



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

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

Allison Chris Myers
Acting Chair/Chief Executive Officer

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

MAY 3, 2023

Allison Chris Myers, Acting 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 March 29, 2023.

ACTION:

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Russell App, Fire Fighter, Carteret, Fire Department, removal.

Czere Adams, Police Officer, Newark, Department of Public Safety, suspensions (4).

George Cook, Motor Broom Driver, Hoboken, Department of Environmental Services, resignation not in good standing.

Genevieve Esteban, Senior Data Control Clerk, Jersey City, Department of Housing, Economic Development and Commerce, suspension.

Delfon Gayles, Laborer 1, Trenton, Department of Recreation, Natural Resources and Culture, removal.

Heather Gumb, Senior Probation Officer, Judiciary, Burlington Vicinage, suspension.

Charles Novak, Police Officer, Sayreville, Police Department, suspension.

Anant Wright, Meter Worker 1, Trenton, Department of Water and Sewer, removal.

ACTION:

DISMISSAL FOR FAILURE TO APPEAR

The Civil Service Commission dismissed the following cases without prejudice for failure to appear at the scheduled hearing before the Office of Administrative Law:

Tiffany Davis, Agency Services Representative Trainee, Board of Public Utilities, release at the end of the working test period.

ACTION:

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Ashley Cabrera
Newark
Department of Public Safety
Suspension

Thomas Bonuke
Hudson County
Department of Health and Human Services
Suspension

Michael Giamarino
Department of Transportation
Suspension

Richard Kurapka
Greystone Park Psychiatric Hospital
Department of Health
Release at the end of the working test period

Kia Lemmon
Greystone Park Psychiatric Hospital
Department of Health
Removal

Brian O’Neill
New Jersey State Prison
Department of Corrections
Suspension and Demotion

Brian O’Neill
New Jersey State Prison
Department of Corrections
Removal

Richard Sanders
Northern State Prison
Department of Corrections
Removal

ACTION:

A-2 RAYLOR ADAMES – CSC DOCKET NO. 2021-1600

Raylor Adames, Fire Fighter, Newark, Department of Public Safety, 10 working day suspension, on charges of neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 10 working day suspension to a five working day suspension.

ACTION:

A-3 ROBERT CLARK – CSC DOCKET NOS. 2020-1028 AND 2020-1029 (CONSOLIDATED)

Robert Clark, Police Officer, Monroe, Police Department, 90 working day suspension and removal, effective November 1, 2017, on charges of conduct unbecoming a public employee and violation of multiple departmental rules and regulations.

Recommendation of the Administrative Law Judge – Uphold the 90 working day suspension and removal.

ACTION:

A-4 DAVID GILMORE – CSC DOCKET NO. 2022-2664

David Gilmore, Director of Community Improvements, Paterson, Department of Economic Development, removal, effective April 19, 2022, on charges of insubordination, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION:

A-5 MAURICE JACKSON – CSC DOCKET NO. ~~2016-3718~~

Maurice Jackson, Correctional Police Sergeant, Central Reception and Assignment Facility, Department of Corrections, removal, effective September 12, 2019, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-6 ARMINDA MEDINA – CSC DOCKET NO. 2016-3718

Arminda Medina, Judiciary Clerk 3, Judiciary, Union Vicinage, removal, effective January 25, 2016, on charges of inability to perform duties.

Recommendation of the Administrative Law Judge – Grant the appointing authority’s motion for summary decision and uphold the removal.

ACTION:

A-7 VICTOR OBIEFUNA – CSC DOCKET NO. 2023-103

Victor Obiefuna, Human Services Technician, Greystone Park Psychiatric Hospital, Department of Health, removal, effective March 21, 2022, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Grant the appointing authority’s motion for summary decision and uphold the removal.

ACTION:

A-8 MICHAEL PALINCZAR – CSC DOCKET NO. 2019-3130

Michael Palinczar, Police Officer, Trenton, Police Department, removal, effective April 18, 2019, 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-9 MATTHEW RADECKY – CSC DOCKET NOS. 2022-2658 AND 2022-3018 (CONSOLIDATED)

Matthew Radecky, Police Sergeant, Pohatcong, Police Department, two removals, effective April 5, 2022, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removals to a six-month suspension.

ACTION:

A-10 SERGIO SANTIAGO – CSC DOCKET NO. 2022-2313

Sergio Santiago, Senior Correctional Police Officer, Northern State Prison, Department of Corrections, removal, effective March 14, 2022, on charges of insubordination, inability to perform duties, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION:

A-11 JAMES SIMPSON – CSC DOCKET NO. 2022-2832

James Simpson, Public Works Inspector, Millville, Department of Public Works, removal, effective May 2, 2022, on charges of incompetency, inefficiency or failure to perform duties, insubordination, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-12 ROME SMITH – CSC DOCKET NO. 2021-342

Rome Smith, Senior Juvenile Detention Officer, Cumberland County, Department of Corrections, removal, effective September 15, 2020, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removal to a six-month suspension.

ACTION:

A-13 CHARLES WILLIAMS – CSC DOCKET NO. 2020-905

Charles Williams, Senior Correctional Police Officer, Garden State Youth Correctional Facility, Department of Corrections, 45 working day suspension, on charges of incompetency, inefficiency or failure to perform duties and neglect of duty.

Recommendation of the Administrative Law Judge – Modify the 45 working day suspension to a 25 working day suspension.

ACTION:

SECTION B – MISCELLANEOUS MATTERS**B-1 A.S. – CSC DOCKET NO. 2023-625**

A.S., represented by Eric Marcy, Esq., appeals his rejection as a Police Officer candidate by West New York 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 P.R. – CSC DOCKET NO. 2022-1257**

P.R., represented by Stephen B. Hunter, Esq., appeals her rejection as a Police Officer candidate by Jersey City and its request to remove her 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-3 ALAA ALATEEK – CSC DOCKET NO. 2023-1047**

Alaa Alateek, represented by Nicole L. Atlak, Esq., appeals the removal of her name from the eligible list for Police Officer (S9999A), Jersey City on the basis that she did not appear for the psychological examination.

ACTION:**B-4 CASEY OLOHAN – CSC DOCKET NO. 2023-715**

Casey Olohan, represented by John D. Feeley, Esq., appeals the removal of his name from the eligible list for Fire Fighter (M1845W), Kearny on the basis of failure to meet the residency requirement.

ACTION:**B-5 ANTHONY TILLMAN – CSC DOCKET NO. 2023-1252**

Anthony Tillman appeals the decision to remove his name from the eligible list for Police Officer (S9999A), Ewing Township on the basis that he failed to respond to the certification notice.

ACTION:

B-6 VICTOR DENIS – CSC DOCKET NO. 2023-1320

Victor Denis appeals the bypass of his name on the Supervisor, Information Technology (C0757D), Essex County eligible list.

ACTION:

B-7 ANDREW CASOLE – CSC DOCKET NO. 2023-707

Andrew Casole 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 Police Lieutenant (PM4787D), Seaside Park.

ACTION:

B-8 TRACI GRANATE – CSC DOCKET NO. 2023-1579

Traci Granate appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the qualifying examination for Appeal Examiner 2, Department of Labor and Workforce Development.

ACTION:

B-9 NANCY GRAVINA, *ET AL.* – CSC DOCKET NOS. 2023-1690, *ET AL.*

Nancy Gravina, Debra Mallamace, Shaonil Nandi, and Michael Picariello appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the promotional examination for Human Services Specialist 4 (PC5164D), Hudson County.

ACTION:

B-10 TROY HARRIS – CSC DOCKET NO. 2023-1457

Troy Harris appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the open competitive examination for Human Services Specialist 1 (C1491D), Hudson County.

ACTION:

B-11 CLAUDETTE LATTIMORE – CSC DOCKET NO. 2023-1611

Claudette Lattimore appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Coordinator, MVC (PS8479T), Motor Vehicle Commission.

ACTION:

B-12 MINERVA MARTINEZ – CSC DOCKET NO. 2023-1234

Minerva Martinez appeals the determination of the Division of Agency Services which found that she did not meet the requirements for the promotional examination for Human Services Specialist 4 (PC5164D), Hudson County.

ACTION:

B-13 MARITZA TELLEZ – CSC DOCKET NOS. 2023-1455 AND 2023-1456

Maritza Tellez appeals the determinations of the Division of Agency Services that she did not meet the experience requirements for the promotional examinations for Human Services Specialist 1 (C1491D), and Human Services Specialist 1, Bilingual in Spanish and English (C1492D), Hudson County.

ACTION:

B-14 JOANNA KIERCE, *ET AL.* – CSC DOCKET NOS. 2022-1976, *ET AL.*

Joanna Kierce, represented by Michael A. Bukosky, Esq., Kevin Aviles, Megan Bara, Samantha Camacho, Dave Persad, Victor Ransom, Chanel Thomas, John Tomei and Arkadiusz Zylkiewicz (PM4569C), Jersey City; Steve Molina (PM4659C), Union City; and Cristo Dominguez and Juan Laffont (PM4672C), West New York; appeal the administration of the promotional examination for Police Sergeant.

ACTION:

B-15 A.B. – CSC DOCKET NO. 2023-1240

A.B., a former unclassified Clinical Psychiatrist – Post Certified with Ancora Psychiatric Hospital, Department of Health, represented by David E. Gray, Esq., appeals the determination of a Chief of Staff which substantiated that she violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-16 M.M. – CSC DOCKET NO. 2023-660

M.M., a former Paralegal Technician 1 with the Department of Children and Families, appeals the determination of a Deputy Commissioner, Policy, Legal Affairs and Compliance that substantiated that she violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-17 J.Z. – CSC DOCKET NO. 2023-543

J.Z., a Senior Parole Officer, Juvenile Justice Commission, appeals the determination of the Chief Ethics and Compliance Officer, which found that the appellant failed to present sufficient evidence to support a finding that she had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-18 ACCOUNTANT (M0522B), JERSEY CITY PUBLIC LIBRARY– CSC DOCKET NO. 2023-1612

Jersey City Public Library requests permission not to make an appointment from the July 11, 2022 certification for Accountant (M0522B), Jersey City Public Library.

ACTION:

B-19 INVESTIGATOR 2 (C1222D), BERGEN COUNTY – CSC DOCKET NO. 2023-1517

Bergen County requests permission not to make an appointment from the December 12, 2022 certification for Investigator 2 (C1222D), Bergen County.

ACTION:

B-20 SOCIAL WORKER (C1163A), BERGEN COUNTY- CSC DOCKET NO. 2023-1646

In *In the Matter of Social Worker (C1163A), Bergen County* (CSC, decided June 29, 2022), the Civil Service Commission (Commission) granted the request of Bergen County for an appointment waiver for the February 6, 2020 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-21 GLENN NOLEN – CSC DOCKET NO. 2023-925**

Glenn Nolen requests enforcement of the Civil Service Commission decision rendered on May 18, 2022, which ordered that he be granted mitigated back pay, benefits, and seniority.

ACTION:**B-22 WANDA DOWNING – CSC DOCKET NO. 2023-1492**

Wanda Downing, a Tenant Relations Assistant, represented by Arnold Shep Cohen, Esq., appeals her separation from employment, effective December 31, 2022, with the Irvington Housing Authority.

ACTION:**B-23 JOSEPH BRANDECKER, ET AL. - CSC DOCKET NOS. 2023-1614, ET AL.**

The Department of Human Services requests that the permanent appointments of Joseph Brandecker, Shawn Canada, Skylar Dixon, Derek Enriquez, Matthew Lewis and Steven Meckel to the title of Police Officer Recruit, Human Services be recorded, effective January 2, 2021.

ACTION:

B-24 SKYLER CONTE – CSC DOCKET NO. 2023-1839

The Department of Environmental Protection requests that the permanent appointment of Skyler Conte to the title of State Park Police Officer Trainee be recorded, effective November 22, 2021.

ACTION:**B-25 CRIMINAL INTELLIGENCE ANALYST TITLE SERIES – CSC DOCKET NO. 2023-2248**

The Division of Agency Services requests the creation of the local government title series of Criminal Intelligence Analyst.

ACTION:**B-26 F.B., *ET AL.* - CSC DOCKET NOS. 2023-963, *ET AL.***

F.B., J.D., D.K., J.N., and S.R., Fire Fighters; and S.G. and C.R., Fire Captains, all with the West Orange, represented by Craig S. Gumpel, Esq., request enforcement of the Civil Service Commission (Commission) decision rendered on October 12, 2022, which ordered that they be granted back pay as set forth in the decision. West Orange, represented by Kenneth A. Rosenberg, Esq., petitions the Commission for a stay of the decision, pending the outcome of its appeal to the Superior Court, Appellate Division.

ACTION:**B-27 NICHOLAS HAGENS – CSC DOCKET NO. 2022-3272**

Nicholas Hagens appeals the decision to remove his name from the Sheriff's Officer (S9999A), Essex County, eligible list on the basis of falsification of his application.

ACTION:**B-28 BAYON DELCID – CSC DOCKET NO. 2023-287**

Bayron Delcid appeals his non-appointment from the eligible list for Campus Police Officer Recruit (S9999A), Stockton State University.

ACTION:

B-29 THOMAS WENGERTER – CSC DOCKET NO. 2023-1299

Thomas Wengerter appeals the written portion of the examination for Fire Captain (PM5028D) Linden.

ACTION: