[First Reprint] SENATE, No. 2765

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED AUGUST 3, 2020

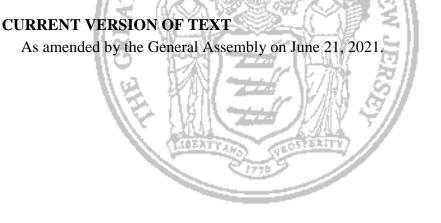
Sponsored by: Senator STEPHEN M. SWEENEY District 3 (Cumberland, Gloucester and Salem) Senator RONALD L. RICE District 28 (Essex) Senator M. TERESA RUIZ District 29 (Essex) Assemblywoman VERLINA REYNOLDS-JACKSON District 15 (Hunterdon and Mercer) Assemblyman GORDON M. JOHNSON District 37 (Bergen)

Co-Sponsored by:

Senators Pou, Turner, Greenstein, Singleton, Assemblywomen Speight, Murphy, Mosquera, Carter, Timberlake, Vainieri Huttle, Assemblyman Tully and Assemblywoman Swain

SYNOPSIS

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



(Sponsorship Updated As Of: 6/24/2021)

S2765 [1R] SWEENEY, RICE

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1 AN ACT concerning diversity and inclusivity within law enforcement agencies in this State and supplementing P.L.1948, 2 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: 7 8 1. a. The Civil Service Commission shall conduct, or select a qualified vendor to conduct, ¹[within] beginning not later than¹ one 9 year following enactment of this act, P.L. 10 , c. (pending before the Legislature as this bill), an analysis of the racial composition of 11 law enforcement agencies in this State, with the goal of identifying 12 13 those agencies that might benefit most from eliminating any 14 preference in hiring based upon residency. ¹All law enforcement agencies in this State shall participate and 15 16 provide to the commission any requested information, whether or not such law enforcement agency operates pursuant to the 17 provisions of Title 11A of the New Jersey Statutes.¹ 18 b. In conducting the analysis, the commission or vendor shall, to 19 20 the greatest extent possible: (1) examine the racial composition of law enforcement agencies; 21 (2) examine the salaries of law enforcement officers; 22 23 analyze and compare the data obtained pursuant to (3) 24 paragraphs (1) and (2) of this subsection; (4) examine the variances in salaries based upon geography and 25 26 socioeconomic factors; and examine how residency hiring preferences affect the 27 (5) 28 incidence of diversity in law enforcement agencies. 29 Based upon the analysis, the commission shall consider c. 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 and 33 to the Legislature, pursuant to section 2 of P.L.1991, c.164 34 (C.52:14-19.1). ¹e. For the purposes of this section, "law enforcement agency" 35 means and includes any county or municipal police department.¹ 36 37 2. a. For the purposes of this section, "low-income community" 38 39 means any population census tract in which: (1) the poverty rate for such tract is at least 20 percent, or 40 41 (2) (a) in the case of a tract not located within a metropolitan 42 area, the median family income for such tract does not exceed 80 43 percent of statewide median family income, or 44 in the case of a tract located within a metropolitan area, the (b) 45 median family income for such tract does not exceed 80 percent of

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 <u>thus</u> is new matter

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly floor amendments adopted June 21, 2021.

the greater of statewide median family income or the metropolitan
 area median family income.

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

5 (1) sponsoring free or low-cost preparatory courses for the entry 6 level law enforcement examination for residents of any low-income 7 community or of any municipality in this State with at least one 8 "qualified opportunity zone" as determined under 26 U.S.C. 1400Z-9 1; or

10 (2) providing, securing, or identifying scholarships for alternate 11 route programs or preparatory courses for the entry level law 12 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.

16 The commission, or a designee thereof, is authorized to receive 17 gifts, grants, or other financial assistance from private sources for 18 the purpose of sponsoring the courses or funding the scholarships 19 offered pursuant to this section, and entering into agreements 20 related thereto with private sources, including but not limited to 21 non-governmental, non-profit, educational, or charitable entities or 22 institutions.

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

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3. This act shall take effect immediately.