

P.L. 2021, CHAPTER 406, *approved January 18, 2022*
Senate, No. 3672 (*Third Reprint*)

1 **An Act** concerning civil service ¹**[law enforcement]**¹ examination
2 requirement for ¹entry-level law enforcement officers, sheriff's
3 officers, and¹ ³State or³ county correctional police officers,
4 ³**[and]** and salaries for State correctional police officers,³
5 amending P.L.2021, c.7³, and making an appropriation³.
6

7 **BE IT ENACTED** by the Senate and General Assembly of the State
8 of New Jersey:
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10 1. Section 1 of P.L.2021, c.7 (C.11A:4-1.3) is amended to read
11 as follows:
12

13 1. a. The Civil Service Commission shall exempt from the
14 requirement to take an examination for an entry-level law
15 enforcement ¹officer¹ position¹, entry-level ²**[sherrif's]** sheriff's²
16 officer position,¹ or entry-level ³State or³ county correctional police
17 officer position a person who ¹**[has]**¹ successfully ¹**[completed]**
18 completes¹ a full Basic Course for Police Officers training course
19 ¹or a full Basic Course for Correction Officers training course¹ at a
20 school approved and authorized by the New Jersey Police Training
21 commission ¹within nine months from the date of hire as a
22 ³**[provisional]** temporary³ entry-level officer under the provisions
23 of this section.

24 (1) Any person employed under the provisions of this section
25 shall enroll in a training course approved by the New Jersey Police
26 Training Commission, and such person shall be entitled to a leave
27 of absence with pay during the period of the training course.

28 (2) Upon successful completion of the training course, any
29 person employed under the provisions of this section shall be
30 ³**[promoted from a provisional]** appointed from a temporary to a
31 permanent³ entry-level law enforcement police officer,
32 ³**[provisional entry-level]** from a temporary³ ²**[sherrif's]** sheriff's²
33 officer, or ³**[provisional]** temporary³ entry-level ³State or³ county
34 correctional police officer to ³**[an]** a permanent³ entry-level law
35 enforcement officer, entry-level sheriff's officer, or ³permanent³

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 ASL committee amendments adopted December 9, 2021.

²Assembly AAP committee amendments adopted December 13, 2021.

³Assembly AAP committee amendments adopted January 6, 2022.

1 entry-level ³State or³ county correctional police officer, as
2 appropriate¹.

3 b. ¹~~【The Civil Service Commission shall promulgate, pursuant~~
4 ~~to the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-~~
5 ~~1 et seq.), rules and regulations and establish administrative~~
6 ~~processes that are reasonable, necessary, and consistent with the~~
7 ~~provisions of this act.】 (Deleted by amendment, P.L.2021, c.406~~
8 ~~(pending before the Legislature as this bill)~~¹

9 c. ¹(1)¹ A municipal or county police department may hire a
10 person, exempt from the requirement to take an examination for an
11 entry-level law enforcement ¹officer¹ position pursuant to
12 subsection a. of this section, upon adoption of an ordinance or
13 resolution by the governing body authorizing such hiring by the
14 police department and the adoption of a conflict of interest and
15 nepotism policy.

16 ¹(2) A county ²~~【sheriff's】~~ sheriff's² department may hire a
17 person, exempt from the requirement to take an examination for an
18 entry-level sheriff's officer position pursuant to subsection a. of this
19 section, upon ²~~【adoption of an ordinance or resolution by the~~
20 ~~governing body authorizing such hiring by the sheriff's department~~
21 ~~and】~~² the adoption ²by the county sheriff² of a conflict of interest
22 and nepotism policy.

23 (3) A county correctional facility ², except one under the control
24 or supervision of a county sheriff,² may hire a person, exempt from
25 the requirement to take an examination for an entry-level county
26 correctional police officer position pursuant to subsection a. of this
27 section, upon adoption of an ordinance or a resolution by the
28 governing body authorizing such hiring by the county correctional
29 facility and the adoption of a conflict of interest and nepotism
30 policy.¹ ²A county correctional facility that is under the control or
31 supervision of a county sheriff may hire a person, exempt from the
32 requirement to take an examination for an entry-level county
33 correctional police officer position pursuant to subsection a. of this
34 section, upon the adoption by the county sheriff of a conflict of
35 interest and nepotism policy, without the need for an ordinance or a
36 resolution by the governing body²

37 ³(4) A State correctional facility or department may hire a
38 person, exempt from the requirement to take an examination for an
39 entry-level State correctional police officer position pursuant to
40 subsection a. of this section, upon authorization of the
41 Commissioner of Corrections.³

42 d. ¹~~【A county correctional facility may hire a person, exempt~~
43 ~~from the requirement to take an examination for an entry-level~~
44 ~~county correctional police officer position pursuant to subsection a.~~
45 ~~of this section, upon adoption of a resolution by the governing body~~
46 ~~authorizing such hiring by the correctional facility and the adoption~~
47 ~~of a conflict of interest and nepotism policy.】~~ ²~~【A municipal or~~

1 county police department, county sheriff's department, or county
 2 correctional facility shall not utilize the provisions of this section to
 3 circumvent the intergovernmental transfer process regulations
 4 established by the Civil Service Commission requiring written
 5 authorization from the departing authority¹ Permanent entry-level
 6 officers and entry-level officers serving in a working test period
 7 who are employed by a municipal or county police department,
 8 county sheriff's department, or ³State or³ county correctional
 9 facility shall not be appointed by a different municipal or county
 10 police department, county sheriff's department, or ³State or³ county
 11 correctional facility utilizing the provisions of this section and
 12 municipal or county police departments, county sheriff's
 13 departments, or ³State or³ county correctional facilities may not
 14 utilize the provisions of this section to circumvent the
 15 intergovernmental transfer process regulations established by the
 16 Civil Service Commission for officers which requires written
 17 authorization from the departing authority^{2 3}, including, but not
 18 limited to, the New Jersey Department of Corrections³.

19 e. ³The starting salary of a State correctional police officer shall
 20 be not less than \$48,000. Adjustments shall be made to the
 21 remaining steps in the salary scale of a State correctional police
 22 officer.

23 f. ³ The Civil Service Commission shall promulgate, pursuant to
 24 the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
 25 seq.), rules and regulations and establish administrative processes
 26 that are reasonable, necessary, and consistent with the provisions of
 27 this section.¹

28 ³²f. No sheriff's investigator shall be hired as a sheriff's officer
 29 in accordance with provisions of this section.² g. A sheriff's
 30 investigator in a sheriff's department shall be eligible for
 31 appointment in accordance with this section through transfer to a
 32 sheriff's officer position in that same department provided that:

- 33 (1) the investigator has completed at least one year in the
 34 position of sheriff's investigator in that sheriff's department or has
 35 served at least one year as a police officer or sheriff's officer in a
 36 municipal or county police or sheriff's department in this State; and
 37 (2) the sheriff's investigator is not over 35 years of age at the
 38 time of initial appointment in accordance with this section to the
 39 sheriff's officer position.

40 Beginning on January 1, 2023, a sheriff shall not appoint
 41 sheriff's investigators in accordance with this section to more than
 42 50 percent of open sheriff's officer positions in any calendar year.³
 43 (cf: P.L.2021, c.7, s.1)

45 ³2. There shall be appropriated from the State General Fund to
 46 the Department of Corrections \$10,300,000 for the purpose of
 47 increasing salaries for State correctional officers, to be distributed

1 in amounts determined by the Commissioner of Corrections and the
2 Chairperson of the Civil Service Commission.³

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4 ³[2.] 3.³ This act shall take effect six months following
5 enactment, except the Civil Service Commission may take any
6 anticipatory administrative action in advance as shall be necessary
7 for the implementation of this act.

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12 _____
13 Permits exemption from civil service examination requirement
14 for entry-level law enforcement officers, sheriff's officers, and
15 State and county correctional police officers; permits hiring or
16 appointment of such officers under certain conditions, and makes
appropriation.