

[First Reprint]

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:

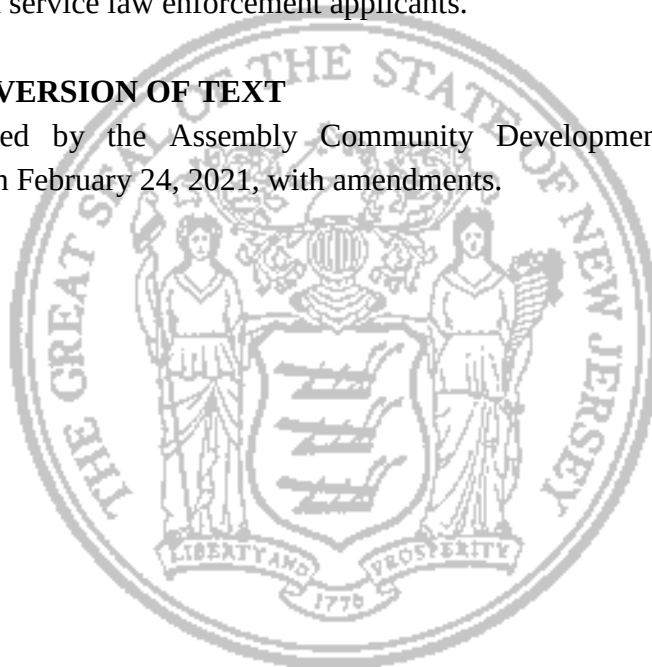
**Assemblywomen Speight, Murphy, Carter, Vainieri Huttie, Timberlake
and Assemblyman Houghtaling**

SYNOPSIS

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

CURRENT VERSION OF TEXT

As reported by the Assembly Community Development and Affairs Committee on February 24, 2021, with amendments.



(Sponsorship Updated As Of: 6/21/2021)

1 **AN ACT** requiring the Civil Service Commission to establish
 2 mentoring program to assist certain applicants for civil service
 3 employment **¹[,]** 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, rule¹,¹ or regulation to the
 10 contrary, the Civil Service Commission shall establish and maintain a
 11 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 process¹**¹[,]** and to help address obstacles unique to their
 16 circumstances. The program may be conducted through mentoring
 17 projects, including workshops, group discussions, and dissemination of
 18 information about civil service practices which provide assistance in
 19 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 ¹**¹[section] subsection** a. of this ¹**¹[act] section**.

24 “Mentor” means a volunteer who agrees to participate in the
 25 mentoring program established pursuant to ¹**¹[section] subsection** a.
 26 of this ¹**¹[act] section**. A mentor may be a current law enforcement
 27 officer in good standing who obtained ¹**¹[his or her] the** current law
 28 enforcement position through the civil service process, a former law
 29 enforcement officer who retired or resigned in good standing who
 30 obtained ¹**¹[his or her] the** law enforcement position through the civil
 31 service process, or any other person deemed appropriate by the Civil
 32 Service Commission.

33 c. The Civil Service Commission shall develop criteria to
 34 determine eligibility in the mentoring program as a mentor and as a
 35 mentee. ¹**¹[No monies] Monies** shall ¹**¹[not]** be provided to a mentor to
 36 participate in the program¹**¹[,]** and ¹**¹[no]** fees shall ¹**¹[not]** be charged
 37 to a mentee to participate in the program. When possible, the mentor
 38 shall be of the same racial or ethnic background as the mentee.

39 d. A mentor or mentee may be removed from the program for
 40 good cause as determined by the Civil Service Commission. A mentee
 41 shall be removed from the program upon the mentee’s acceptance of
 42 an offer of employment. An applicant may participate in the program
 43 as a mentee a maximum of three times within a ¹**¹[ten] 10** year
 44 period. After successfully completing the program, a former mentee
 45 may be eligible to participate in the program as a mentor.

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is
 not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly ACD committee amendments adopted February 24, 2021.

1 e. At least once a year, the Civil Service Commission shall review
2 the mentoring program for its efficacy, and make any necessary
3 adjustments to continue to meet the needs and purpose of the program.

4 f. The Civil Service Commission shall develop rules and
5 regulations to effectuate the purposes of **'[this act,]'** P.L. , c.
6 **'(C._____)'** (pending before the Legislature as this bill).

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