

# ASSEMBLY APPROPRIATIONS COMMITTEE

## STATEMENT TO

### ASSEMBLY, No. 5076

# STATE OF NEW JERSEY

DATED: FEBRUARY 20, 2025

The Assembly Appropriations Committee reports favorably Assembly Bill No. 5076.

As reported, this bill requires the Superintendent of State Police to establish a maternity policy applicable to troopers who present proof of pregnancy. The bill requires the maternity leave policy, at a minimum, to:

(1) establish at least eight weeks of continuous recovery leave after giving birth, with full pay and benefits, without the recovery leave being considered sick leave or deducted from sick leave balances; and

(2) not subject a trooper to residency restrictions or integrity checks, which may be applicable to sick or other medical leave, during the period of maternity recovery leave.

Under the bill, the superintendent is required to make available information concerning the maternity policy on the intranet maintained by the Division of State Police. The information is required to include, at a minimum, applicable policies and forms that are required to be completed before and after a period of maternity recovery leave is taken; frequently asked questions; and contact information that allows a trooper to inquire about the division's maternity policy.

#### FISCAL IMPACT:

The Office of Legislative Services (OLS) concludes that the provisions of the bill will result in an indeterminate annual savings to the State by establishing a maternity leave policy for postpartum State Police troopers.

Based on information provided to the OLS, unlimited sick leave, with full pay and benefits, is currently available to postpartum troopers for pregnancy-related absences.

The OLS finds the cost savings would result from the bill's prohibition on conducting integrity checks during the trooper's maternity recovery leave.