

Orange. Dr. Kanen stated that the appellant had no insight into how inappropriate it was for him to complain and his dissatisfaction of his current work hours. The appellant appeared more motivated to run a basketball program than be employed as a law enforcement officer. Based on the foregoing findings and test results, Dr. Kanen concluded that the appellant was psychologically unsuited to serve as a County Corrections Officer.

CONCLUSION

The Class Specification for the title of County Correction Officer is the official job description for such positions within the Civil Service system. According to the specification, officers are responsible for the presence and conduct of inmates as well as their safety, security and welfare. An officer must be able to cope with crisis situations and to react properly, to follow orders explicitly, to write concise and accurate reports, and to empathize with persons of different backgrounds. Examples of work include: observing inmates in a variety of situations to detect violations of institutional regulations; escorting or transporting individual and groups of inmates within and outside of the institution; describing incidents of misbehavior in a concise, factual manner; following established policies, regulations and procedures; keeping continual track of the number of inmates in his or her charge; and performing regular checks of security hazards such as broken pipes or windows, locks that were tampered with, unlocked doors, etc.

The Commission has reviewed the job specification for this title and the duties and abilities encompassed therein and finds 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. Specifically, the Commission shares the concerns of Dr. Kanen about the appellant's willingness to serve in a law enforcement capacity and specifically as a County Correction Officer with Essex County. He was one hour late for the interview with Dr. Kanen and was absent at the Medical Review Panel (Panel) meeting, which resulted in the Panel referring the appellant for independent evaluation with Dr. Kanen to clarify certain items. The Commission notes that, in addition to his own evaluation and testing, Dr. Kanen conducts an independent review of the Panel's Report and Recommendation and the raw data, recommendations and conclusions drawn by the various evaluators prior to rendering his own conclusions and recommendations, which are based firmly on his expertise in the field of psychology and his experience in evaluating the psychological suitability of hundreds of applicants for employment in law enforcement and public safety positions. Accordingly, having considered the record and the report and recommendation of the independent evaluator and having made an independent evaluation of same, the Commission accepts and adopts the findings and conclusions as contained in the attached report and recommendation of the independent evaluator.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that R.A. is psychologically unfit to perform effectively the duties of a County Correction Officer 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 15TH DAY OF NOVEMBER, 2017



Robert M. Czech, Chairperson
Civil Service Commission

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Attachment

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