B-58



## STATE OF NEW JERSEY

In the Matter Robert Moore Jr., Administrative Analyst 1 (PS8077K), Department of Children and Families

CSC Docket No. 2014-2475

## FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION

**Examination Appeal** 

ISSUED: JUL 1 6 2014

(RE)

Robert Moore Jr. appeals his score for the promotional examination for Administrative Analyst 1 (PS8077K), Department of Children and Families, which was administered via the Supervisory Test Battery (STB). It is noted that the appellant passed the examination with a final average of 79.970 and ranks 11<sup>th</sup> on the resultant eligible list.

The appellant took the STB, and received a score of 58.4, while the passing point was 51.2. It is noted that 23 candidates were admitted to the examination and 18 passed. On appeal, the appellant stated that he had 20 years of experience, and he would like to know how his experience was calculated compared to others who took the same exam. He argued that he had more experience than others who scored the same as he did on the STB. Staff responded that education and experience were used to determine eligibility, but were not used to score the The appellant's score was based on his performance on the examination and seniority. Regarding test mode, the appellant was informed that according to N.J.A.C. 4A:4-2.2, the Civil Service Commission has the authority to determine the most appropriate selection instrument to use in assessing candidates in a given competitive title. For the subject announcement, a decision was made to select individuals for appointment by using the STB. The appellant replied that he would like his score to be reviewed. He states that he was given a score of 59 at the conclusion of the examination, a score of 79.970 as a final average on the eligibility notice, and a score of the 58.4 from staff.

## **CONCLUSION**

The appellant was told by the computer that he correctly answered 59 questions. This is his raw score, *i.e.*, the number of correct answers. However, the options to the various questions are weighted, and after weighting, the appellant's score is 58.4. The final average includes seniority and is used to determine ranking on the list. The appellant's responses were evaluated utilizing the same standard as all of the candidates for the subject examination. That is, all correct responses were recalculated to a weighted test score and included with seniority to arrive at a final average. There is no error evident in scoring and the appellant's score is correct.

A thorough review of the record indicates that the determination of the Division of Selection Services was proper and consistent with Civil Service regulations, and that the appellant has not met his burden of proof in this matter.

## **ORDER**

Therefore, it is ordered that this appeal be denied.

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 16<sup>th</sup> DAY OF JULY, 2014

Robert M. Czuh

Chairperson

Civil Service Commission

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