

SENATE, No. 4208

STATE OF NEW JERSEY
219th LEGISLATURE

INTRODUCED DECEMBER 2, 2021

Sponsored by:

Senator JAMES BEACH

District 6 (Burlington and Camden)

SYNOPSIS

Permits employment of police officers without examination prior to taking training course and provides for veterans hiring preference in certain cases.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning employment of entry-level police officers, and
2 amending P.L.2021, c.7.

3
4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6
7 1. Section 1 of P.L.2021, c.7 (C.11A:4-1.3) is amended to read
8 as follows:

9 a. The Civil Service Commission shall exempt from the
10 requirement to take an examination for an entry-level law
11 enforcement position a person who has successfully completed a
12 full Basic Course for Police Officers training course at a school
13 approved and authorized by the New Jersey Police Training
14 commission.

15 b. **【**The Civil Service Commission shall promulgate, pursuant
16 to the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-
17 1 et seq.), rules and regulations and establish administrative
18 processes that are reasonable, necessary, and consistent with the
19 provisions of this act.**】** (Deleted by amendment, P.L. _____,
20 c.)(pending before the Legislature as this bill)

21 c. A municipal or county police department may hire a person,
22 exempt from the requirement to take an examination for an entry-
23 level law enforcement position pursuant to subsection a. of this
24 section, upon adoption of an ordinance or resolution by the
25 governing body authorizing such hiring by the police department,
26 adoption of an ordinance or resolution providing hiring preference
27 to veterans, as defined in N.J.S.11A:5-1, provided that in all
28 measurable criteria the veteran and nonveteran are equally qualified
29 for the position, and the adoption of a conflict of interest and
30 nepotism policy.

31 d. (1) Notwithstanding the provisions of Title 11A of the New
32 Jersey Statutes or any other law, rule, or regulation to the contrary,
33 the Civil Service Commission shall permit a municipal or county
34 police department to recruit and employ a person as a probationary
35 entry-level municipal or county law enforcement officer prior to
36 taking a full Basic Course for Police Officers training course
37 approved by the New Jersey Police Training Commission, and shall
38 exempt such person from the requirement to take an examination
39 for an entry-level municipal or county law enforcement officer
40 position.

41 (2) Any person employed under the provisions of this subsection
42 shall successfully complete a full Basic Course for Police Officers
43 training course within nine months from the date of hire as a
44 probationary entry-level law enforcement officer under the
45 provisions of this subsection. The time period may exceed nine

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.

1 months for those persons enrolled prior to the nine-month limit in a
2 police officer training course scheduled to end subsequent to the
3 nine-month limit, and for those persons who, prior to the nine-
4 month limit, have been scheduled to attend a police officer training
5 course which commences subsequent to the nine month-limit. In no
6 case shall any extension granted for the reasons herein set forth
7 exceed six months.

8 Every person holding such probationary appointment shall enroll
9 in a full Basic Course for Police Officers training course approved
10 by the New Jersey Police Training Commission, and such person
11 shall be entitled to a leave of absence with pay during the period of
12 the training course.

13 (3) Upon successful completion of the training course, the
14 person shall be promoted from a probationary entry-level municipal
15 or county law enforcement officer to an entry-level municipal or
16 county law enforcement officer, as appropriate.

17 e. A municipal or county police department may recruit and
18 employ a person as a probationary entry-level law enforcement
19 officer pursuant to subsection d. of this section, upon adoption of an
20 ordinance or resolution by the governing body authorizing such
21 hiring by the department, adoption of an ordinance or resolution
22 providing hiring preference to veterans, as defined in N.J.S.11A:5-
23 1, provided that in all measurable criteria the veteran and
24 nonveteran are equally qualified for the position, and the adoption
25 of a conflict of interest and nepotism policy.

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

31 (cf: P.L.2021, c.7, s.1)

32
33 2. This act shall take effect six months following enactment,
34 except the Civil Service Commission may take any anticipatory
35 administrative action in advance as shall be necessary for the
36 implementation of this act.

STATEMENT

40
41 Under this bill, the Civil Service Commission will permit a
42 municipal or county police department to recruit and employ a
43 person as a probationary entry-level police officer prior to taking
44 the training course approved by the New Jersey Police Training
45 Commission, and such person will also be exempt from taking the
46 civil service examination for an entry-level police officer.

47 The person must successfully complete a full Basic Course for
48 Police Officers training course within nine months from the date of

1 hire as a probationary entry-level police officer. The nine-month
2 limit may be extended in certain cases for an additional six months.

3 Upon successful completion of the course, the person will be
4 promoted from a probationary entry-level police officer to an entry-
5 level police officer.

6 The bill permits a municipal or county police department to
7 recruit and employ a person as a probationary entry-level police
8 officer, upon adoption by the governing body of an ordinance or
9 resolution authorizing such hiring, adoption of an ordinance or
10 resolution providing hiring preference to veterans, as defined in
11 civil service law, provided that in all measurable criteria the veteran
12 and nonveteran are equally qualified for the position, and the
13 adoption of a conflict of interest and nepotism policy.

14 The bill also permits a governing body to provide a hiring
15 preference for veterans when an applicant is exempt from the
16 requirement to take an examination for an entry-level law
17 enforcement position as a result of the successful completion of a
18 full Basic Course for Police Officers training course, as provided
19 under current law, upon the adoption of an ordinance or resolution
20 providing such preference.