

and of visitors to the campus; learning to take appropriate steps to respond to crime, disaster, medical or disturbance scenes and secure as necessary; learning to take appropriate steps to rescue people from life threatening and/or serious injury circumstances (e.g. from drowning, burning building, snow storms, floods, etc.); learning to investigate criminal, civil, and other complaints (including those of motor vehicle violations) committed by or against the college/university and community, and observes established regulations and policy in such work; learning to coordinate initial effort with public agencies and incident/crime scene; learning to preserve evidence/contraband by tagging, marking, and/or sealing for safekeeping and, if necessary, transport evidence to court to assist with judicial proceedings; learning to enforce traffic and parking regulations on campus and cooperates with and assisting municipal, county, and State Police in traffic control as required; and providing general assistance to all persons on the campus, including information regarding campus locations, special events, campus regulations, provisions of the law, and other matters.

The specification notes the following as required knowledge, skills and abilities needed to perform the job: knowledge of legal requirements governing arrests, search, seizure and evidence; knowledge of the legal rights, responsibilities and liabilities of college/university employees, students, and campus visitors as well as the legal rights of the apprehended and their families; knowledge of the proper police procedures to be used in dealing with people and safeguarding buildings and property; the ability to understand, remember and carry out oral and written directions and to learn quickly from written and verbal explanations; the ability to remain calm and decisive in emergency situations and to retain emotional stability; the ability to give clear, accurate and explicit directions; and the ability to prepare clear, accurate and informative reports of significant conditions and actions taken.

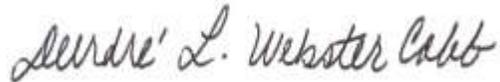
The Civil Service Commission has reviewed the job specification for this title and the duties and abilities encompassed therein and found that the psychological traits, which were identified and supported by test procedures and the behavioral record, relate adversely to the appellant's ability to effectively perform the duties of the title. Having considered the record and the Medical Review Panel's report and recommendation issued thereon and having made an independent evaluation of same, the Civil Service Commission accepted and adopted the findings and conclusions as contained in the Medical Review Panel's report and recommendation.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that K.L. is psychologically unfit to perform effectively the duties of a Campus Police Officer Recruit 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 23RD DAY OF OCTOBER, 2019



Deirdre L. Webster Cobb
Chairperson, Civil Service Commission

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