STATE OF NEW JERSEY

In the Matter of Drew Inman, Trenton	:	**FINAL ADMINISTRATIVE ACTION OF THE CIVIL SERVICE COMMISSION**
CSC Docket No. 2026-2129	:	Administrative Appeal

ISSUED: September 23, 2026 **(NFA)**

Drew Inman, represented by Stuart J. Alterman, Esq., requests a retroactive date of permanent appointment to the title of Police Sergeant and other relief.

As a brief background, while serving as a Police Officer, the appellant was indefinitely suspended pending criminal charges and was subsequently completely exonerated of those charges in September 2023. Immediately thereafter, the appointing authority reinstated him to his position. He then requested and was granted the ability to file a late application for the Police Sergeant (PM4657C), Trenton, promotional examination. He took and passed the make-up examination, and in February 2026, he was added to the list at rank 16A, and placed on the December 15, 2025, certification of that list (PL251994) at position one.[1] He was promoted to Police Sergeant from that certification, effective February 23, 2026.

In his current request to the Civil Service Commission (Commission), the appellant makes myriad arguments as to why he should be granted a retroactive permanent appointment date. He specifically requests a date of October 4, 2024. In that regard, he argues that on the September 12, 2024, certification (PL241526) the appointing authority appointed the top two listed eligibles, who were ranked 17TH and 18TH on the list, effective October 4, 2024. He further requests "back pay,

[1] The appellant's rank of 16A on the list reflects that he was added (A) to the existing list and his score on the examination placed him behind the candidate who was ranked 16TH and ahead of the candidate that was ranked 17TH. Additionally, he was added to the top of certification PL241526 since the next listed eligible on that certification was at rank 28 on the list.

differential pay, emoluments, lost compensation, and other make-whole monetary relief, to the extent permitted by law."

It is noted that the appointing authority's attorney was copied on the appellant's request and did not submit any response for the Commission's review.

CONCLUSION

N.J.A.C. 4A:4-1.10(c) provides that when a regular appointment has been made, the Commission may order a retroactive appointment date due to administrative error, administrative delay or other good cause, on notice to affected parties.

In the instant matter, there is sufficient support in the record to conclude that, but for the appellant's subsequently reversed indefinite suspension, he would have taken the PM4657C examination earlier and been ranked on the list earlier. Further, there is evidence that he would have likely been appointed earlier. In this regard, prior to his placement on the list, the appointing authority appointed eligibles below his subsequent rank. It then appointed him immediately upon his placement on the list. It also has presented no objection to the appellant's request or established that the facts of this matter are inaccurate. Therefore, there is good cause to afford him relief in the form of a retroactive date of permanent appointment to the earliest date he could have been appointed from the list had his name been listed on it from its inception. The Commission finds that date to be October 4, 2024, which is the first date that candidates ranked lower than the appellant were appointed from the list. Given the circumstances of this matter, affording the appellant a retroactive date of appointment ensures that he will not be unduly disadvantaged by having a later appointment date than his list contemporaries. Accordingly, the appellant's request for a retroactive date of permanent appointment is granted.

However, the appellant's request for monetary relief cannot be granted. In this regard, *N.J.A.C.* 4A:2-1.5(b) provides that, in all appeals other than disciplinary and good faith layoff appeals, back pay or benefits may be granted as remedies where an appointing authority has unreasonably failed or delayed to carry out an order of the Commission or where the Commission finds sufficient cause based on the particular case. *N.J.A.C.* 4A:2-1.5(b) further provides that a finding of sufficient cause may be made based on an appointing authority's bad faith or invidious motivation. *See also In the Matter of Anthony Hearn*, 417 *N.J. Super.* 289 (App. Div. 2010) (In the absence of a rule to define "sufficient cause" for purposes of the application of *N.J.A.C.* 4A:2-1.5(b), the court evaluated the various merits of Hearn's case and concluded that sufficient cause had been established).

Initially, the Commission notes that the appellant did not have a vested or mandated right to an appointment from the list. In that regard, individuals whose

names merely appear on a list do not have a vested right to appointment. *See In re Crowley,* 193 *N.J. Super*. 197 (App. Div. 1984), *Schroder v. Kiss,* 74 *N.J. Super*. 229 (App. Div. 1962). The only interest that results from placement on an eligible list is that the candidate will be considered for an applicable position so long as the eligible list remains in force. *See Nunan v. Department of Personnel,* 244 *N.J. Super*. 494 (App. Div. 1990). As such, monetary relief in this case would only be warranted if it was demonstrated that the appointing authority ran afoul of *N.J.A.C.* 4A:2-1.5. No such evidence has been presented. In this regard, while this entire matter stemmed from the appellant's original indefinite suspension, there is no indication that the appointing authority handled the disposition of that matter with invidious motivation or in bad faith. The original suspension was based on criminal charges, and the appointing authority, in its discretion, appropriately indefinitely suspended the appellant while the criminal charges were disposed. It also immediately reinstated the appellant when he was exonerated of those charges and promoted him at its first opportunity.

ORDER

Therefore, it is ordered that this appeal be granted in part and that Drew Inman's record reflect his permanent appointment from the Police Sergeant (PM4657C), Trenton eligible list, effective October 4, 2024, for current salary step placement and seniority-based purposes only. However, the Civil Service Commission does not grant any other relief, except the enumerated relief.

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 23RD DAY OF SEPTEMBER, 2026



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