



STATE OF NEW JERSEY CIVIL SERVICE COMMISSION

Mikie Sherrill, Governor • Dr. Dale G. Caldwell, Lt. Governor • Mary Cruz, Acting Chair/Chief Executive Officer

2026 FIRE FIGHTER FACT SHEET

Candidates only need to file one application to be considered for employment by one or more jurisdictions, depending on their residency.

Civil Service Jurisdictions with Full-Time Paid Fire Fighter Positions

Jurisdiction	Residency Preferences	Jurisdiction	Residency Preferences
Atlantic City	Atlantic City	Long Branch City **	Long Branch City
Asbury Park City	Asbury Park City	Margate City	Margate City
Bayonne City	Bayonne City	Millburn Township	Union, Morris, & Essex Counties
Belleville Township	Belleville Township	Millville City **	Millville City
Bergenfield Borough **	Bergenfield Borough	Morristown Town **	Morristown Town
Bloomfield Township **	Bloomfield Township	Mount Laurel Township *	Mount Laurel Township
Bordentown Township *	Bordentown Township	New Brunswick City	New Brunswick City
Burlington Township *	Burlington Township	Newark City	Newark City
Bridgeton City	Bridgeton City	North Hudson Regional Fire & Rescue	Guttenberg, North Bergen, Union City, Weehawken, & West New York
Camden City	Camden City	North Wildwood City **	North Wildwood City
Cape May City **	Cape May City	Nutley Township **	Nutley Township
Carteret Borough **	Carteret Borough	Ocean City	Ocean City
Cinnaminson Township *	Cinnaminson Township	Orange City	Orange City
Clifton City	Passaic & Essex Counties	Passaic City	Passaic City
Delran *	Delran Township	Paterson City	Paterson City
Deptford Township *	Deptford Township	Pennsauken Township **	Pennsauken Township
Dover Town **	Dover Town	Perth Amboy City	Perth Amboy City
East Orange City	East Orange City	Plainfield City	Plainfield City
Edgewater Park Township	Edgewater Park Township	Pleasantville City	Pleasantville City
Elizabeth City	Elizabeth City	Rahway City	Rahway City
Ewing Township **	Ewing Township	Ridgewood Village **	Ridgewood Village
Florence Township *	Florence Township	Roselle Borough **	Roselle Borough
Gloucester City **	Gloucester City	Runnemede Borough	Runnemede Borough
Gloucester Township *	Gloucester Township	South Essex Fire Department	South Orange & Maplewood
Hackensack City	Hackensack City	Teaneck Township	Teaneck Township
Hamilton Township **	Hamilton Township	Trenton City	Trenton City
Harrison Town	Essex & Hudson Counties	Union Township	Union Township
Hillside Township	Hillside Township	Ventnor City	Ventnor City
Hoboken City	Hoboken City	Vineland City **	Vineland City
Irvington Township	Irvington Township	Voorhees Township **	Voorhees Township
Jackson Township *	Jackson Township	West Orange Township	West Orange Township
Jersey City	Jersey City	Wildwood City **	Wildwood City
Kearny Town	Kearny Town & Newark City	Willingboro Township **	Willingboro Township
Lakewood Township *	Lakewood Township	Winslow Township *	Winslow Township
Lawrence Township **	Lawrence Township	Woodbridge Township *	Woodbridge Township
Linden City	Linden City		

Jurisdictions marked with * are **Fire Districts** that use paid and volunteer Fire Fighters. Those marked with ** are **Municipal Fire departments** that use paid and volunteer Fire Fighters. Those without an asterisk are full-time paid Fire departments that use only paid Fire Fighters. If you are a volunteer Fire Fighter, you must complete the volunteer section of your application. If you are not a volunteer Fire Fighter, select "No" in response to this question in the volunteer section of your application.

Fire Districts	Fire Districts	Fire Districts
Bordentown Township Fire District #01	Gloucester Township Fire District #05	Woodbridge Township Fire District #02
Bordentown Township Fire District #02	Gloucester Township Fire District #06	Woodbridge Township Fire District #04
Burlington Township Fire District #01	Jackson Township Fire District #02	Woodbridge Township Fire District #05
Cinnaminson Township Fire District #01	Jackson Township Fire District #03	Woodbridge Township Fire District #07
Delran Township Fire District #01	Jackson Township Fire District #04	Woodbridge Township Fire District #08
Deptford Township Fire District #01	Lakewood Township Fire District #01	Woodbridge Township Fire District #11
Florence Township Fire District #01	Mt. Laurel Township Fire District #01	Woodbridge Township Fire District #12
Gloucester Township Fire District #02	Winslow Township Fire District #01	
Gloucester Township Fire District #04	Woodbridge Township Fire District #01	

Candidates who pass the entry-level fire fighter examination will be placed on an eligible list(s) based on whether they meet the residency requirements of the jurisdiction. If they meet the residency requirements, they are placed on the list and then ranked according to factors. Their rank can be affected by residency, veteran status, if they are the child of a fire fighter killed in the line of duty, and final average (combination of exam score and, if applicable, volunteer service credit points). The two examples below illustrate how residency and volunteer service credit may affect eligibility for certain jurisdictions.

Example #1

You are a resident of Woodbridge Township. You will be placed on the lists for all Woodbridge Township Fire Districts. If you are a volunteer in Fire District #01 and indicate this on your application, you will be awarded volunteer service credit points only in Fire District #01 if you are eligible for the points. If you are not a volunteer, you will still be placed on the eligible lists for all eight Fire Districts, but you will not be awarded any volunteer service credit points. (See below for information on volunteer service credit points.)

Example #2

You are a resident of Newark. You will be placed on the Newark eligible list. You will also be placed on the lists for Clifton, Harrison, Kearny, and Millburn because those jurisdictions are open to Newark or Essex County.

Volunteer Fire Fighter Service Credit

The Appellate Division of the New Jersey Superior Court made a determination on December 19, 2002 that interprets the preference provided to volunteer Fire Fighters in merit system jurisdictions by State Law [N.J.S.A. 40A:14-45](#). The law provides that volunteers with at least two years of continuous volunteer service are eligible for three to ten service credits (points), which shall be added to their passing score on the exam. Please note this service must immediately precede the closing date for filing applications.

The service credit points are calculated by adding one point to the years of service. For example, three points are added for two years of service, four points are added for three years of service and so on up to ten points maximum. Any service time in excess of nine years shall be awarded the ten-point maximum. The service credit is calculated as of the closing date for filing applications listed on the examination announcement. There is no absolute volunteer Fire Fighter preference, so there will not be separate volunteer eligible lists and municipal eligible lists. There will be one list for each jurisdiction which will include both volunteers and non-volunteers.



NOTE FOR VOLUNTEERS - To be awarded service credit points you must complete the volunteer service portion of the application for the Fire District or part-paid Municipal Fire Department where you currently volunteer. Service credit points will only be awarded for volunteer service in recognized jurisdictions/districts where you are actively volunteering at the time the service is performed. Your volunteer service will be verified with the department where you volunteer.

Child of a Fire Fighter Killed in the Line of Duty

[N.J.S.A. 40A:14-10.1a](#) grants hiring preference to children of a member of any paid fire department or paid member of any part-time fire department killed in the line of duty. The law gives them preference over non-veterans, but not over veterans. Applicants claiming this preference will be required to provide acceptable documentation. Please visit <https://www.nj.gov/csc/jobs/publicsafety/firefighters.shtml> for information regarding acceptable documentation.

Maximum Hiring Age Requirement

Non-volunteer candidates over age 35 (one is considered to be over 35 on his or her 35th birthday) as of the closing date for filing applications (**August 31, 2026**) are not eligible for appointment to a Fire Fighter position. A non-volunteer candidate who turns age 35 while on an eligible list remains eligible for appointment to a Fire Fighter position for the life of the eligible list. Please refer to [N.J.A.C. 4A:4-2.3\(b\)2i](#) for additional information.

However, there are two exceptions to the above:

Exception #1

Volunteer Fire Fighters who are over age 35 but not over age 40 are eligible for appointment to a Fire Fighter position. Once a volunteer is over age 40, they cannot be appointed to a Fire Fighter position even if the eligible list they are on has not expired.

Exception #2

Non-volunteer and volunteer Fire Fighter candidates may reduce their actual age by the amount of their military service during the periods, and under the conditions specified in the Civil Service Act related to New Jersey Veterans Preference in order to meet the maximum hiring age requirement. Military service that does not fall within the periods, and under the conditions specified in the Act, cannot be deducted from one's actual age. The military service deduction is made as of the **closing date** for filing applications (**August 31, 2026**). Please visit <https://www.nj.gov/dva/veterans/services/civil-service-preference/> for the periods and conditions for Veterans Preference.

Veterans Preference

New Jersey's merit system provides absolute veterans preference in employee selection. This means that qualified veterans are placed at the top of an open competitive employment list ahead of non-veterans regardless of their scores. For more information about how veterans preference works, please visit <https://www.nj.gov/csc/jobs/veterans/>.

Residency Preference

The jurisdiction where a candidate claims residency is where they maintain their single legal residence, i.e., the place where they permanently, physically live. Please note that your residency may be different from your mailing address. Residency information will be used to place your name in the appropriate tier for municipal and/or county eligible lists. You must be a legal resident of the jurisdiction you list as your residency as of the announcement closing date, and as of the appointment date for some jurisdictions. Applicants are responsible for contacting the Appointing Authority (hiring agency) for information regarding the jurisdiction's residency requirement. Please refer to [N.J.A.C. 4A:4-2.11\(c\)](#) for additional information.

Hiring jurisdictions may classify eligible candidates into the following tiers based on the candidates' legal residence: 1) Residents of the municipality; 2) Residents of the county in which the municipality is located; 3) Residents of the State; and 4) All other qualified candidates. Appointments shall be made in the order of their tiers; each tier must be exhausted before the next tier can be used. Please note that if a hiring jurisdiction adopts an ordinance or resolution to modify its current residency preference, the change may result in re-ranking of eligible candidates on the existing eligible list.

Each candidate's residency is established as of the closing date for filing applications and cannot be changed after that date. In addition, in some jurisdictions the candidates must maintain continuous residency as of the appointment date. Since residency cannot be changed after the closing date, candidates should be aware that if they change their residence after the closing date, they may not be eligible for appointment because they failed to maintain continuous residency in a jurisdiction.

! **IMPORTANT:** The following scenario demonstrates a potential problem associated with changing residency after the closing date:

Ewing and Trenton both have a hiring preference for their municipal residents. Also, they both require that applicants be municipal residents at the time of appointment to Fire Fighter ("continuous residency"). The announcement closing date is **August 31, 2026**. John, who lives in Ewing, files an application on that date and indicates residency code 1102 for Ewing. On **September 30, 2026**, John notifies the Civil Service Commission (CSC) that he moved to Trenton. CSC will change his address for mailing purposes only, but will not change his residency code, because his residency code reflects where John resided as of the closing date. Later, John's name is certified from the Ewing eligible list due to his original Ewing residency code. However, Ewing will disqualify him because he no longer lives in Ewing. Even if he moves back to Ewing, he will have failed to maintain continuous residency in Ewing and, therefore, cannot be appointed. Similarly, John cannot be certified to Trenton because he did not live in Trenton as of **August 31, 2026**, the closing date for filing applications.

Emergency Medical Technician Certification

Please note that some of the jurisdictions listed on page 1 may include the dual title Fire Fighter/Emergency Medical Technician in their table of organization. Appointments for this title are made from the entry-level Fire Fighter eligible list and require applicants to possess a current and valid certification as an Emergency Medical Technician issued by the New Jersey Department of Health. If you are interested in a potential appointment as a Fire Fighter/Emergency Medical Technician, please upload a copy of your current and valid Emergency Medical Technician certification with your application. Possession of a higher-level certification as a Mobile Intensive Care Paramedic, or Mobile Intensive Care Registered Nurse Certification, issued by the New Jersey Department of Health, is considered to have met the certification requirement. You will be required to provide a copy of your certification upon appointment.

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