

11A:4-1.3
LEGISLATIVE HISTORY CHECKLIST
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LAWS OF: 2021 **CHAPTER:** 7

NJSA: 11A:4-1.3 (Permits exemption from civil service law enforcement examination requirement for entry level-law enforcement officers.)

BILL NO: S3220 (Substituted for A5122 (1R))

SPONSOR(S) Sweeney, Stephen M. and others

DATE INTRODUCED: 12/7/2020

COMMITTEE: **ASSEMBLY:** ---

SENATE: State Government, Wagering, Tourism & Historic Preservation

AMENDED DURING PASSAGE: Yes

DATE OF PASSAGE: **ASSEMBLY:** 12/17/2020

SENATE: 12/17/2020

DATE OF APPROVAL: 2/4/2021

FOLLOWING ARE ATTACHED IF AVAILABLE:

FINAL TEXT OF BILL (First Reprint enacted) Yes

S3220

INTRODUCED BILL (INCLUDES SPONSOR'S STATEMENT): Yes

COMMITTEE STATEMENT: **ASSEMBLY:** No

SENATE: Yes

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: No

A5122 (1R)

INTRODUCED BILL (INCLUDES SPONSOR'S STATEMENT): Yes

COMMITTEE STATEMENT: **ASSEMBLY:** Yes

SENATE: No

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: No

VETO MESSAGE: No

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

To check for circulating copies, contact New Jersey State Government Publications at the State Library (609) 278-2640 ext.103 or <mailto:refdesk@njstatelib.org>

REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: No

RH/CL

P.L. 2021, CHAPTER 7, *approved February 4, 2021*
Senate, No. 3220 (*First Reprint*)

1 AN ACT concerning civil service law enforcement examination
2 requirement for entry-level law enforcement officers, and
3 supplementing Title 11A of the New Jersey Statutes.
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 exempt from the
9 requirement to take an examination for an entry-level law
10 enforcement position a person who has successfully completed a
11 ¹**police** full Basic Course for Police Officers¹ training course at a
12 school approved and authorized by the New Jersey Police Training
13 commission. ¹**The Civil Service Commission shall also exempt a**
14 **person who has demonstrated to the Police Training Commission, to**
15 **that commission's satisfaction, that the person has successfully**
16 **completed a police training course conducted by any Federal, State,**
17 **or other public or private agency the requirements of which are**
18 **substantially equivalent to the requirements of that at a school**
19 **approved and authorized the Police Training Commission. ¹**

20 b. The Civil Service Commission shall promulgate, pursuant to
21 the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1
22 et seq.), rules and regulations and establish administrative processes
23 that are reasonable, necessary, and consistent with the provisions of
24 this act.

25 ¹c. A municipal or county police department may hire a person,
26 exempt from the requirement to take an examination for an entry-
27 level law enforcement position pursuant to subsection a. of this
28 section, upon adoption of an ordinance or resolution by the
29 governing body authorizing such hiring by the police department
30 and the adoption of a conflict of interest and nepotism policy.¹

31
32 2. This act shall take effect six months following enactment,
33 except the Civil Service Commission may take any anticipatory
34 administrative action in advance as shall be necessary for the
35 implementation of this act.
36
37
38

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 SSG committee amendments adopted December 14, 2020.

S3220 [1R]

2

- 1 Permits exemption from civil service law enforcement
- 2 examination requirement for entry level-law enforcement officers.

SENATE, No. 3220

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED DECEMBER 7, 2020

Sponsored by:

Senator STEPHEN M. SWEENEY

District 3 (Cumberland, Gloucester and Salem)

Senator SHIRLEY K. TURNER

District 15 (Hunterdon and Mercer)

Senator NILSA I. CRUZ-PEREZ

District 5 (Camden and Gloucester)

SYNOPSIS

Permits exemption from civil service law enforcement examination requirement for entry level-law enforcement officers.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/10/2020)

1 AN ACT concerning civil service law enforcement examination
2 requirement for entry-level law enforcement officers, and
3 supplementing Title 11A of the New Jersey Statutes.

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 exempt from the
9 requirement to take an examination for an entry-level law
10 enforcement position a person who has successfully completed a
11 police training course at a school approved and authorized by the
12 New Jersey Police Training commission. The Civil Service
13 Commission shall also exempt a person who has demonstrated to the
14 Police Training Commission, to that commission's satisfaction, that
15 the person has successfully completed a police training course
16 conducted by any Federal, State, or other public or private agency the
17 requirements of which are substantially equivalent to the
18 requirements of that at a school approved and authorized the Police
19 Training Commission.

20 b. The Civil Service Commission shall promulgate, pursuant to
21 the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
22 seq.), rules and regulations and establish administrative processes
23 that are reasonable, necessary, and consistent with the provisions of
24 this act.

25

26 2. This act shall take effect six months following enactment,
27 except the Civil Service Commission may take any anticipatory
28 administrative action in advance as shall be necessary for the
29 implementation of this act.

30

31

32

STATEMENT

33

34 Under current law, a person must pass the civil service law
35 enforcement examination prior to becoming eligible for employment
36 as an entry-level law enforcement officer.

37 Under this bill, the Civil Service Commission will exempt from
38 the examination any person who demonstrates successful completion
39 of a police training course as approved New Jersey Police Training
40 Commission.

SENATE STATE GOVERNMENT, WAGERING, TOURISM &
HISTORIC PRESERVATION COMMITTEE

STATEMENT TO
SENATE, No. 3220

with committee amendments

STATE OF NEW JERSEY

DATED: DECEMBER 14, 2020

The Senate State Government, Wagering, Tourism and Historic Preservation Committee reports favorably and with committee amendments Senate Bill No. 3220.

Under current law, a person must pass the civil service law enforcement examination prior to becoming eligible for employment as an entry-level law enforcement officer.

Under this bill, the Civil Service Commission will exempt from the examination any person who demonstrates successful completion of a police training course as approved by the New Jersey Police Training Commission.

COMMITTEE AMENDMENTS

The committee amended the bill to:

(1) specify that the course must be a full Basic Course for Police Officers;

(2) delete language that would have allowed the Civil Service Commission to also exempt a person who has demonstrated to the Police Training Commission, to that commission's satisfaction, that the person has successfully completed a police training course conducted by any Federal, State, or other public or private agency with substantially equivalent requirements; and

(3) allow a municipal or county police department to hire a person, exempt from the requirement to take an examination for an entry-level law enforcement position under the bill, upon adoption of an ordinance or resolution by the governing body authorizing such hiring by the police department and the adoption of a conflict of interest and nepotism policy.

ASSEMBLY, No. 5122

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED DECEMBER 10, 2020

Sponsored by:

Assemblyman WILLIAM W. SPEARMAN

District 5 (Camden and Gloucester)

Assemblyman RONALD S. DANCER

District 12 (Burlington, Middlesex, Monmouth and Ocean)

Assemblyman GORDON M. JOHNSON

District 37 (Bergen)

Co-Sponsored by:

Assemblymen Simonsen and McClellan

SYNOPSIS

Permits exemption from civil service law enforcement examination requirement for entry level-law enforcement officers.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/14/2020)

1 AN ACT concerning civil service law enforcement examination
2 requirement for entry-level law enforcement officers, and
3 supplementing Title 11A of the New Jersey Statutes.

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 exempt from the
9 requirement to take an examination for an entry-level law
10 enforcement position a person who has successfully completed a
11 police training course at a school approved and authorized by the
12 New Jersey Police Training commission. The Civil Service
13 Commission shall also exempt a person who has demonstrated to the
14 Police Training Commission, to that commission's satisfaction, that
15 the person has successfully completed a police training course
16 conducted by any Federal, State, or other public or private agency the
17 requirements of which are substantially equivalent to the
18 requirements of that at a school approved and authorized the Police
19 Training Commission.

20 b. The Civil Service Commission shall promulgate, pursuant to
21 the "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
22 seq.), rules and regulations and establish administrative processes
23 that are reasonable, necessary, and consistent with the provisions of
24 this act.

25
26 2. This act shall take effect six months following enactment,
27 except the Civil Service Commission may take any anticipatory
28 administrative action in advance as shall be necessary for the
29 implementation of this act.

30
31 STATEMENT

32
33 Under current law, a person must pass the civil service law
34 enforcement examination prior to becoming eligible for employment
35 as an entry-level law enforcement officer.

36 Under this bill, the Civil Service Commission will exempt from
37 the examination any person who demonstrates successful completion
38 of a police training course as approved New Jersey Police Training
39 Commission.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

ASSEMBLY, No. 5122

with committee amendments

STATE OF NEW JERSEY

DATED: DECEMBER 15, 2020

The Assembly Appropriations Committee reports favorably and with committee amendments Assembly Bill No. 5122.

Under current law, a person must pass the civil service law enforcement examination prior to becoming eligible for employment as an entry-level law enforcement officer.

Under this bill, the Civil Service Commission will exempt from the examination any person who demonstrates successful completion of a police training course as approved by the New Jersey Police Training Commission.

COMMITTEE AMENDMENTS:

The committee amended the bill to:

(1) specify that the course must be a full Basic Course for Police Officers;

(2) delete language that would have allowed the Civil Service Commission to also exempt a person who has demonstrated to the Police Training Commission, to that commission's satisfaction, that the person has successfully completed a police training course conducted by any Federal, State, or other public or private agency with substantially equivalent requirements; and

(3) allow a municipal or county police department to hire a person, exempt from the requirement to take an examination for an entry-level law enforcement position under the bill, upon adoption of an ordinance or resolution by the governing body authorizing such hiring by the police department and the adoption of a conflict of interest and nepotism policy.

These amendments make this bill identical to Senate, No. 3220 (1R).

FISCAL IMPACT:

This bill has not been certified as requiring a fiscal note.

Governor Murphy Takes Action on Legislation

02/4/2021

TRENTON – Today, Governor Phil Murphy signed the following bills into law:

S-2384/A-4129 (Greenstein, Gill/Spearman, Vainieri Huttle, Mukherji) – Requires health care facilities to report certain coronavirus disease 2019 (COVID-19) data related to health care workers and certain first responders

S-2607/A-2785 (Smith, Greenstein/Benson, McKeon) – Requires land use plan element of municipal master plan to include climate change-related hazard vulnerability assessment

[Copy of Statement](#)

S-3220/A-5122 (Sweeney, Turner, Cruz-Perez/Spearman, Dancer, Johnson) – Permits exemption from civil service law enforcement examination requirement for entry level-law enforcement officers

[Copy of Statement](#)

S-3230/A-5115 (Greenstein, Corrado/Moriarty, Conaway, Calabrese, Chiaravalloti) – Appropriates \$30.387 million from constitutionally dedicated CBT revenues to DEP for State acquisition of lands for recreation and conservation purposes, including Blue Acres projects

S-3256/A-5084 (Scutari, Ruiz/Kennedy, Calabrese) – Reclassifies possession of psilocybin as disorderly persons offense

A-4941/S-3122 (Mejia/Sacco) – Authorizes State Treasurer to sell and convey certain surplus real property located in Town of Secaucus, Hudson County

A-4943/S-3092 (Wirths, Space, Bergen/Oroho) – Authorizes State Treasurer to sell and convey certain surplus real property located in Borough of Franklin, Sussex County

A-5113/S-3235 (Timberlake, Sumter, Caputo/Beach, Pou) – Appropriates \$11,777,499 from constitutionally dedicated CBT revenues to NJ Historic Trust for grants for certain historic preservation projects and associated administrative expenses

A-5114/S-3229 (DeAngelo, Speight, Swain/Codey, Corrado) – Appropriates \$37.16 million from constitutionally dedicated CBT revenues for recreation and conservation purposes to DEP for State capital and park development projects

A-5116/S-3196 (Johnson, Auth, Schepisi/Cardinale, Smith) – Authorizes State Treasurer to sell and convey certain surplus real property located in the Township of Mahwah, County of Bergen

Governor Murphy conditionally vetoed the following bill:

S-3252/A-5089 (Vitale) – **CONDITIONAL** – Clarifies that County Option Hospital Fee Pilot Program expires five years after each participating county has collected fee and that participating counties in program are not liable for fee imposed on hospitals

[Copy of Statement](#)

Governor Murphy absolute vetoed the following bill:

S-3283/A-5151 (Addiego, Lagana, Gopal/Egan, Armato, Downey, Bramnick) – **ABSOLUTE** – Concerns emergency unemployment benefits and shared work benefits

[Copy of Statement](#)

**GOVERNOR'S STATEMENT UPON SIGNING
SENATE BILL NO. 3220
(FIRST REPRINT)**

Today I am signing Senate Bill No. 3220 (First Reprint), which allows an exemption from the Civil Service Commission ("CSC") Law Enforcement Examination requirement for entry-level law enforcement officers. The exemption only applies if a person demonstrates successful completion of a police training course approved by the New Jersey Police Training Commission. The bill allows a municipal or county police department to hire a person exempt from the requirement as long as there is a conflict of interest and nepotism policy in effect.

I commend the sponsors' goal of addressing diversity in police hiring. Among the various ways law enforcement officers are hired, the CSC has provided a Law Enforcement Examination in an effort to create a neutral, objective, and equitable means by which those who wish to serve this State through upholding our laws can establish candidacy to do so in civil service jurisdictions. Unfortunately, because of a multiplicity of factors, including the inability of some candidates to afford the privately run preparatory courses that give certain candidates an edge, these tests can sometimes yield eligibility lists that disproportionately reflect non-minority candidates at the top of the list.

This bill would allow, but not require, an appointing authority to hire a candidate based upon completion of a course that teaches and tests an array of qualities and skills necessary to become a successful law enforcement officer. This can serve as a particularly useful tool for localities seeking to expand the diversity of their police forces in instances where the test may have limited that option.

To that end, I am strongly urging municipalities and other hiring jurisdictions seeking to take advantage of the bill to financially sponsor promising candidates for course completion. Such a financial commitment would help avoid the skewed selection of only candidates who can afford to fund the basic course on their own, which too often excludes persons of color. I am also urging that appointing authorities refrain from using this option if it will perpetuate, rather than reduce, the disparity in the hiring of minority candidates.

Finally, I wish to note that the law provides the CSC broad authority to enforce the Civil Service Act and to issue regulations to effectuate its laudable purposes. My Administration is committed to creating a fairer New Jersey, and part of that commitment means ensuring equality among the ranks of our valued law enforcement officers. I would remind both appointing authorities and candidates seeking to utilize the option created by this bill that, once hired, these employees enjoy the full range of civil service protections, which will continue to be robustly enforced by my Administration.

For these reasons, and with these strong recommendations, I am signing Senate Bill No. 3220 (First Reprint) into law today.

Date: February 4, 2021

/s/ Philip D. Murphy

Governor

Attest:

/s/ Parimal Garg

Chief Counsel to the Governor