

last arrest and he appeared to have made significant changes to conform to the standards of lawful behavior. However, of primary concern was the possible impact of the appellant's PTSD symptoms to his performance as a Fire Fighter. At the Panel meeting, the appellant stated that he has "learned how to deal" with events from his military service and the signs and symptoms of PTSD. The appellant still carries the 50% disability designation. The Panel did not find that the two evaluations of the appellant adequately addressed this issue. Therefore, taking into account the evaluations made by the evaluators on behalf of the appointing authority and the appellant, and the appellant's presentation before the Panel, the Panel opined that further evaluation of the appellant was necessary before his psychological suitability for employment as a Fire Fighter 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 Fire Fighter, justified sending the appellant for an independent psychological evaluation which should address the degree to which the appellant's current signs and symptoms of PTSD would affect his ability to function appropriately as a Fire Fighter.

By way of exceptions, the appellant submits a supplemental report from Dr. Silikovitz. Dr. Silikovitz evaluated the appellant for an additional half an hour by telephone for the purposes of assessing the degree to which the appellant's current signs and symptoms of PTSD would affect his ability to function in the position sought. He reiterates that the appellant discontinued treatment for PTSD in July 2016. The appellant no longer experiences nightmares, cold sweats, or startle responses. However, the appellant stated to Dr. Silikovitz that he is "aware of my surroundings." Moreover, the appellant regularly engages in drills for the United States Marines throughout the year and is responsible for teaching yearly classes. At no time has any symptom of PTSD appeared or affected his performance in the drills or teaching assignment. Dr. Silikovitz concludes that the appellant is well fit to serve as a Fire Fighter and "[t]here is no clinical evidence that any symptoms of PTSD would likely occur or in any way affect his performance in that capacity, or his feelings in carrying out those duties."

Despite the opportunity, the appointing authority did not reply.

CONCLUSION

The Civil Service Commission (Commission) has reviewed the report and recommendation of the 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 and finds it necessary to refer the appellant for an independent evaluation by a New

Jersey licensed psychologist. Although Dr. Silikovitz further questioned the appellant regarding the concerns of the Panel, his interview was not made in person and no additional testing was involved. It is best that the appellant is seen by the independent evaluator who will be able to assess his speech and appearance upon interviewing him and administer any necessary test to confirm whether his PTSD, which resulted in a 50% disability veteran designation, would affect his ability to effectively perform the functions of a Fire Fighter.

ORDER

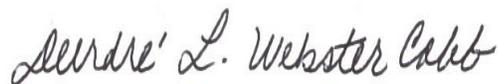
The Commission therefore orders that B.N. be administered an independent psychological evaluation. The Commission further orders that the cost incurred for this evaluation be assessed to the appointing authority in the amount of \$530. Prior to the Commission's reconsideration of this matter, copies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

B.N. is to contact Dr. Robert Kanen, the Commission's independent evaluator, within 15 days of the issuance of this determination in order to arrange for an appointment. 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 B.N. does not contact Dr. Kanen within the time period noted above, the entire matter will be referred to the Commission for final administrative determination and the appellant's lack of pursuit will be noted.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 18TH DAY OF APRIL, 2018



Deirdre L. Webster Cobb
Chairperson
Civil Service Commission

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and
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Attachment

c: B.N.
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