



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 18, 2015**

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

**SECTION A - HEARING MATTERS**

**A-1 SETTLEMENTS**

Jazmin Andrews  
Juvenile Detention Officer  
Bergen County  
Department of Human Services  
Removal

Niam Camp  
Correction Sergeant  
Central Reception and Assignment Facility  
Department of Corrections  
Suspension

Christine Coleman  
Sheriff's Officer  
Passaic County  
Sheriff's Department  
Suspension

Oscar Davis  
Police Officer  
City of Newark  
Police Department  
Suspension

Shi Gao  
Human Services Specialist 1  
Hudson County  
Department of Family Services  
Removal

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

**ACTION:**

**A-2 MICHAEL HOYER**

Michael Hoyer, Sign Technician 3, Department of Transportation, removal effective January 6, 2015, on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify removal to a 60 working day suspension.

**ACTION:**

**A-3 DONNIS JACKSON**

Donnis Jackson, Field Representative Housing, Housing Assistance Program, Department of Community Affairs, return to formerly held permanent title at the end of working test period.

Recommendation of the Administrative Law Judge – Uphold return to previously held permanent title.

**ACTION:**

**A-4 ANN MARIE JEUDY**

Ann Marie Jeudy, Institutional Attendant, Morris County, Department of Human Services, 180 calendar day suspension on charges of chronic and excessive absenteeism or lateness, neglect of duty, and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the 180 calendar day suspension.

**ACTION:**

**A-5 SEAN LAVIN**

Sean Lavin, Sheriff's Officer Sergeant, Mercer County, Sheriff's Department, indefinite suspension on charges of conviction of a crime, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge – Grant motion for summary decision and uphold the indefinite suspension.

**ACTION:**

**A-6 THOMAS MONTELEONE**

Thomas Monteleone, County Correction Lieutenant, Hudson County, Department of Corrections, 10 working day suspension on charges of insubordination and neglect of duty.

Recommendation of the Administrative Law Judge – Reverse the 10 working day suspension.

**ACTION:**

**A-7 JAVIER MORALES**

Javier Morales, Mechanic, City of Newark, Department of Engineering, removal effective August 19, 2014, on charges of incompetency, inefficiency, or failure to perform duties; conduct unbecoming a public employee; neglect of duty; misuse of public property, including motor vehicles; and other sufficient cause.

Recommendation of the Administrative Law Judge – Modify the removal to a 10 working day suspension, with back pay and a resignation in good standing as of the date of his hire as a firefighter.

**ACTION:**

**A-8 INITIAL DECISION ON THE APPEAL OF 2010 NEWARK HOUSING AUTHORITY LAYOFF (CONSOLIDATED)**

The Skilled Trades Association, Inc., the union for several employees of the Newark Housing Authority (NHA), appealed the good faith of the 2010 Newark Housing Authority Layoff.

Recommendation of the Administrative Law Judge – Uphold the layoffs.

**ACTION:**

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 R.R. – CSC DOCKET NO. 2015-467**

R.R. appeals his rejection as a Police Officer candidate by the Deptford Township Police Department and its request to remove his name from the eligible list for Police Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-2 DARRYL JONES – CSC DOCKET NO. 2015-2857**

Darryl Jones, represented by Bette R. Grayson, Esq., appeals the attached decision of the former Division of Classification and Personnel Management (CPM) which found that the appointing authority had presented a sufficient basis to remove his name from the eligible list for Fire Fighter (M2554M), Newark, on the basis of an unsatisfactory background report.

**ACTION:**

**B-3 FABRICIO LOPEZ – CSC DOCKET NO. 2016-713**

Fabricio Lopez, represented by Donald B. Ross, Esq., appeals the determination of the Division of Agency Services upholding the removal of his name from the eligible list for Sheriff's Officer (S9999R), Hudson County, on the basis of falsification of his application.

**ACTION:**

**B-4 KINDLER PAYNE – CSC DOCKET NO. 2015-3351 AND 2015-3354**

Kindler Payne, represented by James Katz, Esq., appeals the attached decisions of the Division of Agency Services (Agency Services) which found that the appointing authority had presented a sufficient basis to remove his name from the eligible lists for County Police Officer and County Correction Officer (S9999R), Camden County, on the basis of an unsatisfactory driving record.

**ACTION:**

**B-5 TIMOTHY WALSH – CSC DOCKET NO. 2015-316 AND 2015-406**

Timothy Walsh, represented by Nicholas J. Palma, Esq., appeals his resignation as a Police Officer with the Township of Nutley (Nutley). Mr. Walsh also appeals the determination of the former Division of Classification and Personnel Management which found that Essex County had presented a sufficient basis to remove his name from eligible list for Sheriff's Officer (S9999M), Essex County on the basis of an unsatisfactory background report.

**ACTION:**

**B-6 JOSHUA BROWN, ET AL. – CSC DOCKET NO. 2016-429**

Joshua Brown, Christopher Harty, Jeffrey Janney, LaShonna Matlock, Vinicius Paiva and Lauren Williams appeal the determinations of the Division of Agency Services that their positions with the Department of the Treasury are properly classified as Investigator 2, Taxation. The appellants seek Investigator 1, Taxation job classifications.

**ACTION:**

**B-7 GREGORY DAVIS – CSC DOCKET NO. 2016-694**

Gregory Davis, represented by Michael L. Prigoff, Esq., appeals the decision of the Division of Agency Services that the proper classification of his position with the Department of Environmental Protection is Environmental Specialist 2. The appellant seeks an Environmental Specialist 3 job classification.

**ACTION:**

**B-8 ART ENG – CSC DOCKET NO. 2015-3035**

Art Eng appeals the decision of the Division of Agency Services that determined the proper classification of his position with the Department of Labor and Workforce Development is Administrative Analyst 2. The appellant seeks an Administrative Analyst 1 job classification.

**ACTION:**

**B-9 ROSEMARIE MILLAN – CSC DOCKET NO. 2015-3308**

Rosemarie Millan appeals the decision of the Division of Agency Services, which found that her position with the Department of Environmental Protection is properly classified as an Administrative Assistant 3. The appellant seeks an Administrative Analyst 3 job classification.

**ACTION:**

**B-10 SUZANNE PIROZZI-TORO – CSC DOCKET NO. 2015-3165**

Suzanne Pirozzi-Toro appeals the attached decision of the Division of Agency Services which found that her position with the Department of Corrections is properly classified as Education Program Assistant 2. The appellant seeks an Education Program Assistant 1 job classification.

**ACTION:**

**B-11 ELIZABETH POLSTER – CSC DOCKET NO. 2016-7**

Elizabeth Polster appeals the decision of the Division of Agency Services which found that her position with the Department of Banking and Insurance is properly classified as Investigator 2. The appellant seeks an Investigator 1 job classification.

**ACTION:**

**B-12 TINA SANTOS – CSC DOCKET NO. 2015-2780**

Tina Santos appeals the decision of the Division of Agency Services which found that her position with the Department of Law and Public Safety is properly classified as Senior Clerk Typist. The appellant seeks an Agency Services Representative 4 job classification.

**ACTION:**

**B-13 ABIGAL AGOSTO – CSC DOCKET NO. 2015-2510**

The Office of the Public Defender requests that Abigal Agosto's out-of-title work experience be accepted as qualifying experience for the title Supervisor Fiscal Accounts, Office of the Public Defender.

**ACTION:**

**B-14 LEONARD GILBERT – CSC DOCKET NO. 2015-315**

Leonard Gilbert appeals the determination of the Division of Agency Services which found that, per the substitution clause for education, he was below the minimum requirements in experience for the promotional examination for Building Management Services Specialist 2 (PS0083R), Board of Public Utilities.

**ACTION:**

**B-15 DANIELLE KATSEMPRIS – CSC DOCKET NO. 2016-607**

Danielle Katsempris appeals the determination of the Division of Agency Services that she was below the minimum requirements in experience for the promotional examination for Administrative Analyst 2, Data Processing (PS0627U), Office of Information Technology.

**ACTION:**

**B-16 ZSOLT KOVACS – CSC DOCKET NO. 2016-570**

Zsolt Kovacs appeals the determination of the Division of Agency Services that he did not meet the experience requirements for the open-competitive examination for Occupational Safety Consultant 2 (S0186T), Statewide.

**ACTION:**

**B-17 DENA SANNA – CSC DOCKET NO. 2016-703**

Dena Sanna appeals the determination of the Division of Agency Services that she did not meet the experience requirements for the promotional examination for Administrative Secretary/Office Services Manager (PC0110T), Mercer County.

**ACTION:**

**B-18 ELENITA K. SILVA – CSC DOCKET NO. 2015-2463**

The Department of Human Services requests that Elenita K. Silva's out-of-title work experience be accepted as qualifying experience for the title Technical Program Assistant, Personnel, Department of Human Services.

**ACTION:**

**B-19 NICK MIGLIARESE – CSC DOCKET NO. 2016-1458**

Nick Migliarese appeals the denial of his request for a make-up examination for Medial Security Officer Recruit (S0239T), Statewide.

**ACTION:**

**B-20 DEBRA PIERCE – CSC DOCKET NO. 2016-707**

The Office of the Attorney General, on behalf of Debra Pierce, requests that her out-of-title work experience be accepted to qualify her for a prospective promotional examination for Administrative Analyst 2, Procurement, Office of the Attorney General.

**ACTION:**



**B-21 JOHN IRBY – CSC DOCKET NO. 2016-1066**

Burlington County, represented by Carmen Saginario, Jr., Esq., petitions the Civil Service Commission for a stay of the attached final decision rendered on July 29, 2015, which reversed John Irby's removal and ordered his immediate reinstatement, and payment of mitigated back pay and counsel fees, pending the outcome of its appeal to the Superior Court, Appellate Division.

**ACTION:**

**B-22 JUSTIN MILLER – CSC DOCKET NO. 2015-392**

Middlesex County, represented by Benjamin D. Leibowitz, Senior Deputy County Counsel, requests reconsideration of the decision rendered on June 18, 2014 which ordered that Justin Miller be granted back pay, benefits, seniority and counsel fees.

**ACTION:**

**B-23 EGBERTO COLON – CSC DOCKET NO. 2016-1303**

Egberto Colon, a Police Sergeant with the City of Elizabeth, represented by James M. Mets, Esq., petitions the Civil Service Commission for interim relief regarding his immediate suspension.

**ACTION:**

**B-24 ARNALDO MENDOZA – CSC DOCKET NO. 2016-794**

Arnaldo Mendoza appeals the bypass of his name on the Human Services Specialist 3, Bilingual in Spanish and English (PC0078S), Salem County Board of Social Services eligible list.

**ACTION:**

**B-25 OMNIQUE MALLARD – CSC DOCKET NO. 2015-2251**

Omnique Mallard requests enforcement of a classification determination concerning her position with the Jersey City School District.

**ACTION:**

**B-26 JOSEPH ZARRO – CSC DOCKET NO. 2016-1637**

North Arlington, on behalf of Joseph Zarro, requests that he be permitted to participate in the intergovernmental transfer program.

**ACTION:**

**B-27 JOINT ORDER OF CONSOLIDATION AND PREDOMINANT INTEREST - MARCIA DAVIS AND PBA LOCAL 105 v. MOUNTAINVIEW YOUTH CORRECTIONAL FACILITY – CSC DOCKET NO. 2015-788**

Administrative Law Judge Robert Bingham, II (ALJ) issued an Order of Consolidation and Predominant Interest in the matters of Marcia Davis and PBA Local 105 v. Mountainview Youth Correctional Facility. Based on the ALJ's Order, the Civil Service Commission and the Public Employment Relations Commission developed a Joint Order.

**ACTION:**


**B-28 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of November 5, 2015.

**ACTION:**

**B-29 CHANGE IN THE STATE CLASSIFICATION PLAN – TITLE TO BE MADE ARCHAIC**

The Division of Agency Services requests that the Supervisor, Administrative Unit title be made archaic.

 **MEMORANDUM**

DATE: November 9, 2015

TO: Civil Service Commission

FROM: Kenneth Connolly, Director *Kenneth Connolly*  
Division of Agency Services

SUBJECT: Change in State Classification Plan

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**TITLE TO BE MADE ARCHAIC**

The Division of Agency Services requests the title Supervisor, Administrative Unit be made archaic.

The title is assigned to the Department of Treasury which no longer needs this function and does not plan to use the title in the future. No further appointments will be permitted to this title which will be inactivated once vacated.

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

Effective date: The effective date of verbiage change will be the beginning of the first pay period that follows the Commission's approval of this change in the State Classification plan.

**TITLE TO BE MADE ARCHAIC**

Supervisor, Administrative Unit  
R17-50312 C D 3512

KC/JT/PM/MB

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[www.state.nj.us/csc](http://www.state.nj.us/csc)

**ACTION:**

**B-30 CHANGE IN CLASSIFIATION PLAN – TITLE INACTIVATION**

The Division of Agency Services requests the inactivation of the Principal Radiological Technician title.



## MEMORANDUM

DATE: November 9, 2015  
TO: Civil Service Commission  
FROM: Kenneth Connolly, Director *Kenneth Connolly*  
Division of Agency Services  
SUBJECT: Change in State Classification Plan

### TITLE INACTIVATION

The Division of Agency Services requests inactivation of the title Principal Radiological Technician.

The title is assigned to Department of Environmental Protection (DEP) and is currently unencumbered. The title has been vacant for the past five (5) years.

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

Effective date: The effective date of the verbiage change will be the beginning of the first pay period that follows Commission's approval of this change in the State Classification plan.

### TITLE TO BE INACTIVATED

Principal Radiological Technician  
R18-59978 C M 3512

KC/JT/PM/MB

**ACTION:**

**B-31 PATRICK CAIAZZO – CSC DOCKET NO. 2016-1436**

Patrick Caiazzo appeals the determination of the Division of Agency Services that found that he did not meet the experience requirements for the promotional examination for Records Manager (PC0820T), Monmouth County.

**ACTION:**

**B-32 TIA SMITH – CSC DOCKET NO. 2016-1492**

Tia Smith, a County Correction Officer with the Camden County Correctional Facility, represented by Jeffrey S. Ziegelheim, Esq., petitions the Civil Service Commission for relief of her 180 day suspension effective September 14, 2015.

**ACTION:**