



STATE OF NEW JERSEY

In the Matter of Eric Glassman, Fire
Captain (PM1916G), Camden

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

CSC Docket No. 2025-2267

Examination Appeal

ISSUED: July 2, 2025 (SLK)

Eric Glassman appeals the determination of the Division of Agency Services (Agency Services) that he did not meet the continuous permanent service requirement for the Fire Captain (PM1916G), Camden promotional examination.

The closing date of the examination was April 30, 2025. The examination was open to employees in the competitive division who had an aggregate of three years of continuous permanent services as of the closing date and were currently serving as a Fire Fighter. At the time the appellant's application was evaluated, personnel records indicated that the appellant was a Gloucester City Fire Fighter from February 26, 2018, to January 17, 2024, when he resigned in good standing. Thereafter, the appellant was appointed as a Camden Fire Fighter on January 29, 2024, from an open competitive examination. Based on the appellant's starting date with Camden, Agency Services found that he lacked the required three years of permanent service as a Fire Fighter.

On appeal, the appellant presents that he started his firefighting career on February 26, 2018, as a Gloucester City Fire Fighter and worked there until January 31, 2024. Further, on January 29, 2024, he was appointed as a Camden Fire Fighter. Therefore, the appellant argues that he met the continuous permanent service requirement. He notes that Gloucester City and Camden are mutual aid departments that provide emergency fire service to each other's communities, and the departments train together. The appellant states that he switched to Camden to continue his professional development and have greater opportunities for promotions. The

appellant submits documentation from Gloucester City and Camden to demonstrate that he worked for Gloucester City and Camden during the aforementioned dates. Additionally, the appellant's personnel records have been corrected to reflect these dates. Moreover, the appellant highlights that there is no wording on this agency's website, paperwork, or the subject announcement that indicates that the three years of continuous permanent service requirement had to be met based only on service with Camden. He presents that the word "aggregate" means "to collect or gather into a mass or whole."

CONCLUSION

N.J.A.C. 4A:4-2.6(a) requires applicants to possess all the requirements specified in an announcement for a promotional examination by the closing date. *N.J.A.C.* 4A:4-6.3(b) provides that the appellant has the burden of proof in examination appeals.


N.J.S.A. 40A:14-29 provides, in pertinent part, that in a municipality "a promotion of any member or officer of the paid or part-paid fire department or force to a superior position shall be made from the membership of such department or force. No person shall be eligible for promotion to be a superior officer unless he shall have previously served as a permanent paid fireman for **at least 3 years in such department or force**" (emphasis added). In this matter, per *N.J.S.A.* 40A:14-29, Agency Services correctly determined that the appellant was ineligible as the three years of required continuous permanent service as a Fire Fighter needed to be with the announcing fire department, *i.e.* Camden, and not just as a Fire Fighter. As this requirement is statutory, it cannot be relaxed.

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 2ND DAY OF JULY, 2025



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