and the matter of the classification of the appellant's position be referred to the Division of State and Local Operations for further review.

**B-123 DARLENE STOWERS**

Darlene Stowers appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, she was below the minimum requirements in experience for the promotional examination for Program Support Specialist 2 (Assistance Programs) (PS7132D), Department of Community Affairs.

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

**B-124 PROPOSED AMENDMENT: N.J.A.C. 4A:8-1.5, LAYOFF UNITS AND JOB LOCATIONS**

Submitted for the Commission's review is a Notice of Adoption of an amendment to N.J.A.C. 4A:8-1.5, Layoff units and job locations. The amendment would define layoff units and job locations in the Judiciary. No comments were received during the public comment period. It is recommended that this proposal be adopted without change.

**ACTION:** The Civil Service Commission adopted the amendment.

**B-125 PROPOSED AMENDMENT: N.J.A.C. 4A:4-7.1, TRANSFERS WITHIN THE SAME GOVERNMENTAL JURISDICTION**

Submitted for the Commission's review is a Notice of Adoption of an amendment to N.J.A.C. 4A:4-7.1, Transfers within the same governmental jurisdiction. The amendment would remove the requirement that an employee consent prior to a permanent transfer between local organizational units. One comment in support of the proposal was received. It is recommended that this proposal be adopted without change.

**ACTION:** The Civil Service Commission adopted the amendment.

**B-126 PROPOSED AMENDMENT: N.J.A.C. 4A:6-1.2, VACATION LEAVE**

Submitted for the Commission's review is a Notice of Adoption of an Amendment to N.J.A.C. 4A:6-1.2, Vacation leave. The amendment would codify the Paid Leave Bank provisions of the recent Memoranda of Agreement between the State and several collective negotiations units. Seven comments were received during the public hearing, and ten written comments were received. It is recommended that this proposal be adopted without change.

**ACTION:** The Civil Service Commission adopted the amendment.

**VOTE:**

<b>Robert M. Czech</b>	<b>(Yes)</b>
<b>Flavella Branham</b>	<b>(Yes)</b>
<b>John Currie</b>	<b>(Yes)</b>
<b>Vincent E. Giordano</b>	<b>(No)</b>

**B-127 PROPOSED NEW RULE: N.J.A.C. 4A:2-6.3, GENERAL RESIGNATIONS; PROPOSED AMENDMENTS: N.J.A.C. 4A:4-3.1,**

**TYPES OF ELIGIBLE LISTS AND N.J.A.C. 4A:4-7.10, REGULAR REEMPLOYMENT**

Submitted for the Commission's review is a Notice of Adoption of a new rule, N.J.A.C. 4A:2-6.3 (General resignations); and amendments to N.J.A.C. 4A:4-3.1 (Types of eligible lists) and 4A:4-7.10 (Regular reemployment). The new rule would approve "general resignations" as a new category of resignations in the disciplinary process. The amendments to N.J.A.C. 4A:4-3.1 and N.J.A.C. 4A:4-7.10 would reflect the importance of the new resignation category with respect to regular reemployment lists and the regular reemployment process. One comment in support of the proposal was received. It is recommended that this proposal be adopted without change.

**ACTION:** The Civil Service Commission adopted the new rule and amendments.

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, October 6, 2010 at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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**Robert M. Czech**  
**Chairperson**  
**Civil Service Commission**