

STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
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(609) 292-1892

**STATE OF NEW JERSEY  
STATE ETHICS COMMISSION  
COMMISSION CASE NO. 68-14**

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<b>IN THE MATTER OF WILLIAM</b>	:	
<b>NEBEL, FORMER DIRECTOR OF</b>	:	<b>Administrative Action</b>
<b>MAINTENANCE, SOUTHERN</b>	:	
<b>DIVISION, NEW JERSEY TRANSIT</b>	:	<b>CONSENT ORDER</b>

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WHEREAS, the State Ethics Commission (“Commission”) is authorized to initiate, receive, investigate, review and hear complaints regarding violations of the New Jersey Conflicts of Interest Law, *N.J.S.A. 52:13D-12 et seq.* (“Conflicts Law”), applicable rules of the Commission, *N.J.A.C. 19:61-1.1 et seq.*, the Uniform Ethics Code, and any agency code of ethics by any State officer or employee or special State officer or employee; and

WHEREAS, this matter was brought before the Commission by a complaint filed with the Commission; and

WHEREAS, the Commission conducted an investigation of all the matters and issues raised by the complaint; and

WHEREAS, as a result of the investigation, the Commission and William Nebel (“Nebel”) desire to enter into a final and complete resolution of all of the matters and issues raised thereby;

IT IS THEREFORE agreed by the parties as follows:

1. Nebel began his employment with New Jersey Transit (“NJT”) in 1981 and retired in October 2014 as the Director of Maintenance.

2. Nebel was in a dating relationship with an NJT employee for approximately a year until the spring of 2012. This employee did not report directly to Nebel.

3. In January 2014, the NJT employee with whom Nebel had a prior dating relationship applied for a position as Nebel’s administrative assistant. That position reported directly to Nebel and he participated in the hiring process for the position. Nebel failed to disclose his prior dating relationship with this individual to NJT and he participated in her interview for the position.

4. Nebel became involved in a dating relationship with another NJT employee in approximately April 2012 and regularly engaged in this relationship during working hours and by using State resources, including NJT cell phones and email.

5. Nebel and the NJT employee exchanged personal emails on a nearly daily basis. Between October 2012 and August 2014, they exchanged over 7,000 personal emails unrelated to NJT business using the State email.

6. Between October 2012 and August 2014, Nebel used his State-issued cell phone at least 300 times to communicate with this employee on personal matters.

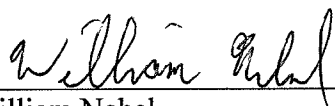
7. It is the Commission’s position that Nebel violated Section XIII of the Uniform Ethics Code and *N.J.A.C.* 19:61-7.4(d) when he failed to recuse himself from the interview with the NJT employee with whom he had a dating relationship.

8. It is also the Commission’s position that Nebel violated *N.J.S.A.* 52:13D-23(e)(3) and (e)(7) when he misused his State email and cell phone, between April 2012 and August 2014, in connection with a dating relationship.

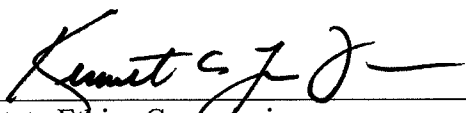
9. Nebel acknowledges that his involvement in, and failure to recuse from, his former dating partner's interview violated Section XIII of the Uniform Ethics Code and the recusal rule, *N.J.A.C.* 19:61-7.4(d).

10. Nebel further acknowledges that his misuse of State time and resources in connection with his dating relationship with a co-worker between April 2012 and August 2014 violated sections 23(e)(3) of the Conflict Law and created the impression that he was engaged in conduct that violated the public trust, in violation of section 23(e)(7) of the Conflicts Law.

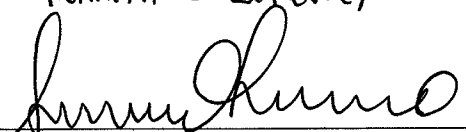
11. The parties agree to enter into this Consent Order in settlement of all matters and issues that are involved herein. In consideration thereof, William Nebel agrees to pay a civil penalty in the amount of \$6,500.00.

  
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William Nebel

Dated: 8-19-15

  
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State Ethics Commission  
By: Andrew S. Berns, Chair  
Kenneth C. LeFevre, Vice-Chair

Dated: 9/22/15

  
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State Ethics Commission  
By: Susana E. Guerrero, Executive Director

Dated: 9/22/15