[First Reprint]

SENATE, No. 4208

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED DECEMBER 2, 2021

Sponsored by:
Senator JAMES BEACH
District 6 (Burlington and Camden)

Co-Sponsored by:
Senator O'Scanlon

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 reported by the Senate Law and Public Safety Committee on December 16, 2021, with amendments.

(Sponsorship Updated As Of: 12/20/2021)

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

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

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

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

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

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

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

(2) Any person employed under the provisions of this subsection shall successfully complete a full Basic Course for Police Officers training course within nine months from the date of hire as a probationary entry-level law enforcement officer under the 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.
Matter enclosed in superscript numerals has been adopted as follows:
[1]Senate SLP committee amendments adopted December 16, 2021.

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

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

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

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

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

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

2. This act shall take effect [1]**[**six months**]** thirty days[1] following enactment, except the Civil Service Commission may take any anticipatory administrative action in advance as shall be necessary for the implementation of this act.