



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

Chris Christie  
*Governor*  
Kim Guadagno  
*Lt. Governor*

Robert M. Czech  
*Chair/Chief Executive Officer*

**MINUTES OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
OCTOBER 22, 2014**

**Robert M. Czech, Chairperson  
Robert E. Brenner  
Richard E. Williams**

**OCTOBER 22, 2014**

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**A regular meeting of the Civil Service Commission was held on Wednesday, October 22, 2014, in Trenton, New Jersey.**

**PRESENT: Robert M. Czech, Chairperson, Members Robert E. Brenner and Richard E. Williams; Pamela Ullman, Deputy Attorney General; Henry Maurer, Director, Division of Appeals and Regulatory Affairs.**

**In accordance with L.1975, c.231, the Secretary to the Civil Service Commission opened the meeting with the following statement:**

**Notice of this meeting was filed with the Secretary of State and sent to the Trentonian, Trenton Times, Courier-Post and Star Ledger on December 2, 2013, and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.**

**All actions were by unanimous vote unless otherwise specified.**

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Rachel Acquoi  
Woodbridge Developmental Center  
Department of Human Services  
Removal

In the Matter of Steven Boards  
Hudson County  
Department of Corrections  
Removal

In the Matter of Alice Grinnage  
Ancora Psychiatric Hospital  
Department of Human Services  
Removal

In the Matter of Charleen Jackmon  
Camden County  
Department of Corrections  
Release at the end of the working test period

In the Matter of Matthew Maxwell  
Albert C. Wagner Youth Correctional Facility  
Department of Corrections  
Suspension

In the Matter of William Rivera  
Camden County  
Department of Corrections  
Release at the end of the working test period

In the Matter of Sharde Taylor  
Camden County  
Department of Corrections  
Removal

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

**ACTION:** The Civil Service Commission acknowledged the settlements.

**A-2 CARLOS GOMEZ - CSC DOCKET NO. 2014-2122  
OAL DOCKET NO. CSR: 02863-14**

Carlos Gomez, Police Officer, City of Passaic, Police Department, removal effective February 26, 2014, on charges of statutory misconduct, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge - Uphold the removal.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-3 RAYMOND POWELL - CSC DOCKET NO. 2014-509  
OAL DOCKET NO. CSV: 12711-13**

Raymond Powell, Code Enforcement Officer, Jackson Township, Department of Community Development, removal effective July 22, 2013, on charges of conduct unbecoming a public employee and other sufficient cause.

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

**ACTION:** The Civil Service Commission rejected the recommendation of the Administrative Law Judge and remanded this matter to the Office of Administrative Law.

**A-4 EDUARDO RIVERA - CSC DOCKET NO. 2014-3078  
OAL DOCKET NO. CSV: 07279-14**

Eduardo Rivera, Public Safety Tele-Communicator, City of Hoboken, Department of Public Safety, removal effective December 2, 2013, on charges of conduct unbecoming a public employee and other sufficient causes.

Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-5 DANIEL RODRIGUEZ - CSC DOCKET NO. 2012-3496  
OAL DOCKET NO. CSV: 08825-12**

Daniel Rodriguez, Laborer, City of Hoboken, Department of Environmental Services, removal effective April 24, 2012, on charges of insubordination, conduct unbecoming a public employee and other sufficient causes.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**A-6 JACQUELINE THOMPSON - CSC DOCKET NO. 2014-1903  
OAL DOCKET NO. CSV: 01682-14**

Jacqueline Thompson, Senior Cook, Newark School District, removal effective February 1, 2014, on charges of chronic and/or excessive absenteeism or lateness, neglect of duty, inability to perform duties and other sufficient cause.

Recommendation of the Administrative Law Judge – Grant the motion to dismiss the appeal.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge.

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 THAKUR PERSAUD – CSC DOCKET NO. 2014-2625**

The Appellate Division, Superior Court of New Jersey, reversed and remanded the determination of the Civil Service Commission *In the Matter of Thakur Persaud, Health Officer (M0040N), Paterson*, Docket No. A-1783-12T1 (App. Div. May 2, 2014) which denied Thakur Persaud's appeal of the bypass of his name on the eligible list for Health Officer (M0040N), Paterson.

**ACTION:** The Civil Service Commission ordered the permanent appointment of Thakur Persaud to the title of Health Officer effective July 7, 2011.

**B-2 KWABENA ZAI'MAH-HUGHES – CSC DOCKET NO. 2015-400**

Kwabena Zai'mah-Hughes, a Police Officer with the City of East Orange, represented by John Anello, Esq., petitions the Civil Service Commission for interim relief of his disciplinary proceedings.

**ACTION:** The Civil Service Commission directed that this request be denied.

**B-3 CONNIE F. MEYERS – CSC DOCKET NO. 2014-1918**

Connie F. Meyers appeals the determination of the Department of Health, which denied her request to transfer her sick leave balance from the Economic Development Authority.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-4 RONALD LIPP, JR. – CSC DOCKET NO. 2015-955**

The Township of Millburn requests that Ronald Lipp, Jr., receive a retroactive date of appointment as a Police Lieutenant.

**ACTION:** The Civil Service Commission directed that this request be granted.

**B-5 ROSEMARIE BENOIT – CSC DOCKET NO. 2015-152**

Rosemarie Benoit, a former Senior Human Services Technician with the Department of Human Services, Greystone Park Psychiatric Hospital, appeals her lateral displacement in lieu of layoff to the title Human Services Technician.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-6 JACOB SPADONI – CSC DOCKET NO. 2015-151**

Jacob Spadoni, represented by Robert Yaeger, CWA Local 1040, appeals his layoff rights from his Head Cottage Training Supervisor position at Hunterdon Developmental Center.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-7 JOSEPH ZIZZAMIA – CSC DOCKET NO. 2015-324**

Joseph Zizzamia appeals the denial of his request for a make-up examination for Equipment Operator (PS2898T) Department of Transportation.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-8 ROBERT J. CARTER – CSC DOCKET NO. 2014-2024**

Robert J. Carter, represented by Catherine M. Elston, Esq., appeals the decision of the Division of Classification and Personnel Management, which upheld the removal of his name from the Fire Fighter (M2554M), City of Newark, eligible list due to an unsatisfactory background report.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-9 ROBERT DAWKINS – CSC DOCKET NO. 2014-1927**

Robert Dawkins appeals the decision of the Division of Classification and Personnel Management which found that the appointing authority had presented a sufficient basis to remove his name from the eligible list for Correction Officer Recruit (S9988R), Department of Corrections, on the basis of having an unsatisfactory criminal record.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-10 BRIEER DOGGETT – CSC DOCKET NO. 2014-1630**

Brieer Doggett appeals the removal of his name from the special reemployment list for Police Officer, City of Trenton, due to an unsatisfactory background report.

**ACTION:** The Civil Service Commission directed that this matter be held over.

**B-11 RONNIE FREIRE – CSC DOCKET NO. 2014-2644**

Ronnie Freire appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Correction Officer Recruit (S9988R), Department of Corrections, eligible list on the basis of falsification of the employment application.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-12 ANDREW L. GALES – CSC DOCKET NO. 2014-3159**

Andrew L. Gales, represented by Curtis J. LaForge, Esq., appeals the removal of his name from the promotional list for Police Officer (PM3568M), Paterson, based on an unsatisfactory background report.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-13 JACOB GARCIA-TORRES – CSC DOCKET NO. 2014-2009**

Jacob Garcia-Torres, represented by Bette R. Grayson, Esq., appeals the decision of the Division of Classification and Personnel Management, which upheld the removal of his name from the Fire Fighter (M2554M), City of Newark, eligible list due to his failure to meet the residency requirement.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-14 ALEX HARALAM – CSC DOCKET NO. 2014-2538**

Alex Haralam appeals the decision of the Division of Classification and Personnel Management, which upheld the removal of his name from the Correction Officer Recruit (S9988R), Department of Corrections, eligible list, on the basis of his failure to appear for pre-employment processing.

**ACTION:** The Civil Service Commission directed that this appeal be denied.



**B-15 JESUS MENDEZ-MENDEZ – CSC DOCKET NO. 2015-525**

Jesus Mendez-Mendez, a former Human Services Technician with the Department of Military and Veterans Affairs, represented by Nancy Mahoney, Esq., requests reinstatement of his appeal that was administratively dismissed due to lack of payment of the required appeals processing fee.

**ACTION:** The Civil Service Commission directed that this request be denied.

**B-16 RALPH MOSCHELLA, JR. – CSC DOCKET NO. 2014-1891**

Ralph Moschella, Jr., appeals the decision of the Division of Classification and Personnel Management, which upheld the removal of his name from the eligible list for License Inspector (M0180P), Atlantic City, for failure to complete pre-employment processing.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-17 WILLIAM BARNETT – CSC DOCKET NO. 2014-1890**

William Barnett, represented by Richard Dann, President, CWA Local 1085, appeals the decision of the Division of Classification and Personnel Management, which found that his position with Gloucester County is properly classified as a Senior Public Safety Tele-communicator. The appellant seeks a Supervising Public Safety Tele-communicator job classification.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-18 MARIA CIOCOTISAN – CSC DOCKET NO. 2014-2129**

Maria Ciocotisan appeals the decision of the Division of Classification and Personnel Management, which found that her position with the Department of the Treasury is properly classified as a Senior Clerk. The appellant seeks a Technical Assistant 2, Treasury job classification.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-19 DAWN GRAEME – CSC DOCKET NO. 2014-2641**

Dawn Graeme requests enforcement of the determination of the Division of Classification and Personnel Management which found that her position with the Department of Military and Veterans Affairs is properly classified as Manager 1, Human Resources effective October 5, 2013.

**ACTION:** The Civil Service Commission directed that this appeal be granted in part.

**B-20 JANET MALKIN – CSC DOCKET NO. 2015-166**

Janet Malkin appeals the decision of the Division of Classification and Personnel Management, which found that her position with the Department of the Treasury is correctly classified as Technical Assistant 1, Treasury. The appellant seeks a Program Technician job classification.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-21 S. W. – CSC DOCKET NO. 2014-1177**

S. W., a Tax Service Representative 3 with the Department of the Treasury, appeals the determination of the Equal Employment Opportunity/Affirmative Action Office, Department of the Treasury, which determined that he violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-22 DOMINIC GENOVESE – CSC DOCKET NO. 2014-2000**

The appeal of Dominic Genovese, a Truck Driver with Middlesex County, of his removal effective January 8, 2014, on charges, was heard by Administrative Law Judge Barry E. Moscowitz (ALJ), who rendered his initial decision on August 25, 2014. At its meeting on October 1, 2014, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a 90-day suspension. Rather, the Commission upheld the removal. The proposed final decision is now submitted for the Commission's review.

**ACTION:** The Civil Service Commission adopted the final decision.

**VOTE:**     **Robert M. Czech**            (Yes)  
              **Robert E. Brenner**       (Yes)  
              **Richard E. Williams**      (No)

**B-23 WILBUR GEORGE – CSC DOCKET NO. 2014-253**

The appeal of Wilbur George, a Boiler Operator, Jersey City School District, of his six working day suspension, on charges, was heard by Administrative Law Judge Sandra Ann Robinson (ALJ), who rendered her initial decision on September 4, 2014. At its meeting on October 1, 2014, the Civil Service Commission did not adopt the ALJ's recommendation to modify the six working day suspension to a four working day suspension. Rather, the Commission upheld the six working day suspension. The proposed final decision is now submitted for the Commission's review.

**ACTION:** The Civil Service Commission adopted the final decision.

**B-24 ACCOUNTING ASSISTANT (M0522P), IRVINGTON TOWNSHIP – CSC DOCKET NO. 2014-2125**

Irvington Township requests permission not to make an appointment from the November 26, 2012 certification for Accounting Assistant (M0522P).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

**B-25 ARCHITECTURAL ASSISTANT (M0741R), NEWARK SCHOOL DISTRICT – CSC DOCKET NO. 2014-2266**

Newark School District requests permission not to make an appointment from the September 3, 2013 certification for Architectural Assistant (M0410R), Newark School District.

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed partial selection costs in the amount of \$1,024.

**B-26 CONSTRUCTION INSPECTOR (C0356R), MERCER COUNTY – CSC DOCKET NO. 2014-2183**

Mercer County requests permission not to make an appointment from the October 21, 2013 certification for Construction Inspector (C0356R).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

**B-27 SENIOR COMMUNITY RELATIONS SPECIALIST (M0787P),  
JERSEY CITY – CSC DOCKET NO. 2014-2159**

Jersey City requests permission not to make an appointment from the June 17, 2013 certification for Senior Community Relations Specialist (M0787P), Jersey City.

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

**B-28 SENIOR INVESTIGATOR PAROLE & SECURED FACILITIES  
(PC0797M), HUDSON COUNTY – CSC DOCKET NO. 2014-1207**

The Division of Classification and Personnel Management seeks enforcement of the Civil Service Commission decision rendered on June 5, 2013, which ordered Hudson County to immediately dispose of the June 17, 2011 certification of the Senior Investigator Parole & Secured Facilities (PC0797M) eligible list pursuant to *N.J.A.C. 4A:4-4.2(c)2i*, immediately remove Ariestides Lambos, against whom a salary disapproval was issued, and remit \$1,000 in compliance costs, within 30 days from the issuance of the decision.

**ACTION:** The Civil Service Commission directed that this request be granted and Hudson County be ordered to pay a fine in the amount of \$10,000 and the \$1,000 in compliance costs previously assessed.

**B-29 STOREKEEPER (M0576R), VINELAND – CSC DOCKET NO. 2014-2405**

Vineland requests permission not to make an appointment from the November 12, 2013 certification for Storekeeper (M0576R).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

**B-30 SUPERINTENDENT OF WEIGHTS AND MEASURES, HUDSON COUNTY – CSC DOCKET NO. 2014-1698**

Hudson County, represented by Cindy Nan Vogelman, Esq., seeks to appoint a Superintendent of Weights and Measures outside of the procedures set forth in *N.J.S.A.* 11A:1-1, et seq. (the Civil Service Act) and Title 4A of the New Jersey Administrative Code.

**ACTION:** The Civil Service Commission directed that this request be denied.

**VOTE:**     **Robert M. Czech**            **(Abstained)**  
              **Robert E. Brenner**       **(Yes)**  
              **Richard E. Williams**     **(Yes)**

**B-31 SUPERVISOR SENIOR CITIZEN OUTREACH AND REFERRAL PROGRAM (C0512R), MONMOUTH COUNTY – CSC DOCKET NO. 2014-1831**

Monmouth County requests permission not to make an appointment from the August 1, 2013 certification for Supervisor Senior Citizen Outreach and Referral Program (C0512R).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed selection costs in the amount of \$2,048.

**VOTE:**     **Robert M. Czech**            **(Abstained)**  
              **Robert E. Brenner**       **(Yes)**  
              **Richard E. Williams**     **(Yes)**

**B-32 ANDREW BAKER – CSC DOCKET NO. 2014-1640**

Andrew Baker requests reconsideration of the final administrative decision, rendered on November 7, 2013, which denied his appeal regarding the adjustment of his leave allowances upon his resignation.

**ACTION:** The Civil Service Commission directed that this request be denied.

**B-33 JUNE BAKER – CSC DOCKET NO. 2014-1641**

June Baker requests reconsideration of the final administrative decision, rendered on November 7, 2013, which denied her appeal regarding the adjustment of her appeal regarding the adjustment of her leave allowances upon her resignation.

**ACTION:** The Civil Service Commission directed that this request be denied.

**B-34 JAKUB NOWAK – CSC DOCKET NO. 2014-2278**

Jakub Nowak requests reconsideration of the final administrative decision, rendered on February 26, 2014, which denied his request for a make-up examination for the open-competitive examination for Word Processing Specialist 2 (S0112R), Statewide.

**ACTION:** The Civil Service Commission directed that this request be denied.

**B-35 JOHN BAK AND PAUL NEMETH – CSC DOCKET NOS. 2014-2567 AND 2014-2568**

John Bak and Paul Nemeth appeal the determinations of the Division of Selection Services that they did not meet the experience requirement for the promotional examination for Road Repair Supervisor (PM2199R), Rockaway Township.

**ACTION:** The Civil Service Commission directed that these appeals be granted.

**B-36 RAY BUKOWSKI – CSC DOCKET NO. 2014-3164**

Ray Bukowski appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Management Improvement Specialist 1 (PS6820G), Department of Environmental Protection.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-37 ANTHONY CIRINO AND SHAWN TURNER –  
CSC DOCKET NOS. 2015-107 AND 2015-215**

Anthony Cirino and Shawn Turner appeal their scores of the performance test for Heavy Equipment Operator (PS6425T), Department of Transportation.

**ACTION:** The Civil Service Commission directed that these appeals be denied.

**B-38 CYNTHIA M. FIGLAR – CSC DOCKET NO. 2014-2521**

Cynthia M. Figlar appeals the determination of the Division of Selection Services which found that she did not meet the requirements for the promotional examination for Housing Assistance Technician (PM1949R), Clifton.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-39 KEVIN FRANCOIS, ET AL. – CSC DOCKET NO. 2015-218**

Kevin Francois, John Redmond, IV, and Courtlynn Rivers appeal their scores of the performance test for Equipment Operator (PS2898T), Department of Transportation.

**ACTION:** The Civil Service Commission directed that these appeals be denied.

**B-40 IRENE GONZALEZ AND GINA O'MELIA –  
CSC DOCKET NO. 2015-303**

Irene Gonzalez and Gina O'Melia appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements for the open competitive examination for Investigator, County Welfare Agency (C0264S), Hudson County.

**ACTION:** The Civil Service Commission directed that these appeals be denied.

**B-41 MICHAEL H. HOBBS – CSC DOCKET NO. 2014-2428**

Michael H. Hobbs appeals the determination of the Division of Selection Services which found that he did not meet the requirements for the promotional examination for Supervisor Information Technology (PC2291R), Camden County.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-42 ROD JEFFERSON – CSC DOCKET NO. 2015-353**

Rod Jefferson, an Accountant 2 with the Department of Corrections, appeals the determination of the Division of Selection Services that he does not meet the experience requirements in order to qualify him for a prospective promotional examination for Section Supervisor, Fiscal Resources.

**ACTION:** The Civil Service Commission directed that this appeal be denied and the appellant's name be removed from the eligible list for Manager 2 Fiscal Resources (S0357P), Statewide.

**B-43 MATTHEW K. KARIMATTAM – CSC DOCKET NO. 2014-2926**

Matthew K. Karimattam appeals the determination of the Division of Selection Services which found that he did not meet the requirements for the promotional examination for Accountant (PC2214R), Bergen County.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-44 HANA KATAW – CSC DOCKET NO. 2015-319**

Hana Kataw appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Keyboarding Clerk 4 (PC0266S), Passaic County.

**ACTION:** The Civil Service Commission directed that this matter be held over.



**B-45 KENDALL MARINO – CSC DOCKET NO. 2015-223**

Kendall Marino appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the open competitive examination for Computer Service Technician (M0200S), Ewing.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-46 SONJA MYERS – CSC DOCKET NO. 2014-3177**

Sonja Myers appeals the determination of the Division of Selection Services which found that she was below the minimum requirements in experience for the promotional examination for Section Chief, Health Care Facility Rehabilitation/Professional Services (PS6124K), Trenton Psychiatric Hospital.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-47 RORY J. REGAN – CSC DOCKET NO. 2014-1190**

Rory J. Regan appeals the determination of the Division of Selection Services which found that he did not meet the requirements for the promotional examination for Buyer (PC1374R), Ocean County.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-48 RICHARD RHODES – CSC DOCKET NO. 2015-49**

Richard Rhodes appeals the decision of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for Senior Messenger (PC0280S), Monmouth County.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**VOTE:**     **Robert M. Czech**            **(Abstained)**  
              **Robert E. Brenner**       **(Yes)**  
              **Richard E. Williams**     **(Yes)**

**B-49 AUDREY A. ROZGER – CSC DOCKET NO. 2014-944**

Audrey A. Rozger appeals the determination of the Division of Selection Services which found that she did not meet the requirements for the promotional examination for Municipal Recycling Coordinator (PM1407R), Woodbridge.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-50 GEORGE SEMPLE – CSC DOCKET NO. 2015-247**

George Semple appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Administrative Analyst 1, Data Processing (PS6095D), Department of Community Affairs.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-51 VEENA SINGH – CSC DOCKET NO. 2015-384**

The Division of Classification and Personnel Management, on behalf of the Department of Banking and Insurance, requests that the educational requirements for the promotional examination for Analyst 1, Research and Evaluation, Health and Senior Services (PS7159L), Department of Banking and Insurance, be relaxed in order to effect Veena Singh's eligibility to the examination.

**ACTION:** The Civil Service Commission directed that this request be granted.

**B-52 RUDY SOMA – CSC DOCKET NO. 2015-269**

Rudy Soma appeals the determination of the Division of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Sewer Repairer 1/Water Repairer 1 (PM0550S), Freehold Township.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-53 DELORES VANDEGRIFT – CSC DOCKET NO. 2015-288**

Delores Vandegrift appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the open competitive examination for Public Health Nurse (M0220S), Hamilton.

**ACTION:** The Civil Service Commission directed that this matter be held over.

**B-54 RASCHELLE WIGGINS – CSC DOCKET NO. 2014-3133**

Raschelle Wiggins appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Auditor 1 (PS6845K), Department of Human Services.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-55 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of October 1, 2014.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of October 1, 2014.

**B-56 JUANITO CHILUISA AND CARLOS DEL VALLE – CSC DOCKET NOS. 2014-3128 AND 2014-3168**

Juanito Chiluisa and Carlos Del Valle appeal the determinations of the Division of Classification and Personnel Management upholding the removal of their names from the eligible list for Manager 1, Workforce New Jersey (PS6040N), Department of Labor and Workforce Development, due to the discontinuance of their employment in the unit scope to which the examination was open.

**ACTION:** The Civil Service Commission directed that these appeals be denied.

**B-57 CHRISTINE BLESS, ET AL. – CSC DOCKET NOS. 2015-558, 2015-559, 2015-564, 2015-596, 2015-601, 2015-602, 2015-603, 2015-611, 2015-722, 2015-743, AND 2015-744**

Christine Bless, Gerard Caprio, Jayne DeMichele-Phillips, Kimberly Gorel, Brett Hutchinson, Daniel Neyer, Theresa Nezezson, Jennifer Ollock, Brandon Pittam, Christine Schlenker, and Maria Zanakis appeal the scoring of the promotional examination for Forensic Scientist 2, Law and Public Safety (PS2112P), Department of Law and Public Safety.

**ACTION:** The Civil Service Commission directed that these appeals be denied.

**B-58 CHANGE IN CLASSIFICATION PLAN – TITLE INACTIVATION**

The Division of Classification and Personnel Management requests the inactivation of the Social Worker Drug Abuse title.



**MEMORANDUM**

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DATE: October 7, 2014  
TO: Civil Service Commission  
FROM: Kenneth Connolly, Director  
Division of Classification and Personnel Management *Kenneth Connolly*  
SUBJECT: Change in State Classification Plan

**TITLE INACTIVATIONS**

The title local title of Social Worker Drug Abuse (03737) is currently is unencumbered. Its function is duplicative of the active, encumbered title of Social Worker, Substance Abuse (03738). Therefore, it can be inactivated and the latter title used to classify positions for this function.

The effective date of inactivation will be the beginning of the first pay period that follows the Commission's approval.

**TITLE TO BE INACTIVATED**

Social Worker Drug Abuse  
LG-03737 C L

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[www.state.nj.us/esc](http://www.state.nj.us/esc)

**ACTION:** The Civil Service Commission directed that this request be granted.

**B-59 CYNTHIA MASON - CSC DOCKET NO. 2014-1762**

Cynthia Mason appeals the decision of the Division of Classification and Personnel Management, which found that her position with the Department of the Treasury is properly classified as an Intermittent Clerk Treasury. The appellant seeks a Senior Clerk job classification.

**ACTION:** The Civil Service Commission directed that this appeal be granted in part.

**B-60 STEVEN SAGNIP - CSC DOCKET NO. 2014-2013**

Steven Sagnip appeals the decision of the Division of Classification and Personnel Management that the proper classification of his position with the Department of the Treasury is Management Improvement Specialist 2. The appellant seeks an Administrative Analyst 1 job classification.

**ACTION:** The Civil Service Commission directed that this appeal be denied.

**B-61 KEVIN ENRIGHT - CSC DOCKET NO. 2014-508**

The appeal of Kevin Enright, a Laborer 1, with Hazlet Township, of his removal effective August 7, 2013, on charges, was heard by Administrative Law Judge Patricia M. Kerins, (ALJ), who rendered her initial decision on July 28, 2014. At its meeting on October 1, 2014, the Civil Service Commission did not adopt the ALJ's recommendation to modify the removal to a three month suspension. Rather, the Commission modified the removal to a six month suspension. The proposed decision is now submitted for the Commission's review.

**ACTION:** The Civil Service Commission adopted the decision.

**B-62 JOAN CAMPBELL-DOUGLAS AND MONETTA SMITH –  
CSC DOCKET NOS. 2015-453 AND 2015-436**

Joan Campbell-Douglas and Monetta Smith appeal the determinations of the Division of Selection Services which found that they were below the minimum requirements in experience for the open-competitive examination for Administrative Secretary (M0233S), Paterson.

**ACTION:** The Civil Service Commission directed that these appeals be granted.

**B-63 WILLIAM LANG – CSC DOCKET NO. 2015-438**

William Lang appeals the determination of the Division of Selection Services that, per the substitution clause for education, he was below the minimum requirements in experience for the promotional examination for Director of Welfare (PC0348S), Gloucester County.

**ACTION:** The Civil Service Commission directed that this appeal be granted.

**B-64 PROPOSED AMENDMENT: N.J.A.C. 4A:3-3.2A**

Submitted for the Commission's approval is a Notice of Adoption of an amendment to N.J.A.C. 4A:3-3.2A, Job banding: State service, in response to Senate Concurrent Resolution 116. This amendment would require State appointing authorities to have their advancement appointment selection process approved by the Chair/CEO or designee of the Civil Service Commission, and that the process would include ranking, the consideration of veterans preference, where applicable, and the obligation by the appointing authority to document the process. Three comments were received that were similar to comments received during the original job banding proposal period in 2013 in opposition to the job banding program.

**ACTION:** The Civil Service Commission adopted the amendment.

**After the Commission voted on the above matter, the Chairperson, Robert M. Czech made the following comments:**

The adoption of this amendment again reinforces that the Civil Service Commission has acted pursuant to the New Jersey Constitution and applicable Civil Service statutes, and refutes or addresses the issues raised by job banding opponents. As noted in our current and prior comments and responses, and our previously issued statements, job banding is a merit-based competitive process. Unlike the existing less-competitive and seniority-reliant process now used in a majority of employee advancements, job banding introduces employee performance as an evaluation tool, along with knowledge of the job requirements as the primary focus for advancements. These job banding procedures are consistent with the statutory authority given to the Civil Service Commission to create, abolish and consolidate titles, and to set the requirements for those titles, including the use of performance measures. The Constitution also clearly provides that invalidation by the legislature is contingent upon the agency not amending. We have amended.

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Thursday, November 6, 2014, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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**Robert M. Czech  
Chairperson  
Civil Service Commission**