



**STATE OF NEW JERSEY**

In the Matter of C.J.G., Police Officer  
(S9999U), City of Trenton

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

CSC Docket No. 2020-1464

Medical Review Panel Appeal

**ISSUED: : APRIL 12, 2021 (BS)**

C.J.G. appeals his rejection as a Police Officer candidate by the City of Trenton and its request to remove his name from the eligible list for Police Officer (S9999U) 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 November 20, 2020, which rendered its Report and Recommendation on November 25, 2020. No exceptions were filed by the parties.

The report by the Panel discusses all submitted evaluations. The Panel also indicated that the appellant was not present at the meeting, and thus, could not respond to the concerns raised by the appointing authority. Nonetheless, upon its review of the record, the Panel concluded that the test results and procedures and the behavioral record, when viewed in light of the Job Specification for Police Officer, indicated that the candidate is mentally 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 the subject eligible list.

It is noted that staff emailed the appellant with instructions and the date and time of the Panel meeting, which was held via a virtual format. The meeting had been postponed from October 23, 2020 to November 20, 2020 and the appellant was also notified of that. The appellant confirmed by email each time. He was also sent

three email invitations to attend the videoconference on the day of the meeting. However, he did not appear. On the day of the Panel meeting, but several hours after the meeting time, the appellant emailed staff and stated that he was “[j]ust confirming the meeting is Monday morning.” Staff advised that the meeting had been that Friday morning and he would have the opportunity to file exceptions or cross exceptions upon the Panel’s issuance of its report. In reply, the appellant apologized and indicated that he had the meeting calendared for November 23, 2020. As set forth above, no exceptions were received.

## CONCLUSION

The Job Specification for the title of Police Officer is the official job description for such municipal positions within the Civil Service system. The specification lists examples of work and the knowledge, skills and abilities necessary to perform the job. Examples include the ability to find practical ways of dealing with a problem, the ability to effectively use services and equipment, the ability to follow rules, the ability to put up with and handle abuse from a person or group, the ability to take the lead or take charge, knowledge of traffic laws and ordinances, and a willingness to take proper action in preventing potential accidents from occurring.

Police Officers are responsible for their lives, the lives of other officers and the public. In addition, they are entrusted with lethal weapons and are in daily contact with the public. They use and maintain expensive equipment and vehicle(s) and must be able to drive safely as they often transport suspects, witnesses and other officers. A Police Officer performs searches of suspects and crime scenes and is responsible for recording all details associated with such searches. A Police Officer must be capable of responding effectively to a suicidal or homicidal situation or an abusive crowd. The job also involves the performance of routine tasks such as logging calls, recording information, labeling evidence, maintaining surveillance, patrolling assigned areas, performing inventories, maintaining uniforms and cleaning weapons.

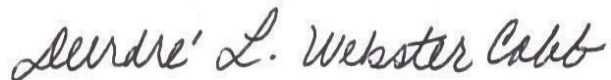
The Civil Service Commission (Commission) has reviewed the Job Specification for this title and the duties and abilities encompassed therein and finds that the psychological traits which were identified and supported by test procedures and the behavioral record relate adversely to the appellant’s ability to effectively perform the duties of the title. The Commission notes that, while it is unfortunate that the appellant did not appear for the meeting, one of the duties of a Police Officer is to record information accurately. The appellant confirmed that he was notified of the date and time of the meeting but calendared the meeting inaccurately. Therefore, having considered the record and the Panel’s Report and Recommendation issued thereon and having made an independent evaluation of same, the Commission accepts and adopts the findings and conclusions as contained in the Panel’s Report and Recommendation.

**ORDER**

The Commission finds that the appointing authority has met its burden of proof that C.J.G. is psychologically unfit to perform effectively the duties of a Police 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 7<sup>TH</sup> DAY OF APRIL, 2021



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