

and reading comprehension did not appear to be consistent with an IQ score of 115. Therefore, based on the evaluations, the test results of the appellant, and her presentation at the meeting, the Panel requested that the appellant undergo an independent evaluation to address the concerns raised regarding her intellectual and cognitive abilities. Specifically, the Panel stated that the independent evaluator should review the assessment materials from the prior evaluations and construct a protocol that will assess the appellant's intellectual and cognitive abilities to perform the duties of a Correctional Police Officer.

CONCLUSION

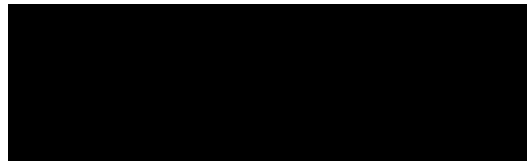
The Civil Service Commission (Commission) has reviewed the report and recommendation of the Panel. The Commission notes that the Panel conducts an independent review of the raw data presented by the parties as well as the recommendations and conclusions drawn by the various evaluators and that, in addition to the Panel's own review of the results of the tests administered to the appellant, it also assesses the appellant's presentation before it prior to rendering its own conclusions and recommendations which are based firmly on the totality of the record presented. The Commission agrees with the Panel's recommendation and finds it necessary to refer the appellant for an independent evaluation by a New Jersey licensed psychologist which shall include the proper protocol for an in-depth intellectual and cognitive assessment of the appellant.

ORDER

The Commission therefore orders that K.R. be administered an independent psychological evaluation as set forth in this decision. The Commission further orders that the cost incurred for this evaluation be assessed to the appointing authority in the amount of \$530. Prior to the Commission's reconsideration of this matter, copies of the independent evaluator's report and recommendation will be sent to all parties with the opportunity to file exceptions and cross exceptions.

K.R. is to contact Dr. Robert Kanen, the Commission's independent evaluator, in order to arrange for an appointment within 15 days of the issuance of this determination in order to arrange for an appointment. Dr. Kanen's address is as follows:

Dr. Robert Kanen



If K.R. does not contact Dr. Kanen within the time period noted above, the entire matter will be referred to the Commission for final administrative determination and the appellant's lack of pursuit will be noted.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 20TH DAY OF FEBRUARY, 2019



Deirdré L. Webster Cobb
Chairperson
Civil Service Commission

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