

ASSEMBLY, No. 4364

STATE OF NEW JERSEY
219th LEGISLATURE

INTRODUCED JULY 2, 2020

Sponsored by:

Assemblyman RONALD S. DANCER

District 12 (Burlington, Middlesex, Monmouth and Ocean)

SYNOPSIS

Prohibits payment of public employee bonuses not directly contingent upon achieving certain performance goals.

CURRENT VERSION OF TEXT

As introduced.



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1 AN ACT concerning payment of certain bonuses to public
2 employees and supplementing Title 52 of the Revised Statutes,
3 and Titles 40A and 18A of the New Jersey Statutes.

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

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8 1. No State officer or employee, including an officer or employee
9 of an independent authority, board, commission or other agency or
10 instrumentality of the State, whose compensation is paid with, or out
11 of, public funds shall be paid any bonus which is not directly
12 contingent upon the officer's or employee's achievement of
13 specifically defined performance goals. The provisions of this section
14 shall not be construed as affecting the provisions of any employment
15 contract or collective bargaining agreement in effect on the effective
16 date of this act.

17
18 2. No local government officer or employee, including an officer
19 or employee of an independent authority, board, commission or other
20 agency or instrumentality of the local government, whose
21 compensation is paid with, or out of, public funds shall be paid any
22 bonus which is not directly contingent upon the officer's or
23 employee's achievement of specifically defined performance goals.
24 The provisions of this section shall not be construed as affecting the
25 provisions of any employment contract or collective bargaining
26 agreement in effect on the effective date of this act.

27
28 3. No school district officer or employee, including an officer or
29 employee of a board, commission or other agency or instrumentality of
30 the school district, whose compensation is paid with, or out of, public
31 funds shall be paid any bonus which is not directly contingent upon the
32 officer's or employee's achievement of specifically defined
33 performance goals. The provisions of this section shall not be
34 construed as affecting the provisions of any employment contract or
35 collective bargaining agreement in effect on the effective date of this
36 act.

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38 4. This act shall take effect immediately.
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STATEMENT

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43 This bill provides that no State or local government officer or
44 employee, including an officer or employee of an independent
45 authority, board, commission or other agency or instrumentality of the
46 State or local government, whose compensation is paid with, or out
47 of, public funds will be paid any bonus which is not directly
48 contingent upon the employee's achievement of specifically defined

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1 performance goals. This prohibition is also made applicable to a
2 school district officer or employee, including an officer or employee
3 of a board, commission or other agency or instrumentality of the
4 school district. The bill's provisions will not be construed as
5 affecting the provisions of any employment contract or collective
6 bargaining agreement in effect on the bill's effective date.