

ASSEMBLY, No. 4379

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED JULY 2, 2020

Sponsored by:

Assemblywoman SERENA DIMASO

District 13 (Monmouth)

SYNOPSIS

Establishes Employment Application Registry database in Division of State Police.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/7/2020)

1 AN ACT establishing an employment application registry in the
2 Division of State Police and supplementing Title 52 of the
3 Revised Statutes.

4
5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:

7
8 1. a. The Superintendent of State Police shall establish and
9 maintain an Employment Application Registry database, which
10 shall contain information related to any individual who submits an
11 application for employment in a law enforcement agency in this
12 State.

13 b. Each law enforcement agency shall maintain records of all
14 applicants for employment in the law enforcement agency. These
15 records shall include, but not be limited to:

16 (1) the identity of each applicant including, but not limited to,
17 the applicant's: name; last known address; date of birth; social
18 security number; SBI number, if known; gender; race and ethnicity;
19 and eye color;

20 (2) the position sought;

21 (3) whether an offer of employment was made to the applicant;

22 (4) if no offer was made, the reason, including but not limited to
23 whether an offer was not made because the applicant was included
24 in the Central Drug Registry established by the Attorney General as
25 a result of a positive drug test; and

26 (5) whether the applicant shall be disqualified from employment
27 with a law enforcement agency in this State based on the guidelines
28 and directives established pursuant to subsection b. of section 2 of
29 P.L. , c. (C.) (pending before the Legislature as this bill).

30 c. Each law enforcement agency shall report the information
31 collected pursuant to subsection b. of this section to the
32 Superintendent of State Police for inclusion in the Employment
33 Application Registry.

34 d. Each law enforcement agency in this State shall consult the
35 Employment Application Registry prior to making an offer of
36 employment to an applicant.

37 e. The information contained in the Employment Application
38 Registry shall be confidential and not be a public record subject to
39 public access, inspection, or copying under P.L.1963, c.73
40 (C.47:1A-1 et seq.) or the common law concerning access to public
41 records.

42
43 2. The Attorney General shall issue any guidelines or directives
44 necessary for the enforcement of this act including, but not limited
45 to:

46 a. procedures for collecting and maintaining the information to
47 be reported to the Superintendent and maintained in the
48 Employment Application Registry;

1 b. the reasons for which an applicant shall be disqualified from
2 employment in a law enforcement agency in this State; and

3 c. procedures for maintaining the confidentiality of information
4 contained in the database.

5

6 3. This act shall take effect on the first day of the seventh
7 month next following the date of enactment; but the Superintendent
8 of State Police may take such anticipatory administrative action in
9 advance as may be necessary for the implementation of this bill.

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STATEMENT

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14 This bill requires the Superintendent of State Police to establish
15 and maintain an Employment Application Registry database.

16 Under the bill, each law enforcement agency is required to
17 maintain records of all applicants for employment in the agency,
18 and report the information to the Superintendent of State Police for
19 inclusion in the Employment Application Registry. The
20 information contained in the Employment Application Registry is to
21 be confidential and not a public record.

22 The records to be maintained by the law enforcement agency are
23 to include, but not be limited to, information related to the
24 applicant's identity; the position for which the applicant submitted
25 an application; whether an offer of employment was made and, if
26 not, the reason, including but not limited to whether an offer was
27 not made because the applicant was included in the Central Drug
28 Registry established by the Attorney General as a result of a
29 positive drug test; and whether the applicant is to be disqualified
30 from employment with a law enforcement agency in this State.

31 Under the bill, each law enforcement agency in this State is
32 required to consult the Employment Application Registry prior to
33 making an offer of employment to an applicant.

34 The bill also requires the Attorney General to issue any
35 necessary guidelines and directives including, but not limited to:
36 procedures for the collection of information to be contained in the
37 Employment Application Registry; the reasons for which an
38 applicant is to be disqualified from employment; and procedures for
39 maintaining the confidentiality of information contained in the
40 database.