

STATE OF NEW JERSEY : FINAL ADMINISTRATIVE ACTION : **OF THE** : **CIVIL SERVICE COMMISSION** In the Matter of David Koffa, : Fire Fighter (M1840W), Irvington **Examination** Appeal CSC Docket No. 2020-1622 • : : **ISSUED:** January 30, 2020 (RE)

David Koffa appeals his score for the physical performance portion of the examination for Fire Fighter (M1840W), Irvington.

The record establishes that appellant took the subject portion of the examination on December 5, 2019. The physical performance portion of the exam consisted of three parts, the obstacle course, the ladder climb, and the darkened maze, and each portion had a passing point. The passing time for the darkened maze crawl was 40 seconds, the appellant completed the maze in 45.16 seconds, and therefore, the appellant failed the examination.

At the test center, the appellant states that he deserves a retest as he was tired and disoriented after the obstacle course, and the center was loud so he could not hear the monitor telling him "Ready, go."

## 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." Thus, it was necessary to pass all three portions of the physical performance examination in order to pass the exam. If a candidate did not complete any one of the three physical performance exercises in under the allotted times, that candidate failed the examination.

The appellant has not presented a persuasive argument for a retest. Each Center Supervisor makes notes of non-routine occurrences in the testing center. In this case, the Center Supervisor notes indicate that when asked what had happened, the appellant stated that he rushed and was still winded from the obstacle course. He noted that the appellant requested a retest immediately, and the Center Supervisor denied the request. The appellant then asked him about appealable issues, such as hitting his head, although this did not happen to him. Subsequently in his appeal he brought up the issue that he did not hear the monitor.

All candidates had access to the physical performance test, physical fitness manual which provides a description of the darkened maze crawl. This document states, "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 appellant also shown a video with instructions. The monitor read the instructions in full, then asked him if he was ready, waited for a response, then gave the command, "Ready, go" and started the clock. The monitor did not state that the appellant replied in the negative when asked if he was ready. The monitor would not have said "Ready, go" if the appellant had not replied that he was ready. Dissatisfaction with a test score is not a basis for make-up examination. The appellant will not be provided with a retest.

A thorough review of the record indicates that the determination of the Division of Test Development and Analytics was proper and consistent with Civil Service Commission 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 29<sup>th</sup> DAY OF JANUARY, 2020

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Deirdré L. Webster Cobb Chairperson Civil Service Commission

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