



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Philip D. Murphy
Governor
Sheila Y. Oliver
Lt. Governor

Deirdré L. Webster Cobb
Chairperson

**MINUTES OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION
FEBRUARY 17, 2021**

**Deirdré L. Webster Cobb, Chairperson
Dolores Gorczyca
Diomedes Tsitouras**

FEBRUARY 17, 2021

A regular meeting of the Civil Service Commission was held on Wednesday, February 17, 2021, at 10:00 a.m., in Trenton, New Jersey.

PRESENT: Deirdré L. Webster Cobb, Chairperson, Members Dolores Gorczyca and Diomedes Tsitouras; Pamela Ullman, Deputy Attorney General; Christopher Myers, Director, Division of Appeals and Regulatory Affairs. All individuals listed participated via teleconference.

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

Notice of this meeting was filed with the Secretary of State and sent to the Trentonian, Trenton Times, Courier-Post and Star Ledger on December 2, 2020, and posted at the Civil Service Commission, 3 Station Plaza, Trenton, New Jersey.

All actions were by unanimous vote unless otherwise specified.

CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of February 3, 2021.

ACTION: The Civil Service Commission adopted the minutes of its meeting of February 3, 2021.

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Anthony Brown, County Correctional Police Officer, Mercer County Corrections Center, layoff.

Tanya Evans, County Correctional Police Officer, Cumberland County, Department of Corrections Center, removal.

Charles Peters, Teacher, Penal Institution, Mercer County Corrections Center, layoff.

ACTION: The Civil Service Commission noted the withdrawal of appeals without prejudice.

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Awaiia Bagley
Newark School District
Removal

Tatewatie Gopee
Newark School District
Removal

Wayne LeCator
Cumberland County
Department of Corrections
Suspension

Cherie Mitchell
Ancora Psychiatric Hospital
Department of Health
Removal

Charmaine Okafor
Ancora Psychiatric Hospital
Department of Health
Removal

Esther Williams
Newark School District
Removal

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 VICTOR BERMUDEZ – CSC DOCKET NO. 2021-127

Victor Bermudez, County Correctional Police Officer, Cumberland County, Department of Corrections, removal effective July 1, 2020, on charges of conduct unbecoming a public employee and other sufficient cause.

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

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

A-3 ERIC CARD – CSC DOCKET NO. 2020-1564

Eric Card, Campus Police Officer, Kean University, 20 working day suspension on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the 20 working day suspension to a 15 working day suspension.

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

SECTION B – MISCELLANEOUS MATTERS**B-1 E.F. – CSC DOCKET NOS. 2019-2994 AND 2021-812**

E.F., represented by Thomas F. Flynn, III, Esq., appeals his rejection as a Fire Fighter candidate by Mount Laurel Fire District 1 and its request to remove his name from the eligible lists for Fire Fighter (M1554T and M1854W) on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION: The Civil Service Commission directed that the appeal of removal from the Fire Fighter (M1554T) eligible list be granted and the appeal of removal from the Fire Fighter (M1854W) eligible list be dismissed as moot.

B-2 B.J.S. – CSC DOCKET NO. 2020-2389

B.J.S., represented by Michelle J. Douglas, Esq., and Phillip S. Burnham, II, Esq., appeals his rejection as a Fire Fighter candidate by the City of Pleasantville and its request to remove his name from the eligible list for Fire Fighter (M1867W) on the basis of psychological unfitness to perform effectively the duties of the position.

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

B-3 M.R.S. – CSC DOCKET NO. 2020-761

M.R.S., represented by Michael L. Prigoff, Esq., appeals his rejection as Police Officer candidate by the City of Paterson and its request to remove his name from the eligible list for Police Officer (S9999U) on the basis of psychological unfitness to perform effectively the duties of the position.

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

B-4 T.J.T. – CSC DOCKET NO. 2019-897

T.J.T. appeals his rejection as a Police Officer candidate by the Borough of Roselle and its request to remove his name from the eligible list for Police Officer (S9999U) on the basis of medical unfitness to perform effectively the duties of the position.

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

B-5 QIANNA BROWN – CSC DOCKET NO. 2021-374

Qianna Brown appeals the bypass of her name on the Police Captain (PM1803W), Hillside, eligible list.

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

B-6 SHREEKK CRAWFORD – CSC DOCKET NO. 2021-438

Shreekk Crawford, represented by Ben Weathers, Esq., appeals the bypass of his name on the County Correctional Police Lieutenant (PC2070U), Essex County eligible list.

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

B-7 CHRISTINA JOSEY – CSC DOCKET NOS. 2021-389 AND 2021-390

Christina Josey, appeals the decision to remove her name from the Claims Adjudicator Trainee, Disability Determinations (S0495A), Department of Labor and Workforce Development eligible list on the basis that she had an unsatisfactory employment record.

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

B-8 ZACHARY MAYO – CSC DOCKET NO. 2021-349

Zachary Mayo, represented by Damon McDougal, Esq., appeals the removal of his name from the Fire Fighter (M1840W), Irvington, eligible list on the basis of an unsatisfactory criminal record.

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

B-9 MICHELE WALTERS – CSC DOCKET NO. 2021-1002

Michele Walters appeals the decision of the Division of Agency Services that her position with the Department of Law and Public Safety is correctly classified as Technical Support Specialist 1. The appellant seeks an Administrative Analyst 3, Information Systems job classification.

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

**B-10 PROGRAM COORDINATOR MENTAL HEALTH (S0036V),
DEPARTMENT OF MILITARY AND VETERANS AFFAIRS – CSC
DOCKET NO. 2021-413**

In *In the Matter of Program Coordinator Mental Health (S0036V), Department of Military and Veterans Affairs* (CSC, decided April 18, 2018), the Civil Service Commission (Commission) granted the request of the Department of Military and Veterans Affairs for an appointment waiver for the September 29, 2017 certification and ordered that no selection costs would be assessed at that time since there was a possibility that the list could be utilized prior to its expiration. However, the appointing authority did not utilize the subject list and the matter of the assessment of costs is now before the Commission.

ACTION: The Civil Service Commission directed that selection costs be assessed in the amount of \$8,285.

B-11 SHAKINA WYCKOFF – CSC DOCKET NO. 2021-668

Shakina Wyckoff requests to be permitted to submit a late application for the open competitive examination for Clerk 3 (M0569B), Newark School District.

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

B-12 SCOTT CARVER, *ET AL.* – CSC DOCKET NOS. 2020-1699, *ET AL.*

Scott Carver, Keith Fleming, Charles Pierman and Trevor Smith, represented by Adam Liebttag, President CWA Local 1036, and John Sigafos, Kenneth Sutphen and Kyle Kullman appeal the determinations of the Division of Agency Services which found that they did not meet the experience requirements for the promotional examination for Road Repair Supervisor (PC1124A), Hunterdon County.

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

**B-13 MICHAEL GOOD AND ROBERT GOTTSCHALK, JR. – CSC DOCKET
NOS. 2021-526 AND 2021-619**

Michael Good and Robert Gottschalk, Jr. appeal the determination of the Division of Agency Services which found that they did not meet the experience requirements for the open-competitive examination for Fire Instructor (S1060A), Bergen County.

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

B-14 JAMES SOFIE – CSC DOCKET NO. 2021-594

James Sofie appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the open competitive examination for Senior Mechanic, Diesel (C0069B), Monmouth County.

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

B-15 MICHAEL MORAN – CSC DOCKET NO. 2021-129

Michael Moran, a former Manager 1, Department of Transportation (Construction & Maintenance Engineering), represented by Jennifer Meyer-Mahoney, Esq., requests relief regarding his compensation.

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

B-16 RYAN MARSH – CSC DOCKET NO. 2021-984

The Township of West Orange, represented by Nicole D. Espin, Esq., requests a determination by the Civil Service Commission regarding the back pay award ordered in *In the Matter of Ryan Marsh* (CSC, decided December 16, 2020).

ACTION: The Civil Service Commission granted gross back pay in the amount of \$3,090.24 for the period of December 16, 2020 through December 31, 2020.

B-17 ALAN FRAZEE - CSC DOCKET NO. 2021-616

Alan Frazee petitions the Civil Service Commission for a retroactive regular appointment date as a Technical Assistant 2 with the Department of the Treasury.

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

B-18 JOHN WAVERKA - CSC DOCKET NO. 2021-828

John Waverka appeals the decision of the Division of Agency Services which found that he did not have the required amount of service in a competitive title for the promotional examination for Equipment Operator (PC2774B), Ocean County.

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

B-19 STEPHANIE NOCK - CSC DOCKET NO. 2020-2150

Stephanie Nock, a Management Assistant with the Department of Transportation seeks differential backpay from May 25, 2017 to December 21, 2019.

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

B-20 P.L. - CSC DOCKET NO. 2019-1215

P.L., a Crew Supervisor, Building and Grounds with the Department of Transportation (DOT), appeals the determination of the Acting Director of the Division of Civil Rights and Affirmative Action (DCR/AA), DOT, which found that he violated the State Policy Prohibiting Discrimination in the Workplace.

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

B-21 JUSTIN NELSON - CSC DOCKET NO. 2020-2036

Justin Nelson appeals the removal of his name from the Correctional Police Officer (S9988A), Department of Corrections eligible list.

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

B-22 CLAIMS ADJUDICATOR TRAINEE, DISABILITY DETERMINATIONS AND CLAIMS ADJUDICATOR TRAINEE, DISABILITY DETERMINATIONS BILINGUAL IN SPANISH AND ENGLISH - CSC DOCKET NO. 2021-831

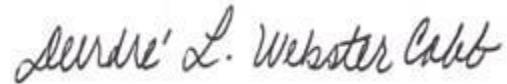
The Division of Agency Services recommends the reallocation of the titles of Claims Adjudicator Trainee, Disability Determinations and Claims Adjudicator Trainee, Disability Determinations Bilingual in Spanish and English to the noncompetitive division of the career service in accordance with *N.J.A.C.* 4A:3-1.2.

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

PUBLIC PORTION

No comments.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, March 3, 2021, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.



Deirdre L. Webster Cobb
Chairperson
Civil Service Commission