



STATE OF NEW JERSEY

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

In the Matter of G.M., Juvenile
Detention Officer, Morris County

CSC Docket No. 2022-1434

Medical Review Panel Appeal

ISSUED: September 20, 2023 (AMR)

G.M., represented by Valerie Palma DeLuisi, Esq., appeals his rejection as a Juvenile Detention Officer candidate by Morris County Officer on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was brought before the Medical Review Panel (Panel) on June 30, 2023, which rendered its Report and Recommendation on June 30, 2023. No exceptions were filed by the parties.

The report by the 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 Juvenile Detention Officer, indicated that the appellant was psychologically unfit to perform effectively the duties of the position sought, and therefore, the action of the appointing authority should be upheld. Accordingly, the Panel recommended that the appellant be removed from consideration for the position.¹

¹ It is noted that the Juvenile Detention Officer title was reallocated to the noncompetitive division of the career service effective December 23, 2017. Therefore, in this instance, an eligible list need not be established.

CONCLUSION

The Job Specification for the title, Juvenile Detention Officer, is the official job description for such county positions within the Civil Service System. According to the specification, a Juvenile Detention Officer, under general direction of a supervisory employee during an assigned tour of duty, controls the general conduct and behavior of juvenile residents, the maintenance of discipline, and custodial, recreational, transportation, and housekeeping functions. The specification lists examples of work and the knowledge, skills and abilities necessary to perform the job. Examples include the ability to cope with crisis situations that occur in a juvenile detention facility; the ability to apply knowledge and use of sound judgment in critical situations; and the ability to write concise, accurate reports.

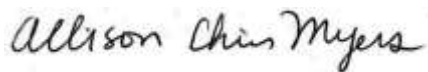
Having considered the record, including the Job Specification for Juvenile Detention Officer and the duties and abilities encompassed therein, and the Panel's Report and Recommendation issued thereon, and having made an independent evaluation of the same, the Civil Service Commission accepts and adopts the findings and conclusions as contained in the Panel's Report and Recommendation.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that G.M. is psychologically unfit to perform effectively the duties of a Juvenile Detention Officer and, therefore, the Civil Service Commission denies his appeal.

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 20TH DAY OF SEPTEMBER, 2023



Allison Chris Myers
Chairperson
Civil Service Commission

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