

ASSEMBLY, No. 4542

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED AUGUST 13, 2020

Sponsored by:

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblyman GORDON M. JOHNSON

District 37 (Bergen)

Co-Sponsored by:

**Assemblywomen Speight, Murphy, Mosquera, Carter, Timberlake and
Vainieri Huttie**

SYNOPSIS

Requires Civil Services Commission to undertake various initiatives to increase diversity and inclusivity within law enforcement agencies.

CURRENT VERSION OF TEXT

As introduced.



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

1 AN ACT concerning diversity and inclusivity within law
2 enforcement agencies in this State and supplementing P.L.1948,
3 c.439 (C.52:17B-1 et seq.).
4

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

8 1. a. The Civil Service Commission shall conduct, or select a
9 qualified vendor to conduct, within one year following enactment of
10 this act, P.L. , c. (pending before the Legislature as this bill), an
11 analysis of the racial composition of law enforcement agencies in
12 this State, with the goal of identifying those agencies that might
13 benefit most from eliminating any preference in hiring based upon
14 residency.

15 b. In conducting the analysis, the commission or vendor shall, to
16 the greatest extent possible:

17 (1) examine the racial composition of law enforcement agencies;

18 (2) examine the salaries of law enforcement officers;

19 (3) analyze and compare the data obtained pursuant to
20 paragraphs (1) and (2) of this subsection;

21 (4) examine the variances in salaries based upon geography and
22 socioeconomic factors; and

23 (5) examine how residency hiring preferences affect the
24 incidence of diversity in law enforcement agencies.

25 c. Based upon the analysis, the commission shall consider
26 whether the practice of removing eligibles from certain lists based
27 upon residency should be discontinued.

28 d. The commission shall present the analysis to the Governor and
29 to the Legislature, pursuant to section 2 of P.L.1991, c.164
30 (C.52:14-19.1).
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32 2. a. For the purposes of this section, “low-income community”
33 means any population census tract in which:

34 (1) the poverty rate for such tract is at least 20 percent, or

35 (2) (a) in the case of a tract not located within a metropolitan
36 area, the median family income for such tract does not exceed 80
37 percent of statewide median family income, or

38 (b) in the case of a tract located within a metropolitan area, the
39 median family income for such tract does not exceed 80 percent of
40 the greater of statewide median family income or the metropolitan
41 area median family income.

42 b. The Civil Service Commission shall create a program with a
43 goal of achieving at least one of the following two objectives:

44 (1) sponsoring free or low-cost preparatory courses for the entry
45 level law enforcement examination for residents of any low-income
46 community or of any municipality in this State with at least one
47 “qualified opportunity zone” as determined under 26 U.S.C. 1400Z-
48 1; or

1 (2) providing, securing, or identifying scholarships for alternate
2 route programs or preparatory courses for the entry level law
3 enforcement examination for residents of any low-income
4 community or of any municipality in this State with at least one
5 “qualified opportunity zone” as determined under 26 U.S.C. 1400Z-
6 1.

7 The commission, or a designee thereof, is authorized to receive
8 gifts, grants, or other financial assistance from private sources for
9 the purpose of sponsoring the courses or funding the scholarships
10 offered pursuant to this section, and entering into agreements
11 related thereto with private sources, including but not limited to
12 non-governmental, non-profit, educational, or charitable entities or
13 institutions.

14 c. The commission may promulgate regulations to effectuate the
15 provisions of this section which shall be effective immediately upon
16 filing with the Office of Administrative Law for a period not to
17 exceed 18 months, and may, thereafter, be amended, adopted or
18 readopted in accordance with the provisions of the “Administrative
19 Procedure Act,” P.L.1968, c.410 (C.52:14B-1 et seq.).

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21 3. This act shall take effect immediately.

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STATEMENT

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26 This bill requires the Civil Services Commission to undertake
27 various initiatives to increase diversity and inclusivity within law
28 enforcement agencies.

29 The bill directs the Civil Service Commission to conduct, or hire
30 a qualified vendor to conduct, an analysis of the racial composition
31 of law enforcement agencies in this State. The goal of the analysis
32 would be to identify the agencies that might benefit most from
33 eliminating the preference in hiring based upon residency.

34 In conducting the analysis, the commission or vendor is to:

35 (1) examine the racial composition of law enforcement agencies;

36 (2) examine the salaries of law enforcement officers;

37 (3) analyze and compare the data from (1) and (2);

38 (4) examine the variances in salaries based upon geography and
39 socioeconomic factors; and

40 (5) examine how residency hiring preferences affect the
41 incidence of diversity in law enforcement agencies.

42 The bill also directs the commission to create a program with the
43 goal of achieving at least one of the following two objectives:

44 (1) sponsoring free or low-cost preparatory courses for the entry
45 level law enforcement examination for residents of any low-income
46 community, as defined in the bill, or of any municipality with at
47 least one “qualified opportunity zone,” as identified under federal
48 regulations; or

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1 (2) providing, securing, or identifying scholarships for alternate
2 route programs or preparatory courses for the entry level law
3 enforcement examination for residents of any low-income
4 community or “qualified opportunity zone.”

5 The bill authorizes the commission to receive gifts, grants, or
6 other financial assistance from private sources to fund these courses
7 or scholarships.