

**LEGISLATIVE FISCAL ESTIMATE**

[First Reprint]

**ASSEMBLY, No. 4542**

**STATE OF NEW JERSEY  
219th LEGISLATURE**

DATED: JUNE 30, 2021

**SUMMARY**

- Synopsis:** Requires Civil Services Commission to undertake various initiatives to increase diversity and inclusivity within law enforcement agencies.
- Type of Impact:** State Expenditure Increase.
- Agencies Affected:** New Jersey Civil Service Commission.

**Office of Legislative Services Estimate**

<b>Fiscal Impact</b>	<b><u>Annual</u></b>
<b>State Cost Increase</b>	Indeterminate

- The Office of Legislative Services (OLS) projects that the enactment of this bill will result in a one-time indeterminate expenditure increase to the State due to the bill’s requirement for the Civil Service Commission to conduct, or hire a vendor to conduct, a racial composition analysis of the State’s law enforcement agencies.
- The OLS further projects that this bill will result in indeterminate annual increase in costs to the State tied to the requirement for the commission to create an entry-level law enforcement preparatory program.

**BILL DESCRIPTION**

This bill requires the Civil Services Commission to undertake various initiatives to increase diversity and inclusivity within law enforcement agencies.

The bill directs the Civil Service Commission to conduct, or hire a qualified vendor to conduct, an analysis of the racial composition of law enforcement agencies in this State. The goal of the analysis would be to identify the agencies that might benefit most from eliminating the preference in hiring based upon residency.

The bill also directs the commission to create a program with the goal of achieving at least one of the following two objectives:

(1) sponsoring free or low-cost preparatory courses for the entry level law enforcement examination for residents of any low-income community, as defined in the bill, or of any municipality with at least one “qualified opportunity zone,” as identified under federal regulations; or

(2) providing, securing, or identifying scholarships for alternate route programs or preparatory courses for the entry level law enforcement examination for residents of any low-income community or “qualified opportunity zone.”

The bill authorizes the commission to receive gifts, grants, or other financial assistance from private sources to fund these courses or scholarships.

## **FISCAL ANALYSIS**

### ***EXECUTIVE BRANCH***

None received.

### ***OFFICE OF LEGISLATIVE SERVICES***

The OLS estimates that this bill will result in a one-time indeterminate increase in State expenditures due to the requirement for the commission to conduct, or hire a vendor to conduct, a racial composition analysis of the State’s law enforcement agencies.

The OLS projects that this bill will result in indeterminate annual increase in costs to the State tied to the requirement for the commission to create an entry-level law enforcement preparatory program.

For purposes of illustration, the Uniform Crime Reporting Program of New Jersey (crime report) incorporates the collection of pertinent data relating to the police of this State. The latest crime report issued stated that, in 2016, there were approximately 47,000 police employees, which included about 10,000 civilian employees.

The OLS notes that the magnitude of the expenditure increases will depend on operating and regulatory decisions by the commission.

*Section:* Commerce, Labor and Industry  
*Analyst:* Juan C. Rodriguez  
Senior Fiscal Analyst  
*Approved:* Thomas Koenig  
Legislative Budget and Finance Officer

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).