



Mikie Sherrill
Governor

STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Mary Cruz
Chair/Chief Executive Officer

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

November 4, 2026

**Mary Cruz, Acting Chairperson
Dolores Gorczyca
Diomedes Tsitouras
Christina Mongon**

CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of September 23, 2026.

ACTION:

WITHDRAWAL OF APPEALS

The following appeal was withdrawn and removed from the hearing calendar:

Glenn Coley, Police Officer, Township of Teaneck, Police Department, suspension.

Shamanda Veal, Clerk 1, Passaic County, 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:

Siddkie Al Masude, Transport Hauler, Department of the Treasury, resignation not in good standing.

Frederick Asiebum, Human Services Assistant, Trenton Psychiatric Hospital, Department of Health, suspension.

ACTION:

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Lonnie Beachaump
Woodbine Developmental Center
Department of Human Services

Yanith Castillo
Montclair State University

Omar Diaz
City of Newark
Police Department

Naderje Fievre-Lavarin
Department of Labor and Workforce Development

Ainbami Gbadamosi
Department of Labor and Workforce Development

Percy Mendoza
Township Of Kearny
Police Department

Deborah Minton
Vineland School District

Wilfredo Morales
City of Asbury Park
Department of Public Maintenance

Noel Pringle
City of Plainfield
Department of Public Works

Michael Rizzo
Essex County
Department of Public Safety

Allenston Sheridan
East Jersey State Prison
Department of Corrections

Lolita Slater
Union County
Department of Human Services

Joshua Smith
City of Millville
Department of Public Safety

Edna Souza
New Jersey Youth Justice Commission

Leonard Thompson
Ann Klein Forensic Center
Department of Health

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Ann Klein Forensic Center
Department of Health

ACTION:

A-2 NYEEM CALHOUN – CSC DOCKET NO. 2025-2401

Nyeem Calhoun, a Police Officer, with the Township of Lacey, Police Department, appeals his removal, effective April 7, 2025, on charges of conduct unbecoming a public employee; neglect of duty; failure to perform duties; and other sufficient causes.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-3 A.C. – CSC DOCKET NO. 2026-557

A.C., a Sheriff's Officer, with the Atlantic County Sheriff's Department, appeals his removal, effective May 20, 2025, on charges of conduct unbecoming a public employee and conviction of a crime.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-4 JULIETTE CRESPO – CSC DOCKET NO. 2024-509

Juliette Crespo, a Police Officer, with the City of Union City, appeals her 30 working day suspension, effective September 28, 2023, on charges of chronic or excessive absenteeism and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 30 working day suspension to a 10 working day suspension.

ACTION:

A-5 RODNEY DORILUS – CSC DOCKET NO. 2024-2434

Rodney Dorilus, a Police Officer, with the City of Elizabeth, appeals his removal, effective August 22, 2023, on charges of inability to perform duties, other sufficient cause and violations of departmental rules.

Recommendation of the Administrative Law Judge – Reverse the removal and reinstate effective October 19, 2023, the date the criminal charges were dismissed, with backpay.

ACTION:

A-6 JAMES FABREGAS – CSC DOCKET NO. 2024-712

James Fabregas, a Software Development Specialist 2, with the Department of Human Services, appeals his release at the end of his working test period, effective September 6, 2023.

Recommendation of the Administrative Law Judge – Uphold the release at the end of the working test period.

ACTION:

A-7 KIA LEMMON – CSC DOCKET NO. 2024-1439

Kia Lemmon, a Senior Food Service Handler, with the Department of Health, Greystone Park Psychiatric Hospital, appeals her removal, effective December 29, 2023, on charges of chronic or excessive absenteeism or lateness, other sufficient cause and violation of departmental regulations.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-8 CLAUDIA MARTINEZ – CSC DOCKET NOS. 2023-2925 and 2024-199

Claudia Martinez, a Police Officer, with the City of Newark, Department of Public Safety, appeals her 12-day and 15-day suspensions, on neglect of duty and violations of departmental policies.

Recommendation of the Administrative Law Judge – Uphold the 12-day suspension and dismiss the 15-day suspension.

ACTION:

A-9 PRIYA OUTAR – CSC DOCKET NO. 2025-1400

Priya Outar, an Investigator 1, Division of Consumer Affairs, Department of Law and Public Safety, appeals her release at the end of the working test period, effective December 6, 2024.

Recommendation of the Administrative Law Judge – Reverse the release at the end of the working test period, with back pay.

ACTION:

A-10 SANTIAGO PANIAGUA – CSC DOCKET NO. 2023-505

Santiago Paniagua, a Public Safety Telecommunicator, with the City of Newark, Department of Public Safety, appeals his removal, effective June 30, 2022, on the charge of neglect of duty.

Recommendation of the Administrative Law Judge – Uphold the removal, with six months of back pay and service time.

ACTION:

A-11 JAMAR REID. – CSC DOCKET NO. 2026-875

Jamar Reid a Police Officer, with the City of Orange, Police Department, appeals his removal, effective May 12, 2025, on charges of conduct unbecoming a public employee; misuse of public property including motor vehicles; and other sufficient causes.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

A-12 GABRIEL RIVERA – CSC DOCKET NO. 2025-1825

Gabriel Rivera, a Police Sergeant, with the City of Newark, Department of Public Safety, appeals his 10 working day suspension on the charge of chronic or excessive absenteeism.

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

ACTION:

A-13 GRISELL SIERRA – CSC DOCKET NO. 2026-736

Grisell Sierra, a Personnel Assistant 4, with the Motor Vehicle Commission Department, appeals her resignation not in good standing, effective March 17, 2025, on charges of chronic or excessive absenteeism, conduct unbecoming a public employee and other sufficient cause.

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

ACTION:**A-14 GERALD WALKER – CSC DOCKET NO. 2024-992**

Gerald Walker, a Laborer 1, with the City of Linden, Department of Public Property and Community Services, appeals his removal, effective August 15, 2023, on charges of conduct unbecoming a public employee, neglect of duty, and other sufficient causes.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:**A-15 DANIELLE WILLIAMS-WIGFALL – CSC DOCKET NO. 2024-2525**

Danielle Williams-Wigfall, a County Correctional Police Officer, with Hudson County, Department of Corrections, appeals her 100 working day suspension, on charges of incompetency, inefficiency, or failure to perform duties; insubordination; conduct unbecoming a public employee; neglect of duty; and other sufficient causes.

Recommendation of the Administrative Law Judge – Modify the 100 working day suspension to a 35 working day suspension.

ACTION:**SECTION B – MISCELLANEOUS MATTERS****B-1 MICHELANGELO KISZKA – CSC DOCKET NO. 2026-261**

Michelangelo Kiska, represented by Kevin G. Roe, Esq., appeals the decision to remove his name from the Fire Fighter (M2238D), Jersey City eligible list.

ACTION:

B-2 DEBBIE GOMEZ – CSC DOCKET NO. 2027-321

Debbie Gomez appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for County Representative, Human Services (PS5927K), Department of Children and Families.

ACTION:

B-3 MICHAEL COSTA, *ET AL.* – CSC DOCKET NOS. 2025-1894, *ET AL.*

Michael Costa, Ebony Mullin and Danny Racines appeal the eligibility of Alberto Aponte and Saladin Stafford for the County Correctional Police Lieutenant (PC4255E), Essex County, promotional examination. They also appeal the calculation of Aponte's seniority score. Additionally, Mullin requests review of her examination and seniority scores and Racines requests review of Mullin's and James Miller's seniority scores.

ACTION:

B-4 ERIK ERTLE – CSC DOCKET NO. 2026-2133

Erik Ertle, a former Superintendent of Recreation, Department of the Beach, Borough of Manasquan, appeals the determination of his layoff rights determination by the Division of Agency Services.

ACTION:

B-5 A.H. – CSC DOCKET NO. 2026-1817

A.H. appeals his separation as a Jersey City Police Officer due to retirement, effective February 1, 2025.

ACTION:

B-6 D.E. – CSC DOCKET NO. 2026-2655

D.E., a managerial employee with the Department of Health, represented by Daniel A. Horowitz, Esq., appeals the determination of the Director, Division of Equal Employment Opportunity and Affirmative Action, Civil Service Commission, stating that there was insufficient evidence to support a finding that the appellant had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

ACTION:

B-7 S.G. – CSC DOCKET NO. 2026-1273

A S.G., a Police Officer with Jersey City, requests reconsideration of *In the Matter of S.G., Jersey City* (CSC, decided October 15, 2025), which denied her request for enforcement.

ACTION:**B-8 INTERIM REALLOCATION OF LOCAL TITLES – CSC DOCKET NO. 2027-1022**

The Division of Agency Services requests the reallocation of various local job titles in order to effect the permanent appointments of certain employees to the noncompetitive division of the career service on an interim basis.

ACTION:**B-9 E.L. – CSC DOCKET NO. 2026-2697**

E.L., a Probation Officer, represented by Lynsey Stehling, Esq., appeals the decision of the Judiciary, Cumberland/Gloucester/Salem Vicinage, which denied her request to participate in the Donated Leave Program intermittently.

ACTION:**B-10 SHAKEESE WOODSON – CSC DOCKET NO. 2026-1877**

Shakeese Woodson appeals Orange's use of the promotional eligible list for Police Sergeant (PM4615C).

ACTION:**B-11 DONALD ALEXANDER, III – CSC DOCKET NO. 2027-787**

Donald Alexander, III, represented by Leonard S. Baker, Esq, and the Borough of Lindenwold, represented by David A. Capozzi, Esq. request a retroactive appointment date regarding his appointment as a Police Officer with the Borough of Lindenwold.

ACTION:

B-12 PATRICK GEARY – CSC DOCKET NO. 2026-2288

Patrick Geary, a County Correctional Police Lieutenant with Ocean County, requests reconsideration of that portion of the Civil Service Commission's decision in *In the Matters of Patrick Geary and Charles Dishon, Ocean County* (CSC, decided April 8, 2026) that denied his request for a retroactive date of appointment.

ACTION:

B-13 NADRELL MCMILLAN – CSC DOCKET NO. 2026-376

Nadrell McMillan, a Sanitation Worker with New Brunswick, Department of Public Works, requests enforcement of the decision of the Civil Service Commission in *In the Matter of Nadrell McMillan* (CSC, decided April 30, 2025), which granted him mitigated back pay, benefits, and seniority.

ACTION:

B-14 CHASE POTOCHNY – CSC DOCKET NO. 2026-1215

Bordentown Township, represented by Armando V. Riccio, Esq, requests reconsideration of *In the Matter of Chase Potocny* (CSC, decided September 24, 2025), which modified Chase Potocny's removal, a Bordentown Township Police Officer, to a six-month suspension with additional training.

ACTION:

B-15 STEFANIE JUSTE-DUPLESSY – CSC DOCKET NO. 2026-2625

Stafanie Juste-Duplessy, a Medical Security Office 3 with Trenton Psychiatric Hospital, requests a retroactive date of permanent appointment.

ACTION:

B-16 DIRECTOR OF PUBLIC WORKS (PM4834C), NEWARK – CSC DOCKET NOS. 2026-1822 AND 2026-2147

The Division of Human Resource Information Service requests that the Civil Service Commission order Newark to properly dispose of the April 24, 2023 certification of the eligible list for Director of Public Works (PM4834C), Newark. Additionally, Wanda Stevenson, represented by Jack Arsenault, Esq., requests to be appointed as Director of Public Works from the Director of Public Works (PM4834C), Newark eligible list, retroactive to April 18, 2024, among other requests.

ACTION:

B-17 STATE POLICY RULE AMENDMENT ADOPTION

Submitted for the Commission's approval is a Notice of Adoption to amend *N.J.A.C. 4A:7-3.1*, State Policy Prohibiting Discrimination in the Workplace. The proposal specifically calls for amendment to *N.J.A.C. 4A:7-3.1(j)* to ensure consistency with the New Jersey Supreme Court's decision, *In the Matter of Viktoriya Usachenok v. Department of the Treasury*, 257 N.J. 184 (2024). No comments were received during the comment period. As explained in the Notice of Adoption, agency-initiated technical changes are proposed.

ACTION:**B-18 CIVIL SERVICE COMMISSION MEETING DATES FOR 2027**

The proposed 2027 Civil Service Commission meeting dates are submitted for approval.