

B-26



STATE OF NEW JERSEY

In the Matter of John Esposito and  
Peter Glass, Sheriff's Officer  
Sergeant, various jurisdictions

FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION

CSC Docket Nos. 2014-3014 and  
2014-2962

Examination Appeal

ISSUED: NOV 10 2014 (JH)

John Esposito (PC2153R), Monmouth County; and Peter Glass (PC2154R), Ocean County; appeal the promotional examination for Sheriff's Officer Sergeant (various jurisdictions). These appeals have been consolidated due to common issues presented by the appellants. It is noted that the resultant eligible lists for this title have not yet been issued.

The subject examination was administered on May 8, 2014 and consisted of 70 multiple choice questions.

An independent review of the issues presented under appeal has resulted in the following findings:

Question 16 indicates that a coworker, Sergeant Martin, indicates that his subordinates constantly come to him for decisions on matters that they can handle themselves. These subordinates should be more independent as they have been working on the job for a few years. The question asks for the best way for Sergeant Martin to handle this situation. The keyed response is option a, "Provide praise when his subordinates make appropriate decisions on their own, which will boost their confidence." Mr. Glass misremembered the question as indicating that "the experienced officers are making the same mistakes repeatedly and the supervisor does not know how to correct this issue." As such, his appeal of this item is misplaced.

Question 43 indicates that Officer Taylor and Sergeant Wilson are posted at the metal detector at the entrance to the Probation Building. A client with a no-bail violation of probation warrant enters the building. Officer Taylor instructs the client to sit in the designated area by the metal detector, near Sergeant Wilson. While Officer Taylor leaves the room to retrieve a handcuff belt, the client stands up and starts walking toward the door. Officer Taylor returns and yells, "Where are you going?" He drops the belt and quickly advances toward the client who exits the building and begins to run away. Officer Taylor follows the client outside and down the street. The question asks how Sergeant Wilson should best respond to this situation. The keyed response is option d, "Close the entrance doors, notify the radio room of the incident, and provide assistance to Officer Taylor." Mr. Esposito argues that option a, "Continue to screen clients coming into the building, and let Officer Taylor handle Mr. Lane," is the best response. In this regard, he presents that in his building, if he abandoned the metal detector and locked the doors, any individuals inside the room could use the push bars to open the doors and allow a person with a weapon to enter. He argues that "this is a much greater risk than a trained officer chasing a wanted person by hi[m]/herself until backup arrived." It is noted that Selection Services contacted a Subject Matter Expert (SME) on this matter who indicated that the Sergeant must choose between abandoning his post or his partner. The SME determined that supporting Officer Taylor who is in imminent risk due to chasing a fleeing wanted person is the best action to take. The SME indicated that while leaving one's post may present difficulties, Sergeant Wilson did secure the doors and notified the radio room before leaving his post. The SME also determined that the layout of the building and door hardware are not factors in this question. In this regard, the SME stated that the push bars are standard on every exterior door of every public building and thus, they do not impact the answer choice.

Question 47 indicates that Jonah Riley attends a family court hearing where he is advised that he will lose custody of his three year-old daughter. Officer Graham hears Mr. Riley utter, "That judge needs to die." The officer reports the incident to her supervisor, Sergeant Paterson. The question asks for the first step Sergeant Paterson should take to properly handle this situation. The keyed response is option a, "Detain Mr. Riley because this is a public safety issue." Mr. Esposito argues that option c, "Inform his supervisor about the situation," is the best response. He asserts that it is not possible for the Sergeant to detain Mr. Riley. Rather, the Sergeant "should notify his supervisor so they can start to notify high level staff and delegate who should call the NJSP and sheriff detectives." The SME indicated that given that this is a public safety issue, the first step would be to detain Mr. Riley. The SME indicated that the Sergeant should then immediately notify the State Police and the Court Administrator's Office. The SME added that the Sergeant's supervisor could be notified as well but it is not as urgent. Thus, the question is correct as keyed.

**CONCLUSION**

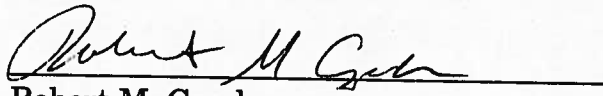
A thorough review of the appellants' submissions and the test materials reveals that the appellants' examination scores are amply supported by the record, and the appellants have failed to meet their burdens of proof in this matter.

**ORDER**

Therefore, it is ordered that these appeals be denied.

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  
THE 6TH DAY OF NOVEMBER, 2014**



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