

B-2



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION

In the Matter of N.C., Police Officer Recruit, Human Services (S9999R), Department of Human Services

CSC Docket No. 2016-990

Medical Review Panel Appeal

ISSUED: DEC - 9 2016 (BS)

N.C. appeals his rejection as a Police Officer Recruit, Human Services candidate by the Department of Human Services and its request to remove his name from the eligible list for Police Officer Recruit, Human Services (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was brought before the Medical Review Panel on July 28, 2016, which rendered the attached report and recommendation on August 1, 2016. No exceptions were filed by the parties.

The report by the Medical Review Panel discusses all submitted evaluations. The Panel concluded that the test results and procedures and the behavioral record, when viewed in light of the Job Specification for Police Officer Recruit, Human Services, indicate that the candidate is mentally unfit to perform effectively the duties of the position sought, and therefore, the action of the hiring authority should be upheld. The Panel recommended that the applicant be removed from the eligible list.

CONCLUSION

The Class Specification for the title, Police Officer Recruit, Human Services, is the official job description for such positions within the civil service system. The specification lists examples of work and the knowledge, skills and abilities necessary to perform the job. Police Officer Recruits, Human Services are responsible for performing varied tasks involved in patrolling buildings and grounds

and safeguarding the peace and safety of clients, residents, employees, and property. A Police Officer Recruit, Human Services responds to situations involving clients, patients, employees, and visitors and patrols institutional facilities and grounds where they are responsible for safeguarding their lives, the lives of other officers, patients, clients, employees, and members of the public. In addition, they are entrusted with lethal weapons and are in daily contact with patients, clients, employees, and members of the public. They use and maintain expensive equipment and vehicle(s) and must be able to drive safely as they patrol institutional facilities and grounds. A Police Officer Recruit, Human Services performs searches of suspects and crime scenes and is responsible for recording all details associated with such searches. A Police Officer Recruit, Human Services must be capable of responding effectively to a suicidal or homicidal situation. The job also involves the performance of routine tasks such as logging calls, recording information, labeling evidence, maintaining surveillance, patrolling assigned areas, performing inventories, maintaining uniforms and cleaning weapons.

The Civil Service Commission has reviewed the job specification for this title and the duties and abilities encompassed therein and found that the psychological traits which were identified and supported by test procedures and the behavioral record relate adversely to the appellant's ability to effectively perform the duties of the title. Having considered the record and the Medical Review Panel's report and recommendation issued thereon and having made an independent evaluation of same, the Civil Service Commission accepted and adopted the findings and conclusions as contained in the attached Medical Review Panel's report and recommendation.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that N.C. is psychologically unfit to perform effectively the duties of a Police Officer Recruit, Human Services and, therefore, the Commission orders that his name be removed from the subject eligible list.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 7TH DAY OF DECEMBER, 2016



Robert M. Czech
Chairperson
Civil Service Commission

Inquiries
and
Correspondence:

Director
Division of Appeals
and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

Attachment

c: N.C.
Christina J. Mongon
Kelly Glenn