

[Second Reprint]

**SENATE, No. 2766**

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**STATE OF NEW JERSEY**  
**219th LEGISLATURE**

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INTRODUCED AUGUST 3, 2020

**Sponsored by:**

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**Senators Turner, Greenstein, Pou, Singleton, Assemblywomen Speight, Murphy, Carter, Vainieri Huttle, Timberlake, Assemblyman Houghtaling, Assemblywoman Swain and Assemblyman Tully**

**SYNOPSIS**

Requires Civil Service Commission establish mentoring program for certain civil service law enforcement applicants.

**CURRENT VERSION OF TEXT**

As amended by the General Assembly on June 21, 2021.



**(Sponsorship Updated As Of: 6/24/2021)**

1 AN ACT requiring the Civil Service Commission to establish a  
 2 mentoring program to assist certain applicants for civil service  
 3 employment<sup>1</sup>**[,]**<sup>1</sup> and supplementing chapter 7 of Title 11A of  
 4 the New Jersey Statutes.

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

8  
 9 1. a. Notwithstanding any law, rule<sup>1,1</sup> or regulation to the contrary,  
 10 the Civil Service Commission shall establish and maintain a mentoring  
 11 program for <sup>2</sup>**[minority]**<sup>2</sup> civil service law enforcement applicants  
 12 <sup>2</sup>who reside in a municipality with a median income at or below 250  
 13 percent of the federal poverty level. The program shall be expanded to  
 14 minority applicants if the results of a properly conducted disparity  
 15 study demonstrate particularized findings of past discrimination and  
 16 the program is narrowly tailored to remedy that past discrimination<sup>2</sup>.

17 The purpose of the mentoring program shall be to assist  
 18 <sup>2</sup>**[minority]**<sup>2</sup> law enforcement applicants through the civil service  
 19 application and selection process<sup>1</sup>**[,]**<sup>1</sup> and to help address obstacles  
 20 unique to their circumstances. The program may be conducted  
 21 through mentoring projects, including workshops, group discussions,  
 22 and dissemination of information about civil service practices which  
 23 provide assistance in overcoming barriers to employment. <sup>2</sup>The  
 24 program shall be designed to provide a mentor to an applicant for the  
 25 duration of the exam cycle, until the mentee completes the hiring  
 26 process.<sup>2</sup>

27 b. As used in this act:

28 "Mentee" means a civil service law enforcement applicant  
 29 participating in the mentoring program established pursuant to  
 30 <sup>1</sup>[section] subsection<sup>1</sup> a. of this <sup>1</sup>[act] section<sup>1</sup>.

31 "Mentor" means a volunteer who agrees to participate in the  
 32 mentoring program established pursuant to <sup>1</sup>[section] subsection<sup>1</sup> a. of  
 33 this <sup>1</sup>[act] section<sup>1</sup>. A mentor may be a current law enforcement  
 34 officer in good standing who obtained <sup>1</sup>[his or her] the<sup>1</sup> current law  
 35 enforcement position through the civil service process, a former law  
 36 enforcement officer who retired or resigned in good standing who  
 37 obtained <sup>1</sup>[his or her] the<sup>1</sup> law enforcement position through the civil  
 38 service process, or any other person deemed appropriate by the Civil  
 39 Service Commission.

40 c. The Civil Service Commission shall develop criteria to  
 41 determine eligibility in the mentoring program as a mentor and as a  
 42 mentee. <sup>1</sup>**[No monies] Monies<sup>1</sup>** shall <sup>1</sup>not<sup>1</sup> be provided to a mentor to  
 43 participate in the program<sup>1</sup>**[,]**<sup>1</sup> and <sup>1</sup>**[no]**<sup>1</sup> fees shall <sup>1</sup>not<sup>1</sup> be charged  
 44 to a mentee to participate in the program. When possible, the mentor  
 45 shall be of the same racial or ethnic background as the mentee.

**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:

<sup>1</sup>Senate SLP committee amendments adopted August 25, 2020.

<sup>2</sup>Assembly floor amendments adopted June 21, 2021.

1       d. A mentor or mentee may be removed from the program for  
2 good cause as determined by the Civil Service Commission. A mentee  
3 shall be removed from the program upon the mentee's acceptance of  
4 an offer of employment. An applicant may participate in the program  
5 as a mentee a maximum of three times within a <sup>1</sup>[ten] 10<sup>1</sup> year period.  
6 After successfully completing the program, a former mentee may be  
7 eligible to participate in the program as a mentor.

8       e. At least once a year, the Civil Service Commission shall review  
9 the mentoring program for its efficacy, and make any necessary  
10 adjustments to continue to meet the needs and purpose of the program.

11       f. The Civil Service Commission shall develop rules and  
12 regulations to effectuate the purposes of <sup>1</sup>**[this act,]**<sup>1</sup> P.L.     , c.  
13 <sup>1</sup>(C. \_\_\_\_\_)<sup>1</sup> (pending before the Legislature as this bill).

14

15       2. This act shall take effect on the first day of the <sup>2</sup>**[sixth]**  
16 eighteenth<sup>2</sup> month next following enactment, except the Civil  
17 Service Commission may take any anticipatory administrative  
18 action in advance as shall be necessary for the implementation of  
19 this act.