

LEGISLATIVE FISCAL ESTIMATE:

No

VETO MESSAGE:

No

GOVERNOR'S PRESS RELEASE ON SIGNING:

Yes

FOLLOWING WERE PRINTED:

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REPORTS:

No

HEARINGS:

No

NEWSPAPER ARTICLES:

Yes

Gabrielle Saulsbery, 'Murphy appoints diversity, equity, inclusion and belonging head', NJBIZ (online), 29 Sep 2021

'Murphy signs bill aimed at increasing diversity among police', Associated Press State Wire: New Jersey (online), 28 Sep2021

RH/CL

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 employment¹**[,]**¹ and supplementing chapter 7 of Title 11A of
4 the New 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^{1,1} or regulation to the contrary,
10 the Civil Service Commission shall establish and maintain a mentoring
11 program for ²**[minority]**² civil service law enforcement applicants
12 ²who 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 discrimination².

17 The purpose of the mentoring program shall be to assist
18 ²**[minority]**² law enforcement applicants through the civil service
19 application and selection process¹**[,]**¹ 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. ²The
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.²

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 ¹[section] subsection¹ a. of this ¹[act] section¹.

31 "Mentor" means a volunteer who agrees to participate in the
32 mentoring program established pursuant to ¹[section] subsection¹ a. of
33 this ¹[act] section¹. A mentor may be a current law enforcement
34 officer in good standing who obtained ¹[his or her] the¹ 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 ¹[his or her] the¹ 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:

¹Senate SLP committee amendments adopted August 25, 2020.

²Assembly 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. ~~1[No monies]~~ Monies¹ shall ~~1not~~¹ be provided to a mentor to
4 participate in the program~~1[.]~~¹ and ~~1[no]~~¹ fees shall ~~1not~~¹ 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 ~~1[ten]~~ 10¹ 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 ~~1[this act,]~~¹ P.L. ,
19 c. ~~1(C._____)~~¹ (pending before the Legislature as this bill).

20
21 2. This act shall take effect on the first day of the ~~2[sixth]~~
22 eighteenth² 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.

26
27
28 _____
29
30 Requires Civil Service Commission establish mentoring program
31 for certain civil service law enforcement applicants.

CHAPTER 235

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

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

C.11A:7-16 Civil service law enforcement mentoring program; establishment, maintenance.

1. a. Notwithstanding any law, rule, or regulation to the contrary, the Civil Service Commission shall establish and maintain a mentoring program for civil service law enforcement applicants who reside in a municipality with a median income at or below 250 percent of the federal poverty level. The program shall be expanded to minority applicants if the results of a properly conducted disparity study demonstrate particularized findings of past discrimination and the program is narrowly tailored to remedy that past discrimination.

The purpose of the mentoring program shall be to assist law enforcement applicants through the civil service application and selection process and to help address obstacles unique to their circumstances. The program may be conducted through mentoring projects, including workshops, group discussions, and dissemination of information about civil service practices which provide assistance in overcoming barriers to employment. The program shall be designed to provide a mentor to an applicant for the duration of the exam cycle, until the mentee completes the hiring process.

b. As used in this act:

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

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

c. The Civil Service Commission shall develop criteria to determine eligibility in the mentoring program as a mentor and as a mentee. Monies shall not be provided to a mentor to participate in the program and fees shall not be charged to a mentee to participate in the program. When possible, the mentor shall be of the same racial or ethnic background as the mentee.

d. A mentor or mentee may be removed from the program for good cause as determined by the Civil Service Commission. A mentee shall be removed from the program upon the mentee’s acceptance of an offer of employment. An applicant may participate in the program as a mentee a maximum of three times within a 10-year period. After successfully completing the program, a former mentee may be eligible to participate in the program as a mentor.

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

f. The Civil Service Commission shall develop rules and regulations to effectuate the purposes of P.L.2021, c.235.

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

Approved September 28, 2021.

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.

9
10
11 STATEMENT

12
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.

ASSEMBLY COMMUNITY DEVELOPMENT AND AFFAIRS
COMMITTEE

STATEMENT TO

[First Reprint]

SENATE, No. 2766

STATE OF NEW JERSEY

DATED: FEBRUARY 24, 2021

The Assembly Community Development and Affairs Committee reports favorably Senate Bill No. 2766 (1R).

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

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

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

A mentor or mentee may be removed from the mentoring program for good cause as determined by the commission. A mentee would be removed from the program upon the mentee's acceptance of an offer of employment. An applicant may participate in the program as a mentee a maximum of three times within a 10 year period. A former mentee may be eligible to participate in the program as a mentor.

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

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

As reported by the committee, this bill is identical to Assembly Bill No. 4517, which the committee also reported on this date with committee amendments.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

SENATE, No. 2766

STATE OF NEW JERSEY

DATED: JUNE 16, 2021

The Assembly Appropriations Committee reports favorably Senate Bill No. 2766 (1R).

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

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

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

A mentor or mentee may be removed from the mentoring program for good cause as determined by the commission. A mentee would be removed from the program upon the mentee's acceptance of an offer of employment. An applicant may participate in the program as a mentee a maximum of three times within a 10 year period. A former mentee may be eligible to participate in the program as a mentor.

No monies would be provided to a mentor to participate in the program, and no fees would be charged to a mentee to participate in the program.

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

As reported by the committee, Senate Bill No. 2766 (1R) is identical to Assembly Bill No. 4517 (1R), which also was reported by the committee on this date.

FISCAL IMPACT:

This bill is not certified as requiring a fiscal note.

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

SENATE, No. 2766

with committee amendments

STATE OF NEW JERSEY

DATED: AUGUST 21, 2020

The Senate Law and Public Safety Committee reports favorably and with committee amendments Senate Bill No. 2766.

As amended and reported by the committee, Senate Bill No. 2766 requires the Civil Service Commission to establish and maintain a mentoring program for minority civil service law enforcement applicants.

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

The commission is required to develop criteria to determine eligibility in the program as a mentor and a mentee. A mentor may be a current or former law enforcement officer in good standing who obtained the law enforcement position through the civil service process or any other person deemed appropriate by the Civil Service Commission.

A mentor or mentee may be removed from the mentoring program for good cause as determined by the commission. A mentee is to be removed from the program upon the mentee's acceptance of an offer of employment. An applicant may participate in the program as a mentee up to three times within a 10 year period. A former mentee may be eligible to participate in the program as a mentor.

A mentor is not to receive monies to participate in the program and the mentee is not to be charged a fee to participate in the program.

The commission is required to review the program for its efficacy at least once a year and make any necessary adjustments to continue to meet the needs and purpose of the program.

COMMITTEEE AMENDMENTS:

The committee amended the bill to make technical corrections.

STATEMENT TO
[First Reprint]
SENATE, No. 2766

with Assembly Floor Amendments
(Proposed by Assemblywoman REYNOLDS-JACKSON)

ADOPTED: JUNE 21, 2021

These Assembly amendments:

(1) change the eligibility for the program from minority applicants to applicants residing in a municipality with a median income at or below 250 percent of the federal poverty level;

(2) require that the program be expanded to minority candidates if the results of a disparity study demonstrate particularized findings of past discrimination;

(3) require that the program be designed to provide a mentor to an applicant for the duration of the exam cycle, until the mentee completes the hiring process; and

(4) change the effective date from 6 to 18 months following enactment.

ASSEMBLY, No. 4517

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED AUGUST 13, 2020

Sponsored by:

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblywoman ANGELA V. MCKNIGHT

District 31 (Hudson)

Assemblyman GORDON M. JOHNSON

District 37 (Bergen)

Co-Sponsored by:

Assemblywomen Speight and Murphy

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: 10/29/2020)

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
4 New 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
10 contrary, the Civil Service Commission shall establish and maintain
11 a 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
18 dissemination of information about civil service practices which
19 provide assistance 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
28 the civil service process, a former law enforcement officer who
29 retired or resigned in good standing who obtained his or her law
30 enforcement position through the civil service process, or any other
31 person 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
37 racial 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
42 participate in the program as a mentee a maximum of three times
43 within a ten year period. After successfully completing the
44 program, a former mentee may be eligible to participate in the
45 program as a mentor.

46 e. At least once a year, the Civil Service Commission shall
47 review the mentoring program for its efficacy, and make any

1 necessary adjustments to continue to meet the needs and purpose of
2 the program.

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

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

11

12

13

STATEMENT

14

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

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

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

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

38 No monies will be provided to a mentor to participate in the
39 program, and no fees will be charged to a mentee to participate in
40 the program.

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

ASSEMBLY COMMUNITY DEVELOPMENT AND AFFAIRS
COMMITTEE

STATEMENT TO
ASSEMBLY, No. 4517

with committee amendments

STATE OF NEW JERSEY

DATED: FEBRUARY 24, 2021

The Assembly Community Development and Affairs Committee reports favorably and with committee amendments Assembly Bill No. 4517.

As amended, this bill requires the Civil Service Commission to establish and maintain a mentoring program for minority civil service law enforcement applicants.

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

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

A mentor or mentee may be removed from the mentoring program for good cause as determined by the commission. A mentee would be removed from the program upon the mentee's acceptance of an offer of employment. An applicant may participate in the program as a mentee a maximum of three times within a 10 year period. A former mentee may be eligible to participate in the program as a mentor.

No monies would be provided to a mentor to participate in the program, and no fees would be charged to a mentee to participate in the program.

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

As amended and reported by the committee, this bill is identical to Senate Bill No. 2766 (1R), which the committee also reported on this date.

COMMITTEE AMENDMENTS:

The committee amendments make technical corrections.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

ASSEMBLY, No. 4517

STATE OF NEW JERSEY

DATED: JUNE 16, 2021

The Assembly Appropriations Committee reports favorably Assembly Bill No. 4517 (1R).

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

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

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

A mentor or mentee may be removed from the mentoring program for good cause as determined by the commission. A mentee would be removed from the program upon the mentee's acceptance of an offer of employment. An applicant may participate in the program as a mentee a maximum of three times within a 10 year period. A former mentee may be eligible to participate in the program as a mentor.

No monies would be provided to a mentor to participate in the program, and no fees would be charged to a mentee to participate in the program.

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

As reported by the committee, Assembly Bill No. 4517 (1R) is identical to Senate Bill No. 2766 (1R), which also was reported by the committee on this date.

FISCAL IMPACT:

This bill is not certified as requiring a fiscal note.

STATEMENT TO
[First Reprint]
ASSEMBLY, No. 4517

with Assembly Floor Amendments
(Proposed by Assemblywoman REYNOLDS-JACKSON)

ADOPTED: JUNE 21, 2021

These Assembly amendments:

(1) change the eligibility for the program from minority applicants to applicants residing in a municipality with a median income at or below 250 percent of the federal poverty level;

(2) require that the program be expanded to minority candidates if the results of a disparity study demonstrate particularized findings of past discrimination;

(3) require that the program be designed to provide a mentor to an applicant for the duration of the exam cycle, until the mentee completes the hiring process; and

(4) change the effective date from 6 to 18 months following enactment.

Governor Murphy Announces Appointment of Jayné Johnson as Director of the Office of Diversity, Equity, Inclusion, and Belonging

09/28/2021

Governor Also Signs Sweeping Legislative Package to Bolster Diversity Within Law Enforcement

TRENTON – Governor Phil Murphy today signed Executive Order No. 265 to create the Office of Diversity, Equity, Inclusion, and Belonging in the Governor’s Office. This new internal office, led by Jayné Johnson, aims to dismantle inequity within State government based on race, ethnicity, and other protected characteristics and to expand opportunities for communities of color and other underserved New Jerseyans. The office will also be committed to fostering greater inclusion and understanding of issues of diversity, equity, and belonging.

Additionally, the Governor signed a legislative package to bring greater diversity to the ranks of law enforcement. The bills direct the Civil Service Commission to implement several programs to promote diversity in law enforcement. The programs include a mentorship program for law enforcement applicants as well as the creation of a statewide database to assist the Commission in understanding the reason for an applicant’s selection or disqualification during the hiring process. “With today’s executive order and bill signings, we are building on our commitment to advance equity for New Jerseyans who have been left behind for far too long,” **said Governor Murphy**. “Jayné’s wealth of experience advocating for social justice and prior work crafting policy solutions that promote equity will serve her well in this role. I am proud to appoint her as the Director of this important new office and to sign a legislative package to ensure a stronger and fairer New Jersey that works for all.”

“During my career, I have had the honor of serving in different leadership roles to achieve equity to combat the long-standing problem of systemic racism and discrimination in our laws, economy, and institutions,” **said Jayné Johnson, incoming Director of the Office of Diversity, Equity, Inclusion, and Belonging at the Governor’s office**. “My new position in the Governor’s Office will allow me to continue doing critical work to build a more equitable and inclusive future and I appreciate the Governor’s confidence in me and the opportunity to serve the people of New Jersey.”

Johnson brings extensive advocacy, public service, and policy experience to the Governor’s Office. She previously served as a senior policy analyst at The Council of State Governments Justice Center where she provided strategic direction in launching the federally supported Justice Reinvestment Initiative. During her time at the Council of State Governments Justice Center, she was selected to join the urgent work in Minnesota, focusing on addressing the inequities in the state’s probation system, including the lack of uniformity in local administration and the overrepresentation of Native Americans and Blacks in the system. She also previously served as Senior Counsel at the New Jersey Institute for Social Justice where she championed workforce systems and housing reforms aimed at closing the racial wealth gap in New Jersey. Johnson received her Juris Doctor degree from Rutgers University Law School in Newark, New Jersey, and a Bachelor of Arts degree in international studies from Oakwood University.

The Office of Diversity, Equity, Inclusion, and Belonging in the Governor’s Office will focus on:

- Overseeing training, coordinating programing, and developing policies to advance equity across all of state government;

- Ensuring equity, anti-discrimination, and anti-racism considerations are integrated into all decision making across state government from specific policy matters to legislation;
- Establishing a statewide structure to ensure stakeholders and staff improve their ability to recognize and address structural inequities; and
- Working with the private sector to develop methods to ensure equity in their processes related to state engagements.

"Jayné is a true professional who is deeply respected by her colleagues," **said Megan Quattlebaum, Director of the Council of State Governments Justice Center.** "While at the CSG Justice Center, Jayné was able to bring diverse groups of stakeholders together for tough but important conversations. In Jayné, Governor Murphy is getting a dynamic leader who understands the moment and will make New Jersey a more inclusive state for everyone. We are proud and honored to have worked alongside her."

"The public health and economic crises of the past year and a half have laid bare the injustices that fall disproportionately on low-income residents, who are primarily Black and Brown people and women," **said Renee Koubiadis, Anti-Poverty Program Director of New Jersey Citizen Action.** "There is much that needs to be done to counteract the structural racism and systemic poverty that has grown over decades and centuries. The creation of the Office of Diversity, Equity, Inclusion, and Belonging is an important step in addressing structural inequities across state government."

"Prioritizing diversity, equity, inclusion, and belonging is necessary for New Jersey to advance racial justice and repair the harms of the past," **said Brandon McKoy, President of New Jersey Policy Perspective.** "Jayné Johnson is an incredible choice to spearhead these initiatives within the Murphy administration and brings an unparalleled depth of experience to the front office. Recognizing that personnel is policy, I commend Governor Murphy for this strong pick and look forward to seeing what Jayné accomplishes in her new role."

For a picture of Jayné Johnson, please click [here](#).

[Copy of Executive Order No. 265](#)

The Governor signed the following bills into law:

- **S-2765/A-4542 (Sweeney, Rice, Ruiz/Reynolds-Jackson, Johnson)** - Requires Civil Services Commission to undertake various initiatives to increase diversity and inclusivity within law enforcement agencies.
- **S-2766/A-4517 (Sweeney, Rice/Reynolds-Jackson, McKnight, Johnson)** - Requires Civil Service Commission establish mentoring program for certain civil service law enforcement applicants.
- **S-2767/A-4598 (Cryan, Rice, Sweeney, Ruiz/Reynolds-Jackson, Carter, Vainieri Huttle)** - Establishes database to aid in civil service hiring process for certain law enforcement officers; requires Statewide diversity analysis of law enforcement.

"We can bring more diversity to police forces and other law enforcement agencies by breaking down the barriers that make it much harder for minorities to join the ranks and to be treated fairly," **said Senate President Steve Sweeney.** "This will help applicants overcome some of the institutional obstacles and biases that minorities face at the same time we help make police departments better reflect the communities they serve. This is a matter of equal opportunity and social justice."

"If we are ever going to see our police forces and law enforcement truly reflect the diversity of our state, we must start by understanding their current make-up, collecting data, and tracking the progress so we can be more deliberative and intentional in our reforms," **said Senator Teresa Ruiz.** Such provisions will lead to a more inclusive workforce at state and local law enforcement agencies. The more departments reflect the racial and ethnic make-up of the people they serve the better suited they will be to meet the needs of all communities."

"New Jersey is the most diverse state in the nation and we should have a police force that reflects the residents and communities they patrol," **said Senator Ronald Rice.** "As a former Newark police officer, I

understand that diversity in our departments is crucial for building trust between the police and the people. This will help us build that diversity in departments that so many municipalities need.”

“More diversity among law enforcement is a matter of equal opportunity and social justice, but it is also a means to more effective law enforcement,” **said Senator Joseph Cryan, the former Union County Sheriff.** “It will help improve the working relationship between police departments and the communities they serve by preventing crime, working effectively with victims and teaming up with residents to keep their communities safe.”

“Decades of systemic racism, inequality, and mistrust of law by the black community enforcement was further exacerbated last year by the onset of the Covid-19 pandemic and the public incidents of police brutality,” **said Assemblywoman Verlina Reynolds-Jackson, who sponsors all three bills.** “Communities, while battling a historic public health crisis, gathered in protest after the public deaths of George Floyd, Ahmaud Arbery, and Breonna Taylor and reignited a call for justice and fair policing around the country. These three bills were introduced in the spirit of social justice and equality. Promoting diversity with a focus on mentoring and recruitment of women and minorities in law enforcement is an important step. It will help foster better relations between and all communities.”

“The mentoring program will assist law enforcement applicants, women and people of color, through the civil service application and selection process, and help address obstacles unique to their circumstances,” **said Assemblywoman Angela McKnight.** “A more diverse cadre of police officers, that reflect all of the communities they serve, will be essential to repair the divide between communities and police. Through mentoring projects, and sharing information about civil service practices we can encourage and guide applicants, overcoming barriers to employment.”

“More diversity among law enforcement is a matter of equal opportunity and social justice, but it would also mean a more effective law enforcement,” **said Assemblyman Gordon Johnson.** “Laws such as this can bring more diversity to police forces and other law enforcement agencies by breaking down the barriers that are often institutional obstacles and biases that make it much harder for minorities to join the ranks and to be treated fairly. New Jersey is the most diverse state in the nation and we should have a police force that reflects the residents and communities they patrol.”

“The database will help ensure the Commission would have all relevant information from all candidates to better understand how new candidates are selected or not selected during the hiring process,” **said Assemblywoman Linda Carter.** “Keeping track of this process lets us see how we can bolster hiring of women and minorities to law enforcement positions. Diversity is the key to breaking the decades-long cycle of brutality, the lack of accountability, and cultural understanding of our communities by law enforcement.”

“Expanding diversity and inclusivity in law enforcement is crucial to ensuring equitable policing practices in our communities in the future,” **said Assemblywoman Valerie Vainieri Huttle.** “Putting a system in place such as this database will help us track any progress being made to hire diverse candidates throughout the state.”