

no psychological issues to prevent him from seeking a position with the Department of Corrections.

Upon its evaluation, the Panel noted that the concerns of the pre-appointment evaluation involved the issues of the appellant's interpersonal interactions and judgment in relationships. During the Panel meeting, the appellant was questioned with regard to his two restraining orders. He explained that his former girlfriend thought he was following her and texting her too much after the relationship ended. The TRO, however, was dismissed in court and the appellant has not had any contact with the former girlfriend. As to the second TRO, the appellant explained that he "was getting to close" to his friend's family by "helping out." This TRO was also dismissed in court. The Panel found that the appellant's descriptions of these interactions to be "vague and inconsistent." Nonetheless, while the Panel agreed that the concerns regarding the appellant's interpersonal history had merit, it was unable to determine the appellant's suitability for the position of Correctional Police Officer. His work performance as a driver was not indicative of how well he would perform in the position sought. Therefore, based on the evaluations, the test results of the appellant, and his presentation at the meeting, the Panel recommended that the appellant undergo an independent evaluation, which shall include an in-depth evaluation of the appellant's ability to maintain appropriate boundaries in his interactions and his ability to meet the employment demands of a Correctional Police Officer.

In his exceptions, the appellant advises that he sought another assessment from Vimarsh Patel, PA-C, who reports that "[t]here is no new updates with the patient's personal or professional life to warrant additional testing . . . and is again psychologically cleared for work." Moreover, the appellant clarifies that his TROs "were more of learning lessons." He states that the first one occurred when he was 17 or 18 years old and in high school. It was his "first real relationship." The appellant notes that he has had other relationships after that and has been in a current relationship for a year and a half. The other TRO "was basically [him] helping people [he] thought were close to [him] and it didn't work out." The appellant emphasizes that both TROs were dismissed and he has "no history of violence or being reckless."

CONCLUSION

The Civil Service Commission (Commission) has reviewed the report and recommendation of the Panel and the exceptions filed by the appellant. Although the appellant's psychological evaluator opines that no additional testing is required, the Commission relies on the expertise of the Panel and is persuaded that a more in-depth psychological evaluation is necessary. In that regard, 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

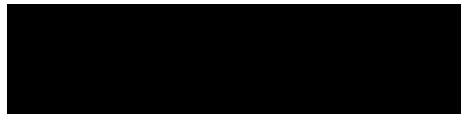
evaluators and that, in addition to the Panel's own review of the results of the tests administered to the appellant, it also assesses the appellant's presentation before it prior to rendering its own conclusions and recommendations which are based firmly on the totality of the record presented. Moreover, according to the job specification, a Correctional Police Officer is involved in providing appropriate care and custody of a designated group of inmates. Additionally, a Correctional Police Officer exercises full police powers and acts as a peace officer at all times for the detection, apprehension, arrest, and conviction of offenders against the law. Therefore, it is important to determine whether the appellant's behavioral record would impact his ability to perform effectively the duties of the position, which clearly necessitate appropriate interactions with individuals. Therefore, the Commission agrees with the Panel's recommendation that an additional evaluation be conducted and finds it necessary to refer the appellant to a New Jersey licensed psychologist which shall include an in-depth assessment of the appellant's ability to maintain appropriate boundaries in his interactions with individuals and his ability to meet the employment demands of a Correctional Police Officer.

ORDER

The Commission therefore orders that D.M. be administered an independent psychological evaluation as set forth in this decision. The Commission further orders that the cost incurred for this evaluation be assessed to the appointing authority in the amount of \$530. Prior to the Commission's consideration of the evaluation, copies of the independent evaluator's report and recommendation will be sent to all parties with the opportunity to file exceptions and cross exceptions.

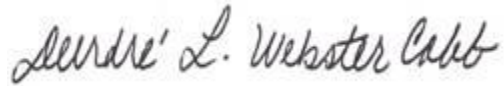
D.M. is to contact Dr. Robert Kanen, the Commission's independent evaluator, within 15 days of the issuance date on this determination to schedule an appointment. Dr. Kanen's contact information is as follows:

Dr. Robert Kanen
Kanen Psychological Services



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

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 26TH DAY OF FEBRUARY, 2020



Deirdre L. Webster Cobb
Chairperson
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