

11:12-1 and 11:22-6

LEGISLATIVE HISTORY CHECKLIST

HJSA 11:12-1 and 11:22-6 (Police and firemen -- extend Civil Service period)

LAWS OF 1979 CHAPTER 17

Bill No. S1054

Sponsor(s) Gregorio, A. Russo, Errichetti and Rodgers

Date Introduced April 20, 1978

Committee: Assembly Municipal Government

Senate County and Municipal Government

Amended during passage Yes ~~XXX~~ No

Date of Passage: Assembly January 22, 1979

Senate May 18, 1978

Date of approval February 8, 1979

Following statements are attached if available:

Sponsor statement	Yes	XX (Below)
Committee Statement: Assembly	XXX	No
Senate	Yes	XX
Fiscal Note	XXX	No
Veto message	XXX	No
Message on signing	Yes	XX

Following were printed:

Reports	XXX	No
Hearings	XXX	No

Sponsor's statement:

The purpose of this bill is to extend the probationary or "working test" period for entry level State policemen and firemen in the classified Civil Service from 4 months to 12 months, and for entry level county and municipal policemen and firemen in the classified Civil Service from 3 months to 12 months.

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2/1/78

SENATE, No. 1054

STATE OF NEW JERSEY

INTRODUCED APRIL 20, 1978

By Senators GREGORIO, A. RUSSO, ERICHETTI and RODGERS

Referred to Committee on County and Municipal Government

AN ACT concerning civil service, and amending sections 11:12-1
and 11:22-6 of the Revised Statutes.

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

1 1. R. S. 11:12-1 is amended to read as follows:

2 11:12-1. Appointments and promotions to positions in the com-
3 petitive, noncompetitive and labor classes of the classified service,
4 *with the exception of appointments to entry level law enforce-*
5 *ment and entry level firefighter titles*, shall be for a probationary
6 period of 4 months, which may be extended to 6 months at the
7 discretion of the president of the Civil Service Commission.
8 *Appointments to entry level law enforcement and entry level*
9 *firefighter titles shall be for a probationary period of 12 months.*
10 **[At the end of the first 2 months of service the]** *The* appointing
11 authority shall file *in writing* with the Civil Service Commission
12 and probationer **[in writing a report]** *two reports, as hereinafter*
13 *provided*, of progress made by the probationer to perform the
14 duties of the position. The type of progress report to be submitted
15 shall be determined by the Civil Service Commission. **[At the**
16 **end of the 3-month period of service a second report as above**
17 **mentioned shall be filed.]** *In the case of probationers in other*
18 *than entry level law enforcement and entry level firefighter titles,*
19 *an initial progress report shall be filed at the end of the first 2*
20 *months of service, and a second such report shall be filed at the*
21 *end of the third month of service. In the case of probationers in*
22 *entry level law enforcement and entry level firefighter titles, the*
23 *initial progress report shall be filed at the end of the first 6 months*
24 *of service, and a second such report shall be filed at the end of the*
25 *ninth month of service. Before the appointing authority shall*

**EXPLANATION—Matter enclosed in bold-faced brackets [thus] in the above bill
is not enacted and is intended to be omitted in the law.**

26 declare the probationer unable to satisfactorily perform the duties
27 of the position he shall show cause before the Civil Service Com-
28 mission giving the reasons why the [services] service of the
29 probationer is not satisfactory, at which time such probationer
30 may be privileged to attend and present evidence. Unless good
31 cause be shown, said Civil Service Commission shall order the
32 immediate appointment of such probationer. Said Civil Service
33 Commission shall be the sole judge of the facts constituting the
34 ability of such probationer to satisfactorily perform the duties of
35 the position sought.

1 2. R. S. 11:22-6 is amended to read as follows:

2 11:22-6. Appointments and promotions to positions in the com-
3 petitive, noncompetitive and labor classes of the classified service,
4 *with the exception of appointments to entry level law enforcement*
5 *and entry level firefighter titles*, shall be for a probationary period
6 of 3 months. *Appointment to entry level law enforcement and*
7 *entry level firefighter titles shall be for a probationary period of*
8 *12 months.* If, at the expiration of [such period] *the respective*
9 *periods*, the conduct or capacity of the probationer has not been
10 satisfactory[,] to the appointing authority, the probationer shall
11 be notified in writing that he will not receive absolute appoint-
12 ment[.]; otherwise his retention in the service shall be equivalent
13 to his final and absolute appointment.

1 3. This act shall take effect immediately.

STATEMENT

The purpose of this bill is to extend the probationary or "work-
ing test" period for entry level State policemen and firemen in the
classified civil service from 4 months to 12 months, and for entry
level county and municipal policemen and firemen in the classified
civil service from 3 months to 12 months.

SENATE COUNTY AND MUNICIPAL GOVERNMENT
COMMITTEE

STATEMENT TO
SENATE, No. 1054

STATE OF NEW JERSEY

DATED: MAY 4, 1978

Senate Bill No. 1054 would amend R. S. 11:12-1 and R. S. 11:22-6 which provide for probationary periods for appointments of law enforcement officers and firefighters.

The provisions of this legislation were previously discussed with Civil Service Commissioner Howard S. Woodson, at the committee's February 9, 1978 meeting, when the committee reviewed with the commissioner new regulations of the department relating to appointment standards for firefighters. At that time both the commissioner and the committee agreed that the current probationary period is too short to allow the appointing authority sufficient opportunity to properly evaluate the ability of a new appointee to perform his duties and to assimilate job related information. The committee indicated that legislation extending the probationary period would be given priority consideration upon receipt.

This bill would accomplish this purpose by extending the probationary period for entry level appointments of law enforcement officers from a maximum of 6 months to 12 months, and of firefighters from 3 months to 12 months. The bill would provide for written progress reports from the appointing authority for such appointments at 6 months and at 9 months.

February 8, 1979

They are also required to establish boards of directors which could not have more than 40 per cent of the members affiliated with extenders of credit.

The bill will take effect immediately, but will remain inoperative for 90 days.

Violators of the act would be subject to a \$500 fine.

S-1054, sponsored by Senator John Gregorio (D-Union), which extends the probationary period of civil service for police and firemen.

Under the bill, the probationary period for state police and firemen in the classified civil service is increased from four months to 12 months and the probationary period for entry level county and municipal police and firemen is increased from three months to 12 months.

The bill also provides for written progress reports from the appointing authority for such appointments at six and nine months.

The purpose of the bill is to allow the appointing authority sufficient time to properly evaluate the ability of a new appointee to perform his duties and assimilate job-related information.

S-1371, sponsored by Senator Matthew Feldman (D-Bergen), which extends the reporting date of the Commission on Individual Liberties and Personal Privacy from January 15, 1979, to June 30, 1979, and appropriates \$10,000 for the work of the Commission.

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Gov's Statement