



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
MARCH 24, 2021**

**Deirdré L. Webster Cobb, Chairperson
Dolores Gorczyca
Daniel W. O'Mullan
Diomedes Tsitouras**

MARCH 24, 2021

A regular meeting of the Civil Service Commission was held on Wednesday, March 24, 2021, at 10:00 a.m., in Trenton, New Jersey.

PRESENT: Deirdré L. Webster Cobb, Chairperson, Members Dolores Gorczyca, Daniel W. O'Mullan 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 March 3, 2021.

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

WITHDRAWAL OF APPEALS

The following appeals were withdrawn and removed from the hearing calendar:

Carlos Alejo, County Correctional Police Officer, Passaic County Sheriff's Department, suspension.

David Ordille, Police Sergeant, City of Trenton, Police Department, removal.

Richard Serlick, County Correctional Police Officer, Cumberland County, Department of Corrections, removal.

William Underwood, Police Officer, Byram Township, removal.

Phillip White, Fire Lieutenant, Pennsauken Township, suspensions (2).

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

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:

Gary Neal, Laborer 1, City of Trenton, Department of Public Works, removal.

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

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

Jaquan Byrd
Northern State Prison
Department of Corrections
Removal

Michael Fong
Kean University
Suspension

Christopher LaBruno
City of Hoboken
Department of Public Safety
Suspension

Jose Viera
Woodbine Developmental Center
Department of Human Services
Removal

ACTION: The Civil Service Commission acknowledged the settlements.

A-2 EDWIN DYE – CSC DOCKET NO. 2019-461

Edwin Dye, Building Maintenance Worker, City of Passaic, Department of Engineering and Public Works, removal effective August 7, 2018, on charges of incompetency, inefficiency and failure to perform duties, inability to perform duties, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION: The Civil Service Commission rejected the recommendation of the Administrative Law Judge and modified the removal to a five working day suspension.

A-3 ZSUZSANNA MILLER – CSC DOCKET NO. 2019-590

Zsuzsanna Miller, Correctional Police Lieutenant, Mid-State Correctional Facility, Department of Corrections, 15 working day suspension on charges of conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Uphold the 15 working day suspension.

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

A-4 LISA SARGENT – CSC DOCKET NO. 2020-1984

Lisa Sargent, Records Support Technician 2, Township of West Milford, Police Department, 30 working day suspension on charges of fraudulent misrepresentation.

Recommendation of the Administrative Law Judge – Modify the 30 working day suspension to a 15 working day suspension.

ACTION: The Civil Service Commission rejected the recommendation of the Administrative Law Judge and upheld the 30 working day suspension.

A-5 MARKITA SPELLMAN – CSC DOCKET NOS. 2020-627 and 2020-628 (consolidated)

Markita Spellman, Institutional Attendant, Atlantic County, Department of Human Services, 45 working day suspension and removal, effective August 15, 2019, on charges chronic or excessive absenteeism or lateness and neglect of duty.

Recommendation of the Administrative Law Judge – Uphold the 45 working day suspension and removal.

ACTION: The Civil Service Commission affirmed the recommendation of the Administrative Law Judge to uphold the 45 working day suspension and modified the removal to a 60 working day suspension.

SECTION B – MISCELLANEOUS MATTERS**B-1 INVESTIGATOR TRAINEE, OFFICE OF THE MEDICAL EXAMINER – CSC DOCKET NO. 2021-1249**

The Division of Agency Services requests the creation of the non-competitive title of Investigator Trainee, Office of the Chief Medical Examiner, and the inactivation of the Supervisor of Clinical Laboratories and Chief, General Services titles.

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

VOTE:

| | |
|--------------------------------|-----------------|
| Deirdrè L. Webster Cobb | (Yes) |
| Dolores Gorczyca | (Recuse) |
| Daniel W. O’Mullan | (Yes) |
| Diomedes Tsitouras | (Yes) |

B-2 S.A. – CSC DOCKET NO. 2020-2017

S.A., represented by Robert K. Chewning, Esq., appeals his rejection as a Correctional Police Officer candidate by the Department of Corrections and its request to remove his name from the eligible list for Correctional Police Officer (S9988A) 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 R.I.M. – CSC DOCKET NO. 2019-1955

R.I.M., appeals her rejection as a Police Officer candidate by the Township of South Orange Village and its request to remove her 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 JEFFREY ADAMS – CSC DOCKET NO. 2021-36

Jeffrey Adams, represented by Giovanna Giampa, Esq., appeals the decision to remove his name from the County Correctional Police Officer (S9999U), County of Essex, eligible list on the basis of falsification of his application.

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

B-5 N.B. – CSC DOCKET NO. 2021-321

N.B. represented by Michael Prigoff, Esq., appeals the removal of his name from the Police Officer (S9999A), Oakland, eligible list on the basis of falsification of the employment application.

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

B-6 JOHN P. DECKER – CSC DOCKET NO. 2021-1045

John P. Decker, represented by Jeffrey D. Catrambone, Esq., requests that his appeal of the removal of his name from the eligible list for Police Captain (PM1812W), Township of Jackson, due to an unsatisfactory employment record be held in abeyance.

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

B-7 JAMAL ORIKAT – CSC DOCKET NO. 2021-690

Jamal Orikat, represented by David J. Altieri, Esq., appeals the decision to removal his name from the Correctional Police Officer (S9999U), Department of Corrections eligible list on the basis of an unsatisfactory background report and falsification.

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

B-8 SALADIN STAFFORD – CSC DOCKET NO. 2021-470

Saladin Stafford, represented by Catherin M. Elston, Esq., appeals the decision to remove his name from the County Correctional Police Lieutenant (PC2070U), Essex County eligible list on the basis that he lacked the requirements for the position.

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

B-9 MELISSA WILLIAMS – CSC DOCKET NO. 2021-464

Melissa Williams appeals the removal of her name from the Police Aide (M0941U), East Orange eligible list on the basis of falsification of the employment application.

ACTION: The Civil Service Commission directed that this appeal be granted but the appellant's name be reflected as bypassed on the certification.

B-10 LASHONDA ROBERTS – CSC DOCKET NO. 2021-682

Lashonda Roberts appeals the decision of the Division of Agency Services which found that her position with Hillside is properly classified as Clerk 2. The appellant seeks a Keyboarding Clerk 2 job classification.

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

B-11 EDDIE BLOUNT – CSC DOCKET NO. 2021-469

Eddie Blount, represented by Catherine M. Elston, 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-12 S.C. AND E.B. – CSC DOCKET NOS. 2021-270 AND 2021-271

S.C. and E.B., represented by Valerie Palma DeLuisi, Esq., appeal the bypasses of their names on the County Correctional Police Sergeant (PC2077U), Essex County eligible list.

ACTION: The Civil Service Commission directed that these matters be referred to the Office of Administrative Law for hearings.

B-13 PROMOTIONAL LISTS FOR DEPUTY FIRE AND POLICE CHIEF, FIRE AND POLICE CHIEF, AND FIRE OFFICER 4 – CSC DOCKET NOS. 2021-1161, *ET AL.*

The Division of Agency Services requests that the eligible lists for certain promotional public safety titles be revived and extended for one year beyond their original expiration date, not to exceed four years, or until a new list becomes available, whichever occurs first.

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

B-14 JAIME NAVARRO, JR. – CSC DOCKET NO. 2021-219

Jaime Navarro, Jr., represented by Ben Weathers, Esq., appeals Paterson's failure to request to certify the Police Captain (PM1353U), Paterson eligible list prior to its June 3, 2020 expiration.

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

B-15 ALEXANDER ALVARADO – CSC DOCKET NO. 2021-818

Alexander Alvarado appeals the decision of the Division of Agency Services that he does not meet the experience requirements for the open competitive examination for Management Specialist (M0561B), Newark School District.

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

B-16 MARILYN DAWSON, *ET AL.* – CSC DOCKET NOS. 2021-919, *ET AL.*

Marilyn Dawson, Niesha Horton and Dimple Patel appeal the determinations of the Division of Agency Services which found they were below the minimum requirements in experience for the open competitive examination for Management Assistant (M0560B), Newark.

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

B-17 ROBERT DEITRICK AND MATTHEW WHITCOMB, SR. – CSC DOCKET NOS. 2021-1183 AND 2021-1140

Robert Deitrick and Matthew Whitcomb, Sr. appeal the determinations of the Division of Agency Services that they did not meet the experience requirements for the promotional examination for Senior Repairer (PS2254J), Richard Stockton State University.

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

VOTE: **Deirdrè L. Webster Cobb** **(Yes)**
 Dolores Gorczyca **(Recuse)**
 Daniel W. O’Mullan **(Yes)**
 Diomedes Tsitouras **(Yes)**

B-18 KEISHA GIFFORD – CSC DOCKET NO. 2021-825

Keisha Gifford appeals the decision of the Division of Agency Services that, per the substitution clause for education, she does not meet the experience requirements for the open competitive examination for Management Specialist (M0561B), Newark School District.

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

B-19 SHARON GRAHAM – CSC DOCKET NO. 2021-101

Sharon Graham appeals the determination of the Division of Agency Services that she did not meet the education requirements for the promotional examination for Section Supervisor, Fiscal Resources (PS0928P), Division of Consumer Affairs.

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

B-20 STEPHANIE HOLMES – CSC DOCKET NO. 2021-288

Stephanie Holmes appeals the determination of the Division of Agency Services that she did not meet the education requirement for the promotional examination for Auditor (PM1512W), Camden.

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

B-21 SARA MORGAN – CSC DOCKET NO. 2021-1196

Sara Morgan appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Secretarial Assistant 1, Non-Stenographic (PS2248J), Rowan University.

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

B-22 KERRY MARSHALL – CSC DOCKET NO. 2021-960

Kerry Marshall appeals the determination of the Division of Agency Services that she lacked the required amount of permanent service in a title to which the announcement was open for the promotional examination for Senior Juvenile Detention Officer (PC2176B), Essex County.

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

B-23 ANGELA MEDRANO-SANCHEZ – CSC DOCKET NO. 2021-901

Angela Medrano-Sanchez appeals the determination of the Division of Agency Services, which found that she was below the minimum requirements in experience for a qualifying examination for Executive Assistant 1.

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

B-24 PHILIP PALMA – CSC DOCKET NO. 2021-18

Philip Palma appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the promotional examination for Supervisor, Public Works (PM1682A), City of Linden

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

B-25 IVERILYN RODRIGUEZ – CSC DOCKET NO. 2021-588

Iverilyn Rodriguez appeals the determination of the Division of Agency Services which found that she did not meet the experience requirement for the promotional examination for Paralegal Technician 2 (PM2049B), City of Paterson.

ACTION: The Civil Service Commission directed that this appeal be denied, and the matter of the appellant's position classification be referred to the Division of Agency Services for review.

B-26 ANDREW JANKOWSKI – CSC DOCKET NO. 2020-2724

Andrew Jankowski requests that he be permitted to amend his application after the closing date for the Entry Level Law Enforcement Examination (S9999A).

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

B-27 RODOLFO VELAZQUEZ – CSC DOCKET NO. 2021-202

Rodolfo Velazquez requests that he be permitted to amend his application after the closing date for the Entry Level Law Enforcement Examination (S9999A).

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

B-28 JOSEPH DEMARCO – CSC DOCKET NOS. 2021-988 AND 2021-1022

The Civil Service Commission considered the request for a hearing concerning Joseph DeMarco, represented by Christopher St. John, Esq., from his appeal of two removals, from the position of Senior Correctional Police Officer, Bayside State Prison.

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

B-29 D.F. – CSC DOCKET NO. 2021-373

D.F., an Agency Services Representative 3 with the Department of Health, appeals the determination of the Chief of Staff, which was unable to substantiate her allegation that she was subjected to discrimination or retaliated against in violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

B-30 MELVIN JUMPER, ET AL. – CSC DOCKET NOS. 2019-2249, ET AL.

Melvin Jumper (PM2519W), Ewing; Anthony Buono, Gregory Goncalves, Jacqueline Molina and Gabriel Rivera, represented by David Beckett, Esq., Racheda Allen, Ashley Arce, Tracie Ashford, Jorge Astuquilca, Michael Barreiro, Queen Bates, Ashley Bishop, Sabrina Brison, Shamayne Brown, Virgilio Cardona, Samouri Clegg, Larry Collins, Carlos Colon, Crystal Corbett, Melissa Corchado, Larry Davis, Paulette Dent, Sherri Dillard, Jamillah Ellis Damaris Febus, Javier Figueroa, Adolfo Furtado, Edgardo Gonzalez (2019-2417), Edgardo Gonzalez (2019-2449), Nicole Goodwin, Tonya Goulbourne, Darnell Graham, Natasha Green, Leonardo Guzman, Nassim Hamami, Alex Haralam, Tarik Haynes, Gilbert Hernandez, Antoinette Holland, Eleazar Irizarry, Jennifer Jeffra, Andy Jimenez, Maria Lebron, Melody Linton, Horacio Lorenzo, Ricardo Macieira, Elizabeth Malave, Peter Malave, Maria Malave-Mitti, Virginia Marrero, Douglas Marshall, Shukirra Marshall, Claudia Martinez, Brian McAdams, Sharice McClees, Lamar Melvin, Michael Noel, Jaret Perez, Elvin Polanco, Richard Ramdas, Shamar Reddick, Isabel Reyes, Teasla Reynolds, Tara Rich, Norman Richardson, Jesus Rivas, Arnaldo Rivera, Orlando Rivera, Veronica Rivera, Luz Romero, Jose Rosa, Osbaldo Rosa, Rafael Rosa, Rockean Sanders, Andy Santana, Luan Serrano, Karama Thomas, Taibu Thomas, Pedro Torres, Steven Vazquez, Emerson Verano, Anthony Wade, Victor Williams, Careem Yarborough and Latoya Young-Dunlap (PM2540W), Newark; Jeffrey Gennari (PM2541W), North Bergen; Phillip Calicchio, Priscilla Caraballo, Tyseme Holmes, Frank Lusk, Wilson Lazu, Richard M'Causland, Mahmoud Rabboh and Luis Torres (PM2544W), Paterson; and Michael Wallace (PM2559W), Winslow; appeal the validity of the Police Sergeant examination.

Joseph Cevallos, Salvatore Cordi and Jonathan Donker (PM2514W), Bloomfield; Marquis Brock, Juan Cosme, Mohamed Diabate, Angel Pared, Isabel Reyes and Valeria Sanchez-Bermudez, represented by Steven A. Varano, Esq., Quayshaun Brooks, Dennis Colon, Santos Duran and Emily Santiago (PM2540W), Newark; Pedro Borrero, Jose Castellanos, Felipe Diaz, Juan Garcia, Sebastian Gomez, Robert Klein, Victor Lora, Lillian Sanchez, Gabriele Spallacci, Novar Vidal, represented by Steven A. Varano, Esq., Anthony Castronova, William Herrmann and Salvatore Marotta (PM2544W), Paterson; appeal the omission of the last 10 items from scoring.

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

B-31 ERE LARA – CSC DOCKET NO. 2020-2581

Ere Lara appeals the removal of his name from the Correctional Police Officer (S9988A), Department of Corrections eligible list on the basis of an unsatisfactory background report.

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

B-32 ROBERT BERAN, *ET AL.* – CSC DOCKET NOS. 2021-931, *ET AL.*

The Department of Labor and Workforce Development requests retroactive appointment dates for Robert Berman, Laura Dugan, Lisa Tumillo, Tracey Lewis, Leuranda Koleci, Alvin Harvey, Kevin Hirschfield and Gerlimar Graziani.

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

B-33 D.P. – CSC DOCKET NO. 2019-2858

D.P., a Radiological Field Service Representative with the Department of Law and Public Safety (LPS), appeals the determination of the Director of the Office of Equal Employment Opportunity, LPS, which found that the appellant failed to present sufficient evidence to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

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

B-34 J.V. – CSC DOCKET NO. 2021-46

J.V., a Senior Correctional Police Officer, Department of Corrections, appeals the determination of the Commissioner which found 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-35 ROBERT CREAMER – CSC DOCKET NO. 2021-334

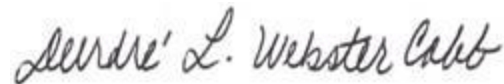
Robert Creamer appeals the determination of the Division of Agency Services, which found that he did not meet the experience requirement for the promotional examination for Assistant Supervisor of Building Repairs (PS5829K), Woodbine Developmental Center, Department of Human Services.

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

PUBLIC PORTION

No comments.

There being no further business before the Civil Service Commission, the meeting was adjourned to convene on Wednesday, April 7, 2021, at 10:00 a.m., at 3 Station Plaza, Trenton, New Jersey.



**Deirdré L. Webster Cobb
Chairperson
Civil Service Commission**