

started employment with the appointing authority, and her leadership ability as described in her Performance Assessment Review (PAR).

CONCLUSION

N.J.A.C. 4A:4-6.3(b) provides that the appellant has the burden of proof in examination appeals.

The STB has been extensively reviewed by supervisors and managers from various occupations and agencies. They have served as subject matter experts to determine that the test content accurately represents competencies that are required in supervisory positions. The STB tests some of the major competency areas associated with being a supervisor such as Problem Solving, Leadership, Decision Making, Interpersonal Skill, Communication, Team Building, and Conflict Management. The STB is a work simulation. Candidates are asked to assume the role of a supervisor in a fictitious organization. Further, no special knowledge regarding the work of this fictitious organization is required in advance. The purpose of the STB is to test a candidate's competencies in areas associated with supervisory positions. Thus, the STB is the *sole* selection instrument administered for primary or secondary level supervisory titles unless it is determined that candidates for the examination have not been tested or evaluated sufficiently in prior positions for other important worker characteristics not measured by this examination. While it is unfortunate that the appellant did not achieve a passing score, her other experience *cannot* be used as a substitute for not passing the STB or as a factor to modify the passing score for the examination.

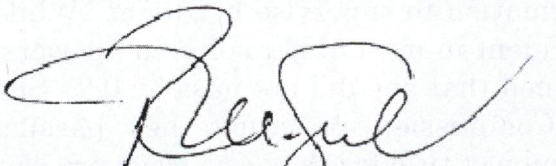
Accordingly, the appellant has not met her burden of proof in this matter.

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 16th DAY OF AUGUST, 2017



Robert M. Czedo, Chairperson
Civil Service Commission

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