



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Philip D. Murphy
Governor
Sheila Y. Oliver
Lt. Governor

Deirdré L. Webster Cobb
Chairperson

**AGENDA OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION**

OCTOBER 12, 2022

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

CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of September 21, 2022.

ACTION:

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Gerald Anderson, Newark School District, release at the end of the working test period.

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Donna Lynn Flynn-Allen
Department of Children and Families
Release at the end of the working test period

Elva Hone
Office of the Public Defender
Return to previous held permanent title at the end of the working test period

Alamin Jackson
Newark School District
Removal

Timothy Johnson
State Parole Board
Removal

William Johnson
Irvington
Department of Public Works
Removal

Kashina Valentin
New Jersey Veterans Memorial Home – Vineland
Department of Military and Veterans Affairs
Suspension

Robin Washington
Mid-State Correctional Facility
Department of Corrections
Suspension and demotion

Harold Webb
Ancora Psychiatric Hospital
Department of Health
Removal

Brian Wilcockson
Ancora Psychiatric Hospital
Department of Health
Removal

ACTION:

A-2 ROBERTHA ADDISON – CSC DOCKET NO. 2022-1174

Robertha Addison, County Correctional Police Officer, Burlington County, Department of Corrections, removal, effective November 3, 2021, 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:

A-3 LANCE BENNETTE – CSC DOCKET NO. 2021-1628

Lance Bennette, Construction and Maintenance Technician 5, six working day suspension, on charges of conduct unbecoming a public employee and other sufficient cause.

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

ACTION:

A-4 MICHAEL FORFA – CSC DOCKET NO. 2020-544

Michael Forfa, Police Officer, Linden, Police Department, removal, effective August 9, 2019, on charges of incompetency, inefficiency or failure to perform duties, inability 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:**A-5 JOSEPH GUIDO – CSC DOCKET NO. 2020-1098**

Joseph Guido, Custodial Worker, Low Pressure License, Lodi, Board of Education, removal, effective August 26, 2019, on charges of conduct unbecoming a public employee, neglect of duty, misuse of public property and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:**A-6 LISA SANES – CSC DOCKET NO. 2021-126**

Lisa Sanes, Keyboarding Clerk 2, Hoboken, Department of Administration, removal, effective June 29, 2020, on charges of insubordination, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:**A-7 JEROME SIMMONS – CSC DOCKET NO. 2022-1848**

Jerome Simmons, Senior Youth Aide, Bergen County, Department of Human Services, removal, effective January 24, 2022, on charges of on charges of incompetency, inefficiency or failure to perform duties, inability to perform duties, chronic or excessive absenteeism or lateness, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-8 NASHEEDA SINGLETON – CSC DOCKET NO. 2021-179

Nasheeda Singleton, Senior Correctional Police Officer, Northern State Prison, Department of Corrections, removal, effective May 7, 2020, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

SECTION B – MISCELLANEOUS MATTERS**B-1 D.P. – DOCKET NO. 2021-567**

D.P., represented by Robert K. Chewning, Esq., appeals his rejection as a Police Officer candidate by the City of Passaic and its request to remove his name from the eligible list for Police Officer (S9999A) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:

B-2 CYNTHIA NARVAEZ – DOCKET NOS. 2022-2068 AND 2022-2827

Cynthia Narvaez appeals the removal of her name from the eligible list for Judiciary Clerk 2, Bilingual in Spanish/English (S0390A), Vicinage 5-Essex County and Vicinage 1-Atlantic, Cape May Counties on the basis that she failed to appear for the interview and that she failed to respond to the certification notice, respectively.

ACTION:

B-3 I.A.R. – DOCKET NO. 2022-1839

I.A.R., represented by Ilya Kraminsky, Esq., appeals the removal of his name from the eligible list for Fire Fighter (M1505T), Bloomfield, on the basis of an unsatisfactory driving record.

ACTION:

B-4 LEROY GANDY – DOCKET NO. 2022-1110

Leroy Gandy requests to file a late application for the promotional examination for Police Sergeant (PM4647C), Somers Point.

ACTION:**B-5 CLIFFORD WILLEVER – DOCKET NO. 2023-491**

Clifford Willever appeals the denial by the Division of Agency Services of his request to file a late application for the open-competitive examination for Fire Fighter (M9999D), various jurisdictions.

ACTION:**B-6 LANCE BENNETTE – DOCKET NO. 2023-134**

Lance Bennette appeals the determination of the Division of Agency Services which found that he did not meet the minimum requirements in experience for the open competitive examination for Senior Clerk (S0480D), Statewide.

ACTION:**B-7 KAREN CHAMBERLIN – DOCKET NO. 2023-471**

Karen Chamberlin appeals the determination of the Division of Agency Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Software Development Specialist 2 (PS8202S), Higher Education Student Assistance Authority.

ACTION:**B-8 SAMANTHA CANULLI – DOCKET NO. 2022-2577**

Samantha Canulli appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Contract Administrator 1 (PS6732T), Department of Transportation.

ACTION:

B-9 LESLEY CLELLAND – DOCKET NO. 2022-3308

Lesley Clelland appeals the decision of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Quality Assurance Coordinator (PS6940H), Department of Health.

ACTION:**B-10 NICHOLAS DEL BONO, *ET AL.*– DOCKET NOS. 2023-58, *ET AL.***

Nicholas Del Bono, Tara Gustavsen, Brian Jakubowski, Angela Roundtree, and Keisha Williams appeal the decisions of the Division of Agency Services that they did not meet the experience requirements for the promotional examination for Quality Assurance Specialist, Health Services (PS7068K), Department of Human Services.

ACTION:**B-11 JACK DENNISON AND BRENDA BAGGETT – DOCKET NOS. 2023-72 AND 2023-73**

Jack Dennison and Brenda Baggett appeal the determinations of the Division of Agency Services, that they did not meet the experience requirements for the promotional examination for Laborer 2 (PM5065C), City of Cape May.

ACTION:**B-12 ASHLEY DIGUGLIELMO, *ET AL.* – DOCKET NOS. 2022-3242, *ET AL.***

Ashley Diguglielmo, Michelle Murray and April Priestley appeal the determinations of the Division of Agency Services which found that they did not meet the experience requirements, per the substitutional clause of education, for the promotional examination for Program Specialist 1 Social/Human Services (PS6930H), Department of Health.

ACTION:**B-13 ANDREW EINSTEIN – DOCKET NO. 2022-1633**

Andrew Einstein appeals the determination of the Division of Agency Services which found that he lacked the required amount of permanent status in a title to which the examination was open for the promotional examination for County Police Sergeant (PC4525C), Camden County.

ACTION:

B-14 VIRGINIA FLINT-MONTENEGRO – DOCKET NO. 2023-363

Virginia Flint-Montenegro appeals the decision of the Division of Agency Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Assistant Director of Nursing (PC4188D), Hudson County.

ACTION:**B-15 LUZ FLORES – DOCKET NO. 2022-2580**

Luz Flores appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Sewing Worker (PS6087K), Department of Human Services.

ACTION:**B-16 EARLE HOLDER – DOCKET NO. 2023-261**

Earle Holder appeals the decision of the Division of Agency Services which found that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Audio/Visual Specialist (M0542D), Plainfield.

ACTION:**B-17 EUGENE JOSEPH – DOCKET NO. 2022-3060**

Eugene Joseph appeals the determination of the Division of Agency Services that he did not meet the experience requirement for the promotional examination for Secretarial Assistant 2, Non-Stenographic (PS7200E), Department of Military and Veterans Affairs.

ACTION:**B-18 TERIA KEITH – DOCKET NO. 2022-3172**

Teria Keith appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience for the open-competitive examination for Employment Specialist (C0386D), Atlantic County.

ACTION:

B-19 JEROME KILKENNY – DOCKET NO. 2023-256

Jerome Kilkenney appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Business Manager (PC3916D), Burlington County.

ACTION:

B-20 SCOTT KURZ – DOCKET NO. 2022-3221

Scott Kurz appeals the determination of the Division of Agency Services which found that he did not meet the minimum experience requirements for the open-competitive examination for Mechanic Diesel (M0314D), West Milford.

ACTION:

B-21 EBONI LEE – DOCKET NO. 2023-260

Eboni Lee appeals the decision of the Division of Agency Services which found that she did not meet the experience requirements for the open-competitive examination for Senior Personnel Assistant (M0521D), Newark School District.

ACTION:

B-22 TREVOR LITTLE – DOCKET NO. 2023-183

Trevor Little appeals the determination of the Division of Agency Services which found that he did not meet the minimum requirements in experience for the open competitive examination for Senior Forensic Photographer (S0514D), Statewide.

ACTION:

B-23 KAREN LUCHENBURG – DOCKET NO. 2022-3291

Trevor Little appeals the determination of the Division of Agency Services which found that he did not meet the minimum requirements in experience for the open competitive examination for Senior Forensic Photographer (S0514D), Statewide.

ACTION:

B-24 JOSE MALCOLM – DOCKET NO. 2022-2875

Jose Malcolm appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Administrative Supervisor of Social Work (PC3764D), Passaic County Board of Social Services.

ACTION:

B-25 LYNN MARTIN – DOCKET NO. 2023-291

Lynn Martin appeals the decision of the Division of Agency Services which found that she did not meet the experience requirements for the promotional examination for Accounting Procedures Analyst (PC4058D), Camden County.

ACTION:

B-26 HEMABEN MEHTA – DOCKET NO. 2022-3128

Hemaben Mehta appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Project Manager, Transportation (PS7114T), Department of Transportation.

ACTION:

B-27 ALYSSA MEREDITH – DOCKET NO. 2023-487

Alyssa Meredith appeals the determination of the Division of Agency Services which found that she did not meet the minimum requirements in experience for the open competitive examination for Public Health Planner (C0573D), Burlington County.

ACTION:

B-28 LANGFORD NOLLEY – DOCKET NO. 2023-489

Langford Nolley appeals the determination of the Division of Agency Services which found that he did not meet the minimum requirements in experience for the promotional examination for Road Inspector (PC4303D), Camden County.

ACTION:

B-29 ROBIN NUGENT – DOCKET NO. 2022-1268

Robin Nugent appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Investigator 1 (PS1572K), Department of Children and Families.

ACTION:

B-30 CHRISTINA OLIVO – DOCKET NO. 2022-2948

Christina Olivo appeals the determination of the Division of Agency Services, which found that she did not meet the experience requirement for the promotional examination for Senior Account Clerk (PC3863D), Hudson County.

ACTION:

B-31 AMANI SHAKUR – DOCKET NOS. 2021-2690 AND 2022-2682

Amani Shakur appeals the determination of the Division of Agency Services which found that he did not meet the requirements for the promotional examinations for Management Assistant (PM4872C) and Manager Sanitation (PM5081C), Newark.

ACTION:

B-32 ANN SHARLOW – DOCKET NO. 2022-3137

Ann Sharlow appeals the determination of the Division of Agency Services that she did not meet the experience requirement for the promotional examination for Occupational Health Consultant 1 (PS7215G), Department of Environmental Protection.

ACTION:

B-33 RALUCHUKWU TIMAH – DOCKET NO. 2023-252

Raluchukwu Timah appeals the decision of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Investigator 1, Child Protection (PS7482K), Department of Children and Families.

ACTION:

B-34 EMELIN VALERIO – DOCKET NO. 2022-355

Emelin Valerio appeals the determination of the Division of Agency Services which found that, per the substitution clause for education, she did not meet the minimum requirements in experience for the open competitive examination for Claims Reviewer Health Services (S0556D), Statewide.

ACTION:**B-35 KARI VAZQUEZ AND SAMUEL WILLIAMS – DOCKET NOS. 2022-2908 AND 2022-2975**

Kari Vazquez and Samuel Williams appeal the determinations of the Division of Agency Services that they did not meet the experience requirement for the open competitive examination for Youth Opportunity Coordinator (C0284D), Cumberland County.

ACTION:**B-36 DANIEL WESCOAT – DOCKET NO. 2023-290**

Daniel Wescoat appeals the decision of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Heavy Equipment Operator (PC3958D), Atlantic County.

ACTION:**B-37 AISIA WILLIAMS – DOCKET NO. 2022-3036**

Aisia Williams appeals the determination of the Division of Agency Services found that she did not meet the minimum requirements in experience for the open competitive examination for Senior Management Assistant (M0251D), Jersey City.

ACTION:**B-38 ANTONIA GONZALEZ – DOCKET NO. 2022-964**

Antonia Gonzalez appeals the determination of the Division of Administrative and Employee Services denying her request for a make-up examination for Police Lieutenant (PM4130C), Long Branch.

ACTION:

B-39 L.S. – DOCKET NO. 2023-315

L.S. requests to take a make-up examination for Environmental Specialist 2 (PS0407T), Department of Transportation.

ACTION:

B-40 LARISSA ABAZA, *ET AL.* – DOCKET NOS. 2023-157, *ET AL.*

Larissa Abaza and Jeffrey Iannacone (PC4989C), Passaic County; and Raymond Aste (PC4931C), Bergen County, appeal the multiple choice portion of the promotional examination for Sheriff's Officer Sergeant (various jurisdictions).

ACTION:

B-41 AMARJIT CHAWLA – DOCKET NO. 2023-418

Amarjit Chawla appeals his score and rank on the Title Officer (PS4010T), Department of Transportation promotional examination.

ACTION:

B-42 KELLY DATO, *ET AL.* – DOCKET NOS. 2022-3254, *ET AL.*

Kelly Dato and Michael Cumiskey (PC4801C), Bergen County; and Thomas Campagnolo, Eric Halle, and Jonathan Gaul (PC4810C), Monmouth County appeal the promotional examination for County Correctional Police Captain (various jurisdictions).

ACTION:

B-43 NICHOLAS DIGUILIO, *ET AL.* – DOCKET NOS. 2022-1124, *ET AL.*

Nicholas DiGuilio, Anthony Montagne and Matthew Weisman appeal items on the multiple choice examination for first-level Fire Captain (PM2389C), Jersey City.

ACTION:

B-44 MICHAEL GILMORE, *ET AL.* – DOCKET NOS. 2023-32, *ET AL.*

Michael Gilmore (PC4985C), Atlantic County; and John Bourke and David DeLeeuw (PC4979C) Ocean County, appeal the multiple choice portion of the promotional examination for Sheriff's Officer Lieutenant (various jurisdictions).

ACTION:

B-45 DAVID RADSNIAK – DOCKET NO. 2023-262

David Radsniak appeals his score for on the essay portion of the examination for Police Captain (PM3483C), Point Pleasant.

ACTION:

B-46 RUSUL RASHEED – DOCKET NO. 2023-370

Rusul Rasheed appeals the scoring of the Senior Engineer, Transportation (PS7383T), Department of Transportation promotional examination.

ACTION:

B-47 JOHN SHAW – DOCKET NO. 2019-2619

John Shaw appeals his score for the oral portion of the promotional examination for Fire Lieutenant (PM1067V), Belleville. He also appeals his seniority score.

ACTION:

B-48 CECIEL YOUSSEF – DOCKET NO. 2022-3308

Ceciel Youssef appeals the scoring of the Senior Engineer, Transportation (PS1109T), Department of Transportation promotional examination.

ACTION:

B-49 JAMES DONOVAN – DOCKET NO. 2023-383

James Donovan appeals the test administration for the examination for Deputy Police Chief (PM4496C), Bayonne.

ACTION:

B-50 DEBORAH NARGI – DOCKET NO. 2023-361

Deborah Nargi requests a retroactive effective date of the reclassification of her position from Agency Services Representative 1 to Agency Services Representative 4.

ACTION:**B-51 L.P. – DOCKET NO. 2022-3232**

L.P., a Sergeant with the Division of State Police, Department of Law and Public Safety, appeals the decision of a of Chief Ethics and Compliance Officer, which was unable to substantiate all his allegations of violations of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:**B-52 S.S. – DOCKET NO. 2023-131**

S.S., a former Agent MVC, appeals the decision of the Deputy Director of Legal Affairs, which substantiated that she violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:**B-53 F.B., *ET AL.* – DOCKET NOS. 2022-1079, *ET AL.***

West Orange, represented by Kenneth A. Rosenberg, Esq., requests relief concerning the Civil Service Commission's order in *In the Matters of F.B., et al., Township of West Orange* (CSC, decided March 2, 2022).

ACTION:**B-54 JALESA COOPER – DOCKET NO. 2021-1025**

Jalesa Cooper, a Keyboarding Clerk 1 with Trenton, represented by Seth Gollin, Esq., AFSCME New Jersey Council 63, requests that the Civil Service Commission reinstate the appeal of her removal, effective December 30, 2020, which was dismissed on the basis of her failure to appear at the June 6, 2022 hearing.

ACTION:

B-55 FAMILY COUNSELOR (C0110A), BERGEN COUNTY – DOCKET NO. 2023-57

In *In the Matter of Family Counselor (C0110A), Bergen County* (CSC Decided December 4, 2019), the Civil Service Commission (Commission) granted the request of Bergen County for an appointment waiver for the July 8, 2019 certification and ordered that no selection costs would be assessed at that time since there was a possibility that the eligible 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 of costs is now before the Commission.

ACTION:**B-56 SEWAGE METER REPAIRER (C0287A), BERGEN COUNTY UTILITIES AUTHORITY – DOCKET NO. 2023-56**

In *In the Matter of Sewage Meter Repairer (C0287A), Bergen County Utilities Authority* (CSC Decided May 20, 2020), the Civil Service Commission granted the request of Bergen County Utilities Authority for an appointment waiver for the October 22, 2019 certification and ordered that no selection costs would be assessed at that time since there was a possibility that the eligible 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 of costs is now before the Commission.

ACTION:**B-57 OFFICE OF THE CHIEF STATE MEDICAL EXAMINER – DOCKET NO. 2023-502**

The Department of Health requests that the provisions of *N.J.A.C. 4A:3-5.7(d)* to establish a daily rate for certain individuals in exempt non-limited (NL) titles for hours worked on weekends and holidays, outside of their normal work hours.

ACTION:

B-58 ADRIAN FIGUEROA, JR. – DOCKET NO. 2023-428

The Superior Court of New Jersey, Appellate Division, in *In the Matter of Adrian Figueroa, Jr.*, Docket No. A-2686-20 (App. Div., August 16, 2022), remanded the issue as to the disposition of the charges and penalty imposed against Adrian Figueroa, Jr., to the Civil Service Commission for a determination.

ACTION:**B-59 COUNTY REENTRY COORDINATOR – DOCKET NO. 2023-649**

The Division of Agency Services requests the establishment of the unclassified title of County Reentry Coordinator for use in county government.

ACTION: