

[First Reprint]

**SENATE, No. 2767**

---

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

---

INTRODUCED AUGUST 3, 2020

**Sponsored by:**

**Senator JOSEPH P. CRYAN**

**District 20 (Union)**

**Senator RONALD L. RICE**

**District 28 (Essex)**

**Senator STEPHEN M. SWEENEY**

**District 3 (Cumberland, Gloucester and Salem)**

**Senator M. TERESA RUIZ**

**District 29 (Essex)**

**Co-Sponsored by:**

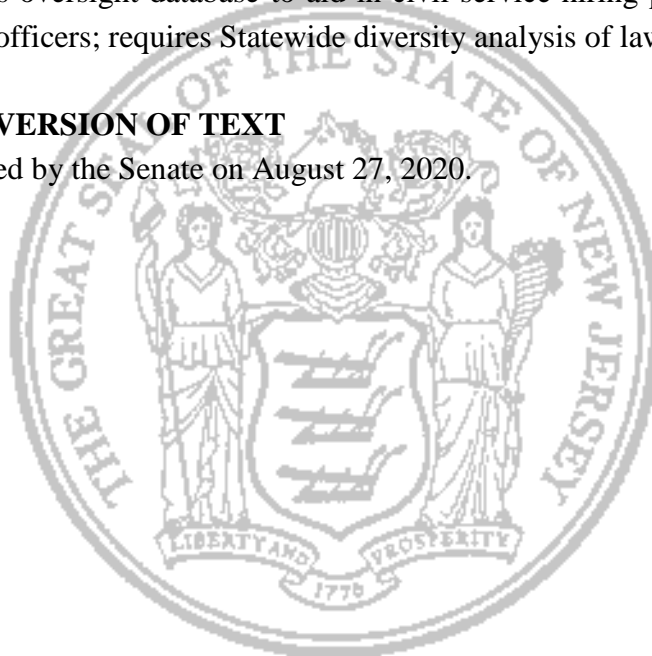
**Senators Pou, Turner and Greenstein**

**SYNOPSIS**

Establishes oversight database to aid in civil service hiring process for law enforcement officers; requires Statewide diversity analysis of law enforcement.

**CURRENT VERSION OF TEXT**

As amended by the Senate on August 27, 2020.



**(Sponsorship Updated As Of: 8/27/2020)**

1 AN ACT establishing an oversight database to aid in the civil service  
2 hiring process for law enforcement officers and requiring a  
3 Statewide diversity analysis of law enforcement, and  
4 supplementing Title 11A of 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. The Civil Service Commission shall oversee the  
10 development and maintenance of a database, which shall collect and  
11 track the background information received from a law enforcement  
12 agency of the State, or a political subdivision of the State that has  
13 adopted the provisions of Title 11A of the New Jersey Statutes,  
14 regarding candidates for the position of law enforcement officer.

15 b. The database shall be considered confidential and shall be  
16 used only by the commission and participating law enforcement  
17 agencies across the State. The database shall not be subject to  
18 public access, inspection, or copying pursuant to P.L.1963, c.73  
19 (C.47:1A-1 et seq.)<sup>1</sup> **], or the common law concerning access to**  
20 **public records]**<sup>1</sup>.

21 c. (1) The information maintained in the database shall be  
22 determined by the commission, in consultation with various  
23 national and State law enforcement organizations, and shall include:

24 (a) all background information received from all candidates; and  
25 (b) threshold decisions made for selection or disqualification of  
26 candidates by law enforcement agencies.

27 (2) The information maintained in the database shall exclude  
28 personal identifying information of candidates to prevent  
29 compromising personal privacy and security and to ensure a non-  
30 biased selection process.

31 d. The commission, in consultation with various national and  
32 State law enforcement organizations, shall develop universal  
33 guidelines and best practices for background investigations relating  
34 to threshold decisions for removal from the candidate list. The  
35 guidelines and best practices shall include training for background  
36 investigations to better understand the challenges underrepresented  
37 groups disproportionately face to prevent a failure to adequately  
38 account for such challenges during the selection or disqualification  
39 process.

40 e. The commission, in consultation with various national and  
41 State law enforcement organizations, shall establish a universal  
42 background application to be utilized in the hiring process for  
43 police officers by all law enforcement agencies. The universal  
44 application shall be used to provide the information contained in the  
45 database established pursuant to subsection a. of this section.

**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 floor amendments adopted August 27, 2020.**

1 f. The Chair of the Civil Service Commission may adopt rules  
2 and regulations to effectuate the provisions of P.L. ,  
3 c. (C. )(pending before the Legislature as this bill). The rules  
4 and regulations shall be effective immediately upon filing with the  
5 Office of Administrative Law for a period not to exceed 18 months,  
6 and may, thereafter, be amended, adopted or readopted in  
7 accordance with the provisions of the "Administrative Procedure  
8 Act," P.L.1968, c.410 (C.52:14B-1 et seq.).

9 g. As used in this section:

10 "National and State law enforcement organizations" means  
11 organizations such as the National Organization of Black Law  
12 Enforcement Executives (NOBLE), the New Jersey chapter of  
13 NOBLE, and the Hispanic American Law Enforcement Association.

14 "Personal identifying information" means information that may  
15 be used, alone or in conjunction with any other information, to  
16 identify a specific individual and includes, but is not limited to, the  
17 name, address, e-mail address, social media address, telephone  
18 number, fax number, date of birth, social security number, driver's  
19 license number, official State issued identification number,  
20 employer or taxpayer number, place of employment, telephone  
21 number of employment, employee identification number, school  
22 address, school phone number, student identification number,  
23 mother's maiden name, unique biometric data, such as fingerprint,  
24 voice print, retina, or iris image, or other unique physical  
25 representation, unique electronic identification number, medical  
26 diagnoses, treatments, or other medical information concerning an  
27 identifiable person.

28  
29 2. Timely notifications of candidate status and certification  
30 notifications shall be disseminated by the Civil Service Commission  
31 electronically via e-mail or text message, dependent on the  
32 candidate's preferred option, to be indicated on the universal  
33 application established pursuant to subsection e. of section 1 of  
34 P.L. , c. (C. )(pending before the Legislature as this bill).  
35 Responses from candidates to certification notifications shall be  
36 submitted electronically to the commission via e-mail. Status  
37 notifications and certifications from the commission and responses  
38 from candidates shall be accurately logged and received in the  
39 database established pursuant to subsection a. of section 1 of  
40 P.L. , c. (C. )(pending before the Legislature as this bill).

41  
42 3. a. The Division of Equal Employment Opportunity and  
43 Affirmative Action in the Civil Service Commission, in  
44 consultation with various national and State law enforcement  
45 agencies, as defined in section 1 of P.L. , c. (C. )(pending  
46 before the Legislature as this bill), shall conduct a Statewide  
47 diversity analysis of the ethnic and racial make-up of all law  
48 enforcement agencies in the State.

**S2767 [1R] CRYAN, RICE**

4

1       b. The division shall prepare and submit a written report within  
2 one year of the effective date of this act, to the Governor and,  
3 pursuant to section 2 of P.L.1991, c.164 (C.52:14-19.1), to the  
4 Legislature.

5

6       4. This act shall take effect immediately.