



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/ Chief Executive

**MINUTES OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION
May 26, 2010**

**Robert M. Czech, Chairperson
Flavella Branham
John Currie
Vincent E. Giordano
Margaret E. L. Howard**

May 26, 2010

A regular meeting of the Civil Service Commission was held on Wednesday, May 26, 2010, in Trenton, New Jersey.

PRESENT: Robert M. Czech, Chairperson, Members Flavella Branham, John Currie, Vincent E. Giordano, 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, Robert M. Czech, 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 20, 2009 and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.

All other actions were by unanimous vote unless otherwise specified.

CONFIDENTIAL APPOINTMENTS

The Civil Service Commission recorded the following Confidential Appointments under N.J.S.A. 11A:3-4(h):

David L. Glass, appointed as a Confidential Assistant, Department of Environmental Protection, effective May 8, 2010, salary of \$115,000.00 per annum.

Byron Clark, appointed as a Confidential Secretary, Department of Community Affairs, effective May 8, 2010, salary of \$50,000.00 per annum.

Amelia Upchurch, appointed as a Confidential Assistant, Department of Community Affairs, effective May 17, 2010, salary of \$95,000.00 per annum.

David S. Leonardis, appointed as a Confidential Assistant, Homeland Security and Preparedness, effective April 10, 2010, salary of \$97,794.45 per annum.

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Eric Adams
Vineland Developmental Center
Department of Human Services
Removal

In the Matter of Elia Almoyan
Township of Weehawken
Department of Public Safety
Suspension

In the Matter of Gwendolyn Booker
Newark School District
Removal and resignation not in good standing

In the Matter of Jorge Cintron
Northern State Prison
Department of Corrections
Suspension

In the Matter of Christopher Conroy
Woodbridge Township
Department of Public Works
Suspension

In the Matter Brian Cohan
Ancora Psychiatric Hospital
Department of Human Services
Suspension

In the Matter of Paul Cummings
Cumberland County
Department of Public Works
Removals (2)

In the Matter of Alison Dial
Garden State Youth Correctional Facility
Department of Corrections
Removal

In the Matter of Michael Doyle
Hagedorn Gero-Psychiatric Hospital
Department of Human Services
Removal

In the of Matter of Sheila Felder
Ancora Psychiatric Hospital
Department of Human Services
Suspension

In the Matter of James Francis
Motor Vehicle Commission
Suspension

In the Matter of Leopold Quinland Gordon
Greystone Park Psychiatric Hospital
Department of Human Services
Removal

In the Matter of Jane Johnson
New Lisbon Developmental Center
Department of Human Services
Suspension

In the Matter of Lakia Jones
City of Newark
Police Department
Suspension

In the Matter of Michael Kownacki
Mercer County
Department of Public Safety
Removal

In the Matter of Tracy Pitti
Middlesex County Board of Social Services
Release at the end of the working test period

In the Matter of Linda Reid
Mercer County
Department of Human Services
Suspension

In the Matter of Dwayne Smith
Northern 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 GAGE CALDWELL

Gage Caldwell, Construction and Maintenance Technician 5, Department of Transportation, resignation not in good standing effective October 24, 2008, on the charge of abandonment of position.

Recommendation of the Administrative Law Judge – Uphold the resignation not in good standing.

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

A-3 MARGARET DEVLIN

Margaret Devlin, a Senior Clerk Typist, Borough of South Plainfield, appeals the good faith of her layoff, effective June 1, 2009, for reasons of economy and efficiency.

Recommendation of the Administrative Law Judge – Uphold the layoff.

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

A-4 GEORGE RAMOS

George Ramos, Police Sergeant, City of Newark, Police Department, seven-day suspension on charges of incompetency or efficiency, neglect of duty and violation of Police Department rules and regulations.

Recommendation of the Administrative Law Judge – Modify the seven-day suspension to a four-day suspension.

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

A-5 MARCELINO MARTINEZ

Marcelino Martinez, Laborer, Township of Lakewood, Department of Public Works, removal effective February 4, 2009, on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION: The Civil Service Commission modified the recommendation of the Administrative Law Judge to a six-month suspension.

A-6 TAMIKA ROSS

Tamika Ross, Parking Enforcement Officer, Atlantic City, Department of Public Safety, removal effective September 25, 2009, on charges of conduct unbecoming a public employee, violation of rules regarding truthfulness 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.

SECTION B – MISCELLANEOUS MATTERS

B-1 CHANGE IN THE STATE CLASSIFICATION PLAN

The Division of State and Local Operations (SLO) requests the inactivation of nine titles used exclusively by the Office of Legislative Services (OLS), effective April 24, 2010.



MEMORANDUM

DATE: May 04, 2010

TO: Civil Service Commission

FROM: Kenneth Connolly, Director
State and Local Operations *Kenneth Connolly*

SUBJECT: Change in the State Classification Plan

LEGISLATURE

We are requesting the inactivation of nine (9) department-specific titles listed below used by the Office of Legislative Services (OLS). Currently, there are no incumbents in these titles. Additionally, OLS advises it does not have a foreseeable future need for these titles.

TITLE INACTIVATION

Effective: April 24, 2010

Geographic Information Systems Administrator Coast
X98-10155 Unclassified NL12

Executive Director New Jersey-New York Clean Ocean and Shore Trust Committee
X98-91097 Unclassified NL12

Associate Director Clean Ocean and Shore Trust
X98-10144 Unclassified NL12

Executive Director Commission on Business Efficiency of the Public Schools
X98-10072 Unclassified NL12

General Counsel / Research Associate
X98-90685 Unclassified NL12

Director of Special Projects
X98-80069 Unclassified NL12

Assistant Director of Communications Assembly Minority
X98-90371 Unclassified NL12

Director of Intergovernmental Affairs
X98-90393 Unclassified NL12

Assistant Public Information Officer General Assembly
X98-90395 Unclassified NL12

KC/JMM/RMD

www.state.nj.us/csc

ACTION: The Civil Service Commission approved the inactivation of the titles.

B-2 CHANGE IN THE STATE CLASSIFICATION PLAN

The Office of Legislative Services (OLS) requests the establishment of a new unclassified title, Newspaper Clipping Service Assistant/Library Projects, OLS, effective February 12, 2010. This title will be used in the OLS Library and will be restricted for use in the OLS.

**MEMORANDUM**

DATE: May 04, 2010
TO: Civil Service Commission
FROM: Kenneth Connolly, Director *Kenneth Connolly*
State and Local Operations
SUBJECT: Change in the State Classification Plan

LEGISLATURE

The Office of Legislative Services (OLS) requests the establishment a new unclassified title, Newspaper Clipping Service Assistant/Library Projects, OLS. The title will be used in the OLS Library.

In accordance with NJSA 11A:3-4c state unclassified service, employees in the Legislative branch of state government shall be in the unclassified Service.

The use of this title will be restricted to OLS.

ADDITION OF NEW TITLE

Effective: 02/13/2010

Newspaper Clipping Service Assistant/Library Projects, OLS
X98 - _____ Unclassified A NL12

KC/JMM/RMD

ACTION: The Civil Service Commission approved the establishment of the new title.

B-3 CHANGE IN THE STATE CLASSIFICATION PLAN

The Department of Community Affairs (DCA) requests the creation of a new title, Supervising Fire Investigator, for use in its Division of Fire Safety, Bureau of Fire Department Services, effective March 15, 2008. The DCA also requests the inactivation of the title of Supervising Planner, Local Planning, effective March 15, 2010.

**MEMORANDUM**

DATE: May 05, 2010
TO: Civil Service Commission
FROM: Kenneth Connolly, Director
 State and Local Operations *Kenneth Connolly*
SUBJECT: Change in the State Classification Plan

Department of Community Affairs

On behalf of the Department of Community Affairs (DCA), we request creation of a new title within DCA's Division of Fire Safety, Bureau of Fire Department Services.

Currently, the unit of Fire Investigators is supervised by an incumbent in the title Supervising Planner Emergency Management Fire. The incumbent submitted a classification appeal and a subsequent desk audit was conducted. It has been determined that the incumbent is misclassified in his current title.

A review of current Civil Service Commission titles reveals there are no supervisory fire investigator titles. Further, there are no titles which would appropriately classify the incumbent's duties.

Hay factors were evaluated and the new title was determined to be class code 27. The Office of Employee Relations has determined that the new title is properly assigned to the R Employee Relations Group. The title will be restricted to use by DCA.

Attached is documentation that the negotiation representative notice required by NJAC 4A:3-3.3(f) has been made.

Additionally and in concurrence with this action, DCA previously agreed to the inactivation of Supervising Planner Local Planning (S27-16475F), which was inactivated in March, 2010.

NEW TITLE

Effective: 03-15-08

Supervising Fire Investigator
 R27- S Competitive NL12

TITLE INACTIVATION

Effective: 03-15-10

Supervising Planner Local Planning
 S27-16475F S Competitive NL12

www.state.nj.us/personnel

ACTION: The Civil Service Commission approved the establishment of the new title of Supervising Fire Investigator and the inactivation of the title of Supervising Planner, Local Planning.

B-4 CHANGE IN THE STATE CLASSIFICATION PLAN

The Department of Transportation (DOT) requests title verbiage changes, title specification modifications, and an upward salary reevaluation for the Right of Way Negotiator title series in order to more accurately reflect the level of the current duties and responsibilities of the title, effective April 24, 2010. The DOT also requests the inactivation of the title of Principal Right of Way Negotiator, Project Supervisor.

**MEMORANDUM**

DATE: May 6, 2010
TO: Civil Service Commission
FROM: Kenneth Connolly, Director *Kenneth Connolly*
State and Local Operations
SUBJECT: Change in State Classification Plan

DEPARTMENT OF TRANSPORTATION

The Department of Transportation (DOT) requests title verbiage changes, title specification modifications, and an upward salary re-evaluation for the Right of Way Negotiator title series.

DOT requests a nomenclature change from Right of Way Negotiator to Realty Specialist, Transportation to more appropriately represent the type of work performed by incumbents. The title specifications were modified to include additional duties and responsibilities that have evolved over time.

The revised title specifications were analyzed to determine if the change in content warrants a change in class code. Our analysis shows the compensable factors of Know-How and Accountability have increased sufficiently to cause each title's class code to be raised by one.

For the reasons listed above, we request the class codes of the titles listed below be increased as shown, with the corresponding salary range and title verbiage changes.

The DOT has agreed to consolidate the duties of the variant title, Principal Right of Way Negotiator, Project Supervisor (57064D), into the base title, Realty Specialist 3, Transportation. The variant title will be inactivated once unencumbered.

Attached is documentation that the negotiation representative notice required by NJAC 4A:3-3.3(f) has been made.

Civil Service Commission
 May 6, 2010
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CHANGE IN TITLE VERBIAGE

Effective: 4-24-2010

FROM:

Right of Way Negotiator Trainee
 95/P95-57061 Competitive O NE/12

TO:

Realty Specialist Trainee, Transportation
 95/P95-57061 Competitive O NE/12

CHANGE IN SALARY RANGE & TITLE VERBIAGE

Effective: 4-24-2010

FROM:

Right of Way Negotiator
 17/P17-57062 Competitive O NE/12

TO:

Realty Specialist 1, Transportation
 18/P18-57062 Competitive O NE/12

Senior Right of Way Negotiator
 21/P21-57063 Competitive O NE/12

Realty Specialist 2, Transportation
 22/P22-57063 Competitive O NE/12

Principal Right of Way Negotiator
 24/R24-57064 Competitive O NL/12

Realty Specialist 3, Transportation
 25/R25-57064 Competitive O NL/12

Supervising Right of Way Negotiator
 27/S27-57116 Competitive O NL/12

Realty Specialist 4, Transportation
 28/S28-57116 Competitive O NL/12

TITLE INACTIVATION:

Effective: 4-24-2010

Principal Right of Way Negotiator, Project Supervisor
 24/R24-57064D Career O NL/12

JMM/BP/GB

ACTION: The Civil Service Commission approved the request.

B-5 CHANGE IN THE CLASSIFICATION PLAN

The Division of State and Local Operations requests the inactivation of six State titles used exclusively by the Judiciary, effective May 22, 2010.

**MEMORANDUM**

DATE: May 17, 2010
 TO: The Civil Service Commission (CSC)
 FROM: Kenneth Connolly, Director
 State and Local Operations *Kenneth Connolly*
 SUBJECT: Change in State Classification Plan

NEW JERSEY JUDICIARY

We request the inactivation of six (6) State titles that are assigned exclusively to the Judiciary.

There are no incumbents in the titles, and the Judiciary has confirmed it has no plans to utilize these titles in the future.

TITLE INACTIVATIONS:

Effective: 5/22/2010

Judiciary Clerk 2, Steno
 6 98-77121s Unclassified R 35/12

Judiciary Secretary 1 Confidential, Steno
 6E 98-77139s Unclassified R 35/12

Judiciary Secretary 1, Steno
 6 98-77138s Unclassified R 35/12

Judiciary Secretary 2 Confidential, Steno
 6E 98-77146s Unclassified R 35/12

Judiciary Secretary 2, Steno
 6 98-77145s Unclassified R 35/12

Official Court Reporter C
 5 98-77630 Unclassified R 35/12

KC/JMM/BP/GB

www.state.nj.us/csc

ACTION: The Civil Service Commission approved the inactivation of the titles.

B-6 CHANGE IN THE STATE CLASSIFICATION PLAN

The Division of State and Local Operations requests the inactivation of 113 titles used in local service, effective May 17, 2010.

**MEMORANDUM**

DATE: May 17, 2010
TO: Civil Service Commission
FROM: Kenneth Connolly, Director *Kenneth Connolly*
 State and Local Operations
SUBJECT: Change in the State Classification Plan

Local Titles

We request the inactivation of 113 local titles.

All 113 titles are currently unencumbered. All local Appointing Authorities were surveyed and we received no objection to inactivate the titles.

TITLE INACTIVATION

Effective: 05-17-10

Non Competitive

School Aide Bilingual Spanish/English
05538

Teacher Aide Bilingual French/English
07667

Competitive

Addressograph Machine Operator
00007

Assistant Administrative Supervisor of Income Maintenance Bilingual Spanish/English
07544

Assistant Chief X-Ray Technician
00426

Assistant Director of Attendance
00474

Assistant Law Librarian
00585

Assistant Municipal Clerk Stenography
00619@

Assistant Municipal Clerk Transcribing
06796

Assistant Program Coordinator Demolition Administration
00657

Chief Chemist Pathology Laboratory
01034@

Chief Electrocardiograph Technician
01115

Chief Librarian Lending And Reference
01151

Chief Librarian Technical Services
06277

Chief Of Operations Urban Renewal
01173

Chief Registered Environmental Health Specialist Public Health/Housing Inspector
07768

Child Support Specialist Bilingual Spanish/English
06957

Community Relations Specialist Bilingual French/English
07992

Coordinator Space Allocation
07532

Court Representative Board Of Education Bilingual Spanish/English
07798

Cardio-Respiratory Technician
00968

Dental Health Consultant
07336

Director Housing Inspection
07387

Director of Attendance
01584@

Deputy Registrar Of Vital Statistics Typing/Secretary Board/Commission
07422

Emergency Medical Technician Instructor
05253

Extradition And Indictment Clerk
01799

Extradition And Indictment Clerk Typing
01800

Field Office Manager County Welfare Agency
05593

Field Representative Disease Control Bilingual Haitian Creole/English
09014

Field Representative Disease Control Bilingual Vietnamese/English
07259

Field Representative Industrial And Real Estate Development
01821

Housing Inspector Typing
06058

Income Maintenance Specialist
02086

Income Maintenance Specialist Bilingual Spanish/English
02087

Income Maintenance Supervisor
02088

Income Maintenance Supervisor Bilingual Spanish/English
06142

Income Maintenance Technician Bilingual Hindi/English
07877

Income Maintenance Technician Bilingual Russian/English
07685

Income Maintenance Technician Bilingual Spanish/English
02090

Income Maintenance Technician Bilingual Vietnamese/English
07931

Income Maintenance Worker Bilingual Russian/English
07921

Income Maintenance Worker Bilingual Spanish/English
05015

Income Maintenance Worker Bilingual Vietnamese/English
07835

Inspector City Owned Property
02102

Inspector Shade Tree Commission
02107

Institutional Trade Instructor Printer
02140

Institutional Trade Instructor 2 Cooking
09021

Institutional Trade Instructor 2 General Maintenance
09019

Institutional Trade Instructor 2 Laundry
09020

Institutional Trade Instructor 2 Painting
09022

Instructor Nursing
02156@

Investigator Board of Adjustment
02176

Law Librarian
02265

Legislative Specialist
05564

Legal Assistant County Welfare Agency
02277

Librarian Childrens Bilingual Spanish/English
07940

Librarian Electronic Data Processing
02280

Manager Radiology Department
02404

Municipal Treasurer/Purchasing Agent
06603

Municipal Bond Specialist
07654

Music Therapist Bilingual Spanish/English
07919

Naturalization Clerk
02552

Nautical Park Caretaker
05925

Personnel Recruiter Nursing
02654@

Planetarium Instructor
07927

Program Coordinator Compensatory Education Program
04603

Program Coordinator Energy Conservation
05720

Program Director Housing Assistance Bilingual Spanish/English
07303

Real Estate Director
02972

Representative Rent Regulation Bilingual Spanish/English
07371

Riding Instructor
04701

School Clerk Multilingual Spanish/Portuguese/English
06424

Senior Block Clerk
03207@

Senior School Clerk Bilingual Spanish/English
06435

Sewer Inspector Bilingual Spanish/English
07415

Supervising Institutional Trade Instructor
05379

Supervising Naturalization Clerk
03910

Supervising Naturalization Clerk Typing
06394

Supervising Personnel Clerk Stenography
05790

Supervising Respiratory Therapist
07698

Supervisor Tax Services
04079

Senior Addressograph Machine Operator
03171@

Senior Art Therapist Bilingual Spanish/English
07876

Senior Data Entry Machine Operator Key punch
05611

Senior Housing Inspector Bilingual Spanish/English
07986

Senior Librarian Music
03411

Senior Library Assistant Stenography
07022

Senior Library Assistant Typing Bilingual Spanish/English
07226

Senior Paramedic
05733

Senior Permit Clerk Bilingual Spanish/English
07841

Senior Rent And Housing Coordinator Welfare
03564

Senior Representative Rent Regulation
05684

Senior Tenant Interviewer
03617

Senior Welfare Interviewer
03651

Tax Searcher Typing
05062

Teacher Business Education
05939

Treasurer Municipal Utility Authority
04214@

Training Officer UFD
04205

Welfare Interviewer
04308

Welfare Interviewer Bilingual Spanish/English
04309

Welfare Interviewer Typing
04310

Welfare Investigator Supervisor
04313

Welfare Supervisor
04315

X-Ray Developing Machine Operator
01465

Unclassified

Assistant Physician
00644

Chairperson Rent Control Board
07089

Director of Medical Education
05320

Legal Assistant County Welfare Agency
06325

Member And Clerk Board Of Assessors
02482

Member And Secretary Board Of Adjustment
02484

Member and Secretary Board of Assessors
02485

Supervising Dentist
03873@

ACTION: The Civil Service Commission approved the inactivation of the titles.

B-7 NATASHA ALMON

Natasha Almon, a Human Services Assistant 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 denied.

B-8 ALFRED T. HUMENY

Alfred T. Humeny, 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-9 MARIE KOLENDA

Marie Kolenda, a Practical Nurse at Hunterdon 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 denied.

B-10 CHRISTOPHER LEWANDOWSKI

Christopher Lewandowski, a Senior Correction Officer with the Adult Diagnostic and Treatment Center, 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-11 JANE LYONS

Jane Lyons, a Senior Engineer, 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-12 ANGELO MASTROLIA

Angelo Mastrolia, a Helper with William Paterson University, represented by William O'Brien, Chapter President, IFPTE Local 195, appeals the denial of sick leave injury (SLI) benefits.

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

B-13 KEVIN MUZYKA

Kevin Muzyka, a Residential Services Worker with Hunterdon 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 denied.

B-14 CONO SPINELLI

Cono Spinelli, a Senior Correction Officer with Albert C. Wagner Youth Correctional Facility, Department of Corrections, appeals the denial of sick leave injury (SLI) benefits.

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

B-15 MARSHA TARCZA

Marsha Tarcza, a Technical Assistant 2, Treasury, with the Department of the Treasury appeals the denial of sick leave injury (SLI) benefits.

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

B-16 KEITH BLAKE

Keith Blake, represented by Robert O. Yaeger, Principal Staff Representative, CWA Local 1040, appeals the removal of his name from the special reemployment list for Human Services Specialist 1, Morris County, due to his failure to report to work.

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

B-17 SEAN LAVIN

Sean Lavin, represented by Anthony J. Fusco, Jr., Esq., appeals the bypass of his name on the Sheriff's Officer Lieutenant (PC26253), Mercer County eligible list.

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

B-18 DANIELLE LLOYD

Danielle Lloyd appeals her removal from the eligible list for Social Worker (C1980L), Ocean County Board of Social Services, based on a lack of education per the substitution clause for experience.

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

B-19 GARY SCHNEIDER

Gary Schneider appeals the decision of the Division of Selection Services which found that the appellant did not possess the necessary education and experience for the Employee Relations Officer (S0074K) examination, and removed his name from the eligible list.

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

B-20 ACCOUNTANT (C0848K), HUDSON COUNTY

Hudson County requests permission not to make an appointment from the February 23, 2009 certification for Accountant (C0848K).

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

B-21 ADMINISTRATIVE CLERK (M0168K), NEWARK

The appointing authority's failure to dispose of the certification for Administrative Clerk (M0168K), 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-22 ASSISTANT PUBLIC INFORMATION OFFICER (M1776J), NEWARK

Newark requests permission not to make an appointment from the August 25, 2008 certification for Assistant Public Information Officer (M1776J).

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

B-23 DIRECTOR OF SOCIAL WORK SERVICES (M4131J) AND (M0254K), NEWARK

Newark requests permission not to make an appointment from the March 17, 2009 certification for Director of Social Work Services (M4131J) and (M0254K).

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

B-24 GARAGE ATTENDANT (SPECIAL REEMPLOYMENT LIST), NEWARK

The appointing authority's failure to dispose of the certification for Garage Attendant (Special Reemployment List), Newark, while Nelson Madera 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 Nelson Madera, make an appointment from the certification, and pay compliance costs.

B-25 TRUCK DRIVER (C0141L), MORRIS COUNTY

Morris County requests permission not to make an appointment from the May 11, 2009 certification for Truck Driver (C0141L).

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

B-26 ALICE S. ALEXANDER

Alice S. Alexander, a Clinical Psychologist 2, Division of Mental Health Services, with the Department of Human Services, appeals the determination of the Assistant Commissioner, which found that the appellant failed to support a finding that she 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 granted in part.

B-27 ABDUL-QAADIR NYAHUMA

Abdul-Qaadir Nyahuma, a Correction Sergeant at Albert C. Wagner Youth Correctional Facility, Department of Corrections, appeals the determination of the Assistant Director, Equal Employment Division, stating that the appellant had failed to present sufficient evidence to support a finding that he 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-28 BRIAN ROYSTER

Brian Royster, a Sergeant, First Class, with the Division of State Police, Department of Law and Public Safety, appeals the determination of the Acting Chief of Staff, Office of the Attorney General, which found that the appellant failed 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-29 ROBYN WOODSON

Robyn Woodson, a Customer Service Representative 4 with the Motor Vehicle Commission, appeals the determination of the Equal Employment Officer, 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-30 RITA AUSTIN

Rita Austin appeals the decision of the Division of State and Local Operations that the proper classification of her position with the Board of Public Utilities is Customer Representative 1, Public Utilities. The appellant seeks an Administrative Analyst 2 classification.

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

B-31 SANDRA CAMACHO

Sandra Camacho appeals the determination of the Division of State and Local Operations that her position with the Department of Health and Senior Services is properly classified as a Laboratory Service Worker 1. The appellant seeks a Laboratory Service Worker 2 classification in this proceeding.

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

B-32 CARMELLA CONN, ET AL.

Carmella Conn and Theresa Craig appeal the decisions of the Division of State and Local Operations (SLO) that the proper classification of their positions with Rowan University is Secretarial Assistant 3. Laura Ruthig and Denise Williams appeal the decisions of SLO that the proper classification of their positions with Rowan University is Secretarial Assistant 3, Non-Stenographic. All of the appellants seek a Program Assistant, Administrative Services classification.

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

B-33 WULFILDO ESTERON

Wulfildo Esteron appeals the decision of the Division of State and Local Operations which found that his position with the Department of Corrections is correctly classified as Senior Technician, Management Information Systems.

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

B-34 MARGARET FOX

Margaret Fox appeals the decision of the Division of State and Local Operations that the proper classification of her position with Gloucester County is Senior Clerk. The appellant seeks a Community Service Aide, Typing classification.

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

B-35 CURTIS KRAUT

Curtis Kraut appeals the decision of the Division of Local Human Resource Management that the proper classification of her position was Building Inspector. The appellant seeks a Building Sub-Code Official classification in this proceeding.

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

B-36 KENDRA BROWN

Kendra Brown, a former Juvenile Detention Officer with Middlesex County, appeals her resignation in good standing effective June 2, 2009.

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

B-37 LYNN CIUPPA

Lynn Ciuppa, a Municipal Court Administrator with the Borough of Bergenfield, represented by Edward J. Bowen, Esq., petitions the Civil Service Commission for interim relief of her immediate suspension effective January 7, 2010.

ACTION: The Civil Service Commission denied the request.

B-38 JANET MCSLOY

Janet McSloy, a Conferee 2, Taxation, with the Department of the Treasury, represented by Patricia Reaney, CWA Local 1034, appeals the adjustment of her leave allowances due to a leave of absence without pay.

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

B-39 MICHAEL MISHOE

Union County petitions the Civil Service Commission for a retroactive permanent appointment date as a County Correction Officer for Michael Mishoe.

ACTION: The Civil Service Commission granted the request.

B-40 ROBERT SZCZUR

Montville Township, represented by Fredric Knapp, Esq., petitions the Civil Service Commission (Commission) for a stay of its decision in *In the Matter of Robert Szczur* (CSC, decided December 16, 2009) pending its appeal to the Appellate Division of Superior Court of New Jersey.

ACTION: The Civil Service Commission denied the request.

B-41 DANIEL MARCANO AND CHRISTOPHER FRUCCI

The City of Camden, represented by Caryl M. Amana, Esq., Daniel Marcano, represented by William H. Buckman, Esq., and Christopher Frucci, represented by Christopher A. Gray, Esq., seek a resolution to a dispute concerning back pay and counsel fees arising from the decision of the Civil Service Commission, *In the Matters of Daniel Marcano and Christopher Frucci* (CSC, decided August 5, 2009), which reversed their removals from their positions as Police Officers with the City of Camden.

ACTION: The Civil Service Commission ordered the City of Camden to pay Daniel Marcano \$97,069.98 in back pay and reimbursement for health insurance premiums and \$49,449.60 in counsel fees and costs and pay Christopher Frucci \$88,721.88 in back pay and \$99,626.02 in counsel fees.

B-42 WALTER YOUNG

Walter Young, a Police Lieutenant with Irvington, represented by Kathleen C. Feeney, Esq., seeks Civil Service Commission resolution of a dispute concerning counsel fees due to him as a result of the decision rendered on August 27, 2008, which reversed his 60-day suspension.

ACTION: The Civil Service Commission awarded \$14,480 in counsel fees and \$145.66 in costs.

B-43 MARTIN CARLUCCIO

Martin Carluccio petitions for reconsideration of the final decision rendered on July 22, 2009, which upheld his removal from the eligible list for Safety Specialist Trainee, DMV (S0599J), Motor Vehicle Commission.

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

B-44 VANESSA WARREN

Vanessa Warren, a Senior Correction Officer at Northern State Prison, Department of Corrections, represented by Genevieve M. Murphy-Bradacs, Esq., petitions the Civil Service Commission for reconsideration of the final decision, rendered on December 16, 2009, which upheld her removal.

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

B-45 MARK MCCULLEY

The appeal of Mark McCulley, a Deputy Fire Chief with Ocean City, of his 9-day suspension and restitution in the amount of \$7,089.80, on charges, was heard by Administrative Law Judge W. Todd Miller (ALJ), who rendered his initial decision on February 25, 2010. At its meeting on May 12, 2010, the Civil Service Commission (Commission) did not adopt the ALJ's recommendation to dismiss the charges and reverse the 90-day suspension and payment of restitution. Rather, the Commission remanded the matter to the Office of Administrative Law for further proceedings. The proposed decision is now submitted for the Commission's review.

ACTION: The Civil Service Commission adopted the decision.

B-46 SCOTT AYERS

Scott Ayers 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 Heating and Air Conditioning Mechanic (C1292L), Burlington County.

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

B-47 SAMEERAH BISHOP

Sameerah Bishop 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 Senior Program Analyst (M1067L), Newark.

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

B-48 DEBRA BRADSHAW

The appointing authority, on behalf of Debra Bradshaw, appeals the decision of the Division of Selection Services which found that Ms. Bradshaw did not meet the experience requirements for the promotional examination for Supervisor Criminal Information Records (PM1300L), Voorhees Township.

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

B-49 KENNETH A. BROWNE

Kenneth A. Browne appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the promotional examination for Graphic Artist 2 (PC0983L), Cumberland County.

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

B-50 ERIN BURKE

Erin Burke appeals the determination of the Division of Selection Services that she did not meet the experience requirement for the open competitive examination for Counselor, Penal Institution (C0944L), Cumberland County.

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

B-51 KRYSTA CELLS

Krysta Cells appeals the determination of the Division of Selection Services which found her to be below the experience requirements for the open competitive examination for County Representative Human Services (S0270L), Statewide.

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

B-52 JOSELITO COLON

Joselito Colon appeals the determination of the Division of Selection Services which found that he did not meet the education requirements for the open competitive examination for Recreation Supervisor Handicapped Program (M1284L), Passaic City.

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

B-53 DEIDRE DAVIS

Deidre Davis 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 Assistant Tax Collector (PM1081L), Atlantic City.

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

B-54 MARIA DEUTSCH

Maria Deutsch 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 Museum Curator (M0494L), Paterson.

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

B-55 ADAM DICLAUDIO

Adam DiClaudio appeals the determination of the Division of Selection Services which found that, per the substitution clause for education, he did not meet the experience requirements for the promotional examination for Program Support Specialist (Assistance Programs) (PS5166K), Division of Family Development.

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

B-56 APRIL EBERT

April Ebert appeals the determination 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 Management Assistant (PS5726K), Department of Human Services.

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

B-57 MARK JOHNSON

Mark Johnson appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the promotional examination for Supervisor Sewers/Supervisor Water (PM188L), Lower Township.

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

B-58 JUDITH MANGINE

Judith Mangine, represented by D. Gayle Loftis, Esq., 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 Clerk Board of Elections (C0110K), Hudson County. She also appeals the determination that Michael Harper met the experience requirements for this examination.

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

B-59 DIANA RELLSTAB

Diana Rellstab 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 Assistant 3 (PS5795U), Department of the Treasury.

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

B-60 ALMA RIVERA

Alma Rivera 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 Administrative Analyst 1 (PS5273R), Board of Public Utilities.

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

B-61 LATOYA WYATT

Latoya Wyatt appeals the determination of the Division of Selection Services, which found that she was ineligible for the promotional examination for Correction Sergeant (PS1818I), Department of Corrections.

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

B-62 RONNIE BELFIELD AND DENNIS FILIDORE

Ronnie Belfield and Dennis Filidore appeal the validity and administration of the promotional examination for Supervisor, Information Technology Help Desk (PS8386T), Motor Vehicle Commission.

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

B-63 ANGELO BOSSO AND JUDY BROWN

Angelo Bosso and Judy Brown appeal the validity and administration of the promotional examination for Technical Support Specialist 2 (PS8454K), Department of Children and Families.

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

B-64 EUGENE SALVADORE

Eugene Salvatore appeals the validity of the promotional examination for Technical Support Specialist 2, Office of Information Technology (PS6041U).

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

B-65 HAIDY ABDU AND MICHAEL CONGLETON

Haidy Abdu and Michael Congleton appeal the determination of the Division of Selection Services to grant a make-up to Charumathi Jegan for the promotional examination for Senior Engineer, Electrical (PS2025T), Department of Transportation.

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

B-66 MOHAMED ABOUAKIL

Mohamed Abouakil appeals the decision of the Division of Selection Services denying his request for a make-up examination for the promotional examinations for Project Engineer, Construction (PS5307T), Project Engineer, Materials (PS5308T), Project Engineer, Structural Evaluation (PS5309T), and Project Engineer, Utilities (PS5310T), Department of Transportation.

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

B-67 SHARON GEDDES

Sharon Geddes appeals the determination of the Division of Selection Services denying her request for a make-up examination for Sheriff's Officer Lieutenant (PC2668K), Union County.

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

B-68 CARLEY CARPENITO

The Division of State and Local Operations, on behalf of the Department of Children and Families, requests that Carley Carpenito's out-of-title work experience be accepted to qualify her for a demotional title change to Child Care Quality Assurance Inspector 1.

ACTION: The Civil Service Commission granted the request.

B-69 JOIANNE NICHOLAS

The Department of Law and Public Safety requests that Joianne Nicholas' out-of title work experience be accepted to qualify her for a prospective promotional examination for Administrative Assistant 3.

ACTION: The Civil Service Commission granted the request.

B-70 ROSS SHRAMKO

The Department of Environmental Protection requests that Ross Shramko's out-of-title work experience be accepted to qualify him for a prospective lateral title change to Assistant Biologist, Fisheries.

ACTION: The Civil Service Commission granted the request.

B-71 PROPOSED AMENDMENT: N.J.A.C. 4A:4-3.3, ELIGIBLE LISTS

Submitted for the Commission's review is a Notice of Adoption to amend N.J.A.C. 4A:4-3.3, Eligible Lists. The amendment would define the meaning of list issuance and list promulgation and also provide that, when a promotional law enforcement or firefighter eligible list is extended until a new promotional list is available for certification and appointments, the old list will expire upon issuance of the new list, but that, following expiration of the old list, appointments could not be made until the new list is promulgated. A representative of the New Jersey State PBA spoke in favor of the proposal at the public hearing. It is recommended that this proposal be adopted without change.

ACTION: The Civil Service Commission adopted the amendment.

B-72 PROPOSED AMENDMENT: N.J.A.C. 4A:6-1.7, SICK LEAVE INJURY REPORTING AND APPEAL PROCEDURES: STATE SERVICE

Submitted for the Commission's review is a Notice of Adoption of an amendment to N.J.A.C. 4A:6-1.7, Sick Leave Injury Reporting and Appeal Procedures: State Service. The amendment would reinstate the 20-day time limit for an appointing authority to render a decision regarding an SLI claim. The 20-day limit had been inadvertently omitted from recent amendments to the rule. No comments were received during the public comment period. It is recommended that this proposal be adopted without change.

ACTION: The Civil Service Commission adopted the amendment.

B-73 PROPOSED AMENDMENT: N.J.A.C. 4A:6-1.22, DONATED LEAVE

Submitted for the Commission's review is a Notice of Adoption of an amendment to N.J.A.C. 4A:6-1.22, Donated Leave. The amendment would raise the limit on the amount of donated leave an employee can receive from 180 to 260 days and the amount of paid leave an employee can donate from 10 to 30 days. One written comment was received during the public comment period. It is recommended that this proposal be adopted without change.

ACTION: The Civil Service Commission adopted the amendment.

B-74 PROPOSED AMENDMENT: N.J.A.C. 4A:8-1.5, LAYOFF UNITS AND JOB LOCATIONS

Submitted for the Commission's review is a Notice of Proposal to amend N.J.A.C. 4A:8-1.5, Layoff units and job locations. The proposed amendment would provide that, in the Judiciary, each vicinage, plus the Central Office, shall be considered a separate layoff unit. This proposal was prompted by a rule petition from Janet Share Zatz, Assistant Director, Human Resources, Administrative Office of the Courts. It is recommended that this proposal be approved for publication in the New Jersey Register for public notice and comment.

ACTION: The Civil Service Commission approved the proposal for publication in the New Jersey Register.

B-75 PROPOSED NEW RULE: N.J.A.C. 4A:2-6.3; PROPOSED AMENDMENTS: N.J.A.C. 4A:4-3.1 AND 4A:4-7.10 GENERAL RESIGNATIONS

Submitted for the Commission's review is a Notice of proposal of a new rule, N.J.A.C. 4A:2-6.3, General resignations; and amendments to N.J.A.C. 4A:4-3.1, Types of eligible lists and N.J.A.C. 4A:4-7.10, Regular reemployment. Pursuant to a rule petition from the Commissioner of the Department of Corrections, the proposed new rule would establish the general resignation as an alternative to resignations in good standing and resignations not in good standing in the context of disciplinary settlements. The purpose of the general resignation would be to facilitate a greater number of settlements in disciplinary matters. Also amendments to existing rules would permit an employee receiving a general resignation to request placement on a regular reemployment list. It is recommended that this proposal be approved for publication in the New Jersey Register for public notice and comment.

ACTION: The Civil Service Commission approved the proposal for publication in the New Jersey Register.

B-76 CIVIL SERVICE COMMISSION MEETING MINUTES

The Civil Service Commission meeting minutes of its meeting of May 12, 2010 are submitted for adoption.

ACTION: The Civil Service Commission adopted the minutes of its meeting of May 12, 2010.

B-77 JOHN R. VENABLES, JR.

John R. Venables, Jr., a Police Sergeant with the City of Camden, represented by Thomas A. Cushane, Esq., petitions the Civil Service Commission for relief regarding his immediate suspension effective May 13, 2009.

ACTION: The Civil Service Commission denied the request.

B-78 KEITH BUSBY

The appeal of Keith Busby, a Heavy Equipment Operator with Monmouth County, of his removal, effective May 15, 2009, on charges was heard by Administrative Law Judge Elia A. Pelios (ALJ), who rendered his initial decision on April 1, 2010. At its meeting on May 12, 2010, the Civil Service Commission (Commission), adopted the ALJ's recommendation to grant summary decision and uphold 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** **(Abstained)**
 Flavella Branham **(Yes)**
 John Currie **(Yes)**
 Vincent E. Giordano **(Yes)**
 Margaret E. L. Howard **(Yes)**

B-79 ASHLEY HULLIHEN

The Vineland Public Library requests that Ashley Hullihen be permitted to file a late application for the open competitive examination for Security Guard (M1289L).

ACTION: The Civil Service Commission granted the request.

B-80 EARLY SETTLEMENTS

Joyce Howard
Northern State Prison
Department of Corrections
Suspension

Thaddeus Owens
Trenton Psychiatric Hospital
Department of Human Services
Suspension and Removals (2)

Waheed Sabree
New Jersey State Prison
Department of Corrections
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, June 9, 2010, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.

Robert M. Czech
Chairperson
Civil Service Commission