

[Second Reprint]
ASSEMBLY, No. 4517

STATE OF NEW JERSEY
219th LEGISLATURE

INTRODUCED AUGUST 13, 2020

Sponsored by:

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblywoman ANGELA V. MCKNIGHT

District 31 (Hudson)

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District 37 (Bergen)

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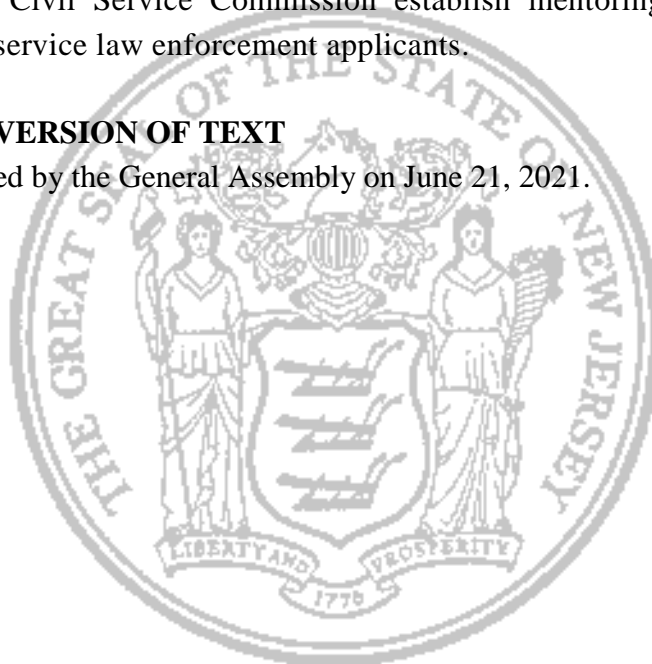
**Assemblywomen Speight, Murphy, Carter, Vainieri Huttie, Timberlake,
Assemblyman Houghtaling, Assemblywoman Swain and Assemblyman
Tully**

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
 2 mentoring program to assist certain applicants for civil service
 3 employment ¹**[,]**¹ 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^{1,1} or regulation to the
 10 contrary, the Civil Service Commission shall establish and
 11 maintain a mentoring program for ²**[minority]**² civil service
 12 law enforcement applicants ²who reside in a municipality with
 13 a median income at or below 250 percent of the federal
 14 poverty level. The program shall be expanded to minority
 15 applicants if the results of a properly conducted disparity study
 16 demonstrate particularized findings of past discrimination and
 17 the program is narrowly tailored to remedy that past
 18 discrimination².

19 The purpose of the mentoring program shall be to assist
 20 ²**[minority]**² law enforcement applicants through the civil
 21 service application and selection process¹**[,]**¹ and to help
 22 address obstacles unique to their circumstances. The program
 23 may be conducted through mentoring projects, including
 24 workshops, group discussions, and dissemination of
 25 information about civil service practices which provide
 26 assistance in overcoming barriers to employment. ²The
 27 program shall be designed to provide a mentor to an applicant
 28 for the duration of the exam cycle, until the mentee completes
 29 the hiring process.²

30 b. As used in this act:

31 “Mentee” means a civil service law enforcement applicant
 32 participating in the mentoring program established pursuant to
 33 ¹**[section]** subsection¹ a. of this ¹**[act]** section¹.

34 "Mentor" means a volunteer who agrees to participate in
 35 the mentoring program established pursuant to ¹**[section]**
 36 subsection¹ a. of this ¹**[act]** section¹. A mentor may be a
 37 current law enforcement officer in good standing who
 38 obtained ¹**[his or her]** the¹ current law enforcement position
 39 through the civil service process, a former law enforcement
 40 officer who retired or resigned in good standing who
 41 obtained ¹**[his or her]** the¹ law enforcement position through

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:

¹Assembly ACD committee amendments adopted February 24, 2021.

²Assembly floor amendments adopted June 21, 2021.

1 the civil service process, or any other person deemed
2 appropriate by the Civil Service Commission.

3 c. The Civil Service Commission shall develop criteria to
4 determine eligibility in the mentoring program as a mentor and
5 as a mentee. ¹~~['No monies']~~ Monies¹ shall ¹~~not~~ be provided
6 to a mentor to participate in the program¹~~['']~~ and ¹~~['no']~~ fees
7 shall ¹~~not~~ be charged to a mentee to participate in the
8 program. When possible, the mentor shall be of the same
9 racial or ethnic background as the mentee.

10 d. A mentor or mentee may be removed from the program
11 for good cause as determined by the Civil Service
12 Commission. A mentee shall be removed from the program
13 upon the mentee's acceptance of an offer of employment. An
14 applicant may participate in the program as a mentee a
15 maximum of three times within a ¹~~['ten']~~ 10¹ year period.
16 After successfully completing the program, a former mentee
17 may be eligible to participate in the program as a mentor.

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

22 f. The Civil Service Commission shall develop rules and
23 regulations to effectuate the purposes of ¹~~['this act,']~~ P.L. ,

24 c. ¹~~(C. _____)~~¹ (pending before the Legislature as this bill).

25

26 2. This act shall take effect on the first day of the ²~~['sixth']~~
27 eighteenth² month next following enactment, except the Civil
28 Service Commission may take any anticipatory administrative
29 action in advance as shall be necessary for the implementation of
30 this act.