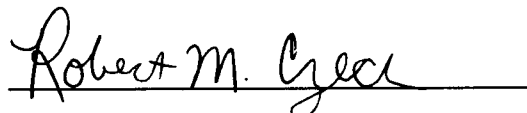




Re: Roseland Jean

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
OCTOBER 7, 2015

A handwritten signature in cursive script, reading "Robert M. Czech", is written over a solid horizontal line.

Robert M. Czech  
Chairperson  
Civil Service Commission

Inquiries  
and  
Correspondence

Henry Maurer  
Director  
Division of Appeals and Regulatory Affairs  
Civil Service Commission  
P. O. Box 312  
Trenton, New Jersey 08625-0312

Attachment



**State of New Jersey**  
OFFICE OF ADMINISTRATIVE LAW

**INITIAL DECISION**

OAL DKT. NO. CSV 13525-13

AGENCY DKT. NO. 2014-598

**IN THE MATTER OF JEAN ROSELAND,  
SUPERIOR COURT OF NEW JERSEY,  
MERCER VICINAGE.**

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**Jean Roseland**, appellant, pro se

**Susanna J. Morris**, Esq., for respondent Superior Court of New Jersey, Mercer  
Vicinage

Record Closed: March 4, 2015

Decided: September 3, 2015

BEFORE **JOSEPH A. ASCIONE**, ALJ:

**STATEMENT OF THE CASE**

On August 27, 2013, appellant, Roseland Jean (Jean), timely appealed her August 12, 2013, twenty-day suspension by the Judiciary Mercer Vicinage (J-MV) on charges of violation of N.J.A.C. 4A:2-2.3(a)(1), incompetency and inefficiency to perform duties, N.J.A.C. 4A:2-2.3(a)(1), failure to perform duties, N.J.A.C. 4A:2-2.3(a)(7), neglect of duty, and N.J.A.C. 4A:2-2.3(a)(6), conduct unbecoming a public employee. Specifically, the Final Notice of Disciplinary Action (R-1) states, "Employee failed to meet her ELR quota of twenty per calendar in July, August and September 2012. The employee has a large number of overdue WRKL alerts for her caseload, one alert was overdue for 1,058 days." Appellant disputes the suspension, maintaining issues with

the computer program, her success rate, the lack of training by the J-MV supervisory personnel, and retaliation for appellant's personal heterosexual orientation, and refusal to submit to advances made by her female superior officer.

### **PROCEDURAL HISTORY**

On March 25, 2013, a Preliminary Notice of Disciplinary Action (PNDA) (R-31) issued against Jean, with the same specifications identified above. The March 25, 2013, PNDA sought a twenty-nine day suspension. On August 12, 2013, a Final Notice of Disciplinary Action (FNDA) (R-31) issued suspending Jean for twenty days, effective, August 13, 2013. After issuance of the FNDA and notice of appeal, this matter was transmitted to and filed with the Office of Administrative Law (OAL) on September 20, 2013, by the Civil Service Commission for determination as a contested case, pursuant to N.J.S.A. 52:14B-1 to -15 and N.J.S.A. 52:14F-1 to -13. Hearing dates were held on October 8, 2014, November 6, 2014, and January 20, 2015. The parties were afforded the opportunity to submit closing memorandum and statements, and the record closed on March 4, 2015. Extensions to file the initial decision were granted on April 16, 2015, June 3, 2015 and July 21, 2015.

### **TESTIMONY**

#### **Tanya Barr (Barr)**

Barr is an employee of the J-MV, her classification is Court Services Supervisor II, and she has been employed for thirty-one years. She is the team leader of Jean's group which processes New Jersey Kids (NJK) issues of child support. The team consists of seven people presently, and five to eight people over her fourteen/fifteen years as a team leader.

Jean commenced work with the J-MV in 2007 and in March of 2008 joined Barr's team. Jean did not get her own caseload immediately. Jean shadowed other team members. In 2008, NJK's predecessor system was in use ACSES, NJK's system became effective in 2009. The function of the team required it to manage the cases and

move the cases forward. This included confirming that child support payments were made, and when not made, to prepare the matter to enforce the litigants rights (ELR). The goal, to prepare for ELR hearings, on an average of twenty matters per month. Alerts would be computer generated to the worker assigned a matter. There were action alerts and informational alerts. In 2009, the new program, NJK, resulted in workers receiving five days of intensive training on the new system, as well as additional training within the vicinage from the Department of Family Development (DFD). The J-MV provided in-house trainers from DFD once a week.

In 2009, none of the workers was perfect at NJK. Action alerts required action by the worker. Every worker's goal is the preparation of ELR packages. NJK changed from "sandbox mode" to "live" in July 2009. At times the ELR goal numbers had fluctuated among fifteen, twenty, and twenty-five per month. In July 2010, the J-MV set the ELR goal number at twenty per month. Of the 750 to 800 cases assigned a worker, up to 30 percent were not paying, the worker's responsibility is to work on that 30 percent. The cases are assigned randomly and are not traded among the workers.

In 2009, Jean's performance did not reach the level that one would expect of a worker. In 2009, Jean did not perform adequately. Information alerts disappear after ten days. Action alerts disappear after three months. The work list (WRKL) would continue to record actions required. Jean kept falling behind. Barr provided Jean assistance from other workers and herself. Jean's performance did not improve. This continued through 2010, 2011 and 2012. At one time in 2012, Jean's WRKL had grown to twelve pages. The oldest alert had reached over 1,050 days. The record R-22 reflects that Jean did not meet the required goal of preparing twenty ELRs per month during the months of July, August and September 2012. The approved ELRs for these months were sixteen, fifteen and fourteen.

On August 6, 2012, e-mail messages were exchanged between Barr and Jean. Jean stated she had no ELRs ready at that time (R-24, R-25). On July 24, 2012, and continuing into August, a string of e-mail messages were exchanged between Barr and Jean (R-26, R-27), these messages addressed the ELRs for August. They were submitted untimely and with problems, fifteen ELRs were approved for August 2012.

Jean complained that the postal addresses were not correct, however, postal issues were frequently a part of the presentation of the ELRs. Jean's job required her to use diligent effort to discover the proper addresses and there were tools to use. Such tools included Nexus/Lexis and DMV records. Some of the ELRs dealt with emancipation issues, these were also not presented to the court. Jean has required goals were twenty ELRs per month. This Jean did not complete for July, August, and September. Eventually, Barr concluded, Jean, did not do her job, and pursued a disciplinary action. Barr testified that Jean's co-employees did meet the goal requirements for ELRs. Only Jean failed to meet the required work goals.

**Jessica Jaremback (Jaremback)**

Jaremback, a co-worker, testified on behalf of Jean. She took over some of Jean's caseload after she left the office. She testified to vaguely remembering a DFD report. Jaremback was unsure if her name was on it. Jean's old alerts were resolved, or were resolvable. Some took longer than others. She testified she does not know about all the alerts in the office, just hers. Her's are current, with just a few lingering from the previous week. Jaremback's 2009 to 2012 alerts were all resolved by 2014, maybe some 2013 would have still been opened in 2014. All Jaremback's old work completed. Review of ELRs could reduce the numbers. Sometimes they could be corrected. Jean would state to her that she did not have enough postal verifications to place matters on the ELR list. No one told her why Jean did not have cases. Jean did have a high collection rate.

**Blanca Batista-Perez (Batista-Perez)**

Batista-Perez, another co-worker, testified on behalf of Jean. She testified to vaguely remembering the DFD alerts from 2009-2013, everyone got one. She testified she did not have any recollection of any specifics regarding Jean's or other co-worker's DFD alerts. All her cases were resolved. She testified, the new NJK program required learning through the process, the system was updated frequently. It was a tough pace for all of us. The supervisors helped us. Batista-Perez could not state if a different

standard was applied to Jean, or whether Jean did not perform. Batista-Perez gave Jean ELR cases to get her caseload up to the goal. She could not testify as to Jean's collection standard, other than it was as good as her own. Batista-Perez testified, the administration constantly made changes in policies.

Batista-Perez testified, I did not see or hear anything regarding a sexual harassment of Jean. The one time Barr followed Jean, I did not perceive it as sexual harassment. Batista-Perez testified Jean claimed to her, she had been sexually harassed by Barr, but the witness never observed any incident. She had a personal sexual harassment incident that pre-dated the issues raised by Jean.

### **Roseland Jean**

Jean testified she started work with J-MV in March 2008 in the child support unit. She testified the chief and assistant chief told others her performance was "not up to par." Jean testified they were lesbians. She testified she was written up for not being a lesbian. She testified she received discipline numerous times and they were postponed several times. She testified to 300 to 400 meetings and 2,000 e-mails. She testified she filed a complaint against Christian Cunningham, and management took no action on it. Christian Cunningham has been moved to the other end and transferred to community service. She testified management set her up by not giving her cases to bring to court. She testified management would retaliate against her co-workers if they testified in her behalf. In 2013, management found there was no sexual harassment or deprivation of civil rights. She testified, "I am not that much of a slacker, I am being targeted." The child support unit is to work together. She did not have twenty ELR cases as she had a high collection rate. The meetings are now at 500 to 600 and 3,000 e-mails. Her cases are not resolvable.

Jean initially testified that she did not know that the failure to get ELRs to court resulted in harm to the children. She then eventually acknowledged that fact. She reviewed the various e-mails that were introduced by respondent and acknowledged none reflected sexual harassment. Jean testified that the sexual harassment resulted from Barr following her around the office.

## FACTUAL DISCUSSION

When witnesses present conflicting testimonies, it is the duty of the trier of fact to weigh each witness's credibility and make a factual finding. In other words, credibility is the value a fact finder assigns to the testimony of a witness, and it incorporates the overall assessment of the witness's story in light of its rationality, consistency, and how it comports with other evidence. Carbo v. United States, 314 F. 2d 718 (9th Cir. 1963); see In re Polk, 90 N.J. 550 (1982). Credibility findings "are often influenced by matters such as observations of the character and demeanor of witnesses and common human experience that are not transmitted by the record." State v. Locurto, 157 N.J. 463 (1999). A fact finder is expected to base decisions on credibility on his or her common sense, intuition or experience. Barnes v. United States, 412 U.S. 837 (1973).

However, the finder of fact is not bound to believe the testimony of any witness, and credibility does not automatically rest astride the party with more witnesses. In re Perrone, 5 N.J. 514 (1950). Testimony may be disbelieved, but may not be disregarded at an administrative proceeding. Middletown Twp. v. Murdoch, 73 N.J. Super. 511 (App. Div. 1962). Credible testimony must not only proceed from the mouth of credible witnesses but must be credible in itself. Spagnuolo v. Bonnet, 16 N.J. 546 (1954). The evidence presented and the credibility of the witnesses will assist in resolving whether the charges and discipline imposed should be sustained; or whether there are mitigating circumstances, which should impact the charges and the penalty. Mitigating circumstances must be taken into consideration when determining whether there is just cause for the penalty imposed.

Jean's repeated diversion of any shortcomings in her performance she attributes, to a lack of training by the J-MV, problems with the software programming, and retaliation for her rebuffing sexual advances by her superior female officer. Jean's actions are a denial of any wrongdoing on her part, and compelling the respondent to put forward its proofs of Jean's performance. Her actions and testimony did not show attempts on her part to work through difficulties she may have had with the software programming. She failed to identify specific instances of sexual improprieties by her



supervisor other than following her around the office. She was advised at various times prior to and during the hearing that her defense of retaliation for rebuffing sexual advances of a supervisor would be determined in this tribunal, and the decision herein may bind her in concurrent and subsequent attempts to address those issues in other proceedings she may be pursuing. She has offered nothing but her testimony. She did not present her claim of sexual harassment against Christian Cunningham.

The respondent's testimony related a factual deficiency in Jean's performance. It is a deficiency that occurred over a period of time, and did not improve. The respondent's testimony addressed the issue of additional training on the software program, and assistance provided Jean. Respondent continued to provide/monitor the inadequate performance. Jean attempted to address her performance deficiency by pointing to other causes rather than her own lack of abilities. On April 13, 2012, Jean raised the issues of discrimination and retaliation in an EEO/AA complaint. On November 12, 2013, a conclusion that Jean's cumulative evidence did not substantiate the claim issued from the Trial Court Administrator (R-28). Her testimony at this tribunal also did not substantiate her claimed defenses.

In the instant case, I found the respondent's witnesses' testimony and documentation offered to be credible. Jean's witnesses were also found credible. However, they did not advance her cause, as they could not say that they observed any sexual harassment perpetrated by Barr against Jean. They also could not address her work performance. Batista-Perez did claim her collections were as good as hers, and at times Batista-Perez provided Jean cases to assist her to meet her goals. Even with this assistance, Jean did not meet her goals of twenty ELRs per month. Whenever one chooses to represent themselves, they do a dis-service to their claim, as they cannot objectively separate themselves from the claim. Whether she did or did not have legal representation, it has always been difficult to prove claims such as those raised by Jean here. She sincerely believes she has been aggrieved. Factually, though, Jean has failed to show any acceptable documentary evidence that supports her testimony. Her testimony, still must be weighed against her personal stake in the outcome of this decision. Her continued finger pointing to other reasons for the failure to perform,

weakens that testimony. I do not find the predominant part of Jean's testimony to be credible.

### **FINDINGS OF FACT**

As a result of the testimony, an analysis of the witnesses' credibility and the documentary evidence provided, I **FIND** the following **FACTS**:

1. Jean, an employee of the child support unit of the J-MV commenced work with them in 2008.
2. In 2009, the DFD and J-MV launched, a new child support system, NJK, to track and process the child support collection activities.
3. J-MV and DFD trained Jean on the NJK system in 2009 and continued to train her from time to time. The training included an initial intensive five-day training.
4. In 2010, J-MV established a goal of twenty ELR cases to be brought each month, by each worker in the child support unit.
5. Jean had problems working with the system, her supervisor, other co-workers and representatives of DVD attempted to help Jean with the NJK system.
6. Jean filed an unsuccessful EEOC national origin/nationality and retaliation claim against Barr and other supervisory personnel of the J-MV (R-28).
7. In July, August and September, 2012, Jean did not meet the goals for those months, only having 16, 15 and 14 ELRs each month respectively (R-22).

8. The NJK system provided informational and action alerts. At the time in June 2012, Jean had twelve pages of work alerts that were not removed from the software system by her. One of Jean's action alerts remained on her worklist for 1,058 days.

### **LEGAL ANALYSIS AND CONCLUSIONS**

Civil service employees' rights and duties are governed by the Civil Service Act and regulations promulgated pursuant thereto. N.J.S.A. 11A:1-1 to 11A:12-6; N.J.A.C. 4A:1-1.1. The Act is an important inducement to attract qualified people to public service and is to be liberally applied toward merit appointment and tenure protection. Mastrobattista v. Essex Cnty. Park Comm'n, 46 N.J. 138, 147 (1965). However, consistent with public policy and civil service law, a public entity should not be burdened with an employee who fails to perform his or her duties satisfactorily or who engages in misconduct related to his or her duties. N.J.S.A. 11A:1-2(a). Such an employee may be subject to major discipline. N.J.S.A. 11A:1-2(b), 11A:2-6, 11A:2-20; N.J.A.C. 4A:2-2.2, -2.3(a).

An appeal to the Civil Service Commission requires the OAL to conduct a de novo hearing to determine the employee's guilt or innocence, as well as the appropriate penalty if the charges are sustained. In re Morrison, 216 N.J. Super. 143 (App. Div. 1987).

The burden of persuasion falls on the appointing authority in enforcement proceedings to prove a violation of administrative regulations. Cumberland Farms, Inc. v. Moffett, 218 N.J. Super. 331, 341 (App. Div. 1987). The appointing authority must prove its case by a preponderance of the credible evidence, which is the standard in administrative proceedings. Atkinson v. Parsekian, 37 N.J. 143 (1962). Precisely what is needed to satisfy the standard must be decided on a case-by-case basis. The evidence must be such as to lead a reasonably cautious mind to the given conclusion. Bornstein v. Metro. Bottling Co., 26 N.J. 263 (1958). Preponderance may also be described as the greater weight of credible evidence in the case, not necessarily

dependent on the number of witnesses, but having the greater convincing power. State v. Lewis, 67 N.J. 47 (1975).

“Incompetence, inefficiency, or failure to perform duties exists where the employee's conduct demonstrates an unwillingness or inability to meet, obtain or produce effects or results necessary for adequate performance.” Clark v. New Jersey Dep't of Agric., 1 N.J.A.R. 315 (1980).

“Neglect of duty” has been interpreted to mean, “an employee . . . neglected to perform an act required by his or her job title or was negligent in its discharge.” In re Glenn, CSV 5072-07, Initial Decision (February 5, 2009) (citation omitted), adopted, Civil Service Commission (March 27, 2009), <<http://njlaw.rutgers.edu/collections/oal/>>. The term “neglect” means a deviation from the normal standards of conduct. In re Kerlin, 151 N.J. Super. 179, 186 (App. Div. 1977). “Duty” means conformance to “the legal standard of reasonable conduct in the light of the apparent risk.” Wytupeck v. Camden, 25 N.J. 450, 461 (1957) (citation omitted). Neglect of duty can arise from omitting to perform a required duty as well as from misconduct or misdoing. Cf. State v. Dunphy, 19 N.J. 531, 534 (1955). Neglect of duty does not require an intentional or willful act; however, there must be some evidence that the employee somehow breached a duty owed to the performance of the job.

“Conduct unbecoming a public employee” is an elastic phrase that encompasses conduct that adversely affects the morale or efficiency of a governmental unit or that has a tendency to destroy public respect in the delivery of governmental services. Karins v. City of Atl. City, 152 N.J. 532, 554 (1998); see also In re Emmons, 63 N.J. Super. 136, 140 (App. Div. 1960). It is sufficient that the complained-of conduct and its attending circumstances “be such as to offend publicly accepted standards of decency.” Karins, supra, 152 N.J. at 555 (quoting In re Zeber, 156 A.2d 821, 825 (1959)). Such misconduct need not necessarily “be predicated upon the violation of any particular rule or regulation, but may be based merely upon the violation of the implicit standard of good behavior which devolves upon one who stands in the public eye as an upholder of that which is morally and legally correct.” Hartmann v. Police Dep't of Ridgewood, 258

N.J. Super. 32, 40 (App. Div. 1992) (quoting Asbury Park v. Dep't of Civil Serv., 17 N.J. 419, 429 (1955)).

In the instant case, the respondent's witnesses' testimony and documentation offered is accepted as credible. The predominant part of Jean's testimony is not credible, and it is unsupported by documentary evidence.

In the present case, respondent has met its burden of proof by a preponderance of the evidence. Jean's actions were the inadequate performance of her duties, the failure to perform her duties, and/or the neglect to perform her duties. The regular failure to keep up with the ELR goal. Once respondent has met its burden, the burden shifts to Jean to substantiate her defense by a preponderance of the evidence. Jean has not met that burden.

I **CONCLUDE** that respondent has met its proof by a preponderance of the evidence that Jean violated N.J.A.C. 4A:2-2.3(a)(1), incompetency and inefficiency to perform duties, N.J.A.C. 4A:2-2.3(a)(1), failure to perform duties, and N.J.A.C. 4A:2-2.3(a)(7), neglect of duty.

In order for this tribunal to conclude that Jean's conduct is unbecoming a public employee, it requires a showing of more than the inability to perform the work requested. Here Jean did provide some ELRs which shows some attention to her work, just not the aimed for goal of twenty ELRs per month. To reach a conclusion that her conduct is unbecoming a public employee, the respondent must show that the conduct disturbs one's sense of public decency, or negatively affects the morale of the governmental unit, or destroys the public's respect for the delivery of government services. Here respondent has not met its burden. Here, Jean's actions do rise to that level. Jean believes she is being targeted for various reasons. She has consistently made complaints in that regard over the years. She may not be able to prove that defense. However, this tribunal is unsure whether her actions are related to her competency. Accordingly, the respondent has provided insufficient evidence to support that violation.

I **CONCLUDE** that respondent has not met its proof by a preponderance of the evidence that Jean violated, N.J.A.C. 4A:2-2.3(a)(6), conduct unbecoming a public employee.

### **PENALTY**

When dealing with the question of penalty in a de novo review of a disciplinary action against a civil service employee, the proofs and penalty on appeal based on the charges presented must be evaluated. N.J.S.A. 11A:2-19; Henry v. Rahway State Prison, 81 N.J. 571 (1980); West New York v. Bock, 38 N.J. 500 (1962). Depending on the conduct complained of and the employee's disciplinary history, major discipline may be imposed. West New York v. Bock, supra, 38 N.J. at 522–24. Major discipline may include removal, disciplinary demotion, and suspension or fine no greater than six months. N.J.S.A. 11A:2-6(a), -20; N.J.A.C. 4A:2-2.2, -2.4. A system of progressive discipline has evolved in New Jersey to serve the goals of providing employees with job security and protecting them from arbitrary employment decisions. The concept of progressive discipline is related to an employee's past record. The use of progressive discipline benefits employees and is strongly encouraged. The core of this concept is the nature, number and proximity of prior disciplinary infractions evaluated by progressively increasing penalties. It underscores the philosophy that an appointing authority has a responsibility to encourage the development of employee potential.

Here, Jean's prior negative disciplinary history exists. There is one minor violation from October 15, 2010, which resulted in a two-day suspension (R-7). There is one major violation from April 20, 2012, which resulted in a ten-day suspension (R-9). And, there is one major violation from June 12, 2012, which resulted in a five-day suspension (R-8). All are directly related to the offenses charged herein. Her actions are not mitigated by her remorse, as she has expressed none. Jean continues to dispute her inadequate performance and attributes the absence of an average twenty ELRs to her files collection/compliance records, problems with the software programs, an absence of adequate training and vindictiveness on the part of others. None of these have been shown to this tribunal. To reduce the penalty in any way would send the wrong message. I have considered and rejected Jean's claim that the penalty

afforded is disproportionate to the offense. Jean is disgruntled, but other than that fact, she has not identified any sufficient legal reason that the J-MV contributed to her poor performance. There is no evidence introduced by Jean other than an unsupported claim without any documentation that the supervisory employees had a motivation to treat Jean disparately. The latter claim that the disparate treatment resulted from her national origin/nationality or retaliation has been found against Jean. No claim against her superiors have been substantiated.

However, it is Jean's prior disciplinary history, of one prior minor violation, and two major violations all related to the same related problems, that indicates that the respondent's FNDA twenty-day suspension should remain. A twenty-days suspension is consistent with progressive discipline.

Accordingly, I **CONCLUDE** that the respondent's imposition of a twenty-day suspension is appropriate.

### **ORDER**

I **ORDER** that Jean's appeal is **DENIED**.

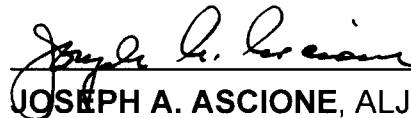
I further **ORDER** that the twenty-day suspension against Jean is **AFFIRMED**.

I hereby **FILE** my initial decision with the **CIVIL SERVICE COMMISSION** for consideration.

This recommended decision may be adopted, modified or rejected by the **CIVIL SERVICE COMMISSION**, which by law is authorized to make a final decision in this matter. If the Civil Service Commission does not adopt, modify or reject this decision within forty-five days and unless such time limit is otherwise extended, this recommended decision shall become a final decision in accordance with N.J.S.A. 52:14B-10.

Within thirteen days from the date on which this recommended decision was mailed to the parties, any party may file written exceptions with the **DIRECTOR, DIVISION OF APPEALS AND REGULATORY AFFAIRS, UNIT H, CIVIL SERVICE COMMISSION, 44 South Clinton Avenue, PO Box 312, Trenton, New Jersey 08625-0312**, marked "Attention: Exceptions." A copy of any exceptions must be sent to the judge and to the other parties.

September 3, 2015  
DATE

  
JOSEPH A. ASCIONE, ALJ

Date Received at Agency:

9/3/15

Date Mailed to Parties:

9-4-15

lam



## APPENDIX

### LIST OF WITNESSES

#### **For Appellant:**

Roseland Jean  
Jessica Jaremback  
Blanca Batista

#### **For Respondent:**

Tanya Barr

### LIST OF EXHIBITS

#### **For Appellant:**

- P-1 Attachment to the Appeal
- P-2 Assorted documents and e-mails that are part of respondent's binder and e-mails that post date the FNDA. The latter are not received in evidence.
- P-3 Assorted documents and e-mails that are part of respondent's binder and e-mails that post date the FNDA. The latter are not received in evidence.
- P-4 Assorted documents that are part of respondent's binder.

#### **For Respondent:**

- R-1 Judiciary Learning Management System Transcript, dated June 4, 2013
- R-2 Code of Conduct for Judiciary Employees, dated February 2011
- R-3 Receipt of Code of Conduct for Judiciary Employees, dated June 6, 2007
- R-4 Oath of Office, dated May 5, 2008
- R-5 Written Warning, dated July 8, 2010
- R-6 Notice of Written Reprimand, dated September 9, 2010

- R-7 Final Notice of Disciplinary Action, dated October 15, 2010
- R-8 Amended Final Notice of Disciplinary Action, dated June 12, 2012
- R-9 Final Notice of Disciplinary Action, dated April 20, 2012
- R-10 Annual Performance Advisory for 2008
- R-11 Annual Performance Advisory for 2009
- R-12 Annual Performance Advisory for 2010
- R-13 Annual Performance Advisory for 2011
- R-14 Annual Performance Advisory for 2012
- R-15 Career Progression Eligibility Forms for 2008, 2009, 2010, 2011 and 2012
- R-16 Desk Reference Guide for Action and Informational Alerts, dated August 3, 2012
- R-17 Powerpoint re; Action Alert-Worker Review for System Selected cases (Case closure) and Powerpoint re: Action Alter-Case is Eligible for Emancipation Letter To Be Sent
- R-18 Alerts Management for PSCE Staff: Desk Reference Guide, dated August 3, 2012
- R-19 WRFL Work List for Roseland Jean, dated June 26, 2012
- R-20 Email, dated June 27, 2012, at 11:30 a.m. from Tanya Barr to Jean Roseland re: "WRKL alerts" (with handwritten notes dated July 10, 12, and 18, 2012)
- R-21 "FD" Case list with days overdue as of August 28, 2012
- R-22 ELR Court Statistics for July, August and September 2012
- R-23 NJKIDS ELR Checklist
- R-24 Email, dated August 6, 2012, at 10:36 a.m., from Tanya Barr to Roseland Jean re: "CS53309251A"
- R-25 email, dated August 6, 2012, at 3:59 p.m., from Tanya Barr to Roseland Jean re: "Re: complain(ELR)"
- R-26 Email, dated August 24, 2012, at 1:50 a.m., from Tanya Barr to Roseland Jean re: "ELR's due 8/20/12"
- R-27 Email, dated August 1, 2012, at 1:38 p.m., from Audrey Potter to Roseland Jean, "FW: 8-21-12 ELR Submission-Roseland"
- R-28 Correspondence from Vicinage Trial Court Administrator, Sue Regan to Roseland Jean, dated November 12, 2013

- R-29 Agreement between New Jersey State Judiciary and the Probation Association of New Jersey, Case Related Professional Unit July 1, 2008-June 30, 2012
- R-30 Screenshots from January's Inonet concerning NJKIDS WRKLs
- R-31 Preliminary Notice of Disciplinary Action, dated March 25, 2013, and Final Notice of Disciplinary Action, dated August 12, 2013