



STATE OF NEW JERSEY

In the Matter of Jaron S. Randall,  
Medical Security Officer Recruit  
(S2191N), Department of Human  
Services

FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION

CSC Docket No. 2013-2797

List Removal Appeal

ISSUED: SEP 05 2014 (JET)

Jaron S. Randall appeals his rejection as a Medical Security Officer Recruit candidate by the Department of Human Services and its request to remove his name from the eligible list for Medical Security Officer Recruit (S2191N) on the basis of a positive drug test.

The appointing authority rejected the appellant, a Medical Security Officer Recruit candidate, due to a positive drug test. In support of its rejection and request for removal, the appointing authority submitted a laboratory report from Capital Health stating that a screening of the appellant's urine sample on November 28, 2012 was conducted and he tested positive for cannabinoids (marijuana). Additionally, the appointing authority submitted a laboratory report from Quest Diagnostics which indicates that the result of the appellant's initial drug test was a negative dilute, and the subsequent drug test indicates that he tested positive for marijuana.

In support of his appeal, the appellant explains that he was taking vitamins and non-prescription drugs which may have led to a false positive result for his drug test. In this regard, the appellant explains that he was taking vitamin B2, Aleve, and Motrin prior to the drug test. The appellant adds that he has recently taken other drug tests which he did not fail. Moreover, the appellant requests to retake the drug test to show that he will not test positive for marijuana. In support of his claims, the appellant submits copies of various reports indicating that he took a drug test in May 2013 and he tested negative.

In response, the appointing authority maintains that the appellant's name should be removed from the eligible list since he clearly failed the drug test.

*N.J.A.C. 4A:4-4.7(a)1*, in conjunction with *N.J.A.C. 4A:4-6.1(a)3*, states that an eligible who is physically unfit to effectively perform the duties of the position may be removed from the eligible list. *N.J.A.C. 4A:4-4.7(a)1*, in conjunction with *N.J.A.C. 4A:4-6.1(a)9*, also states that an eligible may be removed from an eligible list for other sufficient reasons as determined by the Civil Service Commission.

### CONCLUSION

On appeal, the appellant asserts that the positive result may have occurred due to the vitamins and non-prescription drugs that he was taking at the time of the drug test. The appellant also requests to retake the drug test to show that he will not test positive for marijuana. However, the appellant's arguments are not persuasive. In this regard, he did not submit any substantive evidence to establish that the vitamins and non-prescription medicine led to a false positive result for his drug test. Additionally, the appellant submits additional reports to show that he has tested negative. However, this drug test was taken nearly six months after the positive drug test.

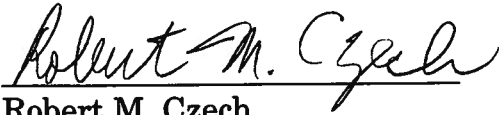
The appointing authority met its burden of proving that the appellant had a positive drug screen and that such matter would prevent him from effectively performing the duties at issue. The appellant, therefore, does not meet the required physical qualifications for the Medical Security Officer Recruit title. The job specification for Medical Security Officer Recruit defines the duties of the position as under direction and close supervision of a supervisory officer in a hospital or facility, Department of Human Services, receives on-the-job training and instruction and performs paraprofessional and manual duties involved in the treatment, care, and custody of patients or residents who require medical security; does other related duties as required. Clearly, a positive drug screen presents an impediment to the appellant's ability to perform these security duties.

### ORDER

Therefore, it is ordered that this appeal be denied and the name of Jaron S. Randall be removed from the eligible list for Medical Security Officer Recruit (S2191N), Department of Human Services.

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 3<sup>rd</sup> DAY OF SEPTEMBER, 2014



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