

SENATE, No. 2766

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)

Co-Sponsored by:

Senator Turner

SYNOPSIS

Requires Civil Service Commission establish mentoring program for minority civil service law enforcement applicants.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 8/25/2020)

1 **AN ACT** requiring the Civil Service Commission to establish a
2 mentoring program to assist certain applicants for civil service
3 employment, and supplementing chapter 7 of Title 11A of the New
4 Jersey Statutes.

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

8
9 1. a. Notwithstanding any law, rule or regulation to the contrary,
10 the Civil Service Commission shall establish and maintain a
11 mentoring program for minority civil service law enforcement
12 applicants.

13 The purpose of the mentoring program shall be to assist minority
14 law enforcement applicants through the civil service application and
15 selection process, and to help address obstacles unique to their
16 circumstances. The program may be conducted through mentoring
17 projects, including workshops, group discussions, and dissemination
18 of information about civil service practices which provide assistance
19 in overcoming barriers to employment.

20 b. As used in this act:

21 “Mentee” means a civil service law enforcement applicant
22 participating in the mentoring program established pursuant to
23 section a. of this act.

24 “Mentor” means a volunteer who agrees to participate in the
25 mentoring program established pursuant to section a. of this act. A
26 mentor may be a current law enforcement officer in good standing
27 who obtained his or her current law enforcement position through the
28 civil service process, a former law enforcement officer who retired
29 or resigned in good standing who obtained his or her law enforcement
30 position through the civil service process, or any other person
31 deemed appropriate by the Civil Service Commission.

32 c. The Civil Service Commission shall develop criteria to
33 determine eligibility in the mentoring program as a mentor and as a
34 mentee. No monies shall be provided to a mentor to participate in
35 the program, and no fees shall be charged to a mentee to participate
36 in the program. When possible, the mentor shall be of the same racial
37 or ethnic background as the mentee.

38 d. A mentor or mentee may be removed from the program for
39 good cause as determined by the Civil Service Commission. A
40 mentee shall be removed from the program upon the mentee’s
41 acceptance of an offer of employment. An applicant may participate
42 in the program as a mentee a maximum of three times within a ten
43 year period. After successfully completing the program, a former
44 mentee may be eligible to participate in the program as a mentor.

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

1 f. The Civil Service Commission shall develop rules and
2 regulations to effectuate the purposes of this act, P.L. , c. (pending
3 before the Legislature as this bill).

4
5 2. This act shall take effect on the first day of the sixth month next
6 following enactment, except the Civil Service Commission may take
7 any anticipatory administrative action in advance as shall be
8 necessary for the implementation of this act.

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11 STATEMENT

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13 This bill requires the Civil Service Commission to establish and
14 maintain a mentoring program for minority civil service law
15 enforcement applicants.

16 The purpose of the mentoring program will be to assist minority
17 law enforcement applicants through the civil service application and
18 selection process, and to help address obstacles unique to their
19 circumstances. The program may be conducted through mentoring
20 projects, including workshops, group discussions, and dissemination
21 of information about civil service practices which provide assistance
22 in overcoming barriers to employment.

23 The commission will develop criteria to determine eligibility in
24 the program as a mentor and as a mentee. A mentor may be a current
25 or former law enforcement officer in good standing who obtained his
26 or her law enforcement position through the civil service process, or
27 any other person deemed appropriate by the Civil Service
28 Commission.

29 A mentor or mentee may be removed from the mentoring program
30 for good cause as determined by the commission. A mentee will be
31 removed from the program upon the mentee's acceptance of an offer
32 of employment. An applicant may participate in the program as a
33 mentee a maximum of three times within a ten year period. A former
34 mentee may be eligible to participate in the program as a mentor.

35 No monies will be provided to a mentor to participate in the
36 program, and no fees will be charged to a mentee to participate in the
37 program.

38 At least once a year, the commission will review the program for
39 its efficacy, and make any necessary adjustments to continue to meet
40 the needs and purpose of the program.