



STATE OF NEW JERSEY

In the Matter of Leonard Wilkins,
Fire Fighter (M1816W),
East Orange

CSC Docket No. 2020-318

**FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION**

Examination Appeal

ISSUED: September 12, 2019 (RE)

Leonard Wilkins appeals the administration of the physical performance portion (PPT) of the examination for Fire Fighter (M1816W), East Orange.

The physical performance portion of the examination was administered to the appellant on July 24, 2019. The appellant performed the obstacle course and the ladder climb within the allotted times. Nevertheless, the appellant completed the darkened maze crawl in 42.56 seconds and the passing point was 40 seconds. In his appeal at the test center, the appellant contends that he was instructed to follow the wood, and to come out when he sees the light. He states that it was noisy, he bumped his head and got dizzy, and failed due to “interruptions.” In a supplemental appeal, the appellant provides a different argument. Specifically, he states that he came out when he saw the light, but was told he was at the wrong spot and to continue, which took time. He heard someone yell stop and thought it was his instructor, but found out that it was not after he hit his head.

CONCLUSION

N.J.A.C. 4A:4-2.15(b)2, Rating of examinations, states that, “examinations consisting of more than one part may be rated independently, and candidates who do not receive a passing score on one part of an examination shall be deemed to have failed the entire examination.”

The appellant passed the obstacle course and ladder climb sections of the PPT. The Civil Service Commission makes every effort to insure that test administration

is as uniform as possible for all candidates. Instructions are given verbally, but they were also given in a video shown to all candidates prior to the administration of the exam, and in the Fire Fighter Physical Performance Test Physical Fitness Manual. The instructions available for the darkened maze crawl in the Fitness Manual, on page 8, state, "The candidate is shown the layout of the maze before entering. The darkened maze is 40 feet long with several turns. There are curtains along the interior of the course, and minor obstacles on the floor. The candidate enters one end of the maze to the 'Start' position (at the first curtain), stops, and waits for the Examiner to give the command, 'Ready – Go.' The candidate then proceeds to the far side exit." The Center Supervisor takes notes on the issues that happen at the test center. In this case, the Center Supervisor indicated that the candidate came out of the maze before reaching the exit and was told that it was not the exit and to go back inside. He tried to exit the maze after making two right turns, rather than the three right turns stated in the instructions given by the monitor. Candidates are given instructions multiple times to ensure that they comply with the testing requirements. They are asked repeatedly in the check-in room if they understand the instructions, and are told to ask the monitor to repeat the instructions if they do not understand them. A review of these circumstances indicates that, rather than not receiving the proper instructions, the appellant did not follow instructions. The examination was administered to the appellant in the same manner as it was administered to all other candidates, and the situation does not warrant a retest.

A thorough review of the record indicates that the administration of the subject examination was proper and consistent with Civil Service Commission regulations, and that 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 10th DAY OF SEPTEMBER, 2019



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