

P.E.R.C. NO. 88-117

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

STATE OF NEW JERSEY
(TREASURY DEPARTMENT),

Respondent,

-and-

Docket Nos. CU-84-78 and
CO-84-248

COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO,

Charging Party-Petitioner.

SYNOPSIS

The Public Employment Relations Commission determines that certain employees in the Department of Treasury are confidential and should be excluded from the Communications Workers of America, AFL-CIO negotiations unit but that others are not and should be included in the negotiations unit.

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Charging Party-Petitioner.

Appearances:

For the Respondent, Cary Edwards, Attorney General
(Michael Diller, Deputy Attorney General)

For the Charging Party, Steven P. Weissman, Esq.

DECISION AND ORDER

On March 6, 1984, the Communications Workers of America, AFL-CIO ("CWA"), filed a petition to clarify its four units of State Government employees to include certain employees of the State of New Jersey (Treasury Department) ("State"). Contemporaneously, CWA filed an unfair practice charge alleging that the State violated subsections 5.4(a)(1) and (5)^{1/} of the New Jersey Employer-

^{1/} These subsections prohibit public employers, their representatives or agents from: "(1) Interfering with, restraining or coercing employees in the exercise of the rights guaranteed to them by this act; (5) Refusing to negotiate in good faith with a majority representative of employees in an appropriate unit concerning terms and conditions of employment of employees in that unit, or refusing to process grievances presented by the majority representative."

Employee Relations Act, N.J.S.A. 34:13A-1 et. seq., by refusing to recognize that the Treasury Department employees are properly included in CWA's units and by refusing to negotiate with CWA about their terms and conditions of employment.

Shortly after the petition and charge were filed, the parties entered lengthy settlement discussions. CWA later advised the Commission that the parties were unable to resolve the dispute and, on December 15, 1986, the Director of Unfair Practices and Representation issued an Order Consolidating the cases and a Complaint and Notice of Hearing.

On January 12, 1986, the State filed an Answer denying that it committed an unfair practice and asserting that all employees in the Department of Treasury are confidential employees within the meaning of the Act.

On January 28, 1986, a Commission Hearing Examiner conducted a prehearing conference at which CWA agreed to sever the unfair practice complaint.

On January 28, 1987, the Hearing Examiner scheduled ten hearing dates for May and June, 1987, acknowledging the parties' need for sufficient time to complete discovery.

In April 1987, the parties requested an adjournment of the hearing to once again discuss a resolution of the matter. Unable to reach agreement, the parties requested the Hearing Examiner to conduct an investigation to determine which Treasury Department

employees are confidentials within the meaning of the Act.^{2/} The Hearing Examiner submitted his findings to the Commission.

The investigation covered those non-exempt classified Treasury Department employees holding titles that, if not confidential, would appropriately belong to the CWA's administrative/clerical ("A"), primary level supervisors ("P"), professional ("R"), and higher-level supervisors ("S") units.

FINDINGS OF FACT

1. CWA is an employee organization within the meaning of the Act and represents employees in the following State-wide negotiations units: administrative/clerical unit, primary level supervisors' unit, professional unit and higher level supervisors' unit.

2. As a result of a dispute between the State and CWA concerning the classification of certain Department of Treasury employees as confidentials, on March 6, 1984, CWA filed a clarification of unit petition.

3. These findings relate exclusively to employees in the Office of Management and Budget ("OMB"), Payroll 103, and employees in the Office of Telecommunications and Information Systems

^{2/} CWA requested that its unfair practice charge be withdrawn when the underlying dispute concerning the unit placement of Treasury Department employees was resolved. This decision resolves that dispute. We grant CWA's request. Its unfair practice charge is deemed withdrawn, without prejudice.

("OTIS"), Payroll 104. These findings do not cover employees designated by "M," "U," "V," "W," "X," "Y" or "Z." Nor do they cover employees in other offices and payroll designations within the Department of Treasury.

4. Attached as Exhibit A is an organizational chart of the Department of Treasury. The Office of Management and Budget and the Office of Telecommunications and Information Systems appear on this chart.

5. Attached as Exhibit B is a chart depicting the organizational structure of the Office of Management and Budget.

6. The Office of Management and Budget was created in 1983 and consists of three divisions: the Division of Planning, the Division of Budget and Accounting (Operations) and the Division of Management Services.

7. The responsibilities of OMB include preparation of the Governor's budget for submission to the Legislature. In addition, OMB maintains payroll, financial reporting and accounting systems for the State. The Division of Operations, the largest of the three divisions in OMB, consists of five subdivisions: budget operations, centralized payroll, financial reporting, accounting operations and monitoring operations.

8. The accounting operations section of the Division of Operations is responsible for, inter alia, filing salary deficit and accounting reports, processing travel and training requests, reviewing transfers, debits and credits, batching documents for data

entry, maintaining the OMB fax machine, maintaining daily revenue sheets, preparing daily revenue receipts verifying data entries, processing manual checks, maintaining production statistics, distributing payroll and other checks, and training agency personnel with respect to accounting procedures.

9. The financial reporting section of the Division of Operations has a variety of responsibilities which include oversight of trust funds, check reconciliation, banking, revenue review and lost paychecks.

10. The centralized payroll section of the Division of Operations balances payrolls, processes payroll information for newly hired employees, reviews garnishment data, processes overpayments, issues checks to unions representing State employees for agency fees and membership dues, works with the Division of Pensions to verify that accounts are current and makes necessary changes with respect to employee records.

11. Attached as Exhibit H is an organizational chart for the Division of Planning.

12. Attached as Exhibit J is an organizational chart of the Division of Management Services.

13. Attached as Exhibit L is an organizational chart for the Office of the Director, Richard B. Standiford, Office of Management and Budget.

14. The Office of Telecommunication and Information Systems is primarily involved in data processing.

ANALYSIS

N.J.S.A. 34:13A-3(g) defines confidential employees as:

[E]mployees whose functional responsibilities or knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiating unit incompatible with their official duties.

In State of New Jersey, P.E.R.C. No. 86-18, 11 NJPER 507 (¶16179 1985), we explained our approach in determining whether an employee is confidential:

We scrutinize the facts of each case to find for whom each employee works, what he does, and what he knows about collective negotiations issues. Finally, we determine whether the responsibilities or knowledge of each employee would compromise the employer's right to confidentiality concerning the collective negotiations process if the employee was included in a negotiating unit. [Id. at 510]

We have applied this standard to the entire record of this proceeding, having examined the responsibilities and duties of employees holding A, P, R and S titles on payrolls 103 and 104, and reach the following:

CONCLUSIONS OF LAW

1. Attached as Exhibit C is a list of employees in the accounting operations section whose functional responsibilities and knowledge in connection with issues involved in the collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. Also listed in Exhibit "C" are those

non-confidential employees in the accounting operations section of the Division of Operations, who are properly included in negotiations units represented by the Petitioner.

2. Attached as Exhibit D is a list of employees in the financial reporting section whose functional responsibilities and knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. Also listed in Exhibit D are those non-confidential employees in the financial reporting section of the Division of Operations who are properly included in negotiations units represented by the Petitioner.

3. Attached as Exhibit E is a list of employees in the centralized payroll section whose functional responsibilities and knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. Also listed in Exhibit E are those non-confidential employees in the centralized payroll section of the Division of Operations who are properly included in negotiations units represented by Petitioner.

4. Attached as Exhibit F is a list of employees in the budget operations section whose functional responsibilities and

knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. As noted in Exhibit F, there are no unit A, P, R or S employees in the budget operations section who are not confidential.

5. Attached as Exhibit G is a list of employees in the monitoring operations section whose functional responsibilities and knowledge in connection with the issues involved in collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. As noted in Exhibit G, there are no unit A, P, R or S employees in the monitoring operations section who are not confidential.

6. Attached as Exhibit I is a list of employees in the Division of Planning whose functional responsibilities and knowledge in connection with the issues involved in collective negotiations would make their membership in any negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. As noted in Exhibit I, there are no unit A, P, R or S employees in the Division of Planning who are not confidential.

7. Attached as Exhibit K is a list of employees in the Division of Management Services whose functional responsibilities and knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. As noted in Exhibit K, there are no unit A, P, R or S employees in the Division of Management Services who are not confidential.

8. Listed on Exhibit M are employees in the Office of the Director and Support Services whose functional responsibilities and knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any negotiations unit. As noted on Exhibit M, there are no Unit A, P, R or S employees in the Office of the Director and Support Services who are not confidential.

9. Attached as Exhibit N is a list of all employees in OTIS on Payroll 104 whose functional responsibilities and knowledge in connection with the issues involved in the collective negotiations process would make their membership in any appropriate negotiations unit incompatible with their official duties. Therefore they are confidential employees and excluded from any

negotiations unit. As noted in Exhibit N, all other employees holding A, P, R and S titles on Payroll 104 (OTIS) are properly included in CWA negotiations units.

ORDER

Accordingly, the administrative/clerical, primary level supervisors, professional, and higher-level supervisors' units represented by CWA are clarified to include those employees (holding A, P, R and S titles) listed as non-confidentials on Exhibits C, D, E and all those employees holding A, P, R and S titles on Payroll 104 not listed on Exhibit N. Those employees found confidential, listed on Exhibits C, D, E, F, G, I, K, M and N, are inappropriate for inclusion in any negotiations unit.

BY ORDER OF THE COMMISSION


James W. Mastriani
Chairman

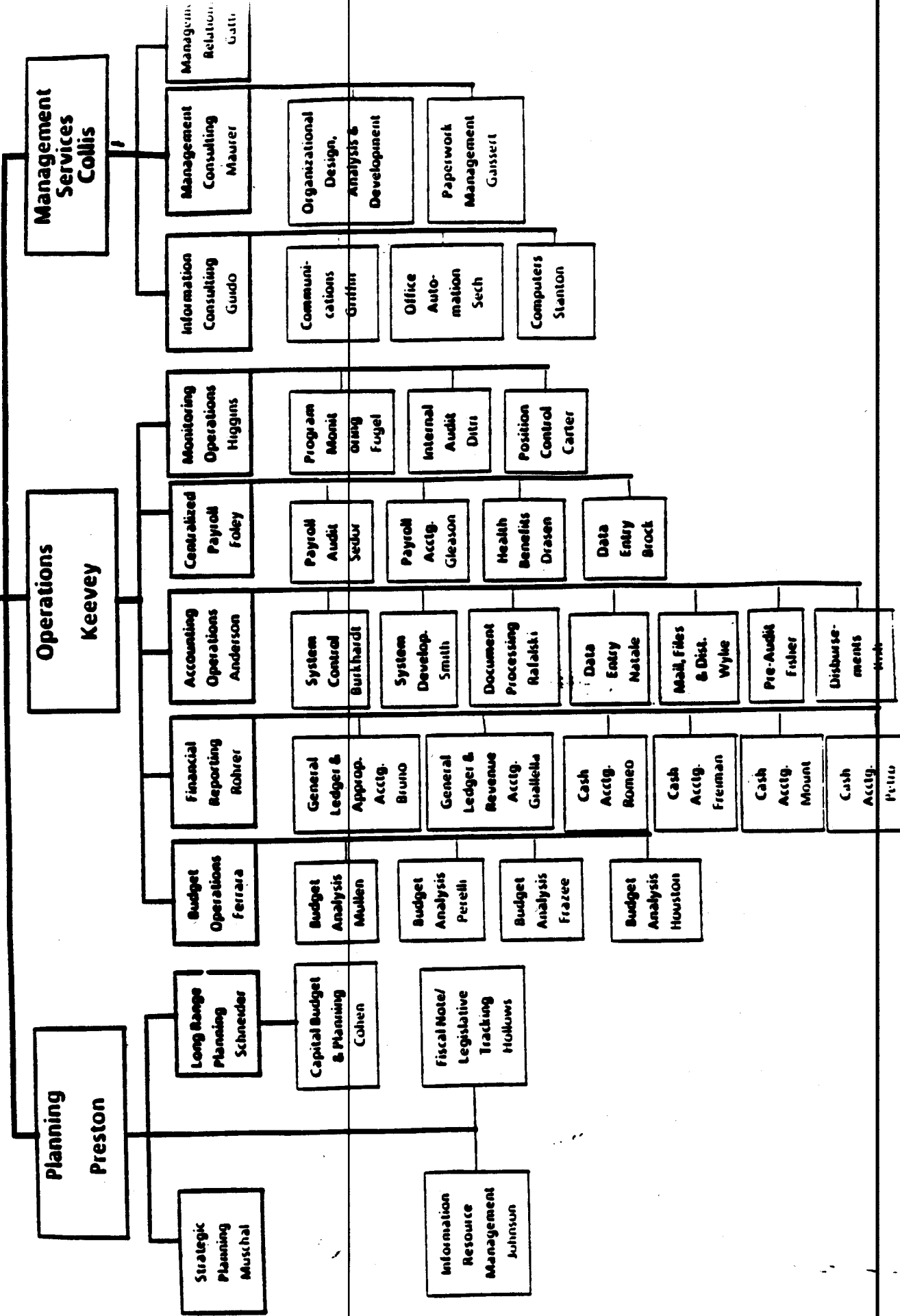
Chairman Mastriani, Commissioners Bertolino, Johnson, Reid, Smith and Wenzler voted in favor of this decision. None opposed.

DATED: Trenton, New Jersey
April 27, 1988
ISSUED: April 28, 1988

**DIRECTOR
OMB
Standiford**

Administrative Assistant
Kowalik

Office of Support Services
Burke



Confidential Employees

Diane Angelucci	- Secretarial Asst. III	- Unit A
Mabel Rafalski	- Supervisor of Appropriation Accounts	- Unit R
Eartha Higginbotham	Word Processing Spec.2	- Unit A
John Burrows	- Accounting Asst.	- Unit A
Frances Natale	- Supervisor, Data Entry	- Unit S
Mary Stryker	- Head Data Ent.Mach.Op.	- Unit R
Verna Jackson	- Head Data Ent.Mach.Op.	- Unit R
William Marshall	- Office Supervisor	- Unit S
Alexander Zalenski	Accountant II	- Unit P
Debra Beck	- Accountant I	- Unit R
Cheryl Schwartz	- Accountant III	- Unit P
Margaret Lauer	- Supervisor of Accounts	- Unit S

Non-confidential Employees

Mary Catarinicchia	Head Audit Acct. Clerk	Unit R
Patricia Swanson	Head Audit Acct. Clerk	Unit R
Manick Jhingade	Accountant III	Unit P
Doris Cook	Prin. Audit Acct. Clerk	Unit R
Anita Trejo	Principal Clerk	Unit R
Victoria Manness	Audit Account Clerk	Unit A
Mary Chimielewski	Sr. Clerk Typist	Unit A
Carleen Daloisio	Sr. Clerk	Unit A
Karen Carson	Clerk Typist	Unit A
Gabor Burson	Supervisor of Tabulating Machine Operations 3	Unit S
Walter Meier	Supervisor of Tabulating Machine Operations 3	Unit S
Michael Novembre	Data Proc. Mach. Operator 1	Unit R
Richard Hickey	Prin. Audit Acct. Clerk	Unit R
Joseph Schiaretta	Data Proc. Mach. Operator 2	Unit A
Don DeBlois	Data Proc. Mach. Operator 2	Unit A
Sandra DeLorenzo	Prin. Data Ent.Mach. Operator	Unit R
Nancy Germani	Prin. Data Ent. Mach. Operator	Unit R
Marilyn Muhs	Prin. Data Ent. Mach. Operator	Unit R
Jacqueline Rawls	Prin. Data Ent.Mach. Operator	Unit R
Judy Chen	Sr. Data Ent.Machine Operator	Unit A
Vaselia Cokenakes	Sr. Data Ent.Machine Operator	Unit A
Diane Cooper	Sr. Data Ent.Machine Operator	Unit A
Consuelo Inovero	Sr. Data Ent.Machine Operator	Unit A
Virginia Lang	Sr. Data Ent.Machine Operator	Unit A
Elizabeth Mood	Sr. Data Ent.Machine Operator	Unit A

Division of Operations
 Accounting Operations - Confidential and Non-confidential Employees, Units A,P,R,S
 (Page 2)

Non-confidential Employees (continued)

Ruby Stroman	-	Sr. DEMO (Data Ent.Mach. Operator)	Unit A
Catherine Toft	-	Sr. DEMO	Unit A
	-	Sr. DEMO	Unit A
Mary Horner	-	Sr. DEMO	Unit A
Barbara Wolff	-	Sr. DEMO	Unit A
Jeffrey Adams	-	Head Clerk	Unit R
Jerome Robinson	-	Clerk	Unit A
Robert Cartlidge		Sr. Clerk	Unit A
Asha Desai	-	Sr. Clerk	Unit A
Robert Klemann	-	Sr. Clerk	Unit A
Andrew Mospak	-	Prin. Clerk	Unit R
Richard Scott	-	Sr. Clerk	Unit A
Sanjay Thaper	-	Sr. Clerk	Unit A
Annette Thomas	-	Sr. Clerk	Unit A
Bernice Cottrell		Supervisor of Appropriation Accounts	Unit R
Mieko Bowes	-	Accountant II	Unit P
Hui-Ming Craft	-	Accountant II	Unit P
William Maughan	-	Accountant III	Unit P
John Smout	-	Accountant II	Unit P
Jessica Bodnar	-	Head Audit Acct. Clerk	Unit R
Wanda White-Peterson		Head Audit Acct. Clerk	Unit R
Linda Garland	-	Accountant III	Unit P
Rose Torrini	-	Prin. Audit Acct. Clerk	Unit R
Genevieve Pflieger		Prin. Audit Acct. Clerk	Unit R
Martha Ruth	-	Clerk Typist	Unit A
Toni Franz	-	Sr. Audit Acct. Clerk	Unit A
Lee Rook	-	Principal Audit Acct. Clerk	Unit R

Division of Operations
 Financial Reporting - Confidential and Non-confidential Employees - Units A,P,R,S,

Confidential Employees -

Beverly Hewitt	-	Secretarial Assistant	II	Unit A
Pearl Lechner	-	Administrative Analyst	II	Unit P
Joseph Mallardi	-	Administrative Analyst	II	Unit P
Dominic Marrocco	-	Administrative Analyst	II	Unit P
Edward Pericoloso	-	Administrative Analyst	III	Unit P
William Shannon	-	Administrative Analyst	I	Unit R
Sandra Smith	-	Administrative Analyst	II	Unit P
Arthur Spiezle	-	Administrative Analyst	I	Unit R
Debra Zielinski	-	Senior Clerk Typist		Unit A
Mary Del Aversano	-	Secretarial Assistant	III	Unit A
Rajendra Islania	-	Accountant II		Unit P
Jean Mount	-	Administrative Analyst	I	Unit R
Alberta Savko	-	Supervisor of Accounts		Unit S
Ellen Barabas	-	Supervisor 2, Word Proc.		Unit S
Vacant	-	Word Processing Specialist		Unit A
Sandra Petty	-	Accountant II		Unit P
John Carson	-	Accountant I		Unit R
Madeline Deschon	-	Accountant I		Unit R
Michael Gallagher	-	Administrative Analyst	I	Unit R
Arthur Grosse	-	Accountant I		Unit R
William Rickards	-	Accounting Assistant		Unit A
Harold Fleming	-	Administrative Analyst	III	Unit P

Non-confidential Employees

Kelly Teszla	-	Clerk		Unit A
Marilee Morris	-	Accounting Assistant		Unit A
Peter Alford	-	Head Clerk		Unit R
Karen Armenti	-	Head Audit Acct. Clerk		Unit R
Jeffrey Brown	-	Clerk		Unit A
Jacqueline Deamer	-	Sr. Clerk Typist		Unit A
Dolores Bellan	-	Prin. Audit Acct. Clerk		Unit R
Charles Bethea	-	Head Audit Acct. Clerk		Unit R
Ersila Bonas	-	Principal Clerk		Unit R
Gwendolyn Brinson	-	Head Clerk		Unit R
Kathleen Buckley	-	Supervisor, Admin. Unit		Unit R
Joan Caracciolo	-	Sr. Audit Acct. Clerk		Unit A
Charles Carroll	-	Principal Clerk		Unit R
Alice Devlin	-	Principal Clerk Typist		Unit R
June Didun	-	Principal Clerk Typist		Unit R
Kathleen Fell	-	Sr. Audit Acct. Clerk		Unit A
Bernice Fletcher	-	Microfilm Searcher		Unit A
Marguerite Foltermann	-	Senior Clerk		Unit A
Walter Fosbrook	-	Senior Audit Acct. Clerk		Unit A
Elfrida Francis	-	Sr. Clerk Typist		Unit A
Helen Gamble	-	Prin. Audit Acct. Clerk		Unit R
Sundari Ganesan	-	Sr. Clerk Stenographer		Unit A
Rose Gaskill	-	Sr. Audit Acct. Clerk		Unit A
Debra Girton	-	Prin. Audit Acct. Clerk		Unit R
Rose Goodwin	-	Prin. Audit Acct. Clerk		Unit R
Doris Heffner	-	Sr. Clerk Typist		Unit A
Lavinia Hicks	-	Prin. Clerk Typist		Unit R

Division of Operations

Financial Reporting - Confidential and Non-confidential Employees - Units A,P,R,S,
(Page 2)

Non-confidential Employees (continued)

Sonia Howard	-	Prin. Audit Acct. Clerk	-	Unit R
Florence Hubbard	-	Prin. Clerk Typist	-	Unit R
Dorothy Hudzina	-	Supervisor of Appropriation		
		Accounts	-	Unit R
Gary Johnson	-	Principal Clerk	-	Unit R
Linda Campbell	-	Clerk	-	Unit A
Laura Krisak	-	Sr. Audit Acct. Clerk	-	Unit A
Katie Leach	-	Prin. Clerk	-	Unit R
Lucy Levandusky	-	Sr. Audit Acct. Clerk	-	Unit A
Samuel Lombardo	-	Accountant III	-	Unit P
Christine Luizzia	-	Clerk Typist	-	Unit A
Terry Mayo	-	Data Proc. Mach.Operator 2	-	Unit A
Eleano McLean	-	Sr. Audit Acct. Clerk	-	Unit A
Catherine Meier	-	Prin. Audit Acct. Clerk	-	Unit R
Dorothy O'Grady	-	Data Proc. Mach.Operator 1	-	Unit A
Dorothy Opperman	-	Senior Clerk	-	Unit A
Ann Padderatz	-	Head Audit Acct. Clerk	-	Unit R
Linda Signora	-	Audit Account Clerk	-	Unit A
Janet Sailey	-	Clerk	-	Unit A
John Parsons	-	Supervising Stock Clerk	-	Unit S
Stella Pisapio	-	Sr. Clerk Typist	-	Unit A
Lorraine Pohling	-	Sr. Clerk	-	Unit A
Nancy Ricciardi	-	Accountant II	-	Unit P
Michael Roberts	-	Microfilm Searcher	-	Unit A
Rita Ruth	-	Clerk Typist	-	Unit A
Elaine Sabol	-	Head Audit Acct. Clerk	-	Unit A
Dona Varga	-	Prin. Audit Acct. Clerk	-	Unit R
Edgar Williams	-	Clerk Driver	-	Unit A
Frank Zielinski	-	Supervisor of Appropriation		
		Accounts	-	Unit R

Division of Operations

State Centralized Payroll - Confidential and Non-confidential Employees - Units A,P,R,S

Confidential Employees

Carol Tezsla	-	Secretarial Assistant II	Unit A
Susan Jakowsbski	-	Accountant III	Unit P
Lori Mattozzi	-	Prin. Audit Account Clerk	Unit R
Joyce Miller	-	Prin. Audit Account Clerk	Unit R
Patricia Scott	-	Head Audit Account Clerk	Unit R
Rose Panfili	-	Prin. Clerk Typist	Unit R
Deborah Whartenby	-	Head Audit Account Clerk	Unit R
Bridget Smith	-	Head Audit Account Clerk	Unit R
Shirley Johnson	-	Supervisor Data Preparation	Unit S
Charlene Bailey	-	Head Data Ent. Mach.Operator	Unit R

Non-confidential Employees

Joseph Ciucciomei	-	Accounting Assistant	Unit A
Joseph Harvilla	-	Prin. Audit Account Clerk	Unit R
Marie Mills	-	Audit Account Clerk	Unit A
Delia Gonzalez	-	Senior Clerk Typist	Unit A
Bruce Ewen	-	Principal Clerk	Unit R
Anna Marie Schulz	-	Clerk	Unit A
Annamae Alvino	-	Senior Clerk	Unit A
Frank Santivansky	-	Senior Clerk	Unit A
	-	Prin. Audit Account Clerk	Unit R
Lynn Latimer	-	Prin. Audit Account Clerk	Unit R
Ellyn Tyler	-	Prin. Audit Account Clerk	Unit R
Digna Reyes	-	Prin. Audit Account Clerk	Unit R
Jennie Coluccio	-	Principal Clerk	Unit R
Frantz Demorin	-	Sr. Audit Account Clerk	Unit A
Joanne Phelan	-	Sr. Data Ent. Mach.Operator	Unit A
Karen Lawrence	-	Senior Clerk Typist	Unit A
Mary Gervasi	-	Prin. Data Ent.Mach.Operator	Unit R
Eturilla Bailey	-	Sr. Data Ent. Mach.Operator	Unit A
Deana Lawson	-	Prin. Data Ent.Mach.Operator	Unit R
Barbara Lowe	-	Prin. Data Ent.Mach.Operator	Unit R
Pamela McCloud	-	Prin. Data Ent.Mach.Operator	Unit R
Bonnie Rotter	-	Sr. Data Ent. Mach.Operator	Unit A
Leona Ryan	-	Prin. Data Ent.Mach.Operator	Unit R
Louise Saville	-	Prin. Data Ent.Mach.Operator	Unit R
Eloise Scott	-	Sr. Data Ent. Mach.Operator	Unit A
Renate Spencer	-	Sr. Data Ent. Mach.Operator	Unit A
Melissa Johnson	-	Sr Data Entry Machine Operator	Unit A

Division of Operations

Budget Operations - Confidential and Non-confidential Employees - Units A,P,R,S

Cathy Nonamaker	-	Secretarial Assistant II	Unit A
Robert Watters	-	Accountant I	Unit R
Gary Brune	-	Budget Analyst II	Unit P
Robin Shaffener	-	Secretarial Assistant III	Unit A
Roxanne Robinson	-	Senior Clerk Typist	Unit A
Norma Kalibbala	-	Budget Analyst I	Unit R
Cecilia Blasina	-	Secretarial Assistant III	Unit A
Eileen Ryba	-	Secretarial Assistant III	Unit A
	-	Principal Clerk Trans.	Unit R
Stella Durle	-	Secretarial Assistant III	Unit A

There are no Unit A,P,R, or S employees in the Division of Operations, Budget Operations, who are not confidential.

Division of Operations

Monitoring Operations - Confidential and Non-confidential Employees, Units A,P,R,S

Confidential Employees

Lewis Lawitz	Administrative Analyst III	Unit P
David Jacobson	Administrative Analyst I	Unit R
John Brecza	Supervising Auditor	Unit S
Richard Katz	Administrative Analyst II	Unit P
Rande Stein	Administrative Analyst III	Unit P
Cynthia Quig	Secretarial Assistant III	Unit A
Janise Kocsak	Technical Assistant I, BOB	Unit R
Julia Lewis	Technical Assistant I, BOB	Unit R
Florence Jenkins	Technical Assistant II, BOB	Unit A
Joan Grala	Technical Assistant II, BOB	Unit A
Elizabeth Harding	Technical Assistant III, BOB	Unit A
Linda Kotb	Technical Assistant II, BOB	Unit A
Barbara Breeden	Management Info. System Spec. 2	Unit P
Terri Rackison	Secretarial Assistant III	Unit A

ere are no Unit A,P,R, or S employees in the Division of Operations, Monitoring
erations, who are not confidential.

LEGEND

- A = Administrative Clerical
- P = Professional
- II = Primary Supervisory
- S = Supervisory Second Level
- U, V, X, Y = Exempt

DIRECTOR
Robert Preston
Manager 2, OMB (M)

Rayann Candelori
Administrative Assistant II (P)

Joanna Dirst
Supervisor 2, Word Processing Center (S)

Ernestine Cook
Word Processing Specialist I (S)

Richard Angelini
Secretarial Assistant I (A)

Sandra Grant
Clerk Typist

Tom Chiorello
Sr Clerk Typist (A)

Glenata Lim
Clerk Typist

Eugene Schneider
Supervisor I, OMB (U)

Richard Ginnam
Sr. Administrative Analyst (U)

Dennis Jones
Administrative Analyst I (U)

Robert Smyth
Principal Planner (U)

Kalman Cohen
Section Supervisor, Capital Budget and Planning (S)

Peter Silvia
Supervisor 3, OMB (M)

Michele Liss
Data Proc Programmer Asst (A)

Tommy Mae Byers
Management Improvement Specialist 2 (Y)

Paul Jepron
Management Improvement Specialist 1 (Y)

Susan Karr
Administrative Analyst 2 (P)

Michael Lilvarcik
Principal Planner (U)

Terrence Tomatello
Management Improvement Specialist 2 (Y)

Anastasia Brophy
Senior Fiscal Analyst (P)

Carolann Hollows
Project Specialist (X)

Adam Spaul
Supervising Research Analyst (U)

Robert Ascherman
Section Supervisor, Program & Budget Analysis (M)

John Walsh
Supervising Administrative Analyst (M)

Robert Blaesser
Program Analyst 4, DDB (Y)

Rasoul Fujrier
Program Analyst 4, DDB (Y)

John Geniesse
Management Improvement Specialist 2 (Y)

Herbert Haas
Management Improvement Specialist 2 (Y)

Thomas Meehan
Project Specialist (X)

Division of Planning - Confidential and Non-confidential Employees, Units A,P,R,S

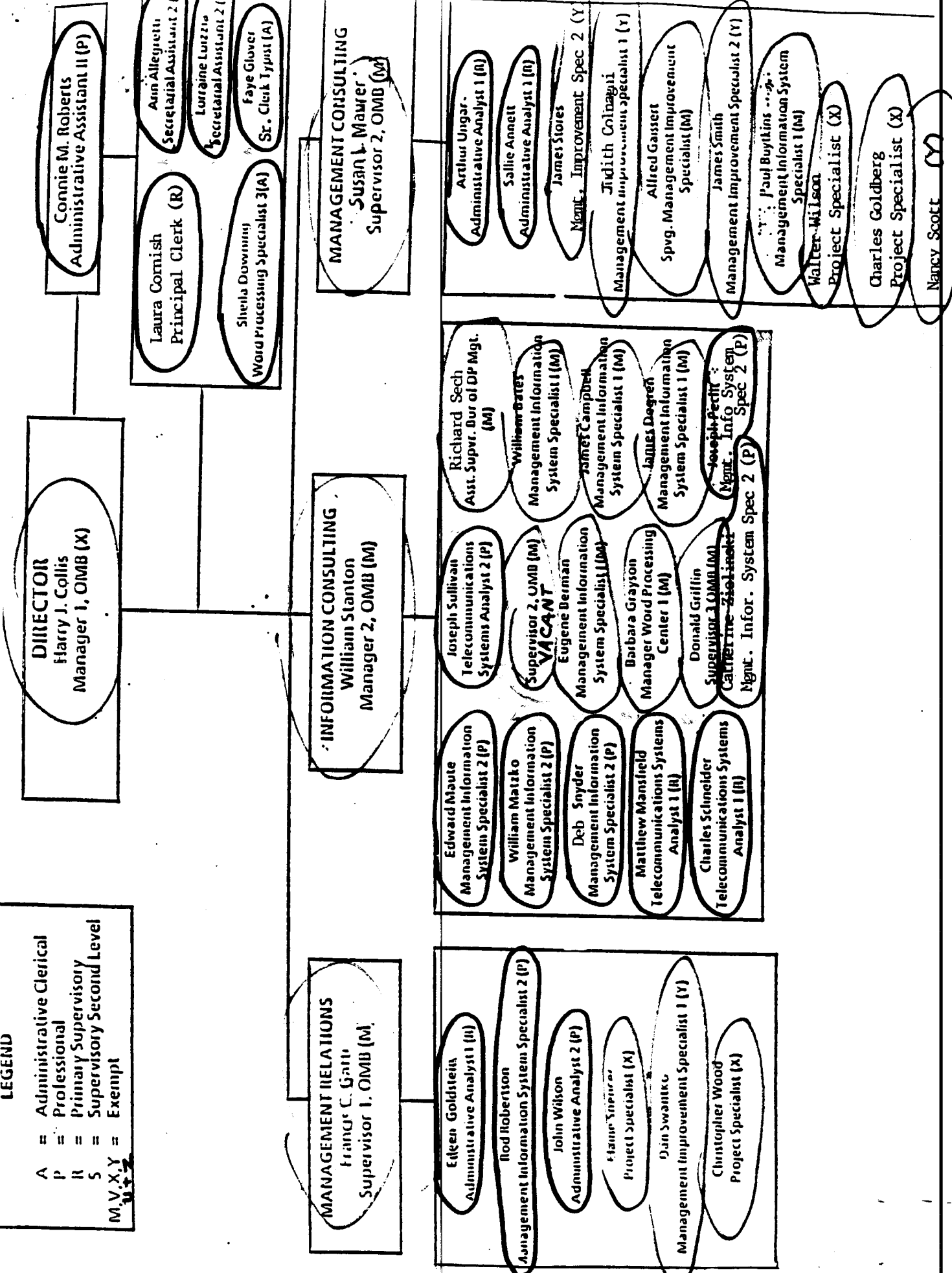
Confidential

Dennis Jones	Administrative Analyst I	Unit R
Robert Smyth	Principal Planner	Unit R
Michele Liss	Data Proc. Programmer Asst.	Unit A
Susan Karr	Administrative Analyst II	Unit P
Michael Lihvarcik	Principal Planner	Unit R
Anastasia Brophy	Senior Fiscal Analyst	Unit P
Adam Sobol	Supervising Research Analyst	Unit R
Maryann Candelori	Administrative Asst. II	Unit P
Deanna Durst	Supervisor 2, Word Processing Center	Unit S
Marion Angelini	Secretarial Asst. III	Unit A
Toni Chiorello	Sr. Clerk Typist	Unit A
Ernestine Council	Word Processing Specialist I	Unit S
Sandra Giambrone	Clerk Typist	Unit A
Glenata Lim	Clerk Typist	Unit A

There are no Unit A,P,R, or S employees in the Division of Planning who are not confidential

DIVISION OF MANAGEMENT SERVICES

LEGEND
 A = Administrative Clerical
 P = Professional
 R = Primary Supervisory
 S = Supervisory Second Level
 M, V, X, Y = Exempt



Confidential Employees

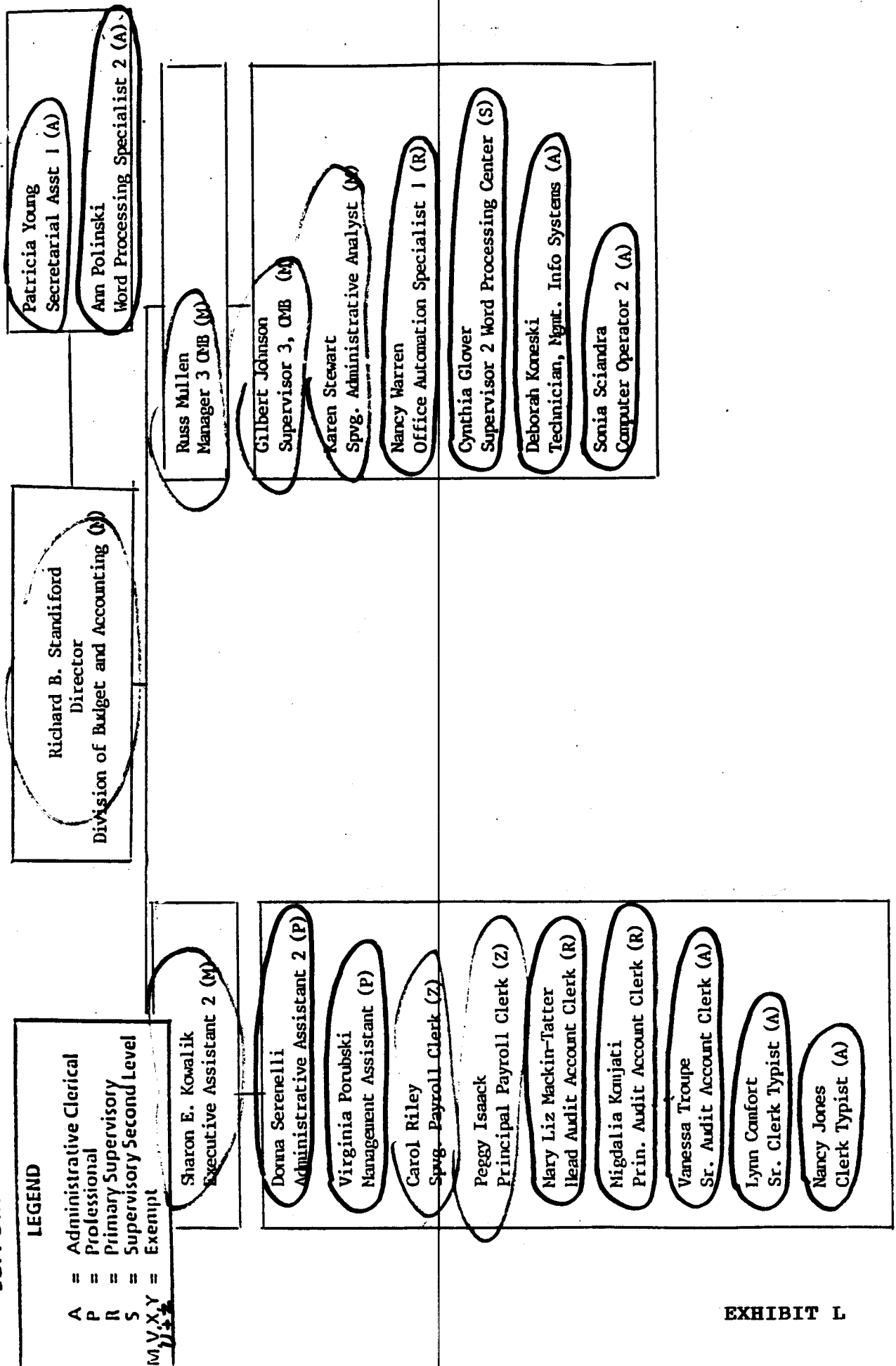
Connie M. Roberts	Administrative Assistant II	Unit P
Laura Cornish	Principal Clerk	Unit R
Sheila Downing	Word Processing Spec. III	Unit A
Ann Allegretti	Secretarial Assistant II	Unit A
Lorraine Luizzia	Secretarial Assistant II	Unit A
Faye Glover	Senior Clerk Typist	Unit A
Eileen Goldstein	Administrative Analyst I	Unit R
Rod Robertson	Mgmt. Info. System Spec. II	Unit P
John Wilson	Administrative Analyst II	Unit P
Edward Maute	Mgmt. Info. System Spec. II	Unit P
William Matzko	Mgmt. Info. System Spec. II	Unit P
Deb Snyder	Mgmt. Info. System Spec. II	Unit P
Matthew Mansfield	Telecommunications Systems Analyst I	Unit R
Charles Schneider	Telecommunications Systems Analyst I	Unit R
Joseph Sullivan	Telecommunications Systems Analyst II	Unit P
Catherine Zielinski	Mgmt. Info. System Spec. II	Unit P
Joseph Peclit	Mgmt. Info. System Spec. II	Unit P
Arthur Ungar	Administrative Analyst I	Unit R
Sallie Annett	Administrative Analyst I	Unit R

There are no Unit A,P,R, or S employees in the Division of Management Services who are not confidential.

OFFICE OF THE DIRECTOR
AND
SUPPORT SERVICES

LEGEND

- A = Administrative Clerical
- P = Professional
- R = Primary Supervisory
- S = Supervisory Second Level
- M, V, X, Y = Exempt



Office of the Director and Support Services - Confidential and Non-confidential
Employees, Units A,P,R,S

Confidential Employees

Patricia Young	Secretarial Assistant I	Unit A
Ann Polinski	Word Processing Spec. II	Unit A
Donna Serenelli	Administrative Assistant II	Unit P
Virginia Porubski	Management Assistant	Unit P
Mary Liz Mackin-Tatter	Head Audit Account Clerk	Unit R
Migdalia Komjati	Principal Audit Account Clerk	Unit R
Vanessa Troupe	Senior Audit Account Clerk	Unit A
Lynn Comfort	Senior Clerk Typist	Unit A
Nancy Jones	Clerk Typist	Unit A
Nancy Warren	Office Automation Specialist I	Unit R
Cynthia Glover	Supervisor II Word Processing Center	Unit S
Deborah Koneski	Technician, Mgmt. Info. Systems	Unit A
Sonia Sciandra	Computer Operator II	Unit A

There are no Unit A,P,R, or S employees in the Office of the Director
and Support Services who are not confidential.

OTIS Confidential and Non-Confidential Employees

Confidential Employees - Units A,P,R,S

Michael Dillon	Supervising Computer Operator	Unit R
Dennis Hice	Supervising Computer Operator	Unit R
Thomas Minch	Data Processing Scheduler I	Unit A
Claude Weeast	Data Processing Scheduler I	Unit A
Robert Bogus	Technical Support Spec. I	Unit P
Wayne Senkowski	Technical Support Spec. I	Unit P
Patricia Ricciardo	Data Processing Input/Output Control Specialist I	Unit A
Linda Clancy	Secretarial Assistant II	Unit A
Carol Strine	Secretarial Assistant III	Unit A

All other Unit A,P,R, and S employees on Payroll 104 (OTIS) are not confidential.