

P.L. 2021, CHAPTER 235, *approved September 28, 2021*  
Senate, No. 2766 (*Second Reprint*)

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.

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

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9 1. a. Notwithstanding any law, rule<sup>1</sup>,<sup>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.

**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 c. The Civil Service Commission shall develop criteria to  
2 determine eligibility in the mentoring program as a mentor and as a  
3 mentee. <sup>1</sup>~~【No monies】~~ Monies<sup>1</sup> shall <sup>1</sup>~~not~~ be provided to a mentor to  
4 participate in the program<sup>1</sup>~~【.】~~<sup>1</sup> and <sup>1</sup>~~【no】~~<sup>1</sup> fees shall <sup>1</sup>~~not~~ be charged  
5 to a mentee to participate in the program. When possible, the mentor  
6 shall be of the same racial or ethnic background as the mentee.

7 d. A mentor or mentee may be removed from the program for  
8 good cause as determined by the Civil Service Commission. A mentee  
9 shall be removed from the program upon the mentee's acceptance of  
10 an offer of employment. An applicant may participate in the program  
11 as a mentee a maximum of three times within a <sup>1</sup>~~【ten】~~ 10<sup>1</sup> year period.  
12 After successfully completing the program, a former mentee may be  
13 eligible to participate in the program as a mentor.

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

17 f. The Civil Service Commission shall develop rules and  
18 regulations to effectuate the purposes of <sup>1</sup>~~【this act,】~~<sup>1</sup> P.L. ,  
19 c. <sup>1</sup>~~（C.\_\_\_\_\_）~~<sup>1</sup> (pending before the Legislature as this bill).

20  
21 2. This act shall take effect on the first day of the <sup>2</sup>~~【sixth】~~  
22 eighteenth<sup>2</sup> month next following enactment, except the Civil  
23 Service Commission may take any anticipatory administrative  
24 action in advance as shall be necessary for the implementation of  
25 this act.

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