

SENATE, No. 2710

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED JULY 20, 2020

Sponsored by:

Senator JOSEPH P. CRYAN

District 20 (Union)

SYNOPSIS

Creates Law Enforcement Examination Review Task Force for civil service examinations.

CURRENT VERSION OF TEXT

As introduced.



1 **AN ACT** creating a Law Enforcement Examination Review Task
2 Force for civil service examinations, and supplementing chapter 4
3 of Title 11A of the New Jersey Statutes.

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

7
8 1. The Legislature finds and declares that:

9 a. New Jersey is one of the most diverse states, with residents
10 from many racial and ethnic groups and many religious backgrounds.

11 b. Many of the police departments in New Jersey are not reflective
12 of the communities that they serve.

13 c. Questions have been raised about the lack of diversity in many
14 police departments throughout the State, and whether the civil
15 service examinations are biased towards certain groups.

16 d. A police department that is reflective of the community it
17 serves helps the members of the community feel that they have
18 representation and that they matter.

19 e. Trust between a police department and the community it serves
20 is necessary to help the community thrive.

21 f. It is in the interest of this State and the people of New Jersey
22 for their police departments to be reflective of their communities.

23 g. Therefore, it is in the interest of this State and the people of
24 New Jersey to establish a Law Enforcement Examination Review
25 Task Force to review all civil service examinations relating to law
26 enforcement for racial bias, insensitivity, and discrimination.

27
28 2. a. There is established in the Civil Service Commission the
29 Law Enforcement Examination Review Task Force. The purpose of
30 the task force shall be to review all civil service examinations relating
31 to law enforcement, including, but not limited to, initial employment
32 and promotions, for racial bias, insensitivity, and discrimination. If
33 racial bias, insensitivity, or discrimination is determined to exist, the
34 task force shall revise the examination prior to the next
35 administration, when possible, to remove the bias, insensitivity, and
36 discrimination.

37 b. The task force shall consist of 13 members as follows:

38 (1) The Chief Executive Officer of the Civil Service Commission,
39 the Attorney General, the Secretary of State, and the Director of the
40 Division of Criminal Justice in the Department of Law and Public
41 Safety, who shall serve ex-officio, or their respective designees; and

42 (2) The following public members shall be appointed by the
43 Governor:

44 (a) a representative of the New Jersey State Law Enforcement
45 Officers Association;

46 (b) a representative of the National Organization of Black Law
47 Enforcement Executives;

1 (c) a representative of the National Latino Peace Officers
2 Association;

3 (d) a representative of the New Jersey Asian American Law
4 Enforcement Officers Association;

5 (e) a representative of the National Association of Women Law
6 Enforcement Executives;

7 (f) a representative of the LGBTQ community in law enforcement;

8 (g) a New Jersey resident no more than 25 years of age who is
9 concerned with the issues of civil rights, or social, economic and
10 racial equality;

11 (h) a New Jersey resident no more than 35 years of age who is
12 concerned with the issues of civil rights, or social, economic and
13 racial equality; and

14 (i) a New Jersey resident who is concerned with the issues of
15 civil rights, or social, economic and racial equality.

16 Of the public members first appointed, four shall serve for a term
17 of four years, three shall serve for a term of three years, and two shall
18 serve for a term of two years.

19 c. Appointments to the task force shall be made no later than 90
20 days after the effective date of this act. Each public member shall
21 serve for a term of four years or until a successor is appointed, and
22 vacancies shall be filled in the same manner as the original
23 appointments. A vacancy in the membership occurring other than by
24 expiration of a term shall be filled in the same manner as the original
25 appointment, but for the unexpired term only. The members of the
26 task force shall serve without compensation, but shall be eligible for
27 reimbursement for necessary and reasonable expenses incurred in the
28 performance of their official duties within the limits of funds
29 appropriated or otherwise made available to the task force for its
30 purposes.

31 d. The task force shall organize as soon as practicable following
32 the appointment of a majority of its public members and shall select
33 a chairperson and a vice-chairperson from among its members, as
34 well as a secretary who need not be a member of the task force. A
35 meeting of the task force shall be called at the request of seven of the
36 task force's members, and seven members of the task force shall
37 constitute a quorum at any meeting thereof. The task force may meet
38 and hold hearings at the place or places the task force designates.

39 The Civil Service Commission shall provide staff support to the
40 task force. The task force shall be entitled to call to its assistance and
41 avail itself of the services of the employees of any State, county, or
42 municipal department, board, bureau, commission, or agency as the
43 task force may require and as may be available to the task force for
44 its purposes.

45 e. No later than one year after its organization, and annually
46 thereafter, the task force shall prepare and submit to the Governor
47 and, pursuant to section 2 of P.L.1991, c.164 (C.52:14-19.1), to the
48 Legislature, a report detailing the task force's work during the

1 previous year, including the number of examinations reviewed, the
2 number of examinations that required changes, and the types of
3 changes made to the examinations.

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5 3. This act shall take effect immediately.

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8 STATEMENT

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10 New Jersey is one of the most diverse states. However, many of
11 the police departments in New Jersey are not reflective of the
12 communities that they serve. Questions have been raised about the
13 lack of diversity in many police departments throughout the State,
14 and whether the civil service examinations are biased towards certain
15 groups. A police department that is reflective of the community it
16 serves helps the members of the community feel that they have
17 representation and that they matter. It also helps the community
18 thrive. Therefore, it is in the interest of this State and the people of
19 New Jersey to establish a Law Enforcement Examination Review
20 Task Force to review all civil service examinations relating to law
21 enforcement.

22 This bill establishes in the Civil Service Commission, the Law
23 Enforcement Examination Review Task Force. The purpose of the
24 task force will be to review all civil service examinations relating to
25 law enforcement, including, but not limited to, initial employment
26 and promotions, for racial bias, insensitivity, and discrimination. If
27 racial bias, insensitivity, or discrimination is determined to exist, the
28 task force will revise the examination, and remove the bias,
29 insensitivity, and discrimination.

30 The task force will consist of 13 members, including
31 representatives from the following organizations: the New Jersey
32 State Law Enforcement Officers Association; the National
33 Organization of Black Law Enforcement Executives; the National
34 Latino Peace Officers Association; the New Jersey Asian American
35 Law Enforcement Officers Association; the National Association of
36 Women Law Enforcement Executives; and the LGBTQ community
37 in law enforcement.

38 No later than one year after its organization, and annually
39 thereafter, the task force will submit a report detailing the task force's
40 work during the previous year, including the number of examinations
41 reviewed, the number of examinations that required changes, and the
42 types of changes made to any examinations.