



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Phil Murphy
Governor
Sheila Oliver
Lt. Governor

Deirdré L. Webster Cobb
Chairperson

**AGENDA OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION
SEPTEMBER 5, 2018**

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

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Cecilia Ugwa, Practical Nurse, Morris County, Department of Human Services, removal.

Harry White, Guard, Department of Law and Public Safety, Division of State Police, suspension.

ACTION:

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Maria Bertone
Hunterdon Developmental Center
Department of Human Services
Removal

Shonda Burroughs
New Jersey Veterans Memorial Home Vineland
Department of Military and Veterans Affairs
Removal

David Cohen
Ancora Psychiatric Hospital
Department of Health
Removal

Alain Gomez
Town of West New York
Department of Public Affairs
Suspension

Jaime Howell
Township of Hillside Police Department
Removal

Vincent Ortmann (**consolidated**)
Monmouth County Police Academy and
Union County Department of Corrections
Removal

Gilbert Segarra **(consolidated)**
Essex County College Public Safety Academy and
Essex County Department of Public Safety and Corrections
Removal

John Stark
Mid-State Correctional Facility
Department of Correctios
Removal

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

ACTION:

A-2 GARY BODE & FRED O'CALLAGHAN (consolidated)

Gary Bode and Fred O'Callaghan, Correction Lieutenants, East Jersey State Prison, Department of Corrections, removals effective December 7, 2017 and December 15, 2017, respectively, on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removals to 180 calendar day suspensions.

ACTION:

A-3 RICHARD DENTROUX

Richard Dentrux, Police Officer, Township of Freehold Police Department, removal effective April 21, 2017 on charges of inability to perform duties.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION:

A-4 MILLIODERE SENESCAT

Milliodere Senescat, Human Services Assistant, New Lisbon Developmental Center, Department of Human Services, removal effective August 19, 2016 on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Dismiss the appeal.

ACTION:

A-5 SEKOU SHERIFF

Sekou Sheriff, Cottage Training Technician, Hunterdon Developmental Center, Department of Human Services, resignation not in good standing effective May 16, 2017 on charges of conduct unbecoming a public employee and other sufficient cause.

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

ACTION:

A-6 SEAN TONNER

Sean Tonner, Senior Investigator, Parole and Secured Facilities, Edna Mahan Correctional Facility, Department of Corrections, 10 working day suspension on charges of neglect of duty and other sufficient cause.

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

ACTION:

A-7 ERIC WARREN (remand)

Eric Warren, County Correction Officer, Burlington County, removal effective October 16, 2017 on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

SECTION B – MISCELLANEOUS MATTERS

B-1 D.A. – CSC DOCKET NO. 2018-197

D.A. appeals his rejection as a County Correction Officer candidate by Hudson County and its request to remove his name from the eligible list for County Correction Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-2 S.B. – CSC DOCKET NO. 2017-1980

S.B. 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 (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-3 Q.W.B. – CSC DOCKET NO. 2017-361

Q.W.B., represented by Corey M. Sargeant, Esq. appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (S9988T) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-4 K.G. – CSC DOCKET NO. 2016-3878

K.G., represented by Dennis L. Riley, Esq., appeals his rejection as a Police Officer candidate by the Clementon Borough Police Department and its request to remove his name from the eligible list for Police Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-5 D.G. – CSC DOCKET NO. 2017-3763

D.G. appeals his rejection as a Fire Fighter candidate by the City of Camden and its request to remove his name from the eligible list for Fire Fighter (M1509T) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-6 D.M. – CSC DOCKET NO. 2017-3220

D.M., represented by Nicholas J. Palma, Esq., appeals her rejection as a Police Officer candidate by the Jersey City Police Department and its request to remove her name from the eligible list for Police Officer (S9999U) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-7 E.B.M. – CSC DOCKET NO. 2017-1989

E.B.M. 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 (S9988T) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-8 J.M. – CSC DOCKET NO. 2017-1970

J.M., represented by Timothy J.P. Quinlan, Esq., appeals his rejection as a Police Officer candidate by the Ocean City Police Department and its request to remove his name from the eligible list for Police Officer (S9999R), Ocean City on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-9 B.N. – CSC DOCKET NO. 2017-1541

B.N., represented by Anthony J. Chirles, Esq., appeals his rejection as a Fire Fighter candidate by the City of Elizabeth and its request to remove his name from the eligible list for Fire Fighter (M1518T) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-10 D.N. – CSC DOCKET NO. 2017-2952

D.N., represented by Joseph P. Slawinski, Esq., appeals his rejection as a County Correction Officer candidate by Morris County and its request to remove his name from the eligible list for County Correction Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-11 J.P. – CSC DOCKET NO. 2017-2971

J.P., represented by Nicholas J. Palma, Esq., appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (S9988T) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-12 K.R. – CSC DOCKET NO. 2017-3896

K.R. appeals his rejection as a Juvenile Detention Officer candidate by Union County and its request to remove his name from the eligible list for Juvenile Detention Officer (C0497T) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-13 R.C.S. – CSC DOCKET NO. 2017-3764

R.C.S., represented by John P. Rowland, Esq., appeals his rejection as a Sheriff's Officer candidate by the Cumberland County Sheriff's Office and its request to remove his name from the eligible list for Sheriff's Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-14 R.V. – CSC DOCKET NO. 2017-3566

R.V. appeals his rejection as a Fire Fighter candidate by the City of Camden and its request to remove his name from the eligible list for Fire Fighter (M1509T) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-15 CARY LIVERPOOL – CSC DOCKET NO. 2018-2849

Cary Liverpool appeals his removal from the eligible list for Police Officer (S9999U), Parsippany on the basis that he possessed an unsatisfactory background.

ACTION:

B-16 HEATHER FRANK-CAVALLO – CSC DOCKET NO. 2019-323

Heather Frank-Cavallo appeals the determination of the Division of Agency Services that the proper classification of her position with the Department of the Treasury is Administrative Analyst 2, Information Systems. The appellant seeks a Database Analyst 2 job classification.

ACTION:

B-17 RICHARD CHRISTENSEN – CSC DOCKET NO. 2019-359

Richard Christensen appeals the decision of the Division of Agency Services that the proper classification of his position with the Department of Transportation is Management and Operations Analyst 1. The appellant seeks a Program Specialist 3, Regulatory Programs job classification.

ACTION:

B-18 LOUIS DI PAOLO, *ET AL.* – CSC DOCKET NOS. 2018-2644, *ET AL.*

Louis Di Paolo, William Henry and Christie Neve appeal the determinations of the Division of Agency Services that their positions with the Department of the Treasury are properly classified as Conferee 1, Taxation. The appellants seek a Conferee 2, Taxation job classification.

ACTION:

B-19 VALERIE MECCA – CSC DOCKET NO. 2018-3165

Valerie Mecca appeals the decision of the Division of Agency Services that her position with the Office of Information Technology is correctly classified as Information Technology Specialist. The appellant seeks a Technical Support Specialist 1 job classification.

ACTION:

B-20 HOLLY RITTENHOUSE – CSC DOCKET NO. 2018-1592

Holly Rittenhouse appeals the decision of the Division of Agency Services which found that her position with the Department of Environmental Protection is correctly classified as Administrative Analyst 4, Information Systems. The appellant seeks an Supervising Management Improvement Specialist job classification.

ACTION:

B-21 MARLENE WHEELER – CSC DOCKET NO. 2019-140

Marlene Wheeler appeals the decision of the Division of Agency Services which found that her position with the Department of Law and Public Safety is properly classified as Secretarial Assistant 3, Non-Stenographic. The appellant seeks an Administrative Assistant 2 job classification.

ACTION:

B-22 FRANKLIN BAUTISTA, *ET AL.* – CSC DOCKET NOS. 2018-3557, *ET AL.*

Franklin Bautista, Matthew Espina, Otilia Espina and Nancy Rivera appeal the decisions of the Division of Agency Services which found that they did not meet the experience requirements for the promotional examination for Keyboarding Clerk 2 (PM2502V), Passaic Valley Water Commission.

ACTION:

B-23 RALPH D’ESPOSITO – CSC DOCKET NO. 2018-3720

Ralph D’Esposito appeals the decision of the Division of Agency Services which found that he was not permanent in a title to which the examination was open for Chief Security Guard (PC1027W), Bergen County,

ACTION:

B-24 ALICIA MUGAVERO – CSC DOCKET NO. 2018-3039

Alicia Mugavero appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Technical Assistant 1, Purchasing (PS6232I), Department of Corrections.

ACTION:

B-25 JOSE ORTIZ – CSC DOCKET NO. 2019-164

Jose Ortiz appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the open competitive examination for Senior Program Monitor (M0077W), Jersey City.

ACTION:

B-26 JIYAAD ALI – CSC DOCKET NO. 2018-3098

Jiyaad Ali appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Assistant Supervisor Water Meter Repairer (PM2312V), East Orange.

ACTION:

B-27 KIWANA EDWARDS, *ET AL.* – CSC DOCKET NOS. 2019-183, *ET AL.*

Kiwana Edwards, Donnett Jones, Lokia Kelly and Opal Payne appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the promotional examination for Senior Community Program Specialist (PS4284K), Department of Human Services.

ACTION:

B-28 PAUL HERSHBERGER AND OLUFEMI MARTINS – CSC DOCKET NOS. 2019-162 AND 2019-88

Paul Hershberger and Olufemi Martins appeal the determinations of the Division of Agency Services that they were not eligible for the promotional examination for Regional Staff Nurse, Medical Assistance (PS3988K), Department of Human Services.

ACTION:

B-29 CHARLES DISHON, *ET AL.* – CSC DOCKET NOS. 2018-3761, *ET AL.*

Charles Dishon, Robert Ford, Michael Greutert, Derek Horvath, William Kennedy, John Paul Morici, Gonzalo Pedre, Joseph Rubino and Konstantin Smirnov, (PC1621V), Ocean County; and Albert Aboyoun III, Christopher Baker and Nelson Perez, (PC2622V), Passaic County; appeal the promotional examination for County Correction Sergeant (various jurisdictions).

ACTION:

B-30 DAVID DAILEY – CSC DOCKET NO. 2018-3179

David Dailey appeals his score of the promotional examination for Police Captain (PM0655V), Monroe Township.

ACTION:

B-31 ALISA WENTZ – CSC DOCKET NO. 2018-2894

Alisa Wentz requests that she be permitted to amend her application after the closing date for the Entry Level Law Enforcement Examination (S9999U).

ACTION:

B-32 AMIR BERCOVICZ – CSC DOCKET NO. 2019-133

Asbury Park requests a retroactive permanent appointment for Amir Bercovicz, effective March 2, 2015, to Police Lieutenant, as well as his admittance to a make-up examination for Police Captain (PM0620V), Asbury Park, based on a settlement agreement.

ACTION:

B-33 MARIA IZQUIERDO-ROE – CSC DOCKET NO. 2018-3651

The New Jersey City University requests that the eligible list for Senior Clerk (PS8428J) be revived to allow for the retroactive permanent appointment of Maria Izquierdo-Roe, effective March 16, 2016.

ACTION:

B-34 ALDO MORALES – CSC DOCKET NO. 2018-32164

Aldo Morales requests a retroactive appointment date as a Printing Machine Operator 1, effective November 11, 2017, with the Department of the Treasury

ACTION:

B-35 POLICE LIEUTENANT (PM1947W), EWING – CSC DOCKET NO. 2018-3803

The Township of Ewing, represented by Maeve E. Cannon, Esq., appeals the determination of the Division of Agency Services which denied its request to reduce the one-year service requirement in the title of Police Sergeant to the completion of the working test period for the promotional examination for Police Lieutenant (PM1947W), Ewing.

ACTION:

B-36 SCOTT MUELLER – CSC DOCKET NO. 2018-290

Scott Mueller, a Section Chief Healthcare Facility at the New Jersey Veterans Memorial Home at Menlo Park, Department of Military and Veterans Affairs, appeals a five working day suspension issued by the appointing authority.

ACTION:

B-37 WAYNE BRAMONTE – CSC DOCKET NO. 2019-307

Wayne Bramonte, a Maintenance Repairer with the City of Trenton, represented by Ramona S. Thomas, President, AFSCME Local 2286, petitions the Civil Service Commission for reconsideration of the decision, rendered on June 22, 2018, in which the Director of the Division of Appeals and Regulatory Affairs denied his request for a hearing with respect to his removal.

ACTION:

B-38 YVONNE ELLIS – CSC DOCKT NOS. 2018-2908 AND 2018-2910

Yvonne Ellis, a Community Aide, Schools, Jersey City Public Schools, represented by Samuel Wenocur, Esq., petitions the Civil Service Commission for reconsideration of the initial decision of the Administrative Law Judge, which was deemed adopted as a final decision on February 27, 2018, upholding her nine working day suspension and removal, effective January 20, 2017.

ACTION:

B-39 GINGER FERRELL – CSC DOCKET NO. 2018-417

Ginger Ferrell, a former Cottage Training Technician at New Lisbon Developmental Center, Department of Human Services, petitions the Civil Service Commission for reconsideration of its dismissal of the appeal of her removal based on her failure to appear at her scheduled hearing.

ACTION:

B-40 CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of August 15, 2018.

ACTION:

B-41 DAVID BONSANTO – CSC DOCKET NOS. 2018-2104 AND 2018-3065

David Bonsanto appeals his removals from the eligible list for Sheriff's Officer and County Correction Officer (S9999U), Passaic County on the basis that he falsified his application.

ACTION:

B-42 KAREN ROA – CSC DOCKET NO. 2018-3052

Karen Roa appeals the removal of her name from the Sheriff's Officer (S9999U), Passaic County, eligible list on the basis of failure to complete pre-employment processing.

ACTION:

B-43 LAUREN GIALLELLA – CSC DOCKET NO. 2018-1158

Lauren Giallella appeals the determination of the Division of Agency Services that her position with the Department of the Treasury is properly classified as Claims Investigator 1. The appellant seeks a Claims Investigator 2 job classification.

ACTION:

B-44 ROBERT KEMMLER – CSC DOCKET NO. 2018-2383

Robert Kemmler appeals the determination of the Division of Agency Services that his position with Jersey City is properly classified as a Principal Assistant Assessor. The appellant seeks a Chief Assistant Assessor job classification.

ACTION:

B-45 JORDAN GALLETTA – CSC DOCKET NO. 2019-344

The Passaic County Sheriff's Office petitions the Civil Service Commission to relax the provisions of *N.J.A.C. 4A:4-7.1A(a)* in order to permit the permanent transfer of Jordan Galletta from the title of Senior Correction Officer, Department of Corrections to the title of County Correction Officer, Passaic County.

ACTION:

B-46 GREMIER ALEMANY AND LUCAS ZARATE – CSC DOCKET NOS. 2018-3600 AND 2018-1581

Gremier Alemany, represented by Ashley Whitney, Esq., and Lucas Zarate, represented by Robert Chewning, Esq., appeal the determinations by the Division of Administrative Services that they are disqualified from the examination for Fire Captain (PM1051V), Paterson for cheating. Additionally, Zarate appeals the administration of the examination.

ACTION:

B-47 ERMATH ALBERY – CSC DOCKET NO. 2018-2907

Ermath Albery, an Institutional Attendant, Morris County Department of Human Services, represented by Samuel Wenocur, Esq., petitions the Civil Service Commission for reconsideration of the initial decision of the Administrative Law Judge, which was deemed adopted as a final decision on November 27, 2017, upholding her removal, effective January 18, 2017.

ACTION:

B-48 D.B., *ET AL.* – CSC DOCKET NOS. 2018-2045, *ET AL.*

D.B., a former Assistant Commissioner, R.M., a former Assistant Commissioner, and E.S., an Administrative Analyst 4, with the Department of Labor and Workforce Development, appeal the decisions of the former Commissioner, which substantiated an allegation that they violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-49 J.S. – CSC DOCKET NO. 2018-1100

J.S., Senior Executive Service, Department of Children and Families, appeals the determination of the Director of Administration, stating that the appellant violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-50 TAYLOR CRAWFORD – CSC DOCKET NO. 2018-180

Taylor Crawford requests that her application for the Correction Officer Recruit (S9988U) examination be processed.

ACTION:

B-51 M.A.S. – CSC DOCKET NO. 2017-2220

M.A.S., represented by Corey M. Sargeant, Esq., and the City of Jersey City, represented by James B. Johnston, Assistant Corporation Counsel, petition the Civil Service Commission for acknowledgement of the settlement agreement reached by the parties, which provides for M.A.S.' restoration to the Police Officer (S9999R), City of Jersey City, eligible list and appointment effective December 1, 2016.

ACTION:

B-52 HUNG LE – CSC DOCKET NO. 2019-197

Hung Le appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Assistant Purchasing Agent (PM0015W), Woodbridge.

ACTION:

B-53 JACQUELINE TORRES-GONZALEZ – CSC DOCKET NO. 2019-462

Jacqueline Torres-Gonzalez appeals her rank and score on the promotional examination for Supervisor 1, MVC (PS6246TN), Motor Vehicle Commission.

ACTION:

B-54 MARCO RICKETTS – CSC DOCKET NO. 2019-450

Marco Ricketts appeals the determination of the Division of Agency Services that the proper classification of his position with the Department of the Treasury is Investigator 3, Taxation. The appellant seeks an Investigator 2, Taxation job classification.

ACTION:

B-55 TITLE CREATION – TEACHER AIDE, HEAD START PROGRAM – CSC DOCKET NO. 2019-571

The Division of Agency Services requests the creation of the non-competitive title of Teacher Aide, Head Start Program.

ACTION: