



STATE OF NEW JERSEY  
CIVIL SERVICE COMMISSION

Phil Murphy  
*Governor*  
Sheila Oliver  
*Lt. Governor*

Deirdrè L. Webster Cobb  
*Chairperson*

**AGENDA OF REGULAR MEETING OF  
THE CIVIL SERVICE COMMISSION  
MAY 23, 2018**

**Deirdrè L. Webster Cobb, Chairperson  
Dolores Gorczyca  
Daniel W. O'Mullan**

**WITHDRAWAL OF APPEALS**

**The following appeals were withdrawn and removed from the hearing calendar:**

Leslie Cohen, Administrative Clerk, Marlboro Township, Department of Community Development, 90 working day suspension.

Leslie Cohen, Administrative Clerk, Marlboro Township, Department of Community Development, 120 working day suspension.

Michael McBride, Senior Repairer, Rowan University, 10 working day suspension.

Bernard Sloan, Maintenance Repairer Low Pressure License, Monmouth County, Department of Public Works, Buildings and Grounds, 30 working day suspension.

Michael Yacono, Animal Attendant, Burlington County, Health Department, removal.

**ACTION:**

**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:**

Christopher Munn, Police Officer, City of Trenton, Police Department, 120-hour suspension.

Clifton Miller, Claims Investigator 1, Department of the Treasury, return to previously held permanent title at the end of the working test period.

Ginger Ferrell, Cottage Training Technician, New Lisbon Developmental Center, Department of Human Services, removal.

**ACTION:**

**SECTION A – HEARING MATTERS**

**A-1 SETTLEMENTS**

Orlando Alicea  
New Jersey State Parole Board  
Suspension

Orlando Alicea  
New Jersey State Parole Board  
Removal

Miguel Cintron  
Department of Health  
Woodbine Developmental Center  
Removal

Paulo DeCaldas  
Township of Kearny  
Fire Department  
Release at the end of the working test period

William Lane  
City of Newark  
Department of Public Works  
Suspension

Luz Lopez  
Hudson County  
Department of Family Services  
Suspension

Wayne Miller  
Mercer County  
Department of Transportation and Infrastructure  
Removal

Deicles Moschen  
City of Newark  
Department of Engineering  
Removal

Alberta Small  
Hunterdon Developmental Center  
Department of Human Services  
Removal

Brandon Smith  
Willingboro Township  
Police Department  
Suspension

Tia Smith  
Camden County  
Department of Corrections  
Suspension

Harry Tisch  
Department of Human Services  
Administrative appeal

Robert Veracierta  
Ocean County  
Board of Social Services  
Removal

Shikeya Walker-Baldwin  
Department of Human Services  
Developmental Disabilities  
Bypass appeal

Stephanie Wallace-Smith  
Passaic County  
Preakness Healthcare Center  
Suspension

Devon Young  
City of Newark  
Fire Department  
Removal

Felicia Zimmerman  
Vineland Developmental Center  
Department of Human Services  
Removal

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

**ACTION:**

**A-2 KARSHAWN BATIE**

Karshawn Batie, County Correction Officer, Burlington County Jail, removal effective November 13, 2017 on charges of incompetency, inefficiency or failure to perform duties, inability to perform duties, conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge – Uphold the removal.

**ACTION:**

**A-3 ROBERT FIGLIUOLO**

Robert Figliuolo, Laborer 1, Borough of Ringwood, Department of Public Works, 30 working day suspension and demotion to Step 1 Building Maintenance Worker on charges of neglect of duty, incompetency, failure to perform duties, conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge - Uphold the 30 working day suspension and demotion.

**ACTION:**

**A-4 ANTHONY HERRERA**

Anthony Herrera, Police Aide, City of East Orange, Police Department, removal effective October 3, 2017 on charges of conduct unbecoming a public employee, neglect of duty and other sufficient cause.

Recommendation of the Administrative Law Judge - Modify the removal to a 90 working day suspension.

**ACTION:**

**A-5 WAYNE KUBS**

Wayne Kubs, appeal of removal from list for Police Officer (S9999R), Borough of Rutherford, based on falsification of employment application.

Recommendation of the Administrative Law Judge - Reverse the removal of appellant's name from the eligibility list.

**ACTION:**

**A-6 DALLAS NEWMAN (Consolidated)**

Dallas Newman, Senior Correction Officer, Bayside State Prison, Department of Corrections, two removals effective August 5, 2016 on charges of conduct unbecoming a public employee and other sufficient cause.

Recommendation of the Administrative Law Judge - Uphold the removals.

**ACTION:**

**A-7 MANUEL PARRA**

Manuel Parra, Police Officer, City of Union City, Department of Public Safety, removal effective August 7, 2017 on charges of inability to perform duties.

Recommendation of the Administrative Law Judge - Uphold the removal.

**ACTION:**

**A-8 DANIEL PURDY**

Daniel Purdy, County Correction Officer, Camden County Correctional Facility, removal effective January 19, 2015 on charges of insubordination, inability to perform duties, conduct unbecoming a public employee, neglect of duty, discrimination that effects equal employment and other sufficient cause.

Recommendation of the Administrative Law Judge - Uphold the removal.

**ACTION:**

**SECTION B – MISCELLANEOUS MATTERS**

**B-1 W.G. – CSC DOCKET NO. 2017-2218**

W.G. appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (S9988T) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-2 C.M. – CSC DOCKET NO. 2016-3443**

C.M., represented by Michael L. Prigoff, Esq., appeals her rejection as a Police Officer candidate by the Union Township Police Department and its request to remove her name from eligible list for Police Officer (S9999R), Township of Union on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-3 T.S. – CSC DOCKET NO. 2017-1757**

T.S., represented by Michael L. Prigoff, Esq., appeals his rejection as a Sheriff's Officer candidate by Passaic County and its request to remove his name from the eligible list for Sheriff's Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-4 M.A.N. – CSC DOCKET NO. 2017-2308**

M.A.N. appeals his rejection as a County Correction Officer candidate by Union County and its request to remove his name from the eligible list for County Correction Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-5 F.J.R. – CSC DOCKET NO. 2017-2804**

F.J.R. appeals his rejection as a Fire Fighter candidate by the City of New Brunswick and its request to remove his name from the eligible list for Fire Fighter (M1555T) on the basis of psychological unfitness to perform effectively the duties of the position.

**ACTION:**

**B-6 S.C.Z. – CSC DOCKET NO. 2017-2317**

S.C.Z., represented by Steven Brizek, Esq., appeals her rejection as a Police Officer candidate by the Montville Township Police Department and its request to remove her 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-7 R.H. – CSC DOCKET NOS. 2018-1092 AND 2018-1093**

R.H. appeals the removal of his name from the eligible lists for Correction Officer Recruit (S9988T and S9988U), Department of Corrections, on the basis of an unsatisfactory background report, driving record and employment record and failure to complete preemployment process.

**ACTION:**

**B-8 CHRISTOPHER SNYDER – CSC DOCKET NO. 2018-772**

Christopher Snyder, represented by Constantine Bardis, Esq., appeals the decision of Jersey City to remove his name from the eligible list for Fire Fighter (M1544T), Jersey City on the basis of an unsatisfactory background report.

**ACTION:**

**B-9 JOHN VOULGARAKIS – CSC DOCKET NO. 2018-1645**

John Voulgarakis appeals his removal from the eligible list for County Police Officer (S9999U), Camden County on the basis that he possessed an unsatisfactory criminal background.

**ACTION:**

**B-10 JOHN BONGIOVANNI – CSC DOCKET NO. 2018-1652**

John Bongiovanni appeals the bypass of his name on the Wage Collection Referee (PS3527N), Department of Labor and Workforce Development eligible list.

**ACTION:**

**B-11 STEPHEN ROCHESTER AND ALGENORIA SIMPSON – CSC DOCKET NOS. 2018-1400 AND 2018-1506**

Stephen Rochester and Algenoria Simpson appeal the bypass of their names on the Police Sergeant (PM5108N), East Orange eligible list.

**ACTION:**



**B-12 KAREN BRUCCOLERI – CSC DOCKET NO. 2017-3664**

Karen Bruccoleri, represented by Dudley Burdge, Senior Staff Representative, Communications Workers of America, Local 1032, appeals the decision of the Division of Agency Services that the proper classification of her position with Ewing Township is Keyboarding Clerk 2. The appellant seeks a Keyboarding Clerk 3 job classification.

**ACTION:****B-13 KAREN LENGER – CSC DOCKET NO. 2018-2046**

Karen Lenger 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 Technical Assistant, Legal Activities. The appellant seeks a Senior Management Assistant job classification.

**ACTION:****B-14 ADMINISTRATIVE ANALYST 4 (PS1612N), DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

The Department of Labor and Workforce Development requests that the eligible list for Administrative Analyst 4 (PS1612N) be revived and extended for one year.

**ACTION:****B-15 PRINCIPAL LIBRARY ASSISTANT (C0607S) AND (C0938U), OCEAN COUNTY LIBRARY – CSC DOCKET NO. 2018-2619**

The Ocean County Library requests permission not to make an appointment from the September 28, 2017 certification for Principal Library Assistant (C0607S) and (C0938U).

**ACTION:****B-16 VICTOR MIRANDA – CSC DOCKET NO. 2018-3099**

The Division of Agency Services, on behalf of Department of the Treasury, requests revival of the list for Principal Field Representative, Local Property Tax (PS1209U) and retroactive permanent appointment of Victor Miranda, effective December 9, 2017

**ACTION:**

**B-17 DANIEL WRIEDEN – CSC DOCKET NO. 2018-3066**

The City of Jersey City requests that the eligible list for Historic Preservation Specialist 4 (PM1240R), Jersey City, Department of Housing Economic Development and Commerce be revived to allow for the retroactive appointment of Daniel Wrieden, effective November 18, 2013.

**ACTION:**

**B-18 BRIAN BLAKELY – CSC DOCKET NO. 2018-1905**

Brian Blakely, represented by Samuel M. Gaylord, Esq., appeals the determination of the Division of Agency Services which found that he was below the minimum requirements in experience for the promotional examination for Equipment Operator (PC2113V), Mercer County.

**ACTION:**

**B-19 ELCY BOCANEGRA – CSC DOCKET NO. 2018-2456**

Elcy Bocanegra appeals the determination of the Division of Agency Services that she did not meet the experience requirement for open competitive examination for Health Aide, Bilingual in Spanish and English (C0749V), Cape May County.

**ACTION:**

**B-20 KENNETH BRENZEL – CSC DOCKET NO. 2018-2362**

Kenneth Brenzel appeals the determination of the Division of Agency Services that he did not meet the experience requirement for the promotional examination for Senior Community Service Worker (PC2260V), Morris County.

**ACTION:**

**B-21 HEATHER HAINES – CSC DOCKET NO. 2018-1819**

Heather Haines appeals the determination of the Division of Agency Services which found that she was below the minimum requirements in experience for the promotional examination for Senior Clerk Transcriber (PC2259V), Burlington County.

**ACTION:**

**B-22 JENNIFER HARVEY – CSC DOCKET NO. 2018-1011**

Jennifer Harvey appeals the decision of the Division of Agency Services which found that she did not meet the requirements for the promotional examination for Principal Purchasing Assistant (PM0445V), Millville.

**ACTION:**

**B-23 CHRISTEN SWANN- CSC DOCKET NO. 2018-2900**

Christen Swann 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 Program Assistant, Division of Developmental Disabilities.

**ACTION:**

**B-24 ALEXANDER SANTIAGO – CSC DOCKET NO. 2018-34**

Alexander Santiago requests that he be permitted to amend his residency on his application after the closing date for the Entry Level Law Enforcement Examination (S9999U).

**ACTION:**

**B-25 SEAN O'DONNELL – CSC DOCKET NO. 2018-406**

Sean O'Donnell requests that he be permitted to submit an application for the promotional examination for Police Lieutenant (PM0745V), Sayreville, after the application filing deadline.

**ACTION:**

**B-26 NICHOLAS DELEON – CSC DOCKET NO. 2018-1020**

Nicholas DeLeon appeals the determination of the Division of Administrative Support and Logistics denying his request for a make-up for the promotional examination for Police Lieutenant (PM0694V), Bergenfield.

**ACTION:**

**B-27 DANIEL PEREIRA – CSC DOCKET NO. 2018-3054**

Daniel Pereira appeals the determination of the Division of Agency Services denying his request for a make-up examination for Fire Captain (PM1046V), Newark.

**ACTION:**

**B-28 A.B. – CSC DOCKET NO. 2018-674**

A.B., a Resource Interpretive Specialist 2, Historic Resources with the Department of Environmental Protection (DEP), represented by Lauren Young-Boukema, Executive Vice President, CWA Local 1036, appeals the decision of the DEP, which denied her request to participate in the Donated Leave Program.

**ACTION:**

**B-29 KIMBERLY GONZALES – CSC DOCKET NO. 2018-2872**

Kimberly Gonzales, a Senior Account Clerk, appeals the denial of her intergovernmental transfer from the Borough of Keansburg to the Borough of Highlands.

**ACTION:**

**B-30 LISA MCGEE – CSC DOCKET NO. 2018-1361**

Lisa McGee, a Correction Sergeant, appeals her five-working day suspension issued by the Department of Corrections.

**ACTION:**

**B-31 TIA BRAGG – CSC DOCKET NO. 2018-2103**

Tia Bragg, a former Human Services Assistant with Vineland Developmental Center, Department of Human Services, petitions the Civil Service Commission for reconsideration of the decision, rendered on January 11, 2018, in which the Director of the Division of Appeals and Regulatory Affairs denied her request for a hearing with respect to her removal.

**ACTION:**

**B-32 N.B. – CSC DOCKET NO. 2018-1467**

N.B., a Head Clerk with the Department of Labor and Workforce Development, appeals the decision of a former Equal Employment Officer, which found that she violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-33 G.H. – CSC DOCKET NO. 2018-235**

G.H., a Correction Lieutenant with the Department of Corrections, appeals the determination of the Director, Equal Employment Division, which found that the appellant failed to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-34 W.Q. – CSC DOCKET NO. 2018-1466**

W.Q., an Associate Professor in Hospitality and Tourism Management Studies at Richard Stockton State University, represented by Daniel M. Kurkowski, Esq., appeals the decision of the Executive Vice President/Chief of Staff which did not substantiate his allegation to support a finding that he had been subjected to a violation of the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**

**B-35 A.R. – CSC DOCKET NO. 2018-441**

A.R., a Principal Clerk Typist with the Office of Information Technology, appeals the determination of the Equal Employment Opportunity/Affirmative Action Officer, that the appellant did not 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:**

**B-36 CIVIL SERVICE COMMISSION MINUTES**

Submitted for adoption are the Civil Service Commission minutes of its meeting of May 2, 2018.

**ACTION:**

**B-37 VAN JENKINS – CSC DOCKET NO. 2018-1038**

The appeal of Van Jenkins, a Mechanic with the City of Camden, of his removal, effective August 1, 2017, on charges, was heard by Administrative Law Judge Elaine B. Frick (ALJ), who rendered her initial decision on March 22, 2018. At its meeting on May 2, 2018, the Civil Service Commission (Commission) affirmed the ALJ's recommendation to reverse the removal but ordered the appellant to undergo a return to work drug test. The proposed decision is now submitted for the Commission's review.

**ACTION:****B-38 JAMES REYES - CSC DOCKET NO. 2017-2772**

The appeal of James Reyes, a Fire Captain with the City of Paterson, of his removal effective February 23, 2017, on charges, was heard by Administrative Law Judge Barry E. Moscovitz (ALJ), who rendered his initial decision on March 20, 2018. At its meeting on May 2, 2018, the Civil Service Commission (Commission) affirmed the ALJ's recommendation to reverse the removal but ordered the appellant to undergo a pre-reinstatement fitness for duty examination. The proposed decision is now submitted for the Commission's review.

**ACTION:****B-39 JUAN CORTES – CSC DOCKET NO. 2017-3112**

The appeal of Juan Cortes, a Boiler Operator with the Jersey City School District, of his 90 working day suspension, on charges, was heard by Administrative Law Judge Kimberly A. Moss, who rendered her initial decision on March 19, 2018. At its meeting on May 2, 2018, the Civil Service Commission (Commission) ordered that the matter be remanded to the Office of Administrative Law. The proposed decision is now submitted for the Commission's review.

**ACTION:****B-40 SERENA FALZINI – CSC DOCKET NO. 2018-1333**

Serena Falzini appeals the determination of the Division of Agency Services that her position with the Department of the Treasury is properly classified as Software Development Specialist 1. The appellant seeks a Software Development Specialist 2 job classification.

**ACTION:**

**B-41 JAMAR CHERRY – CSC DOCKET NO. 2018-2913**

Jamar Cherry appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Inspector Mosquito Extermination (PC2341V), Union County.

**ACTION:**

**B-42 SPENCER KNIGHT – CSC DOCKET NO. 2018-2909**

Spencer Knight appeals the determination of the Division of Agency Services that found that he did not meet the experience requirements for the promotional examination for Equipment Operator (PC2329V), Hudson County.

**ACTION:**

**B-43 JOSEPH NICKAS – CSC DOCKET NO. 2018-3040**

Joseph Nickas appeals the determination of the Division of Agency Services that found that he did not meet the experience requirements for the promotional examination for Mechanic (PC2512V), Middlesex County.

**ACTION:**

**B-44 ROBERT SABOL – CSC DOCKET NO. 2018-2833**

Robert Sabol appeals the determination of the Division of Agency Services which found that he did not meet the experience requirements for the promotional examination for Mechanic Diesel (PC0441V), Woodbridge.

**ACTION:**

**B-45 KATHLEEN SHEFFIELD – CSC DOCKET NO. 2018-3072**

Kathleen Sheffield appeals the determination of the Division of Agency Services that found that she was below the experience requirements, per the substitution clause for education, for the promotional examination for Chief of Administrative Services (PC2469V), Salem County.

**ACTION:**

**B-46 RANA TERZIAN – CSC DOCKET NO. 2018-2972**

Rana Terzian appeals the determination of the Division of Agency Services that found that she did not meet the experience requirements for the promotional examination for Deputy County Emergency Management Coordinator (PC2670V), Mercer County.

**ACTION:****B-47 CRAIG HAUSMANN AND JOSE SANTANA – CSC DOCKET NOS. 2018-422 AND 2018-476**

Craig Hausmann (PM0759V), Aberdeen, and Jose Santana (PM2041V), Jersey City, appeals the determination of the Division of Agency Services which found them ineligible for the promotional examination for Police Sergeant (various jurisdictions), due to their failure to submit valid application processing fees.

**ACTION:****B-48 ROBIN CRISTI AND JENNIE RAMOS – CSC DOCKET NOS. 2018-424 AND 2018-434**

The Jersey City Police Officer's Benevolent Association, represented by James M. Mets, Esq., on the behalf of Robin Cristi and Jennie Ramos, requests that they be permitted to submit applications for the promotional examination for Police Sergeant (PM2041V), Jersey City, after the application filing deadline.

**ACTION:****B-49 L.P. – CSC DOCKET NO. 2017-2590**

L.P., an Institutional Transportation Supervisor with the Woodbine Developmental Center, Department of Human Services (DHS), appeals the determination of the Assistant Commissioner, Legal Affairs, DHS, which found that the appellant violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:**



**B-50 L.B. – CSC DOCKET NO. 2017-3385**

L.B., a Senior Technician, MVC with the Motor Vehicle Commission, appeals the determination of the former Chairman and Chief Administrator, which found that the appellant violated the New Jersey State Policy Prohibiting Discrimination in the Workplace.

**ACTION:****B-51 SUSAN SMOYER – CSC DOCKET NO. 2018-3043**

Susan Smoyer appeals the decision of the Division of Agency Services that the proper classification of her position with the Department of the Treasury is Property Management Services Specialist 3. The appellant seeks a Property Management Services Specialist 4 job classification.

**ACTION:****B-52 BERNACINE BARNES – CSC DOCKET NOS. 2017-1610 AND 2017-1812**

The appeals of Bernacine Barnes, a Senior Receptionist with Monmouth County, Department of Human Services, of her 20 working day and three working day suspensions, on charges, were heard by Administrative Law Judge Kathleen M. Calemno (ALJ), who rendered her consolidated initial decision on March 22, 2018. At its meeting on May 2, 2018, the Civil Service Commission adopted the ALJ's recommendation to reverse the three working day suspension. However, the Commission did not adopt the ALJ's recommendation to uphold the 20 working day suspension. Rather, the Commission modified the 20 working day suspension to a 10 working day suspension.

**ACTION:****B-53 DAVID BANDUR – CSC DOCKET NO. 2018-3010**

David Bandur appeals the determination of the Division of Agency Services that found that he did not meet the experience requirements for the promotional examination for Assistant Director of Maintenance Services (PM0009W), Bayonne.

**ACTION:**

**B-54 LORRAINE AZZARANO – CSC DOCKET NO. 2018-2924**

Lorraine Azzarano appeals the determination of the Division of Agency Services that found that she was below the experience requirements, per the substitution clause for education, for the promotional examination for Business Manager (PM2315V), Winslow Township.

**ACTION:**