STATE OF NEW JERSEY

In the Matter of J.C.S., Parole Officer : FINAL ADMINISTRATIVE ACTION
Recruit, Bilingual in Spanish and : OF THE
English (S0567R), State Parole Board : CIVIL SERVICE COMMISSION

CSC Docket No. 2016-3659 : Medical Review Panel

ISSUED: April 10. 2018 (BS)

J.C.S. appeals her rejection as a Parole Officer Recruit, Bilingual in Spanish and English candidate by the State Parole Board and its request to remove her name from the eligible list for Parole Officer Recruit, Bilingual in Spanish and English (S0567R) on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was brought before the Medical Review Panel on September 29, 2017, which rendered the attached report and recommendation on October 5, 2017. No exceptions were filed by the parties.

The report by the Medical Review Panel discusses all submitted evaluations. The Panel concluded that the test results and procedures and the behavioral record, when viewed in light of the Job Specification for Parole Officer Recruit, Bilingual in Spanish and English indicate that the candidate is psychologically unfit to perform effectively the duties of the position sought, and therefore, the action of the hiring authority should be upheld. Accordingly, the Panel recommended that the appellant be removed from the eligible list.

CONCLUSION

The Class Specification for the title of Parole Officer Recruit, Bilingual in Spanish and English is the official job description for such positions within the civil service system. According to the specification, officers are responsible for the care, use and security of firearms and equipment; detection, apprehension, arrest and

conviction of law offenders; participation in investigations of existing and potential employment opportunities for persons on parole; assisting in investigations and in developing parole plans for prospective parolees; learning to recognize and rapidly evaluate potentially dangerous situations involving parolees/parole violators; exercise of caution and independent judgment to avoid personal injury or to prevent endangerment of the general public or serious property damage; liaison with law enforcement agencies, courts, employers, clergymen, school officers, welfare agencies, and civic and business organizations, and with relatives of parolees and others for the purpose of rehabilitating persons on parole; and coordination of parolees' collection efforts of court-imposed revenue obligations with other government or private agencies in the event of default.

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 attached Medical Review Panel's report and recommendation.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that J.C.S. is psychologically unfit to perform effectively the duties of a Parole Officer Recruit, Bilingual in Spanish and English and, therefore, the Commission orders that her 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 4TH DAY OF APRIL, 2018

Deirdre L. Webster Cobb, Acting Chairperson
Civil Service Commission

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Attachment

c: J.C.S.
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