

B-35



STATE OF NEW JERSEY

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of J.L., County
Correction Officer (S9999R), Passaic
County

CSC Docket No. 2015-2237

Medical Review Panel Appeal

ISSUED: JUN - 9 2017 (BS)

J.L. appeals his rejection as a County Correction Officer candidate by Passaic County and its request to remove his name from the eligible list for County Correction Officer (S9999R) on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was referred for independent evaluation by the Civil Service Commission in a decision rendered November 5, 2015, which is attached. The appellant was evaluated by Dr. Robert Kanen, who rendered the attached Psychological Evaluation and Report on December 28, 2015. No exceptions were filed by the parties.

The Psychological Evaluation and Report by Dr. Robert Kanen, the Civil Service Commission's independent evaluator, discusses the evaluation procedure and reviews the previous psychological findings relative to the appellant. In addition to reviewing the reports, letters, recommendations and test data submitted by the previous evaluators, Dr. Kanen administered the following: Clinical Interview/Mental Status Examination, Inwald Personality Inventory, Rorschach Inkblot Method, Shipley Institute Scale of Living, and the Wide Range Achievement Test-revision 3, spelling part. Dr. Kanen characterized the appellant as showing no evidence of a major mental illness or substance abuse issues. However, Dr. Kanen cited the appellant's motor vehicle record and his admission to Bergen Regional Medical Center following an argument with his girlfriend raise concerns about his ability to adequately regulate his emotions and control his impulses. Dr. Kanen

found that the appellant had some difficulty following rules and regulations, and that he may be prone to carelessness, poor judgment, and impulsivity. Dr. Kanen noted that the appellant's poor motor vehicle record illustrated the appellant's difficulty following rules and regulations. Dr. Kanen's overall psychological evaluation supports the conclusions of Dr. Schlosser, evaluator for the appointing authority, that the appellant is at risk for poor stress tolerance, and poor decision making under stress. Dr. Kanen further expressed concerns about the appellant's ability to regulate his emotions, control his impulses, ability to tolerate stress, and his ability to make sound decisions when under stress. 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 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. Specifically, the Commission shares the concerns of Dr. Kanen about the appellant's capacity to consistently follow rules and regulations, ability to regulate his emotions, control his impulses, ability to tolerate stress, and his ability to make sound decisions when under stress. Accordingly, having considered the record and the report and recommendation of the independent evaluator and having made an independent evaluation of same, the Civil Service Commission accepted and adopted the findings and conclusions as contained in the attached report and recommendation of the independent evaluator.

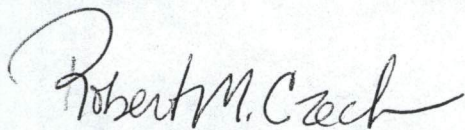
ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that J.L. 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 7TH DAY OF JUNE, 2017



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Chairperson
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Attachment

c: J.L.
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Kelly Glenn