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STATE OF NEW JERSEY

CIVIL SERVICE COMMISSION

In the Matter of D.D., Parole Officer Recruit (S0738M), State Parole Board

CSC Docket No. 2014-2323

Medical Review Panel Appeal

ISSUED: MAY 08 2015 (BS)

D.D. appeals her rejection as a Parole Officer Recruit candidate by the State Parole Board and its request to remove her name from the eligible list for Parole Officer Recruit (S0738M) on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was brought before the Medical Review Panel on December 22, 2014 which rendered the attached report and recommendation on December 24, 2014. No exceptions were filed by the parties.

The report by the Medical Review Panel discusses all submitted evaluations. The Panel noted that the negative recommendations that were indicated related to the appellant's being terminated twice from employment, apparently having a history of not appearing in court for unpaid parking tickets, and a lack of candor during the evaluation process. Although the appellant answered the Panel's questions throughout the meeting, her accounts of the reasons for her terminations raised concerns about her work ethic and commitment to her employers. She failed to take responsibility for working less than her assigned hours at one job and stated that she was not aware of company policy not allowing her mother to use her discount at another job. The Panel was not able to confirm the actual number of parking tickets and failures to appear in court during the meeting but opined that this information was crucial in determining the appellant's level of integrity. Therefore, the Panel found that further evaluation of the appellant was necessary before her psychological suitability for employment as a Police Officer could be adequately determined. Accordingly, the Panel concluded that the test results and procedures and the behavioral record, when viewed in light of the Job Specification

for Police Officer, justified sending the appellant for an independent psychological evaluation. In this regard, the independent psychological evaluator should have full access to the appellant's driving abstract, parking ticket history, and information pertaining to her failures to appear in court.

CONCLUSION

The Civil Service Commission has reviewed the report and recommendation of the Medical Review 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 that that further evaluation of the appellant's integrity and veracity with regard to her accounts of her parking tickets and missed court appearances and also her work ethic and previous terminations is necessary prior to determining her psychological suitability for employment as a Police Officer. Therefore, the Commission finds it necessary to refer this matter for independent evaluation by a New Jersey licensed psychologist. Such an evaluation should address all of the areas of concern raised by the Panel.

ORDER

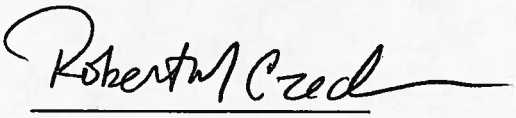
The Civil Service Commission therefore orders that D.D. be administered an independent psychological evaluation. The Commission further orders that it is appropriate in this matter to assess the cost incurred for this evaluation to the appointing authority in the amount of $530. Prior to the Civil Service 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.

D.D. is to contact Dr. Robert Kanen, the Civil Service Commission's independent evaluator, in order to arrange for an appointment within 15 days of receipt of this order. Dr. Kanen's address is as follows:

Dr. Robert Kanen
Kanen Psychological Services
76 West Ridgewood Avenue
Ridgewood, New Jersey 07450
201-670-8072

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

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 6TH DAY OF MAY, 2015



Robert M. Czech
Chairperson
Civil Service Commission

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Attachment

c: D.D.
Lise-Kirsten Higgins
Kenneth Connolly
Dr. Robert Kanen