



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

JON S. CORZINE  
*GOVERNOR*

HOPE L. COOPER  
*Chair/Chief Executive Officer*

**MINUTES OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
JUNE 10, 2009**

**Hope L. Cooper, Chairperson  
Flavella Branham  
John Currie  
Margaret E. L. Howard**

**JUNE 10, 2009**

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**A regular meeting of the Civil Service Commission was held on Wednesday, June 10, 2009, in Trenton, New Jersey.**

**PRESENT: Hope L. Cooper, Chairperson, Members Flavella Branham, John Currie and Margaret E. L. Howard; Pamela Ullman, Deputy Attorney General; Henry Maurer, Director, Division of Merit System Practices and Labor Relations.**

**In accordance with L.1975, c.231, Hope L. Cooper, Chairperson, 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 November 17, 2008, and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.**

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

STATE

The Civil Service Commission recorded the recommended changes in the State Classification Plan, copies of which are attached hereto and made a part hereof.



**MEMORANDUM**

**DATE:** June 03, 2009

**TO:** Hope L. Cooper, Chair/CEO *HLC*  
Civil Service Commission

**FROM:** Elizabeth Van Marter, Director *EM*  
Division of Classification and Compensation

**SUBJECT:** Change in the State Classification Plan

Department of Human Services

The title Nursing Administrator, Psychiatric Services (00545) has been renamed Chief Nursing Officer Psychiatric. The Department of Human Services (DHS) has increased its scope of duties to include the administration of assigned psychiatric nursing services within a psychiatric hospital, and to serve as a member of the institution's senior management. Additionally, the requirements were changed to include a specialized Master's Degree in Adult Psychiatric Mental Health Nursing, a NJ Board of Nursing certification as an advanced practice nurse with a psychiatric/mental health specialization with experience in this field, and board certification by the American Nurses Credentialing Center.

The DHS requested a salary range review in light of these changes; our analysis of the Hay factors resulted in a two range increase, from 32 to 34. Additionally, as this title is only used in DHS facilities, it is requested that the title be restricted to use by only the DHS.

RE-EVALUATION

Effective: 03-14-09

FROM

TO

Chief Nursing Officer Psychiatric  
M32-00545 \* Competitive NL/12

Chief Nursing Officer Psychiatric  
M34-00545 P Competitive NL/12

EVM/JMM/JAG

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Labeeb Abdullah  
City of Newark  
Police Department  
Removal

In the Matter of Craig Cavagnaro  
City of Vineland  
Health Department  
Suspension

In the Matter of Krzysztof J. Czuj  
Township of West Milford  
Police Department  
Release at the end of the working test period

In the Matter of Patricia Donovan  
City of Asbury Park  
Department of Buildings and Housing  
Removals (3)

In the Matter of Sequoya Martin  
City of Newark  
Police Department  
Suspension

In the Matter of Jesse Montanez  
City of Newark  
Police Department  
Removal

In the Matter of Terry Myers  
Ancora Psychiatric Hospital  
Department of Human Services  
Suspension and Removal

In the Matter of Korlu Nabwe  
Burlington County  
Buttonwood Hospital  
Suspension

In the Matter of William F. Oese  
Township of Berkeley  
Department of Administration  
Removal

In the Matter of Kory Wright  
Hudson County  
Department of Corrections  
Suspension

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

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

**A-2 PEDRO DELGADO**

Pedro Delgado, County Correction Lieutenant, Middlesex County, Department of Adult Corrections, demotion to the position of County Correction Sergeant effective March 12, 2008, on charges of conduct unbecoming a public employee, discrimination, sexual harassment, and violation of the County's sexual harassment policy.

Recommendation of the Administrative Law Judge – Uphold the demotion to the position of County Correction Sergeant.

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

**A-3 MARTYN A. GOURRIER**

Martyn A. Gourrier, Truck Driver, Township of Teaneck, Department of Public Works, 180-day suspension on charges of conduct unbecoming a public employee and violation of the substance abuse/CDL driver's policy.

Recommendation of the Administrative Law Judge – Uphold the 180-day suspension.

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

**A-4 LAWRENCE MILLER**

Lawrence Miller, Laborer, City of Newark, Department of Neighborhood and Recreational Services, resignation not in good standing on the charge of being absent from duty five or more consecutive business days without approval.

Recommendation of the Administrative Law Judge – Dismiss the appeal for lack of prosecution.

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

**A-5 JOHN WOLTMAN**

John Woltman, Fire Officer, 1, North Hudson Regional Fire and Rescue Service, 15-working day suspension (24 hour tours) (equal to 45-working day suspension @ 8 hour tours), on charges of conduct unbecoming a public employee, neglect of duty, and violation of various rules regarding medical leave and misrepresentation.

Recommendation of the Administrative Law Judge – Uphold the 15-working day suspension (24 hour tours).

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to a 5-working day (24 hour tours) suspension (equal to 15-working day suspension @ 8 hour tours).

**A-6 WALTER YOUNG**

Walter Young, Police Lieutenant, Township of Irvington, Police Department, 10-day suspension, on charges of insubordination and conduct unbecoming a public employee.

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

**ACTION:** The Civil Service Commission remanded the matter to the Office of Administrative Law.

<b>VOTE:</b>	<b>Hope L. Cooper</b>	<b>(Abstained)</b>
	<b>Margaret E. L. Howard</b>	<b>(Yes)</b>
	<b>Flavella Branham</b>	<b>(Yes)</b>
	<b>John Currie</b>	<b>(Yes)</b>

**A-7 JAMES DEANS**

James Deans, Omnibus Operator, Newark School District, removal effective October 31, 2008, on charges of violation of Federal regulations regarding drug and alcohol use, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

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

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

**A-8 DAVID EISENHAUER (CONSOLIDATION)**

David Eisenhauer, Police Sergeant, Township of North Bergen, Department of Public Safety:

- 1) 10-day suspension on charges of incompetency, inefficiency, or failure to perform duties, conduct unbecoming a public employee, neglect of duty, and violations of Department rules.

**A-8 DAVID EISENHAURER (CONTINUED)**

2) Removal effective April 21, 1999 on charges of incompetency, inefficiency, or failure to perform duties, conduct unbecoming a public employee, neglect of duty and violations of Department rules.

3) Removal effective June 27, 2000 on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty and violations of Department rules.

4) Removal effective July 17, 2000 on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty and violations of Department rules.

Recommendation of the Administrative Law Judge –

- 1) Uphold the 10-day suspension
- 2) Uphold the removal effective April 21, 1999
- 3) Reverse the removal effective June 27, 2000
- 4) Uphold the removal effective July 17, 2000

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

**A-9 MONICA HAYMAN**

Monica Hayman, Investigator 2, Child Protection, Department of Children and Families (formerly the Division of Youth and Family Services), removal effective April 1, 2008, on charges of conduct unbecoming a public employee, notoriously disgraceful conduct and neglect.

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

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



**A-10 HARIVADAN PATEL**

Harivadan Patel, Cottage Training Technician, New Lisbon Developmental Center, Department of Human Services, removal effective April 22, 2008, on charges of physical abuse of a client, mistreatment of a patient and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Reverse the removal.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to a 60-working day suspension.

**A-11 MAHIPAT PATEL**

Mahipat Patel, Security Guard, Bergen County, Sheriff's Department, removal effective November 16, 2006, on the charge of inability to perform duties.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

**A-12 LATASHA WALKER**

Latasha Walker, Senior Correction Officer, East Jersey State Prison, Department of Corrections, removal, on charges of conduct unbecoming a public employee, and violation of rules regarding falsification, improper or unauthorized contact with inmates, undue familiarity with inmates, parolees, their families, or friends.

Recommendation of the Administrative Law Judge – Reverse the removal.

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

**A-13 SETTLEMENTS**

In the Matter of Jeanette Simmons  
Essex County  
Department of Citizen Services  
Removal

Maleather Skipper  
Essex County  
Office of the County Executive  
Good Faith layoff

**RECOMMENDATION OF THE ADMINISTRATIVE LAW JUDGE IN  
THE ABOVE MATTERS – ACKNOWLEDGE THE SETTLEMENTS.**

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

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 MARY COWHERD**

Mary Cowherd, a former Human Services Assistant with Woodbridge Developmental Center, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-2 DOLLY KEY**

Dolly Key, a Senior Correction Officer with South Woods State Prison, Department of Corrections, appeals the denial of sick leave injury (SLI) benefits.

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

**B-3 RUBBIE LESTER**

Rubbie Lester, a Senior Laundry Worker with Vineland Developmental Center, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-4 JOHN MESZAROS**

John Meszaros, a Senior Correction Officer with Garden State Reception and Youth Correctional Facility, Department of Corrections, represented by Henry J. Cistrelli, Esq., appeals the denial of sick leave injury (SLI) benefits.

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

**B-5 MARY ANN PAGE**

Mary Ann Page, a Bus Driver at Vineland Developmental Center, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-6 ANTOINETTE TANKARD**

Antoinette Tankard, a Senior Food Service Handler with Trenton Psychiatric Hospital, Department of Human Services, appeals the denial of sick leave injury (SLI) benefits.

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

**B-7 JAMES WISE**

James Wise, a Teacher 1, 12 Months with the Juvenile Justice Commission, Department of Law and Public Safety, appeals the denial of sick leave injury (SLI) benefits.

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

**B-8 JERRY ACQUINO**

The Department of Corrections appeals the decision of the Division of State Human Resource Management which reinstated Jerry Acquino's name to the eligible list for Correction Officer Recruit (S9999H).

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

**B-9 ANDREW L. GALES**

Andrew L. Gales, represented by Michael Garcia, Esq., appeals the determination of the Division of Local Human Resource Management which found that the appointing authority had presented a sufficient basis to remove his name from the open competitive list for Police Assistant (M1343H), Paterson, based on his unsatisfactory criminal record and falsification of his application.

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

**B-10 ALONZO MIDDLETON**

Alonzo Middleton appeals the decision of the Division of Local Human Resource Management, which upheld the removal of his name from the eligible list for County Correction Officer (S9999H), Essex County on the basis of his failure to respond to the Notice of Certification.

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

**B-11 EUNICE OLOWOOKERE**

Eunice Olowookere, represented by John V. Iacona, Esq., appeals the removal of her name from the certification of the Field Representative Housing, Housing Assistance Program (S0649J), Department of Community Affairs, eligible list.

**ACTION:** The Civil Service Commission granted a hearing.

**B-12 JOHN REZES**

John Rezes appeals the decision of the Division of Local Human Resource Management, which upheld the bypass of his name on a certification of the Fire Lieutenant (PM2509H), Perth Amboy, eligible list.

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

**B-13 JOSEPH RICCIARDI**

Joseph Ricciardi appeals the removal of his name from the Correction Officer Recruit (S9999H) and (S9999F), Department of Corrections, eligible lists based on falsification of his employment applications and an unsatisfactory employment record.

**ACTION:** The Civil Service Commission directed that these appeals be granted, but that the appellant's name be reflected as bypassed on the certification.

**B-14 ADMINISTRATIVE ANALYST 1 (PS5546K), DEPARTMENT OF HUMAN SERVICES**

The Department of Human Services requests permission not to make an appointment from the October 2, 2008 certification for Administrative Analyst 1 (PS5546K).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed no selection costs at this time.

**B-15 ADMINISTRATIVE CLERK TYPING (M0529K), ROSELLE BOROUGH**

Roselle Borough requests permission not to make an appointment from the November 24, 2008 certification for Administrative Clerk Typing (M0529K).

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

**B-16 ANALYST, GRANT APPLICATIONS (M6215J), JERSEY CITY**

Jersey City requests permission not to make an appointment from the January 23, 2008 certification for Analyst, Grant Applications (M6215J).

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

**B-17 BUILDING MANAGEMENT SERVICES SPECIALIST 2 (S6988J), STATEWIDE**

The Department of Military and Veterans Affairs requests permission not to make an appointment from the June 9, 2008 certification for Building Management Services Specialist 2 (S6988J).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed no selection costs at this time.

**B-18 BUILDING MANAGER (PS6848U), DEPARTMENT OF THE TREASURY**

The Department of the Treasury requests permission not to make an appointment from the October 24, 2008 certification for Building Manager (PS6848U).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed no selection costs at this time.

**B-19 ELECTRICIAN'S HELPER**

The appointing authority's failure to dispose of the certification for Electrician's Helper (Special Re-employment List), Newark, while provisionals are serving in the title, has been referred to the Civil Service Commission for enforcement.

**ACTION:** The Civil Service Commission ordered the appointing authority to remove the provisional appointees, to make an appointment from the certification and to pay compliance costs.

**B-20 SOCIAL SERVICE AIDE (M0236K), PASSAIC CITY**

Passaic City requests permission not to make an appointment from the November 10, 2008 certification for Social Service Aide (M0236K).

**ACTION:** The Civil Service Commission granted the appointment waiver and assessed no selection costs at this time.

**B-21 SOCIAL WORK SUPERVISOR (PC1537H), MERCER COUNTY BOARD OF SOCIAL SERVICES**

The Mercer County Board of Social Services requests that the eligible list for Social Work Supervisor (PC1537H) be extended for one year beyond its original expiration date.

**ACTION:** The Civil Service Commission granted the request.

**B-22 PAULETTE CAPUTO**

Paulette Caputo, a Practical Nurse with the Juvenile Justice Commission, Department of Law and Public Safety, appeals the determination of the Chief of Staff, Office of the Attorney General, stating that the appellant failed to present sufficient evidence to support a finding that she had been subjected to violations of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**B-23 MELINDA MALDONADO**

Melinda Maldonado, a former Unemployment Insurance Clerk, Reemployment Call Center, with the Department of Labor and Workforce Development (DOL), appeals the determination of the Commissioner of the DOL which found that the appellant had violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**B-24 ROBERT WILKINS**

Robert Wilkins, a Sergeant with the Department of Law and Public Safety, appeals the determination of the Chief of Staff, Office of the Attorney General, 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 Workplace.

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

**B-25 LORI APICELLI, ET AL.**

The Essex County Sheriff's Office (Sheriff's Office), on behalf of Lori Apicelli, Anthony Melia, and Abraham Tettamanti, appeals the decisions of the Division of Local Human Resource Management that the proper classifications of their positions are, respectively, Training Officer, Law Enforcement, Chief Communications Officer, and Management Information Systems Coordinator. The Sheriff's Office seeks Sheriff's Officer Captain classifications for Apicelli and Tettamanti and a Sheriff's Officer Lieutenant classification for Melia.

**ACTION:** The Civil Service Commission directed that these appeals be granted and that the Division of Classification and Compensation consult with the Sheriffs from Civil Service jurisdictions to update the job specifications for the Sheriff's Officer title series.

**B-26 STEPHANIE BRADWAY**

Stephanie Bradway appeals the decision of the Division of Local Human Resource Management that the proper classification of her position is Senior Clerk Typist. The appellant seeks a Supervising Clerk Typist or an Assistant Program Coordinator, Non-Emergency Transportation classification.

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



**B-27 CHERI CHALOFSKY AND TANYA TARRANT**

Cheri Chalofsky and Tanya Tarrant appeal the decisions of the Division of State Human Resource Management that the proper classification of their positions is Personnel Assistant 3. The appellants seek a Personnel Assistant 2 classification.

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

**B-28 CASSANDRA LICATA-LINK**

Cassandra Licata-Link appeals the decision of the Division of State Human Resource Management which found that her position is properly classified as Administrative Analyst 4. She seeks an Administrative Analyst 3 job classification in this proceeding.

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

**B-29 ARTHUR MILLS**

Arthur Mills appeals the decision of the Division of Local Human Resource Management that the proper classification of his position is Police Sergeant. The appellant seeks a Police Lieutenant classification.

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

**B-30 FAITH MITCHELL**

Faith Mitchell appeals the decision of the Division of State Human Resource Management that the proper classification of her position is Technical Assistant 3. The appellant seeks a Technical Assistant 2, Treasury classification.

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

**B-31 ANDRE WILLIAMS**

Andre Williams appeals the decision of the Division of State Human Resource Management which found that his position is properly classified as Network Administrator 1. He seeks a Telecommunications System Analyst 1 job classification in this proceeding.

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

**B-32 GREGORY ZALASKUS**

Gregory Zalaskus appeals the decision of the Division of State Human Resource Management that the proper classification of his position is Principal Environmental Specialist, Site Remediation. The appellant seeks a Supervising Environmental Specialist, Site Remediation or a Site Remediation Technical Specialist classification.

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

**B-33 WILLIAM VARCADIPANE, JR.**

The Borough of Ogdensburg requests a retroactive permanent appointment date for William Varcadipane, Jr., as Police Chief.

**ACTION:** The Civil Service Commission granted the request.

**B-34 STANLEY RULAND**

Stanley Ruland, a former Custodial Worker with the Parsippany-Troy Hills Public Library, appeals his resignation in good standing.

**ACTION:** The Civil Service Commission granted a hearing.

**B-35 SUSAN CONVEY**

Susan Convey, a Charge Nurse, 12 Months, at Hagedorn Psychiatric Hospital, Department of Human Services, represented by Robert O. Yaeger, Principal Staff Representative, CWA Local 1040, petitions the Civil Service Commission for reconsideration of the final decision rendered on February 25, 2009, which upheld the denial of sick leave injury (SLI) benefits.

**ACTION:** The Civil Service Commission denied the request for reconsideration.

**B-36 ROBERT DEVLIN**

Robert Devlin requests reconsideration of the final administrative determination in *In the Matter of Peter Lewis, et al.* (MSB, decided July 25, 2007) which found that he was below the minimum educational requirements for Parole Officer Recruit (S2049H), State Parole Board.

**ACTION:** The Civil Service Commission denied the request for reconsideration.

**B-37 NELSON FERRER**

Nelson Ferrer, a former Residential Services Worker at the New Jersey Veterans Memorial Home at Vineland, Department of Military and Veterans Affairs, petitions the Civil Service Commission for reconsideration of the final administrative decision, rendered on October 22, 2008, in which the Director of the Division of Merit System Practices and Labor Relations denied his request for a hearing with respect to his resignation not in good standing.

**ACTION:** The Civil Service Commission granted the request for reconsideration and directed that the matter be transmitted to the Office of Administrative Law for a hearing.

**B-38 PATRICIA (UHLAND) PARKS**

Patricia (Uhland) Parks, a former Practical Nurse with Vineland Developmental Center, Department of Human Services, petitions for reconsideration of the final decision rendered on April 23, 2008, in which the Merit System Board upheld her resignation not in good standing, effective February 25, 2002.

**ACTION:** The Civil Service Commission denied the request for reconsideration.

**B-39 TRACY JOHNSON**

The appeal of Tracy Johnson, a Correction Sergeant at Northern State Prison, Department of Corrections, of his removal effective April 27, 2007, on charges, was heard by Administrative Law Judge Sandra Ann Robinson (ALJ), who rendered her initial decision on April 24, 2009. At its meeting on May 27, 2009, the Civil Service Commission (Commission) adopted the ALJ's recommendation to reverse the appellant's removal. The proposed decision is now submitted for the Commission's review.

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

**B-40 JOSEPH JULIANO**

Joseph Juliano appeals the decision of the Division of Selection Services which found that he lacked the required amount of permanent status in a title to which the examination was open for Deputy Fire Chief (PM3607K), Orange.

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

**B-41 RICARDO FELICANO AND LEVI HOLMES**

Ricardo Felicano and Levi Holmes appeal the determinations of the Division of Selection Services which found them ineligible for the promotional examination for Police Sergeant (PM2607J), Newark due to untimely applications.

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

**B-42 CLAYTON S. SANDERS**

Clayton S. Sanders appeals the determination of the Division of Selection Services that he was not eligible for the open competitive examination for Juvenile Detention Officer (C0082L), Union County, because his application was filed after the closing date of the examination announcement.

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

**B-43 FRED CASSEL**

Fred Cassel appeals the decision of the Division of Selection Services which denied his admittance to the promotional examination for Deputy Fire Chief (PM3505K), Linden.

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

**B-44 CIVIL SERVICE COMMISSION MINUTES**

The Civil Service Commission minutes of its meeting of May 27, 2009 are submitted for adoption.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of May 27, 2009.

**B-45 LAYOFF OF FIRE FIGHTERS, TOWNSHIP OF TEANECK**

The Firefighters Mutual Benevolent Association, Local 42 (Fire Fighters) and Local 242 (Fire Officers), represented by David I. Fox, Esq., petitions the Civil Service Commission for a stay of the layoff and demotion of fire personnel in the Township of Teaneck.

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

**B-46 ARNOLD BORRERO**

The appeal of Arnold Borrero, a Police Officer with the City of Newark, of his removal, effective February 5, 2007, on charges, was heard by Administrative Law Judge Barry E. Moscovitz (ALJ), who rendered his initial decision on March 17, 2009. At its meeting on May 27, 2009, the Civil Service Commission (Commission) did not adopt the ALJ's recommendation to modify the removal to a six-month 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.

**B-47 AUDRA PAGANO**

Audra Pagano 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 Assistant Training Supervisor, County Welfare Agency (PC1029K), Essex County.

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

**B-48 AMENDMENTS, NEW RULES, AND APPENDIX (LAW ENFORCEMENT OFFICER AND FIRE FIGHTER APPEALS)**

Submitted for the Commission's review is a Notice of Adoption of amendments to N.J.A.C. 4A:2-2.5, 2.6, 2.8, 2.9, 2.10 and 2.12; new rule N.J.A.C. 4A:2-2.13; and appendix, regarding law enforcement officer and firefighter removal appeals. This adoption concerns a new appeal process set forth in P.L. 2009, c. 16.

**ACTION:** The Civil Service Commission adopted the amendments, new rule and appendix.

**B-49 EARLY SETTLEMENTS**

Jocelyn Kemp  
Vineland Developmental Center  
Department of Human Services  
Suspension

Theresa Molloy  
Judiciary  
Monmouth County Superior Court  
Suspension

Tonya Willis  
Ancora Psychiatric Hospital  
Department of Human Services  
(2) Suspensions

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

**B-50 NEW JERSEY ENVIRONMENTAL MANAGEMENT SYSTEM STAFF CONSOLIDATION EXAMINATION ELIGIBILITY APPEALS, DEPARTMENT OF ENVIRONMENTAL PROTECTION**

Various employees impacted by the New Jersey Environmental Management System (NJEMS) Staff Consolidation classification action appeal their examination ineligibility: 1) Anne Clevenger appeals the determination of the Division of Selection Services (Selection Services) which found that, per the substitution clause for education, she was below the minimum requirements in experience for the promotional examination for Program Technician (PS6099G), Department of Environmental Protection (DEP); 2) Annette DeBlois and Bonnie Myslinski appeal the determinations of Selection Services which found that, per the substitution clause for education, they were below the minimum requirements in experience for the promotional examination for Program Technician (PS6101G), DEP; 3) Theresa Pagodin appeals the determination of Selection Services which found that she was below the minimum requirements in experience for the promotional examination for Data Processing Analyst 2 (PS5797G), DEP; 4) Russell Polo appeals the determination of Selection Services which found that he was below the minimum requirements in experience for the promotional examination for Data Processing Analyst 2 (PS5791G), DEP; 5) Richard Gunoskey and Joseph Ludovico appeal the determinations of Selection Services which found that they did not meet the requirements for the promotional examination for Data Processing Analyst 2 (PS4997G), DEP and 6) Nicole Snook appeals the determination of Selection Services which found that, per the substitution clause for education, she was below the minimum requirements in experience for the promotional examination for Technical

**B-50 NEW JERSEY ENVIRONMENTAL MANAGEMENT SYSTEM STAFF  
CONSOLIDATION EXAMINATION ELIGIBILITY APPEALS,  
DEPARTMENT OF ENVIRONMENTAL PROTECTION**

Support Specialist 2 (PS5792G), DEP. It is noted that these matters were held over at the December 17, 2008 and May 27, 2009 Commission meetings for further review.

**ACTION:** The Civil Service Commission directed that the appeals of Mr. Ludovico and Ms. Snook be granted. The Civil Service Commission also directed that the positions of Ms. Pagodin, Mr. Polo and Mr. Gunoskey be reclassified, and that promotional announcements be issued for the reclassified positions and that their experience be accepted as qualifying for the future promotional examinations. The Civil Service Commission directed that the appeals for Program Technician be denied. The Civil Service Commission directed that the positions of Ms. Clevenger, Ms. DeBlois, Ms. Myslinski, and Anita Veal be reclassified and that the promotional announcements be issued for the reclassified positions and that their experience be accepted as qualifying for the future promotional examinations.

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, June 24, 2009, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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**Hope L. Cooper  
Chairperson  
Civil Service Commission**