



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  
SEPTEMBER 16, 2015**

**Robert M. Czech, Chairperson  
Thomas J. Perna  
Richard E. Williams**

**September 16, 2015**

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**A regular meeting of the Civil Service Commission was held on Wednesday, September 16, 2015, in Trenton, New Jersey.**

**PRESENT: Robert M. Czech, Chairperson, Members Thomas J. Perna 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 11, 2014, 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**

Clifford Barnes  
Bayside State Prison  
Department of Corrections  
Suspension

Scott Campion  
Middlesex County  
Sheriff Department  
Removal

Lance Crenny  
Bayside State Prison  
Department of Corrections  
Suspension

Darryl Gatewood  
Greystone Park Psychiatric Hospital  
Department of Human Services  
Removal

Jamila Laster-Riley  
New Lisbon Developmental Center  
Department of Human Services  
Removal

Ardelie McElroy  
Newark School District  
Suspension

Lesley Stromberg  
Monmouth County  
Department of Engineering  
Suspension

**VOTE:**      **Robert M. Czech**            **(Abstained)**  
                  **Thomas J. Perna**            **(Yes)**  
                  **Richard E. Williams**       **(Yes)**

Otis Truitt  
Bayside State Prison  
Department of Corrections  
Suspension

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

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

**A-2 SONYA BELL, et al. (consolidated)**

Sonya Bell, Eduardo Rodriguez, Archie Williams, and Charles Lyons, employees with the City of Camden, appeal the good faith of their layoff.

Recommendation of the Administrative Law Judge – Uphold the layoffs.

**ACTION:** The Civil Service Commission affirmed the recommendation of the Administrative Law Judge. The Commission also noted the dismissal of the appeals of Barbara Bellamy-Johnson, Alfred Dansbury, Stephanie Holmes, William Lutz, and Dwaine Williams

**A-3 GERARD EATMAN**

Gerard Eatman, Police Officer, City of Newark, Police Department, removal effective October 19, 2007, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removal to a 60 working day suspension.

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

**A-4 TERRANCE HARRISON**

Terrance Harrison, Police Officer, Township of Clark, Department of Public Safety, 20 working day suspension on charges of incompetency, insubordination, and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Uphold the 20 working day suspension.

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

**A-5 CHARLAYNE POWELL**

Charlayne Powell, Firefighter, City of Paterson, Fire Department, removal effective February 16, 2015, on charges of inability to perform duties.

Recommendation of the Administrative Law Judge – Reverse the removal.

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

**A-6 RICHARD SAZON**

Richard Sazon, Graduate Nurse, Camden County, Department of Health Services, removal effective June 13, 2013, on charges of incompetency, inefficiency, or failure to perform duties; conduct unbecoming a public employee; and neglect of duty.

Recommendation of the Administrative Law Judge – Dismiss the appeal.

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

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 A.D. – CSC DOCKET NO. 2015-1123**

A.D., represented by Oswin E. Hadley, Esq., appeals his rejection as Fire Fighter candidate by Jersey City and its request to remove his name from the eligible list for Fire Fighter (M2542M) on the basis of psychological unfitness to perform effectively the duties of the position.

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

**B-2 JESSICA PUGLISE – CSC DOCKET NO. 2015-1611**

Jessica Puglise, represented by Anthony J. Fusco, Jr., Esq., appeals the removal of her name from the eligible list for County Correction Officer (S9999R), Morris County Sheriff's Office, on the basis of two diluted drug tests.

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

**B-3 STANLEY FRANCOIS – CSC DOCKET NO. 2015-2950**

Stanley Francois, represented by John R. Schwartz, Esq., appeals the decision of the Division of Agency Services, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the Police Officer (S9999M), Jersey City, eligible list on the basis of an unsatisfactory criminal record.

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

**B-4 NOUR KANAAN – CSC DOCKET NO. 2016-702**

Nour Kanaan appeals the decision of the Division of Agency Services, 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 his failure to complete pre-employment processing.

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

**B-5 JAY BENDER – CSC DOCKET NO. 2015-2649**

Jay Bender, represented by William D. Sayers, Esq., appeals the decision of the Division of Agency Services that the proper classification of his position with the Borough of Fair Lawn is the dual title of Fire Official/Fire Protection Subcode Official. The appellant seeks the removal of asserted out-of-title duties.

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

**B-6 JEFFREY BROWN – CSC DOCKET NO. 2015-1088**

Jeffrey Brown appeals the decision of the Division of Classification and Personnel Management that the proper classification of his position with the Department of Law and Public Safety is Building Management Services Specialist 2. The appellant seeks a Building Management Services Specialist 1 job classification. Additionally, the appellant appeals his failure to be appointed as an Administrative Analyst 1.

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

**B-7 L.L. – CSC DOCKET NO. 2015-3324**

L.L. appeals the decision of the Division of Agency Services that the proper classification of her position with the Department of Human Services is Technical Assistant 3. The appellant seeks a Technical Assistant 2, Community Affairs job classification.

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

**B-8 JAMES ALLEN – CSC DOCKET NO. 2015-2276**

James Allen appeals the determination of the Division of Agency Services, which found that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Network Administrator 1 (PS9430I), State Parole Board.

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

**B-9 DAVID CORSARO AND EARL ODD – CSC DOCKET NO. 2016-810**

David Corsaro and Earl Odd appeal the determination of the Division of Agency Service which found that they were below the minimum requirements in experience for the promotional examination for Supervisor of Public Works (PM0270T), Voorhees Township.

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

**B-10 MICHAEL RIKER – CSC DOCKET NO. 2015-3264**

Michael Riker appeals the determination of the Division of Agency Services that he was below the minimum requirements in experience for the promotional examination for Investigator Secured Facilities (PC0560T), Monmouth County.

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

**VOTE:**     **Robert M. Czech**            **(Abstained)**  
              **Thomas J. Perna**           **(Yes)**  
              **Richard E. Williams**       **(Yes)**

**B-11 LINDA TAYLOR – CSC DOCKET NO. 2016-878**

Linda Taylor appeals the determination of the Division of Agency Services which found that she was below the minimum requirements in experience for the promotional examination for Dispute Resolution Specialist 2 (PS0279G), Department of Environmental Protection.

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

**B-12 FIRE OFFICER 3 (PM1256N), JERSEY CITY - CSC DOCKET NO. 2016-726**

Jersey City requests the extension of the eligible list for Fire Officer 3 (PM1256N), Jersey City.

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



**B-13 TONY ABILIO – CSC DOCKET NO. 2016-890**

The Borough of North Arlington requests that the eligible list for Police Sergeant (PM2713L) be revived to allow for the retroactive appointment of Tony Abilio, effective October 25, 2012.

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

**B-14 SAMI ZEIDAN – CSC DOCKET NO. 2016-907**

Montclair State University requests a retroactive date of appointment and retroactive working test period for Sami Zeidan as a Campus Police Officer Recruit, effective July 14, 2014.

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

**B-15 JOANNE FLETCHER AND ADRIENNE REYES - CSC DOCKET NO. 2016-191**

Joanne Fletcher and Adrienne Reyes, former Clerks 1 with Atlantic City, represented by Robert F. O'Brien, Esq., appeal the determinations of their layoff rights by the Division of Agency Services.

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

**B-16 ERIC MASON – CSC DOCKET NO. 2016-648**

Eric Mason, a former Boiler Operator with Atlantic City appeals the determination of his layoff rights by the Division of Agency Services.

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

**B-17 MARISOL PEREZ – CSC DOCKET NO. 2016-723**

Marisol Perez, a former Residential Services Worker with the Department of Human Services, Woodbridge Developmental Center, appeals her layoff rights with regard to her demotion in lieu of layoff to Senior Maintenance Worker.

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

**B-18 QUWANA PRICE-COUCH, *ET AL.* – CSC DOCKET NO. 2016-172**

Quwana Price-Couch, Terry Phillips, Venessa McGowan, Muhammad Khan, George Brown, Efrain Morales, Jerome Williams, John Bucci III, Ganeen Brooks, Tamee Jones, Gloria Hamlett, and Sharay Hampton, Atlantic City, represented by Robert F. O'Brien, Esq., appeal the determination of their layoff rights by the Division of Agency Services.

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

**B-19 MATTHEW VILARDO – CSC DOCKET NO. 2015-2563**

Matthew Vilardo, a Laborer 1 with the Jersey City Public Schools, represented by Ronald M. Gutwirth, Esq., seeks enforcement of the attached Civil Service Commission decision rendered on February 4, 2015, granting the appellant mitigated back pay and counsel fees.

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

**B-20 P.Z. – CSC DOCKET NO. 2015-2421**

P.Z., an Occupational Safety Consultant 2 with Trenton Psychiatric Hospital, Department of Human Services, appeals the determination of the Equal Employment Opportunity Director, stating that the appellant failed to present sufficient evidence to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Working.

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

**B-21 WADE GUSHARD – CSC DOCKET NO. 2015-2516**

Wade Gushard, a Senior Correction Officer with the Edna Mahan Correctional Facility, appeals his five-day suspension.

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

**B-22 WADE GUSHARD – CSC DOCKET NO. 2015-614**

Wade Gushard, a Senior Correction Officer with the Edna Mahan Correctional Facility, appeals his five-day suspension.

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

**B-23 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of September 2, 2015.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting on September 2, 2015.

**B-24 MONICA THOMPSON – CSC DOCKET NO. 2015-3196**

Monica Thompson appeals Union County's request for the removal of her name from the eligible list for Juvenile Detention Officer (C0689R), Union County, due to her unsatisfactory driving record.

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

**B-25 GARY CHARYAK – CSC DOCKET NO. 2015-2793**

Gary Charyak requests that he be appointed from the Environmental Specialist 3 (PS5264G), Department of Environmental Protection eligible list.

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

**B-26 CHANGE IN THE CLASSIFICATION PLAN – TITLE CONSOLIDATION**

The Division of Agency Services requests the consolidation of the Mail Clerk title series.



**MEMORANDUM**

DATE: September 3, 2015  
TO: Civil Service Commission  
FROM: Kenneth Connolly, Director  
Division of Agency Services  
SUBJECT: Change in the Classification Plan

A handwritten signature in blue ink, appearing to read "Ken Connolly", is written over the printed name of the Director of the Division of Agency Services.

**CONSOLIDATION OF STATE AND LOCAL GOVERNMENT TITLES**

The Division of Agency Services requests the consolidation of four (4) State and local titles and the revision of a common title in the same series.

The State and local job specifications of Senior Mail Clerk and Mail Clerk are identical, therefore, making the State titles common and inactivating the local titles will result in a net reduction of two titles. The Principal level in the series is common.

The employees in the Principal Mail Clerk title have been found to be functioning as lead workers, rather than supervisors. The job specification of the title has been modified to reflect this change. The Office of Employee Relations was petitioned to review the bargaining unit assignment of the title to a non-supervisory Employee Relations Group.

The title actions will be processed as lateral employee movements: appointment type to appointment type, with retention of existing status.

The appropriate negotiations representatives and the Appointing Authorities have been notified.

The effective date of these requested actions will be the first pay period that follows the Commission's approval of the action.

**STATE AND LOCAL TITLES**

<b><u>FROM:</u></b>		<b><u>TO:</u></b>
Principal Mail Clerk R10-20434 Common	→	Principal Mail Clerk A10-20434 Common

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**STATE AND LOCAL TITLES**

**FROM:**

**TO:**

Senior Mail Clerk  
A07-20433 State



Senior Mail Clerk  
A07-20433 Common

Senior Mail Clerk  
03424 Local

Mail Clerk  
A04-20432 State



Mail Clerk  
A04-20432 Common

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Mail Clerk  
02320 Local

KC/JT/PM/LR

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

**B-27 CHANGE IN THE CLASSIFICATION PLAN – COMMUNITY SERVICE OFFICER, ADDICTIONS TITLE SERIES**

The Division of Agency Services requests verbiage changes to the Community Service Officer, Addictions title series.



**MEMORANDUM**

DATE: September 8, 2015  
TO: The Civil Service Commission  
FROM: Kenneth Connolly, Director *Kenneth Connolly*  
Division of Agency Services  
SUBJECT: Change in State Classification Plan

**DEPARTMENT OF TREASURY**

The Department of Treasury requests that the Community Service Officer, Addictions series be made general for use in the Governor's Council on Alcoholism and Drug Abuse (GCADA.) This action is being requested to provide appropriate classification of its staff.

The bargaining unit of level 2 of the series has been reassigned from 'R' to 'P' by the Office of Employee Relations as the incumbents in the title do not function as supervisors.

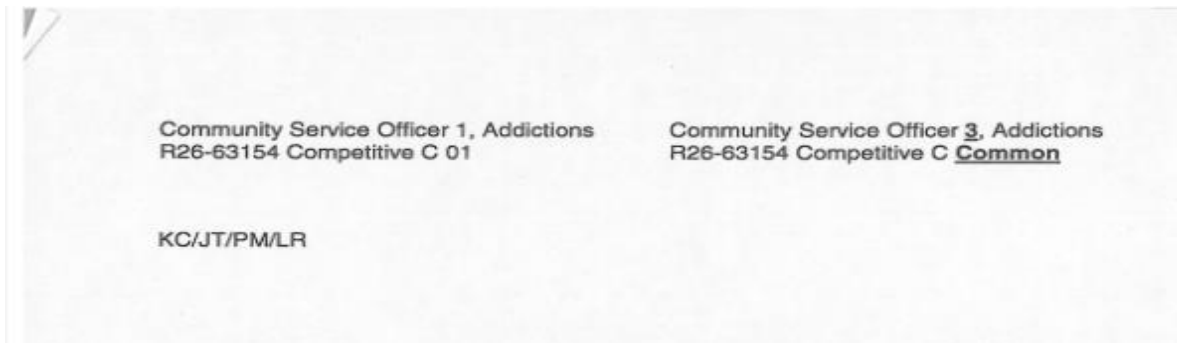
Additionally, the series is being renumbered in accordance with current practice, with the numerical suffix '1' representing the lowest level to '3' representing the higher level of the series. Minor changes have been made to the job specifications to make them current.

Collective negotiation representative has been notified in accordance with NJAC 4A:3-3.3(f).

**TITLE CHANGES:**

**Effective:** Changes will be effective the first pay period following the Commission's approval.

<b><u>FROM:</u></b>	<b><u>TO:</u></b>
Community Service Officer 3, Addictions P18-63003 Competitive C K	Community Service Officer <b>1</b> , Addictions P18-63003 Competitive C <b>Common</b>
Community Service Officer 2, Addictions R21-63153 Competitive C 04	Community Service Officer 2, Addictions <b>P</b> 21-63153 Competitive C <b>Common</b>



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

**B-28 J.T. – CSC DOCKET NO. 2015-2242**

J.T., represented by Brian M. Cige, Esq., appeals his rejection as a Police Sergeant candidate by Rockaway Township and its request to remove his name from the eligible list for Rockaway Township (PM5149N) on the basis of psychological unfitness to perform effectively the duties of the position.

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

**B-29 EDGAR THOMAS – CSC DOCKET NO. 2016-821**

Edgar Thomas appeals the determination of the Division of Agency Services which found that he was below the minimum requirements in experience for the open competitive examination for Senior Maintenance Repairer, Fire Equipment (M0299T), Moorestown.

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

**B-30 BRYANT GARCIA – CSC DOCKET NO. 2015-2860**

Bryant Garcia requests a make-up examination for Correction Officer Recruit (S9988T), Department of Corrections.

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

**B-31 THOMAS BORR – CSC DOCKET NO. 2015-2670**

Thomas Borr, an Assistant District Parole Supervisor with the State Parole Board, requests a waiver of repayment of a salary overpayment, pursuant to N.J.S.A. 11A:3-7.

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

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, October 7, 2015, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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