

SENATE, No. 2620

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED JUNE 25, 2020

Sponsored by:

Senator JOSEPH P. CRYAN

District 20 (Union)

SYNOPSIS

Establishes comprehensive core competency police training program.

CURRENT VERSION OF TEXT

As introduced.



1 **AN ACT** concerning comprehensive core competency police training
2 and supplementing Title 52 of the Revised Statutes.

3
4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6
7 1. a. Notwithstanding any other law to the contrary, the Police
8 Training Commission shall include in the basic training course
9 required to be completed by every State, county, and municipal law
10 enforcement officer comprehensive training on the following core
11 competencies:

- 12 (1) relationship-based policing and community interaction;
13 (2) conflict resolution; crisis intervention, mediation, and rumor
14 control;
15 (3) de-escalation, including training in nonlethal methods of
16 interacting with combative or threatening persons and persons
17 experiencing a mental health crisis;
18 (4) minimization of use of force;
19 (5) leadership;
20 (6) problem-solving skills;
21 (7) community specific problems;
22 (8) cultural diversity and implicit bias;
23 (9) appropriate methods of engagement with members of diverse
24 cultures and religions, including members of the lesbian, gay,
25 biracial, transgender, and queer (LGBTQ) community and gender
26 nonconforming persons, English language learners, and differently
27 abled persons;
28 (10) juvenile justice and engagement;
29 (11) legal authority and procedural justice;
30 (12) individual rights;
31 (13) officer and civilian safety;
32 (14) communication skills; and
33 (15) lifestyle stressors, self-awareness, and self-regulation.

34 b. The Police Training Commission shall develop a four hour in-
35 service training course encompassing the core competencies
36 enumerated in subsection a. of this section. The training course
37 shall be administered by every State, county, and municipal law
38 enforcement agency and shall be in addition to any other required
39 in-service training. The law enforcement agency shall ensure every
40 law enforcement officer completes this training on a quarterly basis.

41 c. In developing the curriculum for the core competency training
42 required in subsections a. and b. of this section, the Police Training
43 Commission shall consult with adult and juvenile community
44 members of all racial, social, and economic backgrounds.

45 d. Scenario-based training on core competencies shall be
46 included as a component of the curriculum of the basic training
47 course and in-service training required by this section.

1 e. The Police Training Commission periodically shall update
2 and revise the curriculum of the core competencies components of
3 the basic training course and in-service training course required by
4 this section.

5 f. For the purposes of this section:

6 “Core competencies” means common activities in which law
7 enforcement officers engage and the skills used during the daily
8 performance of their law enforcement duties.

9 “Law enforcement agency” means a department, division,
10 bureau, commission, board, or other authority of the State or of any
11 political subdivision thereof which employs law enforcement
12 officers.

13 “Law enforcement officer” means any person who is employed
14 as a permanent full-time member of a law enforcement agency and
15 is statutorily empowered to act as an officer for the detection,
16 apprehension, arrest, and conviction of offenders against the laws of
17 this State.

18 “Scenario-based training” means the use of technology to put
19 law enforcement officers in life-like scenarios to practice decision-
20 making skills and tactical response time.

21 g. The Police Training Commission shall adopt rules and
22 regulations, pursuant to the “Administrative Procedure Act,”
23 P.L.1968, c.410 (C.52:14B-1 et seq.), to effectuate the purposes of
24 this section.

25
26 2. This act shall take effect on the first day of the seventh
27 month next following enactment.

30 STATEMENT

31
32 This bill requires comprehensive police training on core
33 competencies in both the basic training course and in-service
34 training.

35 The bill specifically requires the Police Training Commission to
36 include certain core competencies in the curriculum of the basic
37 training course which every State, county, and municipal law
38 enforcement officer is required to pass prior to appointment to a
39 full-time police officer position. Core competencies are defined in
40 the bill as “common activities in which law enforcement officers
41 engage and the skills used during the daily performance of their law
42 enforcement duties.” The bill also requires four hours of in-service
43 training each quarter on the core competencies.

44 The core competencies to be covered in the basic training course
45 and in-service training include: relationship-based policing and
46 community interaction; conflict resolution; crisis intervention,
47 mediation, and rumor control; de-escalation, including training in
48 nonlethal methods of interacting with combative or threatening

1 persons and persons experiencing a mental health crisis;
2 minimization of use of force; leadership; problem-solving skills;
3 community specific problems; cultural diversity and implicit bias;
4 appropriate methods of engagement with members of diverse
5 cultures and religions, including members of the lesbian, gay,
6 biracial, transgender, and queer (LGBTQ) community and gender
7 nonconforming persons, English language learners, and differently
8 abled persons; juvenile justice and engagement; legal authority and
9 procedural justice; individual rights; officer and civilian safety;
10 communication skills; and lifestyle stressors, self-awareness, and
11 self-regulation.

12 The bill requires the Police Training Commission to consult with
13 adult and juvenile community members of all racial, social, and
14 economic backgrounds in developing the core competencies
15 curriculum for the basic and in-service training. In addition, the
16 curriculum is to include scenario-based training on core
17 competencies. The core competency curriculum is to be
18 periodically update and revised.

19 According to the sponsor, societal changes and increased
20 scrutiny of police interactions with persons of diverse backgrounds
21 necessitate up-to-date, comprehensive police training to ensure the
22 safety of both the officers and the citizens they serve.