



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  
AUGUST 5, 2009**

**Hope L. Cooper, Chairperson  
Flavella Branham  
John Currie**

**AUGUST 5, 2009**

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**A regular meeting of the Civil Service Commission was held on Wednesday, August 5, 2009, in Trenton, New Jersey.**

**PRESENT: Hope L. Cooper, Chairperson, Members Flavella Branham, and John Currie; 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.**

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of Sandra L. Castorne  
Township of Lopatcong  
Department of Finance  
Removal

In the Matter of Daniel Estremera  
Department of Citizen Services  
Release at the end of the working test period

In the Matter of Gloria Luciano  
Passaic County Board of Social Services  
Removal

In the Matter of Surette Mitchell  
New Jersey Veterans Memorial Home  
Military and Veterans' Affairs, Paramus  
Removal

In the Matter of Edgar Oyola  
Mercer County  
Department of Corrections  
Suspension

In the Matter of Lisa Sayles  
City of Newark  
Police Department  
Removals (3)

In the Matter of Mary Shamburger  
City of Newark  
Police Department  
Suspension

In the Matter of Victor Squirewell  
New Jersey Veterans Memorial Home  
Military and Veteran's Affairs Paramus  
Removal

In the Matter of Camiel Swan  
New Jersey Veterans Memorial Home  
Military and Veterans' Affairs, Paramus  
Suspension

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

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

**A-2 MARJORIE ANGERMUELLER**

Marjorie Angermueller, Payroll Supervisor, Borough of Oakland, Finance Department, 10-day suspension on charges of incompetency, inefficiency or failure to perform duties, insubordination, inability to perform duties, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

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

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

**A-3 JODI GREGG**

Jodi Gregg, County Correction Officer, Burlington County, County Jail, 10-day suspension on the charge of other sufficient cause.

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

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

**A-4 JEROME MCKIE**

Jerome McKie, County Correction Officer, Salem County, Department of Corrections, 48-hour suspension on charges of inappropriate physical contact or mistreatment of an inmate and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Modify the 48-hour suspension to a 36-hour suspension for the charge of inappropriate physical contact with an inmate and dismiss the charge of conduct unbecoming a public employee.

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

**A-5 KARLA JACKSON**

Karla Jackson, Health Services Assistant, Ancora Psychiatric Hospital, Department of Human Services, resignation not in good standing effective November 25, 2007, on the charge of being absent from duty for five or more consecutive business days without approval.

Recommendation of the Administrative Law Judge – Modify the resignation not in good standing to a resignation in good standing

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to uphold the resignation not in good standing.

**A-6 RASHID BEY**

Rashid Bey, Cook, Ancora Psychiatric Hospital, removal effective August 21, 2007, on charges of fighting or creating a disturbance on State property, continual use of obscene language and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Dismiss the appeal as moot.

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

**A-7 RHODA LIVINGSTON**

Rhoda Livingston, Senior Correction Officer, Northern State Prison, Department of Corrections, removal effective August 26, 2008, on charges of conduct unbecoming a public employee, and violation of rules regarding improper or unauthorized contact with inmates, undue familiarity with inmates, parolees, their families or friends and violation of rule, regulation, policy, procedure, order or administrative decision.

Recommendation of the Administrative Law Judge – Modify the removal to a 180-day suspension.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge to uphold the removal.

**A-8 DANIEL MARCANO AND CHRISTOPHER FRUCCI (REMAND)**

Daniel Marcano and Christopher Frucci, Police Officers, City of Camden, Police Department, removals effective May 8, 2007 and December 13, 2007 respectively, on charges of violation of several Police Department rules regarding, *inter alia*, falsification, neglect of duty and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Reverse the removals.

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

**A-9 JAMES REID (CONSOLIDATION)**

James Reid, Senior Planner, Burlington County, Department of Economic Development, 1) six-day suspension on charges of conduct unbecoming a public employee and other sufficient cause 2) 15-day suspension on charges of incompetency, inefficiency or failure to perform duties, insubordination, and conduct unbecoming a public employee, 3) 60-day suspension on charges of incompetency, inefficiency or failure to perform duties, insubordination, and conduct unbecoming a public employee, and 4) removal effective September 12, 2007, on charges of incompetency, inefficiency or failure to perform duties, inability to perform duties and other sufficient cause: unsatisfactory performance.

Recommendation of the Administrative Law Judge – 1) Uphold the six-day suspension, 2) uphold the 15-day suspension, 3) uphold the 60-day suspension and 4) uphold the removal.

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

**A-10 ROSALIND RUSSELL**

Rosalind Russell, Senior Medical Security Officer, Ann Klein Forensic Center, Department of Human Services, removal effective October 1, 2007, on the charge of excessive absenteeism.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

**A-11 CRAIG VENSON**

Craig Venson, Police Sergeant, City of Plainfield, Police Department, removal effective February 1, 2007, on charges of insubordination, conduct unbecoming a public employee, inability to perform duties and violations of various Department rules and regulations.

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-12 GREGG CLERICO (SETTLEMENT)**

Gregg Clerico, County Correction Officer, Atlantic County, 20-day suspension on charges of violation of rules regarding standards of conduct and performance of duties, 6-day suspension on charges of violation of rules regarding standards of conduct, cooperation, insubordination, obedience of laws, conduct towards any employee of the department, and truthfulness, and a 45-day suspension, not appealed to the Civil Service Commission. Settled to the 6-day suspension modified to a 4-day suspension, 20-day suspension modified to a ten day suspension and 45-day suspension modified to a 12-day suspension and attendance at an anger management course.

Recommendation of the Administrative Law Judge – Acknowledge the settlement.

**ACTION:** The Civil Service Commission acknowledged the settlement as clarified.



**SECTION B – MISCELLANEOUS MATTERS**

**B-1 NICHOLAS LAWSON**

Nicholas Lawson, represented by Jeffrey G. Garrigan, Esq., appeals his rejection as a Sheriff's Officer candidate by Hudson County and its request to remove his name from the eligible list for Sheriff's Officer (S9999F) 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 DONNELL ALEXANDER**

Donnell Alexander, an Assistant Family Service Worker 2 with the Department of Children and Families, appeals the denial of sick leave injury (SLI) benefits.

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

**B-3 JOSEPH CONTI**

Joseph Conti, Maintenance Worker 2, Transportation with the Department of Transportation, appeals the denial of sick leave injury (SLI) benefits.

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

**B-4 EDWARD GRAHAM**

Edward Graham, a Senior Correction Officer with South Woods State Prison, Department of Corrections, represented by Daniel Geddes, Esq., appeals the denial of sick leave injury (SLI) benefits.

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

**B-5 ROBERT KELLY**

Robert Kelly, a Maintenance Worker 1, Transportation, with the Department of Transportation, appeals the denial of sick leave injury (SLI) benefits.

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

**B-6 DAVID LEWIS**

David Lewis, a Senior Correction Officer with New Jersey State Prison, Department of Corrections, represented by Frank M. Crivelli, Esq., appeals the denial of sick leave injury (SLI) benefits.

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

**B-7 JEAN PERNA**

Jean Perna, a Crew Supervisor, Building Maintenance Workers with Ancora 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-8 JONATHAN CROW**

Jonathan Crow, represented by Terrance J. Turnbach, Esq., appeals the decision of the former Division of Local Human Resource Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the County Correction Officer (S9999H), County of Ocean, eligible list due to an unsatisfactory background report.

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

**B-9 QURAN RAINEY**

Quran Rainey appeals the decision of the Division of Local Human Resource Management which upheld the removal of his name from the County Correction Officer (S9999H), Essex County, eligible list on the basis of making false statement of material facts on his preemployment application.

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

**B-10 ADMINISTRATOR, CULTURAL AND HERITAGE AFFAIRS (M0160K), NEWARK**

The appointing authority's failure to dispose of the certification for Administrator, Cultural and Heritage Affairs (M0160K), Newark, while a provisional is 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 appointee, make an appointment from the certification, and pay compliance costs.

**B-11 ASSISTANT ADMINISTRATIVE ANALYST (M6331H) AND (M6110J), NEWARK**

The appointing authority's failure to dispose of the certification for Assistant Administrative Analyst (M6331H) and (M6110J), 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, make an appointment from the certification, and pay compliance costs.

**B-12 ASSISTANT PUBLIC INFORMATION OFFICER (M1406H), NEWARK SCHOOL DISTRICT**

The matter of whether the Newark School District should be granted permission not to make an appointment from the December 11, 2006 certification for Assistant Public Information Officer (M1406H) has been referred to the Civil Service Commission for review.

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

**B-13 CHILD SUPPORT SUPERVISOR (PC0026J), CUMBERLAND COUNTY BOARD OF SOCIAL SERVICES**

The Cumberland County Board of Social Services requests that the eligible list for Child Support Supervisor (PC0026J) be extended for one year beyond its original expiration date.

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

**B-14 CUSTOMER SERVICE REPRESENTATIVE (M0170K), NEWARK**

The appointing authority's failure to dispose of the certification for Customer Service Representative (M0170K), Newark, while a provisional is 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 appointee, make an appointment from the certification, and pay compliance costs.

**B-15 MANAGEMENT SPECIALIST (M6339H), JERSEY CITY**

The appointing authority's failure to dispose of the certification for Management Specialist (M6339H), Jersey City, while a provisional is 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 appointee, make an appointment from the certification, and pay compliance costs.

**B-16 PRINCIPAL AUDITOR (M6047J), NEWARK**

The appointing authority's failure to dispose of the certification for Principal Auditor (M6047J), Newark, while a provisional is 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 appointee, make an appointment from the certification, and pay compliance costs.

**B-17 RECEPTIONIST BILINGUAL IN SPANISH AND ENGLISH (M1721J), NEWARK**

Newark requests permission not to make an appointment from the September 4, 2007 certification for Receptionist Bilingual in Spanish and English (M1721J).

**ACTION:** The Civil Service Commission granted the request for an appointment waiver, ordered the appointing authority to remove the provisional appointee, assessed no selection costs, but assessed compliance costs.

**B-18 RECEPTIONIST TYPING (SPECIAL RE-EMPLOYMENT LIST) NEWARK**

The appointing authority's failure to dispose of the certification for Receptionist Typing (Special Re-employment List), while a provisional is 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 appointee, make an appointment from the certification, and pay compliance costs.

**B-19 SENIOR CUSTODIAN (M9656G), NEWARK SCHOOL DISTRICT**

The Division of State and Local Operations requests that the Newark School District be ordered to return the June 10, 2008 certification (OL081012) of the eligible list for Senior Custodian (M9656G) for proper disposition.

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

**B-20 SUPERVISING ACCOUNTANT (PS5666U), DEPARTMENT OF THE TREASURY**

The Acting Director, Division of State and Local Operations, on behalf of the Department of the Treasury, requests that the promotional list for Supervising Accountant (PS5666U), be revived in order to retroactively appoint William Wilson.

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

**B-21 EDWARD WERNER**

Edward Werner, a former member and Chairman of the Victims of Crime Compensation Agency, represented by Benjamin A. Spivack, Esq., appeals the determination of the Department of the Treasury's Equal Employment Opportunity and Affirmative Action Officer, which found sufficient evidence that the appellant violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

**B-22 PAUL CZAJKOWSKI**

Paul Czajkowski appeals the decision of the Division of State Human Resource Management (SHRM) which found that his position is properly classified as Inspector 3, Multiple Dwellings. He seeks an Inspector 2, Multiple Dwellings job classification in this proceeding.

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

**B-23 BARRY ANDERSON**

Barry Anderson, a former Laborer with the Trenton Department of Public Works, requests reinstatement of the appeal of his resignation not in good standing, which was dismissed based on his failure to appear at a scheduled settlement conference.

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

**B-24 GERARD EATMAN**

The appeal of Gerard Eatman, Police Officer, City of Newark, removal effective October 19, 2007, on charges, was considered by Administrative Law Judge Richard McGill, who rendered his initial decision on May 5, 2009, recommending acknowledgement of the settlement of the parties.

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

**B-25 BRUCINE BARNES**

Brucine Barnes, a former Secretarial Assistant, Typing, with the City of Newark's Department of Health and Human Services, represented by Clayton Giles, Esq. appeals the determinations of her layoff rights by the Division of Local Human Resource Management.

**ACTION:** The Civil Service Commission directed that this appeal be granted and the Civil Service Commission's decision in *In the Matter of Secretarial Assistant (Specialist)*, Newark, (CSC, decided March 25, 2009) be reversed in part.

**B-26 JUDY PADILLA**

Judy Padilla, a former Senior Clerk Transcriber with the State Parole Board, appeals the determination of her layoff rights.

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

**B-27 CANDACE COLEMAN**

Candace Coleman, Judiciary Clerk 2, represented by Jordan Kaplan, Esq., appeals a one day suspension issued by the Judiciary.

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

**B-28 BRENDAN M. COSGROVE**

Brendan M. Cosgrove, represented by Craig S. Gumpel, Esq., petitions the Civil Service Commission for relief, pursuant to N.J.S.A. 11A:2-24 and N.J.A.C. 4A:2-5.1, from alleged reprisal by his employer.

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

**B-29 ROBERT VERONELLI**

Paterson Free Public Library, represented by James M. LaBianca, Esq., petitions the Civil Service Commission for a determination with regard to the back pay, benefits, and seniority awarded in *In the Matter of Robert Veronelli* (MSB, decided December 5, 2007).

**ACTION:** The Civil Service Commission granted back pay in the amount of \$19,511.09 but denied counsel fees.

**B-30 MICHAEL WALDRON**

Michael Waldron, a Police Sergeant with Plainfield, represented by Michael J. Mitzner, Esq., petitions the Civil Service Commission for interim relief regarding his immediate suspension, effective January 9, 2009.

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

**B-31 JOSEPH JULIANO**

Joseph Juliano petitions the Civil Service Commission for reconsideration of the decision rendered on June 10, 2009, in which his request for admittance to the examination for Deputy Fire Chief (PM3607K), Orange, was denied.

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



**B-32 MARVIN J. MINNEY, JR.**

Marvin J. Minney, Jr. requests reconsideration of the final administrative decision, rendered on December 3, 2008, which found that the appointing authority had submitted sufficient evidence to remove his name from the Assistant Family Service Worker 2 (S0529H), Department of Children and Families eligible list.

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

**B-33 CHRISTOPHER BOWLES**

The appeal of Christopher Bowles, a Police Officer with City of Newark, of his removal, effective May 1, 2009, on charges, was before Administrative Law Judge JoAnn LaSala Candido (ALJ), who rendered her initial decision on June 12, 2009. At its meeting on July 22, 2009, the Civil Service Commission (Commission) adopted the ALJ's recommendation to dismiss the appellant's appeal as moot. The proposed final decision is now submitted for the Commission's review.

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

**B-34 TIMOTHY CASSIDY**

The appeal of Timothy Cassidy, a Security Officer with Kean University, of his removal effective February 27, 2008, on charges was heard by Administrative Law Judge Gail M. Cookson (ALJ) who rendered her initial decision on April 1, 2009, reversing the removal. At its July 22, 2009 meeting, the Civil Service Commission adopted the ALJ's recommendation. The proposed decision is now submitted for the Commission's review.

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

**B-35 CHARLES TRIPP**

The appeal of Charles Tripp, a Senior Correction Officer at South Woods State Prison, Department of Corrections, of his 10 working day suspension, on charges was heard by Administrative Law Judge Edward J. Delanoy, Jr., (ALJ), who rendered his initial decision on June 10, 2009. At its meeting on July 22, 2009, the Civil Service Commission did not adopt the ALJ's recommendation to modify the 10 working day suspension to a five working day suspension. Rather, the Commission upheld the 10 working day suspension. The proposed final decision is not submitted for the Commission's review.

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

**B-36 MARIA ANDRES AND WILHEMINA HOWARD**

Maria Andres and Wilhemina Howard appeal the determinations of the Division of Selection Services which found that they were not permanent in a title for which the promotional examination for Senior Therapy Program Assistant (PS1190K), Ancora Psychiatric Hospital was open.

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

**B-37 COLLEEN T. ARCHER, ET AL.**

Colleen T. Archer, Jason A. Caucci and Patrick Medany appeal the determinations of the Division of Selection Services which found that they did not meet the requirements for the open competitive examination for Human Services Specialist 2 (C0096L), Gloucester County.

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

**B-38 DEBORAH CONDON**

Deborah Condon appeals the determination of the Division of Selection Services which found that she did not meet the minimum requirements in experience for the open competitive examination for Human services Specialist 2 (C0097L), Sussex County.

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

**B-39 JACLYN DAVIES AND MARY MACHO**

Jaclyn Davies and Mary Macho appeal the determinations of the Division of Selection Services which found that Ms. Davies did not meet the experience requirements and Ms. Macho did not meet the experience requirements per the substitution clause for education, for the Coordinator of Volunteers (M0130L), Mount Laurel open competitive examination.

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

**B-40 ANTHONY DEL VALLE AND DREW S. PANGALDI**

Anthony Del Valle and Drew S. Pangaldi appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirement for the open competitive examination for Plumber and Steamfitter (S0048L).

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

**B-41 ELIZABETH DEVIRGILIO**

Elizabeth DeVirgilio appeals the determination of the Division of Selection Services which found that she did not meet the minimum experience requirements for the promotional examination for Quality Assurance Specialist Health Services (PC0055L), Monmouth County.

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

**B-42 LINDA FRANCESCO**

Linda Francesco appeals the determination of the Division of Selection Services that found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Management Assistant (PC0165L), Ocean County.

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

**B-43 MICHAEL HAWS**

On behalf of Michale Haws, CWA Local 1034 appeals the determination of the Division of Selection Services which found that Mr. Haws did not meet the experience requirements for the promotional examination for Truck Driver (PC0272L), Burlington County.

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

**B-44 NASIRA JOHNSON**

Nasira Johnson appeals the decision of the Division of Local Human Resource Management which found that the appointing authority had presented a sufficient basis not to appoint her from the August 7, 2007 certification of the eligible list for Police Officer (S9999H), Newark.

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

**B-45 HENNING KRISTIANSEN**

Henning Kristiansen appeals the determination of the Division of Selection Services which found him to be below the experience requirements for the open competitive examination for Senior Repairer (S0118L), Statewide.

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

**B-46 THOMAS LAVERTY**

Thomas Laverty appeals the determination of the Division of Selection Services which found that he did not meet the education and experience requirements for the promotional examination for Section Chief (PS0891G), Department of Environmental Protection.

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

**B-47 TAMORA LAWRENCE**

Tamora Lawrence appeals the determination of the Division of Selection Services which found that she lacked the required amount of permanent status in the competitive division for the promotional examination for Residential Living Specialist (PS1477K), Vineland Developmental Center.

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

**B-48 CATHY MARINO**

Cathy Marino appeals the determination of the Division of Selection Services that found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Assistant Purchasing Agent (PC1879L), Passaic County.

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

**B-49 JANICE NORTHROP**

Janice Northrop appeals the decision of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Assistant Director of Economic and Industrial Development (PM0124L), Paterson.

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

**B-50 TERRY PEARSON**

Terry Pearson 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 Carpenter (C0631K), Hudson County.

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

**B-51 TIFFANY PUGH**

Tiffany Pugh appeals the decision of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Human Services Specialist 1 (PC0041K), Passaic County.

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

**B-52 DAWN SHIRDEN**

Dawn Shirden appeals the determination of the Division 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 Administrative Analyst (PM1022K), Jersey City.

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

**B-53 DENISE SMITH**

Denise Smith appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Technical Assistant, Classification (PS0635I), Edna Mahan Correctional Facility for Women.

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

**B-54 SHARON A. TIMM**

Sharon A. Timm appeals the determination of the Division of Selection Services which found that she did not meet the experience requirement for the promotional examination for Administrative Analyst 3 (PS7099H), Department of Health and Senior Services.

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

**B-55 ADAKU C. UKWUOMA**

Adaku C. Ukwuoma appeals the determination of the Division of Selection Services which found that she was not eligible for the promotional examination for Instructor of Nursing (PS1956K), Woodbridge Developmental Center.

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

**B-56 JUDITH WARNER**

Judith Warner appeals the decision of the Division of Selection Services which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Recreation Supervisor (PM1960K), Hamilton Township.

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

**B-57 MELVIN WILLIAMS, JR.**

Melvin Williams, Jr. appeals the Division of Selection Services which found that he did not meet the experience requirements for the open competitive examination for Principal Tenant Interviewer and Investigator (C0901K), Essex County.

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

**B-58 ROBERT HIBBETT**

Robert Hibbett appeals his oral scores of the promotional examination for Fire Chief (PM3568K), Irvington.

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

**B-59 GARY SHUMLICH**

Gary Shumlich appeals his oral scores of the promotional examination for Fire Chief (PM3568K), Irvington.

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

**B-60 STAY OF N.J.A.C. 4A:8-1.1A, TEMPORARY LAYOFFS**

The Chairperson, Civil Service Commission, recommends a stay of the full temporary layoff rule at N.J.A.C. 4A:8-1.1A pending the repeal of the rule.

**ACTION:** The Civil Service Commission granted a stay of the rule.

**B-61 PROPOSED REPEAL OF N.J.A.C. 4A:8-1.1A TEMPORARY LAYOFFS**

Submitted for the Commission's review is a Notice of Proposal for the repeal of N.J.A.C. 4A:8-1.1A, temporary layoffs. The repeal is proposed in accordance with the Memoranda of Agreement (MOAs) with several unions representing State employees. The MOAs state that, upon request of the parties to the MOAs, the rule will be "rescinded." It is recommended that this proposal be published in the New Jersey Register for public notice and comment.

**ACTION:** The Civil Service Commission approved for publication the proposed repeal of N.J.A.C. 4A:8-1.1A, Temporary Layoffs.



**B-62 UNPAID FURLOUGH DAYS PILOT PROGRAM**

The Chairperson, Civil Service Commission recommends the establishment of a Pilot Program to provide for Unpaid Furlough Days and the creation of Paid Leave Banks for those unrepresented State employees not subject to various Memoranda of Agreements.

**ACTION:** The Civil Service Commission established the Pilot Program commencing on July 1, 2009 and ending June 30, 2010.

**B-63 CIVIL SERVICE COMMISSION MINUTES**

The minutes of the Civil Service Commission meeting of July 22, 2009 are submitted for adoption.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of July 22, 2009.

**B-64 MASON'S HELPER (SPECIAL REEMPLOYMENT LIST), NEWARK**

The appointing authority's failure to dispose of the certification for Mason's Helper (Special Reemployment List), Newark, while a provisional is 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 appointee, make an appointment from the certification and pay compliance costs.

**B-65 EARLY SETTLEMENTS**

Ella Crawford  
Trenton Psychiatric Hospital  
Department of Human Services  
Suspension and removal

Dante Daniel  
Albert C. Wagner Youth Correctional Facility  
Department of Corrections  
Suspension

Mark Fields  
Burlington County  
County Jail  
Suspension

Michael McEachern  
Trenton Psychiatric Hospital  
Department of Human Services  
Suspension

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

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, August 19, 2009, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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