



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/Chief Executive Officer

**AGENDA OF REGULAR MEETING OF
THE CIVIL SERVICE COMMISSION
NOVEMBER 6, 2014**

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

SECTION A – HEARING MATTERS

A-1 SETTLEMENTS

In the Matter of Mary Ann Agyare
Woodbridge Developmental Center
Department of Human Services
Suspension

In the Matter of Sikiru Akande
Hunterdon Developmental Center
Department of Human Services
Removal

In the Matter of Jenneffer Casanova-Knight
Woodbridge Developmental Center
Department of Human Services
Removal

In the Matter of William Egan
East Jersey State Prison
Department of Corrections
Suspension

In the Matter of Latera Griffin
Hudson County
Department of Corrections
Removal

In the Matter of Santa Guddemi
Union County
Department of Correctional Services
Suspension

In the Matter of Mary Spivey
City of Paterson
Police Department
Removal

Ray Taylor
New Jersey City University
Department of Higher Education
Removal

Keisha York
City of Paterson
Police Department
Removal

Beverly Williams
County of Essex
Department of Citizen Services
Suspension

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

ACTION:

**A-2 DONNA BROOKS - CSC DOCKET NO. 2013-2538
OAL DOCKET NO. CSV: 5081-13**

Donna Brooks, Clerk 3, Atlantic County, Department of Public Safety, 15 day suspension on charges of incompetency, inefficiency or failure to perform duties, conduct unbecoming a public employee and misuse of public property, including motor vehicles.

Recommendation of the Administrative Law Judge- Modify the 15 working day suspension to a 10 working day suspension.

ACTION:

**A-3 MARCUS FAHNBULLEH - CSC DOCKET NO. 2013-2876
OAL DOCKET NO. CSV: 6080-13**

Marcus Fahnbulleh, Human Services Assistant, New Lisbon Developmental Center, Department of Human Services, removal effective October 24, 2012, on charges of physical or mental abuse or an inmate, patient, client resident or employee, inappropriate physical contact or mistreatment of a patient, client, resident or employee, falsification, serious mistake due to carelessness which would result in danger or injury to persons or property, violation of a rule, regulation, policy, procedure, order or administrative decision, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

**A-4 FATIMA FOWLKES, ET AL. - CSC DOCKET NOS. 2012-1798,
2012-1799, 2012-1801 & 2012-1803
OAL DOCKET NO. CSV: 01396-12**

Fatima Fowlkes, Keyboarding Clerk 1 Bilingual Spanish & English, Kerry Kosick, Senior Librarian, Maryann Ryan, Keyboarding Clerk 3 and Elizabeth Wainman, Clerk 1, Township of Kearney, appeals the good faith of their layoffs.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

**A-5 RAYMOND HARRIS- CSC DOCKET NO. 2014-2861
OAL DOCKET NO. CSR: 06275-14**

Raymond Harris, Senior Correction Officer, Mountainview Youth Correctional Facility, Department of Corrections, removal effective May 12, 2014, on charges of conduct unbecoming a public employee, other sufficient cause, physical or mental abuse or an inmate, patient, client resident or employee, falsification, violation of administrative procedures, and/or regulations involving safety and security and violation of a rule, regulation, policy, procedure or administrative decision.

Recommendation of the Administrative Law Judge – Uphold the removal.

ACTION:

**A-6 DYWON KELSEY- CSC DOCKET NO. 2013-1552
OAL DOCKET NO. CSV: 16708-12**

Dywon Kelsey, Sheriff Officer, Mercer County, Sheriff's Department, 90 working day suspension, on charges of conduct unbecoming a public employee, insubordination, and violation of rules and regulations including cooperation, discipline/internal investigation, and procedures.

Recommendation of the Administrative Law Judge – Uphold the 90 day suspension.

ACTION:

**A-7 SABRINA MINERVINI - CSC DOCKET NO. 2014-2295
OAL DOCKET NO. CSV: 03728-14**

Sabrina Minervini, County Correction Officer, Hudson County, Department of Public Safety, 10 working day suspension on the charges of incompetency, inefficiency or failure to perform duties, inability to perform duties, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Grant the Motion to Dismiss.

ACTION:

**A-8 JOSE ROSADO - CSC DOCKET NO. 2014-56
OAL DOCKET NO. CSR: 09976-13**

Jose Rosado, Police Officer, City of Newark, Police Department, removal effective November 14, 2011, on charges of violating the Newark Police Department rules and regulations concerning criminal law, theft of movable property, conduct in public and private and conduct unbecoming a public employee.

Recommendation of the Administrative Law Judge – Reverse the removal.

ACTION:

SECTION B – MISCELLANEOUS MATTERS**B-1 CHANGE IN CLASSIFICATION PLAN**

The Division of Classification and Personnel Management requests that the State title Bridge Operator Trainee be made common.

**MEMORANDUM**

DATE: October 20, 2014
TO: Civil Service Commission
FROM: Kenneth Connolly, Director
Division of Classification and Personnel Management
SUBJECT: Change in the Classification Plan

COMMON TITLE

The Division of Classification and Personnel Management requests a State title be made common for local use, on behalf of Atlantic County.

The title, Bridge Operator Trainee, currently available for State government use, is used to advance to the common title of Bridge Operator, which requires one year of experience or completion of a training program.

Local government currently has no available trainee title for this purpose. Making this title common will accommodate this classification need.

The title will continue to be restricted to the Department of Transportation in State service.

The effective date will be the first pay period subsequent to approval by the Civil Service Commission.

STATE TO COMMON TITLE

FROM:
Bridge Operator Trainee
O10-40349 O NC 40/12

TO:
Bridge Operator Trainee
O10-40349 Common NC

KC/JT/BP

ACTION:

B-2 D. R. – CSC DOCKET NO. 2014-1774

D. R. appeals her rejection as a Correction Officer Recruit candidate by the Department of Corrections and its requests to remove her name from the eligible list for Correction Officer Recruit (S9988R), on the basis of psychological unfitness to perform effectively the duties of the position.

ACTION:**B-3 TOMORY BOYER – CSC DOCKET NO. 2015-519**

Tomory Boyer, a Parole Officer Recruit with the New Jersey State Parole Board, represented by John Anello, Esq., requests interim relief for his suspension without pay effective February 25, 2014.

ACTION:**B-4 ROBERT LITTLEJOHN, JR. – CSC DOCKET NO. 2015-1082**

The Township of Saddle Brook, on behalf of Robert Littlejohn, Jr., requests that he be permitted to participate in the intergovernmental transfer program and to complete his working test period as a Police Officer with Saddle Brook.

ACTION:**B-5 STEPHEN HORNIKEL – CSC DOCKET NO. 2014-2988**

Stephen Hornikel, a Vocational Rehabilitation Counselor 1 with the Commission for the Blind and Visually Impaired, Department of Human services, requests compensatory leave or overtime compensation for attending graduate school.

ACTION:**B-6 DAVID ALLEN – CSC DOCKET NO. 2015-1020**

David Allen appeals the decision of the Division of Selection Services which denied him admittance to the promotional examination for Fire Lieutenant (PM1168S), Irvington due to a late application.

ACTION:

B-7 ALEXANDER ERISTAVI – CSC DOCKET NO. 2015-958

Alexander Eristavi appeals the decision of the Division of Selection Services which denied him admittance to the promotional examination for Fire Lieutenant (PM1176S), New Brunswick due to a late application.

ACTION:**B-8 IRWIN CORREA – CSC DOCKET NO. 2014-2455**

Irwin Correa, represented by Lynsey A. Stehling, Esq., appeals the removal of his name from the Fire Fighter (M2554M), City of Newark, eligible list due to an unsatisfactory background report.

ACTION:**B-9 STEPHEN M. CRENNY – CSC DOCKET NO. 2014-2466**

Cape May County appeals the decision of the Division of Classification and Personnel Management, which found there was insufficient reason to remove Stephen M. Crenny's name from the County Correction Officer (C9981M), Cape May County, eligible list on the basis of an unsatisfactory background report.

ACTION:**B-10 AIGNER K. ROGERS – CSC DOCKET NO. 2013-2647**

Aigner K. Rogers appeals the decision of the Division of Classification and Personnel Management, which found that the appointing authority had presented a sufficient basis to remove the appellant's name from the County Correction Officer (C9979M), Essex County eligible list on the basis of falsification of the employment application.

ACTION:**B-11 DAVID SHENKO – CSC DOCKET NO. 2014-2297**

David Shenko, a Senior Correction Officer with Mid-State Correctional Facility, Department of Corrections, represented by Todd McConnell, Policeman's Benevolent Association Local #105, requests that the Civil Service Commission reinstate his appeal of his 10-day suspension, which was dismissed based on his union representative's failure to call in for the scheduled telephone prehearing conference.

ACTION:

B-12 JACQUELINE VANDEWEGHE – CSC DOCKET NO. 2014-1392

Jacqueline VanDeWeghe appeals the decision of the Division of Classification and Personnel Management which found that her position with the Department of Environmental Protection is properly classified as Secretarial Assistant 2, Non-Stenographic. The appellant seeks a Secretarial Assistant 1, Non-Stenographic, job classification.

ACTION:

**B-13 ASSISTANT BUSINESS ADMINISTRATOR –
CSC DOCKET NO. 2014-2160**

The Jersey City School District requests permission not to make an appointment from the October 16, 2013 certification for Assistant Business Administrator (M0270R).

ACTION:

**B-14 OFFICE SUPERVISOR (M0466R), NEW BRUNSWICK –
CSC DOCKET NO. 2014-3179**

New Brunswick requests permission not to make an appointment from the September 24, 2013 certification for Office Supervisor (M0466R), New Brunswick.

ACTION:

**B-15 SUPERVISOR OF ACCOUNTS (M0988P), IRVINGTON HOUSING
AUTHORITY – CSC DOCKET NO. 2015-659**

The appointing authority's failure to dispose of the certification for Supervisor of Accounts (M0988P), Irvington Housing Authority, while a provisional is serving in the title, has been referred to the Civil Service Commission for enforcement.

ACTION:

B-16 MARK PITCHELL – CSC DOCKET NO. 2014-641

Mark Pitchell, a Superintendent, Parks and Forestry 1, represented by Molly Richardson, Esq., petitions the Civil Service Commission for reconsideration of the final decision rendered on August 15, 2013, which denied his appeal of the Department of Environmental Protection's decision to reassign him, effective December 17, 2011.

ACTION:

B-17 TONI WILLIAMS – CSC DOCKET NO. 2015-617

Toni Williams, a Social Worker 2, represented by Jenna Gladhill, CWA Local 1040, petitions the Civil Service Commission for reconsideration of the decision rendered on August 13, 2014, which found that the layoff title rights criteria were correctly applied.

ACTION:

B-18 BERNADETTE PASQUA – CSC DOCKET NO. 2015-362

Bernadette Pasqua requests reconsideration of the final administrative decision rendered on July 16, 2014, which granted, in part, the petitioner's request for enforcement of a classification determination.

ACTION:

B-19 JEREMY ADAMS – CSC DOCKET NO. 2015-451

Jeremy Adams appeals the determination of the Division of Selection Services that he was below the minimum requirements in experience for the promotional examination for Locksmith (PS8595J), Richard Stockton College.

ACTION:

B-20 RONALD BARBER – CSC DOCKET NO. 2015-109

Ronald Barber appeals the determination of the Division of Selection Services that he did not meet the requirements for the promotional examination for Supervisor of Professional Residential Services, Developmental Disabilities (PS2066K), Department of Human Services.

ACTION:

B-21 ALISON CHAPLIN, ET AL. – CSC DOCKET NOS. 2015-710, 2015-542 AND 2015-723

Alison Chaplin, Janice Clark, and Merari Cortes appeal the decisions of the Division of Selection Services which found that they did not meet the experience requirements per the substitution clause for experience, for the open competitive examination for Municipal Court Administrator (M0302S), Perth Amboy.

ACTION:

B-22 RUTH CIBO AND NANCY STEIN – CSC DOCKET NOS. 2015-656 AND 2015-654

Ruth Cibo and Nancy Stein appeal the determinations of the Division of Selection Services that they did not meet the experience requirements for the promotional examination for Senior Clerk Typist (PS8590J), Rowan University.

ACTION:

B-23 YAKEMA COLEMAN, ET AL. – CSC DOCKET NOS. 2015-495, 2015-490, 2015-487

Yakema Coleman, Richard Grimes, and Lawana King-Obi appeal the determinations of the Division of Selection Services that they did not meet the experience requirements for the promotional examination for Social Work Supervisor (PC0470S), Passaic County Board of Social Services.

ACTION:

B-24 BRAD DROL, ET AL. – CSC DOCKET NOS. 2015-1002, 2015-328, 2015-320

Terrence Maguire, Angelo Timoldi, and the appointing authority, on behalf of Brad Drol, appeal the determinations of the Division of Selection Services which found that they did not meet the experience requirements for the promotional examination for Road Repair Supervisor (PC0422S), Passaic County.

ACTION:

B-25 EDWARD ESPOSITO – CSC DOCKET NO. 2014-3026

Edward Esposito appeals the promotional examination for Sheriff's Officer Lieutenant (PC2143R), Essex County.

ACTION:

**B-26 JOHN ESPOSITO AND PETER GLASS –
CSC DOCKET NOS. 2014-3014 AND 2014-2962**

John Esposito (PC2153R), Monmouth County; and Peter Glass (PC2154R), Ocean County; appeal the promotional examination for Sheriff's Officer Sergeant (various jurisdictions).

ACTION:

**B-27 KERI FEARON AND MIRANDA SALVATORE –
CSC DOCKET NOS. 2015-565 AND 2015-594**

Keri Fearon and Miranda Salvatore appeal the determinations of the Division of Selection Services that they were below the minimum requirements in experience for the promotional examination for Senior Clerk (PS8589J), Rowan University.

ACTION:

B-28 HANA KATAW – CSC DOCKET NO. 2015-319

Hana Kataw appeals the determination of the Division of Selection Services which found that she did not meet the experience requirements for the promotional examination for Keyboarding Clerk 4 (PC0266S), Passaic County.

ACTION:

B-29 WILMA MACHADO, ET AL. – CSC DOCKET NOS. 2015-595, 2015-570, 2015-569 AND 2015-526

Wilma Machado and Jessica Silverio appeal the determinations of the Division of Selection Services which found that they did not meet the education requirements, per the substitution clause, for the open-competitive examination for Human Services Specialist 1 Bilingual in Spanish and English (C0447S), while Tanisha Skipworth and Jessenia Silverio appeal the determination of the Division of Administrative Support and Logistics which found that they did not meet the education requirements, per the substitution clause, for the open-competitive examination for Human Services Specialist 1 (C0446S), Hudson County.

ACTION:

B-30 RHONDA MCDONALD – CSC DOCKET NO. 2015-170

Rhonda McDonald 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 Personnel Assistant (M0117S), Irvington.

ACTION:

B-31 SOLOMON OKONKWO – CSC DOCKET NO. 2015-545

Solomon Okonkwo appeals his score for the promotional examination for Manger 1, Vocational Rehabilitation Services (PS4826N) Department of Labor and Workforce Development.

ACTION:

B-32 HOLLY PADULA – CSC DOCKET NO. 2015-267

Holly Padula appeals the determination of the Division of Selection Services that she did not meet the experience requirement for the open competitive examination for Recreation Assistant, (S0158S), Statewide.

ACTION:

B-33 TIMOTHY RATTIGAN – CSC DOCKET NO. 2015-494

Timothy Rattigan appeals the determination of the Division of Selection Services, which found that he did not meet the experience requirements for the promotional examination for Claims Examiner, Unemployment and Disability Insurance (PS8598N), Department of Labor and Workforce Development.

ACTION:

B-34 GUILLERMO RODRIGUEZ – CSC DOCKET NO. 2015-484

Guillermo Rodriguez appeals the determination of the Division of Selection Services that he did not meet, per the substitution clause, the experience requirements for the open competitive examination for Human Services Specialist 1 (C0446S), Hudson County.

ACTION:

B-35 REINALDO RODRIGUEZ – CSC DOCKET NO. 2015-446

Reinaldo Rodriguez appeals the determination of the Division of Selection Services that he did not meet the experience requirements for the promotional examination for Senior Building Maintenance Worker (PM0218S), Passaic City.

ACTION:

B-36 JOANN STEVENSON – CSC DOCKET NO. 2015-213

Joann Stevenson appeals the determination of the Division of Selection Services that she did not meet the experience requirements for the promotional examination for Chief Fire Alarm Operator (PM0317S), Paterson Fire Department.

ACTION:

B-37 TAMIKA S. TROTMAN – CSC DOCKET NO. 2014-2443

Tamika S. Trotman appeals the determination of the Division of Selection Services which found that she did not meet the requirements for the promotional examination for Nutrition Program Coordinator, Women, Infants, and Children Program (PM1884R), Atlantic City.

ACTION:

B-38 CIVIL SERVICE COMMISSION MINUTES

Submitted for adoption are the Civil Service Commission minutes of its meeting of October 22, 2014.

ACTION:

B-39 CHRISTOPHER DOTTINO – CSC DOCKET NO. 2014-3176

Christopher Dottino requests that his application for the Entry Level Law Enforcement Examination (S9999R), Statewide be processed.

ACTION:

B-40 SHARON HACKWORTH – CSC DOCKET NO. 2015-675

Sharon Hackworth requests that she be immediately appointed from the open competitive eligible list for Judiciary Clerk 4 (S0089R).

ACTION:

B-41 JOSEPH MENENDEZ – CSC DOCKET NO. 2015-532

Jersey City request that Joseph Menendez receive a retroactive date of appointment as a Fire Officer 2.

ACTION:

B-42 BRIAN SOMERS – CSC DOCKET NO. 2015-989

The Ocean County Library requests a retroactive permanent appointment date for Brian Somers, a Senior Library Assistant.

ACTION:

B-43 BONNIE KELTER – CSC DOCKET NO. 2014-3172

Bonnie Kelter requests reconsideration of the final administrative determination *In the Matter of Bonnie Kelter, Department of Labor and Workforce Development* (CSC, decided May 7, 2014) which determined that her position is properly classified as Accountant 3.

ACTION:

B-44 MICHAEL BRIGHTLY – CSC DOCKET NO. 2015-818

Michael Brightly appeals the decision of the Division of Selection Services which found that he did not meet the experience requirements for the promotional examination for Road Repairer 1 (PC0722S), Atlantic County.

ACTION:

B-45 ELIZABETH CRUZ – CSC DOCKET NO. 2015-832

Elizabeth Cruz appeals the decision of the Division of Selection Services which found that she did not meet the experience requirements for the open-competitive examination for Public Safety Telecommunicator (C0298S), Hudson County.

ACTION:

B-46 JAI MISHRA – CSC DOCKET NO. 2015-956

Jai Mishra appeals the determination of the Division of Selection Services which found that she was below the experience requirements for the promotional examination for Training Technician (PC0556S), Middlesex County Board of Social Services.

ACTION:

B-47 TISHA LEONARDO – CSC DOCKET NO. 2015-514

Tisha Leonardo appeals her score, the test administration, and the validity of the multiple-choice Bilingual Communication Abilities Test (BICAT) for English/Spanish for the title of Probation Officer, Bilingual in Spanish and English Judiciary.

ACTION:

**B-48 POLICE SERGEANT (PM2714L), NORTH BERGEN –
CSC DOCKET NO. 2015-1054**

North Bergen, represented by Michael A. D'Anton, Esq., requests the revival and extension of the eligible list for Police Sergeant (PM2714L), North Bergen, to fill three existing vacancies.

ACTION: