



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

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

Robert M. Czech  
*Chair/Chief Executive Officer*

**MINUTES OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
SEPTEMBER 19, 2012**

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

**September 19, 2012**

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**A regular meeting of the Civil Service Commission was held on Wednesday, September 19, 2012, in Trenton, New Jersey.**

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

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

**Notice of this meeting was filed with the Secretary of State and sent to the Trentonian, Trenton Times, Courier-Post and Star Ledger on November 28, 2011, and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.**

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

**DISMISSAL FOR FAILURE TO APPEAR**

**The Civil Service Commission dismissed the following cases without prejudice for failure to appear at the scheduled hearing before the Office of Administrative Law:**

Michael T. Calchi, *et al.*, various titles, City of Millville, Department of Public Safety, layoffs.

Cristobal Calix, Water Repairer, City of Trenton, Department of Public Works, suspension and fine.

Tara Gilbert, Human Services Assistant, Vineland Developmental Center, Department of Human Services, returned to permanently held title at the end of the working test period.

Tialynn Johnson, Human Services Assistant, Woodbine Developmental Center, Department of Human Services, removal.

Keyante Morman, Human Services Assistant, NJ Veteran's Memorial Home-Vineland, NJ Military and Veteran's Affairs, release at the end of the working test period.

Ashley Still, Cottage Training Technician, Vineland Developmental Center, Department of Human Services, return to permanently held title at the end of the working test period.

Rashida Venord, Family Service Specialist Trainee, Department of Children and Families, release at the end of the working test period.

Sean Wyatt, Supervising Municipal Court Attendant, City of Atlantic City, Department of Administration, suspension.

**WITHDRAWAL OF APPEALS**

**The following appeals were withdrawn and removed from the hearing calendar:**

Luciano Armenti, Judiciary Clerk 2, Judiciary, release at the end of the working test period.

Andrew Benavente, Sr., Sheriff's Officer, Essex County, Sheriff's Department, removal.

Alexander Brown, Police Officer, City of Trenton, Police Department, suspension.

Sybil Jackson-Brown, Family Service Worker, Essex County, Department of Citizen Services, release at the end of the working test period.

Jean W. Louis-Charles, City of East Orange, Senior Field Representative, Property Improvement, Department of Property Maintenance Revitalization, layoff.

Robert Dixon, Police Officer, Borough of Roselle, Police Department, suspension.

Anthony J. Fortunato, Pump Station Repairer, Township of Mount Laurel, Department of Utilities Authority, removal.

Billie Johnson, Cottage Training Technician, Hunterdon Developmental Center, Department of Human Services, suspension

Ibin Jones, Juvenile Detention Officer, Essex County, Department of Citizen Services, release at the end of the working test period.

Jeffrey Kelly, Police Officer, City of Irvington, Police Department, suspension.

Joann Kolbeck, Keyboarding Clerk 2, Union County, Department of Public Safety, layoff.

Nirupa Kumarasamy, Judiciary Clerk 2, The Superior Court of New Jersey, Middlesex, release at the end of the working test period.

Marcus Leysath, Police Officer, City of Trenton, Police Department, suspension.

Jana Loehr, Police Officer, Township of Mount Holly, Police Department, removal.

Anthony Pizzo, Police Officer, Borough of Lindenwold, Department of Public Safety, suspension.

Rose Puelle, Management Specialist, Hunterdon County, Department of Public Safety, layoff.

Gernald Pyton, Human Services Specialist 2, Passaic County Board of Social Services, suspension.

Anthony L. Ribera, Greenskeeper, Monmouth County, Department of Parks, suspension.

John Rydberg, Claims Adjudicator Trainee, Disability Determinations, Department of Labor and Workforce Development, release at the end of the working test period.

Betty Smith, Senior Building Maintenance Worker, Union County, Runnells Hospital, layoff.

Michael Tompkins, Deputy Police Chief, City of Camden, Police Department, suspension.

George Warrington, Senior Correction Officer, South Woods State Prison, Department of Corrections, suspension.

Charles Zisa, Police Chief, City of Hackensack, Police Department suspension.

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

In the Matter of George Anyanwu  
Morris County  
Department of Human Services

In the Matter of Richard Eastmead  
Office of the Attorney General  
Division of State Police  
Removals (2)

In the Matter of Razohn Eure  
City of Newark  
Police Department  
Suspension

In the Matter of Linda Ann Geier  
Township of North Bergen  
Department of Public Safety  
Removal

In the Matter of Felipe Gonzalez  
City of Newark  
Police Department  
Suspension

In the Matter of Timothy Harris  
City of Newark  
Library  
Removal

In the Matter of Michele Maggio  
Monmouth County  
Parks Department  
Removal

<b>VOTE:</b>	<b>Robert M. Czech</b>	<b>(Abstained)</b>
	<b>Thomas J. Perna</b>	<b>(Yes)</b>
	<b>Richard E. Williams</b>	<b>(Yes)</b>

In the Matter of Kimberly Myrie  
Vineland Developmental Center  
Department of Human Services  
Removal

In the Matter of Tomas G. Pappas  
City of Paterson  
Department of Public Works  
Layoffs

In the Matter of Karon Ross  
Ancora Psychiatric Hospital  
Department of Human Services  
Suspension

In the Matter of Juan Torres  
Hudson County  
Department of Corrections  
Removal

In the Matter of Cheryl Turner  
Camden County  
Department of Health Services  
Removal

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

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

**A-2 KEVIN BISHOP**

Kevin Bishop, Technician Motor Vehicle Commission, Motor Vehicle Commission, release at the end of the working test period effective August 26, 2011.

Recommendation of the Administrative Law Judge – Uphold the release at the end of the working test period.

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

**A-3 SHANNON CONWAY**

Shannon Conway, Public Safety Telecommunicator, Monmouth County, Department of Police Radio, 30 working day suspension on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty, other sufficient cause and violation of County policy.

Recommendation of the Administrative Law Judge – Uphold the 30 working day suspension.

**ACTION:** The Civil Service Commission modified the recommendation of the Administrative Law Judge and imposed a 15 working day suspension.

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

**A-4 MAYBELL J. CROMWELL**

Maybell J. Cromwell, Human Services Specialist 1, Union County, Department of Human Services, release at the end of the working test period effective January 20, 2012.

Recommendation of the Administrative Law Judge – Uphold the release at the end of the working test period.

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

**A-5 ABIODUM FASAWA**

Abiodun Fasawe, Human Services Technician, Greystone Park Psychiatric Hospital, Department of Human Services, resignation not in good standing effective October 7, 2011, on the charge of job abandonment.

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-6 EDWARD LACOMBE**

Edward LaCombe, County Correction Officer, Camden County, Department of Corrections, resignation not in good standing effective May 21, 2011, on charges of chronic or excessive absenteeism, conduct unbecoming a public employee, other sufficient cause, neglect of duty, abuse of sick leave and absence without leave.

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-7 NAFAEESA MILLER**

Nafaeesa Miller, County Correction Officer, Burlington County, County Jail, 10 working day and 20 working day suspensions on charges of chronic or excessive absenteeism or lateness, other sufficient cause and violation of Department policy regarding attendance.

Recommendation of the Administrative Law Judge – Reverse the 10 working day and 20 working day suspensions.

**ACTION:** The Civil Service Commission rejected the recommendation of the Administrative Law Judge and upheld the 10 working day and 20 working day suspensions.

**A-8 GERALD GREGORY**

Gerald Gregory, Senior Correction Officer, Garden State Youth Correctional Facility, Department of Corrections, removal effective March 2, 2011, on charges of conduct unbecoming a public employee, other sufficient cause, unexcused lateness of 15 minutes or more and falsification.

Recommendation of the Administrative Law Judge – Return to the Civil Service Commission for lack of continuing jurisdiction.

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

**A-9 MARCUS HENDERSON**

Marcus Henderson, Human Services Assistant, Ancora Psychiatric Hospital, Department of Human Services, removal effective March 19, 2010, on charges of conduct unbecoming a public employee, other sufficient cause, neglect of duty and violation of a rule, regulation, policy, procedure, order or administrative decision.

Recommendation of the Administrative Law Judge – Uphold the removal.

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

**A-10 TIALYNN JOHNSON**

Tialynn Johnson, Human Services Assistant, Woodbine Developmental Center, Department Human Services, removal effective August 2, 2011, on charges of neglect of duty and violation of a rule, regulation, policy, procedure order or administrative decision.

Recommendation of the Administrative Law Judge – Grant the appointing authority's motion to dismiss appellant's appeal as moot.

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

**A-11 FRANK ROKINS**

Frank Rokins, Senior Security Guard, Newark School District, removal effective December 12, 2011, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

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

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 CHANGES IN THE STATE CLASSIFICATION PLAN, DEPARTMENT OF LAW & PUBLIC SAFETY**

In response to a motion filed by the Department of Law and Public Safety, the Appellate Division, Superior Court of New Jersey, has remanded the appeal of the International Brotherhood of Electrical Workers and International Brotherhood of Electrical Workers, Local 33 to the Civil Service Commission regarding the change in the State Classification Plan that was approved at the Commission's meeting on April 4, 2012.

**ACTION:** The Civil Service Commission rescinded the change in the State Classification Plan approved at the Civil Service Commission meeting on April 4, 2012.

**B-2 MANDISA SMITH**

Mandisa Smith, a Senior Correction Officer with New Jersey 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 GLORIA VAUGHT**

Gloria Vaught, a Judiciary Clerk 4 with the Administrative Office of the Courts, appeals the denial of sick leave injury (SLI) benefits.

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

**B-4 FRANK P. CANEJA**

Frank P. Caneja, represented by John D. Feeley, Esq., appeals his rejection as a Police Officer candidate by the City of Garfield and its request to remove his name from the eligible list for Police Officer (S9999H) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:** The Civil Service Commission referred this matter for an independent evaluation.

**B-5 POLICE SERGEANT PROMOTIONAL LISTS**

The Division of Selection Services requests that *N.J.A.C. 4A:4-2.6(a)2* be relaxed to allow the November 30, 2010 and November 30, 2011 closing dates for certain promotional examinations for Police Sergeant to be extended to September 30, 2012.

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

**B-6 JUSTIN GABRYS**

The Town of Dover, represented by Matthew J. Giacobbe, Esq., requests that the Civil Service Commission relax the provisions of *N.J.A.C. 4A:4-2.6(b)* and *N.J.A.C. 4A:4-4.7(a)* with regard to the reemployment and promotional eligibility of Justin Gabrys, a former Police Officer with Dover.

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

**B-7 JASON BESS**

The City of Jersey City, represented by Terri Keller, Assistant Corporation Counsel and Jason Bess, represented by Michael Prigoff, Esq., request that the Civil Service Commission acknowledge the settlement reached between Jersey City and Bess, which provides that the open competitive list for Fire Fighter (M23665H), Jersey City be revived and Bess be provided with a retroactive permanent appointment to the title of Fire Fighter.

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

**B-8 NICOLE CONWAY**

Nicole Conway appeals the removal of her name from the Juvenile Detention Officer (C0055M), Middlesex County, eligible list due to her failure to appear for pre-employment processing.

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

**B-9 MARKY EARP, CORRECTION OFFICER RECRUIT (S9987M),  
DEPARTMENT OF CORRECTIONS**

Marky Earp appeals the Department of Corrections' request to remove his name from the eligible list for Correction Officer Recruit (S9987M) on the basis of an unsatisfactory background report.

**ACTION:** The Civil Service Commission directed that this matter be referred to the Office of Administrative Law for a hearing.

**B-10 MIRIAM FOSTEK**

Miriam Fostek appeals the determination of the Division of Selection Services which found that she was not eligible for the promotional examination for Senior Technician, MVC (PS6069T), Motor Vehicle Commission, because her application was not received by the appointing authority.

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

**B-11 MATTHEW T. KARDAS**

Matthew T. Kardas, represented by Louis M. Barbone, Esq., appeals the decision of the former Division of State and Local Operations, which upheld the removal of his name from the eligible list for Correction Officer Recruit (S9999K), Department of Corrections, on the basis of an unsatisfactory employment history.

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

**B-12 JONATHAN S. LIRA**

Jonathan S. Lira appeals the decision of the former Division of State and Local Operations, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the County Correction Officer (S9999K), Passaic County, eligible list on the basis of his failure to complete pre-employment processing. The appellant also appeals the decision upholding the removal of his name from the Correction Officer Recruit (S9999K), Department of Corrections, eligible list on the basis of his failure to respond to the notice to appear for pre-employment processing.

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

**B-13 CLARA MARCANO**

Clara Marcano appeals her score on the examination for Entry Level Law Enforcement Examination (S9988M) and (S9999M). She also appeals the Merit System Board's dismissal in 2005 of her appeal without prejudice for her failure to appear at a scheduled hearing.

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

**B-14 ROBERT KELLY**

Robert Kelly, a Construction and Maintenance Technician 5 with the Department of Transportation, appeals the determination of the Director with the Division of Civil Rights and Affirmative Action, which found sufficient evidence 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-15 SONIA SMITH**

Sonia Smith, a former Clinical Specialist in Psychiatric Nursing with the Greystone Park Psychiatric Hospital, Department of Human Services, appeals the determination of the Assistant Commissioner with the DHS, stating that the appellant failed to present sufficient evidence 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 denied.

**B-16 SUSAN BARRETT**

Susan Barrett appeals the decision of the Division of State and Local Operations which found that her position with the Department of the Treasury is properly classified as Pensions Benefits Specialist 3. The appellant seeks a Pensions Benefits Specialist 2 classification.

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

**B-17 TAMAYSHA BRYAN**

Tamaysha Bryan appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that her position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

**ACTION:** The Civil Service Commission directed that this appeal be denied and the Division of Classification and Personnel Management conduct an expedited classification review of Rani Singh's position.

**B-18 ANDREW CHERASHORE**

Andrew Cherashore appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that his position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-19 TILAT CHOUDHRY**

Tilat Choudhry appeals the decision of the Division of Classification and Personnel Management (formerly the Division of State and Local Operations) that the proper classification of her position with the Department of Health and Senior Services is Principal Laboratory Technician, Microbiology. The appellant seeks a Supervising Laboratory Technician classification.

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

**B-20 BRYANT COWART**

Bryant Cowart appeals the decision of the Division of Classification and Personnel Management which found that his position with East Orange is properly classified as Clerk 2. The appellant seeks a Supervisor Sanitation classification.

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

**B-21 CRAIG ESKOW**

Craig Eskow appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that his position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-22 HEATHER FURMAN**

Heather Furman appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that her position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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



**B-23 MICHELLE HERBSTER**

Michelle Herbster appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that her position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-24 MICHAEL HOUSEL**

Michael Housel appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that his position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-25 WILLIAM KALYNA**

William Kalyna appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that his position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-26 KERRI LONG**

Kerri Long appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that her position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-27 WALDEMAR MAZUREK**

Waldemar Mazurek appeals the decision of the Division of State and Local Operations that his position with the Department of the Treasury is properly classified as Network Administrator 1. The appellant seeks a Network Administrator 2 classification.

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

**B-28 ESTHER MILLER**

Esther D. Miller appeals the decision of the former Division of State and Local Operations that the proper classification of her position with the Department of Labor and Workforce Development is Secretarial Assistant 3, Non Stenographic. The appellant seeks a Secretarial Assistant 2, Non Stenographic classification.

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

**B-29 MOHAN NARANG**

Mohan Narang appeals the determination of the former Division of State and Local Operations that his position with the Department of the Treasury is properly classified as an Auditor 2. The appellant seeks an Auditor 1 classification.

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

**B-30 MELISSA ORLOWSKI**

Melissa Orlowski appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that her position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-31 ARISTIDES SALAZAR**

The City of Vineland, on behalf of Aristides Salazar, appeals the decision of the former Division of State and Local Operations that the proper classification of Salazar's position is Assistant Storekeeper. The appointing authority seeks a Storekeeper, Electric Utility, classification for Salazar.

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

**B-32 SUSAN SLACHTA**

Susan Slachta appeals the decision of the Division of State and Local Operations which found that her position is properly classified as Administrative Assistant 2. The appellant seeks an Executive Assistant 3 classification.

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

**B-33 FERDINAND M. WAGNER, III**

Ferdinand M. Wagner, III appeals the decision of the former Division of State and Local Operations that the proper classification of his position with the Department of the Treasury is Assistant Chief Audit Activity, Treasury. The appellant seeks a Chief Audit Activity, Treasury classification.

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

**B-34 DENISE WHALEY**

Denise Whaley appeals the September 6, 2011 decision of the former Division of State and Local Operations which found that his position with the Department of Education is correctly classified as Examiner 2, Credentials. The appellant seeks a Planning Associate 3 classification.

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

**B-35 RUBEN CARRERO**

The appeal of Ruben Carrero, a Police Officer with the City of Newark, of his 13 working day suspension, on charges, was heard by Administrative Law Judge Sandra Ann Robinson (ALJ), who rendered her initial decision on July 27, 2012. At its meeting on September 5, 2012, the Civil Service Commission did not adopt the ALJ's recommendation to modify the 13 working day suspension to a five working day suspension. Rather, the Commission upheld the 13 working day suspension. The proposed final decision is now submitted for the Commission's review.

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

**B-36 SHAQUAYA LANE**

The appeals of Shaquaya Lane, a Senior Building Maintenance Worker with Trenton Psychiatric Hospital, Department of Human Services, of her removal, effective March 4, 2011, and resignation not in good standing, on charges were heard before Administrative Law Judge Elia A. Pelios (ALJ), who rendered his initial decision on July 27, 2012. At its meeting on September 5, 2012, the Civil Service Commission did not adopt the ALJ's recommendation to grant summary decision and dismiss the appellant's appeals. Rather, the Commission ordered that the matter be remanded to the Office of Administrative Law for a hearing. The proposed decision is now submitted for the Commission's review.

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

**B-37 ADMINISTRATIVE CLERK (M2287N), BAYONNE**

Bayonne requests permission not to make an appointment from the March 19, 2012 certification for Administrative Clerk (M2287N).

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

**B-38 REALLOCATION OF TITLES IN THE DEPARTMENT OF HUMAN SERVICES**

The Department of Human Services requests the reallocation of the Child Support and Paternity Specialist 2, Child Support and Paternity Specialist 3, and Research Technician 2 titles to the noncompetitive division of the career service on an interim basis.

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

**B-39 JOHN CENTANNI**

John Centanni, represented by Craig Gumpel, Esq., petitions the Civil Service Commission for reconsideration of the decision rendered on May 16, 2012, regarding the validity of the situational judgment portion of the examination for Fire Fighter (M9999H), various jurisdictions.

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

**B-40 JENNIFER DAY**

Jennifer Day requests reconsideration of the final administrative decision, rendered on August 17, 2011, which upheld the appointing authority's requests to remove her name from the eligible list for Human Services Specialist 1 (C0413L), Burlington County Board of Social Services.

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

**B-41 MARVIN HARRISON**

Marvin Harrison, represented by Michael B. Campagna, Esq., requests reconsideration of the final administrative decision, rendered on January 25, 2012, which denied his appeal of the removal of his name from the eligible list for Correction Officer Recruit (S9987M), Department of Corrections, on the basis of an unsatisfactory criminal record.

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

**B-42 BARTLOMIEJ M. TROCHA**

Bartlomiej M. Trocha requests reconsideration of the decision rendered on June 20, 2012 by the Civil Service Commission which found him to be psychologically unfit for a position as a County Police Officer (S9999K), Union County.

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

**B-43 STEVEN BRODY**

Steven Brody appeals the determination of the former Division of Selection Services that he did not meet the experience requirement for the open competitive examination for Administrative Analyst 1, Accounting (S2418N).

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

**B-44 CHARLES BUCCI**

Charles Bucci appeals the determination of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for Administrative Analyst 1, Data Processing (PS5789T), Motor Vehicle Commission.

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

**B-45 JOHN J. CUCCIA, JR., ET AL.**

John J. Cuccia, Jr., Brenda L. Jones, and Scott R. Nielsen appeal their scores on the promotional examination for Supervising Public Safety Telecommunicator (PC1082N), Monmouth County.

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

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

**B-46 YOLANDA DOSTER AND ROSEANNE MACCHIARELLI**

Yolanda Doster and Roseanne Macchiarelli appeal the validity of the promotional examination for Senior Field Representative Housing, Housing Assistance Program (PS3420D), Department of Community Affairs.

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

**B-47 HENRY FULLER**

Henry Fuller requests a make-up examination for Fire Fighter (M9999M).

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

**B-48 DORIAN HERRILL**

Dorian Herrill appeals the determination of the Division of Selection Services and Recruitment denying his request for a make-up examination for Battalion Fire Chief (PM0146P), Newark.

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

**B-49 GERARD INFANTINO**

Gerard Infantino requests a review of the scoring of the examinations for the Entry Level Law Enforcement Examination (S9999M) and Parole Officer Recruit (S0738M).

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

**B-50 MICHAEL MOTICHA**

Michael Moticha appeals the test administration of the Supervisory Test Battery (STB), which was used for the promotional examination for Supervisor of Enforcement (PS1479D), Department of Community Affairs, and his subsequent ineligibility to participate in the promotional examination for Supervisor of Enforcement (PS6806D), Department of Community Affairs because he failed to achieve a passing score on the STB.

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

**B-51 JOSEPH NATALE**

Joseph Natale appeals the determination of the Division of Selection Services denying his request for a make-up examination for Police Captain (PM7510N), Butler.

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

**B-52 EILEEN LONERGAN**

Eileen Lonergan appeals the determination of the former Division of Selection Services that she did not meet the experience requirements for the promotional examination for Administrative Analyst 2, Fiscal Management (PS4780K), Department of Human Services.

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

**B-53 SUSAN MCMANUS**

Susan McManus, appeals the determination of the Division of Selection Services which found that, as per the substitution clause for education, she was below the minimum requirements in experience for the open competitive examination for Human Services Specialist 1 (C0048P), Warren County.

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



**B-54 MEGAN SHEPPARD**

Megan Sheppard appeals the determination of the former Division of Selection Services that she did not meet the experience requirements for the promotional examination for Public Health Emergency Notification System Coordinator (PC0889N), Cumberland County.

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

**B-55 POONAM SOANS**

Poonam Soans appeals the determination of the Division of Selection Services and Recruitment which found that, per the substitution clause for education, she did not meet the experience requirements for the promotional examination for Administrative Analyst 1, Data Processing (PS6423U), Office of Information Technology.

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

**B-56 SCOTT TERPAK**

Scott Terpak appeals the administration of the oral portion of the promotional examination for Fire Officer 1 (PM5205N), Jersey City.

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

**B-57 JANE WONDERGEM**

Jane Wondergem 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 Secretary Board/Commission (M2262N), Ridgewood.

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

**B-58 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of September 5, 2012.

**ACTION:** The Civil Service Commission adopted the minutes of its meeting of September 5, 2012.

**B-59** The Division of Classification and Personnel Management requests the reactivation of the title of Administrative Instructor 10 months (73063) and Administrative Instructor, 12 months (73163).



**MEMORANDUM**

DATE: September 5, 2012  
TO: Civil Service Commission  
FROM: Kenneth Connolly, Director *Kenneth Connolly*  
Division of Classification and Personnel Management  
SUBJECT: Change in the Classification Plan

**STATE GOVERNMENT TITLES**

The Division of Classification and Personnel Management requests the reactivation of two (2) state titles.

As a result of out-of-title work appeals, an audit revealed that these titles best describe the positions' duties, however, a determination cannot be issued due to the titles' inactive status.

We have notified union representatives of our plans to reactivate, and provided them with the opportunity to review and comment.

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

**TITLE REACTIVATIONS**

Administrative Instructor, Education 10 months  
P21-73063 N Unclassified NL10

Administrative Instructor, Education 12 months  
P24-73163 N Unclassified NL12

KC/JT/BP/LR

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

**B-60** The Division of Classification and Personnel Management requests the consolidation of Tourism Representative, Cultural Arts title series to the Tourism Representative title series used by the Department of State.



## MEMORANDUM

DATE: September 4, 2012  
TO: The Civil Service Commission  
FROM: Kenneth Connolly, Director  
State and Local Operations  
SUBJECT: Change in the State Classification Plan

### DEPARTMENT OF STATE

The Division of Classification and Personnel Management request the following variants be consolidated into their corresponding base titles. All variants are assigned exclusively to the Department of State.

- Tourism Representative 3, Cultural Arts (55592C)
- Tourism Representative 2, Cultural Arts (55593C)
- Tourism Representative 1, Cultural Arts (55594C)

The titles were created as a result of former Governor Corzine's Reorganization Plan No. 001-2007 which, in part, called for the transfer of the Division of Travel and Tourism in the NJ Commerce, Economic Growth and Tourism Commission, and the functions, powers and duties of the of the division to the Department of State. The titles were used to facilitate the transfer of staff to DOS.

Research indicates the variants function very similarly, if not identically, to their corresponding base titles. Thus, we plan to consolidate them into their corresponding base titles at each level.

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

Upon the successful completion of the consolidation process, the identified titles will be inactivated. Any existing eligibility lists for these titles shall be processed as follows;

- Promotional and open competitive lists issued from pending announcements for any affected title in which employees with provisional appointments are serving will be certified for one time use only in order to effect permanent appointment(s) and will be declared expired upon disposition of the certification.
- A complete list that has never been used and contains no employees with current provisional appointments for the title and unit scope specified shall be declared expired.

Civil Service Commission  
September 4, 2012  
Page 2

- A complete list which contains employees with current provisional appointments for the title and unit scope specified (with the exception of such employees currently on active military duty) will be processed for one time use and will be declared expired upon the disposition of the certification.
- An incomplete list containing no employees with current provisional appointments for the title and unit scope specified shall be declared expired.
- Any employee currently on active military duty will be afforded all applicable rights under Federal and State law upon their release from active duty and given the opportunity to apply and compete for any announcements for which they would otherwise have been eligible but for their military service.
- Eligibility lists for affected titles and unit scopes which have expired will be revived as necessary to address unanticipated situations which may arise.
- Where it is found that an employee's movement from a NC title to a competitive title could have been effectuated via promotional examination procedures before any title consolidation impacting the employee's title, the Division of Selection Services will announce a promotional examination, regardless of whether or not the movement after the consolidation still constitutes a promotional movement. Similarly, where an employee was previously classified in a competitive title, but, as a result of a title consolidation, is cross-walked into a NC title, the Division of Selection Services will process any future promotional movements based on the employee's competitive title before the title consolidation without regard to whether or not the employee's present NC title is approved to promote to a competitive title.

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

**TITLE CONSOLIDATION & MOVEMENT OF INCUMBENTS:**

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

<b>FROM:</b>	<b>TO:</b>
Tourism Representative 3, Cultural Arts P19-55592C Career E NE/12	Tourism Representative 3 P19-55592 Career E NE/12
Tourism Representative 2, Cultural Arts P23-55593C Career E NL/12	Tourism Representative 2 P23-55593 Career E NL/12
Tourism Representative 1, Cultural Arts P26-55594C Career E NL/12	Tourism Representative 1 P26-55594 Career E NL/12

KC/JT/BP/GB

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

**B-61 JANINE BUCHALSKI**

The Division of Law and Public Safety, on behalf of Janine Buchalski, requests the relaxation of the provisions of *N.J.A.C.* 4A:6-1.22 so as to permit Ms. Buchalski to participate in the Donated Leave Program without having completed at least one year of continuous State service.

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

**B-62 JASON MANGANO**

The Township of Vernon requests relaxation of *N.J.A.C.* 4A:4-7.1A(c) so as to permit the intergovernmental transfer of Jason Mangano from the title of Sheriff's Officer, Morris County Sheriff's Office, to the title of Police Officer, Vernon.

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

**B-63 ALFRED N. AREZZO**

The appeal of Alfred N. Arezzo, a Construction Official with the City of Hoboken, of his 30 working day suspension and removal effective February 17, 2011, on charges, was heard by Administrative Law Judge Walter M. Braswell (ALJ), who rendered his initial decision on July 24, 2012. At its meeting on September 5, 2012, the Civil Service Commission adopted the ALJ's recommendation to modify the 30 working day suspension to a six-month suspension but did not adopt the ALJ's recommendation to modify the removal to a six-month suspension. Rather, the Commission upheld the appellant's removal. The proposed final decision is now submitted for the Commission's review.

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

**B-64 SETIAWAN WIDJAYA**

The appeal of Setiawan Widjaya, a Correction Sergeant at South Woods State Prison, Department of Corrections, of his removal, effective November 4, 2011, on charges, was heard by Administrative Law Judge Jeff S. Masin (ALJ), who rendered his initial decision on July 25, 2012. At its meeting on September 5, 2012, the Civil Service Commission adopted the ALJ's recommendation to uphold the removal. However, the Commission found it necessary to address the exceptions and cross-exceptions filed by the parties. The proposed final decision is now submitted for the Commission's review.

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

**There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, October 3, 2012, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.**

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