

# ASSEMBLY, No. 2394

## STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED FEBRUARY 3, 2020

**Sponsored by:**

**Assemblyman BENJIE E. WIMBERLY**

**District 35 (Bergen and Passaic)**

**Assemblyman GORDON M. JOHNSON**

**District 37 (Bergen)**

**Assemblyman JAMEL C. HOLLEY**

**District 20 (Union)**

**Co-Sponsored by:**

**Assemblywoman Timberlake, Assemblyman Spearman, Assemblywoman Speight, Assemblyman Verrelli, Assemblywomen Reynolds-Jackson, Quijano, Assemblyman Danielsen, Assemblywomen Jasey and Tucker**

**SYNOPSIS**

Requires law enforcement agencies in this State to establish minority recruitment and selection programs; establishes reporting requirement.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 6/18/2020)**

1 AN ACT requiring State, county, and municipal law enforcement  
2 agencies to establish minority recruitment and selection  
3 programs and supplementing Title 52 of the Revised Statutes.

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

7  
8 1. For the purposes of this act:

9 "Law enforcement agency" means a department, division,  
10 bureau, commission, board or other authority of the State or of any  
11 political subdivision thereof which has by statute or ordinance the  
12 responsibility of detecting and enforcing the general criminal laws  
13 of this State.

14 "Law enforcement officer" means any person who is employed  
15 as a permanent full-time member of an enforcement agency, who is  
16 statutorily empowered to act for the detection, investigation, arrest,  
17 and conviction of persons violating the criminal laws of this State  
18 and statutorily required to successfully complete a training course  
19 approved, or certified as being substantially equivalent to an  
20 approved course, by the Police Training Commission pursuant to  
21 P.L.1961, c.56 (C.52:17B-66 et seq.).

22  
23 2. a. Each law enforcement agency in this State shall establish  
24 a minority recruitment and selection program in accordance with  
25 guidelines established by the Attorney General pursuant to section 4  
26 of this act. The program shall ensure that the agency is comprised  
27 of law enforcement officers who reflect the diversity of the  
28 population of the community the agency is charged with protecting  
29 by:

30 (1) setting specific goals for recruiting and hiring minorities and  
31 females;

32 (2) establishing time frames for meeting these goals;

33 (3) describing methods of evaluating whether these goals are  
34 met; and

35 (4) setting forth corrective action to be taken if the agency fails  
36 to meet these goals.

37 b. The minority recruitment and selection program established  
38 pursuant to subsection a. of this section shall be posted on the  
39 official Internet website of each law enforcement agency.

40 c. The county prosecutor shall monitor the results of the  
41 minority recruitment and selection programs established by county  
42 and municipal law enforcement agencies within the jurisdiction of  
43 the prosecutor as required in subsection a. of this section. The  
44 county prosecutor shall annually report this information to the  
45 Attorney General.

46 d. The Attorney General shall monitor the results of the  
47 minority recruitment and selection programs established by the

1 Division of State Police and other State law enforcement agencies  
2 as required in subsection a. of this section.

3 e. The Attorney General shall annually report to the Governor  
4 and, pursuant to section 2 of P.L.1991, c.164 (C:52:14-19.1), to the  
5 President of the Senate and the Speaker of the General Assembly a  
6 summary of the results obtained pursuant to subsection d. of this  
7 section and the results reported by the county prosecutors pursuant  
8 to subsection c. of this section. The Attorney General also shall  
9 post this summary on the official Internet website of the  
10 Department of Law and Public Safety.

11

12 3. a. Each State law enforcement agency, including the  
13 Division of State Police, shall annually report to the Attorney  
14 General and each municipal and county law enforcement agency in  
15 this State shall annually report to the county prosecutor with  
16 jurisdiction over the agency a report containing:

17 (1) the age, gender, race, and ethnicity of the law enforcement  
18 officers currently appointed to the law enforcement agency;

19 (2) the age, gender, race, and ethnicity of applicants for a law  
20 enforcement officer position in the preceding calendar year;

21 (3) the age, gender, race, and ethnicity of applicants appointed  
22 to the agency in the preceding calendar year;

23 (4) the reasons for denying applicants an appointment to the law  
24 enforcement agency; and

25 (5) the age, gender, race, and ethnicity of each law enforcement  
26 officer promoted within the agency in the preceding calendar year,  
27 including the position to which the officer was promoted.

28 b. Each municipal law enforcement agency shall publish in the  
29 agency's annual report the information required by subsection a. of  
30 this section.

31 c. Each county prosecutor shall publish in the county  
32 prosecutor's annual report the information required by subsection a.  
33 of this section for each county law enforcement agency within the  
34 jurisdiction of the county prosecutor.

35 d. Each State law enforcement agency shall publish in the  
36 agency's annual report the information required by subsection a. of  
37 this section.

38 e. The county prosecutor shall forward the information  
39 required in subsection a. of this section to the Attorney General.  
40 The Attorney General shall collect, gather, assemble, and collate the  
41 information required in subsection a. of this section into an annual  
42 report to be issued to the Governor and, pursuant to section 2 of  
43 P.L.1991, c.164 (C:52:14-19.1), to the President of the Senate and  
44 the Speaker of the General Assembly.

45 f. The Attorney General shall post on the official Internet web  
46 site of the Department of Law and Public Safety each annual report  
47 required by subsection e. of this section.



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1 concerning State law enforcement agencies, including the Division  
2 of State Police, into an annual report to be reported to the Governor,  
3 President of the Senate, and Speaker of the General Assembly. The  
4 bill also requires this information to be posted on the official  
5 Internet website of the Department of Law and Public Safety. Each  
6 State, county, and municipal law enforcement agency also is  
7 required to publish this information in its annual report.