

4A:2-1.6 Reconsideration of decisions

(a) Upon the receipt of a decision, a party to the appeal may petition the Commissioner or Board for reconsideration.

(b) A petition for reconsideration shall be in writing signed by the petitioner or his or her representative and must show the following:

1. The new evidence or additional information not presented at the original proceeding which would change the outcome and the reasons that such evidence was not presented at the original proceeding; or
2. That a clear material error has occurred.

(c) Each party must serve copies of all materials submitted on all other parties.

Case Notes

A motion for reconsideration of a final administrative decision must be made within the period provided for the taking of an appeal. *Matter of Hill*, 241 N.J.Super. 367, 575 A.2d 42 (A.D.1990).

Senior corrections officer was an employee on date when complaint which formed basis of harassment conviction was filed, for purposes of forfeiture statute. *Moore v. Youth Correctional Institute at Annandale*, 230 N.J.Super. 374, 553 A.2d 830 (A.D.1989), affirmed 119 N.J. 256, 574 A.2d 983.

Senior corrections officer's criminal conviction for harassing his immediate superior was one "involving or touching" his employment. *Moore v. Youth Correctional Institute at Annandale*, 230 N.J.Super. 374, 553 A.2d 830 (App.Div.1989) affirmed 119 N.J. 256, 574 A.2d 983.

4A:2-1.7 Specific appeals

(a) For specific appeal procedures see:

1. Awards in State service (N.J.A.C. 4A:6-6.10);
2. Classification (N.J.A.C. 4A:3-3.9);
3. Discipline, major (N.J.A.C. 4A:2-2.1 et seq.);
4. Discipline, minor (N.J.A.C. 4A:2-3.1 et seq.);
5. Discrimination in State service (N.J.A.C. 4A:7-3.2 through 4A:7-3.4);
6. Employment list removal for medical reasons (N.J.A.C. 4A:4-6.5);
7. Employment list removal for psychological reasons (N.J.A.C. 4A:4-6.5);
8. Examinations (N.J.A.C. 4A:4-6.1 et seq.);
9. Grievances (N.J.A.C. 4A:2-3.1 et seq.);
10. Layoffs (N.J.A.C. 4A:8-2.6);
11. Overtime in State service (N.J.A.C. 4A:3-5.10 et seq.);
12. Performance Assessment Review in State service (N.J.A.C. 4A:6-5.3);
13. Reprisals (N.J.A.C. 4A:2-5.1 et seq.);

14. Resignations (N.J.A.C. 4A:2-6.1 et seq.);

15. Salary (job reevaluation) in state service (N.J.A.C. 4A:3-4.3);

16. Sick leave injury in State service (N.J.A.C. 4A:6-1.7); and

17. Supplemental compensation on retirement in State service (N.J.A.C. 4A:6-3.4).

(b) Any appeal not listed above must be filed in accordance with N.J.A.C. 4A:2-1.1.

Administrative correction to (a), with deletion of (a)11 and renumbering of old (a)12-18 to new (a)11-17.
See: 22 N.J.R. 165(a).

Case Notes

Appeals to Department of Personnel (DOP) and Merit System Board by police officer were timely. *Matter of Allen*, 262 N.J.Super. 438, 621 A.2d 87 (A.D.1993).

SUBCHAPTER 2. MAJOR DISCIPLINE**Cross References**

Applicability of this subchapter to SES members, see N.J.A.C. 4A:3-2.9.

4A:2-2.1 Employees covered

(a) This subchapter applies only to permanent employees in the career service or a person serving a working test period.

(b) Appointing authorities may establish major discipline procedures for other employees.

Case Notes

Department of Energy was not equitably estopped from returning employee to his permanent position as senior engineer when promotional examination was not given between date of his provisional appointment and date of demotion (citing former N.J.A.C. 4:1-16.8). *O'Malley v. Department of Energy*, 109 N.J. 309, 537 A.2d 647 (1987).

Doctrine of equitable estoppel inapplicable to allow provisional employee to retain position (citing former N.J.A.C. 4:1-16.8). *Omrod v. N.J. Dep't of Civil Service*, 151 N.J.Super. 54, 376 A.2d 554 (App. Div.1977) certification denied 75 N.J. 534, 384 A.2d 513.

4A:2-2.2 Types of discipline

(a) Major discipline shall include:

1. Removal;
2. Disciplinary demotion;
3. Suspension or fine for more than five working days at any one time;

4. Suspension or fine for five working days or less where the aggregate number of days suspended or fined in any one calendar year is 15 working days or more;

5. The last suspension or fine where an employee receives more than three suspensions or fines of five working days or less in a calendar year.

Case Notes

Employee suspended for 10 days from position as account clerk for failure to deposit money (\$700,000) within 48-hour period required by N.J.S.A. 40A:5-15 and late deposit by mail of \$355,000; 10-day suspension upheld and \$500 fine imposed. *Kennedy v. City of Burlington*, 11 N.J.A.R. 20 (1988).

Employee did not demonstrate that Department of Labor's request to reallocate career position of Director to SES was made in bad faith and without complying with statutory procedures governing disciplinary proceedings. *Matter of Baykal*, 707 A.2d 467, 309 N.J.Super. 424.

4A:2-2.3 General causes

(a) An employee may be subject to discipline for:

1. Incompetency, inefficiency or failure to perform duties;
2. Insubordination;
3. Inability to perform duties;
4. Chronic or excessive absenteeism or lateness;
5. Conviction of a crime;
6. Conduct unbecoming a public employee;
7. Neglect of duty;
8. Misuse of public property, including motor vehicles;
9. Discrimination that affects equal employment opportunity (as defined in N.J.A.C. 4A:7-1.1), including sexual harassment;
10. Violation of Federal regulations concerning drug and alcohol use by and testing of employees who perform functions related to the operation of commercial motor vehicles, and State and local policies issued thereunder; and
11. Other sufficient cause.

Amended by R.1990 d.308, effective June 18, 1990.

See: 22 N.J.R. 1015(b), 22 N.J.R. 1915(a).

Added misuse of public property, including motor vehicles.

Amended by R.1994 d.618, effective December 19, 1994.

See: 26 N.J.R. 3507(a), 26 N.J.R. 5000(a).

Amended by R.1995 d.415, effective August 7, 1995.

See: 27 N.J.R. 1837(a), 27 N.J.R. 2884(a).

Added (a)10, and recodified former (a)10 as (a)11.

Case Notes

A public employee cannot be dismissed for failure to submit to a procedure violative of his state and federal constitutional rights. *Reames v. Department of Public Works, City of Paterson*, 310 N.J.Super. 71, 707 A.2d 1377 (A.D. 1998).

Off-duty firefighter's utterance of racial epithet at on-duty police officer during traffic stop constituted conduct unbecoming both firefighter and public employee. *Karins v. City of Atlantic City*, 706 A.2d 706, 152 N.J. 532 (N.J. 1998).

Merit System Board of State Department of Personnel did not have exclusive jurisdiction for prosecution of forfeiture action against senior corrections officer. *State v. Lee*, 258 N.J.Super. 313, 609 A.2d 513 (A.D.1992).

Issue of forfeiture of public employment by turnpike utility worker did not have to be first addressed by administrative agency to determine whether there was any relationship between crimes committed and employment duties. *State v. Baber*, 256 N.J.Super. 240, 606 A.2d 891 (L.1992).

Turnpike utility worker's convictions for failure to deliver drugs to police and for simple assault upon two police officers were offenses "involving or touching" his job so as to justify forfeiture of employment. *State v. Baber*, 256 N.J.Super. 240, 606 A.2d 891 (L.1992).

Order directing forfeiture of public employment may be incorporated in sentence of criminal convictions. *State v. Baber*, 256 N.J.Super. 240, 606 A.2d 891 (L.1992).

Forfeiture of public employment, for conviction of failure to file gross income tax return was not a bill of attainder. *Ayars v. New Jersey Dept. of Corrections*, 251 N.J.Super. 223, 597 A.2d 1084 (A.D. 1991).

Forfeiture of public employment for conviction for failure to file gross income tax return did not violate double jeopardy. *Ayars v. New Jersey Dept. of Corrections*, 251 N.J.Super. 223, 597 A.2d 1084 (A.D. 1991).

Dismissal was appropriate sanction for refusal by correction officers to submit to mandatory drug testing. *Caldwell v. New Jersey Dept. of Corrections*, 250 N.J.Super. 592, 595 A.2d 1118 (A.D.1991), certification denied 127 N.J. 555, 606 A.2d 367.

When public employee is convicted of petty disorderly persons offense, analysis of nexus between crime and employment is required to determine if there is sufficient relationship between the two to warrant harsh penalty of forfeiture. *Moore v. Youth Correctional Institute at Annandale*, 119 N.J. 256, 574 A.2d 983 (1990).

When public employee is convicted of petty disorderly persons offense, connection between conviction and employment will have to be examined initially by governmental department in which employee works, then by appropriate administrative agencies, and employee will retain right to appeal to appellate division. *Moore v. Youth Correctional Institute at Annandale*, 119 N.J. 256, 574 A.2d 983 (1990).

Employees who are convicted of petty disorderly persons offense and recognize that their offense does touch and involve their employment can for good cause request county prosecutor or Attorney General to petition sentencing court for waiver of resultant forfeiture of public employment. *Moore v. Youth Correctional Institute at Annandale*, 119 N.J. 256, 574 A.2d 983 (1990).

Even in cases in which public employee does not obtain formal waiver of forfeiture of public employment resulting from conviction of petty disorderly persons offense, department should consider whether punishment of forfeiture fits crime. *Moore v. Youth Correctional Institute at Annandale*, 119 N.J. 256, 574 A.2d 983 (1990).

Inquiry into whether offense by public employee involves and touches on public employment to extent of meriting forfeiture of employment requires careful examination of facts and evaluation of various factors. *Moore v. Youth Correctional Institute at Annandale*, 119 N.J. 256, 574 A.2d 983 (1990).

Offense committed by public employee would not be considered not to involve or touch employment, so as to support forfeiture of public employment, based on fact that offense does not take place during employment hours or on employment grounds. *Moore v. Youth Correctional Institute at Annandale*, 119 N.J. 256, 574 A.2d 983 (1990).

Evidence supported determination that criminal conviction for harassing immediate superior warranted forfeiture of public employment. *Moore v. Youth Correctional Institute at Annandale*, 119 N.J. 256, 574 A.2d 983 (1990).

Whether public employee's conviction involves or touches employment does not depend upon whether criminally proscribed acts took place within immediate confines of employment's daily routine. *Moore v. Youth Correctional Institute at Annandale*, 230 N.J. Super. 374, 553 A.2d 830 (A.D.1989), affirmed 119 N.J. 256, 574 A.2d 983.

Senior corrections officer's criminal conviction for harassing his immediate superior was one "involving or touching" his employment as a senior corrections officer. *Moore v. Youth Correctional Institute at Annandale*, 230 N.J. Super. 374, 553 A.2d 830 (A.D.1989), affirmed 119 N.J. 256, 574 A.2d 983.

Department of Energy was not equitably estopped from returning employee to his permanent position as senior engineer when promotional examination was not given between date of his provisional appointment and date of demotion (citing former N.J.A.C. 4:1-1.1). *O'Malley v. Department of Energy*, 109 N.J. 309, 537 A.2d 647 (1987).

Tenure of public officer governed by Civil Service Commission; broad discretion conferred upon appointing authority regarding grounds for removal (citing former N.J.A.C. 4:1-6.9). *State v. DeMarco*, 107 N.J. 562, 527 A.2d 417 (1987).

Off-duty police officer, involved in fatal accident which was basis for his conviction of death by auto, disqualified from unemployment compensation effective the date of his suspension pending discharge (citing former N.J.A.C. 4:1-16.9). *Connell v. Board of Review*, 216 N.J. Super. 403, 523 A.2d 1099 (App.Div.1987).

Failure to maintain valid driver's license justified dismissal of clerk driver whose position required driver's license. *Zayas v. Department*, 97 N.J.A.R.2d (CSV) 56.

Suspension of corrections officer for alleged insubordination, disrespect and use of abusive language was not justified where, although it was undisputed that officer and his lieutenant had exchange in parking lot outside prison, exact content of conversation could not be determined. *Thomas v. Northern State Prison*, 97 N.J.A.R.2d (CSV) 54.

Clerk-typist's refusal to make photocopies constituted insubordination where photocopying was included in job description for that position. *Porter v. Department of Human Services*, 97 N.J.A.R.2d (CSV) 48.

Developmental center employee who willfully failed to protect client by preventing client from banging his head against wall would be dismissed. *Micciche v. New Lisbon Developmental Center*, 97 N.J.A.R.2d (CSV) 45.

Security guard supervisor who sought to blame his subordinates for his failure to follow proper procedures for shift changes and for securing all posts during shift would be demoted. *Leverett v. State Department of Transportation*, 97 N.J.A.R.2d (CSV) 42.

Suspension of Human services attendant for neglect of duty, based upon her alleged failure to exchange client's adult diapers for briefs on day of federal inspection, was not justified. *Jesse v. Woodbridge Developmental Center*, 97 N.J.A.R.2d (CSV) 40.

Security guard who was absent from work without leave four times, was involved in automobile accident out of his assigned work district with smell of alcohol on his breath, appeared for work with alcohol on his breath on two occasions, and had altercation with his union representative on one of those days was properly dismissed. *Hunt v. Newark Board of Education*, 97 N.J.A.R.2d (CSV) 37.

Police officer who grabbed buttocks of female colleague at funeral which officers were attending in their official capacity, and who subsequently acted in threatening manner when female officer reported incident, was properly suspended for 180 days. *Engel v. Gloucester Township Police Department*, 97 N.J.A.R.2d (CSV) 35.

Maintenance worker who shouted and threatened union action when his supervisors, after observing him reading newspaper during his

scheduled shift, asked him if he had completed his assigned tasks would be suspended for 45 days. *DiAngelo v. Meadowview Hospital*, 97 N.J.A.R.2d (CSV) 30.

Corrections officer who maintained relationships with inmates and ex-inmates in violation of employee rules was dismissed. *Callanan v. Department of Adult Corrections*, 97 N.J.A.R.2d (CSV) 27.

Chronically late corrections officer who had suffered previous dismissal for disciplinary infractions would be removed for single lateness infraction where terms of his reinstatement dictated that any subsequent attendance infraction would so warrant. *Calhoun v. Northern State Prison, New Jersey Department of Corrections*, 97 N.J.A.R.2d (CSV) 24.

Cottage training technician's chronic absenteeism without notice or permission justified dismissal. *Bradley v. New Lisbon Developmental Center*, 97 N.J.A.R.2d (CSV) 21.

Dismissal of developmental center employee who physically abused mentally retarded client was warranted. *Anderson v. North Princeton Development Center*, 97 N.J.A.R.2d (CSV) 19.

Account clerk's failure to obtain authorization or offer explanation for extended absence justified dismissal. *Piereschi v. The Passaic Valley Water Commission*, 97 N.J.A.R.2d (CSV) 14.

Suspension and demotion of housing inspector for using open flame to test smoke detector was not justified; penalty would be reduced to five-day suspension. *Mrozicki v. Hamilton Township, Department of Engineering*, 97 N.J.A.R.2d (CSV) 7.

Dismissal of public works employee for being absent without excuse for more than five consecutive days was warranted. *Tischio v. Essex County Department of Public Works*, 96 N.J.A.R.2d (CSV) 859.

Youth worker's excessive unexcused tardiness warranted 15-day suspension. *Reed v. Arthur Brisbane Child Treatment Center*, 96 N.J.A.R.2d (CSV) 852.

Dismissal of employee for being absent without permission and for failing to give proper notice of her absences was justified. *McArthur v. North Princeton Developmental Center*, 96 N.J.A.R.2d (CSV) 850.

Employee's failure to report for work or to obtain approval for absence justified his removal after forty days' absence from work, even though employee maintained that his absence was due to debilitating illness. *Kologi v. Division of State Police*, 96 N.J.A.R.2d (CSV) 846.

Dismissal of medical security officer for negligently contributing to escape of psychiatric patient was warranted where officer and his partner had each agreed to spend four hours of shift sleeping, rather than guarding patient as two-man team. *Blake and Kelsey v. Forensic Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 842.

Corrections officer who brought food to inmates, played cards with inmates, passed notes to inmates, had inmate style her hair, and allowed inmate to sit in prison's control booth would be discharged for indulging in "undue familiarity" with inmates. *Perry v. Mercer County Department of Public Safety*, 96 N.J.A.R.2d (CSV) 834.

Removal of applicant's name from competitive list for position of assistant public works director was justified where applicant had previously resigned from two public positions at request of his employers and applicant lacked communications skills essential to job. *Township of Teaneck v. Nemeth*, 96 N.J.A.R.2d (CSV) 832.

Corrections officer who failed to notify prison command center of escape in progress was guilty of neglect of duty warranting 15-day suspension. *Tanko v. East Jersey State Prison*, 96 N.J.A.R.2d (CSV) 829.

Whistle-blowing employee could not be discharged for failure to follow procedure where there were no written rules, policy statements, or training manuals declaring any such procedure. *Reyes v. Department of Public Works, City of Trenton*, 96 N.J.A.R.2d (CSV) 827.

Removal of public employee for sleeping on the job was justified where employee had received prior warning about his conduct. *Payne*

v. Camden County Municipal Utilities Authority, 96 N.J.A.R.2d (CSV) 825.

Nurses who attempted to resuscitate nursing home patient and subsequently discontinued CPR and pronounced patient dead were not guilty of incompetency where evidence indicated that continuation of CPR would not have saved patient's life. *Pabatao and Gadiano v. Buttonwood Hospital, Burlington County, 96 N.J.A.R.2d (CSV) 823.*

Corrections officer who repeatedly failed to complete or call in census count and falsified post log to conceal his failure to carry out assigned duties was properly suspended. *Murie v. Atlantic County Detention Center, 96 N.J.A.R.2d (CSV) 819.*

Self-serving testimony by accusers alleging police misconduct was insufficient to support disciplinary charges. *Moreland v. City of Trenton, 96 N.J.A.R.2d (CSV) 814.*

Clinical psychologist's plea of guilty to charges of false swearing, unsworn falsification to authorities, and forgery warranted automatic removal from his position at youth correctional facility. *McConlogue v. Department of Corrections, 96 N.J.A.R.2d (CSV) 811.*

Court investigator was properly removed for willingness to participate in indicted defendant's scheme to hire professional killer to murder witnesses, contrary to judiciary employees' code of conduct. *Marshall v. Middlesex County Superior Court, 96 N.J.A.R.2d (CSV) 809.*

Public assistance worker was properly removed for falsifying application in order to receive public assistance benefits. *Levi v. Passaic County Board of Social Services, 96 N.J.A.R.2d (CSV) 804.*

Corrections officer was properly suspended for willingly disobeying clear employment policy requiring medical proof to support absences. *Kovach v. Atlantic County Adult Detention Center, 96 N.J.A.R.2d (CSV) 801.*

Developmental center employee's knowing failure to comply with procedures for obtaining authorized extended leave warranted termination. *James v. Department of Human Services, Woodbridge Developmental Center, 96 N.J.A.R.2d (CSV) 798.*

Developmental center employee who verbally abused and threatened co-worker and client was properly suspended and removed from her position. *Jackson v. New Lisbon Developmental Center, 96 N.J.A.R.2d (CSV) 794.*

Union shop steward's threats on her supervisor's property and life did not constitute protected activity, and thus steward's subsequent discharge by appointing authority was not unfair labor action. *Grafton v. Department of Human Services, 96 N.J.A.R.2d (CSV) 787.*

Hospital employee's unauthorized removal of scrap metal, use of state property for personal purposes, and instruction of co-workers to aid him in conversion of state property warranted removal. *Gann v. Marlboro Psychiatric Hospital, 96 N.J.A.R.2d (CSV) 782.*

Public works employee's persistent absences and tardiness despite numerous disciplinary actions justified removal. *Evan v. City of Linden Department of Public Works, 96 N.J.A.R.2d (CSV) 775.*

Human services assistant's willful inattentiveness while feeding institutional client, which caused client to gasp for air and choke, warranted 10-day suspension. *Clark v. Woodbridge Developmental Center, 96 N.J.A.R.2d (CSV) 773.*

Removal of public works employee for excessive absenteeism was justified. *Bellamy v. Township of Aberdeen Department of Public Works, 96 N.J.A.R.2d (CSV) 770.*

Developmental technician's neglect, which resulted in client's escape, and her falsification of documents in attempt to conceal her involvement in escape justified appointing authority's removal action. *Artemus v. New Lisbon Developmental Center, 96 N.J.A.R.2d (CSV) 768.*

Human services assistant was reinstated when hiring authority failed to prove client abuse charges by preponderance of evidence. *George v. North Jersey Developmental Center, 96 N.J.A.R.2d (CSV) 763.*

School custodian's persistent failure to comply with job performance requirements and his public threat to principal justified suspension and demotion. *Dent v. State Operated School District of the City of Newark, 96 N.J.A.R.2d (CSV) 757.*

Corrections officer was properly suspended for leaving facility after superintendent ordered all staff to stay past end of shift due to inclement weather. *Ghilon v. Edna Mahan Correctional Facility for Women and Department of Corrections, 96 N.J.A.R.2d (CSV) 643.*

Removal of human services assistant for absence without permission was warranted due to his history of discipline infractions. *Henry v. North Princeton Developmental Center, 96 N.J.A.R.2d (CSV) 639.*

Removal of police officer for making obscene phone calls, using excessive force on prisoner, improper display of firearms and other charges was warranted. *Gallo v. Deptford Police Department, 96 N.J.A.R.2d (CSV) 633.*

Corrections officer who drew and posted satirical cartoon depicting superior officer and containing obscene language would face five day suspension. *Bunn v. Camden County Department of Corrections, 96 N.J.A.R.2d (CSV) 631.*

Allegation that state hospital employee choked patient was undermined by patient's recantation of prior similar allegation. *Wright v. Department of Human Services, 96 N.J.A.R.2d (CSV) 622.*

Corrections officer who received and cashed two paychecks for same pay period would be removed, particularly in light of officer's history of discipline problems. *Taylor v. Hudson County Department of Public Safety, 96 N.J.A.R.2d (CSV) 619.*

Evidence supported charge that corrections officer was playing cards with inmates, warranting 30-day suspension. *Spearman v. Northern State Prison, 96 N.J.A.R.2d (CSV) 616.*

Nurse who used foley inflatable catheter against physician's order was suspended. *Smith v. Veterans' Memorial Home, Vineland, 96 N.J.A.R.2d (CSV) 614.*

Charge of falsifying time sheet was supported by co-worker's testimony that employee signed out at 1:00 p.m., but indicated on time sheet that he had signed out at 1:30 p.m. *Pettit v. Vineland Developmental Center, 96 N.J.A.R.2d (CSV) 613.*

Failure to complete assigned deliveries and inability to account for missing items warranted removal of truck driver with poor discipline record. *Ogburn v. State-Operated School District of the City of Newark, 96 N.J.A.R.2d (CSV) 610.*

Corrections officer was discharged for allowing inmate to meet privately with female visitor in courthouse law library. *Nichols v. Salem County Sheriff's Department, 96 N.J.A.R.2d (CSV) 607.*

Welfare interviewer who procured money from client and had history of chronic absenteeism and poor job performance was properly discharged. *McCray v. City of Camden Welfare Department, 96 N.J.A.R.2d (CSV) 603.*

Employee who supplied beeper number rather than home telephone number violated attendance verification policy. *Mason v. Department of Corrections, 96 N.J.A.R.2d (CSV) 601.*

Juvenile detention officer's failure to make required bed checks warranted removal of officer where officer's neglect resulted in escape. *Grant v. Cumberland County Juvenile Detention Center, 96 N.J.A.R.2d (CSV) 591.*

Corrections officer's requests for personal leave prior to reporting that she felt ill supported finding that officer's illness was feigned. *Epps v. Burlington County Jail, 96 N.J.A.R.2d (CSV) 588.*

Nurse who had history of making careless errors was discharged for error in medication administration, even though error in question did not result in danger to patient. *Brown v. Department of Human Services, 96 N.J.A.R.2d (CSV) 584.*

Custodian who pled guilty to theft of Board of Education property automatically forfeited his position. *Brooks v. Newark Board of Education*, 96 N.J.A.R.2d (CSV) 583.

Suspension and removal was appropriate for employee whose chronic absenteeism resulted from medical problems. *Bass v. Green Brook Regional Center*, 96 N.J.A.R.2d (CSV) 572.

Failure of corrections officer to have working radio was not neglect of duty where his request for fresh batteries had been denied. *Todd v. East Jersey State Prison*, 96 N.J.A.R.2d (CSV) 535.

Civilian corrections employee's use of physical force against uniformed officer constituted conduct unbecoming public employee and warranted 30-day suspension. *Viteritto v. Northern State Prison*, 96 N.J.A.R.2d (CSV) 533.

Practical nurse's failure to advise registered nurse or physician of patient's elevated pulse and respiration warranted six-month suspension, rather than removal. *Stell v. New Jersey Veterans' Memorial Home-Vineland*, 96 N.J.A.R.2d (CSV) 529.

Unauthorized absence after vacation day was denied warranted 10 day suspension of residential living specialist. *Cain v. Department of Human Services*, 96 N.J.A.R.2d (CSV) 526.

Thirty day suspension was appropriate penalty for nurse who pushed patient down into chair with excessive force. *Dillsborough v. Buttonwood Hospital, Burlington County*, 96 N.J.A.R.2d (CSV) 523.

Painter's refusal to perform minor plaster work constituted insubordination. *Santini v. New Jersey Department of the Treasury*, 96 N.J.A.R.2d (CSV) 479.

Two six-day suspensions were reasonable penalty for hospital attendant who slept on duty. *Richards v. Mercer County Geriatric Center*, 96 N.J.A.R.2d (CSV) 477.

Removal of food service worker on charges of client abuse was not justified where only evidence of abuse came from unreliable witness. *Jacobs v. Vineland Developmental Center*, 96 N.J.A.R.2d (CSV) 469.

Physical abuse of client warranted removal of human services assistant. *George v. North Princeton Developmental Center*, 96 N.J.A.R.2d (CSV) 463.

Minimal physical contact with psychiatric patient warranted suspension rather than removal for hospital employee who had no prior record of excessive force. *Davis v. Marlboro Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 460.

Removal of cottage training technician was reversed where evidence did not support charges of patient abuse. *Chin v. Woodbine Development Center*, 96 N.J.A.R.2d (CSV) 457.

Nurse's suspension for refusing to provide medication to inmate and neglecting to keep doctor informed of changes in another inmate's condition was increased to 30 days. *Bynon v. New Jersey State Department of Corrections*, 96 N.J.A.R.2d (CSV) 451.

Court clerk's discussion of pending domestic violence complaint with unauthorized person justifies removal. *Boyd v. Middlesex County Superior Court, State Judiciary*, 96 N.J.A.R.2d (CSV) 447.

Suspension of senior corrections official for escorting prisoner without handcuffs was reversed after testimony against him was found to be not credible. *Thomas v. Northern State Prison*, 96 N.J.A.R.2d (CSV) 444.

Cottage training technician was properly ordered reinstated to position where testimony of sole witness to alleged client abuse was not credible. *Still v. Vineland Development Center*, 96 N.J.A.R.2d (CSV) 438.

Demotion of sheriff's officer was warranted where officer left duty post without permission. *Slanika v. Monmouth County Sheriff*, 96 N.J.A.R.2d (CSV) 434.

Suspension of public works repairman reduced from 20 days to ten days for involvement in accident which caused property damage and

financial liability for the city. *Rudolph v. City of Plainfield, Department of Public Works*, 96 N.J.A.R.2d (CSV) 430.

Police officer's dismissal was warranted where officer made threatening phone calls to his former wife and beat suspect in retaliation for earlier confrontation. *Pache v. Township of Mount Holly Police Department*, 96 N.J.A.R.2d (CSV) 427.

Suspension for misuse of government vehicle reversed where evidence insufficient to sustain charges of unauthorized use. *Myers v. New Jersey Water Supply Authority*, 96 N.J.A.R.2d (CSV) 417.

Insubordination and neglect of duty justify termination of maintenance worker. *Harrington v. William Paterson College*, 96 N.J.A.R.2d (CSV) 415.

Removal of police officer who failed drug test was sustained after drug screening process was verified as accurate. *Gugliotta v. City of Newark Police Department*, 96 N.J.A.R.2d (CSV) 409.

Police officer's refusal to take drug test constitutes sufficient cause for termination. *Conyers v. City of Newark Police Department*, 96 N.J.A.R.2d (CSV) 406.

Off-duty corrections officer's inappropriate touching of his penis in public justifies six-month suspension for conduct unbecoming a public employee. *Brady v. Bergen County Sheriff's Department*, 96 N.J.A.R.2d (CSV) 403.

Cottage training technician's removal for verbal abuse of client was modified to suspension due to technician's previously unblemished disciplinary record and client's manipulative behavior. *Floyd v. Woodbridge Developmental Center*, 96 N.J.A.R.2d (CSV) 399.

Removal of state hospital human services technician was warranted for violation of agency policy prohibiting financial transactions with patients where technician sold patient a cup of coffee. *Reed v. Ancora Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 385.

Removal of treatment center youth worker with long history of tardiness was not justified after he offered reasonable excuses for latest occurrences. *Lofton v. Arthur Brisbane Child Treatment Center*, 96 N.J.A.R.2d (CSV) 382.

Hospital aide was properly suspended for failing to maintain monitoring checklist for patient. *Lackey v. Ancora Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 378.

Human services assistant's failure to report for duty without permission or notice justified removal. *Gbeintor v. North Princeton Developmental Center*, 96 N.J.A.R.2d (CSV) 377.

Suspension of emergency communications operator was warranted by her warning to relative of arrival by police; conduct violated agency policy and created dangerous situation. *Raymond v. Burlington County, Department of Emergency Management Services*, 96 N.J.A.R.2d (CSV) 357.

Nurse's breach of duty in failing to respond to resident's call for help, which resulted in another resident's death, warranted removal. *Warren v. John L. Montgomery Medical Center*, 96 N.J.A.R.2d (CSV) 350.

Sleeping while on duty in maximum security unit justifies removal of corrections officer with prior discipline record. *Stevens v. Atlantic County*, 96 N.J.A.R.2d (CSV) 348.

Inconsistent and contradictory testimony on cottage training technician's alleged abuse of client was insufficient to sustain removal action. *Roach v. New Lisbon Developmental Center*, 96 N.J.A.R.2d (CSV) 345.

Discharging weapon while off-duty warrants dismissal of corrections officer. *Rivera v. New Jersey Training School for Boys*, 96 N.J.A.R.2d (CSV) 341.

Removal from position of traffic signal repairer was justified where employee violated terms of previous disciplinary settlement. *Ringkamp v. City of Trenton*, 96 N.J.A.R.2d (CSV) 338.

Police officer's secret taping of promotional interview was not conduct unbecoming public employee warranting dismissal. *Oches v. Township of Middleton Police Department*, 96 N.J.A.R.2d (CSV) 328.

Dismissal from cottage training technician position on charges of client abuse was not warranted by technician's attention-getting tap on client's face. *Harcum v. New Lisbon Developmental Center*, 96 N.J.A.R.2d (CSV) 324.

Cottage training supervisor's inattention warranted dismissal where client was left strapped to rocking chair. *Carter v. North Jersey Developmental Center*, 96 N.J.A.R.2d (CSV) 322.

Positive drug test justifies removal of corrections officer where proper and accurate test procedures were employed. *Adams v. New Jersey Department of Corrections*, 96 N.J.A.R.2d (CSV) 320.

Emergency police communications clerk in training was properly removed for shutting down emergency call tracking system. *DeLeon v. Jersey City Police Department*, 96 N.J.A.R.2d (CSV) 316.

Suspension of civilian employee of sheriff's department was warranted by failure to comply with duty rules and lack of respect for authority. *Baldwin v. Monmouth County Sheriff's Office*, 96 N.J.A.R.2d (CSV) 309.

Department of Corrections failed to prove allegation that corrections officer improperly permitted parolee to reside at his home. *Montigue v. Department of Corrections*, 96 N.J.A.R.2d (CSV) 305.

Juvenile detention officer's refusal to submit to drug test warranted dismissal. *Velez v. Hudson County Department of Public Safety*, 96 N.J.A.R.2d (CSV) 293.

Police radio operator was allowed to resign in good standing based on finding that she was medically unfit to perform duties. *Pribramsky v. Little Egg Harbor Township Police Department*, 96 N.J.A.R.2d (CSV) 282.

Corrections officer properly suspended for being absent from post and for using excessive force on inmate. *Okezie v. Burlington County*, 96 N.J.A.R.2d (CSV) 280.

Reinstatement of medical security officer ordered after record failed to substantiate charge of patient abuse. *Mack v. Forensic Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 269.

Public works laborer's excessive tardies and absences justify termination. *Luckey v. Borough of Lindenwold*, 96 N.J.A.R.2d (CSV) 266.

Suspension without pay for 15 days and recoupment of three sick days was proper penalty for human services employee who falsified medical report to get three paid days off. *Landgraf v. Atlantic County Department of Human Services*, 96 N.J.A.R.2d (CSV) 264.

Human service assistant properly removed from position for abusing trust and well-being of mental patients by making them drink hot sauce. *Cowen v. New Lisbon Development Center*, 96 N.J.A.R.2d (CSV) 257.

Cottage training technician reinstated after allegations of patient abuse not proven. *Colvin v. Vineland Development Center*, 96 N.J.A.R.2d (CSV) 250.

Police officer was properly removed from position for sexually harassing female employees under his supervision. *Cain v. Morris County Sheriff's Office*, 96 N.J.A.R.2d (CSV) 244.

Suspension was warranted where employee on medical leave disobeyed order to remain away from facility unless he obtained supervisor's permission and insulted supervisor. *Bright v. Arthur Brisbane Child Treatment Center*, 96 N.J.A.R.2d (CSV) 240.

Police officer's failure to report personal crime investigation and loss of off-duty weapon justified suspension for neglect of duty and unbecoming conduct. *Sepulveda v. Hudson County Department of Public Safety*, 96 N.J.A.R.2d (CSV) 207.

Illness no excuse for development center employee's repeated absenteeism. *Parker v. New Lisbon Developmental Center*, 96 N.J.A.R.2d (CSV) 205.

Off-duty corrections officer who discharged weapon to threaten another properly removed from position. *Lange v. Bergen County Sheriff's Department*, 96 N.J.A.R.2d (CSV) 203.

Positive drug test justified corrections officer's dismissal. *Gordon v. Department of Corrections, Training Academy*, 96 N.J.A.R.2d (CSV) 200.

Unexcused tardiness justified dismissal of child treatment center employee. *Cagle v. Arthur Brisbane Child Development Center*, 96 N.J.A.R.2d (CSV) 197.

Division of State Police unable to substantiate charges of absenteeism, incompetence, and misuse of public property against terminated electrician. *Kelso v. Department of Law and Public Safety*, 96 N.J.A.R.2d (CSV) 188.

Institutional attendant's conduct undermining now-deceased resident's quality of life and failing to respond to calls for help justify 8-day suspension. *Doggett v. Monmouth County, John L. Montgomery Medical Home*, 96 N.J.A.R.2d (CSV) 180.

Corrections officer's refusal to answer warden's questions and subsequent loud, agitated, insolent responses constituted insubordinate conduct which merited 20-day suspension. *Woods v. Camden County Correctional Facility*, 96 N.J.A.R.2d (CSV) 175.

County corrections officer's chronic excessive absenteeism justifies suspension. *Perotto v. Monmouth County Sheriff's Office*, 96 N.J.A.R.2d (CSV) 166.

Removal from job for refusal to comply with order of supervisor determined too harsh for employee with only one disciplinary action against him in past five years. *Robinson v. Camden County*, 96 N.J.A.R.2d (CSV) 159.

Recreation therapy aid's false statements on job application regarding education, work experience, and criminal record justified her removal. *Gourdine v. Hudson, Environmental Public Health Department, County of*, 96 N.J.A.R.2d (CSV) 151.

Employee's poor judgment in driving state vehicle while intoxicated and in violation of department directive justifies three-month suspension. *Manion v. Department of Transportation*, 96 N.J.A.R.2d (CSV) 149.

Tax Division's removal of clerk justified when clerk instigated verbal confrontation with co-workers, made threatening gestures with stapler and engineered later confrontation. *Taylor v. State Treasury*, 96 N.J.A.R.2d (CSV) 138.

State corrections officer dismissed for maintaining improper relationship with inmate. *Robinson v. East Jersey State Prison, Department of Corrections*, 96 N.J.A.R.2d (CSV) 134.

County corrections officer with history of misconduct suspended for violating departmental policy by informing inmates of their pending transfers to state prison. *Ramundo v. Passaic County Sheriff's Department*, 96 N.J.A.R.2d (CSV) 131.

Police captain properly disciplined for misconduct at public meeting. *Marjarum v. Hamilton Township Police Department*, 96 N.J.A.R.2d (CSV) 122.

Suspension of county probation officer imposed pursuant to settlement agreement justified when officer adequately represented by counsel. *Kelly v. County of Union*, 96 N.J.A.R.2d (CSV) 119.

Psychiatric hospital's removal of medical security officer justified where officer was twice absent without permission and had long history of similar violations. *Hearns v. Forensic Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 116.

Care attendant's mistreatment of patient constituted conduct unbecoming public employee and warranted dismissal. *Washington v. John L. Montgomery Medical Home*, 96 N.J.A.R.2d (CSV) 100.

Corrections officer with history of chronic and persistent absences suffers removal for absence without permission. *Smith v. Northern State Prison*, 96 N.J.A.R.2d (CSV) 98.

Maintenance worker's suspension for failing to report for duty was supported by poor attendance record. *Heyward v. Burlington County Buildings*, 95 N.J.A.R.2d (CSV) 236.

Employee's use of profanity and racial slurs warranted maximum suspension. *Green v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 234.

Harassment of female co-worker warranted removal of male practical nurse for conduct unbecoming a public employee. *Brown v. Trenton Psychiatric Hospital*, 95 N.J.A.R.2d (CSV) 233.

Neglect of duty by sleeping while monitoring high and moderate risk clients at child treatment center justified removal of human services assistant. *Mahajan v. DEPE*, 95 N.J.A.R.2d (CSV) 229.

Beating a suspect, when combined with improper use of firearms, warranted police officer's termination for unbecoming conduct. *Cruz v. City of Camden*, 95 N.J.A.R.2d (CSV) 226.

Signing zoning official's name to zoning permit without approval warranted reprimand, but did not warrant termination. *Matter of Olivo*, 95 N.J.A.R.2d (CSV) 223.

Refusal to perform regular cleaning duties in restrooms assigned to him warranted 60 day suspension of maintenance worker. *Harrington v. William Paterson College*, 95 N.J.A.R.2d (CSV) 220.

Unbecoming conduct, improper use of firearm, and use of insulting language warranted thirty day suspension of police officer. *Fabian v. North Bergen Police*, 95 N.J.A.R.2d (CSV) 216.

Progressive discipline did not preclude removal of employee from public employment under circumstances. *Matter of Paul Dietrich v. Newark Housing Authority*, 95 N.J.A.R.2d (CSV) 202.

Falsification of time sheets, neglect of duty, and unauthorized absence warranted public employee's removal. *Pue v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 199.

Chronic or excessive absenteeism warranted 15-day suspension from public employment as senior practical nurse. *Warren v. Montgomery Medical Home*, 95 N.J.A.R.2d (CSV) 136.

Senior practical nurse suspended; chronic, excessive, and unauthorized absences. *Warren v. John L. Montgomery Medical Home*, 95 N.J.A.R.2d (CSV) 136.

Checks and counts made by corrections officer on night of escape attempt at youth facility were not so inconsistent with procedure as to warrant suspension for negligence. *Taylor v. Garden State Reception and Youth Correctional Facility*, 95 N.J.A.R.2d (CSV) 129.

Suspension of senior correction officer not justified; lack of proof of negligence contributing to escape attempt. *Taylor v. Garden State Reception and Youth Correctional Facility*, 95 N.J.A.R.2d (CSV) 129.

Removal of counselor; failure to notify that I.D. card and keys for jail locks were lost or stolen, failure to report of prior arrest, and becoming unduly familiar with inmate. *Robinson v. Burlington County*, 95 N.J.A.R.2d (CSV) 127.

Specified conduct of senior counselor at county jail warranted removal for conduct unbecoming an employee in public service. *Robinson v. Burlington County*, 95 N.J.A.R.2d (CSV) 127.

Failure to follow standard procedures in identification and apprehension of fugitive warranted removal of probation department cashier. *Newkirk v. County of Salem*, 95 N.J.A.R.2d (CSV) 125.

Removal of bookkeeping machine operator; justified. *Newkirk v. County of Salem*, 95 N.J.A.R.2d (CSV) 125.

Lack of veracity and communication skills as drug abuse counselor justified termination. *Memmott v. Department of Health*, 95 N.J.A.R.2d (CSV) 118.

Failure to detect major bypass that allowed untreated sewage to flow into river warranted six-month suspension for sewage plant supervisor. *Lowe v. Municipal Utilities Authority*, 95 N.J.A.R.2d (CSV) 114.

Supervising sewage plant operator's failure to detect bypass of untreated raw sewage; suspension. *Lowe v. Municipal Utilities Authority of the Town of West New York*, 95 N.J.A.R.2d (CSV) 114.

Avoidance after agreeing to random testing for drugs warranted dismissal from public employment. *Kender v. Passaic Valley Water Commission*, 95 N.J.A.R.2d (CSV) 112.

Removal of senior water repairer; refused to submit to drug test mandated by drug policy is justified. *Kender v. Passaic Valley Water Commission*, 95 N.J.A.R.2d (CSV) 112.

Six-day suspension warranted when absent from work as scheduled without permission and without proper notice. *Bucci v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 111.

Institutional trade instructor was justifiably removed from public employment for physical abuse of juvenile in his care. *Jacobs v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 108.

Removal of institutional trade instructor; physical assault of inmate. *Jacobs v. Human Services Department*, 95 N.J.A.R.2d (CSV) 108.

Reference made to non-ambulatory patient as being without a brain was verbal abuse warranting human service assistant's six-month suspension. *Sullivan v. Department of Military & Veterans' Affairs*, 95 N.J.A.R.2d (CSV) 106.

Suspension of human services assistant; verbal abuse of patient. *Sullivan v. Military & Veterans' Affairs Department*, 95 N.J.A.R.2d (CSV) 106.

Removal; employee left assigned work area without notice and permission. *Shultz v. Camden County*, 95 N.J.A.R.2d (CSV) 104.

Removal was warranted when laborer left assigned work area without notice and without permission of supervisor. *Shultz v. Camden County*, 95 N.J.A.R.2d (CSV) 104.

Termination; employee unable to perform basic functions. *Sallie v. Department of Transportation*, 95 N.J.A.R.2d (CSV) 100.

Removal of hospital attendant; patient abuse. *Edwards v. Buttonwood Hospital, Burlington County*, 95 N.J.A.R.2d (CSV) 95.

Using false excuse of staff shortage to refuse toilet assistance to patient was sufficient, with prior record, to warrant attendant's removal. *Edwards v. Buttonwood Hospital*, 95 N.J.A.R.2d (CSV) 95.

Act of correction officer in shooting a pregnant fellow officer with a stun gun three times was such irresponsibility as to warrant termination. *Curry v. Burlington County Jail*, 95 N.J.A.R.2d (CSV) 92.

Police officer's incapacity due to mental and physical disability was established by medical evidence and warranted removal. *Pitts v. City of Camden Police*, 95 N.J.A.R.2d (CSV) 89.

Removal justified; police officer incapacitated due to mental disability. *Pitts v. City of Camden Police Department*, 95 N.J.A.R.2d (CSV) 89.

Failure to comply with departmental goal that all firefighters become licensed drivers for backup purposes did not warrant removal under circumstances. *Whittle v. East Orange Fire*, 95 N.J.A.R.2d (CSV) 83.

Suspension of firefighter due to lack of driver's license; not justified. *Whittle v. East Orange Fire Department*, 95 N.J.A.R.2d (CSV) 83.

Medical security officer improperly removed; pulling hair of runaway patient. *Phelps v. Forensic Psychiatric Hospital*, 95 N.J.A.R.2d (CSV) 81.

Decision of supervising medical security officer at psychiatric hospital to subdue unruly patient did not warrant removal for physical abuse. *Phelps v. Forensic Psychiatric Hospital*, 95 N.J.A.R.2d (CSV) 80.

Removal of correction officer; disorderly persons conviction. *New Jersey State Department of Corrections v. Gomez*, 95 N.J.A.R.2d (CSV) 77.

Allegations against hospital attendant, including chronic and excessive absenteeism and insubordination, were established by evidentiary record and justified 30 day suspension. *Dunston v. Buttonwood Hospital*, 95 N.J.A.R.2d (CSV) 59.

Hospital attendant suspended; absenteeism, neglect of duty, and other insufficiencies. *Dunston v. Buttonwood Hospital*, 95 N.J.A.R.2d (CSV) 59.

Excessive absences justified removal of public employee from her position as attendant at hospital. *Amador v. Bergen Pines County Hospital*, 95 N.J.A.R.2d (CSV) 55.

Hospital attendant terminated; excessive absenteeism. *Amador v. Bergen Pines County Hospital*, 95 N.J.A.R.2d (CSV) 55.

Reinstatement was required when removal of water plant operator for failure to fulfill overtime requirements was not justified. *Onori v. City of Burlington*, 95 N.J.A.R.2d (CSV) 53.

County jail employee suspended; refusing mandatory overtime work. *Miranda v. Hudson County Public Safety*, 95 N.J.A.R.2d (CSV) 50.

Refusal of mandatory overtime at county jail by guard was without effectual excuse and warranted suspension. *Miranda v. Hudson County*, 95 N.J.A.R.2d (CSV) 50.

Admitted participation in illegal gambling operation did not warrant removal, but did warrant six-month suspension for employee with otherwise impeccable work record. *Haggerty v. Hudson County Probation Department*, 95 N.J.A.R.2d (CSV) 38, affirmed 95 N.J.A.R.2d (CSA) 240, certification denied 658 A.2d 729, 140 N.J. 329.

Probation officer was suspended; illegal gambling operation. *Haggerty v. Hudson County Probation Department*, 95 N.J.A.R.2d (CSV) 38, affirmed 95 N.J.A.R.2d (CSA) 240, certification denied 658 A.2d 729, 140 N.J. 329.

Failure of training technician to stop mental patients he was supervising from fighting warranted an admonishment, but did not warrant his termination. *Haldeman v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 26.

Removal of Cottage Training Technician because of incident occurring under his charge; not justified. *Haldeman, v. Department of Human Services*, Woodbine, 95 N.J.A.R.2d (CSV) 26.

Failure to obtain driver's license as a condition of employment as youth worker transporting residents in group home was blatant insubordination warranting removal. *Livingston v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 23.

Worker was removed from position for refusing to obtain drivers' license. *Livingston v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 23.

Government employee suspended on the basis of shouting and using threatening language and gestures. *Sigler v. Trenton State College*, 95 N.J.A.R.2d (CSV) 16.

Threatening conduct when combined with remarks about murder warranted six month suspension with counseling. *Sigler v. Trenton State College*, 95 N.J.A.R.2d (CSV) 16.

Boast by male employee of having "made it" with female co-worker was verbal abuse warranting ten day suspension. *Hall v. North Princeton Developmental Center*, 95 N.J.A.R.2d (CSV) 12.

Employee suspended for verbal mistreatment of co-worker. *Hall v. North Princeton Developmental Center*, 95 N.J.A.R.2d (CSV) 12.

The termination of a Human Services Assistant was rescinded; charges of abuse were not substantiated. *Gibbons v. Dept. Of Human Services*, Vineland Developmental Center, 95 N.J.A.R.2d (CSV) 10.

Repeated absences from work as scheduled without permission and without proper notice warranted removal. *Washington v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 1.

Removal; employee engaged in willful and continuous disregard of Conflicts of Interest Law and Code of Ethics. In the Matter of White, 94 N.J.A.R.2d (CSV) 713.

Termination; physical abuse of client. *Willingham v. Ancora Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 708.

Termination; disclosure of confidential information from taxpayers' file. *Petrasek v. New Jersey Department of the Treasury*, 94 N.J.A.R.2d (CSV) 679.

Termination; of chronic and excessive absenteeism. *Mindillo v. New Jersey State Prison*, 94 N.J.A.R.2d (CSV) 673.

Suspension; taking sick leave time to drive fiancée to doctor. *Markel v. Burlington County Dept. of Buildings and Grounds*, 94 N.J.A.R.2d (CSV) 662.

Leaving pager unattended and not responding to emergency; termination. *Hamilton v. Monroe Municipal Utilities Authority*, 94 N.J.A.R.2d (CSV) 657.

Conduct during license suspension subject to thirty working day suspension. *Carroll v. Ocean County Department of Roads*, 94 N.J.A.R.2d (CSV) 654.

Nurse; opportunity to successfully complete training course; termination. *Welch v. Preakness Hospital*, 94 N.J.A.R.2d (CSV) 651.

Assault of co-worker; suspension. *Vereen v. Trenton State College*, 94 N.J.A.R.2d (CSV) 645.

Testing positive for controlled substances; terminated. *Tanner v. New Jersey Training School*, 94 N.J.A.R.2d (CSV) 642.

Termination; abuse of client. *Wilson v. North Princeton Developmental Center*, 94 N.J.A.R.2d (CSV) 639.

Employee terminated; drug addiction. *Lu Sane v. Union County Board of Social Services*, 94 N.J.A.R.2d (CSV) 637.

Termination; abuse of client. *Camilo v. North Princeton Developmental Center*, 94 N.J.A.R.2d (CSV) 633.

Removal; employee unable to perform his duties due to medical condition. *Bell v. Hudson County Department of Public Resources*, 94 N.J.A.R.2d (CSV) 631.

Suspension of employee was not justified. *Arroyo v. Department of Public Safety*, Hudson County, 94 N.J.A.R.2d (CSV) 629.

Suspension of prison nurse; guilty of falsification, insubordination and possession of mace on state property. *Headen v. East Jersey State Prison*, 94 N.J.A.R.2d (CSV) 623.

Employee removed; abuse of client. *Stocks v. Department of Human Services*, 94 N.J.A.R.2d (CSV) 621.

Suspension and removal; refusal to obey orders of superior, using vulgar and disrespectful language, and threatening fellow employee. *Green v. City of Trenton*, 94 N.J.A.R.2d (CSV) 594.

Suspension for sleeping on the job was justified. *Allgood v. New Jersey Training School*, Jamesburg, 94 N.J.A.R.2d (CSV) 592.

Termination of public employee with drinking problem was not justified. *Monroe v. Camden County Board of Social Services*, 94 N.J.A.R.2d (CSV) 590.

Rehabilitation according to terms of settlement agreement; reinstatement. *Credle v. Marlboro Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 585, remanded 96 N.J.A.R.2d (CSV) 163.

Insubordination and vulgar language; suspension. *Ellis v. Essex County Department of Citizen Services*, 94 N.J.A.R.2d (CSV) 580.

Failure to ensure that client was properly received at destination; dismissal. *Clark v. North Princeton Development Center*, 94 N.J.A.R.2d (CSV) 576.

Unbecoming conduct toward a superior and insubordination; penalties. *Cioffi v. City of Long Branch*, 94 N.J.A.R.2d (CSV) 573.

Psychiatric hospital section chief's assault on and threats to co-worker justify removal. *O'Lone v. Ancora Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 95.

Developmental center employee's physical abuse of superior and long disciplinary record justify removal. *Ingram v. Woodbridge Developmental Center*, 96 N.J.A.R.2d (CSV) 94.

Physical disability and absence without leave justify county correction officer's termination. *Anderson v. Burlington County Jail*, 96 N.J.A.R.2d (CSV) 92.

County social services agency's removal of income maintenance worker justified when mental disorder rendered her unable to perform job duties. *Doe v. Morris County Board of Social Services*, 96 N.J.A.R.2d (CSV) 65.

Shorter suspensions for partial negligence justified by correction officers' proper performance of other duties and good work records. *Craft v. Riverfront State Prison*, 96 N.J.A.R.2d (CSV) 63.

Police officer removed for violating numerous department regulations including insubordination and absence from duty. *Chiles v. Plainfield City Police Department*, 96 N.J.A.R.2d (CSV) 49.

Developmental center human services assistant properly terminated for abusive conduct toward supervisor. *Pennoh v. North Princeton Developmental Center*, 96 N.J.A.R.2d (CSV) 28.

Correction officer suspended for violating department policy by not seeking medical attention for inmate sprayed with mace. *Harris v. Burlington County Jail*, 96 N.J.A.R.2d (CSV) 26.

Parking meter repairman's removal for insubordination too severe under principles of progressive discipline. *Grosso v. Township of Nutley*, 96 N.J.A.R.2d (CSV) 24.

Falsification of medical records and abandonment of position for unauthorized consecutive absences justifies developmental center employee's resignation and suspension. *Dortelus v. Woodbridge Developmental Center*, 96 N.J.A.R.2d (CSV) 20.

Senior therapy program assistant's threats against coworkers constitute conduct unbecoming public employee but do not warrant removal. *Chase v. Marlboro Psychiatric Hospital*, 96 N.J.A.R.2d (CSV) 14.

Suspension justified where developmental center licensed practical nurse engages in assaultive conduct on center grounds. *Apata v. North Princeton Developmental Center*, 96 N.J.A.R.2d (CSV) 10.

Institutional attendant's use of foul language and creation of disturbance on public premises warrants six-month suspension. *Robinson v. John L. Montgomery Medical Home*, 96 N.J.A.R.2d (CSV) 2.

Incompetence and poor judgement exhibited by Casino Control Commission's Chief of Staff with respect to employee buyouts and meal recompensation merited three-month suspension without pay and demotion. *In the Matter of Papp*, 96 N.J.A.R.2d (CCC) 1.

Obscenities and threats of physical harm to supervisor and co-worker justified state truck driver's suspension. *Smith v. Department of Transportation*, 95 N.J.A.R.2d (CSV) 691.

Inability to conform to absence and tardiness of police justified public employee's removal. *LaBour v. Housing Authority*, 95 N.J.A.R.2d (CSV) 682.

Removal of a firefighter was justified after testing positive for cocaine. *Hayes v. Plainfield City Fire Department*, 95 N.J.A.R.2d (CSV) 679.

Brandishing knife and threatening supervisor warranted correction officer's removal for unbecoming conduct. *Brown v. East Jersey State Prison*, 95 N.J.A.R.2d (CSV) 671.

Residential live in specialist was justifiably suspended for negligence that caused injury to patient at developmental center. *Powell v. North Princeton Developmental Center*, 95 N.J.A.R.2d (CSV) 666.

Suspension rather than removal was warranted for refusing to obey directions of superiors. *Santana v. City of Perth Amboy*, 95 N.J.A.R.2d (CSV) 663.

Insubordination and neglect of duty warranted police officer's termination. *Kempton v. Township of Riverside*, 95 N.J.A.R.2d (CSV) 661.

Criminal record from activity that occurred before employment did not warrant removal given demonstrated rehabilitation. *Ermi v. Department of Public Property*, 95 N.J.A.R.2d (CSV) 655.

Chronic and excessive absences in violation of written policy justified removal of juvenile detention officer. *Stewart v. Department of Youth Services*, 95 N.J.A.R.2d (CSV) 650.

Suspension of correction officer was justified by reason of willing participation in physical altercation inside facility. *Wolarik v. Monmouth County Corrections*, 95 N.J.A.R.2d (CSV) 626.

Possession of contraband on state property warranted two-day suspension of prison storekeeper. *Cooper v. Department of Corrections*, 95 N.J.A.R.2d (CSV) 621.

Road repairer was appropriately removed upon failing to obtain required license and for driving while under suspension. *Beers v. Township of Byram*, 95 N.J.A.R.2d (CSV) 619.

Insubordination, threatening a supervisor, and neglect of duty justified building maintenance worker's removal. *Jackson v. City of Passaic Housing Authority*, 95 N.J.A.R.2d (CSV) 616.

Removal for insubordination was justified when corrections officer disregarded two direct orders to return to work. *Lennon v. New Jersey State Prison*, 95 N.J.A.R.2d (CSV) 585.

Short suspension following leave of absence to attend rehabilitation program was appropriate penalty for alcohol problem and good work record. *West v. City of East Orange*, 95 N.J.A.R.2d (CSV) 570.

Sexual harassment of co-workers and violation of confidentiality rules warranted hospital personnel assistant's removal. *Jones v. Marlboro Psychiatric Hospital*, 95 N.J.A.R.2d (CSV) 565.

Socializing with a drug offender justified juvenile unit supervisor's 30-day suspension. *Tobias v. New Jersey Training School*, 95 N.J.A.R.2d (CSV) 523.

Suspension and removal of corrections officer for abuse of emergency leave policy was justified. *Randall v. Riverfront State Prison*, 95 N.J.A.R.2d (CSV) 519.

Training technician's termination from position at developmental center was justified on resisting arrest and leading law enforcement officers on chase through workplace. *Pierce v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 517.

Insubordination was not a basis for removal of police officer when not based on a clear and unequivocal lawful order of a superior. *Nelson v. Department of Public Safety*, 95 N.J.A.R.2d (CSV) 508.

Removal was justifiably based upon road crew maintenance worker's excessive absences. *Timmins v. Department of Transportation*, 95 N.J.A.R.2d (CSV) 503.

Disrespect to supervisor warranted only one-day suspension when first major disciplinary action against corrections officer. *Stith v. Department of Corrections*, 95 N.J.A.R.2d (CSV) 499.

Removal of correctional officer was justified by attempt to buy drugs. *Salkowski v. State Prison*, 95 N.J.A.R.2d (CSV) 495.

Modified suspension was supported by licensed practical nurse's insubordination. *Miles v. Woodbridge Developmental Center*, 95 N.J.A.R.2d (CSV) 488.

Leaving workplace was without good cause and justified earlier suspension for insubordination. *Lyons v. Department of Transportation*, 95 N.J.A.R.2d (CSV) 482.

Repeated absenteeism without justifiable cause justified removal of cook at developmental center. *Bowman v. Woodbridge Developmental Center*, 95 N.J.A.R.2d (CSV) 473.

Falsification of jury service slip for attendance purposes justified public employee's removal. *Washington v. Division of Youth and Family Services*, 95 N.J.A.R.2d (CSV) 449.

Disruption of office by tax collection cashier justified ten-day suspension. *Vecchione v. Township of Middletown*, 95 N.J.A.R.2d (CSV) 442.

Suspension of correction officer for refusing mandatory overtime because of carpool was appropriate. *Iliopoulos v. Mountainview Youth Correctional*, 95 N.J.A.R.2d (CSV) 434.

Unauthorized use of telephones and neglect of duty warranted two 10 day suspensions of security officer at college. *Cumaoglu v. Ramapo College*, 95 N.J.A.R.2d (CSV) 428.

Use of profanity toward superior officer warranted six-month suspension of police officer. *Valese v. Town of Belleville Police*, 95 N.J.A.R.2d (CSV) 421.

Negligence that contributed to death of client justified removal of residential living specialist at developmental center. *Rittenburg v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 415.

Inappropriate examination of client's genital area by child welfare worker warranted removal. *Quinones v. Division of Youth and Family Services*, 95 N.J.A.R.2d (CSV) 409.

Excessive absenteeism warranted removal of cottage training technician from developmental center. *Grant v. North Princeton Developmental Center*, 95 N.J.A.R.2d (CSV) 397.

Ten-day suspension of truck driver was justified for loud and unruly conduct toward supervisor. *Gibbs v. Department of Highway*, 95 N.J.A.R.2d (CSV) 394.

Account clerk was given thirty-day suspension for refusing to submit planned performance objectives. *Garofalo v. Morris County*, 95 N.J.A.R.2d (CSV) 391, affirmed 96 N.J.A.R.2d (CSV) 302.

Inappropriate name calling warranted six-month suspension of hospital attendant. *Bland v. Burlington County*, 95 N.J.A.R.2d (CSV) 389.

Absenteeism justified only suspension when verified by employee's doctor as due to medical condition. *Coursey v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 386.

Suspensions changed to medical leaves when they resulted solely from police officer's medical condition. *Candiloro v. Aberdeen Police Department*, 95 N.J.A.R.2d (CSV) 374.

Conviction of weapons possession required building maintenance worker's removal. *Lopez v. North Princeton Developmental Center*, 95 N.J.A.R.2d (CSV) 361.

Threat of violence against superior officer justified removal of corrections officer. *Jones v. Hudson County Department*, 95 N.J.A.R.2d (CSV) 359.

Excessive absenteeism without permission warranted termination of cottage training technician at developmental center. *Costin v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 357.

Excessive absenteeism and failure to report to work warranted institutional attendant's removal. *Mills v. Montgomery Medical Home*, 95 N.J.A.R.2d (CSV) 353.

Overly familiar relationship with inmate warranted correction officer's removal. *McDaniel v. Passaic County Sheriff*, 95 N.J.A.R.2d (CSV) 348.

Training technician's removal was justified on basis of intentional patient abuse. *Witcher v. New Lisbon Developmental Center*, 95 N.J.A.R.2d (CSV) 340.

Improper co-worker interaction was established and justified eight-day suspension of human services assistant. *Timberlake v. Woodbridge Developmental Center*, 95 N.J.A.R.2d (CSV) 332.

Sexual harassment and intimidation warranted police officer's suspension. *Sepulveda v. Hudson County*, 95 N.J.A.R.2d (CSV) 323.

Two month suspension of health service technician for striking patient was warranted. *Joiner v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 319.

Display of incompetence as police dispatcher warranted removal. *Johnson v. Woodbridge Police Department*, 95 N.J.A.R.2d (CSV) 314.

Forged car inspection sticker warranted removal of police department communications operator. *Holmes v. City of Camden*, 95 N.J.A.R.2d (CSV) 310.

Abusiveness toward police officers at scene of accident warranted 60-day suspension of corrections officer. *Finn v. Burlington County Jail*, 95 N.J.A.R.2d (CSV) 302.

Removal of juvenile detention officer was warranted upon failure to complete required training course. *Dye v. Union County Juvenile*, 95 N.J.A.R.2d (CSV) 300.

Refusal to work overtime because of unsubstantiated family illness warranted suspension of corrections officer. *Senape v. Middlesex County Adult Jail Facility*, 95 N.J.A.R.2d (CSV) 297.

Ineligibility based on lack of required driver's license and vehicle justified housing inspector's removal. *Gross v. City of Paterson*, 95 N.J.A.R.2d (CSV) 295.

Leaving dangerous client without supervision justified removal of human services technician at psychiatric hospital. *Grice v. Department of Human Services*, 95 N.J.A.R.2d (CSV) 293.

Mishandling of weapon warranted police officer's termination. *De-fazio v. Borough of Wildwood Crest*, 95 N.J.A.R.2d (CSV) 287.

Failure of firefighter to take drug test warranted removal. *Rowe v. City of Newark*, 95 N.J.A.R.2d (CSV) 279.

Ten-day suspension of guard for working on prison tower with expired weapons card was justified. *Pierce v. New Jersey State Prison*, 95 N.J.A.R.2d (CSV) 277.

Suspension of off-duty firefighter for use of racial epithet was not warranted when speech code applicable only to workplace. *Karins v. City of Atlantic City*, 95 N.J.A.R.2d (CSV) 272.

Reasonable suspicion of illegal drug use, when combined with refusal to submit to urinalysis, justified investigator's removal from police department. *Jersey City Police v. Harrison*, 95 N.J.A.R.2d (CSV) 269, affirmed 96 N.J.A.R.2d (CSV) 299, certification denied 144 N.J. 174, 675 A.2d 1122.

Removal was appropriate when prison security guard failed to identify or challenge individuals in secured setting. *Casey v. Atlantic County*, 95 N.J.A.R.2d (CSV) 262.

Removal of prison instructor was justified on basis of illegal drug possession. *Campbell v. Riverfront State Prison*, 95 N.J.A.R.2d (CSV) 259.

Attendant's suspension for excessive absenteeism warranted in light of lengthy history of poor attendance. *Cupid v. Montgomery Medical Home*, 95 N.J.A.R.2d (CSV) 251.

Prison employee bringing alcohol to inmate justifies removal of employee. *Bostick v. East Jersey State Prison*, 95 N.J.A.R.2d (CSV) 247.

Correctional officer suspended for failing to make required call-ins about his status. *Elliott v. Wagner Youth Correctional Facility*, 95 N.J.A.R.2d (CSV) 244.

Correctional officer was removed for maintaining relationship with inmate. *Clemons v. Department of Corrections*, 95 N.J.A.R.2d (CSV) 241.

Termination of licensed practical nurse for conduct unbecoming a public employee was justified. *Brown v. Trenton Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 41.

Termination of garbage truck driver was justified. *Brewington v. Ridgewood Village*, 94 N.J.A.R.2d (CSV) 39.

Reinstatement following four-month suspension upon completion of an alcohol rehabilitation program was appropriate sanction. *McGill v. Essex County Public Safety Department*, 94 N.J.A.R.2d (CSV) 31.

Conviction of simple assault; insufficient to support senior correction officer's termination. *Ross v. Riverfront State Prison*, 94 N.J.A.R.2d (CSV) 27.

Suspension; insubordination, conduct unbecoming a public employee, and neglect of duty. *Lipski v. Meadowview Hospital*, 94 N.J.A.R.2d (CSV) 17.

Termination not justified; insubordination, conduct unbecoming a public employee, conduct unbecoming to a public official, and neglect of duty. *Olivo v. Town of Newton*, 94 N.J.A.R.2d (CSV) 7, affirmed 95 N.J.A.R.2d (CSV) 223.

Tax collector's refusal to comply with new business hours; cause for suspension without pay. *Newfield Borough v. Moynihan*, 94 N.J.A.R.2d (CAF) 2.

Termination; use of unjustified and excessive force on a prisoner. *Division of State Police v. Jiras*, 94 N.J.A.R.2d (POL) 1, remanded 96 N.J.A.R.2d (POL) 1.

Employee of psychiatric hospital was properly suspended for neglect of duty. *Scott v. Trenton Psychiatric Hospital*, 93 N.J.A.R.2d (CSV) 777.

Removal of employee for inability to perform his duties was justified. *Nagy v. Bergen County Utilities Authority*, 93 N.J.A.R.2d (CSV) 773.

Removal of maintenance worker was warranted for conduct unbecoming a public employee. *Dixon v. Newark Housing Authority*, 93 N.J.A.R.2d (CSV) 771.

Removal of Housing Authority security chief was warranted. *Dietrich v. Newark Housing Authority*, 93 N.J.A.R.2d (CSV) 767.

Termination of sheriff's officer was warranted. *Davenport v. Passaic County Sheriff's Office*, 93 N.J.A.R.2d (CSV) 763.

Fifteen-day, rather than twenty-day, suspension of hospital ward clerk was justified. *Ravello v. Meadowview Hospital*, 93 N.J.A.R.2d (CSV) 761.

Removal of veterans' home employee was justified. *Pryce v. Veterans' Memorial Home*, 93 N.J.A.R.2d (CSV) 759.

Tenured chief school custodian was guilty of charges of neglect, insubordination, and inappropriate behavior. *Paterson School District v. Cox*, 93 N.J.A.R.2d (EDU) 748.

Evidence failed to show that police lieutenant obtained favors by reason of his position. *Grasso v. Sea Isle City*, 93 N.J.A.R.2d (CSV) 747.

Prison employee's possession of controlled substance justified his termination. *Williams v. Wagner Youth Correctional Center*, 93 N.J.A.R.2d (CSV) 745.

Force used by human services technician against patient was not unreasonable. *Love v. Marlboro Psychiatric Hospital*, 93 N.J.A.R.2d (CSV) 738.

Termination of employee was warranted. *James v. Department of Human Services, North Princeton Development Center*, 93 N.J.A.R.2d (CSV) 734.

Termination of food service worker was warranted. *Goins v. New Jersey Veterans' Memorial Home*, 93 N.J.A.R.2d (CSV) 732.

County employee was properly suspended for unauthorized absence. *Gfroehrer v. Meadowview Hospital*, 93 N.J.A.R.2d (CSV) 727.

Nurse was properly terminated for incompetency, inefficiency, failure to perform duties, and neglect of duty. *Caldwell v. B.S. Pollak Hospital*, 93 N.J.A.R.2d (CSV) 722.

Removal of nurse warranted. *Caldwell v. U.S. Pollak Hospital*, 93 N.J.A.R.2d (CSV) 722.

Use, possession, or sale of controlled substance warranted the sanction of removal. *Troutman v. East Jersey State Prison*, 93 N.J.A.R.2d (CSV) 710.

Termination for absenteeism. *Williams v. Bergen Pines County Hospital*, 93 N.J.A.R.2d (CSV) 700.

Religious slur constituted conduct unbecoming public employee; 15-day suspension. *Tress v. Burlington County Department of Health*, 93 N.J.A.R.2d (CSV) 698.

Maintenance worker properly removed for conduct unbecoming a public employee. *Shetter v. Burlington County Department of Buildings and Grounds*, 93 N.J.A.R.2d (CSV) 696.

Conservation officer was properly suspended for conduct unbecoming a state employee. *Oates v. Division of Fish, Game, and Wildlife*, 93 N.J.A.R.2d (CSV) 686.

Abuse of patients warranted employee's removal. *Moore v. New Jersey Veterans Memorial Home*, 93 N.J.A.R.2d (CSV) 680.

Employee properly removed for conduct unbecoming a public employee and insubordination. *McCorry v. Hudson County*, 93 N.J.A.R.2d (CSV) 677.

Six-month suspension appropriate for abuse of nursing home patient. *Lyew v. Morris View Nursing Home*, 93 N.J.A.R.2d (CSV) 673, affirmed 94 N.J.A.R.2d (CSV) 718.

Police officer guilty of chronic or excessive absenteeism. *Gugliotta v. Newark Police Department*, 93 N.J.A.R.2d (CSV) 667.

Six-month suspension appropriate for insubordination. *Grant v. Vineland Developmental Center*, 93 N.J.A.R.2d (CSV) 663.

Accident occurred, not an intentional infliction of harm to a resident; removal not justified. *Dozier v. Woodbine Developmental Center*, 93 N.J.A.R.2d (CSV) 660.

Removal of truck driver; absenteeism. *Cottrell v. North Brunswick Township Department of Public Works*, 93 N.J.A.R.2d (CSV) 659.

Three-month suspension was appropriate penalty for hospital employee's inattention to duties. *Bland v. Buttonwood Hospital*, 93 N.J.A.R.2d (CSV) 611.

Thirty-day suspension of correction officer was warranted. *Abercrombie v. New Jersey Training School*, 93 N.J.A.R.2d (CSV) 608.

Cook properly suspended for failing to secure and account for knives. *Gonshor v. Edna Mahan Correctional Facility*, 93 N.J.A.R.2d (CSV) 603.

Twenty-day suspension of correction officer; unsatisfactory attendance. *Epps v. Burlington County Jail*, 93 N.J.A.R.2d (CSV) 601.

Removal of social service aid was warranted. *Wright v. Passaic County Board of Social Services*, 93 N.J.A.R.2d (CSV) 596.

Removal of court clerk was warranted. *Marshall v. City of Millville*, 93 N.J.A.R.2d (CSV) 590.

Removal of psychiatric hospital employee; beating patient. *Edmonds v. Ancora Psychiatric Hospital*, 93 N.J.A.R.2d (CSV) 582.

Six-month suspension; failure to follow orders. *Bolden v. Hudson County Office on Aging*, 93 N.J.A.R.2d (CSV) 574.

Conduct unbecoming an officer and a gentleman warranted a 30-day suspension. *Biernacki v. Harrison Police Department*, 93 N.J.A.R.2d (CSV) 567.

Removal of school custodian justified. In the Matter of the Tenure Hearing of Gwinnett, 93 N.J.A.R.2d (EDU) 563.

Refusal to remain in presence of superior officer for purpose of investigating inferior officer's intoxication; termination. Snyder v. Atlantic County Sheriff's Office, 93 N.J.A.R.2d (CSV) 551.

Removal warranted for leaving client without supervision or permission. Scott v. Trenton Psychiatric Hospital, 93 N.J.A.R.2d (CSV) 549.

Employee properly removed; threatening harm to supervisor. Lidde v. Morristown Department of Public Works, 93 N.J.A.R.2d (CSV) 536.

Physical and verbal abuse justified removal. Forman v. Woodbine Developmental Center, 93 N.J.A.R.2d (CSV) 525.

Six-month suspension; hitting client with shoe. Bates v. Vineland Developmental Center, 93 N.J.A.R.2d (CSV) 507.

Removal of police officer warranted; warrants against his girlfriend. Williams v. Camden Police Department, 93 N.J.A.R.2d (CSV) 497.

Ten-day suspension was appropriate penalty for conduct unbecoming officer. Shoudt v. Mountainview Youth Correctional Facility, 93 N.J.A.R.2d (CSV) 491.

Suspension was appropriate sanction for failure to timely submit medical documentation. Long v. Wagner Correctional Facility, 93 N.J.A.R.2d (CSV) 477.

Corrections captain divulged confidential information without authority. Johnson v. Wagner Correctional Facility, 93 N.J.A.R.2d (CSV) 474.

File clerk was improperly suspended for insubordination for expressing concerns about transfer. DeRois v. Burlington County Prosecutor's Office, 93 N.J.A.R.2d (CSV) 472.

Termination not excessive for habitual tardiness and absenteeism. Davenport v. Bergen County Pines Hospital, 93 N.J.A.R.2d (CSV) 469.

Removal of firefighter warranted. Corbin v. City of Asbury Park, 93 N.J.A.R.2d (CSV) 466.

Corrections officer at youth facility removed. Bazemore v. Wagner Youth Correctional Facility, 93 N.J.A.R.2d (CSV) 461.

Six-day suspension warranted for time card violation. Pinkerton v. Burlington County Department of Buildings and Grounds, 93 N.J.A.R.2d (CSV) 455.

Carelessness in bathing client warranted official reprimand rather than suspension. Taylor v. Vineland Developmental Center, 93 N.J.A.R.2d (CSV) 450.

Neglect of duty and violation of policy regarding key accountability warranted a six-day suspension. Rudrow v. Burlington County Juvenile Detention Center, 93 N.J.A.R.2d (CSV) 447.

Correction lieutenant committed conduct unbecoming a public employee; 20-day suspension. Heaney v. Edna Mahan Correctional Facility, 93 N.J.A.R.2d (CSV) 444.

Removal warranted for act of neglect of duty resulting in serious injury and for intentional misstatement in connection with investigation. Jones v. Monmouth County Personnel Department, 93 N.J.A.R.2d (CSV) 436.

Fifteen-day suspension was warranted for failing to report to work after the end of prior suspension. Finn v. Burlington County Jail, 93 N.J.A.R.2d (CSV) 430.

Unauthorized absence warranted removal. Carr v. East Jersey State Prison, 93 N.J.A.R.2d (CSV) 426.

Verbal abuse of client did not warrant suspension; training of staff of the institution ordered. Onaiwa v. Green Brook Regional Center, 93 N.J.A.R.2d (CSV) 423.

Detention center; 20-second confrontation; neglect of duty. N.J.S.A. 11A:2-21. Singletary v. Passaic County Juvenile Detention Center, 93 N.J.A.R.2d (CSV) 418.

Officer's conduct was not neglect of duty. Singletary v. Passaic County Juvenile Detention Center, 93 N.J.A.R.2d (CSV) 418.

Suspension of motor broom laborer for conduct unbecoming a public employee was justified. Grant v. Department of Engineering, City of Newark, 93 N.J.A.R.2d (CSV) 415.

Conduct unbecoming public employee warranted a 20-day suspension. Grant v. Newark Department of Engineering, 93 N.J.A.R.2d (CSV) 415.

Removal of fire alarm operator was justified. Docherty v. Fire Dept., City of Paterson, 93 N.J.A.R.2d (CSV) 403.

Failure to perform duties, insubordination, conduct unbecoming public employee, and neglect of duty warranted removal. Docherty v. Paterson Fire Department, 93 N.J.A.R.2d (CSV) 403.

Medical unfitness warranted removal of correction officer trainee. Abreu v. Passaic County Sheriff's Department, 93 N.J.A.R.2d (CSV) 377.

School custodial worker's conduct constituted sexual harassment warranting removal. Williams v. Newark Board of Education, 93 N.J.A.R.2d (CSV) 371.

School custodial worker was properly removed. Spencer v. Newark Board of Education, 93 N.J.A.R.2d (CSV) 368.

Removal of municipal employee warranted. Larkin v. Atlantic City, 93 N.J.A.R.2d (CSV) 362.

Removal of correction officers warranted. Higgins v. Department of Corrections, 93 N.J.A.R.2d (CSV) 358.

Evidence did not show physical abuse of client; removal not warranted. Gadson v. Ancora Developmental Center, 93 N.J.A.R.2d (CSV) 354.

Absence from work and delay in producing doctor's note did not justify disciplinary action. Davis v. Hudson County, 93 N.J.A.R.2d (CSV) 352.

Removal of female correction officer was warranted. Barksdale v. Mahan Correctional Facility, 93 N.J.A.R.2d (CSV) 347.

Removal of nurse was warranted for neglect of duty. Thompson v. Hunterdon Developmental Center, 93 N.J.A.R.2d (CSV) 342.

Fighting and creating disturbance on state property, and insubordination, warranted removal. Holmes v. North Princeton Development Center, 93 N.J.A.R.2d (CSV) 335.

Absenteeism warranted removal. Christian v. Newark Board of Education, 93 N.J.A.R.2d (CSV) 326.

City public housing manager's failure to enforce regulation warranted removal. Young v. Camden Housing Authority, 93 N.J.A.R.2d (CSV) 322.

Abuse of patient warranted removal. Williams v. Marlboro Psychiatric Hospital, 93 N.J.A.R.2d (CSV) 320.

Failure to provide medical documentation for absences warranted removal. Junna v. Atlantic County Department of Public Works, 93 N.J.A.R.2d (CSV) 310.

Lateness, sleeping on duty, and neglect of duty warranted removal. Washington v. Camden Police Department, 93 N.J.A.R.2d (CSV) 306.

Failure to obey supervisor warranted written reprimand. Senape v. Middlesex County Adult Corrections, 93 N.J.A.R.2d (CSV) 305.

Failure to cooperate with an investigation warranted suspension. Simmons v. Essex County Jail, 93 N.J.A.R.2d (CSV) 300.

Failure to complete training course warranted removal of county correction officer. Schmeltz v. Bergen County Sheriff's Department, 93 N.J.A.R.2d (CSV) 297.

Absenteeism warranted removal of hospital worker. Scarborough v. Bergen Pines County Hospital, 93 N.J.A.R.2d (CSV) 295.

Dismissal of employee was not justified; drug rehabilitation program. *Ogburn v. East Orange Housing Authority*, 94 N.J.A.R.2d (CSV) 567.

Ten day suspension of employee was justified. *Ward v. Greystone Park Psychiatric Hospital*, Department of Human Services, 94 N.J.A.R.2d (CSV) 565.

Dismissal of employee; justified. *Simmons v. New Jersey State Prison*, State Department of Corrections, 94 N.J.A.R.2d (CSV) 561, affirmed 96 N.J.A.R.2d (CSV) 165.

Dismissal; employee was justified when employee failed to return to work after leave of absence. *Mercado v. Human Services Department*, Commission for the Blind and Visually Impaired, 94 N.J.A.R.2d (CSV) 557.

Suspension of youth worker not justified. *Bright v. Department of Human Services*, Arthur Brisbane Child Treatment Center, 94 N.J.A.R.2d (CSV) 542.

Suspension of nurse for insubordination was justified. *Fleming v. Edna Mahan Correctional Facility*, 94 N.J.A.R.2d (CSV) 537.

Suspension of prison employee for thirty (30) days for insubordination was justified. *Balkaran v. Department of Correction*, Northern State Prison, 94 N.J.A.R.2d (CSV) 534.

Fine imposed on police officer who was involved in car accident was excessive. *Durham v. City of Camden*, Police Department, 94 N.J.A.R.2d (CSV) 531.

Suspension was proper; perusing private files. *Rambo v. Rowan College of New Jersey*, 94 N.J.A.R.2d (CSV) 517.

Termination; job performance consistently substandard. *Bryant v. Passaic County Superior Court*, 94 N.J.A.R.2d (CSV) 512.

Termination; employee repeatedly and excessively absent. *Jones v. Buttonwood Hospital*, 94 N.J.A.R.2d (CSV) 504.

Suspension was proper; removing a gun from security without permission, failing to report the loss of gun, and violating administrative regulations relative to safety and security. *Jehn v. Monmouth County Correctional Institution*, 94 N.J.A.R.2d (CSV) 502.

Termination; drug use. *Bryant v. New Jersey Fire Department*, 94 N.J.A.R.2d (CSV) 497.

Termination for assaulting a patient was justified. *Bennett v. Forensic Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 494.

Sixty-day suspension and completion of sensitivity training program was proper. *Grimaldi v. Vineland Developmental Center*, 94 N.J.A.R.2d (CSV) 491.

Termination; abuse of a client. *Harris v. North Jersey Developmental Center*, 94 N.J.A.R.2d (CSV) 483.

Termination; employee not able to fulfill his job requirements. *Brown v. Freehold Township Department of Public Utilities*, 94 N.J.A.R.2d (CSV) 481.

Two-day suspension was proper when firefighter called in sick in order to work for another employer. *Shoemaker v. South Orange Village Department of Public Safety*, 94 N.J.A.R.2d (CSV) 472.

Suspension; escape of three inmates. *Mayes v. New Jersey Training School*, 94 N.J.A.R.2d (CSV) 469.

Termination of nurse; mitigating factors existed. *Lockett v. Trenton Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 454.

Termination of correction officer for conduct unbecoming a public employee was proper. *Yannuzzi v. East Jersey State Prison*, 94 N.J.A.R.2d (CSV) 448.

Termination of regional staff nurse was appropriate. *Spector Estate v. DMAHS*, 94 N.J.A.R.2d (CSV) 445.

Equal suspensions; responsibility for fighting or creating a disturbance. *Smith v. Vineland Developmental Center*, 94 N.J.A.R.2d (CSV) 441.

Suspension for conduct unbecoming a public employee was appropriate. *Rinnier v. Department of Transportation*, 94 N.J.A.R.2d (CSV) 440.

Termination; insubordination, conduct unbecoming a public employee, neglect of duty, and other sufficient cause. *Ricchezza v. Maple Shade Township*, 94 N.J.A.R.2d (CSV) 437.

Termination of truck driver; working test period. *Moheban v. Teaneck Township Department of Public Works*, 94 N.J.A.R.2d (CSV) 434.

Termination; procedure regarding extended leave. *Hiteshew v. Buttonwood Hospital*, 94 N.J.A.R.2d (CSV) 430.

Suspension for conduct unbecoming a public employee was appropriate. *Brown v. Department of Labor*, 94 N.J.A.R.2d (CSV) 428.

Termination for physical abuse of a patient was proper. *Strozier v. Forensic Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 423.

Suspension of clerk-typist for conduct unbecoming a public employee was appropriate sanction. *Selph v. Newark Housing Authority*, 94 N.J.A.R.2d (CSV) 420.

Police officer did not neglect his duty by failing to respond to a stabbing. *Lewis v. Jersey City Police Department*, 94 N.J.A.R.2d (CSV) 407.

Termination of cottage training technician was appropriate. *Childs v. Vineland Developmental Center*, 94 N.J.A.R.2d (CSV) 405.

Suspension of police officer; absent from work without authorization. *Ward v. Atlantic City Police Department*, 94 N.J.A.R.2d (CSV) 399.

Custodian was properly terminated; excessive absenteeism. In the Matter of the Tenure Hearing of *Derrick Exum*, 94 N.J.A.R.2d (EDU) 390.

Providing residents of juvenile corrections facility with screwdriver; youth worker's removal. *Treat v. Ocean Residential Group*, 94 N.J.A.R.2d (CSV) 384.

Removal; testing positive for drug use. *Damion v. Lacey Township Department of Public Works*, 94 N.J.A.R.2d (CSV) 379.

Suspension; verbal and mental abuse. *Cooper v. Warran County Welfare Board*, 94 N.J.A.R.2d (CSV) 373.

Absenteeism; termination. *Carmichael v. Mercer County Youth Detention Center*, 94 N.J.A.R.2d (CSV) 371.

Spanking of child of welfare client constituted conduct unbecoming a public employee; suspension. *Bryant v. Cumberland County Welfare Agency*, 94 N.J.A.R.2d (CSV) 369.

Suspension; disruptive behavior. *Brooks v. Brisbane Child Treatment Center*, 94 N.J.A.R.2d (CSV) 361.

Security guard's use of derogatory language towards police captain was not conduct unbecoming a public employee; suspension not justified. *Belfiore v. Union County Department of Public Safety*, 94 N.J.A.R.2d (CSV) 356.

Unexcused absence; removal. *Thomas v. Camden County Sheriff's Department*, 94 N.J.A.R.2d (CSV) 354.

Failure to file tardiness slip upon late arrival was justified precluding suspension. *Silverman v. Adult Diagnostic and Treatment Center*, 94 N.J.A.R.2d (CSV) 351.

Neglect of duty warranted removal. *Hall v. Department of Human Services*, 94 N.J.A.R.2d (CSV) 339.

Training technician created disturbance on state property; suspension. *Duncan v. New Lisbon Developmental Center*, 94 N.J.A.R.2d (CSV) 336.

Psychiatric hospital employee's suspension was reasonable; common decency. *Cochrane v. Greystone Park Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 334.

Psychiatric hospital employee properly removed; physical abuse. *Butler v. Marlboro Psychiatric Hospital*, 94 N.J.A.R.2d (CSV) 328.

Threatening retaliation for suspension constituted conduct unbecoming a public employee; removal. *Brown v. Department of Corrections*, 94 N.J.A.R.2d (CSV) 324.

Leaving clients unsupervised was neglect of duty; suspension. *Boyd v. Vineland Developmental Center*, 94 N.J.A.R.2d (CSV) 322.

Assistant comptroller's demotion to senior account clerk for incomplete or inaccurate accounting procedures was not justified. *Berg v. Bergen County Sheriff's Department*, 94 N.J.A.R.2d (CSV) 305.

Removal of case worker not justified; alleged failure to diligently supervise a client. *Minor v. New Lisbon Development Center*, 94 N.J.A.R.2d (CSV) 282.

Demotion from police sergeant to police officer was warranted. *Lloyd v. Atlantic City Police Department*, 94 N.J.A.R.2d (CSV) 277.

Juvenile inmate's escape was not solely result of youth worker's neglect; suspension. *Ingrum v. Southern Regional Group Center*, 94 N.J.A.R.2d (CSV) 275.

Thirty-day suspension of cottage training technician for neglect of duty was not justified. *Rudolph v. New Lisbon Developmental Center*, 94 N.J.A.R.2d (CSV) 252.

Neglect of assigned post; dismissal of senior corrections officer. *Rodriguez v. Adult Diagnostic and Treatment Center*, 94 N.J.A.R.2d (CSV) 248.

Drowning death of client; negligence warranting dismissal. *McGhee v. New Lisbon Developmental Center*, 94 N.J.A.R.2d (CSV) 224.

Developmental center training technician was not negligent. *Lloyd v. New Lisbon Developmental Center*, 94 N.J.A.R.2d (CSV) 202.

Equipment operator could safely perform job duties despite neurological injuries. *James v. Department of Transportation*, 94 N.J.A.R.2d (CSV) 197.

Suspension; refusal of mandatory overtime and neglect of duty. *Gloster v. Ramapo College*, 94 N.J.A.R.2d (CSV) 193.

Reinstatement of developmental center employee was warranted. *Emmons v. New Lisbon Developmental Center*, 94 N.J.A.R.2d (CSV) 186.

Drivers' license suspension; termination without accommodation. *Dean v. Treasure Department*, 94 N.J.A.R.2d (CSV) 177.

Accidental drowning involved no negligence. *Castillo v. New Lisbon Developmental Center*, 94 N.J.A.R.2d (CSV) 150.

Termination; negligence in accidental death. *Bozzarello v. North Princeton Developmental Center*, 94 N.J.A.R.2d (CSV) 147.

Prior work history justified reduction of suspension. *Ball v. Woodbridge Developmental Center*, 94 N.J.A.R.2d (CSV) 145.

Drug use; dismissal. *Ayers v. New Jersey Training School*, 94 N.J.A.R.2d (CSV) 141.

Dismissal; excessive absenteeism. *Webb v. Camden County Health Services*, 94 N.J.A.R.2d (CSV) 140.

Assault and conduct unbecoming a public employee warranted dismissal. *Jolcoeur v. Morris View Nursing Home*, 94 N.J.A.R.2d (CSV) 132.

Heroin addiction not a mitigating factor; conditional reinstatement following suspension. *Fisher v. Union County Division of Social Services*, 94 N.J.A.R.2d (CSV) 125.

Conditional reinstatement following suspension of firefighter was proper penalty. *Ward v. Elizabeth City Fire Department*, 94 N.J.A.R.2d (CSV) 122.

Dismissal of residential living specialist was justified. *Johnson v. North Princeton Developmental Center*, 94 N.J.A.R.2d (CSV) 119.

Termination of sanitation worker for neglect of duties, chronic or excessive absenteeism, and inability to perform duties was justified. *Jurkiewicz v. Sayreville Borough Road and Sanitation Department*, 94 N.J.A.R.2d (CSV) 114.

Termination of correction officer for conduct unbecoming a public employee was justified. *Calzaretta v. East Jersey State Prison*, 94 N.J.A.R.2d (CSV) 106.

Termination of chronically absent or late laborer was justified. *Bonham v. Brick Township Public Works Department*, 94 N.J.A.R.2d (CSV) 103.

Termination of employee was justified when employee assaulted co-employee. *Bogon v. Woodbine Developmental Center*, 94 N.J.A.R.2d (CSV) 101.

Termination of correction officer for insubordination, assaulting or resisting authority, disrespect or use of insulting or abusive language to a supervisor, and conduct unbecoming a public employee was justified. *Bayan v. Garden State Reception and Youth Correctional Facility*, 94 N.J.A.R.2d (CSV) 98.

Suspension of building maintenance worker for neglect of duties, insubordination, and conduct unbecoming a public employee was justified. *Richards v. Camden County Health Services Center*, 94 N.J.A.R.2d (CSV) 90.

Termination of hospital attendant was justified. *Halpin v. Bergen Pines County Hospital*, 94 N.J.A.R.2d (CSV) 83.

Indefinite suspension of pharmacist without pay pending disposition of criminal charges was appropriate. *Grillo v. Bergen Pines County Hospital*, 94 N.J.A.R.2d (CSV) 81.

Neglect of duty, insubordination and conduct unbecoming a public employee; removal. *Donnelly v. Hudson County Department of Public Safety*, 94 N.J.A.R.2d (CSV) 75.

Termination of correction officer for conduct unbecoming a public employee, neglect of duty, insubordination, and attendance violations was justified. *Donnelly v. Hudson County Department of Public Safety*, 94 N.J.A.R.2d (CSV) 75.

Termination of security guard was justified. *Babbs v. Newark Board of Education*, 94 N.J.A.R.2d (CSV) 71.

Illegal entry; insubordination; maximum suspension penalty. *Babbs v. Newark Board of Education*, 94 N.J.A.R.2d (CSV) 71.

Neglect of duty and improper performance established good cause for removal. *Jackson Township v. McKenna*, 94 N.J.A.R.2d (CAF) 69.

Thirty-day suspension of correction officer was reasonable. *Taylor v. Adult Diagnostic and Treatment Center*, 94 N.J.A.R.2d (CSV) 62.

Termination of sheriff's officer for neglect of duty was justified. *McClellan v. Passaic County Sheriff's Department*, 94 N.J.A.R.2d (CSV) 59.

Termination of institutional attendant for conduct unbecoming a public employee was justified. *Marcelus v. Geraldine L. Thompson Medical Home*, 94 N.J.A.R.2d (CSV) 57.

Termination of heavy laborer was justified. *Hommel v. Woodbridge Township Public Works Department*, 94 N.J.A.R.2d (CSV) 52.

Correction officer was properly removed from position for conduct unbecoming a public employee. *Harrison v. Northern State Prison*, 94 N.J.A.R.2d (CSV) 51.

Termination of building maintenance worker was justified. *Hammond v. Hunterdon County Department of Building and Maintenance*, 94 N.J.A.R.2d (CSV) 47, affirmed 96 N.J.A.R.2d (CSV) 163.

Thirty-day suspension without pay of gardener charged with conduct unbecoming a public employee was justified. *Duckworth v. Lawrence Township Department of Public Works*, 94 N.J.A.R.2d (CSV) 45.

Testing positive for drug use; conduct unbecoming a public employee; removal. *Hamilton v. Department of Corrections*, 92 N.J.A.R.2d (CSV) 31.

Testing positive for cocaine use; removal. *Brevard v. Training School for Boys*, 92 N.J.A.R.2d (CSV) 28.

Insubordination, conduct unbecoming a public employee, neglect of duty, and violation of township rules and regulations; removal. *Zara v. Township of Hamilton, Water Pollution Control*, 92 N.J.A.R.2d (CSV) 25.

Patient abuse and intentional misuse of authority justified suspension. *Williams v. Vineland Developmental Center*, 92 N.J.A.R.2d (CSV) 23.

Corrections officer properly suspended for 30 days. *Barksdale v. Edna M. Mahan Correctional Facility*, 92 N.J.A.R.2d (CSV) 3.

Officer tricked into smoking marijuana; not conduct unbecoming public employee. N.J.S.A. 2C:2-1. *Cox v. Bayside State Prison*, 92 N.J.A.R.2d (CSV) 1.

Reporting for work while intoxicated; suspension. *Rucinski v. Department of Fire & Emergency Services, City of Jersey City*, 91 N.J.A.R.2d (CSV) 97.

Suspension; insubordination based on refusal to take drug test. *Bryant v. Fire & Emergency Services Department, Jersey City*, 91 N.J.A.R.2d (CSV) 95.

Failing random drug test; removal. *Mitchell v. County of Camden, Sheriff's Department*, 91 N.J.A.R.2d (CSV) 89.

Conduct unbecoming public official; removal. N.J.S.A. 2C:35-10, 2C:51-1. *Jones v. Ancora Psychiatric Hospital*, 91 N.J.A.R.2d (CSV) 83.

Corrections officer was medically unfit to perform his job. *Gerace v. Adult Detention, Atlantic County*, 91 N.J.A.R.2d (CSV) 81.

Negligent conduct unbecoming a public employee; suspension. *Grier v. Department of Transportation*, 91 N.J.A.R.2d (CSV) 63.

Absence from work without notice; suspension without pay. *Dean v. Marlboro Psychiatric Hospital*, 91 N.J.A.R.2d (CSV) 57.

Officer was guilty of conduct unbecoming an employee and public service. N.J.S.A. 2a:156A-3. *Engi v. State Department of Corrections*, 91 N.J.A.R.2d (CSV) 53.

Ten-day suspension was too harsh given employee's long work history and lack of prior disciplinary record. *Thomas v. Vineland Developmental Center*, 91 N.J.A.R.2d (CSV) 47.

Removal; cocaine. *White v. Mercer County, Dept. of Public Care and Safety*, 91 N.J.A.R.2d (CSV) 25.

Neglect of duty and intentional misstatement of material facts; discharge. *Kinnard v. Mountainview Youth Correctional Facility*, 91 N.J.A.R.2d (CSV) 17.

Termination; unauthorized five-week leave of absence. *Harp v. Ancora Psychiatric Hosp.*, 91 N.J.A.R.2d (CSV) 11.

Employee was properly terminated for absenteeism and falsification of official records. *Goodman v. N. Jersey Dept. of Human Services*, 91 N.J.A.R.2d (CSV) 9.

Thirty-day suspension with no demotion was appropriate penalty. *Allegar v. Lacey Dept. of Public Works*, 91 N.J.A.R.2d (CSV) 1.

Appellant removed from position as drawbridge operator on disciplinary charges for possessing, consuming and being under the influence of an alcoholic beverage while on duty. *Varga v. Union Co. Dep't of Public Works*, 11 N.J.A.R. 546 (1989).

Removal of police officer from position for neglect of duty, serious breach of discipline and conduct unbecoming an employee in public service (citing former N.J.A.C. 4:1-16.9). *Simone v. Borough of Elmwood Park*, 7 N.J.A.R. 72 (1983).

Civil Service Commission has the authority to order removal based on term of the forfeiture statute. Forfeiture following the conviction of a crime of a third degree is automatic (citing former N.J.A.C. 4:1-16.9). *Dinkins v. Cape May Cty.*, 6 N.J.A.R. 202 (1983).

Discretion with regard to removal: the State is not precluded from using the normal regulatory removal machinery even though petitioner's forfeiture of office, as a consequence of conviction, was immediate and automatic (citing former N.J.A.C. 4:1-16.9). *Schonwald v. Dep't of Transportation*, 5 N.J.A.R. 473 (1982).

Suspension based on failure to dress in a manner appropriate to his position: insubordination (citing former N.J.A.C. 4:1-16.7). *Koehler v. Dep't of Community Affairs*, 5 N.J.A.R. 318 (1981).

4A:2-2.4 Limitations on suspensions and fines

(a) No suspension or fine shall exceed six months except for suspensions pending criminal complaint or indictment. See N.J.A.C. 4A:2-2.7.

(b) In local service, the appointing authority may provide that a suspension be with or without pay. In State service, suspensions shall be without pay unless directly authorized to be with pay by the department head.

(c) An appointing authority may only impose a fine as follows:

1. As a form of restitution;
2. In lieu of a suspension, when the appointing authority establishes that a suspension of the employee would be detrimental to the public health, safety or welfare; or
3. Where an employee has agreed to a fine as a disciplinary option.

(d) An employee may pay a fine of more than five days salary in a lump sum or through installments. Unless otherwise agreed to by the employee, an installment may not be more than five percent of the gross salary per pay for a fine under \$500.00; 10 percent of gross salary per pay period for a fine between \$500.00 and \$1,000; or 15 percent of gross salary per pay period for a fine over \$1,000.

Case Notes

Dismissal of police officer was supported by officer's intentional avoidance of communication with police chief prior to taking unauthorized vacation; officer's conduct was so egregious as to warrant suspension of greater than six months, and civil service rules require dismissal of employee whose offense dictates such suspension. *Cosme v. Borough of East Newark Tp. Committee*, 304 N.J.Super. 191, 698 A.2d 1287 (A.D. 1997).

Traffic signal repairer removed for falsifying application for employment with regard to criminal convictions. *Florenzo v. Bergen County Department of Public Works*, 96 N.J.A.R.2d (CSV) 22.

Police officer who lost police radio through carelessness was appropriately fined. *Przybyszewski v. Gloucester Township Police Department*, 95 N.J.A.R.2d (CSV) 623.

4A:2-2.5 Opportunity for hearing before the appointing authority

(a) An employee must be served with a Preliminary Notice of Disciplinary Action setting forth the charges and statement of facts supporting the charges (specifications), and afforded the opportunity for a hearing prior to imposition of major discipline, except:

1. An employee may be suspended immediately and prior to a hearing where it is determined that the employee is unfit for duty or is a hazard to any person if permitted to remain on the job, or that an immediate suspension is necessary to maintain safety, health, order or effective direction of public services. However, a Preliminary Notice of Disciplinary Action with opportunity for a hearing must be served in person or by certified mail within five days following the immediate suspension.

2. An employee may be suspended immediately when the employee is formally charged with a crime of the first, second or third degree, or a crime of the fourth degree on the job or directly related to the job. See N.J.A.C. 4A:2-2.7.

(b) Where suspension is immediate under (a)1 and (a)2 above, and is without pay, the employee must first be apprised either orally or in writing, of why an immediate suspension is sought, the charges and general evidence in support of the charges and provided with sufficient opportunity to review the charges and the evidence in order to respond to the charges before a representative of the appointing authority. The response may be oral or in writing, at the discretion of the appointing authority.

(c) The employee may request a departmental hearing within five days of receipt of the Preliminary Notice. If no request is made within this time or such additional time as agreed to by the appointing authority or as provided in a negotiated agreement, the departmental hearing may be considered to have been waived and the appointing authority may issue a Final Notice of Disciplinary Action.

(d) A departmental hearing, if requested, shall be held within 30 days of the Preliminary Notice of Disciplinary Action unless waived by the employee or a later date as agreed to by the parties.

(e) Appeals concerning violations of this section may be presented to the Commissioner through a petition for interim relief. See N.J.A.C. 4A:2-1.2.

Amended by R.1989 d.569, effective November 6, 1989.
See: 21 N.J.R. 1766(a), 21 N.J.R. 3448(b).

Added new (e).

Amended by R.1992 d.414, effective October 19, 1992.
See: 24 N.J.R. 2491(a), 24 N.J.R. 3716(a).

Revised (a).

Law Review and Journal Commentaries

Discrimination—Collateral Estoppel—Police Officers. Judith Nallin, 138 N.J.L.J. No. 1, 49 (1994).

Case Notes

Adequate consideration given provisions of Law Against Discrimination. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Procedural irregularities at departmental level; cured by hearing at agency level. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Waiver of hearing. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Departmental hearing required within thirty days of preliminary notice of disciplinary action. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Due process rights of corrections officers who were dismissed for failure to comply with mandatory drug test order were violated. *Caldwell v. New Jersey Dept. of Corrections*, 250 N.J.Super. 592, 595 A.2d 1118 (A.D.1991), certification denied 127 N.J. 555, 606 A.2d 367.

Lack of entitlement to post termination hearing. *Grexa v. State*, 168 N.J.Super. 202, 402 A.2d 938 (App.Div.1978).

Due process: right to post termination hearing (statutory). *Nicoletta v. No. Jersey District Water Supply Commission*, 77 N.J. 145, 390 A.2d 90 (1978). Concurring and dissenting opinions.

Right to hearing. *Cunningham v. Dept. of Civil Service*, 69 N.J. 13, 350 A.2d 58 (1975).

Hearing de novo on appeal to Merit System Board corrected alleged inadequate notice. *Coley v. Rowan College*, 94 N.J.A.R.2d (CSV) 4.

Absence of timely hearing required dismissal of disciplinary charges. *Marjarum v. Hamilton Township Division of Police*, 93 N.J.A.R.2d (CSV) 143.

Failure to comply with appropriate regulations in seeking to discipline employee. *Hamilton v. Camden Housing Authority*, 93 N.J.A.R.2d (CSV) 85.

Failure to provide employee with notice of dismissal; acts following meeting were not void pursuant to N.J.S.A. 10:4-15. *McManus v. Housing Authority of the City of Englewood*, 92 N.J.A.R.2d (CSV) 747.

Preliminary notice of disciplinary action met minimum discovery requirements. N.J.S.A. 40A:14-147, 11A:2-13. *Gabbianelli v. Monroe Township Police Department*, 91 N.J.A.R.2d (CSV) 79.

4A:2-2.6 Hearings before the appointing authority

(a) The hearing shall be held before the appointing authority or its designated representative.

(b) The employee may be represented by an attorney or authorized union representative.

(c) The parties shall have the opportunity to review the evidence supporting the charges and present and examine witnesses. The employee shall not be required to testify, but an employee who does testify will be subject to cross-examination.

Removal of correction officer was warranted. *Bennett v. Department of Corrections, East Jersey State Prison, 92 N.J.A.R.2d (CSV) 549.*

Veterans' home failed to establish that employee was physically incapable of performing her duties as a human services assistant, and removal was not justified. *Negron v. New Jersey Veterans' Memorial Home, 92 N.J.A.R.2d (CSV) 544.*

Removal of maintenance worker was warranted for a fifth offense of absence without authorization. *Wilson v. Department of Transportation, 92 N.J.A.R.2d (CSV) 541.*

Ten-day suspension, rather than 30-day suspension, was appropriate punishment for jail employee's neglect of duty. *Harris v. Burlington County Jail, 92 N.J.A.R.2d (CSV) 522.*

Police officer engaged in use of excessive force and violated rules regarding conduct in public and private and suspension of officer was appropriate. *Gonzalez v. Police Department, City of Newark, 92 N.J.A.R.2d (CSV) 518.*

Suspension and removal of family service worker was warranted. *Behl v. Essex County Welfare Board, 92 N.J.A.R.2d (CSV) 507.*

Written reprimand, rather than a fine of 15 days' pay, was appropriate punishment for a police officer's neglect of duty. *Lamb v. City of Camden, 92 N.J.A.R.2d (CSV) 505.*

Six-week suspension of prison storekeeper, rather than termination, was appropriate for intentionally misusing or abusing his position. *Wilson v. East Jersey State Prison, 92 N.J.A.R.2d (CSV) 500.*

Thirty-day suspension of correction officer was warranted for paying inmate with alcoholic beverages. *Johnson v. East Jersey State Prison, 92 N.J.A.R.2d (CSV) 495.*

Psychiatric hospital failed to prove that employee physically abused a client. *Hasty v. Ancora Psychiatric Hospital, 92 N.J.A.R.2d (CSV) 493.*

Five-day suspension of police officer, rather than nine-day suspension, was warranted. *Elbertson v. Dept. of Public Safety, City of Trenton, 92 N.J.A.R.2d (CSV) 485.*

Removal of township employee was warranted. *Carnoval v. Florence Township Water and Sewer Department, 92 N.J.A.R.2d (CSV) 483.*

Removal of computer operator was warranted for allowing acquisition of access codes. *Timpone v. Glassboro State College, 92 N.J.A.R.2d (CSV) 477.*

Suspension of developmental center employee was warranted. *Artemus v. New Lisbon Developmental Center, 92 N.J.A.R.2d (CSV) 474.*

Senior medical security officer of Department of Human Services was properly suspended for ten days for being absent from work. *Slaughter v. Department of Human Services, Forensic Psychiatric Hospital, 92 N.J.A.R.2d (CSV) 472.*

Thirty-day suspension, rather than four-month suspension of Motor Vehicles Safety Specialist, was warranted. *Thomas v. Division of Motor Vehicles, 92 N.J.A.R.2d (CSV) 469.*

Supervisor of Division of Motor Vehicles was properly suspended for ten days. *Hall v. Division of Motor Vehicles, 92 N.J.A.R.2d (CSV) 465.*

Developmental center employee was properly suspended for 20 days without pay. *Price v. New Lisbon Developmental Center, 92 N.J.A.R.2d (CSV) 463.*

Police sergeant's demotion was warranted for his failure to perform his assigned duties, engaging in conduct unbecoming a public employee, and neglect of duty. *Marasco v. Berkeley Township Police Department, 92 N.J.A.R.2d (CSV) 458.*

Mechanic's driving privilege suspension constituted conduct unbecoming an employee in public service and warranted removal. *Holman v. Newark Board of Education, 92 N.J.A.R.2d (CSV) 454.*

Suspension and demotion of a police sergeant was warranted. *Fagan v. Point Pleasant Beach Police Department, 92 N.J.A.R.2d (CSV) 445.*

Correction officer was guilty of conduct unbecoming a public employee and removal was warranted. *Cherry v. Monmouth County Personnel Department, 92 N.J.A.R.2d (CSV) 438.*

Removal of fire fighter was warranted for violation of departmental order regarding sick leave and for insubordination. *Butler v. Fire Department, City of Jersey City, 92 N.J.A.R.2d (CSV) 434.*

Removal of developmental center employee was warranted. *Williams v. Vineland Developmental Center, 92 N.J.A.R.2d (CSV) 427.*

Removal of correction officer was warranted. *Valentine v. Northern State Prison, 92 N.J.A.R.2d (CSV) 424.*

Removal of maintenance worker was warranted after his driver's license was suspended. *Smith v. Department of Transportation, 92 N.J.A.R.2d (CSV) 422.*

Termination of police officer was warranted for working outside employment. *Kline v. Department of Law and Public Safety, 92 N.J.A.R.2d (CSV) 414.*

Training school failed to prove that suspension of correction officer was unwarranted. *Wilson v. Lloyd McCorkle Training School, 92 N.J.A.R.2d (CSV) 408.*

Excessive absenteeism warranted removal. *Williams v. Department of Public Works, Winslow Twp., 92 N.J.A.R.2d (CSV) 405.*

Correction officer's failure constituted neglect of duty warranting ten-day suspension. *Rodriguez v. Edna Mahan Correctional Facility, 92 N.J.A.R.2d (CSV) 391.*

Removal of building maintenance worker was warranted. *Miller v. Cape May County, 92 N.J.A.R.2d (CSV) 387.*

Urinalysis warranted removal of police officer. *Jersey City Police Dept. v. Torres, 92 N.J.A.R.2d (CSV) 383.*

Evidence failed to establish that removal of developmental center employee was justified. *Jackson v. New Lisbon Developmental Center, 92 N.J.A.R.2d (CSV) 381.*

Ten-day suspension of shop steward was justified for insubordination and neglect of duty. *Carroll v. Camden County Health Services Center, 92 N.J.A.R.2d (CSV) 369.*

Removal of correction officer justified by his failure to meet the probationary drug rehabilitation terms. *Rivera v. Essex County Jail, 92 N.J.A.R.2d (CSV) 365.*

Suspension; improper food handling. *Flowers v. Buttonwood Hospital, 92 N.J.A.R.2d (CSV) 351.*

Suspension; unlawful "tapping" of student. *Essex Day Training Center v. Dugger, 92 N.J.A.R.2d (CSV) 349.*

Suspension; verbal abuse of client. *Caine v. New Jersey Department of Human Services, 92 N.J.A.R.2d (CSV) 347.*

Unexcused absences and failure to call in warranted removal. *Taylor v. Forensic Psychiatric Hospital, 93 N.J.A.R.2d (CSV) 342.*

Suspension; misstatement in medical history when applying for employment. *Nobles v. Police Department, City of Camden, 92 N.J.A.R.2d (CSV) 336.*

Removal; selling drugs to inmates. *Clark v. Mid-State Correctional Facility, 92 N.J.A.R.2d (CSV) 326.*

Removal; intercourse with a patient. *Johnson v. Camden County, 92 N.J.A.R.2d (CSV) 321.*

Removal; scheme to defraud Housing Authority. *Willis v. Newark Housing Authority, 92 N.J.A.R.2d (CSV) 312.*

Suspensions and removal; insubordination, neglect of duty and conduct unbecoming public employee. *Ranjbaran v. Ramapo College of New Jersey, 92 N.J.A.R.2d (CSV) 304.*

Removal; insubordination. Polhamus v. Southern State Correctional Facility, 92 N.J.A.R.2d (CSV) 298.

Suspension; unauthorized use of physical and chemical restraints. Kelly v. Burlington County Buttonwood Hospital, 92 N.J.A.R.2d (CSV) 294.

Removal; use of cocaine. Clark v. Albert C. Wagner Youth Correctional Facility, 92 N.J.A.R.2d (CSV) 284.

Suspension; insubordination. Barksdale v. Edna Mahan Correctional Facility, 92 N.J.A.R.2d (CSV) 280.

Suspension; passing a marked state police vehicle at excessive rate of speed and causing chase to ensue and failing to identify himself when stopped. Fuller v. Newark Police Department, 92 N.J.A.R.2d (CSV) 277.

Suspension; gambling with inmates and paying off debts with cigarettes. Bowden v. Bayside State Prison, 92 N.J.A.R.2d (CSV) 273, reversed 268 N.J. Super 301, 633 A.2d 577, certification denied 135 N.J. 469, 640 A.2d 850.

Removal; absenteeism. Hester v. Evergreen Manor, Camden County, 92 N.J.A.R.2d (CSV) 259.

Suspension; neglect of duty, conduct unbecoming a public employee and insubordination. Gallo v. Township of Berkeley, 92 N.J.A.R.2d (CSV) 256.

Suspension; permitting client's continued self-abuse. Forde v. Hunterdon Developmental Center, 92 N.J.A.R.2d (CSV) 251.

Removal; selling cocaine. Cameron v. Preakness Hospital, Passaic County, 92 N.J.A.R.2d (CSV) 247.

Insubordination; suspension without pay. Ramos v. Preakness Hospital, Passaic County, 92 N.J.A.R.2d (CSV) 244.

Officer medically unfit to perform his duties; resignation in good standing. Muller v. Public Safety, Atlantic County, 92 N.J.A.R.2d (CSV) 242.

Resignation in good standing; employee medically unfit to fully perform his duties. Hall v. Ocean County Road Department, 92 N.J.A.R.2d (CSV) 240.

Suspension; improper touching of clients. Warrelmann v. North Princeton Developmental Center, 92 N.J.A.R.2d (CSV) 225.

Suspension; neglect of duty. Van Buskirk v. New Jersey State Prison, 92 N.J.A.R.2d (CSV) 220.

Suspension; failure to respond to a burglary alarm. Ruggiero v. Jackson Township Department of Law and Public Safety, 92 N.J.A.R.2d (CSV) 214.

Removal; incompetency and inefficiency. Kistner v. Department of Transportation, 92 N.J.A.R.2d (CSV) 207.

Removal; insubordination; incidental duties. Junna v. Department of Parks and Recreation, Atlantic County, 92 N.J.A.R.2d (CSV) 205.

Suspension; hitting client in face with wet washcloth. Hunterdon Developmental Center v. Isak, 92 N.J.A.R.2d (CSV) 203.

Removal for malingering. Hudak v. Department of Treasury, Div. of General Services, 92 N.J.A.R.2d (CSV) 201.

Removal; physical inability to perform duties. Hanna v. Township of South Orange Village, 92 N.J.A.R.2d (CSV) 198.

Removal not justified; nephrotic syndrome condition. Crews v. Ancora Psychiatric Hospital, 92 N.J.A.R.2d (CSV) 188.

Patient abuse; removal. Buratt v. Marlboro Psychiatric Hospital, State Department of Human Services, 92 N.J.A.R.2d (CSV) 184.

Fine; conduct subversive to good order and discipline and failure to submit timely, properly written report. Bollettieri v. Camden Police Department, 92 N.J.A.R.2d (CSV) 181.

Suspension; call-in procedures for absences. Wewer v. Burlington County, 92 N.J.A.R.2d (CSV) 174.

Suspension; rough treatment of patient. McFadden v. John L. Montgomery Medical Center, 92 N.J.A.R.2d (CSV) 171.

Discharge; assaulting inmate and filing false report. Gant v. Salem County Jail, 92 N.J.A.R.2d (CSV) 168.

Developmental center worker slapped patient; dismissal. Peters v. North Princeton Developmental Center, 92 N.J.A.R.2d (CSV) 149.

Employee was guilty of conduct unbecoming a state employee; suspension. Lawson v. Department of Human Services, Ancora Psychiatric Hosp., 92 N.J.A.R.2d (CSV) 145.

Human services assistant was guilty of physically and verbally abusing a patient; removal. Goldsboro v. Vineland Developmental Center, 92 N.J.A.R.2d (CSV) 143.

Bridge repairer engaged in conduct unbecoming an employee in public service; removal. Fox v. Monmouth County Bridge Dept., 92 N.J.A.R.2d (CSV) 137.

Truck driver was not physically unable to perform job duties; demotion was not warranted. DeLorenzo v. Camden County, 92 N.J.A.R.2d (CSV) 134.

Corrections officer was not guilty of neglect of duty. Casey v. Mountainview Youth Correctional Facility, 92 N.J.A.R.2d (CSV) 129.

Employee late for work twice; suspended from employment for six months. Carter v. Riverfront State Prison, 92 N.J.A.R.2d (CSV) 126.

Chronic and excessive absenteeism and tardiness; removal. Boone v. Camden County Health Services Center, 92 N.J.A.R.2d (CSV) 125.

Removal; tardiness on two occasions. N.J.S.A. 18A:2-6, 11:2A-6. Borja v. Newark Board of Educ., 92 N.J.A.R.2d (CSV) 114.

Physical restraint of a patient did not constitute abuse of a patient. N.J.S.A. 11A:1-1 et seq., 11A:1-2, 11A:2-6, 11A:2-20. Summers v. Marlboro Psychiatric Hosp., 92 N.J.A.R.2d (CSV) 113.

Officer late two days in a row properly removed from employment. Shareef v. Northern State Prison, 92 N.J.A.R.2d (CSV) 108.

Worker would be suspended for six months rather than removed from employment. Russ v. Arthur Bresbain Child Treatment Center, 92 N.J.A.R.2d (CSV) 105.

Employee was guilty of harassment and intimidation, conduct unbecoming a public employee, justifying removal. Muhammad v. State Dept. of Corrections, 92 N.J.A.R.2d (CSV) 103.

Conduct unbecoming a public employee; suspension. Borchester v. Public Works of Lacey Township, 92 N.J.A.R.2d (CSV) 89.

Proper use of defense maneuver on patient; removal not justified. Blair v. Ancora Psychiatric Hosp., 92 N.J.A.R.2d (CSV) 87.

Use of word "nigger"; removal. Graziano v. Monmouth County Sheriff's Dept., 92 N.J.A.R.2d (CSV) 73.

Theft of two dollars of public funds; removal. Carter v. Cumberland County Welfare, 92 N.J.A.R.2d (CSV) 71.

Willfully and with intent performing duties in an inferior manner; suspension for 28 days. Huesser v. Camden County Mun. Utility Authority, 92 N.J.A.R.2d (CSV) 48.

Attempt to put arms around another employee; removal from employment. Fine v. Department of Public Property of Middlesex County, 92 N.J.A.R.2d (CSV) 45.

Striking client on head; suspension. Cobb v. Woodbridge Developmental Center, 92 N.J.A.R.2d (CSV) 43.

There was no inappropriate physical contact or mistreatment of a resident; suspension not justified. Rease v. Division of Youth and Family Services, 92 N.J.A.R.2d (CSV) 35.

Removal of correction officer warranted. *Reed v. Department of Adult Corrections*, 93 N.J.A.R.2d (CSV) 293.

Removal of incapacitated correction officer unable to discharge his duties. *Pittman v. Mid-State Correctional Facility*, 93 N.J.A.R.2d (CSV) 291.

Physical contact with client, even if improper, did not warrant termination of youth worker. *Blair v. Arthur Brisbane Child Treatment Center*, 93 N.J.A.R.2d (CSV) 285.

Dismissal of corrections officer unable to complete training course was unreasonable and arbitrary. *Abate v. Passaic County Sheriff's Department*, 93 N.J.A.R.2d (CSV) 283.

Corrections officer not shown to have violated video camera policy; suspension was unwarranted. *Reynolds v. Albert C. Wagner Youth Correctional Facility*, 93 N.J.A.R.2d (CSV) 278.

Conduct unbecoming a public employee, insubordination, and neglect of duty warranted twenty-day suspension. *Grimsley v. Newark Board of Education*, 93 N.J.A.R.2d (CSV) 276.

Fifteen-day suspension was warranted for bus attendant's failure to discover child left on assigned bus. *Utsey v. Newark Board of Education*, 93 N.J.A.R.2d (CSV) 265.

Leave without pay and reinstatement subject to random drug testing appropriate for admitted drug use followed by completion of rehabilitation program. *Sims v. Garden State Reception and Youth Correctional Facility*, 93 N.J.A.R.2d (CSV) 262.

Neglect of duty warranted thirty-day suspension. *Billington v. Department of Corrections*, 93 N.J.A.R.2d (CSV) 259.

Fifteen-day suspension appropriate for police officer's interference with paramedic. *Villane v. Aberdeen Township Police Department*, 93 N.J.A.R.2d (CSV) 255.

Absenteeism warranted removal. *Smith v. John L. Montgomery Medical Home*, 93 N.J.A.R.2d (CSV) 253.

Termination for argument was not warranted. *Johnson v. Vineland Developmental Center*, 93 N.J.A.R.2d (CSV) 250.

Twenty-day suspension of correction officer warranted for insubordination. *Jackson v. New Jersey State Prison*, 93 N.J.A.R.2d (CSV) 247.

Suspension warranted for obscenities and refusing order. *Felton v. Department of Environmental Protection and Energy*, 93 N.J.A.R.2d (CSV) 244.

Removal warranted for purchase and possession of cocaine. *Cottan v. Paterson Public Works Department*, 93 N.J.A.R.2d (CSV) 239.

Twenty-day suspension warranted; unauthorized absences. *Richardson v. North Princeton Developmental Center*, 93 N.J.A.R.2d (CSV) 217.

Removal was warranted for insubordination and for incapability of performing duties. *McTernan v. Belmar Borough Municipal Court*, 93 N.J.A.R.2d (CSV) 203.

Removal of human services assistant was warranted. *Jackson v. E.R. Johnstone Training and Research Center*, 93 N.J.A.R.2d (CSV) 195.

Use of state vehicle could not be characterized as unauthorized. *Fritze v. State Department of Health*, 93 N.J.A.R.2d (CSV) 191.

Removal of institutional attendant was warranted. *Baker v. Cumberland County*, 93 N.J.A.R.2d (CSV) 189.

Three-day suspension of private plan hearing officer was justified. *Morley v. New Jersey Department of Labor*, 93 N.J.A.R.2d (CSV) 174.

Removal of hospital employees was justified. *Ellis v. B.S. Pollak Hospital*, 93 N.J.A.R.2d (CSV) 170.

Twenty-day suspension of Division of Motor Vehicles supervisor was warranted. *Carluccio v. Division of Motor Vehicles*, 93 N.J.A.R.2d (CSV) 167.

Physical abuse of client warranted suspension. *Ruzicka v. Hunterdon Developmental Center*, 93 N.J.A.R.2d (CSV) 160.

Removal warranted for driving public vehicle without permission when driver's license was suspended. *Bailey v. Montclair State College*, 93 N.J.A.R.2d (CSV) 158.

Removal of correction officer was warranted. *Tyre v. Passaic County Jail*, 93 N.J.A.R.2d (CSV) 155.

Four-month suspension; insubordination. *Ramos v. Preakness Hospital*, 93 N.J.A.R.2d (CSV) 152.

Patient abuse warranted removal. *Felthoff v. New Lisbon Developmental Center*, 93 N.J.A.R.2d (CSV) 149.

Absence warranted suspension. *McHugh v. Maurice River Board of Education*, 93 N.J.A.R.2d (CSV) 145.

Removal warranted for absenteeism. *Davis v. Jersey City School District*, 93 N.J.A.R.2d (CSV) 135.

Negotiating pay check twice warranted removal. *Costello v. Ocean County Board of Social Security*, 93 N.J.A.R.2d (CSV) 129.

Suspension was warranted for theft of public property. *Christian v. Newark Housing Authority*, 93 N.J.A.R.2d (CSV) 124.

Repeated tardiness warranted removal. *Brooks v. Woodbine Developmental Center*, 93 N.J.A.R.2d (CSV) 123.

Demotion following a six-month suspension was appropriate penalty. *Brogel v. Mercer County Department of Public Works*, 93 N.J.A.R.2d (CSV) 117.

Sleeping on duty warranted thirty-day suspension. *Allison v. New Jersey State Prison*, 93 N.J.A.R.2d (CSV) 114.

Indefinite suspension appropriate for purchase of controlled substance. *Mecouch v. Rowan College of New Jersey*, 93 N.J.A.R.2d (CSV) 106.

Written reprimand and counseling was appropriate for failure to timely appear at hearing. *Scrutchins v. Division of Youth and Family Services*, 93 N.J.A.R.2d (CSV) 89.

Patient abuse warranted four-month suspension. *Milton v. Trenton Psychiatric Hospital*, 93 N.J.A.R.2d (CSV) 87.

Termination warranted. *Sapp v. Department of Corrections*, 93 N.J.A.R.2d (CSV) 79.

Suspension warranted for drug offense. *Rakus v. Department of Public Works*, 93 N.J.A.R.2d (CSV) 75.

Suspension warranted for fighting. *Perez v. City of Newark*, 93 N.J.A.R.2d (CSV) 73.

Ten-day suspension warranted. *Herman v. City of Trenton*, 93 N.J.A.R.2d (CSV) 70.

Removal of employee warranted for insubordination. *Green v. Paramus New Jersey Veterans' Memorial Home*, 93 N.J.A.R.2d (CSV) 66.

Psychiatric hospital failed to prove abuse of patient. *Carter v. Ancora Psychiatric Hospital*, 93 N.J.A.R.2d (CSV) 58.

Patient abuse warranted removal. *Boone v. North Princeton Developmental Center*, 93 N.J.A.R.2d (CSV) 52.

State trooper dismissed for drug violations and violations of regulations relating to use of troop transportation, consumption of alcoholic beverages and solicitation of funds. *Division of State Police v. Hall*, 93 N.J.A.R.2d (POL) 33.

Alleged violation of domestic restraining order did not constitute conduct unbecoming a public employee. *Boston v. Southern State Correctional Facility*, 93 N.J.A.R.2d (CSV) 26.

State trooper suspended for six months. *Division of State Police v. Buhan*, 93 N.J.A.R.2d (POL) 23.

Discipline warranted for conduct at the work site during suspension. *Scott v. City of Newark, Department of General Services, 93 N.J.A.R.2d (CSV) 21.*

Removal was warranted for failure to perform duties and insubordination. *Mixon v. Cumberland Manor, Cumberland County, 93 N.J.A.R.2d (CSV) 19.*

Demotion of clerk was warranted. *Davion v. Middlesex County Board of Social Services, 93 N.J.A.R.2d (CSV) 13.*

Demotion was improper for violation of sick leave policy where officer submitted proof of his illness when asked for proof. *Beiker v. Camden County Sheriff's Office, 93 N.J.A.R.2d (CSV) 5.*

Suspension was appropriate sanction for failure to notify employer of absence from work. *Miller v. State Department of Health, 93 N.J.A.R.2d (CSV) 1.*

Removal; sleeping on duty. *Tindall v. New Lisbon Developmental Center, 92 N.J.A.R.2d (CSV) 830.*

Removal; excessive use of sick time. *Slaughter v. Southern State Correctional Facility, 92 N.J.A.R.2d (CSV) 814.*

Performance assessment review; not racially motivated. *Sallie v. New Jersey Department of Transportation, 92 N.J.A.R.2d (CSV) 811.*

Removal; abuse of a patient. *Ruiz v. Greystone Park Psychiatric Hospital, 92 N.J.A.R.2d (CSV) 808.*

Twenty-day subsequent removal; insubordination. *Newark Board of Education v. Khalifa, 92 N.J.A.R.2d (CSV) 804.*

Removal; missing eight days without permission. *Johnson v. East Jersey State Prison, 92 N.J.A.R.2d (CSV) 800.*

Random drug testing; constitutional rights. *Delli Santi v. Fire Department, City of New York, 92 N.J.A.R.2d (CSV) 785.*

Conduct did not constitute physical abuse of a client; removal not justified. *Allen v. Woodbine Developmental Center, 92 N.J.A.R.2d (CSV) 776.*

Eight-day suspension; violations of sick leave policy. *Gugliotta v. Newark Police Department, 92 N.J.A.R.2d (CSV) 772.*

Six-day suspension of county correction officer was warranted. *Smith v. Burlington County Jail, 92 N.J.A.R.2d (CSV) 766.*

Removal; improper or unauthorized contact with inmate. *Fariello v. New Jersey State Prison, 92 N.J.A.R.2d (CSV) 755.*

Removal; excessive absenteeism and lateness. *Terrell v. Newark Housing Authority, 92 N.J.A.R.2d (CSV) 750.*

Removal of correction officer was warranted. *Edwards v. East Jersey State Prison, Department of Corrections, 92 N.J.A.R.2d (CSV) 734.*

Fine of 15 days' pay; failure to deliver medications. *Dye v. Union County Division of Youth Services, 92 N.J.A.R.2d (CSV) 729.*

Six-month suspension; poor attendance. *Dukes v. Buttonwood Hospital, Burlington County, 92 N.J.A.R.2d (CSV) 726.*

Removal; testing positive for marijuana and cocaine. *Drake v. Essex County Jail, 92 N.J.A.R.2d (CSV) 724.*

Removal; threatening, intimidating, and verbally abusing supervisor. *Chester v. Department of Human Services, 92 N.J.A.R.2d (CSV) 720.*

Removal; falsification of records and excessive absenteeism. *Ascione v. North Bergen Housing Authority, 92 N.J.A.R.2d (CSV) 716.*

Removal; absence without leave. *Abdul v. City of Newark Board of Education, 92 N.J.A.R.2d (CSV) 714.*

Refusal to answer questions during interrogation was not insubordination. *Zitzman v. Mountainview Youth Correctional Facility, 92 N.J.A.R.2d (CSV) 711.*

Removal; criminal sexual assault. *Slater v. Bergen County Sheriff's Office, 92 N.J.A.R.2d (CSV) 699.*

Corrections officer who voluntarily sought treatment would not be removed. *Register v. Lloyd McCorkle Training School, 92 N.J.A.R.2d (CSV) 697.*

Removal warranted; shattering window of city vehicle. *Murtha v. Bayonne Engineering Department, 92 N.J.A.R.2d (CSV) 694.*

Suspension rather than removal; neglect of duties. *Lowe v. E.R. Johnstone Training and Research Center, 92 N.J.A.R.2d (CSV) 688.*

Ten-day suspension; absence from work. *Love v. Marlboro Psychiatric Hospital, 92 N.J.A.R.2d (CSV) 686.*

City was not justified in removing accrued vacation. *Kredatus v. City of Clifton, 92 N.J.A.R.2d (CSV) 682.*

Twenty-one day suspension; sleeping on duty. *Dukich v. East Jersey State Prison, 92 N.J.A.R.2d (CSV) 671.*

Thirty-day suspension; negligent inattentiveness to duties. *Curtis v. Riverfront State Prison, 92 N.J.A.R.2d (CSV) 669.*

Removal of correction officer recruit; testing positive for cocaine. *Bethea v. Department of Corrections, 92 N.J.A.R.2d (CSV) 655.*

Thirty-day suspension; striking inmate. *Abercrombie v. Department of Corrections, 92 N.J.A.R.2d (CSV) 652.*

Dismissal of police officer trainee; insubordination and a positive drug test. *Holmes v. Passaic County Police Academy and William Paterson College, 92 N.J.A.R.2d (CSV) 647.*

Removal warranted; repeated inmate abuse. *Signorile v. East Jersey State Prison, 92 N.J.A.R.2d (CSV) 623.*

Misconduct of youth worker; removal justified. *Sapp v. Department of Corrections, 92 N.J.A.R.2d (CSV) 611.*

Police officer's intoxication while on duty; removal justified. *Rutkowski v. Police Department, Borough of Elmwood Park, 92 N.J.A.R.2d (CSV) 605.*

Insubordination; neglect of duty; 60-day suspension justified. *Henry v. Preakness Hospital, Passaic County, 92 N.J.A.R.2d (CSV) 600.*

Removal warranted for insubordination. *Davis v. Edna Mahan Correctional Facility, 92 N.J.A.R.2d (CSV) 590.*

Removal for second failure to make required call-in unwarranted. *Boayue v. New Jersey State Prison, 92 N.J.A.R.2d (CSV) 586.*

Improper dismissal on basis of job abandonment. *Victor v. North Princeton Developmental Center, 92 N.J.A.R.2d (CSV) 584.*

Suspension of officer warranted for improper outbursts. *Nance v. City of Newark Police Department, 92 N.J.A.R.2d (CSV) 577.*

Suspension of developmental center employee was not justified. *Corin v. New Lisbon Developmental Center, 92 N.J.A.R.2d (CSV) 575.*

Removal warranted for insubordination. *Benjamin v. Hudson County Probation Department, 92 N.J.A.R.2d (CSV) 572.*

Six-month suspension for reporting for duty while impaired by alcohol; removal because of revocation of driving privilege. *Tyrrell v. State Department of Transportation, 92 N.J.A.R.2d (CSV) 565.*

Removal warranted; falsification of time sheets and unauthorized absence. *Pue v. New Jersey State Department of Human Services, 92 N.J.A.R.2d (CSV) 561.*

Removal of part-time supervisor of emergency medical technicians for police department was warranted. *Kroll v. Police Department, City of Passaic, 92 N.J.A.R.2d (CSV) 555.*

Departmental employee chasing and throwing shoes at an easily agitated client warranted a suspension for 15 days. *Davis-Jones v. North Princeton Developmental Center, 92 N.J.A.R.2d (CSV) 552.*

Testing positive for drug use; conduct unbecoming a public employee; removal. *Hamilton v. Department of Corrections*, 92 N.J.A.R.2d (CSV) 31.

Testing positive for cocaine use; removal. *Brevard v. Training School for Boys*, 92 N.J.A.R.2d (CSV) 28.

Insubordination, conduct unbecoming a public employee, neglect of duty, and violation of township rules and regulations; removal. *Zara v. Township of Hamilton, Water Pollution Control*, 92 N.J.A.R.2d (CSV) 25.

Patient abuse and intentional misuse of authority justified suspension. *Williams v. Vineland Developmental Center*, 92 N.J.A.R.2d (CSV) 23.

Corrections officer properly suspended for 30 days. *Barksdale v. Edna M. Mahan Correctional Facility*, 92 N.J.A.R.2d (CSV) 3.

Officer tricked into smoking marijuana; not conduct unbecoming public employee. N.J.S.A. 2C:2-1. *Cox v. Bayside State Prison*, 92 N.J.A.R.2d (CSV) 1.

Reporting for work while intoxicated; suspension. *Rucinski v. Department of Fire & Emergency Services, City of Jersey City*, 91 N.J.A.R.2d (CSV) 97.

Suspension; insubordination based on refusal to take drug test. *Bryant v. Fire & Emergency Services Department, Jersey City*, 91 N.J.A.R.2d (CSV) 95.

Failing random drug test; removal. *Mitchell v. County of Camden, Sheriff's Department*, 91 N.J.A.R.2d (CSV) 89.

Conduct unbecoming public official; removal. N.J.S.A. 2C:35-10, 2C:51-1. *Jones v. Ancora Psychiatric Hospital*, 91 N.J.A.R.2d (CSV) 83.

Corrections officer was medically unfit to perform his job. *Gerace v. Adult Detention, Atlantic County*, 91 N.J.A.R.2d (CSV) 81.

Negligent conduct unbecoming a public employee; suspension. *Grier v. Department of Transportation*, 91 N.J.A.R.2d (CSV) 63.

Absence from work without notice; suspension without pay. *Dean v. Marlboro Psychiatric Hospital*, 91 N.J.A.R.2d (CSV) 57.

Officer was guilty of conduct unbecoming an employee and public service. N.J.S.A. 2a:156A-3. *Engi v. State Department of Corrections*, 91 N.J.A.R.2d (CSV) 53.

Ten-day suspension was too harsh given employee's long work history and lack of prior disciplinary record. *Thomas v. Vineland Developmental Center*, 91 N.J.A.R.2d (CSV) 47.

Removal; cocaine. *White v. Mercer County, Dept. of Public Care and Safety*, 91 N.J.A.R.2d (CSV) 25.

Neglect of duty and intentional misstatement of material facts; discharge. *Kinnard v. Mountainview Youth Correctional Facility*, 91 N.J.A.R.2d (CSV) 17.

Termination; unauthorized five-week leave of absence. *Harp v. Ancora Psychiatric Hosp.*, 91 N.J.A.R.2d (CSV) 11.

Employee was properly terminated for absenteeism and falsification of official records. *Goodman v. N. Jersey Dept. of Human Services*, 91 N.J.A.R.2d (CSV) 9.

Thirty-day suspension with no demotion was appropriate penalty. *Allegar v. Lacey Dept. of Public Works*, 91 N.J.A.R.2d (CSV) 1.

Appellant removed from position as drawbridge operator on disciplinary charges for possessing, consuming and being under the influence of an alcoholic beverage while on duty. *Varga v. Union Co. Dep't of Public Works*, 11 N.J.A.R. 546 (1989).

Removal of police officer from position for neglect of duty, serious breach of discipline and conduct unbecoming an employee in public service (citing former N.J.A.C. 4:1-16.9). *Simone v. Borough of Elmwood Park*, 7 N.J.A.R. 72 (1983).

Civil Service Commission has the authority to order removal based on term of the forfeiture statute. Forfeiture following the conviction of a crime of a third degree is automatic (citing former N.J.A.C. 4:1-16.9). *Dinkins v. Cape May Cty.*, 6 N.J.A.R. 202 (1983).

Discretion with regard to removal: the State is not precluded from using the normal regulatory removal machinery even though petitioner's forfeiture of office, as a consequence of conviction, was immediate and automatic (citing former N.J.A.C. 4:1-16.9). *Schonwald v. Dep't of Transportation*, 5 N.J.A.R. 473 (1982).

Suspension based on failure to dress in a manner appropriate to his position: insubordination (citing former N.J.A.C. 4:1-16.7). *Koehler v. Dep't of Community Affairs*, 5 N.J.A.R. 318 (1981).

4A:2-2.4 Limitations on suspensions and fines

(a) No suspension or fine shall exceed six months except for suspensions pending criminal complaint or indictment. See N.J.A.C. 4A:2-2.7.

(b) In local service, the appointing authority may provide that a suspension be with or without pay. In State service, suspensions shall be without pay unless directly authorized to be with pay by the department head.

(c) An appointing authority may only impose a fine as follows:

1. As a form of restitution;
2. In lieu of a suspension, when the appointing authority establishes that a suspension of the employee would be detrimental to the public health, safety or welfare; or
3. Where an employee has agreed to a fine as a disciplinary option.

(d) An employee may pay a fine of more than five days salary in a lump sum or through installments. Unless otherwise agreed to by the employee, an installment may not be more than five percent of the gross salary per pay for a fine under \$500.00; 10 percent of gross salary per pay period for a fine between \$500.00 and \$1,000; or 15 percent of gross salary per pay period for a fine over \$1,000.

Petition for Rulemaking.
See: 30 N.J.R. 3103(a).

Case Notes

Dismissal of police officer was supported by officer's intentional avoidance of communication with police chief prior to taking unauthorized vacation; officer's conduct was so egregious as to warrant suspension of greater than six months, and civil service rules require dismissal of employee whose offense dictates such suspension. *Cosme v. Borough of East Newark Tp. Committee*, 304 N.J.Super. 191, 698 A.2d 1287 (A.D. 1997).

Traffic signal repairer removed for falsifying application for employment with regard to criminal convictions. *Florenzo v. Bergen County Department of Public Works*, 96 N.J.A.R.2d (CSV) 22.

Police officer who lost police radio through carelessness was appropriately fined. *Przybyszewski v. Gloucester Township Police Department*, 95 N.J.A.R.2d (CSV) 623.

4A:2-2.5 Opportunity for hearing before the appointing authority

(a) An employee must be served with a Preliminary Notice of Disciplinary Action setting forth the charges and statement of facts supporting the charges (specifications), and afforded the opportunity for a hearing prior to imposition of major discipline, except:

1. An employee may be suspended immediately and prior to a hearing where it is determined that the employee is unfit for duty or is a hazard to any person if permitted to remain on the job, or that an immediate suspension is necessary to maintain safety, health, order or effective direction of public services. However, a Preliminary Notice of Disciplinary Action with opportunity for a hearing must be served in person or by certified mail within five days following the immediate suspension.

2. An employee may be suspended immediately when the employee is formally charged with a crime of the first, second or third degree, or a crime of the fourth degree on the job or directly related to the job. See N.J.A.C. 4A:2-2.7.

(b) Where suspension is immediate under (a)1 and (a)2 above, and is without pay, the employee must first be apprised either orally or in writing, of why an immediate suspension is sought, the charges and general evidence in support of the charges and provided with sufficient opportunity to review the charges and the evidence in order to respond to the charges before a representative of the appointing authority. The response may be oral or in writing, at the discretion of the appointing authority.

(c) The employee may request a departmental hearing within five days of receipt of the Preliminary Notice. If no request is made within this time or such additional time as agreed to by the appointing authority or as provided in a negotiated agreement, the departmental hearing may be considered to have been waived and the appointing authority may issue a Final Notice of Disciplinary Action.

(d) A departmental hearing, if requested, shall be held within 30 days of the Preliminary Notice of Disciplinary Action unless waived by the employee or a later date as agreed to by the parties.

(e) Appeals concerning violations of this section may be presented to the Commissioner through a petition for interim relief. See N.J.A.C. 4A:2-1.2.

Amended by R.1989 d.569, effective November 6, 1989.
See: 21 N.J.R. 1766(a), 21 N.J.R. 3448(b).

Added new (e).

Amended by R.1992 d.414, effective October 19, 1992.
See: 24 N.J.R. 2491(a), 24 N.J.R. 3716(a).

Revised (a).

Law Review and Journal Commentaries

Discrimination—Collateral Estoppel—Police Officers. Judith Nallin, 138 N.J.L.J. No. 1, 49 (1994).

Case Notes

Adequate consideration given provisions of Law Against Discrimination. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Procedural irregularities at departmental level; cured by hearing at agency level. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Waiver of hearing. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Departmental hearing required within thirty days of preliminary notice of disciplinary action. *Ensslin v. Township of North Bergen*, 275 N.J.Super. 352, 646 A.2d 452 (A.D.1994), certification denied 142 N.J. 446, 663 A.2d 1354.

Due process rights of corrections officers who were dismissed for failure to comply with mandatory drug test order were violated. *Caldwell v. New Jersey Dept. of Corrections*, 250 N.J.Super. 592, 595 A.2d 1118 (A.D.1991), certification denied 127 N.J. 555, 606 A.2d 367.

Lack of entitlement to post termination hearing. *Grexa v. State*, 168 N.J.Super. 202, 402 A.2d 938 (App.Div.1978).

Due process: right to post termination hearing (statutory). *Nicoletta v. No. Jersey District Water Supply Commission*, 77 N.J. 145, 390 A.2d 90 (1978). Concurring and dissenting opinions.

Right to hearing. *Cunningham v. Dept. of Civil Service*, 69 N.J. 13, 350 A.2d 58 (1975).

Hearing de novo on appeal to Merit System Board corrected alleged inadequate notice. *Coley v. Rowan College*, 94 N.J.A.R.2d (CSV) 4.

Absence of timely hearing required dismissal of disciplinary charges. *Marjarum v. Hamilton Township Division of Police*, 93 N.J.A.R.2d (CSV) 143.

Failure to comply with appropriate regulations in seeking to discipline employee. *Hamilton v. Camden Housing Authority*, 93 N.J.A.R.2d (CSV) 85.

Failure to provide employee with notice of dismissal; acts following meeting were not void pursuant to N.J.S.A. 10:4-15. *McManus v. Housing Authority of the City of Englewood*, 92 N.J.A.R.2d (CSV) 747.

Preliminary notice of disciplinary action met minimum discovery requirements. N.J.S.A. 40A:14-147, 11A:2-13. *Gabbianelli v. Monroe Township Police Department*, 91 N.J.A.R.2d (CSV) 79.

4A:2-2.6 Hearings before the appointing authority

(a) The hearing shall be held before the appointing authority or its designated representative.

(b) The employee may be represented by an attorney or authorized union representative.

(c) The parties shall have the opportunity to review the evidence supporting the charges and present and examine witnesses. The employee shall not be required to testify, but an employee who does testify will be subject to cross-examination.

(d) Within 20 days of the hearing, or such additional time as agreed to by the parties, the appointing authority shall make a decision on the charges and furnish the employee either by personal service or certified mail with a Final Notice of Disciplinary Action.

Case Notes

Due process. Carr v. Sharp, C.A., 454 F.2d 271 (1971).

Requirement of exhaustion of administrative remedies. City of New Brunswick v. Speights, 157 N.J.Super. 9, 384 A.2d 225 (Co.1978).

Res judicata: delay in hearing: limits on de novo hearing. In re Darcy, 114 N.J.Super. 454, 277 A.2d 226 (1971).

Receipt of second copy of final notice of disciplinary action did not extend time for filing appeal. Russ v. Human Services Department, 95 N.J.A.R.2d (CSV) 647.