

ASSEMBLY, No. 4517

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED AUGUST 13, 2020

Sponsored by:

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblywoman ANGELA V. MCKNIGHT

District 31 (Hudson)

Assemblyman GORDON M. JOHNSON

District 37 (Bergen)

Co-Sponsored by:

Assemblywomen Speight and Murphy

SYNOPSIS

Requires Civil Service Commission establish mentoring program for minority civil service law enforcement applicants.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 10/29/2020)

1 AN ACT requiring the Civil Service Commission to establish a
2 mentoring program to assist certain applicants for civil service
3 employment, and supplementing chapter 7 of Title 11A of the
4 New Jersey Statutes.

5

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

8

9 1. a. Notwithstanding any law, rule or regulation to the
10 contrary, the Civil Service Commission shall establish and maintain
11 a mentoring program for minority civil service law enforcement
12 applicants.

13 The purpose of the mentoring program shall be to assist minority
14 law enforcement applicants through the civil service application and
15 selection process, and to help address obstacles unique to their
16 circumstances. The program may be conducted through mentoring
17 projects, including workshops, group discussions, and
18 dissemination of information about civil service practices which
19 provide assistance in overcoming barriers to employment.

20 b. As used in this act:

21 "Mentee" means a civil service law enforcement applicant
22 participating in the mentoring program established pursuant to
23 section a. of this act.

24 "Mentor" means a volunteer who agrees to participate in the
25 mentoring program established pursuant to section a. of this act. A
26 mentor may be a current law enforcement officer in good standing
27 who obtained his or her current law enforcement position through
28 the civil service process, a former law enforcement officer who
29 retired or resigned in good standing who obtained his or her law
30 enforcement position through the civil service process, or any other
31 person deemed appropriate by the Civil Service Commission.

32 c. The Civil Service Commission shall develop criteria to
33 determine eligibility in the mentoring program as a mentor and as a
34 mentee. No monies shall be provided to a mentor to participate in
35 the program, and no fees shall be charged to a mentee to participate
36 in the program. When possible, the mentor shall be of the same
37 racial or ethnic background as the mentee.

38 d. A mentor or mentee may be removed from the program for
39 good cause as determined by the Civil Service Commission. A
40 mentee shall be removed from the program upon the mentee's
41 acceptance of an offer of employment. An applicant may
42 participate in the program as a mentee a maximum of three times
43 within a ten year period. After successfully completing the
44 program, a former mentee may be eligible to participate in the
45 program as a mentor.

46 e. At least once a year, the Civil Service Commission shall
47 review the mentoring program for its efficacy, and make any

1 necessary adjustments to continue to meet the needs and purpose of
2 the program.

3 f. The Civil Service Commission shall develop rules and
4 regulations to effectuate the purposes of this act,
5 P.L. , c. (pending before the Legislature as this bill).

6
7 2. This act shall take effect on the first day of the sixth month
8 next following enactment, except the Civil Service Commission
9 may take any anticipatory administrative action in advance as shall
10 be necessary for the implementation of this act.

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STATEMENT

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15 This bill requires the Civil Service Commission to establish and
16 maintain a mentoring program for minority civil service law
17 enforcement applicants.

18 The purpose of the mentoring program will be to assist minority
19 law enforcement applicants through the civil service application and
20 selection process, and to help address obstacles unique to their
21 circumstances. The program may be conducted through mentoring
22 projects, including workshops, group discussions, and
23 dissemination of information about civil service practices which
24 provide assistance in overcoming barriers to employment.

25 The commission will develop criteria to determine eligibility in
26 the program as a mentor and as a mentee. A mentor may be a
27 current or former law enforcement officer in good standing who
28 obtained his or her law enforcement position through the civil
29 service process, or any other person deemed appropriate by the
30 Civil Service Commission.

31 A mentor or mentee may be removed from the mentoring
32 program for good cause as determined by the commission. A
33 mentee will be removed from the program upon the mentee's
34 acceptance of an offer of employment. An applicant may
35 participate in the program as a mentee a maximum of three times
36 within a ten year period. A former mentee may be eligible to
37 participate in the program as a mentor.

38 No monies will be provided to a mentor to participate in the
39 program, and no fees will be charged to a mentee to participate in
40 the program.

41 At least once a year, the commission will review the program for
42 its efficacy, and make any necessary adjustments to continue to
43 meet the needs and purpose of the program.