



**STATE OF NEW JERSEY**

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

In the Matter of Kenyatta Collins,  
Fire Fighter (M1813W),  
Clifton

Examination Appeal

CSC Docket No. 2023-1553

**ISSUED: March 15, 2023 (RE)**

Kenyatta Collins appeals her score for the physical performance portion of the examination for Fire Fighter (M1813W), Clifton.

The record establishes that appellant took the subject portion of the examination on January 18, 2023. 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 was 33 seconds; as the appellant completed the maze in 43.22 seconds, she failed the examination.

At the test center, the appellant stated that, while receiving the instructions for the maze, she was under the impression that she was supposed to turn left once when she came to the speed bump. But that once she arrived at the speed bump, there was no place to turn. She argues that she misunderstood the instructions and would like to be retested.

**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 she went to make turns when she encountered the speed bump, which slowed her down, and she misunderstood the instructions.

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 purpose of the darkened maze crawl is to determine the candidate's ability to move effectively in a confined space with no visual references. 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 appellant was also shown a video with instructions. If a candidate misunderstands directions, this is not an error on the part of the examiners, and dissatisfaction with a test score is not a basis for make-up examination.


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 her 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 15<sup>TH</sup> DAY OF MARCH, 2023



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Acting Chairperson  
Civil Service Commission

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c:       Kenyatta Collins  
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          Records Center