



STATE OF NEW JERSEY
FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

In the Matter of R.R., Correction
Officer Recruit (S9988R),
Department of Corrections

Medical Review Panel

CSC Docket No. 2016-574

ISSUED: JUL 18 2017 (BS)

R.R. appeals his rejection as a Correction Officer Recruit candidate by the Department of Corrections and its request to remove his name from the eligible list for Correction Officer Recruit (S9988R) on the basis of psychological unfitness to perform effectively the duties of the position.

This appeal was referred for independent evaluation by the Civil Service Commission in a decision rendered February 8, 2017, which is attached. The appellant was evaluated by Dr. Robert Kanen, who rendered the attached Psychological Evaluation and Report on April 17, 2017. No exceptions were filed by the parties.

The Psychological Evaluation and Report by Dr. Robert Kanen, the Civil Service Commission's independent evaluator, discusses the evaluation procedure and reviews the previous psychological findings relative to the appellant. In addition to reviewing the reports, letters, recommendations and test data submitted by the previous evaluators, Dr. Kanen administered the following: Clinical Interview/Mental Status Examination; the Wechsler Adult Intelligence Scale, 4TH Edition (WAIS-4); Wide Range Achievement Test-revision 3, spelling part; Inwald Personality Inventory-2; and the Rorschach Ink Blot Test. Dr. Kanen characterized the appellant as coming from a very troubled background. From ages seven to 13, he estimates that he considered committing suicide six to seven times. The appellant reports that his mother made him feel insignificant and inadequate and she would tell him that she wished he was dead or that she had an abortion. The appellant has had no contact with his mother since 2001. Dr. Kanen noted that the

trauma in the appellant's life has resulted in mood regulation issues. Testing revealed that the appellant is at risk for rapidly fluctuating emotions associated with mood disorder. During Dr. Kanen's testing, the appellant failed to admit to issues he had admitted to on previous testing. His lack of human responses suggested he had an unstable sense of identity and he is at risk for affective intensity that exceeds ordinary limits. The appellant presented as someone trying to overcompensate for feelings of insignificance and inadequacy by becoming a Correction Officer.

Dr. Kanen noted that the testing revealed that the appellant is functioning cognitively below the average law enforcement officer. Dr. Kanen was concerned that the appellant may be at risk for poor reasoning and impaired judgment when under stress. Although there are no indications of current alcohol or substance abuse issues, the behavioral record indicated that the appellant had been hospitalized in 2012 due to excessive drinking. Dr. Kanen also noted that the appellant presented during the interview as anxious, with loud and rapid speech. Dr. Kanen opined that a Correction Officer's job may at times be overwhelming for the appellant and raises multiple concerns regarding his ability to adequately perform the duties of the position. Accordingly, Dr. Kanen concluded that the appellant was not psychologically suitable to be employed as a Correction Officer Recruit.

CONCLUSION

The Class Specification for Correction Officer Recruit is the official job description for such State positions within the merit system. According to the specification, an Officer is involved in providing appropriate care and custody of a designated group of inmates. These Officers must strictly follow rules, regulations, policies and other operational procedures of that institution. Examples of work include: encouraging inmates toward complete social rehabilitation; patrolling assigned areas and reporting unusual incidents immediately; preventing disturbances and escapes; maintaining discipline in areas where there are groups of inmates; ensuring that institution equipment is maintained and kept clean; inspecting all places of possible egress by inmates; finding weapons on inmates or grounds; noting suspicious persons and conditions and taking appropriate actions; and performing investigations and preparing detailed and cohesive reports.

The specification notes the following as required skills and abilities needed to perform the job: the ability to understand, remember and carry out oral and written directions and to learn quickly from written and verbal explanations; the ability to analyze custodial problems, organize work and develop effective work methods; the ability to recognize significant conditions and take proper actions in accordance with prescribed rules; the ability to perform repetitive work without loss of equanimity, patience or courtesy; the ability to remain calm and decisive in emergency situations and to retain emotional stability; the ability to give clear,

accurate and explicit directions; and the ability to prepare clear, accurate and informative reports of significant conditions and actions taken.

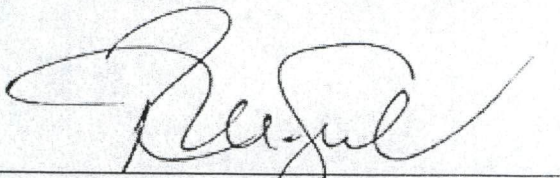
The Civil Service Commission has reviewed the job specification for this title and the duties and abilities encompassed therein and found that the psychological traits which were identified and supported by test procedures and the behavioral record relate adversely to the appellant's ability to effectively perform the duties of the title. Accordingly, having considered the record and the report and recommendation of the independent evaluator and having made an independent evaluation of same, the Civil Service Commission accepted and adopted the findings and conclusions as contained in the attached report and recommendation of the independent evaluator.

ORDER

The Civil Service Commission finds that the appointing authority has met its burden of proof that R.R. is psychologically unfit to perform effectively the duties of a Correction Officer Recruit 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 13TH DAY OF JULY, 2017



Robert M. Czedh, Chairperson
Civil Service Commission

Inquiries
and
Correspondence:

Christopher S. Myers
Director
Division of Appeals
and Regulatory Affairs
Civil Service Commission
Written Record Appeals Unit
P.O. Box 312
Trenton, New Jersey 08625-0312

Attachment

c: R.R.
Veronica Tingle
Kelly Glenn
