

P.L. 2021, CHAPTER 234, *approved September 28, 2021*
Senate, No. 2765 (*First Reprint*)

1 **AN ACT** concerning diversity and inclusivity within law
2 enforcement agencies in this State and supplementing P.L.1948,
3 c.439 (C.52:17B-1 et seq.).
4

5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:
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8 1. a. The Civil Service Commission shall conduct, or select a
9 qualified vendor to conduct, ¹**[within]** beginning not later than¹ one
10 year following enactment of this act, P.L. , c. (pending before
11 the Legislature as this bill), an analysis of the racial composition of
12 law enforcement agencies in this State, with the goal of identifying
13 those agencies that might benefit most from eliminating any
14 preference in hiring based upon residency.

15 ¹All law enforcement agencies in this State shall participate and
16 provide to the commission any requested information, whether or
17 not such law enforcement agency operates pursuant to the
18 provisions of Title 11A of the New Jersey Statutes.¹

19 b. In conducting the analysis, the commission or vendor shall, to
20 the greatest extent possible:

- 21 (1) examine the racial composition of law enforcement agencies;
22 (2) examine the salaries of law enforcement officers;
23 (3) analyze and compare the data obtained pursuant to
24 paragraphs (1) and (2) of this subsection;
25 (4) examine the variances in salaries based upon geography and
26 socioeconomic factors; and
27 (5) examine how residency hiring preferences affect the
28 incidence of diversity in law enforcement agencies.

29 c. Based upon the analysis, the commission shall consider
30 whether the practice of removing eligibles from certain lists based
31 upon residency should be discontinued.

32 d. The commission shall present the analysis to the Governor
33 and to the Legislature, pursuant to section 2 of P.L.1991, c.164
34 (C.52:14-19.1).

35 ¹e. For the purposes of this section, “law enforcement agency”
36 means and includes any county or municipal police department.¹
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38 2. a. For the purposes of this section, “low-income community”
39 means any population census tract in which:

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 floor amendments adopted June 21, 2021.

1 (1) the poverty rate for such tract is at least 20 percent, or

2 (2) (a) in the case of a tract not located within a metropolitan
3 area, the median family income for such tract does not exceed 80
4 percent of statewide median family income, or

5 (b) in the case of a tract located within a metropolitan area, the
6 median family income for such tract does not exceed 80 percent of
7 the greater of statewide median family income or the metropolitan
8 area median family income.

9 b. The Civil Service Commission shall create a program with a
10 goal of achieving at least one of the following two objectives:

11 (1) sponsoring free or low-cost preparatory courses for the entry
12 level law enforcement examination for residents of any low-income
13 community or of any municipality in this State with at least one
14 “qualified opportunity zone” as determined under 26 U.S.C. 1400Z-
15 1; or

16 (2) providing, securing, or identifying scholarships for alternate
17 route programs or preparatory courses for the entry level law
18 enforcement examination for residents of any low-income
19 community or of any municipality in this State with at least one
20 “qualified opportunity zone” as determined under 26 U.S.C. 1400Z-
21 1.

22 The commission, or a designee thereof, is authorized to receive
23 gifts, grants, or other financial assistance from private sources for
24 the purpose of sponsoring the courses or funding the scholarships
25 offered pursuant to this section, and entering into agreements
26 related thereto with private sources, including but not limited to
27 non-governmental, non-profit, educational, or charitable entities or
28 institutions.

29 c. The commission may promulgate regulations to effectuate the
30 provisions of this section which shall be effective immediately upon
31 filing with the Office of Administrative Law for a period not to
32 exceed 18 months, and may, thereafter, be amended, adopted or
33 readopted in accordance with the provisions of the “Administrative
34 Procedure Act,” P.L.1968, c.410 (C.52:14B-1 et seq.).

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36 3. This act shall take effect immediately.

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41 Requires Civil Services Commission to undertake various
42 initiatives to increase diversity and inclusivity within law
43 enforcement agencies.