

P.L. 2021, CHAPTER 84, *approved May 11, 2021*  
Senate, No. 1937 (*First Reprint*)

1   **AN ACT** establishing the Task Force to Promote the Employment by  
2       State Agencies of People with Disabilities and supplementing  
3       Title 34 of the Revised Statutes.

4  
5       **BE IT ENACTED** *by the Senate and General Assembly of the State*  
6       *of New Jersey:*

- 7  
8       1. The Legislature finds and declares that:  
9       a. More than 19 million people in the United States work in  
10      state and local governments, and more than 570,000 people have  
11      public sector jobs in New Jersey, including 130,000 State  
12      government employees, employed in a wide variety of jobs and  
13      occupations, including accountants, corrections officers, mail  
14      clerks, chaplains, social workers, doctors, lawyers, teachers, and  
15      computer programmers;  
16      b. People with disabilities can benefit from the experience of  
17      employment in State agencies, gaining skills and receiving benefits  
18      through both internships and employment in the public sector and  
19      the State can benefit from the contributions that they can make as  
20      State employees;  
21      c. Nine states have instituted within their human resources  
22      agencies policies and programs that foster the inclusion of people  
23      with disabilities into state government jobs, including provisional  
24      appointments, alternative examination and interview processes, trial  
25      work periods, and special appointment lists;  
26      d. As a leading employer, and as an employer providing many  
27      well-paid, quality jobs with ample paid time off and medical and  
28      pension benefits, the State of New Jersey can set an important  
29      example to other employers, especially private sector employers, by  
30      increasing its efforts to recruit and retain in employment individuals  
31      with intellectual and developmental disabilities; and  
32      e. It is therefore appropriate to establish a Task Force to  
33      Promote the Employment by State Agencies of People with  
34      Disabilities for the purposes of studying the problem of  
35      unemployment and underemployment among individuals in New  
36      Jersey with disabilities, reviewing existing programs in this and  
37      other states, and private sector companies, to recruit and retain in  
38      employment individuals with intellectual and developmental

**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 January 28, 2021.

1 disabilities, and assisting in the identification and implementation  
2 of strategies to expand efforts of New Jersey State agencies to  
3 recruit and retain in employment individuals with disabilities,  
4 including by providing guidance and support to agencies and  
5 institutions of higher education.

6  
7 2. a. There is established, in the Department of Labor and  
8 Workforce Development, the Task Force to Promote the  
9 Employment by State Agencies of People with Disabilities. The  
10 task force shall consist of 13 members, including one representative  
11 each for the Civil Service Commission, the Department of  
12 Education, the Department of Labor and Workforce Development,  
13 the State Treasurer, the Office of the Ombudsman for Individuals  
14 with Intellectual or Developmental Disabilities and their Families,  
15 the State Council on Developmental Disabilities, the State  
16 Rehabilitation Council, and the John J. Heldrich Center for  
17 Workforce Development, who shall serve ex officio, and five  
18 members appointed by the Governor with the advice and consent of  
19 the Senate as follows: a member representing the Association for  
20 Choices in Community Supports and Employment Services  
21 (ACCSES New Jersey); a member representing The Arc of New  
22 Jersey; a representative of a community rehabilitation program, and  
23 two individuals who have a disability.

24 b. All appointments shall be made within 90 days after the  
25 effective date of this act. The appointed members of the task force  
26 shall serve for terms of three years. Vacancies in the membership  
27 of the appointed members of the task force shall be filled in the  
28 same manner as the original appointments.

29 c. Members of the task force shall serve without compensation,  
30 but shall be reimbursed for necessary expenses incurred in the  
31 performance of their duties as members of the task force, within the  
32 limits of funds appropriated or otherwise made available to the task  
33 force for its purposes.

34 d. The task force shall organize as soon as possible after the  
35 appointments are made and select a chairperson from among its  
36 members. The task force shall meet at least quarterly, may hold  
37 meetings and hearings at places and times as it designates, and may  
38 meet at any other times at the call of the chairperson. No action  
39 shall be taken by the task force except by an affirmative vote of a  
40 majority of the voting members.

41  
42 3. a. The purpose of the task force is to study the problem of  
43 unemployment and underemployment among individuals with  
44 disabilities, review relevant, available programs within the State of  
45 New Jersey for State 'and local government'<sup>1</sup> agencies to recruit<sup>1</sup>,  
46 hire,<sup>1</sup> and retain in employment individuals with intellectual and  
47 developmental disabilities, as well as similar programs in other  
48 states and private sector employers, and assist in the identification

1 and implementation of strategies to expand efforts of New Jersey  
2 State 'and local government' agencies to recruit<sup>1</sup>, hire,<sup>1</sup> and retain  
3 in employment individuals with disabilities.

4 b. The task force shall issue annual reports which offer a vision  
5 and provide viable recommendations on how the State can increase  
6 opportunities for employment for individuals with intellectual and  
7 developmental disabilities by expanding efforts of New Jersey State  
8 and local government agencies to **'[recruit and retain] promote the**  
9 **employment of such individuals by recruiting, hiring, and retaining**  
10 **them**<sup>1</sup> in employment **'[those individuals]'**, including by providing  
11 guidance and support to agencies and institutions of higher  
12 education.

13 c. The task force shall issue its first report to the Governor and  
14 Legislature not later than one year after the members of the task  
15 force are appointed. Each annual report shall be made available to  
16 the public by means including the posting of the report on the web  
17 sites of the State agencies represented on the task force.

18  
19 4. This act shall take effect immediately.  
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23

24 Establishes Task Force to Promote Employment by State  
25 Agencies of People with Disabilities.