

**SENATE, No. 3892**

**STATE OF NEW JERSEY**

**221st LEGISLATURE**

INTRODUCED DECEMBER 5, 2024

**Sponsored by:**

**Senator VINCENT J. POLISTINA**

**District 2 (Atlantic)**

**SYNOPSIS**

Removes exception to civil service working test period for political subdivision employees.

**CURRENT VERSION OF TEXT**

As introduced.



S3892 POLISTINA

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1 AN ACT concerning the working test period for political subdivision  
2 employees and amending N.J.S.11A:4-15.

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

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7 1. N.J.S.11A:4-15 is amended to read as follows:

8 11A:4-15. Working test period. The purpose of the working test  
9 period is to permit an appointing authority to determine whether an  
10 employee satisfactorily performs the duties of a title. A working  
11 test period is part of the examination process which shall be served  
12 in the title to which the certification was issued and appointment  
13 made. The commission shall provide for:

14 a. A working test period following regular appointment of four  
15 months, which may be extended to six months at the discretion of  
16 the commission, except that **the working test period for political**  
17 **subdivision employees shall be three months and** the working test  
18 period for entry level law enforcement, correction officer, and  
19 firefighter titles shall be 12 months;

20 b. Progress reports to be made by the appointing authority and  
21 provided to the employee at such times during the working test  
22 period as provided by rules of the commission and a final progress  
23 report at the end of the entire working test period shall be provided  
24 to the employee and the commission;

25 c. Termination of an employee at the end of the working test  
26 period and termination of an employee for cause during the working  
27 test period; and

28 d. The retention of permanent status in the lower title by a  
29 promoted employee during the working test period in the higher  
30 title and the right to return to such permanent title if the employee  
31 does not satisfactorily complete the working test period, but  
32 employees removed for cause during a working test period shall not  
33 be so returned.

34 (cf: P.L.2008, c.29, s.41)

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36 2. This act shall take effect immediately.

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STATEMENT

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41 Under current law, for most civil service employees, the Civil  
42 Service Commission provides for a working test period of four  
43 months, which may be extended to six months at the discretion of  
44 the commission, except that the working test period for political  
45 subdivision employees is three months. This bill removes the

**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.**

**S3892 POLISTINA**

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1 exception for political subdivision employees. Under the bill, the  
2 working test period for political subdivision employees will be four  
3 months and may be extended to six months at the discretion of the  
4 commission.