



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/Chief Executive Officer

**AGENDA OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION
DECEMBER 18, 2013**

Robert M. Czech, Chairperson
Robert E. Brenner
Thomas J. Perna
Richard E. Williams

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Leon Craig
City of East Orange
Police Department
Suspension

In the Matter of Wilman Diaz
Morris County
Sheriff's Department
Suspension

In the Matter of Ignacio Espinal
New Jersey Developmental Center
Department of Human Services
Suspension

In the Matter of Shannon Gregory
Monmouth County
Police Radio Department
Removal and Resignation not in good standing

In the Matter of Kevin Johnson
City of Newark
Police Department
Suspension

In the Matter of Philip Rodriquez
City of East Orange
Police Department
Suspension

In the Matter of Alneesa R. Rudolph
Burlington County
County Jail
Suspension and Removal

In the Matter of Rockean Sanders
City of Newark
Police Department
Suspension

In the Matter of Julio Santiago
City of Hoboken
Department of Environmental Services

In the Matter of Teela Smith
New Jersey State Prison
Department of Corrections
Suspension

In the Matter of Jawan Snowden
Passaic County
Preakness Healthcare Center
Suspension

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

ACTION:

A-2 JAIME COLON

Jaime Colon, Police Lieutenant, City of Elizabeth, Police Department, 21 working day suspension on charges of neglect of duty and other sufficient cause related to department rules of conduct bearing on general conduct, accountability, performance and cooperation.

Recommendation of the Administrative Law Judge – Modify the 21 working day suspension to a five working day suspension.

ACTION:

A-3 MITCHELL KAFTON

Mitchell Kafton, Police Officer, Jackson Township, Police Department, 10 working day suspension, on charges of conduct unbecoming a public employee, insubordination and conducting personal business while on duty.

Recommendation of the Administrative Law Judge – Modify the 10 working day suspension to an oral reprimand.

ACTION:

A-4 HEATHER BOEHM

Heather Boehm, Sheriff's Officer, Cumberland County, Sheriff's Department, removal effective June 10, 2013, on charges of insubordination and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-5 TISHONA CHAPLIN

Tishona Chaplin, Police Officer, City of Newark, Police Department, removal effective January 18, 2012, on charges of conduct in public and private, association with the criminal element, false statement and neglect of duty.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-6 EDWARD D. FEYKO

Edward D. Feyko, Senior Recycling Operator, Ocean County, Department of Solid Waste Management, removal effective July 9, 2012 on charges of chronic or excessive absenteeism or lateness, conduct unbecoming a public employee and violation of Federal regulations concerning drug and alcohol use by and testing of employees who perform functions related to the operation of commercial motor vehicles and state and local policies issued thereunder.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-7 NIKIA RIVERA (REMAND)

Nikia Rivera, Correction Officer, Cumberland County, Department of Corrections, removal effective January 24, 2012, on charges of job abandonment.

Recommendation of the Administrative Law Judge – Acknowledge the settlement and grant the appellant's motion to enforce settlement.

ACTION:

A-8 HUEILAN WANG


Hueilan Wang, Custodial Worker, Union Vicinage, Judiciary, removal effective July 19, 2012, on charges of violation of policy concerning juror service by Judiciary employees and code of conduct for judiciary employees.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION:

SECTION B – MISCELLANEOUS MATTERS

B-1 CHANGE IN CLASSIFICATION PLAN – TITLE REACTIVATION

	MEMORANDUM
DATE:	November 26, 2013
TO:	Civil Service Commission
FROM:	Kenneth Connolly, Director <i>[Signature]</i> Classification and Personnel Management
SUBJECT:	Change in the State Classification Plan
<u>STATE GOVERNMENT TITLES</u>	
The Department of Community Affairs (DCA) requests the reactivation of Inspector Trainee (53707). The title was inactivated in January as part of a mass inactivation of unencumbered trainee titles. DCA did not object to the action at that time but has since requested reactivation with plans for immediate use.	
The effective date of these actions will be the first pay period that follows the Commission's approval of the action.	
<u>TITLE REACTIVATION</u>	
Inspector Trainee I95-53707	Non-competitive S NE12
KC/JT/GS	
<hr/> <small>www.state.nj.us/csc</small>	

ACTION:

B-2 THOMAS MCCOOL

The Superior Court of New Jersey, Appellate Division, has remanded *In the Matter of Thomas McCool, Property Clerk (C0645M), Cape May County (CSC,* decided April 3, 2013) to the Civil Service Commission for further agency review.

ACTION:

B-3 SHANITA ALVAREZ

Shanita Alvarez appeals the determination of the Division of Selection Services which found that she was not eligible for the promotional examination for Supervising Family Service Specialist 2 (PS6696K), Department of Children and Families, because she was not employed in the announced unit scope.

ACTION:

B-4 ACQUANETTA KING

The County of Morris requests that Acquanetta King's out-of-title experience be accepted to qualify her for a prospective promotional examination for the title of Assistant County Adjuster.

ACTION:

B-5 JUAN ABREU

Juan Abreu appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9987M), Department of Corrections eligible list on the basis of falsification of the employment application.

ACTION:

B-6 JOHN COY

John Coy appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Police Officer (S9999M), Borough of Fair Lawn, eligible list due to his failure to respond to the Notice of Certification.

ACTION:

B-7 ALEX DAVIS, JR.

Alex Davis, Jr., appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Police Officer (S9999M), East Orange eligible list on the basis of an unsatisfactory driving record.

ACTION:

B-8 NAAZIR JACKSON

Naazir Jackson appeals the determination of the Division of Classification and Personnel Management upholding the removal of his name from the eligible list for Correction Officer Recruit (S9987M), Department of Corrections, on the basis of an unsatisfactory criminal record.

ACTION:

B-9 CRYSTAL JOHNSON

Crystal Johnson appeals the determination by the Division of State and Local Operations, which found that the appointing authority had presented a sufficient basis to remove her name from the Correction Officer Recruit (S9998K), eligible list due to falsification of her pre-employment application and an unsatisfactory employment history.

ACTION:

B-10 ANTONIO J. SANTOS

Antonio J. Santos, represented by Thomas Cammarata, Esq., appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the eligible list for Police Officer (S9999M), City of Jersey City, on the basis of having an unsatisfactory background report.

ACTION:

B-11 EDNA SOUZA

Edna Souza, appeals the decision of the Division of Classification and Personnel Management, which found that the Department of Corrections had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9987M), DOC, eligible list on the basis that she falsified her employment application.

ACTION:

B-12 JORGE TORO

Jorge Toro appeals the determination of the Division of Classification and Personnel Management upholding the removal of his name from the eligible list for Human Services Specialist 1 (C0489M), Morris County, on the basis of failure to complete pre-employment processing.

ACTION:

B-13 JOHN TRACY

John Tracy, represented by Alex Klein, Esq., appeals the decision of the Division of Classification and Personnel Management, which upheld the removal of his name from the eligible list for Fire Fighter (M2377H), Newark, on the basis that he was outside the residency scope.

ACTION:

B-14 MIGUEL VEGA

Miguel Vega appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9987M), DOC, eligible list due to falsification of his pre-employment application and an unsatisfactory criminal record.

ACTION:

B-15 KERRY HAZEL

Woodbine Developmental Center requests that the Civil Service Commission waive the written test requirement for Kerry Hazel for the promotional examination for Cottage Training Technician (PS8387K), Woodbine Developmental Center, Department of Human Services.

ACTION:

B-16 GARY ALBANESE

Gary Albanese appeals the determination of the Division of Selection Services denying his request for a make-up examination for the oral portion of the examination for Fire Captain (PM5234N), Newark.

ACTION:

B-17 ALVIN SPEARMAN, JR.

Alvin Spearman, Jr., appeals the determination of the Division of Selection Services denying his request for a make-up examination for Deputy Fire Chief (PM1320P), Orange.

ACTION:

B-18 B. G.

B. G., a Charge Nurse, 12 Months, with Woodbine Developmental Center, Department of Human Services, appeals the determination of the Assistant Commissioner, which found sufficient evidence that she had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace (State Policy).

ACTION:

B-19 D. J.

D. J., a Charge Nurse, 12 Months, with Woodbine Developmental Center, Department of Human Services, appeals the determination of the Assistant Commissioner, which found sufficient evidence that she had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace (State Policy).

ACTION:

B-20 G. A.

G. A, a Charge Nurse, 12 Months, with Woodbine Developmental Center, Department of Human Services, appeals the determination of the Assistant Commissioner, which found sufficient evidence that the appellant had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace (State Policy).

ACTION:

B-21 J. L.

J. L., a Grounds Worker with Kean University, represented by Adam Epstein, Esq., appeals the determination of the President of Kean, stating that there was sufficient evidence to support a finding that he had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-22 ANGELA BROOKS

Angela Brooks appeals the decision of the former Division of State and Local Operations that her position with the Department of the Treasury is properly classified as an Auditor 3, Taxation. The appellant seeks an Auditor 2, Taxation job classification.

ACTION:

B-23 MEGAN BRUNATTI

Megan Brunatti appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of Environmental Protection is Environmental Specialist 3. The appellant seeks an Environmental Specialist 4 job classification.

ACTION:

B-24 KIERNEY CORLISS

Kierney Corliss appeals the decision of the Division of Classification and Personnel Management which found that her position with the Department of the Treasury is properly classified as Pensions Benefits Specialist 2. The appellant seeks a Pensions Benefits Specialist 1 job classification.

ACTION:

B-25 CAROL DIAMONDE

Carol Diamonde appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the City of Trenton is Clerk 3. The appellant seeks a Risk Manager, Insurance Manager, or Senior Administrative Analyst job classification.

ACTION:

B-26 HARRY LAWRENCE

Harry Lawrence, represented by Richard Dann, President, CWA Local 1085, appeals the decision of the Division of Classification and Personnel Management that his position with the County of Salem is properly classified as Truck Driver. The appellant seeks an Equipment Operator or Equipment Operator/Truck Driver job classification.

ACTION:

B-27 MARLA LELIE

Marla Lelie appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of the Treasury is Technical Assistant 2, Treasury. The appellant seeks a Technical Assistant 1, Treasury job classification.

ACTION:

B-28 LISA MURPHY

Lisa Murphy appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of the Treasury is Technical Assistant 1, Treasury. The appellant seeks a Senior Claims Investigator job classification.

ACTION:

B-29 MARHABA OMER

Marhaba Omer appeals the decision of the Division of Classification and Personnel Management that the proper classification of her position with the Department of Transportation is a Senior Engineer Traffic. The appellant seeks a Principal Engineer Traffic job classification.

ACTION:

B-30 MICHELE ONDERDONK

Michele Onderdonk appeals the decision of the Division of Classification and Personnel Management, which found that her position with the Department of the Treasury is properly classified as Technical Assistant 2, Treasury. The appellant seeks a Fiscal Analyst job classification.

ACTION:

B-31 ADRIENNE SCHMIDT

Adrienne Schmidt appeals the determination of the Division of Classification and Personnel Management that her position with the Brick Township School District is properly classified as a Keyboarding Clerk 2. The appellant seeks a Secretarial Assistant Keyboarding Clerk 3, or Keyboarding Clerk 4 job classification.

ACTION:

B-32 STACEY SCHRECKENGOST

Stacey Schreckengost appeals the decision of the Division of Classification and Personnel Management, which found that her position with the Department of the Treasury is properly classified as Senior Technician Management Information Systems. The appellant seeks an Administrative Analyst 3 job classification.

ACTION:

B-33 JUDITH SCORDATO

Judith Scordato appeals the decision of the Division of Classification and Personnel Management, which found that her position with the Department of the Treasury is properly classified as Technical Assistant 2, Treasury. The appellant seeks a Technical Assistant 1, Treasury job classification.

ACTION:

B-34 MICHELLE SHAW

Michelle Shaw appeals the decision of the Division of Classification and Personnel Management, which found that her position with the Department of the Treasury is properly classified as Technical Assistant 2, Treasury. The appellant seeks a Taxpayer Service Representative 3 job classification.

ACTION:

B-35 WENDELL BALL

The appeal of Wendell Ball, a Recreation Leader with the City of Orange Township, of his removal effective June 14, 2013, on charges, was heard by Administrative Law Judge Joann LaSala Candido (ALJ), who rendered her initial decision on October 30, 2013. At its meeting on December 4, 2013, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a 30 working day suspension. Rather, the Commission modified the removal to a 60 working day suspension. The proposed decision is now submitted for the Commission's review.

ACTION:

B-36 JOSEPH GRAFFAGNINO

The appeal of Joseph Graffagnino, a County Correction Officer with Middlesex County, of his removal effective May 21, 2013, on charges, was heard by Administrative Law Judge Michael Antoniewicz (ALJ), who rendered his initial decision on November 1, 2013. At its meeting on December 4, 2013, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a five working day suspension. Rather, the Commission reversed the removal. The proposed decision is now submitted for the Commission's review.

ACTION:

B-37 DONNA JACKSON

Donna Jackson, a County Correction Officer with Hudson County, represented by Michael S. Doran, Esq., petitions the Civil Service Commission for reconsideration of the decision, rendered on August 28, 2013, in which the Director of the Division of Appeals and Regulatory Affairs denied her request for a hearing with respect to her removal effective July 25, 2013.

ACTION:

B-38 MAIA ADLEMAN, ET AL.

Maia Adleman, Brooke Arnold, Belinda Artis, Nancy Avila, Lauren Bagnell, Tara Broglin, Monica Chavez, Belinda Craighead-Coleman, Anthony D'Errico, Teresa Edwards, Elaine Ellerbee-Nurse, Claudia Forte, L'Oreal Foye, Joseph Genco, Hubert Kalinowski, Petria Lewis, Maria Martin, Margie Ortiz, Gregory Rappaport, Deborah Rodriguez, Angelica Russell, Brenda Rzemyk, Nicole Smith, Stephanie Thompson, Jesenia Vargas, and Torra Waynick appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements, and Karen Stoever-Harris appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements per the substitution clause for education for the promotional examination for Administrative Analyst 1 (PS8077K), Department of Children and Families.

ACTION:

B-39 SUE BARBER, ET AL.

Sue Barber, Kimberlee Johnson, Rhonda Michelotti, and Leonor San Lucas 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 Nursing Services Clerk (S0266R), Statewide.

ACTION:

B-40 KEVIN BENNETT

Kevin Bennett appeals his score on the examination for Battalion Fire Chief (PM0133P), Atlantic City.

ACTION:

B-41 SHERRY BROWN

Sherry Brown appeals the determination of the Division of Selection Services that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Supervisor of Patients Accounts 2 (PS5782K), Developmental Disabilities.

ACTION:

B-42 ERICK BURD AND CRISTINA RODRIGUEZ

Erick Burd and Cristina Rodriguez appeal the determinations of the Division of Selection Services which found that they were below the minimum requirements in experience for a prospective provisional appointment to the title of Information Technology Specialist.

ACTION:

B-43 JORGE CARMONA

Jorge Carmona appeals the determination of the Division of Selection Services that he did not meet the educational requirements for the open competitive examination for Supervising Municipal Finance Auditor (S0608R), Statewide.

ACTION:

B-44 WILLIAM DILORENZO

William DiLorenzo appeals his score on the examination for Battalion Fire Chief (PM0133P), Atlantic City.

ACTION:

B-45 MICHAEL GELESKY

Michael Gelesky 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 Equipment Operator (PC0677R), Middlesex County.

ACTION:

B-46 JOSEPH HAMMELL

Joseph Hammell appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open competitive examination for Habilitation Plan Coordinator (S0847P).

ACTION:

B-47 JOHN W. HUTCHINS

John W. Hutchins appeals the determination of the Division of Selection Services which found that he did not meet the requirements for the promotional examination for Motor Broom Driver (PM1112R), Plainfield.

ACTION:

B-48 CHRISTOPHER JOHNSON

Christopher Johnson appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the promotional examination for Senior Repairer (PS7795I), Garden State Reception and Youth Facility, Department of Corrections.

ACTION:

B-49 DONALD JOHNSON

Donald Johnson appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the open competitive examination for Assistant Youth Opportunity Coordinator (M0237R), City of Elizabeth.

ACTION:

B-50 RODERICK KNOX

Roderick Knox appeals his score on the examination for Battalion Fire Chief (PM0133P), Atlantic City.

ACTION:

B-51 ROSELLE MCCATHERN

Roselle McCathern appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Legal Secretary 2 (S1046P), Statewide.

ACTION:

B-52 STEVE MCCONLOGUE

Steve McConlogue appeals his score on the examination for Battalion Fire Chief (PM0138P), Elizabeth.

ACTION:

B-53 STEPHANIE MENAGH

Stephanie Menagh appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Habilitation Plan Coordinator (S0847P).

ACTION:

B-54 DENISE RETTZO

Denise Rettzo appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in experience for the promotional examination for Deputy Municipal Court Administrator (PM0011Q), Lawrence.

ACTION:

B-55 KISHON RIDLEY

Kishon Ridley appeals the determination of the Division of Selection Services which found that she did not meet the minimum requirements in experience for the open competitive examination for Clerk 4 (M0303R), Plainfield.

ACTION:

B-56 SARA STEINMETZ

Sara Steinmetz appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the open competitive examination for Habilitation Plan Coordinator (S0847P).

ACTION:

B-57 WILLIAM YOUNG

William Young appeals his score on the examination for Battalion Fire Chief (PM0138P), Elizabeth.

ACTION: