

# SENATE, No. 2765

## STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED AUGUST 3, 2020

**Sponsored by:**

**Senator STEPHEN M. SWEENEY**

**District 3 (Cumberland, Gloucester and Salem)**

**Senator RONALD L. RICE**

**District 28 (Essex)**

**Senator M. TERESA RUIZ**

**District 29 (Essex)**

**Co-Sponsored by:**

**Senators Pou, Turner, Greenstein and Singleton**

**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: 8/27/2020)**

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).  
31

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.).  
20

21 3. This act shall take effect immediately.  
22  
23

24 STATEMENT  
25

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  
43 the 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.